

# HORROR, HEROICS

see pages 4 & 5

Photo by Gene Page

**Notices of nomination, election information for CSEA members**

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**CSEA regional officers  
election information**

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**AFSCME convention  
delegates information**

# INSIDE NEWS YOU CAN USE

## PAGE 3

The dangers that many CSEA members face daily on the job was brought home painfully to CSEA member Richard Trykowski, a laundry supervisor at the maximum security Attica Correctional Facility.

## PAGE 4 & 5

It should have been a routine airplane flight, but it turned into a tragedy in an exclusive Long Island neighborhood. But for the heroic efforts of hundreds of people, including many CSEA members, the toll might have been much greater.

## PAGE 6

New York's budget deficit has soared over the \$1 billion mark. All the more reason, says CSEA, why the state cannot afford to implement another tax cut.

## PAGE 7

New York's personal income tax cut has gotten so out of whack that it has turned into a tax shift, with the burden shifting directly to low- and middle-income wage earners. Only the wealthy will continue to benefit from further tax "cuts" while others will actually pay more in total taxes. "Freeze the rates now," says CSEA.

## PAGE 8

More than 4,000 CSEA members enroll each semester in tuition-free courses under CSEA's Labor Education Action Program. Many of them make great personal sacrifices to continue their education, and some of those have been singled out for special recognition.

## PAGE 9-12

If you've ever felt the need to tell someone, "Have your lawyer call my lawyer," but couldn't because you didn't have a lawyer, now you can — because you do.

## PAGE 13

A tip of the hat to more than 100 CSEA members at South Beach Psychiatric Center. Some unsung heroes get the recognition they deserve.

## PAGE 14

A pageful of important information concerning such things as the deadline to submit your major medical claims; what to do if you're overcharged on your Empire Plan co-pay; information on dues rebates and a summary of actions taken by your statewide Board of Directors.

## PAGE 15

CSEA and other members of an important coalition of public employee unions met recently over coffee with state legislators to improve relationships and boost legislative goals of the unions. And find out what Governor Cuomo has to say about state employees.

## PAGE 16

CSEA members will be electing regional officers this year. For a complete schedule of the nominating and election process, turn to this page.

## PAGE 17

Regional nominating meetings will be held March 3 for the election of CSEA delegates to AFSCME's 1990 biennial convention. To find out where the meetings will be held, and more about the nominating procedure, turn to this page.

## PAGE 18

A few minutes here, a few minutes there; it all adds up. For 137 CSEA members who work at the Fulton county Infirmary, it added up to more than \$52,000.

## PAGE 19

With hundreds of stenographic and secretarial employees qualified for lateral moves or upgradings into the new Secretary 1 and Secretary 2 positions, CSEA wants to know why the state Civil Service Department has scheduled open competitive examinations for the positions. And why the upgrading of CSEA members is moving so slowly.

## PAGE 20

Strong action by CSEA prevented the layoffs of some 80 Monroe County employees whose jobs were threatened by the county's 1990 budget. Some of those people pause to say "thank you, CSEA."

## Region VI sets March 3 meeting to select negotiating team members

A meeting will be held at 1 p.m. on Saturday March 3 at the Treadway Inn in Batavia to select CSEA Region VI candidates to serve on CSEA's five statewide negotiating teams.

Any CSEA member interested in becoming a candidate is invited to attend the meeting.

Each candidate will be given five minutes to make a presentation on why they feel they should be a member of the union's negotiating team. Local presidents and regional officers will have an opportunity to ask questions of the various candidates as well. A vote will be taken to determine candidates from Region VI to be recommended to

CSEA statewide President Joe McDermott.

The region will recommend the selection of one member each to the statewide negotiating teams of CSEA's Administrative, Operational and Institutional Services Units, Division of Military and Naval Affairs Unit and Office of Court Administration Unit.

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# Attack at Attica

## Inmate overload explodes in sudden stabbing

By Ron Wofford  
CSEA Communications Associate

ATTICA — A stabbing attack on an Attica Correctional Facility employee, which easily could have been fatal, points up the daily dangers that many CSEA members face on the job.

Richard Trykowski, a laundry supervisor at the maximum security prison, sustained a deep wound to his shoulder after an inmate stabbed him with a pair of scissors. Trykowski had just handed the scissors to the inmate, who worked in the laundry.

Trykowski has suffered possible nerve damage and is not yet back to work.

Although Trykowski, a member of CSEA Local 152, had not had any previous problems with the attacker, he had observed the inmate acting strangely two weeks prior to the attack. No action was taken, even though Trykowski asked the program office to remove the inmate.

"I wasn't alarmed at his request for scissors," said Trykowski. "It's common for all the inmates to request the use of scissors, from time to time, to do their job in the laundry area.

"I've always made it a practice to watch the inmates as they take the scissors, observe them as they do what's necessary and directly return them to me so no one gets hurt.

"But this time," he continued, "the inmate took the scissors and immediately began attacking me with them. After he stabbed me in the left shoulder and tried to stab me again, I pushed him out of my office door and shut the door behind him and locked it," he explained.

The inmate continued to stab at the wire mesh screen on the door.

The incident happened so quickly that the corrections officer who was in the

office was also locked inside. With the inmate outside the door still attempting to attack, the officer pulled the pin on his radio alarm and alerted the arsenal.

Help was on the way immediately and other security staff and even some inmates helped subdue the attacker.

Trykowski was evacuated to the emergency area of the facility hospital and within the hour taken to the emergency room at Genesee Hospital in Batavia.

"I'm glad I responded the way I did," said Trykowski, "because he was going for my head."

CSEA Local 152 President George Phelps believes the incident could have been avoided.

"If screening of inmates were done properly by the Program Committee or assignment office, this could have been prevented," Phelps said. "The overcrowding puts pressure on the people working in the assignment area to fill any and all vacancies in the facility so the inmates are not left idle.

"This has been and will continue to be a problem until someone does something about it soon," he said.

"These are not new concerns," Phelps added. "It's been a problem for CSEA-represented employees in the laundry, maintenance, industry, the commissary, store houses and mess halls. We know and understand that we work in a maximum security prison — but there's no reason one of our members has to get hurt.



STABBING VICTIM — Attica Correctional Facility CSEA Local 152 member Richard Trykowski is visited by Local President George Phelps. Trykowski suffered possible nerve damage when attacked by a scissors wielding inmate at the facility.

"All we're asking for is better screening of inmates. What's more important to the state, a numbers game or employees' safety and health?"

### How to help

Local 152 has established a fund to assist Trykowski through his recuperation.

Donations should be sent to:  
The Richard Trykowski Recovery Fund  
c/o George Phelps, President  
CSEA Local 152  
716 Exchange Street  
Attica, New York 14011

*"After he stabbed me in the left shoulder and tried to stab me again, I pushed him out of my office door"*

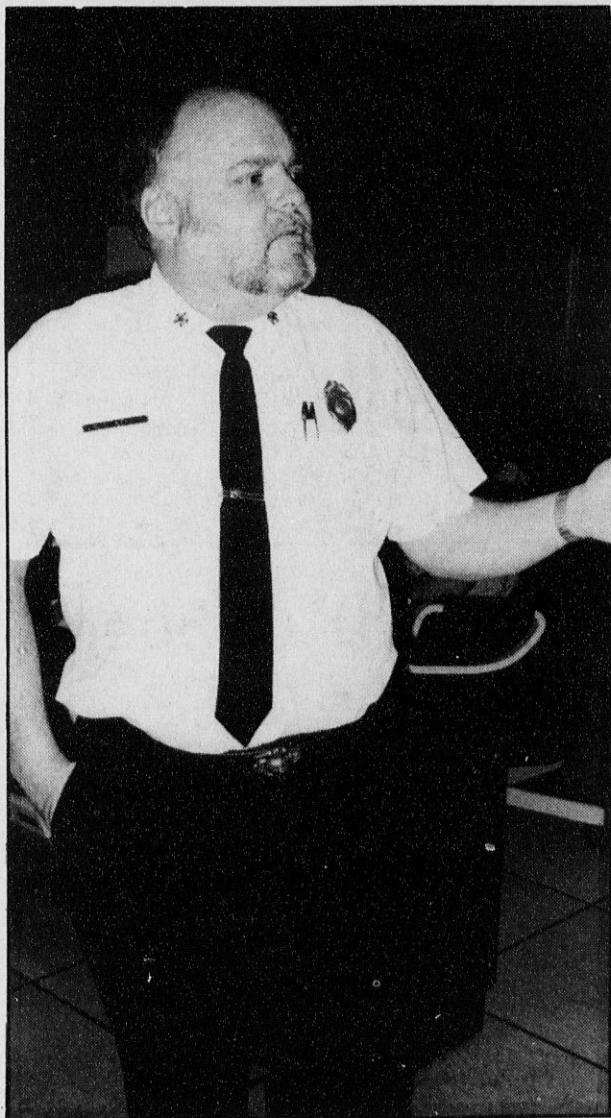
—CSEA member  
Richard Trykowski

# The extraordinary response by CSEA

## In the midst of death and destruction, heroics bloomed

When a passenger jet from Bogota, Columbia, crashed in an exclusive Long Island neighborhood while attempting to land at New York City's JFK Airport, many CSEA members were among the virtual army of people who responded to assist during the crisis.

CSEA members involved included medical personnel from police, fire and Nassau County Medical Center; members of Nassau County Fire Communications; 911 operators; ambulance drivers; lab technicians; data processors; members of the Fire Marshall's Hazardous Materials Unit; members of Nassau County Parks and Recreation Department and hundreds of other public employees who assisted through their neighborhood fire departments. Following are first-hand accounts of the experiences of several CSEA members involved in the rescue effort that night.



Peter Meade

Story and photos by  
Sheryl C. Jenks  
CSEA Communications Associate

What should have been a routine flight turned into a disaster when the passenger jet from Bogota, Columbia, lost power in all four engines shortly before 10 p.m. that night in late January and fell from the sky into the Long Island community of Cove Neck.

### Peter Meade

Peter Meade, fire and rescue services coordinator for Nassau County Fire Communications, was at home when the plane crashed. Meade was among hundreds of people, including Vincent Kehoe, his assistant coordinator, who sprang into action as word of the disaster spread.

Meade has worked for "Fire Comm" for 18 years and is well versed on joint fire/police emergency rescue procedures which were drawn up in 1973. He's a burly man, a mix of tough and sweet, seriousness and mischief. In his office, across from the photo of Meade shaking hands with former President Ronald Reagan, is a photo of Meade perched precariously atop a childsize spring horse in a playground. In his bookcase, "The Poetry of Robert Frost" shares a shelf with "The Firefighters Handbook of Hazardous Materials."

"We immediately got to work implementing our emergency procedure, which calls for joint response between the fire department and police department to assure adequate staff got the scene," Meade said.

He's been involved in many drills, but Meade said all the drills in the world couldn't have prepared him for the emotional trauma of being part of a rescue of the magnitude of the Avianca jet crash, which left 73 people dead and 82 injured.

"The nuts and bolts are the same as during a drill, but the emotional impact is completely different," Meade said. "You try to remove yourself but human nature is such that you just can't. You really run the range of emotions.

"I experienced the sights and sounds — I can't even imagine the stress involved for those who were hands-on.

"During the drills, we strive for realism, but the actual scene was so ... unreal," Meade said.

"The majority of those in the rescue effort were volunteers. Many were CSEA members who also belong to their local fire departments," Meade noted. "They acted with the same professionalism as those who do it fulltime. They really deserve praise."

