

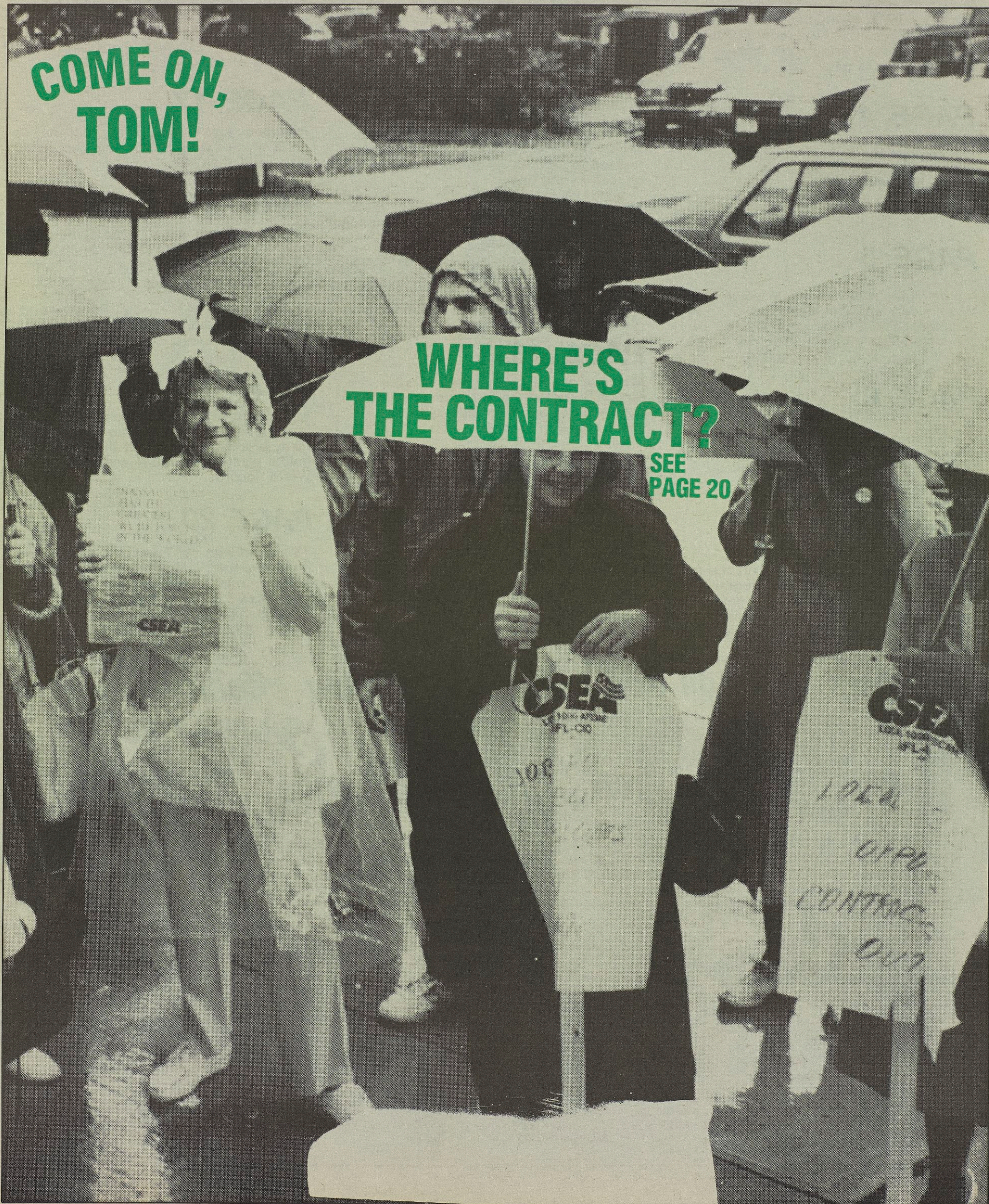
THE
PUBLIC

Sector

Monday, June 11, 1990

Vol. 13, No. 12

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



COME ON,
TOM!

WHERE'S
THE CONTRACT?

SEE
PAGE 20

NASSAU HAS THE
GREATEST
WORK FORCE
IN THE WORLD

CSEA

CSEA
LOCAL 1000 AFSCME
AFL-CIO

JOE FOR
PUBLIC
EMPLOYEES

CSEA
LOCAL 1000 AFSCME
AFL-CIO

LOCAL
1000
OPPOSES
CONTRACT
OUT

INSIDE NEWS YOU CAN USE

PAGE 3

Was it incompetence and neglect? CSEA thinks so, but whatever the reasons, a foul-up by a previous personnel administrator at Manhattan Psychiatric Center will result in hundreds of CSEA members there sharing more than \$300,000 in back pay.

PAGE 4

You can find more "Gone Fishin'" signs in Onondaga County, per capita, than anywhere else in the state. CSEA members have a lot to do with the great fishing in Central New York.

PAGE 5

It'll be Moran, Boncoraglio, Mascioli, Mead, Moore and Lattimer as all six incumbent CSEA regional presidents are scheduled to begin new three-year terms July 1.

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If you're one of the 35,000 CSEA members affected by the state's new commercial motor vehicle legislation, here's what you need to know.

PAGE 7

English can be an imposing challenge for many. Now CSEA educational programs are helping some DOT members get ready to master the new commercial motor vehicle legislation requirements.

PAGE 8

The state's early retirement plan, described by CSEA as a "flim-flam," is now a fact-of-life. But if you're thinking about taking the state up on its offer at least read all the fine print carefully.

PAGES 9-10-11

With the state budget finally out of the way, legislators are making some moves on bills of interest to CSEA members. A group of CSEA member-activists recently lobbied legislators in support of bills backed by the union.

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Management at Rockland Psychiatric Center is apparently a little thin-skinned. Administrators got irked and irritated by a recent article in *The Public Sector*, but the CSEA local president there is sticking to his guns.

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A couple of CSEA retiree-activists in Region 3 are hoping to be able to fill the mighty big shoes left empty with the passing of Don Webster.

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An election has been scheduled to fill a vacant seat on CSEA's statewide Board of Directors.

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The state barge canal system is into its 165th season, but for the first time there's a female running one of the locks on the system.

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Upcoming CSEA/NYS contract negotiations might be among the most difficult in recent memory. Which is why CSEA President Joe McDermott is sending the best prepared teams possible to the tables to represent the interests of 100,000 state members.

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Everybody loves a good story, but they're no fairy tales when CSEA members swap work-related stories.

PAGE 18

Rosetta Shepard will soon be going back to work at the Nassau County Medical Center, complete with back pay, thanks to a successful CSEA arbitration on her behalf.

You can never have enough education. Now is the time to get ready for CSEA LEAP's fall courses.

PAGE 19

Iva Lawson says management at Staten Island Developmental Center broke so many promises to her that they could hold a place in the Guinness Book of World Records.

PAGE 20

"Sit down with us, Tom . . . and let's talk it out together!" That's the message for Nassau County Executive Tom Gulotta from 14,600 angry and disgusted CSEA members who are tired of the county dragging its feet in contract talks.

EBF gets new toll-free telephone number effective June 4

1-800-3-EBF-3-C7-3-SEA-2

The CSEA Employee Benefit Fund (CSEA EBF) has changed its toll-free telephone number effective June 4. For questions and information on EBF's benefit plans, call the new toll-free number on or after June 4. THE NEW TOLL-FREE NUMBER IS 1-800-EBF-CSEA (1-800-323-2732). The local number remains unchanged — (518) 463-4555.

THE PUBLIC Sector

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Hundreds of CSEA members to share \$300,000 back pay at Manhattan Psychiatric Center

By Lilly Gioia
CSEA Communications Associate

CSEA Local 413 member Samuel Koroma went to the union to file a grievance against Manhattan Psychiatric Center (MPC) when he was refused both his night differential and supervisory pay. The veteran 12-year therapy aide's case unlocked a Pandora's box.

That successful grievance is leading to hundreds of other CSEA members at MPC being awarded lost back pay totaling more than \$300,000.

The final total in lost back pay will not be known for several months as MPC's Personnel Department sorts back through years of records for each affected employee, according to CSEA Local 413 President Mohamed Hussain.

System was tainted

"At first we thought this problem affected a few employees here and there," Hussain said, "but the more vigorously we pursued our investigations, we found we had a really serious problem throughout the whole system affecting hundreds of union members."

More than 300 employees have already been identified as having been deprived of annual increments, some as far back as 1981, CSEA Labor Relations

Specialist Bart Brier said.

Hussain blames a previous personnel administrator's negligence and incompetence for failing to provide hundreds of CSEA members with annual performance evaluations. Then, because the evaluations were missing, management denied workers annual increments, hazardous duty pay, supervisory pay and night differential pay.

Hussain credits new managers in the MPC Administrative Services and Personnel Departments for their efforts to work with the union to unravel years of neglected personnel records in order to correct salary inequities.

Management cooperative

"Both Administrative Services Director John Fellin and Ed Herman, the new personnel director, are committed to straightening out the years of payroll errors that kept CSEA members from getting their rightful monies," Hussain said.

"We are concerned about individuals receiving any compensation that is due to them," facility Director Dr. Michael Ford confirmed.

Some examples

Jeraline DeShazo, a therapy aide for

Check-cashing now available on-site

When those employees at Manhattan Psychiatric Center receive their back pay, they won't have very far to go to cash the checks. Thanks to efforts by CSEA, employees at the facility and Manhattan Children's Psychiatric Center can now cash their paychecks more easily.

There are no banks on Ward's Island where the two facilities are located, but now employees don't have to make an additional trip off the Island and over the TriBorough Bridge just to cash a paycheck.

CSEA worked out an agreement with a firm that provides a cash-checking van on the facility grounds for several hours each pay day, CSEA Local 413 President Mohamed Hussain said.

"It was time consuming and an extra expense just to get paid before," Hussain said. "We promised the membership that the union would get them some relief from that annoying situation. Now every pay day members are reminded that CSEA delivers on its promises."

11 years at MPC, expects about \$1,000 in back pay for ward charge duties she performed since 1985 without being paid. She said she plans to use some of the money to buy new video tapes for her patients.

"At the time, the job needed to be done and I am here to assist in patient care, so I did the out-of-title work without payment," DeShazo said of the years of supervisory work she performed without compensation.

Mildred Evans, an MPC therapy aide for 22 years, also performed ward charge work without pay. She intends to use the \$1,600 back pay due her to pay bills.

"Caring for our patients was the most important thing for me, but I really appreciate what Mr. Hussain and CSEA have done to get this money," Evans said.

"I was aware that the hospital owed me money, but it wasn't the first thing on my mind," Therapy Aide Ruby Pettiford said. "I knew when I brought my problem to CSEA that something would be done about it. Doing medications, charting and journal reports needed to be done and done right, so I just did it."



MANHATTAN PSYCHIATRIC CENTER DIRECTOR Dr. Michael Ford fans through a computer print-out of names of facility employees identified so far as being eligible for back pay. Others include CSEA Local 413 President Mohamed Hussain, left front, and CSEA Labor Relations Specialist Bart Brier, third from left. Seated at right is MPC Administrative Services Director John Fellin and standing far right is MPC Personnel Director Ed Herman. Therapy Aide Samuel Koroma, who filed the original grievance, is second from left, second row, among a few of the more than 300 employees eligible for back pay.

GONE FISHIN'

It's no accident that more fishing licenses per capita are sold in Onondaga County than in any other county in the state. The fact is, trout fishing is great in streams, rivers and lakes throughout Onondaga County.

