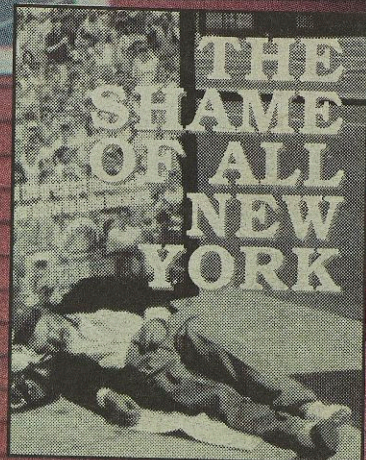


WILL ANYONE BE LEFT TO ANSWER THE ALARM?



-- See pages 11-14

J. H. KETCHAM HOSE CO.



VOLUNTEERS

IN SERVICE TO THEIR COMMUNITIES --

Above, from left, CSEA members Tom Pelkey, Ketcham Fire Department; Robert Smith, Pawling Fire Department; Wayne Record, George Langin, Erwin "Chuck" Green, Ralph Brothers, Ketcham Fire Department; Robert Thompson, Amenia Fire Department; Darrell Brevi, Peter Hunt, Tom Westcott, Ketcham Fire Department; Henry Walters and Dennis Brunow, Pawling Fire Department.

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School news, including a contracting out victory in White Plains and a member who cares about kids.

Page 6

CSEA's Irving Flaumenbaum Memorial Local Government Workshop.

Page 7

New York Works Because We Work! A member who takes care of the elderly.

CSEA member gets help with sick child

ARCADE — Courtney Morgan has known pain and tragedy in her short life, but she's also seen the generosity of CSEA.

Courtney, 6, the daughter of CSEA Village of Arcade Unit member Michael Morgan and Susan Morgan, has had cancer for two years. Her treatment has included a bone marrow transplant.

Still very sick, she is awaiting a second bone marrow transplant.

Insurance has covered most bills, but travel to Rochester and lodging adds up quickly, Unit President Don King said.

Morgan has taken a lot of time off from work to be with his daughter.

That's where the generosity comes in. The unit's 25 members and management staff have donated more than 150 of their own sick days to Morgan, King said.

And they have raised more than \$4,000 to help the family, he said. King and Unit Secretary Lois Matuszak initiated the sick leave and fund raising drives.

The tiny unit has rallied to help the

Morgan family as it has for others in the past, King said.

"It sure isn't the first time we've helped a co-worker, but it sure is the longest," he said. "But Mike deserves to be with his daughter."

King praised management for working with the union to help Morgan, noting that labor-management relations are healthy.

The village employees recently received the DeWitt Clinton Masonic Award for Community Service because of the help they have given Courtney and her family.

The financial help is becoming more important all the time, since insurance may not cover the second bone marrow transplant, King said.

Costs for the Morgan family will continue to rise, and anyone interested can send a donation to:

**Courtney Morgan, c/o Village of Arcade
17 Church Street
Arcade, New York 14009.**



CSEA WESTCHESTER COUNTY UNIT President Cheryl Melton, center, spoke on "Let's Talk Westchester," a local radio show, about how the union represents county employees. With her are, at left, program director Steve Cohn and CSEA Grievance Representative Adelaide Parker.

THE PUBLIC Sector

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STEPHEN MADARASZ

State Legislature approves local government agency shop

Bill now awaits Governor's signature to become law

ALBANY — CSEA won a tremendous victory in the state Legislature with passage of a local government agency shop bill in both the state Senate and Assembly.

The bill has been sent to the Governor, and if he signs the legislation into law, local governments and subdivisions, including school districts, in New York state will become agency shops.

That means employees who chose not to become dues-paying union members will pay an agency shop fee. The fee, equivalent to union dues, goes to the union to help pay the costs of representing all employees in the bargaining unit.

CSEA must represent all employees in

negotiations, grievances and other areas, even if an employee is not a member. If the union does not represent non-members simply because they are non-members, it faces serious penalties.

Without agency shop provisions, non-members reap the benefit of union representation without paying union dues.

"This provision will benefit our members by ensuring they don't have to pay the freight for free riders any more," CSEA President Joe McDermott said. "It's only fair that those who benefit from CSEA representation and service pay their fair share."

The state for years has had a law

providing temporary agency shop for state workers, which has been renewed regularly. The pending local government agency shop bill is also subject to periodic renewal.

CSEA has already negotiated agency shop provisions in contracts with most local governments and school districts and this legislation would make agency shop uniform across the state.

"Assuming the Governor signs the agency shop legislation into law, this will be a major legislative victory for CSEA," McDermott said. "Local government agency shop is a fairness issue that has long been a CSEA priority. We urge the Governor to sign this important legislation."



CSEA MEMBERS PROTEST LAYOFFS at the Buffalo Sewer Authority.

Buffalo sewer authority members protest layoffs

BUFFALO - Fighting a layoff plan that would put up to 12 members out of work, the CSEA Buffalo Sewer Authority Unit of Erie County Local 815 recently hit the sidewalk with protest signs.

"We're looking for fairness from the city," Unit President Sal Castro said. "And it's definitely not fair to try balancing the budget on the backs of the workers."

The unit, now in negotiations deadlock, will keep fighting the layoffs, he said.

The job cuts will hamper preventive maintenance and reduce services, Castro said. While a dozen rank-and-file workers face layoffs, only one politically-appointed management post is being cut, he said.

The sewer authority picketers were joined by fellow CSEA Local 815 members and members of the Communications Workers of America, AFL-CIO, who also face layoffs.

Suffolk troubles prove concessions don't work

By Sheryl C. Jenks
CSEA Communications Associate

HAPPAUGE - CSEA members in Nassau County need only look east to see that contract concessions are no solution to county deficits.

CSEA Nassau Local 830 has made a strong stand against concessions, while an independent union in Suffolk County agreed to concessions based on the promise they would be safe from further sacrifice.

Now Suffolk County, facing a large budget deficit, is talking about drastic layoffs and more concessions.

"CSEA members in Nassau County should be aware that if we had bought into concession bargaining, they would not only have had to face the layoffs, they would have also lost their 5.5 percent raise," CSEA Long Island Region President Gloria Moran said.

CSEA Nassau Local 830 President Rita Wallace agreed.

"When disgruntled county employees say they would have made concessions, it is important to realize that would have been a terrible decision," she said. "The county would continue to come back to us for more, just as they have in Suffolk."

Wallace, Moran and CSEA Long Island Region Director Ron King recently sent letters to all Nassau County members on the problems concessions have brought to Suffolk County employees.

CSEA fights Glen Cove layoffs

GLEN COVE - The City of Glen Cove is attempting to balance its budget by playing with fire - and CSEA members are burning mad.

The union is fighting the city's plan to lay off four fire dispatchers, as well as several other employees.

The city claims a \$2 million deficit and contends it will be cheaper to move the responsibility to the existing county fire communications bureau.

The union is still trying to convince the city council that layoffs are not the answer, CSEA Labor Relations Specialist Pat Curtin said.

"One of our first cost-cutting suggestions is that the town refrain from hiring summer help. How can you hire seasonal employees while giving the ax to full-time, long-term employees?" Curtin said.

CSEA fights layoffs in Monroe County

By Ron Wofford

CSEA Communications Associate

ROCHESTER — Monroe County employees are fighting threatened layoffs of up to 260 workers.

"We're going to stick together to try to save the services and jobs that make Monroe County a great place to live," CSEA Monroe County Unit President Flo Tripi said.

"We've got to get our message to the legislature and the public. We offered a more than fair plan to help the county overcome the deficit without putting people on the streets."

CSEA proposed deferring raises and extending the contract in place of layoffs.

The county rejected the plan, and proposed an unacceptable 4 percent pay cut.

Nearly 1,000 unit members met recently to discuss fighting the layoffs. Members are being urged to write, phone and visit county legislators and the county executive to demand services and jobs be saved.

CSEA is also running a newspaper ad to

enlist public support by showing CSEA members providing services.

Unit activists have vowed to pack legislature meetings until it comes up with a plan to avoid severe cuts in services and employees.

Getting the legislature and the public involved may help, CSEA Political Action

Coordinator Roger Sherrie said.

"The county legislature has no official way to stop the layoffs," he said. "But if we can mobilize political and public pressure, there is a chance. We want the county executive to feel the pressure and come back to the table."



CSEA MONROE COUNTY UNIT meets to plan opposition to layoff proposals. From left are: Unit President Flo Tripi, Probation Section President Bernie Giambra and CSEA Labor Relations Specialist Karen Spies.

Schenectady unit fights contracting-out proposal in water plant

By Daniel X. Campbell

CSEA Communications Associate

SCHENECTADY - CSEA Schenectady City Unit members proposed hundreds of thousands of dollars in savings to a City Council Committee after a for-profit vendor proposed a scheme to operate the city's antiquated water filtration plant.

"City employees are not afraid to compete with the private sector," Unit President Paul E. Ruller said.

Ruller presented a plan to operate the

water filtration plant more efficiently. The union found nearly \$358,000 in savings through plant improvements and attrition.

This was the first opportunity the unions had to work with city management to achieve goals that will benefit the administration, and more importantly, the taxpayers, Ruller said.

"The whole idea of privatization is discouraging, considering we have the personnel, equipment, knowledge and most of all the determination to continue an

operation that is efficient and productive," CSEA member Donald Rupis said.

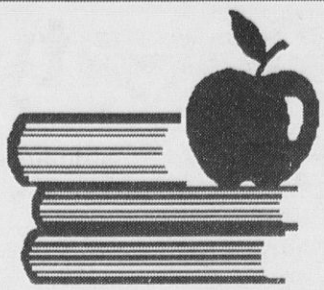
Committee Chair Brian U. Stratton said he sees no need to privatize the Water Department.

"We asked the Water Department to come up with proposals for reducing costs and increasing revenues, and they've made some very strong, direct recommendations," he said.

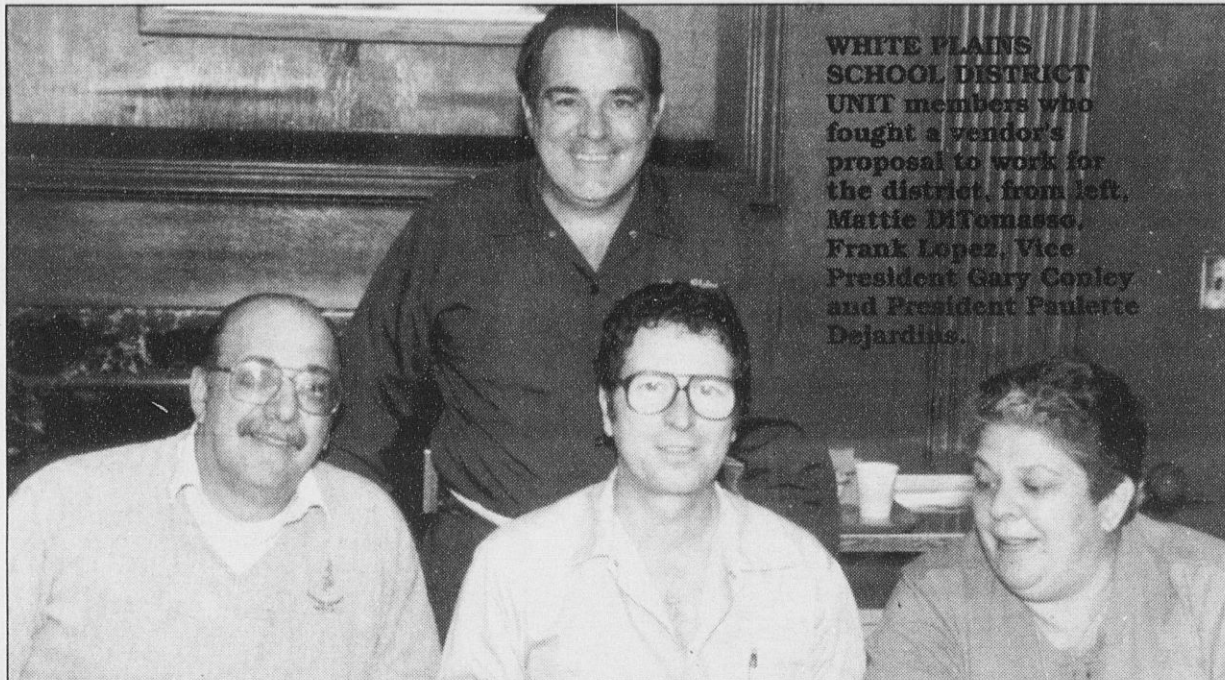
The full city council will consider CSEA's proposals.



CSEA FIGHTS LAB SALE IN KINGSTON -- CSEA Political Action Coordinator Steve Alviene tells a reporter that Kingston lab employees are not a commodity to be sold to the highest bidder. Kingston's mayor intends to sell the lab to a private vendor and had refused to release details. About 80 CSEA members work in the lab. With Alviene are, from left, lab employee Sue Regan, CSEA Ulster County Local 856 President Betty Gordon and CSEA Labor Relations Specialist Robert O'Connor.



SCHOOL DISTRICT AFFAIRS



WHITE PLAINS SCHOOL DISTRICT UNIT members who fought a vendor's proposal to work for the district, from left, Mattie DiTomasso, Frank Lopez, Vice President Gary Conley and President Paulette Desjardins.

White Plains School Unit wins against for-profit vendor

WHITE PLAINS - CSEA successfully fought a plan to hire a private vendor in the White Plains School District.

CSEA Unit President Paulette Desjardins asked the superintendent to allow the unit to study the Servicemaster proposal to manage custodial services.

"We took their proposal apart," Unit Vice President Gary Conley said, "and we

pointed out a lot of things Servicemaster said they would do that were already being done."

The school board later rejected the vendor's proposal.

"We let the board and superintendent know we are taxpayers who care about how our money is being spent," Conley said. "They respected us for that."

CSEA fights for RNs in Saranac schools

SARANAC - When the Saranac Central School District proposed replacing two registered nurses with office assistants, CSEA fought back.

CSEA represents the nurses whose jobs were to be eliminated.

"Our main concern was for the health and safety of the 1,000 district students and staff members who receive care from the nurses," Clinton County Local 810 President Jeanne Kelso said.

"In a medical emergency, a health office assistant with no medical training might do more harm than good," CSEA Labor Relations Specialist Ken Lushia said.

CSEA went to the public with its objections to the district superintendent's proposal.

"Taxpayers and residents had been complaining to the school board about the cuts," Lushia said.

But the board wasn't responding, so CSEA announced it would go to the state's Public Employment Relations Board (PERB) if the health office assistants were assigned to do the work of the registered nurses.

The school board gave in and restored the positions.

Building drill team, dreams in Peekskill

PEEKSKILL — CSEA member John Batts is showing 30 kids from an inner-city school how they can become winners.

Batts, a maintenance mechanic at Peekskill School District and member of CSEA Westchester County Local 860, knows how tough it can be. A drop out, he suffered poverty and family problems.

But in the Job Corps, he learned he could achieve whatever he worked for.

