

THE PUBLIC SECTOR

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American Federation of State, County and Municipal Employees AFL-CIO.

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Monday, April 7, 1986

WHEW! The check is in the mail

Budget snafu a close call . . . page 3

The dotted line is signed



JUDICIAL PACT—Everyone looks happy as a new 3-year pact covering CSEA-represented Office of Court Administration (OCA) employees is signed at CSEA headquarters in Albany. Putting their signatures on the contract are, from left: OCA Director of Employee Relations Howard Rubenstein, CSEA President William L. McGowan, and OCA Negotiating Committee Co-chairman Thomas Jefferson. Behind them are other members of the negotiating committee and CSEA representatives, pictured from left: CSEA Attor-

ney Dona Bulluck, Edward Heffernan III, CSEA Research Analyst Don Kelly, OCA Assistant Director Len Kershaw, CSEA Collective Bargaining Specialist Joseph Reedy, Kenneth Hoffman, Committee Secretary Rhonda Egnasher, Maisie Forbes, Judy DiPaola and William Johnson. CSEA members of the negotiating team not pictured above are: Patricia Nealon, Ronald DeSilva, and Nancy Roark, co-chairwoman.



Monroe Woodbury drivers protest

Monroe Woodbury School District bus drivers represented by CSEA recently took to the streets, despite foul weather, to show their dissatisfaction over lack of a new contract since last June. The members had rejected a contract that would have granted the

district discretion in assigning bus runs to drivers without regard to seniority.

A tentative agreement was reached in the dispute recently, and details of the settlement will be published in the next edition.



THE IMPACT OF FEDERAL BUDGET CUTS on public employees is discussed by AFSCME staffer Chuck Loveless, left, while Joe Conway, chairman of CSEA's statewide Political Action Committee, listens. Loveless recently spoke to the committee and urged union members to begin a massive grassroots effort to lobby against cutbacks that will have a devastating impact, particularly on local governments, here in New York state.

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

The Public Sector

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Regular state payday but, whew, it was close

"In God We Trust," is the motto on all U.S. currency. But last week thousands of state workers were putting their trust into the hands of the State Legislature to make sure they got paid on time.

Lawmakers, still unable to agree on the budget dealing with aid to education, managed to pass the state operations section of

budget Wednesday morning, which authorized the release of \$136 million in payroll checks to 143,000 state workers.

For those who work close the state's cash register in Albany it would be a regular payday, but for workers in outlying areas it meant a two, and possibly three day delay in getting their checks.

Now, about state pay and longevity increases

Under the CSEA/State Agreements for 1985-88, CSEA-represented State employees in the Administrative Services, Institutional Services and Operational Services bargaining units will receive pay increase of 5½% across the board. A new salary schedule will be in effect which will incorporate the 5½% for all salary grades. Those employees who are not on step in their salary grade will receive a 5½% pay increase added to the basic annual salary which they are now receiving. The pay increase will be effective for work performed during that payroll period, the first day of which is closest to April 1, 1986.

Additionally, employees who meet the eligibility requirement will receive a \$750 longevity salary increase. The \$750 longevity increase will be incorporated in the basic annual salary of those eligible employees with payment being spread over the bi-weekly paychecks throughout the course of the year. Because of the lag payroll both the salary increase and the longevity increase will be found in paychecks dated April 24, 1986 for those employees on the Institution payroll and in the paychecks dated April 30, 1986 for those employees on the Administrative payroll.

It is important to note that the basic annual salary of an employee, who is eligible to receive the longevity salary increase, may not exceed the April 1, 1986 job rate salary for his/her grade plus \$1,500. The majority of eligible employees will receive the \$750 longevity increase, however, for those employees whose basic annual salary is higher than the job rate of their grade plus \$750, the longevity increase will be in an amount necessary to bring their basic annual salary up to the job rate of their grade plus \$1,500. For those eligible employees whose basic annual salary on April 1, 1986 is greater than the job rate of their grade plus \$1,500, the longevity salary increase will be 0. For this latter group of employees, those who are eligible for the longevity salary increase but who will receive no increase because their basic annual salary on April 1, 1986 exceeds the job rate of their grade by \$1,500 or more, a lump sum longevity payment of \$500 will be made to them in December of 1986 providing they meet the eligibility requirements for such payment. (The Public Sector will carry a detailed article on the eligibility for the \$500 December lump sum payment in a November 1986 issue.)

Eligibility requirements for the longevity salary increase are as follows:

- Employees must have completed five or more years of continuous service at a salary equal to or at the job rate of the grade of the position which they occupied on March 31, 1986.

- An employee must be an incumbent (active or on an approved leave of absence) of his or her position on March 31, 1986.

and

- Receive a performance rating during 1985-86 of "Satisfactory" or its equivalent. Continuous service as used in determining eligibility for the longevity salary increase is paid service as defined by Section 130.3 (c) of the State Civil Service Law.

It is important to note that in determining eligibility, employees who have been continuously occupying the same position without any break in service, must have reached the maximum salary of their grade by April 1, 1981. For employees who have a break in service, between April 1, 1981 and March 31, 1986, any amount of continuous service, prior to April 1, 1981, equivalent to or greater than the length of the break in service, during which the employee was receiving a salary equal to or in excess of the job rate can be counted towards the five-year eligibility requirement.

In determining whether or not an employee meets the requirement of completing five or more years of continuous service at a salary equal to or above the job rate of his/her grade of the position occupied on March 31, 1986 the following situations are also considered:

- If an employee has occupied a higher grade position at any time in the past, all service in such position at which he/she earned a salary equal to or above the job rate of the grade of the position which he/she occupied on March 31, 1986 will be credited toward the five-year requirement.

- An employee, who had been receiving a salary equal to or above the job rate of his/her grade and, who upon promotion to a higher grade received a salary equal to or above the job rate of the higher grade, will receive credit for service in his/her current position and for all service in the prior position during which he/she was receiving a salary equal to or above the job rate of the lower grade.

- An employee who was receiving a salary equal to or above the job rate of his/her grade, and whose position had been reallocated with the result that his/her salary was below the job rate of the reallocated grade but whose salary on March 31, 1986 was at the job rate of the reallocated grade, will receive credit for all service subsequent to the reallocation and for all service in the position prior to reallocation during which his/her salary was equal to or above the job rate of the lower grade.

Employees who occupy NS grade-equated positions are also eligible providing they meet all of the other eligibility requirements.

The following examples show the effect of the April 1986 salary increase (Article 7.3) and the longevity salary increase (Article 7.4), as provided for in the 1985-88 CSEA/State agreements, to the basic annual salary of grade 9 employees who have 5 years of service at or above the job rate on March 31, 1986.

EXAMPLE 1:

An employee reached the job rate of grade 9 on March 31, 1981, has 5 years of continuous service since that time and received a 1985-86 performance rating of "satisfactory." This employee would be eligible for the longevity salary increase calculated as follows:

Current Salary (March 1986)	\$18,348 (job rate grade 9)
5.5% Salary Increase (April 1986)	\$19,360 (job rate grade 9)
Longevity payment added to base pay (April 1986)	\$ 750 (5 yrs of service 3/31/81 to 3/31/86 at job rate)
New Base Salary (April 1986)	\$20,110 (job rate grade 9 plus \$750)

EXAMPLE 2:

An employee reached the job rate of grade 9 on March 31, 1981; this employee was on Maternity leave (without pay) for 6 months, May 15, 1983 to November 15, 1983. This employee WOULD NOT be eligible for the April 1986 longevity payment due to the requirements of Section 130.3 (c) of the Civil Service Law. The 6 months of maternity leave without pay cannot be credited as continuous service at the job rate. Therefore, this employee, as of March 31, 1986 has 4½ years of service at the job rate which does not meet the requirement of 5 years of service at the job rate calculated as follows:

Current Salary (March 1986)	\$18,348 (job rate grade 9)
5.5% Salary Increase (April 1986)	\$19,360 (job rate grade 9)
Longevity payment added to base pay (April 1986)	0 (4½ years of service at job rate, not eligible)
New Base Salary (April 1986)	\$19,360

EXAMPLE 3:

An employee reached job rate of grade 9 on June 1, 1980; this employee was on maternity leave (without pay) for 6 months, May 15, 1983 to November 15, 1983. The employee WOULD BE eligible for the longevity payment as she has sufficient time at the job rate of the 9 months of continuous service from June 1980 to March 1981, covers the 6 months of maternity leave and meets the requirements of Section 130.3 (c) Civil Service Law for continuous service at the salary grade job rate, calculated as follows:

Current Salary (March 1986)	\$18,348 (job rate grade 9)
5.5% Salary Increase (April 1986)	\$19,360 (job rate grade 9)
Longevity payment added to base pay (April 1986)	\$ 750 (employee has 5 years service at job rate)
New Base Salary (April 1986)	\$20,110

EXAMPLE 4:

An employee, on April 1, 1981 had an annual salary greater than the grade 9 job rate, has continued at a salary greater than the job rate. The employee's annual salary on March 1986 is \$19,500 which is \$1,154 greater than the \$18,348 job rate. The 5.5% April 1986 salary increase will result in a salary that is \$1,213 greater than the new \$19,360 grade 9 job rate. This employee will receive a PARTIAL longevity payment as the full \$750 payment would result in an annual salary that is greater than \$20,860 which is the job rate plus \$1,500.

Current Salary (March 1986)	\$19,500 (\$1,154 greater than grade 9 job rate \$18,348)
5.5% Salary Increase (April 1986)	\$20,573 (\$1,213 greater than grade 9 job rate \$19,360)
Longevity payment added to base pay (April 1986)	\$ 287 (difference between salary and job rate plus \$1,500)
New Base Salary (April 1986)	\$20,860 (grade 9 job rate \$19,360 plus \$1,500)

Incentives now for authorizing deductions for political contributions

LET'S ALL PULL TOGETHER FOR PEOPLE POWER

Proposals flying around Washington now to balance the federal budget by cutting government programs would certainly affect all public employees. Whether or not the changes directly touch your job, you're bound to feel them in your pocketbook and see their impact on the lifestyles of working people like you.

That's why CSEA is pulling together for PEOPLE, AFSCME's special fund for political contributions. Under terms of the new state contract, CSEA members will be able to have a bi-weekly deduction set aside especially for PEOPLE. The monies will be used for contributions for Congressional candidates who have your best interests at heart. And remember, this is an election year.

The kickoff for PEOPLE will come at CSEA's State Workshop April 20-22 when the union's activists will be invited to sign up, said Robert Haggerty of CSEA's Political Action Fund.

Ask for an official copy of the authorization form (shown below) from your Local president. The chart below lists giveaways for the amount you authorize to have deducted from your check per pay period.

Make the step!

\$2.00/ pay period	PEOPLE windbreaker, diamond lapel pin plus
\$1.50/ pay period	AFSCME President's Club membership plus
\$1.00/ pay period	AFSCME's PEOPLE visor plus
50 cents/ pay period	"In Partnership with PEOPLE" 18 oz. mug and CSEA's "Washington Watch" newsletter



SIGNING UP — CSEA statewide officers recently filled out cards like the one at right to authorize deductions for PEOPLE. Pictured, from left, are: President William McGowan, Secretary Irene Carr and Executive Vice President Joseph McDermott.

Regional and Local competition for 'The PEOPLE Cup'

Info in the next issue of *The Public Sector*



VOLUNTARY PEOPLE DEDUCTION AUTHORIZATION

CSEA, Local 1000 AFSCME, AFL-CIO
143 Washington Ave., New York 12210

PLEASE PRINT

Name _____
Last First Middle
Street _____
City _____ ZIP _____
Social Security Number _____
Agency _____ Dept. _____

DEDUCTION PER PAY PERIOD:
 50¢ 75¢ \$1.00 \$2.00
 OTHER: _____

NOTE: In accordance with federal law, the PEOPLE committee will accept contributions only from members of AFSCME and their families.

In addition to my Civil Service Employees Association, Inc. dues deduction previously authorized by me, I further authorize the State of New York or associated agencies to deduct each pay period the PEOPLE deduction amount listed below and remit to the Civil Service Employees Association, Inc., as a voluntary contribution to be forwarded to the Treasurer of the PEOPLE Qualified Committee, AFSCME, P.O. Box 6587, Washington, D.C. 20009, to be used in accordance with the By-Laws of PEOPLE Qualified Committee for the purpose of making political contributions. My contribution is voluntary and I understand that it is not required as a condition of membership in any organization or as a condition of employment, and is free of reprisal, and that I may revoke this authorization at any time by giving written notice.

