

CSEA
LOCAL 1000 AFSCME
AFL-CIO

**MADISON
COUNTY
WORKS
BECAUSE
WE DO!**

**FIGHTING
BACK!!!**



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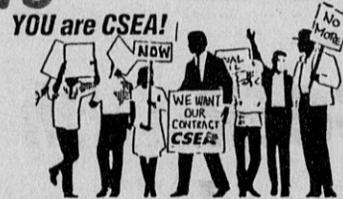
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Coping with layoffs

Layoff notices have gone out to state workers who will be in the first wave of an eventual total of 2,000 state employees Gov. Cuomo says will be laid off before the end of the current fiscal year, which expires March 31. The Governor has also called for an additional 8,000 to 10,000 layoffs in the next fiscal year.

Because of the complexity of the civil service layoff procedure, including bumping and retreating rights, some

people who receive layoff notices will not, in fact, be the people who are eventually laid off.

For anyone facing the prospect of layoff, the status of insurance coverage and other benefits are among many concerns to consider. The following information should be helpful to everyone facing job uncertainty as a result of the state budget crisis.

Employees may extend EBF coverage

An agreement between the state of New York and CSEA provides for continued Employee Benefit Fund coverage for up to one year for certain state employees who are laid off. The Employee Benefit Fund administers dental care, vision care and prescription drug plans for CSEA-represented employees.

Employees who immediately prior to lay-off held a position in a CSEA-represented unit by permanent appointment are eligible for this

benefit for up to one year.*

Employees who held positions in a CSEA unit by other than permanent appointment (temporary or provisional) are eligible to receive the benefit for one calendar quarter for each full year of continuous service completed immediately prior to lay-off, up to a maximum of one year.*

Eligibility for this benefit will discontinue if prior to the expiration of the period of eligibility the employee receives an appointment to

another position in state service or obtains employment outside of state service which provides a comparable benefit.

CSEA-represented employees who are eligible for this benefit will be contacted by the NYS/CSEA Labor-Management Committees.

*The offering of this benefit covers April 1, 1988, to March 31, 1991, and is contingent upon the availability of funds allocated for this purpose. Furthermore, continuation of this benefit beyond March 31, 1991, is to be determined by the parties.

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CSEA fights back over lag payroll imposition

Hits Governor, GOER with Improper Practice charge for ignoring contract

ALBANY — For CSEA, the new year is beginning where the old year left off — with battle lines being drawn across the state over Gov. Cuomo's plan to balance the state budget at the expense of public employees.

Gov. Cuomo has already swung his budget-cutting ax into 2,000 state employees, firing 700 of them the day after Christmas. The Governor has made it clear that he intends to eliminate another 16,000 state jobs over the next 15 months, regardless of anything else.

Gov. Cuomo and legislative leaders have also reached into the pockets of all state employees to help bail themselves out of the budget crisis. Over the strong objections of CSEA, the state imposed a payroll lag extension to take effect in January. Under the imposition, employees will work for 10 days but will only be paid for nine over five pay

periods. Employees will receive pay for those five days when they leave state service.

CSEA repeatedly sought to negotiate alternatives that would have helped the state save the money it needs.

CSEA believes this imposition not only violates its contract with the state but also violates the Taylor Law which guarantees public employee rights. CSEA is challenging the state's unilateral action in a contract grievance and an Improper Practice charge filed with the Public Employment Relations Board (PERB).

Gov. Cuomo's cutbacks also spell problems for local government and school district employees. Along with the state Legislature, Gov. Cuomo has severely slashed state aid to local government and schools for the rest of the fiscal year in a move that will leave localities short in their own budgets.

"CSEA completely disagrees with the Governor's approach to the deficit," said CSEA President Joe McDermott. "CSEA members work hard to provide essential services in this state but the Governor is targeting them instead of going after the fat in his budget.

"At the same time he's creating a reign of terror for public employees, he's letting wealthy corporations get away without paying their fair share of taxes," McDermott said.

CSEA is now gearing up for a major confrontation over the misguided policies when the state Legislature begins to consider the Governor's new state budget proposal in the next few weeks.

"The imposition of the lag payroll without any negotiation affects all of our members because it undermines the



You should know

There's been some confusion about the lag payroll extension imposed on state employees.

Despite CSEA's continuing efforts to overturn the imposition (see main story), the plan will hit the paychecks of state employees in the weeks ahead.

Under the plan, employees will work for 10 days but will only be paid for nine for five pay periods. Employees will receive the pay for those five days when they leave state service.

The lag will affect employees on the institutional payroll beginning with the paycheck dated Jan. 24.

The lag will affect employees on the administrative payroll beginning with the paycheck dated Jan. 30.

No additional OCA lag

Office of Court Administration (OCA) employees who were just placed on a lag payroll system this fall will not face an additional five-day lag.

OCA officials were given the option of imposing the additional lag or finding the equivalent savings in other ways. They opted against the additional lag.

CSEA has opposed the establishment of the lag in OCA because it was not negotiated with the union. CSEA's lawsuit is still pending.

Taylor Law," McDermott said. "We will use whatever contractual, administrative and legal means are necessary to uphold the integrity of that law. If they can ignore the Taylor Law, management will run roughshod over our rights."

CSEA's contract grievance seeks to overturn the payroll lag because it is a change in the terms and conditions of an existing contract and should have been negotiated with the union.

Additionally, CSEA's contract states that neither side will unilaterally seek legislation to change the contract, a provision the Governor ignored.

CSEA's Improper Practice charge is filed against Gov. Cuomo and the Governor's Office of Employee Relations (GOER). Among other things, the charge states that the Governor refused to bargain in good faith; interfered with the collective bargaining rights of CSEA members; and interfered with CSEA's right to represent its members.

Asking for trouble

CSEA critical of plan to use inmates to pick up for laid-off employees

Gov. Cuomo's layoff of 700 prison system employees has sparked intense criticism from CSEA about cutting jobs at the expense of workers' on-the-job safety and security.

Worse, the Department of Corrections (DOC) has announced that prison inmates will take over some work previously done by state employees.

CSEA questions what savings the state will gain considering the potential damage to expensive state equipment from negligence, misuse — even sabotage.

While DOC has tried to portray the work that the inmates will assume as "menial," CSEA points out that the plan suggests otherwise. For example, DOC plans to use more inmates in prison power plants while laying off some stationary engineers.

Stationary engineers are highly skilled workers whose expertise requires years of specialized training. Mistakes can cause serious problems at enormous cost.

There were 135 CSEA-represented employees, including all meat cutters, among the 700 let go in Cuomo's first round

of layoffs. Another 300 Corrections Officers and more than 200 teaching staffers were also fired.

"I can't state strongly enough that CSEA opposes this misguided policy," CSEA President Joe McDermott said. "It's irresponsible and dangerous and may very well violate our contract."

CSEA has advised all of its Corrections locals to file contract grievances whenever inmates are doing work previously performed by permanent CSEA-represented employees who were laid off.

"You're talking about giving inmates greater freedom of movement and more access to dangerous tools and equipment at the same time Corrections is cutting back educational programs and security personnel," said CSEA Director of Contract Administration Ross Hanna. "The policy is asking for trouble."

Gov. Cuomo has publicly stated that the cutbacks in Corrections will not mean any additional burden for workers and will not affect safety and security. But CSEA officials question his contention.

"The Corrections system was at nearly 120 percent of capacity before these layoffs and staff was already stretched thin," Hanna said. "There's no way you can say in advance that these cutbacks won't create problems."

CSEA has pointed out that using more inmates in the prison power plants increases the risk of crippling an entire facility.

