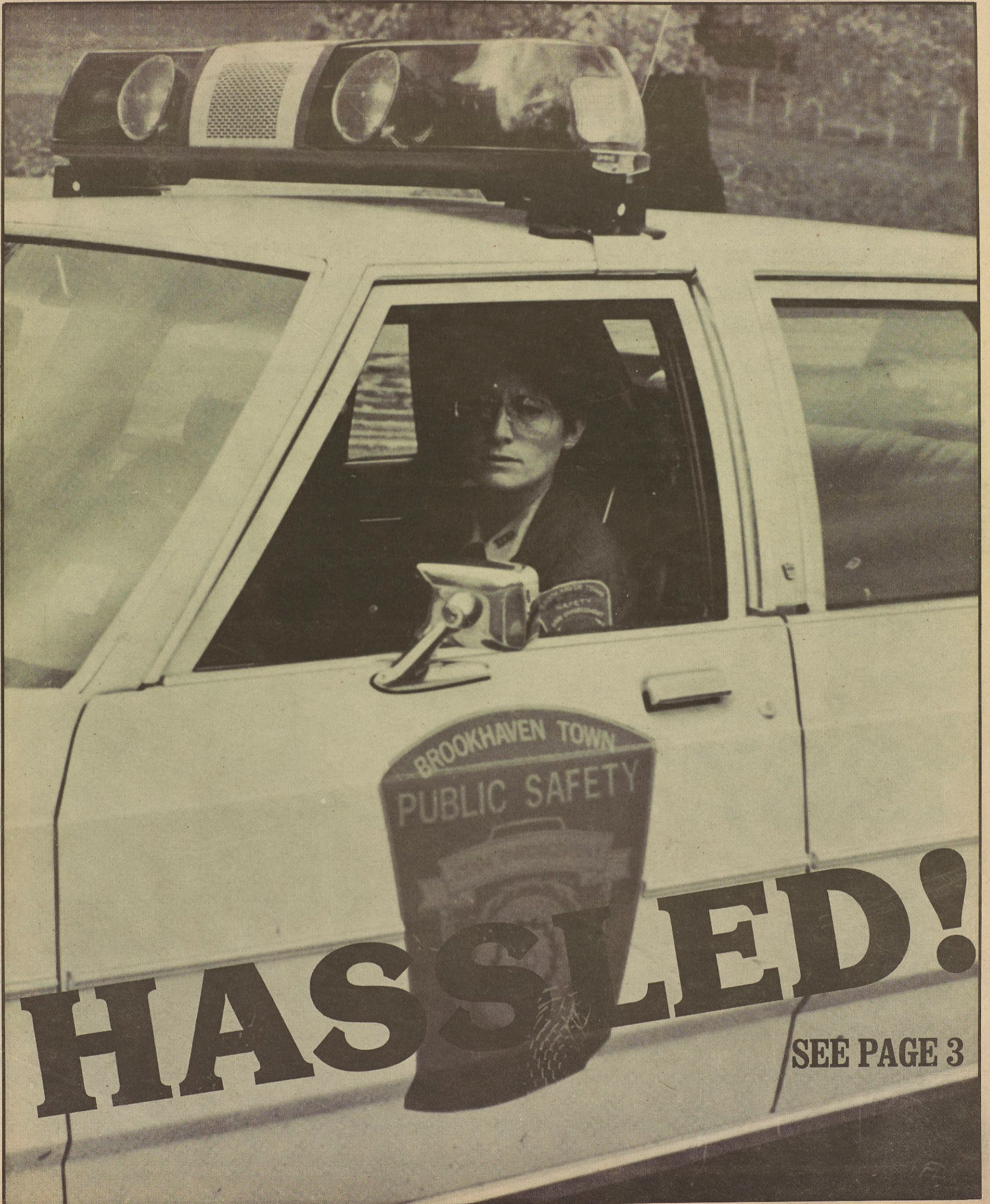


THE PUBLIC SECTOR

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

UNION LABEL 4
ISSN 0164 9949

Vol. 11, No. 1
Monday, January 11, 1988

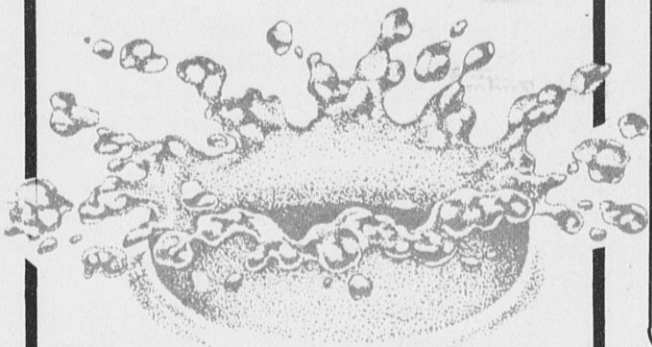


HASSLED!

SEE PAGE 3

INSIDE

Keeping it
clean ...
Page 5



In the driver's seat ... Page 7



HIGHWAY DEPT

1987

A very good year ... Pages 10-11



CONTINUING A HOLIDAY TRADITION — CSEA members in the Buffalo area have donated food to the Buffalo City Mission during the holiday season for years. Shown delivering food donated by CSEA members during the past holiday season are Erie County Employees CSEA Unit President Stephen Caruana, left, and Erie County CSEA Local 815 President Sal Castro, right.

CSEA winter/spring training schedule

CSEA's Education and Training Department has announced a 1988 winter/spring schedule of courses for union activists and leaders.

The courses include "State Advanced Grievance Handling," "Local Government Advanced Grievance Handling," "Effective Union Committees" and "Internal Organizing." CSEA training specialists will conduct the sessions.

The "Advanced Grievance Handling" courses are six hours in length and will be conducted in two consecutive evening sessions in most instances. Day-long sessions will be conducted in two regions. The remaining programs are three hours long and will be presented in evening hours.

Interested CSEA members and leaders should contact their appropriate CSEA regional headquarters for detailed information on registration and time and location of courses within that particular region.

Following is the winter/spring training schedule. The courses will be conducted in the evening except where noted otherwise. The schedule is tentative and subject to change.

Jan. 19-20	Region 1 and 6	State Advanced Grievance Handling
Jan. 26-27	Region 3 and 5	State Advanced Grievance Handling
Feb. 2	Region 2 (day)	State Advanced Grievance Handling
Feb. 2	Region 4 (day)	State Advanced Grievance Handling
Feb. 2	Region 2	Internal Organizing
Feb. 10	Region 2	Effective Union Committees
Feb. 23-24	Region 1 and 6	Local Gov't Adv. Grievance Handling
March 8-9	Region 3 and 5	Local Gov't Adv. Grievance Handling
March 15	Region 1	Internal Organizing
March 16	Region 3	Internal Organizing
March 23	Region 4	Effective Union Committees
March 29-30	Region 4	Local Gov't Adv. Grievance Handling
April 6-7	Region 2	State Advanced Grievance Handling
April 6	Region 6	Internal Organizing
April 7	Region 5	Internal Organizing

Mandated increase raises dues, agency shop fee

A small increase in CSEA membership dues and agency shop fees became effective Jan. 1. The increase, totaling 35 cents biweekly, is mandated because AFSCME, CSEA's international union affiliate, raised

the minimum dues for local unions affiliated with the international effective the same date.

The increase will raise dues deductions from \$6.12 biweekly to \$6.47.

Public SECTOR

Official publication of The Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, 143 Washington Avenue, Albany, New York, 12210

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The Public Sector (445010) is published every other Monday by The Civil Service Employees Association, 143 Washington Avenue, Albany, New York 12210. Publication Office: 143 Washington Avenue, Albany, New York 12210. Second Class Postage paid at Post Office, Albany, New York.

Address changes should be sent to: Civil Service Employees Association, Attn: Membership Department, 143 Washington Avenue, Albany, New York 12210.

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This ranger refuses to ride into sunset

By Sheryl Carlin
CSEA Communications Associate

BROOKHAVEN — A town park ranger in this Long Island community has charged the town's director of code enforcement with harassment, alleging he, among other things, used obscene language repeatedly when he referred to her, warned her not to "play contract" with him and parked outside her home after work hours.

Pat Zydor, a 29-year-old member of the Brookhaven Blue Collar Unit of Suffolk County CSEA Local 852, says she filed charges against Brookhaven Director of Code Enforcement Jim Franklin because she is "trying to stand up and be treated like a human being, and not be abused."

Zydor says difficulties developed shortly after Franklin was appointed last April, and she turned to CSEA for help with problems related to contractual matters. With the assistance of CSEA Unit President Pat DeLuca and CSEA Field Representative Jim Walters, those problems were successfully handled by a grievance. They suggested she consider filing a complaint with the Human Rights Commission to deal with other problems she said she had with Franklin.

"As far as we're concerned the case has merit," an investigator assigned to her case said recently. He said Zydor's complaint has been forwarded to the New York State Division of Human Rights.

Zydor, who holds a teaching degree from Adelphi University, has been a town park ranger since July 1986. She says she accepted overtime 47 of the 49 times it was offered to her, although overtime is not mandatory for the rangers. Both times she turned down the overtime was because of illness, and both times she says Franklin retaliated.

Zydor says Franklin asked her to bring in a doctor's note the first time she did not accept overtime. She says she gave Franklin the doctor's note as a courtesy, and he responded by taking away her portable radio. On another occasion, she claims, he temporarily took away her town car.

Franklin also made drastic changes in the rangers' work schedule without discussing terms of the changes with the union. The changes did not take into account seniority, and put Zydor on the night shift.

When Zydor and another ranger went to discuss the change with Franklin, Zydor referred to her CSEA contract.

"Franklin said if we wanted to play contract we would lose, and we would lose big," Zydor says. "He also said the union would not be able to help us and he used obscene language in referring to the union president."

Franklin was proved wrong when CSEA stepped in and forced Franklin to change Zydor's shift back to her previous schedule.



Pat Zydor: "I felt violated . . ."

After that, a witness said, "Franklin called and said, 'call that f— Zydor who filed a grievance with the union and tell the b— her schedule has been changed....'" according to information Zydor filed to support her charges.

One day, after work, Zydor says she noticed Franklin parked in his town-issued car outside her home.

"I felt violated, and the next day I asked him why he was there, and he said he just wanted to see where I lived," Zydor says.

Zydor says the stress caused by the situation has caused her serious health problems. She is currently under a doctor's care for migraine headaches, eating disorders and a skin rash.

"It's really upsetting me that I'm so nervous and feel so lousy now. It's amazing

what stress can do to your mind and your body," she says. Before Franklin became her boss, Zydor says, she saw herself as a health-conscious person. She used to run every morning and enjoyed a sense of well-being, she notes.

Witnesses have signed affidavits regarding Franklin's abuse of Zydor and his use of obscene language. Some affidavits list incidents where Franklin used foul language and hand gestures while on the job. These statements have become part of Zydor's Human Rights complaint file.

Zydor says Brookhaven Town Supervisor Henrietta Accampora has been informed of Franklin's behavior not only by herself but by many other employees as well. Those complaints include that Franklin is alleged to have told employees they would have to buy tickets to political functions if they expected promotions, and that he ordered rangers to write fraudulent tickets, Zydor claims.

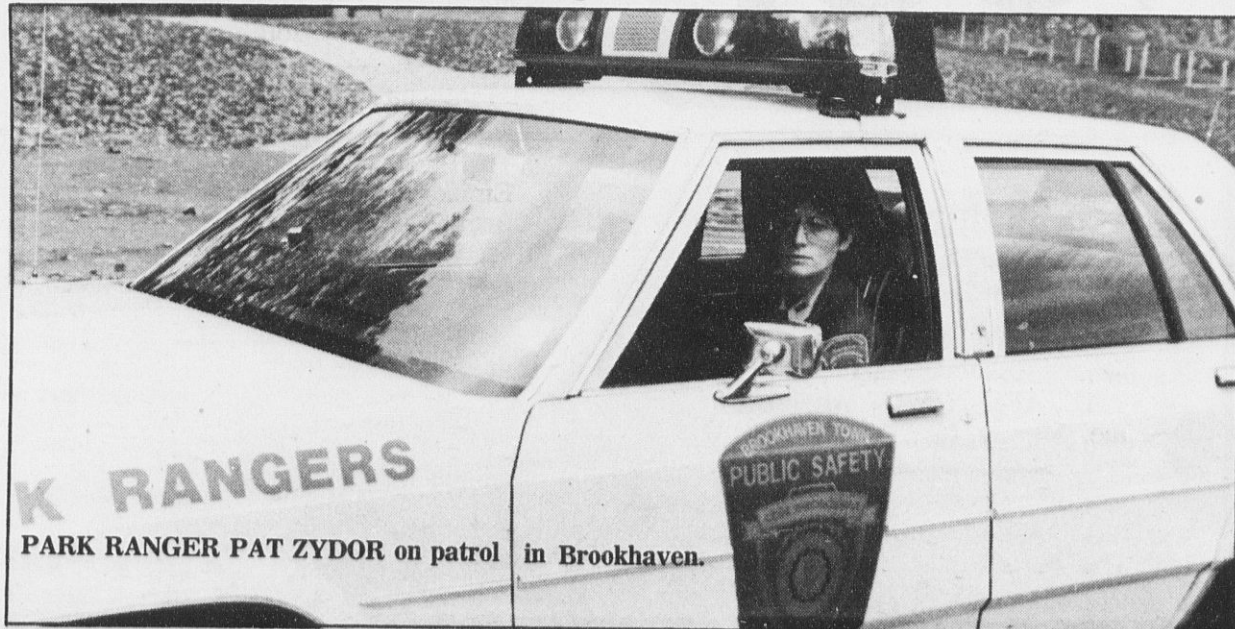
Franklin's background

Franklin, who came to Brookhaven in 1974 through a patronage appointment as a part-time worker, is a former police officer. He holds a provisional appointment as director of code enforcement despite having failed the civil service exam for the job, according to published reports.

He reportedly left the Suffolk County Police Department in 1971 after an internal affairs investigation into charges he allegedly sold police records to private investigators who were doing background checks on prospective airline employees. Franklin pleaded guilty to a misdemeanor charge in July 1972 and received a certificate of relief from the courts, according to police records.

Franklin was arrested on a driving while intoxicated charge in 1984 following an accident. Later he refused to take a chemical test and his license was revoked. It was fully restored in July 1986 records show.

On the other hand, town park rangers who fall under Franklin's jurisdiction are required to have a clean record.



Back-pay bundle

L/M agreement awards \$23,000

ALBION — Overtime back pay totaling more than \$23,000 has been awarded to nurses staffing the Orleans County Nursing Home. "And I'm happy to report that it was arranged through labor/management negotiations," said Unit President Chris Covell, "without the filing of any grievances or lawsuits."

