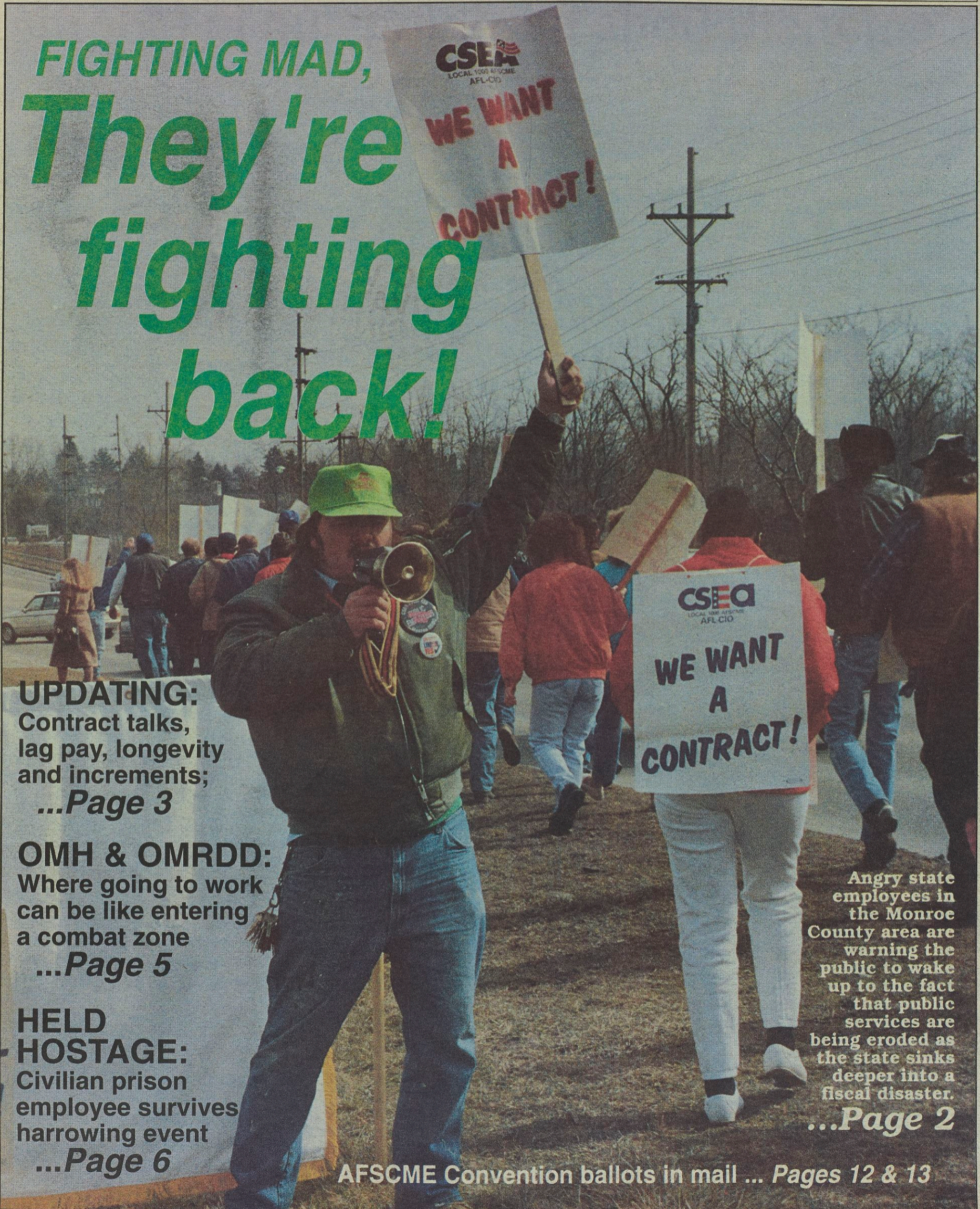


FIGHTING MAD, They're fighting back!



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Angry state
employees in
the Monroe
County area are
warning the
public to wake
up to the fact
that public
services are
being eroded as
the state sinks
deeper into a
fiscal disaster.
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Demonstrations stir things up in Monroe

Hundreds of state employees are issuing a wake-up call directly to the public throughout the Monroe County area. The CSEA members are warning that public services are rapidly being eroded as the state sinks deeper in a fiscal disaster.

In a series of informational pickets sponsored by several CSEA state locals, angry members are pointing out layoffs and program cuts have slashed services while morale dwindles for the remaining workforce that toils without a contract for nearly a year.

"We want the public to join us and put pressure on the Governor to negotiate a fair contract," said CSEA Labor Relations Specialist Karen Spies, one of the protest coordinators. "We're tired of him balancing the state budget on the backs of our members. Our members provide priceless services but have not seen pay raises themselves in almost two years while being

lagged two weeks' pay."

"We help protect the environment; we care for the sick and mentally ill; we maintain state parks and roads; we maintain the state colleges and universities," said CSEA Labor Relations Specialist Pat Domaratz. "These are basic, needed public services and all of them are being slashed and some are in danger of being wiped out."

"It's important that the public know that

everything we do is in the name of public service, and we're regular working folks - not fat-cat politicians," said Ralph Hesson, president of CSEA Judiciary Local 335.

"We want to make sure the public understands that we care for many who are unable to care for themselves," added Geraldine Wiggins, president of Rochester Psychiatric Local 420.

"This campaign should help make it clear to all that we're only looking for fairness from the state," said Duane Wilcox, president of DOT Local 506.

Demonstrations will be held at work locations of all participating CSEA locals during the series. Locals represented are Monroe Developmental Center Local 439, Rochester Psychiatric Center Local 420, Division for Youth/Industry Local 552, Judiciary Local 335, Department of Transportation Local 506, Rochester State Employees Local 012 and SUNY Brockport Local 601.

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Handling stress at Southport Prison, and CSEA fights replacing state workers with prison inmates.

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Know your rights, protected in your CSEA contract. Plus important information about the Empire Plan and the Employee Benefit Fund.



EBF Prescription Cards to be mailed in April

New CSEA Employee Benefit Fund (EBF) Prescription Drug Cards will be mailed on April 20, 1992.

Members newly enrolled since March 13 will receive their Prescription Drug cards in the April 20 mailing. New enrollees who requires the Prescription Drug Benefit prior to receiving the Drug Card should contact

the CSEA Employee Benefit Fund, 1-800-323-2732, for assistance.

Also, the CSEA EBF converted to an automated attendant telephone system on March 30. Calls from touch tone telephones will be answered by an automated system. Callers using rotary phones will continue to be assisted by the switchboard operator.

THE PUBLIC Sector

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An update on contract talks, lag pay, increments and longevity

Progress grinds forward on many fronts

Progress is slow but sure and steady as CSEA works toward forcing the state to pay increments and longevity payments and give back money the union says the state stole from workers under a lag pay scheme.

And CSEA will present the union's case for a fair and equitable contract as fact-finding gets underway this month in another effort to break the impasse that has blocked a new CSEA/NYS agreement covering more than 100,000 CSEA-represented state employees.

CSEA is using every available avenue - lawsuits, contract grievances, improper practice charges and the full range of relief available under the Taylor Law - in a broad legal battle the union is waging against New York state.

"Progress is being made and justice will prevail," CSEA President Joe McDermott said. "We are overcoming every obstacle Gov. Cuomo and the state have thrown in our way. The wheels of justice turn slowly but we are winning on all fronts."

Meanwhile, terms and conditions of CSEA/NYS contracts which expired a year ago continue to be protected for CSEA-represented state employees. Under the Triboro Amendment to the state's Taylor Law, terms of expired contracts remain in effect pending negotiations of a successor agreement.

Here's a look at where things stand:

STATE CONTRACT NEGOTIATIONS

The previous contract expired April 1, 1991. Negotiations between CSEA and the state for state workers in the Operational Services, Administrative Services, Institutional Services and Division of Military and Naval Affairs bargaining units broke down when the state declared impasse after months of bargaining. Formal mediation efforts also failed and negotiations are now in the fact-finding stage.

The three-person fact-finding panel will conduct hearings in April and May and will ultimately prepare written recommendations for resolving the dispute.

If either side rejects those recommendations, the issue would be sent to the state Legislature for a legislative hearing. Under the state's Taylor Law, the Legislature could impose a one-year settlement.

Separate negotiations between CSEA and the Office of Court Administration (OCA) for CSEA-represented court workers, stalled for a while over budget problems, are expected to resume soon. Unlike contract talks for other state workers, bargaining for court workers never reached an impasse.

INCREMENTS, LONGEVITY PAY

Decisions are pending on an improper practice charge and a contract grievance filed by CSEA against the state for failure to pay increments and longevity payments to general state employees after the CSEA/NYS contracts expired April 1, 1991.

Legal briefs are due during April on CSEA's improper practice charge and an administrative law judge's decision will be issued sometime later. An arbitration hearing is scheduled to be held later this year on CSEA's contract grievance.

CSEA also filed an improper practice charge after the court system refused to pay increments and longevity payments after April 1, 1991, to court employees. The court system eventually paid the increments last summer.

CSEA also filed a grievance when Health Research Inc. (HRI), a private sector branch of the state Health Department, failed to pay increments to CSEA-represented employees of HRI. The grievance was settled when HRI agreed to pay the increments.

"The Governor and the state want to shirk their responsibilities, but CSEA will not let them," McDermott said. "Through our lawsuits and wide range of legal efforts they will be held accountable."

**We've been robbed,
frozen and slashed.**

**We've been without a contract
for one year.**

Without a raise for two years.

What's left?

At CSEA, we're dedicated to providing the services New Yorkers need and rely on. We're state employees, and we care for the sick and mentally ill. We protect the environment. We repair the state roads. We maintain the parks and beaches...among many, many other vital services you count on, days, nights, weekends, even holidays.

Yet in the past two years, we've taken one blow after another! Our salaries have been frozen since April, 1990. One week's pay has simply been taken from us, as "lag pay." The work force has been slashed with layoffs. The state is playing political games with our pension funds...diverting money which our retirees depend on, and using it to balance the state budget. And we've been a full year without a contract...since April 1st, 1991!

New York still works because we work. But at some point, somewhere, something has to happen! We've been a scapegoat for the Governor...we have nothing left to give...and unless things improve, it doesn't look good for the future of public services in this state.



New York Still Works Because We Work!

Civil Service Employees Association
Local 1000, AFSCME, AFL-CIO
Joe McDermott, President

THIS AD was
scheduled to
appear in *The
New York Times*
on April 1.

LAG PAY

Three lag pay schemes have been directed at state workers since 1990 - two of them against court employees.

Gov. Cuomo instituted a one-week lag payroll plan against Executive Branch state employees that took effect in January 1991. The state withheld one day of pay for five consecutive pay periods. State workers would not get the five days of pay back until they leave state service, which in many cases could be decades from now.

CSEA and other public employee unions filed a lawsuit in federal court charging the pay lag violates the U.S. Constitution and union contracts. CSEA has asked the federal court to issue a summary judgment declaring the pay lag unconstitutional and ordering the state to repay the one week of salary withheld. A federal court ruling is expected soon.

A series of other court decisions involving other lag pay cases have gone against the state. In every instance courts have ruled that pay lags violated contracts and the state has been forced to pay back money it took from employees under those lag payrolls. Paying back CSEA-represented state workers could cost the state as much as \$125 million.

A two-week pay lag levied on court employees in May 1990 has been repaid, with interest, by order of state and federal courts after CSEA and other unions sued. The state is still attempting to appeal that case to the US Supreme Court.

CSEA and other unions obtained an injunction in state Supreme Court that blocked an attempt by the state to implement a one-week pay lag on court employees last June. The Court of Appeals ruled in January that that lag was unconstitutional.

The fight for Harlem Valley

'Policy has to change'

WINGDALE -- CSEA officials slammed state Office of Mental Health (OMH) policy as immoral during state legislative hearings at Harlem Valley Psychiatric Center.

"Abandoning Harlem Valley is just the latest and most graphic evidence that OMH policy is government without a heart or a head, and that has to change," CSEA President Joe McDermott said. "OMH is abandoning the mentally ill, wasting the experienced state workforce and dumping on the local community."

More than 300 people, including OMH Commissioner Richard Surles, heard McDermott and others re-emphasize CSEA's contention that OMH policy is *The Shame of All New York*.

The hearing, conducted by key state lawmakers at the request of CSEA and other groups, focused on the OMH plan to close the psychiatric center within two years without developing appropriate alternatives for the patients, staff and community. But it was clear that the issue goes beyond the immediate concern for Harlem Valley.

