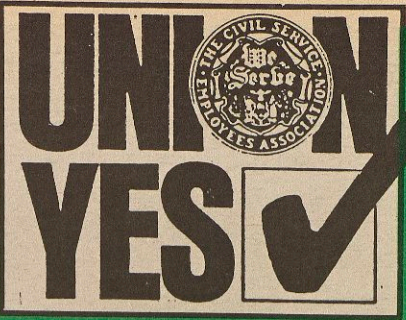


# THE PUBLIC SECTOR

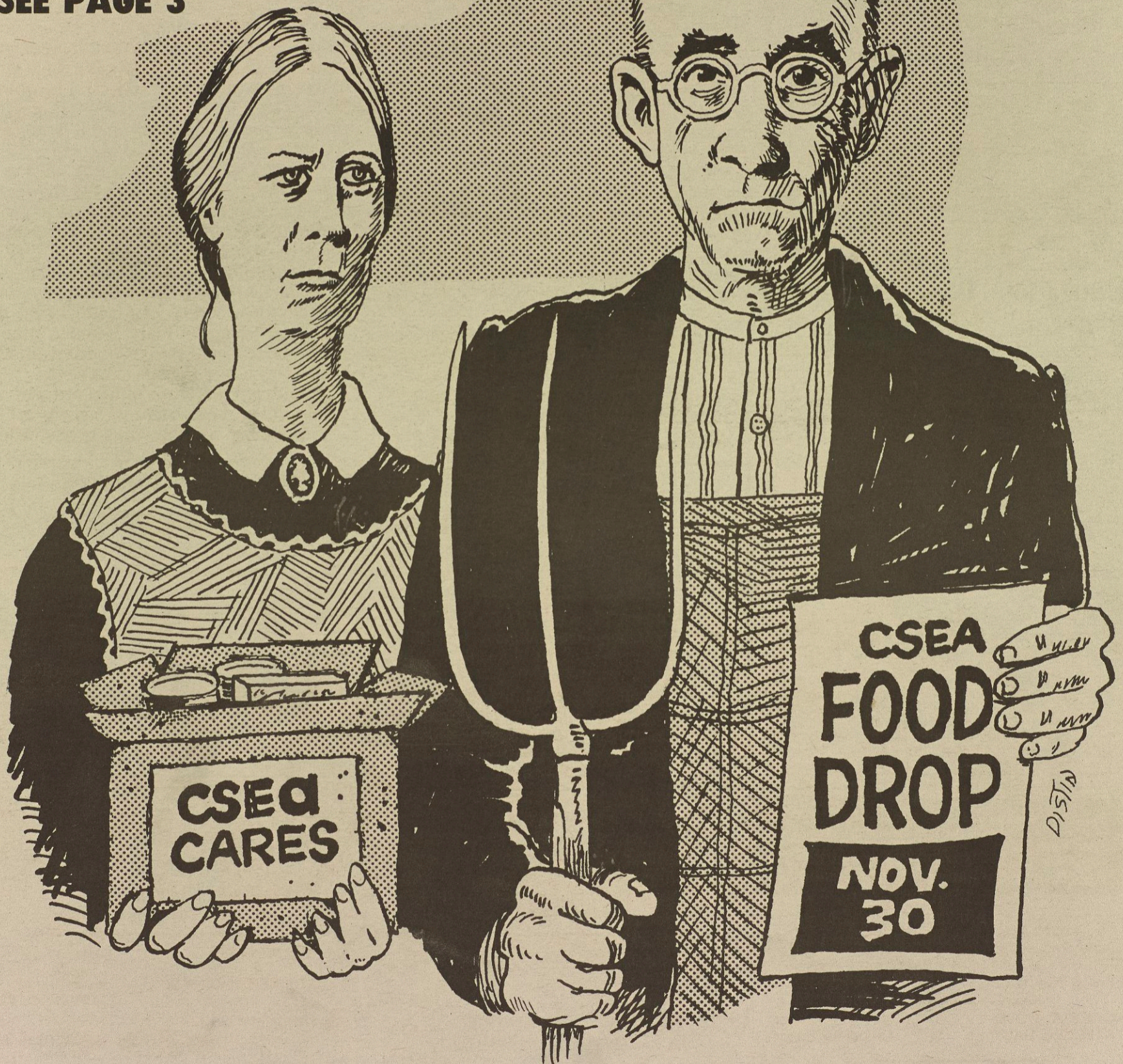
Official Publication of The Civil Service Employees Association, Inc., Local 1000,  
American Federation of State, County and Municipal Employees, AFL-CIO



Vol. 11, No. 23  
November 14, 1988

## HUNGER HURTS!

SEE PAGE 3



"American Ethic"

# INSIDE



For Kids' sake  
... Page 16



Education: Lots of ways  
to get it ... Page 17

## 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

# Vets: know your benefit rights

By Anita Manley  
CSEA Communications Associate

NEW CITY — Although military veterans may be eligible for numerous benefits, including college tuition and medical assistance, a CSEA member who works in a veterans outreach service is concerned that many veterans are unaware of those benefits.

Jerry Donnellan, an employee of the Rockland County Veterans Service Agency and representing the Vietnam Veterans Outreach Service, said monies are available to assist veterans. "And they don't have to be paid back," he added.

"Most Vietnam veterans are now hitting 20 years in the workforce and many are ready for a change in careers," said Donnellan, a member of Rockland County CSEA Local 840.

Eligible veterans who wish to attend college or vocational school can apply for up to \$1,000 per semester for full-time attendance, while part-time students may be eligible for \$500 per semester, Donnellan noted.

To be eligible for that tuition assistance, he said, veterans must have served in Indochina between Jan. 1, 1963, and May 7, 1975. Applicants must have been a New York state resident on April 20, 1984, or at the time of entry into the service and have resumed residency by Sept. 1, 1990, the date by which applications must be submitted.

For more information, veterans should contact their county veterans affairs office, or may write to: HYSHESC, VVTA, Albany, N.Y. 12255.

Donnellan said counseling services, stress units in veterans hospitals and compensation for stress-related conditions are also available to veterans suffering from post-traumatic stress syndrome.

Another major concern is physical



Jerry Donnellan

health problems. Donnellan says veterans who served in Vietnam from September 1964 through April 1975 should go to their nearest veterans hospital for a physical examination if they suspect they are suffering any ill effects from exposure to Agent Orange, a defoliant used during the war.

"Even if they don't have any obvious symptoms, they should have the physical," Donnellan said. "Taking the physical gives veterans a priority category if they need care later on in their life. If nothing else, they'll get a good physical examination for nothing."

Donnellan also reminded that any state resident who served in a combat zone and received a Purple Heart, Combat Infantry or Combat Medal Badge is also entitled to a New York State Conspicuous Cross.

He advised veterans of any era who want information about veterans' benefits to contact their local veterans service agency.

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

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

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

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

## THE PUBLIC SECTOR UNION YES

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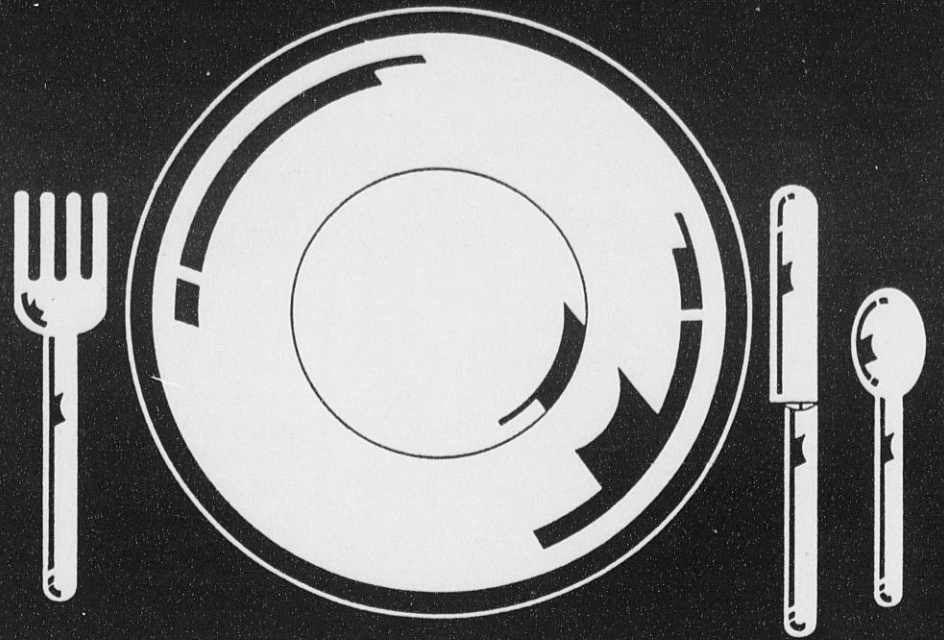
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# Feed the hungry



*If you'd like to help the hungry people in your community, here's your perfect chance!*

In keeping with the strong tradition of union activism, CSEA is currently conducting a statewide food drive to help stock the shelves of community food pantries from Buffalo to Long Island.

"Unionism is about caring for other people," said CSEA President Joe McDermott. "The CSEA Cares Food Drive is a very real way to express that concern."

If every CSEA member contributed just one item, it would generate enough food to feed 700 people three meals a day for the entire winter!

"This is really the least we can do, but that little bit will make a big difference for those in need," McDermott added.

To make the drive successful, your help is needed right away. Local presidents have been contacted about setting up CSEA Cares Food Drop Boxes at their worksites. Regional coordinators will be providing additional information about the effort in your area.

But **YOUR** effort is what really counts. Spread the word among your co-workers and family and start bringing in those contributions now! CSEA will coordinate the collection of contributions region by region on Nov. 30.

"We don't have a lot of time to make this work, but I'm confident that we can succeed by giving this effort the support it deserves and showing that CSEA really does care," McDermott said.

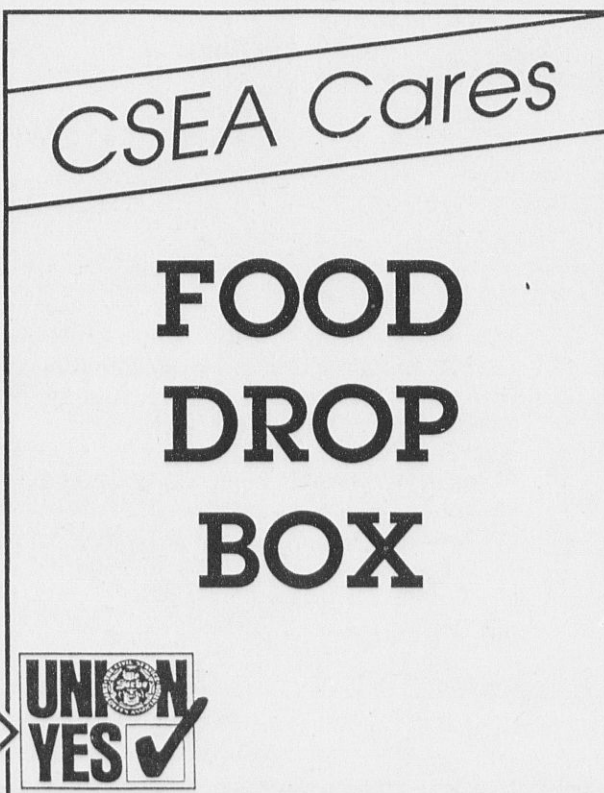
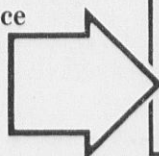


## What to contribute

Canned foods and non-perishable goods are what is needed to stock the food pantry shelves in your community.

But in deciding what to contribute, please consider the nutritional value of what you give and don't forget about vegetables!

LOOK FOR THIS SIGN at your workplace and make your contributions now, while encouraging your co-workers to do the same. CSEA collections will be made regionally on Wed. November 30.



## For more information

CSEA Headquarters  
— Stephen Madaras  
1-(800)-342-4146

Region I	Stephanie Teff (516) 273-2280
Region II	Dom Masters (212) 514-9200
Region III	Anita Manley (914) 896-8180
Region IV	Ed LaPlante (518) 489-5424
Region V	Dwight Evans (315) 735-9272
Region VI	Roger Sherrie (716) 886-0391

# Stressing stress relief

## Unions cooperate on activity centers

By Ron Wofford

CSEA Communications Associate  
Stress-reducing activity centers have opened at two Region VI correctional facilities, both monuments to "sweat



REGION VI CWEP Representative Pat Pfleger and Local 174 Vice President Ron Nowak try some weight equipment at the new employee activity center at Collins Correctional Facility.

equity" and cooperation between AFSCME Council 82 and CSEA members.

Labor/management relations have improved greatly also, say the members who worked to bring the centers to reality.

At the Groveland Correctional Facility in Sonyea, a renovated patient ward building formerly of the Craig Developmental Center houses an employee activity center with many amenities.

"A lot of our members chipped in with Council 82 and PEF (Public Employees Federation) members to scrape floors, paint and do whatever was necessary to get it in shape," said Jim Farruggia, president of Groveland Correctional CSEA Local 173. "Council 82 got the whole thing started through Quality of Work Life funding, and invited us in. We plan to reciprocate by requesting CWEP funds for certain equipment to upgrade what we already have in place."

