

THE Public SECTOR

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

UNION LABEL 4
(ISSN 0164 9949)

Vol. 5, No. 55
Friday, November 16, 1984

Goal is uniform equal pay for work of comparable value

Project launched to achieve local government pay equity

ALBANY — Four CSEA units representing political subdivisions have been selected as pilot case studies for the union's recently announced Local Government Pay Equity Project. The \$100,000 project, funded through a grant from AFSCME, will be conducted under the technical supervision of SUNY Albany's Center for Women in Government.

The subdivisions selected for the project are Dutchess County, Three Village Central Schools in Suffolk County, Erie County, and the City of Schenectady.

At an Albany briefing for representatives of the four units, CSEA Executive Vice President Joseph E. McDermott labeled pay equity "one of

the most significant things that's happening in the labor movement today," adding that AFSCME and CSEA take great pride in being leaders in the movement to achieve equal pay for work of comparable value.

Pay equity, also referred to as comparable worth, looks at the portion of the "wage gap" which can be attributed to long-standing sexual discrimination and addresses the issue that some female-dominated jobs may be underpaid because they're "women's jobs."

"There are only a few issues and events which have such enormous potential for long-range impact, so much promise for bringing about significant change in the workplace and in

society," commented McDermott, who is also an international vice president of AFSCME. "And this is one of those events. You and I will be able to say we were there and that we helped accomplish the changes."

Statewide Secretary Irene Carr explained that the CSEA project is a radical departure from other pay equity studies, including the major research project now being conducted under the NYS/CSEA collective bargaining agreement.

"In the first place, the Center for Women in Government isn't just going to collect a lot of data for us and hand it to us," said Carr, who will serve on the project team. "Instead, CSEA and

(Continued on Page 14)

Three groups have leading roles in local government pay equity project

Three groups will play major roles in the CSEA Local Government Pay Equity Project:

- The Local Pay Equity Committee (LPEC) will be comprised of members of the CSEA bargaining units involved in the project. LPEC members are expected to carry out the major task of surveying the pay inequity problem, and gathering the data and information necessary to document the issue. In addition, the committee will take the lead in using the report compiled in order to achieve pay equity changes within their political subdivision.

- The Team is comprised of eight staff members from CSEA, AFSCME and Center

for Women in Government (CWG). In addition to working closely with the local Committees and assisting them in their work, the Team will have responsibility for developing the profile which will document the pay equity findings and for evaluating each unit's progress toward achieving pay equity changes.

- The Center for Women in Government will provide expertise and needed assistance at each step of the project. In addition the Center will have responsibility for documenting each case study and for developing the written manual which can be used by other CSEA and AFSCME bargaining units.

EAP program set for employees in Suffolk Local 852

HOLTSVILLE — An Employee Assistance Program (EAP) is in the works for 7,500 Suffolk County employees.

CSEA Local 852 President Lynn Martins says the union has reached an agreement with Suffolk County officials to initiate EAP "as soon as possible."

"After several months of negotiations" she adds, "we're now at the point that we can announce this much needed confidential service will soon be in place here after we put some finishing touches on a policy agreement."

EAP is a free, confidential and voluntary service which helps employees resolve personal problems that may be affecting their job performance.

County employees will be getting a program based on the successful model CSEA has implemented for state employees and in other local governments across New York state.

A major feature of the CSEA model is that it is jointly administered by labor and management.

PROPOSERS AND OPPONENTS — CSEA President William L. McGowan, left, and Thomas F. Hartnett, Director of the Governor's Office of Employee Relations are both in agreement about the importance of a new training program for state Department of Transportation workers as they discuss the program with members of the press. Later this month, they'll be on opposite sides of the bargaining table when CSEA and the state open contract talks. For details about the DOT training program, see page 9. And for state negotiation information, see page 5.



AFSCME wants better protection for hospital workers exposed to EtO

WASHINGTON — AFSCME said again that the nation's hospital and health care workers, including 200,000 represented by AFSCME, should be protected from exposure to the cancer-causing gas ethylene oxide (EtO). The gas is commonly used to sterilize equipment in hospitals.

AFSCME called for a short-term exposure limit (STEL) for EtO. A decision on whether to include a STEL will be issued soon by the Occupational Safety and Health Administration (OSHA).

AFSCME has been urging OSHA to issue a strong standard on EtO for more than three years. In June, OSHA issued its final EtO standard, limiting permissible exposures to one part per million (ppm), averaged over an eight-hour day. Due to Office of Management and Budget pressure, however, OSHA withdrew the short-term limit at the last minute, leaving hospital workers exposed

to high-level, short-term exposures. OMB argued that the STEL would cost too much. The final decision on the STEL was postponed pending peer review of the hearing record.

"OSHA has a clear legislative mandate to issue standards that are based on the latest available scientific data and not on cost-benefit considerations. These standards are to ensure that no employee will suffer impairment of health," said Gerald W. McEntee, president of AFSCME, in a letter to Assistant Secretary of Labor Robert Rowland. "We feel it is unacceptable for OSHA to allow a chemical to be considered innocent until proven guilty by the illness and death of workers at some later date."

In its testimony before OSHA, the union noted that one outside study concluded that short-term

exposures to EtO lead to spontaneous abortions among pregnant hospital workers.

AFSCME conducted its own survey of local unions that provided further documentation of the need to control short-term exposures to EtO. In responding to the survey questionnaire, union representatives at 10 of 19 health care facilities indicated that the odor of EtO could be detected at least occasionally, especially when changing the EtO supply and when the sterilizers were opened to remove sterilized equipment. The ability to smell the gas indicates that workers in many hospitals routinely receive extremely high-level, short-term exposures. Despite these high short-term exposures, many of these hospitals recorded the eight-hour average close to or within the new OSHA one ppm standard.

Auburn unit ratifies new pact

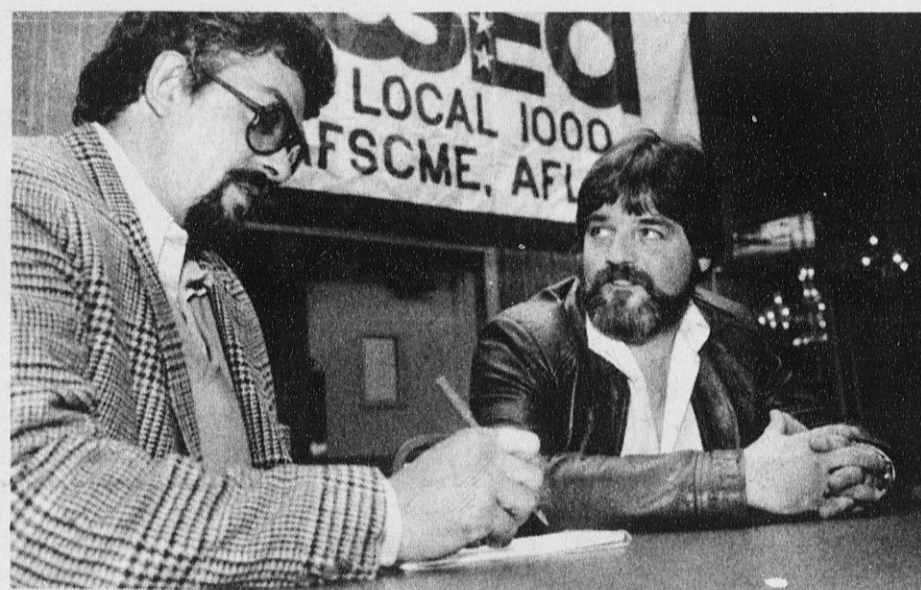
AUBURN — City of Auburn employees have ratified a new two-year contract calling for salary increases, an upgraded dental plan, better maternity benefits and improved language regarding overtime on certain holidays.

According to Greig Menges, president of the Auburn Unit of CSEA Cayuga County Local 806, and chairman of the negotiating committee, unit members voted to ratify two days after an informational meeting to explain all terms of the agreement. The contract package includes:

- An increase in salary of five percent each year.
- A separate, upgraded dental plan apart from the health plan.
- Four hours guaranteed minimum overtime for employees required to work major holidays.
- Six weeks leave of absence for maternity leave with an additional four months if necessary.
- Carry-over of the cost of living allowance.

The new contract, affecting 180 city employees, is retroactive to July 1 and concludes negotiations begun in February.

Menges announced the ratification vote at the CSEA Region V Fall Conference held recently in Auburn. The Auburn City Council has also approved the agreement.



NEWS — Greig Menges, right, president of the City of Auburn Unit of Cayuga County Local 806, explains terms of contract to reporter Al Speck.



ALL SMILES — CSEA President William L. McGowan presents Barge Canal Local 502 President Frank Zammiello with a special plaque of appreciation for his efforts to preserve and improve the New York State Barge Canal system. Zammiello engaged in a two-year campaign to contact state legislators and enlist support from scores of local officials in an attempt to obtain additional funding and staffing to upgrade the canal system. The plaque presentation was made during CSEA's recent annual delegates meeting in Lake Placid.

Staff openings

Meeting Coordinator

ALBANY — CSEA is seeking a qualified candidate to serve as meeting coordinator. Responsibilities include establishing and coordinating annual conventions and workshops, as well as monthly Board of Directors meetings.

The position also carries additional responsibilities for internal meetings and travel needs of staff and members. The meeting coordinator is required to maintain liaison with hotels, travel agents and convention bureaus throughout the state. A substantial amount of outside activities and travel is required.

Communications Associate

ALBANY — CSEA is seeking a communications associate for its Long Island Region I office.

Duties include maintaining media contacts, writing news releases, writing articles for The Public Sector, developing fliers and other printed materials, and providing communications counseling to locals and units.

Qualifications include a bachelor's degree with two years experience in writing or editing. Five years such experience may be substituted for a degree, or some combination of both is also acceptable.

Those interested in these positions should submit a resume and salary history by Nov. 26 to CSEA Personnel Office, P.O. Box 7125 Capital Station, Albany, NY 12224.

Wage re-opener grants 7% to highway workers

A 7 PERCENT pay increase for highway workers in 1985 is the result of wage re-opener negotiations for the final year of a three-year contract in the Dutchess County town of Hyde Park. Signing the contract following ratification by the town board recently were CSEA Field Representative John Deyo, left, Deputy Town Supervisor Norman Shurts and Unit President William Dingee. Deyo explained that this type of contract preserves health insurance and other benefits but does not lock in salary increases which could fall short if double digit inflation should occur.



UNITED BUYING SERVICE
You can always bank on savings with U.B.S.

You're only a phone call away from big savings on major purchases.

LIST OF ITEMS COVERED BY UNITED BUYING SERVICE

UBS may be able to help you obtain savings on the following items:

- New Car Buying
- Long Term Leasing
- Tires
- China
- Crystal
- Flatware
- Typewriters
- Pianos
- Video Components
- Audio-Stereo Components
- Major Appliances
- Furniture
- Carpeting
- Televisions
- Jewelry
- Furs
- Optical

Discount buying service can increase purchasing power

The purchasing power of CSEA members has been substantially increased with the announcement that arrangements have been completed to provide CSEA members with the benefits of United Buying Service (UBS).

Through UBS, the oldest and largest discount buying service in New York state and one of America's largest buying services, CSEA members can obtain large discounts on a wide variety of products and services.

This special discount buying service is being made available at no cost and no obligation of any type to members using the program.

CSEA President William L. McGowan said that while UBS has an excellent record of delivering

high-quality products and services at substantial savings, "members should continue to be smart consumers by shopping for the items they want at local stores and looking for sales first to be sure UBS is providing the best prices for those major purchases."

UBS claims savings of up to 60 percent off retail prices on a wide variety of major consumer items. To use the service, CSEA members can call the appropriate telephone number listed on this page and obtain a "discount referral" certificate from UBS which can then be used at any one of some 400 participating vendors.

Or for specific models and brands, members can call the same number, and obtain UBS quotes for those specific items and purchase them direct from UBS through the "shop-at-home service."

To avail yourself of United Buying Service discounts, call this number and identify yourself as a CSEA member.

