

LAYOFFS HURT!



Five-month-old Kelly Prendergast cries as her father, Putnam County Highway Department employee Kevin Prendergast, tells Putnam County legislators, "I have a family to support!" Her tears did not sway legislators, who voted to lay off 37 county employees, including her father. See page 3.

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CSEA wins out-of-title pay for 5 at Westchester Medical

VALHALLA - Five Westchester County Medical Center employees have received out-of-title pay after CSEA filed grievances on their behalf. The five had been promised promotions if they completed a course offered by the hospital.

After completing the course the employees were not given the promised promotion or pay increase even though they were performing the duties of the promotional position. It was discovered the newly created positions had never been officially authorized.

CSEA Labor Relations Specialist Max Neuberger, in pursuing the grievances, worked with county officials who agreed to create the title of Patient Care Technician at a Grade V level. Each of the five employees were awarded 60 days of pay at the new grade.

Smithtown CSEA members raise money for leukemia

SMITHTOWN — CSEA members in Smithtown donated big bucks to the Long Island Leukemia Chapter and got to dress down in return.

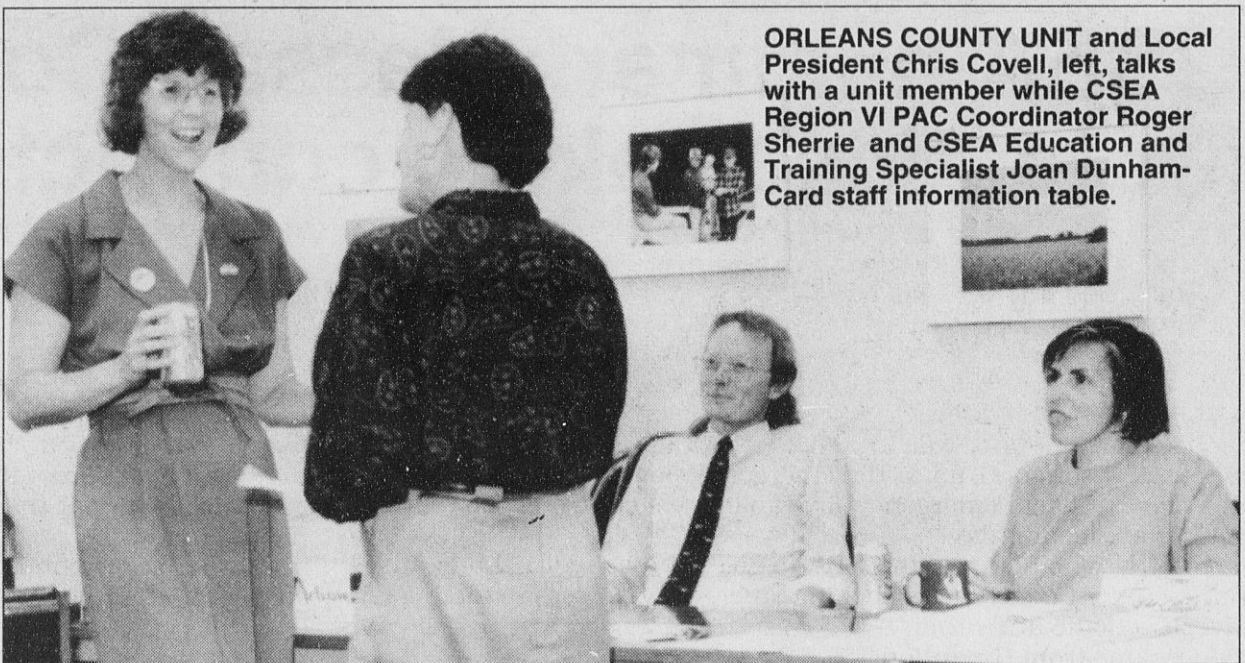
The town proclaimed Aug. 30 as Dress Down Day for leukemia. Smithtown employees who donated at least three dollars received buttons saying, "I'm dressed down for leukemia."

The buttons explained the absence of uniforms or other more conservative work attire. All departments reported 100 percent participation by the employees.

The town supervisor commended the employees.

"Once again the employees in the Town of Smithtown are displaying their community spirit by participating in an effort to help those fellow residents in less fortunate circumstances," he said.

PEOPLE IN THE NEWS



ORLEANS COUNTY UNIT and Local President Chris Covell, left, talks with a unit member while CSEA Region VI PAC Coordinator Roger Sherrie and CSEA Education and Training Specialist Joan Dunham-Card staff information table.

Orleans County Info Day is a big hit with members

ALBION — More than 200 members of the CSEA Orleans County Employees Unit took the time to learn more about their union at CSEA Info Day tables in a day-long program at several county worksites recently.

"We thought it would be a good idea to

bring as much information as possible right to the workplace," Unit President Christine Covell said. "There are so many benefits to belonging to CSEA, and having staff people from headquarters and the region office here to explain them all really drove home the point of what a great union we have."

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MICHAEL P. MORAN, Publisher
ROGER A. COLE, Editor
KATHLEEN DALY, Associate Editor
STANLEY HORNAK, Assistant Director of Communications

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

COMMUNICATION ASSOCIATES

SHERYL C. JENKS Region I
(516) 273-2280
LILLY GIOIA Region II
(212) 514-9200
ANITA MANLEY Region III
(914) 896-8180
DAN CAMPBELL Region IV
(518) 489-5424
MARK M. KOTZIN Region V
(315) 433-0050

RON WOFFORD Region VI
(716) 886-0391
STEPHEN MADARASZ Headquarters
(518) 434-0191



CSEA members fight layoffs in Putnam County budget battle

By Anita Manley
CSEA Communications Associate

CARMEL - Five-month-old Kelly Prendergast cried during two meetings of the Putnam County Legislature while lawmakers contemplated laying off her father, Kevin, a highway department employee and member of CSEA Local 840 (see photo, page 1).

But her tears did not sway the legislators when they voted to eliminate 37 employees including Prendergast, who once thought a county job meant lifetime security.

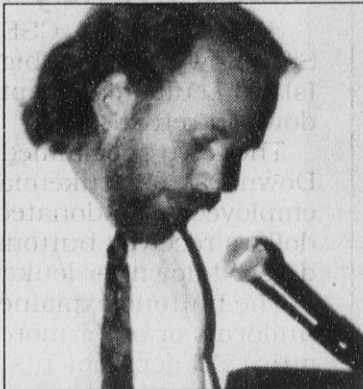
"You're probably thinking I'm going to play on your sympathy," he said as he held his daughter, "and you're right."

Prendergast reminded lawmakers he had a family to support and suggested that county officials put off spending tax dollars on equipment and keep employees working.

Before a packed audience of angry CSEA members, legislators voted 6-3 to eliminate the jobs to balance the budget, despite arguments by CSEA Budget Analyst Kathy Albowicz and Political Action Coordinator Steve Alviene that the layoffs were not necessary.

Meanwhile, Labor Relations Specialist Richard Blair has

demanded impact bargaining to assure the laid-off workers receive all the benefits coming to them.



CSEA POLITICAL ACTION Coordinator Steve Alviene tells Putnam County legislators how layoffs could have been avoided.

Carole Scampole, a laid-off nurse who cared for senior citizens, emphasized that her part-time position brought in revenues for the county which were twice the amount of her \$19,000 annual salary.

Local 840 President Alice May said vital county services will suffer as a result of the job cuts, including inspections of restaurants, public water supplies, children's camps and swimming pools.

CSEA predicted caseloads in the Probation and Social Services departments will increase and services to the aging, road maintenance and snowplowing will also suffer.

Gulotta fails to get "emergency powers," threatens 2,000 layoffs

CSEA hammers Nassau County with IPs for tactics seeking contract concessions

By Sheryl C. Jenks
CSEA Communications Associate

Some 2,000 angry CSEA Nassau County Local 830 members turned out to protest a county proposal to declare a "fiscal emergency" to force CSEA to make contract concessions and swallow a lag payroll and possible wage freeze.

As shouting union members circled the building in which they were meeting, county legislators refused to give Nassau County Executive Thomas Gulotta the emergency powers he was seeking to declare a "fiscal emergency" by tabling the controversial matter until after election day.

Gulotta, who also wants CSEA to give up a scheduled pay raise in the current contract, is seeking emergency powers to force a lag payroll scheme and other concessions from the union.

Local 830 President Rita Wallace told legislators the union will not agree to concession bargaining and will not give up a scheduled raise in the contract.

"CSEA's message is loud and clear. We will not surrender. We will not be led to the slaughter and we will fight to save our contract, which does not expire until December 1992," Wallace told the legislators.

Rebuffed, Gulotta immediately announced the county will mail up to 2,000 layoff notices Nov. 12.

"Gulotta says 'trust me, I'm the county executive.' Well, we trusted him when we signed a contract and now he wants to break it," Danny Donohue, CSEA statewide executive vice president, told CSEA members protesting outside the building.

CSEA earlier filed two improper practice (IP) charges within a week over tactics used by the county.

The union said additional charges will be filed if the county does go ahead with a declaration of emergency power and imposes a lag payroll or other concessions.

CSEA's most recent IP accuses the county of illegally singling out only CSEA members for possible layoffs in retaliation for CSEA's refusal to make contract concessions.

"The fact that the county has the audacity to target CSEA members alone for these layoffs is absolutely reprehensible and may be a violation of the Taylor Law," Wallace said. "CSEA is extremely angry at the underhanded threats being made to our members."

Earlier the union hit the county with an IP charge accusing the county of attempting to circumvent the union by putting out a letter directly to the membership.

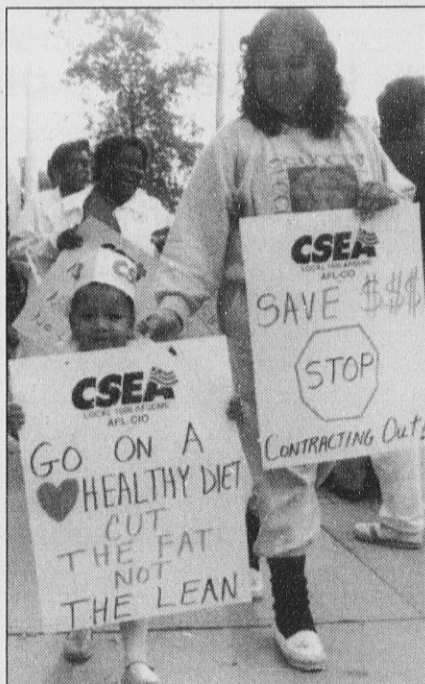
Wallace pointed out that CSEA lobbied for an early retirement program which helped reduce the workforce by 750 employees. Another 200 positions were lost through attrition.

"We've lost almost 1,000 members," Wallace said. "Our workforce is overburdened already with the vacant positions. How much more can the county expect?"

CSEA has suggested several methods to help close the county's budget gap.

"Stop contracting out, cut on the management level, stop buying new cars and equipment, cut overtime and raise taxes if you must," Wallace reiterated.

"The burden of the fiscal crisis must be shared equally across the county," CSEA Region I President Gloria Moran said.



VERONICA FERNANDES and her daughter, Helen, join the protest line. CSEA member Fernandes works at A. Holly Patterson Geriatric Center.



Casket reminds politicians that CSEA members will "remember in November."



LEADING CSEA PICKET outside home of Onondaga County Executive Nicholas Pirro were CSEA statewide Executive Vice President Danny Donohue, second from left; CSEA Central Region President Jim Moore, center, and Local 834 President Dale King, next to Moore.

Fed up in Onondaga

By Mark S. Kotzin
CSEA Communications Associate
 SYRACUSE — CSEA is fed up with Onondaga County officials who, despite their cries of poverty at the bargaining table, continue to give themselves large raises and spend big bucks on pet projects.

That's why the union has declared an impasse in contract talks and started a campaign to get a fair contract for more than 3,700 county employees who have been without one since Dec. 31, 1990.

The union's campaign focuses on the issue of fairness to employees, CSEA Onondaga County Local 834 President Dale King said. The county was unfair in offering large raises for management, such as the nearly 10 percent increase for County

Executive Nicholas Pirro, while at the same time offering county employees no raise at all, he said.

While the county is supposedly broke, officials are spending millions for projects such as a new convention center currently under construction and the recently completed French fort museum, King said.

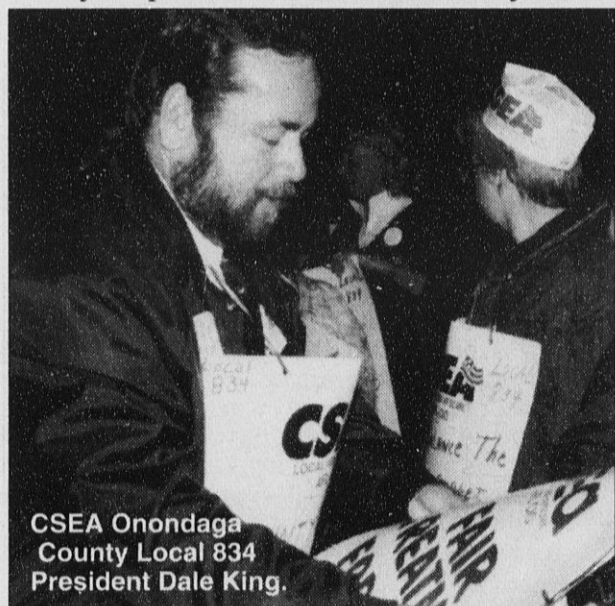
These practices are not only unfair, he said, but also degrading to the public employees who keep the county working.

