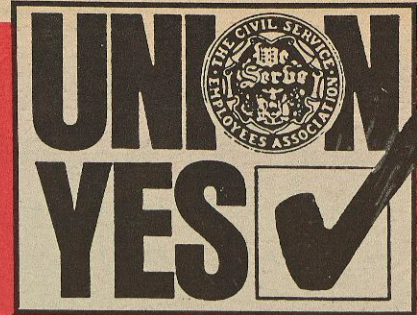


THE PUBLIC SECTOR



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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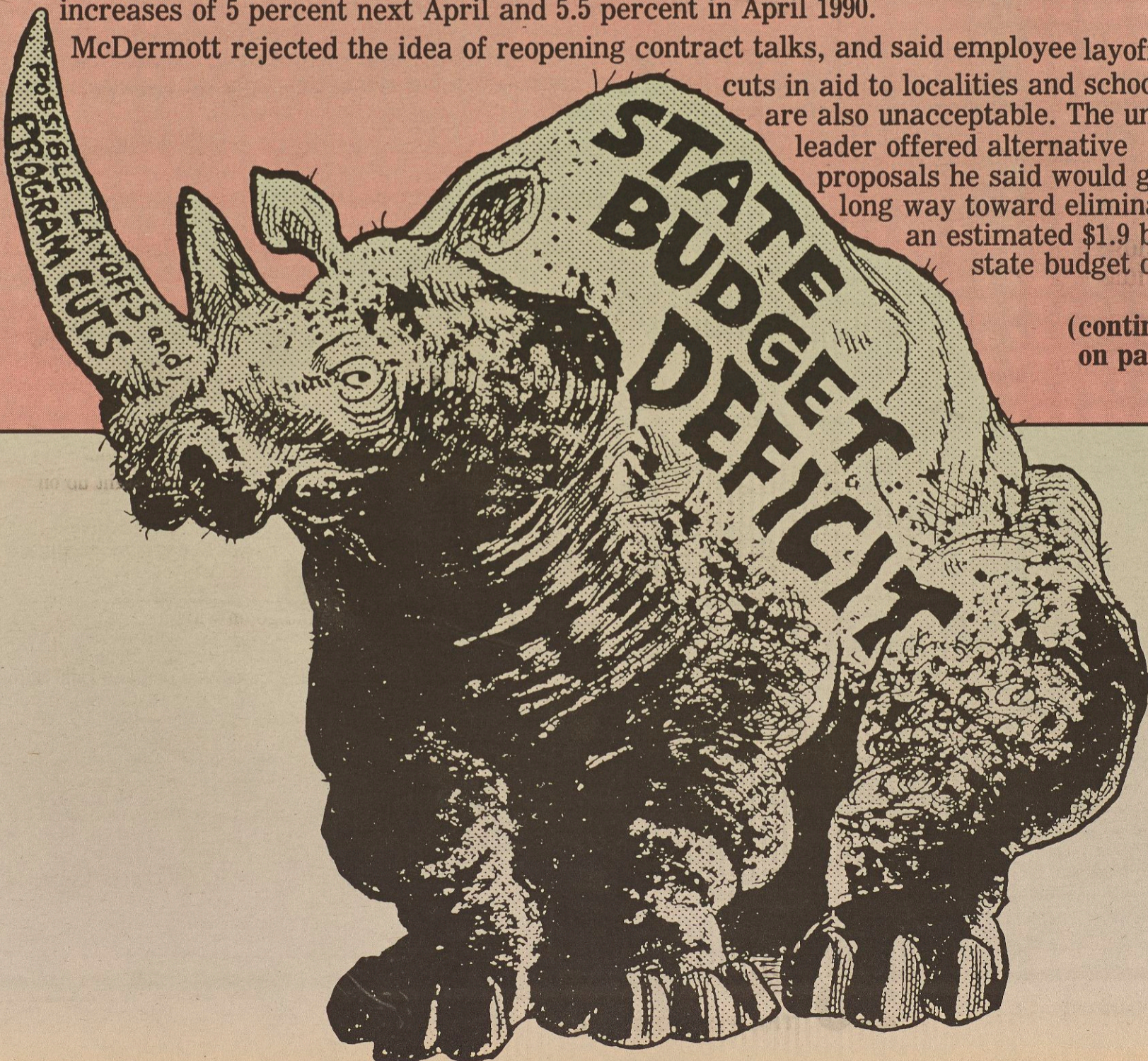
NEVER!

The Governor hasn't asked, but if he does, the answer is "No!," says CSEA statewide President Joe McDermott.

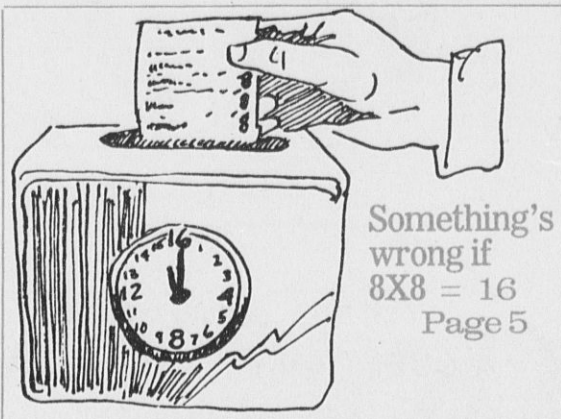
Gov. Cuomo, facing a deepening state budget crisis, has indicated he would like to renegotiate labor contracts covering state workers. CSEA contracts covering more than 100,000 state workers provided a 5 percent raise earlier this year and call for increases of 5 percent next April and 5.5 percent in April 1990.

McDermott rejected the idea of reopening contract talks, and said employee layoffs and cuts in aid to localities and schools are also unacceptable. The union leader offered alternative proposals he said would go a long way toward eliminating an estimated \$1.9 billion state budget deficit.

(continued
on page 3)



INSIDE



Something's
wrong if
8X8 = 16
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1988 LABOR-MANAGEMENT ACHIEVEMENT AWARDS PROGRAM

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NEW YORK STATE



CSEA New York state members take note! The wait is almost over. As seen above, the newly printed contracts for members in the Administrative Services Unit, Institutional Services Unit, Operational Services Unit and Division of Military and Naval Affairs are off the presses and should be in your hands shortly.

The 106,000 contracts will be mailed out by bargaining unit over the next few weeks. All contracts are expected to be in the mail before Christmas. If you haven't received your copy by Jan. 1, contact your CSEA local president.

MOVED?

If you've moved recently, or plan to move in the near future, it's very important, to you and CSEA, that you notify the union of your new address immediately. Use this form for your convenience.

CHANGE OF ADDRESS

Name _____ Social Security No. _____

MY OLD ADDRESS WAS:		
Street _____		
City _____	State _____	ZIP _____
MY NEW ADDRESS IS:		
Street _____		
City _____	State _____	ZIP _____

My employer is: _____

My work location is: _____

I am a member of CSEA Local _____

MAIL TO: Civil Service Employees Association
Attn: Membership Department
143 Washington Avenue
Albany, New York 12210

CSEA seeks industrial hygiene specialist

CSEA is seeking candidates to fill a vacant Industrial Hygiene Specialist position in the union's statewide headquarters in Albany.

Interested candidates should have at least a bachelor's degree in the areas of safety & health, biology or chemistry. The Industrial Hygiene Specialist will be responsible for, among other things, reviewing laboratory

tests, analyzing data and taking and analyzing air samples, noise levels, and lighting.

Submit resumes immediately to:
Civil Service Employees Association
Personnel Director
P.O. Box 7125, Capitol Station
Albany, New York 12224

Elizabeth Gordon named to Ulster County board seat vacancy

Elizabeth Gordon of Pine Hill, representing Ulster County CSEA members, is the newest member of CSEA's statewide Board of Directors. Gordon was an unopposed candidate for the vacant board seat and was named to the post Nov. 15.

THE PUBLIC SECTOR UNION YES

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

ROGER A. COLE Editor
KATHLEEN DALY Associate Editor

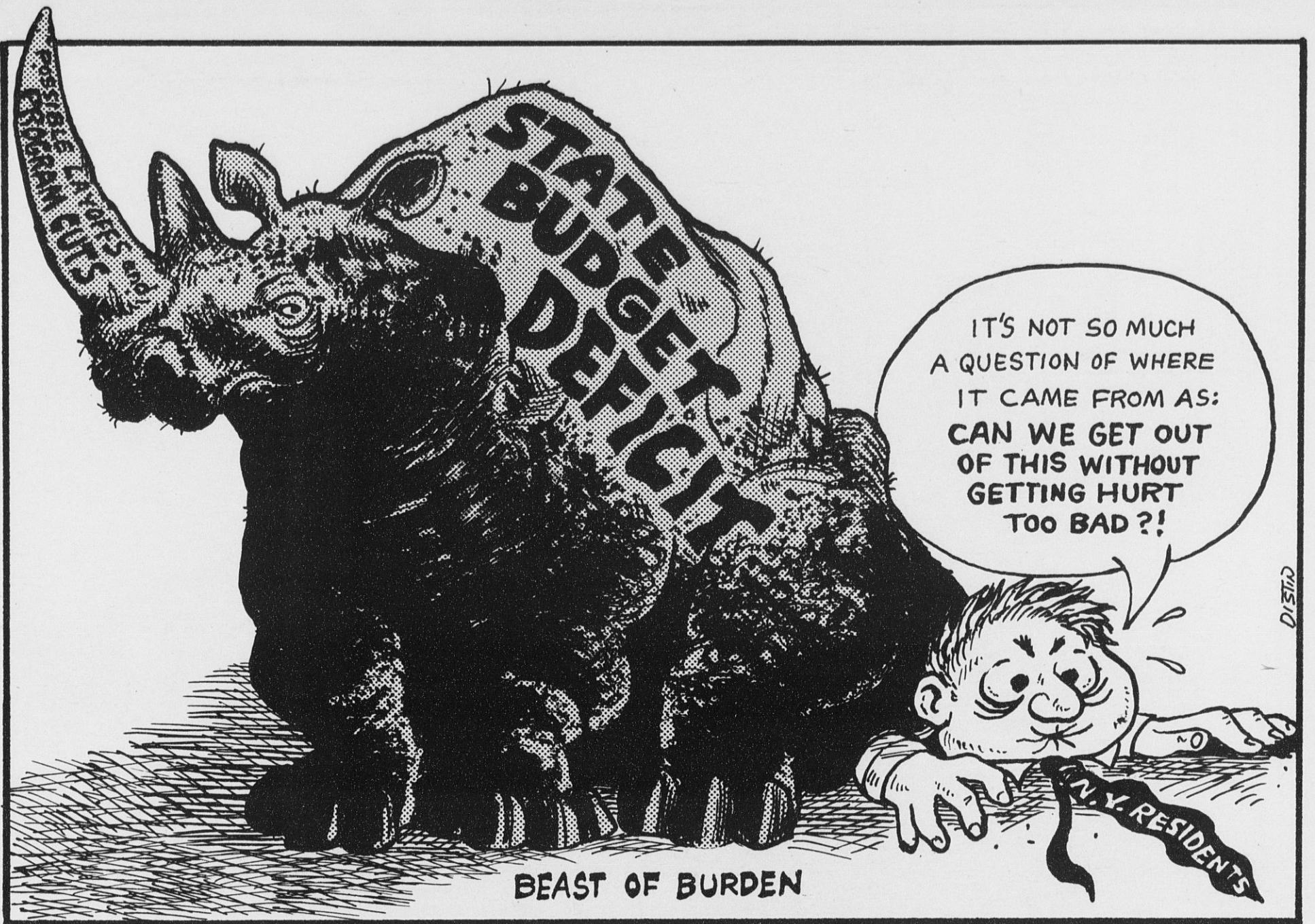
STANLEY HORNAK ... Asst. Dir. of Communications

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Don't even bother to ask, Governor!