As if to thumb its nose at the public, the workforce and the patients, OMH announced shortly after the hearing that they will close the facility as scheduled. CSEA called the action a mockery of the public policy decision-making process.

At the hearing, McDermott called on the legislators to demand responsible action. "The first and most obvious action," he said, "should simply be to tell OMH to stop going forward with closure until all the patient care and employee issues have been addressed."

CSEA Southern Region President Pat Mascioli testified that OMH irresponsibility goes beyond the mentally ill.

"The state has let down both the workforce and the community because the closure of Harlem Valley will all but destroy both," Mascioli said. The psychiatric center is the area's largest employer and the potential loss of 1,200 jobs will devastate the local economy.

"People have dedicated their lives to providing an excellent quality care here, but the state just doesn't care," CSEA Harlem Valley Psychiatric Center Local 409 President Henry Walters said.

"The Governor promises to pull out all the stops to save the jobs of auto workers in Tarrytown," Walters said, "but he turns his back on his own state employees and the people they're trying to help."

The fight on Long Island

CSEA mental health members on Long Island have protested against the agency's policy direction at several demonstrations.

Members at Pilgrim, Central Islip and Kings Park Psychiatric Centers demonstrated to raise awareness about the impact of cutbacks and the deterioration of working conditions.

At a legislative hearing, CSEA Long Island Region President Gloria Moran attacked state plans to close Kings Park Psychiatric Center and consolidate services at Pilgrim within 10 years.

"We are not satisfied in any way with what we've seen about how Long Island's psychiatric needs are going to be addressed," Moran said.



ST. LAWRENCE STRATEGY -- CSEA St. Lawrence Psychiatric Center Local 423 President Jack Fisher, second from right, meets with members of the CSEA Mental Hygiene Task Force and others about the state's plan to downsize the facility.



FACE-OFF AT HARLEM VALLEY -- CSEA members demonstrate, above. At left, CSEA President Joe McDermott testifies, with CSEA Executive Vice President Danny Donohue. Below, CSEA Harlem Valley Local 409 President Henry Walters makes his case as OMH Commissioner Richard Surles, right, looks on.



Layoffs postponed

CSEA efforts to improve the state mental health system have made some progress.

More than 400 layoffs scheduled for May have been postponed until at least October.

There's no guarantee the layoffs will be avoided altogether, but CSEA sees the delay as a positive step and will press for long term alternatives.

"This action will not solve the understaffing problem on the wards," CSEA President Joe McDermott said, "but it will help prevent the situation from getting even worse and keep people working while we seek real solutions."

CSEA lobbies to improve system

ALBANY -- CSEA mental hygiene activists pressed state lawmakers for immediate improvements in the system at a CSEA lobby day at the state Capitol.

"CSEA's message is clear and consistent. We are demanding responsible action by the state and that means the Legislature, the Governor and the Office of Mental Health," said CSEA Executive Vice President Danny Donohue, who chairs CSEA's Mental Hygiene Task Force.

"CSEA will not accept these people pointing the finger at each other while the system goes down the toilet," Donohue said.

338,561 lost workdays

Injuries hurt

ALBANY — State mental hygiene cutbacks are costing New Yorkers a lot more than services. CSEA's annual compilation of occupational injury figures shows that lost workdays are way up over last year even as the workforce has been cut significantly.

Aside from the cost in human suffering, the situation is expensive. Even worse, the state is still failing to address the crisis.

Combined, the Office of Mental Health (OMH) and Office of Mental Retardation and Developmental Disabilities (OMRDD) had their workforces cut by eight percent in 1991. But lost workdays due to occupational injuries increased from 310,689 in 1990 to 338,561 in 1991 — a nine percent increase for the two agencies.

The situation was particularly bad in OMH. OMH suffered a nine percent workforce reduction but lost workdays increased 13 percent from 1990 figures to a total of 166,738 lost workdays.

In OMRDD the workforce was cut 7.5 percent and lost workdays increased 5 percent over 1990 figures to a total of 171,823 lost workdays.

Clearly the workforce reductions are causing people to suffer more serious injuries.

"This is disgraceful," said CSEA President Joe McDermott. "OMH and OMRDD employees deserve a safe workplace."

"There's plenty of blame to be shared between the politicians and the bureaucrats," he said.

"Year after year CSEA has demonstrated how bad the safety problem is and detailed the vicious circle of injury and understaffing," McDermott said, "and year after year they make it worse."

McDermott also noted that cutting the workforce is penny-wise and dollar foolish.

A conservative estimate pegs the direct cost of the 1991 lost workdays at more than \$30 million. OMH alone has spent an additional \$50 million on overtime in the past year, driven in large measure by their staffing and injury problems.

These figures do not even account for the indirect costs.

Facility	Lost Time Injuries			Number of Lost Workdays		
	'89	'90	'91	'89	'90	'91
Long Island	564	569	396	27,941	30,934	24,262
Brooklyn	190	210	235	6,557	7,456	15,789
Inst. for BR	4	13	8	423	532	388
Bronx	78	60	70	2,241	1,532	1,436
Fineson	N/A	N/A	214	N/A	N/A	7,300
Manhattan	93	88	82	3,784	4,522	3,153
Staten Island	81	90	96	3,174	3,201	3,830
Westchester	57	59	52	2,385	3,337	2,508
Leitchworth	470	386	313	19,935	18,788	17,765
Wassaic	506	594	659	20,913	31,516	28,078
O.D. Hack	285	279	317	7,387	9,137	10,265
Wilton	123	141	165	3,746	2,379	4,081
Rome	137	129	128	4,216	3,915	5,822
Syracuse	227	232	246	5,472	7,813	7,733
Broome	174	135	143	4,574	6,055	7,658
Sunmount	202	188	123	4,962	5,271	4,912
Monroe	160	142	147	4,307	4,686	3,968
J.N. Adam	128	187	126	2,295	4,745	3,339
Newark	181	134	159	4,725	3,707	4,824
W. Seneca	402	347	430	8,794	10,689	12,509
Craig	103	73	90	2,001	2,871	2,401
Totals	4,185	4,066	4,199	139,812	163,086	171,823

Facility	Lost Time Injuries			Number of Lost Workdays		
	'89	'90	'91	'89	'90	'91
Kings Park	506	500	581	12,044	12,049	15,481
Pilgrim	733	682	683	27,448	24,099	27,114
Central Islip	195	184	184	7,819	7,786	5,890
Sagamore CPC	38	41	40	2,643	1,763	1,662
Creedmoor	216	413	320	4,280	11,266	11,822
Queens CPC	44	39	37	1,673	1,734	1,387
Psychiatric Institute	11	10	15	51	72	269
Manhattan CPC	23	33	41	815	1,459	2,022
Manhattan	125	100	114	5,812	5,036	5,653
Bronx CPC	22	32	19	373	720	974
Bronx	108	212	141	4,097	4,226	5,191
Kingsboro	111	150	128	4,594	10,936	5,701
South Beach	79	84	75	2,533	3,206	4,530
Harlem Valley	252	196	165	11,064	9,728	8,369
Rockland	206	247	210	5,590	8,922	7,560
Rockland CPC	30	28	20	706	595	290
Middletown	192	150	289	10,709	5,900	14,275
Hudson River	256	337	285	3,213	4,212	13,163
Mid-Hudson	108	80	N/A	1,517	1,529	N/A
Capital District	37	58	50	2,613	1,992	1,088
Mohawk Valley	153	136	158	844	747	2,132
St. Lawrence	79	65	63	2,990	2,737	1,801
Willard	65	68	113	2,726	2,921	4,636
Binghamton	112	117	114	2,583	4,126	3,535
Elmira	53	77	90	1,151	1,624	1,559
Hutchings	116	235	127	3,600	3,333	5,741
Gowanda	123	83	46	3,312	3,448	1,713
Buffalo	203	329	230	6,018	7,385	9,413
W. New York CPC	22	23	30	409	596	975
Rochester	203	166	122	5,175	3,456	2,682
Totals	4,421	4,873	4,490	139,202	147,603	166,738

MHTA attacked by ex-patient on Staten Island ferry

STATEN ISLAND - A routine commute turned into a trip to hell for CSEA Local 446 member Deborah Duff, a therapy aide at South Beach Psychiatric Center. On her day off while aboard a Staten Island Ferry, she was brutally assaulted and terrorized by a mental patient, dumped from South Beach.



Deborah Duff

Duff, a 4'11" slight woman, was decked by a smashing blow to her face delivered by a 6'2", 180-pound male in his twenties.

It's not uncommon for South Beach staff members to spot many former mental patients among homeless vagrants squatting at NYC ferry terminals.

While riding the ferry, Duff recognized the man as a former patient.

"I thought at the time he didn't look good, like he might not be taking his medication," she said. But concentrating on her book, she paid no attention until the client was standing over her.

"I thought, what is this guy going to do? Then he sat down and said hello. He asked if I was a psychiatrist from the hospital. I asked how he was doing and we exchanged a few remarks. I returned to reading my book. Then, without any warning, he closed his fist and punched me in the eye!" Duff said.

Reeling in pain she glanced at other

passengers. "They were petrified and I was thinking, why doesn't somebody get up and help me?" Then another man came forward to pull the agitated client away from Duff.

Ferry personnel later found the attacker on an upper deck. He denied any knowledge of the attack. Police booked him while Duff

was taken to a hospital for X-rays and examined for head trauma.

Though a judge issued an Order of Protection, Duff is frustrated and astonished that a known mental patient was released by police without referral for psychiatric evaluation.

Aide says she's not a punching bag

BINGHAMTON - "I don't feel my job is to come into work to be a punching bag."

With those words, Rosalie Atkinson, a secure care treatment aide I at Binghamton Psychiatric Center, summed up her feelings about a recent client attack she suffered. This was the second time Atkinson was attacked by the same individual.

According to Atkinson, she was assaulted while doing paperwork in an office in the facility's secure care ward. Suddenly, a female client who had been upset earlier barged in and grabbed Atkinson by the collar of her sweater, and proceeded to punch, swing and scratch at her face. It took several minutes for a nearby co-worker to come and help.

Atkinson sustained a black and blue eye, neck and

back injuries, and several deep facial scratches. In the previous attack she suffered similar injuries.

Atkinson filed assault charges against the client in both cases, but said that local authorities had little legal recourse.

To add insult to Atkinson's injuries, nothing happened to the client after the original attack and up until a month after the second attack the client remained at the facility with ground privileges, enabling her to roam freely around the center and the neighboring community.

She added that the client had also assaulted two clients and started two mattress fires in her room.

"People need to be aware that it's getting more dangerous and that people are getting hurt," she said.



Rosalie Atkinson

Editor's note: Frances King is a victim of a desperate inmate at a state prison and, CSEA says, a state policy of cutbacks and layoffs that left her and other workers defenseless. King, a member of CSEA Local 175, was injured when she was taken hostage by an inmate at the maximum security Wende Correctional Facility in Erie County in February. King believes her damaged wrists will mend and the multiple bruises will heal. She hopes the mental scars will also disappear. She is currently on compensation leave and under a doctor's care at home.

By Ron Wofford
CSEA Communications Associate

ALDEN — The hostage-taking of a CSEA member who is civilian prison employee at Wende State Correctional Facility in Erie County has heightened union demands for adequate corrections facility staffing and improved safety measures statewide.

"We're thankful that Fran King survived this attack," CSEA President Joe McDermott said. "But the state Department of Corrections owes her and all our members who work in prisons a re-doubled effort to guard their safety."

King, laundry supervisor at the maximum security prison, was taken hostage by inmate Santos Torres, 39, while she and Torres were in the prison laundry alone, near the end of the work day. Several other inmate laundry workers had returned to their cell blocks but Torres remained behind to do mending tasks and unload washers and dryers. The corrections officer position that normally would have provided security to that area had been cut from the state budget last year.

King was working at a desk when Torres approached her from behind, grabbed her by her wrists, kicked a chair from beneath her and wrestled her to the floor.

"He got me to the floor and then placed his knee in my stomach as I was fighting him," King said. "After I told him I couldn't breathe, he let me up off my back to a sitting position against the refrigerator. He threatened to knock me out if I didn't stop struggling, and he warned me not to scream."

He then tied her hands behind her back and tied her feet. As Torres began pacing and wondering aloud what he should do next, King said, she put to work training she received six years earlier.

"I tried to keep him calm, maintaining eye contact and keeping conversation going," King said. "I remembered that from a training session when I first started here."

At her urging, Torres called the superintendent. After a standoff with officers and the superintendent outside the laundry office, Torres allowed King to leave, followed instructions from the officers and laid down on the floor to surrender.