Signature: _____



**CSEA and AFSCME
In PARTNERSHIP
for
PEOPLE**

Look for this!

**A message
to members from
CSEA President
William L. McGowan**



I'm for the strikers!

Dear Brothers and Sisters:

The strike by Local P-9 of the United Food and Commercial Workers (UFCW) against the Hormel Company in Austin, Minnesota, is moving into its eighth month, leaving a path of suffering and hardship for 1,000 fellow union workers who remain on the picket lines.

I have watched the strikebreakers cross those picket lines with the support of the National Guard. The company says it wants to prevent "mob violence." I call it union busting!

Hormel applauds the arrests of what it calls the "lawless element." What is lawless about a worker seeking a decent salary while the chairman of Hormel receives more than a half-million dollars a year in salary and perks?

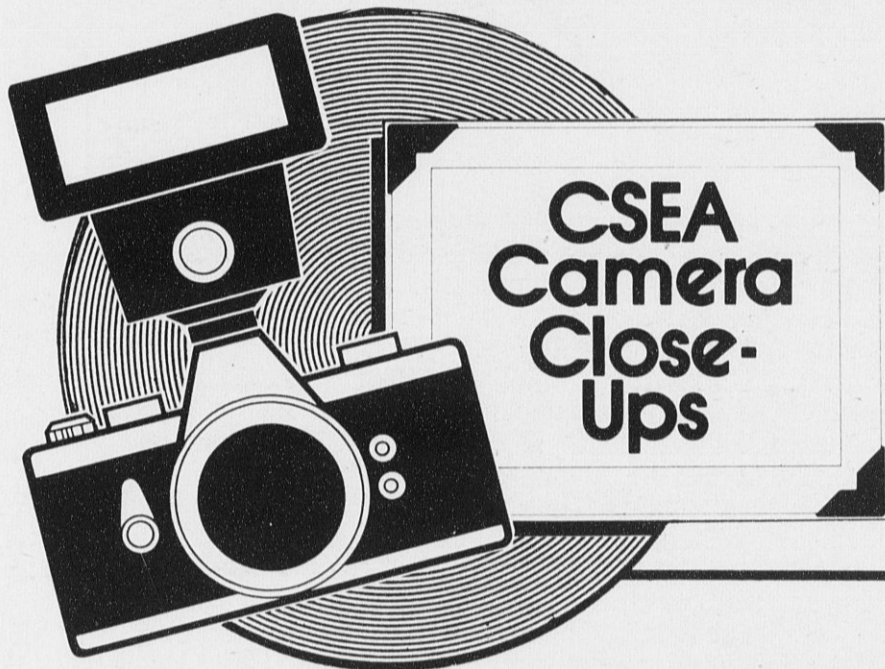
I know that the International Union disagrees with the strike at Austin. I disagree with the International! Now is time for solidarity, not alienation. A divided house of labor will weaken our own cause.

I, for one, will not allow Hormel products into my home. I ask that each of you examine your own conscience, and if you feel as I do, keep Hormel off the kitchen shelf and out of your refrigerator.

Remember, their victory in Austin is your victory too.

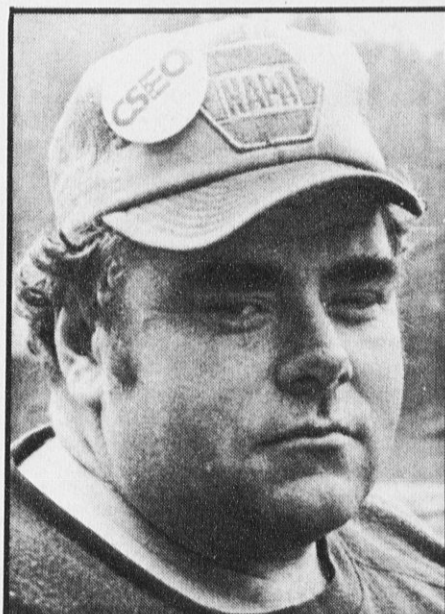
Yours in Unionism,

William L. McGowan
CSEA President



What is your opinion regarding an agency shop clause in your contract?

WHERE ASKED: DELAWARE COUNTY LOCAL 813



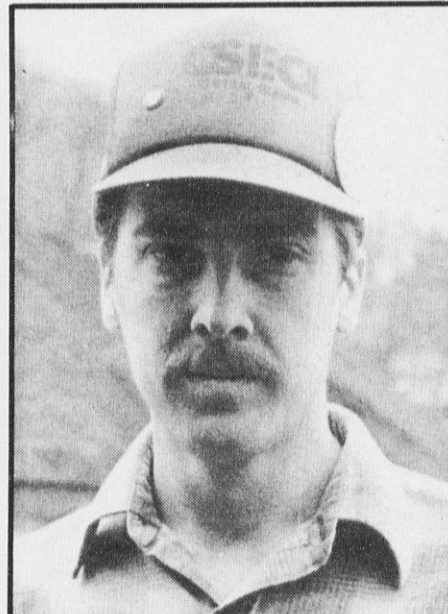
BRETT MULLER
Heavy Equipment Operator
Delaware County Highway Dept.

"We've had union representation for 20 years and I say it's high time non-members pay their fair share. They accept the raises and other benefits; they should help pay for that representation, too!"



ROBIN GORDEPE
Nurses Aide
Delaware County Infirmary

"In my opinion, every employee who shares the benefits of a union-negotiated contract should be required to share the expense of union representation."



JAKE DICKMAN
Mechanic
Delaware County Highway Department

"Abe Lincoln was right! 'A house divided cannot stand.' We definitely need agency shop. The stronger we are in numbers, the stronger we are at the bargaining table."



DEBBIE PETTIT
Nurses Aide
Delaware County Infirmary

"I pay my share for union representation, and the same should hold for other county employees. Of course, the smart thing for non-members would be to join the union... it's the best way to support the union that represents us."



CSEA's asbestos abatement bill gaining more momentum



SEN. JAMES J. LACK

CSEA's "Public Asbestos Abatement Act" has picked up the endorsement of Sen. James J. Lack, who has agreed to sponsor the union's tough health and safety standards proposal in the state Senate.

The Suffolk County Republican senator is chairman of the powerful Senate Labor Committee. Sen. Lack joins with Brooklyn Democratic Assemblyman Frank J. Barbaro, chairman of the Assembly Labor Committee, who earlier agreed to sponsor the proposal in the state Assembly.

In agreeing to sponsor the proposal in the Senate, Sen. Lack said, "Exposure to

asbestos has long been recognized as having an adverse impact on health, whether exposure is limited or over a long period of time. The Asbestos Abatement Act will provide a mechanism for identifying asbestos in public buildings and determining whether or not it exists in a damaged, deteriorated or dangerous state. In addition, it will require public employers to develop an abatement plan to deal with asbestos, which is considered to be a hazard to health. This proposal, together with my bill (S-6415C) to require contractors that handle asbestos to be licensed, will, I believe, go a long way toward addressing the problems of both

improper removal of asbestos and the exposure of the public and public employees to asbestos in a non-occupational setting."

CSEA's proposed legislation would require the systematic inspection of every public building in New York state within 18 months to identify the presence of any asbestos materials, and require the material to be removed, repaired or encapsulated. It would also require employees to be notified of the presence of asbestos in the workplaces and be protected from exposure to it.

And why it's desperately needed

By Stephen Madarasz
CSEA Communications Associate

BRONX — As momentum grows for passage of CSEA's proposed Public Asbestos Abatement Act, which would require the systematic inspection of every public building in the state to identify the presence of the cancer-causing material, there's a real lesson to be learned from the experience of CSEA Local 401 at Bronx Psychiatric Center:

Even when it's signed and sealed, a clean-up project still has to be delivered.

In 1980, CSEA and the facility signed an agreement to eliminate an identified asbestos hazard in BPC's Building 23, which houses the food storehouse, work center, and garage. Emergency spraying was undertaken to contain the problem before the year was out.

Unfortunately, the story doesn't end there.

In September, 1984, the facility acknowledged the problem was resurfacing. Asbestos particles were being found throughout the building each day and plans were developed for the complete removal of the substance. But now, more than 18 months later, CSEA is still waiting for action and getting more and more impatient with hollow promises.

Documents indicate the project was to begin last November. Local 401 President Ernest Punter says he was then told it would begin in February. Now he says the only explanation he is receiving is that it is being held up somewhere between the Office of Mental Health and the Office of General Services.

"Right now we don't know where it's at because the administration says it's in Albany's hands. The money was approved, the contracts were bid and accepted, and dates were

even set to start the work, but nothing's happened."

"How much longer are we supposed to wait?" asks Punter. "Most of the employees in the areas of exposure are our members. Are we supposed to just sit back and keep quiet while the state keeps dragging its feet?"

Adds CSEA Region II Safety and Health Specialist Floyd Payne: "What's so disturbing is that OMH knows and agrees this is a hazard, but they continue to let it exist." Payne says that as late as last spring the Labor Department cited the facility for unsafe levels of asbestos fiber in the air. Those findings actually helped justify the funding of the clean-up project.

While the facility presently contends there is no immediate danger to health and safety in Building 23, CSEA questions that claim. A recent visit to the location revealed varying degrees of friable asbestos at several spots in the building. Particles were apparent at a number of places, including on top of cartons and food packages in the storehouse. Employees also insist that clumps fall every night and are found on the floor each morning. They have not received any special equipment, instructions, or procedures on cleaning it up.

"I don't know what the state is waiting for?" claims Punter. "The problem is here and it can only get worse and they agree . . . That's what's so frustrating — even with an agreement on what to do in writing, we're still no better off than before.

For that reason Punter is encouraged by the CSEA-sponsored Asbestos Abatement Act because it would establish the force of law in correcting situations like what he faces in the Bronx.

However, Punter says in the meantime he is pursuing with CSEA the legal options to end the foot dragging and see that what has been agreed will be completed.

The Knickerbocker News, Monday, March 31, 1986

5A

Asbestos find delays office renovation

By Kyle Hughes
Knickerbocker News Capitol Bureau

A major renovation of the Department of State's Albany offices at 162 Washington Ave. has been put on hold as a result of the discovery of asbestos in the building.

The presence of the toxic substance in ceilings has some workers fearing for their health, but

No workers are being relocated, but the Department of State has decided not to continue the renovations until Wilsli Realty provides more information.

An agency employee who works in the building said he was told that the asbestos was found in the ceiling.

Wilsli Realty owner Bruce Backer said he did not know whether it would be appropriate to cover or remove the asbestos.

"I've contacted a couple of asbestos containment companies, and I'm in the process of getting reports from them," he said.

"It was brought to our attention, I think, about two weeks ago, and I honestly don't know that much more," Backer added.

the space, he said.

The renovation at the building is costing "a couple of hundred thousand dollars," with the owner contributing about \$100,000 through the multi-year lease agreement, he said.

It was unknown how much it will cost to correct the asbestos situation and exactly what will have to be done, Brown said, characterizing the current situation as a "standstill."