(continued from page 1)

McDermott issued the following statement regarding the state budget situation:

"The family of New York is in deep financial trouble. And that means all of us will feel the pain unless positive action is taken now.

For example, 60 percent of the state budget goes back into our communities as aid to local governments and school districts. So budget problems in Albany are not just a 'state' issue.

If the state cuts back, there will simply be a transfer of 'red ink' that means higher local taxes to maintain such basic community services as police and fire protection, education, garbage and waste disposal, snow and ice removal, Medicaid and Social Service programs.

The times demand leadership. Massive state layoffs are not the answer; neither are cuts in aid to localities and school districts. Expenditures — including negotiated labor contracts — are not out of control; tax cuts are.

The State of New York has not asked us to re-open contracts. We do not expect them to. But, if they do ask, we would not agree because our contracts are fair agreements negotiated in good faith.

Therefore we call upon the governor and the state Legislature to shoulder their responsibilities and not look for the easy way out.

CSEA proposes the following course of action:

*Eliminate all planned income tax cuts until the state's financial position improves. This action would raise \$1 billion.

*Close various tax loopholes for big business, including:

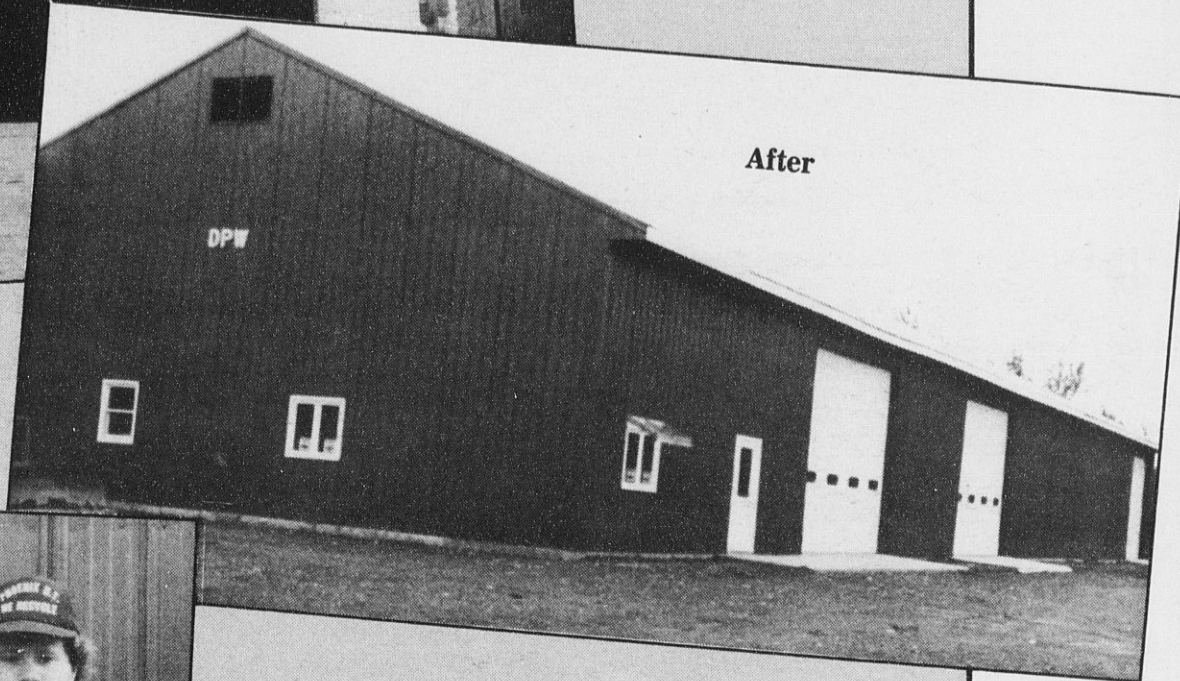
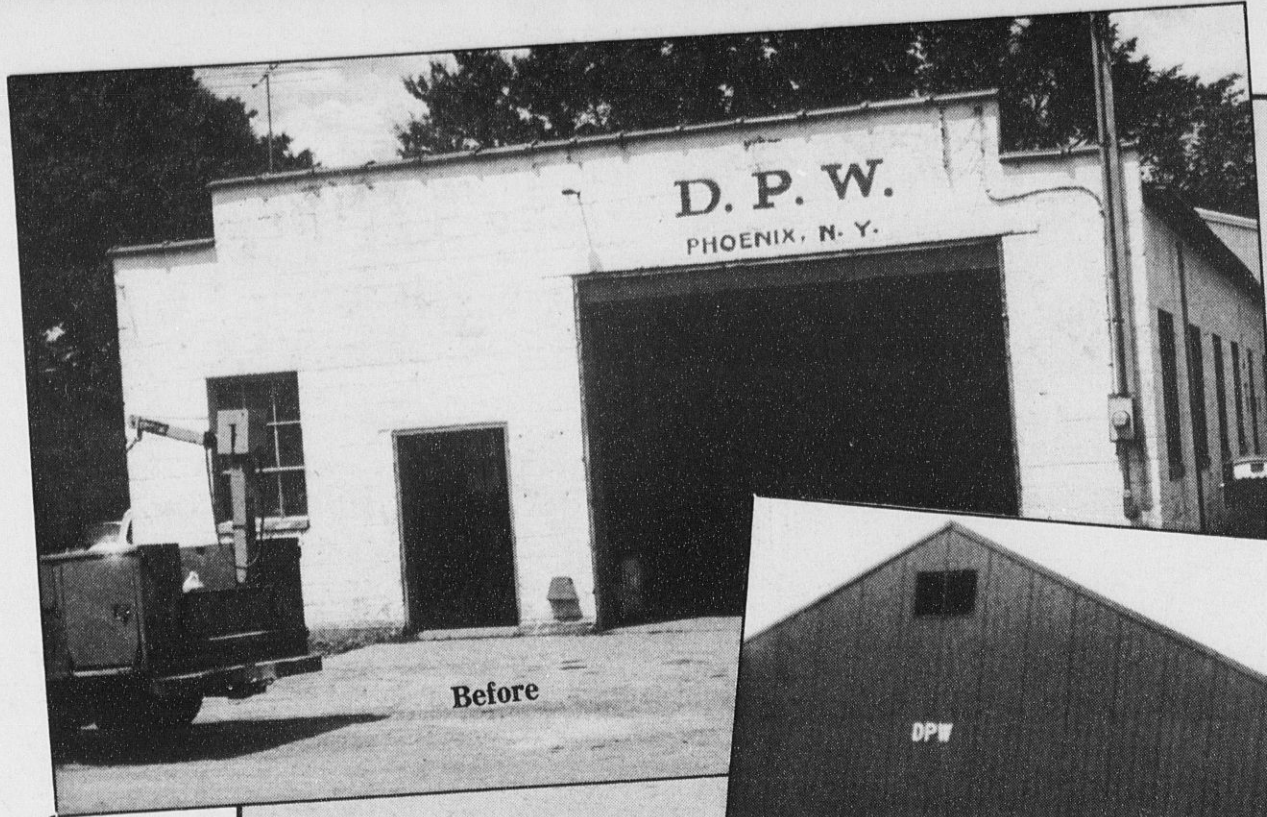
- 1) repeal the investment tax credit-employment incentive credit;
- 2) eliminate interest cost deduction for mergers and acquisitions;
- 3) tax all economic interest in real estate transfers; and
- 4) repeal double-weighted sales formula.

Our elected officials cannot, must not, refuse to make the difficult decisions necessary to keep New York state running and, at the same time, protect the state's credit rating.

CSEA knows these decisions will be unpopular. But we firmly believe that the alternatives would be just as unpopular — and unacceptable.

The budget shortfall is a time bomb waiting to explode. We must work to defuse it now."

"If the state cuts back, there will simply be a transfer of 'red ink' that means higher local taxes..."



THREE WHO HELPED — left to right, Jim Ferens, laborer; Bill Shepard, driver operator; and Clayton Bardin, laborer, were among the Village of Phoenix employees who helped build a new DPW garage at a huge savings to the taxpayers!

They did it themselves and saved taxpayers' money

PHOENIX — You say you are trying to convince your local government that contracting out is not the way to go, but you need a clincher? No problem! Tune in to the Village of Phoenix project in Oswego County that saved more than \$100,000 in construction and labor costs for a new DPW garage complex!

It didn't happen by budget-juggling or fast talk and mirrors. It's happened because the mayor of a small village on the Oswego River had the foresight and common sense to fully utilize a valuable commodity: the know-how and dedication of his own village employees.

Jim Ferens, CSEA steward for the Village of Phoenix Unit of Local 838 Oswego County, says the original idea for the "do-it-yourself" project came from Mayor Marv Dix.

"For some time Mayor Dix and the village have known that a local barge canal bridge would be replaced, and the access road to the bridge widened. That would block the entrance to our DPW garage," Ferens said.

"After the Mayor discussed his ideas with Supervisor Nels Burdick and the DPW crew, he took his 'floor plan' to the Village Board where it received immediate approval," Ferens added.

"Yes, we did our homework," Dix said during an interview at his equipment and supply store in Phoenix. "We went to the village employees with some straight talk. I said to them: 'You need a

building, the village needs a building. If we put it up ourselves, we can save the village a bundle of money,'" Dix explained.

Using his expertise in the building trade, Dix estimated the new garage complex could be built on village land for \$25,000 in building materials and an additional \$35,000 in construction costs and labor.

When compared to an estimated cost of \$160,000, plus bonding charges, for contracting the job to outside bidders, it was clear that "do it ourselves" was the smart way to go.

Using the Village 10-man work crew, plus some hands-on help from the Mayor and Oswego County Highway trucks and employees, work began in May. By late summer the project was completed and an open house program was held in September. Dix estimated that village employees completed 95 percent of the job. The village workmen cleared the site, built the cinderblock foundation, constructed the framework, siding and the roof. Professional electricians wired the building.

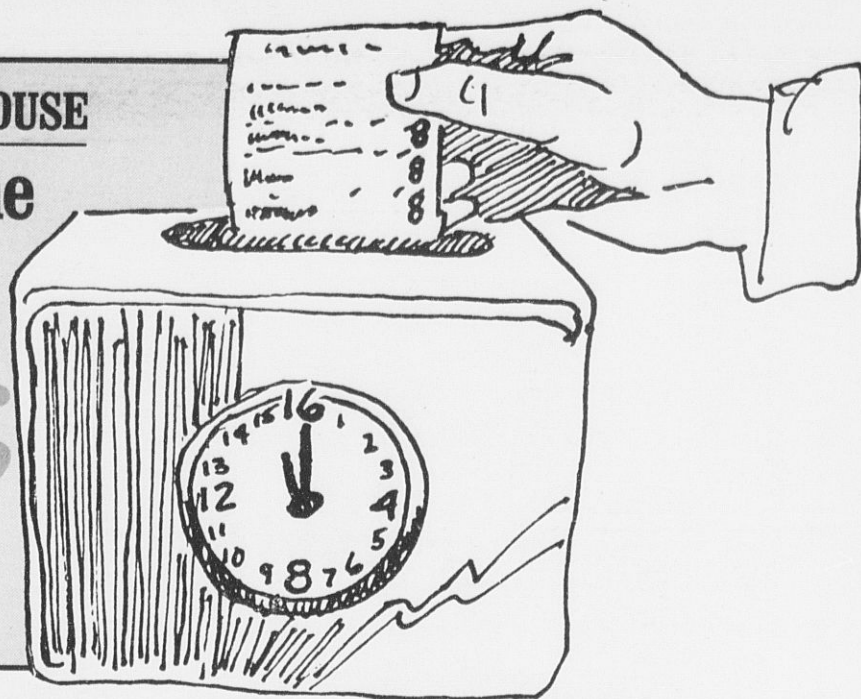
"Supervisor Burdick and his crew worked on the project when they could find the hours away from other jobs," Dix said.

