

THE PUBLIC SECTOR

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American Federation of State, County and Municipal Employees AFL-CIO.

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Delegating authority

CSEA's delegates meet — pages 9-12



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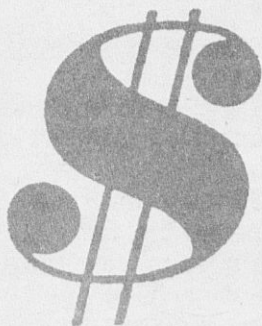
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Preserving history

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Locals can cash in on state programs

Montgomery Co. ordered to 'bargain in good faith'

AMSTERDAM — The state's Public Employment Relations Board has ruled in favor of the Montgomery County CSEA Unit's charge that the public employer failed to negotiate with the union the subcontracting of county employees to the Fulton, Montgomery and Schoharie Counties Private Industry Council, PERB has ordered the county to offer reinstatement to their former county positions to all affected workers and to negotiate in good faith with CSEA.

Several months ago, Montgomery County and the tri-county PIC entered into negotiations for a new service contract. In previous contracts, the federal PIC funds were paid to the involved counties who in turn paid their workers for working with the PIC. However, in seeking more direct control over its employees, PIC sought to have the involved counties fire their own workers and have them rehired by PIC to

do basically the same job but without any union or contract protections.

When CSEA attempted to inform the county and PIC of the need to negotiate such changes with the employees' collective bargaining representative, per the requirements of the state's Taylor Law and the guidelines of the Joint Training Partnership Act which supposedly guides the individual PICs, both the county and the tri-county PIC refused to even recognize the rights of CSEA to represent its members interests.

When the county refused to comply with the union's request, CSEA filed an improper practice charge with PERB.

"Now that PERB has ruled in our favor CSEA is prepared to represent the interests of its members in negotiations with the county to allow the mission of the 'partnership' to be achieved," CSEA Field Representative Joseph Bakerian said.

LEAP deadline creeping up

The deadline date for applying for a tuition-free course in CSEA's Labor Education Action Program (LEAP) Spring '87 Semester MUST BE RECEIVED in the LEAP office by Nov. 25 to be considered.

Questions concerning the LEAP tuition-free program may be directed to CSEA/LEAP, 143 Washington Avenue, Albany, N.Y. 12210, (518) 434-0191 Ext. 226 or 228.

Upright board rep for Wyoming Co.

Roy Upright will continue for another three-year term on CSEA's statewide Board of Directors as the representative from Wyoming County. Upright was the only candidate to file nominating petitions for the seat recently and automatically won reelection.

CSEA staff opening

ALBANY—The Public Sector, CSEA's official newspaper, is seeking an associate editor.

Individual must possess excellent editing, writing, layout and related graphic skills. Experience in composing rooms and with visual display terminals would be helpful.

Minimum qualifications require two years of professional writing or editing experience plus a bachelor's degree in an appropriate field.

Send resume plus salary history immediately to: Personnel Director, P.O. Box 7125, Capital Station, Albany, N.Y. 12224.

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The Public Sector

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Selling out the sick and elderly

By Stephen Madarasz

CSEA Communications Associate

ALBANY — A new system of funding nursing homes in New York state provides a big boost to the private sector at the expense of county-run facilities.

Although CSEA helped secure \$7 million more for the county homes in fiscal year 1987 than was originally scheduled under the new system, the public and voluntary facilities still face a significant shortfall.

The system known as RUGs- for Resource Utilization Groups- was implemented by the Health Department to bring New York into closer line with federal health care reimbursement guidelines. Rather than dispensing funds based on actual costs to the facility, the RUGs approach uses a formula taking into account the type of patients the facility serves and average labor costs for the area.

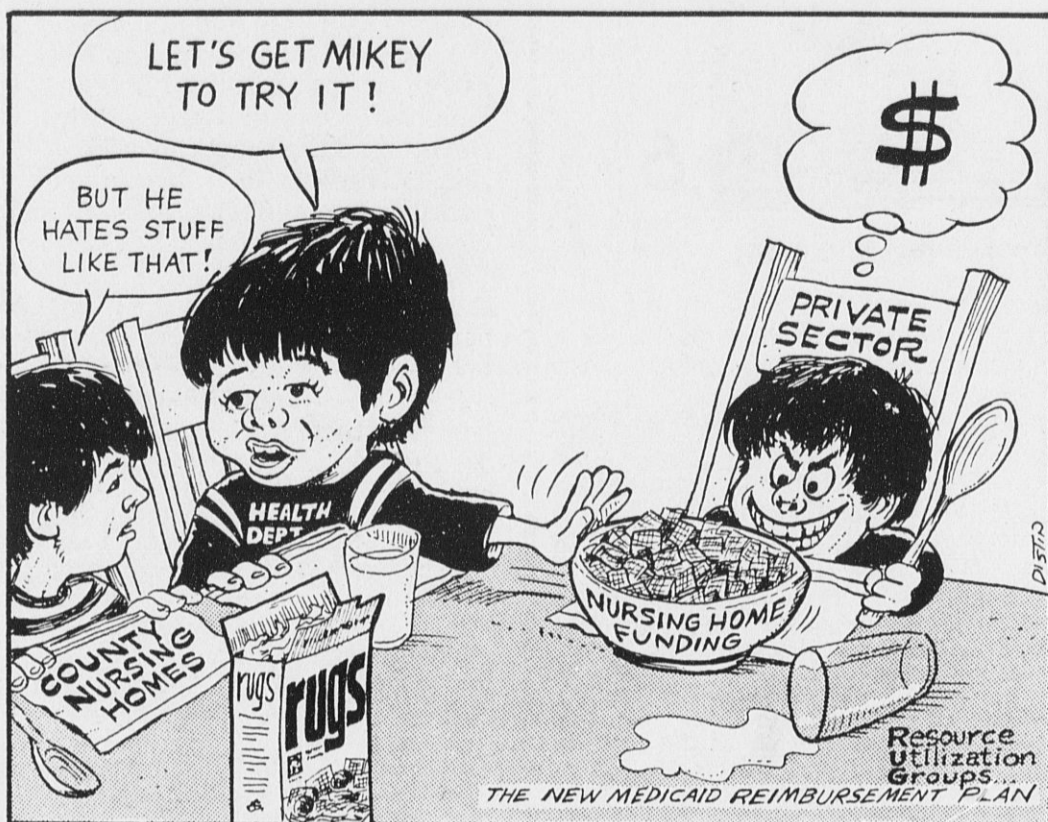
The idea is in keeping with current trends in the health care business and is designed to provide incentive for greater efficiency. But CSEA argues that in some cases the results may unfortunately be a lower overall quality of care and less access for the poor and minorities.

The RUGs system does not increase or decrease overall costs to the state but shifts where the money goes. Figures show a direct relationship between the private sector's gain and the loss to the voluntary and public sectors.

CSEA contends that RUGs put the county nursing homes at an extreme disadvantage by forcing them into a direct competition with the private sector even though their purpose is to meet a need that the private sector has always avoided.

It's also not easy for the county homes to just change the way they do business. Many county homes do not have the ability to change the types of patients they accept, yet are financially punished for not doing so under the RUGs guidelines.

Another aspect of how RUGs unfairly penalizes the county facilities stems from labor costs. Most employees in the county homes are better paid than their counterparts in the private sector. Since the RUGs reimbursement is based on "average" labor costs, facilities which pay above the area average have to make



up the shortfall while facilities paying below average wages are rewarded with reimbursement above their operating expense.

This approach creates an incentive to operate with the fewest possible, least experienced staff, paid the lowest possible wages. CSEA questions whether that should be the intent of any nursing home.

Far from being excessive, the county facilities' higher labor costs often reflect their need for a skilled workforce to handle a more difficult patient population than is normally found in private homes. There are also certain mandated costs such as participation in the NYS Retirement System.

Says CSEA President William McGowan: "I will not apologize for the level of wages and benefits received by CSEA members who work in county nursing homes."

McGowan adds that while private homes achieve "savings" by paying less

and providing few if any benefits, this bottom-line approach may be misleading. Since profit-making homes have low staffing levels and high employee turnover rates, quality of care should be the critical comparison: "You only have to think back to the nursing home scandals of the early 1970s to realize the abuses that can occur when profit motives drive the system."

Over the next three years, RUGs projects a tripling of funding to the private sector with an equal loss to the public and voluntary sectors. CSEA is concerned that counties will have to come up with the shortfall or shut down their nursing home operations.

The union supports efforts to improve county nursing home operations, but believes the RUGs system must recognize the essential services and needs of the county homes in assuring quality care for those shut out by the private sector. (See Delegate resolutions—page 12).

A tale of two counties

While RUGs has had a pronounced negative effect on counties across the state, Chautauqua and Montgomery counties are two where the impact has been immediate and severe.

Chautauqua County Unit President Dick Maggio and Field Representative Penny Bush say it has evoked too much of a bottom line mentality instead of providing the full care those in the home deserve. 15 LPNs have already been laid off in its wake.

The jobs of five home health aides, an LPN, and seven registered nurses are also threatened by present attempts to subcontract out the county's public health services- home care presently dispensed by CSEA-represented employees. Although no formal arrangement exists, home-care clients are already being referred away from the county services.

Explains Maggio: "It's killing us, eroding the bargaining unit, and it should equally concern management because it lessens the services the county can provide its citizens."

For the past several months CSEA and its Montgomery County members have been working to keep the county's

infirmary open and operating in the public sector. Local President William Zippiere and Unit President Vicky Voorhis report they are working closely with the county's Board of Supervisors to avoid unnecessary confrontations over the explosive issue.

Meanwhile CSEA's Research Department is working on budgeting methods to help the county deal with the crisis that RUGs is causing at the facility. Adds CSEA Field Representative Joseph Bakerian: "We have to face this situation together because we both want to keep the facility operating for the well-being of the area's senior citizens and the continued employment of our members."

Overtime, all the time—

it just doesn't pay

KINGSTON — They come to work on Sunday at 6:30 p.m. and they leave on Friday at 6:30 p.m.

They don't go home all week. They sleep at their worksite and have no life they can call their own until the weekend when they're too tired to enjoy it. They work 140 hours and are paid for 40. They must pay for their own meals. They sleep with one eye and one ear open to hear their charges during the night. (It's not unusual to spend a night at a local hospital, or dispensing medication or to be awakened by an unruly or troubled teen.)

They are the Youth Division Aides who work for the New York State Division for Youth in a handful of group homes in the state that still maintain a sleepover schedule for houseparents who care for 3 to 7 troubled teens.

Interestingly, most group homes in the state are on an 8 hour shift schedule.

Most of the overnight homes are located in Region III. There are two in Region IV and one in Region VI.

The clients are teenagers who are ordered by the court to live in the supervised homes. Some are truants, some are runaways and many have had minor run-ins with the law for drugs, alcohol or stealing.

According to CSEA Research Specialist Mark Lawrence, work schedules in most homes in the state were changed to eight hour shifts out of necessity. It was difficult to recruit houseparents who were willing to work through a 140 hour week.