Forty-four nurses will share the back pay, which is retroactive to April 1986 for time put in during shift change overlaps. Payment for the 15-minute early report period became payable when the federal Fair Labor Standards Act (FLSA) became effective April 17, 1986.

Until that time, direct care nurses were not paid for reporting early, as required, prior to the official start of their shift, Covell noted.

"When it was brought to my attention that the nurses weren't being paid for this time we brought it up through our labor/management committee to the county home administrator and other county officials, Covell recalled. "That was just last October, so I think things were taken care of very efficiently."

Covell said 13 county health department workers, who before the FLSA went into effect, had been receiving comp time for overtime worked, have divided \$3,281 in back pay because overtime now will be paid at the rate of time and a half.

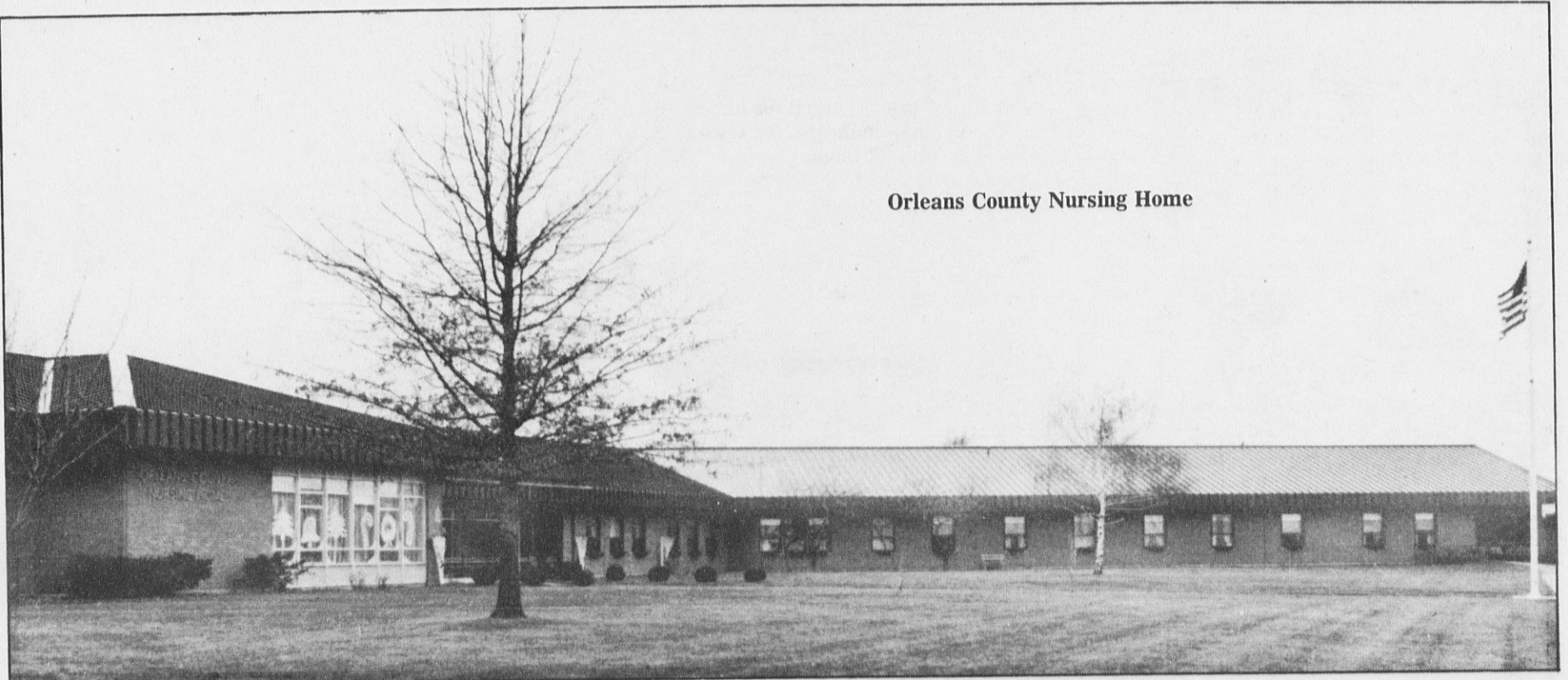
"Hopefully, that's all of our members that have been underpaid in situations like this," said Covell. "I've sat down with all the department heads and county personnel director, Sandy Bower, and I believe all departments are now in compliance."



OVERTIME PAYS — Orleans County Employees Unit President Chris Covell, back, and Ann Harrold, a licensed practical nurse, clock in for early report, a 15-minute period for which county nursing home employees have earned back pay.

"I'm happy to report that it was arranged through labor/management negotiations."

Orleans County Nursing Home



A wastewater wizard

Innovative CSEA member honored for pollution abatement efforts

By Anita Manley
CSEA Communications Associate

NORTH CASTLE — Take a shower. Wash the dishes. Flush the toilet. They are among the little things in life that we all take for granted.

They are also part of complex processes that are the daily concerns of Sal Misiti, a water and sewer maintenance worker in the Westchester County town of North Castle.

Misiti's conscientious attitude and work achievements recently earned him an award from the New York State Water Pollution Control Association. The CSEA member, a 10-year veteran in his speciality, was honored for his exemplary operation and maintenance of the town's wastewater treatment plant. The state Department of Environmental Conservation recommended Misiti for the award.

Maintaining the water works for a large population of residential homes and businesses is a lot more involved than just monitoring gauges. Misiti and his crew maintain high standards to ensure that state inspectors who come in every month are satisfied that the cleaned wastewater discharging from the treatment plant into a local stream is, in fact, clean.

"It's (the cleaned wastewater) in better condition than the water in the stream," Misiti claims proudly.

A recent tour of the facility conducted by Misiti proved to be an educational experience. The wastewater treatment process, for instance, is strictly biological and involves no chemicals.

The wastewater is piped into tanks, where it is aerated, and then moved to other tanks, where it is raked. Eventually the water goes

through slowly revolving cylindrical, drum-like machines which separate more waste from the liquid.

Sludge is allowed to dry for later use as fertilizer while the cleaned wastewater flows from the facility and into the local stream.

Keeping the treated water "in better condition than the water in the stream" requires constant testing and modification of the treatment process as necessary, Misiti says.

He has also made several modifications to the system itself based on his extensive experience.

"The engineer who designs these plants knows what looks good on paper, but once you actually work with the system you find there are changes that need to be made," Misiti says.

For instance, at one pumping station Misiti designed and installed a diesel fuel back-up pump in case of a power failure. During the major snowstorm which hit the area last October many residents were without electricity and had no running water.

"That won't happen here," Misiti says.

He also redesigned the area where the treated water flows from the treatment plant into the stream to prevent air from getting into the pumping system.

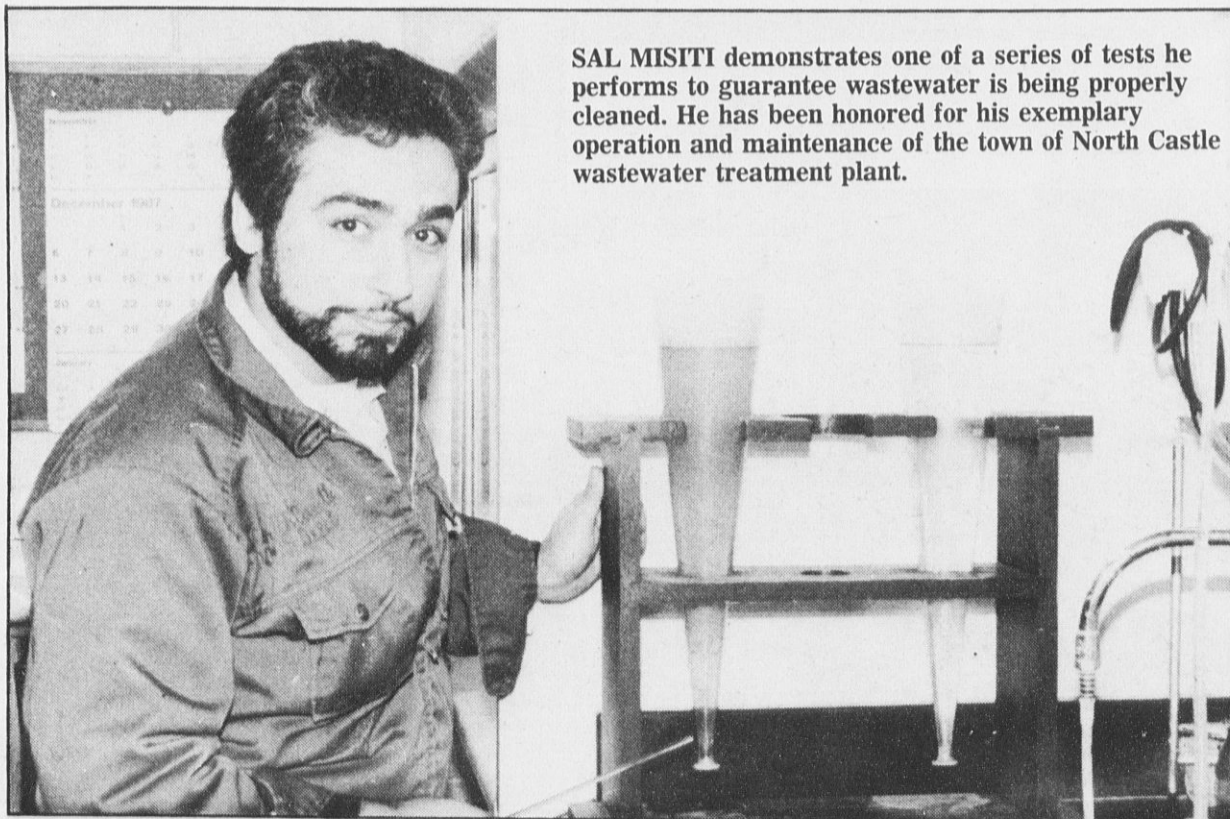
In addition to duties at the plant, Misiti and his crew are on call for water main breaks and fire hydrant emergencies.

CSEA Field Representative Wendy Hord, who handles union matters on behalf of North Castle town employees, calls Misiti "an extremely conscientious and knowledgeable employee."

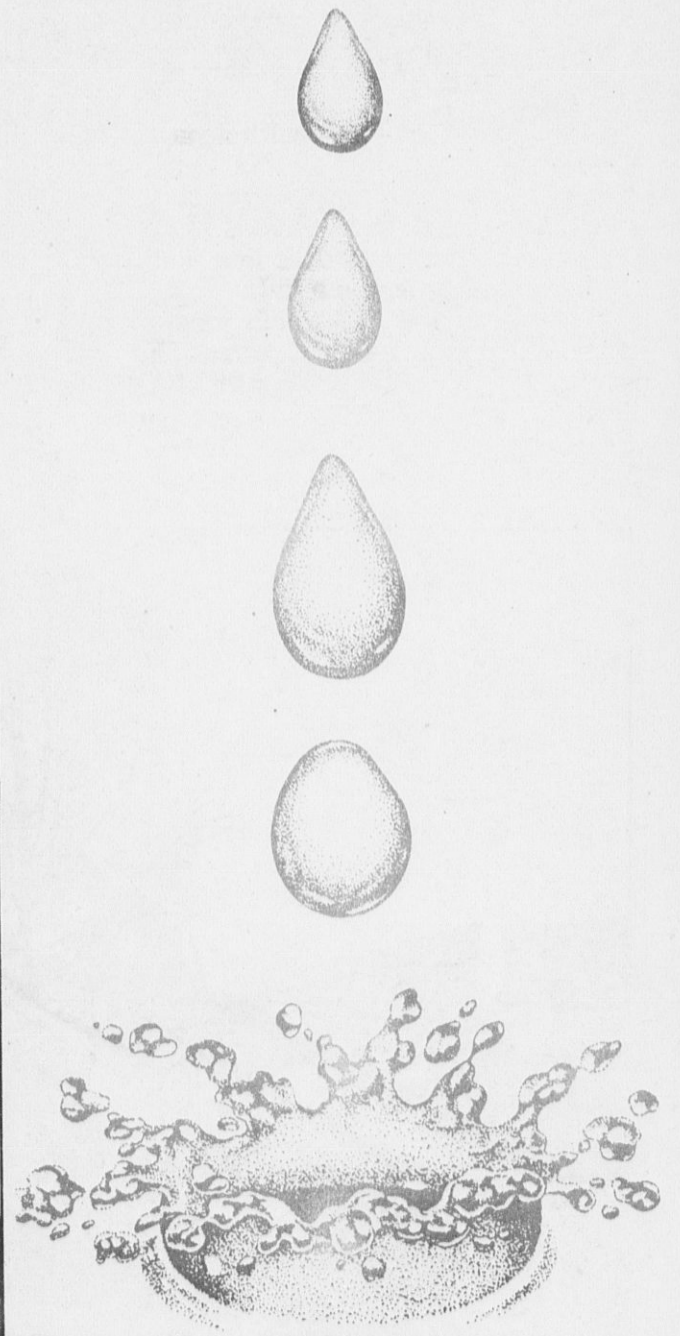
"The town of North Castle is lucky to have him. An employee like Sal can only act as a positive role-model for co-workers."



