

THE PUBLIC SECTOR



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Buried alive!

See page 3

What tax cuts?

PRESIDENT'S MESSAGE CSEA PRESIDENT JOE McDERMOTT



EDITOR'S NOTE: The following article detailing concerns about the proposed state budget was written by CSEA President Joe McDermott. The article was published on the editorial and opinion pages of a number of major newspapers throughout New York state.

The debate over the proposed state budget has as much to do with logic as with money. And logic is sorely lacking right now.

Logically, a deficit means we must look closely at our spending. But logic also demands we look closely at the source of the deficit. Clearly, the source of the projected 1989 and 1990 deficits lies not with excessive spending, but with reduced revenue. Simply, New York state does not have enough money coming in to maintain the vital services and aid to local government that are the responsibility of state government.

The so-called tax cuts included in the proposal are tax cuts for those with high income; low- and middle-income wage earners actually face tax increases. And the shift of the tax burden to local governments certainly means higher local property taxes and reduced services. These issues alone call into question the wisdom of the budget proposal.

Granted, I have a great interest in the outcome of the budget battle. I am president of the state's largest public employee union, representing more than 250,000 people. These are the people who maintain your bridges and roads, support educational services in schools and the state university system, care for the mentally ill and mentally retarded, process license applications, provide social services — in short, the people who keep the state and its many subdivisions functioning. We are your friends, your neighbors, your co-workers. We are as much the State of New York as anyone.

But I will not protest the proposed budget and tax cuts simply based on the interest of the CSEA and its members. I protest on the basis of reason and common sense. We have studied this proposal in detail and are convinced this budget is a house built

on a flawed foundation. Unless we rebuild from the foundation up, the family of New York will live in a home which could collapse on all of us.

We contend that spending is not out of control; the so-called tax cut program is.

Dozens of organizations, from those representing employees to those defending children, have spoken in unison against the real pain the proposed budget will inflict on wage earners, property tax payers, tenants, school children, the mentally ill, and others. These voices speak for the majority of New Yorkers. These voices, armed with facts and logic, must speak into the wind of government rhetoric. These voices must be heard.

Let me address the misinformation being circulated about the proposed budget.

• First, the next phase of the so-called tax cuts will not put more money into the pockets of the low- and middle-income wage earners. The first two years of the tax cut accomplished that goal. These people now are paying less in taxes, and some on the lower end of the scale are off the tax rolls completely. But the next two years' cuts work against that goal.

Those on the lower end of the tax schedule now are paying a tax rate of 3 percent; by the end of the tax cut program, they will be paying a 5 percent rate. On top of that, they lose household credits which primarily benefit low-income families. In short, the remaining tax cuts will take more money away from the people who need it most.

Compare that to the tax reduction of 5.4 percent for people making \$72,000 a year. Those making \$125,000 a year will get a reduction of 10.6 percent; those making \$260,000 a year, a reduction of 13.5 percent. A worker making \$24,000 a year faces a tax increase of 14.3 percent.

Explain the logic of the tax cuts to that worker.

• Second, the assumption that the tax cuts are essential to keeping or attracting business to the state is equally flawed. The attempt to shift the tax burden from the state to local government means higher property taxes, reduced services, or both. Cuts in aid to school districts may mean layoffs and cuts in programs. Businesses are interested in the quality of life a community provides for its employees. This attempt to juggle red ink means the quality of life all over the state will suffer.

Local governments will struggle to meet expensive state mandates. Workers will be laid off and put on welfare rolls. Where is the savings in that?

What about our investment in children? Money spent on day care and early childhood education brings returns far out of proportion to the initial investment. What savings are there in cutting such a valuable instrument?

And what business will want to relocate in a community that has poor services for the children of its employees? Poor roads from lack of money and workers to maintain them? High property taxes needed to provide services? Logic leads one to think the tax cuts would drive business out of the state, rather than attract it.

• Third, state leaders must realize the family of New York can only tighten its belt so far. Spending must be closely examined, not indiscriminately cut.

The growth of state spending has been compared to the rate of inflation, and state spending has exceeded that measure. The inflation rate is a completely unrealistic measure for determining the needed level of state services. The inflation rate as measured by the Consumer Price Index is a measure of the cost of a market basket of goods and services purchased by households. Governments do not buy the same market basket as a household. Government pays for roads, bridges, corrections services and toxic waste cleanups.

Governments also pay for health care services on a large scale, services whose costs have risen much faster than other goods. Look at the AIDS and drug crises. One-quarter of all AIDS patients live in New York state, straining our health care system. The explosion of illegal drug use, especially crack, is overwhelming our law enforcement system, courts and prisons.

In spite of those increased needs, state spending as a percentage of personal income has remained nearly constant. The cost of maintaining the current level of state services would again require the same percentage of personal income.

Logic demands that we look at the reality of the needs of our citizens — all our citizens — when we determine whether to implement the proposed state budget and go through with ill-advised tax cuts.

CSEA calls on the state Legislature to consider carefully the proposed budget, calling on its own resources of reason and common sense. Freezing income tax rates at the 1988 level is a logical first step to meeting the budget challenge. And logic is what New York state really needs.

MOVED?

If you've moved recently, or plan to move in the near future, it's very important, to you and CSEA, that you notify the union of your new address immediately. Use this form for your convenience.

CHANGE OF ADDRESS

Name _____ Social Security No. _____

MY OLD ADDRESS WAS:

Street _____
City _____ State _____ ZIP _____

MY NEW ADDRESS IS:

Street _____
City _____ State _____ ZIP _____

My employer is: _____

My work location is: _____

I am a member of CSEA Local _____

MAIL TO: Civil Service Employees Association
Attn: Membership Department
143 Washington Avenue
Albany, New York 12210

April 7 deadline for filing Board petitions

Friday, April 7, is the deadline for filing nominating petitions by CSEA members seeking to become candidates for membership on CSEA's statewide Board of Directors. Petitions must be received by 5 p.m. on April 7 at CSEA Headquarters in Albany.

All 106 seats on the Board are up for election this year.

A drawing for position on the ballots for candidates who qualify will be held at 11

a.m. Monday, April 24, at CSEA Headquarters. Candidates or their authorized proxies may attend that drawing.

Ballots will be mailed out to eligible CSEA members on May 15. The deadline for returning ballots is 8 a.m. June 12. Ballots will be counted and results of the election of Board members will be announced the same day.

THE PUBLIC SECTOR UNION YES

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MICHAEL P. MORAN Publisher
ROGER A. COLE Editor
KATHLEEN DALY Associate Editor

STANLEY HORNAK Asst. Dir. of Communications

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

COMMUNICATION ASSOCIATES

SHERYL CARLIN Region I
(516) 273-2280
LILLY GIOIA Region II
(212) 514-9200
ANITA MANLEY Region III
(914) 896-8180
DAN CAMPBELL Region IV
(518) 489-5424
Region V
(315) 451-6330

RON WOFFORD Region VI
(716) 886-0391
STEPHEN MADARASZ Headquarters
(518) 434-0191



Workplace danger

Excavation “accidents” continue

By Stephen Madarasz
CSEA Communications Associate

MORRISVILLE — The danger of working in an excavation without appropriate safety measures has become apparent to CSEA members once again with near tragic results.

Richard Jones, 55, a 25-year employee of SUNY at Morrisville and member of CSEA Local 609, suffered a broken collar bone, cracked ribs and dirt in his lungs when he was nearly buried alive after the excavation where he was working collapsed.

Co-workers and the local fire department dug out his head and placed an oxygen mask on him while they spent almost an hour digging him out completely.

At press time, Jones was back in the hospital with a blood clot in his leg.

The excavation where Jones was working to repair a water main, was not properly shored. A Department of Labor investigation cited the college for 10 safety and health violations stemming from the accident.

“The SUNY Morrisville administration is taking the position that this accident was ‘unavoidable’ said CSEA Region V President Jim Moore, who visited the worksite the day after the incident. “Well that’s nonsense — they were in violation of the law and certainly weren’t giving safety any priority.

McDermott urges action

Because two of these recent excavation accidents took place on SUNY campuses, CSEA President Joe McDermott has written to SUNY Chancellor Bruce Johnstone urging strong action.

Specifically, McDermott called on the chancellor to issue a system-wide message to administrators reminding them that safety and health procedures must be a part of standard operations at all time.

Additionally, he invited the chancellor to join with CSEA and other labor organizations in observing Worker Memorial Day on April 28. CSEA and other groups will conduct a variety of activities to honor workers killed or seriously injured on the job and to raise awareness about workplace safety issues.



DANGER CONTINUES — Just hours after the excavation collapse that nearly claimed the life of CSEA member Richard Jones at SUNY Morrisville, unsafe conditions remained at the accident site. You can see how close the machine is to the edge of the pit with just a piece of wood to hold it back. The Department of Labor inspector told the operator to move away from the bank. This photo was taken after the inspector left the area. The man standing by the machine is a supervisor, not a CSEA member. The machine operator is a private contractor.

If they had then the accident could have been prevented.”

CSEA Local President Mary Lou Wasilewski agreed. “Speed in getting the job done usually gets more consideration than safety,” she said. Wasilewski met with the college president following the accident to discuss the need for active labor/management safety involvement.

In the meantime, CSEA is reissuing its warning to all members not to enter excavations unless they have been properly shored and all safety procedures are followed. The union is particularly concerned because this is the third incident of its kind in recent months where a member has been seriously injured.

Last August SUNY Oswego CSEA Local 611 member John Sawyer lost his lower left arm and three fingers from his right hand in an accident frighteningly similar to the ditch collapse at SUNY Morrisville.

In January, two operational members at Letchworth Village Developmental Center sustained injuries in another incident. Freddy Taylor, a senior plant filter operator was buried up to his neck and suffered two broken ribs, a bruised foot and cut eyelid. Maintenance Assistant Kevin Phillips was partially buried.

In both instances the Labor Department issued health and safety citations.

“There’s no reason why these accidents keep happening,” said CSEA President Joe McDermott. “Management has to take the responsibility for ensuring that safety procedures are followed. No one has the right to take risks with people’s lives.”

CSEA is advising its members not to enter ditches, trenches or excavation if they have doubts about their safety. Instead, members

should immediately contact their CSEA shop steward, local president or CSEA representative. They will contact the CSEA regional office for action.

There’s no excuse for ignoring the safety regulations

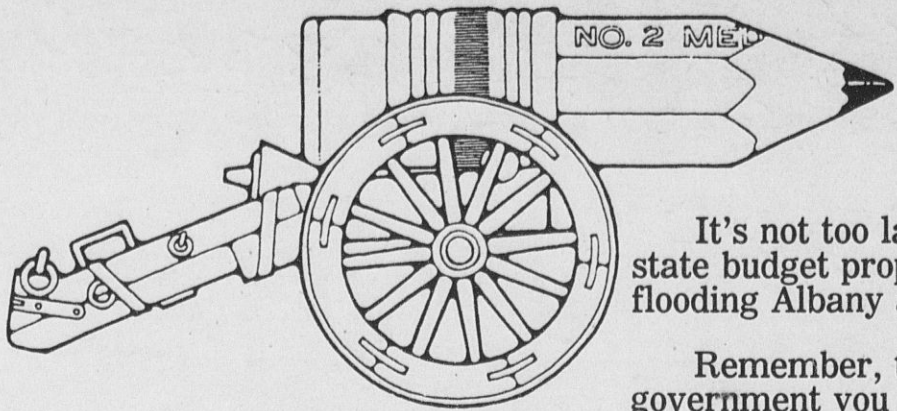
“There is no excuse for requiring people to work in unsafe trenches or excavations,” says CSEA Occupational Safety and Health Director Jim Corcoran.