Department of State is not currently

Water, water, everywhere

except where you might think

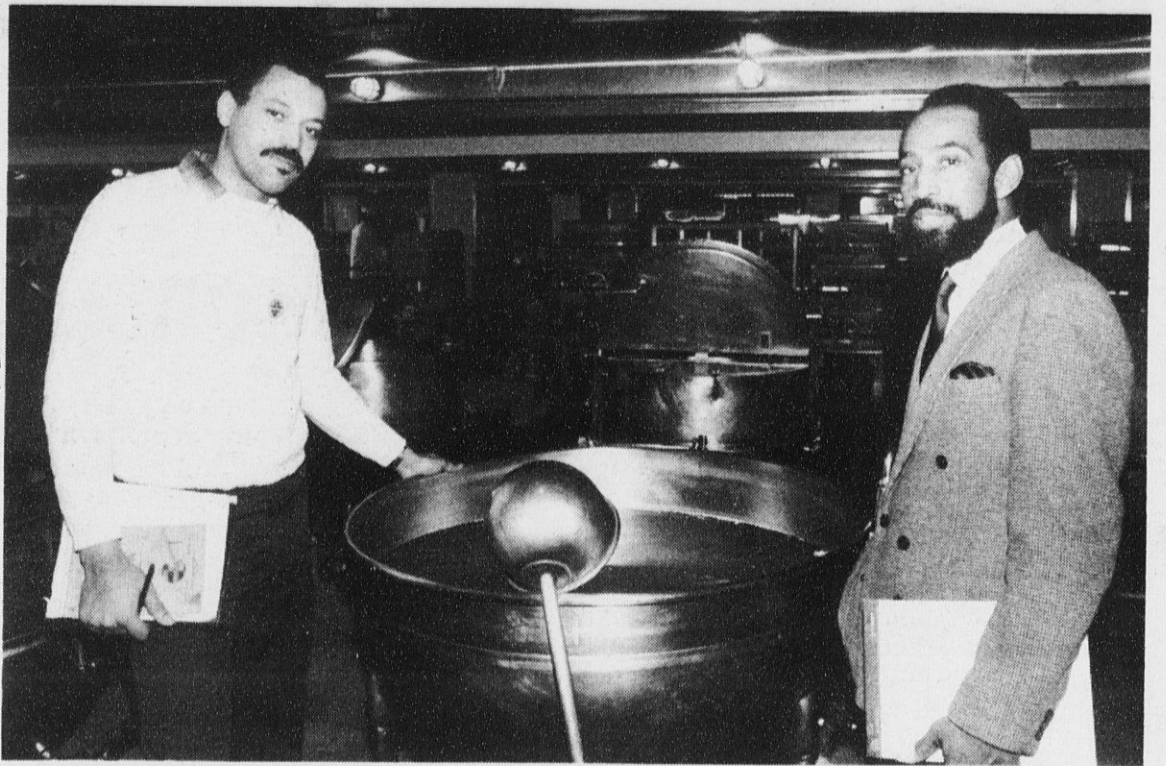
At Manhattan PC,
CSEA flushes
those troubles
down the drain

By Stephen Madarasz

MANHATTAN — Like Chinese water torture, pipe and drainage problems are driving CSEA members up the wall at Manhattan Psychiatric Center.

The deteriorating system is eroding ceilings and walls, flooding offices and labs and wreaking havoc on staff. But the most negative impact was felt when major repair work was undertaken in the facility's kitchen.

COOKS IN THE CENTER'S KITCHEN are happy CSEA raised a fuss and got latches placed on oven doors, below, that wouldn't stay closed. But members are still stirred up about the crumbling ceiling in the morgue, at right. Pictured are: Local 413 President Fred Daniels, Second Vice President Ed Wooten, First Vice President Charles Perry, and Lab Aide Mary Sidari.



COOKING KETTLES LIKE THIS were used for potwashing duty over a recent six-week period when the plumbing was down at Manhattan Psychiatric Center. CSEA Local 413 President Fred Daniels and Region II OSH Specialist Floyd Payne, pictured above, questioned the arrangement until management finally made repairs.

The work prevented employees access to the potscrubbing area without providing another location to adequately clean utensils and cookware. As a result, employees were required to do the washing in giant mixing kettles without running water. Pots would be scrubbed in one filled with soapy water and rinsed in another.

"This was just totally unacceptable," insists CSEA Local 413 President Fred Daniels. "It had already been going on for a

month when the local found out about it and we immediately pointed out to management that the repairs should have been completed immediately or other provisions should have been made."

In fact, Manhattan Psychiatric Center recently had to dismantle a brand new \$20,000 potwasher because it was creating drain back-ups.

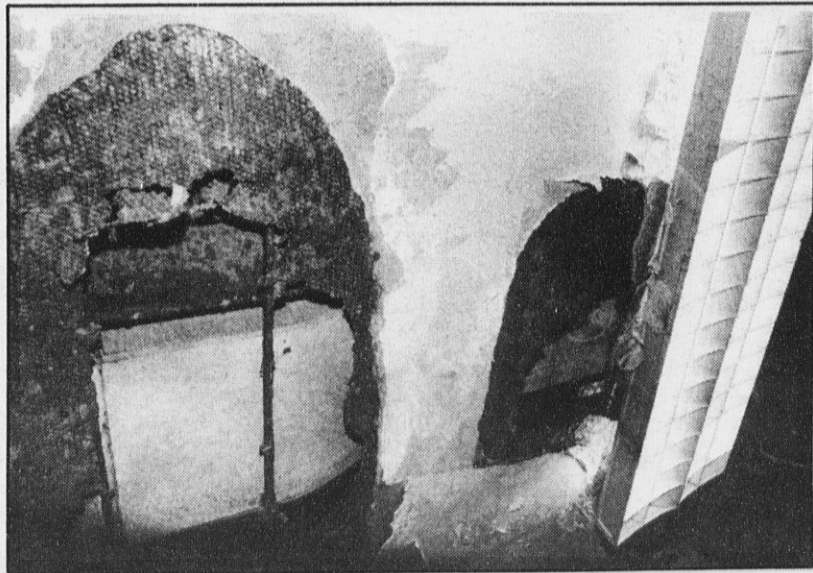
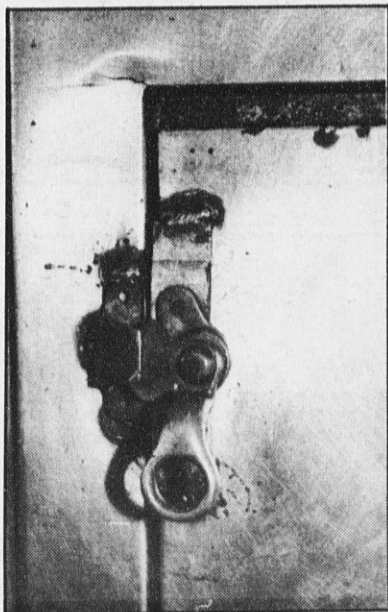
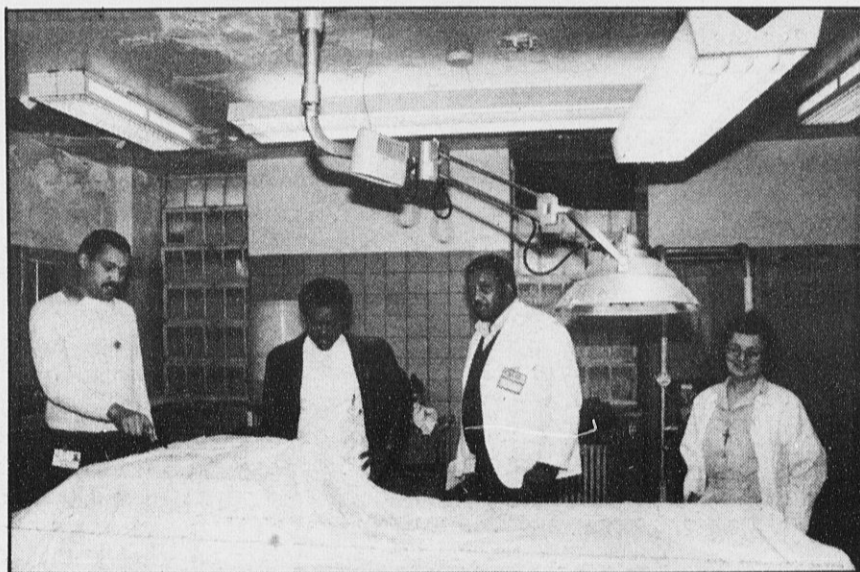
Once the union discovered the questionable working arrangements and began pushing for corrections, there was a flurry of activity. Comments Daniels: "The change is really amazing. Two weeks ago, this kitchen was foul, but once we started screaming, the administration got it cleaned up. I think they were nervous because we were questioning sanitary conditions and possible health code violations."

CSEA Region II Health and Safety Specialist Floyd Payne also points out that other matters of concern in the kitchen have also been addressed, such as oven doors that wouldn't stay closed and steamers that didn't work properly.

"The administration has been saying that these were minor problems and that a whole new food service system would be coming in anyway in the next few months. Well, fine, but in the meantime, our members have a right to expect working equipment to do their job," said Payne.

While the kitchen problems appear to be solved, the local is also concerned about deteriorating condition's in the facility morgue. Although it is rarely used, the morgue looks like something out of a bad horror film with gaping holes in the ceiling, crumbling plaster over everything, falling lights, and a freight elevator with missing floorboards — all of which CSEA contends are safety hazards.

"There are two issues here," claims Daniels. "First, why should any employees be exposed to hazardous working conditions that are fixable? And second, what does it say when a facility is consciously allowed to fall apart?"



PARTICIPANTS in the Region II Women's Workshop



Women's Workshop '86

180 WOMEN BEATEN EVERY HOUR—Psychotherapist Judith Berry spoke about the role of unions in combatting domestic violence through education, organizing self-help groups, and Employee Assistance Programs.

NEW YORK—The need for labor unions to give more recognition to the special needs of women workers was a major theme at the annual Women's Workshop here in Region 2 recently.

In opening remarks, Region 2 President George Boncoraglio pointed out that women are a growing force in the workplace and that unions must respond to them—by improving career opportunities, changing sexist attitudes, and bettering daycare services.

Boncoraglio noted that although unions generally have not been progressive on women's issues, CSEA and AFSCME are exceptions: "AFSCME has been in the national forefront in pushing for women's rights through the courts, Congress, and in the workplace. CSEA is the first union in the country to negotiate guaranteed pay equity adjustments for women and minorities."

Committee Chairwoman Harriet Hart added that as CSEA takes an increasing interest in the needs of its members at home as well as in the workplace, women have to tell the union how issues affect them differently than men and how they think the union should approach solutions to their problems.



MUST BE SEEN AND HEARD—Women's Committee Chairwoman Harriet Hart told participants in the workshops that women need to speak up and let unions know how they stand on issues.



WE'VE COME A LONG WAY, MAYBE—Empire State Labor College Professor Ruth Spitz commented that much still needs to be done to focus national attention of the issues of maternity leave and day care. CSEA statewide Secretary Irene Carr added that while women have made significant gains on the job over the years, they constantly have to be concerned about backsliding.



REGION 2 WOMEN'S COMMITTEE — Joining Committee members above are, Region 2 President George Boncoraglio, CSEA statewide Secretary Irene Carr, Field Representative Charles Bell, and Region 2 Director Ron Mazzola.



CHARGES DROPPED — Above, CSEA Attorney Arthur Grae and Westchester County Unit President Richard Saluga leave courtroom after charges against Mt. Vernon Department of Social Services workers were dropped.

VINDICATED — At left, Janice Johnson, Michael Daley and Mary Barksdale are all smiles after the City of Mt. Vernon Court throws out the case against them for "lack of evidence."

Freed of charges!

CSEA law firm clears 3 DSS workers

By Anita Manley
CSEA Communications Associate

It was an unprecedented move, but CSEA's Legal Assistance Program came to the rescue of three CSEA members who played starring roles in an unusual drama that began a week before Christmas and has finally ended.

The first episode started about 11 a.m. on Dec. 18 when a Department of Social Services client became extremely vocal and belligerent at the Mt. Vernon office.

At one point, receptionist Janice Johnson asked him to leave. When he refused, she asked the security guard, a member of the Westchester County Police Department to remove him. Then she left the room.

Another receptionist, Mary Barksdale was on her break at the time.

Meanwhile, the security guard was having a problem with the client. After being assaulted by the man, the guard was able to grab him in a headlock. But the client was strong and fast. He linked his leg through the policeman's leg and tripped him, causing him to fall on the floor.

At that point, a caseworker who was in the reception booth called the police. Seconds later, one of the examiners also called the police. At about the same time, Social Worker Michael Daley happened to walk through the reception area.

"Did anyone call the police?" he asked.

"I did," said the caseworker.

Seconds later, the policeman and the client fell against a door. On the other side, an armed district attorney's investigator heard the commotion, opened the door and quickly apprehended the man. At the same time, police arrived and took the man away.

**A classic case
of wrongful arrest
of completely
innocent people.**

It was three hours later — about 2 p.m. — when the incident took on a surprising twist.

A group of police officers arrived at the office and asked who the receptionists were who were on duty at 11 a.m. In addition, they asked for the name of the male employee who passed through the reception area during the scuffle.

Janice Johnson, Mary Barksdale and Michael Daley stepped forward and were immediately placed under arrest. The charge? Failure to aid a police officer in distress! They were escorted to the county police department, mugged, fingerprinted and booked. Meanwhile, another police officer called a friend who happened to be a newspaper reporter, and told him about the three DSS workers who were arrested.

