DELEGATES APPROVE LAW DEPARTMENT

A GOOD DEAL FOR THE MEMBERS!

CSEA GENERAL COUNSEL MARJORIE KAROWE
Everyone enjoys the circus — it’s entertainment that appeals to the entire family and the child in each of us.

With that in mind, CSEA is offering special discount admission prices to CSEA members and their families to selected performances of the world famous Ringling Bros. and Barnum & Bailey Circus, “The Greatest Show on Earth,” May 20, 21 and 22 at the Glens Falls Civic Center.

In cooperation with the circus management, CSEA members and their families will be admitted, with the coupon printed below, at $2 each off the regular admission price. This offer is good for circus performances at the Glens Falls Civic Center at 7:30 p.m. Wednesday, May 20; 10:30 a.m. and 7:30 p.m. Thursday, May 21 and 4 p.m. Friday, May 22.

Simply clip out the coupon below and present it at the ticket office at the Glens Falls Civic Center for any of the performances listed above to receive $2 off the admission price for CSEA members and members of their families.

The Ringling Bros. and Barnum & Bailey Circus is appearing at the Glens Falls Civic Center May 19-24. The special discount prices are in effect only for the four performances listed above.

Presentation of this coupon for $2 off the regular admission price for members of The Civil Service Employees Association (CSEA) and their families to any of the following performances of the Ringling Bros. and Barnum & Bailey Circus at the Glens Falls Civic Center; 7:30 p.m. Wednesday, May 20; 10:30 a.m. and 7:30 p.m. Thursday, May 21 and 4 p.m. Friday, May 22.

Campaign literature distribution help

ALBANY — CSEA will comply with all reasonable requests of candidates for union office to distribute campaign literature to the membership at the candidate’s expense.

The following procedures apply:

Candidates must pay in advance by either certified check or money order made payable to “CSEA Inc.” Cost is approximately 30 cents per letter which includes printing (one-side only), handling and mailing via first class postage.

Maximum size for printed materials is 8 1/2 by 11” and the limit is one enclosure per mailing. Camera-ready artwork must be provided.

Mailings will be done on a first-come, first-served basis or on after April 30.

Candidates may also have campaign materials printed and envelopes stuffed elsewhere and then delivered before May 1 to CSEA Headquarters for mailing. They may also purchase mailing labels and mailing lists at cost.

CSEA will also provide, at no expense, a list of local and unit presidents in the candidate’s jurisdiction. Send written requests, only, to: CSEA Elections Processing Unit, P.O. Box 7125, Capitol Station, Albany, N.Y. 12224.

Meanwhile, candidates, or proxies with written authorizations, may observe all aspects of the literature distribution on weekdays between 8:30 a.m. and 5:00 p.m. at CSEA Headquarters, 143 Washington Ave., Albany. In addition, they may observe the elections process (printing and mailing of ballots, picking up and opening of ballots, etc.) which is being handled by the Independent Election Corporation of America (IECA), Lake Success, N.Y.

It is recommended that observers notify IECA in advance of their visits by phoning (516) 437-4900.
Delegates OK law department

KIAMESHA LAKE — CSEA delegates made history on April 9 when they decided that the union will — for the first time ever — have its own Law Department.

By a decisive 1,171 to 784 vote at a Special Delegates Meeting here, the delegate body endorsed recommendations made by a special committee they appointed last fall to review CSEA legal services. (Committee findings were published in the March 23, 1987, edition of The Public Sector.)

As part of the same resolution establishing a CSEA Law Department, delegates approved the appointment of Attorney Marjorie E. Karowe as General Counsel. (A profile on General Counsel Karowe appears on page 10 of this edition of The Public Sector.)

The committee, after an exhaustive five-month study, concluded that “the delivery of legal services to CSEA by the law firm of Roemer & Featherstonhaugh is unsatisfactory” and recommended that such services be “terminated.”

They also outlined proposals for in-house legal services.

Delegates accepted the committee’s advice after five hours of free-wheeling debate.

The meeting, called by petition of 25 local presidents, was chaired by CSEA President William L. McGowan, who supported the committee’s recommendations, explaining that since the union already provides so many direct services (benefit fund, employee assistance program, education and training, etc.), “it was now time to have our own Law Department dedicated only to CSEA and to no outside interests.”

He also put together a proposal for establishing an in-house department which he estimates will save more than $250,000 annually.

McGowan told the delegates that for such a department to succeed, “we need someone with a real dedication to unionism who will have our interests at heart.”

“The one person who fits the bill is Marge Karowe. With no reservations, I would choose Marge as our General Counsel. Marge has over 12 years experience with CSEA and loves this union as we do,” McGowan said.

The morning after the delegates meeting, Karowe was in CSEA Headquarters in Albany setting up shop.

She will direct a staff of eight full-time attorneys, two legal assistants, one paralegal and four secretaries.

CSEA will also maintain its existing network of regional attorneys.

WHEREAS, this Delegate Body, pursuant to the Certificate of Incorporation of The Civil Service Employees Association, Inc., as amended, has full power and authority to transact any and all business of the Association at meetings of the Association; and

WHEREAS, this Delegate body has received, reviewed and deliberated upon the Report of the Special Committee to Review the Delivery of Legal Services and now wishes to act upon its findings and recommendations;

NOW THEREFORE, upon motion duly made and seconded; it is

RESOLVED that the legal services of Roemer and Featherstonhaugh, P.C. as General Counsel, and in any other capacity, to The Civil Service Employees Association, Inc. be, and hereby are, terminated forthwith; and it is further

RESOLVED that this Delegate Body hereby establishes a CSEA Law Department as recommended by the Committee and directs President McGowan to organize the Department and arrange for the delivery of legal services in accordance with the outline presented to this Delegate Body by the President; and it is further

RESOLVED that the President is authorized and directed to implement this plan and to expend funds therefore in an amount not to exceed that already approved and budgeted by the CSEA Board of Directors for legal services for fiscal year 1986-87; and it is further

RESOLVED that this Delegate Body accepts the recommendation of the President to, and hereby does, appoint Marjorie E. Karowe as General Counsel to The Civil Service Employees Association, Inc.; and it is further

RESOLVED that this Delegate Body directs the Treasurer and Comptroller of CSEA to pay immediately upon direction of the President, such monies as may be necessary to implement the delivery of legal services in accordance with this resolution; and it is further

RESOLVED that this Delegate Body authorizes the President to perform such acts as may be necessary to carry out this resolution, and directs him to report back at the next Annual Convention regarding the implementation of this resolution; and it is further

RESOLVED that this Delegate Body hereby prohibits the Board of Directors of CSEA from taking any action which is inconsistent with the Resolution.
Winning is often a matter of degrees — piece by piece, little by little until it all comes together in victory. That’s the way it is in union organizing too — final victory for oppressed workers is often measured in a series of gains and inroads and may not come all at once on the first try. This is a story about a perfect example — St. Elizabeth Hospital in Utica.