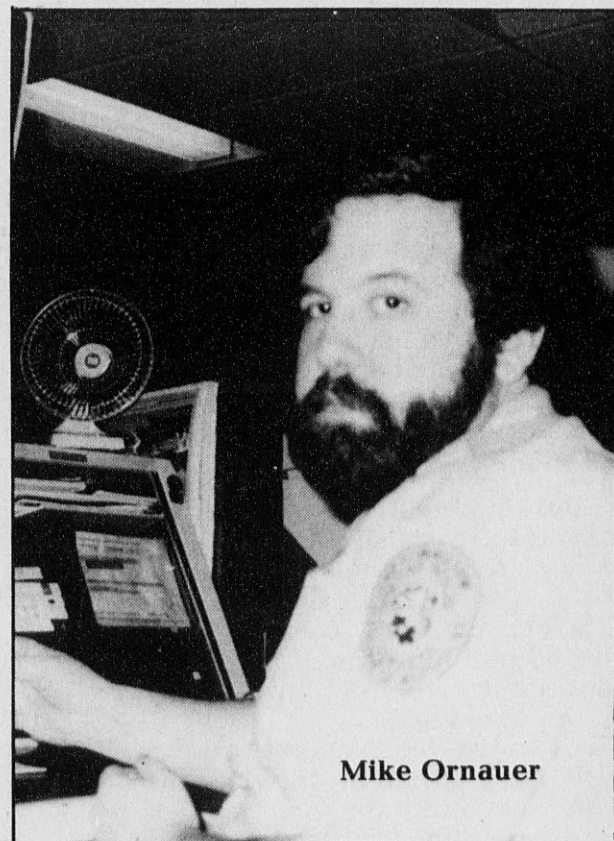
### Bob Bobseth and Mike Ornauer

Bob Bobseth and Mike Ornauer were working in the Fire Comm control room when they heard a plane was down. Both thought it was going to be a small plane, but when they realized it was a commercial airliner, they were ready and reacted professionally.

"We said, 'This is it. This is what we drill for and we each know our jobs.'" Ornauer said.

"The lack of fuel caused the crash but the absence of it saved lives," said Bobseth, a 16-year veteran on the job.

Bobseth and Ornauer helped coordinate rescue work, made more difficult because the only way the crash site could be reached was down a narrow, private road which soon became clogged with vehicles heading in one direction and ambulances filled with stretchers in the other. Soon helicopters were able to use a makeshift landing pad near the downed aircraft.

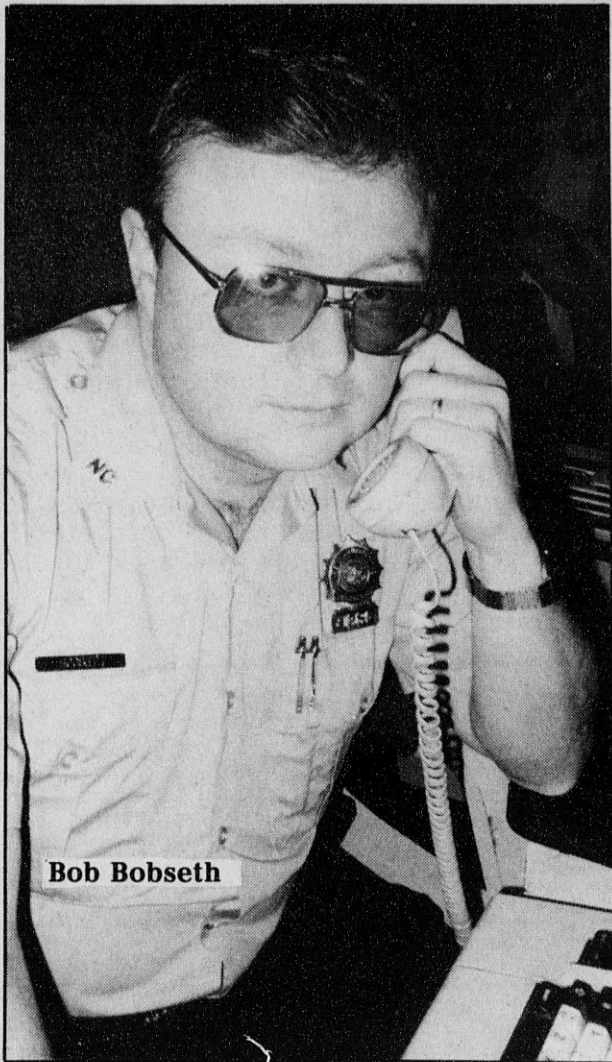


Mike Ornauer

# members to the crash of Flight 52

"It was certainly not an easy job, but with the eyes of the world focused on the situation, you performed extraordinarily well."

— CSEA President Joe McDermott



Bob Bobseth

Many at the scene compared it to a war zone. People lay on the ground, many screaming and crying out, mostly in Spanish. There was a lot of blood. And then, there were the many who were silent. The fear of an explosion was always present as volunteers and medical personnel rushed to help the victims, separating the dead from the ones with life-threatening injuries and from those with less serious injuries.

## Bob Duran

"Our unit's primary function was to check the area for contaminants to make sure the area was safe from fire, explosion or environmental problems," said Nassau County Assistant Fire Marshall Bob Duran. His Hazardous Materials Unit responded to the crash scene early on.

"When I saw there was no fire, and that rescue personnel were functioning and getting survivors out of the plane, I was greatly relieved to see that many of the victims would still be with us," Duran said.

Dear Nassau County CSEA members:

On behalf of the members of CSEA, let me take this opportunity to express tremendous admiration for your professionalism and courage during the rescue following the crash of Avianca flight 52.

While the rest of us were shocked and horrified by the news of the crash, you were responding to the crisis as dedicated public employees.

Tragedies like the Avianca crash are hard to accept. It should be noted, however, that the circumstances would have been worse had it not been for your reaction and ability. You helped save people's lives.

It was clear while watching the news reports that the rescue required exceptional individual effort as well as teamwork. Both were demonstrated throughout the crisis.

It was certainly not an easy job, but with the eyes of the world focused on the situation, you performed extraordinarily well.

Yours in Unionism,  
Cordially,

*Joe McDermott*  
Joe McDermott  
CSEA President

## Susan Doherty

"The hospital really pulled through in this crisis," said Susan Doherty, a CSEA member who worked the front desk of the emergency room at Nassau County Medical Center in East Meadow the night of the crash. "I think it's time NCMC got some good recognition."

Some 3,000 CSEA members work at NCMC, which treated many of the passengers injured in the crash.

"There's a lot of unresolved feelings. You know, 'I could have done more or stayed longer,' but you can't bring back the dead no matter how long you stayed," Doherty said.

Through the sadness, there was reason for joy for Doherty and others who helped reunite families.

"I had this guy whose wife was in ICU at our hospital and he was still searching for his son. Finally we heard from North Shore that they had the little boy. When we told him we found his baby — that was an unbelievable feeling!" Doherty said.

She was impressed by the people who turned out to help.

"There were people waiting on line to give blood. You never heard anyone say 'It's not my job.' Everyone did whatever they could to help."



Connie Pacifico

## Connie Pacifico

Connie Pacifico generally processes Police Department case reports. The CSEA member was called in the night of the crash because the department needed her data processing skills. She worked from the confines of the Police Department but was not spared the grief felt by so many whose lives were touched by the sadness of the event.

"As the detectives came in, I was processing victims' names. Statistics, like their sex, age, physical condition and what hospital they were taken to," Pacifico said. "I worked 20 hours in two days."

Like many others who worked the stressful hours, she remembers the look on the faces of those who toiled at the crash site.

"At first, I was just doing my job. But then I saw the detectives — and that look on their faces. I heard them talking to the survivors, trying to tell them where victims might be found . . . it was horrible."

"In the beginning it was just data. Then it hit me . . . I started seeing the ages. All those young kids. That's when I got emotional. I really feel for those who were at the site. You looked at their faces and could only imagine what they saw."

# New York needs tax

By Kathleen Daly  
Associate Editor

ALBANY — With the current year's budget deficit at more than \$1 billion, New York state cannot afford another tax cut.

"Last year, we told our state leaders that the state couldn't afford the 1989 tax cut, and we were right," said CSEA

President Joe McDermott. "To continue with another tax cut when we can't meet this year's bills is unconscionable."

Gov. Cuomo announced early last week that the deficit for the fiscal year ending March 31 was at least \$1 billion and that revenues for the 1990-91 fiscal year could be as much as \$250 million below earlier projections.

"The Governor has admitted that the

tax cuts are out of hand; Assembly Speaker Mel Miller recognized it; now we have to convince Senate Majority Leader Ralph Marino," McDermott said.

"It's not merely a matter of saving the jobs of state employees. It's a matter of re-establishing the stability of the state budget system, of providing adequate aid to local governments and stopping the tax shift," he said.

"We need tax fairness now more than ever."

The so-called tax cut scheduled to take place in October 1990 will cost the state more than \$1 billion in much-needed revenues over the next two years. It is the fourth in a four-year tax cut plan.

While contending that the state cannot afford another tax cut, CSEA has also illustrated that this "cut" will actually increase taxes for most low- and middle-income wage earners, while cutting taxes for the wealthy. In fact, a family would have to earn \$125,000 a year before seeing a significant drop in state personal income taxes.

As the state income tax has decreased over the last three years, however, local

**‘The math is simple. The last phase of the tax ‘cut’ is unfair. It should be stopped.’**

— Joe McDermott, CSEA president



# fairness now!

government property taxes have risen. While reducing its income, the state has shifted costs for many services to local government. Some county tax rates have gone up by more than 10 percent, others as high as nearly 50 percent in recent years.

If the 1990 phase of the tax plan goes into effect, property taxes will go up yet again.

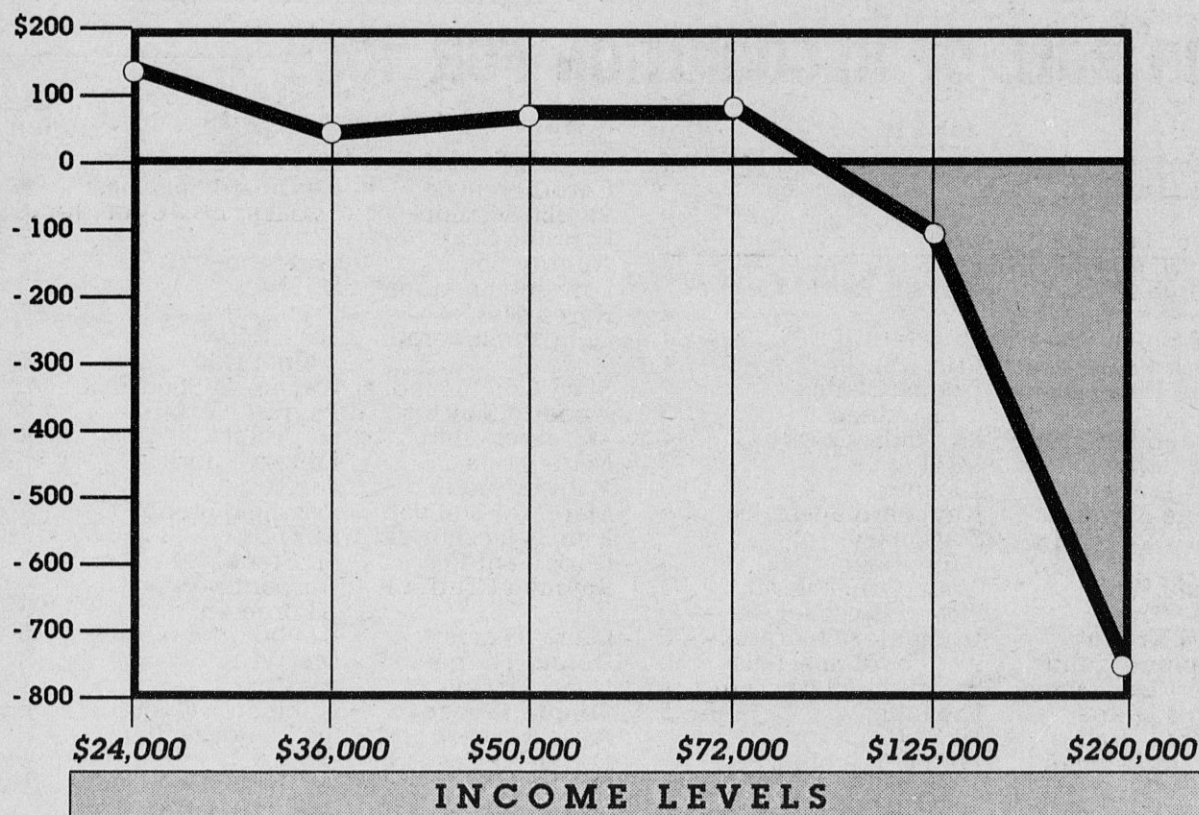
Estimates of the overall tax burden including property and state income tax show that the only people to benefit

from the tax cut are the wealthy (see story, graph below).

