



## REAGAN'S TAX REFORM

Will public employees be able to keep their heads above water?  
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## Where's the raise?

"Where's the raise?" is a question many state employees have been asking. That answer is: It's coming.

It's coming just as soon as all the proper steps have been taken.

Here's what must be done before 5 percent raises can be paid employees in Administrative, Institutional and Operational bargaining units.

- \* CSEA must ratify contracts. Done.
- \* Contracts must be signed. Done.

- \* State Senate must pass "pay" bill. Done.
  - \* State Assembly must pass "pay" bill. Done.
  - \* Governor must sign "pay" bill.
  - \* Governor's Office of Employee Relations (GOER) must notify Controller's office to pay raises.
- If all goes according to schedule, raises could be paid as soon as July 18 (Institutional payroll) and July 24 (Administrative payroll). It would include pay hikes due July 3 (Institutional payroll) and July 10 (Administrative payroll).

# Contract News

## Persistence pays off in new pact

SCHOHARIE—"Because of strong, vocal membership support, we ended up with a better contract," says Kathy Saddlemire, president of Schoharie County Local 848.

Saddlemire credits the unity of county members for helping the union's bargaining team to get the attention of the County Board of Supervisors.

"First the members were very supportive of the bargaining team in its yearlong quest for a contract," she explained. "And when the members overwhelmingly rejected the county's offer by a 126-9 vote, our people directed their anger not at the union but at the county board. That was the key."

The county workers told the board members in private conversations as well as through newspaper articles that they wanted more than a fact finder's

recommended two-year salary offer of \$625 plus increment in 1985 and \$650 plus increment in 1986. The members also told the board that they wanted agency shop and a dental insurance plan, not just a promise to look into the matter.

"Because of their unity a new three-year contract providing 16.5 percent increments was negotiated by the very team that previously was only offering flat dollar increases," Field Representative Donald McCarthy said.

"The new pact has agency shop and a dental plan for the workers," he said.

"Our members now know that when they stick together and work together they can make their point and win," Saddlemire said.

## School workers step up to wage increase

ELMSFORD—A three-year contract for clerical and custodial employees of the Elmsford School District in Westchester County was recently signed and goes into effect July 1. The pact provides:

- \$100 step increase and a 10 percent salary increase in the first year;
- 7 percent increases in the second and the third years;
- and a 20-year retirement program.

In addition, the contract includes a new step worth 4 percent in the first year.

AT CONTRACT SIGNING—Seated, from left, are Unit President Dominick Nacerino, School District Business Manager Judith Ross and Board of Education Trustee Anthony Iadarola. Standing are Region III CBS Don Patrick, School Superintendent Dr. Robert Paulding, Unit Vice President Rhoda Siwek and Region III President Pat Mascioli.



## Pay, benefits upped in Ontario Co. pact

CANANDAIGUA—The 500-member Ontario County Employees Unit of Local 835 has reached agreement and signed a two-year contract that boosts wages and benefits.

Wages will be increased in both years of the pact by 5 percent of 1984 wages or \$600, whichever is greater, plus increments where applicable. Employees at step 6 of the salary schedule will receive a 6 percent increase, with hourly-paid employees receiving an increase of 40 cents per hour in both contract years.

Any employees receiving a promotion will gain a minimum of \$300, up from \$200 in the previous contract.

Vacation leave has been improved by combining personal and vacation accruals. Maternity and adoption leaves also have been improved, and grandchildren have been added to the funeral leave-of-absence provision.

A panel of five permanent arbitrators will be put in place to expedite grievance and disciplinary procedures, and unit members have gained parity with management for tuition reimbursement.

Overtime pay will be paid at time-and-one-half for all hours worked beyond the regular workday, and employees may use up to five days accumulated sick leave for each disability, instead of five days total.

Travel pay for use of personal vehicle will be paid at the rate of 21 cents per hour.

CSEA Field Representative Jack Miller was joined in negotiations by a committee that included Unit President Jim Linder, Linda Sydney, Bob Russo, Steve Ernhout and Bud Allen.

## Westchester contract OK'd by 12-1 margin

WHITEPLAINS — CSEA members in Westchester County have voted overwhelmingly to ratify a three-year contract that will affect 6,000 employees.

According to county Unit President Richard Saluga, members voted 2,672-231 to accept the agreement which provides a 5 percent wage increase retroactive to Jan. 1 and 6 percent increases in each of the next two years.

In addition, the agreement contains improvements in longevity and differential pay.

In a letter to members prior to the vote, Saluga had urged approval of the package following 8 months of negotiations.

## Orchard Park pact harvests new gains

ORCHARD PARK—CSEA has won a three-year pact containing wage and benefits improvements for the 28-member Town of Orchard Park Blue Collar Unit of Local 815.

Wages will increase by 40, 45 and 57 cents per hour in the first, second and third years, respectively for all members of the unit.

Upgradings of heavy equipment operators and mechanics will mean an additional 10 cents per hour in the first two years of the agreement.

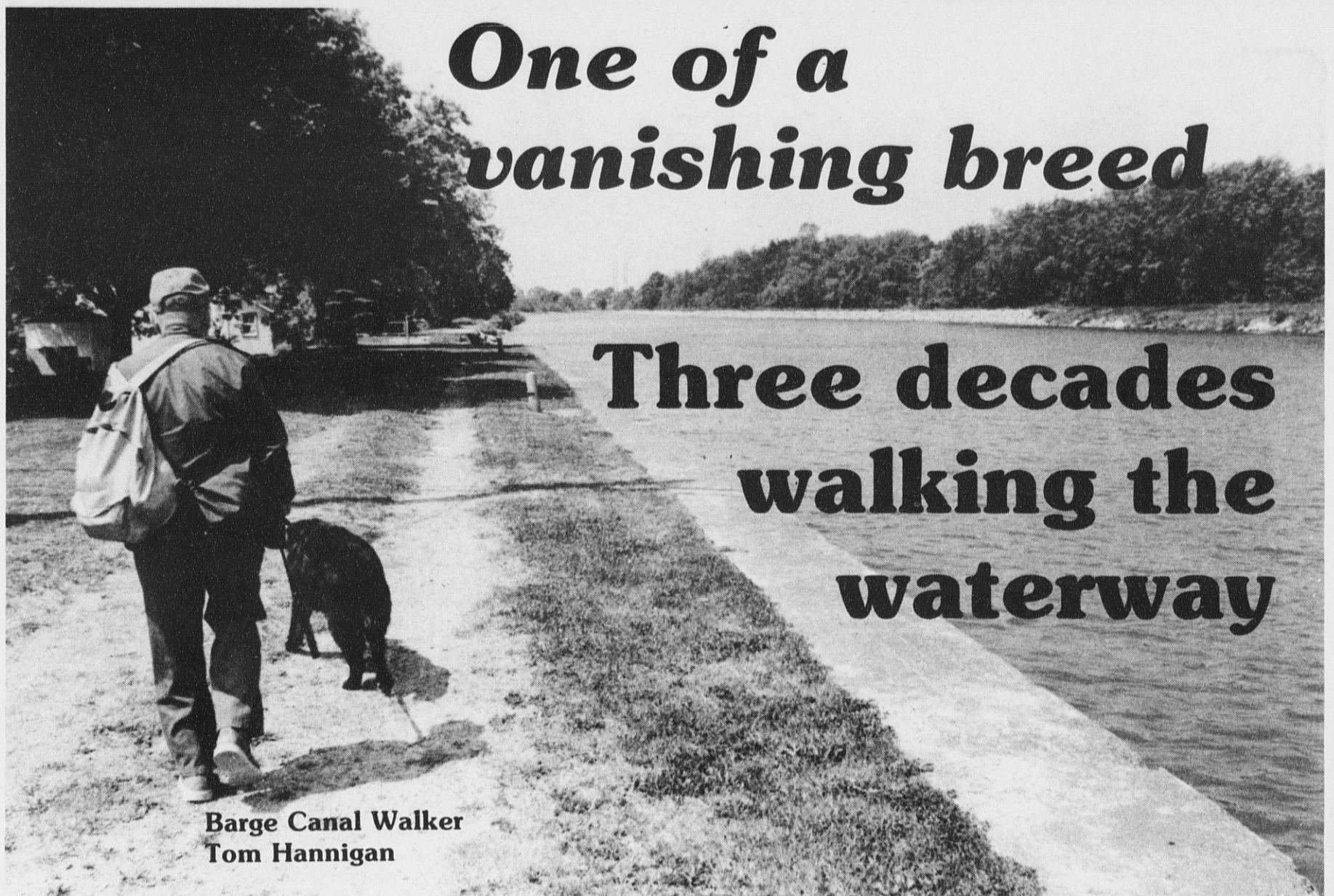
A clothing allowance covering all members was also gained. The provision calls for a \$50 allowance in year one, \$55 in year two, and \$65 in year three.

Health benefits include a fully-paid dental plan and continuation of health insurance for surviving spouse of deceased employees.

Unit President Tony Delmonte praised Field Representative Vince Sicardi's "truly professional handling" of negotiations for the unit. Sicardi was joined by Delmonte, Edwin Hauser and Robert Eberlin in the contract talks.

# One of a vanishing breed

## Three decades walking the waterway



**Barge Canal Walker  
Tom Hannigan**

By Ron Wofford

CSEA Communications Associate

LOCKPORT—When Tom Hannigan walks to work, it's only the beginning.

Why? Because, once he gets there, he keeps right on walking. And walking. And walking.

For thirty years, the banks of the Erie Barge Canal have been the workplace and "walk-place" for Hannigan, a the DOT employee and member of Local 514.

"Back in 1955, when I first started," recalled Hannigan, "I used to walk one way from Lockport to Gasport, which is about seven miles, then I'd catch the bus back. After a while, I was asked to walk both ways," a 14-mile roundtrip walk.

That change is only one of many Hannigan has seen over the years he has worked as a watchman for the barge canal. He has even seen his job title change name, from "bank walker to walkman or walker, that guy that walks along the canal."

But his main job function has remained the same over the years: keeping an eye out for structural damage to the canal banks and bridges, checking for leaks that might cause damage to adjoining property, looking for signs of potential cave-ins.

"I once found leaks in seven places on one piece of property," Hannigan remembered, "and we called in the state barge, the Lockport, which picked up the clay and stone needed for repairs from our quarry in Pendleton. Luckily, we got to it before it ruined a farmer's planted field by flooding."

Large tugboats no longer ply the canal on a regular basis, but when they did, the crew would wave and toot the tug whistle at Hannigan, who is now greeted by steadily-growing recreational boat traffic in the waterway. And residents whose property is near the canal have come to view him as a fixture, and extension of the canal, according to Frank Langdon, Local 514 President.

"He's even more popular now, since he's be-

come a TV star," laughed Langdon, referring to Hannigan's recent appearance on a local news feature that highlighted unusual jobs.

Langdon said fellow 514 members estimate Hannigan has walked more than 75,000 miles in his 30-year career of state service, which in a straight line, would take him around the world a few times, or across America more than 20 times.

A steady companion for Hannigan in his daily walking duties is his dog, Princess, who also helps keep unfriendly dogs—or people—away. "I was robbed once, before I started bringing Princess along. The Lockport police caught them within an hour, though. Princess helps prevent any problems like that," said Hannigan.

Another unpleasant memory was his discovery of a suicide victim's body floating in the canal several years ago, Hannigan said. "But most of my memories have been pleasant ones."

"Walking is good for everyone, and it keeps you healthy," observed Hannigan. "And you're very close to nature out here. You see deer, foxes, woodchucks, rabbits, pheasants and all kinds of birds."

In winter, when the canal is closed to boat traffic, Hannigan works in the canal garage, performing custodial or equipment duties. He has also worked as a bridge operator for the canal authority.

He loves being out along the canal, and isn't sure when he'll be ready to retire, even after 30 years on the job. "I've got two more years to go before I'm even old enough to request retirement," he observed. "I could work to 70, but I don't think I'll

want to work that long. Right now I feel good doing what I'm doing."

