

*In Memory of
Florence A. Pike
Phyllis K. Caslin
Denise Miller Van Amburg
Nancy J. Wheeler*

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Handicap is no issue for CSEA member and co-workers in Town of Newburgh. Progress in Monroe County budget, but problems in Delaware County.

CSEA wins dispute over insurance premiums

NIAGARA FALLS — Thanks to CSEA, Niagara County CSEA member Synobia Gordon will now have her full health premiums paid.

Gordon worked in the Department of Social Services when she was laid off. She was rehired after 13 months. Under the contract, employees who work for the county for five years get their health insurance premiums paid in full.

But five years from her start date, the county insisted she had to work another year because she had left service for more than a year.

CSEA successfully argued that the 13 months did not constitute a break in service. The county will owe her \$1,800 in premiums which she has paid.

Niagara County CSEA member wins thousands over out-of-title work

LOCKPORT — A CSEA Niagara County Unit member won nearly \$6,000 in back pay after the union pursued an out-of-title complaint.

Kari Chorazy, a physical therapist at

Mount View Nursing Home in Niagara County, was hired in June 1991. She did the work of the the senior physical therapist because the job was vacant.

Although she had all the qualifications

for the job, Chorazy was not appointed.

After CSEA filed an arbitration, the county settled and agreed to pay the physical therapist more than \$6,000 in out-of-title back pay.

Royal Bragin scholarships awarded

MINEOLA - The CSEA Nassau County Probation Department Unit recently awarded scholarships to two family members of unit members.

The second annual presentation of the Royal Bragin Memorial Scholarships for continuing education took place at the Probation Department offices recently. The scholarships were created by the union to commemorate the memory of Supervisor Royal Bragin, a Probation Department employee for 20 years.

Unit President Jane D'Amico said Bragin had a distinguished career in the

department and was also a dedicated member of the CSEA board.

The two \$500 scholarships were presented to Elizabeth Buckley Colgan, daughter of Probation Officer Helen Buckley, and to David Scott Thomas, the grandson of Transcribing Machine Operator Mildred Guarini.

Colgan attends SUNY at Farmingdale where she expects to receive her degree in science in 1993.

Thomas attends Yale University, studying English. He expects to receive his bachelor's degree in 1994.

In Orange County, member issues

A plea for burn victims

MT. HOPE - What was to have been the beginning of a new life for two families has turned into a nightmare for two young children. Now CSEA members are being asked to help.

The niece of CSEA member Margaret Trentacosta was one of two children badly burned in a propane gas explosion.

Bridgett, 7, and Kelli, 6, were each burned over 70 percent of their bodies. When the explosion occurred, the two girls were playing in the house that Bridgett's mother and Kelli's father had rented for the newly blended family that includes 11-month-old Keelin. Bridgett's mother, Jessica Everett, and the baby escaped serious injury.

At the Westchester County Medical Center Burn Unit, the two have undergone numerous painful procedures to keep them alive. Kelli also suffered a broken arm and pneumonia. Although doctors say that Bridgett is stable, the prognosis for both

children is cautious. The beginning of skin graft procedures has started for both girls, but each operation puts the children at risk for serious infection.

For now, the future holds hope, but the family has been devastated by expenses that are not covered by insurance, including the cost of a motel for the parents in Westchester County and transportation to and from the hospital.

Trentacosta, Ms. Everett's sister, is hoping CSEA members will open their hearts and help the family. Fund-raising efforts in the Orange County area have raised some money over the last month.

Trentacosta, a six year employee and account clerk for the Ramapo Catskill Library, is a member of Local 730.

Anyone wishing to make a donation can send their contribution to the Bridgett and Kelli Burn Relief Foundation, c/o Middletown Mazda, 200 Dolson Ave., Middletown, NY 10940.

THE PUBLIC Sector

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A tragedy in Watkins Glen

Four CSEA members killed

By Mark M. Kotzin

CSEA Communications Associate

WATKINS GLEN - Grief, pain, horror, shock, disbelief and fear were the most common emotions expressed throughout CSEA and Schuyler County over the recent tragic deaths of four Schuyler County CSEA Local 849 members, killed simply because they were doing their jobs.

Killed were Phyllis K. Caslin, Florence A. Pike, Denise Miller Van Amburg and Nancy J. Wheeler.

The four women, three of whom were CSEA officers, were killed on Oct. 15 when a man carrying a semiautomatic handgun walked into the second floor offices of the county Department of Social Services (DSS) Support Collection Unit where they worked, shooting each of them.

The gunman, identified by police as John Miller of Ohio, then turned the gun on himself and committed suicide in front of police. Miller was reportedly angry at the support collection unit for tracking him down and garnisheeing his wages for missed child support

payments. He had been arrested more than six times in the past 20 years for failing to pay child support for his daughter, now 26.

In the aftermath of the tragedy, a small community was left grieving. Families, co-workers, bosses, friends and union leaders were all shocked over the senseless killings. CSEA President Joe McDermott expressed his sorrow, noting that unfortunately it was not uncommon for violence to be directed at social services workers.

"Everyone at CSEA mourns the deaths of the Schuyler County Social Services workers," McDermott said. "Unfortunately, this senseless tragedy makes clear the constant danger that social services workers, and many other public employees, face on the job every day.

"CSEA will honor their memory by continuing to make every job site in New York safer."

CSEA Central Region President Jim Moore echoed those thoughts, saying that CSEA had "lost some of our best and brightest in an instant." He met almost immediately with the County Legislature, CSEA Occupational Safety and Health Specialist John Bieger, CSEA Labor Relations Specialist Merwin Stevens and Local 849 President Sue Brill to address the union's concerns. They discussed measures to limit building access, additional building security and counseling for employees.

The legislature was "extremely receptive" to the union's input and credited them for acting quickly and professionally in dealing with the situation, Moore said.

To help employees deal with the tragedy, the legislature immediately declared the next day an emergency and brought employees in to hear their concerns and make them aware of available counseling. Several area clergy were also present to help the employees deal with their feelings.

According to Local President Brill, a DSS

employment coordinator, those feelings ranged from pain to fear.

"We're feeling grief for the people we lost, the fear for the people that are left, and the anxiety over how we can prevent this from ever happening again," Brill said. "There isn't a person in our department who hasn't been threatened at one time or

another. We want to feel as safe as we can in these jobs. We owe that to the women who were killed, as well as those of us who are left."

A few days after the tragedy a host of CSEA staff and officers helped pay tribute to the victims and their families in a community-wide memorial service in Watkins Glen.

"We must use this opportunity to not only reach out to one another in our time of

sorrow, but must also reach out to the other counties and states around us, to prevent things like this from occurring again," Moore told the gathering of families and friends in a packed auditorium.

"We must not let ourselves remain victims of this tragedy. It won't be easy, but we must support each other and move on. As long as we remember the good things about our union sisters, they will always be with us. They will always live on in our memories," he said.

During the memorial service, Moore presented Legislature Chair Angeline Franzese with a plaque from the region honoring the memories of the workers. Franzese said she

In memory of

- **Phyllis K. Caslin**, 54, a Support Unit investigator and CSEA Local and Unit treasurer. She had worked for the county for 18 years, served as a former CSEA Local president and was the mother of three grown children;

- **Florence A. Pike**, 60, the Support Unit supervisor and CSEA Local and Unit secretary. She had worked for the county since 1972, and was married with three grown children;

- **Denise Miller Van Amburg**, 28, an account clerk who worked for the county for two years. She was married with two young children; and

- **Nancy J. Wheeler**, 48, a senior account clerk and CSEA Unit vice president. She had worked for the county for eight years, and also served as the Local's grievance chair. She was married with three grown children.

Memorial fund established

The Schuyler County Legislature has set up a fund called the "Schuyler County Workers Memorial Fund" to assist the families of the victims.

CSEA members wishing to contribute can make checks payable to "Schuyler County Treasurer - Memorial Fund" and send them to:

**Schuyler County Treasurer
105 Ninth Street
Watkins Glen, NY 14891.**

was thankful for the union's support.

"We appreciate the support that CSEA has been to both our employees and our county government in our time of need. Together, we will hopefully have a better place for everybody in the future," she said.

Local President Brill said that the tragedy was especially hard on the union, because Caslin, Pike and Wheeler were so active.

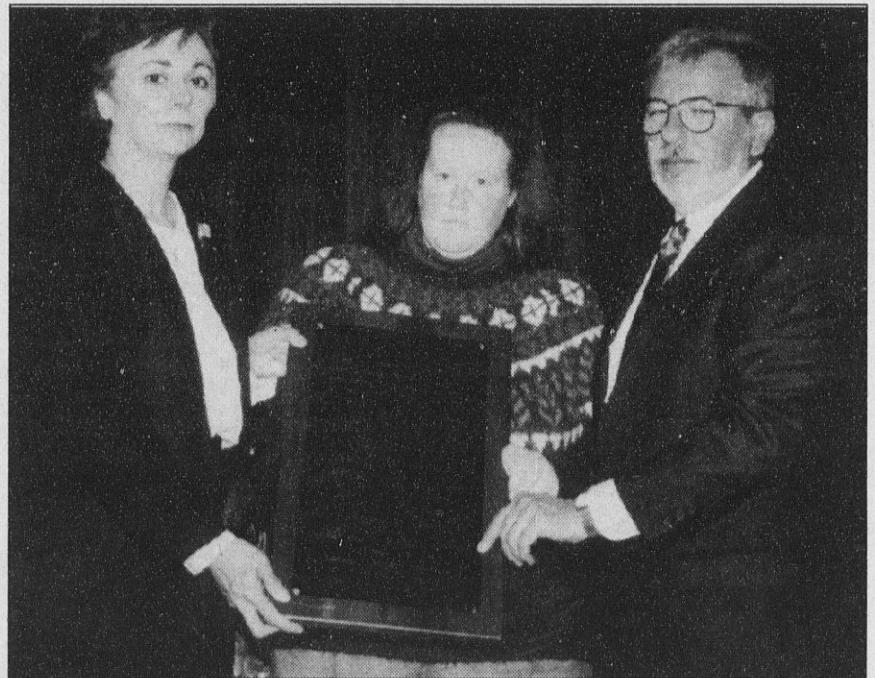
"They didn't just do their jobs - they reached out to their fellow employees through their union activism," she said. She remembered them fondly.

Florence Pike, she said, was someone who loved to travel and read. As a former local president, Brill said Florence lead the union through "some of our toughest fights. The union was something she felt very strongly about."

Phyllis Caslin, Brill said, put everyone at ease. "In a job that you naturally make people angry, she was just the kindest person. If anyone could do the job without making people angry, it was her. She was a quiet woman, but had tremendous strength."

Denise Van Amburg, Brill said, was well liked throughout the building. "It's hard when you're relatively new, but she would always reach out to people," she said. "Even if it was just to say hello, she was always smiling."

Brill said sadly that she probably missed Nancy Wheeler most of all in the aftermath of the tragedy, because "she would've been our loudest voice in a situation like this to fight to protect the rights of those of us who are left." She characterized Wheeler as someone who wasn't afraid of anybody, and who would "stand up" for her co-workers no matter what the consequences."



A PLAQUE IN MEMORY of the four slain employees is presented to Schuyler County Legislature Chair Angeline Franzese, left, by Local 849 President Sue Brill and CSEA Central Region President Jim Moore.



Nassau County still CSEA country

Members of Nassau County Local 830 have overwhelmingly reaffirmed CSEA as their labor union of choice.

Members voted to retain CSEA as their union by a margin of nearly 2-1 in a secret ballot union representation election overseen by the American Arbitration Association (AAA).

CSEA has represented Local 830, the largest jurisdiction in the union's local government division, for a quarter of a century.

"Now we can get back to the bargaining table and work at hammering out a new contract for our county members," Local

830 President Rita Wallace noted.

The Local 830 contract, covering about 11,900 CSEA members, expires Dec. 31. Negotiations were on hold during the representative election.

'Now we can get back to the bargaining table and work at hammering out a new contract for our county members.'

-- Rita Wallace

In Onondaga County,

CSEA fights layoffs to bitter end

SYRACUSE - Despite urgent pleas and a strong political action effort from CSEA members in Onondaga County, the union was unable to persuade the county legislature to reduce layoffs called for in the county budget.

Instead, more than 350 county employees will get their pink slips less than three weeks before Christmas.

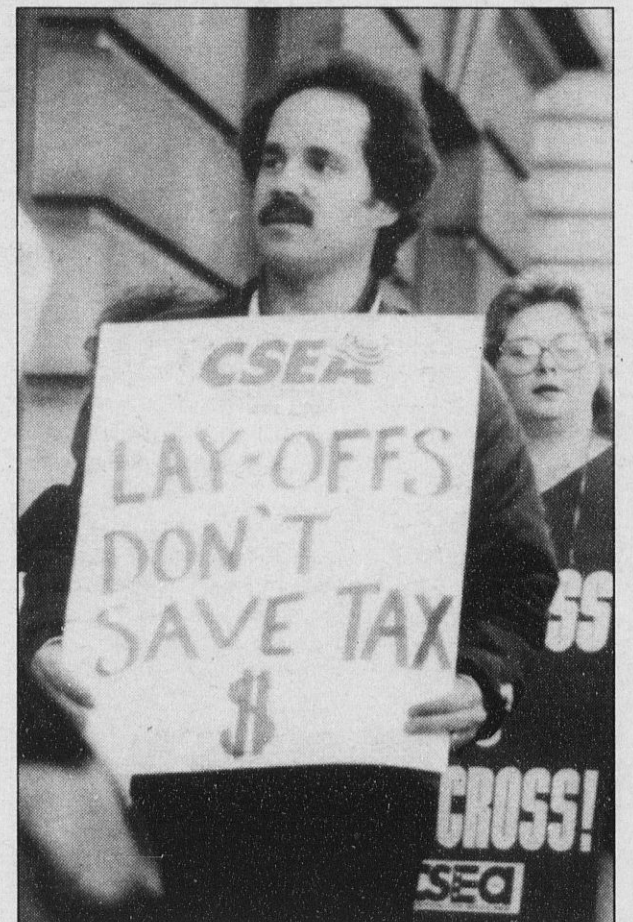
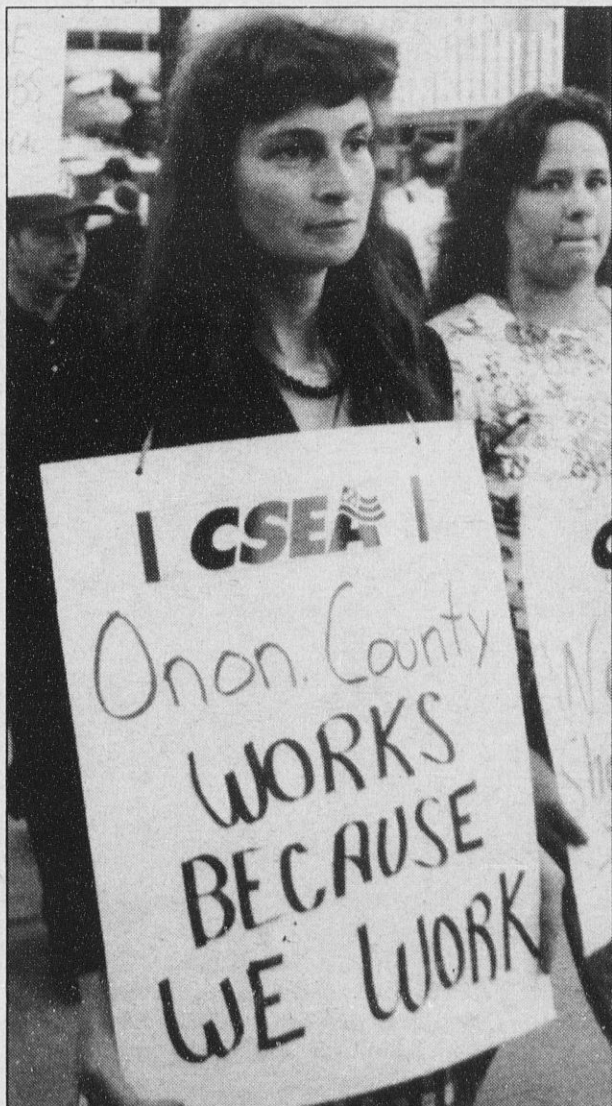
The bad news came after several marathon legislative sessions, designed to hammer out a budget agreement different than the one proposed by County Executive Nick Pirro. CSEA Central Region President Jim Moore spoke in a public hearing before the legislature to reduce the layoffs by utilizing the county's more than \$21 million surplus.

