

THE PUBLIC SECTOR

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

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Monday, April 17, 1989



MOURN FOR THE DEAD.

More than 100,000 workers die each year from job-related injuries and disease, almost twice the number of Americans killed during the Vietnam War.

April 28 has been chosen by the unions of the AFL-CIO as Workers Memorial Day, a time to remember those who have suffered and died in the workplace.

It is also a day to renew our commitment to prevent these tragedies from happening again.

See pages 9-12

Observe Workers Memorial Day — April 28

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Helping the
vets . . .
pages 6 & 7



A program
that
provides
cash
benefits
when you
can't bring
home a
paycheck
. . . page 19

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 _____

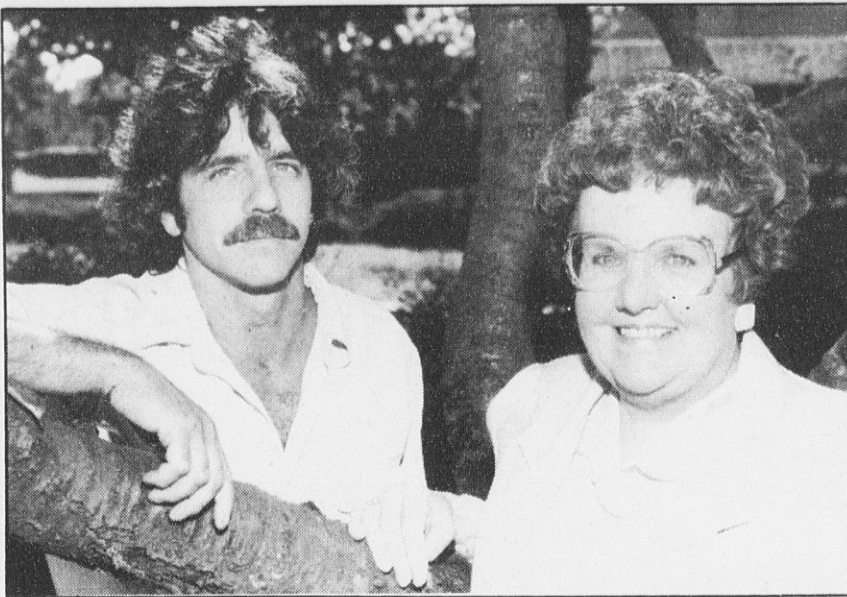
My employer is: _____

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

Local 606 members honored



MARTY SCHNEIDER AND EILEEN McMANN

TWO MEMBERS of Farmingdale University CSEA Local 606 have been honored with Farmingdale Foundation Awards for outstanding service to the university. Eileen McMann and Marty Schneider received \$500 checks during a ceremony at the Annual Faculty Conference. McMann, a secretarial stenographer from West Babylon, has been a public employee for 15 years. Schneider, a Deer Park resident and graduate of SUNY Farmingdale, has maintained the university's fleet of cars and trucks for the past eight years.

BUS DRIVER SCHOLARSHIP AVAILABLE

Sons and daughters of school bus drivers working in New York state are eligible to apply for college scholarships offered by the New York Association for Pupil Transportation.

The school bus driver must be employed by the same school district for at least six months prior to the application date and must still be employed as a school bus driver at the time of the scholarship award. The son or daughter must be a

graduating high school senior with an average grade of 75 or over, who intends to extend his or her education or training beyond high school.

Applications may be obtained by writing Guy Elmore, Byram Hills Central School, 10 MacDonald Avenue, Armonk, N.Y. 10504.

Applications must be postmarked before April 30, 1989 to be eligible for consideration.

Foster parents needed

Declaring that "Union members are family people," foster care agencies in New York City, Long Island and Westchester and Rockland counties are appealing to union members to become foster parents.

Under the banner "Foster Care Network," the appeal is being made by Brookwood Child Care, Jewish Child Care Association of New York, Society for Seamen's Children and Cardinal McCloskey Children's and Family Services.

Foster parents receive guidance in raising foster children and financial assistance to cover expenses. Anyone interested in becoming foster parents should call the Foster Care Network 24-hour hotline at (212) 643-0178 643-0179 en espanol).

Jewish museum appeals for funds, artifacts

Voluntary donations are being solicited to help fund completion of the Museum of Jewish Heritage — "A Living Memorial to the Holocaust" — being constructed in New York City.

The museum also is seeking objects and artifacts for its permanent exhibit — "Renewal in America — Jewish Immigration from 1654 to the Present."

Gov. Mario Cuomo and New York City Mayor Edward Koch are founding chairmen of the New York Holocaust Memorial Commission of the Museum of Jewish Heritage.

Contributions may be sent to: "A Living Memorial to the Holocaust," Museum of Jewish Heritage, Suite 717, 342 Madison Avenue, New York, New York 10173 (212) 687-9141.

THE PUBLIC SECTOR UNION YES

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No budget yet

State leaders still struggling

By Kathleen Daly
Associate Editor

ALBANY — As the second week of the new state fiscal year wound down, New York state still had no budget for 1989-90.

Despite the failure of Gov. Mario Cuomo and state legislative leaders to come to an agreement, there are signs that CSEA would succeed in some of its goals of preserving jobs, services and aid to school districts and local governments.

"This has been a grueling battle," CSEA statewide President Joe McDermott said. "But we can't let up. Until this budget is settled and our members in all levels of government are secure, we will keep on working."

As this issue of *The Public Sector* went to press, Gov. Cuomo had postponed layoffs (see adjacent story) and agreements on many revenue increases apparently had been reached.

"CSEA supports the strong stance Assembly Speaker Mel Miller has taken on the tax cuts," McDermott said. "He has shown courage in his insistence that the state needs more money during this crisis of falling revenues, not a tax cut."

Speaker Miller has proposed extending the next two years of the tax cut program over five years. That would address what CSEA has identified as the source of the crisis — a drastic decrease in revenue that will only worsen unless it is addressed this year.

While Gov. Cuomo and Senate Majority Leader Ralph Marino insist that tax cut remain, the most recent poll by the Marist Institute for Public Policy indicates that CSEA's message has gotten across to the general public.

According to the survey, most people are willing to delay the tax cuts to pay for services, particularly to the homeless, the handicapped and schools.

Delaying the tax cut would generate about \$400 million for the state this year. CSEA has maintained that not only is the tax cut unwise, but unfair in that it primarily benefits the wealthy while unfairly burdening low- and middle-income people with reduced services and the likelihood of higher property taxes or rent.

CSEA's Legislative and Political Action Department will continue its lobbying efforts. McDermott has also met and talked with legislative leaders to press the union's case as budget negotiations continued into the third week of April.

"This has been a grueling battle. But we can't let up now. Until this budget is settled and our members at all levels of government are secure, we will keep working."

CSEA wins layoff delay

ALBANY — CSEA's massive efforts to avert state layoffs has helped win a reprieve for hundreds of employees.

Gov. Mario Cuomo announced he would delay layoffs for two weeks in the expectation that the state Legislature and he would come to a budget agreement that would preserve jobs.

Layoffs were to begin April 12. As this edition of *The Public Sector* went to press, the state still did not have a budget for the 1989-90 fiscal year that began April 1.

"In his statement on the suspension of layoffs, the Governor noted the 'anguish' the threat of layoffs caused these employees," said CSEA President Joe McDermott. "I am pleased to see that the Governor recognizes the real pain this process has caused. We're working to be sure he takes the necessary steps to relieve that pain for good."

CSEA has steadfastly maintained that the state's budget problem is caused by reduced revenue, not excessive spending. Part of the solution the union proposes includes eliminating the proposed 1989 and 1990 tax cuts and closing corporate tax loopholes.

Assembly Speaker Mel Miller has agreed with CSEA and has proposed stretching the tax cut out over five years to increase revenue. (See adjacent story on the state budget.)

The union has lobbied intensely to prevent layoffs. In addition to efforts by the CSEA Legislative and Political Action Department, CSEA members have lobbied their legislators in home district offices as well as in Albany. Thousands of CSEA members have written their legislators to protest the proposed state budget.

"We can't let up the pressure," said Legislative and Political Action Department Director Larry Scanlon. "We're still working on this issue, and we're still encouraging our members to write their legislators, as well as Senate Majority Leader Ralph Marino, Senate Finance Committee Chairman Tarky Lombardi and Gov. Cuomo. They're the people we have to convince."

The delay in layoffs mean that employees have two more weeks than they expected, and while the Governor would not say the delay was a guarantee that no one would lose their job, he did indicate that the state leaders were working to avoid as many layoffs as possible.

"As long as the leaders and the Legislature keep working, so will we," McDermott said. "We don't want to see anyone lose a job, and we're doing our best to make sure it doesn't happen."

Workers get paychecks on time

ALBANY — Thanks to CSEA efforts, state employees were able to cash their first paychecks in April on time, despite the lack of a state budget.

CSEA President Joe McDermott wrote to Gov. Mario Cuomo and spoke with state Comptroller Ned Regan and legislative leaders to be sure that emergency legislation was passed so that CSEA members would get paid on time.

"The budget battle this year is extremely difficult, but that doesn't mean CSEA members should suffer because of it," McDermott said. "Fortunately, the state leaders were reasonable. They realize their budgetary wrangling shouldn't interfere with state workers' livelihood."

CSEA Chief Lobbyist Ken Shapiro also made the case to legislators to pass legislation allowing workers to be paid.

When the state passed into the 1989-90 budget year on April 1 without a budget, it lost its authority to spend money. However, by passing piecemeal spending legislation, the state Legislature can authorize payment of certain bills.

Thanks to two emergency spending bills, 95,000 institutional workers were paid \$102 million on April 6, and 153,000 administrative employees were paid \$185 million on April 12.

State members to get raises

More than 100,000 CSEA members who work for the state can expect to see a 5 percent salary increase within three weeks.

Under the contract CSEA negotiated with the state last year, CSEA members receive a 5 percent salary increase this year. The raises will first appear in the April 26 administrative payroll and the May 4 institutional payroll.

The three-year contract covering 1988 to 1991 included annual raises of 5 percent, 5 percent and 5.5 percent.

In Yonkers

Labor history program is a success

YONKERS — School district officials in Yonkers have declared the labor history curriculum offered by CSEA and AFSCME a success.

"It's important for youngsters to understand the labor movement," said District Superintendent Dr. Donald DiBatista. "There were considerable abuses that were prevalent in the American industrial society prior to the labor movement."

Assistant Superintendent Sam Namello said the program legitimizes what pupils hear about unions in their homes.

"The kids heard the teachers talking unionism rather than their parents," he said. "It gave them an historical perspective."

Yonkers, the first district in the state to adopt the program, included it in the social studies curriculum.

Labor History Program Coordinator Mike Donovan, who compiled the CSEA/AFSCME program, noted that labor history is now required for school children by the state Education Department.

Susan Zuckerman, a social studies teacher in Yonkers, said the new program expanded on her previous curriculum on the labor movement. Pupils were surprised at the number of professions covered by labor unions, and equated unions with strikes, she said.

"They didn't realize that teachers and actors were in unions," she said. "Once they learned that you don't have to strike to make your point, they were surprised."

Asked what they thought of unions, some pupils said they would join themselves. In one exercise, they drew up a labor contract with a benefits package.



YONKERS SCHOOL TEACHERS Jacqueline Campone, left, Susan Zuckerman, center, and Sid Jacoby used the CSEA/AFSCME labor history project in their classrooms this year — the first time the program has been used in the state.

"It's something to join if you have problems," said eighth grader Christine Orsek.

Her classmate Chin Park agreed. "A union can speak for you."

In-service day attracts hundreds

YONKERS — More than 800 Yonkers School District employees attended an annual in-service program sponsored by the school district.

Workers attended a number of informative workshops, including Coping with Stress, Recognizing Child Abuse and a seminar on Employee Assistance Programs (EAP) conducted by CSEA EAP Coordinator Jim Murphy.

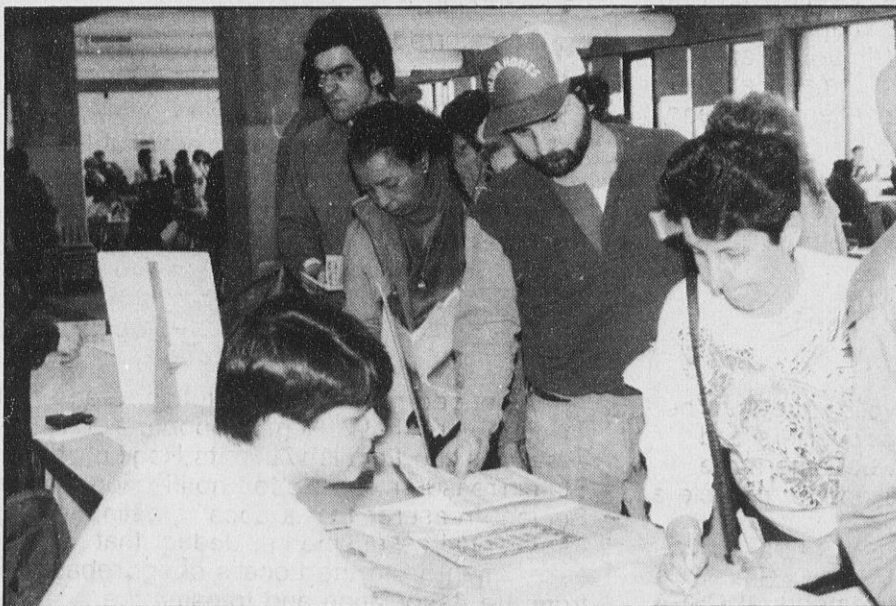
CSEA Unit President Ray Moniz warned participants that cuts in the state budget could seriously impact Yonkers workers and taxpayers and urged his co-workers to lobby against the proposed budget.

