

**HAPPY
NEW YEAR!**

Your 1988 CSEA calendar is enclosed in this edition. On the reverse side of the calendar you'll find important information you'll want to keep handy. Show the world your union spirit — post your CSEA calendar in your home or where you work.

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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SCROOGED!



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LUTIS: Building the backbone of a strong, effective union

When a CSEA member turns to a shop steward for advice or assistance, the member has a right to expect the steward to be knowledgeable, helpful and informative.

But where does the steward get all that information, and how does he or she learn to use those union skills to the advantage of the member?

In the case of CSEA shop stewards, chances are they were trained by a LUTI — a Local Union Training Instructor (LUTI).

LUTIs are CSEA rank-and-file members themselves; union activists who have volunteered to work to build the backbone of a strong, effective union by training CSEA shop stewards in CSEA locals throughout their area. It is a role that requires tremendous dedication to unionism and the personal sacrifice of time and energy to help create a vibrant union at the local level.

And where do LUTIs get all that information from; and how do they hone their teaching skills to create that informed, effective network of local shop stewards?

LUTIs become LUTIs only after successfully completing an intensive week-long Instructor Training Program conducted by professional union trainers from CSEA's Education and Training Department and AFSCME's Department of Education. Periodic follow-up refresher courses Guarantee LUTIs are constantly trained in

the latest techniques and are providing local shop stewards current information.

A new group of LUTIs will soon join other previously certified trainers to expand CSEA's teaching network. The current ranks of certified LUTIs are thinning through retirement, promotions and transfers.

The education departments of CSEA and AFSCME will conduct the next week-long training program for potential LUTIs in late January, with refresher courses planned for February and March. That training program will be for volunteer activists from CSEA's Long Island, Southern and Capital regions. A similar program for the union's Metropolitan, Central and Western regions is tentatively scheduled for April.

It takes a mature, dedicated and responsible individual to become a LUTI. If you have what it takes, and you're looking for the satisfaction you'll derive from training shop stewards and local officers to become more effective union representatives, we'd like to hear from you. For details about the LUTI program, contact:

Peg Wilson, Director
Dept. of Education and Training
CSEA Headquarters
143 Washington Avenue
Albany, NY 12210
(518) 434-0191

Benefits statements to be distributed

For the fifth consecutive year state employees represented by CSEA in the ASU, ISU, OSU and DMNA bargaining units will receive personalized statements describing their employee benefits.

The 1987 statements will be distributed to full-time annual-salaried CSEA-represented employees at their work locations in late December or early January.

The personalized benefits statements are distributed under a project funded by the NYS/CSEA Labor/Management Committees.

The statements will provide employees with information on health insurance, sickness and disability benefits, a formula for calculating the ordinary death benefit, estimates of monthly retirement benefits at age 62 and estimated Social Security benefits for disability, death and retirement. It will also project the value of the state's contribution for those benefits in dollars and as a percentage of base annual salary.

Final 'Sector' for agency shop fee payers

This will be the last issue of *The Public Sector* to be mailed to agency shop fee payers.

CSEA's Board of Directors recently voted to end distribution of *The Public Sector* to agency shop fee payers as a cost-saving measure in connection with the adoption of a deficit budget.

Agency shop fee payers who wish to continue receiving *The Public Sector* may convert their status from agency shop fee payer to dues paying member. For the exact same annual amount, dues paying members are eligible for additional

privileges such as voting on contract ratifications, seeking union office and voting in union elections as well as receiving the union's official publication. Dues-paying members also are eligible to apply for a special public employees MasterCard available only to CSEA/AFSCME members.

Agency shop fee payers interested in becoming dues paying CSEA members should contact their personnel office or the CSEA local president to complete a CSEA membership application form.

The Public Sector

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Grinch legislators deliver 'a bitter slap in the face'

Saratoga deputies incensed by imposed pact

Compiled by Daniel X. Campbell
CSEA Communications Associate

BALLSTON SPA — Midway through a legislative hearing a week and a half before Christmas, several Saratoga County legislators spoke out to declare they wanted to do what was decent, what was right.

But what they ended up doing was indecent and wrong.

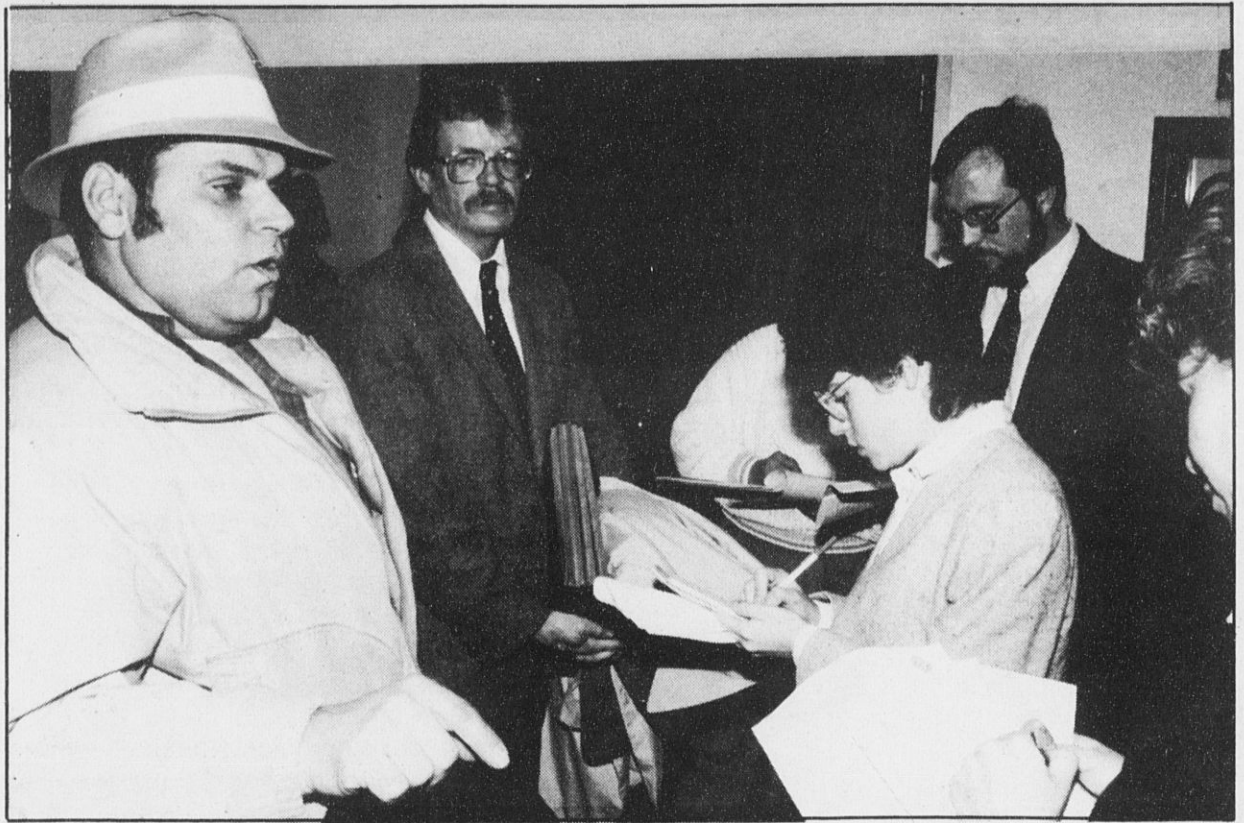
As momentum swung toward a motion to resume negotiations rather than impose a contract on Saratoga County Deputy Sheriff CSEA Unit members, the county legislators turned into grinch-like creatures who stole Christmas from the employees.

With supervisor after supervisor voicing support for a resumption of contract talks, the board suddenly went into an executive session.

When they emerged from that closed door executive session, board members voted 15-2 to impose a one-year contract for 1987 on the members of the deputy sheriffs unit. Only Supervisors Paul Lilac (D-Stillwater) and Glen Hammond (R-Greenfield) stuck to their guns and voted to resume talks.

"The strong arm of politics runs this county," declared CSEA Unit President Fred Dake after the support to resume negotiations was turned into an imposed contract during the executive session.

And although one supervisor said, "We don't want to become a board of dictators," the supervisors dictated that the previous



CSEA UNIT PRESIDENT Fred Dake, left, tells news reporters that imposing a contract on Saratoga County employees was like "a bitter slap in the face of the workers." CSEA Collective Bargaining Specialist Donald McCarthy is second from left.

contract remain in effect for 1987 and provided only a lump sum payment representing 5 per cent of the average salary of a unit member as a cost-of-living increase.

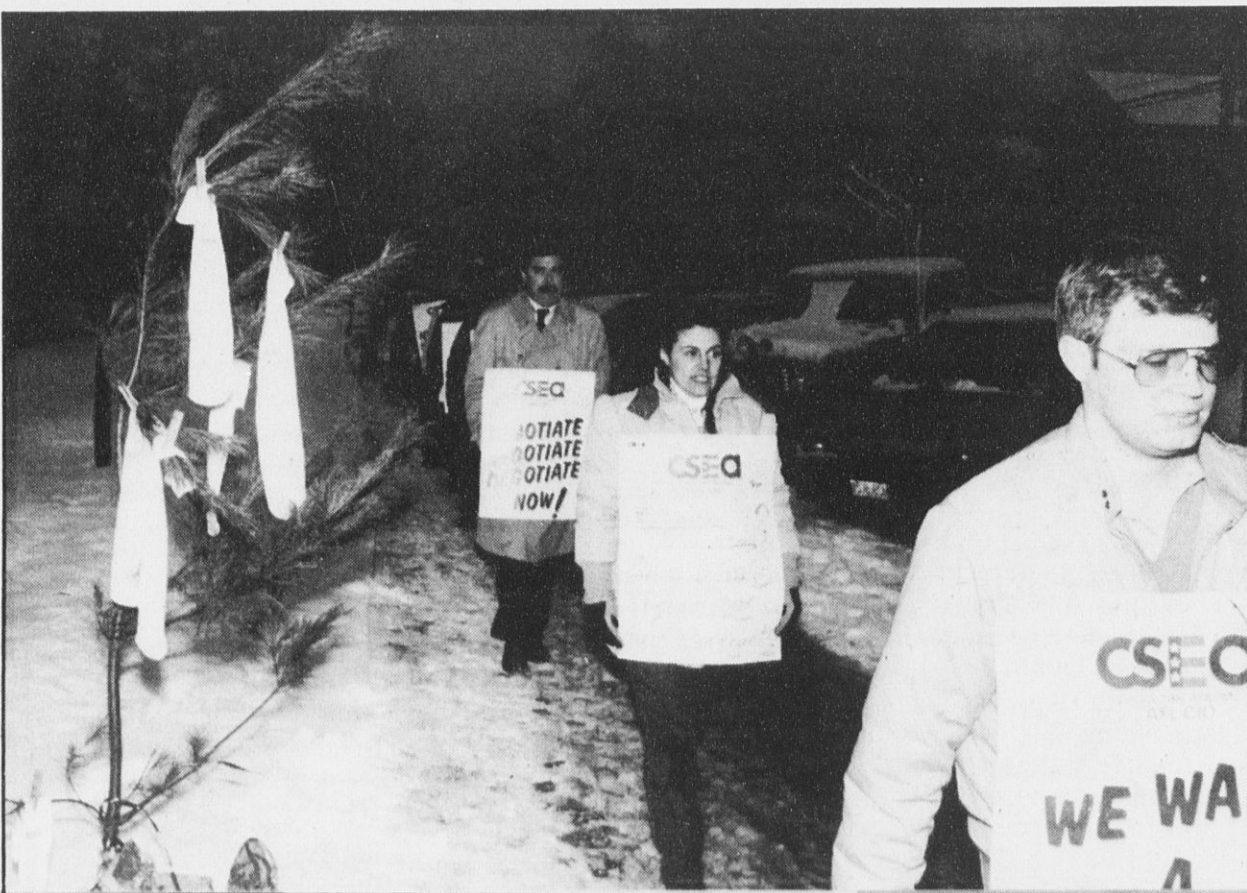
Dake said his members are incensed and called the imposed contract "a bitter slap in the face of the workers."