The following was compiled from the recollection of conditions, events, thoughts and experiences of CSEA Organizer Sue Bucrizinski during CSEA’s initial attempt to assist employees of St. Elizabeth’s Hospital in organizing themselves into a union. It also represents a public promise to the employees and the management of St. Elizabeth Hospital — we are still around, available to meet with employees and we will be back for another election.

There was an awful lot of irony in that sign along the entrance road as you approached St. Elizabeth Hospital.

“OUR EMPLOYEES ARE ‘SAINTS’,” it exclaimed.

So why are they treating the employees like the devil?

By Roger A. Cole
Editor, The Public Sector

UTICA — By February 1986, a group of licensed practical nurses (LPNs) who work at St. Elizabeth Hospital in Utica had about all they could take of low wages and no raises; low staffing ratios; and no relief to their problems in sight.

They were tired of being yanked from ward to ward throughout their shifts to plug gaps caused by understaffing — being shuttled from the emergency room to the nursery or maternity or the intensive care unit; one person trying to do the work of two.

But employees had little or no recourse — no grievance procedure that meant anything, for instance. And, of course, no seniority rights for promotions, no shift bidding system, no real protection from layoffs or firings.

When they complained, they were told, “Go find a job somewhere else if you don’t like it.” Some did just that.

But when management commissioned the “Hudson Brothers” to conduct a time study of employees, at a reputed cost of some $2 million, the handwriting was on the wall — management was planning even further staff reductions after the Health Systems Agency had refused the hospital’s request to build a new medical surgical ward.

“They (time study consultants) even followed us into the operating room to time us,” one aide noted.

Many of the employees were still paying the hospital through payroll deductions their individual contributions for the proposed surgical ward even as management searched for ways to cut staff. Occasional creation of $30,000 management positions, meanwhile, was like rubbing salt in the wounds.

The LPNs looked around at fellow employees in nursing

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UNORGANIZED

(Continued from Page 4)

services — nurses aides, ward secretaries and orderlies — and saw
their working conditions were just as deplorable.

Some of the employees remembered what it was like when they
tried to organize a union 10 years ago — the threats and fears of
losing their jobs or jeopardizing promotional opportunities were still
fresh in their minds even after a decade.

Still, things were getting so bad there were those who decided it
was worth the risks all over again.

Some knew friends and relatives who worked in neighboring state
sectors. It is never easy. Sometimes it takes many tries and several
years to overcome the tremendous advantages management has in
trying to prevent their employees from organizing into a union.

No union can hope to win a union representation election
without first building a strong grassroots organization from the
ground up. When CSEA was invited by disgruntled St. Elizabeth’s
employees to help them unionize, union representatives found a core
of determined and committed employees ready to form the internal
organizing committee so important to an election campaign.

In the private sector — and St. Elizabeth is a perfect example
— management’s advantages are enormous. Management, in
essence, determines the composition of the bargaining unit. And
until the National Labor Relations Board (NLRB) officially
approves the unit (almost always what management wants), the
organizing people have no idea who will ultimately be allowed to
vote in a union election.

And yet, the union must provide union authorization cards
signed by a minimum of 30 percent of the bargaining unit before an
election will be ordered. That sign-up campaign must begin as soon
as possible.

At St. Elizabeth, the internal organizing committee of hospital
employees used the freedom of information law to obtain some idea
of how many employees might ultimately be involved. But a better
idea evolved from committee members putting together lists of
employees, department by department, from personal observations.

Under the guidance of CSEA professional staff, the organizing
committee met regularly to coordinate the campaign. Local
restaurants near the hospital became gathering points for CSEA
organizers and committee members, their number steadily
increasing as the campaign gathered momentum.

Warned by first line supervisors not to talk to other employees
on the job about union organizing, committee members stepped up
after-hours telephone calls to employees at home.

Then, with union authorization cards being signed at a good
rate, organizers and committee members began showing up at the
front and back gates of St. Elizabeth at shift changes — before 6
a.m. and prior to the afternoon and evening shifts. They distributed

CSEA STATEWIDE PRESIDENT William L. McGowan, right, came to
Utica to meet with St. Elizabeth employees during the campaign. Here he
answers questions for hospital employees Bob Czerkies and Jackie
Edwards.

union material explaining why a union was necessary and how a
union could address many of the major problems confronting
employees. Often it was freezing cold and wet as late fall 1986
descended upon central New York.

Meanwhile, management turned to one of its greatest
advantages — determining the makeup of the bargaining unit.

CSEA submitted a petition requesting to represent employees in
the direct patient contact areas — nursing services and
housekeeping. Management, as expected, added hundreds of other
non-professional employees, mostly clerical workers whose jobs are
vastly different and who experience far less problems with forced
time and other matters confronting direct patient contact
employees. Even a number of Catholic nuns were allowed to vote at
management’s insistence.

When the NLRB scheduled an election for just one month later,
the union and the internal organizing committee for the first time
— after a year of working on the campaign — finally had an official
list of the names and addresses of employees eligible to vote in that
election. Rather than the 280 employees the union wanted to
organize, the unit was now stacked with 645 employees, including
nuns, clerical employees, employees at the school of nursing, and
even from outpatient clinics off the hospital grounds.

With precious little time, and facing massive odds, the union’s
campaign swung into full gear. Things became very hectic as
committee members set up teams to visit homes of employees and
operated telephone banks to contact eligible voters.

CSEA organized direct mailings, provided insurance
comparisons, prepared a wide variety of informational material and
scheduled experts on many subjects to be available to answer
questions from employees. A CSEA mobile office parked nearby
became a visible symbol of CSEA’s presence and served as a field
campaign office.

Election day came on Feb. 13, 1987. It was a payday for
employees at St. Elizabeth, a factor favoring a pro-management
vote. It was also a Friday the 13th, which some saw as a bad omen.

When the ballots were tabulated that day, the effort to unionize
fell 99 votes short. Given the odds and the barriers along the way, it
was a commendable showing.

Now here’s the rest of the story! The campaign to unionize
employees at St. Elizabeth Hospital continues. The employees are
currently attempting to set up a labor-management forum with the
administration to review grievances. Meanwhile, the internal
organizing committee remains bonded together and firmly
committed. CSEA representatives and the committee members are
meeting on a monthly basis, preparing the next phase of the
campaign. CSEA is maintaining its presence and is there for the
employees to turn to.