Corcoran says Occupational Safety and Health Administration (OSHA) standards are very specific concerning requirements for shoring trenches, ditches and excavations.

“Anyone who supervises such operations must be familiar with and enforce those regulations,” he says.

According to Chapter XVII, Part 1926, Subpart P of Title 29 Labor, *Code of Federal Regulations*, “Banks more than 5 feet high shall be shored, laid back to a stable slope, or some other equivalent means of protection shall be provided where employees may be exposed to moving ground or cave-ins.” The requirements also state “Sides of trenches in unstable or soft material, 5 feet or more in depth, shall be shored, sheeted, braced, sloped or otherwise supported by means of sufficient strength to protect the employees working within them.”

CSEA says employees were working in a 10- to 12-foot deep excavation without any shoring or other protective measures at the time of the cave-in on the SUNY Oswego campus.



Write now!

It's not too late to write your legislators to let them know you oppose the state budget proposal for 1989-90. Letters from concerned CSEA members are flooding Albany and can only make an impact.

Remember, the state budget affects you no matter what level of government you work for. Cuts to local governments and school districts could affect your job and will certainly mean higher property taxes. So write today!

Below are more excerpts of letters your fellow CSEA members have written. Now it's your turn!

There has been talk about layoffs in the state division and local government and reductions in services to the family of New York to help balance the budget. We cannot be short-sighted in our approach to the revenue shortfalls . . . The benefits from the 1989-90 tax cuts benefit mainly the wealthy. Please let's not be penny wise and pound foolish.
—Mary Cartwright of York

(Gov. Cuomo) also proposes to balance the budget on the backs of municipal governments, which will inevitably mean increases in local property taxes. As a resident of Levittown, do I need to tell you that we already received a staggering increase in school and general taxes for the current year?
—Marilyn J. Patterson of Levittown, employee of Nassau County Youth Board

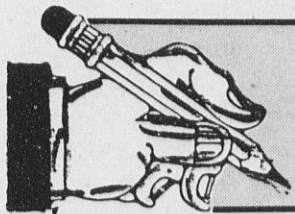
Washington County, having a large number of constituents in the Department of Corrections and the Wilton Developmental Center, whose quality of life will be undoubtedly adversely affected, has a personal interest in this budget. Loss of jobs will mean loss of homes, uprooting and relocation of families, loss of medical care and eventually an increase in the county Social Services welfare rolls . . .
—Mary Meade of Hudson Falls, a CSEA political action liaison

It is most important for the tax cuts to be eliminated in this budget. My family, friends, neighbors and fellow public employees cannot afford to pay the price in increased county and town taxes, nor can we pay the price in increased school taxes.
—Maryjean Nichols of Tonawanda

If we were to cut spending, we fear that there will be a reduction in the level and kind of services New York state residents expect and are used to having. We do not want this to occur. Public employees work for the residents of New York 24 hours a day, seven days a week providing essential services.
—Dale E. King of Syracuse, president of Onondaga Local 834

As an employee of SUNY and as a parent of a state university student I am, of course, most intimately concerned with the budget effects on the entire state university system and the education of our young people. Following on this I am concerned with the effects that further tax cuts and budget deficits will have on the local tax systems because somewhere along the way it is we, the taxpayers who will have to make up for the deficits.
—Nancy L. Olson of Leicester, a member of SUNY Geneseo Local 608

This projected loss of 2,800 positions . . . will severely affect our members who live in East Harlem because it will heighten the unemployment rate. Manhattan Psych Center on Wards Island, which is slated for 200 layoffs, will negatively affect our area because of the physical danger that both our members and citizenry will be in if the psych center is not properly staffed. We all dread another Clara Taylor situation.
—Patricia Metzger of East Harlem



Now it's your turn to write

When writing your legislators to urge that the proposed state budget be revised and income tax rates be frozen at the 1988 level, follow these hints.

1. Identify yourself.
2. State the problem as you see it.
3. Propose a solution — Strongly urge that the third and fourth years of the state income tax cut be eliminated.

4. Request action — Ask your legislator to call on Gov. Cuomo to freeze state taxes at 1988 levels.
5. Ask for a response from your legislator.
6. Send a copy of your letter to:
Joe McDermott
CSEA President
143 Washington Avenue
Albany, New York 12210

To be sure your letters about the state budget and other legislative issues get to your representatives, send them to the following addresses:

New York State Senate
Albany, New York 12247

New York State Assembly
Albany, New York 12248

Waiting, working

CSEA continues its battle to save jobs, services, aid

By Kathleen Daly
Associate Editor

ALBANY — The state Legislature and Gov. Cuomo had not agreed on a budget for the fiscal year that began April 1 as this issue of *The Public Sector* went to press.

CSEA continues its fight against Cuomo's budget proposal.

The proposal, which calls for devastating cuts in aid to schools and local governments, state layoffs and elimination of important programs, also contains ill-advised tax cuts that benefit only the wealthy.

CSEA's position is that the budget crisis is a result of decreased revenues, not excessive spending. Instead of continuing with the so-called tax cuts, the Legislature ought to delay or eliminate them, while seeking new revenue sources.

Miller's support

So far Assembly Speaker Mel Miller is the only leader to recognize that when revenues are insufficient, you don't continue to cut them. He has proposed at least stretching the two-year tax cut out over five years and supports creating new revenue sources.

Gov. Cuomo and Senate Majority Leader Ralph Marino are still in favor of the tax cuts; Cuomo because he thinks spending should be cut and Marino because he believes revenues will be \$339 million more than the budget proposal projects.

"The people who get hurt by this budget won't be Mario Cuomo or Ralph Marino, they will be the ordinary, hard-working people of this state who will end up paying more and getting less," said CSEA President Joe McDermott. "We are not going to let that happen. We can't for our own sake as a union and for the sake of our fellow residents in New York. It's not just a labor issue, it's a quality of life issue."

Who feels the pain

Bearing the burden of those tax cuts will be low- and middle-income wage earners who will actually pay more in income taxes, the people who will pay more in property

"The people who get hurt by this budget won't be Mario Cuomo or Ralph Marino, they will be the ordinary, hard-working people of this state who will end up paying more and getting less."

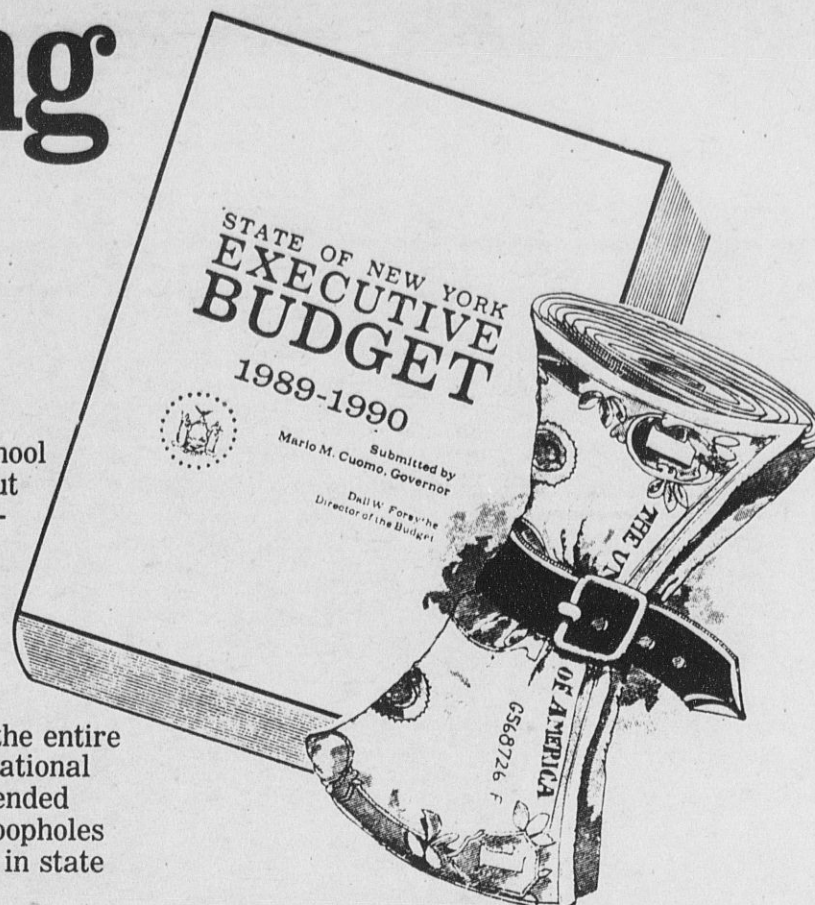
taxes to make up for local and school aid cuts, the people who will be put out of work at all levels of government and, most importantly, the people CSEA members serve — the entire community of New York. (See the president's column on page 2).

While eliminating or delaying the tax cuts won't solve the entire budget crisis, CSEA and its international affiliate, AFSCME, have recommended closing a series of corporate tax loopholes that could generate millions more in state revenue (see adjacent story).

In fighting the budget, CSEA has marshalled its forces by sending hundreds of members into state legislators' district and Albany offices, coordinated a major letter-writing campaign and continued extensive lobbying efforts led by Chief Lobbyist Kenneth Shapiro.

The effort continues

The efforts must continue. Listed below are leaders of state government who need to hear from you. Even if you have already written your own state legislators, write more letters to Senate Majority Leader Ralph Marino, Senate Finance Committee



Chairman Tarky Lombardi and Gov. Cuomo to tell them your concerns about the state budget.

Sen. Ralph Marino
Senate Majority Leader
New York State Senate
Albany, New York 12247

Sen. Tarky Lombardi
New York State Senate
Albany, New York 12247

Gov. Mario Cuomo
State Capitol Bldg.
Albany, New York 12224

Closing loopholes could mean millions

Eliminating the proposed income tax cuts are only one way CSEA has recommended for increasing New York state's revenues.

With its international affiliate, AFSCME, CSEA has proposed a series of corporate tax loophole closers that could generate between \$390 million and \$580 million.

A major solution to the revenue shortfall in New York is making business pay its fair share. Over the last few years, corporations have earned more yet paid less in taxes. According to information released by Gov. Cuomo and Sen. Marino:

- * Corporate profits increased 8.5 percent in 1988 but corporate franchise tax collections for 1988-89 have declined by 1 percent according to the administration budget or declined by 3 percent according to the Senate Finance Committee forecast.
- * Over the last five years, corporate pre-tax profits have increased by 25 percent while corporate franchise tax collections have increased by less than

1 percent according to the administration budget or decreased by 1 percent according to Senate Finance Committee figures.

- * Over the last five years, corporate franchise taxes dropped from 7.5 percent of the state's general fund receipts to 5.5 percent.

Balancing the inequities

In order to make sure business pays its fair share, CSEA and AFSCME have proposed the following tax loophole closers.

- * repeal of the double-weighted receipts factor in corporate allocation formula;
- * repeal of the investment tax credit and employment incentive credit;
- * elimination of the deduction for interest on mergers and acquisitions;
- * enactment of the "throwback rule" for sales in the corporate allocation formula;
- * imposition of a 5 percent tax on international banking facilities;
- * enactment of effective alternative minimum tax on banking; and
- * conformity with the federal corporate minimum tax.

McDermott protests education aid tax

The fight against taxes on employer-provided education assistance continues at the federal level.

CSEA, with its international affiliate, AFSCME, is battling on Capitol Hill to convince Congress to remove the tax on educational benefits. Until January, they were tax exempt.

CSEA President Joe McDermott added his efforts to the fight by sending a letter to each member of Congress expressing CSEA's concern with the tax that unfairly penalizes employees for attempting to improve their careers and their earning power.

McDermott's letter, printed at right, outlines in detail CSEA's concerns about the tax.

