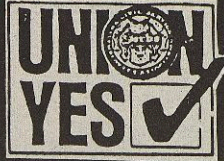


# THE PUBLIC SECTOR

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

4  
(ISSN 0164 9949)

Vol. 12, No. 3  
Monday, February 6, 1989



## CSEA presses pay equity fight for Nassau County employees

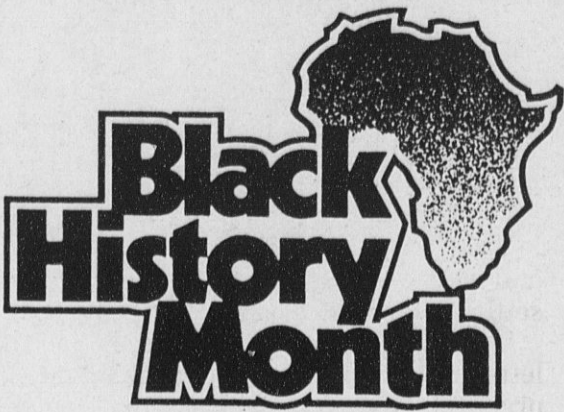
# Dragging 'em into court

See  
page 3



RITA WALLACE, PRESIDENT  
NASSAU COUNTY CSEA LOCAL

# INSIDE



PAGES 8 & 9



**NEW CHIEF COUNSEL  
TAKES REINS OF  
LEGAL DEPARTMENT**

PAGE 10

### MOVED?

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

#### CHANGE OF ADDRESS

Name \_\_\_\_\_ Social Security No. \_\_\_\_\_

#### MY OLD ADDRESS WAS:

Street \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ ZIP \_\_\_\_\_

#### MY NEW ADDRESS IS:

Street \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ ZIP \_\_\_\_\_

My employer is: \_\_\_\_\_

My work location is: \_\_\_\_\_

I am a member of CSEA Local \_\_\_\_\_

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

## Decade after he got title changed, Leo Bailey is still campaigning to correct misuses of agency name

Thoughts of a personal mission in life that grew into a virtual obsession over the years must have raced quickly through the mind of Leo Bailey as he glanced through the Dec. 26, 1988, edition of *The Public Sector*. He noticed a typographical error, one that perhaps went unnoticed by most of the other 210,000 people who receive the union publication. It had certainly slipped past editors who prepare and proof-read copy for the publication.

"There it is again!" Bailey must have thought as he first laid eyes on the words "Workmen's Comp." He noticed the offensive words on leave records for state and local government employees, buried in an obscure location near the bottom of a list of various types of leave that could be recorded on the personal leave record form. But you can bet they leaped off the page at Bailey; after all he had spent years attempting to change the name of the Workmen's Compensation Board because he considered it a sexist designation.

And he succeeded. What began as a one-man campaign in 1971 with a suggestion by Bailey to the state Employee Suggestion Program gained momentum in 1974 when a bill was introduced in the state Assembly to

change the name of the state Workmen's Compensation Board to "Workers' Compensation Board." An identical bill was introduced in the Senate in 1976 and in April 1978, Gov. Hugh Carey signed legislation approving the title change.

Bailey retired last year from a career as a clerk with The Workers' Compensation Board. In addition to his consuming campaign to change the board title, Bailey was an active member of New York City State Employees CSEA Local 010 and compiled an impressive list of personal accomplishments as a church and human rights activist and an authority on jazz.

His campaign to change the name to Workers' Compensation Board ended more than a decade ago when the title change became effective. But for some, the use of familiar old names and titles is a habit difficult to break.

Which is why, shortly after *The Public Sector* issue of Dec. 26, 1988, was mailed out, a big envelope filled to the brim with information concerning the proper name for the Workers' Compensation Board arrived on the newspaper editor's desk.

Leo Bailey was there to set us straight one more time.

**"And you can quote me on that..."**

**"I don't think it's a male-female issue. However, I do think it's time. Women are a huge part of CSEA and I think they're pleased to see a female in a top position."**

—Gloria Moran, commenting upon becoming the first woman president of CSEA's Long Island region.

**THE PUBLIC SECTOR**



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

ROGER A. COLE ..... Editor  
KATHLEEN DALY ..... Associate Editor

STANLEY HORNAK . . . Asst. Dir. of Communications

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

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

COMMUNICATION ASSOCIATES

SHERYL CARLIN	Region I	RON WOFFORD	Region VI
LILLY GIOIA	Region II	STEPHEN MADARASZ	Headquarters
ANITA MANLEY	Region III		(518) 434-0191
DAN CAMPBELL	Region IV		
	Region V		
	(315) 451-6330		



## Wrangles final delay in wage discrimination trial date

# CSEA dragging Nassau County kicking and screaming to trial

Nassau County has probably dragged its feet and stubbed its toe for the final time in its efforts to prevent CSEA's wage discrimination lawsuit from going to trial.

A federal magistrate has recommended that a scheduled Feb. 27 trial date be postponed until late summer, but CSEA officials believe that is the final gasp in a 5 1/2-year long campaign by the county to avoid being forced to answer CSEA charges of wage discrimination in federal court.

"While this delay is unfortunate and not appreciated by the union, it is also clear that the county's persistent pattern of

procrastination in this case will not be able to continue beyond the time frames that have now been recommended," Nassau County CSEA Local 830 President Rita Wallace said in a recent letter to all Local 830 members.

CSEA, AFSCME and three members of Local 830 filed sex discrimination charges against the county with the U.S. Equal Employment Opportunity Commission (EEOC) on May 24, 1983. The complaint charged Nassau County with maintaining sex-segregated job classifications and underpaying employees in jobs traditionally

held by women.

The county has employed a number of tactics to delay court action since that date and has steadfastly refused to negotiate a settlement out of court.

Local 830 President Wallace, in her recent letter to members updating the situation, urged employees to continue to stand with their union to finally force the county into court. The end is in sight for this protracted legal case, she said.

Following is the verbatim text of Wallace's letter to the membership of Local 830.

TO: ALL CSEA LOCAL 830 MEMBERS  
FROM: RITA WALLACE, CSEA LOCAL 830 PRESIDENT  
RE: IMPORTANT UPDATE ON CSEA WAGE DISCRIMINATION LAWSUIT

On January 9, with the February 27th trial date of the CSEA wage discrimination lawsuit looming on the horizon, the county asked the Court for an additional delay, saying that it needed at least four months to respond to CSEA's statistical reports showing that employees in jobs traditionally filled by women are paid less than those in jobs traditionally filled by men in Nassau County. Our experts have conducted sophisticated statistical tests (called multiple regression analyses) using the county's computerized earning history files of its employees to demonstrate that the sex of employees affects the wages paid by Nassau County. Despite our attorneys' request to minimize any delay of the February 27th trial date, the federal Magistrate assigned to the case has recommended to the Court a revised schedule that would delay depositions of the experts (pre-trial testimony under oath) until the summer and make the case ready for trial by the end of August.

While this delay is unfortunate and not appreciated by the union, it is also clear that the county's persistent pattern of procrastination in this case will not be able to continue beyond the time frames that have now been recommended. Although the county has so far refused to take the steps necessary to bring the case to trial (it has not, for example, taken a single deposition of any plaintiff or asked for even a single document in the possession of CSEA) the present schedule mandates that all such preparation occur this spring and summer.

The county seems to believe that CSEA will give up and go away or settle for a pittance if it can obstruct our preparation of the case or delay the trial. Let me assure you, the county is dead wrong. The wage discrimination suffered by the members of CSEA will be remedied regardless of the county's desire to continue the status quo.

Our attorneys are prepared to go to trial. They have reviewed hundreds of thousands of county documents concerning upgrades, title changes, and promotions. They have photocopied more than 60,000 documents. They have taken the depositions of 28 county administrators and decision-makers. They have interviewed dozens of CSEA members. Our experts have analyzed the history of individual salaries of Nassau County employees and found a marked difference in the wages that can only be described as gender-based discrimination. As soon as the county complies with requests for documents that have been outstanding since last February, the final document analyses and depositions will be completed.

Our preparation has gone forward despite obstacle after obstacle placed in our path by the county. Our attorneys have had to go to the court six times in the last year and a half to force the county to comply with the requests for documents and computer information which we had a legal right to receive in a timely fashion. And every time the Court has ordered the county to produce materials our attorneys had requested.

We are now in the final phases of this case. It has been a long and difficult task to force the county to deal with the reality that it discriminates in pay against occupants of jobs traditionally filled by women. Yet, the evidence collected and analyzed thus far supports our claim of gender-based wage discrimination.

We must not back away now. The pressure is on the county. The trial will take place. Even if we must wait a few more months, we will still prove to the Court that Nassau County has engaged in a pattern and practice of wage discrimination. We believe that the county's discriminatory compensation scheme can and will be changed.

Your continued support and contributions to the elimination of wage discrimination and to the cause of pay equity in Nassau County are of critical importance. This is your lawsuit. Forcing the county to apply the same objective standards when setting wages for all employees will benefit every member of Local 830 now and in the future. A fair wage and classification system is your right and it will be enforced by seeing the challenge of the wage discrimination lawsuit through to a successful completion.

*Rita Wallace*

RITA WALLACE, PRESIDENT  
NASSAU COUNTY CSEA LOCAL



# "Dear Joe:"

## The Governor responds

THE CIVIL SERVICE  
EMPLOYEES ASSOCIATION, INC.  
Local 1000, American Federation of State, County and Municipal Employees, AFL-CIO  
148 WASHINGTON AVE., BOX 7122, CAPITOL STATION, ALBANY, NEW YORK 12224 (518) 434-0191



JOSEPH E. McDERMOTT, PRESIDENT

### An open letter to Gov. Mario Cuomo

Dear Gov. Cuomo:

There you go again. For the past several weeks you have engaged in CSEA-bashing, and it's time to stop. You know better than to blame the state's multi-billion dollar deficit on us. You know that employees making an average \$20,000 annual salary who received a 5 percent raise in 1988 didn't cause the deficit.

In fact, even if we state employees took no raise in 1988 you would still have your multi-billion dollar deficit. Only you couldn't use the unions as your scapegoat.

I don't hear you complaining about the extra \$2,308 windfall that a family with an income of \$260,000 will receive this year, thanks to your tax cuts.

So let's cut the hot air and get down to business. Our members' salaries aren't excessive; tax cuts are.

Your first order of business should be to freeze personal income tax rates. It's unfair to go ahead with planned tax cuts that the state cannot afford — especially when those tax cuts primarily benefit the wealthy.

Let me also remind you that because of the hiring freeze there are already fewer employees available while work loads are increasing.

Read my lips: NO LAYOFFS!

Joe McDermott  
President

NEW YORK STATE'S LARGEST PUBLIC EMPLOYEE UNION



STATE OF NEW YORK  
EXECUTIVE CHAMBER  
ALBANY 12224

MARIO M. CUOMO  
GOVERNOR

January 23, 1989

Mr. Joseph McDermott, President  
Civil Service Employees Association  
148 Washington Avenue  
Albany, New York 12210

Dear Joe:

It was surprising to hear about your claim that I had blamed State employees or CSEA for creating the State deficit. That simply isn't true.

The reasons for the budget deficit have been explored and explained in great detail on numerous occasions. Your position, that the deficit would have occurred without the costs associated with the current CSEA contracts, is completely consistent with our position.

We also agree that we would prefer no layoffs. My proposed budget spreads the burden of eliminating the deficit and balancing the budget to everyone in the State. The reductions in force in the Executive Budget are, regrettably, one of the means required to accomplish the State Operations' "share" of this burden.

I have also said that this administration stands ready to work with all employee organizations to explore ideas that would lessen the impact of the deficit on State services and State employees. It was in that context that I have said that we stand ready to discuss with your organization, or any other bargaining unit representative, savings that would reduce or eliminate any layoffs of State employees.

As you know through your discussions with Liz Moore and Dall Forsythe, we have developed a good faith, proactive strategy to diminish the impact of work force reductions on your members. A Task Force, chaired by Hank Dullea, consisting of the Governor's Office of Employee Relations, the Department of Civil Service, the Division of the Budget, and the Department of Labor, will be working to manage placement, transfer and retraining opportunities for the employees affected by work force reductions.