King suffered painful injuries to both wrists and multiple bruises but feels fortunate it wasn't worse.

"I didn't know until afterwards that he was in for sexual abuse," King said. She also didn't know, as Torres did, that his parole date had just been pushed back from this year to 1994. Torres is serving a 12-to-24-year term for sexual abuse, robbery and assault. Torres, who wanted to go to a New York City-area prison, was immediately transferred to Auburn Correctional Facility after taking King hostage.

Meanwhile, Fran King attempts to recover from the ordeal that could have cost her life.

"I'm truly grateful to all my fellow CSEA members, from all over the state, who called after finding out that I was the hostage involved," she said. "It's really heartwarming to know so many people care."

New York Works Because We Work!
Civil Service Employees Association, Inc.
Local 1000, AFSCME, AFL-CIO

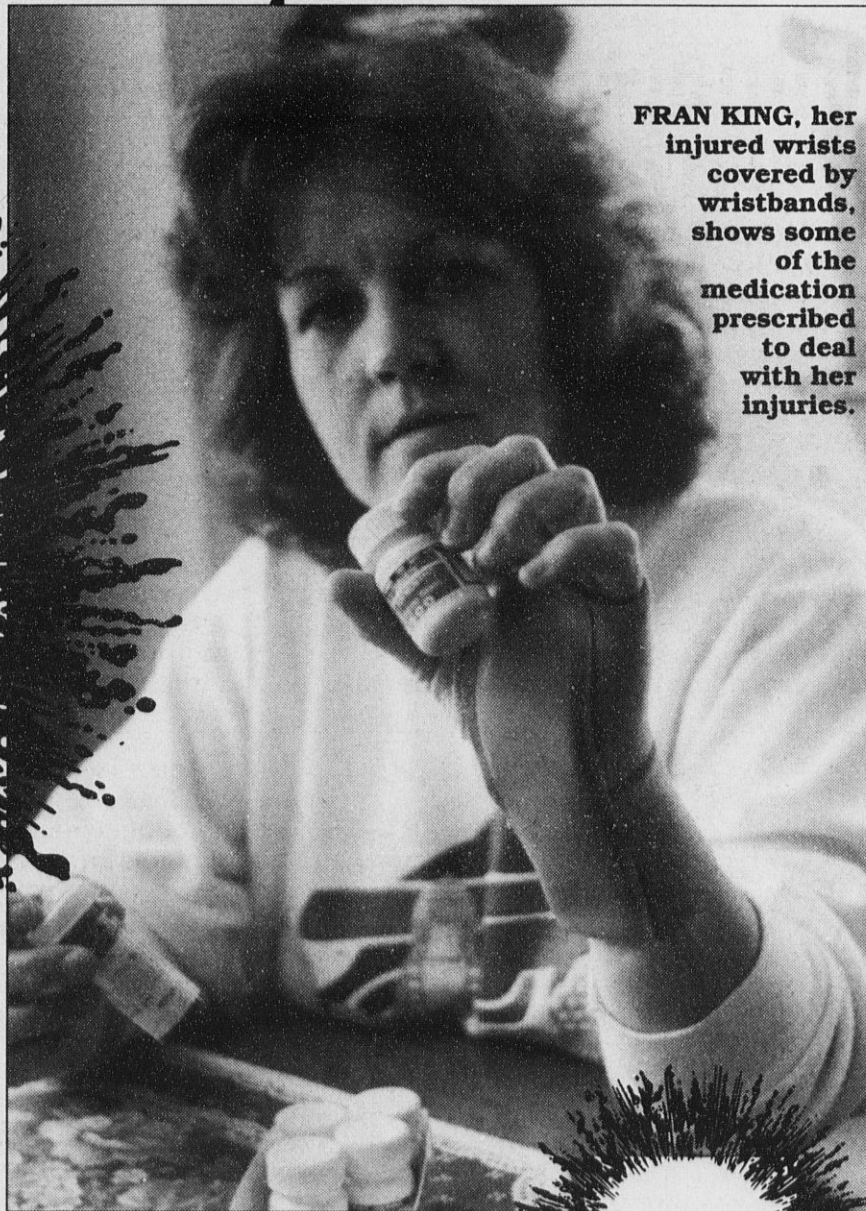
HELD HOSTAGE

Staff cuts leave employees in explosive situations

"There are four or five spots that are just as dangerous as the laundry."

Ed Seres, president, CSEA Local 175

FRAN KING, her injured wrists covered by wristbands, shows some of the medication prescribed to deal with her injuries.



A year after prison uprising,

They're still stressed at Southport

ELMIRA - The stress of working in a prison every day is magnified at Southport Correctional Facility, a "maxi-maxi" prison for the state's worst offenders.

Since last May, the tension has been even higher. That's when several guards were held hostage during a prison uprising.

CSEA is now working to help Southport employees to recognize, reduce and relieve stress on and off the job. Recently, CSEA held a day-long stress reduction workshop, "Think Safe, Act Safe," sponsored by the joint CSEA/NYS Labor-Management Committees.

According to instructor Ellen Sadowski of Cornell University's College of Industrial and Labor Relations, the goal of the stress management workshop was to teach the employees to "ride the waves" of everyday life. For some employees at the workshop, it seemed like it would be a tough job learning how to "surf" over what



Louise Fields

seemed like tidal waves of workplace stress.

Most said that there had been a large increase in job stress since the hostage-taking. Many, like calculations clerk Louise Fields, witnessed the event first-hand.

"We saw the whole thing from the business office," she said. "We could see the inmates on the roof with the hostages, parading them around and beating them," she said.

"That's not something you forget right away. You can shove it in the back of your mind, but it's always there. It could happen to you."

Earlier this year, Fields attended a stress management course held in Syracuse, provided through the CSEAP Program, which she said helped a lot. She said she was glad to see the on-site program, and hoped more like it would be held.

According to keyboard specialist Viola



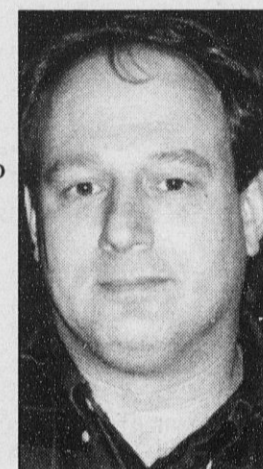
Viola Powers

Powers, stress in the workplace is at an all-time personal high. Powers, who has worked for the state for 29 years at several facilities, said that the state fiscal problems, combined with the hostage incident, has made Southport a very stressful place.

"I never felt this way before. Now, I'm getting really angry," she said. "It's just more and more demands with less people to do the work."

Carpenter Steve Kenyon agreed, saying that since the riot, "everyone was on edge." He added a positive note, however, saying the changes made by the state since the uprising, including additional security measures, are helping to get things back to normal and decrease stress.

Powers echoed those feelings, and said that she was "very impressed" with the workshop and was sure that it would help to reduce the stress at Southport.



Steve Kenyon

Inmates shouldn't take prison employees' jobs

ALBANY — CSEA protested increased use of inmate labor at state correctional facilities during a legislative hearing.

CSEA Assistant Contract Administrator Jim Martin testified before the Assembly Committees on Labor and Corrections.

"The current initiative by the (corrections) department to employ as many inmates as possible at the expense of law-abiding, tax-paying civilian employees is absolutely unconscionable," he said. "The decision to systematically attrit civilian positions and replace the workforce with inmates denies entire communities that have historically counted on those jobs."

CSEA objects to the use of inmate labor when it replaces workers who have been laid off or transferred, but it is also concerned for the members who remain on

the job in those facilities. The inmate workers are given access to tools they previously were forbidden to use, including knives and screwdrivers.

With larger inmate work crews and shrinking security forces, CSEA members are supervising more inmates with less security than ever before.

The risk is great. A CSEA member supervising a laundry crew at Wende Correctional Facility was taken hostage by an inmate (see page 6). The security position once assigned to the laundry had been eliminated.

Workers in jobs that have been classified as "excess" have been given opportunities to transfer, which can mean moving to another region of the state. But inmates have been used to replace workers in

"excess" jobs.

Inmates are not only replacing laid-off workers, they are filling vacant union positions. They are working as meat cutters, power plant workers, snowplow operators, clerks, electricians.

Now, the state is trying to use inmates in other agencies; for example, CSEA has reports of inmates working at Craig Developmental Center.

"We are sensitive to the fact that corrections officials' decisions are being driven by the lack of funds. They are under the same pressures as other agencies to do more and more with less," Martin said. "However, as long as it continues to be public policy in New York state to replace our workforce with inmates, CSEA will continue to adamantly oppose that policy."

CSEAP sets schedule for spring classes

CSEAP's spring schedule is listed below. The career enhancement programs offered by CSEAP are the results of benefits negotiated by CSEA for members in the Administrative Services Unit.

COURSE	LOCATION	DATE	APPLY BY
Beginning Accounting	New York City	Apr 14, 21, 28	Call CSEAP
Catching Errors: A Proofreader's Guide	Hauppauge	May 18	Apr 17
Communicating With The Public: First Impressions Last	Buffalo	Apr 14, 21, 28	Call CSEAP
Computers, Technology And The Workplace	Albany New York City	May 14 & 15 May 19 & 20	Apr 16 Apr 21
Effective Problem Solving	Syracuse	May 14, 21, 28	Apr 16
Fundamentals of Writing	Albany	May 28, June 4, 11	Apr 30

Goal Setting For Career Enhancement	Watertown	May 21, 22	Apr 23
Managing Your Minutes	Ogdensburg	Apr 29	Call CSEAP
NYS Merit System:	Albany	Apr 22	Call CSEAP
How To Make It Work For You	Rochester	Apr 14	Call CSEAP
The Organized Secretary	Watertown	Apr 17	Call CSEAP
Planning Meetings: The Secretary's Role	Middletown	Apr 17	Call CSEAP
Principles of Good Human Relations In The Workplace: Level II (PATT)	Albany	May 26, June 2, 9	Apr 28
Resumes And Job Interviews: Presenting A Positive Image	Albany Albany	Apr 20 & 21 May 4 & 5	Call CSEAP Call CSEAP
Understanding And Using Effective English	Albany New York City	May 14, 21 & 28 May 4, 11 & 18	Apr 16 Call CSEAP

KNOW YOUR RIGHTS

The right to discuss all work-related matters with your union representative

The Taylor Law, which protects public employees in New York state, prohibits public employers from interfering with the rights of employees to participate in their union. This includes protection of the right to testify at a grievance arbitration or a disciplinary arbitration and to discuss the employee's potential testimony with representatives of the union. Even if an employer plans to call a union-represented employee as a witness to support management's allegations in a case, the employee has the right to discuss his or her testimony with the union. If an employer directs an employee not to speak to his or her union representative about testimony that he or she is planning to give at a hearing, this is a violation of the Taylor Law.

Here's a case in point

Management at the O.D. Heck Developmental Center interviewed Nicole Caisse, a CSEA member, about events Caisse had witnessed on March 13, 1991. The events were the subject of a notice of discipline against another CSEA member. That member was later found innocent, according to CSEA Associate Attorney Paul Bamberger, who handled both the initial case and subsequent charges against management.

CSEA filed an improper practice charge alleging that the management representative who interviewed Caisse told her not to discuss with CSEA the events she saw which led to patient abuse charges against the other union member. CSEA accused management of violating the Taylor Law.

The case was settled when management signed a stipulation "that it understands its obligation under the Taylor Law not to interfere with, restrain or coerce any CSEA employee involved as a witness in a grievance with respect to the exercise of that person's protected rights. Further, it understands its obligation not to discriminate against such persons with respect to their membership in or participation in an employee organization, or to subject them to any negative repercussions for discussing grievance or arbitration matters with CSEA representatives."

This CSEA informational leaflet has been posted throughout the O.D. Heck Developmental Center. The leaflet informs union members of their right to participate in their union without interference from management.

"I've been waiting for years for a decision like this," said O.D. Heck Local 445 President Fran Kennedy. "We hope CSEA's informational campaign at O.D. Heck will put an end to these scare tactics by management."

"For too long, O.D. Heck management and other OMRDD facility managers have used a variety of methods in an effort to stop CSEA members from exercising their rights under the law," CSEA Labor Relations Specialist Kate Luscombe said. "This is a great win for our members."



ATTENTION

O.D. Heck
Developmental Center
CSEA Local 445 Members:

**CSEA
WANTS
YOU TO
KNOW**
that Management
cannot violate
**YOUR
RIGHTS.**

- You have a right to discuss workplace problems with your union.
- You have a right to pursue grievances with your union.
- You have a right to testify at grievance hearings and arbitrations.
- You have a right to tell your union what others said and did.