I am writing to ask you to help restore the tax-exempt status of employer-sponsored educational assistance programs.

This is an issue that is very important to the CSEA members I represent. Each year we receive nearly 9,000 applications for the Labor Education Action Program (LEAP) which we negotiated with New York State. Even more people take part in tuition reimbursement programs.

Under current law everyone who takes advantage of these programs will incur an additional tax liability. I have already received reports of CSEA members dropping out of these programs because they could not pay the extra tax.

These programs give many workers a chance to advance their career in public service. The programs also help develop a better educated and productive government workforce.

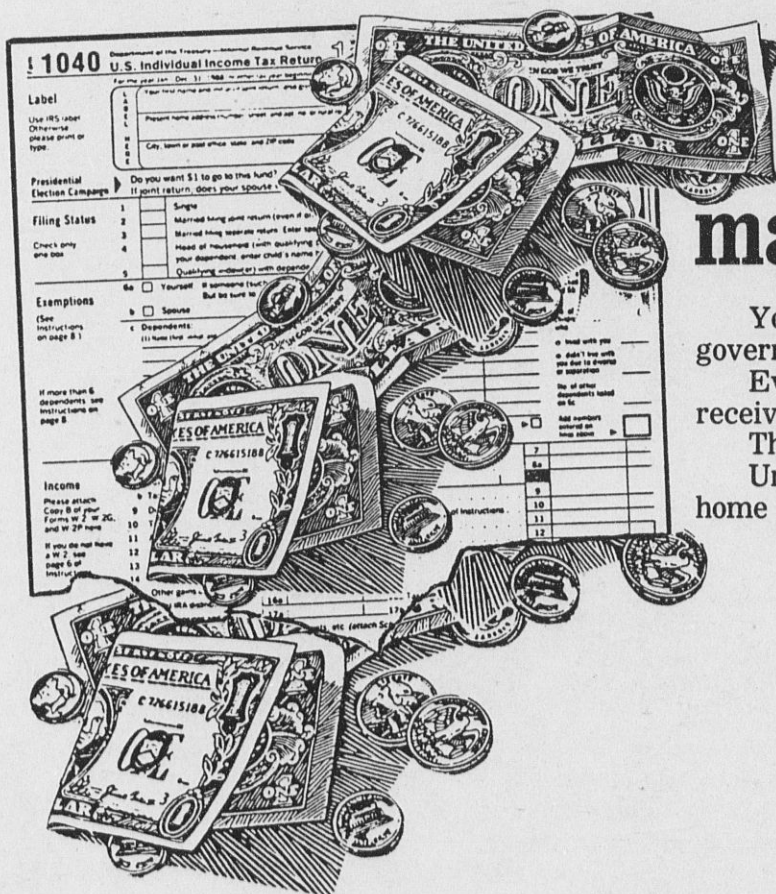
Last year, the Technical Corrections bill extended the tax-exempt status for these programs through Dec. 31, 1988.

I am asking you to help restore permanent tax-exempt status to these programs. It is wrong to penalize a worker who is trying to make a better life using a benefit secured in the collective bargaining process. Federal tax law should encourage participation in these programs.

I would like to know if I can count on your help in securing this legislative change.

*Yours in Unionism,
Cordially,*

Joseph E. McDermott



Earned income tax credit may mean money for you

You could be eligible for Earned Income Tax Credit (EITC) from the federal government.

Even if you earn too little money to owe federal income taxes, you can still receive an EITC check. But you must file an income tax form to get the tax credit.

The EITC can be worth up to \$874 to eligible low-income families.

Under the new EITC benefit scale, working families with at least one child at home and 1988 income of less than \$18,576 can receive a refund.

- * Low-income families can receive a check from the IRS even if they owe no federal income tax or have no income tax withheld.
- * Eligible families do not need to claim the EITC on their 1040 or 1040A tax forms. As long as they file their return, the IRS will calculate their credit and send a check.

- * The IRS estimates that 11 million Americans qualify for EITC.
- * If you are eligible and have not filed before, you can apply for the EITC for the last three years.
- * If you don't owe any taxes, you can file your return any time. You won't be penalized if you miss the April 15 deadline.
- * If you choose, you can receive your EITC during the year in your paycheck, rather than in a lump sum.
- * Families with incomes between \$5,000 and \$11,000 a year may be eligible for an EITC of at least \$700. The maximum EITC benefit is \$874.



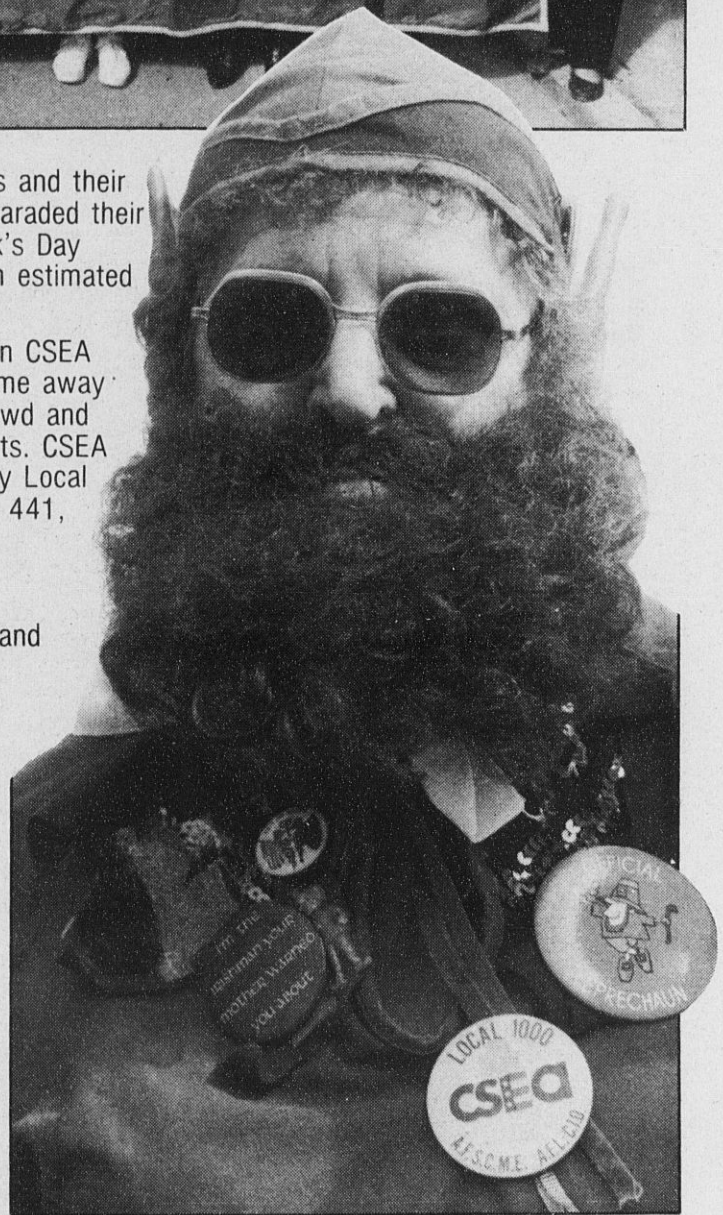
CSEA on the march in Binghamton

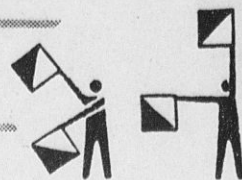


A contingent of more than 150 CSEA members and their families from throughout the Broome County area paraded their pride and the CSEA colors in the annual St. Patrick's Day parade through the streets of Binghamton before an estimated 60,000 parade viewers.

Members and their families from seven CSEA locals joined in to represent CSEA and came away with an enthusiastic reception from the crowd and the first place trophy for parade participants. CSEA locals participating included Broome County Local 804, Binghamton Psychiatric Center Local 441, Binghamton State Employees Local 002, SUNY at Binghamton Local 648, Broome Developmental Center Local 449, Broome County Educational Employees Local 866 and Binghamton Area Retirees Local 902.

The CSEA parade committee worked for more than two months arranging the union's participation in the parade. The parade was chaired by Ruth McCarthy and included Dan Lasky, Kathy Wright, Sharon Keesler, Sharon Smith, Patty Atherly, Tim Henehan and Peg Donovan.





Unit wins big fights

HEMPSTEAD — Taking on the Hempstead village mayor, CSEA recently won two large class action grievances for its members.

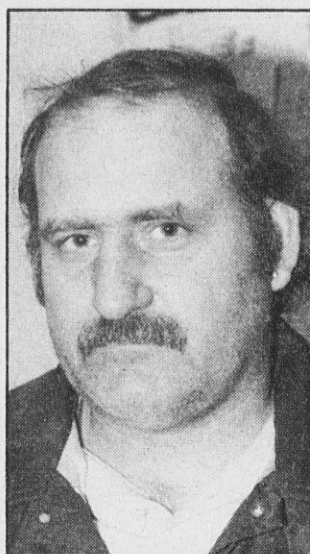
“As a result of the class action grievances filed, CSEA has forced Mayor (George) Milhim to come to terms,” said Unit President John Shepherd. The Hempstead Village CSEA Unit is a part of Nassau County Local 830.

Minimum salary victory

One grievance centered on the village’s failure to include language on annual salaries in the contract with CSEA, even though the language had been agreed on during negotiations.

“The language explicitly stated that all CSEA members in the unit would make an annual salary of at least \$14,000 per year,” Shepherd said.

As a result of the grievance victory, all neighborhood aides, fire dispatcher trainees, parking meter attendants and laborer aides will receive salary increases of between \$500 and \$5,000.



John Shepherd

“We’re proud of the strength of our union.”

Overtime victory

The second class action grievance win dealt with overtime payment. Employees in the village custodial department, street cleaning department and fire maintenance department were receiving overtime — after they had worked 40 hours.

But, Shepherd said, these employees work shifts ranging from 32½ to 37½ hours. Overtime should be paid for any hours worked beyond the normal shift, the union argued.

“These are big wins for us and we are proud of the strength of our union,” Shepherd said.

Overtime victory means more than money

KINGSTON — When CSEA won a 2½ hour overtime pay grievance for Ulster County Highway Department employee Michael Malak, every member of the CSEA county unit was victorious.

It was simply a matter of seniority, said CSEA attorney Arthur Grae.

“Simply stated, the county is obligated to assign personnel to the road paving crew by seniority, because overtime is involved in 90 percent of the work,” Grae said.

The decision set a precedent protecting the rights of seniority under the contract.

CSEA Labor Relations Specialist Steve Chanowsky said this is not the first time the union has had to file this type of grievance in the highway department.

“Once again we had to show the highway

department that seniority does mean something in the contract, regardless of whether it means two hours or two weeks,” Chanowsky said.

On the day at issue, Malak was not assigned because his truck wasn’t used.

“The people are assigned to the equipment,” a county official contended. “If the equipment is used, the employees assigned to the equipment are used.”

But Malak has more seniority than three of the four workers who were assigned to the paving crew that day.

“What could be clearer than an agreement that ‘seniority in job title shall be the governing factor in assigning overtime?’” asked Arbitrator Stephen Goldsmith, who also cited a December 1987 award that

ordered the county to fill snow removal assignments by seniority.

Goldsmith ordered the county to pay Malak his overtime and to comply with the contract provision.

“It was only 2½ hours, but down the pike, it could mean thousands of dollars in overtime,” said Unit President Carmine Nigro. He credited Unit Vice President Joe VanDyke with pursuing the complaint.

“We just want people to know that we’re here when something like this happens,” Nigro said.

Malak is convinced of that.

“I’m glad we won, it was a big case. I’m happy about it,” he said. “I wish management would go by the contract, not by favoritism. I hope this union will change that.”