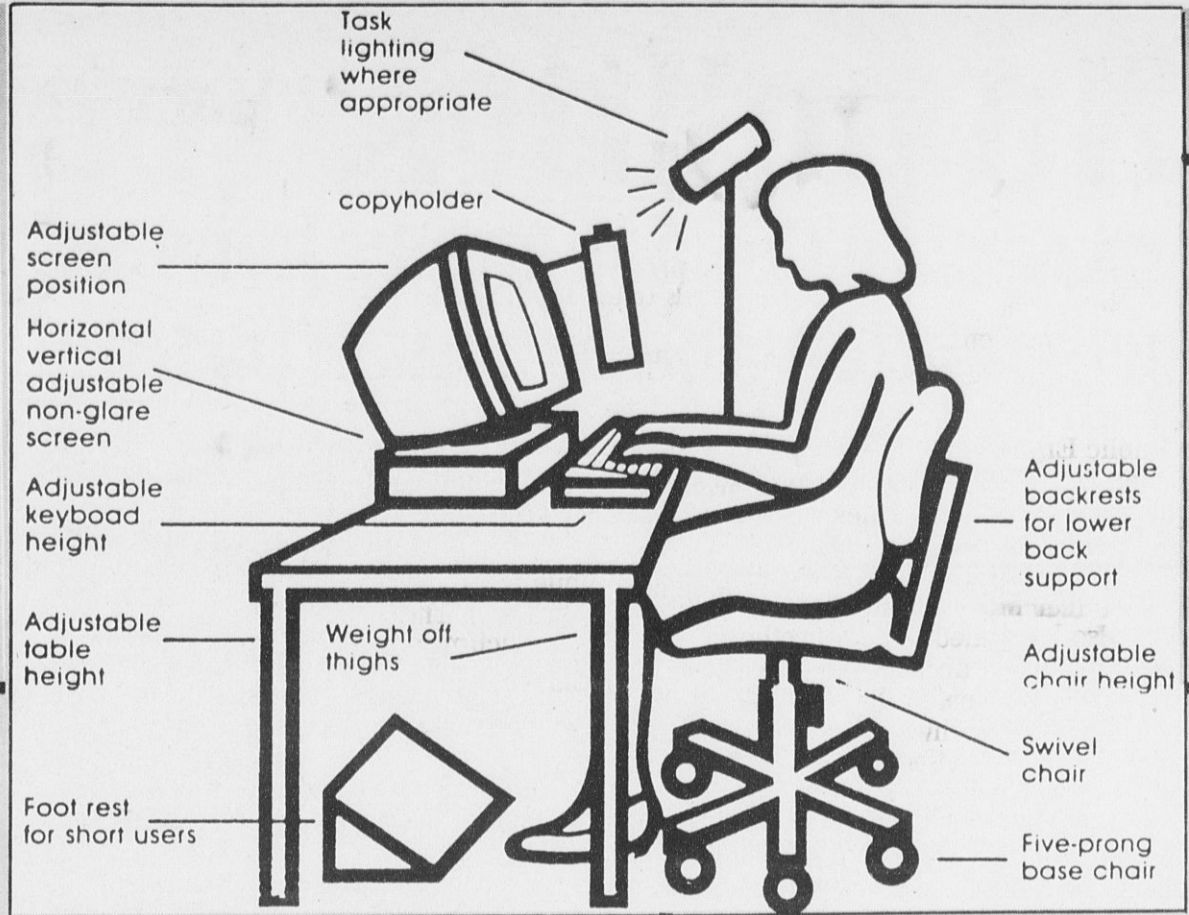
WASTEWATER ENTERING the treatment plant is pointed out by Sal Misiti to CSEA Field Representative Wendy Hord. Hord calls Misiti "an extremely conscientious and knowledgeable employee."



SAL MISITI demonstrates one of a series of tests he performs to guarantee wastewater is being properly cleaned. He has been honored for his exemplary operation and maintenance of the town of North Castle wastewater treatment plant.



Get the facts on VDTs



"Employees & VDTs: Finding a Comfortable Fit" is a handy reference guide for VDT operators. It is packed with suggestions that can help take the stress out of long hours at workstations.

For a free copy of the pamphlet, published by the Clerical & Secretarial Employee Advancement Program (CSEAP), just fill out the application at right.

Mail requests to:

Linda Sage
 CSEA Headquarters
 143 Washington Avenue
 Albany, N.Y. 12224

YES! Please send me a copy of CSEAP's "Employees & VDTs: Finding a Comfortable Fit."

Name _____

Address _____

City _____ N.Y. _____ Zip code _____

Local _____

State VDT policy briefings underway



As part of the implementation of the state's new Video Display Terminal (VDT) policy, a series of "executive level" briefings are underway across the state. Their purpose is to familiarize management and CSEA leaders with the policy guidelines and help them start putting them into effect at their worksites. Pictured during a recent session at the state Department of Social Services are: (left to right) CSEA Local 688 Vice President Kathy Vallee; CSEAP Coordinator Betty Kurtik; SCEA/NYS Joint Safety & Health Committee Coordinator Dan Cunningham; and Governor's Office of Employee Relations Associate Director Al DeMarco. The policy is the most comprehensive program ever developed for VDT worker protection.

No politics:

Member wins promotion fight

CLARENCE — Greg Giblin will be promoted from laborer to motor equipment operator (MEO), thanks to an arbitrator's decision pursued on his behalf by CSEA.

The Town of Clarence will also be required to pay him the \$2.04 per-hour wage difference between the two jobs back to Feb. 5, the date a junior employee was promoted over Giblin to the MEO slot.

Public Employment Relations Board arbitrator Milton Goldberg, agreeing with CSEA attorney Ron Jaros, noted that the unit contract stipulates that seniority rules when candidates for promotion are equal in all other qualifications.

Giblin has worked for the town since 1976, while the employee promoted over him had only been working for 18 months. The junior worker also happened to be a brother-in-law to a councilman and deputy supervisor, according to George Horan, Clarence unit president. He also noted that Giblin once ran unsuccessfully against his boss for town highway superintendent.

Giblin's qualifications to fill the post were supported by his foreman, Paul M. Fiegl. He testified that, although classified as a laborer for 12 years, Giblin had many times operated the motorized equipment mentioned in the posted MEO job specifications, including trucks and tractors with snow plows, mowers and sweepers and blacktop pavers. When operating the equipment he had received out-of-title pay.

The foreman's opinion was never solicited by the superintendent of highways concerning the ability of either candidate prior to selection of the junior employee, an omission taken into consideration by the arbitrator.

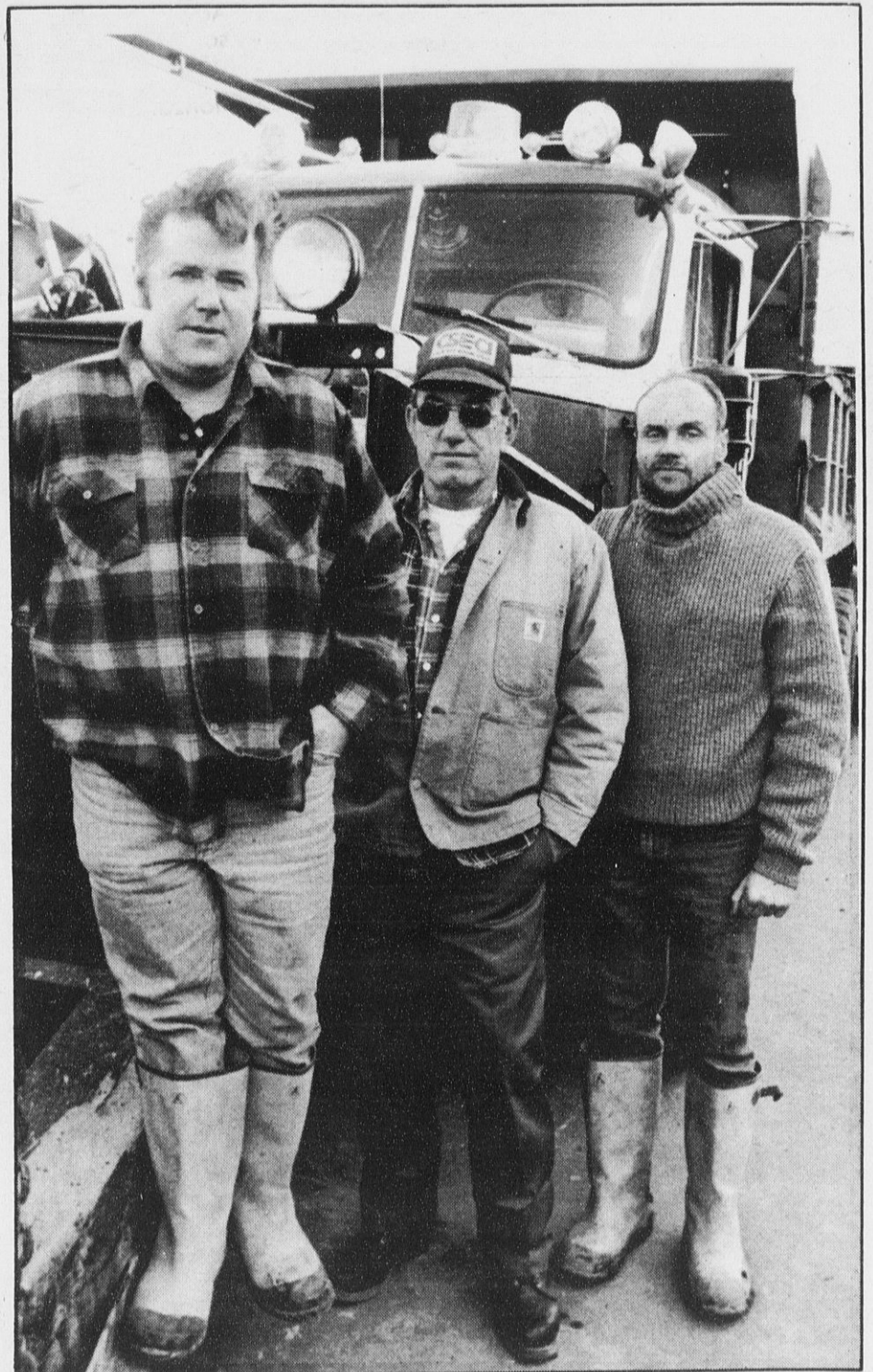
"The record shows," said the arbitrator, "that the town's decision was based largely on a comparison of the two applications in light of criteria other than that set forth in the posted job vacancy, job performance evaluations or input regarding their relative ability from the foreman who has worked closely with both men and is most familiar with their respective ability."

Giblin's PERB-ordered promotion will raise his hourly pay from \$8.78 to \$10.82.

"It was a just decision," declared Giblin of his arbitration. "It's too bad we had to go through this, but the atmosphere was too political to deal with it any other way. And the union represented me beautifully. Ron Jaros is an excellent attorney."

Giblin said the town board has acted quickly to correct the situation, voting the day after the decision was received to promote him and issue the back pay.

UNION BACKING — Greg Giblin, left, with the Town of Clarence Unit President George Horan, center, and Vice President Jeff Hemline after Giblin's grievance victory.



CSEA units win in Centereach

Retirement demands stall talks

CENTEREACH — Braving cold weather to voice their frustrations, about 250 CSEA members from area locals recently demonstrated to support fellow members in the Middle Country School District who have declared impasse in contract negotiations.

The members picketed prior to a November Board of Education meeting and then attended the meeting, complete with their signs.

The four CSEA units, representing 225 members, are demanding a retirement system that would raise retirement checks by about 10 percent.

"The district has no empathy for the older, loyal employees affected by the change in plan," said CSEA Field Representative Jim Walters.

difference between Long Island. "I am looking for more work."

CENTEREACH — After months of negotiations, picketing and protests, three CSEA units of the Middle Country School District have agreed on three-year contracts.

One of the major issues, an upgrading of the retirement plan, was a success.

The three units, Maintenance, Heads and Chiefs and Buildings and Grounds, will receive salary increases averaging 7 percent per year plus increments.

The Transportation Unit is still bargaining with the school district.

The new contracts provide:

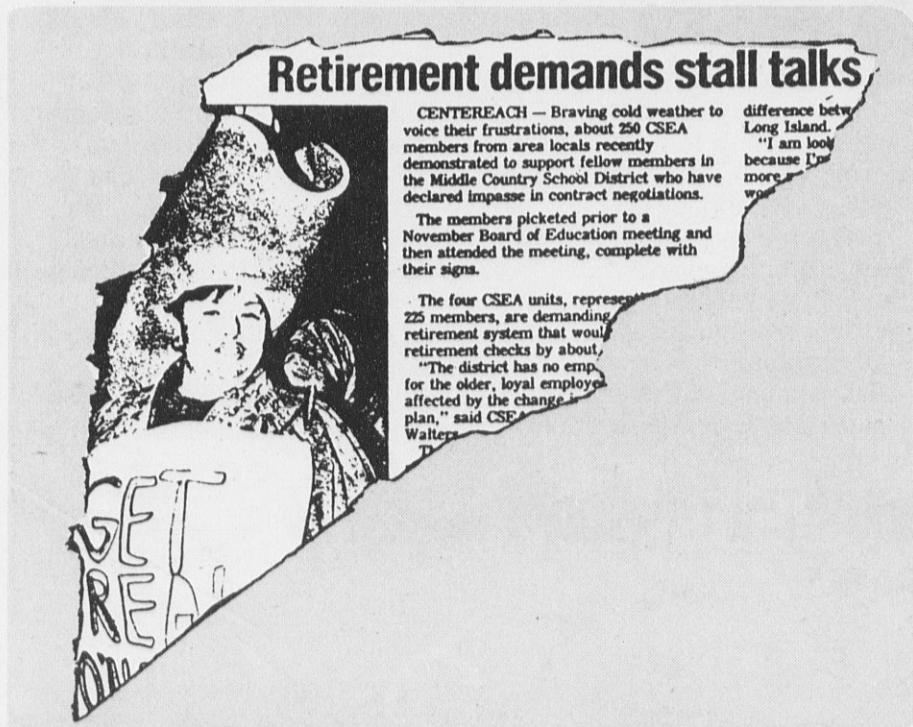
*Dental coverage under the Employee Benefit Fund, paid for by the district

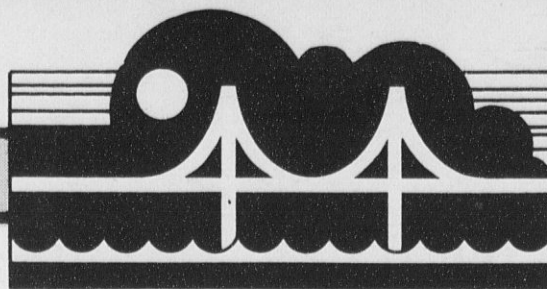
*Sick leave increase of 20 days

*A plan by which employees can sell their unused sick days back to the district for \$50 per day.

"There were no givebacks," said CSEA Field Representative Jim Walters. "The membership hung in there as a team and they came out with some new gains. We hope the district will deal fairly with the transportation unit now."

The Middle Country School District Units are a part of Suffolk County Educational CSEA Local 870.





By Anita Manley
CSEA Communications Associate

CSEA bridge worker pays toll as DWI victim

CATSKILL — Bernard Gaffney hadn't originally intended to retire this year, but Aug. 16, 1986, changed his plans.

That was the night that Gaffney, a toll collector on the Rip Van Winkle Bridge, drove a truck onto the bridge to help a disabled car.

"I pulled the truck up behind the guy's car and turned on the lights and flashers so the other drivers would know we were there," he said.

Unfortunately, a 24-year-old drunk driver never saw the safety lights.

"I saw the lights of the automobile coming towards us," Gaffney recalled, "and I knew he wasn't slowing down or moving out of the lane."

Gaffney yelled to the driver of the disabled car to get up on the walkway of the bridge while he himself jumped up and "hugged" the decking.

