

# THE PUBLIC SECTOR

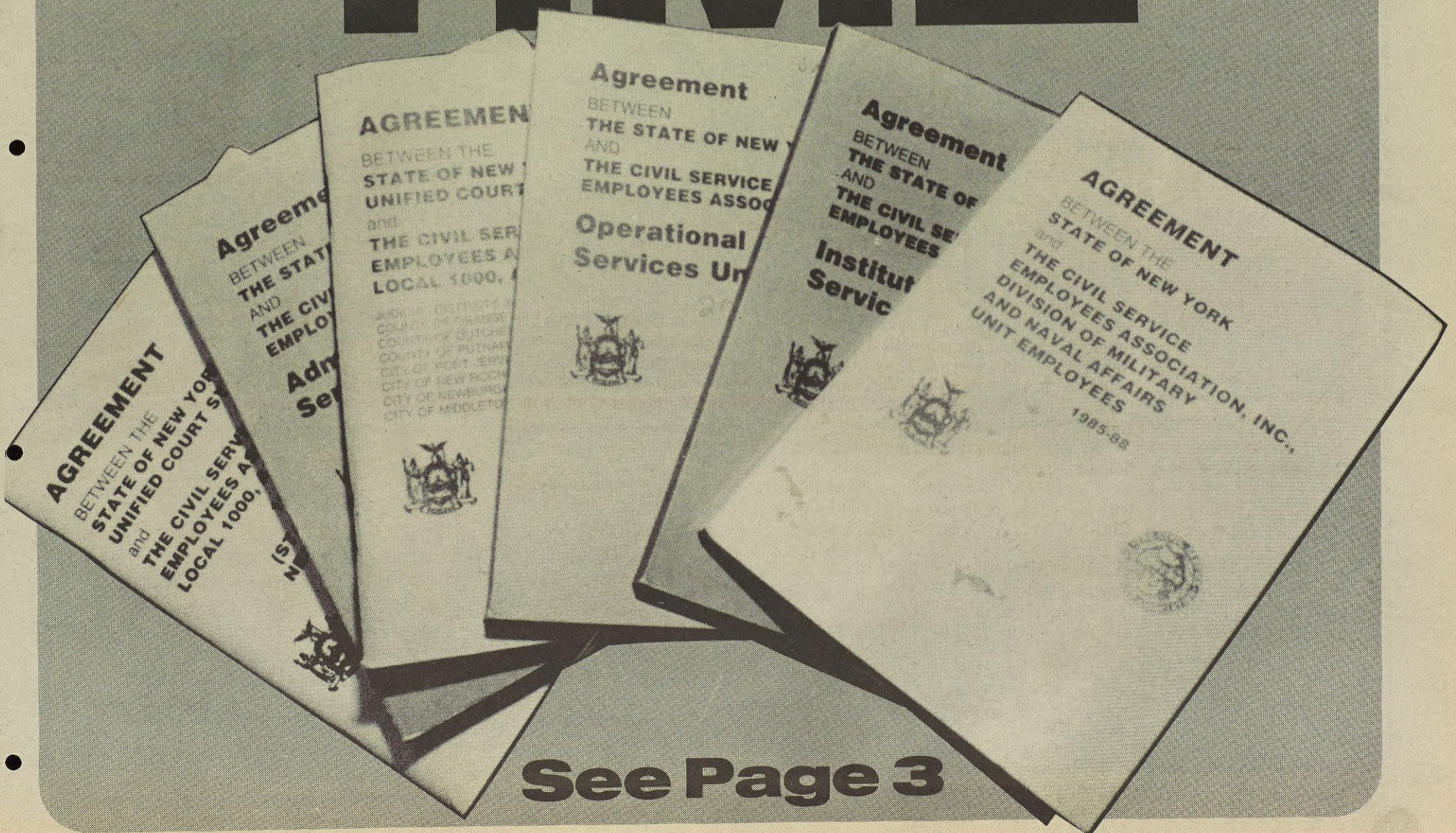
Official Publication of The Civil Service Employees Association, Local 1000,  
American Federation of State, County and Municipal Employees AFL-CIO.

4  
ISSN 0164 9949

Vol. 10, No. 22  
Monday, November 2, 1987

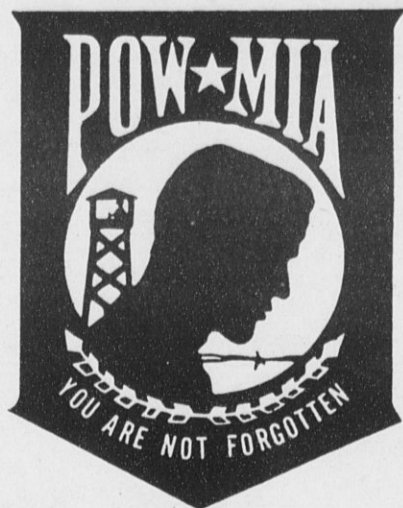
## Gearing up for

# TOUGH TALK TIME



See Page 3

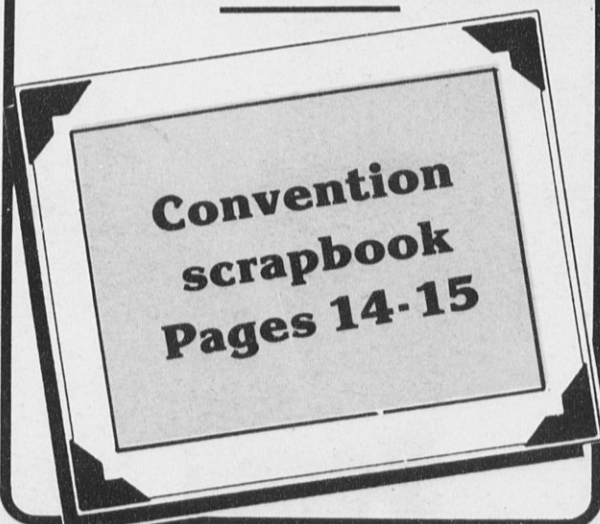




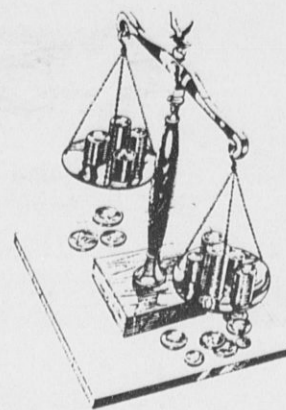
Page 7



Page 9



# Hourly workers to get comp worth



ALBANY — CSEA has good news for state employees who are paid on an hourly or per diem basis and who hold job titles recently assigned a higher salary grade throughout the new classification and compensation plan.

They, too, will receive upward adjustments in their pay retroactive to April 1987 if they hold "NS" or non-statutory positions but have salaries equated to a grade. Affected employees can expect their payments before the end of the year.

"The union has been pursuing this matter vigorously with the Governor's Office of Employee Relations," union Research

Employee Relations," union Research Director William Blom says. "And we have finally won the issue."

Payments were initially denied because the director of classification and compensation cannot authorize adjustments for positions which are not allocated a salary grade. Only the state budget director has the authority to do that.

The state has made a commitment to CSEA that the proper authorization will be granted.

## SENATE CHAMBER

"We need ideas from the broadest spectrum to make sure our goals accurately reflect the real needs of our members. So I ask you to write us today with your suggestions," says Joseph Conway, chair of the union's statewide Legislative and Political Action Committee.

CSEA officials are setting their sights on the upcoming session of the state Legislature. Your suggestions can help.

Ideas for the 1988 Legislative Program should be sent immediately to:

Tom Haley, Director  
Legislative & Political  
Action Office  
CSEA Headquarters  
143 Washington Avenue  
Albany, N.Y. 12224

## Public SECTOR

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

AARON SHEPARD.....Publisher  
ROGER A. COLE.....Editor  
KATHLEEN DALY.....Associate Editor

The Public Sector (445010) is published every other Monday by The Civil Service Employees Association, 143 Washington Avenue, Albany, New York 12210. Publication Office: 143 Washington Avenue, Albany, New York 12210. Second Class Postage paid at Post Office, Albany, New York.

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	STEVE MADARASZ .....	Headquarters (518) 434-0191
ANITA MANLEY .....	Region III (914) 896-8180		
DAN CAMPBELL .....	Region IV (518) 489-5424		
CHUCK McGEARY .....	Region V (315) 451-6330		



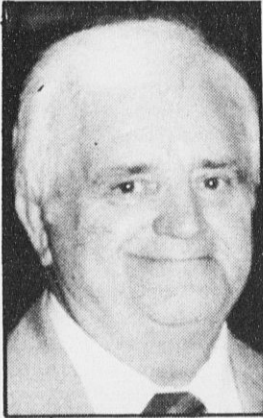


# CSEA sets state agenda

By Stephen Madarasz  
CSEA Communications Associate

With the start of contract talks just weeks away, CSEA teams representing 110,000 New York state employees are gearing-up for the negotiations.

Representatives of the Administrative Service Unit (ASU); Institutional Services Unit (ISU); Operational Services Unit (OSU); and Division of Military and Naval Affairs (DMNA) are now sorting out CSEA items for unit and coalition priorities.



McGowan

Another team representing 3,500 CSEA members is also preparing for negotiations with the state Office of Court Administration (OCA).

All five contracts expire March 31, 1988. Opening sessions with management are planned for later this month, with talks beginning in earnest in early January.

"You're not here to express your own problems, you're here to express the needs of the people you represent — it has to be WE, not me," CSEA President William McGowan told the negotiating teams gathered together for a recent strategy session. McGowan will lead CSEA's side in the talks.

"It's not an easy job that we have to do, but it can be done by sticking together and seeing this through," he commented.

That's a message that the teams will likely hear again in the next five months.



Team Chairpersons

**Linda Cote — ISU**  
"Obviously ISU members have a number of concerns about their day-to-day working conditions and that's what we're going to focus on."

**Donna Tuttle — DMNA**  
"DMNA is unique — we represent a wide spectrum of works and many members have dual status as civilian employees and military personnel. For that reason we'll work on strengthening contract rights."

**Frank Celentano — OSU**  
"Streamlining the contract and modifying many of the existing provisions will be a big chunk of our job and we know it won't be easy."

**Mary Pat Fox — ASU**  
"We're looking for improvement on our recent gains. There's been progress on VDT safety and pay-equity but there's still a lot of fine-tuning to be done."



**Tom Jefferson — OCA**  
"We're guarded, but optimistic. In the past year we've seen judges and state legislators receive substantial salary increases."



Rewolinski

## No-nonsense negotiator

When CSEA's negotiating teams sit down to hammer out their new contracts, they'll be joined by a no-nonsense professional who knows how to get the job done.

Ernest Rewolinski, executive assistant to AFSCME President Gerald McEntee, has been named as CSEA's chief negotiator. Rewolinski has had an impressive career in union service and has negotiated contracts with the states of Pennsylvania and Florida and the cities of Philadelphia and Detroit.

CSEA President William L. McGowan describes Rewolinski as a "self-made man with years of experience under his belt" and adds "his grassroots expertise and national reputation will serve us well."

Rewolinski is a former public employee. He began his career as a City of Milwaukee employee and in 1967 became a full-time organizer for CSEA's parent union AFSCME. He spent the next three

years in New York state and also helped organize public employees in Pennsylvania, Michigan, Ohio, Iowa and Florida.

In 1973 he became AFSCME International union area director representing Pennsylvania. In 1980 he was named associate director of field services. A year later he was promoted to his current post as executive assistant to the AFSCME president.

"Unity is the key to any successful negotiation" says Rewolinski. "That comes from knowing and understanding member priorities before you begin talking with management. But it's also a two-way street — bargaining teams need the support of their rank and file," he adds.

Along with McGowan and Rewolinski, CSEA's leadership group for negotiations will include the union's general counsel Marjorie E. Karowe.