School District Superintendent Dr. Donald DiBatista discussed the district's involvement in a federal court-ordered desegregation plan for Yonkers and praised the role that CSEA members have taken.

"We're looking at gains now because of the teachers and people like you," DiBatista said. "There's still a sense of family in Yonkers in spite of the problems."



YONKERS SCHOOL Unit President Ray Moniz, right, shows the ropes of the in-service program to Mt. Vernon School District Unit President Marie Lewis, second from right, and Vice President Bill Hughes, left. With them is Region III President Pat Mascioli.



POLITICAL ACTION Coordinator Brad Woodhouse, seated, encourages Yonkers School District employees to sign petitions to save county nursing homes.



BLOOD PRESSURE screenings were available at the in-service day.

Open-competitive exams still free for CSEAs

About 10,000 CSEA employees apply for these open-competitive exams each year

Open-competitive civil service examinations will continue to be FREE for CSEA-represented state employees!

CSEA has hammered out an agreement with the Governor's Office of Employee Relations (GOER) that continues to exempt CSEA members from paying open-competitive exam application fees.

You can disregard those mustard-colored announcement posters the state Department of Civil Service posted all over the state warning that CSEA members will soon have to pay a processing fee to take open-competitive civil service examinations.

Here's something you can believe. CSEA members will still not have to pay application fees for open-competitive civil service exams when those fees are dramatically increased for other exam applicants in June.

But CSEA was upset when Civil Service forged ahead with fee increase announcements that contain the erroneous statement "Fees will no longer be waived for New York State employees represented by CSEA." The statement appears directly above the words "Please Post Conspicuously." Copies of that announcement were posted on bulletin boards across the state.

"While the Department of Civil Service was posting misinformation all over the state, CSEA was tending to business, working out important protection for our members," said CSEA Director of Contract Administration Ross Hanna.

"Negotiations to continue the exemption for CSEA members were occurring at the highest levels between CSEA and GOER, a fact Civil Service was well aware of," said CSEA statewide President Joe McDermott. McDermott and GOER Director Elizabeth Moore were directly involved in working out the fee waiver for CSEA-represented employees.

A non-refundable \$5 processing fee has been charged applicants for open-competitive examinations for several years. That fee has been waived for CSEA-represented state employees and paid for by the Committee on the Work Environment and Productivity (CWEP), a joint CSEA/state labor/management committee.

An average of 10,000 CSEA-represented state workers apply for open-competitive exams each year.

The Department of Civil Service will arbitrarily increase the processing fee for open-competitive examinations, effective in June for most exams, from the current flat \$5 charge to a fee scale based on the salary grade of the position for which the exam is being held.

The new non-refundable fee will be \$10 for positions in grades 3 to 12, \$13 for positions in grades 13 to 18, \$16 for positions in grades 19 to 23 and \$20 for positions graded 24, M1 and above.

Under the agreement worked out between CSEA and GOER, no CSEA-represented employee will have to pay an application fee regardless of grade level of exam being applied for.

The open-competitive examination is the primary method most people use to enter state service under the civil service system. Tens of thousands of people already in state service also take open-competitive exams to move to other state jobs they desire but which might be unattainable through promotional exams.

Salary Grade of Position Being Tested	New Fee	CSEA Employees Fee
3-12	\$10	\$0
13-18	\$13	\$0
19-23	\$16	\$0
24, M1 & Above	\$20	\$0



BOARD OF DIRECTORS Summary of meeting

Questions from CSEA members concerning the union's Board of Directors should be directed to the member's Board representative, local president or to the office of the Statewide Secretary. Copies of the minutes of Board meetings are sent to all Board representatives and local presidents.

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

ALBANY — CSEA's statewide Board of Directors met here on March 30. In official actions, the Board:

- * Approved a one year agreement with the National Traffic Safety Institute to conduct safe driving courses for members;

- * Entered into an office space lease agreement for Onondaga County Local 834;

- * Resolved a lawsuit with Roemer and Featherstonhaugh, the union's former law firm;

- * Decided that the 1990 and 1991 State workshops will be held, respectively, in Lake Placid and Buffalo;

- * Decided that the 1990 and 1991 Local Government workshops will be held,

respectively, in Lake Placid and Buffalo;

- * Ratified the following appointments to the Region I political action committee: Cathy Green (chair), Barbara Harrington, Pete Ellison, Tony Bentivegna, Thomas Garguilo, Thomas Stapelton, Barbara Allen and Henry Jenny;

- * Approved statewide health and safety policy that members should not be subjected to office temperatures outside the 65 degree F to 80 degree F range and humidity levels outside the 20 percent to 70 percent range;

- * Extended for three years lease on the Utica Satellite office;

- * Authorized that a recycling program be implemented at CSEA Headquarters and adopted policy that CSEA become more involved in the three R's—reduce, recycle and reuse.

- * Authorized expenditures for air quality and energy conservation improvements at CSEA Headquarters;

- * Created new Ogdensburg Correctional Facility local;

- * Transferred Cape Vincent Correctional Facility employees to North Country Correctional Facility Local 172;

- * Created new Oneida Correctional Facility Local;

- * Amended region, local and unit constitutions to require that copies of any by-laws they promulgate be provided to the office of the statewide secretary in order to be incorporated into permanent CSEA records; and

- * Amended regional constitution to add that "In the event that a Region adopts a plan for assessing the Locals within its Region, the State Treasurer shall, upon notification by the Region Treasurer that a Local is delinquent in its Regional assessments, deduct that assessment from the Local's direct rebate from the Association and transmit the assessment to the Region Treasurer."



Help for veterans: where to find it

Are you a veteran? In need of service? If so, you are one of the many veterans who are also CSEA members, and you are definitely not alone.

New York state has a veteran population of nearly 2 million. Add to this their spouses, widows, parents and dependents, and the total number of people in need of veteran-related service totals about 5 million.

If you need answers to veteran-related questions, or have a veteran-related problem, you have a number of services and organizations at your disposal. There are many resources available, and they can be difficult to find unless you know where to look.

The best place to start is with your phone book. Look for the listing for your county Veterans Affairs office, under the "county government" pages.

This office should have listings of every veterans organization and service in your area, whether you're seeking medical attention, counseling, information on tax breaks and educational opportunities for veterans or just group support.

For such services, your county Veterans Affairs office can put you in touch with groups such as your local Vietnam Veterans of America organization, American Legion post or Disabled Veterans of America group.

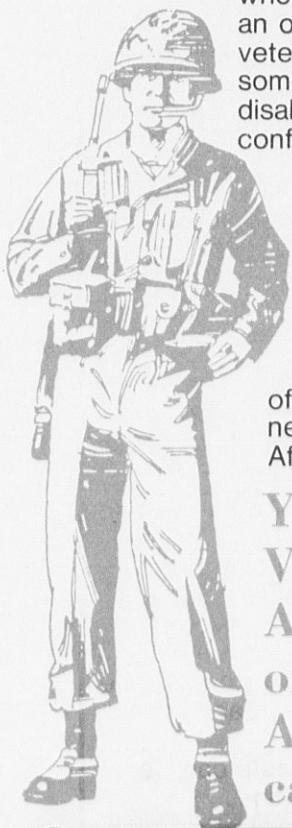
The county Veterans Affairs offices are staffed with professional counselors, experienced in claims processing, to assure the claimant of efficient, confidential and sympathetic service.

The primary objective of the county Veterans Affairs Officers, who are accredited by the Veterans Administration, is to ensure that veterans and their dependents receive the maximum benefits from the VA and other agencies at all levels of government. These benefits include notary service, burial benefits, home loan guaranty, state property tax exemption and many others.

If you are a political activist who wants to get involved in an organization that monitors veteran-related legislation, someone who wants to help disabled veterans who are confined to hospitals or just someone looking for fellowship, friendship and group support, every veterans organization can use your talents. If you would like to volunteer for any of these types

of services, please call your nearest county Veterans Affairs office today.

**Your county
Veterans
Affairs
office . . .
A place you
can turn to.**



VETERANS AFFAIRS...

Reaching out to vets

FISHKILL — Vietnam veterans call it "post-traumatic stress." In other wars it was called "shell shock" or "battle fatigue." No matter what you call it, it's disturbing, frightening and upsetting.

It is often a major factor leading to divorce, alcoholism, drug abuse, mental illness and suicide.

Counseling services, stress units in Veterans Hospitals and compensation for stress-related conditions are available to veterans who suffer from post-traumatic stress syndrome, according to Jerry Donnellan, a member of Rockland County CSEA Local 840, who works for the county's Veterans Service Agency.

"Many veterans suffer in silence," said Donnellan. "But they may have serious problems. The veteran may not kill himself by doing anything as dramatic as shooting himself in the head — he's more subtle. He's running his car into a tree."

"The Vietnam veteran is unique," contended Janina Percival, program director for the Vietnam Veterans Outreach Center in Beacon.

"The Vietnam War was a totally different kind of war," she said. "Some of the problems are the same, but in World War II, there were firm lines drawn at the battlefield and soldiers were on the battle lines for a few weeks at a time. The Vietnam veteran was in battle for 12 to 13 months at a time. There was no safe area, no place to relax.

"Many Vietnamese that they thought were friends turned out to be enemies. They used children to kill," Percival said.

She emphasized that more Vietnam veterans have committed suicide than were killed in Vietnam. In addition, many have died of drug overdoses, liver damage from alcohol and in car accidents.

The most prevalent problem for Vietnam veterans is substance abuse. "It's a method of keeping numb to feelings," Percival said.

In an effort to aid the troubled veteran, the Vietnam Veterans Outreach Center provides counseling, support groups and referrals to county and state agencies.

"We have two support groups for the men and one for their wives," said Percival. "We also want to put together one for children and couples."

Two certified alcoholism counselors are on the staff of the center and counseling is provided for individuals on a one-on-one basis. Marital counseling and family therapy are also available.

All veterans from all eras are welcome, said Percival.

"The only criteria is that they must be veterans; we don't judge the type of discharge. We will work with vets that even the Veterans Administration won't work with," she said. "It proves to them that we are interested in the individual.

"The knowledge that there's a place that someone can call and not have to go through



JANINA PERCIVAL

a bureaucracy is very important to the veteran."

New veterans are now using the resources of the center, Percival said. "We're now seeing veterans from Beirut and Nicaragua."

Female veterans have also worked with the outreach center, but Percival said that they are usually reluctant to join in with groups of male veterans.

"It's difficult to get women together," she said. "We'd like to get a support group together. I know it's needed. There were many nurses who served in Vietnam and they were under fire also. There was no safe place for them."

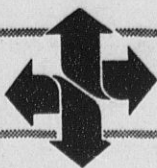
Other services offered by the center include discharge upgrading assistance, veterans benefits counseling, referrals for housing, employment, emergency financial aid, family violence and education, an incarcerated veterans program, employment assistance and Agent Orange claims and counseling.

The center plans to expand services. Percival said a grant from the United Way will buy a van to transport veterans to the center and to bring services to outlying areas.

For more information, call the center at (914) 831-5562. A 24-hour hotline is also available through this number.

Other veterans outreach centers are located in the following areas:

- Albany — 875 Central Ave.
(518) 438-2505
- Bronx — 266 E. Fordham Rd.
(212) 367-3500
- Brooklyn — 165 Cadman Pl.
(212) 330-2825
- Buffalo — 114 Elmwood Ave.
(716) 882-0505
- Manhattan — 166 W. 75th St.
(212) 944-2917
- Queens — 148 Hillside Ave.
(212) 658-6767
- White Plains — 200 Hamilton Ave.
(914) 684-0570



Tuition Assistance

Although there are numerous benefits available to eligible Vietnam veterans, many are unaware that one of these services will help put them through college.

The veterans Tuition Assistance Program provides up to \$1,000 per semester for full-time students, and up to \$500 per semester for part-time students.

This money is available to any eligible veterans who wish to attend college or vocational school, and does not have to be paid back.

To be eligible for that tuition assistance, 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:

NYSHESC VVTA
Albany, N.Y. 12255

VETERANS AFFAIRS . . .

Peekskill to host Vietnam veterans July encampment

ELMSFORD — The Westchester-Putnam Chapter of the Vietnam Veterans of America (VVA) is hosting an encampment for Vietnam veterans and their families from July 21-23 at Camp Smith in Peekskill. All CSEA members who are Vietnam veterans are urged to attend.

Pete McCauley, a CSEA member on the VVA Board of Directors from the Village of Elmsford said the encampment will include workshops, guest speakers and activities for the entire family. Nearly 1,500 are expected to attend.

McCauley has been a member of the organization since 1982, and as a member of the VVA color guard has traveled all over the world to veteran reunions.

The Westchester-Putnam Chapter was instrumental in building a Vietnam War memorial in Somers in Westchester County, McCauley said. The organization is also involved in monitoring legislation pertaining to Agent Orange and other veterans issues, raising scholarship money and hosting social events, and has been active in efforts to bring home prisoners of war and those missing in action. In addition, the members visit Vietnam veterans who are now incarcerated.