CWEP is the Committee on Work Environment and Productivity, a joint CSEA/state labor/management committee which attempts to improve the quality of working life of state employees and so contribute to improved productivity.

Farruggia and Charlene Rankin, first vice president, joined in the opening ceremonies of the employee activity center that saw

Gary Butters of Council 82 honored for his dedication to the project. Butters designed and installed all of the plumbing and lighting for the activity center, including outdoor lighting in the parking lot.

The Groveland activity center includes a lounge and television viewing room, a dining area, pool table and a weight and workout room, with male and female showers.

"And we've already been using it for union meetings," said Farruggia. "It's really good for the staff all the way around."

Meanwhile, in the town of North Collins, a former abandoned schoolhouse has been purchased by the Collins Correctional Facility local of Council 82 and renovated for use as an activity center for employees.

Collins Correction CSEA Local 174 President Terry Kennedy called the renewed school "a showplace we can all be proud of and one that will contribute to the community as well."

Kennedy said Local 174 members contributed "elbow grease" to the project and also received \$5,000 in CWEP funds to buy weight training equipment for the activity center, which will be open 24 hours a day, every day.

He said the former school will be made available for community youth summer day camp programs and Meals on Wheels for senior citizens lunches.

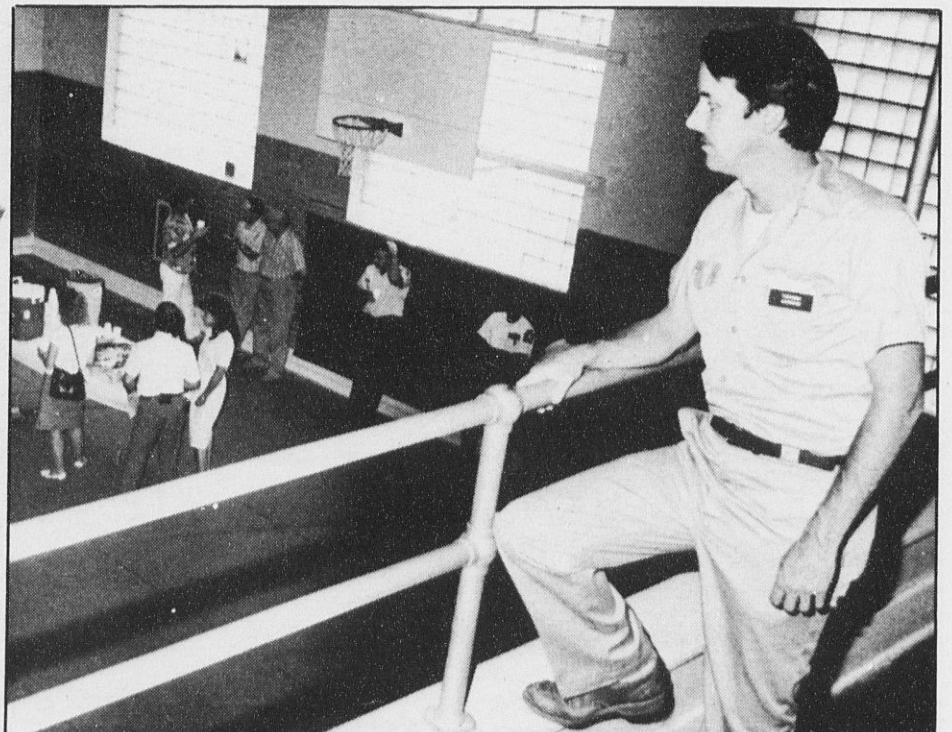
The center is operated by a joint committee that includes Council 82, CSEA, PEF and management-confidential employees. The Department of Corrections will absorb the utility costs, said Ron Nowak, local vice president, and proceeds from vending machines and 50-50 drawings will help defray daily operational costs.

**"It's really been good for the staff all the way around."**

— Jim Farruggia



Groveland Correctional Local 173 President Jim Farruggia and First Vice President Charlene Rankin.



LOOKING GOOD — Local 174 President Terry Kennedy watches employees take advantage of the gym at their activity center at Collins Correctional Facility.

# Understaffing at Central Islip

## Catching 'em by surprise

By Sheryl Carlin  
CSEA Communications Associate

CENTRAL ISLIP — For years, Central Islip Psychiatric Center CSEA Local 404 has been crying out about the need for more staff and a plan to service clients.

Finally, in an effort to make plain the problems at the facility, officials from CSEA and Local 404 joined state legislators on a surprise tour of the center.

"The tour opened the eyes of many of the politicians who were impressed that the employees could function so well with such short-staffed conditions," said Local President Al Henneborn.

Also on the tour from CSEA were statewide Executive Vice President Dan Donohue, Region I President Jerry Donahue and Region I Political Action Coordinator Stephanie Teff. State Sens. Caesar Trunzo and Owen Johnson and Assemblymen John Cochrane and Paul Harenberg were also on the tour.

"They were very surprised to see people who were just coming off an eight-hour shift and being mandated to work overtime, usually an entire additional shift," Henneborn said.

This practice has been the norm at the facility for some time. The understaffing has been cited as the reason for the increase in compensation cases at Central Islip.



ON A SURPRISE TOUR of Central Islip Psychiatric Center were, clockwise from left, CSEA Local 404 President Al Henneborn, CSEA statewide Executive Vice President Dan Donohue, Region I President Jerry Donahue, state Sen. Caesar Trunzo and Assemblyman John Cochrane.



**"I've been injured on the job before, and each time, the staffing level was too low."**

— Denise Ramsey

Denise Ramsey, a mental health therapy aide (MHTA) at the facility for eight years, was permanently injured this year when a client pulled her down a flight of stairs.

"I have seven vertebrae out of wack, two bulging disks and nerve damage to my lower back. My bills can't be paid and the state doesn't want to know about my problems," she said.

"I've been injured on the job before and each time, the staffing level was too low," Ramsey added. "Appropriate staffing would have made the difference."

Therapy aide Robert Blair has been with the facility for 24 years and has been injured six different times.

"The last time I was injured, I was alone. You're supposed to have a minimum of four employees working with you, but when one is doing meds, one is on a one-to-one and one is on the phone, that can easily leave you with 28 patients and possibly a trainee," he explained.

"I told one of the patients to get back into bed and he punched me in the stomach, jumped on top of me and started beating the living daylight out of me," Blair said. "I called for assistance and another MHTA pulled him off of me."

Local 404 also used its annual legislative breakfast to reiterate the need for a fully-staffed geriatric psychiatric center.

"One of the ways we judge society is by the way we care for our elderly. The time has come for the creation of a geri-

**"They were very surprised to see people who were just coming off an eight-hour shift and being mandated to work overtime, usually an entire additional shift."**

— Al Henneborn

psychiatric center for the Nassau-Suffolk region," Henneborn said.

"We hope you will do all in your power to make this dream come true," he told the legislators.

Guests at the legislative breakfast included Sens. Trunzo and Johnson; Assembly Representatives Harenberg, Bill Bianchi Jr. and Earline Hill; and Suffolk County legislators George Nolan and Joe Rizzo.

Jerry Donahue echoed Henneborn's concerns in his address to the legislators.

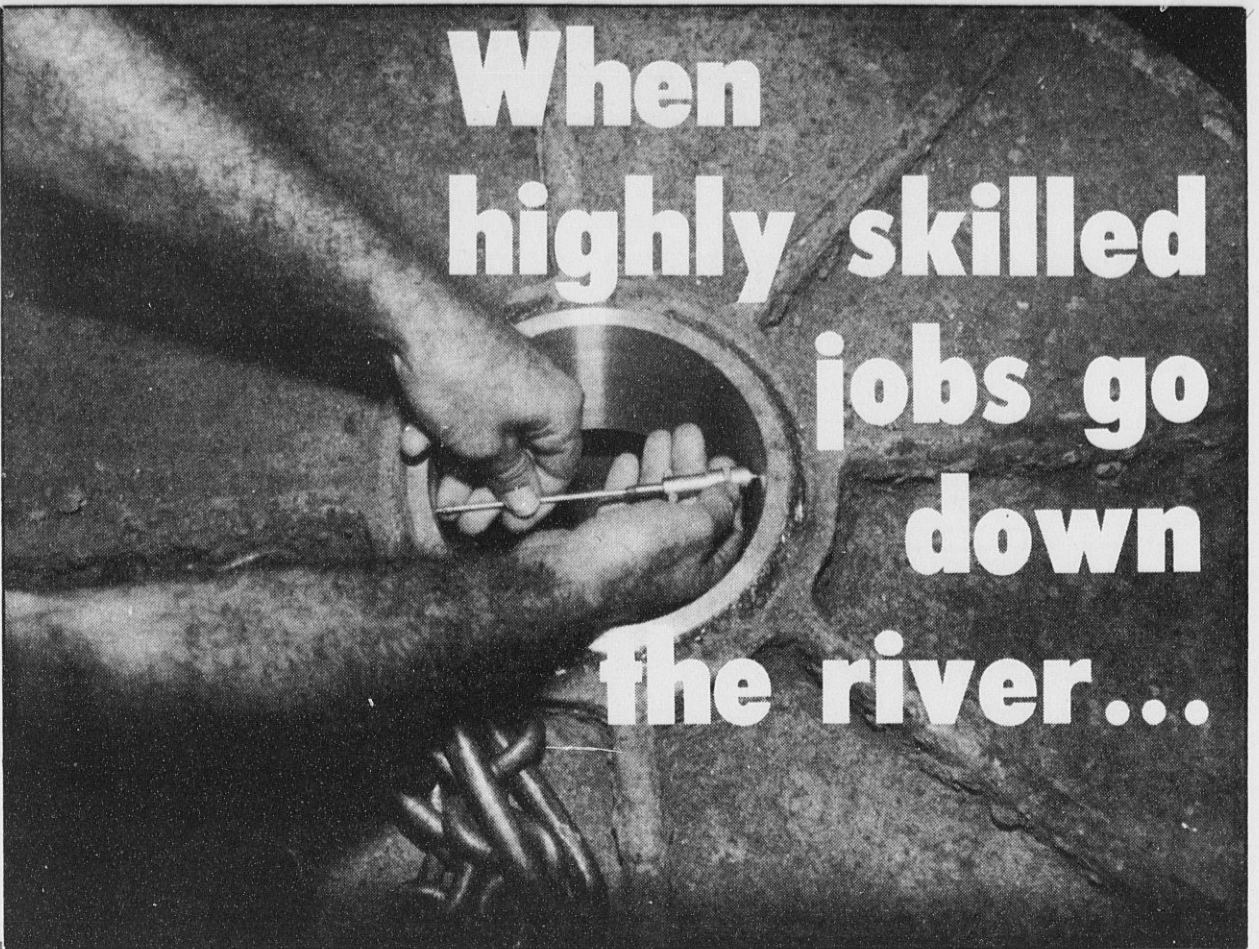
"Our psychiatric center employees have been carrying the burden of the understaffed conditions for years now. It's time OMH (the state Office of Mental Health) realized its responsibility to the needs of the psychiatric and frail elderly members of our society," Donahue said. "And we're going to need your help!"



**"The last time I was injured, I was alone."**

— Robert Blair

A crisis could be waiting just around the next bend in the river for the state barge canal system. And it's not so much a crisis of money, as is so often the case with the canal, but a crisis of human proportions. The following article is about skilled people who help keep the canal functioning. They are very proud of the work they do but are deeply concerned because their numbers are dwindling and the state is not training new workers to replace them when they, too, retire.



# When highly skilled jobs go down the river...

By Daniel X. Campbell  
CSEA Communications Associate

**WATERFORD** — The New York State Barge Canal is a stream of contradictions these days.

Sometimes underfunded, the canal system has its head above water now with the recent arrival of new federal funding. And while commercial tonnage is down, leisure boat use on the canal system is increasing at a healthy rate.

The canal workforce, once woefully understaffed but increased in size in recent years, is now thinning again in an area that might ultimately cause the greatest harm, according to some employees. Those workers warn there's a very real danger ahead because their unique skills are not being taught to new employees who must play a vital role in keeping the aging system afloat in the future.

"We're all a family here, a second family. We are a tight-knit group even when we have our differences," according to Dennis Fischette, section superintendent at the system's facility at Waterford, just north of Albany.

"I worked my way up," the second generation canaler said, "and so have many others." He rattled off a list of fathers and sons, uncles and nephews he knew who spent their lives on the locks. But skills that once were passed generation to generation are now not being passed to anyone, many employees say.

"I've loved coming to work every day for 28 years," Jerry Bonoit admitted. "I started as a deck hand on the boats. It was more or less like an apprentice program at that time. You moved from the bottom up, learning and passing skills on as you moved.

"But no one is following me now," the machinist's voice echoed through the dark, cavernous workshop building where he works.