A family of four with an income of \$24,000 will face a tax increase of about \$150; a family with an income of \$260,000 will get a tax decrease of nearly \$800.

"Who can afford to pay more in taxes, the family struggling on \$24,000 a year or the one earning \$260,000? The math is simple," McDermott said. "The last phase of the tax 'cut' is unfair. It should be stopped."

## TOTAL TAX IMPACT



## How the tax shift works

The New York state personal income tax cut has become a tax shift.

The first two years of the tax cut plan helped the low- and middle-income wage earners who needed relief from burdensome income taxes. But the 1989 phase wound up hurting them, and the 1990 phase would hurt even more.

In order to afford the last two phases of the so-called tax cut, the state shifted the cost for many basic, needed services to local governments. Local governments must provide services mandated by the state, but they often get inadequate reimbursement.

As a result your property taxes go up. In the case of the 1990 income tax "cut," estimates of the resulting property tax increases mean most people will end up paying more.

Most people, that is, who earn less than \$125,000. For families of four earning anywhere from \$24,000 to \$75,000, their total tax burden — combined state income and local property taxes — will go up.

The graph above shows that the total estimated tax burden for most people will increase if the 1990 tax "cut" takes effect.

But look at the large downward dive on the right of the graph. That gray area shows that the total tax burden will drop for those who make \$125,000 to \$260,000.

In short, the graph illustrates that the so-called "tax cut" is really a tax shift, and an unfair one that burdens those who can least afford it.

CSEA is continuing to press state leaders to freeze personal income tax rates so the state has adequate revenues to provide services — without the unfair tax shift to local property taxes.

## Tell us your stories

The people who work on the floors of the state's mental health and mental retardation facilities are on the front lines doing a dangerous and difficult job.

You know that — you're out there getting hurt on the job and working mandatory overtime because of dangerous understaffing.

Things could get worse under the proposed state budget.

It calls for the loss of 1,700 jobs in the Office of Mental Retardation and Developmental Disabilities (OMRDD) through attrition and elimination of vacant positions. Another 1,200 jobs in the Office of Mental Health will be lost through attrition.

"Our members are already being hurt on the job. It's crazy to eliminate jobs when the facilities are already understaffed," said CSEA President Joe McDermott. "CSEA is leading a campaign to get the state to fill jobs, not eliminate them."

You can help with that campaign by sharing your own stories. Write to us at the address below and tell us the problems you have as a direct care staff member in the state OMRDD and OMH facilities.

We know it's bad out there; the state knows, too.

According to the state's own figures, one in three mental hygiene therapy aides were injured in fiscal year 1987-88.

Office of Mental Retardation and Developmental Disabilities (OMRDD) employees lost 93,729 workdays that year because of on the job injuries; in the Office of Mental Health, the number was 86,753.

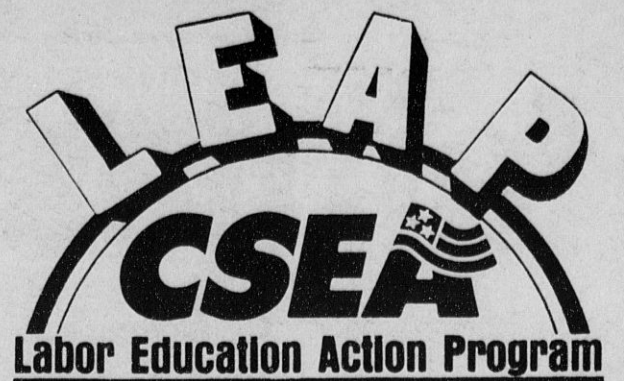
"Those numbers are startling; what's more startling is that we are talking about people, not percentages," said CSEA President Joe McDermott. "Every one of those lost workdays means someone suffered because he or she was trying to do a job."

We want to hear the stories of individuals. We'll use some of those stories in *The Public Sector* and in our campaign to convince state legislators to restore those positions to the state budget.

Send your stories to:  
Civil Service Employees Assn.  
OMRDD/OMH Stories  
c/o The Public Sector  
143 Washington Avenue  
Albany, NY 12210

# CSEA/LEAP Honor Roll

# Members honored for pursuit of education



More than 4,000 CSEA members enroll each semester in tuition-free courses under LEAP, the Labor Education Action Program of CSEA. LEAP courses are offered at two- and four-year public and private colleges, BOCES and various state facilities across New York state. Hundreds more CSEA members participate in tuition reimbursement and Project REACH educational programs.

Out of the thousands who participated, a select group of CSEA members were given special recognition for their exceptional pursuit of learning during

1989 through LEAP courses, tuition reimbursement or Project REACH programs. They were selected by CSEA local presidents, agency training personnel or educational providers for demonstrating a high level of self-motivation, drive and enthusiasm for learning. Those selected comprise the CSEA Labor Education Action Program Honor Roll of Recognition for 1989.

**If you want more information concerning educational opportunities administered by CSEA/LEAP, call the LEAPLINE at 1-800-253-4332.**

LEAP is the Labor Education Action Program of CSEA. It offers tuition-free courses at two- and four-year public and private colleges, BOCES and various state facilities across New York state.

LEAP is available only to CSEA-represented state employees in the Operational Services, Administrative Services, Institutional Services and Division of Naval and Military Affairs units, Health Research Institute and SUNY Construction Fund.

CSEA/LEAP courses are designed to increase upward career mobility in state service, and to improve the quality of life on and off the job.

## CSEA/LEAP HONOR ROLL OF RECOGNITION FOR 1989

Name	Job Title	Region	Name	Job Title	Region	Name	Job Title	Region
Ruth Andrew	Principal Clerk	4	Maxine Hammonds	Clerk I	4	Stephanie Russo	Keyboard Specialist	3
Avril Baker	MHTA I	4	Doris Hampton	Conservation Educ. Asst.	6	Carol Rychcik	Keyboard Specialist	4
Carol Lynn Balewski	Keyboard Specialist	1	Mimie Harbison	LPN	1	Phyllis Sciafani	Sr. Clerk	1
Daniel Barr	Armory Super. III	5	Gary Higgins	RN I	3	Lorraine Selgrad	Cleaner	1
Ona Becker	MHTA	3	Deborah Hobson	Parks & Rec. Aide V	4	Audrey Shannon	Sr. Steno	2
Barbara Bennett	Trans. Office Asst.	4	Scott Hollis	DP Clerk II	4	Lorraine Shannon	MHTA	2
Clare Bennett	Supply Asst.	5	Judy Holstein	Prin. Clerk	4	Karen Sies	Principal A/C	4
Clara Burkett	TDA II	4	Penny Howard	Comp. Claims Examiner	5	Colleen Signorelli	Data Entry Operator	5
Cheryl Bergfels	LPN	4	Mary Jo Iacovelli	Sr. Audit Clerk	4	Mary Lou Simmons	Keyboard Specialist	6
Sharon Boyce	Principal Steno	5	Clara Johnson	MHTA	3	Annette Smith	Payroll clerk II	3
Jean Brown	Sr. Typist	5	Janet L. Kelly	Cleaner	5	Margaret Smith	Sr. Audit Clerk	4
Dorothy Bush	MHTA	2	Joanne Kenney	Keyboard Specialist	6	Marie Stets	Library Clerk	5
Sarah Cadwell	LPN	5	Thomas Kerrigan	Stationary Engineer	3	Willis Streeter	Janitor	5
Deidre Cody	Clerk I	4	Pamela King	Tran. Office Asst.	4	Margaret Sullivan	Principal Steno	1
Mary Crowley	Student Loan Con. Rep.	4	Louis Koury	Groundsworker	4	Kim Swieczkowski	MHTA	1
Lori-Anne Cyrus	Library clerk II	5	Debra Krohn	Computer Operator	6	Doris Tanton	Sr. Steno	4
Tony Denicourt	Sr. Steno	5	Josephine Kuhn	Keyboard Specialist	6	Raymond Tetrault	Carpentry Foreman	3
Maria Discenza	Info. Proc. Spec. II	4	Robert LaChance	Sr. Audit Clerk	4	Laura Tharrett	Keyboard Specialist	5
Rose Dwy	MHTA II	3	Dennis LaRoe	Cleaner	5	Donna Thorpe	MHTA II	3
Joe Edington	MHTA	5	Robert Latour	Head Cook	4	Chau Troung	Janitor	4
Mary E. Famighetti	MHTA	1	William Layman	Office Machine Oper.	4	Bonnie Trunzo	Computer Operator	6
MaryBeth Farr	Sr. Steno	4	Marget Lennox	Sr. Med. Rec. Clerk	6	Alisa Turner	Sr. Stenographer	3
Rodney Fefee	Motor Vehicle Operator	5	Laura Lenz	MHTA	4	Lorna Wadsworth	MHTA	4
John Flack	Electronic Comp. Oper.	5	Thomas Lewis	Armory Main. Worker	4	Sandra Weatherbee	Keyboard Specialist	6
Denise Fonda	Sr. Audit Clerk	4	Ai-Ching Lippold	Keyboard Specialist	4	Timothy Werder	Administrative Aide	3
George Gabello	Highway Main. Sup. II	6	Antonio Lugo	MHTA	1	Patricia Westerman	Mail & Supply Clerk	3
Stephanie Getz-Thompson	LPN	1	Patricia McAdou	Senior Engineer	3	Yvonne Wood	Prin. Account Clerk	4
Tim Girvin	Grounds Crew	4	Carmelo Meli	Keyboard Specialist	5	Lorraine Yamonico	MHTA II	1
Eugene Edward Guzek Jr.	Folding Machine Oper.	6	Zoraida Mendez	Keyboard Specialist	5			
			Jean Morin	HMS I	6			
			Mark Moyer	Keyboard Specialist	5			
			Bethellen Murray	Senior Typist	6			
			Leona Murray	LPN	6			
			Jeanne Nice	Cleaner	1			
			Charlene Palasciano	MHTA II	1			
			Ida Paredes	Keyboard Specialist	5			
			Agatha Pierre	Store Clerk I	6			
			Laura Pike	Senior Stenographer	1			
			Jeannie Jackling-Piraino	Sr. Clerk	4			
			Vereta Powell	Comm. Residence Dir.	5			
			Karin Prusky	Sr. Account Clerk	6			
			Darla Race	Stores Clerk I	4			
			Kathleen Rauber	Computer Operator	6			
			William Reagan	Keyboard Specialist	5			
			Paula Richards	LPN	5			
			Barbara Richeson	MHTA	1			
			Mary Rinaldo	Keyboard Specialist	6			
			Kim Rivera					
			Carolyn Rose					

NOTHING SUCCEEDS LIKE SUCCESS.

GENIUS IS ONE PERCENT INSPIRATION AND NINETY-NINE PERCENT PERSPIRATION.

