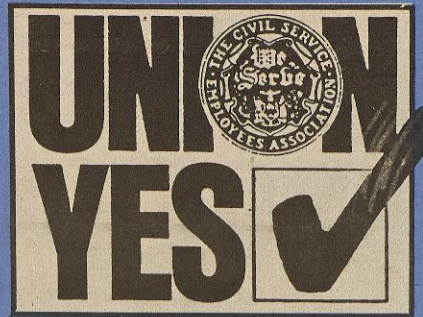


# THE PUBLIC SECTOR



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

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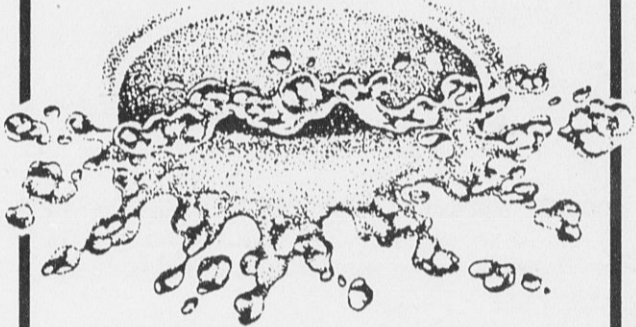


# INSIDE

## PROFILE



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## CSEA Women's Conference scheduled

CSEA's Women's Committee is sponsoring the Eighth Annual Women's Conference Nov. 18-20 at the Ramada Renaissance Hotel in Buffalo.

The theme of the conference is "Celebrating A Decade of Achievement, Forging a Better Tomorrow" in honor of the Women's Committee's 10th anniversary this year.

**Individuals must make reservations with the hotel by Oct. 23.**

Package rates per person are:  
\$186.72 single (one person, one bed)  
\$139.97 double (two persons, one bed)  
\$139.97 twin (two persons, two beds)

The package rates include two nights accommodations (Nov. 18 and 19), dinner Friday, breakfast and lunch on Saturday and brunch on Sunday.

A deposit of \$100 per person is required to confirm reservations. Make checks payable to "Ramada Renaissance" and send to Ramada Renaissance, 4243 Genesee Street, Buffalo, N.Y. 14225.

Registration begins 3 p.m. Nov. 18. A 10th Anniversary Party is scheduled that evening. On Nov. 19 several workshops are scheduled, and a workshop on Sunday morning will conclude the program.

CSEA members interested in attending the 1988 CSEA Women's Conference should contract their CSEA Local president for details and registration forms.

**Remember, reservations must be made with the hotel by Oct. 23.**

ALBANY — Details of the 1988 Annual CSEA Delegates Meeting will be mailed to local and unit presidents shortly.

The meeting will take place Oct. 30 to Nov. 4 in Lake Placid.

Statewide Secretary Irene Carr has requested that any locals or units with changes in their officers submit those changes to CSEA headquarters. The information is essential to the preparation of the registration process, she said.

Any changes in officers should be sent to:

**Statewide Secretary Irene Carr**  
**CSEA Headquarters**  
**143 Washington Avenue**  
**Albany, New York 12210**

## Don't forget: convention information

## Procedure for political action rebate on 1988 dues

CSEA members who object to the appropriation of a portion of their dues or fees for political or ideological purposes unrelated to collective bargaining can obtain a rebate. The CSEA political rebate amounts to \$5.20 for the fiscal year ending Sept. 30, 1988.

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

CSEA's statewide treasurer. Requests will be accepted during the month of October.

**Individual requests must be submitted. Lists of members and fee payers 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*.

## THE PUBLIC SECTOR UNION YES

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

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STEPHEN MADARASZ .....	Headquarters (518) 434-0191







## In Albany County

# No more horsing around

ALBANY — Shouts of “What do you want? A contract! When do you want it? Now!” recently filled the air of downtown Albany as angry county employees voiced their frustration with stalled contract talks.

Approximately 175 county workers — from the Department of Social Services, Health Department, Public Workers Department and county jail — rallied in a downtown park before marching on the county Legislature.

They were buoyed by support from the union’s top leadership including President Joe McDermott, Secretary Irene Carr and Treasurer Mary Sullivan.

“We’re with you,” McDermott told them. “Together, we will be successful.”

Then Capital Region President C. Allen Mead took the gloves off and scored a technical knockout against County Executive James Coyne.

Mead, noting Coyne’s reputation as a rabid sports fan, complained that “Jim Coyne is such a weak county executive that he doesn’t

have the strength to reply to a letter we sent seeking his intervention to get matters resolved. But he wasn’t too weak to fly to Puerto Rico and help select future draft choices for a local basketball team.”

Mead also cited recent newspaper accounts revealing that Coyne has recruited county employees as partners in race horses he owns.

The county executive’s defense has been that he isn’t influencing anyone because he doesn’t hire them. Mead described that defense as “strange, since the county charter says he does.”

Following the rally, and an informational picket line outside the county courthouse, CSEA members filled the county Legislature’s chambers to overflowing.

Union representatives were then invited to caucus with key legislators who immediately agreed to set up a three-member grievance committee to hear their grievances.

After winning the commitment, Mead told

county workers “Since our message has now been delivered loud and clear, I believe that we have more to gain than we had to lose by this offer.

“Hopefully, our problems will now be heard and shared by a legislative body well aware of the county executive’s shortcomings and inept administration,” he added. These elected officials are smart enough to sense that our anger reflects a deep felt frustration by a silent majority of the community.”



REGION IV President Al Mead, left, and statewide President Joe McDermott help Albany County DSS Unit President Marge Flynn, on the picket line.



COVER KID Dominic Paratore was on the line with his dad, Dominic, a Department of Social Services employee, and his baby brother Christopher.





# AFL-CIO: CSEA has arrived

By Anita Manley  
CSEA Communications Associate

KIAMESHA LAKE — CSEA's recent affiliation with the New York State AFL-CIO has swelled the state federation's public employee division ranks by more than 220,000 members and that has been a welcome event, state AFL-CIO President Edward Cleary told delegates at the federation's annual convention here.

CSEA's new presence in the AFL-CIO was evidenced by a contingent of top union officials and the election of CSEA President Joe McDermott as an AFL-CIO vice president.

"CSEA's affiliation and now active involvement in the state AFL-CIO is a major event for organized labor," McDermott commented. "It can only make all of us stronger."

Speakers at the four-day meeting included Gov. Mario Cuomo, state Attorney General Robert Abrams, Sen. Daniel Patrick Moynihan, national AFL-CIO Secretary-Treasurer Thomas Donahue and U.S. Labor Secretary Anne McLaughlin.

Cleary told delegates that the AFL-CIO is committed to expanding its political participation and emphasized the endorsement of Democratic presidential candidate Michael Dukakis.

Cuomo also urged votes for Dukakis and reminded activists that the present administration in Washington has



TOP LEVEL MEETING — CSEA President Joe McDermott greets Gov. Mario Cuomo at the recent AFL-CIO convention.

forgotten what the union movement has done for the U.S.

"Without the union movement this country would not be as great as it is today," he said. "It's a simple fact."

Abrams also expressed the need for change. "Workers are risking their lives in the workplace while the federal government is sleeping," he said.

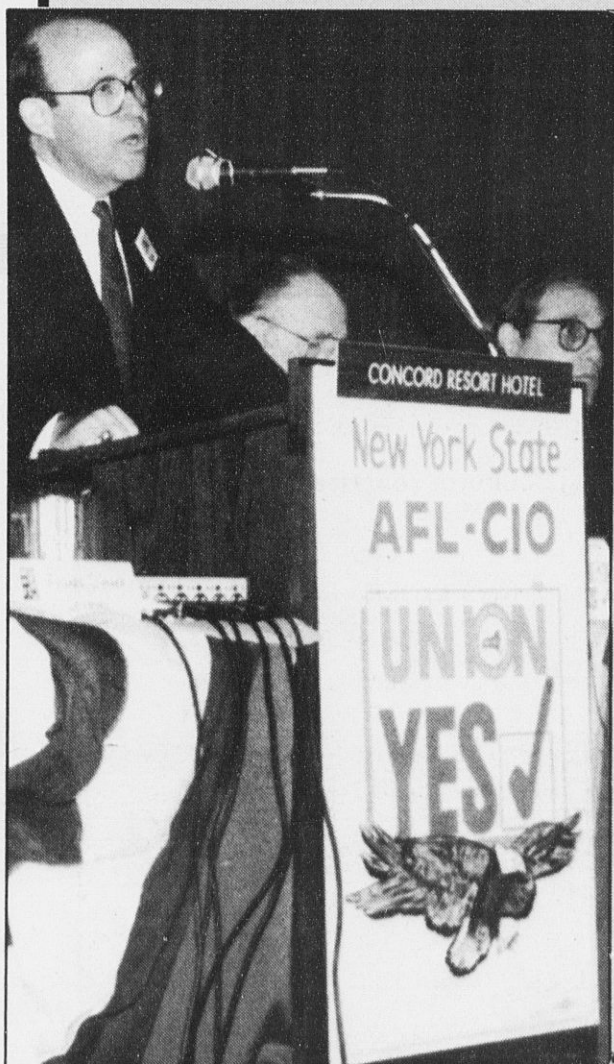
McLaughlin, a member of the Reagan administration cabinet, while not specifically addressing labor criticism of the administration, expressed a three-

pronged approach to help unions grow stronger.

"Unions have to be leaders in change to increase productivity," she explained.

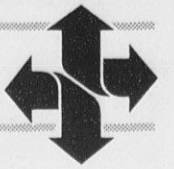
Labor should concern itself with education and training, affordable day care — for children and the elderly — and cooperative labor/management relations.

"It's time that labor and management sat around the table, not across it," she said.



CSEA Executive Vice President Danny Donohue receives some information about Employee Assistance Programs, above. At left, state Attorney General Robert Abrams addresses delegates.





A page of information you can use as a union activist and an individual.

# Older women must plan

By Lilly Gioia  
CSEA Communications Associate

Today's mid-life woman has more choices in her life than any generation of women who ever lived before. Women in their 30s, 40s and 50s can look forward to a longer life span, more years working and access to more educational opportunities than have ever existed in history.

But looking over the horizon to the year 2000, savvy, smart mid-life women already see a landscape filled with large numbers of older American women who are poor and living alone. According to the U.S. Census Bureau, the average income for women over 65 is only \$6,300.

The rate of late-life and mid-life divorces is rising alarmingly, and the average age of widowhood is now only 56 years old. Many older women retire with less than \$1,000 in personal savings while 80 percent

of American women retire from jobs with no pension benefits at all.

To chart a better course for their future, today's mid-life women require trail-blazing skills to arrive at healthy, financially secure retirement years where they can afford to truly enjoy the fruits of years of hard work. How to provide now for the quarter of one's life that will be spent without earned income from a job is the challenge CSEA Women's Committees are examining closely.

Because women live about seven to 10 years longer than most men and four out of five women can expect to become widows at some point in their lives, mid-life women must begin to prepare now to face potentially lengthy periods where they will be fending for themselves.

Married and single women alike can't afford the attitude of ignorance is bliss when it comes to developing financial skills, notes Dr. Christopher Hayes of Long Island University. Hayes, who heads a federally-funded project at the National Center for Women and Retirement Research, warns that "women must know the information to plan effectively."

According to Hayes, too many women still feel overwhelmed by money matters. They conclude that planning for their future now is premature, "too far ahead to think about," or it's "too upsetting to think about getting old," or "I never wanted to be bothered with it; my husband takes care of the big money decisions."

CSEA mid-life women activists are realizing more and more the need to

get facts and understand the money realities of being 30, 40 or 50 years old, and facing the possibility of employment discrimination based on sex and age. Women workers over 40 have a one-third higher unemployment rate than men the same age and when employed earn only 55 percent of what older men earn. The financial gap between the sexes widens with age.

CSEA activists can take a leading role in fighting the feminization of poverty by supporting organizations such as the Older Women's League (OWL), a non-profit Washington, D.C., based group advocating for fair treatment of mid-life and older women.

Employers and the public need to know that training a 40-year-old woman for a position means the possibility of still 25 more years of service because older women workers are much less likely to leave the labor force or change jobs than are younger workers. The turnover rate for women in their 50s is one sixth that of women in their 20s.

