

"IT'S OUR MONEY!"

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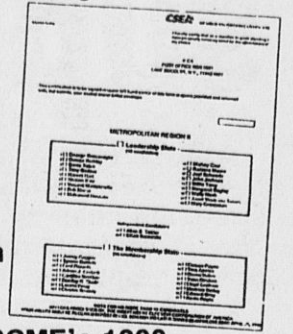
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Those newspapers you read today could be bedding for some cows tonight.

CSEAP offers computer training in Rochester

ROCHESTER — A new training opportunity exists in the Rochester area for clerical and secretarial employees in CSEA's state Administrative Services Unit (ASU).

Hands-on training for beginning operators of IBM personal computers (or compatibles) and training for non-operators who wish to become familiar with microcomputers will be available to the ASU CSEA members through the Clerical and Secretarial

Employee Advancement Program (CSEAP). CSEA was established in 1979 for ASU members through negotiations between CSEA and the state.

Interested CSEA ASU state employees can attend hands-on training in personal computer orientation and selected software packages between April 30 and July 6. Training will be offered at Logical Operations, Inc., 595 Blossom Road,

Rochester. Courses will be given during the work day between 8:45 a.m. to 4:15 p.m. Company trainers will teach the course curricula developed by the CSEAP Training & Technology Center. **There is no charge to employees or their agencies for the training.**

Application forms are available by contacting your agency personnel or training and education offices.

Clarification . . .

Two people were misidentified in a photo caption in the previous issue of *The Public Sector*. The photo showed Assemblywoman Elizabeth Connelly accompanying CSEA representatives and others on a tour of the Dixhurst building on the grounds of the Mohawk Valley Psychiatric Center. RoAnn Destito should have been identified as an aide to state Assembly Speaker Mel Miller and Don Robbins should have been identified as an aide to Assemblywoman Connelly.

Thanks to all our CSEA friends . . .

Dear CSEA members and friends:

Please accept our sincere thanks and appreciation for the many cards, letters, flowers and expressions of sympathy following the death of our husband and father, Don Webster. They were too numerous to answer individually, but we want you to know what a comfort they are to us and how much we appreciate the thoughtfulness of all of you.

Sincerely,
Lorraine Webster and children
Family of Don Webster

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Pension task force calls for permanent supplementation

ALBANY — Saying "It's our money," a state AFL-CIO task force is calling for sweeping changes in the \$100 billion New York State and New York City public employee pension funds.

CSEA President Joe McDermott, chair of the AFL-CIO Task Force on Public Employee Pensions, recently released the findings of a nine-month study called "It's Our Money."

"Pension funds aren't public money. It's our money, the wages we agreed to defer for our retirement security," McDermott said. "They have been set aside for the exclusive benefit of retirees. But that's not happening. It's time for a change. It's time for

"It's time for permanent pension supplementation."

— CSEA President Joe McDermott

permanent pension supplementation for retirees."

The task force report points out that pension fund assets have risen dramatically while pension costs to state and local governments have decreased from \$1.3 billion in 1980 to \$718 million in 1989.

Retirees in the Common Retirement Fund (CRF) average \$5,932 in annual pensions.

The report recommends permanent pension supplementation for retirees beginning with a full inflationary adjustment on Sept. 1, 1991, with 5 percent caps on annual adjustments thereafter.

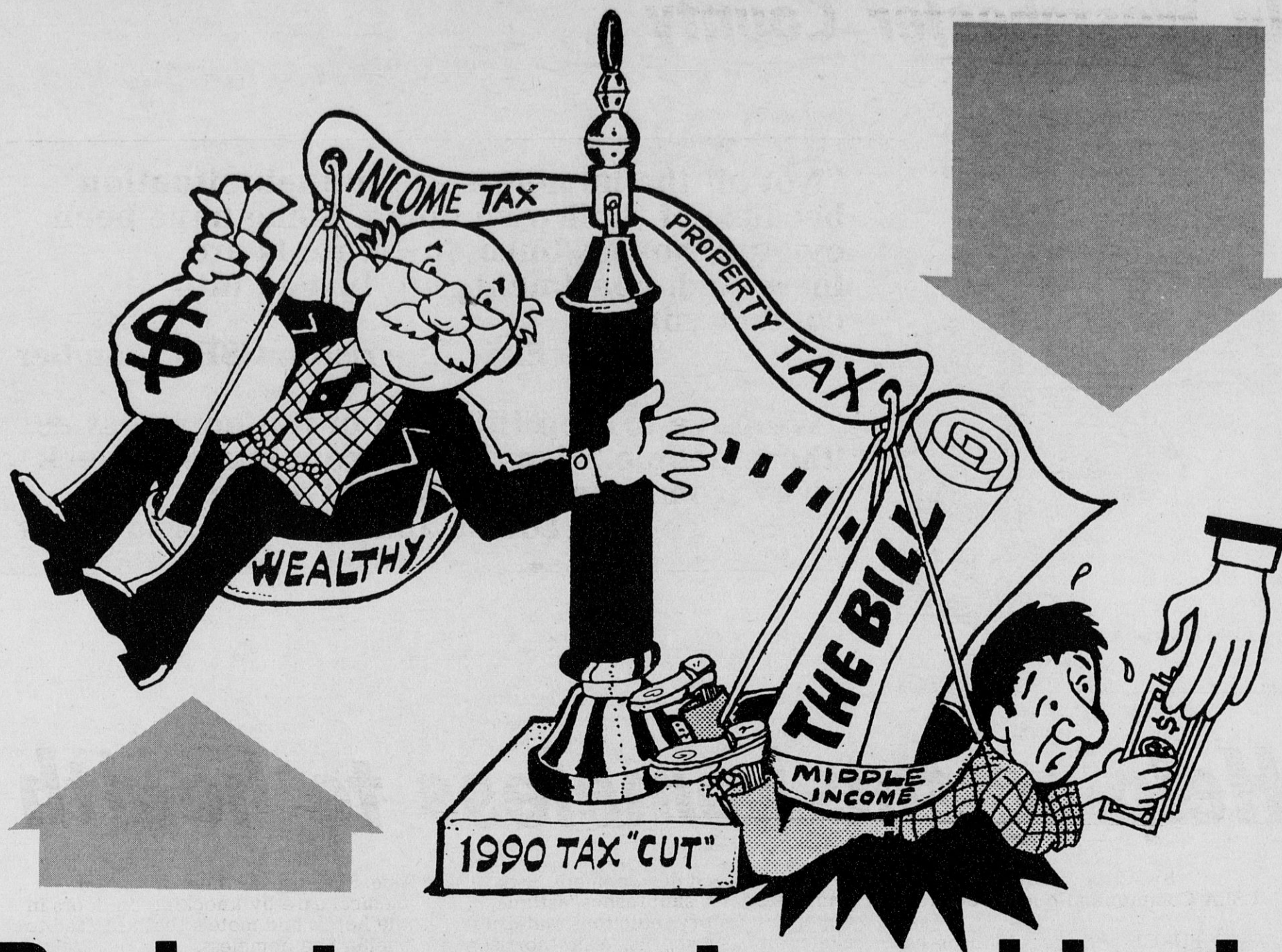
Among its other recommendations are a board of trustees and protection of retiree health benefits. (See adjacent story for details on other recommendations.)

"The pension system isn't a piggy bank employers can turn to in a budget crunch," McDermott said. "It's our money, and we should benefit from the fund's success before the employers do."

Recommendations:

- * Permanent pension supplementation.
- * A seven-member board of trustees to replace the comptroller as sole trustee; the board would have three employee representatives, three employer representatives and the comptroller as chair.
- * Creation of two systems from the Common Retirement Fund's two parts, the Employee Retirement Fund and the Police and Fire retirement Fund, each governed by its own seven-member board of trustees.
- * Full health insurance benefits for retirees and their dependents at the same level as benefits for active employees.
- * Elimination or reduction of the 3 percent contribution required of Tier III and Tier IV retirement system members.
- * Elimination of the "legal list" of allowable investments to promote diversification and expand investment opportunities.
- * Adoption of investment strategies which benefit state and local economies as long as the investments are financially secure and guarantee a competitive return at market rates.
- * Investment of assets to finance affordable housing with guaranteed mortgages providing a market rate of return.





Budget news turns bleak

By Kathleen Daly
Associate Editor

ALBANY — The red ink in the state budget is threatening to overflow into the worst budget crisis in 15 years, and state leaders are considering layoffs to stem the tide.

"The Legislature and the Governor are talking about cutting \$500 million from the budget, and that means cutting thousands of jobs," said Larry Scanlon, CSEA director of Legislative and Political Action. "It's grim; no agency has been spared. But we're doing everything we can to save our members' jobs."

As this issue of *The Public Sector* went to press, there was less than a week to the April 1 budget deadline, and the Governor and state Legislature were facing a \$1.5 billion deficit in the

\$51.3 billion budget proposal.

CSEA is calling for increased revenue to generate much-needed money for the state and preserve services and jobs.

Throughout the budget process, CSEA has advocated for a freeze in personal income tax rates. The planned tax cut would cost the state \$2.1 billion over two years. Already faced with a devastating shortfall in revenues, the state cannot afford to cut them even further.

CSEA is also advocating the closing of corporate loopholes. While corporate profits have been rising in recent years, corporate tax revenues have declined. CSEA's international union, AFSCME, estimates that the state is losing \$1 billion a year to corporate tax loopholes.

"Instead of cutting programs and employees, the state should raise the

If you want to be kept informed on the latest developments in the state budget debate, CSEA will provide them.

The CSEA Current Issues Update on CSEA's toll-free telephone number will have the latest information as it breaks.

You can reach the CSEA Current Issues Update by calling 1-800-342-4146. If you have a touch-tone telephone, you can reach the Update by pressing 5.

revenue to pay for what's needed," said CSEA President Joe McDermott.

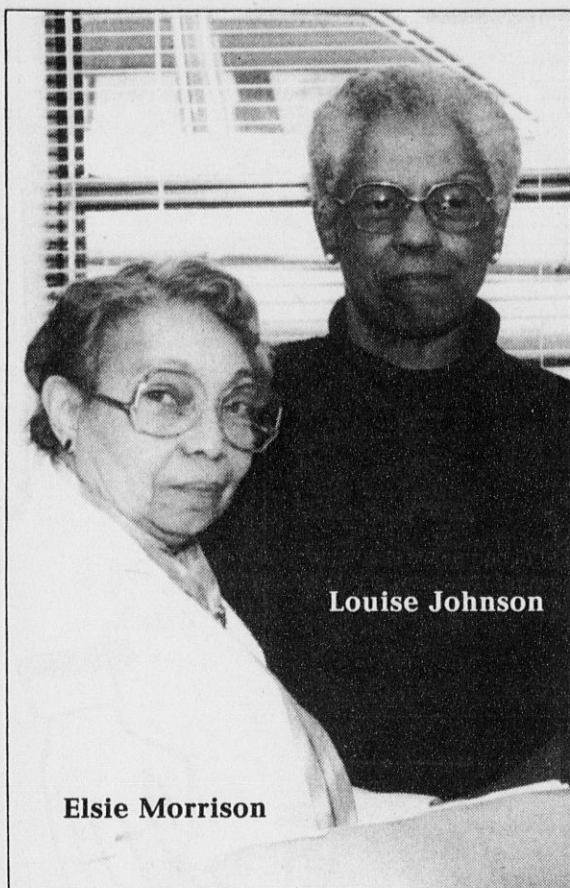
"No new taxes reads well on the lips, but it's a nightmare on the street," he said. "The state can't provide for the mentally ill, maintain the infrastructure or give local governments the support they need to provide state-mandated services. This has got to stop."