Moore based his testimony on a review of the county's proposed budget by CSEA Budget Analyst Kathy Albowicz. Moore said there are better ways to cut the budget, that layoffs didn't work, and that the county had a responsibility to taxpayers not to cut services unless absolutely necessary. With such a large surplus, the cuts were "irresponsible and unnecessary," he said.

Before the public hearing, Moore joined nearly 400 county workers and supporters in an informational picket to spread the word about the county's large surplus. The workers marched around the county Civic Center and gave out fact sheets to passers by.

Moore and local officers spearheaded an intense political action effort having CSEA members call legislators to urge passage of the CSEA plan. Despite this, the legislators could not agree on a budget plan by the deadline, so the county executive's budget was automatically adopted.

CSEA Onondaga County Local 834 Acting President Joe Alcare said the union will continue to fight the cuts. CSEA is also planning to file an improper practice charge claiming that some employees to be laid off have been targeted because of their union activism, noting that an investigation would



NEARLY 300 CSEA members protested layoffs at an Onondaga County budget hearing

be conducted regarding charges that workers were improperly targeted for layoffs due to union activities.

Services to be cut include the county's dental bureau and bookmobile program, along with significant reductions in the county's social services highway and correction departments.

In dangerous conditions, Rockland workers are

Forced to face rabies

By Anita Manley
CSEA Communications Associate

NEW CITY - Some workers in Rockland County are being forced to face the deadly rabies virus as they hack off the heads of animals in primitive conditions with improper tools and little or no protective equipment.

Determined to end the potentially risky practice, CSEA is fighting with every resource available. The union has gone to court to force the county to stop ordering the environmental health aides (EHAs) to do the decapitations. The state Department of Labor has already inspected the worksite based on CSEA's complaint; its report is pending.

And CSEA has filed a grievance because the practice violates the safety and health clause in the contract.

The EHAs decapitate the animals suspected of having rabies so the skulls can be sent to the state Department of Health labs in Albany for analysis.

CSEA is fighting the assignments because they are not in the EHAs' job description; worse, rabies is easily contracted through contact with infected animals, and the conditions under which the employees perform the work are unsanitary and dangerous, CSEA Labor Relations Specialist Annette Raetz said.

CSEA Unit President Caroline Osinga and Raetz met with the county health commissioner in August, but made little progress.

"We said that to have EHAs perform the work is an inappropriate and unacceptable work practice, that this was not part of the job description and



SOME OF THE TOOLS CSEA members have to decapitate possibly rabid animals -- a knife, pruning shears and bleach as disinfectant.

At left, Rockland County Health Aide Joe Guidice demonstrates how he decapitates animals for rabies testing on a cement slab.

that problems had not been properly addressed by the immediate supervisors," Raetz said. "We cited lack of training and personal protective gear."

Most New York state counties use veterinarians to perform the decapitations. Rockland County officials said they don't hire one because of budget constraints, Raetz said.

The EHAs decapitate animals in a 15-by-18 foot fenced-in area behind an animal shelter. They are expected to use tools such as pruning shears, hacksaws and hunting knives. They previously used an ax. The county recently issued the EHAs new knives, a sharpening stone and a cutting block.

Rather than a sterile stainless steel table, the EHAs bend over a cement slab that doubles as a door stoop to decapitate the animals. Next to the slab is a bucket filled with animal carcasses. Nearby is a crematorium to incinerate the animal remains. The bloody tools are stored in a rusted locker.

After CSEA complained about the unsafe conditions, county officials gave the workers a plastic welder's helmet to protect them from being splashed with fluids from the animals. However, they should also wear protective clothing, according to state health standards.

Employees have a bottle of bleach to use as a disinfectant, but there is no running water in the immediate area and they must wash up in a kitchen sink inside the shelter.

Prior to August 1991, a public health technician performed the decapitations. When he retired, the county assigned the job to the EHAs. Because of the present rabies outbreak, the EHAs have sent more than 230 skulls for testing this year.

Veterinarians should do decapitations, public health veterinarian Dr. John Debbie told Raetz. Training and safety precautions are necessary, he said. A sharp, knife-like instrument should be used in decapitation, he said. If a veterinarian is not

doing the work, those who are doing it should at least get instruction from a veterinarian.

Heads should not be severed by chopping or sawing, Debbie emphasized.

Only after CSEA made the dangerous conditions public did the county finally agree to have a veterinarian train the EHAs.

"The county health commissioner is justifiably concerned with the public health issue (of rabies), but his concern does not appear to extend to the health and safety of his employees," Raetz said.

"We intend to issue personal invitations to the members of the County Legislature to tour the facility."

They are expected to use tools such as pruning shears, hacksaws and hunting knives.

After 24 years on the job,

Wheelchair doesn't hold him back

By Anita Manley
CSEA Communications Associate

Architects of the Americans with Disabilities Act need only look to the Town of Newburgh and police dispatcher Ray Tweed for guidance in enforcing laws protecting disabled workers.

A victim of polio, Tweed has been confined to a wheelchair since he was 19. When he first came to work as a dispatcher for the police department in 1969, the police station did not even have a ramp.

"I was running a nurses registry with the wife of the police chief," Tweed said.

"When the Chief needed a dispatcher, she recommended me."

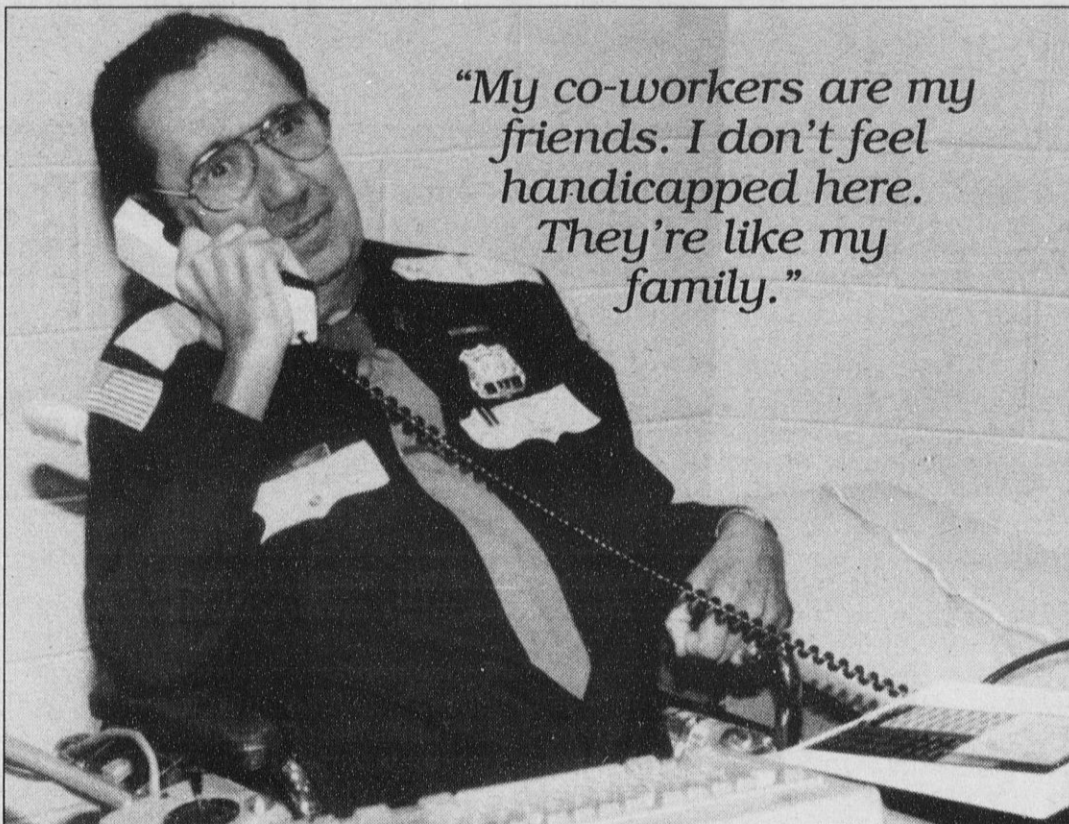
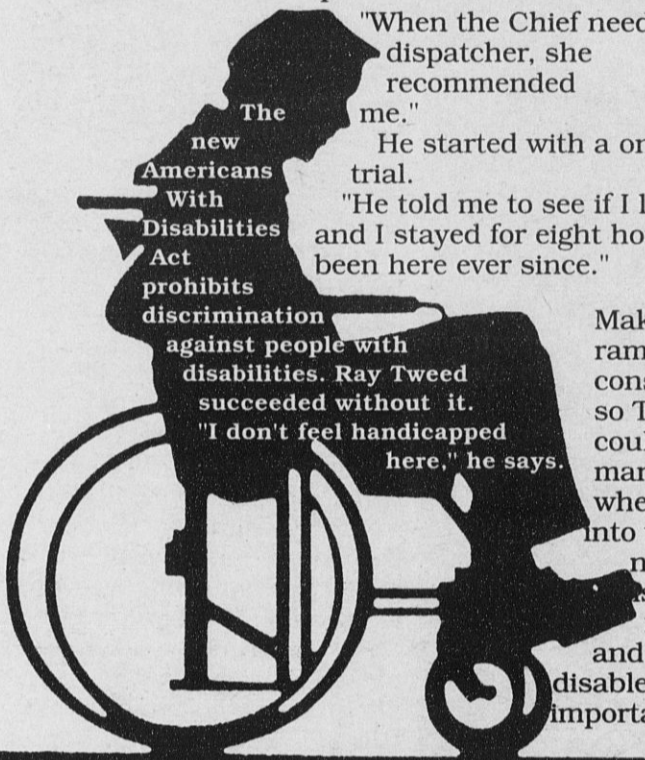
He started with a one day trial.

"He told me to see if I liked it, and I stayed for eight hours. I've been here ever since."

Makeshift ramps were constructed so Tweed could maneuver his wheelchair into work. A

new police building is fully accessible and equipped for the disabled. But more important is the caring attitude of his co-workers.

"We have a beautiful relationship here," Tweed said. "My co-workers are my friends. I don't feel handicapped here. They're like



"My co-workers are my friends. I don't feel handicapped here. They're like my family."

AFTER MORE THAN TWO DECADES as a police dispatcher, Ray Tweed doesn't plan to retire in the near future. "I don't know what I would do" in retirement, he says.

my family."

Recently town police officers obtained a generator for Tweed's respirator in case of a power failure.

Town officials recognized Tweed's dedication to his job in 1990, presenting him with the Republican Man of the Year Award at a banquet in his honor. He also received awards from the Police Benevolent Association and Police Chief John "Terry" Kulisek.

The 24-year employee says he doesn't plan to retire any time soon.

"I don't know what I would do," he said.

Monroe County Unit cautious, optimistic on 1993 county budget

ROCHESTER — CSEA Monroe County Unit of CSEA Local 828 was prepared for the worst when the 1993 proposed Monroe County budget came out.

But so far, their early preparations appear to have warded off serious threats of layoffs and privatization.

"I'm cautiously optimistic," Unit President Flo Tripi said. "It looks like all our services are funded, but contracting out can happen at any time. We have to be on our toes."

The Monroe County Executive ran for office last year on a platform that called for contracting out of county services, CSEA Labor Relations Specialist Karen Spies said. But after CSEA launched a major campaign to reduce hundreds of proposed layoffs earlier this year, he apparently learned his lesson.

"The county administration is starting to realize from its initial efforts that contracting out is just not feasible," she said. "They're starting to realize they have to work with their employees."

The unit is still studying the budget, but so far it looks as if 19 CSEA-represented jobs may be added, Spies said. The county had originally talked of contracting out its new landfill, but the low bid for the project came from the county itself, she said.

But both Spies and Tripi said the preliminary picture could change and they plan to keep a close eye on the budgetary process.

"On the surface everything looks good," Tripi said. "But I don't think we can let down our guard just yet."



A STRONG SHOWING OF UNITY-- Members of CSEA Delaware County Unit and Local 813 demonstrated recently in a show of solidarity as the unit prepares to enter contract negotiations. Difficult bargaining conditions last year resulted in the county imposing a contract for the current year; the CSEA members wanted to send a message to the county that they are more united and determined than ever to win a fair, equitable contract.

A message from CSEA President Joe McDermott

Public pride, not private profits

The drive to privatize public services is a growing threat to CSEA members and all public employees in New York.

Privatization or contracting out is literally a sell-out of government's responsibility to the taxpayers. It is a political quick fix that can lead to a loss of service, loss of accountability and increased costs.