**CSEA/LEAP INFORMATION 1-800-253-4332**



# OUR NEWEST MEMBER SERVICES BENEFIT

## CSEA's Union Privilege Legal Services Program

A great new benefit for CSEA members now makes it possible for you to easily obtain high quality, affordable legal services for many personal legal matters.

The "AFSCME Advantage Union Privilege Legal Services Program" is CSEA's newest member benefit.

Brochures describing the program in detail were mailed recently to all CSEA members. You should read the brochure carefully to acquaint yourself with this important new benefit from CSEA, and save the brochure for future reference each time you may need personal legal services.

Some routine legal services are provided free under the Union Privilege Legal Services Program, and many more complex legal matters are handled by participating attorneys at a 30 percent discount off the normal fee.

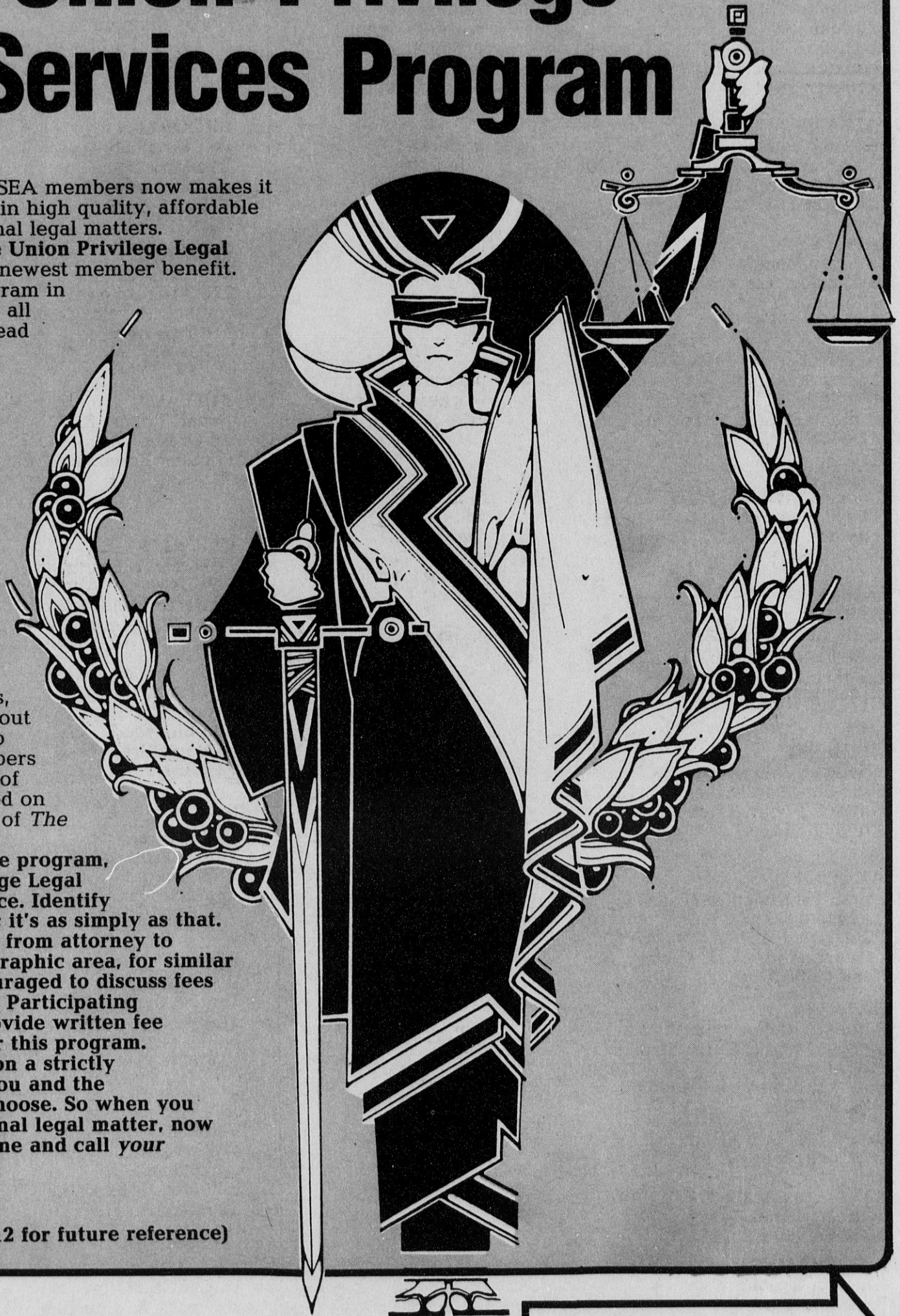
A panel of qualified lawyers, conveniently located throughout the state, has been selected to service CSEA/AFSCME members under this program. A listing of participating lawyers is printed on pages 10 to 12 of this edition of *The Public Sector*.

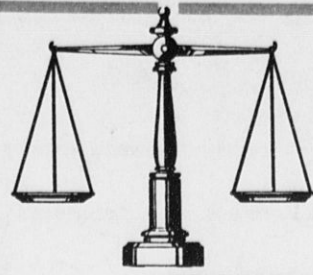
When you need to use the program, simply call the Union Privilege Legal Services lawyer of your choice. Identify yourself as a CSEA member; it's as simple as that.

Remember, fees can vary from attorney to attorney, even within a geographic area, for similar legal services. You are encouraged to discuss fees with the attorney you select. Participating attorneys have agreed to provide written fee schedules to all clients under this program.

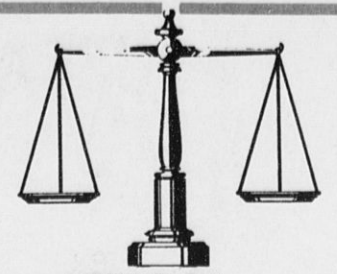
All matters are handled on a strictly confidential basis between you and the participating attorney you choose. So when you need an attorney for a personal legal matter, now you can just pick up the phone and call your lawyer.

(Pull out and save pages 9-12 for future reference)





# CSEA/AFSCME UNION PRIVILEGE LEGAL PLAN



## Participating Attorneys

ATTORNEY	AREAS OF PRACTICE
<b>AKRON</b> Friedman & Friedman 74 Main St. P.O. Box 31 14001 contact: Robert Friedman 716-542-5444	real estate workers comp criminal wills/estate personal injury
<b>ALBANY</b> Henner, Peter 313 Washington Ave. 12206 contact: Peter Henner 518-432-1122	general criminal employment
<b>ALBANY</b> Sissman, Jack 8 Thurlow Terrace Albany, NY 12203 518-465-8688	general
<b>ALBANY</b> Tocci, Dominick 112 State St. 12207 contact: Dominick Tocci 518-436-0717	personal injury workers comp criminal
<b>ALBANY</b> Toomey, William A. Jr. 11 No. Pearl St. 12207 contact: William A. Toomey, Jr. 518-434-1197	family wills/estate real estate tax workers comp
<b>ALBANY</b> Welt, Stockton & Assoc. One Executive Park Dr. 12203 contact: Dixon S. Welt 518-438-4422	general
<b>AMHERST</b> Friedman & Friedman P.C. 5136 Sheridan Drive 14221 contact: Robert Friedman 716-542-5444	see main office AKRON, NY
<b>ANGOLA</b> Hurst, Brothman & Yusick 11 Maple St. P. O. Box 192 14006 contact: Andrew D. Yusick, Jr. 716-549-0810	general real estate wills/estate personal injury family
<b>BATAVIA</b> Noonan, Mahoney & Yunker Corner Main & Court Streets P. O. Box 611 14020 contact: Lawrence Friedman 716-343-0924	general family real estate wills/estate personal injury
<b>BATH</b> Hancock, James T. P. O. Box 468 105 E. Steuben St 14810 contact: James T. Hancock 607-776-9809	general
<b>BINGHAMTON</b> Chernin & Gold Bache Building P.O. Box 1563 Binghamton, NY 13902 contact: John P. Rittinger 607-723-9581	general

ATTORNEY	AREAS OF PRACTICE
<b>BRONX</b> Seijas & Levine 191 E. 161st St. 10451 contact: Joseph Seijas 212-992-9600	general
<b>BROOKLYN</b> Jon David Sherry 214 Park Place 11238 contact: Larua Lennon 716-636-5936	real estate
<b>BROOKLYN</b> Monyak, Harold 224 Atlantic Ave. 11201 contact: Harold Monyak 718-237-0800	general personal injury family real estate consumer
<b>BUFFALO</b> Druar, Robert B. 16 Crescent Ave. 14214 contact: Robert B. Druar 716-833-8155	general criminal personal injury bankruptcy family
<b>BUFFALO</b> Friedman & Friedman 300 Delaware Ave. 14202 contact: Fred Friedman 716-542-5444 main	see main office listed under AKRON, NY
<b>BUFFALO</b> Gregory A. Pope & Assoc. 305 Elmwood Ave. 14222 contact: Gregory A. Pope 716-881-1202	see main office listed under LOCKPORT, NY
<b>BUFFALO</b> Hurst, Brothman & Yusick 2600 Main Pl. 14202 contact: Andrew D. Yusick, Jr. 716-549-0810 main	see main office listed under ANGOLA, NY
<b>BUFFALO</b> Lazroe, Jeffrey A. 405 Brisbane Bldg. 14203 contact: Jeffrey A. Lazroe 716-856-8811	general
<b>BUFFALO</b> Watson, McGarvey, Bennett, Colligan 600 Norstar Building 12 Fountain Place 14202 contact: Joel B. Schechter 716-852-3540	general
<b>COLLEGE POINT</b> Wolinsky & Wolinsky 18-34 College Point Blvd. 11356 contact: Anthony L. Mascolo 718-359-7770	general

ATTORNEY	AREAS OF PRACTICE
<b>GARDEN CITY</b> Klemanowicz & Gerard 350 E. Old Country Rd. 11530 contact: Benjamin J. Kelmanowicz 516-746-7660	general
<b>HUNTINGTON</b> Kotler and Vitale 230 New York Ave. 11743 contact: Herbert Kotler 516-549-0220	general
<b>ITHACA</b> Williamson & Clune 317 N. Tioga St. P. O. Box 126 14851 contact: Robert I. Williamson 607-273-3339	general family wills/estate real estate personal injury
<b>JAMESTOWN</b> Fessenden, Laumer & DeAngelo 31 Forest Ave. P. O. Box 0590 14702 contact: Charles S. DeAngelo 716-484-7196	general personal injury workers comp SS disability criminal
<b>JAMESTOWN</b> Larson & Subjack Empire State Bldg. 4th & Main 14701 contact: Frederick A. Larson 716-483-0479	general real estate family wills/estate criminal
<b>LATHAM</b> Croak, Richard 143 Maxwell Rd., Apt. A 12110 contact: Richard Croak 518-439-6942	family traffic bankruptcy employment real estate
<b>LOCKPORT</b> Gregory A. Pope & Assoc. 247 E. Ave. P. O. Box 867 14094 contact: Gregory A. Pope 716-433-4881 716-695-9775	general
<b>MALONE</b> Walsh, Robert E. 72 W. Main St. 12953 contact: Robert E. Walsh 518-483-5531	real estate wills/estate
<b>MASSENA</b> Snider & Snider 227 E. Orvis St. P. O. Box 697 13662 contact: Mark F. Snider 518-764-0513 518-764-0514	criminal family wills/estate real estate personal injury
<b>MEXICO</b> Seiter & Genant 847 Main St. 13114 contact: Norman W. Seiter, Jr. 518-963-7296	general real estate personal injury family criminal
<b>MIDDLETOWN</b> Bloom, Barton W. Key Bank Bldg. 53 Rte., 211, E. P.O. 758 contact: Barton Bloom 914-343-0623	civil service real estate wills/estate