"I vowed I would give back what I had learned there," Batts said. For 17 years, he's organized drill teams for kids

His latest effort was an

elementary school team for inner city kids.

"A lot of people think of these kids as bad because they come from a low-income area, but it's not true," Batts said. "These are good kids with not enough to do."

The young students work hard, practicing twice a week. With the help of the community, Peekskill's Batts Blazers Drill Team recently went to a state competition.

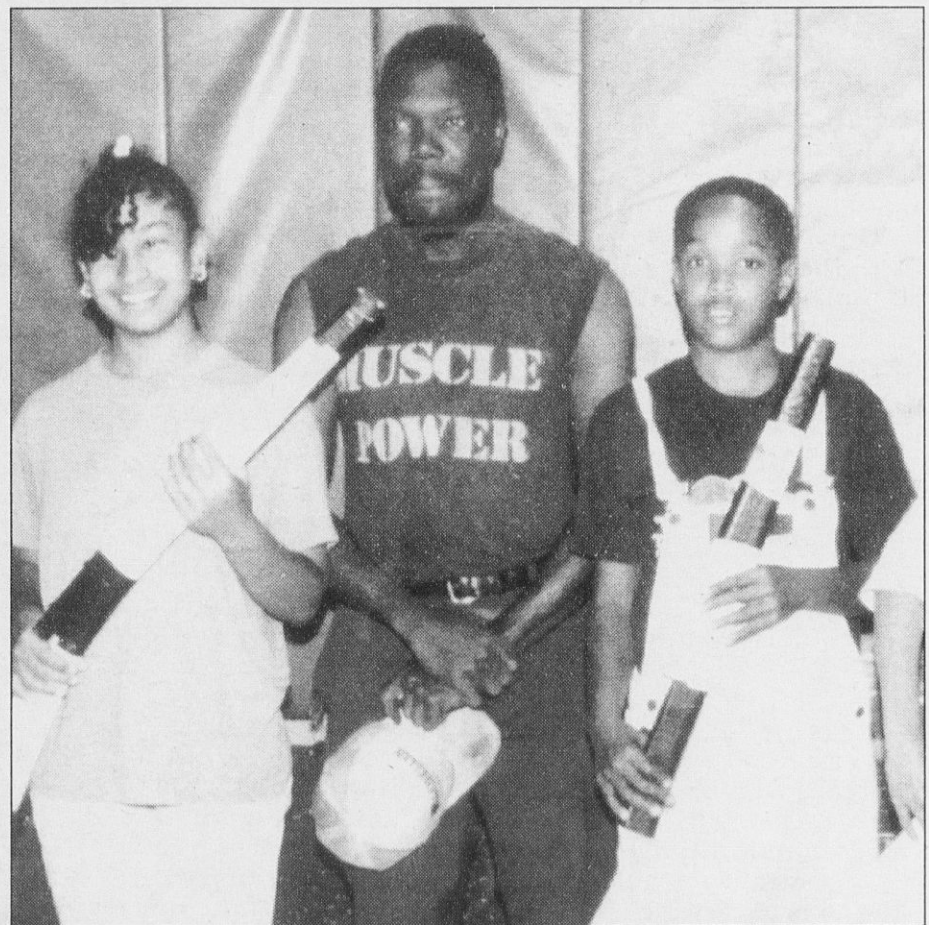
Their hard work paid off. The team scored 100 points in overall performance, appearance, marching and maneuvering and leadership.

Drill team members learn more than marching, said Batts, who requires team members to keep up their grades.

"It's a discipline," he said. "It teaches teamwork, discipline and respect — things they can use later in life."

Thanks to Batts, the kids are real winners, CSEA Peekskill School Unit President Lou Galeazzo said.

"Most of the credit goes to John," he said.



CSEA MEMBER John Batts with two members of the drill team he formed for elementary school students.

A new challenge

Batts Blazers Drill Team has a new challenge: raising \$10,000 to travel to a national competition in Las Vegas in August.

Contributions may be sent to Peekskill's Batts Blazers Drill Team, c/o Oakside School, Attn. Jean Oitice, 200 Decatur Ave., Peekskill, NY 10566.

Flaumenbaum Workshop a chance for local government representatives to learn

ROCHESTER — With the theme "New York Still Works Because We Work," The Irving Flaumenbaum Memorial Workshop for CSEA local government members offered participants a wide range of programs.

The programs, covering issues from health care costs to workplace diversity, gave participants an opportunity to collect valuable information they can pass on to the members of their locals.

Topics included:

- ✓ Bargaining Health Care Cost Containment;
- ✓ Being a Credible Witness;

- ✓ Dispelling the Mystery: Economics Made Easy;
- ✓ Stopping Sexual Harassment and Other Discriminatory Practices;
- ✓ TB/AIDS Protection in the Workplace;
- ✓ The Tier Structure of the NYS Retirement System
- ✓ The Dynamics of Diversity;
- ✓ Playing the Field: the 1992 Presidential Campaign;
- ✓ Are You Ready? Planning for Retirement;
- ✓ What's Happening in Congress;
- ✓ A New Benefit: CSEA Affordable Mortgages.

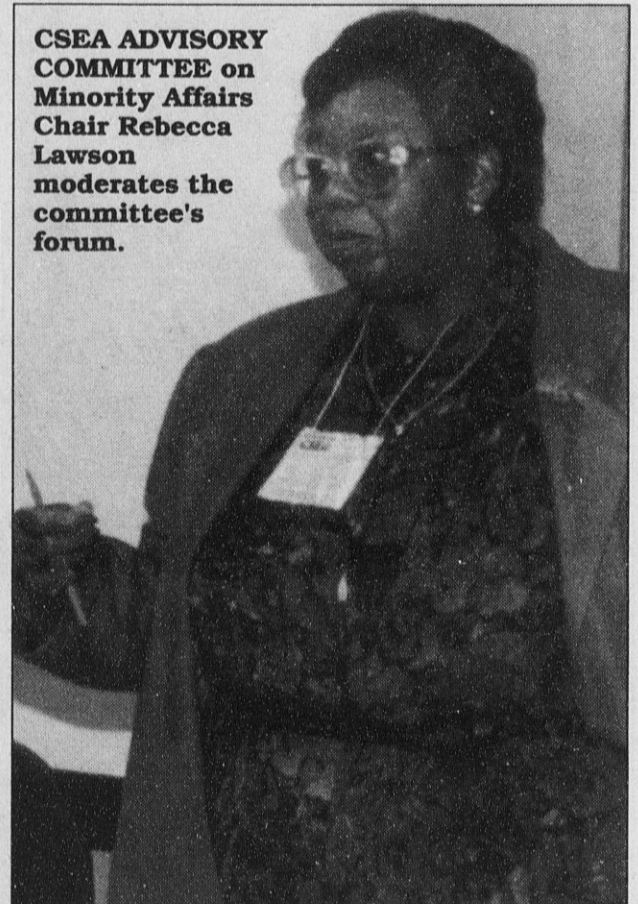
Those attending also had the opportunity to see the movie "The American Dream," a documentary about a union fighting forced wage cuts at Hormel Co.

Labor Troubadour Tom Juravich presented the spirit of labor and unionism in song, joined by a number of participants who joined him on stage to sing labor songs.

LABOR TROUBADOUR
Tom Juravich gets the participants up and singing labor songs.



CSEA ADVISORY COMMITTEE on Minority Affairs Chair Rebecca Lawson moderates the committee's forum.



Walsh wins mission award

ROCHESTER — The 1992 CSEA Mission Achievement Award for the local government division went to Bill Walsh, president of CSEA Town of Brookhaven Blue Collar Unit of CSEA Suffolk County Local 852 and local executive vice president.

CSEA President Joe McDermott presented the award during the Irving Flaumenbaum Memorial Workshop.

The award is presented annually to two members, one in the local government division and one in the state division, who best exemplify the CSEA Mission Statement spirit to: "represent our members as best we can in any way we can; and to continue our role as a leader among labor unions."

Walsh is a grievance representative and chair of the union's Solid Waste Task Force.

"Bill's energy in a wide variety of fields marks him as an outstanding leader motivated by the courage of his convictions," McDermott said.



CSEA MISSION ACHIEVEMENT AWARD winner Bill Walsh, left, and CSEA President Joe McDermott.



CSEA member Carol Clayton, left, and a patient.

In Westchester County

CSEA member gives special care to special people

VALHALLA — Carol Clayton smiles as she takes care of clients at the Ruth Taylor Institute (RTI) in Westchester County.

That wouldn't be unusual, except that for 17 years, her clients have been ill and elderly. For three years, the licensed practical nurse has worked with Alzheimer's patients who may not remember her from one moment to the next. The facility is usually the last stop for most clients.

"Once they get here, this is it," she said. "Most come in here walking and end up in a fetal position."

Alzheimer's is a disease in which victims suffer from confusion and progressive loss of memory and motor skills leading eventually to death.

So how does she keep smiling — and keep working — in a facility where turnover is high and death is no stranger?

"I love these people," Clayton said. "They're like family to me. I stay because I really care."

For many of her clients, Clayton and her co-workers are all the family they have. Their own families have abandoned them. That's toughest for Clayton to understand.

"Most of them just need someone to listen," she said. "I try to get them to talk about happy times and things they can look forward to. But without families, it's worse for the patient. A lot of them just give up."

Clayton, a grievance representative for the CSEA Westchester Unit of Local 860, also knows she can't take her work home.

"You can't get too attached," she said. "Some of them are just like family. You give as much as you can but you can't bring it home."

Turnover at RTI is high. Many can't cope with the elderly, hopeless patients, but Clayton stays on the job.

"You have to be strong," Clayton said. "It's not easy to deal with a lot of stress. You have to take things at face value or it will eat you up."

New Paltz village can't fire workers over union activism

NEW PALTZ — When the Village of New Paltz fired CSEA member James Noon, CSEA maintained it was because of his union activity.

The Public Employment Relations Board (PERB) agrees, and recently ruled that village officials violated the Taylor Law when they fired Noon.

When Noon, a member of CSEA Ulster County Local 856, was fired, CSEA filed an improper practice charge. An administrative law judge ruled in his favor, saying village officials fired him because of his union participation. The judge ordered the village to re-instate Noon with back pay.

PERB reaffirmed the judge's decision on appeal.

PERB noted evidence of Noon's supervisor disapproving of his union activities; the supervisor even threatened to fire Noon if he ran for local president. The village claimed to have fired Noon for incompetence, but PERB found no evidence the village

board reviewed his work record when he was fired.

Noon's supervisor also admitted to a village employee that Noon was fired for his union activity.

PERB ordered the village to re-instate Noon with back pay.

"Employees who engage in union activity are protected against retaliation," CSEA Local 856 President Elizabeth Gordon said. "CSEA will fight to protect those rights."

Rockland member praises CSEA

POMONA — Pearl Harbus has her old job back, thanks to CSEA.

Harbus, a member of CSEA Local 844, was one of three assistant volunteer coordinators in Rockland County. When two positions were abolished, she was demoted with a pay cut and the promise she would be first on a preferred eligibility list.

But when the job opened, the county appointed another employee. CSEA filed a



**Arbitrations,
Grievances,
IPs, Lawsuits**

grievance for Harbus.

"You're talking a lot of money. There was a difference of \$3 an hour," she said. "It was so underhanded. I couldn't believe it."

The administrative law judge ruled for Harbus, ordering the county to re-instate her. Harbus praised CSEA and Labor Relations Specialist Annette Raetz.

"I think the union was terrific," she said. "They were with me all the way."

A message from CSEA President Joe McDermott

NYS's disgraceful abandonment of the mentally ill

Doesn't anyone else care?



The state Office of Mental Health's (OMH) cold and callous approach to the closing, consolidation and downsizing of state psychiatric centers is having and will have tremendously negative effects on the mentally ill, the employees and their families and the communities.

CSEA's response to the decline of the state's mental health system and transfer of patient care responsibility to other sectors is a matter of record and has been consistent and clear.

We have frequently expressed our outrage, but quite frankly nobody seems to care. The state simply continues to abandon the mentally ill.

From a patient care standpoint, there are thousands upon thousands of mentally ill people aimlessly wandering the streets, living in subhuman conditions. There are thousands more of the elderly occupying nursing home beds receiving little or no psychiatric care while others in the general community in need of such services remain at home patiently awaiting placement. And there are untold numbers of others in need of psychiatric care who are inhumanely pushed from emergency room to emergency room and are never admitted anywhere. We also can only estimate the number of additional prison cells now required because they are being occupied by people in need of mental health care.

And employees at these facilities have been abandoned as much as the patients they once served. Look at the communities of Wingdale, Willard, Gowanda and eventually places like Kings Park, and think about what the state of New York is doing to these communities during this closure process. And see if you can discern who's been more brutally abandoned - the patients or the staff. At least the patients can be transferred to other hospitals; the vast majority of the staff cannot exercise such options even if they were available.

OMH's headlong rush to reduce the client population in no way reflects the actual need that exists for an effective mental health system in this state. But OMH plows

ahead because it controls how many and what kind of individuals it intends to serve and has managed to find unique methods for forcing service provision on others.

The failure of this approach in purely human terms is obvious. Unfortunately, the unions have become the last advocates for the mentally ill and we are the only ones left to point out the immorality of this approach.

