

**Hang on, Austin!
Help is on the way.**

Adopt A P-9 Family Fund

United Support Group

UFCW Local P-9

316 N.E. 4th Avenue

Austin, Minnesota 55912

SEE
PAGE 9

'Burned 'em' in Brookhaven

BROOKHAVEN—The votes are in and so is CSEA, still. Town highway department CSEA members in this Long Island community have voted overwhelmingly to retain CSEA as their union, turning away an independent organization that sought to challenge CSEA in a decertification election. "We burned them!" shouted a happy CSEA Unit President Bill Theis as the results were announced.

Details and photos will be published in the next edition of The Public Sector.

THE PUBLIC SECTOR

Official Publication of The Civil Service Employees Association, Local 1000,
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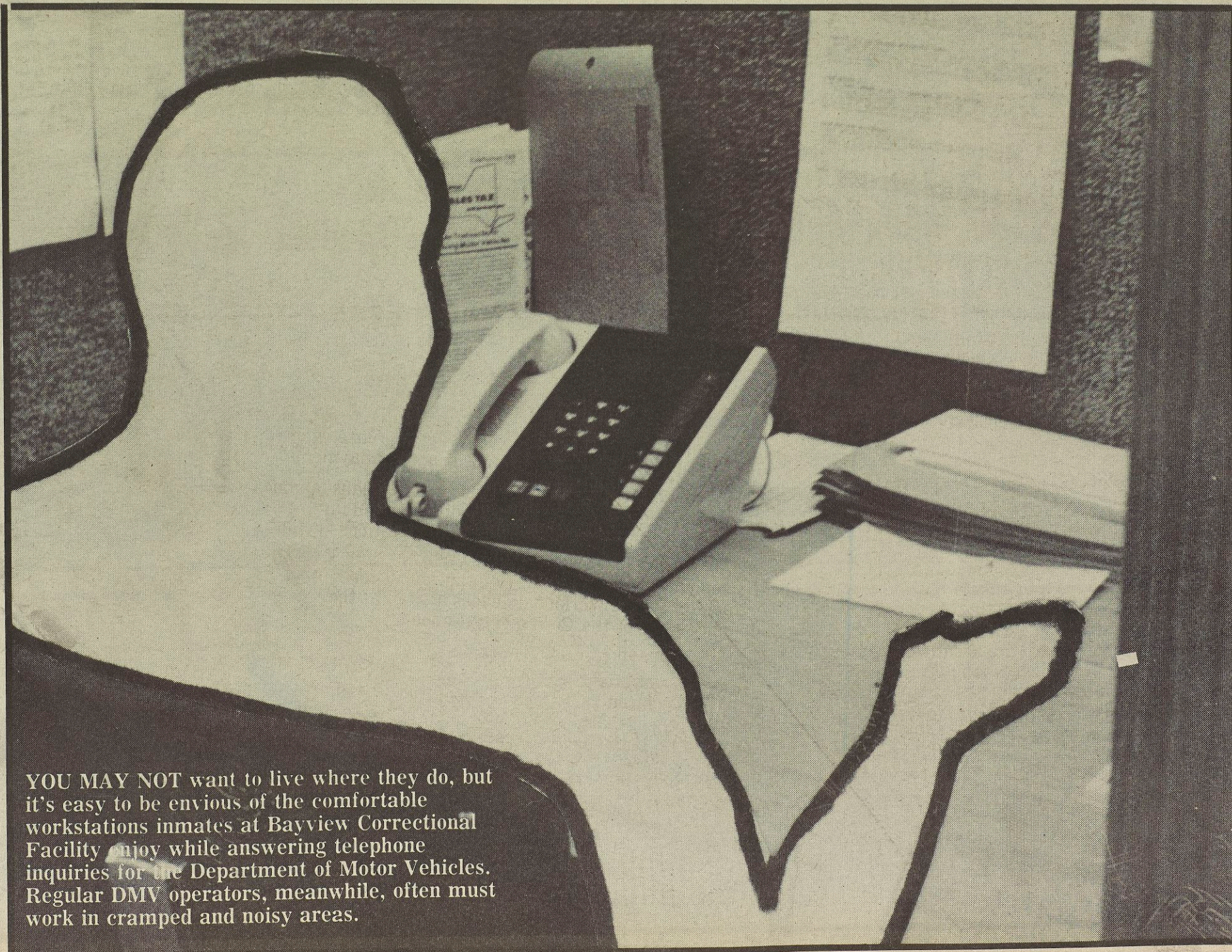
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Monday, May 19, 1986

An Inside Job

Getting conned by DMV

PAGE 3



YOU MAY NOT want to live where they do, but it's easy to be envious of the comfortable workstations inmates at Bayview Correctional Facility enjoy while answering telephone inquiries for the Department of Motor Vehicles. Regular DMV operators, meanwhile, often must work in cramped and noisy areas.

Night hours a big flop

NEW YORK — It's been just one year since the negotiated settlement between CSEA and the New York State Workers' Compensation Board ending a bitter dispute over the imposition of night time hearing hours. Since then, evening shifts have been staffed on a voluntary basis only, but union officials say the whole idea is clearly a flop.

Over CSEA objections, the night hours were rushed into effect last February. Although the Board was unable to demonstrate a need for the schedule change at the time, it claimed the move would help clear up case backlogs.

While CSEA members at the board concede there has been some improvement in the backlog over the past year, they insist it has nothing to do with the night hours which have been all but eliminated.

In Buffalo where the night hearings were only scheduled once a week, they are now only being held once a month. Even at that, Pat Froebel, grievance rep for CSEA Local 003 there, reports they are poorly attended.

In New York City, where the night hours were first scheduled Monday through Thursday, the board is only open Thursday nights with similarly sparse results. Says CSEA Region 2 President George Boncoraglio, who led the CSEA opposition: "Keeping the one night a week is just a way



to save face. Claimants simply did not turn out for night hearings that meant taking the

See related story pp. 6-7

subways to downtown Brooklyn after dark." The Workers' Compensation Board was relocated out of the World Trade Center to a

renovated Abraham and Strauss warehouse in Brooklyn at approximately the same time as the hearing hours were changed last spring. A & S is the facility landlord.

Adds NYC Local 010 President Rose Sutro: "I believe the only reason we still have the night hours on Thursday is because that's the night that the A & S department store across the street is open late."

CSEA saving more jobs at SIDC

STATEN ISLAND — Under a first of its kind plan, CSEA has saved 10 operational services jobs that would have been lost to layoffs at Staten Island Developmental Center next month. The plan calls for the 10 employees to serve as a roving maintenance unit headquartered at SIDC. They will be assigned to carry out special projects at state facilities primarily on Staten Island.

Although the Office of Mental Health has used temporary employees in similar capacity in the past, this is the first time a permanent workforce has been assigned in this way. A permanent SIDC maintenance crew will still be assigned to the grounds.

"This is really good news" says Local 429 President Tyrone

Daniels. "I think with all of the confusion over the layoffs and all the efforts to save jobs out here, the operational people felt overlooked, but this is something just to help their situation."

There is only one more wave of layoffs scheduled for SIDC as the facility moves to shutdown. The master plan for mental retardation services on Staten Island hammered out between CSEA and the state will maintain about 1000 jobs.

That plan is still on target. The only missing piece is the location of a 24-bed secure unit which is still being worked out, even though funding has already been approved. That unit is expected to employ another 75 people.

Public SECTOR

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DMV's response to understaffing

A CON JOB

By Stephen Madarasz
CSEA Communications Associate
NEW YORK — The room is just the way you'd expect to find a modern telecommunications office to be neat comfortable work spaces; brightly lit with state-of-the-art computer and telephone equipment. It appears to be an ideal set-up if your job involves spending most of your day answering telephone questions.

And that's exactly what the workers in this office do, providing information for the New York State Department of Motor Vehicles.

But wait, there's something wrong. The people who work here aren't CSEA members servicing the public. Instead these are prison inmates in a specially designed program at Bayview Correctional facility in Manhattan, doing work that CSEA members would normally handle.

While CSEA does not object to training programs for inmates, the union is furious about the Bayview operation for several reasons.

Most importantly, CSEA wants to know why convicted criminals have better working arrangements than state employees?

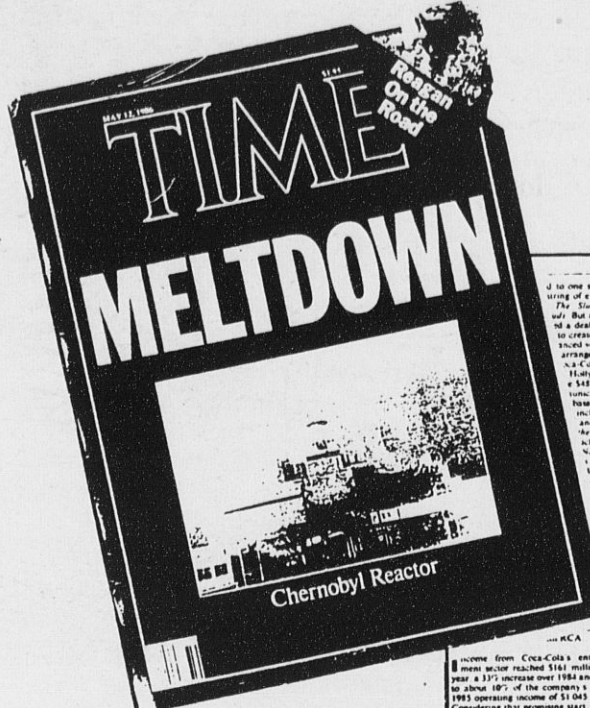
The inmates are at work in a comfortable, well designed, high tech center. DMV employees often work in cramped, dirty, noisy and sometimes makeshift conditions with only the most basic furnishings.

CSEA has had an ongoing battle with DMV over understaffing and workplace problems and statewide President William McGowan contends the department is trying to use the Bayview program to avoid the real issues.

While the state is technically within its rights to employ the inmate labor in this way, CSEA believes it is using a loophole to avoid the civil service system. Adds McGowan: "I guess this means our people have to get arrested to get their own jobs back."

The Bayview program has not pushed any CSEA members out of jobs but it creates a new category of worker doing tasks that are part of the Motor Vehicles Representative job description. DMV claims the use of inmates to answer

I guess this means our people have to get arrested to get their own jobs back.



Economy & Business

Inside Job

Cherry voices from behind bars

Prisoners have long earned their daily bread in the 19th century context as Sing Sing worked as blacksmiths and carpenters. More recently, inmates have been taking on a more refined line of work: answering telephone inquiries for corporate and government employers.

In New York City, the New York State Department of Motor Vehicles has for the past two months been channeling calls to a room in the Bayview Correctional Facility, a medium-security women's prison. The cherry voice that says, "Hello,

New York State's new answering service was patterned in part on a growing number of similar relationships between prison and private companies. Correctional institutions on a total of two states have taken on business prisoners. Since 1981, for example, the West Virginia correctional system has employed inmates at the Arizone Center for Women, a minimum-security prison in Phoenix, to take telephone reservations. Before the program started, West Virginia's regular operators were often overwhelmed by unexpected surges in calls. The prisoner-employees helped ease that problem because they could be summoned to work at a moment's notice.

Taking 30 minutes answer phones for says here from 10 to 40 hours a week, handling about 9% of all calls to West Virginia's toll-free number. They earn \$4.42 an hour, the same starting wage as

the company's regular operators, but the contract had over 30% of the money to be paid to the inmate workers.

May 12, 1986

By Gordon H. Miller

Reported by Christine Giacalone and

Associated Press

prison work in the state. The program has already drawn criticism from labor leaders. Says William McGowan, president of the New York State Civil Service Employees Association: "Rather than hiring appropriate personnel under their own civil service system, the state is employing convicted criminals at slave-labor prices." But state officials say the use of inmates to answer phones frees employees to serve the thousands of people who line up in the agency's offices each day to get driver's licenses and car registrations. Says DMV Commissioner Patricia Adduci: "The challenge in government today is to provide quality service at a minimal cost." The agency intends to hire some of the inmates at standard wages after they leave prison.

"TIME" MAGAZINE covered the situation in its May 12, 1986 issue, including a statement by CSEA President William L. McGowan.

telephones frees up CSEA members to handle license and registration processing without distraction.

A visit to most Motor Vehicle offices proves that's easier said than done. Particularly in New York City, crowds gather even before the doors open in the morning and lines snake their way through the building all day long. Harried Motor Vehicles Reps do their best to keep up with the overflow traffic, but it's an unwinnable battle. For their efforts, the DMV employees usually receive the brunt of the public's anger and frustration with the system.