Turnover is high. Most of the YDA's are young and idealistic — but they soon burn out. "I came here thinking I could change the world," said one who asked not to be identified. "Now I'm so burned out, I'm looking for another job."

Ideally, houseparents consist of a married couple. In some cases, one parent works full time during the day and part time, from 7 p.m. to 7 a.m. in the group home. The other half of the couple stays in the home for 24 hours and is paid for eight. The part-time worker is paid for four hours although he is assigned to be there for 12.

Contrary to popular belief, a houseparent is more than just a glorified babysitter. He or she is also expected to take the teens to doctor and dentist appointments, do all the shopping (personal hygiene, food and clothing), plan menus, cook meals, dispense medication, see that the youngsters keep up with their studies, plan recreational activities and maintain vehicles.

Bob and Tonoko Majors are the latest casualties of the system. They've been houseparents in a home in Kingston since last April. (Six months is about the norm for most houseparents.) They say they've had enough and have resigned.

"We have no life of our own," said Majors. "No time to ourselves." Bob has gotten a job in Albany that will require him to work eight hours a day and Tonoko, who is an expert seamstress, is working for a home care agency and plans to have time to sew and spend time with her husband.



Bob and Tonoko Majors show Local 009 President Juanita Cinclini a copy of their resignation from their job as houseparents in a Kingston group home.

Linda Smith, a YDA in a group home for girls in Wappinger Falls, says she has no time to do her own shopping, keep doctor appointments or be home during the week to rest. She'd also like to take college courses, but doesn't see how she can fit it into her schedule. Most days she awakes by 7 a.m. and doesn't go to bed again until midnight and she's busy constantly.

Worse, said another houseparent, is the possibility that the weekend relief houseparents won't show up for work. "It's every YDA's nightmare," he said. "Friday night comes, you're all set to leave, and you get a call that your relief is sick or has quit. You're stuck for the weekend!"

Majors summed it up in his letter of resignation: "It is with mixed emotions that I write this letter," he said. "I enjoy working with the youths and the staff here, but there are some factors I cannot cope with. The 120 continuous hours, Monday through Friday, are intolerable. To make matters worse, the type of youth here require 24 hour supervision. When they are home, there is little time to rest during the week.

"I find it hard to accept that my pay is based on an eight hour day with the rest of the time charity. My counterparts in the institutions are paid for eight hours, and anything over is overtime. In reality they are dealing with the same kind of youth."

"The biggest and deciding factor is the inability to move a youth in crisis out of the home to a more secure environment. This causes tremendous stress upon the houseparent as they must deal with it 24 hours without relief. I feel that I cannot adequately deal with the youths under these conditions."

Majors concludes: "If proper staffing was in place, this could be a good home with its excellent program and a good place to work."

Says Local 009 President Juanita Cinclini: "It's a shame to lose such dedicated people. The job is not an easy one and the high turnover can only hurt the clients. I hope we see a resolution soon."

CSEA calls foul over OT ineligible list

ALBANY — Youth division aides are not the only CSEA members who burden overtime work without pay. Although most CSEA-represented job titles in the state bargaining units are now eligible for overtime pay under the conditions of the newly extended federal Fair Labor Standards Act, not all are covered.

But CSEA has just completed a review of titles covered and not covered and has filed a complaint with the U.S. Department of Labor challenging 20 titles the state has designated ineligible.

Under the provisions of the FLSA, public employees may receive compensatory time off instead of overtime pay according to the terms of agreement with their local management. Comp time is accrued at the rate of time and one half for all hours

worked over 40 in one workweek, up to a maximum of 240 hours for regular employees and 480 hours for emergency response and seasonal workers.

CSEA recommends that members who

hold one of the job titles being challenged should document their actual hours worked. If the state designation is overturned, members may be eligible for back pay.

Job titles in question

Corrections — Farm Manager
SUNY/Housing/PSC — Secretarial Assistant
ENCON — Rec. Facility Supervisor IV
OGS — Asst. Superintendent of Ex. Mansion
OGS — Executive Mansion Chef
DMNA — Maintenance Supervisor I
Parks and Rec. — Asst. Supervisor of Park Oper.
Parks and Rec.—Supervisor of Mineral Water Baths
DFY — Youth Div. Aide II (live-ins only)
DFY — Youth Div. Aide III (live-ins only)
OMRDD — Comm. Residence Asst. Director (live-ins only)

OMRDD — Comm. Residence Director (live-ins only)
OMH — Halfway House Aide I (live-ins only)
OMH — Halfway House AIDE II (live-ins only)
OMH — Principle Stationary Engineer
Dept. of State — Upholstery & Bedding Inspector II (Field)
Tax — Lottery Mktg. Rep I (except when performing drawing)
Tax — Lottery Marketing Rep I Sp. speaking (same as above)
DMNA — Armory Superintendent I
DMNA — Armory Superintendent II
DMNA — Armory Superintendent III

L.I. lines up for OMH staff

NEW YORK STATE OFFICE BUILDING



HAUPPAUGE — Politicians and concerned citizens joined over 200 Civil Service Employees Association members in a public protest of grossly understaffed conditions at the psychiatric and developmental centers on Long Island.

As television stations interviewed CSEA Region I President Danny Donohue, rank and file members chanted and handed out fliers to passersby outside of the State Office Building in Hauppauge.

Donohue said, "We need more staff in order to supply the care these patients need."

For many months, CSEA has been pressuring state officials to address the problem and increase the staff in these facilities. The fact that there are so few employees to so many patients has led to the inevitable — diminished patient care.

It has also resulted in unfair working conditions for the employees. These people are consistently denied requested leave time, are constantly mandated to work overtime, are redeployed, and are subjected to dangerous conditions.

"The increase of on-the-job injuries has been phenomenal," said CSEA Pilgrim State Psychiatric Center President Patrick Hahn. "In Pilgrim alone we have 65 of 82 direct-care employees out on compensation each month."

The 1980s have seen a major increase in young substance abusers. Crack has become a problem of epidemic proportions and the city hospitals are full. Long Island facilities are sent the overflow from the city hospitals and these new admissions are more dangerous and unpredictable than ever before.

Al Henneborn, president of CSEA Central Islip Psychiatric Center Local 404 stated, "There are just not nearly enough employees to care for the patients. My people are burning out with all this mandated overtime and lack of time off. We have to get more staff!"

"What do we want?" yelled a CSEAer from a bullhorn.

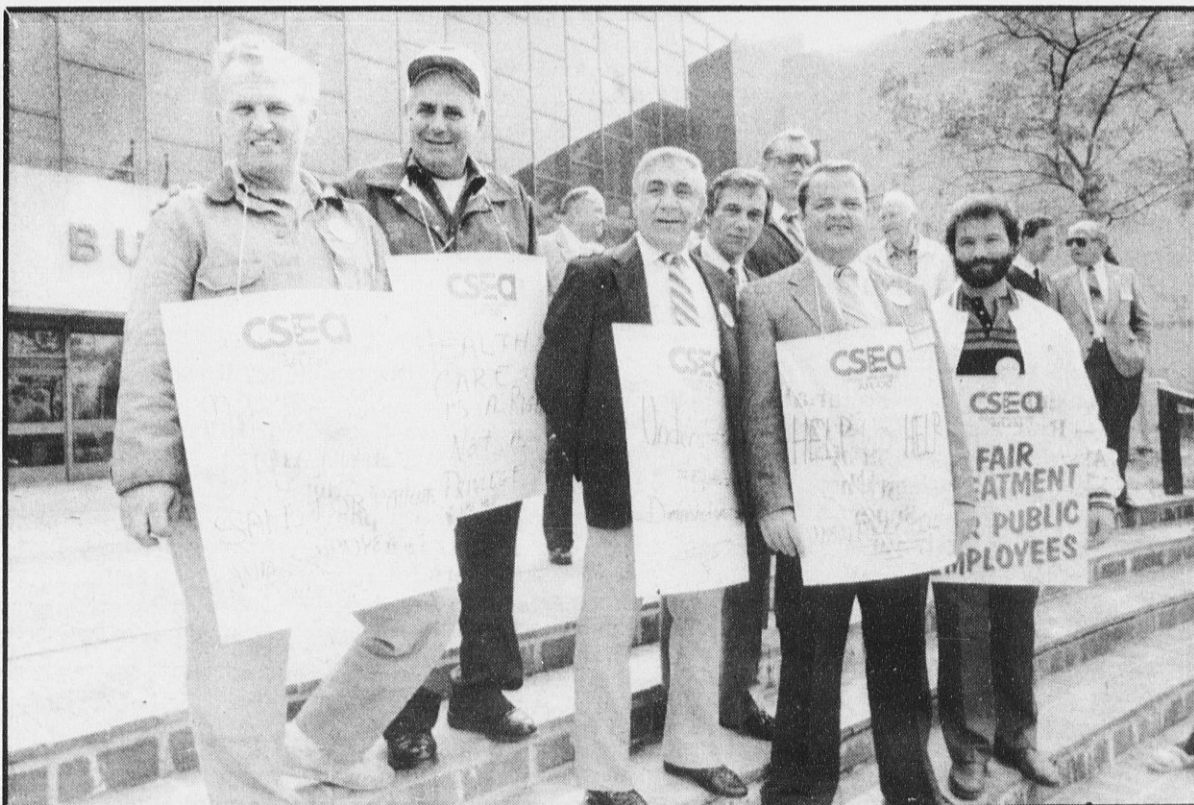
"More staff," the picketers yelled back.

"When do we need it?"

"We needed it yesterday!" 200 voices pleaded in unison.



CSEA Communications Associate Sheryl Carlin is interviewed by Long Island's channel 55 news.



STATING THEIR CASE PUBLICLY... are (from left) Kings Park Psychiatric Center Local 411 President Tony Bentivegna; Central Islip Psychiatric Center Local 404 President Al Henneborn; Long Island Developmental Center Local 430 President Joe LaValle; CSEA Collective Bargaining Specialist Jim Cooney; CSEA Region I President Danny Donohue; and Pilgrim Psychiatric Center Local 418 President Patrick Hahn. The CSEA leaders were joined by over 200 rank and file, area politicians and concerned citizens in expressing concerns about serious under-staffing in the state mental health facilities.

CSEA, OMH work
on problems Pages 6-7

Compiled by
Daniel X. Campbell
CSEA Communications Associate

LAKE GEORGE — A major breakthrough was achieved in the manner in which CSEA and the state Office of Mental Health (OMH) will work to resolve major areas of mutual concern during a three-day meeting here attended by some 200 labor and management representatives.

Optimism is running high following the CSEA-OMH Labor Management Conference Nov. 5-7. High-level officials from both labor and management committed their groups to not only the concept of working together to resolve problems, but to specific programs and projects aimed at eliminating or reducing concerns in four top priority areas.

For three days, the conference attendees reviewed and discussed mutual concerns in the four areas jointly identified as posing the greatest problems in labor-management relationships, and arrived at recommendations to resolve them. The main areas of concern were (1) Information Sharing and the Role of CSEA in Planning for Change; (2) Solutions to the Overtime and Related Problems; (3) Problems Associated with Processing Grievances at Step one, and (4) Addressing Priority Employee Health and Safety Concerns.