"If Pirro stopped working for two weeks, the county would run just fine. The county would also survive without a new convention center or French fort," King said. "But if all of us stopped working for two weeks, the county would run into disaster."

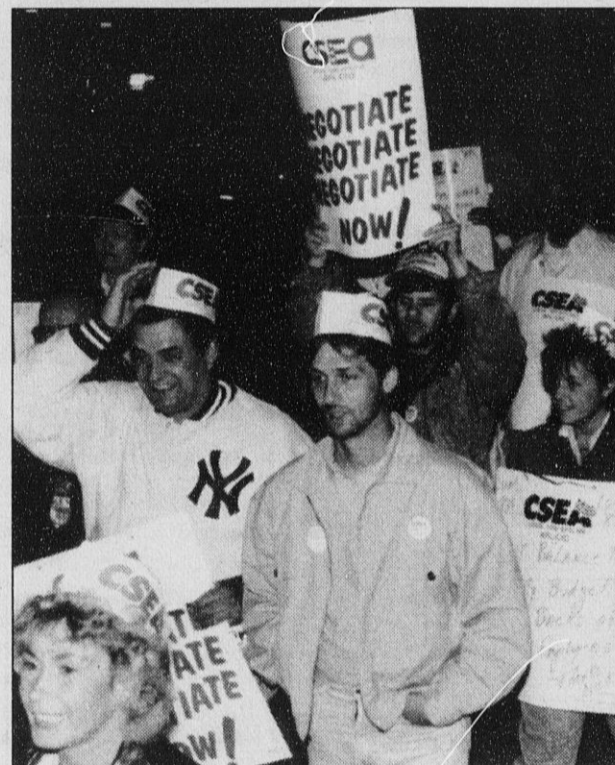
"You must be strong, you must be together on this, and you must be active and ask all those who are not here tonight to do the same if you want to get a fair contract," CSEA Region V President Jim Moore told members during a recent membership meeting.

CSEA statewide Executive Vice President Danny Donohue joined Moore, King and more than 100 CSEA activists in a weekend informational picket at Pirro's home.

While Pirro's re-election campaign materials credit the county executive with keeping the county in "great shape," King said the truth is he couldn't do that without CSEA members who work for the county. Pirro's literature also says the county is fiscally sound. "If that's the case," King said, "Where are the raises for the employees who have kept it that way?"



CSEA Onondaga County Local 834 President Dale King.



"We're not asking for 10 percent like the county executive," he said. "We're just asking for a little something to help our employees get through these tough economic times. We need it and we deserve it."

The county CSEA local has already organized several large demonstrations outside county budget hearings and plans to keep up the pressure on Pirro and the county legislature. The local is running an ad in the local newspaper highlighting the unfair county management raises and is running a contest for workers to point out waste and show management where money can be saved.

CSEA vows to protect rights of Montgomery County nursing services employees

CSEA is going to binding arbitration to protect past practice benefit rights of home health care and public health nursing service employees in Montgomery County.

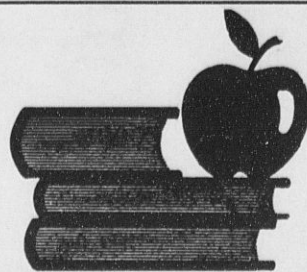
The union filed a contract grievance on behalf of nursing service employees in the CSEA Montgomery County Office Building bargaining unit of CSEA Montgomery County Local 829.

The union charges the county illegally changed a long-standing practice of giving additional vacation credits to nursing employees who worked extra unpaid hours during a calendar year.

CSEA said the union will proceed to binding arbitration after County Administrator Wayne D. Allen denied the grievance.

CSEA Labor Relations Specialist Michael Sheldon said the past practice at issue had been in effect in Montgomery County since the late 1960's.

"These benefits are protected by contract language - the past practice clause - which states that all rules, regulations and practices not modified by the agreement shall continue in full force and effect," Sheldon said.



School districts information

School district had fired worker for union activities

Union victory reunites member with his job

PATCHOGUE — In an important union victory, an administrative law judge ordered the Patchogue-Medford School District to re-hire an employee who was fired for union activities.

George Kalivas has been out of work for more than a year and says it has been the hardest year of his life.

The district superintendent of buildings and grounds had Kalivas fired because he did not approve of Kalivas' contacting CSEA about working conditions and employee treatment.

CSEA won the case and in a scathing decision, Administrative Law Judge Monte Klein ordered the district to reinstate Kalivas with back pay and benefits plus interest.

"The decision is excellent, a real victory for George, CSEA and union members everywhere," said CSEA Labor Relations Specialist Tony Ruggiero.

"It is unfortunate they can't turn the

clock back and take away the stress and financial hardship George and his family suffered regarding his uncertain future," Ruggiero said.

Kalivas is extremely grateful.

"I appreciate the union so much," he said. "I tell everyone CSEA did a hell of a job for me. I could not have afforded to hire an attorney on my own."

Carpenter harassed Kalivas and tried to eliminate his job, Ruggiero said. When that didn't happen, he switched Kalivas to the night shift.

"I explained the shift change was impossible because my 80-year-old mother lives with us and I need to care for her in the evenings. Carpenter smiled and said 'I'll give you two weeks to clean up your personal business.'" Kalivas said.

Kalivas appealed to the superintendent of schools, who agreed to put Kalivas back on the day shift.

Later Kalivas was handed a letter which said his position was abolished. Although he had a month before the job was abolished, he was told to begin using his accrued leave immediately.

Kalivas was then escorted to the maintenance area to pick up his personal belongings.

"My head was spinning. All my evaluations had been good, I was a hard worker - but here I was being terminated and escorted from the building," he said.

Kalivas contacted Ruggiero, who asked the district to assign Kalivas to a vacant custodial position.

"The administrator refused, saying Kalivas would be 'unhappy' in such a position because he was overqualified," Ruggiero said.

"They should have told that to the bank where I have my mortgage," said Kalivas, who depleted his life savings trying to pay his bills.

CSEA filed a court action and a grievance on Kalivas' behalf.

The administrative law judge said an employee's discussion with either his union or higher administration concerning working conditions and treatment is protected.

"Carpenter's own statements demonstrate his disdain for any questioning of his actions. Illustrative are his repeated taunts to Kalivas that he should quit..." Klein wrote.

"Further indicative of Carpenter's intent to rid himself of Kalivas is Carpenter's voluntary transfer of Kalivas to a night position contrary to any prior district practice while Carpenter was awaiting the district's response to his request to abolish Kalivas' position."

Staff cuts mean more work, lower morale in Bayport/Bluepoint

BAYPORT - Budget cuts have slashed staff and morale in the Bayport/Blue Point School District.

In the past two years, custodial and maintenance positions have been chopped by a third, but members are doing twice as much work to keep up with demands, CSEA BBP Unit President Joe Sherlo said.

"Other staff cuts have been restored, but not one of ours," he said.

"We take pride in our buildings and feel our interaction with the children is important," Head Custodian Geri Jacobsen said. "People tend to forget that we are the ones who help set up for school banquets and assist the kids with decorations. We are the ones who watch out for the students when the schools are empty and they are waiting for a ride home."

"We keep these schools running. We handle spills, chemicals and deliveries," Sherlo said. "We meet with outside contractors, set up sporting events and wash and wax floors. The list goes on."

Employees said morale has been declining steadily as they feel their workload increase and are unable to meet expectations.

"The employees simply ask that if the district won't restore positions, they understand if service decreases," CSEA Labor Relations Specialist Toni Soucie said.



MARYVALE Schools Unit and Erie County Educational Local 868 President Mary Lettieri tells *Buffalo News* reporter contracting out cannot be tolerated.

CSEA fights plans to contract out cafeteria employees

MARYVALE -- CSEA Maryvale School District Unit members have started a petition drive aimed at reversing the contracting out of cafeteria services.

The unit, part of CSEA Erie County Educational Local 868, has gathered more than 400 signatures urging the school board to cancel the contract awarded to the Marriott Food Service Corp.

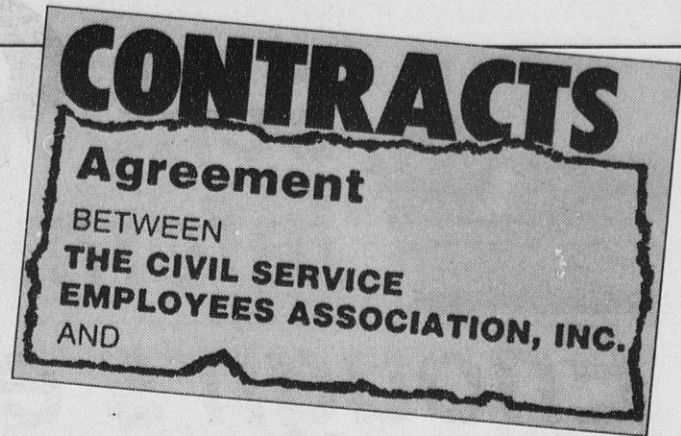
"The cafeteria system has shown a profit over the past five years," said Mary Lettieri, Local 868 and Maryvale Unit president. "Yet 26 loyal workers are being asked to take a drastic pay cut to keep their jobs (by working for Marriott), while also losing their public pension rights. The quality of service will also drop dramatically. The school board should drop this plan immediately."

More than 40 unit members and supporters picketed the board's first meeting since it decided to contract out the cafeteria, and several parents lodged complaints about the drop in service and quality.

CSEA Region VI Director Mark Higgins presented the petitions to the board and pointed out that lunch prices charged are 20 cents to 70 cents above the average for schools in the area.

CSEA has filed a class action grievance on behalf of the employees and is awaiting arbitration. The union will also file an improper practice charge, said Debbie Lee, CSEA collective bargaining specialist.

Legislative imposition spurs CSEA to fight on in Cattaraugus County



LITTLE VALLEY — Terms and conditions of employment imposed on three CSEA Cattaraugus County units will not stop the union from fighting for a fair, negotiated settlement in the upcoming year.

"We'll be pushing even harder to achieve a contract that is fair to our members," CSEA Cattaraugus County Local 805 President John Ostergard said. "The county totally disregarded the fact finder's recommendations in imposing a 3 percent raise, effective Sept. 8 with no retroactivity. After a year of negotiating, this was a slap in the face to all county employees."

The Sheriffs, Supervisory and County employee units are affected.

CSEA members picketed outside the County Center Building. The picketers held up progress on a nearby construction when truck drivers refused to cross the picket line.

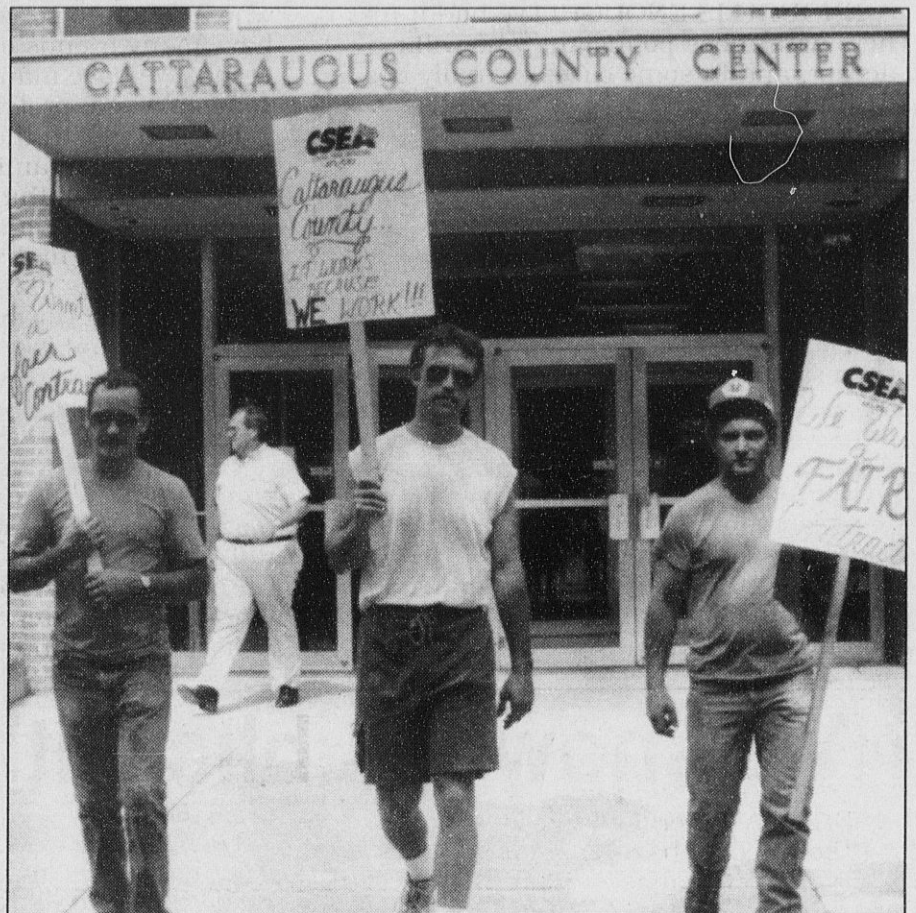
Employee Unit President Michelle Hoffman, Supervisory Unit President Don Snyder and Ostergard called on lawmakers to accept the fact finder's recommendation of a 4 percent increase retroactive to Jan. 1.

