

# SUNY Oswego asbestos problems:

THE NEW YORK TIMES, THURSDAY, JANUARY 23, 1986

## E.P.A. to Announce Rules Barring Asbestos Use

Special to The New York Times

WASHINGTON, Jan. 22 — The Environmental Protection Agency on Thursday will announce its long-deferred proposed rules for barring all uses of asbestos because it is a known cause of cancer, agency officials said.

According to the officials, the agency will propose an immediate ban on four widely used products made with asbestos and gradual elimination of all other products made with the heat-resistant substance over 10 years.

It will also propose that all mining and imports of asbestos be eliminated over the 10-year period.

The environmental agency had first proposed rules to end the use of asbes-

tos in 1979. But a series of delays, including extended review of the proposed rules by the Office of Management and Budget, held up publication of the proposals.

### Up to 10,000 Deaths Annually

A widely used insulator and building material, asbestos has been found to cause lung cancer as well as an incurable form of cancer, mesothelioma, and a variety of lung diseases and other illness. It has been estimated by health officials that some 5,000 to 10,000 cancer deaths a year are caused by asbestos.

It is estimated that 375,000 workers are still exposed to asbestos on the job.

The agency's new rules are similar to earlier ones withdrawn after the budget office objected. They would ban the sale and use of asbestos tile, roofing and flooring felt, asbestos cement pipes, vinyl asbestos floor tiles and asbestos clothing.

The rules will be published in the Federal Register within the next few days and interested parties will have 90 days to comment on them. The rules will take effect after the agency considers the comments.

The agency has already required all school systems to examine their buildings for asbestos hazards and report the findings to local parent-teacher associations. But the agency d

## Was there a cover-up?

## See pages 9-12

# the Public SECTOR

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

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## Local and unit elections due this spring

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

Statewide Election Committee Chairman Greg Szurnicki reminds local and unit presidents 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 Dept.  
143 Washington Avenue  
Albany, New York 12210

The deadline to submit the information to the Membership Records Department is Feb. 21.

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

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 unit office.

Questions concerning local or unit elections should be submitted in writing to:

Greg Szurnicki  
CSEA Statewide Election Committee  
143 Washington Avenue  
Albany, New York 12210

## OCA contract is signed

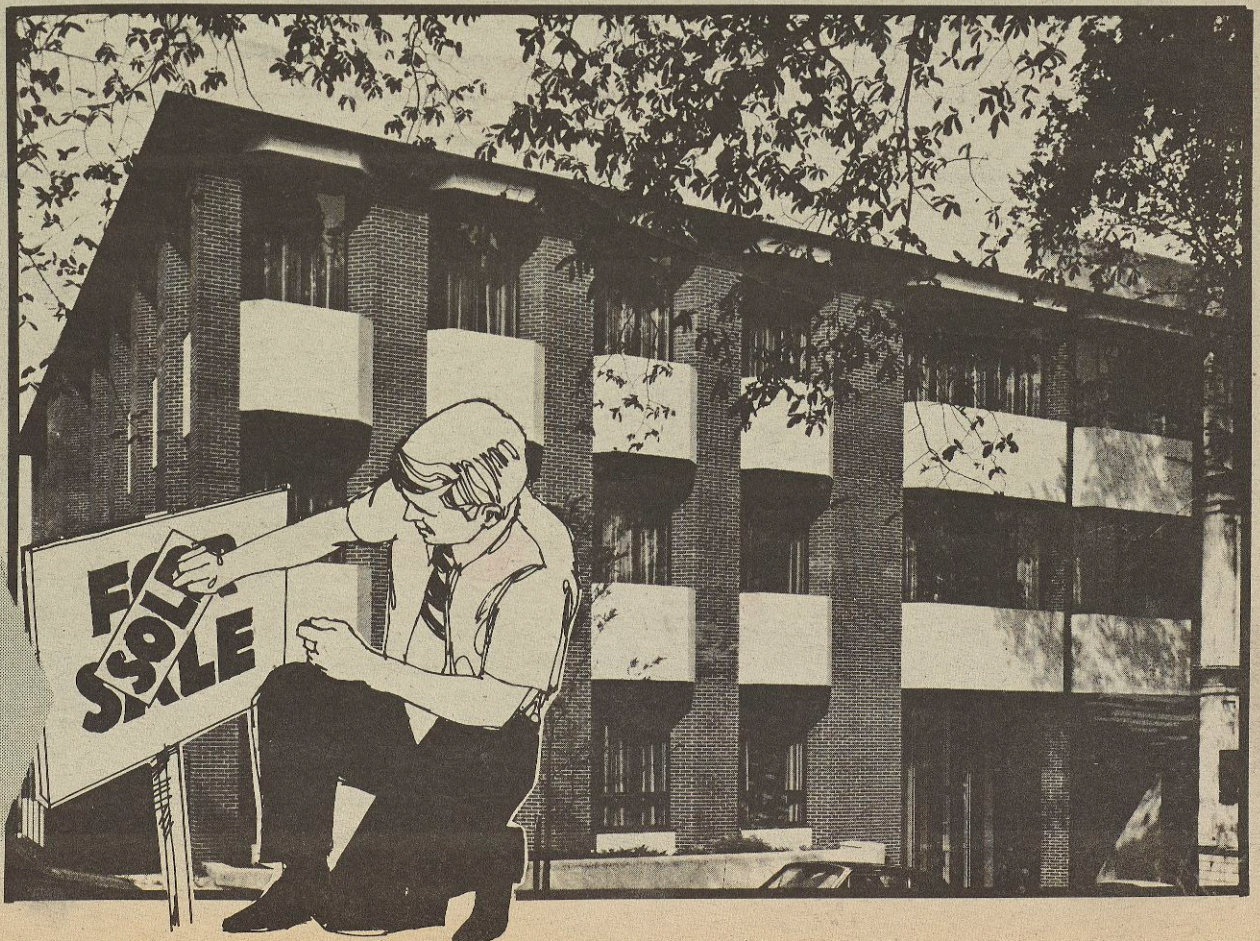
ALBANY—A new contract for Office of Court Administration employees is signed, sealed and awaiting delivery.

CSEA Collective Bargaining Specialist Joe Reedy reports that final contract language is completed and both parties have signed the three-year pact which is retroactive to June 13. Annual raises are 5 percent, 5.5 percent and 6 percent.

It will take several payroll periods before the Comptroller's office completes necessary paperwork to deliver back pay. The Public Sector will release the pay date as soon as it is finalized.

ALBANY — The sale has been completed of CSEA's former statewide headquarters building at 33 Elk Street to the Lawrence Insurance Group, which reportedly plans to relocate its corporate headquarters to the Elk Street facility from Schenectady.

CSEA vacated the 33 Elk Street building last September to relocate to larger quarters at 143 Washington Avenue, Albany. CSEA had owned the 33 Elk Street facility and used it as the union's statewide headquarters from 1968 until last September.



# Keeping contracting-out out

*In Lindenhurst School District*

## ServiceMaster a disservice

LONG ISLAND—A move by a school district here to contract out to a cleaning company was thwarted after CSEA members banned together to picket and to write letters to area vendors and editors of local newspapers.

But the company, ServiceMaster, is still trying to get into the Lindenhurst School District and the members are ready to fight again.

Picketing, which was scheduled to take place at the last school board meeting, was called off because the assistant superintendent of Amityville schools agreed to study, and pass on to the members of the school board of education, an information packet put together by the union. The packet contained vital facts the district would need to consider before contracting out its services, CSEA representatives said.

According to Region I Communications Associate Sheryl Carlin, who introduced the packet, one of the facts is that ServiceMaster was found by the Human Relations Commission to be guilty of discrimination in the firing of a black employee.

"Discrimination is a hot and sensitive issue in Amityville right now," Carlin said. "In December, the Amityville School District passed a resolution to pay \$25,000 to a former black elementary school principal as part of a settlement to her racial discrimination suit. You definitely don't want the employees and community up in arms that you hired a contractor with discrimination on its record."

Also included in the packet were copies of arbitrator's decisions which stated that ServiceMaster had fired employees for no cause.

"ServiceMaster is notorious for speeding up the employees' work schedules to a pace where they can't keep up. Then the firings begin," Carlin said.

Field Representative John Cuneo told the administration that area vendors also would be hurt by a move to subcontract with ServiceMaster.

"These are small-time businesses and they depend on supplying the district with the cleaning equipment and machines. ServiceMaster insists on using their own equipment, which is brought in from out of state," Cuneo said.

The recent meeting was also attended by Suffolk Educational Local 870 Vice President Michael Curtin, Amityville Unit President Fran Bates, and Unit Vice President Kenny Terrell.

## Subcontract prompts IP against Newburgh



DIANE CAMPION

NEWBURGH—The passage of a resolution to subcontract operation of the City of Newburgh Sewage Treatment Plant has prompted the filing of an improper practice charge against the city by CSEA.

According to Region III Field Representative Larry Natoli, the city's contract with CSEA stipulates that any action to contract out services must be negotiated with the union by city officials.

Although there has been some discussion, negotiations have not been brought to a satisfactory conclusion, said Region III Director Diane Campion. She pointed out that her primary concern is the job security of plant employees.

Countering allegations by the city manager that current workers at the plant lack motivation and are improperly maintaining equipment in the plant, Campion said the city is "selling its responsibility" to manage the plant by hir-

ing the private firm from Massachusetts.

"If the employees are not managed properly, it's not their fault. It is the city's responsibility to oversee its employees," said Campion, noting that none of the employees has ever been brought up on charges.

Campion also pointed out that the city, which officials claim is on the brink of financial disaster, would pay \$63,000 a month to a subcontractor to manage the plant.

**Our primary concern is the job security of plant employees.**

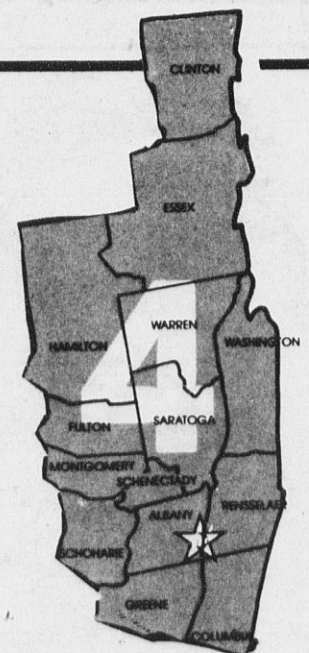
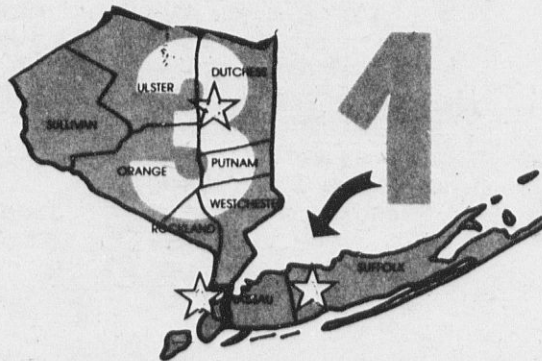
## 3 CSEA field rep positions open

CSEA is seeking candidates to fill field representative positions in the Long Island, Southern and Capital regions. The positions require a working knowledge of labor-related issues, grievance handling and contract negotiations. Applicants must be able to work with union members.

Qualifications include a bachelor's degree or three years responsible work experience in personnel, labor relations or a related field.

Submit resumes no later than Feb. 10 to: Personnel Director, P.O. Box 7125, Albany, N.Y. 12224. Include salary history and work location preference.

CSEA is an Equal Opportunity Employer.



## Union wins IP

# PERB to Tompkins DDS: 'No way' on new on-call requirement for county's caseworkers

By Chuck McGeary

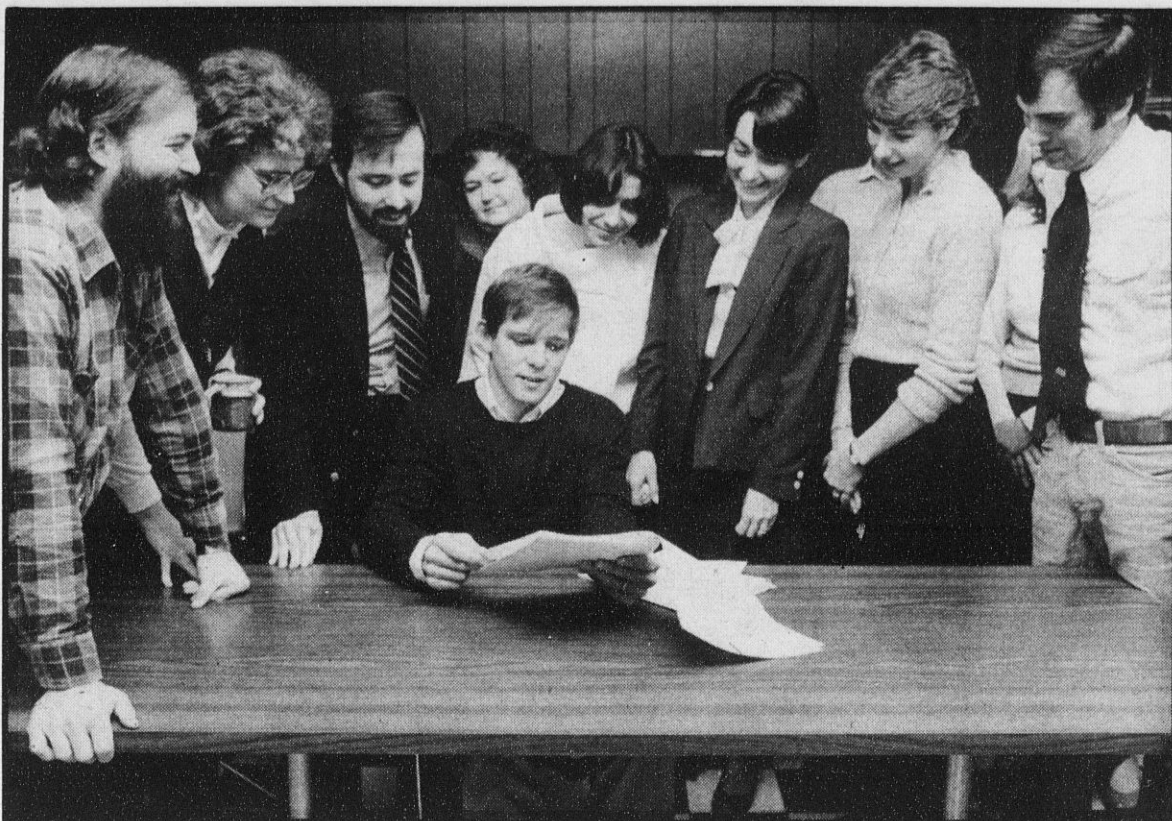
CSEA Communications Associate

ITHACA—The Public Employment Relations Board (PERB) has ruled that a Tompkins County Department of Social Services requirement that all caseworkers go on call for after-hours emergencies violates their contract.

