

THE PUBLIC SECTOR

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American Federation of State, County and Municipal Employees AFL-CIO.

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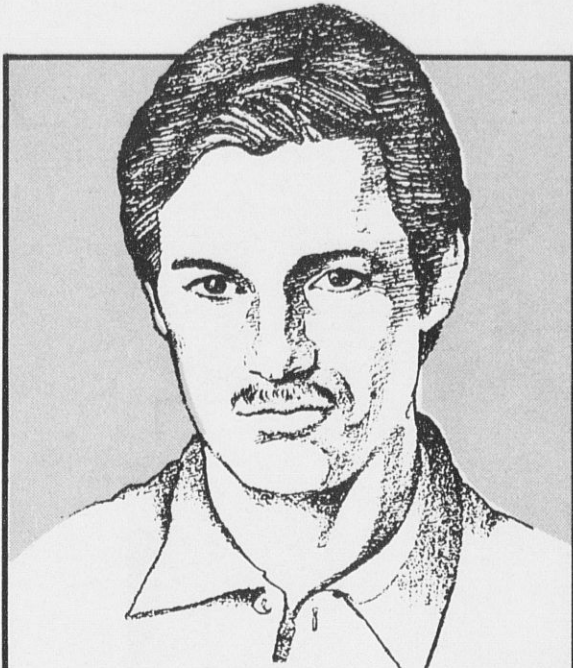
ON THE MARCH

SEE PAGE 3



CSEA
PRESIDENT
William L.
McGowan,
far left, leads
several
hundred
CSEA
members and
staff through
the streets of
Rochester.

INSIDE



He misses by a hair — page 8

Labor history — at long last it's on the way to the classroom . . . Page 12.



A pep talk for women — page 13

New information on training for LPNs

The final round of workshops offered for licensed practical nurses (LPNs) is fast approaching!

The workshops, negotiated by CSEA in the Institutional Services Unit state contract, offer LPNs the chance to continue their education during the workday without having to charge the time to leave accrual.

An updated schedule of the remaining programs is listed below. However, these dates and locations may be subject to change.

If you haven't already registered, check with your facility's education and training office to find out if there are still openings available.

DATE	LOCATION	REGION	SITE
OCT. 13 TUESDAY	LONG ISLAND	I	GRAND ROYAL HOTEL HEMPSTEAD
OCT. 14 WEDNESDAY	LONG ISLAND	I	HOLIDAY INN HAUPPAUGE
NOV. 4 WEDNESDAY	POUGHKEEPSIE	III	HOLIDAY INN
NOV. 5 THURSDAY	NEWBURGH	III	RAMADA INN
NOV. 23 THURSDAY	NEW YORK CITY	II	PENTA HOTEL
NOV. 24 TUESDAY	LONG ISLAND	I	HOLIDAY INN HAUPPAUGE



PERMANENT, AT LONG LAST — Historic Conservation Technicians John Carter and Guy Marinello review legislation obtained by CSEA which makes their positions and seven other similar jobs at the state Parks and Recreation Peobles Island Restoration Facility permanent. Marinello, a union activist, spearheaded an eight-year effort to make the positions permanent. He singled out CSEA Capital Region President C. Allen Mead, Political Action Coordinator Edward LaPlante and Research Analyst Frank Abbey for their efforts in the campaign. Mead praised Marinello and said the result is an example of union members, staff and elected officials working together for a common objective.

Public SECTOR

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77th ANNUAL

LOCAL 1000
CSEA
AFSCME, AFL-CIO

ROCHESTER

SEPT. 27 -
OCT. 2, 1987

DELEGATE MEETING

A proposed CSEA dues increase has been rejected by delegates attending the union's annual meeting in Rochester. Delegates cast 1,296 $\frac{1}{4}$ votes against a dues hike, 698 $\frac{3}{4}$ for and 5 abstained as this issue of *The Public Sector* went to press. A roll call vote tally will be published in the next issue, along with details of other delegate action.

UNDERSTAFFING HAS BECOME 'A NIGHTMARE'

ROCHESTER — Stong, emotional demands for adequate staffing levels in the state's psychiatric facilities and developmental centers were delivered by CSEA officials and members at a pair of legislative hearings in the last few days.

In Rochester, as this issue of *The Public Sector* was heading for press, hundreds of CSEA members paraded through the downtown area enroute to City Hall. There they applauded loudly as CSEA statewide President William L. McGowan and several other CSEA activists testified before a hearing conducted by the state Senate Standing Committee on Mental Health, chaired by Sen. Nicholas Spano.

A few days earlier, union representatives offered similar testimony before the same committee in a hearing held in Rockland County. The understaffing issue has heated up to a fever pitch since Mental Hygiene Therapy Aide Clara Taylor was murdered in July while working alone on a night shift at the Rockland Psychiatric Center.

The march by members and the hearing in Rochester coincided with CSEA's annual delegates meeting being held there.

"Understaffing is no strange issue to me, but it has become a nightmare to me," McGowan told Spano's committee in Rochester. "We need staff, we want staff. We don't believe any shift throughout the state should have fewer than two people," he stated.

"Clara Taylor's life was given away for one day's pay," McGowan said in noting she should never have been working without help on a night shift in a ward of nearly two dozen clients.

CSEA Western Region President Robert L. Lattimer read a letter to the state legislators as it might have been written by the late Mrs. Taylor, who was the mother of nine children. In an emotional appeal, the letter urged lawmakers to rectify understaffing so that her fellow employees might not meet her fate.

Rachael Conge, a Rockland Psychiatric Center employee, testified that staff is burned out.

"These people have already worked eight hours and now must work eight more. They are less than thrilled to be doing a double shift against their will," she said.

At the hearing in Rockland County, Local 421 President Glenda Davis told of great difficulties at the Rockland facility due to severe understaffing. CSEA Southern Region President Pat Mascioli called for immediate funding of positions necessary to bring facilities up to an adequate and relatively safe level.



CSEA MEMBERS JAMMED hearing room in Rochester to support positions taken by CSEA President William L. McGowan and other unionists regarding understaffing at state facilities.

DA: Investigation still active

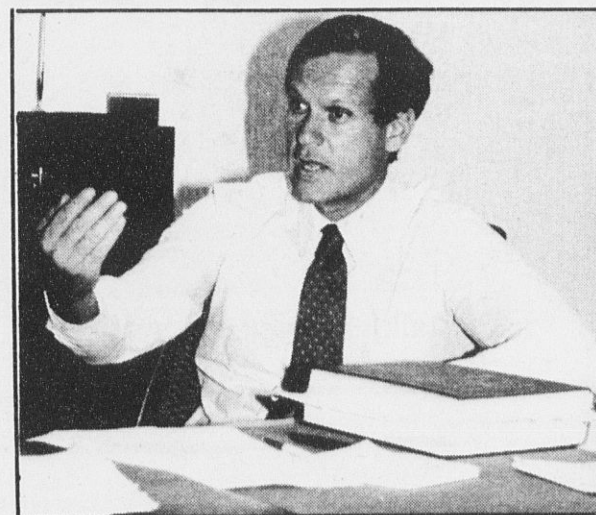
CSEA officials participated in a briefing session recently with police officials involved in the investigation of the beating death of Mental Hygiene Therapy Aide Clara Taylor. Taylor was killed in mid-July while working a shift alone at night at the Rockland Psychiatric Center.

Rockland County District Attorney Kenneth Gribetz and State Police Investigator William Sprague both said the investigation is continuing.

CSEA statewide President William L. McGowan initiated the meeting, seeking assurances that the murderer will be brought to justice and the case was not being swept under a rug. Also participating in the briefing were CSEA Region III President Pat Mascioli, Rockland Psychiatric Center CSEA Local 421 President Glenda Davis, CSEA mental hygiene policy specialist Marty Langer and CSEA attorneys.

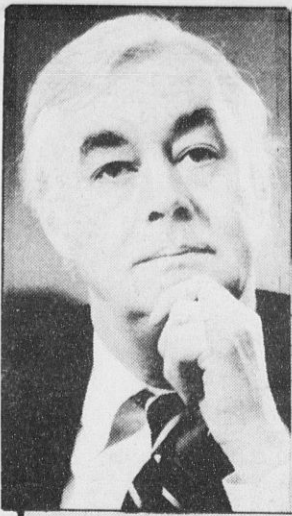
Gribetz said he agreed with CSEA's assessment that understaffing was a prime

contributing factor in Taylor's death, while Sprague said that while no arrests have been made, the investigation is very active. Both told the union representatives that the crime has a high priority.



DISTRICT ATTORNEY Kenneth Gribetz said he agrees understaffing was a major contributor in death of Clara Taylor.

One horrible potential consequence of understaffing in the state's psychiatric facilities and developmental centers was realized in mid-July when MHTA Clara Taylor was brutally murdered while working on a ward alone at night at the Rockland Psychiatric Center. CSEA has raised the issue of understaffing time and time again and has pushed for corrective measures for years. That effort has been doubled and redoubled since the death of Mrs. Taylor. In the next issue of *The Public Sector*, the union's testimony at two recent legislative hearings will be reviewed in greater detail.



Sen. Moynihan

I ♥ NY's BARGE CANAL

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

A major appropriation keeps it flowing along



Sen. D'Amato

The New York State Barge Canal got a major economic shot in the arm this month, and that's good news for hundreds of CSEA members who operate and maintain the 524-mile canal system.

And the union says New York's two U.S. senators deserve a lot of the credit for obtaining the latest funding.

CSEA President William L. McGowan sent letters to U.S. Sen. Alfonse D'Amato and Daniel P. Moynihan thanking both for their efforts. A \$10 million appropriation for operation, maintenance and rehabilitation of the Barge Canal was inserted into the 1988 federal energy and water development appropriations bill in mid-September.

The latest appropriation continues a turn-around that began in 1984 as the result of a campaign by CSEA to gain additional federal funding for restoration work on the canal system.

CSEA launched an all-out educational and lobbying campaign in the early 1980s that led to increased federal support. The Barge Canal system had fallen into a state of disrepair due to inadequate funding for personnel, equipment and maintenance.

"You have recognized how important the canal is to all the people of New York State," McGowan wrote Senators D'Amato and Moynihan. "This 'national treasure' will continue to operate largely through your efforts.

"Your cooperation and assistance in labor, water resources and other important issues effecting the public sector have earned the thanks of our CSEA members.

"I look forward to a continued partnership, in working together, in areas of mutual interest for the members of CSEA."

Through PEOPLE we help those who care about US



The importance of helping elect candidates who support the position of the union membership on key issues, such as the barge canal appropriation in the above story, is well established.

So too is the vehicle by which CSEA and AFSCME help elect those candidates to federal elected offices. It's called PEOPLE (Public Employees Organized to Promote Legislative Equality), and it's the political fundraising arm of CSEA/AFSCME.

CSEA/AFSCME PEOPLE sponsors a wide variety of fundraising activities year round. Various activities, including the traditional PEOPLE Fun Run, are being conducted at the annual delegates meeting in Rochester, for instance.

Recently more than 300 CSEA members and their families turned out for a PEOPLE night at the ball park sponsored by Mohawk Valley Psychiatric Center Local 434. The event was designed to encourage voter registration and raise funds for PEOPLE.

In photo at left are, from left, event chairperson John Covell, Region V PEOPLE Committee Chairperson Doris Pratz, Local 434 President Edward "Bud" Mulchy, Region V Political Action Committee Chairperson Dorothy Penner-Breen and Region V Political Action Coordinator Dwight Evans. Others assisting in promoting the project were Jim Schaub and Sandi Delia of Local 434 and CSEA statewide PEOPLE Coordinator Cheryl Sheller.

How to obtain political action rebate on 1987 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 \$4.95 for the fiscal year ending Sept. 30, 1987.

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

treasurer. Requests will be accepted during the month of October.

Individual requests should be submitted; lists of members and fee payers are not acceptable. Each request for reimbursement must include the individual's Social Security number.

