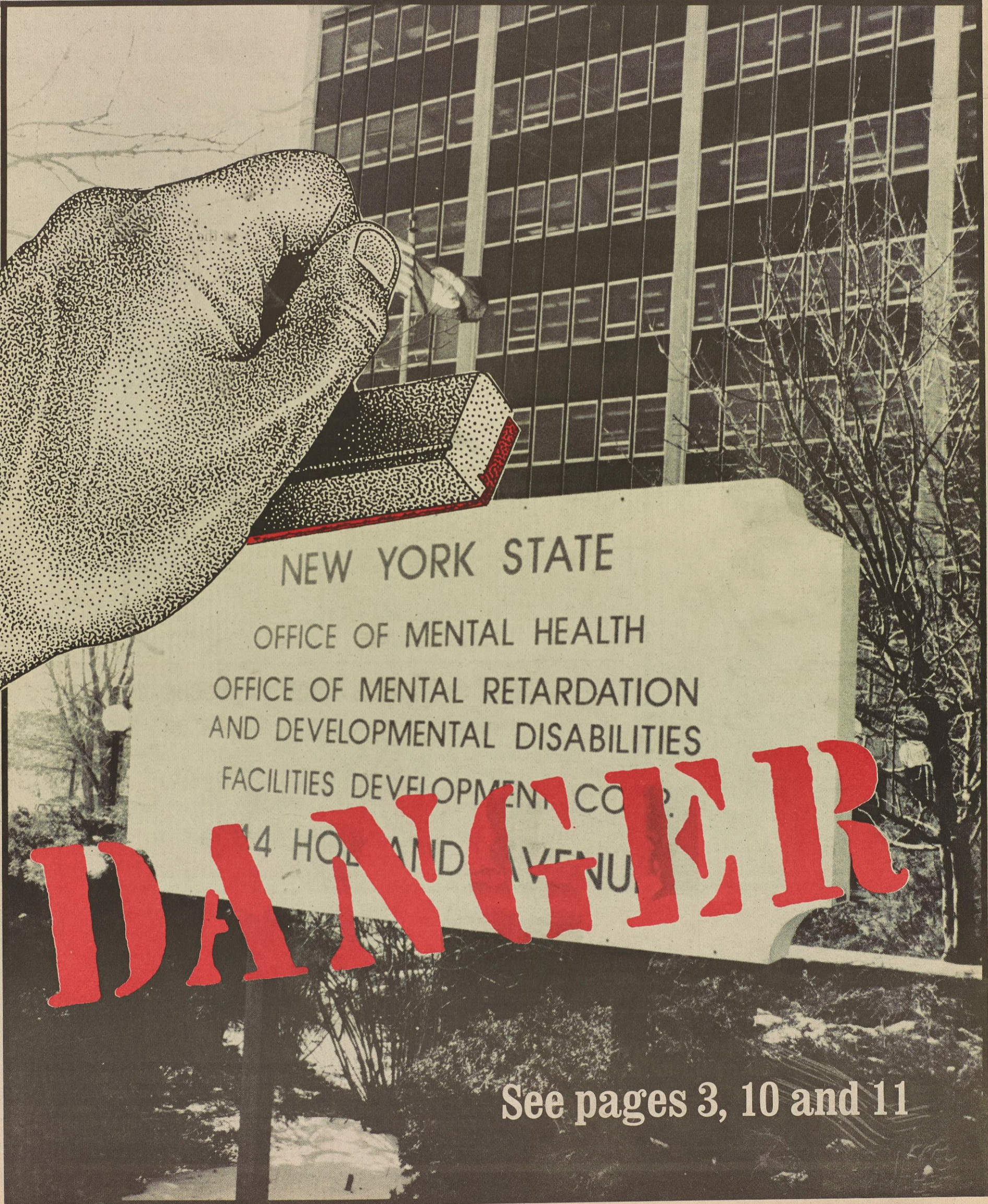


THE PUBLIC SECTOR

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

UNION LABEL 4
ISSN 0164 9949

Vol. 11, No. 2
Monday, January 25, 1988

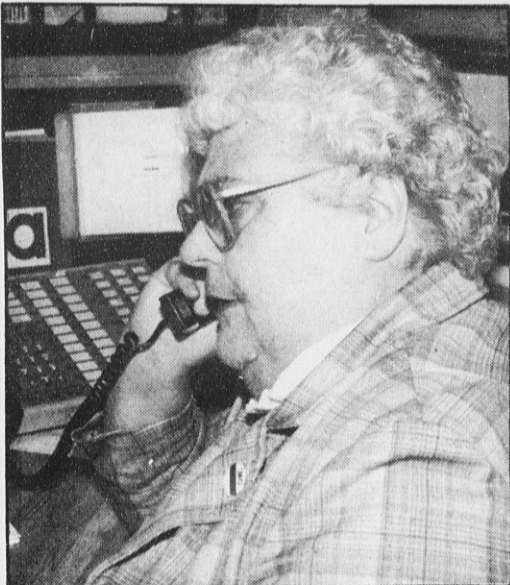
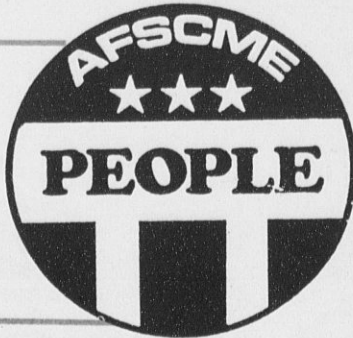


DANGER

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INSIDE

Ready
for a
big
year
Page 4



Arctic adventurer
Page 6



A
garbage
crisis
Page 16

Co-workers chip in to help Michael's family

FISHKILL — Michael Best is a two-and-one-half year-old youngster who has spent more than a third of his life in and out of hospitals.

Even as this edition of *The Public Sector* went to press Michael was undergoing tests at Westchester Medical Center and doctors

were deciding whether to remove his bladder.

Little Michael, you see, has cancer. And the illness is taking a heavy toll on Michael and his parents.

Michael's father, William Best Jr., is a maintenance worker at Downstate Correctional Facility. William Best has run out of sick leave time and the hospital and medical bills are piling up, according to Downstate CSEA Local 155 President Bob Anderson. So co-workers at Downstate are trying to help the family by conducting fund-raising projects.

Michael's uncle, Tim Laffin, who also works at Downstate, says co-workers, led by Bill Feldman, have started a 50-50 club which will have a drawing in March to benefit the family. Co-workers are also organizing a second fund raising program to be held in February.

Last March doctors discovered a tumor the size of an orange deeply inbedded in Michael's prostate. Doctors decided against removing the tumor and Michael began receiving chemotherapy treatments.

Those treatments have serious physical side effects on Michael, according to his mother, Kimberly Best, 19.

"I'm sitting here seeing this kid go through so much," she says. In addition to Michael, she and her husband have an 11-month-old daughter, Melanie.

William Best's co-workers say they could use some assistance in trying to help the family. They ask that anyone who wishes to help to send their contribution to:

Michael Best
c/o William Best Sr.
40 Teller Avenue
Beacon, New York 12508



MICHAEL BEST

AFSCME delegates election process to begin

CSEA will soon begin the process of electing delegates to the 1988 AFSCME Convention to be held in Los Angeles June 19-24.

Delegates will be elected on a regional basis. Each CSEA region will elect the number of delegates it is entitled to on the basis of membership strength in accordance with the AFSCME and CSEA constitutions.

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

Details regarding nominating procedures will appear in the next edition of *The Public Sector*.

The Public Sector

Official publication of The Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, 143 Washington Avenue, Albany, New York, 12210

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The Public Sector (445010) is published every other Monday by The Civil Service Employees Association, 143 Washington Avenue, Albany, New York 12210. Publication Office: 143 Washington Avenue, Albany, New York 12210. Second Class Postage paid at Post Office, Albany, New York.

Address changes should be sent to: Civil Service Employees Association, Attn: Membership Department, 143 Washington Avenue, Albany, New York 12210.

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CSEA: OMH/OMRDD injuries...

Out of Control

ALBANY — Public employees put their lives and well-being on the line every time they go to work; that's no surprise.

What is shocking is just how threatening conditions are, especially for mental hygiene workers. A CSEA review of employee injuries in the state's mental health (OMH) and mental retardation (OMRDD) facilities shows them to be among the most dangerous worksites anywhere.

"We knew the situation was bad, but these facts are shocking," comments CSEA President William L. McGowan.

Conservative estimates peg the cost of lost services in OMH and OMRDD alone in the tens of millions of dollars each year.

"The cost in human terms can't even be calculated," McGowan adds.

CSEA undertook the review following the brutal murder of therapy aide Clara Taylor at Rockland Psychiatric Center last summer.

CSEA's review of the statistics of (shown in complete form on page 10) presents a devastating picture:

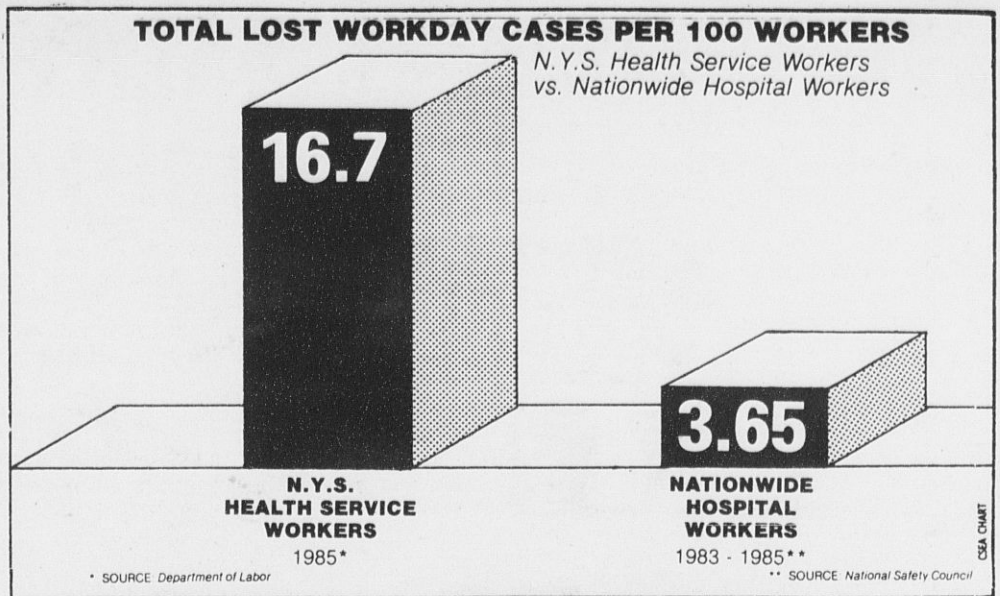
*OMRDD employees lost nearly 100,000 days due to on-the-job injury in 1986

*OMH employees lost about 56,000 days in the same year

*Total number of lost days are on the rise for OMH and OMRDD Comparison with other figures also showed:

*State-employed health service workers — a group which includes OMH/OMRDD employees — account for 61% of all lost worktime due to on-the-job injuries suffered by state employees in 1985, even though they only account for 28% of the state workforce

*For health care workers nationwide there were 3.65 lost time injuries per 100 workers between 1983-85, according to the National Safety Council; state-employed health care workers had 16.7 lost-time injuries per 100 workers in 1985 (See graphic above)



"It would be easy to simply blame this situation on understaffing," says CSEA Director of Occupational Safety and Health James Corcoran. "That's a big part of the problem in many facilities, but doesn't tell the whole story system-wide."

The magnitude of the injuries suggest that workers are being placed in dangerous situations without adequate training.

