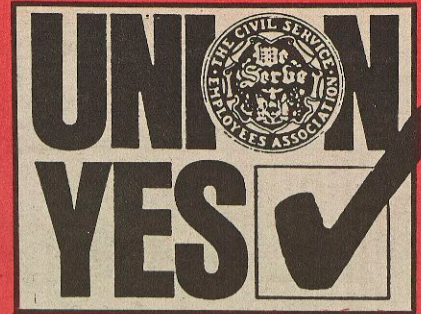


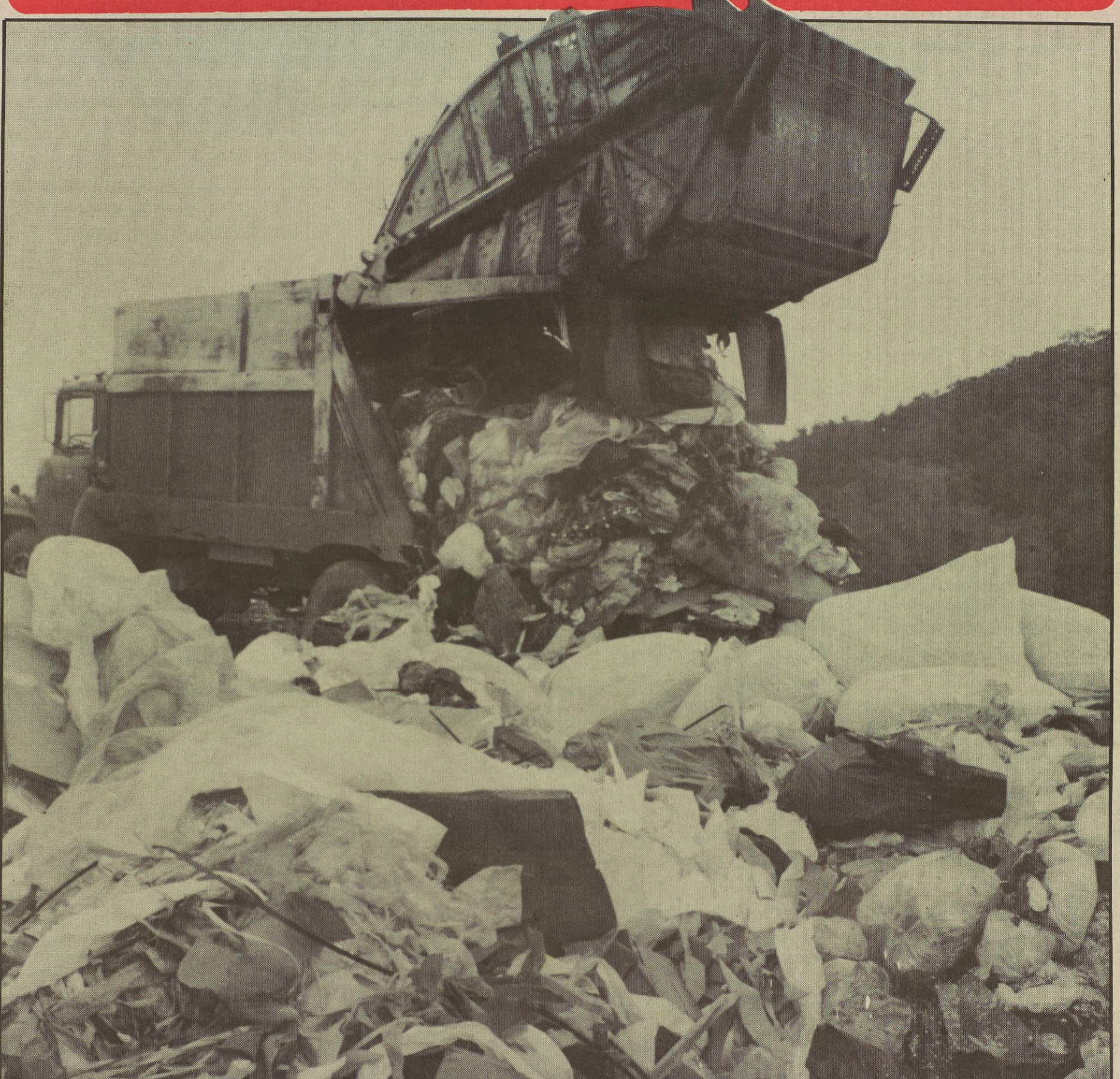
THE PUBLIC SECTOR



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

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Monday, October 3, 1988



New York's Garbage Crisis
A STINKING MESS!

SEE PAGE 3

INSIDE



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employee benefit fund

Do you know enough about radon gas?

State says radon level in N.Y. homes higher than thought

Times Press transcription with our reports.
ALBANY — Radon contamination in thousands of New York homes may be above federally acceptable levels and more widespread than state officials previously indicated, a state Health Department spokesman said Wednesday.
 "The information obtained from four-day tests in more than 1,000 homes was available last week when the Health Department developed a federal recommendation that all homes be tested for the invisible radioactive gas considered the primary preventable cause of lung cancer."
 On Wednesday, Assistant Public Information Officer William Fagel said tests in the more than 1,000 homes found an average level of radon that is greater than 50 percent above what the U.S. Environmental Protection Agency considers safe.
 The average level was 6.8 picocuries of radon per liter of air. The EPA safety standard is 4 picocuries or less. The EPA recommends remedial action for homes that have higher levels.
 "Perhaps the radon problem is more widespread than we previously thought," Fagel said.
 Fagel said that some 30,000 charcoal counter test kits, which measure airborne radon over four days, had been sent out and more than 1,000 returned, analyzed and recorded.
 The newer state data came to light when United Front International asked Fagel about radon test kits distributed by the department since June 1987.
 Sherm and Fagel said many of the tests came from homeowners in the Syracuse and Binghamton areas, where radon contamination was known to be a problem, and it should not be considered indicative of the problem statewide.
 He said homes where high levels of radon are found by the counters are asked to test again using the longer term measuring device.
 The charcoal counter costs \$5 when purchased from the Health Department, the longer term test costs \$17. These prices are below what are charged by retailers.
 To obtain the kits from the Health Department, a person can call (800) 662-1155. However, Fagel said Wednesday that kits have been busy "for a week now" since the EPA advisory.
 He said people are being advised to test their

A new study recently released by the federal government recently released by the federal government sparked widespread concern about radon — a colorless, odorless gas blamed for up to 20,000 lung cancer deaths in the United States each year.

That study recommended Americans have their homes tested for radon contamination.

To help answer critical questions about radon and its effects, the New York State Attorney General's office has a free 10-page booklet available. It includes information about how to identify and eliminate contamination in your home, as well as a directory of federal and state agencies involved with radon detection and reduction.

According to Attorney General Robert Abrams, a study conducted by the state Energy Research and Development Authority last year found that 95 percent of homes surveyed in New York state have radon levels below federal guidelines for concern. However, nearly 17 percent of the homes in Broome, Chemung and Tioga counties and 8 percent of the homes

surveyed in Westchester, Dutchess, Rockland, Putnam and Washington counties showed significant radon levels — at or above the federal level for concern.

To obtain your copy of the booklet, write to:

New York State Department of Law
 Office of Public Information
 120 Broadway
 New York, New York 10271

Some CSEA members are already involved in testing homes for radon contamination. For instance, members of Chautauque County CSEA Local 807 do radon testing under a county program. In the next issue of *The Public Sector* we'll take a look at that program and the employees who conduct it.

CSEA Women's Conference scheduled

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

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

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

Package rates per person are:

\$186.72 single (one person, one bed)

\$139.97 double (two persons, one bed)

\$139.97 twin (two persons, two beds)

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

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

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

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

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

THE PUBLIC SECTOR UNION YES

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

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You throw it away, but it won't go away

By Stephen Madarasz
CSEA Communications Associate

ALBANY — A crisis that closed the Columbia County landfill and put county and state officials at odds while garbage piled up with no place to put it could be a sign of things to come across the state.

And that concerns CSEA.

New regulations from the state Department of Environmental Conservation (DEC) require that most landfills across the state close within the next few years.

In Columbia County, the landfill was shut

down for two days when county officials balked at implementing DEC mandates that the officials claimed would double taxes.

The matter has temporarily been resolved by an agreement that allows the landfill to stay open another 60 days while alternative solutions are sought. It is still possible that garbage may have to be hauled out of state while a new landfill is found.

Although the incident has sent shock waves through communities upstate, the

impact of similar situations has already been felt downstate.

On Long Island, numerous localities are already sending their garbage out of state, causing tremendous headaches and higher bills.

"The garbage crisis has been a long time coming but no one has really wanted to make the tough choices to deal with it," CSEA President Joe McDermott said.

McDermott pointed out that the options for garbage disposal are limited and there must be a greater emphasis on recycling and creating less waste.

Opening new landfill sites is not as easy as it sounds because of frequent local opposition and high construction costs to meet environmental guidelines. Incinerators have also sparked community opposition and raise environmental and public health concerns.

"Garbage is a 'bread-and-butter' issue for CSEA," McDermott added. "How government chooses to confront the crisis will have a significant impact on all of us — not just our thousands of landfill workers — but the rest of us, too, who will face soaring disposal costs and mountains of refuse that can't be handled."

McDermott went on to say that one of the biggest problems in coming to grips with the issue is that local government and New York state continue to point fingers at each other claiming the other is responsible.

As a result, community after community tries quick-fix solutions like contracting the problem out to the private sector which promises the world, but rarely delivers.

"CSEA, as a statewide organization with first-hand experience on this issue, has to be out front advocating ideas that are in the public interest," McDermott stated.

With that in mind, plans are in the works for a CSEA solid waste management task force.

McDermott noted the plans in his recent Labor Day message. He has since received a letter from Gov. Mario Cuomo expressing interest in hearing about the task force's progress and ideas.

Next edition — Smithown's recycling program



In Dutchess County CSEA responds

POUGHKEEPSIE — A recycling project which could substantially reduce the bulk of refuse in county landfills is now in place at the Dutchess County office building.

Conceived by the county's Resource Recovery Agency, the project requires the separation of certain waste items such as newspapers, magazines, computer printout paper, file folders, note paper and other correspondence.

Specially marked containers have been placed on each floor of the county office building, the planning department and the purchasing department.

Shop Steward Connie Smith says CSEA members are responding enthusiastically to the project.

"Everyone is participating," she remarked. "The employees believe that this is the way to go. Everyone is well aware of the situation that there's just no place to put garbage anymore."

According to Recycling Coordinator John Ridinger, the project will eventually be expanded to other county departments and could mean a substantial cost savings. Ridinger pointed out that for every ton of paper recycled, the county saves \$58 in disposal fees.