In her 14-page decision, State Administrative Law Judge Susan A. Commenzo wrote, "While an employer has the right to determine the extent of the service it will offer, it does not have the right concomitantly to increase its employees' hours of work. Here, the county's new on-call system expands the work hours of certain of its employees."

James Hennerty, CSEA field representative for the Tompkins County Unit of Local 855, says the PERB decision also requires the county to negotiate with the union toward a new agreement.

The ruling came nearly five months after the Tompkins County Unit filed an improper practice charge. CSEA claimed the Social Services Department violated the contract when it unilaterally instituted the new on-call system.



**FAVORABLE DECISION**—Michael Loehr, seated, happily shares details of the recent PERB on-call decision with some of his caseworker colleagues in the Tompkins County Department of Social Services. On hand for the good news were, from left: Unit President Steve Ballan, Jean Fudala, CSEA Field Representative Jim Hennerty, Judy Ryan (background), Cathy Emilian, Mary Lu McPheron, Pat Jordan, and Greg Kirchgessner.

Unit President Steve Ballan said caseworkers claimed that they would end up working longer hours and dealing with situations for which they were not adequately trained.

"It seemed the attitude of Tompkins County Social Services is that a caseworker is a caseworker and can handle any job. That isn't necessarily true. In some cases, such as sexual abuse, expertise is gained only after considerable training and on-the-job experience," Ballan said.

Obviously pleased by the decision, Ballan acknowledged the support and encouragement of his CSEA Unit members and assistance from CSEA staff and legal services.

"This was definitely a union team effort," he said, "and we can all share the favorable decision."

Speaking for the union, Hennerty says the county has made a counter proposal to the unit caseworkers but he declined to reveal terms of the proposal before further discussion with unit officers and caseworkers involved.

Tompkins County also has the option of appealing the PERB ruling.

*“This was definitely a team effort. We can all take satisfaction in the favorable decision.”*

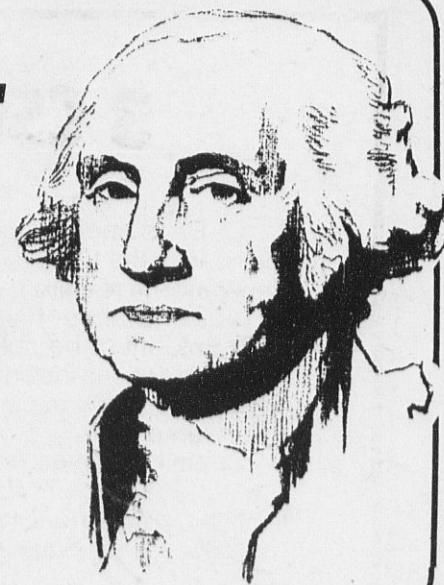


## 2 paid holidays in Feb.

Just in case you happened to forget, a couple of paid holidays for public employees are coming up the middle of next month.

The first of the two will be Lincoln's Birthday. Although the traditional day of observance is Wednesday, Feb. 12, this is now a "floating holiday" for state workers. In other words, state offices will remain open that day, and employees may designate another which they may wish to take as a paid holiday.

Washington's Birthday, a second February holiday, will continue to be observed on Feb. 17. It is one of the dozen paid holidays state employees will enjoy during 1986.



Mary Gregory named employee of the year

# An affair of honor at Kingsboro

BROOKLYN — MHTA Mary Gregory topped the list of more than 80 Kingsboro Psychiatric Center employees who were honored recently at an employee recognition night.

Gregory, a 17-year veteran therapy aide, was chosen from more than 1,000 other workers as "Employee of the Year."

Gregory says she's always tried to put forth her best effort at work, but takes her honor in stride with the attitude that it's all just part of the job.

"I always try to go out of my way for people. I'll just keep doing the same," she said, noting that she feels proud of but not pressured by the honor.

"People around here are always kidding me because I'm always silly with the patients. But I just love working with people whether I'm on the ward or in the office," she explains. "That's why it's so easy to do my job."

While Gregory maintains an outward cheerfulness, she is dead serious about her work and holds onto realistic expectations.

"Sometimes you make progress with the patients, sometimes you don't. What's depressing is when you see them leaving the center and then having to come back again and again."

Gregory believes more programming, activities and materials for the patients would be helpful in keeping them motivated. But she and other

MHTAs try to make do with what is available.

Unfortunately, she says, "there's not as much of a family feeling as there used to be out here."

Other Kingsboro employees, mostly CSEA members with 25 or more years of service at the facility, were also recognized at the evening ceremony.

Region II Employee Assistance Program Coordinator Pat Curtin called the program "one of the most moving events I've ever seen."

"I couldn't sleep when I got home, so I calculated that among the employees who were honored there were more than 2418 years of service to the state. I couldn't begin to calculate how many lives these people must have touched," said Curtin.

**WELL-EARNED RECOGNITION —**  
Pictured clockwise from immediate right:

Kingsboro "Employee of the Year" Mary Gregory. She was one of 80 employees honored for more than 25 years of service at Kingsboro.

Several CSEA members among the honorees at the facility's Employee Appreciation Night.

Kingsboro Psychiatric Center Local 402 President Robert Nurse presents to Lorretta Fitzgerald a plaque for more than 28 years service to the facility.



## Public SECTOR

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## Work-related death to be investigated in Tarrytown

TARRYTOWN — Region III Health and Safety Specialist Linda McPhee said this week that she will investigate the recent untimely death of a 20-year-old Tarrytown sanitation worker.

According to Tarrytown Police, John C. Murphy, a village sanitation worker, was riding on the back of a truck when he slipped and was run over by the truck's front wheels as the vehicle was backing down the street on a slight downgrade. The truck's driver, also a village employee, was treated for shock following the accident.

Murphy, who has lived in Tarrytown since

1973, leaves a wife, Elaine. He was the son of Thomas and Nellie Murphy.

Active in his community, Murphy was a volunteer firefighter and was a member of the Immaculate Conception Church in North Tarrytown.

This is the second time that a tragedy has occurred in the Murphy family in recent months. Last September, Murphy's son died of heart failure when he was just a few days old.

Murphy is also survived by a brother, three sisters, and his grandmothers.

## AIDS workshop set in Metropolitan Region

Local 010 will sponsor a regional workshop on "AIDS in the Workplace" on Tuesday, Feb. 4, at 6 p.m. at the CSEA Region II Conference Room, 11 Broadway, 15th Floor. For more information, call (212) 514-9200.

# When the foreman's a woman

*A tough but challenging job for DOT's Donna Hamilton*

By Anita Manley  
CSEA Communications Associate

**W**hen Donna Hamilton needed a job that would pay enough to support herself and her daughter, she went to work as a laborer for the state Department of Transportation.

After four months of doing what she calls "all the dirty work" — shoveling, flagging and picking up dead animals—she became a highway equipment operator, driving trucks and snowplows. Then, in November of 1984, she was promoted to foreman, one of the few women in the state to hold that position.

Hamilton, a member of CSEA DOT Local 507, said that as supervisor of a crew of 9 men, she found that acceptance was not easy.

"I was told by one man that I was taking money away from a hard working man," she said. "Two of the men even threatened to leave if they didn't get the job. There was no way they were going to work for any woman!"

When Hamilton was transferred to another location, crew members in the new station were warned that their new boss was tough.

"It's taken over a year for us to get used to each other," said Hamilton. "They would ask me questions, constantly challenging me and they wouldn't take my suggestions."

Hamilton's immediate supervisor, Gary Lumalcuri admits he had to "get used to" having a woman on his crew. "On her first day on the job, we were working on the highway and she was picking up stacks of cones (those orange markers that highway crews use to direct traffic) that were taller than she was."

"I felt I had to try harder," Hamilton remarked.

Working for New York state is a family affair for Hamilton. Her sister, who worked for DOT for some time is now waiting for her first as-

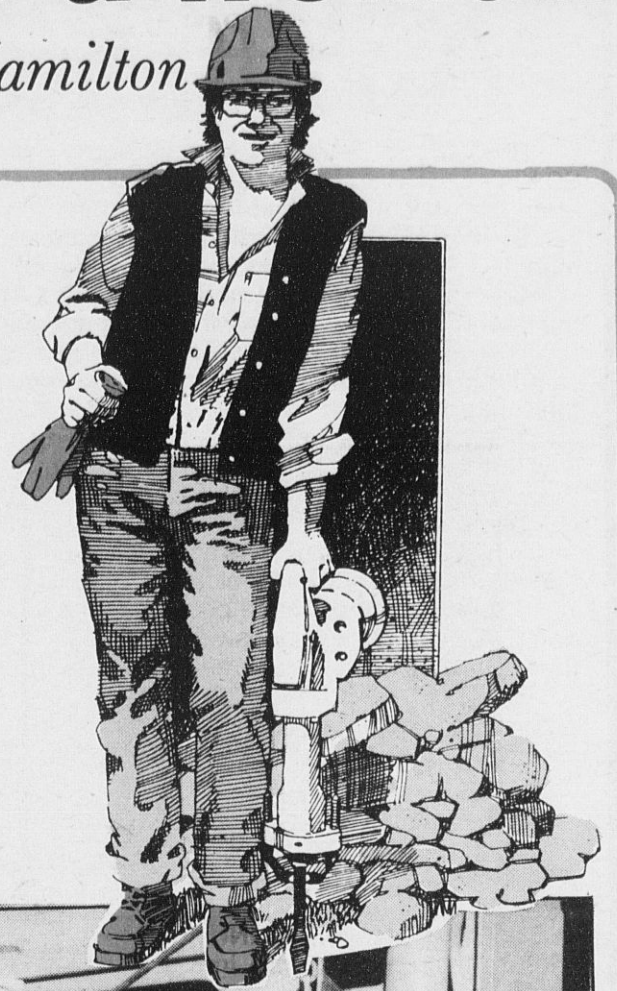
signment as a correctional officer, and her brother is a DOT employee also.

What do their parents think about their daughters working in jobs that traditionally have been held by men? "Mom is proud of me. She's always been a liberationist." Besides, she says, "a traditionally female inside job is too boring."

As an employee who spends most of her time working outdoors, Hamilton was asked if she prefers any one season.

"Fall," she replied. "In the spring, you run into mice, rats, and snakes on the job. In the summer, working with blacktop is rough. Winter is a good time to make money if it snows and you work a lot of overtime, but we haven't had a lot of snow in the past two years. Fall is the best."

As for the future, Hamilton plans to take the test for general foreman when it comes up. A union activist, she has served as a unit treasurer, shop steward and delegate for CSEA.



**KEEP ON TRUCKIN'**—Donna Hamilton does what she enjoys most at work, driving a truck. A five-year employee of DOT, she is one of the few female foremen in the state.



**THE CREW**—Hamilton's boss, Gary Lumalcuri, left, points out a problem with one of the trucks. On the other side of Hamilton are: John D'Antonio, one of her crew members; and Chuck Allen, a section representative for Westchester and Parkway DOT employees.

# 'Hanging tough' to make the grade

*How Schenectady school workers aced a contract test*

By Dan Campbell

CSEA Communications Associate

SCHENECTADY — "I think we've got the best school district contract in the state," says Matt Caggiano, president of Schenectady City School District Operational Unit. "And the only reason we got it is because our membership backed up the local leadership all the way, through thick and thin."



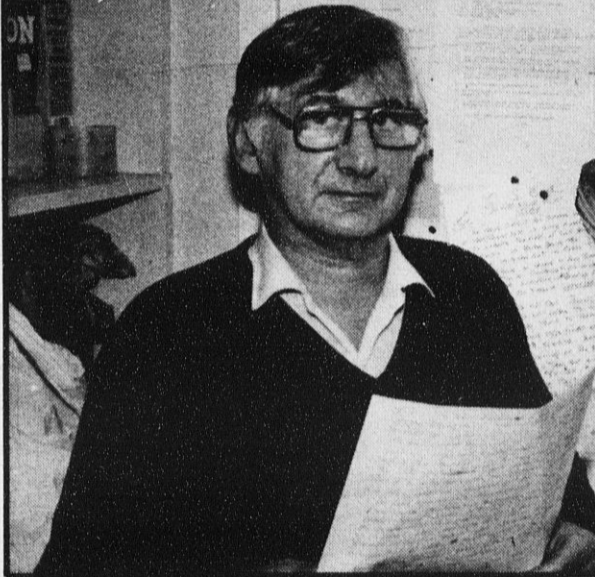
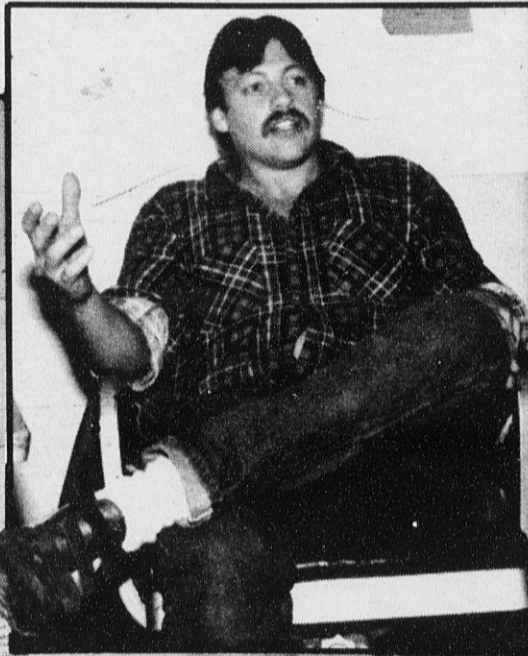
In praising the efforts of his bargaining team members, Caggiano noted in particular those of Hal Gray, a maintenance worker.

"Gray did unit salary comparisons within the unit to the year 2,000. He was always the point man leading the attack at the table."

Says Gray in describing his bargaining philosophy: "You have to have a solid rationale for your position and you can't ever give up on that position. The second you do, the members sense it and management moves in to take advantage of your lack of commitment. You have got to hang tough."

That's just what the whole bargaining team did. Members included: Joseph Kopacz, custodian in charge; Annette Robistow, matron; Dick Osterhout, senior custodian; and Dick Saliaka, maintenance.

Hanging tough has become a tradition of



**TEAM PLAYERS** — Pictured counterclockwise from left: Matt Caggiano, Annette Robistow and Joseph Kopacz.

sorts in the City of Schenectady Operational Unit. "We did it for the first time in 1982—we went months without an agreement because we wanted a better deal and it paid off," Caggiano recalls.

These last negotiations were tougher than the 1982 battle. "We started three months before the old contract ran out and we went 15 months without a pact after that. That's a year and a half of stress, strain and personal sacrifice, but it paid off," he added.

A salary increase of 23.2 percent, without compounding or including increments when due, was achieved by the unit's bargaining team. "We negotiated the settlement our members wanted," Gray said. The first year of the pact 1984-85 was retroactive to the last day of the old agreement and increased the workers' salaries by 7.9 percent plus increments. This amount was distributed to the workers just prior to the holidays and helped make the season much brighter for the workers and their families. An 8.2 percent increase plus increment is appearing in the 1985-86 employee checks, and the workers are looking forward to an 7.1 percent increase plus increments in the 1986-87 school year.