Immediately, Westchester County Unit President Rich Saluga was called. When he arrived, he was informed that the three employees were under arrest. To add insult to injury, they would not receive any legal support from the County Attorney's office. He turned to CSEA for help.

CSEA Legal Program Administrator Tony Campione explained that as a rule, Legal As-

sistance is not provided by CSEA for criminal cases.

But, he stressed, "We considered this matter an exception to the rule because of Westchester County's outright refusal to represent its own employees. The county's actions amounted to a total breach of responsibility to its employees."

Campione emphasized that due to the nature of the charges, "the livelihoods and freedom of these people would have been jeopardized, unless these employees were defended fully and properly."

Although the charges were ultimately dropped almost three months later, and the records of the three workers wiped clean, the incident will leave indelible scars.

Daley says he can never forget the day his name was published in the newspaper. "Someone approached my father in church and asked if he was related to the Michael Daley who was arrested. How humiliating that was!"

"This case was a classic example of a wrongful arrest of completely innocent people by a disgruntled police officer who had no regard for the rights of career Civil Service employees," said CSEA Attorney Arthur Grae. "I was most grateful to have these unjust accusations against my clients dismissed without the necessity of a trial."

Saluga said he was pleased with the granting of legal assistance and heartened by the show of the support that was demonstrated by the employees' co-workers during the time between the arrest and the withdrawal of charges.

Said Region 3 President Pat Mascioli: "The end result more than justified my request to have these employees represented by CSEA counsel despite the fact that the situation did not fit within the framework of our CSEA Legal Assistance Program."

Mascioli commended the flexibility of the program which allowed it to be extended to these particular circumstances and prevented the employees from being unjustly accused.

Labor and management

CIVIL SERVICE EMPLOYEES ASSOCIATION AND THE STATE UNIVERSITY OF NEW YORK

A spirit of cooperation

"If we don't work together to offset the Reagan budget cutbacks, we'll all be looking for the lifeboats."

—CSEA President William L. McGowan

Compiled by
Chuck McGeary

CSEA Communications Associate

SYRACUSE — The importance of working together to achieve common goals was emphasized time and time again when 120 CSEA and State University of New York (SUNY) representatives participated in a three-day labor/management conference here recently.

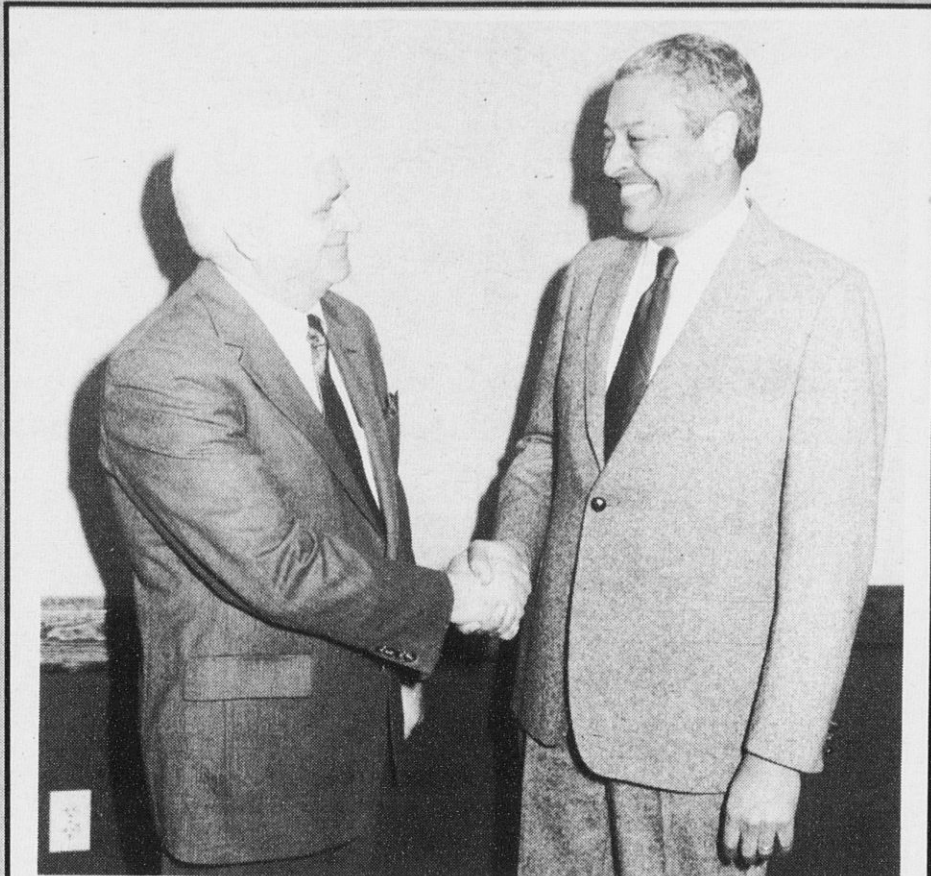
To reinforce the commitment of cooperation, both labor and management sent their top officials to pledge their willingness to work in harmony toward common objectives.

CSEA statewide President William L. McGowan and SUNY Chancellor Clifton R. Wharton Jr. both addressed opening sessions of the conference.

"If both sides will make a sincere effort to sit down, talk and work together toward improving the system, it would go a long way toward solving many problems," McGowan said. "We must make every effort to work together. If we don't cooperate to fight effects of the Reagan budget cuts, we will all be looking for the lifeboats."

McGowan suggested that SUNY management would do well to seek input from employees to learn how to increase productivity and save money by the reduction of waste and unnecessary stockpiling.

He told the representatives from 33 SUNY facilities where more than 130,000 students are enrolled that CSEA is concerned about a plan to divert SUNY budget money decisions to the campus level. "Will we be faced with too much emphasis on administration and faculty positions—a top heavy administration—at the expense of operational staff and the adequate maintenance of facility



CSEA PRESIDENT WILLIAM L. MCGOWAN extends a welcome to SUNY Chancellor Clifton R. Wharton Jr.

buildings?" asked McGowan. "We are getting reports of serious deterioration of campus buildings. Those buildings and equipment must be properly maintained systematically, or replacement costs will escalate in future months and years," he warned.

Chancellor Wharton said, "We have much to gain by working together and sharing dialogue with each other. By taking full



REVIEWING THE CONFERENCE HIGHLIGHTS are, from left, Cornell University Instructor Wynn Hauser, Upstate Medical Center CSEA Local 615 President Kathy Collins, SUNY Stony Brook Vice President of Operations Bob Francis, and Dale Dusharm, president of SUNY Oswego CSEA Local 611.

advantage of the joint benefits of training, assistance and a solid base of "openness," particularly on routine matters, much progress can be made."

Wharton called attention to how state budgetary cutbacks could affect the entire SUNY operation, and the steps he is proposing to counteract those threatened cuts. He also expressed concern for



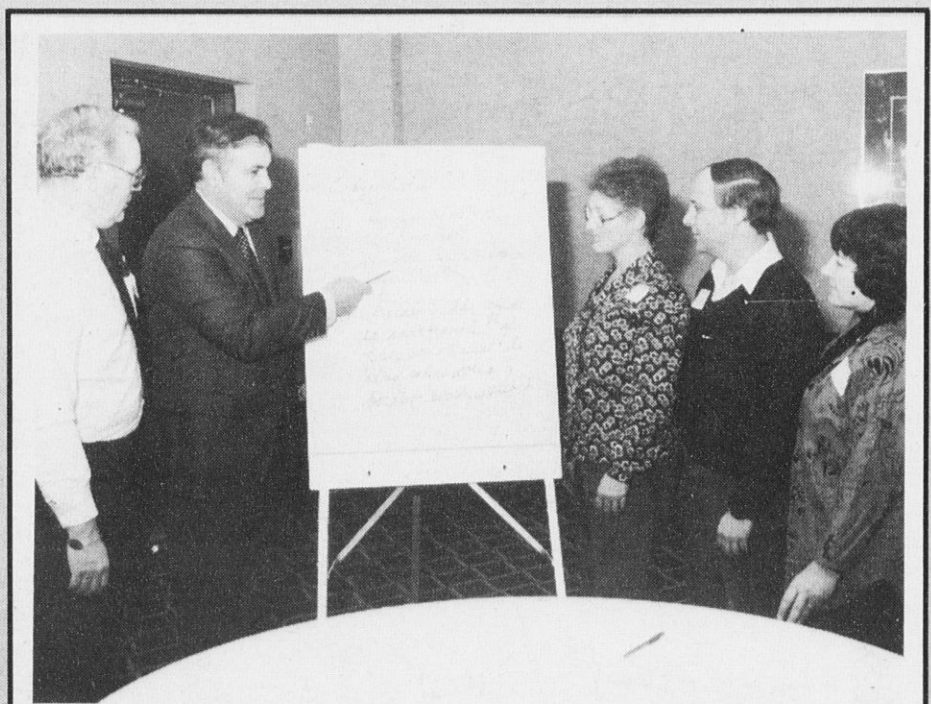
CSEA LABOR-MANAGEMENT COMMITTEE members compare notes. Seated from left are CSEA Director of Training and Education Sally Engelhardt, SUNY Stony Brook Local 614's Charlie Scafani, and Kathy Berchou of SUNY Buffalo Local 602. Standing are CSEA SUNY Labor-Management Committee Chairperson Marie Romanelli and Pat Crandall, president of SUNY Cortland CSEA Local 605.

SUNY faculty and support staff, saying, "We cannot afford to regress in these areas. We will make every effort to solve our problems with committees on the campus level."

Two full days of workshops and seminars were conducted by faculty members from the Cornell University School of Industrial Labor Relations.



DISCUSSING CONFERENCE AGENDA are, from left, CSEA Collective Bargaining Specialist James Cooney, CSEA statewide Labor-Management Committee Chairperson Marie Romanelli, CSEA President William L. McGowan, SUNY Chancellor Clifton R. Wharton Jr., and Assistant SUNY Director of Employee Relations Steve Reditz.



CORNELL ICR SCHOOL PROFESSOR Bernard Flaherty, second from left, highlights a flip chart presentation to Tom Manie of SUNY Central management, left, SUNY Cobleskill's Cherie Clapper, Richard Silver of SUNY Purchase, and CSEA Board of Directors member Betty Lennon of SUNY Plattsburgh.

"We have much to gain by working together and sharing dialogue with each other"

—SUNY CHANCELLOR CLIFTON R. WHARTON JR.



CHECKING SCORES on a workshop examination are, from left, Joe McMillen of SUNY Oneonta CSEA Local 635, Cornell University Instructor Marsha J. Orr, Dave Thomas of SUNY Stony Brook, SUNY Central Administration's Steve Reditz, and Lloyd Graham of Downstate Medical Center CSEA Local 646.

CSEA finds an Rx for LPNs' low pay in L.I. and NYC



A long campaign by CSEA to convince the state to more adequately compensate licensed practical nurses (LPNs) in the Long Island and New York City area, where recruitment and retention of LPNs has been a problem, has been successful. LPNs in state service there saw the results when they opened their paychecks in late March.

All LPNs in New York City and on Long Island who were at or below the job rate of the salary grade saw the first payments of a new geographic pay differential, retroactive to Jan. 2, 1986, in that paycheck.

The new geographic pay differential is \$2,000. LPNs earning a basic salary above the job rate receive a partial differential (see adjacent explanation for examples).

The new differential for New York City and Long Island LPNs is the culmination of an effort begun in July, 1983, during a meeting of the CSEA statewide LPN Committee and the state and resulted from separate ongoing negotiations between CSEA and specific agencies involved.

The new differential pay should help address the significant difficulties the

The following is an explanation of payment of geographic pay differential to licensed practical nurses on Long Island and in New York City:

The procedures for the payment of geographic pay differentials is authorized and established by Section 130.7 of the Civil Service Law.

The differential is paid to employees whose basic annual salary is at or below the job rate of the salary grade. Employees who are above the job rate for the salary grade will receive a portion of the differential sufficient to increase their salary to a level equal to the job rate of grade 9 plus \$2,000.

The following examples illustrate the application of the \$2,000 geographic pay

differential for LPNs in New York City and Long Island.

The \$2,000 differential is applied to each step, hiring rate-job rate of grade 9.