Within seconds, the drunk driver smashed into the truck which hit the car which in turn crashed into Gaffney pinning him to the bridge railing. He suffered 10 broken ribs, a broken collarbone and severe injuries to the spleen, pancreas and colon.

Five months of hospitalization were followed by a slow recuperation at home. Another month of hospitalization last June for surgery to repair his colon resulted in another tedious and painful recovery. Meanwhile, Gaffney's wife, who had been fighting

her own battle with cancer, passed away. Gaffney jokes and smiles with his visitors when he remembers how his wife would bring him his supper on the nights he worked late on the bridge.

"When the weather was nice, we would set out a blanket in the little park by the bridge and picnic next to the river," he recalled.

Today, Gaffney lives for his two children and his grandson who calls him "Poppy."

An avid fisherman, Gaffney purchased a boat recently and looks forward to fishing for salmon in Canada with the two doctors who cared for him in the trauma unit of Albany Medical Center.

"I'm going to take the boat right up the locks to Canada," he explained.

Recently, Gaffney, who has been a New York state employee for 29 years, was honored at a retirement party where he was presented with a plaque and letters from Gov. Cuomo and the Bridge Authority commissioners.

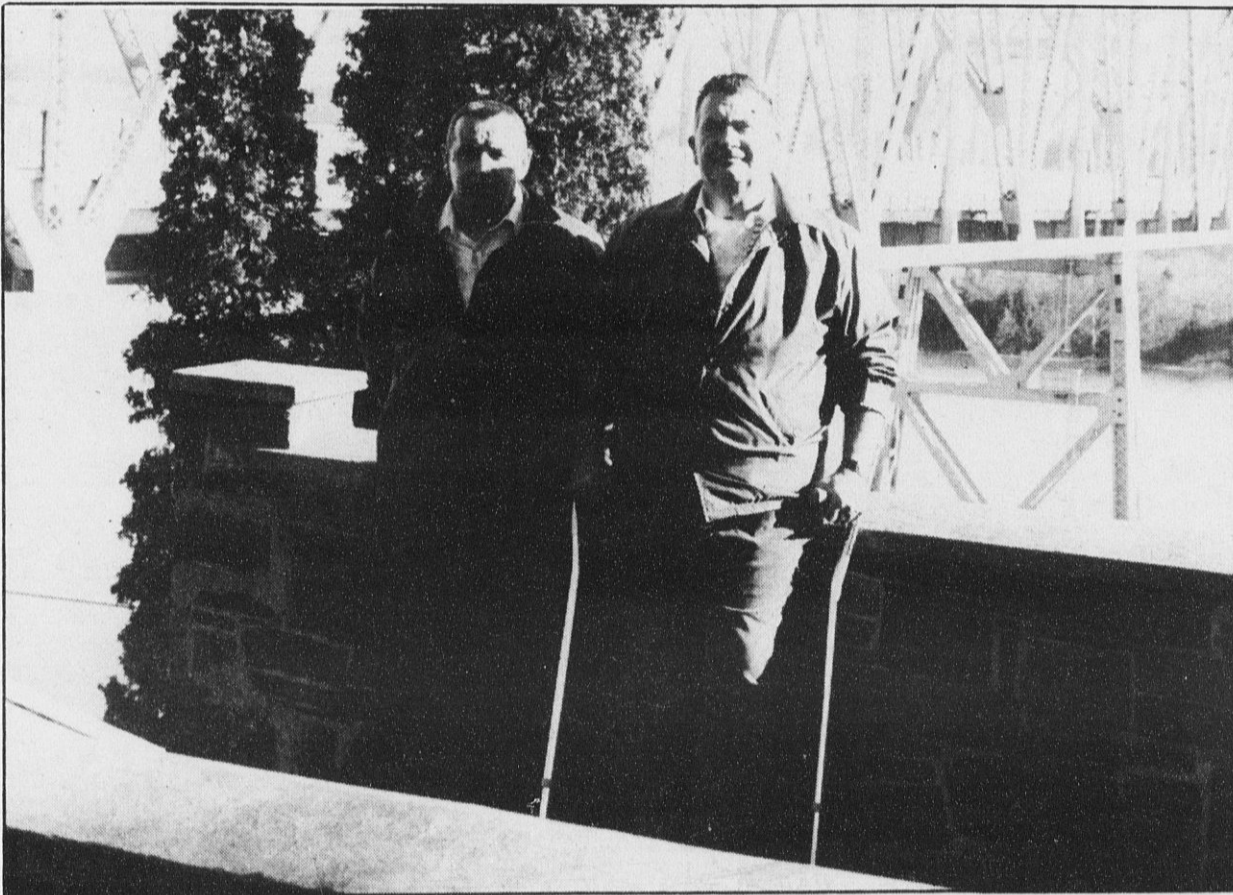
"As Governor Cuomo said in his letter, Bernie's work record, especially his efforts on Aug. 16, 1986, to help a fellow human being, represent the highest standards of public service," said Bridge Authority Executive Director Harry Stanton.

"It was part of Bernie's job to inspect the deck. And it was part of Bernie's job to help a disabled motorist. It was not part of Bernie's job to put himself between the motorist and the drunk driver," he added.

Stanton also pointed out that Gaffney is a second generation bridge employee. His father was on the construction crew that built the Rip Van Winkle Bridge.

"He's lived in the shadow of that structure since he was a child," said Stanton.

But because of the irresponsible action of a drunk driver, Gaffney can no longer serve on the bridge that's been such a big part of his life.



Bernard Gaffney, right, and CSEA Bridge Authority Local 050 President Rossie Smith stand by the stairway leading to the park next to the Rip Van Winkle Bridge where Gaffney and his late wife often enjoyed picnic suppers.

**“It was part of Bernie’s job to help a disabled motorist.
It was not part of his job to put himself
between the motorist and a drunk driver.”**

McGowan to Cuomo:

Don't forget public employees

ALBANY — "Education and the environment may be his two top priorities but I want to add a third — generous state



CSEA PRESIDENT William L. McGowan is urging Gov. Cuomo to extend his positive outlook on the state to include current contract talks for state workers.

contracts," said CSEA President William L. McGowan in response to Gov. Mario Cuomo's sixth State of the State speech.

McGowan added that the governor's 1988 "wish list remains just that until the Executive budget is released Jan. 13" and he hoped the speech "was not just a verbal exercise.

"I also hope his positive statements will be reflected in current contract talks for state workers."

Cuomo, opening the 211th session of the state Legislature, explained that education and overfilled municipal landfills are critical issues facing the state.

He noted that municipal governments need help in finding ways to get rid of their trash and said "State government should lead the way in this effort." He suggested a four-point plan that includes waste reduction, recycling and reuse, incineration and landfilling.

Turning to his other priority — education — the state's chief executive proposed that the next 10 years be the "Decade of the Child" and outlined a "bold and broad commitment" that ranges from improved pre-natal care and expanded day care facilities to drug and alcohol prevention programs.

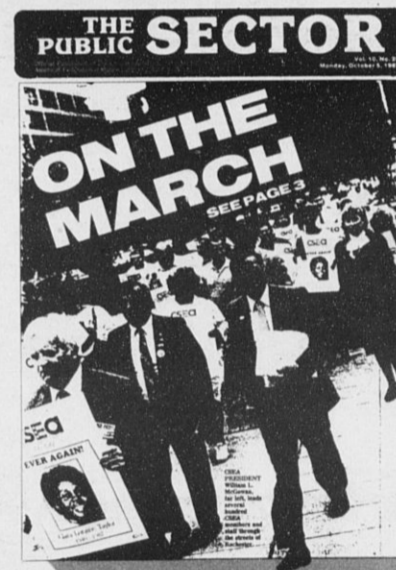
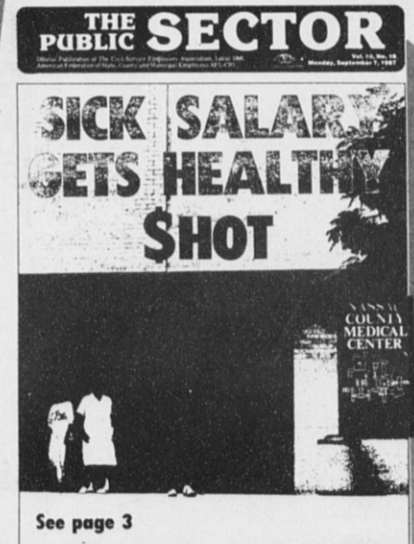
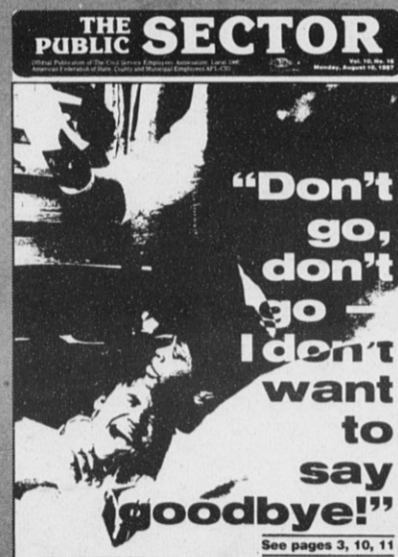
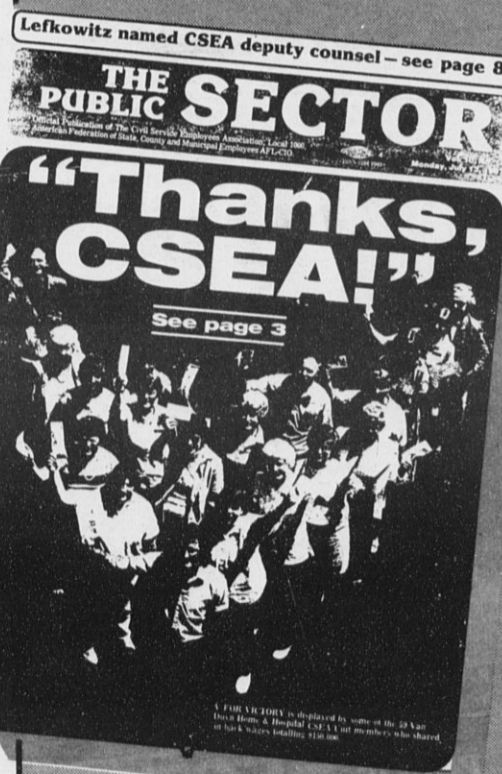
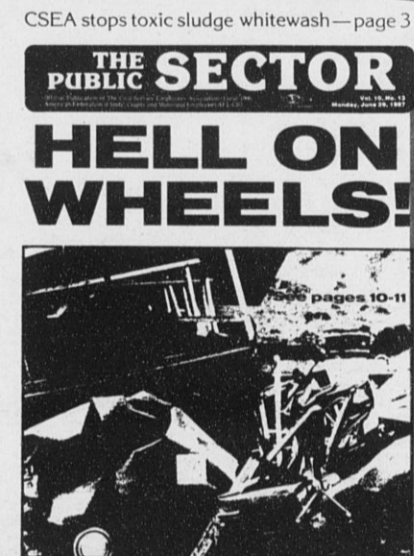
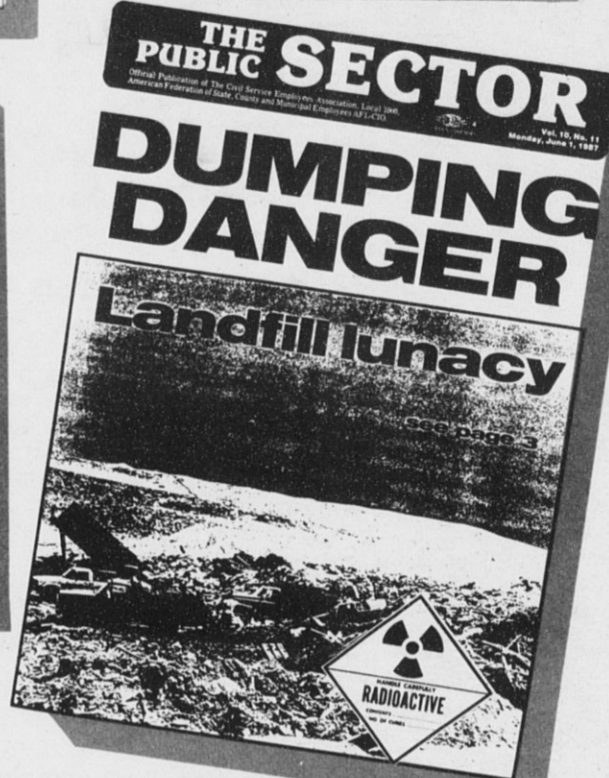
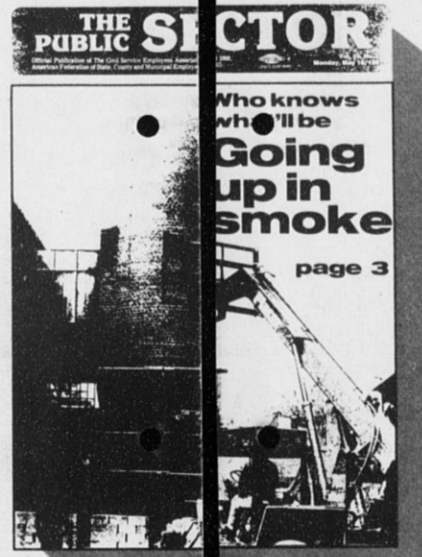
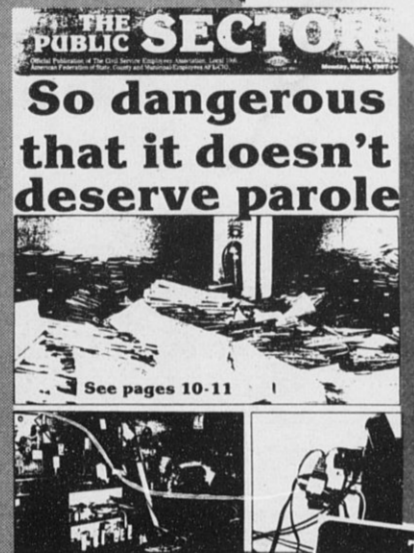
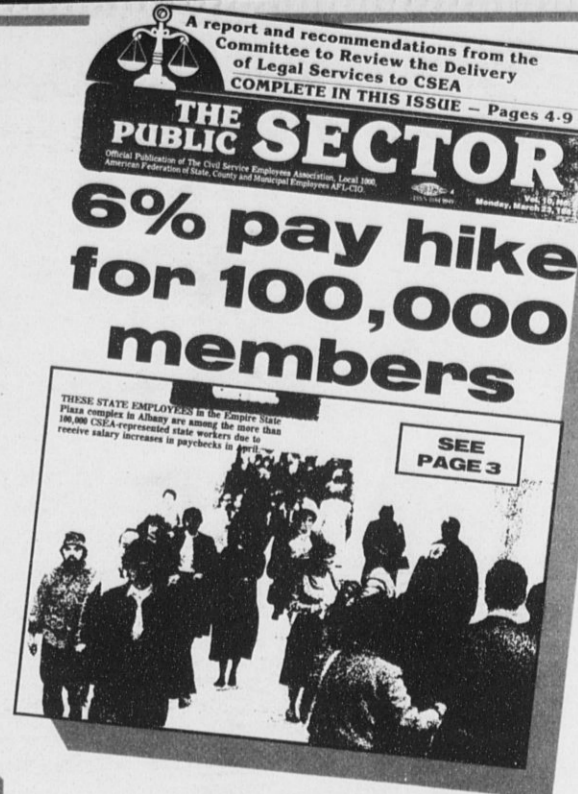
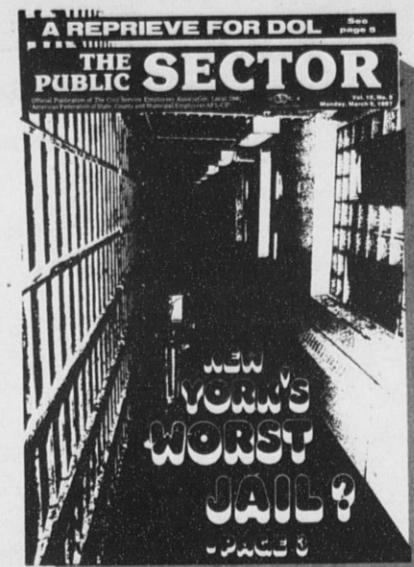
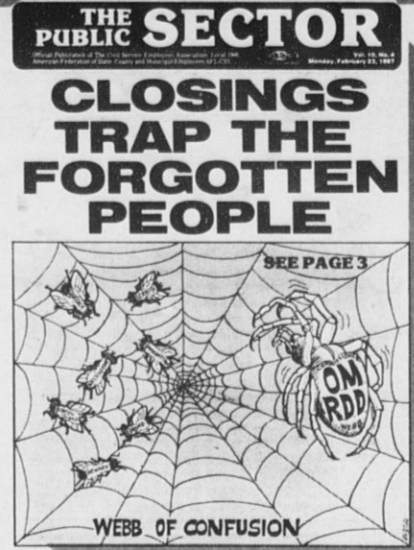
The 45-minute speech contained a number of initiatives that McGowan described as "long overdue."