Anyone interested in the encampment should contact Frank Lauria at (914) 592-4938.

There are 27 VVA chapters in New York state. For information on meetings and events, veterans should contact their nearest Veterans Affairs office or outreach center.

McCauley is looking for any veterans who may have served with him. He was assigned to Kilo Co., Third Battalion, 9th Marines, Third Marine Division in 1967. Anyone interested in renewing old acquaintances may contact him at (914) 946-9567.



PETE McCAULEY

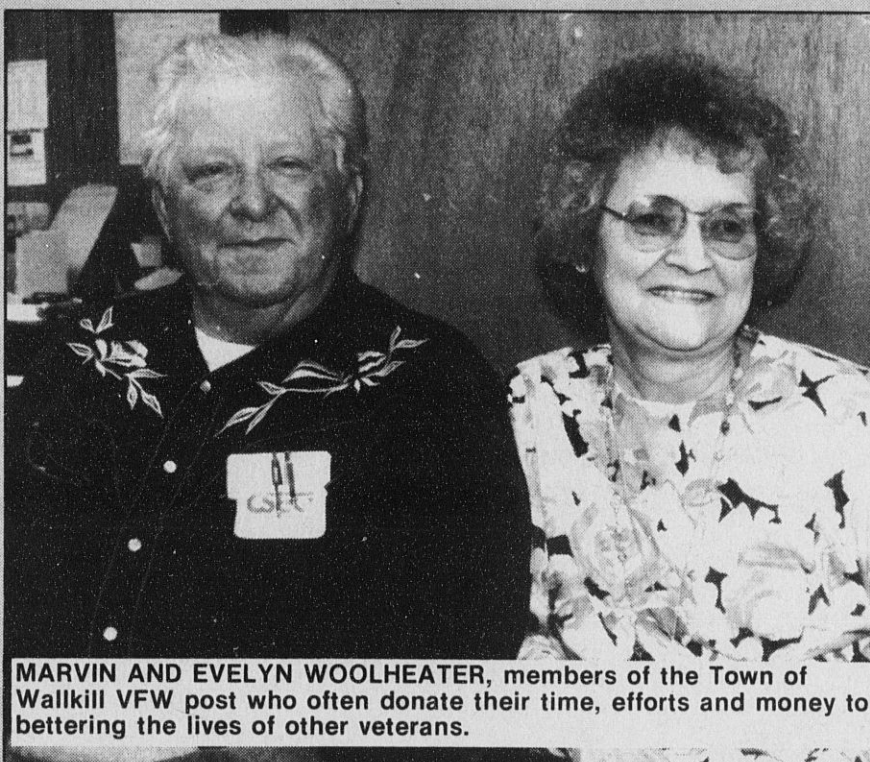
The state Department of Labor recently established a Women Veterans Task Group to provide information and assistance promoting career advancement for both employees and consumers of the department's services.

According to specialists, women who are veterans often fail to identify themselves as such, and therefore do not receive many benefits to which they are entitled.

The task force will seek ways to ensure that women are aware of and come forward for available veterans services.

Suggestions and questions should be addressed to:

N.Y.S. Department of Labor
Women Veterans Task Group, Veterans Program Unit
Room 570, Building 12, State Office Campus
Albany, N.Y. 12240



MARVIN AND EVELYN WOOLHEATER, members of the Town of Walkkill VFW post who often donate their time, efforts and money to bettering the lives of other veterans.

Veteran "Fellowship"

FISHKILL — If you ask veterans what is the most outstanding benefit they get from membership in their American Legion post, Veterans of Foreign Wars (VFW) post or Disabled American Veterans (DAV) group, they'll probably say "fellowship."

CSEA retiree Melvin Woolheater is a World War II veteran who said he gets a great deal of satisfaction from his involvement in the Town of Walkkill VFW post and the American Legion post.

A former Orange County Department of Public Works employee and secretary of Orange-Ulster-Sullivan Retiree Local 917, Woolheater said he is proud that his group successfully pushed for a bus to take veterans on the more than 50-mile trip from western Orange County to Castle Point Hospital in Beacon, a trip that used to be very difficult for many of his friends.

Castle Point is also a beneficiary of these veterans who spend many a holiday entertaining and bringing gifts to disabled veterans who are confined to the hospital. Money raised from annual poppy sales help pay for equipment for disabled vets, including wheelchairs and ramps.

On a national level, the veterans organizations monitor and lobby on veteran-related legislation, just as CSEA monitors legislation pertaining to labor issues.

Woolheater's wife, Evelyn, is active in the auxiliary organization of the VFW post.

"We do fruit baskets at Christmas for shut-ins, parties and community service and we have an annual bowling tournament to benefit the Cancer Society," she said.

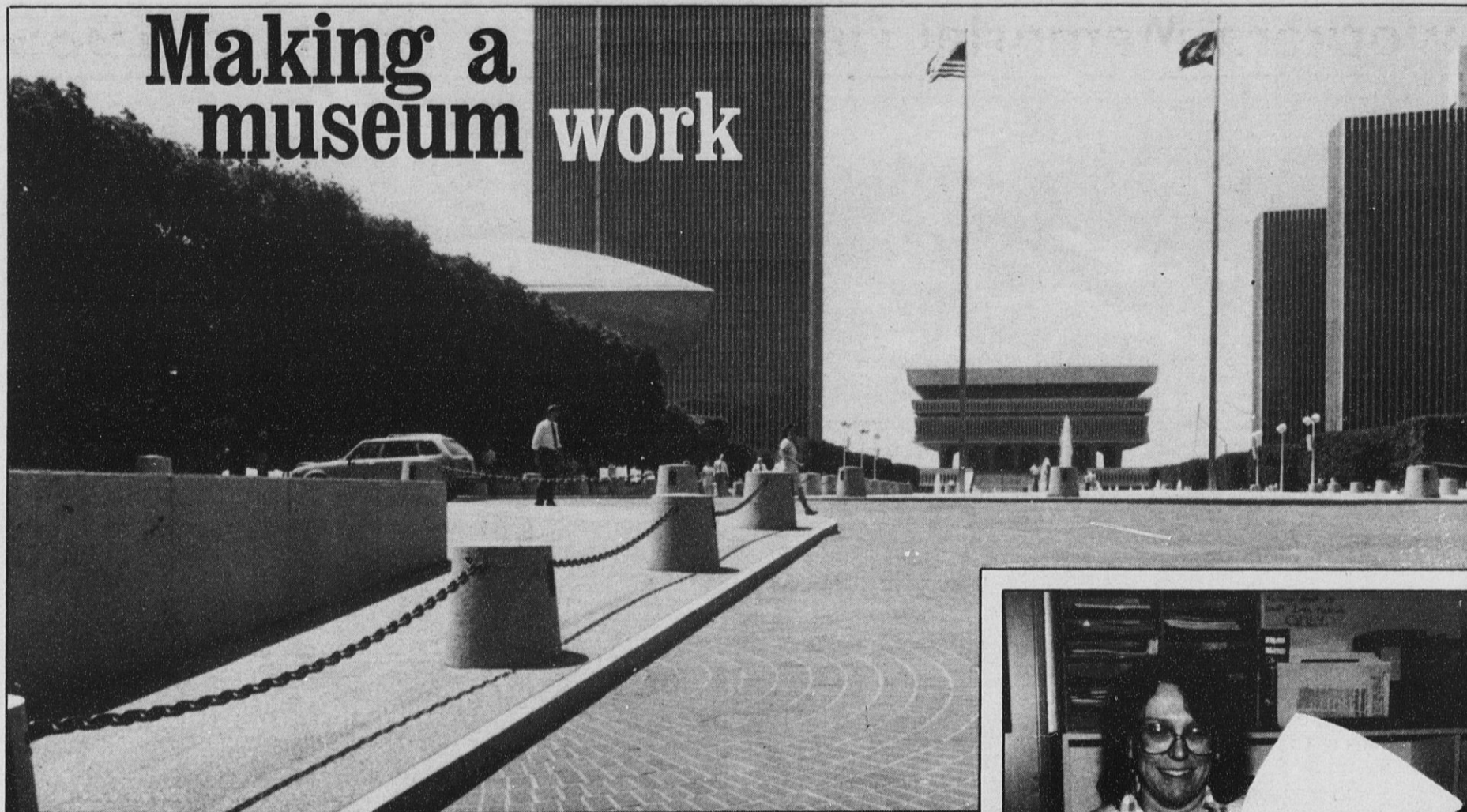
"When you go home after doing these things, you may be tired, but you feel good about yourself," Woolheater said.

Woolheater wishes more veterans would be actively involved in the organizations.

"We'd like to see more participation from younger veterans," he said. "There's been a loss of interest by the veterans. Many of them don't attend the post meetings."

Information on VFW, DAV and American Legion posts can be obtained through your local county Veterans Affairs office.

Making a museum work



By Daniel X. Campbell
CSEA Communications Associate

ALBANY — “How much did a baby dinosaur weigh when it was born?” asks an inquisitive five-year-old at the Dino Den.

Across the huge display area, on an unscheduled tour, high school students from Wisconsin want to know about the menu at Delmonico's Restaurant in the 1890s and if families of that era ate out as frequently as today's families do.

Deep in the Adirondack Hall, a group of six tourists from Japan are busy snapping pictures and learning about the Adirondack rest cure and its economic impact on the development of that area.

All of this — and more — can happen during one 60-second period in an average day at the state Museum in the Empire Plaza. And, for the most part, the museum employees answering the inquiries are members of state Education Department CSEA Local 657.

“We're the unofficial jacks of all trades

and masters of most around here,” said CSEA Shop Steward Pat Whalen with pride in the tremendous efforts of his co-workers. “Unfortunately, sometimes we're also the most forgotten.”

While they find their jobs challenging, the museum attendants find some of their increasing responsibilities a little wearing.

“As grade 3 employees, our job responsibilities used to be very limited,” said Nancy Clarke, another of the 14 permanent-temporary museum attendants. “All we used to do was take coats, tell the visitors how much the exhibits cost to build and move the hands on the clock for the orientation movie schedule.

“Now we do so much more,” she continued. “We're involved in every aspect of the day-to-day operation of the museum, from scheduling tours to ‘interpreting’ exhibits while providing soft security and hard facts.”

Seated in a small office near the tour reception area, another worker is busy wading through a six-inch pile of paper.



MUSEUM ATTENDANT Nancy Clarke wades through a pile of information on museum exhibits.

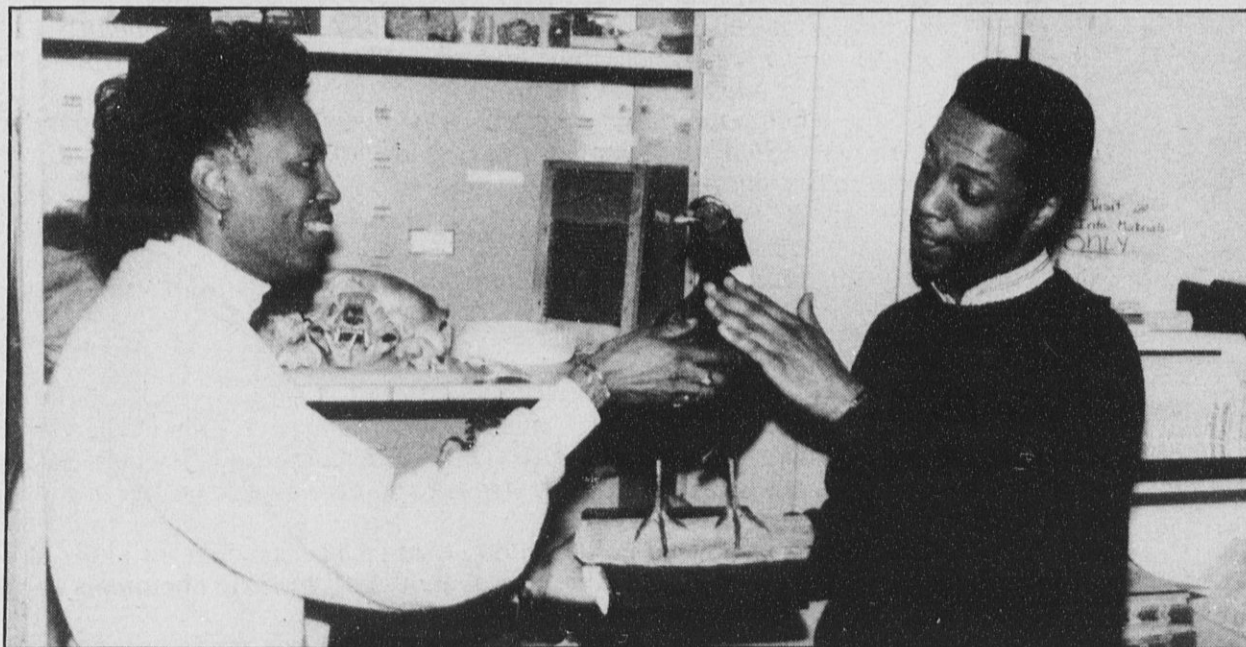
“That's information on the various new exhibits that are on the floor or are scheduled to open soon,” Clarke said. “We're supposed to keep current, or when a visitor asks a question, we won't have the answer and the museum will look bad.”