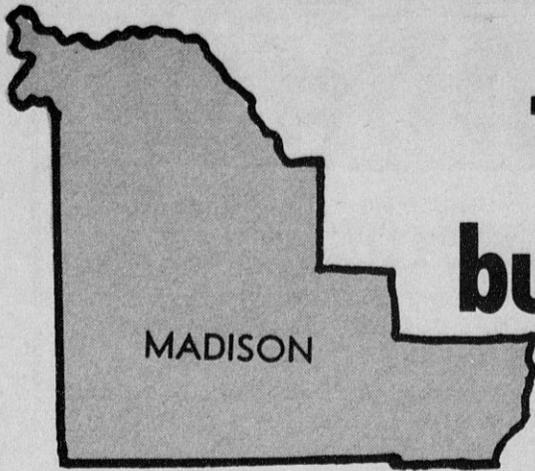
More inmates in the kitchens using dangerous tools increases the chance of violent incidents.

Some facilities are also attempting to use inmates for snowplowing inside and outside facilities.

"There's another aspect to all of this that the policymakers from the Governor on down ought to consider," McDermott said. "What kind of message does it send to hard-working public employees when the state fires them and replaces them with convicted felons?"

"Do our people have to get arrested to get their jobs back?"





The state budget axe falls on local government

CSEA fights layoffs in Madison County

By Mark M. Kotzin
CSEA Communications Associate

WAMPSVILLE — Local governments and school districts across New York are reeling from the slashes in state aid ordered by Gov. Cuomo and approved by the state Legislature to solve the state's billion dollar budget deficit.

In Madison County, for instance, the Board of Supervisors has voted to lay off 75 county workers to cut the budget.

More than 200 CSEA-represented Madison County employees turned out recently to protest the budget cuts and planned layoffs.

In early morning and afternoon informational pickets outside a county Board of Supervisors meeting to adopt budget resolutions, the union members let the supervisors know how they felt, chanting, "cut waste not workers" and carrying signs with the message "New York works because we work."

CSEA Madison County Local 827 President Rosalie Tallman, along with local and unit officials, led the picket,



DEMONSTRATING FOR CSEA, this young supporter joined the union's informational picketing to protest Madison County budget cuts and layoffs.

which she said was a continuation of the efforts to stop layoffs.

Earlier in the month, Tallman and her officers wrote to all the county supervisors urging them to reconsider budget cuts that attempted to balance the budget at the expense of county employees. She also said the union is "totally opposed to any layoffs."

At the demonstration and inside the Board of Supervisors meeting, Tallman said that any cuts in personnel would translate into cuts in services.

"If the board cuts real positions, that means they'll be cutting real services," she said. "That will translate into real hardships for all of the us. The rest of the public should realize that we're taxpayers, too, and can't afford to lose services."

Cuts in departments such as social services would deprive those who need help the most: the poor, the elderly and children, Tallman said.

"If the Board of Supervisors truly cares for our county, as we do, they must not cut the workforce," she said. "Instead they must look at alternatives that will not harm the county and the services our members provide."

CSEA will continue to fight the layoffs and try to resolve the issue through political action.



CSEA MEMBERS FILL the room during a Madison County Board of Supervisors meeting to protest budget cuts and layoffs.

UNREST GROWS

Angry that Gov. Cuomo and the Legislature are trying to balance a massive state budget deficit squarely on their shoulders, public employees are increasingly turning to public demonstrations to vent their frustrations.

CSEA members have held a series of demonstrations across the state to protest layoffs and a lag pay system that penalizes state workers and reductions

in state aid to local governments and school districts that impacts other public employees.

Protest rallies were held recently in New York City and at the Oneida Correctional Facility, Downstate Correctional Facility, Collins Correctional Facility, South Beach Psychiatric Center, Pilgrim Psychiatric Center and the State Office Building in Hauppauge.

In addition to damage inflicted on state employees and agencies, the budget crisis is reaching deeply into communities and school districts as well. Dozens of school districts, counties, cities, towns and villages have announced service and staff reduction plans to deal with less financial aid than budgeted (For example, see page 5 of this edition).

Downstate Separation Facility



LAYOFF VICTIM CAROL SAULNIER, a keyboard specialist, was one of the first employees at the Downstate Separation Center in Fishkill to receive a layoff notice. Saulnier, a mother of three children, tells a local TV reporter she had hoped to spend her working career at the facility. "Now I'm back pounding the streets looking for another job," she said.

Hauppauge State Office Bldg.



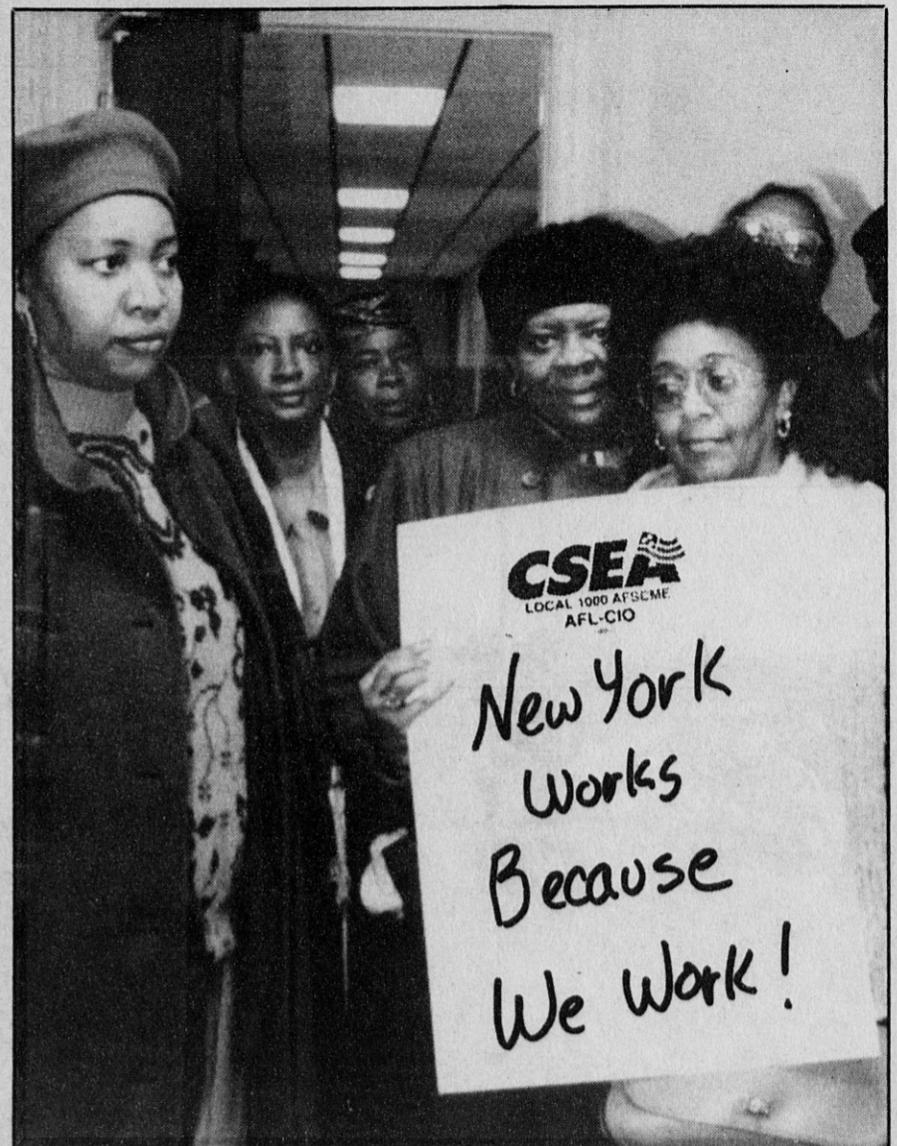
"We did not get the state into its financial bind and we should not bear the burden of getting them out," CSEA Region I President Gloria Moran told a large group of CSEA members who demonstrated recently in front of the State Office Building in Hauppauge.