**HANNIGAN  
AND PRINCESS**



# Public Sector

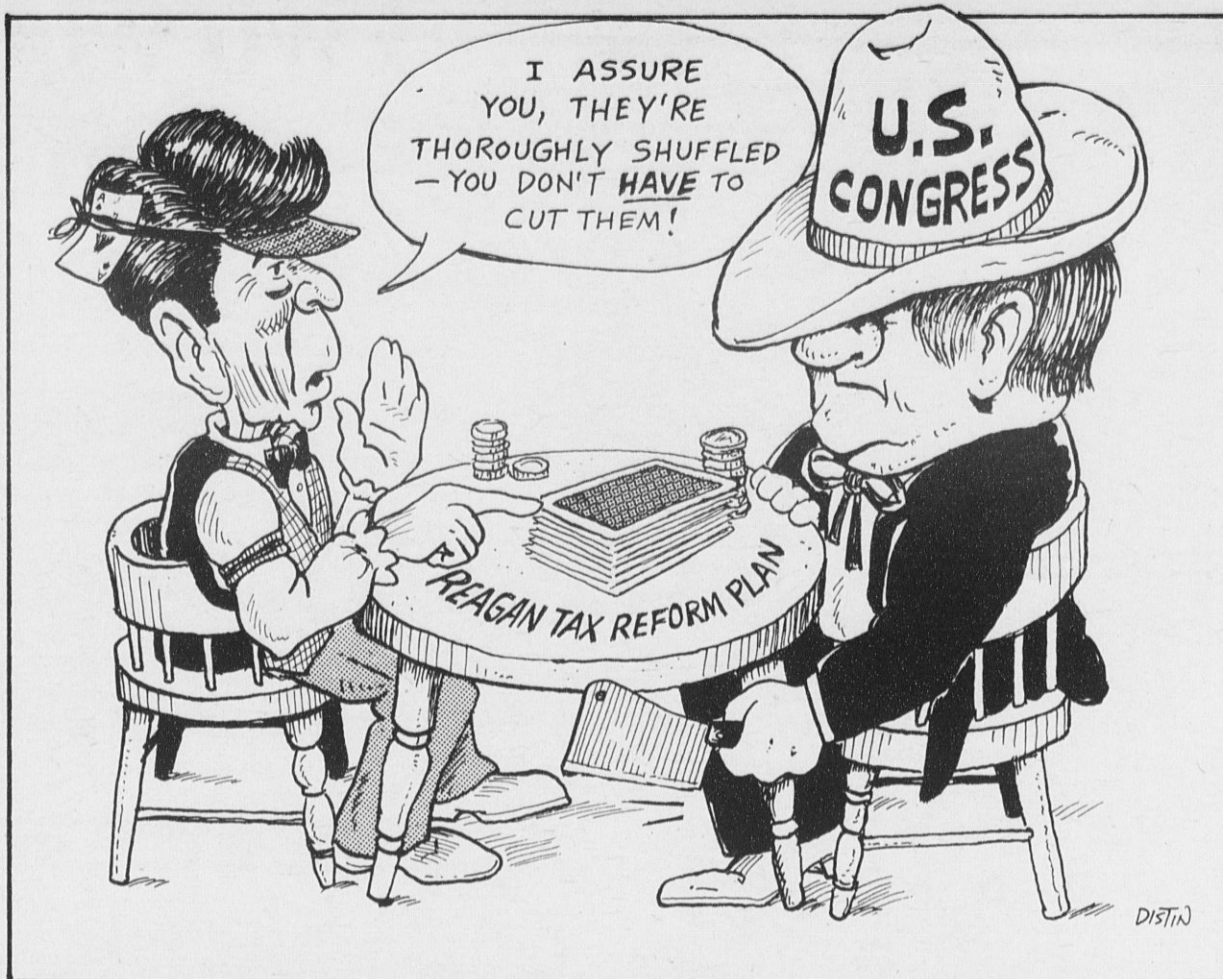
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## CSEA auto insurance plan rolling along well

ALBANY — CSEA's experimental service to assist members in obtaining free quotations on union-sponsored auto insurance has generated such response, that CSEA has decided to expand the program.

As of Monday, June 18, CSEA members can now dial 1-800-462-2636 or 1-800-342-6272 (between 5 and 7 p.m., Monday through Thursday) and receive free quotations on both homeowners and renters insurance. This service will be conducted in

the same manner as the Masterplan auto insurance service: members need only call either toll-free number and provide information requested by Masterplan insurance counselors and, within 48 hours, a free quotation will be in the mail to those members.

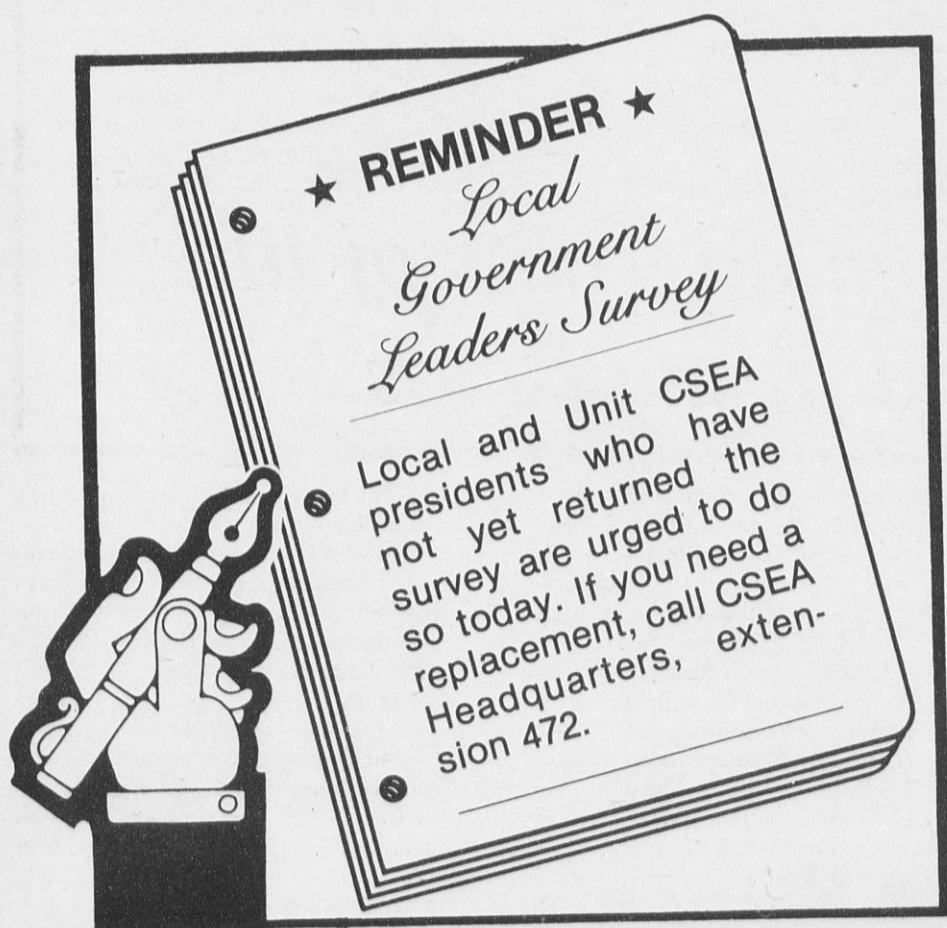
This experimental program, in operation since May 6, has serviced more than 500 calls. The success of this program is attributed to the coverage provided by this union-sponsored program and to the sheer convenience of comparison shopping—for insurance—by phone.

## VOTING RESULTS AVAILABLE

ALBANY — A local-by-local listing of voting results in the recent CSEA 1985 statewide officers is available for reviewing.

Overall results were announced on June 13 with the incumbents — President William L. McGowan, Executive Vice President Joseph E. McDermott, Treasurer Barbara M. Fauser and Secretary Irene Carr — winning re-election.

Election results are being printed in a format listing the total votes members of each CSEA local cast for each of the candidates. A copy of the list will be mailed to each CSEA local president, who will make it available for reviewing by any member who wishes to do so. Members who wish may contact their local president to arrange a time and date to review the results.



## Deadline for annual meeting resolutions

ALBANY — Aug. 21 is the deadline for delegates to submit resolutions to put on the agenda of CSEA's annual meeting.

Union by-laws require that such proposals be submitted "at least 60 days prior to the beginning of the annual meeting." The convention starts on Oct. 21 this year.

Resolutions should be sent to:

Irene Carr  
CSEA Statewide Secretary  
P.O. Box 7125  
Capitol Station  
Albany, N.Y. 12224

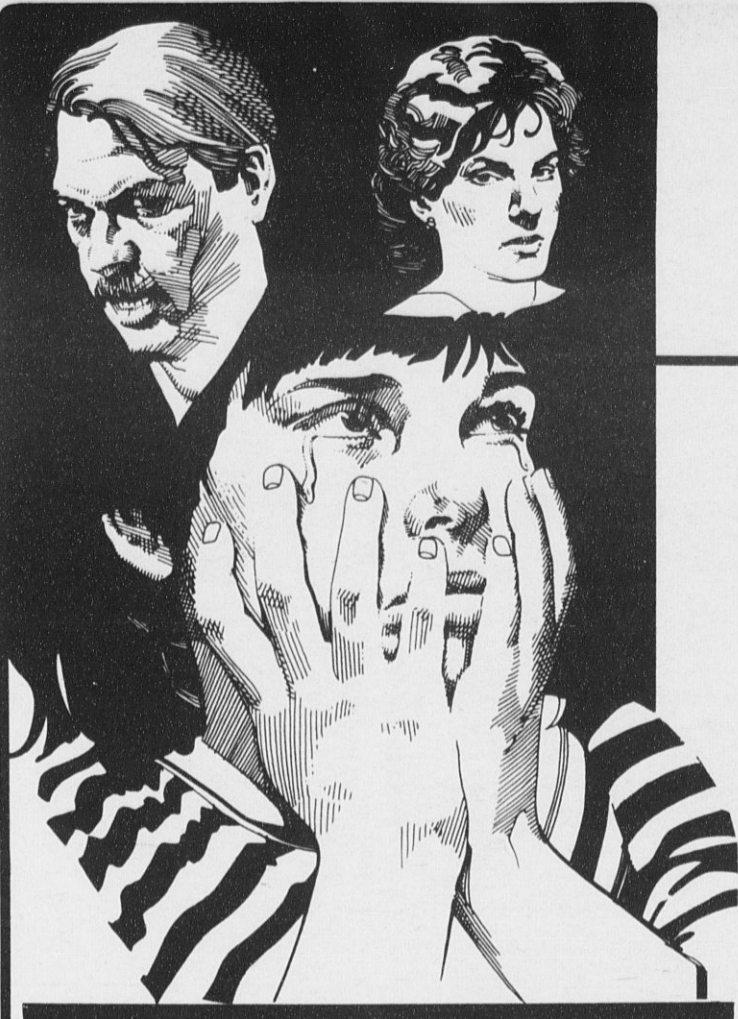
Carr will forward all proposals to the Resolutions Committee for review and recommendations.

The 12-member committee includes two convention delegates from each CSEA region—one appointed by the CSEA president and the other by the CSEA regional president. By-laws require that the committee must be in place each year by July 15.

## OOPS . . .

In the last issue of The Public Sector, Ray O'Connor, a candidate for CSEA statewide president, was incorrectly identified as Southern Region president, a position he formerly held. Pat Mascioli now serves a Southern Region III president.

# Two women working to save children from abuse



By Anita Manley

CSEA Communications Associate

MAHOPAC — The bad news is that up until a few years ago, it was swept under the rug.

The good news is that local agencies are now prepared to deal with reports of child abuse. Best of all, dedicated and caring employees like Joan Newman and Marcy Cannizzaro are there to investigate the reports and make the referrals for the services that will heal the wounds of a broken family.

Their co-workers call them the "SWAT team," but Cannizzaro and Newman, caseworkers with the Putnam County Child Protective Services Unit, say it's all in a day's work.

"We're about as welcome as the devil," said Cannizzaro, who along with her co-worker has had to place children in foster homes, interview abusive parents and their abused children, and testify in family court.

One of the toughest situations to deal with for these employees is the area of child sexual abuse.

"You always believe the children in these cases," said Cannizzaro. "They couldn't make up these stories."

Once the investigation is completed, an entire network of services is provided to the family. This includes foster care, homemaker and transportation services, and parent aides. In some cases, local law enforcement agencies must also become involved to ensure the safety of the victims.

Both caseworkers agree that Putnam County residents are lucky that there are numerous agencies and volunteer organizations available to provide help. For instance, for troubled and underprivileged children there are a variety of alternatives from which to choose. Some have been sent to camps, given music lessons, had dental braces paid for, and received gifts for Christmas and birthdays through the generosity of residents in the county.

While there may seem to be more child abuse today than ever before, that is not necessarily the case.

"It may not be that it's more prevalent,

but just that it's brought out more. People are more apt to report it today," says Newman.

She added that anyone who regularly deals with children, such as teachers and nurses, are now mandated by law to report suspected cases where children have been abused.

However, she noted that there is a common denominator among abusive parents: many have been abused themselves. On the other hand, no segment of society is immune.

"Abusers come from all walks of life. I've been in hovels and in mansions," Newman said.

Because their line of work has the capacity to wreak havoc on the emotions, they point out that there are certain qualifications that workers in child protective services need to have.

"It's most important to have a sense of humor," says Newman.

"And the patience of a saint," adds Cannizzaro.

"And you can't be judgmental."

Both women are CSEA members and, like their jobs, take their role in the union seriously. Newman is secretary of Putnam County Local and of her unit, as well as acting as chairwoman of the local Political Action Committee and serving on the regional and statewide PACs. Cannizzaro is a member of the local PAC and has served as a delegate and as a member of the local executive board.

Both are also members of the National Child Protective Workers Association.

A 12-year employee of Putnam County, Cannizzaro started her career as a receptionist.

"My goal was to work in Child Protective Services from day one," she remarked. "I love my stress. I can go home at the end of the day and say I did a good day's work."

Newman started with Putnam County five years ago in Child Support Enforcement, but said she felt that working in Child Protective Services would be "more meaningful."

"I like the confrontation," she said.