As the budget debate continued, CSEA's Legislative and Political Action Department staff members were lobbying legislators to preserve jobs and aid to local governments. They were also working to be sure legislation is passed to allow the state to pay its workers if the Legislature fails to approve a budget on time.

"No new taxes reads well on the lips, but it's a nightmare on the streets . . . This has got to stop."

CSEA President Joe McDermott

In Westchester County



Louise Johnson

Elsie Morrison

"Not all the homeless are in their situation because of their own doing. Some have been evicted, houses burn down, rents are increased, apartments are turned into condominiums."

— Elsie Morrison, CSEA member

"We have to stop thinking of the homeless as 'these people.' Many of us are just a paycheck away from being homeless ourselves."

— Louise Johnson, CSEA member

Helping the homeless to health

By Anita Manley
CSEA Communications Associate

GREENBURGH — Louise Johnson has been called names and had doors slammed in her face, but that doesn't keep her from her mission — to bring health care to the homeless of Westchester County.

"The homeless are geared to crisis care," said Johnson, a member of Westchester County CSEA Local 860. She is one of two outreach workers for the Westchester County Health Department's Greenburgh Health Center.

The health center, a comprehensive medical facility, has a staff that includes pediatricians, obstetrician-gynecologists, internists, an ophthalmologist, a podiatrist, dentists and surgical and gastro-intestinal consultants. All the physicians are affiliated with local hospitals. Patients pay for services on a sliding scale.

Johnson counsels the homeless on the value of preventative health care and informs them about services that can help them.

"A lot of them aren't aware of the services that are available," she said. "They don't seek the information."

They suffer

Homeless children suffer the most, she said.

"They are generally smaller than other children," she explained. "They're not eating properly or getting enough exercise."

Johnson's supervisor, Elsie Morrison, agreed.

"We see children with malnutrition,

anemia, delayed development, lack of immunizations, skin rashes, asthma, upper respiratory infections and drug addiction in newborns," said Morrison, a social worker and CSEA member.

The adults are no better off. They suffer from similar diseases in addition to high blood pressure, heart problems and tuberculosis.

Another problem is the large influx of people who come to the area from countries that don't require immunizations and don't have the same sanitary provisions that are available here, Morrison said.

Continuity of care is also difficult. Homeless families move often and put off medical care, or worse, ignore it until an illness becomes serious.

The center helps

The Greenburgh Health Center helps as much as it can. Not only does it provide transportation, the center also holds clinics in three Westchester County shelters on a regular basis.

The clinic's outreach program, begun in 1987, is funded by a federal grant. It has an outreach staff, including a pediatrician, an internist, a registered nurse and two community outreach workers, Johnson and Susan Harrison.

They staff the satellite clinics at the shelters, providing 10 hours of service a week at each clinic. The program helps establish a pattern of care for the homeless, Morrison explained.

It's a commitment

Johnson's job is to let the homeless know about the health care services available.

"You have to earn their trust," she

said. She spreads the word about medical care by knocking on doors in the hotels and motels that are used to shelter the homeless.

"I've had doors slammed in my face," she admitted, "and I've been called names. But I love this job. It's a commitment."

The health clinic staff often refers clients and acts as their advocates. They also work closely with the county Department of Social Services and the Department of Mental Health.

The health center was established in 1972, inspired by the dream of a group of mothers in the community. Funded by the county, it is run by a community advisory board that monitors the needs of the residents of the surrounding neighborhoods. Of the nearly 15,000 patients registered, more than 1,000 are homeless.

Life can change for the better

Many of the clients are able to turn things around. Johnson treasures a thank-you note from one former patient who found an apartment, returned to school and is beginning a new, productive life. Another young woman kicked her drug habit and is on the road to recovery.

"Not all of the homeless are in their situation because of their own doing," Morrison said. "Some have been evicted, houses have burned down, rents are increased, and apartments are turned into condominiums."

"We have to stop thinking of the homeless as 'these people,'" Johnson said. "Many of us are just a paycheck away from being homeless ourselves."

OMH/OMRDD injuries

Worse than we thought

The more CSEA looks at the numbers, the worse they get.

CSEA has been tracking the number of workdays employees lose because of on-the-job injuries in state psychiatric centers and mental retardation facilities. At last report the number was 225,000.

But several more facilities have reported in since then and the number has jumped to 267,000 — with five facilities yet to report their 1989 injury numbers.

Long Island Developmental Center, which was not included in the initial count, shows the highest number of lost workdays of any facility in the state. LIDC employees lost 27,941 workdays in 564 lost-time injuries. That means every injury cost an average of 50 workdays.

While the numbers present a shocking picture of pain and suffering, they come as no surprise to CSEA members who experience the horror every day.

Betty Keels, a 20 year state employee and member of CSEA Long Island Developmental Center Local 430 has been out of work since January when she fell in the bathroom of the facility while trying to get the residents showered.

"I had surgery on my knee in February and I'm having a hard time," she said. "It's swollen and I'm on crutches."

Even at Rockland Psychiatric Center where CSEA member Clara Taylor was brutally murdered by a patient while working alone on a ward in July 1987, the state has done little to improve the safety of working conditions.

Therapy aides still work alone on the wards, even though officials said at the time of Taylor's murder that the practice would end.

It's not just at Rockland.

Debbie Bragado, a 14-year employee at Letchworth Village Developmental Center says she's afraid to go to work.



The danger in your worksite

OMRDD		
FACILITY	#LOST TIME INJURIES	#LOST DAYS
Long Island	564	27,941
Brooklyn	190	6,557
Inst. for Basic Res.	6	702
Bronx	254	8,153
Manhattan	93	3,784
Staten Island	81	3,174
Letchworth Village	470	19,935
Westchester	57	2,385
Wassaic	506	20,913
OMRDD Central Office	4	9
Wilton	123	3,746
Rome	137	4,216
Syracuse	227	5,472
Sunmount	202	4,962
Monroe	180	4,307
J.N Adams	128	2,295
Newark	181	4,725
W. Seneca	402	8,794
Craig	103	2,001
Totals	3,908	134,071

OMH		
FACILITY	#LOST TIME INJURIES	#LOST DAYS
Kings Park	506	12,044
Pilgrim	733	27,448
Central Islip	195	7,819
Sagamore Childrens	38	2,643
Creedmoor	216	4,280
Queens Childrens	44	1,673
Kingsboro	111	4,594
Psych. Institute	41	515
Manhattan Childrens	23	815
Manhattan	125	5,612
Bronx Childrens	22	373
South Beach	79	2,533
Harlem Valley	252	11,064
Rockland	206	5,590
Rockland Childrens	30	706
Middletown	192	10,709
Hudson River	256	3,213
CDPC	37	2,613
OMH Central Office	4	22
Mohawk Valley	153	844
St. Lawrence	79	2,990
Willard	65	2,726
Binghamton	112	3,583
Elmira	53	1,151
Hutchings	116	3,600
Gowanda	123	3,312
Buffalo	203	6,018
Rochester	203	5,175
Totals	4,217	133,665

She's been injured a number of times, but the latest attack by a violent patient was the worst.

It happened while she was working alone.

"The client came up behind me and grabbed my hair. She pulled by head back and threw me to the ground and began pummeling my face."

Bragado suffered numerous injuries and was out of work for a month. She's back to work but is still left alone with the same client.

Even workers at children's psychiatric centers face dangerous workplaces.

"I got an eye injury when a patient tore a clock off the wall," said T.J. Simmons, a recreation aide at

DEVASTATING — OMH and OMRDD injury figures present a terrible picture of pain and suffering. Above, Pilgrim Psychiatric Center CSEA Local 418 member Manny Mangual, a MHTA tells his story to a *Newsday* reporter during a recent CSEA demonstration for safer working conditions.

Manhattan Children's Psychiatric Center and member of CSEA Local 433. "I've had knee injuries, back problems and had clumps of my hair torn out, not to mention numerous bites, kicks scratches and punches."

Mental hygiene workers know that clients don't have enough programs when staffing is low. The idle time and lack of supervision increases the chance of violent outbursts.

But direct care staff are not the only ones getting hurt. Food service and operational staff are also injured because of inadequate help, lack of appropriate equipment and an overall lack of commitment to improving safety and health by OMH and OMRDD.

DEMONSTRATING FOR A SAFER WORKPLACE — CSEA Long Island mental hygiene workers demonstrate outside Pilgrim Psychiatric Center recently to call attention to dangerous working conditions.



In Region II:

Celebrating women's history

NEW YORK — Members of CSEA's Region II Women's Committee celebrated Women's History Month in March by attending lectures and museums that celebrated women in history.

During one event at the Harry Van Arsdale Center for Labor Studies, CSEA member Aura Almanzar read a speech given by abolitionist Sojourner Truth at the 1851 Women's Rights Convention.

"It's important to me to know about all the women who fought for our rights," said Almanzar, a member of CSEA Local 010. "It means even more to me that my daughter understand the

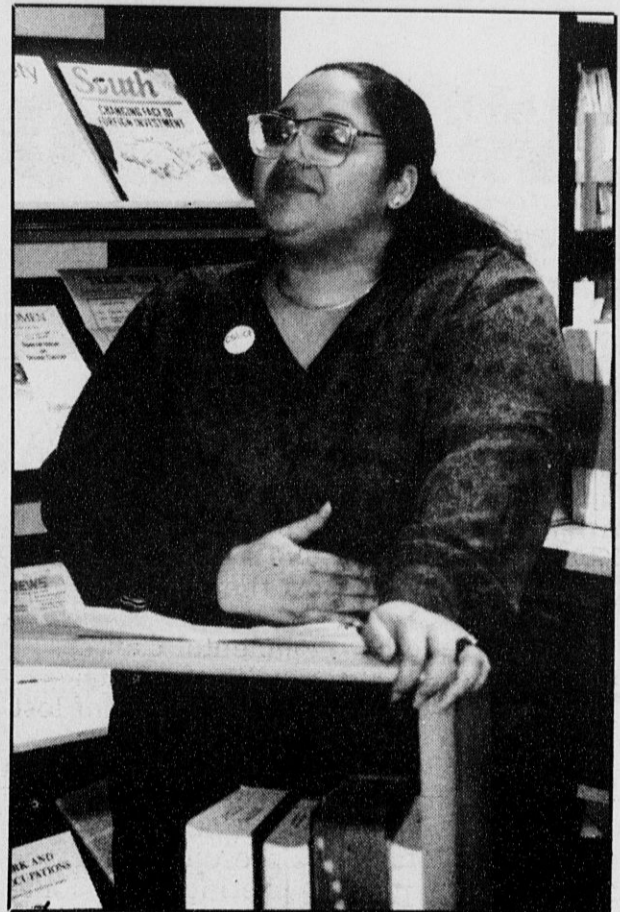
struggles of labor. I'm glad she's here to listen and learn how much of the future struggles will depend on her and her generation. The Women's Committee also visited the Smithsonian Institution's women's history exhibit, "Achievements Against the Odds — History of Black Women in America."

Committee member Janet Ventrano-Torres said the exhibit was enlightening.

"Most history books I remember focused mostly on powerful men and what they did," she said. "Women's contributions to society seemed to be overlooked pretty much."

"It's important to me to know about all the women who fought for our rights."

CSEA member Aura Almanzar



Aura Almanzar

CSEA sets special elections to fill Board seats

Three vacancies on CSEA's statewide Board of Directors will be filled in special elections which begin April 9 with the start of the nominating petition period. Ballots will go out to eligible members on June 4 and will be counted July 9.

Board of Directors vacancies to be filled are one seat representing state employees in the Executive Department, one seat representing state employees in the Department of Motor Vehicles and one seat representing Region 5 Mental Hygiene employees.