In some locations it's clear the DMV buildings are inadequate to handle the number of people needing services each day. In other circumstances there is just not enough staff to serve them all.

In recent months, CSEA has been critical of DMV's excessive use of part-time employees. In some places part-time staff numbered nearly half the workforce. Often full time employees are required to train the part-timers which limits their own ability to serve the public. To fill one shift involves training twice as many part-timers as full-timers.

At the same time CSEA argued that even if the state was saving money and

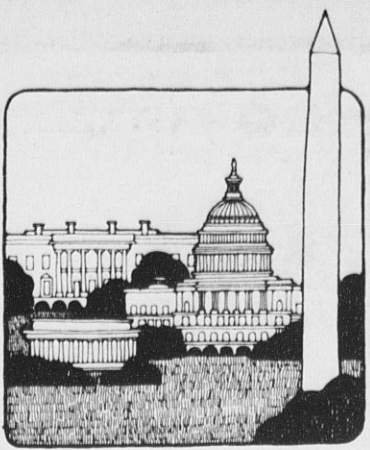
benefit costs by using part-timers, they do not receive as much productivity as they do from full-time employees.

That message did not go unheard, because with the completion of a Motor Vehicles civil service test a few weeks ago, DMV has made some progress in filling full-time positions. CSEA is however waiting for more follow-through.

"Everyone loves to hate Motor Vehicles employees" says CSEA Region 2 President George Boncoraglio. "But how can you expect them to get the job done when they're not given the tools to do it right. Sure the inmates can do the work, but our people could do a lot more if they had decent working arrangements too."

Meanwhile, there's another concern about the Bayview program. DMV has stated that it plans to hire some of the inmates after they get out of prison. CSEA intends to make certain such hirings follow the civil service requirements of the letter including all appropriate testing.

CSEA also plans to closely monitor the Bayview situation to make sure it creates no adverse effect on CSEA members and to continue to push its agenda for real improvements in working conditions for DMV employees.



CSEA-AFSCME's Watch on Washington

The CSEA-AFSCME connection keeps a watchful eye on events in the nation's capital, particularly as they affect New Yorkers, in this periodic column. Emphasis will be placed on New York lawmakers and on congressional activities that impact upon New York residents, taxpayers and public employees.

New Yorkers lining up behind revenue sharing

WASHINGTON — As far as public employees are concerned, one of the most important areas of the federal budget is the General Revenue Sharing program. With few strings attached, local governments use this money to provide services from fire and police coverage, social services, and health care to just about everything else that is its' responsibility.

But right now the program is in serious jeopardy. With the prevailing budget-cutting atmosphere in Washington, efforts to continue the program face an uphill fight.

A proposal to extend the program at its current funding level for the next three

years survived a critical vote in the House Government Operations Committee in mid-April. The bipartisan measure sponsored by Representatives Ted Weiss (D-Manhattan) and Frank Horton (R-Rochester) succeeded against four attempts to scale the program back. Key support came from Congressmen Ed Townes (D-Brooklyn) and Major Owens (D-Brooklyn).

However, while the overall House version of the budget includes full funding for the program, that commitment is tied to tax increases or additional budget cuts, which makes the fate of the program questionable.

Things are even shakier on the Senate

side where the budget resolution slashed the program to less than half its current size. Senator Daniel Patrick Moynihan (D-N.Y.) led an effort on the Senate floor to restore full funding for the next year and was joined in the vote by Senator Alfonse D'Amato (R-N.Y.) but the amendment was defeated 54-41.

The different budget proposals passed by each house must now be combined by House-Senate negotiations.

Last year, New York localities received almost \$450 million from General Revenue Sharing. Without this funding from Washington, local governments will have to look to Albany or cut services to make up the shortfall.



Update

Qs & As

Q: Are you inappropriately calling the preadmission review lines?

A: During the month of April 1986, a total of 16,260 calls were received by the Blue Cross Benefits Management staff — 10,196 of these calls were identified as inappropriate or invalid calls relating to emergency room and/or outpatient department visits and questions on claims matters or other Empire Plan benefits in general.

When calls are made to the Blue Cross Benefits Management Program through the numbers listed on the back of the Empire Plan identification card for other than its appropriate purpose (i.e., elective, non-emergency, non-maternity inpatient hospital admissions), the lines become overburdened and make it difficult, if not impossible, for those individuals in need of preadmission or concurrent review to get through.

Q: Are you eligible for a reduction in your major medical coinsurance maximum expense?

A: If you are the head of household and sole wage earner in your family and have paid \$400 or more coinsurance (i.e., the difference which you must pay between the reasonable and customary charge and the covered percentage), you may be eligible for the "Reduced Maximum Out-of-Pocket Coinsurance Expense" benefit. The \$625 coinsurance maximum expense is reduced to \$400 for employees earning \$15,000 or less in base salary on April 1, 1986 (\$15,900 or less on April 1, 1987) upon you, the employee, making application to the Department of Civil Service for such reduction.

For further information or application, you may write or call:

Division of Employee Benefits
NYS Department of Civil Service
W. Averell Harriman State Office Building Campus
Albany, New York 12239
Attention: ROE
Toll Free: 1-800-833-4344 Local: (518) 457-5784

Q: Is Metropolitan still recruiting providers for participation in the Empire Plan?

A: Yes. Metropolitan has established a Professional Relations Unit whose representatives are responsible for ongoing provider recruitment as well as working with the providers to resolve provider problems and/or complaints.

As of 3/31/86, over 25,000 doctors, physical therapists, chiropractors, speech therapists, podiatrists, visiting nurse services (6,000+ nurses), laboratories and other providers are participating in the Empire Plan. Additionally, over 1,300 out-of-state providers have been recruited thus far with special recruitment campaign scheduled for Vermont and Pennsylvania in the forthcoming months.

Q: When can I obtain an updated Empire Plan directory of providers?

A: New directories will be printed during the summer months and distributed to you. The new updated directories will be consolidated by geographic region and county to make it easier for you to locate a participating provider.

Q: Where can I get a list of telephone numbers to call for questions on the Empire Plan?

A: (See Below.)

Empire Plan Clip-and-Save Phone Numbers

Questions About:

Phone Number:

Pre-admission Review	In Albany Area	465-6387
	In New York State	1-800-992-1213
	Outside of New York State (except Alaska)	1-800-628-6677
Coverage, Cards, Certificates	Check with your Agency Health Insurance Administrator (Personnel or Business Office)	
Whether your Physician is a Participating Provider	In New York State	1-800-537-0010
	Outside of New York State	(516) 348-5674 or (516) 348-5678
Claim Problems	Blue Cross (Hospital)	
	In New York State	1-800-342-9815
	Outside of New York State (except Alaska)	1-800-428-4292
Metropolitan (Medical/Major Medical)	In New York State	1-800-942-4640
	Outside of New York State	1-800-431-4312
	Health Care Help Line (8:00 a.m. to 5:00 p.m.)	In New York State
Second Opinion	Outside of New York State	1-800-722-7789
	New York City/Long Island	1-800-832-4650
	Other Areas of New York State	1-800-342-3726

MAY 12 DESIGNATED 'PUBLIC EMPLOYEES DAY'

Getting a little recognition



RECEIVING RECOGNITION—At recent press conference, members of the Public Employees Recognition Coalition receive copies of the Legislative resolutions and the Governor's Proclamation designating May 12 as "Public Employees Day." Pictured, from left, are: Joseph Sano, Executive Director of PEF; Barbara Zaron, president of Organization of New York State Management/Confidential Employees, and C. Alan Mead, CSEA Region 4 president.

Public employees, often the victims of unfair barbs, finally got some respect last week as Gov. Mario Cuomo proclaimed May 12 as "Public Employees Day."

The work done by the state's thousand of public employees "often goes unrecognized," the governor admitted, despite the fact that those "efforts and services are critical to every function the state performs on behalf of its citizens and indeed touch every life in our state."

The formal designation of May 12 as "Public Employees Day" is the successful result of a four-month campaign by a dozen employee groups, including CSEA. In a letter to Gov. Cuomo, CSEA President William L. McGowan had urged a signing of the proclamation, noting that "generally speaking, the people of New York take the services that public employees perform in this state for granted."

The campaign was spearheaded by the Organization of New York State Management/Confidential Employees, and both the Senate and Assembly passed resolutions urging the governor to issue the proclamation.

May 12 was chosen because it was the date on which Gov. Grover Cleveland signed the state's first civil service law in 1883.

The public employee groups behind the campaign at a recent press conference announced the formation of a Public Employees Recognition Coalition to promote the day by organizing events in the future leading up to the May 12 ceremonies.

'Rats to riches'

DOT opens new building

KATONAH — Imagine trying to repair a truck outdoors in zero degree weather? Imagine walking into a building surrounded by a sea of ankle deep mud? Imagine finding rats living in your worksite? Imagine having one toilet in a poorly heated room and no hot water for washing?

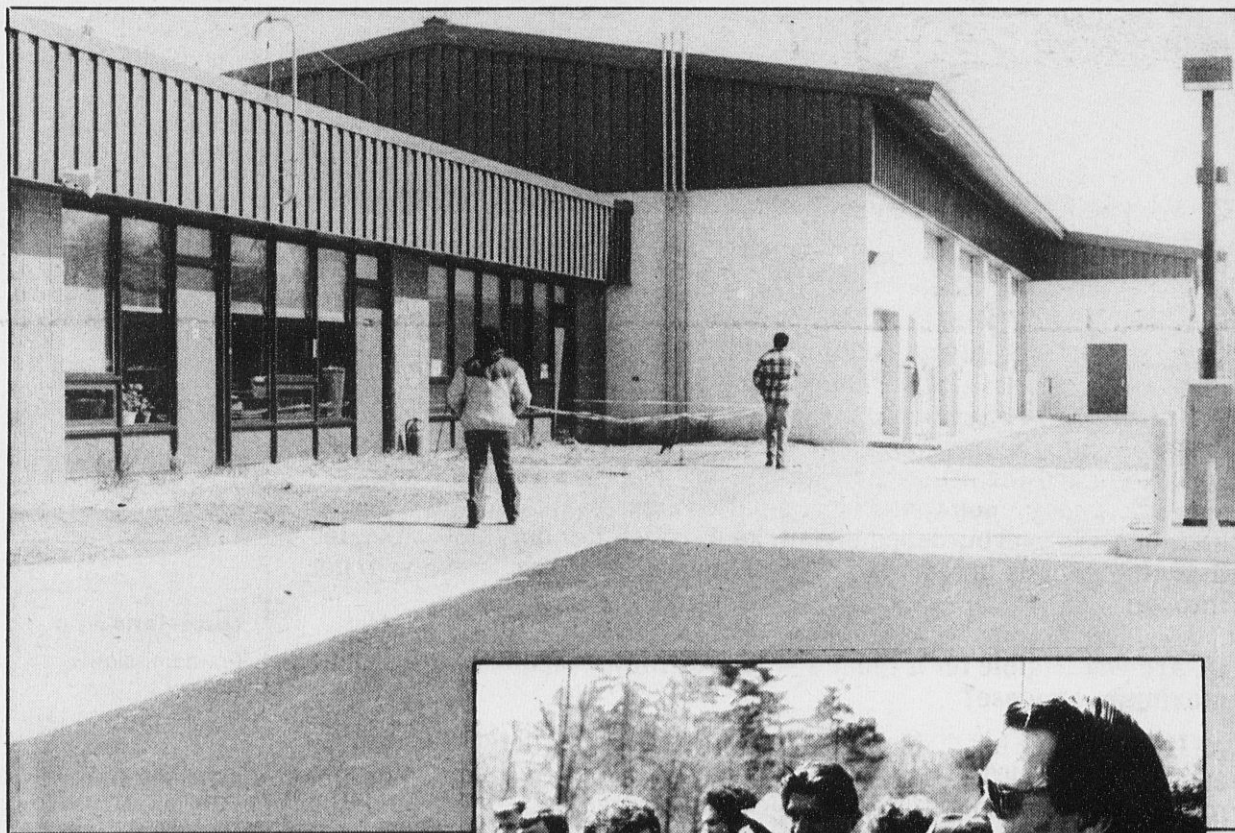
These were the conditions that CSEA members lived with for years as described in a February 1977 article about the Department of Transportation residency building in Katonah.

But, all that has changed since the recent opening of a new maintenance building in this Westchester County community.

"We've gone from 'rats to riches'" said Local 507 President Jack Cassidy following the opening ceremony.

DOT Region 8 Director Al Dickson says the \$3 million Northern Westchester residency building is "first class".