LONG ISLAND
(516) 488-3268

NEW YORK CITY
● **(212) 889-6338**
or **685-5252**

WESTCHESTER and
● **UPSTATE NEW YORK**
(800) 522-3131

DIRECTORY OF CSEA REGIONAL OFFICES

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

2 METROPOLITAN REGIONAL OFFICE
11 Broadway/Suite 1500
New York, N.Y. 10004
212-514-9200

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

4 CAPITAL REGIONAL OFFICE
1215 Western Ave.
Albany, N.Y. 12203
518-489-5424

5 CENTRAL REGIONAL OFFICE
Suite 308
290 Elwood Davis Rd.
Liverpool, N.Y. 13088
315-451-6330

6 WESTERN REGIONAL OFFICE
4245 Union Rd.
Cambridge Square
Cheektowaga, N.Y. 14225
716-634-3540



The Public Sector

Official publication of
The Civil Service Employees Association
Local 1000, AFSCME, AFL-CIO
33 Elk Street, Albany, New York 12224

The Public Sector (445010) is published every other Friday by the Civil Service Employees Association, 33 Elk Street, Albany, New York 12224.

Publication office, 1 Columbia Place, Albany, New York 12207.

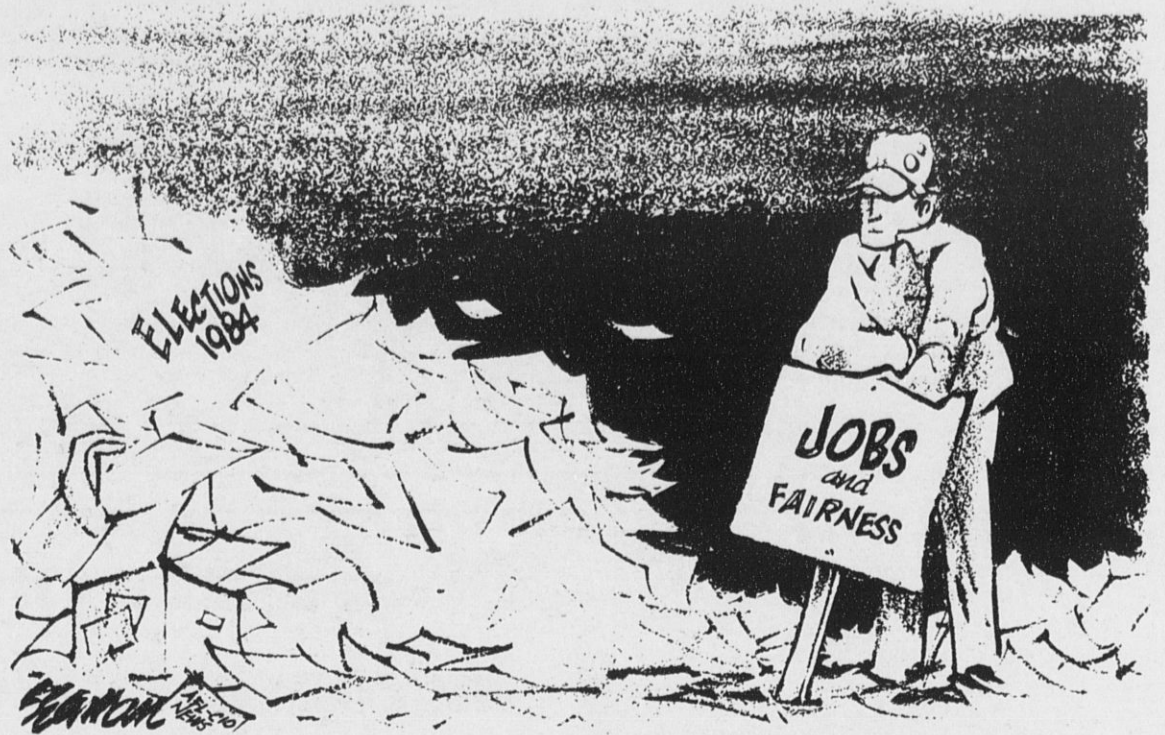
Second Class Postage paid at Post Office, Albany, New York.

MICHAEL P. MORAN — Publisher
ROGER A. COLE — Editor
TINA LINCER FIRST — Associate Editor
BRIAN K. BAKER — Assistant Editor

Address changes should be sent to Civil Service Employees Association, The Public Sector, 33 Elk Street, Albany, New York 12224.



Yesterday, Today and Tomorrow...



Move of state tax office challenged

MINEOLA — An attempt to move the state tax office here to Hempstead is encountering stiff CSEA opposition.

Local 016 President Tom Byrne has sent strong protests opposing the move to Gov. Mario Cuomo, Tax Commissioner Roderick Chu and Long Island state legislators.

Employees complain that both they and the public would be inconvenienced by any relocation of the

office, which has been on Old Country Road for almost 20 years.

CSEA Field Representative Nick Pollicino and Local Grievance Representative Joseph Cleater recently met with employees to mobilize opposition. Says Cleater, "We are doing everything possible to head this off."

The Office of General Services has proposed shifting the office to an undetermined site in Hempstead.

Region IV info days showcase CSEA services

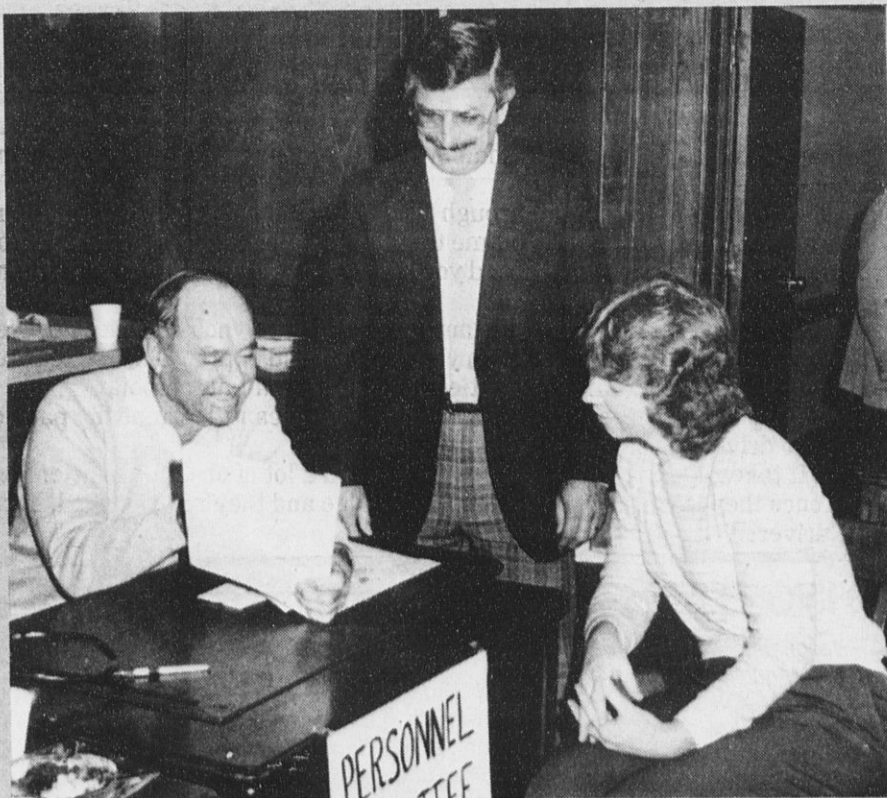
Two information days, one at a state facility and one conducted by a county local, both proved successful and helpful to CSEA members in the union's Capital Region IV.

The fourth annual Info Day at Wilton Developmental Center was dubbed a success by Wilton CSEA Local 416 President Fran Wilusz.

Noting that more than 30 providers of services were represented at the Wilton Info Day, Wilusz said, "Our goal is to allow our members the opportunity to see all the services available to them from CSEA and other employee-

service agencies. The Info Day concept has proven to be the ideal method to achieve our goal."

Fulton County CSEA Local 818 President William Sohl said the first Fulton County Info Day was also a successful venture, with numerous state and county agencies and service providers represented. Sohl said he would be meeting soon with Fulton County officials, who also participated, to begin planning next year's program.



FULTON'S FIRST — Fulton County Local 818 President William Sohl listens at info booth as Fulton County Supervisor Roy Ward, left, explains some county employee benefits to Marylou Askew, a county employee. (Photo courtesy of The Leader-Herald newspaper, Gloversville-Johnstown).



CHECKING THE LIST — Wilton Developmental Center Local 416 President Fran Wilusz, left, reviews a list of 30 participants in the fourth annual Wilton CSEA Info Day for C. Allen Mead, center, Region IV president and Ross Hanna, right, CSEA field representative.

KNOW YOUR NEGOTIATORS

A periodic profile of some of the members of your union's negotiating teams in the upcoming CSEA/State contract negotiations

BARBARA A. REYNOLDS

Administrative Services Unit



BARBARA A. REYNOLDS (circled above) listens along with some other members of the union negotiating teams to helpful information from CSEA Chief Counsel and Negotiator James W.

Roemer Jr., right. From left are Dann Wood, Reynolds, Elizabeth Holt and Anthony Ruggiero.

Paying attention to detail one of her strong points

CSEA's Barbara Reynolds is looking forward to all the nitty-gritty details of being a member of the Administrative Services Unit Negotiating Team.

"I like the details, the debate and discussion, all the fine points of the legalities and language," she says. "I find that part of union work thrilling, and it's the kind of detail that I'm good at."

Barbara Reynolds has been employed by the Department of Motor Vehi-

cles in Hauppauge since 1976. In addition to her work on the negotiating team, she's been active as chairwoman of the Long Island State Employees Local 016 election committee.

She brings the same high level of energy and enthusiasm to her personal and community activities as to her union activities. Licensed as a notary public and real estate agent, Reynolds has made a point of continuing her education, and has studied business administration, business law and criminal justice. She has attended Nassau and Suffolk community colleges as well as Adelphi University.

She has been particularly active in young people's concerns, both as a PTA executive board member in her children's schools and with an organization called Tough Love, a self-help group for parents of troubled adolescents.

"Tough Love is a support group that creates a positive, no-nonsense approach to dealing with adolescents who have serious problems," she explains. "And I don't mean the problems every teenager has, but things like real emotional or behavioral problems, drugs, running away from home."

Reynolds became involved in Tough Love several years ago when she felt she was "losing control" of one of her teenagers, and found various community and church organizations of no help. She said it was "the first organization that made sense about handling serious problems between parents and adolescents.

"Any parent who's gone through this knows it's a physical and emotional drain, and parents usually blame themselves. But through this group you come to know you're not alone, and you get feedback from others who've gone through it."

With those parental concerns now behind her, Reynolds spends her free time these days helping teens with yet another kind of problem. She teaches youngsters with learning difficulties how to drive an automobile.

"They can learn to be good drivers, but they can't learn at the pace of regular driver education courses," she said.

"It takes a long time, a lot of patience and a lot of one-on-one attention. But once they learn, they retain the knowledge and they're very good, careful drivers."



CSEA'S NEGOTIATING TEAMS

ADMINISTRATIVE SERVICES UNIT Negotiating Team

Region I — Elizabeth Holt and Barbara Reynolds
 Region II — Elliot Bernstein and Ann Worthy
 Region III — Carole Peets and Sarah Jackson
 Region IV — Lee Johnson and Dann Wood
 Region V — Chris Carletta and Claire McGrath
 Region VI — Sara Sievert and Dawn Lyman
 Collective Bargaining Specialist Jack Conoby

OPERATIONAL SERVICES UNIT Negotiating Team

Region I — Arthur Loving and Lou Mannellino
 Region II — Benjamin Haynes and James Wilson
 Region III — Jack Cassidy and Richard Riley
 Region IV — Milo Barlow and Leroy Holmes
 Region V — Tom Ward and Chuck Eynon
 Region VI — John Wallenbeck and Thomas Petrone
 Collective Bargaining Specialist John Naughtner

INSTITUTIONAL SERVICES UNIT Negotiating Team

Region I — Joseph Noya and Anthony Ruggiero
 Region II — Joel Schwartz and Miguel Cruz
 Region III — Jeff Howarth and Beatrice White
 Region IV — Joel Falkenbury and Dominick Ruggieri
 Region V — Madeline Harrison and Ruby Meyers
 Region VI — Elaine Mootry and Kathy Pontillo-Button
 Collective Bargaining Specialist Jim Cooney



AFSCME
for the public service

PEOPLE TABLE is staffed by Jerry Frieday of SUNY-Buffalo Local 602 during recent conference.



