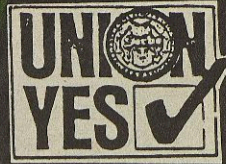


THE PUBLIC SECTOR

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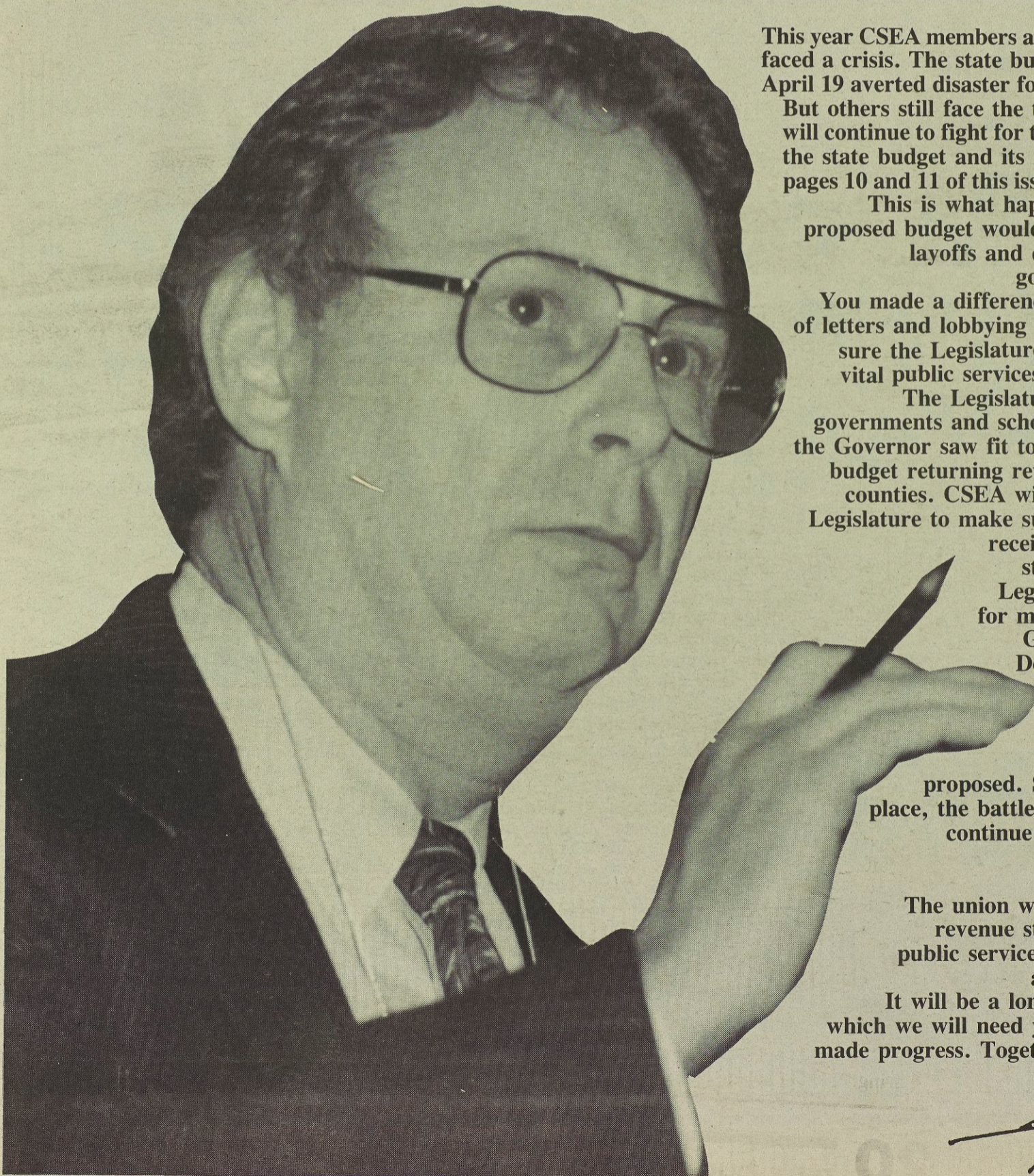
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Monday, May 1, 1989



Still some fighting to be done in **THE BUDGET BATTLE**

A MESSAGE FROM CSEA PRESIDENT JOE McDERMOTT



This year CSEA members at all levels of government faced a crisis. The state budget that was passed on April 19 averted disaster for some of our members.

But others still face the threat of layoffs and we will continue to fight for them. Information about the state budget and its impact can be found on pages 10 and 11 of this issue of *The Public Sector*.

This is what happened. The Governor's proposed budget would have resulted in 2,000 layoffs and deep cuts in aid to local governments and schools.

You made a difference by writing thousands of letters and lobbying legislators. CSEA made sure the Legislature restored funds for the vital public services our members provide.

The Legislature restored aid to local governments and school districts. But, sadly, the Governor saw fit to veto the portion of the budget returning revenue sharing money to counties. CSEA will continue to lobby the Legislature to make sure county governments receive this funding. On the

state operations side, the Legislature restored money for many of the positions the Governor wanted to cut.

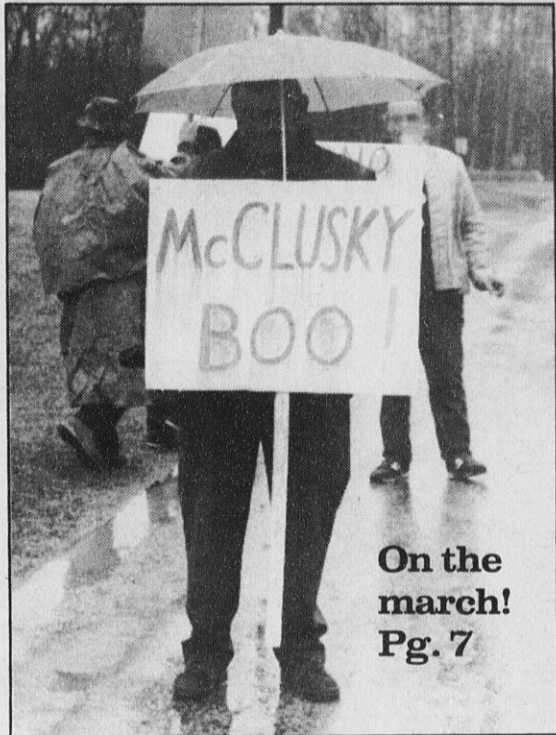
Despite these restorations the Governor is proceeding with some layoffs, although far fewer than he originally proposed. So, while a budget is in place, the battle is not over. CSEA will continue to lobby to protect our members jobs, at all levels of government.

The union will continue to press for revenue streams that support the public services our members provide and the public demand.

It will be a long fight. A long fight in which we will need your activism. We have made progress. Together we will make more progress.

A handwritten signature in dark ink, appearing to read "Joe". The signature is written in a cursive, flowing style.

INSIDE



On the march!
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More green in sight for Orange County employees

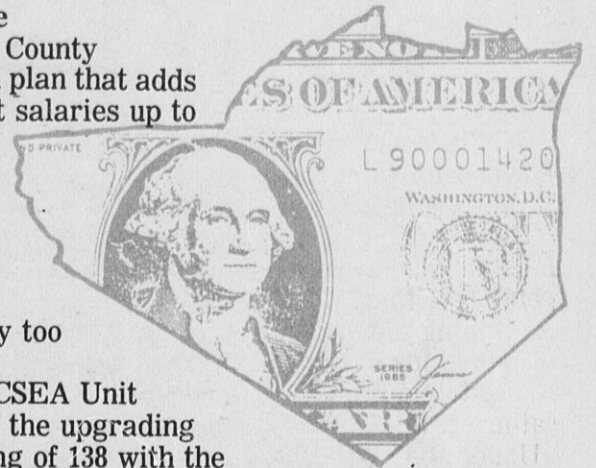
By Anita Manley
CSEA Communications Associate

Following two years of revisions, the Orange County Legislature has approved a salary reclassification plan that adds \$2.4 million to the county payroll and brings most salaries up to parity with other surrounding counties.

The \$100,000 study, first completed in 1987, was greeted by employees with overwhelming disapproval because of the inclusion of a number of recommended downgradings. In addition, county officials felt that the plan, if implemented in its entirety, would cost the county too much.

Two revisions later and with the blessing of CSEA Unit officers, the county legislature recently approved the upgrading of more than 1,800 employees and the downgrading of 138 with the provision that no incumbent employee in a specified job title would be downgraded.

"I congratulate the county executive and the legislature for approving the plan," said Unit President Dave Score. "There are still inconsistencies, but I'm confident that where warranted, we can win additional upgradings through the appeals process."



NEWLY ELECTED TRUSTEE MANUEL RIBERIO, seated left, is congratulated by his running mates, following the Village of Elmsford elections. Seated next to him, left to right, are re-elected Mayor Arthur DeAngelis and Trustee Armand D'Amour. Standing left to right are CSEA Village Unit Vice President John Constantino, Unit President Tony Dorio, Region III President Pat Mascioli, Labor Relations Specialist Delores Tocci and Regional Political Action Coordinator Brad Woodhouse.

Member wins in Elmsford elections

ELMSFORD — A CSEA member has recently been declared the victor in an election for village trustee.

Manuel Riberio, a 23-year employee of the Town of Greenburgh in Westchester County, said he decided to run for political office in order to expand recreation facilities in the village. CSEA's Political Action Committee successfully endorsed him along with another trustee and the mayoral candidate who was re-elected.

A data processing supervisor, Riberio has always promoted recreation as an alternative to drugs and alcohol.

"I knew the one way I could have some influence would be to get into politics," he said. Now that he has been elected, he hopes to serve on the village's recreation committee. Riberio ran in the last election, but lost by just 13 votes. "I figured I'd give it another shot," he said. "This time, I won by 180 votes."

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

THE PUBLIC SECTOR UNION YES

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4

CSEA gains financial disclosure exemptions

CSEA has successfully gained exemptions from filing financial disclosure forms under the state's new Ethics in Government Law for state employee members in more than 150 job titles.

The list of CSEA-represented job titles that have been exempted is listed on this page in alphabetical order as they were received from the Ethics Commission. They were not broken down by bargaining unit.

The Ethics Commission is sending out financial disclosure forms to all individuals who are required to file. The deadline is May 15. Failure to file carries a \$10,000 fine.

Under the new Ethics in Government law, all state officials and employees who earn annual compensation in excess of \$30,000 must file a financial disclosure statement unless they were exempted.

All individuals in policy-making positions, which could include contract, lease or purchasing responsibilities, must also file regardless of their income and cannot be exempted.

CSEA filed for exemptions on behalf of all its state employee

members who earn more than \$30,000 a year and those who could earn that much in the near future.

The Ethics Commission did not act on many of the job titles that CSEA filed because no individual in those titles serves in a policy-making position or earned more than \$30,000 in base salary in 1988. Therefore the law does not apply to individuals in those titles and they are not required to file financial disclosures.

According to the Ethics Commission, there may be individual exceptions to exemptions granted to some job titles. Some agencies declared specific individuals in otherwise exempted titles as policy-makers and disclosure forms are being mailed to those individuals.

If your job title is listed as being exempt from disclosure requirement but you receive a disclosure form from the Commission, immediately contact your agency personnel office for confirmation and bring your situation to the attention of your CSEA local officials.

