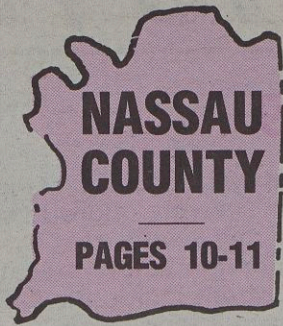
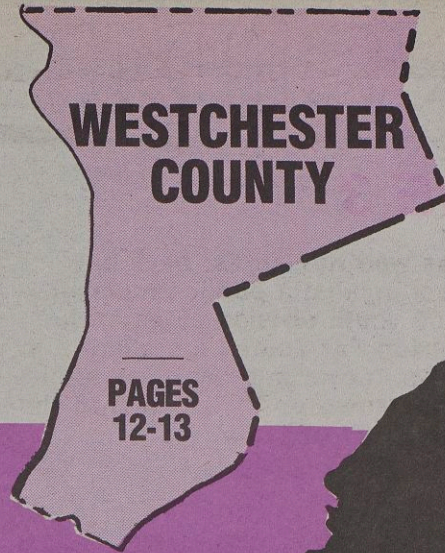


**CSEA  
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**AND IN**



# THE PUBLIC SECTOR

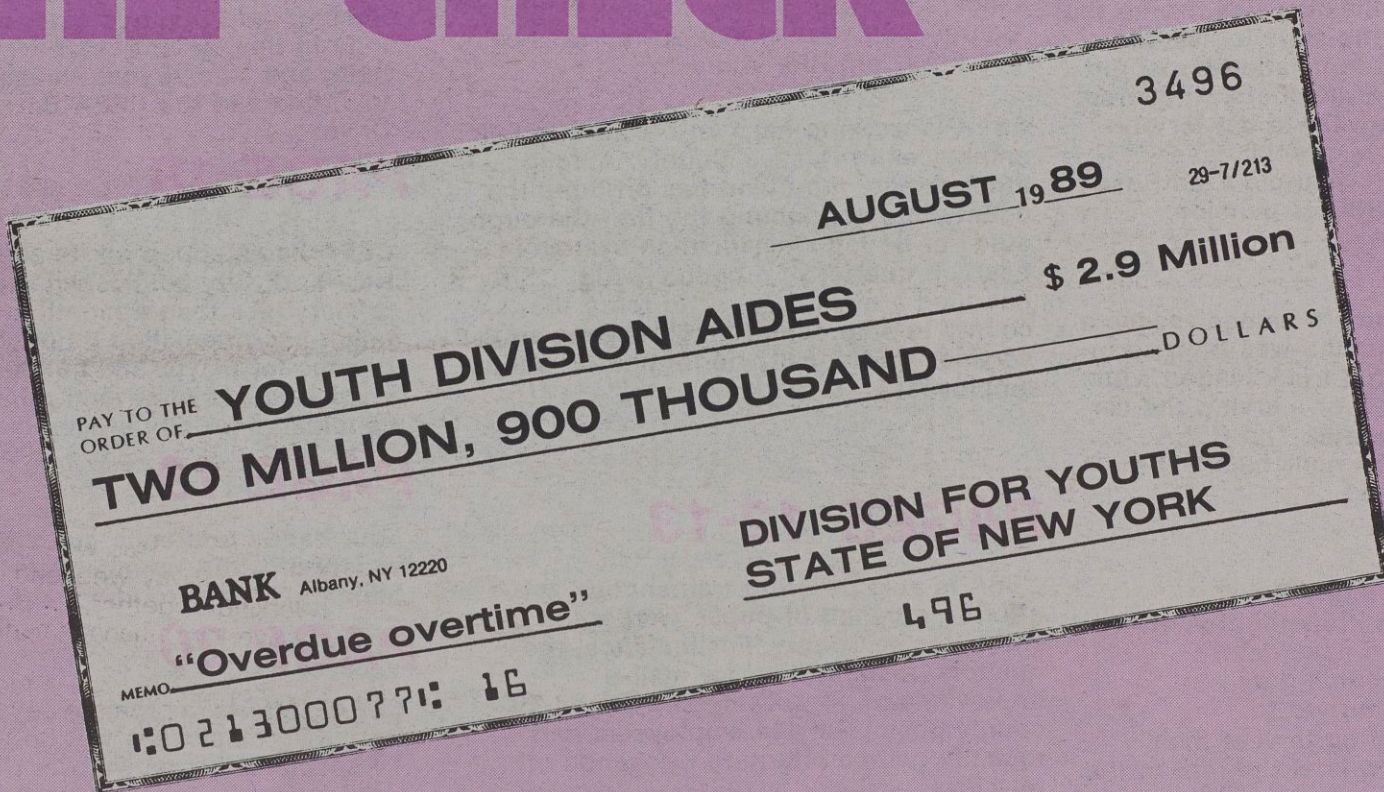
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Monday, August 21, 1989

**CSEA wins largest back pay award in history**

## THE CHECK



**IS (FINALLY)  
IN THE MAIL**

**SEE PAGE 3**



# INSIDE NEWS YOU CAN USE

## PAGE 3

CSEA has won the largest back pay award ever against a public employer. Nearly 500 youth division aides in the state Division For Youths are sharing in \$2.9 million in overtime back pay after CSEA complained on their behalf to the U.S. Department of Labor.

## PAGE 4

CSEA President Joe McDermott is heading up a task force of the New York State AFL-CIO investigating how the public employee pension system in the Empire State is managed. The task force is expected to recommend major changes in the retirement system.

Elections will get underway in September to fill 10 vacancies on CSEA's statewide Board of Directors.

## PAGE 5

CSEA has prodded the state Division of the Budget into lifting a moratorium on reclassification and reallocation in state agencies. Thousands of secretarial titles are in line for upgradings, along with hundreds of CSEA members in several other job titles. But there's a catch.

## PAGE 6

CSEA scored significant gains during the recent session of the state legislature. Most union-backed legislation benefited thousands of CSEA members, of course, but the union also went to bat for one solitary member in a special case. Thanks to CSEA, 88-year-old Fred Rose can finally retire with his pension.

## PAGE 7

Six state DOT members helped rescue a Long Island woman who was trapped in her car after a 22-ton truck loaded with hot asphalt tipped over, burying the car under the road material. The CSEA members dug for an hour before the victim could be freed.

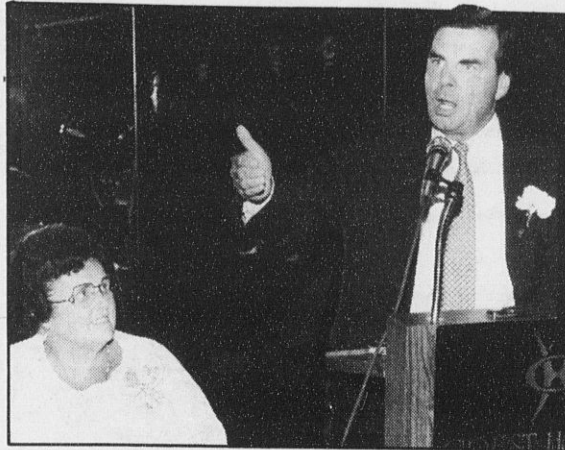
## PAGE 8

CSEA members at Stony Brook University, fed up with being denied leave time, changed pass day procedures and double duty assignments, have turned to informational picketing to vent their anger. Understaffing is at the root of the problems.

## PAGE 9

Trenching accidents on SUNY campuses in the past year severely injured two CSEA members and nearly cost them their lives. Inadequate safety precautions were involved in both incidents. CSEA and the state have joined in an unprecedented labor-management effort to try to prevent such mishaps in the future.

## PAGE 10-11



AFSCME INTERNATIONAL PRESIDENT Gerald W. McEntee was keynote speaker at the recent installation of newly-elected leaders of CSEA's largest local, Nassau County CSEA Local 830. At left is Local 830 President Rita Wallace.

CSEA is working hard on behalf of public employees in Nassau County. Among other things, the union has prodded the county into conducting the first thorough study of its job classification system in nearly a quarter of a century. And CSEA has filed a major lawsuit to force the county to stop contracting out jobs and services traditionally performed by public employees.

## PAGES 12-13

CSEA is also devoting tremendous efforts on behalf of public workers in Westchester County. For instance, the union is pushing hard for major improvements in working conditions for county Social Service employees, and recently gained alternate weekends off for LPNs.

## PAGE 14

CSEA members and staff employees are continuing a boycott of California grapes, fasting to demonstrate support for farm workers represented by the United Farm Workers union.

## PAGE 15

Asbestos is one of the most serious health and safety problems in workplaces. CSEA has won a major victory for SUNY Oswego workers who were exposed to asbestos, forcing the state Department of Labor to order annual medical exams and intensified medical monitoring to protect their health.

And an asbestos contamination scare at a downtown Albany worksite remains a concern for the union and the employees.

## PAGE 16

The deadline is near for state employees who operate and maintain the state's physical plants to register for a special Operations and Maintenance Seminar.

## PAGE 17

People, unfortunately, go hungry all year long in this state. But CSEA is trying to help, and so can you. Please contribute food items to the CSEA Cares Food Drive.

## PAGE 18

CSEA has stepped up its activities in New York City politics with the city primary less than a month away. The union has intensified its push for David Dinkins for mayor and announced endorsements of several other candidates for city offices.

## PAGE 19

Your handy reference guide to a wide variety of CSEA member services and benefits. It pays to check them out.

## PAGE 20

CSEA's efforts to promote day care centers for public employees will be featured in a TV special to be shown over the Labor Day weekend.

### THE PUBLIC SECTOR UNION YES

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# CSEA members win \$ MILLIONS \$ in back pay

CSEA has won a long battle with the state Division for Youth (DFY) that has resulted in a \$2.9 million back pay award for 491 employees, the largest back pay award from a public employer ever made, according to the U.S. Department of Labor.

The CSEA DFY members will receive back pay awards ranging as high as \$70,000 in three annual installments. The first payment was made in early August.

The DFY workers were employed as youth division aides (YDAs) between 1986 and 1989.

The huge award is a result of DFY's failure to pay overtime to YDAs working in community residences. Under a 1986 U.S. Supreme Court ruling, the Fair Labor Standards Act requiring employers pay overtime to employees who work more than 40 hours a week applies to states as

employers.

DFY continued to require the YDAs to work 24 hours a day for up to five days a week, but paid them only for 40 hours. They couldn't leave their worksite and had to pay

## CSEA wins largest back pay award ever from a public employer

for their meals throughout the five-day shifts. Even asleep, they were on the job.

CSEA complained to the U.S. Department of Labor and with crucial support from YDAs involved in the case (see story below), continued the fight for three years.

Now YDAs have eight-hour shifts and are paid overtime if they work more than 40 hours a week.

On top of improved conditions, the YDAs will benefit from the consent order which requires that the state pay these workers back overtime pay for the extra hours they worked between April 1986 and April 1989.

The retroactive overtime pay is to go to all full-time YDAs and per diem workers who worked in community homes and to part-time workers who put in more than 40 hours a week during the three-year period specified in the consent decree.

## A life of her own

WAPPINGERS FALLS — Linda (Smith) Powers finally has a life of her own. She earned it, and CSEA helped her get it.

Power's hard work and perseverance helped CSEA win a long battle with the state over wages and shift work for youth division aides (YDAs).

Powers, a YDA with the state Division for Youth (DFY), works at a community home for about a dozen troubled teen-agers. Until recently, she worked days and slept at the house every night from Sunday through Friday.

She was responsible for monitoring her charges through the night as well as during the day. On duty for 24 hours a day, five days a week, she was paid for only 40 hours a week. She had to pay for her meals, too — meals she helped plan, shop for and prepare.