NEWLY-ELECTED OFFICERS of Region VI pose for group picture. Seated, left to right, are statewide Treasurer Barbara Fauser, Second Vice President Sara Sievert, Secretary Sheila Brogan and First Vice President Florence Tripi. Standing, from left, are Region President Robert Lattimer, Third Vice President Thomas Warzel and Treasurer James Kurtz.

Job protection topic of keynote speech at Region VI conference

Former CSEA activist addresses delegates

JAMESTOWN — CSEA members should not take for granted their job safety standards and other hard-won rights, many of which are still not enjoyed by other workers in New York state, a former CSEA activist and high-ranking state official told delegates here recently.

"You should not take lightly the job protection and other factors that give your employment a certain measure of personal protection," said Assistant Commissioner of Labor Ramona Gallagher, luncheon speaker at the Region VI conference. Gallagher is a former Region VI member.

"I see so many labor standards problems everyday in the private sector," she said, "where workers have no protection and can be fired for no reason. Many are under the false impression they have some type of union protection. But I get calls from people who have had the doors shut down on them and they have no recourse because they have no union contract."

For every worker that's covered by a union contract, there are a hundred who are not, she added.

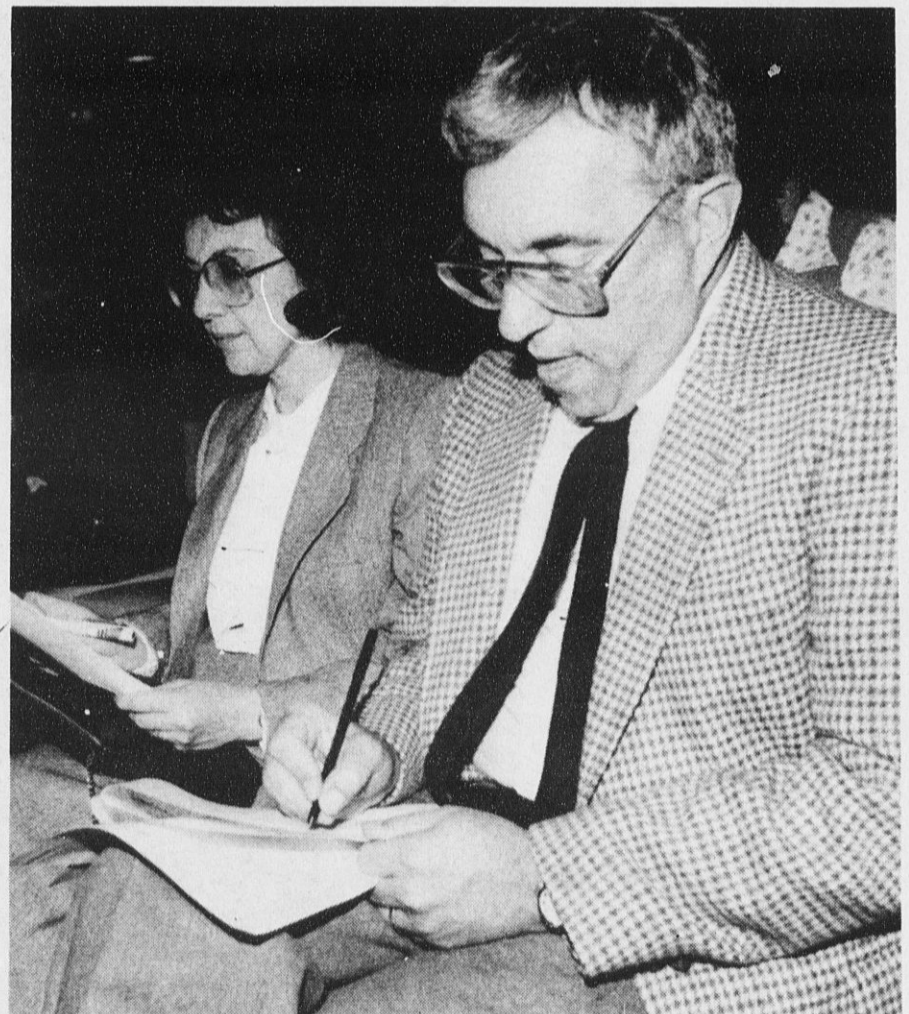
Gallagher urged CSEA activists to "keep the faith and help improve things where you can and continue the difficult task of being a union activist and protector of fellow workers' rights."

She said members may call upon her at her Buffalo office with any questions or concerns they may have.

In other region business, President Robert L. Lattimer presented awards of appreciation to retiring activist Vic Marr of Erie County Local 815 and to Gerald Prince, Local 815 activist and former region vice president. Former First Vice President Robert L. Smith was awarded a plaque for his many years of devoted service to CSEA and the region.

The recently-elected regional officers were sworn in by statewide Treasurer Barbara Fauser, a former treasurer for the region. The new officers are: Florence Tripi, Monroe County Local 828, first vice president; Sara Sievert, SUNY-Fredonia, second vice president; Thomas Warzel, SUNY Local 602, third vice president; and Jim Kurtz, Chautauqua County Local 807, treasurer. President Lattimer and Secretary Sheila Brogan were re-elected.

The annual Charles R. Sandler Scholarship was presented to Annette



HUSBAND-AND-WIFE ACTIVISTS Marie and Gerald Prince of Erie County Local 815 take notes at one workshop.

Harding of SUNY-Alfred Local 600, who is pursuing a law degree at SUNY-Buffalo.

An education workshop was presented by Sally Bouton, director of the CSEA Department of Education and Training. She was assisted by Shirley Reeder, AFSCME coordinator for New York. Participants were asked to fill out a questionnaire that education committee chairwoman Sara Sievert said would help analyze and fine-tune members' educational needs.

A report of counsel by CSEA Attorney Stephen Wiley informed members of the status of several litigation matters.

Local president assails Creedmoor management following alleged assault of MHTA by physician

"This type of behavior is . . . something that we definitely will not stand for."



Local 406 President Mickey Cruz

By Ron Wofford
CSEA Communications Associate

QUEENS VILLAGE — Creedmoor Psychiatric Center management is badly in need of in-depth training in employee relations, charges CSEA Local 406 President Mickey Cruz following allegations that a physician at the center attacked a mental hygiene therapy aide who sought to obtain basic information about a patient to whom she had been assigned.

"This type of behavior is totally uncalled for, unprofessional and something that we definitely will not stand for," said Cruz. "It's bad enough that we work with the potential of possible injury from some of the clients, but to be assaulted by the very people who supposedly are seeking to prescribe treatment for troubled human beings is ludicrous."

Cruz said the physician in question has been suspended pending a hearing, but said the psychiatric center's administration, which is still under an interim director, is in great need of improvement.

"The problem of understaffing goes beyond Creedmoor," Cruz declared. "The emphasis is still more on supervision rather than treatment. It seems the state is more interested in custodial care, trying to put huge blocks of patients into situations where there is not enough staff." Cruz said the center is working with at least three fewer

rehabilitation counselors than their complement calls for.

In the assault case by the physician, the MHTA was grabbed in the presence of a nurse administrator and two LPNs, Cruz said. No criminal charges have been filed as of yet. Cruz said the MHTA was absent from work for a week after the assault as a result of a sprained wrist and mental anguish.

The local president said he is content that the suspended doctor won't hurt anyone else, but felt it necessary to let other OMH and OMRDD employees know about the situation. "The very people who should be above this type of action are sometimes the ones that must be looked at most closely."

He said the doctor in question supervises other doctors. Cruz said this shows management sometimes has "less ability than they should have in picking good people in the first place."

"This is something that has been developing over a long period of time," Cruz said. "Our staff is overworked. Many of the direct care employees are working 80 hours a week. Of course, this doesn't apply to doctors. They don't work overtime — no more than 2 percent. But they are still calling people in a half-hour before the shift is over to work overtime, and something's got to be done about it," he concluded.

Arbitrator restores back pay, benefits to vindicated MHTA

QUEENS VILLAGE — A mental hygiene therapy aide (MHTA) at the Bernard Fineson Developmental Center has been restored to his job with full back pay and benefits following vindication of charges that he neglected his duties in a patient injury case.

Steven Foxworth of Local 406 had been terminated from his job following discovery of a head injury to a resident who was known to have caused injury to himself before. Testimony before ar-

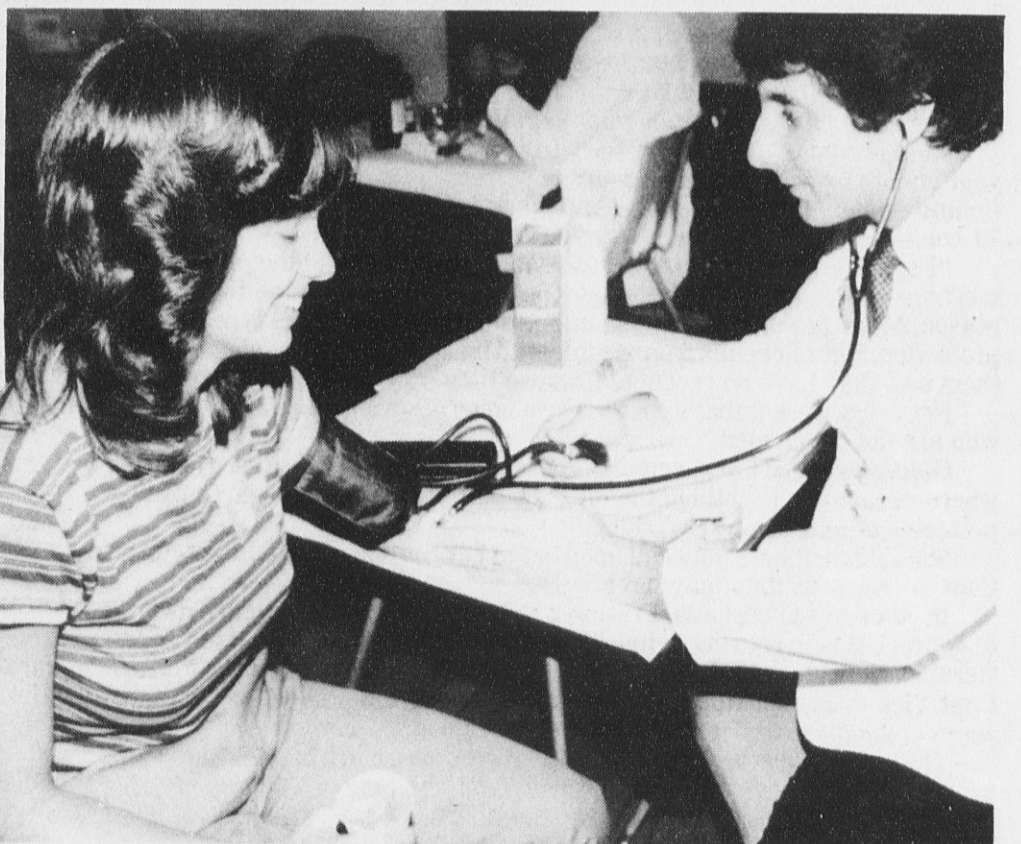
bitrator Thomas N. Rinaldo showed that Foxworth was left on the ward covering several clients during the lunch period. The head injury was discovered two hours after the lunch period and the neglect charges were brought "simply to place the blame somewhere," according to Local 406 President Mickey Cruz.

Foxworth will receive back pay and benefits for five months and has resumed his duties as an MHTA.

OTISVILLE CORRECTIONAL FACILITY EAP FAIR



A CSEA INFORMATION BOOTH was one of many exhibits and health screening booths at a recent Employee Assistance Program Fair held at the Otisville Correctional Facility. Shown here are Region III CWEP Specialist Mike Hogg, left, and Otisville CSEA Local 169 President Bill Price. About 200 employees participated in the fair.



OTISVILLE LOCAL 169 SECRETARY Sue Nemeth has her blood pressure taken before she donates a pint of blood at the EAP Fair. About 40 pints of blood were donated during the day-long event.

McDonough memorial scholarships awarded

CSEA has announced the winners of the Thomas McDonough Scholarship for Continuing Studies Awards.

The \$250 one-time grants go to children of CSEA members who are previous union scholarship recipients, to aid them in completing their college studies. One award is given in each of the union's six regions, for a total of \$1,500 in award money.