Because many women are not used to pursuing their own needs, their unions need to take a leading roll in getting them to address the important issues of their later years, especially their finances, health care, job-related and emotional issues.

This summer CSEA Metro Region II's 1988 Workshop program kicked off with a seminar on the need for financial planning for mid-life women and the CSEA Statewide Women's Committee plans a follow-up program in Buffalo this November 18-20.



## Important information is available

**BOOKLETS:** OLDER WOMEN AND JOB DISCRIMINATION, A PRIMER  
DIVORCE AND OLDER WOMEN  
Contact: The Older Women's League  
730 Eleventh Street, N.W.  
Washington, D.C. 20001

**BOOKS:** GROWING OLDER, GETTING BETTER, A HANDBOOK FOR WOMEN IN THE SECOND HALF OF LIFE. Addison-Wesley 1983

Written by Dr. Jane Porcino, Ph.D.

**BUT I NEVER THOUGHT HE'D DIE**

The Westminster Press 1978

Written by Miriam Baker Nye

**PREP PROJECT:** Long Island University, Southampton Campus  
Southampton, New York 11968  
(516) 283-4809  
4 Booklets, each \$4.15. Checks payable to "PREP"

1/ Looking Ahead to Your Financial Future  
2/ Social and Emotional Issues for Mid-Life Women

**SOCIAL SECURITY:**

**PENSION RIGHTS:**

**FREE 1988 GUIDE TO SOCIAL SECURITY:**

**TO OBTAIN STATEMENT OF YOUR SOCIAL SECURITY ACCOUNT:**

3/ **Employment and Retirement Issues for Women**  
4/ **Taking Control of Your Health and Fitness**

"A WOMAN'S GUIDE TO SOCIAL SECURITY"  
Available at local Social Security offices

PENSION RIGHT CENTER  
1346 Connecticut Avenue NW  
Washington, D.C. 20036  
(202) 296-3778

Compensation & Benefit Consultants  
1500 Meidinger Tower  
Louisville, Kentucky 40202-3415  
(502) 561-4541

US SOCIAL SECURITY ADMINISTRATION  
Office of Central Records  
300 Greene Street  
Baltimore, Maryland 21201  
Include your present name & maiden name (if married)  
Include your Social Security number  
Include your date of birth





### Off to a good start!

CSEA's new leadership recently sat down with their counterparts from the Governor's Office of Employee Relations (GOER) for their first meeting as the CSEA-New York State Labor/Management Executive Committee. CSEA President Joe McDermott said that CSEA must play a more vigorous role in the labor-management process instead of waiting for management to take the lead. McDermott also stated that the labor/management committee should seek practical solutions to workplace problems instead of spending time on philosophical issues.

Pictured, left to right, Elizabeth Moore, director of GOER; Nancy Hodes, deputy assistant director of GOER; Jerry Dudek, deputy director of GOER; Michelle Agnew, assistant to McDermott; McDermott; Danny Donohue, CSEA executive vice president; and Frank Martello, CSEA director of field services.

Hay  
Management  
Consultants

### *Development and Installation of a Job Evaluation and Salary Administration Program*

*Orange County Government*

# Orange County study — a lemon

## Employees underpaid, but upgrading plan flawed

GOSHEN — CSEA is blanketing Orange County lawmakers with letters and petitions in the wake of a controversial consultant's report that found the county seriously underpays its employees, but does not offer improvements for many CSEA-represented workers

The study, completed earlier this year by Hay Management Consultants, recommends at least \$1.75 million in salary upgrades for Orange County employees. However, the recommendations call for considerable salary hikes for professional and management personnel, while clerical and blue-collar workers get the short end of the stick.

To date no action has been taken on the report and there are indications that some county officials also have misgivings about the findings.

But while critical of specific aspects of the report, CSEA does find value in its assertion that Orange County needs to pay its employees better wages.

"This is a beginning that opens the door for further discussion," said CSEA Collective Bargaining Specialist Larry Sparber. "It reflects what we've been saying all along, but doesn't go far enough. There should be further analysis."

That point was echoed by CSEA Research

Assistant Ed Molitor who conducted an in-depth analysis of the Hay study.

"If nothing else, the study demonstrates that Orange County's salaries are well below what they should be in a competitive market. It should be used as evidence for making salaries more realistic — but the magnitude of the increases should be left to the negotiating process," Molitor stated.

Molitor recently told a meeting of the Orange County Unit that there are a number of problems with the Hay study findings and the methods used to arrive at the recommendations.

For example, Molitor explained that the methodology used to evaluate each job title was inconsistent. Different survey groups were used in each of the job title comparisons for the various segments of county employees.

Salaries of professional and managerial employees were compared with the salaries of public benefit organizations and industry employees in New York state, while clerical and blue collar workers were compared to private sector workers in Albany and Binghamton.

There were numerous examples where the Hay study did not differentiate between titles traditionally considered promotional lines such as typist and senior typist. This

also occurred in other areas where licensed practical nurses (LPNs) ranked equally with registered nurses (RNs) and social services caseworkers ranked with senior social workers.

Molitor also pointed out that some of the Hay study's recommendations would violate contractual and civil service provisions. He noted as well that it calls for a pay for performance system and potential across-the-board pay cuts for some titles, both of which are unacceptable to CSEA.

Members of CSEA Local 836 are now bringing these objections to the attention of county officials to let them know what they really got for the \$65,000 they spent on the study.

*Orange County salaries  
are well below what  
they should be in a  
competitive market*



# CSEA unity brings victory

## Clinton County Unit beats opposition

PLATTSBURGH — After months of negotiations, a series of contract rejections and super conciliation, the Clinton County CSEA Unit members moved the county Legislature from the brink of imposing a contract and negotiated the three-year pact they had wanted in the first place.

"It was a superb show of unity," said John D. Corcoran Jr., CSEA Region IV director, describing the uphill effort of the unit members in the face of political opposition to their contract request.

North Country Field Representative Charlie Scott was surprised at the negotiated resolution to the contract problems. The legislature had apparently decided to impose a contract rather than make a new offer.

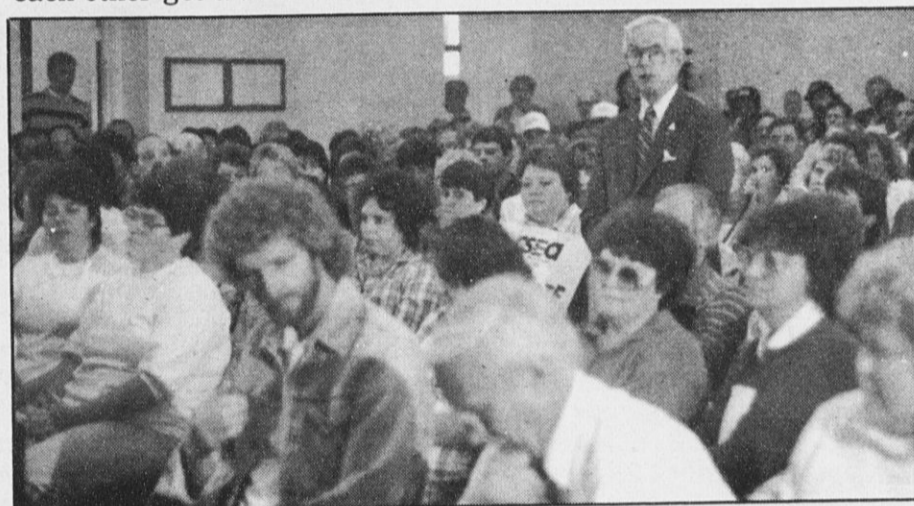
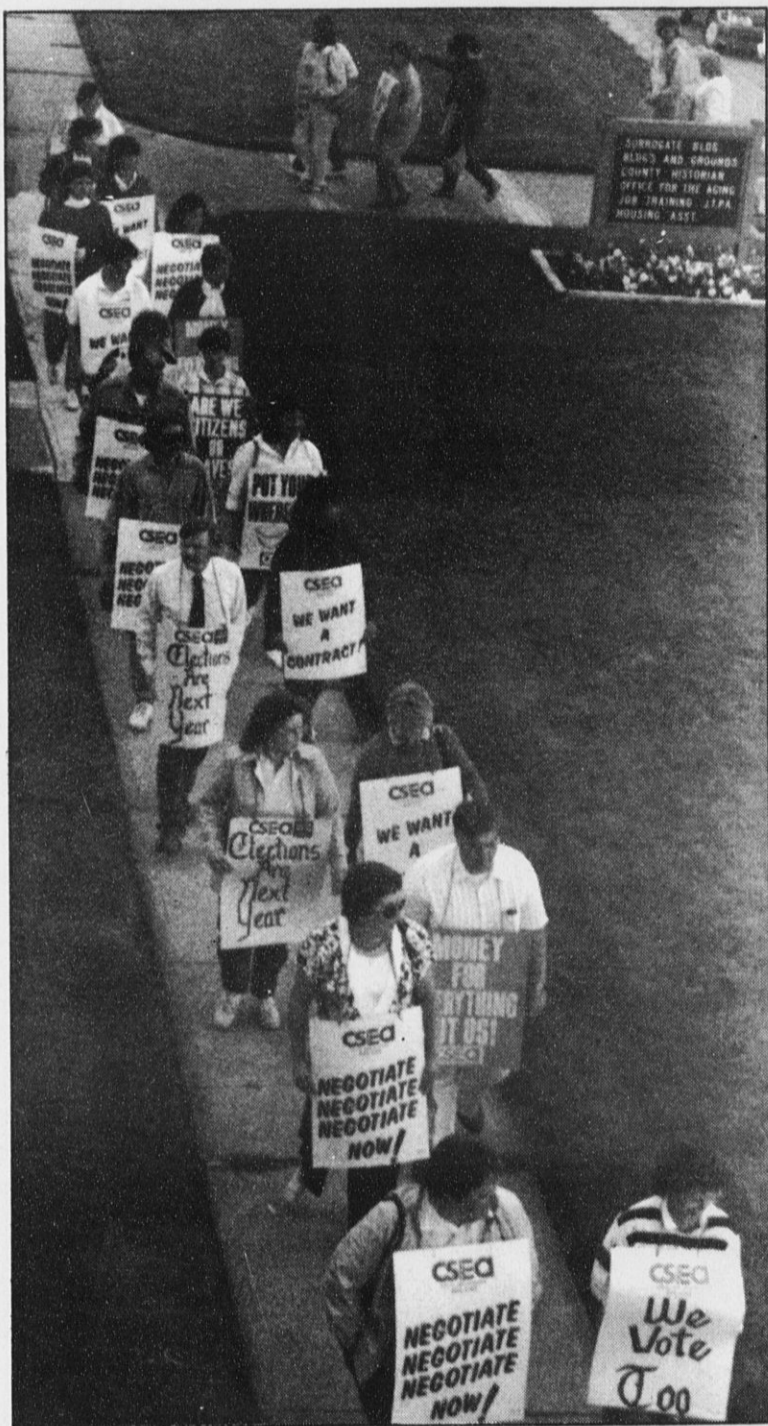
"The people really made the difference," Scott said. "They moved that county from a series of split raises over a three-year period to a solid 5,5, and 4,1 settlement fully retroactive to January. The original county offer was only retroactive to March. I was surprised that the county even changed its position once. But the unit moved the county several times over several days. It's amazing."

Under the contract, easily ratified by the unit, the members will receive 5 percent raises in the first and second years and a 4 percent raise followed by a one percent raise later in the third year.

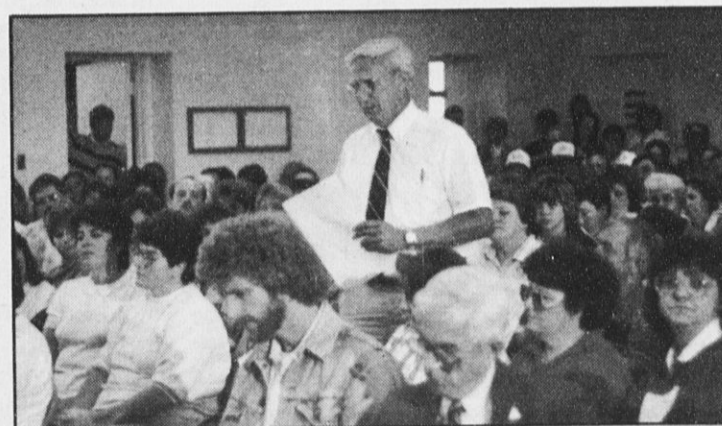
The members' show of unity at a legislative hearing was the key to unlocking the snagged negotiations. With nearly 300 union members surrounding county government buildings, as Scott and Corcoran projected, the Clinton County legislators knew they had miscalculated union and public opposition to their original contract offer.