For example, the governor pledged to overhaul the Workers' Compensation system. He proposed increasing the minimum wage and raising unemployment insurance benefits. He wants to "redouble our efforts to combat the spread of AIDS." He seeks stronger protections against racism because "diversity gives us our special character." He will demand more "accountability" from state agencies.

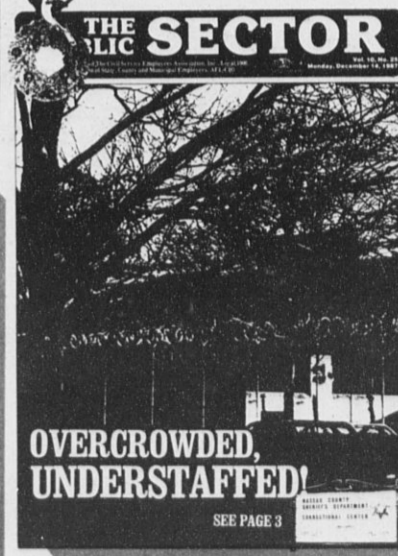
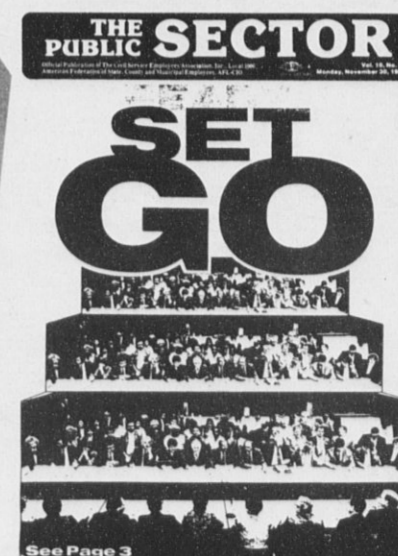
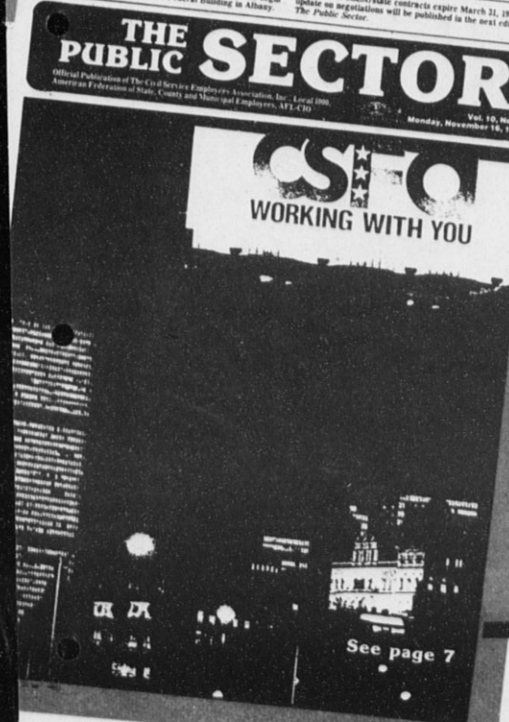
Cuomo also challenged legislators to use the upcoming session as an opportunity "to open our hearts and use our minds for the benefit of all."



A look back at 1987



an outstanding year of progress for CSEA members



Few answers in Empire Plaza vent report

Compiled by Daniel X. Campbell
CSEA Communications Associate
and Kathleen Daly
Associate Editor

ALBANY — Two years after CSEA first raised concerns about possible toxic exposure to members who worked on the ventilation system from Department of Health (DOH) laboratories in the Empire State Plaza, the union has some answers, but they are incomplete.

As a result of its investigation into the ventilation system, the state Department of Labor (DOL) cited the Office of General Services (OGS) with six violations of the Public Employee Safety and Health Act (PESHA).

CSEA became involved two years ago when members of the OGS CSEA Local 660 complained that working on the ventilation system could expose them to toxics from DOH labs.

The issue climaxed in 1986 when a supervisor, also a CSEA member, refused to have workers replace filters until they were told what toxics might be present and given the proper equipment and training to do the work safely.

CSEA demanded that the system be tested. DOL's investigation began a year ago and the results have only recently been released.

Initially, CSEA learned of the report's release from the press rather than from the state, more than six months after completion of the investigation.

"This isn't just foot-dragging, it's almost a blatant attempt to cover up the situation," charged CSEA Region IV President C. Allen Mead. "Six months of waiting for corrective steps to be taken is not acceptable, especially since the report seems to be inaccurate."

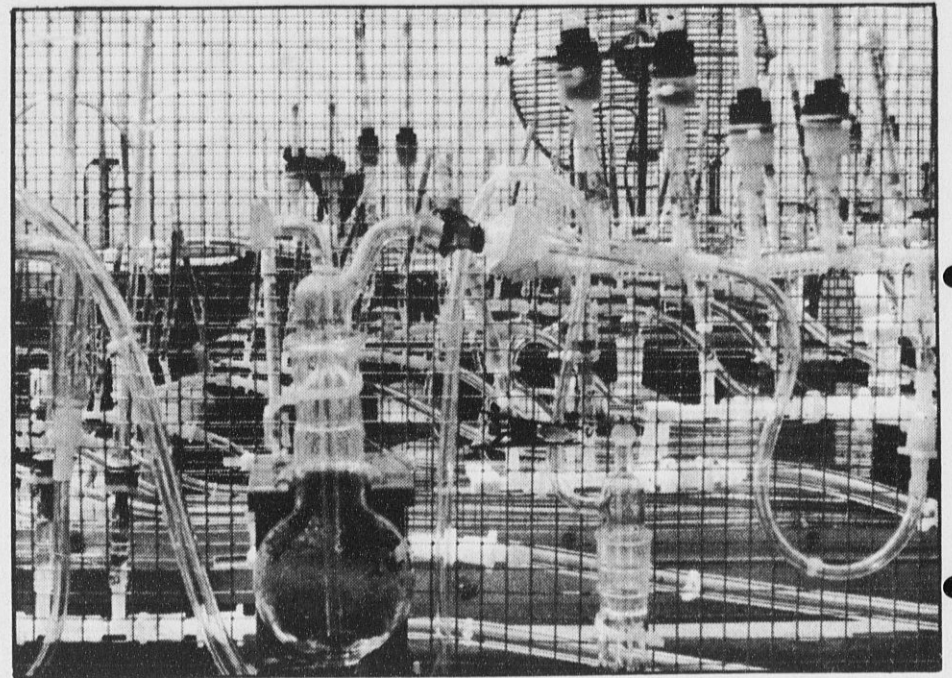
CSEA Director of Occupational Safety and Health James L. Corcoran and JoAnn Curtis, CSEA industrial hygienist, credited the DOL staff for pursuing the investigation but criticized certain aspects of the report.

First, results from tests on residue taken from the blades of the huge fans on top of the Corning Tower were not included in the report, Curtis said, because DOH refused to release the information.

Second, the report does not jibe with DOL's earlier assurances that certain toxics were present in the ventilation filters only in trace amounts well below the limits for safe exposure, Corcoran said.

"But the report shows that they are present in levels considered dangerous," he said.

For example, the report shows lead as present in a



Department of Health laboratory in the Empire State Plaza concentration of 630 parts per million (ppm), while only "a few parts per million would be acceptable," he said.

The report also shows unacceptably high levels of chromium, cadmium and mercury, Corcoran added.

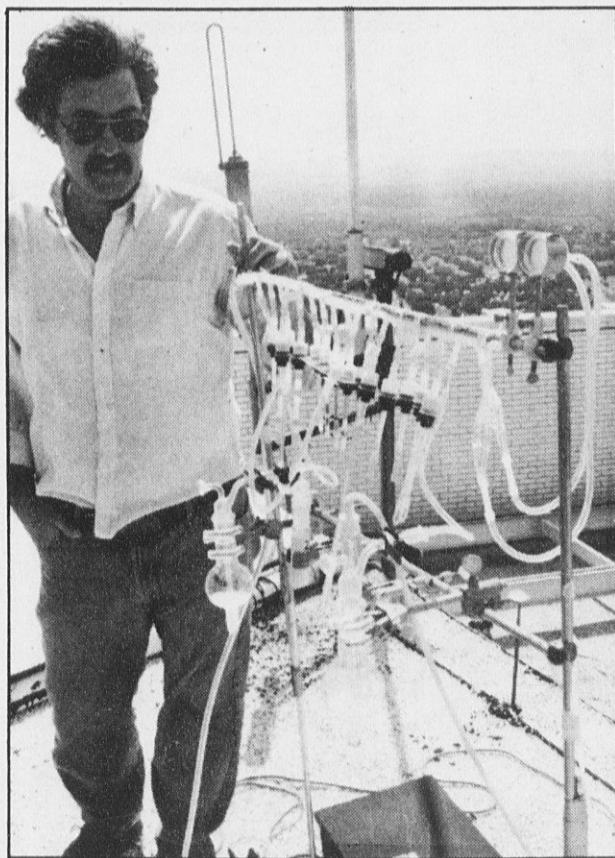
The dioxin concentration cannot be determined precisely from the report, Corcoran noted, because the toxic substance is generally measured in parts per billion or parts per trillion, a far more exact measurement than was used.

Progress is being made, however slowly, for the OGS workers. Management has posted notices of the the violations, said Local 660 President Leroy Holmes. With Clement Bonificio, chairman of the local's Safety and Health Committee, Holmes was instrumental in getting the investigation started.

"Approximately \$18,000 of equipment and materials have been ordered to correct the situation," Holmes said. "I believe that at least OGS is finally doing something about the situations, but the health department doesn't seem to be involved."

Bonificio agreed.

"OGS is taking steps to correct the situation," he said. "What health (DOH) is doing is unknown. They never have acknowledged their role or responsibility and they never will."



Clement Bonificio, chairperson of the OGS CSEA Local 660 Safety and Health Committee, observes ventilation system testing at the top of Corning Tower.

THE VIOLATIONS

- *The ventilation system was not kept clean and damaged ducts were not repaired
- *No-smoking regulations were neither followed nor enforced, risking that fumes or chemicals could be ignited
- *OGS and the state Department of Health did not have an acceptable respirator program

- *Employees were not supplied with adequate protective equipment such as gloves and disposable clothing
- *No training program exists in the use of cleaning, storage and handling of respirators
- *Respirators were not inspected monthly as required

Health Department is at core of issue

ALBANY — The state Department of Labor (DOL) has cited the state Office of General Services for violations of the Public Employee Safety and Health Act, but at the core of the issue is the state Department of Health (DOH).

DOH has been reluctant to give information about what toxics could be present in the ventilation system.

Even during the DOL investigation, DOH withheld information. DOH took

samples of residue from ventilation system fan blades but never gave the residue test results to DOL, said CSEA Industrial Hygienist JoAnn Curtis.

Despite what may be an incomplete report, Curtis praised DOL's efforts.

"It was an act of courage for them to actively pursue this in spite of pressure by the health department," she said. "We consider it amazing that violations of any standards were found because of the political pressure on the labor department."

Breaking a bad habit

Compiled by Lilly Gioia
CSEA Communications Associate

Determination should be rewarded. So South Beach Psychiatric Center CSEA Local 446 decided to assist members determined to kick an unhealthy habit.

Twenty members signed up, hoping to quit coughing; stop burning holes in furniture, clothing and other people; give up yellowed teeth and fingers; freshen up their smoker's

breath and eliminate morning mucus attacks. They want, they say, to join the other Americans who quit smoking. More than 3 million people quit in the last year alone.