Under the law they can begin collecting union designation cards
and gearing up for another election in one year — and CSEA and
members of the organizing committee pledge they will be ready.

The initial election result was not a set back, they agree, but rather
that first step toward eventual success.
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 this the first of a three-part series, we look at the conflict that workers experience when they’re caught between compassion and regulations.

“We’re not bringing food baskets to the needy, we’re helping them deal with their problems,” 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 Bunce.

“They always label it welfare as if that’s something bad.”

For most of CSEA’s 10,000 members in social services across the state, their work is more than just a job — it is an opportunity to help people in need.

Most will tell you that’s why they entered the field. However, once there, they are caught between bureaucratic red tape stretching from Washington to Albany to each county and back again; distrustful clients who may view them as the “enemy;” and a general public that looks critically on social services as a rule.

Even the most positive and enthusiastic are worn down over time by the overwhelming demands and inadequacies of a system that even they concede is badly in need of reform.

Although there are central rules and regulations, New York’s 57 counties and New York City run their social service programs 58 different ways.

For each, change is constant, improvement rare.

“It’s not happy work — we’re dealing with human misery,” contends Rensselaer County DSS supervisor Grace Vallee, who also serves as chairwoman of CSEA’s Social Services Committee.

At the front lines are examiners and caseworkers who work directly with the clients.

In theory, examiners are only supposed to determine eligibility and handle each case by the book. But as one puts it: “when clients start talking about their problems, how can you turn it off?”

“You’re the first line defense against poverty” comments Rensselaer’s Vallee.

“People come in here upset, distraught — you have to realize it and try to help them — you deal with a myriad of problems, husbands that left them, electric and gas that are about to be shut off. How you respond to them sets the tone for all their dealings with the department.”

“You do your best to maintain a professional approach but still let the clients know you care,” says Donna Quinn, a former examiner in the public assistance area for Dutchess County Social Services, who now works in the department’s child support program following up court orders.

“I can’t be cold-hearted and callous,” Quinn remarks. “Still I’ve seen too many situations where the clients try to take advantage of you just because you’re friendly.”

Many say they try to work around the system on a case by case basis, but admit they don’t always have the time or flexibility to find original solutions.

There is only somewhat greater latitude for caseworkers, who are directly responsible for clients getting the services and help they need. Because much of their work is in the field away from the bureaucratic chaos of the office, they sometimes help in intangible ways.

For each, change is constant, improvement rare.

“You like to see your clients as individuals,” offers Fred Jordan, a caseworker with more than 20 years experience for Nassau County Social Services.

“But you can’t give them everything on their terms because there are still rules and regulations.”

“Every day is different, but it’s always problems. You have to build up a defense to survive,” Jordan says.

Leaving the job at the office can be easier said than done for many caseworkers, who may be on-call 24 hours and even some weekends. In other cases, the nature of the work means it cannot just be shut out when off duty.

“Some cases are very depressing,” comments Chautauqua County Child Protective Services (CPS) worker Mary Murphy, who says about half her cases may involve the sexual abuse of children.

Fortunately, not every report will prove to be what it first seems according to Murphy. But even that can be frustrating.

After expending considerable time and effort investigating a report, it is not unusual to find one parent has falsely reported the other for abuse, malnutrition, dirty home, particularly in the middle of a custody battle.

Murphy contends however, that there are rewards to the work, even in the most sordid cases. “There are times when you’ve wrapped them up and you feel you’ve helped some kids.”

Like so many other social services co-workers across New York, Murphy admits her initial idealism has given way to a tempered realism: “I’m probably not as enthused as when I began — but it all depends on the day.”

Next edition — The daily routine: physically exhausting and emotionally draining.

“The Public Sector
April 20, 1987

Bunce

Murphy

Quinn

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Next edition — The daily routine: physically exhausting and emotionally draining.
Disaster is his business

Randy Davis: Trying to make N.Y. safer

EDITOR'S NOTE: Following disasters like the Thruway bridge collapse, a coordinated response is set into motion at the local, state and federal levels. It does not happen by accident — much is the result of actions and planning by the State Emergency Management Office (SEMO), part of the Division of Military and Naval Affairs.

While many public employees may be involved in picking up the pieces, CSEA members in SEMO deal with such details daily. This is the story of one member's activities.

ALBANY— "I've never really been interested in the big bucks... job satisfaction is more important to me" claims Randy Davis, a special projects coordinator for the State Emergency Management Office (SEMO).

With a bachelor's degree in economics and master's degrees in public administration and environmental engineering, there's little doubt the 32-year-old bachelor could earn a big salary in private industry.

But instead he toils away in a windowless sub-basement room at the State Office Building Campus in Albany, trying to make New York a safer place to live.

"My job is about finding new ways to do things," he comments.

In fact, there is seemingly no end to the new things Davis, who is a member of Division of Military and Naval Affairs Local 277, finds to do.

In just three years on the job, Davis has been involved in projects ranging from long-term emergency planning, to managing natural disasters, to preparing against nuclear terrorism.

The overall thrust of Davis' efforts deal with hazards mitigation - taking the long view on minimizing the risk of natural and man-made catastrophes.

Davis explains that disaster assistance costs have exploded in recent years, in part due to poor planning: "By signing the state hazard mitigation plan in October 1986, Governor Cuomo has involved us in getting ahead of the problem once and for all, and that's what we're working on."

"Hazard mitigation is really common sense applied to development. For example, after a disaster, instead of putting things back just as they were, which is sometimes why the disaster happened, you rebuild differently so it doesn't happen again."

As part of the hands-on approach to problem-solving, Davis serves on the state's Crisis Team, which manages the state's response to disasters. In this role, Davis might be called on to go out into the field to review damages. He is then involved in putting together the reports requesting federal assistance for the area. In this role, he is currently involved with the Thruway bridge collapse.

Davis warns though: "People think they can get a lot more disaster aid than is really available. It's better to try to prevent problems."

To make sure that disaster assistance is spent wisely, Davis participates on the joint federal/state/local hazards mitigation teams following presidentially-declared disasters. Teams are charged with developing a report within 15 days that will guide redevelopment in stricken areas.

Davis' training for the team has included intensive training at the Federal Emergency Management Administration's (FEMA) national center in Emmitsburg, Md.

Davis has also been involved in the state's Interagency Coastal Hazards Working Group, along with representatives from the Departments of State and Environmental Conservation. The group is exploring new options for the state's Atlantic Ocean and Great Lakes shorelines and will present a report to the governor later this year.

