

# THE PUBLIC SECTOR



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

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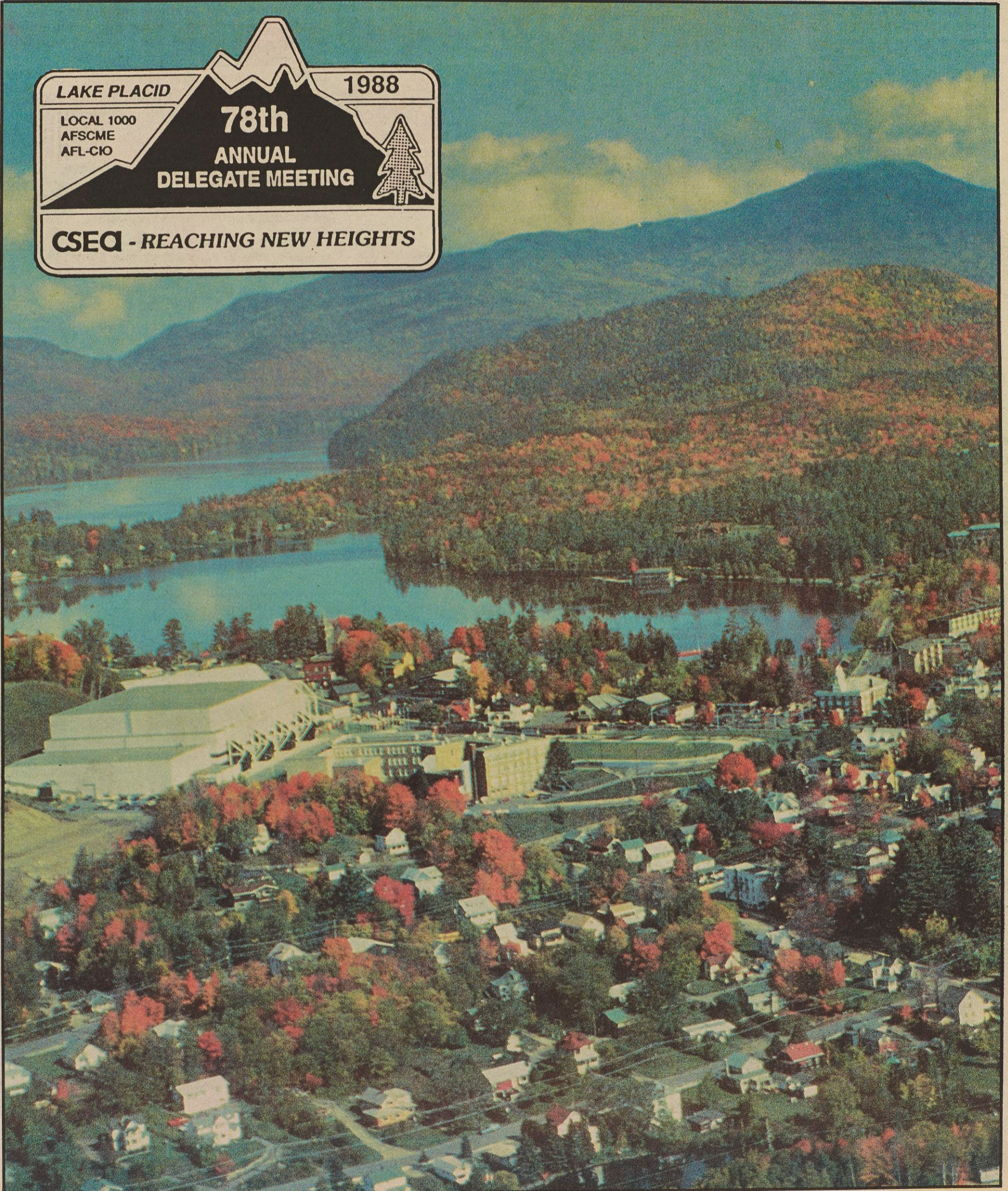
A graphic shaped like a mountain range with a jagged top edge. Inside the mountain shape, the text reads "LAKE PLACID" on the left, "1988" on the right, and "78th ANNUAL DELEGATE MEETING" in the center. Below the mountain shape, the text "CSEA - REACHING NEW HEIGHTS" is written. To the right of the mountain shape is a stylized evergreen tree.

LAKE PLACID 1988

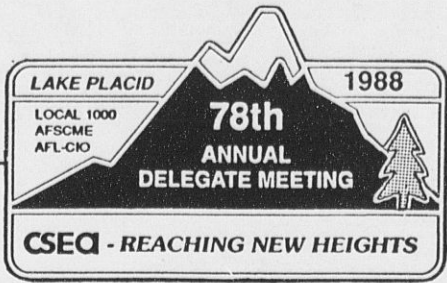
LOCAL 1000  
AFSCME  
AFL-CIO

**78th**  
ANNUAL  
DELEGATE MEETING

CSEA - REACHING NEW HEIGHTS

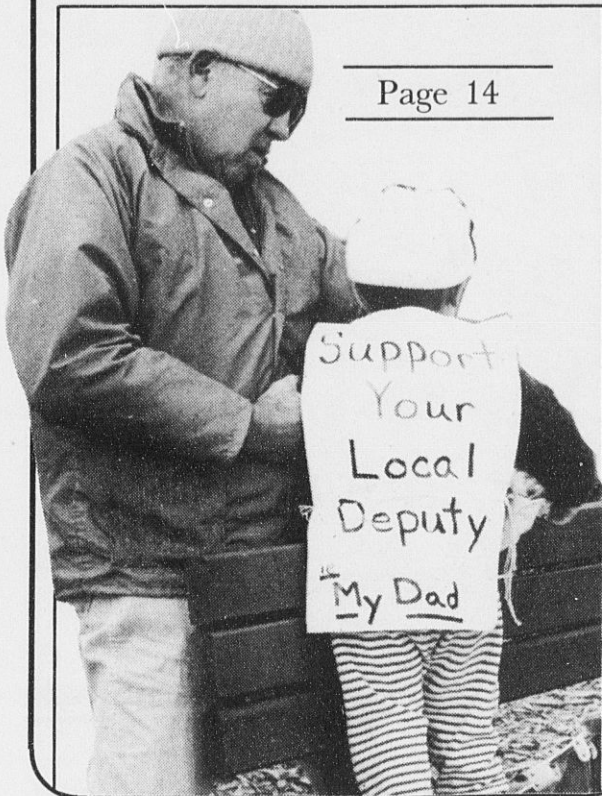


# INSIDE



Speaking out . . .  
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## 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

## Consortium addresses local gov't issues

Problems and concerns confronting public workers are generally universal in nature. But because the state is fragmented into hundreds of towns, villages, cities, counties and school districts, it is often much more difficult to address those concerns at the local government level.

Soon it may become easier to address many broad-based problems affecting local governments and their employees because labor and management will have agreed to cooperatively pursue solutions to meet the mutual needs of both sides.

Representatives of 16 public sector labor unions and local government organizations and the state's Public Employment Relations Board (PERB) earlier this month attended the organizational meeting of a cooperative consortium which will promote a series of labor-management programs.

CSEA President Joe McDermott says it's long overdue. CSEA, with more than 100,000 local government members, has wrestled to address concerns through several hundred contract negotiations in the local government sector.

"Many problems and concerns cut across the workforce statewide but because local governments are so fragmented, we've always had to deal with most issues contract by contract. But if labor and management can agree to explore mutual concerns, such as worksite health and safety issues and employee assistance programs, for instance,

it becomes easier to implement solutions over a much broader base," said McDermott, who, along with Deputy Director of Local Government Ron King, represented CSEA at the session.

The consortium will be administered by the state's Public Employment Relations Board (PERB) and headed up by PERB Chairman Harold R. Newman.

"The consortium has as its primary goal the promotion of programs that both labor and management agree are worthy of cooperation and, when implemented, will benefit not only public employees and the governments they work for but also the public," Newman said. He said the consortium will meet periodically to plan various programs that all parties agree upon.

Members of the consortium are CSEA; AFSCME; New York State AFL-CIO; Association of Counties; Conference of Mayors and Other Municipal Officials; Association of Towns; Professional Fire Fighters.

Also, New York State Public Employer Labor Relations Association; New York State United Teachers; New York State School Boards Association; Police Conference of New York; Service Employees International Union; Teamsters; New York City Transit Authority; Transport Workers Local 100; and PERB.

## Assemblyman Conners gets CSEA endorsement

CSEA has endorsed Assemblyman Richard J. Conners for re-election in the 104th Assembly District in the Nov. 8 general election. The 104th District encompasses most of Albany County.

CSEA had withheld making endorsements in a few Senate and Assembly districts, including the 104th, pending reviews of special circumstances in those districts. CSEA said it endorses Conners, a Democrat, because, among other reasons, the union believes Conners made good faith efforts to assist in resolving contract disputes between CSEA and Albany County.

## Tax break for state workers effective in January with health insurance deductions pre-tax program

State employees are reminded that effective in January their health insurance contributions will *automatically* be deducted from paychecks *before* taxes are withheld under a new Pre-Tax Contribution Program (PTCP).

Employees who do *not* want their deductions made before taxes are withheld may opt out of PTCP by **obtaining a form from their agency's health benefits administrator and returning the completed form to the state Department of Civil Service postmarked not later than Nov. 30, 1988.**

As explained in the previous issue of *The Public Sector*, CSEA enthusiastically endorses PTCP. The program does not reduce health insurance premiums but will effectively reduce the amount of federal, state, Social Security and most local income taxes paid on salary earned.

## THE PUBLIC SECTOR UNION YES

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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# CSEA targets RUGs

By Kathleen Daly  
Associate Editor

ALBANY — CSEA is launching a statewide campaign, "We care for our own in our union and in our community," to reform the reimbursement system that now threatens the existence of county-run nursing homes.

The system, called Resource Utilization Groups, or RUGs, has unfairly penalized the approximately 50 county-owned and operated homes statewide. Since RUGs were instituted in 1986, those publicly-owned homes have lost \$100 million, though they represent only 10 percent of the long-term care beds in the state.

Counties have tried to make up for the RUGs losses through cuts or by spending savings, but many will soon face the choice of raising property taxes to maintain the homes, selling the homes to the private sector or closing them completely.

CSEA has already been involved in the so-far successful battle to maintain county ownership of the nursing home in Chautauqua County. As part of that victory, CSEA pledged a statewide campaign to get RUGs changed so that they fairly reimburse county nursing homes.

"County nursing homes have been bearing the brunt of RUGs, and as a result, the public may well lose these valuable resources," said CSEA President Joe McDermott. "We're determined to prevent that from happening."

#### RUGs Task Force

McDermott has appointed a task force to coordinate a statewide effort to convince the state to reform the system.

The campaign will include: a massive petition drive directed to Gov. Mario Cuomo and legislative leaders Mel Miller and Ralph Marino; education to help the general public understand what RUGs means to their community, particularly the vulnerable nursing home residents; and the building of coalitions with other organizations to strengthen support for the issue.

In a major breakthrough, CSEA is working with the state Association of Counties on the the RUGs issue. County leaders are also concerned about the effects of RUGs on their facilities and their budgets; they, too, want to see fair reimbursement rates so they can continue to provide the valuable nursing home services.

The cooperative effort of the two organizations, traditionally on opposite sides of issues, indicates the significant threat of RUGs to everyone involved, from county administrators to union employees to the community at large.

