Consortium addresses local gov't issues

Problems and concerns confronting public workers are generally universal in nature. But because the state is fragmented into hundreds of towns, villages, cities, counties and school districts, it is often much more difficult to address those concerns at the local government level.

Soon it may become easier to address many broad-based problems affecting local governments and their employees because labor and management have agreed to cooperatively pursue solutions to meet the mutual needs of both sides.

Representatives of 16 public sector labor unions and local government organizations and the state's Public Employment Relations Board (PERB) earlier this month attended the organizational meeting of a cooperative consortium which will promote a series of labor-management programs.

CSEA President Joe McDermott says it's long overdue. CSEA, with more than 100,000 local government members, has wrestled to address concerns through several hundred contract negotiations in the local government sector.

"Many problems and concerns cut across the workforce statewide but because local governments are so fragmented, we've always had to deal with most issues contract by contract. But if labor and management can agree to explore mutual concerns, such as worksite health and safety issues and employee assistance programs, for example, it becomes easier to implement solutions over a much broader base," said McDermott, who, along with Deputy Director of Local Government Ron King, represented CSEA at the session.

The consortium will be administered by the state's Public Employment Relations Board (PERB) and headed up by PERB Chairman Harold R. Newman.

"The consortium has as its primary goal the promotion of programs that both labor and management agree are worthy of cooperation and, when implemented, will benefit not only public employees and the governments they work for but also the public," Newman said. He said the consortium will meet periodically to plan various programs that all parties agree upon.

Members of the consortium are CSEA; AFSCME; New York State AFL-CIO; Association of Counties; Conference of Mayors and Other Municipal Officials; Association of Towns; Professional Fire Fighters.

Also, New York State Public Employer Labor Relations Association; New York State United Teachers; New York State School Boards Association; Police Conference of New York; Service Employees International Union; Teamsters; New York City Transit Authority; Transport Workers Local 100; and PERB.

Assemblyman Conners gets CSEA endorsement

CSEA has endorsed Assemblyman Richard J. Conners for re-election in the 104th Assembly District in the Nov. 8 general election. The 104th District encompasses most of Albany County.

CSEA had withheld making endorsements in a few Senate and Assembly districts, including the 104th, pending reviews of special circumstances in those districts. CSEA said it endorses Conners, a Democrat, because, among other reasons, the union believes Conners made good faith efforts to assist in resolving contract disputes between CSEA and Albany County.

Tax break for state workers effective in January

with health insurance deductions pre-tax program

State employees are reminded that effective in January their health insurance contributions will automatically be deducted from paychecks before taxes are withheld under a new Pre-Tax Contribution Program (PTCP).

Employees who do not want their deductions made before taxes are withheld may opt out of PTCP by obtaining a form from their agency's health benefits administrator and returning the completed form to the state Department of Civil Service postmarked not later than Nov. 30, 1988.

As explained in the previous issue of The Public Sector, CSEA enthusiastically endorses PTCP. The program does not reduce health insurance premiums but will effectively reduce the amount of federal, state, Social Security and most local income taxes paid on salary earned.


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

Anita Manley, Region III
Seryl Carlin, Region I
Lilly Gioia, Region II
Anita Manley, Region III
Dann Campbell, Region IV
Ron Wofford, Region VI
Stephen Madarasz, Region V

The Public Sector is a publication of the Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO.
By Kathleen Daly
Associate Editor

ALBANY — CSEA is launching a statewide campaign, “We care for our own in our union and in our community,” to reform the reimbursement system that now threatens the existence of county-run nursing homes.

The system, called Resource Utilization Groups, or RUGs, has unfairly penalized the approximately 50 county-owned and operated homes statewide. Since RUGs were instituted in 1986, those publicly-owned homes have lost $100 million, though they represent only 10 percent of the long-term care beds in the state.

Counties have tried to make up for the RUGs losses through cuts or by spending savings, but many will soon face the choice of raising property taxes to maintain the homes, selling the homes to the private sector or closing them completely.

CSEA has already been involved in the so-far successful battle to maintain county ownership of the nursing home in Chautauqua County. As part of that victory, CSEA pledged a statewide campaign to get RUGs changed so that they fairly reimburse county nursing homes.

“County nursing homes have been bearing the brunt of RUGS, and as a result, the public may well lose these valuable resources,” said CSEA President Joe McDermott. “We’re determined to prevent that from happening.”

RUGs Task Force

McDermott has appointed a task force to coordinate a statewide effort to convince the state to reform the system.

The campaign will include: a massive petition drive directed to Gov. Mario Cuomo and legislative leaders Mel Miller and Ralph Marino; education to help the general public understand what RUGs means to their community, particularly the vulnerable nursing home residents; and the building of coalitions with other organizations to strengthen support for the issue.

In a major breakthrough, CSEA is working with the state Association of Counties on the RUGs issue. County leaders are also concerned about the effects of RUGs on their facilities and their budgets; they, too, want to see fair reimbursement rates so they can continue to provide the valuable nursing home services.

The cooperative effort of the two organizations, traditionally on opposite sides of issues, indicates the significant threat of RUGs to everyone involved, from county administrators to union employees to the community at large.

The concerns of private ownership or closing of the homes are varied. True, CSEA is concerned about its members who work in the facilities, but the issue is much broader.

Quality Care

Of utmost importance is the service these facilities provide, often to those who cannot afford or are not accepted in private facilities.

“We have to take care of our own. The state won’t do it; neither can the state take away the right of the counties, the rights of all of us, to care for the ill and elderly.”

— CSEA President Joe McDermott

County nursing homes have a long tradition of providing high quality care to the poorest and sickest of the community.

While the state maintains that RUGS reimburses facilities based on the amount of care residents need, the system does not take into consideration that county nursing homes often have no other income beyond Medicaid reimbursement and county property tax revenue.

And county residents have already invested heavily in the county nursing homes; to close them or sell them to profit-making companies would be to sell out or abandon the taxpayers’ investment.

RUGs is not the only culprit in the crisis now facing nursing homes, but it is one over which local officials have no control. They can overcome problems in poor management or work with unions through labor-management committees to improve delivery of service. But the vital reimbursements system is determined by the state.

“We cannot allow the state to railroad the counties out of their role in providing invaluable long-term care to their residents,” McDermott said. “We have to fight, for our union members and for our neighbors, those who live in these homes, those with family in these homes and those who will need these homes in the future.

“We have to take care of our own,” he added. “The state won’t do it. CSEA will not stand by and let the state, through RUGS, take away the counties’ rights, and our rights, to care for the ill and the elderly.”

October 31, 1988
CSEA starts asking some questions!

Random CSEA investigations reveal that electronic monitoring and surveillance of employees is on the rise at worksites across the state. The full extent of invasions of workplace privacy has yet to be determined.