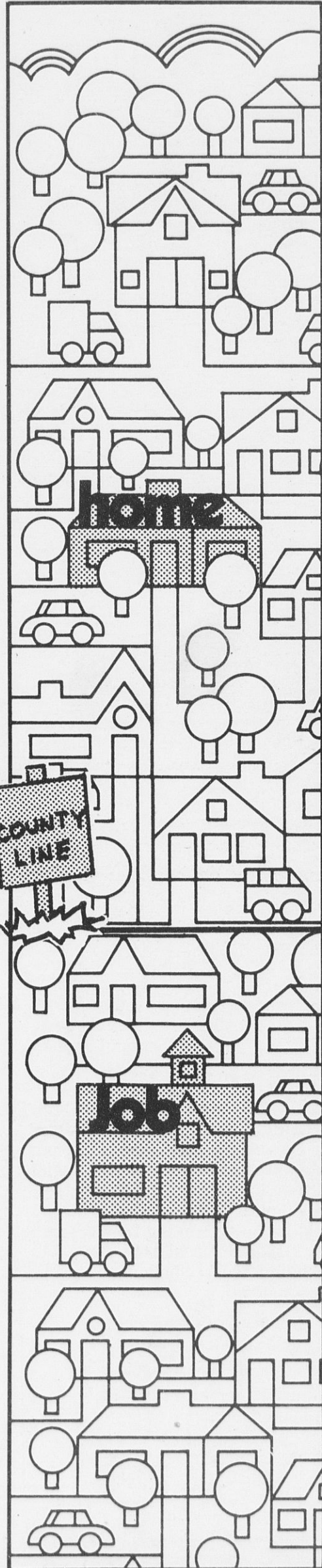
AFSCME's Constitution also includes a rebate procedure. The International secretary-treasurer calculates the portion

of per capita payment or service fee equivalent that had been used for partisan political or ideological purposes during the fiscal year and rebates that amount upon proper application.

Individuals asking CSEA for political action rebates are not required to file separate requests to the International. CSEA will forward requests it receives to the AFSME secretary-treasurer.

RESISTING

residency laws



Local laws requiring public employees to reside within the limits of the county or municipality where they work are increasingly coming under fire from CSEA.

In Nassau County, where more than 21,000 CSEA members work, CSEA led a campaign which resulted in the county Board of Supervisors imposing a six-month moratorium on enforcing a 50-year-old county residency law while the statute is studied.

And most of the 1,600 employees of Dutchess County no longer must live in that county. The county legislature recently repealed a residency requirement that CSEA had been lobbying to eliminate for the past two years.

Nassau Moratorium

CSEA officials campaigned against Nassau County's 50-year-old residency law on several fronts, primarily that it was generally antiquated, selectively enforced and riddled with exceptions.



Region I President
Danny Donohue

During the six-month moratorium a panel will study the law and suggest revisions. CSEA has been invited to present the union's positions to the panel.

"The residency requirements are antiquated; there's not

enough affordable housing in Nassau, especially for young people," says CSEA Region I President Danny Donohue.

"The residency laws are archaic, unfair and selectively enforced," echoes Nassau County CSEA Local 830 President Jerome Donahue.

"People with money have been able to get past the law while our people have been penalized. This is the height of hypocrisy," says Danny Donohue.

Both union leaders note that housing costs in Nassau County are astronomical and, coupled with a housing shortage, it is extremely difficult for many



Local 830 President
Jerome Donahue

"Unforgivable act"

Nassau County officials say an average of one or two employees have been fired each year for non-residency reasons. In the past year there were three such firings.

One of those was Virginia Magrella, a secretary at Nassau Community College, where she earned \$19,924. Another was Robert Maksym, a carpenter at the Community College who earned \$24,854 annually. And Philip Quinn lost his \$49,663-a-year job as director of a drug rehabilitation center because of non-residency.

"I gave 17 years of my life to that university, and it never made any difference in the end," Magrella said. She was turned in by an anonymous tipster. She was fired by the three-member Civil Service Commission despite pleas by her supervisors that she was a good employee and should be retained.

At Magrella's dismissal hearing, two police officers said they checked her real estate records, automobile registration records, the post office, and questioned her neighbors and followed her to and from work five times.

"You'd think we would have better use of the police than to follow people home to see if they've committed the unforgivable act of living outside Nassau," says Nassau County CSEA Local 830 President Jerome Donahue.

county employees to afford to live in the county. They say there is a double standard whereby many higher paid county officials and employees are allowed to reside outside the county but lowest paid employees are forced to remain in the county.

CSEA pointed out that there are many exceptions to the Nassau County residency law. Police officers are exempt under the Public Officers Law; teachers and faculty members are exempt under the Nassau County Administrative Code and doctors and nurses receive exemptions because the county has difficulty recruiting and retaining those professionals at the current pay scales.

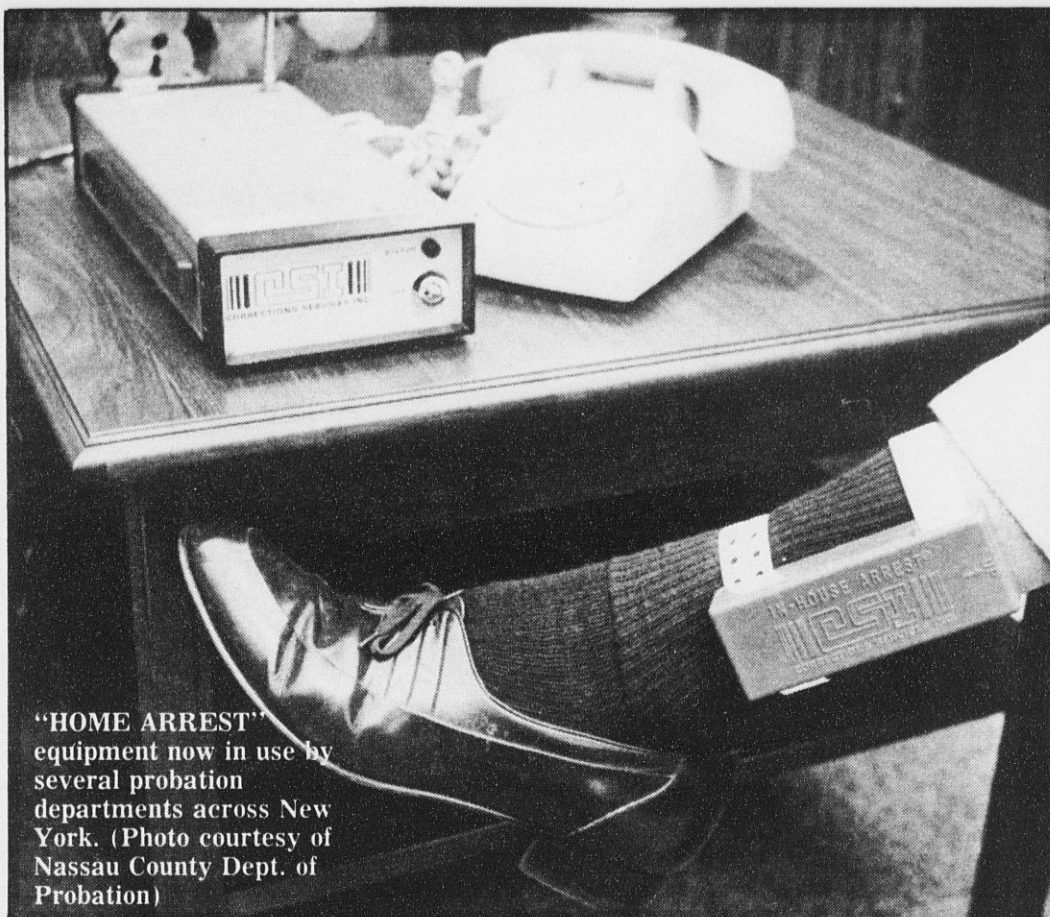
Dutchess County CSEA Unit President Carl Mathison said it was well worth two years of efforts to gain a repeal of that county's residency requirement.

"Dutchess County is an expensive place to live," he notes. "The repeal of this law will now give workers a choice."

County department heads and employees of the sheriff's department must still reside in the county but the remainder of the county's 1,600 employees are no longer required to do so.

The repeal was sponsored in the county legislature by legislators Fred Knapp, Jim Hammond and the late Lois Gray, all of whom had been supported in their elections by CSEA's political action committee.

When the phone rings, they better be home



"HOME ARREST" equipment now in use by several probation departments across New York. (Photo courtesy of Nassau County Dept. of Probation)

EDITOR'S NOTE — With New York's county jails and state prisons overflowing with inmates, the search for alternatives has created a new role for probation.

Although probation has long been a sentencing option for convicted criminals, many of the 1,500 CSEA-represented probation officers across the state today administer a variety of pre-trial and conditional release programs and even high technology "home arrest" projects, too.

These changing responsibilities provide both challenges and rewards as officers find themselves working more closely with their charges than ever before.

In some places the new role has also caused concern for CSEA as counties attempt to contract out these new public services.

The type and extent to which non-traditional probation programs are used vary by county, but their purpose is the same: to provide relief to a badly overburdened corrections system while at the same time ensuring that justice is done.

In this, the first of a two-part series, *The Public Sector* examines one of the more intriguing new areas in the probation field.

By Stephen Madarasz
CSEA Communications Associate

A computer signals a violation and immediately Nassau County probation officers are verifying the whereabouts of the offender. In this case the individual is a prisoner within his own home under the Electronic Home Detention program.

Although the idea of serving time at home under electronic surveillance might at first sound like something out of science fiction, today's technology makes it very simple and programs using it are becoming commonplace.

The Nassau program is now an ongoing part of probation. Similar programs are in effect in other counties, including Schenectady.

Nassau and Schenectady use slightly different equipment, but the concept is the same — detainees must be where they are supposed to be when they are supposed to be there.

In some cases, detainees are allowed to go to work, school or counseling, but must spend the rest of their time at home.

The technology helps probation officers check up on them.

In Schenectady, a telephone computer periodically calls the detainee. It records his voice and an electronic signal from a transmitter worn by the detainee to verify his compliance.

In Nassau, if the detainee leaves home at any time other than when he's scheduled, the electronic transmitter triggers the probation computer for follow-up.

"We get on the phone right away to find out where they are," explains Martin Lambert, a CSEA Local 830 member who supervises Nassau's program. "It really freaks them out when they realize we're right down on them for even the slightest variation in the routine."

Probation officers also make frequent

personal visits to the detainees.

"We've had the program working since September '86 and no one who's been in it has been re-arrested," says Lambert. "That could just be the luck of the draw, or a very significant figure."

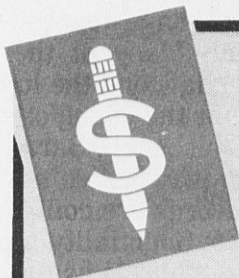
Similar success is reported in Schenectady.

"We have a very high completion rate for the home arrest," offers senior probation officer Dave Thompson, a member of CSEA Local 647. "We don't put anyone with a history of violence in the program, but we are dealing with individuals who six months or a year ago would never have qualified for probation."

Unfortunately, the reality for nearly every county is a severe shortage of jail space and an overflowing state prison system that can't even accept convicted prisoners awaiting transfer from the county facilities.

While electronic home detention may not be the answer to all problems, for the time-being at least, it is apparently providing a much-needed option for a system caught between a rock and a hard place.

Next edition — Improving the "carrot and stick" approach.



A point about jail costs

Beyond the daily crisis of prison and jail overcrowding are some staggering financial realities.

For example, in Nassau County it costs taxpayers \$80 per day to house one prisoner in the county jail. The average length of stay is 21 days.

By contrast, the Electronic Home

Detention program costs the county about \$5 per day per participant. At the same time the program enables some offenders to work so they can also make restitution payments to their victims.

While most people might agree that economics should not dictate criminal justice policy, the sobering costs cannot be discounted — Electronic Home Detention keeps dozens of people out of the Nassau jail each year. Other probation programs literally keep thousands of others out through conditional and pre-trial release programs.

Kids set precedent for success

By Anita Manley
CSEA Communications Associate

CLARKSTOWN — The internationally-acclaimed Clarkstown Youth Court — a program that lets 8-16 year-old offenders be judged by their peers — is the pride and joy of CSEA activist Pat Barad.

Barad, a member of Rockland County Local 844, oversees the day-to-day operation of the youth court and is "housemother" to the more than 250 local teens who have served on the peer court, as well as champion of the system which has attracted the attention of many.

According to Executive Board Chairman Chris Goodyear, who also serves as president of the Clarkstown PPA, the Youth Court got its start in 1981 after Detective Curt Settle, a juvenile officer, attended a convention at which a presentation was made on a youth court in another community.

"The idea was appealing," said Goodyear. "Our town already had a special program for shoplifters and we were looking for other effective programs."

With the backing of then Town Supervisor Theodore Dusenko and Police Chief George R. Schakenberg and with the help of attorneys and community leaders, a model was tailored to the needs of the community.

Settle's next problem was recruiting teens from the community to serve on the peer court and he took his cause to the local high school. Immediately, Clarkstown teens responded and the town's new youth court had 16 youths between the ages of 13 and 19 in its first training class.

"We now have a one-year waiting list," said Barad. "We've trained 11 classes since then and average about 20 in a class. Training takes about 10-12 weeks and covers penal law, town codes and vehicle and traffic laws."