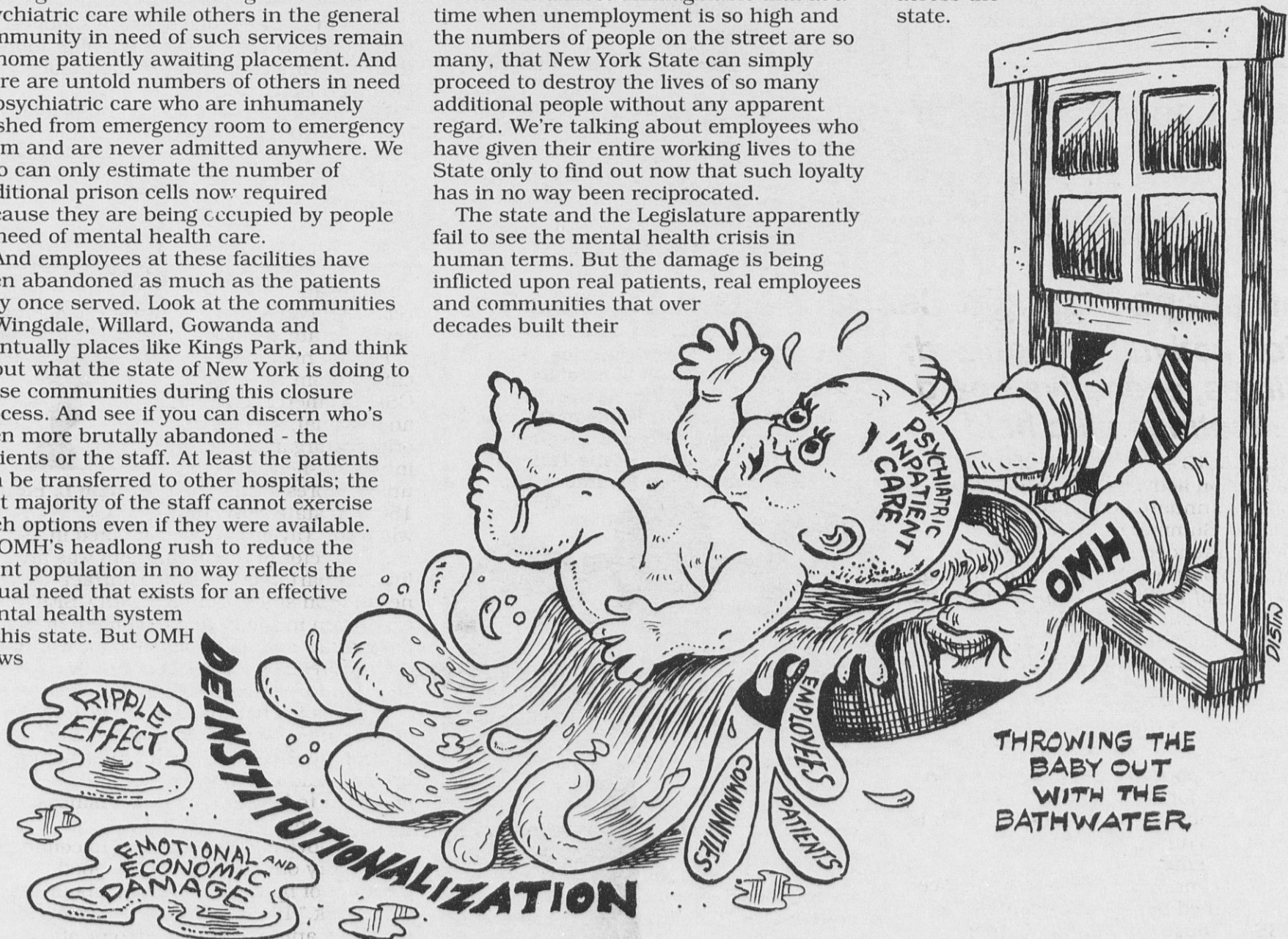
Government responds forcefully when a private company announces a plant closing that would devastate a local economy. As a union we appreciate these efforts. But New York State and OMH have been the largest single employers in Wingdale, Willard and Gowanda and there's not even a whimper when the state walks away in a brutally similar fashion from its responsibilities to its clients, its employees and its communities.

It seems almost unimaginable that at a time when unemployment is so high and the numbers of people on the street are so many, that New York State can simply proceed to destroy the lives of so many additional people without any apparent regard. We're talking about employees who have given their entire working lives to the State only to find out now that such loyalty has in no way been reciprocated.

The state and the Legislature apparently fail to see the mental health crisis in human terms. But the damage is being inflicted upon real patients, real employees and communities that over decades built their

foundations upon mental health facilities that are now being abandoned.

The emotional and economic damage that reverberates outward great distances from the facility itself is illustrated in an excellent feature concerning the closing of the Harlem Valley Psychiatric Center on pages 11-14 of this edition of *The Public Sector*. These stories show that many CSEA members, including local government and school district employees feel the pain of these closures. The Harlem Valley experience is being played out, unfortunately, in several other communities across the state.





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CSEA's newly elected Board of Directors is announced.

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The Public Sector takes a long look at how the closing of mental health facilities devastates not only the employees who lose their jobs and the clients left without proper care, but also entire communities.

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The AFSCME Convention tackles tough issues facing labor; Presidential candidate Bill Clinton speaks to the delegates.

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CSEA is sending superdelegates to the Democratic National Convention. Also, important information for CSEA members on insurance rebates.

Page 17

Members in the corrections systems are recognized at a regional conference. Also, important guidelines for avoiding rabies.

CSEA mourns Jeanne A. Lyons, longtime activist

Longtime CSEA activist Jeanne A. Lyons died June 6 at Samaritan Hospital in Troy, Rensselaer County.

Miss Lyons was past president of state Department of Labor CSEA Local 670 in Albany, a post she held for several terms. She was also a long-time member of CSEA's statewide Board of Directors and had been re-elected without opposition to a new term in May. Miss Lyons was a purchasing agent for the state Department of Labor.

A native of Troy, she was a graduate of Catholic Central High School and Troy Business College.



Jeanne A. Lyons

PEOPLE IN THE NEWS



William L. Blom retires from CSEA

William L. Blom, one of CSEA's longest-tenured employees, has retired after more than 30 years as director of the union's Research Department.

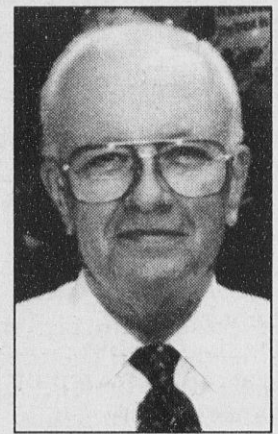
Blom was the only person to officially hold the title with CSEA, joining the union staff as research director on March 8, 1962. Prior to joining CSEA, Blom spent 14 years with the state providing statistical analysis and research-related services to several state agencies.

During his long career Blom witnessed CSEA's emergence from an informal, socially-oriented organization into a full-fledged labor union representing 150,000 state workers when the Taylor Law was adopted in 1967.

As director of research, Blom was an integral part of every state contract negotiation since. Coupled with CSEA's expansion in the local government arena, he oversaw a staff responsible for working on hundreds of contracts annually in addition to related research activities.

"I guess it's because I never lost my love of working with facts and figures and developing them into useful information," he once said in trying to explain how he managed to last so long in a business noted for employee burnout.

"I still love it. I look forward to coming to work every day. that's a pretty good measure of how a person feels about his life's work," Blom said when he celebrated his silver anniversary as director of research in 1987.



William L. Blom

Resolutions deadline for annual delegates meeting

The deadline for submitting proposed resolutions for consideration at the 1992 CSEA Annual Delegates Meeting is **July 24, 1992.**

The proposals must be submitted to statewide Secretary Irene Carr's Office at CSEA Headquarters, 143 Washington Ave., Albany, NY 12210.

The 1992 Annual Delegates' Meeting will be Sept. 21 to 25 in New York City.

Workshops highlight Central Region conference

Union activist recognized; retirees, executive board meetings also held

LAKE PLACID — More than 250 CSEA Central Region activists met recently for the region's annual Thomas H. McDonough Summer Conference.

Activists attended several workshops dealing with on-the-job injuries, including: *An Overview of Workers' Compensation* and *A Union Representative's Role When an Employee is Injured*. A retirees meeting and Regional Executive Board meeting were also held.

CSEA Central Region President Jim Moore recognized the efforts of CSEA activist Deirdre Service, presenting her with a leather portfolio. Service was CSEA representative for the employees at the former Madison County Infirmary, which is now privately run as the Crouse Community Center.

Service is continuing her activism, since Moore appointed Service president of the new CSEA Crouse Community Center Local 720.

CSEA ACTIVIST Deirdre Service, right, is honored for her efforts in establishing the new CSEA Local 720 at Crouse Community Center in Madison County. Making the presentation are region Second Vice President Roslie Tallman, left, and Region President Jim Moore.



CSEA members elect new statewide Board of Directors

CSEA members elected the union's new statewide Board of Directors in a mail vote last month.

The new board, listed below, will serve a three-year term which began July 1.

Agriculture & Markets
Raymond M. LaRose

Audit & Control
Georgianna Natale

Authorities
John Francisco

Civil Service
Maggie McCafferty

Correctional Services
Susan Crawford
Jeff Howarth

Economic Development
Rose DeSorbo

Education
Anne Marie Hakeem

Environmental Conservation
Maria N. Mesiti

Executive
Gloria J. Wakewood
Cindy Egan DerGurahian
Wilma Hasser

Health
Barbara Reese

Insurance
Susan Matan

Judicial
Thomas F. Jefferson

Labor
Denis J. Tobin
(Vacancy created by death of Jeanne Lyons)

Law
Trina (Catherine) Van Norden

Mental Hygiene-Region I
Pat Hahn
Barbara Allen

Mental Hygiene-Region II
Jimmy Gripper
Bob Nurse
Denise Berkley

Mental Hygiene-Region III
Alan L. Ackerman
Henry Brennan

Mental Hygiene-Region IV
Helen Fishedick

Mental Hygiene-Region V
Edward (Bud) Mulchy
Barbara Reeves

Mental Hygiene-Region VI
Kathleen A. Button
Elaine Mootry

Motor Vehicle
Michael Febraio, Jr.

Public Corporations
Michael R. D'Alessandro

Public Service
Robert F. Calhoun

Social Services
William McMahon

State
David Dingley

Tax & Finance
Carmen Bagnoli

Transportation
Joan M. Tobin
Hank Jenny

Universities
Diane Lucchesi
Betty Lennon
Kathleen Berchou
Joseph McMullen

Albany County
Marge Flynn

Allegany County
David J. Mayo

Broome County
Daniel D. Lasky

Cattaraugus County
Scott Corey

Cayuga County
Ginger Sheffey

Chautauqua County
James V. Kurtz

Chemung County
Thomas P. Pirozzolo

Chenango County
No candidates

Clinton County
Jeanne Kelso

Columbia County
Shirley Ponkos

Cortland County
Geraldine G. Cleveland

Delaware County
Karin R. Eggleston

Dutchess County
Kenneth Monahan

Erie County
Marie Prince

Essex County
Jacqueline Vanderhoof

Franklin County
Joseph Cormier

Fulton County
Bill Sohl

Genesee County
Sharon L. Bork

Greene County
Richard W. Canniff

Herkimer County
Patricia Labrozzi

Jefferson County
James W. Monroe

Lewis County
Joyce P. Rice

Livingston County
Robert Wright

Madison County
Roslie Tallman

Monroe County
Florence Tripi

Montgomery County
Gary R. China

Nassau County
Pete Ellison
Ralph Spagnolo

Niagara County
Mary (Candy) Saxon

Oneida County
JoAnne L. Melisko

Onondaga County
Paul R. Ranczuck

Ontario County
David A. Bloom

Orange County
Marianna Nelson

Orleans County
Christine A. Covell

Oswego County
Valerie Williams

Otsego County
George R. Smith

Putnam County
Irena Kobbe

Rensselaer County
Marianne Herkenham

Rockland County
Caroline Osinga

St. Lawrence County
Joseph J. Frank

Saratoga County
Corinne B. Daly

Schenectady County
Lou Altieri

Schoharie County
Marguerite Stanley

Schuyler County
Beverly K. Clickner

Seneca County
Bruce K. Damalt

Steuben County
Ronald A. Gillespie

Suffolk County
Richard Pankowski

Sullivan County
Thomas E. Schmidt

Tioga County
No candidates

Tompkins County
Tom Keane

Ulster County
Deborah DeCicco

Warren County
Douglas K. Persons

Washington County
Glennen Woodward

Wayne County
No candidates

Westchester County
Carmine DiBattista
Cheryl Melton

Wyoming County
Sandra Boyd

Yates County
Carol A. Thornton

**Local Government
Educational Representatives**

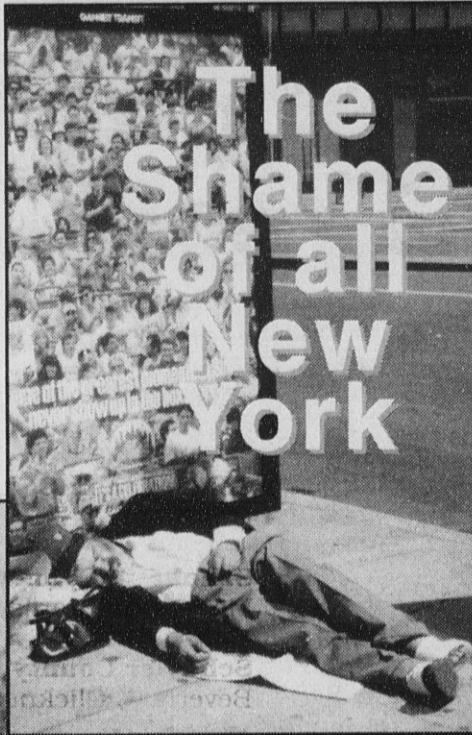
Long Island Region I
Nick LaMorte

Southern Region III
V. Norma Condon

Capital Region IV
Lester Cole, Jr.

Central Region V
Betty Browell

Western Region VI
Mary H. Lettieri



For decades psychiatric and developmental centers have been the economic lifeblood of many communities across New York State. But since the 1970s, when the state began a policy of deinstitutionalization, New York has been abandoning the mentally ill in ever increasing numbers. The result is facilities being targeted for closing, consolidation or downsizing. Left in the wake are new armies of homeless mentally ill, rising unemployment and reduced tax bases in the communities. And a heightened sense of despair all the way around. The closing of the Harlem Valley Psychiatric Center, for example, is having staggering effects upon the eastern Dutchess County community of Wingdale and beyond. Unfortunately, the Harlem Valley experience is typical of the devastation the state's policy creates each time a community and a facility are severed.

ENTIRE COMMUNITIES ARE BEING LEFT ON THE BRINK OF DISASTER

By Anita Manley
CSEA Communications Associate

WINGDALE - The effects of the planned closing of the Harlem Valley Psychiatric Center will reverberate throughout Dutchess County and for miles in all directions beyond.

From the employees who will lose their jobs, to the already overburdened local government agencies that will take on heavier client loads, to the business community that will lose potential customers, to local communities and school districts that face serious reductions in their tax bases, reaction to the state Office of Mental Health (OMH) plan ranges from a sense of frustration to total devastation.

The state has been abandoning the mentally ill for well over a decade now and opposition has melted away to the point that labor unions have become the last advocates still fighting strongly for the patients. But as bleak and forlorn as things appear, CSEA refuses to concede anything.

In an effort to turn the tide and save Harlem Valley, CSEA officials and activists have met with OMH Commissioner Richard Surles, organized public hearings with local politicians, sent letters to Gov. Cuomo and submitted petitions from local residents and merchants.

"I told Cuomo I want him to take a hands-on tour of the facility," CSEA Local 409 President Henry Walters said. "I asked him to bring Surles and the director of the Budget Division." He's still waiting for them as time runs out.

Walters' concern for the facility, the patients, the employees and the community is deep rooted. He has worked for 32 years at Harlem Valley Psychiatric Center and grew up in the area. His father was a dairy farmer.

HVPC once had its own farm and many of the local farmers gave up their farms to work for the state, Walters remembers.

But in the 1960s, the facility farm closed, leaving most of the farm workers out of a job.

Not much left around here

Facing the imminent demise of the facility, many of the 1,200 employees there are already leaving the facility as they find new jobs, which are scarce in this area.

"There's not too much to transfer into around here," Walters said. "Openings in nearby state facilities are pretty much taken already."