The Legislature voted 17 to 6 to impose the 3 percent raise effective Sept. 8, and angry CSEA members who had crowded into the legislative chambers for the hearing vowed to work against the legislators who voted for the imposition.

"Our political action committee will be actively working to elect lawmakers who believe in the worth of public employees to the community we serve," Ostergard said. "And we'll be working against those who don't."



CSEA EMPLOYEE UNIT President Michelle Hoffman and CSEA Region 6 Director Mark Higgins tell county legislators employees deserve a fair contract.



CATTARAUGUS COUNTY CSEA MEMBERS picketed to protest imposition of a contract on three county bargaining units.

Members protest lack of contract in Riverhead

RIVERHEAD — Members of the CSEA Riverhead Town Unit demonstrated in front of the town hall recently to protest the lack of a contract.

The contract, which covers approximately 200 CSEA-represented employees, expired on Dec. 31, 1990. The CSEA Riverhead Unit is currently in mediation and expects to file for factfinding, CSEA Collective Bargaining Specialist Harold Krangle said.

"We have encountered a real anti-union attitude in the town and we are not getting anywhere in negotiations so far," he said.

"We held the demonstration because we have been without a contract far too long," Unit President Bill Vitollo said. "We are employees and taxpayers. We are looking for a fair and equitable contract."

The unit, part of CSEA Suffolk Local 852, includes white and blue collar titles ranging from highway to clerical.

Solidarity in Schoharie

CSEA Schoharie County Local 848 members pack meeting of the Schoharie County Board of Supervisors to successfully lobby the board not to impose a threatened no-raise contract after the county had rejected a fact finder's report. The show of solidarity by CSEA members convinced the Board not to impose a settlement in the contract dispute and both sides returned to the bargaining table, where negotiations are continuing.



A message from CSEA President Joe McDermott

Enough's enough; out with 'em

ENOUGH IS ENOUGH! I've had it up to here with those politicians who willingly accept, and in some cases virtually beg for, CSEA's

endorsement; who grovel for and greedily grab our PAC contributions; who shake hands and smile as they plead for our individual votes and then stab us in our backs and spit in our faces after election day.

Mind you, not all politicians are wolves in sheep's clothing. There are lots of fair minded elected officials who treat us with respect and equality, who deserve our support and



Joe McDermott

who attempt to serve with dignity. Yes, we have many friends of labor in the political arena. We have many enemies as well, some of whom pretend to be our friends.

I've had it with those politicians who come to the bargaining table with giveback demands and nothing else; who negotiate a contract then demand contract concessions in mid-stream; whose slash-and-burn crisis management style is destroying worthwhile public services and the careers and lives of public employees and their families.

I'm absolutely fed up with politicians responsible for furloughing us, laying us off, lagging our pay, freezing our increments, icing our longevities and stealing from our paychecks.

To hell with politicians who tell us "yes" or "maybe" before election day and an emphatic "no" after.

It's time to stand up, stand together and

throw scoundrels such as those out of office. We should layoff any politician who has unjustifiably laid off any one of us. We must clearly and loudly say "NO" to any politician who has unreasonably said "no" to us. ENOUGH IS ENOUGH!

I implore you to register and vote. You can make a difference. I urge you to reject politicians who have rejected your best interests, or who give indications they will in the future. Some politicians who have had our support in the past do not have it this time around because they have proven themselves to be unworthy of it.

At the same time I ask you to vote for candidates CSEA is endorsing. We believe they deserve your confidence until, and if, they prove otherwise. The more we stand together as a union and vote for our best interests the more respect we'll have from politicians after Election Day, when it counts the most.

NYS snows public with one-person plow plan

ALBANY — When foul weather hits this winter, snow and ice won't be the only hazards on New York's roadways. The state Department of Transportation (DOT) is throwing caution to the wind and implementing plans for one-person snow plows.

To counter the irresponsible plan, which was imposed over repeated union objections, CSEA has launched a public offensive to unmask the plan as a foolish action that jeopardizes lives and property.

"DOT is acting out of fiscal desperation but they're leaving no margin for error, and errors may mean that people get hurt or worse," said CSEA President Joe McDermott. "What makes the action so irresponsible is that there are other ways to save money without putting employees and the general public at risk."

CSEA has detailed the dangers of the plan and DOT's manipulation of the facts in a brochure titled *A Real Snow Job*. The union is distributing the information statewide.

Operating a snow plow is cumbersome and complex in the best of

circumstances. But operators often perform their responsibilities in the dark of night under physically demanding and stressful conditions.

DOT, which is modifying larger, older vehicles originally designed for two-person operation, expects to save only \$2.4 million in its \$4

billion budget from this radical shift. The state rejected CSEA proposals to save money in other ways.

For example, CSEA suggested eliminating a winter shift allowance, which would save \$1.2 million.

CSEA also proposed a number of less dramatic changes in staff deployment, monitoring the use of materials, and actions to boost productivity.

"DOT should be working directly with its frontline employees to find ways to get the job done more effectively and save money," McDermott said.

"Instead, they're saying let the workers be damned, let the public be damned."





General News

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The sky's no limit for this CSEA member soaring over Onondaga County.

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CSEA hosts foreign visitors, and is a hit at the New York State Fair. Some good advice on finding a doctor.

PEOPLE IN THE NEWS



Scholarship started in memory of Bob Ford

FREEPORT — CSEA Freeport Village Unit has established a new scholarship fund in memory of Bob Ford.

Ford, who recently died, was unit president for 17 years. The unit is part of CSEA Nassau County Local 830. The local plans to award one scholarship annually.

"Bob Ford was a real activist and a wonderful person," Local 830 President Rita Wallace said. "He will be truly missed."

Contributions to the scholarship fund can be sent to: The Robert Ford Memorial Scholarship Fund, PO Box 0470, Baldwin, NY 11510. Questions may be directed to Sharon Koehler at (516) 378-4000.

Reminder for Special CSEA Board Election

A special election to fill six vacant seats on CSEA's Board of Directors is underway.

The deadline for return of nominating petitions is Nov. 13; the deadline for declinations is Nov. 20; deadline for confirmation of the candidate's name as it will appear on the ballot is also Nov. 20.

Drawing for ballot position will be Nov. 20. Also on that date, address labels will be available to candidates for campaign mailing.

Campaign articles for *The Public Sector* must be received by Nov. 25. Campaign

literature must be submitted to CSEA headquarters by Nov. 29 for distribution.

Ballots will be delivered to the post office for mailing Dec. 16, and replacement ballots may be obtained Dec. 23 if the original is not received.

Deadline for the return of ballots is 8 a.m. Jan. 13. Election results will be announced after the count at CSEA headquarters.

The protest period ends Jan. 23. Election results will be published in the February issue of *The Public Sector*.

CSEA mourns deaths of Patrick DeMurio, Joseph Lochner

ALBANY — CSEA is mourning the loss of two well-known longtime CSEA employees who died within a day of each other last month.

Patrick DeMurio, 82, died Oct. 11 after a short illness. **Joseph D. Lochner**, 79, died Oct. 12 after a long illness.

Mr. DeMurio was director of CSEA insurance programs for 39 years. He retired several years ago. His son, Patrick, has worked in the union's finance department for many years.

Mr. Lochner was the union's first executive director. When he retired in 1978 he had compiled 46 years of service with CSEA and was affectionately known as "Mr. CSEA." His son, William, is a longtime CSEA collective bargaining specialist.

Mr. DeMurio was born in Brooklyn and lived in Albany for many years. He was a World War II veteran, serving in the U.S. Army.

Survivors in addition to his son include his wife, Mary Zumbo DeMurio, and a brother, Michael DeMurio.

Mr. Lochner was born in Albany and was a graduate of Christian Brothers Academy. He was also a World War II veteran, serving in the U.S. Army.

Survivors in addition to his son William include: a son, Joseph G. Lochner; two daughters, Christine Newbold and Jo Anne Garbard; two brothers, John and Francis Lochner; and 11 grandchildren.

ASBESTOS! CSEA investigating contamination of Peru School District employees

PERU — CSEA continues to investigate the exposure of maintenance, custodial, clerical and other support workers to high levels of asbestos at buildings of the Peru Central School District, Clinton County's largest public school district.

CSEA custodial and maintenance employees complained about unsafe conditions created by the district's asbestos abatement contractor and the lack of enforcement of health and safety regulations by the district administration and the school board during a summer asbestos removal project in the district's three school buildings.

After the removal project the employees were directed by the district to clean up the buildings in preparation for the school year. Employees complained the initial removal was done improperly and that asbestos-tainted dust filled the buildings. CSEA says the district ignored the employee complaints and it was not until the state Department of Labor inspected the sites that the district acted.

Peru's high school and two elementary schools were shut down one week after school began in September. By October the district had spent an additional \$3 million trying to clean up the mess. As this issue of

The Public Sector went to press, the elementary schools had reopened but the high school remained closed.

Peru students had to be shipped to schools in the Plattsburgh City School system and at nearby military installations.

"We informed the school administration about asbestos concerns as early as December 1987," CSEA Peru School District Unit President Wanda Mason said. "That concern was ignored, just as were our complaints about the botched asbestos removal this summer."

CSEA is awaiting reports from the state Department of Labor before deciding the union's next course of action. CSEA staff Industrial Hygienist Joanne Curtis is monitoring all aspects of the situation to determine the potential health problems of employees exposed to the asbestos and to guarantee employee rights are protected.

The school closing created "a logistical nightmare," Mason said. Bus drivers had to work 16-hour days to transfer students to different locations. An evening shift lasting until 8:30 p.m. had to be created to accommodate some middle and high school classes. The resulting paperwork caused huge administrative problems for other support staff.

Workshops keep delegates busy working, learning

NIAGARA FALLS — With a full agenda and plenty of opportunities for education, more than 1,000 CSEA delegates made the most of the 81st Annual Delegates Meeting.

High on the list was the appearance of National Democratic Committee Chair Ron Brown, who energized the crowd with his speech against the politicians who have made life so much harder for working people.

But Brown's appearance was only one highlight. The educational workshops gave delegates opportunities to learn and bring back information to their locals and units.

Workshops included:

▲ **What's Happening in Congress**, a discussion of federal legislation that concerns CSEA members;

▲ **Hazard Communication Standard — An OSHA Standard That's Not Working**, a discussion of how the standard applies to the workplace, what management's responsibilities are and how to convince management to comply and make management accountable;

▲ **Windmills — Generating Awareness About People With Disabilities**, a workshop designed to explore feelings about people with disabilities and develop a better understanding as the Americans With Disabilities Act changes the workplace;

▲ **Getting to the "Yes" in Negotiations**, a hands-on workshop on the negotiation process;

▲ **Dealing with Settlements in Disciplinary Cases**, a workshop providing

information and insight into an often confusing situation;

▲ **So, You Want to be a National Party Delegate**, a discussion of the delegate selection process of both national party committees and techniques to get elected as a delegate;

▲ **Out-Of-Title Work — Examining Contract Clauses in State and Local Government**, a presentation on how to determine if work is out-of-title;

▲ **The Practice of Parliamentary Procedure**, a workshop emphasizing the rules and processes of parliamentary procedure as conducted in a convention;

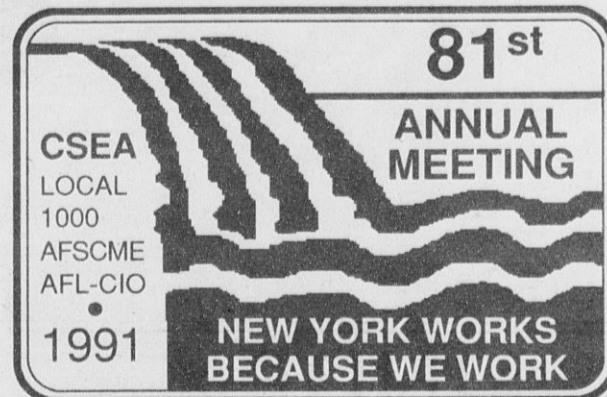
▲ **Managing the Stress of Union Activism**, a look at how to manage stress at home, on the job and in union work;

▲ **The 90-Minute Taylor Law Workshop**, a presentation on the history and administration of the law that gave public employees in New York the right to bargain collectively;

▲ **An Examination of Anti-Union Animus — Now You See it, Now You Don't**, a discussion of anti-union animus and how can unions fight it; and

▲ **Creating Effective Labor-Management Committees**, a discussion of what's needed to create the cooperative labor-management relationship necessary for effective committees.

Delegates also had the opportunity to attend Departmental and Divisional meetings, forums put on by various CSEA committees and meetings for Local Government Delegates and State Delegates.



