


**CSEA takes aim at**



**NYS  
secretarial  
reclassification  
procedure**

**secretarial mess**

see pages 10-11

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Thanks to CSEA efforts, children in Westchester County will still get valuable dental care. And many county employees kept their jobs.

## Retiree Chair Don Webster dies

MT. VERNON — Don Webster, chair of the CSEA Retiree Executive Committee and president of Westchester County CSEA Retiree Local 921, died recently. He was 57 years old.

Webster, in his second term as executive committee chair, will be missed, said CSEA Director of Retiree Programs Kathleen Cahalan. He was well known for his activism on behalf of CSEA retirees.

"Don Webster was a dynamic leader," Cahalan said. "He always had the interests of the retirees at heart."

During his two terms as chair of the CSEA Retiree Executive Committee, CSEA retirees affiliated with AFSCME and CSEA retiree membership increased by 7,000.

Webster was also instrumental in establishing the retiree political action network, expanding coalition activities with the state Council on Senior Citizens and encouraging the organization to integrate retirees with

working CSEA members.

"Don Webster was a dedicated activist," said CSEA President Joe McDermott. "His commitment and energy will be missed."

Retired on disability after 28 years with the City of Mt. Vernon, Webster was president of that CSEA unit for many years. A politically astute activist, Webster was known for his knowledge of legislation that affected public employees and retirees.

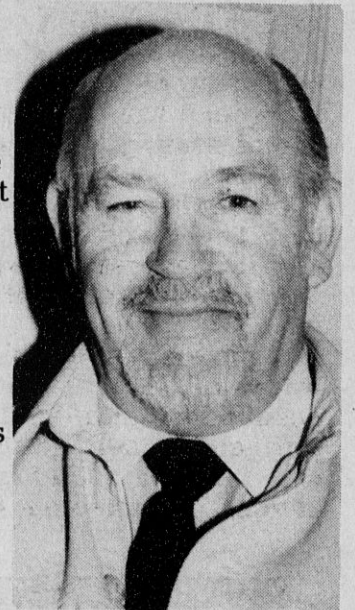
At the time of his death, Webster was deeply involved in fighting for a permanent cost-of-living adjustment (COLA) for public employee retirees. He was also working for the right of surviving spouses to purchase a deceased retiree's medical insurance at 25 percent of the cost.

He was instrumental in the formation of the Westchester Retirees Local, whose members previously belonged to the Rockland County Retiree Local.

"CSEA has lost a knowledgeable

person who fought tirelessly for retirees," said Mike Morella, who was treasurer of the retiree local and a past president of the Westchester County Unit. He was a leader that the retirees looked to for leadership and advice.

Webster is survived by his wife, Lorraine; five children; his mother; one sister; three brothers; two grandchildren and nieces and nephews. His wife resides at 219 Lorraine Avenue, Mt. Vernon, N.Y. 10552.



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# \$79,000 in back pay

## CSEA wins money, upgrades

By Daniel X. Campbell  
CSEA Communications Associate

SCHENECTADY — CSEA action won nearly \$79,000 and overdue promotions for 48 members at O.D. Heck Developmental Center.

According to civil service rules, the members, all mental hygiene therapy aide 1s (MHTA 1s), should have been promoted to MHTA 2s after successfully completing the required two-year training period.

But officials at the facility chose to interpret those rules differently, said CSEA Assistant Contract Administrator Jim Martin.

"When a director like Fred Finn (of O.D. Heck) creates his own interpretation of civil service rules and regulations and basically sets up his own fiefdom, things like this are bound to happen," said CSEA Assistant Contract Administrator Jim Martin. "Now state management has the responsibility of correcting the situation for our members and of dealing with Finn's improper actions."

Martin learned that the members hadn't received their promotions in a casual conversation with a member who mentioned being a MHTA 1 for three years.

"I thought something was wrong, and I was right," Martin said. "There was a possibility that an individual had fallen through the net through missed training, et cetera, and didn't move through the automatic upgrading. But when we

**"CSEA came through for me and for the other members."**

**Cliff Matezach, CSEA member**



found 48 CSEA members having the same problem, it was clear something was rotten at O.D. Heck."

O.D. Heck CSEA Local 445 President Fran Kennedy had been trying to work with management at the facility but was frustrated by Finn's interpretation of civil service rules.

"Apparently state management wasn't doing its job of monitoring O.D. Heck terms of administering the rules on advancement of MHTA 1s," said CSEA Research Assistant Ed Molitor.

After nearly two years, the members received their upgrades recently, along with \$78,866 to cover the time they were kept in the lower grade improperly.

"It's been a long time coming," said Cliff Matezach, a Local 445 member. Matezach spent six years fighting the

O.D. Heck policy that conflicted with statewide policy. He received a check for more than \$8,000 in retroactive pay covering the nearly six years he spent in the wrong job title.

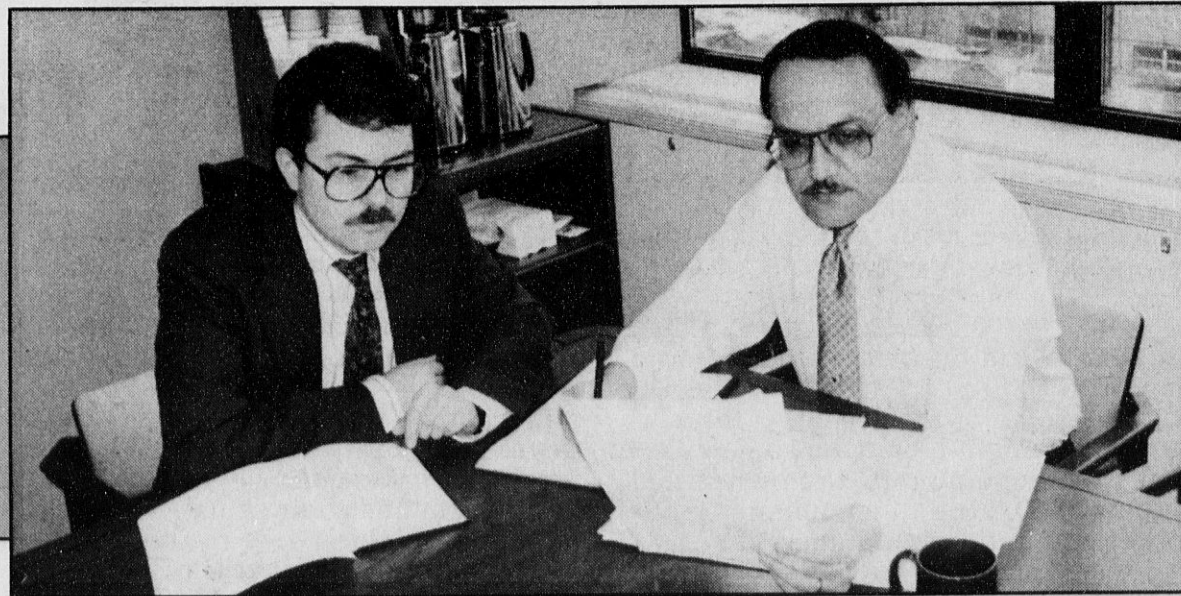
"I feel vindicated," he said. "CSEA came through for me and for the other members."

Finn's actions illustrate a serious problem, Martin said.

"When a facility director can rewrite statewide contracts, civil service rules and managerial policies to suit his own needs, it shows a large deficiency in managerial oversight," he said. "Finn had almost everyone believing that his actions were right and proper because no one questioned Fred Finn. From now on, CSEA plans to question Finn any time he deviates from the state contracts or civil service rules and regulations."

**"It was clear something was rotten at O.D. Heck."**

**Jim Martin, CSEA staff**



SOLVING THE PROBLEM of overdue upgrades at O.D. Heck Developmental Center took time and teamwork. CSEA Research Assistant Ed Molitor, left, and CSEA Assistant Contract Administrator Jim Martin work on the case.

# Workers face Olympic obstacle

By Daniel X. Campbell  
CSEA Communications Associate

LAKE PLACID — Trouble is brewing in the Adirondack Mountains.

Angry members of Olympic Regional Development Authority (ORDA) CSEA Local 059 and Gore Mountain CSEA Local 060 walked informational picket lines during the celebration of the 10th anniversary of the U.S. Olympic hockey team victory.

CSEA members have picketed Olympic sites at Whiteface Mountain, the Mount Van Hoevenberg bobsled run, the Olympic Hockey Rink in Lake Placid and Gore Mountain in North Creek.

"ORDA knows that 51 percent of its workforce earns less than \$4 to \$5 an hour. They know these low-paid, seasonal workers are paying up to 56 percent of their health insurance premium," said CSEA Collective Bargaining Specialist Charlie Scott. "These workers can't afford health insurance at poverty level wages, so they go without.

"But ORDA's high-priced negotiator can't understand why the workers are upset with ORDA's offer of only 10 cents per hour increase with no change in health care costs."

"Our members have had it with the high-handed, arrogant attitude of ORDA management," Local 059 President Bruce Hare said.

"You can't make it on \$3.55 an hour in the North Country," Local 060 President Rusty Leigh said.

The Public Employment Relations Board has appointed a mediator to aid negotiations.

## Community supports CSEA

LAKE PLACID — The Olympic Regional Development Authority (ORDA) was supposed to be a godsend to the Lake Placid area.

Now, after nearly a decade of mismanagement and arrogance, business and community leaders wish someone would send ORDA back to Albany.

"I'm usually anti-union," said one person at the CSEA Local 059 informational picket at the Olympic Arena recently. "But you have got to do something to fight back against an organization as power crazy as ORDA. So what can I do to help?"

That response has been common as CSEA members who staff the Olympic facilities and the Gore Mountain ski area protest ORDA's paltry contract offer. The offer continues high health care costs for employees and offers only a 10-cent-per-hour wage increase.