Once trained, the kids serve on the court as clerks, bailiffs, attorneys, prosecutors and judges. The Youth Court is in session once a week and hears an average of 220 cases a year. Youngsters who are referred to the court are usually first-time offenders and between the ages of 8 and 16 years of age. Sentences include hours of community service (which benefit a number of community organizations) and the writing of an essay pertaining to the importance of laws.

Goodyear noted that the youth court does not deal with felony cases. Types of charges which are considered appropriate are vehicle and traffic violations (such as driving an unregistered or uninspected vehicle), violation of curfew, possession of fireworks, trespassing, petit larceny (up to a \$100 limit), truancy, disorderly conduct and criminal mischief.

Youngsters who have been charged with violations are given a choice of appearing in the Youth Court or going to Family Court. (It should be noted here that the Youth Court system has greatly reduced the heavy caseload for Family Court, one important benefit!)

Best of all, says Barad, the recidivism rate has been very low. "The kids take it very seriously," she noted. "They find out that Youth Court is not a joke and they're not going to 'get off easy'".

There have also been a number of fringe benefits as a result of the program. Many of the participants have expressed an interest in studying law and the local high school has started a law class.

As for the young offenders who come before the court on the other side of the bench, Barad says "It gives the kids a positive exposure to the criminal justice system and when they become 16 years of age, their records are completely expunged."

Is confidentiality a problem since youth court participants attend the same schools as many of the offenders? Barad was asked.

"There has never been a breach of confidentiality," she replied. "We've never had a parent call and say 'they're talking about my child in school.'"

Word of the effectiveness of the youth court has reached the four corners of the world.

In the last six years since the program began, articles and TV programs on the peer court system in Clarkstown have been featured on WOR-TV in New York City, BBC in England, the TV show, "That's Incredible", Brazilian TV, American Way Magazine and local newspapers. In addition, the concept has been adopted in nine local communities including Tarrytown in Westchester County which was featured in a program on Japanese TV.



Judge Diana Garcia (seated) with Executive Board Chairman Chris Goodyear and CSEA activist Pat Barad.

"The kids take it very seriously . . . They find out that the Youth Court is not a joke and they're not going to 'get off easy'".

— CSEA activist Pat Barad

No fringe on their faces might be an infringement of their rights

Did sheriff shave rules a whisker too close?

When an employer prohibits his employees from wearing mustaches or neatly trimmed beards, is that an infringement of their rights? And can that same employer dictate what kind of secondary work his employees cannot do on their own time?

CSEA thinks the answers to the above are "yes" to the first question, "no" to the second.

Which is why the union was in the Appellate Division of state Supreme Court in September to challenge regulations enforced since 1985 by Saratoga County Sheriff James D. Bowen.

CSEA Chief Counsel Marjorie E. Karowe argued that Sheriff Bowen trod heavily on the basic rights of his deputy sheriffs by not allowing them to wear mustaches or neatly trimmed beards. And, Karowe said, the sheriff's stated reason for not allowing them to

hold part-time outside jobs in law enforcement or security fields doesn't hold water either. A ruling from the Appellate Division on the issue is expected within a couple of months.

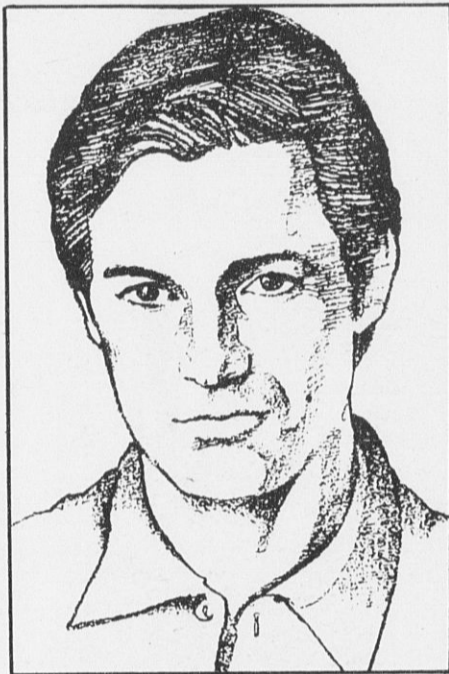
Karowe said the sheriff's premise that he was protecting his office from possible lawsuits by not allowing deputy sheriffs to engage in outside law enforcement or security-type jobs is wrong.

"If an off-duty county sheriff was working a part-time security job when he or she did something which generated a lawsuit, the part-time employer and not the sheriff would be the party sued," Karowe told the court.

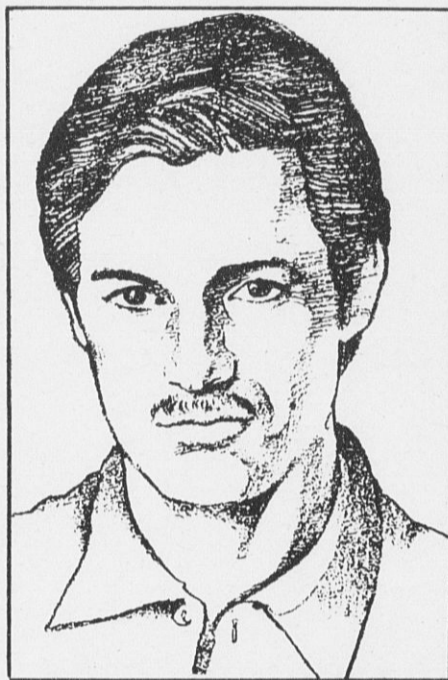
"CSEA believes that our members have a right to wear neat mustaches and to hold part-time security jobs. They are trained professionals in that field. For an employer to prohibit the exercise of such rights is arbitrary and capricious," says CSEA Capital Region Director John D. Corcoran Jr. in explaining why CSEA is pursuing the matter in court.

"Our members are individuals and they have rights to express their individuality," he adds.

It is coincidental that the latest court proceedings occur while negotiations for a new contract covering Saratoga County law enforcement personnel are also not going smoothly. Bargaining between CSEA and the sheriff on a new contract is at impasse and the state Public Employment Relations Board (PERB) last week conducted fact-finding sessions in the matter.



He might qualify to become a deputy in Saratoga County.



But he wouldn't! He probably misses by a hair.

Our members are individuals and they have rights to express their individuality.

Moving up, CSEA style

CLARKSTOWN — Thirty-two Town of Clarkstown employees have gained salary upgrades, thanks to a clause negotiated by CSEA into the town contract.

It is the second upgrading in two years under a provision that provides for a periodic review of salary grades. In 1985, 88 employees were upgraded after the union said salary increases should be based on experience, education and responsibility, not gender, according to Unit President Lee Pound.

A committee of three members appointed by CSEA and three appointed by the town reviewed about 80 upgrade requests over a month and a half. The committee interviewed all the employees and voted by secret ballot whether to grant the individual requests.

"They all had to meet certain criteria," said Pat Barad, a CSEA-appointed committee member. "Comparable titles in other municipalities and in the private sector were used."

But not everyone was pleased with the outcome, she pointed out.

"Some people lost sight of the fact that if not for this committee, they would not be upgraded at all," Barad said. "Ordinarily, you have to take an examination for an upgrading. People got a permanent increase without taking a test."

Royal Starkey, another CSEA-appointed committee member, said the town's pay structure has had disparities for years.

"The committee tried to bring the titles into parity," he said.

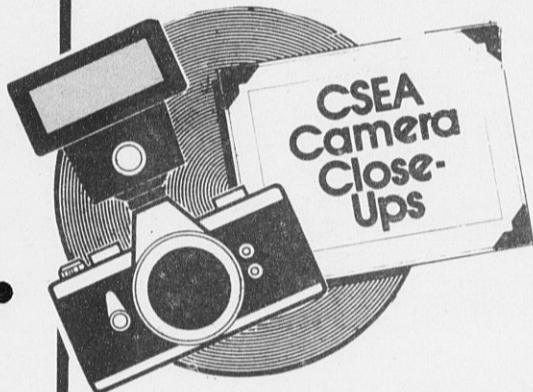
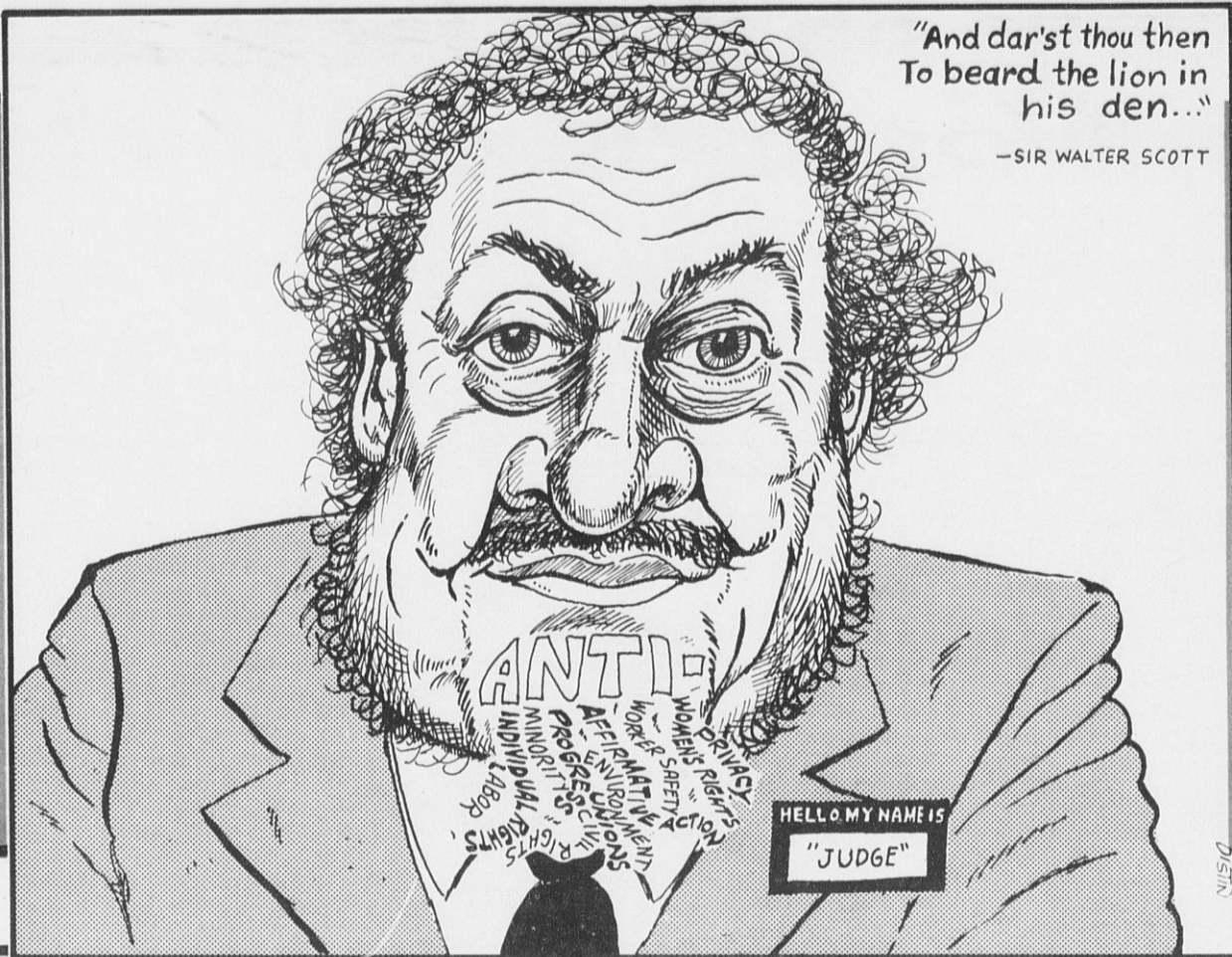
"I'd say that a majority of the employees got a pretty fair shake," Barad added.



CLARKSTOWN UNIT President Lee Pound, standing, with Pay Equity Committee members Pat Barad and Royal Starkey. The third CSEA-appointed committee member was John Yaciuk.

"And dar'st thou then
To beard the lion in
his den..."