The goal of this effort is to deal humanely and expeditiously with reductions in force and to utilize the \$12 million proposed in my budget to assist State employees who may be retrained, in lieu of layoff, by bridging their salaries during the period of retraining.

As I have said repeatedly, I believe that "a deal is a deal," and while I welcome any suggestions you may have to create savings from the cost of the current contracts, I have not and will not propose that these contracts be renegotiated.

By the same reasoning, I believe that "a deal is a deal" for the taxpayers as well. The leaders of this government told the people of this State that we were serious about reducing their tax burden. Just as fairness requires that we keep our commitment to your members, we should keep our commitment to the taxpayers.

I hope this clarifies your misunderstanding and I hope you will share my view with your members.

Sincerely,

**EDITOR'S NOTE:** Gov. Mario Cuomo has responded to "An Open Letter to Gov. Mario Cuomo" from CSEA President Joe McDermott, which was published on the front page of the previous edition of *The Public Sector*. McDermott suggested the Governor stop "CSEA-bashing," freeze personal income tax cuts to reduce the state's budget deficit and stop threatened layoffs of state workers. CSEA is encouraged by the quick response by the Governor and indications in his letter that there are areas of mutual agreement. Obvious disagreements, however, remain in several areas. CSEA continues to believe layoffs are unnecessary; that rescinding the final two years of the state tax cuts is prudent and necessary to reduce the deficit without reducing public services or raising taxes; and there is no agreement on how best to utilize negotiated retraining funds. CSEA will continue to seek solutions that are mutually acceptable to those and other issues. The complete verbatim content of Gov. Cuomo's letter is reproduced here.

# Coalition throws down the gauntlet

Friends and foes  
join together to  
oppose state budget

By Stephen Madarasz  
CSEA Communications Associate



Some of the state's top labor, community and religious leaders joined together for a recent Albany press conference to announce the formation of the Coalition for Economic Priorities. CSEA President Joe McDermott is fifth from left.

ALBANY — CSEA's involvement with an unprecedented coalition of labor, community and religious organizations has made state officials sit up and take notice.

The Coalition on Economic Priorities recently fired its first shot in the battle of the state budget.

"The fact that all of these groups, which are very often on opposite sides of political debate, are united in their objections to the shows that there's something radically wrong with the governor's budget," said CSEA President Joe McDermott.

"The governor's plan shifts the responsibility for closing the state budget deficit to state employees and local government and school districts and that's not acceptable," he added. "The state is shirking its responsibility and forcing a loss of services or higher local property taxes."

CSEA and the coalition point out that there are other options and that cutbacks in services and local assistance would be devastating to the economy of New York.

The coalition is committed to:

- \* a sound infrastructure;
- \* an adequate health care system;
- \* a safe and healthy environment;
- \* an effective public safety network;
- \* a responsive human service network; and

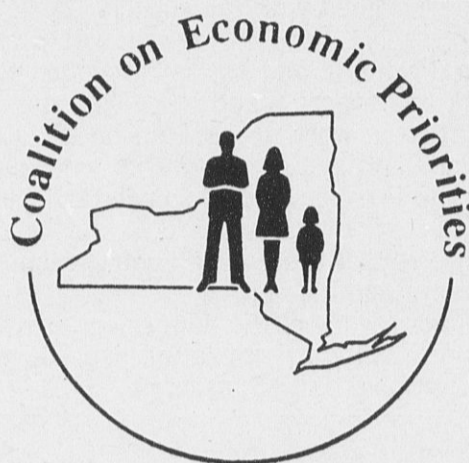
\* recreational and cultural programs and facilities that affect the state's quality of life.

The Coalition on Economic Priorities is made up of more than 50 groups representing 6 million New Yorkers. It is chaired by Edward Cleary, president of the state AFL-CIO; Edwin Crawford, executive director of the state Association of Counties; and the Rev. Dr. Arleon Kelley, executive director of the state Council of Churches.

"We must sound like a broken record, but the state hasn't got the message yet," McDermott said. "The most responsible action the state can take is to freeze the current income tax rate instead of moving forward with the third year of the tax cut."

The tax cut would primarily benefit the wealthy. A family of four earning \$24,000 a year would save \$62, while a family of four earning \$260,000 would save \$2,308. At the same time, freezing the current tax rate would go a long way toward reducing the budget deficit and eliminating the need for significant cutbacks.

"It's a very clear situation," McDermott explained "But now that there's such a broad coalition representing millions of voters stating the obvious, maybe someone in Albany will pay attention and do the right thing."



Together, for a Better New York

## CSEA Board resolves solidarity on budget

The following resolution was approved at the most recent CSEA Board meeting:

WHEREAS, the CSEA Board of Directors represents 250,000 public and private sector employees; and

WHEREAS, the majority of these represented employees are employed in jobs which depend on funding received from the New York State Budget in part or in whole; and

WHEREAS, the State faces a deficit in the next fiscal year (1989-90) of between \$1 and \$2.3 billion caused by revenue shortfalls as a result of excessive tax cuts which will, in the long run, primarily benefit the wealthy; and

WHEREAS, the New York State Budget Crisis threatens the adequacy of public services at both the State and local level; and

WHEREAS, spending is not out of control but tax cuts are;  
now

THEREFORE, BE IT RESOLVED: That the Civil Service Employees Association's Board of Directors urges a permanent solution to the Budget Crisis be enacted and that:

CSEA join with other AFSCME and AFL-CIO affiliates and the public interest municipal and religious groups which comprise the New York State Coalition on Economic Priorities in calling on the New York State Legislature to:

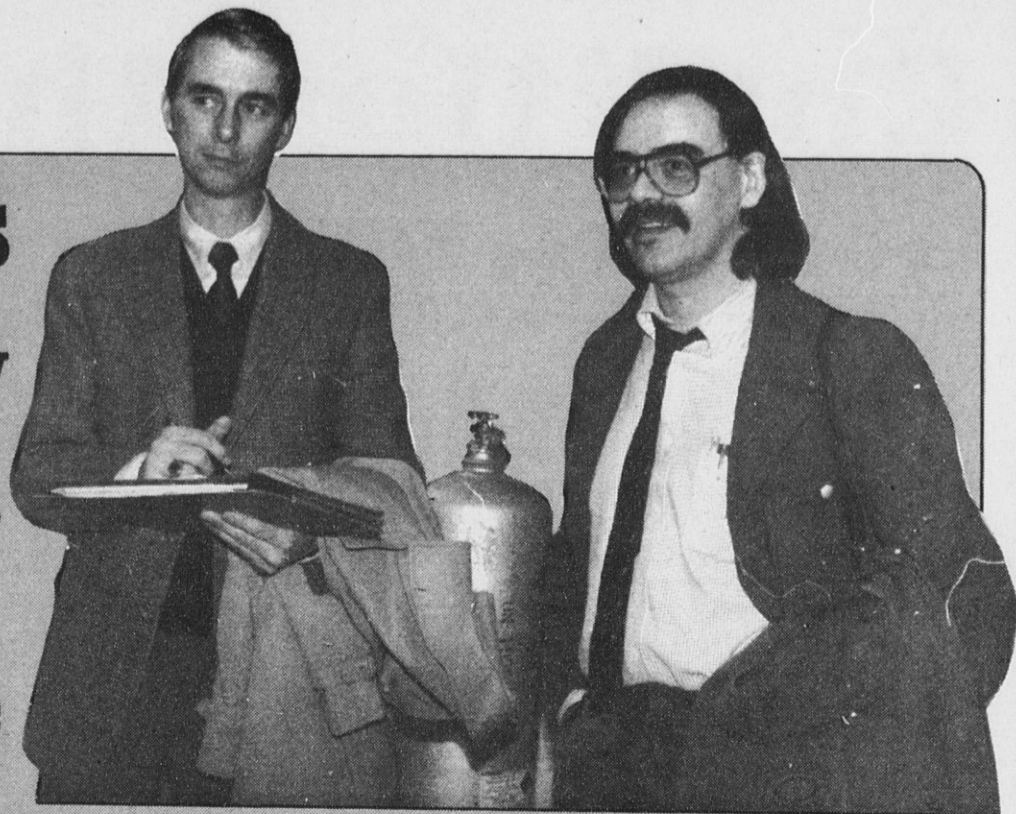
1. Freeze the State Income Tax rates at 1988 levels.
2. To the extent that short term, bridging solutions are necessary and possible, they should not be achieved through cuts in services, since the deficit was caused by not generating enough revenues and was not caused by overspending.
3. Explore other areas of revenue enhancements to be developed by the Coalition, in order to close the gap.

AND BE IT FURTHER RESOLVED: That the Board of Directors call upon the rank and file of CSEA to assist in these efforts through a showing of solidarity and action when called upon by the CSEA Task Force.

## Union cites many violations

# Prestigious Westchester County Medical Center unhealthy place

## to work, CSEA charges



VALHALLA — The Westchester County Medical Center is renowned as a prestigious health care facility, but it is not necessarily a healthy place to work.

A recent inspection of the hospital by CSEA officials turned up several health and safety violations. The union says it is prepared to file formal complaints with the state Department of Labor if hospital officials do not agree to correct the problems immediately.

CSEA Field Representative Al Sundmark said hospital officials had not yet responded to a request to discuss and resolve the situation as this issue of *The Public Sector* went to press. If the conditions cannot be rectified through labor/management efforts, Sundmark said, the union will file complaints to get improvements.

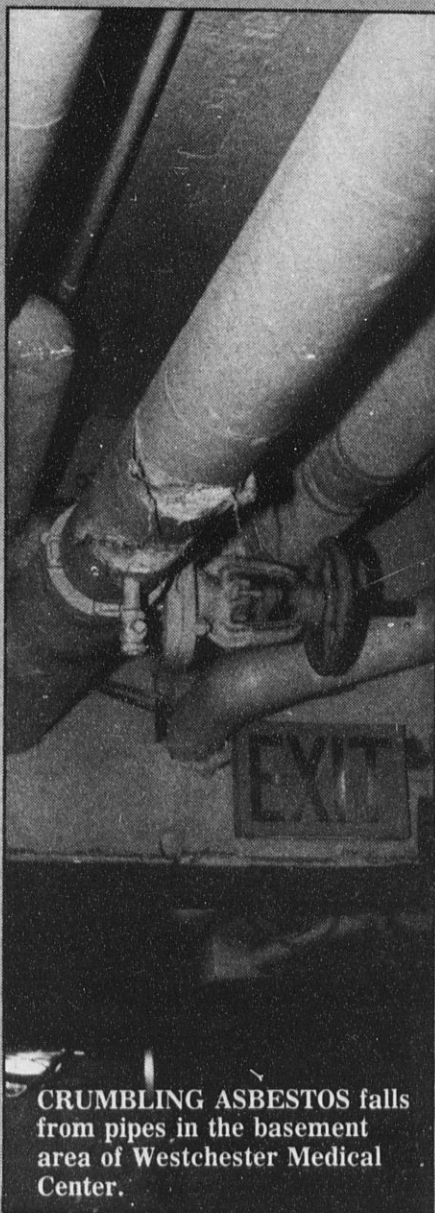
"It's a disgrace that an institution so prestigious in the health care field is so unconcerned with its workers' health," Sundmark said.

CSEA Region III Health and Safety Specialist Bob O'Connor said he, Sundmark and others found loose asbestos particles, inadequate ventilation in work areas, improperly stored dangerous chemicals and gas monitors that were not connected.

O'Connor said he is especially concerned with unknown levels of ethylene oxide, a toxic chemical used to sterilize hospital instruments. High levels of the gas can cause respiratory problems, skin rashes and cancer.

Workers were not aware of the dangers of ethylene oxide and were not instructed in standard operating procedures in dealing with the chemical, according to Sundmark.