The awards are named in memory of Thomas McDonough, a long-time CSEA activist who was statewide executive vice president at the time of his death in January 1983.

The awards presentations will be held during Thanksgiving week, and pictures of the recipients will be published in a future edition of The Public Sector. Following is a list of the winners:

- REGION I: BOB PETRELLI of East Setauket, Long Island, a student at Columbia University. Bob is the son of Ursula Petrelli, an employee of SUNY at Stony Brook and a member of Local 614.

- REGION II: BELINDA I. KATZ of Howard Beach, who attends Colgate University. Belinda is the daughter of Eleanore and Wallace Katz. Eleanore is an investiga-

tor for the Crime Victims Board and a member of Local 010.

- REGION III: ADRIENNE JO ONOFRI of Blauvelt, a student at Northwestern University, and the daughter of Rhoda and Giacomo Onofri. Her mother is a clerk at the Rockland County Department of Motor Vehicles and a member of Local 844.

- REGION IV: TIMOTHY MORGAN of Castleton, who attends Norwich University. He is the son of Judith and Charles O'Leary. Mrs. O'Leary is a clerk at the New York State Health Department and a member of the James E. Christian Memorial Health Department Local 664.

- REGION V: LINDA JO FIKE of Ilion. Linda attends Herkimer County Community College and is the daughter of Beverly and Gordon Fike, Jr. Her father is a groundskeeper at the college and a member of Herkimer County Local 822.

- REGION VI: SHARON MARIE WAGNER of Cheektowaga, a student at Daemen College. She is the daughter of Jean Marie Rasmus, a clerk typist in the Maryvale School System and a member of Erie County Educational Employees Local 868.



THOMAS McDONOUGH



MERIABETH ALISANKUS

St. Lawrence County local awards student

CANTON — CSEA St. Lawrence County Local 845 has awarded its 1984 scholarship to Meriabeth Alisankus, daughter of Alberta Alisankus, an employee of the county Department of Social Services and a shop steward for her local.

Meriabeth, who will receive \$300, is a resident of Hermon and a June graduate of Hugh C. Williams High School in Canton. She is currently majoring in political science at the College of St. Rose, Albany.

Local 845 has continued its tradition of awarding a scholarship to the deserving son or

daughter of a local member for more than 20 years. According to Local President Richard Reno, scholarship entries are received from all units within the local and reviewed by an impartial committee.

"We think this is an excellent way to encourage further education and help a worthy son or daughter of a CSEA member," said Reno.

"The officers of Local 845 and the scholarship committee wish Meriabeth every success in the pursuit of her educational goals, and hope that she will continue to be a source of pride to her family and friends."

EAP AGREEMENTS SIGNED

In Guilderland



CSEA GUILDERLAND SCHOOL UNIT President Andrew Tinning, seated left, signs an Employee Assistance Program contract as Steve Zahurak, teacher's union president, watches. Behind them are C. Allen Mead, CSEA Region IV president; Dr. Terry Mooney, Center for Counseling program counselor; and Arnie Rothstein, Guilderland School District director of personnel.

In Syracuse



CSEA SYRACUSE STATE EMPLOYEES Local 013 President Claire McGrath, seated, adds her signature to the Employee Assistance Program (EAP) policy covering the state Department of Transportation Region 3 employees. Also on hand to finalize the document were, standing left to right, Bob Asamona, PEF council leader; Alan Rotach, president of DOT CSEA Local 519; Bob Hunter, EAP regional counselor; NYSDOT Regional Director Richard Simberg; and Lee Dumas, EAP chairperson.



RESPONDING to reporters during recent start of new winter training program for 3,700 DOT employees is CSEA President William McGowan. At right is Thomas Hartnett, GOER director.

DOT winter training program hailed for promoting safety

ALBANY — An intensive snow and ice safety and operation training program for 3,700 Department of Transportation workers "will help to keep our DOT members safe this winter," said CSEA President William L. McGowan recently.

The new program was made possible by a \$210,510 grant from the CSEA/Governor's Office of Employee Relations joint Safety and Health Maintenance Committee, and was negotiated in the 1982-85 state contract.

It includes general safety practices associated with snow and ice removal operations and hands-on training on various types of snow removal equipment.

Last year, two DOT workers were killed in accidents while working on snow removal, and, says President McGowan, "CSEA wants to avoid tragedies in the future... These workers perform a dangerous job so that the public can ride on safe highways."

The program began on Oct. 31 and will conclude in April. Joining McGowan in kicking off the program were DOT Board representatives Joan Tobin and Jack Cassidy and Collective Bargaining Specialist John Naughter.

GOER Director Thomas F. Hartnett said the program will benefit both the workers and the public.



Erie County members prepare for battle over negotiations, budget

BUFFALO — A "double problem" is facing CSEA Erie County Local 815 members, according to Local President John Eiss.

The main problem, which has persisted for more than a year, is gaining a fair contract settlement for the local's 4,000-plus members. After impasse, mediation and a contract offer that was voted down by membership, negotiations are now at the fact finder stage. The fact finder's recommendations are expected very soon, according to Danny Jinks, collective bargaining specialist.

The second problem is the county's own fiscal and budget woes, which threaten to not only affect the lives of Local 815 members through job cutbacks, but all Erie County residents through higher taxes and a further loss of services.

The county faces an estimated \$78 to \$81 million combined deficit for 1984 and 1985. Erie County Executive Edward Rutkowski has submitted a budget to the county Legislature that, among other cuts, calls for the elimination of more than 330 jobs.

"Once again, they're trying to balance the budget on the backs of the workers, who provide the services the people need and want," said Eiss. "We're going to fight it all the way."

"Our members have been hounded about their jobs because of fiscal mismanagement by the county," declared Region VI President Robert L. Lattimer. He said the county has already been helped fiscally by the more than 500 county employees who opted for early retirement under a plan that was sponsored in Albany by CSEA.

The county executive has also called for a property tax increase of 22 percent and a sales tax boost of 1 percent. A "trigger clause" would boost

'Our members have been hounded about their jobs because of fiscal mismanagement by the county.'

—Region VI President Robert Lattimer

the property tax a whopping 59 percent if the sales tax increase is voted down.

The Legislature has begun hearings on the budget and is scheduled to act on the plan by Dec. 4. However, Legislative Chairman Richard Slisz has reported more time may be needed to consider the budget because of the sales tax proposal.

The county Legislature cannot increase the sales tax without the approval of the state Legislature, which does not reconvene until the first week in December. No estimates have been ventured on how long it would take for the State Legislature to approve a sales tax hike.

Lattimer and Eiss called on county and state legislators to "think of the future and look at the long run before cutting jobs and services."

Said Eiss: "They have to think about more than just tomorrow's vote, because too much cutting and higher taxes will only work to drive existing businesses, homeowners and workers away, and prevent any new ones from coming in."

Meanwhile Local 815 members await a fact finder's report to see if they can live with its recommendations. Following that, they are "preparing to fight for a decent contract in an economic atmosphere that's far from ideal," said Eiss.

'a fellow employee'

74th Annual Delegates Meeting

Scrapbook

"No other state in the union even comes close in terms of the quality of people who toil for it," Assembly Speaker Stanley Fink told participants in CSEA's 74th Annual Delegates Meeting in Lake Placid recently.

Fink had a host of kudos for the union, saying he and his colleagues "view with pride, respect and affection your members and leaders" and praising the "strong leadership of your association."

Calling himself a "fellow employee," Fink also expressed "confidence in the men and women who deliver state services" which is why, he said, "we've worked so hard in their behalf."

"But we're not going to take all the credit. Your members, your activists, and your lobbyists do a good job, a professional job. They give us the straight scoop, not baloney. They talk to us with their hearts and minds."

With those words in mind, we offer here a pictorial tribute to just a handful of the people who make CSEA work. Pictures are from the Lake Placid convention.

CSEA ACTIVIST Marie Prince of Erie County Local 815 gets results of hearing exam at one of almost two dozen information booths available to delegates at the convention.



ASSEMBLY SPEAKER Stanley Fink addressing delegates.



EXECUTIVE VICE PRESIDENT Joseph McDermott talks with retirees delegates, telling them they make up an important fraction of the union. "You pull your own weight, especially in terms of dues, and you deserve our special attention," he said. In the background is Retirees Coordinator Leo Hope.



REGION I PRESIDENT Danny Donohue, right, confers with Helen Wichman, Nassau County Local 830 in a private discussion on the convention floor.

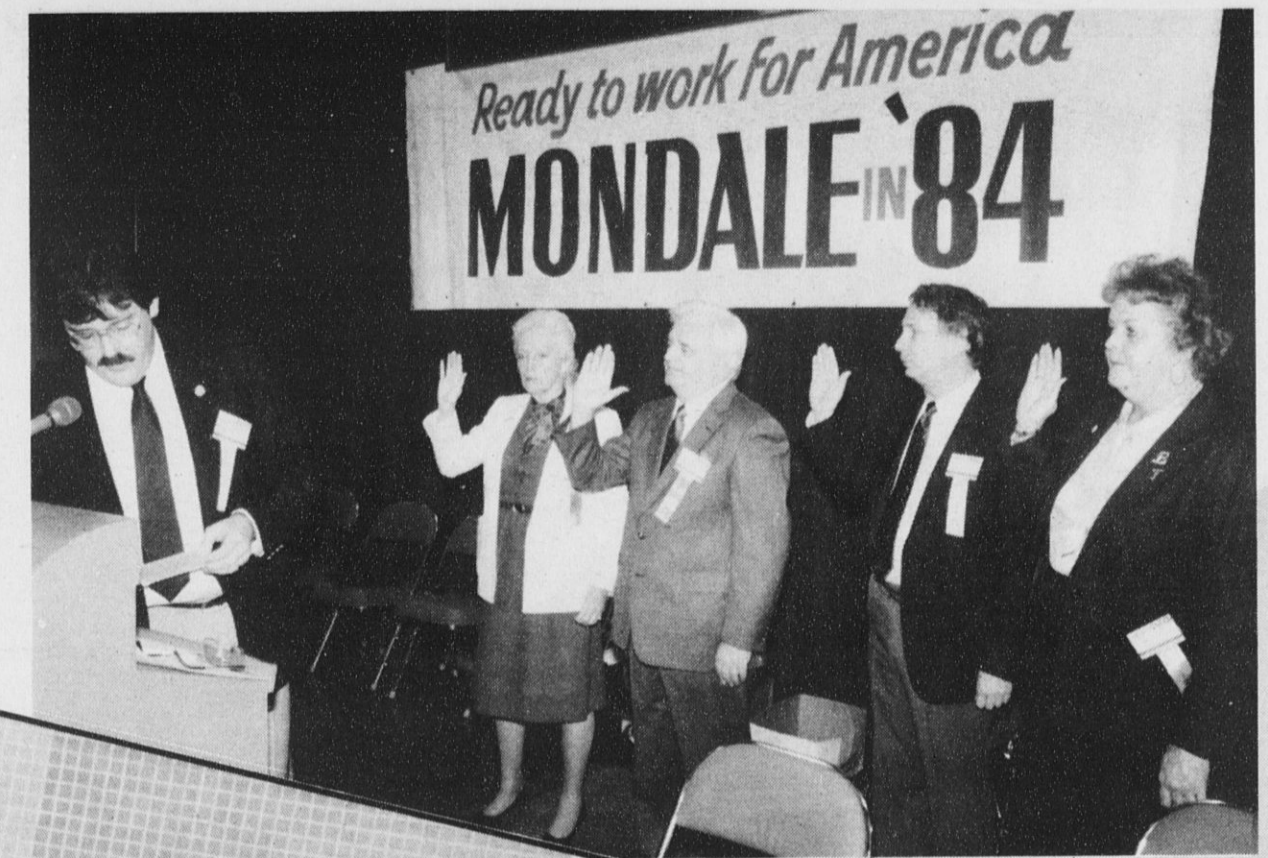
'strong leadership'



REGION VI PRESIDENT Robert Lattimer, right, takes part in some convention conversation with, from left, Director of Group Insurance Programs Tim Mullens and Administrative Director of Collective Bargaining Jack Carey.



ROBERT WATKINS, president of Letchworth Village Developmental Center Local 412, takes the microphone at the ISU Bargaining Unit meeting.