"I feel that the unit members were more united than the legislators thought," said Unit President Gerry Darrah. "It took many meetings for the legislators to find out the unit members were behind their negotiating team and its opposition to series of split salary increases. That unity paid off. We negotiated what we wanted, not what management wanted."

"Now they know CSEA members will work together to help each other get a better deal."



STATING THE CASE — CSEA Region IV Director John Corcoran, above, stands out among a sea of Clinton County Unit members who appeared before the county Legislature to argue for a satisfactory contract. It worked — the legislature backed off from imposing a contract and offered the unit exactly what it wanted. At left, unit members picketing the county building.



CSEA FIELD REPRESENTATIVE Charlie Scott also made his point for a better contract offer before the legislature. Nearly 300 members picketed a legislative hearing that could easily have led to an imposed contract, had the unit members not made their concerns heard so effectively.



# CSEA fights for jobs

By Ron Wofford

CSEA Communications Associate

DUNKIRK — A proposal to sell the Chautauqua County Home and Infirmary will be countered by CSEA's full resources, Region VI President Robert Lattimer assured more than 150 members who work there.

"We have received a commitment from President Joe McDermott that every means at our disposal will go into keeping this necessary facility in the public sector where it belongs," Lattimer said.

He was speaking at an emergency meeting called by then Unit President Dick Maggio after County Executive John Glenzer proposed selling the county home to solve its severe financial troubles.

The county Legislature must decide whether to sell the home, which represents about 25 percent of the county work force.

Legislature Chairman Richard Davies has named a seven-member special committee to study the recommendation and report back to the full legislature within a month.

Meanwhile, CSEA has launched its own investigation into facts and figures put forth in the sale proposal.

"We want to find out the facts, not just what they tell us," Lattimer said.

CSEA and AFSCME research, fiscal and public health policy specialists will examine the county's financial records, including past budgets, annual financial reports, expenditure and revenue records and other data before making realistic alternative recommendations, he said.

A major part of the campaign to maintain the home as a public facility will be to show how valuable the home is to the community, stressed Lattimer, Maggio and Ron King, CSEA deputy director for local government.

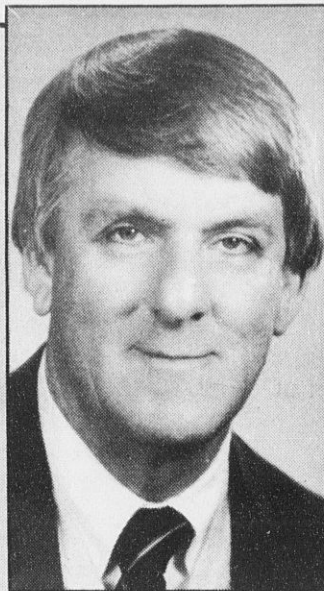
"You have to become an integral part of this effort," Lattimer advised the members. "When your unit president calls on you to help, please respond in a positive way."

Maggio, who has been hired by CSEA as the field representative for the area, will continue to be involved in the effort to save the home and the jobs of those employed there.

Former Unit Vice President Jim Smith has assumed the presidency.

The unit and local activists have already begun gathering petition signatures opposing the sale and mounting a letter-writing and phone-calling campaign to inform the legislature how important maintaining the facility is to the entire community.

Other measures are being planned as the unit and supporters gear up for attendance at a legislative hearing on the issue, with more than 200 jobs in the balance.



**"We want to find out the facts, not just what they tell us."**

**—Robert Lattimer**

## Region VI plans women's workshop

BUFFALO — "Putting It All Together" is the theme of a two-day conference planned by the Region VI Women's Committee on Sept. 23 and 24.

"We're hoping to make this the kick-off to a resurgence of activism by our members in the region," said Pam Caron, region co-chair of the committee with Ruby Everette and Judy DiPaola.

The conference will be at the Grand Island Holiday Inn, near Buffalo.

A series of workshops and guest speakers promise to make the conference "a stimulating event that will have lasting value for the working woman and the union activist," Caron said.

To register, call the Region VI office at 716-886-0391. Hotel reservations may be made directly with the Grand Island Holiday Inn by phone at 716-773-1111.

## Direct care workers to meet in Region VI

NEWARK — A three-day Direct Care Conference for people who work with the developmentally disabled will be hosted by members of Newark Developmental Center CSEA Local 417 for the second year.

"We'll be following the same format that was so successful last year," said Local 417 President Marty DiSanto.

The conference will be at the Rochester Marriott-Thruway on Sept. 26, 27 and 28. Hotel reservations may be made directly with the Marriot by calling 716-359-1800.

To get conference registration information, call the Local 417 office, 315-331-7451. Registration is open to direct care staff from any Region VI facility.

Elizabeth Moore, director of the Governor's Office of Employee Relations (GOER), will be among the guest speakers. Region VI President Robert Lattimer will also speak at the conference.

## CSEA sparks county action

BUFFALO — A threat to the jobs of 300 Erie County Health Department workers appears to have subsided for now. But the members of Erie County CSEA Local 815 who mounted an all-out drive to reverse the threat remain vigilant.

"We are determined not to let something like this happen without a fight," said Shirley Heron, president of the health department section of the county employee unit.

The impending crisis came about due to the loss of \$4.2 million in state aid because of legislative failings. The county legislature did not establish state-mandated health inspection fees for restaurants and food vendors, which should have been in effect Jan. 1. Erie County was the only one in the state that did not take the appropriate action.

When the legislature still hadn't approved the set of fees in June, the

health department's acting commissioner announced a timetable of cost-cutting measures, including accepting no new referrals for home health care, cutting back on high risk maternal and infant services, accepting no new patients to the neighborhood clinics and beginning a layoff of 300 of the department's 1200 employees.

That's when Heron and a core of her unit members including Vice President Paul Nagalski and unit steward Mary Ann Farr went to work contacting their fellow members and the public, urging them to "get the county legislature on the ball" to protect the needed services.

It worked — the legislature was prodded to act responsibly.

Heron pointed out that CSEA was joined in the efforts by the UAW and other labor groups opposed to service cuts. While the victory shows what a labor lobbying effort



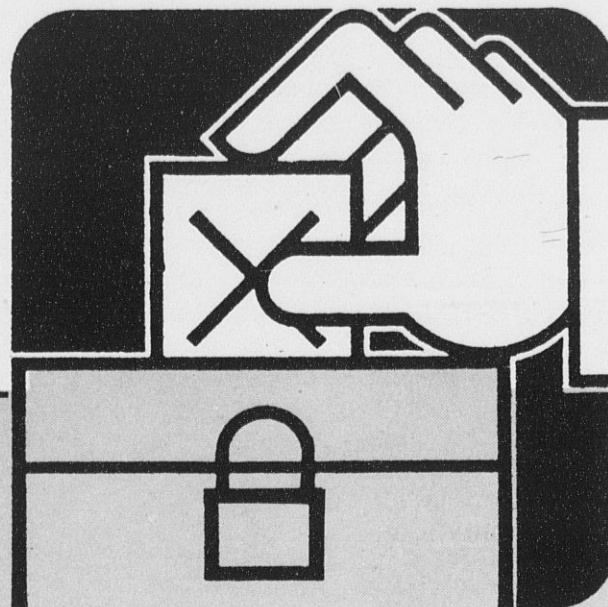
Shirley Heron

can achieve, Heron says she and her members will keep their eyes open for similar threats and keep close tabs on the legislature to make sure they do their job!





# Is it important to register and vote?



**LEONA AMES**  
Cayuga County  
Local 806

"It should be top priority for every American! That's how the system works; if you don't vote, you're not heard."



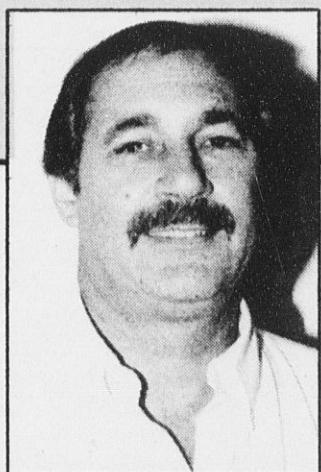
**ANNE HAROLD**  
Orleans County  
Local 837

"Of course. Everyone should have a say in every level of government, from village to city to county, state and federal. How else would the politicians know how to act on measures if citizens didn't make their stands known?"



**VERONICA BRIJLALL**  
New York City State  
Employees Local 010

"Don't think a vote doesn't count, because they really add up. Research the candidates and vote. It's important because with no housing in New York, poor and middle class people are giving up. Distinguish which candidate will be best for the country and vote for him."



**GARY ELDRIDGE**  
Westchester  
Developmental Center  
Local 432

"Yes. It's an American right."



**SUE BIENIEK**  
Albany County  
Local 801

"Yes, of course I feel it's important to register and vote. It's one's voice in the political system. If one doesn't voice one's opinions, it's giving up one's basic rights as a human being."





# FRANK ZAMMIELLO

*I've got an old mule and her name is Sal,  
Fifteen miles on the Erie Canal.  
She's a good worker and a good old pal,  
Fifteen miles on the Erie Canal.  
We've hauled some barges in our day,  
Filled with lumber, coal and hay  
And ev'ry inch of the way we know from  
Albany to Buffalo.*

By Charles McGeary  
CSEA Communications Associate

UTICA — After nearly 21 years with the New York State Barge Canal Waterways System, Frank Zammiello has put away his welding torch, goggles and flash mask for the last time.

The welder who was at the core of a tireless campaign to save the historic canal from further deterioration and threat of closing recently closed out his own career when he walked proudly into his retirement.

Protecting the canal became an obsession for Zammiello starting in the early 1980s when the entire canal system was crumbling and facing closure. He called it his "personal fight."

While he will be especially remembered for his successful canal campaign, Zammiello build an enviable record of service in many other areas.

The Navy veteran of World War II was president of CSEA State Barge Canal Local 502 for his last nine years on the job. In addition he served on CSEA membership, labor/management and regional election committees. He was founder of the State Conference on Waterways and one of the founders of the hugely successful Employee Assistance Program (EAP).

*The Public Sector* reminisced with Zammiello recently about his long campaign to "save the canal." Following are some excerpts of that conversation:

**Frank, do you remember when the CSEA fight to save the historic waterway began?**

(Pouring through his stacks of letters, albums, clippings, photos and momentos) . . . It was 1982. We had heard from several sources, and we could see it in the equipment conditions and loss of personnel, that the canal was headed for a phase out in a few years. As a friend of mine said, 'we were going to have the world's largest frog pond if something wasn't done.'

**What did you do to get things turned around and headed in the right direction?**

I contacted Jim Moore (CSEA Central Region V president). Jim quickly responded by calling all CSEA Region V presidents to meet with Dorothy Penner-Breen, our regional political action chairperson.

**Did state authorities have anything to say at this time?**

Yes, they all denied the canal was in trouble. Every state official we talked to



FRANK ZAMMIELLO, above. CSEA BUMPER STICKER, right.

*The Public Sector*, on behalf of CSEA's 20,000 members, takes this opportunity to salute Frank Zammiello, whose dedication and determination have given a new and higher meaning to the term "union activist."