# Short-staff slam

By Anita Manley  
CSEA Communications Associate

The state Commission on Quality of Care for the Mentally Disabled has sharply criticized staffing shortages at the Wassaic Developmental Center in Dutchess County and the Letchworth Developmental Center in Rockland County.

In a 51-page report on visits to both facilities, the commission said there are so few employees that it "hampered recreation and programs" at both Wassaic and Letchworth.

The report noted that in most areas there was only one therapy aide for nine to 15 clients.

"It was not uncommon for several clients to be alone in day room areas from 10 to 20 minutes while the staff member was busy attending to other basic needs of the client," according to the report.

"If the survey team were to come back this year, they'd find worse conditions," said Wassaic CSEA Local 426 President Tom LeJeune.

And CSEA Region III Field Representative John Deyo disputes reports that client supervision has improved because Wassaic administrators claim they have hired more staff since the inspection there.

"They hire 60 people and 70 leave," Deyo said. "What they hired doesn't even take care of turnover."

Deyo was also sharply critical of

management employees, saying they do not have enough direct patient care responsibilities.

"They (management) hide in their offices, pre-occupied by meetings and administrative duties," he said. "If they were on the wards interacting with the patients, we'd all be better off."

At Letchworth the inspection found clean cottages and adequate sheets and towels but also overworked staff members who had little time to teach clients to perform daily living skills.

A single staff member was generally responsible for six to 12 clients and therapy aides reportedly did not have enough time to instruct or interact with patients.

"Insufficient staffing levels and staff supervision sometimes resulted in clients being rushed through daily hygiene activities in an assembly line manner," the report said. It also noted that planned recreational activities were so infrequent that most clients spent hours with nothing to do.

Letchworth administrators also responded

that they would hire more staff to correct the problems, but Letchworth CSEA Local 412 President Brian Cox said that there have been no improvements.

"We still have a shortage of staff," he said. "A lot of the employees are burned out. Turnover and attrition are also a problem here, and they're just not hiring."

Cox said his local did a little detective work of its own recently and found that during the period of Aug. 22 through Sept. 22, therapy aides worked more than 11,000 hours of overtime.

"They had to spend about \$138,000 for that," Cox emphasized. "If they can spend that kind of money on overtime, they could hire other help and pay them benefits, too."

Cox also found fault with an unfair disciplinary system that contributes to the employee turnover rate.

"There seems to be a two-tiered system," Cox complained. "When our employees are brought up on charges they are reprimanded, fined or sometimes terminated. Management receives a slap on the wrist, if that."

**"They hire 60 people and 70 people leave. What they hired doesn't even take care of turnover."**

**— John Deyo, CSEA field representative**



## Understaffing

### Amid honors, calls for staff

NEW YORK — While saluting members' dedication at CSEA Local 413's first annual Employee Recognition Day, statewide President William McGowan and Region II President George Boncoraglio both issued harsh criticisms of understaffing at Manhattan Psychiatric Center and other mental hospitals across the state.

At a meeting with MPC management shortly afterwards, CSEA Local 413 President Mohammed Hussain reported approval of 51 new direct-care positions to augment the facility's severely short-staffed shifts. The vacancies, to be filled immediately, are the first ray of hope at the beleaguered institution where understaffing patterns contribute notoriously to skyrocketing injury rates.

Alarmed by the recent murder of Clara Taylor while on duty at Rockland Psychiatric Center and the prospect of a homeless men's shelter being planned on MPC grounds, scores of CSEA rank-and-file members decided to take some action. They signed PEOPLE dues check-off cards after the Recognition Day lunch program



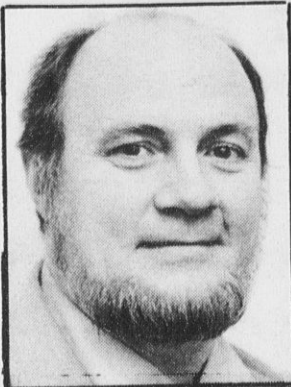
AT CSEA LOCAL 413's Employee Recognition Day, Region II President George Boncoraglio, left, Local President Mohammed Hussain, second from right, and statewide CSEA President William McGowan blasted understaffing at Manhattan Psychiatric Center. Also pictured is CSEA Field Representative Bart Brier, second from left.

concluded. PEOPLE (Public Employees Organized to Promote Legislative Equality) is the political fund-raising organization of CSEA/AFSCME.

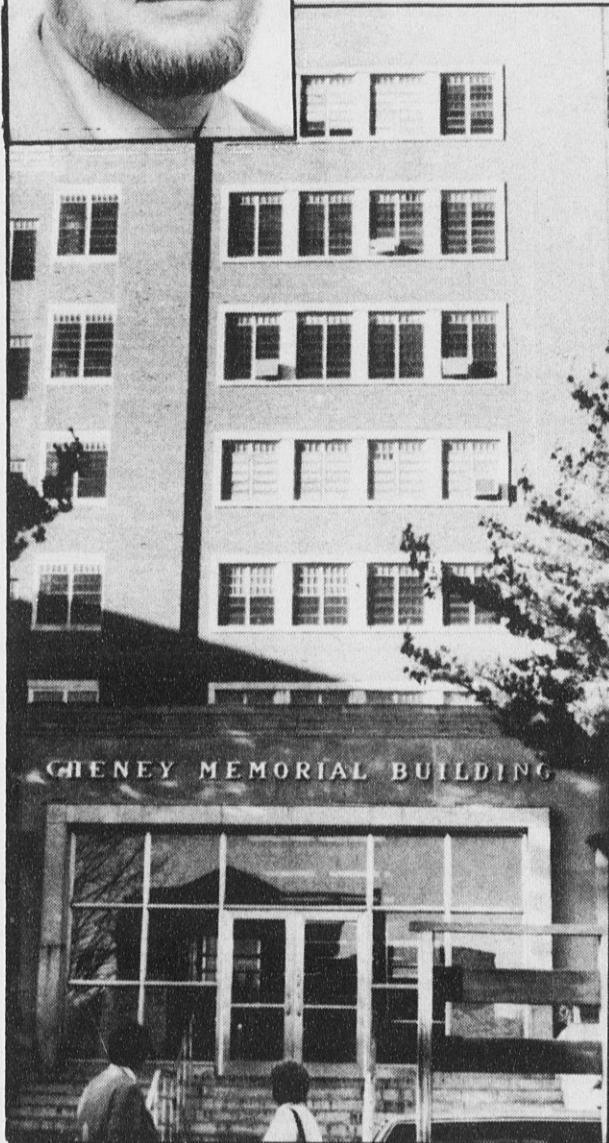
"It's vital that every means possible, including PEOPLE political action contributions, be used to turn this situation around," Hussain said.



# Costs of understaffing



HUDSON VALLEY Psychiatric Center, below, and Harlem Valley Psychiatric Center Local 408 President Henry Walters, inset.



POUGHKEEPSIE — While understaffing in state institutions is not news to CSEA, two psychiatric centers in Region III may lose federal funding over the issue.

According to an article in the *Poughkeepsie Journal*, Hudson River Psychiatric Center and Harlem Valley Psychiatric Center may lose federal aid because they have too few nurses.

The report says that auditors from the federal Health Care Financing Administration have informally said they will recommend decertifying both facilities, at a loss of \$27 million. The agency is a division of the U.S. Health and Human Service Department.

Meanwhile, horror stories continue to come out of state mental health facilities. A Hudson River Psychiatric Center patient recently hung himself in a semi-secure ward. Just a month earlier, a patient was found dead of a heart attack, and a follow-up investigation indicated that the patient was dead for nearly five hours before the body was discovered.

Hudson River Psychiatric Center CSEA Local 410 Vice President Pete Delanoy agreed that there are too few nurses, but adds that there are more serious shortages in direct patient care staff.

"We have therapy aides working 16 hours a day," he said. "They're burned out. We're even more short of therapy aides that we are of professional staff."

From Oct. 8 to Oct. 21, 42 employees at Hudson River Psychiatric worked 2,546.5 hours overtime at a cost of \$40,744. And Harlem Valley recently reduced its overtime over two weeks to 3,000 hours. The high was 3,800 hours over two weeks.

Therapy aides also perform nursing duties on the wards, Delanoy said.

"If a nurse calls in sick, the therapy aides

cover for her," explained Delanoy. "They take care of medications and run the wards with one or two people."

Local 410 President Margaret Harrison pointed out that nurses do not administer one-on-one care to patients.

"They don't go out into the wards," she emphasized. "They sit in their offices all day."

"There's no doubt about it, we're short of nurses," added Harlem Valley Psychiatric Center CSEA Local 408 President Henry Walters. "The nurses are all working for companies and agencies which tell the state that they'd better pay them what they're worth."

Walters also stressed the severe shortages of therapy aides and licensed practical nurses (LPNs).

"Just last night, we had 12 therapy aides working mandatory overtime," he noted.

Harlem Valley has its share of horror stories, Walters said. He told of a deaf-mute found murdered in his bed in May.

Just as frightening is the prospect of hundreds of new patients who are being brought into Harlem Valley, many of whom are street-wise, violent drug abusers.

"We had one therapy aide get his jaw broken by one of these patients," Walters said.

And more patients are coming in. While state officials have plans to open a new building to accommodate them, Walters isn't convinced it will be staffed properly.

"They hired 31 new people and 29 of them quit," he said. "We have people working double shifts, three or four days in a row. They have just enough time to go home, shower, sleep for three or four hours, get dressed and come back to work. No wonder they're burned out!"

## Center opens community residence

ROCHESTER — The first state-operated community residence (SOCR) on the Rochester Psychiatric Center (RPC) grounds was dedicated with a formal ceremony recently.

The John Romano Community Residence already houses 24 clients who are in transition from an inpatient setting to fully independent community residences located outside the RPC campus.

CSEA members of Local 420 are among the 14 staff at the home.

The Romano SOCR "represents the first small step toward completion of the Livingston-Monroe project which allows our members' jobs to be protected while OMH (Office of Mental Health) embarks on an experimental program aimed at returning higher functioning mentally ill patients to the community," said CSEA Region VI President Robert Lattimer.

Dorothy Prince represented the union on the dedication planning committee. Local President Geraldine Wiggins and Lattimer helped dedicate the new residence.

CSEA Public Policy Specialist Marty Langer attended the dedication, as did Johanna Ferman, OMH deputy commissioner, and RPC Director Martin Von Holder.



Dr. John Romano, for whom the unit is named, also attended. Romano was honored for his outstanding contributions as a

psychiatrist, clinical investigator, teacher and humanitarian who is dedicated to the care and treatment of the mentally ill.



# ALBANY STREETS NOT FOR SALE!

ALBANY — A controversial residential parking permit plan that discriminated against commuters who live outside Albany's inner-city area has been ruled invalid by the Appellate Division of state Supreme Court.

The unanimous decision "vindicates our point of view that city streets are not for sale," says CSEA General Counsel Marge Karowe. "Public streets paid for by public taxes belong to the people."

But don't try to park in the restricted areas just yet, CSEA is warning its members. The city lifted enforcement of the permit plan for one day following the court ruling in late October, then reinstated it after announcing it would apply for permission to appeal the ruling to the state Court of Appeals. The system remains in effect pending the appeal process.

CSEA and the Public Employees Federation (PEF), which together represent tens of thousands of public employees who work in the downtown Albany area, brought the lawsuit against the city.