"This isn't our first do-it-yourself project," Ferens said. "We put in 1,500 feet of water main on the south end of the village. That job included home tie-ins and hydrants for a savings to the village of \$20,000. We have a good team here, and I think Mayor Dix and the Village Board know it. When we can take on a project and save taxpayers money, it makes good sense and job security. After all, we live in the Village, too. Call it employee pride, or community pride, we stay on the payroll, the village saves money. Everybody wins!," Ferens said with a tone of satisfaction.

MANHATTAN PSYCHIATRIC CENTER HALFWAY HOUSE

Where unpaid mandatory overtime was "expected" by management

16-hour workdays;
8-hour paychecks



BUT NOW IT'S PAYBACK TIME

By Lilly Gioia
CSEA Communications Associate

NEW YORK — For five employees, it was a \$100,000 payoff. But it wasn't hitting the lottery or winning at a TV game show that recently rewarded five Manhattan Psychiatric Center Halfway House aides. With radiant smiles and checks in hand, their feelings of joy and achievement seemed boundless as the CSEA Local 413 members jubilantly celebrated recovering years of unpaid overtime.

Waving a check for \$41,153.31, exuberant Halfway House Aide Barbara E. Rantin said the employees recovered the unpaid

overtime because they took their case to the union.

"We came to CSEA with a grievance because we were being scheduled for 16 hours and only being paid for eight. We came with proof of what we were talking about and sat down with the union rep," Rantin said.

"CSEA then put endless hours in on behalf of these people," Local 413 President Mohamed Hussain said, alluding to stacks of time and attendance records and sign-out sheets that had to be researched to document the pay loss. "Plus the business office here was giving us the hustle about exactly when the members would be paid," he added.

"I worked six and one-half years on these 16-hour shifts without being compensated," said a delighted Panchita Fraser as she received her back pay check for \$7,130. Now unable to work because of a serious eye problem, Fraser expects to use the windfall to assist with medical bills for upcoming eye surgery.

Other unpaid overtime checks were issued to Edna Waters (\$7,241), Lorraine Shepherd (\$15,572) and Courtney Doeman (\$23,691).

The unpaid overtime victory was announced in conjunction with a CSEA Local 413 Employee Recognition Day program, where hundreds of members heard CSEA Metropolitan Region II President George Boncoraglio and statewide Executive Vice President Danny Donohue salute the quality services provided by Manhattan Psychiatric Center employees to the mentally ill. Donohue urged members to continue supporting their union and get even more involved.

"In cases where employees are clearly being abused by management, you have to act with the full force of the union," Boncoraglio emphasized.

"Don't be afraid to go to the union or afraid you will lose your job," Barbara Rantin said encouragingly. "In the union it's not about who you know. Mr. Hussain worked with me as a stranger."

Rantin openly expressed relief at no longer being forced to work mandatory overtime without pay and looks forward to spending more time at home with her 12-year-old daughter, Tashan. She is thinking about a down payment on a larger home as a result of regaining her lost pay, she said.

Field Representative Barton M. Brier said employees had been told by management that they were "expected" to work mandatory overtime without pay as part of the job. Under these circumstances, some of them resigned. But CSEA's successful grievance even included back pay for an employee who had resigned.



HALFWAY HOUSE AIDES Janet Sillah, Panchita Frasser and Barbara E. Rantin, from left, are surrounded by CSEA Local 413 President Mohamed Hussain, second from right, and other Local 413 officials. Fraser and Rantin were among five aides sharing in nearly \$100,000 in unpaid overtime checks, and display the checks in the photo.

Westchester County Unit gives overwhelming Okay

WHITE PLAINS — A two year contract for more than 6,000 Westchester County employees has been overwhelmingly ratified following lengthy negotiations.

Employees voted 2,934 to 372 to approve the agreement which is retroactive to Jan. 1.

Following a declaration of impasse and unsuccessful mediation, a fact finder was brought in in July to break the

stalemate. The fact finders' report was submitted to members for their vote on Nov. 9.

The two-year contract provides for 5 percent pay increases each year, increases in tuition reimbursement, longevity and night shift differential, language clarification pertaining to disciplinary procedures and promotions and bereavement leave.

As of the Public Sector publication date, the contract was due to be ratified by the Westchester County Legislature.

Incidents emphasize the danger of public employment

Critically injured DOT Worker dies

EAST MEADOW — One of two CSEA members who were struck by a car on Oct. 19 while picking up litter near the Southern State Parkway later died of head and internal injuries.

Joseph Ingrassia, 64, a member of CSEA DOT Local 508, died at the Nassau County Medical Center. He never fully regained consciousness after the accident.

Co-worker Roger Plassman, 33, also suffered extensive injuries, requiring many hours of surgery. He is recovering at the medical center.

"It's a shame. Joe was going to retire in two months," said Local 508 President Hank Jenny.

"Joe Ingrassia will be sorely missed by his family, friends and co-workers," Jenny said.

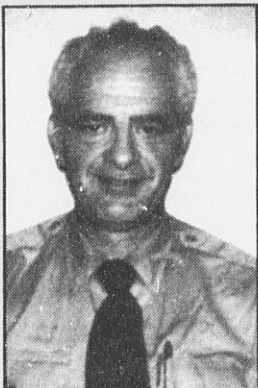
Jenny said a committee is being formed to research and collect data for use in lobbying for hazardous duty pay for the road crews.

"Our people are at the mercy of hundreds of motorists every day. If that isn't hazardous I don't know what is," said Jenny.

Ingrassia is survived by his wife Nancy; his children, Anthony, Geraldine and Patricia; his brother Salvatore; sisters Mildred, Helen and Mary; and six grandchildren. Many CSEA brothers and sisters attended the funeral which was held in Lindenhurst where Ingrassia resided.

CSEA DOT Local 508 is collecting donations for a memorial fund to be given to Ingrassia's family. Please make checks out to Nancy Ingrassia and send them to:

Bud Dieckman
DOT 1234
Meadowbrook Road
North Merrick, NY 11566



Ingrassia

Arthur Mayotte killed

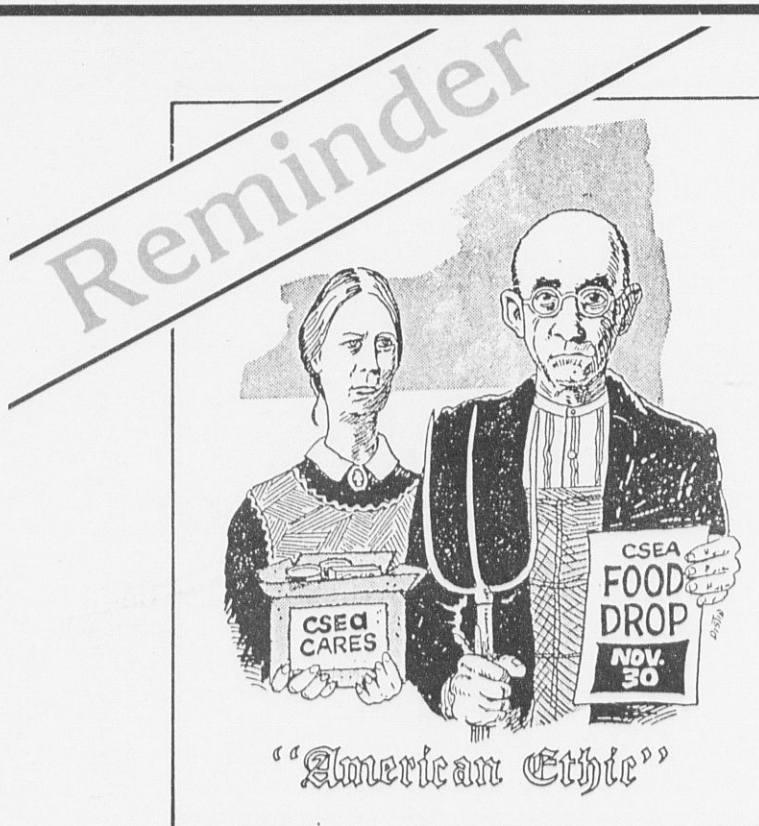
TUPPER LAKE — Arthur Mayotte, a 20-year employee of the Village of Tupper Lake and member of Franklin County CSEA Local 817, was killed on the job Nov. 16.

Mayotte, a mechanic in the Department of Public Works, was repairing a hydraulic line on a front end loader. The loader's bucket, which was resting on a steel pipe, slipped and fell on him. He was killed instantly.

The accident is being investigated by the Department of Labor.

"Everyone knew him," said CSEA Unit President Joe Cormier. "It's hard to say anything about what happened — it's a shock and he will be missed."

Mayotte worked for the Department of Public Works since 1968.



There's still time for you to "help feed the hungry" as part of the CSEA Cares Food drive. Although activities and collections were being planned for all six of CSEA's regions on Nov. 30, many locals are continuing their efforts beyond that date. Check with your local or regional CSEA office for details on activities in your area.

CSEA halts Stony Brook Hospital employment recruitment scheme which ignored seniority rights

STONY BROOK — CSEA says Stony Brook University Hospital tried to circumvent contractual seniority guidelines in an effort to attract new employees. So CSEA stepped in to protect the rights of current employees.

CSEA Local 614 President Tony Ruggiero said the hospital riled up a hornets' nest when it offered new employees holidays off as a recruiting technique.

"The union contract definitely calls for the assignment of employees to be made on the basis of seniority," Ruggiero said.

CSEA held a series of meetings with management in an effort to resolve the

seniority problems affecting nursing station clerks.

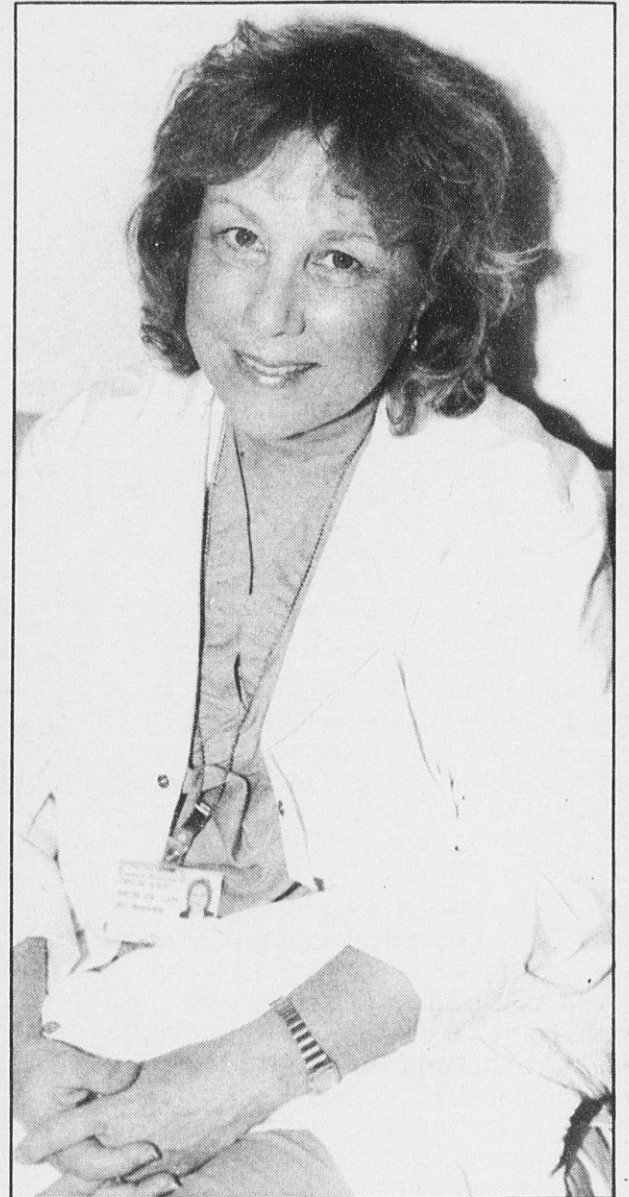
But the hospital administration made a last-minute agreement with Local 614 recently to follow contractual seniority guidelines after learning about the union's plans for an informational demonstration by the nursing station clerks outside the hospital's main entrance. Ruggiero cancelled the demonstration after management agreed to stop violating the contract.