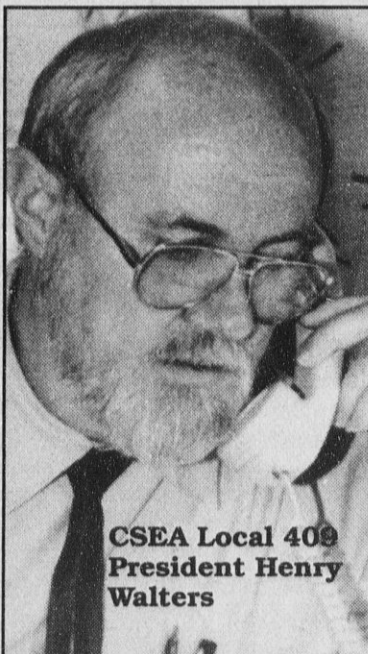
The CSEA local and other unions at the facility have funded a project to help members find other jobs. Area newspapers are made available and employees can get help putting together a resume.

"The patients want the place kept open. A lot of them have been in mental hospitals all their lives and they say Harlem Valley is the best in the state," he said. "They're as upset as the employees, maybe more so."

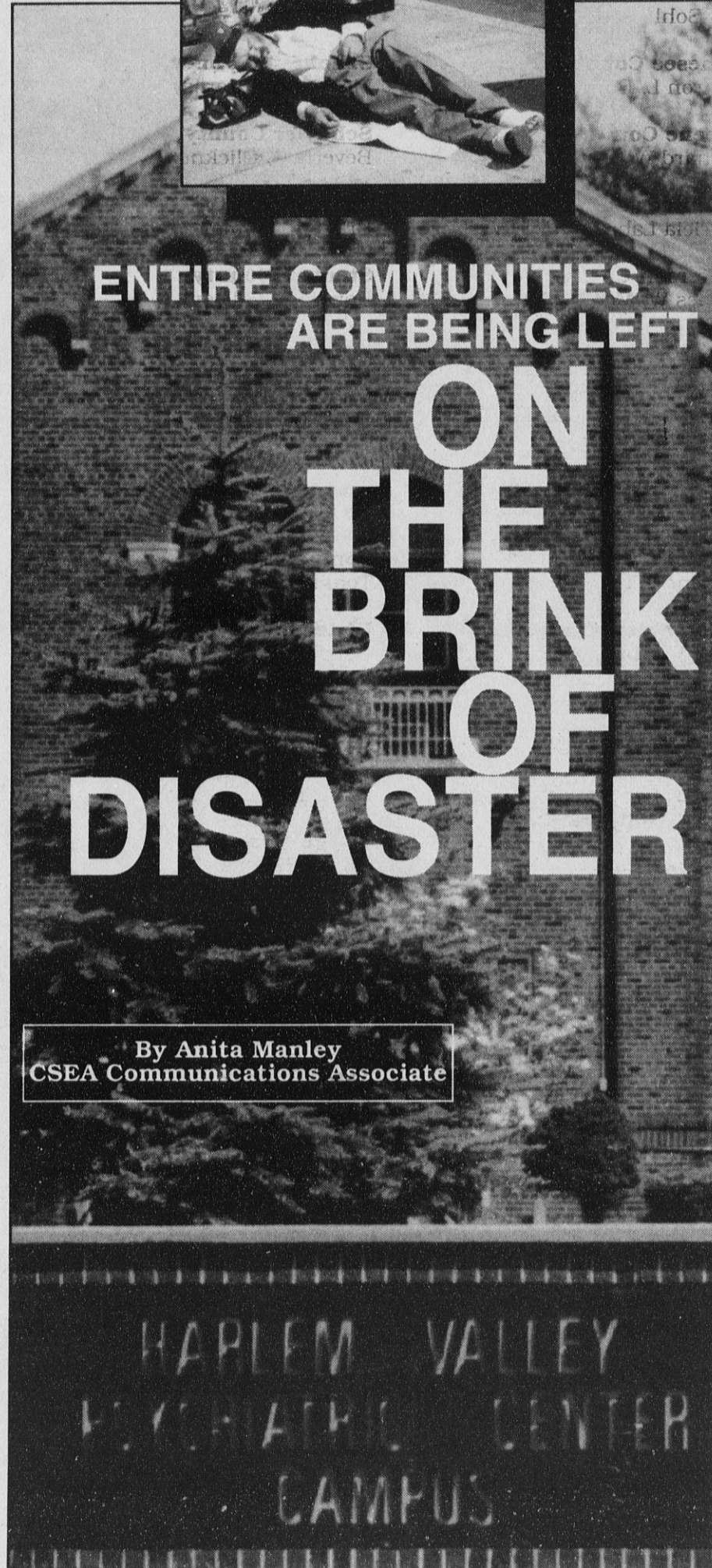
Therapy Aide Al DeLuca agreed.

"I'm concerned about where the patients are going to be placed and the quality of care they will receive. Most of the therapy aides are deeply concerned about the welfare of the patients," he said.

(Continued on page 12)



CSEA Local 409
President Henry
Walters



State psychiatric center closings hitting local governments like a bomb

(Continued from page 11)

"People here are well taken care of," co-worker June Kelly, a 25-year employee of the facility, said.

One patient had been working as a plumber's assistant at the center, Kelly noted. "He's come a long way. He went from sitting in a corner all the time to being a very productive man."

Now his future, like that of Harlem Valley and the mental health system itself, is in doubt.

Effect on the Community Mental Health Services of Dutchess County

Dr. Kenneth Glatt, Dutchess County's Commissioner of Mental Health, is concerned that county services are overburdened and will not be able to accommodate the seriously mentally ill that will be dumped into the community.

"We in Dutchess have the most comprehensive, most integrated mental hygiene system in the state, and we're bursting at the seams," he said.

"I just got a report that said in January and February of 1992 compared to January and February 1991, there is a 17 percent increase in admissions, increase in services, increase in volume of services. More and more people are demanding services from us, and we have static resources," Glatt said.

"Our resources are not growing. Our clinics are filled to capacity, our day treatment centers are crowded."

The counties need more state funding to beef up services, Glatt said.

"It's a prescription for disaster, since any of these peoples' lives are likely to end tragically," he said.

Glatt said he does not support keeping patients in the hospital if they are ready for community care.

"But the community care has to be ready for the patient! You don't put people in the community and then bring services," he said. "The services have got to be there at the get-go. You have to expand the system in readiness to absorb this increase."

CSEA has called for state-run community-based care. This would relieve the burden on the community and use the trained state workforce.

"The reality is we have absorbed more than 200 seriously mentally ill state hospital patients from outside our area over the last three years. More than 50 of these people were from Harlem Valley."

Glatt is concerned with employees who will be unable to find jobs after the facility closes. This, too, will impact on services from his agency as well as the social services agencies, he predicted.

Effect on the County Department of Social Services

Once the patient is released into the community, who is responsible for their everyday needs?

"While more agencies are now limiting their clientele, our department picks up the slack," said Robert Allers, director of Dutchess County's Department of Adult and Family Services, a division of the Department of Social Services (DSS). Allers is a member of Dutchess County CSEA Local 814.

His department has seen many changes over the last few years, Allers said.

DSS workers used to deal with clients who were primarily families who needed help getting back on their feet.

"We had many success stories. Now we deal with mental health, drug and alcohol problems," Allers said. We get a lot of cases we have to maintain who won't function on their own. It's a drain on the staff."

Services are strained. Demands for emergency housing increased 390 percent over the past five years.

Case Supervisor Diane Closs, also a Local 814 member, said some released patients end up in jail.

"They're not prepared to deal with the real world," she said. "Some of them will get arrested and that's not the answer either."

"It's crisis management," Allers said. "You jump from one crisis to another."

Allers said he sees eastern Dutchess County becoming a bedroom community for people who must commute to jobs outside the area.

The result, he said, will be much less volunteerism in local fire departments, ambulance corps and community organizations such as Little League.

"Most people who commute don't have time to also be involved in their community," Allers said.

STORM CLOUDS ON THE HORIZON

NEW YORK'S ABANDONMENT OF ITS MENTALLY ILL

Three psychiatric centers are specifically targeted to close under the current master plan of the state Office of Mental Health. In addition to Harlem Valley and Willard Psychiatric Centers, Kings Park Psychiatric Center on Long Island is projected to shut down within eight to 10 years, consolidating

OMH services on Long Island at Pilgrim Psychiatric Center.

CSEA has strongly opposed each closing as well as the significant scaling back of the remaining OMH facilities. CSEA cites the lack of adequate plans for the clients, staff and the community.



Eastern Dutchess - The Community

The Harlem Valley, as the eastern Dutchess area is called, is reached from the rest of Dutchess County via mountain roads that swoop into the valley community located next to the rural Connecticut border.

Although the community seems isolated by the mountains on its western border, the area is easily accessible from the south and the New York metropolitan area via major highways and the railroad.

Farmland dots the area and surrounds the two major industries here - Harlem Valley Psychiatric Center and Wassaic Developmental Center.

The Harlem Valley facility is in good physical condition and is considered the "country club" of state mental hospitals because of the layout, the conditions of the buildings and the way they're furnished. The facility also boasts some of the most beautiful scenery in the state, a walking track, many

recreational activities and a greenhouse.

That will apparently go to waste because the state says it no longer needs all 22 adult psychiatric centers as it chops the number of patients it will serve.

Harlem Valley Psychiatric Center is expendable in part, the state says, because it is not located in a large population center. But that fact only makes its closing all the more damaging.

Harlem Valley Psychiatric Center is by far the leading employer in the area, which means the facility closing will have a dramatic impact on the area economy. In fact, leading area private industries such as the Pawling Rubber Corp., the Foundation for Christian Living, Lumelight Plastics Corp and Westchester Modular Homes together do not employ as many as the Harlem Valley facility. The potential for serious economic problems is obvious as the countdown for closure continues.

School District feels impact

Businesses in the Harlem Valley that rely on customers who work at the psychiatric center will feel the pinch when the facility

closes. That, in turn, will affect the school district budgets, according to Bruce McKenna, superintendent of the Dover Plains School District.

"I'm certainly dismayed and frightened," he said. "The closing of this campus will be devastating to this community."

If businesses are forced to relocate, McKenna said, the tax burden on homeowners will increase.

"Lifeline of this community"

Patricia Hoag, president of the CSEA Dover Plains School District Unit and member of CSEA Dutchess Educational Local 867, is a longtime resident of the area with economic ties to the facility. Hoag's mother worked at Harlem Valley Psychiatric Center for 43 years. Her father, a mason, helped build it.

"That facility is the lifeline of this community," she said.

Impact on County budget

Dutchess County Executive William R. Steinhilber calls the state plan shortsighted and worries about the impact on the workforce in the county and on county taxes.

"This proposal is a knee-jerk, reactive, simple, short-term answer to a complex long-term problem," Steinhilber said.

"There is no plan for the mentally ill who require our support, compassion and resources or for the 1,200 employees who have been faithful, loyal employees, dedicating their lives to the mentally ill," he said.

"Nor is there any plan for the facility of 900

(Continued on page 14)

Staff, client numbers continue to decline at Willard Psychiatric

WILLARD — Despite getting a temporary reprieve from the planned closing of the Willard Psychiatric Center, the future still looks dim for employees at the facility located in Seneca County in central New York.

The Willard facility was targeted for closing in the Governor's January budget proposal but was reinstated in the final state budget after strong lobbying efforts by CSEA, a Willard employee task force and another task force headed by area politicians. CSEA Willard PC Local 428 President Doris Pratz said the Governor has promised to keep the center open until alternate uses are found for the buildings.

In just the past year the client census dropped from 309 to 256, a client housing building was recently closed down and the facility staff has been reduced dramatically by layoffs, attrition and transfers.

"Everybody's depressed," Pratz said. "They're just waiting for the axe to fall."



St. Lawrence cutbacks devastating North Country

OGDENSBURG — CSEA says that any additional cutbacks at the St. Lawrence Psychiatric Center will devastate the economy of the entire North Country Region and cripple mental health care throughout the vast area of northern New York.

In just the past year the facility staff has dropped by more than 130 employees through layoffs, attrition and retirements and the client population at St. Lawrence PC fell from 375 to 311. The state plans to further consolidate clients into only one building with less than 275 client beds.

CSEA Local 423 members recently held a "community roundtable" program at the facility to familiarize community leaders, politicians and area business owners with the services CSEA members provide and the economic impact the workforce has on the community. The program was co-sponsored by the facility management and a local task force established by Ogdensburg's mayor.

The loss of the facility's \$25 million payroll would have a severe impact throughout the area, according to CSEA Central Region President Jim Moore.



Gowanda closing keeps inflicting pain

GOWANDA — The closing of Gowanda Psychiatric Center in western New York continues to cause great hardships for patients and their families, former staff and the community at large.

Employees of the facility and residents of the area fought long and hard to keep Gowanda open but to no avail.

"All that remains of a tremendously effective facility is a 20-bed admissions unit," according to Gowanda Psychiatric Center CSEA Local 408 President Wayne Jones.

"Patients are supposed to be in and out within 30 days, so clients from this area must go more than 50 miles to Buffalo for extended treatment. This is terribly inadequate, and it's a political farce," Jones said. "The fact that the unit has had more than 170 admissions since October of 1991

indicates the need to keep the full center open, yet even the admissions unit is scheduled to be closed in 1993."

Only 74 CSEA members are still working at outpatient clinics or the admissions unit at the once bustling Gowanda facility.

Staff members who transferred to Buffalo or Rochester Psychiatric Centers from Gowanda now face a two hour round-trip drive to work.

"The closure has left many former outpatients with no real supervision and no access to their medical records when a crisis occurs," Jones said.

"Our police chief, who has been quite compassionate with GPC outpatients, is retiring soon, so I wonder about their safety in the community in days to come," Jones said. "There are too many homeless mentally ill on our streets."

Abandoning the mentally ill morally wrong

(Continued from page 13)

plus acres and 83 buildings or for the replacement of the more than \$40 million in payroll."

Steinhaus has asked the state to develop a master plan before closing the hospital.

"One concern that has not received sufficient attention is the short- and long-term impact on the Dutchess County budget and our local property taxpayers," he said.

"A few years from now, county taxpayers will ask why the county budget has exploded," he said. "The answer will probably be, 'Well, remember when the state closed the Harlem Valley Psychiatric Center and the county had to care for their caseload? We didn't get any funds to pay for it!'"

It looks bleak for most employees

The countdown has begun. The facility clinic will close in October. Patient admissions stopped at Harlem Valley on May 1. While most of the admissions were patients who stayed 30 days or less, about 150 permanent geriatric patients will eventually be transferred to Hudson River Psychiatric Hospital in Poughkeepsie.

For the 1,200 employees at Harlem Valley, the future is gravely uncertain. By the time the last remaining patients at Harlem Valley are transferred to Hudson River Psychiatric Center by April 1, 1994, more than 750 full-time equivalent positions at Harlem Valley will have been eliminated through layoffs and attrition, according to state plans. Only between 200 and 250 full-time employees will be given



Adele Rubin praises quality of care her son received at Harlem Valley.

an opportunity to move to Hudson River along with the patients.

The 145 employees in Harlem Valley outpatient programs will become employees of either Hudson River or Rockland Psychiatric Center, which will accept Westchester County patients who would otherwise be treated at Harlem Valley. A small number of employees will remain at Harlem Valley after the last patients leave in early 1994, but only for up to six months to facilitate the transition and closing. Less than two dozen employees will remain to maintain the facility while alternate uses for the campus are pursued, the state says.