## A MAN WITH A MISSION

"Frank Zammiello is someone special! What he did in terms of his own time and effort to save the waterway was outstanding and in the finest tradition of CSEA. For myself, Dorothy Penner-Breen and everyone who worked with Frank on the canal campaign and other projects, we say 'thanks and well done.' We pledge to continue the fight for more funds."  
— CSEA Region V President Jim Moore

"Frank Zammiello was an outstanding employee and gentleman. He always had a positive attitude and his fellow CSEA members were his prime concern. In all those months and years he worked to help save the canal, he wanted no special treatment or privileges. Whenever the canal campaign took him on his own time, he was always ready and willing to handle his regular welding assignments the next day."  
— Shop Supervisor Don Cornmire

"We worked well together, we were almost like brothers. As far as I know, and you can check it out, Frank Zammiello is the first person to accomplish getting federal money for the canal since it was built. He knew how to coordinate the efforts of both political parties, as well as cooperation from his fellow employees and CSEA. He has been recommended for the Governor's Award, and he deserves it."  
— Local 502 Vice President Harold Reinhardt

"It's been an honor and pleasure to know and work with Frank. It will be difficult to fill his shoes, but I'll do my best to live up to his good example."  
— Local 502 President Bruce Shipman

# I ♥ NY's BARGE CANAL

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, Local 1000, American Federation of State, County & Municipal Employees, AFL-CIO



said the canal was not headed for a phase out. The more they denied it, the more we would see it looked like a cover up. All the bad signs were there.

**So what did you do?**

Dorothy and I went to see Assemblyman Anthony Ruggiero with a few ideas. He listened and said he would do what he could do to help. We then took our ideas to CSEA headquarters . . . had some petitions and flyers printed and sent to all presidents of canal locals along the 450-mile waterway. As president of Local 502 my area stretched from Little Falls in Herkimer County through Oneida County to Sylvan Beach . . . We set up press conferences, interviews, speaking engagements or just quick chats with every mayor, supervisor, politician or organization that would listen in every town, city, village and crossroads. The first public official to sign our petition was Carl Eilenberg, mayor of Rome, where the canal first opened.

**What was the general response from those public officials?**

Excellent, couldn't have been better. We distributed our petitions everywhere. The state refused to permit petition distribution at the canal locks, the perfect place for canal traffic, so we dropped off hundreds of them at business

establishments . . . It was still rough going. We made progress here and there trying not to become discouraged.

**Were New York state legislators sympathetic to the canal fight?**

Every one of them. Assemblyman Tony Casale, of Herkimer, called a special meeting at Lock 18. Then in October 1983, CSEA President Bill McGowan toured the waterway, stopping at locks and terminal shops all the way. That's when the media really took notice. We also requested and received a special meeting with Oneida County Executive John Plumley . . . He pledged his full support . . . I can't forget to mention the help we received from state Sens. Donovan and Auer and Assemblymen Matt Murphy from Lockport and Mike Bragman from the Syracuse area. I'm sure there was more support from other politicians in other regions, too. When we met with Sen. Donovan in his Utica office we presented him with 35,000 petition signatures from citizens concerned about the canal.

**Was Donovan impressed by your numbers?**

He was so impressed he set up a meeting in Albany with Auer, Casale, Ruggiero, Bragman and others who wanted to know the status of the canal. At that meeting we explained how the canal manpower had dropped from a high of 1,400 to 493

men and women. As a result of the meeting, and strong efforts by Donovan and other legislators, the canal was awarded additional working funds of \$650,000 and an increase in manpower to 550. Not much, not enough, but a start. Also in 1985 we met with U.S. Rep. Sherwood Boehlert to see if we could shake loose federal funds. We also began a letter-writing campaign to Boehlert and U.S. Sens. D'Amato and Moynihan to push for federal money.

**And then what happened?**

We took our fight to all those towns, villages and cities asking everyone to write letters to their congressmen and senators to get a bill passed . . . A bill was drafted and passed in 1986, but getting the money appropriated was another story. In December 1987, December 23rd to be exact, Senator Moynihan called to say that \$10 million had been allocated. Then in January of this year someone 'pulled the plug' again. The allocation was halted. Moynihan was furious when he learned the money was cut and took his anger to the news media . . . This past June Moynihan attended a political meeting in the Utica area. I met him there and he called me aside and said . . . 'Will you accept \$5 million in canal funds now . . . and fight for more later?'

**What was your response?**

I said sure. Five million is better than nothing. It's good for starters and we can go from there. As I understand it, the \$5 million is committed and the Army Corps of Engineers has drawn up a rough draft of what they plan to do with the funds.

**As you look back, what do you remember best?**

I remember the great support from village, town and city officials. I think of state legislators Casale, Ruggiero, Bragman, Auer, Murphy and Donovan. U.S. Congressman Boehlert and Sen. D'Amato and Moynihan and the others who voted for the bill. But I also remember the lack of support or any cooperation from the commissioner or other high officials connected with the waterway . . . I don't know why but I do know the support was not there when we asked for it.

**Are things now looking up for the canal?**

Commercial tonnage is down, but recreational boating is up. 50,000 pleasure boats used the canal in 1984. Last year (1987), 142,000 cruised through.

**What would you like to see happen next?**

I'd like to see the supervision and maintenance of the entire waterway taken over by the state Parks and Recreation Department.

FRANK ZAMMIELLO, right, thanks state Sen. James Donovan for his help in obtaining additional funding and manpower for the endangered state canal system.





# Scholarships



## Local 431

TUPPER LAKE — Sunmount Developmental Center CSEA Local 431 recently awarded two 1988 Arthur Grant Memorial Scholarships for \$600 and \$400.

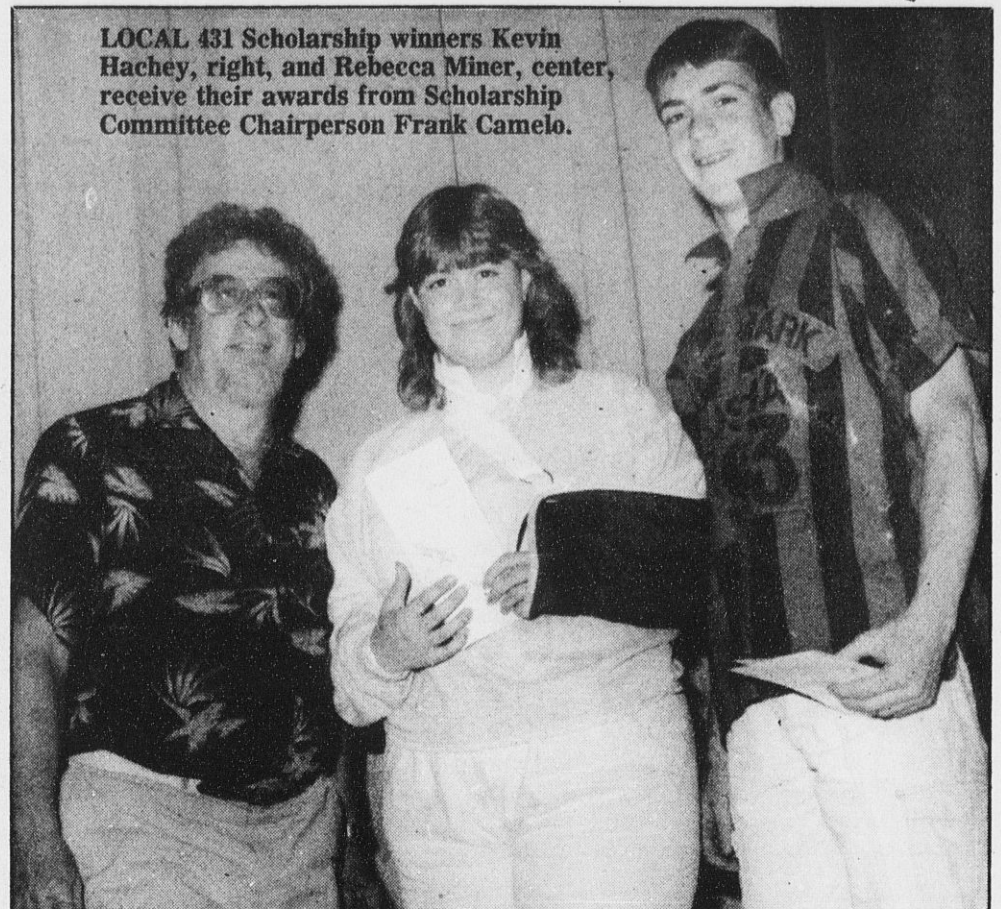
With the 1988 awards, named for a former Sunmount employee and CSEA activist, the local has raised \$10,000 for scholarships. The winners are:

**KEVIN HACHEY**, an honors graduate of Tupper Lake High School, is the son of Denise Peets, a therapy aide. He attends Marquette University in Wisconsin.

**REBECCA MINER**, an honors graduate of Tupper Lake High School, is the daughter of Penelope Miner, a therapy aide. She attends North Country Community College.

The scholarship committee included Frank Camelo, chairperson, Arlene Tyson, Louise Drew, Edith Gagnon and Cheryl Arsenault.

"With the rising cost of education, we decided to increase the number and amounts this year," said Local 431 President Don Hesseltine. "We hope this will encourage other students in the area to apply for future awards."



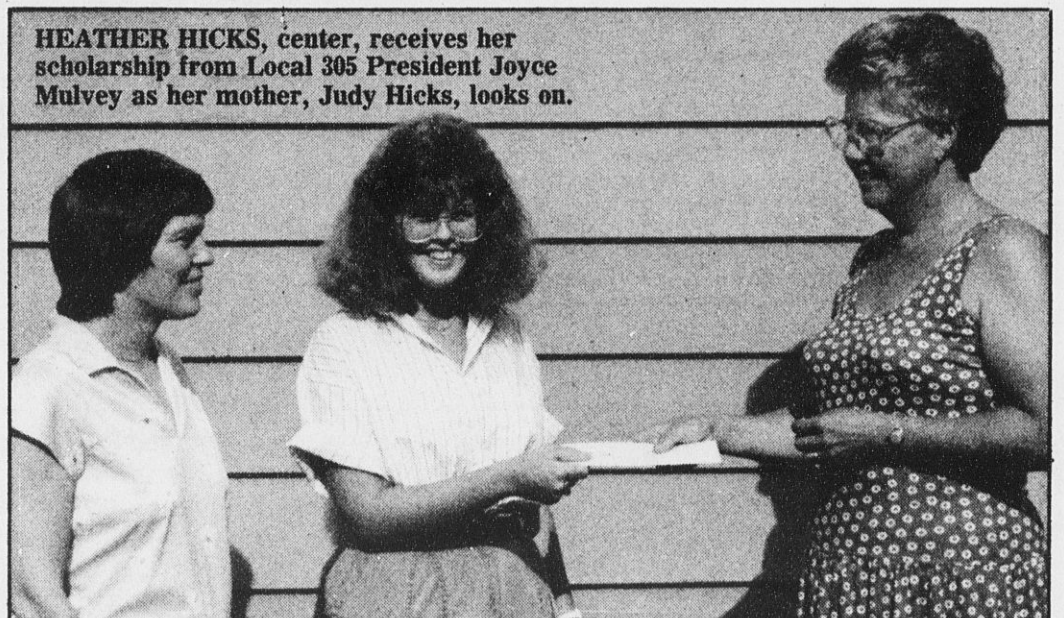
LOCAL 431 Scholarship winners Kevin Hachey, right, and Rebecca Miner, center, receive their awards from Scholarship Committee Chairperson Frank Camelo.

## Local 305

OXFORD — Oxford State Veterans Home CSEA Local 305 recently awarded a \$250 scholarship to Heather Hicks.

Heather is the daughter of Michael and Judy Hicks of Oxford. Her mother is a licensed practical nurse at the home. A graduate of Oxford Academy and Central High School, Heather was a class officer and was active in varsity sports, the school chorus and band. She attends Alfred University.

"I want to thank all CSEA members and others who participated in our fund-raising," said Local 305 President Joyce Mulvey. "This is our second scholarship and we are already looking ahead to 1989 and possibly increasing the award."



HEATHER HICKS, center, receives her scholarship from Local 305 President Joyce Mulvey as her mother, Judy Hicks, looks on.

## Local 833

WESTMORELAND — Continuing a 17-year tradition, Oneida County CSEA Local 833 presented three \$500 scholarships for 1988. The winners are:

**JOHN DAVIES**, son of Marvin and Jeanette Davies and a graduate of Remsen

Central School, attends Clarkson University. His father works for the Oneida County Department of Public Works.