Any member who meets the eligibility requirements can have his or her name placed on the ballot by obtaining the required number of signatures of CSEA members on official petition forms. A candidate must be at least 18 years of age; must be a member in good standing of the Department since June 1, 1989; must not be serving a disciplinary penalty imposed by CSEA's Judicial Board and must not have been a member of a competing labor association or union since June 1, 1989.

Signatures on the nominating petition forms must be of CSEA members in good standing eligible to vote in the election. The nominating petitions must include the Social Security numbers of the members signing the forms.

Following are the number of valid signatures required on nominating petitions for the vacant seats:

Board Seat	Number of Signatures Required
Executive	450
Motor Vehicles	242
Mental Hygiene—Reg. 5	450

The petitioning period starts April 9 when nominating petition forms become available from CSEA Headquarters and regional offices. Nominating petition request forms are available from local presidents, CSEA Headquarters and regional offices. The deadline for nominating petitions to be received at CSEA headquarters is 5 p.m. April 27.

CSEA's statewide Board of Directors has adopted the following election schedule. The union's statewide Election Committee will conduct the balloting.

April 9 Start of nominating petitioning period. Nominating petition request forms and petitions available.

April 27 Deadline for nominating petitions to be received at

CSEA Headquarters. Petitions must be received by the CSEA Membership Records Department at CSEA Headquarters in Albany not later than 5 p.m.

- May 14** Deadline for declinations (8 a.m.). Drawing for positions on the ballot (12 noon), CSEA Headquarters conference room. Address labels available to candidates for mailing campaign literature.
- May 22** Deadline for receipt of campaign articles by *The Public Sector*. Deadline for campaign literature to be submitted to CSEA Headquarters for distribution (5 p.m.).
- May 28** Campaign articles printed in *The Public Sector*.
- June 4** Ballots delivered to Post Office for mailing (5 p.m.).
- June 11** Replacement ballots available.
- July 9** Deadline for return of ballots (8 a.m.). Ballot count begins.
- July 19** End of protest period (5 p.m.).
- July 23** Publication of election results in *The Public Sector*.

CSEA endorses vets' campaign to win

A medal for Maggie



MARTHA RAYE, right, talks with a group of Marines during one of her many visits to combat zones to entertain troops.

Millions of Americans know her as a leading entertainer, a vaudevillian performer, one of the nation's best-known comedienne.

But to millions of veterans of World War II, the Korean Conflict and the Vietnam War she's affectionately known as "Colonel Maggie," "The Old Lady of the Boondocks" and "The Sweetheart of Vietnam."

Martha "Col. Maggie" Raye is now 74 years old and recovering from a stroke suffered in January.

An American patriot

Raye demonstrated her strong brand of patriotism for decades, entertaining troops at the front lines in Europe, the South Pacific and North Africa throughout World War II. In Korea she worked as an Army Reserve nurse during the day and entertained troops each evening. During the Vietnam War she averaged nearly six months every year for nine years in Southeast Asia. She received two Purple Heart medals for wounds she received while in combat zones to be with and entertain troops.

A groundswell of support to have Raye awarded the nation's highest civilian award, the Presidential Medal of Freedom, is now sweeping through veterans organizations.

One of the most active people in the cause is Mildred "Noonie" Fortin, a state Department of Motor Vehicles employee and 20-year member of CSEA. Fortin is deeply involved in the campaign in New York's Capital District, spearheaded by the Tri-County Council Vietnam Era Veterans organization.

CSEA supports "a medal for Maggie"

"Thousands of CSEA members are veterans, and I'm sure that Martha Raye has the respect of every one of them," said CSEA President Joe McDermott, himself a Marine Corps veteran. "I'd like to see every CSEA member get behind this campaign to honor a true American patriot."

McDermott urged CSEA members to help win "a medal for Maggie" by completing the coupon, below, and sending it to "Noonie" Fortin in care of the Tri-County Council Vietnam Era Veterans.

Tri-County Council Vietnam Era Veterans
Attn: "Noonie" Fortin
257 Osborne Road, Albany, N.Y. 12211

I strongly support the awarding of the Presidential Medal of Freedom to Martha Raye. She is a patriot who deserves this nation's highest award.

Name _____

Street _____ City _____ State _____ ZIP _____

(signature)

First Sgt. "Noonie" Fortin "Col. Maggie's" biggest fan

"When the Tri-County Vietnam Veterans needed help to get its 'medal for Maggie' campaign going, CSEA was the first union we contacted and the first union to reply with a positive response," said Mildred "Noonie" Fortin.

Fortin, a motor vehicle license inspector with the state Department of Motor Vehicles, has been a CSEA member for 20 years.

And she's been a member of the Army Reserves for more than 15 years, holding the rank of First Sergeant. A member of the Tri-County Council Vietnam Era Veterans, Fortin is very active in that organization's campaign to win the Presidential Medal of Freedom for Martha Raye.

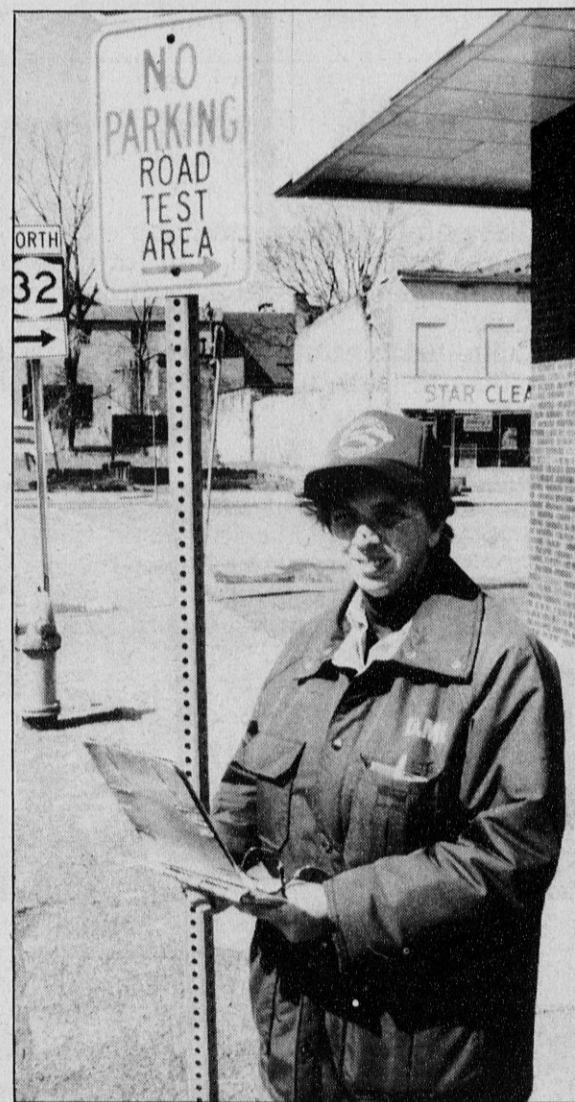
"We don't want the heroic efforts and action of Martha Raye to be forgotten,"

Fortin said. "She was wounded twice and received two Purple Hearts. But the public never knew of her service record because she wanted the public to hear about the efforts of the soldiers, and avoided media coverage of her tours."

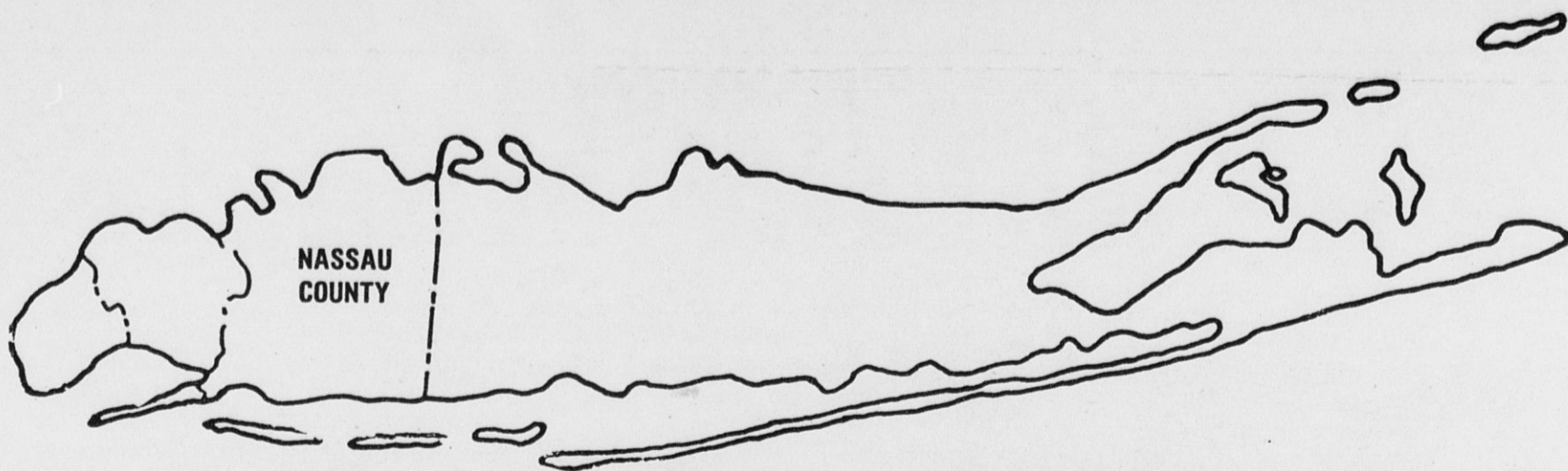
Fortin said Raye was blacklisted in Hollywood for being an active supporter of soldiers in Vietnam.

"That's a heck of a way to treat a person who, at her own expense, was in the front lines with our guys. No matter how you looked at the war, Raye's efforts were aimed at taking care of our men and women in uniform.

"We who served believe that Colonel Maggie deserves this medal now, during her lifetime," Fortin said. "With the help of CSEA and the help of other organizations, we can succeed."



MILDRED 'NOONIE' FORTIN gives up to 30 road tests a day and covers a 15-county area as a DMV motor vehicle license inspector. Much of her personal time is spent trying to win the nation's highest civilian award for Martha Raye.



A matter of time

CSEA/AFSCME pay equity suit continues

With testimony in CSEA/AFSCME's pay equity suit against Nassau County completed, the case continues to move forward.

Federal District Court Judge I. Leo Glasser has set up a schedule for both the union and the county to submit legal briefs in the case.

In the suit, CSEA/AFSCME contends that Nassau County set a pattern of sex-based wage discrimination. The union says the county intentionally paid lower wages for jobs filled primarily by women and higher wages for jobs filled primarily by men.

The union will present its legal papers April 6 and the county is to respond by April 30. On May 11, Judge Glasser will hear oral arguments.

"At that point, it will be in Judge Glasser's hands and we will wait for his decision," said CSEA President Joe McDermott.

The judge has no limit on the time he may take to issue his decision.

The lawsuit began in February in

Federal District Court, but the union has been pressing the issue for much longer. Nassau County attempted to stop the case, but succeeded only in causing delays.

CSEA/AFSCME is seeking to remedy years of wage discrimination on behalf of 7,000 Nassau County members.

The union has introduced more than 100 exhibits and has called 18 witnesses. Two job evaluation experts who analyzed the wage and classification system in Nassau County concluded that employees are paid less for their labor when they hold jobs historically filled by women.

One expert, Dr. Donald Treiman, testified that the county, after hiring consultants for a job evaluation and compensation study, ignored the results. Instead, the county increased the grades of almost 200 jobs filled primarily by men.

That pattern continues to the present, compounding the initial inequities, he said.

The county was unable to produce

any witnesses or explanation of the unfair practice.