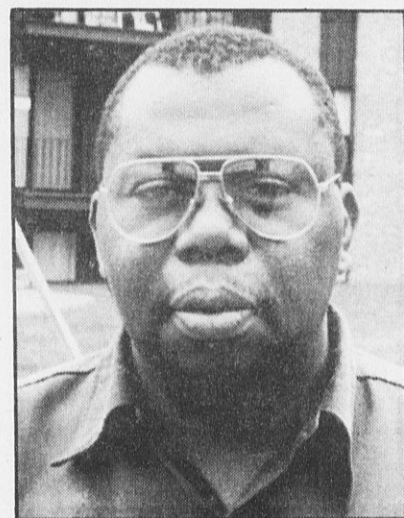
—SIR WALTER SCOTT



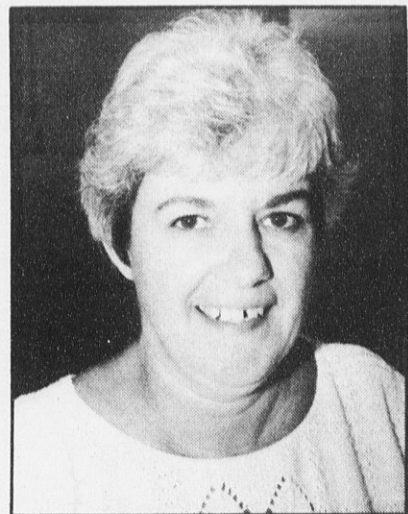
Should Robert Bork be confirmed for the Supreme Court?



Barbara Ethier
Cohoes Clerical Unit
Local 801 (Region IV)
"Absolutely not! He's archaic
because of his anti views on
civil rights and civil
liberties."



Leroy Holloway
Onondaga County
Local 834 (Region V)
"I am opposed to Bork's
confirmation because of his
conservative ideas. As a
Supreme Court Justice, he will
be non-productive when issues
concerning women and
minorities occur."



Pat Marcoux
Central Islip Psychiatric Center
Local 404 (Region I)
"He is a general, all-around
good person. He may not be
fair to Labor all the time but I
don't think he favors one
group either."



Judy DeLucia
Onondaga County
Local 834 (Region V)
"No. His policies on several
things, including abortion,
would not help move us
forward."

SORRY, WE GOOFED LAST
ISSUE. The photos of two members
were unintentionally switched on the
"Camera Close-Ups" page of the
previous issue. Mary Ansbach's
photo ended up next to the name
and quote from Lynn Harrell, and
vice versa. So when you read what
Mary had to say you were looking at
Lynn's photo, and when you read
Lynn's quote you saw Mary's
picture. Now, isn't that perfectly
clear. Anyway, we're so Mary
and Lynn.

REGIONAL MEETINGS

Assessing how we're doing

As certainly as summer is ending and autumn is taking command of the seasons, hundreds of CSEA activists traditionally

gather this time of year in a ritual known as the annual regional meeting.

The regional sessions precede, but are not to be confused with, the annual statewide delegates meeting which also takes place in the autumn. The regional meetings draw delegates and

activists from within particular regions to discuss the past year's activities within that region in general and to discuss plans for the coming year. In addition, since attendees at both are largely the same people, participants at the regional meetings usually prepare their regional positions for the upcoming annual delegates

meeting.

Regional meetings were held in all six CSEA regions recently. The annual statewide delegates meeting was taking place in Rochester as this edition of *The Public Sector* went to press. Below are reports on two of those regional meetings.

CAPITAL REGION Dealing with the news media

Delegates attending the annual meeting in CSEA's Capital Region this year got plenty of pointers on how to deal effectively with the news media.

CSEA activists regularly find themselves in contact with news media personnel. To assist them in working more effectively, representatives of the media conducted a workshop entitled "How to Promote the Union — Working With the Media."

The professional panel included WRGB television news assignments editor Larry Schwartz of Schenectady, Albany news reporter Ann Roosevelt of radio station

WROW, and Troy *Times Record* labor reporter Terri Axton.

During the business session the participants elected a new regional executive committee for the coming year and discussed items to be considered at the statewide delegates meeting. A new CSEA Capital Region pin was introduced and distributed to delegates.

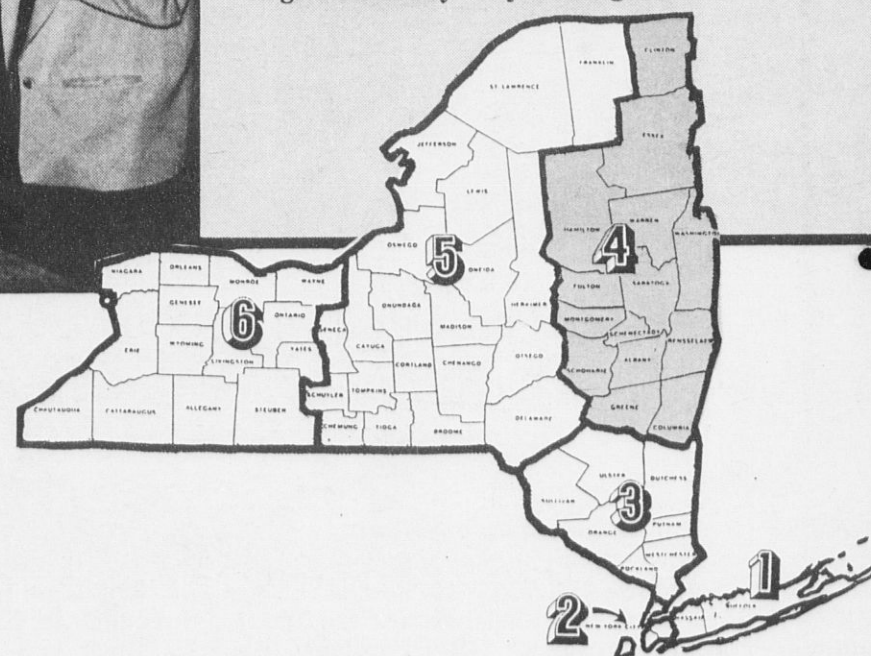
NEWS REPORTER Ann Roosevelt suggests to delegates the most effective ways in which to handle contact with news media personnel.



PRESIDENTIAL AWARD — Richard Canniff, right, is all smiles as he accepts the Capital Region 1987 President's Award from Region President C. Allen Mead. Canniff, honored for his union activism, is president of Greene County CSEA Local 820 as well as statewide Board of Directors representative from the county.



APPRECIATION APPRECIATED — Capital Region President C. Allen Mead presents a newly designed CSEA pin to Schenectady County United Way Associate Director Beth Hershenthart. She addressed the recent regional meeting to express United Way's appreciation of CSEA's efforts in fund raising campaigns. At right is Capital Region Secretary Judy Remington.



CENTRAL REGION Info, education

Information and education were keys to the recent Central Region annual meeting in Syracuse.

Safety awareness was stressed during a workshop conducted by Region V Safety & Health Representative "Stubby" Stevens. He

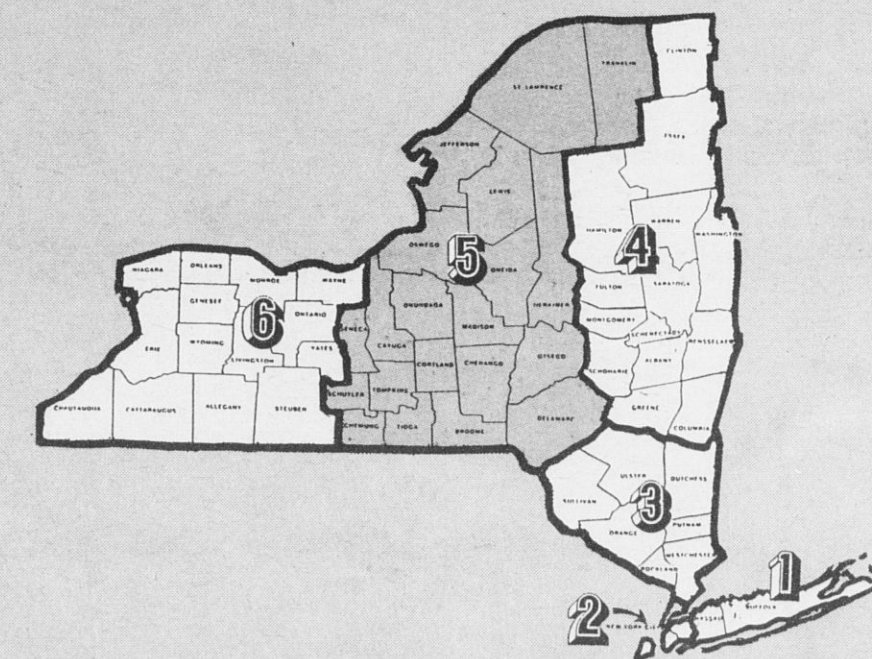


WALSH ENDORSED — The endorsement of James Walsh for Onondaga County Executive was announced at the regional meeting. From left are the candidate's wife, Mrs. DeDe Walsh; candidate Walsh, CSEA Region President James J. Moore, Onondaga County Local 834 President Dale King and Region Vice President Kathy Collins.

discussed the importance of unit and local safety committees and spoke about the AIDS issue, smoking in the workplace, building ventilation and the state's "Right-To-Know" law.

At a special press conference, Regional President James J. Moore announced the endorsement of James Walsh for Onondaga County Executive.

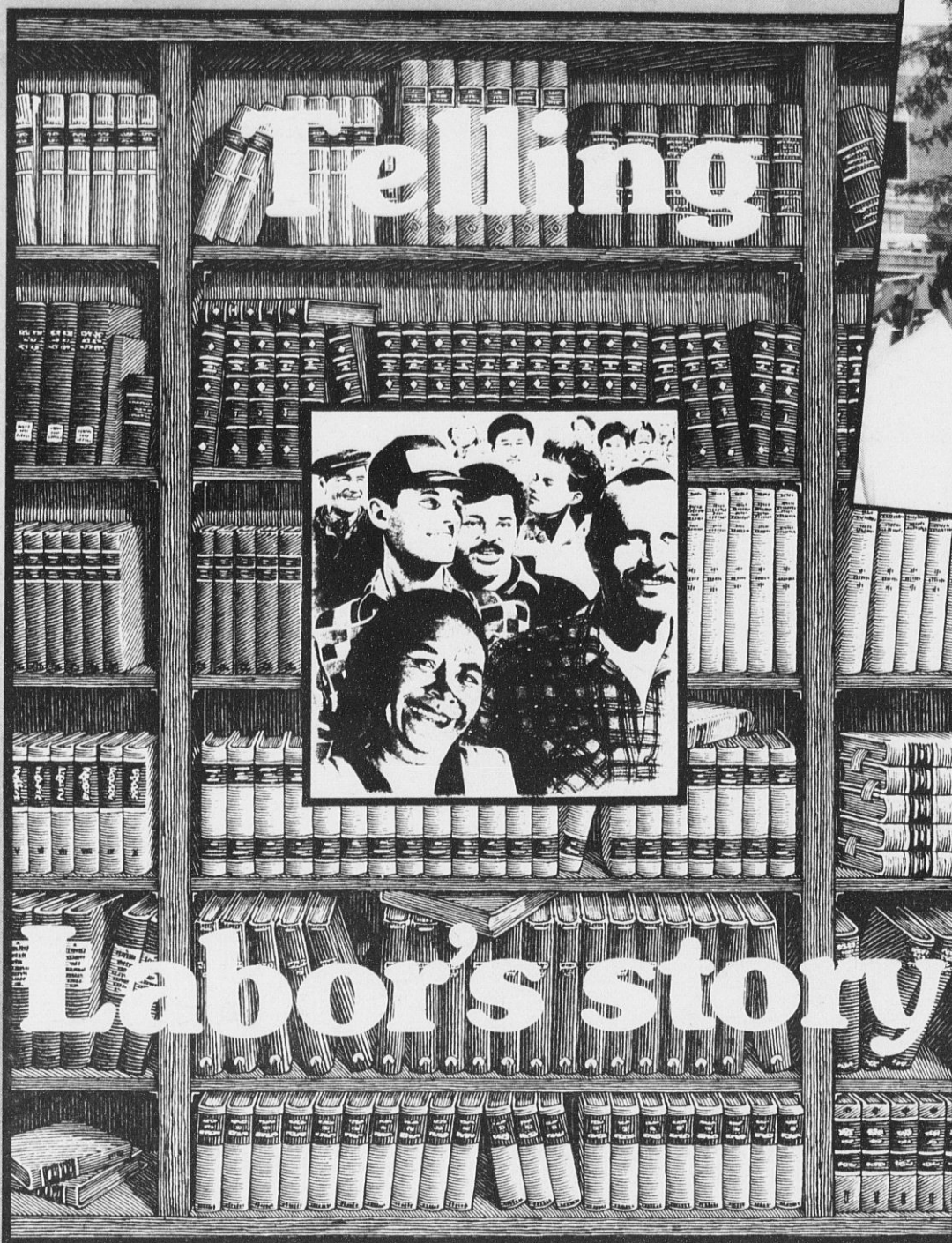
A meeting of retiree delegates and several workshops on a wide variety of subjects rounded out the two-day meeting.