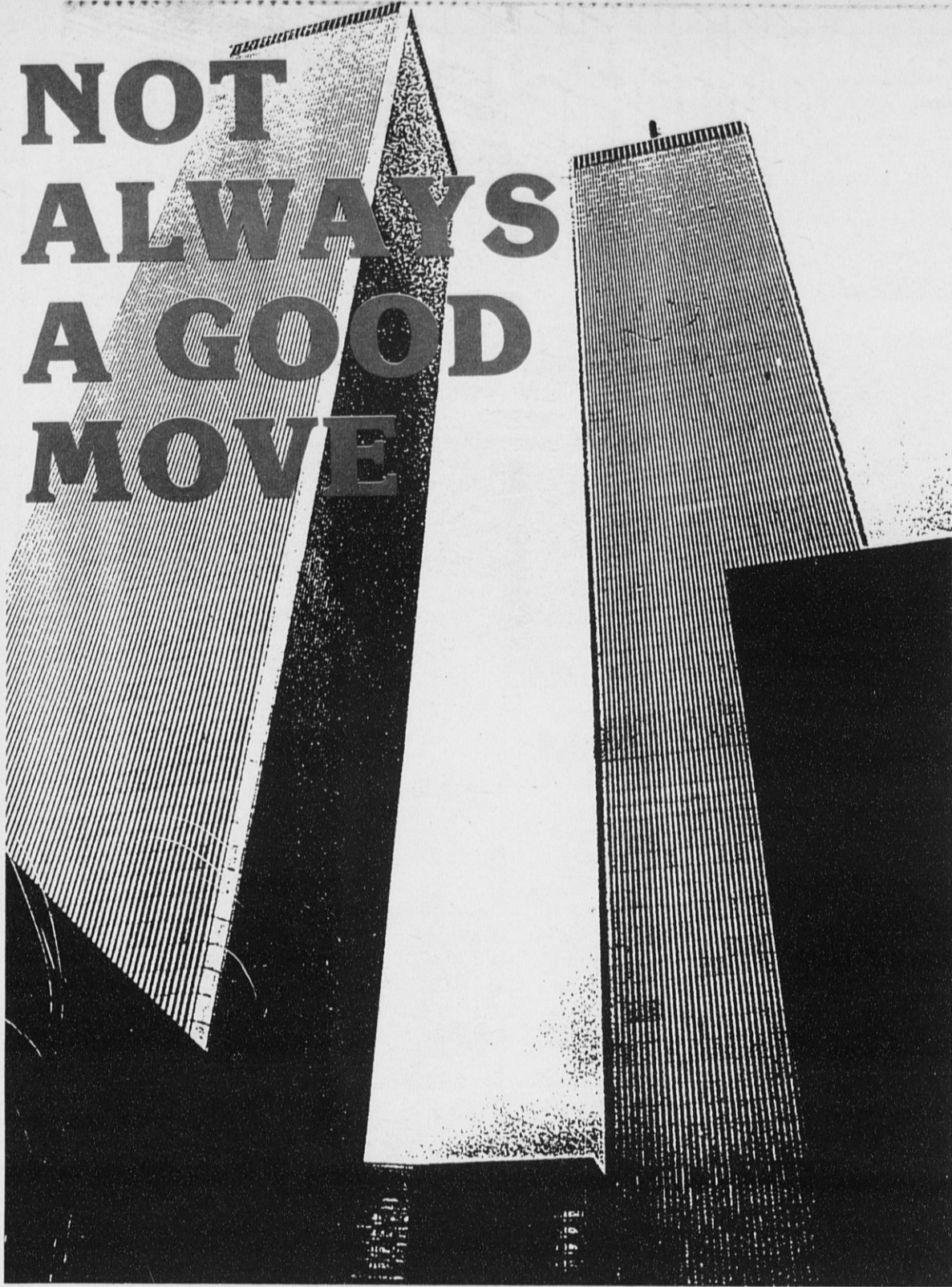
"This is one of the last to be rebuilt," he remarked.



THAT'S BETTER — Local 507 Vice President George Ballard and other CSEA members applaud a speech by DOT Region 8 Director Al Dickson during opening ceremonies for the new \$3 million DOT building, above.



NOT ALWAYS A GOOD MOVE



ONCE OFFICE SPACE WENT FOR A SONG in the World Trade Center... now the cost is so high the state is moving thousands of people out.

They've come about the massive relocation of state agencies out of the World Trade Center and into other locations in New York City's five boroughs. About 3,000 state employees in dozens of offices are still at work in the Trade Center while about an equal number are already working out of the new locations.

When the Port Authority first opened the Trade Center in the early 1970s, they couldn't give away office space in the giant complex. To encourage occupancy, then-Governor Nelson Rockefeller moved state offices in at bargain basement leasing rates.

Over the years, however, space in the World Trade Center has soared to a premium—so much so that decisions were made to move the state workforce out and at the same time aid the revitalization of the downtown areas in the outer boroughs.

As might be expected from such a mammoth undertaking, the relocation has not gone off without some inconveniences to the public and the employees.

Through all of the upheaval though, CSEA members continue to do their jobs and make the best of their circumstances...it's not always easy.

This is the story of two major agencies and their relocations from the World Trade Center to facilities in Brooklyn.

By Stephen Madarasz
CSEA Communications Associate

WORKERS' COMP

THE WORKERS' COMPENSATION BOARD MOVED INTO A RENOVATED ABRAHAM AND STRAUSS WAREHOUSE IN DOWNTOWN BROOKLYN LAST SPRING, BUT MEMBERS THERE REPORT THEY STILL FEEL UNSETTLED AND PROBLEMS WITH THE BUILDING KEEP SURFACING WITHOUT BEING CORRECTED.

Although check cashing arrangements have yet to be established for employees at Workers' Comp, other problems have their immediate attention and concern.

At present the facility's ventilation system is shut down because concentrations of fiberglass particles have been found in air throughout the building.

A labor management list also identifies over 60 specific situations needing correction. Among them: "rodent infestation

(Continued Next Page)



WORKERS' COMP BUILDING is a converted warehouse that, among other problems, is infested by rodents. CSEA's

Local 010 president calls the place "a dump..."

THE DEPARTMENT OF LABOR (DOL) MOVED INTO NEW QUARTERS AT FULTON LANDING IN BROOKLYN, BETWEEN THE BROOKLYN AND MANHATTAN BRIDGES, JUST LAST MONTH. UNPACKING AND THE ESTABLISHMENT OF A ROUTINE ARE STILL UNDERWAY.

Spring may be here, but for Senior File Clerk Jimmy Douglas, the move to Fulton Landing has meant a blizzard...of paperwork. Douglas has the overwhelming responsibility of keeping track of over 21,000 active case documents and 75,000 files. Another 75,000 files are being marked for a trip to the department archives.

Although a moving company is doing the actual transporting, Douglas notes that he has to oversee where they put things so they don't get misplaced. "It's slow, but we're making progress—you just have to keep things in priority."

Even so, Douglas says a backlog on requests for materials is starting to develop and he adds, "I haven't had too many complaints, yet, but it's coming..."

"There are still minor problems that have to be worked out, but overall it's alright," says typist Ella Duboise of the DOL relocation. Doboise and other employees cite inconsistent shuttle bus service, lack of check cashing facilities, and slow elevators among their main concerns.

Because of the out-of-the-way location of Fulton Landing, free shuttle bus service was established for employees and the public from downtown Brooklyn. Part of the schedule inconsistency is due to excessive traffic on the routes.

For many employees the new location also complicates their commute. Even though for some the subway ride is only another three or four stops from the Trade Center, having to catch the bus the rest of the way to Fulton Landing can require an additional half-hour to forty-

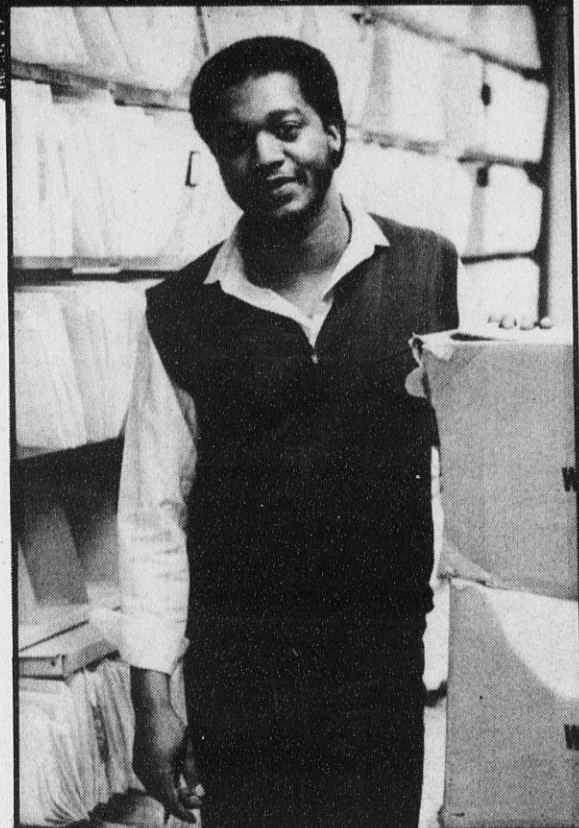


DOL'S FULTON LANDING LOCATION is so far out-of-the-way the state had to institute free shuttle bus service for employees and the public. Slow elevators once they get there create more aggravation.

five minutes of travel each way. For others, the subway trip to Brooklyn means \$2 more per day in traveling expenses.

Check cashing difficulties have yet to be solved. Many employees admit they are still traveling back to the Trade Center on payday where banks provide the service free of charge through special arrangements with the state. The joint CSEA-NYS Committee on Work Environment and Productivity (CWEP) is currently studying the situation and hopes to address the problem for all state facilities in New York City.

Meanwhile, DOL workers continue to compromise in as many ways as necessary to adapt to their new location in the shadows of the Brooklyn and Manhattan bridges.



SENIOR FILE CLERK JIMMY DOUGLAS—"It's slow, but we're making progress..."

(Continued From Page 6)

throughout the building;" elevators that do not work; inadequate overall housekeeping maintenance, including plugged toilets,



ELLA DUBOISE—"...still minor problems..."

inadequate lighting and dirty floors.

CSEA Local 010 President Rose Sutro, herself an employee at the Board, puts it bluntly: "This place is a dump...it was a warehouse and it can't be anything else!"

Local Safety Committee Chairman Martin Grabher notes, "We don't object to being here...but make it safe! Make it healthy for the people who have to come in to work every day!"

Felicita Medina, a typist at the Board, commutes to work from the Bronx every day. She says the trip to downtown Brooklyn takes her an extra 20 minutes each way, making her commute more than an hour and one-half one way.

Medina has applied for a job swap under a program established by the state to match employees disrupted by the relocations with jobs closer to home. But Medina has only been told that she is on a waiting list, and CSEA officials say they are furious because a recent review of the job swap program found that with over 200 applications for changes, only two have been accommodated so far.



FELICITA MEDINA—now commutes more than three hours round trip.

Let me show you who's boss

When the new City of Newburgh sanitation commissioner decided that he was going to prove who was boss recently, he got quite a jolt.

According to Unit President Sallie Bauer, the new boss said he wanted to bring a 22-year employee up on charges after he was involved

LOOPS . . .

in a "fender-bender" accident with his sanitation truck.

"I begged and pleaded with him not to bring this poor man up on charges," said Bauer. "I finally got him to agree to put a letter of

reprimand in his file and leave it at that."

Bauer said that about 10 minutes later, she was at her police dispatcher's job when she received a call requesting a policeman due to a personal injury vehicle accident.

The victim? The new sanitation boss. The accident? He backed into a sanitation truck.

This, that

AND THE OTHER THING



A salute

Alphonse J. Briere, above right, a retired state employee who was very active in CSEA, proudly shows CSEA Capital Region Director John D. Corcoran Jr. the Bronze Star medal which he recently received at the First Convention of the Department of New York American Ex-Prisoners of War. As an army corporal during World War II, Briere earned the medal for "meritorious achievement in ground combat" in the European-African-Middle Eastern theater of operations.



Co-op kudo

Region 1 President Danny Donohue, second from left above, presents the CSEA Food Co-Op Committee at Kings Park Psychiatric Center Local 411 with a certificate of appreciation, "for organizing and operating the first CSEA food co-op on Long Island." Standing from left are: Tony Bentivegna, Local 411 president; Donohue; Mary Osgood, committee chairperson; June Medlock, Joe Sheridan, Eric LaRuffa, Joan Seegers, June Dowling and Tana Lowe.

Retiring smile

Jannette Monterville, retiring president of Seneca County Local 850, accepts an award of appreciation from Central Region 5 Field Representative Mike White at a recent retirement dinner in her honor. In addition to serving several terms as local president, Monterville has also been associated with a number of regional committees. She leaves public service after 10-and-a-half years with the Seneca County Department of Social Services.