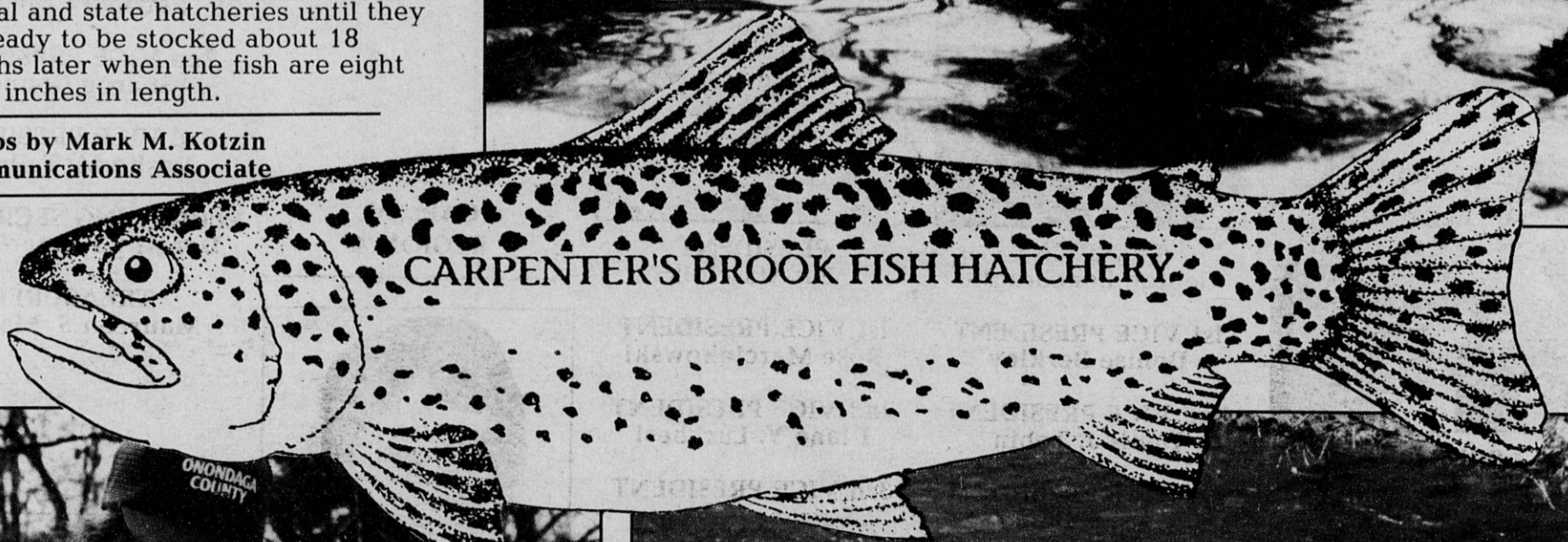
The waters are stocked annually with tens of thousands of Rainbow, Brown and Brook Trout raised at Carpenter's Brook Fish Hatchery. The 20-acre facility in western Onondaga County operated by the Onondaga County Parks Department is one of only a few hatcheries in the United States managed by a county.

CSEA Onondaga County Local 834 members nurture the trout from the moment they arrive as fish eggs from federal and state hatcheries until they are ready to be stocked about 18 months later when the fish are eight to 10 inches in length.

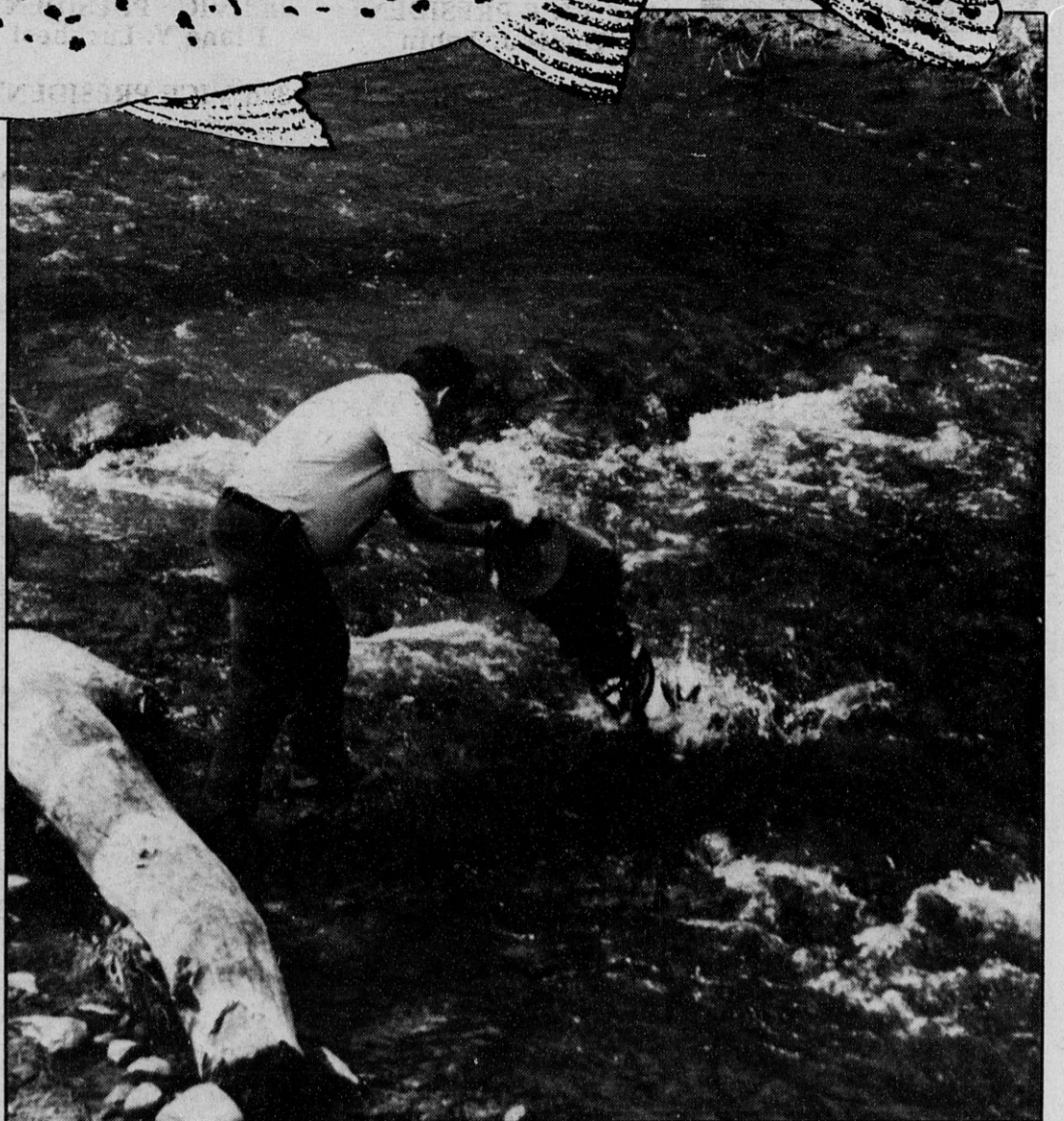
Photos by Mark M. Kotzin
Communications Associate



CSEA LOCAL 834 member Richard Fey uses a grating to corral trout at end of trough so they can be scooped for stocking in waters in Onondaga County.



TROUT ARE PLACED in a truck-mounted tank by Carpenter's Brook Fish Hatchery employee Kirk Handov. The trout will then be transported for stocking in streams and lakes.



BROOK TROUT raised from fish eggs by CSEA Local 834 members at Onondaga County's Carpenter's Brook Fish Hatchery are stocked in Butternut Creek by John Derisio, an Onondaga County Parks employee.

CSEA REGIONAL ELECTION RESULTS

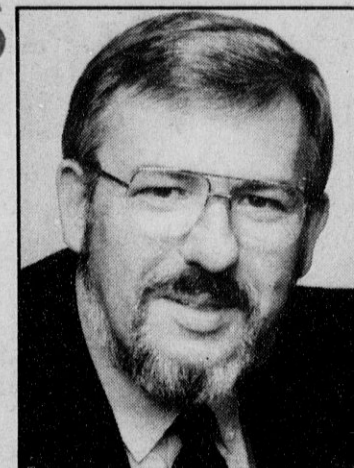
All six incumbent CSEA regional presidents have been re-elected to new three-year terms according to election results announced by the Independent Election Corporation of America (IECA), which oversaw the balloting. The race for Metropolitan Region II president was

conducted under the supervision of the U.S. Department of Labor.

Regional officers are scheduled to begin three-year terms July 1.

Following is a list of CSEA regional officers scheduled to take office July 1.

CENTRAL REGION 5



PRESIDENT
James J. Moore

EX. VICE PRESIDENT
Bud Mulchy

1st VICE PRESIDENT
Patricia Crandall

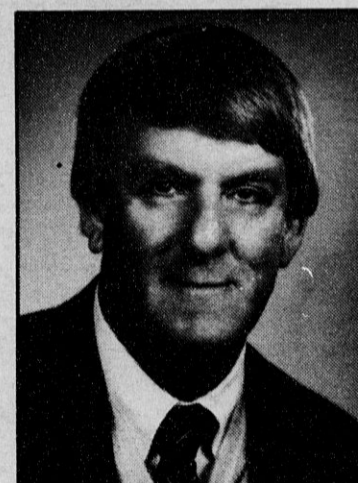
2nd VICE PRESIDENT
Sharon Connor

3rd VICE PRESIDENT
Roslie M. Tallman

RECORDING SECRETARY
Dorothy Penner-Breen

TREASURER
Maureen S. Malone

WESTERN REGION 6



PRESIDENT
Robert L. Lattimer

1st VICE PRESIDENT
Florence Tripi

2nd VICE PRESIDENT
Marie Prince

3rd VICE PRESIDENT
Sylvia B. Thomas

SECRETARY
Candy Saxon

TREASURER
James V. Kurtz

METROPOLITAN REGION 2



PRESIDENT*
George Boncoraglio

1st VICE PRESIDENT
Denise Berkley

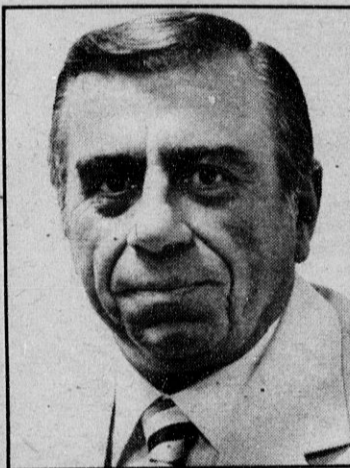
2nd VICE PRESIDENT
Denis J. Tobin

3rd VICE PRESIDENT
Tony Bailous

SECRETARY
Harriet Hart

TREASURER
Sharon Katz

SOUTHERN REGION 3



PRESIDENT
Pat Mascioli

1st VICE PRESIDENT
Rose Marcinkowski

2nd VICE PRESIDENT
Diane Y. Lucchesi

3rd VICE PRESIDENT
Patricia Nealon

RECORDING SECRETARY
Maryjane MacNair

TREASURER
Darlene Foust

CAPITAL REGION 4



PRESIDENT
C. Allen Mead

1st VICE PRESIDENT
Joan M. Tobin

2nd VICE PRESIDENT
Carmen Bagnoli

3rd VICE PRESIDENT
Lou Altieri

SECRETARY
Judy Remington

TREASURER
Barbara Stack

LONG ISLAND REGION 1



PRESIDENT
Gloria Moran

1st VICE PRESIDENT
Carol Guardiano

2nd VICE PRESIDENT
Susan S. Duffe

3rd VICE PRESIDENT
Cathy Green

4th VICE PRESIDENT
Barbara Jones

SECRETARY
Dolores Gabay

TREASURER
Barbara Allen

***Special note:** The following additional information applies only to the Region II President/Statewide Vice President Election.

