

Official publication of
CSEA
Local 1000, AFSCME, AFL-CIO

Sector

THE PUBLIC

Vol. 17 No.2 FEBRUARY 1994

STATE GOVERNMENT NEWS PAGES 1-9

GENERAL NEWS PAGES 10-17

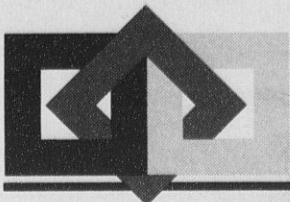
LOCAL GOVERNMENT NEWS PAGES 18-24

Cutting the red tape



CSEA helps
streamline
the state
grievance
process

See page 3



State Government News	General News	Local Government News
CSEA wins sweeping changes in the state grievance/ arbitration system. See page 3.	The Labor Movement is alive and well, thanks. See the president's message page 10.	A chilling reminder that worksite security must not be ignored. See page 18.
The 1994 state budget is outlined on page 4.	CSEA is already pushing for its Legislative Agenda. See page 11.	A public works unit president's idea would save county \$5.5 million. See page 20.

**CSEA
Wassaic DC
Local 426
celebrates
50 years**

Helping mark the golden anniversary of CSEA Wassaic Developmental Center Local 426 are, from left, Joe McDermott, Candy Saxon, Pat Mascioli, Alan Ackerman, Mary Sullivan, Danny Donohue. Seated from left, Christine Milton, Hank Brennan, Alice Murtagh, Tom LeJeune, Cy Holdeen.



SUNY New Paltz member needs sick leave donations

NEW PALTZ — A SUNY New Paltz employee needs your help. The state's pilot leave donation program, negotiated by CSEA, allows employees from the same agencies to donate leave time to co-workers throughout the state. That program could greatly help Linda Orth, SUNY Local President Diane Luchessi said. Orth, a calculations clerk has had to take time off to be with

her children who have all required serious medical procedures. Orth's 13-year-old daughter, Destiny, who had a tumor when she was five, now faces more delicate surgery. Daughter Christina, 15, needs to have a cyst removed from her leg. Her husband, who is disabled, will eventually need surgery on his leg. He presently wears a brace.

Recently, Orth's son Justin suffered from pneumonia. Orth has used most of her accumulated time and will need additional leave to help care for her family. Most important is that her health insurance coverage continues. Orth has confidence that her union brothers and sisters will come through for her.

"Whenever I've had a problem," she said, "CSEA has come through."
— Anita Manley

Correction
A story about Steve Shook incorrectly stated his workplace. Shook, who collects can refunds all year long to buy toys for the U.S. Marine Corp's Toys for Tots program, works at the state Insurance Fund.

THE PUBLIC Sector

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

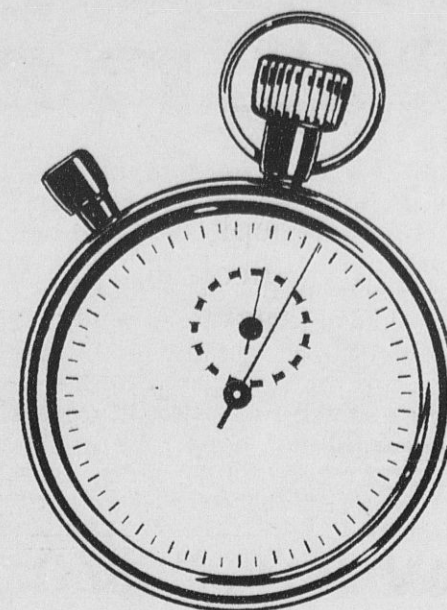
STANLEY HORNAK, Publisher
ROGER A. COLE, Editor
KATHLEEN DALY, Associate Editor

The Public Sector (USPS 0445-010) is published monthly by The Civil Service Employees Association. Publication Office: 143 Washington Avenue, Albany, New York 12210. Second Class Postage paid at Post Office, Albany, New York 12288. Postmaster: Send address changes to: Civil Service Employees Association, Attn: Membership Department, 143 Washington Avenue, Albany, New York 12210.

COMMUNICATIONS ASSOCIATES

SHERYL C. JENKS	Region I (516) 273-2280	RON WOFFORD	Region VI (716) 886-0391
LILLY GIOIA	Region II (212) 406-2156	STEPHEN MADARASZ	Headquarters (518) 434-0191
ANITA MANLEY	Region III (914) 831-1000		
DAN CAMPBELL	Region IV (518) 785-4400		
MARK M. KOTZIN	Region V (315) 433-0050		

Timely resolution



Bold new CSEA initiative seeks to end grievance backlogs, solve problems locally

ALBANY — Swifter justice for CSEA members who file contract grievances is the aim of a bold new CSEA - New York state initiative.

The sweeping change is intended to quickly resolve as many grievances as possible at the local level; clear up the backlog of existing grievances now pending in the Governor's Office of Employee Relations (GOER); and implement a pilot project to avoid time-consuming and costly traditional arbitration.

"The grievance process has been gridlocked for a long time. Contract issues dragged on for years without resolution, which was unfair to our members who deserved a timely hearing," CSEA President Joe McDermott said. "It was also getting harder and harder to work with the state and its agencies because too many issues were up in the air. Even the state had to recognize the situation was intolerable."

Finding a solution to the complicated issue has been a priority that CSEA aggressively pursued. After several months of painstaking discussions between CSEA and GOER, a detailed plan of action has been put into effect.

Management urged to act responsibly and timely

The initiative began with a memo from GOER Director Joseph Bress to state agency management personnel urging greater attention to contract guidelines and more responsive handling of grievances at

the local levels. The memo indicated that grievances should only be sent on to Albany when they cannot be dealt with in any other way.

"There's been too much of a knee-jerk tendency in many state agencies to just kick issues upstairs," said CSEA Director of Contract Administration Ross Hanna. "But that drags out the problem and often makes the solution a lot more complicated than it needs to be. It's much better for everyone if the resolutions are reached between labor and management right there at the worksite."

Dramatic new statewide approach to dispute resolution

The most dramatic aspect of the new grievance procedure is the use of a master arbitrator for all CSEA-state grievances and a variety of labor and management review procedures to avoid arbitration.

Well-respected labor arbitrator Jeffrey M. Selchick has been jointly selected as the master arbitrator.

"Jeff Selchick has a longstanding relationship with CSEA and the state, understands our contracts and has a record of fair and consistent decisions," McDermott said. "The proof of his ability is that both the union and the state, independently selected him as their number one choice of arbitrator."

Impressive early results

The first order of business under the new procedure is to clear up the backlog of grievances pending with the state. The effort, referred to as *triage* involves discussions between CSEA, GOER and the arbitrator in a form of mediation to identify the issues at hand and work them out. At one recent session, 15 of 20 scheduled cases were immediately resolved. In the past all of those cases might have required arbitration.

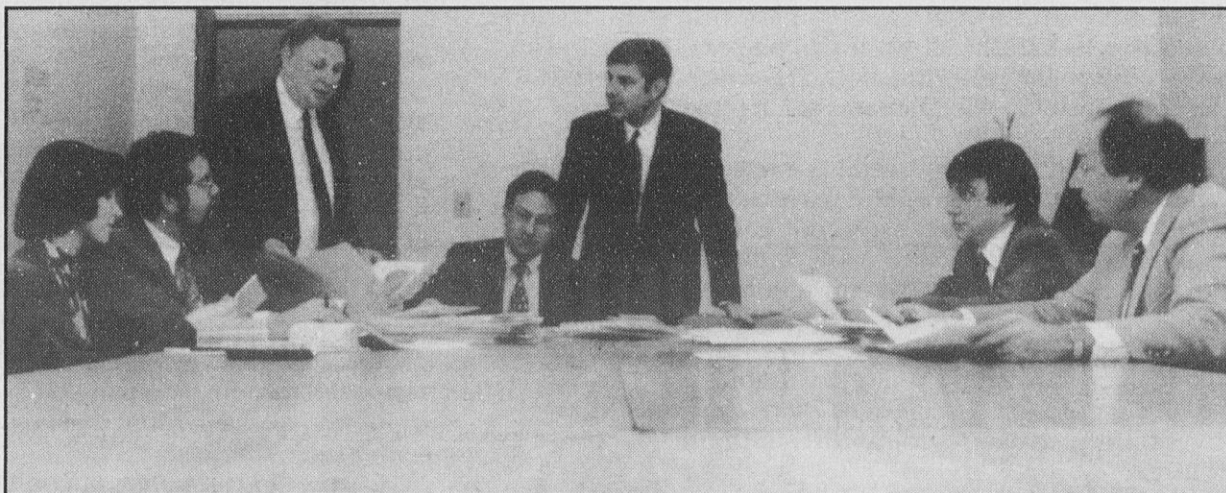
The triage approach will also be used on all future grievances sent to GOER. In the event that a solution can't be worked out in discussions, both sides will present their case and the master arbitrator will make a decision.

In some rare instances, issues may be decided through traditional arbitration, even though that can take much longer.

"We are very optimistic about this new approach and are very pleased that the state recognizes the importance of a timely and cooperative dispute resolution process," McDermott said. "I'm especially proud that it will provide fairness to CSEA members and make their contract rights more meaningful."

— Stephen A. Madarasz

"It will provide fairness to CSEA members and make their contract rights more meaningful"



TRIAGE SESSION — CSEA President Joe McDermott, standing left and Governor's Office of Employee Relations Director Joe Bress, standing center, flank master arbitrator Jeffrey Selchick during a recent "triage" meeting to resolve backlogged grievances. The bold new initiative is already showing positive results in expediting the CSEA-state grievance process. Also pictured are, from left, CSEA attorney Marilyn Dymond, CSEA Director of Contract Administration Ross Hanna, GOER associate counsel Dick Dautner and GOER Deputy Director Alan DeMarco.

No need for layoffs

ALBANY — After years of threatened layoffs, the 1994-95 fiscal year could be a brighter one for New York's public employees.

Gov. Cuomo's proposed \$62.64 billion budget increases spending in some important areas. However, it also calls for 169 layoffs. (See story below for details.)

CSEA President Joe McDermott called the proposal an improvement, but said any layoffs are too many.

"The Governor's proposed budget has more gain than pain, which is a switch from recent budgets," McDermott said. "But 170 layoffs are still too many. We do not see the need for any layoffs. We do see the need for workforce stability after years of turmoil."

The state Legislature must now begin working on the Governor's proposal to come up with a final document by April 1. CSEA plans to keep an eye on the whole process to be sure CSEA members' interests are protected.

"We are the people who keep New York operating, and we want to be sure our members get the respect we deserve in this budget process," McDermott said.

While the Governor seems to be in a tax cutting frenzy to help businesses, we want to be sure the state has sufficient income to provide vital services. It's going to be a long budget year, even with what looks to be a relatively friendly budget."

Governor proposes layoffs and new jobs

Gov. Cuomo's budget calls for 169 layoffs in four agencies.

While CSEA is concerned about the layoffs, the overall impact of the budget on the state workforce is much less dire than in previous years.

The proposed layoffs include: 77 in the **Division for Youth**; 51 in the **Department of Social Services**; 33 in the **Department of Environmental Conservation**; and 8 in **Crime Victims Services**.

Some agencies would gain under the proposal. For the first time in years, the **Office of Mental Health** would have no layoffs; in fact, it would get 475 of the new jobs, and the **Office of Mental Retardation and Developmental Disabilities** would get 450. Those increases come as a result of greater state investment in community residences for former psychiatric and developmental center clients.

"CSEA worked hard for reinvestment in the mental health system that would put state dollars saved from psychiatric center closings directly into state-funded community residences," said CSEA Executive Vice President Danny Donohue, the union's liaison on mental hygiene issues. "We are reaping the benefits of that successful effort now, not only in terms of jobs for our members but in terms of quality care for the clients."

OMRDD will continue its efforts to reinvest in state-operated community care by opening new residential and day programs that will generate new jobs.

In the **Department of Motor Vehicles**, CSEA will have to fight off the proposed privatization of the vehicle registration process and road tests. It's a battle the union successfully fought last year.

The budget proposes closing **DMV** offices in Utica, Binghamton and Buffalo and transferring the functions to county clerks offices. Staff will be reassigned to the Traffic Safety Law Enforcement Disposition program currently done by the Division of Criminal Justice Services.

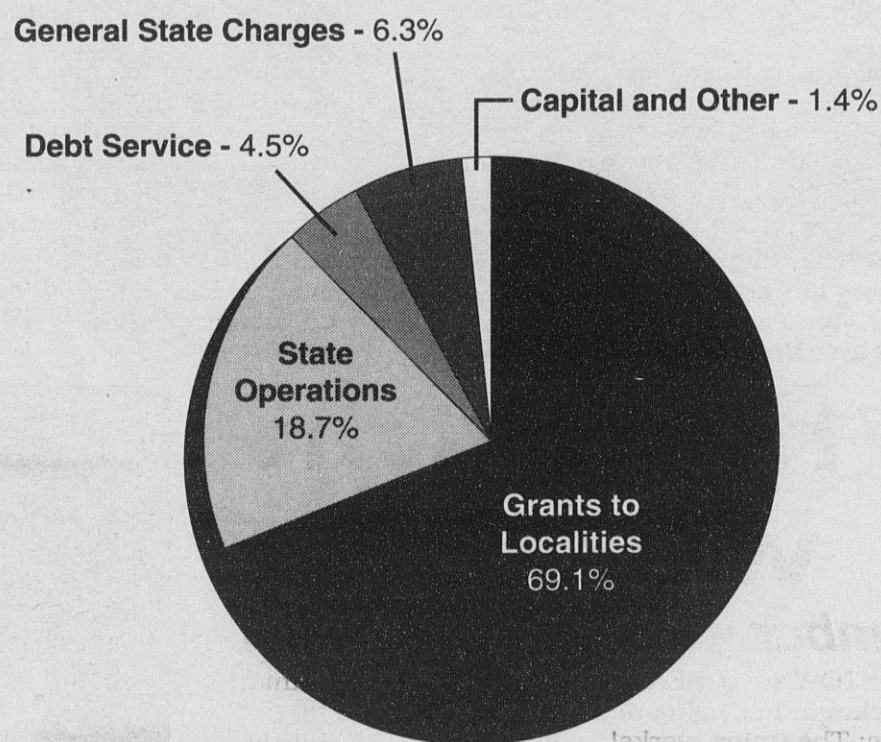
Another privatization battle is brewing in the **Office of General Services** where the Governor has proposed a contest between private, for-profit contractors and state employees. Both will clean some buildings on the Albany state office campus to allow for a comparison of cost and quality. CSEA will fight any efforts at privatization. The union believes its members will win any competition like this scheme, providing it is a fair fight.