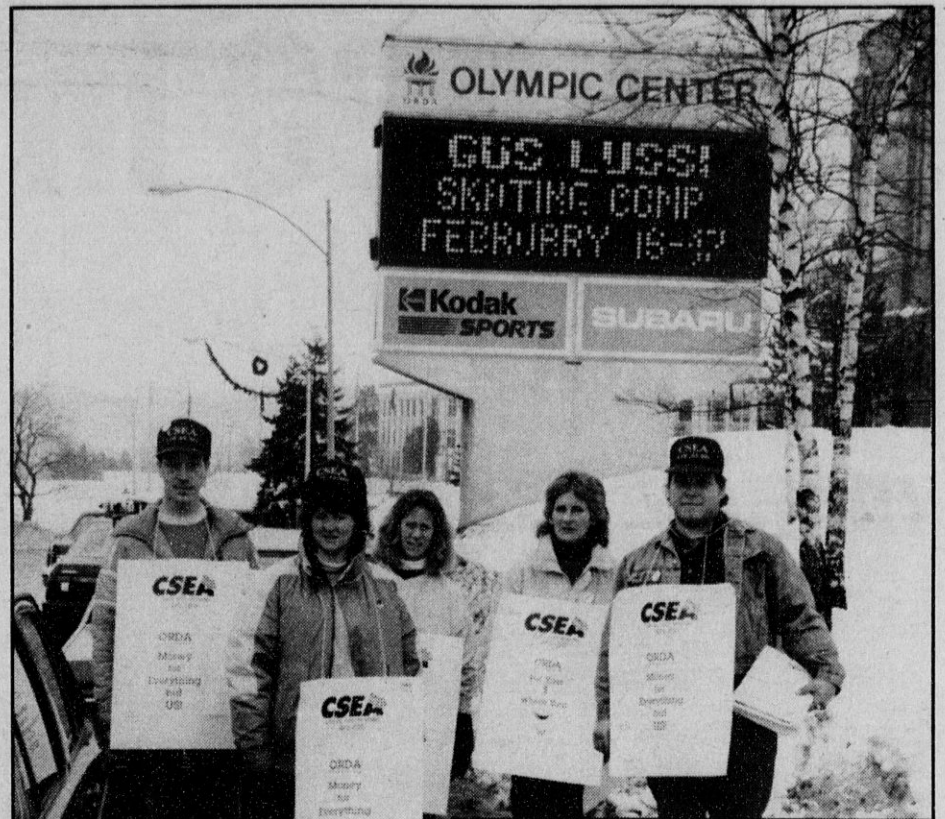
More than 50 percent of the employees make \$5 or less an hour; many cannot afford their health care contribution and so have no insurance.

A Lake Placid business owner offered support to CSEA.

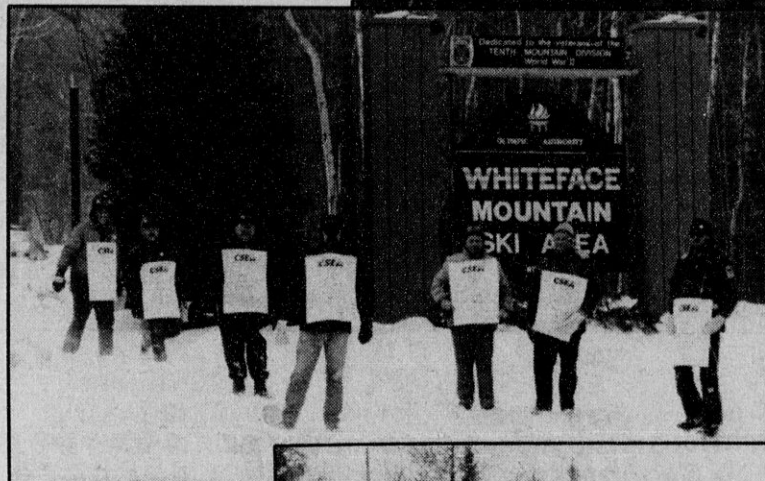
"Leave some of those (CSEA) fliers here. They might help open some eyes to what's really going on," the owner said. "I know ORDA is anti-community, anti-worker and anti-union. I guess it's totally anti-people. That's its biggest problem. ORDA thinks it's God Almighty."

A community leader gave his opinion, too.

"Millions of dollars for facilities, and millions more for equipment. You'd think they'd want to keep the investment in tip-top shape by having enough workers and paying enough to keep them and their skills on the mountains, taking care of the needs of the customers, the tourists," the community leader said. "They run it like a rich man's club and they forget what happened to the last rich man's club in Lake Placid. It's closed."



ON THE LINE — CSEA members who work for the Olympic Regional Development Authority (ORDA) walk informational picket lines to let people know about the paltry contract offer ORDA has made. The offer gives them only a 10-cent-per-hour increase and maintains heavy employee costs for health insurance. Since many make \$5 or less an hour, they can't afford their health insurance premiums and go without coverage. The two sides have gone into mediation to come up with a fair contract.





# Clearing the air

## ***CSEA seeks building air improvements but management hides behind energy code***

CSEA members in public buildings across New York need a breath of fresh air.

But a quirk in the state Energy Conservation code may be limiting office workers' ability to breathe easier and CSEA wants that changed.

The union recently made the point at a state Energy Office hearing on a proposal to revise the code. The code does not address the air quality issue, but CSEA believes it should.

"It's clear that bringing more fresh air into buildings could improve air quality," said CSEA Director of Occupational Safety and Health James Corcoran. "But invariably management contends that portions of the state Energy Code prevent them from doing that."

"The energy code was not intended to save energy at the expense of people's well-being and changes should be made so that it can't be used as an impediment to safety and health," he said.

The state established the Energy Conservation Construction Code in response to the energy crisis of the 1970s. It requires energy efficiency for buildings built since 1979 through various means, which may include

sealed windows, insulation and operating limits on heating, ventilation and air conditioning systems. Many older buildings have also included such energy saving measures as part of renovation projects.

But in recent years, studies have identified problems with "sick" or "tight" building syndrome, which results

***"The energy code was not intended to save energy at the expense of people's well-being"***

**—CSEA Director of Occupational Safety & Health James Corcoran**

from closed working conditions and inadequate ventilation.

The "bad" air that results poses a real health risk to workers and hurts productivity.

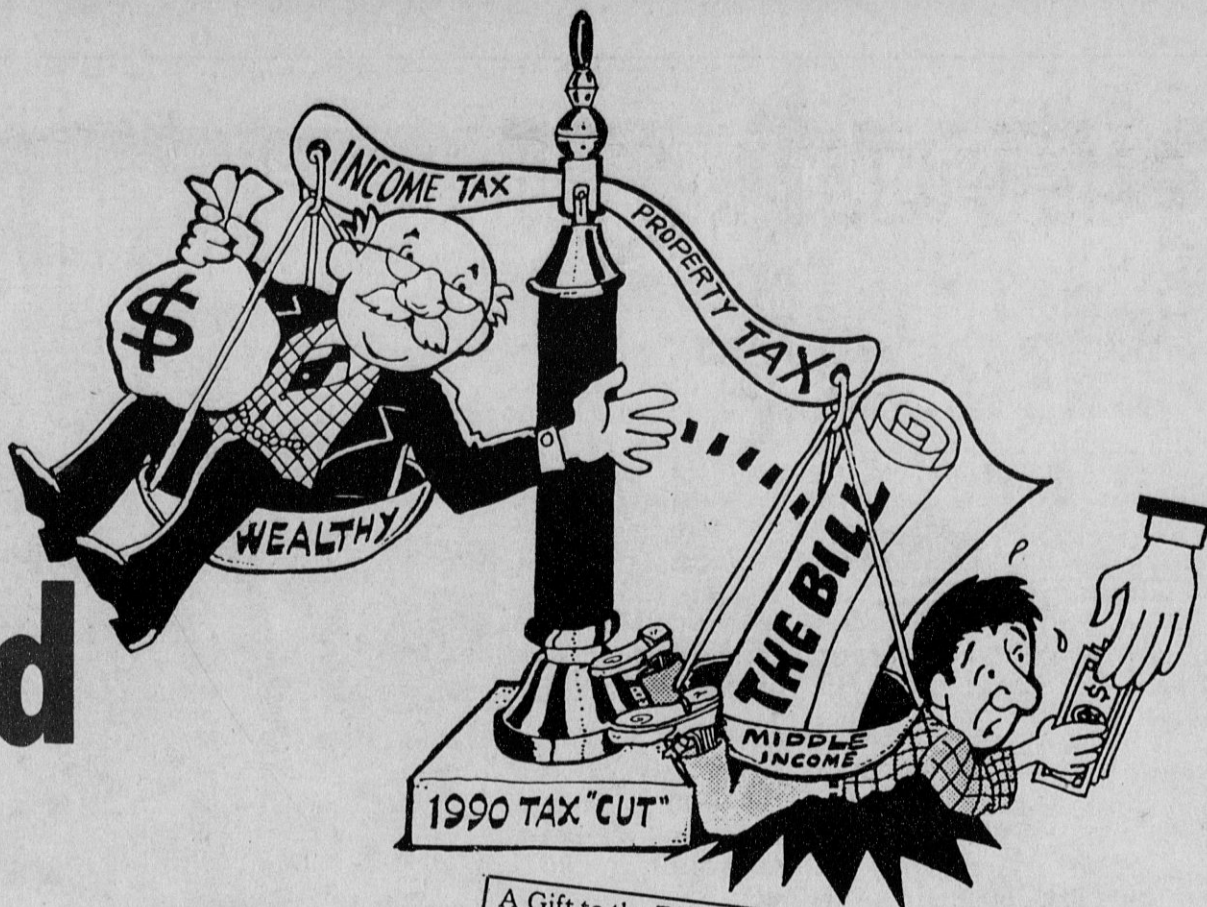
CSEA receives more complaints about building air quality than any other health and safety concern.

The problems include breathing difficulty, burning eyes, skin irritation and nausea. The National Institute of Occupational Safety and Health has linked respiratory disease outbreaks in office buildings to poorly maintained ventilation systems, high humidity and not enough fresh air being admitted to building ventilation systems.

The energy code sets limits on the operation of the ventilation systems to promote energy efficiency. For example the code limits the amount of air intake when it's too cold or too hot outside. The reason is to conserve the energy that would be needed to heat or cool the air to a comfortable level.

"Fresh air in office buildings should not be limited in the name of energy conservation," Corcoran said. "The lack of fresh air creates higher health costs and lower productivity that far outweigh any energy savings."

# CSEA spreads the word



CSEA President Joe McDermott has taken our message on the state budget crisis to the editorial pages of *The New York Times*. The *Times* published McDermott's letter to the editor, headlined "A Gift to the Rich," in its Feb. 20 issue.

"I strongly believe the state must maintain its current personal income tax rates in order to stop the tax shift to local governments and to rebuild the state's fiscal stability," McDermott said.

**"We need the revenue from personal income taxes to balance our resources with our needs."**

**Joe McDermott,  
CSEA president**

"We're committed to convincing state leaders and opinion makers that CSEA is right on this issue. The *Times* is a good place to make our point."

Since McDermott wrote the letter, Gov. Cuomo announced that the current budget deficit has grown to more than \$1 billion. Projections for the next three fiscal years are equally dismal.

"We have to convince the state Senate that we need the revenue from personal income taxes to balance our resources with our needs," McDermott said.

McDermott has repeatedly pointed out that the "tax cut" will actually increase taxes for most low-income wage earners, while primarily benefiting the wealthy.