Exempted positions

Administrative Assistant Trainee II
Administrative Assistant Trainee I
Administrative Assistant
Assistant Accountant (fiscal audit)
Assistant Accountant (fiscal records)
Assistant Architect
Assistant Architect
Assistant Thruway Stores Supervisor
Assistant Traffic Supervisor
Associate Computer Systems Programmer/Analyst
Associate Computer Systems Programmer/Analyst (Marketing Systems)
Associate Engineer Geologist
Associate Administrative Analyst
Associate Internal Auditor
Associate Actuary (Life)
Associate Actuary (Casualty)
Associate Accountant
Auto Maintenance Inspector
Bridge Repair Supervisor II
Bridge Maintenance Supervisor III
Bridge Maintenance Supervisor I
Bridge Maintenance Supervisor II
Building Superintendent
Building Maintenance Supervisor (concessions)
Building Maintenance Supervisor II
Building Maintenance Supervisor I (admin HQ)
Canal Electrical Supervisor
Chief Electronic Operator
Chief Radiologic Tech
Civil Engineer I (maintenance and repair)
Civil Engineer I (traffic)
Civil Engineer I (structures)
Civil Engineer II (traffic)
Civil Engineer II (structures)
Computer Systems Programmer I
Computer Programmer
Computer Programmer/Analyst
Construction Equipment Mechanic
Correctional Facility Food Administrator I
Correctional Facility Food Administrator II
Correctional Services Transportation Coordinator
Data Processing Clerk II
Data Base Programmer/Analyst I
Derrick Boat Master
Division Maintenance Supervisor II
Division Maintenance Supervisor I
Dock Building Supervisor I
Dredge Captain
Drill Supervisor
Energy Systems Coordinator II
Food Service Manager
General Industrial Training Super (Garment)
General Industrial Training Super
General Industrial Training Super (Metal)
General Industrial (Wood)
General Industrial (Soap)
Head Cook
Head Clerk
Head Janitor

Highway Maintenance Supervisor II
Industrial Training Supervisor 2(ab)
Industrial Training Supervisor 2(am)
Industrial Training Supervisor 2(up)
Industrial Training Supervisor 3(o)
Industrial Training Supervisor 3(t)
Industrial Training Supervisor 2(wp)
Industrial Training Supervisor 2(g)
Industrial Training Supervisor 2(mp)
Industrial Training Supervisor 2(s)
Information Process Trainer
Information Processing Trainer
Junior Engineer Highway Safety
Junior Engineer Engineering
Laborer
Laundry Manager II
Laundry Manager I
Maintenance Supervisor I
Medicaid Claims Examiner II
Medicaid Claims Examiner III
Mental Hygiene Therapy Aide
Mental Hygiene Therapy Assistant II
Motor Equipment Maintenance Supervisor I
Motor Equip. Maintenance Supervisor I
Park Sanitation Superintendent
Payroll Clerk III
Principal Drafting Technician
Principal Account Clerk
Principal Actuary
Principal Audit Clerk
Principal Clerk
Principal Clerk (Personnel)
Principal DEMO
Principal Engineering Technician
Principal Stationary Engineer
Principal Thruway Storekeeper
Production Control Supervisor
Public Information Specialist
Purchase Specifications Assistant
Purchasing Officer I
Quality Control Supervisor
Regents Printer
Residential Unit Supervisor
Retirement System Information Representative
Section Maintenance Supervisor II
Section Maintenance Supervisor I
Senior Actuary
Senior Architect
Senior Auditor
Senior Thruway Purchase Specifications Writer
Senior Computer Systems Analyst
Senior Accountant
Senior Electronic Computer Operator
Senior Computer Programmer/Analyst
Senior Public Information Specialist
Senior Thruway Maintenance Specialist
Senior Radio Dispatcher
Senior Building Maintenance Assistant
Senior Thruway Landscape Specialist
Senior Accountant Internal Audit

Senior Administrative Analyst
Senior Accountant
Sign Shop Supervisor I
Senior Computer Programmer
Senior Personnel Status Examiner
Senior Administrative Analyst
Senior Training Representative
Senior Stationary Engineer
Senior Computer Programmer
Supervising Motor Vehicle Representative I
Supervising Computer Operator
Supervising Electrician
Supervising Bridge Painter II
Supervising Carpenter
Supervising Bridge Painter I
Supervising Mason and Plasterer
Supervising Janitor
Supervising Motor Vehicle Representative II
Supervising Motor Vehicle Representative III
Supervising Sign Painter
Supervising Painter
Supervising Plumber and Steamfitter
Supervisor of Commercial Affairs
Supervisor of EDP Operations
Thruway Mechanical Equip. Inspector & Property
Thruway Stores Supervisor
Thruway Office Service Assistant
Thruway Maintenance Specialist
Thruway Commercial Representative
Toll Equipment Supervisor I
Toll Equipment Maintenance Supervisor II
Toll Equipment Maintenance Supervisor III
Toll Section Supervisor
Traffic Supervisor
TRS Accounting Systems Analyst
TRS Operation Specialist II

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

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

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

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



"NO — WE DON'T WANT TO TALK TO YOUR 'LEADER!' WE WANT TO TALK TO YOUR PUBLIC EMPLOYEES. THEY'RE THE ONES WHO KEEP THE PLANET GOING!"

MAY 12 IS PUBLIC EMPLOYEE DAY IN NYS

Recognizing the contributions of public employees to the betterment of society in the Empire State

Hit-and-run driver kills blind woman's dog

ALBANY — When state Department of Education employee Nancy Mackey's dog was struck and killed by a hit-and-run driver on an Albany street early one morning in mid-April, it was more than just the unfortunate loss of someone's pet.

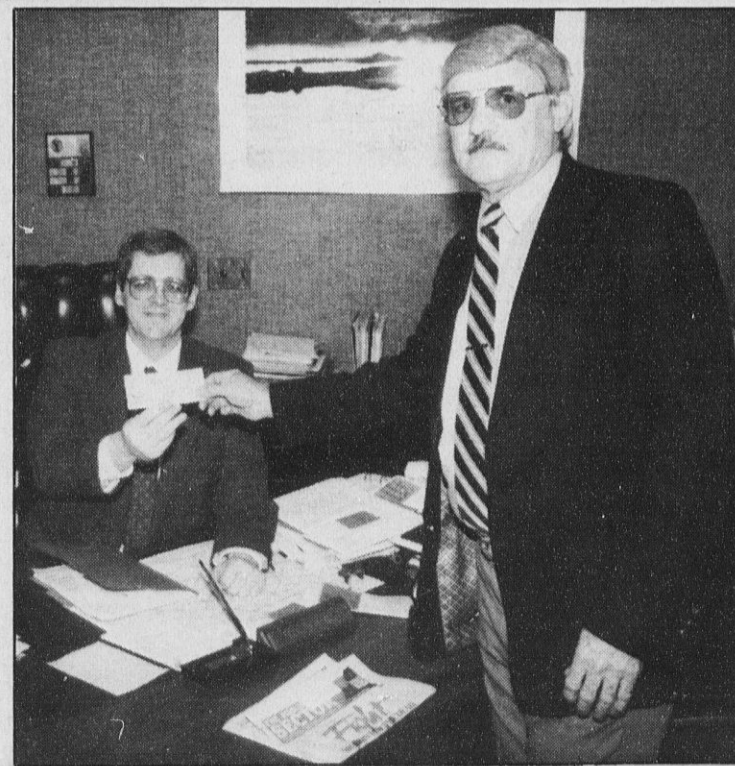
The dog, Corey, a golden retriever, was literally Mackey's eye on the world. Mackey is blind and Corey was her faithful seeing-eye dog for five years.

Mackey and Corey were on their way to Mackey's job when a vehicle pulled out of a mini-mall complex and struck and killed the dog. Mackey was not injured but the dog died almost instantly of a broken neck. The driver fled the scene and has not been apprehended.

Many fund-raising projects have begun to assist Mackey in obtaining a new seeing-eye dog and taking the expensive training program.

One of those projects is being conducted in the Schenectady area by Jim Fowler, a CSEA Office of General Services Local 660 shop steward and local community activist.

Fowler has set up the Nancy Mackey Fund at Norstar Bank, 216 State Street, Schenectady. People wishing to help Mackey obtain a new seeing-eye dog may do so by contributing to the Nancy Mackey Fund at the State Street Norstar Bank in Schenectady. In photo at right, Fowler is shown making the initial contribution to Tim Tobin, a Norstar Bank official.





"NO" TO CONTRACTING-OUT IN NASSAU — Union members from Nassau County CSEA Local 830 protest subcontracting of public services to private contractors. The demonstration took place before a meeting of the Nassau County Board of Supervisors, which is considering requests to contract out housekeeping services at Nassau County Medical Center. CSEA is fighting contracting-out in the county because the process costs taxpayers heavily while reducing service levels.

CSEA takes Nassau to task

In an all-out effort to put a stop to contracting out in Nassau County, CSEA has filed a series of Improper Practice Charges, held demonstrations and addressed the Nassau County Board of Supervisors.

"Contracting out services historically provided by county employees is grounds for an improper practice charge and we're going to hit the county with it every time," said CSEA Nassau County Local 830 President Rita Wallace.

"The areas most affected right now are the Nassau County Medical Center and the Department of Public Works," she added.

Over 100 NCMC employees turned out in bitter cold rain recently protesting the contracting out practices at the hospital.

According to Unit President Jack Geraghty, there is a wide variety of positions which will be affected.

"Employees in housekeeping, X-Ray, nursing, therapy, maintenance and engineering are among those affected," Geraghty said.

Wallace, Geraghty, and DPW Unit President Ralph Spagnolo were joined by CSEA Director of Local Government Affairs Ron King and AFSCME Labor Economist Alice Grindstaff in addressing the Nassau County Board of Supervisors recently.

While CSEA supporters held up signs that said "NO CONTRACTING OUT" and "PUBLIC EMPLOYEES DO IT BEST," the

union representatives made their concerns clear.

Grindstaff spoke on the shortcomings of contracting out.

"The use of contractors to perform public services frequently leads to widespread corruption — bribery, kickbacks, collusive bidding, wired contracts, conflicts of interest and charges for work never performed," she said.

DPW Unit President Ralph Spagnolo illustrated this point by outlining a situation in DPW where a private contractor was hired at an exorbitant fee to handle rodent control.

"In any given year there are 200 complaints about rodents. Approximately 20 of these require some type of exterminating. Tell me why the county has agreed to pay \$110,000 to Arrow Exterminating for rodent control when it can easily be handled from within at a huge savings to the taxpayers?" he said.

Geraghty noted that the union employees are the best ones for the job.

"When the hospital was accredited in the past, it was our own housekeepers who passed with flying colors. Why should we use the taxpayers' money for expensive housecleaning services when our own department is doing a commendable job?" he said.

"My members have sent over 1,000 letters in opposition to the practice of contracting out," Geraghty said. "The county executive should listen to them and stop this practice immediately."



CSEA gains jobs back after Hempstead contracting-out fails

Hempstead Town CSEA President Pete Ellison, left, greets newly-hired workers on their first day of resumed public refuse service in the Merrick-North Merrick district. CSEA had negotiated with the town to end contracted-out service in that part of the town and won its case when the contractor jacked up his price for renewal of contract. The change, plus the institution of a town-wide recycling program will create up to 100 new jobs, according to Ellison.

Sounding alarms

Emergency system a CWEP grant project

GOWANDA — An experimental emergency response system using wrist alarms is getting a full-scale workout at the Gowanda Psychiatric Center, thanks to a CWEP grant.