**SHERRY FLEET**, daughter of William and Joanne Fleet and a graduate of Rome Free Academy, attends SUNY College at

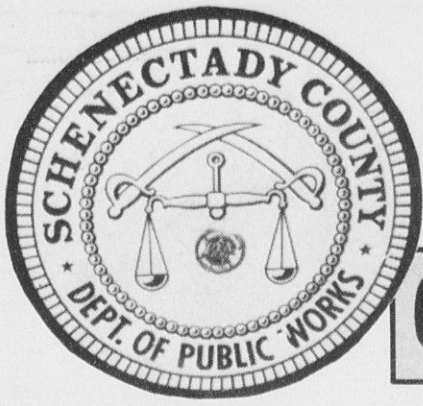
Geneseo. Her father works for the city of Rome.

**MICHELLE MELISKO**, daughter of Joanne Melisko and valedictorian of her class at Utica Senior Academy, attends Duke University. Her mother works at Mohawk Valley Community College.



LOCAL 833 SCHOLARSHIP winners recently received their awards. Shown from left are: Steve Hunter, committee chairperson; Marvin Davies and son John Davies; William Fleet and daughter Sherry Fleet; Local 833 President Dorothy Penner-Breen; Michelle Melisko and her mother, Joanne Melisko; and Joe DeFina, scholarship committee member.





# It's a deal!

## Contracting - in works for everyone

**SCHENECTADY** — In a move that could save about 10 percent of the project's total cost, Schenectady County is using its own work force for much of the construction work on an addition to the county jail.

The plan to use county employees on the addition developed through labor/management discussions between CSEA Local 847 and county officials.

Although the major construction work on the \$600,000 addition is being handled by an outside contractor, county employees did all the site preparation and will do the interior contracting work. The use of the county workers should save the county about \$75,000.

"It just didn't make sense for the county to contract out all of the work when they had people on their own payroll with the expertise to do the job," said Local 847 President Frank Tomecko. "That would be like paying twice."

Lou Altieri, president of the county Engineering and Public Works CSEA Unit, said that eight to 10 employees in his department were involved in the site preparation, while another dozen, including electrical experts from other departments, are doing the interior work.

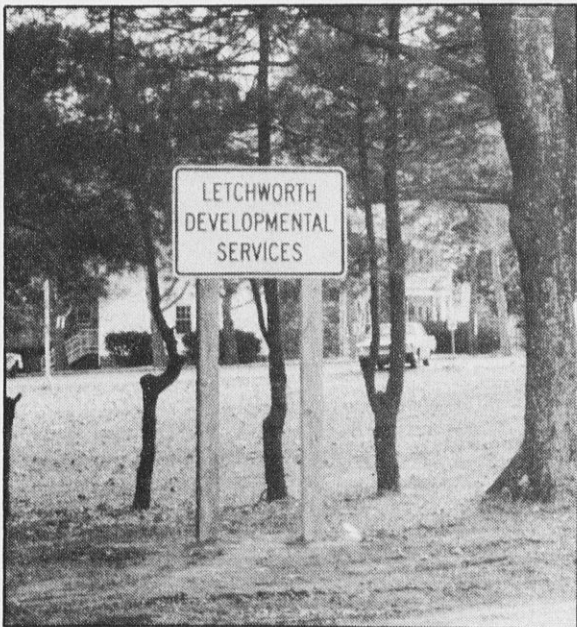
Altieri praised County Manager Robert McEvoy and the county Board of Representatives for using the talents of their own workers. The jail project could lead to public employee involvement in other projects, he noted.

The addition, scheduled to be completed in October, will create 40 barracks-type units for the jail.



**WORKING TOGETHER** at the groundbreaking for the new addition to the Schenectady County Jail are both CSEA members, who are doing some of the work, and county officials. Third from left is Local 847 President Frank Tomecko, and at center is Engineering and Public Works Unit President Lou Altieri.

## Letchworth management breaks L/M agreements



By Anita Manley

CSEA Communications Associate

**THEILLS** — A worker with more than 1,200 hours of sick time is given a counseling memo when he takes three days; another refuses to work his fifth straight double shift because of fatigue and is charged with insubordination.

These are just two examples of why morale is falling apart at Letchworth Developmental Center. Management is only helping the downhill slide by going back on labor/management agreements

on policies and procedures.

Months of frustration over continuous violations of those agreements have demoralized direct-care workers and CSEA officials are concerned that arbitrary changes in policies and staffing have affected the quality of care at the facility.

"Management has shown a total disregard for the agreements that they themselves made with our union," said CSEA Local 412 President Brian Cox. "What is the sense of spending hours in labor/management meetings and negotiating and signing agreements when they obviously have no meaning for management?"

Meanwhile, CSEA's statewide President Joe McDermott pledged the support of the union to resolve the problems. He emphasized that the union is considering a breach-of-contract lawsuit.

"We cannot allow management to renege on agreements that affect not only our members, but also the clients they serve," McDermott said. "Management must live up to its agreements, and we will do everything we can to be sure that happens."

The attitude of facility officials has perpetuated distrust, Cox said.

"I can't continue to reassure my members that certain procedures and

policies are in place when they're not honored by management," he said.

In January, Cox alerted co-workers that management officials were violating the agreements. He asked for backing from the state Office of Mental Retardation and Developmental Disabilities (OMRDD), in February, but received no response until July.

The response? "It is within management's rights to null and void any local agreement," OMRDD officials said, adding that such agreements "are not written in stone."

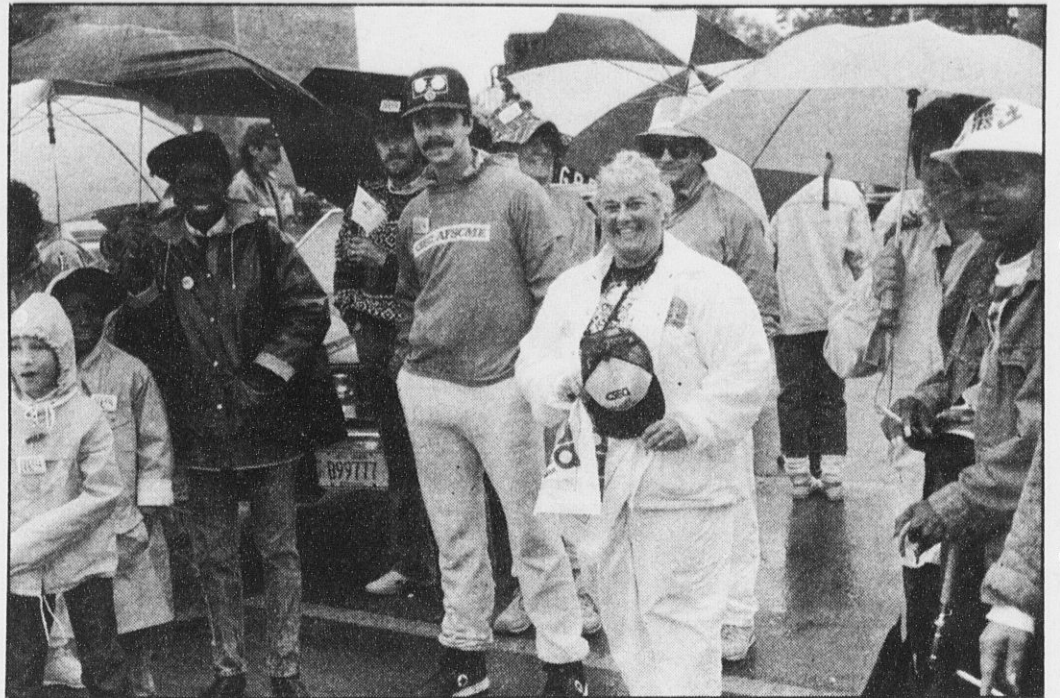
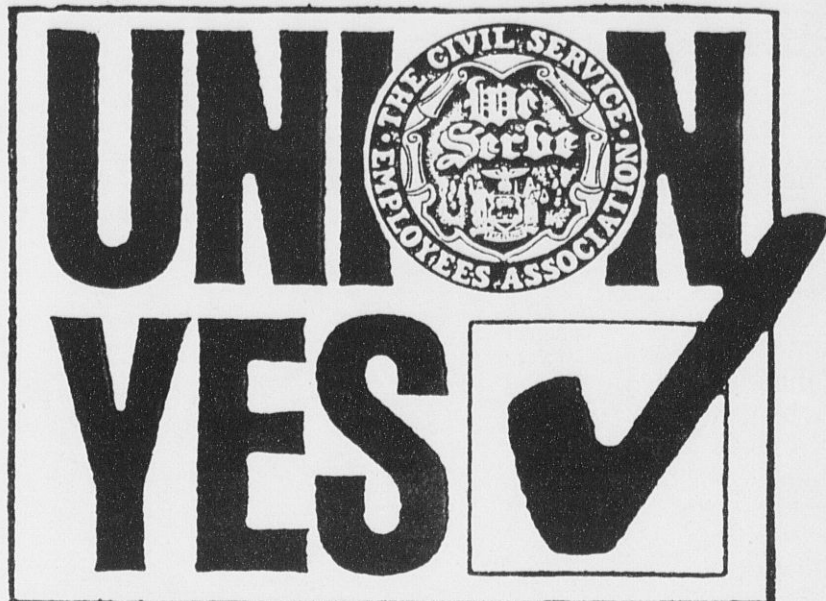
"Then why bother?" Cox asked. "Are they just paying us lip service?"

Also disturbing has been the absence of facility Director Albert Robidoux, who has not attended any of the meetings between the union and management.

"I told him in April that he should visit the facility to see what's going on," Cox said. "You would think that with the problems in recruiting and maintaining a quality workforce that management would try to reach out and improve relations."

"Instead they make changes in minimum staffing without our input, they arbitrarily change the bidding procedure for filling job vacancies — again without our input — and they spend their time looking for reasons to bring employees up on ridiculous charges."





Rain couldn't dampen the spirits of these CSEA activists at the Rochester parade.

Labor Day was an opportunity for a show of union pride for CSEA activists from Buffalo to Binghamton.

Two Labor Day parades in CSEA Region VI featured enthusiastic participation of CSEA members and their families, demonstrating staunch support for recognition of organized labor's role in American life.

In the Buffalo area, activists fashioned a float festooned with balloons, streamers, union banners and bumper stickers to give a positive CSEA image to onlookers.

In Rochester, many years of tradition were continued with

Monroe County activists leading the way in the Labor Council-sponsored parade.

In Binghamton, more than 300 union members, family and friends of labor attended the annual fellowship event sponsored by the community and labor coalition in the Southern Tier.



Scores of CSEA Central Region members turned out for the recent Solidarity Picnic and Rally in Binghamton, which featured Region V President Jim Moore as key speaker.



CSEA members filled the streets in Rochester this Labor Day.

## McDermott to speak in Jamestown

JAMESTOWN — CSEA President Joseph McDermott will speak to a Region VI quarterly conference that will focus heavily on the business and fiscal affairs of the union, according to Region President Robert Lattimer.

Executive Vice President Danny Donohue, Secretary Irene Carr, Treasurer Mary Sullivan and Comptroller David Stack will also participate in the meeting, scheduled for Sept. 30 and Oct. 1 at the Jamestown Holiday Inn.

Treasurer Sullivan and Comptroller Stack will lead a discussion of CSEA fiscal policy and budget Saturday morning, and President McDermott will be the luncheon speaker.

The address will be McDermott's first to the region since his election as president.

Reservations may be made directly with the Jamestown Holiday Inn at 716-664-3400, and luncheon reservations may be made through the region office at 716-886-0391.

**Watch for the new series of Union, Yes! TV spots during coverage of the Olympic games!**

## Social Security Dial-a-Benefit

The Social Security Administration is offering a new "Dial-a-Benefit" service that gives you a chance to learn now, what Social Security benefits you might expect when you reach retirement age.

After calling a toll free number — 1-800-937-20000 — you'll receive a form in the mail that details your past wage earnings and projects what your future benefits might be.

The estimate will be most accurate for persons approaching retirement age. Younger workers might want to update the projections every three years or so.

There's something else to keep in mind — apparently the toll-free number has proved extremely popular and many callers receive constant busy signals. You can get the same information sent out to you by contacting the local Social Security office in your community.



# Mary Sullivan

## CSEA statewide treasurer

CSEA statewide Treasurer Mary Sullivan has made it to the top level of CSEA leadership, but her rise as a union activist started out almost as a joke.

She had been working in the Herkimer County Department of Social Services for more than six months before she found out about the Herkimer County Employees CSEA Unit.