If more costs are shifted to local governments, the "tax cut" will increase the overall tax burden for almost everyone — except the wealthy — as local property taxes increase.

"We can't fool ourselves any longer," McDermott said. "New York needs revenue to maintain the quality of public services."

## A Gift to the Rich

To the Editor:

New York State faces new realities as its leaders construct a new budget. The economy is softening all over the Northeast. Revenues fall short of all reasonable expectations. Demands for aid and services multiply.

We need a new vision to face such realities. The myth of the personal income tax cut contains no such vision. Indeed, the so-called tax cut has become a tax shift. Faced with decreased state aid, increased demands and continuing state mandates, local governments have been forced to

raise the regressive property tax to maintain services. We are not paying less in taxes, but simply paying different taxes. And the burden is falling on those who can least afford it.

State Senator Roy M. Goodman writes (Op-Ed, Jan. 13) that the so-called tax cut would benefit middle-income wage earners. But a family with an annual income of \$36,000 to \$72,000 would save only \$62 to \$117 in personal income taxes; those with incomes between \$18,000 and \$24,000 would pay more in personal income tax.

However, those who make \$125,000 to \$260,000 will see substantial savings from the personal income tax. They will save \$466 to \$1,499.

Add the cost of the property tax shift, and most low- and middle-income wage earners face an increased tax burden. A family of four with a \$24,000 income would pay \$130 more in taxes. But, even with property taxes added, those with incomes of \$260,000 would reap a \$770 tax savings.

We have seen this year that the tax cut program has gone too far. The state must fill a \$700 million budget gap just to finish the fiscal year. That's before we grasp the problems for fiscal year 1990-91.

New York State's personal income tax may be higher than other states, but then New York is not other states. We have a history of providing quality, broad-based services that make New York State an enviable place to live.

JOSEPH E. McDERMOTT  
President, Civil Service  
Employees Association  
Albany, Feb. 1, 1990

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President, Civil Service  
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Albany, Feb. 1, 1990

# Sign up for tax fairness

The state Coalition on Economic Priorities needs your help to stop the tax shift.

CSEA is a member of the coalition, along with other labor unions, religious groups, human service and government organizations.

The coalition is building a grassroots campaign to convince state legislators and leaders that the so-called tax cut is really a tax shift that will hit lower- and middle-income wage earners the hardest. Meanwhile, it provides a huge tax break for the wealthy (see graph below).

You can help by joining the effort. It's simple. Contact your local president and ask for the tax shift brochure. CSEA is distributing 20,000 to its local presidents for distribution to interested members.

The brochure explains the tax shift. It also contains four postcards, one each to send to your state Senator, Assembly representative and the Governor and a fourth to send to the coalition.

All you have to do is sign the cards, fill in the correct legislators' names, stamp them and drop them in the mail.

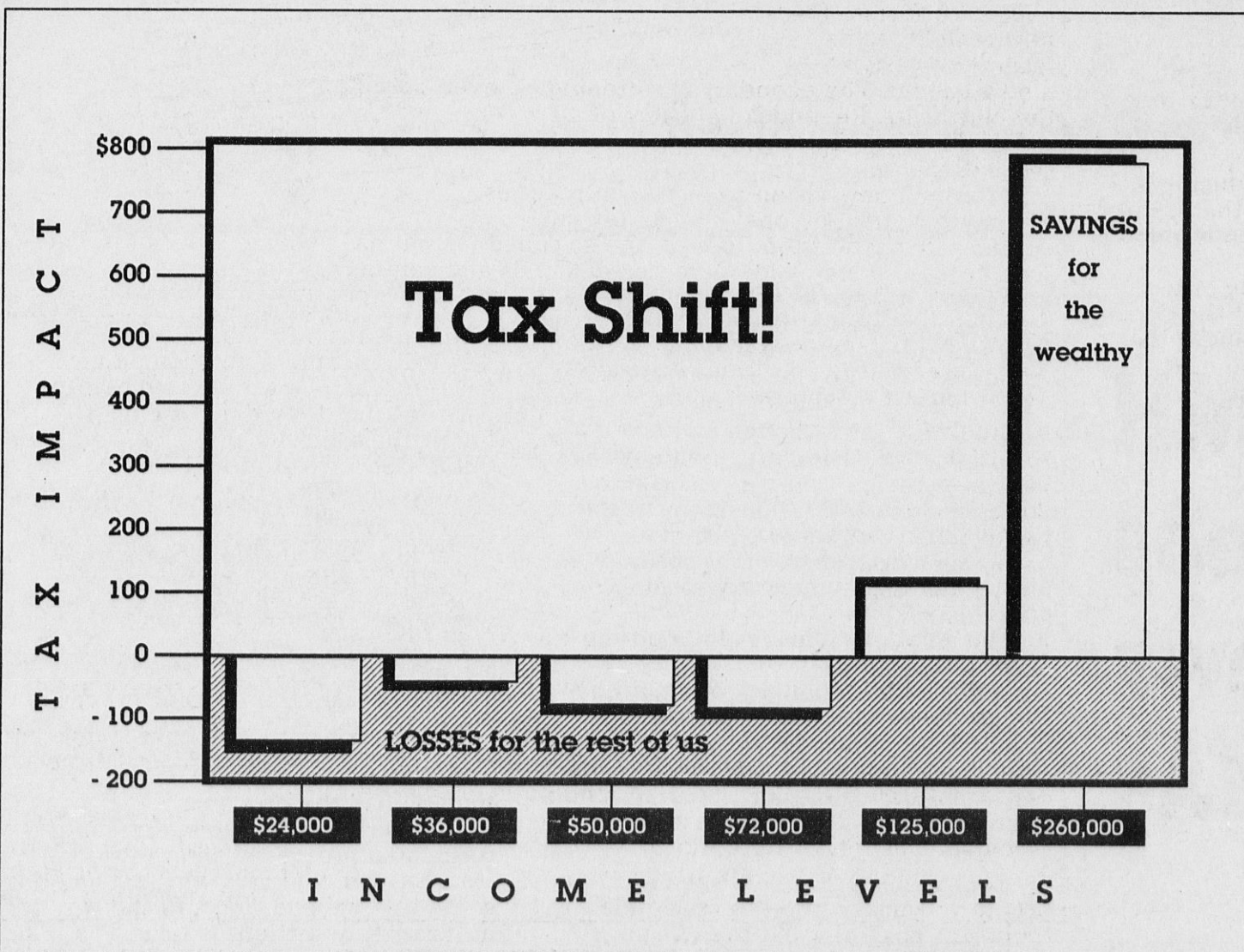
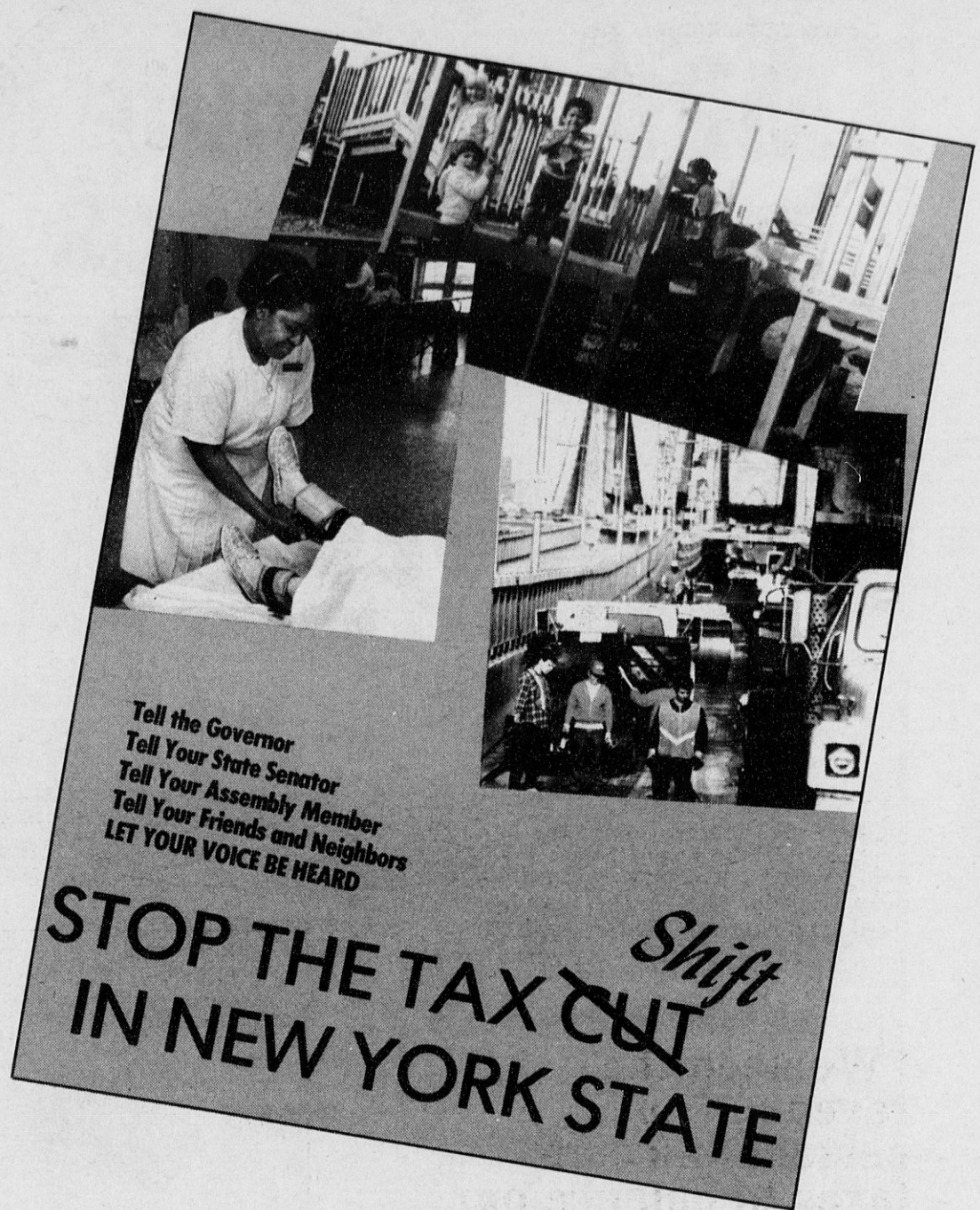
It's a simple way to get your message across to your legislators.

If you want more information on the tax shift or you need more copies of the brochure so your friends and family can mail cards, too, you can get them easily.

Simply call the coalition's 800 number. It will be answered by someone who can give you any information you need and be able to send you more brochures.