April 1, 1986	Hiring Rate	Job Rate
	\$15,670	\$19,360
Geographic Pay Differential	2,000	2,000
Adjusted Rate	\$17,670	\$21,360

LPNs earning a basic annual salary above the job rate will receive a partial differential payment to bring their salary up to the adjusted job rate of \$21,360.

For example, an LPN whose basic annual salary is \$20,870 would receive a partial differential of \$490; the difference between the adjusted job rate (\$21,360) and the LPN's annual salary (\$20,870):

Job Rate plus \$2,000	\$21,360
LPNs annual salary	\$20,870
Difference (Partial Differential)	\$ 490

The \$2,000 differential is in addition to and is not part of the basic annual salary, and does not affect or impair increment advancement, longevity payments, or other rights and benefits under Section 130. The differential is included as compensation for retirement purposes.

state has experienced in recruiting and retaining the services of LPNs, a grade 9 position, particularly in the downstate area. In addition, a proposal is pending before the state Division of the Budget that would establish two new titles on a statewide basis: Senior LPN I, grade 11; and Senior LPN II, grade 13.

"This is really a milestone," said Pilgrim State Psychiatric Center LPN William Oram. Oram has served on the CSEA LPN committee from the

beginning, and said the latest development "is the first time the state has recognized LPNs as a specific discipline." He said, "We are not RNs or MHTAs. We have a specific identifiable job to do. But for too long we've been treated like step-children and shifted from job to job to just fill in wherever needed." Oram said the new geographic differential pay is the result of CSEA getting the state's attention about specific concerns on behalf of LPNs.

Kings Park pay grievances get response

By Sheryl Carlin
CSEA Communications Associate

KINGS PARK — A flood of 240 out-of-title grievances filed by CSEA on behalf of mental health therapy aides (MHTAs) and licensed practical nurses (LPNs) at Kings Park Psychiatric Center resulted in the deputy director of the Office of Mental Health scurrying down from Albany to KPPC to meet with union representatives and some of the grievants.

Deputy Director Phil Scott went to Long Island in response to a flurry of out-of-title grievances charging management with mandating grade 9 MHTAs and LPNs to work as grade 11 ward charges without paying them the salary differential.



In order to give Scott an overview of the situation, the meeting was attended by a panel of grievants, KPPC Local 411 President Tony Bentivegna, Grievance Representative Eric LaRuffa and CSEA Field Representative Nick Pollicino.

The influx of grievances began last summer when it was reported to the union that grade 9 mental health therapy aides and licensed practical nurses were being mandated to work as

grade 11 ward charges, and were not being paid the salary differential.

CSEA grieved on behalf of those employees and won, and the differential was paid. Local 411 then notified its members that anyone experiencing a similar situation should file a grievance. The members responded with 240 grievances.

During the meeting with Scott, the CSEA also complained that while grade 9 employees were mandated to work overtime, grade 11 and grade 13 employees were denied requests to work the overtime. That, the union said, proved that the Center's administration was trying to fill the ward charge positions without paying the grade 11 salary that goes with the title.

Ken Meyer, the deputy director for the administration at Kings Park Psychiatric Center, voiced his support of CSEA, according to Bentivegna. "Meyer understands the position the union has taken. He admits the need for more grade 11 positions at the facility and has also said that he feels there are many grade 9s who should be promoted to grade 11."

In hopes that more grade 11 items will be offered at the Psychiatric Center, Bentivegna has been pushing his members to take the next civil service test offered for that position.

Members raise funds for March of Dimes



NEW ROCHELLE CSEA UNIT PRESIDENT Tony Blaisie belts a softball during this year's snowball tournament that raised \$3,700 for the March of Dimes.

Westchester and Putnam members raise \$3,700

CARMEL — CSEA members from Putnam and Westchester counties, along with other civil-minded citizens, played softball in the snow here recently and helped raise \$3,700 for the March of Dimes.

CSEA Region III Organizer Jim Farina, a former Putnam County CSEA Local president, organized the unusual annual fund-raiser four years ago. He said his mother, Doris Galvin, also a CSEA member, has been involved in supporting the March of Dimes for many years and that he, himself, participates in many charity projects annually.

This year some 28 teams signed up to play in the 2-day softball tournament in the snow to raise funds.

Long Island members to walk for kids April 27

HAUPPAUGE—CSEA members on Long Island are expected to turn out in big numbers on Sunday, April 27 to march for the March of Dimes. CSEA locals and units are already issuing challenges to each other to see who can raise the most funds for the charitable cause.

In Nassau, the April 27 march will start in Eisenhower Park, and in Suffolk, the walk will begin at the Smith Haven Mall. For details, members from Suffolk can call Local 852 at 273-4140 and ask for Kathy Hyland. Nassau members should call Jerry Donahue of Local 830 at 535-4305.



MARCH OF DIMES POSTERCHILD Cheryl LaFalce sports a CSEA PEOPLE cap given to her by Smithtown CSEA Unit President William Maccaro, left. Also, from left, are CSEA Communications Associate Sheryl Carlin, Nassau County Local 830 President Jerome Donahue and Long Island Regional Director Ross Hanna.

SUPREME COURT OF THE STATE OF NEW YORK
COUNTY OF NASSAU

JAMES TUCCI, on behalf of himself and all other employees of the Town of Hempstead, who are similarly situated, and TOWN OF HEMPSTEAD UNIT OF THE CIVIL SERVICE EMPLOYEES ASSOCIATION, NASSAU LOCAL 830, AFSCME, LOCAL 1000, AFL-CIO,
Plaintiffs,

Index No.
14719/85

NOTICE OF
PENDENCY OF
CLASS ACTION

-against-

TOWN OF HEMPSTEAD,
Defendant.

PLEASE TAKE NOTICE, that an Order of the Supreme Court of the State of New York, County of Nassau has been made and entered approving the maintenance as a class action of an action for breach of the collective bargaining agreement entered into by the Town of Hempstead Unit of the Civil Service Employees Association and the Town of Hempstead which was instituted by James Tucci as plaintiff for himself and on behalf of all other persons similarly situated and against the Town of Hempstead as defendant, pursuant to said Order, James Tucci has been approved as the representative of a class of persons of all employees effected by the defendant's unilateral reduc-

tion of the number of special collection crews from seven per day to six per day since on or about September 4, 1984; and

PLEASE TAKE FURTHER NOTICE, that:

1. You will be included as a member of the above described class and you will be bound by the result, whether favorable or not, unless you give written notice to this Court on or before May 31, 1986 that you desire to be excluded from said class.

2. You may appear individually if you do not desire to be excluded and be represented by your own counsel in respect to your individual claims by entering an appearance through your own counsel.

3. You may pursue on your own behalf whatever legal remedies you may have if you do elect to be excluded from the above described class.

4. Notice of your election to be excluded or to be represented by counsel of your own choosing should be sent to: Richard M. Gaba, Esq., 1055 Franklin Avenue, Garden City, N.Y. 11530.

Dated: Garden City, N.Y.
January 20, 1986

Yours, etc.,

RICHARD M. GABA
Attorney for Plaintiffs
1055 Franklin Avenue
Garden City, N.Y. 11530

Another good IDEA from CSEA:



*Learning
to get
ahead*

CSEA members know a good IDEA when they get one: that's CSEA's Institute for Development, Education and Advancement.

The program is for state employees in the Administrative, Institutional and Operational Services units, and members are using IDEA to get ahead in their jobs and feel better in their personal lives.

IDEA programs offered at worksites throughout the state (see list) help members:

- prepare for promotional exams, college-level courses and the General Educational Development (GED) exam;
- refresh basic skills in reading (vocabulary and comprehension), math (concepts, problem-solving, and computational skills) and English (spelling, capitalization, punctuation, usage, sentence structure and effectiveness of expression).

Prior to enrollment, prospective students are given a placement test (Test of Adult Basic Education) to determine if IDEA's curriculum would help them accomplish the goal they've chosen. The value of this test is to make members aware of basic skills they already possess and to point out areas where IDEA can help.

For more information, call Bob Knower at 1-800-253-IDEA. (In the Albany area, call (518) 434-0191, extension 228.) Or fill out of the coupon below and mail to CSEA/IDEA, 143 Washington Avenue, Albany, New York 12210.



Emma McElveen, IDEA student, with Mary Carol Puehn, her instructor

Making it from MHTA to nurse

Emma McElveen is a mental health therapy aide at Rochester Psychiatric Center. But with the help of IDEA, she is working towards her dream of becoming a nurse.

McElveen is currently taking college preparatory courses in CSEA's IDEA program. Her goal is to enter the nursing program at Monroe Community College.

Even prior to the prep training, IDEA was there to help McElveen with another goal. One of eight children, she'd left school in the seventh grade to go to work to supplement the family income. When she entered IDEA's General Educational Development program at Rochester PC, her hopes were high. Her subsequent failure in her first attempt was a disappointment. But McElveen persisted, improved her academics and met with success nine months later.

McElveen, who sings in her church choir, is an inspiration in more ways than one. A dedicated IDEA student, she has been a source of encouragement for her classmates and a leading example of how CSEA members can use a good IDEA for a better life.

A HOME STUDY COURSE IS OFFERED TO EMPLOYEES WHO CAN'T ATTEND CLASSROOM PROGRAMS. AN 800 TELEPHONE NUMBER ENABLES STUDENTS TO USE THE PROGRAM'S TELE-TUTORING SERVICE.



INSTITUTE for DEVELOPMENT, EDUCATION & ADVANCEMENT

Name _____ Shift _____ to _____

Work Address: _____ Home Address: _____

Work Phone () _____

Home Phone () _____

Check Interest

_____ Promotional Exam _____ High School Equivalency

_____ College Preparation _____ General Refresher

Currently, IDEA is conducting classrooms at the following locations:

REGION 1

Hauppauge State Office Building
Pilgrim Psychiatric Center

REGION 2

Two World Trade Center
State Insurance Fund

NYS Psychiatric Institute
Bronx Psychiatric Center
Kingsboro Psychiatric Center
Manhattan Psychiatric Center
Queens Children's Psychiatric Center

REGION 3

Middletown Psychiatric Center

REGION 4

Tower Building, Empire State Plaza

REGION 5

Willard Psychiatric Center

REGION 6

Rochester Psychiatric Center
Monroe Developmental Center
Roswell Park Memorial Institute

Vindicated, 'Tryon 5' planning to sue state



FIVE IN A SUIT—Cleared of charges of resident abuse, five employees of the Tryon School plan now to counter in a suit against the state for two years of abuse and intimidation. Pictured, from left, are: Carmelo Rizzio, Richard Angellotti, Local President Dominic Ruggeri, Robert Stewart, and Louis Carleo. Not pictured is fifth employee in the suit, Charles Niles.

Compiled by Daniel X. Campbell
CSEA Communications Associate

PERTH—Five employees of the Division for Youth's Tryon School for Boys are planning to sue the state after having been cleared of charges that they used excessive force with minors at the facility.

Claiming that the state made "malicious" and "irresponsible" charges against them are four CSEA members: Louis Carleo, Charles Niles, Carmelo Rizzio and Robert Stewart. Also involved in the case is Richard Angellotti, who was part of the CSEA bargaining unit at the time of the charges.

The announcement of the suit by DFY

Local 559 President Dominic Ruggeri is the latest turn involving a two-year-long disciplinary case which closed in December after an arbitrator ruled all employees were not guilty.

The state-appointed arbitrator, Jeffrey M. Selchick, said that the state "failed to sustain the required burden of proof," and dismissed all charges contained in notices of discipline against the five facility workers.

Charges against the workers were brought by a senior staff member at the Tryon School and a resident involved in an alleged incident of abuse that occurred two years ago. The charges ranged from physical and verbal

abuse to attempts to cover up the incident.

But in a lengthy 40-page decision, Selchick found testimony of the state's two star witnesses to be full of inconsistencies. On the other hand, he commended the workers and CSEA representatives and attorneys for presenting a positive, sound case for their innocence.

The state's charges against the Tryon workers concerned their handling of an uprising of residents at one of the facility's five cottages March 9, 1984. The incident, which took place about 5 p.m. was quelled within 15 minutes. Forty-five days later, all five workers involved were served with disciplinary notices that DFY was seeking their dismissal for alleged child abuse. Mysteriously, charges had been brought by a senior staff member—since transferred for another DFY facility—whom none of the five accused workers remembered seeing at the scene.

Following issue of the notices, Ruggeri immediately began the process of fighting for the complete vindication of the workers. In the meantime, workers say they had to endure two years of abuse and intimidation from the state.