"Used to be 26 men working here. Now we're down to seven;

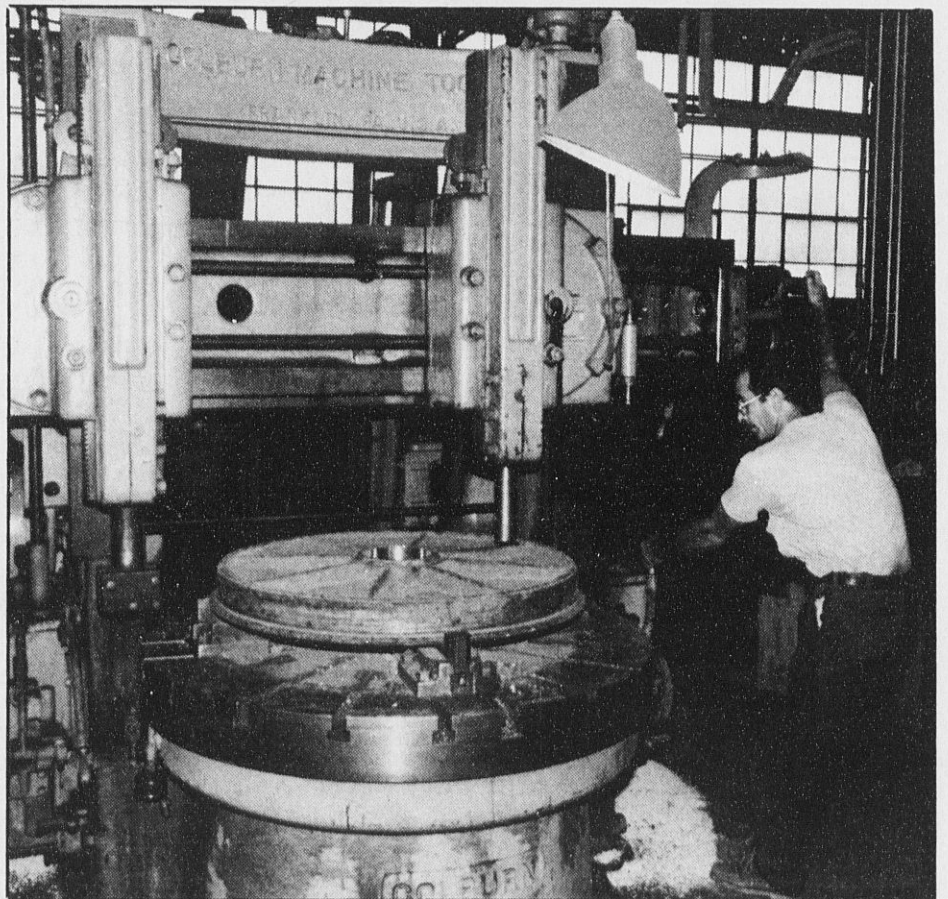
three machinists, three welders and only one laborer. No one is following; no one."

Nearby, Bill Parillo, a machinist with 15 years on the canal, was operating a vertical boring machine, working the magic all the craftsmen on the canal are known for. Parillo began his career as a laborer, following Fred Harder, now his boss.

There are five locks, numbered 2 through 6, in the Waterford area. This is where the Barge Canal — the 363-mile long, two good stone throws-wide engineering marvel, successor to the legendary Erie — really begins.

And these five locks — the Waterford Flight — raise boats the greatest height over the shortest distance of any canal in the world; from 15.2 feet above sea level at Lock 2 in downtown Waterford to

(Continued on next page)



THE SKILLS OF A SURGEON and the muscles of a machinist come into play to keep the state barge canal in valves. Bill Parillo uses both skills while working on a 500-pound section of a 10,000-pound valve.

“No one is following; no one”

# ... how long before the system goes down the tube?

(Continued from previous page)

184 feet above sea level just west of Lock 6, the entrance to the Mohawk River.

These five locks are huge. They average 300 feet long by 45 feet wide and 60 feet deep. The gates on the locks weigh one ton per foot. These massive watergates pivot on giant hinges called quoins (pronounced coins), which are fashioned in Waterford at the carpenter shop.

The locks open and close through the operation of a series of valves and counter weights. The valves are also manufactured and rehabilitated in Waterford.

Parillo pointed to a wheel shaft on the vertical boring machine as an example of the precision and skills necessary to keep the system in top operating condition, skills that are dying on the vine because no one is learning them.

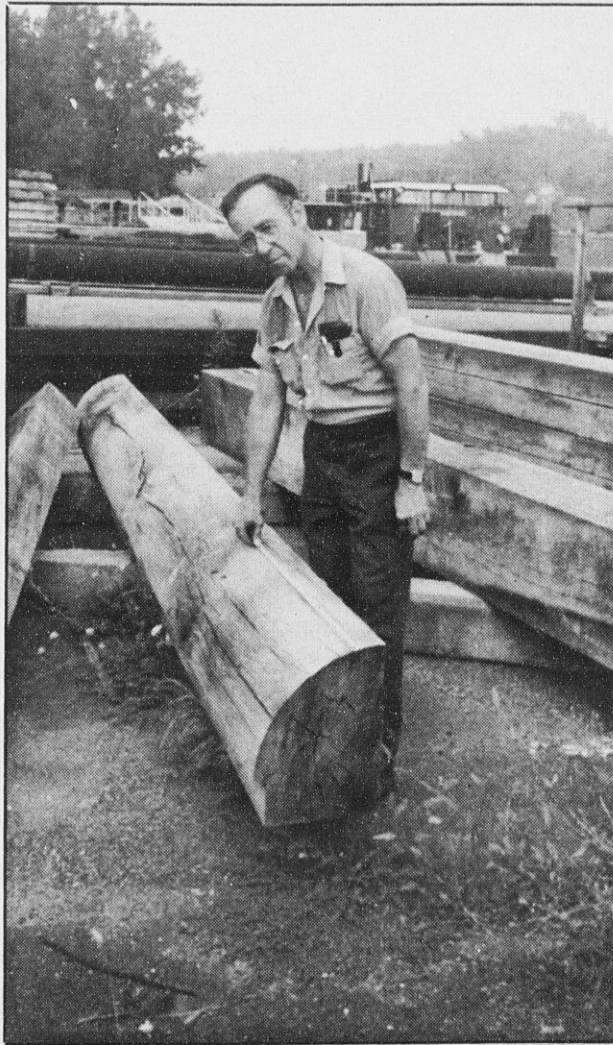
The wheel itself weighs 500 pounds and is one of four that are part of a single valve which weighs more than 10,000 pounds when fully assembled. The shaft must be precisely 7.005 inches, or at some time during its expected seven-year life it will suddenly freeze deep in the underground workings of one of the locks somewhere in the system and close that lock down.

"People call our craftsmen magicians because of the machinery they work with," a canal manager said. "Look at it and you'll understand."

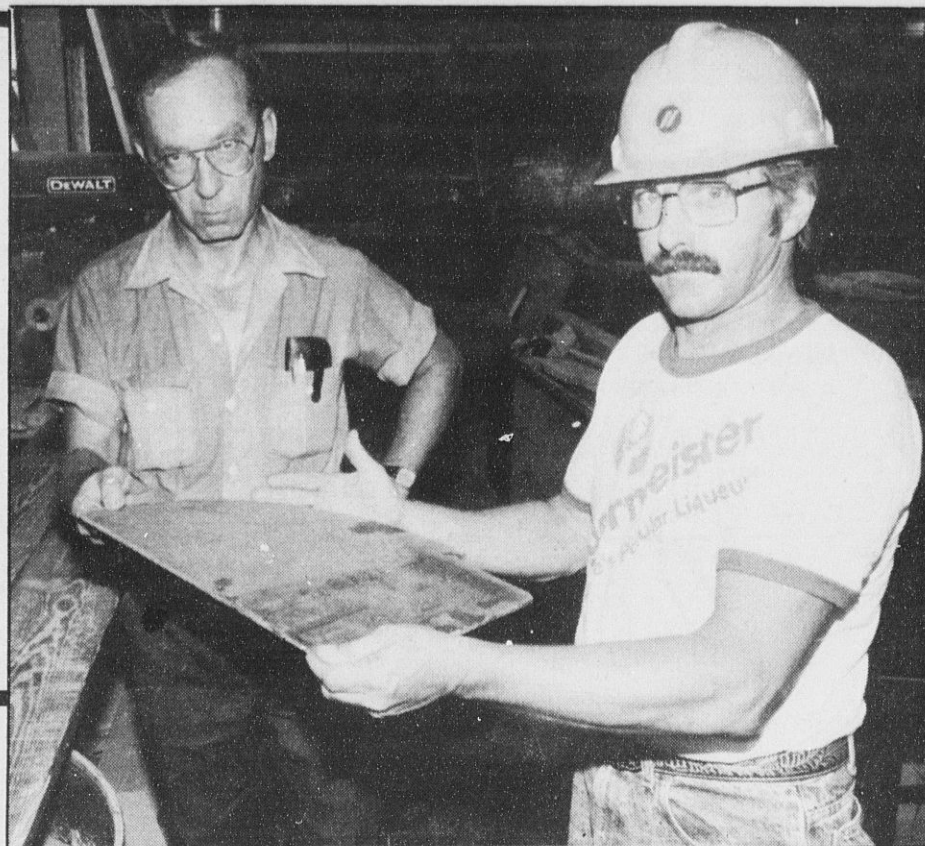
Parillo and Bob Jackson, the lone laborer left on the workforce at Waterford, agree with the description.

"The machinery here is so old that you don't order replacement parts, you make them yourself," they explained. Name plates on machinery indicate they were manufactured as long ago as 1910.

"We have to know this machinery before we use it," Parillo said. "Somebody new just trained on modern equipment would do more damage than good operating one of these. You have to realize how important this equipment is. It keeps the canal operating from here to wherever."



**BILL SOLOWSKI**, a carpenter at the Waterford shop, checks one of the quoins at the shop's yard.



**COMPARING QUOINS** — CSEA Local 500 President Tom Doin, right, hands Bill Solowski a quoin master he needs manufactured for a lock in the Waterford area.

Fred Harder nodded in agreement.

"Without the skills of these men, this shop is at a stand still. And that goes for the welders and the carpenters, too," the manager added.

CSEA Eastern Barge Canal Local 500 President Tom Doin explained that each section has its function, its own expertise.

"If you lose a skill anywhere, you're losing the whole system."

As for the age of the machinery and its worth, Doin said that the state could get more up-to-date machinery that can do the job, but at a tremendous cost.

"Sure you can replace the machinery but you still have to have the skilled craftsmen to operate the equipment. But where are they?" Doin asked, "where?"

The carpenter's shop smells of sawdust.

Bill Solowski, inspecting a quoin, said no two are alike.

"Each one is different," he said, pointing to the difference between quoins used in Lock 2 and Lock 6.

"You have to build each one special to fit, else you'll have trouble at the lock," Solowski said.

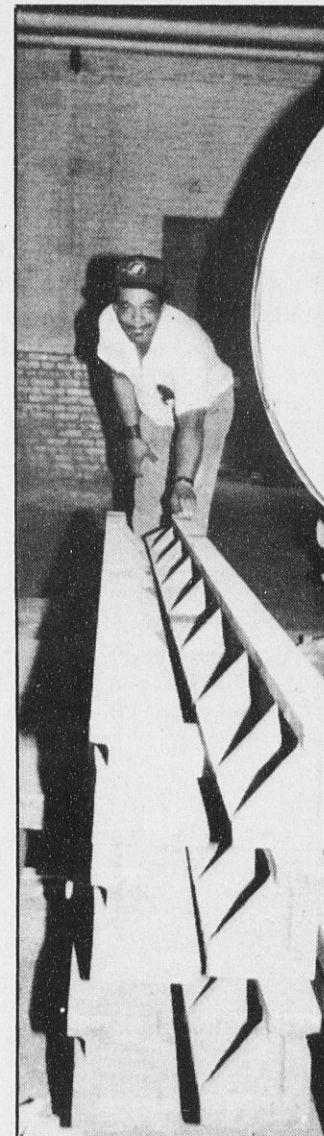
"Imagine asking a contractor — even a lumber yard — to build a quoin. They wouldn't know what one was or how to do it. But they'd charge a lot for messing one up."

Just what effect this diminishing reservoir of skilled workers will have on the future of the canal system depends on one's point of view.

Section Superintendent Fischette feels, shrinking skilled workforce or not, "the future of the canal system is bright. More recreational boaters from all over are discovering the canal and using it."

But Jerry Benoit, Bill Parillo, Bob Johnson, Tom Doin and others look behind them and do not find anyone following in their footsteps. They have spent their working lives on the canal, and to them, its future is not so bright.

Unless there is a reassessment of the staffing situation by management soon, only time will tell which view is correct. Unfortunately, it may be too late to do anything about it by then.



**BOB JOHNSON**, the lone laborer left in the shop, checks out a finished rail after the equipment has shaved two to three inches off.

# Region VI Women's Committee conference touches on many items of concern to women

GRAND ISLAND — Three subjects of concern to working women — stress management, substance abuse and domestic family violence — were on the agenda for a weekend conference of the

newly-revived CSEA Region VI Women's Committee recently.

Committee co-chairs Ruby Everette, Pam Caron and Judy DiPaola said the conference met the committee's goal of

encouraging more regional and local conference and training sessions.

"We've also set goals of expanding our networking systems," said DiPaola, "as well as working closely with our political action department on legislation affecting women, and sponsoring a lobby day where we can speak directly to lawmakers about bills that affect us."

Other committee goals include developing model contract language on child care leave, flex time and pay equity for local government locals and units and development of unit and local women's committees.