"Management has agreed to schedule time off for the holidays based on seniority," Ruggiero said. "We've won our grievance and it's effective immediately."

"We got a fair, workable agreement," said Charline Alonso, a nursing station clerk for 10 years. "I think CSEA did a good job handling the grievance."



LOOKING OVER AGREEMENT to schedule holidays off by seniority are, from left, CSEA Field Representative Jim Walters, Nursing Station Clerk Lina Leving, Executive Board member Phil Santella, Nursing Station Clerk Charline Alonso, CSEA Local 614 President Tony Ruggiero and Executive Board member James Madison.



"WE GOT A FAIR, workable agreement," said Nursing Station Clerk Charline Alonso.

New Rochelle city workers rally to help needy co-worker forced out by disability

NEW ROCHELLE — City workers in New Rochelle have begun a fund-raising effort for a former co-worker who has been forced to retire due to a disability.

Co-workers want to help Louis Garcia Jr., who came to work for the city highway department in 1967 and ultimately rose to the position of foreman.

A dedicated union activist, Garcia was president of his union for several terms when he was an AFSCME member. Later, when the foreman title was transferred to CSEA, Garcia became a CSEA shop steward.

Former Unit President Tony Blasie, who is helping with the fund-raising, reminded members Garcia won a major grievance for his co-workers, compelling the city to upgrade their job titles.

Garcia is a Navy veteran who saw service in Vietnam. Although he and his wife have three children of their own, they also found time to be foster parents and even adopted one of the youngsters.

But recently the 44-year-old Garcia has been in poor health. Diabetes has claimed most of his eyesight and he was forced to retire.

According to Blasie, the Garcia family has had to stretch Mrs. Garcia's paycheck until her husband's disability checks start. Meanwhile hospital bills, which are only partially covered by insurance, are piling up.

Garcia's former co-workers have planned several fund-raising events.

Anyone wishing to help are asked to mail checks or money orders made out to "Louis Garcia Jr." and send them to Tony Blasie, 184 Drake Avenue, New Rochelle, N.Y. 10805.

Many discover it's not always greener on the other side

With almost the same degree of certainty as death and taxes, the state Civil Service Commission considers at its regular meetings requests from state and local government administrations for permission to redesignate positions in union bargaining units to management/confidential (M/C) status. Persons designated as management/confidential are prohibited by law from collective bargaining and to a great degree are at the mercy of their employer. For example, state M/C employees have not yet received a salary increase this year although union-represented state employees received union-negotiated increases months ago. There are approximately 15,000 M/C employees in state government alone; hundreds more in local governments. Although being designated an M/C may sometimes include a new title and implied higher status, the grass is not always greener on the other side of the fence.

By Daniel X. Campbell
CSEA Communications Associate

ALBANY — "If I had known then what I learned the hard way, I would never have let them make me management/confidential, never," one former M/C secretary insists.

The former M/C secretary was one of several employees interviewed about their personal experiences after being plucked from union ranks and placed in the never-never-land between union member and management. To a person, each talked on condition of remaining anonymous.

"Oh, the title may sound nicer than, say, clerk/typist; but you really lose a lot going into M/C, or even into a management title," another employee who returned to a union-represented position whispers quietly.

Every year at various levels of CSEA, from the smallest school districts to the largest state bargaining units, management seeks to designate some workers as M/C employees and take the incumbents out of the union. Often CSEA ends up spending a substantial amount of time and money to prevent many of the unilateral changes from happening. But some do get through, and the results are not always what was expected.

"Oh, I was approached by my former boss," one worker said, explaining how she ended up falling for the line.

"He and I and the rest of the department really got along. He was quite a talker and made things happen. Working for him was being part of the mission, and he made the mission seem so important that you felt important," she said.

"But after he moved on we all were left behind with a real loser — some relative of a politician who really wasn't prepared for the pressure of a public sector management job. Things got so bad that people were leaving, quitting and being let go.

"When I found an opportunity to get back into CSEA, in a job that didn't have the title but had a whole lot more, I grabbed it — union dues, insurance contribution and all. 'Cause it's really worth it."

After seven years in management, one man told why he returned to the union ranks three years ago.

"I used to be a union leader (before being promoted into management) and while I liked the higher salary, after several budget battles; after having job benefits cut overnight; after seeing how management treats its own, I decided to move on and move back," he said, adding he's pleased with his decision.

A woman who once worked in one of the most powerful state offices said she got there through politics. But she left for a union-protected job.

"Over a period of time I discovered that if you get a job through who you know, you're not really secure because who you know can lose, can fall out of grace, can be replaced by someone else who doesn't know you or want you, and you're gone. Forget the benefits, forget the high-powered offices, the limos, the press conferences, the travel; that can be gone almost overnight. And without a contract and a union to fight for you, you're history too."

State management/confidential employees, still waiting for a possible salary increase while a state budget deficit deepens, know in the end, hat in hand, they'll take what's given and like it, or else. CSEA members have already fought for, won and received their raises. When injustices arise, they can file grievances or other charges. If you're an M/C and times get difficult, sometimes all you can do is hope.

State management/confidential employees press for pay increases

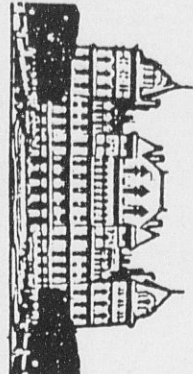
By Richard Wexler

Capitol bureau

ALBANY — The 15,000 state workers who are classified as management/confidential employees are beginning to feel like orphans in the family of New York.

Everyone else in state government has begun to collect the pay raises negotiated earlier this year by the state and its public employee unions.

Management/confidentials, who are prohibited by law from bargaining collectively, were supposed to get the same raises. But those raises have been held hostage to a dispute between Gov. Mario M. Cuomo and the state Senate. And the M/Cs, as they are commonly known, are starting to get nervous.



Civil Service

"M/C employees are inundating our office with questions," Barbara Zaron, president of the Organization of Management/Confidential Employees, wrote in an open letter to Cuomo and legislative leaders. The questions include:

● Don't the governor and legislative leaders care about management/confidentials?

● Don't they know we too have family obligations and bills to pay? That many of us don't earn high salaries? That many of us are single parents?

● When will the management/confidential pay bill be passed? Union members are getting their increases now. Don't they realize that it's unfair to treat management/confidentials this way because we have no bargaining rights?

Zaron said many management/confidentials are even beginning to worry about whether their raises will be retroactive to June, when the last pay bill expired. All of the union contracts included retroactive raises, and Zaron said that she had no reason to believe the same wouldn't be done for management/confidentials.

But "rumors have been rampant on this," Zaron said, and her membership could use some reassurance.

If the pay bill doesn't pass by January, things will get even worse, Zaron said. Like unionized employees, management/confidentials will have to pay more for their health insurance starting in 1989. That will happen regardless of whether the pay bill is passed by then. But if the pay bill isn't passed by January, the management/confidentials won't have higher paychecks to help cover the increased costs.

In her letter, Zaron said that because unionized employees are getting their raises now, "many, many" management employees are being paid less than some of their unionized subordinates. Zaron was unable to say how

many.

But management/confidentials are not just managers. Many lower-paid employees such as secretaries are in the classification because they deal with confidential information. In her letter, Zaron said she was "particularly disturbed" that these employees "are bearing the financial brunt of inaction on the salary bill."

The pay bill has been in limbo because the version proposed by Cuomo and passed by the state Assembly gives state commissioners the same 16.3 percent pay raise over three years that the management workers will get and other state employees have gotten. The Senate wants to consider the commissioners separate-

A spokesman for Cuomo, Terry Lynam, said the governor has not yet responded to Zaron's letter. He said negotiations on the pay bill will resume when the Legislature returns after the Nov. 8 elections.

A spokeswoman for the governor's Office of Employee Relations, Linda Champagne, said her agency expects the bill to pass the Senate the way it passed the Assembly, and she expects the provision making the raises retroactive to be retained.

The Assembly "will pass whatever the executive sends us," said Geoffrey Taylor, a spokesman for Assembly Speaker Mel Miller. Charles Dumas, a spokesman for Senate Majority Leader Warren Anderson, did not return phone calls.

**1988
LABOR-MANAGEMENT
ACHIEVEMENT
AWARDS**



**Labor-Management
ACHIEVEMENT AWARDS**

The Labor-Management Achievement Awards Program has been established as an annual event to acknowledge those employees who have actively committed themselves to developing effective labor-management relations. Jointly sponsored by the Civil Service Employees Association (CSEA) and the New York State Governor's Office of Employee Relations (GOER) and administered by the Committee on the Work Environment and Productivity (CWEP), the awards program honors persons who have extended themselves in promoting labor-management cooperation through various programs, initiatives and activities.

INDIVIDUAL RECOGNITION AWARDS

These CSEA-represented or management employees have worked sincerely and tirelessly to improve labor-management cooperation or the quality of work life of employees within a given agency or facility worksite.

Kathleen Berchou
CSEA Local President State University at Buffalo

Ms. Berchou is an outstanding example of an effective labor leader who believes in labor-management cooperation. She is an extremely effective communicator of the needs of her local members, working with management to resolve issues that benefit both the employees and the University. She played a major role in the successful negotiation of a smoking policy for the campus. She also provided the leadership in obtaining CWEP grants to improve the work environment for the custodial staff and has been an active member in the EAP committee.

Creaola Shelton
CSEA Local President Monroe Developmental Center

Ms. Shelton continually demonstrates her knowledge, skills, and abilities to enhance labor-management cooperation as a method of resolving workplace problems. She exhibits this commitment through her involvement with staff, clients, parents and visitors. The results of Ms. Shelton's efforts include: creation and implementation of an innovative direct care training program; improvement in agency training programs due to her advocacy and first hand assessments; improvement of employee performance due to her coaching; and the implementation of a direct care task force group to meet with the director monthly.

Richard Parker
CSEA Local President State University College at Buffalo

Through Mr. Parker's promotion of labor-management cooperation, the executive board of local 640 now meets monthly with the executive board of United University Professions. This joint effort, which is the first of its kind for CSEA on this campus, has been invaluable in dealing with issues that affect CSEA employees, while providing an important vehicle for labor and management to work cooperatively. Mr. Parker is also very active with the campus EAP program, and a member of the Asbestos Abatement Training Program, overseeing its every aspect while maintaining a deep concern for the safety and welfare of his fellow workers in this program.

and

Downstate Correctional Facility
Donald McLaughlin First Deputy Superintendent
Statewide Joint Apprenticeship Committee

Daniel Lynch **Warren Maloney**
Region I JAC Representative Region IV JAC Representative



KATHLEEN BERCHOU, right, president of CSEA Local 602, is congratulated by CSEA statewide President Joe McDermott.