CSEA Delegate John Wyngaard

Democrat Ron Brown blames Bush for state, local government, workers' problems

The federal government needs an economic recovery plan for New York state and the rest of America. That was the message Democratic National Chairman Ron Brown brought to the CSEA Annual Delegates Meeting in Niagara Falls.

"The Bush administration has an economic recovery plan for the Soviet Union, Eastern Europe and Kuwait. What we need is an economic recovery plan for New York state and America," Brown said.

Brown criticized President Bush for vetoing legislation that would extend unemployment benefits for workers who have been laid off.

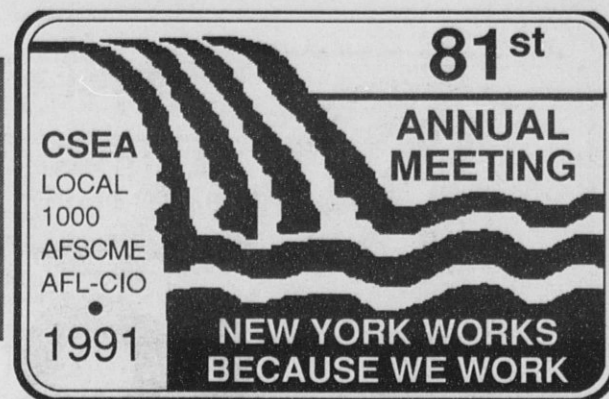
Many of the problems faced by states and local governments around the country are the direct result of Bush administration policies, Brown said.

The chairman, who comes from New York state, predicted the 1992 presidential election will be decided by "bread and butter issues." Among those issues, he said, are adequate funding for state and local government services, health care reform, aid to education and an effective policy to deal with crime and drugs.

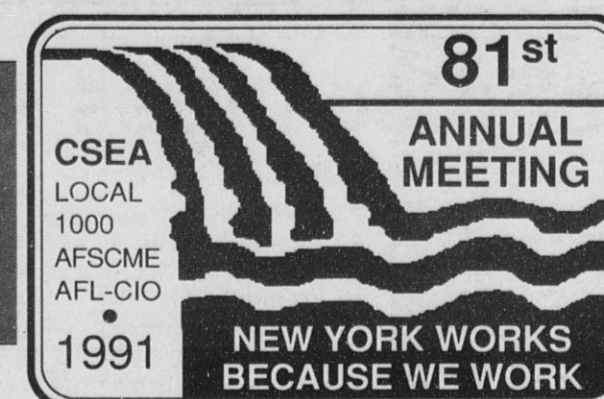
The issues Brown talked about are the same ones thousands of CSEA members traveled to Washington, D.C., to support on Solidarity Day II.



DEMOCRATIC NATIONAL CHAIR RON BROWN, above, with CSEA President Joe McDermott, left, and CSEA Region VI President Robert Lattimer. At left, he is with CSEA member Loretta Johnson.



New York Works Because We Work



Delegates vote on changes to Constitution and By-Laws

NIAGARA FALLS — The CSEA delegates at the 81st Annual Delegates Meeting acted on a number of proposed changes to the union's Constitution & By-Laws.

Constitution amendments must be passed by the delegates by a two-thirds vote at two consecutive delegates meetings before they become part of the Constitution.

The delegate approved on second reading two amendments which affect CSEA retirees. The first amendment to Article VIII Section 2 puts into the Constitution the existing practice of having the chairperson of the Retiree Executive Committee (or vice chair in his or her absence) attend the annual meeting as a non-voting delegate, with the provision that he or she may speak and vote on issues and motions relating to the Retiree Division, with one vote for every retiree local.

The second amendment to Article IV Section 2 allows the Chair of the Retiree Executive Committee (or vice chair) one vote at CSEA Board of Directors meetings on issues concerning retirees.

The delegates also voted on several proposed amendments to the Constitution for a first reading. Those the delegates approved must be approved at a second reading at the 1992 annual meeting before they become effective.

The delegates passed a proposed amendment to Article VIII Section 2 which, if passed on second reading, would require delegates to the annual delegates meeting to attend any general business sessions and give any delegation to report on the business and other programs at the meeting to the local Executive Board.

The delegates defeated a proposed amendment to Article VII Section 3 which would have changed the language to allow for one county local in any county.

The delegates passed a proposed amendment to Article VIII which, if passed on a second reading, would require locals to notify the office of the statewide secretary of any changes in the status of delegates when the change occurs.

The delegates defeated a proposed amendment to Articles VI, VII and VIII which would have required that locals and units with more than 2,000 members have at least 1 percent of the members on the local or unit Executive Board.

The delegates defeated a proposed amendment to Article VII Section 1 which would have allowed a vacancy on the Local Government Executive Board to be filled by special election, but in a vacant seat with less than six months in the term, the seat could be filled by the association president with the Board of Directors' approval.

The delegates passed an amended version of a proposed amendment which, if passed on second reading, would allow the association president to fill

vacancies on the state and local government executive committees from a list of names submitted by affected locals and with the approval of the appropriate executive committee.

The delegates defeated a proposed amendment to Article VII that would create a system of alternate local government Executive Committee members.

The delegates defeated a proposed amendment to Article VII which would have changed language regarding the election of Local Government Executive Committee members.

The delegates passed a proposed amendment to Article IV which, if passed on second reading, would create a Private Sector Division, Private Sector Executive Committee and Committee Chair.

A proposed amendment to Articles VI and VII regarding faculty-student organizations was withdrawn.

The delegates defeated a proposed amendment which would have addressed the issue of private sector members, already addressed in a previous amendment.

The delegates passed a proposed amendment to Article VIII which, if passed on second reading, would require require CSEA Inc. to pay expenses for the annual delegates meeting for region officers who are not also elected delegates.

The delegates also voted on a number of proposed amendments to the By-Laws. Those the delegates passed take effect immediately.

The delegates passed an amendment to Article IV Section 3 which requires locals with more than one unit to distribute rebates to units uniformly.

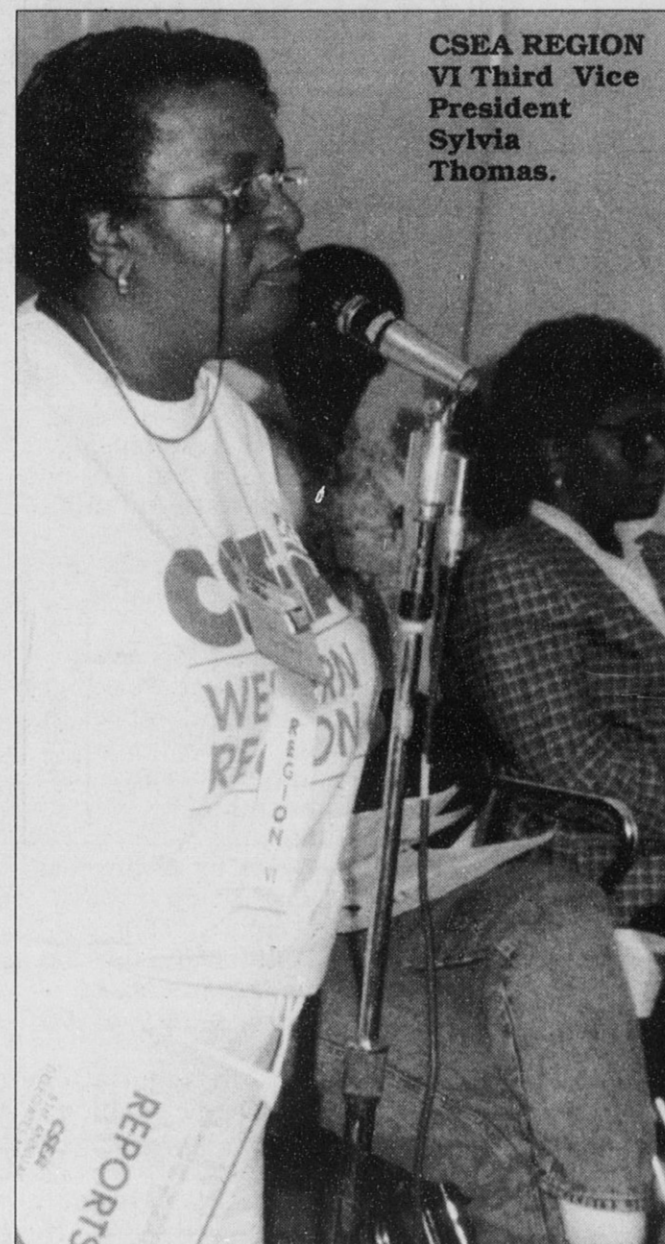
The delegates defeated a proposed amendment to Article IV Section 3 which would have added language preventing the statewide treasurer from withholding rebates from a local because the local has failed to comply with Constitution and Financial Code requirements, including reporting of election results.

The delegates approved an amendment to Articles II and IV to include the Private Sector Division in the Annual Meeting and Executive Committee structure. A private sector division will not be created, however, until the delegates approve on second reading an amendment to the Constitution at the 1992 Annual Delegates Meeting.

The delegates defeated a proposed amendment regarding representation of a Private Sector Division at the Annual Delegates Meeting, which was addressed in an earlier amendment.

The delegates passed an amendment to Article I Section 2 to adjust CSEA retiree dues to reflect affiliation with AFSCME, CSEA's international union.

The delegates approved an amendment to Article VI Section 4 to delete the Special Civil Service Committee from CSEA's special and ad hoc committees.



CSEA REGION VI Third Vice President Sylvia Thomas.

Delegates pass motions from floor

NIAGARA FALLS — Delegates approved three motions made from the floor during the 81st Annual Delegates Meeting.

The delegates approved a motion made by Joan Tobin, CSEA Board of Directors representative for the state Department of Transportation (DOT), that CSEA use all methods available to stop the one-person plowing program being instituted by the Department of Transportation.

The delegates also approved a motion made by Dale King, CSEA Onondaga County Local 834 president, that CSEA institute a Veterans Affairs Committee. The motion was referred to the Constitution and By-Laws Committee.

The delegates also approve a motion made by Len Foster to refer to the state Board of Directors a proposed change in the local and unit constitutions to add safety and health committees under the standing committee heading. The resolution was referred to the Constitution and By-Laws Committee.

Delegates vote on resolutions

NIAGARA FALLS — Delegates at the 81st Annual Meeting voted on a number of resolutions.

The delegates approved a motion that CSEA call upon the Governor and the Legislature to adopt a policy of tax fairness that includes recommendations made by the Fiscal Policy Institute, including raising income taxes on the wealthiest New Yorkers and ending legalized tax avoidance by big corporations. The resolution was referred to the Legislative and Political Action Committee.

The delegates approved a motion that non-Instructional CSEA school units advocate to be given the opportunity to participate in Superintendent Conference Days and that CSEA seek an amendment to state education law that would allow non-Instructional employees to participate in those conference days. The resolution was referred to the Legislative and Political Action Committee.

The delegates approved a motion to ask the CSEA statewide Women's Committee to send greetings to the women in the Congress of South African Trade Unions (COSATU) on South African Women's Day and to foster relationships among CSEA and the women in COSATU and the African National Congress' Women's Section. The resolution was referred to the Special Human Rights Committee.

The delegates approved a resolution that CSEA work with other organizations for legislation mandating uniform standards for office conditions and furniture where video display terminals (VDTs) are used and that CSEA urge contract language guaranteeing VDT operators break time away from these terminals daily. The resolution was referred to the Standing Safety and Health and the Legislative and Political Action Committee.

The delegates approved a resolution that CSEA join with other organizations to lobby for legislation recognizing workers' right to strike and prohibiting the hiring of permanent replacement workers, and that CSEA recognize the right to a decent job as a basic human right and view the hiring of permanent replacement workers as a violation of human rights as defined by the United Nations Charter. The resolution was referred to the Legislative and Political Action Committee.

The delegates approved a resolution that CSEA seek whatever measures it can to stimulate public sector initiatives and alternatives to help solve the state solid waste crisis, with the responsibility shared fairly between the state and municipalities and that CSEA recommit itself to educating members to the severity of the problem and what they can do. The resolution was referred to the Standing Education Committee.

The delegates approved a resolution that CSEA communicate to the South African government the following: that CSEA condemns apartheid and demands all South African citizens be given the right to vote; that CSEA demands an end to government-sponsored violence and calls for the release of all political prisoners, freedom for all organizations and the rights of all exiled South Africans to return to their country. The resolution also calls for CSEA write to President Bush and lobby the New York Congressional Delegation to oppose the lifting of sanctions against South Africa and call for tighter sanctions by supporting legislation sponsored by Ron Dellmus and that CSEA continue to demand state Comptroller Ned Regan divest the state Employees Retirement System of all stock in companies that do business with South Africa and lobby in support of legislation sponsored by Denny Farrell which would accomplish this. The resolution also calls for CSEA to call on its members

to maintain boycotts of Shell Oil, Coca-Cola and all banks that do business with the South African government, that CSEA continue to educate members about the anti-apartheid struggle through articles in *The Public Sector* and that CSEA establish communication with COSATU and other trade unions in South Africa. The resolution also calls on CSEA for the networking and coalition of AFSCME locals nationally, community groups, religious groups, students and other labor organizations to keep the pressure on apartheid and that CSEA fight against apartheid until South Africa has a freely elected, democratic government elected by all the people. The resolution was referred to the Ad Hoc Committee Against Apartheid, the Standing Education Committee and the Legislative and Political Action Committee.