"We are here to remind everyone that New York works because our public employees work," Moran said.

CSEA Region I President Gloria Moran is interviewed by Long Island news media during demonstration in Hauppauge.



New York City



CSEA ACTIVISTS in New York City gathered recently to plan strategy for dealing with the impact of state budget cuts and protest layoffs and the pay lag.



Collins Correctional

CSEA members from several western New York locals joined with AFSCME Council 82 members to demonstrate against layoffs of correctional employees at Collins Correctional Facility.

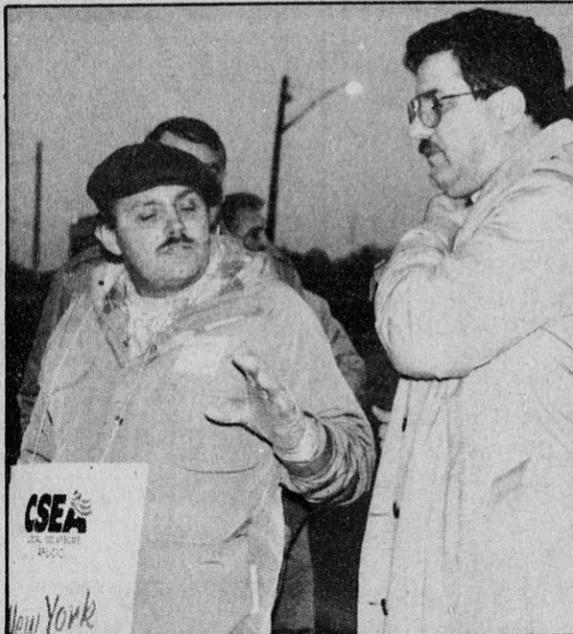
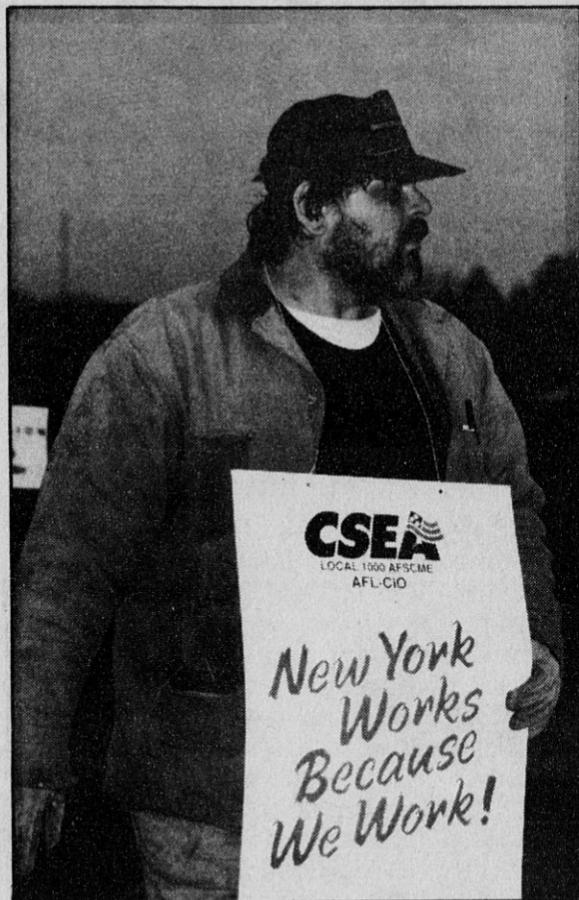
Demonstrators hanged Gov. Cuomo in effigy during the protest.

CSEA Collins Correctional Facility President Ron Nowak said a meat cutter has been sliced from his facility and several other displacements will

occur as the result of transfers and bumping.

"We're all unified against the state using public workers as scapegoats for its fiscal mismanagement," CSEA Gowanda Psychiatric Center Local 408 President Wayne Jones said. Local 408 members joined with members from Local 174 and J.N. Adams Developmental Center Local 400 to support the Collins Correctional employees in the protest.

Oneida Correctional



CSEA MEMBERS joined members of AFSCME Council 82 and PEF in a demonstration at Oneida Correctional Facility to protest job and service reductions caused by the state budget deficit. In photo above, CSEA Region V Executive Vice President Bud Mulchy, left, talks with Council 82 Executive Director Joe Puma.

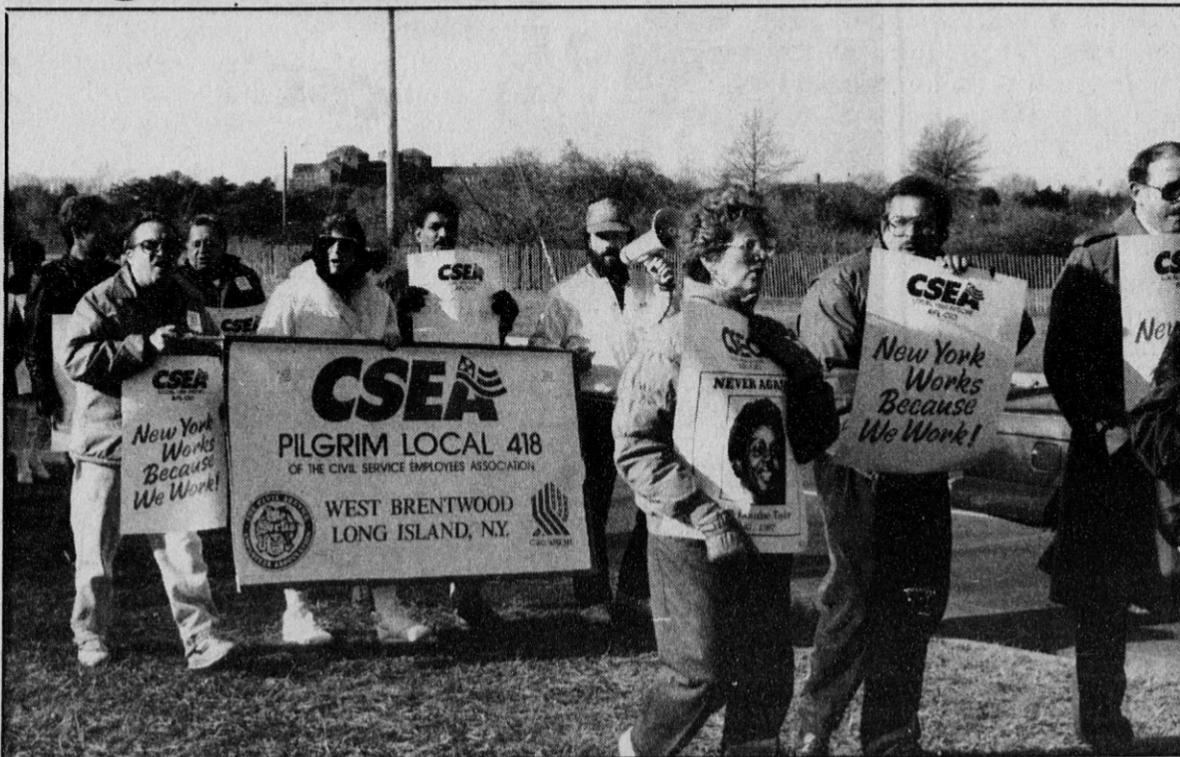
South Beach Psychiatric



"Layoffs are outrageous!" said CSEA South Beach Psychiatric Center Local 446 President Joel Schwartz as about 150 facility employees marched in protest recently.

"We already have one person doing the work or two or three people. We can't afford these layoffs," Schwartz said.