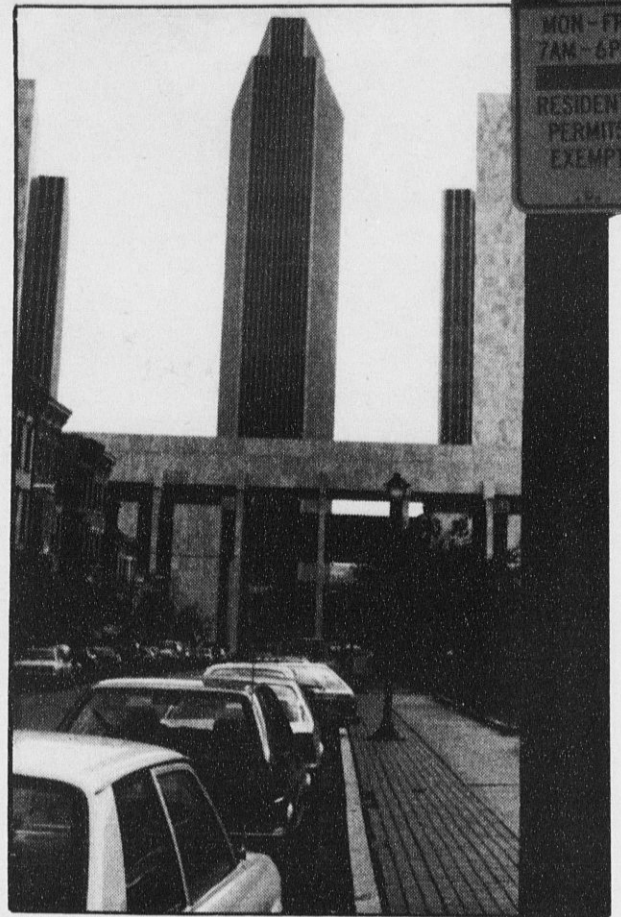
Several months ago the city instituted the parking permit plan in residential neighborhoods surrounding the huge Empire State Plaza governmental complex in downtown Albany. Neighborhood residents could purchase permits granting them unlimited parking time on the designated streets. Non-permit holders were limited to 90 minutes parking time in any particular parking spot.

That effectively forced thousands of commuters — mostly state employees — to seek parking spots outside the permit area, much farther away from their work locations. Those who continued to park within the permit area were forced to leave work several times daily to move their cars from one parking spot to another.

But the Appellate Division ruling said the city cannot provide preferential parking for residents. "Albany lacks the authority to enact an ordinance creating a residential permit parking system which grants to certain of its residents priority in the use of public streets," the court said.

CSEA says the permit plan spawned an increase in crime against commuters as they were pushed back into other neighborhoods farther and farther from their work sites. CSEA says muggings and assaults against state workers increased dramatically and break-ins of parked vehicles multiplied.

Inadequate parking has always plagued workers in downtown Albany. Jockeying for spots on residential streets surrounding the state government offices was a time-honored, if frustrating, tradition prior to the parking permit plan. It will become so again if the city's appeal to the Appellate Court decision is denied.



## The grape fight

KINGS PARK — CSEA members at the Kings Park Psychiatric Center are backing the boycott of California grapes.

"My members are not only boycotting the grapes from their own homes, they're also bringing literature into area grocery stores and asking grocers to put up signs regarding the origin of their grapes," said CSEA Local 411 President Tony Bentivegna. "Some of them really didn't understand the boycott before."

The boycott is in support of the United Farm Workers (UFW) who are fighting California growers for safe working conditions and union representation without management intimidation.

Bentivegna is also showing the UFW video "The Wrath of Grapes" in the Local 411 office. The 15-minute tape discusses the dangerous uses of pesticides in the vineyards and the oppression of the union.

According to the UFW, more than 100 different pesticides are used each year on California grapes. Many are extremely dangerous and have an oil base which cannot be washed off. That means the consumer, as well as the worker, is exposed to the chemicals.

More than 300,000 farm workers are poisoned each year by pesticides,



according to UFW statistics.

CSEA is strongly supporting the boycott. Any CSEA locals or units interested in showing "The Wrath of Grapes" should write to The United Farm Workers, c/o District Council 1707 AFSCME, 75 Varick St., 14th Floor, New York, N.Y. 10013.



## THE WRATH OF GRAPES

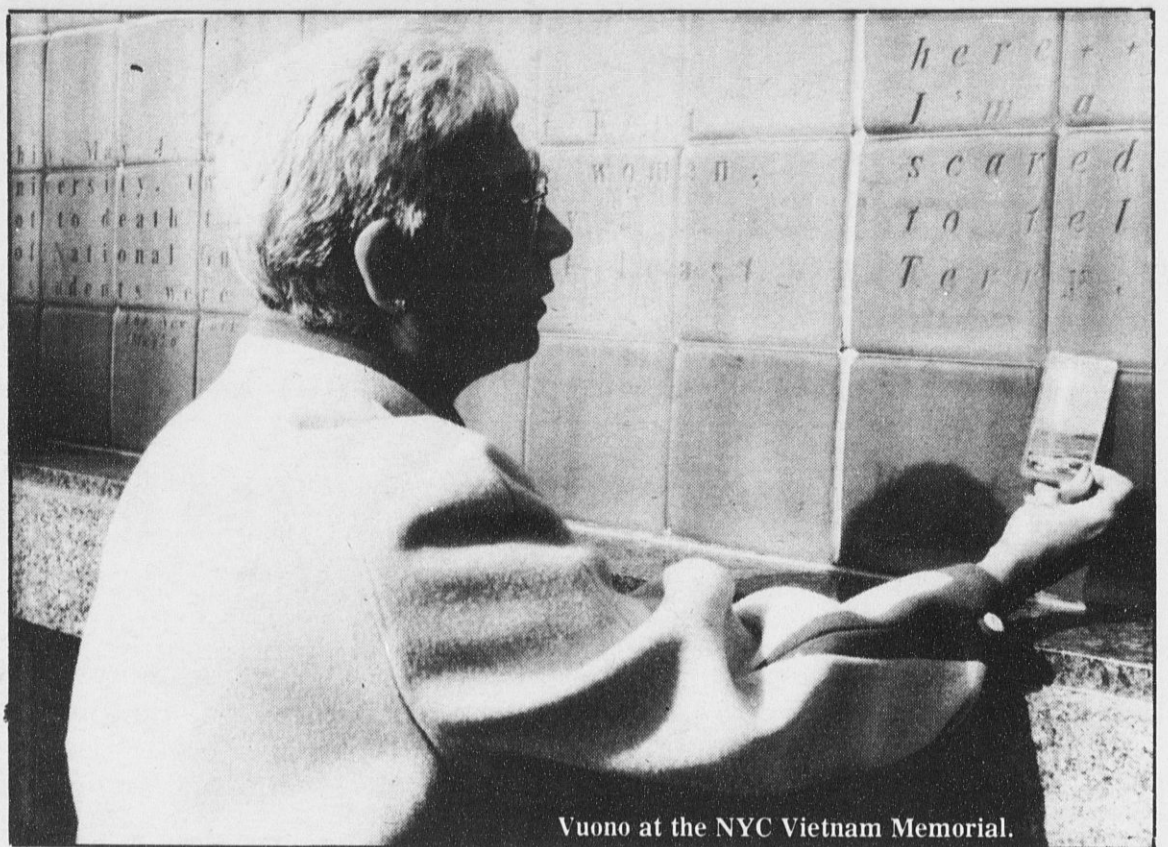
UNITED FARM WORKERS OF AMERICA AFL-CIO % DISTRICT COUNCIL 1707 AFSCME • 75 VARICK STREET, 14th FL. • NEW YORK, N.Y. 10013 • (212) 219-0022



# Living in the aftermath

**EDITOR'S NOTE —** On this Veterans Day CSEA salutes the brave men and women who have given of themselves to protect our rights and freedoms.

Thousands of CSEA members have served in war and thousands of others currently serve as members of the state and national guard. Theirs is a sacrifice that deserves our continued respect and thanks. Because, as this story makes clear, the pain and loss of war often cannot be forgotten.



Vuono at the NYC Vietnam Memorial.

By Lilly Gioia

CSEA Communications Associate

NEW YORK — Under a canopy of dripping umbrellas, families of Vietnam veterans and those Missing in Action (MIAs) gathered around the New York City Vietnam Veterans Memorial at Federal Plaza in lower Manhattan, among them CSEA Local 460 member Marie Vuono and her family.

"There wasn't a dry eye as a wheelchair-bound Vietnam vet, who had lost both his legs, courageously played the guitar and a one-armed vet sang his song about the war," Vuono recalled.

Vuono, a senior account clerk at the state Racing and Wagering Board, claims she can spot a Vietnam vet on a subway or anywhere, just by the look in their eyes — the "thousand-yard stare," she calls it.

Deeply touched by the recent Prisoner of War/Missing in Action Recognition Day ceremonies, the Vuono family still lives with the aftermath of Vietnam. "Our son Thomas served in the 173rd Airborne, the Rangers and then became a Green Beret," she explains.

At age 18, making the adjustment from Brooklyn to Vietnam was difficult. Being wounded, exposed to Agent Orange, buried alive for three days, holding a dying buddy

whose face was mashed by a close range bullet, all took an intolerable toll on Thomas. Arriving home only to be greeted with open hostility and rejection by friends, prospective employers and even total strangers was a "devastating experience," Vuono painfully remembers.

Today, Thomas is among thousands who cope with Post Traumatic Stress Disorder and the effects of exposure to the chemical dioxin (Agent Orange). Victims of Post Traumatic Stress are generally depressed, angry, non-communicative, suffer from sleep disturbances, have suicidal thoughts, survivor guilt and flashbacks.

A 1979 study found 40 to 60 percent of Vietnam vets suffer persistent emotional adjustment problems and that more Vietnam combat vets have died by their own hand since the war than were actually killed in the conflict.

Vuono remembers her son waking up screaming almost every night for years after the war. He still suffers from boils, rashes and leopard-like brown white skin pigmentation, the raised, lumpy, blotched skin associated with exposure to Agent Orange, the jungle defoliant sprayed by the U.S.

His son was born with a twisted leg and lacking gamma globulin blood protein, birth defects commonly associated with parental exposure to Agent Orange.

As a result of the Vietnam war "our whole family life has changed so that there is upset and no peace," Vuono reflected.

"You don't need your children to be rich and famous. You want your children to be happy, but there is no happiness in this boy. I look in his eyes and see a whole world there that never came out. Once he said to me, 'Mom, my body came back to the

United States, but I really died in Vietnam.'"

Bitter about the treatment returning vets received since the war, Vuono moved beyond the hurt, becoming involved with her family in supporting the Brooklyn chapter of the Vietnam Veterans League and the POW/MIA Coalition. Fighting to reclaim the remains of MIAs and to bring home vets they are convinced are still alive in southeast Asia, the coalition is raising public awareness through displaying black POW/MIA flags beneath American flags at public buildings.

"When I see that flag displayed it says people care if there are any remaining soldiers over there. They belong on American soil and I want them returned to us," Vuono emphasized.

"We owe them and all veterans our loyalty and hearts."

Marie Vuono is no quitter.

A staunch CSEA activist, shop steward, chair of her local women's committee and member of the regional women's committee, Vuono is also a 1987 recipient of the Labor/Management Achievement Award for helping develop positive labor/management relations.

As one of the millions of families scarred by America's most unpopular war, this Veterans Day the Vuonos honor the American flag and the POW/MIA flag with the simple words: "You are not forgotten."

Vuono hopes more of her CSEA brothers and sisters will support POW/MIA efforts to fly their flags all over New York state and that more union members will attend next September's rally at the New York City Vietnam Veterans Memorial. Individuals and groups are encouraged to purchase the flags at \$29 each.

For more information about how you can help, contact:

Robert Vuono  
Co-Chairperson  
POW/MIA Coalition  
670 58th Street  
Brooklyn, New York 11220



## EAP can help

With an estimated 10,000 Vietnam veterans in New York State service, the Employee Assistance Program is focusing on their needs, in particular the problems associated with Post Traumatic Stress Disorder.

Post Traumatic Stress is not limited to veterans, it can develop in any individual who has experienced violence or sudden death from natural or man-made disasters or been a victim of crime.

If you or a family member need help in dealing with these circumstances or any other personal difficulties, contact the EAP coordinator at your worksite for confidential assistance.