SUNY would get a 5 percent increase under the Governor's proposal, and no tuition increases would be required.

In the **Department of Social Services**, the governor proposes a decrease of \$416,000 in the office of audit and quality control. Of the 51 proposed layoffs, 20 positions will be transferred to a new claims review program.

While Gov. Cuomo proposes leaving 2,099 job vacancies created by attrition and cutting funds for 688 empty jobs, he also proposes creating nearly 3,000 new jobs.

GENERAL FUND DISBURSEMENTS 1994-95



FPI calls for corporate disclosure

ALBANY — As Gov. Cuomo is calling for tax breaks for corporations, the Fiscal Policy Institute is calling for changes in that will allow corporate tax policies to be made in the light of day.

The report, "Corporate Tax Policy and the Right to Know," is calling for corporate tax disclosure. Businesses in New York state do not have to report what corporate taxes they pay or what tax breaks and incentives they receive.

That means those who make corporate tax policy have no way to properly analyze the effect of proposed tax cuts on the state's economy, on individual businesses and on tax revenues.

"Corporate tax policy at the state level is increasingly made in the dark," FPI Executive Director Frank Mauro said. "Gov. Cuomo has just called for some major changes in the way New York state taxes large multi-state corporations. But neither legislators nor the public have any way of knowing whether major corporations are paying their fair

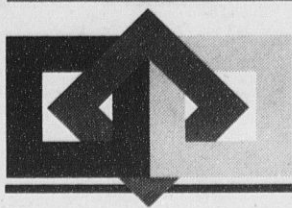
share of state taxes."

Corporate tax disclosure would give legislators, policy makers and the public the information needed to determine: how much proposed tax changes will cost; whether the bulk of the benefits would go to a small number of firms; whether the tax benefits received by those firms are likely to achieve the desired economic benefits; and whether other tax policy changes would be more likely to achieve the desired economic benefits.

CSEA, which is a member of FPI, supports corporate tax disclosure.

"We need to be sure everyone is paying their fair share of the tax burden, and right now we can't do that," CSEA President Joe McDermott said. "We might find out that big multi-state corporations do pay their share. Or we might find a need for reform. We certainly can't find anything out in the dark."

FPI is a think tank with broadbased support including community groups and unions like CSEA.



CSEA saves member's job and wins back pay

BROOKLYN — A CSEA member has her job and eight months of back pay and benefits, thanks to the union.

Dolores J. Freeman, a

member of the Courts Unit of CSEA Local 010, was dismissed as a principal office stenographer in the Mental Hygiene Legal Service a year

ago. CSEA filed a grievance over the firing.

Unit President Ed Satran was jubilant over the "major win." CSEA Local 010 First Vice President Bill Vassallo said getting Freeman's job back "made the union a little stronger in the judicial system."

Management flagrantly violated the contract, failing to provide progressive discipline to a permanent competitive employee who had worked for the state since 1969. Even worse, a supervisor forced Freeman to sign an undated resignation letter which he held for months and then produced last February.

CSEA Labor Relations Specialist Jackie Vandergrift said that management not only denied Freeman's right to a disciplinary hearing, but also used intimidation by calling

Freeman into a disciplinary meeting with several attorneys when she had no union representation.

"CSEA contended that Dolores' resignation was in no way, shape or form voluntary when she had to sit in a room with three attorneys threatening her with termination," Satran said. He credited the Judiciary Office of Employee Relations for accepting CSEA's arguments.

"Dolores was never counseled as to what her rights were," Satran said.

"I should have turned to the union earlier," Freeman said. "CSEA was quick to respond, and Mr. Satran was excellent in representing me."

Since her return to work, she said proudly, she has "gotten an excellent performance evaluation."

— Lilly Gioia



Celebrating her return to work are Dolores Freeman, center, Local 010 First Vice President Bill Vassallo, left, and Ed Satran, president of the Courts Unit of Local 010.

The union works!

Member wins reclassification

JOHNSTOWN — CSEA member Dawn Flint Beekman has some news for CSEA members: The union works!

A member of CSEA Local 333, Beekman has worked for the Fulton County Commissioner of Jurors for more than 11 years as deputy commissioner. Thanks to CSEA, she won a reclassification from senior office typist to principal office typist. She was so pleased with the union's efforts that she attended a local union meeting to express her satisfaction with CSEA's.

"I'd like to tell you about my plight as a testimonial to Tim Drew (Local 333 president), Janna Pfluger (a CSEA attorney) and all the dedicated employees in the CSEA Legal Department," she said.

Beekman filed for reclassification, and the Fourth Judicial District said they would recommend the reclassification.

"Based on the documentation submitted, and the fact that I listed five other employees in other judicial districts with that title, I was confident that (the personnel department in) New York City would approve my request," she said. "Was I wrong! I was denied."

Beekman re-applied, only to be denied again. That's when she turned to CSEA and Local 333 President Drew.

"He listened to my complaints. I was so angry at the Office of Court Administration (OCA)," she said. "He told me we could begin by filing an action against OCA,"

Beekman said. "Shortly thereafter, it was filed with the diligence of Janna Pfluger and the CSEA Legal Department.

"We must have gotten their attention, as they decided to review my reclassification."

She went through a desk audit with a senior personnel analyst. He recommended the reclassification, which was finally approved.

"It was a long and arduous road that was totally unnecessary," Beekman said. "I strongly believe that if not for my persistence and the dedication and expertise of CSEA, this outcome would not have been possible. I believe the Unified Court System was counting on my accepting their decision, as most people do.

"I, as a CSEA member, realized that I did not have to accept their unjust decision," she said. "My job responsibilities warranted a promotion, and I was adamant that the Unified Court System recognize that and give me the credit I deserve."

— Daniel X. Campbell



CSEA member Dawn Flint Beekman

Direct deposit available for OCA employees

Through the relentless efforts of the CSEA Office of Court Administration (OCA) Labor-Management Committee, OCA employees may now choose to have direct deposit of their paychecks.

If you have questions about the program or wish to enroll, call the OCA Payroll Office at (518) 432-3452 or (518) 432-3458.

CSEA Court employees merge into one unit

ALBANY — In a move intended to improve member services and labor-management relations, CSEA and the state Office of Court Administration have merged CSEA's 21 separate court negotiating units into one unit. The unit will cover 3,800 CSEA-represented court employees.

The unit will now be referred to as the CSEA State Judiciary Negotiating Unit, which is the name of the original CSEA unit of state-paid court employees that existed prior to April 1, 1977.

"The merger is a win-win situation for everyone," said CSEA President Joe McDermott. "It improves our ability to service our members and fosters a better working relationship with the Court system.

"It shows what can be done when you apply plain old common sense to the workplace," he said.

DMV workers face pepper mace attacks

STATEN ISLAND — CSEA members who work in the Staten Island Department of Motor Vehicles (DMV) are fending off angry customers armed with pepper mace.

So far CSEA members have endured three attacks, and CSEA is demanding that protective glass partitions be replaced. They had been removed over union objections in a DMV attempt to provide a more friendly atmosphere.

Those attempts, though well-intentioned, callously disregard safety, CSEA Metropolitan Region President George Boncoraglio said in a letter to DMV Commissioner Patricia Adduci.

"I think the commissioner has lost touch with the times," said Boncoraglio, who sent Adduci a copy of the national report showing homicide as the number one cause of workplace

deaths in the state. He urged that the protective partitions be replaced immediately.

CSEA Local 010 member Donna McDermott, who suffers from a serious asthmatic condition, suffered terrifying choking, gagging and nausea while being rushed to a hospital. She has suffered two pepper mace attacks.

The worst occurred at the enforcement desk, but workers and customers in the auto registration area soon experienced burning throats, and watery eyes as the spray traveled



CSEA member
Donna McDermott

"like smoke" through the air.

"Everybody was coughing and stunned by it. It traveled through the whole office," co-worker Eileen Ray said. "We are dealing with hostile people very often, and DMV is saying be friendly!"

"For someone with asthma and a respiratory condition, you could die," CSEA member Diane Greco said. "Donna could not breathe."

The attacker who was caught also carried a knife, Greco said.

DMV workers are even more worried after learning about a man who died after being subjected to mace.

"Because I pressed charges my name is public knowledge," McDermott said. "Now I have to get an order of protection every three months because all he got was three years' probation."

The attacker had outstanding warrants and license and car registration problems, DMV workers said. When he was asked to take a number, he sprayed pepper mace in McDermott's face.

"It's unbelievable that it was mace, but it could have been a gun," she said. "It's such a scary feeling that you're so easily subject to this type of thing, and I wasn't even the one who was helping this man."

DMV employees say they feel vulnerable to attack.

"I felt a little bit more protected when we had the glass between ourselves and the customers," McDermott said.

— Lilly Gioia

CSEA fights for safety in Dept. of Labor Poughkeepsie office

POUGHKEEPSIE — CSEA will file health and safety complaints on behalf of workers at the Department of Labor (DOL) in Poughkeepsie over dangerous and filthy working conditions.

CSEA Mid-Hudson Local 009 President Vinny Lord wants the state to correct problems including faulty electrical wiring, rodent infestation and a slippery floor in an entry way where employees have fallen.

"This is the kind of tile you put in a bathroom," CSEA Safety and Health Specialist

Wendy Hord said. "You don't put this in a busy entry way where wet conditions can cause people to fall."

She objected to an extension cord taped to a wall and tied to exposed electrical wiring. The rodent problem

'No major employer would stand for this'

is being attacked with traps, Hord said, and she will continue to monitor progress.

The DOL office is "not a pleasant place to deal with troubled clients," Hord said. "It's inexcusable to have to work under these circumstances."

Taxpayers should realize that public employees are working under

difficult conditions, she said.

"They're using old desks and chairs that do not conform to ergonomics, rotary phones and dealing with bugs and rodents," Hord said. "No major employer would stand for this!"

While there are plans to eventually move the office, there is no set date.

A new office plan should include provisions for security, adequate ventilation and space, Hord said.

— Anita Manley

Local 411 joins fight to prevent community hospital's transition

KINGS PARK — CSEA members from Kings Park Psychiatric Center CSEA Local 411 have joined the Community Hospital of Western Suffolk (CHOWS) employees and others who oppose plans to convert CHOWS to an acute care psychiatric hospital.

The move would threaten the jobs of about 120 therapy aides in the admissions unit at the psychiatric center, Local 411 President Barry Malone said.

"It's an extremely dangerous concept. We have trained therapy aides who have been handling these patients for years and still we have an extremely high assault rate. I can't imagine how bad it will be without appropriate staff," Malone said, echoing the fears

of hospital medical staff.

CSEA Labor Relations Specialist Jim Henck said clients are often young, strong and drug abusers who need special care that CSEA charges CHOWS will not be able to offer.

Local 411, which has 1,500 members, joined the CHOWS medical staff and community activists at a recent demonstration to protest the conversion.

CSEA members are carrying petitions which they will use to lobby state officials to keep CHOWS a general hospital.

Malone and others believe the plan is part of the state's efforts to expedite the closure of Kings Park Psychiatric Center, slated to close in 1997.

— Sheryl C. Jenks

Activist Rick Galbally is mourned

AUBURN — CSEA is mourning the death of longtime labor activist Richard "Rick" Galbally.

Galbally, 46, worked as a motor vehicle operator at Auburn Correctional Facility and was the immediate past president of CSEA Auburn Correctional Local 153. For the past two years he served as corresponding secretary for CSEA's Central Region. He had also been local grievance representative and chair of CSEA's statewide Department of Corrections Labor-Management Committee.

CSEA Central Region President Jim Moore remembered Galbally's dedication to his members.

"Rick was a true union activist. He fought for his

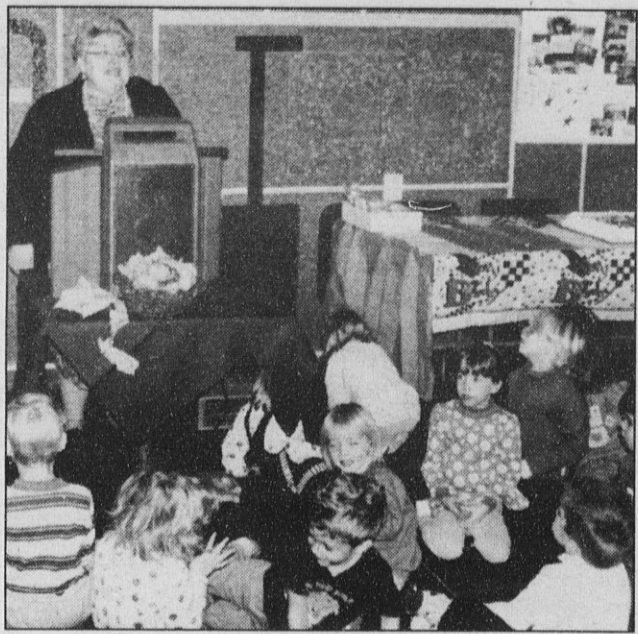
members and was quick to hold management accountable when he believed they were wrong," Moore said. "His family was important to him and he was proud of all his children's accomplishments."

"Our union has lost a strong leader and I have lost a good friend."

He is survived by his wife, the former Denise McNabb, and three children, Kristy, Casey and Corey. A fund for the family has been established by CSEA's Central Region. Members or locals wishing to contribute should send checks payable to:

Rick Galbally Memorial Fund
c/o CSEA Central Region Office
6595 Kirkville Road
East Syracuse, NY 13057

DAY CARE ANNIVERSARY
 — CSEA wishes DOT's day care program — The Children's Place — a happy 10th birthday. A. June Robak, CSEA Capital Region president, congratulated the day care program and noted that the state's 57th day care program recently opened in New York City.



CSEA local 430 member named LIDC employee of the year

CSEA Long Island Developmental Center Local 430 member Rosie Haynes was named Employee of the Year.

Haynes, a direct assistant II, supervises 13 aides in a small residential unit. She has been working for the center for 27 years and is proud of her efforts on behalf of the clients and the employees she supervises.

"I always try to do the best job possible," said Haynes, who is a mother of two and wife of CSEA Local 430 President Gene Haynes.

"The honor came as a surprise," Haynes said. "They gave me a luncheon at the



CSEA member Rosie Haynes

(group) house and a brunch on the grounds of the center."