ATTORNEY	AREAS OF PRACTICE
<b>MINEOLA</b> Goldweber and Hershkowitz 1565 Franklin Ave. 11501 contact: Max Goldweber 516-746-7771	general personal injury
<b>NEW YORK</b> Berger, C. Jaye 110 E. 59th St., 29th Floor 10022 contact: C. Jaye Berger 212-753-2080	general real estate
<b>NEW YORK</b> Dalsimer, William R. 233 Broadway, -3201 10279 contact: William R. Dalsimer 212-513-0188	general
<b>NEW YORK</b> Placeres & Rosado 2710 Broadway 10025 contact: Nestor Rosado 212-316-2373	general
<b>NEW YORK</b> Rivera & Muniz, P.C. 27 Union Square West Suite 306 10003 contact: Walter Rivera 212-807-8776	general
<b>NEW YORK</b> Zucker, Lawrence 225 W. 34th St. Suite 1706 10122 contact: Lawrence Zucker 212-695-8270 212-695-8271	wills/estate family tax real estate
<b>NEW YORK</b> Zweibon Law Offices 24 W. 40th St. 10018 contact: Bertram Zweibon 212-921-4730	general wills/estate
<b>NIAGARA FALLS</b> Gellman, Brydges & Schroff 800 Main Street at Cedar Ave. M.P.O. Box 279 14302 contact: Richard J. Schroff 716-285-5152	general
<b>ORCHARD PARK</b> Berkowitz, Leonard 4513 S. Buffalo St. 14127 contact: Leonard Berkowitz 716-662-9808	family personal injury real estate criminal wills/estate
<b>OSWEGO</b> Seiter & Genant 112 E. Bridge St. 13126 contact: Thomas A. Reynolds 315-342-1904	see main office listed under MEXICO, NY

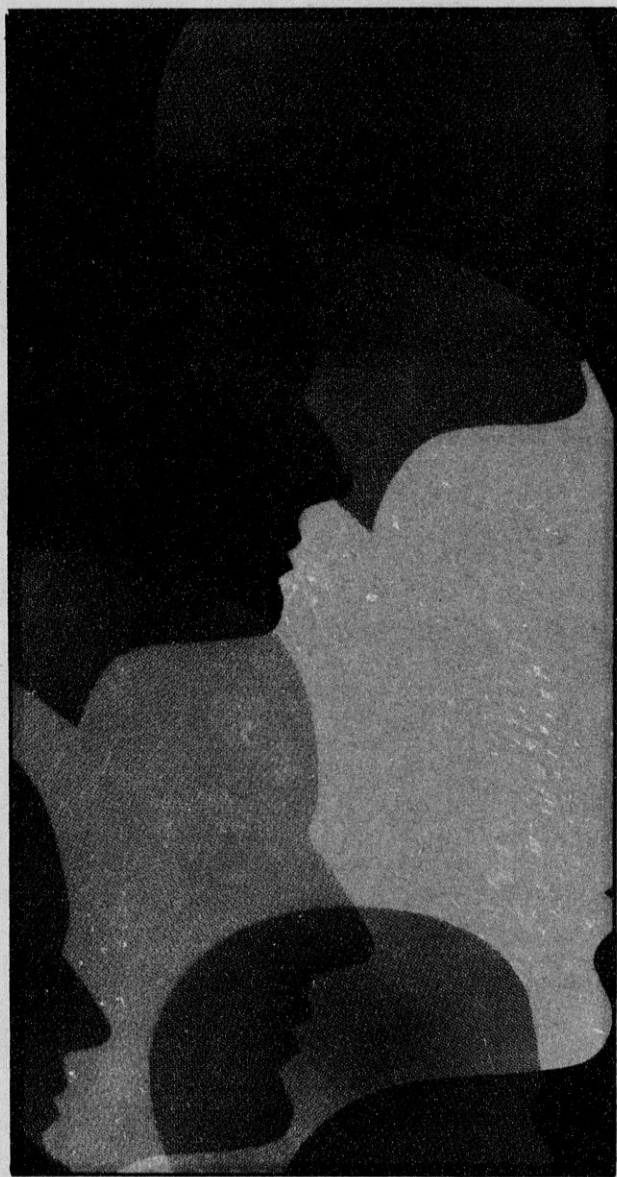
# CSEA/AFSCME UNION PRIVILEGE LEGAL PLAN

## Participating Attorneys

ATTORNEY	AREAS OF PRACTICE	ATTORNEY	AREAS OF PRACTICE
<b>PARISH</b> Seiter & Genant 7457 Main St. 13131 contact: Norman W. Seiter, Jr. 315-625-7261	see main office listed under MEXICO, NY	<b>SUFFERN</b> Busman Law Office 19 Margaret Ann Lane 10901 contact: Kenneth Busman 914-946-6555 main	see main office listed under WHITE PLAINS, NY
<b>PLATTSBURGH</b> Lavorando, Joseph 30 Clinton St. 12901 contact: Joseph Lavorando 518-561-8657	family personal injury wills/estate real estate	<b>SYRACUSE</b> Swartz, Waldauer, Stevens & Cooper, P.C. Vanderbilt Sq. 13202 515 University Bldg. 13202 contact: Marc Waldauer 315-471-2129	general family personal injury criminal wills/estate
<b>POUGHKEEPSIE</b> Levine & Hofstetter 316 Main Mall 12601 contact: Bruce Hofstetter 914-473-2040	general real estate	<b>SYRACUSE</b> Boyle & Cantone 731 University Bldg. 13202 contact: Earl Boyle 315-422-2208 315-422-2289 (FAX -)	real estate wills/estate personal injury Domestic relations criminal/traffic
<b>ROCHESTER</b> Harris, Maloney, Horwitz, Evans & Fox 700 First Federal Plaza 14614 contact: Steven E. Malone 716-454-6950	general personal injury real estate family wills/estate	<b>TROY</b> Croak, Richard 114 Second St. 12180 contact: Richard Croak 518-273-1230	see main office listed under LATHAM, NY
<b>ROME</b> Faga & Eisehut Law Offices 225 N. Washington St. 13440 contact: Antonio Faga 315-339-5240	see main office listed under UTICA, NY	<b>UTICA</b> Faga & Eisehut Law Offices One Hopper St. 13501 contact: Antonio Faga 315-797-6990 315-339-5240	general family criminal real estate wills/estate
<b>SCHENECTADY</b> Bendall, James W. 836 Plymouth Ave. 12308 contact: James W. Bendall 518-370-2211	personal injury med malpractice	<b>VALLEY STREAM</b> Schlissel, Elliot S. 480 Rockaway Ave. 11581 contact: Elliot S. Schlissel 516-561-6645 800-344-6431	general
<b>SCHENECTADY</b> Capasso, Burns & Massaroni 215 State St. 12305 contact: John R. Massaroni 518-374-2216wills/estate	general personal injury family real estate	<b>WARSAW</b> Noonan, Mahoney & Yunker 14 West Buffalo St. 14569 contact: Lawrence Friedman 716-786-2880	see main office listed under Batavia, NY
<b>SCHENECTADY</b> Parisi, De Lorenzo, Gordon, Pasquariello Weiskopf, P.C. 201 Nott Terrace 12307 contact: Frank N. Parisi 518-374-8494	general personal injury family real estate wills/estate	<b>WHITE PLAINS</b> Busman Law Office 175 Main St. 10601 contact: Kenneth Busman 914-946-6555	real estate family personal injury wills/estate bankruptcy
<b>SPRING VALLEY</b> Schechter, Mitchell P. 55 W. Central Ave. (Rte. 59) 10977 contact: Mitchell P. Schechter 914-356-1101	criminal personal injury real estate	<b>WHITE PLAINS</b> Gould, Richard A. 199 Main St. 10601 contact: Richard A. Gould 914-946-6969	criminal family wills/estate personal injury real estate
<b>STATEN ISLAND</b> Simonson & Cohen, P.C. 4060 Amboy Rd. 10308 contact: Robert M. Cohen 718-948-2100	general real estate family wills/estate criminal	<b>WHITE PLAINS</b> Rose, James M. 11 Martine Ave. 10606 contact: James M. Rose 914-948-8100	general

# Members make a difference

By Lilly Gioia  
CSEA Communications Associate



# South Beach PC honors employees for heroism

STATEN ISLAND — Unions and management at South Beach Psychiatric Center recently saluted more than 100 CSEA members for heroics that ranged from saving choking clients and putting out fires to performing above and beyond the call of duty.

"CSEA is tremendously proud of our members' outstanding work," said South Beach CSEA Local 446 President Joel Schwartz.

## They save lives

CSEA member Robert Allen and another staff member were honored for their efforts during a fire.

They dove into a smoke-filled room to save a patient who had set her bed on fire and crawled underneath the burning mattress.

Not once, but twice, Mental Therapy Hygiene Aide (MHTA) James Jefferson saved patients from choking on food by using the Heimlich maneuver.

The three were among many honored for "bravery and commitment in saving a patient's life."

"We do a great job for our patients here, and it's long overdue that we take a day to tell each other how much we've contributed," Jefferson said.

## Hard work pays off

Senior stenographer Terry Steward was one of many employees commended for service over the long haul during

staff shortages and emergencies.

Unsung heroes like food service worker Vinnie Reagan were singled out for highest praise for working 12-hour days, sometimes six days a week during a staffing shortage in the nutrition department.

"There were many occasions when he was the only food service employee on the floor," his award noted. "In spite of Mr. Reagan's exhaustion, the quality of the food remained high."

## Fire extinguished

Highest praise went to four workers, including CSEA members Fernando Bobbio and Sabo Sambo, whose quick, pre-dawn response kept a fire from spreading.

At 4:45 a.m. one morning, a patient set two fires in sheets and blankets on a bed and in clothing and blankets on a desk. After struggling to remove the patient from the flame- and smoke-filled room, the workers then evacuated all 32 patients from the unit.

While waiting for the fire department, they used water-filled trash cans in attempts to douse the flames. When that didn't work, they dragged out the main fire hoses and completely wet down the room.

"Some may say this is all in a day's work, but it's important that credit is given to those who risk their safety to save others, as well as to those who day in and day out perform their work in an exemplary way," Schwartz said.

## CSEA/AFSCME pressure gains restoration of 500 county jobs in Westchester County

WHITE PLAINS — Under intense pressure from CSEA/AFSCME, Westchester County lawmakers have passed a budget amendment that restores nearly 500 county jobs originally scheduled to be abolished.

CSEA/AFSCME activists lobbied heavily for restoration of the proposed jobs cuts, while CSEA/AFSCME members picketed legislative meetings, demanding the layoffs be rescinded.

CSEA/AFSCME members were concerned not only for their jobs, but for the cutbacks in services that would have resulted.

Some state lawmakers who represent residents of Westchester County also became involved. Sen. Nicholas Spano is credited with lobbying on behalf of county workers after he was contacted by Region III President Pat Mascioli.

"I am delighted that the legislature and members of the budget committee worked together to find a remedy for a situation that could have compromised so many services here in Westchester County," said Mascioli.

"CSEA/AFSCME is fortunate to have the relationship with the political structure here in Westchester that we have. They listened to us and they took the appropriate action."

# THE EMPIRE PLAN

## Deadline near for submitting 1989 major medical claims

All 1989 Empire Plan Major Medical claims must be submitted **before April 1, 1990**, to Metropolitan Life Insurance Company, CPO Box 1600, Kingston, N.Y. 12402-0600.

Major Medical claim forms may be obtained from your agency's personnel/business office or from Metropolitan Life Insurance Company. Please be certain to have your doctor or other provider fill in all the information asked for on the claim form and sign it. If the claim form is not filled out by the provider, all bills submitted must include all the information asked for on the claim

form. Missing information will delay the processing of your claim.