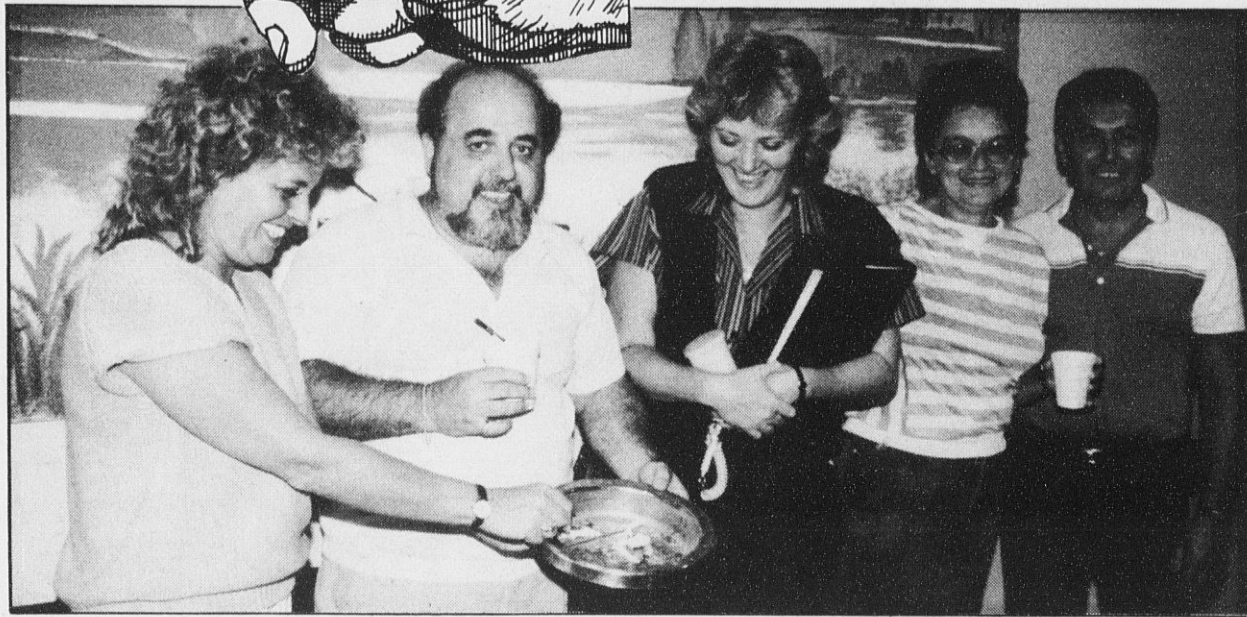
Local 446 officials agreed that's a healthy objective and recently sponsored a smoking cessation program that was free for members who wanted assistance in withdrawing from the smoking habit.

Karen Mascolo, a secretary at South Beach, said she is "hopeful" about becoming a non-smoker by following the methods she learned during the three-hour session. Mascolo said she began smoking at age 13. In addition to improved health, she said she is looking forward to saving all that money she normally spends on cigarettes.

Local 446 President Peter Antico said his local decided to sponsor the stop smoking program because "smokers are looking at the cost in terms of health and getting serious about trying to deal with their nicotine addiction." The program, Antico said, helps smokers overcome fears and psychological obstacles that discourage many people from kicking the habit.

Participants in the stop smoking class received behavior modification instructions and literature, self-hypnosis aids and a recorded tape message to reinforce the techniques taught at the seminar.

Participants are also eligible to repeat the program at no cost if further reinforcement is needed to deal with nicotine withdrawal.



HOPING TO QUIT — These Local 446 members were among those who participated in a training session designed to help them stop smoking. Watching as Local 446 Secretary Karen Mascolo, left, crushes out a cigarette are Local 446 President Peter Antico, Fran Inglema, Audrey Vasquez and Fred Campo.

Fatal accident spurs safety program

By Ron Wofford

CSEA Communications Associate

WEST SENECA — An accident that claimed the life of a CSEA member has resulted in the West Seneca Developmental Center being cited for a violation of the Public Employee Safety and Health Act.

Steven A. Guzzo, an auto mechanic and member of West Seneca Developmental Center CSEA Local 427, was killed when he was pinned against the garage door by the truck on which he was fixing a taillight, according to Richard Warmus, steward for the operational unit.

Guzzo had asked a student in a Board of Cooperative Educational Services (BOCES) program, one of several training at the center, to turn on the truck's ignition to check the turn signal lights.

Apparently the manual-transmission vehicle was in reverse gear, and the student also started the engine instead of merely turning the ignition switch to the "on" position. It is speculated this may have caused the truck to violently jerk backward, pinning the victim. A co-worker, Edward Heckt, jumped into the truck and moved it away from Guzzo.

Guzzo suffered multiple injuries and died four hours later in the intensive care unit of Mercy Hospital.

John Bieger, regional occupational safety specialist, said the PESHSA investigator

cited the facility for failing to have safe work practices in place. The facility has asked for assistance in developing a program.

The death of the young father of three has hit fellow employees very hard, according to Warmus. He had worked at West Seneca for five years.

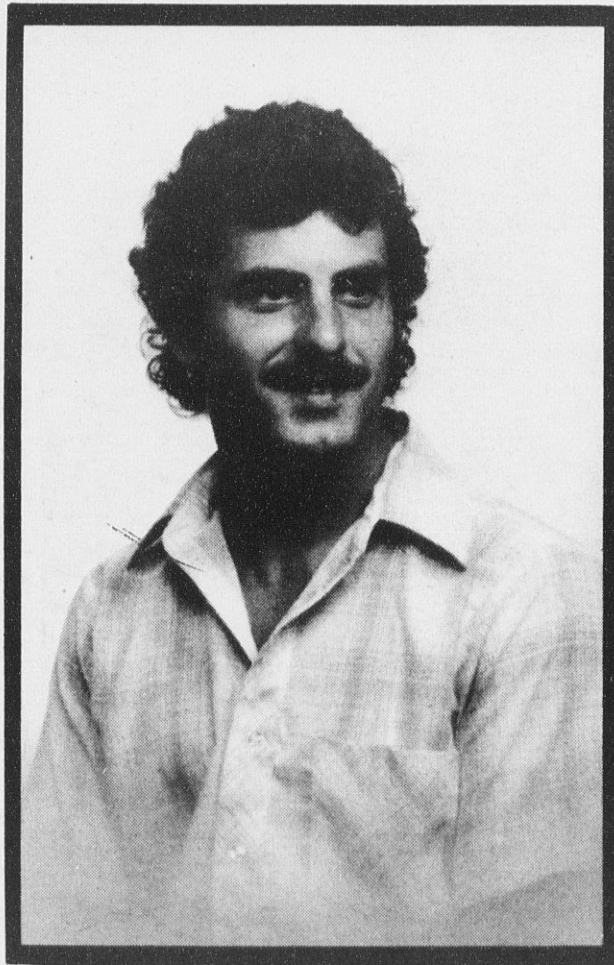
"He was a good person and very knowledgeable about cars," recalled Warmus. "He was always happy to help out others with their personal car problems, and would use his lunchtime, occasionally, to fix something for a fellow worker without charge."

Auto mechanics were a lifelong interest for Guzzo, according to his family.

"He loved to get his hands in grease," said his mother, Dorothy Guzzo.

Guzzo began learning auto repairs when he was about 14 years old, working beside his father on cars at home and reading library books on the subject, according to the family. He also studied mechanics at West Seneca High School. He graduated in 1978 and attended the General Motors Training Center in nearby Clarence.

Steven Guzzo is survived by his parents, Dorothy and Anthony J.; two sons, Steven A. Jr. and Joseph; a daughter, Rachel; his fiancée, Rhonda Weisenberg; a brother, Anthony; and a sister, Victoria Giamuzina.



Steven A. Guzzo

In Newburgh She makes things happen

By Anita Manley
CSEA Communications Associate

NEWBURGH — Regina Angelo and the City of Newburgh are partners. In fact, if you live near this small city on the Hudson River, you have no doubt heard her name.

Elected in November to serve on the city council, Angelo, a CSEA member and 37-year employee of the Newburgh School District, is a one-woman booster club for the city.

No newcomer to city political circles, she served on the city council from 1972-79 and managed in that time to establish a number of commissions and committees to improve the quality of life for city residents. Some of them included a city Youth Board, an Industrial Development Agency and an architectural review board.

In addition, she managed to find time to be involved in the PTA, the American Cancer Society as a crusade chairperson, the Glen Hines Community Center, the city's 200th birthday celebration in 1983, the Newburgh Optimist Club, the board of Big Brothers/Big Sisters, 4-H, the Historical Society as president and now board member

and the Downing Park Planning Committee. She was also appointed by Gov. Cuomo to the state Human Rights Commission and is co-chairperson for the region.

What does she do in her spare time? One chilly day, she visited all the business owners along Newburgh's main street to convince them to put up Christmas lights.

On another day, she used her artistic talents to decorate a billboard in the city library, where she works.

On still another day, she invited a friend to lunch in a restaurant which had recently re-opened under new ownership in downtown Newburgh.

"They need the business," she said. "I have to get the word out that they're open."

Angelo's pride and joy is the historic renovation that is taking place in Newburgh. One of her favorite projects was a recent candlelight tour of historic homes that attracted 100 people. Many of the homes had fallen into disrepair and had become eyesores in a decaying city. Today, however, many of the homes are owned by young families who have renovated the homes to their original beauty.

"I'm very interested in tourism and



Regina Angelo

historic preservation," Angelo said. "That's what I'll continue to work for."

Angelo, who will be the lone Democrat on the new city council, says she's not nervous about her position of distinction.

"I was in the same situation in 1972 and I had no problems," she commented.

"Politics have to end at the front door," she explained. "The city can't afford to play politics. To get something accomplished, you have to work together."

Restoration of funding Top priority at Buffalo

BUFFALO — Restoring federal funding to the Buffalo Psychiatric Center remains a high priority for CSEA, while simultaneously forging the groundwork for a long-term solution, according to CSEA Region VI President Robert L. Lattimer.

"The real problems at the Buffalo center and others around the state need to be addressed in a manner that will ensure this (federal funding cut) does not occur again," he said.

It is also important to emphasize to the public that the direct care staff at the facility, which comprises most of the CSEA membership there, is doing an excellent job of providing for those in their care, even with the burden of shortstaffing, he added.

Lattimer, Local 407 President Joe Polito and Marty Langer, CSEA public policy specialist, were conferring over the final draft of a plan that calls for dealing with the long-time underlying problems at the facility as this issue of *The Public Sector* went to press.

"Because of the importance of the care that the clients receive," Lattimer said, "we must proceed with care and make sure all the t's are crossed and i's dotted."

The center has lost \$1 million a month in federal money following a federal health funding agency inspection that assailed the facility for deficiencies in record keeping and staffing.

The alleged faults included:

- * long-term patient goals are undefined or not detailed
- * failure to provide an adequate number of psychiatrists, psychologists or physicians
- * presence of a registered nurse for 24 hours a day not ensured
- * incomplete psychiatric evaluations

Restoration of the federal funding hinges on completion of a new survey of the hospital by the Health Care Financing Agency to determine if the deficiencies have been corrected. The survey is expected to take 60 to 90 days to complete.

Grievance victories

CSEA fights unfair evaluation for SUNY Farmingdale worker

FARMINGDALE — When Janet Bergman received her first unsatisfactory evaluation in seven years of service, she went to CSEA.

Bergman, a senior stenographer in the Affirmative Action Department of SUNY Farmingdale, had requested an adjustment in her work schedule so she could complete her college degree.

"That's when a personality clash began and her supervisor tried to get back at her with an unsatisfactory evaluation," said CSEA Field Representative Harold Krangle.

The grievance was lost at the local level, so CSEA appealed. At the agency level hearing, the unsatisfactory evaluation was overturned; it has been changed to satisfactory.

As Bergman said, "Justice has been done."

Union uses videotape to win upgrading for library workers

STONY BROOK — A picture may be worth a thousand words, but in this case a videotape was worth an upgrading.

Members of Stony Brook University CSEA Local 614 in the Clerk I title had been restoring library books for about a year. Local President Tony Ruggiero filed an out-of-title grievance, but thought it would really sway the administration officials if they understood the type of work the employees were performing.

A student offered to help out and they made a videotape of the employees restoring books while explaining the process.

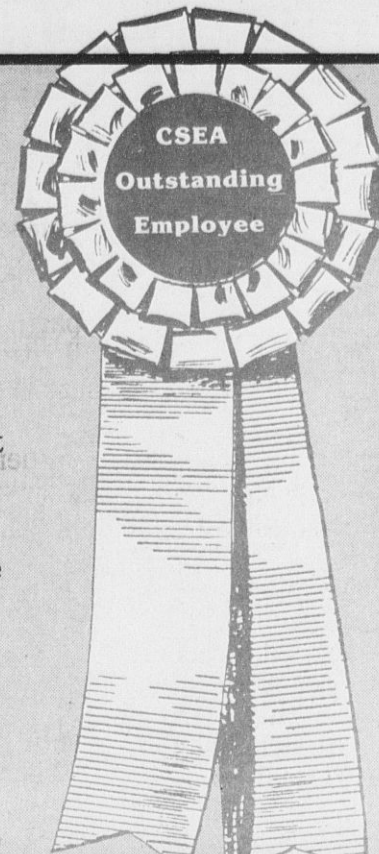
"After seeing the videotape, the classification administrator in Human Resources said we had changed her mind and that she would try to get these employees an upgrading," Ruggiero said.

A title of library technician or something similar would be more appropriate, he added.