CSEA is urging OMH and OMRDD to immediately place greater priority on workplace safety and health. Neither office has a specific safety and health director nor a comprehensive program, yet they have the worst on-the-job injury figures of any state agency or department.

"If you don't know where the problems are, there's no way you're going to correct them," says McGowan.

"This is not a money issue because they're already throwing millions of dollars out the window by ignoring the situation," he adds. "CSEA is willing to work with them, but the state must face up to its responsibility — by law they have to provide a safe workplace."

How dangerous is your work?
pages 10-11

Victim of the system

KINGS PARK — If you want to know about the pain and suffering on-the-job injuries cause, just ask Jeannie Romano.

Romano, a therapy aide at Kings Park Psychiatric Center since 1984, was brutally attacked last January by a patient who beat her unconscious before help came.

"A patient came back from honor card (patients are allowed to leave the building and wander the grounds) and had been drinking. She became extremely demanding," Romano explains.

Romano and a therapy aide trainee then brought the patient, along with 35 other patients into the dining hall.

"The patient became more and more agitated and I told the trainee to alert the nurse," she explains.

As soon as the trainee left the room, the patient dove on top of Romano.

Romano dropped her keys and clipboard and was thrown against a water fountain with the patient on top of her. They fell to the floor and the patient kept "pulling my hair and beating my head on the floor," Romano remembers.

As she lay pinned on the floor Romano kept thinking "If I can only get my arms free! I thought she's gonna kill me, I thought of my kids."

The patient knocked Romano unconscious. The trainee ran to her aid

after the nurse was called. The patient was put into a straight-jacket and given a shot but she proceeded to kick another employee in the shoulder, putting her out of commission for two months.

"Management counts staff to their convenience," Romano says, explaining that although five therapy aides may be scheduled, some are at activities, some may be out on leave and some may be redeployed to another work location.

Romano has been out of work for a year with a cervical sprain. She suffers from migraine headaches and back pains regularly. She can't stand or sit for long periods of time.

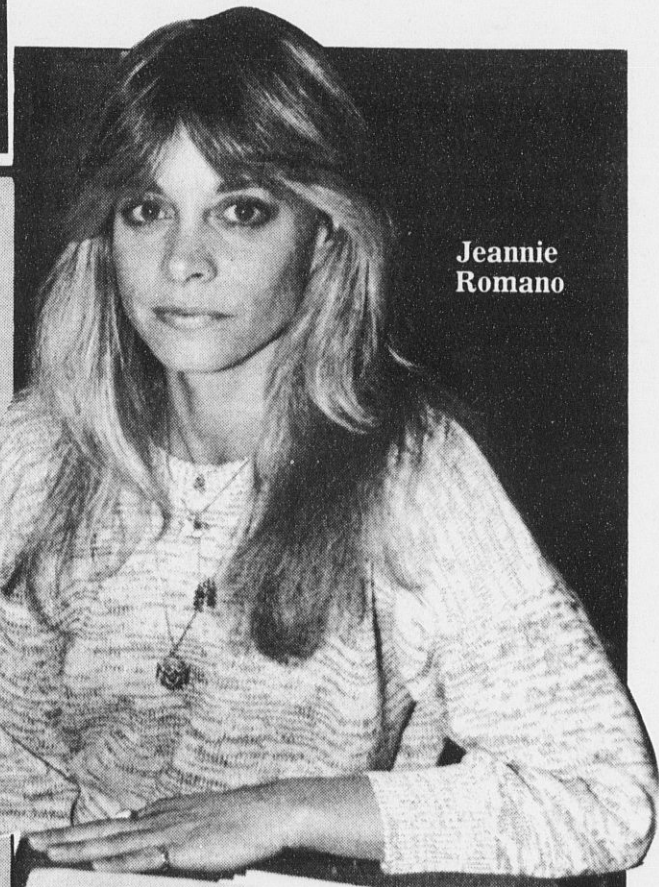
Worst of all, Romano was terminated Jan. 12 because under state civil service law, employees out of work for over a year may be let go.

Romano is angry.

"It would be one thing if they determined the incident was caused by my own negligence. But this is a hazardous job, especially with the lack of staff and I think it's absurd that I can be terminated."

Romano says she's gotten worse and if she returned to work she'd feel like she was cheating her co-workers.

"You check your co-workers out, believe me. You might need them to save your life and if I went back it would be very hard



Jeannie Romano

'I thought she was gonna kill me'

because I know I couldn't respond the same way I could before," she explains.

"I really liked my job. Had there been adequate staffing my injuries would have been minimal if any at all."

Help make a difference



Last year a relatively small number of CSEA members had a major impact on New York state's government.

They did it through their contributions to PEOPLE (Public Employees Organized to Promote Legislative Equality), the federal political action committee of CSEA and its international labor affiliate, AFSCME.

This year — 1988 — it's important that many more CSEA members support PEOPLE because this is a presidential election year and your contribution will not only impact on state government, but will influence the direction of the nation, and, in turn, the world.

PEOPLE funds, directly and indirectly, are used to help elect candidates favorable to labor, candidates willing to fight for revenue sharing and other federal programs that help our state and local communities. Most of the revenue that enables New York state to administer programs and fund jobs, at both the local and state levels, comes from the federal budget.

The PEOPLE record last year

In 1987, about 1,500 CSEA members contributed \$41,937.01 in payroll deductions and direct contributions to PEOPLE. Various fund-raising events added \$8,154.92 more, resulting in CSEA raising more than \$50,000.

Those funds helped restore federal funding to the

state Labor Department budget to save the jobs of 1,000 employees facing layoff. Those same PEOPLE contributions helped keep 500 CSEA members working on the state barge canal system by obtaining \$11 million in federal funding for the canal. PEOPLE funds helped defeat the nomination of Judge Bork to the U.S. Supreme Court last year, a candidate who would have set back the cause of labor 50 years if appointed.

1988 — the crucial year

In 1988 we need a lot more support from a lot more CSEA members. Your contributions will help elect the next President of the United States this year. And it will help support passage or continued operation of many programs of vital interest to New Yorkers.

PEOPLE funds, for starters, will help defray the costs incurred by CSEA/AFSCME members in New York and fellow AFSCME members in every state who become delegates to the Democratic and Republican National Conventions. They will help determine the presidential candidates and PEOPLE funds will help elect the next President.

Your PEOPLE dollars this year will be used to fight for an increased minimum wage, unemployment compensation for non-instructional school district employees, additional day care programs, expanded parental leave legislation, programs for the poor and homeless and many more issues that affect you.

Use the payroll deduction; it's easy

The good your contribution does is its own reward. But when you sign up to authorize a PEOPLE payroll deduction, you get more than that sense of well-being — you get something material in return.

Sign up to have \$1.50 deducted from your paycheck bi-weekly and you are enrolled in the Presidents Club. You'll receive:

- * A Presidents Club membership card entitling you to attend special events at union meetings, conventions and conferences.

- * A Presidents Club lapel pin.

- * A subscription to *The Activist*, AFSCME's quarterly political and legislative action newsletter.

- * The AFSCME Voter Guide containing information of the voting records of senators and congressmen.

Sign up to have \$2 deducted from your paycheck bi-weekly and you are enrolled in the VIP Presidents Club. You'll receive ALL OF THE ABOVE ITEMS PLUS THESE VIP PREMIUMS:

- * A VIP windbreaker-style jacket and pin with a small authentic diamond for first year of membership, or

- * A goldtone pen and pencil set for second year of membership, or

- * A VIP sweatshirt for third year of membership.

Sign up to have \$3 deducted from your paycheck bi-weekly and receive ALL BENEFITS OF THE PRESIDENTS CLUB, THE APPROPRIATE VIP CLUB PREMIUM, PLUS:

- * Become a member of the CSEA Local 1000 PEOPLE Club, entitling you to attend special programs hosted by the president of CSEA at state and local government workshops and the union's annual delegates meeting.

- * A PEOPLE key ring.

- * A CSEA Local 1000 PEOPLE Club membership card.

(Local government members whose contracts do not provide for PEOPLE deduction privileges may make cash contributions of \$35 to join the Presidents Club, \$50 to join the VIP Presidents Club and \$75 to join the Local 1000 PEOPLE Club and receive the appropriate incentives).

Cash awards every time you sign someone up

From now through Sept. 30, 1988, each CSEA member who signs up another eligible member for a PEOPLE payroll deduction will receive a cash award equivalent to the amount the new members signs up for as a pay period deduction. (Example: If a member signs up to check off \$3 per pay period, the member who signs that person up and submits the PEOPLE Deduction Authorization Card is eligible for a \$3 cash award. Note: An eligible member is a CSEA member of a bargaining unit which has payroll deduction for PEOPLE and who is not already signed for a PEOPLE deduction).

Any member submitting 50 or more cards will be designated a "PEOPLE Star" and the member's picture will be published in *The Public Sector* in recognition of the achievement. (Note: All PEOPLE Deduction Authorization Cards are subject to verification).

The member signing up the most new members and submitting the most cards by Sept. 30, 1988, will be awarded a cash prize of \$100 at the union's annual delegates meeting in October, and his or her name will be engraved on a permanent plaque in CSEA headquarters.

In addition, the name of the CSEA local whose members contribute the most money to PEOPLE through payroll deductions during 1988 will be engraved on the PEOPLE plaque in the appropriate CSEA region office.

And the PEOPLE CUP, a perpetual trophy, will be awarded to the CSEA region attaining the highest average contribution per member to PEOPLE during 1988. The cup will be engraved with the name of the winning region and displayed in that region headquarters for one year.

PEOPLE Deduction Authorization Cards are available at the PEOPLE Office, CSEA statewide headquarters, 143 Washington Avenue, Albany, N.Y. 12210. Telephone orders for cards may be made by calling the PEOPLE Office at 1-800-342-4146 (from outside the Albany area) or (518) 436-8622 Ext. 404 (within the Albany area).

PEOPLE Committee

Paulette Barbera is statewide chairperson of the PEOPLE Committee and she and her committee will be guiding the 1988 PEOPLE membership and fundraising campaign.

Barbera has been an employee at the Long Island Developmental Center for 18 years and has served as elected second vice president of CSEA Local 430 there for the past 10 years.

Members of the PEOPLE



BARBERA

Committee in addition to Barbera are Carol Guardiano of Region I, Stan Goodman of Region II, Colleen Manning of Region III, Suzanne Waltz of Region IV, Doris Pratz of Region V, Marie Prince of Region VI and Cheryl Sheller, staff coordinator of PEOPLE.

The committee is attempting to activate PEOPLE committees in every CSEA local during this year.

Your regional committee member will assist you in setting up a PEOPLE program in your local. Start by asking your local officers for guidance and ask fellow members to help. At every union meeting hold a fundraiser for PEOPLE, even if you just pass the hat. Work to get a PEOPLE deduction clause in your contract; check off is the easiest way to raise money for PEOPLE.

TO JOIN PEOPLE, SIMPLY COMPLETE THE FORM BELOW, CLIP IT OUT AND MAIL TO: PEOPLE, CIVIL SERVICE EMPLOYEES ASSOCIATION, 143 WASHINGTON AVENUE, ALBANY, N.Y. 12210.

I WANT TO BE A MEMBER OF THE PEOPLE CLUB.

Name _____
(Please print)

Address _____ City _____ State _____ ZIP _____

Social Security Number _____ Home Phone _____ Work Phone _____

CSEA Local Number _____ Region Number _____ Date _____

STATE DIVISION MEMBERS (And members whose contracts provide for PEOPLE deduction):

PLEASE CHECK: Deduction per pay period \$1.50 \$2.00 \$3.00

If \$2.00 or more is checked, please indicate jacket size:

X-Small Small Medium Large X-Large XX-Large

(Signature)

LOCAL GOVERNMENT MEMBERS:

Enclosed is my personal check, money order or credit card contribution in the amount of \$_____.