The coalition's Fair Tax hotline number is: 1 (800) 836-0398.

If you need to know who your legislators are, call the CSEA Legislative and Political Action Department.



**WHAT'S A TAX SHIFT?**  
The graph at left illustrates it. As state income taxes go down, property taxes are forced to go up. That means your total tax burden will go up — unless you make \$125,000 to \$260,000 a year. Only the wealthy will benefit from the tax shift. Join the campaign for tax fairness and stop the tax shift. You can help. Read the article above for more information.

# MPC commute takes toll but CSEA ends shortchanging



**N**EW YORK — Most CSEA members don't have to do battle with a toll machine every day and fork over \$2.50 to get in the front door of their worksite.

But Manhattan Psychiatric Center CSEA Local 413 members must cope with the obstacle course of Triborough Bridge toll booths and obtain an all-important receipt for reimbursement before reaching their Ward's Island worksite.

It sounds simple enough to get one little receipt every day, but anyone who crosses the bridge regularly knows how often the toll machines are out of paper or print the wrong day or time on the receipt.

"It's infuriating when you lose your reimbursement because the receipt is wrong or you get no receipt at all," said Local President Mohammed Hussain.

The problem plagued MPC CSEA members even though CSEA won them the contractual right to reimbursement years ago.

Now, thanks to a new toll agreement worked out by CSEA with the facility management the toll booth receipt problem may be a thing of the past.

"Some of the employees were losing big bucks because of this problem," said CSEA Labor Relations Specialist Bart Brier. "It was unfair and frustrating for them."

Applauding the agreement, Hussain said, "This is a good example of how persistence pays off — it took a long time but CSEA got results."

Under the new system set up to deal with missing or incorrect receipts, employees can now have their supervisors verify that they were at work.

There is a review procedure in place to handle any missing receipts above 10 percent of a month's workdays.

Employees will also now be permitted to cross out incorrect dates on receipts and print in the correct date and the receipt will be accepted.

## CSEA OMH win means good news for MHTAs

When is a transfer not a transfer? When the state Office of Mental Health (OMH) tries to pick and choose who they want for positions instead of following the established rules.

But CSEA's persistence and an arbitrator's decision are good news for CSEA members who may choose to transfer from MHTA positions in state psychiatric centers to residential program aide and assistant positions in state-operated community residences (SOCRs).

The decision should help hundreds of CSEA members.

"OMH was blatantly violating the seniority provisions of our contract," said CSEA Deputy Director for Contract Administration Mark Lawrence. "This is an important ruling for CSEA. It upholds our contract and assures that our members have transfer options."

Ironically, OMH established MHTAs' right to transfer into the residential program positions and then began

violating its own procedure.

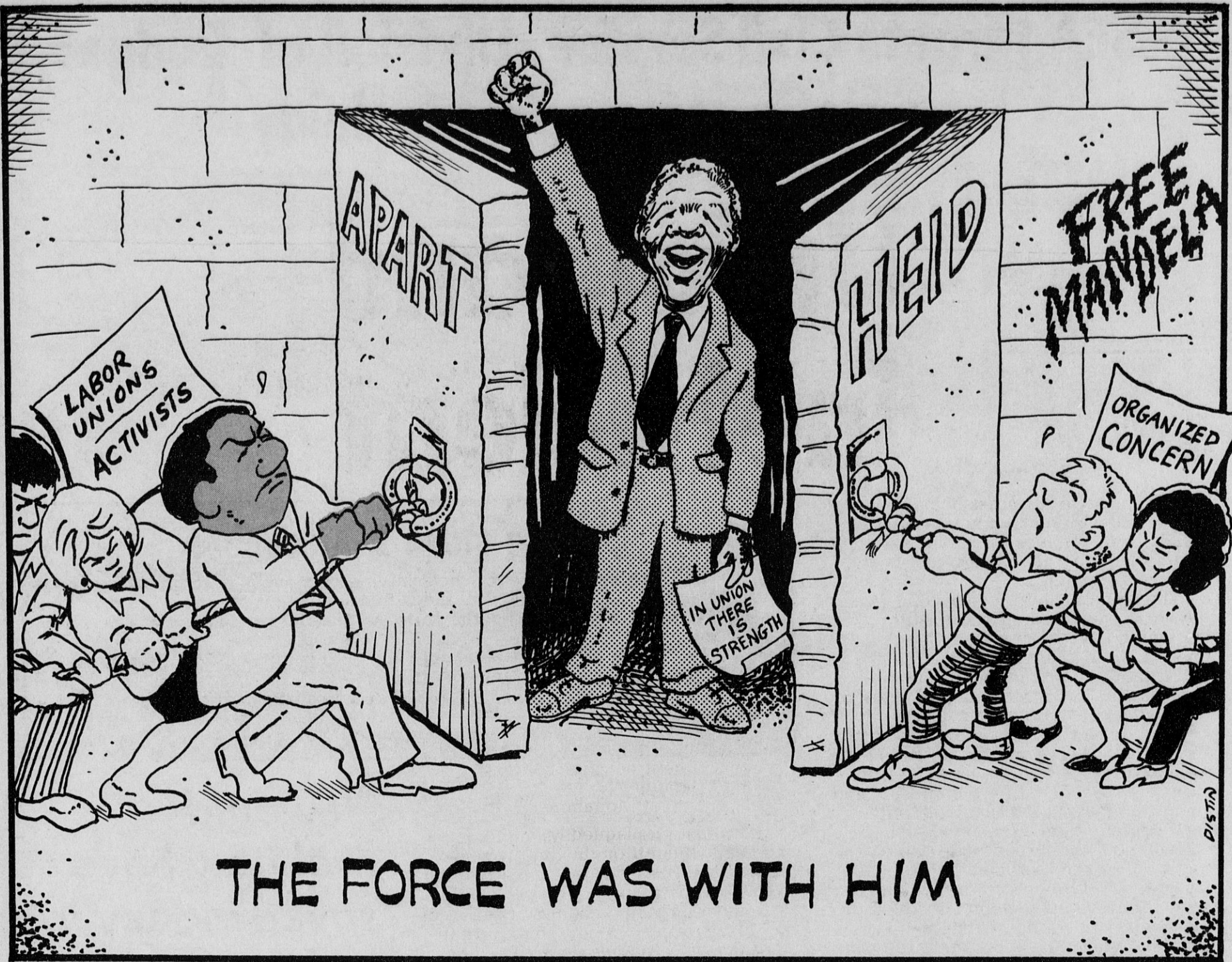
CSEA's grievance arose because OMH instructed management at various psychiatric centers, including St. Lawrence and Gowanda Psychiatric Centers, that they did not have to follow the seniority provisions outlined in the CSEA Institutional Service Contract in filling the community residence positions.

The arbitrator ruled that the OMH argument "flies in the face of the realities of the collective negotiations which have occurred between the state and the union since the inception of the Taylor Law."

"OMH set up the transfer provision to improve their ability to staff residential programs efficiently," said Lawrence. "Then they turned around and undermined the process."

"Having experienced staffers in the residential programs is in the state's interest, too, which is why it made no sense that we had to go all the way to arbitration to settle this issue."





THE FORCE WAS WITH HIM

**"Doing the right thing"  
at Black and Puerto Rican  
Legislative Caucus**

CSEA staff and activists pose at the union's booth during the state Legislature's Black and Puerto Rican Caucus's annual program. The event is an opportunity for union and community activists to discuss issues directly with lawmakers.

The CSEA booth featured a photo exhibit about the critical work that Black and Hispanic CSEA staffers perform every day.



# CSEA targets Civil Service, Division of Budget over secretary upgrade delay

## Unfair and inefficient

With the state's process bogging down, CSEA is demanding immediate action on upgradings for senior and principal stenographers and typists and keyboard specialists.

"The stenographers, typists and keyboard specialists in line for the upgrading have been waiting long enough," said CSEA President Joe McDermott. "It's time for the state to stop playing 'carrot and stick' and honor its commitment to these people."

From the start CSEA favored an across-the-board upgrading for filling the newly created Secretary 1 and 2 titles.

But the state opted for a confusing and complicated approach that deals with each upgrading on a case-by-case basis.

The result is a bureaucratic mess that's unfair and inefficient.

Under the state procedure, individual agencies must recommend employees in the stenographer and keyboard specialist titles for upgrading to the new secretarial titles if they are performing the duties described in the new job specifications.

Those recommendations must be approved by the Civil Service Department and then by the Division of the Budget, which will okay them only if

## Exams causing confusion, concern

The state's scheduling of civil service exams as part of secretarial upgrading is rubbing salt in the wounds of CSEA members who already qualify without having to take the test.

Many members waiting for state action are concerned the tests may be used to pass them over.

With more than 5,000 upgrade applications pending, there are enough CSEA members to fill positions without testing.

CSEA has blasted the Civil Service Department's plan for open-competitive exams for Secretary I, which could give non-state employees an advantage over qualified CSEA members.

Equally offensive to CSEA is the timing of the promotional exams.

Although the promotional exams are a required part of the process for senior stenographers and typists moving into Secretary 2 positions and keyboard

**It's the state's procedure**

New York's procedure for reclassifying employees to the new secretarial titles is not an issue that CSEA can negotiate. Under Civil Service Law, the state has the right to determine the procedure.

"The state's procedure is complicated and confusing and it's not fair," said CSEA President Joe McDermott.

From the start CSEA has called for an across-the-board upgrading for its members.

The state chose a different approach and the problems are now clear.

the agency can afford the upgrading within its current operating budget.

What makes the process especially unfair is that some workers might get upgraded while others doing the same job won't, for reasons that have nothing to do with their work.

"It gets ridiculous," said McDermott of the state process. "When you figure in all of the time and people involved in the process it would probably have saved money to upgrade across the board. It certainly would have saved employee morale."

"If the employees are doing the work of Secretary 1 or 2, they should get the title and the appropriate pay," he said.

specialists moving into either of the secretarial positions, they are unnecessary while a backlog exists on upgradings.

The upgrading process could be completed for qualified CSEA members and tests could be scheduled afterward.

Thousands of CSEA members in stenographer and typist jobs (senior stenographers/typists to Secretary 1 and Principal stenographer/typist to Secretary 2) qualify for the reclassification without having to take the test. But if they don't take the test and Civil Service or Division of Budget rejects their upgrade application, their chance of getting a secretarial title later is at risk.

Under civil service law, their agency would have the right to transfer them to the open position or choose a candidate off the Civil Service list instead.

What's more, there's no way of

**"It would probably have saved money to upgrade across the board."**

—CSEA President Joe McDermott

knowing when the promotional exams will be given again. So CSEA members who don't take the test now may limit their opportunities.