Pilgrim Psychiatric

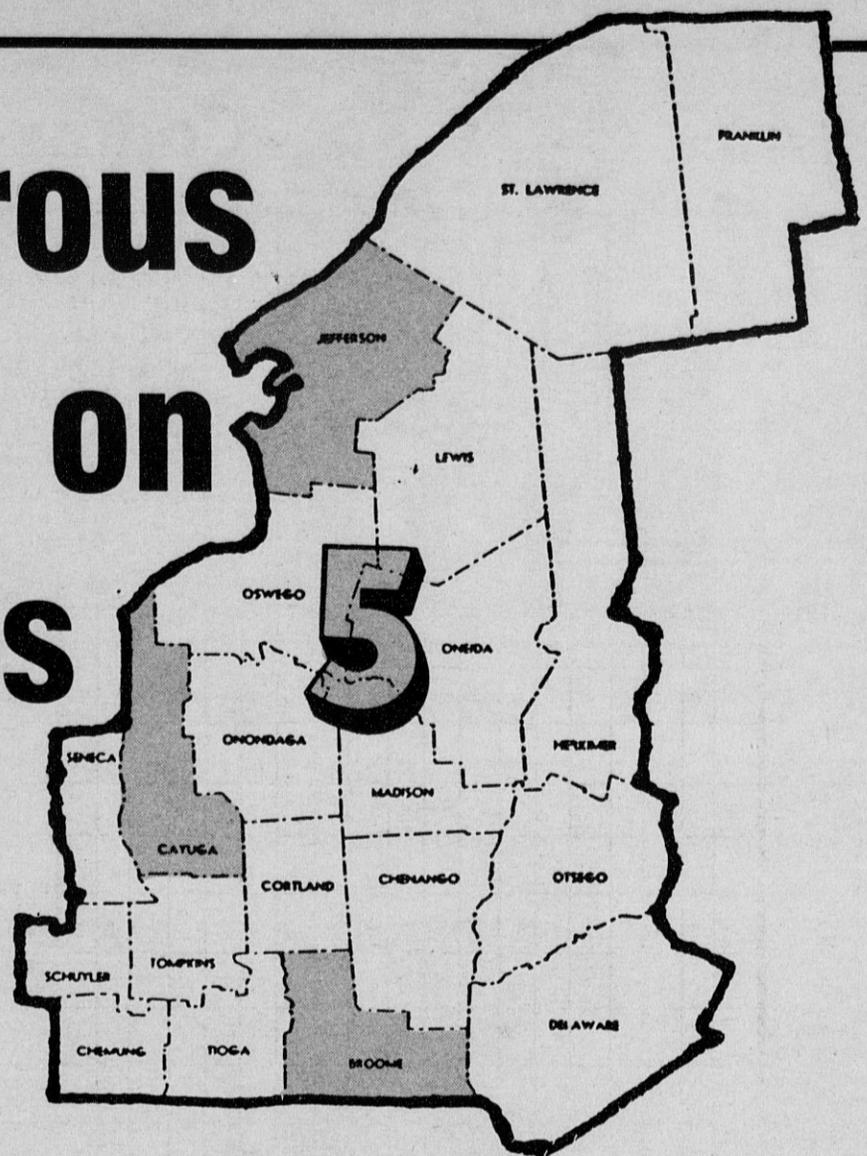


Pilgrim Psychiatric Center is so understaffed that there are areas in the facility where members never get a day off.

"Requests for time off are all being denied due to insufficient staffing levels. How can we take any layoffs?" CSEA Local 418 President Pat Hahn asked during a recent rally at the facility.

A large contingent of CSEA Local 418 members marched to protest layoffs, the state pay lag, understaffing, mandatory shift changes and the overall effects of state budget cuts at the psychiatric center.

Dangerous developments on the front lines



A rash of incidents has injured several CSEA members in recent weeks.

In each case dangerous working conditions or irresponsibility by management or outsiders contributed to the incident.

In the first incident, two Binghamton state Department of Transportation workers were injured when a scab Greyhound bus driver sideswiped a paint crew working on Interstate Route 81.

Paint crew supervisor Michael Tasber and laborer Cynthia Cotten were both treated and released from an area hospital after suffering neck and back injuries.

According to Binghamton State Employees CSEA local 002 President Lyman Switzer, all safety precautions were in place and working and the incident was totally the fault of the Greyhound driver.

The crew was painting lines in the southbound lane when the Greyhound bus passed the last vehicle and suddenly tried to change lanes, sideswiping the flatbed truck that Tasber and Cotton were riding in.

"Scab drivers are dangerous to their passengers and anyone else using the road," Switzer said. "Luckily no one was seriously hurt in this incident but the next time someone might not be so lucky."

Ogdensburg Correctional mishap

CSEA Ogdensburg Correctional Facility Local 185 member Warren Kinney miraculously escaped with minor injuries after several thousand pounds of roofing trusses collapsed over him.

Kinney, a maintenance worker at the prison, was working with an inmate work crew on the construction of a new barn. He did not have the appropriate protective equipment and it turned out that the trusses collapsed because a previous inmate work crew had not secured them as assigned.

Luckily, Kinney was able to squeeze out from the chaos and sustained only minor injuries.

CSEA is particularly concerned about this incident in light of the state Department of Corrections plan to use more inmate labor to take the place of

laid-off CSEA members (see story page 4).

Aside from the danger to workers from the inmates themselves, this incident demonstrates the problems caused by the quality of the inmates' work.

Cayuga DSS worker stabbed

Cayuga County Social Services Caseworker Ann Peterson was stabbed in the back of the neck with a four-inch steak knife by a client she was escorting from the county jail.

Peterson had requested an escort from the sheriff's department because she knew the client could be dangerous. Her request was refused based on county policy.

Instead a maintenance worker was assigned to escort her, but he was unable to stop the attack. Peterson received stitches at a local hospital and was released.

According to CSEA Cayuga County Unit President Kathy Johnson, CSEA has long sought change in the policy on the escort of dangerous clients. But the county has ignored the issue.

DOT worker left to bleed on his own

CSEA Ogdensburg state DOT Local 518 member David Kish was injured and nearly bled to death while working alone in a sand pit.

Kish was working alone with a front end loader when he sustained a severe laceration of his wrist.

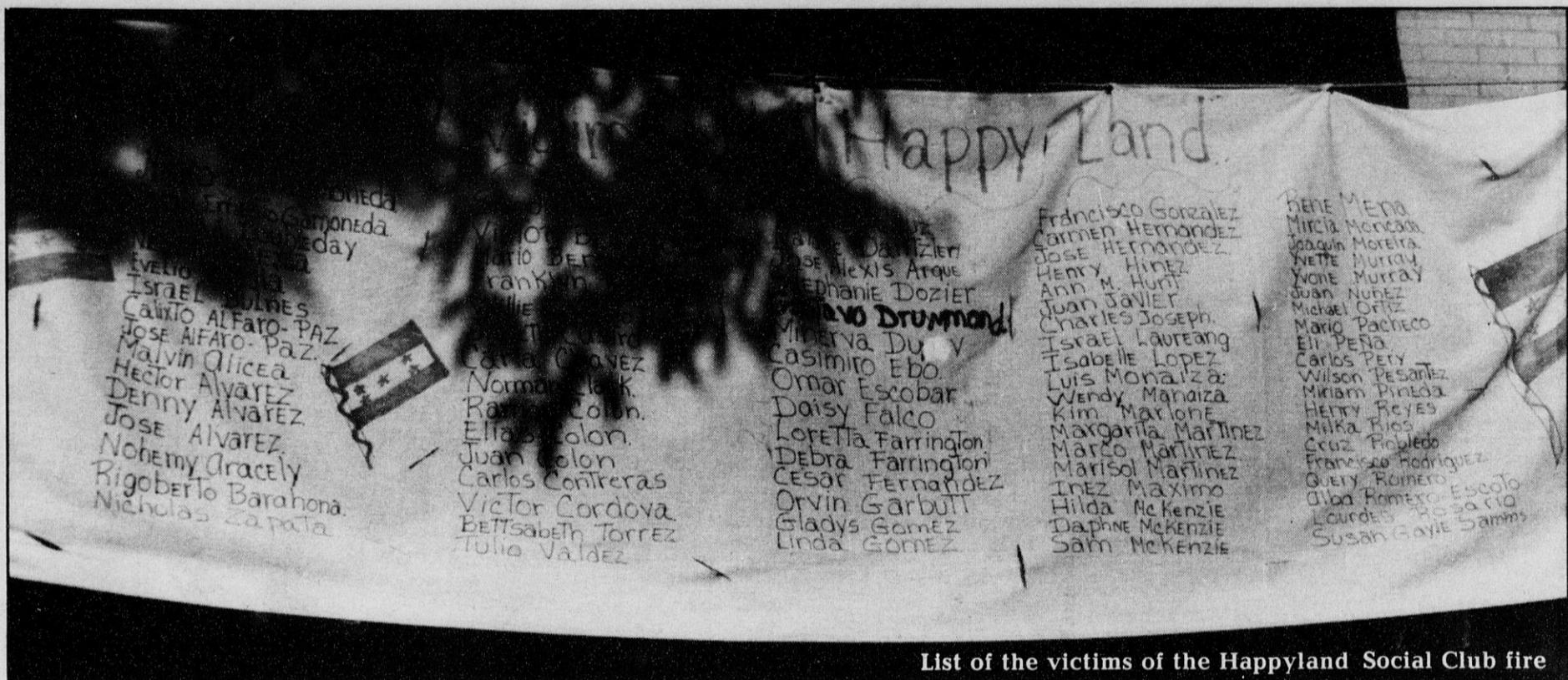
Bleeding profusely from the wound he tried to radio for help. There was no one in the DOT shop to answer his call. Still bleeding he made his way to a nearby road and tried to flag down a motorist without success. Finally, another DOT truck happened along and helped him.