If \$50.00 or more is contributed, please indicate jacket size:

X-Small Small Medium Large X-Large XX-Large

VISA MASTERCARD Expiration date _____

Account Number _____

(Signature)

(In accordance with federal law, the PEOPLE Committee will accept contributions only from members of AFSCME and their families)

The Governor's Proposed Budget

**It's big, alright.
But what's really in it?**



It contains no clues about state pay hikes

ALBANY — Just as Gov. Mario Cuomo is often described as "elusive," so too is his proposed \$44.2 billion budget.

The 628-page spending plan which he proclaims would "build the New York of the 21st century" gives no clue to contemplated salary hikes for the 110,000 people that CSEA is currently representing in contract talks. Nor does it specifically set aside funds for additional comparable worth pay adjustments.

But it does include money for a 34 percent pay hike that state lawmakers voted themselves last year. It also increases state

spending by 8.3 percent and continues previous plans for tax cuts while raising more revenue through new fees and tariffs.

Budget highlights of special interest to CSEA members include:

- * \$1.4 billion to improve and maintain state roads and bridges
- * \$325 million extra for school districts
- * \$118 million for solid waste management
- * \$90.3 million extra for State University of New York
- * \$63 million to build new medium-security prison
- * \$26.8 million for new prison spaces in

existing facilities

- * \$24.4 million to support alternatives to incarceration
- * \$11.9 million to expand Medicare eligibility
- * \$10 million to improve the state's barge canal system.
- * \$5 million to expand local tourism programs

The governor is also seeking \$129 million in additional funds on Decade of the Child programs.

The state's fiscal year begins April 1 and runs to March 31.

There's good news for the retirees

The budget has good news for state and local government retirees. It allocates money for pension supplementation.

Details of a supplementation bill still need to be worked out, but \$23 million for the state share of such an increase is included in the spending plan.

Gov. Cuomo vetoed similar legislation last year saying the bill was "defective." But most observers blame the veto on Mayor Ed Koch who complained New York City could not afford to boost retirees' pensions.

Cuomo, in turn, came under fire from CSEA Statewide President William L. McGowan for "careless disregard for thousands of retirees desperately trying to cope with life's realities."

Since then, both the governor and legislative leaders have indicated that pension supplementation is one of their top priorities this year.

Workforce and the budget an up and down situation

The 1988-89 proposed spending plan enlarges the work force slightly — by 1.4 percent — and appears to rescue the Labor Department from its endless cycle of layoffs due to federal cutbacks.

The budget includes Office of Mental Retardation and Developmental Disabilities (OMRDD) funds for 598 new state-operated community residence beds but also projects 1,000 fewer Office of Mental Health (OMH) residents. It also provides for the hiring of highly trained caseworkers to look after the homeless mentally ill.

"The idea of caseworkers is good in concept but probably doomed to failure when you compare the number of homeless versus the availability of services," says CSEA statewide President William L. McGowan.

"And OMH plans to eliminate 343 jobs through attrition are absurd at a time when federal surveyors are crying staffing shortages, when Buffalo Psychiatric Center has lost its federal certification because of understaffing, and when lawsuits at Manhattan Psychiatric Center are echoing the same chorus."

Under the budget, several departments have significant personnel additions



including Transportation (265 positions), Environmental Conservation (241 positions) and Tax and Finance (50 full-time, 94 six-month positions).

Smaller personnel increases are also in the works for Board of Elections, Public Service Commission, Office of General Services, and the departments of Audit and Control, Civil Service, General Services, Social Services and State. Meanwhile, it appears a hike in proposed funding will stabilize the Labor Department's work force.

Finally, proposals to build a new prison somewhere upstate as well as adding beds in existing facilities mean the hiring of 1,600 more people — mostly corrections officers — by the Department of Correctional Services.



CSEA unit president recalls warm memories of a cold place

Arctic adventure

By Anita Manley
CSEA Communications Associate

NEWBURGH — Cold winter days stir pleasant memories for Sallie Bauer, her thoughts drifting back two decades to the years she spent working in the frozen Arctic, where winter temperatures of 40 and 50 degrees below zero were not uncommon.

Bauer, a police dispatcher and president of the City of Newburgh CSEA Unit, spent three years in the Arctic providing health care for Eskimos and native Indians in the Far North.

It was quite a detour that took Bauer from graduation from a nursing school in Yonkers to becoming a police dispatcher in Newburgh.

Bauer's adventure began shortly after she graduated from St. Joseph's Hospital School of Nursing in Yonkers. Nursing as a career was a natural choice, says Bauer, since her mother and seven aunts all were nurses. "I never thought of anything else but nursing."

But soon after she began working at St. Joseph's Hospital a severe case of "wanderlust" developed and Bauer went off to England. It was in England, she says, that she found out about the International Grenfell Association, an organization founded by Sir Wilfred Grenfell to provide medical care to the Indians of the Arctic. With the encouragement of a brother in the military service stationed in Labrador, she was on her way to the Far North.

Bauer spent her first year working in a small hospital on a barren island that had no trees.

"The job paid \$50 a month. There was no electricity, no phones and water came from a well," she recalls. Travel was by dogsled and supplies were brought in by freighter four times a year.

She says she missed milk the most, and remembers asking a freighter captain to bring her some on his next trip. He did and she carefully rationed it to make it last. But it went sour before she finished it.

Her fondest memories are of the people. "They were simple-living people. It took little to make them happy. The children were always singing religious hymns," Bauer recalls.

When her year at the small island hospital was over Bauer decided to stay on in the Arctic. She travelled even further north to work with the native Indians. At that time, she says, there were only about 50 nurses, mostly British, working all over the sprawling Arctic.

In addition to her nursing duties, Bauer also taught school for the children. There were no textbooks but a Sears catalog filled the bill nicely as a teaching tool.

"It was perfect for teaching," Bauer says. "It taught the children to read, to write — when they filled out the order blanks — and arithmetic, when they added up the cost of the order."



SALLIE BAUER at her police dispatching position. After two decades she still fondly remembers her three-year adventure in the Arctic.

Weather, of course, was often a bitter experience in the Arctic. Bauer remembers many days when the temperature was 50 degrees below zero "and that was long before they figured in the wind chill."

Local residents always wore red clothing outdoors to avoid getting lost in the wintry landscape. "I was there four days and everyone in the village got together and knitted me red gloves, a red hat and a red sweater," she remembers.

Living conditions for the Indians were basically quite primitive. Bauer says she once accompanied a man and a baby to a hospital in Montreal for surgery and the man, who had never seen an airplane or traffic lights, was fascinated with the lights of the city. She herself had not seen electric lights in such a long time that she spent her first night in Montreal playing with a light switch.

She remembers attending a Catholic church service one Sunday. The service was conducted in the native language, and the

men and women were seated separately, the women dressed in exquisite evening gowns. She learned that wealthy British matrons living in Canada had donated used evening gowns to the Indians and the women wore them to church.

The native culture was a study in contrasts. Bauer recalls visiting the tent of an Indian family one day.

"They lived in tents and slept on pine tree bought. The woman offered me a cup of tea, scratching with her fingers under her mattress to dig up this beautiful English bone china cup to serve me my tea in."

Eventually Bauer became ill with hepatitis. Not realizing how ill she was, she mentioned to a friend over a shortwave radio that she had been feeling sick for some time. Luckily a Canadian Air Force doctor overheard her message and found her just as she became unconscious. She awoke in an Air Force hospital, the only female patient there.

Bauer returned home to the Hudson Valley area after she recovered from her bout with hepatitis.

She did some nursing but an ad for police dispatchers in a Newburgh newspaper sparked her interest. She inquired and was told the position was for men. Bauer persisted, however, and got a commitment that if she could pass the civil service test, the job was hers. She passed the exam and she's been dispatching, with an occasional private duty nursing case thrown in, for the past 20 years.

Bauer says she really enjoys her job with the police department but she says her heart is in the Arctic. She's been back there to visit a couple of times and travels there in her memories often.



Fresh start

New unit takes shape

SANBORN — A newly-formed CSEA unit of about 100 instructional associates for the Niagara-Orleans Board of Cooperative Educational Services (BOCES) recently met to elect officers and prepare for contract negotiations.

The new union members elected President Barbara Wendt, Vice President Donna Pawelczak, Secretary Elsa Lanson, Treasurer Margaret Giles and Executive Board member Elouise Gerber.

Before the election, CSEA Organizer Tom Mullen brought the unit up to date on adoption of the CSEA constitution and the fill-in options on unit by-laws.

"We hope you'll be proud to be a CSEA member," said Mullen as he recounted the organizing effort that began last year and culminated with the affiliation without an election for the BOCES employees.

Penny Bush, CSEA field representative for the new unit, congratulated the members on choosing CSEA. She is working with President Wendt to set up steward training.

Wendt noted that she would begin selecting stewards for each worksite and negotiating team members immediately. Collective Bargaining Specialist Thomas Pomodoro will be chief negotiator for the new unit.

"We feel very secure in the knowledge that CSEA will be helpful in our obtaining a good contract," Wendt said. "Some of us are knowledgeable of CSEA's expertise through our friends who are members."

The unit represents workers in Niagara Falls, Medina, Niagara West, Niagara East and South Junior, Olcott-Newfane, Gasport

Elementary, Bergholtz, Starpoint Central, Lew-Port and North Tonawanda schools.

The new officers will serve until June 1989, when unit and local elections will take place.



UNITED — The new Executive Board of the fledgling Niagara-Orleans BOCES CSEA Unit, from left, are: Donna Pawelczak, Margaret Giles, Barbara Wendt, Elouise Gerber and Elsa Lanson. Inset, above, shows CSEA Field Representative Penny Bush addressing the unit.

Intern enjoyed working at CSEA

Editor's note: This summer, the CSEA Communications Department, specifically The Public Sector, tried something new. Pam Gorton, a college student and daughter of CSEA member Lorraine Gorton, worked as an intern on the biweekly publication.

The goals were simple: take advantage of the fresh ideas and perspectives of a college student and offer firsthand experience on a union newspaper. The Public Sector Committee presented the proposal and the statewide Board of Directors approved it.

Pam Gorton, 21, is a senior at SUNY Albany studying journalism. Her energy and enthusiasm made her a positive addition to the staff.

**By Pamela Gorton
CSEA Communications Intern**

When I walked into the CSEA Communications Department on July 6, 1987, I expected that I would spend my time filing and typing. Instead, I got an introduction into the production of *The*

Public Sector.

My first assignment was an interview with CSEA Director of Legislative and Political Action Tom Haley. From the interview I learned not only reporting skills, but also how lobbying by a union affects the passage of important legislation.

That's how many of my assignments were: training not just in union communications but in labor itself. As I picked up more reporting and editing skills, I also understood better the importance of unions and terms like "grievance settlement" and "contract."

And I got to know the people who make CSEA work. I met a CSEA member who had started a fund for Vietnam veterans. I worked on stories about CSEA locals whose members pitch in for student scholarships. I edited a story about a member who donated her own kidney to her daughter.

In turn, this internship has been invaluable to my future. The skills in interviewing, writing, editing, layout,



Pam Gorton

design, even headline writing have helped me get a job for my last semester. My experience with deadlines and production routines has already made me a candidate for a job in publishing after graduation.

Without this internship, my education would have lacked the practical experience that has already given my career a head start. I am grateful to have had this opportunity.

Caring cleaner cleared

KINGS PARK — A cleaner at Kings Park Psychiatric Center has been found innocent of a charge that she hit an elderly patient with a magazine.