“Sometimes management holds us responsible for things that are not in our job descriptions,” said Joel Cornell, one of the most senior museum attendants. “We are supposed to know the major museum exhibits, and we do. But when a new, temporary, exhibit on modern art, for instance, is on the floor, somehow we're also responsible for it. That's being a bit unrealistic.”

Over in the museum's famous Sesame Street exhibit, another attendant is busy answering questions and interpreting the exhibit. Meanwhile, she fielded more questions about the exhibit cart she pushed filled with items ranging from stuffed animals to birds to reptile bones. The cart is another of the additional chores that somehow fell to grade 3 museum attendants.

Seeing some minor damage on the exhibit, the attendant slowly moves in front of the damaged area to stop the enthusiastic children from taking home a souvenir of the world famous street — all without interrupting her presentation.

“It's all in a day's work,” she said, waving to the departing group. “Come back soon, the museum loves to have you visit.”



CHECKING OUT prospects for the museum's exhibit cart are museum attendants Dorothy Brown and James Alvin.

Make April 28 a day of honor

More than 100,000 workers die each year from job-related injuries and diseases, almost twice the number of Americans killed during the Vietnam War.

Thousands of these were public employees and many were CSEA members, working in health care, highway maintenance, sewers, corrections and other fields — workers who do some of the most dangerous and unpleasant jobs that our society demands.

Now these individuals who have given so much will receive the honor and recognition they deserve, and you can help.

April 28 has been chosen by CSEA and other unions of the AFL-CIO as Workers Memorial Day — a day to remember those who have suffered and died in the workplace. The date is the 20th anniversary of the establishment of the Occupational Safety and Health Administration (OSHA).

From Long Island to Buffalo, CSEA locals are encouraged to observe the day by organizing or participating in events or actions such as wearing black armbands, conducting memorial services, observing moments of silence, planting trees or flowers in honor of departed brothers and sisters, dedicating memorials or other activities.

CSEA is a leader on safety and health issues and Workers Memorial Day is a chance to renew our commitment to protecting people.

CSEA has a supply of black armbands; lapel stickers and other materials available. If your local is planning an activity and needs these materials, please contact Janet Foley in the CSEA Health and Safety Department at (518) 434-0191 Ext. 465.



OBSERVE WORKERS MEMORIAL DAY APRIL 28

By Stephen Madarasz
CSEA Communications Associate

Your safety is CSEA's priority

When a ditch collapse at SUNY Morrisville nearly claimed the life of a CSEA member last month, CSEA's safety and health specialist was quickly on the scene. The school was cited for 10 different violations of law.

When potentially infectious waste washed up on Long Island beaches last summer, CSEA made sure workers had the necessary protective equipment before they went out to pick it up.

When the school bus garage in Mamaroneck was falling apart around the workers, CSEA kept after the state Labor Department about the unsafe conditions until management finally fixed the place up.

When the AIDS crisis was causing public hysteria in the early 1980s, CSEA got its members the most accurate information available. That effort led to joint statewide AIDS training for public employees.

"Every time the telephone rings I never know what to expect," said CSEA Director of Occupational Safety and Health (OSH) Jim Corcoran. "It could be anything from a routine inquiry about job stress to someone's life on the line. We always have to be ready to respond."

Over the years CSEA's safety and health department has handled all kinds of situations from rabid dogs' heads in the interagency mail to toxic chemicals forcing building evacuations to infectious disease outbreaks.

It's a daily struggle, but persistence does pay off. CSEA has made great strides on safety and health issues in a very short period of time.

(Continued on Page 10)

(Continued from Page 9)

YOUR RIGHTS UNDER THE PESH ACT

As a public employee, your right to a safe and healthy workplace should not be taken for granted. It's been less than 10 years since CSEA scored a major legislative victory through the passage of the Public Employee Safety and Health (PESH) Act, which protects you on the job.

While Congress established the federal Occupational Safety and Health Administration (OSHA) in 1969, its authority only extended to the private sector — public employees were not and are not covered by its provisions even to this day.

But through unprecedented CSEA efforts, the PESH Act became a law in 1980. It is administered by the state Labor Department and for the most part uses OSHA's workplace standards and guidelines.

CSEA's Occupational Safety and Health Department was created soon after to ensure public employer compliance with the law.

Since then, CSEA has scored breakthrough achievements in video display terminal (VDT) regulation, right-to-know legislation, worker safety training programs and broader recognition of occupational injury and disease, to name just a few areas.

Not every CSEA safety and health action is dramatic — most issues are resolved quickly and effectively right at the work location. That doesn't mean, however, that every worksite is as safe as it should be on a daily basis.

TOO MUCH RISK

"There's still too much risk on the job for too many CSEA members and other public employees," commented CSEA President Joe McDermott. "But we have the means to

insist on more vigorous enforcement and we have to keep pushing."

McDermott pointed out that too many public employers don't give safety and health top priority.

"It's viewed as something you throw in after you've already done everything else to get a job done — and that's the wrong approach.

"Deficiencies in everything from employee security to building air quality to construction site precautions adversely affect people's performance," he said.

"Putting safety and health issues up front makes good sense. First, you're telling people that they are valued as workers and individuals and second, you're going to save money in the long run," McDermott said.

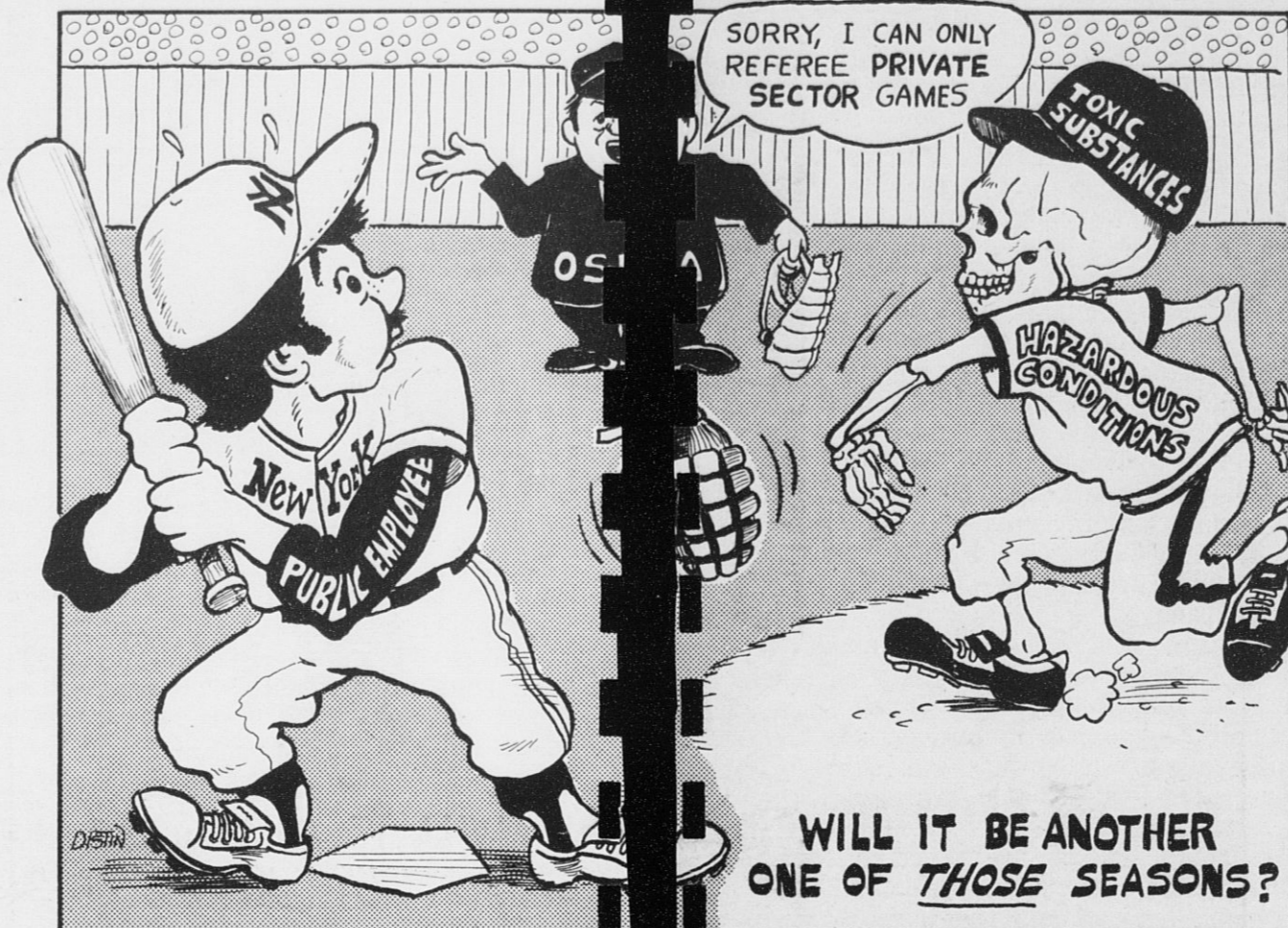
Just one serious on-the-job injury can cost an employer tens of thousands of dollars — although it's a figure that employers rarely consider.

CSEA TAKES A NEW APPROACH

To put the issue of worker safety and health in proper perspective, CSEA recently reorganized its field staff responsibilities and priorities.

Previously, all of a region's safety and health grievances, crises and programs were handled by one OSH specialist, which was like having one field representative respond to every problem in the region.

Under the new approach, safety and health issues will be handled as part of each CSEA labor relations specialist's overall responsibility to a local or unit. When more technical expertise is needed, the OSH specialist will be called in.



"A lot of the situations that we handle are cut and dried as a matter of law," he said. "But there are many other circumstances that are gray areas best dealt with as part of the on-going labor/management dialogue.

"When we have a good working relationship with management, they're very receptive to our input," Corcoran explained. "Very often our staff has a technical expertise that they don't have and it's almost as if we serve as a consultant to

Editorial cartoons from the pen of CSEA's talented artist Ralph Distin have long been an effective way for the union to make its points about the inadequacy of worker safety laws and regulations.

them."

Still, CSEA's objective is getting positive results for its members and that requires using a variety of methods and lots of creativity. It's never as easy as it sounds.

UPHOLDING THE LAW

Back in 1985, CSEA was confronted with an illegal asbestos removal project and cover-up at SUNY Oswego. Campus work crews, made up of employees and students, were ordered to rip out deteriorated, flaking material by hand and stuff it into ordinary trash cans for removal to a local landfill. Unsuspecting custodial workers later swept up the dusty cancer-causing residue.

The workers were told the material was "mineral wool" but a CSEA investigation proved otherwise. CSEA and a campus committee uncovered evidence that a 1982 state Health Department report documented

(Continued on Page 12)

CSEA urges office standards

Office temperature and humidity problems are among the most frequent complaints the CSEA Safety and Health Department receives — but there are no laws or standards which regulate either temperature or humidity.

However, many well-respected organizations and governmental agencies have established guidelines for acceptable standards. But CSEA would like to see these guidelines gain legal strength. With that in mind, the CSEA Board of Directors recently committed the union to work toward this end.

The board motion read as follows:

Most of our members working in offices have experienced, at work, temperatures and humidity levels outside the recommended ranges. However, there is no relief for our members since only recommendations rather than codes or legal standards exist.

Motion that CSEA adopt the policy that our members should not be subjected to office temperatures outside the range of 65 to 80 degrees Fahrenheit. Furthermore, our members should not be subjected to office humidity levels outside the range of 20 to 70 percent.

Help is available

CSEA members face safety and health problems on the job every day. Some can be easily resolved, others are more complicated.

But even with the involvement of your CSEA labor relations specialist and the union's safety and health department, workplace issues are best corrected when a local safety and health committee takes charge of the situation right from the start.

But fewer than half of CSEA's locals have established safety and health committees. Establishing an effective committee only requires that you and co-workers care about your working conditions and are willing to work for improvements.

If you're facing a safety and health problem on the job, contact your local steward. He or she will contact your labor relations specialist who will help handle the situation. He or she will call in the CSEA occupational safety and health specialist if more technical expertise is needed.

The following is a list of CSEA members killed on the job since the CSEA Safety and Health Department was created. The list may not be complete. If you are aware of other member fatalities, contact the department in Albany.