The delegates approved a resolution that CSEA support state legislation to provide a permanent annual cost-of-living adjustment, capped at 5 percent, based on the first \$15,000 of the maximum retirement allowance, payable to all disability retirees and all other retirees age 55 or retired at least 10 years, whichever is earlier, and be constitutionally guaranteed. The resolution was referred to the Legislative and Political Action Committee and the Retiree Executive Committee.

The delegates approved a resolution that CSEA support state legislation to prohibit public employers from reducing or changing retirees' health insurance benefits. The resolution was referred to the Legislative and Political Action Committee and the Retiree Executive Committee.

The delegates approved a resolution that CSEA continue to support working families, on-site child/dependent care centers, elder care givers and family and medical leave legislation, remain committed to finding ways of providing affordable, quality child and dependent care through a variety of means including legislation and negotiations, and that CSEA urge its regions to form child/dependent care advisory committees. The resolution was referred to the Special Human Rights Committee.

The delegates defeated a resolution that CSEA consider as a top bargaining priority that CSEA elected officials be given super-seniority and be protected from layoffs resulting from reductions in workforce.

The delegates approved a resolution that CSEA petition President Bush and the attorney general to implement a House resolution to grant bail to Joseph Doherty and ultimately grant political asylum. The resolution was referred to the Special Human Rights Committee.

The delegates ruled out of order a resolution that the chair and elected officers of the Retiree Executive Committee be non-voting delegates of CSEA except in matters concerning retirees and that in those issues they have one vote for each Retiree Local. In a separate motion, the motion was referred to the Standing Constitution and By-Laws Committee.

The delegates approved a resolution that CSEA continue to provide technical assistance and hold local and regional conferences on health and safety issues, that regions and locals make efforts to educate their members on health and safety hazards and provide adequate support staff, that CSEA locals set up safety and health committees and try to introduce language into contracts and legislation specifying the employers' obligation to provide a hazard free workplace, the right of workers to refuse hazardous work and managements obligation to abide by OSHA standards, that CSEA support the strengthening of the Clean Air Act, the Resource Conservation and

Recovery Act and other legislation to protect the environment, that CSEA urge OSHA and EPA to issue regulations covering a variety of workplace conditions and recognize the issue of understaffing as a health and safety issue. The resolution also calls for CSEA to declare every April 28 as Workers' Memorial Day. The resolution was referred to the Standing Safety and Health Committee.

The delegates approved a resolution that CSEA urge federal, state and county officials to make a strong commitment to protect children who have been abused or neglected through increased funding for child welfare services including foster care and child protective services and that CSEA continue its efforts to reach out to other child advocacy groups and professional organizations at the federal and state levels to gain their support for increased funding and provision of quality services to abused and neglected children, including the establishment of reasonable caseload sizes and adequate staffing and that CSEA continue to work with regions and locals in coordinating activities to call attention to the plight of abused and neglected children. The resolution also calls for CSEA to strongly oppose any efforts to make workers the scapegoat for a system that is totally overwhelmed, oppose efforts to diminish bargaining rights and support to regions and locals who face those kinds of situations. The resolution was referred to the Special Social Services Committee.

The delegates approved a resolution that CSEA work with other groups to develop a comprehensive employment and training system which provides adequate assessment, referral, training and education to New Yorkers who want to upgrade their skills or who are out of work and that CSEA urge Congress to renew its commitment to employment and training programs and provide adequate funding and that CSEA continue to oppose and defeat any attempt to privatize the state's employment and training program. The resolution was referred to the Political and Legislative Action and Standing Education Committees.

The delegates approved a resolution that CSEA urge federal and state OSHA to better enforce the Right-to-Know laws and urge OSHA to work out a standard format for material safety data sheets which can be understood by the average person. The resolution was referred to the Standing Safety and Health Committee.

The delegates approved a resolution that CSEA encourage members to contact their congressional leaders and urge them to support the National Voter Registration Act. The resolution was referred to the Political and Legislative Action Committee.

The delegates approved a resolution that CSEA support the efforts of members who work for tougher toxic and infectious waste standards by fighting to elect officials who recognize that Americans want a planet that is clean for future generations and that CSEA fight in Congress, the state Legislature and in the workplace for regulations requiring the use of less toxic pesticides and other materials, clean air, water and safe and environmentally sound disposal of wastes. The resolution also calls for CSEA to support legislation providing workers displaced by environmental laws or regulations with severance pay, retraining, extended unemployment benefits, moving expenses and other assistance leading to new employment and that CSEA work to educate citizens that the protection of the environment belongs in the public sector. The resolution was referred to the Political and Legislative Action and Standing Safety and Health Committees.

McEntee urges strength, unity

NIAGARA FALLS — The politicians of this country have sold out working Americans, and the unions have to fight back.

AFSCME International President Gerald McEntee stirred up the delegates at the CSEA 81st Annual Delegates meeting with an appeal to union leaders to stand up to the pressure and to lead as the labor movement fights back.



**AFSCME
PRESIDENT
GERALD
MCENTEE**

"Look out across this land and witness the selling out of working America, the sell out by labor's enemies and by labor's friends," McEntee said, mentioning the failure of the striker replacement ban. "People in America think they have the right to go out on strike and they do. But in the U.S. Senate they don't have the votes to

pass a scab bill, a worker protection bill." McEntee urged the unions to fight back as politicians drain money from cities.

"We've made a lot of politicians, this union, we've helped a lot of politicians. We can also hurt a lot of politicians and as long as they're going to hurt us, we're going to hurt them back," McEntee said. "I say to Mario Cuomo, I don't know if you're running for President. I say to you if you run for the president of the United States, we're gonna picket you in Iowa, in New Hampshire, everywhere.

"We want Mario Cuomo to know that we owe him and we want him to know we are good citizens and we pay our debts."

McEntee also encouraged activists as they face angry rank-and-file members.

"If it wasn't for CSEA, if the rank-and-file workers have problems now, they would be intolerable problems without this union to protect them," he said. "Be proud of what you do, be proud of this union.... You're responsible to well over 200,000 people that depend on you to lead them. What is incredibly important is that after elections and after the decisions, when this is over, you march out together as CSEA to represent all the workers."



McDermott blasts administration over state stalemate

NIAGARA FALLS — CSEA President Joe McDermott updated state division delegates at the convention on the status for state contract negotiations.

McDermott told the delegates that talks for the Administrative, Institutional, Operational and Military and Naval Affairs bargaining units are at fact-finding because of the Cuomo administration's unwillingness to bargain.

"The administration decided long before these talks that when they enter into an agreement that the document isn't worth the paper it's written on," the union president said.

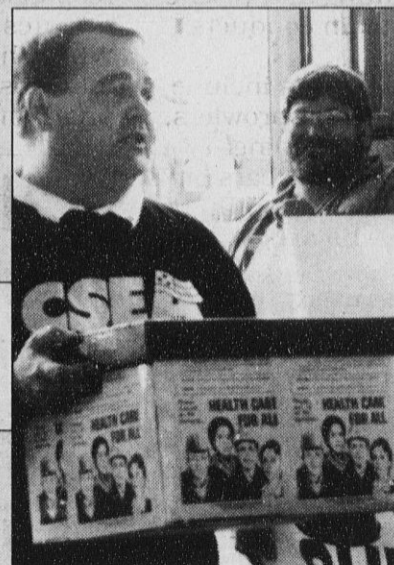
He pointed to the administration's efforts to impose a furlough and then the pay lag that violated the existing contracts with CSEA as proof of his point.

McDermott said the administration is not willing to compromise.

"They want the workers to make concessions but they are unwilling to give anything in return. CSEA will not accept that," McDermott said.



CSEA MEMBER Lentyory Johnson, at left, is teaching her son, Johnny Ray, 2, early about unionism. Below, CSEA Deputy Counsel Jerome Lefkowitz leads a workshop on the Taylor Law, one of many informational workshops available to the delegates. At far right, delegate Bill Sohl shows off his collection of union buttons.



Ambulance Drive for health care

Across New York and at the 81st Annual

Delegates Meeting, CSEA collected health care "ballots" to be sent to Washington for the Emergency Amulance Drive for Health Care for All. CSEA Executive Vice President Danny Donohue, above, a former ambulance driver himself, put ballots from the delegates into an ambulance. CSEA contributed more than 40,000 ballots to the national drive sponsored by AFSCME and Jobs With Justice.



New York Works Because We Work!

Civil Service Employees Association, Inc.
Local 1000, AFSCME, AFL-CIO

THE SKY'S NO LIMIT

BY Mark M. Kotzin
CSEA Communications Associate

SYRACUSE — Look, up in the sky — it's a bird... it's a plane... it's CSEA member Carl Mosgard!

Like Superman, Mosgard spends his days and nights flying through the air, fighting crime, chasing after bad guys and performing daring rescues that save lives.

But is he a superhero? Well, not really, although some people around Onondaga County might think so. Truth is, Mosgard does his heroics as part of a team with a group of volunteer paramedics, Onondaga County Deputy Sheriffs and his 2,000-pound partner — a helicopter named "Air One."

For the past 17 years, Mosgard, a member of CSEA Onondaga County Local 834, has worked with several such "partners" for the Onondaga County Sheriff's Department. As chief pilot, his job is to supervise flight and maintenance operations for the helicopter, helping to continue the vital crimefighting and rescue missions that the Air One team conducts every day.

In crimefighting, those missions include searching for escaped convicts or prowlers, hunting down stolen property, finding hidden marijuana crops, following cars or motorcycles that can't be followed on the ground and finding people who are in hiding.

The helicopter has some very special equipment to help Mosgard in these pursuits. It has a built-in 30-million candlepower spotlight that can light up an area about the size of a football field from 1,000 feet up. And it has what Mosgard calls a "FLIR" — a Forward Looking Infra Red scope, in effect an infrared camera which allows the pilot to "see" at night using heat instead of light.

In rescue missions, the helicopter becomes a tool to search for lost people, reach people stuck in remote areas, pull people out of a river or transport trauma cases quickly to the nearest emergency room.

According to Mosgard, Air One can get from one end of the county to the other in

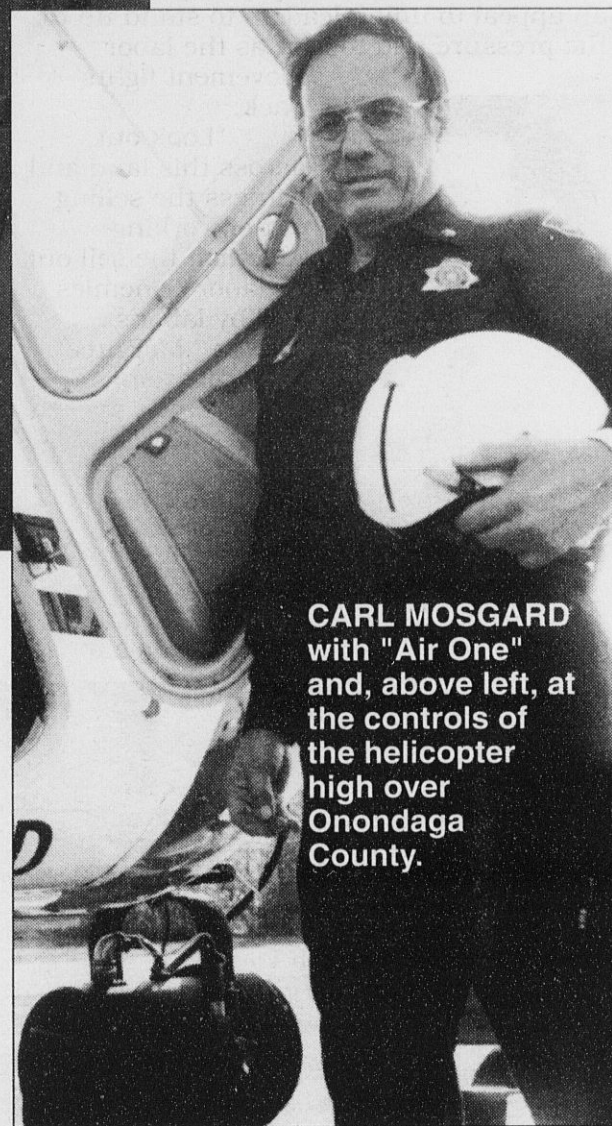
less than 15 minutes, with an average top speed of 120 miles per hour. That, he said, is crucial in keeping severe trauma victims alive. If victims can get to the emergency room within the time frame doctors refer to as "the golden hour," beginning when the trauma occurs, their chance of survival is much greater, Mosgard said.

"It gives me a good feeling afterwards to know that I might have helped save someone's life," Mosgard said while stressing the team effort involved, especially that of the volunteer paramedics who help on medivac missions.

While almost everyone in the county realizes the importance of Air One's missions, even that has not spared the program from budget cuts, he said.