"And," he added, "I'm sure that it really doesn't sit well with the county residents and voters who wanted us to have a fair contract!"

Members of the unit and their families had spent the previous weekend passing out informational literature to county residents at shopping malls, and received a very favorable response from county residents and taxpayers. A large contingent of CSEA members demonstrated in favor of continuing contract talks before the legislative hearing began and packed the hearing room during the session.

Unit members have worked virtually the entire year without a contract. Contract talks began in October 1986 and an impasse was declared last March. Since then mediation and fact finding efforts failed to resolve the dispute. Despite last minute efforts to negotiate a settlement in early December, the issue went to the legislative hearing process.

Both sides will return almost immediately to the bargaining table to begin talks for a 1988 agreement. CSEA has already announced it will become increasingly active politically during the coming year and, given the heated atmosphere surrounding the imposed contract, hard-nosed bargaining is expected.



A lousy idea

By Stephen Madarasz
CSEA Communications Associate

FORT EDWARD — In its latest salvo over toxic sludge, CSEA has charged that any new dredging projects in the Hudson River would be "irresponsible" without a more thorough review of river contamination.

The comments came in testimony before the U.S. Army Corps of Engineers delivered by CSEA Capital Region Director John D. Corcoran Jr. The corps is studying a \$40 million proposal by the state Department of Environmental Conservation (DEC) to remove toxic polychlorinated biphenyls (PCBs) from the Hudson.

But recent information uncovered by CSEA and confirmed by tests conducted by the state wildlife pathologist indicate cancer-causing heavy metals in the river sludge may present a far greater danger to workers and the public than the project proposal has considered.

There is significant scientific opinion that it's much safer to leave the contaminants in the river sediment than to stir it up through dredging and then expose workers and communities to the toxic sludge.

CSEA first became involved in the issue last winter when a high cancer rate became apparent among Department of Transportation workers who had been involved in dredging projects dating back to the 1950s, including the 1978 PCB dredging and encapsulation demonstration project, which was the forerunner to the current proposal.



CSEA's research determined that tons of highly toxic lead chromate, cadmium and other heavy metals were dumped into the Hudson by the present Ciba-Geigy paint pigment plant in Glens Falls. There is also evidence that the plant continues to pollute the river and surrounding community. Yet the state has never held the company accountable.

"It is CSEA's opinion that the state has a poor record in maintaining safety and protection of its workers and the environment in the previous demonstration project," stated Corcoran. "We believe a new project will result in worker and citizen exposure and further environmental degradation."

Corcoran detailed worker exposure to the sludge in the previous project, much of which was dried, sifted and used for fill and road sanding throughout Washington and Warren counties.

The heavy metals are particularly toxic when inhaled bound to dust particles. For this reason, CSEA believes the current encapsulation proposal for the new river dredgings is inadequate and poses a significant health hazard.

The proposal calls for the toxic sludge to be off-loaded from barges at berthing areas adjacent to Champlain Canal locks. The sludge will then be transported to a Fort Edward site through a proposed pipeline.

Although there has not yet been any



indication on whether the dredging is to be carried out by state employees, the siting of the berthing areas adjacent to the canal places CSEA Barge Canal members at potential risk.

CSEA also pointed out in its testimony that a nearly identical project proposed for Utica Harbor was rejected by the Army Corps of Engineers last year.

Aside from the feasibility of the proposal, CSEA's testimony concluded that dredging now, before the latest information is thoroughly analyzed, would only compound the errors of the past and continue to endanger the health of workers, area residents and the environment.

EAP probes holiday suicides

Blue Xmas

NEW YORK — Deck the Halls with boughs of holly/'Tis the season to be jolly — that is until you, a friend or loved one are among the 70 Americans every day who make the final decision to end it all. Because for some people it isn't a question of why kill yourself, but why not.

Aware that countless men and women battle depression during the holidays, the Employee Assistance Program (EAP) recently sponsored a coordinators' training for assisting the suicide-prone person.

According to Dr. Joe Himmelsback, workshop leader and suicideologist, more suicides actually occur after the holidays, when the depressed person faces another "hopeless" year.

He alerted EAP coordinators to be watchful for danger signs in employees who are seemingly putting their affairs in order, giving away once-prized possessions or contacting people out of the blue with



Holidays & depression: a fatal mix

farewell-type messages like "you were really there for me and I appreciated it." They may also convey hopelessness with statements like "Why bother, nothing's going to get better."

Often suffering from alcoholism, bad relationships, personality clashes on the job and/or poor job performance, suicide-prone individuals often complain of insomnia, loss of appetite, unexplainable crying spells and a loss of interest in everything.

CSEA member Sadie Alexander, an EAP coordinator at Manhattan Developmental

Center, praised the program saying it was "invaluable and necessary."

"We all have a stock of resources to deal with life, but when stressful events come along, our resources can be depleted," she said. "Still, no one has tried *everything* that could be done to improve a situation."

More than half of all suicides are linked to alcohol consumption beforehand, even if it's only a few drinks. Individuals who live alone are more likely to commit suicide than those who live with someone. Men are also more successful at killing themselves than women.

Any indication that someone is considering suicide is a call for action that should be taken seriously. In a calm, non-threatening way, the troubled person should be asked:

Do you feel like taking your life?

Do you have a plan?

What is the plan?

Talking calmly and freely can open doors to help from suicide prevention centers, clergy, hospital emergency rooms or qualified mental health professionals.

EAP coordinators were cautioned not to give false assurances that "everything will be okay." Using a non-judgmental approach requires understanding that each person's emotional pain is different. What is overwhelming for one person may only be a headache to someone else.

Warming up to road crews

Neighbors offer coffee to Troy DPW workers in storms

By Daniel X. Campbell
CSEA Communications Associate

TROY — "It started out as a lark, a joke. But it's turned into the cornerstone of a new relationship," says Joe Carpentier, president of the North Central Neighborhood Association in this Rensselaer County city.

Carpentier and Jack Dougherty, another member of the neighborhood association, came up with the idea of helping out the Troy Department of Public Works (DPW) workers by offering coffee and doughnuts during snow removal operations and other emergencies.

"We never knew that the crews were out working for 12 to 16 or 20 hours sometimes without any breaks. So when we realized what they were enduring, we got involved to make things a little bit better," Dougherty said. "Coffee and doughnuts might not sound like much, but the guys like it."

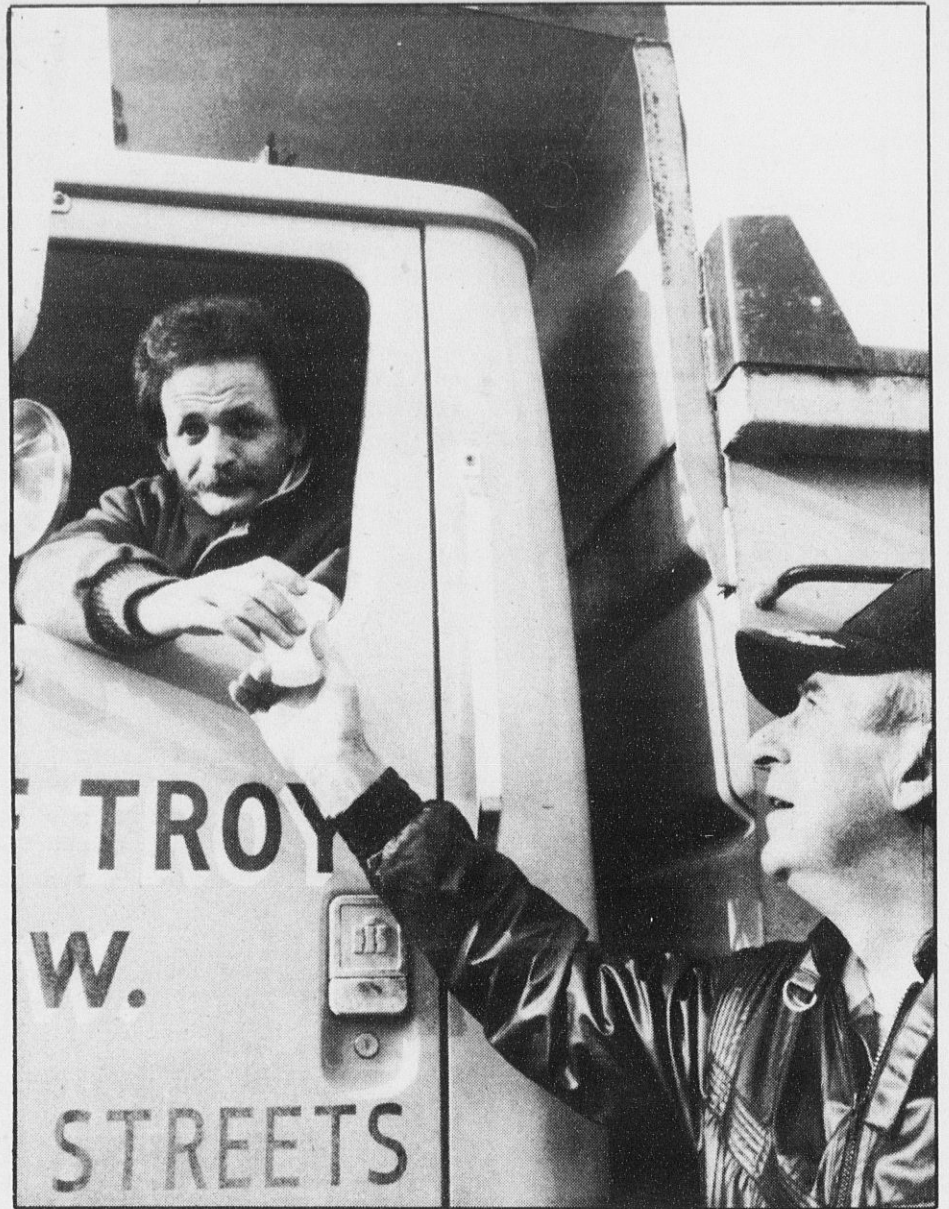
"They're fantastic," Troy City CSEA Unit President and DPW worker Joe Rounds said of the neighborhood group. "No place is open at 3 or 4 a.m. when you really need a hot cup of coffee and something to give you an energy boost."