The election for the position of Region II President/Statewide Vice President shall be conducted under the supervision of the United States Department of Labor; Office of Labor-Management Standards.

For purposes of protesting the Region II President/Statewide Vice President election only, any member in good standing may protest the supervised election of Region II

President/Statewide Vice President for valid cause. Such protest must be made in writing and can be filed at any time before, during or within 10 days after the election. Any protest should be addressed to the Election Supervisor, U.S. Department of Labor; Office of Labor-Management Standards, 201 Varick Street, Room 878, New York, NY 10014.



State sets new commercial driver's requirements

At long last New York has a law bringing the state into compliance with the federal Commercial Motor Vehicle Safety Act.

CSEA has been actively involved throughout the legislative process and successfully lobbied for several provisions to protect the interest of nearly 35,000 CSEA members who could be affected by the changes.

The federal Commercial Motor

Vehicle Safety Act of 1986 required all states to establish tougher commercial drivers' licensing and testing requirements. The purpose is to improve road safety by ensuring the qualification of commercial motor vehicle operators by April 1, 1992, or risk losing federal highway money.

Now there is some detail about how New York will comply.

Throughout the debate, CSEA has consistently called for exempting drivers with clean records from the road test provisions, making preparation material for the written exam available to all commercial drivers; providing alternatives to the written exam and requiring some employer payment of increased charges for the testing.

These concerns are incorporated into the law.

WHAT YOU NEED TO KNOW



Drivers with good records will not have to take the road test.



All commercial motor vehicle operators must take the new written test.



Drivers' manuals for preparation purposes will be mailed to all commercial drivers.



School bus drivers can be reimbursed by their employer for the testing fees.



The state Department of Motor Vehicles estimates 550,000 people will take the written exam. Mass testing will be scheduled for next spring. After that, testing will be held at DMV offices.



Individuals who fail the written exam may request an oral exam.



If you fail, you will not immediately lose your license. You can retake the test as many times as you can schedule it prior to the renewal of your license or April 1, 1992, whichever comes first.



The new fee schedule is as follows:
 —\$48 for four years for license and \$2 for photo;
 —\$10 for each written test, \$40 for the road test;
 —\$5 each time you take an endorsement test or tests (during each sitting you can take as many different endorsements as you choose).

State employees REACH for help on new driver's test

EDITOR'S NOTE — CSEA's successful lobbying on the commercial motor vehicle licensing changes ensured that study materials will be distributed to all CSEA members affected by the new requirements.

But for CSEA state employees, a jointly administered, CSEA/NYS program can also help in preparing for the new tests.

REACH, which stands for Reading Education and Achievement, offers several different programs that can be tailored to meet the needs of participants. As the following story explains, some members are already taking advantage of the opportunity to get ready for the commercial motor vehicle testing.



LEARNING EXPERIENCE — Teacher Bea Fassler poses with her DOT class of 1990.

KATONAH — Some of them have worked as laborers for many years. Most of them speak excellent English, but admit they have some difficulty reading and understanding the language.

So when the tough new testing requirements for commercial driver's licensing were announced, it was panic time for these members of CSEA Department of Transportation Local 507.

"It's not easy for an adult to admit that he needs help," said George Ballard, a member and past president of the local.

The members discovered that help was available through the CSEA/NYS REACH program. REACH is designed to meet the specific needs of workers by improving their basic skills.

In the case of Local 507, two courses were established, one for non-English speaking employees and one for English-speaking workers who have difficulty reading.

Teacher Bea Fassler emphasized that the men know their

jobs, but need help understanding tests. "They're very bright, but they just have difficulty understanding the written language.

"The main purpose of these classes is to help them get their commercial driver's license but improving their language and reading skills will also help them in other aspects of their work and help them gain promotions," she said.

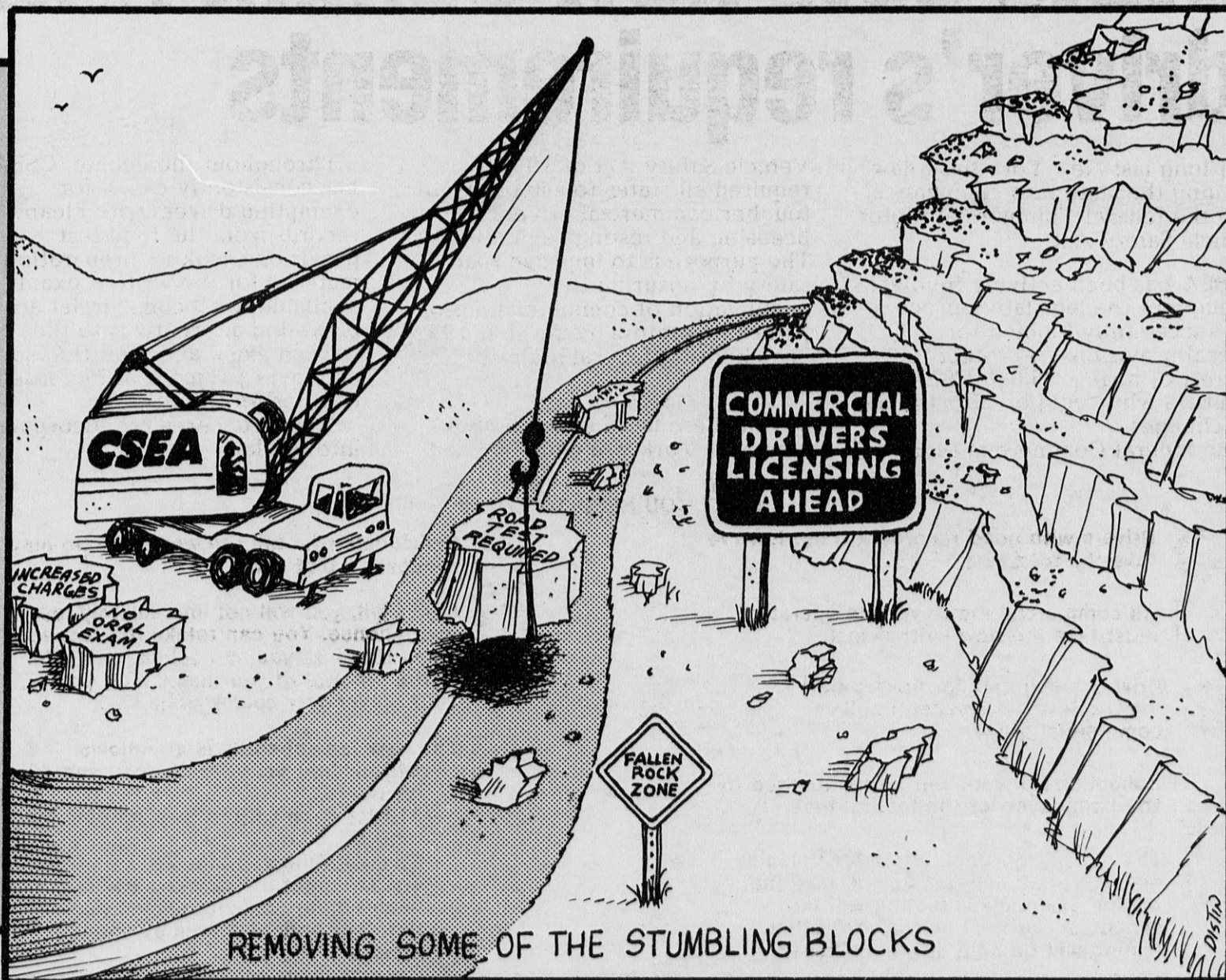
"They're hard workers" Ballard said. "They're so afraid they won't pass the test."

During one recent class, the group was studying common expressions.

"Sayings like 'it's raining cats and dogs' or 'you're pulling my leg' are confusing," Fassler explained.

"Sometimes it's difficult to bridge the gap of their needs," she added. "It takes months of classes."

REACH programs are available around the state. For more information about REACH, call (518) 473-3939.



**Any way
you look
at early
retirement**

YOU LOSE!

ALBANY — State employees eligible for retirement will soon be given an opportunity to work 100 percent of the time for 60 percent of their salary.

It's part of a budget-balancing scheme concocted by the governor and state Legislature who insist it is not an "early" retirement program but instead a two-part "incentive" that includes both phased and targeted retirements.

Phased retirements

Under the phased "incentive," employees would pay themselves to stay on the job by simultaneously collecting retirement pensions — their deferred wages — while collecting only 60 percent of their salary.

Employees eligible for retirement would have to cut a deal with their supervisor to retire but agree to keep working for another six months to two years.

Employees would keep sick leave they had on the date of their "retirement" but would begin earning other leave

credits as if they were new employees. Health insurance would be maintained as if they were fully active employees.

Their final average salary on which pensions are calculated would be frozen on the date of "retirement" but they would get additional service credit for the extra months worked.

State officials have no idea how overtime pay would be calculated for people in this half-in, half-out status.

But this much they do know: Retirement applications must be filed between June 5 and Aug. 31.

Targeted retirements

The twist here is that supervisors get the right to choose job titles that can be given this "incentive." The enticement is an extra month's service credit for each year on the state payroll. Employees in large agencies would have to quit by Sept. 30, small agencies Aug. 31.

The targeted "incentive" is really a "deadwood" incentive because targeting

means the job will be abolished. It won't be refilled. It also creates opportunities for supervisors to reward friends and punish enemies.

The fine print

Employees eligible to retire under Tiers 1, 2, 3 and 4 can expect an avalanche of materials singing the praises of these "incentives." CSEA wants employees to do what is best for them but urges that they proceed with eyes wide open and pay special attention to the fine print.

Supervisors get the right to choose job titles that can be given this "incentive."

EARLY RETIREMENT: A FLIMFLAM PLAN

In a desperate attempt to balance the state budget Governor Cuomo is offering employees a flimflam early retirement plan. Throughout the state budget negotiations CSEA has advocated for three early retirement plans.

First, a fair plan that provides a benefit to all eligible employees, not a few individuals or titles.

Second, a plan that saves enough money to prevent any layoffs.

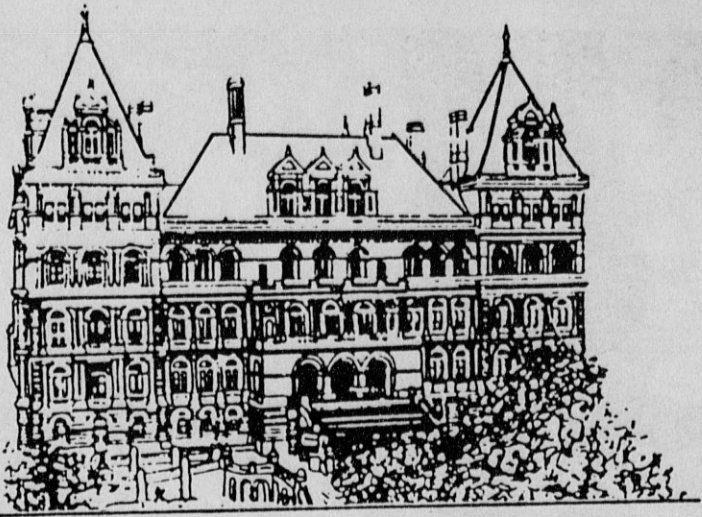
Third, a plan that avoids a repeat of the 1983 early retirement plan which left many agencies dangerously understaffed.

The plan being put forward by the Governor does none of these things.

The plan is unfair. The retirement benefits are reduced. The plan targets certain job titles.

CSEA opposes retirement plan

CSEA has blasted the state's early retirement plan as unfair. First, it targets only certain job titles in certain agencies. If more employees are eligible to take an early retirement than positions are available, then employees will be selected to retire based on a random lottery option.