Bonnie Loyche

Nice honor for a nice person

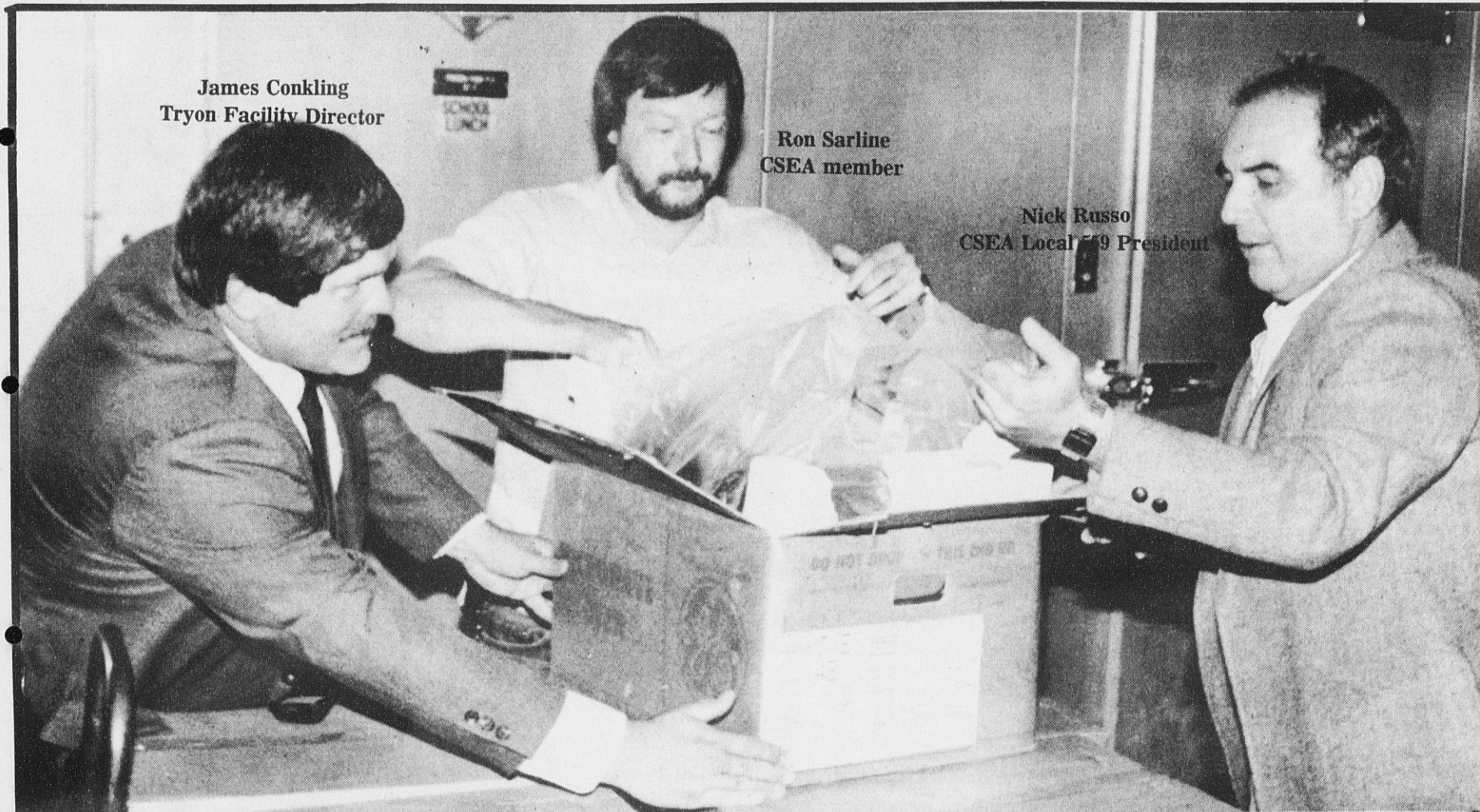


It makes everyone feel good when an individual gets the recognition he or she deserves for excellent work. It's even better when that person is "one of the nicest people on the face of the earth."

That's how CSEA senior audit clerk Bonnie Loyche was described by co-workers who nominated her as CSEA Outstanding Employee. The award is given twice a year by CSEA and its Headquarters Staff Union.

Loyche, a 17-year CSEA employee says its an overwhelming honor to be selected. In typical understatement she adds: "I think everyone believes I'm so nice just because I'm the person who distributes the paychecks every two weeks!"

But CSEA employees know better.



James Conkling
Tryon Facility Director

Ron Sarline
CSEA member

Nick Russo
CSEA Local 559 President

Microwaves help warm relations

JOHNSTOWN — It might not seem likely that a microwave oven could really improve labor/management relations.

But that was the result when CSEA Local 559 officials at the Tryon School began working with the administration on an employee enhancement proposal to obtain the microwaves for the Division for Youth facility.

The employee enhancement program is part of the Committee on Work Environment and Productivity (CWEP) — the joint CSEA-NYS labor/management

committee that seeks better worker productivity through workplace improvements.

Although labor/management relations at Tryon had often been fiery in the past, CSEA Local President Nick Russo and facility director James Conkling say working together on the proposal marked a change in their approach towards each other.

"We spotted the availability of funds," Conkling explained, "and Russo pointed out the need that existed for our workers."

The microwaves have been placed throughout the facility so that workers on all three shifts can benefit from them.

Tony "Crit" Christiano, a 10-year CSEA member praised the new additions to the workplace as "beautiful, a blessing."

But he went on to say that while things are always changing for employees, the new spirit of cooperation between labor and management is a "benefit for all."

Hatch Act restrictions unneeded

BUFFALO — The best protection for public employees from political coercion are strong public employee unions like CSEA.

That was part of the message from Region VI President Robert L. Lattimer in response to an editorial by the Buffalo News that had called for retaining the restrictions on federal employees from involvement in any kind of political activities.

The House of Representatives voted 305-112 in November to allow the federal government's 3 million civilian employees for the first time in nearly half a century to run for office, manage election campaigns and solicit political contributions on their own time.

The bipartisan bill, which still must be approved by the Senate, would repeal provisions of the 1939 Hatch Act, restricting partisan political activities by federal workers.

Critics of the bill, including the Buffalo News, have said it would politicize the Civil Service and undermine the integrity of government by opening the way to vote-buying, favoritism and coercion of employees to support candidates favored by their bosses.

When the 50-year-old Hatch Act was passed, Lattimer said, it applied to virtually all state and local as well as federal employees.

"However, the act never applied to school

employees," he pointed out, "and no one has seriously argued that our public educational system, primary through college, is scandal-ridden or venal because its employees lack Hatch Act 'protection.'

State and local employees have not been restricted by the Hatch Act since 1974, except that they were prohibited from running for office, Lattimer wrote, with state government regulating the political activities of state and local employees. Only two states have laws as restrictive as the original Hatch Act, he added.

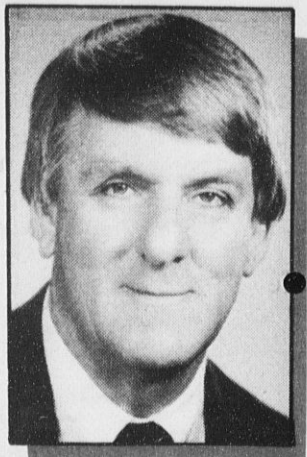
Of the remaining states, Lattimer noted, 19 impose no extra conditions on state and local government employees and five prohibit only candidacy for elective office; while the remaining 24 maintain some restrictions, all are less restrictive than the Hatch Act.

"Removing Hatch Act restrictions from state and local employees resulted in no wave of scandal or politicization of state and local civil service workers," Lattimer said, referring to a 1983 survey of state attorneys general that uncovered no systematic abuses since 1974.

"Finally," Lattimer wrote, "there exists a form of protection of public employees that was not present in the 1930s: their unions.

"It may be the independence of these organizations and their aggressive defense of the public provision of public services, rather than a desire to protect civil service workers from political pressure, that really disturbs the (Buffalo) News.

"The federal Hatch Act, as it applies to state, local and federal employees, specifically protects them from coercion," he concluded. "None of the reforms of the last dozen years, including that which passed the House this fall, changes these important provisions."



Robert L. Lattimer

"Removing the Hatch Act restrictions from state and local employees resulted in no wave of scandal or politicization of state and local civil service workers."

Dr. King's birthday observed as holiday on Monday, Jan. 18

The birthday of civil rights activist Dr. Martin Luther King Jr. will be observed as a state and federal holiday on Monday, Jan. 18, 1988.

CSEA was in the forefront in pushing for legislation which led to the creation of Dr. Martin Luther King Jr. Day as a state holiday prior to becoming a federal holiday.

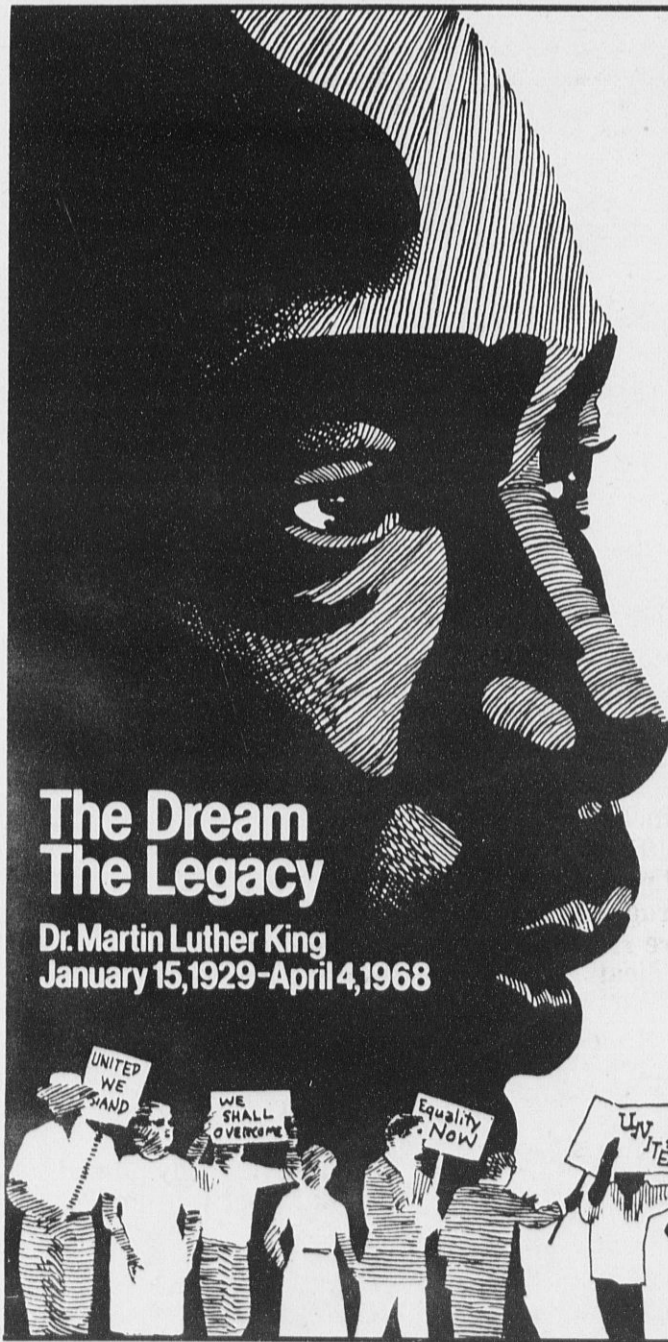
Ceremonies honoring the memory of Dr. King will be conducted at several localities and work sites around the state over the next few days, including the following:

* Rockland Psychiatric Center, Wednesday, Jan. 13, 1 p.m., Catholic Chapel

* Westchester Developmental Center, Thursday, Jan. 14, 1 p.m., Mary Mount College, Tarrytown

* Letchworth Developmental Center, Friday, Jan. 15, 2 p.m., Catholic Chapel

* South Beach Psychiatric Center, Monday, Jan. 18, 10 a.m.— 1:30 p.m.



CSEA accepting applications for several positions

ALBANY — CSEA is currently accepting applications for the following positions:

Assistant Director of Research (Albany) — Minimum qualifications include bachelor's degree (at least 15 hours mathematics, economics, statistics) and five years research experience;

Field Representative (Erie/neighborhood counties) — Minimum qualifications include bachelor's degree or three years responsible work experience in personnel, labor relations or related field; driver's license and car for business use required;

Health and Safety Specialist (Fishkill) — Minimum qualifications included bachelor's degree in related field, or associate's degree and one year of experience of an investigatory/safety nature or three years experience, as above; driver's license and car for business use required;

Submit resumes immediately to:

Personnel Director
Civil Service Employees Association
P.O. Box 7125, Capitol Station
Albany, N.Y. 12224

CSEA is an equal opportunity employer.





Contract a victory for new unit

MAHOPAC — Once upon a time, not too long ago, a group of school cafeteria monitors toiled without a contract, for a flat rate of pay that had been unchanged for years, and they had no union to represent them.

Agnes Abalos had been stuck in that rut for 14 years with Mahopac School District in Putnam County and she says she often thought about quitting.

"You could make more working for Burger King," she says.

But all that has changed. Today, Alabos is the recently-elected president of the Mahopac School District Unit, the newest CSEA unit in Putnam County. And she and her 25 co-workers are celebrating their first contract — a just-negotiated three-year agreement.

After years of frustration at being unable to improve their own lot, the monitors decided to turn to CSEA for assistance. The union already represented clerical employees in the Mohopac School District and many CSEA members advised the monitors to join CSEA. They did, and the rest is history.

Their first contract provides:

- *Pay raises of up to 50 percent by the third year
- *An increment structure
- *A grievance procedure
- *Two paid holidays
- *Snow days
- *Bereavement leave



SIGN RIGHT HERE — Region III Field Representative Richard Blair shows newly-elected Mahopac School Monitor Unit President Agnes Abalos where to sign the unit's first contract. With them are, from left, negotiating team members Margaret Halet and Rosemarie Mazzella.

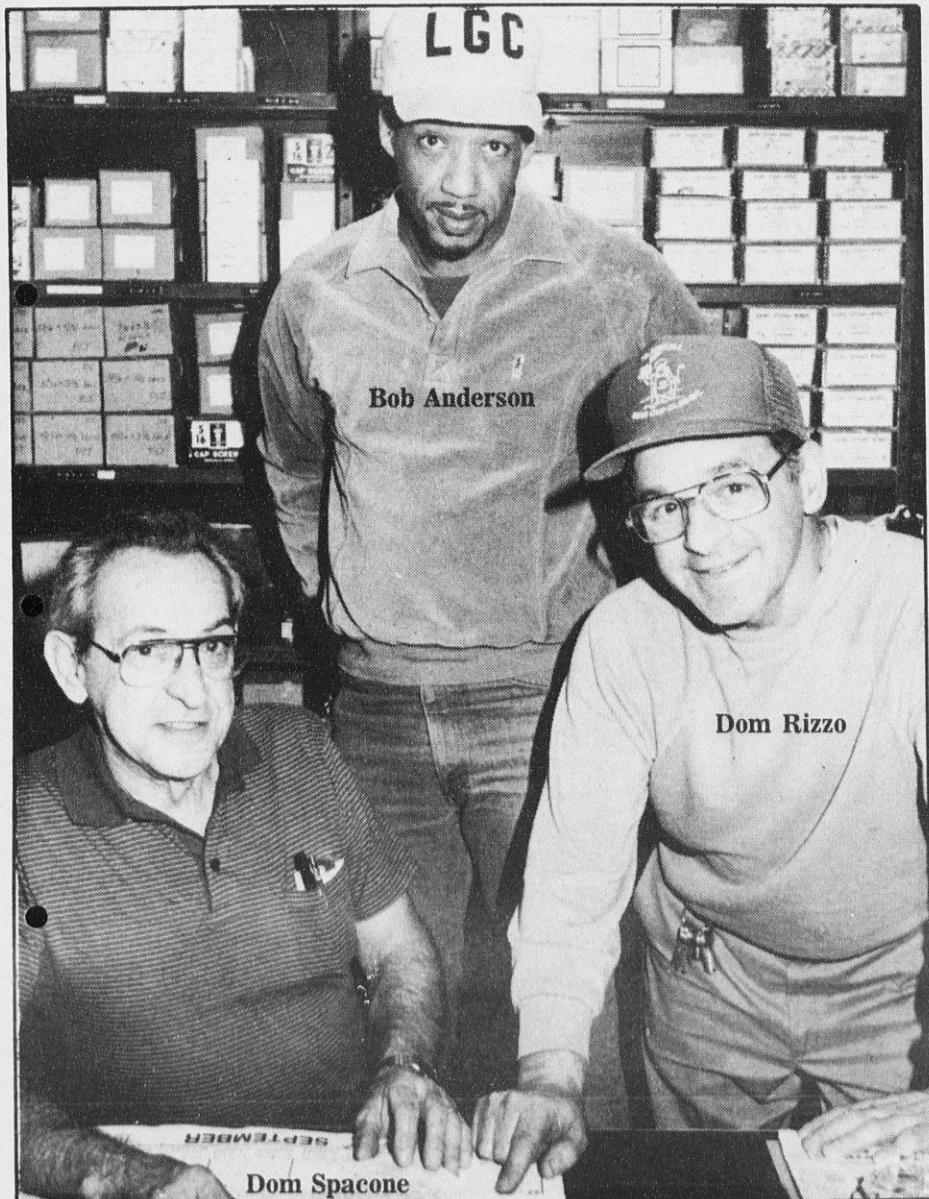
CSEA Field Representative Richard Blair, who served as chief negotiator, said the monitors are pleased with their first pact.

