Rockland, we luv ya!

CONGRATULATIONS! CSEA Region III President Pat Mascioli, right, rushes to congratulate Rockland County Unit President Vicki Burton. At right is CSEA activist Darlene Foust, one of many members of a huge volunteer army that worked on CSEA’s behalf.
**Firing reflects HVCC anti-union attitude**

**Job or no job, he’s still unit president**

TROY—Mark Lansing may have been fired from his job with the Hudson Valley Community College’s Faculty Student Association (FSA), but CSEA says HVCC FSA management can’t fire him from his union office.

So, in a unique situation, Lansing will once again begin showing up on campus in his role as CSEA FSA Unit president to provide the day-to-day union representation needs of the 18 private sector members of the unit.

CSEA statewide President William L. McGowan, acting on a request from CSEA Capital Region President C. Allen Mead, has directed Lansing to continue to serve as unit president.

CSEA says Lansing’s firing is nothing more than part of an overall anti-union campaign by the management of HVCC FSA. A grievance filed by CSEA over Lansing’s firing will go to binding arbitration soon before an arbitrator from the American Arbitration Association.

Meanwhile the union is also preparing for an upcoming formal hearing before the state’s Labor Board concerning a series of unfair labor charges CSEA has filed against HVCC FSA alleging anti-union actions by FSA management against the union, its members and elected officials.

---

**Agency Specific Program training in Region III**

ABOUT 60 EMPLOYEES from state facilities throughout the Hudson Valley area recently participated in a Honeywell training seminar funded by a grant under the CSEA-State Agency Specific Training Program. Some of the maintenance assistants, stationary engineers and plumbers and steamfitters who participated are shown above. Standing at rear of room are, from left, CSEA Program Coordinator John Weidman, committee members Antoinette Yerkes, George Ballard and Darlene Foust, state Program Coordinator Dan Cunningham, and CSEA Region III President Pat Mascioli.

---

**THE PUBLIC SECTOR**

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

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

COMMUNICATION ASSOCIATES

SHERYL CARLIN ............ Region I
(516) 273-2280
LILLY GIOIA ............ Region II
(718) 514-9200
ANITA MANLEY ............ Region III
(914) 896-8180
DAN CAMPBELL ............ Region IV
(518) 489-5421
CHUCK McGEARY ............ Region V
(518) 434-0191
RON WOFFORD ............ Region VI
(716) 886-0391
STEVE MADARASZ ............ Headquarters
(518) 434-0191


Address changes should be sent to: Civil Service Employees Association, Attn: Membership Department, 143 Washington Avenue, Albany, New York 12210.
Rockland County employees have given CSEA an overwhelming vote of confidence, continuing CSEA as their union by a nearly 2-to-1 landslide margin in a mail ballot representation election supervised by the state’s Public Employment Relations Board (PERB).

Rockland County CSEA Unit President Vicki Burton hailed the outcome as a triumph for the rank-and-file members, and pledged to further strengthen the unit for the benefit of the membership.

The employees soundly rejected the challenge of an independent organization headed by a former unit president in giving CSEA its large margin of victory. CSEA has represented the 2,600 Rockland County employees for the past 19 years, and Burton said it was the union’s success record over many years, the heavy volunteer efforts of the rank-and-file during the election challenge, and the potential for even greater success in the future that accounted for the strong support for the union.

Burton and CSEA Region III President Pat Mascioli both said a team of union organizers who coordinated the successful campaign under the supervision of CSEA Director of Organizing Larry Scanlon were also instrumental in the union triumph. Mascioli pledged the continued commitment of the full resources of CSEA to work with the unit in every way possible.

The election win followed closely on the heels of a nearly unanimous ratification of a new three-year contract which CSEA hammered out on behalf of the membership over 18 months of intense negotiations.

Rockland equity clause is unique

Compiled by Anita Manley
CSEA Communications Associate

NEW CITY — The recently ratified Rockland County contract is the first local government agreement in the state to contain a pay equity study clause and a specified negotiated dollar amount to cover wage adjustments.

CSEA Collective Bargaining Specialist Manny Vitale said the contract covering 2,600 Rockland County employees calls for a pay equity study and an allocation of $100,000 per year for wage adjustments.

“This is the first time that we have negotiated for a study which will be paid for by the employer and has a dollar figure attached. I don’t know of any employer, except the state, that’s done this,” Vitale said.

The Rockland County agreement drew strong praise from CSEA Statewide Women’s Committee Chairperson Helen Zocco and CSEA Statewide Secretary Irene Carr.

Zocco said inclusion of the clause in the Rockland agreement, along with increased awareness of the pay equity/comparable worth issue statewide, will influence other contract negotiations also. She noted a number of members on her statewide committee were from Rockland County and had worked with that county’s legislative task force on female-dominated jobs. “The new contract is proof positive that if you’re well informed, you can accomplish your goals,” Zocco said.

“I’m ecstatic,” exclaimed Carr, “because the people in Rockland have worked for this for a very long time.” Carr, however, remained cautiously optimistic that the study will be completed on a timely basis.

“I’d like to see it done in a year. New York State has dragged its feet implementing its pay equity study, and I don’t want to see that happen in Rockland.”