At the hospital, he needed 17 stitches to close the gash.

The incident demonstrates the danger of working alone and the increased risk that will be created as the state continues its short-sighted policies of layoffs, short-staffing and cutbacks.

CSEA Region V President Jim Moore said these incidents were clearly avoidable and show that people's lives are at stake if safety doesn't receive the highest priority.

In each case, dangerous working conditions or irresponsibility by management or outsiders contributed to the incident.



List of the victims of the Happyland Social Club fire

The pain continues

Mother grieves for sons who died in social club fire

By Lilly Gioia

CSEA Communications Associate

NEW YORK — Walking past colorful decorations this holiday season has been difficult for Maria Elena Mancía, a member of CSEA Psychiatric Institute Local 419.

Her two sons, Jose and Calixtro, were among the 87 people who died last March in the tragic arson at the Bronx Happyland Social Club. Grieving Bronx families still place lit candles and remembrance flowers at the site on the

25th of every month, the anniversary of the fire.

"I still can't go past the street where the Happyland Social Club is located," Mancía said. "I just can't go there, so I ask a friend of mine to bring flowers there for me."

Mancía recalls the torment of that awful night when a friend phoned to tell her of the fire. Uncertain whether her sons, ages 19 and 20, were there, she went anyway, finding what she called "a very desperate scene."

"It seemed like there were 6,000 people there between relatives, newspaper reporters and TV. I looked everywhere outside the club hoping to find out if my sons were outside," she said. "Then I had to wait in the street on a line two blocks long with other relatives hoping to get permission as a mother to go and see if my sons were in there."

When word of her devastating loss reached the New York Psychiatric Institute where Mancía has been a housekeeper for nearly four years, CSEA Local 419 officials immediately set up an emergency fund to assist with expenses. When Mancía left her small Honduran coastal town to bring her three sons to New York, she never dreamed she would be returning to bury two of them.

Mancía is still very moved by the warmth and support she has received from CSEA and co-workers at the Psychiatric Institute. They raised nearly \$5,000 to help with burial expenses.

"I never thought that people would be so generous. I am not a rich person. I am a single parent who just gets along on my income," she explained. "That's why the help I received meant so much that I could take their bodies home for burial."

Warmed by the "good feeling" that

"I still can't go past the street where the Happyland Social Club is located"

Maria Elena Mancía

CSEA and her co-workers really care, Mancía reads the Bible for solace. She was thankful for the support and understanding of friends as she faced the first Christmas since her loss. Her 14-year-old son still finds it difficult to think of his brothers as dead, she said.

Surrounded by holiday shoppers and music on New York City's busy streets, Maria Elena Mancía had one holiday wish: "I wish nothing like this ever happens to anyone else."



"I never thought that people would be so generous"

Maria Elena Mancía



Site of the Happyland Social Club fire

Achieving Justice

CSEA: A day's work deserves a day's pay

TOWN OF POUGHKEEPSIE — CSEA legal efforts paid off recently when the State Supreme Court ruled Town of Poughkeepsie workers are entitled to an extra day's pay they had earned.

The issue dates back to 1987. According to Unit President Bob Geslain, town employees are compensated on an annual basis, based on 2,080 work hours per year. But in 1987, there were 2,088 work hours in the year. No problem, said town officials, who paid the day's wages to the workers.

In 1988, variations in the calendar year again caused employees to work 2,088 hours. But this time, the town board refused to pay for the extra day.

CSEA's grievance over the issue was rejected by the town in September 1989. So the union took the issue to court and won.

Supreme Court Judge John R. King said the evidence in the case, "showed clear intent on the part of the town to define the work year as 2,080 hours. He directed the town to pay the money owed the employees.

CSEA Labor Relations Specialist Annette Raetz credited Geslain for the victory.

"This whole thing came about because Bob had a clear sense that there had been an injustice," she said. "He was determined to see this situation through to the end."



CSEA clears worker wrongly accused



WELCOME BACK — Hudson River Psychiatric Center CSEA Local 410 President Judy Watts, right, welcomes Howard Petrick back to work after the union helped clear him of patient abuse charges.

POUGHKEEPSIE — When Howard Petrick was charged with patient abuse, CSEA Hudson River Psychiatric Center Local 410 President Judy Watts believed he was innocent.

Watts was right and Petrick, who was suspended from his job for six months, has been reinstated with full back pay.

Watts said the whole issue came down to credibility. Petrick, a 22-year veteran employee and supervisor of the Grounds Maintenance Department, had a clean record.

"You're talking about a man who had an impeccable record," she said. "The state had no concrete evidence.

"Something about the case bothered me," Watts said. She pointed out that Petrick is a groundskeeper, not a direct care worker. Yet he was assigned to oversee the facility's greenhouse program for patients.

Watts praised the efforts of attorney Bill Burke who caught the state's "witnesses" in lies and contradictions.

"Judy was terrific through the whole thing," Petrick said. "If it weren't for her I would have gone bonkers."