At the brunch her husband presented her with a bouquet of roses and the administration gave her a desk clock inscribed with her name and "Employee of the Year."

Haynes was also honored in Albany with other Office of Mental Retardation and Developmental Disabilities employees from across the state.

— Sheryl C. Jenks

Harlem Valley consolidation compounds staffing problems

POUGHKEEPSIE — The consolidation of Harlem Valley Psychiatric Center into Hudson River Psychiatric Center is already causing serious problems.

And the worst is yet to come with the transfer of 180 patients and 250 staff set to be completed as *The Public Sector* went to press.

"Both campuses are critically short staffed and now that's being compounded by the consolidation," Hudson River Local 410 President Judy Watts said. "It's like trying to stuff 10 pounds into a five-pound bag."

Facility officials conceded that CSEA's concerns are valid.

The problems resulted in part because the facilities have more patients than OMH bureaucrats projected in planning to close the facilities. CSEA had warned that the closing of Harlem Valley would not make needs go away.

CSEA successfully sued the state last year to delay the Harlem Valley closure to ensure adequate time and preparation for the consolidation. But so far, it appears that OMH has not used that time to its advantage.

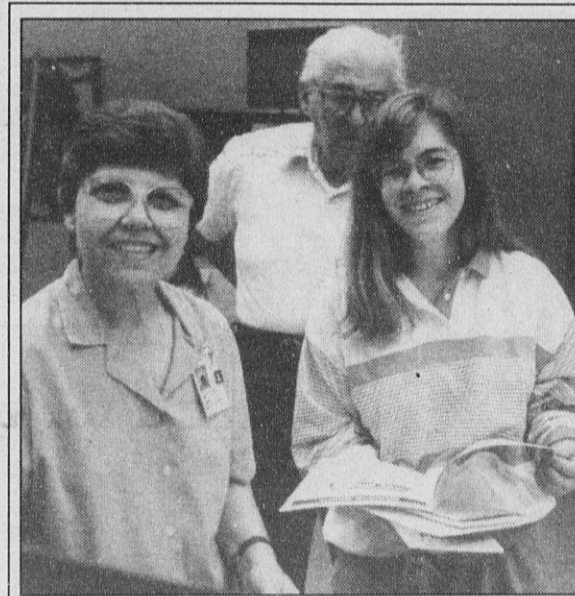
Harlem Valley employees who transferred to Hudson River report seriously deficient orientation and preparation when they arrived. Mandatory overtime and overcrowded wards are also causing strain.

"They don't have enough staff but the cost of the overtime has to be staggering," Watts said.

Injured and ill employees are working because they are afraid to call in sick for fear of losing their jobs, she said.

"Morale is deteriorating to the point that it's going to affect patient care," Watts said. "How can management expect us to do a good job when we are exhausted and intimidated?"

— Anita Manley



KEEPING HEALTHY AT HELEN HAYES HOSPITAL — CSEA members Catherine Candela, right, and Marie Shelly at CSEA Helen Hayes Hospital Local 302's health Fair. CSEA health fairs offer medical screening and opportunities to gain valuable information from local health care professionals to improve your well-being.

Stony Brook Veterans Home workers protest conditions

STONY BROOK — CSEA members picketed the Veterans Home at SUNY at Stony Brook Hospital to protest a litany of problems, including mandated overtime and short staffing.

Short staffing is the worst problem. Carol Low, a shop steward for CSEA Local 614 who has worked at the home since it opened in 1991, said staff levels are so low no one gets time off.

"The employees put in for time off months in advance and still it is denied," she said. "Then they actually lose the time."

CSEA is filing grievances over a number of issues, but the problems continue.

CSEA Local 614 Vice

President Grace Roy said the union has been asked to be patient for many years.

"First it was because the home was new, then it was because there was a change in the administration, then it was something else and something else," she said. "We have no more patience to offer. Our members want to be treated with fairness and respect, NOW!"

Members have been called at home and told they had to work mandatory overtime. After they make alternate plans for child care and transportation, they are told they won't be needed — until an hour before their shift ends and they learn they must work overtime after all.

The turnover at the facility has been understandably high.

"We lose a lot of good people because of the unfair treatment," Low said.

"It's easy to see why," Local 614 President Phil Santella said. "These employees are basically not expected to have any life outside this facility."

Most full-time employees have gone to part time, and some of them are still working more than 60 hours a week.

Laura Weyant, a clinical nurse assistant, said people don't get their overtime pay for six to eight weeks. Her compensation checks were so untimely she couldn't pay her mortgage.

"The administration doesn't

try to make things better," she said. "They don't try to treat people fairly and give them the incentive to stay on the job."

CSEA plans to address the veterans home advisory board with their growing list of complaints and concerns.

CSEA Labor Relations Specialist Jim Henck said CSEA members requested the demonstration to vent their frustration.

"They are angry and upset, and they have every right to be," Henck said. "CSEA is working to make things better for these employees.

Unfortunately, it won't happen overnight."

— Sheryl C. Jenks

Local 010 members picket to support DFY employees

NEW YORK — CSEA Local 010 members facing layoffs at New York City Division for Youth (DFY) facilities picketed at the Harlem State Office building to protest cutbacks in youth services while youth crime statistics are skyrocketing.

CSEA Metropolitan Region President George Boncoraglio blasted state plans to cut in half youth services at Bronx Pyramid House and at Brooklyn's Ella McQueen Center, where more than 80 CSEA members were told to expect pink slips in 1994.

"Juvenile crime and gun possession are out of control in this city. We are living in a war zone," Boncoraglio said. "How could the answer to the juvenile crime problem be to cut youth services and lay off experienced DFY staff?"

Just prior to CSEA's demonstration, Gov. Cuomo appointed former New York City Council President Andrew Stein to head a commission which will study New York's juvenile justice system and issue a report by March 1994.

The commission will investigate recent statistics that show juvenile arrests for

violent crimes rising 80 percent in the last five years, arrests for weapons possession up 66 percent and homicide becoming

the leading cause of death for those under 25 in New York City.

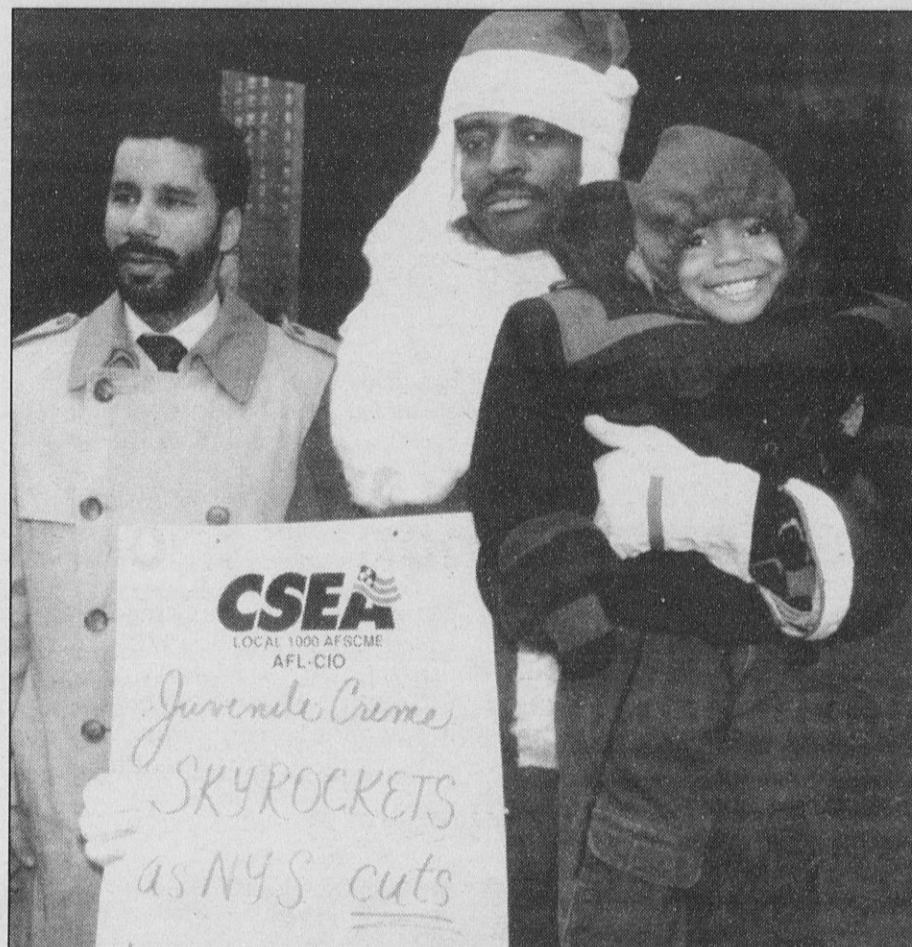
CSEA Local 010 DFY member Kumosan Turner, a Brooklyn youth division aide, dressed as Santa Claus and marched with his small son Kasan in front of the huge Harlem State Office Building Christmas tree to dramatize the bleak holiday season workers and their families expect with impending layoffs.

"This is our livelihood and our children at stake here," Turner said.

State Sen. David Paterson encouraged DFY workers with a pledge to bring their concerns to the state Legislature.

With the youth in crisis, the state should be expanding these services, not cutting back, he said.

"Something is radically wrong here when we acknowledge there's a severe problem by appointing a commission to study it, and at the same time propose to fire the very people who can have a positive impact to change things for the better," Boncoraglio said.



Participating in the CSEA demonstration are, from left, State Sen. David Paterson and CSEA member Kumosan Turner with his son Kasan.

— Lilly Gioia

CSEA fights closing of Buffalo DFY Center Task force to study closure

BUFFALO— CSEA Division For Youth (DFY) Local 562 members are fighting off attacks on their ability to care for residents of the Buffalo Residential Center.

Not only has DFY decided to close the center by March 23 and transfer the youth there to other downstate DFY facilities, but the local newspaper, the Buffalo News, advocated the closing in an editorial citing unproven allegations against some employees that attacked all the facility's workers.

"This is an unfair decision by DFY, and we're going to do everything in our power to reverse it," CSEA Western Region President Robert Lattimer said. "DFY has been very sneaky and underhanded in notifying employees of this with so little time until the effective date. It's a slap in the face to dedicated workers who are being unnecessarily burdened by the failures of the DFY administration. There is no logic to this. This area must have a secure

center for youth."

The center is a dual-level facility for youth placed with DFY by family and criminal courts. Most of its 60 secure beds and 38 limited-secure beds are full, employees said. Inmates range in age from 14 to 21.

Local 562 has about 140 members who are youth division aides and clerical and maintenance workers. The YDAs are the direct-care workers, and must work with youth who are sometimes unruly, rebellious and confrontational.

"When a youth decides to be unruly, it makes all of us subject to accusations of child abuse by a youngster who wants to receive sympathy, and who knows that such allegations will most likely delay any action against him," said Royal Headley, a 13-year DFY employee and Local 562 treasurer. "And until any such charge is resolved, our members seem to be guilty until proven innocent, rather than the other way around." Headley and Local 562

President Robert Dunbar said such allegations have been used by the Buffalo News newspaper to find all Buffalo Residence Center DFY employees guilty of a long list of abuse charges claimed by an inmate.

But the local and its members are not sitting still for the DFY's latest blast that would disrupt their working lives and change the availability of youth services for Western New York.

With the CSEA Western Region officials, the local has taken action on several fronts, including: starting a petition drive, garnering community support through letters from community agencies; forming a steering committee, public relations committee and community advisory board and issuing a position paper that shows the range of positive concerns that employees have about the work they do and the youth they serve.

"This isn't over yet," Dunbar said. "We intend to fight this all the way."

— Ron Wofford

Task force to study closure

BUFFALO — A task force of state and local elected officials has been formed to work on the proposed closing of the DFY Buffalo Residential Center.

The task force, proposed by Deputy Assembly Speaker Arthur O. Eve, D-Buffalo, and approved by Gov. Cuomo, could delay the DFY plan to close the center, according to news reports, but would not change the ultimate decision to shut it down.

CSEA is pushing hard to be a part of the task force and have a say in decisions that will affect the center's future.

So far, members of the task force include Sen. Eve, State Sen. Dale Volker, R-Depew, several state agency representatives appointed by the governor and Buffalo Mayor Anthony Masiello.

"We are interested (in serving on the task force) only if we will be able to have some real input regarding the center," said CSEA Western Region President Robert Lattimer. "We're not interested in being window dressing while our member's jobs are at stake. We will be pushing for a continued presence of a secure center for youthful offenders."

As this issue of *The Public Sector* went to press, Lattimer and Local 562 President Robert Dunbar were finalizing plans for a meeting with principals of the task force.

March 31 is deadline for filing basic medical claims

All 1993 Empire Plan basic medical claims must be submitted by **March 31, 1994**, to:
Metropolitan Life Insurance Co.
C.P.O. Box 1600
Kingston, NY 12401-0600.

Basic medical claim forms may be obtained from your agency's personnel/business office or from Metropolitan Life Insurance Company.

Make sure you complete the requested subscriber information and, if applicable, dependent student information. **Don't forget to sign the claim form.**

Please be certain to have your

doctor or other provider fill in all the information asked for on the claim form. If the form is not filled out by the provider, all original bills submitted must

include all the medical/diagnostic information asked for on the claim form. Missing information will delay the processing of your claim.

Should you have any questions concerning your claim, you may call the following toll-free number at Metropolitan: **1-800-942-4640.**

Empire Plan Participating Provider Directories now available

The CSEA Joint Committee on Health Benefits is pleased to announce that Metropolitan Life has compiled an updated Empire Plan Participating Provider Directory.

According to the distribution schedule provided by the Department of Civil Service, the directories will be mailed to enrollees' homes and should be received no later than mid-February.

Each employee will receive a directory of their local providers. Eleven directories have been produced to provide employees with the list of participating providers in their area. Employees will receive directory for their area.

Please be reminded that the directories should only serve as a guide, and verification of a provider's participation should be confirmed prior to receiving services.

Career and skills development opportunities offered

Career and skills development opportunities to help participants reach and perform at higher skill levels are being offered statewide to CSEA-represented state employees through a series of seminars and workshops this spring.

The seminars are sponsored by the NYS/CSEA Labor-

Management Committees and are made possible through funding in the negotiated NYS/CSEA contracts. Seminars will be held during April, May and June.