Participants utilized a problem solving technique involving group brainstorming followed by a consensus acceptance of potentially workable solutions to specific problems within each area. As a result, recommendations were reached on programs and projects to address major problems and concerns.

Officials from both labor and management say some of the suggestions can be implemented almost immediately, and all will be studied and implemented as they prove feasible.

CSEA President William L. McGowan praised the outcome of the conference, saying the new approach makes labor and management "equal partners to the problems and their solutions." CSEA

A commitment to improvement

OMH Labor-Management achieves breakthrough

Collective Bargaining Specialist James Cooney said, "CSEA is well prepared to deal with this process and we will be as committed as management to the concept of this program."

Thomas F. Sharkey, associate commissioner for human resources management in OMH, told the participants, "If it's a check I can cash — a logical recommendation within the scope of agency authority — I'll do it."

Central to the three-day conference was a directive for the participants to "develop recommendations, realistic and within the authority of labor and management to implement at the facility or agency level, which will serve as a guide to CSEA and OMH in making important changes within the agency."

Said McGowan to the participants, "We are here as equals. We are here to learn, to take knowledge back to the worksite and use it. We have to pass it on, build on it."

OMH Executive Deputy Commissioner Bruce Feig noted, "We are at a crossroads. We have good support from the governor's office, and even some support in the office of the budget. Our voice and labor's voice must be heard . . . during the next decade we will have to serve not less but more. But also during that time we will have to change. We must go into the community and yet still retain the institutional setting for those who need it. Staff, management and the patients must be prepared for this challenge."

Concluded OMH's Sharkey, "We are all working in the same direction, and all of the recommendations you're developing are well thought out, and I'm excited about implementing them."

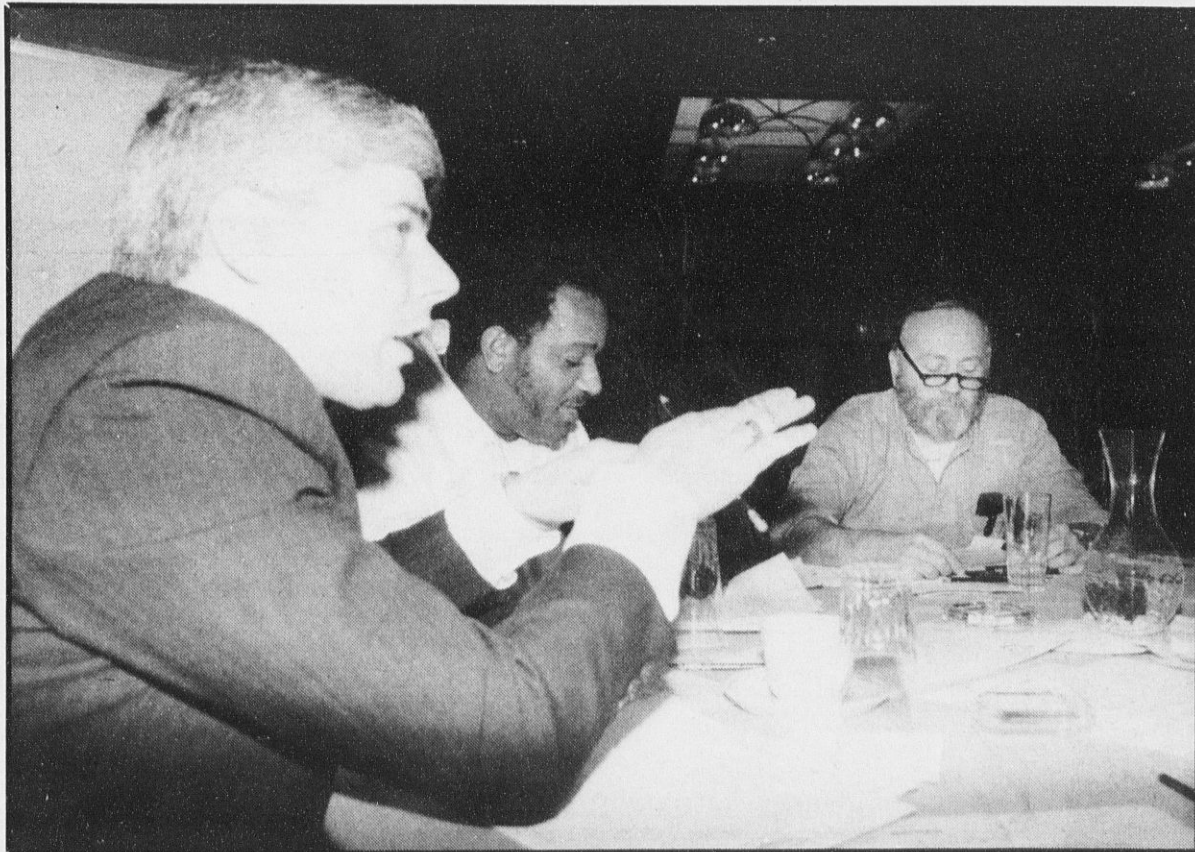
The successful labor management conference was supported in part by the Agency Specific Training Grant Program and the Joint Safety and Health Maintenance Committee.



Collective Bargaining Specialist James Cooney, at left, expresses CSEA's commitment to making the labor-management process work. Above, participants get down to the business of problem-solving.



Rockland Psychiatric Center Local 421 President Glenda Davis helps direct the group thought process during OMH labor-management session.



Talking through workable solutions to common problems was the key to the success of the three-day OMH program. In addition to working together during the meeting, ideas were developed and put in writing for carrying on the exchange back at the worksite.

Sorting out the details

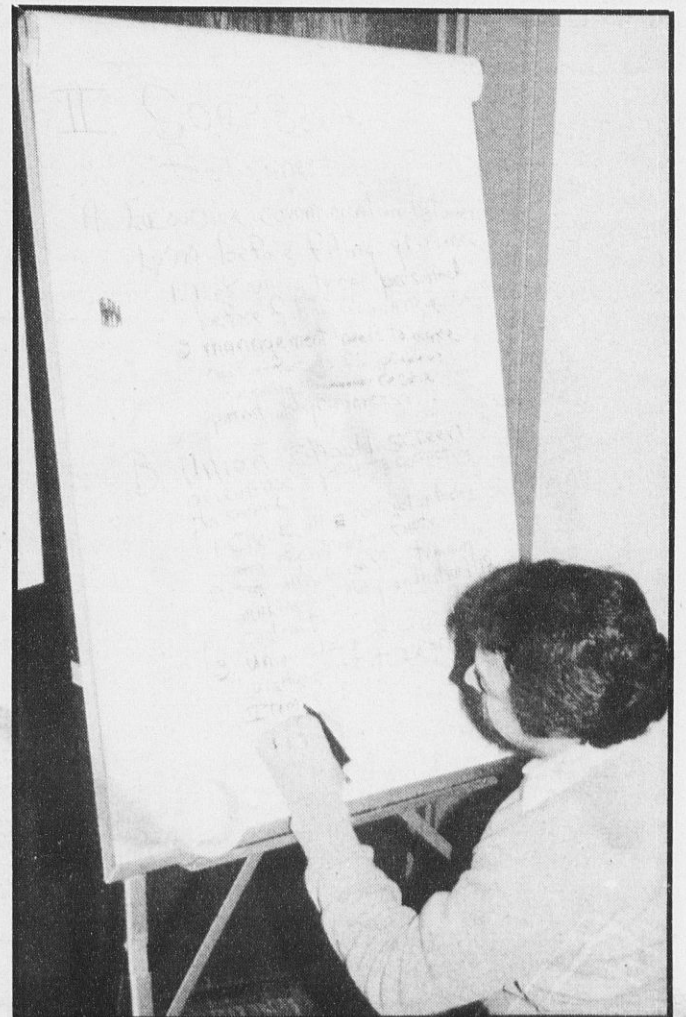
Labor and management officials are sifting through about 120 pages of recommendations to address concerns in the four primary areas discussed during the recent three-day CSEA/OMH Labor Management Conference. Many of them will be ready for further discussions at the upcoming agency-wide labor management meeting Dec. 11 and 12.

A clear agreement was reached to share information as early as possible with CSEA relative to **planning of changes** in MH facilities.

On the issue of **overtime**, tentative agreement was reached to work out better staff deployment, improve scheduling and flexibility, give greater recognition for the need for time off and granting of accrued time off, improve training of supervisors, and creating floating pools of workers. Recommendations were also agreed to concerning improving the work environment, and recognizing employees for good work attendance. Nearly all the items in this area will be further explored at high level labor management meetings.

Improving the grievance procedures process at step one was heavily discussed throughout the session. Many potential improvements were discussed, and details will have to be worked out before they can be implemented at the local level.

In the area of **safety and health issues**, participants identified resources which can help address patient assaults, infectious disease control and several other areas of concern to employees. The Joint Safety and health Maintenance Committee is expected to become heavily involved in devising solutions to major concerns in this area.





REGION V PRESIDENT JIM MOORE, left, utilizes a mid-day break in the regional conference to announce regional, political action committee endorsements and explain the CSEA endorsement procedure to TV media covering the press conference.



RESOURCE FAIR COORDINATORS Mark Smacher, right, and Sue Smacher, seated, offer some first hand information on organizing a KIDS Identification program for CSEA Locals. Picking up "how to" literature are, from left: Carol Uhlig, Local 638 SUNY Delhi; Gary Brown, Local 013 Syracuse State Employees; and Betty Browell, Local 869 Oneida Educational. The husband and wife team from Local 449 Broome Developmental Center, Mark and Sue Smacher, helped organize the first KIDS Program in Region V.

Region V conference 'resource-full'

By Charles McGear
CSEA Communications Associate

SYRACUSE — More than 200 officers and delegates attended the recent Region V Fall Conference here, a three-day meeting offering a wide range of activities. Included were a Resource Fair with scores of informational booths, a pre-retirement planning seminar, two workshops covering the statewide delegates convention report, committee meetings and a press conference to announce regional political action endorsements.

Region V President Jim Moore paid special tribute to Mark Smacher, the region's third vice president, and his wife Sue for their efforts in contacting a wide range of CSEA departments and private services to provide outstanding displays.

"Following the recent election of officers, both incumbent and first termers, we decided another full display of CSEA resources would benefit everyone. If anyone had a question concerning CSEA functions or services, all he or she had to do was seek out a specific information booth. We couldn't make it any easier than that," Moore said.

Saturday, the second day of activities, offered a variety of committee meetings, including a pre-retirement planning seminar conducted by Steve Regenstrief and Janet Kail, staff members from AFSCME International in Washington. Also in the schedule were two sessions covering the statewide convention report, and a mid-day press conference to announce regional political endorsements.

A Sunday morning meeting of the regional board of directors concluded the three-day conference.



TONY CAMPIONE, left, CSEA Legal Program Administrator, discusses a legal form with Bob and Lori Morris, employees of Onondaga County Department of Social Services and members of Local 834.