The only real beneficiary of privatization is the private contractor who profits at the public's expense. At the same time the likelihood of corruption and other abuses increases.

Giving government work over to private companies is not a new thing. Long ago governments hired private mercenary navies. These ships were known as privateers, but we remember them as pirates.

CSEA is going to make sure the public understands the similarity between the pirates of yesteryear and the corporations that want to plunder the public till today.

This will not be an easy fight. Some of the country's wealthiest and most powerful corporations are out to take over public services. They see it as an easy way to make money.

These companies will try to sell the idea to politicians as an easy way to eliminate "headaches" in

difficult areas of responsibility.

The truth is however, that the difficult problems of government don't go away. Elected officials are responsible for solving those problems.

CSEA will work through the labor-management process to help elected officials improve the delivery of public services.

This approach is best for our members and the general public. Public employees are on the front line delivering services under the most difficult conditions. We know how to make government work.

If government officials are serious about improving services they will tap into the know-how of CSEA's members.

The choice is a clear one. Dedicated public employees who are on the job 24 hours a day, seven days a week doing some of the toughest jobs imaginable. Or privateers looking to make a quick buck and improve a corporation's quarterly financial statement.

CSEA will speak out on behalf of the public employees and in opposition to the privateers.

Public pride, not private profits! That is our message and we will make sure it is heard.





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The Public Sector is an award winner again, taking two awards in the International Labor Communications Association competition.

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Pride, not private profits, is CSEA's cry as it fights privatization across the state.

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New York state's tax structure favors the wealthy, and the gap between rich and poor is growing. And state tuberculosis tests may have given false results.

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November is Native American Heritage Month. And if you have a legislative suggestion for CSEA's Legislative and Political Action Department, here's how to let us know.

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An important CSEA benefit: The Buyer's Edge.

Fund established for child of slain member

WASSAIC — When Wassaic Developmental Center employee Jackie Sigler was murdered recently, she left a seven-year-old daughter to be cared for.

Sigler's parents are caring for the child, whose father has been arrested for the murder.

A scholarship fund for the child has been established. Anyone wishing to contribute may send donations to the **Sigler Scholarship Fund, c/o CSEA Local 426, Box 426, Wassaic, NY 12592.**

Kelly Fund aids students

CSEA has announced the winners of the J.J. Kelly Scholarships for 1992.

The 1992 winners of the \$1,000 scholarships are:

Renee Ann Hadley of Boston, N.Y., the daughter of the late David J. Hadley, who was a CSEA member employed at the Eden Junior-Senior High School at the time of his death. Renee plans to attend Herkimer Community College.

Kristen A. Schoen of Derby, the daughter of Joseph E. Schoen who was disabled through his work with the state Department of Transportation. Kristen plans to attend St. Francis College in Pennsylvania.

In addition to these scholarships, the

Kelly Scholarship Fund will be used to increase awards to the 1991 McDonough Scholarship winners by \$300; increase awards to the 1992 Flaumenbaum Scholarship winners by \$250; and increase the 1992 McDonough Scholarship awards by \$500.

The Kelly scholarships are given in memory of an attorney who represented CSEA. Since the fund completed its original mission of helping Mr. Kelly's children complete their education, the fund is used for scholarships awarded to the children of CSEA members who have died or were permanently disabled on the job. At times, the fund also supplements other CSEA scholarships.

Central Region helps fire victim

UTICA — CSEA Central Region activists recently came together to work on a relief effort for a fellow activist.

At the region's recent fall conference in Utica, regional activists brought furniture, clothing and money to help CSEA Oswego County Local 838 activist Jeanette Engle, who lost her house and all her belongings in a devastating fire. Fortunately, Engle and her three children escaped harm.

While activists worked to fill a truck with furniture and other household goods, the

regional Executive Board collected more than \$1,000 for Engle's family.

Region President Jim Moore passed the donation along to Local 838 President Charlotte Adkins, who offered thanks on Engle's behalf. More than \$500 was also collected at a recent board of directors meeting in Albany, Moore said.

CSEA members wishing to help out can send donations to: **Jeanette Engle, c/o CSEA Central Region Office, 6596 Kirkville Road, East Syracuse, NY 13057.**

EAP hiring program representatives

The state Employee Assistance Program (EAP) is looking for EAP program representatives to serve in various areas of the state.

Requirements include three years of EAP experience and experience in making group presentations.

For more information, contact EAP

Director Jim Sipes at 518-457-9381

Resumes can be sent to:

Sandra DeMeo, program administrator
Office of Employee Relations
2nd Floor, Core 1
Swan Street Building
Empire State Plaza
Albany, NY 12223

Summary of September CSEA Board meeting

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

In official actions at the September meeting, the Board:

- * Adopted a budget for the fiscal year beginning Oct. 1;
- * Placed in administratorship Local 554 (Goshen Secure Center), Local 433 (Manhattan Children's Psychiatric Center) and Local 003 (Buffalo State Employees);
- * Ratified a tentative agreement with the Field Staff Association;
- * Authorized full health insurance benefit to M/C employees with at least 20 years

CSEA service and provided contingent coverage when such employees find alternate employment prior to full retirement;

* Authorized funds to complete the three year window treatment project at 143 Washington Avenue;

* Initiated mortgage search to finance construction of new Capital Region office building;

* Approved request by Jefferson County Local 823 to enter into a three year lease for office space;

* Approved selection of Carmen Matthews and Grace Ortiz to the Southern Region Political Action Committee;

* Approved selection of Sharon Carraway, Sally Heater and Colleen Signorelli to the Central Region Political Action Committee;

* Approved revised job specifications for in-house positions of Public Policy/Budget Analysis Unit Supervisor, Employee/Member Benefits Unit Supervisor, Technical Services Unit Supervisor and Research Assistant/Analyst;

* Dissolved Local 705 (Metcalf & Eddy Services, Inc./ Chadwick Lake Water Filtration Plant); and

* Added William Deck's name to the CSEA Memorial Plaque.

Questions concerning this summary of actions taken by CSEA's statewide Board of Directors should be directed to CSEA statewide Secretary Irene Carr, CSEA Headquarters, 143 Washington Avenue, Albany, NY 12210, 1-800-342-4146 or 518-434-0191.

LOCAL GOVERNMENT NEWS

Wins multiple awards in international contest

More awards for *The Public Sector*

The *Public Sector* has again been named a multiple-award winning publication in an international journalism contest.

The latest awards earned by CSEA's official publication were won in the

International Labor Communications Association annual journalistic awards contest for publications issued during 1991.

The *Public Sector* was recognized for "best use of graphics" for a display page in the September 1991 edition and for "best front page" for the cover of the February 18, 1991 edition. The award-winning page

featured a photograph of the "Hot Day in February" union rally that attracted 20,000 public workers to Albany to protest proposed state budget cuts.

The *Public Sector* has been a multiple-award winner every year the publication has been entered in the international contest.

The annual contest attracts about 1,200 entries from several hundred publications.

CSEA's official publication has been a multiple-award winner every year the publication has been entered in the International Labor Communications Association's annual journalistic awards contest

GENERAL NEWS SECTION

When Forbes magazine ran this ad insulting to public employees ...



CSEA/AFSCME responded with this hard-hitting rebuttal in the New York Times!

FORBES THINKS OUR JOBS ARE A JOKE. DALE AND HER 15 AIDS PATIENTS AREN'T LAUGHING.

At New York's Nassau County Medical Center Dale Considine runs from room to room changing the bedclothes of 15 AIDS patients. With her medication duties, taking vital signs every two hours and four hours of daily charts and paperwork, there is too little time to provide emotional support to those on her wing. Dale works on the AIDS floor from 7pm to 7am. In a 12-hour shift she can ease physical pain but not all of the mental anguish.

Dale is an RN. A supervisor by county definition, a nurse by profession and sole care-giver by necessity.



How the AFSCME/CSEA ad evolved

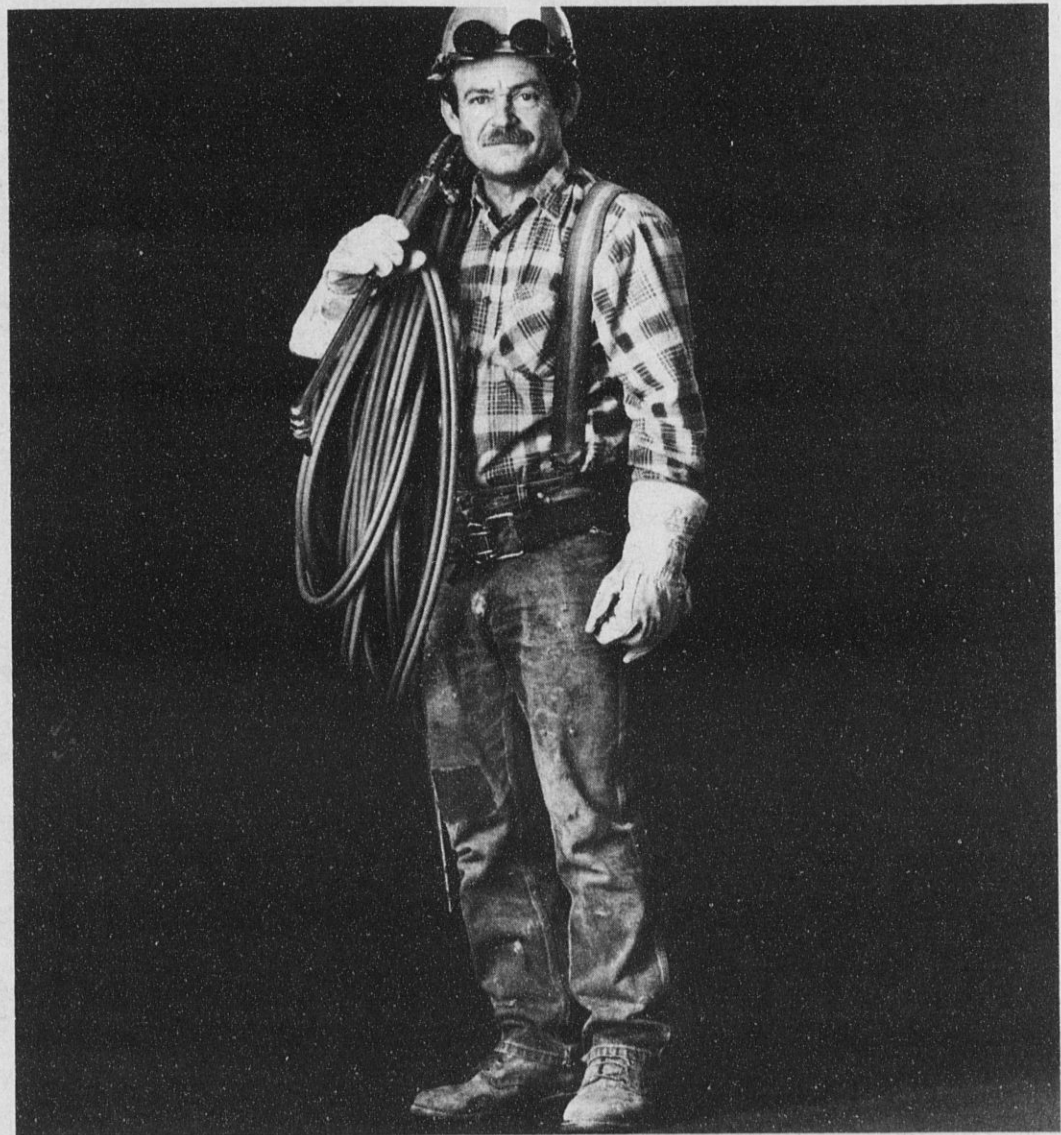
When CSEA President Jon McDermott saw the outrageous Forbes ad in a national publication, he immediately conferred with AFSCME President Gerald W. McKeown to plan a CSEA/AFSCME response. CSEA Nassau County Local 630 member Dale Considine, RN, who works at the bustling Nassau County Medical Center, was ultimately selected to represent all CSEA/AFSCME members in the union ad as an example of all public employees and the invaluable services they provide.

In addition to RN Dale Considine, two other CSEA Local 630 members were also considered for the union ad. All three were ideal examples. Also considered were RN Deborah Bailey, RN, and RN Patricia McKenna, RN.

Forbes thinks public service is a joke. Dale's patients and America's public employees don't.

14 September 1991

Portrait of the Great American Investor



THIS PAGE combining an ad, photographs, headlines and copy won an award for "best use of graphics" in an international journalistic contest.

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'Government has a responsibility to provide public services to everyone in our society, not just the wealthy who can afford to buy these services. Government cannot meet that responsibility by contracting out its functions to private sector profiteers.'

— CSEA President Joe McDermott



Privatization is a gimmick that has repeatedly failed at every level

CSEA instrumental in Brookhaven saving millions by not privatizing public projects

BROOKHAVEN — CSEA has been instrumental in saving the Long Island Town of Brookhaven millions of dollars by convincing officials that contracting out is not the answer.

When CSEA Suffolk County Local 852 President Bill Walsh heard the town was putting out bids for private contractors to handle the capping of filled sections of the Brookhaven landfill, he immediately approached the director of landfill operations and made a case for keeping the work in-house.

"The lowest bid that came in was for \$7.1 million," Walsh said. "Three-and-a-half million dollars was a set fee for a special liner, including installation. The rest was to pay for the work."

"I figured out that we could do all the other phases of capping ourselves at a savings of \$3 million, including all necessary overtime," Walsh said.

The town agreed and the employees have been doing the work themselves.

Unfortunately, however, the town failed to plan for the next area that had to be capped and is now looking to contract it out before they miss the state-mandated deadline.

According to Walsh, the town had the employees working on other projects from January to June this year, making it virtually impossible for them to complete the last phase of capping the first area as well as completing

all phases of capping the additional area.

"Poor planning will cost the town approximately \$1.3 million more than if we did the work," Walsh said. "The town should have been aware the deadline was approaching and given us the opportunity to handle it."

Walsh chaired a Solid Waste Taskforce created in 1989 by CSEA President Joe McDermott. That taskforce issued a report on the economic and environmental impact of handling solid waste throughout New York.

"So many towns and counties look for quick-fix solutions when they should look no further than the CSEA members they employ," Walsh said.

Walsh and his unit members also saved the town money and aggravation in another situation by pointing out that employees with Class B licenses could be moved up to Class A licenses.

That enabled those employees to operate a truck and trailer combination.

