

THE PUBLIC SECTOR

Official Publication of The Civil Service Employees Association
American Federation of State, County and Municipal Employees

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MAKING HISTORY

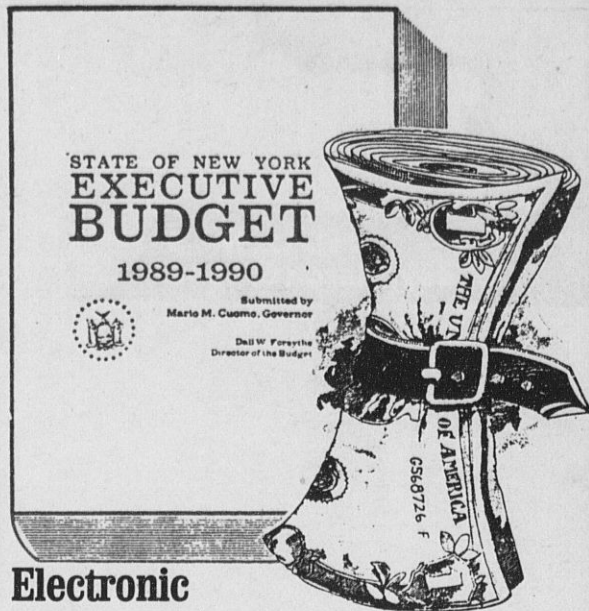
See page 3



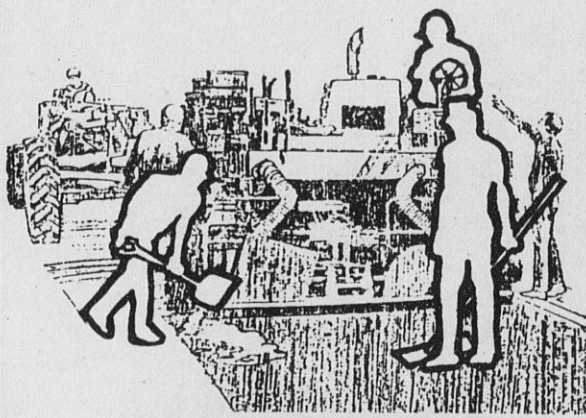
PAT FINEWOOD of DOT CSEA Local 506 is the first woman Highway Maintenance Supervisor II in the entire state.



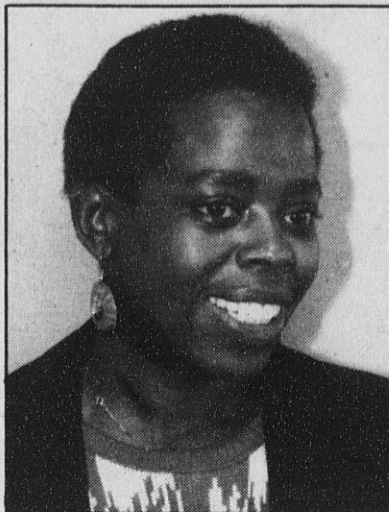
Question: Do union boycotts really work?



Electronic lobbying Pg. 5

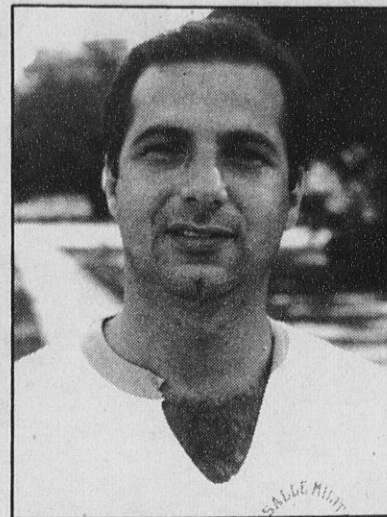


Coping with layoffs Pgs. 6-7



Tina Branch
NYS Division of Housing
CSEA Local 258

"No. Boycotts don't work well enough because unions don't publicize the reasons behind them and educate their members about the importance of boycotts."



Joe Saladino
Village of Lake Grove
CSEA Local 852

"Sometimes. It depends on the situation. But, if CSEA asked me to boycott something, I would."



Margaret Klimczyk
Cheektowaga Central Schools
CSEA Local 868

"I don't think so. I'm an avid newspaper reader, and I don't think newspapers do enough to get the word out about boycotts, get their point across and make the case clear as to why they are doing it."

EDITOR'S NOTE:

CSEA is in fact asking its membership to boycott something at the present time. That something is California table grapes. We at *The Public Sector* feel that our boycott coverage extends beyond simple facts, and explains the reasons behind boycotts such as the one we currently support.

For more information on the AFL-CIO, United Farm Workers grape boycott, see page 18.

MOVED?
If you've moved recently, or plan to move in the near future, it's very important, to you and CSEA, that you notify the union of your new address immediately. Use this form for your convenience.

CHANGE OF ADDRESS

Name _____ Social Security No. _____

MY OLD ADDRESS WAS:

Street _____
City _____ State _____ ZIP _____

MY NEW ADDRESS IS:

Street _____
City _____ State _____ ZIP _____

My employer is: _____
My work location is: _____
I am a member of CSEA Local _____

MAIL TO: Civil Service Employees Association
Attn: Membership Department
143 Washington Avenue
Albany, New York 12210

"And you can quote me on that..."

"CSEA and its leadership have the guts and the determination to stand up to management to protect our members and do our jobs..."

—CSEA Labor Relations Specialist Al Sundmark talking about union efforts at Westchester County Medical Center.

THE PUBLIC SECTOR **UNION YES**

Official publication of The Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, 143 Washington Avenue, Albany, New York, 12210

MICHAEL P. MORAN Publisher
ROGER A. COLE Editor
KATHLEEN DALY Associate Editor
STANLEY HORNAK Asst. Dir. of Communications

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

COMMUNICATION ASSOCIATES

SHERYL CARLIN	Region I (516) 273-2280	RON WOFFORD	Region VI (716) 886-0391
LILLY GIOIA	Region II (212) 514-9200	STEPHEN MADARASZ	Headquarters (518) 434-0191
ANITA MANLEY	Region III (914) 896-8180		
DAN CAMPBELL	Region IV (518) 489-5424		
	Region V (315) 451-6330		

FIRST IN THEIR FIELD

Breaking through promotional barriers

By Ron Wofford
CSEA Communications Associate

ROCHESTER — Two CSEA members who are paving the way for other women to move up in the state Department of Transportation (DOT) are taking their success in stride, just as they have taken on jobs that until now, have only been filled by men.

Pat Finewood is the first woman to be a highway maintenance supervisor (HMSII) in the state DOT, while Ellie Mowry is the first woman pavement marking supervisor. Both women are members of state DOT CSEA Local 506 in Rochester.

"I didn't realize I was the first," said Finewood, who began working for DOT as a laborer in 1981. "To be honest, I never looked at it as a male-female thing. I think achievement here has more to do with how much drive you have and how much money you want to make."

Finewood's drive has taken her through the ranks as a highway equipment operator-driver (HEO) and HMSI-crew supervisor to where she now oversees several crews and plans, schedules and organizes highway maintenance projects.

"One of the most challenging aspects of the job, especially in winter, is making the necessary judgment calls on sending out snowplow crews, and deciding how much salt or sand is needed for the condition of the roads on a particular day," Finewood said.

"The air temperature determines the ratio of the salt-sand mixture the road crews use, and is quite critical to how long road pavement remains usable over long periods of time."

Responsible for all state roads in Livingston County, she consults with her HMSIs, who deploy the five snow plow crews, and generally works very closely with the resident engineer.

"The real struggle is that you must be available on a 24-hour basis, so I'm very lucky to have a supportive husband," said Finewood, mother of an 8-month-old daughter. "But I'm looking for a pint-sized helmet for my daughter in case I'm called out some time and he's not home."

Duane Wilcox, Local 506 president, is proud the two achieved firsts in his local, but not surprised.

"In this residency, women are treated professionally," said Wilcox, "and this shows women have as much of a chance for promotion as anyone, if you work hard. I think Ellie and Pat have both passed the probation periods with excellent ratings, and they've taken on tough supervisory jobs and both are doing all right."

"I never wanted to be equal to a man," said Mowry, "because that would be like taking a step backwards. Besides, I always knew I was meant to be a leader of men." As she laughs, Mowry displays her good-natured joviality, but she is totally serious in her pavement marking supervisor capacity.

"I'm really proud to be the first woman in this job," said Mowry, "I pursued it because I felt it was a job I could undertake and be good at. I had studied, and knew all the aspects of the job, so I was quite confident in my interviews. It's been almost a year now and I'm really enjoying it, and I'm still learning."

Her learning of DOT ways began when she was hired as a typist in 1978. She became a laborer on a bridge maintenance crew in 1983, was promoted to bridge repair assistant in 1986 and assumed her present position last March.

She is responsible for painting approximately 1,800 miles of road markings in Monroe County, supervising five employees and maintaining the vehicles, including a pavement marking machine.

"In 1988 we used 20,000 gallons of white paint, and 16,500 gallons of yellow paint," observed Mowry. "So you're always busy, especially between April 1 and Thanksgiving, our painting season."

"During the winter months, there's plenty of rehabilitation work on the machinery, ordering and inventory of supplies and so forth," Mowry said.

Mowry has used her creativity to initiate a new safety sign for vehicles in the pavement marking train, indicating which line is being painted, to let the travelling public know which line is wet. She's also been commended for her initiative in discovering a cost-saving parts supplier.

Mowry is secretary of CSEA Local 506 and has been active since she began working for the state.

"I really believe in the union," she said, "and I see no reason to stop being active now."



ELLIE MOWRY, first state DOT woman pavement marking supervisor, holds on to a safety sign she designed for more effective roadwork.



PAT FINEWOOD, first woman to hold the position of highway maintenance supervisor II, talks with Local 506 President Duane Wilcox.

Members write lawmakers

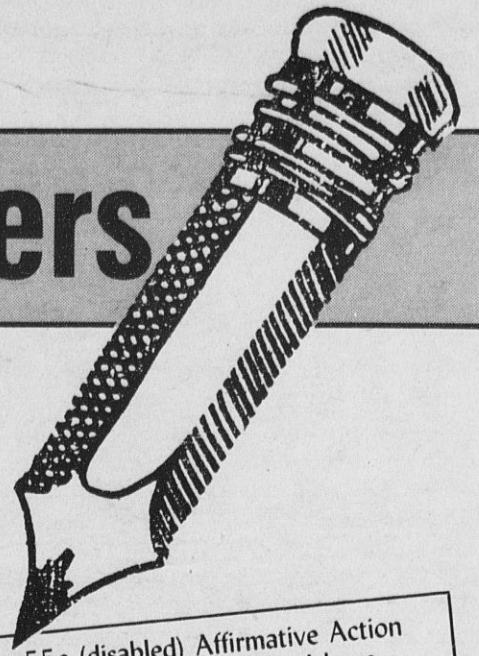
Many CSEA members have sent copies of the letters they mailed to their state legislators protesting the effects the proposed budget will have on them, their workplaces, families and communities. We've printed some excerpts of those letters here.