CSEA and the Legislature

PALs lobby for union program

ALBANY — As the state Legislature settled down to work on issues other than the budget, CSEA was walking the halls of the state Capitol and Legislative Office Building to press its legislative concerns.

More than 100 CSEA political action liaisons (PALs) came to Albany to meet with legislators and discuss the union's legislative program. The broad program includes legislation to improve health and safety on the job, protect retirees'

health insurance, provide permanent pension supplementation and create sick leave banks for state employees. (See photos, pages 10 and 11.)

"We had a very productive day," said CSEA Legislative Counsel Fran Turner. "Our PALs were well-informed and had the chance to meet with a number of influential legislators."

CSEA Director of Legislative and Political Action Larry Scanlon said the lobby day serves an important purpose.

"The legislators see that our members are not only concerned about what's happening in Albany, but willing to do something about it," he said. "That means they're willing to work in elections, too. That carries weight with legislators who want to be re-elected."

The Legislature is already considering some of CSEA's legislative program goals and has acted on others. For an update on their progress, read the stories below.

Law raises OCA ethics income limit

Gov. Mario Cuomo has signed a law which increases the ethics law salary limit for Office of Court Administration (OCA) employees so that it coincides with the limit for other state employees.

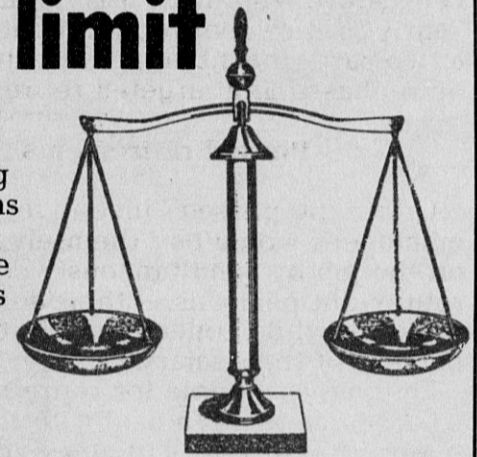
Last year, the limit was raised for most state employees from \$30,000 to more than \$50,000.

Under the ethics law, state employees who are policy makers or

who perform certain duties including awarding contracts and purchasing, must complete a financial disclosure form for the state. Employees who make more than the limit must also complete the form unless they are exempted.

CSEA has already filed for exemptions for its OCA members, who must comply with the law beginning next year. The union was

successful last year in winning exemptions for many other state employees who are affected by the law.



Assembly passes OSH legislation

The Assembly has already passed legislation which would allow the state labor commissioner to set occupational safety and health (OSH) standards for workplaces not covered

in federal law.

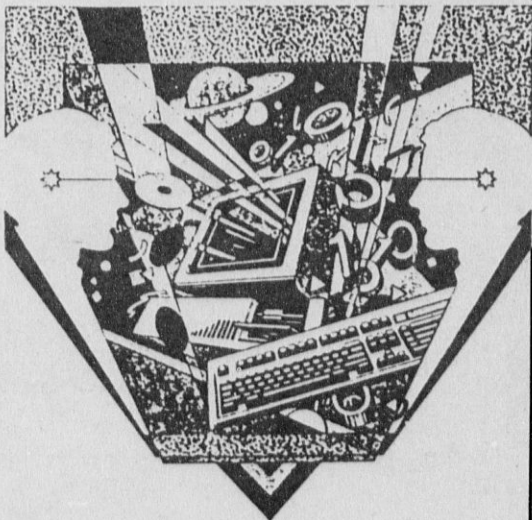
In the Senate, the bill is now in the Senate Rules Committee. If the Rules Committee passes the bill, it will go to the floor for debate and a vote.

VDT bill makes progress

A bill to protect workers who spend most of their time working at video display terminals (VDTs) has moved to the Assembly Codes Committee. If it passes there, it will go to the Ways and Means Committee, which considers fiscal implications of legislation.

If the Ways and Means Committee votes in favor of the legislation, it goes to the floor for debate and a vote by the entire Assembly.

The Senate Labor Committee is also considering the bill. If it passes there, the bill will move to the Senate Finance Committee before it can go to the Senate floor for debate and a vote.



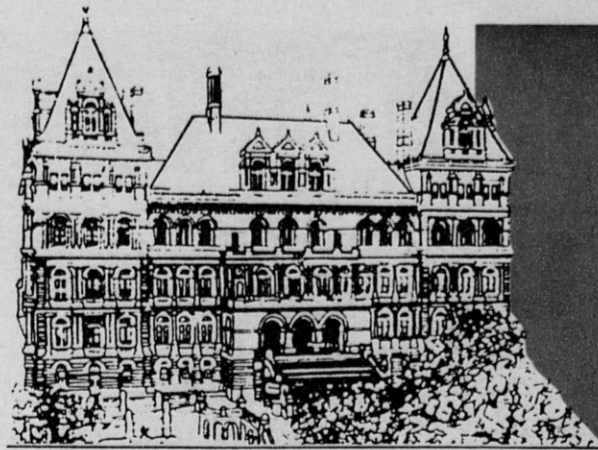
Leave bank bill moves

Legislation that would allow state employees to donate accumulated leave time to a sick leave bank for co-workers is moving through both houses.

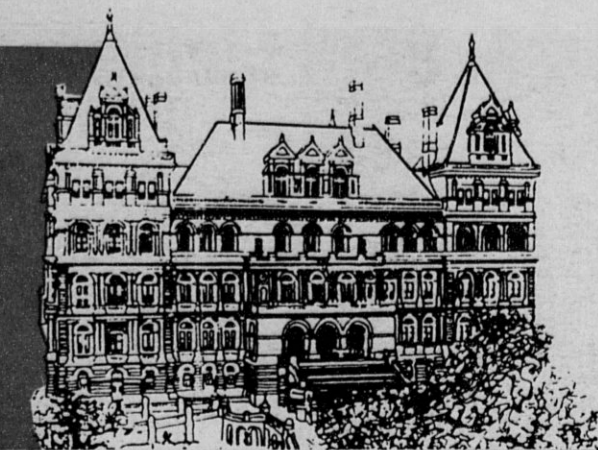
The Senate Rules Committee is now considering the bill, as is the Assembly Government Employees Committee.

A sick leave bank allows employees with unused sick leave to contribute it for the use of other employees facing long-term or terminal illness or who are caring for an immediate relative with a serious illness.

CSEA is leading the support for the bill in memory of CSEA member Jackie DeMars, who died last year after a long illness.



CSEA PALS in action



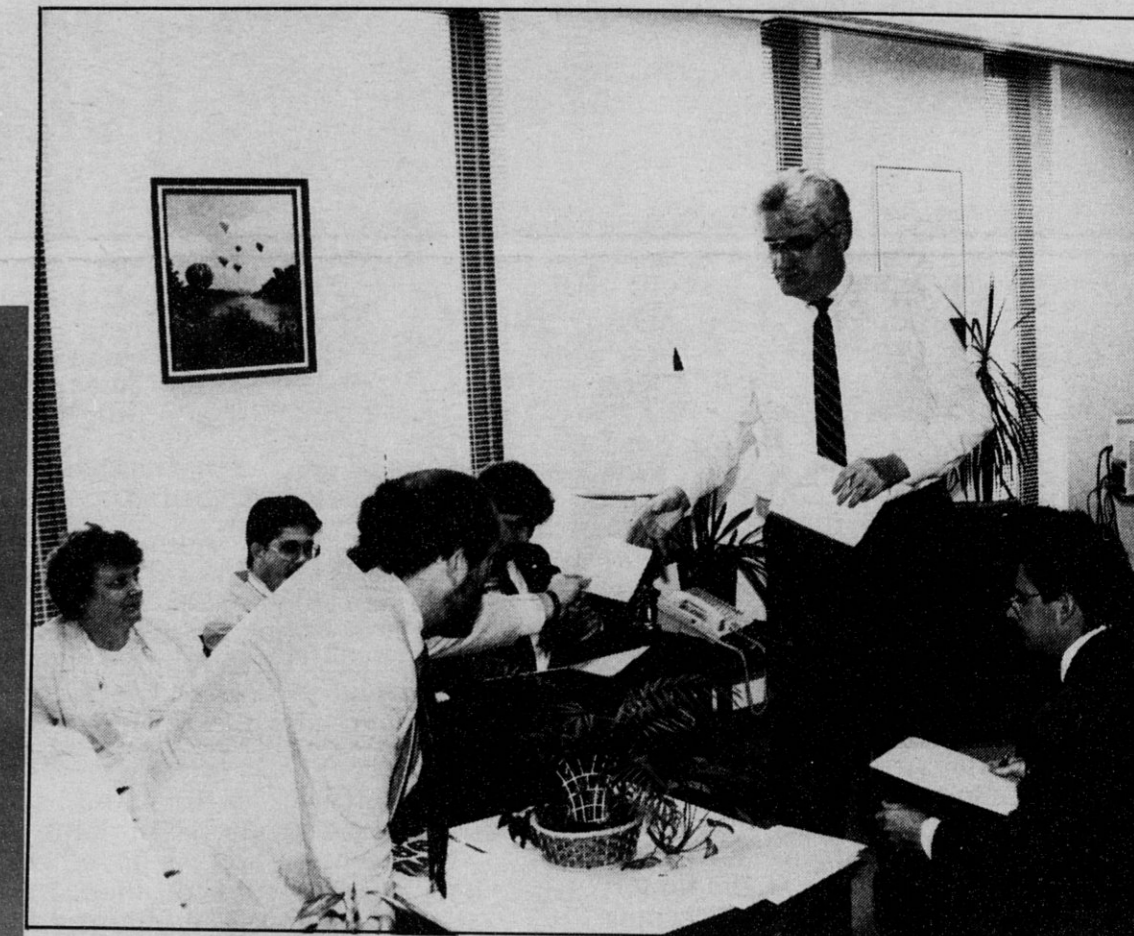
The photos on these pages show only a few of the many CSEA activists who came to Albany for the recent lobby day.



SENATE MINORITY LEADER Manfred Ohrenstein meets with CSEA PALS from Region II Connie Indovina and Peggy Eason to discuss CSEA's legislative program.



ASSEMBLYWOMAN EARLENE H. left, a member of the Assembly Labor Committee, meets with a group of CSEA PALS including Helen DuPree, center, and Lee Pound, retiree representative to the CSEA statewide Political Action Committee.



ASSEMBLY MAJORITY LEADER James R. Tallon Jr. gets some important CSEA information from PAL Mark Mandyke, one of several CSEA PALS who met with the Binghamton legislator.



CSEA LEGISLATIVE COUNSEL Fran Turner, standing, gives a group of CSEA PALS some tips as they prepare to meet with members of the state Legislature to ask for support on CSEA's legislative program.

CSEA and AFSCME win in Washington

WASHINGTON — CSEA and AFSCME can claim an important victory at the federal level.

President Bush has signed a law that restores \$99.6 million to the Department of Labor budget.

Until he did so, some state labor department offices in New York were in danger of closing, resulting in transfers for hundreds of CSEA members. Drastic cuts in important services were also in the air for New York state residents.

"The restoration of this money means

those offices stay open and the employees can stay where they are," said Joe Conway, CSEA's federal issues coordinator. "That's the kind of federal political action that hits home in New York. That's why we have to be active in Washington as well as Albany."

CSEA President Joe McDermott galvanized CSEA's network of political activists, Conway said. CSEA activists lobbied New York state's congressional delegation to support restoration of the Department of Labor funds.