**STRESSFUL** — Marcy Cannizzaro, left, and Joan Newman investigate reports of child abuse in Putnam County. Both say they love their jobs, but point out that the stress of their hectic workdays make keeping a sense of humor important.



*'Abusers come from all walks of life. I've been in hovels and in mansions.'*

## More on H.H. (hemochromatosis)

CSEA member diagnosed with disorder since Sector story

ALBANY — Dr. Margret Krikker, president and founder of the Hemochromatosis Research Foundation, will be a guest on Nancy Norman's channel 17 "Live Line," July 1st, at 5:30 p.m..

Krikker, a one-time CSEA member, will talk about Hereditary Hemochromatosis (H.H.), a disorder that can be fatal if not diagnosed and treated. She will also give details of a free screening test for 2,000 residents in the northeastern New York area.

The March 8 issue of The Public Sector carried a story about H.H. and Dr. Krikker, who in 1970 left her job as a physician at Suny's Student Health Service in Albany to devote more time to her private practice and the cause of H.H. Since the arti-

cle's appearance, at least one CSEA member has been diagnosed as having the disease.

Persons afflicted with H.H., also known as hereditary iron-overload, absorb too much dietary iron in their body from infancy on. Slowly, the iron accumulates and eventually damages vital organs. The disorder is estimated to affect between 9,000 and 17,000 residents in the area, and 186,000 to 300,000 persons are believed to be carriers. Screening is the best preventative medicine.

Interested blood donors may obtain applications by sending a self-addressed and stamped envelope to: "H.H." Screening, P.O. Box 8569, Albany, New York 12208.

# A year of gobbling up workers' rights

Last June, workers represented by UFCW Local 400 unanimously voted to strike the Marval Poultry Company of Dayton, Virginia. As the strike nears its first anniversary, the employees at Marval, which operates the world's largest turkey processing plant, are still awaiting a just resolution to their struggle.

Underlying the strike was the insistence by Marval's management on new contract provisions that would have made it impossible for the union to adequately represent workers at the firm. These included an end to the grievance and arbitration procedure, abolishment of the steward position and changes in membership rights. In "right-to-

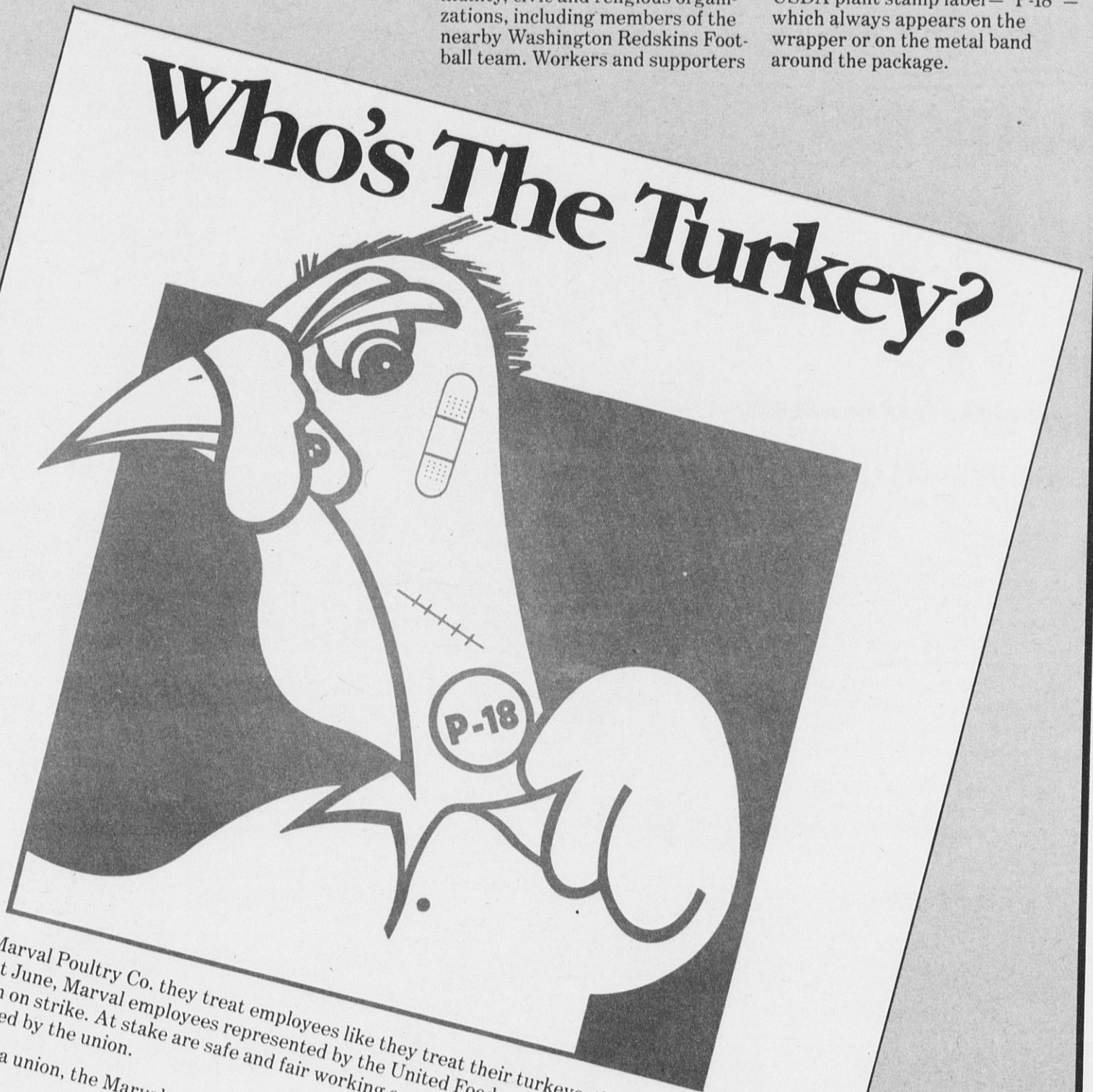
work" Virginia, these would have opened up union members to harassment and intimidation.

In response to the situation at Marval, the AFL-CIO called for a nationwide boycott of Marval turkeys.

The strike and boycott have won the support of a wide range of community, civic and religious organizations, including members of the nearby Washington Redskins Football team. Workers and supporters

from around the country have also sent money, food and clothing to support the struggle of the men and women at Marval and have actively promoted the boycott of Marval turkey products in their communities.

Marval is marketed under many brand names. But you can boycott the turkeys by looking for the USDA plant stamp label—"P-18"—which always appears on the wrapper or on the metal band around the package.



At the Marval Poultry Co. they treat employees like they treat their turkeys, they "process" them. Since last June, Marval employees represented by the United Food and Commercial Workers union have been on strike. At stake are safe and fair working conditions and the right to continue to be represented by the union.

Without a union, the Marval employees have:

- No effective way to protest unfair treatment
- No impartial grievance and arbitration process
- No protection from arbitrary management actions
- No real say in working conditions

They need our help. A boycott of Marval turkey products has been declared by the AFL-CIO. Marval markets under many names, including Armour, Esskay, Food Club, Frosty Acres, Louis Rich, Manor House, Rockingham, Shop Rite, Tender Pride. You can tell if a turkey is from Marval by looking for the "P-18" USDA stamp, which is usually found on the package or on the metal band holding the package shut.

**Help the men and women at Marval regain fair and just working conditions. Don't buy Marval products.**

**SOLIDARITY CENTER**  
 INFORMATION OF INTEREST  
 TO UNION MEMBERS  
 AND FRIENDS OF LABOR

# Region V warms up at summer meeting

• • •  
**Play on  
safety at work  
draws applause**

BINGHAMTON—A warm gathering of more than 250 CSEA members turned out for the recent Region V Summer Conference here. Named in honor of late CSEA Executive Vice-President Thomas H. McDonough, the three-day meeting focused on educating members about safety issues and the array of union services available to them.

The hit of the event was an improvised skit on safety and asbestos, presented by the region's safety committee, under the direction of Regional Occupational Safety and Health (OSH) Representative Chris Jamison.

The cast, which dubbed themselves the "Big Safety Players," depicted a scenario involving a "typical employee" confronted by an "aggressive boss" who wants asbestos removed from a worksite. In this

CSEA saga, the employee (played by Regional Safety Committee Chairman "Stubby" Stevens) is afraid to begin work without safety gear and an inspection by safety experts. The employee voices his concerns to his "union steward" (Don Sheils) and the "PESH safety inspector" (Mike Piscotti). The moral of the story: never handle asbestos without proper instruction and safety equipment.

After the skit, committee members outlined several points for workers to remember about asbestos hazards, and discussed the Public Employees Asbestos Act, a proposed state law concerning asbestos in the workplace. Questions and answers on related problems rounded out the opening session.

Another popular feature of the conference was a resource fair set up with more than 20 exhibits with

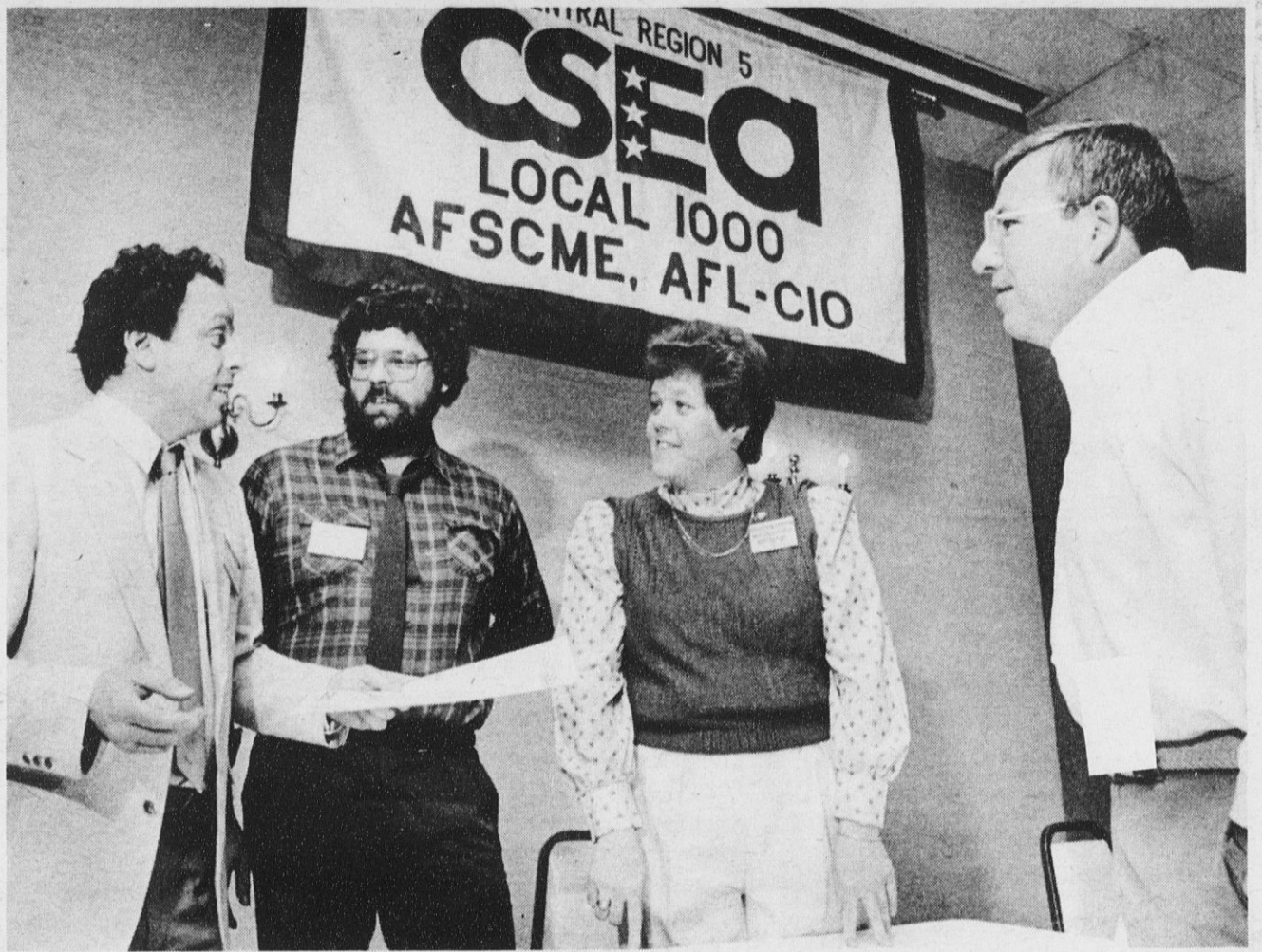
a wide range of literature and information on CSEA and unionism. Included were booths on education, scholarships, insurance, safety and health, political action, field services, communications, school district affairs, research and legal assistance.

In addition, the conference included meetings for retirees and school district employees, and a business session for executive board members.