Brochures detailing course descriptions, schedules and locations are available from your CSEA local president and personnel and training offices. You can also contact:

NYS/CSEA Labor-Management Committees
 One Commerce Plaza
 Suite 1117
 Albany, NY 12260
 or by calling (518) 473-3428.

Workers learn new skills at workshop

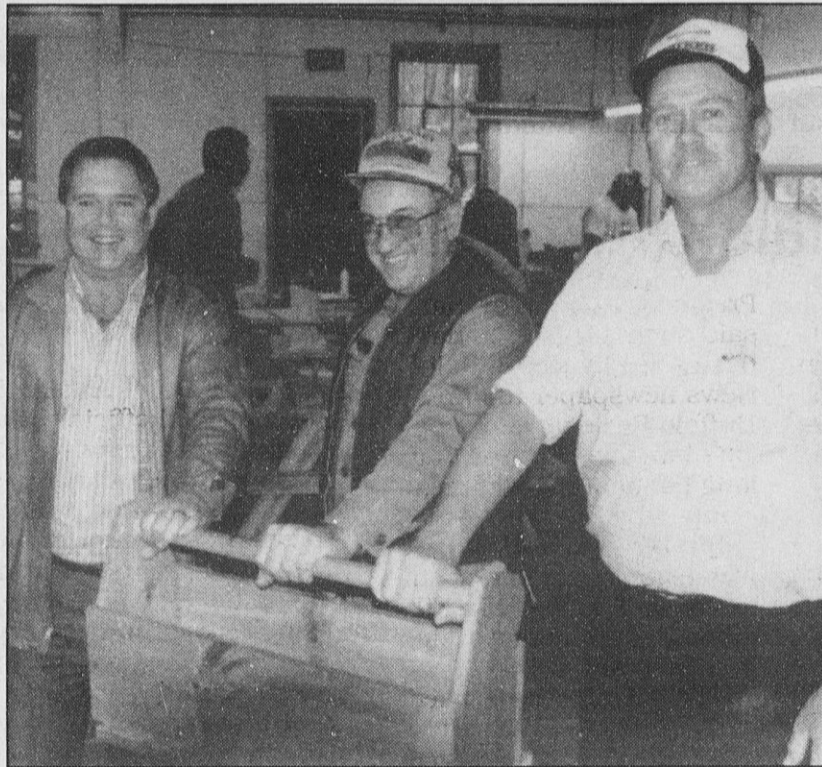
SARATOGA SPA STATE PARK — Sixteen CSEA members from a wide variety of state departments, authorities and divisions spent two days learning about the skills needed to be a carpenter in state service.

The workshop, sponsored by the State-CSEA Labor-Management Committees, provides the workers an opportunity to improve their on-the-job skills, learn new ones and learn how to apply their new knowledge.

"This workshop provides practical, hands-on instruction that reflects the challenges state employees represented by CSEA encounter every day in the workplace," said Walter Nelson, continuing education specialist, at SUNY Maritime College.

The workers were enthusiastic about the program.

"I like it," Richard Sullivan of the new Thruway Authority's Canal Corporation said. "It helps me understand the needs of the other skilled trades I work with."



THREE FOR EXCELLENCE — Showing off the product of their trades workshop are Ray Tonnies, Herb Adamson, president of the CSEA Saratoga Spa State Park Local 106, and Walter Nelson, CSEA trainer.

Participants included: Herb Adamson, David A. Campochiaro, Ole E. Christensen III, Richard J. Davidson, Frank R. Giering, Thomas J. Hardenstine, Frederick R. Heilman, Robert Herman, Kenneth T. Josinsky, Cornelius S. Kennedy, Timothy Q. LeBaron, Michael A. Lenney, Paul R. Leonardo, Lloyd Peters, Richard D. Sullivan, Ray Tonnies, Anthony R. Virgil, and Georgette C. Woodard.

— Daniel X. Campbell

Safety and Health

Safety and Health seminars are designed to provide CSEA-represented employees, their supervisors, and members of agency/facility labor-management committees with up-to-date information on occupational safety and health issues. Topics will include defensive driving, personal workplace safety and security, and rabies alert.

Registration deadline: March 16.

Applied Skilled Trades

Introductory and journey-level skilled trades workshops are offered as a continuing education opportunity for CSEA-represented employees who operate and maintain the state's physical plants and equipment. Designed to build job skills and enhance career potential, these workshops provide job-based, training that emphasizes practical hands-on instruction.

Introduction to the Skilled Trades workshops provide basic theoretical and hands-on instruction in skilled trade areas such as welding, plumbing/pipefitting, masonry/drywall, and refrigeration and air conditioning.

Journey-Level Trades workshops provide up-to-date technical information and instruction on key operations and maintenance topics such as anti-lock brake systems, landscape site planning and development, heating and cooling systems, and digital electronics.

For employees responsible for maintaining community-based residences, **Residential Building Skills** workshops will be offered on appliance repair, heating system maintenance, and exterior maintenance and repair of wood-frame buildings.

Registration deadline: March 16.

For employees responsible for maintaining community-based residences, **Residential Building Skills** workshops will be offered on appliance repair, heating system maintenance, and exterior maintenance and repair of wood-frame buildings.

Registration deadline: March 16.

A message from CSEA President Joe McDermott

The Labor Movement is alive and well, thanks!

It seems as if a day hardly goes by that someone doesn't predict the end of the Labor Movement. Our opponents seized on the NAFTA defeat as the final proof that Labor is dead. It all reminds me of something Mark Twain once wrote: "The report of my death was an exaggeration."

There certainly was an exaggerated response when Congress passed NAFTA. Missing in the post mortems was that we put up a fight which reminds elected representatives that it's better to have the unions on their side. And while NAFTA was important there are other equally important issues out there where we will be heard.

National health care reform is one example.

CSEA has had direct access to the White House on the issue ever since the president made his proposal before a joint session of Congress.

In October, and several times since, we have met directly with Ira Magaziner who is one of the key White House staffers working on the health care issue. AFSCME International President Gerry McEntee has spoken directly with Hillary Clinton about our concerns. Even Gov. Mario Cuomo has jumped on our bandwagon.

CSEA supports the concept of national health care for everyone. We support the Clinton plan as the best proposal made so far. We also believe that the Clinton plan requires some radical surgery to meet the special needs of public employees.

My intent here is not to reiterate those concerns. We did that previously in the December edition of *The Public Sector* and will be doing it again repeatedly in the months ahead.

The point I want to make is that we

have access to the White House. And that access gives us clout.

(During the previous 12 years of Reagan/Bush, the only access we had to the White House was by standing on line outside and waiting to go in with other tourists.)

That same respect for the power of unions has also produced some real results during the past year.

The Family Medical Leave Act is one example. So too is the executive order lifting the ban on the hiring of air traffic controllers who went on strike in 1981. There is also a partial reform of the Hatch Act which now permits some political activity by people who are on the federal payroll.

We also have similar access in the state capital. And that access gives us clout.

The Community Mental Health Reinvestment bill is one example. So too is our success last year in getting \$17 million restored to the State budget for county probation services. And, just recently, we reached an agreement with the Governor's Office of Employee Relations to streamline the state grievance procedure to resolve cases at the lowest possible level.

Those who say unions are losing their clout should take another look at what is really happening in both Washington and Albany.

We're not dead yet.



CSEA targets legislative goals

ALBANY -- CSEA's Legislative and Political Action Department has targeted the legislation most important to CSEA members for 1994.

The statewide Political Action Committee, staff and activists have begun the annual efforts to convince the New York state Legislature and the Governor to make CSEA's legislative proposals law.

The issues are broad, from ensuring workplace security to establishing a permanent cost of living increase (COLA) for public employee retirees to fighting privatization.

"We've got a full plate once again this year," CSEA PAC Chair Dorothy Breen said. "But we've also got a powerful strategy, a strong staff and a union full of activists willing to fight for what's fair for all of us."

Highlights of the union's legislative program follow.

Workplace issues

Worksite Security: Keeping public employees safe from increasing workplace violence is more and more an urgent priority for CSEA. The union is pressing for a state law to establish standards and procedures specifically designed to prevent worksite violence.

Permanent Agency Shop:

The state Legislature must periodically renew agency shop for State, local government and school district employees. Without agency shop, employees who are not union members are "free riders;" that is, they get all the benefits union members get without paying union dues. In an agency shop, employees who choose not to belong to the union pay an agency shop fee that goes toward the cost of representing the employees. This law would make agency shop permanent for state and local government and school districts.

VDT Safety: New workplace technologies can take their toll on employees if they don't have proper equipment. This bill would require public employers

to provide minimum safeguards and protections for all video display terminal (VDT) operators.

School district issues

Contingency Budgets: This legislation would allow school districts to adopt contingency budgets without voter approval in order to allow the school districts to continue to provide vital services such as food services and transportation.

Elimination of School Bus Standees:

This bill would make it unlawful to operate a school bus to or from school or school activities with any passenger standing.

Unemployment Insurance for School Employees:

CSEA/AFSCME worked hard in Congress for a law which allows states the option of offering non-teaching school employees unemployment insurance between academic years. Now CSEA is working to get New York State to pass a law allowing those employees to receive unemployment insurance.

Civil Service issues

Neutral Hearing Officers: CSEA has drafted legislation which would require the appointment of a neutral hearing officer to conduct and rule on hearings regarding disciplinary charges brought against public employees subject to Civil Service Law Section 75.

Injunctive Relief: This bill would allow public employee unions to apply to the courts for injunctive relief when there is reasonable cause to believe that an improper practice has occurred which if not immediately corrected would result in irreparable harm.

Employee Suspension: This bill would establish that an employee can only be suspended while disciplinary charges are pending if there is probable cause to believe that the employee's continued presence on the job presents a potential danger to persons or property. This bill will prevent public employers from arbitrarily suspending an employee facing charges.

Retiree issues Permanent COLA

Permanent Cost-of-Living Adjustments: To help retired public employees on fixed incomes who are struggling with inflation, this bill would guarantee an annual cost-of-living adjustment to their pensions.

Board of Trustees: This bill would allow public employees to have some say in how their Employee Retirement System Fund is invested and administered. Right now, the State Comptroller is the sole trustee of the pension fund. This bill would create a Board of Trustees that includes public employee representation.

Health Insurance for Retirees: Public employers have been reducing and eliminating health benefits for retirees to save money, leaving many to choose whether to go broke paying for health insurance or do without it. For some living on a fixed income, there is no choice; they simply cannot afford health insurance when they are most likely to need it. This bill would prohibit the state and municipalities from reducing retiree health benefits.

Privatization

Privatization and Contracting Out:

CSEA has drafted a bill to ensure that all levels of government in the state follow strict standards and meet stringent criteria before they can contract out or privatize services.

This law would require the state and local governments to prove that privatization/contracting out would save real money; the bill would establish a board, including public employee representation, to ensure compliance with the law, and all governments or agencies would have to submit proposed privatization/contracting out agreements for review and approval. The bill also contains very important employee protection language.

The COLA War kicks off

ALBANY -- CSEA is taking the battle for annual cost-of-living increases for public employee retirees to the limit.

This year's campaign will include more lobby days in Albany and in legislative districts, phone banks to encourage retiree activism and a special reminder for state legislators.

Just to be sure they know how serious CSEA is about permanent COLA, representatives of CSEA's retiree members will give each state legislator a COLA can -- a paperweight shaped like a soda can with information about COLA.

The campaign schedule began with a lobby day by the CSEA Retiree Executive Committee, to be followed by phone banks and in-district call-in days in March. On April 15, CSEA retirees will be asked to lobby their legislators in their district offices.

On May 17, CSEA will bring in as many CSEA retirees as possible to fill the corridors of the Capitol and the Legislative Office building with CSEA's important message -- it's time for fairness, it's time for permanent COLA.

Finally, during COLA Crunch week in June, retirees will be flooding Albany with calls and letters to their legislators.

If the state's lawmakers don't have the message by now, they will know by the time the COLA campaign is underway.

Public Health workers keep New York state healthy

CSEA members work for the good health of New Yorkers in public health departments across the state. They are nurses who visit the ill and elderly in their homes, inspectors who ensure the safety of food in restaurants, technicians who check blood tests for illnesses or emissions for toxics. Here are the stories of a few CSEA members who help keep New York state healthy.

Clinics in New York City always busy

BROOKLYN — Welcoming as many as a hundred patients a day to clinics at SUNY Brooklyn Health Science Center, Hospital Patient Service Clerks Jacqueline Richardson and Mary Reid take pride in combining more than 50 years of public health service and CSEA membership between them.

With warm smiles and crisp efficiency they direct patients to doctors' examining rooms, and labs for blood work.

"You're a jack of all trades, from the computer to the telephone to being an information booth," Richardson said.

"You've got to be an octopus," Reid said, and "go with the flow." She monitors a full schedule of medical services for patients treated for everything from arthritis to AIDS, from dermatology to psychiatry, from cholesterol to cancer.

CSEA member Pearlina (Pat) Francois, a clinical assistant with 19 years at SUNY Brooklyn health facility, prepares patients for their doctor visits.

"When I started we had no HIV clinic or TB clinic," Francois said, noting a significant increase in patients arriving with these infectious diseases.

Francois recalled an average of 60 patients a day in the early years of her employment.

"Now we have 60 patients in the

morning and 60 in the afternoon," she said.

She worries about the growing numbers of tuberculosis patients.

"You're always afraid you're going to pick up an illness because you can pick up anything when you're tired," Francois said. "You're sitting there talking to them face to face and they are breathing on you and coughing."

Pinned on Francois' lab coat is the red ribbon of support for AIDS victims. She feels compassion for patients so weak they can barely walk.

"Some of them when they walk in the door, you don't even know how they walked in here," she said.

The clinic waiting rooms swell with a never ending parade of human ailments, hopes and fears. Each day a sea of new faces come seeking help. CSEA Local 646 members take pride in serving the public in a positive and compassionate way.

Wearing three CSEA buttons on her coat and visiting the clinic for a health check-up, CSEA Local 406 Creedmoor Psychiatric Center member Rose Cooper had nothing but praise for the staff at the SUNY Health Science Center.

"I get very good treatment here," Cooper said. "They're all cooperative and nice people to talk to and their services are excellent."

—Lilly Gioia



CSEA member Rose Cooper being assisted by members Jacqueline Richardson and Mary Reid at SUNY Brooklyn Health Science Center.

Nassau County health workers cover range of concerns

MINEOLA — Keeping the public healthy is the main objective for CSEA members in the Nassau County Department of Health.

The department includes sanitarians and specialists in public

health nursing and water, air and land pollution.