The promotional exams for Secretary 1 and 2 will be held on April 21. The exams for senior and principal stenographers will be held May 5.

Applications for all of these tests must be postmarked no later than March 19. \* \* \*

Civil Service is creating more confusion by scheduling stenographer exams.

Although the stenographer titles are phasing out, the delay in creating the new secretarial positions has caused a shortage of stenographers, particularly downstate.

So Civil Service is testing. It's just one more way the state's procedure is inefficient.

**Stenographers' plight gets CSEA priority**

ALBANY — Foot-dragging by the state and a questionable plan for upgrading senior stenographers has CSEA renewing its efforts to get action on the issue.

**Criticism of Civil Service Department is on target**

ALBANY — A report by state Controller Edward P. ...

**CSEA ACTION LEADS TO RECLASSIFICATIONS**

**A step forward**

**Union prods state to unfreeze reclassifications, reallocations**

Stenographers, others to benefit from upgrading plan

**Open exam for Secretary I is Outrageous**

CSEA is blasting a state Civil Service Department plan to hold open competitive examinations — exams open to the general public — for the newly created Secretary 1 positions. CSEA considers the plan unfair and unnecessary because hundreds of CSEA members are waiting for upgrades to the positions. Those positions could be transferred into the civil service exam.

CSEA has urged Civil Service to cancel the open competitive examinations.

"There's no need for an open competitive examination when hundreds of our members already qualify for lateral transfers to the new and still more are in line for an opportunity," said ...

Employees in various stenographer and keyboard specialist positions who are performing the duties of secretarial positions should be recommended for the open competitive examinations by their agency and approved by Civil Service.

After that the Department of the Budget should approve the upgrading of those employees' agency positions to the new secretarial titles.

**Stop keeping employees in the dark**

State agencies aren't helping matters in the secretarial reclassification. Many are keeping CSEA members in the dark about the status of their application.

CSEA has been concerned that employees' options have not been made clear to them.

In response to the union's on-going effort to make Civil Service aware of the problems, the department has clarified what rights employees have if their application is turned down. The Civil Service memo (reproduced at right) details what employees can do. It also urges agencies to inform their employees about the situation.

**CSEA knows the score**

**Total secretarial upgrading.**

|   |       |
|---|-------|
| Applications received by Civil Service .....                                    | 5,653 |
| Applications pending at Civil Service .....                                     | 3,504 |
| Applications rejected by Civil Service .....                                    | 492   |
| Applications approved by Civil Service and sent to Division of the Budget ..... | 1,657 |
| Applications approved by Division of the Budget ...                             | 286   |

STATE OF NEW YORK DEPARTMENT OF CIVIL SERVICE

INTEROFFICE MEMORANDUM

TO: Directors of Human Resource Management

FROM: W. Barry Lorch *W. Barry Lorch*

SUBJECT: Secretary 1 and 2 Determinations: Reconsiderations and Appeals

DATE: February 23, 1990

In order to minimize the number of formal appeals made to the Civil Service Commission and to insure that we give due consideration to information we may not have been aware of in making our initial determination on a Secretary 1 or 2 request, we offer the following guidelines:

- As you receive determinations (approvals and denials) on Secretary 1 or 2 requests, please notify affected employees and their supervisors as soon as possible. Where we have determined that the title requested was not appropriate, please provide the employee and supervisor with the reason for the denial and discuss the options open to them if they disagree with our determination.
- If there is substantive information available which was not included as part of the original submission and could have a bearing on our determination, the agency may submit the new material to this Division requesting reconsideration.
- If the employee believes there is additional information which could affect our determination, but the agency does not believe a request for reconsideration is supported, please inform the employee that they have the option to send us their own request for reconsideration. However, please note that when we get a request for reconsideration directly from an employee, we will ask the agency to comment on the material.
- If an agency or an employee disagrees with our determination and there is no new or corrected information that can be brought to bear on the case, an appeal may be made directly to the Civil Service Commission either by letter or on form ADM 740. If an agency does not choose to appeal, an employee may appeal directly to the Commission.
- Upon reconsideration of a request we will notify the agency or the employee of our determination. If the agency or employee is displeased by the results of our reconsideration, a formal appeal may then be filed with the Civil Service Commission.
- Employees whose CC-2E requests for Secretary 1 or 2 are denied may appeal directly to the Civil Service Commission.

# STATE CAREER negotiated by CSEA

Important career and skills enhancement opportunities that will help participants reach and perform at higher skill levels are being offered to CSEA-represented state employees through a series of seminars and workshops across the state.

The career and skills enhancement seminars are being offered under the sponsorship of the joint New York State/CSEA Labor/Management Committees and are made possible through funding negotiated by CSEA in the current CSEA/State contracts. Many of the programs are being administered by the Continuing Education and Public Service Department of the State University of New York Empire State College.

Deadlines are fast approaching for applying for most of the programs. Registration is generally limited and is on a first come, first served basis, so interested CSEA members should make immediate plans to register for that seminar. Your appropriate supervisor must approve your registration application.

The following seminars and workshops are being offered through the joint State/CSEA Labor/Management Committees:

**SAFETY AND HEALTH SEMINARS**, for all CSEA-represented state employees, supervisors and members of agency and facility labor/management safety and health committees.

**OPERATIONS AND MAINTENANCE SEMINARS**, for CSEA employees who operate and maintain the state's physical plants and equipment.

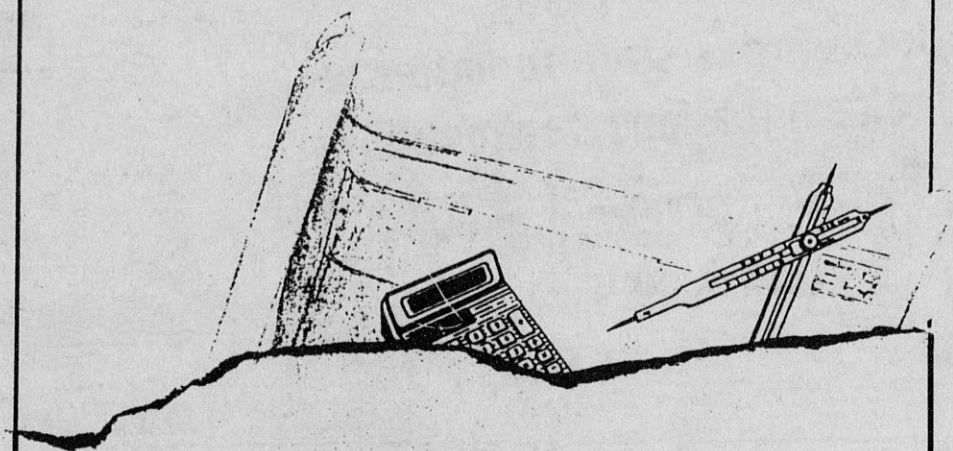
**CAREER AND SKILLS ENHANCEMENT WORKSHOPS**, for CSEA members in the Institutional and Administrative Services bargaining units. Designed for food service workers, mail center staff and secretaries who have mail operations responsibilities, and for staff with extensive contact with the public.

**INTRODUCTION TO THE SKILLED TRADES SEMINARS**, primarily for CSEA members, grades 3 through 9, in the Operational Services Unit. The seminars are conducted only at SUNY Maritime College in the Bronx and available only to members in CSEA Regions I, II and III.

Brief descriptions of the various continuing education seminars and workshops available to CSEA members are listed on these pages.

## Statewide Operations and Maintenance Training Seminars

Spring  
1990



### Operations and Maintenance Seminars

Seminars covering 10 different topics will be offered at various state and SUNY facilities across the state during April, May and June. **REGISTRATION FORMS MUST BE RETURNED BY MARCH 20.**

For details, contact your CSEA Local president, your agency personnel and/or training and education office or the joint State/CSEA Labor/Management Committees. education office or the joint State/CSEA Labor/ or the joint State/CSEA Labor/Management

Operations and Maintenance Seminars represent continuing education opportunities for CSEA-represented state employees who operate and maintain the state's physical plants and equipment.

## Safety and Health Seminars

# Safety & Health

NYS/CSEA SAFETY & HEALTH COMMITTEE

SEMINAR SERIES SPRING 1990

In a Tight Spot?  
Play it Safe!

Be Smart,  
Be Safe

Protect  
Yourself!

You Have a  
Right to Know!

Safety and Health Seminars will be offered on four topical occupational safety and health issues. Seminars will be conducted on "Trench Safety and Confined Space Entry," "Universal Precautions for Non-Direct Care Staff," "The Right-to-Know Law and Personal Protective Equipment" and "General Safety Practices."

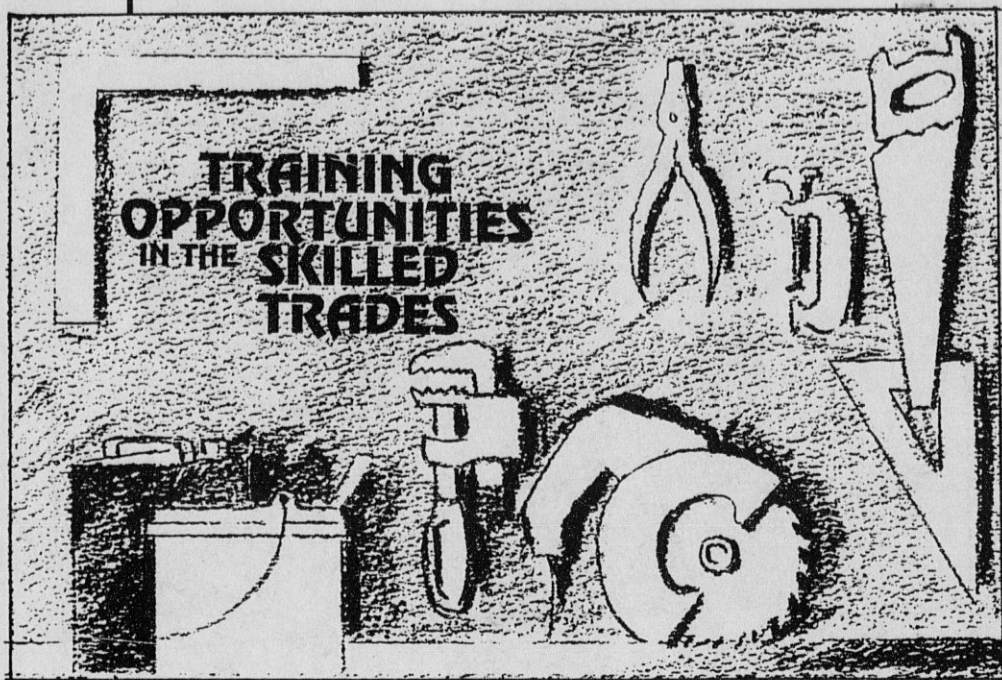
Seminars will be held during April, May and June at various state and SUNY facilities around the state. **REGISTRATION DEADLINE IS MARCH 26.**

For complete details, contact your CSEA Local president, your agency's personnel or training and education offices or the joint NYS/CSEA Labor-Management Committees.