Gimme a hug

The Region 4 Women's Committee has presented a check for \$215 to Service To Families In Violence. The Committee raised the funds during a Hug-A-Thon.

The Hug-A-Thon's main purpose is to raise consciousness in the community about domestic violence and raise funds for the shelter program.

Ellen Diange, chairwoman of the Region 4 Committee, was the highest fund raiser with a total of \$103 of the \$215 contribution. Judy Remington, Region 4 secretary, was second with \$43.00 worth of hugs.

Honorable mention

Tom Zaleski, one of the first CSEA members in the Westhampton Beach area, was honored recently at his retirement luncheon.

In commemoration of his 19 years of custodial service at BOCES I, Zaleski was awarded with a certificate of appreciation from CSEA BOCES I Unit President Thelma Shaw and CSEA Field Representative Ron King. Suffolk Educational Local 870 awarded Zaleski with a plaque, as did the district.

They need your help in Austin

HELP THE STRIKERS!

ALBANY- A recent statement by CSEA President William L. McGowan that "I'm for the strikers" has buoyed members of embattled Local P-9 in a bitter nine month strike against the Hormel meatpacking plant in Austin, Minnesota.

Strikers Peter Winkels and Rodney Hutchinson recently visited McGowan to thank him for the support expressed in an April 7 message that appeared in The Public Sector.

McGowan told CSEA members "I, for one, will not allow Hormel products into my home. I ask that each of you examine your own conscience and, if you feel as I do, keep Hormel off the kitchen shelf and out of your refrigerator.

Winkels gave McGowan a brief look at how Hormel operates. He described how the union granted the company concessions "16 times in 23 years" to help it compete against foreign imports and added "in 1978 we were so naive we even took money out of our own paychecks to help finance the new plant." In return, workers were told that wages paid in the new plant would never be less than wages paid in the old plant but "Hormel kept that bargain for only 18 months" even though the Austin plan proved to be the company's most productive.

Even workers' safety took a back seat to profits. Winkels noted that employees at the new facility "look like the walking wounded." Adds Hutchinson:

"When I started we were killing 725 hogs an hour. Now it's up to 850 an hour. And when I'm working downstairs you have to stand in a little square for up to three hours and you even have to raise your hand to go to the damned bathroom."

The strike itself started last Aug. 17 when the company decided to reduce wages again. But it also had its roots in a long series of injustices.



CSEA PRESIDENT WILLIAM L. MCGOWAN, center, is flanked by Local P9 strikers Rodney Hutchinson, left, and Peter Winkels. Both stopped in to personally thank McGowan for his April 7 column in The Public Sector supporting the Austin, Minn. strikers.

Ironically, Local P-9's parent union—the United Food and Commercial Workers Union—has also turned its back on them, cut off \$40 weekly strike benefits, and tried to force a settlement.

The parent union opposes the local's methods. Nevertheless, the strikers are holding firm and are now reaching out to their brothers and sisters in the house of labor through the Adopt a Family program.

Warns Winkels "If you don't pay attention to history, you're doomed to repeat it." And in giving the strikers his wholehearted support, McGowan wants the Local P-9 saga to be one story union members never forget.

Adopt a P-9 Family Fund

In the true spirit of unionism, CSEA members are being urged to contribute generously to help needy families of striking Local P-9 members in Austin, Minn.

CSEA President William L. McGowan is urging CSEA locals and units to establish ADOPT A P-9 FAMILY FUNDS to which their membership can contribute to directly aid the needy families of striking Local P-9 members.

EVERY PENNY OF MONEY CONTRIBUTED TO AN "ADOPT A P-9 FAMILY FUND" GOES DIRECTLY TO P-9 FAMILIES! All funds received are distributed strictly on the basis of need by a rank-and-file Local P-9 committee.

For months, many P-9 families had no income other than \$40 per week in strike benefits. Now they don't have even that—the International has cut off strike benefits to the local membership. Consequently, many face eviction from their homes or apartments, shutoff of utilities, repossessions of their personal property, and empty dinner plates.

CSEA locals and units forming Adopt A P-9 Family Funds should forward contributions in the name of the CSEA local or unit to:

Adopt A P-9 Family Fund
United Support Group
UFCW Local P-9
316 N.E. 4th Avenue
Austin, Minnesota 55912

Albany parking — getting worse

ALBANY—CSEA is reviewing the decision of the Albany City Common Council to establish a residential permit parking program that would effectively ban workers at the Empire State Plaza from parking their cars in the downtown neighborhood areas. And a law suit against the city is in the realm of possible counter actions, union officials indicate.

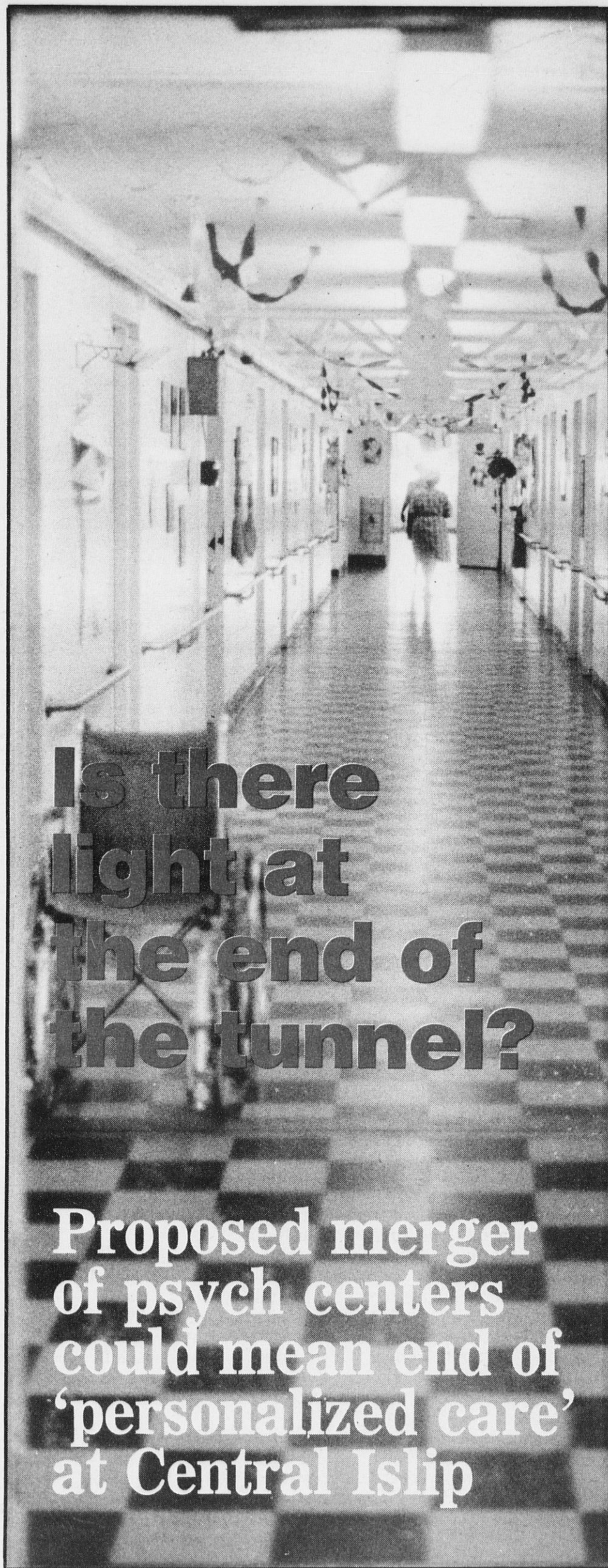
Ellen Fontanelli, a member of the CSEA Parking Committee organized to address the situation, blasted the council's hurried passage of the program and says

the committee is considering a suit against the city on the basis that the new law is discriminatory. She also noted that the state and public employee unions are attempting to develop alternative parking plans for the approximately 2,500 workers who indicated in a recent survey that they park on downtown streets.

"If the city council had given the state and the unions enough time to digest the contents of the survey, there might have been a chance to solve the problem without implementation of this program," said Fontanelli.

The council passed the resolution in a 12-2 vote. The new plan goes into effect July 5 and will run for one year before the council must review the impact of the program under the laws sunset provisions.

Under the program, residents in neighborhoods surrounding the Empire State Plaza offices will be able to purchase a parking permit for \$17.50 per year. Each permit holder will also be issued two visitor passes. Others parking in the area must move their vehicles after 90 minutes or face a fine.



Is there
light at
the end of
the tunnel?

Proposed merger
of psych centers
could mean end of
'personalized care'
at Central Islip

TAKING A PERSONAL INTEREST — Staff get involved with patients under the personalized care model at Central Islip P.C. where mental health therapy aides are assigned to "family groups." Staff and patients mingle at gathering at right and at meal time, below. Picture at left shows a bright, decorated hall in the PCM ward.



ACTIVE PARTICIPATION — One of the key features of the personalized care model is the active role patients take in their own treatment and that of their peers. Above, one patient, Marie, helps another, Matilda, who suffered a stroke and is making large gains in recovering since being transferred from the medical building to the PCM ward.

EDITOR'S NOTE: This story is about a very successful program called the Personalized Care Model, a program at Central Islip Psychiatric Center that tremendously humanizes treatment of patients. But the future of PCM is in jeopardy. A proposed administrative merger of CIPC with Pilgrim Psychiatric Center would undermine the program, and employees and managers alike fear the elderly patients would be lost in the shuffle. Assemblyman Paul Harenburg (D-Suffolk) has said that in any such merger, the "state would be welching on the deal" to make CIPC the "model PCM program." CSEA agrees and will continue to fight the proposal.

W

By Sheryl Carlin
CSEA Communications Associate

alking through the wards

in a psychiatric center gives many people a feeling often referred to as "the willies."

The Personalized Care Model (PCM) program has taken the willies out of the Central Islip Psychiatric Center.

The wards are bright and cheery, personal and "humanized." Each patient's bed is covered by a bedspread they chose, and their other personal items are close at hand, making each room unique. Many of the patients have even chosen the color of paint on their walls.

There are dormitory areas and private rooms, the latter of which are allotted based on seniority and need.

The basis of the program, and the reason for its success, is the modified role of the patients, from passive recipients of services to active participants in the planning of their treatment and the goals they wish to achieve.

PCM began as a program at CIPC five years ago. According to Elizabeth Hogan, RN, PCM implementor for the entire facility and unit chief in building 25, the program was mandated by the state and was originally conceptualized by Clara K. Nicholson, the OMH director of geriatric planning.

According to the staff, the transition was not easy at first — for themselves or the patients. After 60 hours of PCM training, each staff member received their certificates from the Institution of Gerontology, Utica College at Syracuse University. With certificates in hand, they were ready to begin implementing the program.

Each mental health therapy aide was assigned a "family group" and was told they were supposed to get involved with them. Gone was the age-old attitude that staff shouldn't become too involved with, or too attached to, the patients.

PCM's main objective is to elevate each patient to his or her highest level of functioning. In order to achieve this, staff had to

learn how to motivate the patients to do more for themselves. The patients would no longer sit back and be waited on. Instead they would be taught, or retaught, the skills they needed to become autonomous. PCM would ready these people for the "outside." PCM was reality.

On the PCM wards, patients are responsible for keeping their rooms neat and clean, for washing their own clothing and for their own personal hygiene.

"It used to be the first one up was the best dressed. 'It's not like that now. There are no bag ladies on the PCM wards, either,'" said Hogan, explaining that because each patient has her own clothing and other belongings, there is no need to "hoard."

They are responsible for their own things. Of course, that caused for problems in the beginning. You know, 'she's wearing my dress,' and so on, but now they've learned to borrow and return, just like on the outside," said Hogan.

When the program first began, many of the patients wanted to know why they suddenly had to wash their own clothes, or eat with utensils instead of their hands, or make their own beds.

As the months progressed, they knew why. It would result in a sense of pride, a gaining of dignity and self-respect. It would bring new steps closer to the ultimate goal: the world outside of the psychiatric center.

According to Pat Bocca, CSEA shop steward in building 25, there have been marked improvements in the attendance rates and attitudes of the staff members. MHTA Gloria DeLouse said, "I feel great coming to work in the morning and that helps prevent burnout."

In PCM, the MHTA becomes the true advocate for the patient. At least once a week MHTAs lead the discussion with their patient's treatment team, which consists of all those doctors and nurses who are involved with each particular patient.

Currently, all the geriatric wards in CIPC are at some level of PCM. This includes approximately 800 patients.