CREAOLA SHELTON, left, President of CSEA Local 439, and Elizabeth Moore, director of Governor's Office of Employee Relations.



RICHARD PARKER, right, president of CSEA Local 640 with CSEA President Joe McDermott.

(continued on next page)



CSEA LOCAL 411 PRESIDENT Tony Bentivegna, left, was congratulated by CSEA statewide Secretary Irene Carr, center, and statewide President Joe McDermott, right, after Kings Park Psychiatric Center earned a 1988 Labor-Management Award.

Kings Park Psychiatric Center

H. A. (Tony) Bentivegna
CSEA Local President

Robert T. Hettenbach
Executive Director

An extraordinary event occurred at Kings Park in June 1988 as result of a joint effort between CSEA Local 411 and the Administration. While the continuation of services was assured by professional staff, over 600 Mental Hygiene Therapy Aides were honored at an "Employee Recognition Day." Therapy Aides received special awards for outstanding dedication and service, and took part in a "Benefits Fair." From this experience, professional staff have a better understanding of the role and commitment MHTAs have for the care of clients. Mr. Bentivegna and Mr. Hettenbach also developed an overtime system which resulted in a re-deployment of the workforce and the withdrawal of 166 grievances. Their cooperation led to more equitable staffing and vacation schedules.

Mohawk Valley Psychiatric Center

Patricia Sheppard
Director of ETU

Barbara Reeves
EAP Coordinator

Cindy Hammond
MHTA I

Dr. Ramakrishna Rao
Clinical Director

This group organized the "Role of the MHTA in the Nineties" workshop as an effort to reinforce the role of the MHTA as part of the treatment team and to enhance awareness on the various ways of delivering Mental Health care in the community. Management and CSEA together have supported this training to keep employee productivity, morale, and wellness at an optimum level.

Chris Powers
Assistant Business Officer

Melinda Monaghan
Institution Food Administrator

This team received a \$5,000 grant from the Agency Specific Training Grants Program to allow a group of 12 food service workers to attend a local community college where a food service program was offered. Mr. Powers and Ms. Monaghan held discussions with the local college to refine the specific topics that would be taught during this program. The employees were allowed release time with pay to attend the courses during their normal work hours.

Richard Heath
Executive Director

Linda Yost
Assoc. Human Resources Admin.

Barbara Reeves
EAP Coordinator

Cindy Hammond
Chair of EAP Committee

These labor and management representatives formed a sub-committee from Mohawk Valley's EAP Program to cooperatively address employee performance as related to stress stemming from problematic personal circumstances. The sub-committee included representation from all unions, direct care staff and management. The administration set the tone, the unions facilitated the process, and the staff made it happen.

1988
LABOR-MANAGEMENT
ACHIEVEMENT
AWARDS

LABOR-MANAGEMENT TEAM/COMMITTEE AWARDS

Small groups of two or more CSEA-represented employees and management employees or established labor-management committees operating at the statewide, regional, agency or facility level have worked together to develop strategies to resolve workplace issues and concerns. They have improved the quality of work life and workplace morale. By their commitment to labor-management cooperation, they have also improved productivity and the quality of services delivered to the public.

Watertown Correctional Facility

Anne M. Cooke CSEA Local 172 President	Andrew T. Peters Superintendent
Richard L. Harrison Treasurer	Robert Fisher Deputy Sup. of Admin.
Delvan E. Streeter ASU Steward	Denise Bliden Deputy Sup. of Programs
Theodore E. Delaney OSU Steward	Benjamin Thompson Deputy Sup. of Security
Thomas L. Shatraw ISU Steward	Roy Girdich Former Deputy Sup. of Security
William VanBenschoten Former Deputy Sup. of Programs	

Due to the outstanding work accomplished by this labor-management team, there have been no grievances filed by CSEA members in the past twelve months. Conflicts were resolved through effective communication between the union representatives, management, and the employees on a daily basis. A number of other issues were resolved at the facility due to the cooperative efforts of the labor-management group, including overtime for employees involved in snow removal, work station improvements for computer operators, smoking in the workplace, safety and health, working condition improvements and training opportunities for employees.

New York State Department of Taxation and Finance,
Racing and Wagering Board

Alethia V. Boddie Dist. Audit Administrator	Leon Wiggins Calculations Clerk
Greg Greenwood Tax Compliance Manager	Linda Slaughter Clerk I
Gladys Belsky Administrative Manager	Lionel Taylor Tax Compliance Rep.
Vanessa Fulston-Thomas Admin. Service Manager	Judy Jenkins Keyboard Specialist
Ronald Sommer Assist. Executive Director	Alex Glatt Tax Compliance Agent II
Willie Terry CSEA Local President	Harvey Rosenfeld Tax Compliance Agent II
Lydia Siegel Keyboard Specialist	James Fludd Tax Compliance Rep.
Sadie Hankinson Keyboard Specialist	Marie Vuono Senior Clerk
Shelia Artz Tax Compliance Rep.	Claudette Sullivan Tax Compliance Agent II
Elizabeth Wilson Clerk I	Lorraine McKnight Calculations Clerk

In the past two years, this group established a vibrant labor-management environment by creating five sites for L/M Committees: two for Safety and Health Maintenance, and three for the Employee Assistance Program. This has resulted in the implementation of successful smoking policies at four worksites, obtaining parking permits for field staff at the worksites, and improvement of many safety and health issues. These L/M Committees have made great strides in improving both conditions and morale at the workplace.



Middletown Psychiatric Center

Grassroots Greatness Team

Alex Hogg CSEA Local President	James Gewirtzman Director for Administration
Vincent Panetta CSEA 1st Vice President	Robert Sklarz Director for Personnel
Grace Ortiz CSEA 2nd Vice President	Lawrence Decker Associate Personnel Administrator
Diane Hewitt CSEA 3rd Vice President	Patrick Piccirilli Business Officer
Jennifer Schaeffer Executive Director	Robert Brown Geriatrics Unit Chief

This team holds monthly meetings to put forth issues of concern to both labor and management. As a result of this communication they worked together on the Employee Assistance Program Committee to bring about a full time EAP Coordinator and created an Emergency Loan Fund which has been extremely helpful for employees experiencing temporary financial hardships. They have also established the Hilltop Children's Center to serve employees' children, raising over \$8,000 for scholarships in 1988. Last October the facility opened an employee exercise room as a result of their efforts.

State University of New York
at Stony Brook

Labor-Management Team

John Marburger President	Jesse Drucker Manager of Labor Relations
Jurgen Krause Asst. V.P. for Human Resources	Karen Nimmons Personnel Associate
Louis Rose Director Human Resources	Tricia Allen Personnel Associate
Alan Entine Manager of Employee Relations-Main Campus	Anthony J. Ruggiero CSEA Local President
Shirley A. Menzies Sr. Personnel Administrator	Ed Zurl Maintenance Supervisor I
Alyce J. Hobbs Director & Asst. V.P./HSC Human Resources	Phil Santella Painter
	James Madison Painter

This labor-management team worked to establish a highly successful "English As A Second Language" program for non-English speaking employees, at no cost to the agency. This increased efficiency by opening the lines of communication between employees and between employees and management. This team has also implemented a safety program which reduced hazards for employees handling toxic and bio-hazardous materials, resulting in a reduction of sick days and accidents. They improved the grievance procedure making it possible to handle many grievances through the computer system. In addition, they achieved the resolution of a conflict with Town of Brookhaven officials over Stony Brook's waste management system, averting a potential crisis for the University Hospital.

Office of Parks, Recreation and Historic Preservation
Finger Lakes Region

Labor-Management Committee

David Eggorsdorf
CSEA Local President
Don Oliver
Park Manager
George Wyman
Park Manager
Jim Reagan
Business Assistant
Bill Acomb
Park Manager I
John Shaffer
Park Manager
Pete Ells
Park Patrol Officer
Al Gorton
Park Worker III
Barb Frasier
Regional Rec. Specialist
Jim Dunn
Seasonal Park Aid
Bob Lodinsky
Park Engineer
Bruce Rumsey
Park Worker III
Steve Garlick
Park Worker II
Tom Noble
Park Manager I
Julie Boyle
Park Worker II
Bruce Hartley
Park Supervisor
Doug Haight
Painter
Charlie Marsh
Park Manager
Andy Mazzella
Regional Director
Paul O'Connell
Maintenance Supervisor I
Lance Powell
Park Manager I
Kathie DeSarno
Keyboard Specialist
Ernie Kiemle
Park Manager
Ron Gladstone
Park Engineer
Bob Terrell
General Park Manager
Randy Warne
Journeyman
Laurie Treleaven
Sr. Account Clerk
Ed Freeman
Supervisor Park Worker
Brad Mosher
Golf Course Maint. Super.
Dick Wilbur
Park Manager
Art Nordby
Park Manager
John Dawson
Supervising Park Worker
Tony DeSarno
Seasonal Park Aid
Dick Bassette
Plumber/Steamfitter
Cliff Lott
General Mechanic

State University College of New York
at Fredonia

Labor-Management Smoking Policy Committee

Mary Ann Bentham CSEA Local President	Joseph Grohol Assistant Purchasing Agent
Joseph Muscarella Director Health Services	Randall Dipert Associate Professor
Daniel O'Rourke Director of Personnel	Lawrence Schwab Public Safety Officer

The multi-union Smoking in the Workplace Labor-Management Committee was established in 1987 and developed a campus policy that was sensitive to the needs of both smokers and non-smokers. Although it ruled out smoking in individual offices, it called for the designation of smoking lounges in most campus buildings. The committee dealt with the issue systematically, mailing questionnaires to the campus employees, analyzed its results, sponsored open forums for discussion, made recommendations to the College President on the designation of smoking lounges in campus buildings, opted for a gradual, realistic, cooperative approach, and advised the College President on policy implementation. The smoking policy was sensitive to the health of employees and students as well as to the needs of the smokers.

J.N. Adam Developmental Center

Labor-Management Smoking Policy Committee

James Boothby DDAS	Buddy Beaver CSEA Local President
Robert Haenszel DIHRM	Mark Robbins Social Worker II
Kathy Sterlace Sr. Stenographer	Joyce Hewitt Safety & Security Officer I

Consistent with the State's commitment to provide a healthy work environment for its employees, these individuals created a labor-management committee to develop a policy that would attempt to maintain a smoke-free environment without infringing upon the rights of those employees who choose to smoke. The commitment of the committee members to provide a fair policy, their personal involvement with supervisors and staff to resolve differences, their creative ideas to make work sites as smoke-free as possible via use of mechanical devices, and their proposals of a smoking cessation program to assist the smoking employees, demonstrated their outstanding efforts in promoting labor-management cooperation.

Downstate Correctional Facility

Roxanne Wentworth Keyboard Specialist	Richard Stephens Plumber/Steamfitter
Hildegard Smith Senior Stenographer	

These individuals have displayed commitment to organizational excellence and a real concern for the quality of working life for the employees at Downstate. At this facility a climate of cooperation exists that has resulted in open communication spawning ideas that improve productivity. For example, Ms. Wentworth's efforts in having facility personnel certified to be notary publics, saved staff travel time as each housing unit now has a notary. This climate of cooperation has also resulted in unselfish and motivational efforts to improve the quality of working life and morale. Exemplifying this are

The Finger Lakes State Park Region Labor-Management Committee exemplifies a new attitude of team building focused on how each employee shares in the delivery of high quality services to the public in the Finger Lakes Region. This process of employee involvement and participation works effectively in opening lines of communication by eliciting innovative ideas, sharing concerns and solving problems that effect the way in which the regional office does business.