But it's times like those in the middle of the night and a fierce storm that neighborhood people come through with warm coffee and a smile.

The coffee-and-doughnuts effort, which now involves up to 15 volunteers, has opened the door to communications with the neighbors and a dramatic turn-around in snow removal efficiency and neighborhood cooperation.

"This and the South End of Troy were really bad situations in the winter. The streets were never cleared because the cars weren't moved and both groups blamed the mess on the other side," Carpentier admitted. "Now things are different. When the plows go out they find that the neighbors have moved their cars to one side of the street. If a car isn't moved the crews try to find its owner before, reluctantly, having the vehicle towed. And it works, it works just fine."

Joe Salmon, supervisor of streets, explained that the crews have to plow 155 miles of city streets, usually in the worst possible weather conditions complicated by traffic congestion and resident concerns for their neighborhood.



HELPING HAND — Jack Dougherty, right, of the North Central Neighborhood Association hands a hot cup of coffee to a Troy DPW worker who clears city streets during snowstorms.

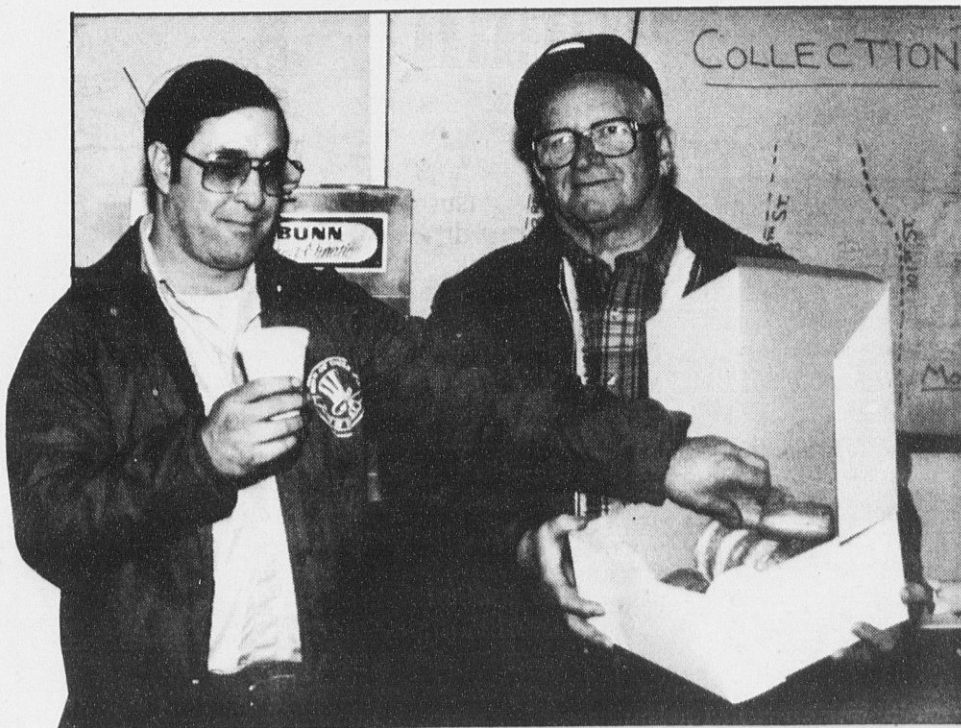
"Our crews have a monumental job to do," Salmon said, "and the residents of the congested neighborhoods did not understand the complexities of the situation."

"Now we can talk about the problems we are having with garbage collections, street cleaning, snow removal, without feeling that the other side isn't listening or interested," Dougherty observed. "The DPW crew gave us printed materials about how

garbage should be packed for quick pickup. We gave that info out to people who were complaining about the mess in the alley after the crew picked up the garbage. Now by packing the stuff properly the whole area is cleaner," Carpentier said proudly, "and we're all responsible for that, all of us."

"Cooperation might start with a cup of coffee and a caring ear," Rounds said, "and it can lead to cleaner streets, mutual respect and understanding. That's worth the effort."

"Now we can talk about the problems we are having ... without feeling that the other side isn't listening or interested."



TEAM EFFORT — CSEA Troy Unit President Joe Rounds, left, takes a doughnut offered by Joe Carpentier, president of the North Central Neighborhood Association. The group hands out coffee and doughnuts to DPW crews clearing streets as they work at night in snow storms.

Emergency

Workers help save a life

By Anita Manley
CSEA Communications Associate

CARMEL — CSEA member Dennis Zasso said he was "in the right place at the right time" when he drove his Putnam County truck past the door of the county office building lobby recently.

There in the doorway was his Department of Public Works co-worker Tom DelDuca with Assistant County Auditor John Dignam.



Dignam didn't look well and DelDuca was frantically waving Zasso down.

Dignam, it was later learned, was on medication for a hernia and ran out of the prescribed drug, Zasso said, so he took an over-the-counter medicine for pain. The drugs in his system did not mix well and he became seriously ill — his hands and face swelled and he began to go into shock.

Dignam's supervisor called to DelDuca, who then flagged Zasso down.

"Tom and I got him into the truck while Tom stopped traffic in front of the building," Zasso recalled. "I put on my four-ways (warning flashers) and stepped on it."

Zasso made it to Putnam Hospital Center just in time. Dignam was later told he could have been dead in just a few more minutes. He is still hospitalized because of an unrelated illness.

While Zasso and DelDuca feel that they did what anyone would have done, County Executive Peter Alexanderson said that the two building maintenance workers deserve special attention.

A few days later, he presented them with commendations stating that "a catastrophe was avoided because of the skillful and quick response to danger and knowledge of



EARNING RECOGNITION — CSEA Local 840 member Dennis Zasso, right, and Local 840 President Alice May show off the commendation Zasso received after helping to save the life of Deputy County Auditor John Dignam. Tom DelDuca, a co-worker of Zasso, also received a commendation for his action. He was not available for the photo.

lifesaving demonstrated by Thomas DelDuca and Dennis Zasso. This courageous action in averting what could have been a tragic loss was an act of heroism which deserves special recognition."

Putnam County CSEA Local President Alice May said she too is proud of the two CSEA members.

"I'm glad to see that county employees who are put to the test of an emergency can show their true value," May said. "I appreciate having Dennis and Tom as members of our CSEA local."

CWEP survey studies MHTAs

By Lilly Gioia
CSEA Communications Associate

NEW YORK CITY — Richard Moccia went to the CSEA/state Committee on Work Environment and Productivity (CWEP) seminar on grant applications last year and came away with a brainstorm.

Why not request a grant to scientifically and systematically tackle problems that have troubled mental hygiene therapy aides (MHTAs) for years?

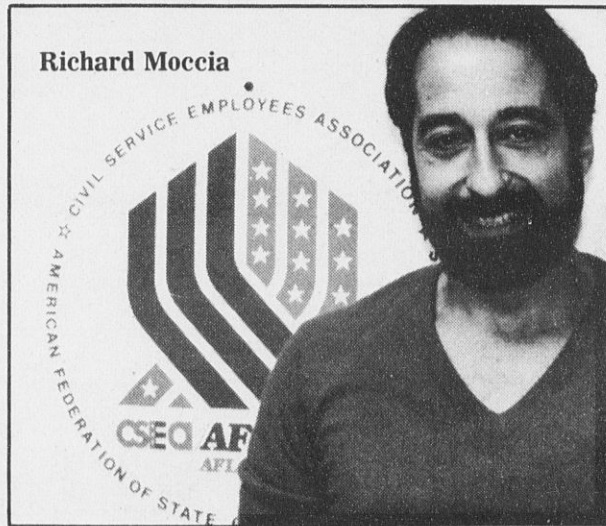
Moccia, a member of New York State Psychiatric Institute CSEA Local 419, said "the Band-Aid approach of the past hasn't worked" in dealing with the job stress of MHTAs. A therapy aide for 13 years, he took his idea for a \$5,000 grant to study the role of MHTAs on the treatment team to his co-workers and management. The idea sparked real interest.

"I have always believed therapy aides are key members of the mental health treatment team, but that their contribution is often undervalued," Moccia said.

A thorough study could open lines of communication between therapy aides, management and other members of the treatment team, ultimately benefitting the patients by enhancing the quality of care, he said.

Step one was the development of a detailed questionnaire. Moccia worked closely with management and Assistant Director Steve Papp as the proposal was written and approved. Columbia Teacher's College experts drafted the initial survey to

Richard Moccia



be circulated among the therapy aides at the psychiatric center.

Not surprisingly, the tabulated survey responses indicated that more than 90 percent of the MHTAs said they "dread" going to work most of the time.

Asked if they felt a part of the treatment team, "an overwhelming number responded they are not and that they feel overlooked." This is "despite the fact that we spend more time with the patient than anyone else," Moccia said.

Maxine Price, a therapy aide at the institute, sees the survey as a beginning.

"The survey was a good opener, a good idea to let MHTAs voice their opinion of their professional role, especially when a large majority of us have college (educations)," Price said. "I hope the study

won't be sidestepped, but that it will lead to providing for upgradings. I have been a therapy aide grade nine here for 17 years and have 56 college credits and there is no provision for advancement in this job title. I think the people who worked on the study put a lot of dedication into it, but a hell of a lot more needs to be done."