"I didn't realize I was earning less than minimum wage," Powers said. Although she was living at the community home, she still had to pay rent on an apartment where she spent barely two days a week.

Worse, the nature of the job is difficult, and turnover is high because of burnout. Powers said she felt demoralized.

"I was sick all the time," she said. "My doctor said I was exhausted. The pressure, the responsibility is so great."

**“I didn't realize I was earning less than minimum wage.”**

In 1986, the U.S. Supreme Court ruled that the Fair Labor Standards Act (FLSA), which provides for overtime pay for any work over 40 hours, applied to states. A supervisor told Powers to start documenting her hours.

But when she began to make inquiries, she was immediately told that YDAs who work in certain community homes were exempt from the law. One supervisor told her: "If you can't cut the hours, maybe you'd better quit the job."

Powers was not about to give up that easily. She called a meeting with the YDAs who worked in other homes, including Ernest Fryer, whom she called her sidekick.

"He helped me go through the FLSA manual," she said. "We've been like kindred spirits, support systems for each other."

She formed a coalition with other state employees and began a letter-writing campaign. Meanwhile, CSEA was working with the U.S. Department of Labor to win overtime for the YDAs.

Three years of phone calls, documentation and letters to and from Albany finally paid off when Powers learned she and CSEA had won.

The settlement for three years of overtime pay for Powers and all grade 12 YDAs will be paid in three annual installments. The first checks went out this month. Some temporary and per diem YDAs will also get back pay if they worked more than 40 hours a week. (See adjacent story.)

Best of all, Powers and other YDAs now work 40 hours a week, eight hours a day or get overtime pay. She goes home each night and even enjoys a life of her own — although she's having trouble adjusting to it.

"For four and a half years, I had an abnormal life," she said. "Now that I have a normal life, it feels abnormal."



Linda (Smith) Powers

**“I was sick all the time. My doctor said I was exhausted.”**



**Petitioning period begins Sept. 8**

# Elections set to fill 10 vacancies on CSEA's statewide Board of Directors

Ten vacancies on CSEA's statewide Board of Directors will be filled in special elections scheduled to begin in September.

Any member who meets the eligibility requirements can have his or her name placed on the ballot by obtaining the required number of signatures of CSEA members on official petition forms. A candidate must be at least 18 years old, be a member in good standing of the CSEA Local since June 1, 1988, and must not be serving a disciplinary penalty imposed by CSEA's statewide Judicial Board.

Listed below are the vacant board seats and the required number of member signatures for each board seat. Signatures must be of CSEA members in good standing eligible to vote in the election. The nominating petitions must include the Social Security numbers of the members signing the forms.

Board Seat	Number of Signatures Required
Chenango County	41
Cortland County	48
Delaware County	42
Franklin County	55
Genesee County	27
Otsego County	48
Tioga County	23
Ulster County	129
Washington County	15
Wayne County	65

The petitioning period starts Sept. 8th when nominating petitions will be available and ends at the close of business Sept. 19.

**Signatures must be of CSEA members in good standing eligible to vote in the election.** Petitions previously submitted but received late will not be accepted during the upcoming nominating period.

CSEA's statewide Board of Directors has adopted the following election schedule. The union's statewide Election Committee will conduct the balloting.

- Sept. 8** Start of petitioning period. Nominating petition request forms and petitions available from CSEA regional offices.
- Sept. 19** Deadline for nominating petitions to be received at CSEA Headquarters. Petitions must be received by the CSEA Membership Records Department, Box 7125, Capitol Station, Albany, N.Y. 12224 not later than 5 p.m.  
Deadline for receipt of campaign statements by *The Public Sector*.
- Sept. 27** Deadline for declinations, 5 p.m.

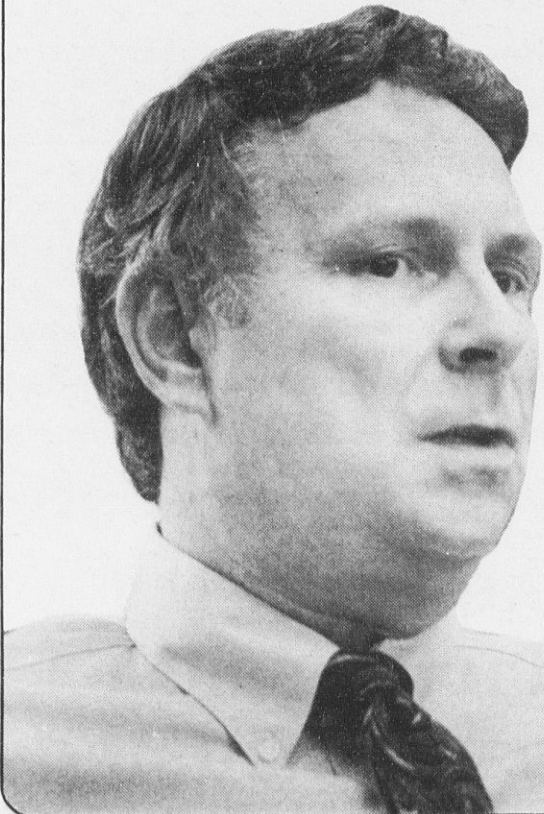
- Sept. 28** Drawing for ballot positions, 11 a.m., CSEA Headquarters, Albany. Candidates (or proxies) may attend as observers.  
Address labels available to candidates for mailing campaign literature.
- Oct. 2** Deadline for campaign literature to be submitted to CSEA Headquarters for distribution, 5 p.m.  
Campaign statements printed in *The Public Sector*. Campaign statements are the personal statement of the candidate and are not be construed as reflecting the opinions or beliefs of *The Public Sector* or CSEA Inc.  
Ballots mailed.
- Oct. 9** Replacement ballots available.
- Oct. 24** Deadline for return of ballots, 8 a.m. Ballots will be counted and results announced.
- Nov. 1** Protest period ends.
- Nov. 13** Election results printed in *The Public Sector*.

**In mail Sept. 14**

***Ballots to be mailed on election rerun for Local 864 officers***

A rerun of the recent election of local officers of Saratoga County Educational Employees Local 864 will be conducted by the CSEA statewide Elections Committee. Ballots will be mailed to eligible voters on Sept. 14. Replacement ballots will be available Sept. 21. The deadline for returning the ballots is 8 a.m. Oct. 6.

## McDermott heads AFL-CIO study into public pension reforms



CSEA President Joe McDermott will lead an in-depth study by the New York State AFL-CIO that is expected to recommend revamping the public employee retirement system in the state.

McDermott, who also serves as an AFL-CIO vice president, has been named chairperson of the newly-formed Public Employees Pension Task Force of the 2.3 million-member statewide labor organization.

"Everyone — the state, localities and even private developers — wants a piece of the employees' pension funds," McDermott said. "But the employees and retirees, who are the sole owners of the fund benefits, often receive little or no consideration when fund investments are considered."

"All of us in organized labor are concerned that public employees' pension fund investments in corporate takeover and leveraged buyout deals usually wind up costing thousands of jobs in the private sector. Pension fund investments should be better used to improve the economic climate and create jobs within the state," McDermott said. "The manner in which public employee pension funds are invested affects every citizen of this state."

McDermott is a long-time advocate of public employee pension change and has made CSEA the leading advocate for improving the retirement system. McDermott has urged the state AFL-CIO to become more actively involved in the effort, leading to creation of the task force.

***"Everyone . . . wants a piece of the employees' pension funds."***



# A step forward

## Union prods state to unfreeze reclassifications, reallocations

### Stenographers, others to benefit from upgrading plan

Upgrading opportunities are finally opening up for CSEA members in a number of state job titles.

After much prodding by CSEA, the state Division of the Budget is lifting its moratorium on reclassification and reallocation in agencies where the cost of such actions can be absorbed in their current operating budget.

It's especially welcome news for many CSEA members in senior and principal stenographer job titles, who will now have the opportunity to be reclassified into the new broader Secretary I and Secretary II titles at higher salary grades.

Secretary I is classified as grade 11. Secretary II is classified as grade 15. Some members moving up to the new job titles will have to take a civil service examination.

"This is an important issue of fairness for these employees," said CSEA President Joe McDermott. "They waited a long time for this to happen and the union fought hard for the reclassification."

The creation of the new titles is an outgrowth of the CSEA-negotiated

Comparable Worth study undertaken several years ago.

The changes could benefit about 3,000 CSEA members.

But while the Division of the Budget action is a step in the right direction, CSEA is not totally satisfied with the procedures that have been established to achieve the reclassifications.

"We stated a year ago that we weren't happy about the approach the state is taking toward this situation," said McDermott. "We'd prefer to see an across-the-board determination instead of a case-by-case review based on the evaluations of middle management and personnel directors, which could result in favoritism or subjective judgements."

"We're pleased that many members will not have to take the civil service tests to be upgraded but we're disappointed that some will have to be tested," McDermott said.

To avoid falling through the cracks, CSEA is recommending that all senior and principal stenographers and even keyboard specialists

who feel their positions require the performance of duties specified in the job descriptions for the Secretary I and II titles should work with their personnel office to have their agency recommend their position be reclassified to one of the new titles.

The new titles will be established with the Oct. 26 Administrative payroll and the Nov. 2 Institutional payroll.

Employees who are performing the duties of these newly created positions should be recommended by their agency for reclassification before then.

Permanent senior stenographers reclassified to Secretary I positions and permanent principal stenographers reclassified to Secretary II positions will not have to take any examination.

Employees holding other titles from which the movement to new secretarial titles would be considered a promotion will have to take a civil service test.

CSEA will keep a close watch on the process to ensure that actions are made fairly.

### Many more CSEA members may gain under new plan

In addition to the creation of the new secretarial titles, more than 700 other CSEA members in 18 different job titles could benefit from possible upgradings announced by the state.

Most of these individuals are in the **Tax Compliance Agent I** and **Tax Compliance Agent II** job titles, which may be reallocated from grade 13 to grade 14 and

grade 16 to grade 17 respectively.

As in the case of the secretarial series, the upgradings depend on the individual agency's ability to absorb the cost within its current operating budget. However, the upgradings do not require additional civil service testing.

Other job titles which could be upgraded are:

**Conservation Operations Supervisor II** (grade 14 to grade 15)

**Legal Assistant (+55b)** (grade 12 to grade 14)

**Principal Telephone Operator** (grade 12 to grade 14)

**Directory Information Systems Operator III** (grade 13 to grade 14)

**Office Machine Operator** (grade 3 to grade 5)

**Offset Printing Machine Operator** (grade 5 to grade 6)

**Lithographic Photographer** (grade 9 to grade 11)

**Elevator Starter** (grade 7 to grade 9)

**Correctional Facility Assistant Food Manager** (grade 14 to grade 17)

**Correctional Facility Food Administrator I** (grade 15 to grade 19)

**Upholsterer** (grade 10 to grade 12)  
**Institution Worker** (grade 3 to Supply Assistant grade 4)

**Dental Services Review Assistant I** (grade 10 to grade 15)

**Dental Services Review Assistant II** (grade 14 to grade 19)

**Baker** (grade 9 to grade 11)

**Head Baker** (grade 12 to grade 15)

**Chief Baker** (grade 15 to grade 19)

**Meat Cutter** (grade 9 to grade 11)

The state has not yet announced upgradings or procedures for upgradings in the power plant job titles, including stationary engineers. Action is expected sometime this fall. CSEA will continue to push for action in that area and will provide full details as soon as they are available.



# Pension gains

## New laws aid school, Tier IV employees

During the 1989 state legislative session, CSEA saw passage and approval of a number of important bills on issues that affect CSEA members, and three of them involve pension issues.