**ACHIEVEMENT
AWARDS**

1988
LABOR-MANAGEMENT
ACHIEVEMENT
AWARDS

NEW YORK STATE

WILLIAM L. MCGOWAN AWARD

One labor-management committee or team was selected by the statewide Awards Review Committee from among all the nominations within each of these categories as demonstrating the most outstanding labor-management achievement of the past year.



MARK SMACHER, left, shakes hands with CSEA President Joe McDermott after the labor-management committee from Broome Developmental Center received the William L. McGowan award. Smacher is president of CSEA Local 449 at the facility.

Broome DDSO/CSEA Local 449
Labor-Management Committee

Mark Smacher
CSEA Local President
Kathy Roma
CSEA Executive V.P.
Bill Krivyanik
CSEA 1st. V.P.
Debra Davenport
CSEA 2nd. V.P.
Sue Bederka
CSEA 3rd. V.P.

William Olmstead
Dir. Inst. Human Resources Mgt.
Richard Thamasett
Director
Roger Monthie
Deputy Director
William Broskett
Deputy Director
Harold Hopkins
Deputy Director
Sandra Slodki
Senior Personnel Administrator

The Broome DDSO/CSEA Local 449 Labor-Management Committee has worked collaboratively to improve employee morale, motivation and levels of productivity through the joint development of innovative and practical solutions to the concerns and issues of the workplace. This was accomplished by the creation of cooperative programs and practices that address management and employee needs and interests.

Department of Taxation and Finance

Labor-Management Smoking Policy Committee

Deborah Dominski
Labor Relations Rep. II
Tom Beckstein
Supervising Admin. Analyst
Lawrence Keely
Tax Audit Administrator II

Meritt Hildreth
Associate Administrative Analyst
Carmen Bagnoli
CSEA Local President
John Gully
CSEA Statewide Board Rep.

The committee developed a comprehensive, far-reaching smoking policy to be phased in over a two-year period. The policy results from a significant effort on the part of the union and management team members to create a smoke free environment and ensure that employee dissatisfaction and dissent would be minimized. This was a cooperative effort in which each committee member played a full, active role in decision making and in which the results reflect a sincere effort to reach consensus.

SUNY College of Agriculture and Technology at Morrisville

Carmel K. Greenwood
Cleaner

Mark Sternburg
Janitor

Ms. Greenwood and Mr. Sternburg helped to develop and implement a campus smoking policy which considered the health effects of smoking as well as the concerns of smokers and non-smokers. As the CSEA representatives of the committee, they were two of its most active members and contributed greatly to the successful design and implementation of the facility's smoking policy.



Wellness in Wappinger

Dutchess Educational Local 867 President Norma Condon and Wappinger School District Unit President Maryjane MacNair listen to a wellness workshop held recently in the Wappinger School District. Nearly 275 support staff of the District attended the workshop which was conducted by CSEA's education and training specialist Joan Dunham-Card, at right.



Out in force

HUNTINGTON — Furious at the town's threat to contract out and eliminate services, employees in the Town of Huntington Unit of Suffolk CSEA Local 852 demonstrated in front of town hall recently.

Led by Unit President Dorothy Goetz and CSEA Region I President Jerry Donahue, approximately 300 members walked with signs and shouted "no contracting out!" prior to the town's public budget meeting, to protest the town's proposed budget cuts which include the contracting out of the Payroll Department, as well as the elimination of the Consumer Affairs Department.

Seven CSEA members, all Huntington residents, would lose their jobs and send off a domino effect by bumping rights.

The union has announced plans to file an Improper Practice Charge against the town because the positions involved "have historically and exclusively been the work of the bargaining unit."

"We're confident PERB will rule in



our favor on this," said CSEA Region I President Jerry Donahue.

All affected employees are higher paid females in the white collar unit. No budget cuts have been proposed for the predominantly male, blue collar unit employees.

At the board meeting, CSEA Field Representative Jim Walters delivered an inspiring message to the board.

"We will not allow the town to contract out our services.

We will fight you every step of the way!" he declared.

A place for art

DOT workers display their talents

By Anita Manley
CSEA Communications Associate

POUGHKEEPSIE — Some CSEA members who work for the state Department of Transportation (DOT) had a chance to show off their artistic talents at a recent art show.

DOT CSEA Local 507 President George Ballard was one of the contributing artists in the show sponsored by DOT, the state Office of General Services and the state Association of Transportation Engineers.

He surprised his co-workers by exhibiting his handiwork — an intricately embroidered and framed fan of pink and mauve flowers. He started his hobby while he was housebound with a broken heel.

"My wife told me to take up a hobby and she bought me a kit to start me off," Ballard said. "It was good therapy."

Ballard said he highly recommends embroidery for anyone who needs to take their mind off everyday problems, "especially being a local president!"

Two other Local 507 members who work in the Poughkeepsie DOT office were lauded for their work. Popper Gardner, a mail and supply clerk, and Terry Hart, an information processing specialist, both had their work displayed. Gardner paints, and Hart paints and photographs flowers.

Gardner said the show gave her a chance to show her co-workers that she had other talents.

"People here who didn't know me were floored," she said. "They didn't expect a mail clerk to be a painter."

Gardner is self-taught and has been painting since she was 13. She is a member of Barrett House, which is affiliated with the Dutchess County Arts Council.

"The show gave me a lot of confidence," Hart said, adding that she heard "a lot of comments from co-workers."

Hart bought a 35-mm camera about six years ago and began experimenting with close-ups of flowers "since they're my favorite things."

Art by other people has often been displayed in the building, she said, but the employees' show gave her co-workers a chance to see what she and others can do.

"I had people say to me, I didn't know you could do that," Hart said. "They think I'm just a secretary!"

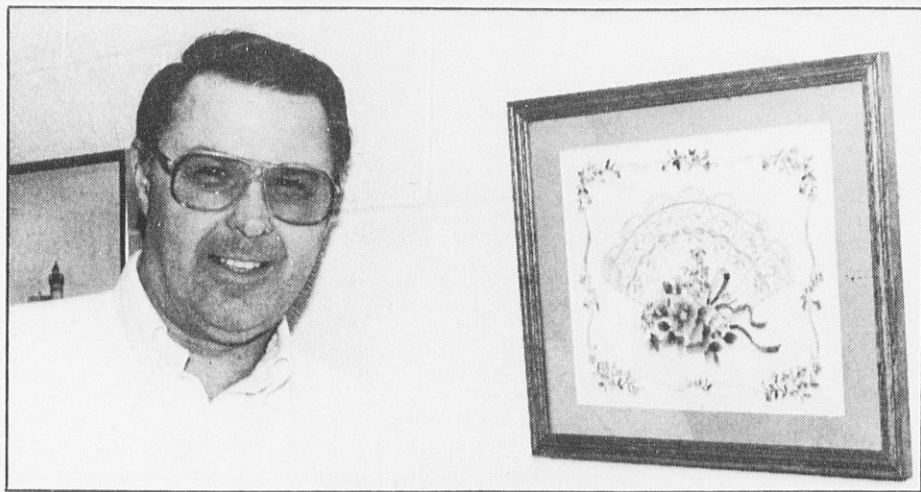
Ballard said he plans to help publicize next year's show so that more CSEA members get involved.



TERRY HART photographs exquisitely colored flowers.

"People here who didn't know me were floored. They didn't expect a mail clerk to be a painter."

Popper Gardner



GEORGE BALLARD says his crewel embroidery is a therapeutic hobby.



POPPER GARDNER poses with one of her striking paintings.



ILR program offers degree

ALBANY — The New York State School of Industrial and Labor Relations has added an associate's degree program and will begin classes along with its regular spring 1989 Labor Studies Program in January.

The Labor Studies Program is a unique opportunity for union members to broaden their knowledge of labor issues through courses offered by Cornell University's School of Industrial and Labor Relations extension program.

This year the school, in conjunction with Hudson Valley Community College, is introducing its associate's degree in labor studies. That is in addition to its 18-credit certificate program.

To make the program more accessible to working people, the program courses are offered evenings from 6 to 9 p.m.

The spring semester begins Jan. 9, with the following courses:

- * Collective Bargaining, Monday
- * Arbitration, Monday

- * Labor Law, Thursday
- * Labor's Changing Role in the American Economy, Thursday

Registration for the spring semester will be conducted from 5 to 7 p.m. Jan. 4 at the Capital District office of the New York State School of Industrial and Labor Relations, Cornell University, 146 State Street, Albany.

For more information, call Alice Brody, labor programs coordinator, at 518-449-4161.

Labor classes set in Buffalo

BUFFALO — The Buffalo Labor Studies winter term begins Jan. 11.

Course for the term include:

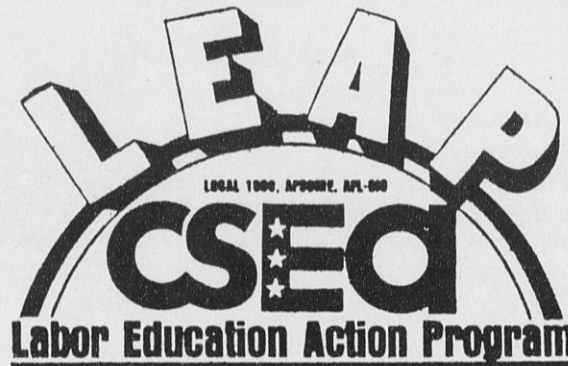
- * Labor Law I: Private Sector
- * Labor Law I: Public Sector
- * Labor History
- * Internal Union Organizing and Union Leadership

- * Collective Bargaining
- * Crisis Bargaining

* Financial Research for Bargaining
Classes meet Wednesday evenings at the Buffalo State College campus. Limited scholarship assistance is available.

Since 1972, more than 400 Western New York union leaders and activists have graduated from the Buffalo Labor Studies program, a college-credit certificate program of Cornell University in Buffalo.

For more information, call the Cornell University Office at 716-842-6180 or stop in at the office, 120 Delaware Avenue, Suite 225.



If you're accepted . . .

The application period for the spring 1989 LEAP semester has ended, and all eligible CSEA members who applied will soon hear whether they have been accepted.

Trans-o-grams will be mailed the week of Dec. 12 to the homes of all who applied to inform them whether they have been accepted for a LEAP course.

If you are accepted for a LEAP course you should immediately contact the college or BOCES where you have been accepted to verify registration requirements, the course location and the date of the first class.

YOU ARE REQUIRED TO FORMALLY

LEAP is the Labor Education Action Program of CSEA. It offers tuition-free courses at two- and four-year public and private colleges, BOCES and various state facilities across New York state. LEAP is available to CSEA-represented state employees in the Operational Services, Administrative Services and Institutional Services units, Health Research Inc., SUNY Construction Fund, Division of Military and Naval Affairs and the Teachers Retirement System. CSEA/LEAP courses are designed to increase upward mobility in state service and improve the quality of life on and off the job.

REGISTER with the school. If you fail to register, the school is not required to hold a space for you and you may be responsible for the tuition for that course.

Certificates of residence are required by community colleges as proof of county and state residence. They are available at the appropriate county building. Students may not be allowed to enroll without a certificate of residence or may be required to pay the higher out-of-county residence tuition themselves.

If you are accepted for a course, you must purchase your own books and other related course materials. CSEA/LEAP only pays tuition.

Local govt. workshop offered



PUTTING THE FINISHING TOUCHES on the Local Government career potential workshop are, from left: CSEA Deputy Director for Local Government Ron King; CSEA/LEAP Director Debbie Baum; Empire State College Dean of Continuing Education and Public Service Hugh Hammett; CSEA Local Government Executive Committee Chairperson Shirley Ponkos; and CSEA Assistant Local Government Director Ed Catrine.