Davis' role is analyzing the state's past coastal disaster assistance costs.

The scope of Davis' activities even extends to thinking about the unthinkable. He regularly participates in the evaluation of emergency drills for each of the state's five operating nuclear power plants. It was this experience that led Davis to assist his boss, SEMO Director Donald DeVito, in serving on an international task force for the prevention of nuclear terrorism.

While at first feeling overwhelmed by the high level of international experts involved in the project, Davis eventually made a significant contribution in the preparation of the group's report, which will be released later this year.

Says Davis: "If nuclear war's going to happen, it will most likely escalate as a result of super power response to a terrorist act." The task force report is designed to raise public awareness of those dangers and explain what needs to be done to guard against the possibilities.

As if Davis' on-the-job activities don't keep him busy enough, he still finds time to volunteer for the Red Cross and as a "Big Brother." He also fits in opportunities for skiing, golf and tennis.

"I do find time to relax," he concludes, "while I'm exploring the possibility that you can have it all."
Infectious waste breeds high risk of disease

Last summer, state interagency mail workers were disturbed by leaking packages containing rabid dogs’ heads, improperly sent blood samples and other biohazards.

Janitors at Roswell Park Institute in Buffalo have reported dead monkeys and other research animal parts in open garbage cans.

Landfill workers on Long Island are alarmed over illegally dumped hospital waste including blood-filled tubes and even an umbilical cord (see accompanying story).

In Orange County, a sheriff’s deputy investigating illegal dumping was actually stuck by a contaminated hypodermic needle.

**STONY BROOK** — Incidents like these point to an alarming trend, according to CSEA Director of Occupational Safety and Health James Corcoran.

They indicate lax enforcement of health, environmental and labor laws and regulations. They also show that infectious waste is not taken seriously enough, meaning the general public, not just workers, may be at risk.

Corcoran commented during a conference at SUNY Stony Brook’s Solid Waste Management Institute.

Infectious waste is “waste material contaminated with body fluids or disease-causing organisms.”

Procedures for handling infectious disease and waste follow State Health Department guidelines, but vary by facility depending on the work done there and risk involved.

“Most guidelines are for hospitals, but there can be danger in mental retardation centers, corrections facilities, research institutions, even Division for Youth homes, to name just a few places,” said Corcoran.

“Some places have strong, clear procedures and make sure everyone understands them. Other places do not, and that’s how problems start,” he added.

Guidelines usually are targeted at direct-care staff. Still, housekeepers, janitors and other workers may also be at high-risk.

“What’s disturbing is operational workers rarely get training in safe handling procedures and probably don’t know they’re working with health hazards,” Corcoran continued.

“We even had maintenance workers test positive for TB exposure after working in the health department’s own labs.”

What’s worse, when operational employees get sick under these circumstances, it’s rarely recognized as occupational illness, so they must use sick time and pay the medical bills, instead of receiving workers’ compensation.

Handling infectious disease and waste creates a health risk to anyone exposed. If proper procedures are not followed at any step, people inside and outside the workplace are endangered.

Corcoran cited laundry workers handling sheets from patients or inmates with hepatitis or AIDS, mixed right in with the rest of the soiled linens.

These individuals could contract disease and pass it on without even knowing how or when.

CSEA believes there are simple steps to make everyone safer:

- Research to identify who’s at risk — especially those in contact with blood, body fluids, or infectious agents.
- All appropriate facilities develop infectious waste policies and vaccination programs.
- Comprehensive training for all employees of facilities where infectious waste is handled, regardless of their risk level.
- Employers be required to keep records on all occupationally-related disease contracted by employees.
- Occupational guidelines for infectious disease/waste handling at least as strong as those issued by the National Center for Disease Control and be vigorously enforced.

Brookhaven landfill — a prime example of the problem

By Sheryl Carlin
CSEA Communications Associate

BROOKHAVEN — After discovering used hypodermic needles, blood-filled tubes and an umbilical cord with the clamp still attached, employees at the Brookhaven landfill alerted their union president.

CSEA Brookhaven Blue Collar Unit President Pat DeLuca called in CSEA staff immediately. “We have proof that hazardous waste is being dumped illegally. It is coming from area hospitals and is mixed in with the bags of non-hazardous waste,” DeLuca said.

“This dangerous waste is supposed to be disposed of separately, and not at the landfill. I don’t want my men exposed to any hazards,” he added.

CSEA officials met with the employees at the landfill and strongly advised them to be alert and not to touch any hazardous materials.

Workers were told if you spot another hypodermic needle, or anything else that could present a hazard, leave it where you found it and call CSEA and the Department of Health immediately.

After DeLuca met with Brookhaven Town Supervisor Henrietta Acampora, she released a statement saying, “The health and safety of the hard-working employees in the Town of Brookhaven is of paramount importance to this administration; blatant disregard of regulations governing the disposal of hospital waste will not be tolerated in Brookhaven.”

DeLuca told CSEA Region I President Danny Donohue that he is pleased with Acampora’s support and that he hopes all hazardous waste will be permanently banned from the landfill.

Donohue said, “This is a very serious issue. The health and well-being of our members must come first.”

Brookhaven Deputy Commissioner Bob Reichert says sanitation inspectors, wearing heavy protective gloves, will check the garbage before it goes out and employees will be assigned to checking the garbage as it comes into the landfill.

“If the hospitals are not in compliance with state guidelines and Department of Environmental Conservation rules, the DEC will ban the hospitals from shipping any waste at all,” Reichert said.
OMH planning to consolidate labs at psych centers

A plan to consolidate 17 labs located in different psychiatric centers across the state is in the works at the Office of Mental Health.

The plan may affect fewer than 100 CSEA members.

However, it is too soon to tell just how those workers will be affected, said CSEA Collective Bargaining Specialist James Cooney. "OMH is saying that even though they can't guarantee there will be no layoffs, they will do everything in their power to place people," Cooney said. "Our thrust right now is to make sure our people are going to be taken care of."

Two employees will be retained at each site, he said, although there is no certainty they will be CSEA members.

Under the proposal, work now done at 17 psychiatric center laboratories would be transported to five regional labs, he said. Negotiations are still under way with SUNY Upstate, SUNY Stony Brook, the Institute for Basic Research and the Nathan Klein Institute to serve as regional labs. A fifth regional lab is planned at Buffalo Psychiatric Center.

The plan grew out of a concern that the facility labs were not up to standard or providing the best, most efficient service to the clients, Cooney said.

"The labs fall under the Department of Health (DOH) and DOH doesn't feel that the lab service is being provided adequately at the facility level," he said. "They feel the centers could be better served by regional labs."