"I'm delighted with the contract," said negotiating team member Margaret Halet. "My first concern was a raise and we have a step system now. It used to be that you

could be here 14 years and make the same money as somebody just starting."

Rosemarie Mazzella praised the untiring efforts of her field representative.

"Rich worked hard for us," she said. "Now we have our foot in the door. I'm really grateful for the help from CSEA."



Niagara unit gets 'the best'

NIAGARA FALLS — A new three-year contract for the Niagara Falls Schools General Unit of CSEA Local 872 has earned high praise from both veteran and newer employees.

"I feel better as I near retirement," said Dom Rizzo, a 25-year employee and senior general repairman. "I feel I now have more protection with the wage increase we won. It's the greatest increase since I've been here. I won't have to moonlight as much to make ends meet."

Those wage boosts for the 200-member unit add up to 23 percent over the life of the contract, plus a 4.75 percent hourly increase and a \$600 bonus for seven job titles in the unit. The group includes messengers, porters, storekeepers, purchasing clerks, senior storekeepers, programmers and junior programmers.

The upgrades came about as a result of a joint job classification and wage study commissioned by the union and the school district, according to Unit and Local President Dominic Spacone.

Other benefits include:

- *Fully-paid health insurance
- *Out-of-hospital psychiatric care
- *Prescription drug plan
- *CBP vision care rider with dependent children covered
- *GHI major medical
- *A new holiday
- *Improved sick leave
- *New promotional policy

Bob Anderson, a storekeeper with the district for two years, said the new pact is top-notch.

"How could anyone complain?" he asked. "Everybody gained, and no one lost anything, proving the union did what it promised. The older guys say it's the best contract ever around here."

Spacone chaired the negotiating committee. Other members were Collective Bargaining Specialist Danny Jinks, Russ Bettis, Sarah Forgoine, Florence Lennox, Gerald Pasquantino and Gene Perry.

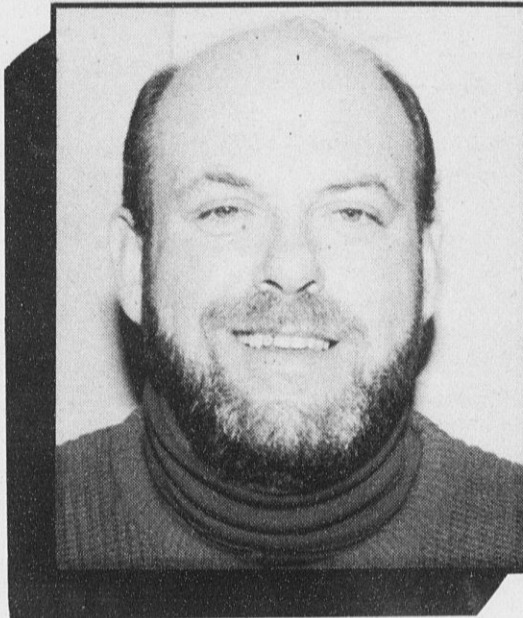


How does understaffing affect YOU?



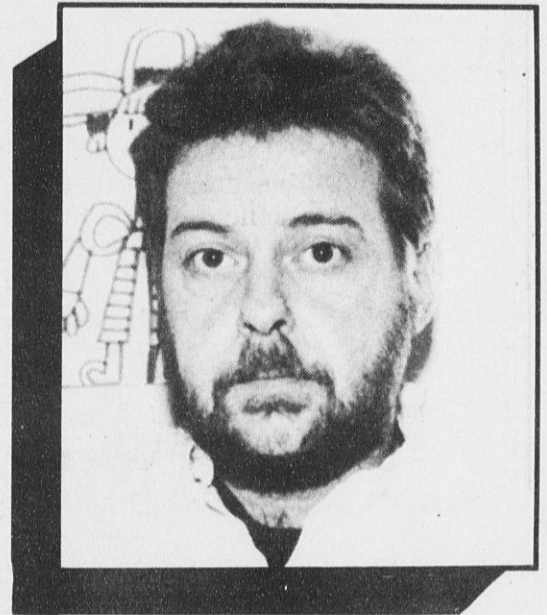
Jacquelyn Adolphus
Manhattan Psychiatric Center
CSEA Local 413
Region II

"A patient told me one time, 'I'm going to get you!' And I really got hurt. I was going into the day room and there wasn't much staff that day. He grabbed me from behind, knocked me to the ground and started kicking me in the head and back. I was out eight months with that injury."



Rick Galbally
Auburn Correctional Facility
CSEA Local 153
Region V

"Anywhere maximum security is of prime concern, understaffing increases tension and strains harmony. It also adds an extra burden to taxpayers for overtime."



Val Robert
O.D. Heck Developmental Center
CSEA Local 445
Region IV

"One of the biggest problems is little time-off available to direct care staff. Our line of work is very demanding and chaotic and to maintain the proper attitude you need to feel appreciated and need occasional days off."



Christine Melvin
West Seneca Developmental Center
CSEA Local 427
Region VI

"Understaffing prevents optimal programming for the 21 clients where I am ward charge. We have four staff, when we should have six."



Catherine Harper
Long Island Developmental Center
CSEA Local 430
Region I

"We are definitely short-staffed and it's causing a lot of problems and injuries. It's extremely difficult when you can't get any time off and are working double shifts."

Amber Aid

Visions of sugarplums all blurry for Amber

By Daniel V. Campbell
CSEA Communicator/Associate

ALBANY — No one stands taller than when he or she sleeps to help a child. The holiday season transforms public employees in the Capital Region into busy elves helping out on numerous holiday projects. Some may be involved with Toys for Tots, others may collect food to restock fast-moving food pantries, others work with day meal projects.

This year, there is one special child who needs a lot of love from everyone. Her name is Amber and she is the two-and-a-half-year-old niece of a CSEA member.

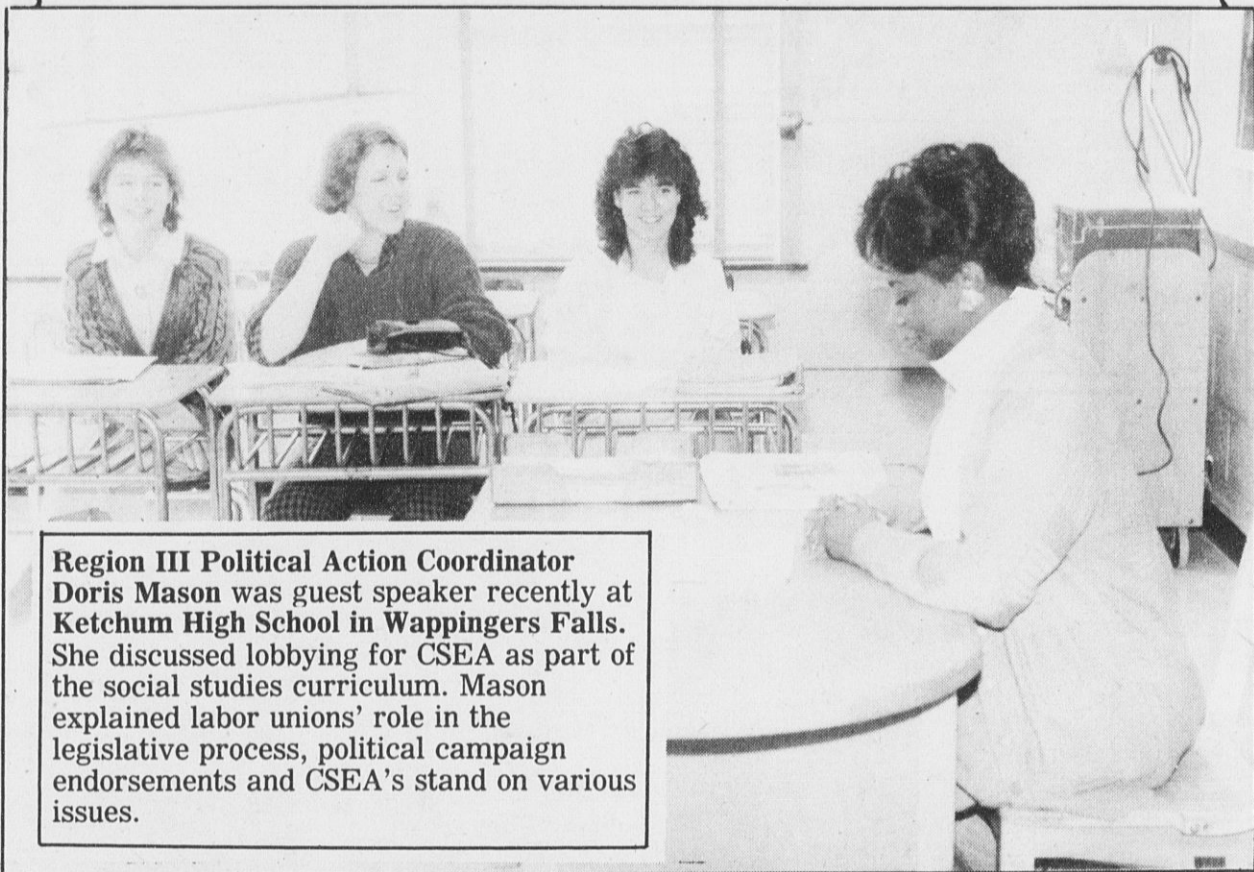
While others will wake on Christmas morning wide-eyed to see what Santa has left under the tree, Amber will only be able to see out of one eye. Her eye, a rare form of cancer, affected her right eye in October. Her Christmas wishes will be bleak indeed.

It would be nice to say "Merry Christmas" to Amber's family, but she is currently hospitalized for a third knee operation. The family has not become publicized.



AMBER faces a bleak Christmas. She has been hospitalized for a third knee operation. The family has not become publicized.

Mason PACs classroom



Region III Political Action Coordinator Doris Mason was guest speaker recently at Ketchum High School in Wappingers Falls. She discussed lobbying for CSEA as part of the social studies curriculum. Mason explained labor unions' role in the legislative process, political campaign endorsements and CSEA's stand on various issues.

At last report about \$1000 had been raised in the CSEA campaign to help Amber — the little girl who lost an eye to a rare form of cancer last fall.

But there are still a lot of bills to pay. If you'd like to help, send your contribution to:

Amber
c/o Netha DeGross
CSEA Div. of Parole Local 669
97 Central Avenue
Albany, New York 12206

This, that

AND THE OTHER THING

Swell sweaters



Kings Park Psychiatric Center CSEA Local 411 recently gave sweaters to their operational unit members.

"We had them embroidered with the CSEA logo," says Local President Tony Bentivegna.

Any KPPC operational unit member who did not receive one should call the union office — 544-0800.

Thanks



CSEA Region VI Field Representative Penny Bush, above right, receives a gift of appreciation from Dunkirk Schools Unit President Jan Harris on behalf of Chautauque County Local 807. Bush was the Local's CSEA representative before transferring to the Buffalo area.



Clinton's pride begins at home

CSEA members at the Clinton County Nursing Home could take pride in the national recognition they received recently. The home was a winner of Proctor & Gamble's Attends Caring Practices Award.

Pictured from left, Jolie Naiman of P & G, County Legislator Sam Trombley, facility administrator Barbara Thompson, and CSEA County Unit President Geraldine Darah.

Figuring-out the finer points of finances



Putting aside thoughts of holiday shopping at the height of the season, more than 30 CSEA Region V Local and Unit officers made good use of a recent Saturday by attending a workshop on union finances.

"We tailored the program to cover such topics as preparing local budgets, conducting audits, establishing scholarship funds, and a wrap-up discussion on fund-raising for social events and political action," explained Region V Education Committee Chairperson Mary Lauzon.

CSEA Statewide Treasurer Mary Sullivan conducted the session.

TRASHED!

Overworked staff crushed by garbage piled in college halls

NEW PALTZ — Welcome to SUNY New Paltz, which made history recently when it agreed to pay a Russian pianist \$80,000 a year to teach one class.

Granted, the very talented Vladimir Feltsman deserves to reap the fruits of his years of struggle to leave Russia and realize his potential. But how would he feel if he knew that the university system does not employ enough people to clean the hallowed halls of this seat of higher learning?

In fact, mountains of garbage adorn nearly every hallway of the dormitories while some of the most artistic, college-level graffiti graces the walls of the bathrooms.

"Reminds you of the New York City subway system," commented Local 610 President Diane Lucchessi on a recent tour of the college campus.

"And the garbage!" she exclaimed. "Everything from rotting food to empty liquor bottles to used condoms and sanitary pads! Our maintenance people are expected to stuff it into bags and they're not even issued gloves to protect themselves!"

Even more aggravating, said Lucchessi, is the fact that some of the students are hired as resident aides who are expected to enforce a degree of discipline to keep the dorms reasonably clean.

"This is not happening," said Lucchessi. "These kids are given free rooms and a portion of their meal allowance in exchange for enforcing rules. Obviously," she emphasized, "the system is not working and it's time to do something about it."

SUNY Purchase CSEA Local 637 President Clara Gerardi said the problems are not unique to the New Paltz campus.

Just two years ago, 32 maintenance workers were cut from the college's Westchester campus budget.

"We managed to get back six of the positions, but I don't know how this place operates. When they're looking to cut the budget, this is where they cut," Gerardi said. "You do what you can do in a day."



HALLS ON THE SUNY NEW PALTZ campus, above, are cluttered with mountains of garbage because the university doesn't have enough people to maintain it.



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