How widespread is this problem and what can be done about it? CSEA is conducting a survey to broaden the union's base of information and you can help by taking a few minutes to answer the following questions.

You do not have to identify yourself and all individual responses are confidential.

Return the survey to:
CSEA Communications Dept.
143 Washington Avenue
Albany, New York 12210

<table>
<thead>
<tr>
<th>Question</th>
<th>Options</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Does your work involve a computer? VDT ___________________________</td>
<td>Wordprocessor ______ Main Frame ______</td>
</tr>
<tr>
<td>2. Do you have to use a special access code to begin your work? ______</td>
<td></td>
</tr>
<tr>
<td>3. Are you on a quota system that requires you to do a certain amount of work in a certain amount of time? ______</td>
<td></td>
</tr>
<tr>
<td>4. To enforce this, does your supervisor let you know if you're keeping up or falling behind? ______</td>
<td></td>
</tr>
<tr>
<td>5. Do quotas change or remain the same? ______</td>
<td></td>
</tr>
<tr>
<td>TELEPHONE “BUGGING”</td>
<td></td>
</tr>
<tr>
<td>6. Does your job involve telephone work? ______</td>
<td></td>
</tr>
<tr>
<td>7. Does your supervisor eavesdrop on (monitor) your telephone conversations? ______</td>
<td>How? On another line ______ Over your shoulder ______</td>
</tr>
<tr>
<td>8. If so, what kind of things do they discuss with you about your telephone usage? ______</td>
<td>Computer printout of #’s called ______</td>
</tr>
<tr>
<td>9. Is part of your job performance evaluation based on telephone conversations monitored by your supervisor? ______</td>
<td></td>
</tr>
<tr>
<td>TIME CLOCKS</td>
<td></td>
</tr>
<tr>
<td>10. Do you have to punch a time clock in your workplace? ______</td>
<td></td>
</tr>
</tbody>
</table>

11. Is there a procedure for signing in and out on coffee or restroom breaks?

ELECTRONIC SURVEILLANCE

12. Is there an electronic security system in your workplace such as an access code or special card required to gain entrance to or exit the office or other offices?

13. Is there video monitoring for “security” in your workplace?

MISCELLANEOUS

14. Is your incoming or outgoing mail screened by your supervisor? ______

HEALTH CONCERNS/PHYSICAL & EMOTIONAL

15. Check off any stress—related symptoms you have noticed since day of the above surveillance procedures were implemented at your worksite:

- a. sleeplessness
- b. headaches
- c. weight loss
- d. weight gain
- e. dizziness
- f. nausea
- g. tiredness/tiredness
- h. irritability
- i. nervousness
- j. depression
- k. high blood pressure
- l. diarrhea
- p. heart disease
- q. asthma
- r. rheumatoid arthritis
- s. increased use of alcohol
- t. other

PLACE OF WORK

16. What department/agency/school district do you work for? ______

17. What type of work do you do? ______

---

WANTAGH — Two state Department of Transportation (DOT) employees collecting litter along the Southern State Parkway on Long Island were critically injured Oct. 19 when a motorist hit them after being distracted by a flying insect in his car.

The men, Joseph Ingrassia, 64, and Roger Plassman, 33, are both members of DOT CSEA Local 508, headed by Hank Jenny.

"It's a damn sin," said Jenny. "These are the kinds of hazards our members face daily when they're on the road. These men are going to be hospitalized for a very long time trying to overcome these injuries," he added.

Both men were taken to the Nassau County Medical Center. After many hours of surgery, Plassman was moved out of the intensive care unit and into a regular room. Ingrassia remains in critical condition.

Both men suffered multiple injuries and broken bones. A member at the medical center said she expects it will take them each a year or more to recovery.

Evidently, the driver of the car was a 21-year-old college student on his way to school. He said he was distracted by a flying insect in his car and hit the men as he drove onto the shoulder of a paved ramp leading onto the parkway.

No charges have been filed.

The DOT Local has begun fundraising efforts to help alleviate the escalating medical costs of both men.

Any contributions should be sent to Bud Diekman, Department of Transportation, 1234 Meadowbrook Road, North Merrick, N.Y. 11566. Checks should be made payable to either Joseph Ingrassia or Roger Plassman.
CSEA goes to bat over new financial disclosure forms

By Stephen Madarasz
CSEA Communications Associate

ALBANY — Testifying before the New York State Ethics Commission, CSEA statewide Treasurer Mary Sullivan said salary is no way to determine who should be subject to the new state ethics law’s financial disclosure requirements.

Instead, the CSEA leader explained that policy-making functions should be the major criterion.

"CSEA's members are not policy-makers. They work long, hard hours, many of them serving the state's most vulnerable citizens," she said. "The intent of the Ethics Law was not to add yet another unneeded and unnecessary burden to their lives."

The law requires that any public employees earning more than $30,000 per year must complete the required forms. Although the average CSEA state employee earns about $20,000 per year, union estimates show that more than 10,000 state-employed members could be affected by the salary requirements.

Another 3,500 CSEA-represented non-judicial employees of the Unified Court System would also be required to file, even though these employees (court reporters, senior court reporters and clerks) also have no policy-making responsibility.

When the law applies to local government employees in 1991, thousands more CSEA members will potentially be affected. Sullivan noted that the Feerick Commission on Integrity in Government has already recommended the elimination of the $30,000 salary threshold figure. CSEA expected that amendments to the original ethics legislation would address union concerns about the impact on its members, but none have been developed.

If there is no further attempt to relieve the majority of public employees of the burden of filing, Sullivan said, CSEA is prepared to apply for exemptions either individually or as a class for every one of its members potentially affected by the act.

CSEA believes that the broad application of the filing requirement and the resulting requests for exemptions will bury the Commission under an avalanche of paperwork.

"This burden will divert the Commission from its primary and most important function, which is to be the shock troops in the battle against misuse of the public trust," Sullivan said. "The Commission should be freed to do its proper job and our members should be liberated from unwarranted intrusion into their lives and the lives of their families."

OCA OKs in a big way

ALBANY — CSEA members in the state Unified Court System have overwhelmingly ratified a new three-year contract negotiated earlier this year.

Members ratified the contract by a 16 to 1 margin with about 70 percent of eligible members voting. The agreement was signed by CSEA President Joseph E. McDermott and Office of Court Administration Director of Employee Relations Howard A. Rubenstein at CSEA Headquarters recently.

The state legislature already approved the contract salary increases contingent on ratification.

Across-the-board salary increases include a 5 percent hike retroactive to June 23, 1988; 5 percent effective April 1, 1989; and 5.5 percent beginning April 1, 1990. The wage hikes represent a compounded 16.3 percent increase over the life of the contract.

The agreement continues health insurance coverage under The Empire Plan.

The contract covers 3,500 CSEA members in 22 different bargaining units.