As part of the settlement of a recent improper practice charge, O.D. Heck management made a binding promise in writing — and signed by an attorney representing the state — that CSEA employees will not be subjected to "negative repercussions" for exercising any of their rights.

If you believe you have been subjected to any "negative repercussions" for exercising these rights, which include union activities, please contact CSEA immediately.



**EMPLOYEE BENEFIT FUND
IMPORTANT NOTICE**

Recent inquiries from EBF members indicate that cold and flu-type medications have been considered as "Maintenance Drugs," which limits purchases at local pharmacies to the initial prescription and one refill. That requires all additional refills to be processed through the Mail Order procedure.

Effective immediately this will no longer be the practice. Short-term antibiotics, prescription cold/cough medications and analgesics will be available with no restrictions on the number of refills at your local pharmacy.

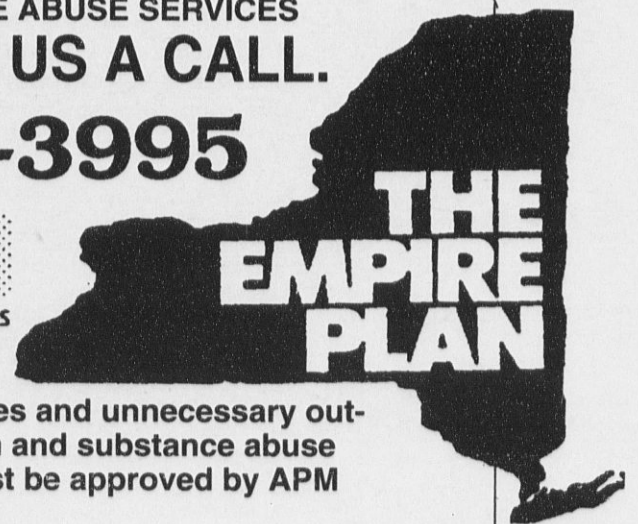
FOR MENTAL HEALTH & SUBSTANCE ABUSE SERVICES
WE CAN HELP. GIVE US A CALL.

1-800-446-3995

APM

For Mental Health & Substance Abuse Services
American PsychManagement

REMINDER: To avoid large deductibles and unnecessary out-of-pocket expenses, all mental health and substance abuse (including alcoholism) treatment must be approved by APM (American PsychManagement).



A message from CSEA President Joe McDermott

Holding accountable those who shirk responsibilities



These are difficult times for public employees. Politicians and the media want to use us as scapegoats. At times like these we are in tremendous battles to protect the gains we have made through years of tough collective bargaining.

CSEA is moving on several fronts to force the state to pay increments and longevity payments that have been illegally withheld and to overturn the lag pay scheme that literally robbed a weeks' pay from every state employee. A status report on these and other pending legal actions can be found on Page 3 of this edition of *The Public Sector*.

In hotly pursuing these legal actions, CSEA is upholding the law and the sanctity of our contracts.

And even as we continue to work for a new contract, we battle to protect what we already have. Our work rules, the wide range of benefits CSEA has negotiated over the years, health insurance and terms and conditions of employment continue in effect, even though the contract itself expired a year ago. Why? Only because CSEA fought for that type of protection, now afforded by the Triboro Amendment under the Taylor Law, to safeguard workers from being stripped of their hard-won gains simply because management refused to negotiate a new contract when the previous one expired.

I have always believed that if something is worth fighting for, it is worth fighting for with everything you have. Our contract, increments and longevity, our jobs, our benefits, the services we provide and the lag pay the state stole from us are all worth fighting for.

I expect a decision soon in a federal court lawsuit brought by CSEA against the Mario Cuomo-devised pay lag scheme that literally robbed state workers of a weeks' pay.

If, as most of us expect, the federal court rules in favor of CSEA and declares the pay lag unconstitutional, the state will be forced to pay the money back. I recognize that the state would probably appeal such a decision and could drag the case on for a long time, but I am confident we will win in the end and at some time the pay lag will be nothing more than a footnote in history.

And there is a real probability the state will have to repay the increments and longevity payments

that are being improperly withheld from state workers.

Those responsible for these harebrained schemes forged ahead after ignoring warnings from CSEA and dismissing advice from some of their own experts that a lag payroll was clearly unconstitutional and that withholding increments and longevity payments was wrong and would not hold up to legal challenges.

CSEA began our legal challenges in these cases quite some time ago. I wish the wheels of justice turned more quickly, but the process takes a considerable amount of time to run its course. While the final decisions are made by administrative law judges, arbitrators, courts or PERB, I believe our cases are very strong and that we will win on the merits.

While these particular battles deal with state employee issues, our defense of these fundamental rights will benefit all public employees. If the state is allowed to go unchallenged, other public employers will copy the state's actions.

One of our jobs as a labor union is to stand up to injustices wherever we encounter them. We win some and we lose some, but we must always stand up and make the effort. In these instances I honestly believe that justice will prevail.





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Believe it or not, Rob Curtis knows his facts. AFSCME criticizes Joe Doherty's deportation.

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How to break down the barriers, information on social justice, and Retiree News.

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A list of the valuable benefits CSEA provides.

Taylor Law conference set

A large contingent of elected CSEA officials will attend a conference marking the silver anniversary of the Taylor Law.

The conference, entitled "The Taylor Law: 25 Years of Public Sector Collective Bargaining: The New York Experience," will be held May 7 and 8 at the Desmond Americana in Albany. The conference will be hosted by The Government Law Center of Albany Law School.

Conference participants will include CSEA General Counsel Nancy Hoffman and Deputy Counsel Jerome Lefkowitz.

For additional details contact Barbara A. Mabel at the Albany Law School, (518) 445-2327.

Women's group honors Gloria Moran

ROSLYN HARBOR - CSEA Long Island Region President Gloria Moran was recently honored for her outstanding labor leadership by a women's employment rights advocacy group called Women On The Job.

Women On The Job Executive Director Lillian McCormick praised Moran as a "role model for women."

"It is through her example that other women are encouraged to continue the struggle for equal employment rights," McCormick said.

Moran, who was a Nassau County crossing guard before becoming CSEA regional president, is a vice president of the Long Island Federation of Labor, where she

is the first woman officer.

The granddaughter of a coal miner, Gloria learned about labor from her family. Her father organized garment workers and her uncles were all union officials.

In 20 years, Moran has served in a number of union positions, most recently as region president for the 55,000-member Long Island region.

"I was thrilled to be honored by Women On The Job," Moran said. "I've had union blood running through my veins since I can remember, yet I never dreamed I would be one of the leaders in the largest union in New York and that I would break ground for other female union activists."

Time to start planning for Public Employee Day

New York state honors those who work for state and local governments, school district and other public entities on May 12 with Public Employee Day.

Public Employee Day is an opportunity to recognize the hard-working people who keep schools open, roads clear and safe, the

ill and disabled cared for, and the offices in schools, villages, towns, cities, counties and the state functioning.

CSEA locals and units are encouraged to celebrate Public Employees Day. Remember, New York Works Because We Work.

Actions of CSEA Board of Directors

EDITOR'S NOTE: The Public Sector regularly publishes a summary of actions taken by CSEA's Board of Directors at the Board's official meetings. The summary is prepared by CSEA statewide Secretary Irene Carr for the information of union members.

The CSEA Board of Directors met on Feb. 6. In official actions, the Board:

* Approved maximum miscellaneous allowance limit of \$30 per overnight stay

for delegates attending the CSEA State Workshop April 24 to 26 in Saratoga; CSEA Local Government Workshop May 15 to 17 in Rochester and CSEA Retirees Convention Aug. 16 to 20 in Cooperstown;

* Approved a miscellaneous allowance of \$50 per overnight stay for delegates attending the Annual CSEA Delegates Meeting Sept. 21 to 25 in New York City;

* Approved a 60-month copier lease for SUNY at Stony Brook CSEA Local 614;

* Approved the placement of SUNY College of Environmental Science & Forestry CSEA Local 647 in administratorship;

* Approved the Independent Election Corporation of America (IECA) to conduct the election of CSEA Board of Directors members and election of CSEA delegates to the 1992 AFSCME Convention;

* Approved Rochester as the site of the 1994 CSEA Annual Delegates Meeting to be held Oct. 2 to 6, 1994;

* Approved the appointment of Jim Mattei, Nassau County CSEA Local 830, and Shirley Matlock, retiree, to the CSEA Long Island Region I Political Action Committee; and

* Approved the appointment of Norma Condon as chairperson of CSEA Southern Region III Political Action Committee, contingent upon approval of Region III Executive Board.

Questions concerning this summary of actions taken by CSEA's Board of Directors should be directed to CSEA statewide Secretary Irene Carr, CSEA Headquarters, 143 Washington Avenue, Albany, NY 12210, 1-800-342-4146 or 518-434-0191.



WE WON'T FORGET -- CSEA President Joe McDermott, left, thanks CSEA Local 441 President Keith Zulko for the local's donation of an American flag to CSEA. The flag flew over the U.S. Capitol in honor of veterans of all wars. CSEA then got the POW-MIA flag to honor those troops who are missing in action or were prisoners of war.

Working for change

CSEA PALs lobby state Legislature

ALBANY — CSEA Political Action Liaisons (PALs) flooded the halls of the state Capitol and Legislative Office Building recently to promote the union's legislative program.

The PALs lobbied their legislators all day, promoting legislation CSEA supports.

That includes: legislation to limit contracting out by public employers; tax legislation to force the wealthy and corporations to pay their fair share in taxes; laws to ensure state mental hygiene clients get quality care and mental hygiene employees get job security; a law to create a board of trustees for the Public Employee Retirement System; and legislation to allow non-teaching school district employees to apply for unemployment compensation during summer break.

New Assembly Speaker Saul Weprin, one of a number of legislators who addressed the PALs during a lunch meeting, said the contributions of public employees are noticed.

"I won't abandon the people who have devoted themselves to public service just because the political winds have changed. I can't lie to you; I won't say 'Don't worry.' This will be another difficult year," Weprin said. "I'll do everything I can to make sure New York's public employees are not

sacrificed in the name of fiscal politics."

State Sen. Tarky Lombardi, chair of the Senate Finance Committee, also spoke to the PALs.

The PALs also heard from Assembly Representative Helene Weinstein, chair of the Assembly Governmental Employees Committee, and Sen. James Lack, chair of the Senate Labor Committee.

Lack urged CSEA to continue its fight for mandatory agency shop for all New York public employees (see page 21).

Weinstein listed the CSEA-supported legislation she plans to bring to committee on a variety of CSEA issues.

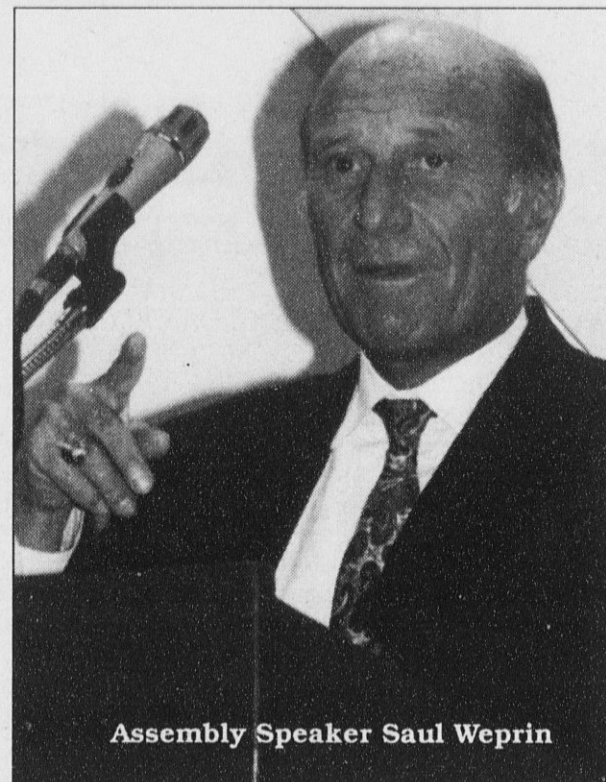
"I plan to take the lead on a series of bills requiring notification of public employees who are being laid off," she said.

She also pledged to support retirement system reforms (see page 16).

CSEA members working in the Offices of Mental Health (OMH) and Mental Retardation and Developmental Disabilities (OMRDD) also lobbied legislators recently (see page 4).

During the lobby day, the Governor announced there would be 1,400 fewer state employee layoffs than originally anticipated.