Roger McClary, General Mechanic
Steuben County Highway Dept., Unit 8700
Struck on the head with crane boom.
January 2, 1983

Richard Conrad, Laborer
Town of West Seneca DPW, Unit 6713
Hit in the head with chipping machine he was operating
June 28, 1983

William Sawers, Equipment Operator
NYS DOT, Onondaga County Residency, Local 506
Motor vehicle accident while sanding roads.
January 7, 1984

Amos Smith, Laborer
NYS DOT Region 8, Local 507
Crushed after falling from a sanding truck, between wing and cabin.
January, 1984

Paul Talada, Equipment Operator II
Chemung County Highway Dept., Unit 6350
Head was caught between merging equipment.
March 2, 1985

Gary Freeman, Sign Crew Supervisor
NYS DOT, Warsaw Residency, Local 513
Fell off the back of a DOT truck while it was moving.
April 9, 1985

Ernest Stowell, Highway Maintenance Worker
NYS DOT, Region 2 (Utica), Local 505
Died from burns received in pickup truck fire, which was carrying fuel. Truck was involved in an auto accident.
June 21, 1985

John Pickney, Chief Plant Operator
City of Long Beach, Local 830
Drowned in a sewage plant accident.
July 19, 1985

Richard A. Ortlieb, Black River Valley State Employee
NYS DOT, Local 015
Pinned between bulldozer and bridge.
September 17, 1985

Paul Denowski, Laborer
NYS DOT, Local 508
Suffered heart attack performing road pickup during Hurricane Gloria.
September 22, 1985

Francis O'Niell, Highway Maintenance Worker,
Bridge Crew NYS DOT, Region 8 (Poughkeepsie), Local 507
Struck by a contractor's street sweeper while backing up.
October 16, 1985

Mike Wilcox, Bus Washer
City of Glen Falls DPW, Local 857
Jack stands gave way while he was working under the bus.
December, 1985

CSEA remembers

William Snyder, Stationary Engineer
Glen Correctional Facility, Local 179
Boiler explosion.
February 21, 1986

Richard Doyle, Refrigerator Mechanic
Harlem Valley Psychiatric Center, Local 409
Explosion of air storage tank.
February 26, 1986

Quentin Schultz, Trainer
Newark Development Center, Local 417
Hit on automobile accident while driving state van.
May 28, 1986

John H. Krone, Section Maintenance Supervisor I
Toway Professional, Technical & Supervisory, Local 058
Hit by tractor trailer while supervising road crew.
July 31, 1986

John C. Murphy, Sanitation Worker
Village of Tarrytown, Local 860
Fell over by a sanitation truck after slipping off the rear while backing up.
January, 1986

William Gieb, Sanitation Crew
Village of East Aurora DPW, Unit 6767
Pinned underneath garbage truck while picking up garbage.
May 4, 1987

Alfreda Szymanski, Custodian
Depew Central School District, Unit 6713
Fell into deep end of an empty pool while cleaning it with toxic chemicals.
June 4, 1987

Clara Taylor, Mental Health Therapy Aide
Rockland Psychiatric Center, Local 421
Killed by a mental patient while working alone on 24-patient ward
July 17, 1987

Bruce Benware, Custodian
Malone School District, Local 817
Died from exposure to toxic chemicals.
July, 1987

Kelly Dwyer, Temporary Employee
Onondaga County Highway Department, Local 834
Roller he was operating tipped over, pinning him underneath.
August 13, 1987

Steven Guzzo, Mechanic
West Seneca Developmental Center, Local 427
Pinned between garage door and truck.
December, 1987

John Graves, Maintenance Equipment Operator
NYS DEC, Randolph Unit, Local 655
Motor vehicle accident while plowing snow.
February 13, 1988

John Risley, DPW worker
Steuben County, Local 851
Struck by motorist.
April 15, 1988

Edward Thorngren, White Plains
Water Maintenance Dept.
Westchester County Local 860
Maintenance truck rolled into excavation site where he was working.
April, 1988

Michael Holmes, Electrician, City of Glens Falls
Warren County, Local 857
Electrocuted while working on East Field scoreboard.
July 18, 1988

William Bucktooth, Highway Equipment Operator
Cattaraugus County NYS DOT, Local 526
Struck by truck while working on closed section of highway.
August, 24, 1988

William Kramer, Highway Worker
Livingston County, Local 826
Crushed by truck while paving road.
September 22, 1988

Joseph Ingrassia, Highway Worker
Long Island NYS DOT, Local 508
Struck by motorist while cleaning roadside of Southern State Parkway. Co-worker also seriously injured in the accident.
October 19, 1988

Arthur Mayotte, Mechanic
Village of Tupper Lake, Franklin County, Local 817
Killed when front end loader he was repairing fell on him.
November 16, 1988

(Continued from Page 11)

severe asbestos contamination in more than 30 campus buildings.

Although it was a clear violation of numerous laws, the state Labor Department has yet to act because the direct evidence of the illegal removal was cleaned up by the time the inspector arrived on the scene. Action is still pending before the state Industrial Board of Appeal.

In the meantime, the federal Environmental Protection Agency has fined the college \$20,000 for violation of the Clean Air Act.

"The whole situation is an outrage and we still expect further action from the state to demonstrate that this kind of irresponsibility will not be tolerated," Corcoran said. "But there is a value in the EPA response because it sends a message to state, local governments and school districts that the federal government will step in over violations. It gives us an option that we won't hesitate to use."

UPGRADING WORKPLACE STANDARDS

Many situations fall between the cracks of law and regulation making it difficult for CSEA to get relief.

"We receive more complaints about workplace air quality and temperatures than any other problem," Corcoran said. "But it's a tough case to make because

there are no OSHA standards on workplace temperatures and the air quality standards are really for industrial settings, not offices. It's extremely rare that an office air quality violates industrial levels."

Corcoran pointed out that CSEA's efforts now are aimed at establishing office worksite standards. CSEA's Board of Directors recently approved a resolution supporting that effort (see story on page 11).

PROGRESS AT THE BARGAINING TABLE

CSEA's progress on VDT regulation is a good example of how the union has helped define a safety and health issue.

With the exception of CSEA-backed landmark legislation in Suffolk County (which is currently being challenged in court), there are no laws regulating VDT work.

With this in mind, CSEA continues to press for statewide VDT legislation. The union has, however, achieved breakthrough results at the bargaining table for its state-employed members.

A first-of-its-kind benefit negotiated with the state in 1985 created a VDT policy that commits the state to upgrading its equipment and regulating its use. While CSEA has been critical of the state's pace in implementing the needed changes, there is no way they can back out of their commitment over the long run.

In the meantime, CSEA's achievement with New York State serves to legitimize the VDT issue with local government and other employers.

LEGISLATIVE ACHIEVEMENT

CSEA legislative efforts also helped to validate the importance of diagnosing and treating occupational injury and disease through the establishment of a statewide network of occupational health clinics.

Research is demonstrating that much disease, injuries and sickness are job-related, but traditional medical facilities don't always make the connection. The clinics were intended to be on the cutting edge of diagnosing the cause of illness, offering education programs on preventing on-the-job injury and sickness and serving as a specialized training ground for health care professionals.

Several years of CSEA lobbying gained full funding for the network last year. Unfortunately, the program faces an uncertain future as negotiations continue over this year's state budget.

Among other legislative initiatives that CSEA is pressing during the current session is a strengthening of the health and safety exception to the "work now, grieve later" rule, which allows an employee to refuse an assignment if he or she has good and reasonable belief that there is real danger of injury or death.

A tragic poisoning

MALONE — What CSEA member Bruce Benware didn't know about a toxic chemical he was required to use killed him.

Benware, a custodian at the Franklin Academy and member of the Franklin County CSEA Local 817, died in July 1987, 12 days after being exposed to a toxic floor cleaning material called Hoco Supreme. He did not know how dangerous the chemical was nor did he have a mechanical respirator, rubber gloves and safety goggles that are specified when using the product.

Benware's widow, Dorline, was recently awarded compensation in her husband's death by the state Workers' Compensation Board. The judge hearing the case ruled that there was "no question" that Benware's death was caused by the Hoco Supreme — not by a stroke from his diabetes, as the school tried to claim.

"If it hadn't been for CSEA Local President Mary Hanna and (CSEA OSH Specialist) Stubby Stevens, I wouldn't have gotten very far," said Dorline Benware during a recent interview. "Everyone said I was going up a fool's road trying to make a comp claim."

After Benware collapsed on the job it was assumed he had suffered a stroke. But as he lay dying in the hospital, he kept trying to communicate that his collapse was due to the chemical.

The school said it had no knowledge of any problems with the floor stripper. But Hanna and Stevens then got involved and found otherwise. They provided Dorline

with 38 pages of information about the dangers of Hoco Supreme, including a description of the symptoms exposure causes.

They matched her husband's symptoms detail for detail.

Armed with the evidence, she made her case and won, despite repeated attempts by the school to contest her claim and shirk responsibility.

But the compensation can never make up for her loss.

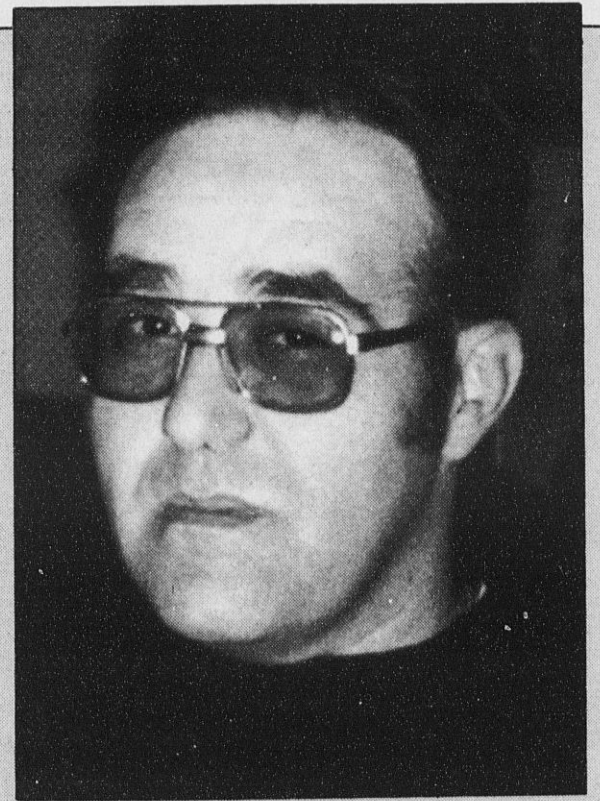
"This should not have happened," she said. "We're talking about a man, 40 years old with three kids . . . we had a lot of living to do."

There is some comfort that her husband's death has helped to raise consciousness about the chemicals all around us. Since Benware's passing, staff at the school have raised serious questions about the use of chemicals in the school, alleging they are responsible for a number of health problems suffered by staff and students, including dizziness, skin problems, circulatory and nervous system problems, nose bleeds and eye problems.

The school has been cited by the state Labor Department for failing to have a right-to-know program in place.

Benware tried to address the school board about the dangers of chemicals in the schools back in February, but was denied the opportunity by the school superintendent who said it was "not in the best interest of the school."

"I wanted to speak out as a concerned



BRUCE BENWARE

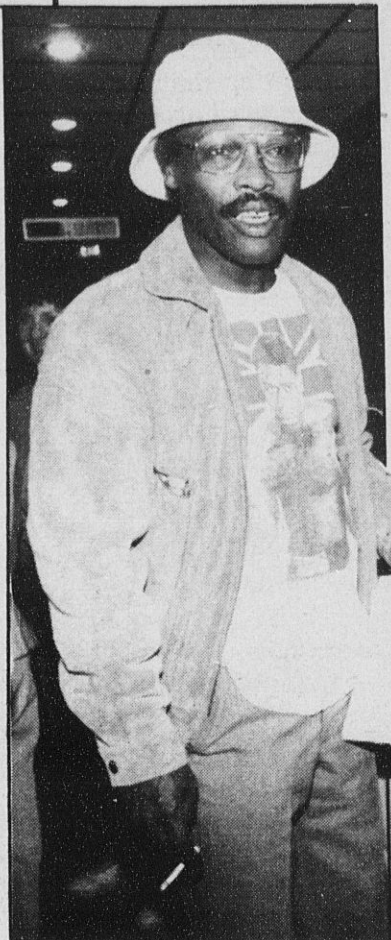
parent," Benware said. "I wanted the board to be aware of the kinds of chemicals that are being used in the school, being dumped down the sewer. I didn't want this tragedy to happen to someone else, because it seemed as if the school didn't take the situation seriously even after a man died."

Benware, herself a nurse and union member, said she hoped her husband's death would be a warning to other workers.

"If you don't know what you're working with, contact your union," she said. "CSEA can get the information on what it is and how to handle it."

Region II workshop

Education is the key



CALICOON — “Education in the workplace” was the theme as activists from CSEA Region II met for their annual spring workshop. It was an opportunity to discuss critical issues affecting CSEA members on the job and at home every day.

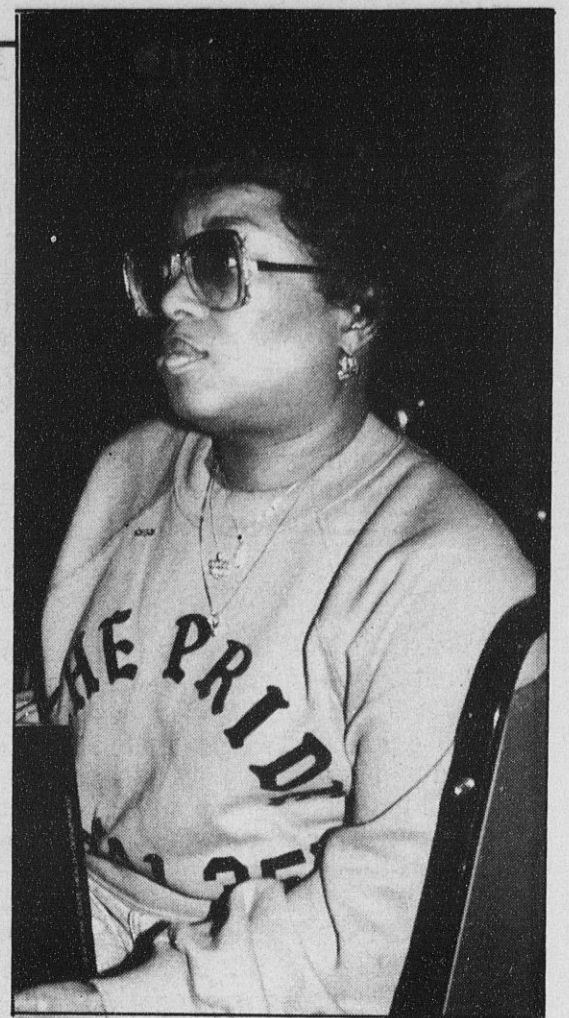
But there was also time to lay the groundwork for how CSEA can better serve its members. CSEA President Joe McDermott outlined how CSEA is working with New York state to prepare for the challenges of the 21st century. He also detailed internal changes in CSEA designed to improve the union’s effectiveness.