Members of the CSEA and OCA negotiating teams flank OCA Director of Employee Relations Howard Rubinstein and CSEA President Joe McDermott. Seated at right are CSEA negotiating team Chairperson Tom Jefferson and Vice Chair Ed Saitran.
The Public Sector has been named a multiple-awards winner in the 1988 Journalistic Awards Contest sponsored by the International Labor Communications Association (ILCA), AFL-CIO.

CSEA’s official publication has earned awards every year it has entered the prestigious contest. This year The Public Sector won for overall general excellence, best series, best use of graphics and best cartoon. More than 1,150 entries were submitted from 155 publications.

A three-part series entitled “Social Services: system in crisis,” written by CSEA Communications Associate Stephen Madarasz, won a first place award in the best series category. The award-winning series explored difficulties confronting social services workers.

A photo layout entitled “Snow Jobs” earned a first place award in the best use of graphics category. The photographs depicted CSEA members performing various winter-time jobs.

CSEA Graphics Artist Ralph Distin, whose insightful and biting editorial cartoons have won numerous ILCA awards, earned another one this year. Distin’s cartoon depicted a whitewash by the state Departments of Transportation and Environmental Conservation of earlier agreements dealing with health-related problems from toxic sludge during river dredging projects.

In the general excellence category The Public Sector was recognized for maintaining a high standard of journalistic excellence by consistently delivering important, useful and timely information to the membership.

Social Services: system in crisis

By Stephen Madarasz
CSEA Communications Associate

EDITOR’S NOTE: Like many public employees, social services workers perform a critical job every day. Although the system is constantly maligned, those who fill the front lines know their efforts feed hungry children, help homeless families find shelter and address domestic violence.

But they also know that their difficult job is becoming “almost impossible” because of dwindling resources to help those in need.

In the first of a three-part series, we look at the conflict that workers experience when they’re caught between compassion and regulations.

Frustration high at the front lines

“Frustration is high at the front lines,” says Albany County Social Services’ Steve Redler.

“We have workers dealing with children, others dealing with the elderly, the mentally disabled, getting people into counseling for drug and alcohol abuse, helping them get jobs,” he explains.

People don’t seem to realize that social services are many different programs,” adds Herkimer County senior examiner Irv Ivenski.

For each, change is constant, improvement rare

“It’s not happy work — we’re dealing with human misery,” contends Kenneth Harwood.

“You like to see your clients as individuals,” offers Fred Jordan, a worker with more than 20 years

October 31, 1988
What's the best thing CSEA has done for you this year?

JEAN McAVOY
Albany Red Cross
Local 890
"CSEA negotiated a grievance procedure for us in our first contract. I've filed grievances to correct problems we've been having for years. And we won. And even when we don't win everything we want, we know that management is really listening to our concerns."

JEANNETTE SOKOL
Suffolk County
Local 852
"The best thing was having Jim Walters (field representative) work with us negotiating our contract. The benefits are also great."

JEAN McAVOY
Albany Red Cross
Local 890
"CSEA negotiated a grievance procedure for us in our first contract. I've filed grievances to correct problems we've been having for years. And we won. And even when we don't win everything we want, we know that management is really listening to our concerns."

SHEILA HANEY
Erie County
Local 815
"The grievance filing procedure was very beneficial to me. It allowed me to recover overtime pay that I would have lost otherwise, after being passed over."

JEAN McAVOY
Albany Red Cross
Local 890
"CSEA negotiated a grievance procedure for us in our first contract. I've filed grievances to correct problems we've been having for years. And we won. And even when we don't win everything we want, we know that management is really listening to our concerns."

RICHARD PARRY
Hudson River Psychiatric Center
Local 410
"Recently, CSEA was able to get back 84 hours of sick leave that were charged to me. CSEA has been good to me. They've helped me each time I've had a problem."

LUZ TRINIDAD
N.Y.C. Labor Dept.
Local 350
"Attending Region II's Women's Workshop for women over 40 helps very much to realize what older women are going through. I am also looking forward to working on union organizing, now that I've been appointed to serve on CSEA Region II's Organizing Committee."

To: CSEA Legislative & Political Action Department
143 Washington Avenue
Albany, N.Y. 12210

"I THINK THERE SHOULD BE A LAW THAT

Do you have safety or health concerns at your worksite...?

Pension problems...

Staffing shortages...

Trouble with promotional opportunities...

Harassment...

Jobs being contracted out?

CSEA wants your ideas for bills we should introduce in the 1989 legislative session.

Fill out the coupon and mail it today.

Name

Address

City______ State______ Zip______

October 31, 1988

THE PUBLIC SECTOR 7
CSEA member tackles politics

By Anita Manley
CSEA Communications Associate

WAPPINGER — As the 1988 political season reaches its climax, Connie Smith is enjoying an unusual view — as council member in the Town of Wappinger.

A longtime union and community activist, she is winding up her first year on the town council. She has been active on many local committees and was town historian for 12 years.

A principal account clerk for the Dutchess County Department of Public Works for six years, she's been a member of Dutchess County CSEA Local 814 for a dozen years.

Smith's involvement with politics began years ago when she helped her former town supervisor with his campaign.

Last year, town Republicans asked her to run for the council.

"I refused," said Smith, a Democrat. "But when I told the Democrats, they said they would back me if I ran."

Later, the Conservative Party endorsed her and, finally convinced, Smith ran unopposed.

Smith attributed her strong backing to her active participation in the community. Among her many accomplishments, she is most proud of her work as chair of the Wappinger Community Day. The celebration began a few years ago with a small neighborhood party — a few politicians and one band, she said — and mushroomed into an all-day gala affair that includes games, rides, food booths, 14 bands and entertainment for all ages.

Of the many hours she spends working on town council matters, Smith most enjoys meeting people and helping them with their problems, she said.

LOCAL GOVERNMENT WORKSHOP

"Getting ahead: Exploring Your Career Potential"

Conducted by Empire State College SUNY
A career development workshop for Region V and Region VI Local Government members.

Region VI
Dec. 3
9:30 a.m. to 4:30 p.m.
The Ramada Renaissance
4243 Genesee Street, State Route 33
Buffalo

Region V
Dec 10
9:30 a.m. to 4:30 p.m.
Sheraton Inn
7 North Street and Electronics Parkway
Syracuse

Registration Fee: $14.50 (includes materials, breaks and lunch).

Please make checks payable to CSEA inc. and mail them to:

CSEA Education and Training Department
143 Washington Avenue
Albany, New York 12210

Registration is limited, so register soon!

Sponsored by the Office of Local Government and School District Affairs and the CSEA Education and Training Department.

Sponsored by the Office of Local Government and School District Affairs and the CSEA Education and Training Department.