County Personnel Director John Leavy has assured CSEA members that the county will carry out the project as soon as a decision is made as to who will conduct the study. One possibility, he said, is the Center for Women in Government, which was heavily involved in the state study and also conducted an AFSCME-funded local government study for neighboring Dutchess County. The Dutchess study has not proceeded further because that county has not committed funds to implement recommendations of its study.
Labor layoffs are stayed

Still too many left

SCEA seeks relief in Washington, Albany

By Stephen Madarasz

SCEA Communications Associate

ALBANY — SCEA is stepping up its efforts to minimize the impact of layoffs set to begin March 4 at the Department of Labor. Hundreds of employees and thousands of out-of-work New Yorkers will be directly and indirectly affected.

DOL, more than $90 million funded by the federal government, has been the victim of cutbacks systematically dismantling its programs since 1981.

"The waiting and uncertainty are the worst part," explains SCEA Local 670 President Jeanne Lyons. "We've already taken hard hits and this time people with years of service are on the line."

Lyons is part of the SCEA team lobbying for funds to be restored. Their visit to the New York congressional delegation in Washington (underway at press time) is being supported by more than 1,300 letters to the lawmakers dictated by the union.

Additionally, efforts are already under way in Albany. The Assembly Labor Committee has a record of supporting "what needs to be done" to stem the layoff plan, including coming up with state funds to make up the shortfalls not necessary. No details are available however.

"If the process is successful, it is unlikely layoffs will be averted before March 4," notes Lyons. "CSEA is working to prevent people from getting hurt.

Employees are reminded that they must register with their local employment office to maintain their layoff rights.

CSEA President William McGowan has written all local presidents across the state asking them to keep their sisters and brothers in DOL by bringing any vacancies to CSEA's attention. Such positions should be identified to CSEA Director of Workforce Planning Paul Burch, Collective Bargaining Specialist Jack Cooyl, or phone 212-647-6000.

During the last round of layoffs, Lyons' extra efforts have ensured that virtually all DOL members were placed: "We called on all a list of presidents and were very successful. It's just a matter of using the network of CSEA people. We're not going to give up until all are placed."

"Putting it in perspective," Lyons notes, "the Department of Labor employees deserve better — the people of New York deserve better."

Above, Bronx Assemblyman Larry Seabrook and CSEA Region 9 President George Boncoraglio blast the Reagan administration for turning a "cold shoulder" to the unemployed and homeless job seekers of New York by laying off the very employees who help them find work.

Albany — "There's a wide range of emotions showing around here," says Barbara Chiplock, a six-year veteran bureau chief. "I didn't know what I was walking into but I was prepared for the possible layoff. "There's anger, frustration, disappointment, disbelief...we also keep hearing lots of rumors, but nothing solid."

Unfortunately for Chiplock, the anxiety can't just be left at the offices. "It really affects my family life because no matter how I try, I can't push it out of my mind."

Barbara Charles, a 13-year stack clerk and local officer, "It's horrible. Whenever the layoff story hits the news, all of my relatives call up to ask if it affects me."

White Charles has been fortunate to survive the cuts in previous years, she says that every time she feels the ax getting closer, she is concerned about DOL's future, employees and services in light of the federal government's trend to cut more and more each year. "The President's slashes figure on paper, but he doesn't have to deal with the people facing the cuts — people trying to feed their families," she points out.

THE PUBLIC SECTOR
ALBANY- More concerns about working conditions in the Corning Tower of the Empire State Plaza have surfaced following an angry confrontation between a top Health Department official and Labor Department safety and health specialists seeking to conduct an on-site inspection.

The attempt to intimidate and prevent the Labor Department inspectors from carrying out their legal responsibility occurred in the presence of three CSEA safety and health representatives. It is just the latest round of difficulties as CSEA attempts to get answers to questions about the presence of dangerous materials and fumes at that workplace.

The main concern centers around the building's ventilation system which services Department of Health laboratory fume hoods. As previously reported in THE PUBLIC SECTOR, members of Office of General Services CSEA Local 660, who are responsible for the building's operations, have sought information under the state's right-to-know law for more than a year.

In fact, the Labor Department inspection resulted from CSEA concerns about immediate dangers at the site. Repeated requests to the Health Department and OGS for action have not received priority.

The situation has been complicated because it has been unclear whether OGS or Health has the ultimate responsibility for the system.

Following the most recent confrontation however, the Health Department insisted that it have the right to accompany Labor Department representatives on any inspection of the facility - even into areas under OGS responsibility.

CSEA is protesting that arrangement, but in the meantime it may at least settle the question of responsibility.

Although the Health Department concedes there has never been a full evaluation of the system, it contends there is little danger. Plans for testing have been in the works since last summer, but a number of CSEA recommendations on how the tests should be conducted have been rejected by the Department.

"The most outrageous aspect of this whole situation" insists CSEA Occupational Safety and Health Director James Corcoran, "is that the Health Department administers the right-to-know law statewide - and they appear to be the offending party in this instance."

Under the law, an employer must provide information about toxic substances in the workplace within 72 hours of when a request is made.

An agreement worked out last year allows the OGS workers to refuse assignments dealing with the ventilation system. However, members say there has been increasing pressure from management to take those assignments in recent weeks.

"We're concerned that the spirit of the right-to-know law is being violated here even if there is technically compliance" explains Corcoran.