If you haven't written, maybe these letters will inspire you to write your own message. The letter campaign we are encouraging is one of the most important tools we have to fight the budget proposal that calls for layoffs at all levels of government, increased property taxes and reduced services. Consider this message to CSEA President Joe McDermott from Bruce Bertrand, a Department of Corrections employee from Ogdensburg:

"Attached please find a copy of a letter I recently sent to Senator (John M.) McHugh. I know it's a small gesture, but perhaps if there are a large number of gestures directed at Albany, it might do some good."

"I'd like to take this opportunity to thank you for your continuous and unenviable fight, on behalf of CSEA and its many members. I know yours is not an easy task, and if I can be of any further assistance, please let me know."

The efforts of Bruce Bertrand and every other CSEA member are what will turn this budget battle around. If you haven't written your letters, check below for some tips and the addresses you'll need. If you have any questions, contact the CSEA Legislative and Political Action Department at headquarters or your regional political action coordinator.



"Being a 55c (disabled) Affirmative Action Program employee, it is essential that I have access to a professional nurse. The nurse station helps keep me a productive employee and off the unemployment rolls."
— Anthony Bonomo of Slingerlands, a state Department of Social Services employee.

The proposed budget calls for closing 29 Employee Health Service Nursing Stations in state buildings.

"Ours is a relatively small upstate town, one of hundreds throughout the state who depend on state jobs Personally, I can't afford a home for my wife and two children (while working two jobs) at today's prices, and an increase in taxes would make such an acquisition unattainable. I know I am not alone in this predicament Yes, ours is a small community, but you won't find a harder working, more caring group of people anywhere. All we're asking for is a chance to grow; to spread our seeds and take root before the grim reaper cuts us down again."
— Bruce Bertrand of Ogdensburg, Department of Correctional Services.

"Under his proposed budget, Governor Cuomo has called for inadequate funding of health, social, educational and local programs. He also proposed to balance the budget on the backs of municipal governments, which will inevitably mean increases in local property taxes."

— Tom Gargiulo of East Meadow, president of Nassau County Recreation and Parks Unit, CSEA Local 830.

The proposed state budget calls for cuts of \$400 million in aid to local governments and school districts, who have no other resource but property taxes to make up the loss.

"As an employee of SUNY Oswego, I service the students, our 'Future of Tomorrow.' Unfortunately, with the rift between the governor and the chancellor, there could be no 'tomorrow' for the children of New York state I can speak for over 400 members of my members who are serving over 8,000 students, our college cannot take any further cuts without seriously affecting the quality of life at the state College at Oswego."

— Dale Dusharm, president of CSEA Local 611.

"If the governor wants to free up employee salaries to combat the deficit, let him start with the fat he has at the management level. As retirees, we would be thrilled if he began with some of the top echelon in the Department of Civil Services."

— Donald R. Webster of Mt. Vernon, president of Westchester Retirees CSEA Local 921 and chairman of the CSEA Retirees Executive Committee.

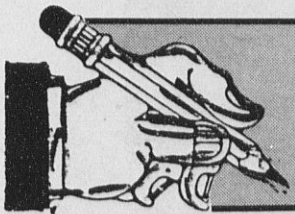
The proposed budget calls for the elimination of 2,100 state employee jobs.

"In 1985 Governor Cuomo increased the number of communications specialists throughout the state, for the sole purpose of returning (state) troopers to routine road patrol, in essence 'beefing up' the State Police work force. The concept has worked very well, allowing increased availability of troopers."

— Deborah A. Albano of Latham, communications specialist, New York State Police.

The proposed state budget calls for the layoff of 146 civilian dispatchers for the State Police.

The proposed budget calls for cuts of \$45 million in the SUNY budget.



Now it's your turn to write

When writing your legislators to urge that Gov. Cuomo's budget cuts be revised and the third and fourth year of the scheduled tax cuts be delayed, follow these hints.

1. IDENTIFY YOURSELF.
2. STATE THE PROBLEM AS YOU SEE IT.
3. PROPOSE A SOLUTION—STRONGLY URGE THAT THE THIRD AND FOURTH YEARS OF THE STATE TAX CUTS BE DELAYED.

4. REQUEST ACTION—ASK YOUR LEGISLATOR TO CALL ON GOV. CUOMO TO FREEZE STATE TAXES AT 1988 LEVELS.

5. ASK FOR A RESPONSE FROM YOUR LEGISLATOR.

6. SEND A COPY OF YOUR LETTER TO :

JOE MCDERMOTT,
CSEA PRESIDENT
143 WASHINGTON AVENUE
ALBANY, NEW YORK 12210

To be sure your letters about the state budget and other legislative issues get to your representatives, send them to the following addresses:

New York State Senate
Albany, New York 12247

New York State Assembly
Albany, New York 12248

CSEA begins budget blitz

By Kathleen Daly
Associate Editor

ALBANY — CSEA is going high tech with its lobbying effort, taking its case on the proposed state budget to legislators via video.

Working with AFSCME and three other New York AFSCME affiliates, CSEA helped write and produce a seven-minute videotape that will be presented to each of the 211 state legislators and to the press.

In the video, CSEA President Joe McDermott protests that the so-called tax cuts included in the proposed budget are actually only tax cuts for the wealthy.

But even more significant, the cause of the state deficit is not excessive state spending, which is rising at a modest pace, but state revenue, which continues to drop sharply.

"Spending isn't out of control," McDermott says in the video. "It's the tax cuts for the rich that are causing the problem."

CSEA Communications Director Michael

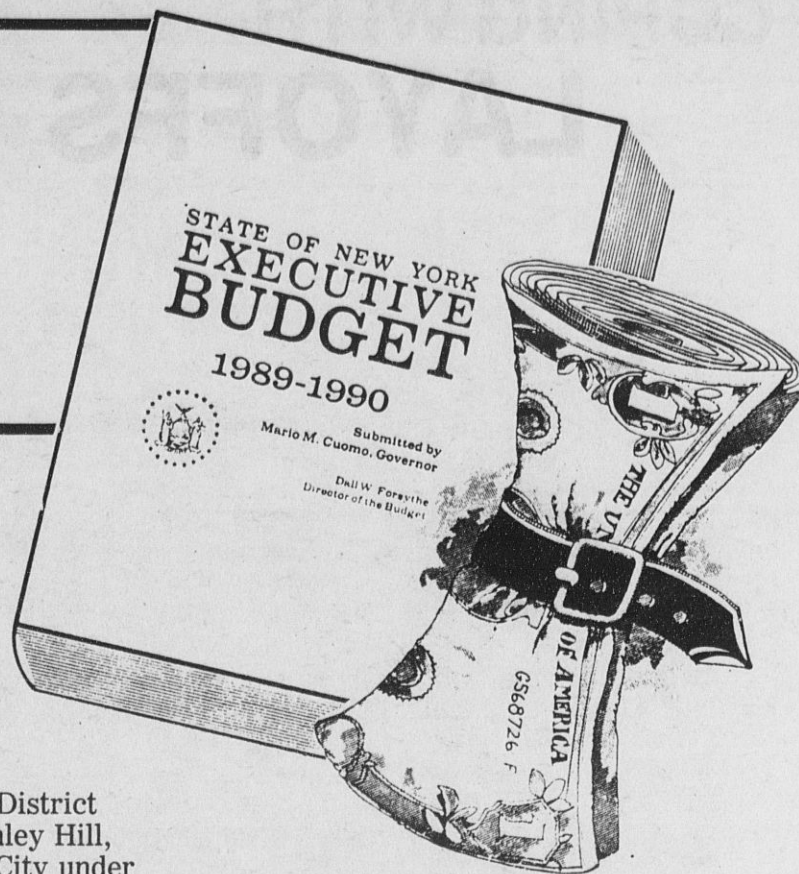
Moran narrates the video, which highlights the variety of services — including day care and corrections — that will suffer under the proposed budget.

Also appearing on the video are AFSCME Council 82 President Joe Puma, speaking on the dangers of cuts in corrections, and AFSCME District Council 37 Executive Director Stanley Hill, raising concerns about New York City under the weight of the budget proposal.

"Video is a new tool in lobbying," Moran said. "We believe it is very effective. A video is a concise, graphic way to make our point clearly to the legislators. They're the people we have to convince on this budget proposal."

CSEA Director of Legislative and Political Action Larry Scanlon is also pleased about the finished product.

"We're breaking new ground here, and we're doing it well," he said. "This video is a professional, quality production. And

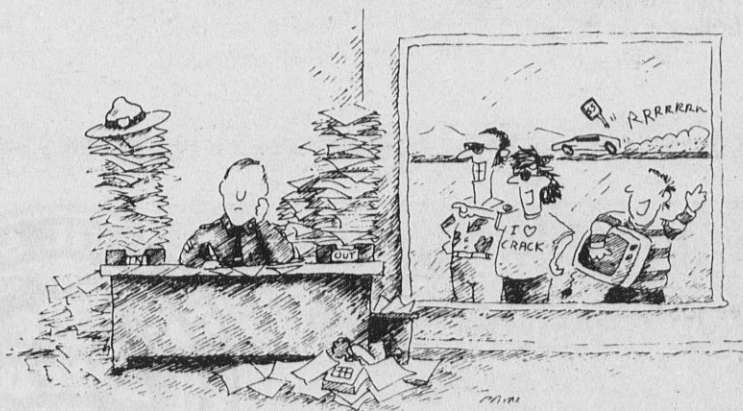


quality counts when you're trying to convince a legislator that what you're saying has merit. That's what we have to do — prove our point beyond a doubt so that the proposed executive budget is realistically revised and the so-called tax cuts are halted."

The video was delivered to the legislators on March 6.

"The key to beating this budget is presenting a united front with its concerns carefully and reasonably outlined," Scanlon said. "This video accomplishes that goal."

The BUDGET BLUES



N.Y. State Troopers Can't Chase Drug Pushers if They're Pencil Pushers.

Cuts in civilian staff at State Police stations around the state mean that highly-trained police officers will be relegated to answering phones and filling out forms.

Drug runners and other criminal elements think it's a great idea.

We think it stinks.



Civil Service Employees Association
Local 1000, AFSCME, AFL-CIO • Joe McDermott, President

Another weapon . . .

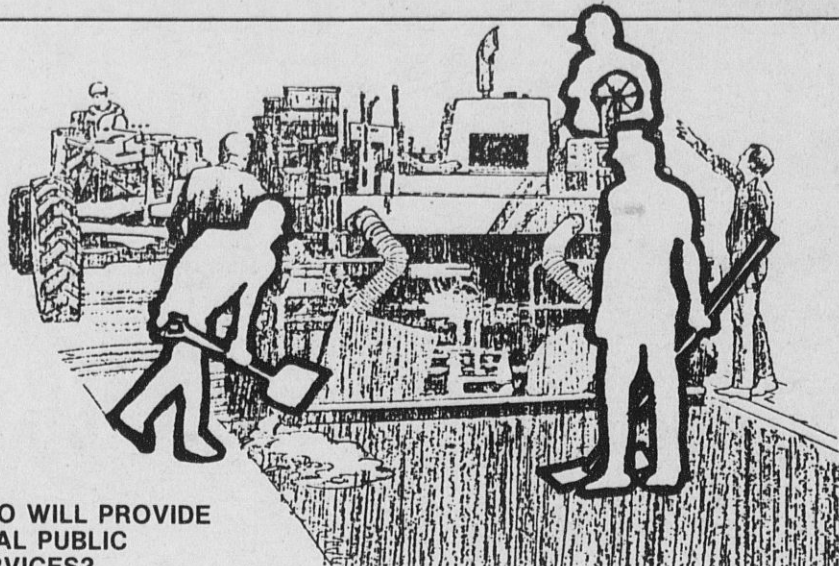
To add to CSEA's arsenal in the budget battle, the union has started a series of advertisements in the "Legislative Gazette," a weekly newspaper directed to the state Legislature.