"Getting Ahead: Exploring Your Career Potential"
Registration Form

Name:
Mailing Address:
Home Phone: ( ) Work Phone: ( )

County in which you work:
Local #:
Job title:

Please mail this form with your $14.50 Registration Fee to:

CSEA Education and Training Department
143 Washington Avenue
Albany, New York 12210
I want to recapture the confidence of the membership and regain the respect of management. I want to turn us around and get us going again. There is no place for complacency in my vision of the future for CSEA.

We have a mission that is simple and straightforward. It is to revitalize a union that I think has been a little too passive for a little too long. I want to see us regain our fighting form, hone our competitive edge. I want to see us jabbing and probing, not counter-punching.

I want to recapture the confidence of the membership and regain the respect of management. I want to turn us around and get us going again. There is no place for complacency in my vision of the future for CSEA.

CSEA does a good job but all too often not a great one. Members tell me they want CSEA to handle their grievances more promptly and to respond quickly to problems, complaints and concerns brought to our attention. They want to see more staff at more workplaces more often. So do I.

I think we’ve got the most knowledgeable labor professionals in the business working for us and I’ve invited staff to become more involved in the decision-making process. I sense an improved morale and a heightened sense of mission among the staff.

We need to transfer that sense to the membership because there is where our future lies. Our Unit and Local officers, our shop stewards, our committee members, the people who operate our phone banks and walk our picket lines, our delegates — they are all volunteers. We need to replenish our reservoir of good people who care enough to volunteer their time and services to the Union.

We’re shining up our image right now. If you’ve been paying attention at all, then you’ve noticed CSEA in the news a lot more lately. We are going to be more visible on issues that affect us as Union members, taxpayers and citizens.

For example, I will soon be appointing a CSEA Waste Management Task force to seek answers to the growing garbage disposal crisis across the State. We are seizing the initiative on one of the monumental problems confronting society today.

We live and work in an ever-changing world. Our job, as I see it, is to anticipate those changes. We must be prepared to help regulate the technology that will dominate the workplace of the future. With that in mind, I will also be appointing the “Committee for the 21st Century” to determine how we fit into the future and what we must do to be ready for it.

But in looking to the future, we cannot lose sight of the present. CSEA must be an effective force in dealing with individual and workplace problems of today. We have to deal in a tough way on such pressing matters as short staffing, forced overtime, lack of adequate promotional opportunities, unsafe and unhealthy work locations, budget problems, facility closings and staff cutbacks.

Accordingly, I recently set up a “State Budget Task Force” that will put together an “action agenda” to look after CSEA’s interests in light of an anticipated State budget “shortfall” next year. In addition, I also have put in place a “RUGS Task Force” that is meeting to prepare a long-range program to combat unfair nursing home reimbursement procedures that penalize public employers and cost our members jobs.

One of my first acts as President was to revamp and intensify our legislative and political action programs. I’m turning up the heat and applying a little more muscle to strengthen our political clout.

CSEA members have an opportunity to do a lot about improving their State and nation on November 8, Election Day. I urge you to vote for the State Senate and Assembly candidates endorsed by CSEA. These people will make many of the laws that affect your daily lives, on and off the job. We have endorsed candidates — Democrats, Republicans, Conservatives and Liberals — who we believe will act in your best interests.

And you can literally change America on November 8 by voting for Mike Dukakis for President. He has the best plans and programs for the nation, the best qualifications and he has the solid support of organized labor nationwide. We need Mike Dukakis in the White House to restore funds and programs which affect our members at all levels of government.

If you’ve taken a look at CSEA and you’re not entirely satisfied, take another look. You’ll find we’re more aggressive, more adventurous. You may still not be entirely satisfied, I know I never will be, but if you’ll come aboard and volunteer your time, talents and energy, you will be welcome because you can make a difference.

Joe McDermott

October 31, 1988

THE PUBLIC SECTOR
Let me begin by saying "thank you" for all the support and assistance I received during the recent election. As Executive Vice President, I will continue to work for your interests as part of a team of officers dedicated to making CSEA the kind of union you want.

As we enter another year, we must prepare ourselves for some tough decisions — dues increases, contracting out, budget shortfalls, improving services, stretching dollars. But I am confident that we have the right staff to face and overcome these troubles much as we have faced and overcome other problems before. Indeed, I anticipate that CSEA will continue playing a pioneering role in the many varied issues that will face workers today and in the 1990's.

Sometimes we tend to forget what the union has done for us. Here's a sample of some of the benefits that range from high tech areas such as data processing to more traditional areas such as income or make severe reductions in the services and staffing we currently enjoy. Those are the facts that we, as leaders, should make the choice.

And we, the delegates, must make the choice.

Dan Donohue

I support the structured dues proposal because it's fair and equitable. It's a Union way to determine how we pay to support union services and programs. It's the choice we, as leaders, should make.

Despite our financial problems, CSEA determined to make some advances with computer technology over the past year. Enhancements were made to our annual review process of Group Life Insurance participants, our record-keeping capabilities with both our membership and agency and our Group Life return of contribution systems. The computer is now used to process petitions and verify return ballots for special board seat elections.

Collection of our direct dues payments was improved via the use of an automated lock box. This unique concept has provided for near immediate posting of dues payments to our receivables as soon as the check is deposited to CSEA's account. Besides improved cash flow and recordkeeping, we will not have staff overtime or tremendous handling of 40,000 pieces of paper as in the past.

A pilot project involving the use of electronic publishing technology is currently underway in our Communications Department and shows tremendous opportunity for many of CSEA's finished products.

We continue to provide Treasurers' Training for small groups as well as individuals during the past year. An advanced Treasurers' Training Program was developed and implemented at the request of the Region V Education Committee. This program will be integrated into the required training programs which will be conducted following the 1989 Local and Unit elections.

In recent months, both the Department of Labor and Internal Revenue Service have been reviewing the financial activities of some of our Locals. In every instance, we have provided the necessary assistance and support to our Local leaders. I anticipate that the DOL and IRS will continue their interest in Local auditing practices.

Let me thank all of you for re-electing me to serve you for another three years. At the start of a new administration, it is easy to be optimistic about the future and to speak of reinvigorating ourselves to the work at hand. But at this point in time, it is more than just lip service. There is a reason to feel good about our achievements and confident about our ability to deal with new challenges.

Unions are about people coming together to work on common concerns. It sometimes takes a lot of people and a lot of work to really make a difference. But even if change is slow, it can be made if people keep at it together.

Ten years ago I was one of only a handful of activists pushing for CSEA involvement on issues such as day care and video display terminal safety and health regulations.

Finally, I thank you for your support and your votes. I appreciate the opportunity to work with you as we move toward a better tomorrow for all of us.

Mary E. Sullivan

A pilot project involving the use of electronic publishing technology is currently underway in our Communications Department and shows tremendous opportunity for many of CSEA's finished products.

We continue to provide Treasurers' Training for small groups as well as individuals during the past year. An advanced Treasurers' Training Program was developed and implemented at the request of the Region V Education Committee. This program will be integrated into the required training programs which will be conducted following the 1989 Local and Unit elections.