Dover Plains School Superintendent McKenna, who serves on the local Chamber of Commerce, said the chamber has discussed trying to attract a private university.

The state will only admit to exploring

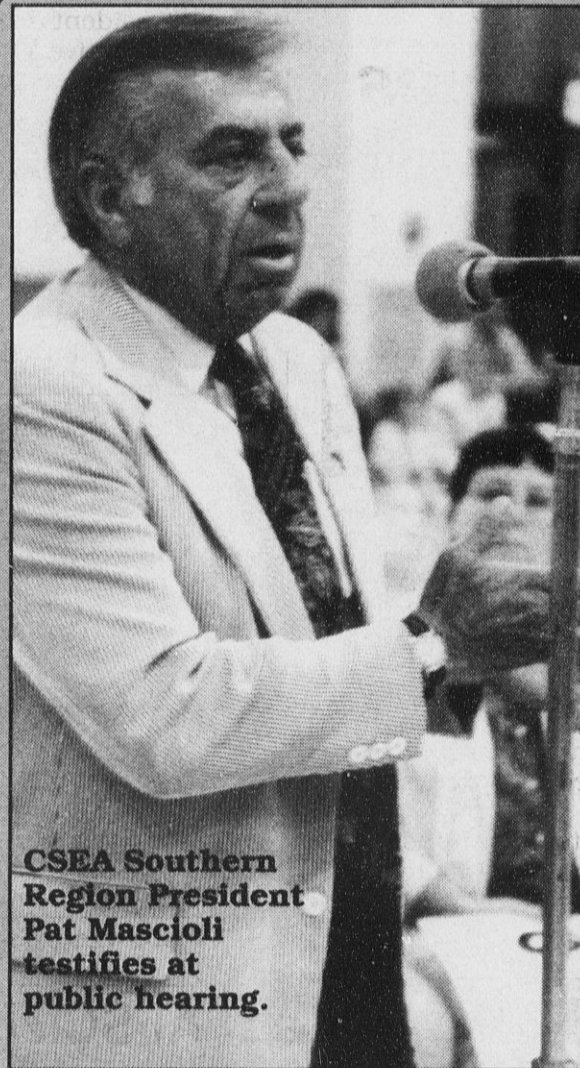
alternate uses for the campus by other state agencies.

It's all so typical

The closing of Harlem Valley Psychiatric Center is frighteningly typical of what is happening in communities elsewhere in New York that supported and depended upon the state mental health facilities that dominated the area economies for decades and are now being slammed shut as New York abandons its mentally ill.

As CSEA President Joe McDermott points out in his message on Page 9 of this edition of *The Public Sector*, the misery this creates in purely human terms is so obvious. The state's abandonment of the mentally ill is immoral and simply wrong.

We are left to wonder in amazement why no one in authority seems to give a damn.



CSEA Southern Region President Pat Mascioli testifies at public hearing.

State lawmakers get an earful

DOVER PLAINS - If state lawmakers were looking for direction pertaining to the closing of Harlem Valley Psychiatric Center, they found it at a recent public hearing.

Employees, CSEA officials, residents and local public officials told Assemblyman Vincent Leibel, Sen. Steve Saland and a representative from Sen. Mary Goodhue's office that closing the facility will decimate the patients and adversely impact the local economy.

CSEA Southern Region President Pat Mascioli emphasized the need for follow-up services for patients.

A woman who works in one of Harlem Valley's outpatient clinics said she is alarmed by the caseloads she and her co-workers are already dealing with.

"We're packed," said Social Worker Janice LaRue. "We already have too many clients and not enough staff."

"A lot of people need services," LaRue said. "There's not enough housing or staffing. These patients are chronic; they're seriously ill. We need more people in crisis service. This weekend alone, nine people were admitted to psychiatric units at local hospitals."

"My son called Harlem Valley his home for many years"

Adele Rubin's son, Seth, was a patient until five years ago at Harlem Valley.

"This hospital has been a saving grace for my son after his nightmarish experience with other hospitals," said Rubin, who drove more than three hours from New Jersey to address lawmakers at a recent public hearing concerning the closing of Harlem Valley.

"Inside (Harlem Valley hospital) are compassionate, loving, caring people who are underpaid and fighting for humanity."

"My son called Harlem Valley his home for many years," said Rubin.

Sadly, Seth was released and did not receive the follow-up care that he needed.

"Seth was in a boarding house, funded by SSI. His room, costing \$400 a month, was in the attic. There was no heat. He sat most of the winter in zero degree temperatures, wearing his jacket for warmth."

"Administrators and legislators look at numbers, but we are not talking about numbers here," she said. "We are talking about our mothers and fathers, sisters and brothers, our children, our friends, maybe one day ourselves. We are talking about human lives. Let's not let this happen!"

AFSCME delegates endorse a "Vision For a Better America"

LAS VEGAS — Support for a national health care plan, protection of the environment and solution of the urban crisis were among resolutions adopted by the more than 3,600 elected delegates from all 50 states who attended the 1992 AFSCME Convention here June 14 to 19.

The theme of the international union's 30th convention was "AFSCME's Vision For a Better America."

Delegates also reached beyond the borders of the United States by supporting resolutions pertaining to peace in the Middle East and controlling the use of pesticides in South America.

CSEA sent the largest delegation, 275 delegates, befitting its status as the biggest affiliate of the international union. With 1.3 million members, AFSCME is the fastest growing union in the AFL-CIO and among the largest.

"We are a nation in crisis," AFSCME President Gerald McEntee told the delegates. "It's up to us to lead the way. That's why this union of ours is so important."

Clinton wows delegates

Arkansas Gov. Bill Clinton, who has the support of AFSCME and CSEA in his bid to become the next President of the United States, addressed delegates to the 1992 AFSCME Convention and promised to revitalize the country with an economic plan that "will keep America working."

Both CSEA and AFSCME were early staunch supporters of Clinton in his successful quest for the Democratic presidential nomination.

Clinton received several standing ovations, including when he told delegates that he has been an at-large dues-paying member of AFSCME for the past decade.

Noting that 37 million Americans are without health insurance, Clinton promised that as President he would propose a national health plan during his first 100 days in office. He also promised to address the nation's education problems, encourage an expanded apprenticeship training program and create incentives for manufacturers to stay in the country and continue to create jobs. He also outlined details of his recently-announced comprehensive national economic recovery program.

AFSCME President Gerald McEntee urged voters to support Clinton because he offers "the first opportunity in a decade to build the kind of vision for America that's at the heart of AFSCME's agenda."



McDermott, Donohue, Boncoraglio re-elected international vice presidents

CSEA's three representatives on AFSCME'S 28-member International Executive Board won re-election by acclamation to new four-year terms during the international's 1992 Convention.

Re-elected as AFSCME International Vice Presidents were CSEA President Joe McDermott, CSEA Executive Vice President Danny Donohue and CSEA Metropolitan Region President George Boncoraglio.

McDermott, the senior CSEA member on AFSCME's executive board, is entering his 13th year in the position. Donohue has been an international vice president since 1984 and Boncoraglio has been on the executive board for four years.



Joe McDermott



George Boncoraglio



Danny Donohue



AFSCME demonstration among largest ever held in Las Vegas

AFSCME delegates conducted one of the largest demonstrations Las Vegas has ever seen as more than 3,000 AFSCME delegates marched in support of union employees on strike against the Frontier Hotel.

AFSCME demonstrators paraded through the heart of Las Vegas in temperatures hovering above 100 degrees to show their solidarity with the 500 Frontier Hotel workers who have been without a contract since last September. The strike developed after new owners slashed the paychecks of the employees, cut their benefits and refused to bargain in good faith on a new contract.

"Lean on us, we're your friends," AFSCME President Gerald McEntee told the employees, and reinforced that friendship by presenting a donation of \$25,000 to assist the strikers.

"We need this kind of support. It really keeps us going. I can't tell you how good this makes us feel," a striking member of Culinary Union Local 226 said.

CSEA sending at-large Clinton delegates to Democratic Convention

CSEA is sending four at-large delegates to the Democratic National Convention in New York City this month, along with seven other CSEA members who are going as delegates or alternates.

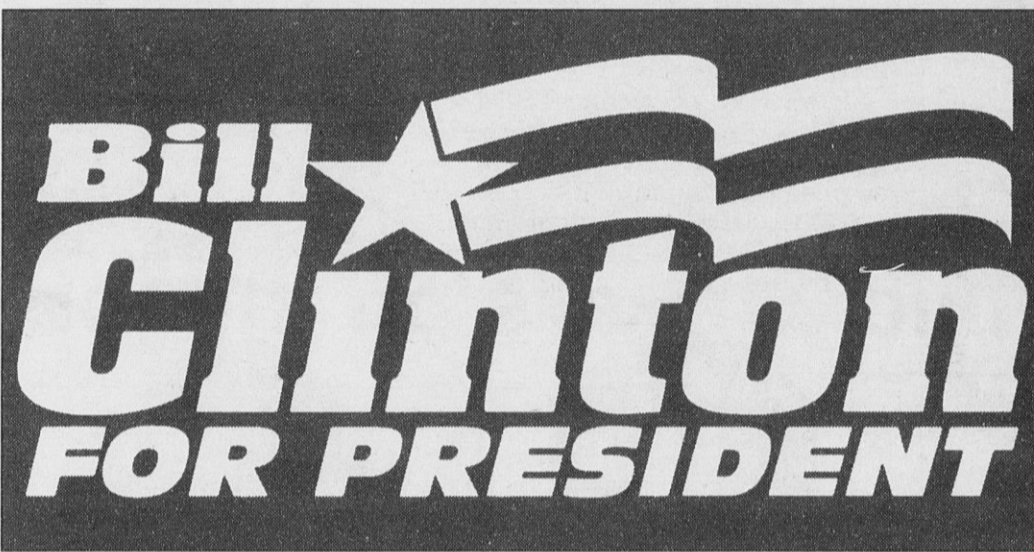
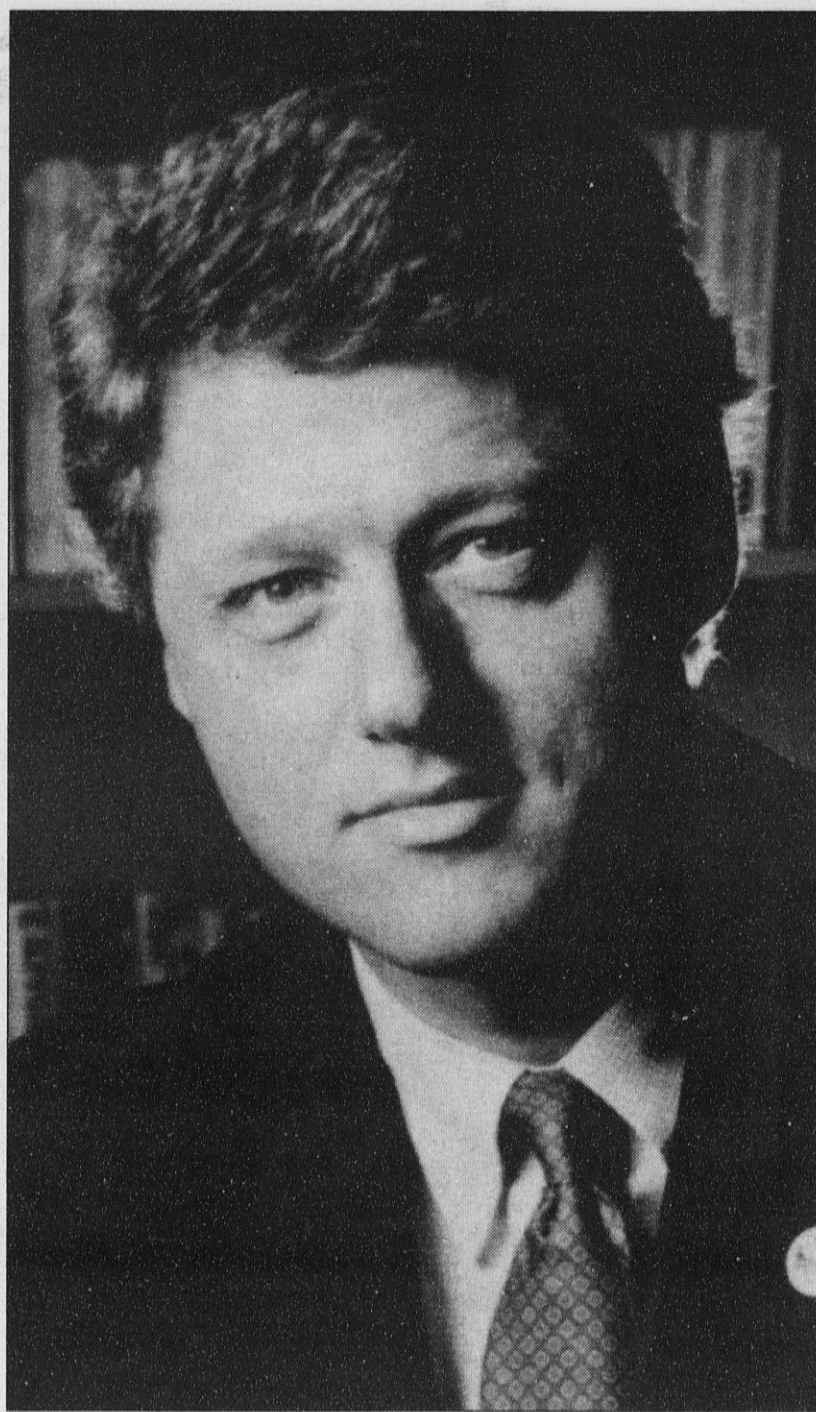
The four at-large delegates are CSEA President Joe McDermott, CSEA Executive Vice President Danny Donohue, CSEA Metropolitan Region President George Boncoraglio and CSEA Downstate Medical Center Local 646 President Barbara Moore.

All four delegates are supporting Arkansas Gov. Bill Clinton as are three other delegates and two alternates

"We've had enough of the past two administrations with their tax breaks for the super-rich, S&L bailouts and inaction while working Americans are losing their jobs," McDermott said.

CSEA came out early in support of Clinton as the presidential candidate who can make a difference for public employees and for the country.

"Bill Clinton is the only candidate who has real solutions to real problems, solutions that help the working people of this country," McDermott said. "With our support, this talented, compassionate and effective leader will be in the White House in 1993."



CSEA members supporting other candidates at both national conventions

CSEA Central Region President Jim Moore will attend the Republican National Convention as an alternate supporting President Bush.

The Public Sector published the names of delegates supporting

other candidates in the June issue.

One CSEA member is a delegate for Democrat Jerry Brown and another for Democrat Paul Tsongas. Another CSEA member will be a Bush delegate.

60,000 members receive \$2 million in Basic Group Life refunds; Plan has refunded CSEA members more than \$23 million since 1980

Refund checks totaling \$2 million, issued by the CSEA Basic Group Life Insurance Plan, have been mailed to more than 60,000 eligible CSEA members. Since 1980, more than \$23 million in refunds has been distributed to participating members.