"DFY thought that, given enough time and pressure, it could break one of the so-called 'Tryon Five' into signing off on a lesser charge," said Ruggeri. "They wanted one of them to admitting some type of guilt so that DFY management could use this to stop other DFY employees from even thinking about fighting DFY management."

Ruggeri explained that time after time management "offered a deal" and the workers said no. "DFY made their lives miserable, denying promotions, threatening suspensions," he said.

At a press conference to announce the workers' exoneration from all charges, Ruggeri blasted the state and the DFY administration for "maliciously and irresponsibly" filing the charges in a blatant attempt to make the five workers an example to the rest of the DFY unionized statewide workforce.

Pleased with the arbitrator's ruling, the workers now can decide to sue the state individually or collectively for compensation in their ordeal.

"The Division for Youth took two years from our lives," says Angellotti. "Someone should be accountable for that."

On Golden Anniversary

\$8,000 scholarship offered by AFSCME

WASHINGTON — An \$8,000 scholarship will be awarded this year to celebrate the golden anniversary of the American Federation of State, County and Municipal Employees.

The scholarship will pay \$2,000 annually for up to four years of study in any field at a four-year accredited institution. Expenses covered include tuition, room and board, books, incidental fees and transportation.

The sons and daughters of AFSCME members may apply. If they are high school seniors, they must submit the following by May 1:

- * Certified high school transcript;
- * Statement identifying parent's membership in AFSCME Local 1000 which is CSEA;

- * Signed essay not to exceed 1,000 words on "What AFSCME Has Meant to Our Family; and
- * Names of schools where they have either applied or been accepted. Materials should be sent to:

AFSCME Scholarship
Office of the President
American Federation of State, County and
Municipal Employees
1625 L Street, NW
Washington, D.C. 20036

The winner will will be notified in June and invited to AFSCME's 50th anniversary convention June 23-27 in Chicago.

ANNUAL REPORT

CSEA Treasurer Barbara M. Fauser



The financial statements of CSEA Inc. for the year ended September 30, 1985 are published in this issue of The Public Sector. The statements contain comparative figures for the previous fiscal year.

The combined statement of Fund Revenues and Expenses indicates that expenses exceeded revenues by \$891,200 compared to a loss of \$93,000 for the prior year. As a result, the Fund Balance for General Operations and Working Capital decreased by 12% when compared to the prior year.

The report of Coopers & Lybrand, our independent certified public accountants, and a report by the CSEA Special Audit Committee are also included.

BARBARA M. FAUSER
CSEA Statewide Treasurer

WILLIAM L. MCGOWAN
CSEA Statewide President

REPORT OF INDEPENDENT ACCOUNTANTS

To the Officers and Directors

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

We have examined the balance sheets of THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. for the General Fund and Insurance Fund as of September 30, 1985 and 1984, and the related statements of revenues, expenses and changes in fund balances and changes in financial position for the years then ended. Our examinations were made in accordance with generally accepted auditing standards and, accordingly, included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

In our opinion, the financial statements referred to above present fairly the financial position of THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. as of September 30, 1985 and 1984, and the results of its operations and changes in its financial position for the years then ended in conformity with generally accepted accounting principles applied on a consistent basis.

Coopers & Lybrand
Certified Public Accountants

Albany, New York
January 10, 1986

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

GENERAL FUND BALANCE SHEETS as of September 30, 1985 and 1984

ASSETS	1985	1984
CURRENT ASSETS		
Cash and cash equivalents - Note 2	\$ 6,747,283	\$ 7,448,113
Short-term investments	1,787,520	6,779,087
Membership dues and agency fees receivable	899,796	747,738
Due from Insurance Fund	167,751	38,384
Miscellaneous receivables	531,536	642,130
Prepaid expenses	98,167	179,429
Total current assets	<u>10,232,053</u>	<u>15,834,881</u>
PROPERTY, PLANT AND EQUIPMENT		
Land	971,000	124,207
Executive headquarters	3,294,963	996,192
Furniture and equipment	1,471,647	904,882
Real estate held for sale - Note 10	1,120,399	
	<u>6,858,009</u>	<u>2,025,281</u>
Less accumulated depreciation	(993,392)	(767,520)
	<u>5,864,617</u>	<u>1,257,761</u>
OTHER ASSETS		
Certificate of deposit - Note 2	400,000	1,000,000
Long-term investments	6,528,760	1,045,673
Deposits	21,000	169,000
Cash surrender value - officers' life insurance	28,000	
	<u>6,977,760</u>	<u>2,214,673</u>
	<u>\$23,074,430</u>	<u>\$19,307,315</u>
LIABILITIES AND FUND BALANCES		
CURRENT LIABILITIES		
Accounts payable	\$ 962,128	\$ 590,232
Compensated absences	462,221	412,166
AFSCME per capita dues	843,933	826,990
Payroll tax accruals and funds withheld as agent	7,969	8,216
Due to locals for share of dues	2,770,728	2,550,286
Due to employees' retirement plan - Note 6		13,427
Dues collected in advance	2,789	10,078
Current maturities of long-term debt - Note 8	80,569	
Total current liabilities	<u>5,130,337</u>	<u>4,411,395</u>
LONG-TERM DEBT - Note 8		
DEFERRED COMPENSATION LIABILITY - Note 6	<u>3,837,336</u>	
COMMITMENTS AND CONTINGENT LIABILITIES - Notes 4, 6, 7, 9, 10 and 11	<u>102,000</u>	
FUND BALANCES		
Fund for general operations and working capital:		
Undesignated	3,531,766	4,589,696
Designated by the governing board to offset future dues increases	<u>4,500,000</u>	<u>4,500,000</u>
	<u>8,031,766</u>	<u>9,089,696</u>
Fund for contingency	3,822,287	3,407,722
Fund for building and equipment investment	801,129	1,427,580
Fund for additions to building and equipment	1,349,575	338,782
Fund for replacement of headquarters building		632,140
	<u>14,004,757</u>	<u>14,895,920</u>
	<u>\$23,074,430</u>	<u>\$19,307,315</u>

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

Statements of GENERAL FUND REVENUES, EXPENSES, AND CHANGES IN FUND BALANCES for the years ended September 30, 1985 and 1984

	Fund for General Operations and Working Capital	Fund for Contingency	Other Funds	1985 Total	1984 Total
Revenues:					
Dues and fees:					
State	\$15,671,271	\$	\$	\$15,671,271	\$14,540,770
County	13,750,255			13,750,255	13,195,175
	<u>29,421,526</u>			<u>29,421,526</u>	<u>27,735,945</u>
Less:					
Refunds to locals	4,844,308			4,844,308	4,474,502
Political action provisions - Note 5	854,801			854,801	808,499
Affiliation dues - Note 4	10,005,750			10,005,750	9,681,468
	<u>15,704,859</u>			<u>15,704,859</u>	<u>14,964,469</u>
Insurance Fund reimbursement of expenses - Note 3	13,716,667			13,716,667	12,771,476
Labor Education Action Program Grants	426,000			426,000	402,869
AFSCME Grants - Note 4	1,607,120			1,607,120	1,359,932
Interest earned	491,657			491,657	850,000
Gain realized on investments	1,198,310	372,785	153,328	1,724,423	1,882,940
Income from other sources	58,294	197,744	159	58,453	229,268
	<u>17,498,048</u>	<u>570,529</u>	<u>153,487</u>	<u>18,222,064</u>	<u>17,496,485</u>
Expenses:					
Employees' pension and group life insurance costs	1,003,407			1,003,407	912,807
Salaries, payroll taxes and other personal service	7,812,253			7,812,253	7,181,197
Administrative travel, lodging and meals	954,338			954,338	865,040
Officers', directors' and committees' expenses	1,155,614			1,155,614	696,419
Official publication	746,854			746,854	791,110
Printing and communications	401,314			401,314	460,579
Legal services	2,112,539			2,112,539	2,120,915
Data processing services and equipment rental	459,559			459,559	387,509
General expense	219,653			219,653	208,686
Depreciation			228,118	228,118	131,913
Interest expense			314,254	314,254	
Headquarters occupancy costs	293,226			293,226	196,382
Public relations programs	144,918			144,918	424,736
Travel allowance to locals	143,132			143,132	147,646
Regional offices, conferences, State and County workshop costs other than payroll	965,230			965,230	924,043
Labor Education Action Program expenses	1,607,120			1,607,120	1,359,932
Delegate meetings, election expenses and organizational costs	550,499	1,199		551,698	780,961
	<u>18,569,656</u>	<u>1,199</u>	<u>542,372</u>	<u>19,113,227</u>	<u>17,589,875</u>
Excess of revenues over expenses (expenses over revenues)	(1,071,608)	569,330	(388,885)	(891,163)	(93,390)
Fund balance, beginning of year	9,089,696	3,407,722	2,398,502	14,895,920	14,989,310
Appropriations between funds	13,678	(154,765)	141,087		
Fund balance, end of year	<u>\$ 8,031,766</u>	<u>\$ 3,822,287</u>	<u>\$ 2,150,704</u>	<u>\$14,004,757</u>	<u>\$14,895,920</u>

FOR YOUR INFORMATION



ANNUAL REPORT

Civil Service Employees Assn.

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

Statements of GENERAL FUND CHANGES IN FINANCIAL POSITION
for the years ended September 30, 1985 and 1984

	1985	1984
FINANCIAL RESOURCES PROVIDED BY OPERATIONS		
Excess of expenses over revenues	(\$ 891,163)	(\$ 93,390)
Item which did not require outlay of working capital during the year:		
Depreciation	228,118	131,913
Total working capital provided (used) by operations	(663,045)	38,523
Long-term investments transferred to current	600,000	300,000
Proceeds from long-term borrowing	4,000,000	
Increase in deferred compensation liability	102,000	
	<u>4,038,955</u>	<u>338,523</u>
FINANCIAL RESOURCES APPLIED TO		
Purchase of property and equipment	4,834,974	62,362
Purchase of long-term investments	5,483,087	418,107
Current maturities of long-term debt	162,664	
Increase (decrease) in deposits	(148,000)	169,000
Cash surrender value - officers' life insurance	28,000	
	<u>10,360,725</u>	<u>649,469</u>
Decrease in working capital	(\$ 6,321,770)	(\$ 310,946)
SUMMARY OF CHANGES IN WORKING CAPITAL COMPONENTS		
Increase (decrease) in:		
Cash and cash equivalents	(\$ 700,830)	(\$3,666,266)
Short-term investments	(4,991,567)	3,469,591
Membership dues and agency fees receivable	152,058	40,024
Due from Insurance Fund	129,367	(115,525)
Miscellaneous receivables	(110,594)	(84,796)
Prepaid expenses	(81,262)	120,135
Decrease (increase) in:		
Accounts payable	(371,896)	(18,546)
Compensated absences	(50,055)	(61,110)
AFSCME per capita dues	(16,943)	(52,270)
Payroll tax accruals and funds withheld as agent	247	1,718
Dues to locals for share of dues	(220,442)	(10,820)
Due to employees' retirement plan	13,427	52,751
Dues collected in advance	7,289	14,168
Current maturities of long-term debt	(80,569)	
Decrease in working capital	(\$ 6,321,770)	(\$ 310,946)

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

INSURANCE FUND - FOR INSURED MEMBERS ONLY

	1985	1984
BALANCE SHEETS		
as of September 30,		
ASSETS		
Due from insurance underwriter	\$228,750	\$110,000
	<u>\$228,750</u>	<u>\$110,000</u>
LIABILITIES		
Due to General Fund	\$167,751	\$ 38,384
FUND BALANCE		
Restricted for members insured under the group plan	60,999	71,616
	<u>\$228,750</u>	<u>\$110,000</u>
STATEMENTS OF REVENUES, EXPENSES and CHANGES IN FUND BALANCE		
for the years ended September 30,		
REVENUES		
Refund from insurance company	\$415,383	\$416,102
EXPENSES		
Reimbursement to General Fund of costs of maintaining the group life insurance program - Note 3	424,350	402,869
Other expenses	1,650	1,650
	<u>426,000</u>	<u>404,519</u>
Excess of revenues (expenses) transferred to fund balance	(10,617)	11,583
Fund balance - beginning of year	71,616	60,033
Fund balance - end of year	<u>\$ 60,999</u>	<u>\$ 71,616</u>

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

NOTES TO FINANCIAL STATEMENTS

1. Significant Accounting Policies

The Association adheres to generally accepted accounting principles as described in the Industry Audit Guide, "Audits of Certain Nonprofit Organizations," of the American Institute of Certified Public Accountants.