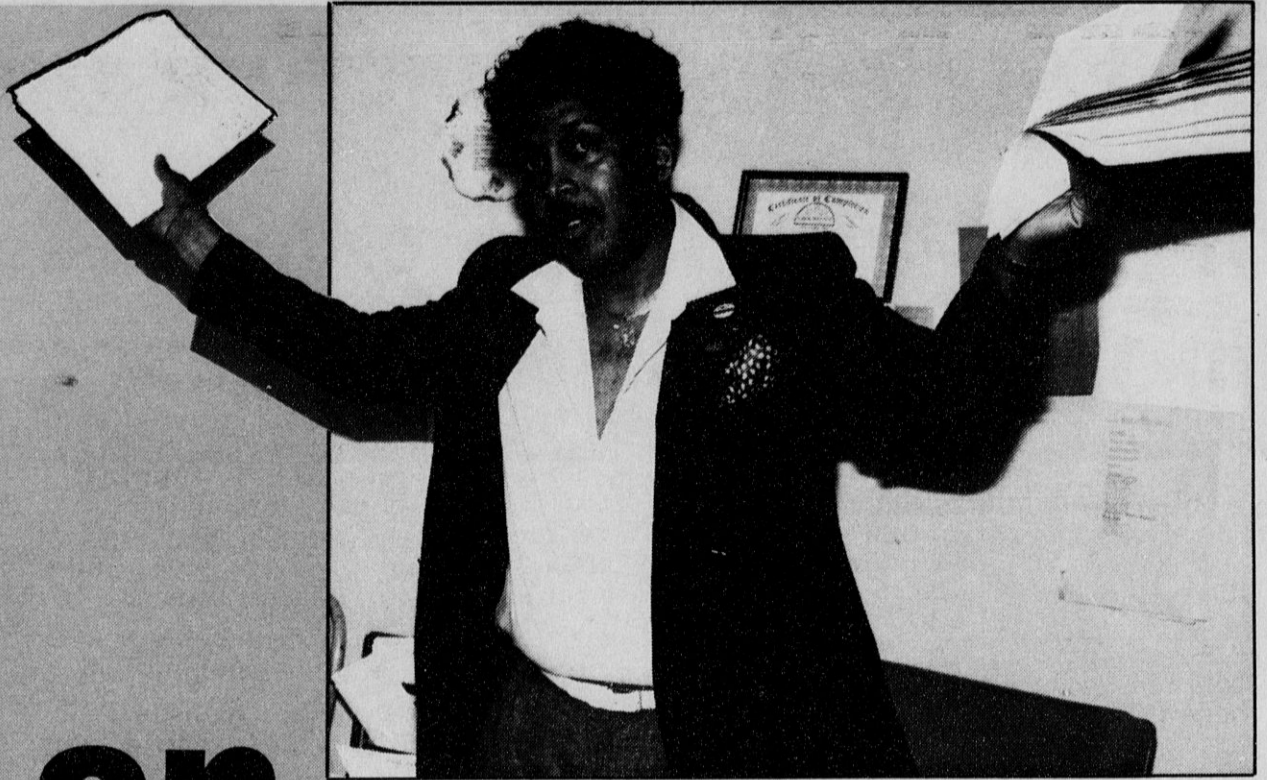
CHAIR OF THE SENATE Civil Service and Pensions Committee Caesar Trunzo meets with a group of CSEA PALS from Region I. Pension supplementation and mandatory Medicare assignment were the major topics of discussion.



ASSEMBLY LABOR COMMITTEE Member William R. Sears, right, meets with several Region V CSEA PALS, including Dorothy Penner-Breen, left.

At OMH facilities

The beat goes on



NO IMPROVEMENT — CSEA Rockland Psychiatric Center Local 421 President Vernon Cason holds up some of the dozens of notices of discipline filed against CSEA members. Cason has come under fire from facility management for his comments in an earlier edition of *The Public Sector* that the OMH time and attendance crackdown is hurting employee morale.

A recent article in *The Public Sector* criticizing the state Office of Mental Health's new Overtime and Attendance Control Units (OACUs) has apparently angered some administrators.

But CSEA is not backing down from its contention that the program is doing little more than harrasing employees.

For one CSEA local president, having the courage to speak out has meant catching flack from the local management.

The OACUs were established as a pilot project at six facilities — Rockland, Kings Park, Kingsboro, Creedmoor, Manhattan and Bronx. OMH claims they're supposed to be cooperative

efforts to help labor and management ensure adequate staffing.

Instead, CSEA contends that the sole purpose at several of the facilities seems to be punishment. The OACUs go after employees who are off the job with injuries, discipline long-term employees with clean records and seek the maximum penalties for minor infractions.

The situation at Rockland Psychiatric Center is a good case in point.

Scores of disciplines have been issued against employees for alleged time and attendance abuse and injured employees are receiving threatening phone calls at

home demanding that they return to work.

Yet, CSEA Local 421 President Vernon Cason was taken to task by an administrator for his comments in *The Public Sector* that morale had sunk to a new low as a result of the OACU.

"She was not happy about the article," Cason said. "I told her that I have a job to do — I shouldn't be harrassed for telling the truth. I won't be a puppet on a string for management."

Cason said there's been no improvement since the article was published. The notices of discipline continue and staffing is still critically short.

"This is an injustice to the employees," he said. "Most of them are burned out, but no one in management seems to understand the problems."

Cason pointed out that the facility officials should investigate problems with the employees instead of bringing charges against them.

"If a person who has been here for 20 years suddenly becomes a time and attendance abuser, there has to be something wrong," he said.

"The OMH claim that this is a constructive program rings hollow because the record proves otherwise," said CSEA Deputy Director of Contract Administration Mark Lawrence. "All we've seen from this program so far are dozens of disciplines that clog the system and hurt employee morale."

OMH actions add Insult to injury

EDITOR'S NOTE — CSEA's recent compilation of on-the-job injury figures for the state psychiatric centers and mental retardation facilities presents a devastating picture of pain and suffering. But the numbers, which show the loss of nearly 270,000 workdays due to occupational injury, also are an indictment of deficient management.

As the following story demonstrates, the Office of Mental Health (OMH) is not working with CSEA to find solutions. And CSEA believes the unilateral actions taken by OMH make the problems worse.

If getting hurt on the job in the state's dangerous psychiatric centers isn't bad enough, the Office of Mental Health is now setting up a system to harass employees, too.

Under the guise of a pilot project at six facilities — Rockland, Kings Park, Kingsboro, Manhattan, Creedmoor and Bronx, OMH has created Overtime and Attendance Control Units

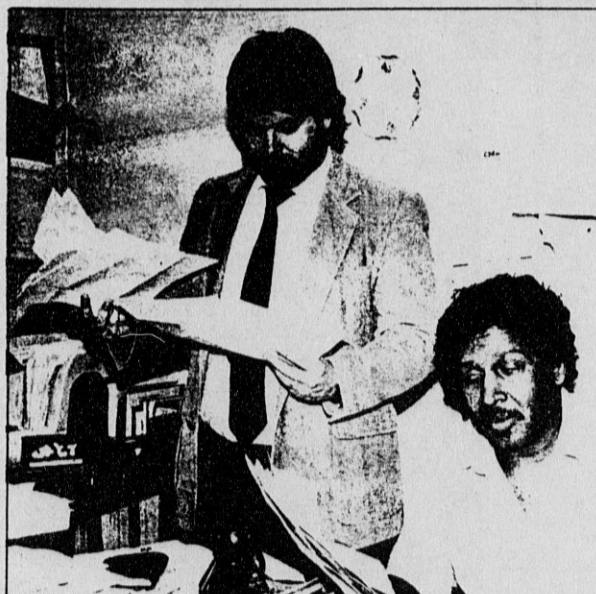
At Rockland Psychiatric Center, management has refused to share any details of the program with CSEA. But CSEA is well aware it's there because scores of members have been hit with Notices of Discipline (NODs) for alleged time and attendance abuse. Injured employees have received threatening telephone calls demanding that they come back to work.

"We've had employees with 26 years of service charged

management immediately seeks the maximum penalty even for minor infractions.

At the other locations it's difficult to judge what the OACU is all about.

"So far the absenteeism unit's been more like a baby-sitter," said Kings Park CSEA Local 421 President



OMH OVERKILL — CSEA Labor Relations Specialist Glenn Blackman and CSEA Rockland Psychiatric Center Local 421 President Vernon Cason review some of the hundreds of NODs filed in OMH's time and attendance crackdown. CSEA believes OMH is clogging the disciplinary process for no good reason and hurting employee morale.

SOURCE OF DISSATISFACTION — This recent *Public Sector* article criticizing an OMH time and attendance crackdown under the guise of a pilot program to address staffing problems has apparently irked some OMH administrators. But CSEA is sticking to its belief that the program is counterproductive.

CSEA Retirees: active and concerned

He will fight to preserve health benefits for retirees

By Anita Manley
CSEA Communications Associate

WHITE PLAINS — Pledging to carry the banner of his predecessor, CSEA Westchester County Retiree Local 921 President Victor Coster said he will continue to fight for guaranteed health benefits for retirees.

"We are in danger of losing everything we have," said Coster, who became local president when retiree activist Don Webster died in February.

"There are no safeguards in medical benefits," Coster explained. "They can take them away from us at any time."

Health insurance coverage for survivors was another issue Webster was fighting for when he died.

"We want to see the county offer coverage to a surviving spouse for 25 percent of the cost. The state offers it," Coster said.

In fact, Webster's widow lost her health insurance in May, leaving her and her children without insurance. If she wants to continue coverage, she will have to pay nearly \$500 a month.

Long Island retirees have suffered, too. One school district eliminated retirees from the medical plan and told them they would have to pay \$2,100 a year to maintain their insurance.

Coster is also concerned about preserving the state pension system.

He hopes to continue Webster's leadership on the retirees' battle front.

"I'm going to do the best I can," he said.

Success requires political awareness, Coster said, so he is encouraging local members to be politically active.

Coster has been involved in politics for years and now serves on the Republican Committee. He was active in Westchester County Executive Andrew O'Rourke's campaign.

A member of the retiree local for four years, Coster was a Westchester County Public Works employee for 35 years. In his spare time, he directs and teaches a stop-smoking course; he estimates he has helped 3,000 people quit smoking over the last 15 years.



Victor Coster

"I'm going to do the best I can."

Retirement won't end her activism

NEW CITY — She may have retired from her job with the Town of Clarkstown, but Lee Pound has no intention of retiring as a CSEA and community activist.

Recently elected to the CSEA Retiree Executive Board as the Region III Local Government representative, Pound fills the seat most recently held by the late Don Webster.

"No one can fill Don's shoes," said Pound, former CSEA Rockland County Local 844 president. "He was tough. I would like to carry forth some of Don's causes."

Pound is already involved in causes. A member of Consumer Health Care Education Service for Seniors (CHESS), Pound speaks to senior citizens groups about health care problems, including drug and alcohol abuse among the elderly and problems with Medicare and Medicaid.

One of her concerns is that less than 6 percent of the physicians in

"No one can fill Don's shoes."



Lee Pound

Rockland County accept Medicare assignment rates. When doctors charge above the Medicare assignment rates, senior citizens must pay the balance.

"We live in a fairly affluent community, but many of our seniors are having a tough time financially," Pound said.

Pound also serves on the Rockland County Senior Health Coalition and is urging all retirees to send letters to elected officials to emphasize the need

"Many of our seniors are having a tough time financially."

for a national long-term health care program.

Most of all, Pound wants retirees to become involved.

"A lot of seniors are intimidated," she said. "They're reluctant to get involved. They feel their efforts won't help."

A 21-year Town of Clarkstown employee, Pound also served as CSEA unit president for two terms and as first vice president. She is a member of the Rockland County Commission on Women's Issues, is chair of the CSEA Retiree Women's Committee and the retiree representative on the CSEA statewide Women's Committee.