Unit wins with CSEA

HEMPSTEAD — Hempstead School District Custodial Unit members proved recently that you can’t beat CSEA when it comes to benefits and services.

In a recent representation election, the unit members voted to keep CSEA as their union. The union has 64 members and is part of Nassau County CSEA Education Local 865.

“With much appreciated help from Unit President Rob Robinson, we met with the membership and answered their questions and reaffirmed the services CSEA has to offer them,” said Labor Relations Specialist Larry Borst. “The other union couldn’t even compare.”

“I’m glad the election turned out the way it did and I want the unit to work closer together now,” Robinson said.

CSEA Region I President Gloria Moran commended the unit members on their choice.

“The members made the right decision to stay with CSEA,” she said. “I really believe they won’t find better.”

CSEA convinces town of Hempstead contracting out was a big mistake

Compiled by Sheryl Carlin
CSEA Communications Associate

HEMPSTEAD — Six years ago the Long Island town of Hempstead succumbed to a trendy concept that proves to be a disaster wherever it is attempted — contracting out of public services to private contractors. This month the town reversed itself and gave the work back to its own employees.

"I believe the town finally realized our members are the best candidates for the job," said Hempstead CSEA Unit President Pete Ellison in announcing CSEA had convinced the town to stop using private contractors to handle refuse collection in two town districts.

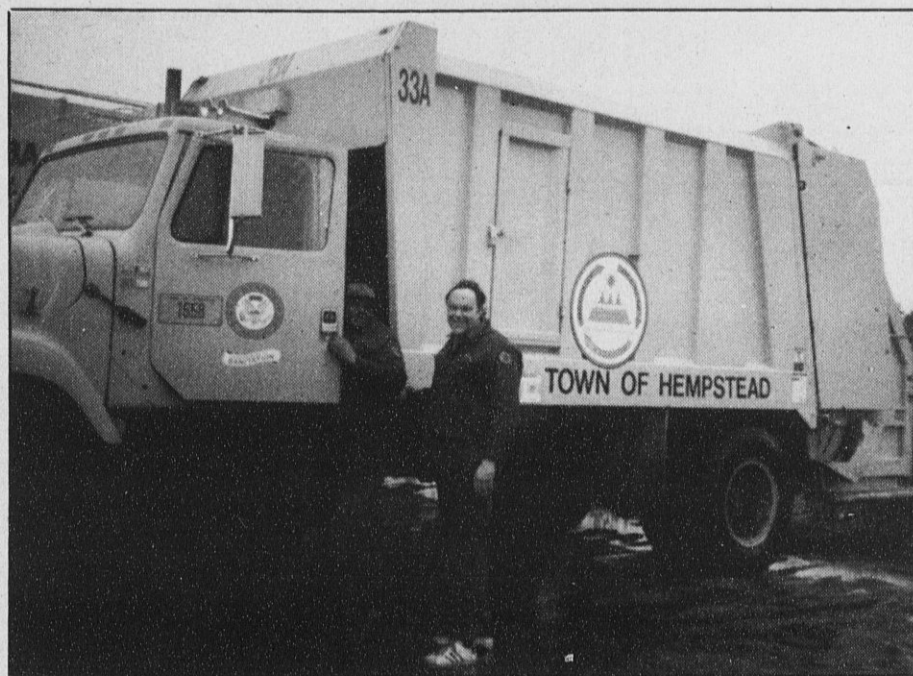
Ellison said CSEA never gave up when the town contracted the refuse collection to private contractors six years ago.

"We got this work back because we were persistent and because our Department of Sanitation people can do the job better and at less cost to the community," Ellison said, noting CSEA kept up ongoing negotiations with the Hempstead officials after the town contracted out refuse collection in the Merrick and North Merrick districts.

And Ellison said bringing the collection work back to the town workforce at this time is all the more important because, combined with a new recycling agreement that covers the entire town, it will result in approximately 50 new jobs in the town's sanitation department.

CSEA's success in convincing the town to replace the private contractors was good news to town employees.

"I'm really glad we got it back," said Rick Wodicka, a CSEA member in the Department of Sanitation for 18 years. "After six years, it was a real surprise. I never thought we could have that much say in the matter. We're really happy and I think we'll do a



HEMPSTEAD SANITATION DEPARTMENT members are pleased after continuous efforts by CSEA convinced town officials to stop contracting out refuse collection services. From left are Sanitation Engineers Rudolph Amritt and Rich Wodicka.

much better job for the town."

"I'm sure the town will never be sorry about their decision to give the work back to these people," Ellison said. "Contracting out services which can be done by your own loyal employees is never the best idea."

Political action

CSEA backs winner in Hempstead

HEMPSTEAD — Taking on an incumbent mayor who had held up their contract for nine months, CSEA members in the village of Hempstead brought home a big victory recently.

The Hempstead Village CSEA Unit, taking advantage of CSEA's political staff and resources, was the key player in unseating incumbent Mayor George Milhim.

CSEA endorsed James Garner for mayor, who won overwhelmingly in a three-way election. His Unity Party slate of incumbent village trustees Charles Carruth and Lance D. Clarke also won. Incumbent Justice Lawrence Goldstein was unchallenged.

"It was an overwhelming victory in a warlike campaign," said CSEA Political Action Coordinator Stephanie Teff. "We were the true underdogs in the campaign."

"This is a prime example of the positive results that occur when CSEA members organize and unite and use the clout of CSEA," said Larry Scanlon, director of CSEA's Legislative and Political Action Department. "As a statewide union, CSEA had the necessary clout and resources that the members could use when they had had enough of Milhim's poor

treatment. When they got fed up, they turned to CSEA and we came through for them."

CSEA's Legislative and Political Action Department Director of Operations Joyce Dimitri described the campaign effort, which involved far more than a local effort.

"We looked at this election as a very important one for our members. This was an election to utilize our resources," Dimitri said. "We set up phone banks in Long Island at our local and regional offices, in Albany and in New York City. It was a good example of how a multi-regional effort can influence a local election. The last three days of the election specifically targeted the union vote. And it worked."

In addition to Dimitri, Political Action Coordinators Stephanie Teff, Gerry Fidler, Brad Woodhouse and Federal Issues Coordinator Joseph Conway worked in Hempstead on the election.

Garner, a former village trustee, Carruth and Clarke won CSEA's support because they strongly supported the CSEA unit during negotiations. The Unity Party also developed a strong platform and action plan to deal with Hempstead's biggest problems — crime, drugs,

education and the housing shortage.

To support the ticket, CSEA members and staff not only staffed phone banks and dropped literature throughout the village, they stood at the train station early in the morning and late in the afternoon to hand out flyers on the Unity Party to commuters. CSEA also contributed by producing direct mail, flyers and pamphlets for the campaign, Dimitri said.

"It was an all-out effort that couldn't have occurred without CSEA," Teff said. "The Police Benevolent Society also deserves credit, as does the campaign manager, Bill Sammon."

On election day, CSEA members and staff were responsible for the election day GOTV (get out the vote) effort to turn out the votes for the Unity Slate.

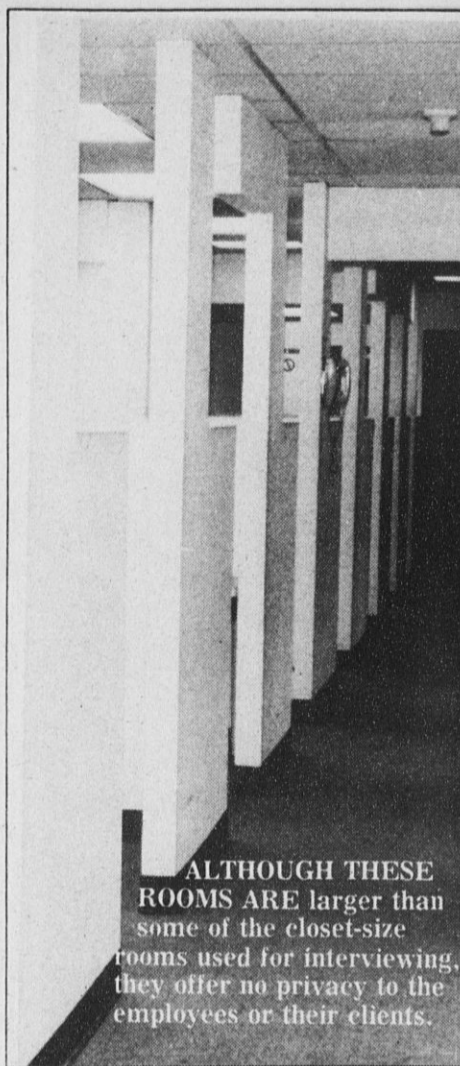
"This kind of effort is important to CSEA," she said. "Our members took a big risk in endorsing Jim Garner. There was a great deal to lose if the election did not go our way. Instead of working for a union-busting mayor, on April 1st, our members will have a friendly mayor and trustees in village hall. Much of the credit goes to the Hempstead Unit and Nassau County Local members. They definitely were the ones who decided to forge ahead with Garner. They took a chance that paid off."

YONKERS DSS — IMPROVING

Some problems still need correcting

YONKERS — There are police in the reception area for protection now, and employees say there have been fewer incidents in the parking garage. But workers in the Yonkers District Office of the Westchester County Department of Social Services (DSS) and members of CSEA Local 860 say they are still having problems.

CSEA, which represents employees assigned to the DSS office in downtown Yonkers, cites poor ventilation, extremely crowded work areas and a dingy building in a constant state of disrepair as adding to an already depressing situation for the approximately 200 employees. Add to that the never-ending stream of clients and it is no wonder that newly hired social services employees believe they are being punished when they are assigned there.



ALTHOUGH THESE ROOMS ARE larger than some of the closet-size rooms used for interviewing, they offer no privacy to the employees or their clients.

"The landlord does nothing when we complain," said one employee recently. "The county does try to make some repairs but it's just not enough. Even the building superintendent is quitting out of frustration. He can't get the materials or the tools he needs."

"We are sorely in need of interviewing space," said another worker who showed visitors' rooms smaller than closets, where examiners are expected to interview clients. "There is no privacy and the noise level in some areas is unbearable."