"The bugs are still being worked out," said Local 408 President Wayne Jones. "But we feel it has the promise of quickly getting someone the help they need if they are in an isolated setting."

The grant from the Committee on Work Environment and Productivity (CWEP) was used to buy signal devices with a button that can be pushed easily in an emergency. The employees wear the alarms like they would a watch.

In an emergency, the alarm signal would ring in the adjacent ward, the safety office and at the facility switchboard, where a console identifies the location of the call. The switchboard operator can then direct help to the employee who needs it.

Barbara Carmel, a therapy aide for 24 years at Gowanda, has already used her wrist alarm several times.

"As far as we're concerned, it has worked very well. All you have to do is press the button and within one minute, someone is walking onto the ward," Carmel said. "Everyone hears it when the switchboard operator announces 'Code Green on Ward 61,' and whoever is close by will respond right away."

She has used the alarm when a patient was abusing a staff member and when patients were fighting with each other.

"Before this system was installed, in those same situations you'd have to call another ward, ask if they had extra staff they could send right away and explain the problem before you could be sure help was on the way," Carmel explained. "Now we don't have to worry and potential problems are squelched before they become catastrophes. They should have these at all facilities."

The system was installed at Gowanda late last year after Local 408 members and management representatives visited Hutchinson Psychiatric Center in Syracuse to observe a similar system.

Of the 20 wards at Gowanda, 10 are equipped with six alarms each, and employees have been trained in their use.

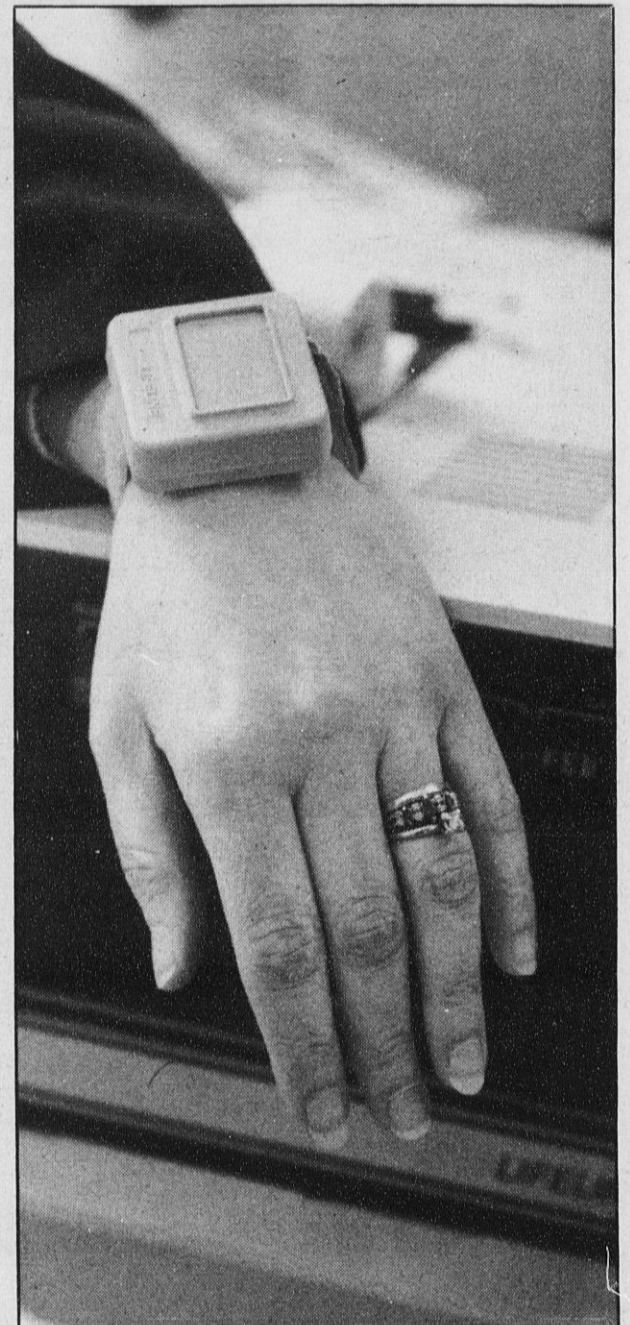
"While we concur on the value of the emergency response system, we hope it will not become part of an attempt to use it in place of full staffing," Jones said.

Employees at the facility are also enjoying an expanded employee lounge thanks to a CWEP grant that supplied microwave ovens, vending machines, a dry sink, a refrigerator, television, VCR, chairs and couches.

The facility's employees and management were honored by CWEP for their joint efforts "to improve the working environment for employees, resulting in favorable employee morale, safer working conditions and improved patient care."

Among the individual CSEA members receiving special recognition were Jones, Linda Hussey, Local 408 Vice President Joe Hageman and Candy Termer.

"The bugs are still being worked out," said Local 408 President Wayne Jones. "But we feel it has the promise of quickly getting someone the help they need . . ."



ONE OF the wrist alarms now being used by staff at Gowanda Psychiatric Center for use in emergencies.



LOCAL 408 President Wayne Jones, right, adjusts a wrist alarm for Candy Termer, Local 408 board member. CSEA member Ruth O'Donnell, left, a switchboard operator, will be one of the people to get a signal when the alarm is activated.



ENJOYING THE EMPLOYEE LOUNGE — Local 408 Vice President Joe Hageman, left, and CSEA members Juan Torres, center, and Barbara Behm take a break in the new employee lounge, which was funded by a CWEP grant.

Workers protest benefits cut by town supervisor

By Anita Manley
CSEA Communications Associate

LAGRANGE — Many workers from the town of LaGrange took to the streets, undaunted by nasty weather and their job commitments, to show their anger.

Using their personal leave time to attend, the members of CSEA Local 814 gathered, despite the cold and the pouring rain, picketing because the town supervisor arbitrarily reduced their health coverage.

According to Unit President Wally Hughes, Supervisor Art McCluskey changed employee benefits in January without consulting CSEA members or representatives. The new plan places a cap on some services and eliminates other coverage.

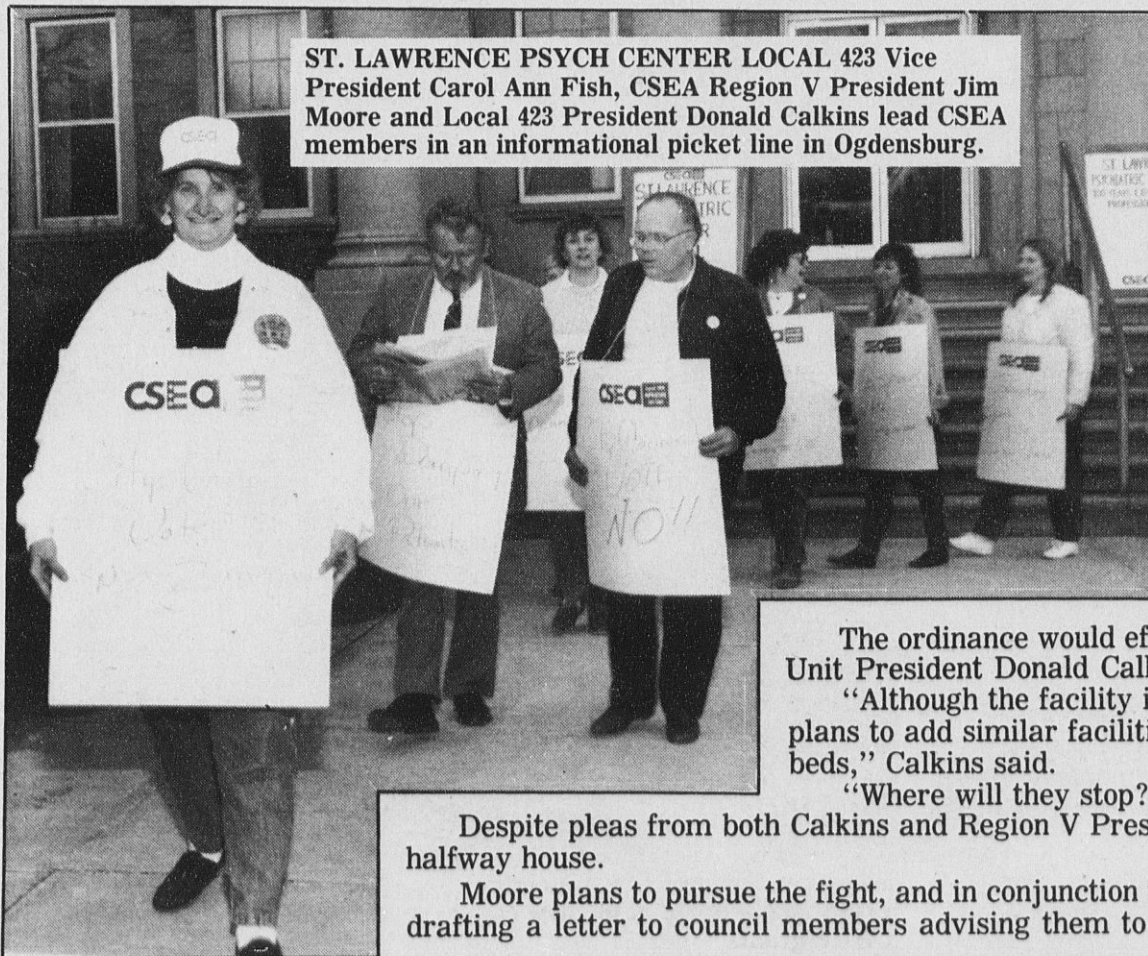
During the informational picketing, the town employees vented their frustration toward the supervisor.

"McCluskey: BOO," said one picket sign. "Is McCluskey Above the Law?" asked another.

CSEA Labor Relations Specialist John Deyo has filed grievances against the recent action to restore the previous benefits.



TOWN OF LAGRANGE EMPLOYEES marched on a recent cold and rainy day to let taxpayers know that the town supervisor is trying to balance his budget on the backs of the workers.



ST. LAWRENCE PSYCH CENTER LOCAL 423 Vice President Carol Ann Fish, CSEA Region V President Jim Moore and Local 423 President Donald Calkins lead CSEA members in an informational picket line in Ogdensburg.

Psych center workers oppose halfway house

By Mark M. Kotzin
CSEA Communications Intern

ST. LAWRENCE — More than 40 members of the St. Lawrence Psychiatric Center Unit of CSEA Local 423 protested recently before a meeting of the Ogdensburg City Council.

The protest called for the council to vote down an ordinance allowing a private sector company to build a 16-bed halfway house in the city.

The ordinance would effectively "take away our work," according to Unit President Donald Calkins.

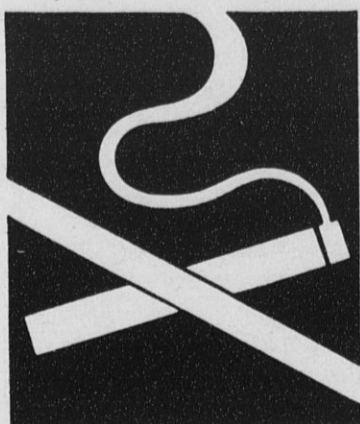
"Although the facility is only planning to hold 16 beds, there are already plans to add similar facilities in the same area, adding at least another 16 beds," Calkins said.

"Where will they stop?" he asked.

Despite pleas from both Calkins and Region V President Jim Moore, the council voted in favor of the halfway house.

Moore plans to pursue the fight, and in conjunction with CSEA's regional political action staff is drafting a letter to council members advising them to reconsider and vote down any further proposals.