The following stories, including one about an 88-year-old CSEA member who can now retire with dignity, detail some of these legislative victories.

### Fred Rose

Fred Rose, 88, has never been one to sit back and take it easy. When he retired from his job at Vassar College in 1966, he went to work at the State Troopers barracks in Rhinebeck. He kept working there for nearly 23 years.

When he turned 86, Rose considered retiring, but found he could not — he had never enrolled in the state Employees Retirement System and had never been told he had to enroll.

CSEA went to work. Troop K CSEA Local 266 President Andrea Christiansen asked Assemblyman Stephen Saland for help, and once a bill was drafted, CSEA lobbied the bill's passage for two years to get it passed.

Finally, this summer, both the state Senate and Assembly passed the bill, and Gov. Cuomo signed it into law. Fred Rose is entitled to a state pension when he retires.

At 88 with more than two decades of state service, he deserves it.

### Tier IV withdrawal

Public employees who are members of Tier IV in the state retirement system must contribute to their retirement. But Tier IV employees who left state service couldn't get their money back until age 62, even if they weren't vested in the retirement system.

A new law that takes effect July 1, 1990, changes that. If Tier IV employees leave public employment before they are vested in the retirement system, they can now withdraw their contributions, including 5 percent interest.

### 12-month retirement for 10-month school district employees

Until this bill was signed into law, school district employees not enrolled in the state Teachers Retirement System could not earn a full year's retirement credit the 10-month school year.

As of Jan. 1, 1990, 10-month school district employees will earn retirement credit monthly. Each 20 days work now represents a full month of employment, and 170 days or more entitles an employee to credit for a full year in the state retirement system.

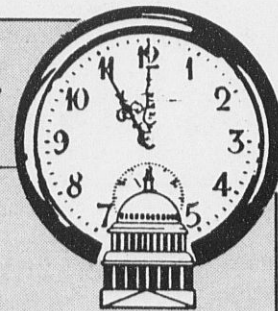


**SIGNING THE LAW** — Gov. Cuomo, seated, signs into law a bill which allows state labor class employees to take promotional exams. Looking on are, from left, state Commissioner of Transportation Franklin White, CSEA statewide President Joe McDermott and state Civil Service Commissioner Walter Broadnax. The bill gives labor class employees more opportunity for advancement.

## Washington Watch

### Progress

### on education aid exemption



WASHINGTON — CSEA and AFSCME are making progress in their fight to restore the tax exemption for employer-provided education aid.

The House Ways and Means Committee has approved a three-year extension of the tax exclusion.

Since January 1989 those benefits have been taxed, so an employee taking advantage of tuition reimbursement or other employer-provided education benefit has had to pay taxes on that benefit.

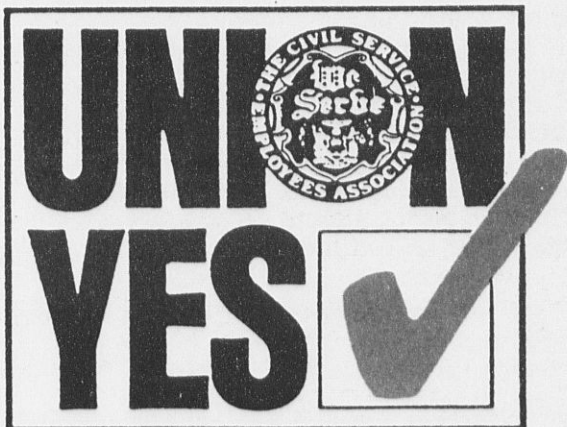
"These benefits are just that — a benefit the employer provides, not salary," said CSEA President Joe McDermott. "Our members should not be penalized for trying to improve their worklives through education; rather they should be

encouraged. The employer-provided aid is encouragement, but the tax is a penalty."

The three-year extension protecting education benefits from taxation must get approval as part of a package of tax measures from the full House and the Senate, then must be approved by President Bush.

U.S. Sen. Daniel P. Moynihan, a member of the Senate Finance Committee, is leading the fight for the tax exemption in the Senate, said CSEA Federal Issues Coordinator Joe Conway.

"We will continue to fight for these very important tax exemptions," Conway said. "We must protect our members' opportunity for advancement in the workplace."





# CSEA fights DFY

## Union says layoffs are unnecessary

CSEA is taking on the state Division for Youth (DFY) over its plan to layoff more than 100 employees and hire them back at a lower salary grade.

The union has filed an Improper Practice charge with the Public Employment Relations Board (PERB), saying that the plan violates past practice and changes the

terms and conditions of employment.

Under DFY's plan, as many as 144 grade 14 youth division aide (YDA) IVs would be laid off while an equal number of grade 12 YDA III positions would be created. The grade 14 YDAs could then take the grade 12 positions.

The change would cost a typical grade

14 aide \$3,000 a year.

"This is just an attempt by DFY to save money at the expense of the employees," said Mark Lawrence, CSEA deputy director of contract administration. "They have the money to pay these people the money they earn. We will not stand still and let this happen."

In a written agreement made several years ago, DFY promised that existing grade 14 aides would not be downgraded to the grade 12 position, Lawrence said. The agreement did allow DFY to replace grade 14 positions with the lower grade.

While DFY claims that the move is necessary because of budget problems, CSEA research shows that the agency has a budget shortfall that could be covered through attrition and turnover savings.

**‘This is just an attempt by DFY to save money at the expense of the employees.’**

## TO THE RESCUE

### *CSEA members help save woman trapped under tons of asphalt*

**SYOSSET** — They usually shovel asphalt to make a living, but this time they shoveled asphalt to save a life.

Recently, six CSEA-represented state Department of Transportation highway workers used their shovels to rescue a woman whose car was buried in hot asphalt as the result of a traffic accident.

The pothole-repair crew brought out their shovels when they arrived at the scene of the accident.

The driver, 26-year-old Pamela Cohen, narrowly escaped being crushed when her mid-size hardtop convertible collapsed after a 22-ton truck, carrying a fresh load of hot asphalt, overturned onto it, burying her car in hot asphalt.

She was rescued from a scorching fate by the CSEA workers, local volunteer firemen and several passers-by. The rescuers shoveled continuously for an hour before she was extricated from the wreckage.



**THREE OF THE SIX CSEA-represented DOT workers who recently put their shovels to use to save a life. From left are: Cardell Davis, DOT crew forman; Ronald Childs, equipment operator and Roney Johns, laborer.**

According to police, the truck, carrying the 325-degree asphalt, tipped over as it attempted a sharp turn into the parking lot of a fast-food restaurant.

"It was even hotter than 325," said Cardell Davis, foreman of the DOT crew.

Davis and his crew members — Roney Johns, a laborer and equipment operators Ronald Childs, Fred Quirino and Louis Tucker — grabbed shovels from their truck and started to dig in. They were later joined by Andy Zipkus, general foreman of the Sunnyside yard.

Passersby had already dug a small air

passage, which saved Cohen from suffocating.

However, as the men shoveled, the asphalt kept oozing out of the truck and onto the car.

"We just kept digging. The wrecker pulled the truck off," said Childs. "The firemen pulled the roof of the car off, but she was still pinned. They pulled the door off and finally freed her legs."

The victim was removed "red all over", and was immediately hospitalized. She was released the next day.

Her rescuers, according to Childs, "got hot feet," and the truck driver — he was arrested for driving while intoxicated.





## Severely short-staffed at Stony Brook

STONY BROOK — In a protest against acute staff shortages at the Stony Brook University Hospital, about 300 employees turned out recently to picket changes in pass days, denials of leave time and "float" assignments that amount to double duty.

Stony Brook University Local 614 President Tony Ruggiero summed up CSEA's complaint. "The top echelons are getting a lot of money, but it doesn't translate into good

**“The top echelons are getting a lot of money, but it doesn't translate into good patient care. Why hire more administrators? What they need is more hands-on staff.”**

patient care. Why hire more administrators?" he said. "What they need is more hands-on staff."

Ruggiero said staff shortages became acute about a year ago and the problem has been under continuous negotiation with management.

"They say it's a 'temporary emergency,' but it isn't temporary any more.

"People are assigned to wards other than their own because of shortages of personnel, and are expected to return later to their own wards and complete their work there," Ruggiero said. "It's double duty."

Understaffing is so bad that a woman was denied leave time to attend her daughter's wedding, and another mother was refused

time off for her son's graduation, he said.

Several state legislators and their representatives attended the protest, organized jointly by CSEA and the Public Employees Federation, including Sen. Owen Johnson and Assemblymen John Cochrane, Robert Wertz and John Powell.

Management representatives were quoted in the local news media agreeing that the hospital needs to fill vacant positions, but offered no solutions to the understaffing problem.

"If they are talking about 15 people, that's not good enough," Ruggiero said. "If they mean 50 to 60 people, we have something to talk about. That's how bad the staff shortage is."



Anthony Ruggiero



REVIEWING PLANS, seated from left are: DSS Executive Deputy Commissioner Barbara Sabol, DSS Commissioner Cesar Perales and DSS Day Care Center Inc. Chair John Monteiro. Standing from left are: CSEA Local 688 President William McMahon, CSEA Capital Region President C. Allen Mead, DSS Day Care Inc. Secretary Leo Dolan, PEF Vice President Howard Shafer and PEF Division 234 Shop Steward George Cushion.

## New DSS day care center plans reviewed

Members of the board of directors of the Department of Social Services (DSS) Day Care Center Inc. met recently with representatives from CSEA, the Public Employees Federation (PEF) and DSS officials to review plans for a new day care center which will provide day care services to 48 children. The day care center will be located at 40 South Pearl Street in Albany, and is scheduled to open mid 1990. Initial funding for the day care center is being provided through a cooperative labor/management effort between CSEA, the Governor's Office of Employee Relations (GOER), PEF, the United University Professions (UUP) and Council 82 AFSCME.





CSEA President Joe McDermott looks on with other participants during a recent demonstration on trench safety held at SUNY Albany. A series of cooperative seminars on the issue are being held by CSEA and SUNY at locations around the state.

# *Don't get in over your head*

When it comes to excavation safety, don't get in over your head unless you're sure the proper precautions have been taken.

That's advice CSEA and management operational employees are receiving throughout the State University system. But in an unprecedented labor-management effort, that advice is being emphasized as standard operating procedure.

To make sure everyone understands, CSEA, the Governor's Office of Employee Relations (GOER) and SUNY are conducting a series of seminars across the state.

The cooperative program resulted from CSEA concerns following two trenching accidents on SUNY campuses over the past year that nearly claimed the lives of the CSEA members involved.

In the incidents, at SUNY Oswego and SUNY Morrisville, the Department of Labor cited the campuses for inadequate safety precautions.

That prompted CSEA President Joe McDermott to contact SUNY Chancellor Bruce Johnstone urging immediate action and greater attention to safety and health issues on the campuses.

Johnstone responded by sending detailed information on excavation safety to officials throughout the SUNY system and by working with CSEA to set up the training program.

"I have to commend the chancellor for swift action to make sure that everyone from workers to administrators know what precautions to be taken," McDermott told participants at a recent training session at SUNY Albany.

Safety regulations require that all banks higher than five feet must be properly shored and laid back to a stable slope.

"Common sense tells you not to work under a heavy object hanging from a rope," said CSEA Director of Occupational Safety and Health James Corcoran, who also participated in the session. "Well, in excavation work you have to think of the material that's been removed as the heavy object and the bank where it's resting as the rope."

Corcoran's comments were echoed by SUNY Albany CSEA Local 691 Vice President Warren Molloy: "There's lots to look for before you get into a hole and based on what's happened elsewhere, you really have to think about it."

Grounds worker Ed Zwack agreed that the program was well worth the effort.