The first ad, appearing in the current issue of the "Gazette," highlights CSEA's concern about plans to cut up to 200 civilian jobs in the State Police.

Using some humor, "The Budget Blues" series will highlight specific problems with the proposed budget.

COPING WITH LAYOFFS

Useful information to help if you are facing job uncertainty



WHO WILL PROVIDE VITAL PUBLIC SERVICES?

The question of how many layoffs, if any, and who will actually be affected under the next state budget was still unresolved at press time.

What was known was that the proposed state budget calls for about 2,100 state jobs to be eliminated and the state estimates the actual number of layoffs will be between 500 and 800 people after attrition and transfers to vacancies unaffected by job reductions. That number would be further reduced by the number of employees eligible for a proposed \$12 million re-training program.

Layoffs could become a reality on March 16 when employees who will be impacted by the reduction in force are scheduled to be given their layoff notices. Due to the complexity of the civil service layoff procedure, in some cases people who receive layoff notices will not, in fact, be the people who are eventually laid off. Under the state's timetable, layoffs are scheduled to become effective April 12.

For anyone facing the prospect of layoff, there are many things to consider. The status of insurance coverage and benefits are certainly high among those concerns.

The following information should be beneficial to everyone facing job uncertainty during the budget crisis.

Laid-off members may continue insurance by arranging direct payment of premiums

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

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

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

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

If the member has not returned to state employment one year after the date of layoff, the Basic Group Life Insurance coverage may be converted, without a medical examination, to any form of insurance, except term insurance, underwritten by the Travelers Insurance Company. Application for conversion must be made within 31 days after the date of termination to:

The Travelers
Employee Benefits Department
Life & Health Conversion Unit, 4 NB
Hartford, Ct. 06133-6130

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

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

You'll be able to continue your EBF benefits

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

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

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

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

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

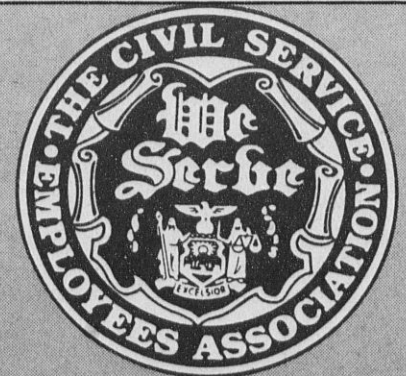
May be eligible for dues-free membership

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

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

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

Applications forms and additional



information about dues-free membership are available by contacting:

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

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

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

Health insurance coverage may be continued for most laid-off employees under civil service law and terms of union contracts

Not the least of worries for state workers facing possible layoffs is the concern about the status of their health insurance should they be affected by a layoff.

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

If you are laid off and eligible to continue your health insurance coverage under one of the circumstances listed below, you may do so by paying the required contribution, if any. Under current contracts, the state pays 90 percent of the cost of individual coverage and 75 percent of the cost of dependent coverage provided under The Empire Plan or an alternative health maintenance organization (HMO) program. If both you and your spouse are state employees who have qualified for and chosen the Dual Eligibility Family Benefit, the state pays 100 percent of your premium for family coverage in either The Empire Plan or a participating HMO. Should one or both of you be placed on a preferred list, you keep the Dual Eligibility Family Benefit.

IF YOU ARE SEPARATED FROM STATE SERVICE, YOU MAY CONTINUE YOUR HEALTH INSURANCE COVERAGE UNDER THE FOLLOWING CIRCUMSTANCES:

1. IF YOU HAVE HAD FEWER THAN 10 YEARS OF STATE SERVICE . . .

A. and your name is placed on a preferred list, you may continue coverage under the state program for a period of one year or until you are re-employed by a public or private employer, whichever occurs first. At the end of the year you will be eligible for coverage for up to 18 months under the federal continuation of coverage law known as COBRA. (See COBRA explanation below). After that period, you will be offered the opportunity to convert to a standard direct-pay policy with the carriers.

B. and you are not eligible to have your name placed on a preferred list, although you have been employed on a permanent full-time basis and the separation is the result of the abolition of your position, you will have the same continuation rights as an employee on a preferred list. (See A above).

C. and you are not eligible to have your name placed on a preferred list, and the separation is not the result of the abolition of a position, you will be offered COBRA continuation coverage for up to 18 months.

After that period, you will be offered the opportunity to convert to a standard direct-pay policy with the carriers.

D. and you had employment with an agency such as a state authority or a local subdivision which participates in the state Health Insurance Program and that employment, combined with your state service, equals at least 10 years, you may be eligible to continue coverage as a retiree. Your agency health benefits administrator can advise you whether your state service and your employment in a participating agency can be combined for eligibility.

2. IF YOU HAD 10 YEARS OR MORE OF STATE SERVICE...

A. and are eligible to retire as a member of a retirement system, you may retire and continue coverage as a retiree, or you may defer any retirement allowance due and continue coverage by direct payment of the enrollee share until the retirement takes effect, then continue coverage through deductions as a retiree.

B. and are a member of a retirement system, but not yet retirement age...

(1) if your name is placed on a preferred list, you may continue coverage for one year or until you are re-employed by a public or private employer, whichever occurs first. If you reach retirement age before you lose eligibility for the preferred list, you may continue coverage as a retiree. If you do not qualify for retirement by that date, you may continue in vested status until you reach retirement age, then continue coverage as a retiree.

(2) and you are not eligible to have your name placed on a preferred list, although you have been employed on a permanent, full-time basis and the separation is the result of the abolition of your position, you will have the same continuation rights as an employee on a preferred list. You may continue coverage in vested status until you reach retirement age, then continue coverage as a retiree.

C. and you are not a member of a retirement system and you are not eligible to have your name placed on a preferred list, but you are 55 or older (age 62 if your last entry into state service was on or after Sept. 1, 1983), you will be permitted to continue coverage as a direct-pay retiree. If you have not attained retirement age, you will be eligible for up to 18 months of COBRA continuation coverage. At the end of 18 months, you will be offered the

COPING WITH LAYOFFS



opportunity to convert to a standard direct-pay policy with the carrier.

COBRA: WHAT IT IS

As of Jan. 1, 1989, all terminated enrollees are eligible for continuation of coverage under the Federal Consolidated Omnibus Budget Reconciliation Act (COBRA). The law permits a person whose employment is terminated to continue coverage in the employer-sponsored group health plan for up to 18 months. Coverage available to you under COBRA is the New York State Health Insurance Program. Dental and vision care coverage may also be available through the state or your Employee Benefit Fund (EBF). The 18-month period begins when eligibility for health insurance coverage under Civil Service Law and regulations ends. See your health benefits administrator for information about COBRA eligibility and enrollment.

YOUR HEALTH INSURANCE BENEFITS PACKAGE

If your employment is terminated, your benefits may change slightly depending on whether you are eligible to continue coverage in preferred list status or as a COBRA enrollee. In preferred list status, depending on the bargaining unit to which your position was assigned, some provisions such as co-payments might change. If you are not eligible for preferred list coverage, you may enroll in COBRA. As a COBRA enrollee, you will have the same benefits package as when you were an employee.

THE COST

If you are eligible to continue your health insurance coverage in preferred list or retirement status, you may do so by paying the employee contribution, if any. Any employee who continues coverage while in vested status must pay the full cost of that coverage. A COBRA enrollee must pay the full cost of that coverage plus a 2 percent administrative charge.

EMPLOYEES AND/OR SPOUSES AGE 65 OR OLDER

If your coverage as an active employee ends, you and/or your spouse should immediately enroll in Medicare. If you fail to enroll promptly, you could be subject to a waiting period before your Medicare coverage begins.

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

THE FUTURE IS

NOW!

By Stephen Madarasz
CSEA Communications Associate

ALBANY — Recognizing that we are entering a period of major change in the way we work and live, CSEA and New York state are joining forces to meet the challenges of tomorrow.

Tying in with the release of a task force report on the New York state public workforce in the 21st century, CSEA and the state have formed a labor/management committee to deal with workforce planning issues.

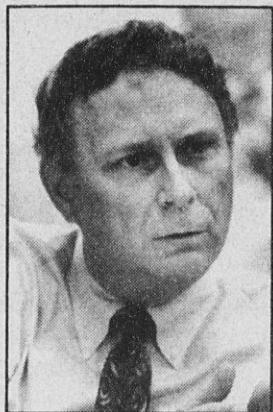
The task force consisted of leaders of the state government, business, academia, and labor, including CSEA representatives. The report was prepared by the Rockefeller Institute of Government of the State University of New York.

Having enough qualified workers to provide public services is a serious concern for the years ahead. How effectively the issue is addressed could have significant impact on CSEA members on the job, within the union and as taxpayers.

"We can't ignore the importance of workforce planning," said CSEA President Joe McDermott. "The average age of state employees is getting older and there's a shortage of younger workers entering the workforce. That means the state is going to have to be more competitive in its hiring practices or face severe understaffing problems and a drop in the quality of service in a variety of areas."

McDermott pointed out that it's also critical to project what the jobs of the future will be and what skills workers will need to handle them. The state then has a responsibility to recruit qualified people and train current employees to move into other areas. Once that's done there's additional need to provide career opportunities that encourage individuals to stay in state service.

"We have entered an era where labor



Joe McDermott



Elizabeth Moore



CSEA Director of Research William Blom and Special Assistant to the President for Workforce Planning John Corcoran listen during the recent briefing on the task force report.

and management must work as partners if we are to successfully address the changes the future will inevitably bring," said Elizabeth Moore, director of the Governor's Office of Employee Relations.

In announcing the formation of the committee, Moore cited a number of recommendations from the task force report to help prepare for the future. Among them:

- Improve the image of government service as a career choice
- Create a stronger link between state government and high schools and colleges through internships, work-study and other cooperative programs
- Strengthen opportunities for workers with private sector experience to enter public employment
- Review state salary and benefit packages to determine if they are competitive for attracting qualified workers
- Broaden policies and programs that help workers balance work and family life — such as flex-time and child care
- State agencies should work together to recruit individuals for hard-to-fill positions
- Probationary periods should take advantage of the opportunity for orientations and training
- In an effort to attract the most qualified people, the state should develop better programs to help new hires and present employees relocate when necessary

In accepting the task force report,

PUBLIC SERVICE
THROUGH THE
STATE GOVERNMENT WORKFORCE:
MEETING
THE CHALLENGE OF
CHANGE

Produced by the
Task Force on the
New York State Public
Workforce in the 21st
Century

on behalf of
New York Governance
in the 21st Century
— A Public / Private Partnership —

Nelson A. Rockefeller
Institute of Government
State Academy for
Public Administration

Dr. Henrik Dullea, director of State Operations, said that the report "will not sit on the shelf." The creation of the labor/management committee with CSEA is evidence of the state's commitment to moving forward on this agenda.

While CSEA endorses the concepts outlined in the task force report and will work with the state, there is concern about some of the recommendations and how they might be achieved.

McDermott made it clear that workforce planning is a priority issue for CSEA, but not at the expense of CSEA member rights or the civil service system.