# OPPORTUNITIES

## for state employees

### Introduction to the Skilled Trades



Workshops providing training opportunities in the skilled trades will offer basic theory, safety procedures, practical applications and tangible skills in several skilled trades areas.

The workshops are primarily open to CSEA members in grades 3 through 9, regardless of background, to enhance skills and broaden career opportunities. Employees in higher grades with little practical experience in the subject matter may also participate.

Seminars are held at SUNY Maritime College in the Bronx and are open to CSEA members in CSEA Regions I, II and III. **DEADLINE FOR APPLYING IS THREE WEEKS PRIOR TO THE SPECIFIC SEMINAR CHOSEN.** Workshops will be held during March, April and May.

For complete details, contact your CSEA Local president, your agency personnel and/or training and education office or the joint NYS/CSEA Labor-Management Committees.

Brochures describing each seminar and workshop program in detail, including times, dates, locations, and course descriptions, are available through your CSEA Local president or by contacting your state agency personnel and/or training and education offices.

Information is also available by contacting: NYS/CSEA Labor/Management Committees, 1 Commerce Plaza Suite 1930, Albany, N.Y. 12260 (518) 473-3416.

### Career & Skills Enhancement Opportunities

Four series of workshops are designed for food service workers, mail center staff and secretaries who have responsibilities for mail operations and staff whose jobs require extensive dealings with the public.

Workshops will be conducted in the following topics: Administrative Mail Operations; Effective Public Contact Skills; Leadership in Food Service and Food Preparation and Production. Workshops will be conducted during April, May and June at various state and SUNY facilities across the state. **REGISTRATION FORMS MUST BE RETURNED BY APRIL 2.**

For details, contact your CSEA Local president, your agency personnel and/or training and education office or the joint NYS/CSEA Labor-Management Committees.

**CAREER & SKILLS  
ENHANCEMENT  
OPPORTUNITIES**

**SPRING  
1990**

- 1 Administrative Mail Operations
- 2 Effective Public Contact Skills
- 3 Leadership in Food Service
- 4 Food Preparation and Production

New York State/Civil Service Employees Association  
**LABOR-MANAGEMENT COMMITTEES**

**CSEA** Joseph E. McDermott  
President  
Civil Service  
Employees Association

Elizabeth D. Moore  
Director  
Governor's Office  
of Employee Relations

# CSEA member wins award for

# Helping children in need

By Ron Wofford  
CSEA Communications Associate

SALAMANCA — Peggy Bartoszek, a Cattaraugus County Social Services Unit Supervisor, has received a social worker award from the New York State Foster and Adoptive Parent Association.

"Yes, I was surprised, even flabbergasted," said Bartoszek, a 13-year county employee and supervisor of the Child Welfare Unit since 1985. Bartoszek is a member of Cattaraugus County CSEA Local 805.

The award, presented at the Foster Parent Association's annual training conference, cited Bartoszek's caring attitude and long-time proven ability to work with the children and families involved in foster care arrangements.

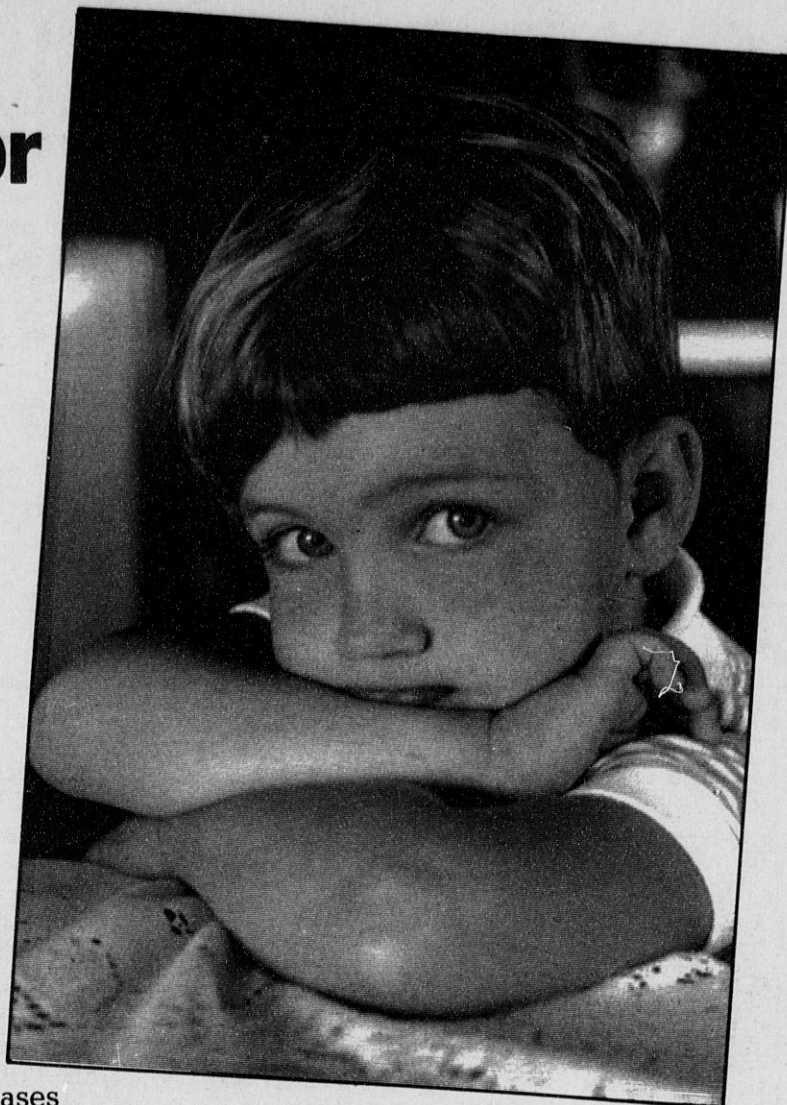
"I've always been interested in children," said Bartoszek, "and your heart goes out to them in foster care

assignments because in most cases they're being separated from their families through no fault of their own."

Children are referred for foster care by the courts or the County Child Protective Unit, Bartoszek explained, and placement of children in foster homes is governed by state law and strict guidelines.

Foster families receive certified training before they can accept foster children and receive a varying stipend for assistance based on the age of the child and the county making the placement.

Bartoszek agrees with regional and national news reports that the need for foster care is growing rapidly, but feels the reasons for the increase in Cattaraugus County differ from the



## Children in foster care are separated from their families through no fault of their own

average cause in larger, urban counties.

"While drugs seem to be the cause of family breakdowns and the need for foster care in the larger urban counties," said Bartoszek, "I think alcohol abuse, poverty and crime are the main causes in most of the cases we see here in Cattaraugus County."

Bartoszek supervises four caseworkers who each have a caseload of about 30 children already in foster care or awaiting placement.

A recent national survey said the number of kids in foster care was at 330,000 in June 1989, up almost 18 percent from 280,000 in June 1987. The survey estimated a rise to 360,000 in 1990.

For families interested in helping care for foster children, Bartoszek suggested calling the local county Social Services Department and applying for training.

"Of course children will be healthier mentally and emotionally if they are in a healthy home situation," said Bartoszek, "but that's not always possible. So we hope those who can will reach out and help someone."



CONGRATULATIONS — Cattaraugus County Local 805 members congratulate Peggy Bartoszek (seated center) on her social worker award. From left, Thad Leasley, Judy Pauley, Eunice Linsler, Donna Knight and Barbara Corey.



# Commendable work

## Her quick thinking pays off

TOWN OF NEWBURGH — A police dispatcher and CSEA member in the Town of Newburgh has won a commendation for her work during the tragic tornado that killed nine children in the Valley Central School District last fall.

While Deborah Fendt said she was just one of hundreds of workers who played a part in the tragedy at Coldenham Elementary School, the town's Police Benevolent Association thought she deserved special recognition.

The commendation they gave Fendt says that her role and quick thinking during the crisis were "critical to the rescue of the children."

### The storm

Fendt said she will never forget that November afternoon.

"It started getting very dark out and it was very windy," she recalled. "We had received a few high wind warnings over the teletype."

At 12:47 p.m., the fire radio suddenly came alive with a broadcast from the Coldenham Fire Department asking for an immediate response to a wall collapse at the Coldenham Elementary School.

Fendt, a member of Orange County CSEA Local 836, and a co-worker began dispatching police and ambulances to the scene, but suddenly the electricity went out. Fendt could not transmit from the station.

"I immediately ran for one of the portable radios we have, but they wouldn't work. A tree had fallen on the transmitter line," she said.

Fendt then grabbed a handful of patrol car keys and dashed out to the parking lot.

"I ran outside — it was pouring — and I got into one of the police cars and started the engine," she said. "I resumed my communications on the car radio, dispatching other local police departments, more ambulances and the State Police to the school."

### Vital service

Fendt's presence on the police radio was important.

"The police had to be in touch with me to tell me if they needed more help or equipment," she explained.

Eventually, power was restored to the police station and Fendt was able to go back to her desk.

Although Fendt was due to go off duty at 3 p.m., she stayed until 7 p.m.

"They needed me," she said. "We were getting calls from news services all over the world and from relatives asking what happened."

Fendt and her co-workers as well as numerous rescue workers have since attended de-briefing sessions in which they discussed the stress they experienced and learned ways to cope with it.

**"It started getting very dark and it was very windy."**

**— Dispatcher Deborah Fendt**

Police, ambulance and rescue workers, as well as the staff of the school and parents of pupils in the school are still coping with the tragedies caused by the storm.

"It was a trying experience," Fendt said. "But I'm glad I was working that day. I was one of the people behind the scenes."

Fendt has worked for the county for two and a half years. Police work seems to run in her family: Her husband is a State Trooper and her brother is a town police officer.

She enjoys her job and its challenges. "There's a lot of responsibility," Fendt said. "I have the lives of the police officers as well as the caller in my hands."

**"We were getting calls from news services all over the world and from relatives wanting to know what happened."**



A COMMENDATION — Town of Newburgh Police Dispatcher Deborah Fendt receives a commendation from Police Benevolent Association President Conrad Hansen, left, as Vice President Scott Manley looks on.