"I really didn't think about safety before, because we usually only go down a few feet. But this program made me aware of the risks and now I feel confident about what to do if we have to take on larger projects."

## *Update on injured members*

John Sawyer, a 29-year-old worker at SUNY Oswego was buried alive last August when the ditch where he was working collapsed. Only fast action by co-workers saved his life, although he lost part of his left arm and three fingers on his right hand when he was pinned against a steam pipe.

Today he is not only fortunate to be alive, but is also back to work in a new capacity.

Richard Jones, a 53-year-old employee at SUNY Morrisville suffered a similar accident last March. In the incident he broke several bones and got dirt in his lungs.

He is not back to work and has had to return to the hospital on several occasions due to complications stemming from his injuries.



# CSEA AT WORK IN NASSAU COUNTY

**CSEA pushes for, and gets,**

## A major job study in Nassau

Major changes in how Nassau County evaluates and compensates county jobs, including upgradings in many job titles, should result from a thorough review about to begin of the county's job classification system, according to CSEA.

Thanks to continual prompting by CSEA, Nassau County will soon begin the first such study of its job classification system in 23 years.

"This study is long overdue. The current

system is antiquated and badly in need of overhauling," said Nassau County CSEA Local 830 President Rita Wallace. "CSEA has made almost continuous requests for job title upgrades and reclassifications for several years because the county's neglect has resulted in substantial inequities in the classification system."

**Questionnaires for everyone**  
The review will include sending job

evaluation questionnaires to all county employees.

"It is important that each employee completes the questionnaire because that data is the first step in developing a modern, equitable job evaluation system in Nassau County," Wallace said.

Questionnaires are expected to be mailed to employees in October. The forms are being developed in consultation with a labor/management committee which includes Wallace, Local 830 Executive Vice President Ralph Spagnolo and Marilyn DePoy, an AFSCME expert on job evaluations. The committee will also monitor the overall review of the county's job classification system.

Final recommendations on overhauling the county's job classification system are expected early next year.

The study is being conducted by the firm of Ernst and Young, one of the largest job classification consultants in the country.

Wallace said CSEA will schedule informational sessions to answer employee questions concerning the questionnaires and assist with completion of the forms if requested. Dates, times and locations for the sessions will be announced soon.

### Pay equity lawsuit continues

Wallace said the union's pay equity lawsuit against Nassau County, scheduled for trial on Nov. 27 in Federal Court, is a separate issue unaffected by the job classification study and will continue on schedule.

The federal pay equity lawsuit is the culmination of charges filed in 1983 by CSEA, AFSCME and Local 830 employees with the U.S. Equal Employment Opportunity Commission. That complaint charges Nassau County with maintaining sex-segregated job classifications and underpaying employees in jobs traditionally held by women.



THE FIRST REVIEW of Nassau County's job classification system in nearly a quarter of a century is announced by Nassau County CSEA Local 830 President Rita Wallace, second from right, at a press conference called by the union. Others from left are Local 830 Executive Vice President Ralph Spagnolo, CSEA statewide Executive Vice President Danny Donohue and Marilyn DePoy, a union expert on job evaluations.

CSEA'S TWO NEWEST LOCALS are both from Nassau County. The union's statewide Board of Directors recently created Town of Hempstead CSEA Local 880 and Town of Oyster Bay CSEA Local 881 in response to requests from members to upgrade their status. Both had previously been units of Nassau County Local 830. In photo at right, CSEA statewide President Joe McDermott, standing left, and statewide Executive Vice President Danny Donohue, seated left, meet with Hempstead Local 880 officers. Others from left are Financial Secretary Francine Ramsey, Vice President Richard Satre, Treasurer Richard Prusmack, Local President Pete Ellison and Secretary Sharisse Chaplan.



By Ron Wofford  
CSEA Communications Associate

MINEOLA — Nassau County CSEA Local 830 has filed a lawsuit charging Nassau County with pervasive violations of the state constitution and civil service law in the contracting out of services to private contractors.

CSEA's lawsuit asks the court to declare vendor contracts null and void where they are being used to circumvent the law, and to reinstate all civil service employees displaced by vendors without loss of pay or other benefits, retroactive to the date of their individual displacement.

The CSEA lawsuit points to major abuses at the Nassau County Medical Center and the Nassau County Department of Public Works (DPW).

The union charges the county is party to several contracts with vendors for the performance of services which have traditionally been performed by county employees.

"We need to stop this as soon as possible, because we're losing jobs," said Bill Torio, president of CSEA's Nassau County Medical Center unit.

"The county denies it, but they're filling civil service slots with temporaries and subcontracted employees," Torio said. "They use the excuse that the county has a hiring freeze, but who's paying for these subcontracted workers? County taxpayers, that's who. They think we're stupid and can't see what they're doing. They're destroying our civil service system and it's time we put our foot down with a lawsuit."

In fact, CSEA has filed seven Improper Practice (IP) charges over subcontracting against Nassau County in the past year and a half, according to CSEA Labor Relations Specialist Claude Ferrara.

"Subcontracting has been going on county-wide," Ferrara said. "Primarily it's been at the Medical Center and DPW, but it's also happening with the Department of General Services, Security and the Police Civilian Unit."

"It definitely has cost the county more than if they had just hired county employees. We are losing workers through attrition but they are not refilling the slots with public employees."

The county's actions are proving costly to county taxpayers, according to Ralph Spagnolo, Local 830 executive vice president and president of CSEA's DPW Unit.

"Subcontracting means increased costs to the taxpayer, so the taxpayer is not benefiting," Spagnolo said. "County



CSEA OFFICIALS STAND outside the State Supreme Court building in Mineola where the union filed a contracting-out lawsuit against Nassau County. From left are Nassau County Medical Center CSEA Unit President Bill Torio, Nassau County CSEA Local 830 President Rita Wallace and Local 830 Executive Vice President Ralph Spagnolo.

employees are not benefiting, and the subcontracted workers are not equally paid. So it looks like the politicians might be the only ones benefiting by the county circumventing the law and reducing the workforce through illegal means. But our lawsuit shows we're not going to stand for it."

Spagnolo said subcontracting abuses in the DPW include road striping and road cut-out and resurfacing projects. He called a \$110,000 contract for rodent control "totally wasteful."

CSEA attorney Louis Stober said CSEA filed the lawsuit following multiple IP filings because this is not the usual contracting-out situation.

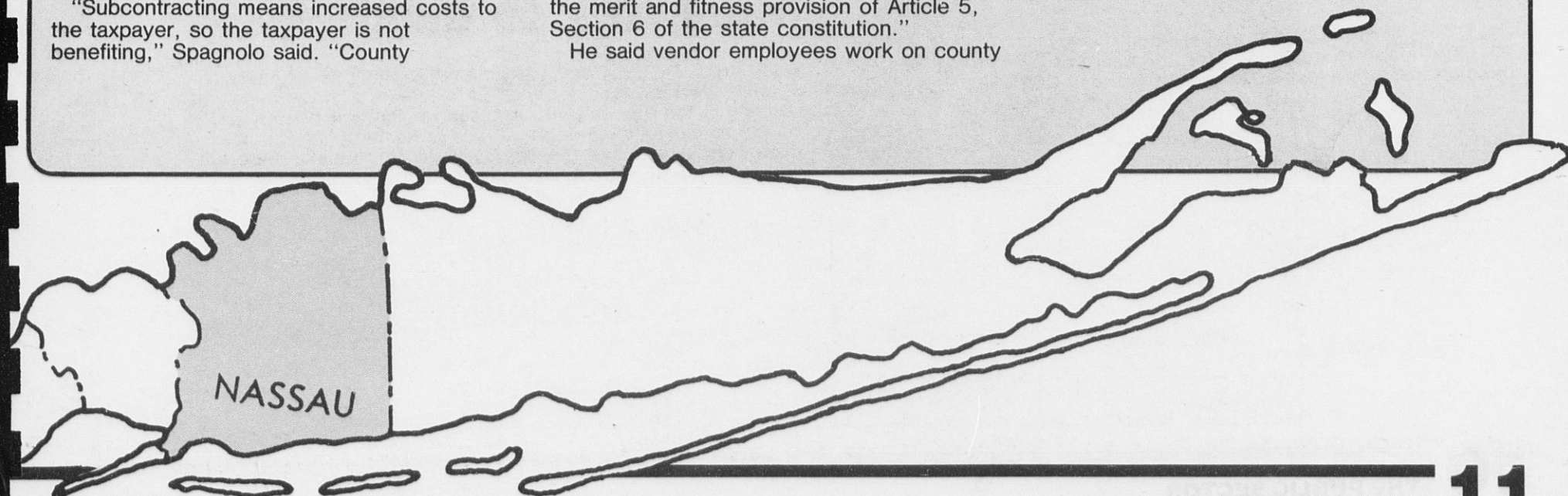
"By using private vendors to fill so many job slots," Stober said, "they are circumventing the merit and fitness provision of Article 5, Section 6 of the state constitution."

He said vendor employees work on county

property with county employees, using county owned material and equipment, in many cases under the direct and general supervision of county employees. They function in all respects as though they were county employees, Stober said.

"They do not appear on the county's payroll and are not screened or approved by the Nassau County Civil Service Commission. But they have replaced county employees in their jobs within the bargaining unit," Stober noted.

CSEA charges that the county's subcontracting has displaced employees in such job titles as X-ray technicians, nurses, physical and occupational therapists, medical records coordinator, rodent control and clerical.





# CSEA AT WORK

## CSEA gets Westchester LPNs first weekend off in years

VALHALLA — Thanks to CSEA, LPNs who work at Westchester County's Ruth Taylor Institute (RTI) can count on weekends off for the first time in years.

Persistent efforts by CSEA convinced administrators to expand staff so that workers could schedule alternate weekends off.

"Staffing was the sticking point. Our arguments facilitated their decision to hire more staff," said CSEA/AFSCME Representative George Johnson.

"Morale was in the garbage can," said Carol Clayton, an LPN who worked with Johnson to argue for the new scheduling.

Clayton's co-worker, Cindy Surace, said understaffing has been a problem for years, with ratios of one LPN to 42 patients on a shift commonplace, leaving no time for

weekends off.

Having gained alternating weekends off for employees, CSEA is concentrating on eliminating the stressful practice of rotating shifts at RTI.

"They have me working 7 a.m. to 3 p.m. for two days, and then 3 p.m. to 11 p.m. for two days," said Clayton. "There are studies that show that this kind of scheduling is detrimental to your health."

After working the day shift for years, Surace said she was suddenly scheduled to work the late shift without being consulted.

"The union will continue to work with management to resolve these problems," said Johnson. "The hiring of new staff people and the scheduling of weekends off are just the beginning."



THANKS TO CSEA, CAROL CLAYTON, (right), an LPN at the Ruth Taylor Institute will now be able, along with her co-worker Cindy Surace, (left), to enjoy weekends off from work.

## Employees share offices with mice, cockroaches and bats

By Anita Manley  
CSEA Communications Associate

YONKERS — Constant prodding by CSEA has forced management to make some improvements, but the Yonkers District Office of the Westchester County Department of Social Services (DSS) is still far from being an ideal worksite.

"CSEA has been pushing for improvements in that building for a long time, and we won't stop until conditions improve," said CSEA Region III President Pat Mascioli. "It's a shame that an affluent county like Westchester can't provide its workers with better working conditions."

CSEA says the DSS facility in downtown Yonkers remains in a state of general disrepair. The union continues to complain about poor ventilation, leaky ceilings and overcrowding. Mice, cockroaches and bats share office space with nearly 400 employees.

The employees can see the conditions

going from bad to worse. DSS worker Ann D'Ambrosio recently had a personal encounter with a rodent in her office that left her disheartened, disgusted and afraid.