Social Services bans smoking in most offices, work areas



The state Department of Social Services has become the latest state agency to ban smoking in most office work areas statewide.

The policy responds to a 1986 agreement between the

state and all public employee unions to establish in every state agency a policy creating "a smoke-free work environment wherever possible." More than a dozen state agencies have established strict smoking policies as a result of that agreement.

Under the policy, smoking will not be permitted in most Social Services offices and work areas, conference, hearing and meeting rooms, elevators and hallways. Local labor/management committees will determine where smoking will be allowed, including some lunchrooms, lounges and restrooms. Smoking will also be prohibited in state-owned vehicles if any person in the vehicle objects to smoking.

The restrictions are expected to go into effect in all state Social Services facilities immediately following approval of local plans by the department's statewide health and safety committee.

"The policy of the Department of Social Services is to recognize the rights of employees to work in a safe environment," the department agreement states. "It is the intent of the parties . . . that this policy and

its implementation should not unreasonably infringe on the freedom of choice of those who choose to smoke, while at the same time minimizing the exposure of nonsmokers to unwanted passive smoke."



SMOKING RESTRICTIONS in state Department of Social Services facilities statewide will go into effect in the immediate future. Signing a new department policy on smoking recently were, from left, Jack Kempf and Arlene Cassell, representing the Public Employees Federation (PEF); William McMahan, representing Social Services CSEA Local 688; CSEA Acting Deputy Director for Contract Administration Mark Lawrence and Social Services Deputy Commissioner Nelson Weinstock.

CSEA's official shopping service saves you money on every purchase

Remember — each time you purchase major consumer items you could probably save money if you buy through CSEA's official discount shopping service. It's a major new benefit made available to you by your union. And the service is absolutely FREE for CSEA members!

United Buying Service (UBS) International, Inc., CSEA's official shopping service, offers members discounts on such items as new or used cars, long-term car leasing, major appliances, televisions, computers, video, audio components, furniture, carpeting, pianos, typewriters, luggage, furs, jewelry and more.

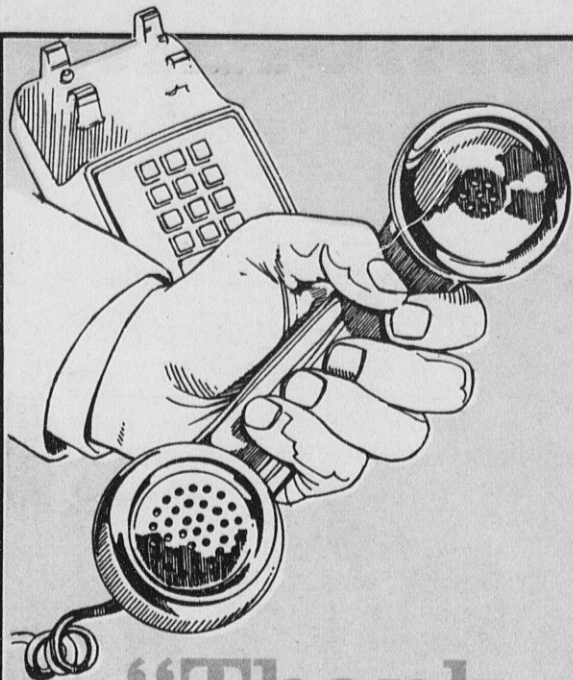
But to be eligible for this valuable discount service, you must complete an enrollment form. UBS will not be able to quote you discount prices unless you are registered with them. If you have not already enrolled with UBS, call UBS toll-free at 1-800-877-4UBS or 1-800-877-1UBS for enrollment information.

Once enrolled with UBS (there are no fees, and no obligations), all you have to do is determine what item you wish to purchase, shop around stores and businesses in your own area for price comparisons, and give UBS a call. With the description and model number, UBS will be able to quote you the lowest possible, delivered price right over the phone for many items. On items such as cars, furniture, carpeting, jewelry, furs, etc., UBS will refer you to a showroom that has agreed to give UBS customers the best possible discount.

Although it is probable that the price through UBS, which includes all retail services and warranties, will be the lowest, you have no obligation to purchase through UBS. CSEA recommends you shop around, compare prices, and make your best deal. Most likely the best price will be through UBS.

UNITED BUYING SERVICE — 1-800-877-4UBS or 1-800-877-1UBS.





“Thank
you for
calling
CSEA...”

If you've called CSEA on the toll-free 1-800 342-4146 telephone number in recent weeks, you may have been surprised by what you heard.

A new automated, state-of-the-art addition to CSEA's telephone system helps direct your call efficiently and provide you with even better service.

The new program provides a fast and effective way to break up the backlog of incoming calls and put you through to the individual or department you need to reach. It also provides a valuable new service called the Current Issues Update which gives you important information about issues and events affecting CSEA members.

How it works

When you call in to CSEA on the toll-free number, a recorded message describes the choices to put your call through to the right place for the help or information you need. The message and procedures are “user friendly” — meaning that everything you have to do is explained as you go along.

You do need a touch-tone telephone to complete your call without operator assistance. If you aren't calling from a touch-tone telephone, an operator will pick up and complete your call at the end of the message.

If you know the extension number of the individual that you're trying to reach, you can press it on your touch-tone telephone at any point during the message and be connected directly. If you don't know the extension, the message will give you the following choices:

- * For Field Operations or the Empire Plan/Health Benefits Committee, please press 1.
- * For disciplinaries, grievances and other legal matters, please press 2.
- * For Communications, the Executive offices or Political Action, please press 3.
- * If you have a question concerning dues, membership or agency shop, CSEA group insurance other than health or need to talk to the Finance Department, please press 4.
- * If you would like to listen to CSEA's Current Issues Update, please press 5.

Once you press one of these choices you will hear another recorded menu of options to route your call to the specific office you want to reach.

If you still aren't sure where you're trying to reach stay on the line and the operator will pick up your call at the end of the message and route you to the appropriate place.

Recruiting for cultural exchange

By Daniel X. Campbell

CSEA Communications Associate

ALBANY — Despite her important international connections, Mary Kraft is a state employee in need of a little help.

Kraft, a state Department of Motor Vehicles employee and member of CSEA Local 674, is an area representative for the American Scandinavian Student Exchange (ASSE) program for Fulton, Montgomery and Saratoga counties.

She is busy looking for host families in the area who would like to open their homes and families to exceptional high school students from Scandinavia, France, Germany, Holland, Great Britain, Spain, Switzerland and Japan.

“The students are between 15 and 18 years of age, are fluent in English, fully insured, and of course, have their own spending money,” Kraft explained.

The host family selection process is as thorough as the student selection screening process.

“The host families, who welcome the exchange student into their homes for one academic year, are traditionally recruited during this time of year,” Kraft said. “The

application process covers many facets of the applicant's background and lifestyle, and does require three letters of reference, usually from an employer, a community organization and a family friend.” Kraft noted that the application process for the participating student is just as thorough and involved.

Sponsors of the international program believe that through cultural exchange programs and homestay programs, a greater international understanding is achieved among people and countries.

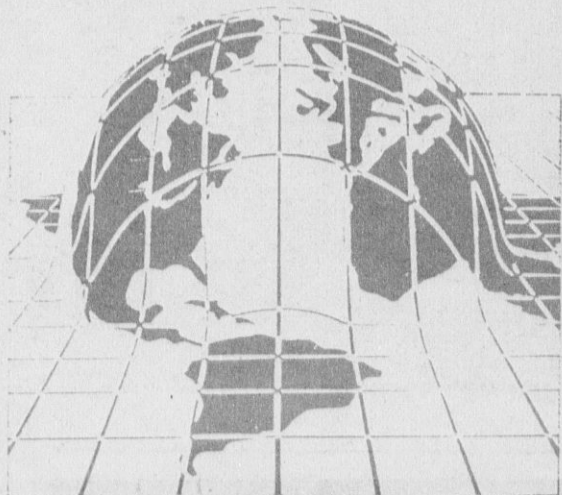
At present, Kraft is busy seeking publicity for the 1989-90 school year.

“I'm very happy that CSEA is helping me to put out some information about the exchange program, and I do hope that some public employee families in the Fulton, Montgomery and Saratoga county areas open their homes, hearts and cultures to some foreign students,” she said. “I think the exchange of views and information will be quite worthwhile. That's why I have an exchange student living with me this year.”

Kraft can be reached at P.O. Box 674, Broadalbin, New York 12025 or at (518) 883-3039 after work.



MARY KRAFT, an area representative for the American Scandinavian Student Exchange program, holds up a picture of the exchange student that lives with her now.



Battles won, state budget war goes on

ALBANY — When the state Legislature signed off on the state budget 19 days after the fiscal year began, it was only the beginning of the end. The 1989-90 state budget battle is far from over.

So far, Gov. Mario Cuomo has vetoed a bill which would have provided nearly \$26 million in revenue sharing money for counties. He also continues to say that layoffs are necessary, despite the Legislature's assurance that no

state employees would lose their jobs under its version of the budget.

"Our fight isn't over yet," said CSEA President Joe McDermott. "While we made significant gains over the Governor's original budget proposal, we have to keep working. We can't let him undo all the success we won in the Legislature's budget."

CSEA worked to achieve more aid to school districts. Local governments also saw

increases in highway aid and health department funding.

CSEA put a great deal of pressure on to restore the jobs of 102 communications specialists who work as dispatchers for the State Police, pointing out that their absence would take state troopers off the road and put them behind desks. The Legislature restored funding for those jobs.

However, another 35 clerical workers in the State Police face layoffs unless funding for their jobs is restored. CSEA is still fighting for those workers (see adjacent story).

Originally, Gov. Cuomo had predicted the projected state deficit would mean thousands of layoffs. Now, his projections are down to a few hundred, with a small portion of them likely to be CSEA members.

"Even one layoff is one too many," McDermott said. "We have got to keep the pressure on so that the Legislature lives up to its promise and the Governor lives up to the Legislature's budget."

CSEA has already begun talking with

legislative leaders and staff to find a new source for county revenue sharing. Gov. Cuomo had removed all county revenue sharing from his budget, while the Legislature attempted to restore one third of last year's funding.

Revenue sharing aid for county governments is essential, especially because the state has shifted more responsibilities and costs to the counties in a variety of areas, particularly parole and social services.

"We are fighting for our members at all levels of government," McDermott said. "Unfortunately, it looks like that fight could continue well into the legislative year."

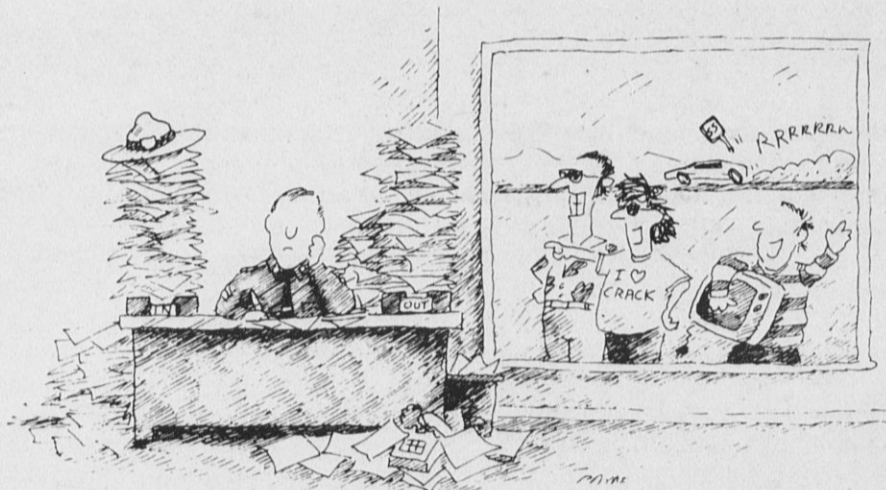


CSEA MEMBERS LOBBY — An important part of CSEA's efforts in getting better treatment under the 1989-90 state budget was members lobbying their legislators. Above, members of Nassau County CSEA Retirees Local 919 meet with Assemblyman Fred Parola. They are, from left, Nick Pollicino, Gardenia Culbreath and Local President Shirley Matluck.