"All initiatives in the area of workforce planning for the future must be done in the framework of a competitive civil service system based on merit and fitness," he said.

**Having enough
qualified workers
to provide public
services is a
serious concern
for the years
ahead**

CSEA not intimidated by 'goon tactics' of Westchester med center administrator

Compiled by Anita Manley
CSEA Communication Associate

VALHALLA — A relatively routine labor/management meeting turned ugly recently at the Westchester County Medical Center after a county administrator became hysterical and lost control. The incident has served to intensify CSEA's efforts to resolve concerns over a weekend work schedule policy that has dampened employee morale at the facility.

"It was unbelievable. He became hysterical," said CSEA Labor Relations Specialist Al Sundmark after Dennis Cheeseman, director of maintenance at the Medical Center, screamed and yelled during the meeting, locked union representatives in and Sundmark out of the meeting room and called Westchester County police to escort the union reps from the building.

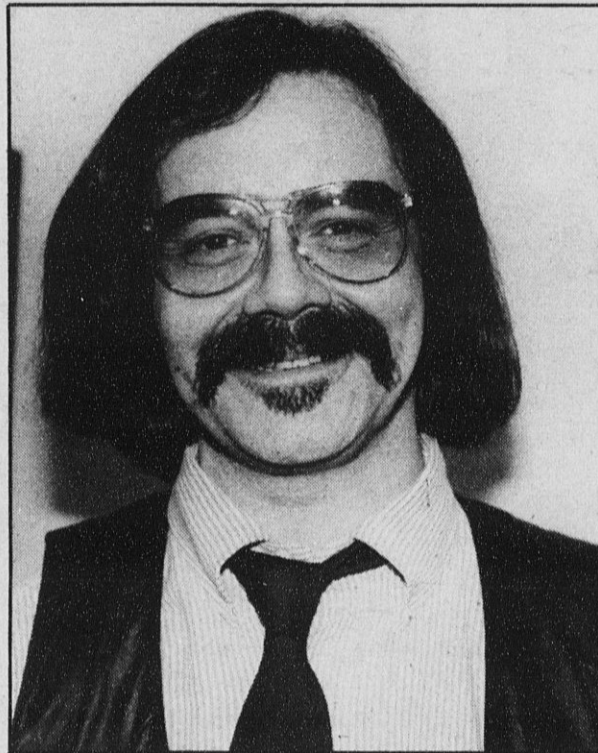
"Cheeseman's behavior was embarrassing, not only to the union and the workers, but to the county in general. Fortunately, he represents the exception rather than the rule in Westchester County," Sundmark said. "I have dealt with managers in pressure cookers like Willowbrook, Brooklyn State and Manhattan State (psychiatric centers), and I can only say that I have never experienced such irrational and unprofessional behavior from an individual supposedly possessed of managerial expertise."

The outburst by Cheeseman only served to strengthen CSEA's determination to resolve concerns over the work schedule policy,

Sundmark said.

"We will not be intimidated by 'goon tactics.' CSEA and its leadership have the guts and the determination to stand up to management to protect our members and do our job. We won't wilt in the face of hysterical and unreasonable characters like Cheeseman," he said.

Sundmark, CSEA Chief Shop Steward Carmine DiBatista, union representative



AL SUNDMARK — "We won't wilt in the face of hysterical and unreasonable characters like Cheeseman."

Barbara Ames and two members of the maintenance staff were meeting with Cheeseman about union concerns over the weekend work schedule policy when the administrator responded irrationally.

"When I told Cheeseman his policy might undermine the efficiency and productivity of the staff, he leapt to his feet, began screaming and attempted to order us out of the room," Sundmark recalled. "When I left to make a phone call, Cheeseman called security people and locked my people in and me out. It was simply an unbelievable display of loss of personal control by the man, and was completely inappropriate."

The meeting was called to talk about staff morale and other concerns following the upgrading of some maintenance staff but not others. Previously all maintenance staff rotated to cover the facility on weekends but many of those who received upgrades no longer are assigned weekend duty. That, Sundmark noted, has lowered the morale of the staff who not only continue to be assigned weekend duty, but now on a more frequent basis.

Sundmark said because Cheeseman was so unreasonable and unprofessional during what should have been a routine meeting, the union will attempt to work the problem out at a higher level. Sundmark has written to the county commissioner of hospitals to schedule a meeting to discuss the incident and the work schedule policy, and is also contemplating improper practice charges against the county growing out of Cheeseman's behavior.

GRIEVANCES, ARBITRATIONS, ETC.



CSEA GRIEVANCE WINNER GAINS PROMOTION AFTER LONG BATTLE

STONY BROOK — Donald Cooper believed his problems were settled when CSEA won his out-of-title grievance, promoting him from a grade 6 maintenance helper to a grade 9 maintenance assistant.

Not so. According to Stony Brook University CSEA Local 614 President Tony Ruggiero, the paperwork was never put through. Apparently, the director of the physical plant where Cooper was employed decided that he "didn't like the idea of Cooper going to the union for his upgrading," Ruggiero said.

"The director contrived that Cooper had time and attendance problems. We hit him with a grievance," Ruggiero explained.

While the union waited for the

grievance to be answered, the administration replaced the problem director.

"The new director agreed to make Cooper a grade 9," Ruggiero said. "Just shows you what can be accomplished with labor/management cooperation."

Cooper, who has been with the university almost 11 years, gave the administration the benefit of the doubt on why his paperwork was never put through.

"It could have been an honest mistake, but I don't know. I feel wonderful that I've gotten the promotion," he added.

"I think the new director is a fair and honest man, so there shouldn't be any other problems."

‘ The director contrived that Cooper had time and attendance problems. We hit him with a grievance . . . the new director agreed to make Cooper a grade 9. Just shows you what can be accomplished with labor/management cooperation. **’**

CSEA Women on the Job

March is Women's History Month

Women's History Month is a chance for all of us to celebrate the achievements and contributions women have made to our society.

The labor movement owes a great deal to women, who helped on picket lines and marches for their husbands, brothers and sons, and who made history with their own marches for not just survival wages but for quality of life. The legendary Mother (Mary) Jones has been an inspiration to hundreds of thousands of labor activists because of her determination, dedication and success as a labor organizer and activist.

CSEA has its own reasons to be proud during Women's History Month. More than 50 percent of the union's members are women. Powered by their energy and concern, CSEA has broken ground on major issues on a national as well as a statewide basis.

CSEA members themselves contribute every day to women's history — just by working, taking part in their communities, supporting their families and being active in the state's largest public employee union.

On these two pages, we celebrate that achievement with these photos, part of a display called "CSEA Women on the Job." The display will be in the Empire State Plaza in Albany during March, and then will travel to the union's six regions.



NASSAU COUNTY MEDICAL CENTER NURSE Donna Cappabianca at her station, above. She's a member of Nassau County CSEA Local 830. Below, cafeteria workers Kathy Summers and Gloria Thompson serve up lunch as members of Maryvale School District Unit of CSEA Local 815. At left, Mental Hygiene Therapy Aide Amy Jannsen attends to a client at Sunmount Developmental Center represented by CSEA Local 431.



DEPARTMENT OF MOTOR VEHICLE REPRESENTATIVE Carol Brown is on the job on Staten Island as a member of New York City State Employees CSEA Local 010. At right, Housing Security Officer Sheila Haney patrols the grounds for the Buffalo Municipal Housing Authority represented by Erie County CSEA Local 815.



WESTCHESTER COUNTY LOCAL 860 MEMBERS Susan Wein and Judith Carbone, above, are staff developmental specialists for the county's social services department. Above right, Court Attendant Caroline Bush, a member of Judiciary CSEA Local 333, delivers documents while on the job in Schenectady. At right, Highway Maintenance Supervisor Rose Bush is on the road for the state Department of Transportation in Chestertown as a member of CSEA Local 676.



The photographs on these pages were taken by CSEA Communications Associates Ron Wofford, Dan Campbell, Anita Manley, Lilly Gioia and Sheryl Carlin.

Member tells panel:

Day care deserves more than lip service

NEW YORK — "Being a working mother in the '80s is a tough job, but being a *single* working mother is almost impossible," said Elena Mercado, a member of CSEA Tax and Finance Local 460. "Finding affordable, quality child care for my daughter is a never-ending search."

The life of Elena Mercado, a senior stenographer at the Tax Department's Racing and Wagering Board, is not easy. As a single mother of a nine-year-old, she must juggle her responsibility to job and child between commuting to lower Manhattan from the Bronx every day — more than 90 minutes on the subway each way.

It's a routine that gives her comments credibility. But Mercado wasn't just speaking for herself — she represented thousands of other CSEA working women when she testified before a joint hearing conducted by the state Division for Women and the state Labor Department.



CSEA Local 460 member Elena Mercado, with daughter Qiana, above, and testifying on day care issues, right.

The hearing on *Balancing Work and Family Life* was held to examine day care programs and policies in the public and private sector in New York.

Mercado's testimony made it clear that there is still a long way to go before those programs and policies meet people's needs.

"Child care programs in New York City, whether funded by local, state or federal governments," Mercado testified, "leave much to be desired in all the important areas, such as:

- Trained and screened personnel who are not hired as babysitters, but as real teachers
- Clean facilities, not just barely meeting Health Department guidelines but actually exceeding them
- Operating hours that allow a parent to drop off their child early and pick them up in the evening without feeling like you're running a marathon to get there on time
- Affordable child care so you are not taking a second job just to pay for child care, as some women I know have to do."

Through CSEA efforts there are now 38 on-site child care centers operating in conjunction with state facilities throughout New York. Mercado pointed out that's not enough.

"I know my union, CSEA, has taken a great interest in raising management awareness about child care issues and bargained for additional funds in our contract... but I am not aware of my agency taking any interest whatever in dealing with the issues of child care," she said.

Going even further, Mercado explained

that she has been subjected to harassment for following through on her parental responsibilities, even when carried out on legitimate leave time.

"I have no other family or relatives in New York to depend on to help me when either my daughter or I become ill. I use my sick leave allowance which so far has been sufficient," she said.

"But I must add that there is always someone in management giving me a hard time should sickness cause me to be away from the office; I am made to feel very guilty for taking time off as if I am letting the whole organization down," she continued. "It's as if my responsibility to my child with a 102° fever isn't as important as my work in the office."

Mercado stated that state employees need more than lip service on child care issues from their employer, they need management that is sensitive to their situation.

"Many supervisors suffer from tunnel vision, lacking any personal experience of being the only one responsible for a child's well-being. This attitude is especially prevalent toward women who occupy lower-grade clerical jobs."

Mercado added, however, that even though she could probably earn more money in the private sector, she believes it would not pay to give up the leave benefits and union rights she has as a state employee.

Instead, she believes that in working with CSEA, the state should make a greater effort to meet day care needs.

"In buildings like 400 Broome Street, where I work, three state agencies housed there could be encouraged to combine resources wherever possible," she explained.

"Just a few years ago, most major state agencies relocated from the World Trade Center to offices around the city. Millions of tax dollars were spent to refurbish old buildings. While landlords and real estate brokers raked in these millions from the Office of General Services, what was done to mandate space and construction of on-site child care facilities? Were working mothers even considered?"



CSEA gains LPN downstate differential

Compiled by Sheryl Carlin
CSEA Communications Associate

Senior licensed practical nurses (LPNs) will no longer be forced to take a pay cut when they gain a promotion in the New York City and Long Island area.