The union called several members as witnesses and asked county officials to outline recruitment and retention problems in health care, social services, food services and clerical positions. CSEA/AFSCME also pointed out the county's lack of an affirmative action program.

If the union succeeds in proving sex-based wage discrimination in Nassau County, CSEA/AFSCME's landmark pay equity lawsuit will set an important precedent that will have an effect on women not only in Nassau County, but eventually, across the country.

"CSEA/AFSCME has presented a strong case against the county and we are optimistic that the outcome will be favorable," McDermott said.

CSEA/AFSCME is attempting to prove, in federal court, that Nassau County:

- deliberately maintained various job titles as sex-segregated;
- failed to take any steps to reduce the glaring sex-segregation in its overall workforce;
- resisted upgrades of female-dominated job titles in circumstances where its own upgrade criteria argued compellingly in favor of upgrades;
- granted upgrades to many predominantly male titles in equally or less compelling circumstances;
- responded to the CSEA/AFSCME lawsuit by imposing a nearly absolute bar to upgrades of jobs held by class members while continuing to upgrade others;
- created and maintained unjustifiable wage disparities between female- and male-dominated job titles that involve closely-related work;
- engaged in a pattern of promoting men to higher-level jobs at the expense of equally or better qualified women, and,
- failed to create realistic promotional paths for many of the largest female-dominated job titles.



CSEA/AFSCME representatives discuss final evidence entered in the union's pay equity lawsuit against Nassau County. CSEA Local 830 President Rita Wallace is center with, from left: AFSCME special counsels Jean Scott and Paul Smith; AFSCME Women's Rights Coordinator Marilyn DePoy; CSEA Region I President Gloria Moran; and Local 830 Secretary Alice Groody.

Send a message to SUNY

Sign now

From Long Island to Buffalo, CSEA-represented SUNY employees are standing up for their right to park.

CSEA has already collected thousands of signatures against an ill-conceived SUNY plan to establish a parking fee for employees on university campuses.

About 150 CSEA members and others turned out in the cold and rain at SUNY Cortland recently to protest the fee.

Under the CSEA state contracts, parking fees must be negotiated at the request of CSEA or the state. If an agreement can't be reached, the

issue must be submitted to last offer binding arbitration.

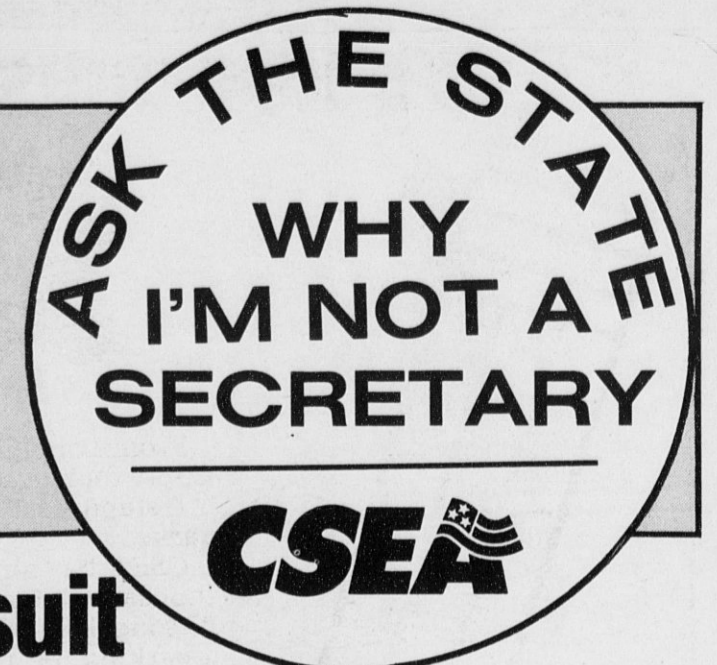
The university has not yet threatened to impose the fee on CSEA members as it has done with other employee groups. Informal discussions between CSEA and SUNY continue.

But CSEA is convinced there are better ways to balance the SUNY budget than by requiring hard-working employees to ante up as a condition of employment.

You can help make that point by signing the CSEA petition on your campus. Contact your local president for more information.



STANDING UP TO SUNY — SUNY CSEA members joined to protest the ill-conceived SUNY parking plan at SUNY Cortland when Chancellor Bruce Johnstone visited the campus recently. Below, members sign petitions protesting the plan.



Lawsuit seeks answers

"Civil Service created this mess and they have to answer"

— CSEA President Joe McDermott

CSEA is going to court over deficiencies in the state's secretarial reclassification process.

CSEA's legal action takes aim at the Civil Service Department's scheduling an open competitive exam for the newly created Secretary I title. That's in spite of thousands of CSEA members who already qualify for the title without the requirement of a test. But those state employees are currently bogged down in the bureaucratic nightmare caused by the state's reclassification procedure.

CSEA believes the reclassification process should be completed before the tests are given.

Holding the open competitive exams could hurt some CSEA members' chances of securing a secretarial title later if their reclassification request is rejected.

"The Civil Service Department created this mess and now they're going to have to answer for it," said CSEA President Joe McDermott. "CSEA is committed to getting results for our members."

Under civil service law, the state has the right to determine the upgrading procedure and it's not an issue that CSEA can negotiate. But from the start, CSEA has called for an across-the-board upgrading for its members.

Instead, the state chose a complicated and confusing plan that's moving at a 'snail's pace' and destroying employee morale.

The state has failed its commitment to its employees," McDermott said.

"The situation has become a joke except there's nothing funny about people waiting and waiting to get paid for the work they're doing," he said. "The tests are an insult to our members and they compound the waste of taxpayers' money."

"It's time for the state to answer."

CSEA knows the score

Total secretarial upgrading

Applications received by Civil Service	5,932
Applications pending at Civil Service	2,459
Applications rejected by Civil Service	824
Applications approved by Civil Service and sent to Division of Budget	2,649
Approved by Division of Budget	553

Chancellor Bruce Johnstone
State University of New York
Albany, New York



Dear Chancellor Johnstone:

We, the CSEA-represented employees of SUNY, cannot afford to have you balance the university budget on our backs.

Charging us a fee for the right to find a parking space is neither fair nor necessary.

There must be better ways to manage SUNY than by reaching into the pockets of hard-working employees.

NAME

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____
8. _____
9. _____
10. _____
11. _____
12. _____
13. _____
14. _____
15. _____





**Scholarships
to help out
members' children**

Scholarships

Irving Flaumenbaum Memorial

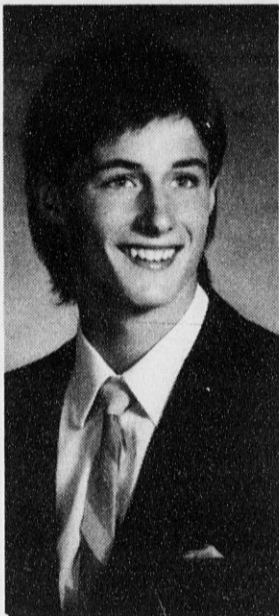
CSEA is accepting applications for the 1990 Irving Flaumenbaum Memorial Scholarship Program. **The deadline for applications is May 1.**

CSEA awards a total of \$9,000 to 18 high school seniors across the state who are preparing for college. Children of CSEA members are eligible to apply for the scholarship.

Two scholarships of \$500 each are awarded in each of CSEA's six regions.

The scholarships are named in memory of the late Irving Flaumenbaum, the first CSEA Region I president.

Application forms are available at CSEA regional offices and CSEA headquarters in Albany.

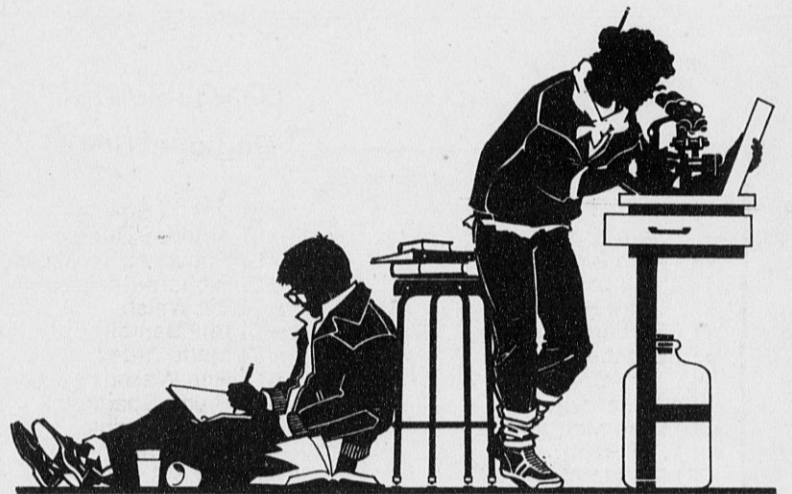


Adam Necrason: SUNY Construction Scholarship Winner

State University Construction Fund CSEA Local 662 awarded its second annual scholarship to Adam R. Necrason of Oneonta.

Necrason is the son of CSEA member Edmund J. Necrason Jr., an associate project coordinator 2. The award was for \$750.

He is studying environmental science and pre-law at the University of Massachusetts. He graduated in the top 10 percent of his class and with honors from Oneonta High School.



Graduate fellowship: on women's policy issues

ALBANY — The Center for Women in Government is seeking candidates for its 1991 Fellowship on Women and Public Policy.

The program places participants in the Albany offices of state agencies and the state Legislature to work on issues of concern to women and families.

Recipients are awarded a \$9,500 stipend for the seven-month program and earn 12 graduate credit hours.

Applicants must be enrolled in a graduate program in New York state and have completed 12 graduate credit hours.

For more information on the program, contact:

**Center for Women in Government
University at Albany Draper 310
135 Western Avenue, Albany, New York 12222**

AFL-CIO scholarship



The State AFL-CIO is offering a four-year scholarship to a New York state graduating senior who intends to pursue a career in labor relations or a related field.

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

To be eligible, the applicants must meet the following criteria: be a 1990 graduate from a high school in New York state; be a member of a family whose parent or guardian is a member of a union affiliated with the state AFL-CIO (CSEA is affiliated with the state AFL-CIO); and plan to study labor relations or a related field at an accredited institution of higher learning in New York state.

The application deadline is May 7.

Applications must be mailed to:

**New York State AFL-CIO
Scholarship Committee
c/o Dr. Lois Gray
Cornell University**

**15 East 26th Street, 4th floor
New York, New York 10010**

Completed application forms must be accompanied by a letter of recommendation by a teacher from the applicant's school, an official transcript and SAT scores; and a 400 to 500 word essay on "Child Labor: It's Impact on Educational Achievement."

For more information, contact:

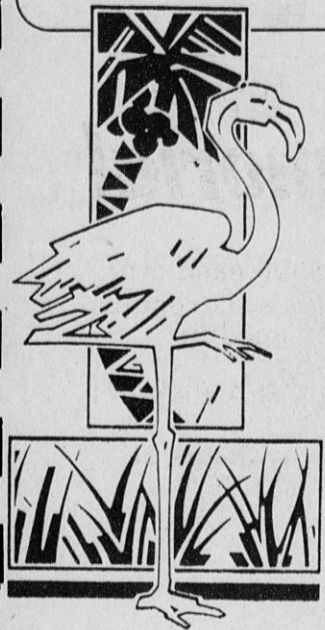
**New York State AFL-CIO
48 East 21st Street, 12th floor
New York, New York 10010**

1990



AFSCME[®] Convention

June 25-29, 1990
Miami, Florida



REMINDER: Ballots must be returned by April 25

Ballots will be in the mail by April 4 for the election of CSEA delegates to the 1990 AFSCME Convention scheduled for June 25-29 in Miami, Fla.