"I opened my drawer and suddenly a large rodent jumped up on my hand and ran away," D'Ambrosio said.

Jumping back in shock, D'Ambrosio bumped her leg on a table and had to be assisted out of the building.

"I was in a state of shock," said D'Ambrosio, who suffers from a heart condition. "I don't even remember leaving the building. I got outside and sat down on the grass and couldn't move."

When she returned to work two days later, the rodent re-appeared. Her desk had to be cleaned out and fumigated.

"The mouse has not been seen since," D'Ambrosio said. "But I am still afraid to open the drawer."



ANN D'AMBROSIO, with her hand in the drawer that she found a mouse living in.



## Oooh, it's so good . . .

WAS WHAT THESE TWO WERE SAYING, along with hundreds of other Westchester County CSEA members who gathered recently at the Rye Playland Amusement Park for the annual county employee's picnic. Hundreds of hamburgers and hot dogs were served, and the weather held out to make the event enjoyable for all who attended.



# IN WESTCHESTER

## CASELOAD CRISIS: CSEA works to improve conditions at Yonkers DSS

YONKERS — Can one person serve 500 welfare clients and do them justice? Donald Penziner tries.

Penziner, a senior examiner, and his co-workers in the Yonkers District Office of the Westchester County Department of Social Services (DSS) carry caseloads that would boggle the mind of any veteran caseworker. In Yonkers, 300-500 clients is the average for most employees.

To attempt to solve the problem, CSEA is sponsoring a pilot project that will involve training and meetings with management. At these meetings, the issue of caseloads will be addressed, as well as issues such as overcrowding and poor conditions.

### "DUMPING GROUND" CONDITIONS

"The Yonkers District Office handles about 40 percent of all the welfare cases in Westchester County," Penziner said.

He said that Yonkers became a "dumping ground" when White Plains began its urban renewal program years ago, and after many buildings in nearby Mt. Vernon burned down. Another factor adding to the statistics is the district's close proximity to New York City.

Penziner's clients include the homeless, ex-convicts, the unemployed and the unemployable. Many are ill; AIDS, TB, alcoholism and drug addiction are common afflictions.

### TOO MUCH WORK, TOO FEW WORKERS

In addition to a twice yearly re-certification process for each client, the caseworker must deal with various crisis situations which occur such as clients who are beat up by their spouses, clients locked out of their apartments by landlords or clients who just need money or food.

"It's taken the better part of three days to complete the investigation and paperwork on a man who was recently thrown out of his apartment," Penziner said. "We had to contact the landlord and verify the claim of homelessness, have the man put into a hotel and must now provide him with the services he'll need."

### DANGER ON THE JOB

The Yonkers office has seen its share of violence. Penziner said he has been threatened by clients several times and was assaulted once.

"I had a client who was homeless and I questioned her about her whereabouts. Her boyfriend got mad at me and hit me in the head."

Despite the heavy caseloads and volatile atmosphere, Penziner said he would not leave his job. He is concerned, however, with the poor working conditions and the reams of paperwork and bureaucratic red tape that are required by the administration, and the affect these have on turnover in the department.

"County and state lawmakers need to be more in touch with the people who are trying to do the job. They need to be more aware of the conditions that we're working under," Penziner said.

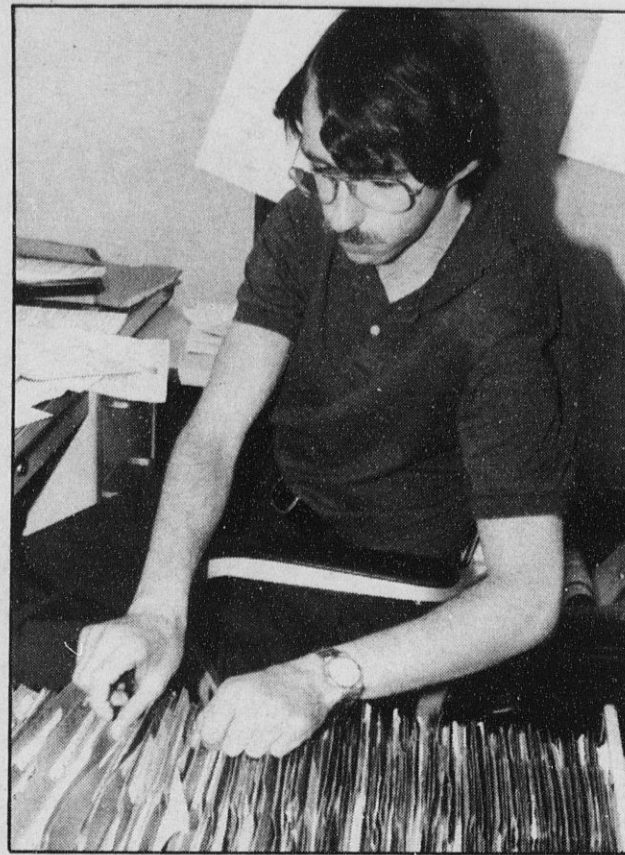
His co-worker, Peter Martin, agreed.

"The amount of work with limited resources, the lack of regard for the intelligence and professionalism of the staff and the refusal of management to expand the staff are some of the factors that contribute to worker burnout," he said.

Martin added that there is a need for administration to consider a wage differential for workers who must deal with a hostile work environment.

### TAKING A STEP FORWARD

CSEA says the implementation of a Labor/Management Committee could be the first step towards resolving some of the



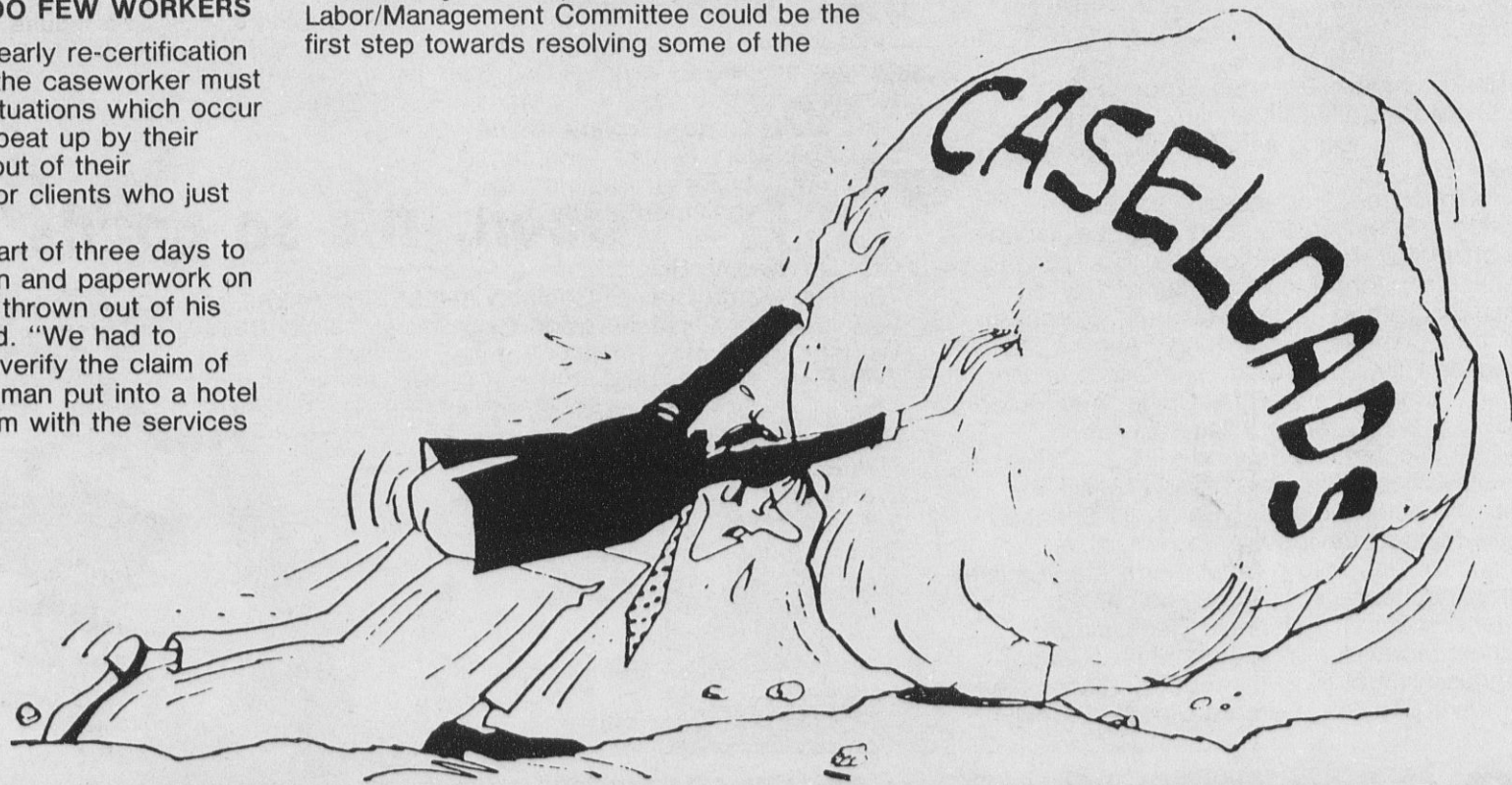
DONALD PENZINER BURIES his hands in a small portion of his files — files that contain records for more than 500 welfare clients.

problems in the DSS. Penziner and some of his co-workers will soon be participating in a pilot project at their office.

Training is being provided by CSEA Labor/Management Specialist Marie Romanelli and meetings are being scheduled with administration. It is hoped that working conditions and caseload management will be addressed in the first meetings.

"A labor/management committee is the one forum where you can achieve a win-win situation," said CSEA Labor Relations Specialist Dolores Tocci. "When complaints are not contractual, but are serious in nature, these matters are better handled in a non-adversarial atmosphere."

"It is so vital to the employees and the employer to have regularly scheduled meetings," Tocci said. "It's good for everyone's morale. You meet as equals and address mutual concerns and problems that can be rectified."





# BOYCOTT

# GRAPES!

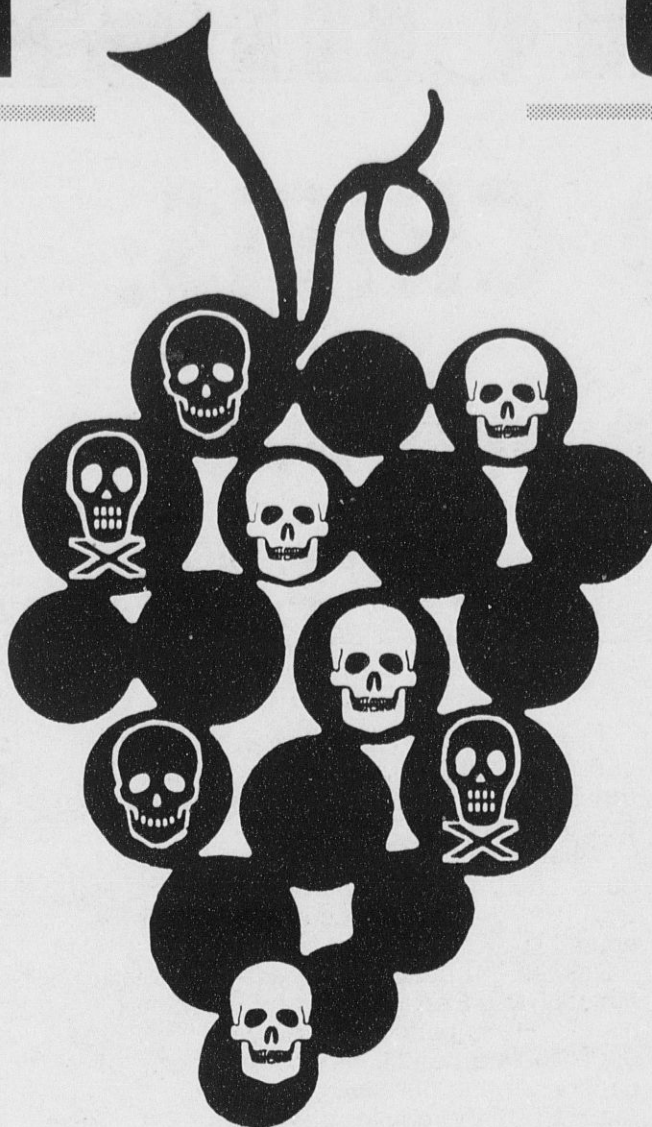
## Over a hundred CSEA activists continue fasts to support UFW grape boycott!