"The fact of the matter is that they don't really know what's inside the ventilation system and they're just letting the situation slide...there's a simple solution, let an independent third party do a complete evaluation so we know once and for all what kind of protection our people need when they work on the system."

SOURCE OF CONCERN-
Corning Tower
joy fans
BUFFALO — Continuing its long battle for tougher regulations on asbestos removal, handling and disposal, CSEA wants a proposed law made stronger to ensure enforcement.

While proposed state Industrial Code Rule 56 governing the installation and removal of asbestos is basically sound, it doesn’t do enough for enforcement, said John Bieger, CSEA occupational safety and health specialist for Region VI.

Bieger and Edmund Catrine of CSEA’s Occupational Safety and Health Office testified in Buffalo at a state Department of Labor hearing on Rule 56, which sets down a comprehensive code of rules and regulations for the licensing of contractors and certification of workers involved in asbestos removal or installation.

Similar hearings were held in Albany and New York City to determine public opinion on the measure that seeks to prevent exposure to asbestos fibers, which are known to cause cancer.

Asbestos was used extensively in construction as a fire retardant until it was discovered to cause cancer.

Asbestos was used extensively in construction as a fire retardant until it was discovered to cause cancer.

A spokesman for the Asbestos Workers Association joined CSEA in asking that the proposed law be given more power for strict enforcement, adding that the proposed law also inadequately addresses the issue of inspections.

It was suggested that DOL make licensing and certification fees expensive enough to finance strict enforcement. Proposed fees for licensing a contractor are $100 and asbestos handler certification is set at $25 under the proposed law. Handlers will be required to satisfactorily complete an asbestos safety program that has been approved by the state labor commissioner.

The spokesman for the asbestos workers called asbestos encapsulation a particularly dangerous undertaking which should be separated from the other areas of certification.

Bieger cited a need to have a union representative of the asbestos site workers included on the site’s “authorized visitor list.”

The law should also include a strict list of qualifications for those who do the daily monitoring required at a worksite and the records should be available to the union and other public safety authorities, he suggested.

Other points addressed by the code include air sampling, contractor responsibility, required control equipment, personal protective equipment, personal decontamination enclosure systems, notice and record keeping requirements, limits on installation of any material containing more than 0.01 fibers per cubic centimeter, as well as other engineering controls.

Widespread interest in the asbestos issue was evident in the hearing room, which was packed with union representatives, building contractors, safety groups and others who spoke on the proposal.

Most expressed support for the measure, with the exception of a building contractors group which objected to the measure in general. The builders specifically objected to the requirement that all workers on an asbestos site be certified by the labor commissioner as “asbestos handlers.”

The designation would apply to any individual who installs, removes, applies, encapsulates or encloses asbestos or asbestos materials or who disturbs “ friable” asbestos.

Friable is defined as “the condition of crumbled, pulverized, powdered, crushed or exposed asbestos which is capable of being released into the air by hand pressure.” Friable asbestos presents the greatest health threat because the airborne fibers can be inhaled.

In addition to his testimony at the hearing, Bieger said, CSEA will file a written summary of its analysis of the code with the DOL Asbestos Control Program.

The entire proposed code may be obtained from the DOL by writing the DOL Division of Safety and Health, One Main St., Brooklyn, N.Y. 11201.

Ramona Gallagher, assistant labor commissioner, said the department will take into account the testimony heard at the hearings and consider incorporating items that will improve the public safety before issuing a final version of Industrial Code Rule 56.

Gallagher chaired the Buffalo hearing.

CSEA HAS BEEN A LEADING PROPONENT of tougher regulations pertaining to the removal, handling and disposing of asbestos from all public buildings throughout the state. This very strong asbestos abatement bill is among proposed legislation CSEA is seeking to have adopted into law during the current session of the State Legislature.

“Encapsulation means the asbestos will be around for another 20 to 30 years,” he warned. “For that reason, special attention must be given to this area.”

Bieger cited a need to have a union representative of the asbestos site workers included on the site’s “authorized visitor list.”

The public safety before issuing a final version of Industrial Code Rule 56.

Gallagher chaired the Buffalo hearing.
When it was brought to her attention that automobile drivers were routinely violating state law and passing stopped school buses with flashing red lights operating in and around her community, Lorraine Breedveld did something about it. And the community responded in a huge way.

Breedveld, a bus driver herself and a member of the Warwick Valley School District Unit of Orange County CSEA Local 836, said she felt compelled to do something after learning during a meeting of district bus drivers that stopped school buses had been passed illegally by automobiles more than 300 times during September and October.

She said she recalled that a 6-year-old child had been killed in neighboring Ulster County the previous year, and she feared that a Warwick child could meet a similar fate. Public awareness of the dangerous situation must be raised, she decided, and immediately volunteered to begin a campaign.

Initially Breedveld and several drivers addressed the members of the school board, relating incidents where passing cars could have caused serious or fatal accidents if drivers had not been alert enough to quickly close bus doors to prevent students from stepping from the bus. “We have to raise the awareness of the people in this community of this problem,” Breedveld said after one driver told of a vehicle passing his bus on the right.

So she and a committee went into the community to raise the issue and the consciousness, flooding area radio and cable television stations with press releases. She contacted local groups and businesses for support, and her committee made a series of roadside signs. Next came a poster contest sponsored by the bus drivers, and today the posters made by school children can be seen in the windows of local businesses and in public buildings all over town.