"CSEA has been out there talking to legislators and with agencies and the



Assembly Speaker Saul Weprin

Governor's Office of Employee Relations," CSEA Lobbyist Tom Hartnett said.

"Obviously, we're making a difference."

CSEA Secretary Irene Carr praised the PALs and encouraged them on their mission.

"I congratulate you all for taking the time and being here," she said. "Hold your head high. You can be very, very proud of your union and you can carry that pride with you as you talk to your legislators."

CSEA Executive Vice President Danny Donohue echoed her encouragement.

"Think how bad things would be if you weren't here to lobby for CSEA's program," he said. "Your efforts are very important and greatly appreciated."

Deadlines announced for submission of Constitution & By-Laws changes, resolutions for Delegates Meeting

Deadlines have been announced for submission of proposed changes to CSEA's Constitution and By-Laws and proposed resolutions to be considered at CSEA's Annual Delegates Meeting scheduled for Sept. 21 to 25, 1992 in New York City.

Proposed amendments to CSEA's Constitution and By-Laws must be submitted at least 90 days prior to the meeting. **The deadline for submission of proposed amendments is June 24, 1992.**

Proposed resolutions to be considered at the annual meeting must be submitted at least 60 days before the meeting. **The deadline for submissions of proposed resolutions is July 24, 1992.**

Proposed amendments and proposed resolutions must be submitted on or before the deadline to CSEA statewide Secretary Irene Carr, CSEA Headquarters, 143 Washington Avenue, Albany, NY 12210.

NYS AFL-CIO offers scholarship to HS graduates

The NYS AFL-CIO will award a four-year scholarship to a 1992 New York state graduating high school senior who intends to pursue a career in labor relations or a related field.

The scholarship will be for \$2,000 a year for four consecutive years for a total of \$8,000.

To be eligible, the applicant must meet the following criteria:

a 1992 graduate from a New York state high school;

a member of a family whose parent or guardian is a member of a union affiliated with the NYS AFL-CIO (CSEA is affiliated);

planning to pursue a course of study in labor relations or a related field at an accredited institution of higher education in New York state.

The applicant must submit a completed application form by May 20, 1992, to:

**NYS AFL-CIO Scholarship Committee
c/o Dr. Lois Gray
Cornell University
15 East 26th St., 4th Floor
New York, NY 10010**

The application must be accompanied by:

a letter of recommendation by a teacher from the applicant's school;

an official transcript and SAT scores;

an essay of 400 to 500 words on the topic: "What are the essential issues facing working men and women and their families in the 1992 elections?"

Finalists will be selected and interviewed. The winner will be selected and all finalists notified of the decision by June 18. The winner will be invited to and be formally announced at the NYS AFL-CIO Labor Recognition Dinner. For an application, write to:

**Emma K. Deeble, Education Director
NYS AFL-CIO
48 21st St., 12th Floor
New York, NY 10010**

Ripley's Believe It or Not! Rob Curtiss is a believer

By Daniel X. Campbell
CSEA Communications Associate

DELMAR - Rob Curtiss, a CSEA member with 32 years of service with the state Department of Taxation and Finance, watches silently as a group of visitors to an exhibit of Ripley's Believe It or Not cartoons wander through an Albany-area library.

"What they don't realize is that all of those cartoons on exhibit are all from one person, one contributor - me," he said.

Believe it or not, Rob Curtiss is telling the truth. What began as a passing interest for the processor of personal tax returns several years ago developed into a hobby and is now a time-consuming addiction.

Curtiss has had 210 contributions published in the Believe It or Not series, possibly the most by any single contributor. To help promote the Ripley's series as it approaches its centennial year, Curtiss is sponsoring a one-man exhibit of his published items at nine Albany-area libraries over the next six months.

"I just love doing research, love finding odd bits of information. And then I enjoy seeing if Ripley's will accept my latest contribution, and then how they will portray it in cartoon form in the Ripley's Believe It or Not cartoon feature that appears in over 200 publications on a daily basis worldwide," he said.

Each of his 210 published contributions has its own little research story.

"I read four papers thoroughly every day and I just love finding little tidbits of odd information. And of course, I've always been delighted with the way the Ripley staff, based in Toronto, Canada, turns the



Rob Curtiss

fact into an interesting cartoon. That's creativity," Curtiss said.

Despite his extensive contact with the Ripley organization, Curtiss said he has never visited one of the permanent Ripley's museum exhibitions located throughout the United States and in Canada, Australia and Denmark.

"I'd love to go to one," he said. "I do enjoy seeing the daily and especially the Sunday colored Ripley cartoon."

Sometimes the research takes on a personal slant.

"I once submitted a contribution about Cranberry the Clown marrying another clown in front of 3,000 well-wishers at the Altamont Fair, near Albany. I thought it was a nice bit of local color. When the Ripley's cartoon was published in a Sunday color cartoon edition, I was thrilled," Curtiss said. "And then the phone rang and it was Cranberry the Clown, thanking me for making her marriage world famous," Curtiss said.

"After you contribute one item, you want to do more. After your first 100, Ripley's sends you a very nice certificate. All I know is that I'm always looking for the next contribution."

Joe Doherty deportation deplored

"The Joe Doherty case is not so much a British versus Ireland issue as it is a miscarriage of justice, a diminishing of human rights and a set-back to the cause of liberty," CSEA Executive Vice President Danny Donohue said.

Doherty was deported to Belfast, Northern Ireland, last month after being held in jail in the United States for nine years. Doherty was arrested in 1983 and charged with entering the country illegally.

Labor unions, scores of civil and human rights organizations and nearly 80 members of Congress from both parties urged the United States to release Doherty and not send him back to Ireland. A number of lower courts blocked attempts to extradite Doherty, ruling he did not commit any crimes in this country and should be released. But he was finally deported last month after the Supreme Court denied him a new hearing.

The AFL-CIO supported the release of Doherty for years. Delegates to CSEA's annual convention last year unanimously supported a resolution calling for Doherty to be freed.

"Joe Doherty's civil and human rights were violated for nine years while he was held without a fair hearing and without benefit of due process under the law," Donohue said.

"Labor unions have a proud history of supporting freedom movements all over the world. Union rights only exist in societies where human rights exist," Donohue said. "So while we fight for the traditional workers' issues of wages, benefits and working conditions we also extend the labor movement to include social issues which impact the quality of life. And that is why we fight on behalf of Joe Doherty."

Donohue chairs an AFSCME International committee studying the political, economic, religious and labor situation in Northern Ireland. The committee will recommend ways in which organized labor can contribute to resolving the crisis.

Ballots for CSEA statewide Board of Directors election to be mailed next month

ALBANY — The deadline for submitting statements and photos to *The Public Sector* for election of the CSEA statewide Board of Directors is April 20.

Candidates for the Board of Directors who want a photo and statement printed in *The Public Sector* must submit them to CSEA headquarters by April 20.

All seats on the Board are up for election this year. The nominating process has been completed, and candidates have had an opportunity to confirm their name as they wish it to appear on the ballot.

Ballots will be mailed May 18, and must be returned by 8 a.m. June 8. Replacement ballots will be available May 26.

CSEA's Board of Directors has adopted the following election schedule:

April 20 — Deadline for receipt of campaign articles for *The Public Sector*; deadline for campaign literature to be submitted to CSEA headquarters for distribution (5 p.m.).

May — Publication of campaign articles in *The Public Sector*.

May 18 — Ballots delivered to post office for mailing.

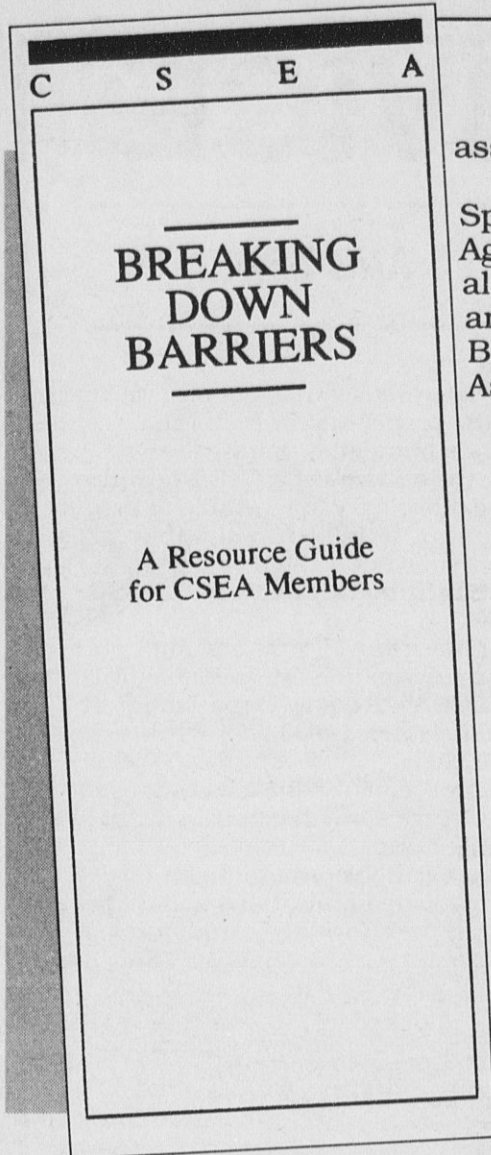
May 26 — Replacement ballot may be requested if original is not received.

June 8 — Deadline for return of ballots (8 a.m.)

Election results will be announced after the count.

Candidates will be notified by mail.

July — Publication of election results in *The Public Sector*.



A Resource Guide to obtaining social justice, human dignity

CSEA has published a resource guide for members seeking information and/or assistance in obtaining social justice and basic human dignity for fellow union members. The brochure, **"Breaking Down Barriers,"** provides useful information about CSEA's Special Human Rights Committee, Committee on Minority Issues and Ad Hoc Committee Against Apartheid in South Africa. Background information and contact addresses are also provided for the Coalition of Black Trade Unionists (CBTU), New York State Black and Puerto Rican Legislative Caucus, Labor Council for Latin American Advancement, Blacks in Government, American Association for Affirmative Action, National Association for the Advancement of Colored People (NAACP) and National Urban League.

To order "Breaking Down Barriers," fill out, clip and mail the coupon below:

Civil Service Employees Association
% Advisory Committee on Minority Issues
143 Washington Avenue, Albany, NY 12210

Please send me a copy of "BREAKING DOWN BARRIERS, A Resource Guide for CSEA Members."

NAME _____

ADDRESS _____ CITY _____ STATE _____ ZIP _____

I am a member of CSEA Local _____ Social Security Number _____

CSEA YOUR union, working for YOU!



RETIREES AND RETIREMENT

Legislator to pursue retirement system reforms

ALBANY — Assembly Representative Helene Weinstein told CSEA political action liaisons (PALs) she will fight to improve the Employee Retirement System.

The newly appointed chair of the

Assembly's Governmental Employees Committee, Weinstein addressed CSEA PALs during a recent lobby day.

She said she plans to submit legislation that would create a Board of Trustees for the Employee Retirement System, one of CSEA's major pension reform goals. The Board would give public employees a voice in the administration of the pension fund. The system now has only one trustee, the state comptroller.

Weinstein also said she supports legislation that would create a cost-of-living increase for pensions and to protect the health insurance coverage of retired school district employees.

She praised CSEA members and retirees for choosing careers in public service.

"You are the state of New York. The backbone of our state is the public employees," Weinstein said. "You will not be forgotten."



Assembly Representative Helene Weinstein, chair of Governmental Employees Committee.

CSEA retirees listen to presidential candidates debate in health care forum

NASHUA, NH — More than 30 CSEA retirees heard what the Democratic candidates for president have to say about health care.

The CSEA retirees, all from CSEA's Capital Region, were among 100 AFSCME retirees of the 250 people at the forum, sponsored by the New Hampshire Council of Senior Citizens.

Candidate Bill Clinton and former candidates Bob Kerrey and Tom Harkin

participated in the forum. Each favors health care reform and pledged to make it part of the presidential debate.

"Our members took advantage of the opportunity to hear the candidates themselves discuss their positions on health care," CSEA Director of Retiree Programs Kathleen Cahalan said. "The forum was well worth the long trip and was a exciting experience, especially since we may have heard the next president."



AT YOUR SERVICE

YOUR UNION BENEFITS

A REFERENCE GUIDE TO CSEA MEMBER SERVICES AND BENEFITS

CSEA Toll-Free

The union's toll-free telephone number— **1-800-342-4146**—is your direct link to CSEA Headquarters.

When you call the toll-free number, a recorded message describes the choices to put you through to the right place for the help you need.