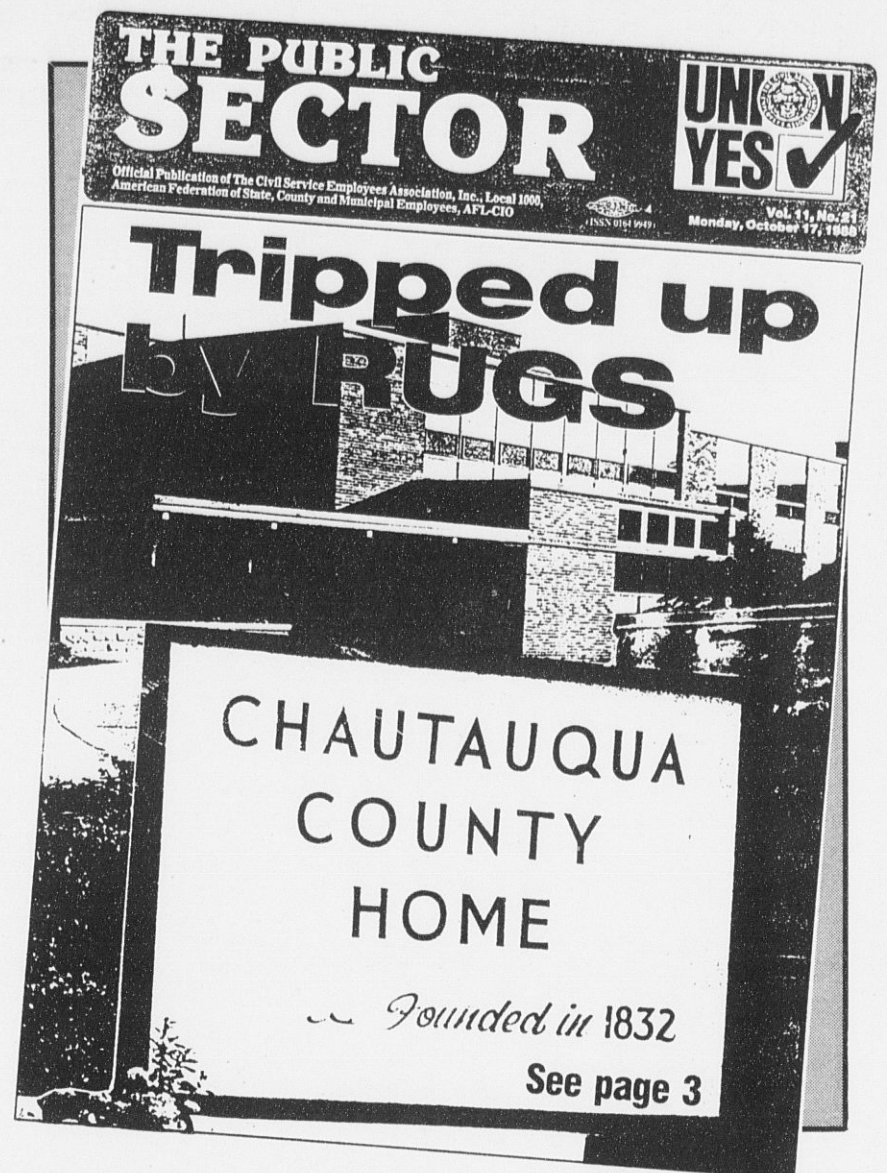
The concerns of private ownership or closing of the homes are varied. True, CSEA is concerned about its members who work in the facilities, but the issue is much broader.

#### Quality Care

Of utmost importance is the service these facilities provide, often to those who cannot afford or are not accepted in private facilities.

**"We have to take care of our own. The state won't do it; neither can the state take away the right of the counties, the rights of all of us, to care for the ill and elderly."**

— CSEA President Joe McDermott



## The RUGs Task Force

Robert Lattimer, CSEA Region VI president  
Kathy Albowicz, CSEA budget examiner  
Edmund Catrine, CSEA assistant to the  
deputy director for local government  
Larry Scanlon, CSEA director of legislative  
and political action

County nursing homes have a long tradition of providing high quality care to the poorest and sickest of the community.

While the state maintains that RUGs reimburses facilities based on the amount of care residents need, the system does not take into consideration that county nursing homes often have no other income beyond Medicaid reimbursement and county property tax revenue.

And county residents have already invested heavily in the county nursing homes; to close them or sell them to profit-making companies would be to sell out or abandon the taxpayers' investment.

RUGs is not the only culprit in the crisis now facing nursing homes, but it is one over which local officials have no control. They can overcome problems in poor management or work with unions through labor/management committees to improve delivery of service. But the vital reimbursements system is determined by the state.

"We cannot allow the state to railroad the counties out of their role in providing invaluable long-term care to their residents," McDermott said. "We have to fight, for our union members and for our neighbors, those who live in these homes, those with family in these homes and those who will need these homes in the future."

"We have to take care of our own," he added. "The state won't do it. CSEA will not stand by and let the state, through RUGs, take away the counties' rights, and our rights, to care for the ill and the elderly."



# CSEA starts asking some questions!

Random CSEA investigations reveal that electronic monitoring and surveillance of employees is on the rise at worksites across the state. The full extent of invasions of workplace privacy has yet to be determined.

How widespread is this problem and what can be done about it?

CSEA is conducting a survey to broaden the union's base of information and you can help by taking a few minutes to answer the following questions.

You do not have to identify yourself and all individual responses are confidential.

Return the survey to:

**CSEA Communications Dept.**  
**143 Washington Avenue**  
**Albany, New York 12210**

1. Does your work involve a computer? VDT \_\_\_\_\_  
 Wordprocessor \_\_\_\_\_ Main Frame \_\_\_\_\_
2. Do you have to use a special access code to begin your work? \_\_\_\_\_
3. Are you on a quota system that requires you to do a certain amount of work in a certain amount of time? \_\_\_\_\_
4. To enforce this, does your supervisor let you know if you're keeping up or falling behind? \_\_\_\_\_
5. Do quotas change or remain the same? \_\_\_\_\_

## TELEPHONE "BUGGING"

6. Does your job involve telephone work? \_\_\_\_\_  
 What kind? \_\_\_\_\_
7. Does your supervisor eavesdrop on (monitor) your telephone conversations? \_\_\_\_\_  
 How? On another line \_\_\_\_\_ Over your shoulder \_\_\_\_\_  
 Computer printout of #'s called \_\_\_\_\_
8. If so, what kind of things do they discuss with you about your telephone usage? \_\_\_\_\_
9. Is part of your job performance evaluation based on telephone conversations monitored by your supervisor? \_\_\_\_\_

## TIME CLOCKS

10. Do you have to punch a time clock in your workplace? \_\_\_\_\_

11. Is there a procedure for signing in and out on coffee or restroom breaks? \_\_\_\_\_

## ELECTRONIC SURVEILLANCE

12. Is there an electronic security system in your workplace such as an access code or special card required to gain entrance to or exit the office or other offices? \_\_\_\_\_
13. Is there video monitoring for "security" in your workplace? \_\_\_\_\_

## MISCELLANEOUS

14. Is your incoming or outgoing mail screened by your supervisor? \_\_\_\_\_

## HEALTH CONCERNS/PHYSICAL & EMOTIONAL

15. Check off any stress-related symptoms you have noticed since day of the above surveillance procedures were implemented at your worksite:

- |                             |                        |                         |
|-----------------------------|------------------------|-------------------------|
| a. sleeplessness            | b. headaches           | c. weight loss          |
| d. weight gain              | e. dizziness           | f. nausea               |
| g. tiredness/fatigue        | h. irritability        | i. nervousness          |
| j. depression               | k. high blood pressure | l. diarrhea             |
| p. heart disease            | q. asthma              | r. rheumatoid arthritis |
| s. increased use of alcohol | t. other               |                         |

## PLACE OF WORK

16. What department/agency/school district do you work for? \_\_\_\_\_
17. What type of work do you do? \_\_\_\_\_

## Car strikes DOT workers, emphasizing dangers of the highways

WANTAGH — Two state Department of Transportation (DOT) employees collecting litter along the Southern State Parkway on Long Island were critically injured Oct. 19 when a motorist hit them after being distracted by a flying insect in his car.

The men, Joseph Ingrassia, 64, and Roger Plassman, 33, are both members of DOT CSEA Local 508, headed by Hank Jenny.

"It's a damn sin," said Jenny. "These are the kinds of hazards our members face daily when they're on the road. These men are going to be hospitalized for a very long time trying to overcome these injuries," he added.

Both men were taken to the Nassau County Medical Center. After many hours of surgery, Plassman was moved out of the intensive care unit and into a regular room. Ingrassia remains in critical condition.

Both men suffered multiple injuries and broken bones. A member at the medical center said she expects it will take them each a year or more to recover.

Evidently, the driver of the car was a 21-year-old college student on his way to school. He said he was distracted by a flying insect in his car and hit the men as he drove onto the shoulder of a paved ramp leading onto the parkway.

No charges have been filed.

The DOT Local has begun fundraising efforts to help alleviate the escalating medical costs of both men.

Any contributions should be sent to Bud Diekman, Department of Transportation, 1234 Meadowbrook Road, North Merrick, N.Y. 11566. Checks should be made payable to either Joseph Ingrassia or Roger Plassman.



MARY E. SULLIVAN

# CSEA goes to bat over new financial disclosure forms

By Stephen Madarasz  
CSEA Communications Associate

ALBANY — Testifying before the New York State Ethics Commission, CSEA statewide Treasurer Mary Sullivan said salary is no way to determine who should be subject to the new state ethics law's financial disclosure requirements.

Instead, the CSEA leader explained that policy-making functions should be the major criterion.

"CSEA's members are not policy-makers. They work long, hard hours, many of them serving the state's most vulnerable citizens," she said. "The intent of the Ethics Law was not to add yet another unneeded and unnecessary burden to their lives."

The law requires that any public employees earning more than \$30,000 per year must complete the required forms. Although the average CSEA state employee earns about \$20,000 per year, union estimates show that more than 10,000 state-employed members could be affected by the salary requirements.

Another 3,500 CSEA-represented non-judicial employees of the Unified Court System would also be required to file, even though these employees (court reporters, senior court reporters and clerks)

also have no policy-making responsibility.

When the law applies to local government employees in 1991, thousands more CSEA members will potentially be affected. Sullivan noted that the Feerick Commission on Integrity in Government has already recommended the elimination of the \$30,000 salary threshold figure. CSEA expected that amendments to the original ethics legislation would address union concerns about the impact on its members, but none have been developed.

If there is no further attempt to relieve the majority of public employees of the burden of filing, Sullivan said, CSEA is prepared to apply for exemptions either individually or as a class for every one of its members potentially affected by the act.

CSEA believes that the broad application of the filing requirement and the resulting requests for exemptions will bury the Commission under an avalanche of paperwork.

"This burden will divert the Commission from its primary and most important function, which is to be the shock troops in the battle against misuse of the public trust," Sullivan said. "The Commission should be freed to do its proper job and our members should be liberated from unwarranted intrusion into their lives and the lives of their families."

## OCA OKs in a big way

ALBANY — CSEA members in the state Unified Court System have overwhelming ratified a new three-year contract negotiated earlier this year.

Members ratified the contract by a 16 to 1 margin with about 70 percent of eligible members voting. The agreement was signed by CSEA President Joseph E. McDermott and Office of Court Administration Director of Employee Relations Howard A. Rubenstein at CSEA Headquarters recently.

The state legislature already approved the contract salary increases contingent on ratification.

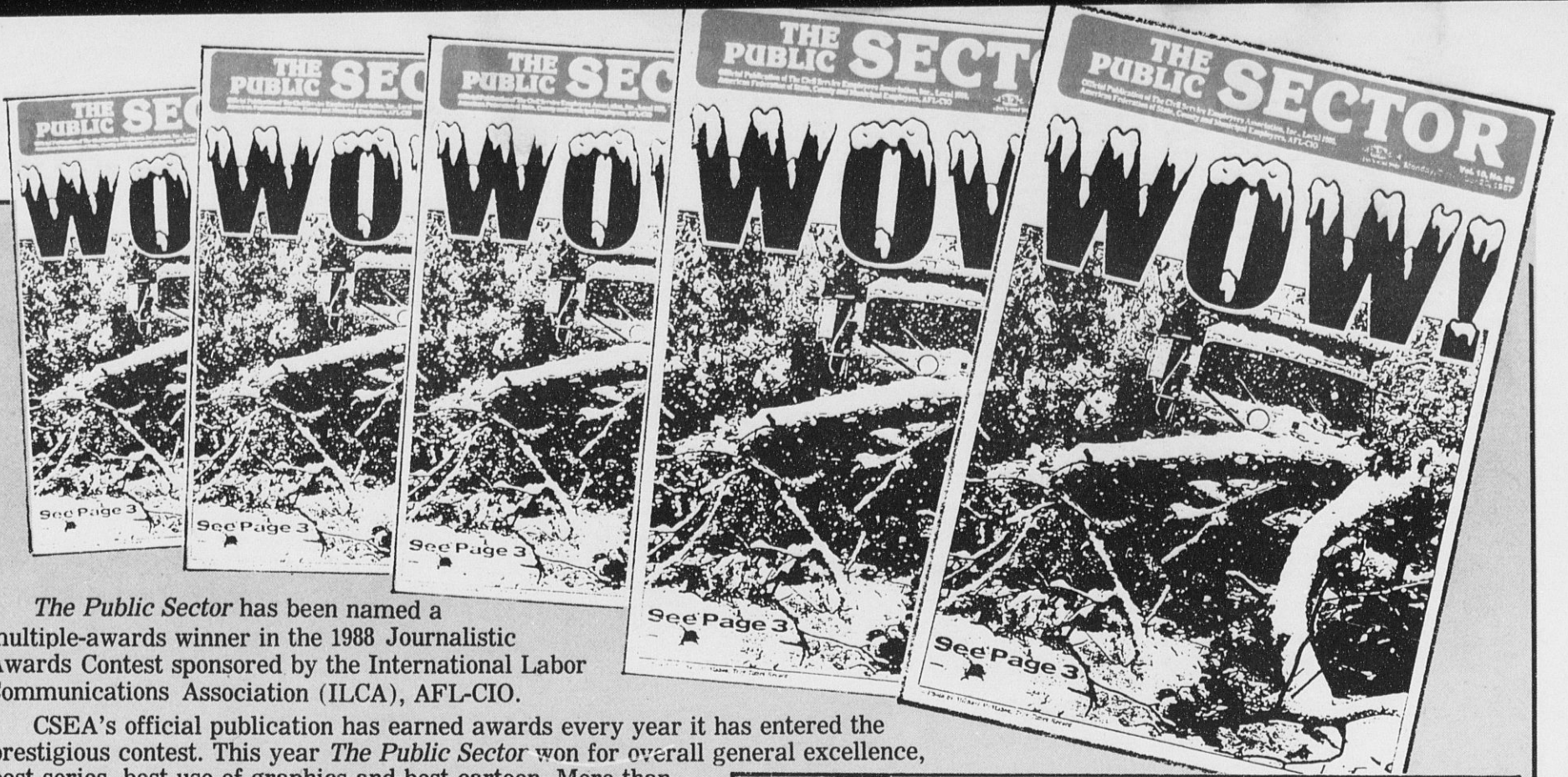
Across-the-board salary increases include a 5 percent hike retroactive to June 23, 1988; 5 percent effective April 1, 1989; and 5.5 percent beginning April 1, 1990. The wage hikes represent a compounded 16.3 percent increase over the life of the contract.