CSEA Local Government members, there's a new workshop designed especially for you!

The union developed "Getting Ahead: Exploring Your Career Potential" with SUNY Empire State College to help you uncover your strongest skills and talents and provide you with information on educational opportunities.

The program — based on a course offered by CSEA/LEAP — is being offered to local government members for the first time.

The workshop has been held in three regions so far and will be offered in Buffalo on Dec. 3 and in Syracuse Dec. 10. Plans are being developed to offer similar programs in the near future.

For more information, contact Sean Turley in the CSEA Education and Training Department at 1-800-342-4146.

Small world

Her hobby is in miniature

By Anita Manley
CSEA Communications Associate

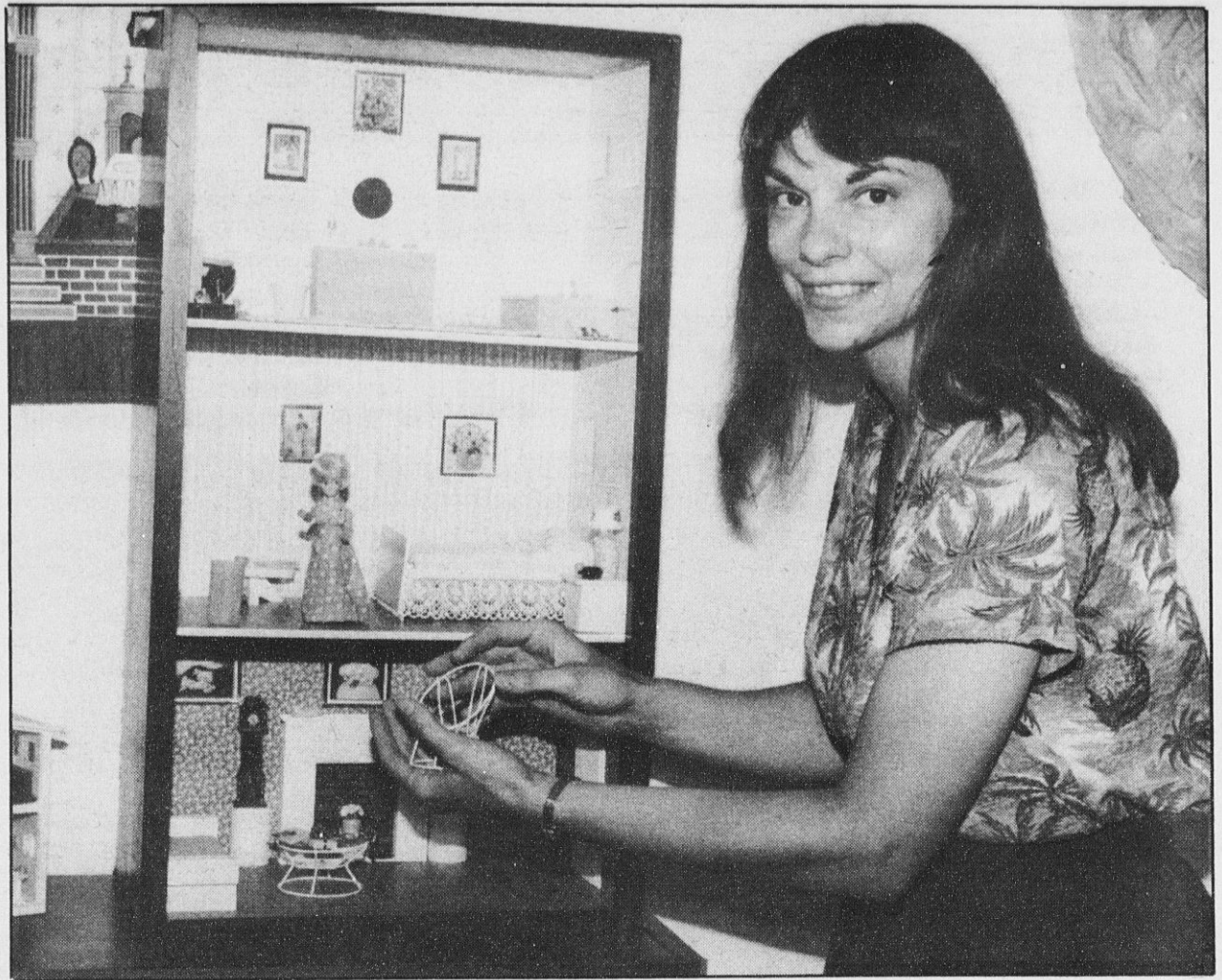
NEWBURGH — An Orange County probation officer is furnishing and decorating homes in her leisure time. But Jean Yanarella's homes are not for people — they're dollhouses, to be looked at and admired for their tiny, intricate furnishings.

"They're definitely not for kids," Yanarella says. "They're too fragile."

In fact, Yanarella's work is so far from child's play that some of it was displayed at the Hill Hold Museum in the Newburgh area.

"Dollhousing" can be an expensive hobby, depending on the decorator's taste. Hundreds of catalogs have designer furnishings that can cost nearly as much as the life-size item. A hanging, working lamp can run about \$40, sofas and chairs \$85 and up. Other items available include shower stalls, toilets, fireplace embers, working doorbells, bricks, keys and tiny portraits to hang on tiny walls. One catalogue even had something "to make your doll-house lawn look oh-so-real: doggy do-do."

"You buy the dollhouse and, of course, you can't leave it naked," Yanarella says,



ORANGE COUNTY Probation Department employee Jean Yanarella displays her dollhouse; this particular three-story condominium was once a stereo speaker.

"so you look in the catalogs and buy miniature furniture, plants, books, all kinds of tiny things. I admit, it's crazy!"

Yanarella uses her own ingenuity to create furniture for her houses. A miniature store has little ceramic alligators and snakes. A living room has magazines made from gummed stamps that advertise for subscriptions to life-sized magazines. On the tiny coffee table is a pair of miniature eye glasses made of blue wire. Yanarella also upholsters her own sofas and beds for her little houses.

Miniaturists use their imaginations to save money on their hobby, she explains.

"Sure, you can buy waste baskets for your

bedrooms and bathrooms, but the little coffee creamer containers at fast food restaurants look just as good as store-bought when they're stripped of their foil top and cleaned," she says. "They also make good lampshades."

Yanarella is always on the lookout for items that "can take on a new life in a doll house."

She became interested in dollhouses more than a year ago through conversations with a co-worker. Since then, she has completed three dollhouses and individual rooms that have been displayed at the Newburgh Free Library. Her current project is a nine-room, three-story Federal style residence which she has equipped with electricity.

"I always swear that each dollhouse I build will be the last," she says. "It's a lot of hard work, sanding, painting and gluing."

Yanarella says she sees her nine-room house as a life-long project.

"Just like any house, it is never really complete," she adds.

Yanarella looks for new ideas at shows. For example, at the Hill Hold Museum, she got the idea to put a miniature cat in a miniature litter box in one of her dollhouse rooms, using groundup litter she has for her life-sized cat.

"Incidentally, many people with dollhouses report that their pet cats are fascinated with their dollhouses and often go into the little rooms, thinking that they're just the right size," she notes. "My cat has not dared to trespass. She must know she'd be in need of a new residence entirely if she did that!"

Yanarella, a member of Orange County CSEA Local 836, supervises adults under the Probation Department's Intensive Supervision Program. Her hobby helps her handle some of her job stress.

"This is a hobby I can escape to," she says. "It's something unreal, something creative."



THE CERAMIC SNAKE coiled at left is more of Jean Yanarella's handiwork. She made it out of clay for her miniature store.

CSEA speaks out at SUNY hearing

ALBANY — Two CSEA local presidents testified recently at a public hearing on issues concerning the State University of New York (SUNY) system.

CSEA was the only public employee union to make a presentation at the SUNY Board of Trustees hearing.

SUNY Plattsburgh CSEA Local 612

President Betty Lennon outlined the problems of U-grades — the unclassified service titles and positions within SUNY. SUNY Buffalo CSEA Local 602 President Kathleen Berchou testified about the lack of promotional opportunities within SUNY.

U-grades

While U-grades were originally created to

help SUNY “with more flexibility to attract qualified staff,” Lennon said, in reality they have become a personal patronage system for campus presidents. They are also seen as a license to steal jobs from classified service, she said.

Using examples, Lennon pointed out that the salaries of U-grades positions are often twice as high as those being paid to CSEA members in classified jobs who are performing essentially the same service.

In one instance, she showed how SUNY could save \$6.54 per hour by using a full-time keyboard specialist who is a grade 6 and a CSEA member instead of a U-grade employee. The hourly rate for the U-grade employee doing the same job would be \$13.74 per hour.

Advancement

Berchou faulted the SUNY system for failing to develop methods for its own workers to advance within the system.

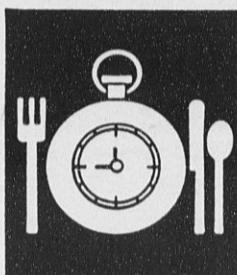
“Within the SUNY system, it is difficult for most, and almost impossible for women, to advance in the skilled trades. SUNY sparingly uses the Joint Apprenticeship Program,” she said. “SUNY has the ability to be a leader in recruiting employees through the Joint Apprenticeship Program, which could be a prime tool in encouraging the advancement of minorities.”

Summing up the problem, Berchou said, “The word regarding the utilization of the Joint Apprenticeship program must come from the highest level down in order to show individual campuses that the program works and is available.”



PREPARING TESTIMONY — CSEA Assistant Director for Research Don Kelly, left, talks with SUNY Local Presidents Kathleen Berchou, center, and Betty Lennon as they wait to give testimony at a public hearing held by the SUNY Board of Trustees.

Travel time is past practice



HYDE PARK — It had been going on for 20 years, and an arbitrator agrees that constitutes “past practice.”

Maintenance employees in the Hyde Park School District have for two decades returned from their scattered worksites to the bus compound to begin their 30-minute lunch breaks. At the end of the half-hour, they would return to their assigned workplace.

But management decided that there would be a new policy — all employees would break at 11:55 a.m. for lunch and be back to their worksites at 12:30 p.m. This meant that employees would have to eat at their worksites rather than at the bus compound.

School district officials contended that the previous practice was contrary to the contract, which stipulates a half-hour lunch. CSEA attorney Tom Mahar pointed out that the contract must be interpreted according to past practice.

Arbitrator Janet Maleson Spencer concurred.

“I agree with the union that the article ... has to be interpreted and applied in accordance with this firm 20-year practice, and that any unilateral change violates that section,” she ruled.

“In accordance with past practice, employees should be allowed travel time of fifteen minutes before lunch to return to the compound for their personal vehicles and 15 minutes after lunch to return to the worksite.”

“It’s a good win,” said Region III Field Representative Richard Blair. “This arbitration establishes a good strong definition of a past practice.”

Bill aids Nassau corrections officers

EAST MEADOW — Corrections officers in Nassau County can look forward to the option of retiring at half-pay after 25 years of service, regardless of their age.

Gov. Mario Cuomo recently signed into law a bill giving that option, to take effect Jan. 1, 1991.

CSEA, along with the Nassau County Board of Supervisors, strongly supported the bill, which was sponsored by state Sen. Ralph Marino and Assemblyman Lewis Yevoli.

The Nassau County CSEA Corrections Unit, Part of Local 830, initiated the change and CSEA lobbied county officials for their support, said Unit President Bill Stanley.

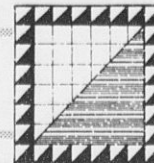
The county also said it would pay the \$1 million needed to implement the law.