Each sanitarian covers about 600 food establishments, CSEA Health Department Unit President Joe Schickler said.

The main goal "is to seek compliance to the state sanitary codes and the Nassau County health ordinances," he said.

Schickler, a sanitarian with 24 years in the department, said serious infractions can lead to fines and closure, but the process is set up to allow the establishment to improve.

"We try to educate people. We tell them how to improve,"

Sanitarian Scott Zinck says. "We want to teach them something and protect the health of the public."

The most overt noncompliance he has witnessed was at a restaurant where a cook was preparing food in a wok, Zinck said.

"He was stirring the food and — bam — he would hit a roach on the wall with the same spoon and go right back to stirring. Like a

drummer. Right in front of me." Different department units may work hand-in-hand when

infectious diseases like Hepatitis A, measles, mumps, rubella and salmonella are passed through food handling. The public health nurses would work with the food services unit to keep the diseases from spreading.

Elaine Hlaing a public health nurse for 13 years, said her unit has two main goals: infectious disease

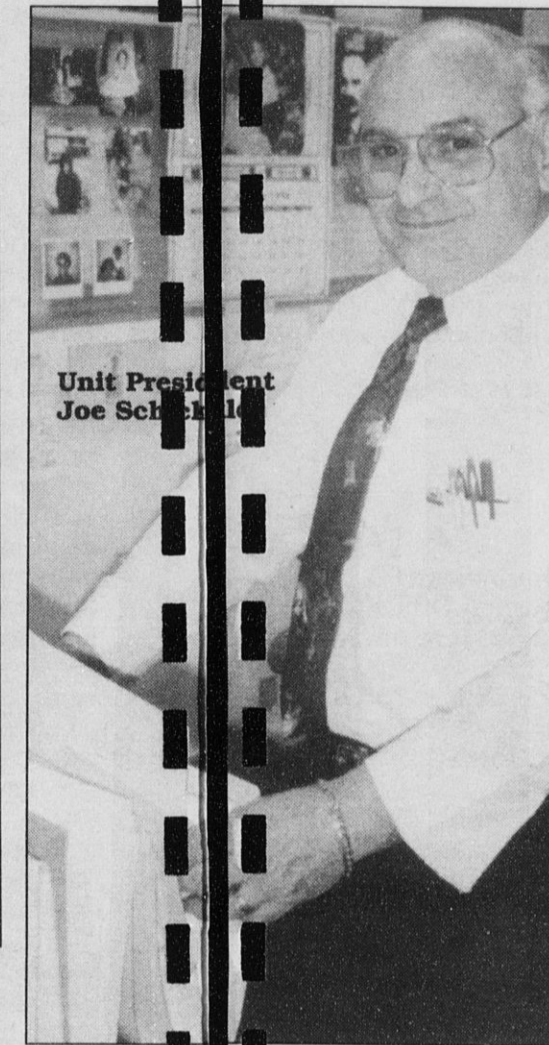
control and tuberculosis control. In 1993, the department handled 122 confirmed cases of tuberculosis.

After a case is reported, the department finds out who the person was in contact with while infectious and then tests those people.

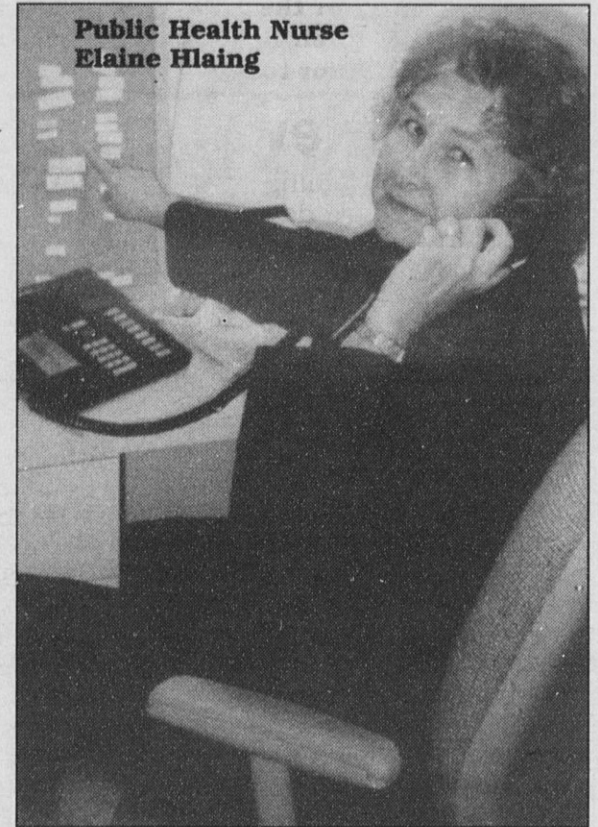
If the disease is indicated, the nurses order medication and track the people who are taking it.



Sanitarian Scott Zinck



Unit President Joe Schickler



Public Health Nurse Elaine Hlaing

"Children are tracked very carefully to see they complete their therapy," she said.

"Part of our job is to see the cases remain non-contagious, and that often means going into the home and watching them take medication until the therapy is completed," Hlaing said.

"Our goal is to keep disease and illness from spreading," she added. The Health Department Unit is part of CSEA Nassau Local 830.

— Sheryl C. Jenks

House calls are Herkimer County public health nurse's specialty

HERKIMER — If anyone says that health professionals don't make house calls, chances are they've never met CSEA Local 822 member Pat LaFontaine.

That's because LaFontaine, a public health nurse for Herkimer County, spends most of her workdays going from house to house to help keep Herkimer County healthy.

LaFontaine, who has worked for the county for six years, makes home visits to care for people who cannot easily go out, mainly elderly patients.

She gives general health assessments, supervises home health aides, changes dressings, draws blood, and teaches patients to care for themselves.

"When somebody who couldn't do anything learns to be more independent with their medical needs, that's the most rewarding part," she said.

Her lessons can include diet, medicine, activities, lifestyle and general health restrictions. Because each person has different needs, each house call is unique, she said.

"Every place you go is different. Even with similarly diagnosed patients, the challenges are going to be different in each place," she said. "Sometimes we become very close."

LaFontaine said she likes being able to go out to peoples' homes to care for them, but that it makes her job more challenging than you might expect.

"When you're out there in somebody's home, you're the only one there. It's not like a hospital where you have other people around. You really have to have a

good nursing background to be able to know what you're looking at and to handle situations on your own."

That same setting also allows her to pay extra attention to her patients than they might get in a hospital, she added.

"I really like public health. You're out there helping people, and you can concentrate on one person and meeting all their needs before you go on to another person."

— Mark M. Kotzin

Niagara County public health nurse knows home care is good care

LOCKPORT — Sue Kingsbury knows how to care for people who need public health care.

"I love the challenge of maintaining a patient's care in the home," said Kingsbury, a public health nurse for nine years and a member of CSEA Niagara County Employees Unit of Local 832.

"There are several advantages

for the patient's well-being, once the doctor decides hospital care is not needed. And of course, the medical costs should be reduced, another stress-reduction factor."

"I average about 50 to 75 miles a day visiting my patients," she said. "Unless a patient is chronically ill, I'm usually overseeing their care for about two months."

Besides providing direct care, Kingsbury will sometimes arrange for a home care aide who will help with light housekeeping and errands.

Over the years, she's had some interesting and sometimes laughable experiences.

"I've been stuck in the mud or snow in my car, bitten by a cat, even chased by farm geese,"

Kingsbury said.

"One time, at a farmer's house, I was going into the kitchen to get the patient's insulin, and there was a huge pig's head on the table. I screamed, but everyone else laughed. Someone was making head cheese."

— Ron Wofford



Putnam County Public Health Nurse Jacqueline Hickey

Public health care means a woman can live at home

CARMEL — Jane Miller knows that without Jacqueline Hickey, she would probably be in a nursing home.

Instead she lives in her home overlooking Lake Carmel. And thanks to Hickey, her quality of life is improving.

Remnants of Miller's past are squeezed into the tiny house: paintings; ornate furniture; photos of beautiful ladies dressed in early 1900s clothing.

A widow in her 80s, Miller is recovering from heart problems. Hickey, a Putnam County public health nurse, is a member of CSEA Local 840.

"I love my job. I have more autonomy," she said. "It's a lot different from working as a medical nurse."

Miller, who lives alone, needs ongoing monitoring to be sure she is eating properly, taking her medicine and getting help for her everyday needs.

Hickey's patient proved to be challenging. Not only did Miller not have any family to help her, she also had no running water

because her well had run dry. "You don't think people live like this," Hickey said, "but they do."

In the few weeks she has cared for Miller, Hickey has contacted Meals on Wheels so Miller will eat properly; found a friend of Miller's to get a new well dug; and sent a home health aide to help Miller.

A home visit took about two hours and included a check of Miller's vital signs and questions about her general health, and an inventory of her kitchen cabinet.

Hickey is concerned that she is eating the right foods.

"I like the Meals on Wheels because we have specifically ordered a low sodium diet for her," she said.

"Don't go outside today," she warned Miller. "It's muddy and slippery outside. Let someone get your mail for you."

"I had some chest pain and had trouble breathing yesterday," Miller admits. "Then I broke out in a terrible sweat. I

felt better when I went outside." "You have to rest when you have chest pain," Hickey said. "Don't walk."

"I feel better today," she said. "I'm going to call your doctor," Hickey said. "I'm worried."

Hickey calls Miller's doctor to report Miller's complaints. "I feel stronger today," Miller said. "I was afraid yesterday." "Were you afraid of dying?" Hickey asked.

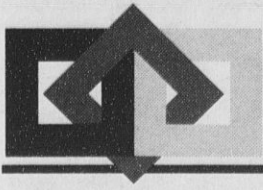
"No," Miller said. "I have to die sometime."

Hickey checks Miller's dressing on her pacemaker, her hands and lips for signs of impaired circulation. Her examination is slow and methodical.

"She's a fine lady," Miller says of Hickey. "She's nice."

"Public health is the way health care is going," Hickey said. "It's neat to be in it right before it happens. Right now, we just visit patients, but eventually it will branch out."

— Anita Manley



Schedule for election of AFSCME delegates announced

Region meetings to nominate CSEA delegates to the 1994 AFSCME convention will take place Feb. 26.

CSEA members will meet at 11 a.m. at the sites listed below. The AFSCME convention will be in San Diego, Calif., June 26 to July 1.

Delegates will be elected by region. Each CSEA region will elect the number of delegates to which it is entitled based on the membership strength, in accordance with the AFSCME and CSEA constitutions.

Nominating Procedures

Any member in good standing as of Feb. 1, 1994, is entitled to be nominated as a delegate to the AFSCME convention. Any member in good standing as of Feb. 26, 1994, is eligible to nominate delegates to the convention.

Nominations will be made at the region meetings beginning at 11 a.m. The meetings will continue until all those present who want to make nominations have been given the opportunity to do so.

Nominees do not have to be at the nominating meetings.

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

The nominator must provide the

candidate's name, address, work telephone number, home telephone number, Social Security number and CSEA local number.

Nominations may be made by slates; that is, a number of individuals may appear on the ballot as running together or under a particular designation.

Candidates nominated by slate will appear on the ballot in the order in which they are nominated.

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

The ballot will allow candidates who are on a slate to be elected individually, separate from the slate.

Nominating petitions for the AFSCME delegates' elections are available at CSEA headquarters and region offices.

Expenses for transportation, room and board at the AFSCME convention will be paid by CSEA.

The region meetings will be held at the following locations:

Long Island Region: Region Office, Hauppauge Atrium Building, 300

Election Schedule

Feb. 26	Nominating meeting (all regions)
March 10	Membership lists are available for inspection by candidates.
March 29	Ballots delivered to Post Office for mailing (5 p.m.)
April 11	Replacement ballot may be requested if original not received
April 19	Deadline for receipt of ballots (8 a.m.)

ELECTION RESULTS ANNOUNCED AFTER THE COUNT. CANDIDATES WILL BE NOTIFIED BY MAIL.

May publication of *The Public Sector* Election results

Vanderbilt Motor Pkwy., Hauppauge;
Metropolitan Region: Region Office, 40 Fulton St., 21st Floor conference room, New York City;

Southern Region: Region Office, 735 State Route 52, Beacon;

Capital Region: Ramada Inn, 1228 Western Ave., Albany;

Central Region: Region Office, 6595 Kirkville Road, East Syracuse;

Western Region: Treadway Inn, 8204 Park Road, Batavia.

Schedule for election of statewide officers announced

The offices of CSEA statewide president, executive vice president, secretary and treasurer are up for election this year.

CSEA members will elect candidates for three-year terms. Any member in good standing can have his or her name placed on the ballot by obtaining 1,000 signatures of CSEA members eligible to vote in the election: that is, dues-paying members who are not serving a suspension and have no outstanding dues delinquent. Signatures must be on official nominating forms.

The schedule for the elections is below. The election process will be overseen by the standing Elections Committee; Interactive Computerized Elections will conduct the balloting.

In order to run for office, a candidate must be at least 18 years old, have been a member in good standing since June 1, 1993, and must have continuously paid membership dues since then. The candidate cannot be a member of a competing labor organization and shall not be serving a disciplinary penalty imposed by the CSEA statewide Judicial

Board.

A candidate must obtain a nominating petition request form, available at CSEA headquarters, region and satellite offices. While the request forms may be filled out and returned ahead of schedule, actual nominating petitions will not be available until the first day of the petitioning period.

A member must complete the request form before receiving petitions. Official petition forms may also be obtained at headquarters, region and satellite offices.

Statewide Officer Election Schedule

March 1	Start of petitioning period.	May 25	Replacement ballot may be requested if original not received.
April 1	Deadline for nominating petitions to be received at CSEA headquarters (5 p.m.).	June 6	Deadline for receipt of ballots (8 a.m.).
April 15	Membership list available for inspection by candidates.	ELECTION RESULTS ANNOUNCED AFTER THE COUNT. CANDIDATES WILL BE NOTIFIED BY MAIL.	
May publication of <i>The Public Sector</i>	Election schedule, campaign articles.		
May 16	Ballots delivered to Post Office for mailing.	July publication of <i>The Public Sector</i>	Election results

CSEA brings its health care concerns into national spotlight

ALBANY — CSEA's campaign to improve key aspects of President Clinton's health care reform plan gained momentum and national attention when Gov. Cuomo weighed in as an ally.