As part of CSEA's continuing support of the United Farm Worker's boycott of California table grapes, dozens of members are participating in personal, one-day, water only fasts during the summer months.

The members joining in the fast are helping to continue the unbroken fast, started in late December with CSEA statewide President Joe McDermott's personal four-day fast.

CSEA members scheduled to fast this summer are: James LaRock, Shirley; James Thomas, Rochester; Dan Lasky, Binghamton; Carol H. Uhlig, Oneonta; John Lasky, Amsterdam; Mike Allen, Willard; Perry LaVarene, Queens Village; Louis Altieri, Schenectady; George Lawson, Bloomville; Antoine Bailous, New York City; Russell Leigh, Johnsbury; Richard Ballard, Eden; Betty Lennon, Plattsburgh; Ida Barlow, Bolton Landing; Ellen Lennon, Rainardsville; Milo Barlow, Bolton Landing; Nancy Lewis, Ossining; Ed Callahan, Waterloo; Ruth Lewis, Brooklyn; Denise Berkley, Brooklyn; Matthew Link, Selkirk; Susan Bieniek, Albany; Bessy LaBalbo, Brentwood; Charles Bowen, White Plains; Jeanne Lyons, Troy; Doris M. Bourdon, Rochester; William Maccaro, Commack; Gordon Duprey, Peru; Julia McDonald, Wingdale; Sue Bucrzinski, Remsen; George Macomber, Nunda; Priscilla Bullock, Brooklyn; Myrtle Major, Alplaus; JoAnne Busse, West Seneca; Mary Mallgraf, Albany; Kathy Button, Sonyea; Maureen Malone, Oneida; Glennen Woodward, Greenwich; Colleen Manning, Poughkeepsie; Ralph Young, Utica and Anthony Manno, Catskill.

Helen Zocco, Poughkeepsie; Joseph Maratea, Spencer; Patrick Finno, Levittown; Albert Margiotta, Schenectady; Flo Tripi, Rochester; John Markes, Albany; Ronald Champion, Lodi; Janice Mazurek, Clarence; Roberta Chandler, Port Henry; Ann McCarthy, Johnson City; Joan China, Amsterdam; Mary Mead, Hudson Falls; Gary China, Amsterdam; Shirley Mehl, Queens Village; Dorothy Civiletti, Rochester; Joanne Melisko, Utica; Janelle Cleary, Brewster; Maria Mesiti, Albany; Lester Cole, Jr., Saratoga Springs; Denis Midnet, Levittown; Kathy Collins, Syracuse; Ann Milby, Staatsburg; MaryLouise Coney, Schenectady; Karen Mitchell, Schenectady; Gail Connell, Rensselaer; Michael Moravsky, Yonkers; Sharon Connor, Syracuse; Carol Moore, Auburn; Tom Corridan, Babylon; Barbara Moore, Brooklyn;



Anthony DiRosa, Hyde Park; Mary Moore, Wappingers Falls; Judith DiRosa, Hyde Park; Elaine Mootry, Buffalo; Martin DiSanto, Clyde; Robert Mootry, Buffalo; Sandra Dahl, Forestville; Bud Mulchy, Utica; Robert Dorsey, Brentwood; Joyce Mulvey, Oxford and Dorothy Dutton, Selkirk.

Donna Murray, Syracuse; Madeline Gallagher, Newburgh; Vincent Muscarella, Cheektowaga; Judy Gardner, Clifton Park; Georgianna Natale, Albany; Joseph Gleason, Garnerville; Joseph Natale, Albany; Dorothy Goetz, Commack; Josie Navarra, Garnerville; Pat Gooden, Rochester; Fred Nero, Poughkeepsie; Elizabeth Gordon, Kingston; Kathleen Nichols, South Setauket; Barbara Gradzewicz, Buffalo; Margaret Nichols, Tonawanda; Paul Granger, Sr., Sag Harbor; Rosie Nickerson, Dansville; Marcia Grant, Fort Ann; Kathy Noack, Albany; Shirley Graves, Fort Ann; Mary Ogden, Poestenkill; Linda Gray, Mount Morris. Pamela Olp, Clyde; Mary Pat Fox, Binghamton; Judith Onderdonk, Kent; P. Francois, Brooklyn; Athanasios Orestis, Wading River; Darlene Foust, Warwick; Santa Orsino, Coeymans; William Ferro, Blasdell; Grace Ortiz, Wurtsboro; Dorothy Favors, Buffalo; Constance Owens, Albany; Ellen Faust, Albany; Frank Palermo, Medford; Alforna H. Evans, Buffalo; Vincent Panetta, Middletown; James LaRocco, Brentwood; Maureen S. Patenaude, Stillwater; Nick LaMorte, Miller Place and Gerald Prince, Amherst.

## UFW needs your help

Recently, the United Farm Workers (UFW) began a petition drive against A&P supermarkets and its Food Emporium and Waldbaum's subsidiaries. The action is due to the chain's refusal to join other major metropolitan supermarkets in demonstrating concern over pesticides sprayed on California table grapes.

The UFW is asking A&P to suspend advertising on grapes, an action which would cut grape sales by 50 percent. A&P is the largest seller of California table grapes in the metropolitan New York Area.

"Instead of demonstrating corporate responsibility and taking a neutral stance by not promoting America's most dangerous fruit, A&P has become a symbol of corporate greed and irresponsibility," said UFW President Cesar Chavez.

UFW is urging union members to join in the crusade against A&P by volunteering their time to help with the petition drive. CSEA members who would like to help can call the UFW at (212) 598-6899. They are also asking members to call the Food Emporium's toll-free number, 1-800-726-1900, to register complaints about the company's grape advertisements.

## Support





# Victory at last

## Appeals board upholds CSEA on SUNY Oswego asbestos violations

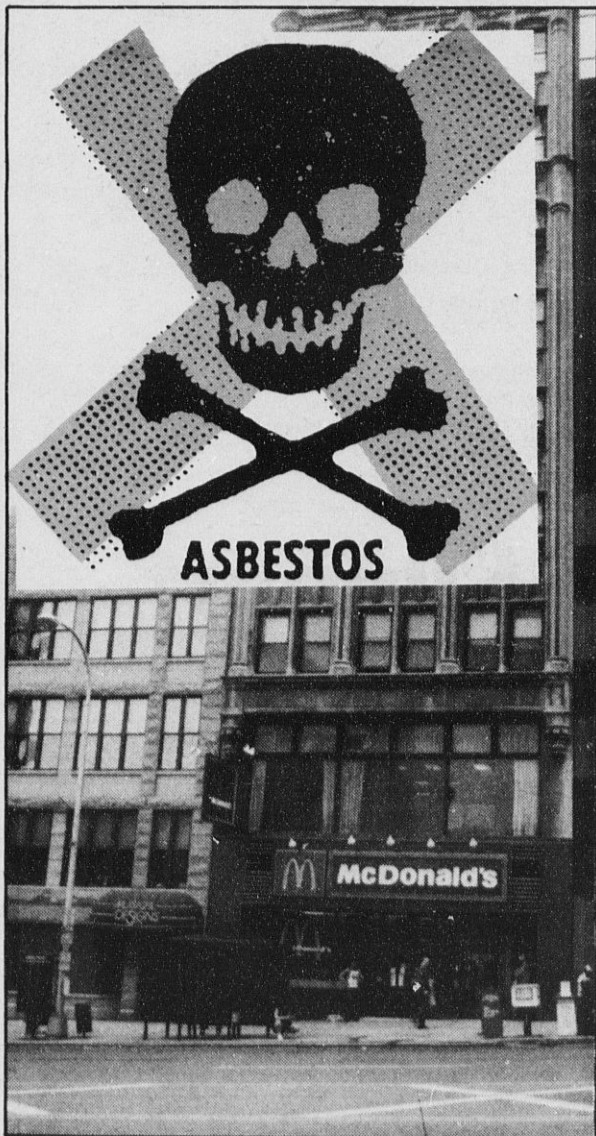
By Mark M. Kotzin  
CSEA Communications Assistant

OSWEGO — CSEA recently won a major victory for members who were exposed to asbestos while dismantling boilers at the State University of New York at Oswego in 1986.

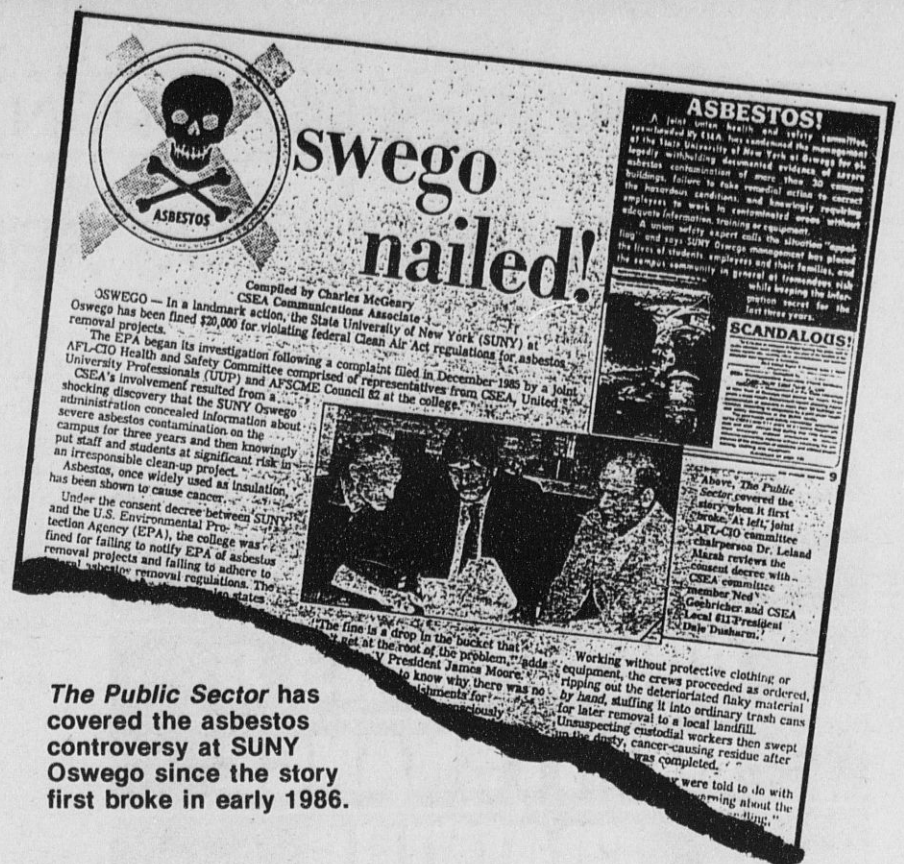
The state Industrial Board of Appeals, acting on an appeal by CSEA, has directed the state Department of Labor (DOL) to order annual medical examinations and intensified medical examinations of those SUNY Oswego employees believed to be exposed to asbestos.