An arbitrator ordered Louella Bates reinstated to her cleaner job and awarded her six months back pay for lost time. Bates, who has worked at the facility since 1969, was also cleared of a charge of insubordination for having gone to the ward area the day after the alleged incident.

CSEA represented Bates during arbitration and told the arbitrator that the charges against the member of Kings Park PC CSEA Local 411 were unfounded.

The arbitrator agreed, noting in the decision that the 75-year-old client was unmarked, did not cry out and continued to sit erect in her chair at the time of the alleged incident, according to witnesses. The arbitrator said it was difficult to believe the charges "especially in view of uncontradicted testimony that Bates gratuitously treats patients in a caring and kindly manner."

"I love those patients and they love me," Bates said. "I treat them like human beings ... I bring them jewelry and cigarettes."



KINGS PARK Psychiatric Center CSEA Local 411 President Tony Bentivegna congratulates cleaner Louella Bates on winning back pay and reinstatement to her job at the center.

As for the insubordination charge, the arbitrator said Bates made "a good faith attempt to obey" instructions to stay out of the ward following the alleged incident. The arbitrator noted that Bates waited in the hallway and did not actually enter the ward.

"I have concluded that Bates was not insubordinate, especially since the record clearly establishes that her sole reason for going to the door of the ward was to find out more about the accusations against her," the arbitrator wrote.

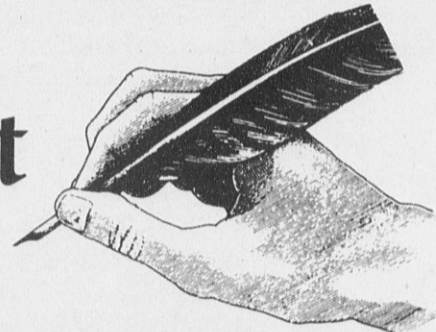
CSEA Field Representative Larry Borst praised the arbitrator's decision.

"I hope management at Kings Park will cease charging long-term employees with these spurious abuse allegations which have no basis," he said.

"I love those patients and they love me. I treat them like human beings ..."



A contract that gives 'what we asked for'



HYDE PARK — Town employees have received a 6 percent wage increase that began with the new year, thanks to a recently signed contract in the Town of Hyde Park.

The town employees are members of Dutchess County CSEA Local 814.

In addition to the salary increase, the contract provides:

- * A wage reopener in 1989
- * Increased overtime meal allowance
- * Payment of unused personal leave upon separation
- * Clarification in language regarding overtime hours

Unit President George Fuller says the 12 highway employees are pleased with the contract, which included no givebacks.

"We got mostly what we asked for," he said.

HYDE PARK TOWN Supervisor Alfred Palmatier signs a two-year contract for 12 highway employees as Unit President George Fuller, seated right, and Region III Field Representative John Deyo look on.



Letchworth local demands rights

THIELLS — What good is a labor/management agreement when management disregards employees' rights?

That's the question workers ask at Letchworth Developmental Center where labor/management relations have become a constant battle, said Local 412 President Brian Cox. He charges that facility officials have seriously jeopardized their own credibility and damaged the morale of an already overworked staff.

In a recent violation, an employee was on a voluntary roster for a position that became available. Cox emphasized that the man was qualified and had seniority, but a "pool person" was assigned to the job. The issue was finally resolved when CSEA staff, including Regional Director Diane Campion and Region III Field Representative Sheila Tyler-Harrison, met with management.

"It should not have had to go this far," Cox said. "Even worse, there have been several attempts by management to make exceptions to the voluntary roster for their own convenience."

Other violations include the denial of time-off requests. In one case, an employee who was refused a vacation was then re-assigned to another building. Pass days have also been changed in order to staff units.

A recent unilateral decision to make changes in housekeeping assignments have been a major concern.

"We have people who have worked more than 20 years in the same location and, all of a sudden, management decides it would be a good idea to rotate assignments," said Cox. "They told us that if it worked for the clericals, it would work for the housekeepers."

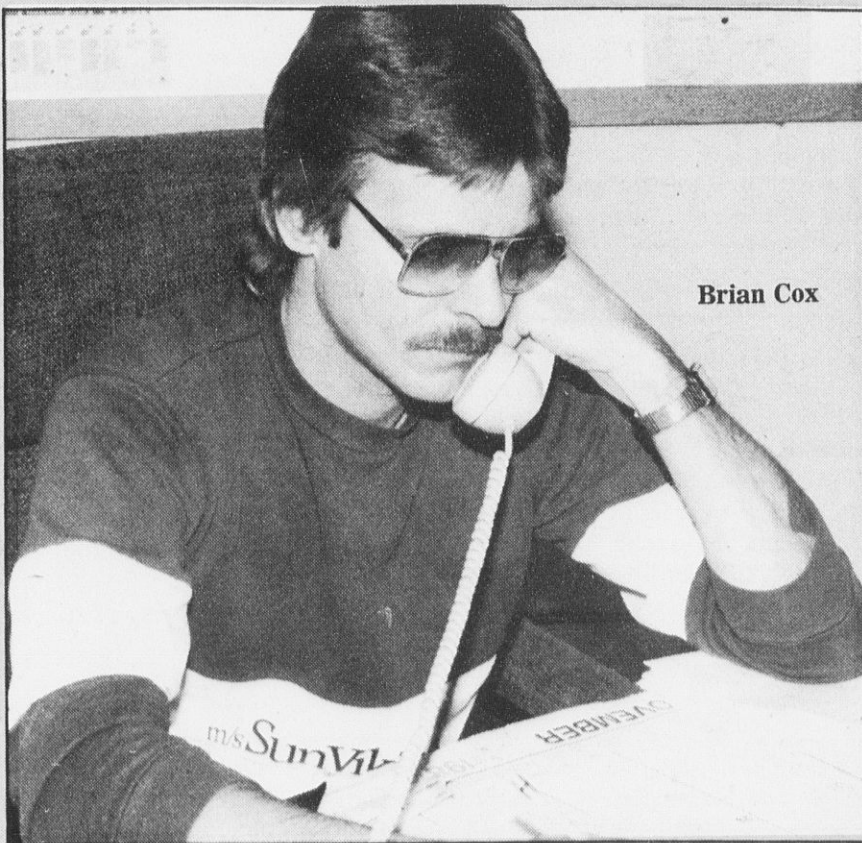
Cox says grievances and Improper Practice (IP) charges have been filed and he will keep his members advised of their progress.

Meanwhile, Cox has met with management to try and close the ever-widening communication gap and has asked his members for their continued support and confidence.

Workers question arbitrary changes

THIELLS — An arbitrary decision to reassign Letchworth Developmental Center housekeeping staff has Local 412 President Brian Cox puzzled.

"If it's not broken, why fix it?" asked Cox, following a recent meeting with facility officials.



Management has given no reasonable explanation for disrupting workers who have been on the job for anywhere from 10 to 29 years.

"They tell us 'it's in the best interest of the facility,' but they don't say why," Cox added.

"If some of the units aren't up to par, why move everyone around to solve the problem?" asked Local 412 Vice President Joe Gleason.

Some of the housekeepers also say the changes will only cause more problems. Two who asked that their names not be used said that they've done their jobs well and feel as though they are being punished for others' shortcomings.

"I was hurt," said one housekeeping supervisor. "The areas I'm in charge of — we're like family. We know each others moods. I never had any complaints."

"At least the supervisor had back-ups in each unit," said another supervisor. "With the new set-up, we don't always have a back-up."

The new system also divides supervision of housekeepers, so that if a worker wants to request time off, he may have to request a half a day off from two supervisors.

The union is also questioning the method of reassignment. Cox said Letchworth officials first told the housekeepers that they could bid on new assignments but could not bid on their old assignments.

"Then they gave us a spinning wheel with our names on one side and the assignments on the other side," said the supervisor. "We were told that if our names came up next to our present assignments, we'd have to spin again!"

"What we want is reassignment to their former units," Cox said. "The joke around here, is that the place is now being run by Pat Sajak and Vanna White!"

CSEA gets the facts!

To get a handle on the extent of occupational injuries in the state mental hygiene facilities, CSEA had to request and compile the information on a facility by facility basis.

Surprisingly, there are no system-wide figures readily available. Individual facilities file their annual reports directly with the state Department of Labor, which says it does not break them down by state agency.

CSEA requested information from all facilities, but several denied the request or could not locate the information, even though by law it must be kept on file five years and made available on request.

The sheer magnitude of the OMH/OMRDD figures that were compiled back CSEA's long-standing call for drastic improvements.

OFFICE OF MENTAL HEALTH					OFFICE OF MENTAL RETARDATION				
FACILITY	LOST TIME INJURIES		LOST DAYS		FACILITY	LOST TIME INJURIES		LOST DAYS	
	'85	'86	'85	'86		'85	'86	'85	'86
GOWANDA	80	83	1,513	931	LIDC	N/A	443	N/A	18,557
ROCHESTER	159	206	2,098	2,928	BROOKLYN	N/A	133	N/A	4,810
WILLARD	65	55	1,251	1,912	SIDC	310	128	9,293	2,723
ST. LAWRENCE	106	87	2,454	902	SUNMOUNT	138	109	2,365	2,305
CDPC	64	53	1,253	1,237	ROME	148	175	4,332	7,049
ROCKLAND	253	232	2,694	2,661	SYRACUSE	185	235	2,705	4,814
HUDSON RIVER	90	233	832	3,158	J. ADAM	130	60	1,580	584
MANHATTAN	206	182	7,653	8,517	NEWARK	284	207	3,606	3,976
SOUTH BEACH	98	92	2,500	985	CRAIG	N/A	68	N/A	2,452
PILGRIM	N/A	247	N/A	676	BROOME	291	191	7,293	4,000
CIPC	225	194	7,955	7,927	O.D. HECK	120	209	2,604	5,050
ELMIRA	41	48	613	594	WILTON	N/A	134	N/A	3,204
HUTCHINGS	N/A	90	N/A	1,724	WASSAIC	660	696	10,399	13,074
BINGHAMTON	121	107	3,884	3,040	LETCWORTH	793	N/A	23,861	16,024
KINGS PARK	308	554	6,809	13,696	WESTCHESTER	85	100	1,304	4,652
CREEDMOOR	N/A	299	N/A	4,659	MANHATTAN	116	121	4,195	3,144
PSYCH. INST.	N/A	24	N/A	272					
TOTALS*	1,816	2,786	41,509	55,819	TOTALS*	3,260	3,009	73,537	96,418

* Data incomplete; N/A — Not Available

* Data incomplete; N/A — Not Available



Danger by Department

The State Insurance Fund data presented below backs up CSEA's findings on the number of on-the-job injuries suffered by mental hygiene workers. It also shows them at far greater risk than

workers in the next most dangerous state agencies. Curiously, the State Insurance Fund informed CSEA that this data is no longer compiled when the union asked for updated information.