Next edition — A CSEA member's tale of W.W. II heroism and fate



# Insurance option opens in Nov.

The 1987 Health Insurance Option Transfer Period will take place during the month of November.

Information on rates and benefits will be shipped to agencies for distribution to employees.

Coverage selected during the transfer period will take effect on Dec. 30, 1987, for the institutional payroll and on Jan. 6, 1988, for the administrative payroll.

**CSEA President William L. McGowan says:**

## Empire Plan offers more



Dear CSEA Members:

As you know, the Annual Health Insurance Option Transfer Period for state employees is now upon us. Your agency should provide you with descriptive literature concerning benefit comparisons, rates and information on how to change options.

Selecting the right health care coverage may be the most difficult and important decision you make this year. I urge you to take the time to review the material so that you choose the option that best suits your needs and those of your family members.

I have been asked many times why the HMOs (health maintenance organizations) cost less than the Empire Plan. The answer is simple — HMOs do not provide the same level of protection against catastrophic claims that the Empire Plan does and there are numerous benefits found in the Empire Plan that HMOs do not offer at all.

If freedom of choice and chiropractic care, podiatric care, long-term physical therapy, organ transplants, extensive coverage for alcoholism, drug abuse and psychiatric conditions are important to you, think twice before changing options.

We cannot anticipate the unknown but we can prepare for the worst by selecting the coverage that provides protection against those claims that none of us can afford to pay by ourselves. When it comes to health insurance, you get what you pay for.

There is no doubt that the Empire Plan is expensive and reduction of employee contributions will be a priority of CSEA in the upcoming contract negotiations with the state.

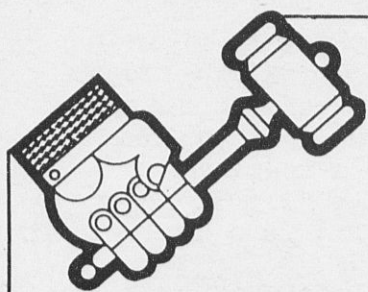
Remember, the decision is yours to make, but the option you choose for 1988 cannot be changed until next year.

With best regards and wishes for a healthy 1988, I remain,

Fraternally,

*William L. McGowan*

William L. McGowan  
President



## ATTENTION Office of Court Administration employees

If you are a CSEA member who works for the Office of Court Administration (OCA), you may be able to get overtime pay.

Recent court decisions indicated that CSEA-represented OCA employees may be eligible for overtime under the Fair Labor Standards Act.

OCA is not complying and the union is considering legal action to establish which jobs are eligible for overtime. In the meantime, CSEA asks you to immediately begin documenting all the hours you work above and beyond normal work hours. Those records will be necessary for you to get the back pay you're eligible for.

This notice ran in *The Public Sector* in August. The accompanying letter was sent to clarify where OCA members can best find the information mentioned above.



STATE OF NEW YORK  
UNIFIED COURT SYSTEM  
OFFICE OF MANAGEMENT SUPPORT  
(OFFICE OF COURT ADMINISTRATION)  
270 BROADWAY  
NEW YORK, NEW YORK 10007  
(212) 587-4404

ALBERT M. ROSENBLATT  
Chief Administrative Judge

MATTHEW T. CROSSON  
Deputy Chief Administrator

WAYNE J. McGRATH  
Director, Personnel

Dear Editor:

In the Aug. 24, 1987, edition of *The Public Sector* a notice appeared directed to the attention of Office of Court Administration Employees on the subject of overtime payment. The notice alerted CSEA-represented OCA employees to review their title standards and their hours of work to ascertain eligibility for overtime under Fair Labor Standards.

In the notice, employees were directed to apply for copies of their title standard to my office.

While I was not consulted concerning the placement of the notice, I have tried to adhere to the numerous letters that came in requesting title standards. However, due to the large number, I must request that employees seek their title standards through the District Administrative Judge's offices or through union sources, as title standards are sent there.

Lastly, while we exist to be of assistance on personnel matters, questions concerning entitlement to overtime pay under Fair Labor Standards are also properly addressed at the worksite where the records are kept and data concerning working hours and overtime entitlement is best resolved.

I would appreciate the publication of this letter to clarify the process in receiving title standards and in processing inquiries concerning entitlements under Fair Labor Standards.

Very truly yours,  
Wayne J. McGrath



# Speaking out



## CSEA blasts DOT supervisor

By Ron Wofford  
CSEA Communications Associate

**HORSEHEADS** — Several employees are pointing fingers at one supervisor in particular and state Department of Transportation (DOT) management in general for what they say is low employee morale at the DOT highway garage here.

Several workers blame garage supervisor Walter Jandrew's management style for most morale problems at the site. A dozen employees recently signed a petition complaining of excessive harassment. The employees also said their complaints have gone unresolved.

CSEA has responded to employee concerns, filing a number of grievances. But CSEA Region VI President Robert L. Lattimer says DOT region management has not corrected the problems and is neglectful for failing to take decisive action and for allowing the situation to continue.

Lattimer said the DOT region management response to the problems at the site "have been particularly woeful and inadequate.

"They've stalled and sidestepped taking any meaningful action and still have not done anything to eliminate the problem," he charged.

"DOT Region Director Duane T. Heineman couldn't find any reasonable time to meet on the problems even after being apprised by myself and local union leadership," Lattimer said.

In August, Lattimer and Hornell State Employees CSEA Local 007 President John Wallenbeck wrote to state Transportation Commissioner Franklin White, urging him to use his authority to correct the situation at Horseheads.

"CSEA will not rest until our members can work without harassment," they wrote. White has not responded to the letter, but an aide in his office recently said an internal investigation is underway.

More recently, Lattimer and Wallenbeck held a press conference at the DOT Horseheads shop to discuss publicly what they said were employee and union concerns about conditions at the site. They said employee complaints about management there include employees being sent out to patch non-emergency potholes in the dark and temperatures below 30 degrees and women employees being denied training on certain equipment.

Three members of Local 007 shared personal experiences as evidence of the types of problems employees say they experience.

### Sharon O'Buckley

Sharon O'Buckley, a highway equipment operator (HEO) and a former laborer, paid for her own training to be eligible for promotion to her present job title. But because she is a woman, O'Buckley claims, she has been penalized.

Since earning her promotion, O'Buckley complains of being continuously assigned mowing duties. The normal routine is for HEOs to rotate among other tasks for the HEO job slot.

The shop supervisor has told the foremen to give her a hard time and on more than one occasion, she has had to mow without the customary safety follow truck and without the traffic direction signs installed by the sign crew, O'Buckley charges. She has even put up and taken down her own signs on many occasions, she says, and has been directed to mow in snow and rain.

O'Buckley, a steward and vice president for Local 007, also said she detects a distinct anti-union attitude among several management employees, creating what she called a poor labor/management atmosphere throughout the Hornell DOT region.



### Gerry Watts

Gerry Watts, an HEO, says he actually sat at the worksite for two months without an assignment because the supervisor refused to speak to him.

Watts said he is also unfairly accused of damaging a DOT truck and was written up on charges when he refused to fill out an accident report. The charges were later withdrawn, but he was advised that a letter of reprimand would be placed in his file.

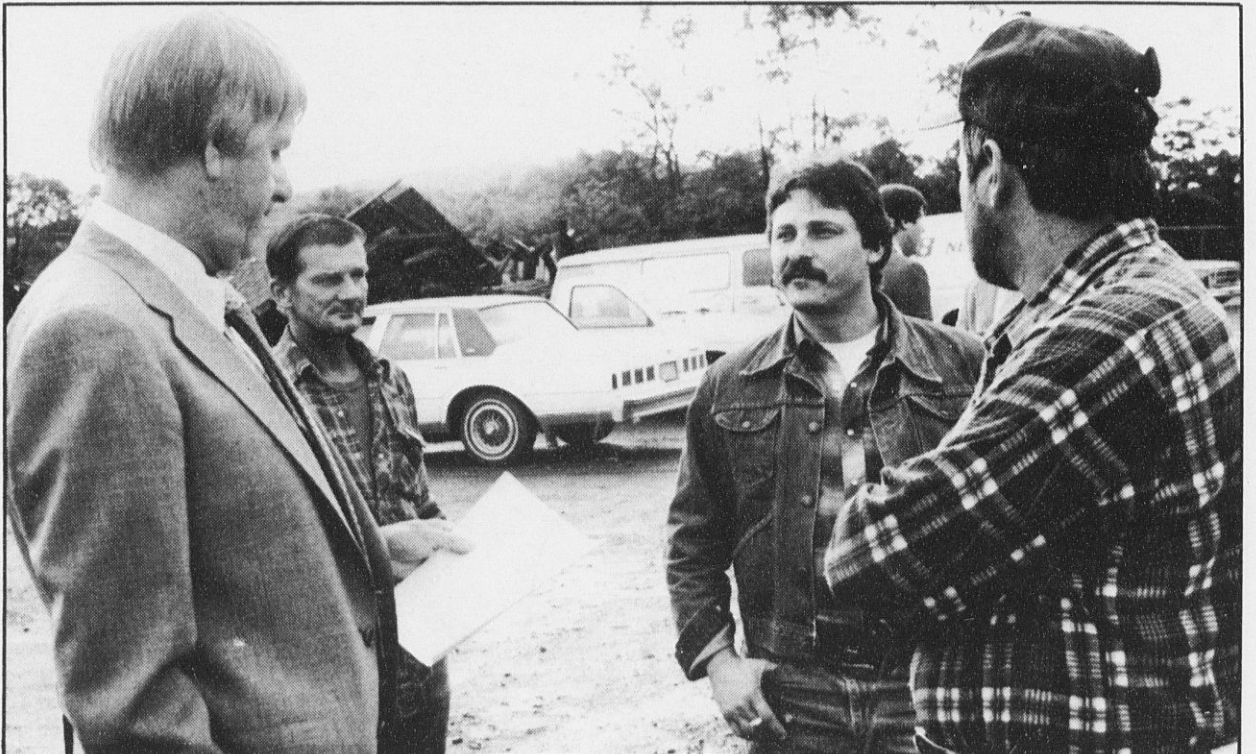
More than 12 workers of about 35 at the site signed a letter attesting to the abuse. Many are now wearing "Stop Employee Abuse" buttons.

### Anthony Cannizzaro

Anthony Cannizzaro, a foreman, says he refused to go along with the management line of unfairness and reported the situation to his superiors. As a result, he charges, he was transferred to an outpost that added 50 miles to his driving daily.

He also charges that his personal property has been destroyed by the supervisor. He says he and other foremen were told to give O'Buckley and other women "a hard time" on the job.

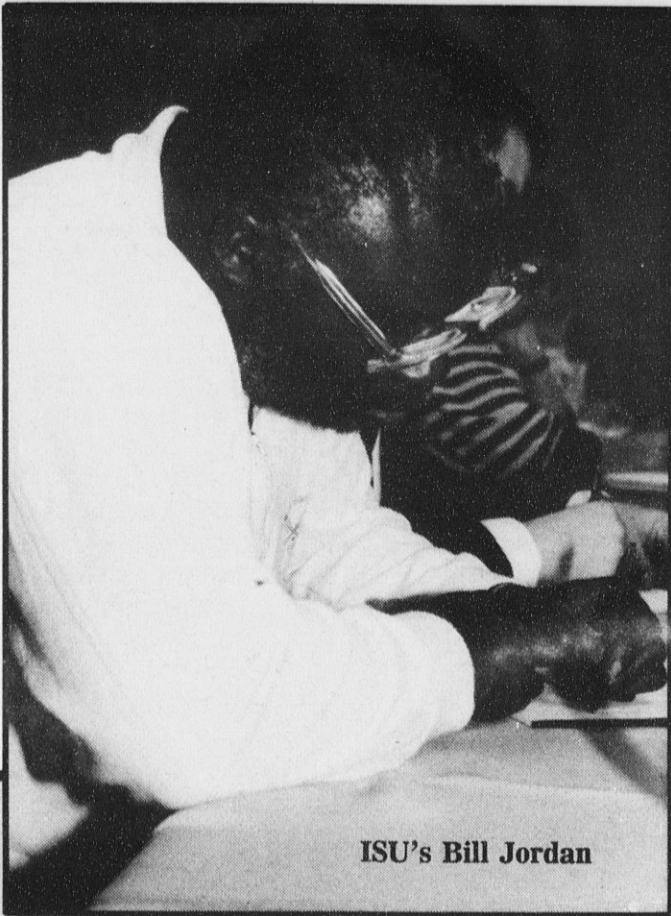
After CSEA focused attention on the situation, Cannizzaro was reassigned to the Horseheads shop. Before the recent incidents, Cannizzaro had always received "very good" to "excellent" evaluations throughout 15 years with DOT. His latest reads "needs improvement," which leaves him without a contractual avenue of address that would be available for a definitely negative rating.