"We didn't use the normal salary comparisons of our school district with surrounding areas," Gray said. "There are too many variables. All we could count on was the unity of our own members."

Gray and Caggiano noted that in negotiations with the district in times of double digit inflation, the district always pointed out that it couldn't afford to pay for luxuries but had to address the basic needs of its employees, both teachers and non-teachers.

"Now with the inflation at 3.6 percent, the district was providing the teachers with an increase substantially above that. We pointed this out to the district and indicated that we, also, deserved the same type of consideration," Caggiano said.

Calling on a vast amount of personal research, Gray illustrated the unit's bargaining position.

"We compared ourselves to the teachers," Gray said. "Now, we admitted that we do not have the educational degrees that the teachers do. But we put in more hours and days than the teachers and we should be paid for our personal commitment to the mission of keeping this school district operational."

Gray pointed out that in one instance an operational employee put in 89 percent more hours than a contract teacher. And that the unit worked 52 more days a year than the teachers. "We kept pointing this out to the district's negotiator and to the district."

The negotiations were filled with minor and major battles, and the unit leaders pointed out that they believe this was just management testing the commitment of workers to the position of the bargaining team.

"We had one situation in which management made a 'final offer,' one of a series of 'final offers.' But this one had to be brought to the membership. We knew that the district was trying to find out if they were just fighting with the bargaining team or with the whole unit. The members rejected the district's 'final offer' by 89 percent and the message was clear—the bargaining team speaks for us—all of us," Gray said.

Shortly after this rejection, CSEA and the board of education reached a settlement acceptable to the unit members.

## Tips from the team on negotiating

- 1. DO YOUR HOMEWORK**—Know your district and all of its power base. You should be able to provide the field rep or collective bargaining specialist with the guidance he needs to move a contract demand forward.
- 2. HAVE PATIENCE**—Management isn't used to giving in and rewriting contracts. But if management sees that the employees are backing the union, the unit, the leaders all the way, eventually management will get the message.
- 3. EXPECT TO BE HASSELLED**—Everyday, management will try to have the members put pressure on the unit to settle fast and cheap. Members who

- are not as committed as they should be, will fall for every rumor management puts out and they'll want an answer from the union immediately.
- 4. SUPPORT POLITICAL ACTION**—School boards are made up of people who usually have to run for office. When they're running, get to know them. Then, if they win, they'll have some knowledge of what you really like and what you really want.
- 5. ELECT GOOD OFFICERS AND GOOD LEADERS**—The most important roles in your union are filled by people you elect. Make sure you elect the best people and be prepared to support them.

# NOTICE:

## Nomination procedure for election of delegates to 1986 AFSCME convention Chicago June 22-27

**CSEA delegates  
to the convention  
will be elected  
on regional basis**

CSEA delegates to the 1986 AFSCME Convention, to be held in Chicago June 22-27, will be elected from members in good standing of CSEA as of Feb. 1, 1986.

Delegates will be elected on a regional basis. Each CSEA region will elect the number of delegates which it is entitled to on the basis of membership strength in accordance with the AFSCME and CSEA Constitutions. Based on the AFSCME Constitution formula, the following number of delegates will be elected:

Region I— 45

Region II— 19  
Region III—38  
Region IV— 38  
Region V— 36  
Region VI— 35

Expenses for the delegates for transportation and room and board at the AFSCME Convention will be paid by CSEA.

If an elected delegate is unable to attend the convention, the individual from that Region who received the next highest number of votes will attend in his or her place.

### NOMINATIONS PROCEDURE

Any member in good standing as of Feb. 1, 1986 shall be entitled to be nominated as a delegate to the AFSCME Convention. Any member in good standing as of March 1, 1986 shall be eligible to nominate delegates to the AFSCME Convention.

Nominations will be made at meetings to be conducted in each Region on Saturday, March 1, 1986. Meetings will continue until such time as all those present who desire to make nominations have been given the opportunity to do so.

Persons nominated to serve as delegates from a region must be members of that region and be nominated by members from that region.

Persons nominated need not be present at the

nomination meeting.

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

The nominator must provide the name, address, work telephone number, home telephone number, Social Security number and CSEA local number of the nominee. Nominations must be submitted on an official form, available at the meeting, and instructions given at the meeting must be followed.

The name of a person who is nominated more than once may appear on the ballot only once. If nominated as part of a slate, the nominee's name

will appear on the ballot as a member of that slate and not elsewhere.

Nominations may be made by slates; that is, a number of individuals who will appear on the ballot as running together or under a particular designation. Persons nominated by slate will appear on the ballot in the order in which they are nominated.

The ballot will provide that individuals who are running on a slate can be elected individually, separate and apart from the slate.

Individuals who make multiple nominations must state whether nominations are made individually or as a slate.

**NOMINATION  
MEETINGS  
INFORMATION**

Regional nominating meetings will be held MARCH 1, 1986 for election of CSEA's delegates to the 1986 biennial convention of the American Federation of State, County and Municipal Employees (AFSCME), AFL-CIO, to be held in Chicago June 22-27, 1986. The MARCH 1 regional nominating meetings will be held at the following times and locations:

REGION I 10 a.m.  
REGION II 10 a.m.  
REGION III 10 a.m.  
REGION IV 10 a.m.  
REGION V 10 a.m.

Region I Office, 300 Vanderbilt Motor Pkwy., Hauppauge  
Region II Office, 11 Broadway, Suite 1500, New York City  
Region III Office, Route 9, Fishkill  
Tom Sawyer Motor Inn, 1444 Western Avenue, Albany  
Sheraton Inn, 7th North Street and Electronics Parkway, Liverpool  
Treadway Inn, Batavia

REGION VI 10 a.m.

Governor Mario M. Cuomo

# MESSAGE TO THE LEGISLATURE



Albany, New York  
January 8, 1986

## Employee Relations and Human Resource Management

If we are to succeed in improving the ways in which we deliver services to our people, then we must have a relationship with our employees that establishes a foundation for cooperation based upon mutual respect and trust. Tom Hartnett, the Director of my Office of Employee Relations, has worked effectively to establish such a labor-management tenor that combines a concern for the needs of the taxpayer with a respect for the dignity of our employees.

In my 1984 Annual Message, I announced I was directing the President of the Civil Service Commission to undertake a comprehensive analysis of the civil service system. As we approach the twenty-first century, it is essential that this system, which underpins the management of New York's human resources, fully reflect and benefit from current realities — the partnership between labor and management, a sophisticated and educated work force and public demand for efficiency in government.

Karen Burstein has submitted to me a report which analyzes today's civil service/employee relations environment and proposes fundamental structural revisions. She urges a consolidation and rationalization of executive functions and agencies to enhance accountability and maximize the dollars we spend in defining the work government does and in recruiting and nurturing the talent to do it.

Because this report has far-reaching consequences, it needs and deserves wide-ranging discussion and attention. I will therefore offer the report to you for your careful consideration this year. I know you will invite the views not only of those most directly affected — the State work force — but also business, labor, civic organizations, professional associations and local governments throughout the State. This period of review and comment will give everyone concerned a full opportunity to help us draft the final proposal for enactment in 1987.

State employees share a deep commitment to improving the quality of life of all New Yorkers. If we are to maintain this degree of excellence, New York State must take the lead in giving our employees the knowledge and skills that they need to keep pace with the inevitably increasing demands of the workplace. The training and development opportunities that we provide our employees and our managers are among the best and most comprehensive in the country. Just as our physical infrastructure needs constant investment and attention, so too does the infrastructure of human resources that underlies the efforts of our agencies.

## McGOWAN AGAINST PLAN FOR NOW

# Civil Service, GOER merger opposed until 'house is in order'

Gov. Mario Cuomo's annual 'state of the state' message to members of the state Legislature on Jan. 8 had little of the controversy and concern public employees had to contend with in earlier messages to the Legislature. One year ago, for instance, CSEA went on alert when the governor proposed a massive tax reduction program just as contract talks between CSEA and the state reached a serious stage. And the announcement of a "reconfiguration of the mental health system" signalled the need for heightening of CSEA's role as a watchdog over such proposals.

Because the state of the state message is very general in nature, of course, the actual impact of many of the governor's proposals contained in it do not become known until the new state budget is passed and bills are introduced to implement them. Gov. Cuomo introduced his proposed new budget later last week.

But CSEA President William L. McGowan had a quick reaction to at least one reference in Cuomo's message to the Legislature—a proposal to ultimately merge the state Civil Service Department with the Governor's Office of Employee Relations (GOER).

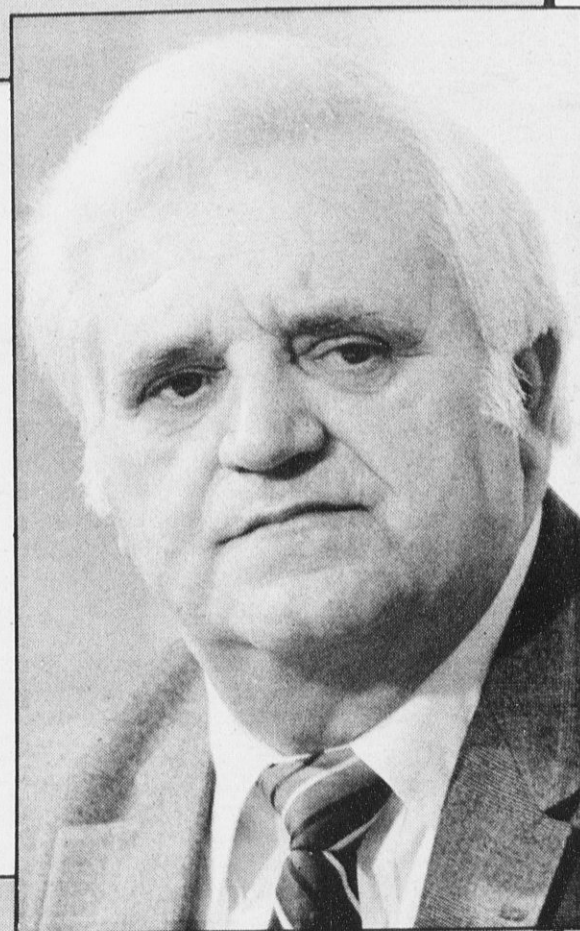
McGowan said he is opposed to the plan, at least until more particulars are known. The Civil Service Department "should put its own house in order before merging with GOER," McGowan said, charging Civil Service with being lax in a number of areas, including giving exams, scorings of exams and posting of jobs in a timely manner.

The merger proposal was contained in a report by state Civil Service Commission President Karen Burstein. The report, Cuomo said, "has far-reaching consequences" and "needs and deserves wide-ranging discussion and attention." As a result, Cuomo said labor, business and others would have the opportunity to present their views on the matter before a final proposal for enactment is made in 1987.

The merger proposal was the only area of the governor's annual message to draw an immediate response from McGowan. The message continues to be dissected by union specialists to determine appropriate actions or responses, if necessary, to any portion of the lengthy document.

CSEA, for its part, will soon be releasing the union's own annual legislative program for the new legislative session, while monitoring other legislative activity that concerns CSEA members.

**CSEA PRESIDENT William L. McGowan challenged the state Civil Service Department to "put its own house in order before merging with GOER." McGowan said Civil Service has been lax in the manner in which it gives and rates examinations and in timely job posting procedures. The statewide union leader made his comments in response to a proposal to merge Civil Service and GOER, a suggestion Gov. Cuomo has passed on to the state Legislature.**



THIS EXCERPT from the governor's message to the Legislature discusses the proposal to merge the state Civil Service Department and the Governor's Office of Employee Relations.



# ASBESTOS!

A joint union health and safety committee, spearheaded by CSEA, has condemned the management at the State University of New York at Oswego for allegedly withholding documented evidence of severe asbestos contamination of more than 30 campus buildings, failure to take remedial action to correct the hazardous conditions, and knowingly requiring employees to work in contaminated areas without adequate information, training or equipment.

A union safety expert calls the situation "appalling" and says SUNY Oswego management has placed the lives of students, employees and their families, and the campus community in general at tremendous risk while keeping the information secret for the last three years.

EMPLOYEES AT SUNY OSWEGO were directed to remove crumbling, cancer-causing asbestos insulation such as this by hand after being told the material was mineral wool.



## SCANDALOUS!

"To think that an institution of higher learning that prides itself on quality education would disregard the education of the handlers of hazardous material after receiving official recommendations and numerous complaints from employees is horrendous."

—CSEA Central Region V President James J. Moore

Compiled by

CSEA Communications Associate Chuck McGear  
Public Sector Editor Roger A. Cole

OSWEGO — Management at the State University of New York at Oswego kept secret for nearly three years a state Health Department report showing heavy contamination of asbestos in more than 30 buildings on campus, according to allegations by a joint union health and safety committee at the SUNY facility.

The joint health and safety committee, spearheaded by CSEA Local 611 and CSEA Central Region officials and staff, charge that during that time management knowingly ordered employees to remove asbestos-containing material without informing the employees of the presence of asbestos and without proper training, clothing and equipment.

(Continued on page 10)

# SUNY OSWEGO AND ASBESTOS

## 100,000 square feet of disaster

(Continued from page 9)

The committee also charges that management improperly disposed of the hazardous asbestos material.

CSEA Region V President James J. Moore described the situation as "horrendous," while CSEA Director of Occupational Safety and Health James Corcoran called the case "appalling, shocking and scandalous."

Asbestos fibers, when breathed, can cause lung cancer and other potentially fatal diseases, according to the federal Environmental Protection Agency (EPA).

The U.S. Justice Department just last week charged three state governments (Florida, Washington and Idaho), two school organizations, a railroad and several other defendants in 10 cities with mishandling asbestos in the renovation or demolition of buildings.

The Building and Construction Trades Department of the AFL-CIO just released a special report on asbestos in which it estimates that current cancer deaths from past exposures to the substance are occurring at a rate of over 8,000 per year, and are expected to peak at 10,000 annually by the year 2000. Health damage from exposure to asbestos often does not show up for 20 to 30 years afterwards.

The SUNY Oswego case came to light last September when members of CSEA Local 611 were directed to strip insulation material from several old boilers in the campus Heating Station. A supervisor reportedly told the employees the insulation material was mineral wool, but some employees complained the material appeared to contain asbestos.

CSEA Local 611 President Dale Dusharm immediately contacted CSEA Region V Occupational Safety and Health Representative Chris Jamison, and Jamison inspected several work sites on campus. "I saw deplorable conditions where our members are often assigned to work that involved working with or around unidentified building materials in a highly deteriorated and friable state. A few samples of these unidentified materials were taken and...the materials were found to contain some unknown quantity of asbestos," according to Jamison.

Local 611 President Dusharm demanded an immediate labor-management meeting to discuss the situation. It was during that labor-management meeting that a management representative revealed for the first time the existence of a 1982 study of SUNY Oswego facilities, claiming the study found the university to be safe and legal regarding asbestos.

But as CSEA officials were soon to discover, the opposite was true.