After months of prodding by CSEA, the state Division of the Budget (DOB) recently corrected a quirk in geographic differential pay that cost grade 10 LPNs as much as \$1,500 in lost pay when they took promotions to grade 11 and 13.

CSEA's Research Department successfully steered a corrective measure through the Department of Civil Service's Division of Classification and Compensation last fall

and has been prodding DOB to approve funding ever since. DOB recently approved geographic location pay for grade 11 and grade 13 LPNs, retroactive to November 1988.

The problem arose because geographical location pay of \$2,000 given to grade 10 LPNs in the New York City-Long Island area did not apply to grade 11 and 13 LPNs. A grade 10 LPN taking a promotion received a pay increase of about \$500 but lost the \$2,000 location pay, resulting in a net loss of about \$1,500 for taking a promotion.

At the Kings Park Psychiatric Center on Long Island, for example, grade 10 LPNs were being offered promotions with a

decrease in salary, according to CSEA Kings Park Local 411 President Tony Bentivegna.

Knowing all this, why would anyone be interested in taking the promotion?

LPN Rich Manno, a CSEA member at the facility who took the promotion from a grade 10 to a grade 11, explained.

"When I took the promotion I wasn't told I would lose the \$2,000 location pay," he said. "Even with my \$500 raise, I was losing \$1,500 and the only reason I was going to stick it out was because when I became a grade 13 I would see an overall increase in my salary."

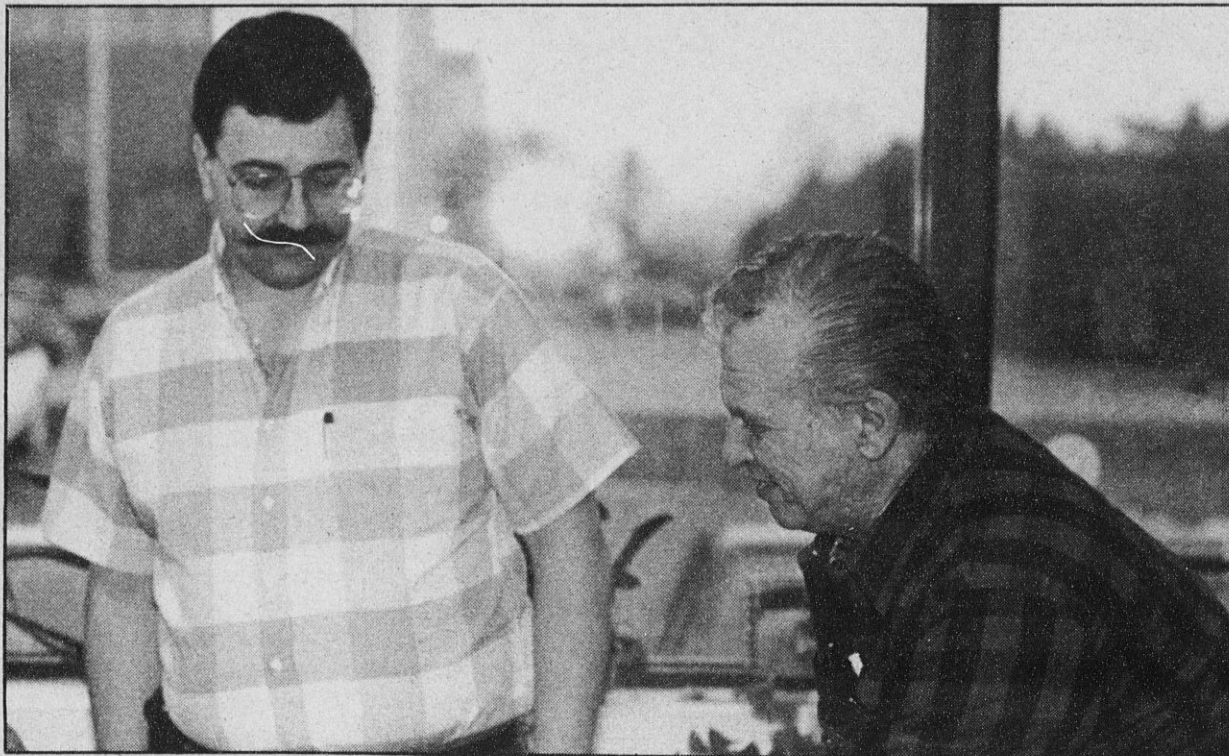
Manno said he had many more responsibilities for less pay.

"On top of my other responsibilities, I had to evaluate other employees and work regularly as a ward charge," he said, "but I was getting less money than I did before."

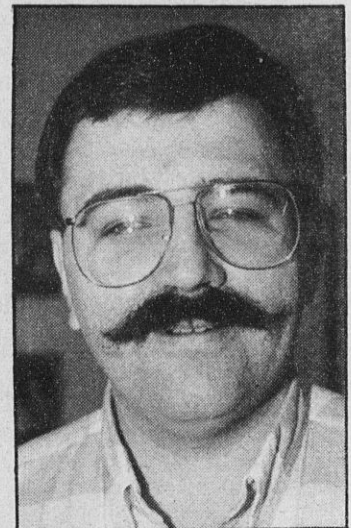
Bentivegna says the promotions are supposed to add a career ladder for the nurses, not discourage them from moving up.

"The state was playing games, taking away the location pay," Bentivegna said. "There were very few takers for this supposed promotion."

He also said he was glad to hear that the union was able to help his members by pushing the issue, and winning them the money they deserved.



TONY BENTIVEGNA, CSEA Local 411 president, above right, and LPN Richard Manno discussing the past problems with the promotional system.



LPN RICHARD MANNO

MEMBERS IN NEED

Member's Son Needs Costly Operation

HICKSVILLE — Anna Christi, a teacher's aide in the Hicksville School District and a unit member of CSEA Nassau Educational Local 865, has a 25-year-old son, Julio, who has battled leukemia for eight years now.

Julio recently had a bone marrow replacement operation in Seattle, Wash. Because he had no donor, another operation must be performed, in order to replace the marrow that was removed and since purified.

In addition to dealing with the trauma of their son's illness, his parents will soon face the astronomical expense of flights, hotel bills and other costs.

Any CSEA brothers and sisters who can afford to make a contribution to the family should send their donation to Constance Cerny, co-worker and friend to the Christis. Checks should be made out to her, and mailed to 21 Monroe Avenue, Hicksville, New York 11801.

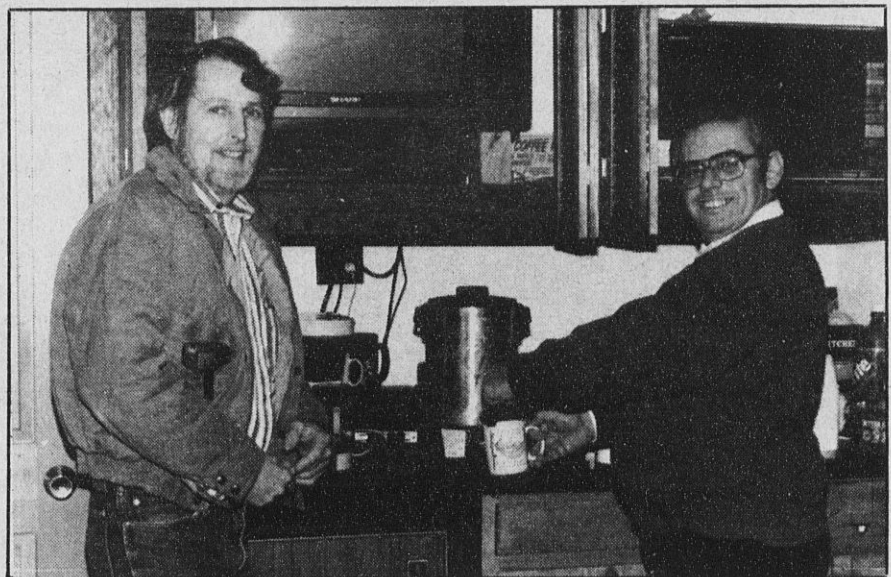
Thanks to other recent appeals, the family has already received some assistance for which they are very thankful. They report that things look very hopeful for Julio's recovery.

Hospitalized Plattsburgh DWI Victim

PLATTSBURGH — A union sister from SUNY CSEA Plattsburgh Local 612 was recently injured after her car was struck head on by a car whose driver was driving while intoxicated.

Marjorie Waldron, a part-time custodian, will need to be hospitalized for a long period of time, undergo several operations and have an extensive recovery period at home.

Members of the local are soliciting donations to assist her. If you are able to help, please make checks payable to the "CAS—Waldron Fund" and send in care of the State University College, Plattsburgh, New York 12901.



PALISADES PARK Manager John Doherty helps himself to a cup of coffee as CSEA Local 105 President Joe Willis waits his turn. The coffee pot, as well as the television, VCR, microwave, refrigerator and table were purchased with funds provided in the state contract and administered by the Committee on Work Environment and Productivity (CWEP). An air filter, air conditioner and outdoor gas grill have also been purchased for employees who work at the site, located at Lake Minnewaska in Ulster County. Willis said 23 microwaves were purchased for the Park Commission employees and were placed in all parks and historic sites. Willis said he heard about CWEP funding at a CSEA workshop he attended.

License to drive us crazy

Too many questions on commercial driver changes

ALBANY — New York's efforts to toughen commercial driver's license requirements to comply with federal law remind CSEA Legislative and Political Action Director Larry Scanlon of the song *Alice's Restaurant*.

In that song, Arlo Guthrie described his selective service examination as being "inspected, detected, injected and rejected." But Scanlon recently told the Assembly Transportation Committee that CSEA wants to know when its members will be "respected."

Under the federal Motor Vehicle Safety Act, all states must implement tougher written and driving tests for issuing commercial motor vehicle licenses or risk losing federal highway funding. States have a number of options in making the changes but must meet the basic guidelines, including testing of all current license holders, by 1992.

Scanlon said that right now there are too many open questions about how New York plans to implement and administer the new requirements. CSEA wants the legislature to spell out the plans instead of leaving it up to the Department of Motor Vehicles.

CSEA is especially concerned about New York's actions because 50,000 CSEA members are commercial motor vehicle operators. CSEA President Joe McDermott has appointed an ad hoc committee to monitor the Department of Motor Vehicle and state legislature's actions and provide information to the membership about the changes.

Among the areas that need to be detailed are plans for "grandfathering-in" drivers with clean records, assisting current commercial drivers pass the new written tests and setting up the testing procedures.

In his testimony, Scanlon told the lawmakers that the tougher requirements could make a bad situation worse.

There is already a shortage of commercial motor vehicle operators for positions such as school bus drivers. CSEA wants to be sure the new, tougher examinations will be administered fairly or exam takers could lose their livelihood, creating greater difficulty for public employers who can't even fill positions now.

Higher licensing fees proposed along with the tougher examinations are another burden.

"Presently, it costs a license holder \$33.50 for a four-year license. As we read the bill, this cost can easily escalate to more than \$100," said Scanlon. "Most of CSEA's members who need commercial driver's licenses earn relatively low incomes — many



Larry Scanlon

work part-time as school bus drivers. The increased cost of their license imposes a very real financial hardship."