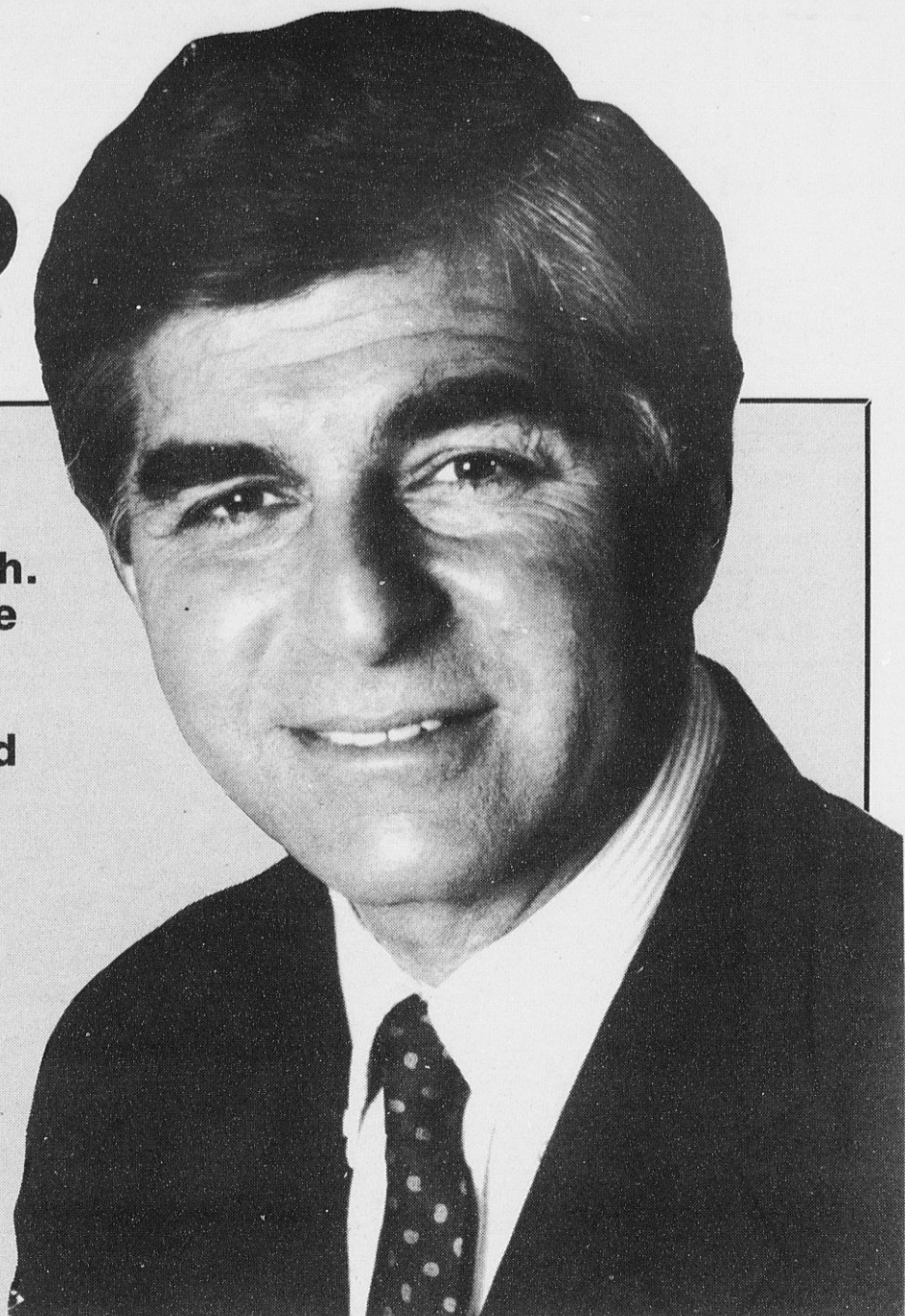
DOING THEIR PART — CSEA Local 814 members Ruth Moore and Connie Smith place recyclable materials in one of the specially provided containers in the Dutchess County office building.

WHY DUKAKAKIS?

When CSEA endorsed Michael Dukakis for President, it chose a candidate of substance and strength. The union has endorsed a candidate whose positions support those of workers at home and on the job.

CSEA is proud of the choice and its leaders encourage you: VOTE DUKAKAKIS.

**“Our future is
our workers!”**
—Mike Dukakis



SECURE JOBS

This will be the first priority of the Dukakis administration.

HEALTH INSURANCE

Dukakis will fight for health protection for ALL Americans, including the 37 million now without any.

FAMILY NEEDS

Again, Dukakis reflects the values, needs and beliefs of the worker in his platform to provide affordable, quality day care and adequate leave time for workers with parental responsibilities and leave to help when serious illness strikes the family.

VOTE!

DUKAKAKIS FOR PRESIDENT

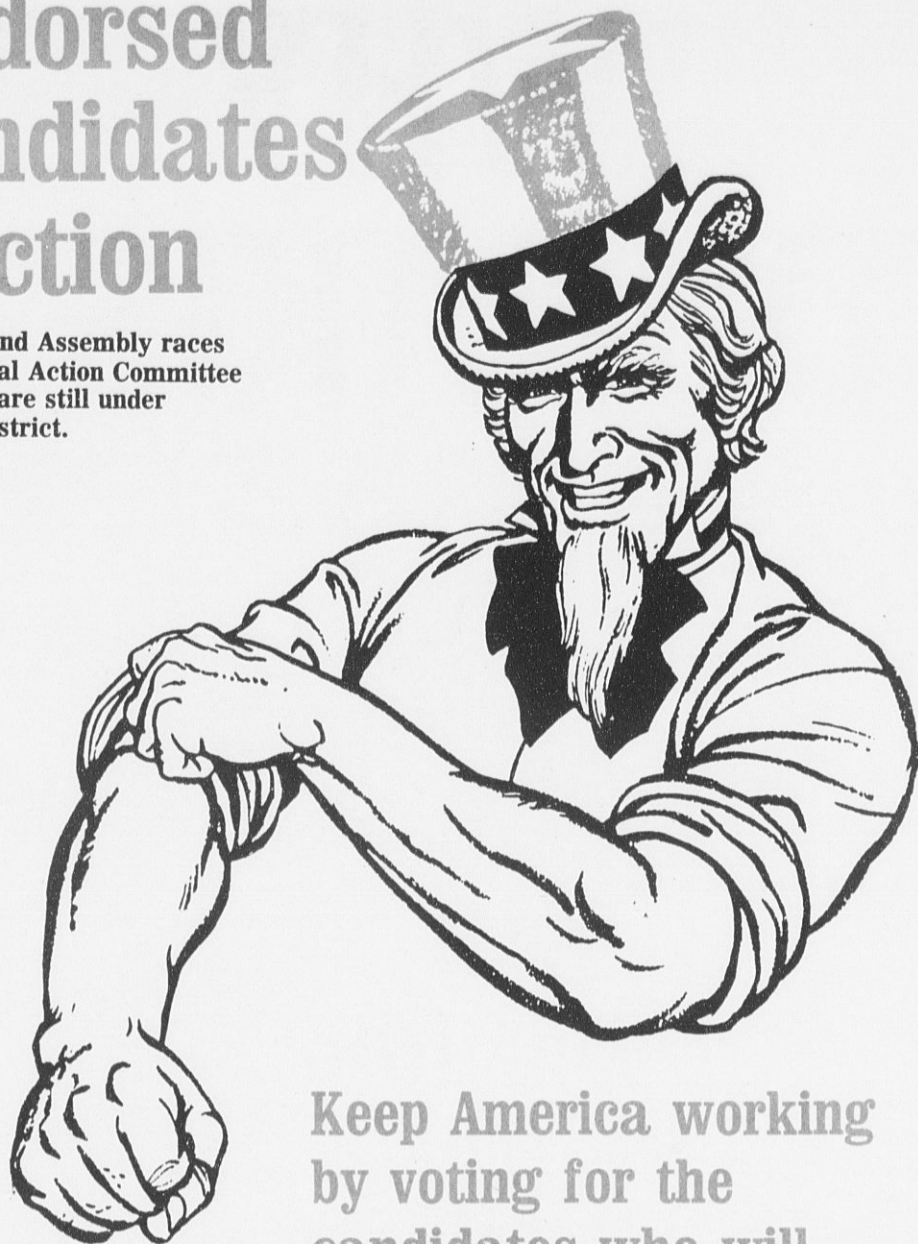
Endorsed by the AFL-CIO, AFSCME and CSEA!

Vote for the CSEA-endorsed Senate, Assembly candidates in Nov. 8 general election

CSEA has announced its endorsements in the vast majority of state Senate and Assembly races being contested in the Nov. 8 general elections. CSEA's Legislative and Political Action Committee decided to make no endorsements in several races and possible endorsements are still under review in a few remaining districts. Following are CSEA's endorsements by district.

-New York State Senate-

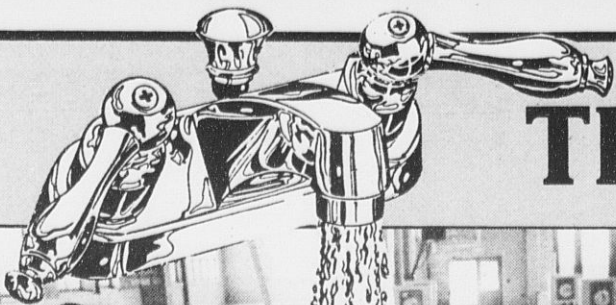
Senate District	Name	Party	Senate District	Name	Party
1	Kenneth P. LaValle	R-C	32	Israel Ruiz Jr.	D
2	James J. Lack	R-C	33	(No Endorsement)	
3	Caesar Trunzo	R-C	34	Guy J. Valella	R
4	Owen H. Johnson	R-C	35	Nicholas A. Spano	R-C
5	Ralph J. Marino	R-C	36	Suzi Oppenheimer	D-L
6	John R. Dunne	R	37	Mary B. Goodhue	R-C
7	Michael J. Tully Jr.	R-C	38	Eugene Levy	R-C
8	Norman J. Levy	R-C	39	Richard Schermerhorn	R
9	Dean G. Skelos	R	40	Charles D. Cook	R-C
10	Andrew Jenkins	D-L	41	Jay P. Rolison Jr.	R-C
11	Frank Padavan	R	42	(Endorsement under review)	
12	Leonard P. Stavisky	D-L	43	Joseph L. Bruno	R-C
13	Emanuel R. Gold	D-L	44	Hugh T. Farley	R-C
14	George Onorato	D	45	Ronald B. Stafford	R-C
15	(No Endorsement)		46	John M. McHugh	R-C
16	Jeremy S. Weinstein	D-L	47	James H. Donovan	R-C
17	Howard E. Babbush	D	48	Nancy L. Hoffmann	D-I
18	Donald M. Halperin	D	49	Tarky J. Lombardi	R-C
19	Martin M. Solomon	D	50	James L. Seward	R-C
20	Ada L. Smith	D	51		
21	(No Endorsement)		52	John R. Kuhl Jr.	R-C
22	Velmanette Montgomery	D	53	L. Paul Kehoe	R-C
23	(No Endorsement)		54	John D. Perry	D
24	John J. Marchi	R	55	Ralph Quattrocio	D-C
25	Martin Connor	D-L	56	Jess J. Present	R
26	Roy M. Goodman	R	57	William T. Stachowski	D-C
27	Manfred Ohrenstein	D-L	58	Anthony M. Masiello	D-L
28	Franz S. Leichter	D-L	59	Dale M. Volker	R-C
29	David Paterson	D-L	60	John Sheffer	R
30	Olga Mendez	D-L	61	(No Endorsement)	
31	Joseph L. Galiber	D-L			



Keep America working by voting for the candidates who will work for you!