A copy of the study, prepared in December, 1982 for SUNY Oswego management by the State Department of Health, was obtained under a freedom of information request filed by Dr. Leland Marsh, a faculty member and chief

steward for the Oswego Chapter of United University Professionals (UUP), who serves as a consultant to and chairman of the joint safety and health committee.

The document turned out to be more than 100 pages long, and identified more than 100,000 square feet of asbestos materials, much of it in a highly hazardous condition, in more than 30 buildings on campus. The report recommended immediate implementation of safe handling procedures and employee protection from the massive amounts of asbestos material discovered throughout the campus buildings.

Instead, SUNY officials did absolutely nothing to inform employees or students about the dangerous conditions.

"To my knowledge, management chose to ignore the report and no instructions on the proper handling of asbestos, or protective clothing and equipment, were issued to employees since I have been president of CSEA Local 611," Dusharm says.

And, amazingly, Dusharm charges, an Environmental Protection Agency (EPA) document was given to the SUNY Oswego personnel director in 1984 and it, too, was apparently ignored. "It (the EPA document) contained much valuable information on the handling of asbestos and recommended steps to provide proper safety clothing, respirators and removal bags. That happened nearly two years after the State Department of Health issued its report, and still no proper action was taken," he noted.

At the time late last summer and early fall when CSEA members first began to suspect they were working with asbestos material, according to Dusharm, the workers, uninformed and without protective gear, were ripping out the deteriorating, flaky asbestos-containing boiler insulation by hand, and stuffing the material into ordinary trash cans for removal to a local landfill. And to compound the danger, unsuspecting custodial workers were ordered to sweep up the dusty residue after each job was completed.

"They were doing what they were told to do, with absolutely no educational training or warning of the dangerous material they were handling and disposing of," claims Dusharm.

CSEA Local 611 Safety and Health Committee Chairman Don Sawyer said he conservatively estimates that such asbestos work has been undertaken in more than 20 campus buildings over the past four or five years, every time without any educational training or protective clothing provided and without the employees being informed they were working with and around asbestos material.

In response to the crisis, CSEA spearheaded the formation of the joint health and safety committee to address employee concerns. The

task force includes representatives from CSEA, AFSCME Council 82 and UUP.

The committee, with recognized ecology expert Dr. Marsh as chairman, submitted the following recommendations to management:

1) Strict adherence to all safety rules and state laws concerning asbestos and other hazardous or toxic material.

2) All employees and their families who have come in contact with asbestos should have complete physical examinations at state expense.

3) Proper education and training on techniques of using proper protective equipment.

4) Professional instruction and training on the removal and disposal of asbestos.

5) All employees, past and present, who have been exposed to asbestos shall be identified in the records of the employer as required by labor law.

Then, in December, the joint union committee stepped up its activities, formally notifying the New York State Attorney General's office, the Department of Environmental Conservation (DEC), the U.S. Environmental Protection Agency (EPA), state legislators and the U.S. congressman from the Oswego area of the situation.

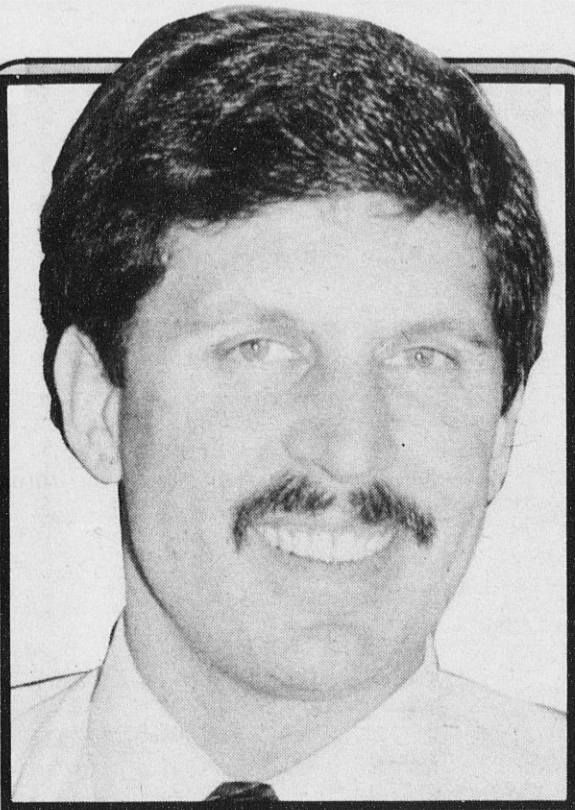
And following a Dec. 17 meeting with the Department of Labor, CSEA also filed a grievance with the SUNY Central Administration in Albany. According to Dusharm, SUNY Oswego management has waived the first step of the grievance and the union is awaiting to proceed to the second step.

Meanwhile, all asbestos-related work has ceased on campus and the work areas sealed off pending resolution of the situation. And earlier this month, for the first time, management conducted informational meetings concerning asbestos for employees.

CSEA Regional President Moore called the joint committee "courageous and diligent in their action. They are determined to see the problem resolved and I want to personally thank Dale Dusharm, Don Sawyer, Dr. Marsh, Chris Jamison, Jim Corcoran and everyone who has worked to correct the asbestos problem. It could have been and should have been corrected years ago, but unfortunately it wasn't fully addressed until CSEA and other concerned employee unions took action. Hopefully, management will give it top priority and correct the matter—SOON!"

And to achieve that end, Moore has appointed a special task force of CSEA regional and staff officials to monitor the problem until it is finally resolved to the satisfaction of the joint health and safety committee and CSEA occupational safety and health staff specialists.

# Apparently a number of laws were violated at SUNY Oswego



**CSEA'S JAMES CORCORAN**

"It is appalling that management, knowing the severity of the situation, withheld that information, and knowingly placed the lives of students, employees and the campus community in general at tremendous risk for several years.

"There can be no acceptable excuses for such gross mismanagement and disdain for the health and safety of students who attended the university, the employees who worked there, and the families to whom they carried home the insidious effects of asbestos contamination.

"Management's failure to take corrective measures is unconscionable; their failure to inform those in grave danger of the conditions is despicable.

"If management chose to ignore the unsafe conditions to save money, they ended up costing a great deal more. If they thought the situation would somehow go away, they were wrong. And if they didn't comply with the Department of Health's recommendations out of ignorance, they had no business being in the positions they were in the first place.

"Our employees, assigned to duties they believed were safe but which management knew were hazardous, trusted management. We now know that trust was misplaced.

"This is a shocking and scandalous situation, and we hold those who knew but did nothing accountable."

—CSEA Director of Occupational Safety and Health James Corcoran

When management at SUNY Oswego withheld information pertaining to asbestos contamination of campus buildings and required employees to perform asbestos removal and disposal work without information, training and proper protection, a number of laws were apparently violated. Among them are:

**PUBLIC HEALTH LAW.** Chapter 551 of the Laws of New York (1980) amends the public health law and labor law. Employers are required to inform employees of the health hazards of toxic substances to which they may be exposed in the course and scope of employment. Asbestos is included in the definition of toxic substance.

**NATIONAL EMISSION STANDARD FOR HAZARDOUS AIR POLLUTANTS (40 CFR**

61.25), which regulates air emissions of asbestos.

**STATE LABOR LAW.** The State Labor Law was amended in 1980, and adopts the Federal Occupational Safety and Health Act of 1970 (Public Law 91-596) and is applicable to public employees of the State, any political subdivision of the State, a public authority or any governmental agency.

**ENVIRONMENTAL CONSERVATION LAW.** Regulations 6 NYCRR 364 requires that an industrial waste hauler permit be obtained prior to handling and transporting asbestos materials to an approved disposal site. During April, 1980, guidelines which provide uniform procedures were adopted.

## Excerpts from the critical report that management apparently chose to ignore

The following are excerpts from the "summary of results" section of the report to SUNY Oswego management from the State Department of Health. SUNY Oswego management received the report of more than 100 pages in length in December, 1982:

"At the request of the State University Construction Fund, the Department of Health's Division of Health Risk Control, Bureau of Toxic Substance Assessment staff, performed an asbestos survey of buildings located at the State University Campus, Oswego, New York. A total of 47 buildings owned and operated by SUNY were inspected during April and May 1981. All buildings inspected were surveyed to determine the 1) location of asbestos-containing materials, 2) type of asbestos and its physical condition, 3) concentration of airborne asbestos fibers and 4) potential exposure of building populations to airborne asbestos.

### I. ASBESTOS MATERIALS ABSENT

Fourteen buildings did not contain structural asbestos material.

### II. ASBESTOS MATERIALS—EQUIPMENT AND CONDUITS (DUCTS AND PIPE) COVERINGS

Damaged or deteriorated pipe conduits and/or equipment coverings were observed at 56 separate sites in 31 buildings containing asbestos or suspected of containing asbestos and should be repaired. Any other damaged or deteriorated conditions observed and reported by building users should be similarly repaired on the assumption that asbestos is present.

### III. SPRAYED FRIABLE ASBESTOS MATERIAL PRESENT

A total of 100,525 sq. ft. of sprayed friable asbestos material in areas with unenclosed ceilings and/or walls were found..."

"This report provides to administrators and facility managers, an inventory and permanent identification record of asbestos conditions and potentially hazardous workplace areas within buildings at the time of inspection. Facility managers should maintain these permanent records and amend them as control measures are implemented.

In addition, such records are invaluable when asbestos materials are to be disturbed by demolition, renovation, retrofitting or routine operation and maintenance projects. In these situations, proper protection must be provided for personnel performing the work. Concurrently, procedures must be adopted that will assure containment of asbestos materials within the project area to prevent the distribution of airborne asbestos fibers.

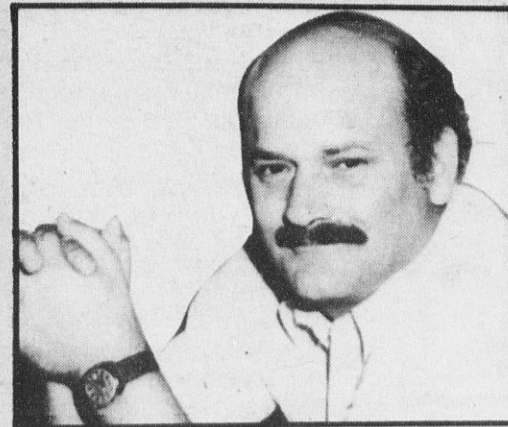
Much of the information presented in this report is based upon available Federal/State Agency guidance documents or currently established laws, rules and/or regulations related to asbestos survey procedures, laboratory methodology, remedial measures and procedures for proper disposal of asbestos waste materials. The appropriate procedures relating to the conduct of this survey are incorporated."

**OBVIOUSLY, VERY OBVIOUSLY, MANAGEMENT FAILED TO FOLLOW THE RECOMMENDATIONS IN THE STATE DEPARTMENT OF HEALTH REPORT!**

## MORE ABOUT ASBESTOS — PG. 12

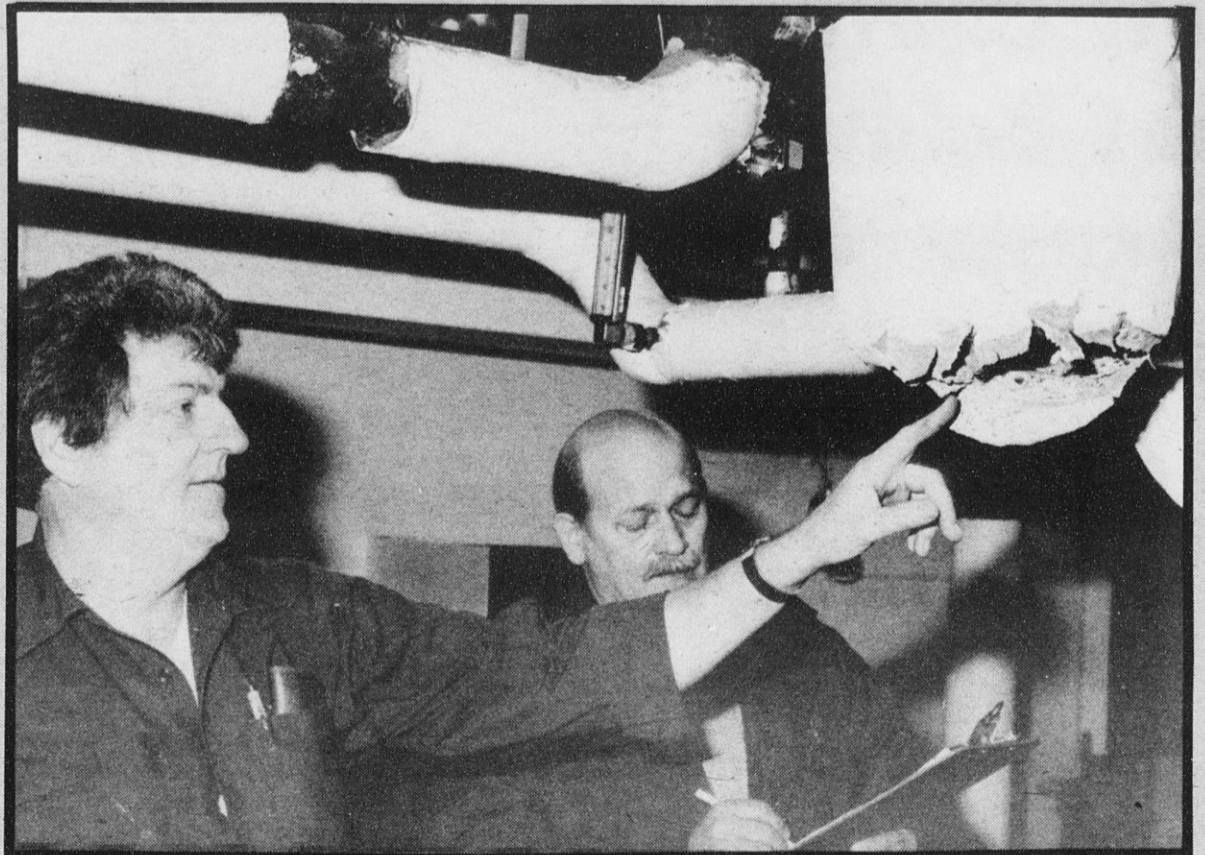
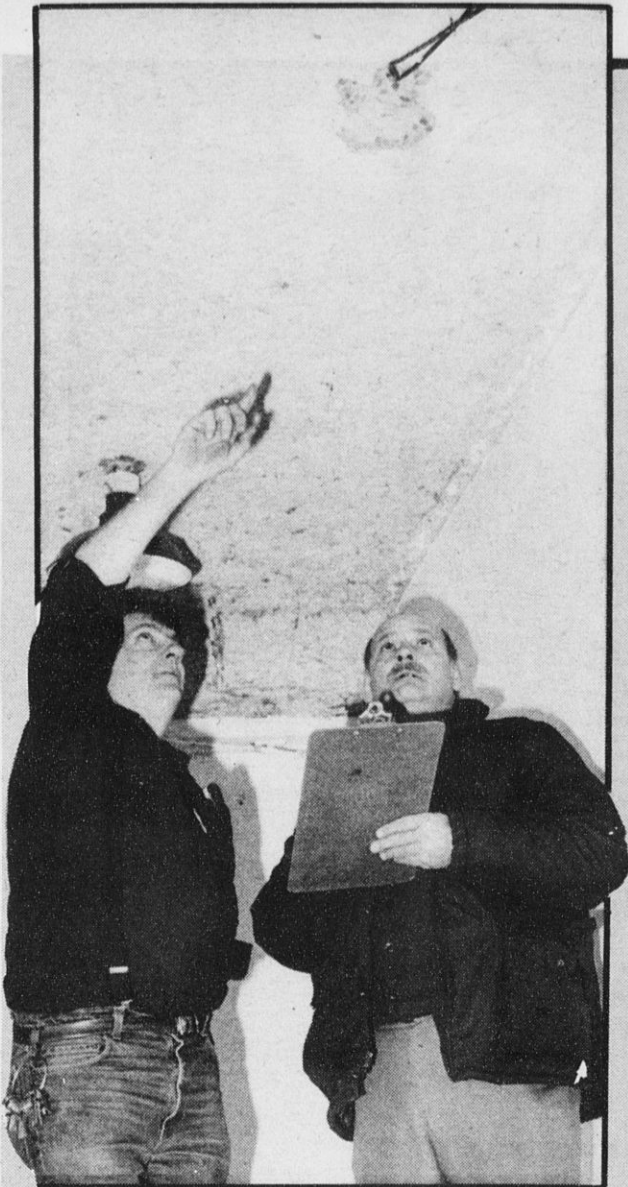
"No question about it, employees represented by the unions — CSEA, AF-SCME and UUP — are solidly united here. We have clearly defined the problem, outlined as best we can the steps needed to correct the problem, and now it is up to management to assume responsibility and take necessary positive action. It's long overdue. I think it is also an appropriate time to mention that in addition to the serious asbestos problem, there has been little or no distribution of educational information or training concerning other toxic materials. Under the New York State Right-To-Know Law, we should be informed."