**WOMEN'S COMMITTEE MEMBERS** include, seated from left, Co-chairs Pam Caron, Judy DiPaola and Ruby Everette, Sara Sievert and Melanie Ruszat. Standing from left are Sylvia Thomas, Sylvia Mayberry, Judy McElroy, Janet DiGiacomo, Rita Burrell and Mary Jane Kruszka. Missing from photo are Marsha Britt, B. Nancy Castaldo, Ruby Coley, Tracy Ewin, Jennifer Kresge, Janie Raynor, Mary Jo Riegle, Joan Ricchueto and Elaine Timm.



**GUEST SPEAKER** Ramona Gallagher, right, assistant commissioner of the state Labor Department, is welcomed by Region VI Women's Committee Co-chair Ruby Everette.

## Conference draws 400 direct care workers

ROCHESTER — For the second consecutive year, Newark Developmental Center hosted a "Direct Approach Conference" for direct care workers from the state's developmental centers.

Newark Developmental Center CSEA Local 417 members helped plan and host this year's event. More than 400 workers attended the three-day conference, which featured more than 40 workshops.

"This conference was an idea that grew out of some of our training sessions a couple of years ago," said Local 417 President Marty DiSanto. "It's great to see how it's grown and become accepted throughout the developmental disabilities services system network."

Funds for the conference were provided in part by CSEA, agency specific training grants, the Governor's Office of Employee Relations (GOER), the state Office of Mental Retardation and Developmental Disabilities (OMRDD) and the Office of Work Force Planning and Development.

The 1987 Direct Approach Conference received a Labor/Management Achievement Award as an example of teamwork that can help improve the lives of those served by the Developmental Disabilities Services

System.

Among those addressing this year's conference were OMRDD Commissioner

Arthur Webb, GOER Director Elizabeth Moore and keynote speaker Gordon Graham of the Pacific Institute.



**AMONG CSEA LOCAL 417 members** who assisted in hosting the Direct Approach Conference were, from left, Pat Pinkard, Rhonda Armitage, Patricia Sapp and Mike Flaherty.



LAKE PLACID — Delegates reaffirmed CSEA's campaign to fight any attempts to dilute merit and fitness requirements of civil service examinations during the union's 78th annual delegates meeting here.

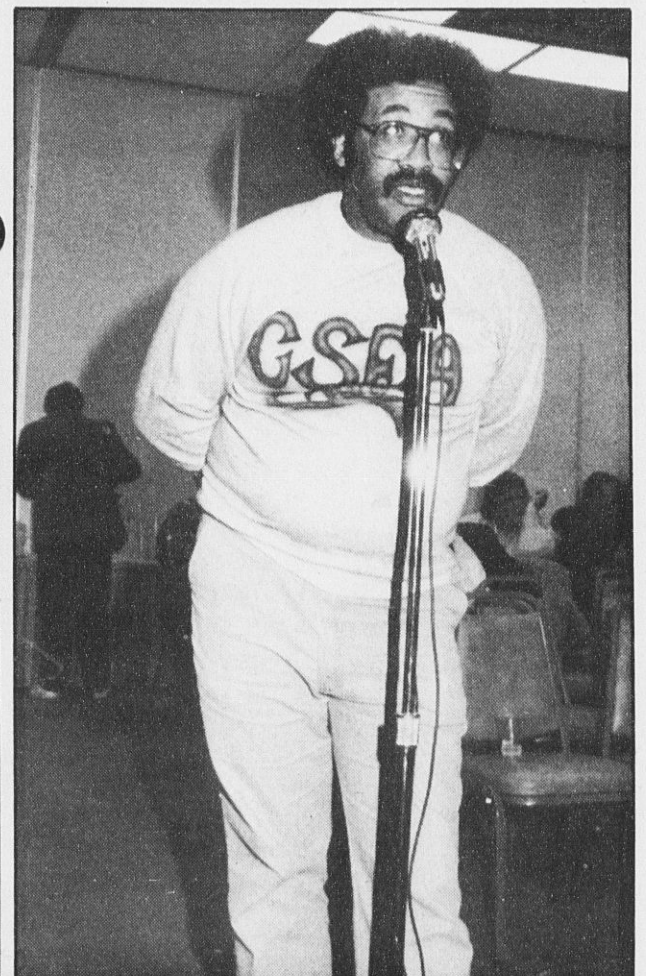
CSEA delegates also called for the divestment of public employee pensions funds

and state monies from banks and corporations doing business with South Africa; urged participation in anti-drug programs; restructured the union's dues system; and organized a fast in support of the United Farm Workers union.

(Continued on page 10)



## REACHING NEW HEIGHTS



# Reaffirming



*the fight for merit, fitness;  
divestment from South Africa;  
stronger anti-drug programs*

(Continued from page 9)

A late fall snowstorm that dumped more than a foot of snow over the Lake Placid area during the session did not hamper the work of the more than 1,100 elected delegates in carrying out their policy-making responsibilities.

CSEA Statewide President Joe McDermott opened the annual session by pledging a more aggressive and positive union effort to protect and expand union interests while bringing about social changes wherever possible.

McDermott said the location of the delegate meeting should inspire those in attendance.

"The 1980 U.S. Olympic hockey team achieved a 'miracle at Lake Placid' by finding the best in themselves, working together and believing they could overcome the odds," he pointed out. "That's a lesson we should remember every day as unionists . . . there is nothing that CSEA can't achieve if we set out to do it together."

On preserving merit and fitness requirements on civil service examinations, delegates passed a resolution directing CSEA to use its resources against any "administrative, legislative or judicial action seeking the application of 'zone scoring' concepts or similar actions designed to subvert the advancement of those individuals who have demonstrated the highest abilities in career advancement opportunities."

Delegates also called for CSEA's Political Action Committee to develop a strategy to achieve the goal of divestment of public employee pension funds and state monies from South Africa.

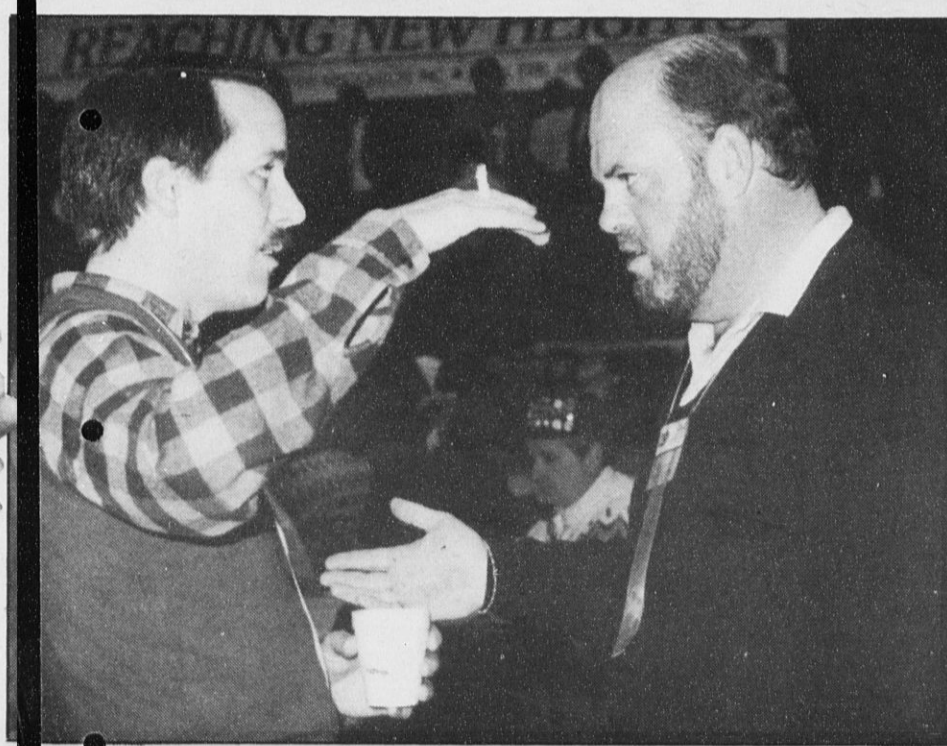
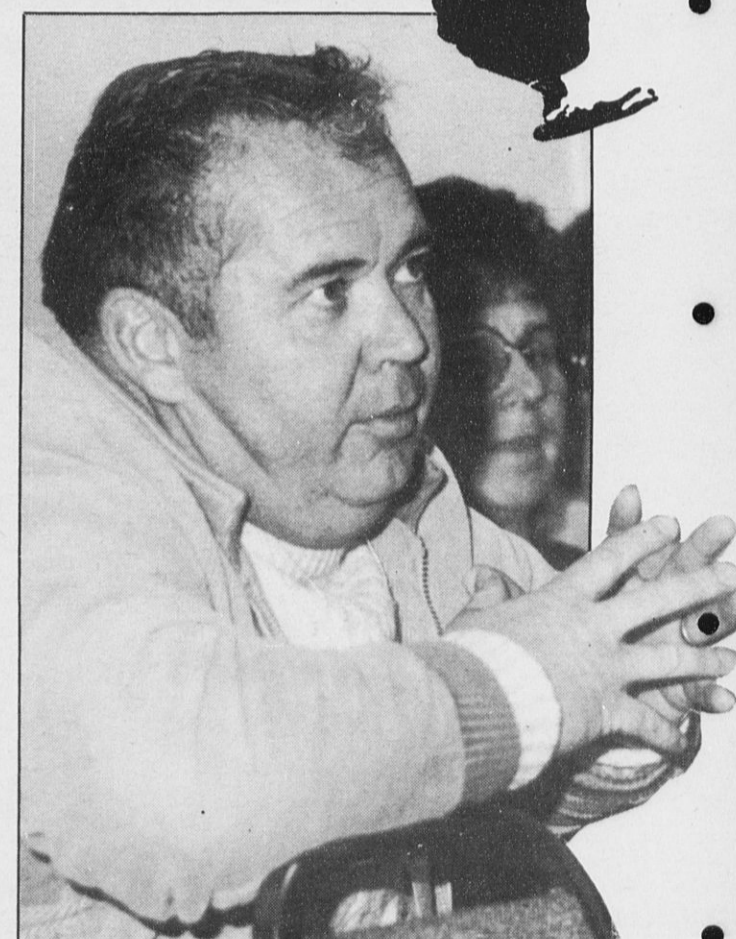
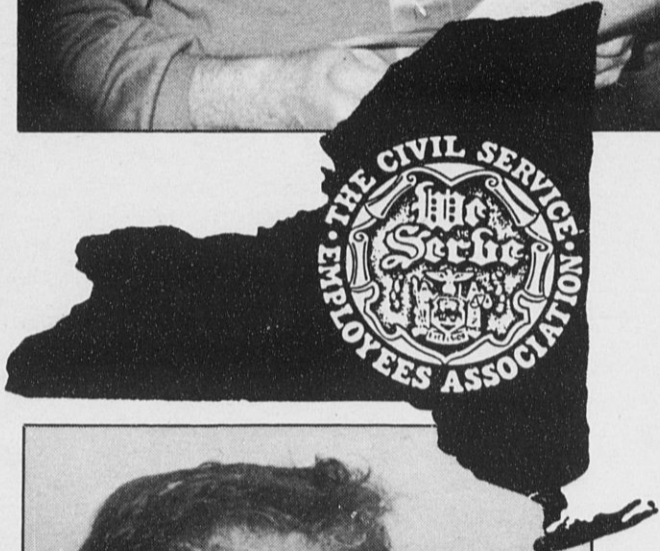
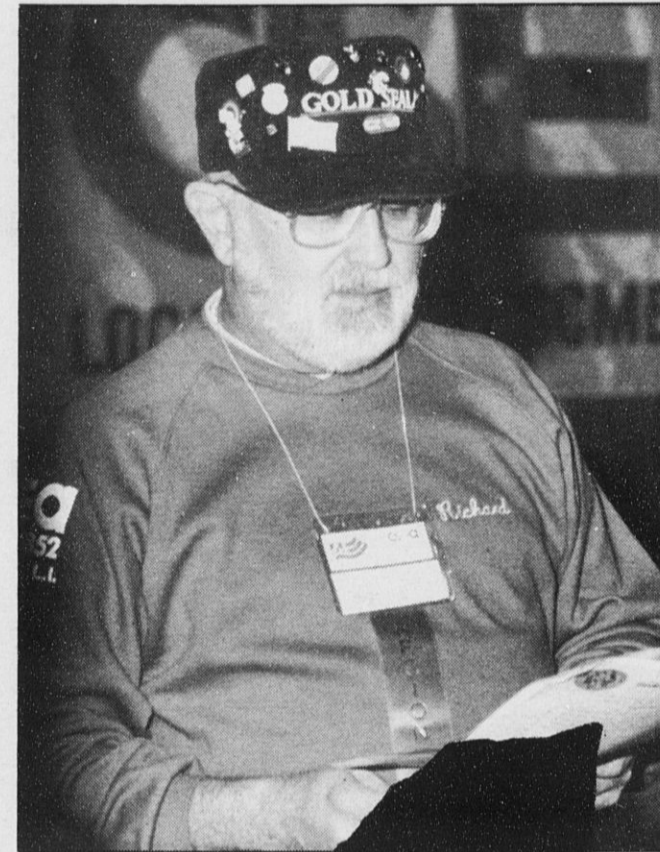
A resolution was adopted urging CSEA

locals to participate in community anti-drug programs and encouraging union lobbying efforts for drug treatment programs.