The psychiatric institute's prestigious reputation makes it a model facility to begin pilot projects to improve the stress factors and advancement opportunities of therapy aides, Moccia said.

"The group here is small enough to maybe turn things around," he speculated.

Items most requested by the surveyed MHTAs to improve their job status included strong emphasis on more educational opportunities and training programs leading to advancement, certification and possibilities to become licensed practical nurses. Also highly rated was improvement in communications skills for MHTAs to enhance their participation with nursing staff and doctors.

Sharing the results of the study with the entire staff, the true value of therapy aides as a group will be more appreciated and understood, Moccia said. Equally important, the questionnaire's information can be shared regionally, providing a model usable in other treatment centers.

"We are actually studying ourselves," Moccia said. "The grant was needed in order for people to have new respect for what a MHTA can achieve."

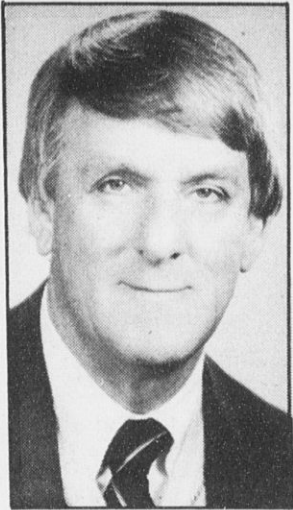
CSEA: 'Restore psych center aid'

Federal cutbacks threaten patient care

By Ron Wofford

CSEA Communications Associate

BUFFALO — Federal cutbacks of \$1 million a month to the Buffalo Psychiatric Center (BPC) "should be restored immediately, to prevent further deterioration of treatment of the patients there," according to Region VI President Robert L. Lattimer and Local 403 President Joseph Polito.



Robert Lattimer

The federal supplement to state aid to the facility was terminated following a surprise inspection this summer that revealed shortcomings in its handling of patients, insufficient staffing and sloppy record keeping.

Although CSEA has called for more staffing of BPC and other mental health centers throughout

the state, union leaders have called cutbacks of federal funding too drastic and non-productive. There have also been charges that politics are clouding the issue.

An official from the federal funding agency, Health Care Financing Administration (HCFA), has said a key question is whether the center has the resources from the state to sustain the improvement it needs to make.

"But the cutting of funds is doing exactly that," said Lattimer, "and it's the federal government that's cutting. This doesn't mean that the state is without fault, but a million dollars a month cut is ridiculous."

The state is trying to negotiate with the Reagan administration on two fronts for the restoration of the \$12 million a year in Medicare funding for the center. One is



through talks between Office of Mental Health (OMH) and HCFA officials aimed at pinpointing the alleged shortcomings, and the other is through possible court action by the attorney general's office.

A state-obtained restraining order on the cutbacks was lifted recently by federal Judge John Curtin when he determined he does not have jurisdiction or the right to order the U.S. Health and Human Services Department to provide the money. The state

had sought such an order.

CSEA is considering pushing for a consent decree ruling, much like the Willowbrook consent decree that fostered sweeping changes in mental retardation facilities throughout the state.

Lattimer said CSEA public policy specialist Marty Langer has been investigating the matter and will make a series of recommendation that should be ready before the next issue of *The Public Sector*.

CSEA wins proper asbestos plan

KINGS PARK — Fast action by Kings Park Psychiatric Center CSEA Local 411 saved members there from the risk of removing asbestos without proper training.

Employees from a local telephone company recently refused to install new telephone wires in the tunnels which carry lines for the center's electricity, water and telephones. Their reason: asbestos insulation which was loose on the pipes and floors.

Asbestos, used for many years as insulation, is now known to cause cancer, and it is of most concern when the tiny fibers are loose and airborne.

The center administration asked CSEA members to volunteer to clean the asbestos; they would have some equipment but no training. Local 411 President Tony

Bentivegna quashed the plan by filing an occupational safety and health complaint.

A lab test confirmed the asbestos contamination.

"Even routine maintenance work cannot be performed without disturbing this asbestos, and although respirators are available, no training program exists," Bentivegna said.

The presence of asbestos in the center is



Tony Bentivegna

understandable, since the facility is more than 100 years old and the discovery of asbestos dangers is comparatively recent. That, however, does not change the union's conviction that workers should not handle the material without proper training.

The union's persistence paid off.

"The hospital has currently contracted to have the entire hospital freed of asbestos," Bentivegna said. "It will be quite a feat, but a huge relief when it's gone."

"I'm glad management realizes the dangers of asbestos and that they're taking affirmative action to alleviate the problems in order to protect the members," said CSEA Field Representative Larry Borst. "More people should realize the dangers of asbestos. Even the slightest exposure can cause cancer."

No witches at Wassaic

But botched 'witch hunt' causes harm to many

Compiled by Anita Manley
CSEA Communications Associate

WASSAIC — Two more Wassaic Developmental Center employees suspended without pay more than a year ago following what CSEA called a "witch hunt" at the facility have been cleared and reinstated to their jobs with full back pay.



Delores Clark

Delores Clark and David Smith were among 40 Wassaic employees accused a year ago of various charges following a year-long undercover investigation at the facility. A key witness, an undercover informant, was later totally discredited. Charges have since been dropped against all the employees and most of those originally accused have since been reinstated to their jobs.

A dozen employees, including Clark and Smith, were suspended without pay. CSEA went to arbitration on behalf of those who were suspended, and Arbitrator Sheila Cole recently ordered that Clark and Smith become the latest of several workers reinstated with

back pay. The arbitrator noted in her decision that the testimony of the undercover agent was unreliable. A Dutchess county assistant district attorney said the same thing recently dropping all charges

against employees affected. There was no other evidence to support any charges against Clark and Smith, a CSEA spokesperson said.

Some of the dozen employees who were suspended later resigned, but Wassaic CSEA Local 426 President Tom LeJeune says, "I think they were coerced," and he believes their cases should be reopened.

Both Clark and Smith said the ordeal took a heavy toll on them, and both had high praise for the union lawyers who worked on their behalf throughout the arbitrations.

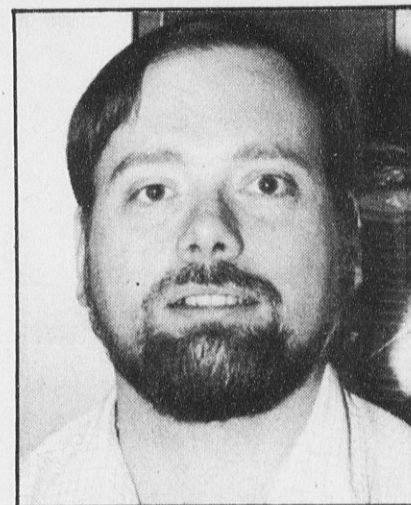
Clark called her attorney, Margaret Maroulis of Poughkeepsie her "best friend" throughout the year-long struggle.

"She kept telling me to stay with it," Clark said. "A lot of times I felt like giving up."

She said she is glad to be back to work. "I feel like Rip Van Winkle, like I've been asleep for a year."

"My CSEA attorney (Tom Mahar of Poughkeepsie) was great!" said Smith. "I'm glad he stuck by me."

He pointed out that he and Clark were actually charged twice — once by the state and once in a civil court — and were cleared each time. "We endured," said Smith.



David Smith

For a parent or elderly friend, here's a prescription plan of EPIC proportions

While most CSEA members are covered by a prescription drug insurance plan negotiated by the union, elderly parents or friends may not be as fortunate.

If you have a parent or friend who meets the eligibility requirements and could use help in meeting prescription drug costs, then EPIC (Elderly Pharmaceutical Insurance Coverage) might be the answer.

EPIC is a cost-sharing program, sponsored by New York state and designed for low- to moderate-income seniors who expect high expenses in purchasing prescription drugs but are unable to get adequate insurance coverage to help defray the costs. EPIC went into effect in October.

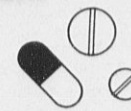
New York state residents age 65 or older with an income of less than \$15,000 if single or a joint income of less than \$20,000 if married, are eligible. However, individuals who are covered by Medicaid or enrolled in a health maintenance organization or health insurance program or members of a retirement plan with equal or better prescription coverage are not eligible for EPIC.

Since EPIC is a cost sharing program, premium payments or deductibles are involved and participants assume approximately 40 percent of the cost of each prescription with EPIC paying the remaining 60 percent.

Coverage is not automatic; an application is necessary. Therefore interested individuals should either call the toll-free EPIC Hotline at 1-800-332-EPIC or use the information request form at right to obtain necessary details.

Information is also available by contacting your local County Office for the Aging.

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If you're 65 or older and meet income eligibility requirements, EPIC might save you money on your prescription drugs. Learn more. Write today for a free brochure by simply filling out and mailing the following coupon to:

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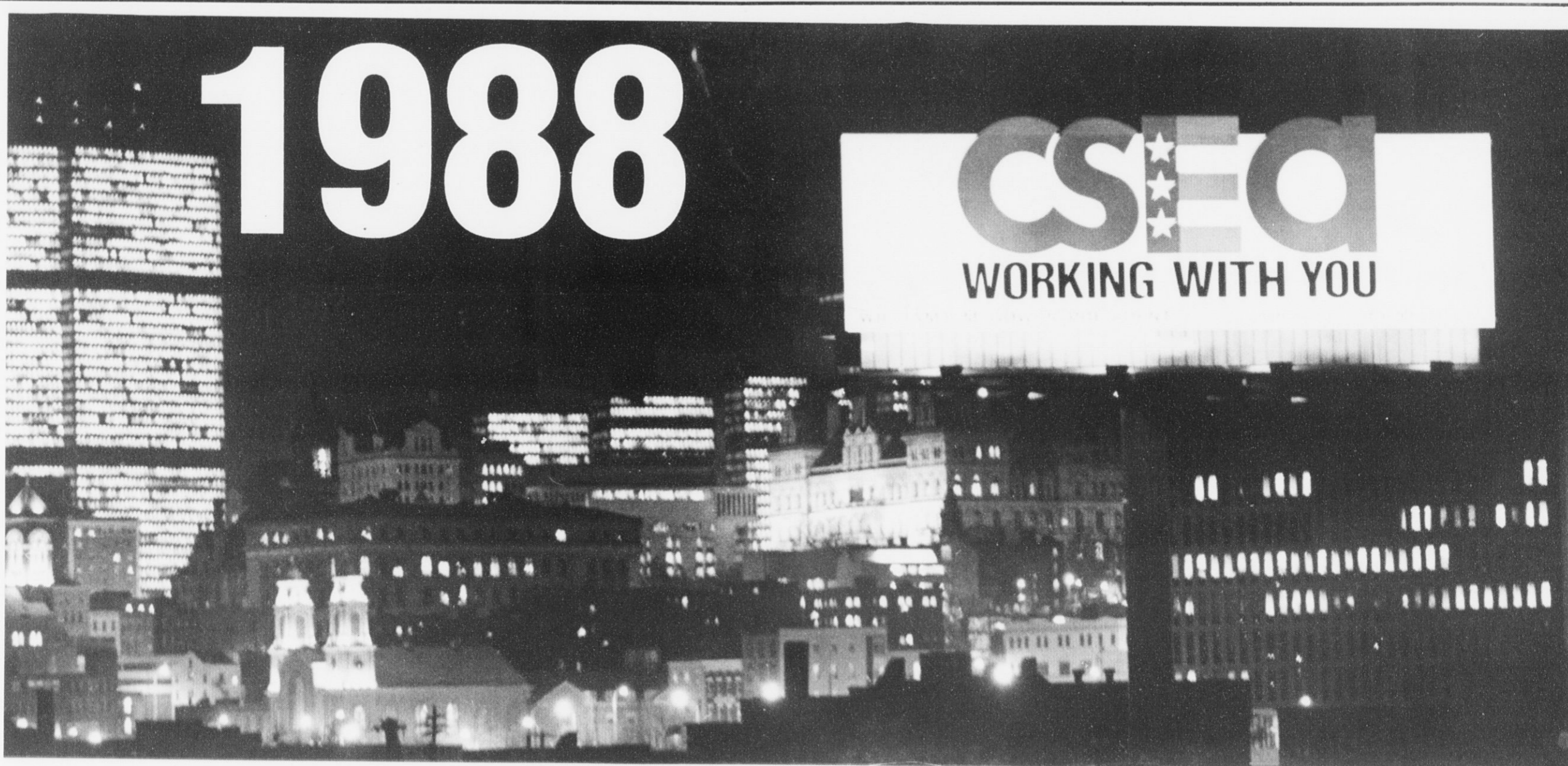
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N.Y.S. Health Department and Office for the Aging

1988



CSEA
WORKING WITH YOU



January

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
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February

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June

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August

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December

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WILLIAM L. MCGOWAN, President



Local 1000, AFSCME, AFL-CIO

New York State's Largest and best Public Employees Union

DATES TO REMEMBER IN 1988

New Year's Day Friday, January 1
 Martin Luther King Day Monday, January 18
 Lincoln's Birthday Friday, February 12
 Washington's Birthday Monday, February 15
 Good Friday Friday, April 1
 First Day of Passover Saturday, April 2
 Easter Sunday Sunday, April 3
 Memorial Day Monday, May 30
 Independence Day Monday, July 4

Labor Day Monday, September 5
 Rosh Hashanah Monday, September 12
 Yom Kippur Wednesday, September 21
 Columbus Day Monday, October 10
 Election Day Tuesday, November 8
 Veterans Day Friday, November 11
 Thanksgiving Day Thursday, November 24
 First Day of Hanukkah Sunday, December 4
 Christmas Day Sunday, December 25



STATEWIDE HEADQUARTERS
143 Washington Avenue
Albany, N.Y. 12210
Toll Free (All Departments) 1-800-342-4146

CSEA REGIONAL HEADQUARTERS

CENTRAL REGION 5
 290 Elwood Davis Road
 Suite 308
 Liverpool, N.Y. 13088
 (315) 451-6330

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

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

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

METROPOLITAN REGION 2
 11 Broadway
 Suite 1500 15th Floor
 New York, N.Y. 10004
 (212) 514-9200

LONG ISLAND REGION 1
 Hauppauge Atrium Building
 300 Vanderbilt Motor Parkway
 Hauppauge, N.Y. 11787
 (516) 273-2280

CSEA EMPLOYEE BENEFIT FUND 1-800-342-4274
CSEA MASTER PLAN 1-800-462-2636
JARDINE INSURANCE 1-800-342-6272



1987

Kudos & Uh-ohs

Compiled by
Stephen Madarasz
CSEA Communications Associate

As 1987 comes to a close, *The Public Sector* takes a look back and offers some "Kudos & Uh-ohs" for the people and events that made the year memorable!

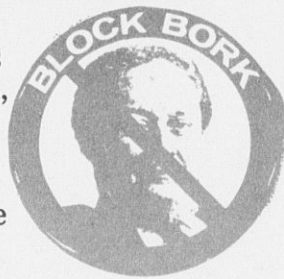
POLITICAL QUOTE OF THE YEAR



During a press conference held by conservatives to announce a break with President Ronald Reagan over his arms treaty with the Soviets, Reagan was called "a useful idiot for Kremlin propaganda."

GEE, I DIDN'T THINK YOU'D TAKE IT PERSONALLY

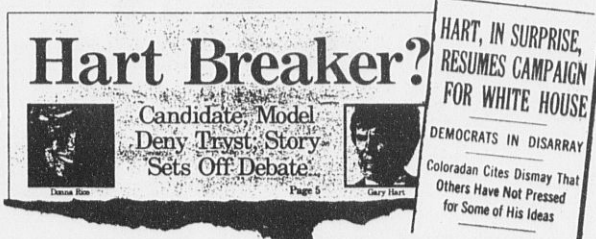
Judge Robert Bork's anti-labor, anti-women, anti-personal freedom views, rulings and writings led to his rejection as a Supreme Court Justice.



REEFER TO JUSTICE DEPARTMENT FOR REVIEW

Judge Douglas Ginsburg's admission that he used marijuana sent his shot at the Supreme Court up in smoke and left the Reagan Administration holding the bag on an inadequate background check.

RICE-A-RONI CHALLENGE OF THE YEAR



Democratic presidential hopeful Gary Hart got more than a little egg on his face when his challenge to reporters to see if they could find any dirt on his private life appeared in the New York Times the same weekend he was caught in some "Monkey Business" — leading to his withdrawal from the campaign.

But in what has to be the "Attempted Resurrection of the Year," Hart garnered all the headlines again when he appeared like Lazarus to re-enter the presidential race.

MOST DRAMATIC EXIT

Obviously Ronald Reagan wasn't the only member of his administration with a dramatic flair — former CIA Director William Casey took much of the critical information about the Iran-Contra events to the grave with him last spring, just as the congressional inquiry was gearing up.

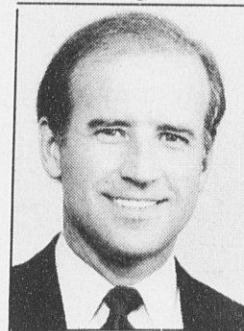
LIFE IMITATES TV SOAP OPERAS



Before this year, if someone made up the characters, events and dialogue involved in the Jim and Tammy Bakker-PTL-Jessica Hahn-Jerry Falwell controversy, nobody would have believed it. Now they'll probably make a TV mini-series.

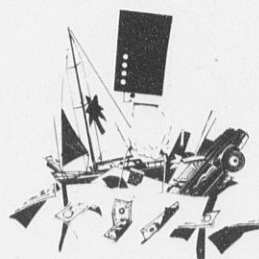
JUST SEEING IF YOU WERE PAYING ATTENTION

Sen. Joseph Biden's presidential express was derailed after he admitted stealing other people's speeches as his own and saying he graduated at the top of his law school class when he really graduated at the bottom.



THE FEATHER YOUR OWN NEST AWARD

To the New York State Legislature which raised its own base salary from \$41,000 to \$60,000 per year!

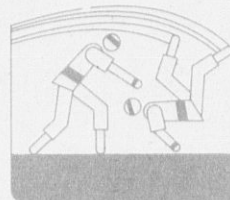


BEST VANISHING ACT

The New York State Legislature, which in the wake of no-show scandals, indictments and the big salary increase got out of town and stayed out, failing to convene a special fall session for the first time since 1972!

LEGISLATIVE SIDE-SHOW

In one of the more bizarre side events at the capital, top Assembly staffer Norman Adler lost his cool and his job when he got a little pushy and personal with New York Post reporter Fred Dicker while a TV camera crew captured the incident.



THE JURY'S STILL OUT

On Senate Minority Leader Manfred Ohrenstein, under indictment with three other state senators and a staffer for using legislative employees to do full time political campaign work.

BEST PRESIDENTIAL PERFORMANCE BY A NON-CANDIDATE

Gov. Mario Cuomo continued to lead many presidential preference polls despite his professed "non-candidacy." Maybe he got the presidential campaign confused with the anti-drug campaign where you "Just Say No."



EVERYTHING YOU ALWAYS WANTED TO

KNOW ABOUT THE SUPERCOLLIDER BUT WERE AFRAID TO ASK

We're giving Lt. Governor Stanley Lundine his own supercollider.

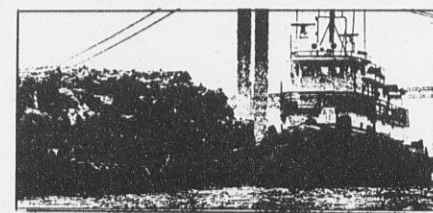


MOST DRAMATIC PERFORMANCE BY A STOCK PORTFOLIO

The New York State Retirement System reportedly lost \$6 billion in value in one day of trading on Wall Street's "Black Monday."



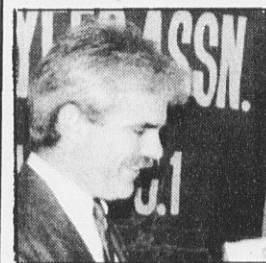
YEAR'S MOST DISGUSTING EXAMPLE OF CONTRACTING OUT



The Gar-barge.

TRY A SHORTER 'SKI

With CSEA's help, Erie County voters changed county executives from a Rutkowski to a Gorski.



UNDERDOG MATINEE IDOL

Assemblyman Pat Halpin with CSEA help overcame tremendous political odds to be elected Suffolk County Executive.

WORST JAMES BOND IMITATION

The state Office of Mental Retardation and Developmental Disabilities continued its cloak and dagger ways, using "undercover" operatives to spy on employees. Two of the more memorable snoops — an exhibitionist who exposed himself to female employees and a proven liar whose lack of credibility threw all of his accusations out of court.