CSEA sets special election to fill Board seat

A special election has been scheduled to fill a vacant seat representing University employees on CSEA's statewide Board of Directors. One of four seats representing University employees is currently vacant.

Nominating petitions are now available from CSEA headquarters and CSEA regional offices.

Any member who meets the eligibility requirements can have his or her name placed on the ballot by obtaining the required number of signatures of CSEA members on official petition forms. A candidate must be at least 18 years of age; must be a member in good standing of the Department since June 1, 1989; must not be serving a disciplinary penalty imposed by CSEA's Judicial Board and must not have been a member of a competing labor association or union since June 1, 1989.

Signatures on the nominating petition form must be of CSEA members in good standing eligible to vote in the election. The nominating petitions must include the Social

Security numbers of the members signing the form. **Not less than 450 valid signatures on official petition forms are required to qualify as a candidate.**

The petitioning period began June 4 and the deadline for nominating petitions to be received at CSEA headquarters is 5 p.m. June 22.

CSEA's statewide Board of Directors has adopted the following election schedule. The union's statewide Election Committee will conduct the balloting.

- June 4** Start of nominating petitioning period. Nominating petition request forms and petitions available.
- June 22** Deadline for nominating petitions to be received at CSEA headquarters. Petitions must be received by the CSEA Membership Records Department at CSEA Headquarters in Albany not later than 5 p.m.

- July 9** Deadline for declinations (8 a.m.). Drawing for positions on the ballot (12 noon), CSEA Headquarters conference room. Address labels available to candidates for mailing campaign literature.
- July 17** Deadline for receipt of campaign articles by *The Public Sector*. Deadline for campaign literature to be submitted to CSEA Headquarters for distribution (5 p.m.).
- July 23** Campaign articles printed in *The Public Sector*.
- July 30** Ballots delivered to Post Office for mailing (5 p.m.).
- August 6** Replacement ballots available.
- August 20** Deadline for return of ballots (8 a.m.). Ballot count begins.
- August 30** End of protest period (5 p.m.).
- Sept. 3** Publication of election results in *The Public Sector*.



YOUTHS RAISE \$5,000 TO FIGHT DRUGS — A group of youngsters from the Remington Flyers Track Club in New Rochelle, coached by a CSEA activist, raised more than \$5,000 to be used for drug prevention programs in Westchester County. The group, affiliated with the New Rochelle Boys and Girls Club, raised the money from pledges during a four-day relay race from New Rochelle to Washington, D.C. Half the money raised will go directly to community drug prevention programs and the remainder will support the track program. Tony

Blaisie, a construction engineer for Westchester County and an activist in CSEA Westchester County Local 860, helps coach the youngsters. Team members, parents and supporters are shown on the steps of the nation's Capital building in Washington. Blaisie and his wife, Linda, are seated left front. At right is team coach and founder Walter Brown, a guidance counselor at New Rochelle High School. Congresswoman Nita Lowey met the group and presented them with a flag during their stay in Washington.

She's the first

Member is first woman lock chief in canal's history

By Daniel X. Campbell
CSEA Communications Associate

NISKAYUNA — The muddy water of the river surged through the cracks in the massive red gates. Electric motors circa 1890 clicked to life and the 165th season of the New York State Barge Canal began recently.

Despite all those years of service, history is still made on the canal.

An unprecedented event took place on Lock 7 this spring, when CSEA member Karen Smith became the first woman ever to hold the job of Lock Chief.

"I'm very happy with my job," Smith said. "I'm proud to say I took a test for the position — they didn't give it to me, I earned it."

"More women should be out here in these jobs," she said as she busied herself repairing a part of one of the ancient motors. In a matter of minutes the antique part was repaired and the motor operational again.

Smith's involvement with the canal began in 1978 when she took a job as lock attendant. Her late husband was a lock chief then.

"The job keeps you busy," Smith said and raced off to the other end of the long lock structure to check on some welding being done by one of the workers.

"The guys have accepted me, for the most part," she said. "They know that I wouldn't ask them to do something that I couldn't do or haven't done."

Commenting on her future, Smith looked toward the cascading water: "Ten years from now I'd like to be a section superintendent; maybe less than 10 years from now."

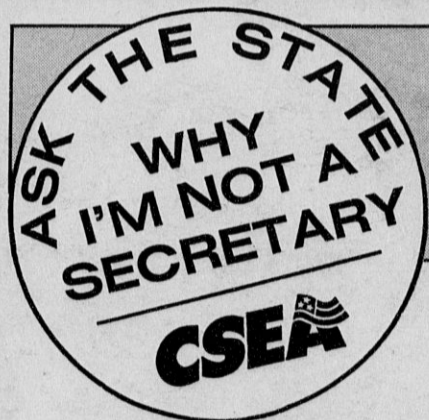
Smith said the future of the canal is in tourism and recreational use.

"Lock 7 is the second busiest lock on the canal. We're located between two marinas and we have a lot of tour boats coming through," she said.

"The people who use the canal really grow to love it and they use it more and more each season."



HISTORY MAKING MEMBER — CSEA member Karen Smith made history this spring when she became the first woman Lock Chief in the 165 years of state Barge Canal operations. Smith, shown repairing equipment, above, works at Lock 7 in Niskayuna, near Schenectady.



Keep asking

The state's secretarial reclassification process continues to plod along. But CSEA members can do something to put additional pressure on the state — file an out-of-title work grievance.

"The situation is a mess and the state has no excuse. This is **their** process," said CSEA President Joe McDermott. "If people are doing the secretarial work, they should get the pay. If the state won't act on the reclassifications they should be buried in out-of-title grievances."

More than 6,000 reclassification applications have been filed but the Division of the Budget has only approved about 1,000 and most of those are in the SUNY system.

CSEA is furious that there have been no secretarial reclassifications at all in most of the major state agencies.

As CSEA previously suggested, individuals waiting on

reclassification should file an out-of-title grievance.

Here are some points to keep in mind.

- Let your reclassification application take its course, but file for the out-of-title pay in the meantime. The two procedures are separate and distinct.
- To qualify for out-of-title pay, you must be performing the duties of the higher paying job at least 40 percent of the time. Compare your job duties to the Secretary 1 and 2 job specifications.
- You probably stand a better chance of qualifying for the out-of-title pay if your agency supported your reclassification application.
- In filing your out-of-title grievance DO NOT list "reclassification" as the remedy sought. It's a different procedure. In the out-of-title grievance you are seeking to have the state end the out-of-title work or pay you accordingly.
- Out-of-title pay is only retroactive for 15 calendar days prior to the filing of your grievance, so the sooner you file, the better.



NEGOTIATING TEAMS NAMED

CSEA/NYS contract talks affecting more than 100,000 employees in five bargaining units will begin later this year.

Contracts covering state workers in the Administrative Services Unit (ASU), Institutional Services Unit (ISU), Operational Services Unit (OSU), Division of Military and Naval Affairs (DMNA) and Office of Court Administration (OCA) all expire March 31, 1991.

When CSEA sits down with state negotiators for what are expected to be

extremely difficult negotiations, union members will be represented by the best prepared teams CSEA has ever sent to the bargaining tables.

The CSEA teams will be a blend of dedicated union member-activists and tough, experienced professional union negotiators. The teams will be backed by the full resources of CSEA's contract administration department with assistance from legal, research and communications departments.

CSEA President Joe McDermott has appointed 33 member-activists to the union's five teams.

"These will be tough talks and I'm

sending tough teams to the tables," McDermott said. "By the time negotiations begin later this year, the union teams will have undergone intensive education and training to prepare them for the rigorous sessions we expect. CSEA members have always been well-represented at the bargaining tables and this will be no exception — I think we'll be the best prepared we've ever been."

McDermott announced the following member appointments to CSEA's five state negotiating teams:

ADMINISTRATIVE SERVICES UNIT

Mary P. Fox (Chair), Clerk I, Local 648;
 Claudette Sullivan, Tax Compliance Agent, Local 460
 Barbara A. Allen, Principal Account Clerk, Local 404
 Patricia A. Westerman, Sr. Mail & Supply Clerk, Local 180
 William McMahon, Purchasing Assistant, Local 688
 Donna Murray, Claims Examiner, Local 013
 Wilma Hasser, Sr. Account Clerk, Local 552.

OPERATIONAL SERVICES UNIT

Thomas D. Patterson (Chair), Highway Equipment Operator, Local 513
 Daniel Quail, Construction Equipment Mechanic, Local 505
 Francis W. Celentano, Sr. Stationary Engineer, Local 614
 Antoine Bailous, Prin. Stationary Engineer, Local 419
 Cyrus Holdeen, Carpenter, Local 426
 Milo Barlow, Highway Maintenance Supervisor I, Local 676
 Thomas J. Warzel, Stationary Engineer, Local 602.

INSTITUTIONAL SERVICES UNIT

Terrence L. Melvin (Chair), MH Therapy Aide II, Local 427
 Willie Allen, MH Therapy Aide II, Local 430
 Joel Schwartz, MH Therapy Aide, Local 446
 Joseph A. Gleason, MH Therapy Aide II, Local 412
 Nunzio Russo, Youth Division Aide III, Local 559
 June Donald, Licensed Practical Nurse, Local 437
 Kathleen Button, Community Residence Aide, Local 405.

DIVISION OF MILITARY AND NAVAL AFFAIRS

Roy Seabrook, Mechanic I, Local 254
 Victor Isca, Maintenance Worker, Local 016
 Susan Stelmack, Principal Account Clerk, Local 250
 Harold Soutar, Armory Superintendent, Local 256
 Timothy J. Ippolito, Firefighter, Local 252
 Richard Seeley, Mechanic II, Local 251.

OFFICE OF COURT ADMINISTRATION

Edward A. Heffernan (Chair), Senior Legal Editor, Local 694
 Pasquale M. Ferraro, Court Analyst, Local 330
 William Vasallo, Sr. Appellate Court. Clerk, Local 010
 Robert Lorenc, Senior MHIS Attorney, Local 332
 Thomas F. Jefferson, Court Clerk, Local 694
 Shirley Payne, Court Clerk, Local 334
 Ralph W. Hesson, Court Officer, Local 335.

State CSEA members reminded to send in contract proposals

CSEA members in the five state bargaining units have an opportunity to provide direct input to the union negotiating teams concerning issues to be raised at the bargaining table.

Contract proposal survey forms were mailed to each CSEA state division member by CSEA President Joe McDermott. Thousands of members

have already returned their survey forms and CSEA is compiling the information to formulate the union's overall bargaining strategy.

President McDermott reminds members there is still time left for those who have not yet returned their survey forms to do so.

Labor/Management Committees offer

A chance to learn

Everybody loves a good story, but when CSEA members swap some of their work-related recollections, you can be sure they aren't fairy tales.

The stories based on real-life events members experience in their contact with the public were recently the basis of a new seminar called "Effective Public Contact Skills."

Initiated by SUNY/Empire State College and the CSEA/NYS Labor/Management Committees, the seminar is just one of several new programs offered across the state for state employees.

Gloria Jaeger, a six-year veteran at Jamaica Queens Traffic Violations Bureau, credited the seminar with helping her cope with people.