—CSEA Local 611 President Dale Dusharm



**DALE DUSHARM**

# An asbestos avalanche



ASBESTOS is pointed out by Local 611 Health and Safety Committee Chairman Don Sawyer to Local 611 President Dale Dusharm, who charts the locations of asbestos hotspots in campus buildings.



1/17/86

## Asbestos cases filed by Justice

Associated Press

WASHINGTON — Three state governments, two school organizations, a railroad and several other defendants in 10 cities were charged by the Justice Department on Thursday with mishandling asbestos, a cancer-causing material, in the renovation or demolition of buildings.

Asbestos fibers, when breathed, can cause lung cancer and other potentially fatal diseases, some of which don't show up for 20 to 40 years after exposure, according to the Environmental Protection Agency.

The defendants include the states of Florida, Washington and Idaho, school organizations in New Jersey and Iowa, the Consolidated Rail Corp., other building owners and contractors who tore down or restored buildings containing asbestos.

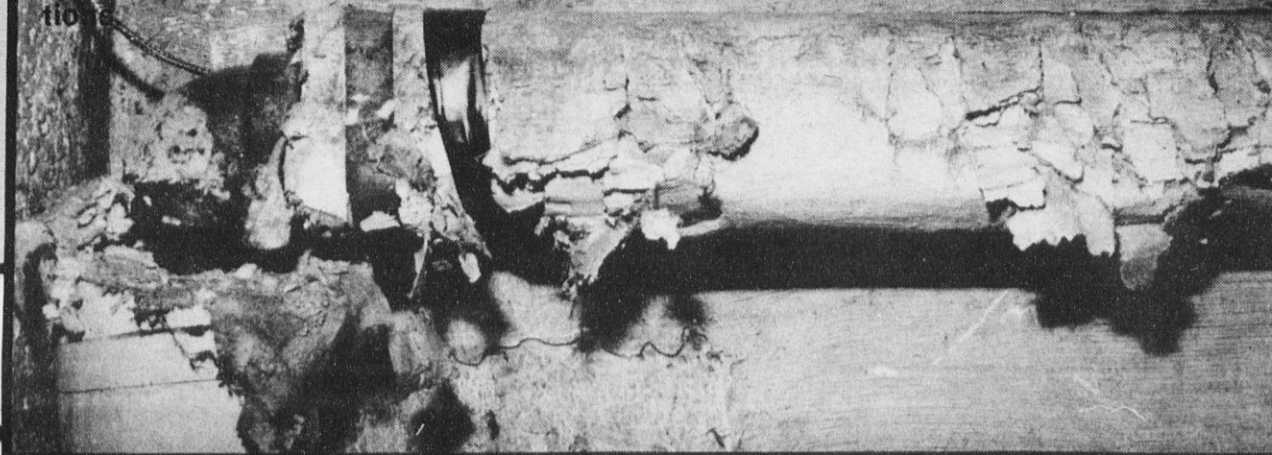


**EDWIN MEESE**

... targets pollution

Attorney General Edwin Meese III said the 11 cases were developed jointly by the Justice Department and the EPA as part of an initiative to reduce asbestos pollution nationally.

INSULATED PIPEWORK AT SUNY OSWEGO is clearly in advanced stages of deterioration. Crumbling asbestos insulation material in over 30 buildings on campus was reported by the State Department of Health to management in 1982 but the information was kept secret while employees were ordered to work in the dangerous conditions.

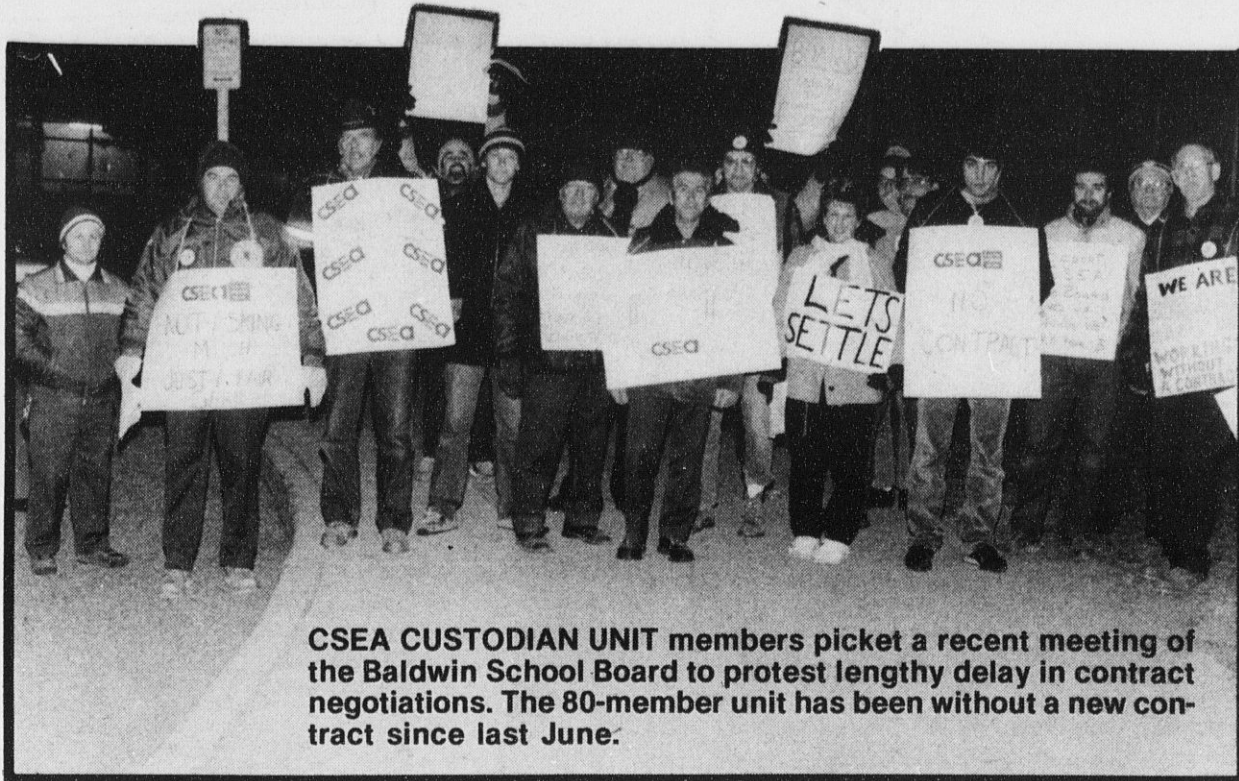


# The lack of a new contract has Baldwin custodians protesting in the streets

By Sheryl Carlin  
CSEA Communications Associate

BALDWIN—The weather was freezing, but the CSEA members in the Baldwin School District were hot!

The reason? The 80 members of the custodial unit have been without a new contract since last June. And as they picketed together outside a school board meeting at the Meadow School on the chilly night of Jan. 8, they let the public know their predicament by wearing buttons which read



CSEA CUSTODIAN UNIT members picket a recent meeting of the Baldwin School Board to protest lengthy delay in contract negotiations. The 80-member unit has been without a new contract since last June.

“CSEA member working without a contract.” And they handed out informational material to taxpayers and board members alike as they walked into the meeting.

CSEA Unit President Richard Gottlieb angrily denounced the contract delay. “The teachers have settled their three-year contract with increases of seven, seven-and-a-quarter and seven-and-a-half. We haven’t even been offered seven. And, let’s face it, seven percent of a custodian’s salary is a lot less than seven percent of a teacher’s salary!” barked Gottlieb.

The unit president said that while the union has negotiated in good faith, “Dr. Almenoff, the assistant superintendent in charge of personnel, wants to go back to step one each time we meet. We’ll never get a fair and equitable contract that way.”

CSEA Long Island Region President Danny Donohue pledged the full support of the union behind the custodians. “These people should have been offered a fair settlement last June. We’re into 1986 and they’re picketing to make themselves heard,” he said.

## Management raids union membership

### Union blunts Nassau County effort to grab a hundred members from unit

NASSAU COUNTY—CSEA Local 830 continues to fight efforts by Nassau County to pull members from CSEA’s bargaining unit and designate them as management confidential.

Recently, CSEA Regional Attorney Richard M. Gaba pointed out, “the county wanted over 100 employees” while a hearing officer eventually decided only about five titles could be changed. “We’ve appealed the decision,” Gaba said, since the union feels strongly none of the titles should be reclassified. A decision on the union’s appeal should be made within the next few months.

Hearing Officer Thomas F. Delaney, in rejecting the majority of changes sought by the county, said, “It is difficult to believe that anyone could seriously urge that these individuals are confidential within the meaning of the law.” The law and prior rulings make the definition of “management” and “confidential” quite restrictive, Delaney noted.

CSEA Long Island Region President Danny Donohue said of the county’s effort to grab more than 100 bargaining unit members, “A direct attack has been made on our members anytime anyone tries to strip them of the rights and protections we have fought long and hard for!”

Nassau County Local 830 President Jerry

Donahue said the fact that many civil service employees perform important and responsible duties is no reason to deny them their rights to collective bargaining, job security and other vital protections which are part of their union coverage.

#### Just what do the designations mean?

Just what do the designations “managerial” and “confidential” mean? Here’s what a provision of the Taylor Law states: “Employees may be designated as managerial only if they are persons (1) who formulate policy, or (2) who may reasonably be required...to assist directly in the preparation for and the conduct of collective negotiations or to have a major role in the administration of such agreements...or in personnel administration provided such role...requires the exercise of independent judgement.” It continues, “Employees may be designated as confidential only if they are persons who assist and act in a confidential capacity to managerial employees...”

### At least do it right, Kingston

KINGSTON—When the Kingston City Lab management last year tried to designate the position of a member of CSEA’s bargaining unit as management confidential, CSEA stepped in to inform management they could not do so without proper authorization from the Public Employment Relations Board (PERB).

“We told them back in May that they had to file the proper forms with PERB in order to designate a position management confidential,” noted CSEA Region III Field Representative Steven Chanowsky. The chairman of the board of the lab then requested a written opinion from PERB, Chanowsky said.

In response, PERB Attorney Martin Barr replied, “Section 201.7 (a) of the Civil Service Law specifies that only this board may, upon application of the public employer, designate persons as managerial or confidential. If a person is so designated by this board, he or she will not be eligible for collective bargaining rights under the Taylor Law. A purported designation by the public employer will not have such a legal effect.”

But when Chanowsky met with the Lab Board later in August to discuss the PERB response, “they closed the meeting to discuss the matter and then informed us that they were going to follow their counsel’s advice and that we ‘should do whatever we had to’.”

Chanowsky then filed an Improper Practice charge with PERB. And at a pre-conference hearing Dec. 18, Administrative Law Judge Robert J. Miller again reiterated that management confidential designations must be authorized by PERB.

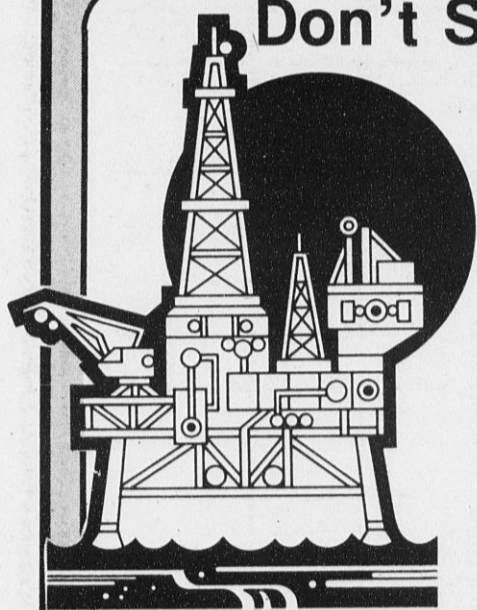
After lab management acknowledged that the position is part of the CSEA bargaining unit and that they would follow proper procedure to designate the employee management confidential, CSEA withdrew its IP charge.



# unfair treatment of the world's workers

Direct your dollars against injustice!

## Don't Shell out

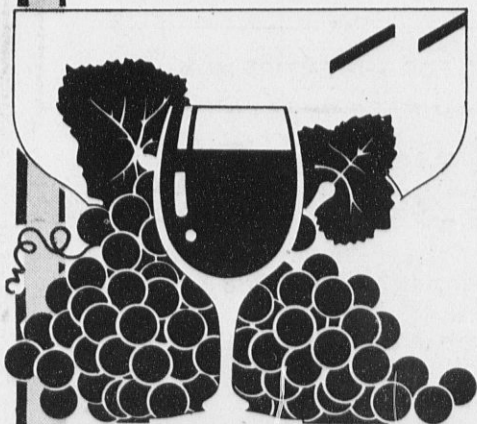


Protesting Shell Oil's "repressive treatment of black workers in South Africa" and its "refusal to take positive action against apartheid," the AFL-CIO has launched a nationwide boycott against the company's products.

The AFL-CIO Executive Council approved the action by mail ballot at the request of federation President Lane Kirkland and United Auto Workers' President Owen Bieber who chairs the AFL-CIO Committee on South Africa. The boycott is the latest step in the federation's long-standing program to support the eradication of apartheid.