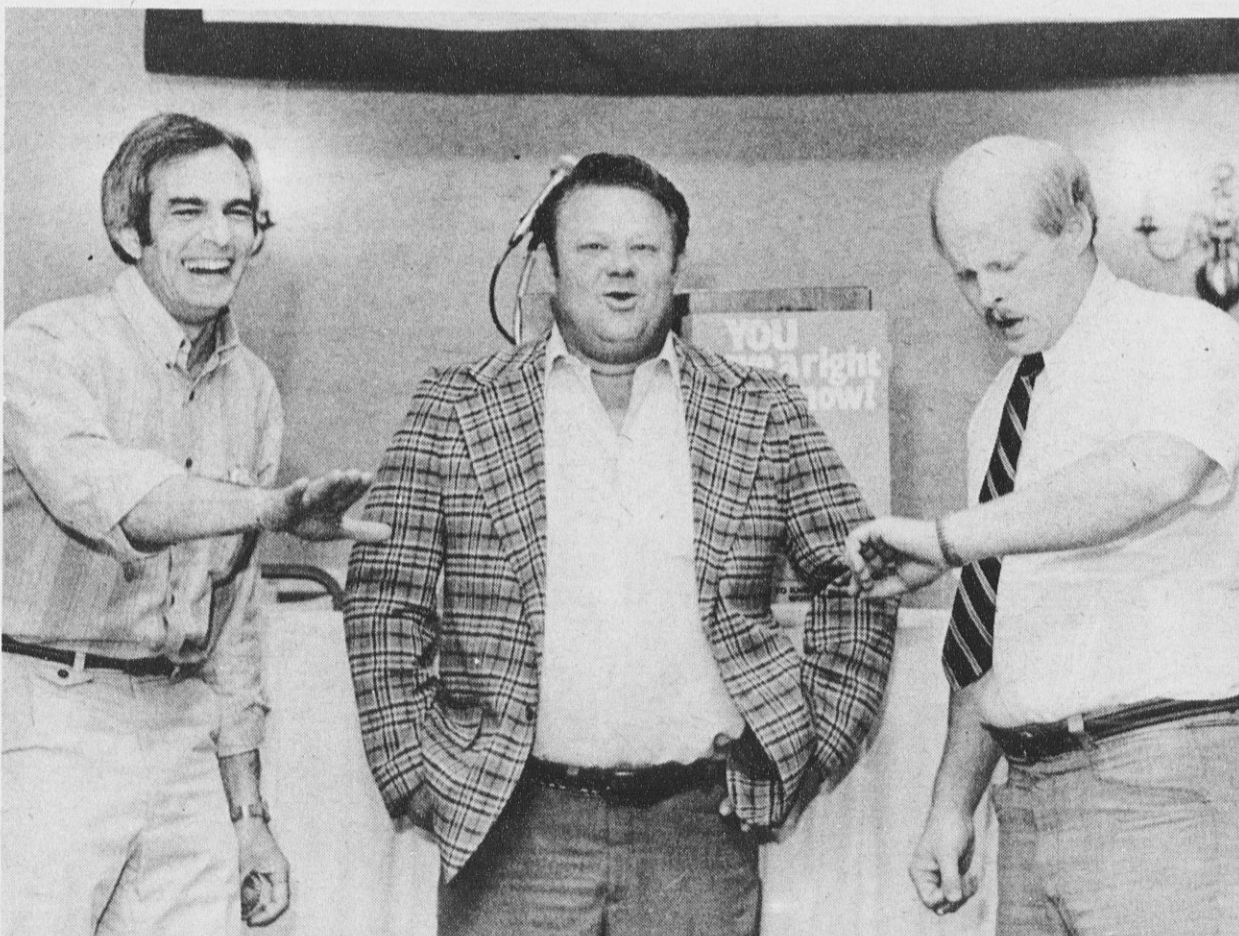
Region V President Jim Moore called the three-day gathering very successful in terms of attendance as well as educational value.

"If our Region V members wanted straight facts on some safety issues and what CSEA is doing about them, they got them Friday night," said Moore.

He noted also that many members got answers to questions about CSEA services at the resource fair.



**LEGAL TALK** — Tony Campione, left CSEA statewide Legal Program Administrator, discusses departmental service with participants in the Region V Resource Fair. Pictured with him, from left, are: Fair Coordinator Mark Smacher, Regional Program Chairwoman Maureen Malone, and Region V President Jim Moore.



**CSEA SCHOLARSHIPS**—Brian Ruff, above left, chairman of the CSEA statewide Scholarship Committee hands out literature on the union's scholarship programs. On the opposite side of the table are, from left: Jim Murphy, Joyce Niederer and Robin McDonald, all from Oxford Veterans Home Local 305. 305.

**PLAYING AROUND**—The Region V "Big Safety Players" presented an original one-act skit portraying asbestos hazards on the job. CSEA thespians, from left, are: Mike Piscotti, "Stubby" Stevens, and Chris Jamison.



**WARM WELCOME**—Region III Program Chairwoman Grace Ann Aloisi welcomed the more than 100 participants in the recent Education Weekend at Pine Grove Resort Ranch.



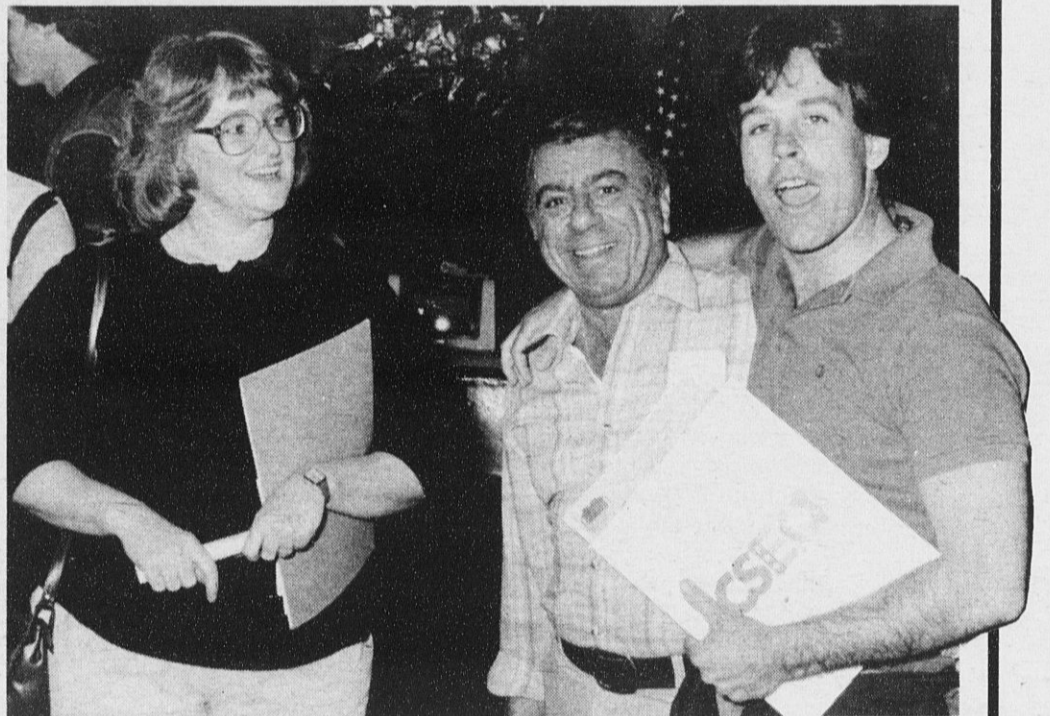
**SIGNING IN**—Harlem Valley Psychiatric Center Local 409 President Henry Arvaisis signs in at the registration table. Seated are Aloisi and Region III President Pat Mascioli.

# Lessons for Labor Leaders

Editor's note: CSEA activists in Region III recently got a chance to sample a Major Education Weekend packed with information aimed at helping them become more effective as unionists.

The program included workshops on a variety of topics, such as stress management, assertiveness training, improper practices, health and safety, and CSEA's internal structure.

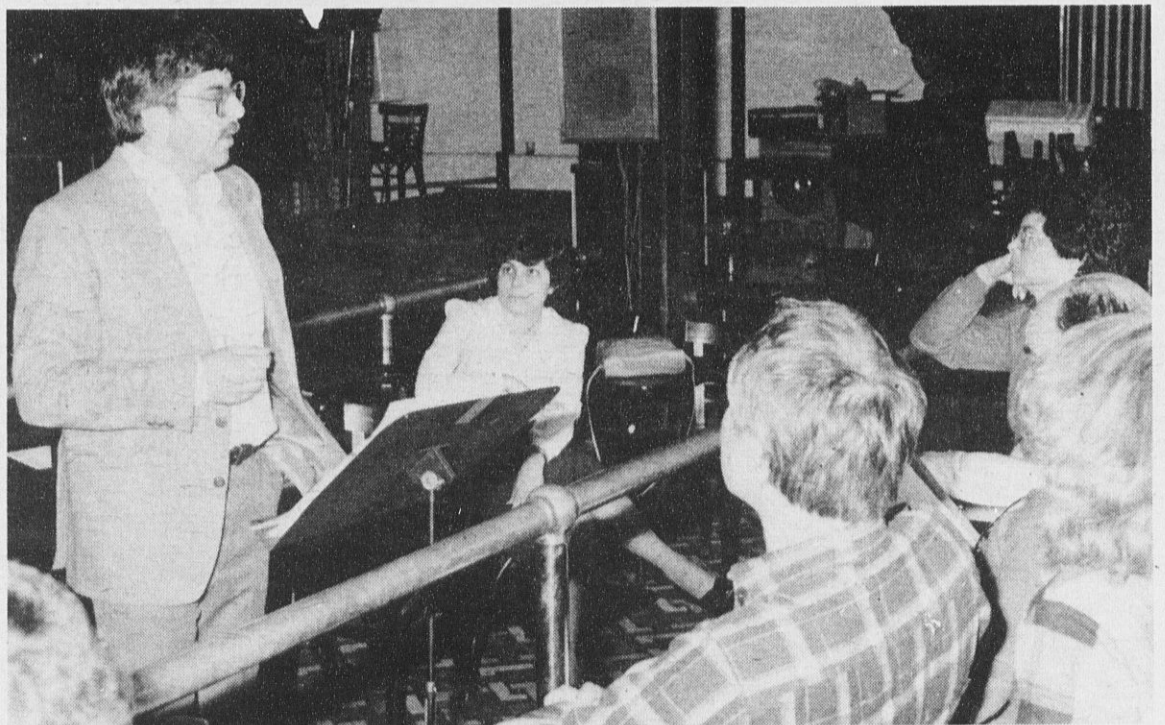
Pictures here capture some highlights of the weekend.



**ROLL CALL**—Among CSEA local officers in attendance was Ulster County Local 856 President Sean Egan, right, shown here with Region III Director Diane Campion and Mascioli.

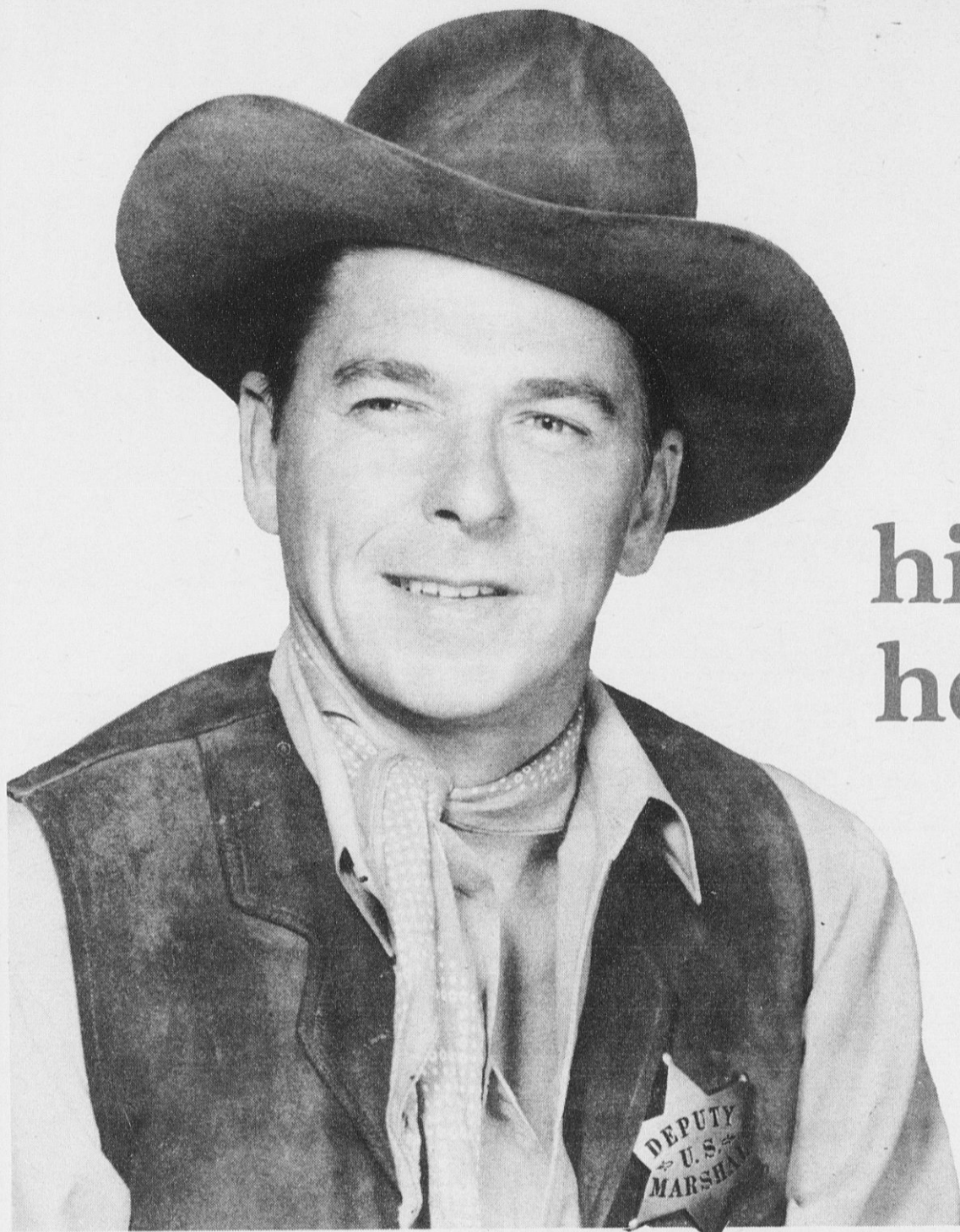


**PRACTICAL MATTER**—Region III Field Representative Larry Natoli led a workshop on improper practice and duty of fair representation.