In recent months, both the Department of Labor and Internal Revenue Service have been reviewing the financial activities of some of our Locals. In every instance, we have provided the necessary assistance and support to our Local leaders. I anticipate that the DOL and IRS will continue their interest in Local auditing practices.

Let me thank all of you for re-electing me to serve you for another three years. At the start of a new administration, it is easy to be optimistic about the future and to speak of reinvigorating ourselves to the work at hand. But at this point in time, it is more than just lip service. There is a reason to feel good about our achievements and confident about our ability to deal with new challenges.

Unions are about people coming together to work on common concerns. It sometimes takes a lot of people and a lot of work to really make a difference. But even if change is slow, it can be made if people keep at it together.

Ten years ago I was one of only a handful of activists pushing for CSEA involvement on issues such as day care and video display terminal safety and health regulations.

Finally, I thank you for your support and your votes. I appreciate the opportunity to work with you as we move toward a better tomorrow for all of us.

Mary E. Sullivan

A pilot project involving the use of electronic publishing technology is currently underway in our Communications Department and shows tremendous opportunity for many of CSEA's finished products.

We continue to provide Treasurers' Training for small groups as well as individuals during the past year. An advanced Treasurers' Training Program was developed and implemented at the request of the Region V Education Committee. This program will be integrated into the required training programs which will be conducted following the 1989 Local and Unit elections.

In recent months, both the Department of Labor and Internal Revenue Service have been reviewing the financial activities of some of our Locals. In every instance, we have provided the necessary assistance and support to our Local leaders. I anticipate that the DOL and IRS will continue their interest in Local auditing practices.

Let me thank all of you for re-electing me to serve you for another three years. At the start of a new administration, it is easy to be optimistic about the future and to speak of reinvigorating ourselves to the work at hand. But at this point in time, it is more than just lip service. There is a reason to feel good about our achievements and confident about our ability to deal with new challenges.

Unions are about people coming together to work on common concerns. It sometimes takes a lot of people and a lot of work to really make a difference. But even if change is slow, it can be made if people keep at it together.

Ten years ago I was one of only a handful of activists pushing for CSEA involvement on issues such as day care and video display terminal safety and health regulations.

Finally, I thank you for your support and your votes. I appreciate the opportunity to work with you as we move toward a better tomorrow for all of us.

Mary E. Sullivan

A pilot project involving the use of electronic publishing technology is currently underway in our Communications Department and shows tremendous opportunity for many of CSEA's finished products.

We continue to provide Treasurers' Training for small groups as well as individuals during the past year. An advanced Treasurers' Training Program was developed and implemented at the request of the Region V Education Committee. This program will be integrated into the required training programs which will be conducted following the 1989 Local and Unit elections.

In recent months, both the Department of Labor and Internal Revenue Service have been reviewing the financial activities of some of our Locals. In every instance, we have provided the necessary assistance and support to our Local leaders. I anticipate that the DOL and IRS will continue their interest in Local auditing practices.

Let me thank all of you for re-electing me to serve you for another three years. At the start of a new administration, it is easy to be optimistic about the future and to speak of reinvigorating ourselves to the work at hand. But at this point in time, it is more than just lip service. There is a reason to feel good about our achievements and confident about our ability to deal with new challenges.

Unions are about people coming together to work on common concerns. It sometimes takes a lot of people and a lot of work to really make a difference. But even if change is slow, it can be made if people keep at it together.

Ten years ago I was one of only a handful of activists pushing for CSEA involvement on issues such as day care and video display terminal safety and health regulations.

Finally, I thank you for your support and your votes. I appreciate the opportunity to work with you as we move toward a better tomorrow for all of us.

Mary E. Sullivan

A pilot project involving the use of electronic publishing technology is currently underway in our Communications Department and shows tremendous opportunity for many of CSEA's finished products.

We continue to provide Treasurers' Training for small groups as well as individuals during the past year. An advanced Treasurers' Training Program was developed and implemented at the request of the Region V Education Committee. This program will be integrated into the required training programs which will be conducted following the 1989 Local and Unit elections.

In recent months, both the Department of Labor and Internal Revenue Service have been reviewing the financial activities of some of our Locals. In every instance, we have provided the necessary assistance and support to our Local leaders. I anticipate that the DOL and IRS will continue their interest in Local auditing practices.

Let me thank all of you for re-electing me to serve you for another three years. At the start of a new administration, it is easy to be optimistic about the future and to speak of reinvigorating ourselves to the work at hand. But at this point in time, it is more than just lip service. There is a reason to feel good about our achievements and confident about our ability to deal with new challenges.

Unions are about people coming together to work on common concerns. It sometimes takes a lot of people and a lot of work to really make a difference. But even if change is slow, it can be made if people keep at it together.

Ten years ago I was one of only a handful of activists pushing for CSEA involvement on issues such as day care and video display terminal safety and health regulations.

Finally, I thank you for your support and your votes. I appreciate the opportunity to work with you as we move toward a better tomorrow for all of us.

Mary E. Sullivan
Unit signs 7.5 year pact

LEVITTOWN — CSEA has agreed to an unprecedented 7.5 year contract with the Levittown School District.

The contract for the 300 members, including teacher aides and clerical, maintenance, custodial and transportation workers, offers a 4 percent increase for Jan. 1 to June 30, 1988, and a 7 percent increase in the second year.

For the second through seventh year of the contract, raises will be based on the average increase in Nassau and Suffolk counties plus .5 percent.

The contract also offered:
* $150,000 in pay equity money for clerical staff;
* agency shop;
* retiree health insurance; and
* a supplemental benefit fund.

The negotiating committee included: Unit President Denis G. Midnet, Mike Dell'Italia, Anne Epstein, Larry Mosely, Marylou Maass, George Van Valkenburg, Natalie Schneider, Ed Mears, Irene Florida, Ken Ulbrignt, Stewart Hirshkowitz and CSEA Field Representative Mike Aiello.
GEORGE BONCORAGLIO, President
CSEA Metropolitan Region
11 Broadway, Suite 1500
New York, New York 10004
(212) 514-9200

At age 17, our determined young Chinese-American bank teller, who was a 1988 AFSCME scholarship winner, Beverly Moy, has her dreams of becoming a doctor. Willing to go to any length to grasp that dream, she wrote in her prize-winning essay about the dramatically changed her family life once she became a doctor.

Beverly Moy, who once worked at the Metropolitan Transportation Authority, now lands a civil service job and promptly joined CSEA.

From seeing her mother slaving “into all hours of the night” over a sewing machine, doing work for wages, tothe moment when the Moy family had union-negotiated benefits like dental care, optical exams and medical coverage, Beverly was utterly amazed by the benefits which she would never have imagined. I know that my mother will always be secure in her job, thanks to AFSCME. "Our family is greatly indebted to AFSCME," Beverly Moy says.