The Board of Appeals ruled that 17 stationary engineers, three part-time student employees and an undetermined number of ground crew employees were exposed to unacceptable levels of asbestos and must be provided with the increased monitoring and medical examinations.

CSEA Director of Safety and Health James Corcoran hailed the ruling as a major step forward in the fight against employers who expose their workers to toxic substances.



74 State Street



The Public Sector has covered the asbestos controversy at SUNY Oswego since the story first broke in early 1986.

The ruling also set a precedent for future DOL asbestos inspections, mandating that the department adhere to Occupational Safety and Health Administration (OSHA) inspection regulations. Those regulations allow employee testimony to be used as key evidence in citing facilities for improper exposure to toxic substances like asbestos.

"Before, if the DOL found that levels of asbestos exposure were not exceeded as determined by air sampling during an investigation the employer was not cited," Corcoran said. "Now, even if air sampling results do not exceed OSHA levels, inspectors must listen to employees and can cite facilities basing their claim on employee testimony."

Corcoran said that although the SUNY Oswego employees gave two days of lengthy testimony during the investigation, DOL ignored it, instead basing their findings on air samplings taken after the boiler area was cleaned up.

"You can't go backwards in time to test air. The way that the inspections were done was at the employer's advantage," Corcoran said. "They would clean up the evidence, and then the DOL would take samples and claim no violations took place."

After the original investigation, some of the employees had medical examinations and were monitored as part of SUNY policy; however, those who tested negatively for asbestos exposure may not have had further monitoring or examinations.

According to Corcoran, the ruling for annual monitoring handles the employee health risk better than SUNY policy because "asbestos exposure can take as much as 40 to 50 years to show up in testing."

Corcoran said that the DOL must modify its old order to provide for the increased monitoring, and that CSEA will continue to watch the situation to ensure that its members get the proper health care that they deserve.

## CSEA challenges Albany DSS building safety

ALBANY — While CSEA-represented employees have returned to work after asbestos was found at 74 State Street, their union has met with some bureaucratic resistance in seeking to guarantee the workers on-the-job safety.

"The state of New York is being tangled up by its own bureaucracy," CSEA Local 688 Vice President William McMahon said after attending a 90-minute meeting on the asbestos situation at the site.

"CSEA suggested that the state do the common sense thing and remove the 80 public sector workers from the building while the contractor removes the remaining asbestos," Jim Hennerty, CSEA deputy director of contract administration, said explaining the union's primary concern. "However, common sense seemed to be missing throughout the whole meeting."

At the present time, the state Department of Labor will be working with the two agencies involved to develop a schedule for weekend removal of the material.

That schedule will require that workers be notified early Monday morning or late Sunday night, after air testing has been completed, whether to report to work at the site or to an alternate worksite.

CSEA's Health Department Local 664 President Tony Muscatiello said six CSEA members claim possible contamination from the asbestos material in the removal areas.

"Everyone at the worksite should open a file with Workers' Compensation just in case the individuals develop asbestos-related illnesses at a later date," Muscatiello said. "In that way they'll be protected and so will their families."

At CSEA's insistence the state representatives agreed to accept recommendations from the involved agencies and the employee representatives on any request for a variance by the contractor at the 74 State St. site.

"We feel the contractor has a track record with us and it's not a good one," McMahon concluded.



# Plant operators seminars deadline near

Operational Services Unit  
Career and Skills Enhancement Program

## STATEWIDE OPERATIONS & MAINTENANCE TRAINING SEMINARS



Fall 1989

NEW YORK STATE/CIVIL SERVICE EMPLOYEES ASSOCIATION

LABOR-MANAGEMENT COMMITTEES

CSEA-represented state employees who operate and maintain the state's physical plants have until Sept. 1 to register for this fall's Operations and Maintenance Seminar program.

That's the application deadline for the continuing education project sponsored by the CSEA/State Labor-Management Committees in cooperation with the Empire State College Office of Continuing Education and Public Service.

### First-come, first-served

Registration forms must be signed by the employee's supervisor. Registration is on a first-come, first-served basis. All seminars are free but participants must cover their own travel and meal allowances.

Registration forms are available from your CSEA Local president, your plant superintendent, your personnel office or your training office. Questions concerning registration or the program itself should be directed to Empire State College's Office of Continuing Education and Public Service at (518) 587-2100 Ext. 290. About 3,000 employees in the Operational Services Unit and the Division of Military and Naval Affairs Unit are expected to attend seminars this fall under the program. The seminars are designed to help employees keep current with changing technologies, enhance skills and broaden career opportunities.

### Many seminars, many locations

Seminars will be conducted on a wide variety of subjects from September through December at several locations throughout the state. A complete listing of courses, locations, dates and times is contained in the program catalog.

Most seminars are one day long starting at 8:30 a.m. and ending at 4 p.m. The exception is a two-day workshop for state employees who need to be certified as Restricted Asbestos Handler I (Allied Trades). The restricted asbestos handlers certificate seminar is sponsored by the CSEA/State Joint Labor/Management Safety and Health Committee.

### Wide range of courses

Seminars will include the following subjects: Automotive Electrical Systems II, Fuel Injection and Associated Electronic Controls, Instruction to Automotive Computers II, Blueprint and Schematic Reading, Measurement and Instrumentation, Fire Alarm Fundamentals II.

Also, Electronics II: Circuit Design and Component Troubleshooting, Introduction to Heating and Cooling II, Power Plant Operations, Boiler Controls and Instrumentation II, Preventive Maintenance II: Boilers and HVCA Rotating Machinery, Controlling Energy: Risky Business, Restricted Asbestos Handlers I Certificate (Allied Trades) and The Foreman as Coach.

# More news for nurse aides

Nurse aides certification and training requirements are now in place, and CSEA members in those jobs should start preparing now.

Facilities are responsible for paying for the competency evaluations for nurse aides hired before July 1, 1989. Nurse aides hired by that date must take the evaluations before Jan. 1, 1990. While those aides are not required to go through the training program, the facilities must help them prepare for the competency evaluations.

Test dates scheduled so far are listed at right.

Facilities have received registration forms for the test, sample tests, a glossary of terms used in the test and a content outline. Facilities should make this material available to nurse aides so they can prepare for the tests.

### Clinical and Manual Competency Evaluations

- Tests are divided into a clinical or manual test and a written or oral test.
- Nurse aides have up to three tries to pass each part.

#### Clinical exam

- The clinical skills must be passed before aides register for the written test. It must be administered by a registered nurse not associated with the facility.
- The exam will last no more than one hour.

#### Written Exam

- The exam will consist of multiple choice questions, written in English at the fourth to sixth grade reading level.
- The exam will have at least 50 questions and last at least 50 minutes up to a maximum of two and a half hours.

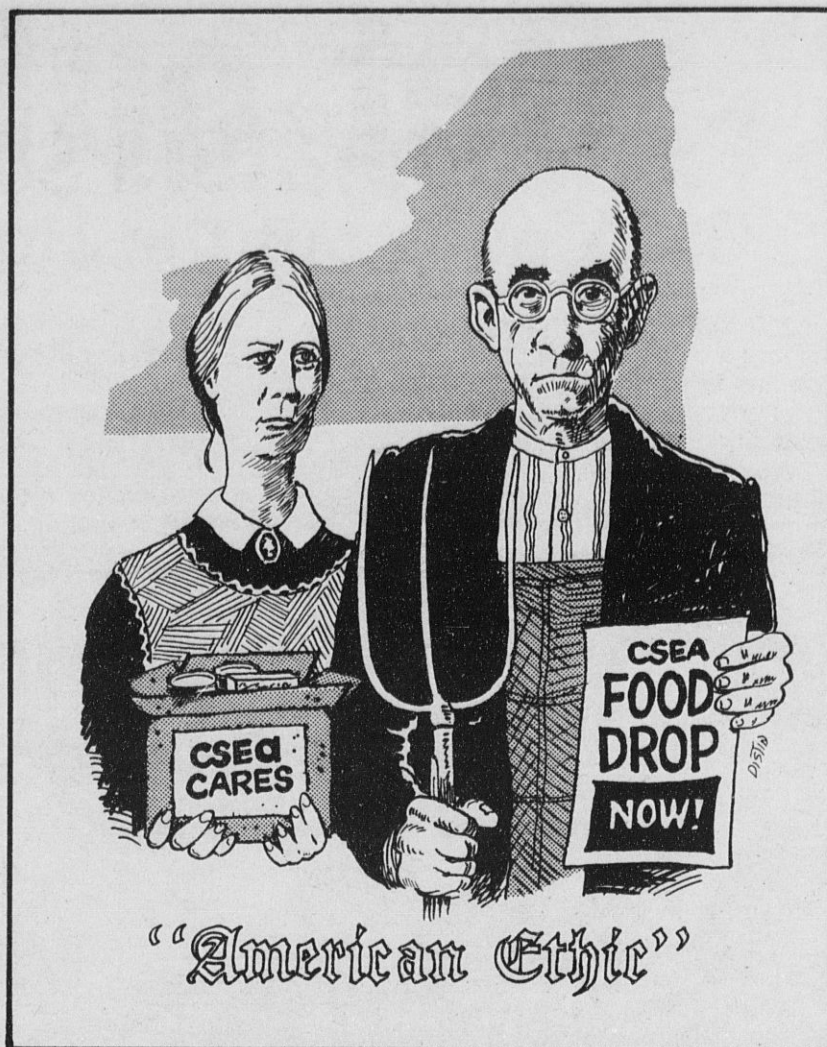
### Schedule of Written (or Oral) Examinations

<b>Aug. 28</b>	
Clinton Community College	6 p.m.
Dutchess Community College	2 p.m.
Hudson Valley Community College	7 p.m.
Monroe Community College	9 a.m.
Onondaga Community College	3 p.m.
Pace University (Manhattan Campus)	1 p.m.
<b>Aug. 29</b>	
Bronx Community College	1 p.m.
Erie Community College	6 p.m.
Long Island Educational Opportunity Center at Brentwood	2 p.m.
Long Island Educational Opportunity Center at Farmingdale	2 p.m.
Long Island Educational Opportunity Center at Hempstead	2 p.m.
Mohawk Valley Community College	3 p.m.
Rockland Community College	7:30 p.m.
<b>Aug. 30</b>	
College of Staten Island	6 p.m.
Jefferson Community College	4 p.m.
Queens College	6 p.m.
Ulster Community College	1 p.m.
York College	6 p.m.
<b>Aug. 31</b>	
New York Technological College	8:30 a.m.



# Act now!

## CSEA Cares food drive runs through Sept. 8



People go hungry in New York State all year long. Unfortunately, many of us only think to do something about it at holiday time.

But this year is different.

CSEA is conducting CSEA Cares Food Drive to help stock the shelves of community food pantries from Long Island to Buffalo. The union is encouraging all of its locals to set up food drop boxes in their worksites to collect non-perishable items that can be donated to

community food pantries or to their regional food bank.

The drive is scheduled to wrap up Sept. 8. "There's a very real need and the individual efforts of CSEA members and locals can make a big impact on the problem of hunger in this state," said CSEA President Joe McDermott. "The response of CSEA members was outstanding when we conducted a food drive last November. I know we can do even more this time around."

Each individual local should undertake its own drive. Flyers and food drop box stickers are available at your CSEA regional office.

If you don't know of a local community food pantry, contact your regional food bank directly. They can either help you, or would be more than happy to accept donations. The addresses and phone numbers of the regional food banks are listed below.