TAKING NOTES during a business session are Anne Smith and Richard Smith, foreground, representing SUNY Potsdam Local 613.



SAFETY FIRST — Region V Safety & Health Rep "Stubby" Stevens, right, gets help demonstrating safety equipment from, second from right, Region President James J. Moore, Region Executive Vice President Kathy Collins and Louis Berry, chairman of the region's Safety and Health Committee.



Labor history project coordinator Michael Donovan, seated center, reviews material with (from left) AFSCME Education coordinator John McAlonan; CSEA Local Government Director Ron King; and AFSCME Area Director Steve Fantauzzo.

By Stephen Madarasz

CSEA Communications Associate

"The best achievements of America as a nation have come about through conflict — but history books don't acknowledge that," comments Michael Donovan, who is coordinating an exciting new labor history project for CSEA and AFSCME.

Beyond the distorted view of the books, CSEA and AFSCME are disturbed that junior and senior high school curriculums are, at best, silent on the struggles and success of

Organized Labor over the decades. At worst, they portray a negative and undeserved image of Labor.

CSEA/AFSCME's labor history project is an attempt to bring a healthy balance into the classroom. Donovan's assignment is to develop a Labor unit for grades 7 through 12 that tells the unique story of Labor's contribution to America's growth.

The project was initiated following a resolution by CSEA's delegates at last year's convention, which called for CSEA to promote the teaching of labor history throughout New York's schools. Earlier, CSEA conducted a highly successful program in cooperation with the Troy school system.

"This is really a natural project for us since we represent so many school district employees," says Ron King, CSEA deputy director for local government.

"It's clear that unless unions get involved in the education system and develop a curriculum about the good work they've done, it's going to continue to be neglected," he adds. "Also, by providing material we'll be telling an important story and at the same time we'll be writing a new chapter on Labor's community service."

Donovan, who has graduate degrees from SUNY at Albany and the Michigan State School of Industrial and Labor

Relations, has been deeply involved in union education programs and taught at Cornell and Empire State College.

But it was the first-hand experience of organizing co-workers into a union as a library employee in Oregon that sparked his intense interest in Labor history.

"I discovered so many things — including laws and regulations — about what unions could do and couldn't do, that I wanted to learn about how the Labor movement grew and achieved what it has," he explains.

It is this enthusiasm and the understanding that unions exist to improve people's lives and working conditions that Donovan hopes to get across to young people.

To do so, he will likely turn to material other than textbooks and may even produce a video or multi-media slideshow to make key points about Labor's achievements for all working people. "Most history textbooks try to be all things to all people and not offend anyone — which is why they're boring and distort reality," he states.

To avoid a "sanitized" version of history, Donovan intends to trace the evolution of work from the colonial times and show why and how unions were created.

"I really want to emphasize that unions are a dynamic and living part of American life," he says. "Everyone hears too much about strikes, but we need to show that people are in unions for many different reasons and they are as important today as ever."

Among Labor's gains that Donovan believes need more emphasis in the classroom are:

- * Labor's success in increasing everyone's standard of living
- * Achieving worker protections and on-the-job justice
- * Replacing violent confrontation with peaceful arbitration in industry
- * Establishing workplace safety and health protections
- * Leading the way on progressive social issues

CSEA/AFSCME project attempts to bring healthy balance into the classroom

A healthy sign for Putnam County nurses

CARMEL — Disappointed with their previous representatives, the Putnam County Public Health nurses voted to join CSEA in a recent election.

Once affiliated with the New York State Nurses Association, the nurses are now members of Putnam County CSEA Local 840, headed by Local President Alice May.

According to Public Health Nurse Loretta Molinari, the nurses were dissatisfied with the lack of progress in previous contract negotiations. They have been without a contract since January 1986.

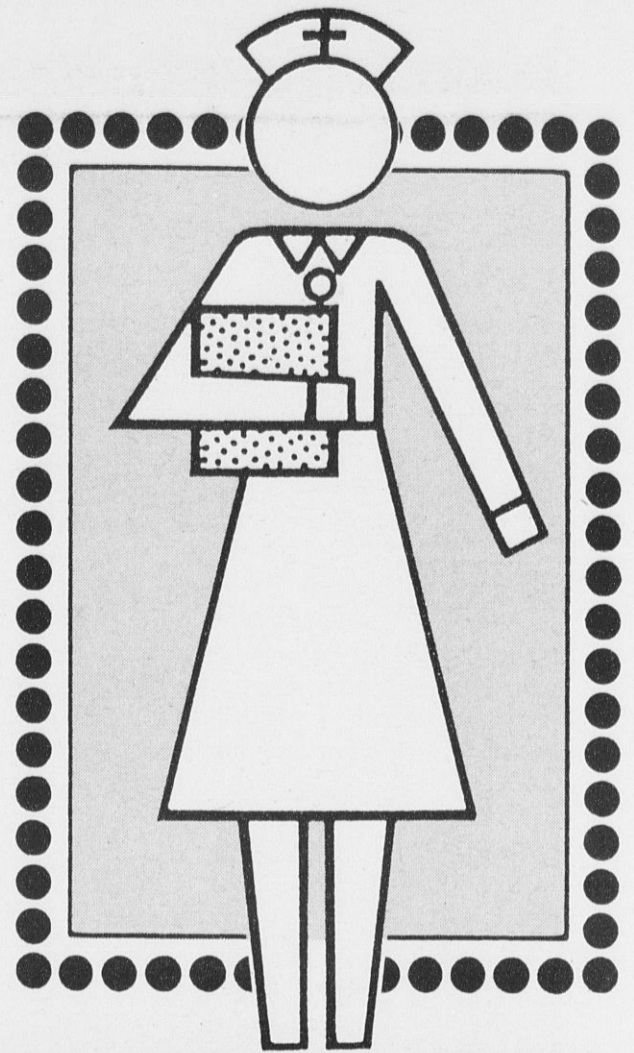
"There's a lot of frustration," Molinari said, noting that salaries have lagged far behind comparable wages for public health

workers in nearby counties.

"It's been a long haul," said Rita Brown, a representative of the group. "We have some optimism. We're willing to give this a try and we hope we'll achieve our parity."

Region III Field Representative Richard Blair said negotiations will begin as soon as possible.

"The county needs to wake up and take notice that these people are professionals and they should be paid as professionals. It's a matter of their worth," he emphasized. "If the public sector doesn't start paying their professionals what they deserve, then their services will go right down the drain."

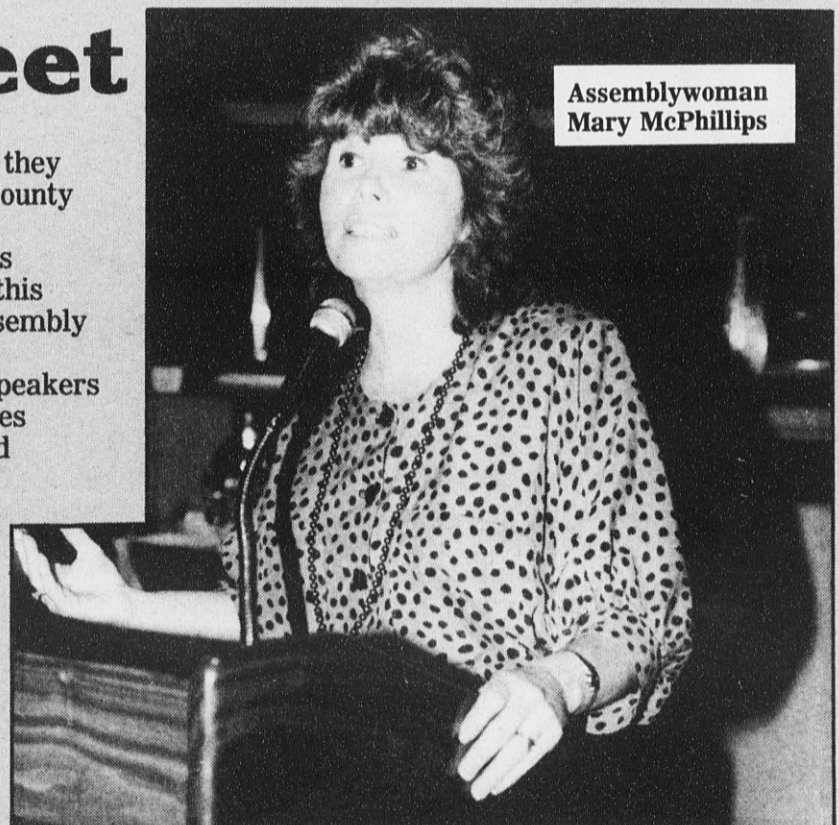


Reg. III women meet

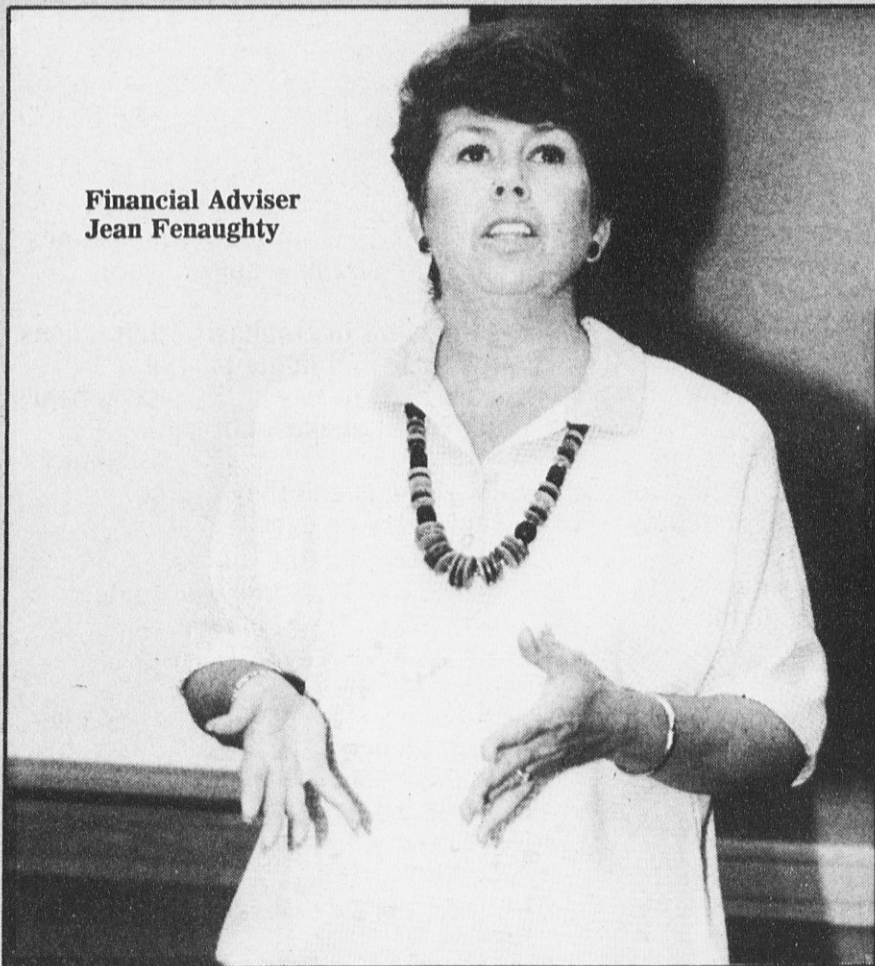
POUGHKEEPSIE — Women should "walk through the doors" when they have the opportunity to become politically active, according to Orange County Assemblywoman Mary McPhillips.

McPhillips was the keynote speaker at the CSEA Region III Women's Conference. The first Democrat to be elected Orange County coroner in this century, she was re-elected in 1981. In 1982, she won the 94th District Assembly seat.