The agreement continues health insurance coverage under The Empire Plan.

The contract covers 3,500 CSEA members in 22 different bargaining units.



Members of the CSEA and OCA negotiating teams flank OCA Director of Employee Relations Howard Rubenstein and CSEA President Joe McDermott. Seated at right are CSEA negotiating team Chairperson Tom Jefferson and Vice Chair Ed Satran.



The Public Sector has been named a multiple-awards winner in the 1988 Journalistic Awards Contest sponsored by the International Labor Communications Association (ILCA), AFL-CIO.

CSEA's official publication has earned awards every year it has entered the prestigious contest. This year *The Public Sector* won for overall general excellence, best series, best use of graphics and best cartoon. More than 1,150 entries were submitted from 155 publications.

A three-part series entitled "Social Services: system in crisis," written by CSEA Communications Associate Stephen Madarasz, won a first place award in the best series category. The award-winning series explored difficulties confronting social services workers.

A photo layout entitled "Snow Jobs" earned a first place award in the best use of graphics category. The photographs depicted CSEA members performing various winter-time jobs.

CSEA Graphics Artist Ralph Distin, whose insightful and biting editorial cartoons have won numerous ILCA awards, earned another one this year. Distin's cartoon depicted a whitewash by the state Departments of Transportation and Environmental Conservation of earlier agreements dealing with health-related problems from toxic sludge during river dredging projects.

In the general excellence category *The Public Sector* was recognized for maintaining a high standard of journalistic excellence by consistently delivering important, useful and timely information to the membership.



## Social Services: system in crisis

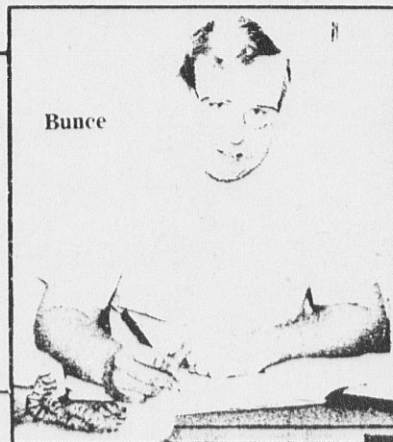
By Stephen Madarasz  
CSEA Communications Associate

**EDITOR'S NOTE:** Like many public employees, social services workers perform a critical job every day. Although the system is constantly maligned, those who fill the front lines know their efforts feed hungry children, help homeless families find shelter and address domestic violence.

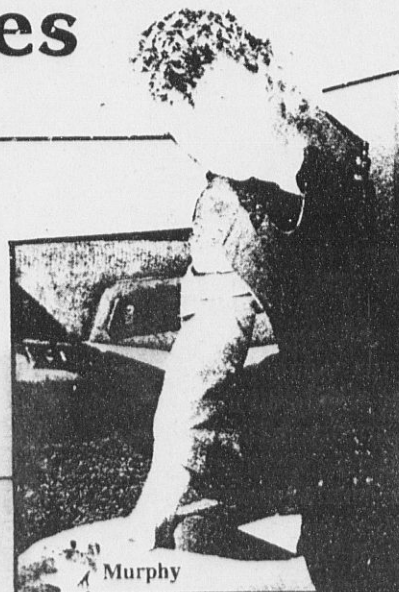
But they also know that their difficult job is becoming "almost impossible" because of dwindling resources to help those in need.

In this the first of a three-part series, we look at the conflict that workers experience when they're caught between compassion and regulations.

## Frustration high at the front lines



Bunce



Murphy

For each, change is constant, improvement rare. "It's not happy work — we're dealing with human misery," contends Rensselaer DSS sup

"You like to see your clients as individuals," offers Fred Jordan, a caseworker with more than 20 years

AWARD WINNING entries included a series on problems with the social services system, left, and an editorial cartoon by Ralph Distin, above.



# What's the best thing CSEA has done for you this year?



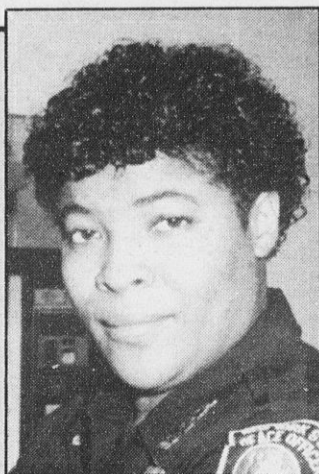
**JEAN McAVOY**  
Albany Red Cross  
Local 890

"CSEA negotiated a grievance procedure for us in our first contract. I've filed grievances to correct problems we'd been having for years. And we won. And even when we don't win everything we want, we know that management is really listening to our concerns."



**JEANNETTE SOKOL**  
Suffolk County  
Local 852

"The best thing was having Jim Walters (field representative) work with us negotiating our contract. The benefits are also great."



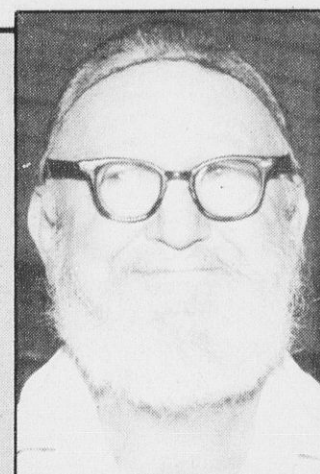
**SHEILA HANEY**  
Erie County  
Local 815

"The grievance filing procedure was very beneficial to me. It allowed me to recover overtime pay that I would have lost otherwise, after being passed over."



**ANNE McCARTHY**  
SUNY Binghamton  
Local 648

"I feel that they negotiated a good contract, especially in view of the state budget situation. I think, all things considered, they did very well getting the contract they did."



**RICHARD PARRY**  
Hudson River  
Psychiatric Center  
Local 410

"Recently, CSEA was able to get back 84 hours of sick leave that were charged to me. CSEA has been good to me. They've helped me each time I've had a problem."



**LUZ TRINIDAD**  
N.Y.C. Labor Dept.  
Local 350

"Attending Region II's Women's Workshop for women over 40 helps very much to realize what older women are going through. I am also looking forward to working on union organizing, now that I've been appointed to serve on CSEA Region II's Organizing Committee."

*There ought to be a law!*

Do you have safety or health concerns at your worksite . . . pension problems . . . staffing shortages . . . trouble with promotional opportunities . . . harassment . . . jobs being contracted out?

CSEA wants your ideas for bills we should introduce in the 1989 legislative session.

Fill out the coupon and mail it today.

To: CSEA Legislative & Political Action Department  
143 Washington Avenue  
Albany, N.Y. 12210

"I THINK THERE SHOULD BE A LAW THAT \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

# CSEA member tackles politics

By Anita Manley  
CSEA Communications Associate

WAPPINGER — As the 1988 political season reaches its climax, Connie Smith is enjoying an unusual view — as council member in the Town of Wappinger.

A longtime union and community activist, she is winding up her first year on the town council. She has been active on many local committees and was town historian for 12 years.

A principal account clerk for the Dutchess County Department of Public Works for six years, she's been a member of Dutchess County CSEA Local 814 for a dozen years.

Smith's involvement with politics began years ago when she helped her former town supervisor with his campaign.

Last year, town Republicans asked her to run for the council. "I refused," said Smith, a Democrat. "But when I told the Democrats, they said they would back me if I ran."

Later, the Conservative Party endorsed her and, finally convinced, Smith ran unopposed.

Smith attributed her strong backing to her active participation in the community. Among her many accomplishments, she is most proud of her work as chair of the Wappinger Community Day. The celebration began a few years ago with a small neighborhood party — a few politicians and one band, she said — and mushroomed into an all-day gala affair that includes games, rides, food booths, 14 bands and entertainment for all ages.

Of the many hours she spends working on town council matters, Smith most enjoys meeting people and helping them with their problems, she said.



Connie Smith

"I get frustrated sometimes when the council tables resolutions and issues," she said. "I want to resolve them."

"It's time consuming, but it's interesting and fun," she added. "I find there are few people that I dislike."

For those who want to get into politics, Smith offered some advice.

"Decide how deeply you want to become involved. If you want to become a member of a (town, county, school, village) board, call your party. They usually welcome inquiries," she said.

Many candidates run unopposed, and some positions remain unfilled because no one runs for them, she added.

Smith's activism doesn't exclude her union. She is a shop steward and a member of the county unit's sick bank committee. She has also served as a local parliamentarian and chair of the unit's Audit Committee.

## LOCAL GOVERNMENT WORKSHOP

### "Getting ahead: Exploring Your Career Potential"

Conducted by Empire State College SUNY

A career development workshop for Region V and Region VI Local Government members.

Region VI  
Dec. 3

9:30 a.m. to 4:30 p.m.  
The Ramada Renaissance  
4243 Genesee Street, State Route 33  
Buffalo

Region V  
Dec 10

9:30 a.m. to 4:30 p.m.  
Sheraton Inn  
7 North Street and Electronics Parkway  
Syracuse

Registration Fee: \$14.50 (includes materials, breaks and lunch).

Please make checks payable to CSEA Inc. and mail them to:

CSEA Education and Training Department  
143 Washington Avenue  
Albany, New York 12210

Registration is limited, so register soon!

Sponsored by the Office of Local Government and School District Affairs and the CSEA Education and Training Department.

#### "Getting Ahead: Exploring Your Career Potential" Registration Form

Name:

Mailing Address:

Home Phone: ( )                      Work Phone: ( )

County in which you work:

Local #:

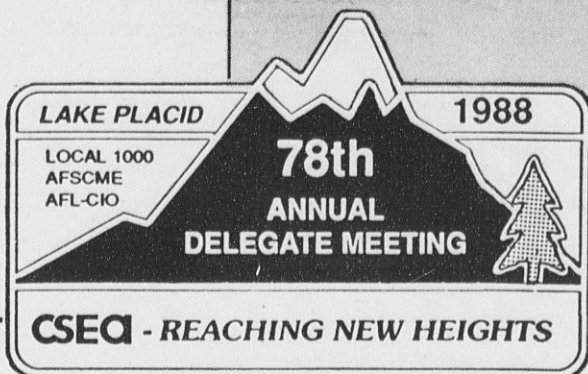
Job title:

Please mail this form with your \$14.50 Registration Fee to:

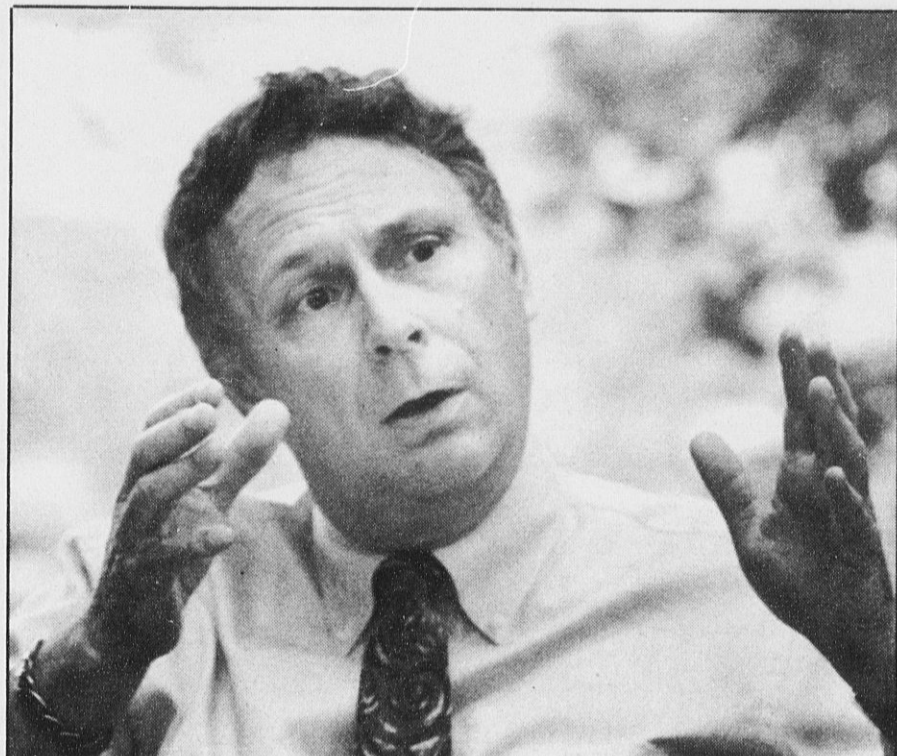
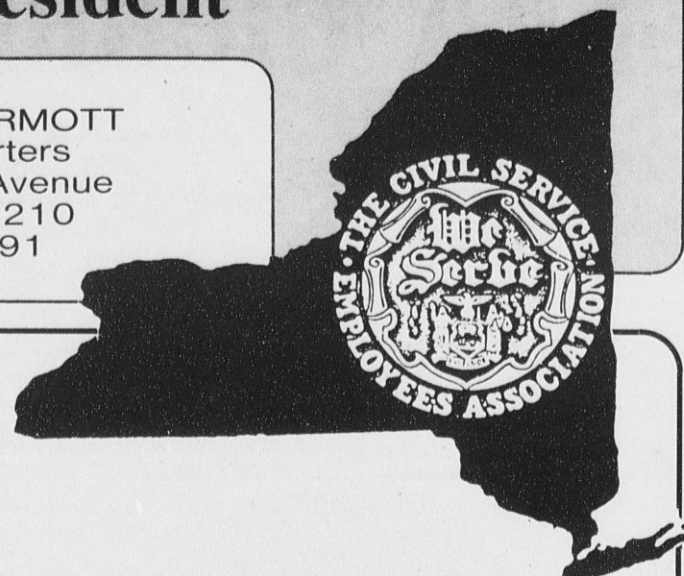
CSEA Education and Training Department  
143 Washington Avenue  
Albany, New York 12210