"Even one layoff is one too many. We have got to keep the pressure on."

"Our fight isn't over yet"

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

CSEA still fighting for State Police clericals

ALBANY — CSEA can claim a partial budget victory for State Police members, but the union isn't settling for that.

Of the nearly 150 CSEA members who work as support staff slated to be laid off under Gov. Mario Cuomo's original 1989-90 state budget, the Legislature restored 102 communications specialists who answer telephones and dispatch troopers to calls.

But 35 clerical and support staff workers still face layoffs.

"Our concern is the same. Instead of answering emergency calls, pursuing criminals and patrolling our highways, state troopers will be pushing papers," said CSEA President Joe McDermott. "This is crazy. We need those support staff as much as we need the troopers. Without the clerical workers, we lose the troopers."

In its letter-writing and lobbying campaigns, CSEA convinced the Legislature that troopers should be on the road, not answering phones. Part of the campaign included the Budget Blues advertisement at left which ran in *The Public Sector* and the *Legislative Gazette*, a newspaper that concentrates on the Legislature and state government.

The union's concern, however, is not simply for members' jobs.

"We want to be sure we are all protected by the state police to the best of their abilities, and these layoffs would hamper that," McDermott said.

"We've won more than half the battle for our members with the state police. Now we're shooting for complete victory, and we plan on achieving it."

State may need tax cut revenue

ALBANY — While the state Legislature came up with \$1 billion in new revenues to overcome the predicted state budget deficit, there is skepticism about whether the state can collect some of that money.

Since the beginning of the budget crisis, CSEA has pushed for a delay in the proposed income tax cuts for 1989 and 1990. Those cuts primarily benefit the wealthy. If the new revenue streams turn out to be dry, CSEA will continue to push for a delay in the tax cuts. The cuts take effect in October.

"We've said all along that state spending isn't out of control," said CSEA President Joe McDermott. "We need more money, not less."

The Legislature's intentions seem to be the best, but the Governor is telling us it's not enough. To preserve jobs, service and aid, we may still have to turn to the tax cuts."

Gov. Cuomo has said that even with the new revenues approved by the Legislature, state layoffs will occur, although far fewer than originally planned.

While the Legislature was on break for Passover, Gov. Cuomo vetoed the petroleum tax bill which would have provided \$26 million in revenue sharing for county governments.

"If the Governor thinks the Legislature's budget is inadequate, then let him suggest a better way," McDermott said. "We're willing

to offer our ideas. Now let's hear his."

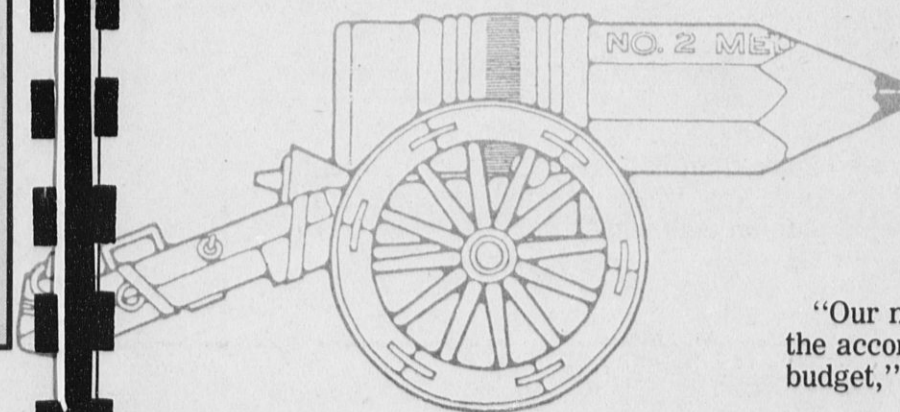
The 1989 tax cuts will be the third year of a four-year plan designed to lighten the income tax burden.

The first two years of the plan benefitted low- and middle-income wage earners, but the third and fourth years will benefit those who make more than \$60,000.

At the same time, those tax cuts will mean \$4 billion in lost revenues to New York state by 1992.

"We have to be logical in a crisis like this," McDermott said. "The root of the crisis is dropping revenues. We have to address the real problem."

Power of the pen



Literally hundreds of CSEA members wrote letters to their legislators and legislative leaders during the course of CSEA's Budget Battle 1989, and those letters had a tremendous effect on the outcome of the Legislature's deliberations.

"Our members were a real force behind the accomplishments we made in the state budget," said Larry Scanlon, CSEA director

of legislative and political action. "Their letters about how the Governor's budget proposal would affect them, their families and their communities did the job better than anyone could have."

CSEA members were also effective in lobbying their legislators both in their home districts and in Albany over the course of four lobby days organized by the union.

"I'm extremely proud of our efforts as a union, working together for the good not only of our own members, but for all state residents," said CSEA President Joe McDermott. "We have a long way to go in this budget year, but we have already done a terrific job. I know we can count on this union to continue the fight until we win."

**CSEA/NYS
JOINT COMMITTEE ON
HEALTH BENEFITS**

CSEA HEADQUARTERS
143 Washington Avenue
Albany, New York 12210

1-800-342-4146
(518) 434-0191

**VIDEO
TAPE
LIBRARY
PROGRAM**



The CSEA/NYS Joint Committee on Health Benefits is offering a FREE video tape loan program on health and wellness-related topics for use by CSEA locals and units. The tapes are ideal for enhancing membership health awareness at membership meetings, health fairs, information days, Employee Assistance Programs, etc. The following VHS tapes are available on a first come, first serve basis.

- **LIVING WITH STRESS**
Gives an overview of the subtle pressures of stress and how to cope with them.
—15 minutes
- **SMOKING: HOW TO QUIT**
Attempts to show how a program of gradual smoking reduction can be successful.
—18 minutes
- **MEDICAL EFFECTS OF ALCOHOL USE**
Includes many of the short-term effects, as well as the not-so-familiar long-term effects, on the liver and other body organs.
—12 minutes
- **EXERCISE SHOULD BE FUN**
Describes how we can efficiently and enjoyably burn up calories.
—8 minutes
- **LOW BACK PAIN**
Includes a long list of do's and don'ts on how to maintain a strong, healthy back.
—14 minutes
- **UNDERSTANDING COMMON BREAST PROBLEMS**
Informs women about the problems, risks and treatments for breast cancer.
—11 minutes
- **AIDS — THE SURGEON GENERAL'S UPDATE**
The surgeon general's message is urgent and persuasive as he explains why public education is still the only weapon against this disease.
—32 minutes
- **THE EXPANDED ROLE ON NURSES — LEGAL IMPLICATIONS**
This tape anticipates and attempts to resolve those disputes by stressing the complementary nature of nursing and medical skills and a team approach to care.
—15 minutes
- **NURSING LIABILITY FOR "DOCTOR'S ORDERS" II**
This tape offers sound guidance for making difficult decisions based on accepted professional standards, hospital protocol and concern for patient protection.
—10 minutes
- **MEDICATION ERRORS**
This tape illustrates the communication gaps causing errors that cause risk to patients and staff.
—13 minutes

CSEA local and unit presidents may reserve tapes, at no cost, for union functions by contacting the Joint Committee on Health Benefits at CSEA Headquarters:

1-800-342-4146 (statewide) or (518)434-0191 (Albany area)



EASTERN STRIKE — Thomas C. Pomeroy of the International Association of Machinists talks to CSEA members about the Eastern Airlines strike.



SUCCESS STORIES — Tony Ruggiero, right, president of SUNY at Stony Brook CSEA Local 614, talks about his local's successful use of a video to get library employees upgraded. At left is CSEA Executive Vice President Danny Donohue.

State Workshop

ROCHESTER — CSEA State Division members got the inside story on the machinists strike with Eastern Airlines at the State Workshop in Rochester recently.

Thomas C. Pomeroy of the International Machinists Association spoke during the workshop on the strike and the importance of solidarity.

During the weekend-long workshop, activists also attended workshops on time and attendance, blood-borne diseases and the state confidentiality law (see story below) and how to negotiate contracts for more money.



PAYING CLOSE ATTENTION — One CSEA member tapes a presentation to bring back information to her local from the State Workshop.

Confidentiality and caution

ROCHESTER — CSEA members got an overview of a new state law regarding the confidentiality rights of AIDS patients and a draft proposal of federal standards on working with blood-borne diseases.

CSEA Director of Occupational Safety and Health Jim Corcoran and Administrative Assistant Janet Foley spoke on the issues during a program at the state workshop in Rochester recently.

Corcoran reviewed the confidentiality law, which took effect in February. The law requires that a person give written permission before being tested for the human immunodeficiency virus, or HIV, which indicates exposure to AIDS.

Along with the permission form, a person must receive counseling on possible results, their consequences and the possibility of discrimination if the results are positive.

The law also details how and to whom the results of a test can be released.

The law is very detailed, and Corcoran recommended that anyone with questions should contact his office for more information.

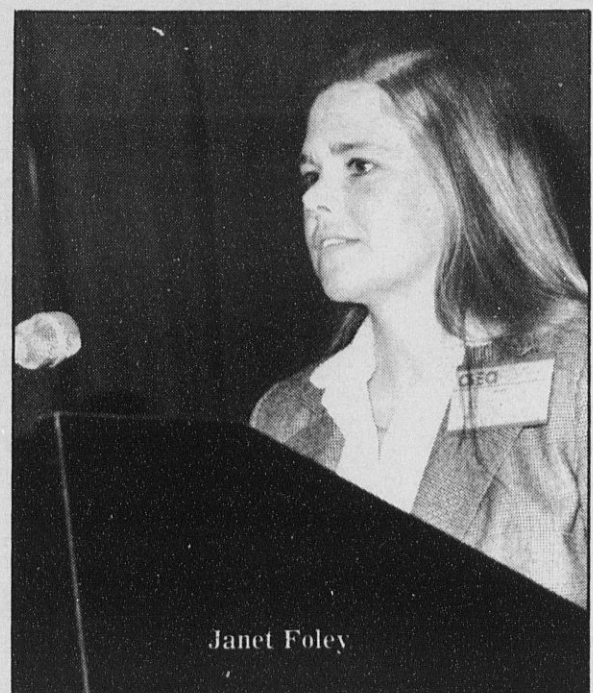
Foley outlined the federal Department of Labor's draft copy of regulations on the proposed Occupational Safety and Health Administration's proposed standards for handling blood-borne pathogens. Of particular concern are AIDS and Hepatitis B.

The draft is still open for comment, recommendations and changes, but Foley said it contains many points that are of value to workers.

For example, employers must identify workers who are at risk, institute an infection control plan, supply personal protective clothing and provide training

In a particular victory for unions, the draft includes a requirement that employers provide the Hepatitis B vaccine for employees who may be exposed to the virus.