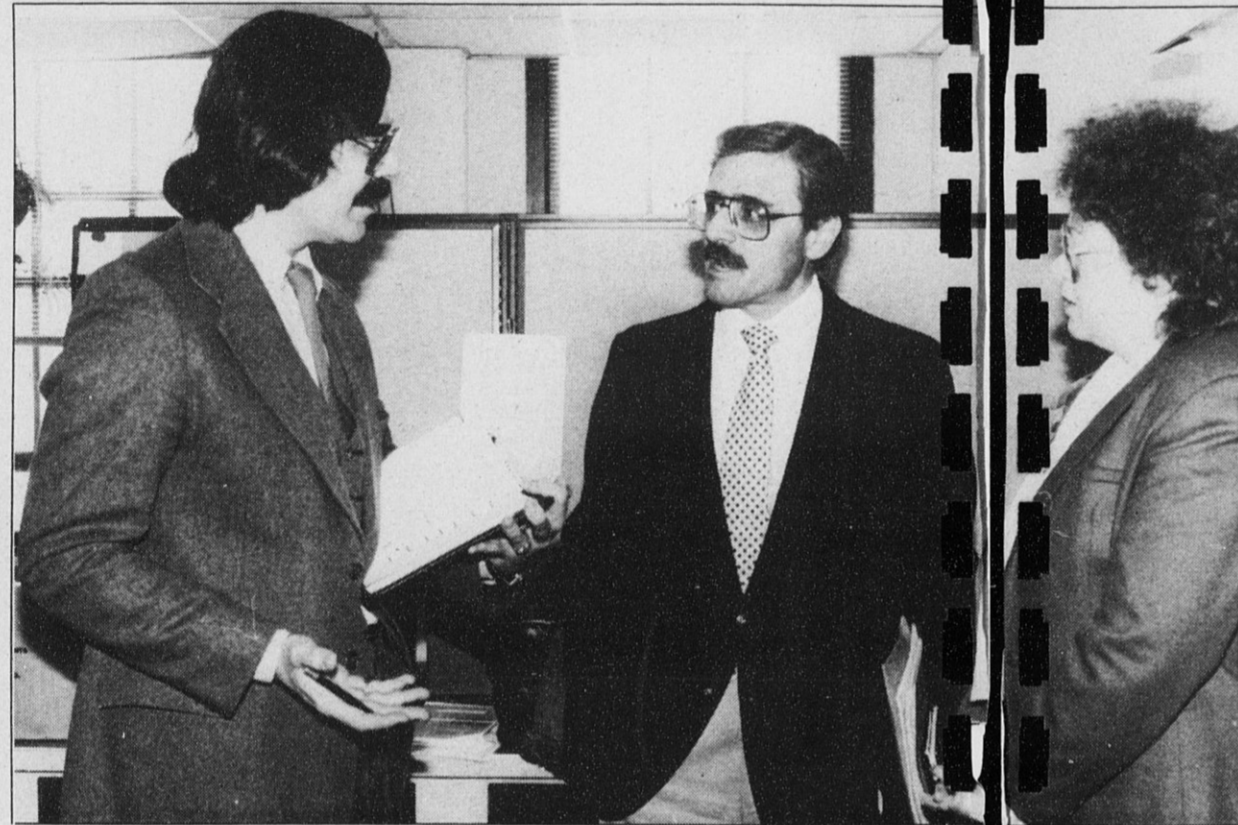
Work space is also at a premium. Boxes of files are on floors next to desks, making for precarious conditions.

"It's a shame that one of the most affluent counties in the state can't provide its workers with better working conditions," said CSEA

Collective Bargaining Specialist Al Sundmark. "CSEA is constantly pushing for improvements in working conditions in the building, and we won't stop until they are made."

To add insult to injury, employees must pay up to \$45 per month for parking and a city income tax.

"No wonder they think they're being punished when they're assigned here," Sundmark said.

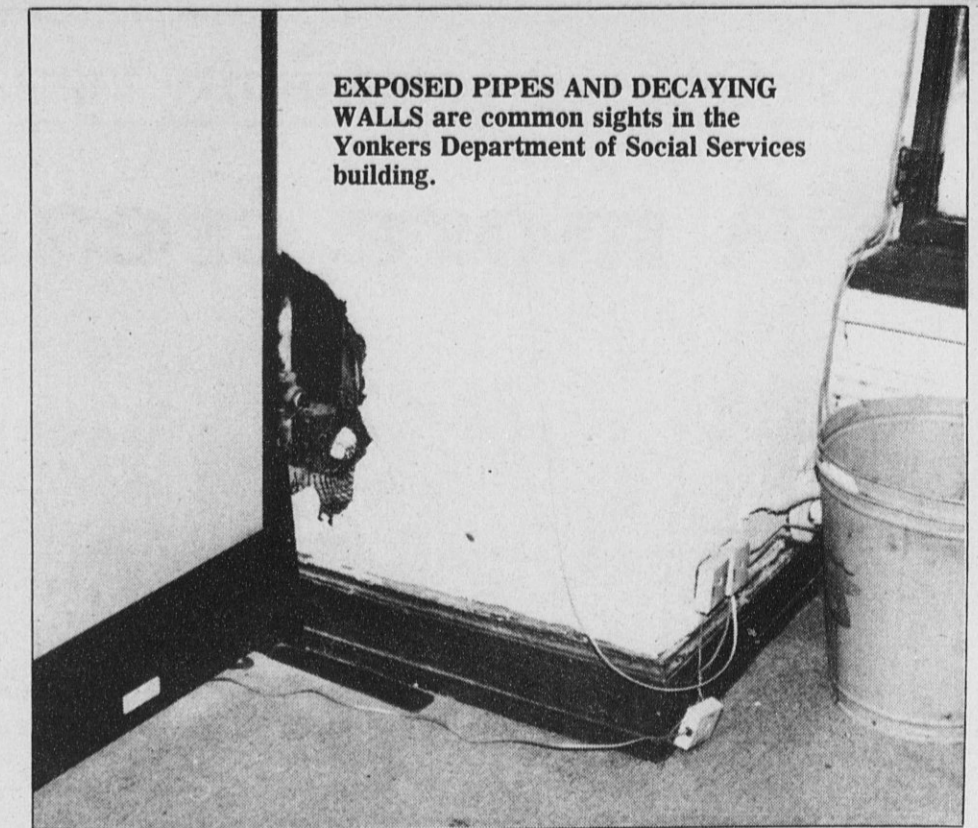


CSEA COLLECTIVE BARGAINING SPECIALIST Al Sundmark and Chief Superintendent DiBattista speak with Yonkers DSS Supervisor Bea Terado about working conditions in the building on South Broadway.

Stories and photos
by Anita Manley
CSEA Communications Associate



IN DESCRIBING THE VENTILATION in the Yonkers DSS building, CSEA Collective Bargaining Specialist Al Sundmark said, "There is none."



EXPOSED PIPES AND DECAYING WALLS are common sights in the Yonkers Department of Social Services building.

County adopts policy

WHITE PLAINS — One of the most positive results to come out of the training of Westchester County Department of Social Services (DSS) workers has been the establishment of a written county policy to deal with incidents of threatened or real violence.

Staff developmental specialist Judith Carbone said the county adopted the policy in order to spell out just what is expected of the employees.

"This is an area that comes up in our training classes," she said. Employees often ask "Will the county back me?"

The new policy states clearly that any clients who are "notably impaired" should be asked to leave the office. In addition, it states that clients who threaten or verbally abuse a worker may be asked to leave.

"The county seems to be clear about what is expected from its clients as well as its workers," said Carbone.

Minimizing the danger — staff development program

Difficult clients can be dangerous people, but some Yonkers Department of Social Services (DSS) employees are learning how to minimize the dangers under a newly revised staff development program that is being given to Westchester County workers this year.

County DSS staff developmental specialist and CSEA Local 860 member Susan Wein says that the classes are open to any DSS employee who deals with the public — from the receptionist to the caseworker.

In one particular class, participants included employees who had been on the job for as long as 15 years — and as little as six months. All were from the Yonkers DSS office and have encountered hostile clients. Many have been threatened and a few have been assaulted.

"Many of you are working with drunk, stoned, belligerent, arrogant, violent and assaultive clients," said Dr. Herbert Nieberg, a psychologist who works for Westchester County. "The bottom line is safety. We don't want you to stay in a situation where you're going to get hurt."

Nieberg, with the aid of a police training film, discussed indicators of potential violence.

"Listen to your gut feelings," he advised. "Watch for the indicators and become sensitized. Get help when it's needed."

Indicators included verbal (what they say, how they say it, paranoia, hallucination, etc.), behavioral (unusual body movement, lethargy, agitation or extreme, inappropriate or lack of emotional reaction) and environmental (accumulation of trash, strange decorative ornaments). Nieberg also said that one of the best

indicators is the client's past history.

One worker attending the most recent class said she was threatened by a client who did not want her to be his caseworker. Caseworker Corinda Castillo said her client screamed that he did not want to talk to her. Later, he sent her a letter in which he told her that her "day would come."

About 2,000 homeless clients come to the Yonkers office for their welfare checks each month.

Castillo said she has to visit many homeless clients in motels. "I've had hostile clients," she said. "I just tell them that I'll talk to them at a later time when they're more rational. Then I walk away. I won't fight with them."

A primary concern of the workers was home visits and many asked just what is expected in a situation where the worker feels threatened.

"Survey your environment," said staff development specialist Judith Carbone. "Look around. Who's there? Is there a drug deal going on? Is there a large dog, knives, glass ashtrays? Don't make assumptions. If you find yourself in a dangerous situation, leave."

"Each situation is different. Use your own judgement. You might even want to call the police," Carbone said.

Wein recalled a home visit when she worked as a Child Protective Services worker for the county.

"I went into the apartment to look into a report of an abused three-year-old child," she said. "As I walked in, I saw chains and knives on the table. I left. We ended up getting the child after I went back with the police and another worker."

Nieberg was then asked about what a supervisor

might say if a worker refuses to go into an unsafe situation. He advised workers to report violence or potentially dangerous situations to supervisors immediately.

"Your supervisors are not expected to take the responsibility for putting someone's life in jeopardy," Nieberg said.

"The bottom line is, you don't want to end up with your family visiting you in a room full of flowers."

"What if you are cornered?" asked one participant. "What if you're in a situation where you have to defend yourself?"

"Scream for help and run like hell," Carbone said.

"Even more important," Nieberg said, "don't get yourself into this type of situation."

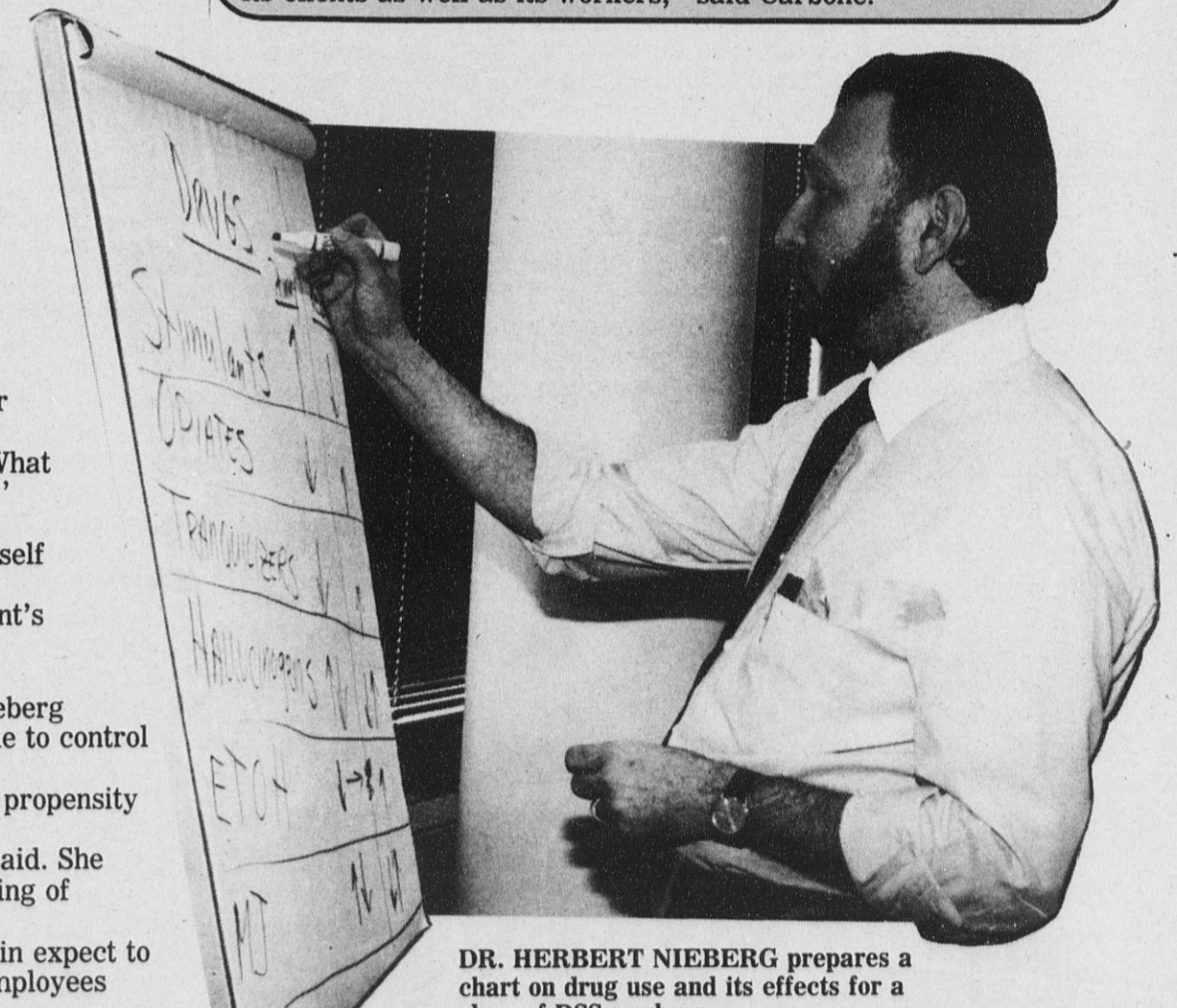
Nieberg said that in cases where he had to enter a client's home, he sat in a chair closest to a door. "Don't trap yourself," he warned.