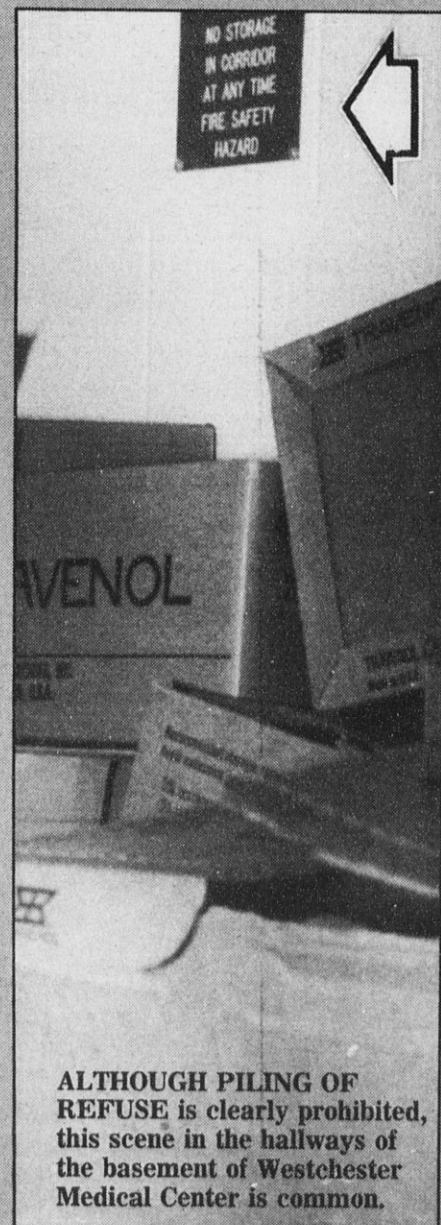
CSEA REGION III Health and Safety Specialist Bob O'Connor, left, and Field Representative Al Sundmark inspect the central supply area of the Westchester Medical Center. Sterilizing machines which use ethylene oxide are located there.



CRUMBLING ASBESTOS falls from pipes in the basement area of Westchester Medical Center.



A CIGARETTE BUTT found on the top of this container was cause for alarm. The container still had a flammable chemical inside and was stored in a hallway where worker traffic is heavy.



ALTHOUGH PILING OF REFUSE is clearly prohibited, this scene in the hallways of the basement of Westchester Medical Center is common.

# King of the hill

By Kathleen Daly  
Associate Editor

ALBANY — CSEA's chief lobbyist, Kenneth Shapiro, has got his hands full only a few days into his new job — not only does he have a full legislative package to push through the state Legislature, but he also has to fight a proposed state budget that threatens the jobs of public employees.

"The budget is going to be totally consuming," until one is adopted, he said. "This year is totally different. You don't want to go up on the hill until you know what your priorities are. There are just so many times you can go up on that hill and to agencies without wearing out your welcome."

"That hill" is the state Capitol, and it's ground he knows well. Shapiro spent 19 years there, five as counsel to the Assembly minority leader and the last 14 as counsel to three Assembly speakers.

"As counsel, you could be adviser and administrator, a confidante," Shapiro said. "You more or less are the speaker's lobbyist. You basically have to substantiate and to sell his position."

That meant that Shapiro spent much of his time talking with members of the Legislature and various groups who wanted to get their point of view across to the Assembly speaker.

After nearly two decades in state government, Shapiro knows the system, and the people in the system know him. While he has been closely associated with Assembly Democratic leaders, he has no qualms about dealing with the Republican Senate.

"I've gotten my respect for all branches of government," he said. "There were times when partisan politics played a part, but if it didn't, I didn't make it an issue."

A Democrat from Brooklyn, Shapiro started his political career in local politics and moved up to Albany in 1970. He was counsel to then Assembly Minority Leader Stanley Steingut for four years, and became deputy chief counsel to the Assembly speaker when the Democrats took the Assembly majority. He was chief counsel to the Assembly speaker for 14 years.

Shapiro earned his law degree from Brooklyn Law School, where he is an adjunct professor, and graduated from Fairleigh Dickinson University. He is a member of the Government Law Center Advisory Board of Albany Law School of Union University and of the Brooklyn Bar Association.

While he is more concerned with his new responsibilities than with talking about himself, Shapiro did outline what he offers CSEA.

"I hope I give you experience, I give you a style of thinking which has been successful and give you someone who knows the process and knows reality from make-believe," he said.

A partner in the New York City law firm of Bower and Gardner, Shapiro will keep an office in Albany in order to work with CSEA.

Moving from the Assembly job to that of lobbyist offers him an interesting challenge, Shapiro said.

"It's a challenge that I am comfortable with," he said. "The challenge is to see



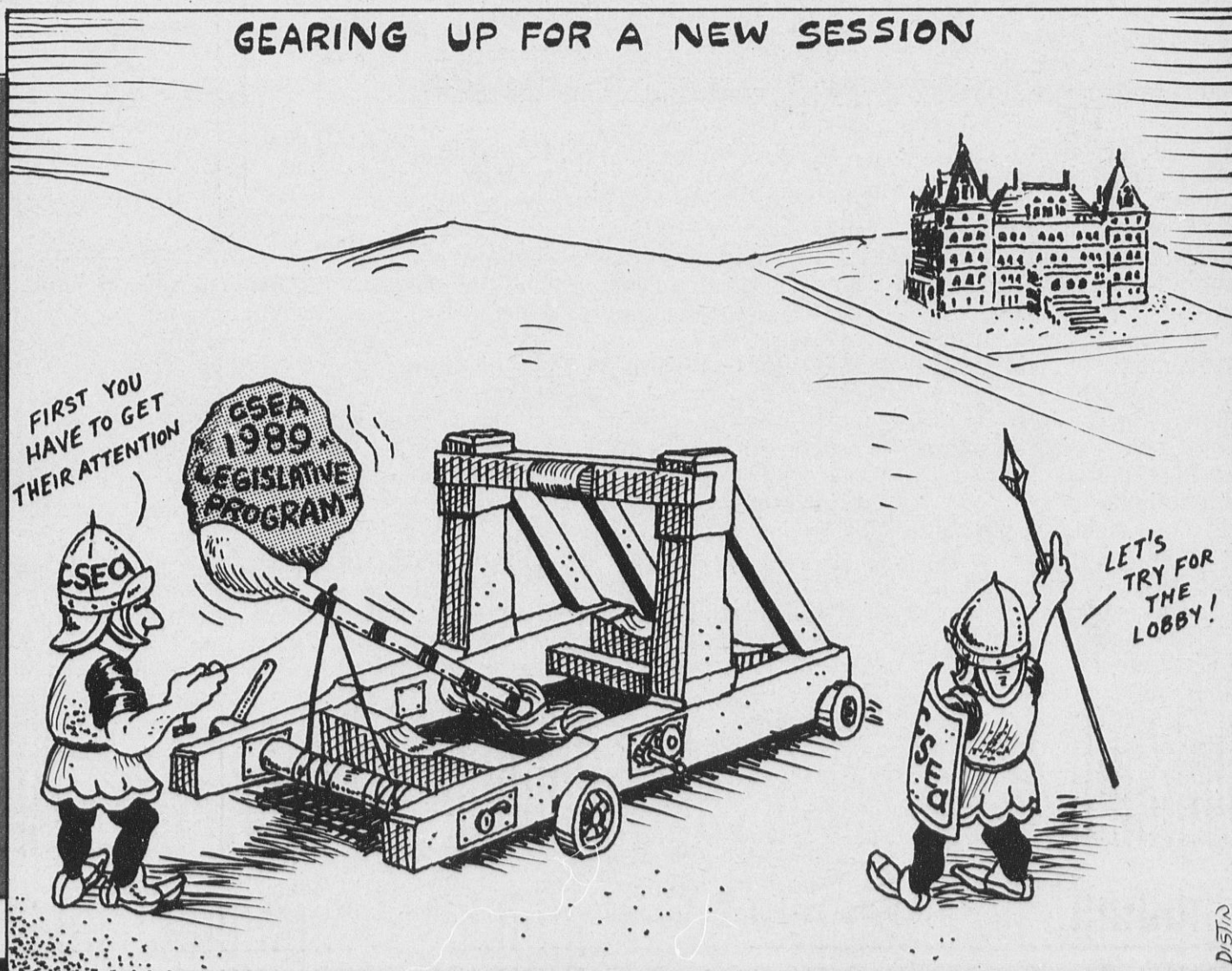
Kenneth Shapiro

whether or not I can be just as successful from the other side as I apparently have been from the government side."

While CSEA has a varied legislative package, Shapiro said his job right now is to fight the proposed state budget, which is still being analyzed by the CSEA Research Department.

"At some point, we will see what adverse affects we have. I like to think that at some point we will see whether we can rectify those adverse affects and at the same time give some constructive alternatives," he said.

"I guess the greatest challenge is to see whether I can succeed in getting people to believe that some working people are being hurt. At the same I want to be able to suggest that there may be other ways to accomplish the same thing without people getting hurt."



February is

# Black History Month

PART ONE OF A TWO-PART SERIES ABOUT CSEA MEMBERS WHO GIVE MEANING TO BLACK HISTORY

## Henry Bryant's life-long fight to end prejudice

By Sheryl Carlin  
CSEA Communications Associate

HEMPSTEAD — Henry Bryant got his first taste of prejudice 30 years ago when, as a 10-year-old, he traveled from his home in Harlem to Louisiana to spend the summer with his grandmother.

He was with his brother, and while they were visiting, Bryant's grandmother died. As if that were not horror enough, the ambulance refused to pick her up because she was black.

"The ambulance wouldn't take her and we couldn't understand why. Then a wagon pulled up and they just threw her in the back," he said, shrugging his huge shoulders against the chill of the memory.

"It was then that I realized why we sat in the back of the bus," Bryant said.

"My brother and I threw rocks at the police cars. My grandmother was a fine woman," he added proudly.

This was the same woman who, Bryant recalled, on Thanksgiving brought plates of food to the junkies on her Harlem roof.

When he was about 15, Bryant's family moved to Hempstead.

Shortly after that, he and some friends were asked if they wanted to join the National Association for the Advancement of Colored People (NAACP) Commandos.

"You couldn't just join the organization," Bryant said with a smile, "you had to get through orientation first."

Among other things "orientation" consisted of learning how to conduct yourself at demonstrations and "getting slapped in the head and called nigger."

"The NAACP is a non-violent group and in order to become a member you had to be able to hack the abuse without responding with violence," Bryant said.

"Black or not, they didn't need you if you couldn't remain non-violent," he added.

It took Bryant two years to become an active member.

Over the next six years, until the Commandos disbanded, Bryant participated in many demonstrations to promote equality and better housing for blacks.

One of the big issues Bryant's group fought for was to allow blacks to join the fire department.

"When I came to Hempstead, there were no blacks in the fire department," Bryant said. "We held large, spontaneous demonstrations outside of all the trustees' and the Mayor's houses.

"After that, they began to negotiate with us," he added.

Now the fire department is fully integrated.

Bryant, a labor foreman for the village of Garden City for 20 years, is a member of Nassau County CSEA Local 830.

He remains concerned about proper education for black youth.

"Too many schools in the black areas are in need of good teachers and supplies," he said. "And there's still a lot of drugs."

Bryant said he resents it when the town wants to "clean" the main streets of drugs because the pushers end up in his neighborhood.

"What they really do is corral the pushers and send them further into the residential areas," he said.

Bryant said his son found a needle in the sand at school "and now they have to rake the sand each morning before the kids can play."

Although Bryant played semi-pro ball in high school and is currently a little league coach, his hero is not an athlete.

"Martin Luther King Jr. is my hero," he said. "He opened the door to a lot of things for blacks.