Should you have any questions concerning your claim, you may call the following toll-free number at Metropolitan:

(Within New York state)  
1-800-942-4640

(Outside New York state)  
1-800-431-4312

## Request refund for any incorrect co-payments from the provider

The CSEA Committee on Health Benefits has received several complaints from members in the ASU, OSU, ISU and DMNA state bargaining units that some Empire Plan participating providers are collecting \$8 co-payments instead of the \$5 co-payment provided for under Article 9 of the current CSEA-NYS collective

bargaining agreements.

Members who believe they have been charged an incorrect co-payment amount by Empire Plan participating providers must request a refund directly from the participating provider.

The confusion may be due to the fact that \$8 co-payments are required

for state management/confidential employees, retirees, Local Government Participating Agency employees and several state bargaining units not represented by CSEA. Participating providers are expected to verify enrollment status and co-payment requirements by using the "SCAN" system.

## Procedure for political action rebate on union dues

CSEA members who object to the appropriation of a portion of their dues for political or ideological purposes unrelated to collective bargaining can obtain a rebate. The CSEA political rebate amounts to 3 percent of dues for the 15-month period from Oct. 1, 1988, to Dec. 31, 1989.

The union's procedures call for rebate requests to be submitted in writing by certified or registered mail addressed to

CSEA's statewide treasurer. Rebate requests will be accepted during the month of March.

**Individual requests must be submitted. Lists of members are not acceptable.** Each request for reimbursement must include the individual's Social Security number.

AFSCME's Constitution also includes a rebate procedure. The International secretary-treasurer calculates the per

capita payment equivalent that had been used for partisan political or ideological purposes during the fiscal year and rebates that amount upon proper application. Requests for rebates are accepted individually, in writing, by AFSCME between April 1 and April 16. Specific details on complying with AFSCME's rebate requirements will be published at the appropriate time in AFSCME's publication *Public Employee*.

## **CSEA** statewide Board of Directors meeting summary

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

ALBANY — CSEA's statewide Board of Directors met here on Jan. 25. In official actions, the Board:

\* Adopted a policy requiring 48-hours notice to local/unit president prior to an outside CSEA elected official on CSEA business meeting with members at large within the particular local/unit workplace.

\* OK'd various leases for CSEA Locals 010 and 852;

\* Confirmed appointment of Flo Kimmel as chair of the Region III legislative and political action committee;

\* Confirmed as members of the Region II legislative and political action committee Mary Greenman, Steve Gonzalez, Theresa Rivera, Peggy Eason, Charles Bowen, Mattie Andrews, Juanita Shine, Dave Scott and Denis Tobin;

\* Authorized 26 cents mileage allowance for union activists and management/confidential employees when doing union business;

\* Approved hiring of two additional labor relations specialists and a collective bargaining specialist for Region I;

\* Granted CSEA local charters to Lakeview Shock Incarceration Correctional Facility and Butler Correctional Facility;

\* Amended honoraria of regional vice presidents, effective with new term

commencing July 1, 1990, to \$65,000 (7/1/90), \$70,000 (7/1/91), \$75,000 (7/1/92) and \$80,000 (7/1/93); and

\* Amended statewide officers honoraria, effective new term commencing July 1, 1991, as follows: president, \$105,000 (7/1/91), \$115,000 (7/1/92), and \$125,000 (7/1/93); executive vice president, \$80,000 (7/1/91), \$85,000 (7/1/92) and \$90,000 (7/1/93); secretary and treasurer, \$70,000 (7/1/91), \$75,000 (7/1/92) and \$80,000 (7/1/93).

Questions concerning this summary of actions taken by CSEA's statewide Board of Directors should be directed to CSEA Statewide Secretary Irene Carr, CSEA Headquarters, 143 Washington Avenue, Albany, N.Y. 12210. (518)434-0191 or 1-800-342-4146.

# Cuomo, Miller agree on freeze

ALBANY — "We went crazy cutting taxes in 1987," Gov. Cuomo said at the annual Public Employee Conference legislative breakfast.

The Governor now agrees with the CSEA position that the state cannot afford a personal income tax cut for the wealthiest New Yorkers. The planned tax changes would actually raise the income tax of many middle-income wage earners.

The tax changes would cost the state more than \$2 billion in revenue over the next two years. The Governor's proposed budget calls for the freeze in personal income tax rates.

Assembly Speaker Mel Miller told the public employees that the state must freeze the tax rates and find other sources of revenue to provide needed services.

The Public Employee Conference is a coalition of public employees unions in New York state. The annual legislative breakfast is attended by many state leaders and legislators.



CSEA PRESIDENT JOE McDERMOTT listens as Gov. Cuomo calls for a freeze in income tax rates. State Senate Majority Leader Ralph Marino, on McDermott's left, told the Public Employee Conference that he is not ready to go along with that idea.

## Employees want pension voice

ALBANY — Public employees want a voice in how their pension funds are managed.

That message was delivered to the Governor and Legislative leaders at the Public Employee Conference legislative breakfast.

CSEA President Joe McDermott chairs a state AFL-CIO Task Force on Public

Employee Pension Issues which will issue a report next month.

"Right now the Comptroller is the sole trustee of our pension system. Public employees want a voice on a board of trustees," McDermott said.

"With over \$40 billion in the system it's too big a job for a sole trustee.

"Too often management has viewed the pension system as a savings bank to solve budget problems," he added. "We want a voice in how our deferred wages are handled."



CSEA's POLITICAL ACTION Committee was well-represented at the Public Employee Conference legislative breakfast. Here Legislative and Political Action Director Lawrence Scanlon discusses an issue with committee member Catherine Green.

## Cuomo stands up for state workers

By Deborah Gesensway

Capitol bureau

COLONIE — The state work force got an impassioned vote of confidence Monday from Gov. Mario M. Cuomo, who said he rejects any suggestion that public employees don't work as hard as their private-sector counterparts.

"I would reject it totally with no reservations whatsoever," said Cuomo.

During a meeting with Times Union editors and reporters, Cuomo was asked to comment on the perception among some Capital District business leaders that the psychology of the state bureaucrat

- Stumping for the budget /B-12
- A third term? /B-12

— who reportedly doesn't work very hard or very efficiently — keeps them from being able to recruit productive workers.

He went on to offer a critique of the decade that made buzzwords of corporate takeovers, insider trading and junk bonds.

And he chastised people who try to blame America's multitrillion-dollar debt, trade imbalance, lack of invention and overall lack of productivity on the poor worker trying to eke out a living during an era that added greed and waste to the list of American virtues.

The 253,000 people who work for the state are no different from private-sector employees or even owners of corporations, he said.

State employees received a ringing endorsement from their boss recently.

Gov. Mario Cuomo, meeting with editors and reporters of the Albany Times Union newspaper, said state workers have been getting a bum rap as being less efficient than private sector workers.

"I'm more defensive of the state workers than I ever was," Cuomo said. "Not because they're saints, but they're at least as good as we are.

"They're at least as good as all the people who work in all the other businesses and better than the people at the top who have been wrestling wealth from this country," Cuomo said.

"You've got a whole world of economists and wealthy people in this country that didn't give a damn about anything but using businesses for their own personal wealth. And you want me to talk about people who are changing bedpans?" he asked.

Cuomo also said there is room to improve efficiency in state agencies and to motivate state workers to work harder.

"I don't believe we're anywhere near our maximum," he said.

Albany, N.Y., Tuesday Jan. 30, 1990

THE TIMES UNION

# Schedule of elections of officers for CSEA's six regions

## NOTICE OF NOMINATION AND ELECTION

ALBANY — Elections will be conducted this spring for officers of CSEA's six regions.\*

Under the union's open election procedures, any member in good standing can have his or her name placed on a ballot by obtaining a minimum of 500 CSEA member signatures on an official petition form. All signatures must be from the region where the person is seeking office. Members who sign the petition must be eligible to vote in the election.

The union's statewide Election Committee will oversee the election which will be conducted by the Independent Election Corporation of America.

CSEA's Board of Directors recently adopted the following election schedule:

**MARCH 1 — Nominations open.**  
**Nominating Petition Request Forms available from local presidents,**

**regional offices and CSEA Headquarters. Nominating petitions available from regional offices and CSEA Headquarters.**

**APRIL 6 — Final day for nominating petitions to be received at CSEA Headquarters. Deadline is 5 p.m.**

**APRIL 23 — Drawing for ballot position.**

**APRIL 30 — Names, photos and candidate statements printed in the Public Sector.**

**MAY 15 — Official ballots mailed.**

**MAY 23 — Replacement ballots available.**

**JUNE 5 — Ballots must be returned by 8 a.m. Ballots tabulated and results announced.**

**JUNE 15 — Protest period ends (ten days after official results announced).**

In order to be eligible to seek office, a candidate must be at least 18 years of age, a member in good standing of the

region since June 1, 1989, shall not have been a member of a competing labor association or union since June, 1989, and shall not currently be serving a disciplinary penalty imposed by the Judicial Board of CSEA. To be eligible to vote in the election a member must have been in good standing as of April 1, 1990.

**\*Special note:**The following additional information applies to the Region II President/Statewide Vice President Election.

Nominations and the election for the position of Region II President/Statewide Vice President, shall be conducted under the supervision of the United States Department of Labor; Office of Labor-Management Standards.

For purposes of protesting the Region II President/Statewide Vice President election only, any member in good

standing may protest the supervised election of Region II President/Statewide Vice President for valid cause. Such protest must be made in writing and can be filed at any time before, during or within 10 days after the election. Any protest should be addressed to the Election Supervisor, U.S. Department of Labor; Office of Labor-Management Standards, 201 Varick Street, Room 878, New York, N.Y. 10014



Local 1000, AFSCME, AFL-CIO



### CSEA REGIONS

- [1] LONG ISLAND
- [2] METROPOLITAN
- [3] SOUTHERN
- [4] CAPITAL
- [5] CENTRAL
- [6] WESTERN

The following offices, by region, are up for election:

#### REGION I OFFICERS

President  
1st Vice President  
2nd Vice President  
3rd Vice President  
4th Vice President  
Secretary  
Treasurer

#### REGION III OFFICERS

President  
1st Vice President  
2nd Vice President  
3rd Vice President  
Recording Secretary  
Treasurer

#### REGION II OFFICERS

President  
1st Vice President  
2nd Vice President  
3rd Vice President  
Secretary  
Treasurer

#### REGION IV OFFICERS

President  
1st Vice President  
2nd Vice President  
3rd Vice President  
Secretary  
Treasurer