You need a touch-tone telephone to complete your call without operator assistance. If you aren't calling from a touchtone telephone, an operator will pick up and complete your call at the end of the message.

If you know the extension number of the individual that you're trying to reach, you can press "O" plus the extension number on your touch-tone telephone at any point during the recorded message and be connected.

If you don't know the extension, the message will give you the following choices:

- * For Field Operations or the Empire Plan/Health Benefits Committee, press number 1.
- * For disciplinaries, grievances and other legal matters, press number 2.
- * For Communications, the Executive Offices or Political Action, press number 3.
- * If you have a question concerning dues membership or agency shop, CSEA group insurance other than health or need to talk to the Finance Department, press number 4.
- * To hear CSEA's Current Issues Update for news of interest to CSEA members, press 5.

Employee Benefit Fund

The CSEA Employee Benefit Fund is a CSEA-administered trust fund which provides certain supplemental negotiated benefits for state employees and participating local government employees. It currently administers Dental Care, Vision Care, Prescription Drug, and Package 7 Benefits Plans.

For questions regarding any of the benefits or for assistance with negotiations, call:

1-800-323-2732 or (518) 463-4555 or write:

**CSEA Employee Benefit Fund
14 Corporate Woods Boulevard
Albany, NY 12210**

Education and Training

CSEA can help you prepare for civil service exams with low-cost study booklets and free-to-borrow video tapes.

CSEA also provides educational workshops for union activists eager to learn more about their union responsibilities.

To request booklet order forms or to obtain information on union workshops, call CSEA headquarters at **1-800-342-4146**. For information on videotapes, contact your CSEA regional office.

IMPORTANT NOTICE CONCERNING THE UNITED BUYING SERVICE PROGRAM

The United Buying Service (UBS) program previously advertised by CSEA is no longer in existence and the UBS telephone numbers previously advertised are no longer in service. CSEA hopes to be able to offer members a new buying service program soon.

AFSCME Advantage Credit Card

The AFSCME MasterCard has one of the lowest interest rates - 5 percent about the prime lending rate. There is no annual fee.

To obtain an application form, call your CSEA regional office.

The card is issued by the Bank of New York. If you apply for a card and there is no response within four weeks, call the bank toll-free at **1-800-942-1977**.

AFSCME Advantage Legal Services Program

The AFSCME Advantage Union Privilege Legal Service Program makes it possible for you to easily obtain high quality, affordable legal services for many personal legal matters. For more details and a list of the participating lawyers in your area, call the CSEA office in your region.

Insurance

CSEA offers several insurance programs at low group rates and provides the convenience of automatic payroll deduction.

These voluntary group plans include: Basic Group Life, Supplemental Life, Income Protection Program, Hospital Indemnity Plan and Family Protection Plan. **For details, call 1-800-366-5273.** Also offers Auto Insurance and Homeowners/Renters Insurance. **For details, call 1-800-366-7315.**

Health Insurance

For health insurance questions concerning Empire Plan coverage, call the appropriate following telephone number:

- EMPIRE PLAN**
- Blue Cross Claims-1-800-342-9815 or (518) 465-0171**
- Metropolitan Claims-1-800-942-4640**
- Participating Providers-1-800-537-0010**
- Empire Plan Health Call-1-800-992-1213 (Hospital admission approval/surgical review)**
- Mental Health & Substance Abuse Program 1-800-446-3995**

Retirement

If you are retiring soon, it's important that you select the proper option from the Employees' Retirement system.

By using the services of a CSEA-provided retirement counselor, you'll be able to plan for a lifestyle in your retirement years that takes into account your anticipated expenses.

For more information, call 1-800-366-5273.

General retirement information and retiree membership information are available by contacting **CSEA's Retiree Department at CSEA Headquarters 1-800-342-4146 or (518) 434-0191.**

Technical retirement benefit questions (i.e., eligibility for service buy-back, transfer of membership), requests for retirement allowance applications, and requests for retirement estimate applications should be directed to the New York State and Local Retirement Systems at **(518) 474-7736.**

State employees over the age of 50 and their spouses can attend DIRECTIONS, a two and one-half day pre-retirement planning seminar sponsored by CSEA. **For information call (518)486-1918.**

Grievances, Disciplines

If you believe you have a grievance, immediately contact your local grievance representative or shop steward. If they are unavailable, contact your CSEA Unit or Local President, or your CSEA Labor Relations Specialist at the appropriated regional office. Do not delay if you believe you have a problem; grievances must be filed on a timely basis.

Safety

To report unsafe or unhealthy working conditions or serious accidents, call your CSEA labor relations specialist. For occupational safety and health information, call CSEA headquarters at **1-800-342-4146.**



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Press 5 for Current Issues Update

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CENTRAL REGION V OFFICE

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METROPOLITAN REGION II OFFICE

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CAPITAL REGION IV OFFICE

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Albany, NY 12203
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WESTERN REGION VI OFFICE

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Buffalo, NY 14202
(716) 886-0391

Danger on the job at Orange County DSS

By Anita Manley
CSEA Communications Associate

NEWBURGH - A deputy sheriff is now working at the Orange County Department of Social Services (DSS) offices in Newburgh and Middletown after an employee was stabbed.

An alarm system that did not work could have cost the employee her life.

County Executive Mary McPhillips also ordered metal detectors to be placed in the two offices to screen clients for weapons after Labor Relations Specialist Carl Rasmussen and Unit President Dave Score met with her to discuss the most recent assault.

Reported incidents from DSS records over the last few months include personal and phone threats, verbal abuse, intoxicated clients and clients with weapons.

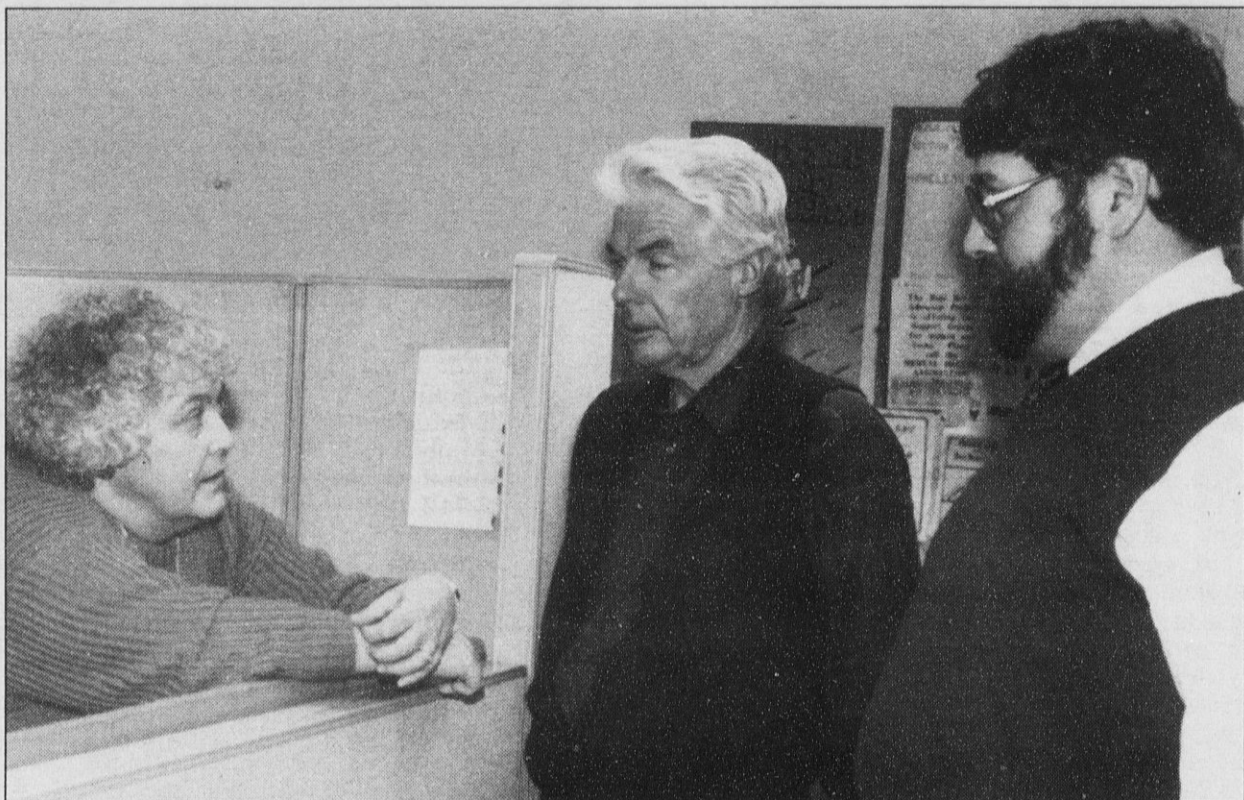
The latest incident involved a mentally disturbed client who called his caseworker and demanded that she give him money. He later showed up at the office, brandishing a knife.

She turned away as he tried to stab her in the stomach, but he managed to nick her back. The worker escaped with superficial wounds and was treated at a local hospital and released. Shop Steward Terry Fisher said.

The attacker escaped, but eventually turned himself in and was arrested.

Fisher has been concerned with security in the building, she said. Most offices here have only one entrance. When the disturbed client was fighting with the caseworker, they blocked an office and no one could leave to get help. Worse, an alarm system used to signal the front desk didn't work.

Fisher has also asked for glass partitions



SAFETY FIRST -- Orange County CSEA Shop Steward Terry Fisher, left, talks with co-workers Jerry Barry and Brian Randazzo about the need for protective barriers for receptionists after a co-worker was stabbed recently.

around receptionists' desks to protect them.

Another complaint is that there is no standard procedure in place to deal with emergencies, Fisher said.

Security guards in the building are not trained and do not wear uniforms, she said. Fisher recalled a day when an intoxicated and disorderly client was causing a disturbance and a worker called the security guard.

"He said he couldn't leave his desk," she said. "The employees had to restrain the man themselves."

Fisher also pointed out that there is no employee entrance. When workers arrive in the morning, they run a gauntlet of clients waiting to come into the building.

Employees have complained to county officials before, and they sent a petition to the DSS commissioner in October. The commissioner showed up at the building with the sheriff one day, but never followed up on the issues.

"It's been a disaster waiting to happen," said DSS employee Brian Randazzo. "The workers have been concerned not just for themselves, but for the clients."

Food stamp demands flood Rockland County DSS

POMONA - Monday is "Food Stamp Day" at the Rockland County Department of Social Service (DSS) office.

The lines snake through the lobby where

about 100 people are crowded into a space more appropriate for 50.

Some were here a week before and had to return just to see an examiner. Many are

new applicants, casualties of the economic times. Most will be here all day.

Mondays and Thursdays are food stamp days in Pomona. Clients begin to form a line before 8 a.m. hoping to see an examiner before the day is over. Pomona is the only place residents can apply for food stamps.

"There is not enough manpower in the district offices to take all the applications for food stamps," caseworker Ronnie DelVecchio said.

There are security guards here. People

get angry and frustrated. Many do not like to wait. Recently, a group of applicants, told to return on another day, converged angrily on a county employee. The Sheriff's Department had to be called to control the crowd.

DelVecchio fears for the safety of the elderly and the children. The day the sheriff was called, more than 150 people were waiting to be seen. Employees can process 60 to 80 applicants a day.

More staff and equipment are needed, DelVecchio said.

"We have between 40 and 50 examiners and only eight computers and two copy machines," she said. "It's impossible to process an application without a computer and a copy machine. The paperwork is incredible."

Layoffs last year didn't help the department. Social Services Commissioner Noah Weinberg says he understands the frustration of the employees.

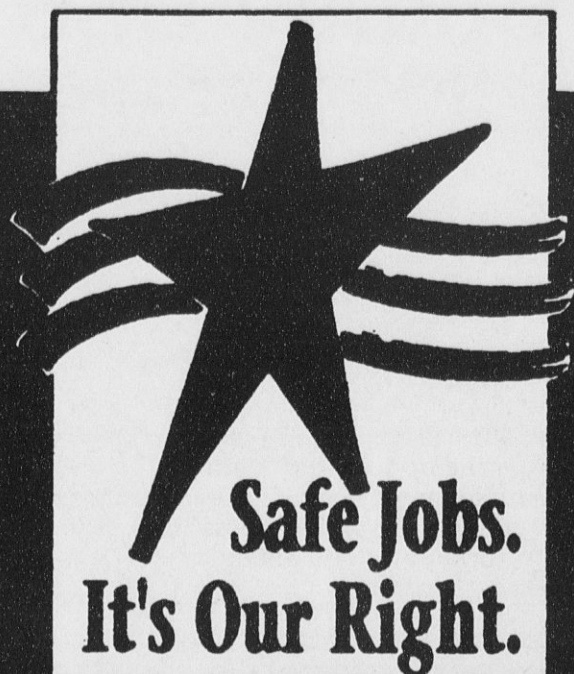
Weinberg has promised to look into the equipment complaints.