**AN EDUCATION**— Art Wilcox, a city of Newburgh Fireman, led a workshop on health and safety legislation, current and pending.





# If you believe his tax plan, he's a better actor than you think.

In the coming months, President Reagan will be peddling his tax 'reform' proposal across America. He'll need all his acting skills, because the plan will not just sell itself.

It calls for new federal taxes on such items as health insurance, unemployment insurance and even workers' compensation. It would eliminate the deductibility of state and local taxes...in effect, a double tax. But it would preserve loopholes that make the President a special friend of the very rich. In fact, the plan favors people making \$200,000 and more over a family making \$20,000 and \$40,000.

It's not fair.

Instead of dealing with fundamental tax fairness, the President gives us a new collection of loopholes. (and gives the average working American a kick in the pants.)

Even state and federal legislators don't like it-Democrat and Republican.

When the President comes asking for your support, tell him instead to clean up his act.

## Send for a free packet!

Yes, I would like to know more about the President's so-called tax reform proposal.

Send me the packet entitled: The President's Plan and the Survival of the Working Class.

Name \_\_\_\_\_

Address \_\_\_\_\_

Send to:  
CSEA Communications Dept.  
33 Elk Street  
Albany, New York 12224

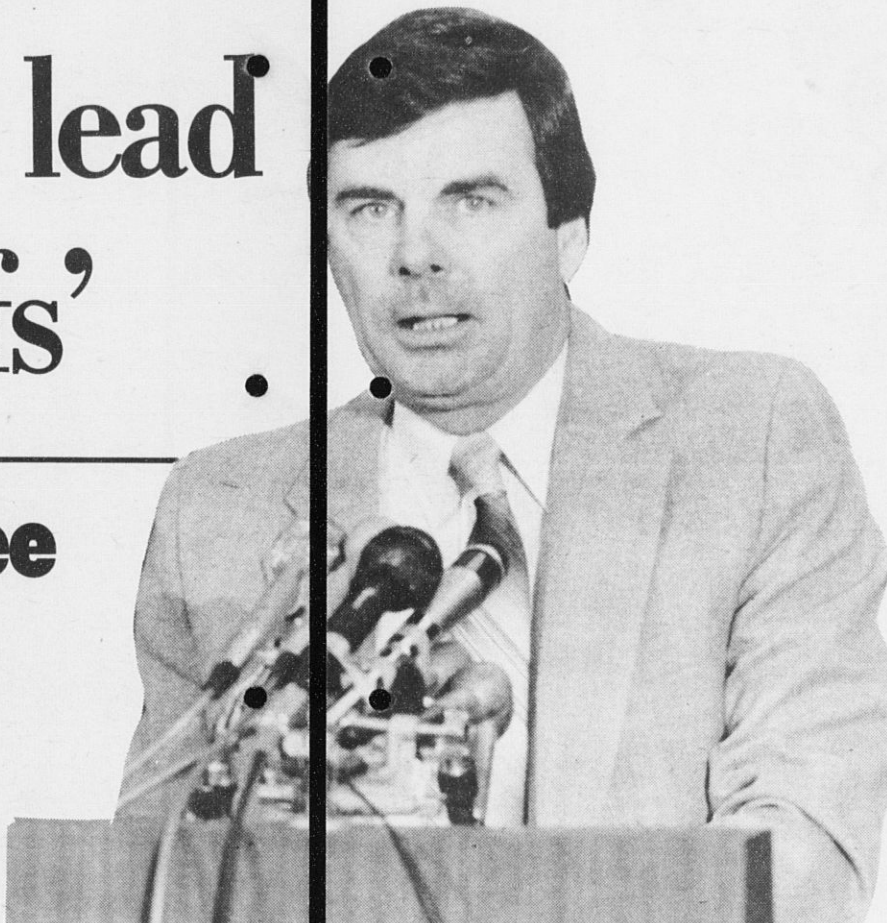
# CSEA

Local 1000, AFSCME, AFL-CIO  
William L. McGowan, President



**FAIRNESS IN TAXES**—AFL-CIO President Lane Kirkland proposes an alternative to the Reagan Administration tax plan that would make the system fairer without shifting new burdens on workers and their families. With him at House Ways and Means Committee hearings are Assistant Research Director Arnold Cantor, right, and Legislative Director Ray Denison.

**Union leaders:  
'tax reform plan  
unfair, favors rich  
and will lead  
to layoffs'**



**Gerald McEntee comments**

*On the elimination of state and local tax deductions:*

*"As one of the nation's largest public sector unions, we see the President's plan as a clear warning signal to state and local taxpayers that higher taxes—or dramatically reduced public services—could result from the Administration's proposal to eliminate the deductibility of state and local taxes. It's double taxation and AFSCME pledges to wage a nationwide education campaign to preserve the present tax laws in this area."*

*On the overall plan:*

*"President Reagan's new tax plan is a rejection of fundamental tax fairness. Major tax breaks for the oil companies and for large corporations have been preserved. While 90% of all working Americans with health insurance will have to pay new federal income taxes and Social Security taxes on up to \$300 a year, capital gains taxes are preserved for 5% of all Americans receiving this windfall. The President's plan would also protect tax shelter partnerships, another scheme to avoid paying taxes. The present federal tax codes are more loopholes than law. It's time we had fair tax reform and not just another collection of unfair loopholes."*



**In testimony before Congress, McEntee blasts tax plan, calls for real reform**

**Elimination of tax deductibility a mistake**

WASHINGTON — The president of the nation's largest public employee union recently charged that the administration's proposed tax reform plan favors corporations and the wealthy, and that the states that would be hurt most are the very states that have the most progressive tax systems and provide the best services to the needy.

Gerald W. McEntee, president of the 1.1 million-member American Federation of State, County and Municipal Employees, said that inadequate revenues will be used as an excuse to cut back on vital government services.

"The elimination of deductibility of state and local taxes in this proposal would export that revenue inadequacy to all 50 states," McEntee said. "Eliminating deductibility will first hurt states that have managed to maintain a decent 'safety net' for their poorest citizens — despite federal aid cuts — and states that have more progressive tax systems — systems in which low-income workers do not have to carry the majority of the tax burden."

"State and local governments are the front-line problem solvers in this country, but they must have resources," McEntee con-

tinued. "The elimination of deductibility will force immediate service cuts, will limit the ability to provide service and meet needs in the future, will make state and local taxes more regressive, and will set off an incredibly divisive urban/suburban competition."

As well as forcing more sweeping cuts in domestic spending, the president's tax reform proposal would make individual taxes more regressive. New regressive features include a health insurance tax that takes five times the percentage of income from a near poverty level family than it does from a person earning \$100,000, a child care deduction instead of credit, and taxation of unemployment and workers' compensation.

For a single-parent family of four at the poverty level, the proposal would leave the tax burden three times as high as it was in 1979. For a family of four with an income of \$100,000 in 1979, whose income grew at the same rate as the poverty-level family, the tax burden would be cut by one-fifth.

"The corporate tax reform contained in the plan does not go far enough," McEntee went on to say. "It ignores the Treasury Department's excellent economic depreciation scheme, and instead proposes a system that differs very little from the excesses of the current Automatic Cost Recovery System (ACRS). In fact, some analysts believe that it will be more generous than ACRS by the mid-1990s."

McEntee said that AFSCME members strongly favor federal tax reform, noting that AFSCME is a major sponsor of the corporate tax reform campaign (CORECT). (See page 12.) He pledged the union's support to tax reform that would:

- Be fair. Every corporation and individual must pay a fair share;
- Raise enough revenue to make the federal government pay for itself;
- Enhance, not destroy, the integrity of our federal system of government.

McEntee's remarks came in testimony before the House Ways and Means Committee.

**'The corporate tax plan does not go far enough.'**

**CSEA in letter to McEntee:**

**'tax plan greatest threat'**

Mr. Gerald W. McEntee  
International President  
AFSCME  
1625 L Street, N.W.  
Washington, D.C. 20036

Dear Brother McEntee:  
Having just concluded negotiations for 100,000 member of Local 1000 as well as the adoption of a favorable New York State Budget, we wanted to turn our attention to what we feel is the greatest threat facing our membership as a result of the Reagan Budget and tax initiatives. The adoption of tax reform that would eliminate the deductibility of State and Local taxes would have a disproportionate impact on public employees in no other state like New York, which provides the highest levels of public service to their citizens. We believe that the impact of tax reform in this area would be disastrous for the 350,000 AFSCME members who reside and work in New York State and equally disastrous for those hundreds of thousands of other AFSCME members who reside and work in those other states which have an adequate tax structure to provide necessary services to their citizens.

We fully understand the immediacy and visibility of the proposed domestic cuts in the Reagan budget and understand the necessity of the Unions vigorous opposition to them. We believe, however, that the eventual impact of a tax reform measure which eliminates the deductibility of State and Local taxes will have a much greater, longer-term impact on the vast majority of AFSCME members. We, in Local 1000, will be working hard on New York's House and Senate members to defeat any tax reform proposal which includes the removal of the deductibility of State and Local taxes, and we would ask you to request a complete review of the potential impact of such reform by our Research Department. We would further ask that you direct our International's legislative staff to assign the highest priority to the defeat of any such measure.

Fraternally,

WILLIAM L. MCGOWAN International Vice-President  
JOSEPH E. McDERMOTT International Vice-President  
DAN DONOHUE International Vice-President

**Tax plan + budget cuts = layoffs**

ALBANY — Federal budget cuts could very well spell l-a-y-o-f-f-s for CSEA members who work in the local government sector.

CSEA Budget Examiner Kathy Albowicz urged members during the Local Government Workshop held in Albany to get involved by lobbying elected officials and learning how to prevent layoffs and what the alternatives are.

President Reagan's proposed budget would delete federal revenue sharing—a loss of \$461 million for New York state municipalities. "A lot of that money is used for police and fire protection," she said. "If that money goes, it's going to affect jobs. Cutback of that magnitude can't be absorbed by local government."

Albowicz says the state controller has already warned local and municipal government budget officials not to include federal revenue sharing funds when they tabulate their tentative budgets. "The problems are going to be serious and soon," she warned.

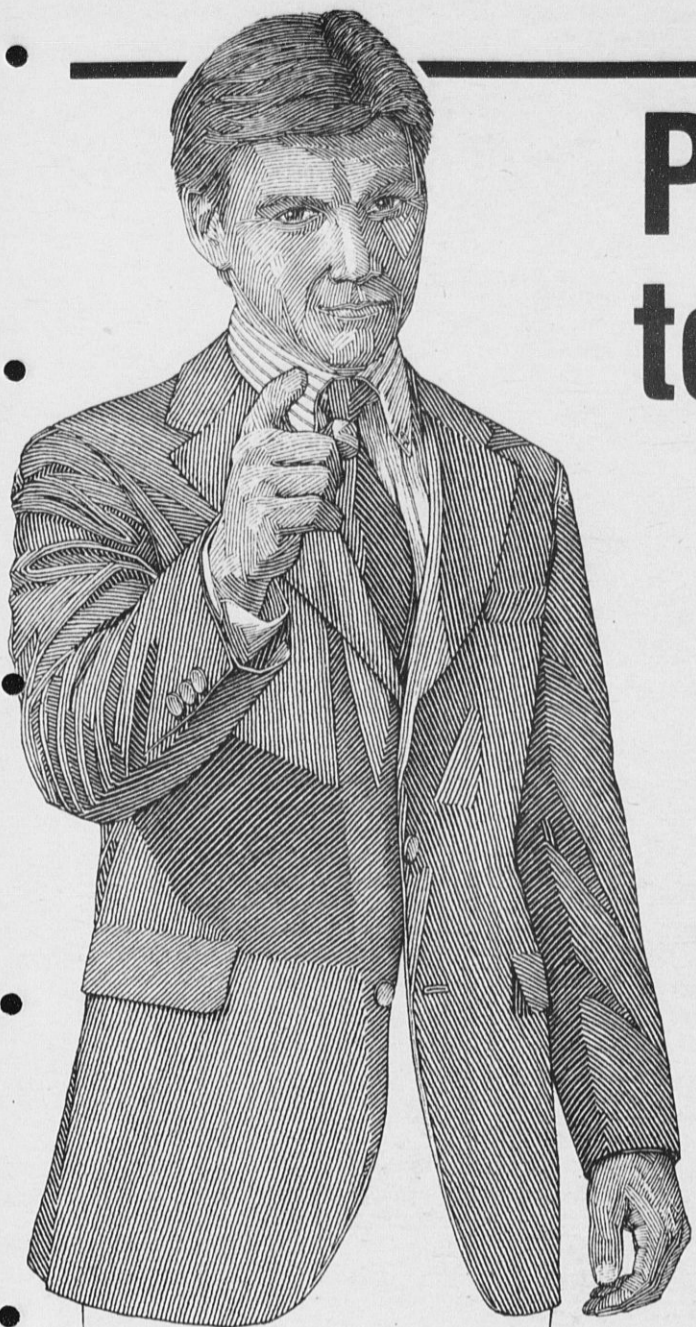
Layoffs are not a cost effective measure, said Albowicz who suggested that union activists and members obtain a copy of the report entitled "Layoff Information for Local Government Employees," published recently by CSEA's Research Department.