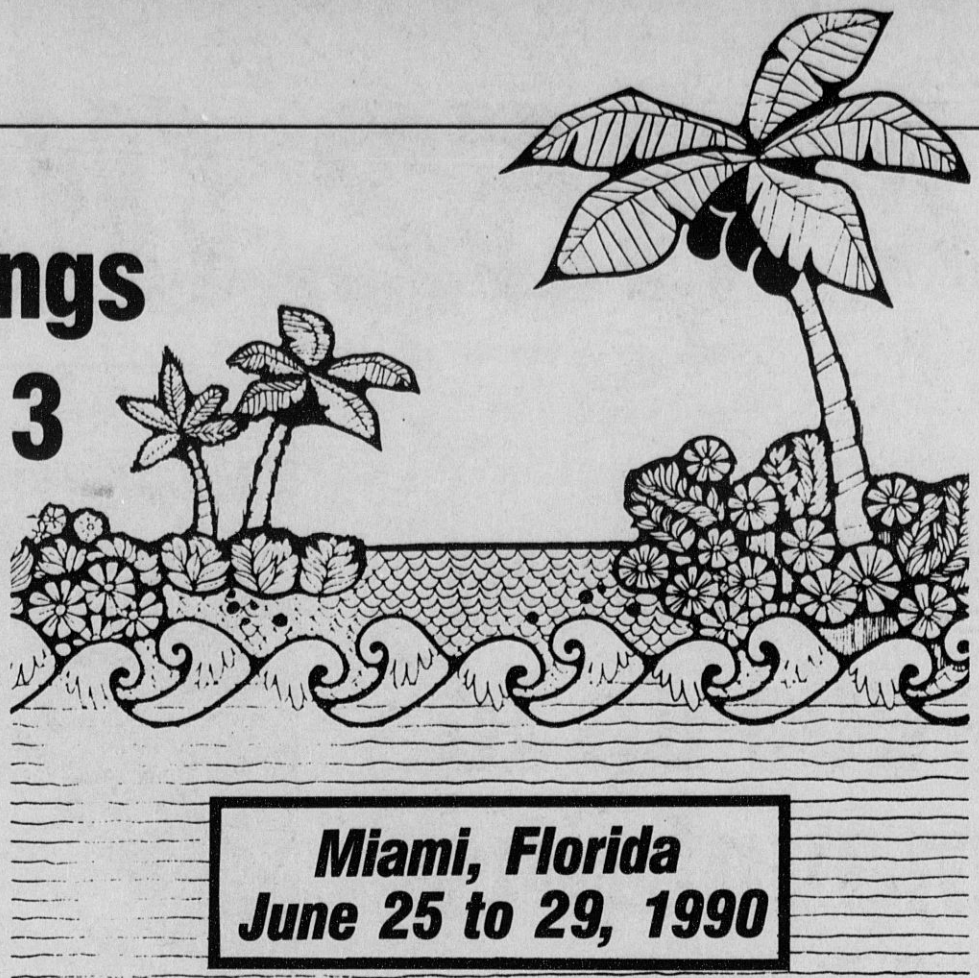
#### REGION V OFFICERS

President  
Executive Vice President  
1st Vice President  
2nd Vice President  
3rd Vice President  
Recording Secretary  
Treasurer

#### REGION VI OFFICERS

President  
1st Vice President  
2nd Vice President  
3rd Vice President  
Secretary  
Treasurer

# Nominating meetings scheduled March 3 for election of CSEA delegates to AFSCME Convention



CSEA delegates to the 1990 AFSCME Convention, to be held in Miami, Fla., June 25 to 29, will be nominated at meetings to be conducted in each of CSEA's six regions on Saturday, March 3. Members in good standing as of Feb. 3, 1990, are eligible to be nominated.

Delegates will be elected on a regional basis. Each CSEA region will elect the number of delegates which it

is entitled to on the basis of membership strength in accordance with AFSCME and CSEA Constitutions.

Expenses for the delegates for transportation and room and board at the AFSCME Convention will be paid by CSEA.

If an elected delegate is unable to attend the convention, the individual from the region who received the next highest number of votes will

attend in his or her place.

Based on the AFSCME Constitution formula, the following number of delegates will be elected:

Region I	47
Region II	18
Region III	38
Region IV	40
Region V	38
Region VI	37

## Nominating Procedures

Any member in good standing as of Feb. 3, 1990, shall be entitled to be nominated as a delegate to the AFSCME Convention. Any member in good standing as of March 3, 1990, shall be eligible to nominate delegates to the AFSCME Convention.

Nominations will be made at meetings to be conducted in each CSEA region on Saturday, March 3. Meetings will continue until such time as all those present who desire to make nominations have been given the opportunity to do so.

Persons nominated to serve as delegates from a region must be members of that region and be nominated by members of that region.

Persons nominated need not be present at the nominating meeting.

Any qualified CSEA member may nominate as many candidates for delegates as he or she desires, not to exceed the total number of delegates to be elected from that

particular region.

The nominator must provide the name, address, work telephone number, home telephone number, Social Security number and CSEA local number of the nominee. Nominations must be submitted on an official form, available prior to and during the meeting. Instructions given at the meeting must be followed.

Nominations may be made by slates; that is, a number of individuals who will appear on the ballot as running together or under a particular designation. Persons nominated by slate will appear on the ballot in the order in which they are nominated.

The ballot will provide that individuals who are running on a slate can be elected individually, separate and apart from the slate.

Individuals who make multiple nominations must state whether nominations are made individually or by slate.

## Regional nominating meetings scheduled

Regional nominating meetings will be held Saturday March 3 for the election of CSEA delegates to the 1990 biennial convention of the American Federation of State, County and Municipal Employees, (AFSCME), AFL-CIO. Regional meetings will begin at 11 a.m. at the locations listed below:

REGION I Regional Office  
300 Vanderbilt Motor Pkwy.  
Hauppauge

REGION II Regional Office  
11 Broadway  
New York

REGION III Regional Office  
Old Route 9  
Fishkill

REGION IV Thruway House  
1375 Washington Avenue  
Albany

REGION V Sheraton Inn, Syracuse  
Roosevelt Board Room  
Electronics Parkway  
Liverpool

REGION VI Treadway Inn  
8204 Park Road  
Batavia

# CSEA / AFSCME



# A \$52,000 victory

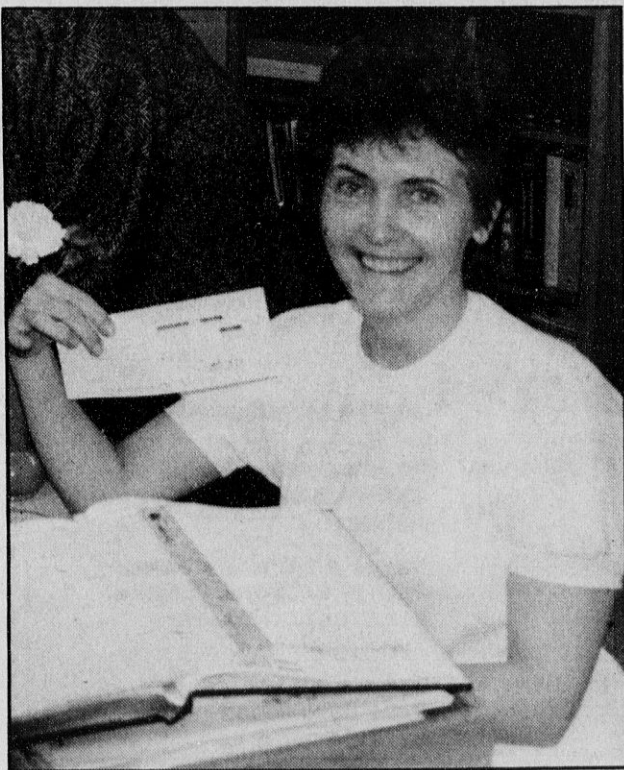
## Extra time adds up to mountains of back pay

By Daniel X. Campbell  
CSEA Communications Associate

GLOVERSVILLE — "We won!" screamed Ruth Seer and Jean Plumadore in unison as they waved their settlement checks triumphantly.

The two licensed practical nurses (LPNs) were among 137 Fulton County Infirmiry workers who received a total of \$52,276 in the settlement over a violation of the federal Fair Labor Standards Act (FLSA). CSEA initiated the case and pursued it through to victory for the infirmiry workers.

"Everybody is happy today," said Roswitha Hillman, CSEA Infirmiry Unit



UNIT PRESIDENT Roswitha Hillman shows off her award in the case, which meant more than \$52,000 to 137 Fulton County Infirmiry employees.



"WE WON!" — Ruth Deere, left, and Jean Plumadore show off their awards from the CSEA victory at the Fulton County Infirmiry over violations of the federal Fair Labor Standards Act.

president, as the employees lined up to receive their checks. "It certainly was worth the effort and the wait."

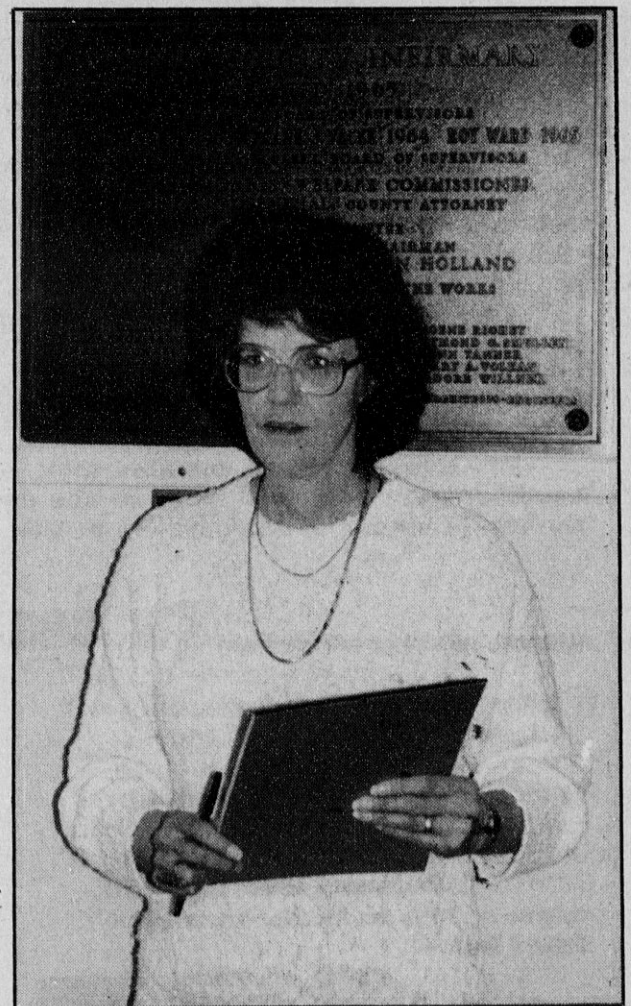
Myrna Hallenbeck, a senior account clerk, was unit president when she started the grievance. She didn't financially benefit from the settlement, but she was very pleased with the union's success.

"I read about a similar situation in *The Public Sector* where workers had won a claim for extra time they worked when their employer made them take report prior to their official starting time," she explained. "We were doing just about the same thing here, and CSEA filed the necessary papers to correct the situation."

The FLSA requires that workers in certain job titles be paid for such transitional time between shifts. In March 1988, CSEA filed the action on behalf of the infirmiry's registered nurses, LPNs and hospital aides. The final award covered only the LPNs and aides because the federal law excludes registered nurses.

Edith "Bunny" Pashley, Fulton County personnel director and a former CSEA activist, said the nurses did benefit. Most registered nurses are not required to report early for their shifts and they receive time and a half for all hours worked at the end of a shift.

"We've been fighting for this for two years and now we feel we have finally accomplished something," Plumadore said.



AFTER STARTING the case, former Unit President Myrna Hallenbeck is pleased to see the victory for CSEA members at the Fulton County Infirmiry.

# Time to check worksite safety

## Employer must post occupational injury log this month

Don't let the month of February pass without taking the opportunity to find out just exactly how safe your worksite is.

Whether you're a state or local government employee, state law requires that the (Department of Labor Division of Occupational Safety and Health) DOSH-900 form be posted at your worksite throughout the month of February.

The DOSH-900 form is a log of all the occupational injury and illness in your worksite over the last calendar year. It's the best way to find out about the safety and health of your working conditions.

You should take the time to review the document. If there's no DOSH-900 posted at your worksite or if it appears to be incomplete or inaccurate, contact your CSEA shop steward or local officer.

"People should be aware of what kind of on-the-job injuries are hurting their co-workers," said CSEA Director of Occupational Safety and Health James Corcoran. "The DOSH-900 has

very important information for labor and management.

"It should be clear if a particular group of employees are experiencing some of the same injuries, some changes are needed in the work procedures or conditions," he said.