Because of budget reductions the county reduced the amount of time the copter is in the air, from about 1,200 hours last year to 900 hours. That can negatively effect response time, since it takes four to five minutes to get into the air, Mosgard said. While that is unfortunate, the county has otherwise been very supportive of the program.

"It gives me a good feeling afterwards to know that I might have helped save someone's life."



CARL MOSGARD with "Air One" and, above left, at the controls of the helicopter high over Onondaga County.

Mosgard said the job is very rewarding but also very demanding. He often faces tough flight conditions (although he never flies in snow, ice or severe weather). He is often under the pressure of time and must make quick decisions, which he says "better be right, because you only get one chance at it."

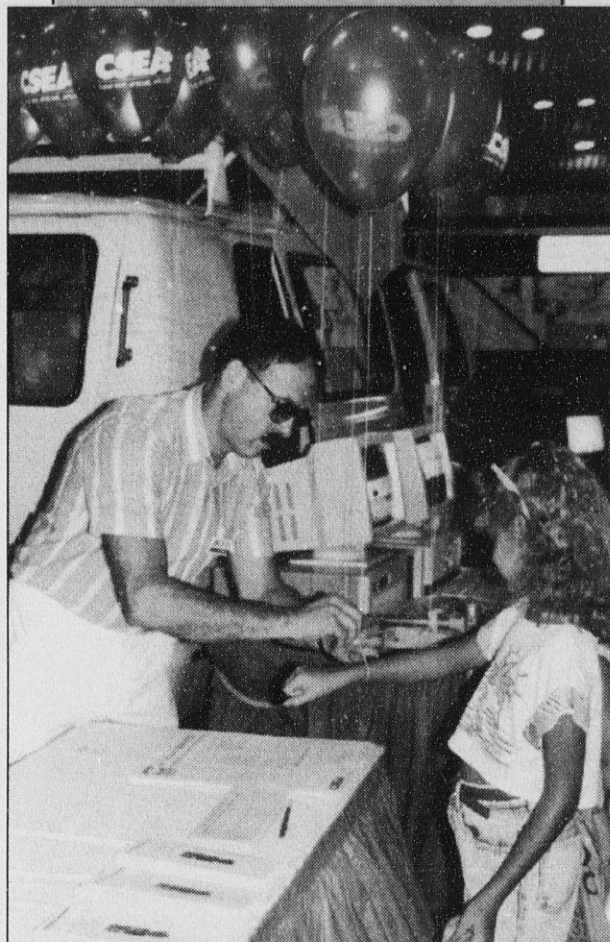
He has also had to witness scenes he wishes he hadn't. He remembered one accident in which a 23-year-old woman was pinned between the engine block of the car she was riding in and a telephone pole. The woman's leg had to be amputated at the scene and she was then taken to Upstate Medical Hospital, where she later died. "That was the saddest case I ever dealt with," Mosgard said.

He also remembers some of the good rescues, such as the time the Air One team rescued a man who, due to low blood sugar, became confused and got lost in the woods while out snowshoeing. Mosgard said that if they hadn't found him, he probably would have frozen to death.

As for being up in the air, Mosgard said he's always loved flying. Before taking this job he flew a plane dusting crops, which he still does during his vacations.

"I really enjoy flying, it has always been my life," he said.

CSEA a big attraction at State Fair



STATE FAIR FUN -- CSEA SUNY at Cortland Local 605 President Willis Streeter Jr. ties a balloon onto the wrist of a young fair goer at the New York State Fair. Thousands of State Fair visitors stopped at CSEA's booth staffed by scores of CSEA members who volunteered their time during the week-long event.



HUNGARIAN LABOR LEADERS VISIT CSEA
A DELEGATION OF HUNGARIAN labor leaders met with CSEA elected officials and staff employees at CSEA statewide headquarters in Albany recently. Among those meeting with visitors were CSEA Director of Contract Administration Ross Hanna, seated center, and Assistant Directors of Contract Administration Jim Hennerty, Mark Lawrence and Anthony Campione, standing behind Hanna. At right is Tom Haley of the New York State AFL-CIO.

Welcome!

The Albany area took on an international flavor when two delegations of foreign labor leaders visited recently.

Russian labor leaders touring the United States under an exchange program visited the state Department of Labor facilities. CSEA Local 670 officials helped host the visitors.

And CSEA was host to a delegation of Hungarian labor leaders touring the country under the sponsorship of the AFL-CIO. The visitors met with union officials and staff at CSEA headquarters.



RUSSIAN LABOR LEADERS
CSEA STATE DEPARTMENT OF LABOR LOCAL 670 President Barbara Moloney, left in photo above, served as a host for delegation of labor leaders from Russia when they toured Labor Department facilities in Albany recently. Labor Commissioner Thomas Hartnett stands behind Moloney. Local 670 Treasurer Robert Bellardini also helped host the visitors.

JCHB Joint Committee on Health Benefits

How to choose a doctor

By Timothy P. Vallee
Health Benefits Communications Associate
1-800-342-4146 or (518) 434-0191

Finding a doctor who fulfills the needs of you and your family is not always easy. The following information will help you choose a primary physician whose services meet your expectations.

First determine the kind of doctor you're looking for. If you want a doctor who will serve all of your family's general medical needs, you need someone who is certified in family practice, usually a general practitioner. Depending on the need, alternatives for a primary physician could be a pediatrician, obstetrician/gynecologist, geriatrician or a specialist.

Before making a final decision, find several physicians to choose from. Contact your health insurer for recommendations. Many health plans have a panel of participating providers who have an agreement with the insurer to provide services at a set price. You can usually save substantial and unnecessary out-of-pocket expense by using a participating provider.

Contact your friends and ask them for

their recommendations. Be sure to ask friends in the medical field or who have the same needs and expectations from their physician as you do.

After you've narrowed your selection, contact the doctor's office to ask some specific questions:

Does the doctor accept payments from your insurer? Is he or she a participating provider in your plan?

What type of billing system does the doctor's office have? Will you be charged extra if the balance of your bill cannot be paid right away?

What type of medical training does the doctor have? Does he or she have specialist certification? How long has the doctor been in practice?

What are the doctor's office hours? How long does the doctor allow for an office visit? Most doctors allow 15 to 20 minutes. How long is the average waiting period for a scheduled visit? Will the doctor allow emergency visits during and after regular office hours, including evenings and weekends or will he merely refer you to hospital emergency room?

Where will the doctor send you if hospitalized? Is it a hospital that you feel

comfortable with?

Be sure to ask these and any other questions before or during any doctor's office visit.

Don't be ashamed or embarrassed to ask your doctor questions; most doctors welcome inquiries from their patients and it shows the doctor that you are interested in your well being and what the doctor is doing for you. Many times because of our lack of medical knowledge, we do not know how to phrase our questions; doctors realize this and a good physician will take the time to answer your concerns and make you feel comfortable during the office visit.

Establishing a positive line of communication with your doctor is important. It will be easier for you to clearly explain your illness to the doctor and, in turn, the doctor will be able to diagnose the problem more effectively.

Remember, your doctor is a trained professional whom you pay to help you. In a sense, while you are with your doctor, he or she is working for you and, therefore, open physician/patient communications can only enhance the working relationship and make the experience more positive for everyone.

Overload at Liquor Authority

Budget cuts cripple understaffed enforcement agency

By Lilly Gioia
CSEA Communications Associate

Reeling from \$4 million in devastating budget cuts, the New York State Liquor Authority (SLA) is a crippled agency limping into oblivion.

That's what CSEA New York City Local 010 members charged during informational picketing.

Furious picketers accused SLA Chairman Thomas Duffy of protecting jobs of political appointees, who make up about 40% of the SLA workforce, while experienced, front-line employees with more than 20 years service are being laid off, demoted or forced into early retirement.

"It's crazy!" said CSEA member Elliot Bernstein. "Duffy keeps all his political buddies on and the people who do the actual work are taking the hit!"

Hard hit by layoffs, the SLA is backlogged with liquor license applications waiting to be processed by the skeleton staff still remaining.

"Chairman Duffy still collects his \$87,000 salary and keeps 118 local Alcohol Beverage Control commissioners on the political payroll while distraught restaurant and bar owners risk going out of business waiting for liquor licenses that will never come," said CSEA Metro Region II President George Boncoraglio.

"Some of these business owners are paying up to \$10,000 monthly rent just waiting for their license and can't understand that there are just not enough

workers at SLA to handle the load."

Operations are in a shambles in the state's third largest revenue-producing agency, CSEA Local 010 President Vincent Martusciello said.

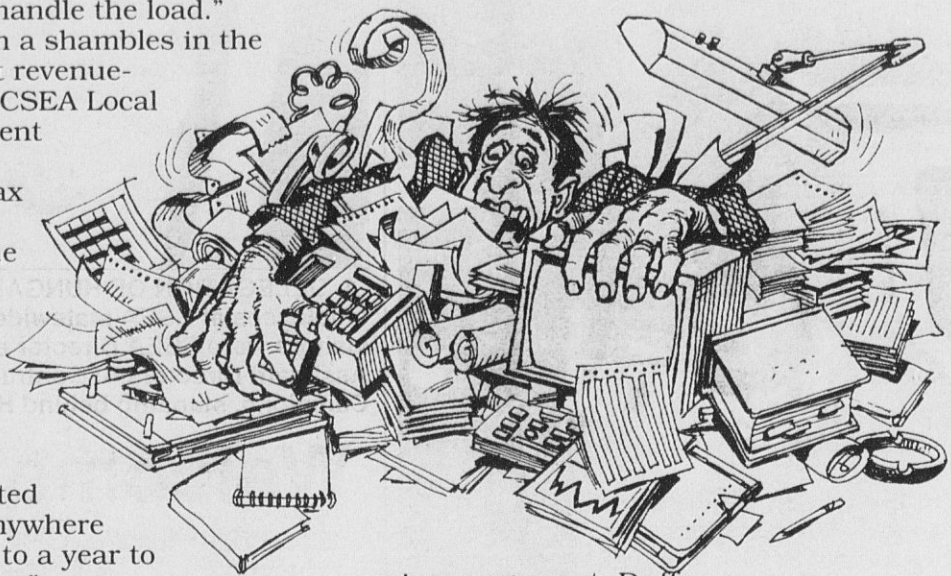
Only the state Tax and Finance Department and the Motor Vehicles Department bring more income to state coffers.

"The SLA is not functioning," Martusciello said, "because the depleted staffing requires anywhere from eight months to a year to process applications."

Even more astounding is that a full staff of 75 SLA investigators is now reduced to a token 14. They are expected to monitor 28,000 establishments in New York City and 11 downstate counties for complaints of violence, drug dealing, prostitution and serving underage children.

"The Liquor Authority has been decimated by mismanagement. No one can estimate the horrendous economic impact this will have on lost business income, lost state revenues and worst of all, the lost enforcement of our liquor laws," Boncoraglio said.

He called Chairman Duffy's failure to seek any restoration of budget cuts from the Legislature, "deplorable. Through his



mismanagement, Duffy is intensifying New York's business recession and depriving our state's economy of desperately needed revenues.

"There is definite favoritism in the way this is being handled," said Bill Cooke, a CSEA member employed at the Liquor Authority Albany office.

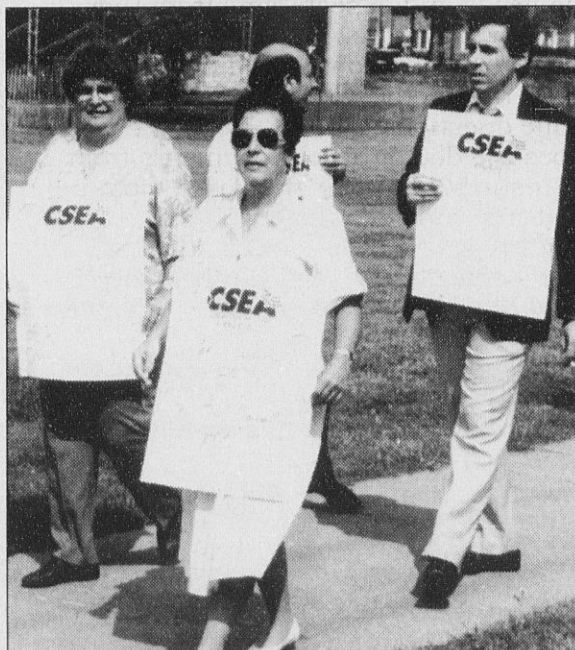
Cooke was demoted from a Grade 14 legal assistant to a Grade 6 clerk after 12 years with the agency.

"I have a ten-year-old son and a seven-year-old daughter at home and I'm losing \$6,000 a year in salary, while Duffy keeps all the political appointees at full salary, including part-time Alcoholic Beverage Control Board members on the payroll," said Cooke, a single parent. "It's not fair!"



MEMBERS OF CSEA JUDICIARY LOCAL 335, above, conducted a week-long campaign of noontime picketing in the Buffalo area to protest job cuts and inform the public of the consequences of such cuts. Thirty-seven workers faced layoff in the Eighth Judicial District and overall more than 80 employees, including court reporters, secretaries, typists and stenographers, were affected by demotions or transfers and layoffs.