Tragedy spurs CSEA members' charity.

NEWBURGH — Taking on a tragedy that cost them a friend and co-worker, Town of Newburgh employees have pledged portions of their salaries for an entire year to aid his newborn son.

For 31-year-old Jeff Vernooy, a 14-year town highway department employee, Thanksgiving 1987 was to be special. Married for only a couple of years, Jeff and his wife, Sandy, had just become parents of a baby boy.

But something went terribly wrong.

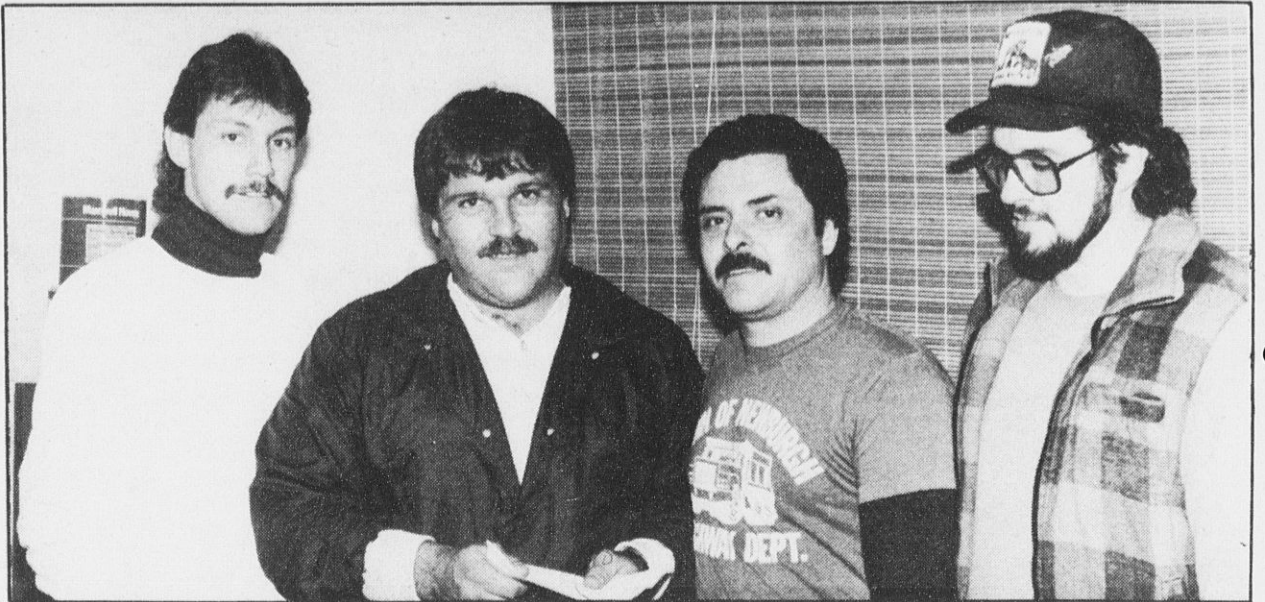
The Wednesday before Thanksgiving, Vernooy was called home because of a plumbing problem, recalled Gary Kulisek, a co-worker and CSEA unit vice president. No one is sure what happened next, but Kulisek said Vernooy's body was found inside his truck, parked on the roadside.

"He apparently did not feel well, because he pulled off the road," Kulisek said. "He knew something was wrong."

A recent autopsy report showed nothing conclusive. Kulisek noted that Vernooy had suffered earlier in the month from a flulike illness.

"They still don't know what happened," Kulisek noted.

The concern now is for Vernooy's family. Kulisek suggested setting up a trust fund for



TRUST FUND — Town of Newburgh Highway Department workers are pleased with the results to their call for donations to a trust fund. The fund will be used for Justin Vernooy, infant son of Jeff Vernooy, a co-worker who died unexpectedly. Shown here are, from left: Unit President Fran Rightmeyer; Vice President Gary Kulisek; Kevin Shaw, who is Vernooy's brother-in-law; and Darrell Benedict, a trustee of the fund.

Justin, Vernooy's son.

Response has been phenomenal, Kulisek said. In fact, town officials recently approved payroll deductions for employees who authorize them.

So far, most of the town employees have either made outright donations or have

authorized deductions of up to \$10 a week, Kulisek said. He estimates that the trust fund will total more than \$8,000 when the year is over.

"Jeff will be remembered," he said. "There's no doubt about it."

Health Dept. smoking policy signed

A strict smoking policy becomes effective on Jan. 4, 1988 for all work locations of the state Department of Health under an agreement between CSEA and the state. The only exceptions to the new policy will be department institutions where smoking policies will be developed locally.

Under the policy, smoking will only be permitted in cafeterias, buffeterias, lunch rooms and lounges which contain designated smoking areas; in enclosed offices occupied exclusively by smokers and in some restrooms under certain conditions. Smoking will be prohibited in all other indoor worksite locations under terms of the agreement.

"As a general rule we are not happy with a no smoking policy. However, we feel that this negotiated agreement protects both parties; the smoker and non-smoker," says CSEA statewide President William L. McGowan.

The tough new policy also limits smoking in offices occupied exclusively by a smoker or smokers. Smoking will not be allowed until the last scheduled meeting has ended

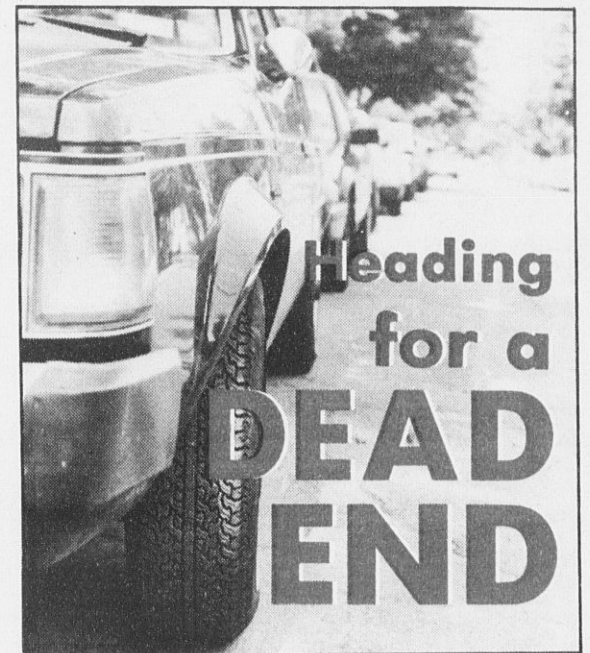
on any day in which one or more meeting is scheduled to be held in such offices. No smoking will be permitted during impromptu meetings as well.

As for restrooms, smoking will be allowed only in restrooms on alternate floors in multiple-floor work sites. All other restrooms will be marked "No Smoking."

In work sites containing one or fewer restrooms for men and women, the restroom(s) will be designated "No Smoking." In single-floor work sites containing more than one men's and one women's restrooms, smoking will be allowed in one men's and one women's room and the others will be designated "No Smoking."

Under terms of the agreement, a smoking cessation awareness program will be conducted for department employees who wish to participate in such a program.

The new policy is described as a minimum standard "and in no way diminishes the right of a local Labor/Management Health and Safety Committee to mutually agree on more stringent smoking restrictions."



ALBANY — The city of Albany's parking permit plan appears headed toward a dead end.

The law, which restricts weekday parking to 90 minutes in many downtown neighborhoods, is aimed primarily at state employees who form the largest block of workers in the Capital City.

CSEA has been legally challenging the restrictions and the city has been regularly losing in court. Now the city appears to be running out of higher courts.

On Dec. 15, the Appellate Division refused to grant the city permission to appeal its previous decision which unanimously struck down the law. The city now has 30 days to go directly to the Court of Appeals for permission to appeal.

Meanwhile, parking restrictions remain in effect but CSEA is confident their time is running out. And statewide President William L. McGowan is hopeful "this entirely needless issue will be put to rest once and for all."

Empire Plan injunction lifted

ALBANY — A huge premium increase for state and local governments and their employees enrolled in The Empire Plan health insurance program will apparently go into effect in January despite a lawsuit filed against the increases by CSEA and other major public employee unions in the state.

State Supreme Court Justice Harold J. Hughes lifted a temporary restraining order on Dec. 18 which had prohibited a scheduled 56 percent rate increase from going into

effect in January. The temporary ban had been in effect since the lawsuit was filed a week earlier.

Justice Hughes reserved decision on a motion from the state to dismiss the lawsuit itself, and it is expected that further legal proceedings will resume in January.

The rate increase will affect about 250,000 state workers and 190,000 local government employees who are subscribers to The Empire Plan.

He's a good man for the job

By Anita Manley
CSEA Communications Associate

MIDDLETOWN — Art Townsend has what it takes to fill the job of Employee Assistance Program (EAP) coordinator at Middletown Psychiatric Center.

A former food service worker and longtime CSEA member, Townsend is "the absolute model for an EAP Labor/Management program," according to Peg McDonald, a field representative for the state EAP. "He's caring, he's nurturing and he works terribly hard at getting the information he needs," she said.

Chosen "employee of the year" in 1986, Townsend came to the psychiatric center as a kitchen helper 29 years ago and worked his way up to cook. About a year and a half ago, he passed the therapy aide exam.

Meanwhile, he was serving on the EAP committee and became chairperson. Co-workers urged him to apply for the EAP coordinator job. As part-time coordinator, he had shared the job with another employee. When the other coordinator left, Townsend became full-time coordinator.

As coordinator, Townsend remains an employee of the center and a member of CSEA;

he is given "release time" to perform his EAP duties.

Many resources are available to the more than 400 EAP coordinators with CSEA across the state, he points out.

"We have manuals; we can call on other coordinators, community service organizations, and the state sponsors workshops on subjects such as drug and alcohol addiction and suicide," Townsend explained. "I try to attend as many as I can."

The most prevalent problems he sees are drug and alcohol addiction.

"It's an all-round problem that can happen to anyone," he said. "We're getting so many people with both problems."

Townsend emphasized that a person must want help if a program is to work. Just as important is family involvement; many programs include spouses and children to help them to support the drug-addicted or alcoholic person.

"A good aftercare program for the family is important so there's no repetition of the problem," Townsend explained.

Often a supervisor will refer an employee to EAP.

"Lots of times ... a supervisor will ask to talk to me and tell me about an employee who has a bad attendance record or seems troubled," Townsend said.

Townsend will interview the employee and suggest programs that may help.