“CSEA’s greatest resource is people,” McDermott said. “We need your activism — your interest, concern and hard work. Individuals working together for a common good is what unions have always been about and what they always will be about, no matter how high-tech we become.”

CSEA Region II President George Boncoraglio stressed the importance of union education programs and services.

“CSEA has tremendous resources available that benefit every single member — we have to work hard to make sure that people not only know about the programs, but that they take advantage of them to improve their lives and career opportunities,” he said.

The workshop presented information on CSEA’s political action efforts, legal services and retirement counseling. A session on the “Myths and Realities of AIDS” presented by the AIDS Institute of the state Health Department provided the most accurate information available on the dangers of the deadly disease and how to prevent it.



OFFICERS OF ONE OF CSEA’S NEWEST LOCALS were on hand for CSEA Region II’s annual spring workshop. Representing the National Employees Benefit Fund are, Local President Lorraine Bottaro, center, First Vice President Eldra Drew, left, and Secretary Iris Roman, right.



CSEA mourns member’s death

CSEA members were saddened by the unexpected death of Department of Labor Local 350 activist Luz Trinidad during the Region II Workshop.

Trinidad, a 17-year state employee was active in a number of local and regional positions. She was a shop steward and served as chairperson of the local’s membership, elections and budget

committees.

She was also the mother of two children and grandmother of one.

“Luz was always at every workshop and was very well-liked by everyone,” said longtime friend and local activist Corinne Mauldin. “This was such a shock for all of us.”

LUZ TRINIDAD
N.Y.C. Labor Dept.
Local 350



CSEA has requested exemptions from the financial disclosure requirements of the state's new ethics in government law for additional job titles in several state agencies and bargaining units.

The latest list of titles are in addition to nearly 400 job titles for which the union previously requested financial disclosure exemptions. CSEA is awaiting a formal response from the New York State Ethics Commission on the union's requests for exemptions from the financial disclosure requirements.

The state's ethics in government law requires all state employees earning more than \$30,000 annually, and all employees in policy-making positions, to file financial disclosure statements.

The deadline for filing financial disclosure forms under the new ethics law is May 15, 1989.

Following are the latest job titles for which CSEA is seeking disclosure exemptions:

Division of Military and Naval Affairs

SENIOR ENGINEER
JUNIOR ENGINEER

NYS Bridge Authority

ASSISTANT BRIDGE MGR.
BRIDGE MAIN. SUPER. III
BRIDGE MANAGER
CIVIL ENGINEER I
ELECTRONIC TOLL MAINT. TECH.
LABOR SUPERVISOR
SENIOR TOLL COLLECTOR
TRANSPORTATION ANALYST

Hudson River-Black River Regulating District

EXECUTIVE ASSISTANT
FIELD SUPERVISOR
OFFICE MANAGER

NYS University Construction Fund

ACCOUNTANT
ARCHITECTURAL DRAFTING TECHNICIAN
ASST. DIRECTOR OF MANAGEMENT SYSTEMS
ASST. PROJECT COORDINATOR II
ASSOC. BUDGET CONTROL COORDINATOR II
ASSOC. PROGRAMMER/ANALYST
ASSOC. PROJECT COORDINATOR
ASSOC. PROJECT COORDINATOR II-COMM. COL.
ASSOC. PROJECT COORDINATOR II
AUDITOR II
BUDGET CONTROL COORDINATOR
CAPITAL BUDGET COORDINATOR
CHANGE ORDER COORDINATOR
COMPUTER SYSTEMS ANALYST
EQUIPMENT COORDINATOR

Union files for more title exemptions from financial disclosure

MECHANICAL ENGINEER
PROGRAM BUDGET COORDINATOR
PROGRAM CONTROL COORDINATOR
PROGRAM COORDINATOR
PROGRAM ANALYST

PROJECT COORDINATOR
PROJECT COORDINATOR IN-HOUSE
SENIOR ARTIST DESIGNER
SENIOR BUDGET CONTROL COORDINATOR
SITE COORDINATOR

NYS Dormitory Authority

ASST. CONTRACT ADMINISTRATOR I
ASST. CONTRACT ADMINISTRATOR II
ASST. COUNSEL II
ASST. COUNSEL III
ASST. DIRECTOR OF INFO SYSTEMS
ASST. DIRECTOR, PURCHASING
ASST. FINANCIAL ANALYST
ASST. MANAGER, ACCOUNTING
ASST. MANAGER, BKING. & INV.
ASST. MANAGER, FINANCE & SPEC. PRGS.
ASST. PURCHASING COORDINATOR II
ASST. PURCHASING COORDINATOR III
ASST. TO DEP. E.D., CONSTR.
ASSOCIATE ARCHITECT III
ASSOCIATE ENGINEER I
ASSOCIATE ENGINEER II
ASSOCIATE ENGINEER III
BUILDING MANAGER I
CLAIMS ANALYST I
CODE ADMINISTRATOR I
CONSTRUCTION SERVICES INTERN
CONSTRUCTION SPECIALIST I
CONSTRUCTION SPECIALIST II
CONSTRUCTION SPECIALIST III
CONTRACT ADMINISTRATOR I
CONTRACT SPECIALIST
FACILITIES INSPECTOR I
FACILITIES INSPECTOR II
FINANCIAL ANALYST I
FINANCIAL ANALYST II
FINANCIAL SERVICES ASSISTANT

FINANCIAL SYSTEMS APPLIC. SPEC.
INFORMATION SERVICES SPECIALIST II
INTERIOR DESIGNER III
LEGAL ASSISTANT II
MANAGER,
FINANCIAL ANALYSIS
OFFICE MANAGER
PARKING FACILITIES COORDINATOR
PROJECT MANAGEMENT ASSISTANT
PROJECT MANAGER I
PROJECT MANAGER II
PROJECT MANAGER III
PURCHASING COORDINATOR I
PURCHASING COORDINATOR II
REHAB DESIGN SPECIALIST II
REHAB DESIGN SPECIALIST III
SECRETARIAL ASSISTANT
SECURITY COORDINATOR II
SENIOR ACCOUNTANT I
SENIOR ACCOUNTANT III
SENIOR CLAIMS ANALYST
SENIOR CODE ADMINISTRATOR
SENIOR CONTRACT ADMINISTRATOR
SENIOR PROJECT MANAGER
SYSTEMS APPLICATION SPECIALIST I
SYSTEMS APPLICATION SPECIALIST II
SYSTEMS SPECIALIST I SYSTEMS SPECIALIST II
SYSTEMS SPECIALIST III

Administrative Services Bargaining Unit

SENIOR CLERK
LIBRARY CLERK II
SENIOR CLERK (ESTATE TAX APPRAISAL)
PRINCIPAL CLERK (ESTATE TAX APPRAISAL)
PRINCIPAL CLERK (PURCHASE)
SENIOR TYPIST
PRINCIPAL TYPIST
SENIOR STENOGRAPHER
PRINCIPAL STENOGRAPHER
SENIOR TRAINING REP.
SENIOR PERSONNEL STATUS EXAMINER
INFO. PROCESS TRAINER
SENIOR EMPLOYMENT SECURITY CLERK
UI ACCOUNTS EXAMINER
SENIOR OFFSET PRINT MACHINE OPER.
PRINCIPAL OFFSET MACHINE OPER.

Local government employees and employees of the Office of Court Administration (OCA) are presently exempt from the financial disclosure requirements of the state's new ethics law.

Financial disclosure rules and regulations similar to those currently in effect for state employees must be in effect for local government and OCA employees on Jan. 1, 1991.

Local governments may establish their own ethics standards prior to the 1991 effective date, but such regulations are mandatory subjects of negotiation and must be negotiated with the union.

The deadline for state employees to file financial disclosure forms under the new ethics law is May 15, 1989.

MAY 16 DEADLINE FOR REQUESTING POLITICAL REBATE FROM AFSCME

Members who disagree with how AFSCME spends funds for partisan political or ideological purposes have until May 16 to request a rebate of a portion of their dues. The May 16 deadline applies for this year only; the normal annual deadline is April 16.

AFSCME's Constitution includes a rebate procedure to protect the rights of members who disagree with partisan political or ideological uses of union funds. The rebate procedure, including the requirements for submitting a proper rebate request, is spelled out in Article IX, Section 10, of the AFSCME International Constitution. Requirements will be strictly enforced.

Each year the portion of per capita payment that has been used for partisan political or ideological purposes during the preceding fiscal year is calculated.

Members who object to the expenditure of a portion of their dues for those purposes and request a rebate must do so individually in writing, this year between April 1 and May 16. The request must contain the following information: the member's name, Social Security number, home address, AFSCME local and council numbers. This information must be typed or legibly

printed. The individual request must be signed by the member and sent by the individual member to the International secretary-treasurer at AFSCME International Headquarters, 1625 L St., N.W., Washington, D.C. 20036, by registered or certified mail. Requests must be in writing each year the member wishes a rebate.

Any member who is dissatisfied with the amount of the rebate may object by filing a written appeal with the AFSCME Judicial Panel within 15 days after the rebate check has been received. Appeals should be sent to the Judicial Panel chairperson at AFSCME International Headquarters at the address listed above. The Judicial Panel will conduct a hearing where appropriate and issue a written decision on such appeals. If dissatisfied with the Judicial Panel's ruling, a member can appeal to the next AFSCME International Convention.

Florida retirees annual convention

By Mark M. Kotzin
CSEA Communications Intern

NEW PORT RICHEY, Fla. — The 11th annual convention of CSEA Florida Retirees Local 950 met recently with a record attendance of nearly 600 people.

The conference gave CSEA officials the chance to share news about health benefits, pension benefits and retiree concerns with the delegates from one of CSEA's larger locals.

The Florida local, the only CSEA local



LOUIS COLBY, Local 950 president, left, and Vice President Pauline Fitchpatrick, right, present William Cobb with the Anita DiSanti Memorial Scholarship.



DANNY DONOHUE, CSEA executive vice president, right, talks to the crowd while Gerry Dudack of GOER listens intently.

outside of New York state, has an ever-growing membership of 4,500 people — not surprising since it draws from a population of more than 22,000 New York state retirees residing in the Sunshine State.

The convention included a forum between members, officers and staff, and seminars on health care, retiree legislation, pension information and CSEA insurance programs.

Louis Colby, CSEA Local 950 president, and Pasco County Commissioner John Gallagher, a former New York resident, welcomed members during a luncheon, which featured guest speakers Danny Donohue, CSEA executive vice president; Kathleen Cahalan, CSEA retiree program director; and Gerry Dudak of the New York Governor's Office of Employee Relations.

During the forum, members talked about the importance of cost of living adjustment (COLA) legislation and voiced their concerns about the stability of the state pension system, the problems and red tape involved with health insurance claims and the need for a dental and optical plan.

During the seminar, CSEA tried to clarify some of these concerns by having speakers on several of these issues.

Florida Blue Cross/Blue Shield representatives gave an explanation about the Medicare Catastrophic Act. The

Department of Civil Service sent a representative for the first time to discuss concerns on the administration of state health insurance plans. Several insurance carriers had representatives who reviewed changes in the Empire Plan and CSEA Director of Insurance Judy Salisbury explained CSEA insurance.

Participants also heard about pension information on changing beneficiaries and direct deposit from a retirement systems representative, and were also told about federal legislative issues affecting retirees by Steve Regenstreif, director of AFSCME's retiree program.

The convention also gave the local a chance to award the annual Anita DiSanti Memorial Scholarship, in memory of the local's first treasurer. The \$300 award, available to high school students who plan on furthering their education and have family members in the local, was presented to William Cobb. Cobb, grandson of member Florence Kozak, plans to attend Florida State University.

Colby was very satisfied in the success of the convention.

"The convention was very well received. We had a huge turnout, with almost 600 people from over 65 counties," he said.



JUST A SAMPLING of the crowd — a record of more than 570 in attendance.

CSEA hits Capitol Hill

WASHINGTON, D.C. — The clout CSEA and AFSCME wield on Capitol Hill was evident in the caliber of speaker at the biennial AFSCME Legislative Conference.

"We had the leaders of both houses speak to us," said CSEA Federal Issues Coordinator Joe Conway. "I think that's a testimony to our power."

U.S. Senate Majority Leader George Mitchell (D-Maine) and House Speaker James Wright (D-Texas), along with House Labor/Management Subcommittee Chairman William Clay (D-Missouri) all assured conference participants that labor's key issues will get attention in Congress — issues including family and medical leave, day care and employer-paid minimum

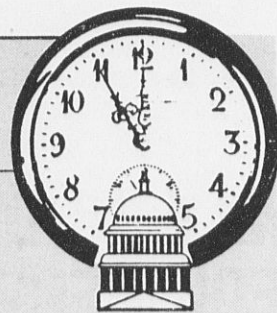
health care benefits.