In addition to becoming more aware of their rights, which are written large and bold in the lobby of building 25, the patients have their own advisory committees. According to the head of that committee, "We vote on all decisions. Each group has a representative on the committee and the staff members only attend when they're invited."

The patients from the PCM ward are slowly assimilating into the outside society. They go out to lunch, go shopping and go home to visit their family and friends. "We teach the patients how to behave in a way that is socially acceptable. We want them to be able to go back to the outside," explained Hogan.

DeLouse related that she often accompanies her "family group members" on home visits. "Sometimes we'll even stay overnight with the patient if that makes the transition easier."

When asked if she gets overtime pay for those hours, DeLouse replied, "it's part of our commitment to these people. It becomes a part of our job."

RETIREMENT INFORMATION UPDATE

Individual bills are introduced to correct improper assignments

Among the bills being considered by members of the state Legislature this year are some of special and particular interest to several CSEA members. That's because those bills, filed on their behalf by CSEA, will have a direct financial impact on their individual retirement pensions if the bills are passed.

At the present time, according to CSEA Attorney Elizabeth K. Clyne of CSEA's law firm of Roemer and Featherstonhaugh, about 30 bills have been introduced in the state Senate and Assembly on behalf of individual CSEA members who, through no fault of their own, were placed in improper tiers of the State Employees' Retirement System.

For the past several years, CSEA proposed legislation that would have corrected such problems for any and all who were inadvertently placed in the wrong retirement tier, but the general reopener legislation always failed to be signed into law.

This year, CSEA took an entirely different tack, electing instead to file individual bills for each case where it has been established that the person was placed in the improper tier through no fault of their own. The individual's senator and assemblyman were contacted, provided all necessary details of the individual case, and asked to introduce the legislation. Fiscal information on each case is being awaited from the State Retirement System to determine the fiscal implications.

Generally speaking, the individuals were inadvertently placed in tiers other than the one in which they should have

been placed, and the error results in lower retirement benefits unless corrected through legislation.

The cases were developed as the result of individuals contacting the union's law

firm about their problems over the past few years, or in response to an article in *The Public Sector* in late 1985 detailing how the situation might affect a small number of CSEA members.

Tier II lawsuit nears a decision

Nearly five months after *The Public Sector* ran an article in the Dec. 30, 1985 edition asking CSEA members who joined the State Employees' Retirement System during the last half of 1976 to contact the union's law firm, letters and phone calls continue to flood the attorneys.

Originally the lawyers at CSEA's law firm of Roemer and Featherstonhaugh simply wanted to get an idea of how many people joined the system between July 1 and Dec. 31, 1976, and to select a couple of them as plaintiffs in a lawsuit being considered in an effort to place everyone who joined during that time frame in Tier II of the system rather than Tier III or Tier IV.

Two CSEA members were selected to join CSEA as plaintiffs; Bernard E. Nogas of Oneida County Local 833 and William C. Waterhouse of SUNY Oneonta Local 635. The lawsuit itself was started last Feb. 13. CSEA has moved for summary judgment and a decision is expected in a month or two.

AND DON'T WORRY—members potentially affected DON'T have to "register" or otherwise be listed. The lawsuit is for a declaratory judgment that all such persons entering the Retirement System in that time period be placed in Tier II, and if the suit is eventually successful, it will benefit all people who joined during the last half of 1976.

One more reminder—members with individual retirement problems not involved with this lawsuit can, gain assistance with their problem from either the Retirement or Research Departments of CSEA statewide headquarters in Albany, (518) 434-0191.



Board of Directors

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

By Irene Carr
CSEA Statewide Secretary

ALBANY—CSEA's statewide Board of Directors met here on April 10. In official actions, the Board:

*Went on record in support of the United Farm Workers boycott against California grapes until "farm workers can have free

and fair union elections without grower threats and coercion" and until "growers cease the use of health and life threatening pesticides on grapes."

*Authorized spending \$25,000 from the "plant fund" to facilitate moving of Region 6 office to new location at 482 Delaware Ave., Buffalo.

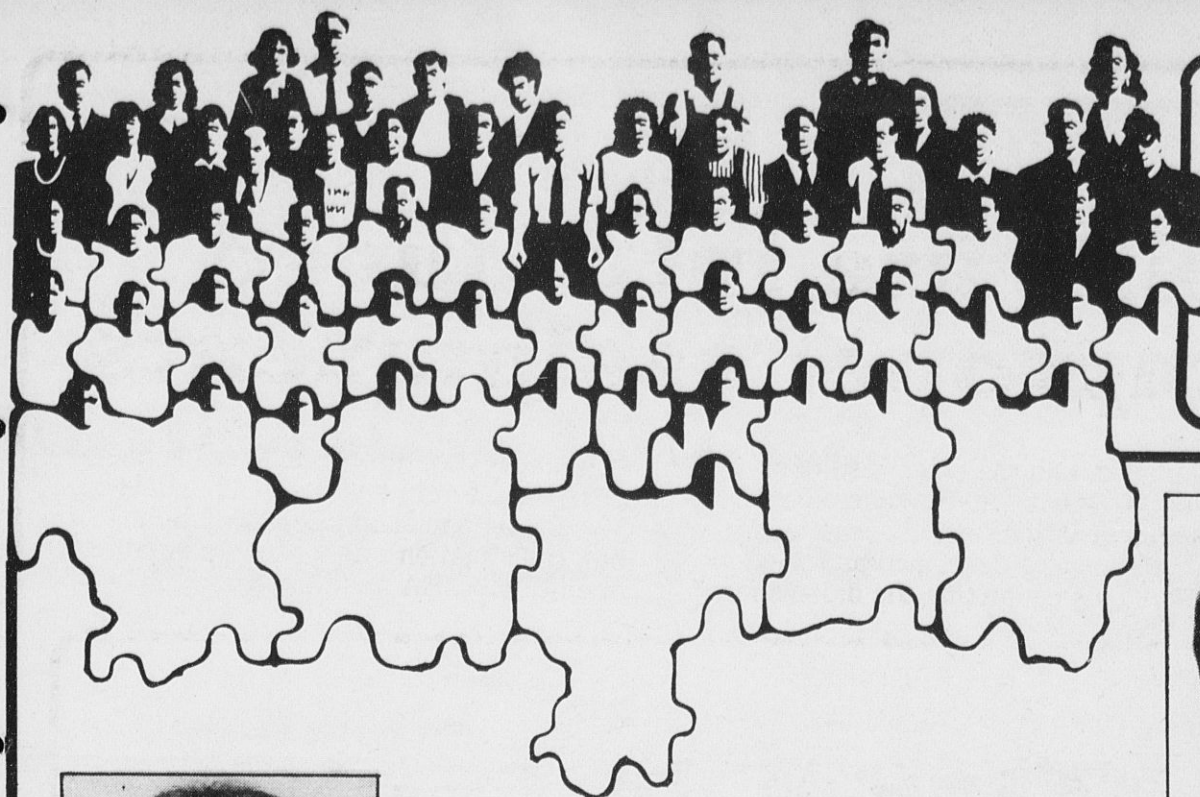
*Voted on a number of personnel items including changing the position of administrative director of collective bargaining to administrative director of field operations and moving to fill the position of deputy director of organizing.

*Adopted rule that if candidates running

for statewide Board of Directors are unopposed then they are automatically declared elected.

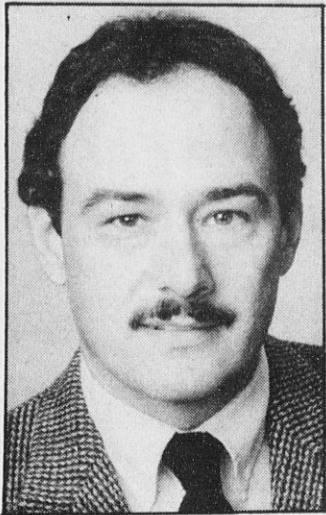
The board also confirmed the appointments of Vincent Martuicello (Region 2) and Grace Ann Aloisi (Region 3) as chairs of their respective Legislative and Political Action Committees.

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

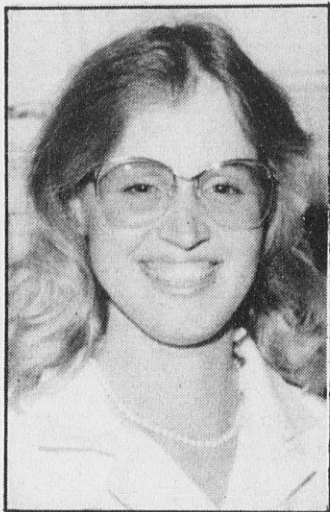


A piece of the bigger picture

A periodic listing of CSEA staff promotions, additions, transfers and changes.



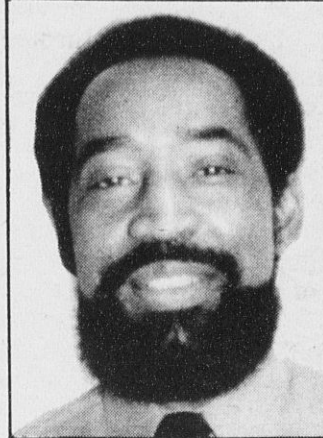
LARRY SCANLON—To **DIRECTOR OF ORGANIZING** from Coordinator of School District Affairs



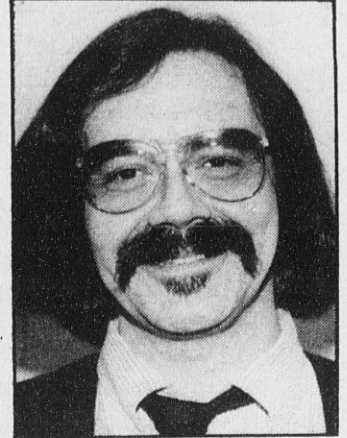
CHERYL SHELLER—To **PEOPLE COORDINATOR** from Research Analyst, Legislative and Political Action Department



LARRY SPARBER—To **COLLECTIVE BARGAINING SPECIALIST** from Field Representative, Region 3



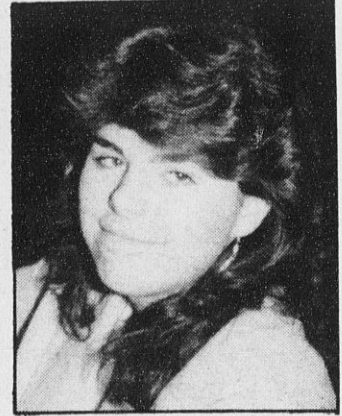
FLOYD PAYNE—To **FIELD REPRESENTATIVE, Region 1** from Occupational Safety and Health Specialist, Region 1



AL SUNDMARK—To **FIELD REPRESENTATIVE, Region 3** from Field Representative, Region 2



KAREN SPIES—Joins staff as **FIELD REPRESENTATIVE, Region 6**



MARGARET DAY—Joins staff as **FIELD REPRESENTATIVE, Region 4**

Region 6 headquarters relocates

Two major CSEA office and telephone number changes became effective May 19 in CSEA Region 6.

The **WESTERN REGION 6 HEADQUARTERS** is now located at:

482 Delaware Avenue
Buffalo, N.Y. 14202
Telephone: (716) 886-0391

The **ROCHESTER SATELLITE OFFICE** is now located at:

332 Jefferson Road
Rochester, N.Y. 14623
Telephone: (716) 272-0800

Sandler scholarship available

BUFFALO—Applications are now being accepted for the Charles R. Sandler Scholarship Award in Region 6. The award was established in 1982 by former Region Attorney and Mrs. Sandler, and is a cash award to aid a Region 6 CSEA member in labor related studies.

The successful applicant will be chosen by the Scholarship Fund's trustees, consisting of Region President Robert L. Iattimer, Region Attorney Ronald L. Jaros, and Region Director Robert L. Massey.

Deadline for application is June 2, and applications are now available through Region 6 local or unit presidents or by calling the Region 6 office at (716) 886-0391.

Iattimer said the award is "a tribute to the arduous work and untiring hours Mr. Sandler devoted to the cause of public employee unionism and reflects his commitment to, and belief in, CSEA, which he daily displayed during his 33 years as region counsel."

MOVED?

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

CHANGE OF ADDRESS

Name _____ Social Security No. _____

MY OLD ADDRESS WAS:

Street _____

City _____

State _____

ZIP _____

MY NEW ADDRESS IS:

Street _____

City _____

State _____

ZIP _____

My employer is: _____

My work location is: _____

I am a member of CSEA Local _____

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



LENDING AN EAR to a workshop speaker are, from left: Workers' Compensation Local 671 President Dolores Dwyer, Representative Ann Keenan, Health and Safety Chairwoman Irene Brown, and Upstate Supply Support Distribution Center Local 444 members Jane Capozzi and Charles Mack.