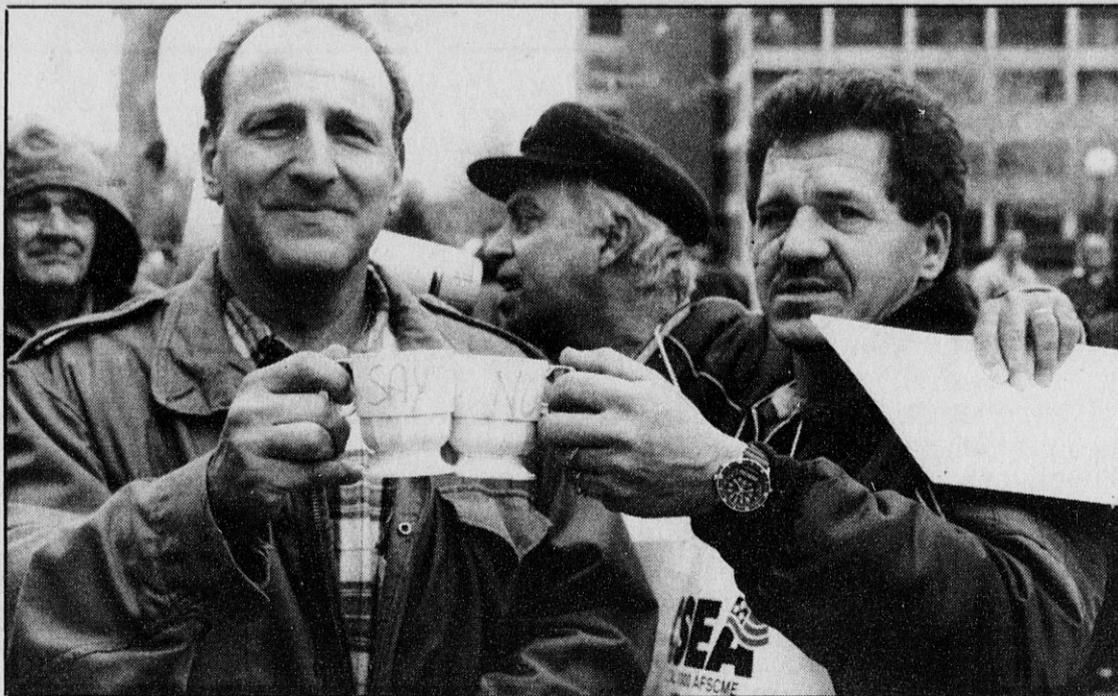
Following Petrick's reinstatement, he won the grand prize at an employee recognition day at the facility. It prompted one administrator to note, "It's a perfect ending to a bad year."



CSEA demonstrations

At SUNY Stony brook

CSEA protests plan to contract out



STONY BROOK CSEA Local 614 members tell the administration to "say no" to contracting out.

STONY BROOK — Members of CSEA SUNY Stony Brook 614 demonstrated recently to protest contracting out of custodial services.

More than 200 CSEA members demonstrated in front of the administration building over plans to hire private sector workers to clean and maintain the university's new gym and field house.

"We strongly protest the contracting out of work historically performed by our bargaining unit," said Local 614 President Phil Santella. "It is beyond belief that the administration would hire outside contractors for \$250,000 at a time when there is a budget crisis. CSEA members can perform the custodial services for the two additional areas and it would be much more economical for the state."

The administration gave up about 11 jobs to help pay the cost of the private contractors, Santella said.

"We feel we're giving up positions in our bargaining unit to help pay for an outside contractor. Why doesn't the university fill the items and let those people do the custodial work?" he said.

"The university entered into the agreement with the contractor days

after we were informed there was a hiring freeze, no more overtime and no contracting out because of the state budget."

Although administrators told Santella the contractor would supply 15 to 19 people to work weekends and nights, Santella said at least two CSEA members have been contacted by the contractor and asked if they are interested in the work.

"This is ridiculous," Santella said. "The university is going to spend \$250,000 and our guys are the ones who are going to do the work for the contractor? Obviously this should be investigated."

CSEA has filed a grievance against the university and has asked in writing for a copy of the agreement with the outside contractor.

"The university is going to spend \$250,000 and our guys are going to do the work for the contractor?"

—SUNY Stony Brook
CSEA Local 614
President Phil Santella



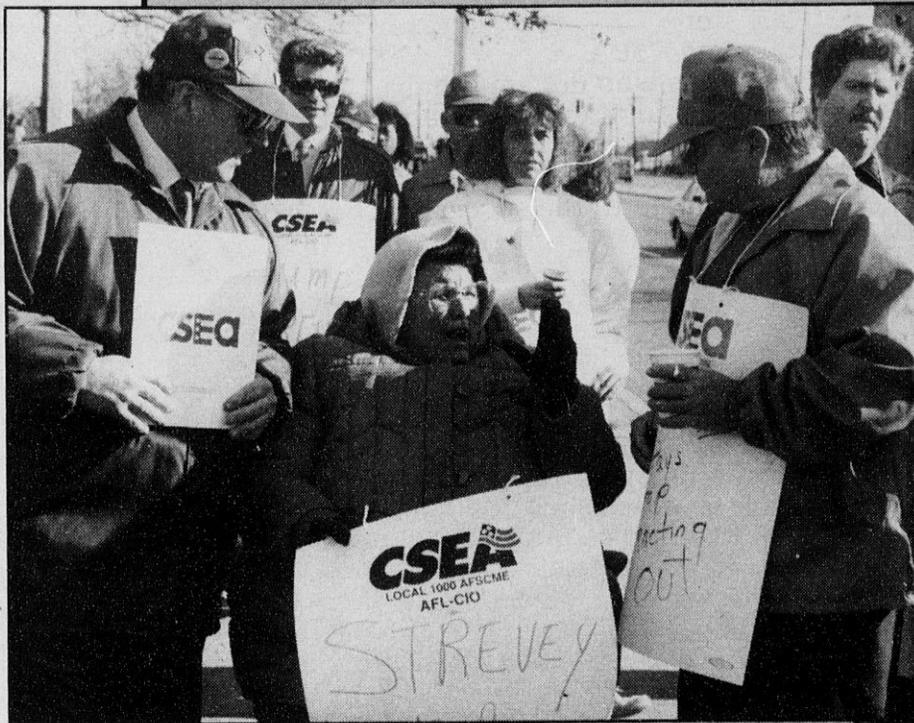
CSEA LOCAL 614 members demonstrate at SUNY Stony Brook to protest a plan to spend \$250,000 on contracting out custodial services for the new field house.

CSEA demonstrations



CSEA tells Nassau County:

'Don't contract out!'



CSEA NASSAU COUNTY LOCAL 830 members demonstrated to protest contracting out at Nassau County Medical Center and the A. Holly Patterson Geriatric Center. At left, Local 830 President Rita Wallace is flanked by NCMC Unit President George Walsh and Emergency Services Representative John Barry. Below, CSEA activists rev up for demonstration as they arrived by the busload from A. Holly Patterson Geriatric Center.



It's time to talk in Mahopac

WE WANT A CONTRACT NOW! — Clerical employees at the Mahopac School District demonstrated recently at a school board meeting to protest the impasse in contract negotiations. Bus drivers and teachers, also at impasse, supported the clerical workers, who are members of CSEA Putnam County Local 840. Their contract expired June 30.



SUNY Cortland Local helps make it seem more like the holidays for area troops stationed in Gulf

By Mark M. Kotzin
CSEA Communications
Associate

CORTLAND — This holiday season was a rough one for anyone with family stationed in the Persian Gulf area. For the troops in Saudi Arabia, it was even rougher.

But CSEA SUNY Cortland Local 605 members helped to make the holiday season a little easier for the troops by bringing a little holiday spirit to the desert sands.

In cooperation with Chapter 377 of the Vietnam Veterans of America, Local 605 members participated in "Project Desert Santa," an effort to provide soldiers, sailors, Marines and airmen from the Cortland-Tompkins County area with holiday gifts.

"Being a Vietnam vet, I know what it's like to need support," CSEA Local 605 President Willis Streeter Jr. said. "Our troops in the Gulf need that now, and this is one way we can do it."

Streeter appointed someone he felt was well qualified to coordinate the collection effort at SUNY Cortland — CSEA member Melinda Van Etten. Her 19-year-old son, Christopher, is stationed in the Gulf.