“Not long was I approached about CSEA,” she recalled. “But after a while I got the idea something was out there, and I signed a union card.”

The president of Sullivan’s CSEA unit worked in her department and shortly after approached her about upcoming elections.

“They asked if I was interested in running, and they said what office,” Sullivan said. “I jokingly said ‘president,’ and shortly after that, I was president.”

Her first task? Negotiating a contract, something she had never done. To complicate matters, sitting on the other side of the table was her former high school guidance counselor.

Sullivan credits her field representative at the time with guiding her through the negotiating process. But still, the job wasn’t simple.

“I called an impasse and nearly gave my former guidance counselor a heart attack, because no one had ever called impasse,” she said.

But it worked. The unit got a good contract, and Sullivan had survived her baptism by fire.

Her race for president of Herkimer County CSEA Local 822 was also unusual, she said.

“I didn’t like the way the current president was running the local, so I decided to run,” Sullivan said. “He looked around

and saw the support I had and withdrew. I ran unopposed.”

One of her proudest accomplishments was winning the right for a person on maternity leave to reduce their unpaid leave by using accrued vacation and sick leave. The victory occurred in the early 1970s before the practice was commonly used, she said.

Once on the statewide Board of Directors, she wound up on the Personnel Committee for seven years simply because when she was asked, she said yes.

Sullivan has stayed with the union, at the expense of her career as a social worker, she noted.

“My professional career rose and fell with the union,” she said. “As a social worker, I had no where to go but up because it’s an entry level position. But I lost promotions because I was involved in the union.”

Still, Sullivan said she has no qualms about that. Even in a conservative, anti-union county like Herkimer, being a union activist has been worth it.

“The union seemed to me more of a kick. You could do more, you could help more. If you were the only one working, you could still make a difference,” she said.

Making a difference is important to Sullivan. Perhaps that’s why she became a social worker to begin with. She carries her philosophy into her work as statewide treasurer.

“I believe a social worker’s job is to teach people how to do for themselves what they don’t know how to do,” she said. “I don’t believe it’s my job to do things for locals and units that they think they can’t do. I think I can teach them to meet the goals that they set.”

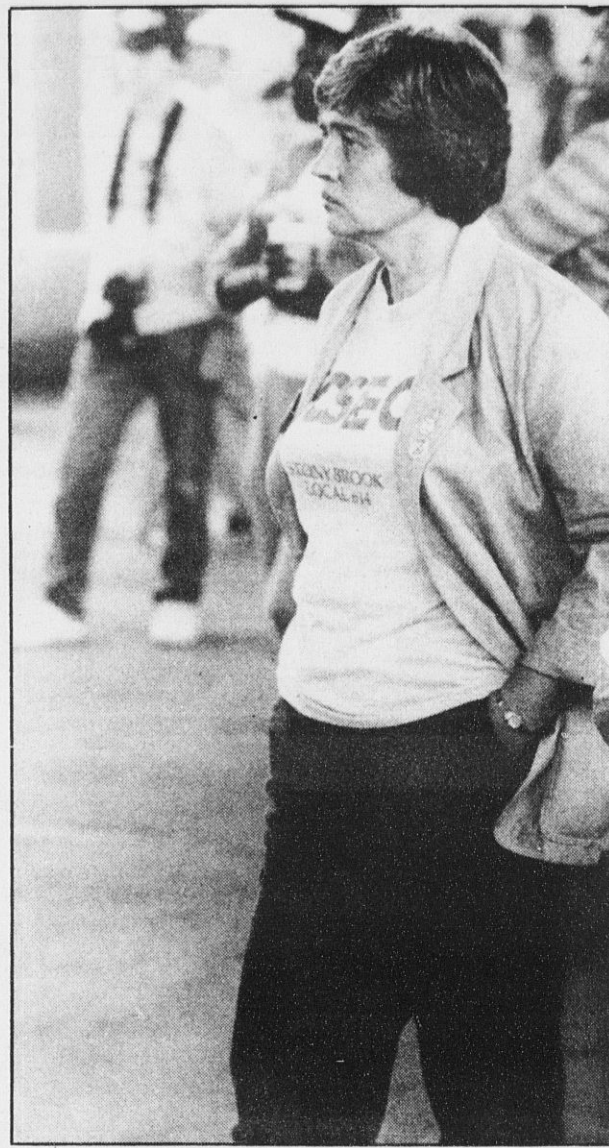
Sullivan knows about setting and achieving goals. As the only local government representative to be elected a statewide officer, she has taken the concerns and status of local government employees to heart.

Their situations are very different from those of state workers, she noted. For example, CSEA negotiates 1,000 local government contracts.

“The team sits face to face with managers, the same managers they see day to day in the workplace. It’s very personal,” Sullivan said. “With state agencies, 36 members come to Albany to negotiate with people they may never see again. It’s an isolated happening once every three years. . . .

“I think local government has a great deal to contribute but I think because of the energy required at the local government local and unit level, they may not have the time to get involved in the union at other levels,” she added.

“Many of our local government people don’t realize — because CSEA doesn’t communicate it — that what happens at the regional and state level affects them. Therefore it becomes important for them to



participate at those levels, so they can be heard in the president’s office.”

But getting people involved at all levels of CSEA is an issue Sullivan is concerned about.

“We do not do enough, I think, to encourage people to become CSEA activists. They’re either intimidated by a job they see as too complex or too time-consuming,” she said.

“The way to encourage activism is to get members involved in the social committee or the audit committee. You don’t have to start as an officer,” she said. “It’s a question of finding people who are motivated by unionism, working together to make things better for everyone, not as a vehicle for personal gain.”

“There’s more of the ‘I care’ types than you can imagine, they just don’t know how to get into the mainstream.”

Sullivan wants to make that mainstream more accessible, and part of that entails making sure the members are really aware of the union and what it does for them.

“I think one of the big problems with CSEA is the union doesn’t seem to be felt by the rank and file. There needs to be a visibility,” she said. “The visibility comes from an expansion of the activist role on the local and unit level.”

“Image building is something I see as a priority of this administration, not only externally but also internally — that the union is strong and competent and cares.”

That is more than an image for Sullivan. It is fact, and it is something she feels responsible for.

“I believe I have a responsibility along with the other officers to guide, direct and lead, because that’s what we are — leaders of the biggest and best union in the state,” Sullivan said. “I like what I do. I believe CSEA is special. It just hasn’t tooted its own horn enough.”





# Splash! . . . Burp-p-p!

Employees on the lower floors of the 42-story Corning Tower at the Empire State Plaza in downtown Albany have geysers to contend with when they use the urinals in the men's restrooms. But although unwary people have been getting showered by the urinals for as long as a dozen years, you could hardly call them "old faithfuls."

That because the urinals spout water at irregular, random times, without much warning, and no one is ever sure when they might get sprayed. And when they are not spraying the area, the urinals belch out foul-smelling sewer gas odors.

State Health Department CSEA Local 664 President Anthony Muscatiello is furious that the problems have not been corrected over the years, and especially since last March when the problems intensified and the state Office of General Services (OGS), the building's landlord, was formally notified.

Muscatiello says OGS's inadequate response was to rip out urinals in the men's room on the second floor. The result was that urinals in the men's room on the third floor inherited the problem and began spraying water and belching odors. OGS covered those urinals with plastic, rendering them useless, and the problems have since moved upwards to include urinals on the fourth and seventh floors.

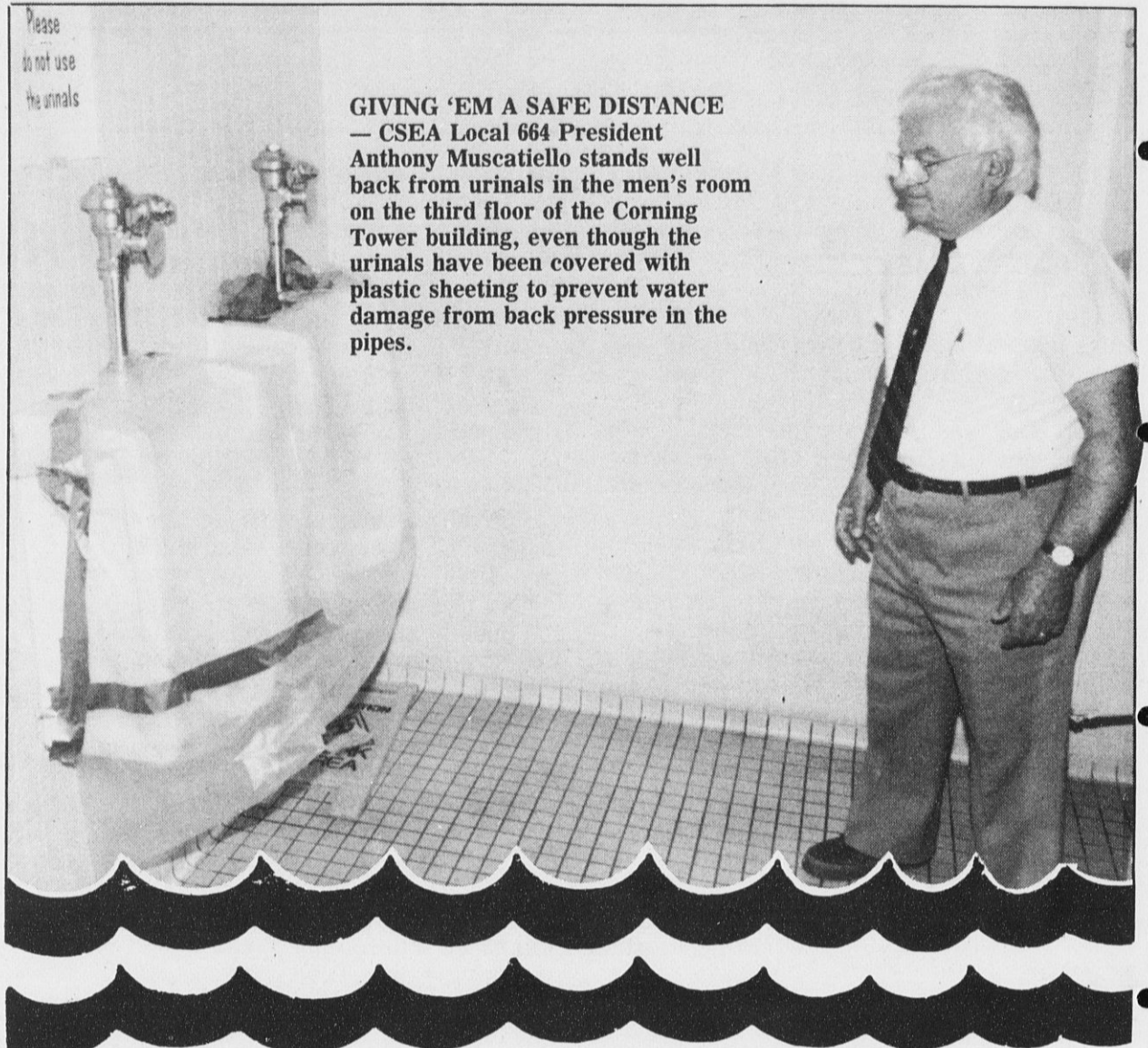
"OGS has got to fix the problem and not just remove the fixtures," Muscatiello said.

In the most recent futile attempt to correct the situation, OGS removed the third floor urinals; now the fourth floor men's room is a waterfall, Muscatiello said.

"We've got people urinating in the sinks," he said. "It's pretty near time OGS brought in some outside consultants."

An OGS spokesperson said he believes the situation is caused by large amounts of waste water entering the system at the same time from the upper floors of the high-rise building, affecting air pressure in the pipes and causing the waste to be forced up through lower level pipes and out the urinals. Such a condition is known as "back pressure."

But at least one Albany area plumber-steamfitter, reading about the situation in the *Albany Times Union* after Muscatiello



**GIVING 'EM A SAFE DISTANCE**  
— CSEA Local 664 President Anthony Muscatiello stands well back from urinals in the men's room on the third floor of the Corning Tower building, even though the urinals have been covered with plastic sheeting to prevent water damage from back pressure in the pipes.

talked with a reporter, had a different opinion.

"It's a case of someone taking a shortcut to make a few extra bucks and thinking he could get away with it," the writer wrote in a "letter to the editor" column of the *Times Union*.