"I can let the supervisor know that person has come, but I won't release any information unless the person gives me permission," Townsend explained, because confidentiality is the key to a successful EAP.

"I've had a lot of upper management people come to me for help," he noted. "It's good to know that they have confidence in me."

That confidence is well earned, according to CSEA EAP Coordinator James Murphy.

"I've known Art for several years and find him to be a caring individual," Murphy said. "He's not in it for himself, he's in it for the employees."

Townsend estimated that he refers about 30 people a month to different programs and resources.

Drug and alcohol problems aren't the only ones he addresses.

"I also see people with marital, financial, legal and sexual problems," he said. "Some employees just need a shoulder to cry on."



Art Townsend

EAP: What is it?

The CSEA Employee Assistance Program (EAP) is like a rural emergency service, says statewide EAP Coordinator James Murphy.

"In a rural community, who makes up the ambulance service and the fire department? The people in the community who care. That's the EAP coordinators," he says. "They're not trained to be psychiatrists but to help people get to the right place for help."

EAP is designed to help workers deal with personal problems that can affect their work performance such as alcoholism, drug abuse or marital problems, Murphy explains. EAP coordinators at the worksites offer peer counseling and referral to agencies and programs that can help them.

First negotiated in 1976, EAP now exists in more than 400 worksites at both state and local levels. More than 4,000 people, including employees' family members, come to EAP coordinators for information and referrals each month.

The program has become an international model, attracting attention from Australia and Canada as well as other states.

EAP coordinators are co-workers who get release time for EAP duties. Murphy says an EAP coordinator must be willing to listen, eager to help, sincere, sensitive to others and respectful of confidentiality.

The system works well. A worker who is having trouble goes to a co-worker — not a supervisor — to talk about his difficulties and seek help.

"We've developed something that's really taken off," he says. "The membership should be proud."

CSEA fights for members hit with discrimination

BROOKLYN — More than 120 CSEA Local 646 SUNY Downstate Hospital attendants traded in visions of sugarplums this Christmas for visions of victory in their class action grievance against biased hiring practices of the hospital's Nursing Administration.

After years of unsuccessful attempts to gain job recognition with salary grade improvements, the overwhelming majority of female grade 5 attendants are bitterly condemning recent recruitment policies that allow newly-hired males a higher salary grade for exactly the same duties performed by incumbent women employees.

CSEA recently filed a grievance against Downstate over the hiring policies.

"I get so mad when I think about it. My most unhappy day is my pay day, to know that I wasted 18 years in this place without being upgraded," said CSEA member Carmen Pitter, a hospital attendant in the maternity ward.

CSEA Local 646 President Bob Keeler contends that Nursing Administration hiring practices "are outright discrimination

against our female attendants with years of experience in patient care" and "flagrantly disregard our contract in doing what they please with job titles."

Over the years, hospital attendants have taken on more direct patient care, Keeler contends, and they now spend more than 90 percent of their workday in direct patient care.

For labor and delivery room attendants Norma Ramsey and Norma Phillips, this means routinely monitoring all vital signs of mothers and newborns in the teaching hospitals' obstetrical-gynecological unit, where all patients are classified as high risk cases.

Ramsey, a 21-year veteran attendant grade 5, blames low state nursing salaries for the high turnover rate of SUNY Downstate's regular nursing staff.

"Nurses are not staying here and they (management) are using us to do the nurses' work," she maintains.

"More is always added to the job and nothing is taken away," adds Pitter, frustrated by the system. "Our work duties have increased and the patient load is greater. After all, somebody had to do the work!"

CSEA in-service advantage

LPNs gain from workshop

NEW YORK — A group of metro-area licensed practical nurses (LPNs) recently attended a day-long seminar that underscored the challenges facing nurses in the 1980s.

The New York City workshop was one of a series of training sessions held across the state for LPNs, a program CSEA negotiated into the Institutional Services Unit (ISU) contract.

Focusing on a variety of serious health problems from alcoholism and drug addiction to recognizing signs of burn-out in themselves and co-workers, the program

earned the endorsement of the LPNS because it enhanced their on-the-job skills.

"I think on-going, in-service education is vital for LPNs," said Manhattan Psychiatric Center nurse Margaret Carr. "Reviewing the different symptoms of the alcoholic patient and drug abuser has helped me a lot."

Working in the young adults' admission section at MPC, Carr is no stranger to the torments of cocaine, crack and chemically addicted patients. They enter treatment with severe behavioral problems and are

subject to unpredictable violent outbursts that are guaranteed to raise the stress level of any 1980s Florence Nightingale.

Many nurses shared their sadness seeing the almost lifeless-looking newborns of young cocaine-addicted mothers. Unlike highly agitated, irritable heroine-addicted infants, crack babies are like "dead babies," they all agreed.

Nurses become so sensitive to everyone else's feelings, they can lose touch with themselves and their own feelings, instructors emphasized. LPNs were advised to recognize their own feelings, take breaks, walk briskly, exercise and take positive actions to relieve job stress and tension.

The attending nurses work at Manhattan Psychiatric Center, Bernard Fineson Queens Center, Brooklyn Developmental Center, Creedmoor Psychiatric Center, SUNY Brooklyn Health Science Center and Manhattan Childrens' Psychiatric Center.



INSERVICE SESSION — LPNs in Region II recently attended a workshop addressing nursing in the 1980s.

Unit leader on a winning roll

By Ron Wofford
CSEA Communications Associate

NIAGARA FALLS — For Jessie Singleton, president of the Niagara Education Local School Aide Unit, hard work is earning its rewards, both on the job and off.

Her unit is celebrating a recently-negotiated three-year contract that brings her 220 fellow employees "into the twentieth century," Singleton said.

The contract, unanimously ratified, provides:

- * Wage increases of 5.6 percent, 6.3 percent and 6.9 percent over the life of the agreement
- * A hospitalization plan
- * Increase in paid holidays from two to seven
- * Another personal leave day
- * Improved unpaid personal leave policy
- * Agency shop
- * Advisory arbitration

On a personal level, Singleton is celebrating her inclusion in the 1988 edition of "Who's Who Among Students in American Universities and Colleges."

The national recognition reflects not only her academic accomplishments, but also her job duties and skills as a union officer and public employee.

Singleton has been attending Medaille College in Buffalo at night since 1983 and will graduate in May 1988 with a degree in human resource development.

With a life that includes a full-time job, all the concerns of a working mother, the travails of a unit officer and a 40-mile round-trip commute for classes, she was

understandably thrilled to learn of her latest collegiate honor.

The award recognizes outstanding student leaders through a campus nominating committee based on above-average academic standing, community service, leadership ability and potential for continued success. Singleton certainly fits the requirements.

Her education has aided her in union activism too, Singleton noted.

"My courses helped me tremendously in all my union duties," she said, "including negotiating our contract."

Those courses included one in organizational structure, which dealt with negotiating styles.

And what's next for the energetic Ms. Singleton?

"In the near future I'll probably take some courses at Cornell School of Labor Relations," she predicted, "but eventually I would like to work for CSEA."

Another project for the 14-year Niagara Schools employee is to develop a series of workshops for school aides in all 14 district schools in "Techniques for Assertive Discipline." The series, developed at the request of Thomas Insana, civil service personnel administrator, is aimed at helping aides handle children with behavioral problems.

The school aide unit's negotiation committee included collective bargaining specialist Danny Jinks, Vice President Kate Naus, Gloria Panattoni, Joanne Berger, Marcia Callan, Vorie Boling and Neziezadie McBride.



JESSIE SINGLETON, left, assists students Sharon Bryan and Lyle LaBarr at the Niagara Falls Adult Education Center.



LI STARK
Westchester County
Local 860 Region III
"I never make New Year's resolutions. Nobody ever keeps them. They're meaningless."

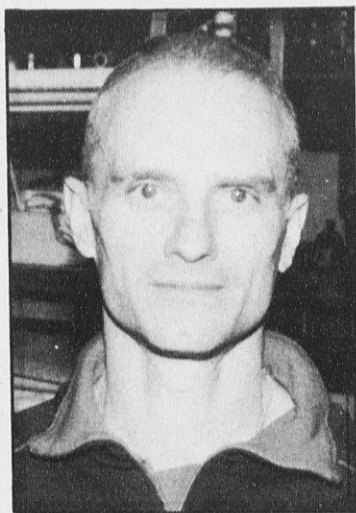


THE TIMES, THEY ARE A-CHANGING

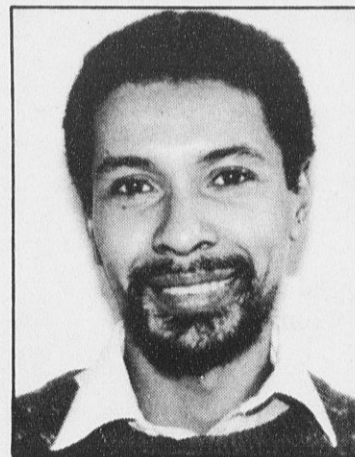


JEANNETTE FALCONE
Niagara County
Educational Employees
Local 872 Region VI
"I plan to allow myself to have more time to pursue recreational activities such as boating, skiing and golfing."

What's your New Year's resolution?



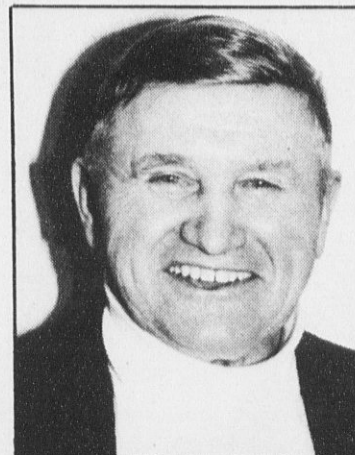
NED GOEBRICHER
SUNY Oswego Local
611 Region V
"I will continue giving my full support to issues that concern safety and health here at SUNY Oswego and for all public employees statewide."



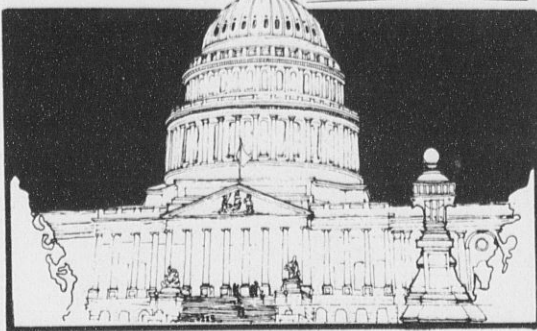
MICHAEL WATSON
Manhattan Psychiatric
Center Local 413
Region II
"As a member of the apprenticeship program for stationary engineers, my resolution is to get straight A's in my school work."