'no other state in the union comes close'



TAX AND FINANCE LOCAL 690 President John Gully talks business at a general session with other local delegates Helen Butrym, left, and Mary Jaro.

Triborough protection affirmed in CSEA/Niagara County case

Expired contract status quo is upheld by Appellate court

The rock-solid position of public employee unions that employers must not be allowed to strip away benefits and protection once a contract has expired has been affirmed in a significant ruling on Nov. 7 by the Appellate Division of State Supreme Court.

In a far-reaching court victory that impacts on public employee negotiations throughout New York state, the Appellate Division of State Supreme Court, Fourth Department, reversed a lower court's ruling and upheld the provisions of the Triborough Amendment.

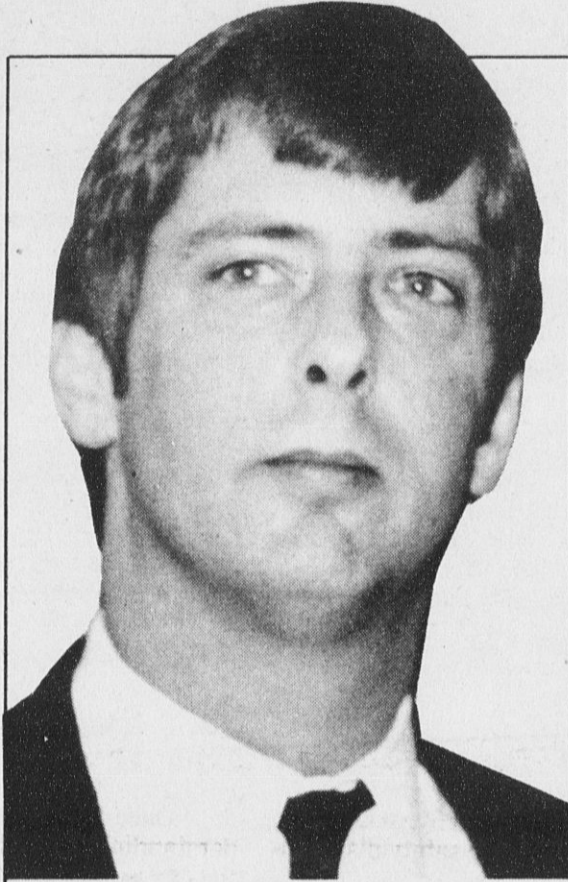
The Triborough bill, passed by the state Legislature in 1982, requires New York's public employers to continue terms of an expired contract until a new collective bargaining agreement is negotiated.

The Appellate Division ruling affirms a precedent-setting decision by the Public Employment Relations Board (PERB) in August 1983, in an action brought by CSEA on behalf of the White Collar Employees Unit of Niagara County CSEA Local 832.

The PERB board ruled in favor of CSEA after the union had filed an improper practice charge against Niagara County, which in August 1982, had imposed a legislative settlement on the union's white collar unit. The imposed settlement diminished and altered terms of the unit's previous contract, which had expired during lengthy negotiations for a new agreement. CSEA had filed the improper practice charge against Niagara County less than a week after the state's Triborough law took effect.

A PERB hearing officer initially ruled against

CSEA, but the union appealed to the full PERB board, which issued its precedent setting ruling



ATTORNEY STEPHEN WILEY — "A SIGNIFICANT VICTORY."

overturning the hearing officer's decision. That ruling was overturned by a State Supreme Court justice, setting up an appeal by CSEA and PERB to the Appellate Division. That, in turn, led to the major court decision on Nov. 7.

Attorney Stephen Wiley of CSEA's law firm of Roemer and Featherstonhaugh has represented the union throughout the lengthy legal process, including the PERB proceedings and the Supreme Court and Appellate Division cases.

Wiley termed the Appellate Division ruling a "significant victory" which will have a major impact on negotiations, and said the ruling is an important affirmation of PERB's position that salaries and benefits can not be reduced when a settlement is imposed by a legislature.

The latest ruling flatly rejects the county's contention that the Triborough provisions only apply up to the point of either a negotiated settlement or a unilaterally legislated one. "The amendment provides that the duty exists 'until a new agreement is negotiated.' Resolving an impasse by legislative action is not the same as negotiating an agreement," the Appellate decision states.

The plainly written, strongly phrased conclusion of the Appellate decision states, "We conclude, therefore, that in resolving an impasse pursuant to section 209 of the Civil Service Law, the legislative body is precluded by the Triborough Amendment from imposing a settlement which diminishes employee rights under an expired collective bargaining agreement.

"To hold otherwise would ignore the public policy and purpose of the Taylor Law. . . ."

"We find our construction to be supported by the clear language of the statute, the legislative history, and the purposes of the Taylor Law."

—from Appellate Division ruling

"Vindication for our members resounds throughout this decision. We knew we were right. This proves it."
—Niagara County Local 832 President Dick McIntyre

"This decision should mean fairer negotiations in the future for public employees statewide. All along it seemed the only way, in fairness, the court could rule. There's nothing like winning, and CSEA has done it again."
—Niagara County CSEA Employee Unit President Quain Weber

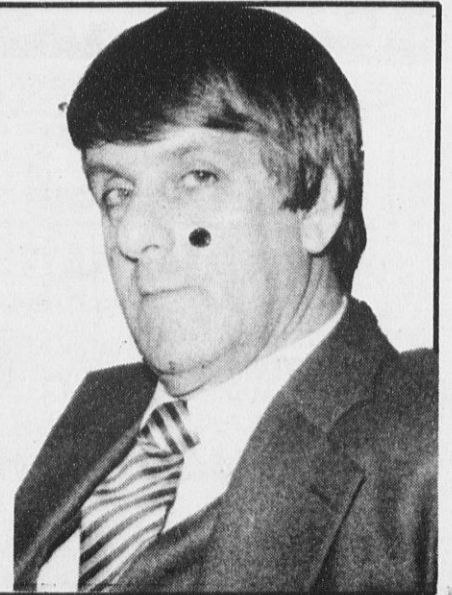
"Protecting hard-won benefits for our members has always been one of this union's highest priorities. CSEA lobbied for years for passage of the Triborough bill because it helps equalize the positions of parties at the bargaining table and makes the Taylor Law a little less unfair to public employees. This Appellate Division ruling is very important to all public employees throughout New York state because it preserves what I consider a basic right."

—CSEA President
William L. McGowan



"We're very pleased with the court's decision. We felt all along that we were correct and we advised the county legislature they were making a bad move. Hopefully we can now move on to solve our real problems. The court couldn't be more forthright than they were in stating the basis for this decision. It's a great victory for CSEA and all public employees."

—CSEA Region VI President
Robert L. Lattimer



Union gets Hazzard on the job

Montgomery Co. worker wins promotion grievance

AMSTERDAM — Montgomery County officials were wrong when they used the results of a questionnaire to determine which employee would be appointed to a non-competitive maintenance position, Arbitrator Irving Sabghir ruled recently.

Montgomery County CSEA Local 829 member Gary Hazzard, who became a county employee in 1976, applied for the non-competitive position in June 1983, when a vacancy occurred. He was the most senior employee to apply for the position.

According to the contract between CSEA and Montgomery County, seniority was to be the determining factor in the selection process. Instead, without the approval of the Montgomery County Civil Service Commission, the county used the results of a 25-question test score as the determining factor.

The county gave the vacant position to a less senior worker who scored higher than Hazzard on the test. In its defense, the county said that the



HAZZARD CONGRATULATED — Gary Hazzard, second from left, is congratulated by William Zipiere, Montgomery County Local 829 president, for his recent victory over the county administration concerning the use of seniority to determine promotions in non-competitive situations. Surrounding the two are Unit President Vicki Voorhees, left, CSEA Field Representative Joseph Bakerian, and Shop Steward Gary China, right.

“prior experience of the worker in his position outside of county employment was equal to the grievant’s experience in the county.”

CSEA filed a grievance on behalf of Hazzard and moved the matter to arbitration when all efforts to resolve the matter failed.

“I’m delighted with the decision,” Unit President Vicky Voorhees said. “I think it tells the county administration not to play games with our contract provisions.”

Hazzard, who has been in the maintenance position since September, is very happy with the decision of the arbitrator and the support of the union.

“CSEA did a great job. We won a major point and that’s important.”

Voorhees was assisted by CSEA Field Representative Joseph Bakerian and CSEA Counsel Claudia R. McKenna, who presented the union’s case before the arbitrator.

Union declares impasse in Syracuse negotiations

SYRACUSE — Contract talks between CSEA and the city of Syracuse have reached an impasse over issues of a work schedule for public safety dispatchers and longevity payments for senior employees.

Tom Pomodoro, CSEA collective bargaining specialist, and chief negotiator for the more than 340 employees in the Syracuse City Unit, has requested that a PERB mediator be assigned.

The two sides have been negotiating since Sept. 12.

Margaret Dennis, president of the unit, issued a statement following the declaration of impasse.

“Once again the personnel department has shown its complete lack of understanding regarding the union members’ struggle to retain their dignity in the city workforce by denying employees the benefits they justly deserve, while at the same time lavishing benefits upon themselves.”

In her statement to local media, Dennis also called attention to Syracuse management’s recent adoption of a new executive dental plan and upgrading by two grades executive secretaries in management confidential.

It is expected that PERB will assign a mediator in the near future.

Unions to state: Let’s help homeless mentally ill people

ALBANY — CSEA and AFSCME issued a challenge this week to New York State to join them in an innovative labor and management partnership to care for the homeless mentally ill. In a Nov. 14 press conference, the union pledged to raise \$750,000 through private donations to be matched by the state for the development of a demonstration project.

Purpose of the proposed project is to show how state-run community facilities, using state staff, existing state programs, and vacant state

buildings, can make a meaningful and needed contribution toward solving the problem of the mentally ill homeless.

The union also issued a comprehensive report, *Compassion and Care*, critiquing the report of the Select Commission on the Future of the State/Local Mental Health System and making detailed recommendations for improving the state’s mental health system.

Additional details will be included in the next issue of *The Public Sector*.

(518) 434-0191

**CSEA STATEWIDE HEADQUARTERS
33 ELK STREET, ALBANY, N.Y. 12224**

(518) 434-0191

CSEA SATELLITE OFFICES

BINGHAMTON SATELLITE OFFICE

Suite 218, Executive Office Bldg.
Binghamton Plaza
33 W. State Street
Binghamton, NY 13901
607-772-1750

CANTON SATELLITE OFFICE

P.O. Box 488
Canton, NY 13617
315-386-8131 or 8132

MAYVILLE SATELLITE OFFICE

P.O. Box 225
Mayville, NY 14757
716-753-5290

PLATTSBURGH SATELLITE OFFICE

Broad Street Professional Bldg.
53 Broad Street
Plattsburgh, NY 12901
518-563-0761

ROCHESTER SATELLITE OFFICE

C.M.C. Building
3699 W. Henrietta Road
Rochester, NY 14623
716-334-7140

UTICA SATELLITE OFFICE

289 Genesee Street
Utica, NY 13501
315-735-9272

WESTCHESTER SATELLITE OFFICE

222 Mamaroneck Avenue
White Plains, NY 10601
914-946-6905 or 6906

"If you don't think that pay equity is an important issue to CSEA, just look at the composition of our membership."

— Larry Scanlon

PAY

The pay equity projects: how they'll be conducted

The project will consist of three major components.

Compiling a report that documents the local pay equity problem is the first step. In each political subdivision, the Local Pay Equity Committee (LPEC) will work with the staff Team to survey the problem and gather the necessary information, which may include such items as job titles and salaries for each, proportion of men and women in each title, job specifications, and other data.

The Team and the Center will then use the information to prepare a report profiling the problem and outlining the employer's pattern of pay discrimination.

The second component of the project uses the information in the report to make pay equity

changes. The Committee and staff Team will assess the various options available, and select strategies to pursue. Strategies might include, for example, collective bargaining, political action, member education, publicizing the results of the report, or using labor/management committees. As various strategies are carried out, the Center will document the activity and the results achieved.

The third and final component of the project will be to develop a written manual, which will be a tool for ongoing use by CSEA and AFSCME political subdivisions. Experiences gained in the four pilot case studies will be incorporated into the manual for the benefit of other bargaining units wishing to carry out their own pay equity campaign.