The project was designed to

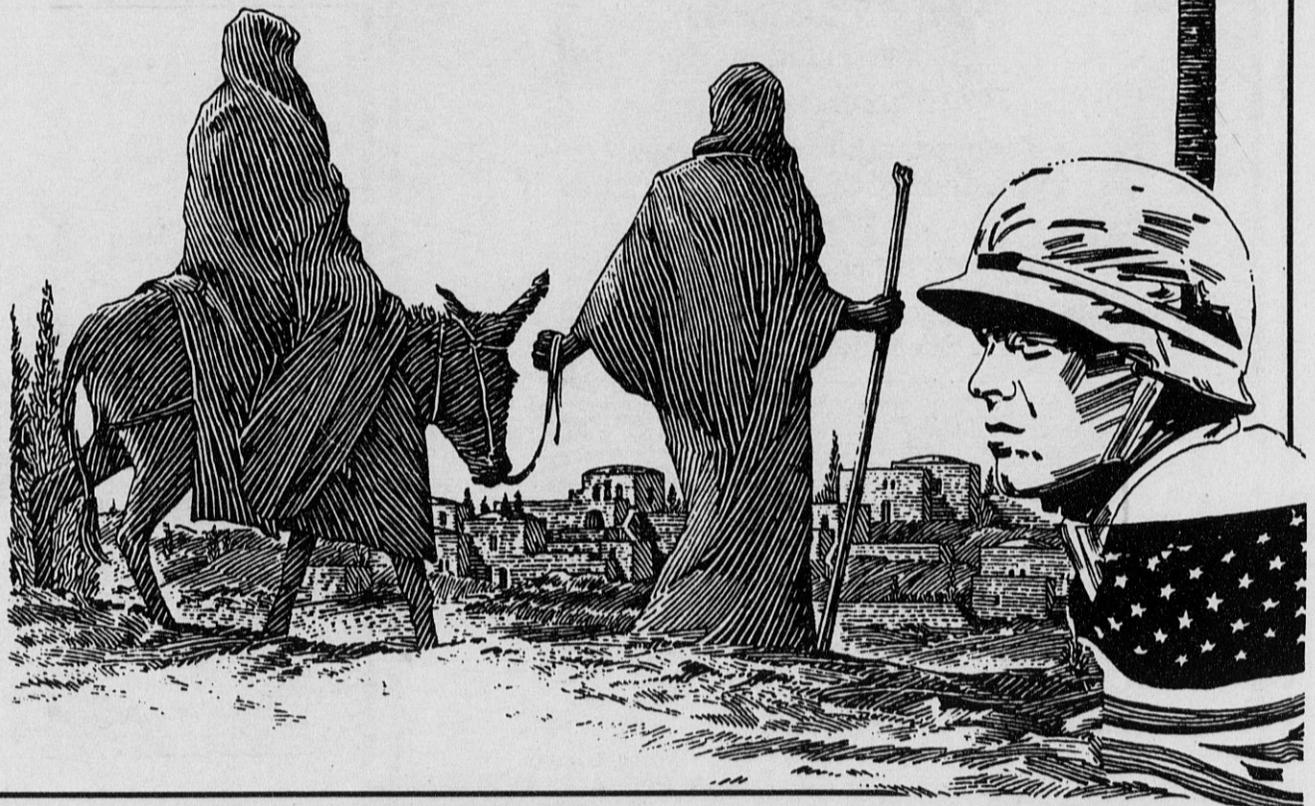
get donated gifts to the troops in time for Christmas, Van Etten said. Items included personal care items, writing materials, books, magazines and holiday candy. The project was so successful that it was possible to donate gifts to more than just the area military personnel.

The gifts were airlifted to the Gulf from Griffis Air Force Base in Rome.

For Van Etten, the project made it easier for her to cope with her son's absence.

"It's hard being the one left home," she said. "This gave me something to do, so I could feel that I was helping."

Van Etten and Streeter thanked CSEA members who donated their time and gifts to the project and to the local civil groups, corporations and schools that contributed to the success of the project.



Rockland County CSEA members help provide gifts for needy during the holiday season

OH, YOU BEAUTIFUL DOLL! More than 250 dolls donated by the Salvation Army and dressed by Rockland County employees were given to underprivileged children this holiday season. County employees also were involved in a toy program for children of needy families and a recycled furniture program for welfare recipients. Looking over some of the dolls before they were given to needy children are Gloria Botwinick, Pearl Harbus and CSEA Rockland County Local 844 Vice President John Fella.

THE PUBLIC *Sector*

...IN A CLASS BY ITSELF!

The *Public Sector* has been judged the outstanding labor publication in its class in an international journalism competition.

CSEA's official publication recently won the first place award for general excellence for local union publications with a circulation of 15,000 or more. The contest was sponsored by the International Labor Communications Association (ILCA), AFL-CIO, CLC.

The publication also earned a second place award in the editorial cartoon category. CSEA staff Graphics Specialist Ralph Distin has won consecutive awards for the past decade in the ILCA competition for his often-biting editorial cartoons.

This is what the distinguished panel of judges said in naming *The Public Sector* the best labor publication in its class in the United States and Canada:

"Vast, sweeping makeup with plenty of original and special designs produce a paper with great eye appeal. Center spread text and illustrations particularly outstanding. Coverage of civil service employee concerns runs the gamut . . . A bang-up representative job."

International Labor Communications Association

AFL-CIO/CLC

FIRST AWARD

presented to

The Public Sector

for outstanding achievement in the field of labor journalism in the category of

General Excellence-III, A

Panel of judges appointed by the ILCA Executive Council:

Karen Bell, Labor Writer, Associated Press; Joseph Foote, Independent Writer and Journalism Lecturer; Alice Hoffman, Director, Pennsylvania Dislocated Worker Unit, Department of Labor and Industry; David Kusnet, Free Lance Writer and Consultant; Charles A. Perlik, Jr., President, The Newspaper Guild (Retired); David Periman, Associate Editor, AFL-CIO News (Retired); Bob Rodden, Special Assistant to the President, IAMAW (Retired); and Frank Swoboda, National Staff Writer, The Washington Post.

Awarded in 1990 for Performance in Publications of Calendar 1989



Patrick J. Zinda
President

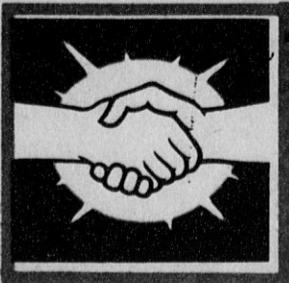
David A. Ehlers
Secretary-Treasurer



THIS CARTOON illustrating the advantages of day care for working parents and their children won an award for CSEA Graphics Specialist Ralph Distin.

ADMIRING AWARDS won by *The Public Sector* are members of the Public Sector Committee of the CSEA statewide Board of Directors. From left are Richard Pankowski (Suffolk County), Marguerite Stanley (Schoharie County), CSEA Director of Communications Michael P. Moran, Bruce Damalt (Seneca County), Committee Chairperson Jimmy Gripper (Mental Hygiene, Region 2) and Thomas Schmidt (Sullivan County). Committee member James Kurtz (Chautauqua County) was not present for the photograph.





AT YOUR SERVICE

YOUR UNION BENEFITS

A REFERENCE GUIDE TO CSEA MEMBER SERVICES AND BENEFITS

CSEA Toll-Free

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

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

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

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

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

* For Field Operations or the Empire Plan/Health Benefits Committee, press number 1

* For disciplinaries, grievances and other legal matters, press number 2.

* For Communications, the Executive Offices or Political Action, press number 3.

* If you have a question concerning dues, membership or agency shop, CSEA group insurance other than health or need to talk to the Finance Department, press number 4.

* To hear CSEA's Current Issues Update for news of interest to CSEA members, press 5.

Employee Benefit Fund

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

For questions regarding any of the benefits or for assistance with negotiations, call:

1-800-323-2732 or (518) 463-4555 or write:
CSEA Employee Benefit Fund
14 Corporate Woods Boulevard
Albany, NY 12211

Education and Training

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

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

To request booklet order forms or to obtain information on union workshops, call CSEA headquarters at **1-800-342-4146**. For information on videotapes, contact your CSEA regional office.

Safety

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

AFSCME Advantage Credit Card

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

To obtain an application form, call your CSEA regional office.