## Gambling: The invisible disease

# Help available for people hooked on "action"

By Lilly Gioia  
CSEA Communications Associate

The Employee Assistance Program (EAP) is a confidential service which provides help and referral to employees whose problems may adversely affect their work. EAP is a cooperative effort by both labor and management. CSEA pioneered the program with New York state in the 1970s and since then has established programs with local governments and school districts throughout New York to aid public employees who need help.

When the San Francisco 49ers trounced the Denver Broncos in the Super Bowl the action wasn't only on the field.

Millions of dollars changed hands through legal and illegal betting.

But for thousands of people who wagered on that game and others who regularly visit casinos, racetracks and even play the lottery, gambling is an addiction. It can bring financial ruin and destroy lives.

Calling compulsive gambling the "invisible disease," Arnold Wexler, executive director of the Council on Compulsive Gambling recently told New York State Employee Assistance Program coordinators that addicted gamblers are not as easy to spot as employees with alcohol and drug problems.

Americans lost \$18.5 billion on lotteries last year.

Wexler believes many workers are betting over their heads and that 12 million people are in the grips of gambling addiction today.

Addicted gamblers spend inordinate time thinking about how, when and what they are betting. Possessed by a pathological optimism, they continue to think "maybe this one more time and I'll make by big killing." These individuals are addicted to "action" and never believe they will lose.

"No one knows the social cost of gambling," Wexler said.

He related horror stories of desperate gamblers like one who sold his kidney to raise \$25,000 for gambling debts. Gambling has also been the cause of many suicides and attempted suicides.

Compulsive gamblers are hooked on immediate gratification and are always



seeking recognition. Their highly competitive personalities usually assure they do well at their jobs, but they are driven, intense people who are masking fears.

Most co-workers see the compulsive gambler as energetic and likable.

But family members, concerned about debts, see the gambler's dark side. While bill collectors and creditors may hound the gambler and his or her family, the gambler may continue to deny the problem. Family members often become depressed and even feel compelled to lie to cover up the gambler's problem.

Spouses and children of compulsive gamblers need emotional support and counseling just as much as the gambler and should seek it as soon as possible.

Through Gamblers Anonymous family support groups and new groups for adult children of compulsive gamblers, help is available.

If you think you have a gambling problem or know someone who has one, there is help and hope. For more information, contact your EAP coordinator.

**One compulsive gambler sold his kidney to raise \$25,000 to pay debts**

# Federal tax credit for low-income families

If you are a working parent with children living at home, you may be eligible for a tax credit from the federal government, even if you don't owe income taxes. But to get that tax credit, you have to file a federal income tax form.

Millions of low-income working parents are eligible for up to \$910 through the federal government's Earned Income Credit (EIC) program.

In order to receive the money, eligible parents must apply by filing a federal income tax form, either a 1040 or a 1040-A form.

The EIC is a tax credit for low-income families with at least one wage earner and one child living at home. Since it is a refundable tax credit, families can benefit from it even if they owe no federal income taxes. They receive a

check from the Internal Revenue Service (IRS), rather than a reduction in federal income taxes.

You may be eligible for the EIC, even if you don't owe income taxes. But you can't receive the EIC unless you file a federal income tax form.

Most working families earning between \$6,000 and \$11,000 in 1989 qualify for a credit of at least \$800. Families that work and have children living with them may be eligible for the EIC if their income last year was less than \$19,340.

If you think you may be eligible, file a federal income tax form even if you don't owe any federal income taxes. The IRS will figure out the credit and send you a check. You can claim back credit for up to three years if you were eligible and haven't claimed it already.



## Petitions available for region elections

ALBANY — Petitions are now available for members interested in becoming candidates for regional office.

Under the union's open election procedure, a candidate shall be required to obtain the signatures of 500 members who were current in their dues at the time the nominating petition was submitted to the statewide Election Committee for examination or by members who were in good standing as of April 1, 1990.

All signatures must be from the region

where the person is seeking office.

Nominating petitions are available from regional offices and CSEA headquarters.

In order to be eligible to seek office, a candidate must be at least 18 years of age, a member in good standing of the region since June 1989, and shall not currently be serving a disciplinary penalty imposed by the Judicial Board of CSEA. To be eligible to vote in the election a member must have been in good standing as of April 1, 1990.



## Summer institute serves union women

The Northeast Summer Institute for Union Women will take place from July 22 to July 27.

The institute is sponsored by the University and College Labor Education Association (UCLEA) in cooperation with the AFL-CIO Education Department and the Coalition of Labor Union Women.

The non-profit institute is open to all union women, rank-and-file members, staff and officers.

This year the Institute will be held at the School of Continuing

Education at Indiana University of Pennsylvania in Indiana, Pa. Scholarships and child care are available.

For more information on the institute and its costs, contact:

Donna Griffith  
director of conferences  
School of Continuing Education  
Indiana University of Pennsylvania  
Whitmyre Hall  
Indiana, PA 15705-1092  
phone: (412) 357-2227



# Another CSEA member benefit that will save you money!



## "Smart shopper consumer tips from UBS"

The following money-saving consumer tips are from United Buying Service (UBS) International, CSEA's official discount shopping service. Approximately every other month, UBS will provide, in *The Public Sector*, tips on how to shop for various categories of products and services. Whenever possible, a list of "best buys" in that category

will also be published.

Remember — UBS offers the best prices on a wide variety of consumer items. As a CSEA member you can use UBS to do your shopping and buying right over the phone: toll-free!

————— This month UBS features —————

### COMPACT DISCS & COMPACT DISC PLAYERS

Home sound reproduction has been revolutionized by the development of the Compact Disc and Compact Disc Player.

#### How do they work?

Compact discs store sound as a string of numbers in a continuous special pattern below their clear plastic surface. The compact disc player, utilizing the reflection of a beam of light (laser beam), reads and converts this digital information into sound.

#### ADVANTAGES OF THE CD/CD PLAYER

##### COMPACT DISCS:

- \* offer superior sound quality
- \* have virtually no distortion
- \* do not reproduce the noise and hiss of analog recordings
- \* do not add speed variations that cause wavering pitch
- \* have no grooves to be worn away so they can last indefinitely without any loss of sound reproduction quality

##### COMPACT DISC PLAYERS:

- \* ignore small scratches and dust on the disc
- \* enable you to locate specific parts in the music in just a few seconds
- \* search forward or backward at high speed
- \* skip track by track
- \* many players allow you to directly select any given tracks by just punching the number
- \* many players also enable you to select a number of tracks for playback in any order you choose
- \* some multi-disc CD changers are able to store programming commands in a permanent memory

#### SHOPPING TIPS

1. You can test a CD player's tracking stability and resistance to external vibrations by tapping lightly on the top and sides of the cabinet with your fingers. Inferior machines may mis-track when tapped.

2. A CD player must be connected to a receiver's high-level inputs (which are labeled "aux" or "tuner"). If these inputs are not available, "tape" or "tape play" may be suitable. Before selecting your CD player, **check the maximum input level permitted at the input jacks.** If the rating is **less than two volts**, choose a CD player that has an "output level control."

3. Three-beam laser tracing versus one beam system: both systems use only one laser, which is either split with lenses and prisms into three beams, or used as a single beam. Either system is satisfactory and differences in tracking accuracy and stability are NOT due to how many beams are used.

#### TIPS ON CD CARE

1. With proper care, CDs can last indefinitely. Always store your discs in a cool place in their plastic boxes.
2. Avoid leaving CDs exposed to direct sunlight or heat, as they can warp.
3. The label side of a CD is more fragile than the silver data side. Do not write on the label side; this may damage the aluminum.

**MAKE UP YOUR MIND, CALL UBS**  
Once you have a definite CD player make and model in mind, **call UBS, CSEA's official discount shopping**

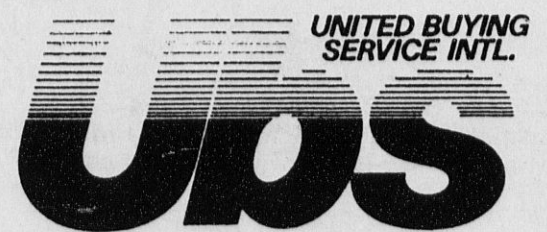
service. And also call UBS to get the best prices on major appliances, consumer electronics, automobiles, luggage, china, crystal, flatware, carpeting, furniture, jewelry and more!

**While inventory lasts,  
THIS MONTH'S  
"BEST BUYS" FROM  
UBS ARE:**

**TECHNICS CD PLAYER with remote, single laser beam. CSEA MEMBER PRICE — \$159.00 plus shipping.**

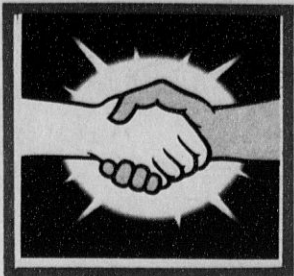
**PANASONIC BEEPERLESS REMOTE ANSWERING MACHINE with dual cassette. CSEA MEMBER PRICE — \$69.00 plus shipping.**

**13" COLOR TV/VCR COMBO with remote. CSEA MEMBER PRICE — \$449.00 plus shipping.**



**CALL 1-800-336-4UBS**

VISA and MasterCard accepted



## YOUR UNION BENEFITS

# AT YOUR SERVICE

A handy reference guide to CSEA member services and benefits

### CSEA Toll-Free

The union's toll-free telephone number — **1-800-342-4146** — is your direct link to CSEA Headquarters.

When you call the toll-free number, a recorded message describes the choices to put you through to the right place for the help you need.

You need a touch-tone telephone to complete your call without operator assistance. If you aren't calling from a touch-tone telephone, an operator will pick up and complete your call at the end of the message.

If you know the extension number of the individual that you're trying to reach, you can press "0" plus the extension number on your touch-tone telephone at any point during the recorded message and be connected.

If you don't know the extension, the message will give you the following choices:

\* For Field Operations or the Empire Plan/Health Benefits Committee, press number 1.

\* For disciplinaries, grievances and other legal matters, press number 2.

\* For Communications, the Executive Offices or Political Action, press number 3.

\* If you have a question concerning dues, membership or agency shop, CSEA group insurance other than health or need to talk to the Finance Department, press number 4.

### Employee Benefit Fund

The CSEA Employee Benefit Fund is a CSEA-administered trust fund which provides certain supplemental negotiated benefits for state employees and participating local government employees. It currently administers Dental Care, Vision Care, Prescription Drug, and Package 7 Benefits Plans.

For questions regarding any of the benefits or for assistance with negotiating any plan(s), call: **1-800-342-4274** or **(518) 463-4555** or write:

**CSEA Employee Benefit Fund**  
14 Corporate Woods Boulevard  
Albany, NY 12211

### Education and Training

CSEA can help you prepare for civil service exams with low-cost study booklets and free-to-borrow video tapes. A small selection of audio tapes are available to the visually impaired.