Today, Beverly's ideals are high. She and thousands of other union families will have a better future because of what work WE as unionists are willing to do now. "Beverly is fighting for the people she represents and I feel that they are necessary in protecting a worker’s well-being on the job," AFSCME has done wonders for me. And wifely, my family has benefited from the help which the Moy family will have a better future because of all the work we are willing to do. 

"As we are willing to do now, it’s a fact that can never be taken for granted. Beverly, who had медиа coverage. While so many of us tend to think that when the Moy family had union-negotiated benefits like dental care, optical exams and medical coverage, Beverly was utterly amazed by the benefits which she would never have imagined. I know that my family has always been secure in their job, thanks to AFSCME. Our family is indebted to AFSCME for the help they have given us. "Today, Beverly's ideals are high. She and thousands of other union families will have a better future because of all the work WE as unionists are willing to do. Beverly is fighting for the people she represents and I feel that they are necessary in protecting a worker’s well-being on the job.

"Beverly is fighting for the people she represents and I feel that they are necessary in protecting a worker’s well-being on the job. CSEA is doing wonders for me. The Union modified a law that prevented me from receiving benefits which we would never have imagined. I know that my family will always be secure in their job, thanks to AFSCME. Our family is indebted to AFSCME for the help they have given us. Today, Beverly’s ideals are high. She and thousands of other union families will have a better future because of all the work WE as unionists are willing to do. Beverly is fighting for the people she represents and I feel that they are necessary in protecting a worker’s well-being on the job. CSEA is doing wonders for me. The Union modified a law that prevented me from receiving benefits which we would never have imagined. I know that my family will always be secure in their job, thanks to AFSCME. Our family is indebted to AFSCME for the help they have given us.
As we now begin to focus on the end of the 20th century and look toward the 21st we must reflect on our past and face our future with strength, unity and clearly defined goals.

This past year has indeed been an unusual one with the longest legislative session in Albany’s history, a protracted State Budget battle that still reverberates in the halls of the legislature with a one billion dollar shortfall depending on who you talk to, (Governor, Comptroller or Budget Director). First, the budget shortfall was announced as $200 million, then later $600 million to its present figure, more than a billion.

The Governor announced huge spending cuts in June, which fortunately the Assembly and Senate rejected.

Despite the efforts of the legislature, layoffs were ordered in several agencies including the Office of Mental Retardation and Developmental Disabilities, Department of State, Division of Equalization and Assessment and Substance Abuse, to name a few. So you can see CSEA has to not only get its act together but has to keep it together. These layoffs are only the beginning of a long and protracted struggle that CSEA must win.

On the Federal scene, we don’t have time to savor our victory over the IRS “Rule 457,” which would have taxed our negotiated benefits, instead we have to fight the tide of conservatism that has made “Privatization” a horror for Public Employees as well as the disadvantaged, poor citizens in America. The closing of our OMRDD facilities continues and each day we continue our fight for the less fortunate and those who really have no voice in American politics.

As you can see, not much is new. We must fight the same old battles because we can’t lose the WAR. Our economic right must be preserved and will be if we continue our efforts to provide the best representation to our Local Government and State members that they deserve.

We have a new President and the last election brought new faces at the top. We must support our elective leadership and endeavor to keep our critical comments “in house.”

One of the big questions you, the membership, will have to decide is the question of a dues increase. You will have to listen to the issues, evaluate the question and decide the issue. That’s the way it should be. You, the membership, have the obligation to be active and aware of CSEA’s business that has such an impact on you.

We must keep up our battle insisting that our schools and all our job sites are free from toxic and asbestos dangers. Our members demand and must receive a hazard-free work site. This includes staffing. Has the death of Clara Taylor gone unheeded? Nothing has changed.

No success, no matter how big or small, just happens. To succeed, we must clearly define our goals to our membership and the public that supports us. I am proud of the confidence and trust you have placed in me, and pledge my continued support to improve that quality of life for our CSEA members.

Pat Mascoli
Rather than addressing parochial interests in this report, I feel compelled to discuss an interest which I view with far greater significance. It can only be my fervent hope that our entire membership holds the same threshold concern and does not dismiss the foundation for this call as improbable circumstance.

We convene our Annual Delegate Meeting this year on the eve of the most significant event in world occurrences, the election of an American President. As I prepare these comments, some weeks prior to this election, I am consumed by an uncertainty, and even a certain uneasiness, with the connotation of the term “an American President” as I interpret it in the philosophy of the Republican party candidate. More so than the positions (if you describe them as such) espoused for our foreign and domestic policy; more so than the “deja voodoo” economic theories and more so than the quest to place a relative novice “a heartbeat away;” the real challenge lies, I believe, in the definition of that simple, so taken for granted phrase, “an American President.”

Why does an open and unbridled attack against the support and, indeed, the exercise of individual rights and freedoms, become necessary or appropriate to an image as “an American President?” Why does it, at least, appear that there exists some sympathetic support for, in essence, a platform that challenges the basic tenets of our democratic society? Given an open insistence upon a practice of certain religious beliefs and the performance of prescribed patriotic functions, is it illogical to translate such philosophies as the future requisites of “an American President” for public education? If you and I carry membership cards identifying our support and participation in a union that embodies an unequivocal commitment to the pursuit, preservation and advancement of individual and collective liberty are we not welcome here in this land under “an American President?” Why would “an American President” attempt to characterize those beliefs as unpopular and in some subtle way as challenging?

Have we reached the point where “an American President” can successfully pursue our society that it is unlawful for a woman to exercise a freedom of choice for her very own body? Why then would it be flawed to wonder if “an American President” would not argue with equal success that the choice of a woman to protect her body from a work environment that removes her individual freedoms is also an unlawful practice? Will it be expected of “an American President” to protect the policies of corporations that openly refuse to employ or retain women employees of childbearing potential?

These, to me, are distressing connotations to an image being created by a candidate seeking to become “an American President.” Doesn’t the philosophy of this candidate rekindle the memory of the persecution that permeated the lives and careers of many Americans who, only a few brief decades ago, became targets through innuendo and a contrived suspicion that they, perhaps, did not conform with certain individual standards? Will it become necessary for “an American President” to target trade unionists as the subjects of investigatory pursuits forcing some disclosure of the questionable motive underlying their advocacy of workers’ rights?

History holds varied lessons of those who capitalized on the complacency and contentment forged in an allegiance. With innocent disregard to the price we have paid, we, as a people, often take comfort in the perpetuity of our privileges. While some may perceive the changing of “an American President” as little more than subtle annoyance, how can we not be outraged by the attacks against our very existence?