"Shell has earned this boycott by its corporate misdeeds in South Africa," Kirkland and Bieber said in a joint statement. "The AFL-CIO will continue the protest until Shell ends its mistreatment of its Rietspruit miners and joins in the international struggle to make apartheid a past practice in South Africa."

## Grapes of wrath



By Cesar E. Chavez  
President & Founder of the United Farmworkers of America, AFL-CIO

Ten years ago, when confronted by the fact that 12 percent of the public was supporting the United Farm Workers' boycott of fresh grapes and other products, agribusiness agreed to support compromise farm legislation that gave farm workers, for the first time, a legal mechanism to resolve grievances with growers.

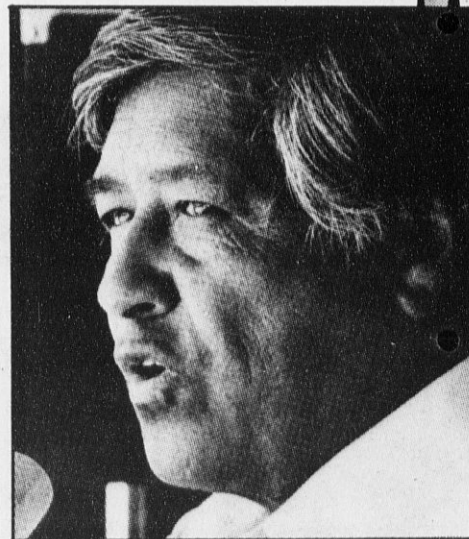
Now, a decade later, agribusiness shows that it still hasn't learned. Growers backed the passage of the Agricultural Labor Relations Act to get out of the boycott of 1975, but then changed their minds after too many farm workers voted for the UFW, or after they were found to be in violation of the law.

They thought that the \$1 million in campaign contributions which they made to California politicians would kill off the union.

Last year, we launched a new grape boycott to call attention to the unenforcement of the Agricultural Labor Relations Act due to politicians' cavalier attitude toward the law.

The new grape boycott will succeed. And corporate growers will learn its lesson once more.

Please contribute to their education: Boycott grapes!



PLEASE POST

## DON'T BUY

National Boycotts Sanctioned by the AFL-CIO Executive Council

### ARMOUR PROCESSED MEATS CO.

Armour Hams, Armour Bacon, Armour Hot Dogs  
This UFCW boycott does not include processed meat products made by Armour-Dial.  
United Food & Commercial Workers

### BASF A.G. CORP., Geismar, Louisiana

Video, Audio and Computer discs, Lurotin brand vitamins, Alugard 340-2 protectant in anti-freeze  
Oil, Chemical & Atomic Workers International Union

### BROWN & SHARPE MFG. CO.

Measuring, cutting and machine tools and pumps  
Machinists & Aerospace Workers

### BRUCE CHURCH, INC.

Iceberg Lettuce:  
Red Coach, Friendly, Green Valley Farms, Lucky  
United Farm Workers

### CALIFORNIA TABLE GRAPES

Table grapes that do not bear the UFW union label on the carton or crate  
United Farm Workers

### ADOLPH COORS CO.

Beer: Coors, Coors Light, Herman Joseph's 1868, Golden Lager, Masters III, Colorado Cooler  
George Killians Irish Red  
AFL-CIO Brewery Workers Local 366

### EL AL ISRAEL AIRLINES

Air passenger and freight transportation  
Machinists & Aerospace Workers

### FABERGE, INC.

Personal care products:  
Aphrodisia, Aqua Net Hair Spray, Babe, Cavale, Brut, Ceramic Nail Glaze, Flambeau, Great Skin, Grande Finale, Just Wonderful, Macho, Kiku, Partage, Tip Top Accessories, Tigress, Woodhue, Xanadu, Zizanie de Fragonard, Caryl Richards, Farrah Fawcett and Faberge Organics  
Oil, Chemical & Atomic Workers International Union

### FORT HOWARD PAPER CO.

Green Bay, Wisconsin and Muskogee, Oklahoma  
Mardi-Gras, Page, Sof-Knit tissues and napkins, Antique towels, Pom-etts, Econ and Dolly Madison tissues  
United Paperworkers International Union

### HOLIDAY PAPER CUPS, Div. of Imperial Cup Co.

Holiday Paper Cups brand name  
United Paperworkers International Union

### INDIANA DESK CO.

Medium and high priced desks  
United Furniture Workers of America

### LOUISIANA-PACIFIC CORP.

Brand name wood products:  
L-P Wolmanized, Cedartone, Waterwood, Fibrepine, Oro-Bord, Redex, Sidex, Ketchikan, Pabco, Xonolite  
Carpenters & Joiners and Intl. Woodworkers

### MARVAL POULTRY COMPANY, INC.

Turkeys and turkey parts: Marval, Tender Pride, Lancaster, Frosty Acres, Top Frost, Table Rite, Manor House, Richfood, Food Club, Dogwood Hill Farms. All products bear USDA stamp #P-18  
United Food & Commercial Workers

### NIXDORFF-LLOYD CHAIN COMPANY

Heavy duty chains sold in hardware stores. The Nixdorff-Lloyd brand name appears on the chain spool.  
Machinists & Aerospace Workers

### R. J. REYNOLDS TOBACCO CO.

Cigarettes: Camel, Winston, Salem, Doral, Vantage, More, Now, Real, Bright, Century  
Smoking Tobaccos: Prince Albert, George Washington, Carter Hall, Apple, Madeira Mixture, Royal Comfort, Top, Our Advertiser  
Little Cigars: Winchester  
Chewing Tobaccos:  
Brown's Mule, Days Work, Apple, R. J. Gold, Work Horse, Tob, Reynolds Natural Leaf, Reynolds Sun Cured  
Bakery, Confectionery & Tobacco Workers

### SCHWINN BICYCLE CO.

United Automobile, Aerospace & Agricultural Implement Workers

### SEATTLE-FIRST NATIONAL BANK

Withdraw funds  
United Food & Commercial Workers

### STERLING RADIATOR

Baseboard heaters for the home  
United Automobile, Aerospace & Agricultural Implement Workers

### TROJAN LUGGAGE COMPANY

Luggage—Hampton, Vagabond, Newport, Nassau, Going to Grandma's, Monterey, Aspen, Magnum, Biscayne, Executive Briefs, Dant'e  
United Furniture Workers

Union Label and Service Trades Department, AFL-CIO  
January 1986

# Accidents or injuries at work?

## Now's time to post 'DOSH-400' form

ALBANY — Does this form look familiar?

It should. It's called a "DOSH-400" and is a log of occupational injuries and illnesses which took place the previous calendar year. State law requires it be posted this month in places where employee notices are usually put up.

An injury or illness is work-related if it occurs in the work environment which is defined as the employer's premises. If medical treatment was required, the injury or illness must be posted. If it only required first aid, it is not posted unless it involved loss of consciousness, restriction of work or motion, or transfer to another job. The notice must be posted throughout February.

STATE OF NEW YORK - DEPARTMENT OF LABOR

For Calendar Year 19 \_\_\_\_ of \_\_\_\_



Political Subdivision - (Employer) \_\_\_\_\_  
 Establishment Name \_\_\_\_\_  
 Establishment Address \_\_\_\_\_

I N J U R I E S						I L L N E S S E S																		
Fatalities	Nonfatal Injuries					Type of Illness							Fatalities	Nonfatal Illnesses										
Enter DATE of death.	Enter a CHECK if injury involves days away from work, or days of restricted work activity, or both.		Enter a CHECK if injury involves days away from work.		Enter number of DAYS away from work.	Enter number of DAYS of restricted work activity.		Enter a CHECK if no entry was made in columns 1 or 2 but the injury is recordable as defined above.	CHECK Only One Column for Each Illness (See other side of form for terminations or permanent transfers.)							Enter DATE of death.	Enter a CHECK if illness involves days away from work, or days of restricted work activity, or both.		Enter a CHECK if illness involves days away from work.		Enter number of DAYS away from work.	Enter number of DAYS of restricted work activity.		Enter a CHECK if no entry was made in columns 8 or 9.
Mo./day/yr.	(2)	(3)	(4)	(5)	(6)	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(8)	(9)	(10)	(11)	(12)	(13)						

Certification of Annual Summary Totals By \_\_\_\_\_ Title \_\_\_\_\_ Date \_\_\_\_\_

**THIS PORTION OF THE LAST PAGE MUST BE POSTED NO LATER THAN FEBRUARY 1, AND REMAIN POSTED FOR THE ENTIRE MONTH.**

## Here's how to get proper 'DOSH' form

No "DOSH-400" in your workplace?  
 Incomplete or inaccurate "DOSH-400" in your workplace?  
 Then contact one of CSEA's occupational health and safety specialists assigned to a regional office.  
 They are:

- Region 1: Ken Brotherton (516) 273-2288
- Region 2: Floyd Paine (212) 587-8200
- Region 3: Linda McPhee (914) 896-8180
- Region 4: Barbara Mitchell (518) 489-5425
- Region 5: Chris Jamison (315) 451-6330
- Region 6: John Bieger (716) 634-3540

# Yearbook fund assistance is an example of union helping those we serve

WATERFORD—Members of the senior class at Waterford-Halfmoon school will be facing the harsh realities of life after school soon enough, but for now they won't have to worry about how to pay off a loan they were forced to assume when a previous class encountered financial difficulties in getting out the school's annual yearbook.

CSEA's Capital Region has decided, in the name of CSEA's non-instructional unit members at Waterford-Halfmoon, to alleviate the deficit in the school's yearbook fund.

CSEA Capital Region President C. Allen Mead pointed out that members of the Waterford-Halfmoon CSEA unit have cooperated on several occasions over recent years in CSEA advertising campaigns. "And we know that our unit members are always supportive of the numerous community

activities which are held at the school. In light of this dedication to the students, the local community and their union, we are offering to assist the school's yearbook fund in the name of the CSEA unit."

The economic problems with the yearbook developed after some local businesses and individuals failed to pay for advertising in the school's yearbook. The school board temporarily addressed the problem by providing a loan, but the current senior class is burdened by trying to raise additional funds to pay off the loan while generating funds to cover their own yearbook.

"We look at this as being an investment in the future," Mead said. "Unions were created to help their members and to help the people the union members serve. We hope this action achieves that goal."



MARGE HATLEE, now a retired member of the Waterford-Halfmoon Unit, as she appeared in a recent CSEA TV commercial. Cooperation such as this by unit members was one reason cited why the Capital Region decided to donate funds to the school's yearbook fund in the name of unit members.



WATERFORD-HALFMOON CSEA UNIT President Rita Brown, fourth from left, presents a deficit-resolving check to yearbook student editors Michele Smith, Melissa Lessard and Valery Perry as School Superintendent F. Ward Patton, right rear, looks on. Other, from left, are Unit members Rosemary Hume and Anne Denver and CSEA Region IV President C. Allen Mead. (Photo by school photographer Dawn Willetts).

## Columbia Mental Health Center wins crisis intervention services award for its 24-hour mobile network

HUDSON—The Columbia County Mental Health Center and its CSEA-represented employees have been awarded the 1985 crisis intervention services award by the New York State Office of Mental Hygiene.

The award was given in recognition of the center's county-wide crisis intervention network, which includes the Columbia County Sheriff's Department and several other police agencies, rescue squads, Columbia Memorial Hospital's emergency room, and the

crisis unit at the Capital District Psychiatric Center in Albany.

In 1983 the county's mental health center received an award in the Integrated Management Systems in Mental Health category. In 1984 the crisis service responded to 1,300 crisis incidents in the county. The employees and volunteers who man the network provide a 24-hour, seven-day-a-week mobile crisis service to the largely rural Columbia County area.

## Niagara Head Start employees join CSEA ranks

NIAGARA FALLS — Teachers and non-instructional employees of Niagara County Head Start have culminated a year-long effort by becoming members of CSEA.

Unit President Vincent Caradonna said gaining better working conditions was the prime motivation for the effort Head Start employees made to join CSEA's ranks. "We were aware of CSEA's track record in behalf of its members, and we're happy to have the selection process over with so we can begin negotiations for our first contract," Caradonna said.

He praised CSEA Organizer Tom Mullen for "seeing us through a year of struggles to get PERB certification" for the 30-member unit.

The new unit is part of Niagara Educational CSEA Local 872, and unit members work at sites in Niagara Falls, Lockport and North Tonawanda. In addition to Caradonna, unit officers are Vice President Gloria Wiley, Secretary Denise Schlemmer, Treasurer Mae Curry and Board Member Margo Simpson.

## Mascioli honored

RYE BROOK—CSEA Region III President Pat Mascioli was one of five Westchester County residents to be honored recently at a testimonial dinner sponsored by the Westchester Chapter of the American Committee on Italian Migration. Mascioli received the organization's Daniel F. Gagliardi Memorial Labor Relations Award for his "inspirational and outstanding leadership in the field of labor relations."

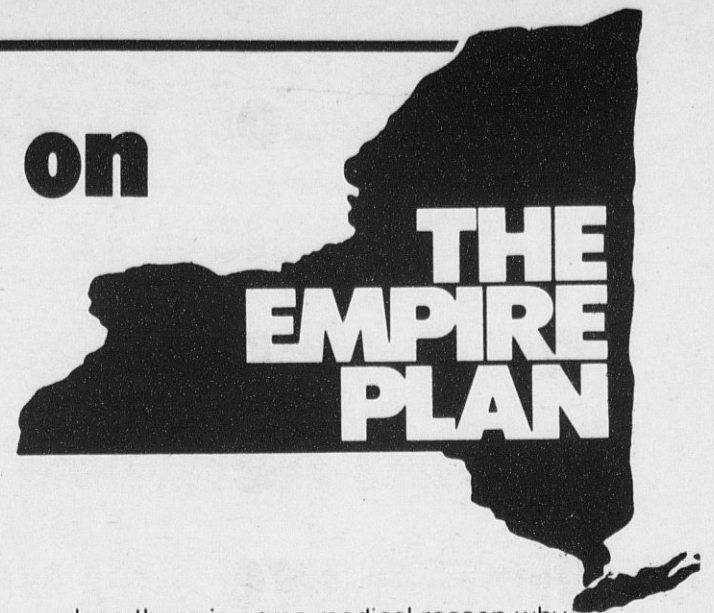


Mascioli, in accepting the award, told attendees at the organization's 27th annual awards dinner that he credits his parents, both of whom were also union members and activists, with instilling in him "the values of hard work and the pride of being an Italian-American."

"In addition," he said, "this award belongs to members of my union, the Civil Service Employees Association. In 1954, I started to work for the county of Westchester as an engineer. I became involved with the union almost immediately. My concern for the good and welfare of my co-workers has led me to a full time position with CSEA. I thank them for giving me the chance to serve them in this capacity."