CSEA OCA members protest layoffs



MEMBERS OF CSEA JUDICIAL LOCAL 332 demonstrate to protest layoffs in Orange County, where layoffs and bumping have affected seven employees, some of whom have had to relocate or take pay cuts.

Court workers get back lagged pay

ALBANY — CSEA-represented court employees saw the fruits of the first victory over the state's lag payroll scheme in their most recent paychecks.

The state issued second checks to Office of Court Administration employees to repay them for the two-week lag payroll it had imposed on them. CSEA and other employee unions fought the lag and finally won in federal court.

"It's about time," said CSEA President Joe McDermott. "These workers deserve the pay they earned. It's just a damn shame we had to go to court to get it."

Interest on the lagged pay will cost the state even more than if it had simply paid them in the first place, he said. CSEA is still fighting the lag payroll imposed on other state employees in the courts.

"This is the first step. Pretty soon the state will have to pay back all its workers for the lag and more interest," McDermott said. "The state's arrogant attempt to squeeze its workers in order to save money is going to cost the taxpayers. The state is wasting money right and left and still trying to blame it on the workers."

November is health insurance transfer month

November is Option Transfer Month when you may change your health insurance option for 1992.

This year, the CSEA/NYS Joint Committee on Health Benefits worked with the Department of Civil Service and the state HMO Council and Empire Plan carriers to produce a new booklet called **Profiles**. **Profiles** describes both the Empire Plan and the NYSHIP-approved HMOs in each geographic region.

A total of 27 HMOs are offered again this year. Managed Health, serving Nassau and Queens counties, has been added, and Aetna Health Plans (formerly HealthWays) in Metropolitan New York, Long Island and New Jersey has dropped out. Prepaid Health Plan, in the Syracuse area, is expanding its service area to include Cortland County. WellCare, in the lower Hudson Valley, is expanding northward. Capital District Physicians' Health Plan (CDPHP) will not be allowed to accept new enrollments for 1992.

Profiles will be produced in four regional versions: Lower New York and New Jersey; Upper & Mid-Hudson; Central New York; and Western New York. A statewide version will be available to agency health benefits administrators.

The appropriate version was mailed third class to your home address in late October. Study **Profiles** carefully and contact the plans directly, if necessary, so that you understand the health insurance plans available to you and your family and are prepared to choose wisely.

Use **Profiles** and your Benefit Choices Guide together

After you receive **Profiles** in the mail, look for your Benefit Choices Guide to be distributed at your agency. The guide will contain rate information and the option transfer deadline. Agencies will receive the

guides in November. By labor-management agreement, you will be given 30 days from the date rate information is distributed to your agency to make your choice.

Premium payments

As you read the rate schedule in your guide, remember that whether you are enrolled in the Empire Plan or an HMO, the state pays 90 percent of the cost of your premium for Individual coverage and you pay the remaining 10 percent. For family coverage, the state pays 90 percent of the cost of your premium as the enrollee, plus 75 percent of the additional cost for family coverage regardless of the number of dependents.

If you decide not to change your health insurance option, you do not have to take any action.

Two additional choices to consider for active state employees

Pre-tax Contribution Program

If you want to change your tax status for 1992 health insurance premiums under the Pre-tax Contribution Program, you should see your agency health benefits administrator by November 30, which is the IRS-imposed deadline. This program is explained in the NYSHIP General Information book for employees represented by CSEA. Your General Information book was mailed to your home in December 1990.

No action is required if you wish to keep your current pre-tax option.

Dependent Care Advantage Account

You may also enroll in the Dependent Care Advantage Account Program established by the Labor-Management Child Care Advisory Committee. If you may be interested in setting aside pre-tax dollars to pay for qualified

dependent care, be sure to obtain an enrollment brochure from your agency health benefits administrator. Act promptly; enrollment opened for this program on Sept. 16 and will close on Nov. 15. **If you participated in 1991 and wish to continue, you must re-enroll now.**

Special information concerning the Capital District Physicians' Health Plan

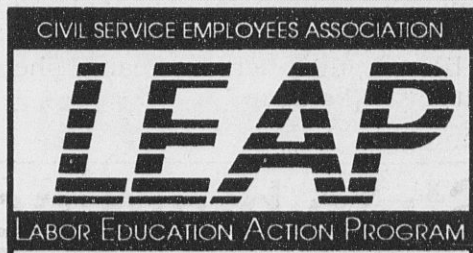
Due to a unanimous decision made by the Health Maintenance Organization ((HMO)) Workgroup, no new enrollments will be allowed into the Capital District Physicians' Health Plan (CDPHP) for the plan year 1992.

The HMO Workgroup is comprised of representatives from the Joint Labor-Management Committee on Health Benefits. Every year, each HMO requesting to participate in the state's health insurance program is reviewed. This review may consist of administrative or benefits clarification or, if necessary, a face-to-face interview.

Ongoing concerns with CDPHP in respect to cost versus benefit levels has made us take a second look at this health care plan to ensure our membership, along with New York state, is purchasing and receiving quality health care.

To bring this HMO up to the expected level of quality required from a participating health maintenance organization in the state's health insurance program, we have agreed to meet collectively with CDPHP throughout 1992 to address the areas found to be deficient and to work towards meeting the HMO workgroup's goals and objectives.

If you are currently enrolled in the CDPHP option, you may remain a subscriber in 1992 or transfer to another HMO option or The Empire Plan. This action will affect all active as well as retired employees who reside or work in CDPHP's service area.



Applications deadline Nov. 25 for LEAP Spring '92 semester; funds limited, restrictions apply

IS THERE A SPRING 1992 SEMESTER?

Yes, but due to the fact that contract negotiations between CSEA and NYS are at an impasse, only limited funds are available for the Spring 1992 semester. There is only enough money to fund approximately 40% of a normal LEAP term.

WHO CAN APPLY FOR THE SPRING TERM?

Only Fall 1991 applicants who were turned down SOLELY FOR BUDGETARY REASONS will be eligible to apply for the Spring 1992 semester.

Because our Spring funds are *reappropriated* funds, they may not be used to pay for "new business" or "new initiatives" which would include "new" applications for the coming term. Consequently, we can only accept applications from those who applied for Fall 1991 and who were denied due to the lack of available funds.

Vouchers will be issued to these eligible applicants based upon available funding and their rank in LEAP's priority system which reflects both past history with LEAP and the applicant's length of service.

HOW DO YOU APPLY FOR THE SPRING 1992 SEMESTER?

1. Eligible members will receive a LEAP catalog and an application from LEAP in the mail by Nov. 1, 1991.
2. Applicants should seek academic advisement from their LEAP school before completing the application form.
3. Applications must be RECEIVED by LEAP by Nov. 25.
4. Vouchers will be mailed to students in early December.

WHO WILL NOT BE ABLE TO APPLY?

Unfortunately, due to limited funds and for the first time in LEAP'S history, we will not be able to accept applications from:

- anyone who received a Fall '91 voucher.
- first time new LEAP applicants
- prior LEAP students who did not apply for Fall '91 and get denied for budgetary reasons.

FOR MORE INFORMATION OR ASSISTANCE
CALL THE LEAPLINE 1-800-253-4332

Union wins Bronx PC member his job and a year's back pay

BRONX -- Secure Care Treatment Aide Sylbert Dennis, a 16-year CSEA Bronx Psychiatric Center Local 401 member, celebrated Labor Day by cashing his arbitration award check for his full back pay and lost benefits of nearly \$14,000.

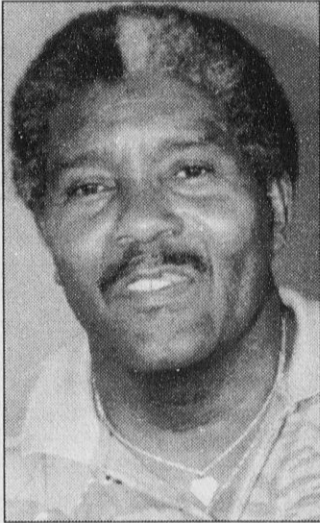
After almost a year's suspension without pay on groundless patient abuse charges, Dennis had only the highest praise for CSEA's legal counsel, attorney Glen Faber.

"My union attorney was magnificent," Dennis said.

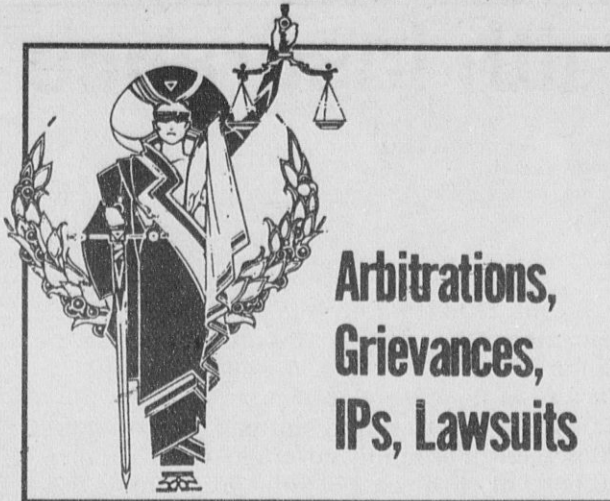
"I've worked almost every ward here and been dedicated to our patients," Dennis said. "To have

something like this happen leaves you feeling like somebody decided to make a scapegoat out of you."

Though relieved to be fully vindicated and back at work, Dennis is embittered by the callous treatment he suffered from Bronx PC management, despite his



SYLBERT DENNIS



unblemished service record.

He urged management to examine patient abuse complaints more carefully before resorting to the "very radical step of putting employees out."

Arbitrator Josef P. Serifman's decision accused the state of sending "contradictory signals" by first placing Dennis on administrative leave without pay for three months, then reinstating him for three months, then suspending him in July 1990 on a charge dating back to October 1989.

"Clearly Dennis was not considered a threat to the patients," Serifman said, noting the eight-month delay in bringing the charges.

"We never doubted his complete innocence," Local 401 President C. Daniel Plumey said. "He is the nicest gentleman you would ever want to meet and it's given this CSEA local the greatest pleasure to get him a victory like this."

Out-of-title win doesn't end fight for keyboard specialist

YONKERS - Keyboard Specialist Ossie Jenkins recently won an out-of-title grievance awarding her the pay of a grade 9 secretary I, but her fight isn't over yet.

Jenkins, an employee of the Department of Motor Vehicles, has been performing the work of a Grade 9 Secretary I for years but state regulations keep her from being officially appointed to the position. Still, CSEA Mid Hudson Valley State Employees Local 009 President Vinnie Lord said the union will continue to fight for her.



CSEA MEMBER OSSIE JENKINS

Jenkins was told she was not qualified to be upgraded to a grade 9 because she failed the test for secretary I. She does the work of a secretary I because no one has ever been appointed to the position in her office, Lord said. In fact, 17 people were interviewed for the position and all turned down the job, he said.

Ironically, Jenkins would have to train a newly appointed secretary I if one was hired and she would still have to continue to perform the same duties.

"The workload is heavy and hectic here," said Jenkins who has given up vacations to keep up with the workload.

Although the letter which informed her that she was to receive out-of-title pay also specifies that she is to cease from performing the duties, Jenkins said she has to continue to do her job.

"I've been doing it here for years," she said, "It has to be done."

Hazardous duty pay for Arthur Kill workers; employees were being treated like inmates

STATEN ISLAND - CSEA Arthur Kill Correctional Facility Local 010 clerical employees got a big morale boost when they finally won hazardous duty pay.

The hazardous duty pay grievance filed last June had a greater impact because 100 percent of the affected clerical workers signed an appeal letter that accompanied the grievance, CSEA Shop Steward Bob Richards said.

"Because people are the union, if they stick together, they can accomplish anything," he said.

CSEA member Ann Marie Delinikolaou, an Arthur Kill calculations clerk, said when her office was relocated to a locked secure prison area, management told clerical workers "not to start any trouble," by requesting hazardous duty pay.

The medical workers who formerly occupied the area where CSEA clerical employees now work did receive hazardous duty pay, CSEA Labor Relations Specialist Charles Bell said.

"Where they are now, these women are easily accessible and highly susceptible to inmate misbehavior and problems," Richards said.

"Before the budget cuts we were 12 clerical employees with one inmate working in our office, and the office wasn't located in the locked, secure part of the prison," Delinikolaou said. "Now there are five of them and 10 of us working behind locked doors and the clerical employees aren't

permitted to have any keys. We're all locked in together."

Winning this grievance for hazardous duty pay put the Corrections Department on notice that they "can't treat union members like inmates," Bell said.

In Albany

Late breaking news

State building evacuated twice in two days, fifth time in year; CSEA calls it 'unconscionable'

ALBANY - CSEA is incensed over conditions in a state office building which required two evacuations in as many days and medical attention at hospitals for dozens of workers.

"This is unconscionable," said CSEA President Joe McDermott. "Our members deserve a safe workplace free from preventable hazards."