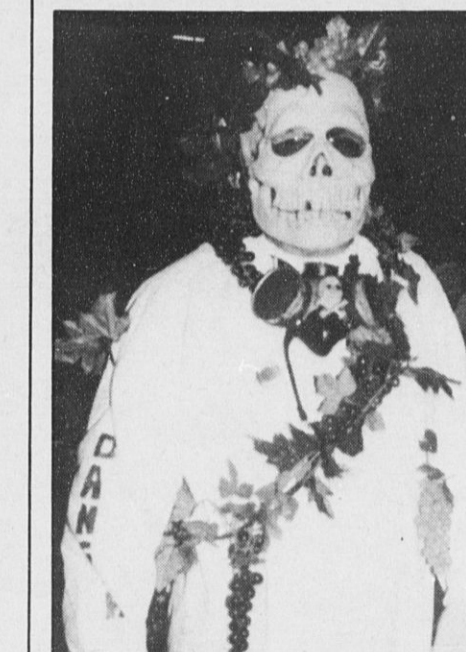
Under the dues restructuring approved by the delegates, the current flat rate membership and agency shop fees system will change, effective Jan. 1, 1989, to a sliding scale system based on level of salaries. Membership and agency shop fees currently are a flat \$168 annually for everyone.

President McDermott called the new dues structure "the fairest dues structure we've ever had," and said it will place the union on a firm financial footing. Under the new format, members earning less than \$10,000 annually will pay \$100 per year in dues or agency shop fees. Those earning between \$10,000 and \$15,999 will have dues or fees of \$175 per year, and employees earning between \$16,000 and \$21,999 will have dues or fees of \$200. Those earning \$22,000 or more will pay dues or fees of \$225 annually.

In other action during the annual meeting, CSEA presented a plaque and savings bond to the first Boy Scout in New York state to earn the American Labor Movement Merit Badge.



## McDermott leads CSEA members in grape boycott 'Fast for Life'



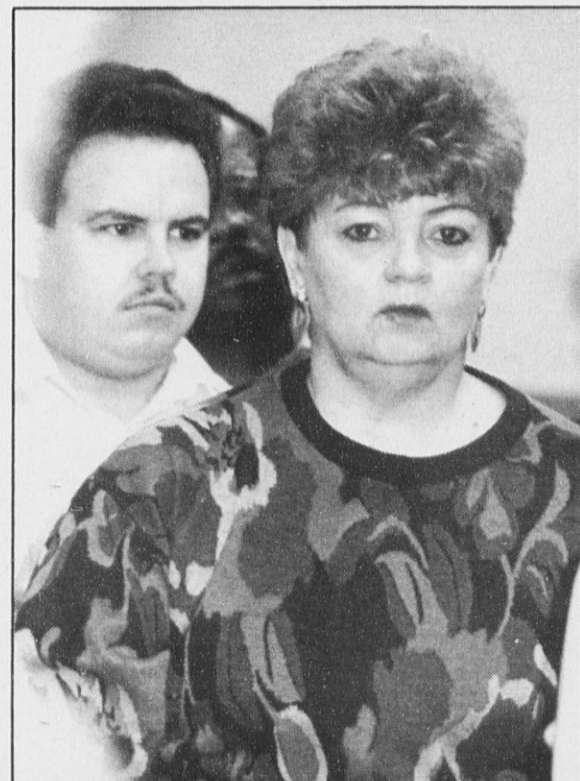
CSEA President Joe McDermott pledged to fast four days in support of a nationwide United Farm Workers (UFW) union "Fast for Life" program. McDermott announced his personal participation to delegates at Lake Placid and, following his lead, CSEA delegates pledged to fast a total of 1,002 days — nearly three years!

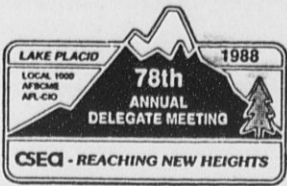
The "Fast for Life" project is a spinoff from the 36-day fast endured last summer by UFW President Cesar Chavez to draw attention to a UFW-led boycott of California table grapes.

The UFW says dangerous pesticides used on grapes pose a serious health risk to farm workers, their families and consumers of grapes nationwide.

CSEA delegates brought information and pledge cards back to their worksites. Anyone interested in joining the "Fast for Life" effort should contact a CSEA local official for details.

**TOXIC TERROR** — SUNY College at Buffalo CSEA Local 640 President Richard F. Parker designed this costume to dramatically draw attention to the dangers from pesticides used on California table grapes. Parker wore the costume during a portion of the delegates meeting devoted to boycotting grapes and supporting a related "Fast for Life" program.





## 78th ANNUAL DELEGATES MEETING COVERAGE

# Albany Boy Scout earns 1st labor badge in NYS

LAKE PLACID — The first Boy Scout in the state to earn the American Labor Movement Merit Badge was honored at the 78th Annual CSEA Delegate Meeting.

Rick Stewart, 13, of Albany, received a plaque and a \$100 U.S. Savings Bond from CSEA. He is the sixth scout in the country to earn the new badge, which only became available in January.

An eighth grader at Sand Creek Middle School, Rick is a member of Scout Troop 278. He is the son of Victor and Shirley Stewart.

Rick had several advantages in earning the labor merit badge. Not only are both his parents active in scouting, but his father is also a well-known Albany-area labor

activist. Rick has walked picket lines with his father and has long been exposed to labor activism.

Vic Stewart is also the first counselor for the merit badge in the Gov. Clinton Council.

But Rick's background in labor wasn't enough to earn the badge. He had to research the labor movement thoroughly, even writing a 500-word essay on Samuel Gompers. He learned collective bargaining language and attended labor union meetings.

But his family's connections to labor was only part of Rick's motivation to work so diligently and so quickly on the badge.

"I wanted to be one of the first in the nation to earn the badge," he said.

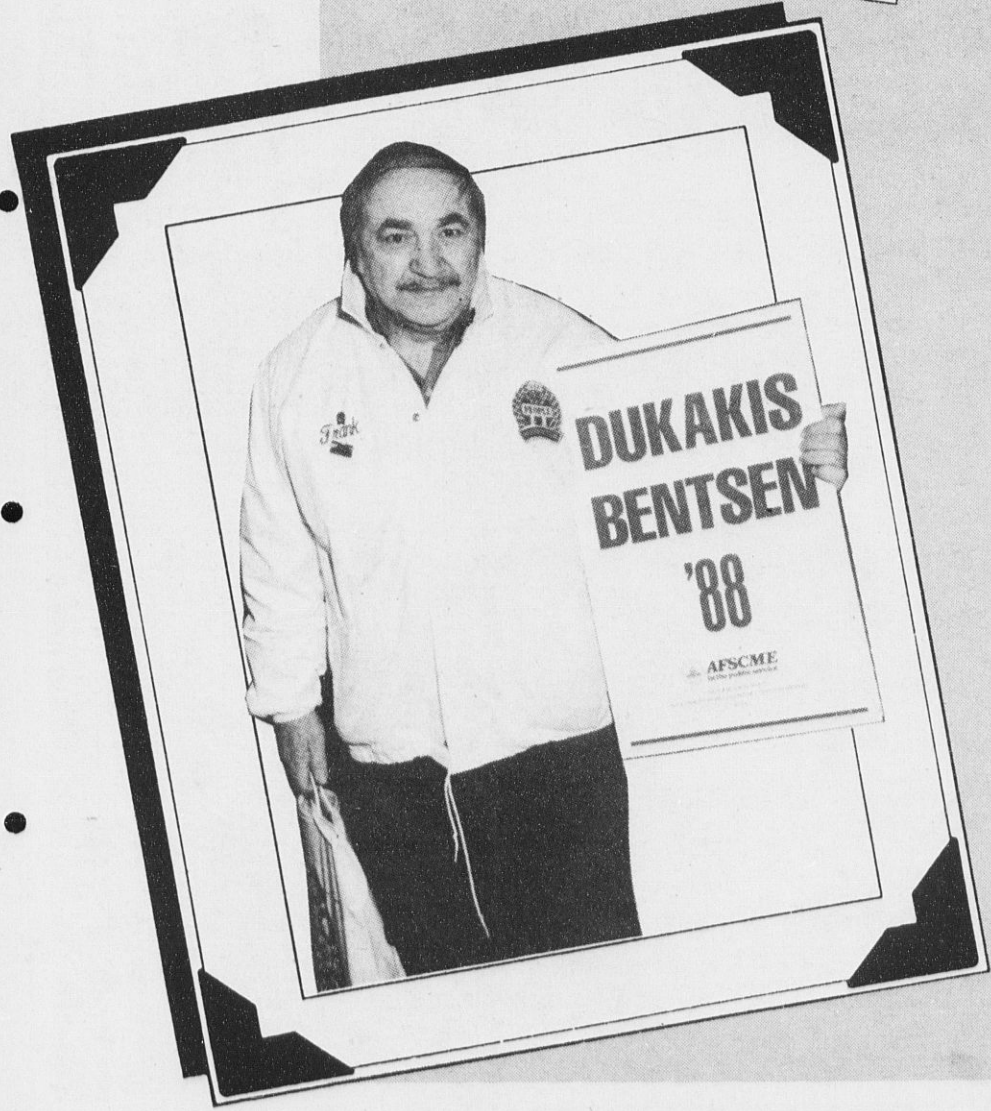
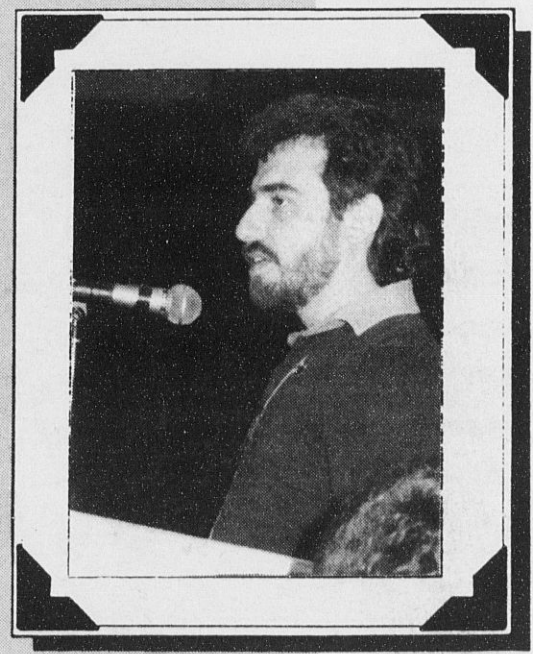
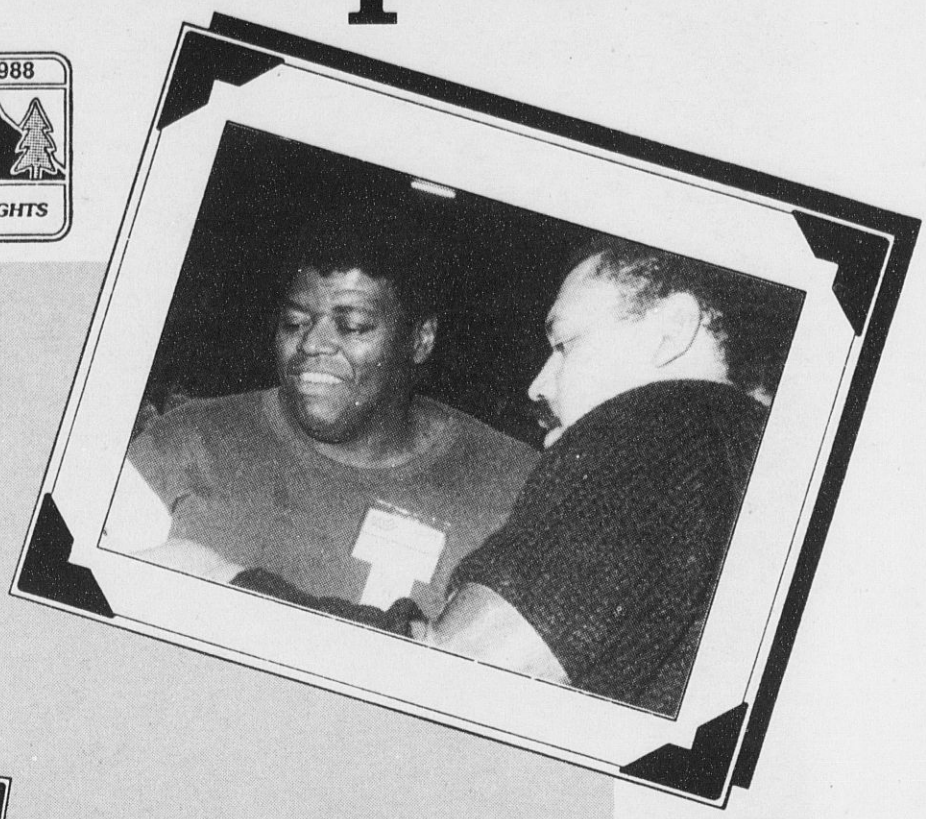


SCOUT RICK STEWART, left, shows off the plaque he was presented, along with a savings bond, from CSEA for earning the first American Labor Movement Merit Badge in the state. CSEA President Joe McDermott looks on.