Descriptions of the effects of drugs were discussed. Nieberg advised the workers that someone on drugs may not be able to control himself.

"Don't interview a person who is stoned or drunk. The propensity for violence is very high."

Feedback on the program has been positive, Carbone said. She noted that evaluations include an appreciation for the sharing of experiences and the organization of the training.

More sessions are scheduled. Carbone said she and Wein expect to hold five more programs so that all Westchester County employees can take advantage of the training.



DR. HERBERT NIEBERG prepares a chart on drug use and its effects for a class of DSS workers.

NYC-based community care

A more creative approach



One of the brand new intensive care units on the grounds of the former Staten Island Development Center.

By Stephen Madarasz
CSEA Communications Associate

NEW YORK — The unique challenge of transforming state developmental centers into community-based mental retardation facilities in New York City was the focus of a recent tour by CSEA and Office of Mental Retardation and Developmental Disabilities (OMRDD) officials.

CSEA President Joe McDermott and Region II President George Boncoraglio joined with OMRDD Commissioner Arthur Webb and other officials during the day-long visit to Staten Island Developmental Disabilities Service Office (DDSO) — formerly Staten Island Developmental Center — and Howard Park, a satellite facility of the Bernard Fineson/Queens Developmental Center.

The CSEA group used the opportunity to compare the New York City operations with similar upstate facilities.

"There's no question that progress is being made in the city," said McDermott. "But the pace of the progress and the smooth transition from developmental centers to community residences still isn't as good as we'd like to see or even what we're seeing upstate."

The CSEA leader added that this was not due to a lack of commitment from OMRDD so much as the practical difficulties of undertaking any project of this kind in New York City.

"There are a whole range of problems from real estate costs to community resistance to inadequate pay to transportation and child care difficulties that are just harder to deal with in New York City than in upstate communities," McDermott said. "But the answer isn't to give up — it's a matter of finding more creative ways to make a community system work. Based on what I've seen, it can be done."

"We need a better balance between the state and the private sector on community residences," added Boncoraglio. "We need to see more state-run community residences of all types opened up in the city because when clients are ready to move out of the developmental centers, the only options are to send them upstate or to the private sector operations. That's just not right, they belong here in their own communities."

In fact, many of the clients remaining in state facilities are multiply disabled or so severely handicapped that most private agencies will not even accept them.



"The frontline staff in OMRDD provides an essential service to some of the most difficult yet vulnerable people in our society," said McDermott. "The care and concern they have for each individual client has to be seen to be believed. So we as a union have a responsibility to make sure they get the help they need to provide this care in the best possible setting."

OMRDD changes bring 'a whole new world'

STATEN ISLAND — It took some time and adjustment, but CSEA members who experienced the transformation of their developmental centers into group homes and community-based day treatment centers have seen some positive and at times surprising results.

"It's a whole new world out here and it took people some time to get used to it," said Staten Island Developmental Center CSEA Local 429 President John Jackson. "But the working conditions are a lot better for our members and that makes a big difference for the clients, too."

Jackson's remarks were echoed by Craig Developmental Center CSEA Local 429 President Kathy Button.

"The whole experience was very different from what people expected," she said. "People were scared — you're talking about individuals who had worked in a developmental center 20 to 30 years who didn't know if they could handle a completely different setting."

"A lot of people didn't realize how much they had to give until they got out there into the community residences," she added. "But they can do the job and they're starting to see a whole different side of the clients."

The Craig experience stands as a model of orderly transition. Nearly all CSEA employees of the developmental center were able to transfer directly into the group homes and services, including operational staff. Almost unbelievably, most people received their top choices of work locations, shifts and pass days through the help of a computerized bidding process.

While the Staten Island staff is only about half of what it was several years ago, CSEA-OMRDD cooperation saved the jobs of more than 1,000 members through retraining, providing opportunities to transfer to other metropolitan area facilities and an unprecedented program for lateral transfers to upstate facilities at state expense.

CSEA President Joe McDermott, third from left, listens while Staten Island DDSO Facility Director Robert Witkowsky, right, makes a point during a recent tour of New York City-based group homes and services for the mentally retarded. Also making the tour are, from left, Craig Developmental Center CSEA Local 405 President Kathy Button; CSEA mental hygiene consultant Marty Langer, Staten Island Developmental Center CSEA Local 429 President John Jackson and CSEA Region II President George Boncoraglio.

Women's Workshops

Region IV hears about growing suicide concerns

SARATOGA SPRINGS — Suicide is not a normal topic of conversation around the family table, but, unfortunately, it is affecting more and more families every day. Even more frightening, in most cases the victims were silently screaming for help.

This was the chilling message delivered to the participants in the recently held CSEA Region IV Women's Workshop.

"More elderly people and more adolescents are using suicide as the solution to their problems," said Julie Barrett, executive director of the Capital District Samaritans. "Statistics are not even kept on suicide of children under 10 years of age."

"Simple understanding" is the key to the Samaritans Suicide Prevention Program. "We listen, we let the person on the other end of the telephone vent their feelings. We listen, we do not judge, we do not lecture, we suggest, we offer help. We LISTEN," she said.

A short, dynamic play, *Quiet Cries*, illustrated the point. The play presented three individuals deciding whether to kill themselves. It ended without the audience knowing the decision of each and was followed by a group discussion.

"No one knows how many one-car accidents, gun-cleaning accidents, household mishaps are really suicides called other things to protect the family," said Barrett.

"But we know that the number of deaths attributed to suicide is climbing in every age group, on every level."



LINING UP FOR LIFE — The CSEA Region IV Women's Committee's recent workshop included a presentation on suicide which provided members with information on how to recognize the "silent cries" for help.

The Samaritans is a volunteer organization that operates a telephone hotline 24 hours a day. They can be reached in the Albany area at (518) 463-2323

Region II targets drug abuse

SOUTH FALLSBURG — Building self-confidence, learning how to recognize and cope with substance abuse problems in your family and at the workplace and

self-defense were just a few of the topics covered at the annual CSEA Region II Women's Workshop recently.

The program, *Taking Charge of Your*

Future, provided activists with important information to help them grow as individuals and unionists.

"We tried to gear the program toward dealing with everyday problems that people have to face," said regional Women's Committee Chairperson Harriet Hart.

The presentation on substance abuse had powerful impact on the participants.

"People encounter it all around them, but they may not really be aware how it affects them at home and at work," said Hart. "This session opened a lot of eyes and told about how to get help for the person affected and also how to deal with it."

For example, the Employee Assistance Program (EAP) available to many state employees in worksites across the state offers confidential help and referrals when people don't know where else to turn.

On a more positive note, Hart said a presentation on self-confidence helped set a good tone for the workshop by demonstrating to participants that they can accomplish goals beyond what they imagine if they set their minds to it.



TAKING CHARGE — Members of the CSEA Region II Women's Committee join together during their recent workshop.

A MAJOR NEW BENEFIT FOR CSEA MEMBERS!

CSEA'S OFFICIAL SHOPPING SERVICE SAVES YOU MONEY!

CSEA is introducing its newest major benefit for members—the opportunity to enjoy savings through special discounts every time you purchase major consumer items.

CSEA's official shopping service offers members discounts on such items as new or used cars, long-term car leasing, major appliances, television, computers, video, audio components, furniture, carpeting, pianos, typewriters, luggage, furs and jewelry. **And it's absolutely free for CSEA members!**

CSEA has contracted with United Buying Service (UBS) International, Inc. to serve as the officially-endorsed discount buying service for CSEA members statewide.

To take advantage of discount buying through UBS, all you have to do is shop around stores and businesses in your area, determine what you wish to purchase, and give UBS a call. In the case of major appliances, televisions, videos, stereo components, and luggage, simply get a model number and UBS will quote you the lowest possible, delivered price right over the phone. If you have a Visa or MasterCard, UBS operators can quote you a price and take your order right over the phone on many items. On items such as cars, furniture, carpeting, jewelry, furs, etc. UBS will refer you to a showroom that has agreed to give UBS customers the best possible discount. UBS can arrange for delivery of most American cars throughout New York state. If UBS doesn't have a dealer convenient to your home, they can arrange for a courtesy delivery directly from the manufacturer.

Although it is probable that the price through UBS, which includes all retail services and warranties, will be the lowest, you have no obligation to purchase through them. It's up to you — you can use UBS as your personal buying service, or you can use their information as a shopping guide and purchase items on your own. CSEA recommends you shop around, compare prices, and make your best deal. Most likely the best price will be through UBS.



To be eligible for this valuable discount buying service, you must complete the enrollment form in the UBS brochure inserted in this edition of *The Public Sector* and mail the form to UBS. **THEY WILL NOT BE ABLE TO QUOTE YOU DISCOUNT PRICES UNLESS YOU ARE REGISTERED WITH UBS.** The UBS shopping club service is being offered free of charge to CSEA members, without obligation.

If your UBS brochure is not in this edition of *The Public Sector* or you desire additional information on UBS, call UBS toll-free at 1-800-877-4UBS or 1-800-877-1UBS.

New car price sheets offer can give you an edge in buying auto

In addition to the free discount buying services, UBS is offering CSEA members a special purchase price on new car price sheets. For just \$9.95 (50 percent below retail price) CSEA members can request a complete printout on the dealer invoice cost of any new vehicle, American or foreign. The printout will include all standard equipment and options. CSEA members can use the printouts to help decide which vehicle they would like to purchase that falls within their budget.

Bigger, better things for Nassau Local 830

IMPROVING AND EXPANDING UNION SERVICES for Nassau County CSEA members was the topic of discussion when this group of union officials met recently in Local 830 headquarters in Mineola. They reviewed methods of improving delivery of existing services such as easy access low-cost disability income insurance protection (see page 20) and developing new benefits such as the union shopping service, which can help CSEA members save money on every purchase of major consumer items (see above). Nassau Local 830 President Rita Wallace, center, is surrounded by, from left, Nassau union representatives Tom Mullins, Wayne Rosen and Lilly Gioia.



"STRONG UNION — STRONG TOMORROW"

CSEA local government, state workshops set

Nearly 1,000 CSEA activists will be participating in educational programs and attending refresher courses in a wide range of union-related subjects at a pair of CSEA-sponsored workshops this month.

More than 300 union activists representing local government bargaining units are expected to attend the annual CSEA Local Government Workshop April 7 to 9 in the Lake George area while more than 600 delegates will participate in the annual CSEA State Government Workshop April 14 to 16 in Rochester.

The theme for both workshops is "Strong

union — strong tomorrow!"