"We have to pass legislation because it's necessary and because it's right," Mitchell said. "We're going to do everything we can to see that every American has the same opportunities in the future that we've had, that every American has hope, that every American has a chance at a decent job at decent pay, that we have decent education for our children and decent health care for our parents."

CSEA on the Hill

Conway, CSEA Legislative and Political Action Director Larry Scanlon and PEOPLE Coordinator Cheryl Sheller attended the AFSCME conference and used the opportunity to lobby the New York Congressional Delegation on a variety of

Washington Watch



issues on the federal agenda.

"It was a great opportunity," Scanlon said. "We received a detailed briefing on the federal legislative issues and we were able to meet with many of our legislators."

CSEA representatives took full advantage of the chance to meet with legislators, Conway said. At a meeting in Congressman Michael McNulty's office, Conway said he was able to renew CSEA's contacts with the former state Assemblyman from Green Island.

"That's the kind of rapport we need to build in Washington," Conway said.

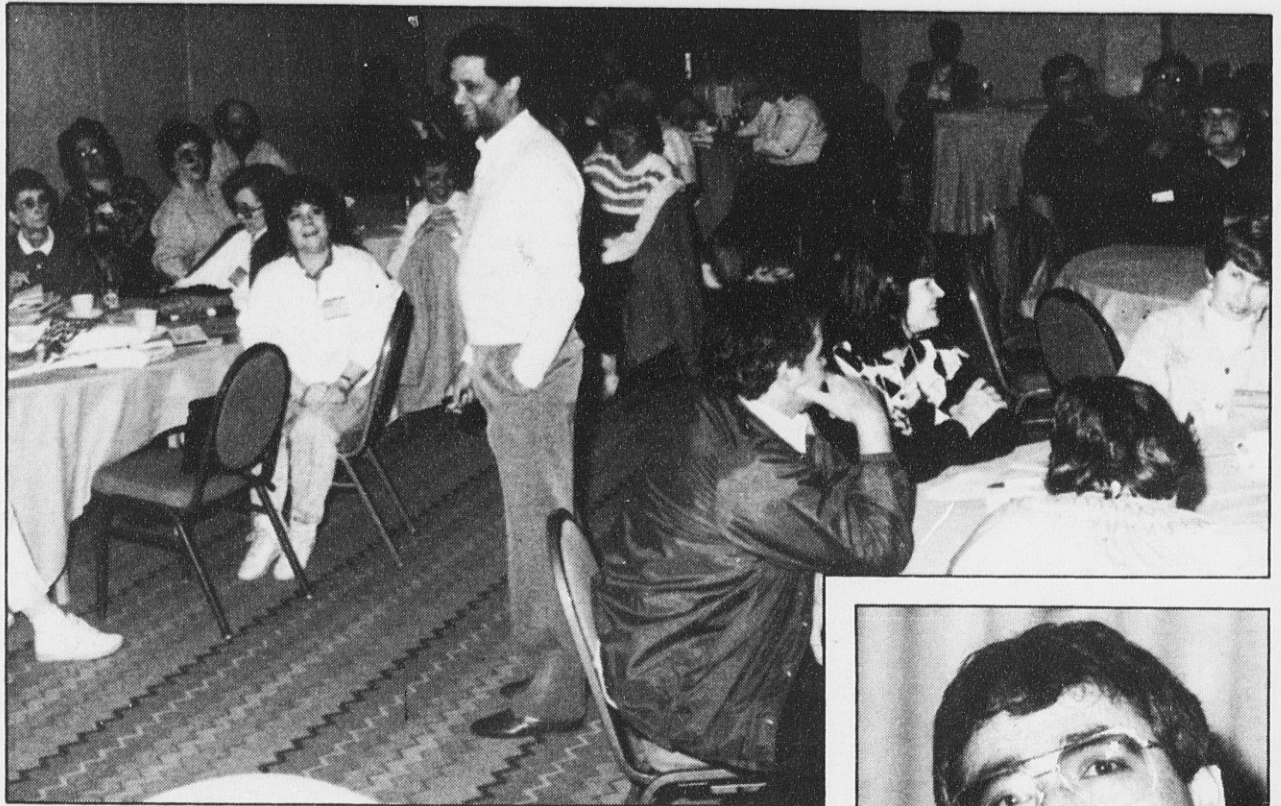
A weekend for unionism

BOLTON LANDING — Union leaders who gathered here for CSEA's annual Local Government workshop had an opportunity to sample everything from image building to political action.

A record number of local government and school district representatives were on hand for a weekend packed with activities centered on the theme "Strong Union — Strong Tomorrow."

Shirley Ponkos, Local Government Executive Committee chairperson, kicked off the three-day session while CSEA Executive Vice President Danny Donohue brought it to a close. In between, participants learned how to:

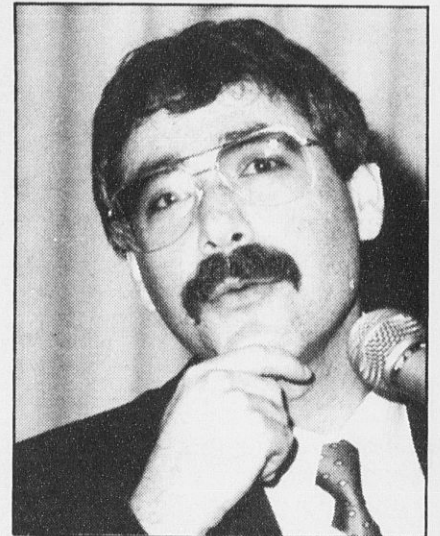
- * improve labor/management committees;
- * project a positive union image;
- * negotiate health benefits;
- * get politically involved;
- * deal with local civil service agencies; and
- * understand new regulations affecting nurses aides in nursing homes (see related story).



WORKSHOP IN SESSION — Hundreds of CSEA local government members took part in a variety of useful seminars during the recent local government workshop.



THANK YOU, DOM — Former chair of Local Government Executive Committee Dominic Spacone, center, accepts a plaque thanking him for his efforts from current Chair Shirley Ponkos. Executive Vice President Danny Donohue looks on, right.



GET INVOLVED — Irv Bitman, first vice president of CSEA's Huntington Town Unit, talked about the unit's struggle with contracting out. He emphasized that the success of the unit's effort has always hinged on everyone getting involved.

CSEA watches for new aides' requirements

BOLTON LANDING — Upcoming changes in training and evaluation requirements for nurse aides were a major topic of concern during CSEA's recent Local Government Workshop.

The 1987 federal Nursing Home Reform Act mandated the tougher requirements, but a great deal of uncertainty remains over the impact of the required changes. And that has thousands of CSEA members across the state uneasy.

Although nursing facilities must provide new competency evaluations for nurse aides by Jan. 1, 1990, neither the federal nor state government has yet issued guidelines for administering the training and evaluations.

The act itself provides some idea what's required:

- * The evaluation may be done by a combination of manual, oral or written assessments, but it cannot be completely written;
- * An aide who has taken a training course which meets the criteria in the federal guidelines may not be required to take another training course but must pass the competency valuation;
- * Newly hired nurse aides with no experience will be required to complete both training and competency evaluation programs; and
- * Training programs approved by the state must include at least 100 hours of clinical and classroom training.

"Our people need to know what to expect," said Karen Eggleston of Delaware County CSEA Local 813. "A lot of these people have years of experience and have completed 120 hours of training

already, but they're still concerned."

Issues that need detail are: what exactly the training and evaluation will involve; whether there will be a fee and who will pay it; who administers the training; and how many chances people will have to pass the evaluations.

CSEA Budget Analyst Kathy Albowicz and Carol Regan of the AFSCME Public Policy Department told members that while it is understandable that people are edgy over the uncertainty, the union is carefully monitoring the situation to protect its members' interests.

Employers are also concerned that the new requirements could disrupt their operations, they noted. Under the federal law, employees must pass the evaluation to work as nurse aides.

"Employers are nervous about doing this," Albowicz said. "They have a tough enough time hiring and keeping capable people. They certainly don't want to make things tougher on their employees."

CSEA intends to make sure its members receive the training they need and that evaluations be administered fairly.

The federal act defines a nurses aide as an individual who provides nursing or nursing-related services to residents in a skilled nursing facility, but does not include an individual who is a licensed health professional or a volunteer. It does not mean only individuals with the title nurses aide.

CSEA will provide information and material about the changes to affected members as it becomes available. *The Public Sector* will also publish updates.

COPING WITH LAYOFFS

Useful information to help if you are facing job uncertainty

Nothing is over until it's over, and that includes the threat of layoffs of state workers caused by the state budget crisis.

But a two-week delay in the scheduled layoff of hundreds of state workers, some of them CSEA members, was announced as this edition of *The Public Sector* went to press. (See page 3). Meanwhile CSEA intensified efforts to convince state legislators and the governor to resolve the state budget crisis, to restore services

scheduled to be cut and prevent layoffs.

But until the situation is resolved and layoffs are no longer threatened, it is best to understand your options. For anyone facing job uncertainty, continuing insurance coverage and benefits for as long as possible are among many concerns that must be considered. The following information should be beneficial to everyone facing layoff during the state budget crisis.

Laid-off members may retain insurance by making direct payment of premiums

CSEA members who are laid off may continue to participate in CSEA-sponsored insurance programs by arranging to pay premiums directly to the insurance carrier.

CSEA-sponsored Basic Group Life Insurance (Code 305), Supplemental Life Insurance (Code 306), Accident and Sickness Insurance (Code 307), Family Protection Plan (Code 358) and Home and Auto Insurance (Code 324 or 390) programs may all be continued after layoff by arranging for direct payment of premiums. CSEA sponsors the insurance programs through Jardine Group Services Inc.

A member who is laid off must first apply to CSEA for dues-free membership in the union (see adjacent article regarding dues-free membership status) before arrangements can be made for direct payment of insurance premiums.

Members who are laid off may continue their Basic Group Life Insurance policy for up to one year from the date of layoff by arranging to pay insurance premiums directly. Questions concerning continuation of Basic Group Life Insurance should be directed to CSEA's insurance department at 1-800-342-4146 or (518) 434-0191.

For information concerning direct payment of premiums for

Supplemental Life Insurance, Accident and Sickness Insurance, Family Protection Plan and Home and Auto Insurance, members should call Jardine Group Services Inc. on their toll-free telephone number — 1-800-366-5273 — or (518) 381-1600

Ext. 459 Supplemental Life Insurance
Ext. 563 Accident and Sickness Insurance
Ext. 329 Family Protection Plan
Ext. 356 Home and Auto Insurance

The state Department of Civil Service has installed a toll-free 800 telephone hotline for state employees seeking information on the layoff process and re-employment opportunities.

The hotline — 1-800-553-1322 — is staffed between 8:30 a.m. and 4:30 p.m. weekdays.

Information is available on such matters as the rights of employees affected by layoffs, bumping or retreat options, extending health insurance benefits and how to be placed on a preferred list.

How to get info on your health insurance

Civil Service Law and regulations, along with provisions of contracts negotiated by CSEA with the state, provide certain laid-off employees the right to continue health insurance coverage under specific circumstances.

If you are laid off and eligible to continue your health insurance coverage under one of those circumstances, you may do so by

paying the required employee contribution, if any.

Questions concerning continuation of health insurance coverage should be directed to your agency personnel officer or the Department of Civil Service, Employee Insurance Section, Division of Employee Benefits, State Office Building Campus, Albany, N.Y. 12239.

May continue EBF benefits after layoff

State employees who currently receive benefits under the CSEA Employee Benefit Fund (EBF) may continue coverage if they are laid off.

According to the new federal law known as COBRA, employees have a legal right to continue benefits for up to 18 months on a direct pay basis if they are laid off. Once your termination date is given to the EBF by the state, you will automatically be sent COBRA information and an application.

It is no longer necessary to apply for continuation of coverage before you leave the payroll. The COBRA mailing will contain full details, including filing deadlines and the cost of coverage.

If there is any chance that the EBF does not have your current address, please contact EBF at 1-800-342-4274 to be certain you will receive the COBRA mailing.

Note: CSEA dues-free membership does not entitle a person to EBF benefits. Only the COBRA option offers you the protection you need after leaving the payroll.

Important info about dues-free membership

If you are a CSEA member in good standing and are laid off and placed on a preferred list for rehire, you will be eligible for free union membership for one year.

Dues-free membership status, if approved, does NOT entitle a person to benefits under the CSEA Employee Benefit Fund (EBF). Individuals must arrange for direct payments to continue participation in dental, optical and prescription drug programs for up to one year while off the payroll (see adjacent article on how to maintain EBF coverage).

You must notify CSEA of your situation by completing an application form to become eligible for dues-free membership.

Applications forms and additional



information about dues-free membership are available by contacting:

Civil Service Employees Association
Membership Records Department
143 Washington Avenue
Albany, N.Y. 12210
(518) 434-0191
1-800-342-4146

The application must be signed by the CSEA local president or the employee's personnel officer to verify layoff status.

Dues-free membership expires if the employee returns to the payroll.



You can do your part to support

UNITED FARM WORKERS OF AMERICA, AFL-CIO

Dozens of CSEA members are continuing personal one-day, water-only, fasts during April as part of a year-long CSEA project in support of a national boycott of California table grapes.