In a letter to all state employees, the Governor echoed CSEA concerns about parts of the plan that could cost public employees money or benefits. The letter received widespread national media coverage including a front page reference in the *New York Times*. CSEA leaders were also quoted extensively in the coverage.

"We are absolutely in agreement with the issues the Governor addressed in his letter, and in fact, CSEA raised these same issues with the Governor and his administration before the letter was sent out," CSEA President Joe McDermott said. "We're pleased the national media helped focus attention on our concerns, but this is only the beginning of our fight for what's right."

Specifically, CSEA is concerned that the Clinton plan as it is now proposed could dismantle the Empire Plan which covers nearly 400,000 public employees and their families in New York. CSEA argues that the Empire Plan should be allowed to remain intact because it has a proven

record of providing first-rate comprehensive coverage while effectively containing costs.

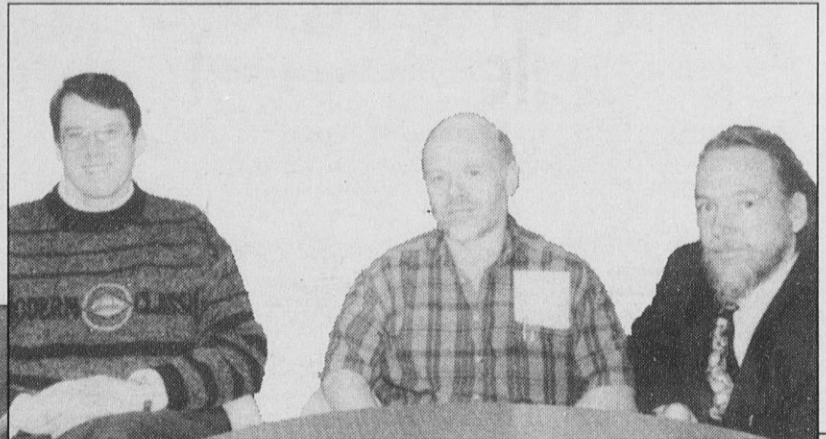
The alternative could mean public employees will have to pay more for inferior coverage.

In fact, for the past five years, the annual premium increases for the Empire Plan have averaged less than 4 percent a year. National increases have been 18 to 22 percent.

CSEA also has serious concerns about a payroll cap on health care costs that will unfairly benefit private sector businesses at the expense of public employees.

CSEA is working closely with AFSCME (see story below right)

to get the message across to key lawmakers in Congress. CSEA recently briefed its federal political action liaisons (PALs) and has been scheduling meetings with U.S. representatives as well as



MAKING THE POINT — CSEA is hard at work expressing its concerns about health care reform in different forums. Above, CSEA Nassau County Local 830 President Rita Wallace speaks with U.S. Reps. David Levy and Peter King after a town meeting. Above right, U.S. Rep. Michael McNulty meets with Capital Region federal Political Action Liaisons Frank Brady and Tim Drew. At right, CSEA Director of Budget Analysis and Public Policy Kathy Albowicz speaks at a forum sponsored by the College of St. Rose Institute on Public Sector Labor Relations.

testifying at congressional town meetings around the state. "These are big problem areas and we are working on getting changes," McDermott said. "We still believe the Clinton plan is the best vehicle for achieving universal health care coverage but these issues have to be addressed."

— Stephen A. Madarasz



Manhattan Psychiatric Center Director Dr. Michael Ford, center, makes a point to AFSCME Legislative Director Chuck Loveless, left, during a tour CSEA arranged. Also pictured are, from left, CSEA Local 413 President Mohammed Hussain, CSEA Labor Relations Specialist Bart Brier, CSEA Executive Vice President Danny Donohue and CSEA Metropolitan Region President George Boncoraglio. Donohue and Boncoraglio serve as AFSCME International vice presidents. The CSEA and AFSCME officials also visited Craig and Newark DDSO along with CSEA Western Region President Robert Lattimer, who chairs the CSEA Federal Issues Committee, and local presidents Pat Martin and Kathy Button.

CSEA and AFSCME tour gives view of problems for state's public facilities

CSEA's concerns about the Clinton health care reform plan include the potential impact on federal funding for public hospitals, including state psychiatric centers and mental retardation facilities.

The changes could mean the loss of \$400 million to \$500 million in federal funds for New York state, a loss that would have a severe impact on CSEA members who work in these facilities.

To better focus on these problem areas CSEA and AFSCME officials recently toured Manhattan Psychiatric Center and Craig and Newark Developmental Disabilities Service Offices for a firsthand view of what is at stake.

"CSEA has been fighting tooth and nail for years to improve the availability and quality of mental hygiene services in New York," said CSEA Executive Vice President Danny Donohue who led the tour. "But those services are seriously threatened. We are doing our damndest to make sure that we don't get shortchanged."

— Stephen A. Madarasz

Danny Donohue wins King Award

NEW YORK — CSEA Executive Vice President Danny Donohue was honored recently by the Martin Luther King, Jr. Commission and Institute. Donohue was a recipient of the second annual Martin Luther King Jr. Labor-Management Education Award.

The presentation was made at a New York City ceremony attended by 250 labor, business and political leaders, including CSEA's Metropolitan Region local presidents.

Institute Executive Director Virgil Hodges praised Donohue as an outstanding leader.

"Your work is reflective of the philosophy and legacy of Dr. King," he said

"I am proud that my work in service to my brothers and sisters in CSEA is consistent with the goals of dignity and fairness that Dr. King sought," Donohue said. "It's inspiring to receive an award that bears his name."



IT'S AN HONOR — CSEA Executive Vice President Danny Donohue receives the Martin Luther King Jr. Institute's second annual Labor-Management Education Award from co-chair Nadia Martinez. "I am proud CSEA and AFSCME are leaders in efforts to improve the lives of working people," Donohue said.

Kingsboro PC activist willing to take risks for what she believes in

BROOKLYN — "The only ones who never make mistakes are the ones who never do anything!" That's what the sign says on Bertha Corbett's Kingsboro Psychiatric Center CSEA office wall and she reads it every day.

Those who know CSEA Local 402's Secretary Bertha Corbett know she's willing to take risks for what she believes in and she believes in people.



Bertha Corbett

"I like helping people. I like making people happy and I like to do things right," Corbett said.

As a single parent of five children and certified foster mother, Corbett has worked hard for 21 years as a secretary at Kingsboro Psychiatric Center.

When child care became a crucial need at Kingsboro, Corbett volunteered to serve as CSEA's representative on the Child Care Advisory Committee. She organized the CSEA Metropolitan Region's most successful Child Care Fair for CSEA members.

To share her love of education, Corbett chairs Local 402's Education Committee and co-chairs the region Education Committee. Working closely with CSEA Local 402 President Bob Nurse and Kingsboro's education director, she helped with arrangements to bring Medgar Evers College courses to the Kingsboro worksite. Beginning in September 1994, Local 402 CSEA members will be able to work toward degrees without commuting to a campus after work.

Corbett also initiated a communications skills program for secretaries that brings Brooklyn College to Kingsboro to instruct clerical employees.

When Hurricane Hugo struck her home state of South Carolina, it was Bertha Corbett who took the lead in organizing Local 402's relief and fund-raising efforts. Her efforts to help her Brownsville St. James Holiness Church included everything from ushering to chairing the Pastor's Aid Committee.

"I'm a very spiritual person," Corbett confides. "I was raised in a Christian home and it's part of my upbringing to help others."

Last year Corbett tackled the monumental job of organizing Local 402's unforgettable 50th anniversary celebration. The soft-spoken Bertha Corbett is not afraid to make mistakes and not afraid to be a history-maker.

— Lilly Gioia

Region officer fights for the underdog against discrimination

MINEOLA — CSEA member Ken Dash, whose fourth great-grandmother was a slave to Thomas Jefferson, knows all too well the pain brought on by discrimination and isolation.

The ninth of 10 children, born in Brooklyn's Bedford Stuyvesant neighborhood, Dash was a fair-skinned black who never felt as though he fit in.

"I am a fair-skinned African American man who is gay," he said. "I always felt different, and I always felt as though I was alone."

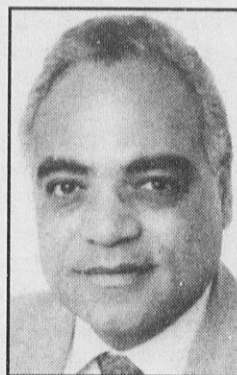
Dash wears many hats including secretary for CSEA's Long Island Region. He was appointed to the statewide Martin Luther King Jr. Committee and serves as the Long Island region secretary for the National Association for the Advancement of Colored People (NAACP).

Dash credits CSEA Nassau County Local

830 President Rita Wallace with giving him confidence in himself. She met him when he was scrubbing floors at the A. Holly Patterson Home, but she saw his potential.

In his union experience Dash has found himself the champion of the underdog, constantly taking others under his wing to protect them. He knows why. Seven years ago, Dash won a discrimination suit against a company he had worked at for 35 years.

"I kept training people, but they wouldn't give me the position. I said, 'If this Afro-American, gay male is good enough to do the training, he should have the job,'" Dash said. "You must be vigilant, not only when you are being discriminated against, but when another is being discriminated against."



Ken Dash

Dash, who traveled south at a time when seats on the bus and bathrooms were segregated, says we still live in a society where a black man has to be concerned about where his car breaks down. But he also believes in the power of education.

"I don't believe in blaming the whites for all the wrongs," he said. "There is no reason people can't learn to read and write and speak proper English. I helped gang captains learn to read and write. I believe a lot of the problems stem from frustration about a lack of ability to read and write."

— Sheryl C. Jenks

Black & Puerto Rican Caucus to meet

The Black and Puerto Rican Legislative Caucus Annual weekend is Feb. 18-21 in Albany. Call (518) 455-5347 for information.

CBTU Convention Scheduled

The annual Coalition of Black Trade Unionists convention is scheduled May 26-30 in Orlando, Fla. Members should contact Portia Given at 1-800-342-4146 ext. 210 for more information.



Summary of actions taken by Board of Directors

Editor's Note: The Public Sector regularly publishes a summary of actions taken by CSEA's Board of Directors at the board's official meetings. The summary is prepared by CSEA statewide Secretary Candy Saxon for the information of members.

In official action in January, the board:

- Placed the Mount Pleasant School District Clerical Unit in administratorship;
- Implemented a retiree health insurance contribution schedule for management/confidential employees identical to the current benefit afforded employees represented by the two staff unions;
- Established maximum miscellaneous allowances of \$30 per overnight stay for upcoming State Workshop in Lake Placid, Local Government Workshop in Lake Placid, Retirees Convention in Rochester, and Annual Delegates' meeting in Rochester with the allowance increased to \$50 per overnight for the Women's Conference, New York City;
- Approved a lease for office space in New Port Richey, Fla., for Retirees Local 950;

- Amended the Financial Standards Code to require that all expenditures be made by checks which are printed to contain two signature lines;
- Dissolved Southport Correctional Facility Local 193 and transferred members to Elmira Correctional Facility Local 156;
- Granted a local charter to Bethpage UFSD Cafeteria Employees;
- Adopted schedules for upcoming CSEA Statewide election and AFSCME Delegates election and retained Interactive Computerized Elections, a subdivision of WM Applications on Long Island, as the election agency;
- Amended standing Rules and Regulations for CSEA elections to require that the independent election agency keep all envelopes and ballots for a period of three months and then deliver material to Headquarters to maintain custody for a period of one year from the election date;
- Amended standing Rules and Regulations for CSEA elections to give every bonafide candidate the right, once within 30

days prior to the election, to inspect a list of names and last known home addresses of all members entitled to vote in the particular election with the right of inspection not including the right to copy the list; and

- Amended standing Rules and Regulations for CSEA elections so that on or before January 1 the Membership Records Department of CSEA be notified of the names and addresses of the election committees and chairs so that the chairs for respective locals/units can be provided with a list of those persons in the local/unit eligible to sign nominating petitions and vote in elections.

Questions concerning this summary should be directed to CSEA Statewide Secretary Candy Saxon, CSEA Headquarters, 143 Washington Avenue, Albany, NY 12210, 1-800-432-4146 or (518) 434-0191.



Candy Saxon

CSEA member working on World War II memorial

POUGHKEEPSIE — World War II veterans who served in the European theater of operations can have their names included on a monument called "The Wall of Liberty" which is going to be erected in Normandy adjacent to Le Memorial, the world's largest World War II museum.

The wall is expected to be dedicated in June, 1994 during the 50th anniversary commemoration ceremonies.

Local 814 member Frank Carlon has become personally involved in the drive for participants because he is a military history buff.

Carlon plans to sponsor his father's name for the wall and his father plans to sponsor his great uncle and some other friends who died in the war.

Funds for the wall will be raised by charging a \$40 donation for each name.

Corporate and individual donations over the \$40 will help those veterans and their families who are unable to afford the cost.

Anyone interested can contact Carlon at (914) 452-7377 or 1-800-WW2-VETS or write:

The Battle of Normandy Foundation
1730 Rhode Island Ave., N.W.
Washington D.C. 20036

Your union dues work for you

The amount deducted from your pay for union dues, which are among the lowest in the country, enables CSEA to obtain wages, benefits and terms and conditions of employment for the 265,000 active and retired members of CSEA that are far superior to non-unionized workers.

CSEA negotiates the best contract provisions and protections possible because effective management of union dues make it possible for the union to have an experienced, qualified professional staff.

Your dues support CSEA's legislative and political action program, making it possible for your union to promote and support legislation that is in your best interest while working to defeat legislation that would be harmful. CSEA supports issues that help you throughout your career and assist you when you retire, such as pension supplementation, permanent cost-of-living adjustments, health insurance for retirees and preservation of the retirement system.

Your union dues work for you. On average, 97 cents of every dues dollar goes toward negotiating and enforcing union contracts, improving and protecting terms

and conditions of employment and working on a wide range of issues and projects that directly affect members. About three cents is used for promoting political or ideological programs and projects important to CSEA members and labor in general.

CSEA members who object to the appropriation of a portion of their dues for political or ideological purposes unrelated to collective bargaining can obtain a rebate.

To request a refund from CSEA, individual refund requests must be submitted in writing by certified or registered mail addressed to:

CSEA Treasurer
Civil Service Employees Association
143 Washington Avenue
Albany, NY 12210

CSEA refund requests will only be accepted during the month of March. Requests must be received by March 31, 1994.

Individual requests only must be submitted; lists of members are not acceptable.