CSEA also questions whether the Department of Motor Vehicles has the resources to meet the demands the new testing will create. It's estimated that the new requirements will affect 500,000 commercial drivers statewide, so there has to be adequate funding and staffing to handle the load.

Scanlon emphasized that CSEA is committed to ensuring that commercial motor vehicle operators perform in a safe reliable manner, but the union remains concerned that chaos could result unless the state addressed the "nuts and bolts" issues before making changes.

Children of CSEA members eligible for NYS AFL-CIO 4-year college scholarship

Children of CSEA members who will be graduating from high school this year and who plan to enroll in labor relations studies or a related field at a college or university in New York state are eligible for a four-year scholarship offered by the New York State AFL-CIO.

The state AFL-CIO, of which CSEA is a member, is offering an \$8,000 scholarship (\$2,000 per year for four years) to eligible applicants.

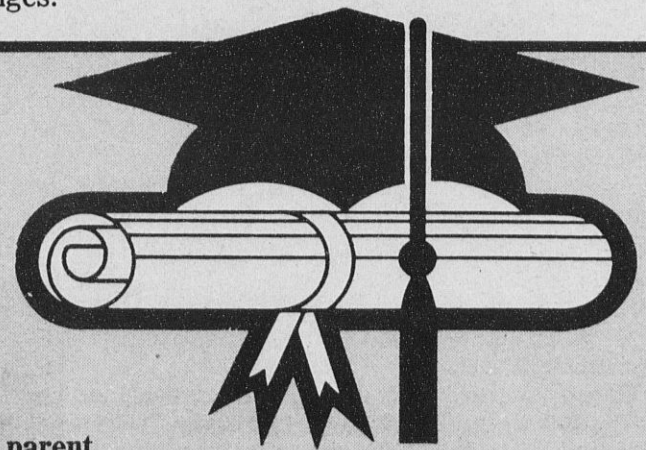
To be eligible, applicants must meet the following criteria:

*Be a 1989 graduate from a New York state high school.

*Be a member of a family whose parent or guardian is a member of a union affiliated with the New York State AFL-CIO.

*Be planning to pursue a course of study in labor relations or a related field at an accredited institution of higher education in New York state. Applications must be submitted by May 1, 1989. Applications and additional information concerning the scholarship are available from:

Emma K. Deeble, education director
New York State AFL-CIO
48 East 21st Street, 12th Floor
New York, N.Y. 10010.



Completed application forms must be accompanied by a letter of recommendation from a teacher from the applicant's school, an official transcript and SAT scores and an essay of 400 to 500 words on the topic: "How Unions Help Families."

Finalists will be selected and interviewed. The winner will be selected and all applicants notified of the decision by June 9, 1989. The scholarship winner will be formally announced at a New York State AFL-CIO conference this summer.

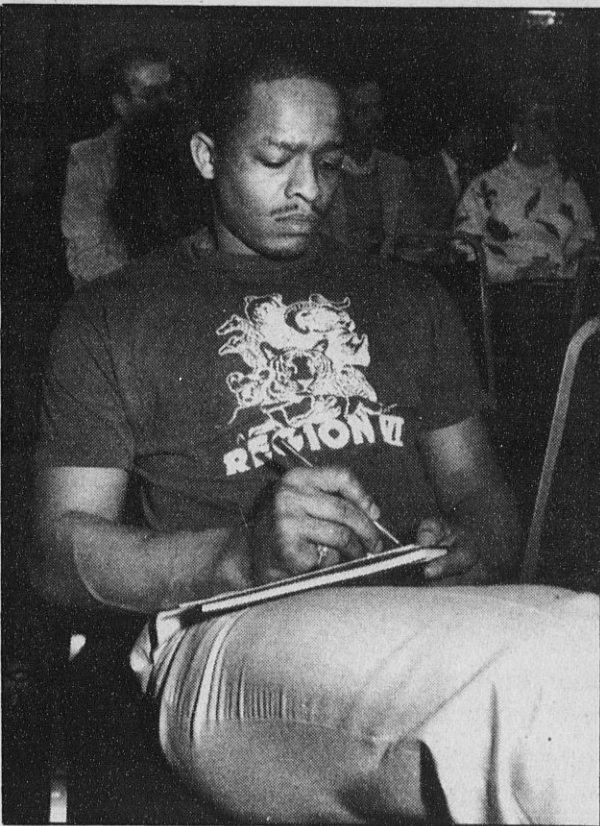
Region VI activists meet

By Ron Wofford
CSEA Communications Associate

ROCHESTER — A heavy schedule of urgent concerns to CSEA members greeted Region VI activists as they convened their first Regional Conference of 1989.

The proposed state budget and its negative impact on state and local government employee jobs and delivery of services was addressed in several forums, as was political action strategy to confront the threat.

"We've got to let our members know how serious the situation is. The budget concerns everyone," said Region VI President Robert L. Lattimer, "and it's not just the job picture, it's the threatened unnecessary diminishing of vital services at every level that we need to be concerned about. We each should stress to our state representatives how important delaying the



ROBERT MOOTRY of Buffalo Psychiatric Center Local 403 takes notes at the conference.



TERRY MELVIN, president, West Seneca Developmental Center Local 427, above left, talks with Barbara Reese of Roswell Park Memorial Institute Local 303 about the day's agenda.

upcoming scheduled state tax cut is to the future of the state. The tax cut revenues represent a source of state funding we should be tapping, not giving up just as our operations costs are expanding."

The State's Tax Reform Act of 1986 would mean an extra windfall of more than \$2,000 for families with incomes of more than \$260,000, and would be of no benefit at all to low or middle income families, according to Don Kelly, assistant director, CSEA Research Department.

Kelly said the state's tax cut gap will continue to grow, and without corrective action will reach \$4 billion by 1991.

Kelly is chairperson of CSEA's state budget task force and also represents the union on the Coalition for Economic Priorities, which numbers more than 40 groups opposed to the proposed budget.

An example of the devastation the state budget would cause on local governments is the recent announcement by Erie County Executive Dennis Gorski that more than 900 job layoffs would result, in addition to the 400 job cuts already made in the 1989 county budget.

Region Political Action Committee co-chairs Florence Tripi and Tom Warzel led an open discussion and exercise aimed at developing contingency plans for the budget fight.

"We must remain active and resourceful in marshalling our members for the budget fight," said Tripi.

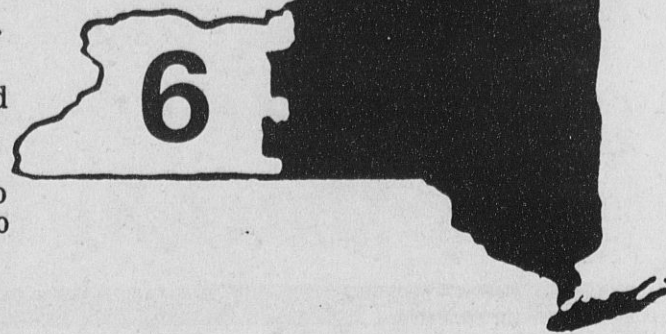
Another political action front is the joint effort to have the state's RUGS reimbursement method revised to more accurately reflect the patient care and funding needs of public nursing homes.

Convincing the governor and other state officials to amend the RUGS formula by showing the negative impact on public nursing homes will be part of CSEA's strategy, according to Roger Sherrie, Region VI political action coordinator. Other strategies include mobilizing public and political support through coalitions with other groups, developing and using persuasive arguments and persistent pressure to ensure enactment of a fair reimbursement method.

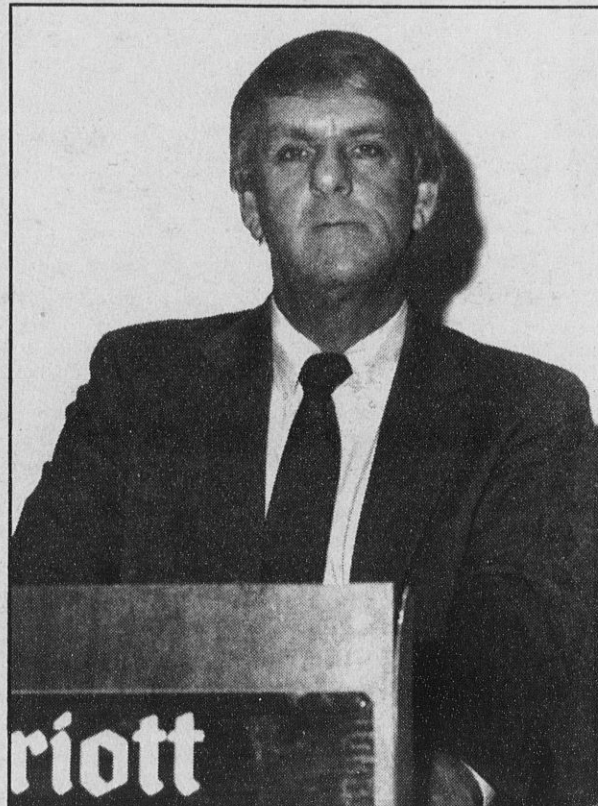


JIM DUBIEL was introduced to the region delegates as the vice president of the new SUNY Buffalo Faculty Student Association CSEA Local. The new local is already 200 members strong!

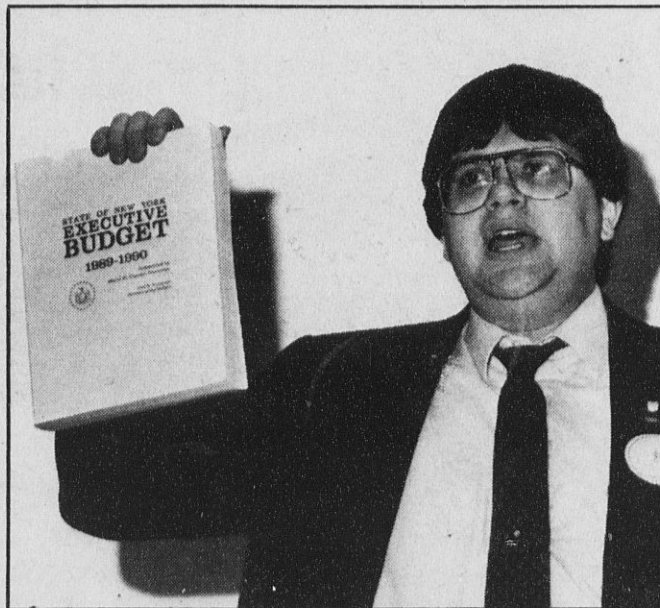
WESTERN REGION 6
482 Delaware Avenue
Buffalo, N.Y. 14202
(716) 886-0391



Developing a climate for creativity and a breakthrough to better ideas was the subject of a presentation by Roger Firestien. A faculty member at Buffalo State College and coordinator of a graduate program in creativity, Firestien has researched how creativity training influences problem-solving behavior in individuals, teams and organizations.



REGION VI PRESIDENT Robert Lattimer stands at the podium addressing the region's activists.



DON KELLY, assistant director of CSEA's Research Department, holds up a copy of the proposed state budget.

'88 Empire Plan Major Medical claims are due before March 31

All 1988 Empire Plan Major Medical claims must be submitted before March 31, 1989, to:

Metropolitan Life Insurance Company
CPO Box 1600
Kingston, N.Y. 12402-0600

Major medical claim forms may be obtained from your agency's personnel or business office or from Metropolitan Life Insurance Company.