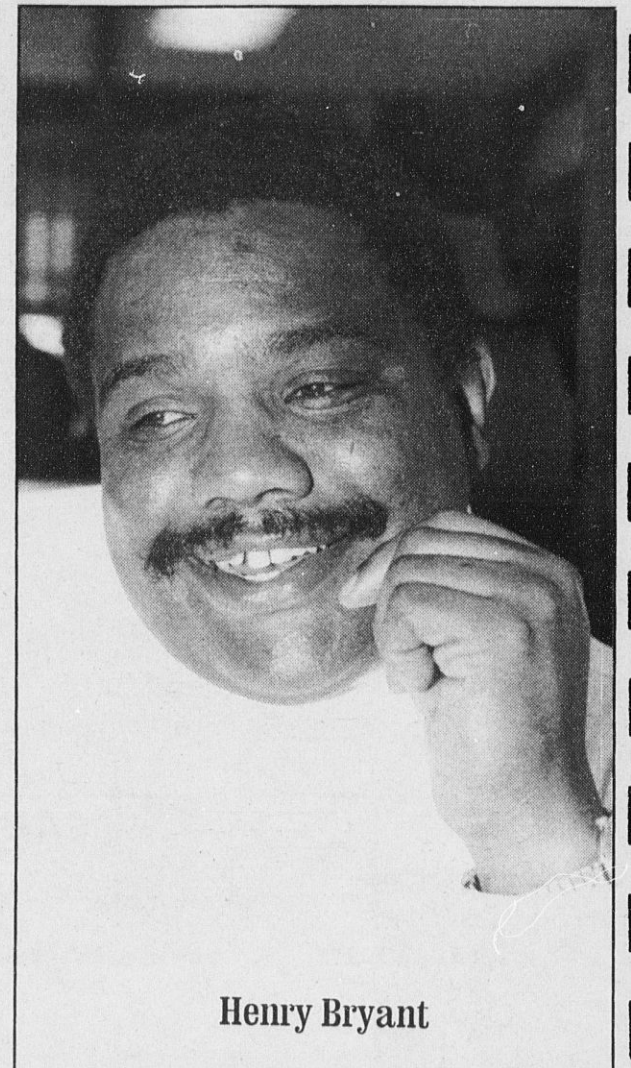
"King is the reason I joined the NAACP. I watched that man speak and saw the abuse he was willing to put up with," he said. "He's really a man everyone can look up to."

Bryant worries that there are not enough role models for today's black children.

"Kids look at the pimps and pushers with their fur coats and gold chains, driving around in their new cars, and they say, 'he's bad.' That gets me really mad," Bryant exclaimed.

"I tell them these guys are bad news and that they're killing their own people to get those fancy things."

Bryant and his family live in a predominantly black area but Bryant makes an effort not to separate himself because of his race. Sometimes it's still not easy.



Henry Bryant

Last year when the village of Garden City held their employee family picnic, Bryant and his family were the only blacks there.

"I was in the pool with my son and two little white girls said, 'No niggers allowed in the pool,'" he related.

"I wonder if they get that talk from their homes," he said. "I often hear kids yell 'hey nigger' when I'm working."

Bryant's eyes grew moist as he described his last visit to his old Harlem neighborhood.

"The last time I went to see my old friends, they were all strung out," he said. "I had tears in my eyes while they cried on my shoulder telling me how happy they were for me that I made it out of there."

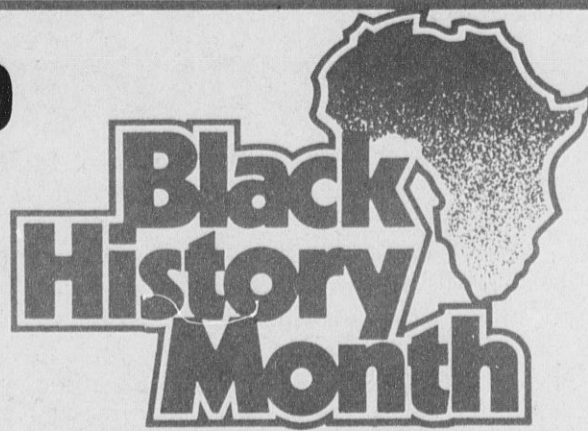
Henry Bryant is a proud man. He believes blacks have come a long way.

"It's great to know that we can be senators, governors and even president," he said.

But as long as the word "nigger" follows Henry Bryant down the streets where he works, there's still a long way to go.



# Pamela Alexander hopes to make world a better place, especially for children



By Anita Manley  
CSEA Communications Associate

ORANGEBURGH — Pamela Alexander says she wants to “change the world.” A community activist “extraordinaire,” Alexander is a one-woman motivator who strives to instill self-esteem in youngsters.

A treatment unit clerk at Rockland Psychiatric Center, Alexander attends Rockland Community College where she is working towards a teaching degree.

“I’m a people person,” said Alexander, a member of CSEA Local 421. “Young people. They’re our tomorrow. They need examples. They need to see that they can make it.”

Some of the projects that Alexander has been involved in include the founding of a scholarship fund for disadvantaged children, youth training for a local restaurant chain, coordinating Martin Luther King Jr. memorial ceremonies in her community, directing an ecumenical choir, supervising youth recreation and editing a church magazine.

Alexander has also conducted workshops for youngsters to instill positive reinforcement.

“Our motto is ‘I will think positive, feel positive, have positive results, success and no less,’ ” she said.

“You have to encourage kids, especially kids from deprived backgrounds.”

Alexander said children can overcome their negative environment. “You have to try to help them realize that there’s no obstacle they can’t conquer.”



**“You have to encourage kids, especially kids from deprived backgrounds. You have to try to help them realize that there’s no obstacle they can’t conquer.”**

## CHARLES PERRY: Community activist

CHARLES PERRY, a member of Manhattan Psychiatric Center CSEA Local 413, has been named recipient of the first Annual Dr. Martin Luther King Jr. Freedom Award presented by the facility. Perry, right, shows CSEA President Joe McDermott a large medallion that came with the award. Manhattan Psychiatric Center honored Perry “in recognition of your many years of dedicated service to our patients at Manhattan Psychiatric Center, and your involvement in numerous community activities. This is truly in the spirit of the late Dr. Martin Luther King Jr.”



# Nancy E. Hoffman New counsel joins CSEA

By Kathleen Daly  
Associate Editor

ALBANY — Nancy E. Hoffman's experience as a lawyer is an asset to her and to CSEA, but one part of her background gives her real insight into the union she now serves as general counsel.

"I can actually say I ran a copier, got coffee when that was what secretaries did; I took dictation and all that," Hoffman said. "The fact is, the people who make things happen are the support people. On the institution side, they also make things happen. They have the client contact. These roles are not given their due."

Hoffman is well aware that those support people are a good percentage of the people CSEA represents. And her respect for the "doers" of the system is part of what brought her to CSEA.

With a varied professional background, Hoffman had her most direct labor experience as associate counsel with the New York State United Teachers union and on the other side of the table as an associate with the firm of Plunkett and Jaffe, representing public employers.

She was first assistant counsel for fair hearings in the state Department of Social Services, deputy counsel in the division of legal affairs with the same department and an assistant attorney general for the state. She also served as assistant corporation counsel in the New York City Department of Law, where she was appointed to the department's honors program.

Her true interest has always been labor law, sparked when she was 16 and her father talked about labor issues in his furniture plant.

"What fascinates me is that separate interests with conflicting priorities can work out their conflicts so that both get what they need in a constructive way," she explained. "Neither side can turn its back on the other side. We're in this together for the long haul and we're in it to help each other."

Hoffman earned her law degree at St. John's University, has a bachelor's degree in industrial and labor relations from Cornell

University and a master's in American history from New York University.

She is a member of several professional organizations, including the state Bar Association's Labor and Employment Law Section, serving on the Committee on Internal Union Affairs; the American Bar Association's Law Section, serving on the State and Local Government Bargaining

Subcommittee; and the state Women's Bar Association. Hoffman won the American Jurisprudence Book Awards for Excellence in Labor Law.

CSEA offers her a particular challenge because her job as general counsel has broad responsibilities.

"I think the general counsel has to ensure that the individual representation is of the highest caliber and at the same time that the union as a union gets its necessary legal representation," she said.

While the Legal Department is relatively young, she said, she is impressed with the quality of the staff.

"We have a really good group of people here in the counsel's office, which as a department has existed for a year and a half. That's relatively new in terms of developing an in-house legal staff," she said. "We have an absolutely wonderful start in terms of the experience and ability of the attorneys here."



Nancy Hoffman

## Lawyers join CSEA department

### Paul Bamberger

Paul S. Bamberger, one of the newest members of the CSEA Legal Department, became interested in labor law during college, when he marched in 1978 in a picket line to support striking cafeteria workers.

"I began to realize the power that the union had," Bamberger said. "Unions do more for working people of this country than any other organizations."

Before joining the CSEA Legal Department, Bamberger practiced union-side labor law for over a year with the firm of Guirrieri, Edmond and James, in Washington, D.C., where he gained extensive experience in union litigation through his involvement in precedent-setting litigation between Eastern Airlines and its unions.

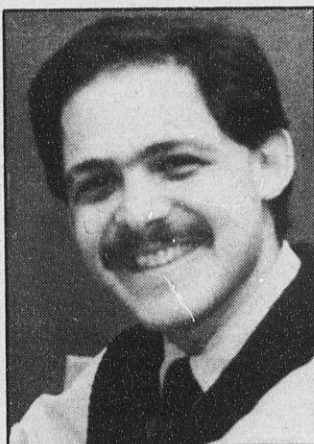
Bamberger, a graduate of Harvard Law School, was active with union organizing before he was out of school. In his third year at Harvard, he organized a student boycott against "union-busting" law firms which were recruiting on campus.

"I was a union organizer before I went to law school," He said. "I went to law school in order to practice labor law."

Bamberger came to CSEA out of a desire to practice in-house-labor law, and to be back in the Northeast, near his family.

Originally from the Boston area, Bamberger attended both Yale University and New York University, where he earned a bachelor's degree in labor history, with honors.

Bamberger, his wife, Alison, and five-month-old son, Jerehme live in Valatie.



### Eileen McCarthy

Eileen J. McCarthy, recently with the Dormitory Authority of the State of New York, is one of the newest attorneys in the CSEA legal department.

In relating her reasons for coming to CSEA, she responded by evaluating her personal career goals.

"I wanted more of a hands-on-position, I wanted to work more with clients," said McCarthy. "I'm more of a people person." It was this desire that brought her to join CSEA after working in the municipal finance area.

McCarthy worked for more than a year with the Dormitory Authority, where she gained experience in real property law and litigation practice.

A 1987 graduate of Albany Law School of Union University, McCarthy became interested in labor relations while studying it in school. During her law school career, she worked with several law firms, where she gained experience in corporate law, litigation practice and appellate practice. She was involved in moot court and appellate competitions, several of which she was a finalist in.

She credits these programs with helping her to develop her oral advocacy skills, which she feels are her strong point.

"Hopefully I can use them here to provide the membership with the kind of representation they deserve," McCarthy said.

Originally from Rochester, McCarthy holds a bachelor's degree in mass communication and journalism from St. Bonaventure University. She and her husband, Mark, live in Albany.



# HOT DOG!

By Sheryl Carlin  
CSEA Communications Associate

HEMPSTEAD — Some people are calling it “the hot dog caper.”

But John Giordano is no “hot dog.” He’s been a sanitation worker and CSEA member in the town of Hempstead for 25 years. Everyone agrees he has always been a hard, loyal worker.

That’s why it was so upsetting for Giordano when he found out the town had assigned an investigator, armed with sophisticated surveillance equipment, to track him while he was out on compensation.

Not only did the town have him “investigated,” they ended up firing him, saying he had a fraudulent compensation claim based on proof from the investigator that Giordano had sold hotdogs from a hotdog truck while he was on compensation.

But Giordano’s town of Hempstead CSEA Unit of Nassau County Local 830 filed a grievance on his behalf. An arbitration decision reinstated Giordano to his former job with full back pay.

The “hot dog caper” began when Giordano was injured on the job. His doctor told him he could perform only “light duty”, but the town couldn’t give him work in that category. So, after exhausting his own leave time, Giordano went out on compensation.

During that time he sold hotdogs out of his hotdog truck, which he had owned for four years, and returned to work as soon as he had his doctor’s approval.