New York State Assembly

Assembly District	Name	Party	Assembly District	Name	Party	Assembly District	Name	Party	Assembly District	Name	Party
1	Joseph Sawicki Jr.	R-C	39	Anthony J. Genovesi	D	77	Israel Martinez	D	114	H. Robert Nortz	R-C
2	John L. Behan	R-C	40	Edward Griffith	D-L	78	Gloria Davis	D-L	115	William R. Sears	R
3	I. William Bianchi	D	41	Helene Weinstein	D	79	George Friedman	D-L	116	Ralph J. Eannace Jr.	R-C
4	Robert J. Gaffney	R-C	42	Rhoda S. Jacobs	D-L	80	G. Oliver Koppell	D-L	117	Ray T. Chesbro	R-C
5	Paul Harenburg	D	43	Clarence Norman Jr.	D	81	Stephen Kaufman	D	118	Michael J. Bragman	D
6	Robert C. Wertz	R	44	Melvin H. Miller	D	82	Larry Seabrook	D	119	William E. Bush	R-C
7	Thomas F. Barraga	R-C	45	Daniel L. Feldman	D	83	Terrence M. Zaleski	D	120	Susan Panek	R
8	John C. Cochrane	R	46	Howard L. Lasher	D-L	84	(No Endorsement)		121	(No Endorsement)	
9	John J. Flanagan	R	47	Frank J. Barbaro	D	85	Ronald C. Tocci	D	122	Clarence Rappleyea Jr.	R
10	(No Endorsement)		48	Dov Hikind	D	86	Richard L. Brodsky	D	123	Richard H. Miller	R-C
11	Robert Sweeney	D	49	Peter J. Abbate Jr.	D	87	Peter M. Sullivan	R-C	124	James R. Tallon Jr.	D
12	Phillip B. Healy	R-C	50	Joseph R. Lentol	D	88	Gregory P. Young	D	125	(Endorsement under review)	
13	Lewis J. Yevoli	D	51	James F. Brennan	D	89	Henry W. Barnett	R-C	126	George H. Winner Jr.	R-C
14	Frederick E. Parola	R-C	52	Eileen C. Dugan	D	90	Vincent Leibell III	R-C	127	(No Endorsement)	
15	Daniel Frisa	R	53	Vito J. Lopez	D	91	George E. Pataki	R-C	128	Michael F. Nozzolio	R-C
16	Thomas P. DiNapoli	D-L	54	Thomas A. Catapano	D-L	92	Robert J. Connor	D	129	Frank G. Talomie Sr.	R-C
17	Kemp Hannon	R-C	55	William F. Boyland	D	93	Samuel Colman	D	130	Robert L. King	R-C
18	Earlene Hill	D	56	Albert Vann	D-L	94	Mary M. McPhillips	D	131	Gary Proud	D-I
19	Charles J. O'Shea	R-C	57	Roger L. Green	D	95	William J. Larkin Jr.	R-C	132	A. Pinny Cooke	R
20	Arthur J. Kremer	D-L	58	Elizabeth A. Connelly D		96	Lawrence E. Bennett	D	133	David F. Gantt	D
21	Gregory R. Becker	R-C	59	Eric N. Vitaliano	D	97	Stephen M. Saland	R-C	134	Roger J. Robach	D-C
22	George H. Madison	R-C	60	(No Endorsement)		98	Richard I. Coombe	R-C	135	James F. Nagle	R-C
23	Audrey Pheffer	D-L	61	William F. Passannante	D-L	99	Glenn E. Warren	R-C	136	John W. Hasper	R
24	Saul Weprin	D-L	62	Sheldon Silver	D	100	Neil W. Kelleher	R-C	137	R. Stephen Hawley	R-C
25	Douglas Prescott	R-C	63	Steven Sanders	D-L	101	Maurice D. Hinchey	D-L	138	Joseph T. Pillittere	D-L
26	Morton C. Hillman	D	64	Richard N. Gottfried	D-L	102	John J. Faso	R	139	Matthew J. Murphy	D-C
27	Nettie Mayersohn	D-L	65	(Endorsement under review)		103	Arnold W. Proskin	R-C	140	Robin Schimminger	D
28	Alan G. Hevesi	D-L	66	Mark Alan Siegel	D-L	104	(Endorsement under review)		141	(Endorsement under review)	
29	Cynthia Jenkins	D-L	67	Jerrold Nadler	D-L	105	Paul D. Tonko	D-L	142	(Endorsement under review)	
30	Joseph Crowley	D	68	Angelo DelToro	D-L	106	(Endorsement under review)		143	Paul Tokasz	D
31	Anthony S. Seminerio	D-C	69	Edward C. Sullivan	D	107	James Tedisco	R	144	William B. Hoyt	D-L
32	Edward Abramson	D	70	Geraldine L. Daniels	D-L	108	(No Endorsement)		145	Richard J. Keane	D-C
33	Barbara M. Clark	D	71	Herman D. Farrell Jr.	D-L	109	Glenn H. Harris	R-C	146	Francis J. Pordum	D
34	Ivan C. Lafayette	D	72	John Brian Murtaugh	D-L	110	(No Endorsement)		147	Thomas Reynolds	R
35	Helen M. Marshall	D	73	Jose E. Serrano	D-L	111	John W. McCann	R-C	148	Vincent Graber Sr.	D-C
36	Denis J. Butler	D	74	Hector L. Diaz	D	112	John G. A. O'Neil	R-I	149	Patricia McGee	R-C
37	Catherine T. Nolan	D	75	John C. Dearie	D-L	113	Anthony J. Casale	R-C	150	William L. Parment	D
38	Frederick D. Schmidt	D	76	Aurelia Greene	D						



Their cup runneth over



NORTH TONAWANDA — The water of North Tonawanda has been judged the best tasting in Niagara County and members of CSEA Local 832 couldn't be prouder.

"It's a team effort to keep our water as clean, clear and good-tasting as can be," said Ernie Shank, a senior operator and CSEA unit steward at the town's water treatment plant.

Plant operators Dennis Dzikowski and Charles Streck were praised for their work in designing the potassium permanganate system that controls taste and odor in the six million gallons treated by the plant each day.

Water Superintendent Paul McDonough attributed the local tasting victory to "a great dedicated crew."

TOASTING THE TASTE OF NORTH TONAWANDA WATER — Left to right, Paul McDonough, water superintendent; Gary Grimaldi, lab technician; Ed Gampp, water maintenance aide; Ernie Shank, Senior operator and CSEA local 832 steward; Dave Maziarz, unit president; and Alexander Soos, chief operator.

Deadlines set for election committees

ALBANY — CSEA's Constitution requires that all locals and units elect new officers this spring.

Local and unit presidents are reminded that local and unit constitutions require that their executive boards **MUST** select election committees and chairpersons by Feb. 15.

The information should be sent to:
CSEA Membership Records Department
 143 Washington Avenue
 Albany, New York 12210

The deadline to submit the information to the Membership Records Department is Nov. 10.

Failure to submit the required information will result in a delay in the local or unit election.

Persons serving on local election committees are ineligible to run for local office or as delegates to CSEA's annual convention. Persons serving on unit election committees are ineligible to run for union office.

CSEA gripes get garage cleaned up

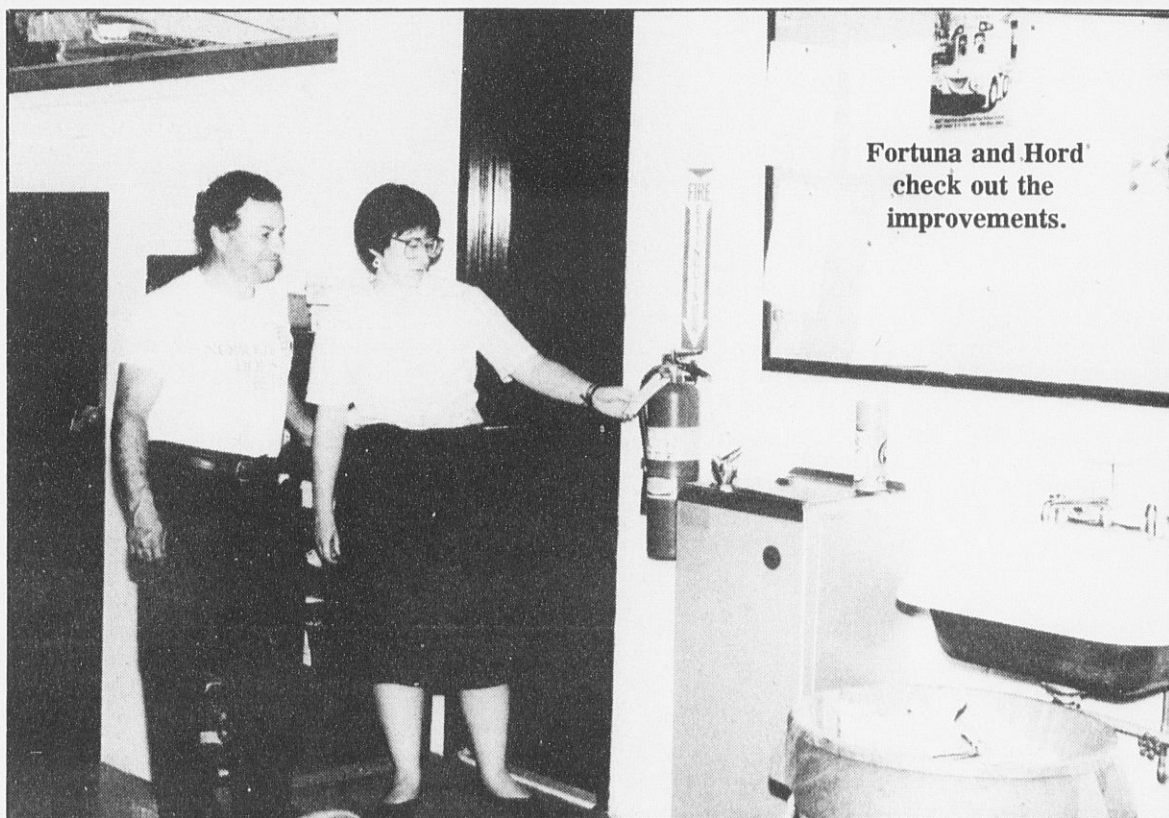
MAMARONECK — It took four years, but Mamaroneck School CSEA Unit President Paul Fortuna says improvements to the bus garage were worth the wait.

While students reported to clean, refurbished classrooms to begin the new school year, employees assigned to the bus garage finally were reporting to a safer, cleaner facility themselves.

Fortuna recalled that when complaints about unsafe working conditions were not addressed, CSEA called on the state Department of Labor to inspect the garage. Cited for a number of violations, school district officials applied for state funding to help resolve the problems.

New lighting, a new heating system, fans to help circulate air in the open garage in warm weather, a new paint job, a new roof, the addition of an explosion-proof room for storage of hazardous chemicals and considerable cleaning has transformed the old garage into a worksite that members are proud of.

Mechanic Tom Zeh said the changes in the garage have made a big difference for the



Fortuna and Hord check out the improvements.

workers. "The overall conditions are much easier to handle. The roof no longer leaks, there's much better lighting, ventilation, decent storage areas," he explained.

"I don't have to work with an umbrella or a fur coat on," he added.

CSEA Region III Field Representative Wendy Hord lauded Fortuna for his

perseverance in pursuing the problem.

"Paul knows he has to stay on top of these problems and he gets action," she said.

Fortuna also praised Hord's efforts in fighting for the members.

"I appreciate that Paul is there to fight with me," said Hord. "This is one of the cleanest garages I represent."

A winning program

Local gains members

ITHACA — Recruiting new union members may not be everyone's idea of "a dream come true," but in Tompkins County, the members of CSEA Local 855 think the job is important enough to offer a dream vacation.

The members of Local 855 designed a contest in which the winner could go on a dream vacation to Barbados, an island in the Caribbean, complete with some spending money.

The contest started in May with CSEA organizers Mike Loehner and Shawn Connick in charge. The Ithaca-based Divi Resorts International donated the vacation with the cooperation of Local 855.

The rules were simple: Any CSEA member in Tompkins County who signed up a new member became eligible. The more sign-ups, the more chances to win.

The winner, Barbara Mearse, is a county employee in the Office of the Aging. She has been a supporter of the local's efforts to increase membership.

"We thought it would be a unique way to add new members, increase union awareness among non-members and improve solidarity within the local," Connick said. "I'm sure Barbara Mearse will also think that it was a great idea when she reaches for her suntan lotion on some beautiful beach in Barbados."



A WINNER — Barbara Mearse, left, accepts her vacation certificate from CSEA Organizer Shawn Connick. Mearse encouraged the most people to sign union cards in a recent organizing drive.