ROSLIE TALLMAN, left, pres. Madison County Local 827, asks Region V President Jim Moore, right, to share some CSEA procedures with members of the Local's executive board. Taking part in the informal session were, from left: Tallman, Deirdre Service, Doug Wrisley, Lorraine Schmidtka, Kathy Miller, Region V Director Frank Martello; and Moore.



Authority of delegates reaffirmed

CSEA delegates firmly established themselves as the ultimate policy-making body of the union, voting overwhelmingly to cement that position by changing the union's Certificate of Incorporation during CSEA's 76th Annual Delegates Meeting Oct. 26-31 in Niagara Falls. That action was among the highlights of the session attended by about 1,500 delegates, staff and guests. Among other actions of note, delegates approved the reappointment of a committee to review the delivery of legal services to CSEA and authorized establishment of another committee to review all services to CSEA. A dues increase proposal was withdrawn without action. Details of some of the major highlights of the annual meeting are contained on several following pages.

Delegates hard work recognized

We have recently concluded our Annual Delegates meeting in Niagara Falls. It was a positive and productive session at which much was accomplished, on behalf of the entire membership. I would like to share with you a letter that I am sending to each delegate thanking them for their efforts.

CSEA statewide President William L. McGowan is sending letters to delegates who attended the recent 76th Annual Delegates Meeting in Niagara Falls, thanking them for their "hard work and high accomplishments" there. The content of the letter is as follows:

"I want to take this opportunity to extend to you my personal thanks for your hard work and high accomplishments at our Annual Convention in Niagara Falls.

It was your vote that set the future course of our union! It assured that the decision making—as it should be—will remain in the hands of the membership.

In your mandate, you sent a clear message that our union will service the many, and not the few.

1. By amending the certificate of incorporation, you reaffirmed that the delegates will have the



continued constitutional power to be the supreme body of our organization, and truly the representative voice of the membership.

2. Your vote directing me to reappoint the Special Committee to Review the Delivery of Legal Services shows that you are eager, despite minor setbacks, to complete a project which you began earlier this year. I applaud your determination.

3. And, at your direction, you have asked me to appoint a committee to evaluate the delivery of all other services being provided to our union, and how they may be improved to better provide for the membership.

Your voice has been heard, and I pledge to complete the task that you have given me.

As a final note to those who differed with the majority, I reach out asking that we heal our differences and go forward as a union with one purpose and one mission—to serve the membership."

William L. McGowan



PACKED LOCAL GOVERNMENT WORKSHOP was typical of attendance at scores of workshops and seminars throughout annual meeting.

One vote for every board member

CSEA's statewide Board of Directors will continue to have one vote for each board member as delegates rejected a proposal that would have provided for a weighted voting system for the Board of Directors. The defeated proposal would have given each board member one vote for each 100 members represented by a particular board seat. The union's delegates body itself operates on a weighted voting system.



DARLENE FOUST, a delegate from Region III and a member of the statewide Education Committee, listens during debate at one of numerous workshops and seminars held throughout the annual delegates meeting.

Dues proposal withdrawn

A proposal that would have restructured the system and increased the amount of union dues paid by CSEA members, agency shop fee payers, and retired and associate members was withdrawn prior to consideration by delegates attending the 76th Annual Delegates Meeting. The proposed dues increase was originally on the agenda but was not acted upon as a result of being withdrawn.



We had to build this union the hard way . . . it was never easy and it's no easier today

The president of the American Federation of State, County and Municipal Employees (AFSCME) warned "it was never easy in the past, and it's no easier today" in opening remarks at CSEA's 76th annual convention.

And, Gerald McEntee added, "from your own proud history you know what I'm talking about because you've gone the distance."

McEntee received an enthusiastic reception here as he traced the union's history in organizing public employees. He noted that CSEA was already "a quarter of a century old" when AFSCME was founded back in 1935 at a time when "They said that a labor union of public workers was never going anyplace."



AFSCME PRESIDENT GERALD McENTEE

"And they kept saying it even when things were different for the private sector, back in 1937 and 1938 when millions of private sector workers were exercising their right to join unions and bargain collectively.

"We had to build this union the hard way . . . step by step, city by city, county by county, state by state.

"Bit by bit and step by step," so that "today, AFSCME is the biggest union in the AFL-CIO."

The union leader attributes such growth to hard work and dedicated members who "were willing to roll the stone up a mountain that sometimes seemed like it had no top.

"It was never easy in the past, and it's no easier today."

He praised the delegates for taking on "a whole set of issues—child care, career ladders, toxic chemicals, deinstitutionalization, contracting out." and noted that "Today, comparable worth is the hottest issue on the American bargaining table and AFSCME, your union, put it there."

McEntee reminded his audience that "We're in a time now when right-wing ideology has become the acceptable politics of the day.

"A time when an attorney general of the United States can say that he's above the Supreme Court. . . .

"A time when officials in the highest levels of government think it's all right to lie to the people and deceive them. . . .

"A time when the president himself thinks it's all right to single out public employees for random drug testing. . . .

"And a time, as well, of labor bashing and union busting and a straight-out attack on the basic principle of citizenship that I was taught in my own home and in the classroom."

But for himself and those present, McEntee added that even though "it's a tough situation . . . we've had plenty of experience with tough situations," and he reminded all that "We are born free and equal and that if government serves any purpose at all it is to ensure that we stay free and equal."

He also stressed the need for "unity, solidarity, togetherness" in "a union of dreamers and doers."

Indeed, McEntee praised CSEA for its leadership and "record of solid achievement, of total commitment" while reminding delegates that "a labor union is an unusually fragile institution. It is no stronger than the faith that its individual members believe it deserves."

Personal computers helpful

NIAGARA FALLS—How can personal computers be helpful in the union environment? Let me count the ways.

That was exactly the role of David Sparks, CSEA computer service manager, and Frank Garti, systems analyst, in a convention workshop here on computer awareness.

There are many uses locals can make of the new personal computers in the areas of word processing as well as office administration, they pointed out. Among a score of other tasks, word processing can make easier work of producing meeting notices, newsletters, form letters, grant

proposals, mailing lists and contracts.

Computers can also help with budgeting, math, sorting lists and files and label processing.

"But computers are not cure-alls for disorganization in a union office, says Sparks. "It's a myth that if you're disorganized now the black box is going to solve all your problems. But it can help."

He noted that new word processing equipment which will be installed in regional offices will be linked up with headquarters and provide an effective communication tool for field staff in the near future.

Chemical info available

NIAGARA FALLS—Concerned about the safety of a new cleaning solution you're using on the job? Or about the paint workmen are putting on the walls in your office? Or even about the liquid you're using to dab out mistakes on your boss's memos?

Chemical substances used in offices and at worksites can cause accidents, injuries, sickness and even death. In an effort to eliminate its members exposure to toxins on the job, CSEA has linked up with a computer system which can provide information about chemical compounds within 72 hours, says CSEA Director of Safety and Health James Corcoran.

In a workshop at the recent annual convention here, Corcoran said that local safety and health committees can now request information on suspected hazardous substances from the Chemical Information Data Base System (CIDBS) in Washington.

"This way members usually can get the information much more quickly than if they just wait for an employer to provide it under the Right-to-Know Law," said Corcoran.

He encouraged health and safety committees to contact the chemical information coordinator at CSEA headquarters for information about publicizing and utilizing the new service.



PEGGY SAY, brother of AP correspondent Terry Anderson who has been held hostage in Beirut for 19 months, accepts a plaque commemorating her appearance at CSEA's delegate meeting from CSEA President William L. McGowan. She lauded CSEA's petition drive designed to help win the freedom of American hostages held in Beirut. Of her brother, she said he believes "you, their fellow Americans, will get them free."

Change is ok'd

Delegates, by a margin of 4 to 1, approved the following resolution to change the union's Certificate of Incorporation to add a new paragraph which gives ultimate power to conduct the union's business to the Delegate Body:

● "WHEREAS, Section 2 of Article IV of the Constitution of the Civil Service Employees Association provides that:

"The power and authority to transact all business of the Association shall, subject to the power and authority of the Delegates at meetings of the Association, be vested in a Board of Directors..." and

● WHEREAS, the Delegates of the Civil Service Employees Association wish to effectuate such provisions of the Constitution through an amendment of the Association's Certificate of Incorporation,

NOW, THEREFORE, upon motion duly made and seconded, it is resolved as follows by the duly assembled Delegates of the Civil Service Employees Association:

1. The Certificate of Incorporation of the Civil Service Employees Association is hereby amended by adding thereto a new paragraph 8 to read as follows:

● "8. The power and authority to transact all business of the Association shall, subject to the power and authority of the Delegates at meetings of the Association, be vested in a Board of Directors. At meetings of the Association, the Delegates shall have the full power and authority to transact any and all business of the Association."

2. The president and all of the other officers of the Association are hereby authorized and directed to undertake and accomplish any and all additional action required to implement this resolution, including but not limited to the filing of any necessary certificate of amendment."

Legal services

Delegates overwhelmingly passed the following resolution dealing with the reappointment of a special committee to review delivery of legal services to CSEA:

● "The Delegates of the Civil Service Employees Association, upon motion duly made and seconded, hereby resolve as follows:

BE IT RESOLVED that, pursuant to the authority set forth in Article IV, Section 2 of the constitution of the Civil Service Employees Association, Inc., the Delegate body authorizes and directs the President of CSEA to reappoint the Special Delegates committee of members to continue its review of the delivery of legal services to CSEA and to report its findings and recommendations to this Delegate body:

BE IT FURTHER RESOLVED that this Delegate body authorizes and directs the Comptroller and Treasurer of CSEA to pay such funds as determined by the Committee to be necessary to carry out its responsibilities;

● BE IT FURTHER RESOLVED that the law firm of Roemer and Featherstonhaugh, P.C. is hereby directed by the Delegate Body of the Association to cooperate fully with the committee in connection with such study of legal services and to forthwith provide the Committee with all documents or records pertaining to legal services rendered by the law firm to the Association or to any of its members at the expense of the Association which the committee may request."

State, local government employees gain a better insight into each other

NIAGARA FALLS—Is the grass greener on the other side? State Employees often think it is for local government employees and local government employees often think it is for state workers. Yet, after the workshop "State and Local Government Divisions: What You Should Know About Each Other," delegates discovered that the grass is really green on both sides.

The workshop, designed to foster a better understanding of how each division can help the other, featured Mary Sullivan and Jim Walters on behalf of local government, with Barbara Stack and Bart Briar representing state employees.

Briar, a CSEA field representative assigned to the state division, set the mood by noting that both divisions hold in common that "our bible is the contract" and "money is the guts of negotiations."

He also sees similarities in day-to-day work issues but adds that variations do exist.

State contracts, for example, set aside funds for comparable worth adjustments, hazardous duty pay, and education and training programs. But, emphasizes Briar, they are the result of negotiations and "not a gift, not a present from management."

Jim Walters, a CSEA staffer with mainly local government assignments, says one advantage he has is "normally, you know who you are dealing with. You can't walk into Gov. Cuomo's office. We can usually walk right into the county executive's office, or the mayor's, or the school superintendent's...." He believes such access "reinforces our political clout...I always remind them each CSEA member politically represents four votes."