# Statewide President



JOSEPH E. McDERMOTT  
CSEA Headquarters  
143 Washington Avenue  
Albany, N.Y. 12210  
(518) 434-0191



***“I want to recapture the confidence of the membership and regain the respect of management. I want to turn us around and get us going again. There is no place for complacency in my vision of the future for CSEA.”***

We have a mission that is simple and straightforward. It is to revitalize a union that I think has been a little too passive for a little too long.

I want to see us regain our fighting form, hone our competitive edge. I want to see us jabbing and probing, not counter-punching.

I want to recapture the confidence of the membership and regain the respect of management. I want to turn us around and get us going again. There is no place for complacency in my vision of the future for CSEA.

CSEA does a good job but all too often not a great one. Members tell me they want CSEA to handle their grievances more promptly and to respond quickly to problems, complaints and concerns brought to our attention. They want to see more staff at more worksites more often. So do I.

I think we've got the most knowledgeable labor professionals in the business working for us and I've invited staff to become more involved in the decision-making process. I sense an improved morale and a heightened sense of mission among the staff.

We need to transfer that sense to the membership because there is where our future lies. Our Unit and Local officers, our shop stewards, our committee members, the people who operate our phone banks and walk our picket lines, our delegates — they are all volunteers. We need to replenish our reservoir of good people who care enough to volunteer their time and services to the Union.

We're shining up our image right now. If you've been paying attention at all, then you've noticed CSEA in the news a lot more lately. We are going to more visible on issues that affect us as Union members, taxpayers and citizens.

For example, I will soon be appointing a CSEA Waste Management Task force to seek answers to the growing garbage disposal crisis across the State. We are seizing the initiative on one of the monumental problems confronting society today.

We live and work in an ever-changing world. Our job, as I see it, is to anticipate those changes. We must be prepared to help regulate the technology that will dominate the workplace of the future. With that in mind, I will also be appointing the “Committee for the 21st Century” to determine how we fit into the future and what we must do to be ready for it.

But in looking to the future, we cannot lose sight of the present. CSEA must be an effective force in dealing with individual and workplace problems of today. We have to deal in a tough way on such pressing matters as short staffing, forced overtime, lack of adequate promotional opportunities, unsafe and unhealthy work locations, budget problems, facility closings and staff cutbacks.

Accordingly, I recently set up a “State Budget Task Force” that will put together an “action agenda” to look after CSEA's interests in light of an anticipated State budget “shortfall” next year. In addition, I also have put in place a “RUGS Task Force” that is meeting to prepare a long-range program to combat unfair nursing home reimbursement procedures that penalize public employers and cost our members jobs.

One of my first acts as President was to revamp and intensify our legislative and political action programs. I'm turning up the heat and applying a little more muscle to strengthen our political clout.

CSEA members have an opportunity to do a lot about improving their State and nation on November 8, Election Day.

I urge you to vote for the State Senate and Assembly candidates endorsed by CSEA. These people will make many of the laws that affect your daily lives, on and off the job. We have endorsed candidates — Democrats, Republicans, Conservatives and Liberals — who we believe will act in your best interests.

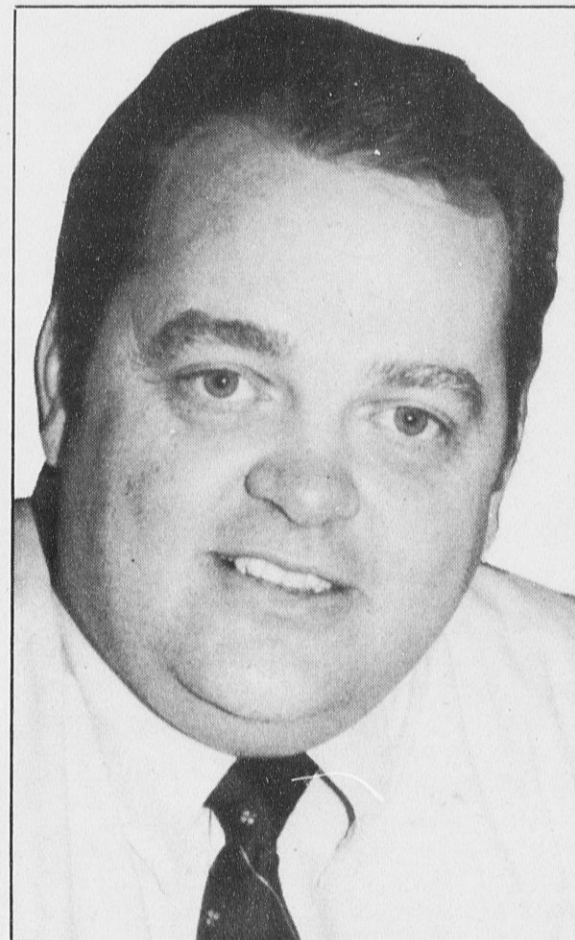
And you can literally change America on November 8 by voting for Mike Dukakis for President. He has the best plans and programs for the nation, the best qualifications and he has the solid support of organized labor nationwide. We need Mike Dukakis in the White House to restore funds and programs which affect our members at all levels of government.

If you've taken a look at CSEA and you're not entirely satisfied, take another look. You'll find we're more aggressive, more adventuresome. You may still not be entirely satisfied, I know I never will be, but if you'll come aboard and volunteer your time, talents and energy, you will be welcome because you can make a difference.

*Joe McDermott*

## Executive Vice President

DAN DONOHUE  
CSEA Headquarters  
143 Washington Avenue  
Albany, N.Y. 12210  
(518) 434-0191



Let me begin by saying "thank you" for all the support and assistance I received during the recent election. As Executive Vice President, I will continue to work for your interests as part of a team of officers dedicated to making CSEA the kind of union you want.

As we enter another year, we must prepare ourselves for some tough

decisions — dues increases, contracting out, budget shortfalls, improving services, stretching dollars. But I am confident that we have the "right stuff" to face and overcome these troubles much as we have faced and overcome other problems before. Indeed, I anticipate that CSEA will continue playing a pioneering role in the many varied issues that will face workers today and in the 1990's.

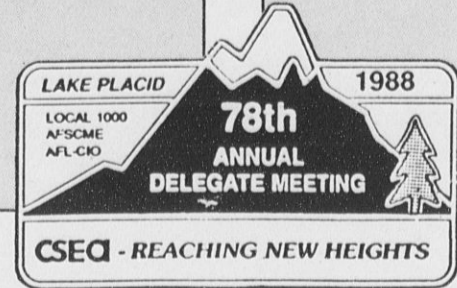
Sometimes we tend to forget what the union has done for us. Here's a sample: pay raises higher than in the private sector, day care centers, Employee Assistance Programs, comparable worth and better benefits. And let's not forget milestones long past, such as ending the 48-hour work week, unemployment insurance, retirement pensions and workers' compensation.

The tendency always seems to be "what will you do for me in the future." There are no easy answers but one thing I truly believe is that we cannot march there alone. We must work together. It's the only way we can truly "make a difference."

This is a tough time for CSEA and the American Labor movement but I know that if we all pull together, we can look toward a brighter future.

Again, let me say "thanks" for all you have done. Remember to go out and vote on Election Day '88. Our strength isn't money. It's in YOU. We should feel the power.

*Dan Donohue*



## Statewide Treasurer

MARY E. SULLIVAN  
CSEA Headquarters  
143 Washington Avenue  
Albany, N.Y. 12210  
(518) 434-0191



*"The great thing in the world is not so much where we stand, as in what direction we are moving. . . ." — Oliver Wendell Holmes.*

We've talked about a dues increase for four years and each year, for one reason or another, no positive action has been taken.

Now, in 1988, we must take the steps necessary to preserve and protect OUR UNION or stand by and watch CSEA self-destruct.

Our savings — the money we've had to use to maintain services because there's been no substantial increase to our income — are nearly gone. By September 1989 these funds will be depleted.

Despite measures which resulted in \$845,000 in budget savings in the 1987-1988 fiscal year, we spent \$1.6 million more than we took in to maintain the services and programs we expect from our Union. This CANNOT CONTINUE. We must provide a substantial increase in our income or make severe reductions in the services and staffing we currently enjoy.

Those are the facts that we, the leadership, must consider as we debate the structured dues proposal. Those are our choices.

And we, the delegates, must make the choice.

I support the structured dues proposal because it's fair and equitable. It's a Union way to determine how we pay to support union services and programs. It's the choice we, as leaders, should make.

Despite our financial problems, CSEA continued to make some advances with computer technology over the past year. Enhancements were made to our annual review process of Group Life Insurance participants, our record-keeping capabilities with both our membership and agency shop information systems and our Group Life return of contribution systems. The computer is now used to process petitions and verify return ballots for special board seat elections.

Collection of our direct bill dues payments was improved via the use of an automated lock box. This unique concept has provided for near immediate posting of dues payments to our receivables almost as soon as the check is deposited to CSEA's account. Besides improved cash flow and recordkeeping, we will not require staff overtime or tremendous handling of 40,000 pieces of paper as in the past.

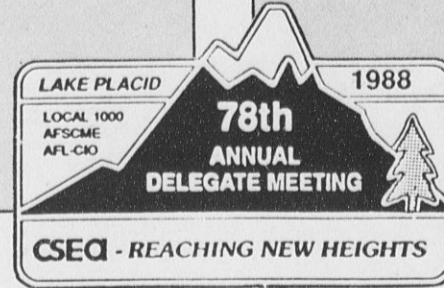
A pilot project involving the use of electronic publishing technology is currently underway in our Communications Department and shows tremendous opportunity for many of CSEA's finished products.

We continued to provide Treasurers' Training for small groups as well as individuals during the past year. An Advanced Treasurers' Training Program was developed and implemented at the request of the Region V Education Committee. This program will be integrated into the required training programs which will be conducted following the 1989 Local and Unit elections.

In recent months, both the Department of Labor and Internal Revenue Service have been reviewing the financial activities of some of our Locals. In every instance, we have provided the necessary assistance and support to our Local leaders. I anticipate that the DOL and IRS will continue their interest in Local pending practices.

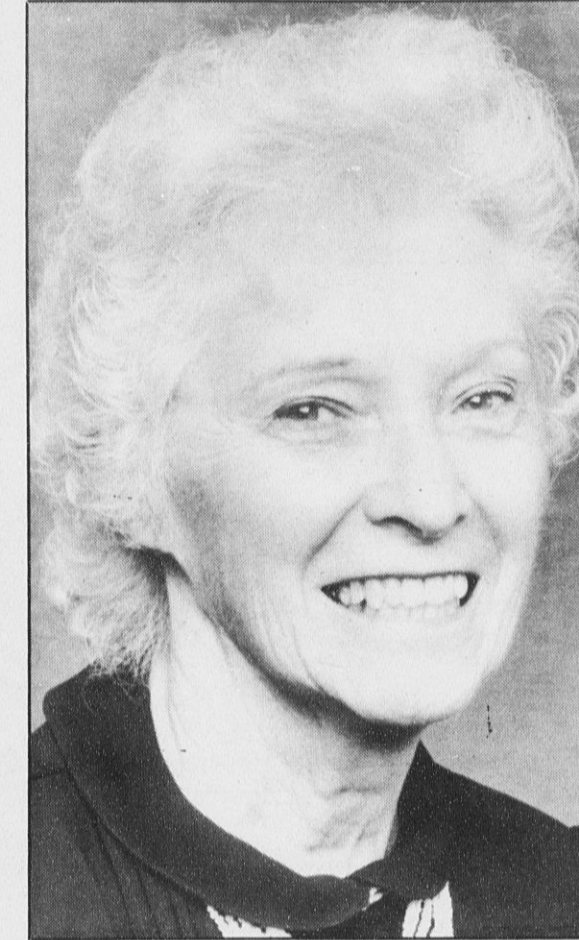
Finally, I thank you for your support and your votes. I appreciate the opportunity to work with you as we move towards a better tomorrow for all of us.