Breedveld said she was impressed by the willingness of local residents and businesses to help. A local printing company is donating bumper stickers. Fliers will be printed by print shop students from the Board of Cooperative Educational Services (BOCES), and local insurance companies and the telephone company have agreed to enclose the fliers in their billings to customers. And even inmates at the Mid-Orange Correctional Facility are donating materials and time to make roadside signs.

The campaign is working, and incidents of cars passing stopped school buses have decreased. But Breedveld and her group say they won’t stop now.

The bus drivers are concerned about state laws that require the bus driver to obtain not only the license plate number of an offending car, but be able to positively identify the driver. The group plans to meet with local and state law enforcement officials soon to discuss problems related to obtaining convictions in such cases.

School Business Administrator Ed Rhine says he’s very impressed with the campaign. “I’m very thankful that the drivers raised this issue prior to a disaster. They took the initiative. They’re the driving force and we’re proud of them.”
VDT recommendations set two-year goal

ALBANY—Recommendations from a joint CSEA-state committee for a state policy on video display terminals (VDTs) call for worksite improvements within two years.

Once the state Office of Operations adopts a policy, New York will be the first state to have a VDT policy resulting from labor-management cooperation.

The joint CSEA-state Safety and Health Committee released seven pages of recommendations late last month. They are the culmination of months of work and concentrate on changes in the work site to improve the safety and health of state employees who work with VDTs.

"This is a major movement," said CSEA President William McGowan. "It's very significant because New York State, once it implements the policy, will be the first major employer to do something along these lines."

The labor-management cooperation in the VDT policy recommendations was established in the contract between CSEA's Administrative Services Unit and the state. The safety and health committee hired Dr. Robert Arndt of the University of Wisconsin's preventive medicine department to help write the recommendations.

CSEA statewide Secretary Irene Carr praised the recommendations, but said she is concerned about enforcement of a VDT policy.

"We want to see a true commitment to develop these kinds of plans. We have been assured by the Governor's Office of Employee Relations that this is a policy to be implemented," Carr said. "The worksite is changing and we must be prepared to adapt to those changes."

Before the recommendations can be implemented, however, the state must adopt a policy.

"The state will develop a policy from these recommendations and the point basically is to have each agency study their needs," said James L. Corcoran III, CSEA director of Occupational Safety and Health. "Two years is a target for the agencies to put forth a good-faith effort to be in compliance with the policy."

The recommendations apply specifically to issues relating to the worksite, including worksite design, lighting, keyboards, operator chair and worktable, training, maintenance and policy implementation. They are intended to be guidelines used by state agencies in establishing worksites that reduce the amount of strain, stress and injury a VDT operator may encounter on the job.

"The recommendations are good. Considering that they come from labor and management, I think they're very good," Corcoran said. "It's a start."

Corcoran said that the recommendations are rooted in concern for the worker.

"The problem with the technology basically is they were just plopping these terminals on desks. The employer did this knowing full well he wanted to increase production at a low cost," he said. "There was no concern for the operator."

The VDT policy recommendations are fairly general so that they can be interpreted for the many different worksites, but they call for worker input in implementing the policy at each worksite.

"It's extremely important for the operators to be directly involved," Corcoran said. "Agency policy can't be developed in a vacuum. There has to be some dialogue."

Once the state adopts a policy, the next step will be implementation, and CSEA will be involved in that process, Corcoran said. Videotapes explaining the policy will be produced and CSEA's Occupational Safety and Health staff will be available to help agencies implement the policy.

"I know that my staff will be directly involved at the local level," Corcoran said. "We've got a large task in front of us, but it's achievable."

Preparing for the workplace of the future

CSEAP: More room to grow

ALBANY—Calling it the "workplace of the future," CSEA President William McGowan praised the newly-expanded training center for the Clerical and Secretarial Employee Advancement Program (CSEAP) at the center's opening.

"This center is a great opportunity for us," he said. "We want our people to have every opportunity. We need this center in other locations.

"Keeping pace with technology is like trying to change a tire while the car is moving," Hamelink said. "The center is trying to help workers become more comfortable with the work they're doing."

Joanne Jones and Karla Dumas, members of CSEA Local 170 in Raybrook, attended the CSEAP center to see what training could be used for workers at the Adirondack Correctional Facility.

"Our computer people are leaving and we need training," Jones said. "This center is a great opportunity for us."
SNOW JOBS

REBBA WYNN, a park recreation aide, uses skis to patrol trails in the Clay Pit Ponds Park Preserve in Staten Island after a recent heavy snowfall hit the area.

IT WAS 36 DEGREES BELOW ZERO and the snow piles were higher than the garbage piles on a recent winter day when we caught up with Joe Ashley, above, a CSEA member in the City of Troy Department of Public Works on his rounds.

BOB DORSEY, standing at right and in insert, clears roadways in Hecksher Park in East Islip, Long Island, so deer (background) can be fed by park employees from Thanksgiving to Easter.

SNOW BANKS and cold weather are a constant challenge to Joe Ashley, left, and Willis Bergerson as they go about their refuse collection chores during winter months.