TOTAL NUMBER OF ACCIDENTS OCCURRING DURING YEAR ENDING MARCH 31, 1984	LABOR GENERAL FUND & UNEMPLOYMENT INS WORKERS' COMPENSATION BOARD
DEPARTMENT AGRICULTURE .. 34	UNEMPLOYMENT INS172
DIVISION OF ALCOHOLISM AND ALCOHOL ABUSE17	WORKERS' COMPENSATION BOARD158
AUDIT AND CONTROL.....40	LAW43
BANKING 9	LOTTERY COMMISSION 7
CIVIL SERVICE28	OFFICE OF MENTAL HEALTH/OFFICE OF MENTAL RETARDATION AND DEVELOPMENTAL DISABILITIES.....16,890
DEPT. OF ENVIRONMENTAL CONSERVATION — GENERAL FUND562	DEPARTMENT OF SUBSTANCE ABUSE42
DEPT. OF ENVIRONMENTAL CONSERVATION CONSERVATION FUND.....3	PUBLIC SERVICE10
CORRECTIONAL SERVICES .. 6,528	TRANSPORTATION1,607
OFFICE OF COURT ADMINISTRATION394	SOCIAL SERVICES152
EDUCATION (INCLUDING S.U.N.Y.) 3,329	STATE (DEPARTMENT OF STATE).....32
EXECUTIVE* 2,143	THE STATE INSURANCE FUND79
OFFICE OF GENERAL SERVICES.....604	TAXATION AND FINANCE213
HEALTH — GENERAL FUND ...502	MOTOR VEHICLES DEPARTMENT.....138
INSURANCE21	TOTALS — ALL DEPARTMENTS 34,115

*Includes numerous state entities such as state police, DMNA, various boards, commissions, offices and divisions

No surprise at top of list

FISHKILL — It came as no surprise to CSEA members at Letchworth Village and Wassaic Developmental Center that their facilities rank near the top of the list for on-the-job injuries.

"The people who come to work here are not prepared," states Wassaic CSEA Local 426 President Tom LeJeune. "They have no idea what the job entails."

The resulting high turnover rate compounds the problem. Records show that more employees resigned than were hired over the past year.

Deborah Adsit and Gayle Rogers are included in the frightening statistics at Wassaic — two of the hundreds injured on the job. They agree that lack of appropriate training is a major problem.

"We had a film on lifting," explains Adsit, "but it wasn't realistic. It's based on the ideal situation. You see two or three people doing the lifting with a cooperative patient. The reality is that you're usually alone and the patient is either struggling or completely dead weight."

Adsit and a nurse were lifting and positioning a bedridden client last February when Adsit suddenly couldn't stand up straight.

She stayed out of work for a short while and then came back. But she hurt herself again and is now out on workers' compensation.

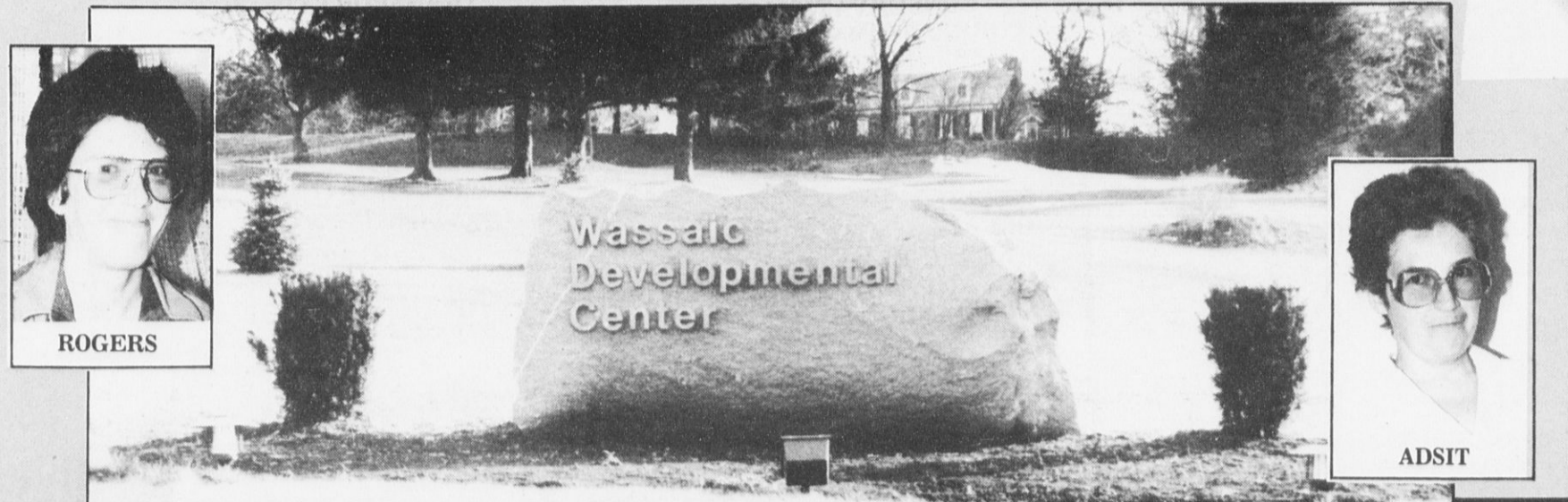
Since Adsit can't return to her old job, the 11-year employee has asked about another position that would not require lifting. She has been told there are no such openings.

Rogers, a five-year employee is back to work after dislocating her hip lifting a wheelchair patient. But she is still in pain and undergoing medical treatment.

"The Workers' Compensation doctors treat you like you're looking for a way out of work . . . but now I see what it's really like and it's no vacation," she explained.

Further south at Letchworth Village in Rockland County the situation is statistically worse.

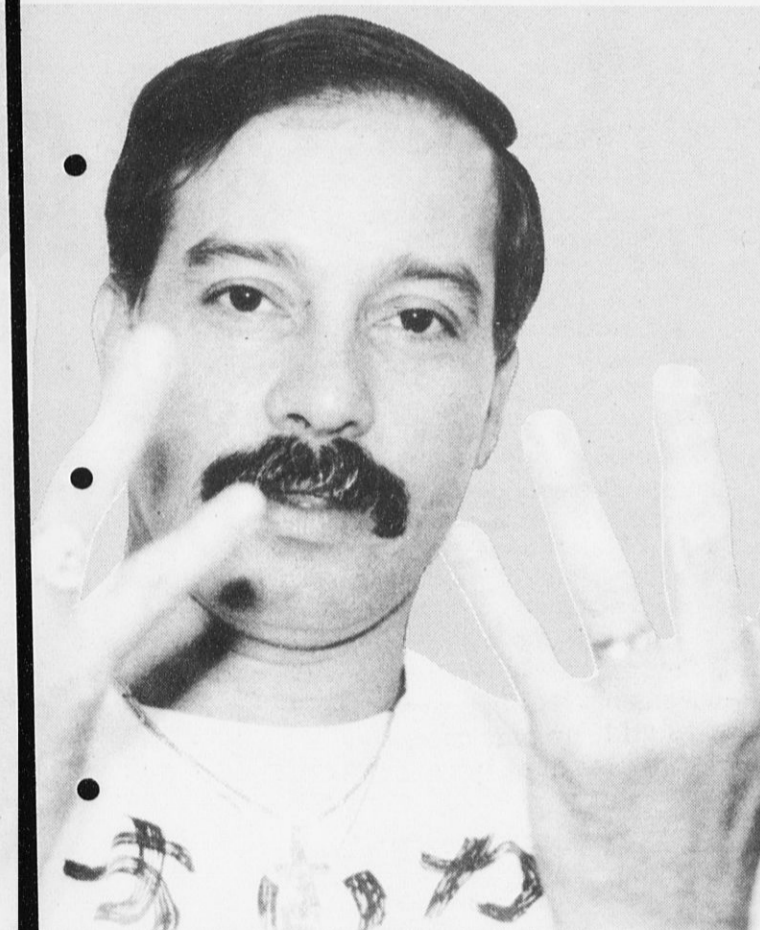
Local 412 President Brian Cox believes short staffing is the biggest single cause of the injuries. But even the death of Rockland Psychiatric Center therapy aide Clara Taylor last summer has not had improved conditions. Instead of increased staff to provide necessary back-up, employees see only increases in stress, injuries and burn-out.



ROGERS



ADSIT



Manhattan Psychiatric Center's Jimmy Martinez is one of the thousands of public employees injured on the job each year. Martinez says understaffing is a big problem: "It's given me fractured fingers on both my hands from restraining violent patients in the 18 years I've been a therapy aide."

This special report was compiled by CSEA Communications Stephen Madarasz, Sheryl Carlin, Anita Manley and Lilly G.

Overtime effort gets OT pay

Determined effort by union leader pressures county to cough up overtime pay



THESE DUTCHESS COUNTY Department of Social Services employees were all smiles after receiving long-awaited checks for work they performed earlier in 1987. Standing, from left, are Sharon Starz, Donna McDade, Local 814 President Helen Zocco, Gail Cashdollar and Robin Berthiaume. Seated are Susan Prince and Penny Ammon.

POUGHKEEPSIE — Persistence and dogged determination by a CSEA local president resulted in about a dozen Dutchess County Department of Social Services employees finally getting paid, on Christmas Eve, for overtime work they performed during 1987.

Dutchess County Local 814 President Helen Zocco says she was incensed when she learned the employees were not paid overtime rates for work they performed in helping county officials move to a new building.

Zocco contacted state Department of Labor officials about the situation, and state officials in turn ordered the county to comply with the Fair Labor Standards Act and pay the overtime rate.

As a result, the employees recently received checks ranging from \$140 to \$250.

Zocco says the employees, who were grade 11 workers, had agreed to perform extracurricular duties at grade 7 pay since the work involved purging files. But the county paid them straight time, not time and a half, even though the extra hours were over and above their regular work week. At the same time employees at grade 6 or below were paid at the overtime rate for the extra work.

Social Services employee Sharon Starz was among those who benefitted from Zocco's persistence. Starz says she is grateful to Zocco for her efforts and to Gail Cashdollar, a co-worker who brought the issue to Zocco's attention.

"I appreciate Gail's and Helen's efforts in seeing this through," Starz says. "It was a team effort and it came just at the right time."



B-R-R-R-R . . . IT'S COLD! It took eight years to convince Dutchess County lawmakers to move Social Services employees into a new building. But before all the bugs were worked out, it was almost as cold inside as it was outside. Dutchess County CSEA Unit Shop Steward Kay Vallone and Katie Kane are shown working in an office where the temperature was 45 degrees.

"It was a team effort . . ."

Substantial salary hikes in new Dover school pact

WINGDALE — CSEA employees in the Dover School District will receive substantial salary increases under a newly signed three-year contract.

Unit President Pat Hoag signs the agreement in photo at left which will provide 7.5 percent per year salary hikes for hourly workers and 7 percent annually for salaried employees. Looking on are, seated, school superintendent Bruce McKenna and Unit Treasurer Pam Rabideau. Standing is Unit Vice President Joyce Hessler.

The contract also includes:

*A 25-cents-per-hour differential for senior food service workers.

*An additional paid holiday.

*A uniform allowance for cafeteria workers.



Takeover plan spurs CSEA to action

Gerrit Smith Infirmiry

By Charles McGeary
CSEA Communications Associate

MADISON — CSEA has given top priority to its effort to stop the take over of the Madison County Gerrit Smith Infirmiry by a private-sector firm.

James J. Moore, CSEA Region V president, says the task force held a special press conference and membership meeting last week in Madison.

"The purpose of the press conference was to bring the Madison County area media up to date on our position," Moore said. "The county, in our opinion, has failed to totally explore all possible solutions to the problems at Gerrit Smith Infirmiry.

"There are nearly 100 residents at the infirmiry and a dedicated staff of county employees who deserve some straight answers from responsible county leaders," he continued. "To turn over the operation of the infirmiry to a private, money-making



Photo courtesy of the Utica Observer-Dispatch.

concern from outside Madison County is a tragic admission of management failure."

CSEA local, regional and statewide officials attended the meeting, along with CSEA members from Madison County CSEA Local 827.