CSEA will be sending 222 delegates to the AFSCME Convention. Delegates will be elected on a regional basis with each CSEA Region electing a specific number of delegates based on membership strength. By virtue of their office, the CSEA president, executive vice president, secretary and treasurer are designated voting delegates for the AFSCME convention.

Ballots must be marked in accordance with instructions that accompany the ballot. **Ballots must be returned by 8 a.m. April 25, 1990. Ballots returned later will not be counted.**

Ballots may be cast for individual candidates, an entire slate of candidates or combinations of both. But the total votes cast cannot exceed the number of delegates assigned for that particular region. **Voting for more than the allowed number of delegates will void the entire ballot.**

Members may, however, vote for less than the region's designated delegates total. **No write ins will be allowed when casting ballots.**

Ballots should be placed inside the "secret ballot

envelope" provided, sealed and then the "secret ballot envelope" should be placed in the enclosed self-addressed, postage-paid return envelope for mailing. Members should be sure to sign the validation certificate and enclose the certificate in the postage-paid return envelope according to the instructions. **Failure to sign your name on the member validation certificate will void the ballot.**

Members who do not receive an official ballot may request a replacement ballot by calling, toll-free, 1-800-866-CSEA, Ext. 310.

Candidates will, as usual, be afforded an opportunity to observe all aspects of the election process. Candidates may contact Marcel Gardner for details by calling 1-800-342-4146 (toll-free) or (518) 434-0191. **Ballots will be counted Wednesday, April 25, 1990, at the Independent Election Corporation of America, 2335 New Hyde Park Road, Lake Success, New York 11042.**

Samples of the ballots by regions are printed on pages 13-18 in this issue of *The Public Sector*. These are sample ballots and cannot be used for actual voting. Voting will be by official ballots only. The names and spellings as they appear on these sample ballots are as requested by the individual candidate.

LONG ISLAND REGION I

Regional Slate - (45 candidates)

- | | | |
|---|---|--|
| 1 <input type="checkbox"/> Gloria Moran | 16 <input type="checkbox"/> Donna Smith | 31 <input type="checkbox"/> George Walsh |
| 2 <input type="checkbox"/> Carol Guardiano | 17 <input type="checkbox"/> Anthony Ruggiero | 32 <input type="checkbox"/> Cathy Martinez |
| 3 <input type="checkbox"/> John Aloisio | 18 <input type="checkbox"/> Roosevelt Jackson | 33 <input type="checkbox"/> Robert Blumhagen |
| 4 <input type="checkbox"/> Nick LaMorte | 19 <input type="checkbox"/> Richard Pankowski | 34 <input type="checkbox"/> Helen Dupree |
| 5 <input type="checkbox"/> Gene Haynes | 20 <input type="checkbox"/> Bill Walsh | 35 <input type="checkbox"/> Louis Dramis |
| 6 <input type="checkbox"/> Barbara Allen | 21 <input type="checkbox"/> Phil Santella | 36 <input type="checkbox"/> June Nowak |
| 7 <input type="checkbox"/> Elizabeth Puttre | 22 <input type="checkbox"/> Marie Ardell | 37 <input type="checkbox"/> Dorothy Boxley |
| 8 <input type="checkbox"/> Tom Corridan | 23 <input type="checkbox"/> Rita Wallace | 38 <input type="checkbox"/> Dianne Minardi |
| 9 <input type="checkbox"/> Al Henneborn | 24 <input type="checkbox"/> Ralph Spagnolo | 39 <input type="checkbox"/> Joan Klela |
| 10 <input type="checkbox"/> Mike Montanino | 25 <input type="checkbox"/> Tom Gargiulo | 40 <input type="checkbox"/> Barry Malone |
| 11 <input type="checkbox"/> Pat Hahn | 26 <input type="checkbox"/> Paul Nehrich | 41 <input type="checkbox"/> Cheryl Keels |
| 12 <input type="checkbox"/> Paul D'Aleo | 27 <input type="checkbox"/> Alice Groody | 42 <input type="checkbox"/> Alice Colon |
| 13 <input type="checkbox"/> Hank Jenny | 28 <input type="checkbox"/> Beth Luttinger | 43 <input type="checkbox"/> Lucy Jackson |
| 14 <input type="checkbox"/> Tom Bryne | 29 <input type="checkbox"/> Annette Hunt | 44 <input type="checkbox"/> Marge Marsch |
| 15 <input type="checkbox"/> Jeanne Angiulo | 30 <input type="checkbox"/> Robert Ford | 45 <input type="checkbox"/> Marge Higgins |

Independent Candidates

- 46 Barbara Harrington
- 47 Jim Mattei
- 48 Jack Geraghty
- 49 Willie Allen
- 50 Raymond Santora
- 51 Tony Ingino
- 52 Gerri Esposito
- 53 Ceil Donnelly
- 54 James Moran
- 55 Mary Ellen F. DeLouise
- 56 Kenneth J. Zwerling
- 57 Victor Isca
- 58 Ida Scalise
- 59 James A. Tullo
- 60 Dolores Gabay
- 61 Robert Tarsitano
- 62 Barbara J. Jones

Ellison Slate - (4 candidates)

- 63 Peter Ellison
- 64 Richard Satre
- 65 Susan S. Duffe
- 66 Dennis Burger

Independent Candidates -

- 67 Edward J. Allen
- 68 Dorothy Montgomery-Greenidge
- 69 Eleanor Griffith
- 70 Robert Vorel
- 71 Cathy Green
- 72 Denis Midnet
- 73 Athanasios Orestis
- 74 Terence M. Shaughnessy

- 75 Jim LaRock
- 76 Frank Dolinski
- 77 John Colombo
- 78 Diane Klement
- 79 George Weyant
- 80 James Carey
- 81 Stanley M. D'Andrea
- 82 Richard Pohlmann
- 83 Carol Anne Martin

Unnamed Slate - (1 candidate)

- 84 Kathy Griesbeck

OMH Slate - (7 candidates)

- 85 Joe Harbison
- 86 Robin Sloane
- 87 Robert Mitchell
- 88 Gail Holgenson
- 89 Herman Williams
- 90 Sam Grier
- 91 Pat Cancedo

Independent Candidate

- 92 Irene McKeever

SAMPLE BALLOT

1990



AFSCME® Convention

June 25-29, 1990
Miami, Florida

CSEA MEMBER VALIDATION CERTIFICATE

SIGNATURE _____

I hereby certify that as a member in good standing I have personally voted my ballot for the candidate(s) of my choice.

SAMPLE BALLOT

This certification is to be signed in upper left hand corner of this form in space provided and returned with, but outside, your sealed secret ballot envelope.

CSEA
POST OFFICE BOX 8021
LAKE SUCCESS, N.Y., 11043-9921

METROPOLITAN REGION II

Leadership Slate -
(18 candidates)

- | | |
|---|---|
| 1 <input type="checkbox"/> George Boncoraglio | 10 <input type="checkbox"/> Mickey Cruz |
| 2 <input type="checkbox"/> Denise Berkley | 11 <input type="checkbox"/> Barbara Moore |
| 3 <input type="checkbox"/> Denis Tobin | 12 <input type="checkbox"/> Joel Schwartz |
| 4 <input type="checkbox"/> Tony Bailous | 13 <input type="checkbox"/> John Jackson |
| 5 <input type="checkbox"/> Harriet Hart | 14 <input type="checkbox"/> Willie Terry |
| 6 <input type="checkbox"/> Sharon Katz | 15 <input type="checkbox"/> Margaret Bagley |
| 7 <input type="checkbox"/> Vincent Martusciello | 16 <input type="checkbox"/> Wally Nash |
| 8 <input type="checkbox"/> Bob Nurse | 17 <input type="checkbox"/> Janet Ventrano-Torres |
| 9 <input type="checkbox"/> Mohamed Hussain | 18 <input type="checkbox"/> Mary Greenman |

Independent Candidates

- 19 Allan S. Teitler
20 Elliott Bernstein

The Membership Slate -
(16 candidates)

- | | |
|---|---|
| 21 <input type="checkbox"/> Jimmy Gripper | 29 <input type="checkbox"/> Denice Payne |
| 22 <input type="checkbox"/> Tyrone Daniels | 30 <input type="checkbox"/> Tina Acosta |
| 23 <input type="checkbox"/> Fred Daniels | 31 <input type="checkbox"/> Oreen Baker |
| 24 <input type="checkbox"/> Arlene J. Corbett | 32 <input type="checkbox"/> Yvon Destine |
| 25 <input type="checkbox"/> Caroline Vereline | 33 <input type="checkbox"/> Lloyd Graham |
| 26 <input type="checkbox"/> Stanley R. Slade | 34 <input type="checkbox"/> Martrice Bailey |
| 27 <input type="checkbox"/> Lavern Perry | 35 <input type="checkbox"/> Edward Gray |
| 28 <input type="checkbox"/> Charles Beverly | 36 <input type="checkbox"/> Kevin Raglin |

VOTE FOR NO MORE THAN 18 CANDIDATES
BALLOTS PROCESSED BY: THE INDEPENDENT ELECTION CORPORATION OF AMERICA
YOUR BALLOT MUST BE RECEIVED IN POST OFFICE BOX 8021 NO LATER THAN 8:00 AM WEDNESDAY APRIL 25, 1990

CSEA activists fuel Serrano win

“Jose Serrano's victory now adds one more voice in Congress sympathetic to the problems of public employees,” according to CSEA Region II Political Action Chair Vincent Martusciello.

Democratic State Assemblyman Serrano won a stunning 92 percent plurality in a special election for a congressional seat from the Bronx in late March.

Shortly after claiming victory, Serrano sent words of praise for CSEA volunteers who worked hard for his election.

“I'm exhausted,” said CSEA member Frank Cosentino after weeks of intensive phone-banking for Serrano. The State Liquor Authority employee said he is really motivated and has “a real fire for politics” after being immersed in the Serrano election campaign.

Joe Aravena, a stationary engineer at New York Psychiatric Institute, is a CSEA political action liaison (PAL) who got involved in the union's political efforts a year ago. He said his “interest” of a year ago has turned to “real dedication this year, pounding the pavement of the Bronx handing out leaflets for Jose Serrano.”

“Apathy is being replaced by hope as CSEA members really see first hand how much of a difference they can make by getting involved,” said CSEA Political Action Coordinator Gerry Fidler.

Save Suffolk Human Rights Commission

HAUPPAUGE — A fierce wind and falling snow didn't stop CSEA activists from joining a protest over the plan to put the Suffolk County Human Rights Commission out of business.

The county Legislature is considering a bill to abolish the commission. The 30-year-old commission fields, investigates and sometimes arbitrates complaints of discrimination based on race, age, sex and religion.

CSEA often recommends members file complaints with the commission if they have suffered discrimination and sexual harassment on the job.

“Dissolving this commission would further discriminate against those who are already being discriminated against,” said CSEA Region I President Gloria Moran.

Workers Memorial Day April 28

CLIFTON PARK — A fiery crash on the Northway that claimed the life of a tractor-trailer operator could have been disastrous for several CSEA-represented Department of Transportation road workers.

The incident occurred when the tractor-trailer slammed into a parked DOT truck that was serving as a road hazard warning for the work zone.

Members of the road crew, including the driver of the DOT truck, were taken to an area hospital and later released. They were not seriously injured because

appropriate safety measures were in place.

The *Public Sector* will provide additional details on this incident and others that highlight the importance of safety and health procedures as part of Workers Memorial Day coverage in the next edition.

April 28 is Workers Memorial Day. It's a day to remember workers who were killed or injured on the job. CSEA locals are encouraged to mark the occasion by wearing black armbands, observing a moment of silence, conducting a memorial service or organizing other activities.