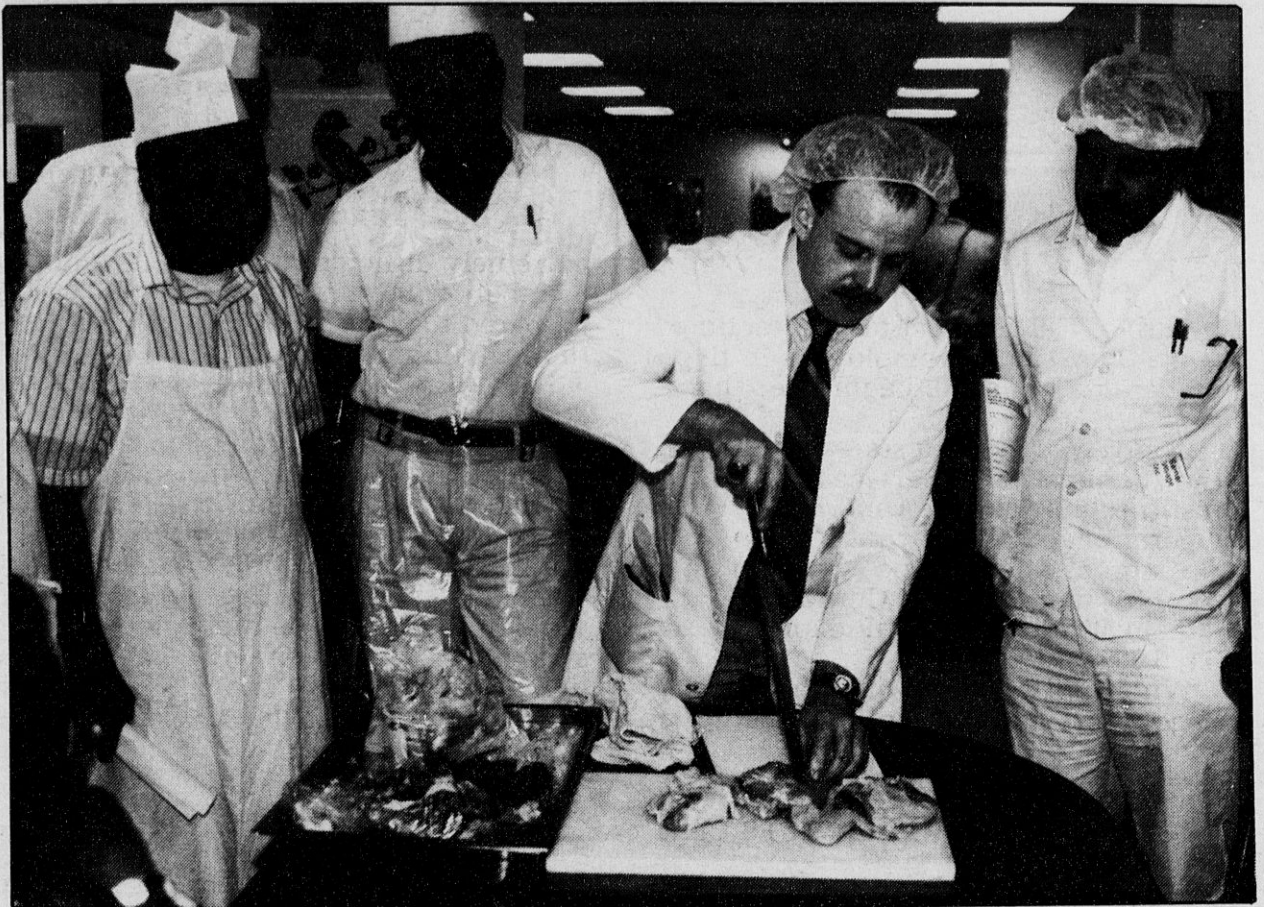
"I had a screamer last week and using what I learned at the public contact training really helped," she said. "We learned so many things about keeping a calm and positive attitude and they stuck with me back on the job."

Don Marryott, director of the Operations Development Bureau for the state Motor Vehicles Department (DMV), conducted the public contact seminar.

"It's in your best interests to keep responding in positive terms to members of the public, even when they are negative," he told participants at a Manhattan seminar. "Keeping them in a positive vein helps you to get **your** job done more quickly and efficiently."

Rudy Grinbaum, a state Tax and Finance Department employee since 1975, thought the seminar was very helpful.

"In my job, I deal mainly with employers, collecting taxes. That's stressful in itself because you get more excuses than anything else," he explained. "We get cursed out on some



RON MANCHESTER works with food service employees during training at Bernard Fineson Developmental Center Corona Division Kitchen.

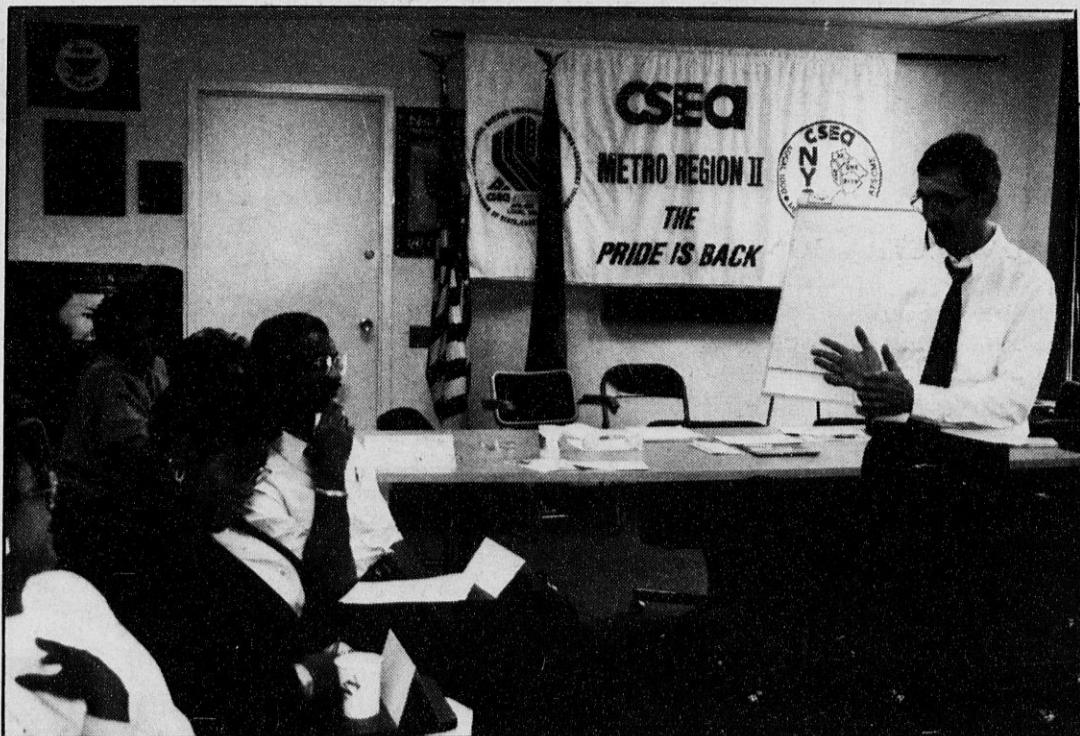
occasions and you never know what you're going to run into with irate people, especially once you tell them the state is seizing their assets."

Betty Kurtik of the CSEA/NYS Labor/Management Committees said the new programs have received excellent reviews, especially those for food service workers.

Ron Manchester, a former food service manager, dietician and cook in

nursing homes, hospitals and state facilities, led the day-long seminars in "Food Preparation and Production."

"Providing the most current information available to front-line employees on an ongoing basis is one of the most constructive advances to come out of CSEA contract negotiations. It's great because everybody benefits," Kurtik said. "Employees are better trained and motivated to advance themselves and that results in better service to the public."



DON MARRYOTT leads at "Public Contact Skills" class at the CSEA Region II Office in Manhattan.

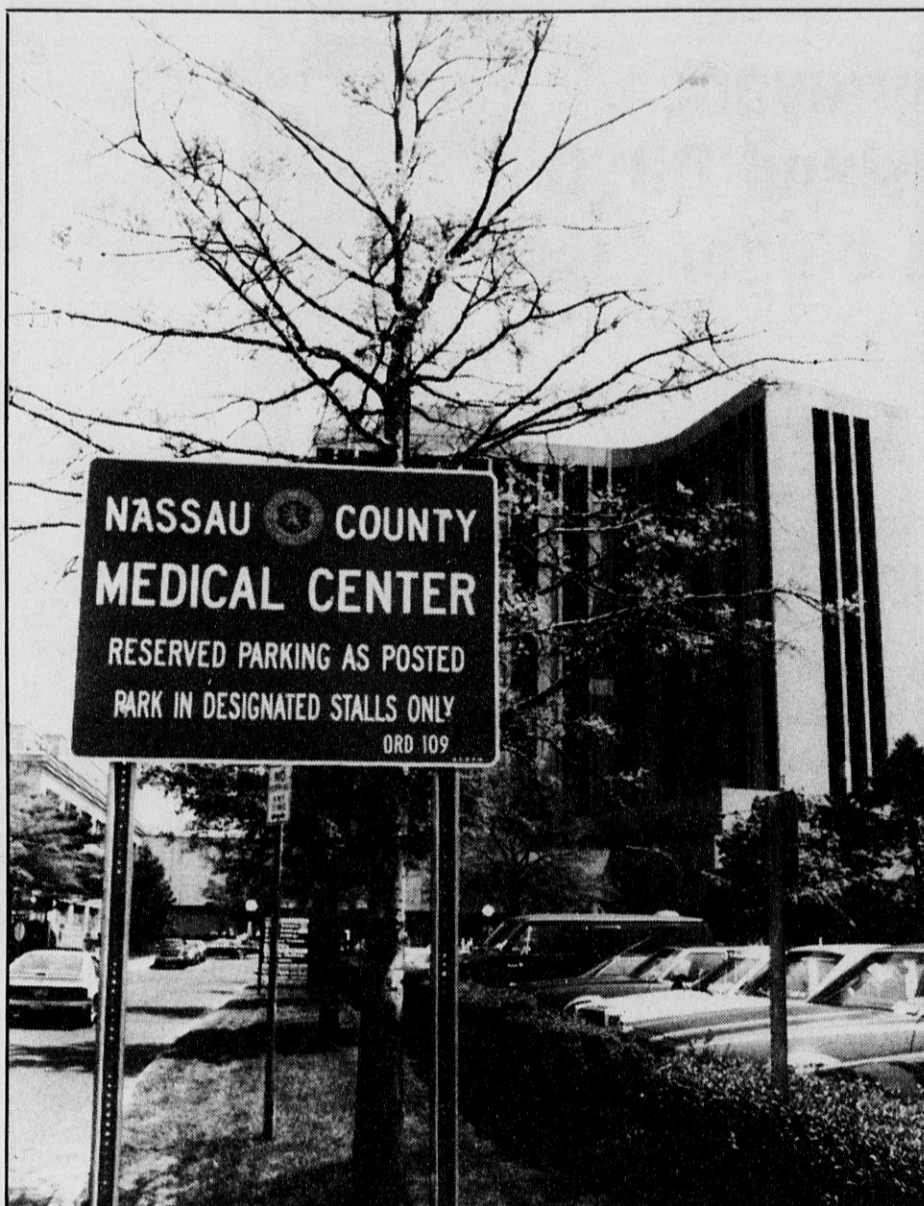
"We get cursed out and you never know what you're going to run into with irate people."

— CSEA member Rudy Grinbaum



CSEA Arbitration:

Rosetta Shepard is going *Back to work with back pay*



EAST MEADOW — Rosetta Shepard is returning to work as a patient care assistant at the Nassau County Medical Center (NCMC). And she credits CSEA with making it possible.

Shepard, who had worked at NCMC for almost eight years, lost her job in 1988 after she was charged with insubordination and fighting with another employee.

CSEA took the case to arbitration and won. Shepard, a member of CSEA Nassau County Local 830, will get 14 months in back pay and her seniority restored.

"I was shocked to win," Shepard said. "The union really did a great job for me."