Before the license upgrade of 12 employees, the town had men pulled from other worksites to drive the trailer, which carried a bulldozer to the worksite. The employees who had Class B licenses could drive the bulldozers but not the truck and trailer to get the bulldozer to the site.

Also, Walsh, said his unit has a improper practice case pending regarding trucking trash for ash, a deal the Town of Brookhaven

"So many towns and counties look for quick-fix solutions when they should look no further than the CSEA members they employ"

--- Bill Walsh

has with the Town of Hempstead.

According to Walsh, the town could save approximately \$2.5 million if they buy their own equipment and do the transporting in-house.

Walsh said the town will spend over \$10 million on private contracting.

"Our new town supervisor, John LaMura, recently made a public statement that if anyone points out cost-saving measures, he will work to impement them. This transport deal is a perfect example of a huge cost-saving suggestion," Walsh said.

Newburgh dumps private contractor for water treatment

TOWN OF NEWBURGH — Town officials have dropped a private water treatment contractor in favor of a town operation after five years of privatization. Town Supervisor Robert A. Kunkel said the decision to regain town control will definitely save taxpayers money.

The move is another reversal of recent local government trends to contract out such services.

Privatization of public services is a gimmick that has repeatedly failed at the federal, state and local levels.

Kunkel's predecessor hired the firm of Metcalf and Eddy in 1987 after residents complained of poor water quality. CSEA protested the decision in 1987, suggesting that the town instead hire a manager who was knowledgeable in water treatment operation.

"We lacked the expertise in-house then to deal with the problems," Kunkel said. "But now we have a full-time engineer who is a water specialist and we have a fulltime plant manager."

Kunkel said the town will definitely save money with its own operation but said it's too early to tell just how much.

"We won't know until a year into the operation, but I feel we'll save money," the supervisor said.

Seven employees have been added to the CSEA bargaining unit as a result of the change.

Supervisor says move will definitely save taxpayers money

Penn Yan School District says 'enough's enough;' contracts-in

PENN YAN — After more than 10 years of paying a private contractor for transportation services, the Penn Yan Central School District decided enough was enough.

"They were paying out a whole lot of money to do dispatch, maintenance and driving," CSEA Unit President Keith Champlin said.

School District Business Manager Gary Texido agreed, saying changes in the state aid formula that allow the district to pay employee benefits with state aid make contracting-in more cost efficient.

"We felt there was a cost savings," Texido said. "Plus there was a benefit to the transportation employees. They got an average of a 10 percent raise (over their bus company salary)."

The transportation staff of about 35 drivers, mechanics and dispatchers are now represented by CSEA.

The transition worked well, Champlin said, since the district hired many employees who had worked for the private vendor, some of whom had worked for the school district before the private vendor was hired.

The transition was smooth in part because despite hiring a private vendor, the district maintained ownership of the buses, the garage and other equipment.

The process of returning to an in-district transportation system included consulting with employees and the union, Texido said, because the district wanted to ensure it went smoothly.

**The Civil Service
Employees
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**Local 1000, AFSCME
AFL-CIO**

**CSEA IS LEADING THE FIGHT AGAINST
THE RETURN OF THE PRIVATEERS!**

Politicians once hired private companies to provide mercenary ships, called privateers, to do government work. We know them as pirates. Today many politicians are trying to hoist the same old idea. This time around they call it privatization, the hiring of private companies to provide public services. Privateers are driven by profit and greed. Public employees, motivated only by the public good, provide the most efficient public services. That's why CSEA is doing everything possible to prevent politicians from turning privateers loose again.



1993

JANUARY

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					1	2
					New Year's Day	
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
	Dr. Martin Luther King Jr. Day					
24	25	26	27	28	29	30
31						

FEBRUARY

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1	2	3	4	5	6
7	8	9	10	11	12	13
					Lincoln's Birthday	
14	15	16	17	18	19	20
Valentine's Day	Washington's Birthday (observed)					
21	22	23	24	25	26	27
	Washington's Birthday		Ash Wednesday			
28						
First Sunday of Lent						

MARCH

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
			St. Patrick's Day			
21	22	23	24	25	26	27
28	29	30	31			

APRIL

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
				1	2	3
4	5	6	7	8	9	10
Palm Sunday Passion Sunday		Passover			Good Friday	
11	12	13	14	15	16	17
Easter Sunday					CSEA STATE WORKSHOP	CSEA STATE WORKSHOP
18	19	20	21	22	23	24
CSEA STATE WORKSHOP						
25	26	27	28	29	30	
			WORKERS MEMORIAL DAY			

MAY

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
			PUBLIC EMPLOYEES DAY			
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	Memorial Day					
	31					

JUNE

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
		1	2	3	4	5
6	7	8	9	10	11	12
					CSEA LOCAL GOV'T WORKSHOP	CSEA LOCAL GOV'T WORKSHOP
Flag Day	13	14	15	16	17	18
CSEA LOCAL GOV'T WORKSHOP						
20	21	22	23	24	25	26
27	28	29	30			

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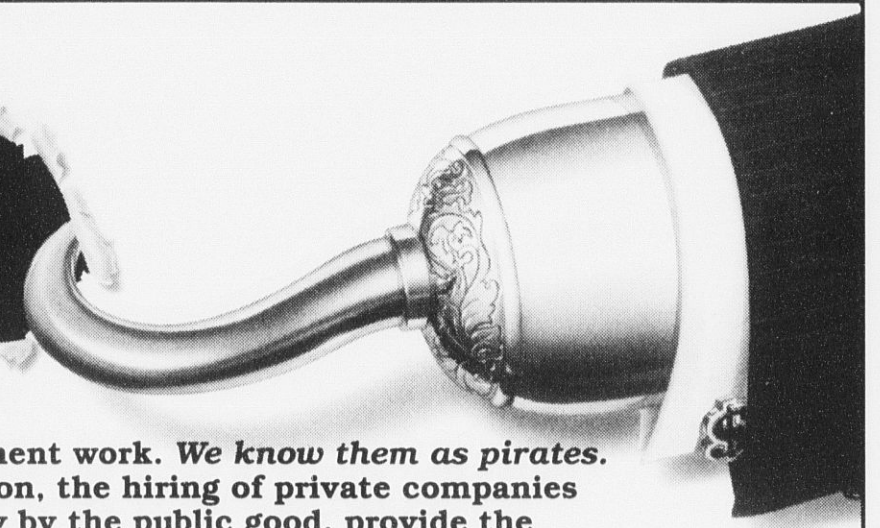
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1993

JULY

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
				1	2	3
4	5	6	7	8	9	10
Independence Day						
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

AUGUST

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30 CSEA RETIREES CONVENTION	31 CSEA RETIREES CONVENTION				

SEPTEMBER

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			1 CSEA RETIREES CONVENTION	2 CSEA RETIREES CONVENTION	3	4
5	6 Labor Day	7	8	9	10	11
12	13	14	15	16 Rosh Hashanah	17	18
19	20	21	22	23	24	25
26	27	28	29	30		Yom Kippur

OCTOBER

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					1 CSEA WOMEN'S CONFERENCE	2 CSEA WOMEN'S CONFERENCE
3 CSEA WOMEN'S CONFERENCE	4	5	6	7	8	9
10	11 Columbus Day	12	13	14	15	16
17	18	19	20	21	22	23
24 Halloween	25	26	27	28	29	30
31						

NOVEMBER

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1	2 Election Day	3	4	5	6
7	8	9	10	11 Veterans Day	12	13
14	15 ANNUAL DELEGATES MEETING	16 ANNUAL DELEGATES MEETING	17 ANNUAL DELEGATES MEETING	18 ANNUAL DELEGATES MEETING	19 ANNUAL DELEGATES MEETING	20
21	22	23	24	25 Thanksgiving Day	26	27
28	29	30				

DECEMBER

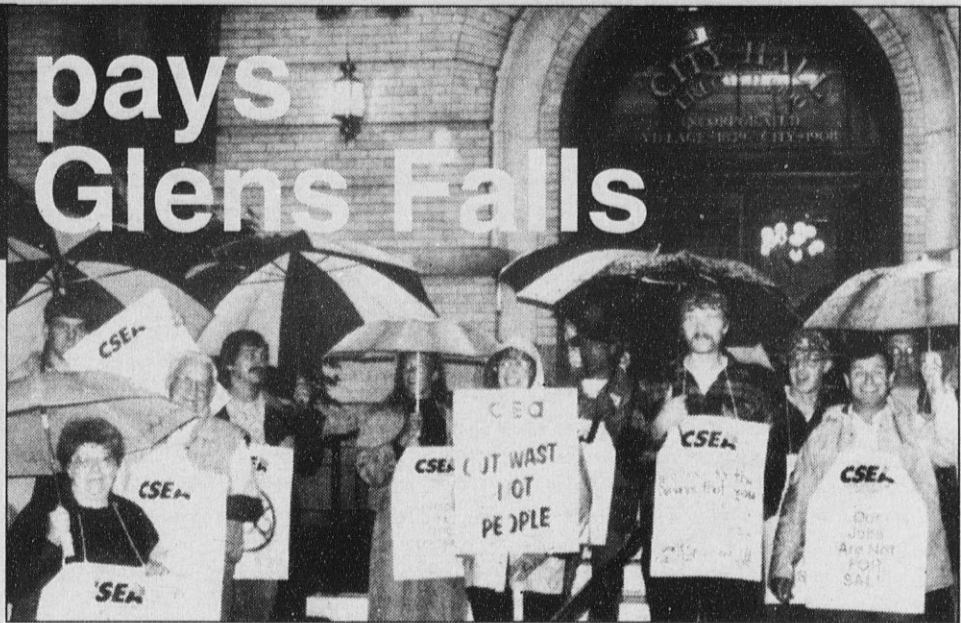
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16 Hanukkah	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	Christmas Day

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Long union effort pays dividends in Glens Falls



GLENS FALLS - A long, two-year effort by CSEA paid off for Glens Falls residents and the city's wastewater treatment plant employees as the city council finally voted down a proposal to privatize the potentially profitable facility by a vote of 5 to 1.

"Our message finally got through - the public should reap any profits the waste water and incinerator facility generates, not the for-profit contractor," CSEA Labor Relations Specialist Bob Morris said.

For two years the Glens Falls Waste Water Treatment plant employees, part of the overall City of Glens Falls CSEA unit, have been campaigning against a move to privatize the facility in a variety of ways. These included public statements at various city meetings, informational pickets and paid advertising informing the public of the actions of the contractor in other areas.

"The processing plant can and should make money for the taxpayers and residents so that city taxes could go down. If a contractor runs the plant with a built-in CPI increase the city would eventually find itself paying higher and higher rates, so that the contractor could make higher and higher profits," Morris said.

The union's effort during the campaign supplied so much free exposure for the sludge processing facility and incinerator of the plant that an out-of-state company offered the city \$600,000 worth of business. Another private corporation in the city promised the city \$850,000 worth of business if the city continued to operate the facility. At that point Envirotech Operating Systems, the private contractor, offered the city council a \$100,000 franchise fee in advance in order to operate the plant in the private sector. Some members of the city council questioned that offer as being close to bribery.

Bue Brouillette, CSEA city unit president believes CSEA has to keep up the pressure on the city administration to force it to serve the

needs of the public as well as the public employees.

"The mayor has said the city has a \$500,000 deficit. However, it seems that only he knows where it is," Brouillette said. "We have had employees laid off, we have had threats of contracting out jobs. Now we must find out if the deficit was just a sham and if the city was using that to make the privatization of the plant look good to taxpayers.

"Now we must work together with the

'...dollar for dollar, on a level playing field, public employees are a bargain...'

NEW YORK - To expose the true waste, fraud and abuse rampant in privatization schemes, CSEA Metropolitan Region President George Boncoraglio and other public employee union leaders testified at New York City Council hearings. They supported proposed precedent-setting council legislation that would force the city to prove in advance that private contractors will actually save a minimum of 20 percent over the cost of public employees doing the same work.

CSEA argued for establishment of reasonable, minimum cost-saving standards that government officials must meet before public work is contracted out, Boncoraglio said.

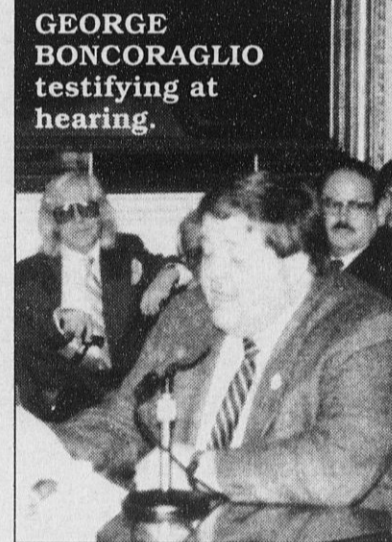
"This is ground-breaking legislation," Boncoraglio said, "because dollar for dollar, competing on a level playing field, public employees are a bargain when it comes to saving taxpayers money."

Union officials pointed out the ineptitude and waste of private contractors caught

taxpayers to make the sewage treatment plant profitable and to force the mayor to explain where the supposed deficit is, how it came about and how it can be resolved without cuts in services to the taxpayers," she said.

squandering millions in botched construction jobs and improperly installed water meters during recent scandals that rocked the city.

Many outside contractors hired by the city and state are headquartered outside New



GEORGE BONCORAGLIO testifying at hearing.

York, draining more New York money out of an already devastated economy.

"CSEA believes that having minimum standards of cost effectiveness before privatization can stem the tide against the debacle of non-monitored outside contractors

robbing taxpayers blind," Boncoraglio said.

CSEA convinces FLCC to use union cleaners...

CANANDAIGUA — CSEA convinced Finger Lakes Community College (FLCC) officials to try using its own employees to maintain a new building before going to a private vendor.

While the Ontario County campus is cleaned by a CSEA-represented staff of about 10, management wanted to contract out for 10 cleaners to work in a new building.

But thanks to an agreement regarding an earlier contracting-out flap (see adjacent story), Ontario County talked with CSEA before contracting out services to private vendors.

That gave the union a chance to make its case, FLCC Unit President Dave Bloom said. The college agreed to use two temporary cleaners for the new building in a six-month trial.

"We gave them the pros and cons," he said. "Our people are much more flexible than contract employees, and that's good for the college as a whole."

During a recent flood in the new building, for instance, the college was able to marshal its entire cleaning staff to handle the emergency. FLCC would lose that flexibility with contracted workers, Bloom said.

...and union fighting to regain the college garage

CANANDAIGUA — CSEA is fighting to have vehicle maintenance services for Finger Lakes Community College restored to the county garage.