Walters says that when it comes to negotiations "The bottom line is what is most important for you." He adds that tuition reimbursements and comparable worth adjustments have been won in local government contracts, too. He also cited CSEA's Local Government Pay Equity project.

Stack, who chairs the union's state executive committee, noted that both divisions have in common "the labor-management approach to problem solving." And Mary Sullivan, who chaired the local government executive committee until her recent election as statewide treasurer, observed that even though CSEA negotiates 1,000 different contracts, the workshop proved to her "how much we have in common."



LOOKING OVER THE AGENDA for the union's 76th Annual Delegates Meeting are delegates Susan Bott, left, of DOT CSEA Local 687 in Albany and Helen Corina from Albany County CSEA Local 801.

Making meetings effective

NIAGARA FALLS—Get yourself organized! That was the message heard by delegates who attended a seminar here on how to run an effective local meeting. Education and Training Specialists Peg Wilson and Connie Wunderlich told participants that good planning and publicity are two key elements of success.

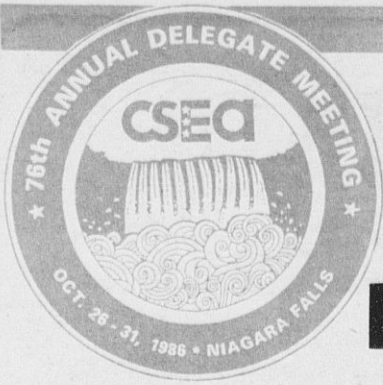
Meeting announcements, for instance, are crucial. They should contain all pertinent information regarding who, what, when, where, why and how. In addition, local officers should act as contacts with units to promote attendance at the meetings.

Plan an agenda and keep focused on the

purpose of a union meeting, whether it is to give out or collect information, solve a problem, build morale or teach members. And don't be afraid to use grabbers to up attendance: door prizes, speakers, films, and social hours can stir up a health interest.

And according to the CSEA trainers, here are some principles for effective meeting leaders:

- .Main self-esteem of members.
- .Listen and respond with empathy.
- .Check to make sure members understand what is said.
- .Stick to the agenda.



Our positions on drug testing, smoking bans, human rights, and more

Delegates unanimously passed official resolutions establishing CSEA policy positions on several topics, including mandatory drug testing, workplace smoking policy, and human rights. Delegates resolved that CSEA "will actively

oppose through legislative lobbying efforts, as well as through the labor management process and collective bargaining negotiations, attempts to mandate indiscriminate employer mandated drug testing of all citizens, but particularly public employees."

was also approved, and delegates approved conducting a one-day lobbying effort centered around the apartheid issue during 1987.

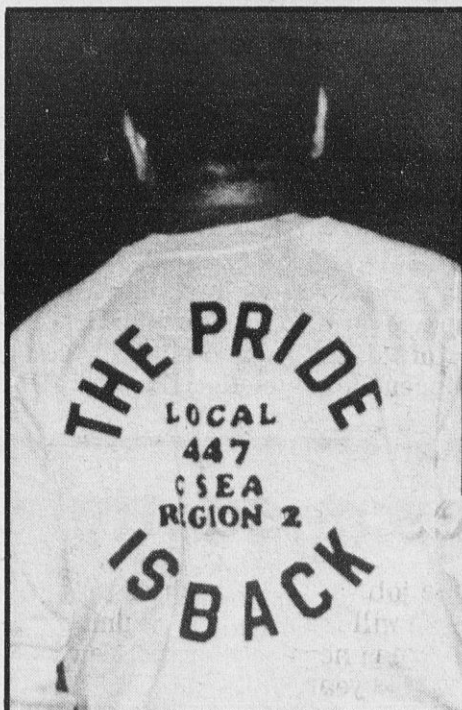
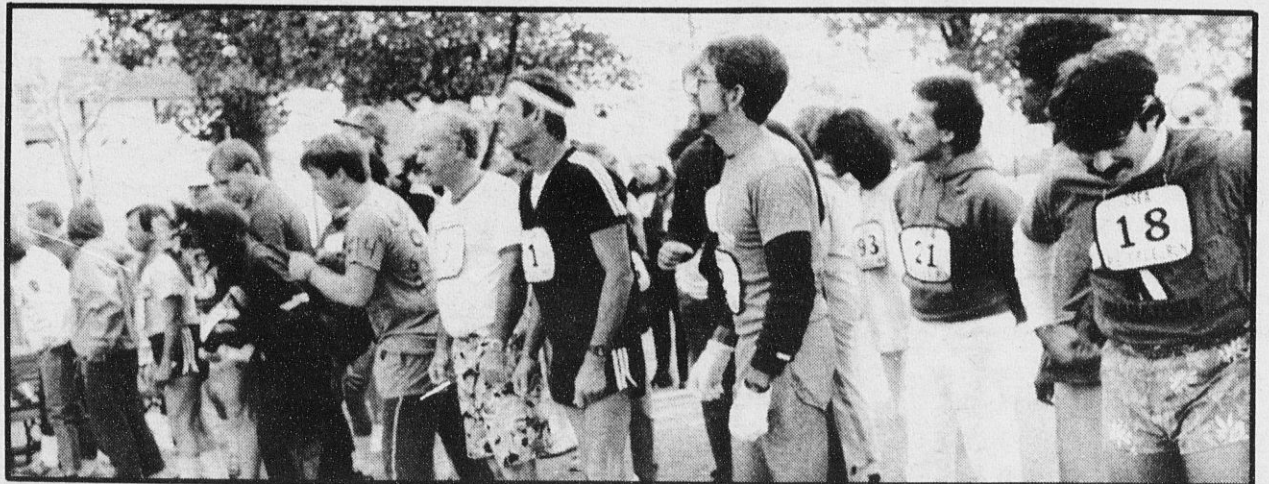
In other official resolutions, delegates resolved "that CSEA take all steps to effectuate action to stop and cause a reversal of" contracting out of public sector work and jobs to private sector contractors. They also voted to have CSEA establish a statewide program to promote and support a continuation and expansion of labor history awareness programs in state schools. Delegates also put CSEA on record as directing its negotiating teams to address the "growing utilization of computer technology and to oppose use of computer technology in anything other than the normal job worksites..."

Delegates also went on record as having "CSEA commit any and all resources required to fight the inroads that Resource Utilization Groups (RUGs) can make on CSEA member jobs in nursing homes," noting "the potential for privatization of these agencies is great." (See page 3 of this edition for related story).



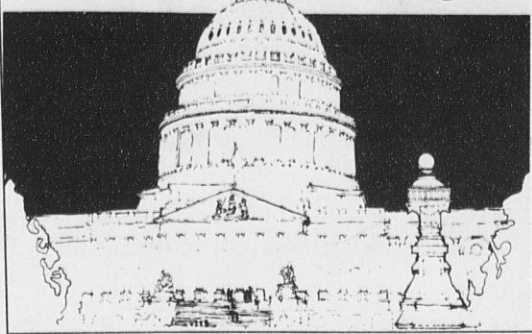
On workplace smoking, the union policy was established that CSEA develop a comprehensive workplace smoking policy for its entire membership, and take administrative steps to assure compliance by management and others with the concept that employer smoking policies are a subject of mandatory negotiations.

Delegates also reiterated the union's position of being opposed to the apartheid system in South Africa; supporting a divestiture of public employee pensions funds as a means to pressure changes within South Africa; renewing public support of sanctions against the government of South Africa; and admonishing the state Comptroller for "his continued delay and lack of support for total planned divestiture of our pension monies." Creation of an Ad Hoc Committee to Fight Apartheid in South Africa



Constitution, By-Laws next issue

Delegates acted upon a number of changes to the union's Constitution and By-Laws during CSEA's 76th Annual Delegates Meeting in Niagara Falls. The vast majority of those changes were "housekeeping" in nature. The Public Sector will publish details of those changes, along with additional reports and photographic coverage of the annual meeting, in the next edition.



There will be four new faces in the New York congressional delegation when it returns to Washington in January, including the state's first woman representative since Geraldine Ferraro stepped aside to run for Vice President in 1984.

Rochester area Democrat Assemblywoman Louise Slaughter won that distinction by ousting incumbent Republican Congressman Fred Eckert, who compiled the delegation's most conservative voting record over the past two years.

Another former Democrat Assemblyman, George Hochbrueckner, won an impressive victory in a hotly contested race on Long Island's east end for the seat given up by retiring congressman William Carney.

In Queens, the Rev. Floyd Flake, a community activist emerged victorious after ousting rival Alton Waldon in the September Democratic primary. Waldon had held the seat briefly after a close victory over Flake in a special election last spring. That controversial contest was called due to the death of longtime Congressman Joseph Addabbo.

Finally, Republican Amory Houghton Jr. claimed the southern tier seat vacated by Democrat Stanley Lundine, who was elected Lt. Governor.

All other seats were reclaimed by incumbents. Democrats picked up one additional seat in the contests giving them a 20-14 edge over Republicans in the delegation.

* * *

It was CSEA's first endorsement ever in a United States Senate race and the results were impressive. Union-backed candidate Alfonse D'Amato scored a lopsided victory, racking up 58% of the vote. It was also a record-setting win for a Republican candidate for that office in New York.

Both sides gain in N.Y. election

With the U.S. Senate's changeover to a Democratic majority, New York's Daniel Patrick Moynihan is in line to become chairman of the Water Resources subcommittee of the Environment Committee. Coincidentally, Moynihan was honored at CSEA's recent Delegates Meeting in Niagara Falls for his efforts to secure federal assistance for the state Barge Canal system — one of the union's pet projects.

Moynihan was instrumental in the passage of a \$16.3 billion water projects bill that marks the first time in history that the U.S. government will contribute funding for the Operation of the old Erie

Canal. (At press time, the bill was awaiting President Reagan's signature.)

Moynihan noted the significance by reminding the delegates that New York has paid all of the Canal's costs for over 160 years even though it has been one of the nation's most successful commercial projects ever.

Under the Moynihan initiative nearly one billion will be earmarked for New York projects. The federal government will reimburse New York for half of the Canal's annual operating costs and contribute another \$5 million for repairs.

The state currently operates the canal on a budget of about \$25 million per year.



A BEACON OF HOPE FOR THE CANAL... Barge Canal Local 502 President Frank Zammiello, center, and Suffolk Education Local 870 President Michael Curtin, left, present a canal buoy to Senator Daniel Patrick Moynihan during CSEA's recent Niagara Falls Delegates' meeting. Moynihan was a key player in securing federal funds for the upkeep of the canal for the first time in history. Joining in the presentation are members of the statewide Political Action Committee, from left, Flo Trippi; Joe Van Dyke; Vincent Martuciello; Dorothy Penner-Breen; and Alex Hoag.

Orange county nurses need more than band-aids

GOSHEN — A recently announced plan by Orange County Executive Louis Heimbach to upgrade entry level salaries for nurses who are hired to work at the county's Home and Infirmary is a short-term "band-aid" solution to a long-term problem.