The refund of contribution that is distributed is based on the interest accumulated from collected premiums and is determined by the number of members participating in this plan and the amount of claims paid out each year.

In order to be eligible for this refund, a CSEA member must have participated in the Basic Group Life Insurance Plan from Nov. 1, 1990, through Nov. 1, 1991.

Enclosed with the checks is a change of beneficiary form to be completed if the member is unsure of who their designated beneficiary is. Many times marital status may change or the designated beneficiary may be deceased. Changing the beneficiary with the Retirement System or another CSEA sponsored insurance program does not change the beneficiary with the Basic Group Life Insurance Plan. Because of confidentiality CSEA is unable to give information concerning a beneficiary over the telephone.

Again this year CSEA is conducting a special increase offer to qualified insured members to increase their Basic Group Life Insurance coverage to \$25,000, the maximum benefit available under the program. CSEA members under age 70 may apply for

the increase by completing the application which was included with the refund of contribution checks.

Questions concerning the refund, change of beneficiary or the special increase offer should be directed to the **CSEA Insurance Department, Capitol Station Box 7125, Albany, New York 12224**. Include your name, Social Security number and current address. Name or address changes during the past year should also be noted.

The following table represents the amounts of refunds being distributed and is based on the member's attained age and the amount of insurance coverage in force as of Nov. 1, 1990.

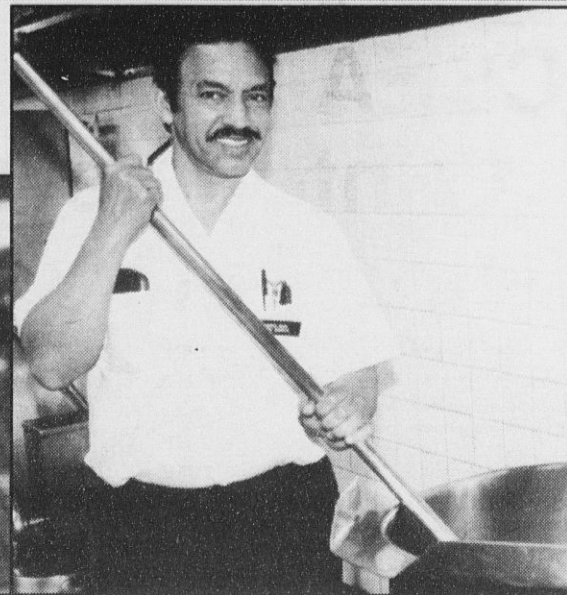
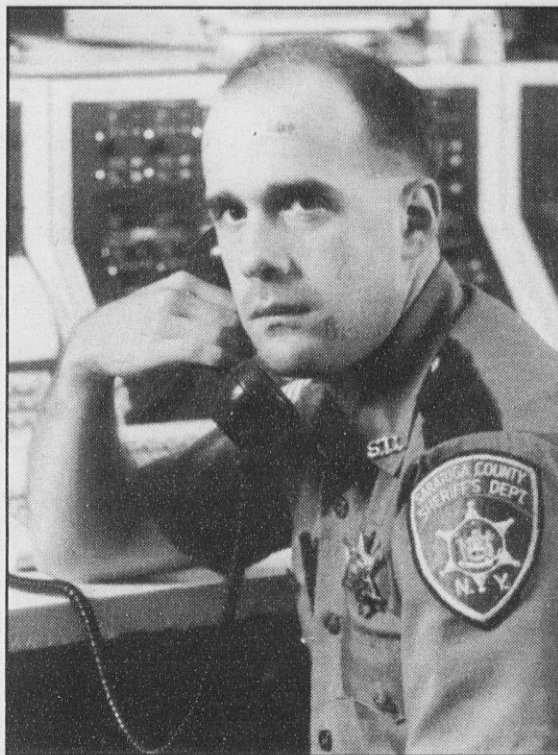
Group	Age	Insurance Coverage	Per Person Return
1	0-39	\$6,600 or less	4.03
2	40-54	\$6,600 or less	9.86
3	55 and over	\$6,600 or less	25.52
4	0-39	\$6,601-\$24,999	9.18
5	40-54	\$6,601-\$24,999	22.42
6	55 and over	\$6,601-\$24,999	58.06
7	0-39	\$25,000	15.31
8	40-54	\$25,000	37.34
9	55 and over	\$25,000	96.73

Justice is served

The critically important work CSEA members in the criminal justice and law enforcement fields perform every day received a high profile during a major conference recently.

A CSEA delegation hosted a photo display highlighting CSEA members on the job at the Middle Atlantic States Correctional Association conference. The photos of CSEA members in law enforcement, probation, parole, Division for Youth, corrections and the courts were also featured in a CSEA handout.

"Our members in these fields don't get enough recognition for the important and difficult work they perform," CSEA President Joe McDermott said. "These photos demonstrate how essential these people and the services they provide really are. At the same time we wanted to send a message that CSEA is an effective force for positive change throughout the criminal justice system in New York."



FEATURED MEMBERS -- Some of the CSEA members who were featured in CSEA's photo display and material for the Middle Atlantic States Correctional Association conference were, clockwise from left above, George Downs, Saratoga County Sheriff's Deputy; Alex Lopez, cook, Hudson Correctional Facility; and Mary Lolik, probation supervisor, and Tony Holloway, court security officer, Schenectady County.

Rabies threatens public workers on the job

When it comes to rabies, even a dead animal can hurt you.

Rabies can be transmitted through contact with an infected animal's bodily fluids — even after the animal is dead.

The state Health Department is recommending precautions for outdoor workers who dispose of animal carcasses. Road and highway crews and park workers are particularly at risk.

The precautions should not be taken lightly because rabies is almost always fatal if left untreated. Rabies treatment is also expensive and painful.

A viral infection, rabies is usually transmitted through the bite of an infected animal, but even contact with the animal's saliva is risky.

The virus lives on for a time even after an animal is dead, and can be transmitted through contact with the animal's bodily fluids. For anyone who has contact with animal carcasses, the state Health Department recommends the following:

- * **Consider all animal carcasses potentially infectious;**
- * **Use plastic gloves for handling animals, but whenever possible use a shovel or other instrument to pick up dead animals and put them into a plastic bag which should then be sealed; the shovel or other surface should be disinfected with a 10 percent solution of bleach and water;**
- * **Deer are rarely infected with rabies, but caution is still advised when disposing of their carcasses;**
- * **Animal carcasses may be buried or incinerated; however, some local health departments want to test the remains for rabies.**

Additional rabies facts

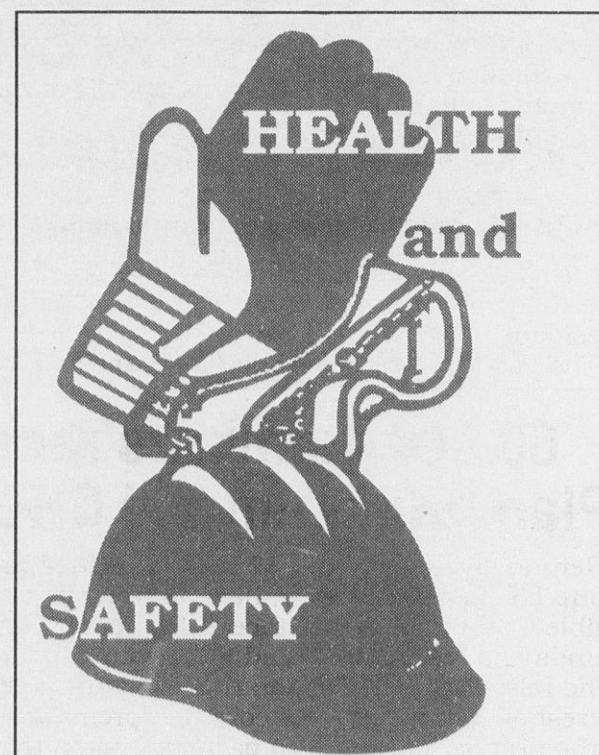
Rabies-carrying animals include foxes and skunks in northern New York, raccoons in the Hudson Valley and Southern Tier and bats all over the state.

Contact with these rabid animals is risky for people and domestic animals. All outdoor pets should be vaccinated against rabies. Any household pet bitten by a wild animal must be confined for four months or destroyed.

Rabid animals may display the following symptoms:

- * **Changes in behavior, especially extreme aggression or lethargy;**
- * **Hind leg paralysis;**
- * **Change in voice caused by throat paralysis, especially in affected pets; and**
- * **Heavy salivation or foaming at the mouth.**

While each of these symptoms can also be caused by other illnesses, avoid animals exhibiting them.



Empire Mortgage packets mailed with information on new benefit

CSEA members who requested detailed information about CSEA's newest benefit, The Empire Home Mortgage program, should receive the packet soon.

The program offers CSEA members the opportunity to buy homes with as little as 5 percent down while saving on interest

and closing costs for qualified buyers.

The program can be used to purchase a new home or refinance a home. The material including a list of lenders and all of the program requirements was being mailed as this edition of *The Public Sector* went to press.

On-site training program a success

By Lilly Gioia
CSEA Communications Associate

NEW YORK — When a fire damaged the electrical and emergency power systems at the New York State Psychiatric Institute's (NYSPI) Annex recently, CSEA members were ready for action.

Stationary engineers, members of CSEA NYSPI Local 419, repaired the damage using techniques they learned in on-site training earlier this year.

All NYSPI stationary engineers and plumbing staff were trained in emergency management and energy conservation.

The proposal for the site-specific training came from Local 419 President Tony Bailous after a management mandate to reduce energy usage by 20 percent over the next fiscal year.

Although stationary engineer training exists, the equipment at each facility is very different. The on-site training helps the workers make the best use of their equipment.

"We had to find better, more efficient ways to produce and save heat, light and air conditioning," he said. "We did it by obtaining grant funding for the power plant training."

As a result, the workers are not only conserving energy and

saving taxpayer dollars, but also sharpening their skills for promotional exams.

Working with the CSEA-NYS Labor Management Committees and Professor Aaron Kramer at NYS Maritime College, Bailous geared his grant proposal toward conservation.

The investment paid off in lower utility bills every month.

"The record clearly shows a reduction in all our energy use over the previous year since our staff has had this training," Bailous said.

"It's been so successful, the project is now underway at Kingsboro Psychiatric Center in Brooklyn and will eventually be brought across the state."

At NYSPI, CSEA members were trained to find and fix of steam leaks throughout the facility's system.

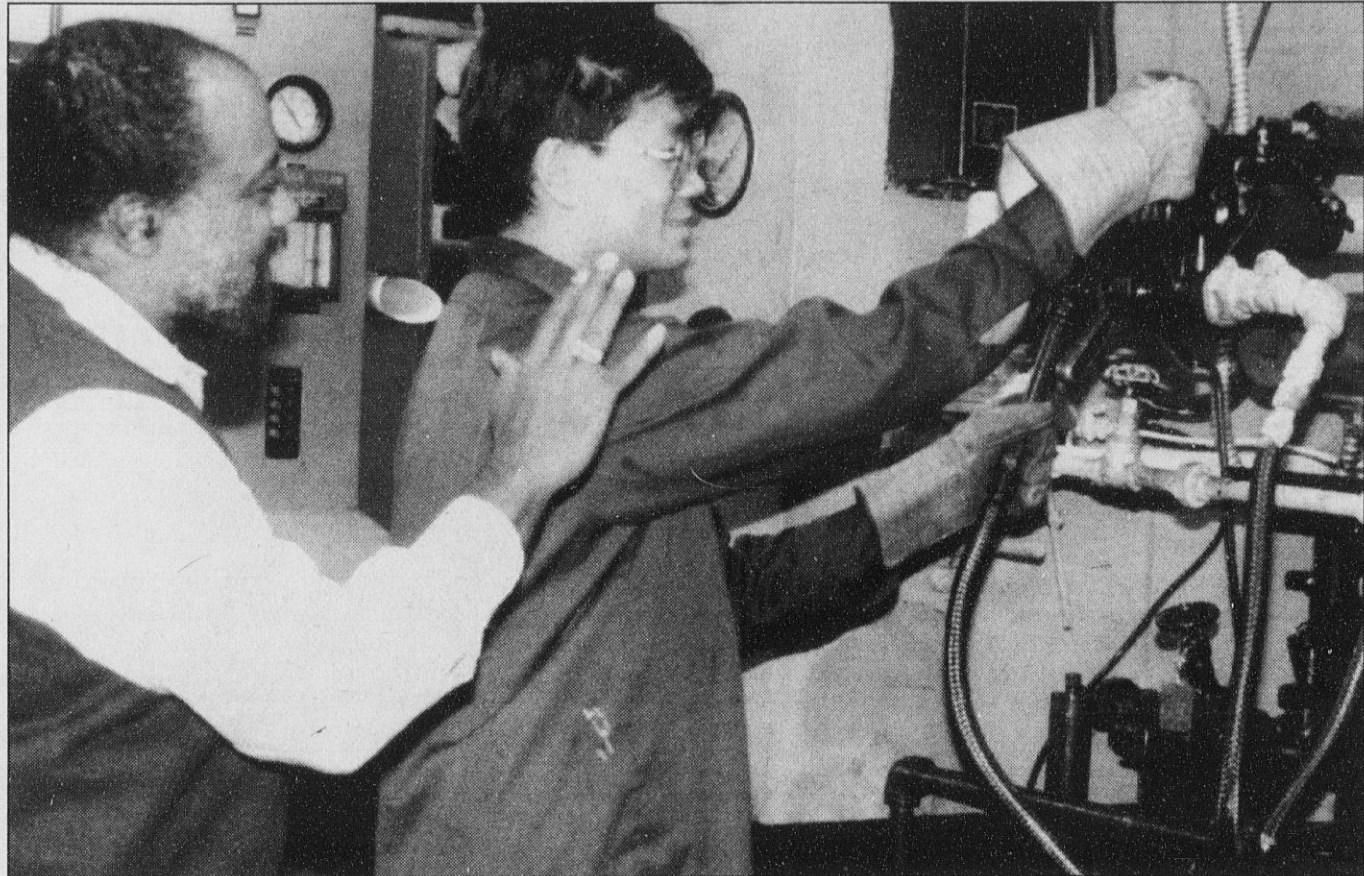
Containing leaks will save the state hundreds of energy dollars. The state is also saving the money it used to pay private for-profit vendors for the work.

"When our people become more skilled in

doing repair work which in the past was done by outside vendors, it saves the state a lot of money," Bailous said.

Repairing some electrical damage caused by the fire, stationary engineer Angel Roman said on-site training was helpful.

"That training definitely helped a lot in this emergency," he said.



PUTTING KNOWLEDGE TO WORK -- CSEA Local 419 President Tony Bailous and CSEA member Ronnie Choy, a stationary engineer, at work after an on-site training program boosted energy efficiency at NYS Psychiatric Institute.

Arbitration win means better pension for retiree

STATEN ISLAND — Persistence and faith in CSEA paid off for Rocky Scarlotta, a member of CSEA Staten Island Developmental Center Local 429.