IT WAS DARK, COLD AND SNOWY when CSEA member Jeffrey Green stepped out of his snowplow cab to check equipment on the night shift working out of the Chautauqua County Department of Public Works.
Irate union leaders step up protests of Rome center closing

“We're going to oppose every single move they (State) make until we get a commitment about job security...”
— Jim Moore, Region V President

By Charles McGeary
CSEA Communications Associate

ROME — Taking direct aim at the state decision to close Rome Developmental Center, CSEA Region V President Jim Moore vowed the union fight for job security for 1300 facility employees would dog Gov. Mario Cuomo on the presidential campaign trail if he runs for national office.

Rome Developmental is one of seven facilities scheduled to be shut down between 1987 and 1991 under a “Developmental Center Closure Plan” recently announced by Gov. Cuomo and Commissioner Arthur Y. Webb of the state Office of Mental Retardation and Developmental Disabilities (OMRDD). Other sites are Staten Island, Westchester, Craig, Bronx, Manhattan and Newark.

In hard-hitting language delivered at a press conference, Moore and Jon Premo, president of Local 422, said the job security the union seeks would involve guaranteeing employees would be able to have the same jobs they presently hold, or assurances that the state would pay for training to prepare them for new jobs.

Moore added that the jobs should be in the same area.

“We are not going to stand by while our members are forced to sell their homes, and suffer the hardships of leaving their communities,” he said.

Premo underscored Moore's statements and added CSEA's primary concern is for supportive services employees, who make up a third of Local 422 membership.

“The direct care employees, who deal directly with the clients, will have work even if the clients are relocated to community residence facilities,” Premo said. “But if buildings are closed, what happens to maintenance, trades and clerical people? Where will they go?”

The announcement of the proposed closing of Rome D.C. by 1991 also brought a statement from Jim Martin, vice president of Local 422.

“This entire episode was the perfect example of poor — make that very poor — employee relations. Instead of explaining the long-range plan to the employees, they sock it to us through the media from some carpeted room in Albany,” Martin said. “I think, as dedicated employees, we deserved better treatment.”

Moore added the union plans to oppose every single move that they make “... until we get a commitment about job security.

“I want a commitment from higher up than the director of the facility. That commitment should come directly from the governor,” he said.

“We are not going to panic. We are confident we can get job security.”

Moore also noted that CSEA endorsed Cuomo's run for governor on both occasions, and said the governor can return the favor by assuring job security for those employees. “That's the purpose of political endorsements!”

To underscore his statements, Moore said the union will be prepared to send bus loads of CSEA members around the country to demonstrate where the governor may make campaign speeches, if he decides to launch a bid for the Democratic nomination for president.

“We intend to take this fight to our local representatives in the state Legislature, and all the way to the governor's office,” Moore added.

A series of informational meetings has been scheduled to keep employees fully aware of any new developments.

“We plan to update every employee on all shifts by open letters of explanation and general membership meetings,” Premo said. “We are well-organized and will do everything in our power to keep the members well informed.”

THE REPORT shown above calls for the closing of seven developmental centers statewide, including Rome. The job security of 1,300 people is at stake.

Cuomo's run for governor on both occasions, and said the governor can return the favor by assuring job security for those employees. “That’s the purpose of political endorsements!”

To underscore his statements, Moore said the union will be prepared to send bus loads of CSEA members around the country to demonstrate where the governor may make campaign speeches, if he decides to launch a bid for the Democratic nomination for president.

“We intend to take this fight to our local representatives in the state Legislature, and all the way to the governor's office,” Moore added.

A series of informational meetings has been scheduled to keep employees fully aware of any new developments.

“We plan to update every employee on all shifts by open letters of explanation and general membership meetings,” Premo said. “We are well-organized and will do everything in our power to keep the members well informed.”

FIGHTING FOR JOBS — Region V President Jim Moore, standing left, emphasizes union's prime concern for employees' job security following the state-announced plan to close Rome Developmental Center. Also covering the range of closing issues were: seated, from left, Jon Premo, Local 422 Rome D.C. president; Jim Martin, Local 442 vice president; and Rick Fiorini, Local 442 board representative.
Jean Van Dunk, an employee of Middletown Psychiatric Center, talks with Assemblywoman Mary McPhillips, right.

Assemblyman Stephen Saland of Poughkeepsie talks with Dutchess County Unit President Carl Mathison.

Breakfast of champions

PAC honors winners

The CSEA Region III Political Action Committee backed some winners in November — 26 to be exact.

The committee recently honored the 18 Assembly candidates and the eight state Senate candidates who received CSEA endorsement and were winners in the November elections.

The accompanying photographs were taken at the breakfast the committee hosted to congratulate the winners.

February 8, 1987

The Public Sector
ALBANY — Regional officers will be elected in each of CSEA’s six regions in an election process that begins in early March and ends in late June.

Under the union’s open election procedures, any member in good standing can have his or her name placed on a ballot by obtaining a minimum of 500 CSEA member signatures on an official petition form.

The union’s statewide Election Committee will oversee the balloting. CSEA’s Board of Directors recently adopted the following election schedule:

- **March 2** — Nominations open. Petitions available from CSEA regional offices and CSEA Headquarters.
- **April 7** — Final day for nominating petitions to be received at CSEA Headquarters. Deadline is 5 p.m.
- **April 30** — Drawing for ballot position.
- **May 4** — Names, photos and candidate statements printed in The Public Sector.
- **May 15** — Official ballots mailed.
- **May 22** — Replacement ballots available.
- **June 10** — Ballots must be returned by noon. Ballot count begins. Results announced when final. Protest period ends ten days after official results announced.