FIELDING QUESTIONS about AIDS from a group of workshop participants is Dr. Ted Eastlund who gave a presentation on safety precautions for health care workers.



A ROOMFUL of workshop participants listens in on some safety tips about VDTs.

Available to locals, units

Capital Region safety workshop on video tape

By Daniel X. Campbell
CSEA Communications Associate

LAKE GEORGE — AIDS, OSHA and VDT, were among the main topics of a recent CSEA Capital Region Health and Safety Workshop here. And it's all on tape to be shown elsewhere in the region.

"We want to keep our leaders and members up to date on developments in areas of public employee concern," said June Robak, Region 4 Health and Safety Committee chairwoman.

In order to assist interested locals and units Robak arranged for the main topics of the two-day session to be video taped so that copies of the presentations can be made available to locals and units which could not attend the actual workshop sessions.

"The AIDS, OSHA and health and safety presentations can be used as part of a membership meeting or as an instructional tool for local health and safety committees," Robak said. (Arrangement to use the tapes can be made with Barbara Mitchell, CSEA Capital Region health and safety representative, 489-5424.)

Dr. Ted Eastlund M.D. was the featured speaker on AIDS during the Friday evening session. "Proper procedure in dealing with AIDS is still the best preventive measure," the doctor stressed several times during his presentation. "The basic safety precautions — wearing gloves, washing with the proper antiseptic solution, being extremely careful in disposing of waste materials — are still the best measures to take in dealing with AIDS patients or any other infectious patient."

James Barber, supervising inspector for the New York State Department of Labor Public Employee Safety and Health Program, explained the PESH inspection procedures noting several times that unions have an automatic right to be involved in a PESH inspection at their worksite.

"The unions must inform local management that they know their rights and that they have designated individuals available to be with the PESH inspector."

Barber noted that if a life threatening situation exists at a worksite and PESH is informed of the situation, various safety precautions could be mandated over the phone before a PESH inspector is sent out to inspect the site.



CSEA working for your safety

Understaffing still problem but safety training grant may help at Manhattan P.C.

CHECKING OUT a video camera used to tape speakers at the health and safety workshop are Region 4 Health and Safety Chairwoman June Robak, Vice Chairwoman Marianne Herkenham, and PESH Representative Barbara Mitchell.

"In emergency situations PESH can direct the employer to take immediate steps to protect the lives of the workers, but the situation has to be life threatening," Barber stressed. He noted that in several instances where such reports have been called in and the employer was verbally directed to take action, the PESH inspector usually arrived to find the dangerous situation corrected.

"Remember safety and health rules and regulations are a double-edged sword," the supervising inspector said. "Your members may not like wearing safety helmets and safety goggles but if they don't comply with the directives of management, they can be subjected to disciplinary action. Safety takes cooperation on both sides to make it work."



PESH SUPERVISING INSPECTOR James Barber talks about the union's right to be involved in a worksite inspection.

NEW YORK — Like other mental health facilities across the state, Manhattan Psychiatric Center has experienced a vicious cycle of understaffing and occupational injury for years. And employees out on injury leave contribute to staff shortages, which in turn increase the chances that other employees will get hurt at work.

To CSEA Local 413 it was clear that the institution's chronic low staffing levels had become a health and safety issue that threatened the well-being of employees and patients. To address the situation, the local attempted a novel approach by grieving it as a violation of the Public Employee Safety and Health Act, which guarantees the right to a safe workplace.

Unfortunately, because the approach was so unusual and PESH guidelines do not prescribe staff to patient standards, a violation could not be proved. So the local and the MPC administration remained at odds over what to do to minimize risks and reduce on the job injuries.

But now, both sides are not only talking about the problem, they're also working on a program that they hope will soon start showing results by making MPC a more secure place for everyone who enters it.

What brought the two sides together is a program administered by the Joint CSEA-New York State Health and Safety Maintenance Committee that funds labor/management projects to improve safety and health in the workplace.

Under the program, Manhattan Psychiatric Center has been awarded \$30,000 to implement a comprehensive training program for all employees. The intent is to familiarize staff with the specific techniques and procedures that will best protect them at the facility.

For instance, since most therapy aides are women, special attention will be given to preparing MHTAs for dealing with incidents involving larger, violent patients.

"The state's done training before but it's been ineffective because it doesn't address the reality of our situation regarding the number of staff and the types of patients we deal with," claims Local 413 President Fred Daniels.

"Our concept was to take the training package that they used as a base and

develop our own material that would be practical in light of what we have to work with here."

In fact, the program calls for looking to the facility's own best sources for information, ideas, and practices. Selected staff will act as trainers and conduct the sessions on-site. In this way, specific training can be adapted for the needs of each individual ward.

Another aspect of the training will be the emphasis placed on the team approach — from doctors to nurses to social workers to therapy aides. Says Daniels: "The idea is to stress that we're all in this together and if anyone, from a therapy aide to a doctor, gets hurt it means less security for everyone else."

The local president believes that if the facility can successfully establish a practice of all staff backing each other up in crisis, an important signal will be sent to the patients: "If you have adequate numbers of staff, you don't have to have as much physical intervention — difficult patients are less likely to act out when they know someone will respond to their action."

"But, since we're not getting more staff, the team approach should at least help by tightening up operations and encouraging everyone to look out for each other."

CSEA Director of Occupational Safety and Health James Corcoran called the Manhattan Psychiatric Center program "a model for mental health facilities" and said "a lot of people will be watching their progress very closely. If this works as expected, it should become part of regular OMH training operations."

Corcoran goes on to say that the MPC plan addresses some serious health and safety concerns and represents a significant step forward in joint labor/management efforts to find solutions. "Other facilities should take this kind of cooperative approach in their own grant proposals."

The MPC program is to get underway in the next few weeks. For Daniels, the prospects go beyond just the immediate concern of a safer place to work. "Once we achieve that, we can then get down to our real goal for the facility — providing better care for the patients and getting away from the 'warehouse' mentality that comes from feeling always under siege."

Time . . .



is running out

Gear up for the

PEOPLE run

at Local Government Workshop

The traditional run for PEOPLE, the political fundraising arm of CSEA/AFSCME, will break away at the upcoming Local Government Workshop in Lake Placid, May 30-June 1. And now's the time for runners and pledgers alike to get on the mark and get set to go.

Statewide PEOPLE Coordinator Cheryl Sheller says that this year the run will be even more fun, and the reason is more prizes. This year, there'll be trophies for the runners, plaques for locals, and pledgers will get a chance to win a 13-inch color TV.

Any delegate to the Local Government Workshop can participate in the PEOPLE run by contacting his or her local

president by May 26. "Each local president has sign-up sheets and a supply of donor cards which runners use to get sponsors," said Sheller.

"Any member can sponsor their local's runner or runners. And we'll be giving prizes to the locals with the largest number of runners and largest amount of money raised," she said.

Sign-up sheets must be returned by May 26 so that t-shirts can be ordered for each runner before the event May 31.

PEOPLE also has an accumulation of merchandise—such as t-shirts, mugs and hats—from past fundraising efforts which will be on sale at clearance prices during the workshop.

Political Check-off and running

The kickoff of PEOPLE's Political Check-off Incentive Program at the recent State Workshop in Kiamesha Lake wound up bringing in more than \$11,000 annually for the campaign.

The PEOPLE Committee reports that 258 delegates at the workshop signed cards authorizing bi-weekly deductions from 50 cents to \$5.

While only state employees can make

the payroll deductions for PEOPLE, all CSEA members are eligible to take part in the Carnival of Prizes program by signing up donors. (See rules below and the list of prizes at right.)

PEOPLE Deduction Authorization Cards are available through Cheryl Sheller at Albany Headquarters, (518) 434-0191.

PEOPLE Contest Rules

1. To be eligible for prizes at each contest level at right, a CSEA member must sign up 25 fellow members.

2. At the first level, when contest participants have submitted PEOPLE Deduction Authorization cards for a total of 250 members, drawings for prizes will be held. These include:

a. Drawings for \$50.00 Savings Bonds to be awarded to two of the participants;

b. A drawing from among the participants and 250 members signed up for one of the 10 prizes at right.

3. At the second level (500 members signed up), similar drawings will be held. The winner of the

second drawing may choose from the nine remaining prizes.

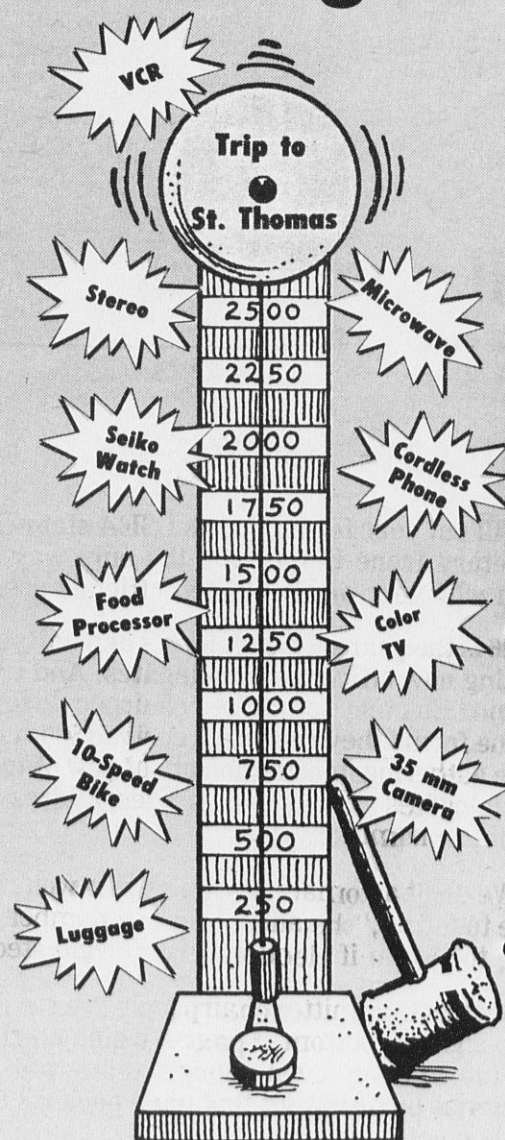
4. The contest continues in the same way each time another 250 members is signed up. Contest participants are eligible at each level as long as they sign up an additional 25 members.

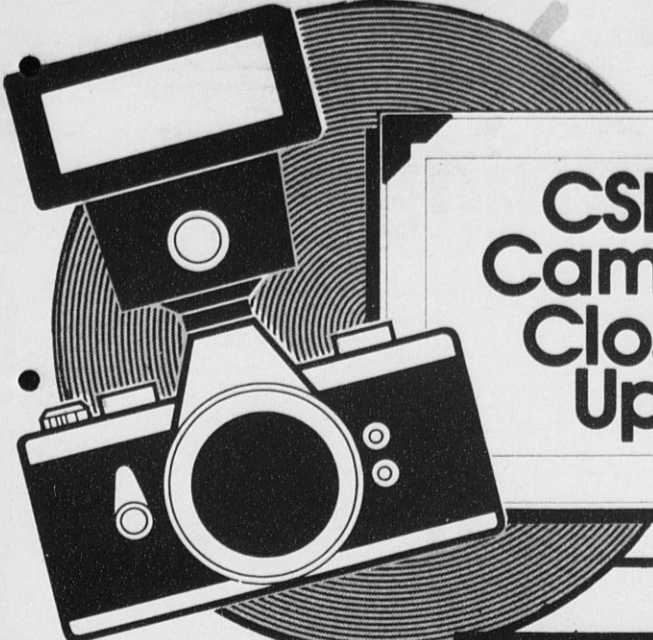
5. If by midnight Sept. 30, 1986, 2,500 CSEA members have been signed up for PEOPLE deductions, the grand prize of a trip for two to St. Thomas will be raffled off at the State Convention. Contest participants as well as all members that have signed up for PEOPLE deductions will be eligible.

NOTE: All PEOPLE Deduction Authorization cards for this program will be subject to verification.

The PEOPLE Cup

Each year, at the Annual State Convention in the fall, "The PEOPLE Cup" will be awarded to the CSEA region with the highest average contribution per member. A plate on the base of the cup will be inscribed for the region which will be able to display the trophy in its regional office during that year.





CSEA Camera Close- Ups

“What do you think the U.S. should do about international terrorism?”

Where asked: Western Region 6



MALIZ MITCHELL
Pittsford DOT
CSEA Local 506

“I think all non-terrorist countries should band together to show we’re not going to put up with it. Of course, you have to worry about the aftermath, but if something’s not done, it would only spread more.”