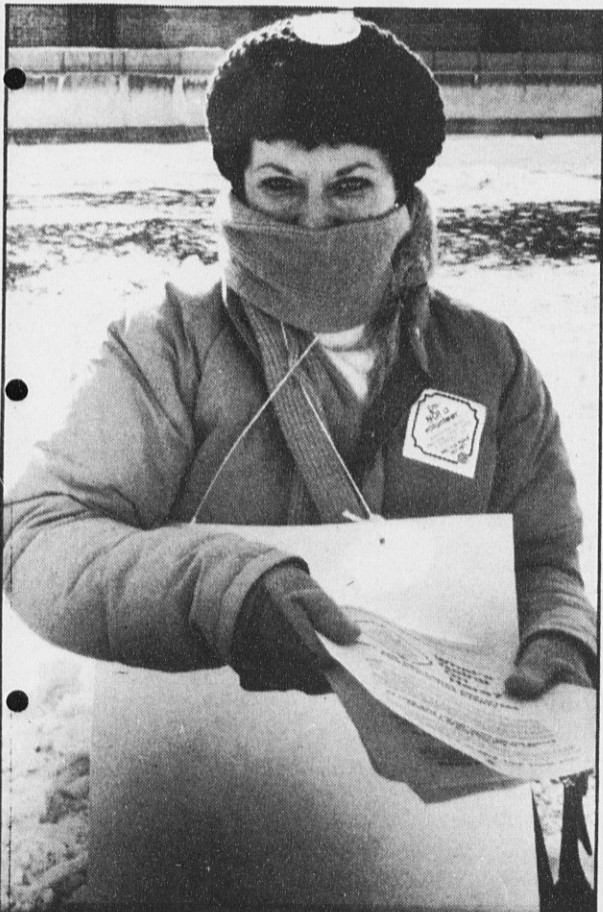
"Every member of Local 827 should

clearly understand the implication of this takeover threat," said Roslie Tallman, local president. "We must stand as one union, united in our effort to stop any contracting out. What could happen to our infirmiry employees this year could happen to another unit next year."

Unit pickets for contract

By Daniel X. Campbell
CSEA Communications Associate

ALBANY — With the temperature near zero and the windchill factor making it feel like minus 10 degrees, 50 CSEA Red Cross Unit members munched on 99-cent hamburgers and manned an informational



RED CROSS UNIT members picket a fund raiser to protest lack of progress in contract negotiations.

picket line outside a \$99.99 a plate fund raiser for the Albany Chapter of the American Red Cross last week.

The blood collection unit members, organized last March, were protesting the lack of progress in negotiations for their first contract with the local Red Cross management.

"We've met 16 times in face-to-face negotiations and we weren't making progress," said Unit President Betty Taccone. "We declared impasse in December to get the NLRB (National Labor Relations Board) involved and after three mediated sessions, we're still not making enough progress to satisfy the members."

The members decided to picket the banquet and a two-day garage sale

sponsored by the Red Cross at the New Scotland Avenue Armory. Since some progress was made in a mediated session, the unit only picketed the banquet and the Saturday session of what was billed as "the world's largest garage sale."

"We distributed nearly 4,000 fliers explaining our situation," said Jean McAvoy at the end of the effort. "I feel proud of the members who stood together in the cold to help all of the workers achieve a common goal — a fair contract with our employer."

The unit will be involved in mediation sessions now scheduled through early February and members are planning to picketed a meeting of the local Red Cross Board of Trustees if a contract isn't in place by that time.



New VDT policy hits the road

Senior state managers were briefed recently at the state Capitol on the state's new Video Display Terminal (VDT) Ergonomics Policy and previewed a new training film that will be shown to the state's 10,000 VDT operators in the months ahead.

New York is the first state to develop a policy that deals with the safety and health aspects faced by VDT operators.

"The policy is a milestone in reversing the process of people having to adjust to machines," CSEA President William L. McGowan said. "Instead, it teaches us how to make the machine adjust to the person."

The first of five regional conferences to implement the new VDT policy took place Jan. 21 at SUNY Buffalo as *The Public Sector* went to press. The keynote speaker for the Buffalo conference was Dr. Inger Williams, an expert on the subject from Pittsford, N.Y.

Developed by the Center for Women in Government, an arm of the State University of New York at Albany, the conferences are sponsored by the New York State/CSEA Safety and Health Maintenance Committee.

GOER Director Elizabeth D. Moore noted that the state is committed to the health, safety and comfort of the workforce.

"These conferences are part of a statewide program of briefings and training sessions dedicated to the automation of the office work site," she said. "The policy means that computer terminal operators will work in a safer, more comfortable environment."

The conferences will provide participants



THE FILM VERSION — CSEA President William L. McGowan and GOER Director Elizabeth D. Moore take part in the taping of a video to help inform state-employed VDT operators about the new state VDT policy.

with information as well as strategies for implementing changes within state agencies.

"The policy is a milestone in reversing the process of people having to adjust to machines."

Get the facts on VDTs

"Employees & VDTs: Finding a Comfortable Fit" is a handy reference guide for VDT operators. It is packed with suggestions that can help take the stress out of long hours at workstations.

For a free copy of the pamphlet, published by the Clerical & Secretarial Employee Advancement Program (CSEAP), just fill out the application below.

Mail requests to:

Linda Sage
CSEA Headquarters
143 Washington Avenue
Albany, N.Y. 12224

YES! Please send me a copy of CSEAP's "Employees & VDTs: Finding a Comfortable Fit."

Name _____

Address _____

City _____ N.Y. _____ Zip code _____

Local _____

CONFERENCE SCHEDULE

ALBANY:

Tuesday, Jan. 26: SUNY Albany
Wednesday, Jan. 27: SUNY Albany
Uptown Campus, Assembly Hall,
Campus Center
Speaker: Dr. Suzanne H. Rodgers of
Rochester

NEW YORK CITY:

Wednesday, Feb. 10: Hunter College
School of Health Sciences
440 E. 26th Street
Speaker: Dr. Margareta Nordin,
director of Occupational and
Orthopedic Center, Orthopedic
Institute, Hospital for Joint Diseases

BINGHAMTON:

Tuesday, Feb. 23: SUNY Binghamton
Campus Center
Speaker: Manny Halperen,
Hospital for Joint Diseases

All conferences are scheduled to begin at 9 a.m.



ANDY PATTIE
Putnam County Local 840
Region III

"I would ask him what he plans to do about the homeless and suggest laws that would mandate that communities provide housing for their homeless instead of shipping them to other counties."

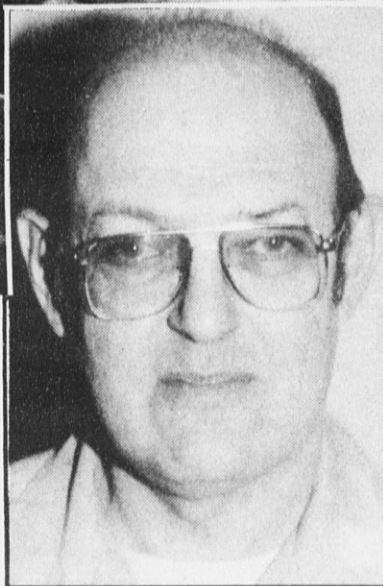
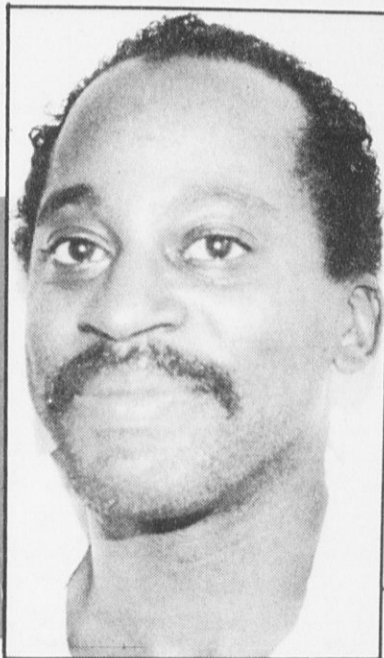


WENDY REGER
Wyoming Correctional
Facility Local 178
Region VI

"I'd ask him to run for president. I think he's great. He's done a lot for the state and for public employees. He's one of my heroes."

CHARLES CUMMINGS
Creedmore Psychiatric
Center Local 406
Region II

"All our state maintenance staff are grossly underpaid compared to New York City and federal workers doing the same jobs. It takes us 4 or 5 years to get to their pay scale. That's why we have such a high turn-over and why many qualified people don't want to work for the state."



ROY ABBOTT
SUNY College at Oswego
Local 611
Region V

"I would invite him to come out to central and northern New York to talk to the average working person and get the 'true' picture of what it's like to live on \$10,000 to \$15,000 per year."

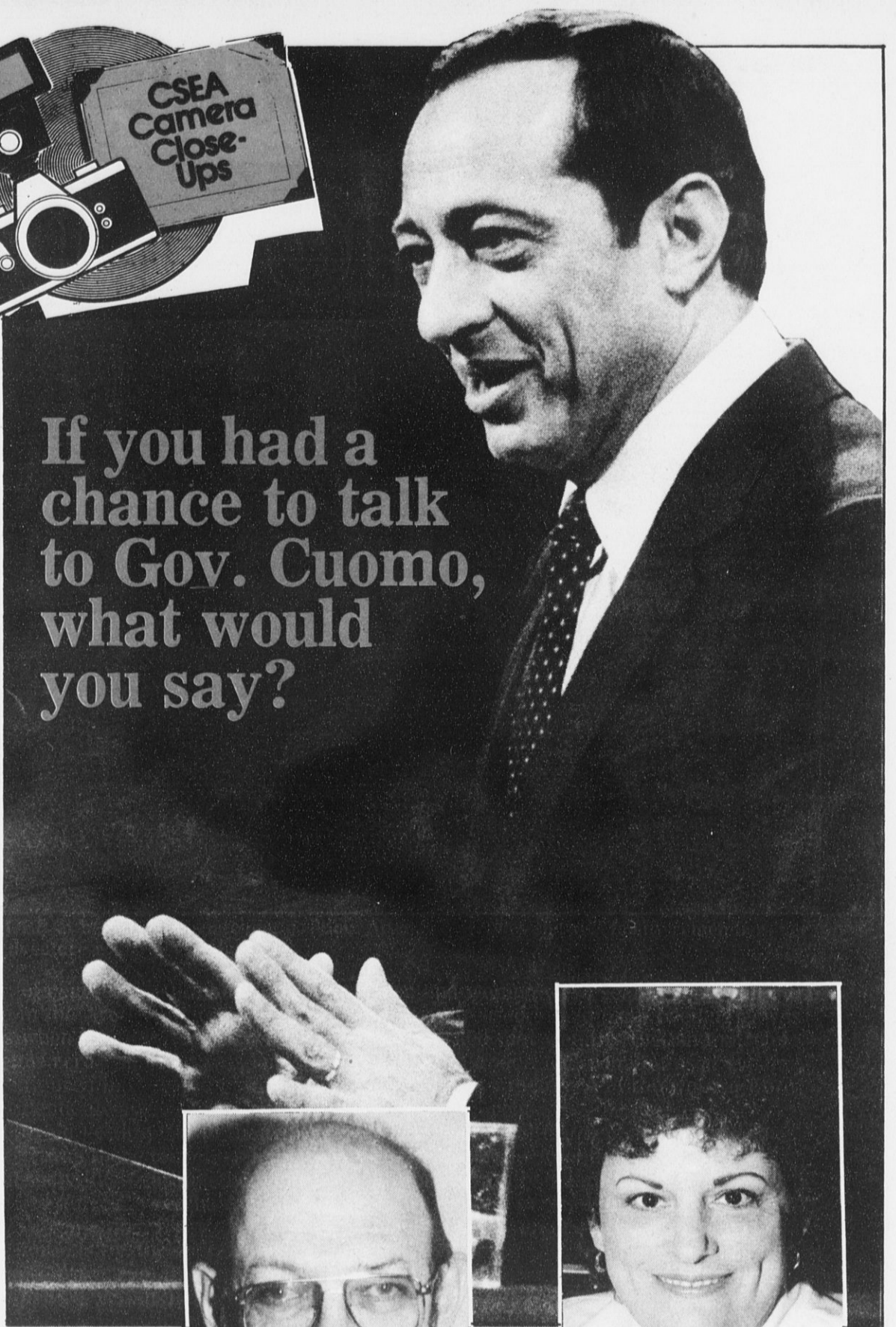


ROSALIE A. CLEARY
Suffolk County Local 852
Region I

"I would tell him I think he's doing a great job, especially with the education of the children. He believes in working with them young in an effort to give them the best possible education."