CSEA Collective Bargaining Specialist Larry Sparber said that although the plan will improve the ability to fill an immediate nursing shortage in the facility, it gives little incentive for new — or old — employees to

remain on the job for any length of time.

Sparber, who will lead the county unit's bargaining team in negotiating for a new contract later this year, added that the proposal by the county "clearly points out the need for an entire review and overhaul of nursing salary schedules, not to mention the ripple effect this will have on other departments."

Unit President Dave Score criticized the County Executive for not discussing the plan

with him first. "It is common courtesy," he said, "to give advance notice to the union president before announcing a plan that impacts so many people. Although the action did not violate the contract, Mr. Heimbach should have advised me before he announced his intentions publicly."

Sparber commented "This is the first step on a long road: The recognition that upgrading is necessary as progress for county workers."

LEW DECKER

**HISTORIAN
NATURALIST
YOUTH ADVISOR**

“ . . . a very outstanding person ”

Compiled by Daniel X. Campbell, CSEA Communications Associate

‘Sometimes I’d just rather talk to a group of rambunctious children who want to get into everything than spend my time addressing some bored, stiff adults who aren’t interested in what I’m saying...wild bears can be friendlier than bored adults.’

— Lew Decker

NORTHVILLE — The first impression you’re likely to get when you meet Lew Decker is that he’s a bear of a man with a firm handshake. That impression is reinforced by his booming voice filled with enthusiasm and excitement. And then there’s that unmistakable twinkle of mischief that glints in his eyes.

By virtue of his vocation as a maintenance assistant with the state Environmental Conservation Department and his avocation as a local history, nature and wildlife buff, Decker has spent nearly all his time the past several years working with curious children, interested and disinterested adults, and wild black bears.

Decker’s humoristic view of life, civilization and “so-called society” colors his conversation

and personal outlook. He smiles broadly when he tells how he hails from “Johnycake Hollow, a piece of land so poor that local legends say any animals crossing the hollow carried a knapsack filled with food so they wouldn’t starve on the long journey.”

Another Deckerism: “Had an assignment once to move about 20 blackbears off of a state campsite. It took a long time, but sure was interesting. Then, during my first 24 hours back in ‘civilization,’ the state troopers pulled a drug bust, and the local police made 67 arrests for disorderly conduct at my campsite. You know, I’d have rather stayed in the wild with the bears,” he said.

A CSEA member who works out of the state Environmental Conservation Department office in this northern Fulton County community, Decker has devoted much of his adult life to preserving local history, protecting nature and wildlife, and attempting to make them interesting, especially for youngsters.

His hobby has led him to become Fulton County historian, and his love for local history has been passed on to scores of youths through his years of activities in scouting and the Yorkers, a New York State Historical Association program for teenagers.

“Teenagers deserve to be allowed to learn about their local history, their roots, and to make mistakes,” says Decker. “After all, we did. And we didn’t turn out all that bad. So, if you step back and let a kid do the work, the research, the hammering and nailing, sure, they’ll make mistakes. And end up learning a lot about themselves, as well as the thing they’re doing. Is that all that bad?”

“Decker is a very outstanding person,” says Margaret Mesnick, education associate for the Yorker program of the State Historical Association. Mesnick noted Decker years ago helped recreate the Third Regiment of the Tryon County Militia, a Revolutionary War militia for teenagers. “Between the time he gave to scouting and Yorkers and recreating a Revolutionary War militia so that the local teenagers could get a full taste of local history, he was spending all of his off time working with kids. And making them better people because of his personal efforts.”

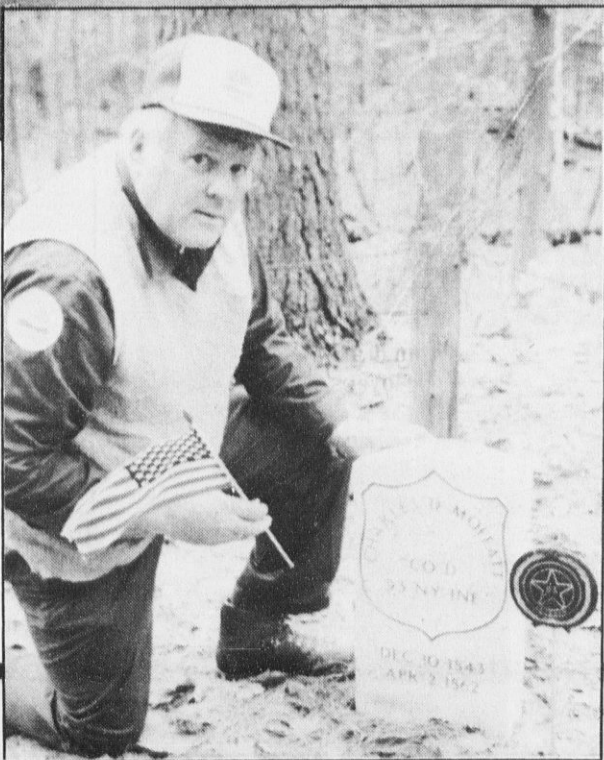
She says Decker’s Yorker Post 1776, the only such county-wide program in the state for years, won statewide recognition awards for its various service projects.

Decker’s contributions to youngsters went beyond simply giving of his time. “When I was working on the Mall in Albany in my private sector career,” Decker recalls, “I earned a lot of overtime pay, and that went to the kids and their museum project.” That ‘museum project’ resulted in the youngsters establishing their

(Continued on Page 15)



LEW DECKER gazes out over Sacandaga Lake, above, from the Moffitt Beach state campsite in Hamilton County. Decker works the area as a maintenance assistant with the state Environmental Conservation Department, and he devoted months of spare time to researching the history of the Moffitt family. In photo at right, Decker places an American flag at the tombstone in memory of Charles Moffitt. Decker arranged for the federally-funded marker for the Civil War veteran, whose actual burial site is unknown. The tombstone spells the name as “Moffatt,” as it was spelled in Civil War records.



LEW DECKER: Doing something positive

(Continued from Page 14)

own Fulton County museum, which is still functioning in Gloversville and now run by adults. "Just give children the opportunity to do something positive and they'll do it," Decker observes.

You could say that doing something positive is the unwritten motto of Decker's life.

For example, while working in the Moffitts Beach state campsite maintenance garage near Lake Pleasant in southern Hamilton County, Decker noticed the long forgotten, overgrown burial plot of the Moffitt family. He spent months researching the history of the family and the beach area. Among his discoveries was that Charles Moffitt, a son of Josiah and Mary, died while serving in the Civil War, but that no record was available of any final resting place for the local soldier. Three well worn stones marked the graves of Mary and her two daughters, who, according to local history, died of sunstrokes after clearing part of the Moffitt beach site. The father, Josiah, is said to have moved on to parts unknown after losing all his family.

Decker spent months researching the Moffitt family, eventually obtaining and dedicating a federally-provided tombstone in memory of Charles Moffitt at the family burial plot. Members of the Third Regiment of the Tryon County Militia, the former teenage group Decker helped form and worked with years before, took part in the dedication ceremony, as did an honor guard of state Environmental Conservation rangers.



THE MOFFITT FAMILY research painstakingly compiled by Lew Decker revealed that in addition to working the land now comprising the Moffitt Beach state campsite, the family made other contributions to the Lake Pleasant area of Hamilton County. Josiah Moffitt, whose wife and two daughters died from working the land and whose son died in the Civil War, built the unique Hamilton County stone jail, above. The structure is still used as a jail today.

For his part, Decker sees himself simply as a public employee who likes his job and loves the opportunity to contribute to his community and the youth of his area through the preser-

vation of history and the protection of nature and wildlife. He says he's "just proud to have had a little hand in the effort."

Modesty is another of Decker's many virtues.



NASSAU COUNTY DEFERRED COMPENSATION PLAN — Smiles abound as a contract to provide a deferred compensation plan for Nassau County employees is signed. Seated from left are Nassau County CSEA Local 830 Executive Vice President Rita Wallace, County Executive Francis Purcell, and Superior Officers Association First Vice President Leslie Andretta. Standing from left are Employee Relations Director Vito Competiello, Copeland Companies Regional Vice President William Schwarzkopf, Copeland Companies President Robert Dughi, and First Deputy Chief County Attorney Owen Walsh. Wallace, Andretta and Competiello are all members of the Deferred Compensation Board, and Walsh is advisory counsel to the Board.

THIS HOLIDAY SEASON DON'T FORGET THOSE WHOSE STRUGGLE CONTINUES

This holiday season, we are all thankful for our blessings. But this year also marks the third holiday season that a group of brave workers in Harrisonburg, Virginia, are locked in a strike at the Marval Poultry Co. for their basic rights and common human dignity.

Beginning in 1984, United Food and Commercial Workers Local 400, which represents the Marval employees, asked you to boycott Marval turkeys. This was no easy task as turkeys processed by Marval are marketed under a variety of names. But the response was overwhelming. The boycott won the support of numerous groups, including the AFL-CIO. The success of our action can be measured in the fact that Marval has added even more brand names in an attempt to disguise its products.

Don't be fooled. Before you buy your holiday turkey, check for the P-18 stamped on the metal fastener around the package. But if you can't find it (it's very small), please ask your butcher where that turkey comes from. It may take an extra moment of your time, but remember that the Marval workers have given over two years of their lives in this fight.

The members of UFCW Local 400 at the Marval plant and their families wish you a happy holiday season, and hope that the turkey on your table will *not* be one of the following brands:

Marval	Super True	Manor House
Shady Brook	Sure Fresh	Montco
Kroger	Pride of the Farm	Schweigman
Top Frost	Winn Dixie	Wishbone Kroger
Shop Rite	Pride	Rocco
Pathmark	Publix	Giant

THE BOYCOTT CONTINUES. PLEASE DON'T BUY MARVAL OR ROCCO TURKEYS.

Authorized by UFCW Local 400, Landover, MD



STATE EMPLOYEES FROM REGION III participate in a problem-solving workshop at the CWEP Conference. Each table included labor as well as management employees who chose an issue and discussed how to resolve it.

Take 'em for granted

State-funded programs to enhance work life

By Anita Manley
CSEA Communications Associate

NYACK — If you're a state employee with a good idea for a program to improve the working conditions or the morale of your co-workers, one of the state's labor/management committees may just fund it for your group.

According to Bill LaFleur, associate director of the Agency Specific Training Grants Program, obtaining funding is not as difficult as you might think as long as the request is compatible with the program's guidelines.

LaFleur, one of several speakers at a recent Region III conference on the Committee on Work Environment and Productivity held recently, said the review process includes such questions as:

- * Is there union as well as management participation and cooperation?
- * Does the request conform to the spirit of the program? Training, employee enhancement?
- * Is the program innovative?

Further advice on writing the grant request was given. LaFleur pointed out that applicant agencies should:

- * Keep it simple.
- * Remember the Five W's — Who, What, When, Where, Why.
- * Give the cost of the program.

Got an idea? "Try us on the phone first," LaFleur suggested.