Giordano knew nothing of the town’s investigation into his hot dog dealings until after he had returned to work and was told he was being terminated because the town said he filed a fraudulent compensation claim.

CSEA Field Representative Jim DellaRocca said the town ordered the investigation after receiving an anonymous tip that Giordano was seen selling hotdogs.

DellaRocca said CSEA proved in arbitration that the duties of a

## Part-time hotdog vendor wins back full-time job

sanitation worker in no way resemble the activities of a hotdog vendor.

“A sanitation worker must be able to get out of the truck and help load, and he has to make starts and stops hundreds of times each day. That’s a far cry from parking a truck and selling hotdogs,” DellaRocca said.

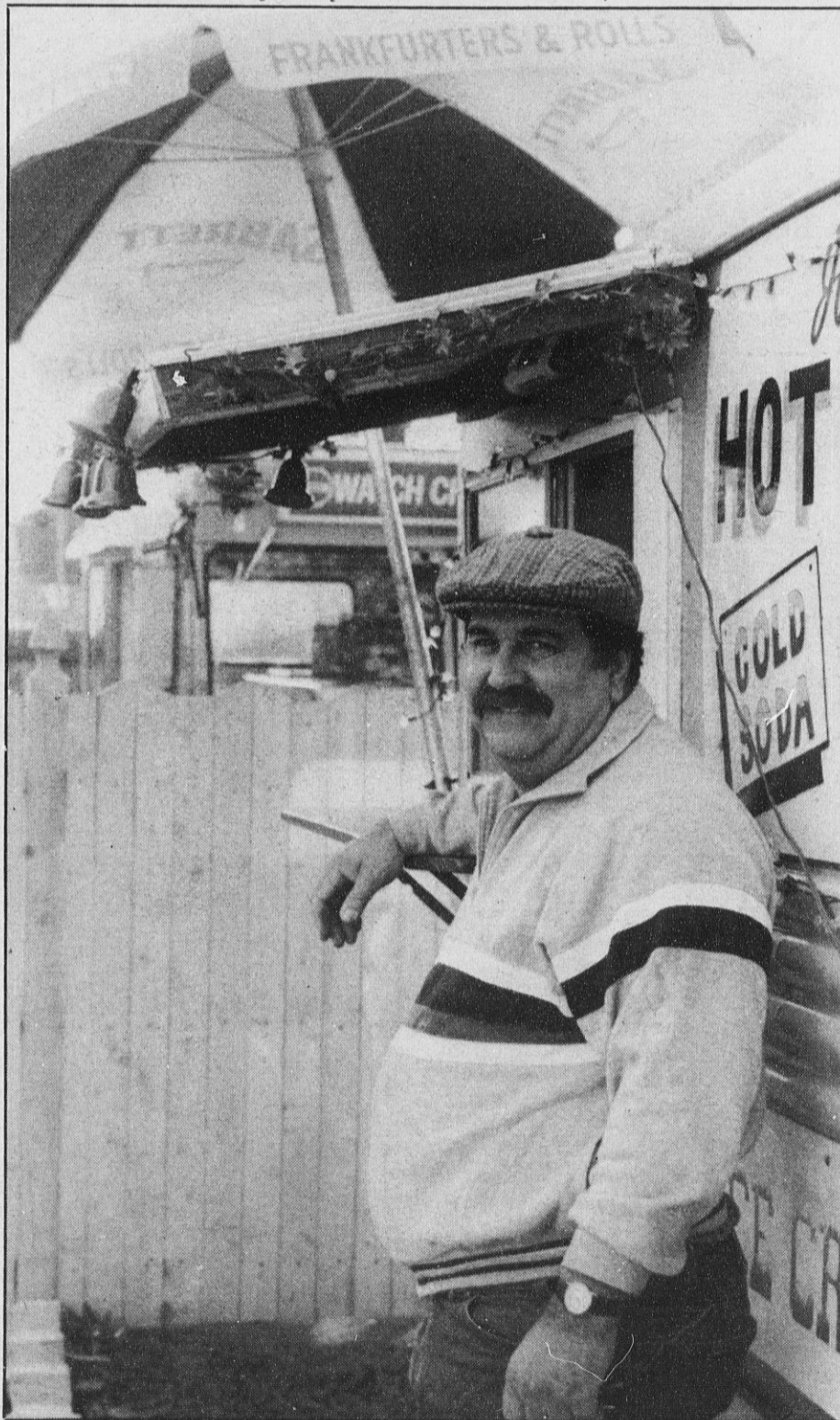
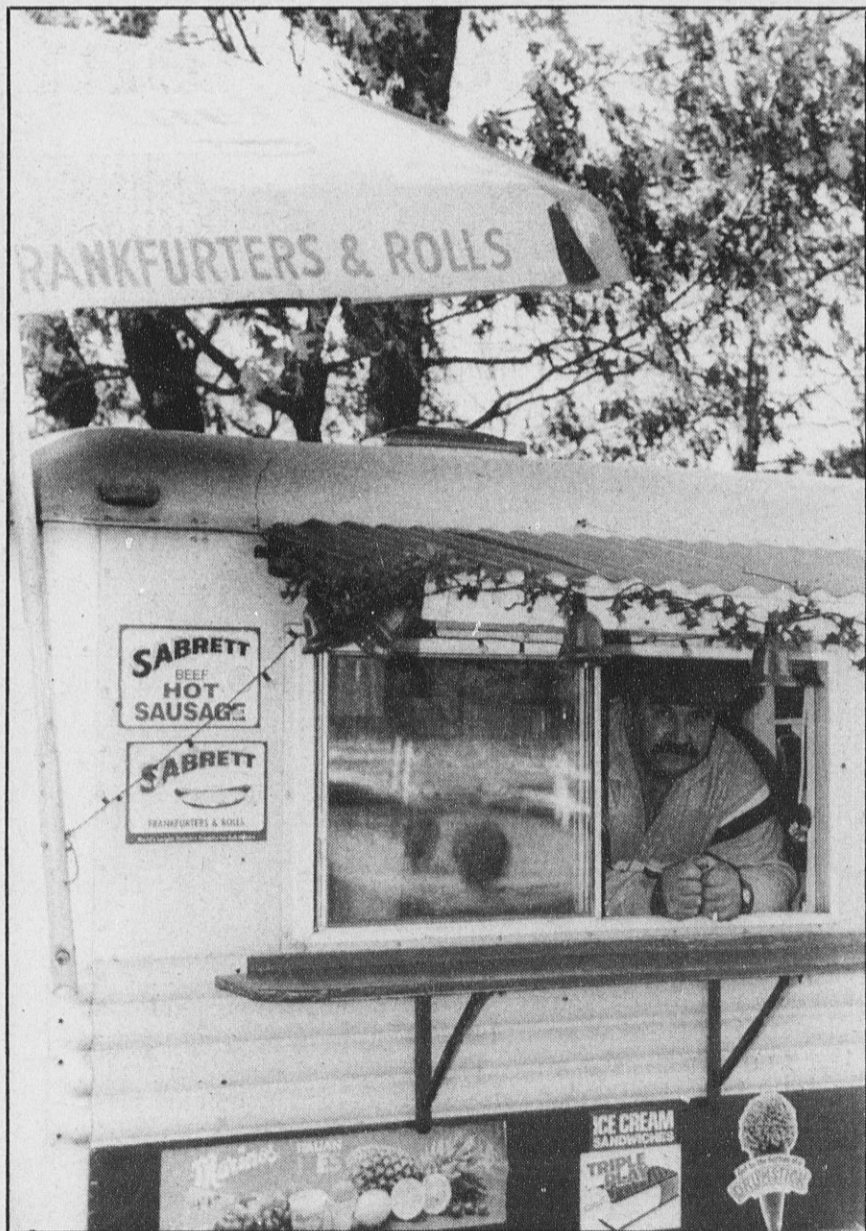
The arbitrator agreed, ruled Giordano was wrongly terminated and ordered the town to rehire him to his original job and route with full back pay. He will receive more than seven weeks of back pay.

“The last couple of days I’ve felt like I’m on top of the world. I was really upset about it,” Giordano said shortly after returning to work.

“I can’t believe they accused me of having a fraudulent claim, especially after I used up all of my own time before I went on compensation.”

Giordano had a list of people he wants to thank, including DellaRocca, town of Hempstead Unit President Pete Ellison, regional attorney Dick Gaba and Unit Executive Assistant Rich Sater.

“They all did a great job for me,” Giordano said. “I’m elated.”



JOHN GIORDANO, who's worked for the town of Hempstead for a quarter of a century, says he can't believe the town accused him of filing a fraudulent claim for compensation because he sold hotdogs from his truck.



# Remember His Dream?

Martin Luther King, Jr. Day January 18, 1989

## Not in the village of Garden City!

By Sheryl Carlin  
CSEA Communications Associate

GARDEN CITY — CSEA members in the village of Garden City hit the streets for their third annual demonstration recently, protesting the village's refusal to honor Martin Luther King Jr. Day.

"It is recognized as a national, state and city holiday and I think it should be recognized as a Garden City holiday too," said CSEA Unit President Frank Jaronczyk.

About 100 protesters turned out to demonstrate, most of them members of the CSEA unit.

"Nassau County Local President Rita Wallace and some other supporters from the local also came to walk with us," Jaronczyk said.

Both he and Wallace were interviewed by various television and radio stations.

The nearly 200-member unit's contract expires May 31, and the King holiday will be part of negotiations, Jaronczyk said.

Henry Bryant, one of the few black employees in the village, looks on the King holiday with respect.

"My feelings about Martin Luther King go way back to when I was a freedom fighter," he said. "I was involved in the NAACP for a long time and I'm always especially bothered at this time of year that the village of Garden City refuses to honor him."

The village claims it's a matter of economics, Jaronczyk said, but he has his doubts.

"The village is predominantly made up of Anglo-Saxon whites and I think that has something to do with it," he said. "They also don't like the idea of anyone rocking the boat."



ON THE MARCH — CSEA unit members and supporters marched to protest the village of Garden City's refusal to recognize Martin Luther King Jr. Day. In the photo at left, Nassau County Local 830 President Rita Wallace leads marchers. Above, Unit President Frank Jaronczyk answers questions for a television reporter.

# On the march in HORSEHEADS



CSEA CENTRAL REGION President Jim Moore, above, addresses picketing unit members during demonstration.

Compiled By Daniel X. Campbell  
CSEA Communications Associate

**HORSEHEADS** — The latest in a series of public demonstrations by CSEA members in the Horseheads School District has led to a resumption of negotiations in a last-ditch effort to resolve a long-standing contract impasse.

Following the demonstration, board members asked union representatives to attempt, one last time, to negotiate a settlement. CSEA agreed and a bargaining session will be held in the immediate future.

CSEA Central Region President Jim Moore led members of two CSEA bargaining units, joined by other area CSEA locals and unit members and representatives of the district's unionized teachers, in a vocal demonstration outside a recent meeting of the school board. The union members were protesting, again, the continuation of an impasse in contract talks for members of CSEA's Custodial/Maintenance and Bus Drivers units. Moore later addressed the board members during their meeting.

"Ninety-five percent of the Central Region's school units already have negotiated contracts, and only the Horseheads and Malone school districts are without agreements because of a lack of honest, good-faith bargaining on the part of both district administrations," Moore told the board.

CSEA officials charge that the school board is continuing the dispute by rejecting fact finding reports issued for both units. The union has accepted the reports and is urging the district to use the reports as the bases for negotiated settlements.

"We are getting stronger, not weaker, as the school board drags out these negotiations," said Barbara Watkins, president of the Custodial/Maintenance Unit.

"If the board requires all of the district residents to pay their fair share of operating costs, how can the district not accept the separate fact finders' recommendations to grant agency shop to the two bargaining units?" Charles Taylor, Bus Drivers' Unit president asked. "They're presenting a very bad example to the district students and residents by being so anti-fair-play in this situation."