The plan calls for the closures to take place over two years, beginning with fiscal year 1987-88.

The planned psychiatric center lab closings for this year and the number of members now employed are: Binghamton, four; Mohawk Valley, six; Kings Park, nine; Creedmoor, eight; and Manhattan, eight.

The planned closings for 1988-89 and the number of members now employed are: Pilgrim, 11; Central Islip, nine; Bronx, five to six; Kingsboro, eight; South Beach, one; Harlem Valley, six; Hudson River, four; Rockland, six; Gowanda, three; Buffalo, four; and Rochester, three.

The St. Lawrence and Willard psychiatric centers will retain their own labs. Hutchings, Elmira and Middletown, which now contract out their lab work, will send it to regional labs. One CSEA employee at Middletown could be affected. The Mid-Hudson Psychiatric Center has no CSEA employees in its lab.

Cooney said CSEA is talking with OMH officials about the plan as it develops.

BUFFALO PSYCHIATRIC CENTER is expected to be one of five regional labs that will serve psychiatric centers across the state.

Our thrust right now is to make sure our people are going to be taken care of.

Jim Cooney, collective bargaining specialist

OMRDD’s Webb talks, CSEA walks

PUTTING IT ON THE LINE for job security, Rome Developmental Center employees picket a speech by Office of Mental Retardation and Developmental Disabilities Commissioner Arthur Webb. More than 100 union members from CSEA, PEF and AFSCME Council 82 walked in the informational picket. Those pictured above are, from left, Gail Rushford, Barbara Vinci, Rome Developmental Center CSEA Local 422 President Jon Prema, Gary Rushford and Local 422 Vice President Jim Martin.
James Moore, Region V, supports the resolution to terminate the Kiamesha Lake, which terminated the II President Yes.

Karowe recently talked about her interest in going into law. "I started seriously thinking about law in the late 60's. The whole time period was full of conflict, particularly with the kids," she said. "It just seemed to me a wise way to resolve conflict. My interest in going into law was become involved in a system that solves conflict in an orderly fashion."

That system has recognized Karowe's contributions over the last 13 years. She has earned several special appointments: Committee on Character and Fitness, Appellate Division,bar society and a degree with honors when she

"I told the kids, if they wanted me, to stand in front of them by 3:30 in the afternoon."

"I also like to see people help themselves. I really think my role is to give the established officers and officers the experience and expertise to help themselves."

"It was a very positive thing for the kids," she said. "They learned that conflict between labor and management."

Karowe has been involved with labor law, specifically with CSEA on one role or another, throughout her career. "I like the field. It's very down to earth," she said with a laugh after days of her appointment by the delegates. They are John Hahn, left, and Earl Boyle, center.

Results of a roll call vote on delegates creating a Law Department

Karowe to Lead CSEA's New Law Department

MarJORIE KAROWE, right, the new general counsel for CSEA, met recently with the regional attorneys who will continue to work with union members in the region. Two of the Region 5 attorneys talked with the Wall Street Journal about that conflict between labor and management.
Fume fight
Workers ill from renovation

By Anita Manley
CSEA Communications Associate

WHITE PLAINS — Because a contractor refused to stop applying a flame-retardant foam in their building, employees of two state offices may file for worker’s compensation.

Region III Field Representative Al Sundmark advised the employees of the state Department of Taxation and Finance and the state Division of Housing and Community Renewal in White Plains to file the claims to retrieve the time they lost because of the ill effects they suffered from the presence of the foam.

The workers, members of Mid-Hudson State Employees CSEA Local 009, suffered for more than a week from sore throats, bloody noses and burning eyes and sinuses because of the foam that was being applied in the building.

According to Region III Health and Safety Specialist Don Wood, a bank purchased the building that houses the offices. The state offices are renting space on a monthly basis and are scheduled to relocate soon.

However, most of the building tenants have already moved out. The new owner, apparently anxious to renovate the structure, had contractors start work. They began gutting some offices and spraying the foam, although the state offices are still occupied.

Although there are no known long-term effects from the chemicals contained in the foam, Wood said, those employees with allergies were more sensitive and felt the symptoms most severely.

The contractor refused to halt spraying during working hours, further frustrating the employees. Wood’s concern was not just for the workers but for the many local residents who enter the building each day.

“The place was slick with foam,” he said. “Hoses were all over the floors, running up the elevator shafts and the stairways.”

A county health department inspector visited the building and recommended that the spraying be stopped, but the contractor didn’t listen, Wood said. Later, a state Department of Labor health and safety employee said the chemicals were not toxic.

Sundmark emphasized that all the workers should file worker’s compensation forms, even if they have not had to take time off because of the spraying.

“If they become ill in six months and it’s due to inhaling these fumes, I want it documented,” he said.

Reg. V psych center workers learn about asbestos dangers

UTICA — What you don’t know can hurt you, especially when you’re talking about asbestos.

That was the key message at a recent “Right-to-Know” workshop on asbestos for state employees at the Mohawk Valley Psychiatric Center (MVPC).

More than 50 workers from Mohawk Valley and Central New York psychiatric centers attended the afternoon session, organized by MVPC CSEA Local 434 President Edward “Bud” Mulchey and the Labor-Management Committee at the two facilities.

The employees, represented by CSEA, PEF and AFSCME Council 82, were carpenters, plumbers, painters, engineers, fire fighters and powerhouse helpers.

The workshop focused on employees’ awareness of asbestos dangers, control and abatement. It is the first of several workshops planned for the two centers.

Following an introduction to the dangers of toxic materials and the part played by the union’s Occupational Safety and Health Department (OSH), CSEA Region V OSH Specialist Chris Jamison turned the program over to Ken Cutler, a safety and security officer at MVPC and a member of AFSCME Council 82.

After an in-depth film on asbestos hazards, Cutler answered questions from the workers.

CSEA, through its Occupational Safety and Health Department, is working to increase all public employees’ awareness of asbestos dangers, Jamison noted.

“Hopefully, with the aid of state and local regulatory officials, we can improve the educational training and encourage the use of more safety equipment where the dangers of asbestos occur,” he said. “Although we (New York State residents) have a Right-to-Know Law, monitoring for asbestos and other toxic materials will continue to be an important job and calls for top priority status if we are to make any headway.”

REVIEWING PROGRAM NOTES before a “Right-to-Know” workshop on the dangers of asbestos are, from left, Ken Cutler, safety and security officer and a members of AFSCME Council 82, and CSEA Region V Occupational Health and Safety Specialist Chris Jamison. More than 50 members of CSEA, PEF and AFSCME Council 82 attended the workshop presented at Mohawk Valley Psychiatric Center.
Grievance reps get training

When you have trouble on the job, you may want to file a grievance to right the wrong. But who takes your complaint through the complicated procedures? And where do they get the expertise?