CSEA took his case to arbitration, winning him \$4,700 and an as yet undetermined pension increase.

A 25-year veteran, Scarlotta was passed over for a promotion. Although Scarlotta decided to retire, CSEA pursued the case.

Management tried to talk Scarlotta out of pursuing the issue, Local First Vice President Jay Armstrong said.

"If more people would stick out the process like Rocky did, I don't think management would try to get away with as much," Armstrong said.

"I knew I'd win this case and I had too many years in to be afraid," Scarlotta said.

He also had praise for Local 429 President Bunny Jackson and Armstrong, saying, "They went all out for me."



CSEA MEMBER Rocky Scarlotta, center, with CSEA Staten Island Developmental Center Local 429 President Bunny Jackson, left, and First Vice President Jay Armstrong.



Metro Region activists push for national health care

BRONX — CSEA activists protested when they learned Congressional Representative Eliot Engel had not co-sponsored single-payer national health care legislation.

They joined a Jobs With Justice Health Care Campaign picket line at Engel's district office.

"We want action and we want it now," CSEA Bronx Psychiatric Center Local 401 President C. Danny Plumey said. "Every congressional representative should co-sponsor single-payer, government sponsored health care because it's fair and covers everybody."

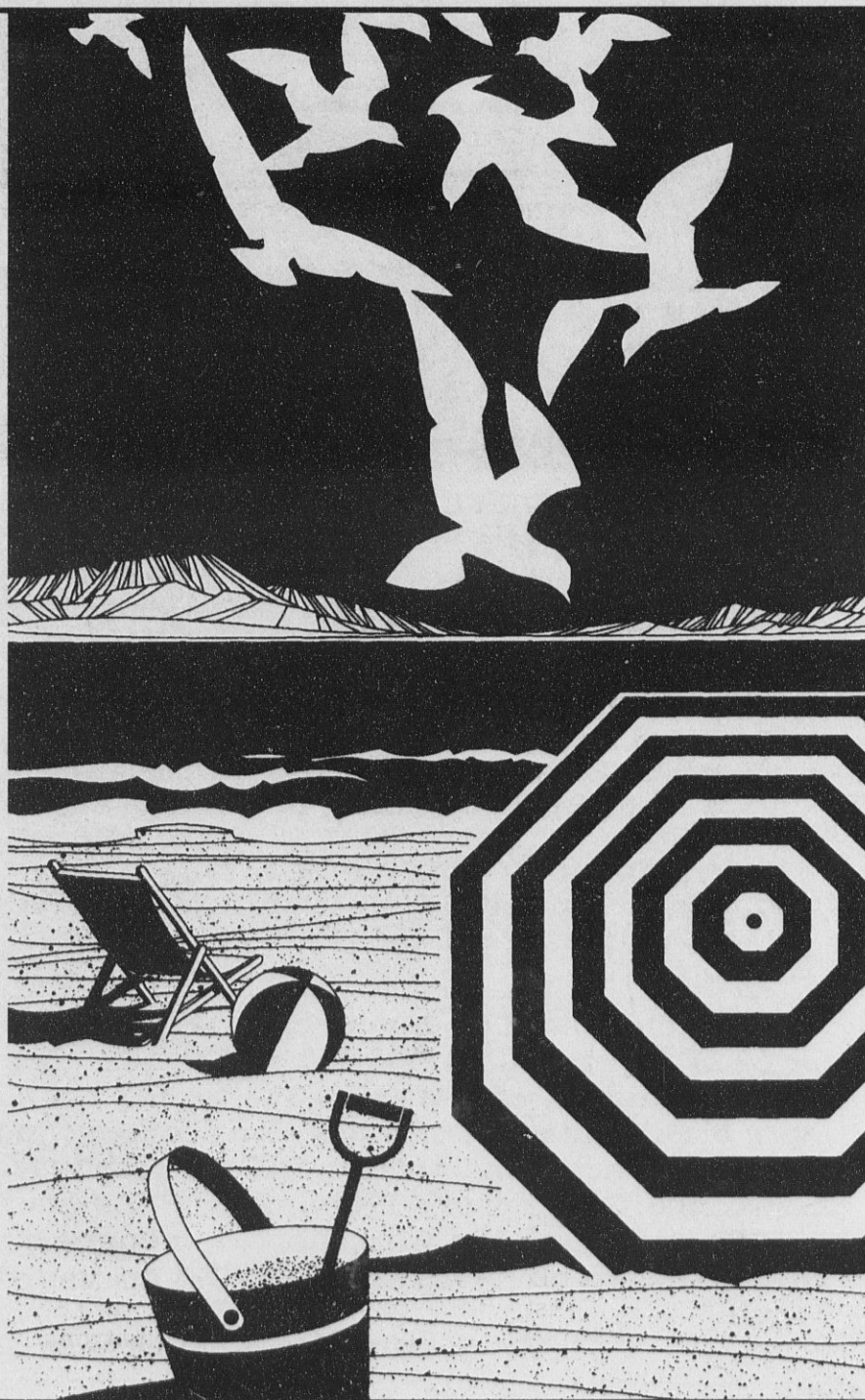
In a conference call with protesters, Engel said he would become a co-sponsor. "Our legislators need to know unions are serious about the health care crisis in America," CSEA Metropolitan Region President George Boncoraglio said. "Let's keep the pressure on."

JCHB offers vacation tips for summer travel

Summer is here and so are vacations. That means fun and sun, but it also means planning.

The CSEA-NYS Joint Committee on Health Benefits has come up with some healthy, helpful tips to make your vacation a little more carefree.

- ✓ Plan ahead and make a list of what you'll need. Try not to overpack, but don't forget the essentials.
- ✓ Be sure you have your NYS Government Employee Health Benefits Card or HMO identification card. HMO enrollees should check with their particular HMO about health care emergencies when outside its service area.
- ✓ Remember to pack over-the-counter medicines, hygiene products and any necessary prescriptions. Check with your pharmacist on the shelf life, storage temperature and refill needs for your prescriptions.
- ✓ Bring a first aid kit. You can buy one or make your own. Include adhesive bandages, gauze pads, tape, antiseptic creams, thermometer, children's and adult acetaminophen, insect repellent, sunscreen and sunburn cream, a needle, tweezers, matches for sterilizing and a first aid book.
- ✓ Consider bringing handy items such as: a can/bottle opener, jackknife, flashlight with batteries, sewing kit and plastic bags in various sizes for debris, dirty laundry and bath accessories.
- ✓ Be sure to bring your child's favorite blanket and pillow, and easy-to-carry toys and games.
- ✓ Pack nutritious snacks and drinks such as fresh-cut fruits and vegetables, sandwiches, fruit juice and water.
- ✓ Make frequent stops when driving. Calisthenics can help keep you alert. Also, letting children run and play for 15 to 20 minutes may alleviate unrest. Do some stretching before getting back in the car.
- ✓ Bring clothing appropriate for the area you are visiting. Don't forget rain gear.
- ✓ If you're flying or driving long distances, think about bringing an overnight bag. It's helpful if your luggage is lost or if you stop late so you don't have to unpack the whole car.
- ✓ Try to get exercise; be creative, try new activities and involve those with you.
- ✓ Anxiety and stress are contagious; if you lose control, your friends or family are likely to also. Slow down, adopt a vacation pace and be flexible.



CSEA calls for more money to fight TB

NEW YORK — CSEA Metropolitan Region President George Boncoraglio joined other state union officials to demand more funding for the fight against tuberculosis.

Boncoraglio testified before the state Assembly committees on health and corrections at a hearing about TB in prisons.

CSEA has been calling for a statewide battle plan against the tuberculosis epidemic and monitoring the health emergency in all state agencies with heavy public contact.

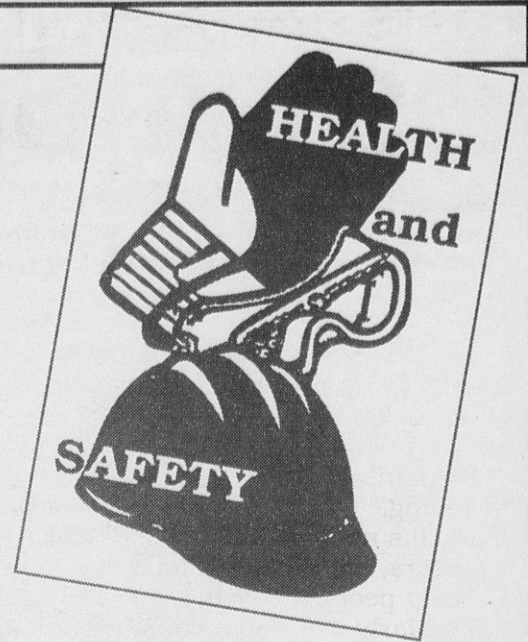
Officials acknowledged deficiencies such as too little equipment, too few nurses and

backlogs in inmates' health records.

Boncoraglio urged the committees to seek federal funding and pump money into prevention and treatment programs throughout the state.

"Tuberculosis is not an incurable disease," he said. "But obviously, we are not doing enough to cure it."

As a result of the hearing, Corrections Committee Chair Daniel Feldman and Health Committee Chair Richard Gottfried have asked Gov. Cuomo to allocate \$5 million to control TB in prisons.



AN IMPORTANT NOTICE

for CSEA-represented employees in the Administrative, Institutional and Operational Services Bargaining Units, the Division of Military and Naval Affairs, and employees of Health Research, Inc., SUNY Construction Fund and the Teachers' Retirement System

THE DEADLINE FOR APPLYING FOR THE

CIVIL SERVICE EMPLOYEES ASSOCIATION



LABOR EDUCATION ACTION PROGRAM

FALL 1992 SEMESTER TUITION VOUCHER PROGRAM IS JULY 20, 1992

- ❖ **APPLICATION FILING DEADLINE.** Completed applications must be mailed directly to CSEA/LEAP before July 20. You may also fax your application to (518) 463-7939. Applications received by CSEA/LEAP after July 20 cannot be considered.
- ❖ **LEAPLINE.** As a service to members, an advisor will be available by calling 1-800-253-4332 to help applicants select courses, find out about degree programs or offer assistance in reaching educational goals. The LEAPLINE advisor will be available weekdays from 9 a.m. to 4 p.m. by calling the toll-free number.
- ❖ **NEED ADDITIONAL INFORMATION?** Consult your agency training/personnel office or CSEA Local President if you have any questions. Or call the LEAPLINE at 1-800-253-4332.

"I am pleased to announce that CSEA has negotiated funding for LEAP for the Fall 1992 and Spring 1993 semesters. In these uncertain times, education is one way you can build a bridge to a more secure future. CSEA has also secured funding in the next year for these educational programs: Career Counseling, Tuition Assistance, Supervisory Training for CSEA Managers, CSEAP and OSU Specific Training Workshops. I encourage you to use these union educational benefits that CSEA has negotiated on your behalf."

---- CSEA President Joe McDermott

KEEP UP WITH CURRENT ISSUES

CALL CSEA'S
CURRENT
ISSUES
HOTLINE
for the latest
daily update
on matters
that affect
you!

CALL
1-800-342-4146
and hit 5 on your touchtone
telephone

STAY IN TOUCH WITH YOUR UNION!



CSEA blasts fat-cat criticism

ALBANY — In a vicious attack, a powerful conservative lobbying group has denounced the new CSEA-NYS contract as “an expensive luxury in these troubled times.”

A report by the Empire Foundation is loaded with inaccuracies and half-truths while arrogantly suggesting that unionized state employees have it too good.

“This mean-spirited and selfish report is appalling,” CSEA President Joe McDermott said. “It’s not only offensive to CSEA members, it’s an insult to all working people as well, particularly when you consider the source.”

The Empire Foundation is a front organization for the ultra-conservative CHANGE-NY, a group of fat-cat tycoons and political extremists who preach the politics of division. One of the founders of CHANGE-NY is billionaire Lewis Lehrman, whom CSEA helped to defeat in the 1982 race for governor. Had Lehrman won that election, the people who wrote this report would probably be in state government negotiating for management today.

“It’s mind-boggling that these billionaires and their shills have the audacity to begrudge a fair wage to some of the hardest working New Yorkers,” McDermott said.

The group criticizes increments, saying they “may

make the wage component of the contract too generous for these recessionary times.”

The criticism also calls for the elimination of civil service protections such as seniority and retreat rights.

“CSEA not only challenges what these critics are saying, we challenge their credibility to make any criticism on this issue at all,” McDermott said. “These people are right-wing extremists who seek to undermine working people’s right to collective bargaining.”

“Apparently the individuals behind CHANGE-NY and the Empire Foundation would prefer to see people working for minimum wage without any benefits so they can squeeze out more profit for themselves.”

What’s really incredible, McDermott added, is that these are the same individuals who reaped millions in the bonanza of the state’s personal income tax cuts in the 1980s at the expense of all other New Yorkers. They also continue to profit through numerous corporate tax loopholes.

“If these people really cared about New York’s budget problems, they would endorse the progressive tax plan that CSEA and other groups have put forward,” McDermott said.

“Let these billionaires start paying their fair share in taxes before they criticize other people.”

“CSEA will not apologize for the contract we’ve just negotiated for our members. It is a fair deal,” McDermott said. “CSEA members give New York taxpayers far more than their money’s worth every day.”

“The Empire Foundation’s criticism validates that CSEA negotiated the best contract possible,” McDermott said.

This is what the billionaires say

Some of the outrageous statements of CHANGE NY’s Empire Foundation report are quoted below. These statements are based on CHANGE-NY’s belief that workers should not have the right to collective bargaining. CSEA will not apologize for securing our members decent wages and benefits at the bargaining table.

✓ “No attempt was made to align public-sector salaries with those of the private sector. The proposed CSEA contract does not seek to align state employee salaries and benefits with those provided in the private sector, even though the salaries and benefits of New York’s state employees have exceeded comparable private sector positions for years.”

✓ “The lag pay settlement provides employees with unjustified pay. Instead of this costly approach, OER could have negotiated retroactive union approval for the lag payroll program given the state’s continuing fiscal constraints.”

✓ “Automatic pay increases place an emphasis on years served, rather than proven merit. The CSEA contract, however, continues the current approach of providing salary increases based on the passage of time, not on productivity.”

Intense union pressure prevents 'scab lab'

State reverses plans to privatize health lab

ALBANY — Intense pressure from CSEA and other public employee labor unions to halt state plans to privatize a new \$55 million health research laboratory here has paid off.