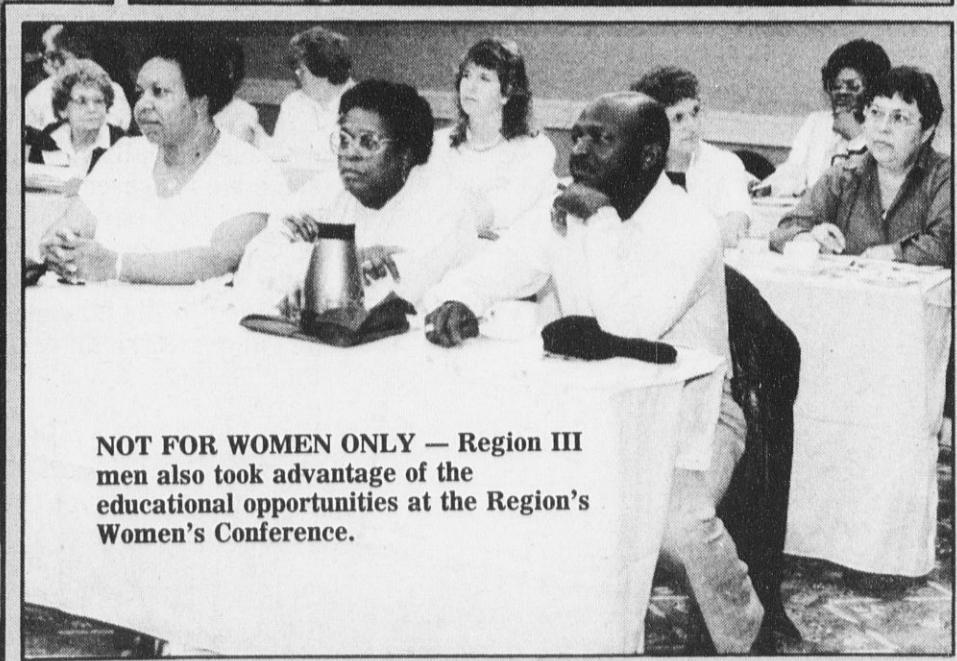
Workshops covered legal issues for women and financial planning. Speakers included Richard Ovens, director of the New York State Police Employees Assistance Program, attorneys Elizabeth Shequine and Donald Wilen and financial management adviser Jean Fenaughty.



Assemblywoman
Mary McPhillips



Financial Adviser
Jean Fenaughty



NOT FOR WOMEN ONLY — Region III men also took advantage of the educational opportunities at the Region's Women's Conference.

The pick of the political crop.

Reg. I choices

HAUPPAUGE — CSEA Region I recently announced the candidates it has endorsed in the upcoming general elections.

"These candidates will have the CSEA endorsement because they are sympathetic to the needs of the 55,000 members on Long Island," said CSEA Region I President Danny Donohue. "They are willing to address the issues which pertain to the union and have either proven themselves in the past or have convinced CSEA that they will work with us in the future."

The following candidates were chosen based on the recommendation of CSEA local and unit presidents and the CSEA Political Action Committee (PAC) who conducted intense interviews in Nassau and Suffolk counties.

During the interviews, each candidate was asked his or her position on contracting out, comparable worth, occupational safety and health investigations, agency shop and day-care. Candidates were also asked how well they thought the Civil Service Commission was performing and whether CSEA could count on their assistance in dealing with this agency, should the need arise.

The CSEA Region I endorsements are:

Suffolk County	
COUNTY EXECUTIVE	—Patrick G. Halpin
BABYLON TOWNSHIP	
Supervisor	—Anthony Noto
Council	—William DalCol —Louis Maestri
Superintendent of Highways	—James J. Harrington
Receiver of Taxes	—Carol Canning
Clerk	—Raye D'Abramo
BROOKHAVEN TOWNSHIP	
Supervisor	—Henrietta Acampora
Council	—George A. Davis —John J. LaMura —Brian X. Foley
Superintendent of Highways	—Harold H. Malkmes
Receiver of Taxes	—F. Daniel Moloney
RIVERHEAD TOWNSHIP	
Council	—John Lombardi
Assessors	—Joseph F. Loughlin —Leroy E. Barnes Jr.
SMITHTOWN TOWNSHIP	
Supervisor	—Patrick R. Vecchio
Council	—Bradley Harris —Michael Lanzarone
Superintendent of Highways	—James Dowling
Receiver of Taxes	—Marain Rosenthal
Clerk	—Victor T. Liss



STEPPING INTO THE RING — The Riverhead Town Unit of Suffolk county CSEA Local 852 made its first political contributions in the upcoming campaign for the town Board of Assessors. The unit donated to former CSEA members Joseph F. Loughlin and LeRoy Barnes Jr. Pictured presenting the contributions are Unit President Victoria Vourakis, left, and Local 852 President William Maccaro, right, to Loughlin and Barnes.

SOUTHAMPTON TOWNSHIP	
Supervisor	—Martin Long
Council	—Marietta M. Seaman —Theodore R. Alpert
Receiver of Taxes	—Richard Blowes
Superintendent of Highways	—Thomas A. Lavelle
Clerk	—Kenneth H. Thommen
SUFFOLK LEGISLATURE	
1st L.D.	—Gregory J. Blass
2nd L.D.	—Edward P. Romaine
3rd L.D.	—John J. Foley
4th L.D.	—Rose Caracappa
5th L.D.	—Steven Englebright
6th L.D.	—Donald R. Blydenburgh
7th L.D.	—No Endorsement
8th L.D.	—George P. Schimpf
9th L.D.	—Joseph Rizzo
10th L.D.	—Thomas R. Finlay
11th L.D.	—Patrick A. Mahoney
12th L.D.	—Sondra M. Bachety
13th L.D.	—Gerard Glass
14th L.D.	—Maxine S. Postal
15th L.D.	—No Endorsement
16th L.D.	—Fred W. Thiele Jr.
17th L.D.	—James F. Gaughran
18th L.D.	—Anthony J. Bovina

Nassau County	
COUNTY EXECUTIVE	—Thomas S. Gulotta
TOWN OF HEMPSTEAD	
Presiding Supervisor	—Joseph N. Mondello
Supervisor	—Gregory P. Peterson
Council	—Joseph G. Cairo Jr. —Patrick Zagarino —Angie Cullin

Receiver of Taxes	—Robert D. Livingston
Town Clerk	—Daniel M. Fisher Jr.
District Court Judge	—Thomas A. Adams

TOWN OF NORTH HEMPSTEAD	
Supervisor	—John B. Kiernan
Council	—Charles J. Fuschillo —Paul Ponessa —Robert J. Valli —John S. DaVanzo
Receiver of Taxes	
Town Clerk	

TOWN OF OYSTER BAY	
Supervisor	—Angelo A. Delligatti —John Venditto —Thomas L. Clark —Ann R. Ocker

CITY OF GLEN COVE	
Mayor	—Vincent Suozzi
Council	—Joseph B. Fitzpatrick —John L. Maccarone —Anthony Petrella —Norbert Stemcosky —Joseph Cassin —Helene Holtz

CITY OF LONG BEACH	
Council	—Stan Smolkin —Pearl Weill —Harvey Weisenberg —Ira Tepper
City Court	

JUDGES	
2nd District Court	—Sondra J. Feuerstein
4th District Court	—Joanna Seybert
County Court	—Ira Wexner

Nassau/Suffolk Counties	
Supreme Court	—Justice Victor J. Orgera

Dutchess County candidates get CSEA nod

FISHKILL — Incumbent Dutchess County Executive Lucille Pattison leads the Region III Political Action Committee (PAC) endorsements for Dutchess County.

Once again, Pattison received the overwhelming support of the union rank and file members.

Dutchess County PAC Chairperson Carl Mathison said Pattison "has continued to be supportive of public employees. She believes in responsible, effective government and working conditions which allow the best people to stay."

A Democrat seeking her third term, Pattison faces a challenge from Republican Woody Klose of Red Hook.

In addition, the following legislative candidates have been endorsed: Leonard Bariarz, D; John DelSanto, D; Kevin Karn, R; Carolyn Wilson, R; Peg Hansen, R; James Hammond, D; Roger Higgins, D; Colette LaFuente, R; Fred Knapp, D; Sherwood Thompson, D; Judith Bleakley, D; Susan Dorler, D; Sandra Goldberg, D; Vincent Romanelli, D; Charles Van De Water, R; Richard Murphy, D; John Ballo,

D; Stanley Lavoie, D; Joseph Lombardi, D; Frank Suszcynski, D; Ralph Vinchiarello, D; Frances Mark, D; Frank Bauer, D; William Bartles, D; and Gwendolyn Luty, D.

The committee also endorsed Robert Bleakley, Democratic candidate for Poughkeepsie mayor, and incumbent Sheriff Fred Scoralick, a Republican, for Dutchess County Sheriff.

D—Democrat
R—Republican



RITA WALLACE, with Employee Counseling Service Director Bill Douglas, left, and CSEA Region I President Danny Donohue, accepts a plaque given in thanks for her vital contributions to the Employee Assistance Program.

Here's a Winner!



Hard work reaps awards

GARDEN CITY — Rita Wallace of Nassau County CSEA Local 830 has received the second annual award from the Long Island chapter of the Association of Labor-Management Administrators and Consultants on Alcoholism (ALMACA).

The award, presented at a luncheon held in Wallace's honor, is in recognition of her work bringing employee counseling services to the local membership. She is executive vice president of her local.

"I think Rita's award is well-deserved," said CSEA Region I President Danny Donohue. "She has been a

dedicated union leader and has always worked hard to assist people with their problems, both as a nurse and a union activist. CSEA congratulates her!"

Employee Counseling Service (ECS) Director Bill Douglas agreed. "Rita has been extremely supportive in helping to make ECS available to Nassau's 22,600 county and municipal employees since 1978 when she worked as a nurse at the A. Holly Patterson Home for the Aged," he said.

"I'm pleased that the employee assistance community took this opportunity to express their appreciation," he added.

Syracuse members like this pact

SYRACUSE — The third time around was golden for members of the City of Syracuse

CSEA Unit who twice previously, in March and July, rejected tentative contracts

offered by the city.

This month they ratified a new two-year contract, and did so in overwhelming fashion — 232 to 8.

Ratification brought an end to a year of difficult negotiations that included the earlier rejections of offers.

The new agreement, retroactive to Jan. 1, includes salary increases of 4 percent plus increments this year and 5 percent plus increments next year.

The contract also includes improved language covering holidays, reimbursement for work clothes, use of private vehicles for city business, and modified language in a financial disclosure statement that could have a statewide impact. The work week for public service dispatchers was also revised under terms of the new agreement.

"It's a fair and equitable contract that not only offers salary increases each year, but also features significant changes in contract language that greatly affect many employees," according to CSEA Collective Bargaining Specialist Tom Pomodoro.

Central Region President James J. Moore praised the tenacity of the union negotiating team which included, in addition to Pomodoro, Unit President Jack Silvia, former unit president Terri Hobson, Virginia LaMont, Lee Fordock, Lucien Maley, Judy Marlowe, Jerry Toole and Mary Morgan-Putzer.

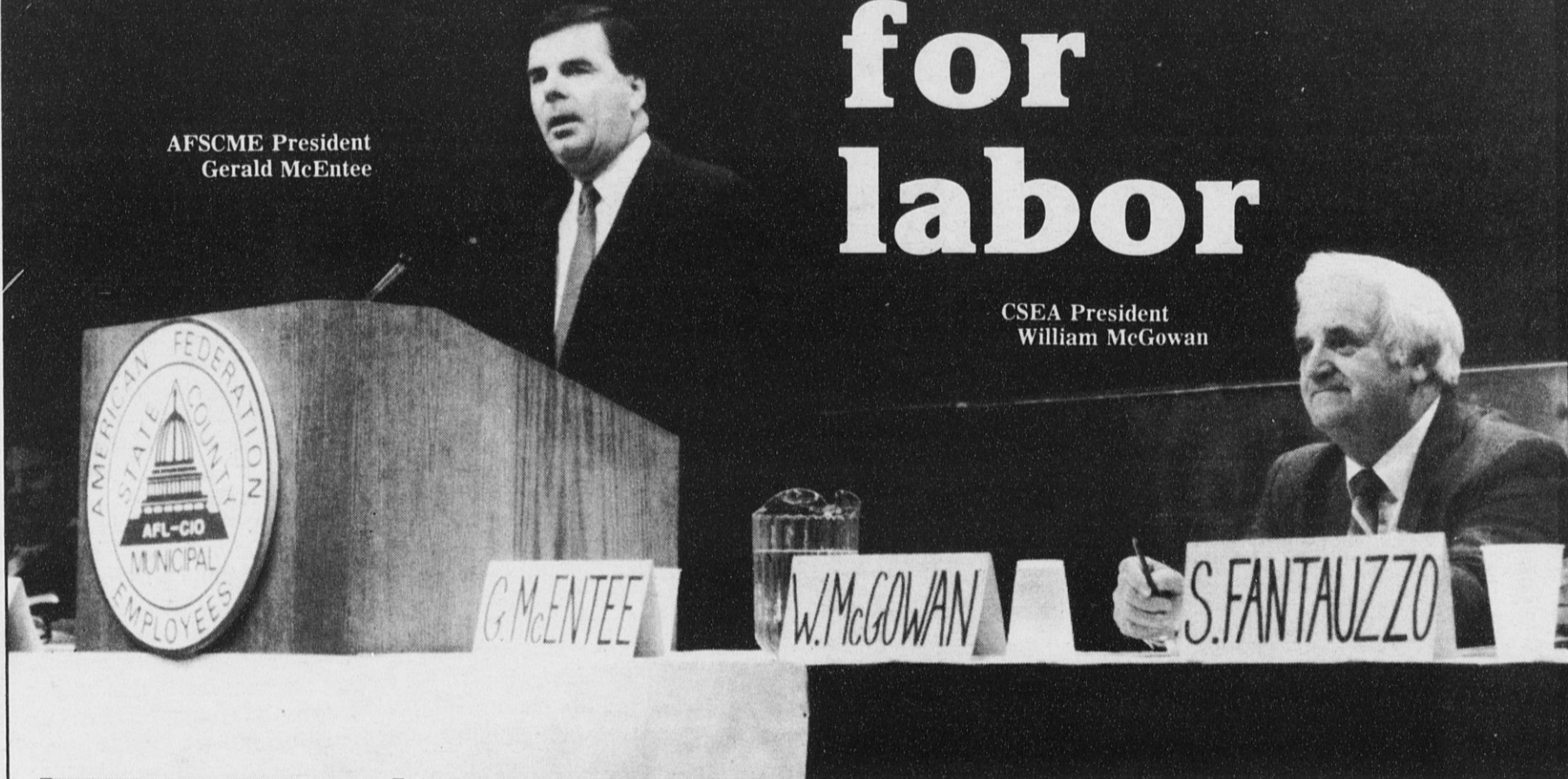



FLASHING SMILES and thumbs up after members overwhelming ratified a new contract are, seated from left, CSEA Collective Bargaining Specialist Tom Pomodoro, Unit Secretary Mary Morgan-Putzer and Unit President Jack Silvia. Standing are negotiating team members Lee Fordock, Judy Marlowe and Virginia LaMont.