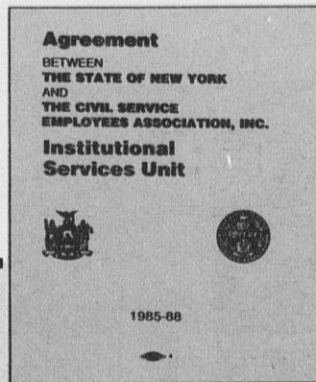
REGION VI PRESIDENT Robert Lattimer, left, discusses employee abuse with CSEA Local 007 members at the Horseheads DOT shop.



# CSEA state negotiating teams 1987



ISU's Bill Jordan



ISU's Doris Foxx and Ruth McCarthy.

**Institutional Services Unit**  
**Chairperson — Linda Cote**  
**Region I — June Dowling**  
                   Doris Foxx  
**Region II — John Jackson**  
                   Jesse Jones  
**Region III — Jeff Howarth**  
                   Alan Ackerman  
**Region IV — Andrew Farley**  
                   John Loveday Jr.

**Region V — Ruth McCarthy**  
                   June Donald  
**Region VI — William Jordan**  
**Contract Administrators —**  
                   James Cooney  
                   Anthony Campione  
**Asst. Contract Administrators —**  
                   Robert Morris  
                   James Martin

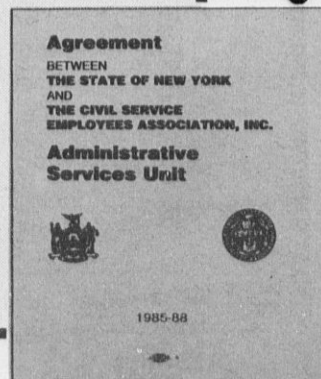


ASU's Elizabeth Kearney

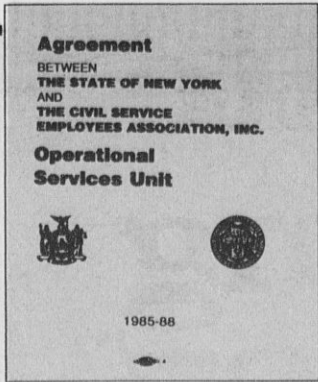


**Administrative Services Unit**  
**Chairperson — Mary Pat Fox**  
**Region I — Margaret Spinks**  
                   Madeline Dante  
**Region II — Elliot Bernstein**  
                   Thea Lieberman  
**Region III — Cecile Ayers**  
                   Elizabeth Kearney

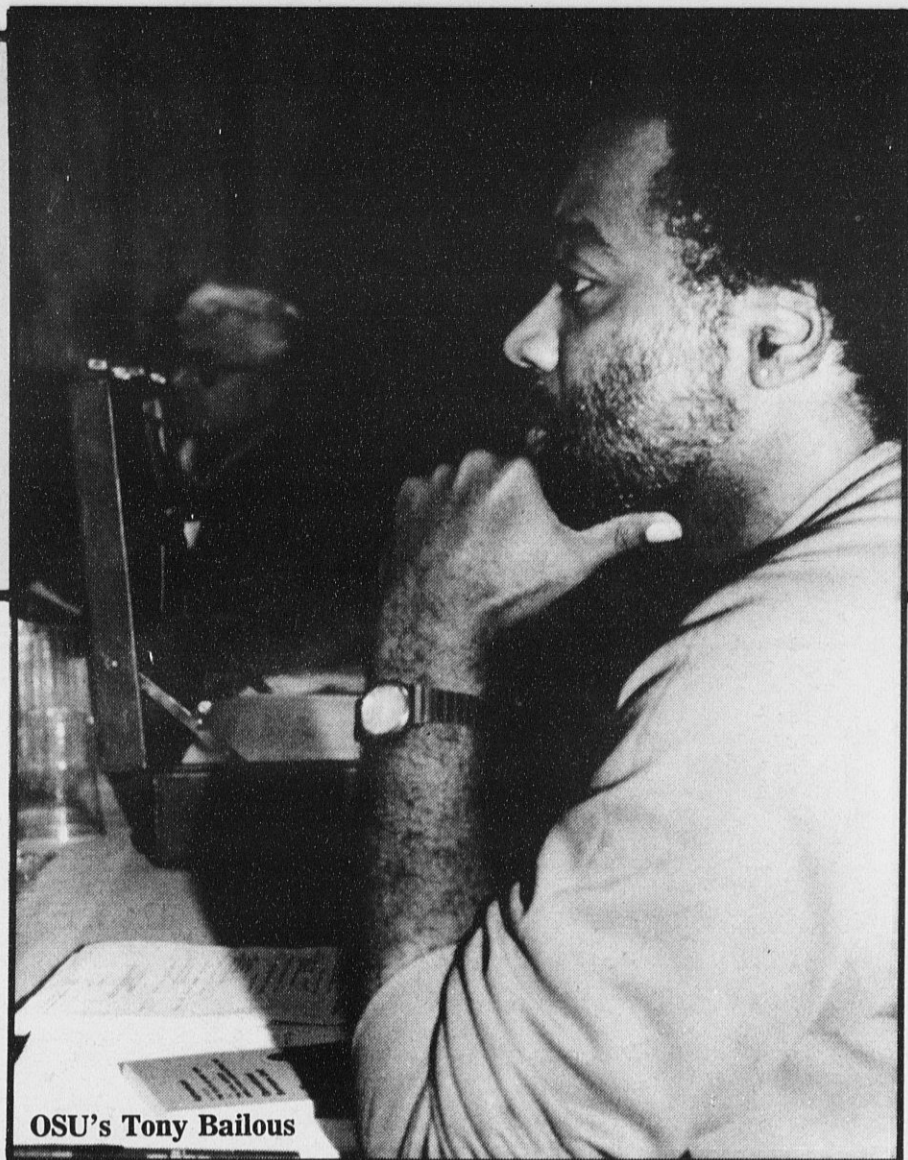
**Region IV — Carol Harvin**  
                   Marcia Grant  
**Region V — Kathy Roma**  
**Region VI — Karen Fetzer**  
                   Jean Baily  
**Contract Administrator —**  
                   John Naughter  
**Asst. Contract Administrator —**  
                   Linda Sage







**Operational Services Unit**  
**Chairperson — Frank Celentano**  
**Region I — Robert Dorsey**  
**Region II — Tony Bailous**  
**Phillip McConnell**  
**Region III — George Kelley**  
**James Schultz**  
**Region IV — John Wakewood**  
**Mary Fish**  
**Region V — Thomas Ward**  
**Patricia Crandall**  
**Region VI — Thomas Patterson**  
**Ernie LaWare**  
**Contract Administrator —**  
**Ross Hanna**  
**Asst. Contract Administrator —**  
**Chuck Eynon**

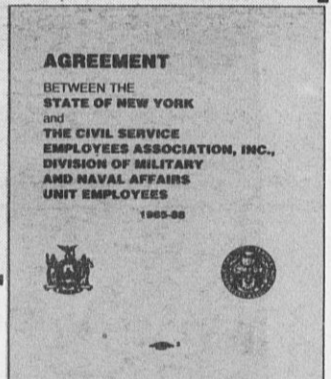


OSU's Tony Bailous

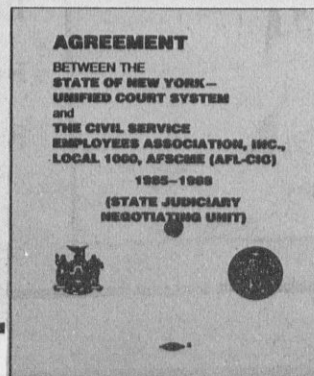


DMNA's Donna Tuttle and David McCardle

**Division of Military and Naval Affairs**  
**Chairperson — Donna Tuttle**  
**Region I — Victor Isca**  
**Hugh Comiskey**  
**Region II — Roy Seabrook**  
**Region III — David McCardle**  
**Mike Castro**  
**Region IV — Gary Mackey**  
**Region V — Harold Soutar**  
**Region VI — Robert Stephens**  
**Contract Administrator — Donald Kelly**  
**Asst. Contract Administrator —**  
**Barbara Skelly**



**Office of Court Administration**  
**Chairperson — Thomas Jefferson**  
**Region I — Bruce Shanen**  
**Region II — Vincent Martuciello**  
**Edward Satran**  
**Region III — Patricia Nealon**  
**Region IV — Kenneth Hoffman**  
**Edward Heffernan**  
**Region V — Kenneth Bailey**  
**Region VI — Angeline Close**  
**Ralph Hesson**  
**Contract Administrator —**  
**Donald Kelly**  
**Asst. Contract Administrator —**  
**Barbara Skelly**





# Elections set for eight board of directors seats

Ballots will be in the mail Nov. 6 to CSEA members eligible to vote in special elections to fill vacancies on the union's statewide Board of Directors.

Beginning Nov. 13, eligible members who did not receive an original ballot may obtain a replacement ballot by contacting Marcel Gardner at CSEA Headquarters, 143 Washington Avenue, Albany, N.Y. 12210. The toll-free telephone number is 1-800-342-4146.

Candidates will, as usual, be afforded the opportunity to observe all aspects of the election process, including mailing of ballots, picking up and opening of ballots and tabulation of ballots.

Candidates or their proxies with written authorization from candidates may observe the election process at CSEA Headquarters.

The deadline for returned ballots to be received to be considered valid is noon, Monday, Nov. 30. Ballots will be counted beginning on that date.

All candidates were given an opportunity to submit statements and/or photographs for publication in this edition of *The Public Sector*. The responses are printed below. The names are printed in the order they were selected by random drawing to appear on the ballots.

## State Division

### Audit & Control



**Polly Kimmey**

Secretary of Local 651, 7 years; Labor/Management Committee member, 5 years; Membership Chair and Political Action Chair, 7 years; Political Action Liason, 3 years; Member of CSEA for over 25 years; An honest, helpful, loyal representative who has and will always strive to benefit the members, not myself.

(statement and/or photo not submitted)

**Georgianna M. Natale**

### Mental Hygiene — Region V (unopposed)

(statement and/or photo not submitted)

**Sharon Connor**

### Mental Hygiene — Regional III (two seats/unopposed)

(statement and/or photo not submitted)

**Douglas Mayette**

(statement and/or photo not submitted)

**Steven Pellicciotti**

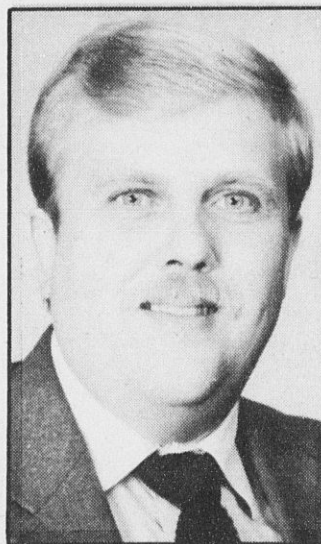
### Public Service (unopposed)

(statement and/or photo not submitted)

**Robert Calhoun**

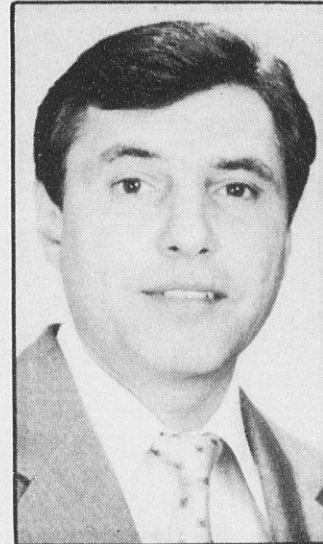
## Local Government Division

### Montgomery County



**Gary China**

Currently vice president, 2nd term, and on negotiating team for second term representing Montgomery County Home/Infirmary. Certified steward, present member and past chairperson for Montgomery County Political Action Committee. Involved, concerned, dedicated. Help me bring honest representation from Montgomery County to the board seat. Together, we can make it work!