*Mary E. Sullivan*



## Statewide Secretary

IRENE CARR  
CSEA Headquarters  
143 Washington Avenue  
Albany, N.Y. 12210  
(518) 434-0191



Let me thank all of you for re-electing me to serve you for another three years.

At the start of a new administration, it is easy to be optimistic about the future and to speak of rededicating ourselves to the work at hand.

But at this point in time, it is more than just lip service. There is a reason to feel good about our achievements and confident about our ability to deal with new challenges.

Unionism is about people coming together to work on common concerns. It sometimes takes a lot of people and a lot of work to really make a difference. But even if change is slow, it can be made if people keep at it together.

Ten years ago I was one of only a handful of activists pushing for CSEA involvement on issues such as day care and video display terminal safety and health regulations.

It was discouraging, but we kept on pushing.

Today, both of those issues are not only sources of CSEA pride for the gains the union has made, but have emerged at the top of national political priorities.

It took a lot of effort and we still have a way to go before we have done our job fully, but the momentum is clearly in our favor.

We will succeed because people care and that means CSEA as a union cares — all of us together are the union.

Your effort is needed to make sure that caring continues.

It is very important that you get involved in the union activities of your local. What happens there affects all of us, even if it does not always seem that way.

Your involvement makes your local stronger and when we have strong locals, CSEA is a more effective organization.

With that in mind, let me remind you that unit and local elections will be coming up next spring and it is not too early to start thinking about them.

It bothers me that sometimes individuals run for office without clearly understanding what the responsibilities of the office are.

Whether you are considering running or not, please remember that officers have an obligation that should not be taken lightly. As an elected officer you have a duty to protect the rights of your members whenever, wherever and however they come under attack.

It is very important and often thankless work. But when you commit yourself to doing the job you can achieve great personal satisfaction and really help your co-workers.

Making that commitment every day is the challenge that faces all union leaders at the local, regional, state or international level.

It is not hard to do.

When I visit CSEA members in the field and see the intolerable conditions that many of you work in, or hear about the problems of single parents trying to make ends meet, or see injustice being done through the violation of an individual's contractual rights, it makes me angry.

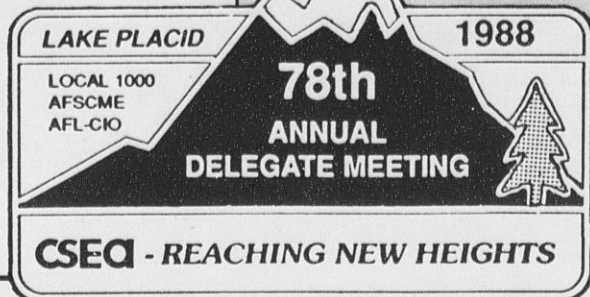
It also makes me work hard to make things better.

That is what CSEA is here to do. But it only works when each one of us does his or her part and we WORK TOGETHER.

Once again I am grateful to Bernardine Rouse and her staff for their assistance. Another special person I wish to thank is my assistant, Laretta Carroll.

*Irene Carr*

# Long Island Region I



JEROME DONAHUE, President  
CSEA Long Island Region  
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Region I has undergone many changes since July. As you know, longtime Region I President Danny Donohue was elected Statewide Executive Vice President which set off internal movement among our regional officers.

I am now your regional president, Gloria Moran is your first vice president, Nancy Hernandez is your second vice president, Carol Guardiano is your third vice president, John Aloisio is your fourth vice president, and Barbara Allen and Dorothy Goetz retain their positions respectively as treasurer and secretary.

I have served as a strong advocate for Nassau County CSEA Local 830 for seven years. Now, I look forward to the challenges of serving all members in the Region. I will always work to put forth your best interests.

Since taking office 100 days ago, I have visited many of the locals and units, especially the state psychiatric centers, in an effort to become familiar with the needs of the membership and the state system.

I have made at least 30 visits to the state locals so far and have made it a point to understand the new time and attendance procedures.

My initial observations are that all public employees, whether they be state, city or political subdivision, have the same problems in the workplace. Namely, overcrowded, understaffed conditions, mandatory overtime, bureaucratic bosses and resistance on the part of the public employer to allow employees participation in the decision making processes at the worksite.

Region I's challenges for the upcoming year are to make the public bosses aware that with labor/management cooperation, the public is best served. If management

puts forth arrogance it will be met with confrontation. If management is willing to work with the union our successes will be unlimited. It is a tall order of business we face but through the continued education of our membership and the development of political action CSEA will grow into a powerful force to be reckoned with.

Over the years, CSEA has become more involved in the political process looking to help candidates with similar philosophical ideas and an understanding of unions to get elected. Our regional retirees have been tremendously instrumental in getting the word out to their CSEA brothers and sisters to vote.

I am committed to getting every CSEA member registered to vote and to show their strength at the ballot box. The Presidential election is upon us and I stress the importance of helping to elect all the candidates CSEA deem most sympathetic to the needs of you, the working men and women.

We continue with our struggle for pay equity in Nassau County. Our court case

will continue and both sides have agreed not to discuss any details until settlement talks are broken or we can come to a fair and equitable agreement.

1989 will see contract negotiations in many of our units. Our conscientious staff members will work to serve in negotiations, as well as with the day-to-day problems common in public employment.

We have worked extremely hard to keep you and your families well protected with health insurance. With the astronomical price increases this has been quite an achievement.

Over the past few years, there have been many retirements among the Region I staff. These positions were filled by well-qualified personnel who are now fully trained and experienced.

I believe education and participation are key to a strong union membership. Seminars and workshops will be available so activists can fine tune their skills and better deal with their management counterparts.

My primary goal is to become your voice on Long Island. I want to make sure the perspective of the common worker is kept in mind at all levels of government.

Our union is only as strong as our membership. We boast almost 50,000 members on Long Island, and working with all of you is a challenge I sincerely welcome.

If you are an activist, I commend you on your interest and participation; and if you are not, I invite you to become more involved and learn that the union has a lot more to offer than your membership card and a contract.

*Jerome Donahue*

## Unit signs 7.5 year pact

LEVITTOWN — CSEA has agreed to an unprecedented 7.5 year contract with the Levittown School District.

The contract for the 300 members, including teacher aides and clerical, maintenance, custodial and transportation workers, offers a 4 percent increase for Jan. 1 to June 30, 1988, and a 7 percent increase in the second year.

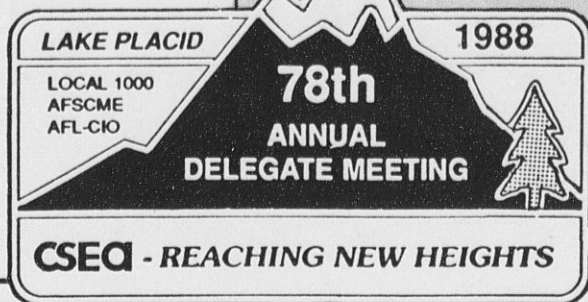
For the second through seventh year of the contract, raises will be based on the average increase in Nassau and Suffolk counties plus .5 percent.

The contract also offered:

- \* \$150,000 in pay equity money for clerical staff;
- \* agency shop;
- \* retiree health insurance; and
- \* a supplemental benefit fund.

The negotiating committee included: Unit President Denis G. Midnet, Mike Dell'Italia, Anne Epstein, Larry Mosely, Marylou Maass, George Van Valkenburg, Natalie Schneider, Ed Mears, Irene Florida, Ken Ulbright, Stewart Hirshkowitz and CSEA Field Representative Mike Aiello.

# Metropolitan Region II



GEORGE BONCORAGLIO, President  
CSEA Metropolitan Region  
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At age 17, our determined young Chinese-American 1988 AFSCME/CSEA scholarship winner, Beverly Moy, has her dreams of becoming a doctor. Willing to go to any length to grasp that dream, she wrote in her prize-winning essay about how dramatically her family life changed for the better once her mother, Manhattan Motor Vehicle employee Jane Moy, landed a civil service job and promptly joined CSEA.

From seeing her mother slaving "into all hours of the night" over a sewing machine, doing work with no benefits, Beverly was utterly amazed when the Moy family had union-negotiated benefits like dental care, optical exams and medical coverage. While so many of us tend to take these benefits for granted, Beverly, who had never heard of unions before, says:

"I am a firm advocate of unions. I feel that they are necessary in protecting a worker's well being on the job. AFSCME has done wonders for my mother. With its clever negotiating, my family has been able to receive benefits which we would never have imagined. I know that my mother will always be secure in her job, thanks to AFSCME. Our family is greatly indebted to AFSCME."

Today, Beverly's ideals are high. She and thousands of our children from union families will have a better future because of what work WE as unionists are willing to do now. Beverly is living proof of why we have no choice but to roll up our sleeves and rededicate ourselves to the best ideals our great union can stand for.

**THE QUESTION WE FACE IS HOW BEST DO WE ACHIEVE OUR GOALS IN THIS ELECTION YEAR?**

Attending the 1988 Democratic National Convention as a delegate from Staten Island, I became convinced that our best chance to move forward on labor's agenda is to support Governor Michael Dukakis for President of the United States.

His strong, effective leadership will bring solutions that work for both New York City and the nation. CSEA Region II members who work daily in a city swamped in a sea of death-dealing drugs, burdened by the worst housing shortage in our history, disgraced by the tragedy of the homeless and ever increasing deaths from AIDS, know that a Choate/Yale educated millionaire like George Bush, who supported the very policies that caused these problems, has no answers.

CSEA must be determined to move forward on every issue and be willing to work for answers that do work. Joining the AFL/CIO's JOBS WITH JUSTICE campaign this year in New York City propelled CSEA Region II activists to the forefront of the Metro area labor movement. Fighting together under the JOBS WITH JUSTICE banner more than ever brings CSEA into the struggles of all Americans for a better life for themselves and their children.

By signing JOBS WITH JUSTICE pledge cards and being willing to support other workers in trouble, we forge alliances and bridges to other unions, who in return, pledge to stand with CSEA. For too long, both management and conservative politicians capitalized on the fragmented labor movement causing the House of Labor to suffer. For this reason, Region II activists are proud to have spearheaded JOBS WITH JUSTICE efforts within CSEA.

Today, Region II proudly works to build bridges of unity. At our spring workshop and at general membership meetings in the five

boroughs, we kicked off CSEA's participation in the AFL/CIO massive "UNION, YES!" contest vying to appear on national television commercials sponsored by the AFL/CIO that forcefully underscore why belonging to a union in America is so important.

We endorsed this campaign vigorously because we know from first-hand experience that the theme is right: AMERICA WORKS BEST WHEN YOU SAY, "UNION, YES!"

Yet JOBS WITH JUSTICE and "UNION, YES!" are just a fraction of the action CSEA Region II members have been involved in this past year. On the cutting edge as always, Region II activists are putting the spotlight on the electronic sweatshops that some agencies are quietly creating.

By using computer monitoring systems tied into telephone lines, management has the capability to eavesdrop on every telephone call in the workplace, listen to personal conversations between employees not on the phone, but who wear telephone headsets, and even time the length of bathroom visits by our members. At some worksites, computers are used not only to count the number of keyboard strokes per day, but as a time clock.

At this year's New York State AFL/CIO Convention, I led a workshop for union leaders on Privacy in the Workplace, where I outlined the stress-related illnesses suffered by many employees whose work is routinely performed under electronic surveillance. They suffer from complaints that range from migraine headaches, indigestion, sleeplessness, nervousness, and dizziness to serious illnesses like ulcers, depression and high blood pressure, to name a few.

This pervasive "bugging" of both state and private sector workers led to a joint union press conference last June where I announced CSEA's support for the "Beep Bill." This proposed law would provide a beep tone on any phone line so that when workers' conversations are being monitored, they would know it by hearing the sound of the beep tone on the line.

Guarding our rights to privacy, union members need to be wary of the many new management devices in place and on the drawing boards, that invade our minds and bodies. As a newly elected AFSCME International Vice President this year, I plan to lead the fight to protect our privacy in the workplace as top priority.

Additionally, a very high priority in Region II must also be intensifying our health and safety efforts. Thousands of our members in agency locations around the city are suffering physical symptoms due to indoor air pollution caused by Tight Building Syndrome.

CSEA has called for investigations by the New York State Health Department and the New York State Labor Department in buildings where union members' lungs are assaulted by inhaling fiberglass, asbestos and just plain filthy air. Where ventilation systems are not cleaned frequently enough and/or enough fresh outside air is not circulated, CSEA is working to see that Labor/Management meetings focus on indoor air quality and where necessary, that specialists in occupational medicine document compensation cases of affected CSEA members.