Solid gains in new contract

ALBANY — After six months of bargaining talks punctuated by picketing, members of the New York State Teachers Retirement System CSEA Local 658 have a new three-year contract.

The agreement covers clerical and professional employees and includes a 5 percent wage increase retroactive to April

1; a 5 percent increase in April 1989; and a 5.5 percent increase in April 1990.

"Overall, we did well, and there were no givebacks," said CSEA Local 658 President Anita Walther. "We're pleased with the results."

The retirement system will continue to pay 90 percent of individual health benefits and 80 percent of family coverage.



GOING OVER THE results of successful contract negotiations between CSEA and the state Teachers Retirement System are, from left, Linda Swietlecki, Local President Anita Walther, Linda Carrol, Mark Wilson, Mary Rose Rozell, Dave Keefer and Brad Vrooman.

CSEA wins grievance for deputy

EAST MEADOW — Arthur Morton, a Nassau County corrections officer for 20 years, has been exonerated of misconduct charges.

"Morton's exoneration should send a message to the county not to indiscriminately discipline our people," said Unit President Bill Stanley.

CSEA Field Representative Claude Ferrara said Morton was on duty in court when he overheard the judge deny low bail to a man because of two prior escapes.

Morton recorded the information as required and reported it verbally to two superior officers. However, because of some confusion, another prisoner was put into a high security area. The suspect Morton dealt with remained in minimum

security, escaped and was recaptured.

During the escape investigation, Morton voluntarily reported what had happened. The resulting report recommended that Morton be disciplined for failing to properly report the information on the escape risk. He was reprimanded and lost five vacation leave days.

The arbitrator ruled that Morton's conduct did not constitute misconduct or incompetence and that he had followed department requirements.

The reprimand and all references to the discipline are to be deleted from his record and he receive his lost leave time.

"I'm very glad about it," he said. "I didn't think I did anything wrong from the beginning."

Road worker killed in Region VI

SPRINGWATER — William Kramer, a Livingston County Highway Department crewman, was killed in an on-the-job accident Sept. 22 while working with a road resurfacing crew.

Kramer, 36, was crushed under the rear wheels of a truck when he stepped from behind a county vehicle into the path of a truck owned by an asphalt contractor working on the project, said the county sheriff's department investigators. The driver of the second truck was not charged, but deputies are continuing their investigation.

Kramer had been with the department only since July 22, but the members of Livingston County CSEA Local 826 were devastated to learn of his death, according to Local President Linda Standish-Fritz. Kramer was well-known throughout the close-knit unit for his popular country-western band. His father is a county supervisor.

The fatal accident came only nine days after a town highway worker in nearby Geneseo was killed on the job. The Geneseo death prompted the county highway superintendent to issue new safety guidelines which were distributed the day before Kramer's accident.

The new guidelines advised workers to be alert and cautious, to always wear safety vests and remain visible, to always be sure a crew person is designated as flagman, and to be supplied with a vest, hardhat, flag, stop-slow paddle and two-way radio where necessary.

Region VI President Robert Lattimer and Standish-Fritz were among those offering condolences to the Kramer family.

CSEA wins in SUNY struggle

CSEA has scored a victory for its members in the state university system by winning concessions in the way SUNY hires temporary workers for construction work.



Betty Lennon

With the help of another union and the prodding of the state Department of Labor, CSEA now has won the enforcement of an agreement made several years ago. Officials on SUNY campuses who hire temporary workers for certain projects must now tell the union what the projects are, who is doing the work and how long it is expected to take.

Even more significant, the temporary workers will be paid the prevailing wage for the work — a victory CSEA has sought for years.

“They now have to follow New York state labor laws; either they have to pay the prevailing wage or they have to promote our people or they have to give the workers a grade,” said Betty Lennon, president of SUNY College Plattsburgh CSEA Local 612 and a representative on the CSEA Board of Directors.

Previously, when campuses receive Special Estimate Funds, they could hire temporary workers to do work the campus staff didn't have time to do, Lennon explained. But the temporary workers often ended up doing work that CSEA members could easily have accomplished and work that wasn't included in the project. Students were hired at minimum wage to do some work and outsiders were doing work that would have meant a promotion for a CSEA member, she explained.

“There was no control,” Lennon explained. Now there is more control over the campuses' use of Special Estimate Funds while providing protections for temporary workers, she said.

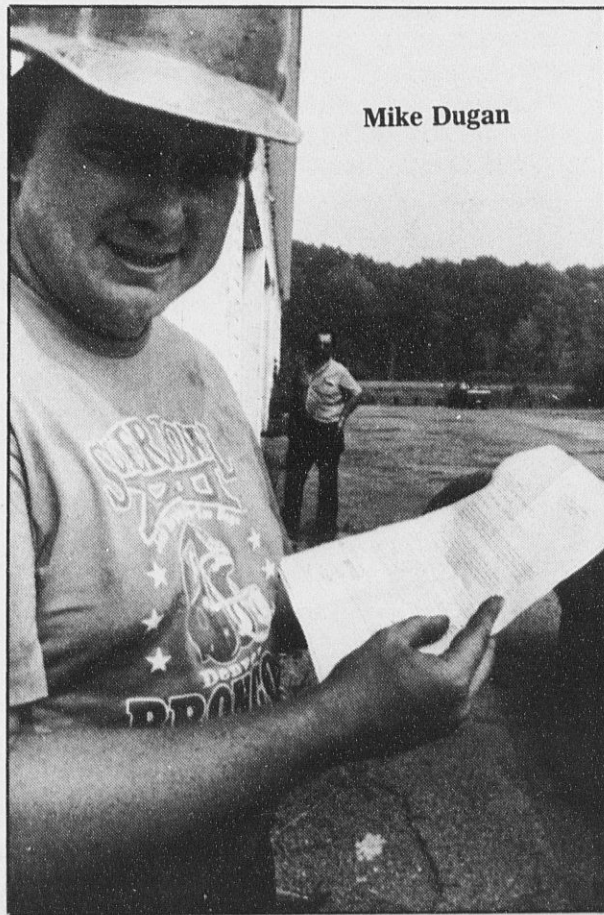
It took action by Walt Gray of the International Brotherhood of Electrical Workers to get SUNY officials to live up to their agreements, Lennon said. Gray, also a member of the Northeast Central Labor Council, became concerned that members of his



union were being taken advantage of, as well, Lennon said. She and Gray worked on the issue, and Gray eventually filed a complaint with the labor department.

The labor department then required SUNY to follow labor laws by paying prevailing wages to temporary workers or making them temporary state employees complete with grades and protection under a union contract.

“As a result of this, some of our people should receive temporary promotions. And the people who do come in on a temporary basis will come into our bargaining unit,” she said. “At last these people are going to be under a contract; they're going to get a decent wage.”



Mike Dugan

Member returns lost cash

He's an honest man

EAST AURORA — Diogenes, an ancient Greek philosopher, spent his life searching for an honest man. He could have found one in CSEA member Mike Dugan.

A highway equipment operator and member of Hamburg Department of Transportation (DOT) CSEA Local 514, Dugan has been earning praise from his co-workers and management for his honesty.

He came across \$160 in cash as he was mowing grass along a highway and returned it to its owners.

“I saw all this cash in the grass along Route 400,” Dugan recalled. “Part of it was in an envelope and the rest was sort of strewn around the area.”

The envelope bore the name of a nearby riding stable, and it looked like it may have been used as a list for a group on a horseback trip, he said.

“I knew I could have easily pocketed it and no one would be any wiser,” Dugan admitted. “But I thought I would give it a try and call the stable.”

It turned out that a group going to the stable had stopped because of car trouble near where Dugan found the money. With the stable owner's help, Dugan contacted the woman who lost the cash and returned it to her.

In turn, she wrote to the DOT regional director praising Dugan for his honesty, and management has lauded Dugan for bringing favorable recognition to the department.

“I knew I could have easily pocketed it . . .”



Manhattan PC members aid Jamaican Hurricane victims

NEW YORK — Leaving a trail of destruction in its path, Hurricane Gilbert mercilessly ripped across the island of Jamaica last month. Reports of the devastation immediately spurred CSEA Manhattan Psychiatric Center Local 413 members to join in relief efforts by transforming the union office into an emergency receiving center for urgently needed donations of usable clothing, shoes, blankets and food.

"It was really a disaster and everybody should pull together to help those people," said Local 413 Institutional Representative Doug Robinson as he surveyed a mass of shopping bags and cartons waiting to be picked up by the Jamaican Embassy relief crew.

MPC clothing clerk Fannie Robinson commented that union member donations increased daily in response to the plea for help issued by Local President Mohamed Hussain. Because most CSEA members travel to work by public transportation and can "only

bring so much in a shopping bag at one time on the bus," people are bringing in more and more each day, she said.

Hussain, who called for donations as the extent of Hurricane Gilbert's fury became known, called the response "wonderful." Learning that so many thousands of families "were washed out," he recalled surviving a killer hurricane himself as a young child in Guyana. "You never forget what it's like once you have lived through one of those storms," he added.

Hussain pointed with genuine pride to the generosity of MPC workers saying: "We have gotten telephone calls at the local from the entire hospital congratulating CSEA on being very thoughtful."

Emphasizing what compassionate hearts Local 413 members always have, Fannie Robinson commented, "We are a union, which is about helping people. It's not because you know the person that you help; it's because when Mother Nature takes all your life savings and belongings, people just need help regardless."

Thruway pact now in place

ALBANY — A new three-year contract, retroactive to July 1, is now in place for 300 CSEA-represented professional, supervisory and technical employees at the New York State Thruway Authority.

CSEA President Joe McDermott and Thruway Authority Executive Director John Shafer have signed the agreement, which includes salary increases of 5, 5 and 5.5 percent over the three years.

The new pact also provides increases in shift differential and improved travel allowances.

CSEA members ratified the contract by a ratio of better than 10 to 1.



CSEA President Joe McDermott, center right, shares a lighter moment with New York State Thruway Authority Executive Director John Shafer, center left, during the signing of the new three-year contract for 300 professional, supervisory and technical employees represented by CSEA. Looking on are CSEA Local 058 President John Francisco, right, and Thruway Labor Relations Manager John Muth, left.

Frustrations boil over

Frustrated by poor working conditions inside and a crime-infested neighborhood outside, CSEA members of the Westchester County Department of Social Services recently marched in protest around their district office building in Yonkers.

By Anita Manley
CSEA Communications Associate

YONKERS — It was 5 p.m. and Oneida Acosta had just finished another workday in the Westchester County Department of Social Services (DSS) District Office in Yonkers, just a few miles north of New York City.