### ALBANY:

Regional Food Bank  
of Northeast New York  
421 Old Niskayuna Road  
Latham, NY 12110 (518) 786-3691

### BUFFALO:

Food Bank of Western New York  
91 Holt Street  
Buffalo, NY 14206 (716) 852-1305

### ELMIRA:

Southern Tier Community Food Bank  
957 Grand Central Avenue  
Elmira, NY 14091 (607) 732-1874

### LONG ISLAND:

Long Island Regional Food Bank  
P.O. Box 1073  
West Brentwood, NY 11717 (516) 453-0454

### NEW YORK CITY:

Food for Survival, Inc.  
Building F, Hunts Point Co-op Market  
Bronx, NY 10474 (212) 991-4300

### ROCHESTER:

Genesee Valley Food Bank  
P.O. Box 11226, 56 West Avenue  
Rochester, NY 14611 (716) 328-3737

### SYRACUSE:

Food Bank of Central New York  
555 Stewart Drive West  
Hancock Field  
North Syracuse, NY 13212 (315) 458-1554

CALL TODAY!

## IN MEMORIAM Jack Gallagher Former CSEA Statewide Treasurer

Jack Gallagher, who served as statewide CSEA treasurer for 13 years during the 1970's and early 1980s, died Aug. 16th at the Veterans Administration Medical Center in Syracuse after a brief illness.

Mr. Gallagher retired in 1982 after 27 years with the state Thruway Authority and was a union activist who held several offices with CSEA for more than two decades.

He is survived by his wife, the former Arlene Hooper; two daughters, a son, his father, a brother, four grandchildren and several nieces and nephews.

Services were scheduled for Aug. 19th. Contributions in his memory may be made to the American Heart Association, 3375 Thompson Road, Syracuse, N.Y. 13214.





# Get out and vote

## CSEA pulls out the stops for Sept. 12 NYC Primary

NEW YORK — With the New York City primary less than a month away, CSEA activists from throughout the city's five boroughs are busy at work on behalf of union-endorsed candidates.

"We have a chance to give this city back to all the people of New York," said CSEA Region II President George Boncoraglio. "But

all of our members have to get out and vote for the right candidates."

In addition to encouraging members to work on the campaigns of CSEA-backed candidates, CSEA has been conducting voter registration drives, taking endorsed candidates on tours to meet CSEA members and is mounting a major education effort

about the CSEA endorsements.

If you'd like to participate, contact Gerry Fidler at the CSEA regional office (212) 514-9200.

Topping CSEA's list of candidates is **David Dinkins** for Mayor.

CSEA has referred to him as "the best candidate for all of New York." Dinkins has worked closely with CSEA on a variety of issues, particularly the problems of the mentally ill and the deteriorating conditions of the city's psychiatric centers. Improving the quality of life in the city will be at the top of his priorities.

Other CSEA-endorsed candidates are:

Manhattan Borough President — **Ruth Messinger**

Brooklyn Borough President — **Howard Golden**

Staten Island Borough President — **Ralph Lamberti**

City Comptroller — **Jerrold Nadler**

City Council 3rd District (Chelsea, Greenwich Village, parts of Murray Hill) —

**Tom Duane**

City Council 4th District

(West Side Manhattan) — **Janice Shorenstein**

City Council 5th District

(Central Harlem) — **C. Virginia Fields**

**MAYORAL CANDIDATE DAVID DINKINS** is flanked by CSEA President Joe McDermott, left, and CSEA Region II President George Boncoraglio, right, during a press conference earlier this summer announcing the union's support. CSEA calls Dinkins "the best candidate for all of New York."



## Officer orientation underway

CSEA Region II local officers, at right, participate in the opening sessions of orientation training for new and re-elected CSEA local officers.

The programs provide officers with a comprehensive knowledge of CSEA programs and services; leadership skills development and introduction to their responsibilities as local officials. This year, the orientation sessions include an advanced officer training session for re-elected union officials.

The sessions are being conducted at locations around the state. A schedule of upcoming programs is printed below.



### Schedule

Date	Location	Region	Time	Date	Location	Region	Time
8/22	Fredonia — SUNY Fredonia	VI	5:30-9:30	9/7	Albany — Ramada Inn	IV	6:00-9:30
8/23	Hornell — Hornell Office Bldg.	VI	7:30-10:30	9/9	Plattsburgh — Howard Johnsons	IV	9:00-1:00
8/24	Binghamton — Holiday Inn Arena	V	6:00-9:30	9/12	Nassau — Salisbury Eisenhower Pk.	I	5:30-9:30
8/29	White Plains — Howard Johnsons	III	6:00-9:30	9/13	Suffolk — Sheraton Smithtown	I	
8/30	Kingston — Holiday Inn	IV	6:00-9:30	9/14	Utica — Sheraton Inn	V	6:00-9:30
8/31	Albany — Ramada Inn	IV	6:00-9:30	9/19	Middletown — Holiday Inn	III	6:00-9:30





## YOUR UNION BENEFITS

# AT YOUR SERVICE

A handy 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 "0" 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.

### 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 negotiating any plan(s), call: **1-800-342-4274 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 materials and free-to-borrow video tapes and audio 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 the video/audio tapes or union workshops, call CSEA headquarters at **1-800-342-4146**.

### Grievances, Disciplinaries

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 (see adjacent map). Do not delay if you believe you have a problem; grievances must be filed on a timely basis.

### 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 (see adjacent map).

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**.

### 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.**

### AFSCME Advantage Travel Services

Helps you get where you're going, fast. And saves you money in the process!

You can stretch your dollars with the cost-free travel benefits that include guaranteed lowest available airfare, car rental discounts, hotel and motel discounts and a vacation hotline.

**For a free starter kit call 1-800-522-8727.**

### Current Issues Update

To find out what's new and to get information about items of general interest to CSEA members, call toll-free **1-800-342-4146** and press number 5.

### 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**.

### Retirement

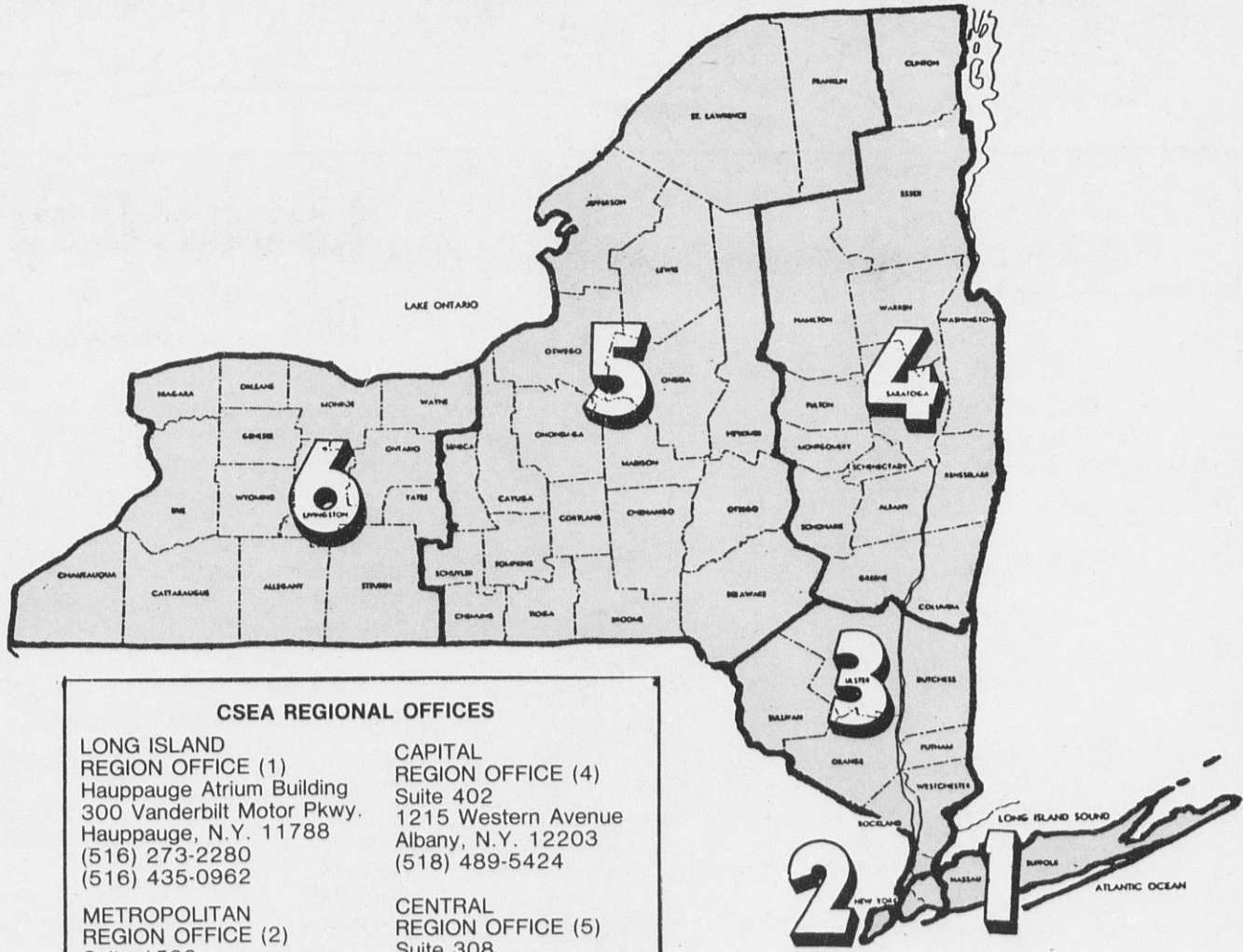
If you are retiring soon, it's important that you select the proper option from the Employees' Retirement system.

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.**

### 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.**



#### CSEA REGIONAL OFFICES

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

**METROPOLITAN REGION OFFICE (2)**  
Suite 1500  
11 Broadway  
New York, N.Y. 10004  
(212) 514-9200

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

**CAPITAL REGION OFFICE (4)**  
Suite 402  
1215 Western Avenue  
Albany, N.Y. 12203  
(518) 489-5424

**CENTRAL REGION OFFICE (5)**  
Suite 308  
290 Elwood Davis Road  
Liverpool, N.Y. 13008  
(315) 451-6330

**WESTERN REGION OFFICE (6)**  
482 Delaware Avenue  
Buffalo, N.Y. 14202  
(716) 886-0391



**LABOR  
DAY  
1989**

**UNION  
YES!**



## Labor Day video on CSEA child care

WASHINGTON — CSEA's efforts to promote day care centers for public employees has won the union a starring role in a TV special to be aired Labor Day weekend.

"Working Together," a 29-minute video, looks at four innovative cooperative labor/management programs in a city, a county, a school district and a state.

The state segment will feature the CSEA/State Joint Labor/Management Child Care Committee. The committee has established 38 on-site day care centers for 2,400 children throughout the state.

The broadcast schedule is below.

	<b>Sunday, Sept. 3</b>	
Albany, Schenectady, Troy	Channel 17 WMHT	10 p.m.
	<b>Monday, Sept. 4</b>	
Brooklyn	Channel 19 WNYE	TBA
Buffalo	Channel 17 WNED	7:30 p.m.
Buffalo	Channel 23 WNEQ	7:30 p.m.
New York City	Channel 13 WNET	1:30 p.m.
Long Island	Channel 21 WLIW	7 p.m.
Syracuse	Channel 24 WCNY	2 p.m.
Watertown	Channel 16 WNPE	11 p.m.
Watertown	Channel 18 WNPI	11 p.m.
	<b>Tuesday, Sept. 5</b>	
New York City	Channel 13 WNET	1 a.m.
	<b>Wednesday, Sept. 6</b>	
Albany, Schenectady, Troy	Channel 17 WMHT	11 p.m.