My uncertainty and my uneasiness with the connotation of that simple phrase “an American President” rests, therefore, with the standards each philosophy intends to apply to that identity. That phrase cannot be used to conjure a safe image and, simultaneously, speak openly against the exercise of individual freedoms. The use of that phrase does not allow for an insistence upon a particular religious belief. That identity simply does not allow for the removal of constitutionally protected practices. “An American President” cannot make it unlawful for individuals to disagree with his beliefs. Lastly, “an American President” can never be allowed to instill an opinion that those who may disagree are considered to be a threat.

We face a variety of challenges as we begin under the guidance of a new CSEA administration. We accept these challenges with every expectation that there will be disagreement on the means to reach our resolutions. Last year, I said in this column that we owed each other no apologies for our advocacy of our beliefs. I think that as we engage in this Annual Meeting we have cause for concern from the choice that faces us as a nation of people. We should be concerned that the particular beliefs of any individual will be mandated for all — that is not an American image to me!
While preparing a report to the convention delegates, and in fact, to the entire membership of CSEA, I cannot help but reflect on what has happened over the past 12 months.

CSEA, the union, has undergone some major changes in staff and elected leadership. We negotiated another agreement with New York State covering the three large bargaining units, and several agreements for our smaller units. Major local government agreements were reached across the state and in general the membership has been satisfied with the wage and benefit packages negotiated.

What does all this mean? CSEA is still the largest and best public employee union. In traveling from Long Island to Buffalo while campaigning for statewide office, I was fortunate enough to meet many of the members of this union.

We shared ideas, voiced concerns, and made positive steps to put the past behind and look forward to the future. This must continue and I want to thank all of you who took the time and made the effort to choose the type of leadership you wanted for the future.

What do I foresee for the membership of Central Region V CSEA? I see a continued, combined effort to keep us the best.

At this point, one of the most active groups in the Region is the Legislative and Political Action Committee. Region and local coalitions have been meeting for the past three months, working on interviews, screening candidates, and planning strategy for the November elections. Political action is one tool we as a union can use to have an impact on future employer/employee relations at every level of representation. The responsibility of our members, after all the endorsements are made, is to get to the voting booths and elect representatives who will do the most to aid CSEA in representing their best interests.

Region V staff and elected leaders work daily on educating, training, and servicing the needs of our 80 locals and 36,000 members. I see no change in this approach. I have and will continue to respond to any local problem or need as the case arises.

James J. Moore

CSEA gains reinstatement of Lewis County deputy

LOWVILLE — A former Lewis County deputy sheriff who, CSEA says, was fired because of his union activities has been reinstated with all back pay and benefits. Former deputy Charles W. Leviker was reinstated as a result of an agreement reached during an arbitration hearing earlier this month. Leviker will receive approximately $20,000 in back pay and benefits after offset earnings have been deducted, according to CSEA Field Representative Tom Dupee.

CSEA charged that Lewis County Sheriff Floyd A. Martin illegally fired Leviker in January 1987. Leviker was a CSEA shop steward at the time and the union said he was terminated because of his union activities.

CSEA filed a pair of Improper Practice charges and later filed a lawsuit after the sheriff refused to take the issue to arbitration. A state Supreme Court justice last year ordered an arbitration proceeding in the Leviker case. Sheriff Martin appealed that ruling but earlier this year the state Appellate Division unanimously upheld the lower court ruling, leading to the arbitration hearing this month.

Leviker was represented by CSEA regional attorney George Myrus.

"This decision established that the sheriff must abide by the union contract and that deputy sheriffs in Lewis County, like their counterparts elsewhere, have job protection and tenure that must be respected," CSEA’s Dupee said.

Video helps win grievance

STONY BROOK — The innovative use of a video helped CSEA win a grievance for three SUNY at Stony Brook CSEA Local 614 members.

CSEA Local 614 President Tony Ruggiero used the videotape of library workers binding books to pursue the Governor’s Office of Employee Relations (GOER) to overrule two earlier rulings and uphold CSEA’s grievance.

The union successfully argued that grade 6 library clerks who repair books are doing specialized work and should be given grade 10 classification.

GOER ordered the university to pay the clerks at the higher grade retroactive to October 1987, when the original grievance was filed. However, GOER gave management the right to either end the service or upgrade the clerks. That decision has not been made.

CSEA has asked management to continue the program and promote the employees. The repair program was designed to reduce the cost of replacing damaged books. Three clerks were trained to repair books. They are now doing specialized work and should be given grade 10 classification.

"The library saved more than last year because of their work."
As CSEA attempts to get back on course under a new administration, I see three priority areas to be addressed. Plans must be developed and implemented as soon as possible.

The first and easiest to deal with is scheduling of Delegate Meetings, workshops, etc. This fall we are taking the majority of our activists to Lake Placid ten days prior to Election Day. Horrible planning. In the recent past we have had sessions scheduled on Primary Day. Last year the Delegates' Meeting conflicted with a religious holiday for those of the Jewish Faith. Such actions do not speak well for a Union which must be politically aware and involved, a Union which must be sensitive to its membership. A serious problem, but one which good leadership can resolve immediately. All that is needed is foresight and a calendar.

The second area of concern is leadership and establishing or re-establishing credibility. The ten Statewide Officers must demonstrate and prove by their actions that they are truly committed to making CSEA a better Union.

CSEA activists and staff deserve and need to be shown they are needed and important. They must be more involved in the decision making — let's listen more to their ideas, suggestions and constructive criticism.

Perhaps even more so than in the past, we have witnessed the critical need for our members to be involved in the political process. Whether it be to fight the closure of a public health facility or to promote decent conditions of employment, we must accept the importance and value of our participation in political action. Experience has taught us that organized efforts, combined with intelligent, well-planned actions, can bring about the type of changes we need or desire.

I can think of no better example than the upcoming Presidential election. This is our opportunity to turn away from the failed policies of the past eight years by electing a President who understands the problems and concerns of the American worker.

It is our opportunity to elect a President who puts education, decent jobs at fair wages and care for our elderly and impoverished above corporate and country club interests. It's our opportunity to elect an administration that won't turn its back to the problems of our cities and states but, rather, give them the tools and resources to do the job.

Michael Dukakis will be such a President! He has said "the best America is yet to come" and it will if we understand the importance of our involvement and our vote.

Robert L. Lattimer
Dear Brothers and Sisters:

The selection of the health insurance option that is best for you and your family may be the most important decision you make this year.

I urge you to take the time to read all the information that will soon be made available to you so that you are familiar with the differences between benefits provided by the Empire Plan and by Health Maintenance Organizations. The cost of an option should only be one of several factors you consider in choosing your coverage.

Many changes in both the Empire Plan and HMOs resulted from 1988 contract negotiations. Since the coverage you select this November cannot be changed until next year, it is essential that you pick the option that will provide the best protection against the type of claims that can bring financial ruin to a family.