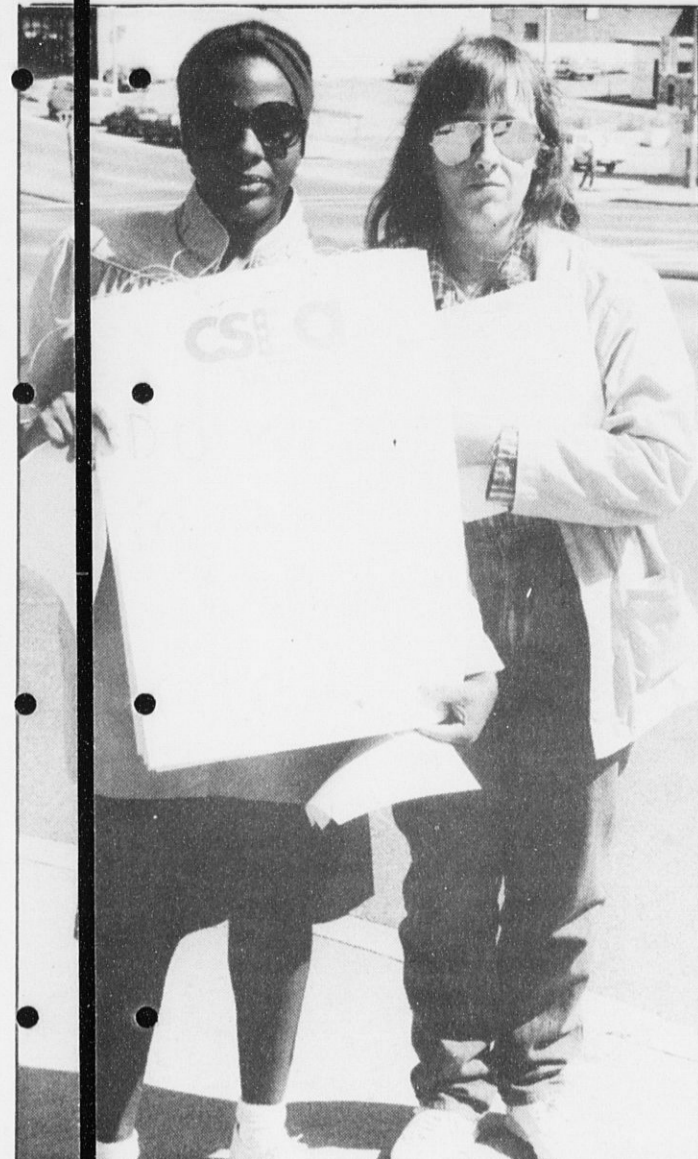
The neighborhood is not one of the best. Drug users and dealers, homeless people and young kids looking for trouble "hang out" in the area.

Acosta is one of 270 employees who pay for the privilege of working in Yonkers — \$45 a month for parking in a city garage and a city income tax.

And on this particular day, Acosta was attacked in that parking garage.

"The man jumped into my car," she recalled. "He grabbed me by the neck and pulled me down onto the seat. He wanted my car. He took my keys and my pocketbook. I was screaming and luckily someone came into the garage, so he ran away." He was never caught. Acosta's empty pocketbook was found two days later by a garage attendant.

Acosta is not the first county worker to be attacked in and around the garage area and she may not be the last. The terrifying incident has been repeated a number of times. In addition, automobiles have been broken into and vandalized.



Poor working conditions, understaffing, crime combine to irritate DSS employees in Yonkers



UNIT VICE PRESIDENT Ted Giordano, right, tells reporter why employees are upset about conditions inside and outside the DSS facility.



WHILE ADELAIDE PARKER, above, a CSEA shop steward, gives orders to her troops.

Working conditions here are deplorable and downright dangerous

Parking Authority officials have assured county employees that they have a security patrol in the garage, but apparently it is not enough to stop the attacks which have

continued.

CSEA Unit Shop Stewards Peggy Reid and Adelaide Parker helped to organize a recent demonstration to protest conditions in Yonkers. Approximately 100 employees, including co-workers from other DSS district offices in Westchester County, turned out.

Reid said she was angry that the local media never covered the garage incidents until a city employee was robbed.

"Does somebody have to get killed before something is done?" she asked.

Reid says there have been problems in Yonkers since 1979 when county employees were moved to the building on South Broadway.

"We have two elevators that don't work," she said. "It rains in the building; the fire alarm doesn't work; there's no heat in the winter and the bathrooms for the clients are a disgrace."

Unit Vice President Ted Giordano says the only time the building is cleaned is "when the administration shows up," rather than on an ongoing basis.

"As a reward to the landlord," said Giordano, "the county is now negotiating for rental of two additional floors."

"I could have dusted off old picket signs from 1981 for today's demonstration, and they would have been just as timely," Giordano remarked. "The working conditions here are deplorable and downright dangerous and unsafe."

Giordano says problems are further exacerbated by serious staff shortages in the office.

"This office is mandated to provide

services to 40 percent or more of the entire Department of Social Services caseload and 50 percent of the county's homeless clientele," he said.

"We have people who quit the first day they come to work here," said Lillian Bloom a 17-year employee. "They train in White Plains, and after they're assigned to this office, they walk out after just a few hours here. They think they're being punished when they're sent

here."

Bloom says she continues to work in Yonkers because she and most of her co-workers genuinely care about the clients.

"We go over and beyond in our response to our clients," she said. "We are a human services agency, but we aren't getting human services ourselves. What keeps us going is our support for each other," she emphasized. "We have a good district office here — a lot of

dedicated people, in spite of it all."

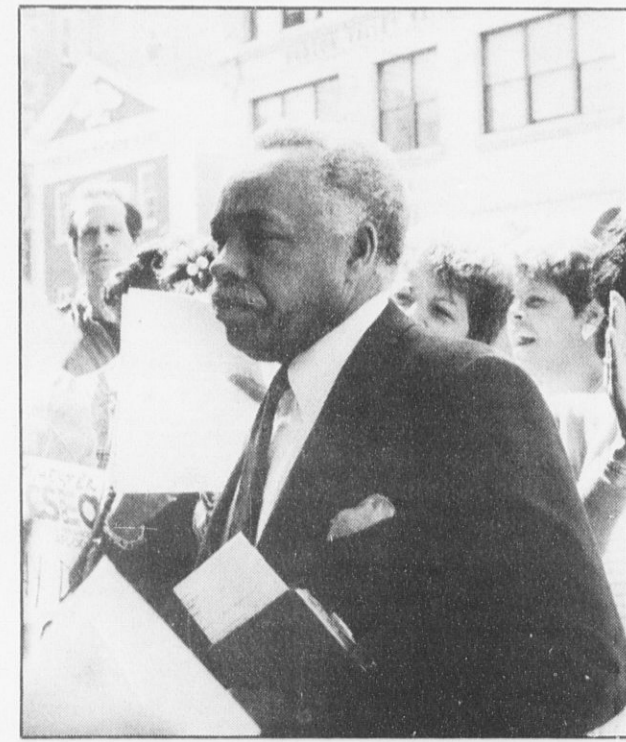
Bloom pointed out that many of her co-workers are single parents who are "being taxed to work in this building. We need special location pay here," she commented.

To add insult to injury, county employees have been working without a contract since Jan. 1 of this year (see page 20).

Giordano calls the situation "the final indignity" added to the deterioration of morale that already exists.



CSEA SHOP STEWARD Peggy Reid, left, talks with Oneida Acosta, right, who was recently mugged and robbed in a city parking garage.



WESTCHESTER COUNTY LEGISLATOR Herman Keith assured Social Services employees he will address their concerns.

Back pay bonanza

CSEA wins big on out-of-title claims

KINGS PARK — In a remarkable example of persistence, CSEA has won a series of Improper Practice (IP) cases that awarded at least 180 members at Kings Park Psychiatric Center upgrades and back pay of up to \$5,000.

More significantly, the victory will have ramifications statewide for therapy aides who have been performing ward charge duties.

Ward charges are responsible for supervising staff and are now grade 12

employees. Therapy aides are grade 9, but often perform ward charge duties.

Since 1985, CSEA Local 411 President Tony Bentivegna has filed 388 IP charges against the state on behalf of Kings Park therapy aides who were not paid for the ward charge work they had done.

So far, 180 cases have been won at Kings Park.

In addition to awarding back pay, the Public Employment Relations Board (PERB) ruled that therapy aides and

licensed practical nurses may not be regularly assigned ward charge duty on wards of 18 or more beds. Previously, the assignments were allowed on wards of up to 24 beds.

"Kings Park is currently hiring 10 people to fill these new titles and are talking about hiring up to 80 in the near future," Bentivegna said. "This stipulation will give our people a three-grade career ladder."

Nine nightshift cases are currently in dispute for back pay, he said.

"I feel these people should also be paid and we will continue to fight for them," he added.

CSEA Region I President Jerry Donahue said the decision will likely have an impact on psychiatric centers across the state and urged local presidents at other facilities to begin filing IPs over the issue.

"I think it's great that these people will finally be paid and that the new criteria has been set up," Donahue said. "Now we have to continue the fight for those who have not received back pay."

Bentivegna said thanks for the victory also belong to CSEA Field Representative Larry Borst and CSEA Deputy Counsel Jerome Lefkowitz.

"We got a lot of assistance statewide," he said.

The practice of using therapy aides as ward charges had gone on so long that no one had questioned it, Bentivegna said.

"I never felt it was right, so we finally grieved it," he said.



A JOB WELL DONE — CSEA Region I President Jerry Donahue, right, congratulates Local 411 President Tony Bentivegna on the recent back pay victory at Kings Park Psychiatric Center.

At Kings Park: One therapy aide's victory

'A happy awakening'

KINGS PARK — Kings Park Psychiatric Center Therapy Aide Arnold Swett recently made a quick stop at his bank before taking an unplanned trip to Atlantic City.

The trip was his way to celebrate receiving \$4,500 in back pay, a result of a victorious Improper Practice (IP) charge filed against the state on his behalf by CSEA.

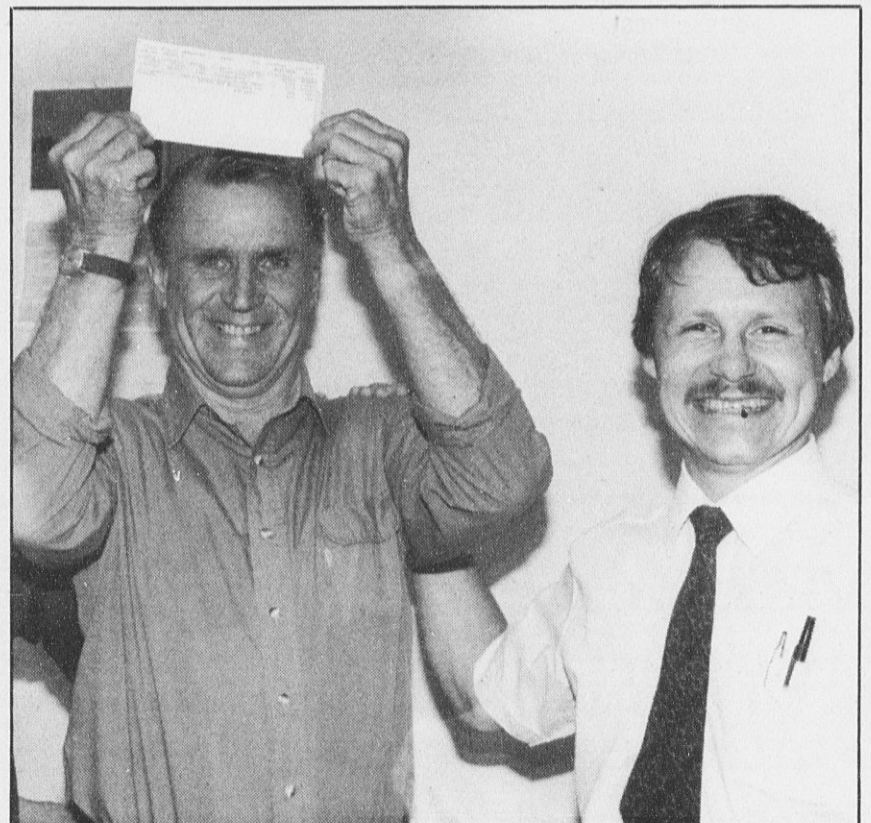
Kings Park Psychiatric Center CSEA Local 411 President Tony Bentivegna has filed nearly 400 IPs for aides who, like Swett, performed the grade 11 or grade 12 duties of a ward charge while receiving a grade 9 aide's pay.

Swett, who has worked at the psychiatric center for 26 years, said he has worked as an out-of-title ward charge for 10 years or more.

"When I got my check, I thought it was a computer error," he said. "I went to payroll and it was a nice, happy awakening."

The trip to Atlantic City took only a small part of Swett's windfall — he banked the rest.