1990



AFSCME[®] Convention

June 25-29, 1990
Miami, Florida



MEMBER VALIDATION CERTIFICATE

SIGNATURE _____

I hereby certify that as a member in good standing I have personally voted my ballot for the candidate(s) of my choice.

SAMPLE BALLOT

IECA
POST OFFICE BOX 8021
LAKE SUCCESS, N.Y., 11043-9921

The certification is to be signed in upper left hand corner of this form in space provided and returned with, but outside, your sealed secret ballot envelope.

SOUTHERN REGION III

Unity Slate - Region III - (38 candidates)

- | | | |
|---|--|--|
| 1 <input type="checkbox"/> Pat Mascioli | 14 <input type="checkbox"/> Grace Ann Aloisi | 27 <input type="checkbox"/> Barbara Hogan |
| 2 <input type="checkbox"/> Jack Cassidy | 15 <input type="checkbox"/> Irena Kobbe | 28 <input type="checkbox"/> Darlene Foust |
| 3 <input type="checkbox"/> Rose Marcinkowski | 16 <input type="checkbox"/> Martin Sherow | 29 <input type="checkbox"/> John Catoe |
| 4 <input type="checkbox"/> Madeline Gallagher | 17 <input type="checkbox"/> MaryJane MacNair | 30 <input type="checkbox"/> Thomas Schmidt |
| 5 <input type="checkbox"/> Claire Rubenstein | 18 <input type="checkbox"/> Alice May | 31 <input type="checkbox"/> Alan Ackerman |
| 6 <input type="checkbox"/> Jeff Howarth | 19 <input type="checkbox"/> Patricia Nealon | 32 <input type="checkbox"/> Naomi Kaplan |
| 7 <input type="checkbox"/> Gary Eldridge | 20 <input type="checkbox"/> Joseph Roche | 33 <input type="checkbox"/> Patricia M. Mullon |
| 8 <input type="checkbox"/> Henry Walters | 21 <input type="checkbox"/> Michael Torres | 34 <input type="checkbox"/> Julia Mercatili |
| 9 <input type="checkbox"/> Ed Carafa | 22 <input type="checkbox"/> Rossie Smith | 35 <input type="checkbox"/> Carmine Nigro |
| 10 <input type="checkbox"/> Norma Condon | 23 <input type="checkbox"/> Vicki Burton | 36 <input type="checkbox"/> Sands Frost |
| 11 <input type="checkbox"/> Diane Lucchesi | 24 <input type="checkbox"/> Frank DeLauri | 37 <input type="checkbox"/> Vernon Cason |
| 12 <input type="checkbox"/> Helen Zocco | 25 <input type="checkbox"/> Betty Gordon | 38 <input type="checkbox"/> Jack Shaw |
| 13 <input type="checkbox"/> Thomas Lejeune | 26 <input type="checkbox"/> George Kelly | |

Independent Candidates

- 39 Barbara Ritshie
40 Alex Hogg
41 Tony Blasie
42 Irene Amaral

Independent Candidates

- 45 Timothy J. Ippolito
46 Fredrick Nero
47 Steve Kass

Excluded Regional Officer Slate - (2 candidates)

- 48 Mary M. Moore
49 John E. Lowery

Bus Drivers Slate - (2 candidates)

- 43 Elizabeth Butler
44 Ann Milby

Independent Candidate

- 50 Cecile Ayres

VOTE FOR NO MORE THAN 38 CANDIDATES

BALLOTS PROCESSED BY: THE INDEPENDENT ELECTION CORPORATION OF AMERICA
YOUR BALLOT MUST BE RECEIVED IN POST OFFICE BOX 8021 NO LATER THAN 8:00 AM WEDNESDAY APRIL 25, 1990

**Youngsters
from New
Rochelle
to relay
race to
Washington
to raise
funds to
combat
drug
abuse**

NEW ROCHELLE — A group of youngsters from the Remington Flyers Track Club, coached by a CSEA activist, will conduct a track relay race from New Rochelle to Washington, D.C., to raise funds for local drug prevention and treatment programs.

The runners, ages 8 to 13, belong to the New Rochelle Boys and Girls Club. Relay team members will leave New Rochelle on April 6 and are scheduled to arrive in Washington on April 9. President George Bush has been invited to meet the youngsters when they arrive in Washington.

Team members will run in relays of a half-hour each, with a van following closely behind. When a runner has completed the time, he or she will get into the van and another runner will

take over.

The youngsters planned the relay, called "Run From Drugs/Run Toward the Future," to demonstrate to other youngsters that they can enjoy themselves without taking drugs. Donations raised from sponsors of runners during the relay will go to New Rochelle area drug programs.

CSEA members wishing to help sponsor the youngsters during the relay race may do so by calling the CSEA Region III office at (914) 896-8180.

The track team was organized in 1986 by Walter Brown, a guidance counselor at New Rochelle High School. Tony Blasie, a construction engineer for Westchester County and an activist in Westchester County CSEA Local 860, helps coach the youngsters. Blasie

began coaching with Brown about two years ago when his step-daughter joined the group.

Brown emphasized the kids train and work hard, and that the track team is a very serious group. Kids must maintain high academic standards in school to be eligible to compete.

Members of the group have competed in the Colgate Women's Games in Madison Square Garden, the National Junior Olympics and at regional competitions. Brown said he may have some future Olympic runners in the group, but the best results of the program are that the kids are learning discipline and enjoying the opportunity to meet other kids from all over the country.

1990



AFSCME[®] Convention

June 25-29, 1990
Miami, Florida

CSEA MEMBER VALIDATION CERTIFICATE

SIGNATURE _____

SAMPLE BALLOT

I hereby certify that as a member in good standing I have personally voted my ballot for the candidate(s) of my choice.

IECA
POST OFFICE BOX 8021
LAKE SUCCESS, N.Y., 11043-9921

This certification is to be signed in upper left hand corner of this form in space provided and returned with, but outside, your sealed secret ballot envelope.

CAPITAL REGION IV

Region IV United State - (40 candidates)

- | | | |
|---|---|---|
| 1 <input type="checkbox"/> C. Allen Mead | 15 <input type="checkbox"/> Richard Plumadore | 29 <input type="checkbox"/> Maria Mesiti |
| 2 <input type="checkbox"/> Joan Tobin | 16 <input type="checkbox"/> Jack Rohl | 30 <input type="checkbox"/> Charles Staats, Jr. |
| 3 <input type="checkbox"/> Carmen Bagnoli | 17 <input type="checkbox"/> Hank Wagoner | 31 <input type="checkbox"/> Anna DellaRocco |
| 4 <input type="checkbox"/> Louis Altieri | 18 <input type="checkbox"/> Shirley Ponkos | 32 <input type="checkbox"/> William McMahon |
| 5 <input type="checkbox"/> Barbara Stack | 19 <input type="checkbox"/> Nunzio (Nick) Russo | 33 <input type="checkbox"/> Marianne Herkenham |
| 6 <input type="checkbox"/> Milo Barlow | 20 <input type="checkbox"/> Dolores Farrell | 34 <input type="checkbox"/> Elizabeth Habiniak |
| 7 <input type="checkbox"/> Lester Cole, Jr. | 21 <input type="checkbox"/> William Sohl | 35 <input type="checkbox"/> Jack Miller |
| 8 <input type="checkbox"/> Rose DeSorbo | 22 <input type="checkbox"/> Linda R. Swietlicki | 36 <input type="checkbox"/> Rebecca Lawson |
| 9 <input type="checkbox"/> Betty Lennon | 23 <input type="checkbox"/> Raymond LaRose | 37 <input type="checkbox"/> Richard Canniff |
| 10 <input type="checkbox"/> Douglas Persons | 24 <input type="checkbox"/> Marge Oxbrough | 38 <input type="checkbox"/> William Burdick |
| 11 <input type="checkbox"/> Barbara Moloney | 25 <input type="checkbox"/> Jacqueline Vanderhoof | 39 <input type="checkbox"/> Susan Matan |
| 12 <input type="checkbox"/> John Wakewood | 26 <input type="checkbox"/> Gary China | 40 <input type="checkbox"/> Anthony Muscatiello |
| 13 <input type="checkbox"/> Jeanne Kelso | 27 <input type="checkbox"/> Ellen Faust | |
| 14 <input type="checkbox"/> Georgianna Naiale | 28 <input type="checkbox"/> Ralph McCann | |

State and County United State - (4 candidates)

- 41 Cheryl Abbott
- 42 Michael Cantiello
- 43 Fran Jeffress
- 44 Keith Prior

Independent Candidates

- 45 Joseph Cascio
- 46 Anthony Manno

Independent Candidate

- 51 John C. O'Keefe

Reps IV Slate - (4 candidates)

- 47 Eleanor Becker
- 48 Violetta Fainelli
- 49 John Polydouris
- 50 Kevin Kosiba

VOTE FOR NO MORE THAN 40 CANDIDATES

BALLOTS PROCESSED BY: THE INDEPENDENT ELECTION CORPORATION OF AMERICA
YOUR BALLOT MUST BE RECEIVED IN POST OFFICE BOX 8021 NO LATER THAN 8:00 AM WEDNESDAY APRIL 25, 1990

UPSET WITH A LACK OF PROGRESS in contract negotiations with the City of Troy School District, members of the Troy CSEA School District Unit staged an informational picket prior to a recent school board meeting. CSEA and the district, which began contract talks last July, are currently involved in mediation and factfinding. At issue is the updating of an original agreement that has been extended eight years through a series of rollovers.



1990



AFSCME® Convention

June 25-29, 1990
Miami, Florida

CSEA MEMBER VALIDATION CERTIFICATE

SIGNATURE

SAMPLE BALLOT

I hereby certify that as a member in good standing I have personally voted my ballot for the candidate(s) of my choice.

IECA
POST OFFICE BOX 8021
LAKE SUCCESS, N.Y., 11043-9921

This certification is to be signed in upper left hand corner of this form in space provided and returned with, but outside, your sealed secret ballot envelope.

CENTRAL REGION V

Leadership Slate - (38 candidates)

- | | | |
|---|--|---|
| 1 <input type="checkbox"/> Jim Moore | 14 <input type="checkbox"/> George Lawson | 27 <input type="checkbox"/> Doris Pratz |
| 2 <input type="checkbox"/> Dolores Herrig | 15 <input type="checkbox"/> Sarah Soule | 28 <input type="checkbox"/> Joe Maratea |
| 3 <input type="checkbox"/> Dale King | 16 <input type="checkbox"/> Jack Gosse | 29 <input type="checkbox"/> Linda Fear |
| 4 <input type="checkbox"/> Dorothy Penner-Breen | 17 <input type="checkbox"/> Harold Reinhardt | 30 <input type="checkbox"/> Bill Krivyanik |
| 5 <input type="checkbox"/> Maureen Malone | 18 <input type="checkbox"/> Ginger Sheffey | 31 <input type="checkbox"/> Rick Galbally |
| 6 <input type="checkbox"/> Pat Crandall | 19 <input type="checkbox"/> Bob Goeckel | 32 <input type="checkbox"/> Cindy Hammond |
| 7 <input type="checkbox"/> Rosie Tallman | 20 <input type="checkbox"/> Sharon Connor | 33 <input type="checkbox"/> Frank Perreta |
| 8 <input type="checkbox"/> Dave Berry | 21 <input type="checkbox"/> Bruce Nolan | 34 <input type="checkbox"/> Jean Alverson |
| 9 <input type="checkbox"/> Patricia Labrozzi | 22 <input type="checkbox"/> James Monroe | 35 <input type="checkbox"/> David "Doc" Livingstone |
| 10 <input type="checkbox"/> Carlo Guardi | 23 <input type="checkbox"/> Bob Vincent | 36 <input type="checkbox"/> Corky Oliver |
| 11 <input type="checkbox"/> Jack Wood | 24 <input type="checkbox"/> Tom Ward | 37 <input type="checkbox"/> Jamie LaBoy |
| 12 <input type="checkbox"/> Merrill White | 25 <input type="checkbox"/> Sheila Sears | 38 <input type="checkbox"/> Norma Taylor |
| 13 <input type="checkbox"/> Donna Murray | 26 <input type="checkbox"/> Willis Streeter | |