When you receive the Empire Plan and HMO material, ask yourself if that option offers you freedom of choice of doctors and hospitals; ask yourself if you are covered for chiropractic care, podiatric care, long-term physical therapy, organ transplants, alcohol and drug abuse treatment and psychotherapy.

No one but you can determine what insurance is best for you, but by taking the time to weigh the pros and cons of each option you will be able to make an informed decision.

Joe McDermott
CSEA President

---

The 1988 Health Insurance Option transfer period will take place during the month of November.

Option Transfer Guides listing the option costs and explaining how to change options will be distributed to state employees. Detailed benefits information about the Empire Plan and Health Maintenance Organizations is being mailed directly to your home. Coverage under a new option will take effect on Dec. 29, 1988, for employees on the Institutional payroll and on Jan. 5, 1989, for employees on the Administrative payroll.

---

In his address to the conference, Regan brought up issues including control over the state pension fund and pension supplementation, issues which McDermott had raised in a meeting with Regan only weeks before.

Regan called for a constitutionally-mandated board of trustees to oversee the pension fund. CSEA would like to see those members chosen by employee unions, while Regan’s plan would give the comptroller appointment power.

Calling for pension supplementation, Regan echoed CSEA’s rallying cry that retirees need protection from inflation with an otherwise fixed income.

The state budget

In McDermott’s panel discussion, “The budget and its affect on public employees,” the CSEA president outlined the state’s plan to cover the $450 million cost of state employee contracts in 1989.

“The state expects agencies to pay for those increases out of their operating budgets,” McDermott said. “So we in effect will pay for our own raises.

“I asked state Budget Director Dall Forsythe if that was realistic and he said, ‘it might not be realistic, but it’s what we’re doing.’”

Only 23 percent of the state budget actually goes into services, McDermott said. The other high-cost items are Medicaid and aid to education and local governments. That means state employees are not the only ones who will be affected by the state budget deficit. School and local government employees will also suffer the effects as aid is held at current levels or reduced, he explained.

---

The conference also appointed several committees that include CSEA, Scanlon said. He will sit on the new Legislative Committee, the Taylor Law Committee and the Public Employee Assaults Committee.

---

Many changes in both the Empire Plan and HMOs resulted from 1988 contract negotiations. Since the coverage you select this November cannot be changed until next year, it is essential that you pick the option that will provide the best protection against the type of claims that can bring financial ruin to a family.

When you receive the Empire Plan and HMO material, ask yourself if that option offers you freedom of choice of doctors and hospitals; ask yourself if you are covered for chiropractic care, podiatric care, long-term physical therapy, organ transplants, alcohol and drug abuse treatment and psychotherapy.

No one but you can determine what insurance is best for you, but by taking the time to weigh the pros and cons of each option you will be able to make an informed decision.

Yours in Unionism,

Joe McDermott
CSEA President
Seems like quite a mix-up

If the Hudson Valley Girl Scouts Council Inc. reaches its fund-raising goal through the State Employees Federated Appeal (SEFA) this year, someone deserves a merit badge.

For starters, you won't find the Girl Scouts Council listed in the directory of SEFA-member agencies this year. They should be there but were inadvertently left out. And because they're not in the directory, you can't designate that all or part of your SEFA contribution goes to the Council if you want to.

Even more confusing, the Girl Scouts Council, believing they would be listed in the directory, passed out material recently listing themselves as agency code 306 on the SEFA contribution designation card. But because they were inadvertently excluded, contributions marked for agency code 306 will go to another agency, Neighborhood Resources.

So if you want to contribute to the Hudson Valley Girl Scouts Council Inc., and we hope there are lots of people who do, you'll have to make your contribution listed as an "undesignated" donation on the SEFA card. "Undesignated" donations are divided among all the member agencies, so at least a portion of your donation would wind up with the Girl Scouts Council that way.

Oh, yeah ... the Girl Scouts Council traditionally sends "thank you" notes to those who contribute to the Council through SEFA. But because they won't receive any donor names with "undesignated" funds, they won't know who to thank.

So, they suggest, if you wanted to contribute to the Girl Scouts but had to go the "undesignated" route to do so, give the Council a call at (518) 439-4938 and they'll send you a "thank you" note anyway.

As we said, if they make it someone deserves a merit badge.

They don't practice what they preach

In handing down a recent decision, the state's highest court, the Court of Appeals, was particularly critical of a state department.

The Court pointed out that the department's practice of filling attorney positions with provisionals on an ongoing basis without requiring competitive testing, violates state Civil Service Law.

In defense of the practice, Civil Service Commissioner Walter Broadnax said such situations are not "grossly illegal."

The Labor Education Action Program (LEAP) is accepting applications for the spring semester.

Pick up your Course Announcement and application at your state agency training or personnel office.

Applications must be received in the LEAP office by Nov. 23.

If you have any questions or problems, call the LEAP office at (518)434-0191.

Our man in Albany

The following item ran in a Capital District newspaper recently:

INCOGNITO — When County Executive James J. Coyne unveiled his proposed 1989 budget, he noticed an unfamiliar face in the group at his press conference. When the man started challenging Coyne with questions about salaries and benefits for employee groups, the county executive asked who the man was.

The questioner identified himself as Dan Campbell, a spokesman for the Civil Service Employees Association, which represents many of the county's unionized workers. The two had last encountered each other when Campbell led a demonstration outside the county building, criticizing Coyne for a lack of progress in contract negotiations.

"I thought I recognized your voice. You don't have your bullhorn," Coyne observed.

"Just when you thought it was safe . . ."

Binghamton offices have high dioxin

United Press International

BINGHAMTON — The three lowest floors of the 18-story Binghamton State Office Building have been closed again because of high levels of dioxin, according to a published report Saturday.

The three floors were thought to be clean enough to enter without protective gear, but were closed Thursday after preliminary test results showed levels of dioxin above standards set by a state panel said David Rings, occupational health and safety director for the State Office of General Services, in a story in the Binghamton Press & Sun-Bulletin.

The building has been unoccupied since Feb. 5, 1981, when a generator fire spread soot laden with toxic chemicals throughout the tower. The cleanup project, which has lasted nearly eight years and cost an estimated $6 million, had been considered complete months ago.

Thanks, a lot!

CSEA Executive Vice President Danny Donohue, left, presents an award of appreciation to former CSEA Political Action Committee vice chairperson Mike Curtin.

Curtin who was also president of Suffolk County Education Local 870, recently resigned his CSEA positions to become Suffolk County Deputy Labor Commissioner.

New address

A few issues ago, we ran an address for the Pension Right Center. Since then, the organization has moved. If you want to reach them, write or call:

The Pension Right Center
918 16th Street NW
Washington, D.C. 20006
(202) 296-3776
"Our future is our workers!"
—Mike Dukakis

FOR A BETTER AMERICA

Elect DUKAKIS
BENTSEN

Endorsed by CSEA, AFSCME and AFL-CIO

October 31, 1988