**“Ninety-five percent of the Central Region’s school units already have negotiated contracts, and only the Horseheads and Malone school districts are without agreements because of a lack of honest, good-faith bargaining on the part of both district administrations.”**



OFFICERS AND MEMBERS of the two bargaining units gather to review the fact finder's report. Seated, from left to right, are: Joyce Allington, president, food service; Mike Campon, collective bargaining specialist; Barbara Watkins, president, custodial maintenance; and Charles Taylor, president, bus drivers. Unit members, standing, from left to right, are: Tom Stansfield; Norris Hall; Leonard Gray; Patricia Williams; Shawn Connick, CSEA Field Representative; Donna Bliss; Bob Ritter; Kathy Dunn; and Mary Everetts.

# CSEA's LEAP Department is REACHing out!

Reading. The ability to comprehend depends upon it. Without reading skills it's difficult to learn about job or promotional opportunities, let alone apply for them. Without being able to read it is difficult, sometimes impossible, to obtain a driver's license, follow directions or instructions or help a child with homework.

Reading is an under-appreciated skill society takes for granted. The more limited the reading level, the more limited the individual's activities, from social development to self improvement on and off the job.

People who cannot read, or read only at low levels, often have a very low self image. But as those skills increase, so too does the individual's self confidence and they are finally able to begin to realize their dreams.

One of those dreamers whose hopes are beginning to come true is Tim Girvin, a CSEA member of the state Office of General Services (OGS) grounds crew in Albany.

The vehicle that is making his dream materialize, and giving similar hope to many other CSEA members as well, is a project called REACH—Reading, Education, Achievement. The program is sponsored jointly by CSEA and the Governor's Office of Employee Relations (GOER) under terms of CSEA contracts with the state for state employees in four major bargaining units.

The reading skills improvement program provides one-on-one tutoring by trained volunteer tutors for employees who wish to upgrade their reading skills. Students and tutors, generally fellow state employees, participate in learning sessions a couple of times a week at mutually agreed upon times and locations.

It is a shared time project, with both student and tutor donating one hour of work time to each two-hour tutoring session and the state matching the donated time.

Tim Girvin has shown excellent progress in advancing his reading skills since he began in the REACH program in July 1987.

He has been rewarded with a much higher level of comprehension, has realistic hopes for promotions that previously were not possible and his confidence is soaring.

In recognition of his achievements, Girvin has been named the first "REACH Student

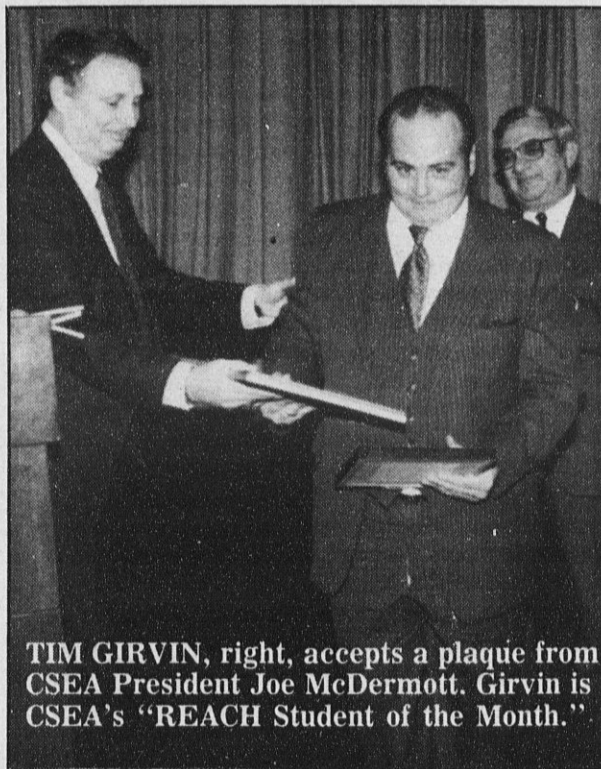
of the Month" by CSEA's Labor Education Action Program (LEAP), which administers the REACH project along with several other education programs for the union.

And Girvin's tutor, Ray Parafinczuk, an OGS management confidential employee, was honored as January's "OGS Employee of the Month" in recognition for his record of volunteerism, including participation in the REACH project.

Girvin also won honors in January for a brief essay he wrote as part of the "Celebration of Literacy" program. He freely admits that without REACH he would not have been involved in that celebration because he would not have been able to read about it in the first place.

CSEA statewide President Joe McDermott presented Girvin with a plaque in recognition of his award-winning essay.

"The efforts by Tim and Ray, his tutor, are truly what labor/management relations are all about," McDermott said. "This is a real example of the items that are hammered out in negotiations and which, in that forum, seem so far remote from actual achievement. But Tim's success is something we can all see, honor and appreciate."



## Region IV Info Days to provide answers

Do you have questions concerning LEAP, REACH or PALS? They are all educational programs administered by CSEA's Labor Education Action Program (LEAP).

Do you know what your retirement benefits will be, what insurance coverage you have, or what other benefits might be available to you as a CSEA member?

The answer to questions such as those can be obtained from experts at a CSEA Information Days program scheduled for

Feb. 21, 22 and 23 at the North Lobby of the Concourse of the Empire State Plaza in downtown Albany.

"This is an opportunity all CSEA members should utilize to improve their understanding of what CSEA is doing on their behalf," said CSEA Region IV President C. Allen Mead. "We expect numerous CSEA service providers to attend this important informational program."

The program will operate from 11 a.m. to 2 p.m. each day.

The tutor training project is but one phase of the REACH program. Other portions of REACH include the computer-based training program PALS (Principle of the Alphabet Literacy System) and ESL (English as a Second Language). Locations and contacts for participation in the various REACH programs are as follows:

**PALS (Principle of the Alphabet Literacy System) — computer-based training**  
Kings Park Psychiatric Center (Long Island) Scott Sherman (516) 544-2741

Hudson River Psychiatric Center (Poughkeepsie) Jean Wolfersteig (914) 452-8000

Creedmoor Psychiatric Center (Queens) Marilyn Gelfand (718) 464-7500 x5182

Pilgrim Psychiatric Center (Long Island) Vicki Shultz (516) 434-5195

Broome Developmental Center (Binghamton) Mary Jeanne Perlmutter (607) 770-0410

Wassaic Developmental Center (near Poughkeepsie) Rosalie McClinton (914) 877-6821 x3170

Letchworth Village Developmental Center (Thiells) Eleanor Flaherty (914) 947-1000 x3209

Brooklyn Developmental Center (Brooklyn) June Fox (718) 642-4606

Bronx Developmental Center (Bronx) Alan Kramer (212) 430-0790

Monroe Developmental Center (Rochester) Kathy Martin (716) 461-8975

**ESL (English as a Second Language) — Classroom Training in English as a Second Language**

SUNY Stony Brook (Long Island) Shirley Menzies (516) 444-2536

Pilgrim Psychiatric Center (Long Island) Janet Dombrowski (516) 434-5195

Wassaic Developmental Center (near Poughkeepsie) Rosalie McClinton (914) 877-6821 x3170

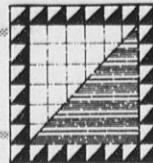
(English as a Second Language classes are in the process of being established at Creedmoor and Kings Park Psychiatric Centers, and Bronx and Letchworth Village Developmental Centers)

**Tutor Training—(One-On-One Tutoring Program)**

**ALBANY AREA —**  
Ivan Coello or Amy Rossman (518) 473-3939

**BUFFALO AREA —**  
Buffalo State College (716) 878-6303

**COMING NEXT EDITION:  
Project REACH sets up a beachhead in western NY at Buffalo State College**



## Grape expectations



Practicing the activism that CSEA preaches, the union's Board of Directors recently passed a resolution calling on the Desmond-Americana Hotel in Albany where the board meets regularly, to observe the boycott of California table grapes. CSEA is a strong supporter of the boycott begun by the United Farm Workers. Two CSEA activists a day are fasting throughout 1989 to draw attention to the farm workers' plight and the dangerous pesticides used by grape growers.



**A REMARKABLE RECORD** — CSEA Treasurer Mary Sullivan, left, statewide Secretary Irene Carr, second from right, and Executive Vice President Danny Donohue, right, flank Jean O'Hagan, a supervisory clerk in CSEA's Insurance Department, at her recent surprise retirement celebration.

O'Hagan has worked for CSEA for 45 years and that deserves special recognition. When she began working for CSEA, the union operated out of two small rooms in the basement of the state Capitol.

Jean, you've obviously seen a lot of change here over the years and we hope the best is yet to come for you!

## A sister in need

**HICKSVILLE** — Anna Christi, a teacher aide in the Hicksville School District has a 25-year-old son, Julio, who has battled leukemia for eight years now.

A bone marrow transplant operation has been scheduled for him in Seattle, Wash., sometime in the middle of February.

In addition to dealing with the trauma of their son's illness, his parents will soon face the astronomical expense of flights, hotel bills and other costs.

Hicksville School District CSEA Unit President Linda Hild says members in her unit have begun collecting money for the family.

Constance Cerny, co-worker and friend to the Christis, will be handling the donations.

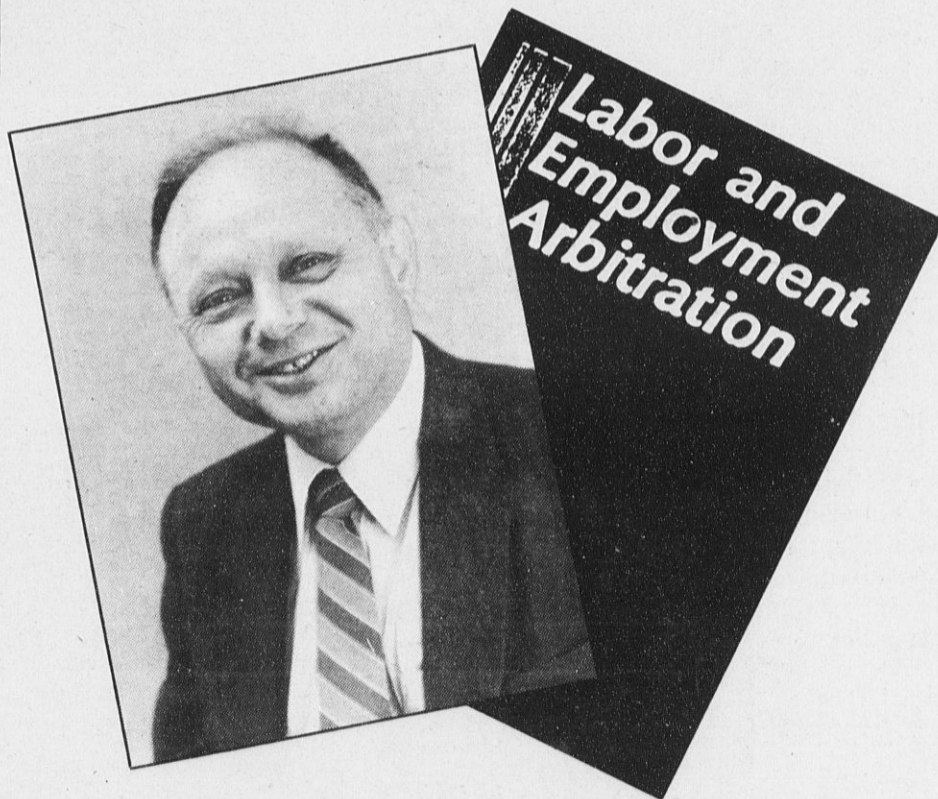
Any CSEA brothers and sisters who can afford to make a contribution should send their checks to Constance Cerny and mail them to her at 21 Monroe Avenue, Hicksville, New York 11801.

The unit is part of CSEA Nassau County Educational Local 865.



## Good idea pays off

Clarence Dember, right, accepts plaque and congratulations from Eudora Pettigrew, president of State University College at Old Westbury, for submitting a prize-winning employee suggestion that is expected to save many thousands of dollars. CSEA Local 618 President Ted Matthews, second from left, and Vice President Charles Van Tassell watch. Dember proposed locating deep-fat fryers away from refrigerators to avoid premature failure of compressors because of grease accumulation. Dember said he has more ideas to submit.