In order to be eligible, a candidate must have been a member in good standing of CSEA since June 1, 1986 and continuously paid membership dues since then. In addition, he or she cannot be a member of a competing labor organization and must not be prohibited from holding office under a penalty imposed by the CSEA statewide Judicial Board.

---

**Special election to fill Four vacant Board seats**

ALBANY — A special election to fill vacancies on CSEA’s statewide Board of Directors will begin on March 2.

Listed below are the open seats, as well as the number of member signatures required to qualify as a candidate:

**STATE EXECUTIVE COMMITTEE**

<table>
<thead>
<tr>
<th>Board Seat</th>
<th>Number of Signatures</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mental Hygiene</td>
<td>450</td>
</tr>
<tr>
<td>(Region I)</td>
<td></td>
</tr>
<tr>
<td>Executive Department</td>
<td>450</td>
</tr>
</tbody>
</table>

**LOCAL GOVERNMENT EXECUTIVE COMMITTEE**

<table>
<thead>
<tr>
<th>County</th>
<th>Number of Signatures</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dutchess County</td>
<td>135</td>
</tr>
<tr>
<td>Herkimer County</td>
<td>32</td>
</tr>
</tbody>
</table>

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

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

In the Local Government Division, a candidate needs petitions signed by not less than 10 percent of eligible voters in the Local her or she wishes to represent. Not more than 450 signatures are required.

The union’s statewide Election Committee will oversee the balloting which will be conducted by the Independent Election Corporation of America, Lake Success, N.Y. CSEA’s Board of Directors has adopted the following election schedule:

- **March 2** — Nominations open. Petitions available from CSEA regional offices and CSEA Headquarters.
- **April 7** — Final day for nominating petitions to be received at CSEA Headquarters. Deadline is 5 p.m.
- **May 4** — Names, photos and candidate statements printed in The Public Sector.
- **May 15** — Official ballots mailed.
- **May 22** — Replacement ballots available.
- **June 10** — Ballots must be returned by noon. Ballot count begins. Results announced when final. Protest period ends ten days after official results announced.

In order to be eligible, a candidate must have been a member in good standing of CSEA since June 1, 1986 and continuously paid membership dues since then. In addition, he or she cannot be a member of a competing labor organization and must not be prohibited from holding office under a penalty imposed by the CSEA statewide Judicial Board.
What are your feelings about the importance of Black History Month?

DAISY KENNEDY
Brooklyn Developmental Center
Local 447

“I feel glad that my children today have the opportunity to study about the history of black people, especially Martin Luther King and Harriet Tubman, even though I didn’t have this kind of teaching when I was in school.”

THOMAS WATSON
Kingsboro Psychiatric Center Local 402

“I believe there should be more emphasis on black history, especially to the younger generation.”

JULIA STANLEY
Institute for Basic Research
Local 438

“Black History Month gives everyone, including myself, an opportunity to understand the problems that black people have had. I do hope that we could all join together and erase these problems to a greater extent.”

February 8, 1987
REGION V — Joe McMullen, right, president of CSEA Local 635, SUNY at Oneonta, presents Lorraine Opramolla with her scholarship. Looking on are her parents, Robert and Joyce Opramolla. Lorraine attends Webb Institute of Naval Architecture. Her mother, a member of Local 605, is a senior stenographer at SUNY Oneonta.

McDonough Scholars

Six sons and daughters of CSEA members have been announced as winners of Thomas McDonough Memorial Scholarships for Continuing Studies from CSEA for the 1986-87 college school year.

The awards are named in memory of the late Thomas McDonough, a long-time union activist who served as statewide executive vice president of CSEA. The one-time grants are designed to aid upperclass college students complete their college studies.

The McDonough scholarship winners, one from each of CSEA's six regions, are all previous winners of Irving Flaumenbaum Memorial Scholarships awarded by CSEA to deserving high school graduates entering their freshman year of college. One of the six, Dawn Marie Albano, is also a previous winner of a McDonough scholarship as well.

Following is a brief profile of the McDonough scholarship winners for 1986-87.

REGION II — Andre Walker, center, is congratulated by Region II President George Donoruglio and Lamonte Wade, Region II member of the statewide CSEA scholarship committee. Walker, who attends Pennsylvania State University, is the son of Marlene Walker, a mental hygiene therapy aide and member of CSEA Local 447, Brooklyn Developmental Center.

REGION I — Region I President Danny Donohue, left, and Helen Noonan, right, look on as Kathleen Noonan receives her scholarship from Dorothy Goetz, Long Island Scholarship Committee Chairperson. Mrs. Noonan is a stenographer at Kings Park Psychiatric Center. Her daughter is studying political science at Barnard College.

REGION III — Dawn Marie Albano, third from left, accepts her scholarship from Westchester County Local 865 President Janice McGuinness. To her left are Region III Field Representative Glenn Blackman and Region III President Par Mascetti. Her father, Richard Albano, right, works for the Town of Eastchester. Dawn attends Hofstra University.