The booklet, which discusses layoff prevention and alternatives, points out that unemployment insurance and welfare aid cost taxpayers precious dollars that should be paying for services instead of unemployed workers.

Preventive measures suggested include workforce planning, budget analysis, cost benefit analysis, communications and public relations, political action and negotiations.

What are the alternatives? Albowicz noted that the report lists early retirement incentives, attrition and relocation, job search assistance and the formation of labor-management committees to develop alternatives.





# Politicians speak out to local-level labor

LAKE LUZERNE — "Once, I even filed a grievance against myself," one politician said explaining how he used the system to correct a management philosophy which he didn't like.

"I'm constantly checking back with my constituents about their problems. But they never check back with me to see if I need their help," a second elected official complained.

"If you really don't think the system is working properly—sue. That will get management's attention," a third speaker observed.

Comments like these, revealing a seldom seen side of elected and appointed officials, spiced up a recent Region IV Joint Local Government/School District Workshop. The second in a series, the workshop provided a forum for officials to express their ideas about how CSEA might improve its effectiveness as a union. Like the workshop last year, this one was well attended by CSEA leaders as well as invited speakers.

State Civil Service Commissioner Karen Burstein started the morning session off with a fiery discussion on how local government civil service commissions are suppose to operate. The talk generated a few small squabbles, but a royal battle started when the commissioner started to defend the concept of zone scoring on civil service tests.

"All I can honestly say is that so far this year I haven't been sued," Burstein said. "I think that means that the people out there who are taking the tests believe that the tests are fair. And the zone scoring concept is part of that process." (Shortly after her appearance CSEA filed a suit against the zone scoring concept.)

Republican Assemblyman James Tedisco (R-Schenectady) took the opportunity to explain networking, his method of achieving success as a minority member in the Democratic-dominated Assembly.

"I believe in networking, working with numerous so-called special interest groups—senior citizens, parent associations, unions—to get statewide broad-based support for issues such as laws concerning missing children, and so on," Tedisco explained.

He suggested that CSEA use this concept by ex-

tending its support to such groups on issues which do not directly involve the union. In return, CSEA could expect to receive the support of such groups on issues which do not directly impact on their individual legislative programs.

"Too often legislators will look at a bill and label it a union bill or a senior citizens bill because of its sponsors. And that's wrong if the bill is a good bill in its own right. So CSEA should try networking and see if it can help lawmakers see CSEA legislation as having a broad base of support with various groups throughout the state."

Gloversville Mayor Eugene Reppenhagen noted in later remarks that the presence of a union makes management operate better.

"When management knows that somebody is watching how they operate, how they manage, they are apt to be a little bit more professional," he said.

Living up to his reputation as a maverick politician who got involved in politics to find out who was ripping the citizens off, Reppenhagen next zapped the audience.

"Of course, management rightly expects the unions to do their job—represent their members and keep them living up to the contract requirements—a little bit better, too. After all, it's a two-way street and both sides have to live up to the agreement."

Paul Lilac, parttime Stillwater supervisor and a Saratoga County Board member with a strong union background, reminded the audience that all elected officials are human.

"Somehow, when we're elected to our office we're expected to become experts on everything overnight," Lilac said. The school teacher listed 20 topics from agriculture to tourism as areas where officials are assumed to be knowledgeable.

"We're human beings. We have to be educated by the constituents about their problems and the possible solutions to the problems," the supervisor said. He reviewed the "open negotiations" controversy that developed in Saratoga County during the last contract negotiations noting that CSEA took the time to educate the county board of supervisors about the reasons for the union's objections to the concept.

"Eventually CSEA won its point and the supervisors learned different lessons from the union's determined effort," Lilac noted.

Troy City Superintendent Mario Scalzi, the only appointed official on the program, wrapped up the morning session with a thought-provoking speech on leadership.

Using football great Vince Lombardi as a role model, Scalzi noted that the principles Lombardi used on the football field can be used with equal success in management boardrooms and the union hall.

"Everybody here is a leader," Scalzi noted. "We all should be able to instill loyalty, provide discipline, generate productivity and maintain a good working relationship while achieving difficult, if not impossible goals.

"We have to be willing to work hard to achieve our objectives and treat every difficulty as a threat to ourselves, our families and homes. Yet we must never become over confident of success or complacent with failure. We must all play the game, labor, management, political leader, to the fullest extent and never be afraid to make a second effort, a third try to succeed," Scalzi added. "If we provide that type of leadership in our own specific situation we will never really fail in our efforts to lead."

The workshop was organized by members of the Region IV School Employees Committee (Betty Nichols, chairwoman) and the County Committee (Lester Cole, chairman).

**“CSEA should use networking as a way to get broad-based support for its legislation.”**



**WORKSHOP COMMITTEE AND GUESTS** — Standing behind CSEA representatives are speakers at the recent Region IV Local Government / School District Workshop. Speakers, pictured from left are: Eugene Reppenhagen, mayor of Gloversville; James Tedisco, assemblyman, 107th District; Paul Lilac, town of Stillwater supervisor; Mario Scalzi, Troy School District superintendent; and Harm Swits, CSEA collective bargaining specialist. Union leaders, from left, are: William Sohl, Fulton County local president; Joseph E. McDermott, CSEA executive vice president; Lou Altieri, Region IV third vice president; Lester Cole, County Committee chairman; Betty Nichols, Region IV School Employees Committee chairwoman; and C. Allen Mead, Region IV president.

# OMRDD labor/management conference

## Cooperstown meeting covers gamut of issues

COOPERSTOWN — More than 200 union and management representatives from around the state gathered here June 12-14 for the second annual Labor/Management Conference sponsored jointly by CSEA and the Office of Mental Retardation and Developmental Disabilities (OMRDD).

The agenda of the two-day meeting included sessions on a wide range of issues from labor/management communications to health and safety and Employee Assistance Programs.

Speakers at the opening night dinner set the tone for the series of workshops on labor/management relations.

CSEA President William McGowan stressed the importance of "no job freezes" in maintaining quality client care.

"Our members at MR facilities do the jobs no one wants. And they stand tall and proud in the jobs they do," he said.

McGowan also pointed out the need for labor and management to listen to each other. "There is nothing more frustrating than seeing a problem continue for months or years with little or no attempt by management to resolve it."

In part of his address to participants in the conference, OMRDD Commissioner Arthur Webb paid tribute to the 28,000 employees throughout the state who serve the needs of OMRDD clients.

"Day in and day out, those employees do a good job, in spite of a federal system that constantly



TABLE TALK — Reviewing issues after a session on communications are, from left: Bonnie Beck, research associate, NYSUUP Joint L/M Committee; Jim Cooney, CSEA collective bargaining specialist; Jon Premo, Rome Developmental Center Local 422 president; Tom Hines, assistant director, Governor's Office of Employee Relations; Jaime LaBoy, Sunmount Developmental Center Local 431 president; Joe Iwanicki, Syracuse Developmental Center Local 424 president.

threatens to make additional budget cuts that hamper the quality of client care," said Webb.

Other speakers at the conference emphasized mutual interests and good communication as bridges to better labor/management relations.

Rosemarie Rosen, deputy commissioner of OMRDD, suggested the need for more labor/management subcommittees as a means of resolving many of the "smaller" problems before they escalate.

Jon Premo, president of Rome Developmental Center Local 422, discussed the success of labor/management meetings at his facility.

"We have expanded our labor/management efforts to include mini-committees to handle problems that arise at the building or departmental level," Premo explained. "We found they work very well with the addition of stewards and labor/management committee representatives. And by carefully following

a format that calls for the exchange of agenda items before a meeting."

A highlight of the conference was an address by Bonnie Beck, a research associate with the NYSUUP Joint Labor/Management Committee. She used an analogy of "bridges" to demonstrate how labor/management committees might best work together.

Among CSEA officials who attended the conference were: McGowan; Executive Vice President Joseph E. McDermott; statewide Secretary Irene Carr; statewide Treasurer Barbara Fauser; Region I President Danny Donohue; Region II President George Boncoraglio; and Region V President Jim Moore.

Joseph LaValle, Long Island Developmental Center Local 430, and Sharon Vidler, Newark Developmental Center Local 417, served as co-chairpersons for the conference.

## Safety at work: labor, management both win

Cooperstown — Describing safety in the workplace as a "win-win" situation for labor and management, representatives from CSEA and the governor's Office of Employee Relations (GOER) stressed the importance of occupational safety and health laws and the need to maintain strong enforcement.

James Corcoran, CSEA director of Occupational Safety and Health, cited the record of fatalities and accidents to public employees before the enactment of New York state safety legislation.

"Before OSHA went into effect, New York state public employees stood a 30 percent greater chance of being injured or killed on the job than workers in the private sector," said Corcoran.

He said experience has proven that safety laws also are responsible for dramatically reducing workers' compensation claims, absenteeism, employee disciplinarys, as well as costly turnover of employees.

"The bottom line is a safer working environment and increased productivity — and that is a 'win-win' situation for employees and management," said Corcoran.

Al DeMarco, associate director of GOER, also on hand for the workshop, noted that labor and management have a joint responsibility to continue promoting a strong emphasis on safety in the workplace.

## EAP: big benefits

COOPERSTOWN — CSEA and OMRDD both agree: Employee Assistance Programs (EAPs) have been a big benefit for the state as well as its public employees.

Statewide EAP Director Tom Going and OMRDD EAP Director Al Visconti cited the dramatic growth of statewide programs at a presentation on EAP at the recent labor/management workshop here. They noted that there are now 204 EAP committees in place, with new committees and coordinators being added every month.

Kathy Bailey, EAP copordinator at Broome Developmental Center, and Jim Murphy, CSEA statewide EAP director, discussed how EAPs have aided CSEA members.

"Labor and management representatives agree that the success of EAP in New York state can be directly attributed to the credibility of the EAP committees and coordinators. Employees seeking help in any area, for whatever reason, know that strict confidentiality will be maintained," Murphy said.

And EAP pays for itself in the long run. Going offered some impressive figures, noting that an estimated \$12,000,000 is lost every year in New York as a result of alcohol, drug, marital or other problems. The cost of Employee Assistance Programs in the state is \$600,000.

"We think it is possible to save \$8,000,000 with an outlay of \$600,000. There's no doubt that EAP really works and the figures prove it," said Going.

# Members receive recognition

## CDPC picks 'employee of year'

ALBANY — The CDPC "employee of the year" wins something everybody in the city of Albany wants—a reserved parking space right in front of the worksite entrance for one full year.

This year, the perk goes to Patricia Rothaupt, a CSEA member and principal account clerk for the Capital District Psychiatric Center. Twenty-one other workers—seven of whom are represented by CDPC Local 692—also received honors as "outstanding employees" in the center's latest poll of management and labor personnel.

In letters to the honored CSEA members, Region IV President C. Allen Mead took the opportunity to underline the significance of their accomplishments.

"CSEA is grateful for your continuing efforts to advance the recognition of all public employees as individuals who consistently demonstrate a sincere interest in, and commitment to, enhancing the quality of life in our communities," said Mead. "Dedication to those members of our communities who may require some additional patience and persistence is indeed a quality that is special."

Along with a bright blue and gold reserved parking space sign, Rothaupt also received a bouquet of flowers, a plaque, and tickets for a special weekend trip to Atlantic City. In expressing her thanks for the honor, Rothaupt noted that the contributions of all the employees at the center deserve similar recognition.

"I'm proud of my union, my fellow employees and proud of the job we all do at CDPC," she said.

The CSEA-represented "outstanding employees" for 1984 include: David Barbour, MHTA, Unit J; Kevin Crayon, food service worker I; Glenda Joseph, MHTA, Schenectady Workshop; Claire LaFleche, secretary, Unit K; Dorothy LeBlanc, MHTA, Unit J; Linda Liuzzi, MHTA, Unit L; and Steven Trimm, recreational therapy assistant, Transitional Unit.