## A textbook case

When CSEA says with pride that its deputy counsel, Jerry Lefkowitz, "wrote the book" on public sector labor law, it's a comment that's a matter of record.

Lefkowitz, who's published more than a few articles over the years, has his latest contribution included in a law school textbook titled "Labor and Employment Arbitration."

Lefkowitz was a member of the Public Employment Relations Board (PERB) prior to joining CSEA in 1987.

LONG ISLAND — Gloria Moran, new president of CSEA Region I, looks forward to giving the job "100 percent."

Moran, who has headed the CSEA Nassau County Crossing Guard Unit for the past nine years, became the first woman to head CSEA's Long Island Region when she took over the post after former president Jerry Donahue resigned.

Moran brings enthusiasm and determination to the position. "I don't take on a job unless I feel I can give it 100 percent," she says.

Union lingo was part of Moran's childhood as her father and his two brothers were busy organizing and leading unions for tailors, jewelers, cafeteria workers and custodians.

"My upbringing was extremely union-oriented," Moran says. "Thirty-five years ago I went into New York City and worked on organizing the white collar steamship employees."

That was how she met her husband of 33 years, James Moran. The couple have four children, five grandchildren and two more on the way.

The 54-year-old Levittown resident says she became involved with CSEA about 15 years ago.

"I attended my first union meeting, I asked a question, and I couldn't get an answer," she says.

"I attended the next meeting and still — no answer. That was when I decided to get involved," she explains. "I don't remember what the question was or even if I ever did get an answer. But here I am."

Moran's 15 years of union experience is vast. In addition to serving as a unit president for nine years and being on a variety of committees, she has also been the secretary for the CSEA Nassau County Local 830 for seven years, a CSEA and AFSCME delegate, regional vice president and now, regional president.

She says she is pleased and gratified to be the first woman CSEA Region I President.

"I don't think it's a male-female issue," she says, "However, I do think it's time. Women are a huge part of CSEA and I think they're pleased to see a female in a top position."

Moran has set immediate goals for the 60,000-member region.

Moran says her first priorities are to strengthen CSEA's presence throughout Nassau and Suffolk counties and improve services to every CSEA member here.

"We must let those members know that CSEA is the best way to get results," she adds.

Moran also plans to get out into the units and locals to meet the membership.

"I want to talk to the woman who pushes the mop at the psychiatric center and the man who works for the sanitation department," she says.

"I want the members to know I am here to serve them."

# Long Island's strong new leadership

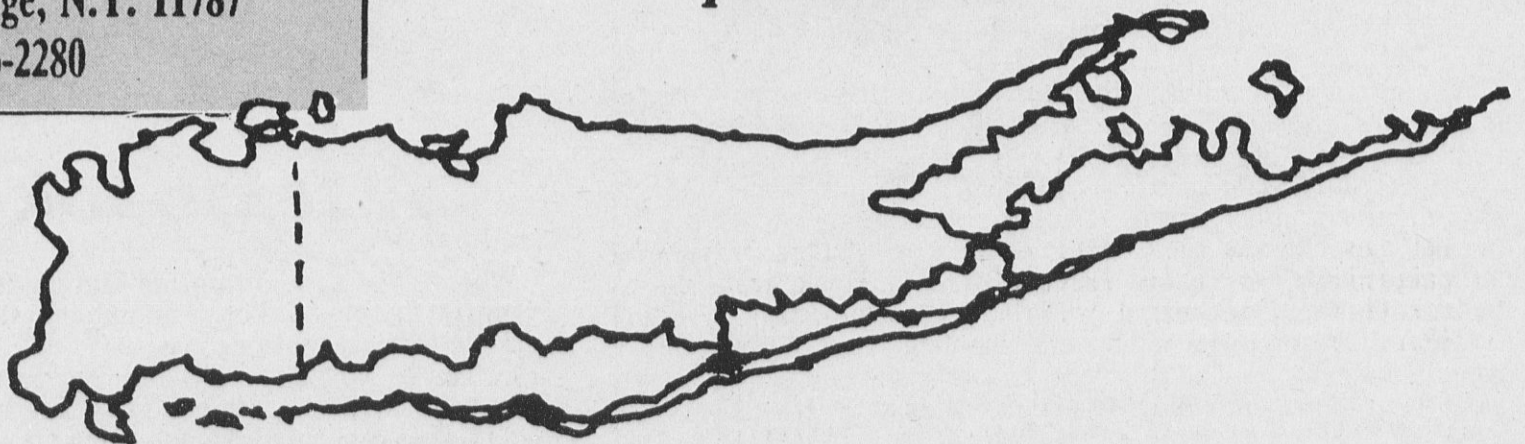
By Sheryl Carlin  
CSEA Communications Associate



## Gloria Moran:

*Region I's  
first  
woman  
regional  
president*

LONG ISLAND REGION I  
Hauppauge Atrium Building  
300 Vanderbilt Motor Parkway  
Hauppauge, N.Y. 11787  
(516) 273-2280



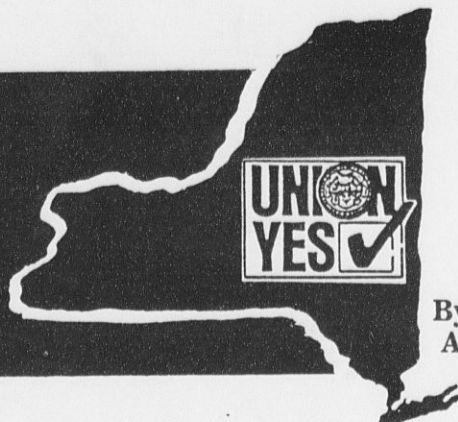


Special supplement to

# THE PUBLIC SECTOR

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

ISSN 0164 9949



By Kathleen Daly  
Associate Editor

## CSEA unveils its Legislative Program

ALBANY — This year CSEA faces one of the greatest legislative challenges — a proposed state budget that threatens state employees with layoffs, local governments and school districts with drastic cuts and all state residents with cuts in vital services.

And this year, CSEA is up to the challenge. President Joe McDermott is living up to his pledge to increase the union's legislative clout with a powerful approach.

"We cannot depend on the good graces of government to give our employees what they need and deserve," McDermott said. "Building up our Legislative and Political Action Department is the best way to have the clout to achieve our goals."

To do that, the statewide Political Action Committee has fine-tuned its priorities in this year's legislative package; the experienced Joseph Conway has taken over as the CSEA's first federal legislative liaison; and the Legislative and Political Action Department has hired respected political consultant Norman Adler to conduct training for regional PACs and political action

liaisons (PALs). Making an even more powerful statement, the union has hired as its new lobbyist the well-known Kenneth Shapiro, formerly the longtime counsel to three state Assembly speakers.

This special supplement is your guide to CSEA's 1989 Legislative Year — it is only the beginning of what will be long-running coverage of CSEA's legislative and political action efforts on all levels.

In it you will find information on Gov. Cuomo's threatening state budget; a coupon that you can use to join the fight against the budget proposal; a list of your legislators and a sample letter you can send to oppose the budget; the union's Legislative Package to be presented to the state Legislature; and other highlights of the legislative year.

Keep this supplement for reference — it will come in handy as we progress through the legislative year and call on you, our members, to join the legislative process that will benefit you.

## Budget battle begins

ALBANY — Gov. Cuomo's proposed budget that threatens layoffs, cuts in aid to local governments and school districts and reduced services will be CSEA's legislative priority as long as necessary.

Until the budget is settled, said CSEA's new lobbyist, Kenneth Shapiro, the Legislature itself will be concerned with little else. So CSEA is now marshalling its resources — its quarter of a million members — to fight Cuomo's potentially devastating plan.

The union has joined a unique coalition that includes county government officials, other public employee unions and non-profit service organizations to fight the budget.

The basis for the fight is an analysis of the problem — the state is not bringing in enough revenue. At the same time, spending has remained relatively consistent. The answer, then, is to increase expected revenues.

That doesn't mean increased state income taxes. It means simply not enacting the third and fourth year of the 1987 tax cut plan

scheduled to take effect in the fall and closing tax loopholes for corporations, a plan that would raise more than \$1 billion.

"Gov. Cuomo talks about running the state like a family — tightening the belt when money is scarce — a fair analogy if you're talking about excessive spending. But we're not," said CSEA President Joe McDermott. "We're talking about dropping revenues. When a family breadwinner loses a job, the family doesn't simply stop eating, they increase revenue. The kids get paper routes, someone picks up a second job or a new job.

"That's all we're asking — get more money into the family budget rather than force us to stop eating. The governor has to remember that those people he plans to lay off have families, too."

CSEA's international affiliate, AFSCME, has analyzed the 1986 tax cut plan. The first two years accomplished their aim, benefiting the poor and middle class. But the final two years benefit the wealthy and may even raise taxes for the middle class.

Not only that, the cuts in aid to local

governments and school districts will translate to layoffs on the local level, higher property taxes and cuts in services that will hurt not only residents but the small business that are often the heart of the economy in smaller communities.

The governor has already threatened layoffs at the state level which translate into eliminated programs and reduced services.

CSEA is not prepared to let that happen when other solutions exist. With the coalition and utilizing its own powerful numbers, the union is waging a campaign to convince state legislators that the proposed tax cuts should be frozen at 1988 levels.

A grassroots campaign is already in the works, and more information will be published as it is available. Right now you can help by writing to your state legislators. A sample letter is on the back page of this supplement.

Meanwhile, CSEA will continue its lobbying efforts to be sure the 1989-90 state budget is a fair one.

See page 5 for story on NYSCEP Coalition

See page 7 for story on new lobbyist Ken Shapiro

# Legislative package

## AGENCY SHOP

This bill would amend the current law to be made both permanent and uniform for all public employees (state and local government).

## CASELOAD LIMITS FOR DEPARTMENT OF SOCIAL SERVICES

This bill would require the state commissioner of social services to establish caseload limits for employees of the Department of Social Services.

## VDT SAFETY

This bill provides minimum safeguards and protections for all operators of video display terminals (VDTs), including alternative work schedules and protection for pregnant employees. It also establishes general specifications for terminals and furniture used in connection with VDTs.

## INPATIENT STAFF-TO-PATIENT RATIOS

This bill would define the term "inpatient staff" and establish staff-to-patient ratios to maximize service levels to patients in facilities operated by the Office of Mental Health (OMH).

## OUTPATIENT STAFF-TO-PATIENT RATIOS

This bill would define the term "outpatient staff" and establish staff-to-patient ratios to maximize service levels to outpatients of facilities operated by OMH.

## RESOURCE UTILIZATION GROUPS (RUGs)

This bill would require the state to reform its Medicaid reimbursement system to adequately reimburse county-operated nursing homes for the care they provide to the sick and elderly.

## ETHICS LAW AMENDMENT

This bill would raise the mandated disclosure threshold from \$30,000 to \$50,000.

## EQUAL PAY PROVISIONS, LOCAL GOVERNMENT

This bill declares the state policy that local governments, including cities and villages, provide equal pay for equal work.

## U-GRADES

This bill amends civil service law and education law to prevent the chancellor of the state university from unilaterally changing positions from competitive classified to non-competitive unclassified status. The bill also contains a similar section that applies to community colleges.

## HEALTH/SAFETY EXCEPTIONS

This bill codifies the health/safety exception to the "work now, grieve later" rule. The bill allows an employee to refuse to perform an assignment when that employee has a good and reasonable belief that there is real danger of injury or death.

## CONTRACTING OUT

This bill is being drafted by the CSEA Legal Department. It will seek limitations in contracting out in the public sector.

## RETIREMENT/RETIREES

### BOARD OF TRUSTEES

The Employees Retirement System is presently administered by the state comptroller, who is also the sole trustee of more than \$18 billion in assets. Public employees who are members or pensioners of that system have no voice in investment decisions made by the comptroller, unlike those in the five pension systems in New York City and the New York Teachers Retirement System. This bill would guarantee a union member voting membership on the Board of Trustees for the Employees Retirement System.