Each request for reimbursement must be typed or legibly printed and include the individual's name, home address, Social Security number and CSEA local number. The request must be signed by the member.

How safe is your worksite?

All public employees should be aware that February is the month to find out just how safe your worksite really is.

Throughout this month, your employer must post the DOSH-900 log of all work-related injury, illness and lost workdays due to occupational injury or illness.

Under New York's new tuberculosis safety and health standard adopted last year, the DOSH-900 log must now also include information on any positive tuberculosis exposure tests among employees.

The DOSH-900 must be posted by law. If your employer does not post the log, request that it be done.

If your employer still doesn't post the DOSH-900, contact your CSEA representative to file a Public Employee Safety and Health (PESH) complaint with the state Labor Department.

Applications available for Flaumenbaum scholarships

Applications for the Irving Flaumenbaum Memorial Scholarships are now available.

The scholarships, named for the late CSEA activist, are awarded to graduating high school seniors whose parents or legal guardians are CSEA members.

The union presents three one-time \$500 scholarships in each of the union's six regions.

Scholarship applications

are available at CSEA region offices across the state.

The deadline for completed applications is April 15. Official high school transcripts and proof of SAT or ACT scores are also required.

Winners are selected in May and announced in June.

If you need more information, contact your local or unit president or your CSEA region office.

CSEA calls for security improvements

SYRACUSE — CSEA Onondaga County Local 834 officials say the knife-point holdup of a county Department of Social Services (DSS) worker is a chilling reminder that worksite security issues must not be ignored.

Just days before Christmas, CSEA member Linda Storie, an income maintenance worker for DSS was walking from her work area on the fifth floor of the downtown Civic Center to the fourth floor when she was accosted in a secluded stairwell.

"I heard someone behind me, but I didn't pay any attention. Then he pushed me to the wall and drew a knife," Storie said. "He held it to my ribs and wanted my wallet. When I went to hand it to him, it fell on the floor, the money fell out and he grabbed the money and ran down the stairs."

The robber got away with

Onondaga County Local 834 worker robbed at knife-point

\$350 that she had just gotten after cashing her paycheck.

"That was my Christmas money," she said sadly.

She had planned to use the money to pay off some gifts she had purchased on layaway for her 17-year-old son. During the attack, she said all she could think of was what the money was for.

"My mind was racing so quickly, there wasn't time to react. I was pretty stunned," she said. "I was thinking about Christmas — that was my Christmas money, my grocery money."

Storie, who was unhurt, went upstairs immediately and reported the incident to her

supervisor, who called for sheriff's deputies working in the building. As this issue of *The Public Sector* went to press, no suspects had been apprehended.

Union officials met with county officials soon after the incident to push for increased security measures at the Civic Center and other county worksites. The county has made a commitment to improving security, but has not moved fast enough in implementing those improvements, CSEA Local 834 President Paul Ranczuck said.

"While the county has shown a general willingness to talk about the security issue, we have yet to see their words turn

into meaningful actions," he said.

Some of the proposals developed in labor-management meetings included implementing a mandatory I.D. badge policy, increased worker safety training, sound monitoring of stairwells and limiting public access to DSS staff offices. CSEA will keep pushing the county to act to prevent any further incidents from occurring, Ranczuck said.

For Storie, any improvements will come too late. The county should have listened to the union's concerns long ago, she said.

"If someone got killed, they would probably show more concern," she said, "but because I didn't get harmed, they're probably not going to be as quick to do anything about employee safety."

— Mark M. Kotzin

CSEA wins job back for Nassau County member

MINEOLA — Olga Weber was an expert on child abuse reporting laws after many years of public service as a certified social worker with impeccable credentials.

But in 1990, when she reported a case of suspected child abuse, Weber was fired.

A CSEA Nassau County Local 830 member, Weber immediately went to the union to help her get her job back.

CSEA fought her case all the way through to the state Supreme Court, which fully vindicated Weber. She is confident of reinstatement with three year's back pay and benefits, despite an appeal by the county.

Judge George A. Murphy's strong decision called Weber's firing "indefensibly arbitrary and punitive," writing that "no legal reason exists to deprive (Weber) of her opportunity and right to a permanent position with the Nassau County Department of Mental Health."

Weber called her firing "astounding" after over 17 years of county employment including service as a child abuse investigations supervisor who trained others in laws on reporting of abuse cases.

"All I wanted was to do my job," Weber said. She was appalled that her supervisor, who is high-level county and a professional social worker, would order her to deliberately break a state law mandating

immediate reporting of suspected child abuse. Weber followed the law and her conscience, knowing she had one month left in her probationary period for the position of Nassau County Mental Health representative. The vengeful supervisor then concocted a poor performance review that resulted in Weber's immediate and wrongful termination.

CSEA Labor Relations Specialist Claude Ferrara and region attorney Lou Stober pursued the case from September 1990 for nearly three years, until Judge Murphy reinstated her.

"Usually probationary firings can't be reversed," Ferrara said, "but with Olga's impressive years of past service and the fallacious charges against her, it was obvious that she had been blatantly victimized."

Ferrara believes the county is wasting taxpayers' money trying to overturn the strong union victory.

Weber had been sent a letter giving her one week's notice of termination. A mother of three boys, with two in college, Weber said the entire family was traumatized by her unexpected firing. She also

learned that Nassau County withheld severance pay for a year and took two long years to send her two weeks' vacation pay she was owed.

"My unemployment ran out and I lost my health insurance," Weber said.

"If CSEA had not provided extensive legal resources and counsel needed to pursue this

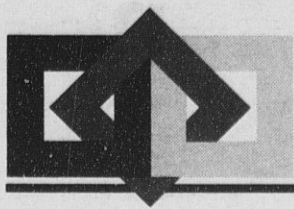
case, I could not have afforded a private attorney," Weber said. Expecting that legalities will be settled soon, Weber looks ahead to her first day back on the job.

"I think I'll bring in bagels and cream cheese to celebrate coming back," she said.

— Lilly Gioia



CSEA MEMBER OLGA WEBER, right, goes over the court decision that gives her her job back in Nassau County. With her is CSEA Labor Relations Specialist Claude Ferrara.



CSEA-backed law helps member

New pension appeal system gives her Tier I status

WAPPINGERS FALLS — Thanks to a new law that went into effect in October, a Wappingers School District employee is now entitled to receive a Tier I pension even though she was not enrolled in the system until 1973.

When CSEA member Peg Hlavacek notified state pension

fund officials that she was planning to retire this year, she learned her records were incorrect; they credited her with working for the Wappingers School District since 1973, even though she had actually started in 1969.

CSEA fought hard last year for the passage of a new law

that sets up a system for public employees to correct pension problems. Called "the mother of all pension bills," it allows public employees to avoid what used to be their only option: a law passed by the state Legislature and signed by the Governor to correct each

individual problem.

The new law came in handy for Hlavacek. When she first worked in the district, she was not considered full time, and so wasn't enrolled in Tier I, she explained. By the time she was enrolled four years later, she was in the Tier II system.

State officials said they had no record of her employment until 1973. District officials, meanwhile, asked her why she said she had worked since 1969.

"I told them I filled out tax returns beginning in 1969," Hlavacek said, "and I had letters from the district commending me for my work."

Thanks to her persistence and the efforts of CSEA Dutchess County Educational Local 867 President Norma Condon, the adjustment was made.

Hlavacek will now be entitled to a retroactive tier shift which will mean four more years of credit and about \$140 a month more in her pension checks.

"I had no idea of the ramifications of this," she said.

— Anita Manley

CSEA fights to get its members rehired

BAYPORT-BLUE POINT — Now that the Bayport-Blue Point School District has resumed cafeteria service, CSEA wants to be sure its members are re-hired and the CSEA contract enforced.

The union filed an improper practice charge because the district has so far refused to do so.

The district abolished food service in 1989, CSEA Labor Relations Specialist John Clahane said. After resuming the service last year, the district refused to recognize CSEA as the bargaining agent for the cafeteria workers.

"Our former members should be recalled," Clahane said, "and the former contract should still be effective until CSEA negotiates a successor agreement."

Where to get more information

The "mother of all pension laws," or MOAP, was one of CSEA's important legislative victories last year.

The law allows eligible public employees who work for the state, local governments and school districts and are enrolled in the State and Local Government Retirement System to apply for credit for previous service, retroactive membership and retroactive transfer into the state pension system in certain situations.

If you think you might be entitled to a change in your pension benefits or have questions, you can get more information by calling the New York State and Local Retirement Systems at (518) 474-7736, or writing to:

**New York State and Local Retirement Systems
Governor Smith Building
Albany, New York 12244**



Getting down to business

Mattituck-Cutchogue School District Unit President Connie King and Vice President Eugene Pacholk meet with CSEA Labor Relations Specialist John Clahane, left.

Clahane made the visit to work on a grievance over employees' rights to accrued vacation leave if they leave employment mid year. Such visits are common when CSEA is trying to resolve a problem for members.

The Mattituck-Cutchogue School District Unit is part of CSEA Suffolk Educational Local 870.

Local 830 public works unit president has a novel idea

Stop privatization to save \$5.5 million

MINEOLA — At a time when Nassau County's budget is swimming in red ink, CSEA Local 830 Public Works Unit President Joseph Licardi came up with a novel idea about saving more than \$5.5 million: Stop privatization!

Last July, under the Freedom of Information Act, Licardi wrote a letter to obtain the names and salaries of all private firms under contract to Nassau County Department of Public Works (DPW).

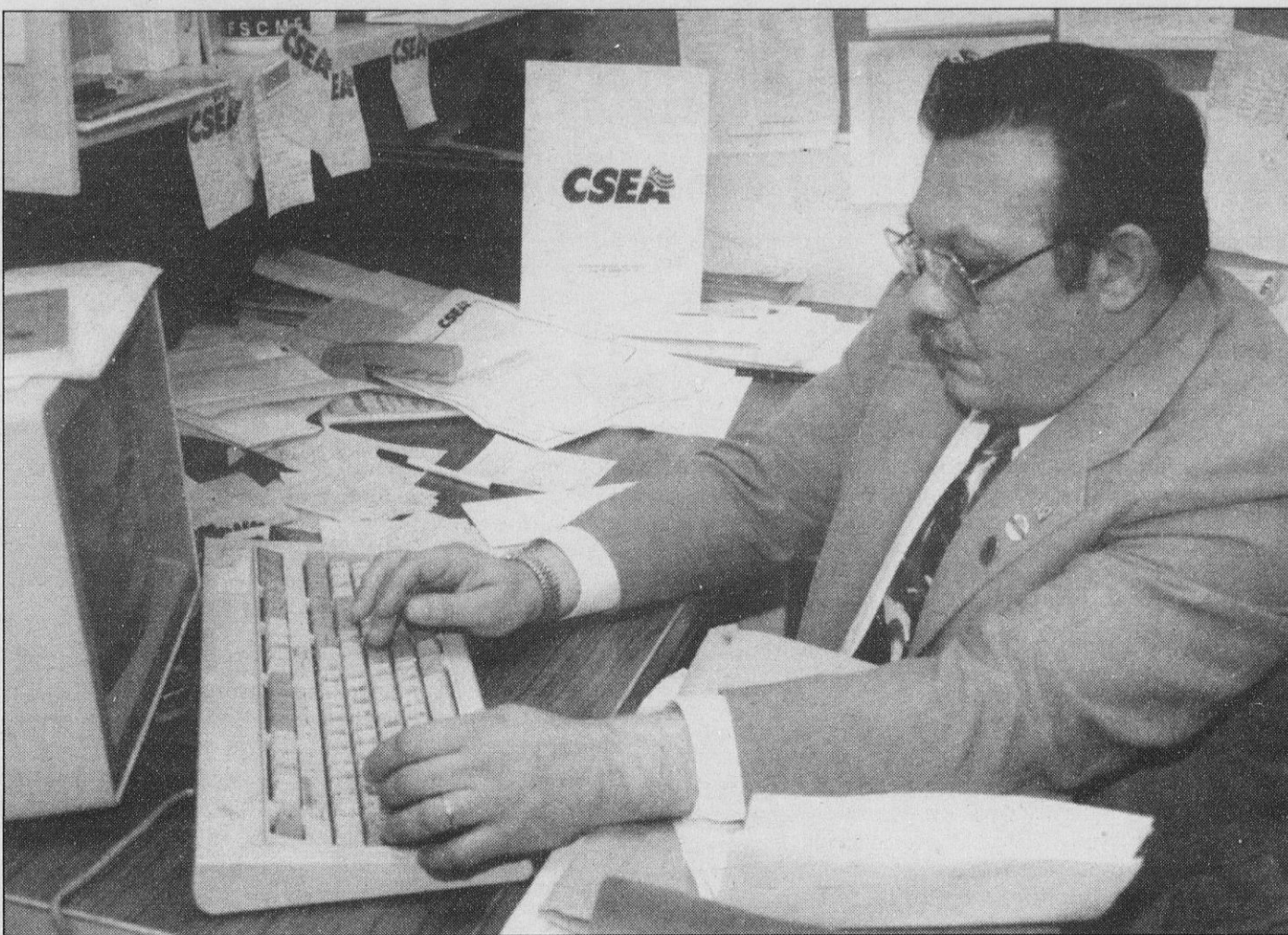
Months of painstaking computer analysis followed every night after work until Licardi had the statistics to prove that CSEA members could do the same work better and for less money than the Dracula-like subcontractors who have been sucking money out of Nassau County taxpayers like blood.

Licardi's study revealed Nassau County wastes \$9.7 million a year on consultant fees for the same work CSEA members in DPW could perform at \$4.2 million. Because the consultants received 2.3 percent in addition to their hourly rates to cover overhead and profits, the waste runs into millions of dollars. The compound costs over the 20-year timeframe of agreements could top \$17 million, Licardi charged.

"I see this whole contracting-out set-up in Nassau DPW as a scam to circumvent the civil service system," Licardi concluded.

Long Island's *Newsday* newspaper headlines reported: "Union Study Raps Consultants; Says Nassau Overpays by Millions," charging that numbers of high-ranking DPW bigwigs left Nassau County management jobs to take prestigious positions with the very same private contractors doing county public works projects.

Thanks to Joe Licardi's computer printouts, CSEA believes more than 75 privately contracted DPW employees have been or will be replaced after more than 15 years of wasting taxpayers' money. Since his election as unit president a year ago, Licardi has made evicting consultants a number one priority. He even played a pirate on CSEA's New York City Labor Day Parade float to demonstrate his loathing of privatization.