**PASSING ON THE PARKING PLACE** — Last year's CDPC "employee of the year," Patricia Priest, presents a new winner, Patricia Rothaupt, with the most prized award of all—a one-year reserved parking place right in front of the facility.



**GIVING CONGRATS** — Pictured above, from left, are: C. Allen Mead, CSEA Region IV president; John Loveday, CSEA CDPC Local president; Irene Carr, CSEA statewide secretary; Ilene Margolin, deputy secretary to the governor for Human Services; Rothaupt; Dr. Steven E. Katz, Commissioner of OMH; and Joseph E. McDermott, CSEA executive vice president.



**BESSIE REID** receives her award from Bronx Developmental Services Director Levester Cannon, left, and Office of Mental Retardation and Developmental Disabilities Commissioner Arthur Webb.

## MHTAs honored

**IT'S NICE TO BE APPRECIATED** — Several members of Local 401 were guests of honor recently at a MHTA Appreciation Day program at Bronx Developmental Center. Four employees were cited for outstanding service of over 20 years. Pictured below, from left, they include: Bessie Reid, Edna Pettiford, and Mary Perry. Marie Jackson, was not present.



# Breakfasts where politicians, mingle,



ON HAND FOR THE PAC BREAKFAST in Buffalo were, from left, Region VI President Robert L. Lattimer and PAC Co-chairman Tom Warzel, shown here with Deputy Assembly Speaker Arthur Eve (D-Erie).

...  
**Region VI  
 PAC  
 Committee  
 hosts two  
 legislative  
 get-togethers**



MARIE PRINCE of Erie County Local 815 gets into a discussion with Assemblyman John Sheffer (R-Erie).

**BUFFALO** — The Region VI Political Action Committee recently held get-acquainted breakfasts in Buffalo and Rochester where area legislators met informally with PAC members.

Lawmakers saluted the maturing political awareness of CSEA, and activists urged one another to continue carrying the message to other members that "we have only just begun" involvement in the political arena.

Politicians — including state senators, assemblymen and county legislators — who attended the two breakfast meetings responded to invitations from Region VI President Robert L. Lattimer, and PAC co-chairpersons Florence Tripi and Thomas Warzel.



QUAIN WEBER, president of the Niagara Employees Unit, right, listens to John Conolly, an aide to Sen. John Daly (R-Niagara).

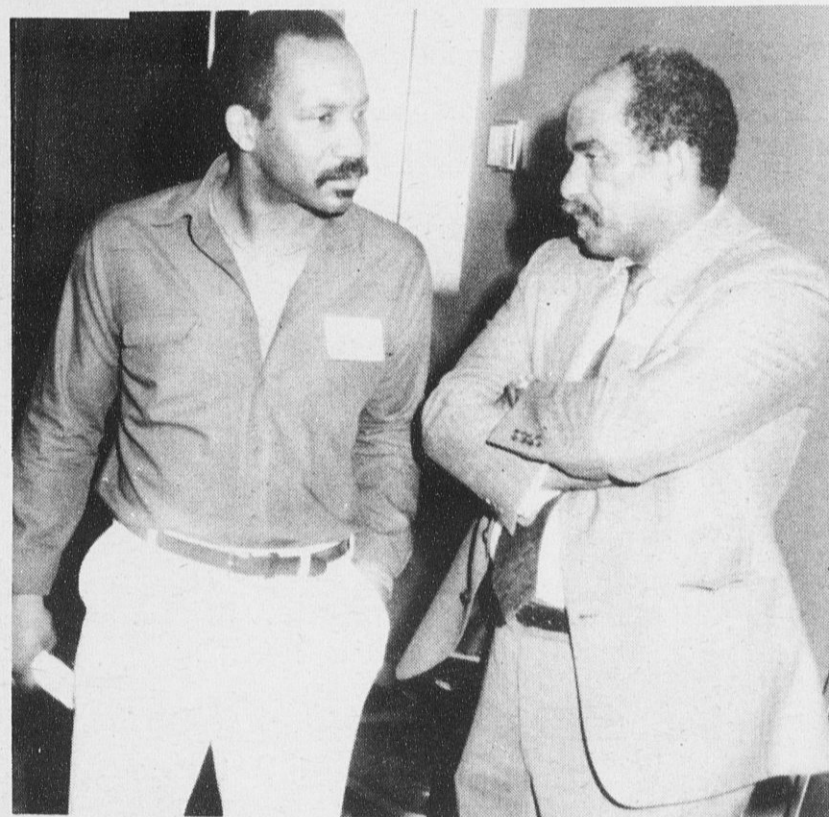
# PACs mix



SEN. ANTHONY MASIELLO (D-Erie) is flanked by Cathy Nailor of Division for Youth Local 562 and Region VI CWEP Representative Pat Pfleger.



REGION VI PAC MEMBER Millie Lo Grasso, left, spends some time talking with Audrey Murdoch, an aide to Assemblyman L. William Paxson (R-Erie).

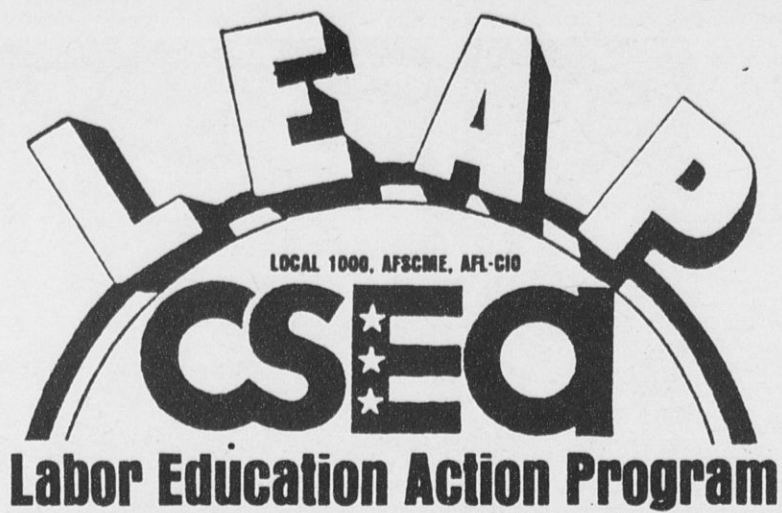


ERIE SPENCE, left, of Rochester Psychiatric Center, has a word with Assemblyman David Gantt (D-Monroe).



ASSEMBLYMAN DANIEL WALSH (D-Cattaraugus), right, gets together with Region VI Treasurer Jim Kurtz and PAC Co-chairwoman Florence Tripi.





# Check out this list

LEAP is the Labor Education Action Program of the Civil Service Employees Association, offering tuition-free courses at two and four year public and private colleges, BOCES and various state facilities across New York state. LEAP is available to CSEA-

represented state employees in the Operational Services, Administrative Services and Institutional Services Units only. The courses are funded under Article 14 of the OSU, ASU and ISU contracts.

**If you're planning to take a tuition-free course from LEAP's 1985 Fall line-up, here's some information you need to know:**

- ✓ **READ THE COURSE ANNOUNCEMENT CAREFULLY** to obtain all the LEAP program and course information needed.
- ✓ If necessary, **CONTACT THE SCHOOL OR BOCES BEFORE APPLYING** for any additional information needed, such as prerequisite and assessment tests.
- ✓ **TEXTBOOK COSTS** range from \$10 to \$50. Costs of \$35 to \$50 usually apply to science and accounting courses.
- ✓ **TO DROP A COURSE WITHOUT PENALTY** you must drop the course prior to or immediately after the first class and submit a copy of the drop form directly to LEAP and the school or BOCES. All drops after this time period must be verifiable.
- ✓ Students must attend two out of the first three class sessions **IN ORDER TO CONTINUE IN THE COURSE.**
- ✓ Community colleges require **CERTIFICATES OF RESIDENCE** from students to prove county and State residence. Students will not be allowed to enroll by the school without such a certificate.
- ✓ **COURSE REQUIREMENTS** may include lab hours in addition to the stated course hours in such courses as science, computer science and languages.
- ✓ Students must complete **EVALUATION FORMS** at the end of the course. They are then submitted to the LEAP office by the school or BOCES for future planning.
- ✓ Due to the magnitude of scheduling across the state, **STUDENTS WHOSE CLASS IS CANCELLED** by the college/BOCES may not be scheduled into another class.
- ✓ **SCHEDULED CHANGES** may only be authorized and made by the LEAP office. No such changes can be made by the student or college/BOCES. Students enrolling on their own will be responsible for payment.

**REMEMBER — Registration opens JUNE 21 for the Fall 1985 courses, and the filing deadline is JULY 23.**

# Centennial Celebration

KINGS PARK — A parade that wound itself over the grounds of Kings Park Psychiatric Center recently was the kickoff of a 100-day celebration planned to commemorate the facility's centennial.

"The festivities are going to last for 100 days—one day for each year," says KPPC Local 411 President Tony Bentivegna.

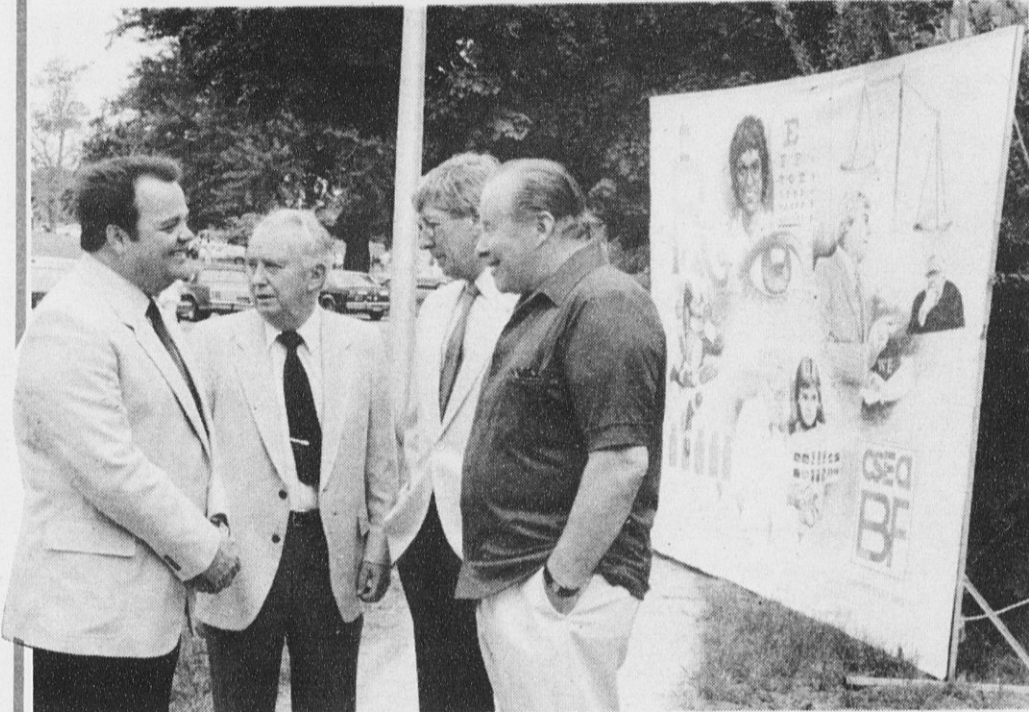
He said CSEA members are busy organizing an array of events ranging from softball games to and old-fashioned country fair.

The parade, which lasted about an hour, included staff, family, friends and local community officials. In a show of union spirit, Bentivegna and Administrative Vice President Tanya Ann Lowe carried a CSEA banner.

"It's the 75th anniversary of CSEA, too," said Bentivegna, "so there are a lot of reasons to celebrate."



ON THE AVENUE — KPPC nurses marched in the parade in traditional caps and cloaks.



HAVING FUND — Huddling near a display of the Employee Benefit Fund are, from left, Region I President Danny Donohue, Region I Director William Griffin, EBF Director of Marketing and Communications Jase McGraw, and Stan Sokol of Multiphasic Medical Centers.



BOOTHS — One of the booths set up at the parade offered free blood pressure tests. Catherine Smith, account clerk, left, has her pressure taken here by a representative of Multiphasic.

## Kings Park cafeteria workers contest contracting-out

KINGS PARK — Cafeteria workers from the Kings Park school district picketed for the second time this month protesting the school's decision to contract out the School Lunch Program.

"We've already gone door-to-door putting fliers in people's mailboxes. We're really trying to make our neighbors aware of the situation. And trying very hard to save our jobs," said Rose Fleming, a cafeteria cashier.

According to Unit President Marge Higgins, the school superintendent and the board of education have decided that if the program is running at a deficit by June 30, they will bring in a private contractor.

"It's an absolute outrage," said Higgins.

In the spring of 1984, when the board of education warned that the lunch program would be terminated "if steps weren't taken to pull the program out of deficit," CSEA's Coordinator of School District Affairs Larry Scanlon, was called in.

After reviewing the situation, a 12-page "Analysis With Recommendations" was sent to the school superintendent, the school lunch manager, and members of the school board.