Please be certain to have your doctor or other provider fill in all information asked

for on the claim form, and sign it. If the claim form is not filled out by the provider, all bills submitted must include all information asked for on the claim form. Missing information will delay the processing of your claim.

If you have any questions concerning your claim, you may call Metropolitan Life Insurance Company at the following toll-free telephone numbers:

Within New York state — 1-800-942-4640
Outside New York state — 1-800-431-4312



REGION VI activists listen and learn about CSEA election policies.



CONNIE WUNDERLICH, CSEA education and training specialist, prepares region VI delegates for upcoming elections.

Getting the vote out; election education

More than 100 Western Region VI activists have completed election committee training, provided by CSEA's Education and Training Department in a year that calls for CSEA local and unit officer elections throughout the union.

The sessions in Region VI were part of 24 classes conducted statewide during January and February by CSEA to prepare units and locals for trouble-free elections in accordance with the union constitution.

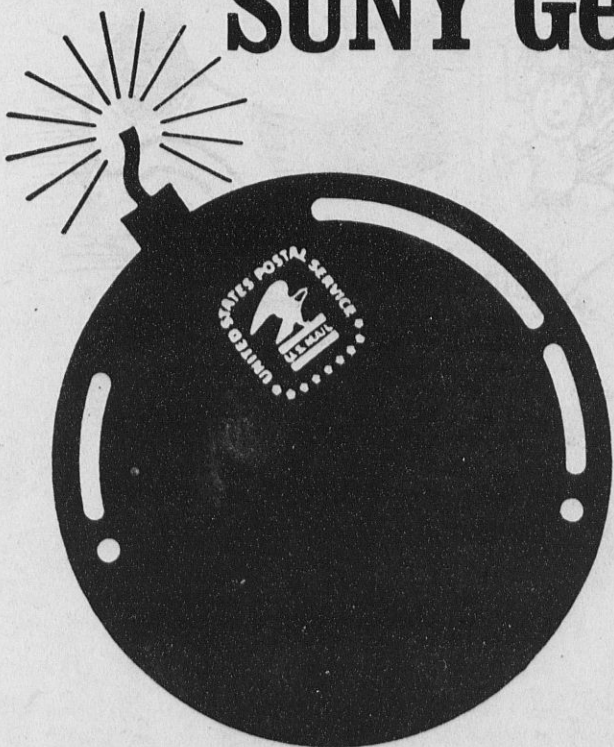
"Region VI delegates turned out in good numbers," said

Connie Wunderlich, education and training specialist, "especially in Buffalo and Rochester, and we have two more sessions scheduled for Fredonia and Hornell."

Local and union election committees will conduct local and unit elections for three-year terms beginning July 1.

Election committee members learned the procedures for all union elections — local and unit office, to be held this year; regional office in 1990; and statewide office in 1991.

SUNY Geneseo bomb scare



College receives explosive package in mail

By Ron Wofford
CSEA Communications Associate

GENESEO — A bomb threat at State University College at Geneseo turned out to be more than a mere threat, although no one was hurt.

"We're glad no one was injured in this reckless action," said Arlie Bennett, president of Local 608 at the college. A number of CSEA members work near the area where the device was discovered.

Bennett said an incendiary device in a tin box was apparently sent through campus mail to the dean of student affairs, who became suspicious after reading a note attached to it.

Campus public safety officers responded to her call and evacuated about 100 people from the building. The Livingston County Sheriff's Office, which is not equipped with a bomb squad, contacted the Monroe County Sheriff's Bomb Squad, who responded and detonated the device in a nearby field.

Police said the device was not technically a bomb, but would have burst into flame and could have killed or seriously burned anyone nearby.

"It's quite scary that anyone would do such a thing," said Bennett, who could not recall any other similar incidents or bomb scare calls happening at the college before. Police are continuing their investigation.

Nominations being accepted for statewide board of directors



ALBANY — Nominations opened March 3 for all 106 seats on CSEA's statewide Board of Directors.

Under the union's open election procedures, any member in good standing can have his or her name placed on a ballot by obtaining the required number of CSEA member signatures on an official petition form.

In order to be eligible, a candidate must have been a member in good standing of CSEA since June 1, 1988, and continuously paid membership dues since then. In addition, he or she cannot be a member of a competing labor organization and must not be serving a penalty imposed by the CSEA statewide Judicial Board.

In the State division, a candidate needs petitions signed by not less than 10 percent of eligible voters in the department or agency he or she wishes to represent. Not more than 450 signatures are required.

In the Local Government division, a candidate needs petitions signed by not less than 10 percent of eligible voters in the local

he or she wishes to represent. Not more than 450 signatures are required.

Educational locals which share a representative require valid signatures calculated on the combined number of eligible voters in all educational locals in their particular CSEA region. Not more than 450 signatures are required.

The union's statewide Election Committee will oversee the balloting which will be conducted by the Independent Election Corp. of America, Lake Success, N.Y.

CSEA's Board of Directors has adopted the following election schedule:

March 3 —Nominations open. Nominating Petition Request Forms are available from local and unit election committees as well as at CSEA regional offices and CSEA headquarters, Albany.

April 7 —Final date for nominating petitions to be received at CSEA Headquarters. Deadline is 5 p.m.

April 24

—Drawing for ballot position, 11 a.m., at CSEA headquarters, Albany. Candidates (or proxies) may attend as observers. Address labels available to candidates for mailing campaign literature.

May 1

—Campaign articles printed in *The Public Sector*. Remarks are the personal statement of the candidate and are not to be construed as reflecting the opinions or beliefs of *The Public Sector* or CSEA Inc.

May 15

—Ballots mailed.

May 22

—Replacement ballots available from the Independent Election Corp. of America.

June 12

—8 a.m. deadline for return of ballots. Ballots will be counted and results announced.

June 22

—Protest period ends (10 days after official results are announced).



Canal concern:

Report recommends some major changes

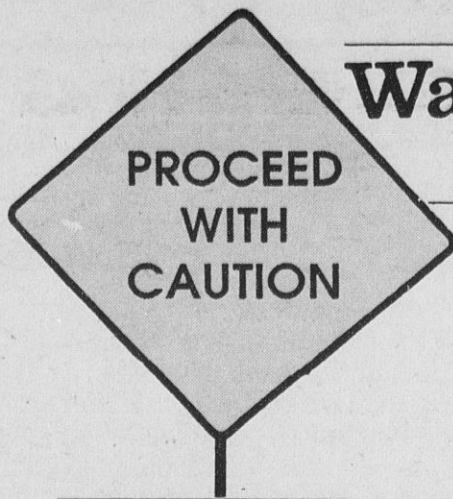
A plan to shift administration of the state Barge Canal has put CSEA on its guard in case it has to come to the waterway's rescue once again.

A report from the state's Barge Canal Planning and Development Board calls for the canal, now administered by the state Department of Transportation, to be administered by the state Department of Parks, Recreation and Historical Preservation.

Other proposals include shortening canal hours and the canal season. The canal, while administered by the state, is considered a federal resource.

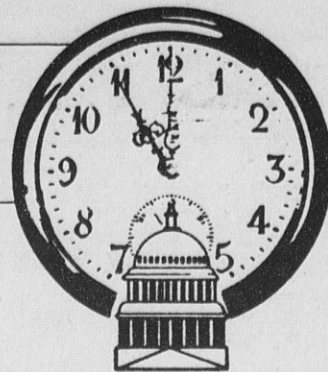
"This proposal puts the fate of the canal in the governor's hands, a governor who has done nothing since he took office except attempt to close it," said CSEA Federal Issues Coordinator Joe Conway. "We're concerned that this may be another blow to the canal."

The report also calls for elimination of 24 jobs, the addition of user fee, 50 percent of which would go into the state's



By Kathleen Daly
Associate Editor

Washington Watch



efforts in Congress to work on legislation to meet the needs of children and families.

"Issues affecting our families are more timely and critical than ever. Today over 55 percent of all women work outside the home. I am concerned about the new and more complex problems that face American families," Downey said.

"Therefore I continue to support an oversight committee that can monitor the conditions affecting our children and families and can help develop policies that will implement positive change. That is the role of the select committee."

Downey's effort is an important boost for the many family-related bills CSEA and its international affiliate, AFSCME, are fighting for in Congress this year, Conway said.

"This committee is vital in helping our progress on issues like education and family and parental leave," Conway said. "We're grateful to Congressman Downey and others like him who want to provide this important forum for legislation to benefit children and families."

general fund and allowing for commercial development.

"We've got to look at the budget and the report proposals very closely," Conway said. "The canal is too valuable for us to ignore what could be major changes to its character."

CSEA, working with sports groups, chambers of commerce and elected officials, particularly U.S. Sens. Daniel Moynihan and Alphonse D'Amato, managed to get \$5 million federal dollars last year to keep the canal open, Conway said.

Family update

U.S. Rep. Thomas Downey (D-New York) has introduced a bill in the House of Representatives that would re-establish the Select Committee on Children, Youth and Families. The committee, first established in 1983, has coordinated

CSEA PALs to lobby Legislature

ALBANY — CSEA's political action liaisons (PALs) will take an active role in fighting the proposed state budget when they descend on state legislators at home and in Albany this month.

"We're going to make a show of solidarity and a show of strength," said Sean Egan, chair of CSEA's statewide Political Action Committee. "We're going to make sure the legislators know exactly what we need and how we can achieve our goals."

During in-district lobbying March 9 and 10, PALs will visit or call their legislators at their district offices to explain CSEA's position and remind the legislators and their staffs that the union represents many of the

same constituents as the legislators.

Then on March 13 and 14, members of CSEA SUNY locals will be in Albany to meet with legislators at their offices to discuss their specific concerns regarding proposed SUNY budget cuts.

PALs representing CSEA members in the Offices of Mental Health (OMH) and Mental Retardation and Developmental Disabilities (OMRDD) will visit legislators in Albany on March 28.

Joining them will be PALs who will speak about criminal justice issues affected by the proposed budget, including 200 job cuts in Department of Corrections and the elimination of 146 State Police civilian dispatchers.

Finally, on March 29, PALs will meet with legislators to express worries about aid to local governments and school districts, which are faced with the loss of at least \$400 million in state aid.

"We will cover all the points of the budget that affect CSEA members at state and local government level," said Larry Scanlon, director of legislation and political action. "CSEA PALs are doing their part to ensure that the state Legislature knows we mean business. We need every CSEA member to reinforce the message by letter or by phone — CSEA won't accept layoffs; we want tax cuts for the wealthy postponed; and we want to maintain services at all levels of government."



Alert!

Save nurse stations

Imagine being at work and suddenly, you have chest pains — you quickly call the Employee Health Service nursing station in your office building, and you get medical help immediately.

The availability of emergency aid from a Department of Civil Service nurses may be a comforting thought, but unless the proposed state budget is amended, it will only be a memory.

The proposed budget would eliminate 29

nursing stations in state buildings and lay off 32 nurses. While CSEA doesn't represent those nurses, the union is concerned because of the valuable services they provide many CSEA members.

The nursing stations offer care to workers who might otherwise lose time and productivity because they would have to travel to a doctor's office.

One CSEA member who is disabled has written his legislator to say that without the nursing station, he may not be able to continue working for the state.

The most vital service the nurses provide is immediate emergency care to state employees and visitors to state buildings.