# Convention Scrapbook

LAKE PLACID 1988  
LOCAL 1900  
AFSCME  
AFL-CIO  
**78th**  
ANNUAL  
DELEGATE MEETING  
CSEA - REACHING NEW HEIGHTS

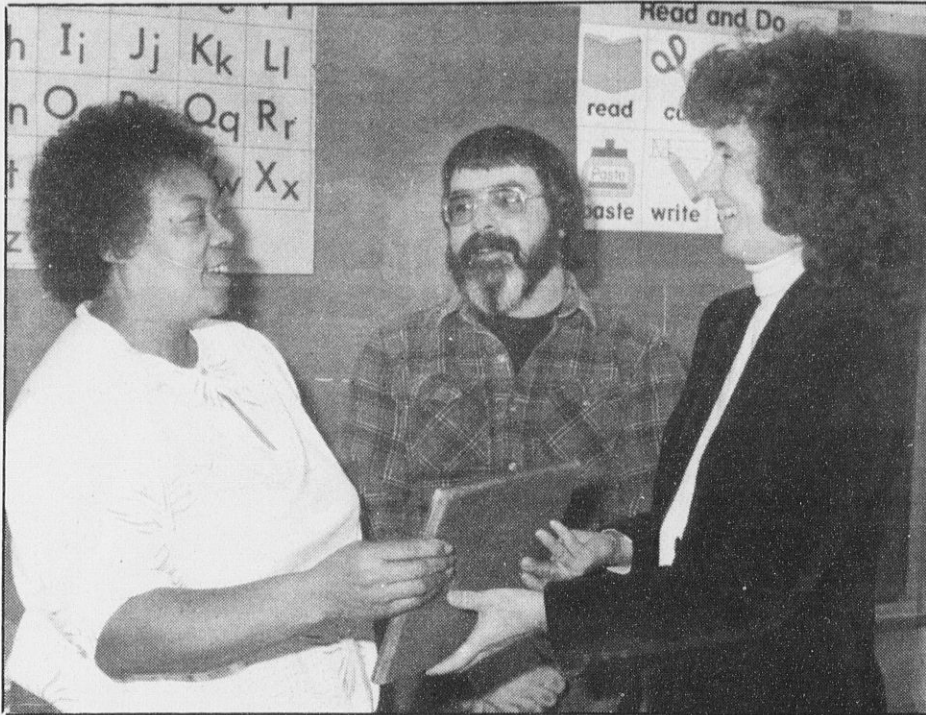


# An unsung heroine.

## CSEA member earns honor from NOW

SYRACUSE — CSEA member Hattie Davis has been named "Unsung Heroine, a role model of honor for 1988," by the Central New York chapter of the National Organization of Women (NOW).

Davis, a member of Onondaga County CSEA Local 834, works with emotionally disturbed children at Fairmount Children's Center.



A REAL MODEL — Hattie Davis, left, accepts the award of Unsung Heroine from BOW representative Kathy Lanier, right. Looking on is Tom Barnes, steward for Local 834 at Fairmount Children's Center, where Davis works.

She faced many obstacles to be able to fulfill her desire to work with troubled children, but she managed to do it while raising a family and building a reputation as a caring and concerned friend.

Born in Alabama, Davis worked her way to Texas, where she realized she had a gift for working with children. As she worked and traveled, she had her mother's support. Davis' mother encouraged her while emphasizing that "where you live is not as important as how you live."

In Syracuse she met and married Walter Davis. He helped and supported her at home and with encouragement as she worked full time, attended college and raised three daughters. It took her 15 years, including breaks from class because of illness, to earn her associate's degree in human development at Syracuse University.

NOW recognized Hattie Davis not only for her educational and professional achievements, but because she has always strived to help those around her. She is well known as a compassionate friend, a source of support and confidence. She has offered her home as a temporary shelter for women and offered food, clothing and furniture for those in need.

NOW issued its honor to Davis, saying, "For the strength of her family, her educational accomplishments despite adversity and especially her unique ways of helping folks, the community salutes Hattie Davis."

**"Where you live is not as important as how you live!"**

## LOCAL GOVERNMENT WORKSHOP

**FINAL NOTICE**

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

**FINAL NOTICE**

Conducted by Empire State College SUNY

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

Region VI  
Dec. 3

9:30 a.m. to 4:30 p.m.

The Ramada Renaissance  
4243 Genesee Street, State Route 33  
Buffalo

Region V  
Dec 10

9:30 a.m. to 4:30 p.m.

Sheraton Inn  
7 North Street and Electronics Parkway  
Syracuse

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

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

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

Registration is limited, so register soon!

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

**Some seats still available!**

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

Name:

Mailing Address:

Home Phone: ( )

Work Phone: ( )

County in which you work:

Local #:

Job title:

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

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

# November is insurance option transfer period

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

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

## New York State Health Insurance Program 1989 Rate Sheet of Employee Contributions for Employees of New York State Departments and Agencies

Code and Plan

Biweekly Employee Costs

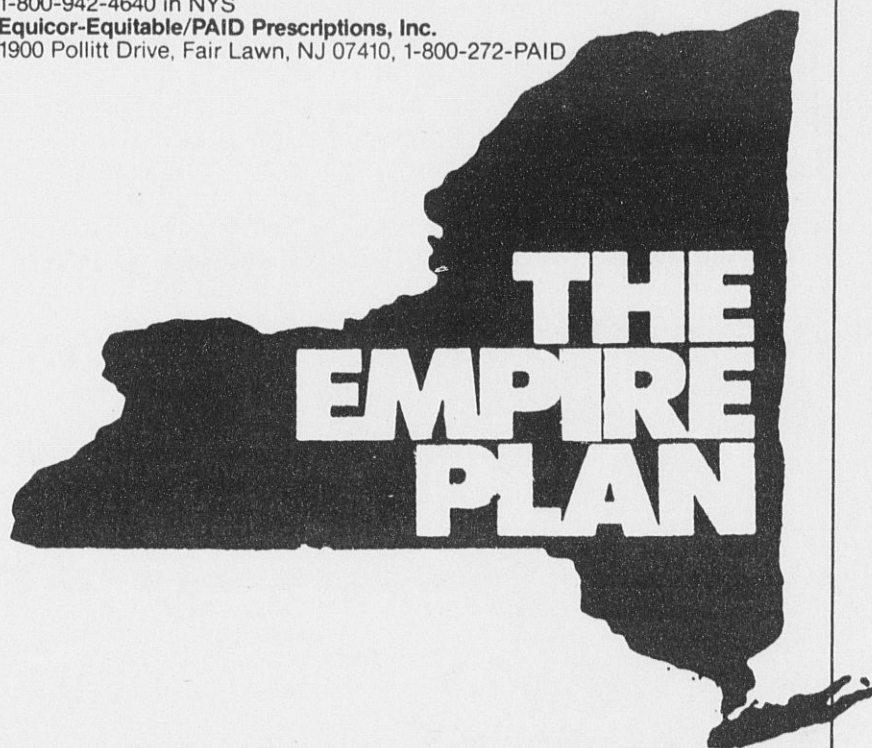
Code and Plan

Biweekly Employee Costs

Schedule  
Ind Fam

Schedule  
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001 **The Empire Plan** \$6.19 \$26.59  
**Blue Cross**  
 NYS Service Center, Box 11932, 12 Corporate Woods Blvd., Albany, NY 12211-2389, 1-800-342-9815 in NYS  
**Metropolitan Life Insurance Company**  
 C.P.O. Box 1600 Kingston, NY 12402-0600, 1-800-942-4640 in NYS  
**Equicor-Equitable/PAID Prescriptions, Inc.**  
 1900 Pollitt Drive, Fair Lawn, NJ 07410, 1-800-272-PAID



053 <b>Community Health Plan (CHP)</b>	4.55	23.15
<b>Capital Area CHP</b> 1201 Troy-Schenectady Rd., Latham, NY 12110 (518) 783-1864 or 1-800-638-0668		
<b>CHP of Basset</b> One Atwell Rd., Cooperstown, NY 13326, (607) 547-3702		
064 <b>Foundation Health Plan (FHP)</b>	5.32	26.39
3660 George F. Highway, P.O. Box 97, Endwell, NY 13760 (607) 754-3380		
051 <b>Genesee Valley Group Health</b>	3.70	17.60
Gateway Centre, 150 E. Main St., Rochester, NY 14647 (716) 283-4510		
050 <b>HIP</b>	3.56	18.89
220 W. 58th St., New York, NY 10019, (212) 373-5400 or 1-800-HIP TALK		
057 <b>Health Care Plan (HCP)</b>	3.34	16.80
900 Guaranty Bldg., Buffalo, NY 14202, (716) 847-1480		
<b>HealthNet</b> P.O. Box 8650, Albany, NY 12208, 1-800-342-9741		
<b>Areas</b>		
250 Manhattan	4.59	22.64
251 Bronx, Brooklyn, Queens	4.16	20.49
252 Richmond County	4.02	19.89
253 Nassau, Rockland, Westchester	4.07	20.07
254 Suffolk County	3.93	19.46
255 Dutchess, Orange, Putnam, Sullivan and Ulster	3.59	17.59
256 Albany, Schenectady, Fulton, Montgomery, Rensselaer and Saratoga	3.49	18.10
257 Northern Saratoga, Warren, Washington and Essex	3.42	17.73
258 Columbia, Greene, Delaware and Schoharie	3.18	15.71
061 <b>HealthShield</b>	\$5.18	\$25.91
160 Union St., Poughkeepsie, NY 12601, (914) 471-2368		
069 <b>HealthWays</b>	4.94	24.68
555 White Plains Rd., Tarrytown, NY 10591, 1-800-223-0812		
120 <b>Independent Health Association (Hudson Valley)</b>	4.21	21.52
220 White Plains Rd., Tarrytown, NY 10591 (914) 631-0939 or 1-800-654-5494		
059 <b>Independent Health Association (Western)</b>	3.77	20.50
777 International Drive, Buffalo, NY 14221 (716) 631-5392 or 1-800-247-1466 in NYS		
072 <b>Independent Prepaid Health Plan (IPHP)</b>	4.73	23.73
8278 Willett Parkway, Baldwinsville, NY 13027, (315) 638-2133		
052 <b>Kaiser Foundation Health Plan of New York</b>	4.24	19.60
7-11 South Broadway, White Plains, NY 10601, (914) 682-0025		
065 <b>Mid-Hudson Health Plan (MHP)</b>	4.17	20.84
Park West Office Complex, Hurley Avenue Extension, P.O. Box 3786, Kingston, NY 12401 (914) 338-0202 or 1-800-826-2651		
<b>Mohawk Valley Physicians' Health Plan (MVP)</b> 1-800-431-7171		
060 (East) 108 Union St., Schenectady, NY 12305, (518) 370-4793	4.87	24.15
100 (Central) 209 Elizabeth St., Utica, NY 13501, (315) 797-4411	3.75	18.60
058 <b>Preferred Care</b>	3.74	18.33
259 Monroe Ave., Suite A, Rochester, NY 14607 (716) 325-3920		
055 <b>Prepaid Health Plan (PHP)</b>	4.35	22.30
8278 Willett Parkway, Baldwinsville, NY 13027, (315) 638-2133		
240 <b>Prepaid Health Plan/Slocum Dickson Medical Network</b>	3.92	19.48
217 Seneca Turnpike, New Hartford, NY 13413 (315) 797-7013 or (315) 797-1171		
062 <b>Rutgers Community Health Plan (RCHP)</b>	4.63	21.91
One World's Fair Drive, Somerset, NJ 08873, (201) 654-1500		
230 <b>Sanus Health Plan</b>	4.18	22.48
75-20 Astoria Blvd., Jackson Heights, NY 11370 (718) 899-3600 or 1-800-338-8113		
071 <b>Travelers Health Network</b>	3.84	20.62
600 Erie Place, 620 Erie Boulevard West, Suite 202, Syracuse, NY 13204, (315) 479-6677		
210 <b>US Healthcare</b>	4.45	22.18
Triad IV, 1981 Marcus Ave., Suite E111, Lake Success, NY 11042, 1-800-323-9930		
220 <b>WellCare of New York</b>	4.29	21.47
300 Stony Brook Ct., Newburgh, NY 12550 (914) 561-5028 or 1-800-826-2651		

### HEALTH MAINTENANCE ORGANIZATIONS (HMOs)

160 <b>BlueCare Plus</b>	4.45	21.01
258 Genesee St., Suite 422, Utica, NY 13502 (315) 798-4397 or 1-800-722-7884		
066 <b>Blue Choice</b>	3.76	18.43
Gateway Centre, 150 E. Main St., Rochester, NY 14647 (716) 454-4810 or 1-800-462-0108 in NYS		
063 <b>Capital District Physicians' Health Plan</b>	4.53	26.68
5 Washington Square, Washington Avenue Extension, Albany, NY 12205, (518) 452-1823		
070 <b>Choice Care</b>	5.39	24.63
Nassau West Executive Center, 50 Charles Lindbergh Blvd., Uniondale, NY 11553, (516) 222-1460 or (718) 343-1460		
067 <b>Community Blue</b>	3.97	20.83
1901 Main St., Buffalo, NY 14208, (716) 884-2800		
068 <b>ElderPlan, Inc.</b>	1.50	5.23
1276 50th St., Brooklyn, NY 11219, (718) 871-7526		

All Empire Plan enrollees and their dependents will be issued magnetically-encoded Employee Benefit Cards by Jan. 1, 1989. The new card will replace present Empire Plan cards.