Thanks to a new training program designed and put on by the CSEA Education and Training Department, local and unit grievance representatives statewide are learning more about the grievance process and their duties.

Since the program began Feb. 28, more than 1,000 members throughout the state have attended the Grievance Representative Orientation sessions.

"This orientation is to teach you how to best represent and protect our membership," said Region I President Danny Donohue told participants in his region.

The workshops are being conducted at several locations in each region to reach as many grievance representatives as possible. Registration is limited to 75 participants per session, and currently scheduled sessions are filled. New sessions in the ongoing program are being scheduled continuously.

The three-and-a-half-hour sessions explore various contract grievance procedures and spell out the representative’s responsibilities to protect members’ rights, including getting all the facts and filing the complaint quickly.

Along with the instruction, the activists receive a copy of a Grievance Procedure Manual. The education department has compiled one for members of Institutional, Operational and Administrative Services Units and the Division of Military and Naval Affairs and a second to cover all other CSEA contracts.

The comprehensive guides spell out what a grievance is and combines, for the first time in one source, the many aspects of grievance representation. Chapters cover topics including the duty of fair representation, causes and prevention of problems, complaints and grievances, arbitrations, special proceedings and the National Labor Relations Act for private sector employees.

All members completing the course will be certified as grievance representatives and will receive pins recognizing their status and achievement.

Education and Training Director Sally Engelhart and department staff Sean Turley, Peg Wilson, Bob Knowler and Connie Wunderlich conduct the sessions.
CSEA makes the grade in Yonkers

YONKERS — School was out, but the CSEA members who work in the Yonkers School District spent the day in the classroom.

Nearly 800 unit members recently took part in the district’s first in-service workshop for the non-teaching employees. Unit President Ray Moniz and the district’s new superintendent called the day a success.

In the past, Moniz said, CSEA employees had to take a day off without pay while teachers attended occasional in-service workshops.

But this year, Moniz and the district committee organized a conference and informational fair geared especially for the district’s non-teaching employees.

The workshops addressed job advancement, civil service examination preparation, record maintenance, retirement, college preparation, communication skills, computer awareness, employee assistance programs, family financial management, health benefits, Social Security and tax reform.

Praise from school district officials capped the day-long session.

Board of Education President Martin Fareri Jr. told CSEA members he was pleased and grateful for their support during past budget crunches, integration orders and the transition the district went through with the appointment of the new district superintendent, Donald M. Batista.

Batista praised the planning committee for the program’s quality, quantity and professionalism.

NEARLY 800 YONKERS School District employees attended the first in-service conference for CSEA members recently. Workshops covered topics including job advancement, health benefits and computers.

REGION III PRESIDENT Pat Mascioli, right, pledges a working relationship with newly-appointed Yonkers School Superintendent Donald M. Batista.

IN THE CLASSROOM, several CSEA members shown above take part in workshops during the in-service conference for the non-teaching employees of the Yonkers School District. It was the first for that group of workers.

LOCAL 860 PRESIDENT Janice McGuiness addresses Yonkers School District Unit members during the day-long conference.

Unit President Ray Moniz
ALBANY — At the direction of CSEA's delegates, President William McGowan has appointed a special committee, chaired by Region V President James Moore, to examine the delivery of services to the membership.

McGowan has told the committee: “Your mission is not going to be fun and games.”

He added that it is their responsibility to take a long, hard look at CSEA and recommend improvements.

The committee will talk to all department heads, headquarters and regional staff, and members in state and local government, and school district units before reporting to the delegates next October.

POUGHKEEPSIE — Does it pay to be a dedicated, loyal employee? Andy Abbott is pondering that question very carefully.

“They say I’m a good employee, but what good has it done me?” he asked.

Abbott, a 25-year Hudson River Psychiatric Center employee, has had such an excellent work record that he’s been presented with commendations for his attendance. But he’s had good reason to wonder if he’s really appreciated.

Recently, the mental hygiene therapy aide (MHTA) was notified that he had until March 31 to use up some of his vacation accruals or he would lose them, because he was over the maximum limit. But according to Region III Field Representative John Deyo, Abbott has repeatedly requested vacation leave and each time his request was either denied because of claims of understaffing or “misplaced.”

To add insult to injury, the last winter snowstorm found him shoveling snow drifts in his driveway for 2 1/2 hours. Exhausted, he called his supervisor to report that he could not make it to work and asked if he could use his vacation accruals to take the day off. He was refused and was penalized a day’s pay for not coming to work.

According to Deyo, other employees, MHTAs included, have called in and informed their supervisors that they were too tired to report to work and requested a vacation day which they were granted.

“I believe that the administration and the personnel office are using different rules for different employees. We cannot allow them to selectively enforce the negotiated agreement and the rules.”

In the past few months, Abbott also requested vacation time to take a member of his family to the hospital. Again, his request was denied, but he was permitted to take sick leave.

Local 410 President Marge Harrison says the administration is forcing the employees to lie if they want time off. “They are inviting the employees to call in sick rather than asking for a vacation or personal day.”

Deyo emphasized that he did not feel that the administration could deduct leave accruals that are over the maximum limit when it could be demonstrated that the employees had repeatedly had leave requests denied “under the guise of lack of manpower.”

“They continuously manipulate minimum staffing levels to build in extra personnel so they can have an extra employee or two available to be re-assigned to other wards which may be short,” he said.

Region III President Pat Mascioli commented “We need less high paid administrators hiding in meetings and in their offices and more direct care employees to better care for our clients.”

CSEA backs big winner in Nassau Assembly vote

Baldwin — CSEA-endorsed candidate Charles O’Shea was an overwhelming winner in the April 7 special election to fill the vacant seat in Long Island’s 19th Assembly District.

The special election was called following the resignation of long-time incumbent Armand D’Amato earlier this year.

O’Shea, a 28-year-old lawyer, was making his first bid for public office. He has been extensively involved in Republican party activities for nearly a decade.

He has served as a legislative aide and most recently as a deputy Nassau County attorney.

The 19th Assembly District includes portions of Baldwin, Bellmore, Freeport, Island Park, Levittown, Merrick, North Bellmore and North Merrick.

O’SHEA
Respect yourself: Region IV Women's conference stresses self-worth, strength

By Daniel X. Campbell
CSEA Communications Associate

BOLTON LANDING — “You’re not just a grade 3. You are an important part of your office, you are a unique individual and you are a key to the smooth operation of your daily worksite.”