Independent Candidates

- 39 Rosemary Baker
40 Berton Homer Porter

Membership Slate - (3 candidates)

- 41 Kathy Collins
42 Tina Ferrante
43 Lori Nilsson

Independent Candidates

- 44 Austin A. Westphal
45 Keith D. Zulko
46 Daniel D. Lasky

VOTE FOR NO MORE THAN 38 CANDIDATES
BALLOTS PROCESSED BY: THE INDEPENDENT ELECTION CORPORATION OF AMERICA
YOUR BALLOT MUST BE RECEIVED IN POST OFFICE BOX 8021 NO LATER THAN 8:00 AM WEDNESDAY APRIL 25, 1990

CSEA Central Region Headquarters relocates to East Syracuse

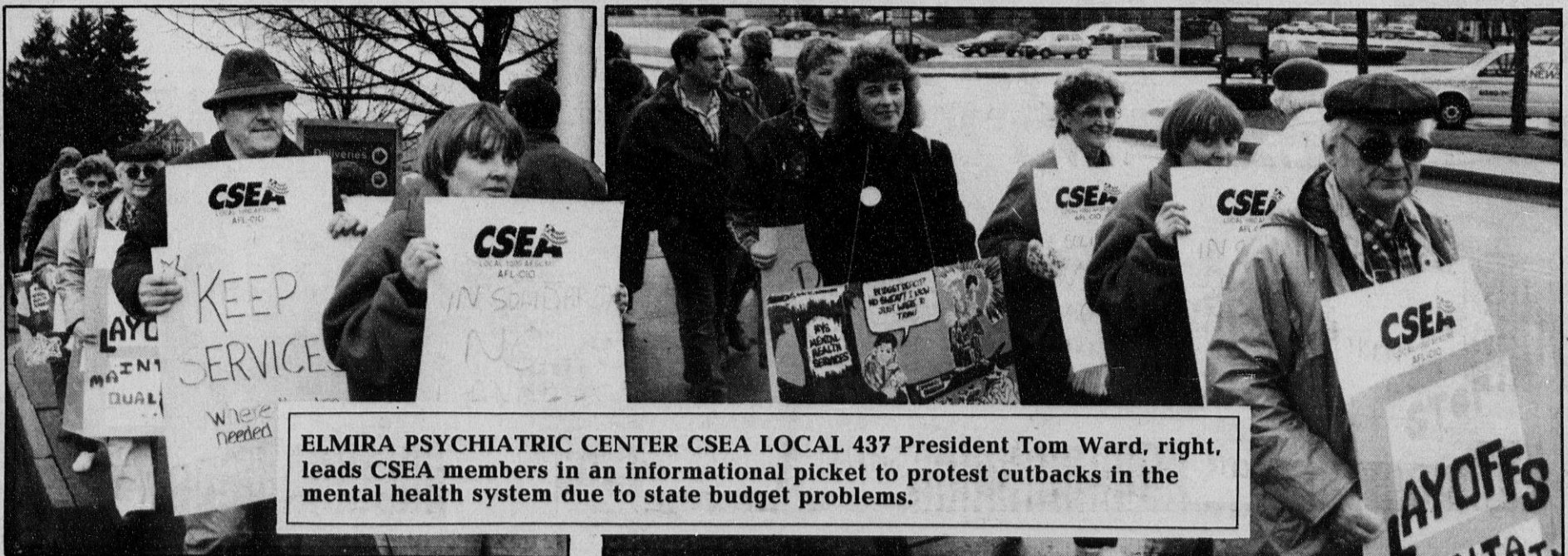
CSEA Central Region V offices have moved to a new location in East Syracuse effective Monday, April 2.

The new CSEA Region V office address is:
CSEA Region V Headquarters
6595 Kirkville Road
East Syracuse, NY 13057

The regional office had been located in Liverpool for the past 10 years. The old post office box number (Box 632) in the Liverpool post office used for membership applications is no longer active. All mail, including membership applications, should be sent to the new address in East Syracuse.

The new phone number for the Region V headquarters was not available at press time. Members calling the former headquarters number will hear a recording announcing the change of location.

Members may receive a busy signal when calling the new location since only two phone lines will be operational there until April 16. Callers getting a busy signal should try again. An answering machine will be on after normal work hours to receive messages also.



ELMIRA PSYCHIATRIC CENTER CSEA LOCAL 437 President Tom Ward, right, leads CSEA members in an informational picket to protest cutbacks in the mental health system due to state budget problems.

1990



AFSCME® Convention

June 25-29, 1990
Miami, Florida

SIGNATURE

SAMPLE BALLOT



MEMBER VALIDATION CERTIFICATE

I hereby certify that as a member in good standing I have personally voted my ballot for the candidate(s) of my choice.

IECA
POST OFFICE BOX 8021
LAKE SUCCESS, N.Y., 11043-9921

This certification is to be signed in upper left hand corner of this form in space provided and returned with, but outside, your sealed secret ballot envelope.

Western Region VI

The Region VI Slate - (37 candidates)

- | | | |
|---|---|---|
| 1 <input type="checkbox"/> Robert L. Lattimer | 14 <input type="checkbox"/> Kathleen Fetzer | 27 <input type="checkbox"/> Richard Parker |
| 2 <input type="checkbox"/> Florence "Flo" Tripi | 15 <input type="checkbox"/> Wilma Hasser | 28 <input type="checkbox"/> Thomas Patterson |
| 3 <input type="checkbox"/> Marie Prince | 16 <input type="checkbox"/> Ralph Hesson | 29 <input type="checkbox"/> George Phelps |
| 4 <input type="checkbox"/> Thomas J. Warzel | 17 <input type="checkbox"/> Arthur Howell | 30 <input type="checkbox"/> Jack C. Rudy |
| 5 <input type="checkbox"/> Candy Saxon | 18 <input type="checkbox"/> Wayne Jones | 31 <input type="checkbox"/> Lynda E. Standish |
| 6 <input type="checkbox"/> James V. Kurtz | 19 <input type="checkbox"/> Mary Lettieri | 32 <input type="checkbox"/> Robert Stelley |
| 7 <input type="checkbox"/> Sal Castro | 20 <input type="checkbox"/> Michael J. McGee | 33 <input type="checkbox"/> Carol Thornton |
| 8 <input type="checkbox"/> George Growney | 21 <input type="checkbox"/> Paul F. McDonald, Jr. | 34 <input type="checkbox"/> James Volpone |
| 9 <input type="checkbox"/> Kathleen Berchou | 22 <input type="checkbox"/> Richard McIntyre | 35 <input type="checkbox"/> Geraldine Wiggins |
| 10 <input type="checkbox"/> Kathy Button | 23 <input type="checkbox"/> Terrance Melvin | 36 <input type="checkbox"/> Duane Wilcox |
| 11 <input type="checkbox"/> Stephen Caruana | 24 <input type="checkbox"/> Elaine Mootry | 37 <input type="checkbox"/> Edward Williams |
| 12 <input type="checkbox"/> Scott Corey | 25 <input type="checkbox"/> Ron Nowak | |
| 13 <input type="checkbox"/> Francis (Skip) Dunham | 26 <input type="checkbox"/> John Ostergard | |

State Judiciary/Local Government Slate - (36 candidates)

- | | | |
|---|---|--|
| 38 <input type="checkbox"/> Thomas C. Milone | 50 <input type="checkbox"/> Bonnie Cherry | 62 <input type="checkbox"/> Gerald Pasquantino |
| 39 <input type="checkbox"/> Lois A. Heitman | 51 <input type="checkbox"/> Ruby L. Coley | 63 <input type="checkbox"/> Sara Forgione |
| 40 <input type="checkbox"/> Frances Nadbrzuch | 52 <input type="checkbox"/> Janet M. Scorse | 64 <input type="checkbox"/> Gloria Panatoni |
| 41 <input type="checkbox"/> Richard Szymanski | 53 <input type="checkbox"/> Marie C. Villari | 65 <input type="checkbox"/> Kate Naus |
| 42 <input type="checkbox"/> Angela Close | 54 <input type="checkbox"/> Dawn M. Lukasiewicz | 66 <input type="checkbox"/> Joanne Lindell |
| 43 <input type="checkbox"/> Grace E. Lozada | 55 <input type="checkbox"/> Jean Klimczyk | 67 <input type="checkbox"/> Marcia Olszewski |
| 44 <input type="checkbox"/> A. Sam Notaro | 56 <input type="checkbox"/> Michelle J. Parmer | 68 <input type="checkbox"/> Sylvia Thomas |
| 45 <input type="checkbox"/> Barbara M. Murphy | 57 <input type="checkbox"/> Polly Bellanca | 69 <input type="checkbox"/> Ruby Mims |
| 46 <input type="checkbox"/> Natalie J. Wood | 58 <input type="checkbox"/> Valerie A. Young | 70 <input type="checkbox"/> Daniel Glowacki |
| 47 <input type="checkbox"/> Rita M. Jarnot | 59 <input type="checkbox"/> Dom Spacone | 71 <input type="checkbox"/> Pamela Walker |
| 48 <input type="checkbox"/> Stephanie Danielewicz | 60 <input type="checkbox"/> Russ Bettis | 72 <input type="checkbox"/> Catherine Phillips |
| 49 <input type="checkbox"/> Noreen McParlin | 61 <input type="checkbox"/> Diane Stainbrook | 73 <input type="checkbox"/> Henri Sumyk |

Independent Candidates

- 74 Janice D. Mazurek
- 75 Debra L. Blair
- 76 Nadine Trukshyn
- 77 Adrienne Ciolek
- 78 Michael Neary
- 79 Edward Seres
- 80 Patricia M. Winkworth
- 81 Bonnie LaPiana
- 82 Linda Cassidy

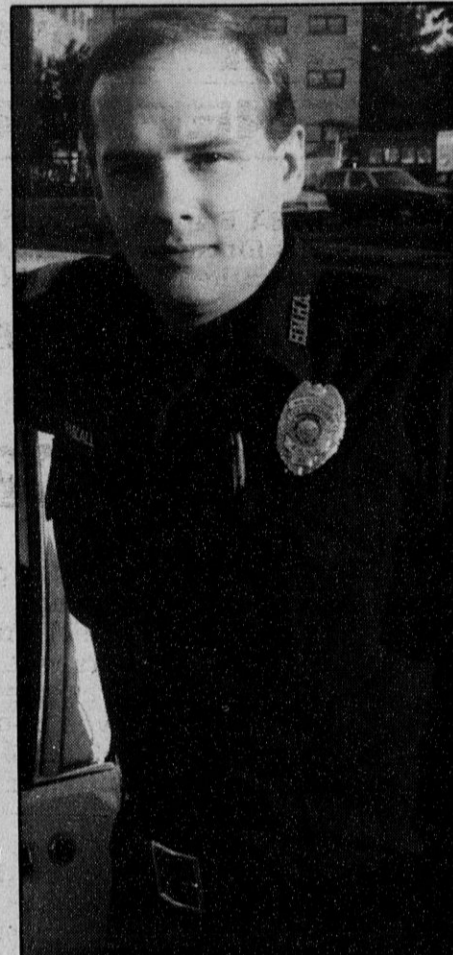
Division for Youth/University of Buffalo - (5 candidates)

- 83 Sylvia L. Mayberry
- 84 John King
- 85 William M. Jordan
- 86 John Melvin
- 87 Vivianne G. Romey

Independent Candidates

- 88 Venora White
- 89 Barbara Reese

VOTE FOR NO MORE THAN 37 CANDIDATES
BALLOTS PROCESSED BY: THE INDEPENDENT ELECTION CORPORATION OF AMERICA
YOUR BALLOT MUST BE RECEIVED IN POST OFFICE BOX 8021 NO LATER THAN 8:00 AM WEDNESDAY APRIL 25, 1990



PAT PASCALL, a member of Erie County CSEA Local 815, has been commended by the Buffalo Metro Housing Authority for saving the life of a seizure victim. Pascall, a housing security officer, applied CPR until the victim's pulse and breathing returned.