Anyone with questions or ideas should contact LaFleur at 518-474-5457 or John Weidman at CSEA Headquarters.

If your grant request pertains to health and safety, Paul McDonald, administrator of the New York State/CSEA Safety and Health Maintenance Committee says he still has over \$800,000 which was negotiated into the collective bargaining contract to fund safety and health programs such as VDT usage, managing difficult patients, lifting and bending and a multitude of others.

"In the area of safety, you're only limited to your imagination," he emphasized. "The employees are in the best position to assess the problems."

Like LaFleur, McDonald invited telephone inquiries before applying for funding. He can be reached at 518-474-8904 or call Ed Catrine at CSEA Headquarters.

Tom Goings says he's got money to give away, but no one is applying for it. The program director of the state's Employee Assistance Program says funds are available, but few facilities are taking the time to apply.

Referrals for troubled employees, preventive programs for exercise and weight control, and health fairs are some of the programs that are funded by this office. For more information, call Goings at 518-473-3414 or Jim Murphy at CSEA headquarters.

Other grant programs provide opportunities for clerical and secretarial employees, stationary engineers, mechanics, prison and mental hygiene workers and union activists. For more information on the Clerical and Secretarial Employee Advancement Program (CSEAP), contact John Conoby at CSEA Headquarters or your personnel department in your facility.

For information on the Committee on Work, Environment and Productivity, call Marie Romanelli at 914-896-8180 or Bill Sullivan at 518-473-3417.

Joint Apprenticeship Committee information can be obtained by calling 518-473-3428. Courses have been offered in heating and plumbing, mechanical repair, pneumatic systems and electrical maintenance for employees who have been working for New York state for at least one month.

Quality of Work Life/Employee Involvement Programs have been successfully organized throughout the state at various facilities. The on-going program helps labor and management to cooperate and resolve issues of interest to both. Statewide Coordinator Guy Dugas can be reached at 518-473-3416. In Region III, Marie Romanelli should be contacted in the regional office.

The Labor/Management Institute, established in 1984, conducts research, and develops specialized training programs in the area of labor/management relations. The workshops are especially geared for mixed groups including labor and management personnel. For more information, call 518-474-6466.



● MAUREEN RIZZI AND ALAN ROSS of the Labor Management Institute and Guy Dugas, coordinator of the Quality of Work Life/Employee Involvement Program look over some of the material used for a workshop on problem solving that was held at the Region III CWEP conference.

Not far apart

“We’re here to lay the groundwork,” CSEA statewide President William McGowan commented. “We can’t solve problems unless we talk to each other and listen to each other. We’re not that far apart.”

“We may argue about a whole lot of issues, but the bottom line is the same,” says Thomas Hartnett, director of the Governor’s Office of Employee Relations. And he got agreement from the head of CSEA.

“The single message of these problems is the same — ‘We’re in this together’ — and the sooner we realize that, the better we’ll all be.”

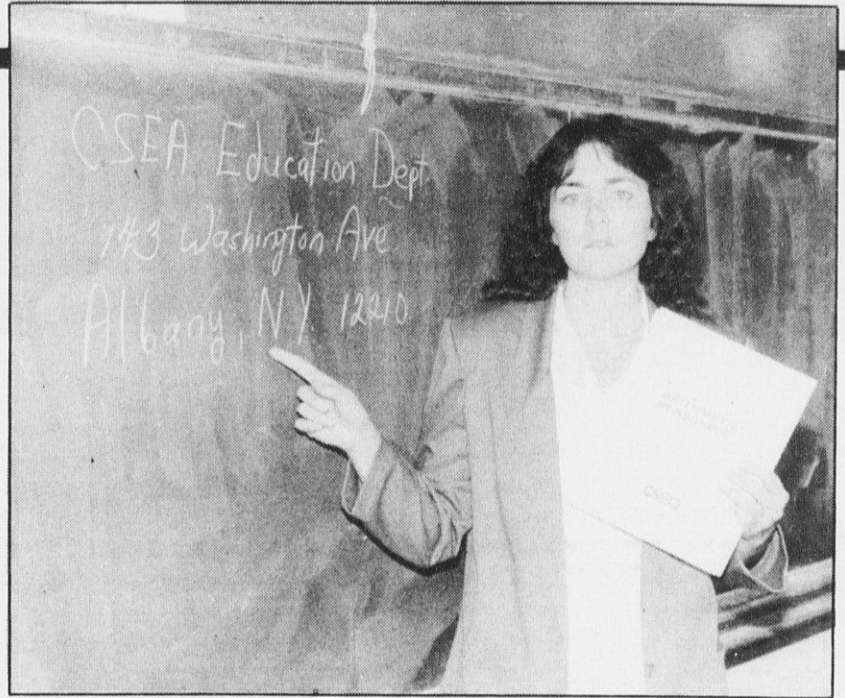
Hartnett told state employees at the Region III CWEP Conference recently that their thoughts and ideas are an important ingredient in the grants programs. “Management would be stupid to think they have all the answers. We need labor’s input.”

The director added that there is an “element of trust that gives us the ability to come up with joint initiatives and joint programs. We need a positive agenda.”



● MARIE ROMANELLI, FIELD SUPERVISOR for the Committee on Work Environment and Productivity, was presented an award for her work with state employees in Region III. Pictured, from left are: Downstate Correctional Facility Local 155 President Bob Anderson, CWEP Assistant Director William Sullivan, CSEA President William McGowan, GOER Deputy Director Nancy Hodes, Region III President Pat Mascioli, Romanelli and GOER Director Thomas Hartnett.

New for local gov't workers



● SEND FOR YOURS — Region III Education Chairwoman Darlene Foust shows a group of local government employees where to write for Civil Service Test Preparation Project study guides. The books, which cost \$1.50 each, help members prepare for promotional examinations. Foust says she would like to hear from local and unit presidents who are interested in holding a program which would include the viewing of a series of video tapes that explain how to study for an examination.

For career advancement

FISHKILL — A newly organized Local Government Career Advancement Committee is reaching out to CSEA members who wish to advance themselves through job promotion and upgrading.

Region III Education Committee Chairwoman Darlene Foust emphasized that career advancement programs are negotiated into state contracts for state employees who can take advantage of such programs as Agency Specific, Joint Apprenticeship, Clerical and Secretarial Employee Advancement Program (CSEAP) and the Labor Education Action Program (LEAP).

These programs are not available to local government employees, said Foust.

Short-term goals of the committee include using resources which are now available for county, town, city and school district employees such as the Civil Service Test Preparation Project, a video series and study guides that help members prepare for promotional examinations.

“This is just the beginning,” said Foust, who emphasized that more resources will be developed such as educational courses.

Foust added that she plans to call on local and unit presidents for their input and ideas.

Anyone wishing to schedule the Civil Service Test Project should contact Foust through the Region 3 office.

Anyone in any other region should contact their regional education committee chairperson or Ann Rokeach in headquarters for more information.

Medicare and The Empire Plan

Three ways to pay

A health insurance plan provides **primary** coverage when it is responsible for paying health benefits first, before any other group plan is liable for payment. The following information is intended to assist our retiree members who have Medicare primary coverage and Empire Plan secondary coverage and who have expressed their concerns regarding payment of benefits to Empire Plan participating and/or non-participating providers.

1.) If Medicare is your primary coverage and you use an Empire Plan participating provider who also accepts Medicare assignment (ie. Medicare's payment of benefits is made directly to the provider), you will not have to make any payment to the provider or file any claims. The provider will do the paperwork and receive payments directly from Medicare and then from Metropolitan (the Empire Plan's medical/surgical/major medical carrier).

2.) If Medicare is your primary coverage and the Empire Plan participating provider does not accept assignment from Medicare, then it is your responsibility to file the claim with Medicare. After you have done so, you should give your participating provider the Medicare Explanation of Benefit statement along with any payment you received from Medicare for that provider's services. The provider can then submit the claim to Metropolitan and receive the balance due him/her.

A participating provider who does not accept Medicare assignments may request payment from you at the time of service.

If so, you should still follow these procedures for reimbursement.

If for any reason the total sum reimbursed by Medicare and the Empire Plan is less than the amount billed Medicare, the participating provider may not charge the balance to you.

3.) If Medicare is your primary coverage and your doctor does not accept Medicare assignment nor is he/she a participating provider, you are responsible for payment to the provider and must then file the claim with both Medicare and Metropolitan.

When filing for reimbursement from Metropolitan, be sure to attach to your claim form the Medicare Explanation of Benefits along with the provider's bill. Missing information will delay your claim from being processed.

Please be sure to discuss payment with your doctor or other provider before you receive services.



What is your opinion about the new mandatory sex education programs in New York City schools?

Where asked:
Metropolitan
Region II



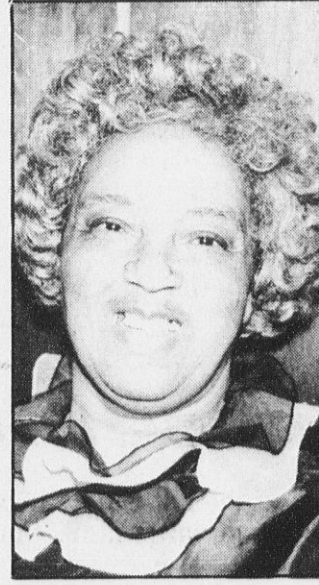
CYNTHIA WHITTINGHAM
Mental Hygiene Therapy Aide
Manhattan Psychiatric Center Local 413

"As a single parent, I think the kids are going to learn about sex anyway and I'd rather it be taught in school than through their peers. I think sex education should be mandatory in the public school system from at least fifth grade. And the higher the grade, the more advanced the course should be."



FELICITAS GUTIERREZ
Account Clerk
Brooklyn Developmental Center Local 447

"I think sex education should not be discussed in the classroom with children because the more they learn about sex, the more they will try to experiment. I think it's the parents' responsibility to teach their children how to prevent pregnancies. I think if parents were more strict, this problem would not be so serious."



EMILY GRAHAM
Pr. Employment Service Clerk
New York City Dept. of Labor

"I have four children and eight grandchildren and I think it's a little too early to teach sex education in the third and fourth grade. Perhaps beginning in the sixth grade would be better. I think it helps to have sex education in the schools, but not too early."



GLADYS ESPINAL
Lauderer
Creedmoor Psychiatric Center Queens Local 406

"I have talked to other mothers and as a mother of two children I am 100 percent in agreement with having sex education. My husband and I explain in a simple way to them so they can understand the consequences. When my son explained to me what he had learned about sex in his class we talked about it and I thought it was very, very good."

Union attacks ad campaign about health care coverage

ALBANY—If you're thinking about switching, think again.

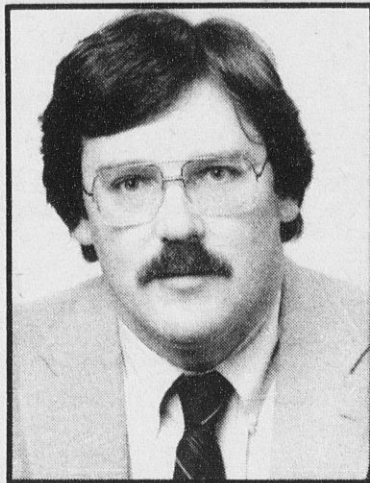
An Albany area health maintenance organization (HMO) has been blasted by both CSEA and the state for its advertising approach in attempting to convince Capital District public employees to switch their health care coverage to it.