CSEA presented studies which showed that correction officers had a 61 percent turnover rate in three years; also, corrections officers have a life expectancy of 59, making the delay of a pension until 62 impractical.

Corrections Officer First Class Dennis Hesse has been with the Nassau County Corrections Unit for six years. He is 28 years old and says the bill will have a dramatic effect on his life.

“With this bill I can retire at age 48 instead of at age 62,” he said. “That’s 14 years of my life.”

“Due to the tremendous amount of stress and the shortened life expectancy associated with law enforcement, the past retirement plan was unfair to officers and their families. Now the word retirement has a meaning for our officers,” Hesse said.



Filling some important shoes

Thanks to CSEA efforts, 150 members of Pilgrim Psychiatric Center CSEA Local 418 are now receiving safety work shoes. The facility only provided the shoes after the Department of Labor stepped in and mandated them at CSEA's request.

The mandate came about after Local 418 President Pat Hahn filed a grievance and was told the state was not obligated to take care of safety shoes.

"It was ridiculous, so I filed a complaint with the Labor Department and then came down and cited the facility for a PESH violation" Hahn said.

"I think the shoes are great. It's important to have safety shoes on the job," said motor vehicle operator Bill Lynn.

IF THE SHOE FITS . . . Pilgrim Psychiatric Center Local 418 member Frank Dolinski, Jim LaRocca, Local President Pat Hahn and CSEA Safety and Health Representative Dan Morra watch as motor vehicle operator Bill Lynn tries on safety shoes won through CSEA action.



Please Help!

CSEA Nassau County Local 830 is asking for your help in providing urgently needed rehabilitation care for Carl Gonzalez, son of member Leslie Gonzalez, an employee of the County Department of Social Services.

Gonzalez suffered a broken neck that left him paralyzed during a swimming accident last summer. He has been treated at Nassau County Medical Center since August, but now needs to enter a rehabilitation center which must be paid for in advance.

Send contributions to:
Carl Gonzalez Fund
 8 Hunter Lane
 Levittown, New York 11756

Going to bat for day care



The TLC Day Care Center, located on the grounds of Helen Hayes Hospital, has a group of guardian angels who are helping to keep it open.

HHH Local 302 President Darlene Foust says co-workers helped to raise \$1,200 as a result of a double-header softball game held in September.

The \$1,200 was used to purchase a TV and a VCR and to pay for liability insurance for the center. The remainder will be re-invested into more fund-raising activities. Some future plans call for a dinner dance and a T-shirt sale.

Local 302 Vice President Scott Keyser, who helped to organize the softball game, said the fund-raising has been a team effort for CSEAS Local 302, PEF and management. The local community has also been very supportive, he added.

Congratulations

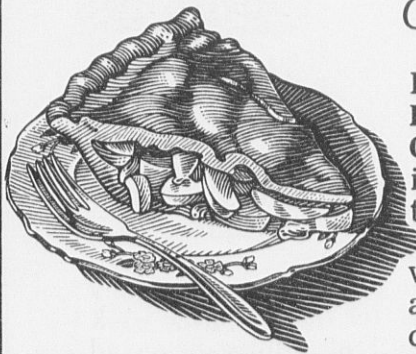


CSEA President Joe McDermott recently honored four longtime CSEA staffers for reaching 20 years of CSEA service. Pictured, from left, acting CSEA Region IV Director Paul Burch; Statewide Election Procedures, Judicial Board and Appeals Committee Assistant Marcel Gardner; McDermott; Research Associate Cindy Chovanec; and Senior Offset Machine Operator Rose DiNuzzo.

Our mistake

Oops! We goofed. Last edition, The Public Sector ran a photo of Hudson River Psychiatric Center-Brookside Day Care Center Director Denise Rega, saying that she's helped raise \$13,000 through bake sales and other fundraiser.

That's too much wishful thinking (or very special baked goods). The truth is, about \$3,000 has been raised for the center.



Marathon man

Kudos are in order for CSEA Deputy Director for Contract Administration Mark Lawrence who recently completed the New York City Marathon in the top 10 percent of finishers.

Lawrence's time of 3:16 for the 26 miles course through the New York City boroughs was in the top 2,000 runners out of 24,000 who started the race.

We're breathless just thinking about it!



A scapegoat ends up thrown to the wolves

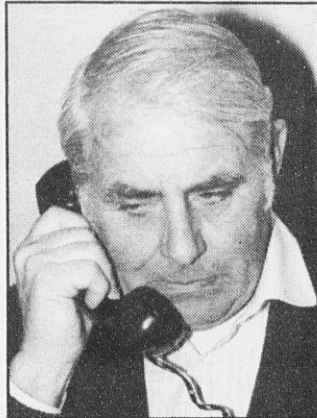
By Sheryl Carlin
CSEA Communications Associate

CENTRAL ISLIP — Charges were dismissed recently against a mental health therapy aide (MHTA) who was accused of choking a patient to death while trying to restrain him earlier this year.

But MHTA Forrest M. Taggart, saying he felt like a scapegoat "thrown to the wolves by management," later resigned his job anyway.

A county judge said there was not enough evidence to indict Taggart, who worked at the Central Islip Psychiatric Center, on charges of criminally negligent homicide.

"We had faith in the legal system and felt sure Taggart would be exonerated," said Central Islip CSEA Local 404 President Al Henneborn. "Taggart has always been a conscientious employee with no disciplinaries and we stood behind him since day one!"



Local 404 President Al Henneborn

Henneborn did not stand alone. Union members poured out support on Taggart's behalf in the form of letters and court appearances.

Taggart, 27, said he felt "extremely relieved" after being cleared of criminal charges and praised the support his union and co-workers gave him during the ordeal.

The judge's decision doesn't end the nightmare for Taggart, however. The client's mother reportedly is pursuing a \$1.5 million lawsuit against Taggart and the state. And despite being cleared of any criminal charges, Taggart recently resigned his job after the hospital administration said it would continue attempts to fire him. (See related story).

According to testimony, the client, Calvin Phinizy, 38, died while Taggart and other aides struggled to get him into a straitjacket. Taggart reportedly was using an acceptable choke hold, one that is not prohibited, as a means of restraint.

The death prompted state officials to ban the use of straitjackets in most of the Central Islip facility, as well as recommend increased training in resolving confrontations without violence.

Testimony showed that on the day of the incident, Taggart was told by a doctor on duty to transfer Phinizy, diagnosed as a paranoid schizophrenic, to a more secure ward.

Phinizy was accompanied down a hallway by an aide holding each arm and Taggart walking behind. Phinizy suddenly broke one arm free and punched one aide in the chest

at which time Taggart put the client in a headlock, witnesses testified. Phinizy fell backward, pinning Taggart against the wall.

At that point, a physician was present and he told Taggart to be careful not to choke Phinizy, but did not tell him to change his position, according to testimony.

Taggart reportedly held Phinizy while the other aides put the jacket on his arms. When they turned him over to lace the jacket up the back, Phinizy became still.

The doctor then ordered the straitjacket removed and made an unsuccessful attempt to resuscitate him.

Taggart was the only one of those present to be brought up on charges.

CSEA Region I President Jerry Donahue said the union grieves for the family but that the death was definitely an accident.

"Taggart acted quickly in an emergency situation. A doctor was on the scene and did not see anything negligent about the way the incident was handled," he said.

ONE HELL OF A YEAR

Forrest Taggart has had one hell of a year.

He was brought up on criminally negligent homicide charges in April, got married, went through grueling months of hearings and, most recently, resigned from his job.

Taggart, a 27-year-old mental health therapy aide (MHTA) at the Central Islip Psychiatric Center, accidentally choked a client during a restraint. Efforts by a doctor to revive the client were unsuccessful.

Although two other MHTAs, a doctor and a nurse were present during the incident, only Taggart was brought up on charges.

A grand jury indicted Taggart on homicide charges just 14 days before his wedding date.

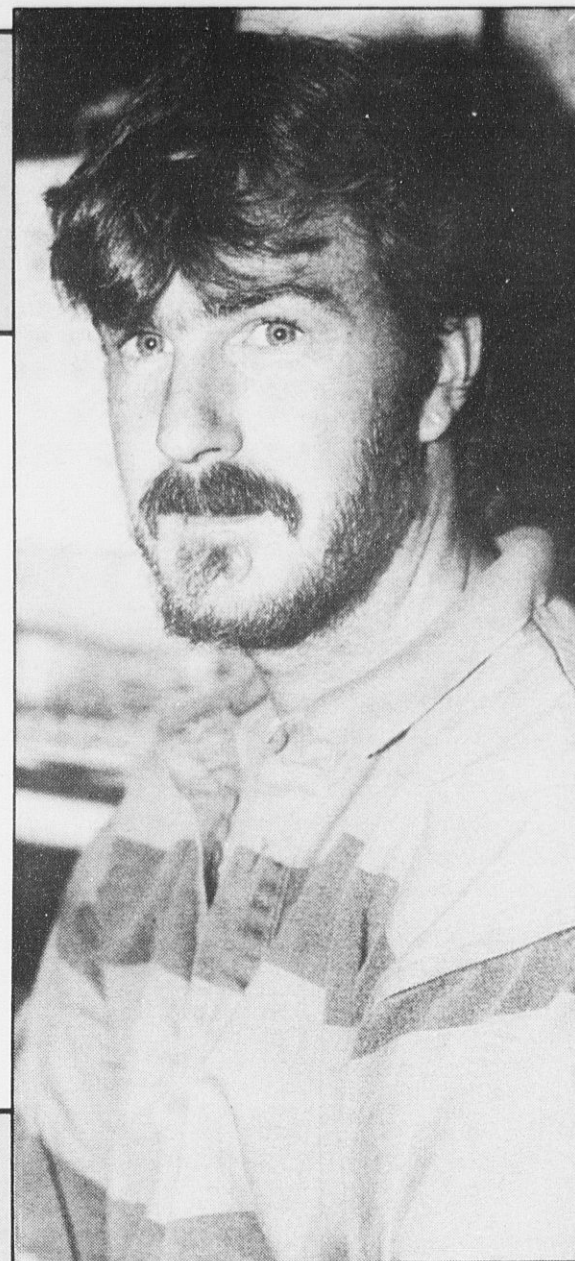
"Me and Laura tried to act as normal as possible and go on with our wedding plans," Taggart said. His wife works at the same psychiatric center as a nurse.

After enduring extremely stressful hearings, the charges against Taggart were dismissed due to lack of evidence. However, the administration persisted in attempts to fire him.

Almost immediately management tried to dismiss him on another incident they alleged happened earlier that day.

"That was it!," exclaimed Taggart's wife. "I'm five months pregnant and we want to get on with our lives. The strain has been too much," she added.

Instead of enduring an administrative



Forrest Taggart

hearing, Taggart chose to resign. CSEA Local 404 President Al Henneborn had said the union would support Taggart and fight the administrative charges "all the way."

"I felt that even if I beat the charges, I would never be able to do my job," Taggart said. "I would always feel like the administration was breathing down my neck."

CSEA said the administration's attempt to fire Taggart was their way of appeasing the Board of Visitors, the center's watchdog group for patient rights, parents of the clients and the state.

"I feel as though I've been the scapegoat," Taggart said. "Just thrown to the wolves by the facility."

Taggart received back pay from the day he was suspended to the original date of the administrative hearing, as well as six days vacation time.

He expressed his thanks to those who helped him get through the difficult year.

"The union support was there from the beginning," he said. "So was the support from my family, friends and co-workers."

Taggart, who had been with the facility about three-and-a-half years, now works for a cement company.

"We're sad to lose a good employee and union member," said CSEA Local 404 President Henneborn, "but we definitely understand his reasons. I think there's a good chance management would continue to harass him."