The college contracted out the work to a private, for-profit vendor earlier this year. They based the move on an audit that said county garage's labor rate was much higher than that of the for-profit contractor.

CSEA immediately protested the deal, and as a result, the county agreed to negotiate with the union before contracting out any other services.

"We're not through fighting for the garage," CSEA Ontario County Unit President Elaine

Debbie Lee, CSEA collective bargaining specialist, said contracting out the work in a new building would have hurt the morale of longtime employees. She also echoed Bloom's concern over lack of direct control.

Haskins said. "We're not dropping this. We're very optimistic because everything we have shows contracting out is costing more money."

CSEA has already criticized the audit that raised the county garage's labor rate from \$45 an hour to \$65 an hour, CSEA Labor Relations Specialist Pat Domaratz said.

"But you can't just compare labor rates," he said. "The contractor charges by the hour, even if the job takes half an hour. And the contractor can't get state rates for parts, so they can't compete on parts."

One job done by the for-profit contractor that cost the college \$250 would have cost \$130 in the county garage, Domaratz said.

New York taxes favor the rich

ALBANY — The rich got richer while the poor lost ground in New York and the state's tax policies have contributed to the growing gap.

That's according to the Fiscal Policy Institute (FPI). New York had the fifth widest income gap between rich and poor of the 50 states in the late 1980s, according to a study by the Center on Budget and Policy Priorities which FPI released.

During the 1980s, while the pre-tax income disparity between the rich and poor was growing faster in New York than in all but four other states, the state changed its tax policies to benefit the rich even more.

Earlier this year, FPI reported that the richest 5 percent of New Yorkers paid \$1 billion less in state income taxes in 1991 than they would have owed under 1985 tax laws.

"We've been saying all along, we all have to pay our fair share, and fair is the operative word," CSEA President Joe McDermott said. "This study is proof the richest New Yorkers have not done so, and that's because tax laws allow them to escape paying their fair share. The burden has fallen on working people and the poor."

According to the report, the average income of New York's poorest 20 percent

dropped 10 percent or \$1,068 from 1979 to the late 1980s, after adjusting for inflation. Meanwhile the incomes of the richest 20 percent rose 20 percent or \$18,051 per family.

New York's tax laws have increased the disparity between rich and poor. The top income tax rate, once 13.5 percent, has dropped to only 7.9 percent and could drop to 7 percent if remaining steps of the 1987 tax cut are implemented.

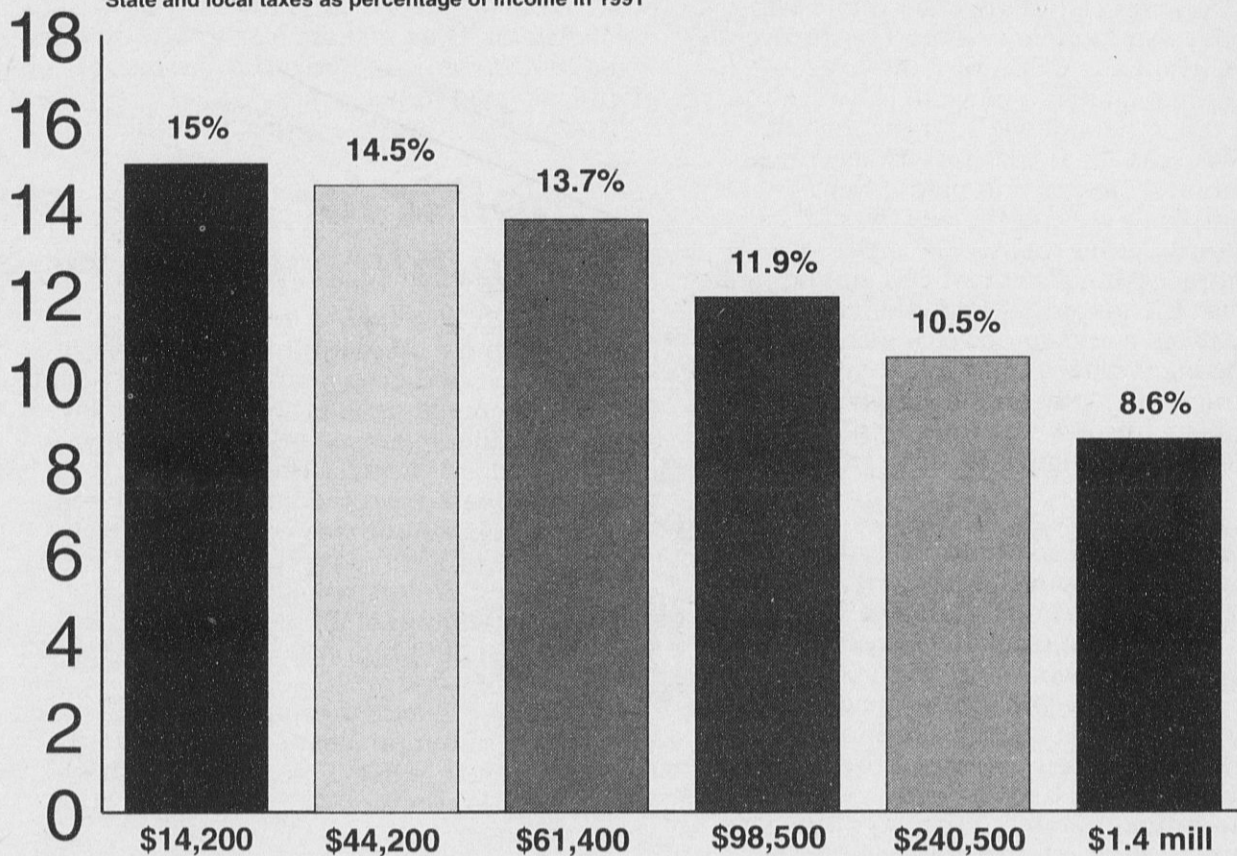
"The state is creating a monster with the

tax cuts that lead to bigger and bigger deficits," McDermott said. "We have to have a system that is fair to everyone so the state can solve its perennial budget problems."

Like CSEA, FPI advocates a tax increase on those making \$150,000 or more to restore the \$1 billion a year lost because of tax policies that favor the rich. FPI also calls for the closing of corporate tax loopholes and the expansion of sales tax to cover business services.

The rich don't pay their fair share of NY taxes

State and local taxes as percentage of income in 1991



THE RICH PAY LESS of their overall income in state and local taxes in New York, as the graph above illustrates. Those making more than \$1.4 million pay only 8.6 percent of their income in taxes, while those making only \$14,200 pay 15 percent of their income in taxes.

"We have to have a system that is fair to everyone"

CSEA President Joe McDermott

Results may have been wrong in tuberculosis testing program

Individuals who tested positive for tuberculosis (TB) infection in the past year may not actually be infected.

The state Health Department has investigated unexpectedly high rates of individuals testing positive and has determined that there may be a problem with the testing product.

Following concerns about a TB epidemic in the state Department of Correctional Services, nearly 100,000 prisoners and public employees received TB tests last year. Thousands of additional public employees have been tested under landmark public employee occupational safety and health guidelines for TB exposure adopted by the state earlier this year.

The health department investigation identified 25 individuals in different parts of the state with no prior history of testing positive for TB who tested positive using a product called SCLAVO Purified Protein Derivative. Follow-up testing using a different testing product was negative for TB.

Samples from the product lots that produced these false positive results have been forwarded to the federal Food and Drug Administration for further testing.

In the meantime, the Health Department advises the following:

*** No further testing be done using the SCLAVO product until there is additional information. Other products should be substituted;**

*** Individuals who had positive test results using the SCLAVO product lots #192, #219, or #221, should be retested using a different product. Those who don't know the lot number and can't find out should also be retested.**

*** Individuals who are currently receiving TB preventive therapy due to the positive test results using the SCLAVO product should receive priority for retesting.**

*** Individuals who have questions about their condition should contact their physician or health care facility, particularly about the possible need for retesting.**

November is Native American Heritage Month

CSEA member studies his own Native American Heritage

EDITOR'S NOTE: November is Native American Heritage Month, which provides the opportunity to learn about the contributions of Native Americans. New York is home to about 40,000 Native Americans living in every county and on 10 reservations. Many work for local governments, school districts and the state and are represented by CSEA. This story is about one CSEA member who is exploring his own heritage.

ALBANY — For CSEA member Anthony Bonomo, living in two cultures is a way of life.

A clerk in the state Department of Social Services and member of CSEA Local 688, Bonomo is part Chippewa and part Italian. He has spent time and effort trying to learn more about both aspects of his heritage.

He has worked on his family geneology and, as part of his work in DSS, he's studied "cultural pluralism," which describes how different cultures survive and work together in American society.

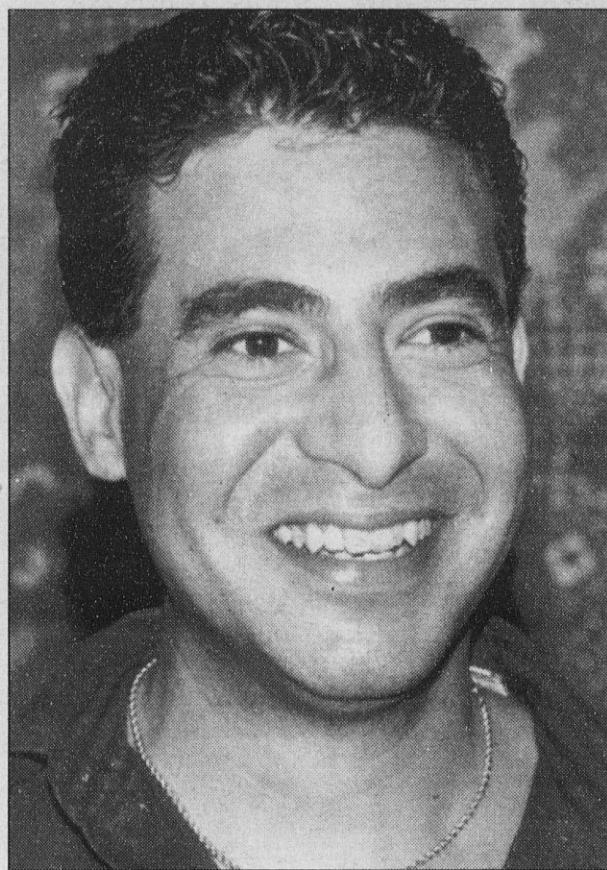
"I think cultural pluralism is a big issue for Native Americans," Bonomo said. "The old idea was the melting pot where A plus B is supposed to equal AB. What it really means is it equals A."

That's because one culture becomes dominant and the other can disappear. For example, Native Americans for many years were not allowed to speak their own languages or practice their traditional religions. Many Native Americans have tried to conform to white culture because they believe the only way to succeed is to abandon their own.

Then there is the problem of marginality, he said.

"That's trying to live in two worlds but never really being accepted in either," he said. "That's a big problem."

Although he was born in the New York City area, lives in Albany and spends time with relatives on a reservation in northern Minnesota, Bonomo said marginality isn't a



CSEA MEMBER Anthony Bonomo

big problem for him: His Native American relatives accept him completely.

For Bonomo Native American Heritage Month serves an important purpose because many people have no understanding of the issues facing Native Americans. Poverty is a problem on reservations and prejudice follows them off the reservation. He has been with his relatives in towns near the reservation and they have been followed and yelled at because they are Native, he said.

Bonomo himself carries a small identification card that says he is a Chippewa.

"We are the only race of people the federal government keeps track of," he said.

The practice started when the government was fulfilling treaties that called for giving blankets, guns and other items to Native Americans. Often, Bonomo said, the blankets were flea-infested and guns would blow up in people's faces.

"The treaties were never held in good faith," he said.

His great-grandfather was one of many Native Americans who because of poverty sold off his plot of land on the reservation. By the time federal law prohibited the practice, more than 40 percent of the reservation belonged to non-Natives.

Native American Heritage Month is a good idea because it gives people the opportunity to learn more about Native culture. Education is a key to understanding and acceptance.

"I think people should be informed," he said. "I think people should be tolerant and not so hostile."

There ought to be a law ...

CSEA's Legislative and Political Action Department is preparing for the 1993 session of the state Legislature. If you have any suggestions for legislation, let the department know. Fill out this coupon and mail it to:

**CSEA Legislative and Political Action Department
143 Washington Avenue
Albany, New York 12210**

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Address: _____

There ought to be a law: _____

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This CSEA member benefit can save you money this holiday season

CSEA, in conjunction with **The Buyer's Edge**, a consumer buying service, offers CSEA members a great way to save money on the purchase of major consumer products this holiday season and all year round.

The Buyer's Edge is a consumer buying service that negotiates extra discounts and lowest price guarantees on many big ticket products that would not otherwise be available to individual buyers.

How To Use The Buyer's Edge Program

Shop around. Determine the exact make, model and style number of the item you want. **Then simply call the appropriate toll-free number listed below and ask the participating Buyer's Edge vendor for their guaranteed lowest price.** Then, using a credit card or check, and from the comfort of your home, buy by phone from the participating vendor.

Be prepared to give the CSEA group number whenever you contact a participating vendor.
THE CSEA BUYER'S EDGE GROUP NUMBER IS 1811.

Lowest Price Guarantee

If you buy a product for \$150 or more through a **Buyer's Edge** vendor, and within 30 days (and within 50 miles if you buy in person at the vendor's store) you find the same item for less at a

factory-authorized dealer, **The Buyer's Edge** requires that the participating vendor mail you the difference, plus 20 percent of that difference. This guarantee even covers advertised sales, discount houses and other buying plans. (Silver and gold items, services, merchandise offered with limits on availability or quantity, dealer-installed options and prices after manufacturers' cut-off dates for model years on new cars are not covered by this guarantee.)

Member Protection Service That Works For You

If you ever receive less than superior treatment with regard to price, delivery or service, immediately speak to the management of the participating vendor. If you don't get satisfactory results, write to:

The Buyer's Edge
1429 Route 22 East
Mountainside, NJ 07092

Important Reminder: When comparison shopping, always be sure you are comparing exactly the same model number, accessories, service arrangements and warranties, and that the quoted price is the complete price, including delivery and taxes. And always be prepared to give the CSEA group number whenever you contact a participating vendor.

THE CSEA BUYER'S EDGE GROUP NUMBER IS 1811.