THE EMPIRE PLAN

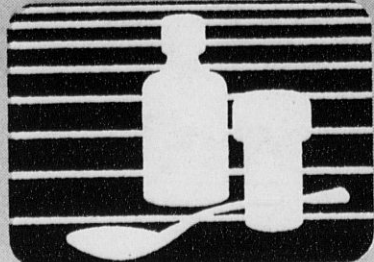
Posters are up in state workplaces reminding CSEA employees about the expanded Benefits Management Program of the Empire Plan that became effective April 1.

Details of the expanded program are contained in the "Empire Plan Report" pamphlet mailed last week to the homes of state CSEA Empire Plan enrollees. The pamphlet was also reproduced in the March 19 edition of *The Public Sector*.

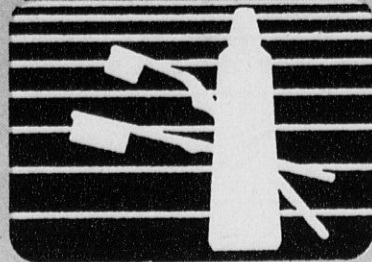
The revised Empire Plan benefits management program also applies to local government Empire Plan participating agencies, management-confidential employees and other participating employees. Employees in those categories should check with their personnel office if they have any questions.

CSEA

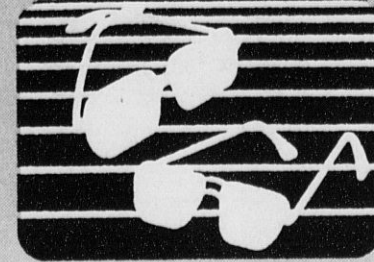
EMPLOYEE BENEFIT FUND



PRESCRIPTION
DRUG



DENTAL
CARE



VISION
CARE

The CSEA Employee Benefit Fund (CSEA EBF) is a negotiated program providing drug prescription, dental and vision care benefits for more than 125,000 CSEA-represented employees in six statewide and more than 260 local government bargaining units. For the benefit of the membership, *The Public Sector* will periodically publish information concerning the CSEA EBF.

CSEA Employee Benefit Fund

(518) 463-4555 or 1-800-342-4274

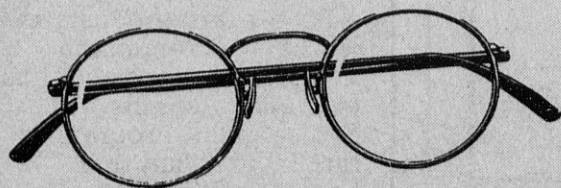
Take care of your eyes with EBF's help

Don't take your eyes for granted. Good vision is important. Take care of your eyes and protect them for the future. CSEA members who work for the state or local governments which belong to the Employee Benefit Fund (EBF) can take advantage of a valuable eye care assistance program, available to eligible employees.

Vision care remains the most popular benefit plan offered by the CSEA EBF. More than 88,000 vouchers were provided last year for covered employees and their eligible dependents. The basic plan is available to members at no cost. This plan saved employees more than \$5 million for the year.

The vision care plan entitles eligible employees of the four major state units — Administrative Services Unit, Operational Services Unit, Institutional Services Unit and Division of Military and Naval Affairs — to the vision benefit once every two years.

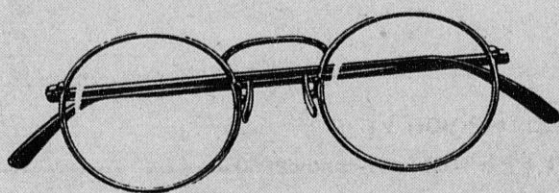
A once-a-year vision benefit is available to employees of political subdivisions or local governments



whose contracts include various combinations of benefits.

The basic vision benefit includes an eye examination, a free pair of lenses and free frames. The frames available are from a wide selection of CSEA frames which come in more than 250 styles, including designer styles and wire frames. The lenses can be glass or plastic in single vision, bifocal or trifocal, or the benefit can be used as an allowance toward contact lenses. This option can also be used as an allowance toward standard cataract lenses, as provided by CSEA.

The once-a-year benefit for the political subdivisions provides covered members and their eligible dependents with an examination, a pair of lenses



and frames. It also includes the option of contact lenses in place of glasses and frames. To the members of these groups, soft lens, daily wear contacts cost only \$25.

The vision care plan also offers glasses especially for use with a video display terminal (VDT). This benefit is available only to employees of the four state units.

To be eligible, covered employees must spend at least 50 percent of the workday on a VDT and require a prescription which differs from their regular glasses.

When employees go for their regular vision benefit, they can be tested for the special VDT glasses. This benefit must be obtained at the same time as the regular benefit is used. The doctor determines the type of lenses suitable for VDT work. These special VDT lenses and frames are available at no cost to eligible employees.

The CSEA Employee Benefit Fund offers a panel of more than 200 practitioners throughout the state. These optometrists and vision centers cover the basic fund plan in full. Within the guidelines of the plan, there is no co-pay and no cost to the employees. If a non-panel practitioner is used, there can be an allowance for partial refund to the employee for the services. All parts of the vision voucher must be used at the same time and cannot be split between a panel and non-panel practitioner.

The vision care plan has been updated to allow the use of a voucher after the original 45 days. Employees can call the EBF office to get a card which extends the voucher's validity, providing the member is eligible.

The card must be attached to the voucher when submitted to the optometrist. In the past, vouchers were only good for 45 days and if

they were not used, they had to be returned to EBF.

If vouchers are lost or destroyed, employees must get a form from EBF explaining the problem. The form must be notarized and returned to the fund before any vouchers may be obtained in the future.

Members of the vision staff at EBF are available to answer questions and further explain benefits. Voucher request forms are usually available at personnel offices or local CSEA offices. Vouchers can also be obtained by calling EBF.

The savings to eligible CSEA members and their families are substantial. Without this coverage, an individual could pay a basic price of \$200 for the exam, lenses and frames. Single vision contact lenses have an approximate price of \$190. The costs without this plan could be much higher.

When the vision care plan was introduced in November 1981, it was the culmination of more than a year of research and planning. EBF wanted to be sure it offered quality vision care and still met the needs of its members with no cost to them.

Continued attention to the necessary requirements of good vision care has resulted in the further development of the vision care plan and to the updating its services.

Your eyesight is vitally important. Helping to preserve your eyesight is an investment in your future. Quality vision care at no cost to eligible employees is available from the CSEA Employee Benefit Fund. Take advantage of the opportunity.

CSEA

EMPLOYEE BENEFIT FUND



CSEA Solid Waste Task Force yields unlikely results

Recycled Moos

Editor's Note: What we do with our garbage is a growing problem for all New Yorkers, CSEA members included.

But it's also a union problem for CSEA. Nearly 2,000 CSEA members work in sanitation and landfill operations across the state. With landfills scheduled to close and localities facing mandated recycling programs in the next two years, the future is uncertain.

Last year, CSEA President Joe McDermott appointed a task force to examine the impact of the problems on CSEA.

The task force report is expected later this spring.

In the meantime, the involvement of two task force members has generated a unique project that's having positive results for their communities.

**By Stephen Madarasz
CSEA Communications Associate**

Some people find the idea hysterically funny.

Let them laugh.

CSEA Solid Waste Task Force Chairperson Bill Walsh and task force member George Lawson will put up with the smart-aleck remarks. They've found a productive way to reuse old newspaper while helping each of their communities solve a problem.

They're also making some Delaware County cows warm and comfortable.

Through the efforts of Walsh and Lawson, the Long Island Town of Brookhaven is providing an abundant supply of newspapers to upstate farmers who shred it for use as livestock bedding.

The whole project developed out of CSEA's Solid Waste Task Force discussions.

Walsh, vice president of CSEA Suffolk County Local 852, described his town's problems with recycling.

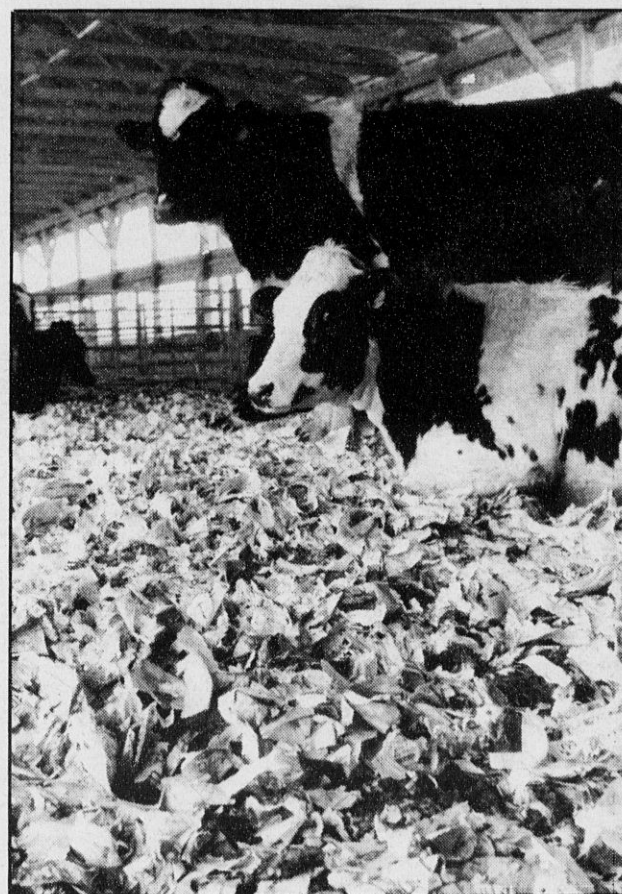
Brookhaven collects about 350 tons of newspaper a week. But because of limited markets for recycled newspaper and a supply glut, recyclers who once paid the town for the papers are now charging \$15 a ton to take it off their hands.

Meanwhile, Lawson, president of CSEA Delaware County Local 813 said that Delaware County has had tremendous success providing the newspapers to dairy farmers.

He said one farmer bought a shredder and paid for it in three weeks with the money he saved by not purchasing traditional livestock bedding such as wood shavings.

The larger farms use about 500 pounds of shredded newspaper per day. The used material can then be used as compost.

A Cornell University study found no ill effects from using the shredded paper with livestock. It actually found it superior to traditional bedding in some ways.



The only catch for Delaware County is that its supply of newspapers can't meet the demand.

Enter Walsh and Lawson who put two and two together.

Convincing their local officials of the benefits of working together was just as easy when the rest of the equation added up nicely.

It turns out the cost of trucking the papers for use in Delaware County is less than disposing it in other ways.

"We're helping create a demand, at no cost to taxpayers — in fact, at a savings to taxpayers," Walsh said. "If this use can be expanded to a larger scale, we'll increase the value of used newspapers and there won't be a glut."

"The whole idea just seemed to make sense," Lawson said. "It puts CSEA in a good light."

"This is exactly the kind of leadership role we want CSEA to play in dealing with the state's garbage crisis."