Leading the way for labor

AFSCME President
Gerald McEntee

CSEA President
William McGowan

**AFSCME/NEW YORK
LEADERSHIP CONFERENCE**

SEPTEMBER 22, 1987
THE EMPIRE STATE PLAZA
CONVENTION CENTER
ALBANY, NEW YORK

ALBANY — “We’re looking ahead to the future and your actions and judgements have a profound impact on this union,” AFSCME President Gerald McEntee told an historic meeting of New York AFSCME leaders assembled here recently.

The first-of-its-kind leadership conference brought together several hundred AFSCME officials from across the state, including a large contingent of CSEA leaders.

With 400,000 AFSCME members in New York alone — more than a third of the union’s national total — McEntee stressed that the union should be electing its own mayors, legislators and governors.

“AFSCME is the number one union in New York, but it doesn’t mean a lot unless that voice is heard,” he stated.

To achieve that objective, McEntee called

for greater member involvement and leadership cooperation at all levels.

“We’re not a top-down union...it’s your union,” he said. “I’m proud as hell of our accomplishments, but with more pulling together just think what we can do.”

McEntee also emphasized that AFSCME is leading the way in revitalizing the American Labor Movement. “Fairness and justice are more than just words to us, we want to give them life for every mother’s child in America.”

In that respect the AFSCME leaders were once again asked to continue efforts to stop the nomination of Judge Robert Bork to the U.S. Supreme Court and were updated on AFSCME’s developing role in the 1988 presidential selection process.



Above, CSEA Monroe County Board representative Florence Trippi with CSEA statewide Secretary Irene Carr and Region III Director Diane Campione. At left, statewide Political Action Committee Chairman Joseph Conway and Vice Chairman Michael Curtin.

LABOR WOMEN

conference cultivates communication skills



More than a dozen CSEA women spent an entire week this summer participating in workshops dealing with current workers' issues as well as cultivating effective communication skills.

These women attended the Twelfth Annual Northeastern Regional Summer Institute for Union Women.

Held on the grounds of Cornell University in New York's Finger Lakes Region, the conference is sponsored yearly by the University and College Labor Education Association (UCLEA) in conjunction with Cornell's NYS School of Industrial and Labor Relations.

GIVING THEIR ALL — CSEA women activists gathered at the Northeastern Regional Summer Institute for Union Women to hear what labor educators and union specialists had to say. Among those who participated are, from left, first row: Helen Zocco, Evelyn Vargas, Flo Kimmel, Alice Robinson, Marie Ardell; second row, Ann Marden, Marilyn Mahler, Carol Uhlig, Donna Murray, Gloria Scott and Carol Ann Fish.

A cooperative effort

Tarrytown pact trouble-free

TARRYTOWN — "Anything is possible when labor and management respect each other. That's why we came up with a good contract," said Region III Field Representative Delores Tocci following the signing of a three-year agreement for 100 Tarrytown School District employees.

Highlights of the contract, which went into effect on July 1, include:

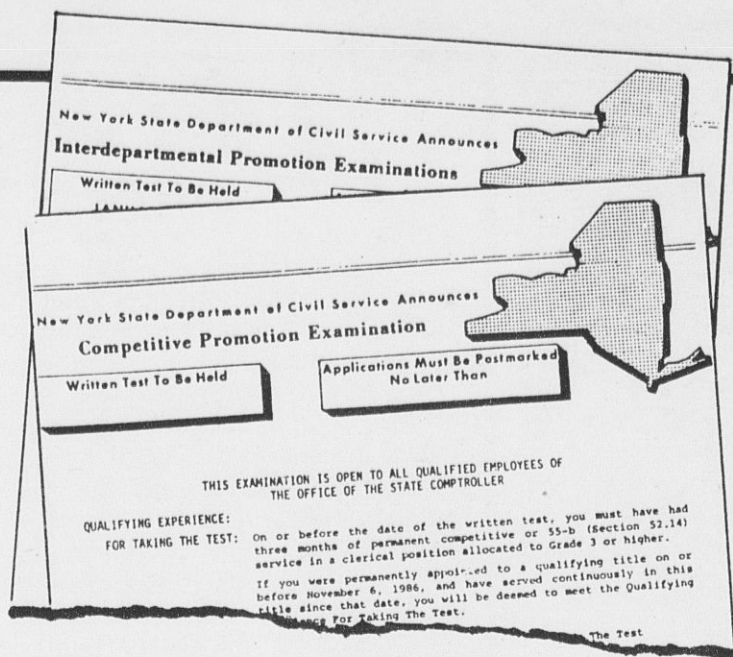
- * pay increases of six percent per year
- * sick leave and personal leave buy-back
- * bereavement leave for hourly employees
- * increases in longevity

Assistant School Superintendent Betsy Hardeman, who negotiated the contract, attributed the success of negotiations to the cooperation between management and CSEA.

"This is the second contract we've completed without drawn-out negotiations," she said.



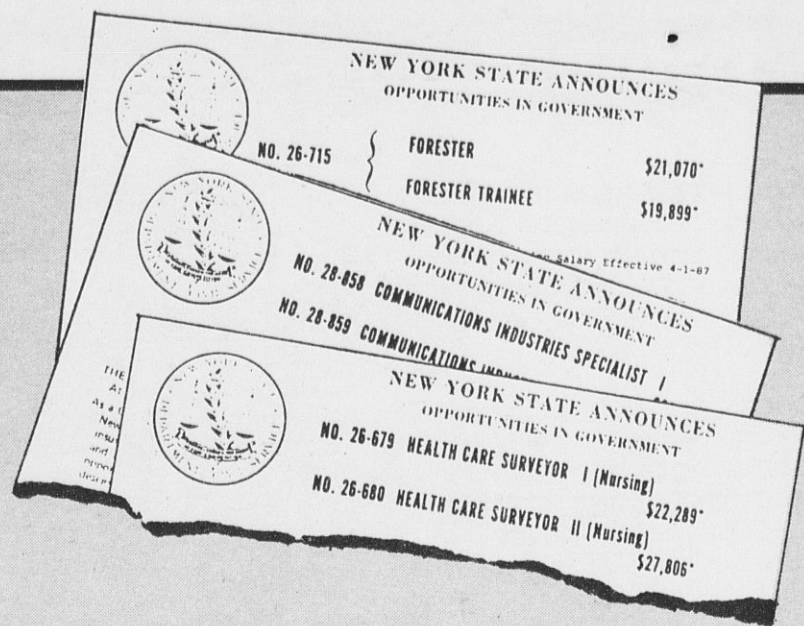
TARRYTOWN SCHOOL DISTRICT Unit President Brian Wilsea, center, signs a three-year contract for 100 members of his unit. Looking on are, from left, Superintendent Betsy Hardeman and past unit president Jo Parra. Standing are School Superintendent H. Murray Blueglass, negotiating team members Bill Wilson and Kathy Chulla, Region III Field Representative Delores Tocci and Unit Secretary Lois Kirby.



APPLICATIONS DEADLINE OCT. 13, 1987

Exam No.	Title and Salary Grade	Department
31-322	Coordinator of Volunteer Services G-18	IDP
39-050	Information Processing Specialist II G-9	"
31-264	Psychologist I G-21	"
31-265	Psychologist II G-23	"
31-381	Assistant Canal Equipment Specialist G-18	DOT
31-417	Associate Claims Engineer G-27	"
31-377	Energy Systems Coordinator II G-16	OGS
38-929	Rent Examiner I G-14	Housing
38-930	Rent Examiner II G-18	and
38-931	Rent Examiner III G-23	Com. Ren.
31-367	Associate Health Planner G-23	Health
31-366	Senior Health Planner G-18	"
31-399	Motor Vehicle Representative III G-9	DMV
00-284	Psychology Assistant III G-16	OMH
00-285	Psychology Assistant III G-16	OMRDD
31-313	Senior Accountant G-18	Compt.
31-314	Associate Accountant G-23	"
COMPETITIVE TRANSITION EXAMINATIONS		
APPLICATION DEADLINE OCT. 13, 1987		
00-284	Psychology Assistant III G-16	OMH
APPLICATION DEADLINE NOV. 2, 1987		
00-300	Telecommunications Analyst Trainee I	IDP
00-302	Agricultural Program Aide G-13	Ag&Mkts
00-299	Administrative Aide G-13	IDP

Competitive promotion examinations listed above are for state employees only. Other restrictions also apply. See official announcements for complete requirements. You may obtain announcements and promotion application Cards, XD-5, from your agency personnel office.



APPLICATION DEADLINE OCT. 19, 1987

Title	Exam No.	Beginning Salary
Buoy Tender	26-932	\$15,709
Canal Structure Operator	26-933	15,709
Coordinator of Volunteer Services	26-870	26,354
Games of Chance Inspector I	26-928	20,930
Health Planner	26-914	21,070
Health Planner, Senior	26-915	26,354
Motor Vehicle Representative III Trainee	26-938	14,844
Psychology Assistant III	26-787	23,565
Rent Examiner I	26-538	21,070
Rent Examiner II	26-539	26,354
Rent Examiner III	26-549	34,260
Supervisor of Volunteer Services	26-869	21,070
APPLICATIONS CONTINUOUSLY ACCEPTED		
Junior Engineer	20-109	22,289
Construction Equipment Mechanic	20-865	22,168
Motor Equipment Mechanic	20-866	19,732
Senior Stenographer	20-300	17,213
Junior Architect	20-166	22,289

Before filing for an examination be sure to obtain a copy of the detailed examination announcement to determine whether or not you meet the announced requirements. Detailed announcements and applications may be obtained from the following locations:

ALBANY: Examination Information, Department of Civil Service, The W. Averell Harriman NYS Office Building Campus, Albany, N.Y. 12239.
 BUFFALO: State Department of Civil Service, Room 303, 65 Court Street, Buffalo, N.Y., 14202.
 NEW YORK: State Department of Civil Service, 55th Floor, 2 World Trade Center, New York, N.Y. 10027.

Final four victims of the Wassaic witch hunt are cleared of charges

WASSAIC — Almost a year ago, 40 employees at the Wassaic Developmental Center were arrested at the facility on charges ranging from patient abuse to the illegal use or sale of drugs.

Most of the workers originally accused have since been reinstated to their jobs.

Charges which were pending against the last four employees have just been dropped by the Dutchess County District Attorney's office, which cited problems with the credibility of a key witness. Testimony by that same witness was a major factor leading to the arrests of all 40 employees.

"Justice has definitely been served" by dropping the charges against the final four says Wassaic CSEA Local 426 President Tom LeJeune.

But some employees resigned after being charged last fall, and LeJeune says the cases of those employees should be reopened.

"I think they were coerced" into resigning, LeJeune says.

At the time of the arrests, CSEA labeled the situation a "witch hunt" and raised strong questions about the manner in which the investigations were conducted and the arrests made.



Local 426 President Tom LeJeune

LeJeune says understaffing at Wassaic and other state facilities is at the root of many problems, and called on state officials to resolve staffing problems that lead to excessive overtime, impossible workloads and reduced morale.