"I'm a flier. It's a fun sport and I'd like to save for my own airplane," he said. "I think what the union did was really great!"



THERAPY AIDE Arnold Swett happily displays the check he received for \$4,500 in back pay for hours spent working out-of-title as a ward charge. With him is CSEA Field Representative Larry Borst.

AMERICA WORKS BEST
WHEN WE SAY...
UNION
YES ✓



Information update

EBF is a CSEA-administered trust fund which provides certain supplemental negotiated benefits for state employees and employees of participating political subdivisions. EBF currently administers dental, optical and prescription drug programs.

VDT vision plan becomes effective Nov. 1

The CSEA Employee Benefit Fund will introduce an important new benefit effective Nov. 1, 1988, for eligible state employees in the **Administrative Services (ASU), Institutional Services (ISU), Operational Services (OSU) and Division of Military and Naval Affairs (DMNA) bargaining units ONLY.**

The **VDT Occupational Vision Benefit** will apply only to eligible employees in the four bargaining units. It will not cover dependents.

Special funding for the **VDT Occupational Vision Benefit** was negotiated by CSEA in the new CSEA-State contracts (Article 15.2(d) — Funding for Safety and Health Initiatives).

This new benefit will provide for additional vision testing for members of the four bargaining units **who spend 50 percent or more of their workday using a video display terminal (VDT).**

The additional vision testing will be done as part of the routine eye examinations conducted under the EBF Vision Care Plan. A single Vision Care Plan voucher will cover both the routine and VDT vision exams and both will be conducted during

the same visit. Eligible employees will be asked to certify at the time of the examinations that they spend at least 50 percent of their workday using a video display terminal.

Under the new **VDT Occupational Vision Benefit plan**, lens and frames (from the CSEA frame collection) will be provided at no cost to the member if glasses different from regular glasses are needed for VDT work.

Employees are eligible for routine eye examinations once every 24 months under the Vision Care Plan. The benefit is available through any of the vision care offices listed in the EBF Director of Providers. Employees who are eligible for an examination may use the "Request for vision benefit voucher/claim form" below. The completed form should be mailed to:

**CSEA Employee Benefit Fund
P.O. Box 11-156
Albany, N.Y. 12211**

IF YOU ARE A CSEA EMPLOYEE BENEFIT FUND MEMBER, PARTICIPATING IN THE EBF VISION CARE PLAN AND DUE FOR YOUR ROUTINE EYE EXAM (ONCE EVERY 24 MONTHS), YOU CAN USE THE FORM BELOW TO REQUEST YOUR VOUCHER. COMPLETE ALL INFORMATION REQUESTED, CLIP THE FORM AND MAIL IT TO ADDRESS SHOWN.

CSEA EBF P.O. Box 11-156, Albany, N.Y. 12211
employee benefit fund

REQUEST FOR VISION BENEFIT VOUCHER/CLAIM FORM

- You and your dependents must already be enrolled in the Vision Care Plan or submit a completed enrollment.
- If you are requesting a Vision Care Voucher for more than one eligible person in your family, please use a separate request form for each request.
- Please print clearly. Be sure your social security number, name and address are entered accurately. Any errors will cause a delay in processing your request.

This Section is for Employee Information. Please Print Clearly.

_____ Social Security No.

_____ Last Name _____ First Name

_____ Number and Street Address _____ City and State _____ Zip Code

I have previously enrolled in the Vision Care Plan
 My enrollment card is included with this request

This Section is about the Person for whom the Vision Care Voucher is being Requested.

_____ Last Name _____ First Name

_____ Patient's Date of Birth

Self Spouse Child

_____ Enrollee's Signature _____ Date

-GCU-

Vision care providers list continues to expand

The following have recently joined the panel of practitioners who provide services under the CSEA Employee Benefit Fund Vision Care Plan and have been added to the EBF Directory of Providers.

REGION I
Davis Optical
346-78 Rte. 25A
Rocky Point, N.Y. 11778
(516) 744-6800

REGION VI
Dr. Paul DeLange
215 East Avenue
Lockport, N.Y. 14094
(716) 434-2874

REGION IV
Empire Vision Center
Polar Plaza
Amsterdam, N.Y. 12010
(518) 843-5353

Dr. Arnold Nathanson
724 Warren Street
Hudson, N.Y. 12534
(518) 828-0215

In Chautauqua County

A tasteful celebration

By Ron Wofford
CSEA Communications Associate

JAMESTOWN — Celebrating 40 years of existence has turned into a tasty proposition for Chautauqua County CSEA Local 807 — the local executive board based its celebration on a unique cookbook.

The cookbook took more than a year to pull together, compiling 365 recipes from Local 807 members, CSEA members statewide and selected dignitaries. Combined with a history of the local's struggles to improve representation of its members, the book is one of a kind.

Local 807 President Jim Kurtz credited Ron Murphy and Sue Reese for their perseverance with the project. Murphy compiled the history while Reese typed the recipes and the historical notes.

"They did a fantastic job of putting it all together," Kurtz said.

The ring-bound volume lists all the past local and unit presidents and describes the atmosphere of each local president's tenure.

The recipes are separated into 12 categories, and listed by month. Within each month are recipes for each day, making it a year-round recipe book.

Contributors to the book include former First Lady Roslynn Carter, U.S. Sens. Daniel Patrick Moynihan and Alphonse D'Amato, Gov. Mario Cuomo and AFSCME President Gerald McEntee.

CSEA President Joe McDermott submitted a recipe for German potato salad. In his letter of congratulations to the local, McDermott noted that the right ingredients are important not only in cooking, but also in unionism.

"Helping put this book together by sharing something is just another example of what unionism and CSEA are all about," he wrote.

The Local 807 cookbook inspired another event in the local's year-long celebration.



THANKS TO Ron Murphy, Local 807 Executive Board member, right, and Local 807 Secretary Sue Reese, the Chautauqua County Local 807 cookbook is complete, and they show off the fruit of their labor. With the two is Reese's eight-year-old daughter, Tiffany.

"The Cookbook Cook-off" pitted recipe entrants against each other in a taste test of their creations, judged by a panel of impartial tasters.

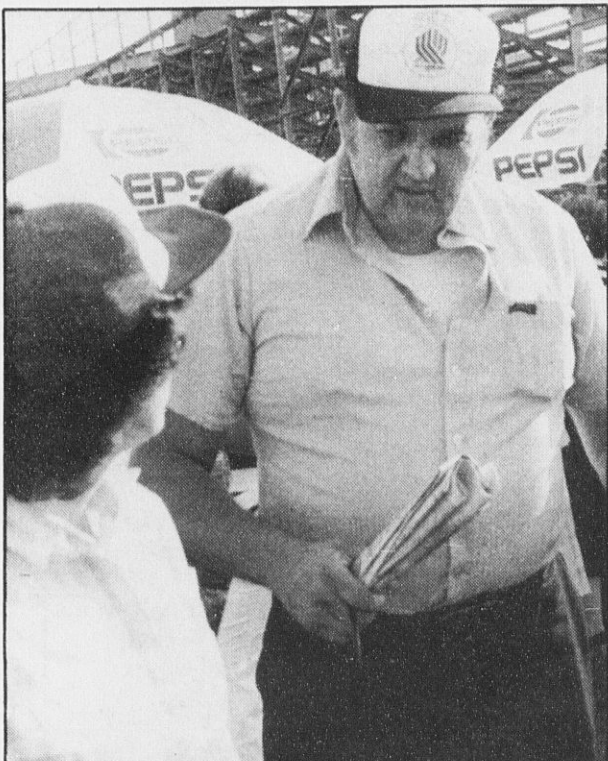
The winners and their recipes were: Paula Johnson, taco dip; Pat Crandall, almond puff pastry; Helen Sischo, Union Maid Salad; Marie Prince, Italian meatballs; Tim Anderson, cherry fruit squares; Jim Kurtz, butterscotch pudding; Marie Prince, chocolate chip cookies; Hobbie Rhinehard, vegetable-meat casserole; Karen Anderson, Party

Potatoes; and Mark Higgins, Chicken a la Westfield.

The next event in the local's 40th anniversary celebration will be "A Night to Remember," a picnic at which past local and unit presidents will be honored.

The Local 807 Cookbook can be ordered by mailing \$10 to:

Chautauqua County Local 807, CSEA
PO Box 114
Mayville, New York 14757



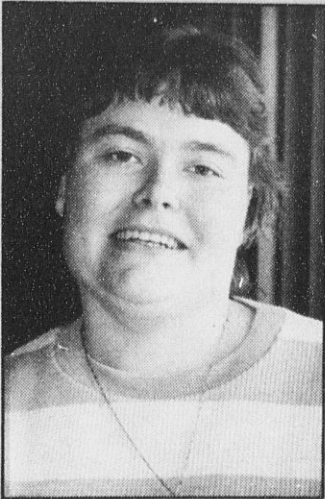
LOCAL 807 PRESIDENT Jim Kurtz discusses the local's 40th anniversary cookbook at recent festivities.



COOK-OFF COMPETITION attracted two married couples, Karen and Tim Anderson, left, of Chautauqua County, and Marie and Gerry Prince.

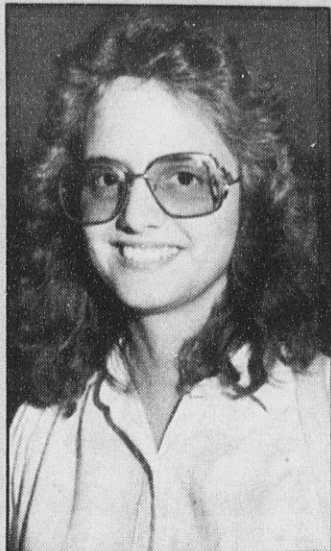


How would you deal with the drug problem?



PATRICIA PFLUG
State Insurance Fund
Local 351

"I would take money out of the defense budget to educate kids in elementary schools and set up honest programs where addicts who want to get off drugs can get help. One minute Reagan says he's against drugs, then he's dealing with Noriega in Panama. Either you're against drugs or you're not."



DEBBIE O'CONNOR
Collins Correctional
Local 174

"I'd have more reforming addicts do presentations at high schools and tell how they got hooked and talk about their negative experiences. I'd have high school kids who had been caught once with drugs visit rehabilitation sites."



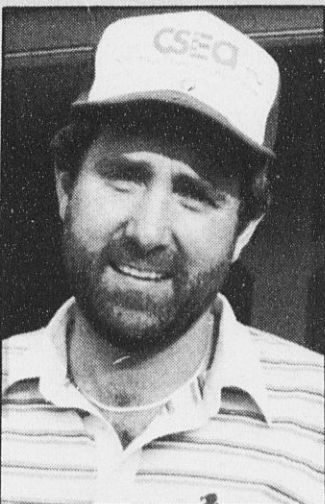
JEAN FISHER
Suffolk County
Educational Local 870

"I think the laws should be much stricter. Our courts are much too liberal. Of course, there should be education in the schools, which they are doing. I also think there should be treatment available for drug addicts."



MARY JANE ROONEY
Saratoga County
Local 846

"I have no particular ideas for any additional laws, with the possible exception of harsher laws for pushers. However, I do feel that any new law or existing laws in particular should be consistently enforced without exception."



MARK MANDYCK
Binghamton
Psychiatric
Center Local 441

"I would start with better drug education programs from grammar school up. Equally important would be the expansion of community and social organizations for young people."



BARBARA TAYLOR
Orange County
Local 836

"I believe strongly in capital punishment. Drug dealers should be given the electric chair."

Voice your opinion!

As *The Public Sector* went to press, Congress had not yet acted on the Act for Better Child Care (H.R. 3660/S.1885) and the Family and Medical Leave Bill (H.R.925/S.2448).