"With all of the inspections that were placed upon the workers and the contractors at the time of original construction, someone went in and disconnected some of the original piping . . . A relief vent or back vent has been plugged off, and the air ahead of the sewage has no place to go. It seeks the easiest route," according to the letter signed by Edward E. Livingston of Albany, described in a newspaper editor's note as a plumber steamfitter.

An OGS spokesperson told the *Times Union* that the problem has been noted at

various times over the past 12 years, adding the problem worsened significantly in recent months. The first formal complaint was lodged last March.

CSEA's Muscatiello, whose local represents many state workers in the Corning Tower building, said employees have learned to stand back when they hear the sound of water suddenly rushing through the pipes but many still get an unexpected shower. Visitors stand no chance of escaping water damage, he noted. One visitor to the Health Department recently "took a full bath" when he used the urinals, which was embarrassing to the individual and the department, Muscatiello said.

OGS said it plans to clean out pipes soon in an effort to solve the problem. Meanwhile, Muscatiello advises employees and visitors, "be careful in there."

## CSEA staff appointments announced

A number of veteran CSEA staffers have new titles as a result of recent appointments at CSEA Headquarters.

Michelle Agnew has been named administrative assistant to President Joe McDermott. She was previously assistant director of the Joint Committee on Health Benefits.

Also in the Executive Office, Kelly Garceau is serving as secretarial assistant to McDermott. Kim Hytko is steno office supervisor while Barbara Collen has been appointed to a secretarial post.

Lawrence Scanlon is now CSEA director of political action after serving as CSEA

director of organizing.

Donald Kelly has officially assumed duties as CSEA assistant director of research. Kelly served most recently as CSEA deputy director of contract administration handling the Division of Military and Naval Affairs and Office of Court Administration Units.

Debra Baum has been named as CSEA's new director of the Labor Education Action Program (LEAP). She has been serving as acting director of LEAP. Baum will be joined by a new staffer — Ira Baumgarten, who has been appointed assistant director of LEAP.



# Leaders take to the road



CSEA President Joe McDermott, Executive Vice President Danny Donahue, Secretary Irene Carr and Treasurer Mary Sullivan have kicked off a series of informational meetings that will take them from one end of the state to the other over the next few weeks.

The statewide leaders are meeting with CSEA regional executive boards, local officials, activists and staff to discuss union priorities and hear concerns.

"We need to hear what's going on out in the field so we can find ways to make CSEA work better," McDermott explained.

Pictured during a recent meeting at CSEA Region II offices in Manhattan are, from left, Region II Secretary Harriet Hart, McDermott, Region II President George Boncoraglio, Region II Second Vice President Denis Tobin, and Carr.

**VDT  
info  
for  
you!**

There are still some copies of the handy reference guide for VDT operators — Employees and VDTs: Finding a comfortable fit — available from CSEA.

For your free copy, send the coupon, below, to:

Linda Sage  
CSEA Headquarters  
143 Washington Avenue  
Albany, New York 12224

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

Name \_\_\_\_\_  
Address \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ Zip code \_\_\_\_\_  
Local \_\_\_\_\_

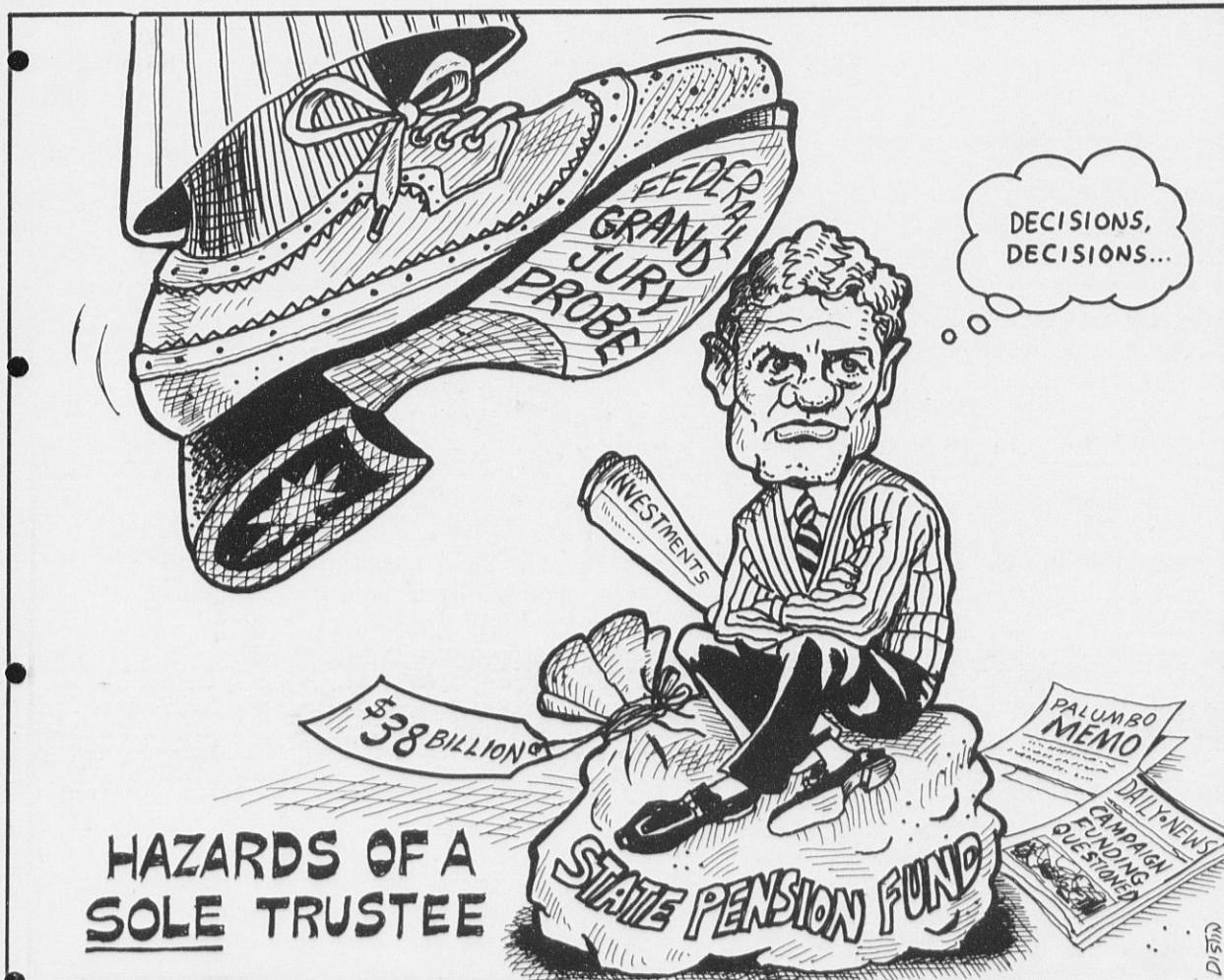
## OCA members please note!

### Judiciary Unit contract ratification

Ballots for the CSEA-OCA contract ratification will be mailed to all eligible members the week of Sept. 26, 1988. Deadline for the return of completed ballots is 5 p.m. Monday, Oct. 17, 1988, at the address on the return envelope. Ballots will be counted on Oct. 18.

**IF YOU HAVE NOT RECEIVED YOUR BALLOT BY OCT. 5, 1988, contact:**

The Office of Field Operations  
CSEA Headquarters  
(518) 434-0191/Extension 288  
for a **REPLACEMENT BALLOT**





# Register! And vote November 8!

# DUKAKAKIS

## FOR PRESIDENT



CSEA's State-Wide Employee Education Program (SWEEP) has been funded for another year by a grant from the State Education Department. All employees represented by CSEA are eligible to participate in SWEEP.

### WHO SHOULD TAKE THESE COURSES?

CSEA members interested in:

1. Increasing on-the-job effectiveness
2. Preparing for Civil Service Exams
3. Preparing for the GED Exam
4. Preparing for college-level courses

### COURSE DESCRIPTIONS

#### REFRESHER MATH

Course covers concepts, computation and problem solving with fractions, decimals, percents, tabular material and beginning algebra.

#### WRITING AS A PROCESS

Content includes writing memos, reports, letters and compositions using the skills of punctuation and capitalization; usage; diction and style; sentence structure; logic and organization.

#### READING COMPREHENSION

Focus will be on improving the comprehension skills of scanning and reading for detail, identifying the main idea, using context clues and drawing conclusions.

### HOW ARE THE COURSES TAUGHT?

The first class night each week will be group instruction with built-in practice sessions. The second night is an optional learning lab for students wanting extra individualized instruction.

## New course schedule set

### WHERE & WHEN?

All courses begin the week of October 10 and end the week of December 12. The schedule and locations are listed below.

### HOW CAN I SIGN-UP?

Clip off, fill out, and mail in the coupon below. Classes will be filled on a first-come-first-serve basis. You'll be notified by return mail where and when to report for the first class.

All sweep courses are free!

Mail To: CSEA/SWEEP  
143 Washington Avenue  
Albany, NY 12210

NAME: \_\_\_\_\_

WORK ADDRESS: \_\_\_\_\_

HOME ADDRESS: \_\_\_\_\_

WORK PHONE ( ) \_\_\_\_\_ EXT. \_\_\_\_\_

HOME PHONE ( ) \_\_\_\_\_ EXT. \_\_\_\_\_

### CHECK COURSE & IDENTIFY LOCATION

\_\_\_ READING LOCATION \_\_\_\_\_

\_\_\_ WRITING \_\_\_\_\_

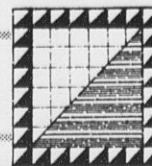
\_\_\_ MATHEMATICS \_\_\_\_\_

### SWEEP COURSE SCHEDULE AND LOCATIONS

LOCATION	DAYS AND TIME	COURSE	Region IV		
<b>Region I</b>			Adult Learning Center	Tues. & Wed.	Math
Freeport H.S.	Tues. & Thurs.	Math	27 Western Avenue	7:00-9:00 p.m.	
S. Brookside Ave. & Sunrise Hwy.	7:00-9:00 p.m.		Albany		
Freeport			North Country Comm. College	Mon. & Thurs.	Reading
BOCES Brookhaven Tech, Ctr.	Tues. & Thurs.	Reading	Hudson Hall	7:00-9:00 p.m.	
Martha Avenue	7:00-9:00 p.m.		Saranac Lake		
Bellport			<b>Region V</b>		
<b>Region II</b>			Adult Learning Center	Tues. & Thurs.	Reading
Manhattan Dev. Ctr.	Tues. & Thurs.	Writing	210 W. Liberty Street	7:00-9:00 p.m.	
75 Morton Street	5:00-7:00 p.m.		Rome		
New York			Binghamton H.S.	Tues. & Thurs.	Math
CSEA Region 2 Office	Mon. & Wed.	Math	31 Main Street	7:00-9:00 p.m.	
11 Broadway, Suite 1500	5:00-7:00 p.m.		Binghamton		
New York			<b>Region VI</b>		
CUNY	Tues. & Thurs.	Reading	Olympia H.S.	Tues. & Thurs.	Math
<b>Region III</b>	6:00-8:00 p.m.		1139 Maiben Lane	7:00-9:00 p.m.	
Dutchess Co. BOCES	Tues. & Thurs.	Reading	Greece		
Salt Point Turnpike	6:30-8:00 p.m.	Math	Adult Learning Ctr.	Tues. & Thurs.	Reading
Poughkeepsie	8:00-9:30 p.m.		389 Virginia Street	6:30-8:00 p.m.	Math
White Plains H.S.	Thurs.	Math	Buffalo	8:00-9:30 p.m.	
550 North Street	7:00-9:00 p.m.				
White Plains					