Because the regulations are still in draft form, they may change, Foley said. The proposed standards should be written later this year. Anyone with questions should contact the CSEA Occupational Safety and Health Department at CSEA Headquarters.



Janet Foley

For more information on the state confidentiality law, AIDS or any occupational safety and health issue, contact your Labor Relations Specialist or the Occupational Safety and Health Department at CSEA headquarters, 1-800-342-4146.

Ballots in mail May 15 for Board of Directors election

Ballots will be in the mail May 15 to eligible CSEA members for the election of members of CSEA's statewide Board of Directors.

All 106 Board seats are up for election. However, 10 Local Government seats will remain vacant at the present time because no one qualified as candidates for those Board seats. In addition, many candidates for other seats are unchallenged. In those cases where qualified candidates are unchallenged, the candidates are automatically elected to the Board and ballots will not be mailed out as an election is unnecessary. Unchallenged seats are indicated below with an (*) next to the names of the successful candidates.

Replacement ballots may be obtained beginning May 22 by

contacting Lin Luchini at the Independent Election Corporation of America (IECA) at (516) 437-4900 Ext. 310 between 9 a.m. and 3 p.m. weekdays.

Ballots will be counted on Friday, June 12. Ballots must be received by 8 a.m. June 12 to be considered valid.

All candidates were given an opportunity to submit statements and photographs for publication in this edition of *The Public Sector*. The statements and photographs as submitted are printed below in the order they will appear on the ballots.

The 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.

KEY: (*) indicates unopposed candidate, automatically elected.

AGRICULTURE & MARKETS

RAYMOND M. LaROSE
KATHY FITZPATRICK

AUDIT & CONTROL

(*) GEORGIANNA NATALE



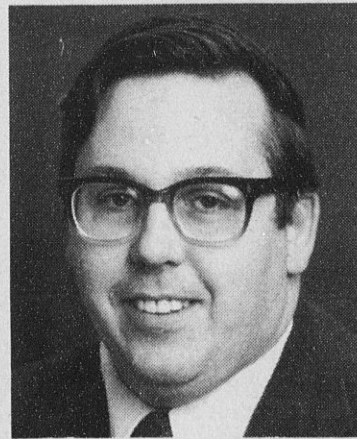
As your representative on the CSEA Board of Directors for two years, your issues and interests have always come first with me.

With your support and your vote, I shall continue to represent all of the members of Audit and Control fairly and honestly.

Together we make a difference.

AUTHORITIES

(*) W. JOHN FRANCISCO



I wish to thank you for having given me the opportunity to represent you for the last 10 years and I pledge to continue to speak out on your behalf. Remember, I represent you, the members, and not anyone else.

CIVIL SERVICE

(*) DOLORES FARRELL



As your representative on the CSEA Board of Directors for over 12 years, I have voiced your concerns loudly and clearly.

With your support and your vote, I will continue to speak out on behalf of each and every member of the Civil Service Local.

CORRECTIONAL SERVICES

(*) SUSAN CRAWFORD

I would like to thank all the CSEA members in Correctional Services for their vote of confidence by re-electing me to my fourth term on the Board of Directors. I will strive to continue to give you the representation you so richly deserve. Again, thank you for your continued support.

ECONOMIC DEVELOPMENT

(*) ROSE DeSORBO

EDUCATION

CAROL STROKES

Education employee for 21 years and union activist since 1974. I have held the following positions in CSEA:

- * 1st Vice President
- * Delegate and Steward
- * Grievance Chairperson
- * Chair of Statewide Labor/Management

I promise to share Board information with you and to always vote in your best interest.

FRAN E. JEFFRESS



New representation is needed on the board!! As your representative, I will be accessible to the membership; willing to listen and represent your views and vote what is best for you. As current President of Local 657 (Education), I have acquired vast knowledge and experience necessary to skillfully represent you.

ENVIRONMENTAL CONSERVATION

(*) MARIA N. MESITI



Statewide Membership Committee member and newly appointed Labor/Management Committee member.

My experience in union activities has encouraged me to seek a position on the Board of Directors. As EnCon Representative, members will be kept abreast of pertinent issues. Your support is necessary and appreciated.

EXECUTIVE

(Elect 3)

LEROY HOLMES
CINDY EGAN



Cindy, a 23-year active CSEA member, an 18-year member of the Board of Directors and, more recently, appointed a Trustee to the Employees Benefit Fund by Pres. McDermott, has the experience necessary to continue to represent the members of the Executive Department on the statewide Board of Directors.

NETHA DeGROFF



As the incumbent for the Executive Department, I will continue to work on your behalf toward representing your interests on the Statewide Board of Directors.

My experience includes: Local President for 3 terms, statewide L/M Committee, Regional AD/HOC, Statewide Apartheid Committee, and Parole EAP Chair.

Continued dedication to the membership is my goal.

(Continued On Next Page)

EXECUTIVE

WILMA HASSER



Thanks to everyone who has supported and helped me qualify for a place on the ballot for the position of Executive Department Representative. If elected, I will represent you, THE CSEA MEMBER, at the Board Meetings. I will appreciate your continued support on the ballot.

HEALTH

BARBARA REESE



During my 19 years as an LPN at Roswell Park Hospital and actively representing my co-workers' concerns with CSEA, I've served as Local President, Treasurer and Board Representative. I am asking for your support to represent the Health Department memberships' concerns on the Statewide Board of Directors. Please cast your ballot for Barbara Reese.

TONY MUSCATELLO



I am dedicated to improving workplace conditions, and I will be responsive to all who seek help in such matters. I am a strong advocate of pay equity and comparable worth, day care, VDT legislation, and safety and training. We must keep pace with rapidly changing and complex problems.

INSURANCE

(*) SUSAN H. MATAN



3 years Board of Directors; 3 years Local President; 9 years Vice-President; EAP Committee; Health and Safety Committee; Grievance Representative; Education Committee for Region IV. I was sent to Alaska by AFSCME to help organize Public Employees with Alaska State Employees Association. My members are my main concern as an elected union representative.

JUDICIAL

(*) THOMAS JEFFERSON

LABOR

(Elect 2)

(*) JEANNE LYONS



A Board Member should have ability, knowledge and responsiveness to the membership. As a Board Member my record of Experience, Capability and Dedication speaks for itself. You can rest assured that my continued effort on your behalf will remain tireless during the next three years. Your support is appreciated.

(*) DENIS TOBIN

LAW

**ELISA BURSON
MARGARET OXBROUGH**

MENTAL HYGIENE—REG. I

(Elect 2)

CAROL GUARDIANO



I'm seeking re-election for MENTAL HYGIENE REP. EXPERIENCE: Local 1st V.P., 1st V.P. Region, Delegate, AFSCME and State Rep 8 yrs.

Chairperson: Membership and PEOPLE Region Member: WOMEN'S and Ed-Training

State Committees: PEOPLE, Membership and Budget

LUTI Trainer, CSEA Member in good standing 17 yrs.

My loyalty and dedication to the membership will continue with your support.

PATRICK HAHN



I'm a six year INCUMBENT seeking RE-ELECTION. I'm President of Pilgrim Local 418. I supported establishing a CSEA Committee against Apartheid. I voted against the dues increase, organized informational Rally at Local and Region, Participated in Statewide Demonstrations, Lobbied Legislators on staffing, working conditions, contracting out. Allow me to continue representing you by voting for me.

BARBARA ALLEN



Currently, I am the Local and Regional Treasurer and

serve on the following committees:

LOCAL — EAP, Safety and Health

REGION — Political Action, Women's, Safety and Health

STATE — Appeals, Membership Transition Team I am seeking re-election, so that I can continue to work for the members.

MENTAL HYGIENE — REG. II

(Elect 3)

**ROBERT NURSE
DENISE BERKLEY
JIMMY GRIPPER**



Do you have a VOTE?

...YES!

When JIMMY GRIPPER VOTES for us, they listen.

Creedmoor, Queens Children, Bernard Fineson, Dept. of OGS Alcohol & Patient Resource

Bronx Psychiatric Brooklyn Developmental Manhattan Psychiatric Kingsboro Psychiatric South Beach Psychiatric Staten Island

Developmental Manhattan Developmental NYS Psychiatric Manhattan Children's Institute for Basic Research

—VOTE — JIMMY GRIPPER—

ROBERT GRIPPER



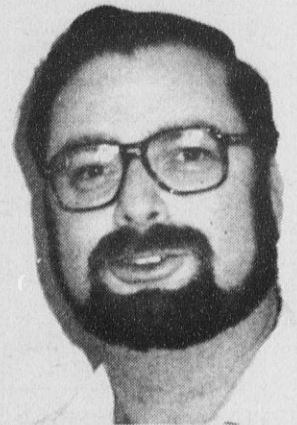
Robert A. Gripper. I have worked for OMRDD, CSEA, Region 2 for 18 years. Therefore, I am well aware of the problems concerning health and safety in the workplace, and your time and attendance. I will represent you with integrity and understanding to improve all areas of complaint.

VOTE GRIPPER.

MENTAL HYGIENE — REG. III

(Elect 3)

ALAN L. ACKERMAN



To the members of Region III OMRDD & OMH my name is Alan Ackerman, Treasurer of Local 426 for 11 years. I'm running for the board so our Region can begin to unite in the common goal that effects all of us in Mental Hygiene: That is to preserve jobs and safety for our members.

DOUGLAS MAYETTE

STEVE PELLICCIOTTI



My name is Steve Pellicciotti. I am presently First Vice President at Wassaic Developmental Center, Local 426, and a Region 3 Board Representative.

I am seeking re-election to the Board of Directors so I can continue to bring Region 3's issues to Albany, as I have done in the past.

HENRY W. WALTERS



* Innovative
* 23 Years Volunteer Fireman
* 27 Years CSEA Activist
* 29 Years Mental Hygiene Employee
* Constant Communications with Legislators

(Continued On Next Page)

(Continued From Previous Page)

**MENTAL HYGIENE
— REG. III**

- * Marched in memory of Clara Taylor
- * Petitioned Against IRS Taxing Employee Benefits
- * Opposed Structured Union Dues Increase
- * Region III OSH Chairperson
- * Petitioning for More Empire Plan Providers
- * Re-Elect an Honest Representative for Honest Hard working State Employees.

**MENTAL HYGIENE
— REG. IV**

(*) FRANCIS J. WILUSZ

MENTAL HYGIENE—REG. V

- (Elect 3)
- (*) CHRIS CARLETTA
- (*) BUD MULCHY
- (*) BARBARA REEVES

**MENTAL HYGIENE
—REG. VI**

- (Elect 2)
- (*) KATHLEEN BUTTON
- (*) ELAINE MOOTRY

MOTOR VEHICLE

DANN WOOD

I have the experience to best represent your interests in view of my past service, ie: Labor/Management Committee, Local President, Region, State and International Delegate, Negotiating Team member and various committee appointments at each level including the joint Safety/Health Committee. Experience is the best teacher. I've learned.

SUZANNE WALTZ



Because I've been actively involved in all aspects of our union ... political action, worker safety, human rights ... at all levels of government, city, county and state, I know what our priorities are.

If you want what you're due from your dues, then do what's right for all of us ... vote Suzanne Waltz.

PUBLIC CORPORATIONS

(*) ANITA R. WALTHER

PUBLIC SERVICE

(*) ROBERT CALHOUN

SOCIAL SERVICES

LOUISE McGLAULFIN



VOTE FOR A CHANGE!
I am dedicated to improving workplace conditions and I will be responsive to all who seek my help. I will communicate your needs to the Board of Directors and relay its decisions back to the membership.
My qualifications include Delegate 6 years; Affirmative Action, statewide Labor/Management, PAC Committees.