"PROJECT GIVES US GREAT HOPE"

"This project gives us great hope, because it will be your study in the truest sense," Dr. Ronnie Steinberg of the Center for Women in Government said. "In many of the comparable worth studies, management consulting firms are getting divorced from the groups — primarily women and labor unions — who brought those studies forward in the first place."

"In addition, even after those studies are done, management consultants won't face the political problem. They admit they believe there's a problem of pay inequity, but they say they don't know how to solve it.

"Well, we do!"

Emphasizing that a fair labor market will benefit everyone, the researcher added that "We're only beginning to understand how management sets up a salary structure. We're finding that they do indeed the discrimination that's in the job marketplace outside."

Local government pay equity project team members listed

CSEA

Irene Carr, Statewide Secretary
Larry Scanlon, Coordinator, School District
Affairs
Cindy Chovanic, Research Analyst
Peg Wilson, Education and Training Specialist

AFSCME

Martha Buck, Labor Economist
Steve Fantauzzo, Area Director

CWG

Dr. Ronnie Steinberg, Senior Research
Associate
Dr. Lois Haignere, Research Associate



ENJOYING A PRESENTATION concerning the pay equity pilot project are, from left, Dr. Ronnie Steinberg, senior research associate for Center for Women in Government; CSEA Education and Training Specialist Peg Wilson, and CSEA statewide Secretary Irene Carr. All are members of the Local Government Pay Equity Project Team.

Units named to participate in pay comparison

(Continued from Page 1)

AFSCME staff members and CSEA unit activists will be conducting the project themselves in a "hands-on" manner. In the process, we'll be training ourselves and our staff members so that we can do similar work in other local government units on our own in the future."

"The end result of this project will also be unique," she continued. "Each of the four pilots will, in fact, be a carefully documented case study, through which we expect to learn what works and what doesn't. Those four case studies will be written up in a local government pay equity manual.

"This manual will give us a tool that hundreds of other CSEA units can use to achieve pay equity for its members in female-dominated jobs."

Executive Vice President McDermott explained that the selection of the four political subdivision units for the pilot studies was based on a variety of factors.

"Officers in these units were among those in CSEA who have been actively in the forefront asking for this kind of project," he said. "We finally selected these four because they fit into a need we had to establish a pattern. They represent a large and a small county, a school district, and a city. They represent large and small memberships and good and not-so-good relationships with management and with local political bodies. Together, they give us a good cross section of our local government membership."

EQUITY

"The pay equity struggle is one of the most significant things that's happening in the labor movement today."

— Joseph McDermott

'A light came on' — Scanlon

The local government pay equity project had its roots more than three years ago, according to CSEA School District Affairs Coordinator Larry Scanlon. "We were at an AFSCME conference on Long Island, and there was a discussion on pay equity, which at that time most people hadn't even heard of," Scanlon related.

"A light suddenly came on in my head, and I realized that of course we have a problem."

Scanlon described pay equity as the principle that people should be paid based on the value of their jobs to the employer, adding that employers have historically discriminated

against women in setting pay scales that pervade the job marketplace.

"If you don't think that pay equity is an important issue of CSEA, just look at the composition of our membership," Scanlon stressed. "Yet this is not only a women's issue. It's a family issue, a social issue, a welfare and poverty issue. Basically, it's an issue of justice."

"AFSCME is the leading union advancing the cause of pay equity, and these CSEA units are on the cutting edge. We have an exciting opportunity to play a major role in bringing fairness to pay systems."

"This project is dynamite," proclaimed Labor Economist Martha Buck, who will represent AFSCME on the project team. "It needs to be done, and the manual which will be the end result will be of tremendous help all across the country."

The AFSCME economist cited a major goal of the CSEA local government project: "We want to develop a way to solve the problem of pay inequity without making outside management consultants rich."

"In other states, the first step has been to go to outside management consultants," she explained. "And who are they? They're Establishment, mainline and male. Besides, management is footing the bill and therefore controlling the process and prejudicing the outcome."

"Some other studies have lost sight of the sex discrimination, and we cannot tolerate that. Women workers are not going to let this issue drop."



CSEA EXECUTIVE VICE PRESIDENT Joseph E. McDermott briefed representatives of the CSEA units selected for the pay equity pilot project. A vice president of AFSCME, McDermott was instrumental in obtaining grant money from the international union to finance the project.

AFSCME's Buck sees project as great help to a nationwide equity campaign

State workers also involved in Pay Equity

Comp worth study gets underway

ALBANY — Questionnaires will be distributed beginning Dec. 3 to approximately 35,000 randomly selected state employees in an attempt to find out if there is sexual or racial bias in New York state pay structures.

The questionnaires are the latest phase in the comparable worth project called for in the current contracts between CSEA and the state. CSEA represents more than 100,000 workers in the Ad-

ministrative, Institutional and Operational Services Bargaining Units.

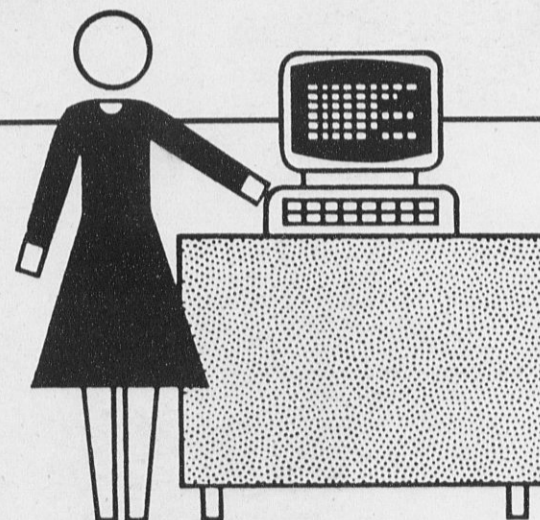
Comparable worth, also known as pay equity, goes a step beyond the "equal pay for equal work" dictum, and asks whether the traditional salary structures underpay workers in jobs that have been held primarily by women and minorities.

CSEA members who have been selected to participate in the survey are being urged to take the time to respond to the 100 multiple choice questions. Employees will require from 20 to 60 minutes to fill out the questionnaire, and time is being permitted for this during work hours.

The study is being conducted by the Center for Women in Government, a unit of the State University of New York at Albany, with \$500,000 in grant money. It will examine some 3,500 job titles, including some which are not in CSEA bargaining units.

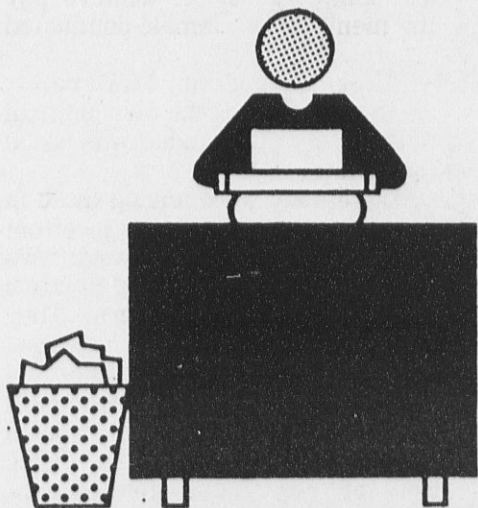
Preliminary work on the study began in June 1983, and pilot testing was conducted in the spring of 1984. The questionnaires which go out this month are the first major phase of the research.

Nationwide, the concept has been rapidly gaining credibility and acceptance. A Bureau of National Affairs report recently found that 15 states have enacted statutes requiring comparable worth systems for government employees.



Your help is vital.

If you are among the State workers chosen to receive a questionnaire, please take the time to respond.



WHAT'S GONE WRONG WITH OUR HEALTH CARE SYSTEM?

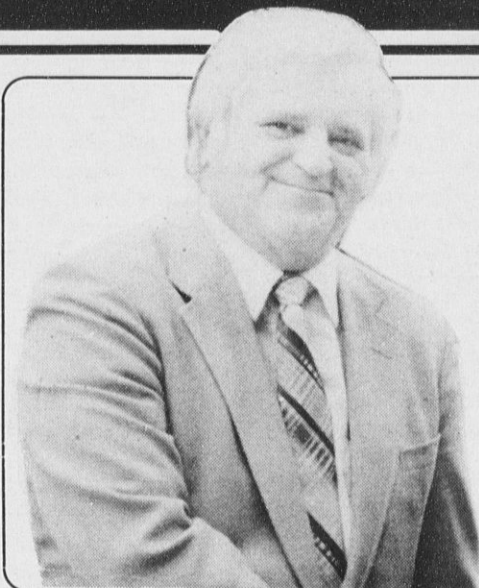
Millions of Americans can't afford to get sick

"The need to contain health care costs is widely acknowledged. Health care costs are increasing at two to three times the inflation rate for all goods and services, and one of every ten dollars spent in 1982 was spent on health care."

— From AFSCME's "Collective Bargaining Reporter," Sept.-Oct. 1984

"The AFL-CIO is intensifying its search for ways to contain the 'incredible increase' in health care costs and counter management demands to cut medical insurance benefits and raise the worker's share of costs."

— Story in Oct. 27, 1984 issue of "AFL-CIO News"



"I've heard so many complaints about the current insurance program and its administration that I want to take it over and straighten the mess out once and for all. I think we, CSEA and our Employee Benefit Fund, could administer the program for our members better than the current providers. I think we could cut costs, cut red tape, cut the baloney! And I'm sure if we could cut out the problems and save money we could increase benefits without increasing the cost of the program."

— CSEA President William L. McGowan in a discussion with state employees about issues to be raised during the upcoming CSEA/state contract negotiations.

A lot of topics will come under discussion when CSEA and state negotiators soon begin hammering out new contracts covering about 100,000 state employees in three major bargaining units represented by CSEA. You can bet that health care benefits and health care costs will be high on the list.

The same is or will be true at similar negotiations throughout the nation. Why? Because, nationwide, health care costs have risen at an alarming rate. In fact, health care costs since 1965 have doubled every five years, far outpacing increases in wages. Last year the nation's health care bill was \$322 billion, or an average of \$1,365 for every man, woman and child in the United States. If the current trend continues, it is estimated the nation will spend a whopping \$756 billion for health care by 1990, approximately equivalent to last year's total Federal budget, and equal to 12 percent of the nation's Gross National Product (GNP).

Reform of the health care system is badly needed. But reform efforts include management demands to reduce medical insurance benefits and in-

crease the worker's share of the costs, and organized labor is trying to come up with alternative ways to contain health care costs without reducing benefits and/or increasing worker contributions. The adjoining series of articles explore the health care issue in greater detail.

AFL-CIO NEWS

Saturday, October 27, 1984

At AFL-CIO conference

Health care guidelines drawn to curtail costs

The AFL-CIO is intensifying its search for ways to contain the "incredible increase" in health care costs and counter management demands to cut medical insurance benefits and raise the worker's share of costs.

Representatives of 23 AFL-CIO affiliates met recently at the George Meany Center for Labor Studies to share what they've learned so far. By the end of the three-day session, sponsored by the AFL-CIO Dept. of Occupational Safety, Health & Social Security, the 53 conferees had heard the essentials for a union program to reduce medical and hospital costs:

- Requiring a second physician's opinion before surgery.
- Encouraging outpatient surgery and pre-admission testing before hospitalization.
- Insisting on competitive bids from insurers and forcing insurance carriers to justify rate increases.
- Joining community coalitions with management, providers of medical care and the insurance industry to eliminate unnecessary hospitalization, unnecessary surgery and wasteful medical and hospital practices.
- Supporting state regulation and national legislation, such as the Kennedy-Gephardt bill, to regulate the health care industry.
- Insisting on protection for hospital and other health care workers who haven't shared the industry's profits.

'Corporatization'

Speakers

found that the cost of hospital care varied from \$100 to \$320 per capita.

Dr. Caper concluded that "20 percent of medical care is wasteful." He urged unions to identify the areas of waste, especially unnecessary hospital admissions.

Prof. John Dunlop of Harvard, one-time Secretary of Labor, reported on his efforts to encourage the formation of community coalitions to find ways to check rising health care costs. He told of the efforts of a national coalition, the "Dunlop Group of Six," that includes the Business Round Table, American Medical Association, American Hospital Association, Blue Cross & Blue Shield, Health Insurance Association and the AFL-CIO.