Region II's new regional attorneys are providing outstanding legal assistance, not only in these complex health and safety issues, but also have scored major victories for members charged unjustly in disciplinary actions,

particularly at Kingsboro Psychiatric Center in Brooklyn.

Through filing Improper Labor Practice charges against abusive management policies, CSEA Region II local leadership and professional staff are working closely together. We are using every legal means to fight against health hazards faced by our Armory members whose workplaces have been turned into homeless shelters haunted by communicable diseases and dangerous deinstitutionalized mental patients.

With the recent tragic death of a St. Patrick's Cathedral usher by yet another deranged homeless mental patient, I pledged to re-establish CSEA's political action efforts to support American Psychiatric Association legislation that would legalize involuntary treatment of mental patients, dangerous to themselves and society.

We are using legal efforts to protest against contracting out of CSEA jobs at Bronx Developmental Center. In another case, a federal judge just recently issued a law suit decision at Manhattan Psychiatric Center that will force the State of New York to deal with staffing levels and its lack of licensed practical nurses to dispense medications. CSEA believes this precedent setting case will also force the state to provide urgently needed life-saving education programs to our members and all state workers who provide direct care to violent mental patients.

Progress is being made on every front, not the least of which is the growth of Region II's Africa Committee and their intensified efforts against apartheid. This year CSEA was represented at a rally to free imprisoned labor leader Moses Mayekiso. Both myself and Africa Committee Chairman Willie Terry addressed union activists from around the city. It is fitting that New York State's largest public employee union be conspicuous among the organizations condemning the crime of apartheid. CSEA Region II activists also participated at the United Nations commemoration of the massacred South African children on Soweto Day this year.

Our Women's Committee sponsored a highly successful workshop highlighting the needs and concerns of older women in our country who are the fastest growing segment of America's poor.

Our Education Programs continue on every level to build skills in effective unionism. Computer and word processing classes in the Metro area continue with CSEAP courses at Baruch College for union members. There is no area where we are willing to concede progress cannot be made.

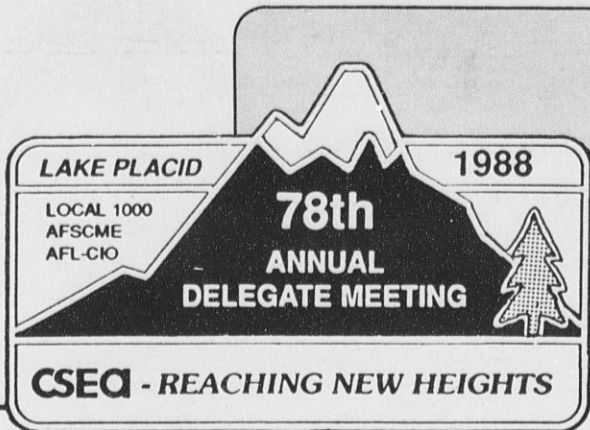
This is why we say in Region II — Catch The Spirit — The Pride is Back! Our scholarship winner Beverly Moy exemplified this spirit and courage. As our union spirit inspired her, she inspires us.

In accepting the 1988 New York State Brotherhood Award last winter, presented to me by Manhattan Borough President David Dinkins, I put it this way:

"As union members, we learn to look beyond the surface of someone's skin color, sex or religion. If you look just at the surface, you will only see the differences, not the human being. It's when you look into people's hearts, to share common goals, dreams and hopes, that you find the brotherhood that unites."

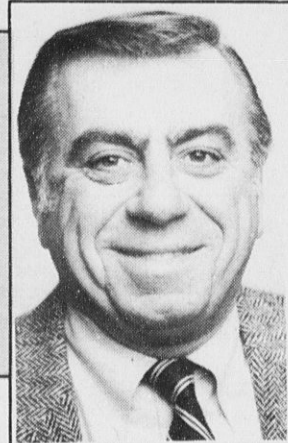
CATCH THE SPIRIT IN REGION II.

*George Boncoraglio*



## Southern Region III

PAT MASCIOLI, President  
 CSEA Southern Region  
 Rural Route 1, Box 34, Old Route 9  
 Fishkill, N.Y. 12524  
 (914) 896-8180



As we now begin to focus on the end of the 20th century and look toward the 21st we must reflect on our past and face our future with strength, unity and clearly defined goals.

This past year has indeed been an unusual one with the longest legislative session in Albany's history, a protracted State Budget battle that still reverberates in the halls of the legislature with a one billion dollar shortfall depending on who you talk to, (Governor, Comptroller or Budget Director). First, the budget shortfall was announced as \$200 million, then later \$600 million to its present figure, more than a billion.

The Governor announced huge spending cuts in June, which fortunately the Assembly and Senate rejected.

Despite the efforts of the legislature, layoffs were ordered in several agencies including the Office of Mental Retardation and Developmental Disabilities, Department of State, Division of Equalization and Assessment and Substance Abuse, to name a few. So you can see CSEA has to not only get its act together but has to keep it together. These layoffs are only the beginning of a long and protracted struggle that CSEA must win.

On the Federal scene, we don't have time to savor our victory over the IRS



"Rule 457," which would have taxed our negotiated benefits, instead we have to fight the tide of conservatism that has made "Privatization" a horror for Public Employees as well as the disadvantaged, poor citizens in America. The closing of our OMRDD facilities continues and each day we continue our fight for the less fortunate and those who really have no voice in American politics.

As you can see, not much is new. We must fight the same old battles because we can't lose the WAR. Our economic right must be preserved and will be if we continue our efforts to provide the best representation to our Local Government

and State members that they deserve.

We have a new President and the last election brought new faces at the top. We must support our elective leadership and endeavor to keep our critical comments "in house."

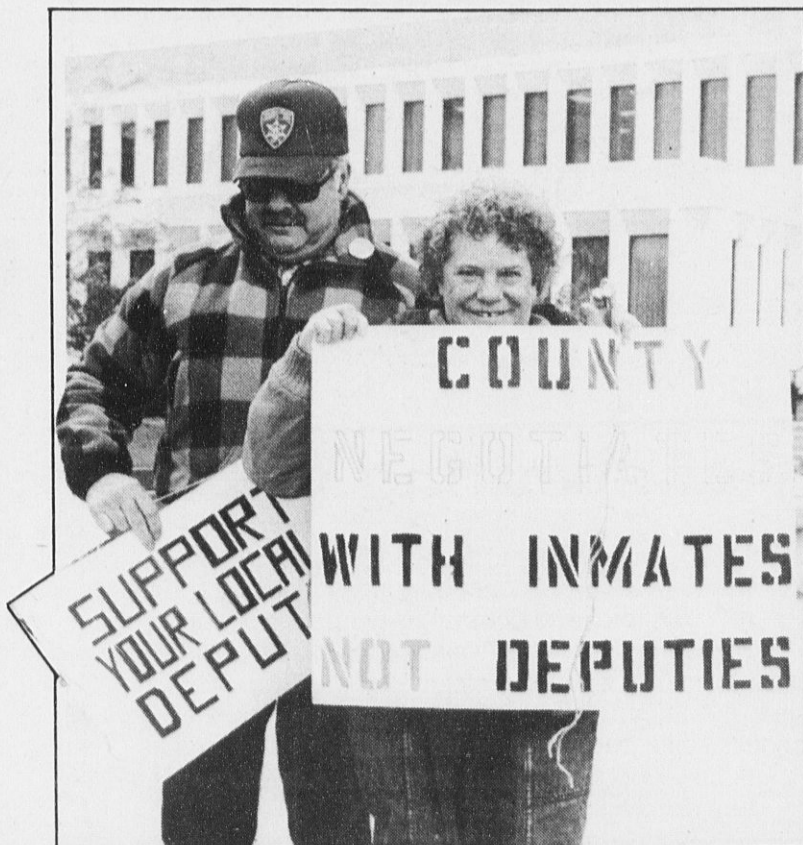
One of the big questions you, the membership, will have to decide is the question of a dues increase. You will have to listen to the issues, evaluate the question and decide the issue. That's the way it should be. You, the membership, have the obligation to be active and aware of CSEA's business that has such an impact on you.

We must keep up our battle insisting that our schools and all our job sites are free from toxic and asbestos dangers. Our members demand and must receive a hazard-free work site. This includes staffing. Has the death of Clara Taylor gone unheeded? Nothing has changed.

No success, no matter how big or small, just happens. To succeed, we must clearly define our goals to our membership and the public that supports us. I am proud of the confidence and trust you have placed in me, and pledge my continued support to improve that quality of life for our CSEA members.

*Pat Mascioli*

## Sullivan deputies demand end to contract impasse



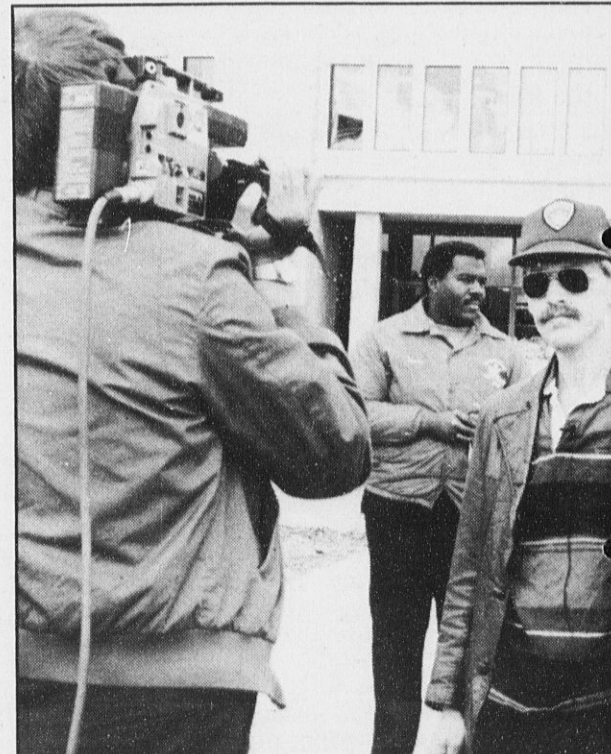
MONTICELLO — Sullivan County deputy sheriffs demonstrated recently to protest an impasse in their contract negotiations. They have been working without a contract since Jan. 1.

"There is a morale factor that the county must address," said CSEA Collective Bargaining Specialist Larry Sparber. "In addition, there has been a large turnover in personnel."

Some progress was reported during a mediation session in September and county officials promised to bring back a package that would attempt to address concerns following a second session in early October.

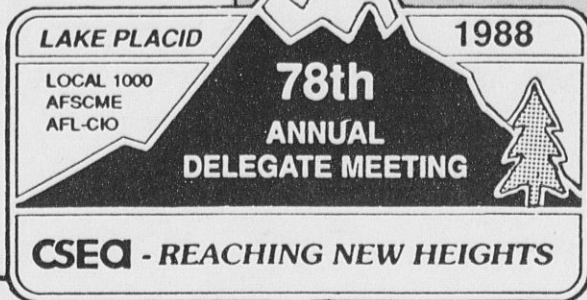
"We are hopeful we can come to an equitable settlement to resolve our differences," Sparber said.

Approximately 100 employees are included in the bargaining unit.

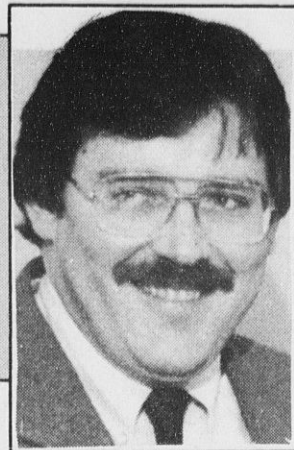


CSEA Unit President Brian Boyd, right, is interviewed by a local television reporter during the recent demonstration.

# Capital Region IV



C. ALLEN MEAD, President  
CSEA Capital Region  
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Rather than addressing parochial interests in this report, I feel compelled to discuss an interest which I view with far greater significance. It can only be my fervent hope that our entire membership holds the same threshold concern and does not dismiss the foundation for this call as improbable circumstance.

We convene our Annual Delegate Meeting this year on the eve of the most significant event in world occurrences, the election of an American President. As I prepare these comments, some weeks prior to this election, I am consumed by an uncertainty, and even a certain uneasiness, with the connotation of the term "an American President" as I interpret it in the philosophy of the Republican party candidate. More so than the positions (if you describe them as such) espoused for our foreign and domestic policy; more so than the "deja voodoo" economic theories and more so than the quest to place a relative novice "a heartbeat away;" the real challenge lies, I believe, in the definition of that simple, so taken for granted phrase, "an American President."

Why does an open and unbridled attack against the support and, indeed, the exercise of individual rights and freedoms, become necessary or appropriate to an image as "an American President?" Why does it, at least, appear that there exists some sympathetic support for, in essence, a platform that challenges the basic tenets of our democratic society? Given an open insistence upon a practice of certain religious beliefs and the performance of prescribed patriotic functions, is it illogical to translate such philosophies as the future requisites of "an American President" for a public education?