A presentation of "Journey to Freedom," a live performance celebrating the 200th anniversary of the Bill of Rights, will kick off the Local Government program April 7. The performance is sponsored by the New York State Bicentennial Commission and the New York State Division for Women.

During the three-day program delegates will participate in sessions dealing with such subjects as negotiations, labor/management committees, career development, dealing with difficult people, political action, civil service law and labor history. Several

individuals will speak of their personal success stories in working as union activists on behalf of their fellow employees.

The State Workshop program will begin with a unifying dinner theater performance by "Mike Glick and The New Song Quintet," featuring union songs and motivational music.

During the three-day workshop, delegates will participate in seminars on such subjects as labor-management relations, bargaining unit update reports, civil service rules and regulations, contract language, the state budget crisis and the state's new ethics law. Personal success stories will also be related.



CITY OF MIDDLETOWN CSEA UNIT President Walter Maher, seated left, signs an Employee Assistance Program (EAP) agreement on behalf of his co-workers. Seated center is Middletown Mayor Dan Johnson and EAP Coordinator Ken Carpenter is at right. Standing from left are Middletown PBA President Bill Kummer, Firefighters Union President Steve Brown, CSEA Region III President Pat Mascioli and CSEA Labor Relations Specialist Michael Hogg. About 200 Middletown employees will be served by the EAP program. The CSEA employees are members of Orange County CSEA Local 836.

Parking fee hiked in Albany OGS lots

ALBANY — Because the state is running in the red on the operation of parking lots in the downtown Albany area, state employees who park in the state Office of General Services (OGS) lots have to come up with a little more money for their monthly parking fee.

"CSEA is not happy about the increase, but part of our agreement with the state allows them to increase the fees if OGS can demonstrate they're losing money on the operation of the lots — and they are losing money," said CSEA Director of Contract Administration Ross Hanna.

CSEA has made a number of recommendations to OGS about how they can offset the operational costs of parking lots, Hanna said. Some of the union's recommendations have been put into effect to hold down costs, while other ideas have not been accepted. Nevertheless, Hanna stressed, CSEA will continue to suggest steps the state can take to minimize costs.

Effective April 1, OGS hiked the parking rate that commuters pay based on the location of their parking space. Motorists who previously paid \$7 now pay \$8; those who paid \$14 now pay \$16 and those who paid \$28 now pay \$32.

MAY 16 DEADLINE FOR REQUESTING POLITICAL REBATE FROM AFSCME

For that portion of dues for political or ideological uses

Members who disagree with how AFSCME spends funds for partisan political or ideological purposes have until May 16 to request a rebate of a portion of their dues. The May 16 deadline applies for this year only; the normal annual deadline is April 16.

AFSCME's Constitution includes a rebate procedure to protect the rights of members who disagree with partisan political or ideological uses of union funds. The rebate procedure, including the requirements for submitting a proper rebate request, is spelled out in Article IX, Section 10, of the AFSCME International Constitution. Requirements will be strictly enforced.

Each year the portion of per capita payment that has been used for partisan political or ideological purposes during the preceding fiscal year is calculated.

Members who object to the expenditure of a portion of their dues for those purposes and request a rebate must do so individually in writing, this year between April 1 and May 16. The request must contain the following information: the member's name,

Social Security number, home address, AFSCME local and council numbers. This information must be typed or legibly printed. The individual request must be signed by the member and sent by the individual member to the International secretary treasurer at AFSCME International Headquarters, 1625 L St., N.W., Washington, D.C. 20036, by registered or certified mail. Requests must be in writing each year the member wishes a rebate.

Any member who is dissatisfied with the amount of the rebate may object by filing a written appeal with the AFSCME Judicial Panel within 15 days after the rebate check has been received. Appeals should be sent to the Judicial Panel chairperson at AFSCME International Headquarters at the address listed above. The Judicial Panel will conduct a hearing where appropriate and issue a written decision on such appeals. If dissatisfied with the Judicial Panel's ruling, a member can appeal to the next AFSCME International Convention.

Lobby days

CSEA took its case on the state budget to legislators personally. Members from local governments, criminal justice, SUNY and the offices of mental health and mental retardation and developmental disabilities visited the Capitol.

The photos on this page show only a few of the hundreds of CSEA members who talked to their legislators about eliminating proposed tax cuts and maintaining aid to local governments and school districts.



Assembly Majority Leader James Tallon, left, meets with Bob Shaller, president of Broome County CSEA Local 840, and Larry Casterlini, a member of the Broome County Unit Executive Board.



Assemblyman Maurice Hinchey (D-Kingston) meets with a group of CSEA members who work for the State Police.



State Sen. Caesar Trunzo (R-Happauge) meets with CSEA members from Pilgrim and Central Islip psychiatric centers.



Assemblyman Edward Sullivan (D-New York), chairman of the Higher Education Committee, talks with SUNY member Richard Parker of SUNY College at Buffalo and Kathy Berchou of SUNY Buffalo.



State Sen. James Lack (R-Happauge) talks with Cathy Green, a local government member from Suffolk County.



State Sen. Dale Volker (R-Lancaster) talks with Wilma Hasser, right, of Division for Youth and Fran Banks of Monroe Developmental Center.



State Sen. Christopher Mega (R-Brooklyn) meets with a group of CSEA members from Brooklyn Developmental Center.

HISTORICAL TRIVIA

A typical bedtime for young Frank Lorenzo...



"I REALLY LIKED THE STORY ABOUT THE VULTURE AND THE DYING BIRD, DAD, BUT COULD YOU READ ME CHAPTER 11 AGAIN?"

EASTERN WORKERS, YES! FRANK LORENZO, NO!

CSEA has officially gone on record in support of striking International Association of Machinists and Aerospace Workers (IAM) in their bitter struggle for dignity and survival against Eastern Airlines and its greedy owner, Frank Lorenzo.

CSEA's statewide Board of Directors unanimously endorsed a resolution introduced by CSEA President Joe McDermott, calling on CSEA members and staff employees to respect IAM picket lines to demonstrate their solidarity with striking Eastern machinists, pilots and flight attendants.

The resolution reads as follows:

WHEREAS, the International Association of Machinists and Aerospace Workers are on strike against Eastern Airlines, and

WHEREAS, striking workers are defending their rights to living wages, decent benefits and humane working conditions, and

WHEREAS, the strike is a fight for life against corporate greed as exemplified by Eastern Chairman Frank Lorenzo, and

WHEREAS, the company is even attempting to hire scabs to break the strike, and

WHEREAS, CSEA wishes to join in the workers' chant of "Eastern, yes! Frank Lorenzo, no!"

NOW, THEREFORE, BE IT RESOLVED that the Civil Service Employees Association, Local 1000, AFSCME, AFL/CIO, affirms its support of striking workers, and

BE IT FURTHER RESOLVED that all CSEA officers, CSEA members and CSEA staff are directed to respect the IAM picket line in a mark of solidarity with our union brothers and sisters.

Union files for more title exemptions from financial disclosure

CSEA has requested exemptions from the financial disclosure requirements of the state's new ethics in government law for 47 specific job titles filled by CSEA-represented employees in the New York State Teachers Retirement System bargaining unit and 105 specific job titles filled by CSEA members in the New York State Thruway Authority bargaining unit. CSEA has also filed for an exemption for the Tax Compliance Representative II title in the state Department of Tax and Finance.

The latest exemptions requests are in addition to requests filed earlier by CSEA on behalf of more than 2,000 state employees in 229 different job titles in the Administrative Services, Operational Services, Institutional Services and Division of Military and Naval Affairs bargaining units.

The state's ethics in government law requires all state employees earning more than \$30,000 annually, and all employees in policy-making positions, to file financial disclosure statements.

CSEA contends employees for whom exemptions are requested are not in policy making positions, do not negotiate or authorize contracts and are not involved in the purchase or sale of real property, goods, services, grants or loans. A response to CSEA's exemptions requests is awaited from the New York State Ethics Commission.

CSEA has requested exemptions for the following job titles in the New York State Teachers Retirement System and the New York State Thruway Authority bargaining units:

State Teachers Retirement System

ASSOC. ACCOUNTANT
ASSOC. ACTUARY (LIFE)
ASSOC. ARCHITECT
ASSOC. AUDITOR
ASSOC. COMP. PROG. ANALYST
ASSOC. INTNL. AUDITOR
ASSOC. PUB. INFO. SPECIALIST
ASST. ACCOUNTANT
ASST. ACTUARY
CHIEF COMPUTER OPERATOR
COMP. PROGRAM ANALYST
DP FISCAL SYS. AUD. III
HEAD ACCOUNTY CLERK
HEAD AUDIT CLERK
HEAD CLERK
INTERNAL AUDITOR
JR. MTG. INVEST. ANALYST
MAINT. SUPERVISOR
MORTG. INVEST. ANALYST
MORTG. INVEST. ASST.
PRIN. ACCOUNT CLERK
PRIN. ACCOUNTANT
PRIN. ACTUARY (LIFE)
PRIN. CLERK

PRIN. DATA ENT. MACH. OPERATOR
PURCHASING AGENT
SENIOR ACTUARY (LIFE)
SENIOR AUDITOR
SENIOR COMP. PROG. ANALYST
SENIOR COMP. PROG. ANALYST (S)
SENIOR COMPUTER OPERATOR
SUPERVISOR OF DP
SUPV. COMPUTER OPERATOR
TR EXAMINER V
TR EXAMINER VI
TR EXAMINER VII
TRS ACC. SYS. ANALYST
TRS INFORMATION REP.
TRS INV. OFFICER (BOND)
TRS INV. OFFICER (INDEX)
TRS INV. OFFICER (STOCKS)
TRS INV. TRANS. SPEC.
TRS OPER. SPEC. I
TRS OPER. SPEC. II
SR ACCOUNTANT
SR ADMIN. ANALYST
TRS FINANCIAL SYSTEMS ANALYST

State Thruway Authority

ADMIN. ANALYST TRAINEE I
ADMIN. ANALYST TRAINEE II
ADMINISTRATIVE ASSISTANT
ADMINISTRATIVE ASSISTANT TRAINEE
ASST. ACCOUNTANT (Budget Unit)
ASST. ACCOUNTANT (Finance Unit)
ASST. ACCOUNTANT (Fiscal Audit Unit)
ASST. ACCOUNTANT (Fiscal Records Unit)
ASST. ACCOUNTANT (Bureau of Accounting)
ASST. ARCHITECT
ASST. THRUWAY STORES SUPERVISOR
ASST. TRAFFIC SUPERVISOR
ASSO. ADMINISTRATIVE ANALYST
ASSO. ADMINISTRATIVE ANALYST (Internal Audit)
ASSO. COMPUTER SYSTEMS PROGRAMMER/ANALYST
ASSO. ENGINEERING GEOLOGIST
BRIDGE MAINT. SUPERVISOR I
BRIDGE MAINT. SUPERVISOR II
BRIDGE MAINT. SUPERVISOR III
BUILDING MAINT. SUPERVISOR I (Adm. Hdqrs.)
BUILDING MAINT. SUPERVISOR II
BUILDING MAINT. SUPERVISOR CONCESSIONS
BUILDING SUPERINTENDENT
CIVIL ENGINEER I (Contract Adm. Unit)
CIVIL ENGINEER I (Design Unit)
CIVIL ENGINEER I (Engineering Unit)
CIVIL ENGINEER I (Maint. & Repair Unit)
CIVIL ENGINEER I (Structures)
CIVIL ENGINEER I (Traffic)
CIVIL ENGINEER II (Bridge Unit)
CIVIL ENGINEER II (Const. Mgmt. Unit)
CIVIL ENGINEER II (Contract Adm. Unit)
CIVIL ENGINEER II (Damage Claim & Control Unit)
CIVIL ENGINEER II (Design Unit)
CIVIL ENGINEER II (Maintenance Unit)