**Michael Cantiello**

I believe officers have an obligation to insure that members have a voice in their union. As a union activist, the members were always first on my agenda. My two recent victories: the informational picketing for one of our units and a victory in voting down the recent dues increase attempt.

### Wayne County

(statement and/or photo not submitted)

**Edward Williams**

(statement and/or photo not submitted)

**Carolyn DeVelder**

### Albany County (unopposed)

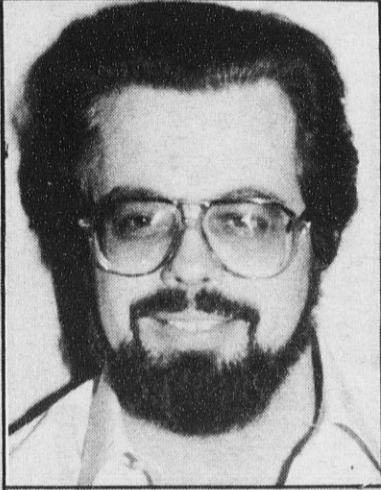
(statement and/or photo not submitted)

**Susan M. Bieniek**





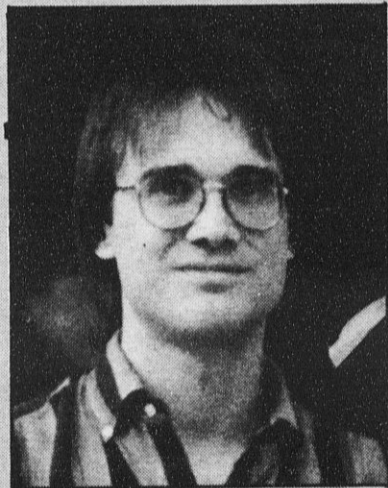
# What advice would you have given NFL players during their strike?



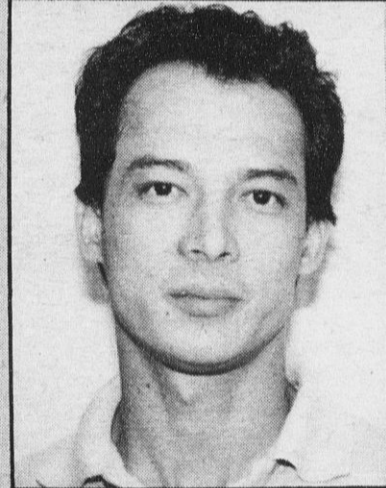
**James Monroe**  
 Jefferson County Local 823  
 Region V  
 "Know how much strength and support you have before calling a strike. Also be aware of management's (owners') expected tactics and possible ramifications. Then when you do strike, be willing to support it until a satisfactory settlement is reached."



**Marion Guerin**  
 Cohoes Clerical Unit  
 Region IV  
 "I would have suggested using other methods and other measures to get their point across before striking. They weren't earning minimum pay."



**Brian Yarborough**  
 Helen Hayes Local 302  
 Region III  
 "Don't cross the picket line!"



**Leo Choy-Shan**  
 Kingsboro P.C. Local 402  
 Region II  
 "I don't think they should have gone on strike in the first place. They would have been better off just going to court and suing the owners' association."



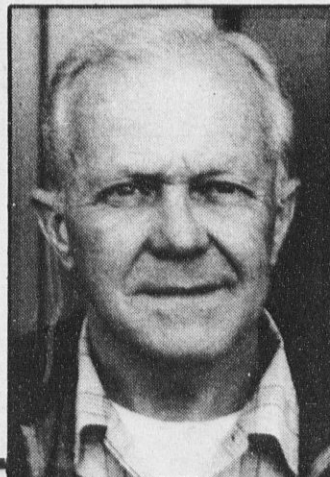
**Mary Lou Gastle**  
 OCA Local 335  
 Region VI  
 "Be true to yourself and the organization that represents you. If you're part of the organization, support its goals. You've got to live with yourself afterwards."

Sometimes when we put together the "CSEA Camera Close-Up" page we discover we have more photographs and responses to the question than we can use. Such was the case last issue when we asked "What two items would you most like to see included in upcoming contract negotiations?"

Later we discovered there was more to it than met the eye when we arbitrarily excluded the response of Calvin "Whitey" Anacker, a heavy machinery supervisor and member of NYSDOT-Utica CSEA Local 505.

Anacker's response, as it turns out, was unusual in that it was not just his response, but the collective response of all the Utica residency DOT employees. Seems they held a meeting one noon hour, discussed what all of them would like to see included in upcoming negotiations, and then voted for the top two items. By mutual agreement, they became Anacker's answer to our question.

Because the employees put a lot of deliberation into it and because of the unusual circumstances, *The Public Sector* is publishing the photograph of Calvin "Whitey" Anacker and his response reflective of his co-workers wishes.



"I would like to see sick leave accruals used to pay for dependents health insurance after the death of the employee. And I suggest the state goes back to the old standby system when employees were scheduled to work weekends and holidays and paid for it."



# CONVENTION

77th ANNUAL  
 LOCAL 1000  
**CSEA**  
 AFSCME, AFL-CIO



ROCHESTER  
 SEPT. 27 -  
 OCT. 2, 1987

DELEGATE MEETING



*My vote!*



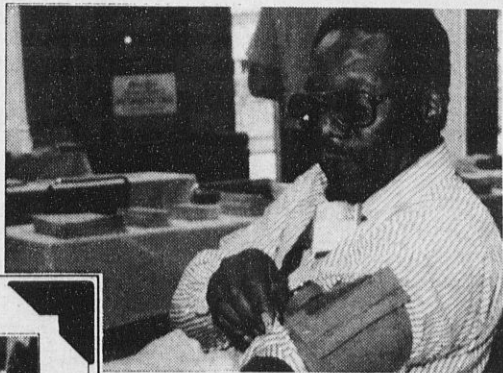
*The gang!*



*George, Bud and John*



*A CSEA salute*



*Marching*



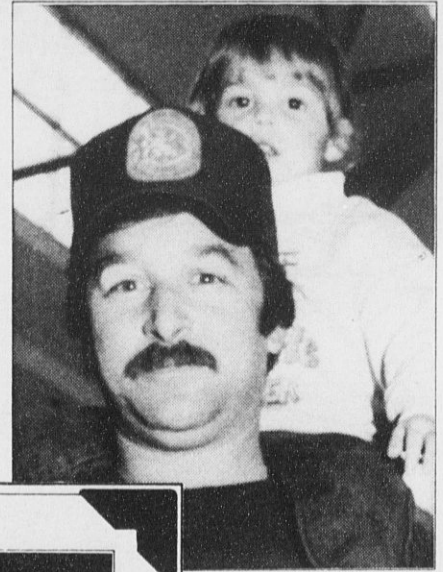
*Tom and Jim*



# SCRAPBOOK



*Feeling the pressure!*



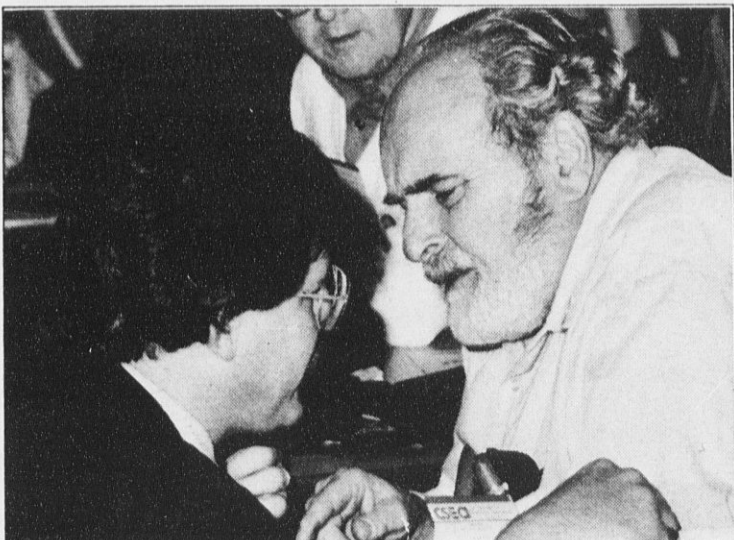
*Danny*



*Flo and Pat*



*Joe says welcome*



*Al and Dave*



*Wait 'til next year*



# PEOPLE sets 1988 goals

PEOPLE, Public Employees Organized to Promote Legislative Equality, has set its goals for 1988.

With the presidential election rapidly approaching, the political action fund-raising arm of CSEA/AFSCME plans to reach its goal of 10 cents per member contribution in time for the 1988 elections.

The drive must get moving because the union's decision to get members elected to

the national Democratic and Republican conventions will soon drain the PEOPLE revenues, says CSEA PEOPLE Coordinator Cheryl Sheller.

The "88 Incentive Drive" will continue to give members money for each cash check-off card they send in.

"Let's continue to raise money for our PAC so that we can reach our goal," she says.



THE CSEA/PEOPLE Committee met during the 77th annual delegate's meeting in Rochester. With the committee are, seated from left, PEOPLE Coordinator Cheryl Sheller, state Assemblywoman Eileen Dugan and CSEA President William L. McGowan. The committee members are, standing from left, Carol Guardiano of Region I, Marie Prince of Region VI, Stan Goodman of Region II, Colleen Manning of Region III, Sue Waltz of Region IV and Doris Pratz of Region V.

## PEOPLE award winners

The CSEA PEOPLE program's 1987 Incentive Report shows a successful year from Jan. 1 to Sept. 11, 1987.

In that time, \$28,044 was raised for the CSEA PEOPLE program, reflecting 1,235 members in the PEOPLE Club.

Vivian Landstrom of Suffolk Developmental Center CSEA Local 430 in Region I was responsible for recruiting the most members for the PEOPLE check-off. She received \$100 and her name has been engraved on a plaque hanging in CSEA Headquarters.

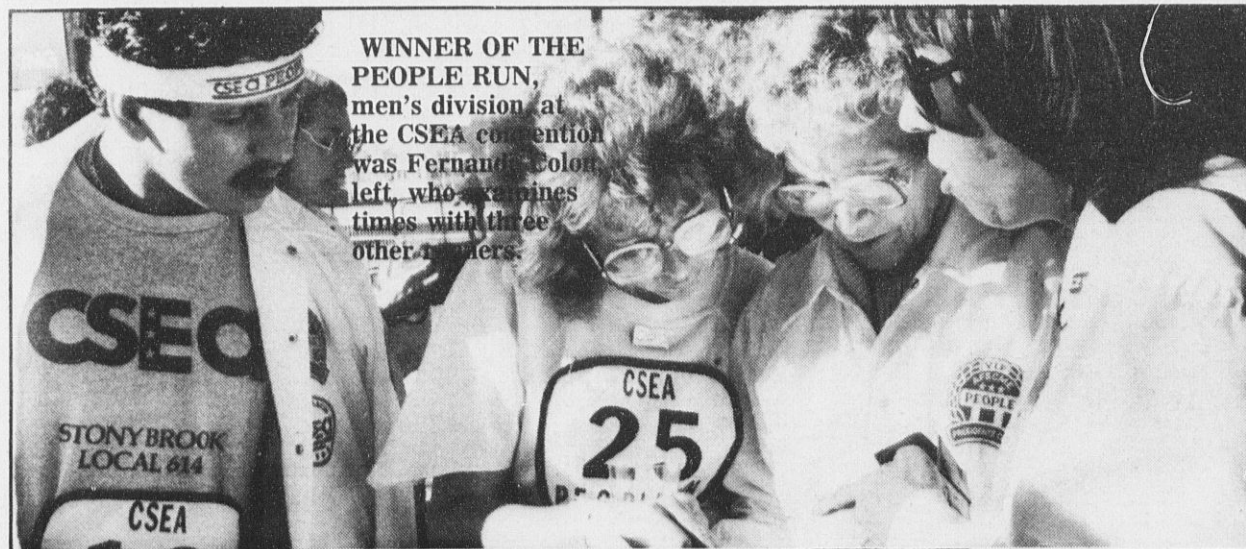
The PEOPLE Cup, awarded annually to the CSEA region which has the highest average contribution per member was awarded this year to Region II. George Boncoraglio is Region II President.