"These people are burned out. They've gone their limit and we continue to push them," LeJeune said, adding that resolving that situation would resolve many other problems.

Brightening everyone's day

Hardly a person enters CSEA's statewide headquarters without receiving a warm greeting from receptionist Delores Carter as CSEA President William McGowan does at right.

Co-workers have long known what a special person Carter is and now it's been formally recognized. Carter was recently named as CSEA Outstanding Employee — an award given by CSEA and its Headquarters' Staff Union twice a year.

Carter, who has worked for CSEA for 19 years, says it's just part of her personality to have a smile for people.



A for effort

Who says a lot of paperwork doesn't pay off? Certainly not Schuyler County CSEA Local 849 members Florence Pike, Phyllis Caslin and Nancy Wheeler. Their perseverance in tracking down three years' worth of documents saved the county \$63,000 in federal funds and earned them a commendation from the county legislature.

The federal funds had been denied during a 1976-79 departmental reorganization. So the three public employees had the monumental task of scaling mountains of paperwork to document the records of paid-out monies that would qualify for the federal reimbursement.

It was no small achievement.

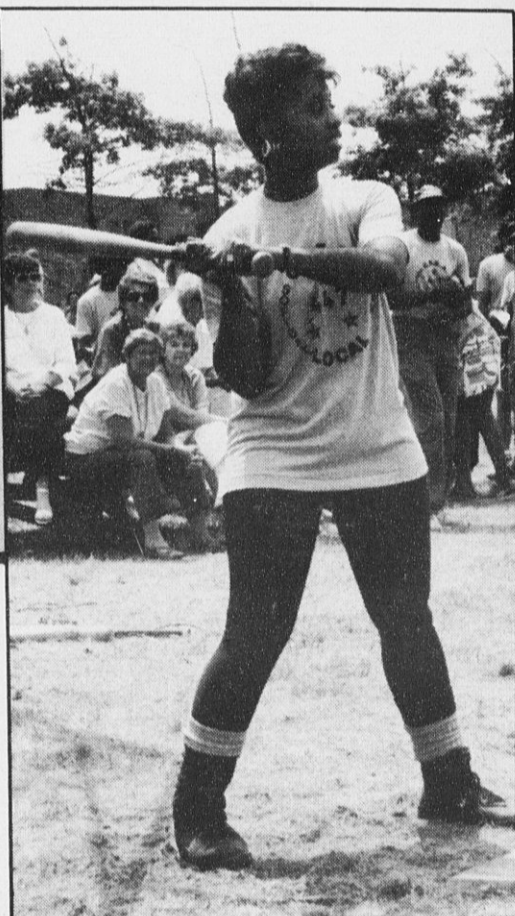
A diamond gem

Brooklyn Developmental Center CSEA Local 447's Rajeeah Muuwakil was a double threat when she led her team to a 15-7 drubbing of the BDC Management earlier this summer.

Shown here going to bat for Labor, Muuwakil was named the game's Most Valuable Player for her flawless pitching. But would you expect anything less than for a union activist to throw strikes?

This, that

AND THE OTHER THING



Oh, that Dwight Evans

If you think Dwight Evans is the rightfielder for the Boston Red Sox, think again.

This Dwight Evans pictured below with CSEA Region V President James Moore and Region V Political Action Chairperson Dorothy Penner-Breen is the region's new



political action coordinator.

Evans, a former Oneida County employee and member of CSEA Local 833 is a Utica native who holds a political science degree from Utica College of Syracuse University.

And that's nowhere near Fenway Park.

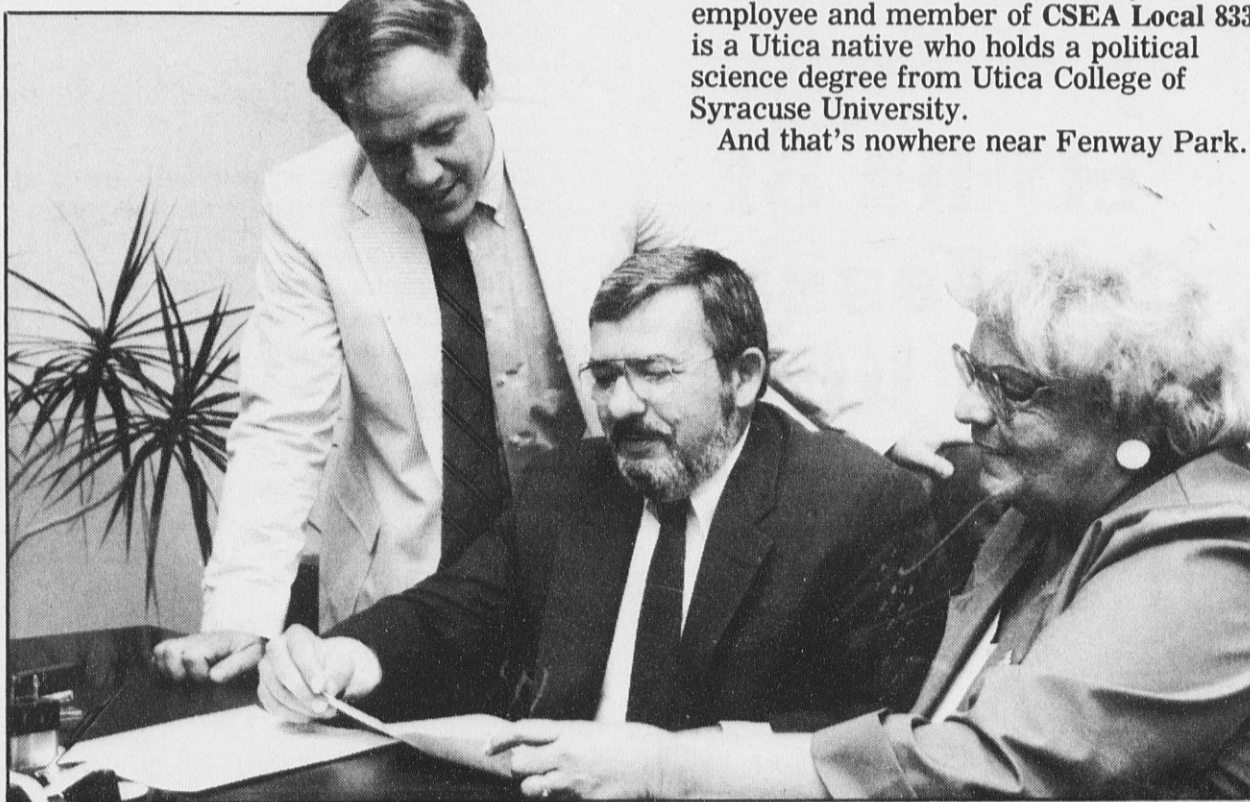
Screwball season

Powered by homeruns from Dave Stack, Mark Lawrence and Guy Dugas, the CSEA headquarter's softball team was able to defeat AFSCME 9-7 in this year's midsummer classic.

To gain the victory and avenge last year's 4-2 loss, CSEA had to overcome some tough pitching by AFSCME's John "check me for sandpaper" McAlonan.

Alas, the CSEA team's five wins, nine losses season record left room for improvement. At press time individual statistics were still being compiled.

Curiously enough, the Governor's Office of Employee Relations backed out of two scheduled contests with CSEA. Maybe it was sort of an intentional walk.



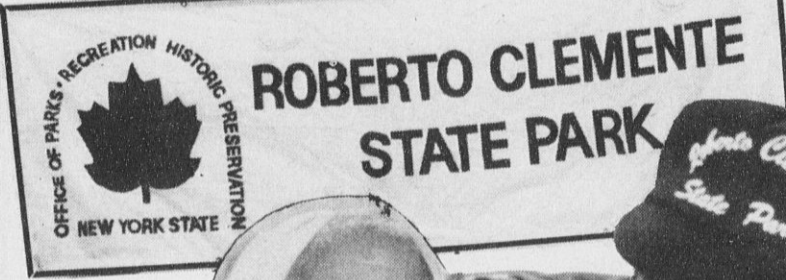
Community reclaims Clemente



EDITOR'S NOTE — For nearly four years, CSEA Local 010 members who work at Roberto Clemente State Park have had the monumental task of trying to provide much-needed recreational programs to an inner-city community while hundreds of homeless were housed in their facility.

The problems that situation caused and CSEA's efforts to correct it have been detailed in *The Public Sector* before.

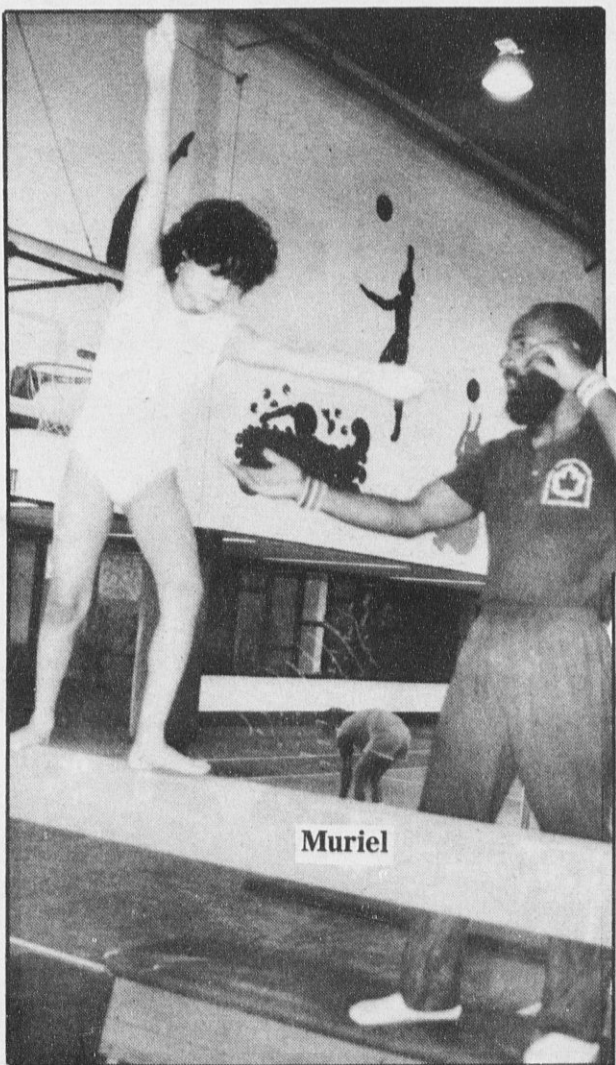
Now there is a new story to tell — Roberto Clemente State Park is back and for the community and employees that's a reason to celebrate.



Taylor and friends.



By Lilly Gioia
CSEA Communications Associate
BRONX — Spanish-American dancers, puppet shows, a 10-kilometer race and swimming events were just part of the neighborhood festivities marking the return of Roberto Clemente State Park.



Muriel

"People didn't realize what a loss it was until the park was gone," says CSEA Local 010 member Terrence Taylor, a park recreation specialist and Clemente basketball coach.

Prior to conversion into a make-shift shelter, the busy park served as a hub of community activities for all ages. Adult aerobics, fitness programs, soccer, field hockey, basketball, swimming, diving and gymnastics thrived. Programs were even offered for senior citizens.

Clemente also valued its services for the handicapped and served as a New York center for the Special Olympics.

But with its use as a shelter, many programs just could not be offered. Others were not the same as staffers tried desperately to work around the limits presented by the homeless.

There were other negatives. "When you closed down the one place the community had for recreation, crime in the area went up 20%," comments Taylor, who grew up in the neighborhood.

The housing of the homeless also took its toll on the park itself.

As noted by the state Health Department in its order to close the shelter, the facility was not built as a living space for hundreds of people. Four years of deterioration,

vandalism and negligence meant major plumbing repairs and total replacement of the gym floor at a cost of over \$70,000.

But with the facility back in shape, program improvements were immediate. Taylor proudly explains that he was able to reassemble a basketball team and make it competitive enough within two weeks to place second in a tournament.

Gymnastics coach Rafael Muriel also welcomed the chance to really start working with youngsters again. "Gymnastics is an expensive sport if you have to pay for it, and this is the only facility I know of in the metro area where you can learn for free," he states.

Muriel, a philosophy major and member of the Long Island University gymnastics team before joining the Clemente staff, also takes every opportunity to teach chess to anyone who wants to learn.

Muriel, Taylor and other staffers openly express appreciation for CSEA's actions in concert with community groups and local politicians that pressured the city and state to relocate the homeless shelter.

But they have special admiration to the community people who kept coming down because they wanted their gym.

"We're still here because people really love and need this park," says Muriel.

People didn't realize what a loss it was until the park was gone