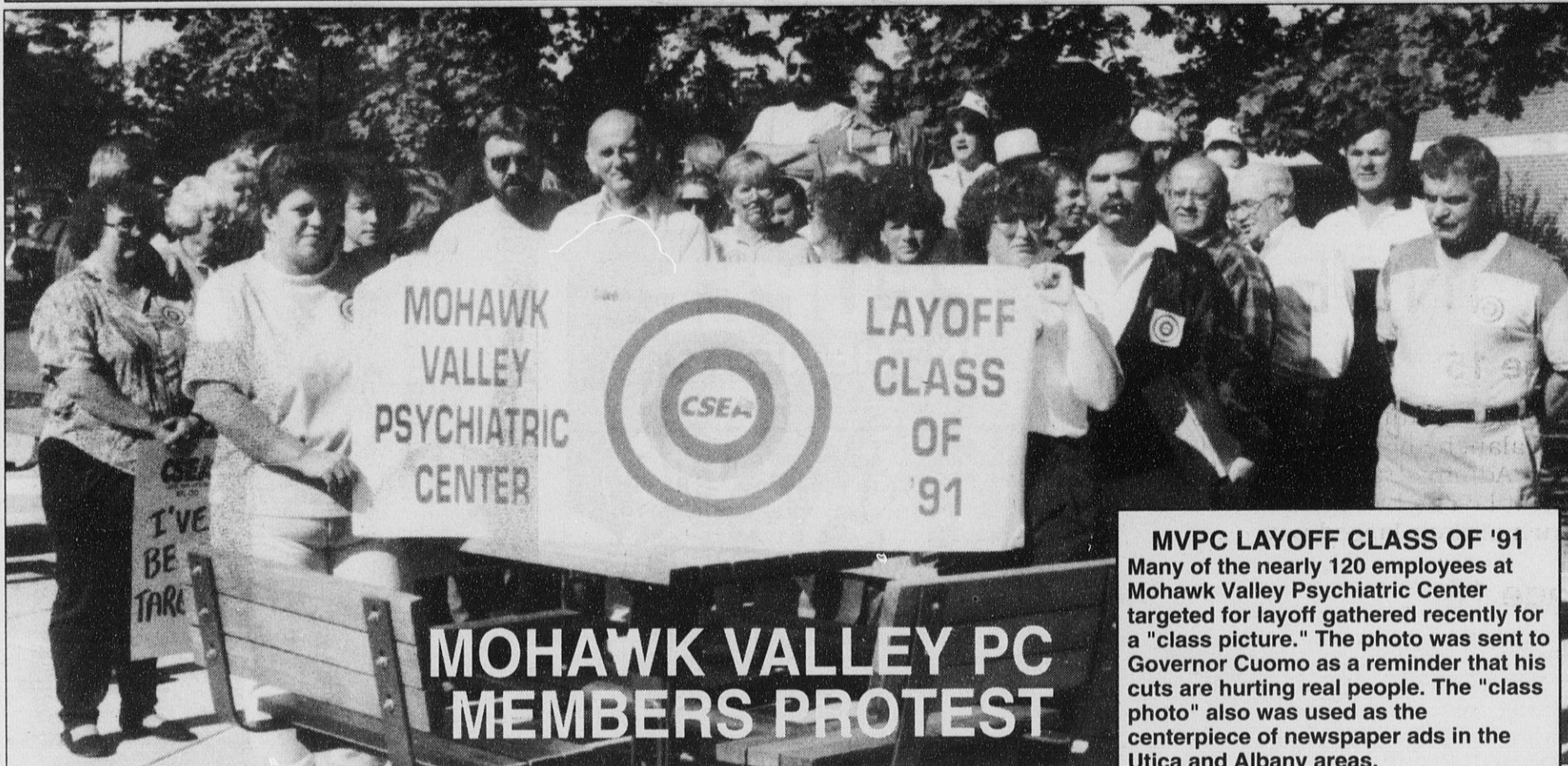
Building Eight of the state Office Campus complex in Albany houses employees of the Department of Taxation and Finance. Noxious fumes circulated through the building causing headaches, dizziness, nausea, sore throats and the evacuation of more than 2,000 employees

on two consecutive days in late October. It was the fifth time this year employees were evacuated from Building Eight.

State officials had not been able to pinpoint the cause of the latest problem as this issue of *The Public Sector* went to press. Workers complained for a third straight day of problems associated with noxious fumes but the state refused to close the facility.

"This is a sick building and they'd better find out what the problem is," McDermott said.

Complete coverage of the evolving situation will appear in the next edition of *The Public Sector*.



MOHAWK VALLEY PC MEMBERS PROTEST

MVPC LAYOFF CLASS OF '91
 Many of the nearly 120 employees at Mohawk Valley Psychiatric Center targeted for layoff gathered recently for a "class picture." The photo was sent to Governor Cuomo as a reminder that his cuts are hurting real people. The "class photo" also was used as the centerpiece of newspaper ads in the Utica and Albany areas.

CSEA turns the screws on OMH

For a better MH system

CSEA's campaign for a better mental health system, including the development of state-operated alternative care facilities and better use of the experienced state workforce, continues across the state.

CSEA is pursuing discussions with the Governor's office and the state Office of Mental Health (OMH) to get the state to live up to its responsibilities to mentally ill people and state employees. But until there is iron-clad commitment, CSEA will keep up the pressure.

The following are examples of recent union actions in different locations:

Mohawk Valley Psychiatric Center

An exchange between CSEA officials and Governor Mario Cuomo over irresponsible cutbacks and service gaps at Mohawk Valley Psychiatric Center received considerable media attention in Utica and Albany. It also sparked a CSEA newspaper advertisement (see photo above) that put Cuomo's policies into human terms.

The issue mushroomed after MVPC CSEA Local President Bud Mulchy and others confronted Cuomo during a visit to the center and challenged him over his policies and their impact on people. Cuomo promised to meet with CSEA but then ignored repeated attempts to set the meeting up.

Discussions with Cuomo's office were finally begun after CSEA drew public attention to the situation.

Elmira Psychiatric Center

CSEA is blasting OMH for lack of follow-through on a plan to ensure the future of the psychiatric center. After holding Elmira PC hostage with threats of immediate closure during the state budget crisis earlier this year, OMH persuaded local

government officials to develop a plan for a shared use of the PC campus, which would retain most state services while adding a variety of local services.

While CSEA was involved with the coalition developing the plan, the union has remained critical of OMH for shifting responsibilities onto the localities.

CSEA's point was reinforced at a coalition meeting in late September when OMH officials failed to deliver their promised endorsement of the plan. CSEA Executive Vice President Danny Donohue, who attended the meeting to deliver CSEA's cautious support for the coalition approach, told local officials and the media that the situation is typical of OMH irresponsibility.

Kings Park Psychiatric Center

CSEA Kings Park Psychiatric Center Local 411 mourned the death of quality mental health care with a funeral march, complete with eulogy, black ribbons and a casket.

Nearly 125 mourners followed the casket as it traveled the main road through the grounds and finished at the entrance to the facility. CSEA Executive Vice President Donohue was among the marchers.

"Gov. Cuomo seems to forget that mentally ill people and those who serve them are part of the family of New York and should not be sacrificed in the name of politics or the almighty buck," Local 411 President Michael Montanino said in delivering the eulogy.



CSEA REGION I President Gloria Moran addresses crowd after CSEA Local 411 President Mike Montanino, at Moran's left, read the eulogy. Holding CSEA banner at left is CSEA Statewide Executive Vice President Danny Donohue, who marched in the funeral procession.



State News

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State Liquor Authority workers fight an avalanche of work. Also, Office of Court Administration workers protest layoffs but celebrate the return of their lagged pay.

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Important information on the health insurance option transfer period and the modified LEAP (Labor Education Action Program) rules for the spring semester.

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CSEA wins grievances and arbitrations for members. Also, the union protests sickening fumes that evacuate a state office building in Albany.

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CSEA fights for a better mental health system across the state with marches, banners and even a funeral.

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PEOPLE IN THE NEWS

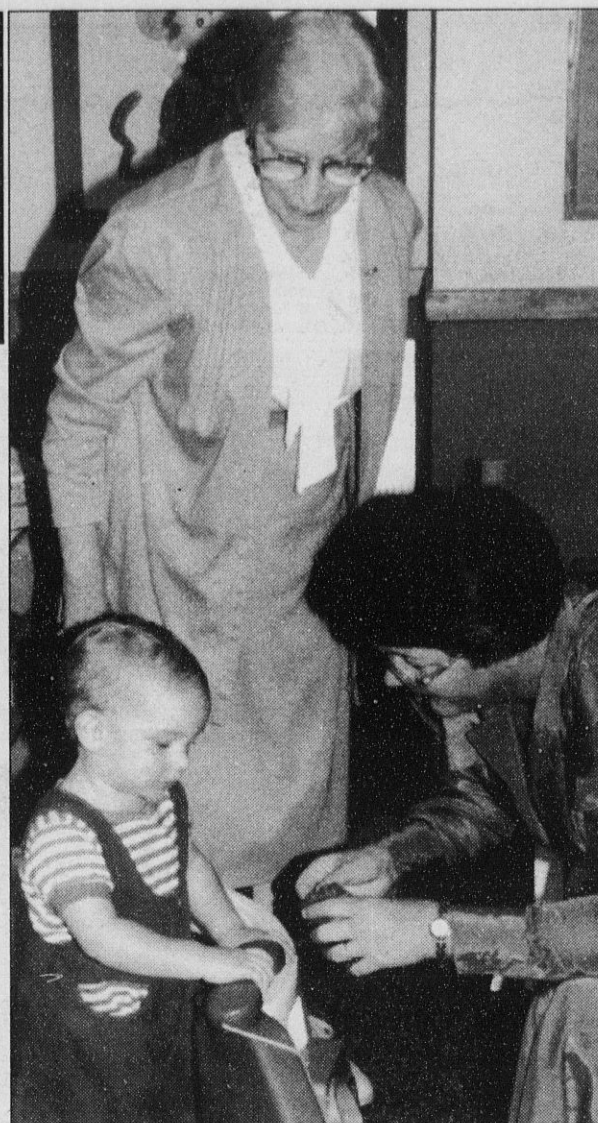


Local 652 awards scholarships to members

CSEA Employee Retirement System Local 652 recently established a scholarship award for local members who are continuing their education.

Local President Karen Jazvinski and the Scholarship Committee recently presented the first awards to Barbara Johnson, Jim Henchey, Joyce Williams and Kevin Mack.

Johnson is a second-year student in the Cornell University's Women's Program. Henchey is working toward a degree in business administration at Hudson Valley Community College. Williams is working toward a bachelor's degree in psychology and business administration at St. Rose College. Mack is working toward a bachelor of science degree at SUNY at Albany.



CSEA STATEWIDE Secretary Irene Carr watches as 16-month-old Joshua Munger gets help in playing at the new day care center at the state office building in Watertown. With him is his mom, CSEA member Cathy Munger, who is also on the day care center board of directors.

New day care center opens at Watertown office building

WATERTOWN -- CSEA statewide Secretary Irene Carr joined the opening ceremonies for the new First Step Day Care Center at the Dulles State Office Building.

The center will serve 55 children from eight weeks to school age. One of 48 centers funded through the state's Labor/Management Committees, the center, Carr said, was a huge achievement.

Changes in EBF program effective as of Nov. 1

The CSEA Employee Benefit Fund (EBF) Prescription Drug Plan implemented cost-containment modifications as of Nov. 1 to offset escalating costs in the prescription drug industry.

Participating CSEA members will continue to enjoy the same low co-pay cost for the popular benefit, however.

The changes will reduce operational expenses in the face of rising prescription drug costs to enable CSEA EBF to continue to provide a sound health care program at no increase in cost to CSEA members, EBF Chairman Joe McDermott said.

The changes will: reduce the quantity of pills available per prescription under the EBF mail service program from a six-month supply to a three-month supply; exclude several classes of drugs readily available without prescription over-the-counter; and require that prescriptions be written generically when a generic substitution is available.

"These changes will allow CSEA EBF to continue a high quality drug prescription program with no increase in cost to our eligible members by containing the operating costs of the program itself," McDermott said.

Drug program expenditures to CSEA EBF rose dramatically from \$32 million in fiscal year 1990 to \$41 million in fiscal year 1991. Despite cost-containment adjustments last fall it is projected that expenditures will exceed \$39 million in the current fiscal year.

EBF officials estimate requiring generic prescriptions where available will save about \$3.5 million annually. Nearly all prescriptions will be required to be generic but seven therapeutic drug categories will be excluded from the generic requirement. Members who insist on brand name drugs must pay the difference between the cost of the brand name and the generic equivalent. An appeals process will be available in

those cases where the physician insists on prescribing a brand name rather than a generic drug.

Excluding certain classes of drugs readily available over-the-counter should save an additional \$500,000 annually. The following classes of drugs will no longer be included under the CSEA EBF Prescription Drug Program: multivitamins; smoking deterrents, Rx; anti-obesity and other preps; other ethical vitamins; anti-dandruff preparations, anti-obesity, schedule II; B-complex vitamins; oral cold preparations, OTC; and vitamin-K and related.

Reducing to three months the quantity of pills available per prescription by mail order is expected to save \$200,000 per year while reducing waste, ensuring freshness of drugs and making it more economical and efficient for long-term prescriptions to be changed if needed.

The modifications became effective Nov. 1, 1991.

Your 1992
CSEA calendar
is inside this
edition .

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THE PUBLIC

Sector

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