The members joining in the fast are helping to continue the unbroken fast, started in late December with CSEA statewide President Joe McDermott's personal four-day fast.

The volunteers participating in the "Fast for Life" project are protesting horrible working conditions in California vineyards, the delivery of poisoned grapes to consumers and the refusal of grape growers to negotiate collective bargaining agreements with the United Farm Workers union.

CSEA fully supports the boycott, and hundreds of members have volunteered to fast in support of it. One or more CSEA member will be fasting each day during 1989.

"Please respect your fellow union members who are fasting to draw attention to the plight of the farmworkers by refusing to buy California table grapes," urged McDermott.

CSEA members scheduled to fast during April are: Cindy Egan, Loudonville; Joe Harbison, Wyandanch; Sean Egan, North Chatham; Barbara Biniecki, Cheektowaga; Kevin Eggelston, Bainbridge; Terrence Melvin, Buffalo; Paul Ellis, Goshen; Ann Sells, Industry; Alford H. Evans, Buffalo; John Grandits, Buffalo; Mary Fagan, Wellsville; Shirley Ponkos, Stuyvesant; Marie Fallon, North Bellmore; Rajeevah Muwuakil, Brooklyn; Ellen Faust, Albany; Diane Brunelle (staff), Albany; Dorothy Favors, Buffalo; Frank Celentano, Rocky Point; William Ferro, Blasdale; Joe Casio, Hudson; Kathleen Fetzner, Buffalo; Ruth Carpenter, Rochester; Carolyn Ann Fish, Ogdensburg; James Campagna, Buffalo; Helen Fishedick, Greenfield Center; Christine Carletta, Rome; Darlene Foust, Warwick; Donna Cardona, Poughkeepsie; Mary Pat Fox, Binghamton; Adina Cambridge, Brooklyn; P. Fracois, Brooklyn; Sonny Bertini, Lake Ronkonkoma; Joe Frank, Canton; Linda Cote, Clarence; Madeline Gallagher, Newburgh; Christine Covell, Albion; Judy Gardner, Clifton Park; H. Art Cousineau, East Amherst; Brian Cox, Garnerville; Joseph Gleason, Garnerville; Pat Crandall, Cortland; Dorothy Goetz, Commack; Paul D'Aleo, Lindenhurst; Jackie Goldsmith, Albany; Bruce Damalt, Auburn; Patricia Goodman, Rochester; Glenda Davis, West Haverstraw; Elizabeth Gordon, Kingston; Jeanette DeBonis, Troy; Barbara Gradwicz, Buffalo; Gary DeFrain, Newark; Paul Granger Sr., Sag Harbor; Netha DeGroff, East Nassau; Marsha Grant, Fort Ann; Ellen Diange, Albany; Shirley Graves, Fort Ann; Carol DeVelder, Newark; Linda Gray, Mt. Morris; George Dietz, Manorville.



BOYCOTT GRAPES!

The United Farmworkers Union Needs Your Support On *Solidarity Saturday,* *April 29th*

Join UFW President Cesar Chavez At A March & Rally In New York City

To Kick Off the UFW's 1989
Offensive Against Poison
California Table Grapes

TIME: 12 Noon

PLACE: The March
begins at 96th St. and
Broadway and ends at
72nd and Broadway
where the Rally will
be held.

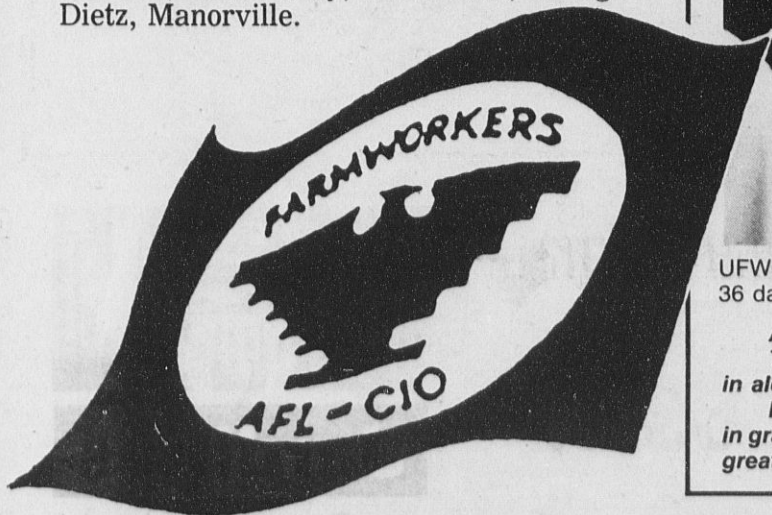
**Leading Figures from
labor, the community and
entertainment world will
be there.**



UFW President Cesar S. Chavez after his courageous 36 day "Fast for Life" last August.

Another crop of California table grapes, laced with deadly pesticides, is heading to New York supermarkets. The labor movement's 1988 boycott of California grapes was very effective, especially in the Northeast, in alerting the public to the dangers of consuming tainted grapes.

But nothing has improved in California. The growers are still using millions of pounds of toxic pesticides in grape production. And farmworkers and their children are suffering the consequences. That's why an even greater effort must be made this year to rid supermarket shelves of poison California table grapes.





Could your family meet its financial obligations if you were unable to work for several months?

**CSEA Disability Income Plan
pays you cash benefits when
you're laid up and can't
bring home a paycheck!**

CSEA members will soon be given the opportunity to apply by mail for one of the most valuable forms of insurance protection of all — disability income insurance. Low-cost disability income insurance is a benefit your union sponsors for you because CSEA recognizes that, unfortunately, most people fail to adequately protect their families from wage losses resulting from lengthy disabilities.

Jardine Group Services Corporation, CSEA's insurance plan administrator, has arranged to give all eligible CSEA members the chance to quickly and conveniently apply for this important coverage *through the mail*.

A letter announcing details of the disability income plan offer will be mailed to all CSEA members in mid April. The plan is administered by Jardine Group Services Corporation and is underwritten by The Travelers. The deadline for applying for the disability income protection by mail is June 15. No physical exam is required.

The plan provides *tax-free* benefits for sickness and both on- and off-the-job accident-related disabilities. The coverage also pays *double* benefits for inpatient stays due to a total disability and provides cash benefits for medical expenses, death and dismemberment. All benefits are paid in addition to any other disability insurance you may have, including Workers' Compensation.

Although this will be the first time CSEA members may apply for the coverage by mail, the CSEA Disability Income Protection Plan has been available since 1936. For more than 50 years

the plan has paid millions of dollars in benefits to thousands of CSEA members.

Why is disability income protection so important? Statistics show that if you are under age 65 you are more likely to suffer a prolonged disability than you are to die. In fact, one out of every two 30-year-olds will probably be disabled and unable to work for three months or more at least once before retirement. And until you reach 65, the probability of disability continues to increase. Forty-two-year-olds, for example, are four times more likely to be laid up for at least three months before age 65 than they are to die.

What would you do if you were unable to bring home a paycheck for three months, six months or longer? Could your family meet its financial obligations? Probably not.

Which is why it's so important that you carefully read all the information when your mailing arrives. You'll quickly realize how extremely important this type of insurance protection is, how relatively inexpensive it is to you as a CSEA member and how easily you may apply for it. You'll want to follow the simple instructions and apply for this family financial security while you can — before the June 15 deadline and before you become sick or disabled and it's too late.

If you do not receive your mailing by late April, or if you have questions concerning the CSEA Disability Income Plan, just call Jardine Group Services Corporation TOLL-FREE at 1-800-366-5273, Operator 60.

The CSEA Disability Income Protection Plan —

Another benefit for you from CSEA



A failing grade in labor relations for

Chautauqua County

Compiled by Ron Wofford
CSEA Communications Associate

CSEA has consistently given Chautauqua County administrators poor grades in labor relations. And now, by upholding a series of charges by CSEA, the state Public Employment Relations Board (PERB) has also given the county a failing grade.

CSEA charged the county with regularly and arrogantly flouting state law aimed at cooperative labor-management relations.

In recent binding arbitration rulings, PERB:

- 1) found Chautauqua County guilty of violating the Public Employees' Fair Employment Act (Taylor Law) when the county closed down major portions of the county laundry and subcontracted laundry services to a private company in 1986;
- 2) ruled Chautauqua County's Social Services Department violated the contract with CSEA when it ordered field staff employees to have personal cars available for immediate use every work day; and
- 3) found Chautauqua County acted illegally when it unilaterally dismantled the county's Private Industry Council (PIC) in late 1986 and turned the job training and employment agency over to a private entity.

"The county's attitude has consistently been one of disdain for workers and their union rights," said CSEA Labor Relations Specialist Richard Maggio, himself a former Chautauqua County employee and former president of the CSEA county employee bargaining unit.

"The public should be made aware of the taxpayers' money the county spent to pursue these cases, which shouldn't have had to go as far as they took them," Maggio said. In the laundry and PIC cases, the county appealed an administrative law judge or arbitrator's decision to the full PERB Board, only to have the original decisions upheld.

Maggio also faulted county tactics of publicly trying to make the union appear wrong when CSEA refused to accept the illegal actions of the county.

"These PERB rulings have vindicated us in upholding workers' right," he said.

The dirty laundry deal

PERB said Chautauqua County failed to negotiate in good faith when it closed down major portions of the county laundry operation in Dunkirk and subcontracted county employee unit work to a private company in 1986.

The county transferred 12 permanent laundry employees to other county jobs. PERB ordered the employees restored to their original jobs without loss of work to any current unit employee, and that any displaced employee be paid lost wages and

benefits until such work becomes available. Except for one employee, the former laundry workers are now in comparable or higher paying county jobs. A \$4,300 cash settlement for lost wages and benefits has been tentatively agreed upon by CSEA and the county on behalf of Paul Bajdas, who now works in the remaining reduced portion of the county laundry.

The county has been ordered to stop unilateral subcontracting of county work, to negotiate in good faith with CSEA concerning terms and conditions of employment for unit workers and to post a notice to employees that the county will obey PERB rulings and provisions of the Taylor Law.

The car caper

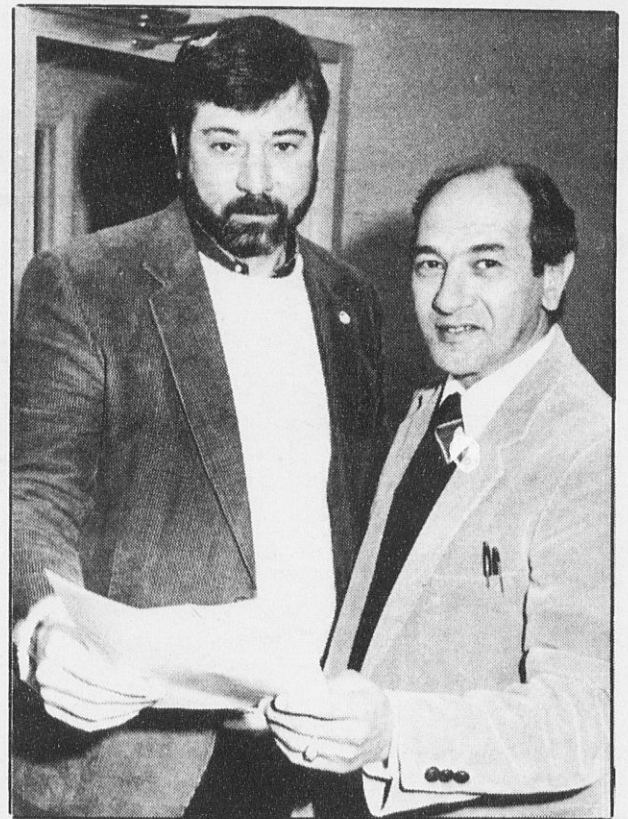
Chautauqua County violated its contract with CSEA when it issued memos in May and June, 1987, requiring Social Services Department field staff employees to have immediate availability of personal cars, PERB ruled. CSEA charged the memos represented a new policy, and any change in working conditions is a mandatory subject of negotiations. The policy also violated several clauses of the union contract.

Car ownership is not a job requirement and many workers used public transportation, car pooled or walked to their offices prior to the directive on car availability.

The county has been ordered to rescind the memos and reimburse all employees for expenses such as mileage, tolls, parking, etc., incurred as a result of the illegal directives. About 45 county caseworkers, community service aides and homemakers will average about \$1,000 each in related expenses, according to CSEA estimates.

PIC program picked apart

On the basis of a complaint by CSEA, Chautauqua County has been ordered to offer 26 former employees of the Private Industry Council (PIC) and the county Employment Office their previous positions and pay the employees any lost wages and benefits as a result of their layoffs on Jan. 1, 1987.



LOOKING OVER A SERIES of favorable rulings from PERB are Chautauqua County Employees CSEA Unit President Jim Smith, an employee of the Department of Public Works; and CSEA Labor Relations Specialist Richard Maggio, a former president of the unit.

PERB agreed with CSEA that the county acted illegally when it unilaterally dismantled its PIC program as a county job training and employment agency and turned it over to a private entity. PERB said the Taylor Law requires a public employer to negotiate such a decision and its impact with the workers' union.

Monetary awards to affected workers are still being calculated, according to CSEA Unit President Jim Smith and Labor Relations Specialist Maggio.