The Employee Benefit Card is part of a new computerized eligibility verification system known as SCAN — State Computerized Authorization Network. The cards will be encoded with a magnetic strip similar to a credit card which providers will "swipe" through a card-reader device located in their offices.

In addition to verifying eligibility for coverage, the SCAN system will indicate to the provider the co-payment you may be required to pay, based on the services you received during your visit.

# "Children's Corner" serving Rome area



ROME — A child care center serving public employees and the general public in the Rome area held grand opening ceremonies here recently.

The "Children's Corner at Rome Inc." child care center is located on the campus of the New York State School for the Deaf, 401 Turin Street, Rome.

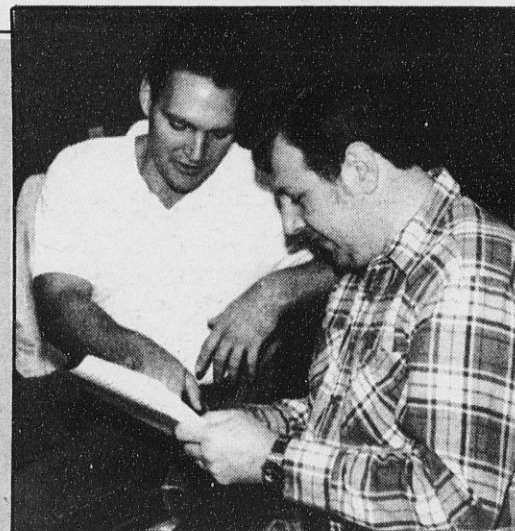
The center is open Monday through Friday from 6:45 a.m. to 5:30 p.m. Programs are available for infants, toddlers, preschool and school-aged children up to 12 years old.

Information on the "Children's Corner at Rome Inc." may be obtained by calling (315) 339-0981.

AMONG THOSE PRESENT at grand opening ceremonies were, adults from left, Rome Developmental Center CSEA Local 422 President Jon Premo; CSEA activist Christine Carletta, president of the center's board of directors; CSEA Central Region President Jim Moore and Dan Kinney, upstate regional vice president of AFSCME Council 82, Local 1790. Children, from left, are Marc Tilbe, Jamie Eyre, Lance Schmidt and Joey Sarcone.

## Region V delegates get ready

LAKE GEORGE — CSEA Central Region activists recently attended the regional meeting here that traditionally precedes the union's annual statewide Delegate Meeting. The primary purpose of conducting such regional meetings is to discuss issues expected to come up on the floor of the Delegate Meeting.



MINI SESSION — George Decker of Watertown DOT CSEA Local 015 discusses an issue with local Treasurer Fred Gerloff during recent Region V meeting.



DISCUSSING UNION ISSUES during a coffee break are, from left, Sam Longo of Syracuse State Employees Local 013, Emma Gregory of SUNY Syracuse Local 615 and Ralph Young of Oneida County Local 833.



DON OWENS of Upstate Medical Center CSEA Local 615 discusses pending convention issues with Mary Swasta and Arlene Evenden of Chemung County CSEA Local 808.



## ADULT LEARNING WEEK

"Learning: the rage at any age" is this year's state Adult Learning Week theme, and CSEA members are learning more than ever. Last year, more than 10,000 CSEA members participated in one or more of the educational benefit programs.

How about you? Take the Learning Prescription Quiz below and find out if you have "the rage to learn."

### LEARNING PRESCRIPTION QUIZ

1. Have you stuck your neck out lately, taken new risks or learned something new?  Yes  No

2. Do you feel like you're getting where you want to go in your job?  Yes  No

3. Have you exercised your thinking power, really stretched it to see what you can do?  Yes  No

4. Have you met new people lately and shared new ideas on a topic you're interested in?  Yes  No

5. Do you know where to begin or how to get started with new goals for yourself?  Yes  No

#### Rating Scale

Number of No Answers	Learning prescription needed
4 or more	Take two aspirins and sign up for an education program immediately.
2 or 3	Take one aspirin and sign up for an education program in the morning.
1	Great! Keep it up! But an education program can still help you a lot!
0	You might be kidding yourself. Enroll in a program anyway.

#### LEARNING PRESCRIPTION

If you answered no to one or more of the above questions, a learning prescription might be just what you need. They say the hardest part on a journey is from the couch to the door, so go talk with your training or personnel staff today. Or pick up the phone and call the appropriate number listed below to start your learning prescription today.

Remember: Invest in yourself — you're worth it!

Programs are available only to CSEA-represented state employees in the Administrative Services, Institutional Services, Operational Services and Division of Military and Naval Affairs units.

### MENU OF OPPORTUNITY

Below are a series of questions; if you answer yes, keep reading about the programs that can help you, and then contact your personnel or training office for more information. For further assistance, call the individual program numbers listed.

1. Do you want to advance, improve a skill or just take a class to learn something new?

**LABOR EDUCATION ACTION PROGRAM (LEAP):** offers tuition-free courses at colleges and BOCES throughout the state. For more information, call LEAP at (518)434-0191 ext. 226.

**TUITION REIMBURSEMENT:** provides 50 percent of tuition costs for credit and non-credit programs up to \$500 a year to improve skills and job performance. For more information, call the Tuition Reimbursement Unit at (518)474-7176.

2. Do you want to read better?

**SPECIAL TUTORING** and computer programs are available at selected sites. For more information, call REACH at (518)473-3939.

3. Do you want to speak English better?

**ENGLISH AS A SECOND LANGUAGE** classes are available. For more information, call REACH at (518)473-3939.

4. Are you a therapy aide or a community resident aide at an OMRDD facility who wants to do better on the job?

**SMALL GROUP PROGRAMS** using videos and workbooks are available at selected sites. For more information, call REACH at (518)473-3939.

5. Do you want to learn a specific skilled trade with the opportunity to earn more?

**JOINT APPRENTICESHIP PROGRAM:** provides on-the-job training and related classroom instruction leading to journey-level status in skilled trades. For more information, call JAC at (518) 473-3416.

6. Are you an OSU worker who wants to learn more about motor equipment mechanics, stationary engineering or electrical work?

**ONE-DAY WORKSHOPS** are available in each of the six CSEA regions. For more information, call JAC/Empire State College at (518)587-2100 ext. 376.

7. Do you work in a clerical or secretarial position and want to advance?

**CSEAP (Clerical and Secretarial Employee Advancement Program)** provides training and development and advancement opportunities for ASU employees. For more information, call the Labor/Management Committee, (518) 473-0067.

8. Are you unsure of where to begin or what you really want to do?

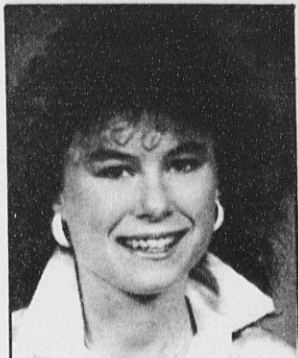
**EMPOWERED LEARNING: Unleashing Your Career and College Potential Workshop** helps you assess your skills and experience, set new goals and develop a personal plan of action. For more information, call LEAP at (518) 434-0191.



# Scholarships



## Black River state Employees



JoAnne Cratsenburg



Erica Wade



Kimberly Sanford

The Black River Valley State Employees CSEA Local 015 has awarded three scholarships of \$1,000 each for two years.

The winners are:

**JOANNE CRATSENBURG**, daughter of Mr. and Mrs. Robert Cratsenburg of Dexter, attends Jefferson Community College. Her father works in the state Department of Transportation (DOT).

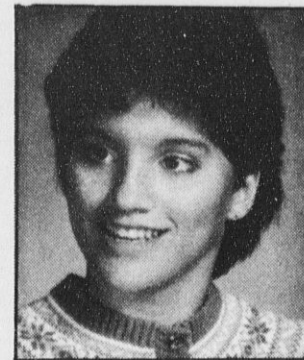
**ERICA WADE**, daughter of Mr. and Mrs. Fred Gerloff of Watertown, attends SUNY at Buffalo. Her father also works in the state DOT.

**KIMBERLY SANFORD**, daughter Mr. and Mrs. Thomas P. Sanford of Watertown, attends SUNY at Cortland. Her father also works for the state DOT.

## SUNY Potsdam



Krista Murphy and Local 613 Vice President Merrill White



Kelly LeCuyer

POTSDAM — SUNY at Potsdam CSEA Local 613 has awarded two \$100 scholarships to the children of members.

The seventh annual Harold C. Conant Memorial Scholarships are named for the local's former president. The winners are:

**KELLY LECUYER**, daughter of Betty LeCuyer of Winthrop, attends Canton Agricultural and Technical College. Her mother is a stenographer and a 22-year employee at the college.

**KRISTA MURPHY**, daughter of Sue Murphy, attends SUNY College at Plattsburgh. Her mother is a 17-year employee at the college.

# Member inspired in Germany

By Anita Manley

CSEA Communications Associate

CLARKSTOWN — A Rockland County CSEA Local 844 member is inspired by a trip to Germany to attend a two-week trade union seminar.

Stephen Peters was one of several public employees nationwide chosen by AFSCME to attend the seminar held earlier this year. He was nominated by Local 844 President Lee Pound.

Peters' two-week schedule was a busy one.

"They had us going constantly," he said.

Meetings with German union activists, seminars on the history of German labor unions, training programs offered to German youth and the structure of the union were just some of the activities Peters participated in.

The trip also included a tour of the country with stops in Munich, Stuttgart, Berlin, the Alps, East Berlin, Hamburg and Hanover and visits with union stewards, officers and elected officials at their worksites.

What impressed him most about the

German unions is their organization, Peters said.

"They're extremely well organized. Unions in Germany start their members young with training programs for students," he said. "They have a youth program with a separate division for the kids."

In addition to training in the skilled trades, youngsters learn early about unionism.

Another factor that impressed Peters was the respect that union activists command.

"In Germany, shop stewards aren't harassed," he remarked, "and you have a shop steward for every 10 to 15 workers."

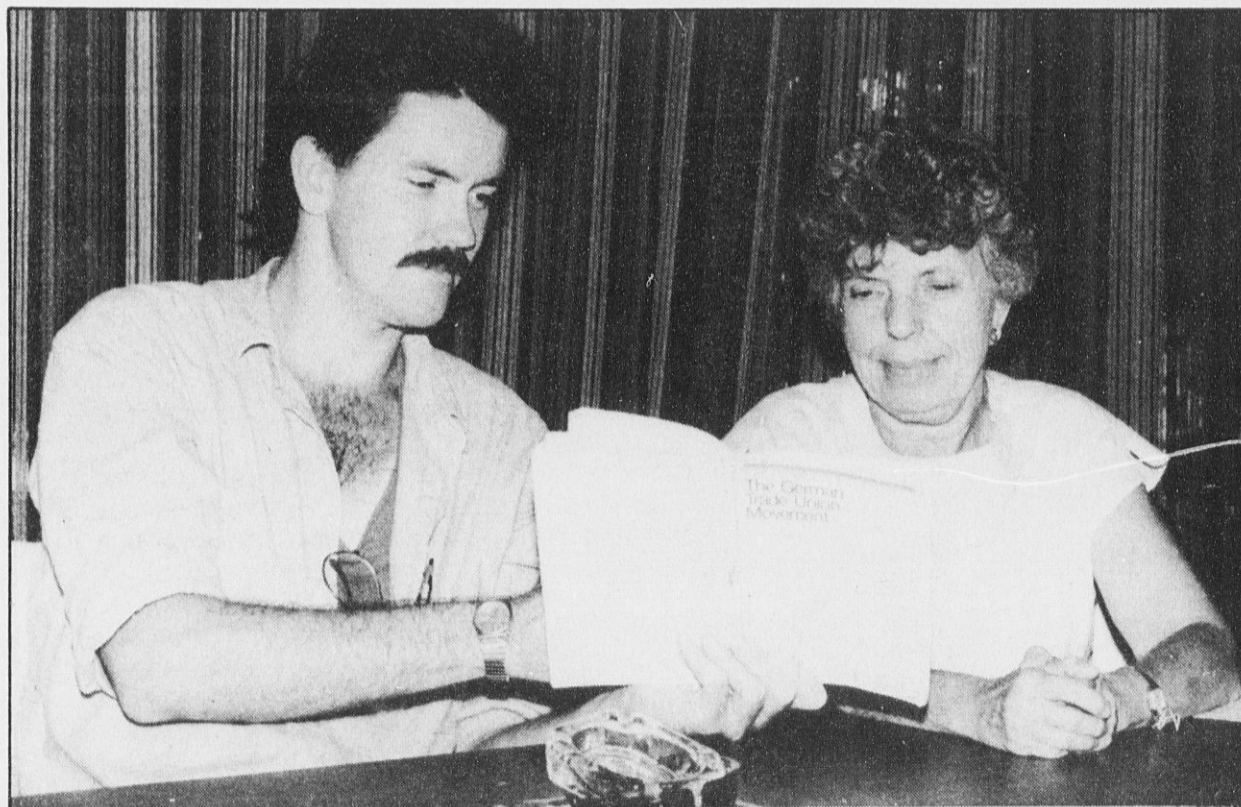
Are German workers' benefits comparable to their U.S. brothers and sisters? They receive more medical and educational benefits because of the nature of the German Socialist government, he said. In addition, more training programs are available.