Developing expertise

Warning that health care problems can no longer be delegated to outside consultants, Dunlop urged every union to develop its own expertise.

The former Labor Secretary disclosed that the Johnson Foundation has set aside \$20 million to help communities develop local health care cost-containment programs. To start, the foundation—in which he "wears a second hat"—has given \$100,000 each to coalitions in 16 communities to develop clear, objective programs.

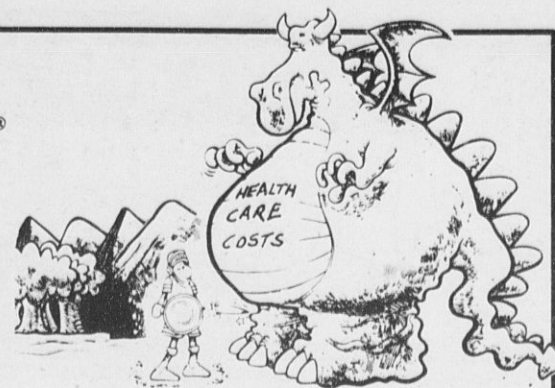
"We are anxious that both labor and management be involved in developing and implementing these programs."

§ 9.10 Joint Committee on Health Benefits
 (a) The State and CSEA agree to continue a Joint Committee on Health Benefits. The Committee shall consist of at least three representatives selected by CSEA, three representatives selected by the State and one impartial Chairperson selected by the parties.
 (b) The Joint Committee shall work with appropriate State agencies in a review and oversight capacity. The Committee's areas of review and counsel may include, but are not limited to:
 (1) Examination of the cost/benefit of establishing a Mandatory Second Surgical Opinion Program for potential inclusion under the State's Health Insurance Program during the life of this Agreement;
 (2) Establishment of quarterly reporting requirements for all carriers providing health benefit coverage;
 (3) Analysis of appropriate claims and experience data on a quarterly basis with a particular concern for identifying and forestalling emerging inflationary increases in cost;
 (4) Investigation of alternative methods of financing premium payments, including, but not limited to, coordination with benefits afforded by and contributions made to the benefit fund established pursuant to Article 30 of this Agreement to minimize expense for both the State and employees covered by the Plan;
 (5) Development of Health Benefit Communication Programs related to the consumption of health care services provided under the Plan;

CONTROLLING HEALTH CARE COSTS has been a major concern of CSEA and the State for years. This excerpt from current CSEA/State contracts discusses Joint Committee on Health Benefits responsibilities.

Collective Bargaining Reporter

AMERICAN FEDERATION OF STATE, COUNTY & MUNICIPAL EMPLOYEES **AFSCME**
in the public service



SEPTEMBER-OCTOBER, 1984

NUMBER 23

HOW NOT TO CONTAIN HEALTH CARE COSTS

The need to contain health care costs is widely acknowledged. Health care costs are increasing at 2 to 3 times the inflation rate for all goods and services, and one of every ten dollars spent in 1982 was spent on health care. Insurance carriers have increased their premium charges dramatically; for example, premiums for state employee health care plans rose an average of 20.6 percent last year, with five states registering increases of more than 40 percent.

Faced with these premium increases, employers have jumped on the health care cost containment bandwagon. Unfortunately, the actions taken by most employers do not contain costs, but simply shift them onto employees. This shifting of costs has been inappropriately called "cost sharing", which implies fairness, but in reality just means asking employees to pay more for their health care.

There are two types of cost sharing, which are often combined by employers eager to cut their expenses. Employees may be required to pay a portion of the monthly premium costs for their health care coverage. Forcing employees to pay more for their health care coverage through higher premium payments has no effect on health care costs; in fact, it shows little concern for cost containment. Employers who take this approach appear concerned only with their own costs, since the cost of health care coverage will continue to rise.

Employees may also be required to pay part of the costs of using health care services and products through deductibles and co-payments. A deductible is the amount an employee is required to pay before the plan covers any costs. Co-payments are the costs that are split between the plan and the employee. For example, a \$50 deductible may be raised to \$100, and a plan that pre-

viously paid 80% of all costs over the deductible may be changed to 70%. Some plans place a cap on employees' co-payments and pick up 100% of costs over the cap.

The effect of combining the two forms of cost sharing can be determined by looking at employees' potential annual out-of-pocket costs for health care coverage. Assuming that an employee has "individual" as opposed to "family" coverage, the annual out-of-pocket cost is determined by adding the employee's share of the premium payments, the annual deductible and the annual co-payment limit. For example, if an employee is required to pay \$10 per month for health care coverage and has a \$150 annual deductible and a co-payment limit of \$400, the employee's annual out-of-pocket costs are \$120 (\$10 times 12 months) plus \$150 plus \$400, or \$670. Some employees, of course, will not use enough health care services to meet their deductibles or co-payment limit, so they will not pay the maximum annual out-of-pocket expenses.

A recent Hewitt Associates study of 1,185 companies documented widespread cost-sharing efforts:

- 40% of the companies surveyed required employees to pay part of the monthly premium in 1984, compared to only 31% in 1982;
- 63% of the plans include deductibles, compared to only 30% in 1982;
- 38% of the plans have deductibles greater than \$150, compared to only 9% in 1982.

The public sector has not escaped this trend. A recent Martin E. Segal study showed that over 20 states last year raised the total out-of-pocket amounts employees must pay. The study also found that the number of states that require employees to pay over 50% of the premium costs for family coverage rose from 11 to 14 last year.

Employers' basic argument in favor of cost sharing is that employees become "more efficient" consumers of health care if they have to pay more for it. This argument is faulty for a number of reasons:

1. **Not many people can change their use of health care services.** Sixteen percent of all health care users account for 86% of total health care costs. Cost sharing will have little effect on the utilization patterns of these people, who tend to suffer from serious injuries, illnesses, or diseases.

Of the remaining 84% of the population, approximately one-third have no medical expenses at all, and many more incur only minimal medical care costs. Cost

sharing cannot significantly affect their health care use, as it is already extremely low. Moderate users of health care services, who account for only 10-12% of total health care costs, are the only group for which cost sharing may be an effective incentive, but there is no conclusive evidence that moderate users will change their behavior in response to cost sharing.

Studies show that in order to induce any significant change in health care usage, very high out-of-pocket costs—as high as \$3,000—have to be introduced.

Every employee subject to cost sharing suffers from higher out-of-pocket costs, despite the fact that cost sharing is potentially effective for very few.

2. **There is no clear-cut evidence showing that cost sharing contains health care costs.** While cost sharing may lower health care costs temporarily, there is no evidence that it will lower costs in the long run. In fact, cost sharing may be counterproductive, as it discourages people from receiving health services when their condition is minor. Conditions may become more acute due to the lack of medical attention, and require a great deal more medical care, thus increasing costs substantially.

Furthermore, cost sharing may make employees feel entitled to use their insurance. Once employees have met the cost sharing limits, the disincentive to use health services may become an incentive, as they attempt to "get their money's worth" out of the insurance for which they paid so much.

3. **The task of controlling health care costs is a difficult one that employees and employers must address together.** Cost sharing interferes with this process by breeding an atmosphere of distrust and contempt of the employer on the part of the employees. After employees are asked to pay more of the premium cost and higher deductibles and co-insurance, cooperative labor/management cost control efforts will be significantly impaired.

4. **Employers have failed to monitor their health care programs and institute effective health care cost containment measures.** Now that health care costs are skyrocketing, employers are continuing to deny their responsibilities by shifting the burden of the problem to the employees through cost sharing. Yet the union and employees are not a party to the daily administration of the health care plan. Cost sharing forces employees to pay more without any input on administrative and financing controls that could effectively contain health care costs.

Blue-ribbon panel calls for a universal health care plan

WASHINGTON — A blue-ribbon panel of former Cabinet members, doctors, labor and consumer leaders has urged Congress to enact a "universal, comprehensive national health care plan" coupled with measures to control health care inflation.

After conducting a series of field hearings across the country, the panel concluded that health care in the U.S. is deteriorating, with "no coverage for millions and shabby coverage for millions more," despite skyrocketing medical costs.

Arthur S. Flemming, who chaired the panel and who served as Secretary of Health, Education and Welfare under President Eisenhower, said the panel's findings "should move the issue of a national health care plan to the front burner. The old objections to a national health care plan were always on cost grounds; but, with effective cost containment built in, universal and comprehensive health coverage is really the only way to protect the millions of Americans now left out."

The nonpartisan panel said that under the Reagan Administration, health care inflation continued at over twice the rate of overall inflation and that medical services had worsened, especially for low-income workers and the poor.

Called the National Citizens' Board of Inquiry into Health in America, the panel issued a report titled, "Health Care USA: 1984 — A Citizens' Prescription for Reforming America's Ailing Health Care System." The report found:

• Some 33 million Americans now have no health insurance protection. The percentage without coverage has risen sharply since 1979, after nearly two decades of steady decline.

• The Medicaid health program for low-income people has sustained \$5 billion in budget cuts in the past four years. In 1982, 700,000 children were struck from the Medicaid rolls. Since 1981, 567,000 senior citizens have lost their Medicaid eligibility.

• Today, 9 million children receive no routine medical care, and 18 million children receive no dental care. Under Reagan, spending for maternal and child health care dropped 18 percent.

• In the past four years, 725,000 Americans have been deprived of medical services because of budget cuts for community health centers.

• In 1983, about 200,000 people were denied emergency hospital care and 800,000 were denied routine hospital care because they didn't have enough money.

Blue Cross board post to Mullens; an opportunity to contain costs

ALBANY — Timothy M. Mullens, director of CSEA's group insurance programs, has been elected as a member of the board of directors of Blue Cross of Northeastern New York, Inc.

In his letter to Mullens notifying him of his election as a director, Blue Cross of Northeastern New York, Inc. President Chester E. Burrell wrote, "as you are aware, the methods of providing and financing health care are among the nation's most pressing problems, and the Board members of the

local Blue Cross Plan have an opportunity to influence these efforts in the thirteen county area the Plan serves."



TIMOTHY M. MULLENS

AFSCME wins right to represent 6,000 clericals

AFSCME has won the rights to represent 6,000 clerical employees working for the University of Iowa system in Des Moines, Ames and Iowa City in a union representation election.

AFSCME noted that comparable worth was a major organizing issue in the election. Earlier in the year Iowa Governor Terry Branstad had vetoed portions of an AFSCME-backed pay equity bill giving Iowa clerical workers \$10 million in pay adjustments. The item veto became a major campaign issue.

"AFSCME intends to press hard at the bargaining table for pay equity for Iowa University working women when we meet with the state this Friday," Gerald W. McEntee, president of AFSCME, declared. "AFSCME will give Iowa clerical workers a voice as they bargain for better wages and working conditions."

The AFSCME win is one of a series of successful clerical organizing cam-

paigns the union has initiated over the past several years, including 23,000 clerical employees working for the state of Florida, 7,000 clericals working for the state of Connecticut, 20,000 clerical employees working for the University of California and 1,200 clericals and librarians working for the city of Chicago. Currently, the union has petitioned for a union election to represent 20,000 clericals working for the state of Ohio.

"Pay equity, a response to office place stress, innovative approaches to changing working conditions and professional representation are all issues which concerned Iowa's clerical workers," McEntee continued. "AFSCME's successes in clerical union elections show that organized labor can appeal to secretarial workers if issues of concern to this very important workforce are clearly spelled out and understood."

In Iowa AFSCME now represents 30,000 state, county and university employees and is the largest AFL-CIO union in the state.

Long-standing vacation practice upheld for Beacon employees

BEACON — A recent arbitration decision in the city of Beacon has upheld a 15-year-old policy pertaining to vacation leave.

According to CSEA Region III Field Representative Diane Campion, the city has an established past practice that credited vacation time can be taken anytime during a calendar year.

While the contract stipulates "all employees shall be granted 10 days of vacation after one year of service," employees have been allowed for 15 years to use the vacation time before an anniversary date but after the first day of the calendar year. (For example, if an employees' anniversary date was Aug. 1, as of Jan. 1 of the following year, he was credited with the vacation days to which he would be entitled on Aug. 1. The employee could then use that vacation any time during the calendar year.)