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

AFSCME Advantage Legal Services Program

The AFSCME Advantage Union Privilege Legal Service Program makes it possible for you to easily obtain high quality, affordable legal services for many personal legal matters. For more details and a list of the participating lawyers in your area, call the CSEA office in your region.

Insurance

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

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

Health Insurance

For health insurance questions concerning Empire Plan coverage, call the appropriate following telephone number:

EMPIRE PLAN

Blue Cross Claims 1-800-342-9815
or (518) 465-0171

Metropolitan Claims 1-800-942-4640

Participating Providers 1-800-537-0010

Empire Plan Health Call 1-800-992-1213
(Hospital admission approval/surgical review)

Retirement

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

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

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

General retirement information and retiree membership information are available by contacting **CSEA's Retiree Department at CSEA Headquarters 1-800-342-4146 or (518) 434-0191.**

Technical retirement benefit questions (i.e., eligibility for service buy-back, transfer of membership), requests for retirement allowance applications, and requests for retirement estimate applications should be directed to the New York State and Local Retirement Systems at **(518) 474-7736.**

State employees over the age of 50 and their spouses can attend DIRECTIONS, a two and one-half day pre-retirement planning seminar sponsored by CSEA. **For information call (518) 486-1918.**

United Buying Service

Get big savings on consumer products through the union's official discount buying service. UBS combines the power of millions of members to negotiate discounts on a whole range of major name discount products. Everything from automobiles to major appliances, video to home furnishings and more. The program is free to CSEA members and carries no service charges. **To place an order or for pricing information, call 1-800-336-4UBS or 1-800-877-4UBS.** UBS has also set up a hotline for information on limited special monthly offers available only to CSEA members. **For a listing of specials, call the hotline at 1-203-967-2980.**

Grievances, Disciplines

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

CSEA REGIONAL OFFICES

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

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

CENTRAL REGION 5 OFFICE
6595 Kirkville Road
East Syracuse, NY 13057
(315) 433-0050

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

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

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

CSEA STATEWIDE HEADQUARTERS

143 Washington Avenue, Albany, N.Y. 12210

1-800-342-4146 (toll-free) (518) 434-0191

Press 5 for Current Issues Update.

THE FIGHT TO SAVE GOWANDA

By Ron Wofford
CSEA Communications Associate

GOWANDA — The Gowanda Psychiatric Center may be on a state-targeted list of facilities to be closed in a few years, but CSEA Local 408 members aren't taking it lying down.

"It's never too early to become concerned and active," CSEA Region President Bob Lattimer and Local 408 President Wayne Jones both emphasized to hundreds of Gowanda employees at a recent meeting. CSEA called the session to update workers about the future of the facility and mobilize employees in an all-out fight to prevent the state from closing the psychiatric center.

"The major portion of the fight will be in the political arena," Lattimer said. Local union activists also plan to form committees to concentrate on lobbying, community outreach, research and public relations as part of the campaign to keep Gowanda open.



CSEA REGION PRESIDENT Bob Lattimer

"We will need help to work on committees, to make phone calls, write letters and so on, whatever it takes to get our message out," Jones said.

CSEA Political Action Committee Coordinator Roger Sherrie outlined what he termed "the framework for a long, aggressive campaign to get our message through to the highest levels of state government."

Area political leaders attended the meeting and pledged their support to efforts to keep the facility in the community. Among those attending were Assemblywoman Pat McGee, a representative of state Sen. William Stachowski, the mayor of Gowanda and the supervisor of the town of Collins.

"I'm concerned, interested and ready to work with you," Assemblywoman McGee said.

The state Office of Mental Health (OMH) has targeted facilities in Gowanda, Elmira and Harlem Valley for closure and Kings Park, Middletown and Mohawk Valley for partial closure sometime within six years.



T-SHIRT TUESDAY is celebrated by some of the Gowanda Psychiatric Center employees who wear special bright blue T-shirts to work that day each week. It's all part of a CSEA campaign to keep the state from closing the facility in the next few years. In the front of this group of employees is CSEA Local 408 President Wayne Jones.

CSEA says OMH has run down the statewide psychiatric centers' patient population by 25 percent in just the past three years and projects the state plans to reduce the patient population by an additional 50 percent over the next five years.

"The main thing we're concerned about is quality care," Local President Jones said. "We're already seeing ward closings, food shortages and other evidence that the state and OMH are not doing their jobs."

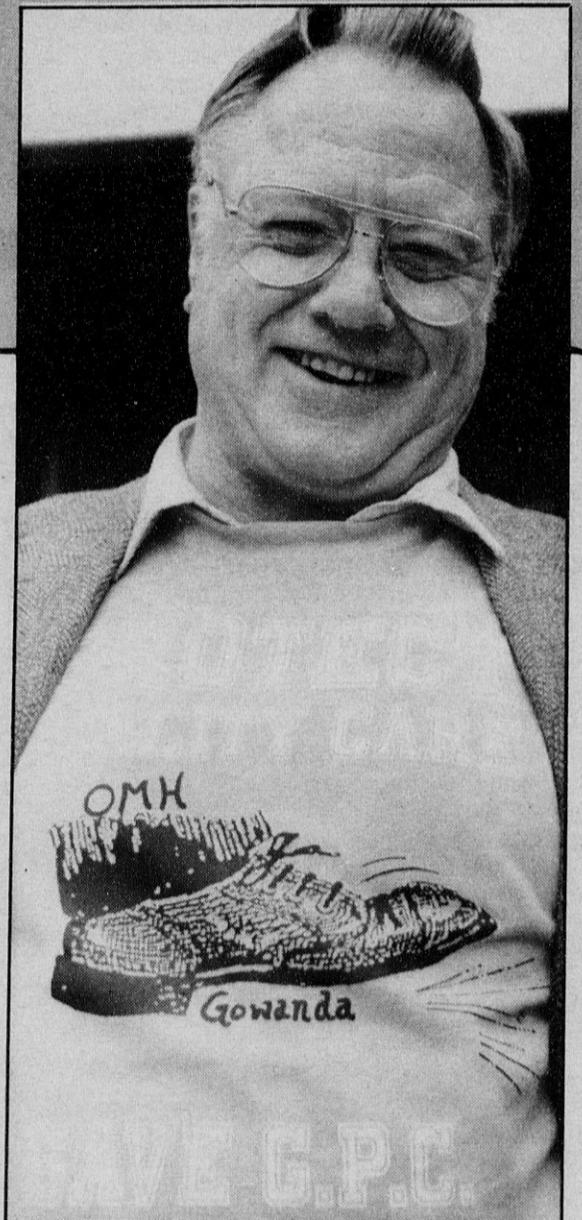
"We're committed to fight like hell to, first, keep the quality of care up and, secondly, keep our jobs."

If this is Tuesday, you can bet it's T-shirt day at Gowanda Psychiatric Center. Employees there have taken to wearing bright blue T-shirts every Tuesday to draw attention to union efforts to keep the facility open.

More than 75 employees wore the special T-shirts on the first "T-shirt Tuesday" and the number has increased every Tuesday since.

The T-shirts are inscribed "Protect Quality Care — Save GPC" and picture a huge "OMH foot" about to crush a tiny "Gowanda." The T-shirts are free to CSEA members and agency shop fee payers, and can be purchased for \$8 by others from the CSEA Local 408 office.

"The wearing of T-shirts is part of our plan of action to protect the continuity of quality care for our clients. It shows we're united and determined," Local 408 President Wayne Jones said. "We must convince our local politicians, OMH Commissioner Surles and the Governor that we provide a unique, much-needed service to the Western Tier that couldn't be provided if Gowanda were to close down."



CSEA LOCAL 408 President Wayne Jones models one of the T-shirts Gowanda employees wear to work each Tuesday.