Happy New Year
1988



MARCEL LAURIN
Clinton County Local
810 Region IV
"I resolve to retire in 1988 and to enjoy it! Also I resolve to tell more CSEA members about the CSEA scholarship program for members' children since this program has helped my daughter greatly."



He may be new to AFSCME, but he's well-known in political circles. Jerry D. Klepner, a former staff director of the U.S. House Committee on Compensation and Employee Benefits has recently been named as AFSCME's Legislative Director.

In that position he will oversee AFSCME's lobbying activities.

"Jerry Klepner brings an impressive record of legislative achievement and solid background in Washington to us," says AFSCME President Gerald McEntee.



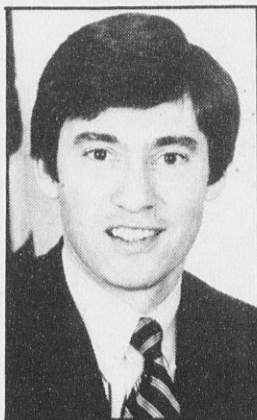
KLEPNER — AFSCME's new main man on the hill

"He is particularly knowledgeable about public employee issues and is a recognized expert on a whole range of employee benefit issues including retirement income and child care," McEntee adds.

Klepner, who succeeds AFSCME's longtime Legislative Director William Welsh, is also a former Legislative Director for the National Treasury Employees Union and a former editor for the Bureau of National Affairs.

Rep. Tom Downey (D-Long Island) is pushing a measure that would almost certainly "sweeten" everyone's holiday cheer — It's a bill to phase-down the price support system for American sugar.

Downey believes the current program keeps sugar prices "artificially" high. "The big losers under the current sugar program are the consumers, more than 245 million of them — The price of domestic sugar is an average three to five times the world price," he says.



DOWNEY — Visions of sugarplums in his head?

Downey's proposed changes are aimed at making prices more competitive and lowering the cost of products such as candy bars and soda less expensive.

Other New Yorkers co-sponsoring the bill are Rep. Stephen Solarz (D-Brooklyn); Rep. Joseph DioGuardi (R-Westchester); Rep. Gary Ackerman (D-Queens); Rep. George Wortley (R-Syracuse); Rep. George Hochbreuckner (D-Long Island); and Rep. Charles Rangel (D-Manhattan).

High hopes, PEOPLE power & Social Security assurances



Members of the CSEA PEOPLE Committee during a recent meeting. At left is the new statewide Chairperson Paulette Barbera of Long Island Developmental Center. Your participation in the PEOPLE program can make a big difference in the political process.

Public Employees Organized for Political and Legislative Equality (PEOPLE) — our political action fundraising arm is gearing up for the coming year, which will include major involvement in the presidential election. Your contributions to the program make a big difference in helping elect candidates who will serve in the best interest of working people! We'll provide full details of plans and how you can help in an upcoming edition.

There's progress to report on the High Risk Occupational Disease Notification and Prevention Act — a measure that AFSCME has actively pushed. The legislation takes the concept of "workers' right to know" about dangerous materials and conditions in the workplace one step further.

Rather than just ensuring that workers be told about such materials on request, this bill would *require that workers be notified* if theirs is a high-risk field in terms of toxic exposure or occupational disease.

Other provisions include:

- * Counseling on appropriate medical screening for occupational disease
- * Encourages the establishment of occupational health clinics
- * Expands federal research, training and education on occupational disease
- * Creates an insurance incentive for the early detection and treatment of occupational disease
- * Protects workers with occupational disease from discrimination

The bill has been approved by the House and reported out of the Senate Labor Committee. The showdown on the Senate floor is expected in February or March.

Rep. Sherwood Boehlert (R-Utica) recently hosted Social Security Administrator Dorcas Hardy on a tour of his district, including two press conferences to publicize "scare tactics" used by several organizations to get money from senior citizens.

They explained that the National Committee to Preserve Social Security, a group headed by a son of Franklin Roosevelt, and other groups, use deceptive mail to solicit contributions from the unsuspecting elderly. The appeals usually claim that "power interests" in Washington want to cut Social Security benefits.



BOEHLERT — Groups "bilking the elderly"

But Boehlert says that's nonsense and neither he nor any of his colleagues has ever been lobbied by any of the organizations sending out this mail. "They're bilking older Americans, plain and simple," he says.

Hardy added that long-held fears about social security benefits for future generations are not valid. "You can count on them- they will be there, but you should also make other plans. Social Security was never intended to be your total retirement income. It's a floor of protection."

The U.S. Labor Department has a new chief — conservative Ann Dore McLaughlin, who has held a number of official positions in the Reagan Administration has been approved by the Senate to succeed William Brock.

FYI goodwill

SUNY Geneseo CSEA Local 608 recently published the third edition of their local newsletter, F.Y.I. To improve communication among sister unions on the campus, they've sent copies to representatives of PEF, Council 82, FSA and UUP, with a letter asking each to indicate their interest in receiving future issues. Pat Harter chairs the F.Y.I. committee, which includes Donna Hanna, Joan Orton and Jeannie Piraino. Arlie Bennet is local president.



A GOOD TURNOUT — Information was the order of the day as CSEA officers and staff answered questions at a recent Gowanda Psychiatric Center event. From left, CSEA Local 408 Steward Linda Hussey; PEOPLE Coordinator Sheryl Sheller; CSEA Region VI Safety and Health representative John Bieger; Region VI Vice President Marie Prince; CSEA Local 408 President Wayne Jones; Local 408 Vice President Joe Hageman; and Local Grievance Chairperson Candace Termer.



Santa Claus, also known as Harlem Valley Psychiatric Center Local 409 President Henry Walters, entertains at a holiday party for children who attend the on-campus day care center at the facility. Walters passed the children's wishes directly on to the North Pole so that they would be fulfilled for Christmas.

This, that

AND THE OTHER THING

Pregonomics

A workstation designed for the pregnant woman.



Chautauqua County Local 807 President Jim Kurtz came across the above item recently and passed it on to CSEA statewide Secretary Irene Carr for consideration. While CSEA has been deeply involved in ergonomics—the study of the relationships between office design, technology, people and productivity — Pregonomics might just be a whole new idea whose time has come.



Nice work in Newburgh

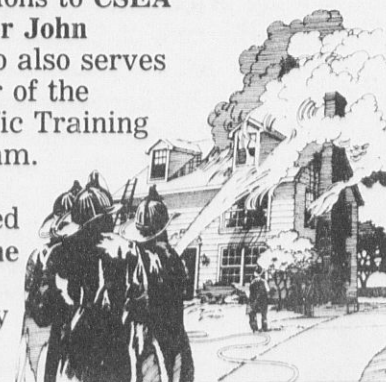
City of Newburgh CSEA Unit President Sallie Bauer and Councilwoman-elect Regina Angelo put the finishing touches on the city's Christmas tree which stands on Broadway in Newburgh overlooking the Hudson River. Angelo, a CSEA member employed by the Newburgh School District, was endorsed by CSEA in her election this year.

Hundreds of red bows that decorate the tree were made by Unit Treasurer Barbara Higgins.

At right, Newburgh Public Works employee Brent LaDuca gets the trees in front of city hall ready for the holiday season.

Weidman cops fireman honor

Congratulations to CSEA Board member John Weidman, who also serves as coordinator of the Agency Specific Training Grants Program. John was recently named Fireman of the Year for his department by the Colonie Elks.



CSEA member's collection

Multiplying like rabbits

By Sheryl Carlin
CSEA Communications Associate

RONKONKOMA — Some people might knock down their walls to make room for a growing family, but the Latopolskis have thought about it for the sake of a rascally rabbit.

Bill Latopolski, a member of the Brookhaven Blue Collar Unit of Suffolk County CSEA Local 852, and his wife, Joan, have devoted much of their time and money, lots of wall space and a full bedroom to a famous fellow who eats raw carrots.

The Lotopolskis are Bugs Bunny fanatics. They've invested thousands of dollars in their collection of Bugs Bunny memorabilia, which includes stuffed animals, clothing, hats, posters, glasses, watches, puppets, music boxes and an alarm clock that announces "Get up Doc, it's time to get up."

It all began about eight years ago when Bill bought Joan a Tasmanian Devil and decided to put "What's Up Doc?" on the fender of his truck. Two years later, Joan married Bill and now shares his passion for the collectibles.

"I don't mind it at all," said Joan. "Bill gets so much pleasure from it and it really is his thing. We both enjoy it. We're talking about knocking down the wall in the extra bedroom because the collection is getting so large."

The Latopolskis get most of their items from antique and curio shops as well as family and friends.

"We cruise toy stores," said Bill with a laugh.

Bill, a heavy equipment operator at the Brookhaven Landfill, has the original Bugs Bunny wristwatch, still boxed. He also has a Bugs Bunny pull-toy from 1945.

The most valuable items in his collection are the celluloids adorning his living room walls.



BUGSMANIA — We've all heard how fast rabbits reproduce, but this is ridiculous!

"The cells are single drawings that, when added to thousands of others, become animation," Bill explained.

For two years, the Latopolskis tried unsuccessfully to visit Warner Brothers Studios in California.

"So we bought some stock and now we get invited as stockholders," Bill said.

This year the couple finally toured Warner Brothers Studios and visited the home of Mel Blanc, the man who did voices, including Bugs Bunny's, for Warner Brothers until 1962.

The Latopolskis also met Chuck Jones, a director, producer and animator who drew

right on the walls in the Museum of Modern Art as part of their opening ceremony.

The Latopolskis are still looking for Bugs Bunny items: a 1977 Mother's Day plate, a 1959 lunchbox, a cookie jar and the fifth Bugs Bunny music box.

Some people request to be buried wearing a particular piece of jewelry or maybe with their boots on. Bill wants to be buried with his Bugs Bunny memorabilia.

"I have it written in my will," he said. "I want it buried with me. The rest will be left to Joan and some other relatives."

And his tombstone?

It will be inscribed "What's Up Doc?" That's All For Now!!!



CARTOON CHARACTERS Bugs Bunny and Elmer Fudd in one of the original celluloids used to make animation.



BILL LATOPOLSKI and his wife, Joan, show off their Bugs Bunny memorabilia. Joan holds the original watch and the largest Bugs Bunny; Bill has the 1947 talking doll.