In 1982, newly-appointed Commissioner of Public Works John Joseph decided to change this policy and sent a memorandum to CSEA Unit President Sands Frost denying employees the right to take their vacation before their anniversary date.

Following the filing of a grievance by Frost, an arbitrator ruled that the established past practice of allowing the vacation time precluded the contract stipulation.

"While the current commissioner indicated that he personally was unaware of the practice until it came to his attention, the length and consistent application of the benefit over several contract terms demonstrates a mutuality of acceptance by the city," it was stated in the decision.

Pointing out that the contract also "binds the parties during the contract term not to rescind benefits accorded employees," the arbitrator further ruled, "it would appear that the city is bound to continue the practice during the contract term."

"The proper forum for changing past practices is bilateral negotiations between the two parties," the decision concluded.

Hyde Park Schools Pact



ON THE DOTTED LINE — Hyde Park School District Unit President Sal Baratta, seated right, signs a three-year contract for his 165-member unit. Bus drivers, and maintenance and cafeteria workers will receive an 8 percent pay increase retroactive to July 1, 1983, 6 percent retroactive to July 1, 1984 and 6 percent effective July 1, 1985. Seated next to Baratta is School Board President Anthony Arena. Standing are Mardelle Sweet and Ann Milby, both members of the CSEA negotiating team. Hyde Park School District is part of Dutchess County Local 814.



Stalled talks prompt picket in Binghamton

BINGHAMTON CITY SCHOOL UNIT members turned out at a recent school board meeting to demonstrate lack of a new contract. Negotiations began in April and went to impasse in September over wages and other contract language. The CSEA unit represents 157 employees and is affiliated with CSEA Broome County Educational Local 866.

Go take a LEAP— course, that is

LEAP — the CSEA Labor Education Action Program — has an offer state employees will want to jump at. LEAP has scheduled scores of tuition-free courses for next spring, from science to shorthand, psychology to carpentry.

Employees in the Administrative, Operational and Institutional Bargaining units should call (518) 434-8152 or contact their state agency training office for a full list of course announcements. Nov. 28 is the final date for LEAP applications.

So don't let yourself fall behind in important skills and studies. Sign up for a LEAP course today. It's one of the best steps you can take.

Nominations open for Encon rep to State Executive Committee

ALBANY — Nominations are now open to fill the position of Environmental Conservation representative to the State Executive Committee. Deadline for submission of nominations for the seat on CSEA's statewide Board of Directors is Nov. 28.

The Nominating Committee is scheduled to make its report Nov. 30. Those interested in seeking the position may also qualify by independent nominating petition. Petitions are now available upon request, and must be filed at CSEA Headquarters by Dec. 13. To qualify, signatures of 127 of the EnCon Local members eligible to vote in the election must be obtained.

The election schedule also calls for: drawing for ballot position on Dec. 18; ballots mailed Dec. 28; replacement ballots available Jan. 7; ballots counted and results announced Jan. 22.

PERB mediator assigned to Onondaga talks

SYRACUSE — CSEA Local 834 officials have been notified by the Public Employment Relations Board (PERB) that Mediator Paul Curry has been named to join the contract talks halted when the union declared negotiations at an impasse.

At the heart of the impasse is the "calendar creep" issue, a long-standing county payroll problem.

According to Tom Pomodoro, CSEA collective bargaining specialist, the mediation sessions with Curry are scheduled for Nov. 19-20 in Syracuse.

State continues insurance for psychiatric help

ALBANY — CSEA has succeeded in protecting its members using outpatient psychiatric services under the basic statewide health insurance plan.

In response to CSEA demands, through the NYS/CSEA Joint Committee on Health Benefits, the state has agreed to extend the reimbursement eligibility for psychiatric social worker services through March 1, 1985, while the state and CSEA are in contract negotiations.

The state also agreed to a CSEA demand that those outpatient psychiatric expenses incurred during 1983 and 1984 will be completely forgiven. Only those outpatient psychiatric claims incurred prior to Jan. 1, 1983 will be charged against the lifetime outpatient limits.

In negotiations, CSEA will present contract demands to significantly increase the per visit, annual and lifetime outpatient psychiatric benefits and the continued eligibility for psychiatric social worker services.

CSEA made its demands after the state indicated it would exercise its option to return to pre-Jan. 1, 1983 reimbursement levels for outpatient psychiatric benefits. The state had that option in its agreements with all participating unions.

Please Post

DON'T BUY

National Boycotts Officially Sanctioned by the AFL-CIO Executive Council

A. P. PARTS COMPANY

Mufflers and tail pipes: A. P. Parts, Merit, Goerlich, Silentone
United Automobile Workers

BROWN & SHARPE MANUFACTURING COMPANY

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

BRUCE CHURCH, INC.

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

CONTINENTAL AIRLINES, INC.

Scheduled airline
Machinists and Aerospace Workers and Air Line Pilots

ADOLPH COORS COMPANY

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

EL AL ISRAEL AIRLINES, LTD.

Air passenger and freight transportation
Machinists & Aerospace Workers

EQUITABLE LIFE ASSURANCE SOCIETY

All forms of individual and group insurance and pensions
Service Employees

FABERGE, INC.

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

HESS OIL COMPANY

Hess gasoline and Hess fuel oil
United Steelworkers

INDIANA DESK COMPANY

United Furniture Workers

KOSMOS CEMENT COMPANY

Kosmos Portland Cement, High Early Cement, Air Entraining Cement and Kosmortar Masonry Cement
International Brotherhood of Boilermakers

LOUISIANA-PACIFIC CORPORATION

Wood products: L-P Wolmanized, Cedartone, Waferboard, Fibrepine, Oro-Bord, Redex, Sidex, Ketchikan, Pabco, Xonolite, L-P-X, L-P Forester, L-P Home Centers
Carpenters & Joiners and International Woodworkers

MARVAL POULTRY COMPANY, INC.

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

NIXDORFF-LLOYD CHAIN COMPANY

Heavy duty chains sold in hardware stores.
Machinists and Aerospace Workers

PROCTER & GAMBLE MANUFACTURING COMPANY

Powder Detergents: Tide, Cheer, Oxydol, Bold
Liquid Detergents: Ivory, Joy, Dawn
Bar Soaps: Zest, Camay, Ivory
United Steelworkers

R. J. REYNOLDS TOBACCO COMPANY

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

SEATTLE-FIRST NATIONAL BANK

United Food & Commercial Workers

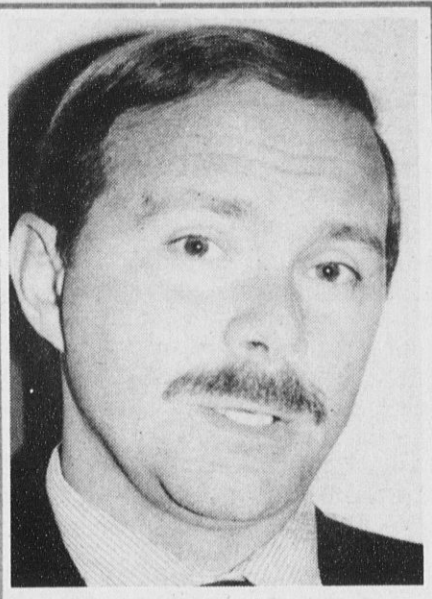
SCHWINN BICYCLE COMPANY

United Automobile Workers

STERLING RADIATOR

Baseboard heaters for the home.
United Automobile Workers

Union Label and Service Trades Department, AFL-CIO



EAP COORDINATOR Jim Murphy

EAP

Prevention:

Another view of the Employee Assistance Program

By Brian Baker
Assistant Editor

ALBANY — Stress workshops. Diet programs. Blood pressure tests. Financial planning. Even aerobics classes and bus trips.

Not the sort of fare you might expect from CSEA's Employee Assistance Program (EAP). Fact is, EAP is more widely known for its efforts in helping to pull people out of severe personal problems that adversely affect various aspects of their lives, including their jobs.

But there's another side to EAP: prevention.

EAP's prevention programs generally focus on promoting physical and emotional well-being in order to ward off trouble in the first place. Why should EAP be concerned about a worker's blood pressure, home budget or weight problem? Simply, because all of these factors sooner or later come to bear on job performance and stability, says EAP statewide Coordinator Jim Murphy.

"The basic philosophy of EAP is that personal problems affect how you perform at work. If you're having marital or financial problems or if you become dependent on alcohol or drugs, it affects all facets of your life. It could put your job in jeopardy."

In cases like these, an ounce of prevention is worth a pound of cure, he said.

"People often think of EAP as a way to get help when they're smack dab in the middle of a problem. And it is. But many problems can be identified and stopped before they get a chance to start. That's the idea behind prevention," said Murphy.

EAP has prevention programs now at a host of worksites throughout the state. Two places in particular where the program is thriving are Suffolk County BOCES (Educational Employees Local 870) and Madison County (Local 827).

"Many of our programs are basically 'information-giving.' They help people learn about ways of dealing with potential problems that may come up in the future," says Will Lombardo, coordinator of EAP at Suffolk County BOCES.

EAP there provides county workers with a smorgasbord of mini-courses, clinics and seminars aimed at improving the quality of their worklife via making them happier in their personal lives. Many of the programs get assistance from professionals outside of EAP. For instance, EAP regularly runs screenings for cancer and hypertension in the school districts with assistance from local community agencies. And the Council on Alcoholism offers a presentation on abuse and its effects on work and family life for county employees.

Dorothy Daly, director of planning and program development for Suffolk County BOCES, helped design EAP there and now serves as administrative director for the joint labor/management program. She indicates that much of the stress in families today stems from the "balancing act" between job and home that working parents today have to perform.

"The majority of parents today work at some kind of job outside the home and it causes problems, especially for the mothers. When they have young children, they often feel guilty about having to leave them so that they can go to work and support the family financially. That they are placing their children's development in someone else's hands is a terrible, distracting thing for many mothers," explained Daly.

In response to working mothers' requests for help, EAP conducted group therapy sessions where mothers could talk about their fears and concerns.

What to do when all the kids grow up and leave or when an aging parent comes to move in are other family-related problems expressed by employees. Programs addressing those concerns are also in the works, Daly said.

In an attempt to reach as many employees as possible, EAP at Suffolk County BOCES also puts out a quarterly newsletter which, so far, has dealt with health issues including diagnosing hypertension and the importance of exercise for fitness.

"We see the prevention phase of EAP as a way to touch all the employees, not just those embroiled in a serious problem at the moment. It's a way that everyone gets to benefit from EAP," said Lombardo.

Harriette Sochan and Michael Rosen, who administer EAP in Madison County, are enthusiastic about EAP and its emphasis on prevention, too.

"Prevention is so much cheaper. And it's less painful to avoid trouble before it gets started," said Sochan, chairwoman of the Madison County EAP Committee. Like its counterpart in Suffolk County, Madison County EAP offers advice

through workshops on diet and stress management. It also sponsors health clinics for the detection of high blood pressure and cancer.

"Our public health nurses conduct the monthly blood pressure clinics and educate employees about how to keep their pressure down. We're working with the American Cancer Society on self-examination programs for both men and women," Sochan said.

The Cancer Society also offers a workshop it calls "Fresh Start" to help employees break the cigarette habit.

In addition, EAP in Madison County has begun an aerobics class for women and a basketball program for men. And, for the sheer fun of it, EAP has sponsored bus trips for shopping at Cohoes and Colonie Center. It's all a great way to boost morale, says Sochan.

Rosen explained that some 20 employees take part in the weekly diet workshops where they offer one another mutual support and share low-calorie receipts to get their weight down.

"All of these programs have the ability to improve the quality of worklife of the employees," said Rosen. "They help to improve attitudes and make workers feel better about themselves and their jobs. They give workers the feeling that employers really care about them after all."

From the employer's point of view, prevention programs are significant in that they can reduce health care costs and increase productivity and job satisfaction.

"We can't eliminate every problem through prevention but we can deter a lot of them," says Daly.

"We feel we're offering a valuable service to our employees through EAP. I take part in many social and community activities, but getting involved in EAP is the best thing I've ever done," she said.



WILL LOMBARDO AND DOROTHY DALY of Suffolk County BOCES: "The prevention phase of EAP is a way to touch all employees, not just those embroiled in a serious problem at the moment."