# Qs & As and more info on



- Q:** When do I have to call the hospital pre-admission review number?
- A:** You **must** call the hospital pre-admission number if you are to be admitted to a hospital on a **non-emergency, non-urgent, or non-maternity basis**. You are **requested** to call if you are admitted on an emergency basis.
- Q:** Do I have to call the pre-admission review number if I go to a hospital emergency room or before I visit my doctor?
- A:** No. You should **not** call in these situations.
- Q:** Why do we need a hospital pre-admission review program?
- A:** As in the past, the fact that your doctor admits you to a hospital is no guarantee that Blue Cross will cover part or all of the hospital stay. Many employees have received retroactive denial of hospital benefits by Blue Cross when Blue Cross has determined that the hospital stay was unnecessary or too long.
- Q:** What happens if I don't call the hospital pre-admission number?
- A:** \$250 hospital deductible will be applied.
- Q:** I called the pre-admission number and it was very busy and difficult to get through.
- A:** Unfortunately, nearly 70% of the calls received by Blue Cross pre-admission office are for the wrong reason. CSEA has obtained a temporary waiver of the \$250 hospital deductible until we are convinced that the system is working as it was designed to?
- Q:** If I know well in advance that I am going in the hospital, do I have to call or can I advise Blue Cross in writing?
- A:** You can write Blue Cross at the following address if you wish:

Empire Blue Cross/Blue Shield  
New York State Service Center  
Box 11932  
12 Corporate Woods Boulevard  
Albany, New York 12211-2389

You should provide Blue Cross with your name, address, NY or PA Employee ID number, telephone number, doctor's name

## Provider directories

SINGLE copies of Empire Plan Participating Provider Directories may be requested in writing at the following:

Metropolitan  
Provider Directories  
P.O. Box 1200  
Kingston, New York 12401

Directories are broken down by Regions as follows and requests should be made for a particular Region, not by county:

1. Metropolitan Region: (Nassau, Rockland, Suffolk, Westchester)
2. New York City Region: (Bronx, Kings, New York, Queens, Richmond)
3. Southern Tier Region: (Broome, Chemung, Chenango, Cortland, Delaware, Otsego, Schuyler, Tioga, Tompkins)
4. Mid-Hudson Region: (Dutchess, Orange, Putman, Sullivan, Ulster)
5. Capital District Region: (Albany, Columbia, Fulton, Greene, Montgomery, Rensselaer, Saratoga, Schenectady, Schoharie)
6. Central East Region: (Cayuga, Herkimer, Madison, Oneida, Onondaga, Oswego)
7. Central West Region: (Livingston, Monroe, Ontario, Seneca, Steuben, Wayne, Yates)
8. Northern Region: (Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence, Warren, Washington)
9. Niagara Frontier Region: (Allegany, Cattaraugus, Chautauqua, Erie, Genesee, Niagara, Orleans, Wyoming)

and phone number, the name of the hospital and anticipated date of admission.

- Q:** Why should I call if a temporary waiver of the \$250 hospital deductible has been agreed to?
- A:** So you know up front that your Blue Cross hospital coverage will pay for your stay. As in the past, if it is determined by Blue Cross that your hospital stay was not necessary or that your stay was too long, Blue Cross could deny all or part of your hospital payments. It is for your protection that you should make the call for non-emergency admissions to the hospital. By making the call, Blue Cross is obligated to advise you, in advance, when your coverage for inpatient stays may end.
- Q:** Under the old Statewide Option, I was required to get a Second Surgical Opinion for certain procedures. Do I still have to get a second opinion under the Empire Plan?
- A:** Yes. If you are told that you will undergo one of the following procedures, you **must** arrange a cost free second opinion through the State's Second Opinion Program by calling: 1-800-832-4650 (New York City/Long Island Area); or 1-800-342-3726 (Other Areas of New York State)
- |                           |                  |
|---------------------------|------------------|
| 1. Bunionectomy           | 4. Hysterectomy  |
| 2. Cataract Removal       | 5. Knee Surgery  |
| 3. Deviated Septum Repair | 6. Prostatectomy |
- These procedures are listed on the back of your Empire Plan ID Card.
- Q:** Under the old Statewide Option, certain procedures had to be done as an outpatient or in a doctor's office if it was medically possible; does this still apply?
- A:** Yes. The following procedures must be done in an outpatient/ambulatory setting

unless there is some medical reason why it must be done as an inpatient:

- |  |                            |
|--|----------------------------|
| 1. Breast Biopsy                         | 6. Diagnostic Laparoscopy  |
| 2. Bronchoscopy                          | 7. Excision of Skin Lesion |
| 3. Colonoscopy                           | 8. Gastroscopy             |
| 4. Cystoscopy                            | 9. Myringotomy             |
| 5. D&C (Diagnostic Dilution & Curettage) | 10. Vasectomy              |

- Q:** What will happen if I fail to get a required second opinion or have a specified procedure performed as an outpatient as described above?
- A:** Your surgical reimbursement could be reduced by 50% or by \$250, whichever is less.
- Q:** Where can I get a new Empire Plan ID Card, Participating Provider Directory or claims forms?
- A:** Through your personnel office.
- Q:** My doctor is a participating provider. Do I pay him first and then submit a claim to Metropolitan?
- A:** **NO!** Participating providers have agreed to accept the Metropolitan payment for covered benefits as paid-in-full. The provider should submit the claim form to Metropolitan and be paid directly by Metropolitan.

## Where to call for more info

If you have questions about . . .	call . . .	phone number . . .
Benefits, forms, changes in dependents and most other areas of your health benefits	Your Agency Health Insurance Administrator	Check with your Personnel or Business Office
Your claim for reimbursement under Major Medical	Metropolitan Life	1-800-942-4640 (toll free in NYS) 1-800-431-4312 (toll free from outside NYS)
Whether your physician is a participating practitioner	Metropolitan	1-800-537-0010 (toll free in NYS) 1-516-348-5674 or 1-516-348-5678 (from outside NYS)
How to use your health care program to its maximum advantage: alternate health care options; types of questions to ask your doctor when preparing for surgery, etc.	Metropolitan Life's Health Care Hot Line	1-800-336-3696 (toll free in NYS) 1-800-722-7789 (toll free from outside NYS) 8:00 a.m.-5:00 p.m.
The Vision Care Program for Management/Confidential employees	Vision Care Program	1-800-828-6100
Claims problems with your Medicare coverage	Medicare	1-800-252-6550
Enrollment or claims problems <b>ONLY</b>	Blue Cross	465-0171 (local Albany calling area) 1-800-342-9815 (toll free in NYS) 1-800-428-4292 (toll free in other state except Alaska)
<b>DO NOT CALL THE FOLLOWING NUMBERS FOR BENEFITS OR CLAIMS INFORMATION:</b>		
Pre-Admission Certification Program	Blue Cross Benefits Management Program	465-6387 (local Albany calling area) 1-800-992-1213 (toll free in NYS) 1-800-628-6677 (toll free outside NYS)
Second Opinion Program		1-800-832-4650 (NYC/Long Island) 1-800-342-3726 (Other areas of NYS)

# LISTING OF COUNTY CIVIL SERVICE AGENCIES IN NEW YORK STATE

Civil service examinations for local government positions are administered by more than 100 different municipal Civil Service agencies throughout New York State. While most exams are compared and rated by the State Department of Civil Service, the local agencies determine which exams to schedule locally

depending upon local needs.

It is usually necessary, therefore, for anyone desiring information on locally-administered civil service examinations to check periodically with the local civil service agency. Below is the listing of county civil service agencies throughout the state. In addition,

many cities and some towns also have their own local civil service agency, and that list will be published in the next issue of The Public Sector. You may wish to clip out the appropriate local agency's address and retain it for future reference.

- Mr. Edward A. McMahon  
Secretary  
Albany County Civil Service Commission  
112 State Street, Room 650  
Albany, NY 12207
- Mr. Jack R. Rosell  
Personnel Officer  
Allegany County Personnel Office  
County Office Building  
Belmont, NY 14813
- Ms. Margaret M. Urice  
Personnel Officer  
Broome County Department of Personnel  
County Office Building  
P.O. Box 1766  
Binghamton, NY 13902
- Howard M. Peterson  
Personnel Administrator  
Cattaraugus County Civil Service Commission  
County Office Building  
Little Valley, NY 14755
- Mrs. Olga M. Hluchy  
Executive Secretary  
Cayuga County Civil Service Commission  
160 Genesee Street  
Auburn, NY 13021
- Mrs. Jane Fagerstrom  
Personnel Officer  
Chautauqua County Personnel Office  
Gerace Office Building  
Mayville, NY 14757
- Mr. Richard C. Scott  
Personnel Director  
Chemung County Civil Service Commission  
203-205 Lake Street  
Elmira, NY 14901
- Mrs. Melissa K. Morse  
Personnel Officer  
Chenango County Personnel Department  
County Office Building  
Norwich, NY 13815
- Marquerite M. Tamer  
Secretary  
Clinton County Civil Service Commission  
137 Margaret Street  
Plattsburgh, NY 12901
- Mrs. Mary A. Cranna  
Secretary  
Columbia County Civil Service Commission  
401 State Street  
Hudson, NY 12534
- Mr. William S. Baker  
Personnel Officer  
Cortland County Office of Personnel/Civil Service  
County Office Building  
P.O. Box 5590  
60 Central Avenue  
Cortland, NY 13045
- Mr. Richard Grant  
Personnel Officer  
Delaware County Personnel Office  
County Highway Building  
Page Avenue  
Delhi, NY 13753
- Mr. Donald H. Coombs  
Commissioner of Personnel  
Dutchess County Personnel Department  
County Office Building, 5th Floor  
22 Market Street  
Poughkeepsie, NY 12601
- Mr. Stanley H. Zagora  
Commissioner of Personnel  
Erie County Department of Personnel  
95 Franklin Street  
Buffalo, NY 14202
- Mr. Donald Titus  
Personnel Officer  
Essex County Department of Personnel/Civil Service Office  
Court House  
Elizabethtown, NY 12932
- Mrs. Kathleen S. Evans  
Personnel Officer  
Franklin County Personnel Department  
Court House  
Malone, NY 12953
- Mrs. Sharon Ambrosino  
Executive Secretary  
Fulton County Civil Service Office  
County Office Building  
Johnstown, NY 12095
- Mr. Donald O. Nadolinski  
Personnel Officer  
Genesee County Personnel Office  
County Building  
Batavia, NY 14020
- Mrs. Edith M. Moore  
Executive Secretary  
Greene County Civil Service Commission  
P.O. Box 414  
Catskill, NY 12414
- Mrs. Nancy Rhodes  
Personnel Officer  
Hamilton County Personnel Office  
County Building  
Lake Pleasant, NY 12108
- Mr. Jeffrey Whittemore  
Secretary  
Herkimer County Civil Service Commission  
County Office Building  
Mary Street  
Herkimer, NY 13350
- Mr. Stephen Miller  
Director of Personnel  
Jefferson County Department of Personnel  
County Office Building  
175 Arsenal Street  
Watertown, NY 13601
- Mrs. Elizabeth J. Schoff  
Executive Secretary  
Lewis County Civil Service Commission  
Lewis County Court House  
Lowville, NY 13367
- Mrs. Elizabeth Sliker  
Personnel Officer  
Livingston County Personnel Office  
Building #2  
Murray Hill  
Mt. Morris, NY 14510
- Mr. Michael Rosen  
Personnel Officer  
Madison County Personnel Office  
County Office Building  
Wampsville, NY 13163
- Mr. Fredrick W. Lapple  
Executive Director  
Monroe County Civil Service Commission  
209 County Office Building  
39 West Main Street  
Rochester, NY 14614
- Mr. Howard J. Dynes  
Personnel Officer  
Montgomery County Personnel Office  
County Office Building Annex  
Fonda, NY 12068
- Mrs. Adele Leonard  
Executive Director  
Nassau County Civil Service Commission  
140 Old Country Road  
Mineola, NY 11501
- Mr. Stanley C. Walker  
Secretary  
Niagara County Civil Service Commission  
Niagara County Office Building  
59 Park Avenue  
Lockport, NY 14094
- Mr. Russell W. Williams  
Commissioner of Personnel  
Oneida County Department of Personnel  
County Office Building  
800 Park Avenue  
Utica, NY 13501
- Mr. Edward J. Gusty  
Commissioner of Personnel  
Onondaga County Department of Personnel  
105 County Office Building  
600 South State Street  
Syracuse, NY 13202
- Mrs. Georgia C. Delaney  
Personnel Officer  
Ontario County Personnel Office  
5297 Parkside Drive  
Canandaigua, NY 14424
- Orange County Department of Personnel  
Orange County Government Center  
255-275 Main Street  
Goshen, NY 10924
- Mrs. Sandra G. Bower  
Director of Personnel & Self-Insurance  
Orleans County Personnel Office  
Orleans County Administration Building  
14016, Rte 31 West  
Albion, NY 14411
- Mr. Peter Seipel  
Director of Personnel  
Oswego County Department of Personnel  
Division of Personnel Services  
Oswego County Office Building  
46 East Bridge Street  
Oswego, NY 13126
- Mr. James U. Brophy  
Personnel Officer  
Otsego County Personnel Office  
County Office Building  
197 Main Street  
Cooperstown, NY 13326
- Mr. Paul Eldridge  
Personnel Officer  
Putnam County Personnel Office  
Two County Center  
Carmel, NY 10512
- Mr. Thomas C. Hendry  
Personnel Technician  
Rensselaer County Civil Service Commission  
County Office Building  
1600-7th Avenue, Troy, NY 12180
- Mr. James K. Anderson  
Personnel Officer  
Rockland County Personnel Office  
County Office Building, New City, NY 10956
- Mr. Charles K. McDonough  
Personnel Officer  
St. Lawrence Personnel Office  
Court Street, Canton, NY 13617
- Mr. John F. Herrick  
Personnel Officer  
Saratoga County Civil Service Commission  
Municipal Center, Ballston Spa, NY 12020
- Mr. Vander B. Shanklin  
Personnel Administrator  
Schenectady County Civil Service Commission  
Schenectady County Office Building  
620 State Street, Schenectady, NY 12307
- Ms. Joan Wollaber  
Executive Secretary  
Schoharie County Civil Service Commission  
Kromer Building  
Main Street, Schoharie, NY 12157
- Mrs. Margaret Jensen  
Executive Secretary  
Schuyler County Civil Service Commission  
105 Ninth Street, P.O. Box 215  
Watkins Glen, NY 14891
- Mr. Frank Sinicropi  
Personnel Officer  
Seneca County Personnel Office  
County Office Building  
34 W. Williams Steet, Waterloo, NY 13165
- Mr. Raymond Zavacky  
Senior Personnel Technician  
Steuben County Civil Service Commission  
31 East Morris St.  
Bath, NY 14810
- Mr. Alan Schneider  
Personnel Officer  
Suffolk County Personnel Office  
65 Jetson Lane  
Central Islip, NY 11722
- Mr. Richard L. Green  
Personnel Director  
Sullivan County Personnel Office  
Sullivan County Government Center  
North Street  
Monticello, NY 12701
- Mr. Robert F. Biehl  
Personnel Officer  
Tioga County Personnel Office  
County Office Building  
56 Main Street  
Owego, NY 13827
- Mr. Hugh Hurlbut  
Commissioner of Personnel  
Tompkins County Personnel Department  
Court House  
Ithaca, NY 14850
- Mr. Thomas Costello  
Personnel Officer  
Ulster County Personnel Department  
244 Fair Street  
Box 1800  
Kingston, NY 12401
- Mr. Richard Kelly  
Personnel Officer  
Warren County Department of Personnel  
Warren County Municipal Center  
Lake George, NY 12845
- Mrs. Margaret L. Wright  
Executive Secretary  
Washington County Civil Service Commission  
County Office Building  
Fort Edward, NY 12828
- Mr. Daniel L. Kane  
Personnel Officer  
Wayne County Civil Service/Personnel Office  
30 Church Street  
Lyons, NY 14489
- Mr. Hartley W. Barclay, Jr.  
Personnel Officer  
Westchester County Personnel Office  
County Office Building  
White Plains, NY 10601
- Mrs. Sally M. Wing  
Personnel & Manpower Director  
Wyoming County Personnel Office  
P.O. Box 145  
Warsaw, NY 14569
- Ms. Janice O. Travis  
Executive Secretary  
Yates County Civil Service Commission  
431 Liberty Street  
Penn Yan, NY 14527

## LOCAL EXAMS SCHEDULE

The following local civil service examinations are scheduled for March and April under the administration of local civil service agencies in cooperation with the State Department of Civil Service.