CSEA argued that Shepard had not started the fight, but was attacked.

The arbitrator not only ruled in Shepard's favor, he also admonished the county for firing her without hearing her side of the story.

"The grievant was not afforded an impartial investigation before the decision was rendered in her case," the arbitrator said.

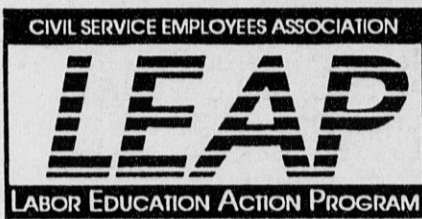
The county claimed Shepard started the fight with the other NCMC employee, even though both employees admitted having argued. The other employee also admitted to punching Shepard in the side and the stomach. The county did not discipline that employee, who was a supervisor.

The fight started when the supervisor yelled at Shepard to help him even though she was on her break and began calling her names, Shepard said. When her break was over, she went to help him.

The employee continued to call her names. Then he hit her, knocking her to the floor, Shepard said. She swung at him to keep him away from her and he struck her again.

Local grievance representative Tony Giustino praised CSEA regional attorney Lou Stober for "doing a great job for the union."

"Because of the union, Rosetta Shepard is getting her job back and 14 months of back pay," Giustino said. "This was quite a win."



Time to plan for fall '90

Course announcements and application forms for the fall semester of CSEA's Labor Education Action Program (LEAP) will be available at state agency training or personnel offices on June 20.

The deadline for applying for the fall

1990 semester is July 23. Completed applications must be received in the LEAP office by that date. LATE APPLICATIONS CANNOT BE ACCEPTED.

Check the "Bulletin" page in the course announcement publication for the latest developments in the LEAP programs. Look for information about:

- two new LEAP workshops "Surviving and Thriving in College" and "The Balancing Act;" new courses that are part of Cornell University's certificate program in labor studies;
- many new schools and new courses;
- many trade and technical courses offered in cooperation with the Joint Apprenticeship Committee; and
- the cross registration program that allows some CSEA employees to register for MC and PSTP training courses.

Be sure to mail your LEAP application

yourself and mail it early.

Remember, the fall 1990 deadline is July 23. If you have any questions, call the LEAP office at (518) 434-0191, ext. 226 or 228.

Do you need help choosing a LEAP course? Do you have questions about your education?

CSEA/LEAP can help. Call the CSEA LEAPLINE on Tuesdays, Wednesdays and Thursdays between 9 a.m. and 3:30 p.m.

CSEA LEAPLINE: 1-(800) 253-4332

The LEAP adviser is available to help you find your way through the education maze.

Broken promises

She wins out-of-title grievance, but Staten Island DDSO suffers even bigger loss



CSEA Labor Relations specialist Bart Brier

Iva Lawson

**By Lilly Gioia
CSEA Communications Associate**

STATEN ISLAND — Staten Island DDSO (formerly Staten Island Developmental Center) should win a place in the Guinness Book of World Records for broken promises according to Iva Lawson, whose recent out-of-title grievance win taught her a tough lesson.

"At Staten Island DDSO it doesn't matter if you are a good employee," she said. "As someone who has spent so many years willing to do 110 percent and believing promises that if you work hard you will be rewarded, I've learned that there's no guarantee.

"That's why I'm glad I had CSEA and a union contract there to help me gain the recognition I had earned and deserved," Lawson said.

Unfortunately her out-of-title grievance win was a bittersweet victory.

After 21 years of doing work she "loved," Lawson finally gave up hope of being fairly compensated at SIDC. She transferred to another agency for a higher paying position last October.

Record of success

Lawson began working as a therapy aide at the facility in 1968. Over the years she received numerous promotions, always with glowing performance evaluations. She moved up through the ranks to the very responsible position of Incident Review Coordinator for the entire Borough of Staten Island.

As a grade 13 employee, CSEA member Lawson was asked to handle duties that were the responsibility of grade 19 to grade 25 employees at other state facilities.

"The more they gave me to do, the more I would do," Lawson said. "And all the while they kept promising to do something about getting me upgraded."

While initially clerical in nature, over the last five years Lawson's position

evolved into a complex job collecting information and reviewing details about client injuries at both state and private Staten Island mental retardation facilities.

A top-notch organizer, Lawson created tracking systems, followed up on investigations, wrote reports and was deeply involved in quality of patient care issues. She frequently conducted training programs in incident reporting procedures for hundreds of administrators and state employees.

Hard to replace

Lawson's departure from Staten Island left a gaping hole that the facility director promptly filled with not one, but two employees, a grade 19 Utilization Review Coordinator and a secretary to assist with the mountainous record-keeping tasks.

"I never had a secretary to help me," Lawson said.

"Don't worry Iva, we'll take care of it," or "We'll talk to someone about it," were the usual promises when Lawson pressed facility Deputy Director Don DeCicca and facility Director Robert Witkowsky about an upgrading. But nothing ever happened.

According to Lawson, management eventually told her she could not be upgraded without a college degree. So she put herself through college at night

and on weekends to earn a degree in human services.

A full three years after getting her degree, Lawson remained in exactly the same place, getting nowhere.

CSEA gets action

"Two years ago I seriously considered filing an out-of-title grievance through the union, but I didn't follow through because again I was promised something would be done, but nothing was," she explained.

At the urging of CSEA Staten Island DDSO Local 402 President John "Bunny" Jackson, Lawson finally filed last year and got results.

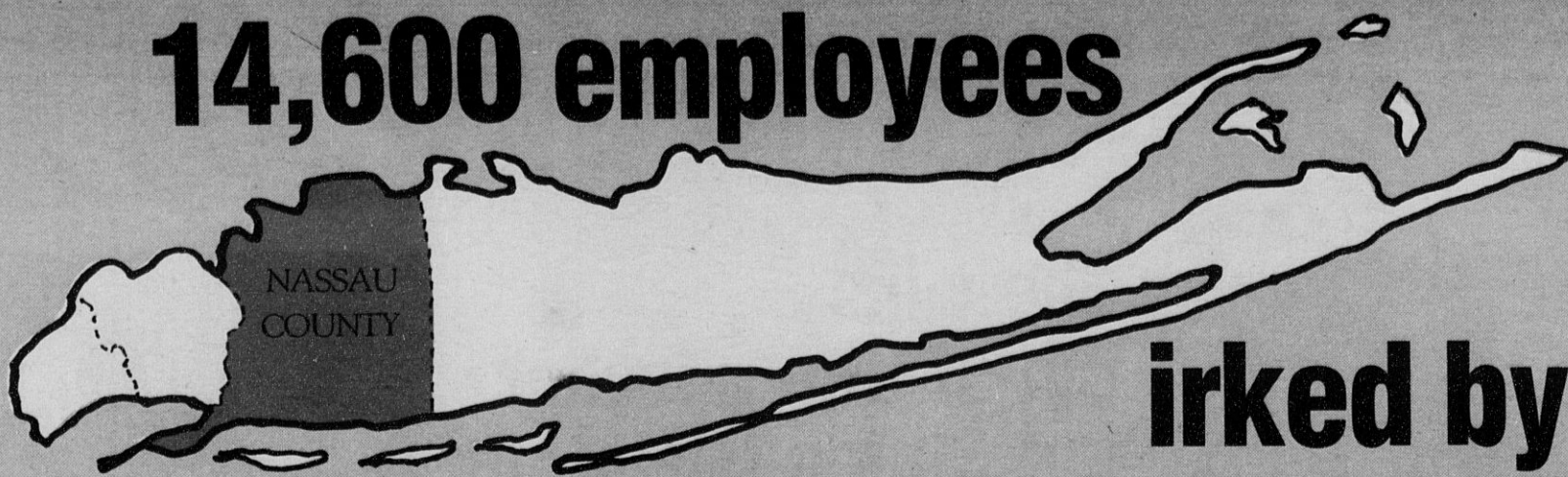
Last March the Governor's Office of Employee Relations ordered Staten Island DDSO to cease and desist from out-of-title work assignments and awarded Iva Lawson back pay in an amount still being determined.

Lawson regrets having to leave a job and place where she clearly excelled in order to finally achieve the recognition and pay she deserved for so long.

"I do feel gratified by the number of glowing recommendation letters given to me by the Staten Island chiefs of service when I left, acknowledging my contributions to the quality of patient care, even if the director and personnel department didn't seem to notice," she said.

Lawson's departure left gaping hole the facility director promptly filled with not one, but two employees

14,600 employees



MINEOLA — More than 600 CSEA Nassau County Local 830 members turned out in a torrential downpour to show their disgust with the county's negotiating tactics that have left 14,600 Nassau County employees without a contract since Dec. 31.

"The county has stalled long enough," Local 830 President Rita Wallace said as union members demonstrated for two hours in front of Nassau County Executive Thomas Gulotta's office.

The previous contract expired Dec. 31. Negotiations are at impasse and have been in the mediation process for some time.

The day before the demonstration CSEA ran a full-page ad in

Long Island's *Newsday* newspaper, taking the county executive to task for his stalling tactics and imploring him to "Sit down with us, Tom . . . and let's talk it out together!"

"There's hardly anyone who doesn't rely on CSEA members in one way or another," the ad read beneath a large headline reminding County Executive Gulotta that he once publicly proclaimed "Nassau County has the greatest work force in the world." "We care for the sick and elderly. We're security people, corrections officers, probation officers. We're school guards. We run the sewage plants. We maintain the roads, parks and recreation facilities. We touch the lives of practically everybody in this county," the CSEA ad read.

North Hempstead Supervisor Ben Zwirn, a member of the county's Board of Supervisors, joined

the union members in the demonstration. Zwirn, a Democrat, said he was displeased with huge raises Gulotta, a Republican, gave to himself and other elected and appointed officials this year.

The county refused to negotiate on salaries at a mediation session on May 18, claiming they would have to wait until the state budget was finalized. The state budget was completed the next day, and CSEA said the budget will have an overall positive effect on Nassau County. The union noted that the county will save about \$19 million in reduced pension contributions alone under the new state budget.

Still, in spite of the favorable state budget, union ad and large demonstration, a mediation session on May 30 was unproductive. Another mediation effort was scheduled as this issue of *The Public Sector* went to press.

"Sure we're upset," Local 830 President Wallace said. "After this amount of time, the negotiations should be completed."

"NASSAU COUNTY HAS THE GREATEST WORK FORCE IN THE WORLD."

Thomas Gulotta
Nassau County Executive

You said it ...

and we appreciate your recognition! There's no doubt that the great work performed by public employees is a big reason for the pleasant, comfortable, healthy life people enjoy here in Nassau County.

There's hardly anyone who doesn't rely on CSEA members in one way or another. We care for the sick and elderly. We're security people, corrections officers, probation officers. We're school guards. We run the sewage plants. We maintain the roads, parks and recreation facilities. We touch the lives of practically everybody in this county.

There was a vivid demonstration this winter of skill and professionalism . . . the Avianca plane crash, when county

employees performed their jobs with dedication and heroism in this dreadful emergency.

In spite of all this . . . we have been working for 6 months without a contract. The county keeps on stalling, and we don't think that's fair.

Our members face the same inflation crunch you do. We perform vital, often stressful and dangerous jobs. We deserve the same kind of reasonable wage increase, the same chance to improve our lives, as everyone else.

We're ready to wrap up negotiations, and reach a fair and equitable contract for our Nassau County members. Sit down with us, Tom . . . and let's talk it out together!



AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, LOCAL 1000, AFL-CIO

THIS AD RAN IN *NEWSDAY* the day before hundreds of CSEA members demonstrated in Mineola.

irked by Nassau County's stalling tactics

By Sheryl C. Jenks
CSEA
Communications
Associate