Income taxes:

The Association is a labor union exempt from income taxes under Section 501 (c) (5) of The Internal Revenue Code. Accordingly, no provision for income taxes has been made.

Investments:

Investments are carried at amortized cost, which approximates market. Premiums paid or discounts received on acquisition are amortized on a straight-line basis over the life of the security.

Property, plant, equipment and depreciation:

Property, plant and equipment are recorded at cost and depreciated on a straight-line basis over the estimated useful lives of the assets ranging from 5 to 35 years.

Grants received:

Labor Education Action Program funds are deemed to be earned and reported as revenues of operating funds when the Association has incurred expenditures in compliance with the grant specifications. Funds received in advance of expenditures are restricted.

Retirement plan:

The Association has a retirement plan covering most of its employees. Pension expense is determined in accordance with an actuarial cost method, and it is the Association's policy to fund pension costs accrued. Past service costs under the plan are being funded over a 27-year period. (See Note 6.)

Insurance Fund:

The Insurance Fund is restricted to use for insured members only, but is controlled by and considered part of one legal entity, THE CIVIL SERVICE

EMPLOYEES ASSOCIATION, INC. Based upon an estimate of the cost of handling the group life insurance program, made at the beginning of each fiscal year, expense is recorded in the Insurance Fund, with the offsetting income reflected in the General Fund. After the close of the fiscal year, a study is done to determine the actual cost of operating the program, with the adjustment, if any, for a particular year reflected in the subsequent year. (See Note 3.)

The Association maintains individual records with respect to members who participate in the Group Life Plan underwritten by the Travelers Life Insurance Company. Premiums collected through the State Comptroller's office and many municipalities are forwarded to the Association to be processed and thereafter transmitted to the underwriter's agent in original form. The financial statements of the Association do not reflect the insurance plan activity.

2. Cash and Cash Equivalents

Cash and cash equivalents as of September 30, 1985 and 1984 include:

	1985	1984
Cash in banks, unrestricted	\$4,142,331	\$2,800,713
Cash in banks, restricted	206,044	
Certificates of deposit	<u>2,398,908</u>	<u>4,647,400</u>
	<u>\$6,747,283</u>	<u>\$7,448,113</u>

During the year ended September 30, 1982, the Association entered into a long-term deposit contract in the amount of \$1,750,000 with a banking institution. The principal deposit was to remain intact through March 1984 and will be reduced by varying amounts each six months thereafter through March 1987. The principal deposit balance at September 30, 1985 is \$700,000, of which \$400,000 matures subsequent to September 30, 1986.

3. Group Life Insurance Reimbursement of Expenses

The Board of Directors has approved separate studies conducted to determine the cost of handling the group life insurance program for the years ended September 30, 1984 and 1983. The effect of these studies was to decrease fund income and the Insurance Fund balance by \$49,350 and \$27,869 for the years ended September 30, 1985 and 1984, respectively. General Fund income and the fund balance for general operations were conversely increased by similar amounts for the respective years.

A cost study for the year ended September 30, 1985 has not yet been initiated.

(Continued on Page 18)

FOR YOUR INFORMATION



ANNUAL REPORT

Civil Service Employees Assn.

4. Affiliation Agreement

Effective January 1, 1981, the Association entered into an affiliation agreement with the American Federation of State, County and Municipal Employees, AFL-CIO (AFSCME) incurring all financial obligations of an AFSCME local. As an affiliate member, CSEA must pay the prevailing AFSCME per capita tax per member per month (\$4.10, 1/1-12/31/85; \$3.90 1/1-12/31/84). AFSCME also provides CSEA with organizational grants for various Association activities. The grants amounted to \$491,657 and \$850,000 for the years ended September 30, 1985 and 1984, respectively.

5. Political Action Provisions

To advance the political goals and interests of the Civil Service employees of the State of New York and its political subdivisions, a Civil Service Employees Political Action Fund was organized. This fund is maintained independently of the Association and, accordingly, is not included in the accompanying financial statements. The provisions of \$854,801 and \$808,499 recorded in the fund for general operations and working capital represent the amounts appropriated and transmitted to the political action fund for the years ended September 30, 1985 and 1984, respectively.

6. Employee Benefit Plans

Pension plan:

The Association has a noncontributory pension plan covering substantially all its employees. Total pension expense was \$755,155 and \$762,995 for the years ended September 30, 1985 and 1984, respectively. The unfunded actuarial liability at December 15, 1984, according to the latest actuarial valuation, was \$890,557 and is to be funded over a remaining period of 12 years. The Association's policy is to fund pension costs accrued. The assumed rate of return used in determining the present value of accumulated benefits was 7% for both years. The accumulated plan benefits and plan assets for the Association's defined benefit plan as of December 15, 1984 and 1983 are presented below:

	1984	1983
Actuarial present value of accumulated plan benefits:		
Vested	\$5,649,051	\$4,621,883
Nonvested	507,781	531,683
	<u>\$6,156,832</u>	<u>\$5,153,566</u>
Net assets available for benefits	<u>\$9,132,128</u>	<u>\$7,710,649</u>

Deferred compensation plan:

During 1984, the Association instituted a deferred compensation plan for officers that provides benefits upon retirement or death. The deferred compensation benefits are funded by life insurance policies on each participant with the Association as owner and beneficiary. Total expense for this program for the years ended September 30, 1985 and 1984 was \$175,288 and \$78,946, respectively.

7. Litigation

The Association is a defendant in a number of actions in several jurisdictions. The amounts of liability in these actions were not determinable at September 30, 1985, but in the opinion of management any ultimate settlement will not materially affect the Association's financial position.

8. Long-Term Debt

Mortgage payable in monthly installments of \$36,600 plus interest payable at 9.25%, maturing November 2004, collateralized by land, building and equipment.

Current	80,569
Long-term	<u>\$3,837,336</u>

Debt principal payments required are as follows:

1986	\$ 80,569
1987	88,346
1988	96,873
1989	106,224
1990	116,477
Thereafter	<u>3,429,416</u>
	<u>\$3,917,905</u>

Interest expense for the year ended September 30, 1985 was \$314,254.

9. Commitments

The Association is committed to various noncancellable leases for rental of office space for satellite and regional offices, vehicles and equipment expiring at various dates. Minimum rental payments under such leases are as follows:

Fiscal Year	Offices	Vehicles and Equipment	Total Amount
1986	\$ 400,299	\$ 119,670	\$ 519,969
1987	342,947	71,920	414,867
1988	285,230	67,670	352,900
1989	198,583	67,670	266,253
1990	177,084	45,113	222,197
	<u>1,404,143</u>	<u>372,043</u>	<u>1,776,186</u>
Later years Total minimum payments required	561,002		561,002
	<u>\$1,965,145</u>	<u>\$ 372,043</u>	<u>\$2,337,188</u>

Rental expense for the years ended September 30, 1985 and 1984 was as follows:

	1985	1984
Satellite and regional offices	\$591,313	\$400,491
Vehicles and equipment	<u>227,328</u>	<u>221,188</u>
	<u>\$818,641</u>	<u>\$621,679</u>

The Association entered into a Bond Purchase Agreement with the City of Albany Industrial Development Agency during November 1984 whereby the Association received \$4,000,000 for the purchase of certain real estate and improvements. In accordance with terms of that agreement, all funds are to be utilized for purchase of qualified capital expenditures by November 21, 1987.

Any funds not expended by that date are to be refunded to the City of Albany Industrial Development Agency. As of September 30, 1985, bond proceeds utilized for the purchase of qualified capital expenditures were \$3,853,806.

10. Headquarters Facility and Real Estate Held for Sale

During the fiscal year ended September 30, 1985, the Association purchased new executive headquarters facilities and land for \$4,265,963. The Association's former executive headquarters facilities and land, which was recorded at \$1,120,399 at September 30, 1984, was offered for sale during the current fiscal year and has been classified as real estate held for sale at September 30, 1985. Effective January 15, 1986, the Association finalized an agreement to sell this real estate.

11. Subsequent Event

During January 1986, the Association purchased a new regional office building for approximately \$400,000.

The Audit Committee met at headquarters Feb. 18, 1986. The following committee members were present: Chairman John Geraghty, Charles Perry, Ralph Spagnolo, Gail Hansen, Pat Gooden and Frank Nero. The main topic was a review of the Annual Financial Report of the union for the fiscal year ended Sept. 30, 1985. That report is attached for your information. The details of the report were reviewed with auditors from the accounting firm of Coopers & Lybrand.

CSEA experienced a loss of \$891,163 in fiscal year 1985 as compared to the \$93,390 loss in fiscal 1984. At the close of fiscal 1985, CSEA remained in a strong financial position with a total fund balance of \$14,004,757.

Fraternally,
SPECIAL AUDIT COMMITTEE
JOHN GERAGHTY, Chairperson
 Ralph Spagnolo
 Charles Perry
 Gail Hansen
 Pat Gooden
 Frank Nero
 Linda Fiorentino

1986 AFSCME convention Chicago June 22-27



April 18 deadline to elect delegates

ALBANY — Ballots are now in the mail for the election of delegates to the AFSCME Convention to be held June 22-27 in Chicago. Beginning April 8, replacement ballots may be obtained by contacting Marcel Gardner at CSEA Headquarters, 142 Washington Ave., Albany, N.Y. 12210.

The ballot count is being conducted by an outside agency, the Independent Election Corporation of America (IECA).

Candidates will, as usual, be afforded an opportunity to observe all aspects of the tabulating process such as the

picking up and opening of ballots, etc.

Candidates, or proxies with written authorization from candidates, who wish to observe the tabulation, may do so between the hours of 9 a.m. and 5 p.m. at the IECA Headquarters, Lake Success, N.Y.

It is recommended that observers notify IECA in advance of their visits by phoning (516) 437-4900.

Ballots will be counted on Friday, April 18, following the noontime deadline for their return.

McGowan backs Savings Bond Campaign

Dear CSEA members:

Savings Bonds are today's hot investment! For example, since 1982 they have paid an average 9.6 percent interest rate. And there's no ceiling on how high rates can go. You get a good return on your investment plus tax advantages, and that makes good financial sense.

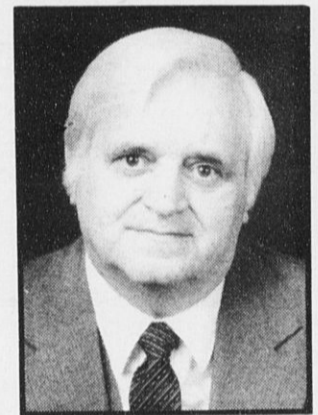
1986 has been designated "Save for the U.S.A. Year," and here in New York state, April 21 through May 9 has been set aside to promote Savings Bonds. It has my enthusiastic support. In fact, I am chairing the

capital district's U.S. Savings Bond Campaign.

Remember, Savings Bonds are now linked to market-based rates. I urge you to "Take Stock in America!" Buy Savings Bonds!

The Savings Bond Campaign begins April 21. If you want to get involved, contact the Savings Bond coordinator assigned to your county.

Fraternally,
Bill McGowan
CSEA President



SAVINGS BOND COORDINATORS

The Savings Bond Campaign coordinator for the counties of Nassau, Queens, Richmond and Suffolk is Frederic Catalano, (212) 264-3286.

The coordinator for Kings and Nassau counties is William A. Lewis, (212) 264-3286.

Kalman Wiesenfeld, (212) 264-3287, is coordinating the campaign for the counties of Bronx, Orange, Putnam, Rockland and Westchester.

Nancy A. Burger, (518) 472-2891, is coordinator for the counties of Albany, Clinton, Columbia, Delaware, Dutchess, Essex, Franklin, Fulton, Greene, Hamilton, Herkimer, Montgomery, Otsego, Rensselaer, Saratoga, Schoharie, Schoharie, Sullivan, Ulster, Warren and Washington.

Robert Boryszewski is coordinating the campaign for the counties of Broome, Cayuga, Chemung, Chenango, Cortland, Jefferson, Lewis, Madison, Oneida, Onondaga, Oswego, St. Lawrence, Schuyler, Seneca, Steuben, Tioga and Tompkins.