WILLIAM McMAHON



Presently I serve in each of the three levels of CSEA.
STATEWIDE:
Social Services Representative to the Board of Directors
Chairman of Directors Charter Committee
Chairman Social Services Labor/Management Committee
REGIONAL:
Chairman of Region IV Social Committee
LOCAL:
Second Vice President
Grievance Committee member
Chairman Local Constitutional & By Laws Committee
ELECTED
AFSCME Delegate.

STATE

(*) DAVID R. DINGLEY

TAX & FINANCE

(*) CARMEN BAGNOLI

TRANSPORTATION

(Elect 2)

JOAN M. TOBIN



As your Incumbent DOT representative, my involvement has included the initiating or assisting in the Snow/Ice Training, Canal Campaign, Bridge Repair Series, TPAs, TOAs, HEO & CEO Title Distribution, and many Safety Issues. Still, issues remain unresolved. I need your VOTE and SUPPORT to continue to work for YOU.

JACK CASSIDY



"When the going gets tough, the tough get going."
Who's watching out for the rights of independent members? Grievances and Disciplines must be settled fairly. Members need the support of CSEA. No more "let's make a deal."
Management must be made to feel the strength of CSEA.

MILO L. BARLOW



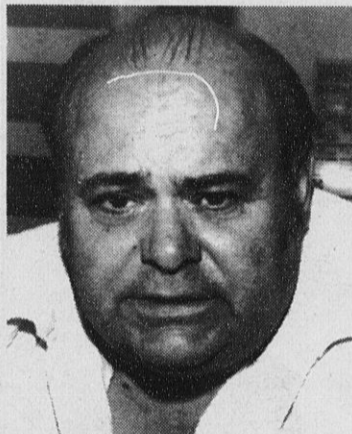
I can only be elected with your help and support. I will remain tireless in my dedication and continuing efforts on your behalf during my term in office. I take this responsibility very seriously and I appreciate whatever support you can give me in this election. Thank you.

DEL PERRIER



First, I would like to thank those who signed my petitions, and special thanks to all the people who distributed them. Once elected, I won't be working alone, I need your input—positive or negative. Together we can make better working conditions for all of us in D.O.T.!

HENRY JENNY



Greetings to all DOT Members:
I'm running to represent you on the Board because there is need for a change. I have requested a bill be drafted for hazardous duty pay for DOT highway workers. It is time DOT gets its just recognition. I'm fighting for you now and in the future.

UNIVERSITIES

(Elect 4)

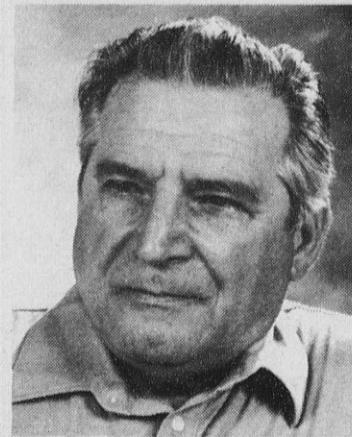
PATRICIA G. CRANDALL

ANTHONY J. RUGGIERO



I want to serve you, the membership, in the S.U.N.Y. system. Your needs should be the needs of our leadership — this is the role I see your representative to the Board of Directors performing. You have faced abuse by professionals and students — we must stop it!

JOSEPH CIAVARELLI



Serving second term as Second Vice President Local 614 Stony Brook through two different administrations.
LUTI-trained Steward Instructor. Served on Local Committees and Boards. Has 43 years combined union experience, CSEA and Building Trades. Has served on Regional Minorities Committee.
Committed to serving CSEA members.

BETTY LENNON



Re-elect Betty Lennon SUNY rep ... As a Union Activist on Local, Region and Statewide Level, I've the knowledge of SUNY and CSEA to represent its members properly.
My main objective is improved communications between SUNY Locals to strengthen our role in CSEA and the Labor/Management setting.
Your support is appreciated.

KATHLEEN J. BERCHOU



We're facing a crucial period in SUNY employment. The leaders you select must guard against further erosion of our ranks and continue the fight for improved safety and health and the recognition of our worth. I believe I have the experience and commitment to be equal to the challenge ahead.

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UNIVERSITIES

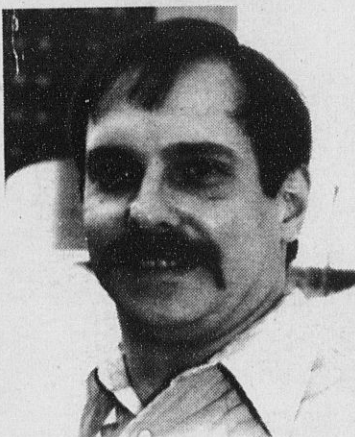
JEAN KENDRICK



WE are the UNION
Working together in our
roles Actively joining
We can accomplish our
goals.

Be wise
Be seen
Vote Ayes
For Jean
2nd Vice President, Local
614, SUNY Representative,
Statewide Board of Directors.

EDWIN URBAT



Married, father of two
children. A senior stationary
engineer at Stony Brook
University Hospital. A
statewide delegate for five
years, former treasurer of
Local 614, chairman of the
nominating committee, a
LUTI trainer, chief shop
steward. I have always
worked towards fair and
equitable treatment of my
fellow members regardless of
personal consequences.

ALBANY COUNTY

(*) MARGE FLYNN

ALLEGANY COUNTY

(*) DAVID J. MAYO

BROOME COUNTY

ROBERT T. SHALLER

I plan to continue in the
tradition of Joan Brower, as I
have since filling this
vacancy. I will represent the
members' interests, raising
the issues and asking the
questions that need to be
asked.

DANIEL D. LASZY

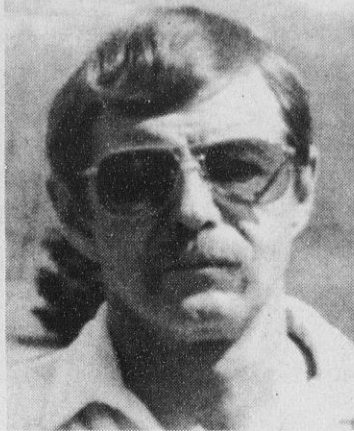
It is very important for the
units and locals in the
community to be conscious
of each other. We must seek
more opportunities for mutual
involvement (such as

participation in the St.
Patrick's Day Parade) to
demonstrate to the public
that we are "one," a union
united!

ERNEST F. MAYO

CATTARAUGUS COUNTY

SCOTT J. COREY



Having previously served in
this position, I realize how
important it is to have active
representation at this level
and to keep the Local
informed.

Please support me in the
upcoming election so I may
represent and work for the
members of Local 805.

Remember the motto —
UNITY PLUS — Positive
Leadership for Union
Strength.

TIM ANDERSON



I've been an officer since
1971 and am currently
Cattaraugus County Local
805 President and Board of
Director, Chairman of the
Statewide Local Government
Health Benefits Ad Hoc
Advisory Committee and
member of the Statewide
Local Government Sites
Committee.

With your vote, I can
continue working for YOU.

CAYUGA COUNTY

(*) VIRGINIA SHEFFEY

CHAUTAUQUA COUNTY

(*) JAMES V. KURTZ

CHEMUNG COUNTY

DAVID J. BARTON
ROBERT W. ALLEN

CHENANGO COUNTY

(No Candidates)

CLINTON COUNTY

(*) JEANNE KELSO



I am proud to once again
be the Board Member from
Clinton County. I am aware
of the duties and
responsibilities of this office
and, as in the past, will put
forth the effort necessary to
meet the expectations of the
membership. Thank you for
your confidence and
continued support.

COLUMBIA COUNTY

SHIRLEY PONKOS



Active in CSEA 17 years.
Incumbent seeking re-
election from Columbia
County Local 811 for
Statewide Board of Director
Representative.

Held Local and Unit
Offices.

Currently Chair of Local
Government Executive
Committee.

Your endorsement and
active support for my re-
election is appreciated.

GLORIA J. RUTKEY



Currently serve as:
Columbia County Unit
President
Local Vice President
I am seeking this office to
gain the opportunity to
sincerely and aggressively
address the needs of the
members within Columbia
County.

Your vote will help me to
help you.

CORTLAND COUNTY

(No Qualified Candidates)

DELAWARE COUNTY

(No Candidates)

DUTCHESS COUNTY

(*) BARBARA J. HOGAN

ERIE COUNTY

JOHN P. EISSL

MARIE PRINCE



MY FIRST PRIORITY IS
THE MEMBERS — insuring
they are informed directly,
honestly, and without bias. I
will consistently take the
concerns of the members to
the Board and work with
them for possible solutions
— striving for Local 815 to
be part of a stronger
C.S.E.A. which better serves
our members.

ESSEX COUNTY

ROBERTA CHANDLER
JACQUELINE VANDERHOFF

FRANKLIN COUNTY

(No Candidates)

FULTON COUNTY

(*) WILLIAM SOHL

GENESEE COUNTY

(No Candidates)

GREENE COUNTY

(*) RICHARD W. CANNIFF

HERKIMER COUNTY

(*) PATRICIA LABROZZI

JEFFERSON COUNTY

(*) JAMES MONROE

LEWIS COUNTY

(*) JOYCE P. RICE

LIVINGSTON COUNTY

(*) LYNDA STANDISH-FRITZ

MADISON COUNTY

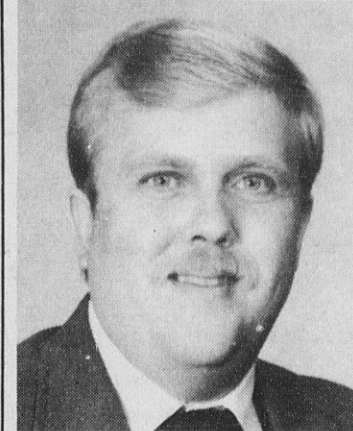
(*) ROSLIE M. TALLMAN

MONROE COUNTY

(*) FLORENCE TRIPI

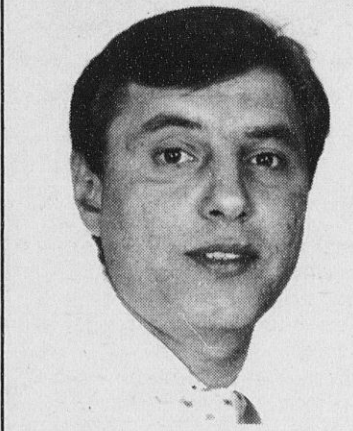
MONTGOMERY COUNTY

GARY R. CHINA



Presently representative to
the C.S.E.A. Statewide
Board of Directors for
Montgomery County; Vice-
President of Infirmary/County
Home Unit; President-Elect
of Infirmary/County Home
Unit; Member and Past Chair
of the Montgomery County
P.A.C.; Union Activist since
1974. Honest, involved,
dedicated! "Help me keep
'U' in the Union!"

MICHAEL CANTIELLO



Unit President from
1989-90; Local Delegate,
Chairman of Negotiations,
Membership and Health and
Safety.

I believe that a strong and
knowledgeable individual
such as myself can and will
represent every member and
their needs at the Statewide
Board level.

Vote the man that can do
the job—Vote Mike Cantiello.