CSEA Capital Region President C. Allen Mead has warned public employees to carefully examine all aspects of any HMO they might be considering. November is the month that public employees can, if they wish, transfer their health care coverage between The Empire Plan or HMOs, and public employees have been buried under sales literature and heavy media advertising about the various health care coverage options.

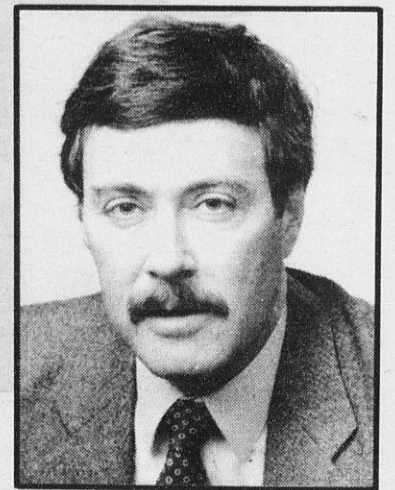
Mead singled out the Capital District Physicians Health Plan (CDPHP) for special attention. He charged CDPHP with using "slick television ads" to lure public employees, but said CDPHP ads fails to mention they will institute a \$5 office visit co-payment effective Jan. 1. CDPHP "has paid little attention to the protests of the union in this matter," Mead said, and he reminded public employees that an HMO can implement or increase co-payments, and even reduce benefits, without approval of either CSEA or the Governor's Office of Employee Relations (GOER).

CDPHP has also been faulted by GOER Director Thomas F. Hartnett, who wrote the acting manager of CDPHP that "we have become deeply concerned about your marketing campaign." Hartnett said many state workers had opted for the health plan last fall because there was no fee for office visits. Now, said Hartnett, he felt CDPHP has not adequately informed public employees about the new \$5 fee.

Timothy Mullens, director of the CSEA Joint Committee on Health Benefits, also



CSEA OFFICIALS C. Allen Mead, above, president of the CSEA Capital Region, and Timothy Mullens, right, director of the CSEA Joint Committee on Health Benefits, are warning public employees to carefully examine their options before considering a switch of their health care coverage.



ripped into CDPHP tactics, saying CDPHP representatives told union officials that the new \$5 office visit co-payment was designed to discourage state employees from visiting their CDPHP primary care physician for "unnecessary health care."

Mullens said people should be encouraged to visit their doctors while medical conditions are in the earliest and most treatable state, and suggested that institution of such a fee indicates "that a profit motive may be stronger than the desire to provide as much medical care as the membership themselves feel is necessary." Mullens also charged that CDPHP representatives said they did not accept certain elderly employees and retirees in their plan because they "were too expensive to treat."

Regional President Mead said, "Many HMO's fall short in providing protection against catastrophic claims requiring

psychiatric, drug or alcohol rehabilitation. Most HMO's provide no coverage for chiropractic and podiatry care, or long term physical therapy."

The union leader also questioned, in the case of CDPHP, whether it is a 24-hour-a-day HMO. "We have been told by our members that if they cannot reach their primary care physician, they are directed to go to a hospital emergency room, where they will have to pay an emergency room charge of up to \$35 if they are not admitted to the hospital. That's not providing 24-hour service in my opinion."

Mead said that CSEA is well aware that selection of a health care provider is a personal and private decision of the member, but that the union has an obligation to caution its members to make a choice based on complete information about the options available.

Response team clears LIE jams quickly

Those who commute on the Long Island Expressway may spend much less time cursing traffic jams, thanks to state Department of Transportation employees.

As a part of a new program instituted by the state, "Emergency Response Teams" have been established and are currently working from 4:30 a.m. until 1:00 p.m. These teams are responsible for clearing any accidents on the L.I.E. as expediently as possible.

Michael Porcelli, CSEA DOT Local 508 vice president and highway maintenance supervisor, is foreman of the Melville team.

"These teams have been formed to get to the problem as quickly as possible and get it cleared up. The sooner we respond, the less traffic jams the public has to contend with," he said.

The shifts are voluntary and involve approximately 20 employees. Porcelli explained that the crews are stationed at the DOT yard during rush hour traffic periods.

"The idea is that this way there's no waiting time. The teams

are ready to respond, it's not like trying to get them at home," Porcelli explained.

The teams work closely with the police so they are aware of any accidents immediately.

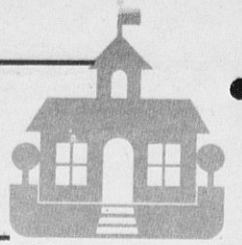
"Sometimes, we can't clear the problem as quickly as people think. For example," Porcelli explained, "if we have a toxic spill, we have to call in an environmental engineer first."

Porcelli, married and father of four, rises at 3:30 each morning in order to be at work on time. "Yeah, I definitely have to get to bed earlier now, but I think the new shifts will really make a difference," he said.

The teams are located in the Melville, Syosset, Plainview and Commack yards.

According to Local 508 President Hank Jenny, the Syosset team was the first to be called out on an emergency.

"They got the call at 5:45 a.m. and they got it cleared up approximately an hour quicker than if they had been called at home. The new system is far superior," said Jenny.



By Anita Manley
CSEA Communications Associate

Bus drivers fighting sex discrimination

CENTRAL VALLEY — A petition with 2,500 signatures, support from the local chapter of the National Organization for Women and numerous editorials in local newspapers have helped to boost the morale of three female bus drivers who lost their seniority after a religious group refused to allow male students to ride their buses.

The issue, involving members of the ultra-orthodox Satmar Hasidic group, the Monroe — Woodbury School District and CSEA members who drive the buses, has made headlines in the Hudson Valley. But for female busdrivers who have a contractual right to be assigned to the bus routes because of the overtime they involve, the issue has become a tangled web of lawsuits of religious beliefs versus school district officials versus bus drivers. (Although the boys attend a religious day school, the district is obligated by law to provide transportation.)

In past years, the Hasidic community has been able to obtain a court injunction to prevent the school district from assigning females to the bus routes, and adjustments were made for senior bus drivers. But this year, the injunction was refused and when the opening day of school rolled around, three female bus drivers found themselves assigned to three of five runs through the Hasidic community. But the boys refused to ride the buses.

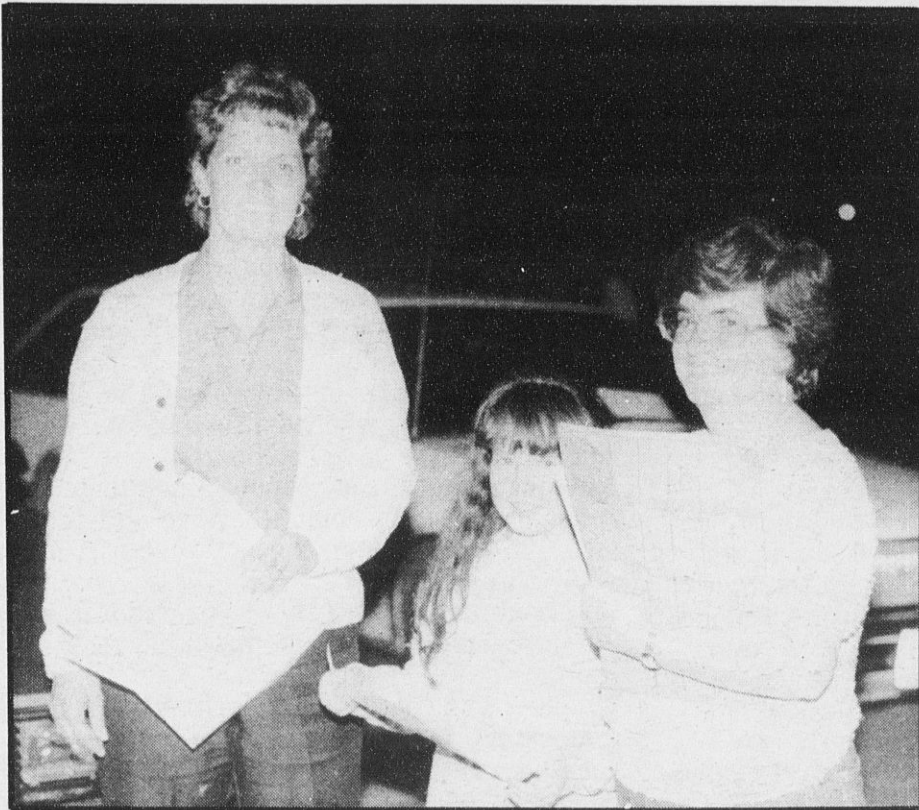
A week later, the three buses were discontinued, and the women were bumped to the bottom of the seniority list, losing not only hours and overtime pay, but in some cases, benefits as well, because of the loss of hours.

According to Region III Field Representative Jim Farina, several solutions to the problem have been offered to school district officials.

Meanwhile, CSEA will file grievances and, says Farina, "We will explore other legal avenues with regard to the reduction of work hours."

"We feel strongly that the district had a moral and ethical responsibility to these employees to counsel them prior to the school year as to the possibility of the elimination of these bus runs," he said.

A recent New York Times editorial supports the bus drivers: "The state's inability to accommodate every teaching of every sect when providing public services hardly amounts to a denial of religious freedom. The Hasidic parents remain free to arrange their own school transportation. The courts remain free to keep religious freedom in perspective."



BUS DRIVERS Virginia Ward and Pat Deyden, with the help of Pat's daughter Tracy, are ready to place fliers on cars in a school parking lot. The fliers ask the support of parents for bus drivers who have lost their seniority.

Demoted for union activism

DEER PARK — CSEA has filed a grievance and an improper practice charge against the Deer Park School District after the involuntary transfer of a member from a visible position in the brightly lit main office at May Moore School, to a dimly lit office in the back of the high school library.

Christina Muldoon, a clerk-typist who was honored as "Professional Woman of the Year" in 1985, was demoted recently, and was not told why.

"The assistant superintendent told me on a Thursday that I was being

transferred, effective the following Monday," Muldoon explained. "I was shocked," she added.

According to Deer Park School District Unit President Tom Corridan, Samuel Skidmore, principal of May Moore School, told Muldoon that the transfer was "because of your CSEA political action regarding the school board last year and this year."

At a recent open board meeting, the public presented a petition, protesting Muldoon's transfer. It was signed by approximately 250 parents of students in the May Moore school.

Angry residents also accused the board

of education and the administration of "getting even with a popular secretary" because she backed the losing candidate in the board of education elections last May.

Muldoon has worked for the district for 19 years and has been in the front office for the past three years.

"I am pleased at the number of people who turned out to bring this situation to the school board's attention," said Corridan. "CSEA members are urged to continue to come to the board meetings," he added.

In the Deer Park School District, the meetings are held on the last Wednesday of each month.