Each year, the CSEA local in each region which contributes the most money to PEOPLE through political check-off has

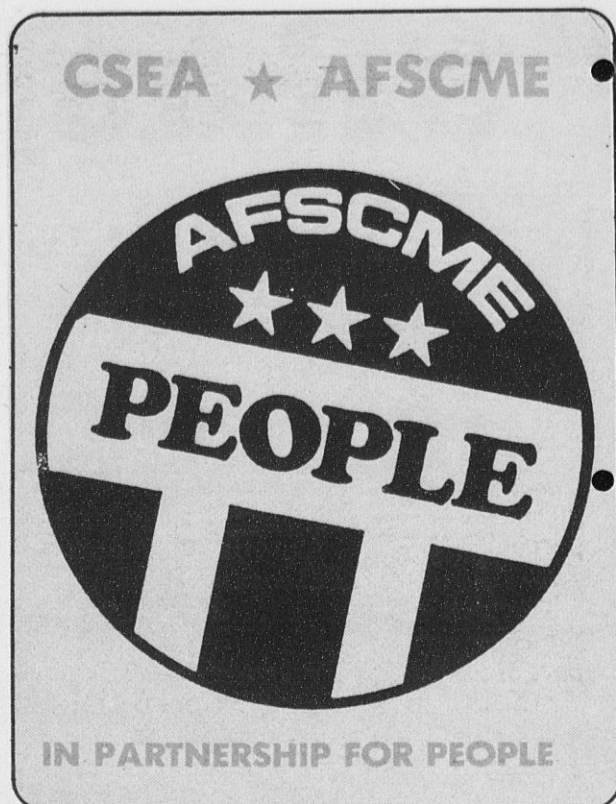
their name engraved on a plaque hanging in each region office.

This year's winners are:

- \* Region I — Suffolk County Developmental Center CSEA Local 430, President Joe LaValle;
- \* Region II — Manhattan Psychiatric Center CSEA Local 413, President Mohammed Hussain;
- \* Region III — Letchworth Developmental Center CSEA Local 412, President Brian Cox;
- \* Region IV — Wilton Developmental Center CSEA Local 416, President Joel Faulkenbury;
- \* Region V — Binghamton Psychiatric Center CSEA Local 441, President Daniel Spring;
- \* Region VI — Division for Youth CSEA Local 562, President William Jordan.



WINNER OF THE PEOPLE RUN, men's division at the CSEA convention was Fernando Colon, left, who ran three times with three other runners.



## CSEA delegates turn out for PEOPLE Programs

At CSEA's 77th annual Delegates Meeting, the members offered the CSEA PEOPLE program strong support.

Revenue for the week was \$10,647, more than double the revenue from the 1986 convention. And 51 members signed up for the political check-off, while 10 members made direct contributions to become members of the PEOPLE President's Club.

During the convention, several PEOPLE events were well attended. Congresswoman Louise Slaughter of the 30th Congressional District spoke to 60 delegates at the PEOPLE seminar.

More than 350 members attended the CSEA statewide Women's Committee PEOPLE breakfast. The speaker was Assemblywoman Eileen Dugan of the 52nd Assembly district.

The PEOPLE Run attracted 24 participants. The winners were: men's division first place, Fernando Colon, SUNY Stony Brook CSEA Local 614; women's division first place, Colleen Manning, Dutchess County CSEA Local 814; most money raised, Barbara Biniacki, West Seneca Developmental Center CSEA Local 427. Madison County CSEA Local 827 won the award for having the most participants in the race.



CSEA PRESIDENT WILLIAM L. MCGOWAN met with U.S. Representative Louise Slaughter during the convention. Slaughter addressed the PEOPLE seminar.



# Saratoga County Shuffle

## CSEA files IP over unilateral salary changes

CSEA filed an Improper Practice (IP) charge against Saratoga County after the county unilaterally changed several salaries.

In July, the county Board of Supervisors increased salaries in nine nursing titles within the CSEA bargaining units. The increases raised the salaries as much as 28 percent over the salaries negotiated by the union in the 1985-87 contract.

The issue, however, isn't money, but that the county bypassed the collective bargaining process, the union says.

"CSEA cannot allow the employer to get away with a unilateral increase of salaries because it would establish the precedent for a unilateral decrease in negotiated contract

salaries," said CSEA Field Representative Margaret Pender.

Because the nursing salaries were increased as of Aug. 1, CSEA asked that negotiations for increases for the rest of the bargaining unit begin immediately. The request, made July 30, has gone unanswered.

"We believe that the public sector nurses certainly deserve a substantial salary increase," Pender said, "but that which is given without the benefit of collective bargaining protection can easily be taken away and our other employees in Saratoga County also deserve a substantial salary increase."

The union does not want the increases rolled back, but has asked the Public Employment Relations Board (PERB) to order the county to begin bargaining for all employees in the unit, retroactive to Aug. 1. CSEA also wants PERB to order the county to refrain from unilaterally changing salaries again.

"Since the county already determined that the county employee salaries are off by 28 percent, we anticipate that the county will be prepared to begin its negotiations for the rest of the bargaining unit at this figure," said CSEA Region IV Director John D. Corcoran.



**CSEA honors its members who served our country with the same dedication with which they serve the state and local governments where they now work.**

The workshop you've been waiting for . . .

### UNLEASHING YOUR POTENTIAL

**WHY???** So you can \* develop career options and choices!  
\* uncover hidden interests, aptitudes, aspirations!  
\* develop an **action plan** for future career life decisions!

**WHEN???** Tuesday evenings, 5 to 7 p.m. from Feb. 23 to April 12, 1987.

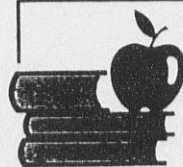
**WHERE???** Buffalo, Rochester, Syracuse, Binghamton, Albany, Fishkill, New York City and Happaugue. Correspondence courses are available through Empire State College for participants in the Saratoga Springs area.

**HOW MUCH???** \$50 — includes all materials and books.

**MORE**

**INFORMATION** See page 32 and pages 85-86 of the Spring 1988 LEAP Course Announcement. Available at state agency personnel and training offices.

This eight-week, non-credit course, "Empowerment Learning: Unleashing Your Career and College Potential," is offered in conjunction with SUNY Empire State College.



### LEAP gears up

Course announcements and application forms for CSEA's Labor Education Action Program (LEAP) 1988 spring semester are now available.

The program offers 1,332 courses at 77 schools and colleges throughout the state.

The application deadline for the 1988 spring semester is Nov. 24. The completed applications must be in the LEAP office by that date.

Applications and course announcements are available from your agency personnel or training officer. You must submit a properly completed LEAP 110 Tuition Free Course Applications Form in order to be considered for the program.

Spring semester applicants may apply for first and second choice courses, but only one course per semester can be approved. CSEA/LEAP will try to approve the first choice course.

Applicants will be notified whether their application has been accepted or rejected by mail at their home address.



# CSEA retiree honored

## Active member an inspiration

Alfred Carlsen would be the first person to tell you retirement has nothing to do with sitting home in a rocking chair.

The 72-year-old Bayshore resident, an active member of CSEA Suffolk Area Retirees Local 920, recently received Honorable Mention in the 1987 Senior Citizens Inspiration Awards presented by the Town of Islip.

The award was given to 20 senior citizens who were selected on the basis of outstanding community service or major self-enhancement.

"I was given a beautiful silver serving tray engraved 'In Praise of Age' with my name and CSEA local number on it," Carlsen said.

Carlsen has a history of involvement in CSEA. He retired from Pilgrim Psychiatric Center (PPC) in 1980 after a 12-year stint as first a groundskeeper and then a Youth Opportunity Program supervisor and elected CSEA delegate.

During his employment with PPC, Carlsen was instrumental in forming a Human Rights Committee for employees and patients of the hospital. He also co-founded a Martin Luther King Memorial Committee.

Carlsen has gone to Albany with CSEA Local 920's Political Action Committee many times to lobby for the rights of senior citizens.

Chosen by CSEA/AFSCME for the 1987 Congressional Senior Citizen Internship Program, Carlsen spent a week in Washington and met Rep. Thomas Downey, Senate Minority Leader Robert Dole and Rep. Claude Pepper.

He was somewhat disappointed that CSEA wasn't mentioned when he received his Inspiration Award. "They did say that I was involved in lobbying and the Congressional Senior Citizen



**I WON!** — Alfred Carlsen, center, shows CSEA Region I President Danny Donohue and Region I Political Action Coordinator Stephanie Teff the letter informing him he'd receive a Senior Citizens Inspiration Award.

Program but they didn't say I was sponsored by CSEA and AFSCME," he said.

But he still had to say "Skool" about his honor, a word from his Norwegian heritage meaning "Good luck, good health and good cheer."

Carlsen has been married 54 years and has three children. His wife Sarah is active in the retiree faction of the International Ladies Garment Workers Union.

## Attention OCA members

The test day for examinations for Office of Court Administration (OCA) positions for senior court clerk and court clerk has

been moved from May 1988 to January 1988.

The tests will be offered on Jan. 23.

Anyone interested in

taking either test must file an application with the OCA. Applications are available through OCA personnel offices.

## Mascioli endorses referendum on Westchester jail addition

When voters in Westchester County go to the polls on Election Day they will find a referendum concerning construction of a major addition to the county jail on the ballot. CSEA Region III President Pat Mascioli says he's voting a resounding "yes" on that referendum and urges CSEA members in the county to do likewise.

Mascioli said he wholeheartedly endorses the proposal by County Executive Andrew P. O'Rourke to increase the capacity of the Westchester County Correctional Facilities. "I urge every CSEA member and their families to support this referendum on election day," Mascioli said.

The CSEA regional president said

overcrowding in the jail now affects the safety of correctional officers who work in the facility and people who live near it. He noted the county's correctional facility is designed to hold 950 inmates but is currently bursting at the seams with about 1,200.

Mascioli said approval of the referendum by voters will enable the county to meet a court order to resolve overcrowding at the county facility.

The referendum has bipartisan support, including that of an independent "Committee For A Safe Westchester" group consisting of union leaders, police chiefs and local and state elected officials, Mascioli noted.



# Smiles at Smithtown celebration



It was a landmark night and so members and friends of the Smithtown Unit of CSEA Suffolk Local 852 gathered at the landmark Water Mill Inn to celebrate the unit's 20th anniversary.

With recently retired field representative John Cuneo as master of ceremonies, the evening offered a chance to look back at two decades of achievements. But as Unit President William Maccaro noted: "the best is yet to come!"

☆☆☆☆

Pictured from left; executive board member Barbara Cogswell; Smithtown Supervisor Patrick Vecchio; retired CSEA field representative John Cuneo; Jim Carthy; Unit President William Maccaro; and CSEA Region I President Danny Donohue.