CSEA also provides educational workshops for union activists eager to learn more about their union responsibilities.

To request booklet order forms or to obtain information on union workshops, call CSEA headquarters at **1-800-342-4146**. For information on videotapes, contact your CSEA regional office.

### Grievances, Disciplinaries

If you believe you have a grievance, immediately contact your Local grievance representative or shop steward. If they are unavailable, contact your CSEA Unit or Local President, or your CSEA Labor Relations Specialist at the appropriate regional office (see adjacent map). Do not delay if you believe you have a problem; grievances must be filed on a timely basis.

### AFSCME Advantage Credit Card

The AFSCME MasterCard has one of the lowest interest rates around — 5 percent above the prime lending rate. There is no annual fee.

To obtain an application form, call your CSEA regional office (see adjacent map).

The card is issued by the Bank of New York. If you apply for a card and there is no response within four weeks, call the bank toll-free at **1-800-942-1977**.

### Insurance

CSEA offers several insurance programs at low group rates and provides the convenience of automatic payroll deduction.

These voluntary group plans include: Basic Group Life, Supplemental Life, Income Protection Program, Hospital Indemnity Plan, Family Protection Plan, Auto Insurance and Homeowners Insurance. **For more details, call 1-800-366-5273 or (518) 381-1600.**

### AFSCME Advantage Legal Services Program

The AFSCME Advantage Union Privilege Legal Services Program makes it possible for you to easily obtain high quality, affordable legal services for many personal legal matters. For more details and a list of the participating lawyers in your area, call the CSEA office in your region.

### Health Insurance

For health insurance questions concerning Empire Plan coverage, call the appropriate following telephone number:

#### EMPIRE PLAN

**Blue Cross Claims** 1-800-342-9815  
or (518) 465-0171  
**Metropolitan Claims** 1-800-942-4640  
**Participating Providers** 1-800-537-0010  
**Health Care Help Line** 1-800-336-3696

### Retirement

If you are retiring soon, it's important that you select the proper option from the Employees' Retirement system.

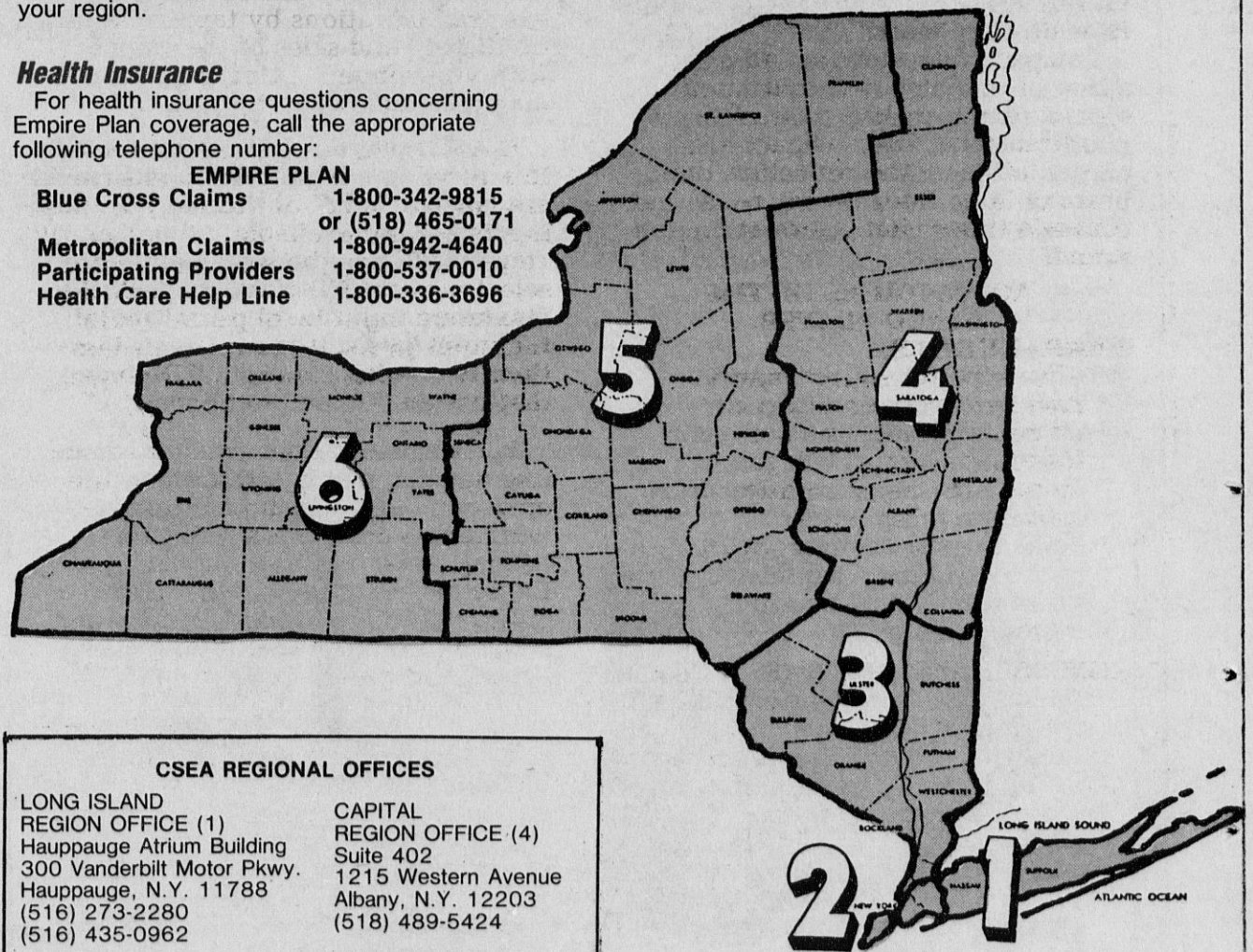
By using the services of a CSEA-provided retirement counselor, you'll be able to plan for a lifestyle in your retirement years that takes into account your anticipated expenses.

**For more information, call 1-800-366-5273.**

General retirement information is available by contacting CSEA's Retirement Department, CSEA Headquarters, 143 Washington Avenue, Albany, N.Y. 12210. **(518) 434-0191** or **1-800-342-4146**.

### United Buying Service

Get big savings on consumer products through the union's official discount buying service. UBS combines the power of millions of members to negotiate discounts on a whole range of major name discount products. Everything from automobiles to major appliances, video to home furnishings and more. The program is free to CSEA members and carries no service charges. **To place an order or for pricing information, call 1-800-336-4UBS or 1-800-877-4UBS.** UBS has also set up a hotline for information on limited special monthly offers available only to CSEA members. **For a listing of specials, call the hotline at 1-203-967-2980.**



#### CSEA REGIONAL OFFICES

**LONG ISLAND REGION OFFICE (1)**  
Hauppauge Atrium Building  
300 Vanderbilt Motor Pkwy.  
Hauppauge, N.Y. 11788  
(516) 273-2280  
(516) 435-0962

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

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

**CAPITAL REGION OFFICE (4)**  
Suite 402  
1215 Western Avenue  
Albany, N.Y. 12203  
(518) 489-5424

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

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

### Safety

To report unsafe or unhealthy working conditions or serious accidents, call your CSEA labor relations specialist. For occupational safety and health information, call CSEA headquarters at **1-800-342-4146**.

## CSEA/AFSCME pressure gains restoration of 500 county jobs in Westchester County

WHITE PLAINS — Under intense pressure from CSEA/AFSCME, Westchester County lawmakers have passed a budget amendment that restores nearly 500 county jobs originally scheduled to be abolished. CSEA/AFSCME activists lobbied heavily for restoration of the proposed jobs cuts, while CSEA/AFSCME members picketed legislative meetings, demanding the layoffs be rescinded.

CSEA/AFSCME members were concerned not only for their jobs, but for the cutbacks in services that would have resulted.

Some state lawmakers who represent residents of Westchester County also became involved. Sen. Nicholas Spano is credited with lobbying on behalf of county workers after he was contacted by Region III President Pat Mascioli.

"I am delighted that the legislature and members of the budget committee worked together to find a remedy for a situation that could have compromised so many services here in Westchester County," said Mascioli. "CSEA/AFSCME is fortunate to have the relationship with the political structure here in Westchester that we have. They listened to us and they took the appropriate action."

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# FILLING THE CAVITY IN THE BUDGET

YONKERS — Patricia Podolak is a happy woman. Thousands of youngsters in Westchester County will continue to receive dental care, and Dr. Podolak, a public health dentist with the Westchester County Department of Health, will keep her job.

Under intense pressure from CSEA/AFSCME, Westchester County lawmakers recently passed a budget amendment that restored many services and jobs threatened with elimination in the originally proposed county budget.

Podolak's job is one of 500 county jobs saved by the actions of CSEA/AFSCME, and dental clinics are one of the services saved as well.

"There are a lot of children who would have had to do without dental care," Podolak said. "For most families, it's a choice between putting food on the table or paying a dentist. The food has to come first."

The Yonkers-based clinic, where Podolak works, chalked up 4,500 visits last year.

Podolak says she's delighted CSEA/AFSCME was successful in convincing county legislators to restore funding in the budget. She is a member of the CSEA/AFSCME county unit of CSEA Local 860.

"Most of our patients come from families of the working poor," Podolak explained. "Without these clinics, these people would have few alternatives."

Most of Dr. Podolak's patients are children ages 3 to 15. Families pay on a sliding fee basis. A family of four with an income of about \$16,000 per year, pays \$7 per visit. Many of the children are referred by local public schools.

"It's a good opportunity to get good dental care," said Podolak. "That's so important to overall health."

"We have the technology to



YOUNG PATIENT — Dr. Podolak examines the mouth of her patient, Raquel.

eliminate dental problems today," Podolak emphasized. "We do a lot of preventative work — regular check-ups and routine service."

"Our goal is to prevent pain, suffering and premature tooth loss," she said. "Without dental care, some of these kids would be wearing dentures by the time they are 25 years old. Preventative care prevents complications and expensive care down the road."

The patient load at the clinic has grown considerably since Podolak came to work there three years ago.

"When I first came, we were booked two to three weeks ahead," she said. "Now, we're booked two to three months ahead! We need to expand, not cut services." In fact, she noted, the dental clinic will soon be moving to a nearby building, where there will be more room and an additional operatory.

The clinic has existed for about 50 years.

**"Without dental care, some of these kids would be wearing dentures by the time they're 25 years old."**

— CSEA member  
Dr. Patricia Podolak



CAVITY FIGHTERS — Dr. Patricia Podolak, left, and her assistant, Sandra Mahonski, have worked together for three years.