REGION IV — Brian Mormile, third from left, accepts his scholarship from Pauline McDonough, widow of Thomas McDonough. Looking on are from left: Region IV President C. Allen Mead; Brian's mother, Kathryn Mormile, a health aide and a member of Montgomery County Local 829; Bill Pottering, a member of the scholarship committee; and William Zippiere, Local 829 president. Mormile attends the University of Miami.

REGION VI — Cort Anastasio, above, of Corning, attends Brown University in Providence, R.I. His mother is a clerk in the Corning Painted Post School District and is a member of Steuben County Local 851.
Reagan budget counts on uncertain economic hope

President Reagan has apparently met the requirements of the Gramm-Rudman law in preparing his budget for Fiscal Year 1988 (FY '88), but at issue is how he did it.

While the budget technically meets the Gramm-Rudman deficit goal of $186 billion for FY '88, it does so by relying on questionable economic assumptions and by continuing the Administration's policies of big defense increases, big domestic spending cuts and no significant tax increases.

The domestic budget would be cut an actual $18.7 billion in FY '88 through terminations and reductions in programs assisting primarily the poor and middle class. Of this amount, one-third would come from low-income programs which constitute only one-ninth of the federal budget. Virtually all non-defense spending would be cut below the amount needed to maintain their current level of services, which would be $36 billion more than proposed.

The biggest cuts would come in Medicare, other health programs, post-secondary aid and loans to low- and moderate-income students, low-income housing and mass transit, including operating subsidies. Vocational education, WIN, housing for the handicapped, and state and local drug enforcement grants would be eliminated. Major cuts are proposed in Medicaid, Aid to Families with Dependent Children and Food Stamp administration, public housing subsidies, and employment services. Moderate-income students would be cut out of the school lunch program and VA and FHA mortgages would be more costly to obtain.

The defense budget in contrast would rise by $22 billion, pushing it to $186 billion over the FY '80 level. This would mean a 117% increase in defense dollars over the six-year period. When inflation is taken into account, the annual real growth since 1980 would be 5.2%, well above the 3% post-inflation growth target of the NATO countries.

The emphasis in the President's defense budget is on weapons development at the expense of military readiness. No major weapons systems would be cancelled, and research and development (on such items as Star Wars, which would get a 66% increase from $3.6 billion to $5.2 billion) is the biggest growth area, thereby forecasting continued future escalation of defense costs. Should the President's pending plans for the rest of the 1980s be accepted, the nation would have devoted $2.8 trillion for defense over Social Security and Medicare as a way to cut the federal deficit. A solid majority opposes cuts in federal aid for highways, local public schools, low-income programs, nursing home care, sewage treatment and community development, precisely the areas hit hardest by the Reagan budget.

Even so, President Reagan's budget cannot be disregarded entirely because Congressional Democrats will be concerned that they not be perceived as big spenders and taxers or soft on defense. And in that political dynamic the President's budget becomes the political standard against which other ideas are measured.

CETA alert: Deadline near on retirement credit buy back

ALBANY — If you're a former Comprehensive Employment and Training Act (CETA) worker now in regular public employment, you still have until March 31st to apply for retirement system credit for your CETA service.

To be eligible, you must have transitioned into your regular public employment directly from your CETA position. You must also have completed at least five years of public employment with standing in the NYS Retirement System. If you complete the five years of public employment after the March 31 deadline, you have up to one year after the time of the completion to file for the credit. The cost of the additional contribution to the retirement system will be borne by the employer you worked for as a CETA worker, except for the amount you would normally pay into the system for the time of service. The credit buyback does not affect your retirement tier standing.

The reopened "window of opportunity" to apply for service credits is the direct result of a CSEA-backed bill passed during last year's legislative session. It was needed because the rigid terms of the previous requirements shut out many former CETA workers who through no negligence of their own failed to make the appropriate application.

To take advantage of the service credit buyback, you must send a letter to the New York State Comptroller specifically stating that you wish to buy back CETA service credit for retirement purposes. You must include your name, address, social security number, retirement registration number, date of your CETA employment, and the name and address of your CETA employer.

Send it to:
NYS Employees Retirement System
ATTN: Arrears Unit (14th floor)
Alfred E. Smith State Office Building
Albany, New York 12244
Auto insurance rates now just phone call away

A new telephone service which will enable CSEA members to obtain auto insurance rates with a single phone call will go into effect Feb. 11.

When a member dials a toll-free number (1-800-833-6220, ask for Operator 40), they will be in direct contact with an insurance counselor from Jardine Emett & Chandler Inc.

Members will be asked to provide information such as make, model and year of car, and the individual’s data will be entered into a computer within the hour.

Once the information is given over the phone, an insurance quote and computer printout will arrive in the mail at the member’s home within 48 hours.

The program was conducted briefly on an experimental basis in 1985, and as of Feb. 11 will become a permanent service offered exclusively to CSEA members.

Members may call the toll-free number (1-800-833-6220, ask for Operator 40) between 8:30 a.m. and 4 p.m. Monday through Friday.

A spokesperson from Jardine Emett & Chandler Inc. said the telemarketing department is exploring expanding the service to other insurance areas for the benefit of CSEA members.

CSEA lawsuit upheld in Supreme Court

Financial disclosure is thrown out in Syracuse

SYRACUSE — A state Supreme Court justice has thrown out a financial disclosure policy which would have affected many Syracuse City employees. CSEA had brought the lawsuit, which challenged the legality of a financial disclosure policy initiated by Syracuse Mayor Thomas Young.