DelVecchio said hiring new examiners is not easy.

"You try to replace people fast, but it entails a lot," she said.



ROCKLAND COUNTY Caseworker Ronnie DelVecchio processes a food stamp application for a client.



WORKERS MEMORIAL DAY
AFL-CIO

CSEA honors three workers killed in job-related incidents

CSEA will mourn its own and fight for the living as part of Workers Memorial Day activities on April 28.

Workers Memorial Day is an opportunity to focus attention on workplace safety and health and to honor those who have lost their lives on the job.

"Many public employees put their lives on the line every time they go to work and once again that point was dramatically underscored in the past year," CSEA President Joe McDermott said.

"Three CSEA members were killed on the job or because of their job in the past year."

The three CSEA members who lost their lives were:

*** John Wayne — a tree pruner supervisor for the New York State Department of Transportation in Buffalo; he died following injuries from a tree branch falling on him while supervising a work crew in May, 1991.**

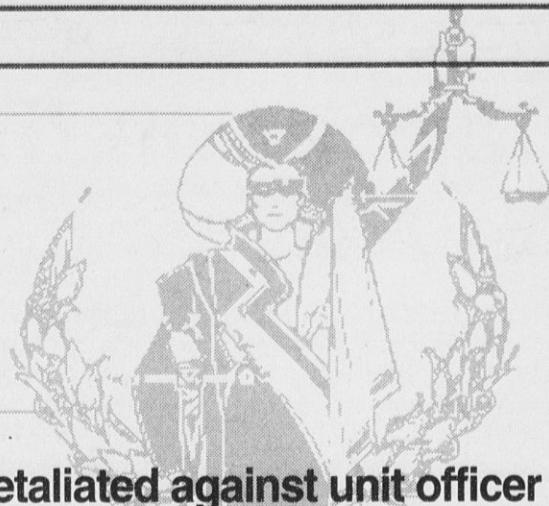
*** Sabina Kulakowski — A Cayuga County Social Services worker who was murdered at home by a man who vowed revenge against the department for removing his child from his custody.**

*** Kenneth Ruiz — a general mechanic with the state Department of Transportation on Long Island who died when a tree limb fell through the windshield of his truck.**

Thirty-two CSEA members have died from work-related incidents since CSEA's Safety and Health Department began compiling information in 1985.

Many CSEA locals and regions are planning activities in conjunction with Workers Memorial Day.

Arbitrations, Grievances, IPs, Lawsuits



CSEA claims Cohoes mayor retaliated against unit officer

COHOES - After 24 years, the city of Cohoes is cutting Marilyn Rosney's full-time job to a part-time job, and she thinks it's just retaliation for her attempt to demand her rights.

"I filed a grievance over an improper search of my desk and I feel the Mayor's decision to cut back my full-time position of 24 years to part-time is retaliation," said Rosney, CSEA Cohoes City Hall Clerical Unit treasurer.

CSEA has filed an improper practice (IP) charge with the Public Employment Relations Board (PERB), saying the Taylor Law prohibits Cohoes Mayor Robert Signoracci's actions.

"If the City of Cohoes is tightening its belt fiscally then why did it grant a 31 percent salary increase to a confidential secretary?" CSEA Labor Relations Specialist John Cummings asked.

Rosney's was the only position cut to supposedly balance the city's budget out of 200 full-time positions, Cummings said.

"This is the first IP the clerical unit has filed against the city of Cohoes administration in more than five and a half years," Cummings said. "But it certainly will not be the last if the Signoracci administration continues to intimidate our membership."

While Rosney's position as a secretary in the city's Civil Service Commission office had been cut to part-time, the public demand for information about civil service exams has not diminished.

"We know of instances where people seeking test information had to go to the school district to get proper information," Cummings said. "In our opinion that proves the need for Rosney's position to be full-time."

In White Plains:

Roche finally gets court award

WHITE PLAINS — At long last, Joe Roche has received the \$25,000 a federal jury awarded him last August.

The jury awarded Roche the money after ruling that White Plains city officials violated his rights as CSEA unit president.

Roche, an assistant engineer, was suspended from his job after the mayor accused him of provoking a physical confrontation during contract negotiations.

Roche alleged that the mayor interfered with his ability to function as unit president by barring him from city

property.

Following months of disciplinary hearings, Roche was fired. A week later, though, a federal jury ruled the mayor had violated Roche's rights and awarded the \$25,000 in compensatory damages. The mayor appealed the decision, but the judge denied the appeal.

Roche is appealing his firing in court.

"One battle of the war is over, but we have to continue the fight," he said. "The only positive thing is that a jury made the award and in a sense they believed I was telling the truth. It was quite evident they realized a misdeed was done."

CSEA files IP over Yates County contract

PENN YAN — CSEA has filed an improper practice (IP) charge against Yates County after the county Legislature rejected a contract negotiated with the CSEA Yates County Unit.

CSEA charges that the county negotiated in bad faith before the legislature voted, CSEA Labor Relations

Specialist Debbie Lee said.

The union wants the Public Employee Relations Board to impose the two-year contract for the 95 county employees. The CSEA unit has already ratified the proposed contract.

An informal hearing on the charge has been scheduled, Lee said.

Grievance restores Westchester differential

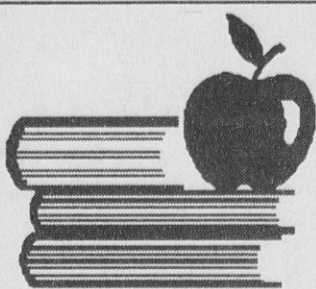
WHITE PLAINS — A CSEA-filed grievance led to the restoration of \$2,500 shift differential payments for some Westchester County Department of Social Service employees.

Senior social caseworkers in the Port

Chester District Office had collected the shift differential for 10 years when the county stopped paying it.

CSEA filed the grievance based on a contract article which provides for "maintenance of standards."

SCHOOL DISTRICT AFFAIRS



Central Islip Unit will hold boxing program May 15 to raise scholarship funds

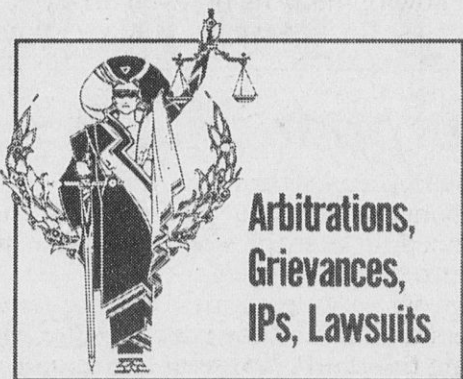
CENTRAL ISLIP -- The CSEA Central Islip School District Unit is sponsoring a night of amateur boxing to raise money for scholarships for children of CSEA members in the district.

The CSEA Unit will hold its First Annual Scholarship Boxing Match at 7 p.m. on May 15 at the Central Islip High School, Wheeler Road.

Tickets are \$10 in advance and \$12 at the door. For tickets, call Wally at 435-8302 or 435-1595, Arlene at 581-4943 or Marge at 234-0250.

Sixteen amateur bouts are on the card, and all the boxers have Golden Gloves experience. Special guests expected to attend include world welterweight champion James "Buddy" McGrit and welterweight contender Jake "The Snake" Rodriguez.

"People will get to see some extraordinary boxing talent while we raise money for continuing education for the children of CSEA members," said Wally Ahrem, unit scholarship committee chairman.



Arlington workers win award

The Arlington Central School District contracted out the installation of new locks on students' lockers, but the plan backfired when CSEA fought for the district employees usually assigned the work.

Maintenance workers customarily install the locks, Region III Labor Relations Specialist Larry Natoli said, and the district's action took overtime pay away from four CSEA members.

"The school district was looking to save money by hiring a school custodian and his wife to do the job," Natoli explained.

After CSEA filed the past practice grievance on behalf of maintenance workers Dana Pierce, Steve Cortright, James Smith and George Livingston, school district officials settled the case by agreeing to pay each employee \$250.

The grievance was an important win, "not just monetarily, but for the security of the unit," CSEA Unit President Tim Cotton said.

Unemployment legislation introduced

ALBANY — CSEA is progressing in its work to get New York to provide unemployment insurance benefits for some school district employees during school breaks.

The Assembly Labor Committee reported out of committee a bill which would allow certain non-instructional employees to collect unemployment benefits when schools are closed for vacations.

Because the bill has fiscal implications, it must now be considered by the Ways and Means Committee.

CSEA/AFSCME succeeded last year in the battle for a federal law which allows states the option of providing unemployment benefits. Once the federal law passed, CSEA began its fight to have New York state take advantage of that option.

Long Island school district news

Following six months of demonstrations and negotiations, CSEA members in the **Bayport/Bluepoint School District Teacher's Aides Unit** won a three-year contract with salary increases plus steps four percent, and four percent, plus steps..... **The Greenport School District Unit** of Suffolk Educational Local 870 ratified a three-year pact which calls for salary increases including increments.....

The Three Village School District Clerical Unit and Buildings and Grounds Unit agreed to a two-year pact with salary increases including steps..... CSEA organized a new **Security Unit in the William Floyd School District**. The employees went from no benefits to a three-year contract which calls for salary increases plus paid vacation, sick leave and holidays..... **The William Floyd School District Custodial Unit** has not fared as well. They have been without a contract since June 30, 1991, with no fair offer in sight..... Despite demonstrations and pleas to the school board, **the Babylon School District Custodial and Clerical Units** have also been without contracts since June 30, 1991..... After demonstrations

CONTRACTS

Agreement

BETWEEN
**THE CIVIL SERVICE
EMPLOYEES ASSOCIATION, INC.**
AND

and many months of negotiations, custodians, busdrivers, security and food service members in the **Connetquot School District** overwhelmingly ratified a three-year pact which calls for annual salary increases plus increments.... **The Hicksville School District Unit** of CSEA Nassau Local 830 won an occupational safety and health battle charge recently which forced the district to properly train and equip employees who are doing sandblasting work..... Custodians in the Massapequa School District Unit don't have to worry about cleaning smoke-filled bathrooms anymore. Under an agreement between CSEA and the district, letters are going out to all school personnel to reaffirm the district's no smoking policy.

You have a right to a safe, healthy worksite
If you believe unsafe or unhealthy conditions exist in your workplace, immediately contact your CSEA shop steward or local president or call your CSEA labor relations specialist at your CSEA region office. For occupational safety and health information, call CSEA headquarters at 1-800-342-4146 and ask for the CSEA Safety and Health Department.

Keep up with current issues
Call CSEA's Current Issues Hotline for the latest daily update

Call 1-800-342-4146

and hit 5 on your touchtone telephone

Let's stay in touch 

Death brings home point that layoffs are about people

Suicide follows layoff notice

A Nassau County Department of Social Services (DSS) worker apparently committed suicide after receiving a layoff notice, according to police.

According to co-workers and the police report, the 45-year-old woman, a member of the CSEA Social Services Unit of Nassau County Local 830, committed suicide at home shortly after learning she was being laid off.

More than 2,000 Nassau County workers have been laid off under planned budget cuts.

Despite demonstrations and impassioned pleas by employees, CSEA and the public, the county projects to layoff between 4,000 to 6,000 county workers before the axe stops swinging.

"Layoffs are about people," CSEA statewide President Joe McDermott said. "Each layoff has consequences in human

terms which cannot be ignored. The tragic death of this young woman reminds us of that fact."

"This woman's death is a poignant reminder to the county that the layoffs are not simple about budgets and money, but about human lives," added CSEA Long Island Region President Gloria Moran.

Fellow co-workers flooded the Nassau County Board of Supervisors meeting a few days after the suicide to express their anger at the county for not taking into account the human emotions and devastation the layoffs have caused.

"There has been absolutely no follow-through or referrals for those who have been laid off or for those who are dealing with the stress of being left to do all the work," one DSS member said. "Any help and direction has been given by the union, not the employer."

Smithtown talks go to factfinding

SMITHTOWN - Contract talks between CSEA and the Town of Smithtown have broken off and will proceed to factfinding after the town refused to submit proposals to an arbitrator.

The town has been unwilling to make any real progress with the unit, which includes approximately 550 white and blue collar members, CSEA Collective Bargaining Specialist Jim Walters said.