# THIS, THAT AND THE OTHER THING



## AFSCME Family Scholarship Program



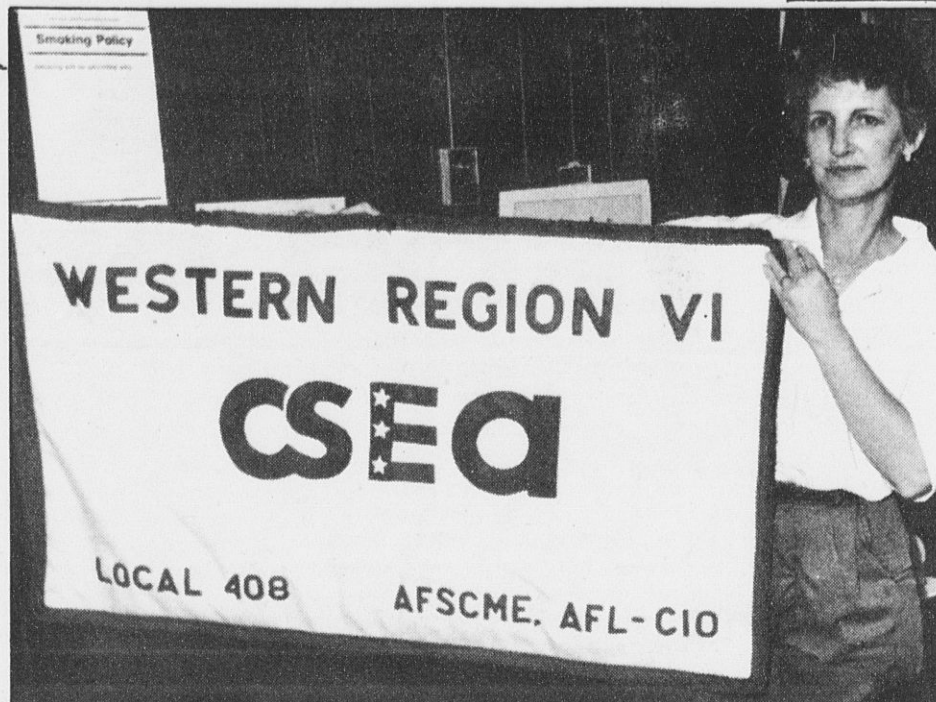
AFSCME's Family Scholarship Program will again offer the college-bound children of its members, including those in CSEA, a chance to win a substantial scholarship.

CSEA's international affiliate awards 10 scholarships each year for \$2,000; those scholarships are renewed for up to four years.

To apply for an AFSCME scholarship, the child of a member must fill out the AFSCME Family Scholarship Official Application; write an essay of not more than 1,000 words titled "What AFSCME has meant to our family"; provide information on a parent's AFSCME membership; have the high school provide a grade transcript; submit results of the SAT or ACT tests; and send in the package by the Dec. 31 deadline.

To get an application, write:

AFSCME Family Scholarship  
ATTN: Education Department  
1625 L Street NW  
Washington, D.C. 20036



## The Betsy Ross of Region VI

Before she fashioned a banner for her local's union office, Gowanda Psychiatric Center CSEA Local 408 member Linda Hussey hadn't done a lot of sewing. But when her local president at the time, Joe Hageman, expressed his desire for a local banner similar to the one that CSEA Region VI hangs at regional affairs, Hussey volunteered.

The result is a snappy, professional-looking banner that has evoked requests from other locals for one of their own and earned Hussey the nickname, "Betsy Ross."

Looks like Linda Hussey may have started a new career or at least a sideline!

## Commendable action

Dutchess County Unit President Carl Mathison is the recipient of a commendation crediting him with solving the murder of a teen-age girl.

Mathison, a probation officer who deals with "high risk" probationers, helped police develop information on one of his charges who later confessed to murdering the girl.



In a letter to Mathison's boss, State Police Superintendent Thomas Constantine said: "Without his efforts, this murder might have remained unsolved. Mathison was invaluable in closing this case successfully."

The body of the young woman reported missing by her family in March was found in a wooded area of southern Dutchess County in July.

Mathison said his client had been dating the girl. When asked to take a lie detector test, the man refused. Shortly thereafter he confessed to the crime.

"This is the first time I ever received a commendation from the State Police and I'm very proud of it," Mathison said.



From left, Leslie and Kerri O'Mara, Megan and Rochelle O'Mara.

We're  
on the  
way up!



Good news for organized labor! A recent Gallup Poll found that public approval of labor unions has improved six percentage points since 1981.

The poll results showed that 61 percent of the general public approved of labor unions, while 25 percent disapproved and 14 percent had no opinion.

While there's clearly more work to do in getting more people to recognize the good work that unions do, the figures indicate that we must be doing something right.

## Region II plans fundraiser

Wendell Rachele, chairman of the CSEA Region II Safety and Health Committee, has announced a fundraising fashion show and disco to be held at the Marc Ballroom on Friday, Oct. 7, beginning at 10 p.m. Advance tickets are \$12 (\$15 at the door) and can be obtained by calling either (212) 625-2008 or (212) 514-9200.

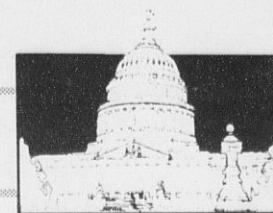
## CSEA Cousins cop pageant honors

Two school bus drivers who are CSEA members and sisters-in-law are the proud mothers of beauty queens. Rochelle O'Mara, a bus driver for the Tarrytown School District, and Leslie O'Mara, a driver for the Mamaroneck School District, entered their daughters in a pageant for young children which was held in Poughkeepsie recently.

Both youngsters, who were entered in different categories because of their ages, won. Leslie's daughter Kerri Scarlett O'Mara was crowned Teeny Miss Star of Dutchess County. Rochelle's daughter Megan Maureen O'Mara took home the trophy and crown as Little Miss Star of Westchester County.

As a result of their win, both are now entered in the Miss American Pageant which will be held in White Plains and the Miss New York State Pageant to be held in Albany in November.





# McDermott urges action

Dear CSEA member,

Before the end of September, Congress will vote on two bills which CSEA strongly supports. I am asking each of you to send the messages below to your U.S. Representative and Sen. Moynihan and D'Amato urging each of them to vote in favor of these bills.

CSEA needs your help to make sure that your Senators and Representatives in Washington are alerted to the overwhelming support for this legislation.

**ACT FOR BETTER CHILD CARE (H.R.3660/S.1885)**

The number of women in the workforce has increased dramatically in recent years. By the middle of the 1990s, two-thirds of women with pre-school-age children and three-fourths with school-age children will be working. Fathers are also assuming a much larger share of day-to-day parenting responsibilities. The need for affordable, flexible, quality child care has never been greater.

THE ACT FOR BETTER CHILD CARE would help low and middle income families pay for child care and expand day care services across the country.

**THE FAMILY AND MEDICAL LEAVE ACT (H.R. 925/S.2448)**

This requires employers to provide workers (both fathers and mothers) with unpaid, job-protected leave for the birth, adoption or serious illness of a child or parent. Employers, including state and local governments, would have to provide up to 10 weeks of unpaid leave over a two-year period.

The list of the New York State Congressional delegation is at right. Since the floor votes will likely take place on these bills before the end of the month, please send out these messages as soon as possible.

If we all work together, CSEA can speak with commitment and power.

Yours in Unionism,

*Joe*

Joe McDermott  
President

Hon. Alfonse D'Amato  
U.S. Senate  
Washington D.C. 20510



Dear Sen. D'Amato,

As a member of the Civil Service Employees Association, Local 1000 of AFSCME, I am urging your support for two bills of great importance to American families.

The first, the Act for Better Child Care (H.R.3660/S.1885), will help improve the quality of life for families by providing a decent start for millions of children and enabling parents to be fully productive at work and in their communities.

The second, the Family and Medical Leave bill (H.R.925/S.1885), is long overdue and represents a modest step toward adjusting our public policy to the realities of work and family life in the late twentieth century.

Thousands of your constituents are counting on your support.

Name \_\_\_\_\_  
Address \_\_\_\_\_

Hon. Daniel P. Moynihan  
U.S. Senate  
Washington, D.C. 20510



Dear Sen. Moynihan,

As a member of the Civil Service Employees Association, Local 1000 of AFSCME, I am urging your support for two bills of great importance to American families.

The first, the Act for Better Child Care (H.R.3660/S.1885), will help improve the quality of life for families by providing a decent start for millions of children and enabling parents to be fully productive at work and in their communities.

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Thousands of your constituents are counting on your support.

Name \_\_\_\_\_  
Address \_\_\_\_\_

## Contact your U.S. representative

Identify your U.S. representative from the list below and put their name in the blank space in the message at the bottom of the page. The counties that the representatives' districts include are also listed for your reference.

- |  |   |
|--|---|
| District 1<br>Rep. George J. Hochbrueckner<br>District: Suffolk        | Rep. Hamilton Fish<br>District: Orange, Westchester   |
| District 2<br>Rep. Thomas J. Downey<br>District: Suffolk               | District 22<br>Rep. Benjamin A. Gilman<br>District: Rockland, Orange,<br>Sullivan, Westchester  |
| District 3<br>Rep. Robert J. Mrazek<br>District: Suffolk, Nassau       | District 23<br>Rep. Samuel S. Stratton<br>District: Albany, Schenectady,<br>Rensselaer, Montgomery  |
| District 4<br>Rep. Norman F. Lent<br>District: Nassau                  | District 24<br>Rep. Gerald B. Solomon<br>District: Columbia, Greene,<br>Saratoga, Warren, Washington,<br>Rensselaer, Dutchess                         |
| District 5<br>Rep. Raymond J. McGrath<br>District: Nassau              | District 25<br>Rep. Sherwood L. Boehlert<br>District: Chenango, Cortland,<br>Otsego, Schoharie, Delaware,<br>Madison, Oneida, Montgomery,<br>Tompkins |
| District 6<br>Rep. Floyd H. Flake<br>District: Queens                  | District 26<br>Rep. David O'B. Martin<br>District: Clinton, Essex,<br>Franklin, Fulton, Hamilton,<br>Herkimer, Jefferson, Lewis, St.<br>Lawrence      |
| District 7<br>Rep. Gary L. Ackerman<br>District: Queens                | District 27<br>Rep. George C. Wortley<br>District: Onondaga, Madison  |
| District 8<br>Rep. James H. Scheuer<br>District: Bronx, Queens, Nassau | District 28<br>Rep. Matthew F. McHugh<br>District: Broome, Tioga, Ulster,<br>Delaware, Sullivan, Tompkins   |
| District 9<br>Rep. Thomas J. Manton<br>District: Queens                | District 29<br>Rep. Frank Horton<br>District: Wayne, Cayuga,<br>Oswego,<br>Seneca, Monroe, Oneida   |
| District 10<br>Rep. Charles E. Schumer<br>District: Kings              | District 30<br>Rep. Louise M. Salughter<br>District: Genesee, Livingston,<br>Monroe, Ontario  |
| District 11<br>Rep. Edolphus Towns<br>District: Kings                  | District 31<br>Rep. Jack Kemp<br>District: Wyoming, Cattaraugus,<br>Erie, Livingston, Ontario   |
| District 12<br>Rep. Jamor R. Owens<br>District: Kings                  | District 32<br>Rep. John J. LaFalce<br>District: Niagara, Orleans, Erie,<br>Monroe  |
| District 13<br>Rep. Stephen J. Solarz<br>District: Kings               | District 33<br>Rep. Henry J. Nowak<br>District: Erie  |
| District 14<br>Rep. Guy V. Molinari<br>District: Richmond, Kings       | District 34<br>Rep. Amory Houghton, Jr.<br>District: Allegany, Chautaugua,<br>Chemung, Schuyler, Steuben,<br>Yates,<br>Cattaraugus, Tompkins          |
| District 15<br>Rep. Bill Green<br>District: New York                   |   |
| District 16<br>Rep. Charles B. Rangel<br>District: New York            |   |
| District 17<br>Rep. Ted Weiss<br>District: Bronx, New York             |   |
| District 18<br>Rep. Robert Garcia<br>District: Bronx                   |   |
| District 19<br>VACANT  |   |
| District 20<br>Rep. Joseph J. DioGuardi<br>District: Westchester       |   |
| District 21  |   |

Hon.  
U.S. House of Representatives  
Washington, D.C. 20515

Dear Rep.

As a member of the Civil Service Employees Association, Local 1000 of AFSCME, I am urging your support for two bills of great importance to American families.

The first, the Act for Better Child Care (H.R.3660/S.1885), will help improve the quality of life for families by providing a decent start for millions of children and enabling parents to be fully productive at work and in their communities.

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Name \_\_\_\_\_  
Address \_\_\_\_\_