Supreme Court Justice Thomas Murphy has ruled that Young did not have the authority to issue such a policy without the approval of the Syracuse Council. Justice Murphy also declared the policy illegal because it failed to provide sufficient confidentiality and protection against publicity.

CSEA filed the lawsuit last May shortly after the mayor announced plans to institute the policy. It would have required about 100 city employees, cabinet members and members of some boards and their spouses to disclose their assets, indebtedness, sources of income and political affiliations. About half the employees affected are CSEA members.

Attorney Michael Smith of CSEA's lawfirm of Roemer and Featherstonhaugh said, “I found the disclosure of political affiliations particularly offensive. Disclosure statements are hard on employees and generally do not expose corruption.”

CSEA has also filed an Improper Practice charge against the city with the Public Employment Relations Board (PERB) over the matter.
A real humanitarian

HUMANITARIAN OF THE YEAR — Dorothy Haden, a CSEA shop steward for Local 432 at Westchester Developmental Center, was named winner of the 1987 Martin Luther King Humanitarian Award during ceremonies held recently in Tarrytown. A beaming Haden accepts the award from Andrew Farley, left, vice chairman of the Human Relations Committee and a member of Local 432. Others present for the ceremony included her daughter, Cecelia Hall; her son, Stuart; her husband, Lloyd, and CSEA Local 432 Vice President Richard Colson. Haden, a therapy aide who works at Adams House, a community residence in White Plains, was cited for her community involvement and union activities.

Empire Plan claims

A REMINDER — All 1986 Empire Plan Major Medical claims must be submitted before April 1, 1987, to Metropolitan Life Insurance Company, CPO Box 1600, Kingston, N.Y. 12402-0600.

Major Medical claim forms may be obtained from state agency personnel/business offices or from the Metropolitan Life Insurance Company. Be certain your doctor or other provider fills in all the information asked for on the claim form, and be sure to sign the form. If the form is not filled in by the provider, all bills submitted must include all information asked for.

Questions concerning claims should be directed to Metropolitan at the following toll-free telephone numbers:

Within NYS: 1-800-942-4640
Outside NYS: 1-800-431-4912

Now that's a great idea

A GOOD IDEA — Kay Perfetti, center, a member of Department of Law CSEA Local 672, holds a check for $260 and a certificate of merit in recognition of an award-winning suggestion she submitted. Senior Attorney Frank Tedeschi presents the check and Local 672 official Elisa Bursor delivers the certificate. Perfetti suggested changing a “satisfaction of judgment” from a two-sided document to one side which makes it usable on display writer equipment.

Davis, Percy, Pesci: remembered

We regret to announce that three well-known former CSEA activists died recently.

NELLIE DAVIS, past president of CSEA’s Hudson River Psychiatric Center Local and a founder of CSEA’s retirees organization, died last month in Poughkeepsie. She joined CSEA in 1929 and retired in 1972.

ELEANOR S. PERCY, who was president of CSEA’s Jefferson County Local from 1968 to 1977 and who held many union offices, died recently in Albany.

VICTOR V. PESCI, a CSEA activist in the 1960s and ’70s until named deputy superintendent of banks for the state Banking Department, died in late January in Hackensack, N.J.
Oswego City School Unit fights district's delays

By Charles McGeary
CSEA Communications Associate

"They're holding 330 employees hostage because of the arbitrator's decision!"

And that, according to CSEA Collective Bargaining Specialist Roger Kane, is why CSEA plans to file an unfair labor practice against the Oswego Board of Education.

Kane says the board has refused to ratify a contract that was agreed upon well over a month ago. The agreement covers the approximately 330 non-instructional employees represented by CSEA in the Oswego City School District.

He charged the district is holding up the contract, which is retroactive to July 1, 1986, because the district lost an arbitration ruling to the union over the hiring of a maintenance worker.

"They lost the arbitration and now they want to reopen negotiations," Kane said.

School officials have publicly agreed that the arbitration ruling is why they are balking at ratifying the contract. CSEA disagrees with the district claims that the ruling changed the terms of the contract regarding promotions and the union refuses to renegotiate that provision.

The arbitration concerned the hiring of a maintenance worker in March 1985. Four district employees applied for the $14,000-a-year job, but it was given to a person who was not a school employee. That person, the union charges, is a "friend of a board member."

Union members picketed the latest Board of Education meeting, and, Kane said, if the board does not ratify the contract quickly, the union will file an unfair labor practice charge against the school district with the Public Employment Relations Board (PERB).

The contract, which covers bus drivers, mechanics, food service workers, custodial staff and clerical personnel, calls for pay increases of 9.75 percent, 9.25 percent and 8.75 percent in each of three years.

Kane also charged that the school district is "attempting union busting" because some clerical employees have been approached and told to form a separate bargaining unit. In addition, the district has granted some raises to "a couple" of people who are covered by the CSEA contract, he said.

BR-R-R, IT'S COLD on the informational picket line in Oswego. Protesting in the cold are, from left, Oswego City Schools Unit President Bob Marino, Oswego County Local 838 President Linda Crisafulli and Region V President Jim Moore. The demonstration by 100 school district employees at a Board of Education meeting protested the district's failure to ratify a contract after both sides had reached a tentative agreement.