The DOSH-900 form must include details of all work-related illness and

injury. An illness or injury is work-related if it occurs on the job or from the work environment, which is defined as the employer's premises.

Check to make sure your worksite is in compliance and what the form says. Remember, what you don't know about your workplace safety will hurt you.

## Open exam for Secretary I is Outrageous

CSEA is blasting a state Civil Service Department plan to hold open competitive examinations — exams open to the general public — for the newly created Secretary 1 positions.

CSEA considers the plan unfair and unnecessary because hundreds of CSEA members are waiting for upgradings to the positions. Those members could be transferred into the positions without having to take the civil service exam.

CSEA has urged Civil Service to cancel the open competitive examinations.

"There's no need for an open competitive examination when hundreds of our members already qualify for lateral transfers to the positions and still more are in line for the promotional opportunity," said CSEA President Joe McDermott.

"These people have been waiting years for the chance and this action by Civil Service adds insult to injury," he said.

The creation of the Secretary 1, grade 11 and Secretary 2, grade 15 jobs are an outgrowth of the CSEA-negotiated Comparable Worth study the state conducted several years ago.

But, from the start, CSEA has criticized the procedure the state established for the upgradings. CSEA suggested upgrading all the appropriate employees across-the-board. Instead, the state is using a more complicated and cumbersome approach.



Employees in various stenographic and keyboard specialist positions who are performing the duties of the new secretarial positions must be recommended for the upgrading by their agency or department. Those applications must then be reviewed and approved by Civil Service.

After that the applications go to the Division of the Budget which will only approve the upgradings if the employees' agency can afford the salary increase within its current operating budget.

To date, Civil Service has received more than 5,000 applications. The Division of the Budget has approved about 50.

Even after going through this procedure, some employees must still take promotional examinations.

No examinations are required for senior stenographers moving to Secretary 1 positions or principal stenographers moving to Secretary 2 positions because the moves are considered lateral transfers.

But all other movements such as

keyboard specialists moving to either of the secretarial positions or even a senior stenographer moving to a Secretary 2 position are considered promotions requiring examinations.

Although the state is phasing out the stenographer titles, it has created additional confusion for many CSEA members by scheduling stenographer examinations. The main reason is the delay in filling the new secretarial positions has created a real need for employees in the stenographer titles on an interim basis, particularly in certain areas, such as New York City.

"CSEA recognizes that the state's financial problems have slowed down the process," said McDermott. "But if people are doing the work of the new secretarial titles, they deserve to be paid accordingly — and CSEA members who have been waiting for the upgradings should get the first opportunities."

\* \* \* \*

While CSEA is objecting to the open competitive examinations for the Secretary 1 positions, the promotional examinations for that and the other titles are a necessary part of the upgrading process for many CSEA members.

CSEA encourages all of its members who may be in line for the upgradings through a promotional opportunity to take the exam, regardless of the status of your upgrading application.

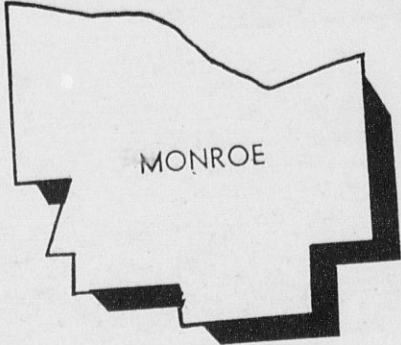
The promotional exams for Secretary 1 and 2 will be held on April 21. The exams for senior and principal stenographers will be held May 5.

Applications for all of these tests must be postmarked no later than March 19.

# HELPING REAL PEOPLE, SAVING REAL JOBS

## CSEA campaign saves jobs in Monroe County

*Fighting the fight forges  
strong sense of unionism*



By Ron Wofford  
CSEA Communications Associate  
ROCHESTER — The union's successful battle to prevent nearly all job cuts originally scheduled in the 1990 Monroe County budget has forged a tighter, more unified Monroe County Employees



Florence Tripi

CSEA Unit. "This fight was a real test of our union's activist members and resources, and we passed with flying colors," said CSEA Unit President Florence Tripi of the battle to overturn a budgetary proposal by County Executive Thomas R. Frey that would have

eliminated up to 80 county jobs. Concerted political action, activities by a unit steering committee and public support combined to convince the county legislature to restore all but four of the proposed job cuts. "And we won't rest until those four are restored," Tripi said. "Two of them, a 911 program analyst and an emergency preparedness resource officer, will be particularly difficult. But they're our members and will receive our best efforts."

Many CSEA unit members spent evenings, late nights and holidays over a two-month period working to restore the jobs, Tripi said.

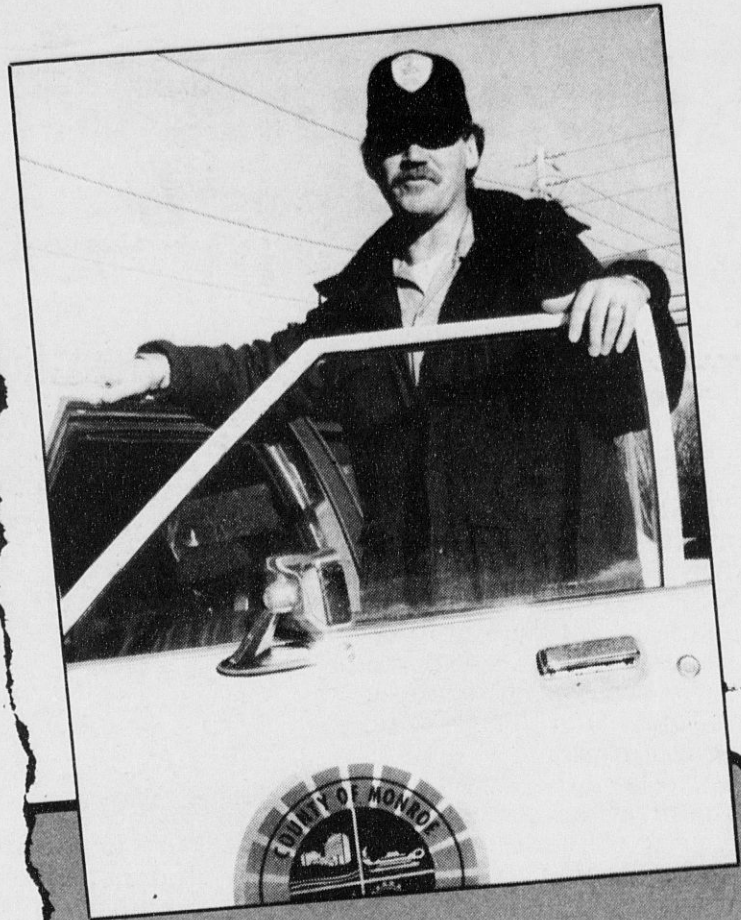
Activists built public awareness by attending budget hearings, speaking at civic meetings, giving media interviews and publishing a position paper outlining the folly of the cuts and the negative impact they would have on the community.

The bulk of the jobs originally slated to be cut were in the parks, health and public works departments and would

have affected many employees with substantial seniority and longevity. Among those originally pink-slipped, for instance, were Traffic Sign Fabrication Foreman Bernard Knoepfl, with 24 years of service, and Plant Taxonomist Jim Kelly, a 16-year veteran. Tripi said they were examples of the valuable experience the county would have lost had the union not prevented the layoffs.

The CSEA unit steering committee, chaired by Tripi, included Don Hammond, Joanne Madelena, Rhoda Gates, Sam LaFranco and Louis Roj. Tripi said the unit received strong support from Region President Robert Lattimer, CSEA Regional Political Action Coordinator Roger Sherrin and CSEA Budget Examiner Kathy Albowicz.

"We're happy that we were able to show all our members, even those whose jobs weren't threatened this time, how important it is to stay unified," Tripi said. "And we hope the county administration will recognize that among Monroe County's most valuable assets are its workers."



JAN CARTER is a security guard at Monroe County's Churchville Park. The CSEA member has worked for the county for nine and one-half years. His position was among 80 jobs scheduled to be cut in the county budget until CSEA stepped in to halt the layoffs.

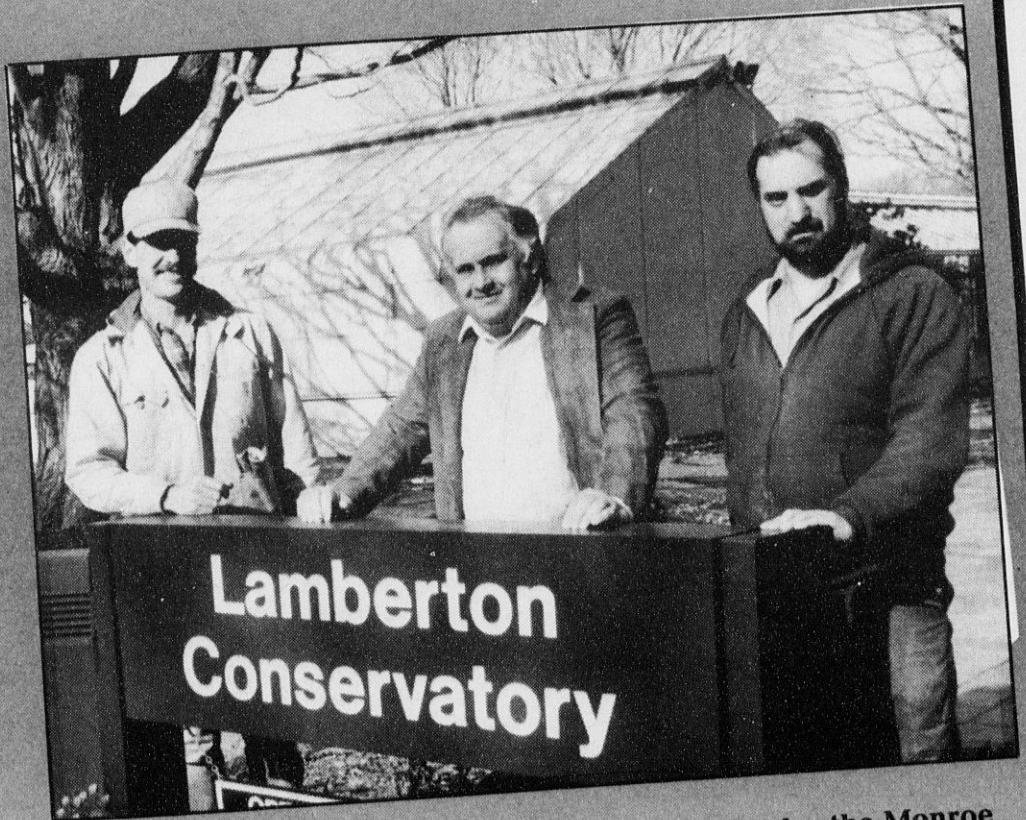
"I'm glad the union fought for and saved our jobs. The parks are a pleasant form of outlet for the county's citizens, and the security presence can give families a lot of comfort."

THE PUBLIC SECTOR JANUARY 22, 1990



BERNIE KNOEFERL has been the Monroe County sign fabrication shop foreman for 23 years. A member of Monroe County Employees CSEA Unit, Knoeferl designs all the traffic signs for the county's streets and roads. He's thankful for CSEA's campaign that prevented his job from being abolished.

"I felt like I'd had it stuck to me. When someone says your job is being cut, it hits you like a ton of bricks."



JIM KELLY, center, has been a plant taxonomist for the Monroe County Parks Department for 16 years. This year he almost lost his job to budget cuts but CSEA saved his job. In photo above he is flanked by CSEA shop steward Dennis LaBelle, left, and CSEA County Parks Section President Frank Moskowitz, right.

"I was pleasantly surprised at the results of the union's efforts to save our jobs. It showed a lot of ability and daring by the union."