"We want the taxpayers to know that we are looking for a fair contract and the town is not negotiating fairly," Smithtown Unit President Bill Maccaro said.

"The mediator believes we've done our best and the town has been unresponsive," Walters said.

The unit is part of CSEA Suffolk Local 852.

Members protest short-staffing

About 250 CSEA members from the Nassau County Sheriff's Department demonstrated outside a recent meeting of the Board of Supervisors to protest short-staffing conditions at the county jail. Inside, CSEA Sheriff's Department Unit President Dan Murphy pleaded with the board to take corrective action.

Murphy said he fears for the safety of the employees at the Nassau County Correctional Center. He said the jail is overcrowded but there are less corrections officers at posts than before a recent rash of prisoner escapes from the facility.

"The county is dropping coverage to pre-escape levels," CSEA Unit Vice President Tom DeStephano said. "We don't want to minimize security or see anyone get hurt because of understaffing."

The county sheriff told legislators he did not believe the jail could be operated safely at the present staffing levels.



Freeport members protest lack of contract

FREEPORT - CSEA members in the Village of Freeport Unit of CSEA Nassau Local 830 turned out in force recently to protest working without a contract for more than a year.

More than 250 CSEA members demonstrated in front of Freeport Village Hall.

"The members showed real unity," CSEA Collective Bargaining Specialist Larry Borst said. "I think our message was heard loud and clear."

The 260-member unit of blue and white collar positions has gone to factfinding.

Pointing out that the village negotiators cancelled the last factfinding meeting and rescheduled for April, Borst said negotiators for the village are "too busy with personal ventures" to complete negotiations.

"One guy is on vacation in Florida and the other one is too busy campaigning for police commissioner," he said. "In the meantime, our members are left waiting and wondering."

Unit President Madeline Horn said the unit is simply asking for a fair and equitable contract.

Empty promises anger probation officers

By Sheryl C. Jenks

CSEA Communications Associate

MINEOLA — CSEA members in the Nassau County Probation Department are furious at what they call "empty promises" made by the county.

County officials had promised that newly discovered funds would be used, in part, to rehire 20 probation officers from the county's preferred list. CSEA Probation Department Unit President Jane D'Amico and CSEA Nassau County Local 830 President Rita Wallace both say the promise was to rehire 10 officers immediately and the remaining 10 in the near future.

However at a recent Board of Supervisor's meeting it was revealed the county could not transfer any funds until November.

Nassau County Personnel Director George Sinnott announced that despite the layoff of 101 probation employees in February, the Probation Department was still \$1.3 million in the red.

"The county is playing ping-pong with our members' lives," Wallace said. "This promise was made loud and clear to these members, the public and the news media, and now it's all turning out to be empty promises."



Senator supports agency shop

ALBANY — State Sen. James Lack told CSEA political action liaisons (PALs) to keep fighting for mandatory agency shop for New York's public employees.

"Mandatory agency shop throughout the state isn't going to happen just because I think it's right or you think it's right," he said. "In order to make agency shop a reality and to have it happen by the end of the session, you're going to have to make it a non-cost priority in this year of looking at every penny."

Under agency shop, employees who chose not to join the union pay an agency shop fee, which goes toward the cost of negotiating and enforcing the contract. The union by law is obligated to represent employees who are not members. If those non-members do not pay an agency shop fee, they are "free riders," getting the benefits without contributing to the cost.

Lack, chair of the Senate Labor Committee, said agency shop is important because it ensures that everyone who benefits from union representation pays for the privilege. New York's state employees have temporary mandatory agency shop which must be renewed periodically. Local government and school employees must negotiate for agency shop in their contracts.

Getting mandatory agency shop will be a tough battle, Lack said.

"You've got to make my colleagues understand one, that it's imperative; two, what it'll do from the standpoint of all public employees; and finally, that it's important to you as voters," he said. "You work and get support and I pledge to you that it will get brought up in our committee."

CSEA Lobbyist Tom Hartnett said he was encouraged by Lack's comments during the PALs' lobby day in Albany. Mandatory agency shop for all public employees has long been an important goal for CSEA.

Only 75 to 80 percent of CSEA's local government and school district locals have mandatory agency shop, he said.



AGENCY SHOP GETS A BOOST -- State Sen. James Lack, left, talks with CSEA Executive Vice President Danny Donohue at a CSEA lobby Day. Addressing CSEA's political action liaisons, Lack urged CSEA to continue to pursue mandatory agency shop.

"The issue comes down to fundamental fairness: that everybody pays his or her fair share. Twenty percent of the workers enjoy all representation but are not paying one penny for that representation," Hartnett said. "I would argue that those employers who have not negotiated agency shop are not interested in negotiating it, and that's why it needs to be law."

CSEA develops infectious disease training for county employees at risk

Tuberculosis is on the rise, and exposure to people with AIDS and hepatitis are workplace realities for many public employees.

But fear of the unknown is the worst, and CSEA is doing something about that for various county employees.

CSEA is sponsoring a training program on infectious disease for local government employees across the state through a grant from the state Labor Department.

The program provides an overview on the major blood-borne and air-borne diseases that may confront workers. It focuses on what these diseases are, the risk for workers on the job and how to minimize the chance of infection.

A similar program was conducted for state employees in recent years.

"Any time we've had a crisis with infectious disease problems in a workplace it's generally been because of lack of information and understanding," said CSEA Director of Occupational Safety and Health James Corcoran. "When people learn what the risk is and how to protect themselves it's a lot easier to deal with the problems."

The program provides the most up to date information available. It emphasizes that exposure to infectious disease does not mean that a person will become infected.

AIDS and hepatitis A and B are transmitted through blood to blood contact or contact between bodily fluids.

AIDS transmission primarily results from unprotected sexual relations with an infected individual or sharing of hypodermic needles with an infected individual in intravenous drug use.

While AIDS generally causes more concern, hepatitis is actually far more contagious and poses a greater risk for public employees.

Even health care workers can significantly reduce their risk of infection by using universal precautions. They include using gloves, goggles and other protective clothing when handling or coming in contact with blood or bodily fluid, properly disposing of infectious waste material, thoroughly washing after contact and other measures.

Tuberculosis, an air-borne disease, is more of a problem for working people than blood-borne disease. TB exposure comes

from inhaling airborne bacteria from a person with active TB. The risk increases based on the length and circumstances of contact.

Tuberculosis is a treatable disease, especially if it is diagnosed early.

A series of recent TB incidents have raised serious concerns about the spread of the disease and the risk for public employees.

CSEA is working with the state to ensure adequate screening and isolation programs are followed.

"There's a lot of information for people to digest and the infectious disease training provides a thorough introduction with an opportunity to ask questions," Corcoran said. "It also lets people know how they can get more information."

The program kicked off in Schenectady County recently.

"We have good in-service training programs but this infectious disease program provides a different perspective," said Jeff Zabielski, CSEA Glendale Nursing Home Unit president. "It's also very positive that labor and management participated to get that fresh approach."

Broadacres, like many county nursing homes, potential target for privatization

"If it goes private, I don't see a lot of future for these people"

By Mark M. Kotzin
CSEA Communications Associate

UTICA - As state Medicaid reimbursements and revenue sharing to local governments decrease, county-run nursing homes are increasingly becoming targets for the budget axe by cash-strapped county governments.

CSEA workers at the Broadacres Skilled Nursing Facility in Oneida County, for example, are wondering what the future holds for them and the quality care they provide. CSEA represents about 125 workers at Broadacres, mostly in direct care positions.

Many counties, including Oneida, have been considering whether to privatize their nursing homes.

CSEA Broadacres Unit President Mary Dean, a certified nursing assistant, said that while the uncertainty is upsetting to both residents and staff, the quality of care remains "outstanding."

Many people don't realize the added value of a county-operated nursing home, Dean said. Excellent programs and services at the home combine with a strong bonding between staff and residents to make it extra special, she said.

"Many of us have been here a long time and

have formed attachments to many residents," Dean said. "I think of them a lot, and always try to give them extra special attention."

Dean and Shop Steward Linda Smith, an activities aide, described several programs the staff provides. For instance, over the holidays they put up a tree in the lobby and decorated it with each resident's name. Volunteers, visitors and staff were encouraged to each pick a name and bring a holiday gift to that resident.

The effort was very successful, with each resident getting a gift, Smith said, and culminated in a Christmas Ball, at which the staff treated residents to a live band and refreshments.

Smith also spoke



LPN KAREN BUSH helps Broadacres Nursing Home resident Helen Bruce.



CSEA UNIT SECRETARY Mike Demma, an orderly at Broadacres Nursing Home, helps resident Celia Carroll at lunchtime.

about bringing in local schoolchildren for a pen-pal program, a mid-winter Hawaiian luau and a summer carnival. Taking residents to area shopping malls, movies, arts and crafts classes and religious services for three different religions are regular activities at Broadacres, she said.

Smith compared Broadacres to a private nursing home her father had been in which she said was simply "not as nice."

"For a nursing home, we have excellent care here," she said.

Others, including resident Celia Carroll and her daughter, Ann Staple, agreed completely.

"I couldn't ask for better," Carroll said. "I wouldn't want to go anywhere else."

"They have been super-great to her here," Staple added. "I have nothing but praise for the staff."

Staple also wrote a letter for the facility's employee newsletter to help raise awareness in the community of the value of the county-run home. In her letter, Staple told of the huge improvements in her mother's health since she arrived.

When she came to Broadacres, Carroll weighed only 82 pounds, couldn't walk and ate very little.

Now, after about seven months, Carroll is up to 106 pounds, is walking with a walker and is learning to go up and down stairs, eats "most everything" and even goes to bingo games.

Because of her improvement, Carroll was able to go home for Christmas and enjoy spending time with her grandchildren, Staple said.

Dean is proud of the work that she and her fellow workers do, and she hopes the rest of the community realizes it, she said. Privatization could mean that people who need treatment might be turned away and that the quality of care might decrease.

"If it goes private," she said, "I don't see a lot of future for these people."

CSEA proudly supports **Bill Clinton FOR PRESIDENT**

COUNTIES

CITIES

TOWNS

VILLAGES

SCHOOL
DISTRICTS

LOCAL GOVERNMENT NEWS

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The cost of layoffs: A CSEA member dies tragically after layoffs in Nassau County. Updates on problems -- and some progress -- in Nassau County.

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State Sen. James Lack gives agency shop a big boost as CSEA members lobby the state Legislature.

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CSEA members provide quality, caring service at Broadacres Nursing Home in Utica, but privatization is becoming a threat, not just to members but to nursing home residents.

Correction

We inadvertently reassigned one of our regional vice presidents in the March edition of *The Public Sector*. In an article discussing the threat of layoffs in Erie County, we misidentified Western Region President Robert Lattimer as Region II president; he actually is Region VI president.



Myra Simmons

Celebrating Black History Month in Westchester

NEW ROCHELLE — Westchester County employees in the New Rochelle District Office recently celebrated Black History Month with a luncheon.

Employees **June Addison, Sandra Anderson, Phyllis Manning, Dawn Blount, Glynnis Tyree and Myra Simmons** were on the planning committee. Workers contributed food which represented various cultures.

Anderson said she hopes to continue to organize more events "to make people more aware of black women and men in black history." She grew up with an awareness of black history, she said, because her father marched with Martin Luther King Jr.



WOMAN OF THE YEAR and CSEA activist Pauline Goldin with her husband, Joe.

Unit president honored in Ramapo

RAMAPO — A Rockland County Local CSEA member and activist has been named Woman of the Year by state and local elected officials.

Pauline Goldin, president of the CSEA Town of Ramapo Unit for six years, received several awards in recognition of her many years of community service from the Rockland County district attorney, the county clerk, county legislators, Ramapo town and Spring Valley village officials, state Sen. Joseph Holland, Assembly

Representative Sam Colman and Congressional Representative Ben Gilman.

Goldin began her "volunteer career" collecting money for the Muscular Dystrophy Association. Active in the Jewish War Veterans Auxiliary for the last 30 years, Goldin is now president. She is a 14-year town employee.

Goldin's husband, Joe, was also honored at the same event. He works part time for the town and is involved with the War Veterans Civic Association.

Sector

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One big difference is

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CSEA UNIT PRESIDENT Mary Dean, a certified nursing assistant, helps Veronica Wrobel brush her hair at the Broadacres Skilled Nursing Facility in Oneida County. Mrs. Wrobel, a resident of Broadacres, is the mother-in-law of CSEA Mohawk Valley Community College Unit President JoAnne Melisko. A special bonding between staff and residents is a distinct advantage of publicly-run nursing homes....**Page 22**