## This, that

### AND THE OTHER THING

### Works for her!

Chautauqua County CSEA Local 807 Dunkirk Schools Unit President Jan Harris has found the secret of success. Using her famous "run'em down, wear'em out" technique, she's signed up 14 new members in recent weeks.

"Actually, I just make sure that non-members know what the real benefits of belonging to CSEA are and usually they're happy to sign up," she explains.

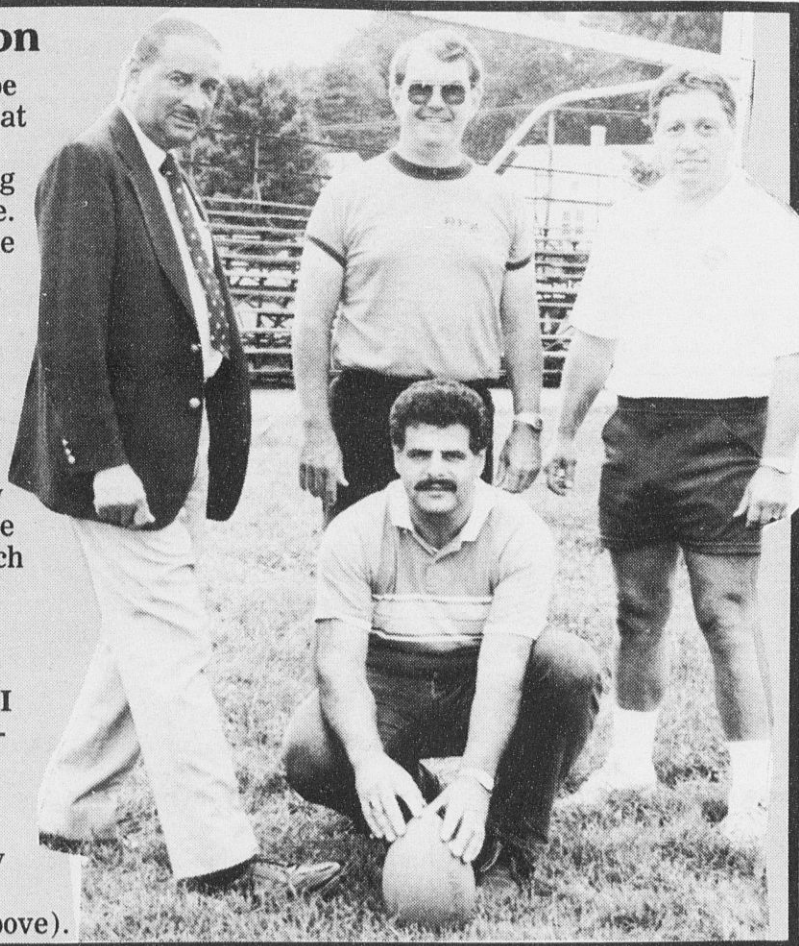
The unit now has 90 members — Keep up the good work, Jan!

### Touchdown tradition

CSEA Rome Unit President Joe DeFina "tees up" the football at the United Way/City Hall All-Stars kick-off classic promoting the organization's annual drive. DeFina chairs the effort for the unit which is part of Oneida County CSEA Local 833.

Pictured with him are, left to right, United Way's Thomas Clinton; Rome Free Academy football coach Don Bruce; and CSEA Rome Developmental Center Local 422 activist Jerry Fiorini, who also splits his time as a county legislator and coach at Rome Catholic High School.

Also speaking of CSEA's strong tradition of support for the United Way, CSEA Region I President Danny Donohue (pictured with the story above) recently retired from the organization's Long Island Board. He will be succeeded by CSEA Suffolk Local 852 President William Maccaro (also above).



## The commish goes west

New York State's new Labor Commissioner Thomas Hartnett, right, joins with Region VI President Robert Lattimer, left, and CSEA Department of Labor Local 352 President Lena Fazio during a recent visit to western New York for the opening of a new DOL office in Niagara Falls.

Although the department has seen its share of difficulty over the past year, including the closing of several offices, the new Niagara Falls operation combines the job service and unemployment insurance programs into one office to make sure much needed service is available.



### Yates PAC shows knack

With Election Day approaching as this edition of *The Public Sector* went to press, members of Yates County CSEA Local 862's new Political Action Committee were taking civic responsibility to heart. They were urging their communities to "get out and vote."

"It's important to let legislators and the public know that we're interested in more than just our own employment problems," noted Local President Carol Thornton, who helped coordinate the effort.

The new PAC formed with the aid of CSEA PAC coordinator Roger Sherrie includes:

Keith Champlin; Dale Axtel; Randy Hines; David Orcutt; and Ernie Sorenson.





# For this 84-year-old life's a 'Fun-filled adventure'

"If I had my life to  
live over I wouldn't  
change a thing."  
— "Andy" Anderson

By Charles McGeary  
CSEA Communications Associate

SYRACUSE — While some golden agers may prefer to take their retirement years at a slower pace, 84-year-old Andrew "Andy" Anderson says every day is a new "fun-filled adventure."

Still spry and active, Anderson manages to cram plenty of excitement into a schedule that might exhaust people half his age.

A CSEA member since 1964, he remains active in the union movement as treasurer of Syracuse Area Retirees CSEA Local 913. He recently participated as a delegate in the CSEA Retirees Division annual meeting in Saratoga Springs.

"My first encounter with CSEA was in 1964 when I drove a school bus for Fulton City schools (Oswego County). At the invitation of Fran Miller, then president of Oswego County Local 838, I attended several meetings," Anderson recalls.

"Two years later, while driving for the nearby Phoenix Central School District, I helped to organize the bus drivers for CSEA. Later, the bus mechanics and the village employees were organized and followed us into CSEA."

Anderson drove a school bus for about 10 years until he retired in 1971 and became active in Syracuse Area Retirees Local 913. At the urging of John Tanzi, former retiree president, Anderson became treasurer of the Local and has continued in that role ever since.

Although he is justifiably proud of his union accomplishments and service, Anderson is most happy when talking about his two great loves — baseball and music.

"I ran away from home in Clearfield, Pennsylvania, when I was 13 years old. I wanted to play baseball, so I hitched a ride on the first train out of town. For the next 20 years I barnstormed across the country with every team I could play for."

In those days, before the racial barriers came down, Anderson played in the Negro leagues with such baseball greats as Satchel Paige, "Home Run" Johnson and "Nip" Winters. All were great stars of that era, and Paige was later to be inducted into the Baseball Hall of Fame at Cooperstown.

Asked how much money a baseball player in a black league could make in those days, Anderson smiled and said, "Maybe \$250 a month . . . if you could get it." It all depended, he noted, on the reliability of the game promoter to pay him and not be "short" on the promised amount.

"Sometimes we would agree to play for a 60-40 split, with the winner claiming the larger sum. We wanted to be paid, of course, but the important thing was we were playing the game we loved," Anderson said.

The still physically-fit widower says he played professional baseball for 20 years and, amazingly, played in an old timers league from 1971-76.

"We did it for the fun of it and to raise scholarship money for needy youngsters. As I recall, we helped quite a few kids with their education. I feel good about that," Anderson said.

At age 84, Anderson was back in uniform at an old timers game in Syracuse this past August.

Although the years have taken their toll with his baseball career, he continues a happy and productive relationship with his second love — music.

"I've played drums and been a vocalist in hundreds of clubs and restaurants throughout central New York," Anderson said. "Some of them fancy and some not so fancy," he chuckled.

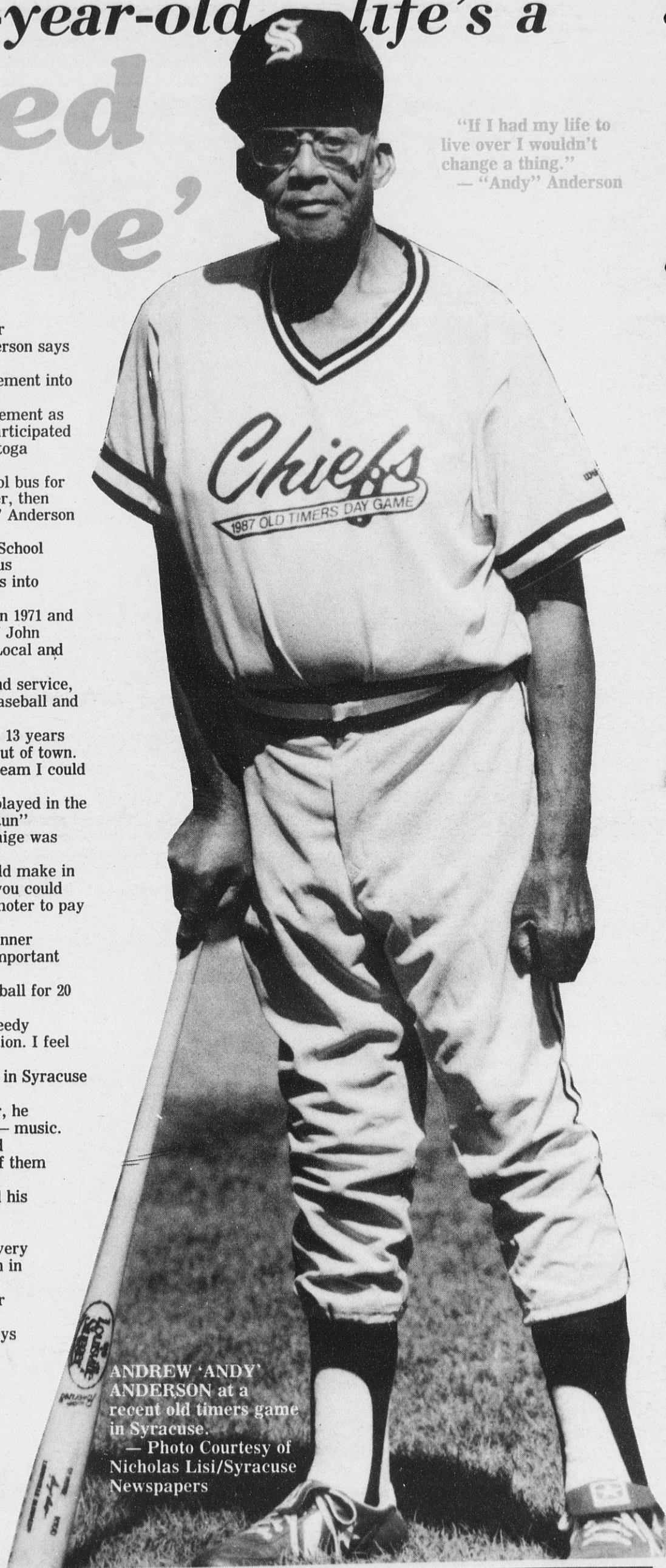
Anderson continues to share his time with his grandchildren and his music by playing drums with a group of volunteers called the "Ida Benderson Performers." They play for senior citizens, hospitalized veterans and clients in the Van Duyn County Home and Hospital. Every Sunday he takes his usual place in the choir of the Methodist Church in Baldwinsville.

So where does this busy retiree go when he is not entertaining or helping others?

"I've been known to show up at jam sessions, too," Anderson says with a twinkle in his eyes. "If you love jazz, and I mean the good stuff, not all that electronic noise, you can always find a group here or there that 'swings.' They still ask me to 'sit in' or vocalize occasionally. They don't have to ask me twice. When I hear the beat, I'm on my feet."

Reminiscing about his years in baseball and music, Anderson is quick to say, "If I had my life to live over, I wouldn't change a thing. I've had a lot of fun doing exactly what I want to do be a baseball player and a musician."

Judging by the many central New Yorkers who know and love Andy Anderson for his empathy for others, the world became a little better the day that 13-year-old boy ran away from home to play baseball.



ANDREW 'ANDY'  
ANDERSON at a  
recent old timers game  
in Syracuse.

— Photo Courtesy of  
Nicholas Lisi/Syracuse  
Newspapers