That’s what Linda Swietlicki, co-chair of the Region IV Women’s Committee told participants of the Women’s Committee Workshop recently.

Those few sentences summed up the theme of the workshop, called “Reaching out. Coping and the Beat Goes On…”

“They have to realize that the worth of the job is actually tied to the feeling of the worth of the person doing the job,” said Ellen Diange, the Capital Region women’s committee chair. “We create our own pecking order, grade 3s, the 5s, the 16s, the 18s. But they’re not people, and we’re not acting as people if we put ourselves down as a simple number.”

Using humorous skits in the morning session, the committee helped show how workers deserve and can push for respect in their job.

Each skit dramatically illustrated how employees, male and female, allow job and academic titles to override common sense and normal social relations.

For example, in one skit, a male supervisor leaves the office and calls to his female employees, “Goodnight, girls.” When the boss tosses his normal remark the next evening, the women call back in unison, “Goodnight, boy.”

“Believe in yourself, consultant Marge Woods tells participants at the Region IV Women’s Committee Workshop.

They made their point.

During the afternoon session, consultant Marge Woods continued the upbeat rhythm by encouraging the participants to take control over any situation.

“If you let a situation happen to you, you can just as easily master the situation,” she said. “The most important thing to remember is that you can overcome any situation you want to overcome. It may take some reading, some practice, some persistence, but YOU can do it.”

The committee also came up with “The Bill of Rights for Region IV Workers,” calling for equal rights and respect.

The Region IV Women’s Committee Workshop didn’t stop with the meeting.

Cornell University’s New York State School of Industrial Labor Relations video-taped the skits. The manual “How About Some Respect Around Here,” authored by Diange, Swietlicki and committee adviser Peg Wilson, a CSEA education and training specialist, with the help of the labor school, will be published later this spring.

Both the video and the manual, to be used for clerical employees nationwide, will be available sometime after June.

SUMMERSCAPE

If you’re one of the thousands of CSEA members planning your summer vacation right now — don’t forget to include SUMMERSCAPE in your plans.

SUMMERSCAPE is a unique vacation program which will operate between July 18 and Aug. 9 at five SUNY campuses for CSEA members and retirees and their families. SUMMERSCAPE is sponsored by the joint CSEA/State Committee on the Work Environment and Productivity (CWEP) in cooperation with the Central Office of the State University of New York (SUNY).

SUMMERSCAPE provides a very affordable vacation utilizing dorm rooms and facilities at any of the five SUNY campuses. Participating SUNY campuses this summer are Potsdam, Plattsburg, Cortland, Oswego and Fredonia.

The average per person charge will run about $18 a night for a single room or $14 for a double, and CSEA members and retirees and their families can stay overnight or up to a week. Meals will be available at very reasonable rates also. Many campus facilities will be available to the vacationer, and each participating campus has near tourist attractions and state parks.

Complete details on how and where you can make your reservations to stay at any of the five SUNY campuses as part of the SUMMERSCAPE program will be published in the next issue of The Public Sector. A coupon making you eligible for a chance to win a free vacation at the campus of your choice will also be published in the next issue. Information about obtaining a brochure describing SUMMERSCAPE will also be included.

If you need immediate information to include SUMMERSCAPE as part of your vacation planning now, contact the CSEA/State Labor Management Committees at (518) 473-3417.

Otherwise, complete details will appear in the next edition of The Public Sector.
Comp worth has arrived
Summertime will mean more than just sun for 42,000 CSEA-represented state employees targeted to receive comparable worth pay adjustments. The Governor's Office of Employee Relations (GOER) expects the new monies to start appearing in paychecks "during the early summer" although they went into effect April 9 (ISU payroll) and April 16 (ASU payroll). The actual date is still to be announced. Releasing the good news at an Albany press conference were, from left, GOER Director Thomas Hartnett, CSEA President William L. McGowan, union Research Director William Blom and CSEA General Counsel Marjorie E. Karowe. The union has been fighting for pay equity since 1981 and McGowan is generally pleased by the results although disappointed that "some other titles we wanted reallocated are not on this list." Employees will share over $30 million in the first round of pay equity adjustments. In addition, several millions of dollars will be going to employees as "hazardous duty pay."

CSEA: Civil Service change a chance for improvement
ALBANY — Calling it "an opportunity to right what we think are some of the wrongs in the system," is how CSEA President William McGowan reacted to Governor Mario Cuomo's choice for new Civil Service chief.
Cuomo has nominated Walter D. Broadnax, a 44-year-old Harvard University professor to be President of the state Civil Service Commission. In that capacity, Broadnax who also served as a high-ranking social services administrator in the Carter Administration, will administer the Civil Service department as well as head the commission which establishes policy.
McGowan said the choice of Broadnax "looks good, but we don't know that much about him." The union leader said he would reserve judgment until he sees how issues such as the number of provisional employees, zone scoring and test reporting delays are addressed.
Broadnax must still be confirmed by the state senate before assuming his responsibilities.

State budget impact still unclear
ALBANY — It took two different stopgap measures to make sure state employees got paid and was still 10 days late, but New York lawmakers and Governor Mario Cuomo finally agreed on a state budget.
At press time, CSEA officials and staff were still reviewing the impact of the massive document on CSEA members and state operations. But there appeared to be across the board gains in aid to school districts and local government.
The Public Sector will provide details on specific department budgets in a future issue.
One department that is receiving supplementary funding is the State Labor Department — where an additional $3 million will again hold off layoffs, this time until June 30.
The action is based on an assumption that Congress will act in June to restore federal monies previously cut from the DOL budget. The expectation is that the federal action will eliminate the need for layoffs.
Even before the legislature acted, CSEA efforts had placed all but a handful of members targeted for layoff.
ALBANY — CSEA may well be representing its first multi-millionaires. Louis and Kathleen Peluso of Mechanicville claimed the April 1 Lotto Jackpot of $10 million.

Earlier this year, eight CSEA members who work at the Melville North state Department of Transportation (DOT) yard on Long Island split a $2 million Lotto prize.

Both the Pelusos are CSEA members who work in Saratoga County. She has been a family court hearing examiner for two years, and he is a maintenance worker at Saratoga State Park.

Their “take home” from the jackpot will be 20 annual checks, the first of which will be for $300,552. The remaining checks will be approximately the same amount. That’s what’s left from the $476,190 annual installment after 20 percent goes to the Internal Revenue Service.

Mrs. Peluso said she plans to retire so she can spend more time with her grandchildren. Her husband, however, said he plans to keep working.

“I don’t know what I’d do with my time,” he said at a recent press conference.

“Stay home and count your money!” his wife suggested.