In the last edition, CSEA President Joe McDermott urged members to send the coupon at right to their U.S. representatives and Sens. Moynihan and D'Amato, telling them to vote yes on both pieces of legislation.

If you haven't, there may still be time. You can make a difference on these pro-family issues!

Send letters to Sen. Daniel P. Moynihan and Sen. Alphonse D'Amato at this address:

U.S. Senate
Washington, D.C. 20510

OOPS! In the last edition we indicated the wrong Senate bill number on the coupon regarding the Family and Medical Leave Bill. We also misidentified U.S. Rep. Major Owens. Sorry about that!

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

Dear Rep.

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

The first, the Act for Better Child Care (H.R.3660/S.2448), will help improve the quality of life for families by providing a decent start for millions of children and enabling parents to be fully productive at work and in their communities.

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

Thousands of your constituents are counting on your support.

Name _____
Address _____

Therefore be it resolved . . .

A report of the Resolutions Committee concerning proposals submitted for consideration of delegates attending CSEA's 78th Annual Delegates Meeting Oct. 30-Nov. 4 at Lake Placid.

The Resolutions Committee met at CSEA Headquarters on September 14, 1988. In attendance were: Ray O'Connor, Grace Jenkins-Brown, Alan Tietler, Betty Lennon, Dorothy Penner-Breen, Paul D'Aleo, Bea Kee, Sam Longo and Pat McNally. At this meeting the following resolutions were discussed:

Submitted by Wayne B. Jones, Local 408.

Members and persons paying an Agency Shop Fee who are employed for an average of four hours or less per day, or an average of twenty hours or less per week, shall pay dues or an Agency Shop fee at the same rate as a full-time employee, since they receive exactly the same benefits as an employee who is employed full-time.

The Resolutions Committee did not recommend this Motion in light of the structured proposal to be presented to the delegates.

☆☆☆

Submitted by Willie Terry, Local 460.

WHEREAS CSEA's commitment to equal rights for all New York State citizens, and its commitment to fighting discrimination based on race, creed, color, national origin, sex, age, sexual orientation, or political belief has been longstanding; and

WHEREAS Blacks and other minorities continue to be victims of racial discrimination in hiring, promotion, and a host of other related areas; and

WHEREAS the socio-economic experiences of minorities are often different from other American citizens; and

WHEREAS a growing number of CSEA's members are minorities who have helped to make CSEA what it is today.

THEREFORE BE IT RESOLVED that the Statewide President appoint a Committee to advise the Statewide Union on affairs affecting blacks and other minorities.

The Resolutions Committee discussed the Motion and felt that this should be referred to the Human Rights Committee.

☆☆☆

Submitted by Willie Terry, Local 460.

WHEREAS the labor movement has always been a leader in fighting social problems through action and not just through the written or spoken word; and

WHEREAS substance abuse devastates the abuser, the abuser's family and friends and the community; and

WHEREAS while there are numerous worthwhile education and voluntary action anti-substance abuse programs, these programs alone cannot sufficiently address the problem.

THEREFORE BE IT RESOLVED that CSEA urges its locals to participate in programs and activities whose goal is to stem the tide of a pro-drug culture.

BE IT FINALLY RESOLVED that CSEA urges its locals and Political Action Committee to support full funding of medical and self-help programs that provide counseling and treatment to those who seek assistance in overcoming substance abuse.

The Resolutions Committee recommended support for this resolution.

☆☆☆

Submitted by Steve Pellicciotti, Local 426.

Motion to have the replacement ballots incorporated in with the regular ballots when counted for Contract Ratifications at the start

of counting, not at the end of counting, to assure each member in good standing a fair opportunity to vote.

The Resolutions Committee recommended that this be referred to the Board of Directors and the Election Procedures Committee jointly.

☆☆☆

Submitted by the Statewide Officers.

WHEREAS the original architects of our New York State Constitution recognized the necessity for a responsible form of government of the people, by the people and for the people; and

WHEREAS the essential element in the delivery of services provided by government jurisdictions across New York State is the recruitment and retention of skilled career-oriented individuals; and

WHEREAS CSEA has been the foremost advocate to protect and promote the merit system as well as an innovator in recognizing the potential for the career advancement of workers in public service;

THEREFORE, BE IT RESOLVED that CSEA shall continue to direct its resources to promote and protect the principles embodied in the Constitution of New York State, which provide for equal advancement opportunity on the basis of merit and fitness; and

FURTHER BE IT RESOLVED that CSEA shall carefully and thoroughly monitor all efforts to diminish the promotion accessibility inherent in the existing Civil Service mechanisms; and

FURTHER BE IT RESOLVED that CSEA shall direct its resources against any administrative, legislative or judicial action seeking the application of "zone scoring" concepts or similar like actions designed to subvert the advancement of those individuals who have publicly demonstrated the highest abilities in career advancement opportunities.

The Resolutions Committee recommended acceptance of this resolution.

☆☆☆

Submitted by the Statewide Officers.

WHEREAS Federal and State law require the representation of all workers in each bargaining unit; and

WHEREAS CSEA maintains its firm commitment to provide the highest quality representation for each employee we represent for the purpose of contract negotiations and enforcement; and

WHEREAS CSEA will continue to welcome into membership all persons eligible under the provisions of our Constitution; and

WHEREAS CSEA holds firm a belief that all employees who enjoy the benefit of representation shall share equally in the support of such service.

THEREFORE, we RESOLVE to place paramount amongst our objectives, Agency Fee Agreements in each of our Collective Bargaining Agreements and,

FURTHER, we RESOLVE to place highest as our organizational goal the attainment of New York State legislation providing permanent and mandatory agency fees in all political jurisdictions.

The Resolutions Committee voted to accept this resolution.

☆☆☆

Submitted by the Statewide Officers.

WHEREAS the benefit provided to the citizens in each jurisdiction throughout government across the great State of New York is greatly enriched by the knowledge and commitment to excellence inherent in all who devote their talents to public service; and

WHEREAS the public policy of the State of New York is to promote achievements through the merit and fitness of those whose abilities have been demonstrated; and

(Continued on next page)

Therefore be it resolved . . .

A report of the Resolutions Committee concerning proposals submitted for consideration of delegates attending CSEA's 78th Annual Delegates Meeting Oct. 30-Nov. 4 at Lake Placid.

(Continued from previous page)

WHEREAS the public trust is placed on the members CSEA had secured the obligation under law to represent.

BE IT, THEREFORE, RESOLVED that CSEA shall adamantly oppose the transference of responsibility from any public jurisdiction for those functions normally provided by the employees in any bargaining unit in which CSEA is the certified collective bargaining agent.

FURTHER, BE IT RESOLVED that CSEA, through its collective negotiations and legislative efforts, will seek to secure firm commitments from each appointing authority to prohibit the utilization of contracted arrangements for those services normally and customarily provided by employment titles designated to any bargaining unit in which CSEA is the certified collective bargaining agent.

The Resolutions Committee voted to accept this resolution.

☆ ☆ ☆

Submitted by the Statewide Officers.

WHEREAS CSEA is proud of its heritage amongst organized labor in the United States of America, and

WHEREAS a distressing decline in workers who choose to join the ranks of the organized American labor force has been evidenced, and

WHEREAS we espouse a philosophy that holds the collective organization of American labor should encourage and promote higher productivity and harmonious labor-management cooperation, and

WHEREAS CSEA, like all organized American labor institutions, have throughout our distinguished history produced a positive effect on the wages and benefit provisions of workers to enhance the American economy.

BE IT RESOLVED, CSEA reaffirms our commitment to the dignity of work secured by the accomplishments of the organized American labor movement, and

FURTHER, BE IT RESOLVED, CSEA will seek to encourage all workers to join the proud tradition of the organized American labor movement, and

FURTHER, BE IT RESOLVED, CSEA through each of its entities and respective leaders, will seek whenever and wherever possible to continue to secure the products and services provided by our sisters and brothers in organized labor.

The Resolutions Committee recommended acceptance of this resolution.

☆ ☆ ☆

Submitted by Willie Terry, Local 460.

South Africa continues to violate the United Nations Charter on Human Rights by continuing a so-called state of emergency where over 21,000 people have been detained or killed and where thousands of children have been arrested, beaten, brutalized and jailed without charges, without trial and without notice to the children's parents; and

WHEREAS Nelson Mandela is still in jail with other leaders in trade union movement because they continue to be a voice of opposition to the government;

WHEREAS the racist South African government recently banned 17 organizations in South Africa including the largest union federation Cosatu, and where union leaders are under house arrest, and where Moses Mayekiso, President of the 150,000 member national union of metal workers union and other trade union leaders are on trial for treason; and

WHEREAS blacks who make up the majority of the population cannot vote or participate in the government in their country; and

WHEREAS although 21 states and over 85 cities have passed laws withdrawing funds from banks that invest in South Africa and

a number of unions, cities, states and universities have withdrawn their funds from banks and corporations doing business in South Africa; New York State Public Retirement Systems and New York State taxpayer's funds continue to be invested in firms operating in South Africa; and

WHEREAS the CSEA delegates at its annual meeting in October of 1986 unanimously voted to establish a CSEA Ad Hoc Committee Against Apartheid in South Africa;

WHEREAS for this statewide committee to be effective on programs and activities that we develop around this issue, we need the support of CSEA structure as a whole and especially the regions and local leadership and membership;

WHEREAS this committee during deliberation has determined that similar ad hoc committees on regional levels would be an excellent way of educating and assisting CSEA locals in organizing their membership against the evil of apartheid.

THEREFORE BE IT RESOLVED:

1) that the six (6) CSEA regions be required to establish in regions ad hoc committees against apartheid in South Africa, which will operate in conjunction with statewide ad hoc committee against apartheid in South Africa.

The Resolutions Committee voted not to accept the resolution since it was presented to the delegates last year. It was not acted upon at that time due to lack of time. It was brought to the next Board of Directors meeting (January 28, 1988) and passed with "the option to establish in their regions ad hoc committees against apartheid in South Africa, which will work to accomplish the goals previously stated, and which will operate in conjunction with the statewide ad hoc committee against apartheid in South Africa."

2) that the CSEA Statewide Political Action Committee and Legislative Department develop an effective lobbying program around the divestment of public employees pension funds and taxpayers funds from banks and corporations doing business in South Africa (New York State).

The Resolutions Committee noted that there has been legislation proposed for some time. They recommended support of this resolution.

3) CSEA call for the release of Nelson Mandela.

The Resolutions Committee recommended acceptance of this resolution.

4) CSEA call for the release of Moses Mayekiso and trade union leaders now in jail because of their union activities.

The Resolutions Committee recommended changing the wording to read "and other trade union leaders now in jail because of their union activities."

★ ★ ★

Submitted by,
Ray O'Connor, Chairperson
Grace Jenkins-Brown
Alan Tietler
Betty Lennon
Dorothy Penner-Breen
Barry Deane
Paul D'Aleo
Judy Harrison
Bea Kee
Richard Plumadore
Sam Longo
Pat McNally

School unit workers learn to help students in trouble

WARWICK — They may be non-teaching employees, but Warwick School District CSEA Unit members have the training they need to identify and assist troubled students this year.

According to school district business manager Mary Lou Donnelly, a grant paid for the in-service training. The grant application emphasized the need for staff development for support staff, particularly in identifying "children at risk."



THE COMMITTEE that planned the in-service seminar included, from left: seated, Dorothy Macioci, Virginia Carr and Unit President Naomi Kaplan; standing, Bernadine Codella, Patricia Hoard, school business manager Mary Lou Donnelly, Patricia Mabee, Principal Eva Meyer, Janet Folino and Jean Krbec.

Donnelly credited state Sen. Eugene Levy with help in obtaining the grant.

A committee comprised of a representative of each non-teaching group — custodians, teacher aides, bus drivers and food service workers — and Unit President Naomi Kaplan developed the two-day seminar.