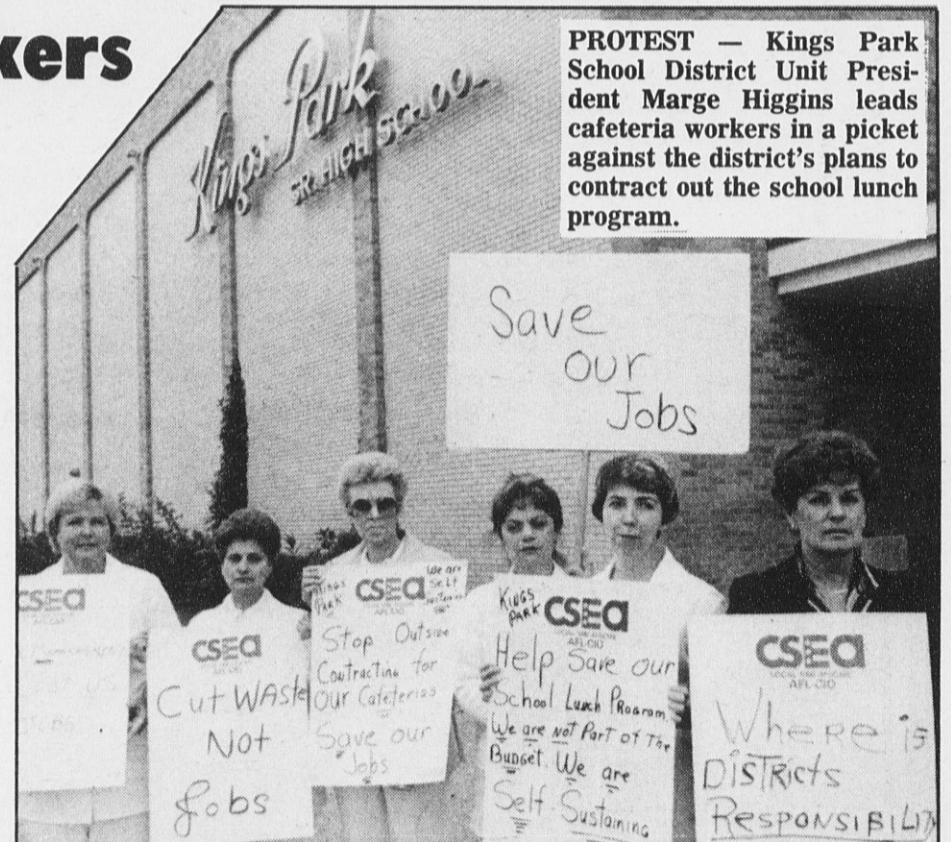
The report stated that a massive operational loss more than \$54,000 was incurred by EFM, an outside contractor that had been chosen to run the program in the past.

"What makes them so sure that contracting-out is the answer? Private contractors are the reason for most of the deficit the program is carrying now," said Field Representative John Cuneo.

Although the lunch program is self-sustaining, the school lunch manager is chosen by the district and her salary is pulled from the kitchen fund.

"One lunch manager resigned and the district rehired, after wasting a lot of money paying private contractors per diem. The new lunch manager was working for five months when we learned that she had never been given the "Analysis With Recommendations" report," said Cuneo.

"We really called the administration on that one," he went on. "How did



PROTEST — Kings Park School District Unit President Marge Higgins leads cafeteria workers in a picket against the district's plans to contract out the school lunch program.

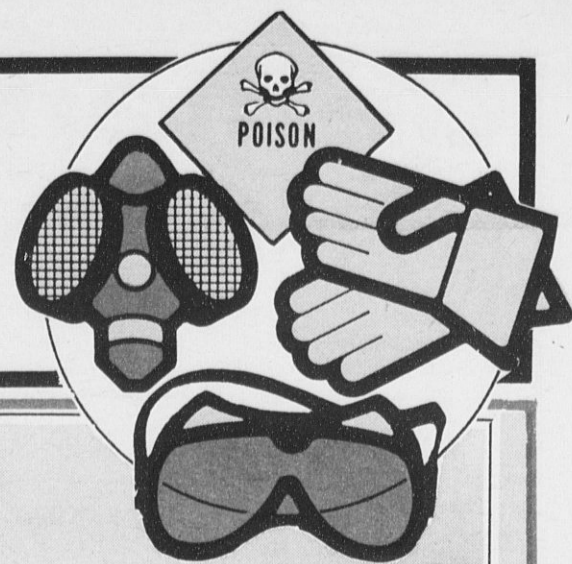
they expect an inexperienced lunch manager to pull the program out of deficit if they tied her hands? This supposed oversight was a clear indication that the administration wanted the program to fail."

The superintendent claimed that if the district contracts out, the school lunch manager's salary would be paid by the contractor. He also claimed that her job would be to "oversee the best interests" of the district.

"We all find it very strange that a contractor would pay someone to police them," said Higgins.

# HEALTH & SAFETY

Grappling with problems in the workplace



## Brookhaven landfill: a real dump

*Union files complaint of violations so bad 'you have to see it to believe it'*

By Sheryl Carlin  
CSEA Communications Associate

BROOKHAVEN — "You have to see it to believe it. There is raw garbage and sewage as far as you can see."

That's Ken Brotherton's description of the Brookhaven landfill where he is investigating rumors that partially treated human waste now is being dumped and left uncovered for months.

Brotherton, Region I's occupational safety and health specialist, was called in to inspect the area after Suffolk Local 852 President John Stein and Executive Vice President William Maccaro heard the members complaining about terrible dust conditions there.

"I went in expecting to see very dusty conditions," said Brotherton, "but what I saw was a slew of violations."

Immediately after the inspection, Brotherton assisted Stein in filing a CSEA OSHA complaint to the New York State Department of Labor, citing the following violations:

- Insufficient toilet facilities for employees. Although there is a new facility, no one seems to know if, or when, it will be open.
- No potable water in the entire facility. Employees have been advised

not to drink the well water.

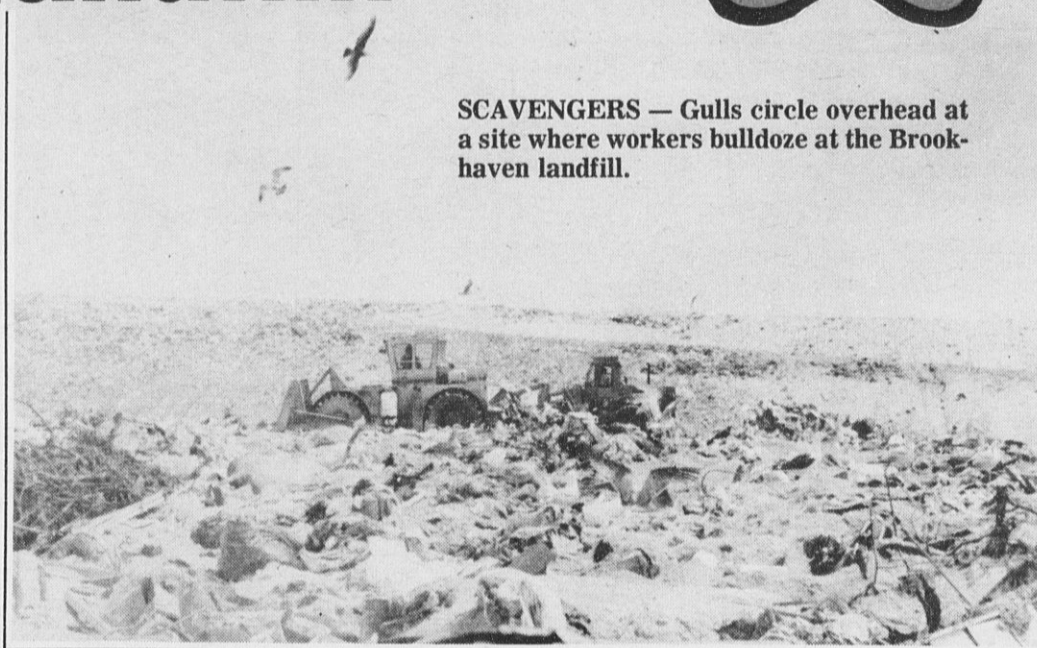
- Suspected dumping of partially treated waste.
- Raw garbage left uncovered around the landfill.
- No welding screens in the repair garage and fire extinguishers unchecked since 1983.

According to the workers at the landfill, the sanitation supervisor only lets the water truck run for two hours.

"That's definitely not long enough," said Bill Walsh, unit shop steward. "When you come home at night, blow your nose, and blood pours out, you know something's wrong. You should see us by the end of the day. Our hair and clothing are entirely covered with dust. It makes your eyes burn and your throat sore, too," he said.

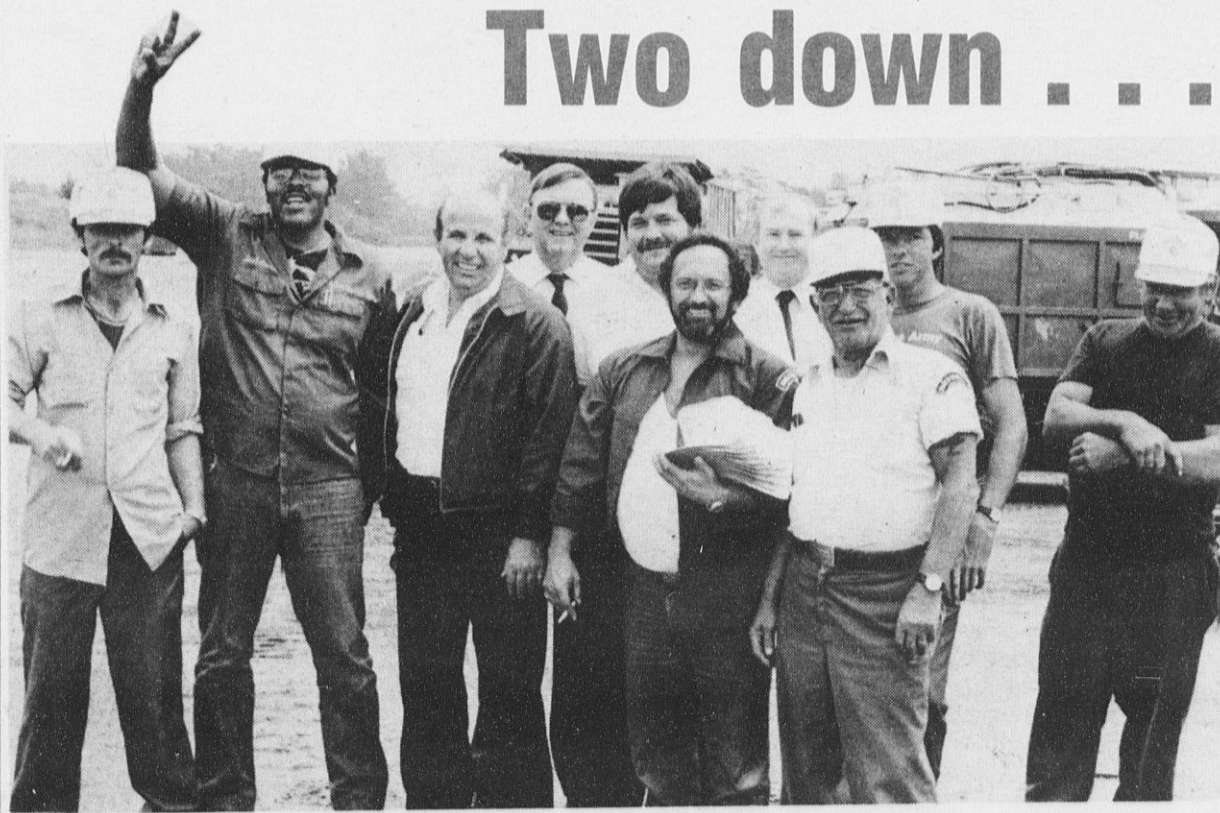
The members also explained that raw sewage is supposed to be treated or "cooked" before it's dumped at the landfill.

"If it's cooked, it comes dry," said Brotherton. "But if it's not treated, it comes in like wet, black sludge. Take a look around and tell me what you see? It's definitely not hard and dry."



SCAVENGERS — Gulls circle overhead at a site where workers bulldoze at the Brookhaven landfill.

## Two down . . .



The Department of Labor recently informed Suffolk Local 852 President John Stein that a notice of violation and order to comply has been issued to the administration at the Brookhaven landfill.

"The DOL has checked the repair garage and found that our complaints about the welding screens and fire extinguishers were correct. It was raining the day of their inspection so they couldn't send a hygienist to check on dust conditions and the garbage. I'm looking forward to seeing those violations posted right beside the notice on the fire extinguishers and lack of welding screens," said Stein.

Said OSH Specialist Ken Brotherton: "I'm sure that when the hygienist inspects the landfill, there will be some heavy violations cited and management will finally be forced to respond to our members there."

**"V" FOR VICTORY** — Sporting CSEA/AFSCME hats, workers celebrate first win in the landfill violations issue. Pictured without hats, from left, are: Local 852 Vice President William Maccaro; OSH Specialist Ken Brotherton; Local 852 President John Stein; Brookhaven Unit President Pasquale Deluca; and Field Representative Ron King.