CIVIL ENGINEER II (Pavement Mgmt. Unit)
CIVIL ENGINEER II (Structures)
CIVIL ENGINEER II (Traffic)
CIVIL ENGINEER III
COMPUTER PROGRAMMER
COMPUTER PROGRAMMER TRAINEE
COMPUTER PROGRAMMER/ANALYST
COMPUTER PROGRAMMER/ANALYST TRAINEE
COMPUTER SYSTEMS PROGRAMMER I
DATA BASE PROGRAMMER/ANALYST I
DATA COMMUNICATIONS SPECIALIST I
DIV. MAINTENANCE SUPERVISOR I
DIV. MAINTENANCE SUPERVISOR II
DOCK BUILDER SUPERVISOR I
HEAD ACCOUNT CLERK
HEAD CLERK
INFORMATION PROCESSING TRAINER
JUNIOR ENGINEER (Engineering Unit)
JUNIOR ENGINEER (Highway Safety Unit)
MECH. EQUIPMENT INSPECTOR & D.P.S.
MOTOR EQUIPMENT MAINT. SUPERVISOR I
PAYROLL CLERK III
PRIN. ACCOUNT CLERK (Accounting Unit)
PRIN. ACCOUNT CLERK (Finance Unit)
PRIN. ACCOUNT CLERK (Payroll Unit)
PRIN. AUDIT CLERK (Accounts Payable Unit)
PRIN. AUDIT CLERK (Audit Unit)
PRIN. DRAFTING TECH. (General)
PRIN. ENGINEERING TECH.
PRIN. THRUWAY STOREKEEPER
PUBLIC INFORMATION SPECIALIST
PURCHASE SPECIFICATIONS ASST.
PURCHASING OFFICER I
PURCHASING OFFICER I TRAINEE
PURCHASING OFFICER II

APPLICATION REQUESTING AN EXEMPTION FROM FILING A FINANCIAL DISCLOSURE STATEMENT

STATE ETHICS COMMISSION
PO Box 2007, Albany, NY 12241-0207

Name: Donald J. Kelly CSEA

Work address: CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. (1518) ALBANY
143 WASHINGTON AVENUE
ALBANY, NY 12210

Home address: _____

3. List the state agency to whom your title or job classification is located and any other state agency to whom you know the title is also located.

4. Do any of the duties of your title or job classification involve the negotiation, authorization or approval of, check either Yes or No for each:

Do you negotiate, lease, franchise, receive, contract, purchase, sell, special permits, licenses, permits or other forms of permission to engage in a profession, trade, or occupation, or to engage in any business activity regulated by a regulatory agency, which in the absence of such license, permit or other form of permission would be prohibited? Yes No

Do you purchase, sell, lease or lease of real property, goods or services, or a momentary interest? Yes No

Do you obtain or issue any form of money or loan? Yes No

Do you negotiate or issue any form of regulation having the force and effect of law? Yes No

5. State the reasons which support the position that the duties of the title or job classification do not involve any of the duties set forth in 4. above. (Use additional sheets if necessary.)

CSEA'S POSITION WITH RESPECT TO THE REQUESTED EXEMPTIONS IS THAT NONE OF THE INCUMBENTS ARE IN POLICY MAKING POSITIONS. THEY DO NOT NEGOTIATE NOR DO THEY AUTHORIZE CONTRACTS. THEY ARE NOT INVOLVED IN THE PURCHASE OR SALE OF REAL PROPERTY, GOODS, SERVICES, GRANTS, LOANS, ETC.

6. Attach a copy of the duties and specifications of your title or job classification. Available specs are enclosed.

Signed: Donald J. Kelly
Date: 3/20/89

NOTE: You must also file a copy of this request with the appointing authority of your state agency and with any other state agencies where you know your title is also located.

Local government employees and employees of the Office of Court Administration (OCA) are presently exempt from the financial disclosure requirements of the state's new ethics law.

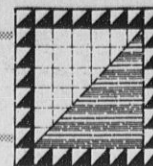
Financial disclosure rules and regulations similar to those currently in effect for state employees must be in effect for local government and OCA employees on Jan. 1, 1991.

Local governments may establish their own ethics standards prior to the 1991 effective date, but such regulations are mandatory subjects of negotiation and must be negotiated with the union.

The deadline for state employees to file financial disclosure forms under the new ethics law is May 15, 1989. Since CSEA is seeking exemptions for all CSEA-represented state workers and exemptions may be granted for some or all of those requested job titles before the filing deadline, the union advises members not to file a financial disclosure form at this time. Employees who are granted exemptions prior to the filing deadline will not have to file a form at all.

CSEA will publish in *The Public Sector* the lists of job titles which are granted exemptions as that information becomes available from the state Ethics Commission.

THIS, THAT AND THE OTHER THING



#38



The number itself may not be all that important but the progress it represents is a big step forward.

The "Great Beginnings" Day Care Center opened at Broome Developmental Center is the 38th day care operation opened in connection with a New York state facility.

The day care centers receive start-up money negotiated as part of the CSEA-state contracts. More than 2,500 children are now receiving care at the statewide network of centers, which is the largest network of its kind in the nation.

While centers may not yet be accessible to every CSEA member with a day care need, we're working on it.

Attention library assistants

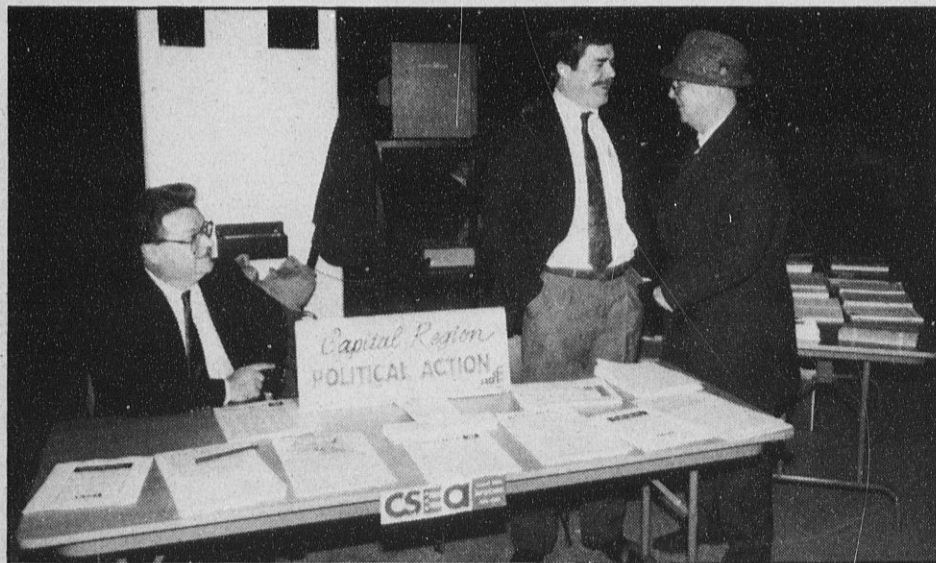
The library assistants at Drake Memorial Library, SUNY College at Brockport, will host the 11th annual New York State Library Assistants Conference, June 1-2. Registration forms have been mailed out to public, academic, business and school libraries across the state. Registration is limited to 300 people.

Nassau member does the right thing

The way Joe Lotierzo figures it, honesty is its own best reward.

Lotierzo, a member of Nassau Educational CSEA Local 865 recently found a pocketbook with checkbook, wallet and credit cards while working outside a school in Farmingdale. He promptly returned it to its owner, who thanked him with a check for \$25 and a nice letter for his personnel file.

But Lotierzo noted that the act was even better for earning good graces since the owner of the pocketbook is the principal of the local Catholic school.



25 years and proud of 'em

A proud history of 25 years as a CSEA local was celebrated recently with a warm look back to the founding members of SUNY Buffalo CSEA Local 602 and a pledge to carry on in their exemplary footsteps.

"We've been very fortunate to have had so many dedicated, hard-working members and officers who have built this local into its present status," said current president Kathy Berchou during a celebration dinner.

Local 602 has grown from the 300 members it had in 1962 when the private University of Buffalo joined the state university system as its largest member, to the more than 1,700 members that now fill its ranks.

"With the foundation laid down by those who came before us," said Berchou, "we should be able to weather any storms ahead on behalf of our members."

Telephone sales pitch can have a high price



Joining with a coalition of consumer groups, trade associations, and governmental agencies, AFSCME has announced new efforts to fight telephone marketing fraud.

"Boiler room" operations bilk billions of dollars from consumers through phony scams they sell over the phone. These include prize offers, penny stocks, office supplies, magazine subscriptions, credit repair, precious metals, travel schemes, business ventures and the like.

AFSCME's main thrust is to educate its members about these con jobs so that they'll avoid being taken in. Unless you know exactly who you're dealing with, save yourself some trouble by just saying NO!

CSEA — AT YOUR SERVICE — CSEA Capital Region IV Political Action Committee Chairperson William Burdick, center, and regional Political Action Coordinator Edward LaPlante, left, greet Assemblyman Richard Connors (D-Albany) during a recent CSEA Information Day at the Empire State Plaza. They were among the many union activists and staff who greeted hundreds of members during the three-day event, which offered members a chance to obtain valuable information on CSEA services and benefits.

Could your family meet its financial obligations if you were unable to work for several months?



CSEA Disability Income Plan pays you cash benefits when you're laid up and can't bring home a paycheck!

CSEA members will soon be given the opportunity to apply by mail for one of the most valuable forms of insurance protection of all — disability income insurance. Low-cost disability income insurance is a benefit your union sponsors for you because CSEA recognizes that, unfortunately, most people fail to adequately protect their families from wage losses resulting from lengthy disabilities.

Jardine Group Services Corporation, CSEA's insurance plan administrator, has arranged to give all eligible CSEA members the chance to quickly and conveniently apply for this important coverage *through the mail*.

A letter announcing details of the disability income plan offer will be mailed to all CSEA members in mid April. The plan is administered by Jardine Group Services Corporation and is underwritten by The Travelers. The deadline for applying for the disability income protection by mail is June 15. No physical exam is required.

The plan provides *tax-free* benefits for sickness and both on- and off-the-job accident-related disabilities. The coverage also pays *double* benefits for inpatient stays due to a total disability and provides cash benefits for medical expenses, death and dismemberment. All benefits are paid in addition to any other disability insurance you may have, including Workers' Compensation.

Although this will be the first time CSEA members may apply for the coverage by mail, the CSEA Disability Income Protection Plan has been available since 1936. For more than 50 years

the plan has paid millions of dollars in benefits to thousands of CSEA members.

Why is disability income protection so important? Statistics show that if you are under age 65 you are more likely to suffer a prolonged disability than you are to die. In fact, one out of every two 30-year-olds will probably be disabled and unable to work for three months or more at least once before retirement. And until you reach 65, the probability of disability continues to increase. Forty-two-year-olds, for example, are four times more likely to be laid up for at least three months before age 65 than they are to die.

What would you do if you were unable to bring home a paycheck for three months, six months or longer? Could your family meet its financial obligations? Probably not.

Which is why it's so important that you carefully read all the information when your mailing arrives. You'll quickly realize how extremely important this type of insurance protection is, how relatively inexpensive it is to you as a CSEA member and how easily you may apply for it. You'll want to follow the simple instructions and apply for this family financial security while you can — before the June 15 deadline and before you become sick or disabled and it's too late.

If you do not receive your mailing by late April, or if you have questions concerning the CSEA Disability Income Plan, just call Jardine Group Services Corporation TOLL-FREE at 1-800-366-5273, Operator 60.

The CSEA Disability Income Protection Plan —

Another benefit for you from CSEA