One area of concern in Germany is the unemployment among women. While a few German women hold high positions in the workplace, Peters said, tradition still dictates that a German woman "belongs at home."

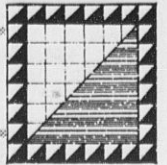
Pound said she was proud of Peters' participation in the program and the active role he has played in the Town of Clarkstown where he is employed in the highway department.

"In addition to participating in the grievance training programs offered by the region, Steve has taken it upon himself to study Civil Service rules and regulations, Section 75 procedure, the unit constitution and the town contract," she said.

"He has turned the highway department around and has the support of his co-workers. With his assistance, I have been able to address many of the problems through the grievance process."



CLARKSTOWN HIGHWAY DEPARTMENT employee Stephen Peters shows Rockland County Local President Lee Pound one of the books he brought back from his trip to Germany. Peters said he found the trip inspiring and is grateful to AFSCME and CSEA for giving him the chance to attend.



### Cupcakes for care

Keeping a day care center solvent isn't easy nowadays, but at Hudson River Psychiatric Center, Brookside Day Care Center Director Denise Rega has managed to raise over \$13,000 with bake sales and other fund raisers. In addition, says Rega, a beverage can redemption program has helped raise money to purchase art supplies, a camera and other incidentals that the center would not have otherwise been able to afford.

## Convention challenge

CSEA members generally respond well to a challenge. But even the heartiest souls were put to the test during CSEA's recent convention in Lake Placid. It was just after Halloween, but two days of snow left 18 inches on the ground, knocked out electricity, made roads impassable and shut down the whole town.

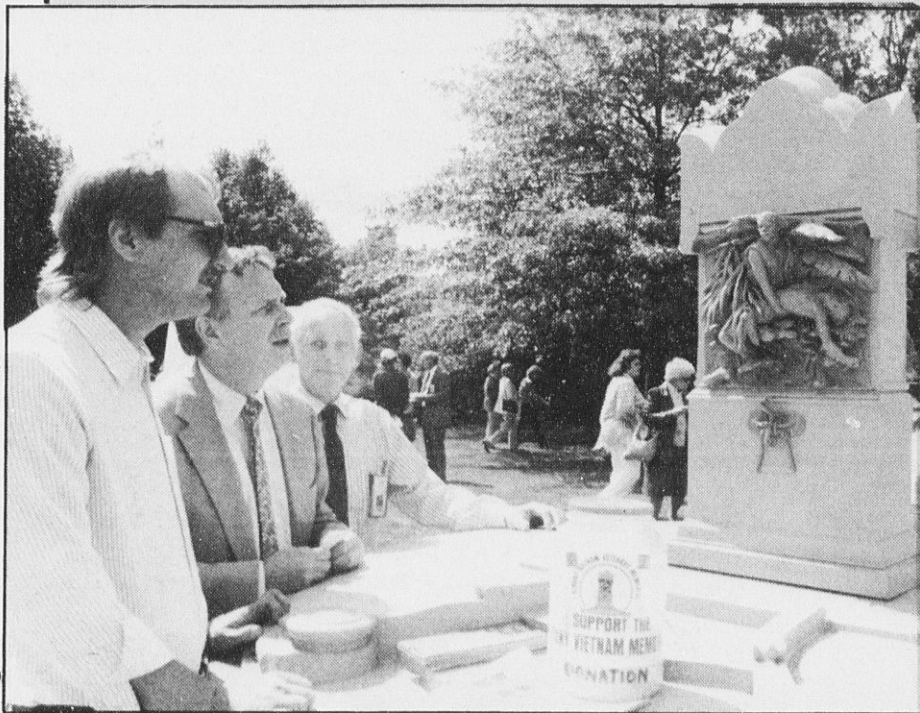
That wasn't enough to stop CSEA's delegates, though. They would not be turned away — arriving at the convention center any way they could and getting down to business.

In the same vein most of the convention speakers canceled their appearances but AFSCME President Gerald McEntee braved the elements, traveling all the way from Washington via Albany.

Oh, and in keeping with CSEA's knack for doing things in a big way, news reports said the power outage was the worst ever to hit the region.



Town of North Hempstead CSEA Unit President Paul Nehrich, right, gazes fondly at bust of Bing Crosby as Francis X. Smith provides his pipe to their hero and Tommy "Bing" White approves. Nehrich sponsors an effort to have CSEA add its weight to a nationwide campaign to get the Post Office to issue a commemorative stamp in honor of the late singer. Smith is an honorary member of board of directors and White is honorary spokesman of the Bing Crosby Historical Society, a band of Crosby fans backing the stamp campaign. Nehrich counts several hundred Crosby records among his private collection of an estimated 30,000 records.



**PONDERING "BROTHERHOOD" AND "COMPASSION"** — CSEA Tax and Finance First Vice President Ed Wysomski, CSEA Statewide President Joseph E. McDermott and Tax and Finance Second Vice President Milton Yaguda view the miniature of the proposed Albany Vietnam Veterans Memorial monument to be erected in LaFayette Park if enough funds can be generated by various fund raisers and appeals.

## CSEA helps remember

CSEA was among the first to really welcome them home, and CSEA has been working to help them overcome the problems that haunt the lives and memories of many of them ever since.

Now, with the help of public and private groups and individuals, Albany Vietnam Veterans hope to have a memorial to those veterans in historic Lafayette Park by May 1989.

The Albany Vietnam Memorial will make no political statement nor will it elevate the nature of war. The 16.5-foot, bronze and granite memorial will depict a theme of "Compassion" and "Brotherhood." The front of the memorial will bear a sculpture of one G.I. holding a wounded G.I. The back will bear the names of the Albany County residents who were killed in action in Vietnam or listed as mission in action.

This monument will serve as a reminder of two things: that the people who died or are still missing may be gone but they are not forgotten and the memorial will serve as a reminder of the lessons we should learn from this experience so that it does not happen again.

At present the Albany, N.Y., Vietnam Veterans Memorial Committee is short some \$75,000 of the needed \$414,000. Recently CSEA Capital Region sponsored a fund raiser on the State Office Building Campus with PEF and GOER to assist the Veterans Committee in raising funds for the cost of the memorial.

CSEA statewide President Joseph E. McDermott and other statewide officers attended the fund raiser and viewed a miniature model of the memorial.

## The way management dragged their feet

# You'd think Montgomery County had money to burn

By Daniel X. Campbell  
CSEA Communications Associate

AMSTERDAM — "I certainly got my dues money's worth of service," Diane Gordon said as she dealt three freshly-cut checks made out to her, totaling \$22,625.65, face up on the table. The Montgomery County Local 829 member allowed herself the luxury of wondering aloud what she could do with the money.

"So did I," added David Van Wormer as he looked at his checks totaling \$2,389.85.

"Finally, the Montgomery County PIC controversy is over," CSEA Field Representative Joseph Bakerian said, signing off on the paperwork closing an improper practice charge case that began almost two and one-half years ago. It ended recently when Montgomery County paid more than \$25,000 to Gordon and Van Wormer, whose jobs the county terminated in 1986.

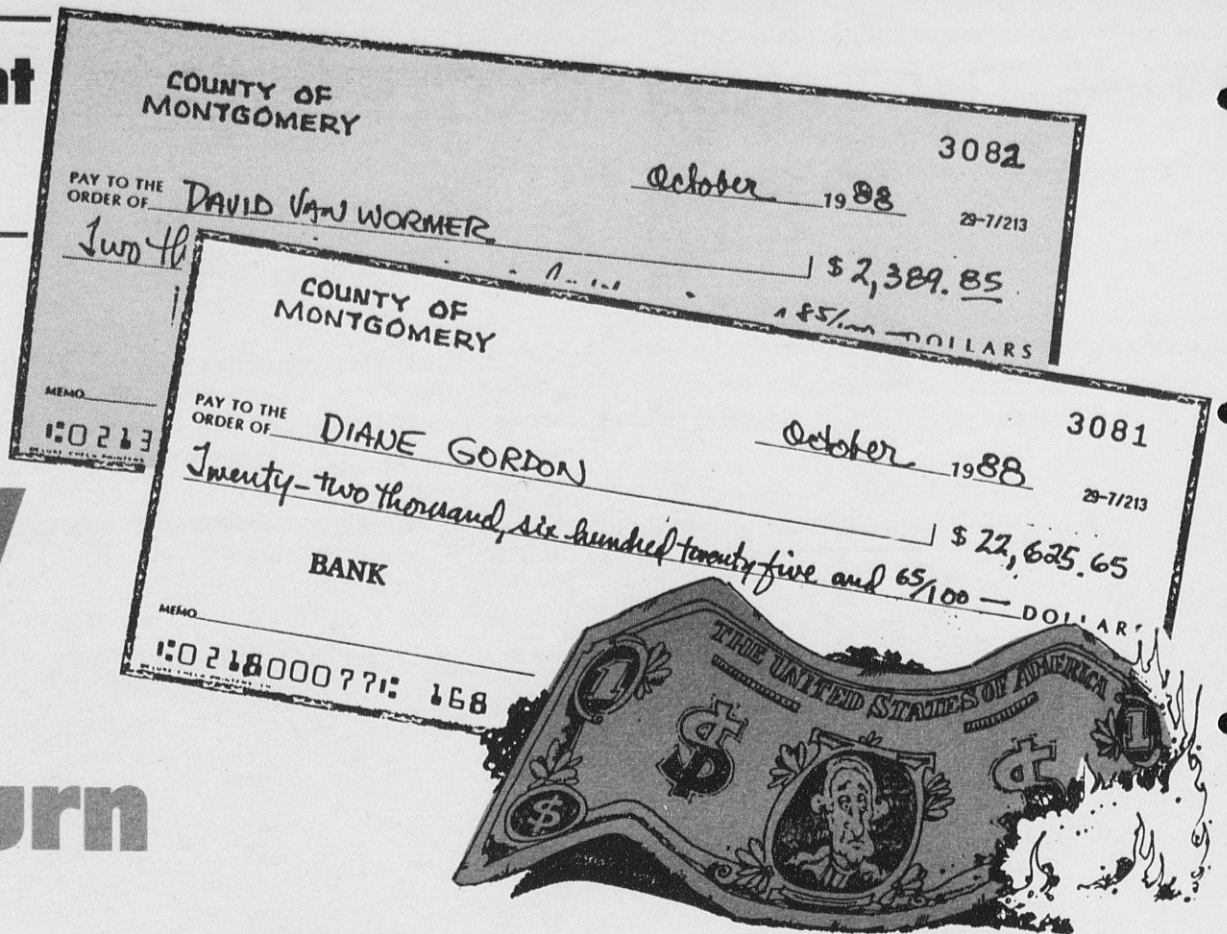
The case began on July 1, 1986, when Montgomery County fired all of the county employees who made up the local government's economic development education and training staff. The workers were all then re-hired by the private sector Fulton, Montgomery and Schoharie County Private Industry Council (PIC).

CSEA filed an improper practice charge with the state's Public Employment Relations Board (PERB) against the Montgomery County administration for failure to negotiate the sub-contracting with the union.

In October 1986 a PERB hearing officer agreed with CSEA and directed the county to offer the workers reinstatement to county employment in positions they previously held. PERB also awarded the workers "current interest" on any funds owed until their reinstatement.

The workers were supposed to be given comparable jobs with PIC at the time the county office was abolished, but PERB affirmed CSEA's position that the county violated the law by not negotiating what turned out to be a job loss for the workers.

"The 1986 rate of interest was 9 percent and I made sure that the county began compounding it on a bi-weekly basis



**GOT THEIR DUES MONEY'S WORTH** — David Van Wormer and Diane Gordon shows off checks totaling more than \$25,000 they received after CSEA went to bat for employees improperly terminated by Montgomery County.

right from the beginning," Bakerian said. "I anticipated quick action on the part of the county to reinstate the workers and save the county taxpayers any penalty interest funds."

Instead, the county dragged its feet and it wasn't until February 1988 that the county board of supervisors got around to funding Local Resolution 79, which authorized the funding and compliance of the county with the PERB order.

Last March, after yet another delay on the county's part, CSEA went to court for a judgment against the county to enforce the earlier decision.

"That finally got their attention," Bakerian said.

Meanwhile, for 27 months, the amounts owed to Gordon and Van Wormer grew, compounded bi-weekly at the 9 percent per annum figure.

Gordon's check for \$22,625.65 reflects the fact that the county failed to find her a position in county service during the majority of the period in question. Van Wormer was re-hired by the county almost immediately and worked in a number of positions, so his check is much smaller but does reflect the amount of loss plus interest.

"CSEA takes due pride in this victory," Bakerian said. "Pam Turner, our counsel in this matter, did a great job."

"But the county could have saved taxpayers thousands of dollars in interest, and our two members would not have had to endure a lot of personal frustration, if the county administration had complied with the PERB decision much earlier," he said. "It is inconceivable for the county leadership to procrastinate and drag its feet on an issue having direct financial impact on taxpayers."