CALL THE APPROPRIATE BUYER'S EDGE TELEPHONE NUMBER BELOW FOR ALL YOUR GIFT-GIVING NEEDS

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TV & VIDEO EQUIPMENT: All types of color televisions including big screen, video recorders and video cameras. <i>*Shop in person plans also available.</i>	Rochester area* - 716-427-8360 Buffalo NY area* - 716-838-3345 All other areas - 1-800-377-3700
AUDIO EQUIPMENT: Receivers, turntables, tape decks, speakers, amplifiers, systems, consoles and compact disc players.	1-800-543-0911 Downstate- 718-720-3792
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CHINA, CRYSTAL, SILVER, PORCELAIN FIGURINES: Bridal Registry available.	1-800-543-8235
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PIANOS & ORGANS: Choose from almost all major brands for home, church or school. (Ask for Otto or Liz)	1-800-526-6825
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TYPEWRITERS	1-800-543-7406
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CAR PLAN: 1. SHOP - decide make, model, and options 2. CALL - for referral to local cooperating dealer 3. DEALERSHIP SAVINGS - ask for The Buyer's Edge price documentation book. Compute your price. If book not available, call Car Plan. Computer printout - Price information mailed to you for nominal charge. Used Cars - Late models only (5 years or less) 12 month/12,000 mile warranty.	1-800-543-8381
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FURS: Buy quality furs directly from manufacturers. Call for appointment.	212-947-9140
KITCHEN CABINETS/COUNTER TOPS: Call for referral.	1-800-327-3599
MOVING PLAN: Professional services, household goods/autos (distances over 40 miles or interstate). Free in-home estimate. Call 4 weeks prior to moving date.	1-800-356-7771
REAL ESTATE PLAN: Call referral service before contacting broker. Ask about specific savings on purchase or sale of a home.	1-800-232-6766

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CSEA wins age discrimination case

STATEN ISLAND — It took nine years, but CSEA member Jim Ward persevered in a legal battle against age discrimination at Arthur Kill Correctional Facility.

As a result of his victory over the state Department of Correctional Services (DOCS), Ward will receive \$35,000 including back pay and compensatory damages of \$25,000 for mental anguish and humiliation.

The CSEA New York City State Employees Local 010 member is grateful to Arthur Kill Correctional Facility Shop Steward Bob Richards and CSEA Labor Relations Specialist Charles Bell for their tireless support in his long battle.

The administrative law judge ordered DOCS, Arthur Kill Correctional and the state departments of Civil Service Department and Audit and Control to "cease and desist discrimination against (Ward) or any person on the basis of age."

He also ordered that written directions prohibiting age discrimination be provided to all DOCS supervisors and hiring personnel.

Ward filed his case after his employers promoted a younger, less qualified employee to senior stationary engineer grade 14 in 1983.

"My wife thought I'd be under the ground with a tombstone on me before this was over," Ward said, "but if something had happened to me, I knew we'd have the Human Rights Commission and CSEA to see that these things were taken care of."

As a 55-year-old ex-Merchant Marine and licensed engineer, Ward applied for the power plant promotion with 12 years of outstanding state job evaluations behind him.

But the promotion went to a 28-year-old unlicensed engineer whom he had coached to pass examinations.

When Ward was told point-blank "we are going to get rid of the old guys," he decided it was a fight to the finish.

Even while management kept asking him when he was retiring and being bumped back a grade, Ward hung on with CSEA's support.

Even after he was appointed to the job when it became vacant



CSEA MEMBER JIM WARD, left, gets congratulations on his age discrimination victory from Labor Relations Specialist Charles Bell.

again, Ward stuck with his case.

Problem followed problem as state cutbacks in the Human Rights Division and delays with new attorneys slowed the case. Ward made many long trips to the human rights office, and was even mugged once. His chief witness believed so strongly in the case that he traveled 500 miles twice to testify.

Still Ward stuck with it until the last hearing was held.

"I was really sick over it," Ward said. "At night I couldn't sleep, hearing voices saying 'you're too old for the job.' I had to take medication, and my wife was very upset."

Now that he's won his case, Ward has some specific plans that don't include retirement.

"I'm 65 now and have no plans to retire. I have 21 years' service in now," he said. "I'm going to my church and make a donation and thank God for my health."

November is Health Insurance Option transfer period

November is Option Transfer Month, when state employees may change their health insurance option, Pre-tax Contribution status, and/or Dependent Care Advantage Account participation.

Employees who wish to change Empire Plan or Health Maintenance Organization (HMO) options **must** do so during the Option Transfer Period by contacting their health benefits administrator, located in their agency personnel office.

The 1993 *Benefit Choices Guide* (including NYSHIP Profiles) publication was scheduled to be mailed to homes during the last week in October. The *Guide* describes both the Empire Plan and the NYSHIP-approved HMO's in your geographic region. The guide also includes information about the Pre-tax Contribution Program and the Dependent Care Advantage Account Program. Read the *Benefit Choices Guide* carefully in order to make informed decisions.

Two changes may affect your health care choice. As a result of meetings between Capital District Physicians' Health Plan (CDPHP) and the HMO Workgroup, which is comprised of representatives from the Joint Labor Management Committee on Health Benefits, CDPHP will be accepting new enrollees in 1993. In addition, Blue Choice and Group Health have merged and will be known as "Blue Choice." Effective Jan. 1, 1993, enrollees can choose to receive their medical care in either a Blue

Choice private physician's office or one of the Group Health Medical Centers. Both settings receive the same benefits.

However, members who receive their care at a Group Health Medical Center will incur no co-payment for in-center office visits. For more information regarding Blue Choice, refer to the 1993 *Benefits Choices Guide*.

Use Benefit Choices Guide and rate information together

After you receive *Benefit Choices Guide* in the mail, look for the 1993 rates to be distributed at your agency in November. Should you wish to change your health insurance option, you will be given 30 days from the date rate information is distributed to your agency to make your change.

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

Premium payments

Remember in reviewing the *Guide* and the rate schedule 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.

Two additional choices to consider

The **Pre-tax Contribution Program** allows you to have your health insurance premiums deducted from your pay before taxes are taken out. This may lower your taxable income and give you more spendable income. This benefit is explained in the NYSHIP *General Information Book*. If you want to change your tax status for 1993 health insurance premiums, **you should see your health benefits administrator by Nov. 30, which is the IRS imposed deadline.** No action is required if you wish to keep your current pre-tax option.

The **Dependent Care Advantage Account Program** helps you reduce your taxes and increase your spendable income by paying your dependent care expenses with pre-tax dollars. This program is available if you have dependent children under the age of 13, disabled children of any age, or adult relatives needing care in order for you to continue working.

A brochure explaining how this program works is available from your agency Health Benefits Administrator. **The enrollment deadline is Nov. 15.** However, employees who experience a family status change may still enroll during the program year. For further information, see your agency Health Benefits Administrator or call 1-800-358-7202.

CSEA members fight for health

They're suing computer makers over unsafe equipment

By Lilly Gioia

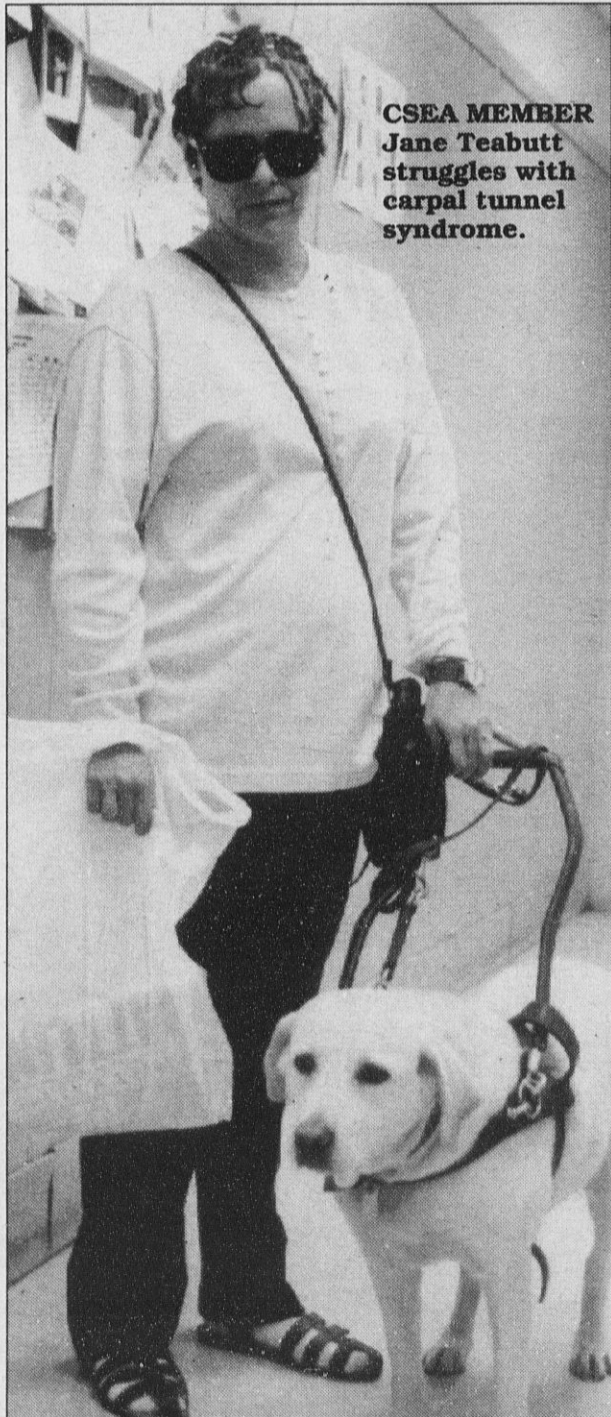
CSEA Communications Associate

NEW YORK — CSEA members are filing lawsuits against computer manufacturers whose shoddy keyboard designs have caused them painful injuries.

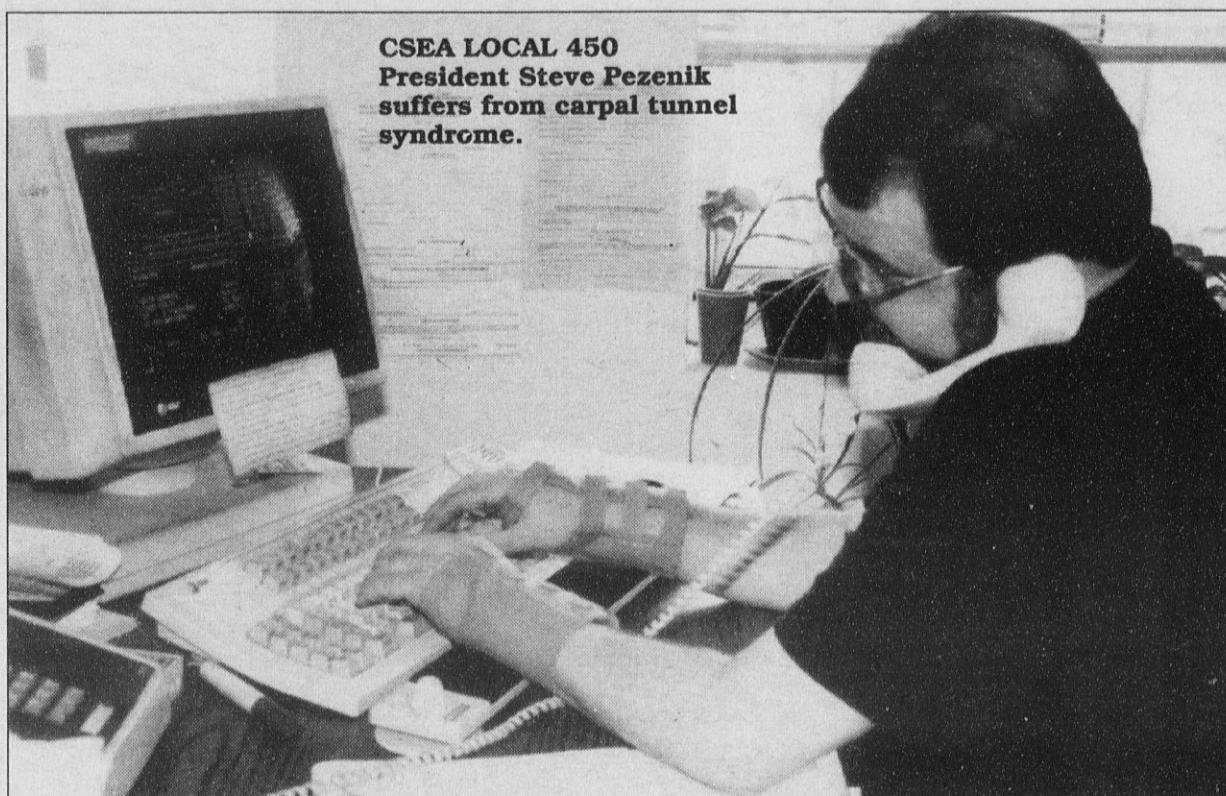
Carpal tunnel syndrome, which causes pain in fingers, hands and wrists, is caused by repetitive motions. One cause is typing at an awkward angle on a computer keyboard.

The product liability lawsuits of CSEA members and others are a ground-breaking legal approach. Generally, victims of these types of injuries have filed for workers compensation. But workers compensation laws don't allow them to sue their employers or collect for pain and suffering.

If successful, suing the manufacturers will give injured workers another avenue for



CSEA MEMBER
Jane Teabutt
struggles with
carpal tunnel
syndrome.



CSEA LOCAL 450
President Steve Pezenik
suffers from carpal tunnel
syndrome.

recompense for what are often long-term injuries.

CSEA is helping workers across the state identify symptoms of carpal tunnel syndrome. Repetitive strain injuries cause more than half the country's work-related ailments, according to the federal Occupational Safety and Health Administration.

CSEA Metropolitan Public Service Local 450 President Steve Pezenik wears a wrist brace at work and while sleeping to alleviate pain from a compressed nerve.

"I tried to rest my hands between calls, but I still had numbness in my hands," he said. "At night I'd wake up with pain in my fingers, thumb, wrist and shoulder."

Pezenik, a NYS Public Service Commission employee, realized he had the syndrome after a CSEA program on carpal tunnel. He was diagnosed, filed a workers compensation claim and a product liability lawsuit.

Jane Teabutt, a NYS Parole Division keyboard specialist, also followed up after a CSEA program. Until then, her doctor thought she had arthritis. Teabutt, who is blind, has problems at home because of her injuries.

"I can't even open a can of soup," she

said, "and I have trouble walking with my seeing-eye dog on the leash because it hurts so much."

CSEA Metropolitan Region President George Boncoraglio urged members who think they may have carpal tunnel trauma to get a diagnosis and file workers compensation claims promptly.