CSEA Local 830 Public Works Unit President Joseph Licardi at his computer.

According to Licardi, before he began his analysis, DPW officials admitted that "they themselves did not know or have records of how many consultants they even had on board. They had no idea until my request for information went in as to how many they had and where they were working. They never did a cost analysis. That's what I did."

In a public statement, Senior Deputy DPW Commissioner William Wolter admitted Licardi had a point.

"I think there's some validity to the argument that increasing present staff can result in an ultimate savings to the taxpayer, as opposed to continuing the current level of contractual services," he said.

Since 1990, Nassau County DPW members watched in anger as more than 130 CSEA

members who took early retirement or lost their jobs to layoffs were replaced by consultant personnel.

"We had consultants hired here right after we had our layoffs of union members," Licardi recalled. "It would be one thing if the county was saving money with these contractors, but in reality it is costing them millions and millions of dollars more."

As a result of CSEA's revelations, Nassau County Executive Thomas Gulotta instituted reforms in awarding contracts and has achieved savings in his new budget by cutting \$8 million from the amount the county spends on consultants and outside contractors.

The new budget also includes hiring slots for 52 more inspectors and civil engineers at

DPW who will do work now being done by consultants.

"CSEA's goal is to stop privatization, and that's exactly what we aim to do not just in DPW, but anywhere taxpayers' money is being squandered on contracting-out schemes," CSEA Long Island Region President Nick LaMorte said.

In a recent letter to the editor of Long Island's largest newspaper, LaMorte wrote, "There are sensible economies to be made in order to balance the county budget, but they exist in the (Nassau County) executive offices where political pals are protected and sweetheart deals with private contractors blatantly waste our tax dollars."

CSEA Nassau County Local 830 President Rita Wallace said the County Board of Supervisors is now taking a "very close look at all subcontracting, personal service contracts and capital contracts. CSEA is very pleased with this.

"We feel that finally they've come to realize what CSEA has been saying all along is true," she said. "Public employees do the job better and cheaper."

— Lilly Gioia

'It would be one thing if the county was saving money. In reality it's costing them millions and millions of dollars more.'

Protesting parking fees proposed for Westchester employees

CSEA Westchester County Unit President Cheryl Melton leads a demonstration to protest parking fees for employees who work at the county hospital and infirmary. County officials have proposed deducting \$21 a month from paychecks to pay for a new parking garage. Meanwhile, county officials have proposed a wage freeze in contract negotiations.



Drivers win award over seniority

PT. JERVIS — Bus drivers in the Port Jervis School District will split a more than \$6,000 award as a result of a grievance filed by CSEA.

CSEA Shop Steward Maggie Grant said the class action grievance involved the assignment of extracurricular bus runs which usually consist of extra hours for the drivers.

Contract language provides for the drivers to be assigned these runs according to seniority, and the district has allowed over the years that if the schedules for the regular run and the extracurricular run overlap, the driver may take the extracurricular run and have a substitute take over his regular route.

But in September 1992, district officials under the direction of the school

'We realized that if we stick together, we can win'



superintendent, began to deny drivers extra trip assignments if drivers had not completed their own runs. Drivers who were eligible for the extra trips filed a grievance.

Responding to the grievance, one district official insisted that drivers who were on their regular runs were now not "available" for extra trips.

Based on the interpretation of the contract over the course of many years, Arbitrator Murray Bilmes granted the drivers' grievance and awarded them \$6,067 to be divided among the 33 drivers.

"We didn't have any trouble for 10 years," Grant said. "They were taking money from the drivers with seniority."

Grant, an eight-year shop steward, says union members need to show their solidarity in order to win grievances.

"We realized that if we stick together, we can win," she said.

— Anita Manley

Probation officer faces violence

WHITE PLAINS — A Westchester County probation officer who found a dead rooster in his automobile last summer continues to face violence and threats on and off the job.

As reported in an earlier edition of *The Public Sector*, Probation Officer Keoni May said the dead bird signified a voodoo curse by a gang of armed teens.

After his life was threatened, May was transferred from New Rochelle to White Plains for his own safety. But May resides in Mt. Vernon, and apparently, his former clients know where.

May's car was stolen and was found four days later in a known drug location with more than \$1,000 in damage. Missing from the car were May's parking permit, his Probation Department identification papers, handcuffs, a range permit, a car jack and a fire extinguisher. A youth gang logo was found near the vehicle. Later, May's tire was shot at.

In November, May told police that he was getting harassing phone calls.

Later his windshield was smashed. While he waited for the police, he saw a man shooting from his car at a group of teenagers. He tried to stop the man, who then tried to run May down. He's had to replace his car tires because of nails.

May believes the people who damaged his car were

associates of the probationers involved in the gangs he had investigated.

"I hope by sharing some of the experiences I've had," May said, "that other probation officers who are having these problems will know that they are not alone."

"There is a certain element of danger in the criminal justice field, especially with the people we're dealing with now," Westchester County Probation Commissioner Rocco Pozzi said.

More than 50 percent of those on probation have been convicted of felony offenses, he said. Many misdemeanor offenders are felons who plea bargain their charges down, he said. "With drugs and gangs, the profile is a more violent type of offender," he said.

Probationer officers are much more vulnerable today and that is why his department has instituted a staff safety program, Pozzi said.

"We have given the option to any probation officer to carry a weapon," he said. "We put them through training to make sure they're qualified to carry a weapon."

Pozzi said P.O.'s are provided with "verbal judo training" to help them learn how to de-escalate violence. They are also given refresher courses on how to conduct field work and interviews.

— Anita Manley

Local revenue sharing held at '93 levels

ALBANY — Gov. Cuomo's proposed budget for 1994-95 has some relatively good news for local governments and mixed news for school districts.

"This budget doesn't offer the kind of aid to local governments that CSEA

News is mixed for school districts

believes is needed," CSEA President Joe McDermott said. "However, we are happier that we would be with revenue sharing cuts. And we certainly

agree that school district aid should be increased."

While the \$62.64 billion budget proposes no increases in revenue sharing for cities,

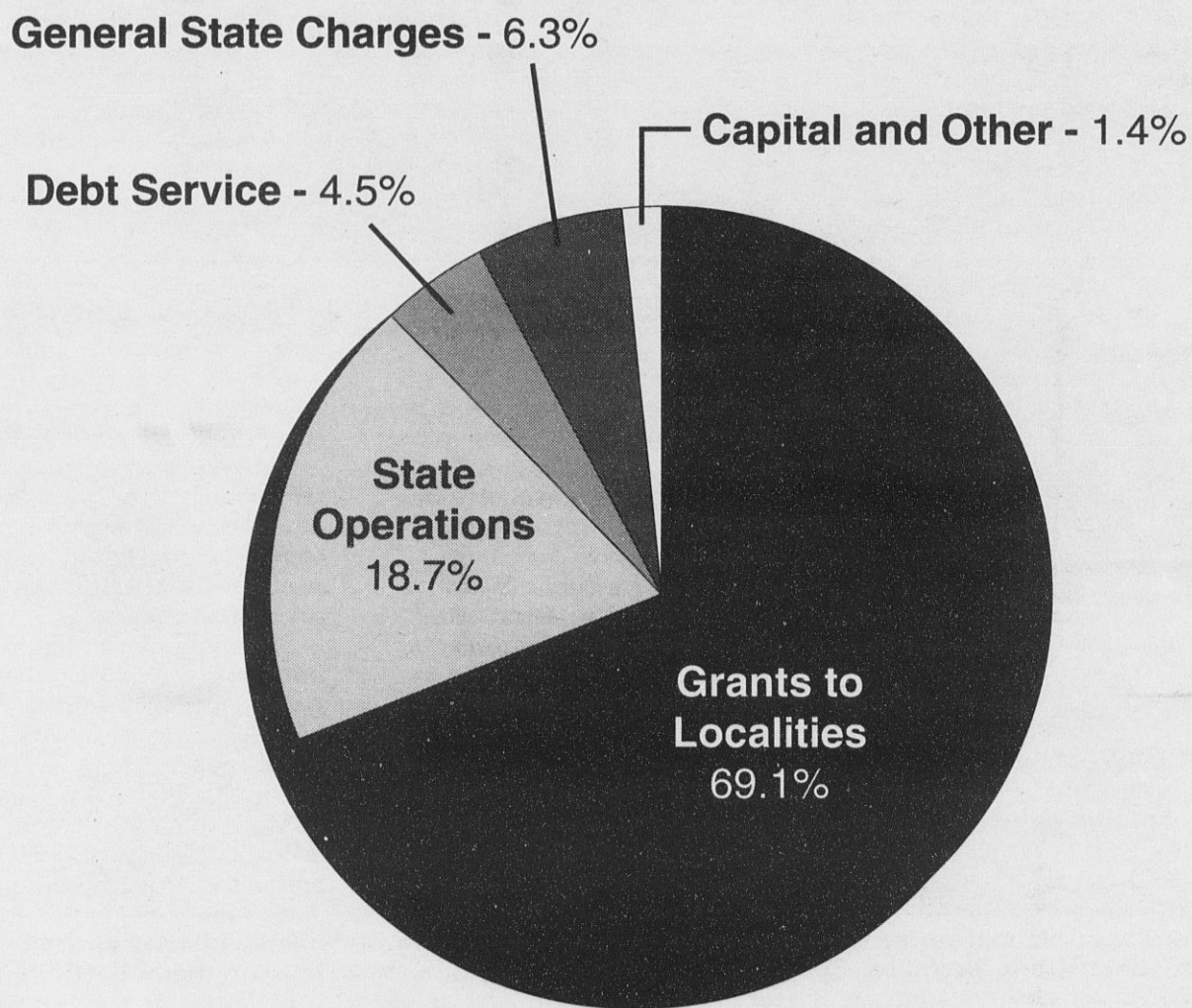
towns and villages, it also proposes no cuts. The Governor also proposes keeping the Consolidated Highway Improvement Program funding at last year's levels.

The budget also proposes funding for 312 new Department of Transportation jobs in design and construction for local governments.

Although some school districts could reap the benefits of a proposed \$198 million increase in state aid, other districts may have funding reductions.

Community colleges could also get a proposed \$7.6 million increase in funding.

GENERAL FUND DISBURSEMENTS 1994-95



'This budget doesn't offer the kind of aid to local governments that CSEA believes is needed'

FPI calls for revenue sharing restoration

ALBANY — The Fiscal Policy Institute is pushing for restoration of revenue sharing to local governments.

Since 1989-90, the state has been cutting revenue sharing aid, creating a tax shift from the state to local property taxes.

Revenue sharing is aid the state gives to local governments with no restrictions on how it is to be used. Originally 8 percent of state tax receipts, revenue sharing allows local governments to share in the revenue raised through the state's progressive personal income tax rather than relying on the regressive property tax.

As revenue sharing has been cut, local governments have had

no choice but to turn to the regressive property tax to raise the revenue necessary to provide public services.

While the state maintains it cannot afford revenue sharing, FPI maintains that the state cannot afford not to restore the aid. The tax shift from the progressive income tax to the regressive local property tax has resulted in increasing taxes that are less fair.

FPI wants to see state revenue sharing restored over two years to 8 percent of state tax receipts.

FPI is a think tank with broadbased support including community groups and unions like CSEA.

CSEA radio spots praise winter workers

CSEA members who drive and operate snowplows from Montauk to Buffalo have had their hands full this winter.

Facing one of the snowiest winters on record, they have been cleaning up after storm upon storm, struggling against inclement weather to keep roads as passable and as safe as possible.

Once again, CSEA is making sure the public realizes just how much they depend on public employees.

On radio stations across

the New York, the union is sponsoring snow closings announcements.

The advertisement that airs with the snow closings promotes the great job CSEA members do to keep our state and local roadways clean and safe during winter months (see box at right).

The page 24 photo by Mark M. Kotzin, shows an Onondaga County snowplow operated by CSEA members Charles Luke, the driver, and David Stone, the wing operator.

"Traffic is moving steadily. It's not the mess you expected. What happened?"

"No mystery. Public employees have been on the job since the stuff started. Plowing, sanding, salting. Keeping up with the weather.

"So don't blame the weatherman for being an alarmist. Just credit public employees for doing their jobs." — CSEA radio announcement

Putnam Valley Police dispatcher is a hero



Town of Putnam Valley Police Dispatcher Marie Stahl, center, receives a commendation for her work in preventing a caller from committing suicide. With her are, from left, CSEA Labor Relations Specialist Rich Blair, Town Supervisor William Spinelli, CSEA Unit President Anne Sullivan and Police Chief William Carlos.

PUTNAM VALLEY — A Putnam Valley Police Dispatcher has received a commendation from town officials for preventing a desperate caller from committing suicide.

The call came at 4:30 p.m., said Marie Stahl, a three-year employee and member of CSEA Putnam Valley Unit of Local 840.

"He said he was going to hurt himself by jumping in front of a car," she said. "I told him he didn't want to do that."

The caller refused to give his name or his location, but told Stahl that he was going to jump off a bridge, she said.

"I surmised where he was at that point," she said, "and I wanted to keep him on the phone."

Meanwhile, police were attempting to trace the call.

Recalling her training, Stahl began asking him what he enjoyed and what reasons he would have to not hurt himself.

When he talked about his mother, she said, he seemed to feel good. She asked his age.

"He said he was 28 years old, and I told him he could do something

'I told him he could do something with his life ... At some point, he seemed to want to believe me.'

with his life and that there were people who could help him."

"At some point," she said, "he seemed to want to believe me."

In all, Stahl kept him on the phone for more than 30 minutes until police arrived to take him

to the hospital.

"He thanked me for talking to him," she said.

Stahl said this was her first suicide call.

"I had taken a class on what to

do in a situation like this, and I hoped I never would get such a call," she said. "You have to create a bonding and go back to things that make the caller happy."

The experience was emotionally draining.

"I felt like crying afterwards," she said.

"We're very proud of Marie," CSEA Unit President Anne Sullivan said, "and we're happy her work as dispatcher was recognized. Police dispatchers really do so much. We should only hope that someone like Marie will be on the other end when we need help."

— Anita Manley

Official publication of
CSEA
Local 1000, AFSCME, AFL-CIO

THE PUBLIC

Sector

Vol. 17 No. 2 FEBRUARY 1994

STATE GOVERNMENT NEWS PAGES 1-9

GENERAL NEWS PAGES 10-17

LOCAL GOVERNMENT NEWS PAGES 18-24



CSEA members tackle winter to keep New York safe

See page 23