If you and I carry membership cards identifying our support and participation in a union that embodies an unequivocal commitment to the pursuit, preservation and advancement of individual and collective liberty are we not welcome here in this land under "an American President?" Why would "an American



President" attempt to characterize those beliefs as unpopular and in some subtle way as challenging?

Have we reached the point where "an American President" can successfully persuade our society that it is unlawful for a woman to exercise a freedom of choice for her very own body? Why then would it be flawed to wonder if "an American President" would not argue with equal success that the choice of a woman to protect her body from a work environment that removes her individual freedoms is also an unlawful practice? Will it be expected of "an American President" to protect the policies of corporations that openly refuse to employ or retain women employees of childbearing potential?

These, to me, are distressing connotations to an image being created by a candidate seeking to become "an American President." Doesn't the philosophy of this candidate rekindle the memory of the persecution that permeated the lives and careers of many Americans who, only a few brief decades ago, became targets through innuendo and a contrived suspicion that they, perhaps, did not conform with certain individual standards? Will it become necessary for "an American President" to target trade unionists as the subjects of investigatory pursuits forcing some

disclosure of the questionable motive underlying their advocacy of workers' rights?

History holds varied lessons of those who capitalized on the complacency and contentment forged in an allegiance. With innocent disregard to the price we have paid, we, as a people, often take comfort in the perpetuity of our privileges. While some may perceive the changing of "an American President" as little more than subtle annoyance, how can we not be outraged by the attacks against our very existence?

My uncertainty and my uneasiness with the connotation of that simple phrase "an American President" rests, therefore, with the standards each philosophy intends to apply to that identity. That phrase cannot be used to conjure a safe image and, simultaneously, speak openly against the exercise of individual freedoms. The use of that phrase does not allow for an insistence upon a particular religious belief. That identity simply does not allow for the removal of constitutionally protected practices. "An American President" cannot make it unlawful for individuals to disagree with his beliefs. Lastly, "an American President" can never be allowed to instill an opinion that those who may disagree are considered to be a threat.

We face a variety of challenges as we begin under the guidance of a new CSEA administration. We accept these challenges with every expectation that there will be disagreement on the means to reach our resolutions. Last year, I said in this column that we owed each other no apologies for our advocacy of our beliefs. I think that as we engage in this Annual Meeting we have cause for concern from the choice that faces us as a nation of people. We should be concerned that the particular beliefs of any individual will be mandated for all — that is not an American image to me!

*C. Allen Mead*

## OGS claims to have solved mystery of spouting urinals

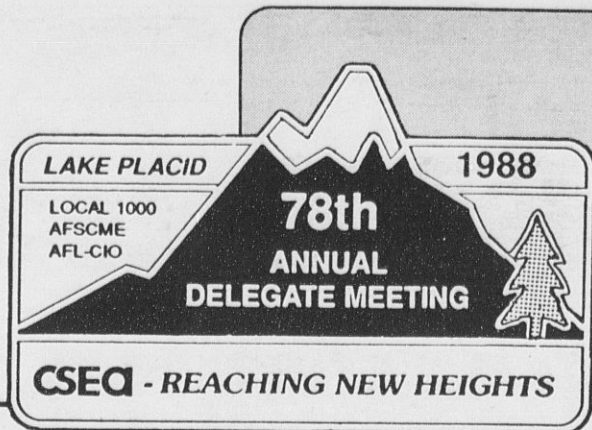
ALBANY — The state Office of General Services (OGS) says it has finally flushed out the problem with urinals in the men's rooms on the lower levels of the high-rise Corning Tower office building at the Empire State Plaza.

"Let's hope so," says Health Department CSEA Local 664 President Tony Muscatiello. "We've been complaining about those plumbing problems for a dozen years. I finally went to the news media this year out of frustration because the problems never got fixed, and now we're finally seeing some results."

The urinals belched out water and foul-smelling sewer gases without warning, often soaking unsuspecting employees and visitors.

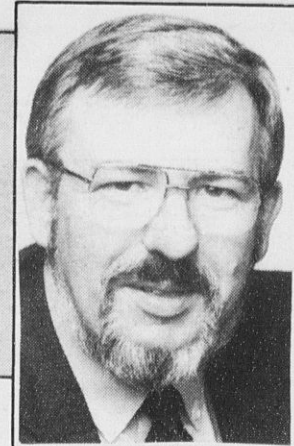
OGS says the mystery of the belching pipes has been solved. OGS claims some plumbing air vents were covered with stone rather than grate coverings when the office complex was built. Those stones were left uncaulked so some air could enter the vents, but in time the spaces became clogged with debris.

OGS says it has now corrected that problem. As for the urinals, Muscatiello says they are now functioning properly.



## Central Region V

JAMES J. MOORE, President  
 CSEA Central Region  
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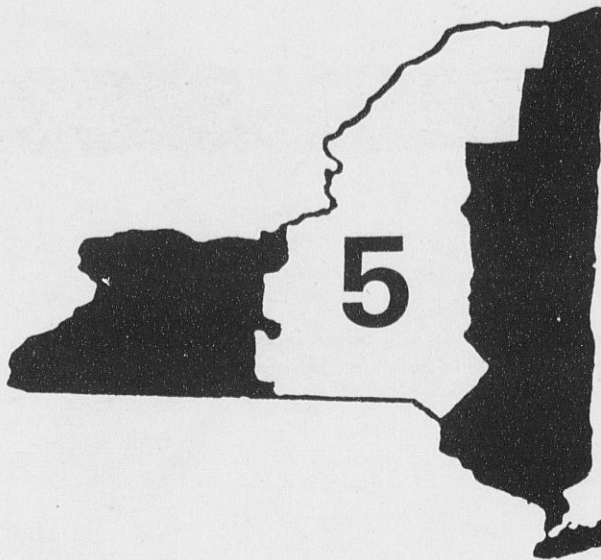


While preparing a report to the convention delegates, and in fact, to the entire membership of CSEA, I cannot help but reflect on what has happened over the past 12 months.

CSEA, the union, has undergone some major changes in staff and elected leadership. We negotiated another agreement with New York State covering the three large bargaining units, and several agreements for our smaller units. Major local government agreements were reached across the state and in general the membership has been satisfied with the wage and benefit packages negotiated.

What does all this mean? CSEA is still the largest and best public employee union. In traveling from Long Island to Buffalo while campaigning for statewide office, I was fortunate enough to meet many of the *members* of this union.

We shared ideas, voiced concerns, and made positive steps to put the past behind and look forward to the future. This must continue and I want to thank all of you who took the time and made the effort to



choose the type of leadership you wanted for the future.

What do I foresee for the membership of Central Region V CSEA? I see a continued, combined effort to keep us the best.

At this point, one of the most active groups in the Region is the Legislative

and Political Action Committee. Region and local coalitions have been meeting for the past three months, working on interviews, screening candidates, and planning strategy for the November elections. Political action is one tool we as a union can use to have an impact on future employer/employee relations at every level of representation. The responsibility of our members, after all the endorsements are made, is to get to the voting booths and elect representatives who will do the most to aid CSEA in representing their best interests.

Region V staff and elected leaders work daily on educating, training, and servicing the needs of our 80 locals and 36,000 members. I see no change in this approach. I have and will continue to respond to any local problem or need as the case arises.

*James J. Moore*

## CSEA gains reinstatement of Lewis County deputy

LOWVILLE — A former Lewis County deputy sheriff who, CSEA says, was fired because of his union activities has been reinstated with all back pay and benefits.

Former deputy Charles W. Leviker was reinstated as a result of an agreement reached during an arbitration hearing earlier this month. Leviker will receive approximately \$20,000 in back pay and benefits after offset earnings have been deducted, according to CSEA Field Representative Tom Dupee.

CSEA charged that Lewis County Sheriff Floyd A. Martin illegally fired Leviker in January 1987. Leviker was a CSEA shop steward at the time and the union said he was terminated because of his union activities.

CSEA filed a pair of Improper Practice charges and later filed a lawsuit after the sheriff refused to take the issue to arbitration. A state Supreme Court justice last year ordered an arbitration proceeding in the Leviker case. Sheriff Martin appealed

that ruling but earlier this year the state Appellate Division unanimously upheld the lower court ruling, leading to the arbitration hearing this month.

Leviker was represented by CSEA regional attorney George Myrus.

"This decision established that the sheriff must abide by the union contract and that deputy sheriffs in Lewis County, like their counterparts elsewhere, have job protection and tenure that must be respected," CSEA's Dupee said.

## Video helps win grievance

STONY BROOK — The innovative use of a video helped CSEA win a grievance for three SUNY at Stony Brook CSEA Local 614 members.

CSEA Local 614 President Tony Ruggiero used the videotape of library workers binding books to persuade the Governor's Office of Employee Relations (GOER) to overrule two earlier rulings and uphold CSEA's grievance.

The union successfully argued that grade 6 library clerks who

repair books are doing specialized work and should be given grade 10 classification.

GOER ordered the university to pay the clerks at the higher grade retroactive to October 1987, when the original grievance was filed. However, GOER gave management the right to either end the service or upgrade the clerks. That decision has not been made.

CSEA has asked management to continue the program and promote the employees. The repair program was designed to reduce the cost of replacing damaged books. Three clerks were trained to repair books.

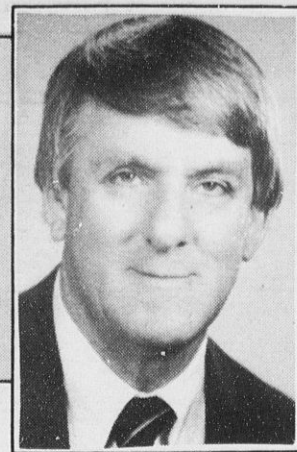
"The library saved more than last year because of their work," Ruggiero said. "It would be foolish to terminate a highly successful and resourceful new program."

Ruggiero came up with the innovative idea to videotape the library workers to show their skills.

"I think use of the videotaped evidence was a good move and in this particular situation it won the case for us," he said. "Other locals should consider doing the same thing."

**"The library saved more than last year because of their work."**

# Western Region VI



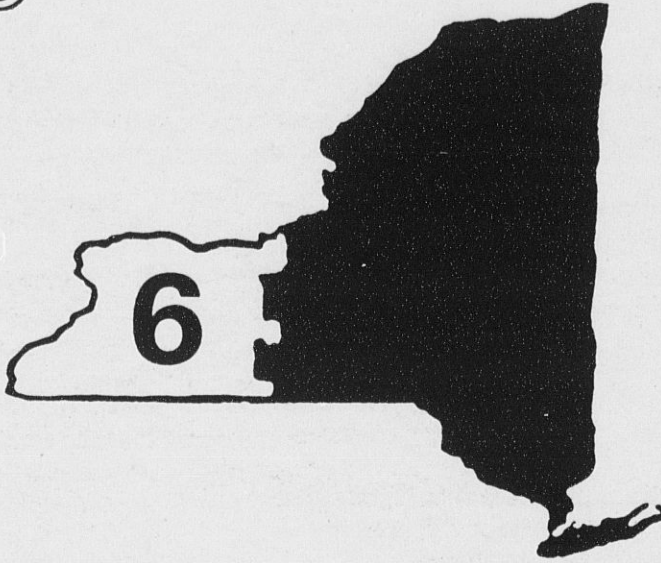
ROBERT L. LATTIMER, President  
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 (716) 886-0391

LAKE PLACID 1988

LOCAL 1000  
 AFSCME  
 AFL-CIO

**78th**  
**ANNUAL**  
**DELEGATE MEETING**

**CSEA - REACHING NEW HEIGHTS**



As CSEA attempts to get back on course under a new administration, I see three priority areas to be addressed. Plans must be developed and implemented as soon as possible.

The first and easiest to deal with is scheduling of Delegate Meetings, workshops, etc. This fall we are taking the majority of our activists to Lake Placid ten days prior to Election Day. Horrible planning. In the recent past we have had sessions scheduled on Primary Day. Last year the Delegates' Meeting conflicted with a religious holiday for those of the Jewish Faith. Such actions do not speak well for a Union which must be politically aware and involved, a Union which must be sensitive to its membership. A serious problem, but one which good leadership can resolve immediately. All that is needed is foresight and a calendar.

The second area of concern is leadership and establishing or re-establishing credibility. The ten Statewide Officers must demonstrate and prove by their actions that they are truly committed to making CSEA a better Union.

CSEA activists and staff deserve and need to be shown they are needed and important. They must be more involved in the decision making — let's listen more to their ideas, suggestions and constructive criticism.

Perhaps even more so than in the past, we have witnessed the critical need for our members to be involved in the political process. Whether it be to fight the closure of a public health facility or to promote decent conditions of employment, we must accept the importance and value

of our participation in political action. Experience has taught us that organized efforts, combined with intelligent, well-planned actions, can bring about the type of changes we need or desire.

I can think of no better example than the upcoming Presidential election. This is our opportunity to turn away from the failed policies of the past eight years by electing a President who understands the problems and concerns of the American worker.

It is our opportunity to elect a President who puts education, decent jobs at fair wages and care for our elderly and impoverished above corporate and country club interests. It's our opportunity to elect an administration that won't turn its back to the problems of our cities and states but, rather, give them the tools and resources to do the job.