"There's a statute of limitations," he said. "If you delay, you can lose your legal rights."

CSEA Labor Department Local 350 member Rory Penna took cortisone shots in the palm of her left hand to relieve carpal tunnel pain, then had surgery.

"My hands have caused me excruciating pain in the middle of the night and I still sleep with a splint," Penna said. She now has the condition in her right hand and is fighting back in the courts.

When Steve Pezenik realized he had carpal tunnel problems, his supervisor said, "You know it doesn't hurt! You're just making it up. Be a man." Since then, that supervisor moved to another unit and PSC management has brought in ergonomic chairs.

"They're planning to bring in more ergonomic furniture in the future," Pezenik said. "They're now making an attempt."

**"I can't
even open
a can of
soup"**

-Jane Teabutt

Carpal Tunnel Syndrome causing more injuries

Repetitive strain injuries today cause more than half the country's work-related ailments, according to a new report by the federal Occupational Safety and Health Administration (OSHA).

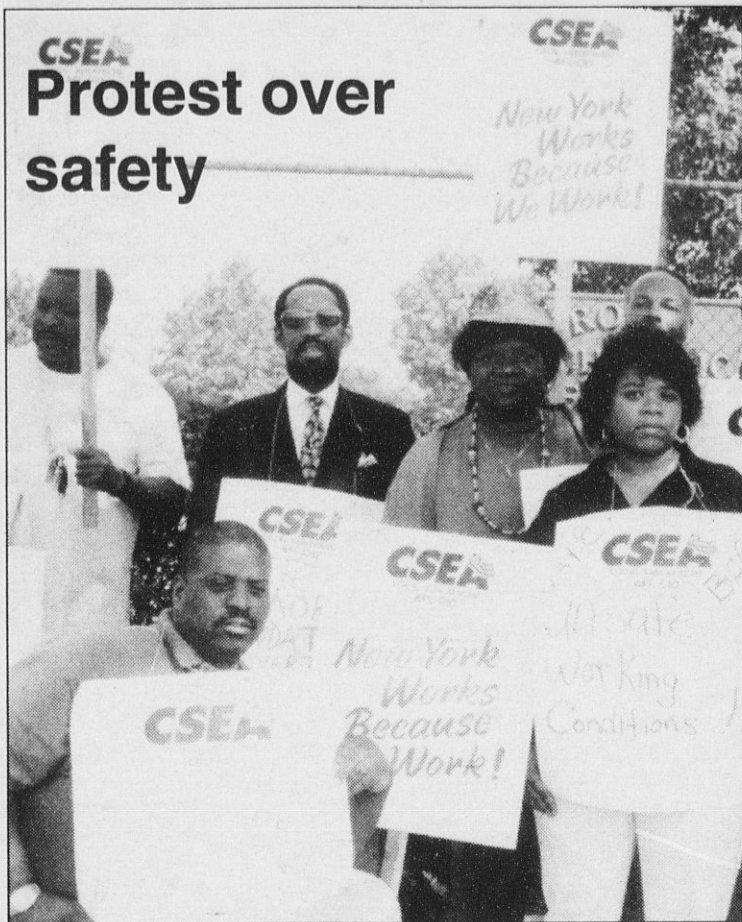
Reported cases of repetitive strain injuries have more than tripled since 1984, when they cost \$27 billion in lost wages and medical expenses, federal statistics show.

Now OSHA is considering setting new standards covering a range of cumulative trauma disorders. The agency also plans to reopen its investigation into skyrocketing carpal tunnel problems.

Those problems are "the invisible and silent health problem that is screaming for attention in millions of workplaces," CSEA Safety and Health Director Jim Corcoran said.

A recent ABC-TV News Special Report focused on research and development efforts to construct new keyboard configurations, calling carpal tunnel syndrome a silent epidemic that is finally being recognized.

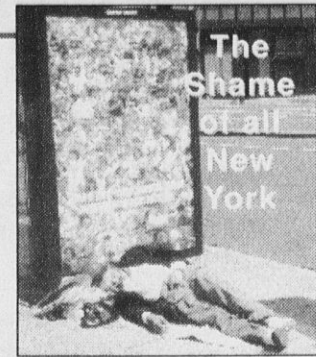
CSEA has long recognized the problem, however, and has offered programs and information on this difficult and painful occupational injury.



Protest over safety

"WHO HAS TO BE SHOT before someone pays attention to the lack of security?" CSEA Local 401 members protested recently at the Bronx Psychiatric Center over security threats. Therapy aides there continue to be menaced on the job by a gun-toting former patient.

Gowanda tragedy offers a lesson for Harlem Valley Psychiatric Center fight



The state Office Mental Health has put a new twist on its relentless drive to dump patients and run down facilities. Not content with callously downsizing the system without regard for the patients, the staff or communities, OMH is now undermining the state Legislature's demand for accountability.

The controversy revolves around the status of the Gowanda Psychiatric Center. OMH emptied out the facility last year over the objections of CSEA and the entire western New York legislative delegation.

By law the Legislature must approve the official closing of the facility. Lawmakers have balked at that action because OMH has failed to provide a responsible plan for alternative care.

As a result, OMH had to maintain a small admissions unit at an exorbitant cost. But OMH has twisted the situation by portraying the lawmakers as irresponsible and wasteful at Gowanda.

OMH's suggestion that the Gowanda money could be better spent in community-based care rings hollow. Gov. Cuomo vetoed a bill earlier this year that would have required the "savings" generated by institutional shutdowns be transferred to community care.

"OMH has really hit a new low in their disgraceful irresponsibility," CSEA President Joe McDermott said. "OMH has walked away from its obligations and set up the Legislature for the blame."

For CSEA, the lesson of the Gowanda Psychiatric Center tragedy is that OMH will close facilities without regard for the consequences. It's a lesson that the union is keeping in mind as it addresses other impending facility closures.

Under OMH plans, the Harlem Valley Psychiatric Center is at most immediate risk, with closure expected by April 1994.

CSEA's Mental Hygiene Task Force, comprised of key CSEA elected officials and staff and chaired by CSEA Executive Vice President Danny Donohue, is trying to protect the jobs and interests of CSEA mental health workers and find appropriate alternative uses for the facilities.

The task force emphasized that mission to Harlem Valley employees during a recent meeting at the facility.

"Our concerns about patient care and mental health policy are unchanged but our immediate objective at Harlem Valley is to preserve the jobs of our members," Donohue said. "CSEA will do everything we can to make the best of a bad situation for our members."

New study shows mentally ill dumped in jails

It's no surprise to CSEA, but a new national study has reported that nearly 30 percent of American jails surveyed hold seriously mentally ill people without any charges simply because no appropriate treatment is available.

The report by the well-respected Public Citizen Health Research Group and National Alliance for the Mentally Ill reinforces CSEA's contention that too many mentally ill people are ending up in jails because of psychiatric center dumping and the absence of alternative services.

Ironically, the asylum movement of the 1800s which led to the creation of psychiatric hospitals stemmed from mentally ill people being inappropriately thrown into jails. New York's mental health policy has come full circle.

Fraud conviction shows dark side of privatization

In a clear example of a "not-for-profit" mental health care provider bilking taxpayers, the state's Appellate Court has upheld the medicaid fraud conviction of the Brooklyn Psychosocial Rehabilitation Institute (BPRI) and its operator.

The fraudulent scheme included having BPRI staff list such mundane encounters as asking patients "how are you?" as "therapeutic encounters" and billing the state.

The scheme defrauded the state of more than \$2.5 million. The court awarded the state \$7.5 million in damages. But the case required years of painstaking effort by a variety of state agencies, the Commission on Quality Care for the Mentally Disabled, and the Attorney General's office at a huge cost. That time and money could have been spent more productively.

"CSEA cringes at the thought that BPRI is the 'alternative care' that the Office of Mental Health refers to as an argument for dumping patients and running down state facilities," CSEA President Joe McDermott said.

New group home a celebration of cooperation

NEW YORK - East Harlem's 119th Street resounded with spirited gospel music and hope-filled speeches to salute a new community group home staffed by CSEA Local 443 Manhattan Developmental Center members.

Undaunted by chilly winds, 26 developmentally disabled residents joined the outdoor celebration of their new building, the result of management, labor and community efforts.

CSEA Metropolitan Region President

George Boncoraglio and CSEA Local 443 President Wally Nash joined NYS Office of Mental Retardation and Developmental Disabilities (OMRDD) Commissioner Elin Howe, Associate Commissioner Jim Walsh and other officials at opening ceremonies.

"God had answered many prayers" for the group home's success, Nash said.

CSEA put in countless hours to resolve conflicts over work rules, CSEA Labor Relations Specialist Floyd Payne said.

"Our efforts have been an important

factor in making 119th Street a model for how labor/management cooperation can turn things around to benefit the residents, their families, and the workers," Payne said.

Calling the center "a beacon of hope," Boncoraglio praised OMRDD's commitment to those in need of care in New York City.

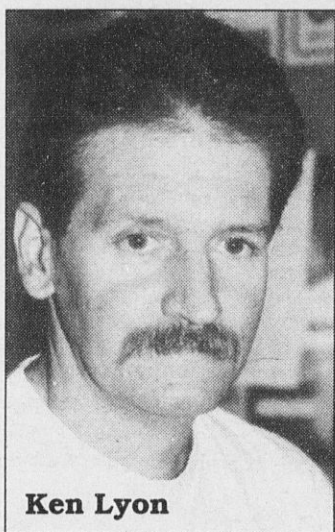
"This building is not just a structure of brick and mortar," he said, "but it is a bold example of how public pride and not private profits can best do the job for the community."

Leave program helps state members

By Daniel X. Campbell
CSEA Communications Associate
 ALBANY - For years, CSEA has successfully helped local government members who face a terminal illness. Whether it's their own or the illness of a

'Just can't thank people enough'

By Mark M. Kotzin
CSEA Communications Associate
 UTICA - CSEA member Ken Lyon knows how important leave time is. After two liver transplants, and facing a long recuperation, he needs all the leave he can get.



Ken Lyon

And thanks to CSEA and the generosity of his co-workers, Lyon will have plenty. A member of CSEA NYS Department of Transportation Local 505, Lyon is one of the first to benefit from a new sick leave donation program for state employees. In fact, the pilot program was started partly because of him (see story above). Suffering from Hepatitis-C, a chronic illness that attacks the liver, he was hospitalized several times. He quickly used up his leave accruals and was on sick leave at half-pay.

In April, he had a liver transplant. But after 20 minutes, the liver failed, and doctors immediately replaced it. Lyon was in surgery more than 23 hours and used 118 units of blood.

Luckily, the second transplant succeeded. After a long hospital recovery, Lyon is still recuperating at home; he may be able to return to work in a year or less.

As he used his leave accruals and hospital bills depleted his savings, the future looked bleak for Lyon, his wife, Sharon, and their three children.

Knowing Lyon was running out of sick leave, CSEA Local 505 President Lyle Evans asked CSEA President Joe McDermott if the union could help.

The wheels started turning and the program was established, allowing more than 125 local members donated enough leave time to keep Lyons on the payroll until February 1993.

Lyon said he was astounded by the outpouring of support.

"I didn't realize I had so many people who care about me," he said.

"We just can't thank people enough," added his wife, Sharon. "If it wasn't for all the support from family and friends and people we both work with, I don't know what we would've done."

Evans was also pleased.

"It is another example of what hard work and cooperation between the union and management can accomplish when the need is there," he said.

spouse or child, CSEA tries to provide what may be needed most — time.

CSEA has worked with local governments to negotiate agreements to allow co-workers to donate unused leave time to help their co-worker stay on the payroll longer during the illness.

Despite management's sympathy, such efforts for state employees weren't allowed by law.

In 1989, Capital Region CSEA member Jackie DeMars of the Office of Mental Hygiene died slowly before her co-workers eyes. They tried everything to give her more leave, but the effort failed.

At the urging of Capital Region leaders, CSEA put a state employees' sick leave donation program high on its agenda. CSEA tried to get a law passed, but the state said the program should be negotiated, not legislated.

So while CSEA was in a long contract battle, negotiators on both sides kept the sick leave program in mind.

"When Lyle Evans, Local 505 president, approached Joe McDermott about Ken Lyon, CSEA knew it was time to move the issue," Joan Tobin, CSEA DOT Board representative, said. "All the pieces of the puzzle were finally ready to go together."

Lyon, who used his leave time because of liver transplants, was to run out of accruals on July 24 (see story at left below).

Ross Hanna, CSEA director of contract administration, and Mark Lawrence, a deputy director, worked behind the scenes; Tobin worked with DOT management. Forms and guidelines were developed and approved. Everything finally fell together.

"By July 20 DOT employees in Local 505 were donating annual leave time," Tobin said.

"Within hours 125 state employees in that local donated enough time to put Ken back into full leave status and saved his family from more economic uncertainty," she said. "Labor and management finally did it, and we did it together."

Donated leave time made last days easier

WILLARD - Before he died in late October, CSEA member Frank Perdicho thanked his co-workers in a local paper.

"God bless all of you, whoever you are, at Willard Psych. Center CSEA who donated your time to me during my troubled times."

Perdicho, a therapy aide with 30 years of service, was among the first state employees to benefit from a new pilot sick leave donation program (see story above).

Suffering from an inoperable liver tumor, Perdicho spent a week in the hospital then was released for rest and home treatment. He was about to run out of sick leave, but thanks to his co-workers, he was able to extend his sick leave.

CSEA Willard Psychiatric Center Local 428 President Steve Lichak started the campaign among co-workers to donate sick

time to Perdicho.