Local civil service agencies may elect to administer any, all or none of the monthly exams depending upon local requirements.

If you are interested in any of the exams listed, you should contact the appropriate local civil service agency to determine whether or not that particular job title exam will be held locally, as well as determining filing deadlines and other pertinent information.

### MARCH EXAMS SCHEDULED

Clerk of the Works  
Community Development  
Computer Programmer Trainee  
Dog Warden  
Electrical Engineer  
Electrical Technician  
Firefighter  
Housing Authority Management  
Housing Management/Community Dev.  
Librarian III  
Librarian IV  
Library Director II  
Library Director III  
Library Director IV  
Management Analysis Trainee  
Mechanical Engineer  
Mechanical Technician  
Parking Enforcement Officer  
Personnel Technician Trainee  
Police Chief  
Police Chief, Assistant  
Professional Positions Trainee  
Public Housing Management Titles  
Purchasing Agent  
Recreation Administration  
Recreation Director  
Recreation Leader (Various)  
Recreation Leader, Senior  
Recreation Supervisor  
Recreation Supervisor, Asst.  
Refrigeration Engineer  
Refrigeration Technician  
School Business Executive  
Superintendent of Construction

### APRIL EXAMS SCHEDULED

Account Clerk, Senior  
Aging Services Administration  
Aging Services Specialist  
Aging Services, Coordinator  
Aging, Director for the  
Automotive Equipment Mechanic, Supvg.  
Automotive Equipment Operator, Supvg.  
Clerk, Head  
Clerk, Principal  
Computer Analyst  
Computer Programmer  
Correction Officer (Entrance)  
Correction Officer (Promotion Levels)  
Forester  
Information Booth Attendant  
Maintenance Mechanic (Electrical)  
Maintenance Mechanic (Mechanical)  
Payroll Clerk  
Payroll Clerk, Senior  
Receptionist  
Receptionist-Clerk  
Receptionist-Typist  
School Lunch Directors  
School Lunch Managers  
Soil & Water Conservation Manager  
Soil & Water Conservation Technician  
Tree Trimmer  
Tree Trimmer Foreperson  
Tree Trimmer Supervisor  
Youth Program Services Administration Series

## OPEN COMPETITIVE EXAMINATIONS SCHEDULE

JOB TITLE	EXAM NO.	BEGINNING SALARY
APPLICATIONS DEADLINE FEBRUARY 10, 1986		
Assistant Sanitary Engineer (Design)	26-463	27,862
Assistant Plumbing Engineer	26-460	27,862
Energy Technical Specialist I	28-794	25,099
Energy Technical Specialist II	28-795	32,628
Vocational Specialist I	26-491	25,088
Housing Management Assistant	26-480	25,099
Housing Management Representative	26-481	32,628
Building Electrical Engineer, Assistant	26-457	27,862
Environmental Analyst	26-482	20,066
Child Welfare Specialist I	28-805	20,066
Child Welfare Specialist II	28-807	25,099
Environmental Analyst, Senior	26-483	25,099
Heating and Ventilating Engineer, Assistant	26-458	27,862
APPLICATIONS CONTINUOUSLY ACCEPTED		
Occupational Therapy Assistant I	20-127	16,909
Occupational Therapy Assistant II	20-128	20,066

APPLICATIONS DEADLINE MARCH 17, 1986		
Emergency Medical Technician-Paramedic	28-796	20,466
Emergency Medical Technician	28-809	15,487

APPLICATION FORMS—You may obtain application forms by mail or in person at the following offices of the State Department of Civil Services:

ALBANY—W. Averell Harriman NYS Office Building Campus 12239.

BUFFALO—Room 303, 65 Court Street 14202.

NEW YORK—55th Floor, 2 World Trade Center 10047, or 6th Floor, Adam Clayton Powell State Office Building, 163 West 125th Street, 10027.

LOCAL OFFICES, NYS Employment Service (no mail requests). When you request an application, specify the examination number and title. Mail completed application to: NYS Department of Civil Service, W. Averell Harriman NYS Office Building Campus, Albany, N.Y. 12239.

## COMPETITIVE PROMOTION EXAMINATIONS (State Employees Only)

APPLICATIONS DEADLINE FEBRUARY 3, 1986		
JOB TITLE	EXAM NO.	DEPARTMENT
Library Clerk II G-7	38-864	Correctional
Assistant Heating and Ventilating Engineer G-20	38-838	OGS
Assistant Sanitary Engineer (Design) G-20	38-852	OGS
Assistant Plumbing Engineer G-20	38-840	OGS
Assistant Mechanical Construction Engineer G-20	38-839	OGS
Assistant Building Electrical Engineer G-20	38-837	Interdepartmental
Library Clerk II G-7	38-865	Education
Library Clerk III G-11	38-866	Education
Environmental Analyst G-14	38-870	Encon
Senior Environmental Analyst G-18	38-871	Encon
Associate Environmental Analyst G-23	38-872	Encon
Housing Management Representative G-23	38-874	Housing
Library Clerk II G-7	38-842	Human Rights
Library Clerk II G-7	38-882	Health
Library Clerk II G-7	38-843	Law
Library Clerk II G-7	38-844	SUNY
Library Clerk II G-11	38-845	SUNY

APPLICATIONS DEADLINE FEBRUARY 10, 1986		
Building Services Administrator II G-23	39-932	OGS

APPLICATIONS DEADLINE MARCH 10, 1986		
Senior employment Counselor G-19	39-944	Labor

APPLICATION FORMS: Application forms for promotion candidates are available though your Personnel or Business Office. You may also obtain them by mail or in person at the following offices of the New York State Department of Civil Service: NYS Office Building Campus, Albany, N.Y. 12239; 55th Floor, Two World Trade Center, New York, N.Y. 10047; 6th Floor, Adam Clayton Powell State Office Building, 163 West 125th Street, New York, N.Y. 10027; or Room 303, 65 Court Street, Buffalo, N.Y. 14202. Specify the examination by its number and title. Mail your completed application form to: NYS Department of Civil Service, The W. Averell Harriman NYS Office Building Campus, Albany, N.Y. 12239.

# Fighting layoffs

## Will prisoners replace city workers in Elmira?

By Charles McGeary  
CSEA Communications Associate

ELMIRA — The city of Elmira says that economic woes may force it to lay off up to 12 employees, but a determined task force of CSEA local and unit officers, members and staff is taking the fight directly to the taxpayers.

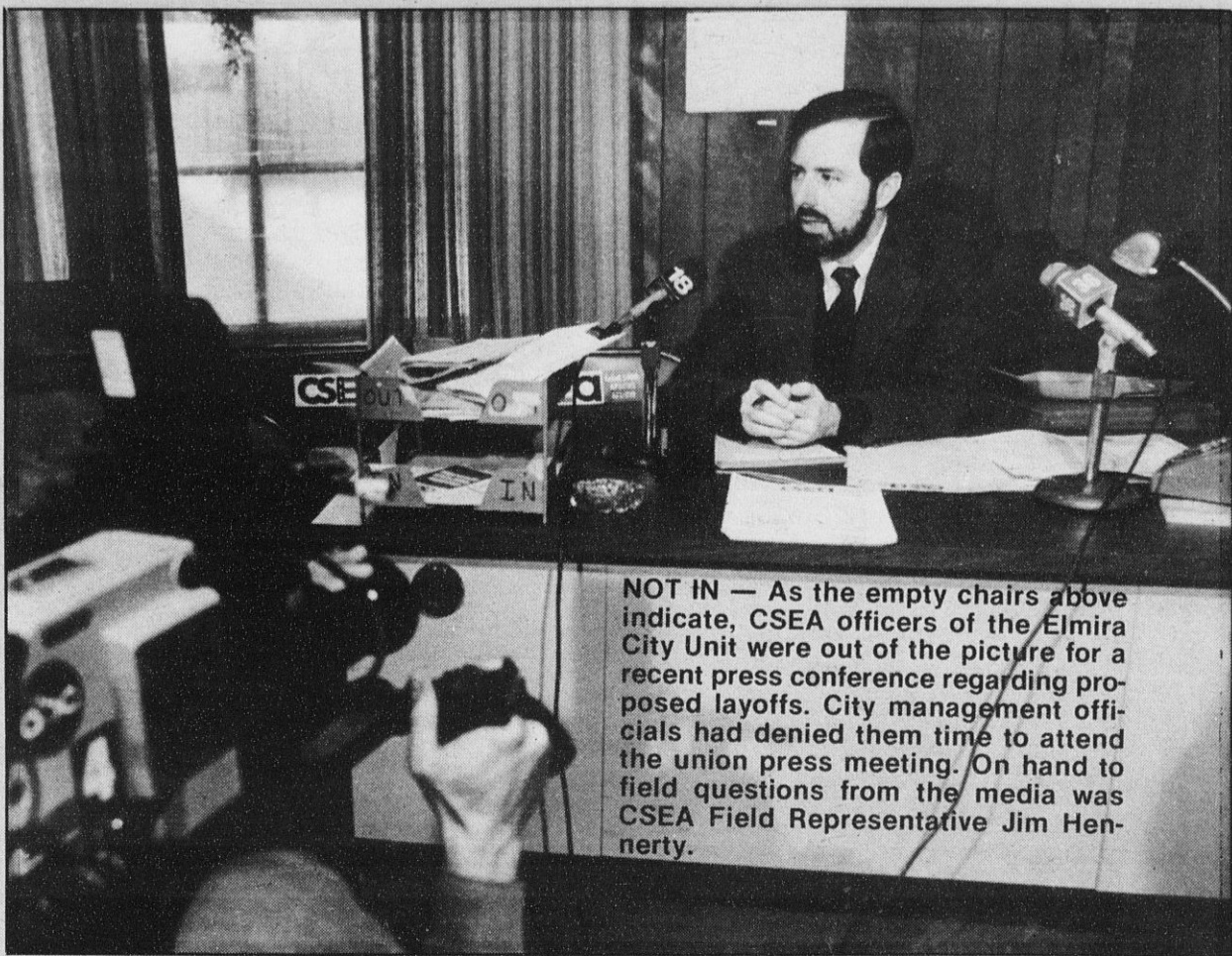
At a recent press conference here, Jim Hennerty, field representative for the Elmira City Unit of Chemung County Local 808, said the residents and taxpayers of the city should be made fully aware of all the ramifications of the possible layoffs.

"You just don't lay off a group of dedicated city employees and expect the same amount of work to be completed," said Hennerty. "Short staffed crews are working at the critical level now. Reducing the work force even further will mean drastic cutbacks in snow plowing, trash removal and repair work for city roads. Should city taxpayers be asked to pay the same amount for less service?"

Hennerty called further attention to the ratio of management to workers in some departments. "In one case," he said, "there is one foreman for one worker. And if there is such an economic problem, why is the city planning to hire a high-level director and raise some management salaries?" he asked.

To complicate the issue, the city manager has threatened to use persons on welfare and jail prisoners. CSEA contends that this move would be unlawful and would continue to fight to prevent it.

The city manager also told union officers of the Elmira City Unit they



**NOT IN** — As the empty chairs above indicate, CSEA officers of the Elmira City Unit were out of the picture for a recent press conference regarding proposed layoffs. City management officials had denied them time to attend the union press meeting. On hand to field questions from the media was CSEA Field Representative Jim Hennerty.

could not attend the recent press conference. Banned from attending the press session conducted in Local 808 offices were Unit President Jack Wood, Secretary James Menechella, and Treasurer Edward Jaskoloka.

"Our contract clearly says we shall be permitted time off to attend union business meetings," Wood said. "If a CSEA press conference held in a CSEA office to answer layoff threats effecting CSEA members who work for the city isn't union business, I don't know what is."

To carry on that fight, Wood says his task force of unit officers and rank-and-file members plan informational picketing to increase taxpayers' awareness of the layoff threat.

"We want the good people of Elmira to know that we are also taxpayers. We live here, raise families here and support local businesses here with our combined salaries. All we ask is that we keep our jobs and continue to service the public. We can't believe any resident of Elmira wants a reduction in public services. And we also think Elmirans don't want jail inmates and welfare recipients doing road work and other duties in their neighborhoods."

To further emphasize the anti-layoff campaign, members of the Elmira City Unit and CSEA state employees who live in Elmira are being urged to contact their city council members and voice opposition to the proposed layoffs.

CSEA Region V President James Moore has pledged the full support of the regional staff, including the political action coordinator and PAC members.

## Did you throw away money in the mail?

With all the junk mail that comes to your door it takes time to sort out what should be kept. Unfortunately, current phone calls to the Employee Benefit Fund office indicate that many

members overlooked an important money-saving item included in a December mailing along with their regular plastic prescription drug card.

That item is their EPI (Employee Pharmaceutical, Inc.) card which must be used in order to take advantage of the no co-pay Maintenance Drug Program. The card is printed in gray on white paper. It can be used by a member or eligible dependent with a doctor's prescription to order a one- to six-month supply of medicine through the mail. The medicine will be received at home by parcel service — at absolutely no cost.

In addition to the EPI card, the recent mailing included the new plastic MED cards for the Prescription Drug Plan and material describing the new Generic Drug Incentive Program. If you threw out the whole packet by mistake you can obtain replacement cards by calling the Fund office at 518-463-4555 or 1-800-342-4274.

Under the new Generic Incentive Drug Program which went into effect Jan. 1, there is no co-pay when ordering prescription drugs through the Maintenance Drug Program. If prescriptions are filled at the pharmacy, the co-pay for generic drugs is only \$1.00. If a brand name drug is requested, the co-pay is \$3.00.