Michael Dukakis will be such a President! He has said "the best America is yet to come" and it will if we understand the importance of our involvement and our vote.

*Robert L. Lattimer*



## Region VI workshop

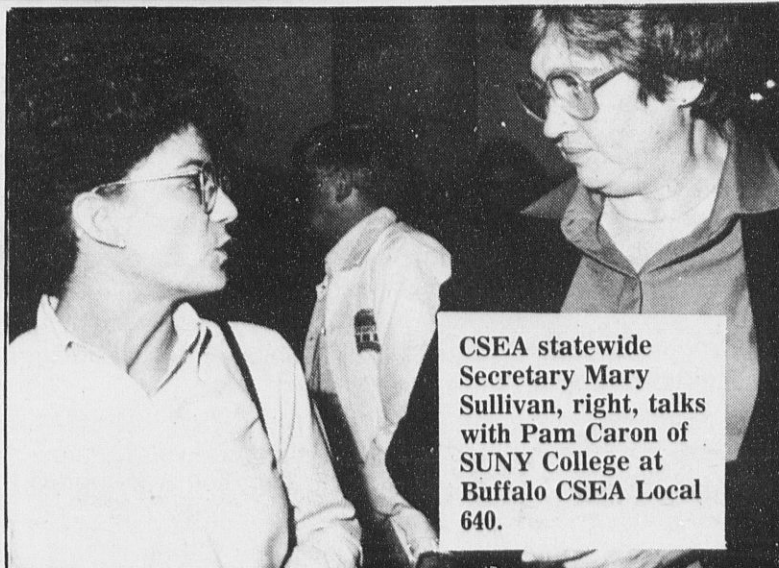
Region VI held its annual workshop recently to discuss a variety of issues prior to the statewide CSEA delegates meeting.

Some of the topics covered include the structured dues proposal and reports by region officers and statewide officers.

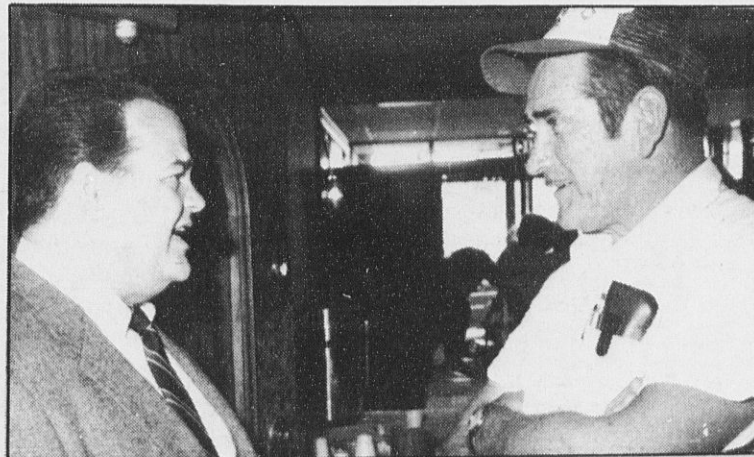


CSEA President Joe McDermott (top photo) talks with Chris Covell, Orleans County Unit president.

Region VI President Robert L. Lattimer and statewide Secretary Irene Carr talk during the Region VI meeting.



CSEA statewide Secretary Mary Sullivan, right, talks with Pam Caron of SUNY College at Buffalo CSEA Local 640.



CSEA Executive Vice President Dan Donohue, left, meets with Skip Dunham, Ontario County CSEA Local 835 president.



# November is insurance option transfer period

The 1988 Health Insurance Option transfer period will take place during the month of November.

Option Transfer Guides listing the option costs and explaining how to change options will be distributed to state employees. Detailed benefits information about the Empire Plan and Health Maintenance Organizations is being mailed directly to your home. Coverage under a new option will take effect on Dec. 29, 1988, for employees on the Institutional payroll and on Jan. 5, 1989, for employees on the Administrative payroll.

## An important message from CSEA President Joe McDermott

Dear Brothers and Sisters:

The selection of the health insurance option that is best for you and your family may be the most important decision you make this year.

I urge you to take the time to read all the information that will soon be made available to you so that you are familiar with the differences between benefits provided by the Empire Plan and by Health Maintenance Organizations. The cost of an option should only be one of several factors you consider in choosing your coverage.

The Department of Civil Service was finalizing negotiations of Empire Plan rates with Empire Blue Cross & Blue Shield and Metropolitan as this issue of *The Public Sector* went to press.

Health Maintenance Organization (HMO) premiums will increase overall an average of 29.2 percent. Biweekly HMO premium deductions will be listed in the Option Transfer Guide distributed by your agency and in the next issue of *The Public Sector*.

Many changes in both the Empire Plan and HMOs resulted from 1988 contract negotiations. Since the coverage you select this November cannot be changed until next year, it is essential that you pick the option that will provide the best protection against the type of claims that can bring financial ruin to a family.

When you receive the Empire Plan and HMO material, ask yourself if that option offers you freedom of choice of doctors and hospitals; ask yourself if you are covered for chiropractic care, podiatric care, long-term physical therapy, organ transplants, alcohol and drug abuse treatment and psychotherapy.

No one but you can determine what insurance is best for you, but by taking the time to weigh the pros and cons of each option you will be able to make an informed decision.

Yours in Unionism,

**Joe McDermott**  
CSEA President

## McDermott leads budget talks at public employees conference

SARATOGA SPRINGS — While CSEA President Joe McDermott led a panel discussion on the state budget at the annual Public Employee Conference (PEC), his message got across another way — through state Comptroller Edward V. Regan.

PEC is a statewide coalition of public employee unions ranging from CSEA to unions

representing teachers, nurses, firefighters and police.

In his address to the conference, Regan brought up issues including control over the state pension fund and pension supplementation, issues which McDermott had raised in a meeting with Regan only weeks before.

Regan called for a constitutionally-mandated board of trustees to oversee the pension fund. CSEA would like to see those members chosen by employee unions, while Regan's plan would give the comptroller appointment power.

Calling for pension supplementation, Regan echoed CSEA's rallying cry that retirees need protection from inflation with an otherwise fixed income.

### The state budget

In McDermott's panel discussion, "The budget and its affect on public employees," the CSEA president outlined the state's

plan to cover the \$450 million cost of state employee contracts in 1989.

"The state expects agencies to pay for those increases out of their operating budgets," McDermott said. "So we in effect will pay for our own raises."

"I asked state Budget Director Dall Forsythe if that was realistic and he said, 'it might not be realistic, but it's what we're doing.'"

Only 23 percent of the state budget actually goes into services, McDermott said. The other high-cost items are Medicaid and aid to education and local governments. That means state employees are not the only ones who will be affected by the state budget deficit. School and local government employees will also suffer the effects as aid is held at current levels or reduced, he explained.

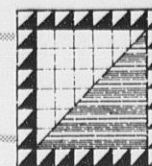
### PEC's legislative agenda

Larry Scanlon, CSEA's director of legislative and political action, outlined some of the conference's legislative goals, which must be approved unanimously.

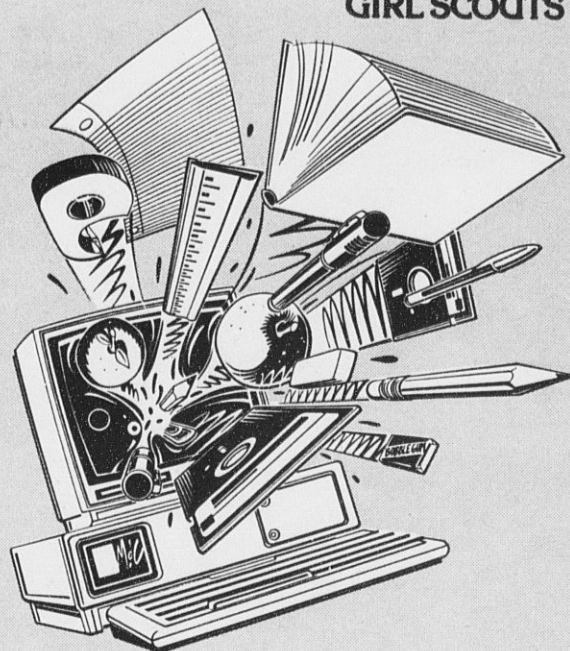
Those goals include:

- Elimination of the two for one strike penalty in the Taylor Law, provisions for employer provocation in strikes and changes in the language on wildcat strikes;
- Agency shop for all public employees;
- A bill opposing contracting-out;
- A bill eliminating the workfare provision;
- Opposition to tuition tax credits;
- A bill recognizing heart attacks among fire fighters and police as work-related;
- Pension reform; and
- A bill providing for the licensing of hospital administrators.

The conference also appointed several committees that include CSEA, Scanlon said. He will sit on the new Legislative Committee, the Taylor Law Committee and the Public Employee Assaults Committee.



GIRL SCOUTS



## Seems like quite a mix-up

If the Hudson Valley Girl Scouts Council Inc. reaches its fund-raising goal through the State Employees Federated Appeal (SEFA) this year, someone deserves a merit badge.

For starters, you won't find the Girl Scouts Council listed in the directory of SEFA-member agencies this year. They should be there but were inadvertently left out. And because they're not in the directory, you can't designate that all or part of your SEFA contribution goes to the Council if you want to.

Even more confusing, the Girl Scouts Council, believing they would be listed in the directory, passed out material recently listing themselves as agency code 306 on the SEFA contribution designation card. But because they were inadvertently excluded, contributions marked for agency code 306 will go to another agency, Neighborhood Resources.

So if you want to contribute to the Hudson Valley Girl Scouts Council Inc.,

and we hope there are lots of people who do, you'll have to make your contribution listed as an "undesigned" donation on the SEFA card. "Undesigned" donations are divided among all the member agencies, so at least a portion of your donation would wind up with the Girl Scouts Council that way.

Oh, yeah . . . the Girl Scouts Council traditionally sends "thank you" notes to those who contribute to the Council through SEFA. But because they won't receive any donor names with "undesigned" funds, they won't know who to thank.

So, they suggest, if you wanted to contribute to the Girl Scouts but had to go the "undesigned" route to do so, give the Council a call at (518) 439-4936 and they'll send you a "thank you" note anyway.

As we said, if they make it someone deserves a merit badge.

## They don't practice what they preach

In handing down a recent decision, the state's highest court, the Court of Appeals, was particularly critical of a state department.

The Court pointed out that the department's practice of filling attorney positions with provisionals on an ongoing basis without requiring competitive testing, violates state Civil Service Law.

The culprit in this case? The Department of Civil Service.

In defense of the practice, Civil Service Commissioner Walter Broadnax said such situations are not "grossly illegal."

The Labor Education Action Program (LEAP) is accepting applications for the spring semester.

Pick up your Course Announcement and application at your state agency training or personnel office.

Applications must be received in the LEAP office by Nov. 23.

If you have any questions or problems, call the LEAP office at (518)434-0191.

## Our man in Albany

The following item ran in a Capital District newspaper recently:

**INCOGNITO** — When County Executive James J. Coyne unveiled his proposed 1989 budget, he noticed an unfamiliar face in the group at his press conference. When the man started challenging Coyne with questions about salaries and benefits for employee groups, the county executive asked who the man was.

The questioner identified himself as Dan Campbell, a spokesman for the Civil Service Employees Association, which represents many of the county's unionized workers. The two had last encountered each other when Campbell led a demonstration outside the county building, criticizing Coyne for a lack of progress in contract negotiations.

"I thought I recognized your voice. You don't have your bullhorn," Coyne observed.

## Thanks, a lot!

CSEA Executive Vice President Danny Donohue, left, presents an award of appreciation to former CSEA Political Action Committee vice chairperson Mike Curtin.

Curtin who was also president of Suffolk County Education Local 870, recently resigned his CSEA positions to become Suffolk County Deputy Labor Commissioner.



*"Just when you thought it was safe . . ."*

### Binghamton offices have high dioxin

*United Press International*

**BINGHAMTON** — The three lowest floors of the 18-story Binghamton State Office Building have been closed again because of high levels of dioxin, according to a published report Saturday.

The three floors were thought to be clean enough to enter without protective gear, but were closed Thursday after preliminary test results showed levels of dioxin above standards set by a state panel, said David Rings, occupational health and safety director for the State Office of General Services, in a story in the Binghamton *Press & Sun-Bulletin*.

The building has been unoccupied since Feb. 5, 1981, when a generator fire spread soot ladden with toxic chemicals throughout the tower. The cleanup project, which has lasted nearly eight years and cost an estimated \$40 million, had been considered nearly complete months ago.

### New address

A few issues ago, we ran an address for the Pension Right Center. Since then, the organization has moved. If you want to reach them, write or call:

The Pension Right Center  
918 16th Street NW  
Washington, D.C. 20006  
(202) 296-3776

*'Our future is  
our workers!'*

—Mike Dukakis



**FOR A  
BETTER  
AMERICA**

**—Elect—**

**DUKAKAKIS  
BENTSEN**

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