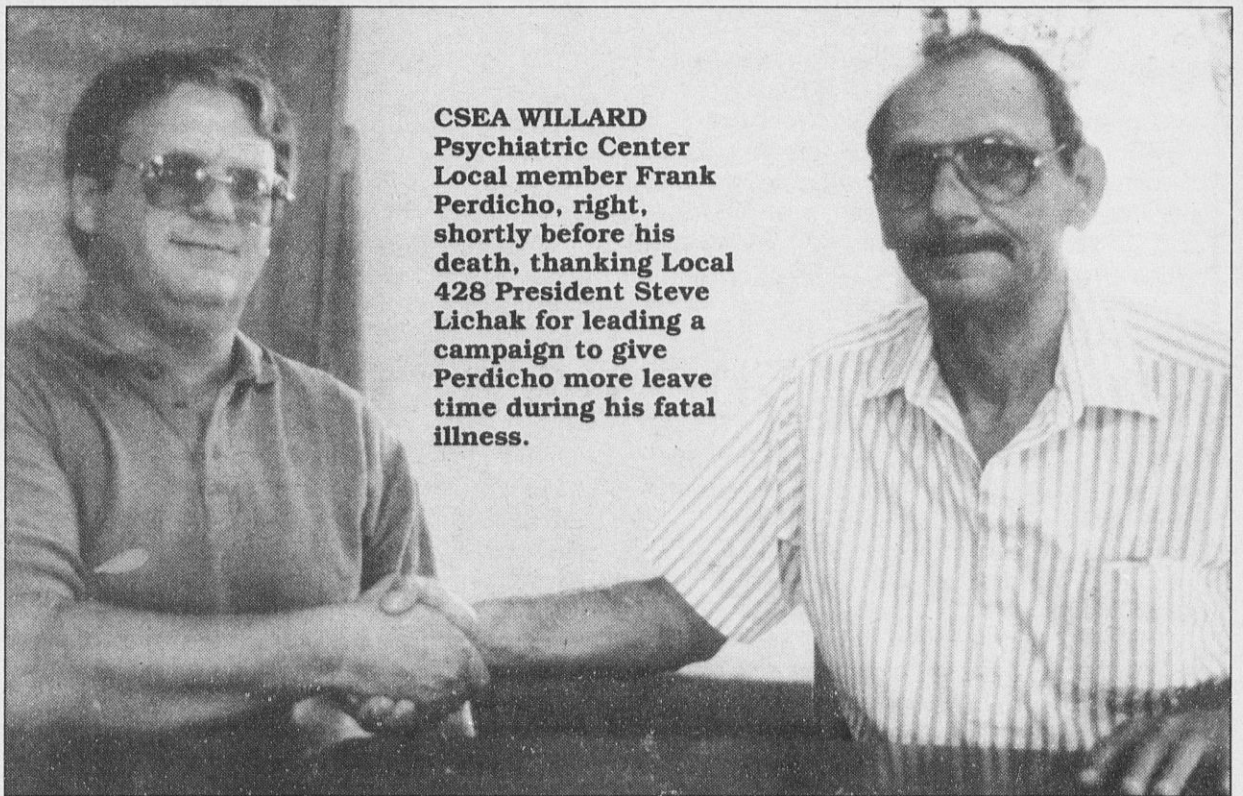
"Everyone knows everyone here," Lichak said. "Frank's been like family in his 30 years of service - we've stuck together through the years and we just wanted to show him that we care."

In an interview shortly before his death, Perdicho said he was astounded by the support from his fellow workers.

"I was elated. It made me feel stronger and want to fight my illness," he said. "I saw a different light about life - the people here don't only care for the clients, they care about each other. It's just a heartwarming thing."

Lichak said the local is mourning Perdicho's death.

"But at least we were able to help him out when he needed us most," he said.



CSEA WILLARD Psychiatric Center Local member Frank Perdicho, right, shortly before his death, thanking Local 428 President Steve Lichak for leading a campaign to give Perdicho more leave time during his fatal illness.



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The CSEA-negotiated pilot program that allows CSEA members to donate leave time to co-workers with terminal illnesses is working already. The stories of two members in Central New York who benefitted.

CSEA, SUNY Morrisville honor campus employees

MORRISVILLE - CSEA members at SUNY College at Morrisville celebrated Public Employees Day with a picnic and awards.

CSEA and the college recognized the employees for their years of service, including members with 33 years service.

The employees were honored with certificates, CSEA T-shirts and a catered picnic lunch provided by the union.

CSEA SUNY Morrisville Local 609 President Harry Armondi said more than 120 employees attended. CSEA member Cindy Miller and Local 609 Secretary Gail Strain organized the event.

Hanson Place day care center opens

BROOKLYN - CSEA leaders navigated around toys, cribs and playdough to celebrate the opening of a state-of-the-art child care facility in the heart of Brooklyn.

In the state's 80 Hanson Place office complex, it is convenient for workers at Tax and Finance and Education departments and other state offices in the area.

CSEA Executive Vice President Danny Donohue, CSEA Secretary Irene Carr and CSEA Metropolitan Region President George Boncoraglio went on the tour.

Carr applauded labor/management efforts to increase day care slots in New York City.

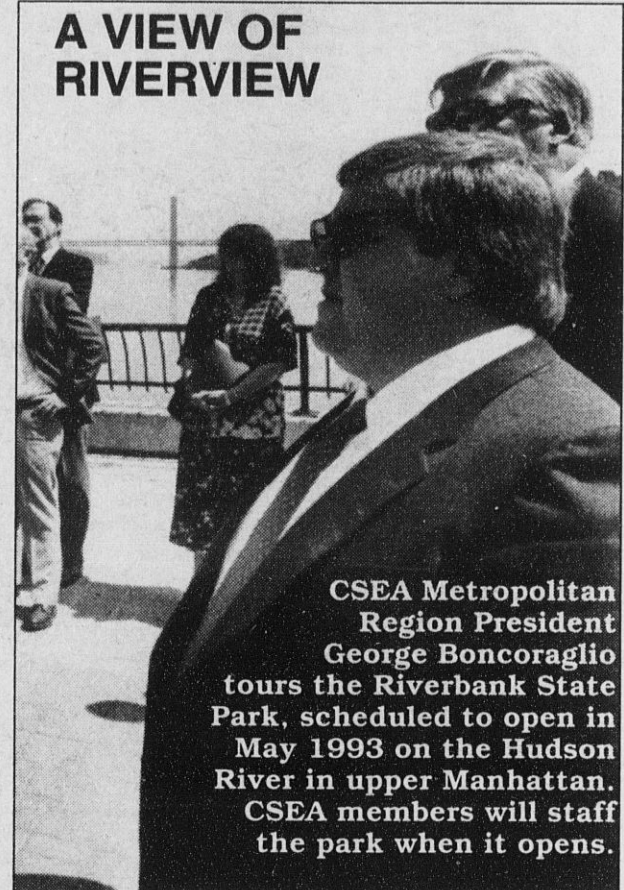
Mary Rodnell, vice president of CSEA Local 259 New York Parole District, was among area union officers who pledged to publicize the new facility.

"Hanson Place is so bright and cheerful," Rodnell said. "I brought registration information to all our Parole parents because there is such a great need for our young mothers to have a place like this."

Discounts for 'The Patch' available through EBF plan

The CSEA EBF Prescription Drug Program does not cover smoking cessation aids such as "The Patch," (Nicotine Transdermal System), but may help you save money on them.

If you are a CSEA member enrolled in the EBF Prescription Drug Program and want to try "The Patch," get a prescription from your doctor. Check the price at your local pharmacy; then call the Mail Service Pharmacy, NRx Services Inc., at 1-800-445-9707 to compare prices. If the NRx price is



A VIEW OF RIVERVIEW

CSEA Metropolitan Region President George Boncoraglio tours the Riverbank State Park, scheduled to open in May 1993 on the Hudson River in upper Manhattan. CSEA members will staff the park when it opens.

less, you can use the standard CSEA EBF Maintenance Drug Mail Order Envelope to fill your prescription. For an NRx mail order envelope, call 1-800-EBF-CSEA (1-800-323-2732) on a touch tone phone; when the Automated Attendant answers, immediately dial 1321. Leave your name, Social Security number and mailing address; your envelope will be mailed.

All orders must include the prescription and payment. Check or major credit card is acceptable.

CSEA activist Elliot Bernstein dies

NEW YORK - CSEA is mourning the loss of activist Elliot Bernstein, 41, who died after a lengthy illness.

As an activist who served twice on NYS Administrative Services Unit (ASU) negotiation team, he fought hard for clerical workers' upward mobility through establishing career ladders and the NYS Clerical, Secretarial Employees Advancement Program (CSEAP). A strong advocate of equal opportunity, Bernstein led the struggle to put the first non-discrimination clause in the CSEA/NYS contract.

CSEA Metropolitan Region's Executive Board paused at a recent meeting for a moment of silence in Bernstein's memory.

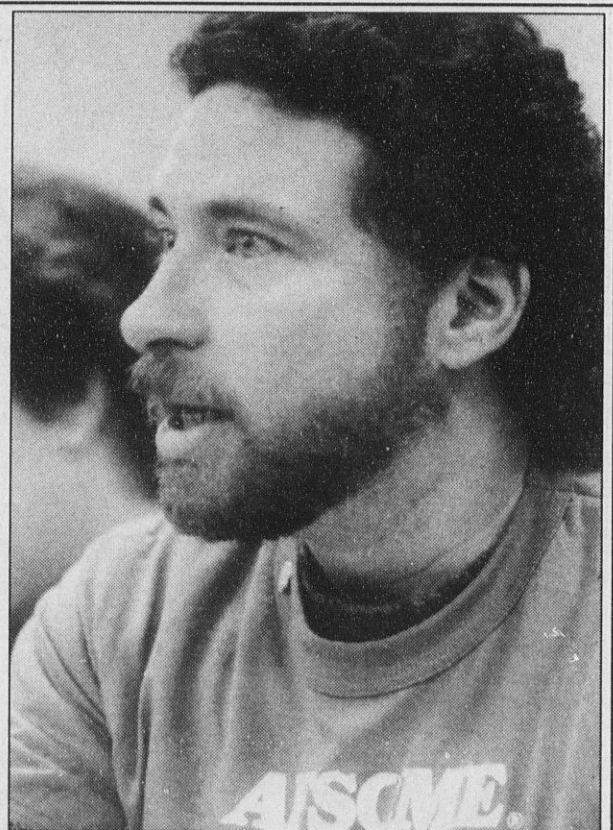
"We will miss Elliot's dry wit, innovative ideas and dedication to union ideals," CSEA Metropolitan Region President George Boncoraglio said, "and we will not forget his courage." The March 1993 Regional Workshop will be named the "Elliot Bernstein Memorial Workshop."

As an employee at the state Liquor Authority (SLA), Bernstein staunchly fought recent lay-offs that decimated the agency. Active within CSEA New York City Local 010, Bernstein served as Local treasurer and budget committee chair and served on the Local's Women's and Social Committees and the SLA Safety and Health Committee.

During 15 years of union activism, Bernstein served as chair of the Metropolitan Region Audit Committee and as delegate to many CSEA statewide and regional conferences and conventions.

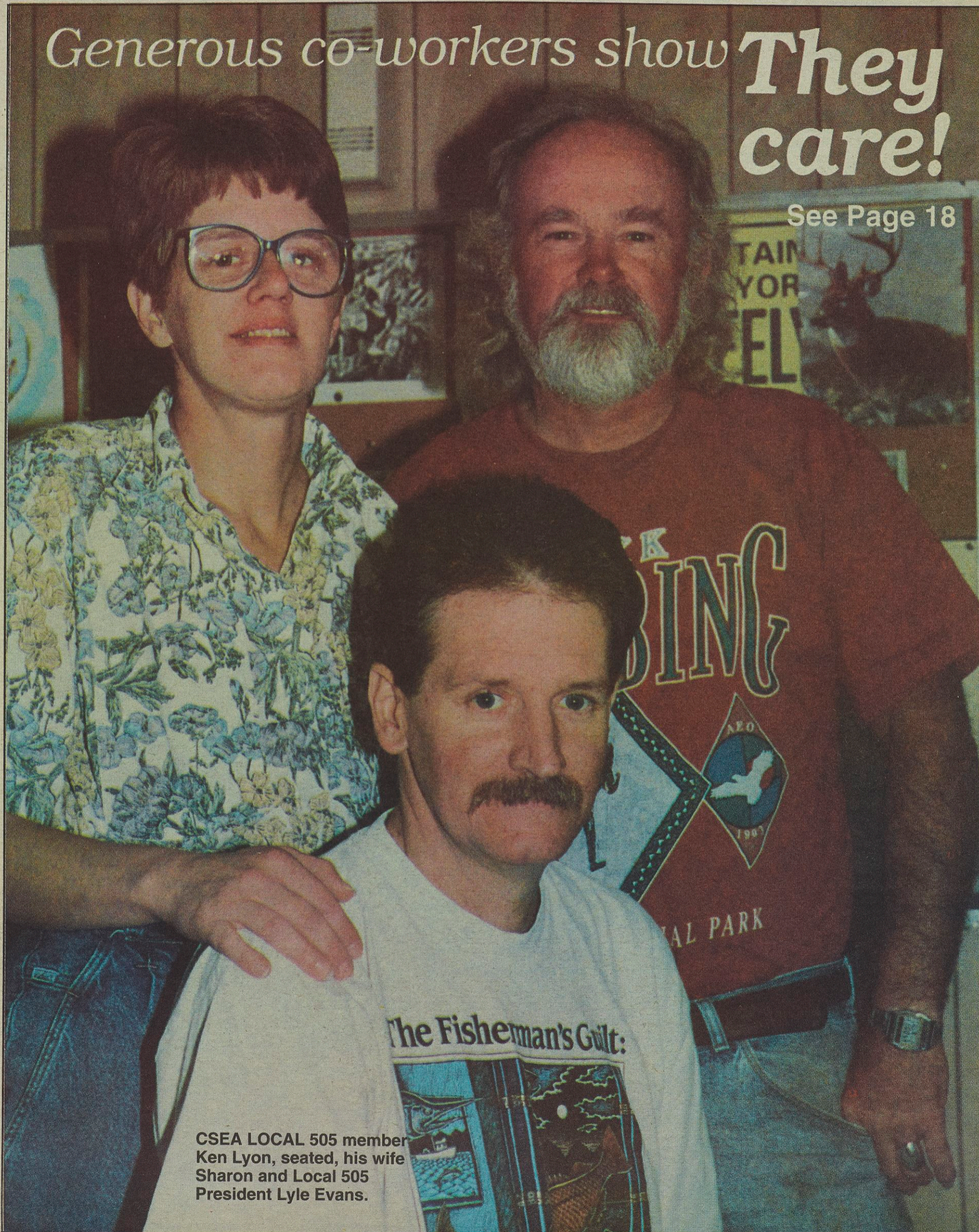
When the AIDS crisis was first being recognized, Bernstein launched awareness programs at the local and regional levels, established the CSEA Local 010 Gay and Lesbian Task Force and later served on AFSCME International's Gay and Lesbian Rights Advisory Committee.

In memory of Elliott Bernstein, donations may be sent to the Gay Men's Health Crisis.



Generous co-workers show **They care!**

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CSEA LOCAL 505 member Ken Lyon, seated, his wife Sharon and Local 505 President Lyle Evans.