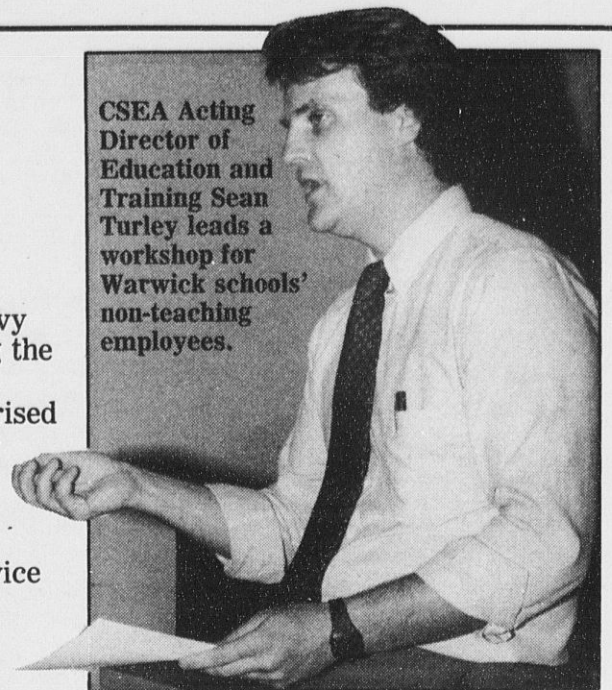
Kaplan, a teacher aide, said she has the opportunity to work with her students on a one-to-one basis more so than teachers.

"You become a mother, a counselor and a shoulder to cry on," she said. "The workshops helped to make me and my co-workers more aware of what to look for, what to see, so we know which kids need help."

During the workshops, the teaching and non-teaching staff talked about the importance of their jobs and the need to work together. They also learned about identifying and assisting abused children, suicide prevention, drug and alcohol abuse, discipline, AIDS education, attitudes, enforcement of rules and stress reduction.

"We don't expect our employees to become junior psychologists," Donnelly said, "but we want them to know they can help. Each of us needs to be our brother's keeper."

CSEA Acting Director of Education and Training Sean Turley leads a workshop for Warwick schools' non-teaching employees.



Region IV School & County Workshop

Workers can fight contracting-out

LAKE LUZERNE — The recent CSEA Capital Region School and County Workshop turned into an opportunity for members to learn how to fight the contracting-out of their jobs — from management.

Informal sessions allow officials to talk freely about how they view CSEA. This year's proved particularly beneficial as Schenectady County Manager Robert McEvoy, a former CSEA member, outlined

a strategy for unions in the battle against contracting-out.

He pointed out five key methods effective in blocking contracting out:

- * be more cost-effective than the private sector;
- * be more innovative;
- * be more responsive to the public's needs;
- * be fast; and
- * provide quality service.

Lou Altieri, CSEA Region IV third vice president and Schenectady County CSEA Unit president, recently challenged McEvoy to follow through and use county workers as much as possible on an addition to the county jail.

That challenge bore fruit — county workers have done site preparation and will do the interior finishing on the addition.

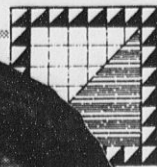
Region IV President C. Allen Mead told the workshop participants that contracting-in needs to be publicized as often as possible.

"Our members in this region and throughout New York state on a daily basis save the taxpayers hundreds of thousands of tax dollars by doing the job right the first time," Mead said. "But we don't tell the public about it because you don't toot your own horn. Well, from now on, we're going to tell the public the truth: Public employees are hard-working, dedicated workers who deliver quality work all the time!"



PARTICIPANTS IN the CSEA Capital Region's fifth annual School and County Committee Workshop included, from left: Region IV President C. Allen Mead; School Committee Chairperson Shirley Ponkos; County Committee Chairperson Lester Cole; Rose Marie Graham of the state Retirement System; Robert McEvoy, Schenectady County manager; Lou Altieri, adviser to both committees; Myrtle Majors, co-chair of the School Committee; Richard Kelly, Warren County Civil Service officer; and Doug Persons, co-chair of the County Committee.

THIS, THAT AND THE OTHER THING



CONGRATULATIONS WERE IN ORDER — CSEA President Joe McDermott recently took time out to honor two CSEA headquarters staffers for their outstanding years of service to the organization. Minnie Brown, left, was recognized for completing 20 years as a CSEA employee. Sally Colbert, right, a clerk in the Insurance Department reached the milestone of 25 years of service.

Cahalan honored by state legislature



The awards and recognition just keep coming in for CSEA Retirees Coordinator Kathleen Cahalan. In the photo above, Cahalan reviews the text of a joint state Assembly and Senate resolutions honoring her for her dedicated work on behalf of retired New Yorkers. The resolution was presented to her during CSEA's recent Retirees' division annual meeting.

MOVED?

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

CHANGE OF ADDRESS

Name _____ Social Security No. _____

MY OLD ADDRESS WAS:

Street _____
City _____ State _____ ZIP _____

MY NEW ADDRESS IS:

Street _____
City _____ State _____ ZIP _____

My employer is: _____

My work location is: _____

I am a member of CSEA Local _____

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

We'll miss McGeary!

With this edition of *The Public Sector*, we bid a warm farewell to a mainstay of the CSEA Communications Department for the past 13 years.

Charles "Chuck" McGeary, CSEA Central Region V Communications Associate, whose stories and byline have been a fixture on our pages since we began publication, has



retired.

McGeary will be best remembered for his tireless effort promoting CSEA programs — especially local and regional scholarships.

Off the job, McGeary, a former Syracuse University football player, is widely known as one of the major boosters of the SU football program, rarely missing a home or away game.

CSEA wishes you the best in retirement, Chuck, you served us very well.

Shuffling off in Buffalo

Union pride was showing on Labor Day in CSEA Region VI, where activists joined together to parade in style. Shown here, leading the CSEA contingent are, from left, Barry Kobrin, Region Secretary Candy Saxon, Region Vice President Marie Prince, former Vice President Bob Smith and Region President Robert Lattimer. In the background is the County CSEA Local 815 float.



“WE WON’T FORGET YOU!”

Westchester employees seething after legislators grant raises to management, elected officials

By Anita Manley
CSEA Communications Associate

WHITE PLAINS — Despite opposition from more than 100 Westchester County CSEA members who charged their own time accruals to attend a public hearing, Westchester County legislators approved pay increases for county management and elected officials on Sept. 26.

“This issue will not sit well with our members,” said CSEA Unit President Richard Saluga, who voiced strong opposition to the pay hikes.

Westchester County employees have been working without a contract since Jan. 1 and are very upset with the legislators’ action to provide 5 percent raises to top-level management and elected personnel.

Saluga told the legislators their action was like a slap in the face to county workers, noting the county executive’s negotiator indicated to him that the county is not interested in settling the CSEA contract dispute.

“We have no intention of caving in to the county,” Saluga emphasized to legislators.

“We are being treated like second-class citizens,” complained CSEA member Ron Chimow. “The county executive is dragging out negotiations. We need our raises as much as you do!”

“Something has gone wrong in Westchester County,” said CSEA member Betty Green. “Once again you’re considering increases before our contract is settled. I feel it’s an outrage. Something is wrong when union after union has to wait to settle their contract. It seems to suggest that you have lost your concern for us.”

CSEA Assistant Director of Local Government Affairs Ed Catrine told the legislators their timing was ill-fated.

“It is inappropriate to enact these pay increases. You’re sending a negative message to your employees,” Catrine said.

A man who identified himself as a Vietnam veteran scolded the legislators for not settling the contract with county employees first.

“The raises should go to those who perpetuate good government. You have not! Regardless of what party you’re in, the voters will not forget you.”

County Legislator Paul Feiner, a Democrat from Elmsford, backed the union’s position and opposed the increases.

“Elected officials should get a salary reduction when they don’t do their jobs,” Feiner told his fellow legislators. “We’ve had one scandal after another. This county is fat in patronage, nepotism and abuses and this is not coming from the workers, but

from the cream of the crop — the top!”

“He showed that he is truly concerned,” Saluga said later in praising Feiner for his stance.

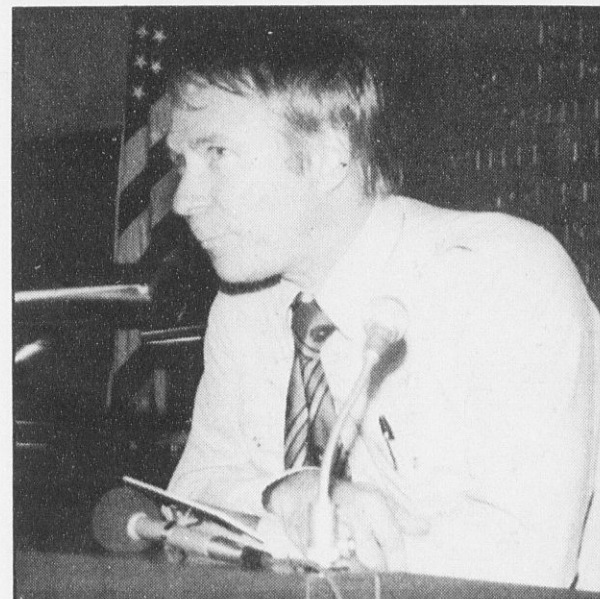
Following the vote to allow the increases, CSEA members warned lawmakers they would remember them on election day.

“We know who you are,” shouted an angry county employee. “We won’t forget you!”

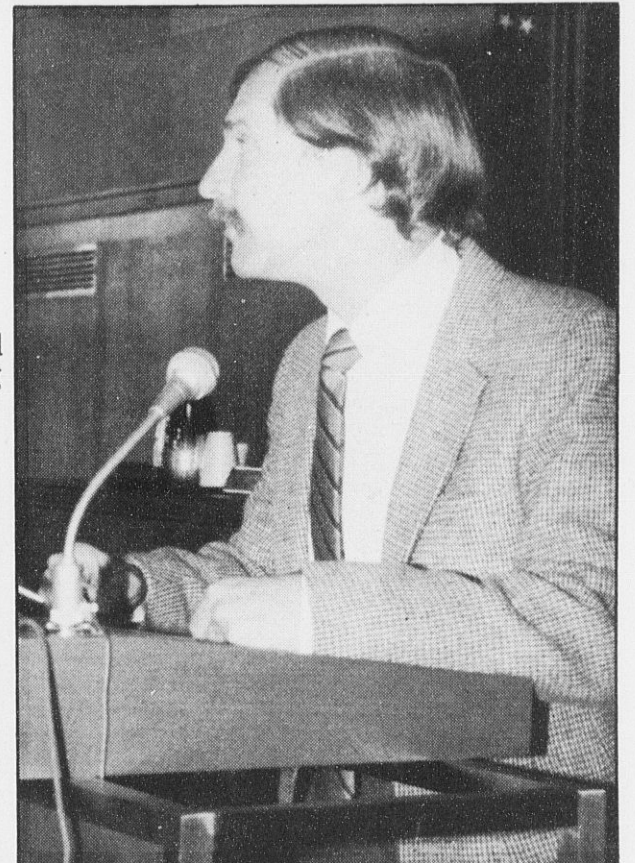
“The employees saw this as important and the legislators basically responded by saying ‘the hell with you’ and that’s outrageous,” Saluga said. “We’ll just have to persevere.”



“SOMETHING HAS GONE WRONG in Westchester County,” said CSEA member Betty Green.



“WE ARE BEING TREATED like second-class citizens,” complained CSEA member Ron Chimow.



CSEA COUNTY UNIT President Richard Saluga told legislators their action represented a slap in the face of county workers.



CSEA’s Ed Catrine told legislators “It is inappropriate to enact these pay increases.”