## PENSION SUPPLEMENTATIONS — AGE 55

This bill would extend the present pension supplementation law, which expires Aug. 31, for another year.

## PERMANENT COLA

This bill would provide an annual cost-of-living adjustment (COLA) for the pension allowances of retired public employees.

## SOUTH AFRICAN DIVESTMENT

This bill would amend Section 199b of the Retirement and Social Security Law to require the divestment of retirement funds invested in entities doing business in or with the Republic of South Africa and allows a three-year period for divestment to occur.

## TIER I, II AND III RE-OPENERS

This bill would allow employees who were on the payroll prior to the cutoff date for eligibility in the lower tier and who, through no fault of their own, were both eligible for membership and reasonably believed they had properly applied for membership, to file to become members of the lower tier.

## RETIREE HEALTH INSURANCE

This bill requires that unremarried spouses and dependents be able to purchase health insurance at 1/4 of the full cost.

## INCREASED SURVIVOR'S BENEFITS

This bill equalizes the death benefit for all eligible state retirees at \$3,000.

## TIER IV WITHDRAWAL

Members of Tier IV of the retirement system are required to contribute 3 percent of their salary to the system. Currently, Tier IV members may not receive their contributions until age 62 or death, even upon separation from employment. This bill would provide for the refund of contributions plus interest upon separation from public employment prior to vesting.

## VETERANS BUY-BACK

This bill would allow veterans of World War II to purchase up to three years of credit in the retirement system.

## VETERANS ID RECORDS

This bill would require employers to maintain permanent veterans identification records to aid in the computation of fiscal notes for veterans' bills.

## TIER II, III, IV 30/55 RETIREMENT

Chapter 873 of the laws of 1985 allows members of the Teachers Retirement System to retire at age 55 without a pension reduction, provided they have served at least 30 years. This bill would give the same option to members of Tier II, III and IV.

## 12-MONTH CREDIT

**FOR 9- TO 10-MONTH SCHOOL DISTRICT EMPLOYEES**  
This bill would allow non-teaching school district employees who do not work a full calendar year to earn 12 months of credit in the retirement system.

# The Legislature

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

New York State Senate  
Albany, NY 12249

New York State Assembly  
Albany, NY 12248

## New York State Senate

Senate District	Name
1	Kenneth P. LaValle
2	James J. Lack
3	Caesar Trunzo
4	Owen H. Johnson
5	Ralph J. Marino
6	John R. Dunne
7	Michael J. Tully Jr.
8	Norman J. Levy
9	Dean G. Skelos
10	Andrew Jenkins
11	Frank Padavan
12	Leonard P. Stavisky
13	Emanuel R. Gold
14	George Onorato
15	Serphin R. Maltese
16	Jeremy S. Weinstein

Senate District	Name
17	Howard E. Babbush
18	Donald M. Halperin
19	Martin M. Solomon
20	Ada L. Smith
21	Martin Markowitz
22	Velmanette Montgomery
23	Christopher Mega
24	John J. Marchi
25	Martin Connor
26	Roy M. Goodman
27	Manfred Ohrenstein
28	Franz S. Leichter
29	David Paterson
30	Olga Mendez
31	Joseph L. Galiber

Senate District	Name
32	Israel Ruiz Jr.
33	Abraham Bernstein
34	Guy J. Velella
35	Nicholas A. Spano
36	Suzi Oppenheimer
37	Mary B. Goodhue
38	Eugene Levy
39	Arthur E. Gray
40	Charles D. Cook
41	Jay P. Rolison Jr.
42	Howard C. Nolan Jr.
43	Joseph L. Bruno
44	Hugh T. Farley
45	Ronald B. Stafford
46	John M. McHugh
47	James H. Donovan

Senate District	Name
48	Nancy L. Hoffmann
49	Tarky J. Lombardi
50	James L. Seward
51	Thomas W. Libous
52	John R. Kuhl Jr.
53	Paul Kehoe
54	John D. Perry
55	Ralph Quattrociochi
56	Jess J. Present
57	William T. Stachowski
58	Anthony M. Masiello
59	Dale M. Volker
60	John Sheffer
61	John B. Daly

## New York State Assembly

Assembly District	Name
1	Joseph Sawicki Jr.
2	John L. Behan
3	John Powell
4	Robert J. Gaffney
5	Paul Harenburg
6	Robert C. Barraga
7	Thomas F. Barraga
8	John C. Cochrane
9	John J. Flanagan Jr.
10	James Conte
11	Robert Sheeney
12	Phillip B. Healy
13	Lewis J. Yevoli
14	Frederick E. Parola
15	Daniel Frisa
16	Thomas P. DiNapoli
17	Kemp Hannon
18	Earlene Hill
19	Charles J. O'Shea
20	Open
21	Gregory R. Becker
22	George H. Madison
23	Audrey Pfeffer
24	Saul Weprin
25	Douglas Prescott
26	Morton C. Hillman
27	Nettie Mayersohn
28	Alan G. Hevesi
29	Cynthia Jenkins
30	Joseph Crowley
31	Anthony S. Seminerio
32	Edward Abramson
33	Barbara M. Clark
34	Ivan C. Lafayette
35	Helen M. Marshall
36	Denis J. Butler
37	Catherine T. Nolan
38	Frederick D. Schmidt

Assembly District	Name
39	Anthony J. Genovesi
40	Edward Griffith
41	Helene Weinstein
42	Rhoda S. Jacobs
43	Clarence Norman Jr.
44	Melvin H. Miller
45	Daniel L. Feldman
46	Howard L. Lasher
47	Frank J. Barbaro
48	Dov Hikind
49	Peter J. Abbate Jr.
50	Joseph R. Lentol
51	James F. Brennan
52	Eileen C. Dugan
53	Vito J. Lopez
54	Thomas A. Catapano
55	William F. Boyland
56	Albert Vann
57	Roger L. Green
58	Elizabeth A. Connelly D
59	Eric N. Vitaliano
60	Robert A. Straniere
61	William F. Passannante
62	Sheldon Silver
63	Steven Sanders
64	Richard N. Gottfried
65	Alexander Grannis
66	Mark Alan Siegel
67	Jerrold Nadler
68	Angelo DelToro
69	Edward C. Sullivan
70	Geraldine L. Daniels
71	Herman D. Farrell Jr.
72	John Brian Murtaugh
73	Jose E. Serrano
74	Hector L. Diaz
75	John C. Dearie
76	Aurelia Greene

Assembly District	Name
77	Israel Martinez
78	Gloria Davis
79	George Friedman
80	G. Oliver Koppell
81	Stephen Kaufman
82	Larry Seabrook
83	Terrance M. Zaleski
84	Cecile Singer
85	Ronald C. Tocci
86	Richard L. Brodsky
87	Peter M. Sullivan
88	Gregory P. Young
89	Henry W. Barnett
90	Vincent Leibell III
91	George E. Pataki
92	Joseph R. Holland
93	Samuel Colman
94	Mary M. McPhillips
95	William J. Larkin Jr.
96	Lawrence E. Bennett
97	Stephen M. Saland
98	Richard I. Coombe
99	Glenn E. Warren
100	Neil W. Kelleher
101	Maurice D. Hinchey
102	John J. Faso
103	Arnold W. Proskin
104	Richard J. Conners
105	Paul D. Tonko
106	Ronald J. Canestrari
107	James Tedisco
108	Robert A. D'Andrea
109	Glenn H. Harris
110	Chris Orloff
111	John W. McCann
112	John G. A. O'Neil
113	Anthony J. Casale

Assembly District	Name
114	H. Robert Nortz
115	William R. Sears
116	Ralph J. Eannace Jr.
117	Ray T. Chesbro
118	Michael J. Bragman
119	William E. Bush
120	Melvin N. Zimmer
121	Harold C. Brown Jr.
122	Clarence Rappleyea Jr.
123	Richard H. Miller
124	James R. Tallon Jr.
125	Martin A. Luster
126	George H. Winner Jr.
127	Donald P. Davidsen
128	Michael F. Nozzolio
129	Frank G. Talomie Sr.
130	Robert L. King
131	Gary Proud
132	A. Pinny Cooke
133	David F. Gantt
134	Roger J. Robach
135	James F. Nagle
136	John W. Hasper
137	R. Stephen Hawley
138	Joseph T. Pillittere
139	Matthew J. Murphy
140	Robin Schimmingmer
141	Arthur O. Eve
142	Richard R. Anderson
143	Paul Tokasz
144	William B. Hoyt
145	Richard J. Keane
146	Francis J. Pordum
147	Thomas Reynolds
148	Vincent Graber Sr.
149	Patricia McGee
150	William L. Parment

## You can help!

You can influence the outcome of the state budget. Grassroots campaigns have historically been successful, and you are a member of one of the largest grassroots organizations in the state — CSEA.

We succeeded on the federal level last year, convincing Congress to end taxation of public employees' leave accruals. Now it's time to work at the state level to fight Gov. Cuomo's

budget plans that will mean higher local property taxes, layoffs and tax breaks for the wealthy. If you want to join the fight, send in the adjacent coupon. We'll tell you how you can help.

**YES! I want to help fight the governor's budget! Let me know what I can do!**

MY NAME IS \_\_\_\_\_

ADDRESS \_\_\_\_\_

SOCIAL SECURITY NO. \_\_\_\_\_

Mail this coupon to: CSEA Legislative and Political Action Dept. 143 Washington Ave., Albany, NY 12210

# Tell them what you think!

When writing your legislators to urge that Gov. Cuomo's budget cuts be revised and the third and fourth year of the scheduled tax cuts not be implemented, follow these hints. You can even use the form offered in the adjacent sample letter.

1. IDENTIFY YOURSELF as a taxpayer, a public employee (employed by town, village, county, state agency, etc., as appropriate), a constituent and a registered voter.

2. STATE THE PROBLEM AS YOU SEE IT. Tell your legislator the state budget as proposed will be disastrous. It will have a devastating effect on the general public by increasing local taxes because of reduced state aid to localities and school districts. Proposed layoffs will further injure local economies and overall service levels will diminish.

3. PROPOSE A SOLUTION. Point out the state budget deficit was caused by underestimating income, not by overspending. Strongly urge that the third and fourth years of the state tax cuts not be enacted.

4. REQUEST ACTION. Ask your legislator to call on Gov. Cuomo to freeze state taxes at 1988 levels and not implement the third and fourth year of the state tax cut in order to reduce the deficit and maintain current levels of services.

5. ASK FOR A RESPONSE. Tell your legislator you want to hear from him or her regarding your letter and his or her response to your proposals.

6. SEND A COPY OF YOUR LETTER TO: Joe McDermott, CSEA President, 143 Washington Avenue, Albany, New York 12210

## SAMPLE LETTER

Date

Dear Senator/Assemblyman:

I am writing to you as a concerned taxpayer, an employee of (identify the state agency or local jurisdiction), one of your constituents and a registered voter. I am extremely disturbed about what effect Governor Cuomo's proposed budget will have on the current services being provided by the state and local governments.

Under his proposed budget, Governor Cuomo has called for inadequate funding of health, social, educational and local programs. He also proposes to balance the budget on the backs of municipal governments, which will inevitably mean increases in local property taxes.

I urge you to consider this solution. I believe that an obvious and realistic way to help close the budget gap is to freeze the implementation of the New York State Tax Reform Act of 1987 at current (1988) levels. After all, the budget problems were not caused by overspending, but by the drop in revenues. We must not allow the third and fourth year of the tax breaks to be implemented. The quality of life in the State of New York is at stake.

Please let me know that you will support this position and call on Governor Cuomo to take appropriate action.

Your Name  
Your Address



## PAC training started

Training for regional Political Action Committees (PACs) began last month with a session for the Region I and III committees.

Political Consultant Norman Adler is running the sessions. The seminars include: "Why CSEA should be involved in politics," "Candidate interviews" "Developing a political action plan for CSEA" and "Budgeting for regional PACs."

The sessions will be conducted for other regions within the next few months.

Adler will also be conducting training for CSEA's political action liaisons (PALs).

More information on the training will be published in later editions of *The Public Sector*.