This isn’t the Peluso’s first Lotto win. Just a week before, they won $1,300. They spend $6 a week on Lotto tickets. The numbers that made them millionaires on April 1, however, won them nothing at all when played the preceeding Saturday.

The Pelusos have big plans for their winnings. They have lived for 25 years in a rented apartment in Mechanicville, and they plan to buy their own home.

They also plan to share the wealth with their family. They have three children: Peggy, a kindergarten teacher; Kathleen, a nurse; and Louis Jr., a physicist.

Since Peggy is getting married in August, the money will help not only with the wedding but with the couple’s new home. While the Pelusos planned originally to help the newlyweds with an apartment, they now plan to help them with a new house.

AND THE WINNERS ARE Louis and Kathleen Peluso, two CSEA members from Mechanicville.

They are pictured at a recent press conference during which they were introduced as winners of the $10 million Lotto Jackpot. Their lucky numbers were picked April 1.

April is not too early to begin thinking about your education plans for the fall.

CSEA/LEAP has already sent its request for proposals to approximately 200 colleges and BOCES throughout New York in preparation for the Fall 1987 LEAP course announcement, to be available in your personnel or education and training office during the last week of June.

If you need help making your plans, several resources are available. Your education and training office may have a list of programs available at colleges, BOCES or school districts in your area. You may want to contact the continuing education department at local colleges. Your local library may have lists of educational programs in your community.

If you are in the Albany area or can travel there easily, you may want to consider the College Assessment Program, which offers information and counseling to help people obtain college degrees.

Trained counselors at the CAP Center can provide you with information on college options. They also have a wide range of resources to help you decide on a program and a school best suited to your needs.

CSEA has established an internship program in journalism for a son or daughter of a CSEA member and is inviting interested qualified candidates to submit applications.

The internship is restricted to children of CSEA members and candidates must be an enrolled college student majoring in journalism.

The internship will last up to 12 weeks, or one school semester, and the position will pay $6 per hour or a maximum of $2,880 annually.

The successful candidate will be assigned to CSEA’s Communications Department at the union’s statewide headquarters in Albany and work with the staff of CSEA’s official publication, The Public Sector, in the capacity of an assistant editor.

Interested qualified candidates must complete an application form and submit it along with an essay of 100 words or less explaining why the candidate is interested in serving the internship with CSEA.

Applications, essays and individual qualifications will be reviewed by members of the Public Sector Committee of CSEA’s statewide Board of Directors. The committee will narrow the candidates to three finalists with the internship winner being selected by CSEA President William L. McGowan.

Interested qualified candidates should immediately request an application form by writing or calling:

Aaron Shepard, Director of Communications

Civil Service Employees Association

Albany, New York 12210

(518) 454-0191

LEAP is the Labor Education Action Program of CSEA. It offers tuition-free courses at two-and four-year public and private colleges, BOCES and various state facilities across New York. LEAP is available only to CSEA-represented state employees in the Operational Services, Administrative Services and Institutional Services units, Health Research Inc., SUNY Construction Fund and Division of Military and Naval Affairs. CSEA/LEAP courses are designed to increase upward career mobility in state service and improve the quality of life on and off the job.
The members of the newly organized Town of Southeast Unit were given a warm welcome to CSEA at a dinner in Putnam County recently. Shown here with Region III Field Representative Richard Blair are Unit Secretary Paulette Sullivan, Treasurer Joan D'Ottavio, Vice President Mary Tarnowski and President Mickey Shell.

Chautauqua County CSEA Local 807 is really cooking for its 40th anniversary. To celebrate, the local is compiling a cookbook. The local's Board of Directors is asking CSEA members and officials to contribute their favorite recipes to the book. The contributed recipes will be in a special section of the 40th Anniversary Cookbook.

Credit where it's due

A photograph of the signing of a contract between the SUNY Delhi CSEA Local 628 and the College Association and Delhi that ran in the last issue of The Public Sector was provided by the SUNY Delhi Communications Department.

HARRISON — Reva Surow will be remembered at the S.J. Preston Elementary School. A plaque honoring Mrs. Surow, a retired library aide, was dedicated in the school's new library, media and computer center. The center was established through the efforts of the Preston Library Committee and partially paid for by the school's PTA.

Mrs. Surow's plaque was placed in the library's Primary Children section. She retired last June after 29 years.

ALBANY — CSEA is currently accepting applications for the following positions:

Health and Safety Specialist (Vacancies in Albany and Long Island) — Minimum qualifications include bachelor's degree or associate's degree in related field or three years experience of an investigatory/safety nature; driver's license and car for business use required.

Submit resumes immediately to: Personnel Director, P.O. Box 7125, Capital Station, Albany, N.Y. 12224.

CSEA is an equal opportunity employer.

Do you think politicians are honest?

Where asked: REGION I

CARMEN GARCIA
Central Islip School District, Mullvian School, Suffolk Educational CSEA Local 870

"No, because when you need them, they're never around to come through for you."

LEE BASSETT Reed
School, Local 870

"To a point. I also believe most politicians are actors. That's why Ronald Reagan is such a good president."

DORINE A. HOLMES
Pilgrim Psychiatric Center, CSEA Local 418

"No. I feel they have good intentions, but due to social pressures, they’re not able to maintain them. They’re forced to go along with the flow."

VIRGINIA QUINN
Senior Steno, SUNY at Stony Brook, CSEA Local 618

"On the whole? No. A lot of them seem to make promises they never fulfill. When voting I usually take the stand that I'll vote for the one least dishonest."
SYRACUSE — The threatened lay off of 52 Onondaga County employees may have been fictional, but the three months of agonized waiting by those employees was very real.

Angry CSEA officials charge the employees, members of Onondaga County CSEA Local 834, were pawns in a plot by County Legislator Gerald Mingolelli (R-Syracuse) designed to further his own political ambitions while discrediting Legislature Chairman Nicholas Pirro, also a Republican.

According to a telephone conversation secretly taped in October, Mingolelli created a ruse by declaring that the county needed to lay off 52 employees. He was then able to "save" the jobs at the last minute, enhancing his political stature at Pirro's expense, it is charged.

The jobs were never in real danger, but the county employees who held them didn't know that.

Local President Dale King blasted Mingolelli at a press conference attended by more than 200 sign-carrying county employees.

"What Mr. Mingolelli has done is unforgivable," King said. "Speaking for the more than 3,700 employees who work for the county and thousands more of our CSEA brothers and sisters throughout the area, we will not forget!"

Mingolelli's scheme came to light when the tape was made public three months after the conversation. He was forced to resign as chair of the legislature's powerful Ways and Means Committee.