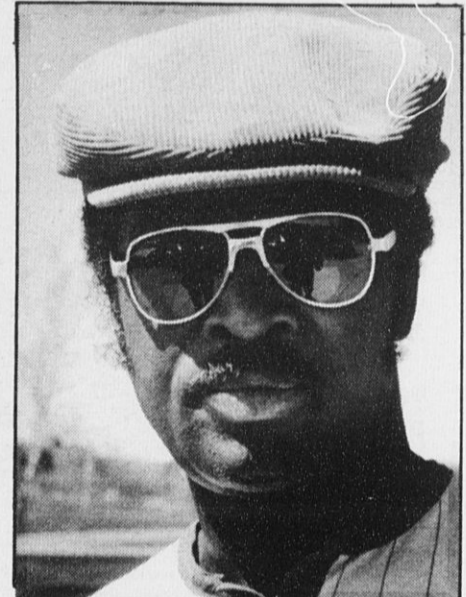
RACHEL BABERS
Dietary Supervisor, Monroe Hospital
CSEA Local 828

“Khadafy needs to be hung! He’s drawing us into an unnecessary war. The U.S. should continue to attack terrorists wherever they are. Khadafy should be stopped any way possible.”



EMMA McELVEEN
Rochester Psychiatric Center
CSEA Local 420

“I don’t think they should be dropping bombs on anybody! They should talk, and keep talking, to work for peace. Talking is better than fighting!”



LYMAN ALLEYNE Monroe
Community College Maintenance
Dept. CSEA Local 828

“I think the U.S. has the right to protect its citizens any way necessary. I can appreciate American might, because I’m from Granada, and saw it save my country.”

Fill out forms to ID officers and delegates

“Fill out your forms,” says CSEA statewide Secretary Irene Carr. “It’s the only way we learn who your newly-elected officials are.”

1986 is the year all CSEA locals and units are electing new officers and delegates. And Carr reminds Election Committee chairpeople to fill out the forms they recently received from her office gathering information about new officers and delegates such as their names, addresses, telephone numbers, etc.

“We don’t automatically know who won. You have to tell us,” she adds. “And remember it’s true, too, even if elections are uncontested.”

Election Committee chairpeople are reminded to sign the bottom of page 4 which certifies the information even though units will not otherwise be filling out that page because only locals elect delegates.

Questions should be directed to Carr by calling CSEA Headquarters at (518) 434-0191.

CSEA staff openings

CSEA is currently seeking candidates for the following positions:

Director of Field Services

Directs staff of field representatives and supervises operations of field offices to promote member services. Strong administrative and supervisory skills needed along with experience in collective bargaining, contract administration and grievance handling, preferably in public sector.

Deputy Director for Local Government

Directs and assists union members employed in political subdivisions. Administers to collective needs of membership and serves as liaison to contract negotiators and field representatives. Strong administrative skills needed as well as experience in public sector unions, knowledge of state Taylor Law and Operations of PERB.

Deputy Directors for Contract Administration

Has overall responsibility for collective bargaining in public sector. Receives

specific assignments in administering collective bargaining agreements with New York state. Should have knowledge of Taylor Law and experience in negotiations, contract administration and grievance handling. Strong leadership and administrative skills a must.

Assistant Contract Administrators

Responsible for administering collective bargaining agreements in public sector. Oversees and implements negotiated contractual items. Administers grievances and notices of discipline. Prepares data for negotiations, monitors grievances and assists labor/management groups. Strong background needed in labor relations, preferably in public sector. Experience required in contract negotiations, grievance handling and arbitrations.

Candidates for above positions should submit resumes, with salary history, by June 2, 1986 to: Personnel Director, P.O. Box 7125, Capitol Station, Albany, N.Y. 12224. State position desired.

CSEA Employee Benefit Fund participating dentists

IMPORTANT NOTE: Each dental office listed here has agreed in writing to accept the CSEA Fee Schedule as payment in full for services listed in the EBF dental booklet. In addition, these dentists have agreed that for any treatment not covered by the EBF Plan, they will discuss the cost with the covered employee before commencing out-of-pocket expenses.

Publication of this list is meant only as an aid in selecting a dentist whose fees will be the same as the EBF schedule. EBF does not recommend or control the quality of a dentist's work, nor is EBF in a position to verify or refute the opinions of a dentist reviewing another's work.

CSEA Region 3

Henry L. Boriskin, DDS
South Lake Blvd.
Mahopac, NY 10541
(914) 628-2993

Dr. Paul Carch
DDS, Inc.
5 Old Mamaroneck Road
White Plains, NY 10605
(718) 706-1166

Dr. Paul Carch
DDS, Inc.
10 Fiske Place
Mt. Vernon, NY 10550
(718) 706-1166

Dr. Donald Cohen
7 Elmwood Drive
New City, NY 10956
(914) 634-1500

Dr. Sidney M. Cohen
5 Old Mamaroneck Road
White Plains, NY 10605
(914) 946-5544

Charles P. Dermody, DDS
Oral Surgeon
410 Gidney Avenue
Newburgh, NY 12550
(914) 561-5666

211 Dental Center
Paul Duggal, PC
119 Wickham Avenue
Middletown, NY 10940
(914) 343-9919

George Farag, DDS
45 South Broadway
Yonkers, NY 10701
(914) 476-9696

Donald Fishman, DDS
7 Strawtown Road
West Nyack, NY 10994
(914) 358-4600

Robert Gerson, DDS
Oral & Maxillofacial Surg.
2 Winding Lane
Newburgh, NY 12550
(914) 561-2699

Dr. Paul Gould
101 Main Street
Fishkill, NY 12524
(914) 896-7580

Edward M. Griffin, DDS
57 Main Street
Walden, NY 12586
(914) 778-5457

Roy H. Jones, DDS
40 West Main Street
Mount Kisco, NY 10549
(914) 666-7713

Kenneth W. Kalmanson, DDS
397 Palmer Avenue
Mamaroneck, NY 10543
(914) 698-4410

Martin H. Kulick, DMD, PC
Rt. 52
Carmel, NY 10512
(914) 225-3636

Jules V. Lane, DDS, PC
200 Hamilton Avenue
White Plains, NY 11580
(914) 949-6800

Dr. Jacob Lavie
DDS, Inc.
5 Old Mamaroneck Road
White Plains, NY 10605
(718) 706-1166

Marc Levine, DDS
22 IBM Road
Poughkeepsie, NY 12601
(914) 462-5435

Dr. Fred Lippitt
DDS, Inc.
156 Elm Street
Yonkers, NY 10701
(718) 706-1166

M. F. Mayers, DDS
132 Lester Drive
Tappan, NY 10983
(914) 359-5588

Quality Dental Group
279 Main Street
Fishkill, NY 12524
(914) 896-6066

Dr. Edward Rosenblum
1815 Palmer Avenue
Larchmont, NY 10538
(914) 834-0402

Dr. Edward Rosenblum
1428 Midland Avenue
Bronxville, NY 10708
(914) 237-6847

Dr. P.S. Shah
101 Westchester Avenue
Port Chester, NY 10573
(914) 937-2473

Dr. Mark A. Shapiro
North Rockland Dental Group
196 Ramapo Road
Garnerville, NY 10923
(914) 429-5322

Dr. Mark A. Shapiro
Middletown Dental Group
453 Route 211 East
Middletown, NY 10940
(914) 343-2192

Dr. Stanley Trocchia
DDS, Inc.
233 Wolf Lane
Pelham, NY 10803
(718) 706-1166

Sonia Hanna Dental Care
of Rockland
329 Route 59
Hub Shopping Center
Central Nyack, NY 10960
(914) 353-1880

Mitchell B. Stein, DDS
Route 202 & Lovell Street
P.O. Box 436
Somers, NY 10589
(914) 248-8725

CSEA Region 4

Adirondack Dental Group
Zayre's Plaza
Glens Falls, NY 12801
(518) 798-9561

Mohammad Afzal, DDS
4 Autumn Drive
Plattsburgh, NY 12901
(518) 563-5002

Albany Dental Health Facility
130 Ontario Street
Albany, NY 12206
(518) 462-6568

Vikas Bapat
942-Route 146
Clifton Park, NY 12065
(518) 371-0636

Edwin A. Brown
Orthodontist
1336 Union Street
Schenectady, NY 12308
(518) 377-2652

Dental Care Servs. of Cohoes
147 Remsen Street
Cohoes, NY 12047
(518) 235-1515

Dental Services of Troy
Uncle Sam Atrium
Troy, NY 12180
(518) 273-2592

Family Dental Services
Dr. H. Kabra
1528 Columbia Turnpike
East Greenbush, NY 12033
(518) 477-7537

Dr. Frederick L. Fischer
1828 Western Avenue
Albany, NY 12203
(518) 456-5134

Guilderland Dental Associates
Dr. Shobha Purohit
Loehmann's Plaza
Guilderland, NY 12084
(518) 869-7098

Dr. David Kaskel
Dr. Stewart A. Kaskel
789 Madison Avenue
Albany, NY 12208
(518) 463-0004

Dr. S.A. Krimmer
245 Quail Street
Box 3028
Albany, NY 12203
(518) 434-6288

Mont Pleasant Dental Assoc.
930 Crane Street
Schenectady, NY 12303
(518) 372-6939

Dr. Herbert Moskowitz
Bryants Country Square
Greenville, NY 12083
(518) 966-5323

A. Noorani, DDS
R. Shah, DDS
1004 Princetown Road
Schenectady, NY 12306
(518) 355-8205

A. Noorani, DDS
R. Shah, DDS
1692 Central Avenue
Albany, NY 12205
(518) 869-0635

Dr. P.S. Pathare
1116 Madison Avenue
Albany, NY 12208
(518) 482-6841

Queensbury Dental Services, PC
Pyramid Mall
Saratoga Springs, NY 12366
(518) 587-6649

Queensbury Dental Services, PC
56 Everts Avenue
(Off Quaker Road)
Glens Falls, NY 12801
(518) 793-3486

Rudolph A. Ramsay, DDS, PC
281 Broadway
Menands, NY 12204
(518) 449-1334

Rose Dental Associates
Div. of Assoc. Dental Arts
16 Russell Road
Albany, NY 12206
(518) 438-8426

Harvey S. Sutton, DDS
The Train Station
Altamont, NY 12009
(518) 861-5044

Dr. Mitchell Schwartz
1202 Troy-Schenectady Road
Latham, NY 12110
(518) 785-8111

Douglas J. Tucker, DMD
169 Columbia Turnpike
Rensselaer, NY 12144
(518) 463-6153

Dr. G.S. Wadhwa
1575 Central Avenue
Albany, NY 12205
(518) 869-7167

E.R. White
Upper Main Street
Box 340
Chestertown, NY 12817
(518) 494-2113

CSEA Region 5

Ravi G. Dabir, DDS
46 E. Genesee Street
Baldwinsville, NY 13027
(315) 638-0276

Dr. Sharad Desai
110 Bridge Street
Phoenix, NY 13135
(315) 695-2128

Dr. Alexander Gudziak
608 Delaware Street
Syracuse, NY 13204
(315) 475-0965

Dr. Radheshyam R. Gupta
205 Belmont Prof. Bldg.
7400 Oswego Road
Liverpool, NY 13088
(315) 457-0322

Richard Frank Higby, DDS
Box 438
Beaver River Medical Ctr.
Beaverfalls, NY 13305
(315) 346-6223

George M. Mackor, DDS
The Market Place
Route 92
Manlius, NY 13104
(315) 682-6750

Dr. Ajay Pal
4281 Homer Avenue
Cortland, NY 13045
(607) 753-1355

Plaza Dental Services, PC
33 West State Street
Binghamton, NY 13901
(607) 773-8400

Rome Family Dental Service, PC
215 N. Washington Street
Rome, NY 13440
(315) 339-5830

Edward J. Root, DDS
1530 Sunset Avenue
Utica, NY 13502
(315) 735-0131

Jagdish R. Kothari
27 Columbia Street
Mohawk, NY 13407
(315) 866-2400

Jagdish R. Kothari
320 Herkimer Road
Utica, NY 13501
(315) 793-3500

Shoppingtown Dental Services
Shoppingtown Mall
Dewitt, NY 13214
(315) 446-6406

Upstate Dental & Denture Service
Auburn Plaza, Route 5
Auburn, NY 13021
(315) 253-6211

Whitestown Dental Care, PC
Abdul H. Nasar, DDS
Whitestown Shopping Plaza
Whitesboro, NY 13492
(315) 768-8161