The cost of these nursing stations? Only

\$700,000, a small sum for lifesaving care.

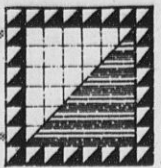
The stations are scattered around the state.

What you can do

The most important effort you can make is to help convince your state legislators that the proposed state budget must be changed. The proposal attacks vital state programs by cutting spending, laying off workers and reducing aid to local and state governments. All that, yet it maintains income tax cuts that primarily benefit the wealthy.

Join the CSEA effort to convince the state Legislature to freeze income tax rates at the 1988.

For addresses and suggestions on how to write your letter protesting the proposed state budget, see Page XX.



Toddler needs your help

Members of Kings Park Psychiatric Center CSEA Local 411 have begun collecting donations for a union member's 17-month-old nephew who suffered burns over 40 percent of his body.

The child's recovery will be long and expensive and he has no medical benefits coverage.

Please give generously if you can to the Bryan Alex Johnson Fund. All checks should be mailed to RR 1, Box 27B, Yaphank, New York 11980.

Anyone with questions should call Joe Pucci at (516) 544-2257.

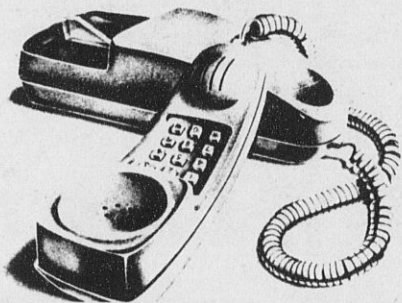


Love is in the air

It's love from one end of the world to the other!

Carmel Sunga and Rollie Mendoza, both physical therapists at Nassau County Medical Center and members of CSEA Local 830, wed Feb. 11 in their native Philippines.

The two met while attending school in the Philippines and have worked at Nassau County Medical Center for a year.



You can't buy publicity like this

Capital District radio personalities Bob Mason and Bill Sheehan, whose morning antics include frequently disparaging remarks about state employees, recently found that they weren't too popular with state officials.

It seems the Office of General Services blocked the DJ's "Nutline" telephone number in the state's CAPNET telephone system — meaning the number could not be dialed on any of the state's telephones.

Once this was brought to the duo's attention, they immediately gave out a new phone number and charged that their station was being singled out.

OGS Commissioner John Egan later removed the block and said that individual department supervisors should monitor employee phone use.



A TRIO OF VERY FAMILIAR UNION ACTIVISTS has been elected officers of the CSEA Region VI Retirees Conference. From left, Vice Chairperson Celeste Rosenkrantz, Chairperson Sam Magavero and Secretary Genevieve Clark. All three were long-time CSEA officers and activists during their working careers and have continued to be active in CSEA retiree affairs since.

Union women heading for Maine



The annual Summer Institute for Union Women — a program that brings together activists from throughout the region for training and updates on vital issues of importance to labor — has been scheduled for July 23 to 28.

The Northeast program will be offered at the University of Maine at Orono. The cost for the weeklong activities is about \$350.

CSEA participants have given the program high marks as an excellent opportunity to meet and share ideas with other women activists and for providing help in making a real difference through union involvement.

If you're interested in attending this year's session, contact Adrienne Taylor at (201) 750-5580 or Wanda Ingham at (207) 622-3151 or (207) 581-4124 for further details.

His service is appreciated

Kudos are in order for Franklin County CSEA Local 817 activist Garry LaFlesh on his selection as the county's American Legionnaire of the Year.

LaFlesh has been president of the Chateaugay Central School District CSEA Unit and member of the local executive board for the past five years.

LaFlesh is a Marine Corps veteran of the Vietnam War and is actively involved in numerous community activities.

Malone Evening Telegram, Thursday, January 19, 1989 - 3

LaFlesh named top legionnaire

CHATEAUGAY — At the regular meeting of the Franklin County Organization of the American Legion held in St. Regis Falls on Sunday, Dec. 8, Garry LaFlesh of Post 875 of Chateaugay was elected the county's "Legionnaire of the Year."

LaFlesh will now be a candidate for the American Legion 4th District award.

He is a veteran of the Vietnam War serving with the U.S. Marine Corps. He was discharged in 1973 with the rank of sergeant. Shortly after his discharge, he joined Post 875 of Chateaugay.

After joining the American Legion, LaFlesh has served as assistant-treasurer, 3rd, 1st vice-commander and post commander from 1986-87. He was in the post commander position for the past five years.

LaFlesh is an active leader and promoter of many post activities. He attends all 4th District meetings and works...



Garry LaFlesh

After serving his year as commander, LaFlesh was appointed sergeant-at-arms for the 4th District American Legion and has also been elected once again to the position of post adjutant. He is still serving in this position and is also chairman of the building committee which is studying plans for a post building expansion.

He was appointed treasurer of the Franklin County organization in 1985, and still serves in this position.

LaFlesh is an active leader and promoter of many post activities. He attends all 4th District meetings and works...

He is the son of Mrs. Marjorie LaFlesh of Chateaugay. He is married to the former Sharon Silver, daughter of Mrs. Lester Silver and the late Lester Silver who was a past commander of Post 875 and was the first Legionnaire of the Year for Post 875, upon completion of the new post home.

Active in community affairs, LaFlesh has served numerous years on the Bishop's Fund Drive. Employed by the Chateaugay Central School system, he is the president of the local CSEA Union, a position he has held for the past five years. He is also on the Board of Directors of the CSEA for Franklin County.

A graduate of Chateaugay Central School, LaFlesh has completed a two-year degree in business administration and is continuing his education towards a bachelor's degree in business administration on a part-time basis at the State University of New York Plattsburgh.

Post 875 will be holding a dinner in honor of LaFlesh on Feb. 18. This dinner...

Everything you always wanted to know about state government

CSEA gets an acknowledgement of thanks for its assistance in the development of *Governing the Empire State: An Insider's Guide* — a recently released handbook on state government published by the Governor's Office of Employee Relations and the Rockefeller Institute of Government.

The guide is a concise description on how New York government really works.

Copies are available through the Management Resources Project c/o Rockefeller Institute, 411 State, Albany, New York 12203.

The price is \$9.95 per copy plus \$1.50 for postage and handling.

CSEA warns Nassau County:

GOV'T
FOR
SALE

NO SALE!

Declaring it's time to slap a 'Not For Sale' sign across Nassau County government, CSEA Long Island Region I President Gloria Moran has directed the filing of a series of Improper Practice (IP) charges accusing management of operating what amounts to a contracting-out factory.

A CSEA task force headed by Nassau County CSEA Local 830 Executive Vice President Ralph Spagnolo uncovered numerous cases of improper contracting-out, leading to the filing of the charges, Moran said. CSEA Labor Relations Specialist Claude Ferrara and a team of attorneys from CSEA's legal department round out the task force.

"Contracting-out has gotten completely out of hand in Nassau County," Nassau County CSEA Local 830 President Rita Wallace declared. "We have uncovered multiple instances of improper contracting-out. Abuses are spreading like wildfire."

"We've got a case here of 'Nassau County government for sale.' Anything goes and it's all personal-service contracting with no legal notice and no public bidding," added Spagnolo.

CSEA attorneys Pamela Turner and Paul Bamberger worked with the task force reviewing evidence collected by Spagnolo, Ferrara and other local union activists. Regional President Moran then directed Ferrara to file the series of IP charges against Nassau County with the state Public Employment Relations Board (PERB).

CSEA charges the county has sub-contracted work and services that could and should be performed by county employees in as many as a half-dozen county departments. A dozen or more job titles are affected. CSEA is awaiting the scheduling of hearings by PERB into the charges leveled by the union.

Turner said the county committed improper labor practices each time it contracted out work traditionally done by public employees to private contractors. Spagnolo said the county may also have violated its own charter whenever it contracted out management functions as well.



CSEA STAFF ATTORNEYS Pamela Turner and Paul Bamberger are greeted by Nassau County CSEA Local 830 Vice President John Aloisio Jr. when they arrived recently to assist a CSEA task force investigating widespread contracting-out in Nassau County.

Both Wallace and Spagnolo said the county slowly moved to widespread job giveaways while former Local 830 President Jerry Donahue headed up the CSEA local. Donahue, while apparently aware of the problem, did nothing to stop it.

"Gloria Moran's predecessor (Jerry Donahue) knew what was going on but he did nothing about it," Wallace charged. "But our union and new leadership took an aggressive action as soon as we became aware of the situation."

Wallace and Spagnolo moved up to lead Local 830 last July when former local

At \$5,500 per, you hope they take the bait!

Nassau County's Department of Public Works (DPW) and the Nassau County Medical Center are the major offenders when it comes to contracting out work to private contractors, according to Ralph Spagnolo.

He said the county has contracted-out for clerical help in the DPW at a cost of \$14 an hour and for registered nurses at the Medical Center at a cost of \$42 an hour.

But the most-costly single example uncovered thus far is a \$110,000 a year contract to a private firm for controlling rodents in rain-water sumps, according to Spagnolo.

He said employees of the DPW used to receive about 200 complaints a year involving rodents, which were investigated by staffers of the county Health Department. Extermination was actually required only about 20 times a year.

"I wonder how many Nassau taxpayers know that the county paid a private exterminator \$5,500 each of the 20 times they were asked to catch a rat last year?" asked CSEA Region I President Gloria Moran. "It would have cost nothing if the job had not been taken away from CSEA members!"

YOU CAN TURN 'EM IN; CALL THIS HOTLINE

CSEA has established a hotline for reporting additional cases of contracting out. Nassau County Local 830 members who are aware of instances of contracting-out are urged to call Executive Vice President Ralph Spagnolo or CSEA Labor Relations Specialist Claude Ferrara at Local 830 headquarters, (516) 535-2919.

All reported cases will be thoroughly investigated.

president Donahue filled the vacant Long Island regional president position for a short time. Donahue resigned that post in January and Moran took command.

"Unfortunately, there is a 120-day statute of limitations for filing an improper practice charge so we're restricted as to how far back we can go," Spagnolo noted. "These cases had never been brought to the attention of the local's current officers."

Wallace said she and her administration discovered after taking over the leadership of Local 830 that Nassau County had routinely, without public notice or bidding, been contracting out many public services for some time.

She said the county routinely contracted-out work that could and should have been performed by county workers such as licensed practical nurses, respiratory therapists, cooks, steam maintenance personnel and road strippers.

"They are contracting-out grass mowing, rodent control, pothole repair, you name it," Spagnolo charged.

"County workers can do the job better and at less cost to the taxpayers," Spagnolo told the Nassau County Board of Supervisors at a meeting in February at which sub-contracting practices were exposed by the union. Based on CSEA testimony, the Board of Supervisors tabled a motion that would have funded a sub-contracted position at the Nassau County Medical Center.

"The board is now on notice to put this proposal on hold until all administrative remedies are exhausted," Spagnolo said.

Turner called the contracting-out scheme "insidious" because it affected many departments and many job titles but, except in one possible case, has not yet resulted in loss of jobs.

"On the surface it would appear that individual employees are not affected, but in fact contracting-out eliminates overtime in some instances, limits the growth of job openings and promotional opportunities and in general restricts the growth of the workforce," Turner pointed out. "It definitely harmed the bargaining unit by selling work and services the employees should be performing."

"Employees would eventually be out on the street if we did not fight each and every case we find," Spagnolo said.