If you had a chance to talk to Gov. Cuomo, what would you say?



THE GARBAGE MESS



We have to be certain the solutions don't stink also

There's a major crisis facing New Yorkers — so major that Gov. Mario Cuomo devoted a substantial segment of his State of The State message to the subject earlier this month.

To the governor and experts working on the problem, it's a "solid waste management" crisis. To the layperson, we have too much garbage — we generate 50,000 tons of solid waste garbage every day in New York state — and need to develop more effective methods of disposing of it.

CSEA, anticipating a rush by governments in search of new ways of dealing with waste disposal problems, has placed itself on a higher level of alert to prevent its interests and the best interests of the public from being trampled, says CSEA Deputy Director for Local Government Ronald W. King.

Right now nearly 85 percent of this enormous amount of garbage is carted to municipal landfills, where public employees, for the most part, toil to cover over the mess we all help create. Some communities, seeking to escape the mounting piles and problems of garbage disposal, have already succumbed to the temptation of "contracting out" their garbage services to private contractors. These efforts have proved costly in terms of municipal budgets and loss of public employee jobs and ineffective in resolving the problem itself.

"Clearly, local government waste disposal practices will change," says King. "They will shift away from landfilling and toward waste reduction programs, more effective recycling projects and energy recovery systems. I believe we will see more private

sector involvement than ever."

Which is why, King says, CSEA has adopted a wary vigilance of the expanded public/private partnership being proposed to deal with the waste disposal problem.

"We want to be certain that the public's best interests are served as municipalities shift to different methods of waste management," King emphasizes. "Whatever form it takes, waste management will still be a public service responsibility accountable to the taxpayer and resident. We're talking long-range public policy here, and solid input from CSEA is in the public interest. Experience shows that public services are best provided by public employees, and this will be no exception."

That does not mean, King points out, that arrangements cannot be negotiated as the inevitable public/private partnership expands.

"What's best for the public and what's best for our people — that's our concern. We're willing to cooperate on solutions for the garbage crisis, but we'll never allow our input to be excluded on an issue of such magnitude," King says.

He asks that CSEA officials and members in towns, villages and cities across New York state monitor their local governments for activity related to waste management, particularly signs of change.

"CSEA members are working in hundreds of waste management sites across the state. Most of them are landfill operations, but most of those will be filled and closed within the next few years. That means changes will be necessary, and we need to be ready to deal with them site by site," King says.

PARTNERSHIP IN SOLID WASTE MANAGEMENT

The dismal voyage of the infamous waste disposal barge, *Mohr*, provided an unpleasant reminder for New Yorkers and the nation that a solid waste management crisis confronts us all.

I am confident that we can rise to this new challenge. In their support for programs for clean water and air and for the safe handling and disposal of hazardous materials, New Yorkers have demonstrated their constant concern for the fragile biosphere in which we live. Solid waste management will be the next chapter in New York's continuing enhancement and protection of the environment. To succeed, I believe the State must take a new and more aggressive role. We must forge a vigorous partnership with federal and local governments, the public sector with the private sector — and recognize that we must all be part of any intelligent solution.

We must resist the inclination to pursue quick fixes or superficial solutions that only exacerbate our problems in the long run. We must also resist the politically popular temptation simply to throw more money at the problem, as some have already proposed. We must join together. Democrats and Republicans, at all levels of government to develop environmentally sound and fiscally prudent programs that address all aspects of solid waste management.

EXCERPT from Gov. Cuomo's State of the State message to members of the state Legislature on Jan. 6.

He warns that while a more cooperative approach to a public/private partnership is being called for, some municipalities may still attempt a fast-fix solution through straight contracting out despite its costly short-comings. All the more reason for CSEA members to be alert, he says.

"We're not going to accept management scapegoating of public services and public employees as an excuse for municipalities to contract out their responsibilities for waste management," King says. "Contracting out in such instances would be mismanagement on their part, and on our part if we allowed it to happen."

Local gives \$2,000



Cheryl Waligory

WATERTOWN — The members of Black River Valley State Employees CSEA Local 015 have plenty to be proud of as they again present scholarships.

Over the years, the local has helped scores of members children pay for their education. Scholarship Committee Chairperson Terry Williams recently announced the two most recent winners, Laurie Schleher and Cheryl Waligory, who each received \$1,000 awards.

"It is a pleasure to announce the winners and know our combined effort is helping two deserving students toward their chosen careers," Williams said.

The committee selections were made after careful evaluation of all candidates and were based on academic achievements, community activities and financial need.

LAURIE SCHLEHER, the daughter of Mr. and Mrs. Daniel Schleher of Clayton, graduated from Thousand Islands Central School and participated in school bands, choir and sports teams. She also provided volunteer art work for community organizations. She attends Jefferson County Community College.

Her father, an 18-year veteran of state service, is a supervisor for the state Department of Transportation (DOT) in Watertown.

CHERYL WALIGORY, the daughter of Mr. and Mrs. Bernard Waligory of Lowville, graduated with honors from Lowville Academy while studying mathematics, science and art. She was involved in the swim team, yearbook and the school play. She is studying graphic design at Rochester Institute of Technology.

Her father is a state DOT highway maintenance supervisor in Lowville.



Laurie Schleher

PERB offers new mediation service

ALBANY — CSEA officials say they welcome a new pilot program from the Public Employment Relations Board (PERB) designed to as an alternative to the complicated and expensive mediation and arbitration process for public employees.

"It looks good," said Frank Martello, administrative director of CSEA's field operations. "I hope we can participate in it."

The new program, currently offered in the Albany area, combines the mediation and arbitration processes using a PERB staff member instead of independent mediators. It is designed to achieve quicker and less costly solutions to labor disputes.

The PERB staffer would first attempt to mediate a solution and, if unsuccessful, render an arbitration decision.

The process would cost labor and management \$50 each, rather than several hundred dollars for an independent mediator. In addition, the PERB staffer would be able to complete the process much more quickly, according to PERB



Chairman Harold R. Newman.

"The process permits quick, inexpensive resolution of grievances by a neutral third party," he said.

CSEA Deputy Director for Local Government Ronald W. King also said the program could well benefit the union and its members.

"It looks like a good program," he said.

"We have some questions about practical applications, but it looks good."

The new program will initially be available only through PERB's Albany office and those involved will be encouraged to have their cases heard there. At the discretion of the director, staff members may be permitted to travel within a 60-mile radius of Albany.

Empire suit dismissed

ALBANY — A decision by state Supreme Court Justice Harold J. Hughes will allow the premium increase for the participants in the Empire Plan to go into effect.

CSEA and other public employee unions joined with the state AFL-CIO in challenging the legality of the 60 percent rate boost.

"We are not happy with the decision," said CSEA President William L. McGowan. He also noted that, in his decision, Judge Hughes stated "Public employee unions can negotiate for better protection against surprise rate increases."

"We will certainly consider that in current contract negotiations with the state," McGowan said.

Lawyers are currently examining the decision to decide whether to appeal the ruling.

AFSCME women's conference to be conducted in March

WASHINGTON — The rescheduling of the AFSCME Women's Conference from January to March has allowed more people to attend, according to CSEA statewide Secretary Irene Carr.

"A number of people were concerned about traveling during the winter," said Carr, who is also on the National Women's Advisory Committee. "They are more comfortable with the March date."

The conference, set for March 11 through 13 at the Hyatt Regency in Atlanta, will include a variety of speakers and workshops on issues important to women in the workforce.

Those people who made travel arrangements for the January conference dates and have had difficulty in obtaining reimbursements should contact Diana Rock at AFSCME headquarters for assistance. Her telephone number is (202)429-5097.



AFSCME's Campaign '88 & supercollider collision

WASHINGTON — AFSCME is taking the lead to show Democratic and Republican presidential candidates the importance of government involvement in communities.

The 1.1 million-member union, CSEA's international affiliate, has kicked off a yearlong, \$1.2 million television advertising campaign to ensure that the candidates see government and government services in a positive light.

The kickoff consists of two 30-second commercials aired in four of the first caucus and primary states. The commercials, costing \$250,000, are carried by nearly two dozen television stations.

The AFSCME commercials went on the air in Iowa on Jan. 18, three weeks before the state's Presidential caucuses. The commercials will also run in New Hampshire, Maine



McEntee

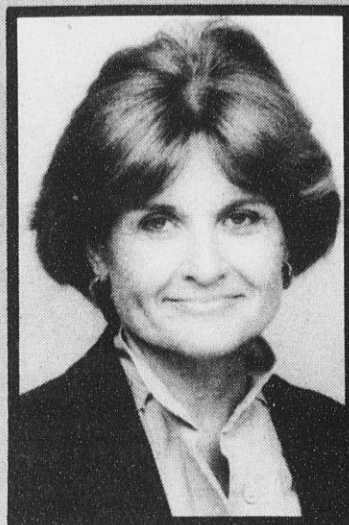
and Minnesota several weeks prior to primaries and caucuses there.

"We want to see prospective Presidential candidates talking about using government as a problem-solver to improve the quality of life in local communities," said AFSCME President Gerald McEntee. "Our own polls show that the average taxpayer wants an activist government to protect our environment, educate our children, care for the elderly and increase economic opportunity for all Americans."

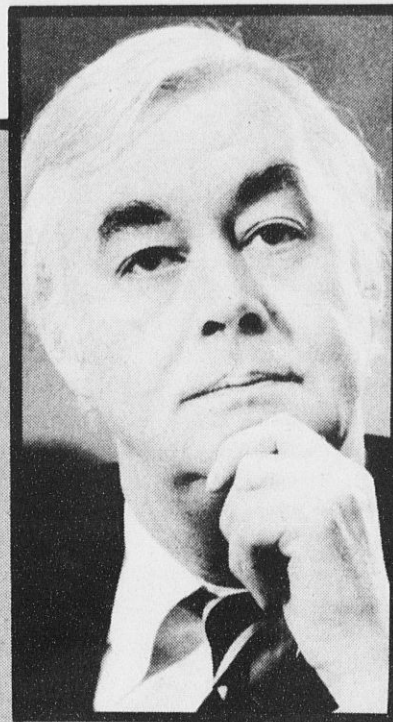
The AFSCME TV spots, with the tagline "America, It's Time For New Priorities," focus on the lack of government programs to ensure clean drinking water and the lack of adequate government services to care for the elderly.

"The 1988 Presidential campaign will address emerging issues in which government can play a vital, sometimes pivotal role," McEntee said. "The ads are the antithesis of President Reagan's 1980 campaign slogan that 'government is part of the problem and not part of the solution.' AFSCME believes that people will support government programs which have a direct, positive impact on their own local community."

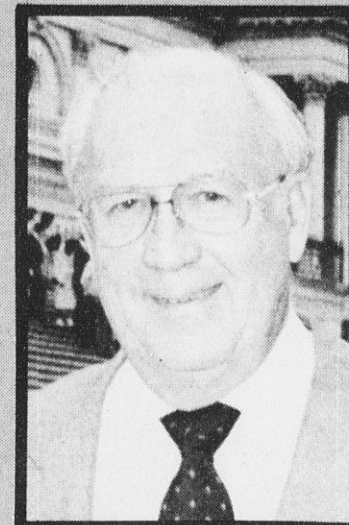
AFSCME's TV advertising is the largest "issues" campaign undertaken so far for the upcoming Presidential election. In May and June of last year, AFSCME placed similar advertising in numerous primary and caucus states, plus the hometowns of all the declared Democratic Presidential candidates.