NASSAU COUNTY

(Elect 2)
(*) RALPH SPAGNOLO
(*) RITA WALLACE

NIAGARA COUNTY

(*) MARY (CANDY) SAXON

ONEIDA COUNTY

RON DRAPER
RALPH L. YOUNG

ONONDAGA COUNTY

(*) DALE KING

ONTARIO COUNTY

(*) FRANCIS X. DUNHAM

ORANGE COUNTY

SABINA SHAPIRO



SABINA SHAPIRO, qualified, experienced State Board Rep works for YOU. County employee 16 years. Local, Regional, Statewide CSEA Boards since 1986; shop steward, unit newsletter.

Boy Scout Executive Board — Silver Beaver 1985; DEC "Project Wild" instructor; VP Orange County Audubon; OCCC Alumni Association Board. Goal: To represent YOU in Albany.

MARIANNA NELSON

ORLEANS COUNTY

(*) **CHRISTINE A. COVELL**

OSWEGO COUNTY

(*) **JUDY A. NAIOTI**

OTSEGO COUNTY

(No Candidates)

PUTNAM COUNTY

(*) **IRENA M. KOBBE**

RENSSELAER COUNTY

MARIANNE HERKENHAM

Having served as Local President for Three Terms, I would now be honored to serve the County of Rensselaer as a Member of the Board of Directors. I believe the Board position is one of responsibility and seriousness and I will serve accordingly, if elected. Thank you.

GRACE VALLEE

ROCKLAND COUNTY

VICKI BURTON



Electing me to the CSEA Board of Directors will allow me to utilize the skills, and competence, I developed as current Rockland County Unit President, and as a member on Region, Local, and State Committees, to pursue, and improve, the needs of our members in local government.

FLORENCE KIMMEL



For the Rockland County membership, which I currently serve as a representative for the Statewide Board of Directors and Local 1st Vice President. I shall continue my pursuit of effective representation and leadership. My goal is a timely response from Albany where, with your input, I shall address our concerns and problems. This is my pledge.

ST. LAWRENCE COUNTY

(*) **JOSEPH J. FRANK**

SARATOGA COUNTY

**LAWRENCE B. O'BRYAN
CORINNE B. DALY**



As an active Representative on the Board of Directors, I am committed to making known the special

needs of our Local Government Employees during Board deliberations. I pledge to continue to do so, and to continue my efforts to keep you fully informed and to utilize all resources available to help our members.

SCHENECTADY COUNTY

(*) **LOUIS J. ALTIERI**

SCHOHARIE COUNTY

(*) **MARGUERITE STANLEY**

SCHUYLER COUNTY

(*) **MARK L. HOUCK**

Once again the members are being called upon to exercise their right to vote. There are some in CSEA who would take away this right, saying that not enough members bother to vote. Please prevent this by voting. You, the members, are the one true ruling body of CSEA.

SENECA COUNTY

(*) **BRUCE K. DAMALT**

STEBEN COUNTY

(*) **ART HOWELL**

SUFFOLK COUNTY

RICHARD PANKOWSKI



CSEA Activist, Officer, Delegate, Contract Negotiator and Founding Father in 1963 of Brookhaven Town's Unit.

The time has come for Suffolk's voice to be heard on the State level. The issue of one man, one vote — of equal and fair representation and service to our members is my goal.

CATHERINE GREEN



Babylon Unit President, 12 years; Suffolk County Albany Representative and Local

First Vice-President for 7 years.

I always keep the membership concerns first and work to keep our union strong. Your VOTE will allow me to be your VOICE in CSEA. RE-ELECT Cathy Green Suffolk County Board Representative!

SULLIVAN COUNTY

(*) **THOMAS E. SCHMIDT**



I am currently serving Sullivan County Local 853 as Statewide Board of Director. During the past 15 years I have taken the time to attend workshops and seminars to help prepare myself for that office. With your vote we can make Local 853 the best it can be. Thank you.

TIOGA COUNTY

(No Candidates)

TOMPKINS COUNTY

THOMAS B. KEANE JR.

I have been a county employee for 14 years and also 14 years in trade unions previously. Almost all of those years as steward, officer and committee person. I am well aware of the effect of policies on the workers. Experience counts. Make your vote count. Make you Local count.

DAVID L. LIVINGSTONE

ULSTER COUNTY

(No Candidates)

WARREN COUNTY

(*) **DOUGLAS K. PERSONS**

WASHINGTON COUNTY

(No Candidates)

WAYNE COUNTY

(No Candidates)

WESTCHESTER COUNTY

(Elect 2)
GRACE ANN ALOISI



The Board seat for Westchester Local 860 is an important one and its membership needs dependable, reliable representation.

I have served Local 860 for 18 years, the past 10 as an officer. This position would enable me to continue my dedication and commitment to the Local on the Statewide level.

CARMINE DiBATTISTA

I have been a member of and an activist in CSEA since 1971. During that time I have been involved at all levels of our organization in various capacities. Suffice it to say that I am prepared to return to the Board of Directors representing Westchester County. Accordingly, I ask for your support.

JOSEPH E. ROCHE

WYOMING COUNTY

(*) **ROY UPRIGHT**

YATES COUNTY

(*) **CAROL THORNTON**

**LOCAL GOVERNMENT
EDUCATIONAL REP—REG. I**

(*) **NICHOLAS LaMORTE**

**LOCAL GOVERNMENT
EDUCATIONAL REP—REG. III**

(*) **NORMA CONDON**

(Continued From Previous Page)

LOCAL GOVERNMENT
EDUCATIONAL REP—REG.
IV

LESTER COLE JR.



Board rep 6 years; Local President 12 years; Unit President 4 years; Local Vice President 2 years. Chairman Region 4 County Committee 6 years; Region 4 Executive Board 3 years; Grievance Rep 4 years; Labor Management Rep 4 years, Political Action Chairman Unit 9 years; Negotiations Rep 8 years. Trained Advance Shop Steward.

MYRTLE MAJOR

I feel a change is needed in the representation of members in the Saratoga and Rensselaer County Educational Locals.

"True Representation for Members Is Important." No one needs or wants a representative who votes opposite of what the members want.

If I am elected, I will represent you, The Member!

LOCAL GOVERNMENT
EDUCATIONAL REP—REG.
V

(*) DOLORES HERRIG

LOCAL GOVERNMENT
EDUCATIONAL REP—REG.
VI

DOMINIC SPACONE JR.
MARY H. LETTIERI



For over 20 years, I have been a loyal union activist dedicated to improving working conditions. I am honest, hard-working and dependable, attending meetings for the complete agenda to keep my membership informed. If you're not satisfied with the present representation, use your ballot wisely. Vote Mary H. Lettieri.

CSEA Albany Housing Authority members

Show children with love

Compiled by Daniel X. Campbell
CSEA Communications Associate



ALBANY — It was a baby shower, with hotdogs and soda, baby clothing, car seats and packages of different sizes wrapped in bright paper. But not one of the party participants was expecting.

The unusual shower was for the "babies born to die" who are being cared for at the Farano Center for Children in Albany. All of the gifts and the love that filled the room came from the loving hearts of the CSEA-represented employees at the Albany Housing Authority (AHA).

The shower was the initial effort in a program which the AHA members hope to continue as part of an ongoing project to help the babies at the Farano Center, who they have unofficially "adopted."

CSEA Unit President Jack Rohl called the project "a tremendous success" and said "the gifts are for the 'boarder babies,' the truly innocent victims of AIDS and drug abuse of their parents." Until recently, the babies were spending their brief lives in the crowded wards of New York City hospitals.

"The media has referred to them as 'the babies born to die,'" Sue Van Alstine from the Rev. Michael Farano Center for Children explained as she accepted the room full of gifts from the AHA employees. "The Farano Center offered to find room for them in this area and because of the love shown to them, they are living longer, getting a little stronger and enjoying life much more."

"I must say that I'm impressed with the generosity of the workers," Van Alstine said. "Often, people do not understand the situation of these children as these loving people do."

"Albany Housing Authority employees are head of the class," said Brenda Brooks, personnel administrator. "They came up with the idea, they worked to spread it around, they put a lot of personal effort and money into their project and they deserve all the credit."

After the media lights went out, after all of the reporters who covered the unusual baby shower left, Jack Rohl quietly thanked each worker with a warm hand shake and a kind parting word;

"You really did a great job, I'm sure the children will appreciate it."



TRAPPED BY THEIR ILLNESS, terminally ill children of the Farano Center for children on the streets of Albany, their lives perhaps comforted by the toys that surround them, some of which have been donated by employees of the Albany Housing Authority.

If you would be interested in becoming a foster parent of a child from the Farano Center, contact:

Sue Van Alstine
Farano Center
27 North Main Ave.
Albany, NY 12203

CSEA MEMBERS DONATED many gifts to help the terminally ill children at the Farano Center for Children. This trio of Albany Housing Authority employees are proud to showcase a few of the room full of shower gifts collected for the children.

WELL, I'LL BE DOGGONED!

Orange County animal control officer really a soft-hearted animal lover

By Anita Manley
CSEA Communications Associate

TOWN OF NEWBURGH — It wasn't easy to leave him. He kept looking at me with those gorgeous brown eyes and that stunning mane of auburn hair. His name was Charlie and I knew he wanted to go home with me.

Charlie is an Irish Setter who is probably about three years old. He recently became a guest of the Town of Newburgh Animal Shelter and is waiting for his owner — or a new adoptive family — to take him home.

This visitor wasn't the only person who was taken by the charms of this wide-eyed, friendly canine. Animal Control Officer Maureen Patterson, a member of Orange County Local 836, said recently that it is very difficult to leave her charges at the shelter.

"My husband said he'd divorce me if I brought home another dog. I can't tell you how many animals I've taken home," said Patterson who started working for the town in 1985 as a clerk. When a part-time job opened up in the Animal Control office, Patterson took it and when the new shelter opened last June, she came to work full time.

Patterson admits that she is soft-hearted when it comes to the animals that occupy the premises. One memorable incident involved a dog that lived in an abandoned barn in back of an automobile dealership.

"She had had a litter of puppies," said Patterson. "We stayed in the barn all night waiting for the mother and finally had to use one of the puppies to trap her. We thought she'd be nasty but she wasn't."

"We had her spayed," Patterson recalled, "and she was adopted by a family. But she had been here for so long — we kept her here to nurse her puppies — that she was used to us. After she was adopted, she left her new home and found her way back here to the shelter."

Patterson said she brought the dog back to her adoptive family, but "she tore the place apart and ran away again." By now, the new family decided that they did not want her. "We couldn't place her and later we had to put her to sleep. I was heartbroken. I still can't talk about it without choking up." On a happy note, Patterson added that all the puppies were adopted and are doing just fine.

The phone rings non-stop at the shelter. Patterson and her boss, Mary Meyer, field calls from people who have lost pets, found pets, are annoyed with someone else's pet or just want to adopt a pet.

"There are a lot of new people in town," said Patterson. "Their pets aren't used to their new homes and they get lost."

Some calls from local residents have been rather unusual. Patterson received a phone call from one woman who spotted a bear and her cub in her backyard. Another caller discovered a peacock in her yard. "They're vicious," Patterson remarked. "Don't ever try to catch one!"

Families who adopt animals are screened carefully. "We ask how old their children are, what kind of a home the animal will have," said Patterson. "Some animals don't get along with children; some need room to run," she explained.

Patterson is involved in local animal organizations and serves on the board of Mid Hudson Animal Aid which at this writing is raising funds to build a cat shelter.

"I've had lots of jobs," said Patterson, "but nothing like this. I wouldn't trade it for anything. I love the animals. The job is never boring."