CSEA Region 6

Barzman & Kasimov, DDS, PC
523 Delaware Avenue
Buffalo, NY 14202
(716) 886-4430

Barzman & Kasimov, DDS, PC
3800 Sheridan Drive
Amherst, NY 14221
(716) 886-4430

Brighton Dental Group, PC
125 White Spruce Blvd.
Rochester, NY 14623
(716) 424-5660

Dr. Fred Crawford, Jr., DDS
1324 Jefferson Avenue
Buffalo, NY 14208
(716) 885-3986

Delavan Dental Center
1517 E. Delavan Avenue
Buffalo, NY 14215
(716) 892-2333

Dental Associates of Rochester
Stoneridge Plaza
1510 Ridge Road, West
Rochester, NY 14615
(716) 865-2200

Dental Associates of Rochester
Southtown Plaza
3333 W. Henrietta Road
Rochester, NY 14623
(716) 427-0400

Denture Center of Buffalo
189 Niagara Falls Blvd.
Amherst, NY 14226
(716) 834-1133

Denture Center of Buffalo
91 Grant Street
Buffalo, NY 14213
(716) 886-2336

George Fendinger
86 E. 4th Street
Dunkirk, NY 14048
(716) 366-4999

Dr. J. Gerald Hersh
645 Joseph Avenue
Rochester, NY 14621
(716) 544-1224

Dr. Howard C. Largeman
449 Broad Street
Salamanca, NY 14779
(716) 945-4630

Eugene F. Lesinski, DDS
2768 Harlem Road
Cheektowaga, NY 14225
(716) 893-2211

L. Maliszewski, DDS
248 West Main Street
Batavia, NY 14020
(716) 343-0960

North Buffalo Dental Group
1598-1600 Mertel Avenue
Buffalo, NY 14216
(716) 836-2242

North Elmwood Dental Group
235 North Street
Buffalo, NY 14201
(716) 881-9922

Dr. Phillip A. Peschio
3800 Union Road
Cheektowaga, NY 14225
(716) 681-0064

Charles E. Schifley, DDS
269 Abbott Road
Buffalo, NY 14220
(716) 822-8992

Michael J. Sciascia, DDS
909 Amherst Manor Road
Williamsville, NY 14221
(716) 631-8853

George B. Sidford, DDS
260 Lake Street
Hamburg, NY 14075
(716) 649-6864

Dr. Henry Spiller
1275 Delaware Avenue
Buffalo, NY 14209
(716) 883-1617

Dr. Edgar Stanford
2333 Elmwood Avenue
Kenmore, NY 14217
(716) 877-4949

Dr. Gilbert Schulenberg
117 Linwood Avenue
Buffalo, NY 14209
(716) 882-6333

Dr. G.F. Zelasko
6455 Lake Avenue
Orchard Park, NY 14127
(716) 674-6688

Dr. Lewis J. Grenky
Orthodontist
3993 Harlem Road
Snyder, NY 14226
(716) 839-2831

LEGAL NOTICE: Town of Hempstead Unit Members

SUPREME COURT OF THE STATE OF NEW YORK
COUNTY OF NASSAU

JAMES TUCCI, on behalf of himself and all other employees of the Town of Hempstead, who are similarly situated, and TOWN OF HEMPSTEAD UNIT OF THE CIVIL SERVICE EMPLOYEES ASSOCIATION, NASSAU LOCAL 830, AFSCME, LOCAL 1000, AFL-CIO,
Plaintiffs,

Index No.
14719/85

NOTICE OF
PENDENCY OF
CLASS ACTION

-against-

TOWN OF HEMPSTEAD,
Defendant.

PLEASE TAKE NOTICE, that an Order of the Supreme Court of the State of New York, County of Nassau has been made and entered approving the maintenance as a class action of an action for breach of the collective bargaining agreement entered into by the Town of Hempstead Unit of the Civil Service Employees Association and the Town of Hempstead which was instituted by James Tucci as plaintiff for himself and on behalf of all other persons similarly situated and against the Town of Hempstead as defendant, pursuant to said Order, James Tucci has been approved as the representative of a class of persons of all employees effected by the defendant's unilateral reduc-

tion of the number of special collection crews from seven per day to six per day since on or about September 4, 1984; and

PLEASE TAKE FURTHER NOTICE, that:

1. You will be included as a member of the above described class and you will be bound by the result, whether favorable or not, unless you give written notice to this Court on or before May 31, 1986 that you desire to be excluded from said class.

2. You may appear individually if you do not desire to be excluded and be represented by your own counsel in respect to your individual claims by entering an appearance through your own counsel.

3. You may pursue on your own behalf whatever legal remedies you may have if you do elect to be excluded from the above described class.

4. Notice of your election to be excluded or to be represented by counsel of your own choosing should be sent to: Richard M. Gaba, Esq., 1055 Franklin Avenue, Garden City, N.Y. 11530.

Dated: Garden City, N.Y.
January 20, 1986

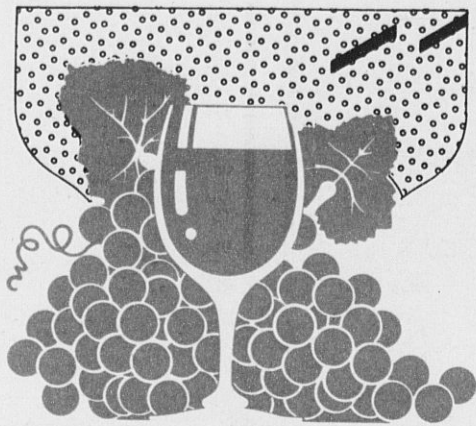
Yours, etc.,

RICHARD M. GABA
Attorney for Plaintiffs
1055 Franklin Avenue
Garden City, N.Y. 11530

Squashing grapes

Chavez is back with another boycott

Cites lack of enforcement of laws protecting pickers



Both the state and regional boards have endorsed the grape boycott (See "Meeting Highlights", Page 12).

It might not seem likely that CSEA members would have much in common with the migrant workers who make up the United Farm Workers. But when UFW President Cesar Chavez recently visited the CSEA Region 2 offices to appeal for CSEA support in a nationwide boycott, it was clear the two unions share many of the same concerns.

In broad terms at the top of the list are serious challenges that both face over the lack of enforcement of labor laws that unions fought hard to achieve and also over issues of health and safety in the workplace.

However, there are also big differences in the types of work and conditions that each encounters on the job. If there is a lesson for CSEA members to learn from the UFW it is: Don't take anything for granted.

Many UFW members are children traveling with their families following the harvest — sleeping in cars or worse, using irrigation water for bathing, cooking, and washing their clothes and fighting to survive each day.

When Chavez led the internationally recognized grape boycott of the early 1970s, the main issue was establishing union organizing rights among agricultural workers — many of whom were making slave wages. The successful campaign resulted in UFW recognition, legislative reform and worker protection.

But now, more than 10 years later, Chavez is again beating the drum for a boycott because only a faction of agricultural workers are organized — due in large part to intimidation by growers and lack of enforcement of the laws that were designed to protect workers.

There is also another concern: the alarming use of pesticides on crops, creating a health risk for workers and the public. The UFW is calling for the ban of five pesticides in wide use, even though they are considered as, or more, dangerous than Aldicarb which caused last summer's watermelon contamination scare.

In discussing the pesticide problem, Chavez cites example after example of

worker illness, birth defects, and even death attributable to overexposure. A recent study by the World Resources Institute, a Washington-based environmental thinktank, estimates that 300,000 farm workers suffer from pesticide poisoning every year.

Chavez contends also that about 99 percent of all pesticide poisonings in California go unreported because of worker fear or ignorance. He adds that for 20 years, growers have blocked legislative efforts just to require warning signs when fields have been sprayed with pesticides.

Chavez claims that even after washing, pesticide residues can remain on the fruit we eat. He points out that agricultural policy contrasts sharply with the cancer

policy of other federal regulatory agencies such as the Occupational Safety and Health Administration (OSHA) and the Consumer Product Safety Commission, which do not recognize any safe level for cancer causing substances.

Chavez believes that improvements in these conditions can be achieved if growers are hit where it hurts: on the bottom line. That's why a special effort is underway to line up support for the boycott in New York, one of the world's largest grape markets.

The boycott extends to all California table grapes unless they are identified with the black and red eagle of the UFW, meaning they were produced under union contract.

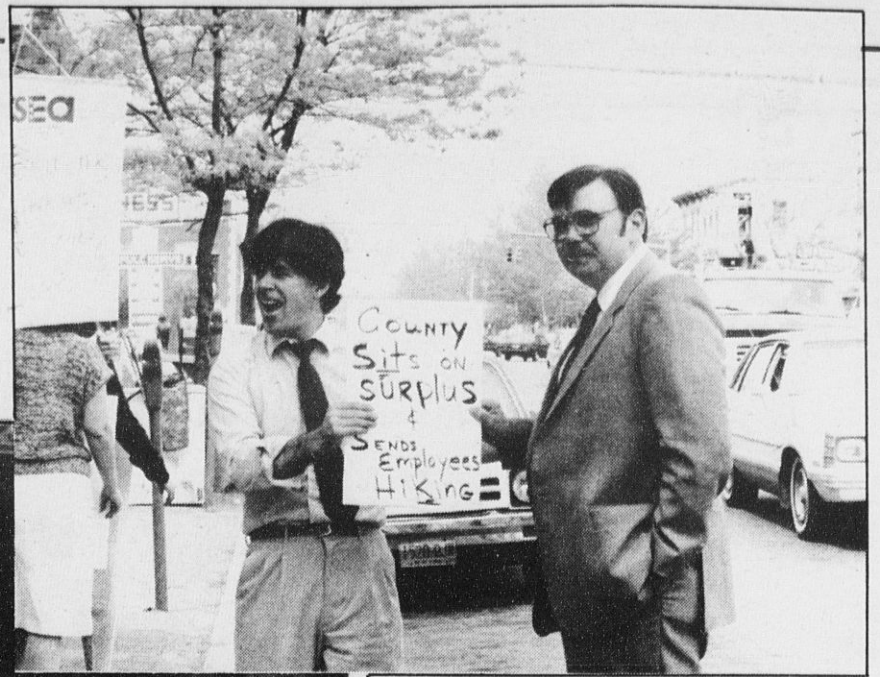


INVOKING THE WRATH OF GRAPES — United Farm Workers President Cesar Chavez, above, appeals to the CSEA Region 2 Board for support in his second nationwide grape boycott. Chavez pointed out the exploitation of workers and the use of dangerous pesticides as areas of concern.



CHAVEZ WITH REGION 2 PRESIDENT George Boncoraglio at a recent meeting in CSEA's New York City office.

Eight tough months . . .



Thanks to the solidarity of CSEA members

. . . pay off in Ulster Co. pact

By Anita Manley
CSEA Communications Associate

Thanks to the solidarity of CSEA members and the perseverance of a determined negotiating team, Ulster County employees have a three-year contract following eight months of negotiations.

Local 856 President Egan said the pact, which covers 1,200 workers, provides for a 5 percent wage increase each year in addition to a step system and longevity payments.

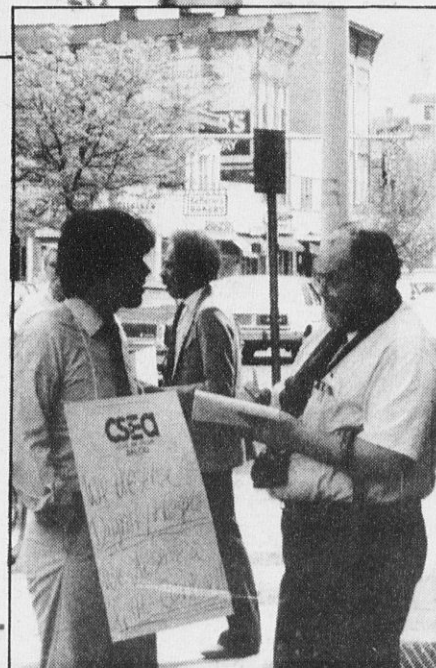
Also negotiated were new dental and optical plans, and no increase in the deductible rate in the individual and family medical plan, a major sticking point in negotiations.

The contract also included a formula for agency shop, vacation enhancements and uniform allowances for Department of Public Works employees as well as the maintenance staff of the Community College.

Other changes in contract language were also negotiated.

Contract negotiations began last September and an impasse was declared in December. Both sides broke off talks after a recent marathon bargaining session and called for a fact finder, but returned to the bargaining table a final time.

The last contract expired Dec. 31.



SHOW OF SOLIDARITY — Informational picketing by nearly 100 county employees helped reach the long-awaited agreement. Local 856 President Sean Egan is pictured in top photo with Region 3 Field Representative Steve Chanowsky, and at left with a reporter from the Poughkeepsie Journal.