Slaughter



Moynihan — Sandbagged the Gov.?



Horton

SUPERCOLLIDER

New York's withdrawal from consideration for the federal Department of Energy's \$4.4 billion supercollider project is almost as controversial as the proposal itself.

The project — a huge atom smasher — is expected to create about 2,500 jobs and bring enormous scientific prestige to the community where it is ultimately located.

Originally, New York proposed three locations — one in the Hudson Valley, one near Malone in the North Country, and the third near Rochester. Only the Rochester site was still in the running when New York's withdrawal was requested. The withdrawal was prompted by fierce local resistance to the plan. Opponents claim that there is very little straight talk about exactly what a supercollider is.

But the way in which New York withdrew creates some interesting questions about relations between three of New York's top Democrats. New York Gov. Mario Cuomo requested that the Rochester site be removed from consideration after learning that U.S. Sen. Daniel Patrick Moynihan (D) decided not to support the proposal any more. Moynihan claims he acted because of opposition from Rep. Louise Slaughter (D-Rochester) and Rep. Frank Horton (R-Rochester).

But it is unclear whether Moynihan signaled his switch to Cuomo or Lt. Governor Stan Lundine, who had overseen the state's involvement in the site selection process, before he acted.

The usually easy-going Lundine had uncharacteristically terse comments when

caught by surprise by reporters' questions on Moynihan's about-face.

EDITORIAL INCONSISTENCY

AFSCME's Legislative Department recently picked up a curious inconsistency in two editorials by the New York Times.

One called for a greater use of prison inmate labor by private business with the expectation that inmates would be paid at the standard wages for the area and industry.

The second, while generally supportive of welfare reform with AFSCME-backed provisions such as child-care, education programs and health insurance, criticized provisions that would allow recipients to reject workfare jobs paying less than the standard wage.

AFSCME would like to know why it is appropriate for inmates — convicted criminals — to earn the standard wage but not welfare recipients.

IRS GIVES BREAK

Believe it or not, there was some good news to report from the Internal Revenue Service at year's end!

Remember last year when they issued those new "simpler" tax withholding forms that even accountants couldn't figure out? Remember also how they threatened that failure to fill them out properly would result in severe penalties?

Then remember how they introduced an even newer, even "simpler" form?

Well, because of all the confusion they caused, the IRS now says that no one will be fined over the withholding forms this year.

But don't get too excited, you still have to file your 1987 tax returns by April 15.

ICE-BULL



First winner!

Maureen Luci, daughter of Patrick and Louise Luci, a member of the Montgomery County Office Building Unit of CSEA Local 829, recently was named the first recipient of a \$500 scholarship award offered by the unit.

Luci, a graduate of Amsterdam High School, is a sophomore majoring in accounting at Utica College of Syracuse University. Her mother is employed by the county Department of Social Services.

Pictured during warmer weather from left, are mother and daughter, Unit President Rita Giuffre and Region IV Vice President Lou Altieri.

This, that

AND THE OTHER THING

If you have an item of interest for *This, That & the other thing*, bring it to the attention of your CSEA regional communications associate. Their phone numbers are listed on page 2.

Cosby's competition

Thursday night television viewers in the Capital District recently had the option of tuning in to the top-rated *Cosby Show* or switching the dial to public TV to see CSEA Director of Occupational Safety and Health James Corcoran discuss indoor air pollution.



We won't tell you who garnered more viewers, but during the panel discussion, Corcoran did say that air quality, including asbestos problems, is the most frequent cause of CSEA safety and health complaints.

But more on that in future editions.

Extra! Extra!



Smiles at press time are the order of the day for newsletter staff members of SUNY Cortland CSEA Local 605. Proudly exhibiting their fourth edition of *The CSEA Union Express* are, front row, left to right, Sharon Baker, Editor Willis Streeter, Joe Garvey and Jean Brown. Second row, Ken Smith, Steve Lundberg, Local 605 President Bill Powers, and Pat Stack. Judging by the positive response from CSEA members, Streeter says: "We're on the right track."

Ungrapeful

There's another victory to report in the CSEA-backed United Farm Workers' boycott of California Table grapes.

The Auxiliary Services Board of Directors, which runs the food service at SUNY Cortland, recently agreed to ban the use of California grapes in student cafeterias as well as meetings and conferences on the campus.



... Tainted

CSEA's Board endorsed the boycott in 1986 and since then many locals have taken up the cause.

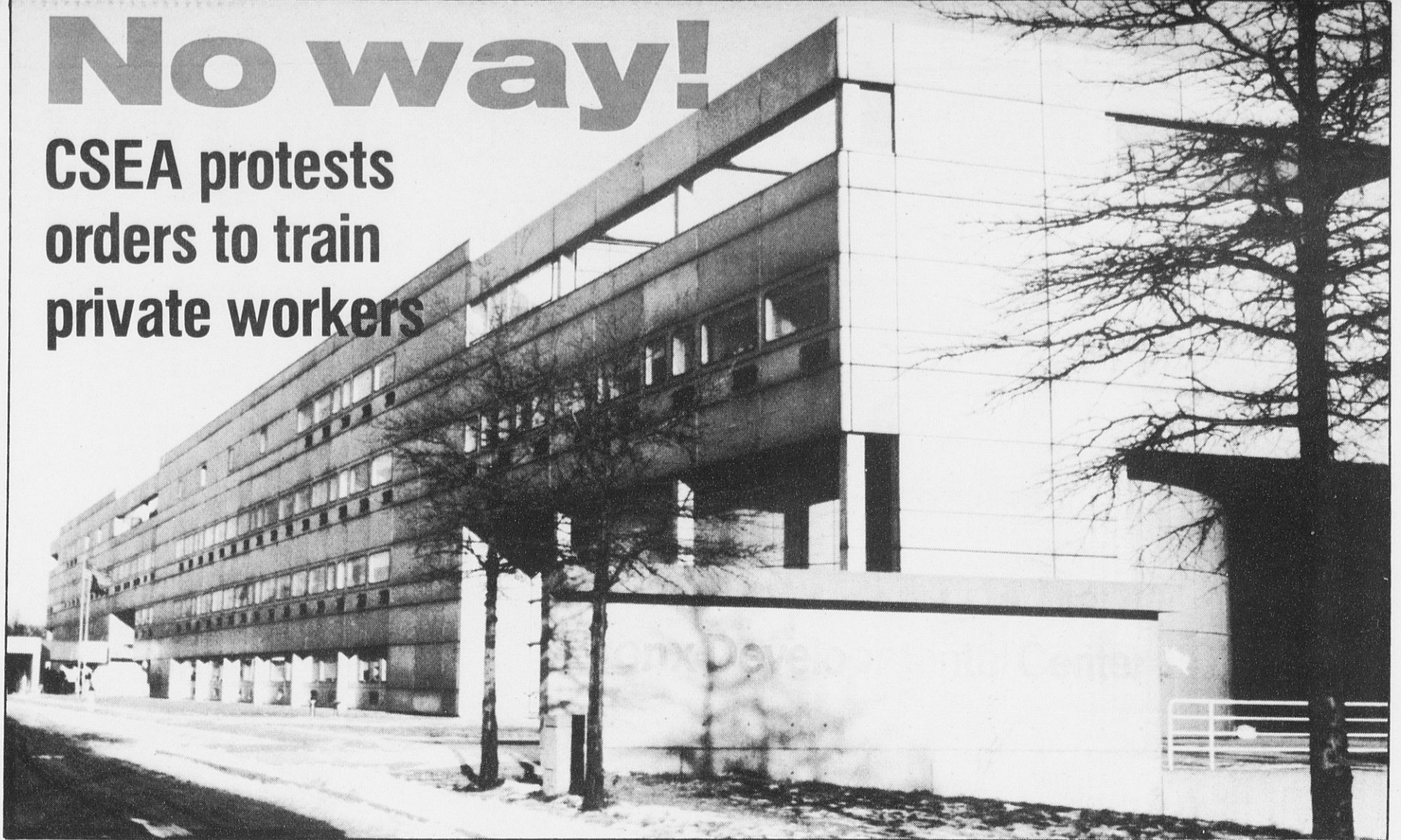
This action at Cortland stems from efforts by a committee comprised of CSEA and other union members, students and faculty. UFW President Cesar Chavez visited the campus in 1986 to discuss the irresponsible use of pesticides by California grape growers and the health risk it creates for farmworkers and consumers.



Members of the CSEA SUNY Health Science Center/Downstate Medical Center Local 646 with more than 20 years service, bask in the glow of recognition by the administration for their dedicated work.

No way!

CSEA protests orders to train private workers



By Lilly Gioia
CSEA Communications Associate

BRONX — Furious CSEA Local 401 leaders recently faced off with Bronx Developmental Center management, condemning orders that direct therapy aides to train and monitor private agency employees at St. Christopher's retarded children center, based on facility grounds.

Immediately firing a slap shot at the policy, CSEA filed Improper Practice (IP) charges with the Public Employment Relations Board (PERB) contending that it is not within the assigned duties of state workers to supervise and work at a private agency.

"I don't think it's our job to monitor and train the people coming in from private industry to take our jobs away," said Region II President George Boncoraglio, referring to Commissioner Arthur Webb's ill-conceived plan to close Bronx Developmental Center, Manhattan Developmental Center and four other facilities caring for retarded clients across the state by 1991.

"When you're finished training and somebody walks up to you and says, thanks, you're fired, that's the ultimate insult," Boncoraglio added.



AT ST. CHRISTOPHER'S CENTER at Bronx Developmental Center, Region II President George Boncoraglio, right, meets with CSEA members asked to train private employees. With him are, from left, Therapy Aide Bruce Baisi, CSEA Local 401 First Vice President Ed Gray and Local 401 President George Austin.

"I don't think we should have to work at St. Christopher's because they are a private agency," commented Rosalind Petersen, the first CSEA member ordered to cover the private operation. "I was just told that St. Christopher's was declared an emergency situation and that we were responsible because they are in our building."

Field Representative Bart Brier said CSEA is investigating allegations that a multitude of safety violations were uncovered at St. Christopher's during a recent inspection, and that taxpayers' money may now be earmarked to pay for even more in-service training for St. Christopher's personnel using the Bronx Developmental Center Education and Training Department staff.

A 24-bed unit for retarded children under age 10, St. Christopher's has 60 days in which to correct more than 200 pages of deficiencies or face possible takeover, CSEA has learned.

Bruce Baisi, a therapy aide for more than eight years and a CSEA member assigned to "monitor" the private agency services, said, after first-hand involvement, "the state definitely does a better job in patient care than private agencies."

Local 401 President George Austin assailed the management directive to pull CSEA members from their regular work locations into St. Christopher's because it worsens understaffing problems at Bronx Developmental Center by placing added strain on the CSEA members who are left short-handed on state units.

"We are the ones who are really paying the cost of all this," he bitterly complained.

President Boncoraglio told rank and file members on a recent facility visit that the problems at St. Christopher's demonstrate the inability of many private agencies to deliver the quality care the retarded must have.

"This is just a further indictment of the Office of Mental Retardation's abandoning the mentally retarded to ill-equipped, poorly trained private groups who need a lot more than good intentions to cope with the severe handicaps of the developmentally disabled," he said. "There is no substitute for the experience and professionalism within the state mental health work force."

"When you're finished training and somebody walks up to you and says, thanks, you're fired, that's the ultimate insult."