Charles E. McGowan and Dorothy Snow, both of whom can be reached at 33 Federal Building, 111 W. Huron Street, Buffalo, are coordinating the campaign in the counties of Allegany, Cattaraugus, Chautauque, Erie, Genesee, Livingston, Monroe, Niagara, Ontario, Orleans, Wayne, Wyoming and Yates.

John P. Hearn, (212) 264-1368, is coordinating the campaign in Manhattan.

COMPETITIVE PROMOTION EXAMINATIONS (State Employees Only)

JOB TITLE	EXAM NO.	DEPARTMENT
APPLICATION DEADLINE APRIL 14, 1986		
Canal Maintenance Shop Supervisor I G-14	38-944	Transportation
Civil Engineer I G-20	38-892	Interdepartmental
APPLICATION DEADLINE APRIL 21, 1986		
Senior Consumer Frauds Representative G-17	38-879	Law
Social Worker II G-19	38-880	Interdepartmental
Principal Sanitary Engineer M-4	38-908	EnCon
Associate Sanitary Engineer G-27	38-909	EnCon
Social Worker Assistant III G-16	38-937	Interdepartmental
Social Services Assistant Trainee I (transition exam)	00-237	Social Services
APPLICATION DEADLINE APRIL 28, 1986		
Parole Program Aid G-11 (transition exam)	00-236	Executive, Parole

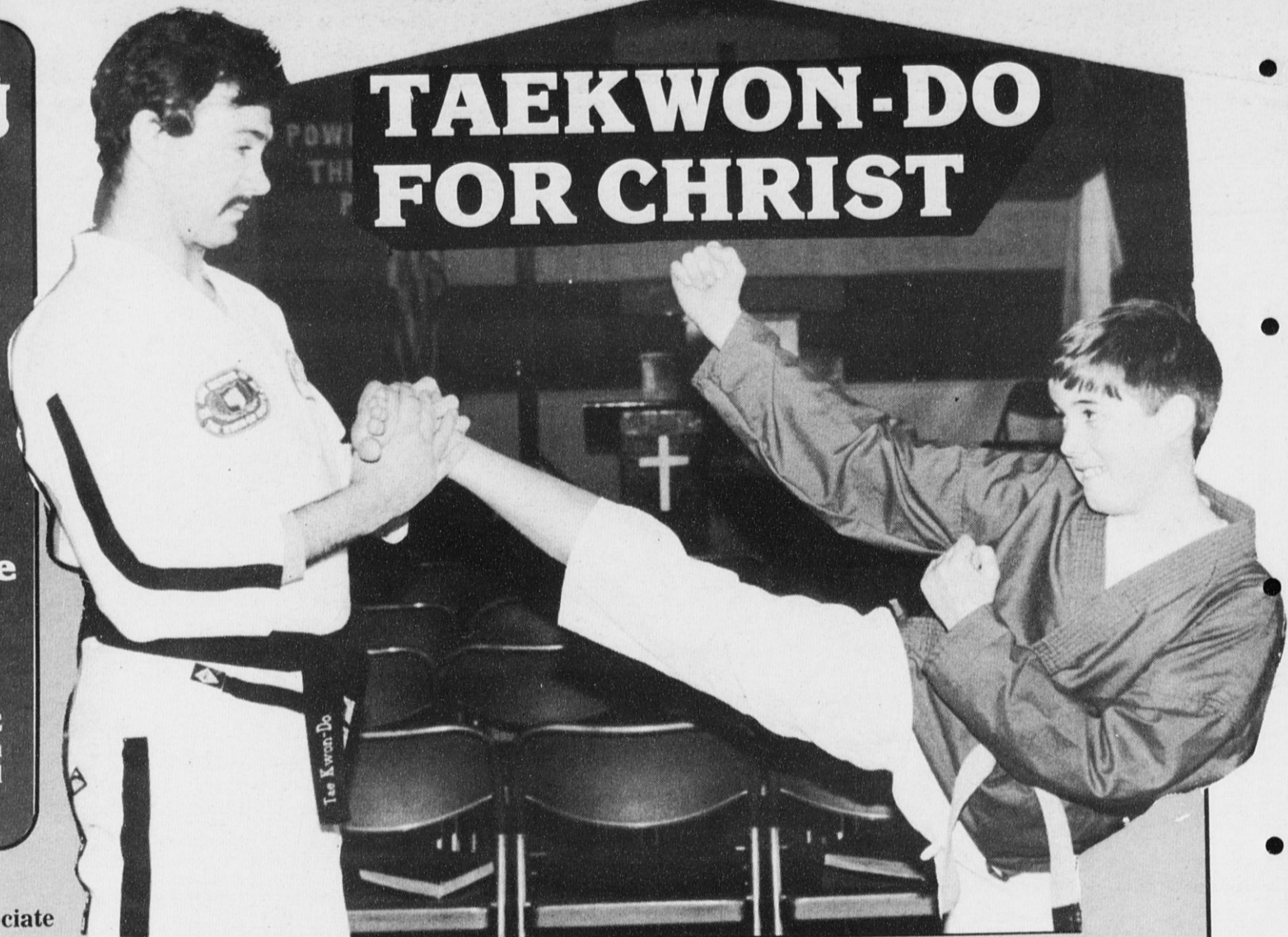
APPLICATION FORMS: Application forms for promotion candidates are available through your Personnel or Business Office. You may also obtain them by mail or in person at the following offices of the New York State Department of Civil Service: NYS Office Building Campus, Albany, N.Y. 12239; 55th Floor, Two World Trade Center, New York, N.Y. 10047; 6th Floor, Adam Clayton Powell State Office Building, 163 West 125th Street, New York, N.Y. 10027; or Room 303, 65 Court Street, Buffalo, N.Y. 14202. Specify the examination by its number and title. Mail your completed application form to: NYS Department of Civil Service, The W. Averell Harriman NYS Office Building Campus, Albany, N.Y. 12239.

Saving souls can be a kick

A black belt and the bible create unique church class

KICKING TECHNIQUE pointers are given by Keith Nesbitt to student Donald "D.J." Pendley.

TAEKWON-DO FOR CHRIST



By Ron Wofford
CSEA Communications Associate

PALMYRA — For the vast majority of movie-goers and television viewers, the martial arts probably represent mayhem and madness.

But for Keith Nesbitt, a member of Department of Transportation Local 506, the Korean martial art of Taekwon-Do represents something profoundly different. Two years ago the highway equipment operator and holder of a black belt in the martial art formed a "Taekwon-Do for Christ" class for youngsters at his church to "reach and save souls for the Lord."

Nesbitt's unique class combines bible teachings and Christian principles with the discipline derived from practicing the drop kicks, smashes and other exercises of the martial arts.

"Before and after each Taekwon-Do class," says Nesbitt, "we read passages from the bible, and talk about trying to apply the pertinent principle to our daily lives. It's become a popular class. We started with two students two years ago, and now we have about 20."

Nesbitt feels the discipline developed in Taekwon-Do is helpful in everyday life. "I'm sure it has helped me in my job performance, where I might be called upon to operate anything from a truck to a lawnmower, a loader to a jackhammer," he said. "But you need more than discipline in your life. You need the love of Jesus Christ."

Nesbitt, who also serves his CSEA local as a steward, is planning to teach his fellow members in self-defense techniques, at the request of the local's Employee Assistance Program chairperson, Laura Ritter.

While his martial arts expertise has helped him change his life for the better, Nesbitt credits being "born again in Jesus

Christ" with helping him to overcome an overwhelming alcohol abuse problem.

"I consider myself a recovered alcoholic, and I know the Lord helped me quit drinking and smoking, as well as patch up my marital problems. My pastor and other church members prayed long and hard with me, and I'll be forever grateful," Nesbitt said.

As part of his black belt requirements, Nesbitt learned to speak and write Korean. He said Taekwon-Do loosely translates to "the art of hand and foot fighting." "Karate, a Japanese self-defense art, means "open hand."

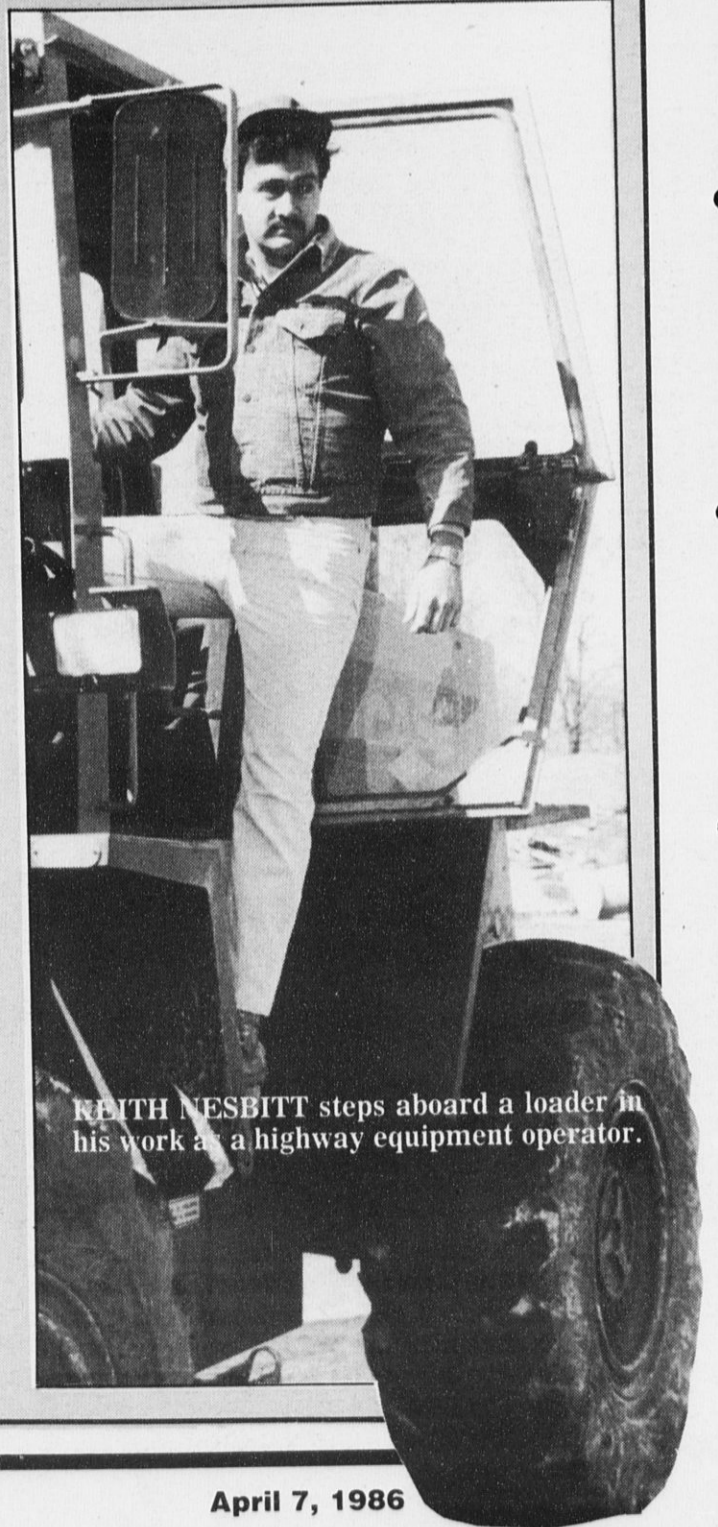
Nesbitt said his style most closely resembles that of Chuck Norris, which is the "Tang Soo-Do" style. The late, renowned Bruce Lee practiced the art of Kung Fu, which is of Chinese origin.

He noted Taekwon-Do is the only martial art accepted for olympic competition, and he is "thinking about entering The Empire State Games this year, just to see how I could do."

Also a member of Local 506's safety committee, Nesbitt said he is on the verge of opening his own school in nearby Newark, "as soon as we can get the remodeling completed. I'm really looking forward to opening soon, and I'll be giving CSEA and other union members a special price to enroll in our classes."

The five-year state employee said, however, he has no plans to leave his present job. "It would probably take five to ten years to get a business really built up. Besides, I really like my DOT job."

Meanwhile, he said he plans to continue to help his martial arts students transfer their skills and knowledge "to a more spiritual life. I'll be there to help them, just as I was, to walk more closely with the Lord."



KEITH NESBITT steps aboard a loader in his work as a highway equipment operator.