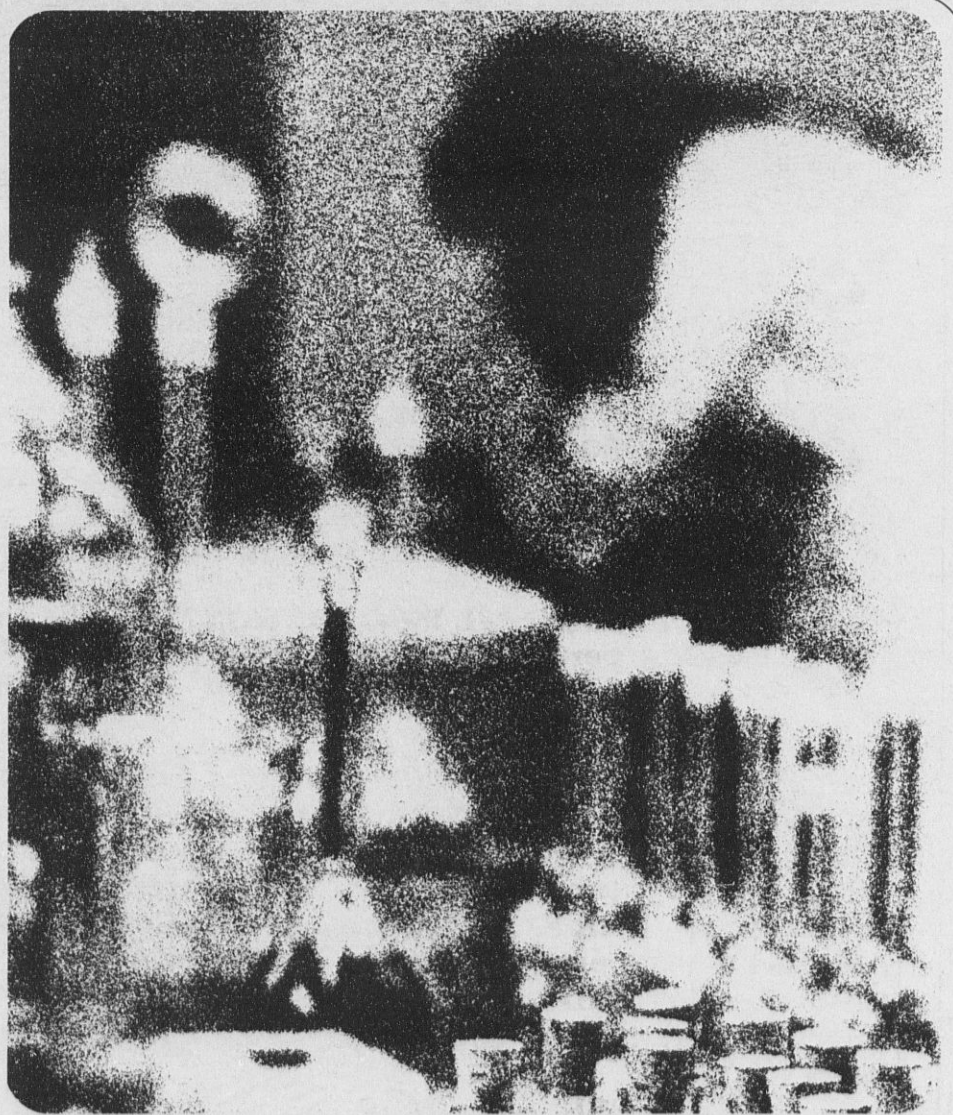
The state Health Department, after accepting bids from private health service contractors, reversed itself in late June and announced the new David Axlerod Institute for Public Health laboratory will be staffed by state employees.

CSEA, PEF and AFSCME Council 82 all protested the privatization plan, pointing out that qualified state employees were already available to provide the technical, security and maintenance services the state wanted to contract out. The state had planned to contract out about 75 jobs when the lab opens this fall. Several key state legislators came out publicly in support of the union campaign.

“From the beginning CSEA pointed out that privatization was not going to save any money nor would greater expertise be achieved,” CSEA Capital Region President C. Allen Mead said. “Highly qualified public employees operate the nearby Wadsworth lab already, for instance. The concept of contracting out these jobs was ludicrous.”

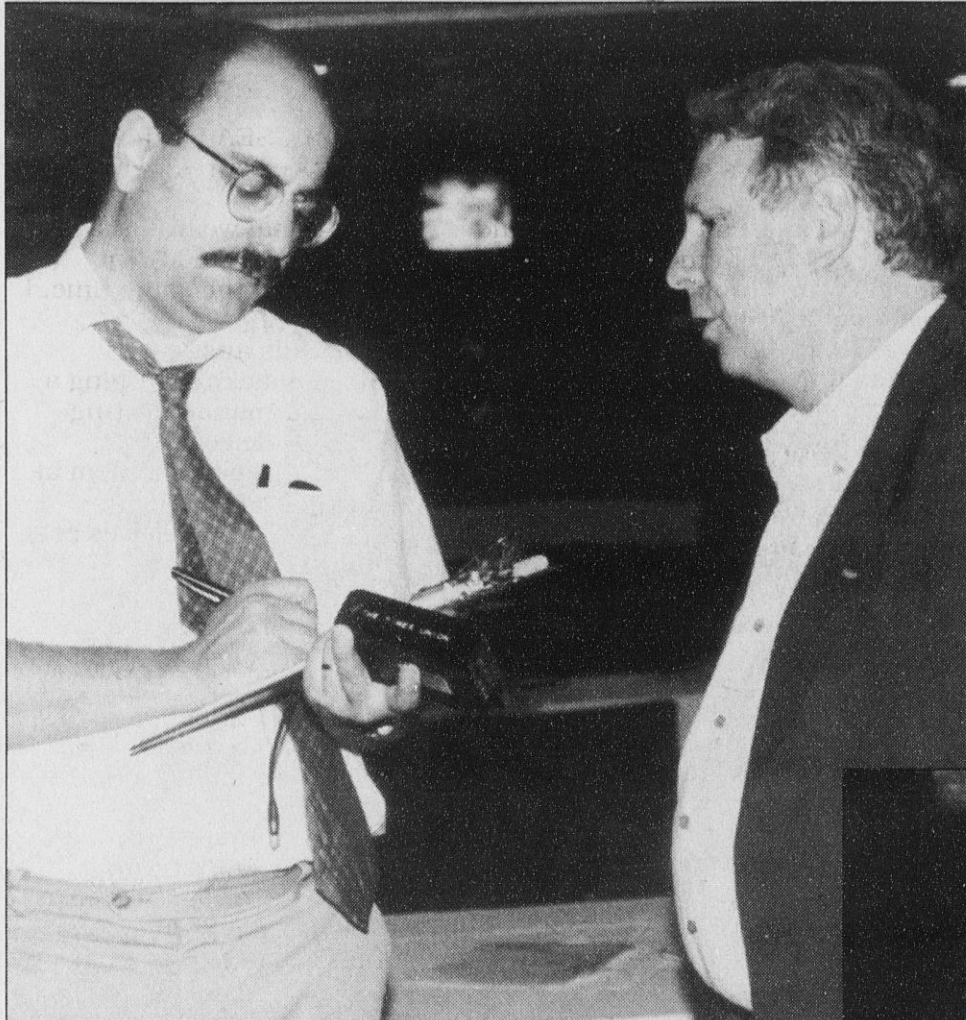
In reversing its plans to privatize the lab, a state Health Department spokesperson admitted the contracting out scheme would not have saved money.

“Public employee unions lobbied for the funding and construction of the new facility,” Mead said, “and it was an insult for the state to build the facility with state funds and turn around and staff it with private contractors. It would have become a scab lab.”



The vote is in

CSEA members ratify new contract by big margin



CSEA President Joe McDermott, above right, talks with Albany Times Union reporter Dan Janison about the contract ratification.

CSEA members overwhelmingly ratified a new contract with the New York state last month by a vote of 24,171 to 8,381.

As this issue of *The Public Sector* went to press, the contract was awaiting the state Legislature's approval.

"My goal was to negotiate a fair and equitable agreement in tough economic times, and we did that," CSEA President Joe McDermott said. "I'm proud of the resolve of our negotiating teams and the solidarity of CSEA members."

The four-year contract covers from April 1, 1991, to April 1, 1995, and provides for:

- ✓ a 4 percent increase April 1, 1993;
- ✓ a 4 percent increase April 1, 1994;
- ✓ a 1.25 percent increase Oct. 1, 1994; and
- ✓ two bonuses, one in December 1993 and one in September 1994.

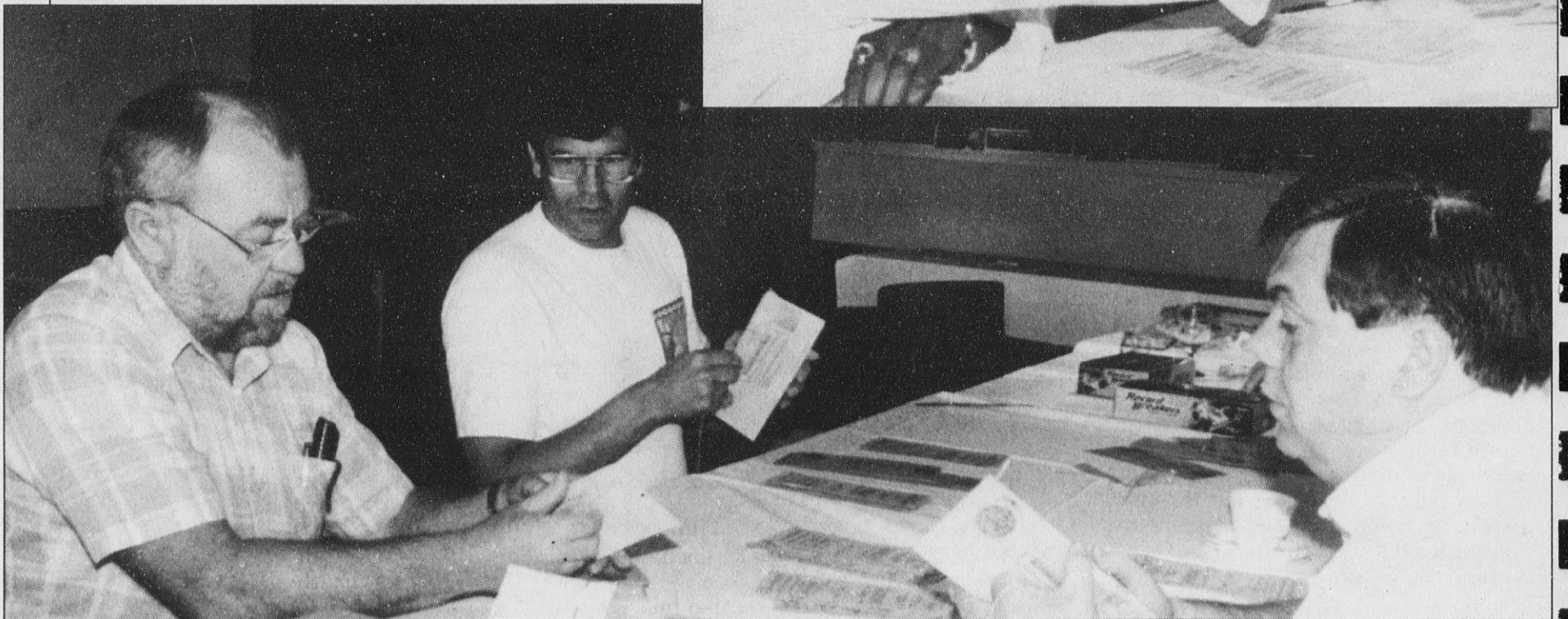
These bonuses are part of the settlement of the lag pay dispute. The bonuses add three days pay, giving a total of eight days' pay for the five-day lag. Employees will receive the final five days at the rate of pay they are earning when they leave state service.

The contract covers about 100,000 state employees in the administrative, institutional and operational services units and the Division of Military and Naval Affairs.

More detailed information on the contract was published in the June issue of *The Public Sector*.



COUNTING BALLOTS was an all day project for members of the negotiating teams, including, at right, Claudette Sullivan and Mary Pat Fox. Below are Milo Barlow, Dan Quail and Tom Warzel.





STATE GOVERNMENT NEWS

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CSEA fires back at billionaires who say CSEA members make too much money. The union wins a contracting out battle over the state's Wadsworth Lab.

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CSEA state members overwhelmingly ratify a new, four-year contract.

EBF has phone number for the hearing impaired

The Employee Benefit Fund has modernized its telephone system and installed an automated attendant system.

This system has not only enhanced the EBF's assistance to the membership, but also has the capability to assist members with hearing impairments.

The Telecommunication Device for the Deaf (TDD) is now available at the 800 number listed below. Members with hearing impairments may use this system now to request assistance on EBF programs.

The number is:

**1-800-5 EBF-TDD
(1-800-532-3833)**

CSEA member saves state thousands

By Mark M. Kotzin

CSEA Communications Associate

MORAVIA — CSEA member Ron Penird says he was just doing his job, but in the process, he saved the state thousands of dollars.

A general mechanic and locksmith at Cayuga Correctional Facility, Penird found a serious defect in hundreds of hydraulic door closures and complained until the manufacturer replaced them at no cost.

The door closures leaked oil, damaging

the doors' finish. The heavy doors also slammed shut, which sometimes damaged them.

Penird, a member of CSEA Local 191, found 300 of 500 door closures were defective.

"I could see it as normal wear if only a dozen or so leaked," Penird said. "But having so many leaking at the same time, I knew they were defective."

Penird's persistent calls and letters resulted in the company acknowledging a

manufacturing defect and replacing them at no cost.

The devices cost about \$150, Local 191 President Dick Franczek said, which means Penird's persistence saved New York state \$45,000.

"Ron's put a lot of time into this," Franczek said. "I think he's done a great job for the facility and the state."

"This is another example of the value of dedicated CSEA professionals working throughout the state," CSEA Central Region President Jim Moore said.

**HIS PERSISTENCE PAID OFF --
CSEA member Ron Penird hounded a
company to replace 300 defective
door closures for free.**



LOCAL NEWSLETTER EDITORS in CSEA's Metropolitan Region were honored for improving communications with members.

Metropolitan Region honors local newsletter editors

NEW YORK — CSEA Metropolitan Region President George Boncoraglio recognized the efforts of the region's Local Editors' Network at an Education and Women's Spring Workshop.

Several newsletter editors were praised

for their efforts to improve communications with members.

They included newsletter editors for CSEA Local 402, Local 010, Local 419, Local 447 and Local 446.

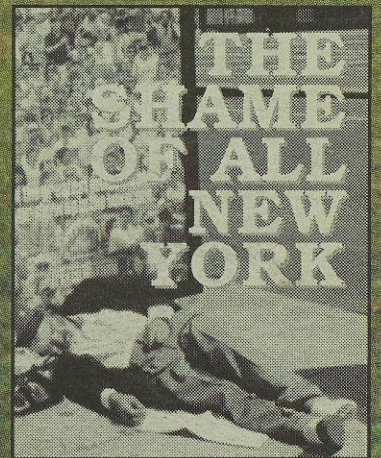
More than 200 activists also heard labor

history film producer Elsa Rassbach talk and saw her award-winning film, "The Killing Floor."

Education Chair Gloria Scott and Women's Committee Chair Harriet Hart saluted activists for working together.



**HARLEM VALLEY
PSYCHIATRIC CENTER
CSEA LOCAL 409**
President Henry Walters
talks with Roseann
Gilletti, who has been
laid off from her job as a
clothing clerk at the
facility and has her home
up for sale. Gilletti served
as Local 409 second vice
president.



A SIGN OF THE TIMES

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