State shocks SIDC employees; newspapers announce closing

By Stephen Madarasz
CSEA Communications Associate

STaten Island — Opening your morning newspaper to find you will be losing your job can be a real shock.

"Devastating!" says Staten Island Developmental Center CSEA Local 429 President Tyrone Daniels. He speaks from experience, for that's exactly what happened to the nearly 1,400 CSEA members at SIDC on March 5.

“This situation has been a long time coming, but it was still devastating for our people to find out like this," lamented Daniels after the state Office of Mental Retardation and Developmental Disabilities announced in the public press that it plans to close SIDC within two years.

And while the announced closing is the result of a 1975 court order and follows 14 years of legal battles over the future of the facility (formerly known as Willowbrook), CSEA officials were quick to charge that the closing is being carried out for political purposes.

"For the past decade, Willowbrook has symbolized everything that's been a problem in institutional mental health care," said CSEA Region II President George Boncoraglio. "This action is a way of trying to put lessons that were learned there behind us, but it really doesn't solve anything.

(Continued on Page 4)
A morale-boosting visit

CSEA STATEWIDE PRESIDENT William L. McGowan, fourth from left, made a surprise visit to the Schenectady County CSEA bargaining team as the team was considering to declare an impasse in its negotiations with the Schenectady County administration. From left are Dorothy Neff, Lou Altieri, Jeff Zabielski, McGowan, Frank Tomecko, Fran Bosher, Mary Merkel, Barbara Kushnick and Collective Bargaining Specialist Harm Swits. McGowan received an enthusiastic reception and members elected to continue bargaining in an attempt to reach a negotiated settlement.

Longevity based on hours worked, arbitrator rules

MIDDLETOWN — A 10-year practice in which a school district awarded longevity payments based on hours assigned rather than actual hours worked has been halted thanks to a recent arbitration decision. According to CSEA Attorney Barton Bloom, the Monroe-Woodbury School District contract provided that employees who worked fewer than eight hours per day and 12 months per year would receive their longevity payments on a prorated basis according to “hours worked” during the year.

The district argued that “hours worked” meant assigned hours, not to include overtime, and noted that they had been applying the assigned hours formula for 10 years.

But the arbitrator agreed with Bloom that since the contract language was clear, that neither past practice nor waiver applied.

The district was directed to use total hours worked in computing longevity increments beginning with the 1984-85 school year.

New pass day plan blasted at Hudson River Psych. Center

POUGHKEEPSIE — An arbitrary decision to change the pass day policy for workers at Hudson River Psychiatric Center is strongly objected to by officers and employees who are members of CSEA Local 410.

CSEA Field Representative John Deyo explained that for the last few years, it has been a policy of facility officials to give most in-patient care staff every other weekend off.

Recently though, Executive Director John Dominguez notified employees that the policy would change according to, he claimed, an edict from the Office of Mental Hygiene in Albany that would require employees to bid for weekend pass days. The time off would then be granted according to seniority.

“This was not an OMH edict,” said Deyo. “This is an arbitrary decision by Dominguez that will disrupt many families.”

Deyo added that the Hudson River director admits that the purpose of the new schedule is to reduce overtime costs, a violation of the union contract.

Another objection to the new plan is the fact that the union has had little input as was promised by facility officials.

“The plans were supposed to be sent to the CSEA officers for their input,” said Deyo, “and all of a sudden, management went ahead with an implementation date for the new scheduling.”

More recently, the implementation date — which was set for Feb. 28— was postponed to April 11, following the receipt in Albany of petitions from angry employees.

Sexual harassment decision in DOT case far-reaching

ALBANY — The difficulties women face in entering jobs previously dominated by men often continue even after they break through the barriers.

Barbara L. Buckenzie is an example.

She began working for the state Department of Transportation in 1978. She said she faced sexual harassment then, but believes it got worse in December 1982 when she became a highway maintenance supervisor.

In November 1983, Buckenzie filed a complaint with the state Division of Human Rights because she was being treated differently than other supervisors.

She recently settled her case and the impact is far-reaching. DOT has agreed to:

• continue sexual harassment prevention programs;
• seek extra funds for additional programs; and
• pay Buckenzie $1,000 for mental anguish.

The settlement is unique because it requires the state, as an employer, to establish specific programs to train supervisors in how to prevent discrimination.

Worksite revisited

CSEA EXECUTIVE VICE PRESIDENT Joseph E. McDermott, right, chats with Department of Transportation CSEA Local 687 President Donald Nugent over a cup of coffee recently. McDermott served three terms as president of Local 687 prior to being elected Region IV president and then statewide executive vice president of CSEA. McDermott returned to his old work location to visit a CSEA Employee Benefit Fund information day being conducted for DOT employees recently.
NEW YORK—More than 400 union activists, including a delegation from CSEA, gathered here recently to express solidarity with South African labor struggles.

The Conference on Labor and South Africa featured three South African union leaders who talked about how to aid the efforts of workers organizing against the racial oppression of apartheid.

Apartheid is the system of racial segregation imposed throughout South Africa by the white minority government.

The speakers stressed the importance of viewing apartheid as a basic moral issue, not just a matter of concern to blacks.

They also emphasized the need to keep the message before mainstream America, noting unions have played a key role in putting the issue forward.

"We need to do massive education on the issue, starting with our rank and file," said CSEA Region II President George Boncoraglio.

As a step in that direction, the Region II Board has joined the New York Labor Committee Against Apartheid and appointed representatives to promote CSEA involvement in its activities. Boncoraglio has also joined the group's steering committee.

According to representative Willie Terry of CSEA Tax and Finance Local 460, programs will be presented to give members a clearer picture of how bad conditions are in South Africa and how events there affect American workers.

"I think if people hear more about what's happening, they'll want to do something about it," he said.

The conference also looked at how the exploitation of workers in South Africa undermines labor's bargaining position here.

Nelson Nthombeni, president of the National Union of Textile Workers of South Africa, said that while sympathy job actions and other activities in this country are extremely helpful, the labor movement desperately needs money as unions try to organize amid increasing pressure from the government.

He hinted that a single alliance of unions is being pursued.

"We have wasted a lot of time attacking the bull from different directions," he said. "What's important is unity. We must join together to take the bull by the horns."

The South African leaders disputed claims that the Reagan administration's policy of "constructive engagement" toward South Africa is improving conditions for workers there.

They said that although there have been some cosmetic changes such as the establishment of industrial courts, the actual effect is continued repression.

They called for a greater push for corporate divestiture of South African investment, boycotts of South African products and entertainers who perform there, and a campaign for actions instead of words in U.S. foreign policy.

The conference also heard from Congressman Major Owens (D-Brooklyn) who expressed optimism that major legislation will be passed this year implementing significant economic sanctions against South Africa.

AFRICAN UNIONISTS — A trio of South African labor leaders spoke at the recent Conference on Labor and South Africa. From left are Nelson Nthombeni, president of the National Union of Textile Workers; Emma Mashinini, general secretary of the Commercial, Catering and Allied Workers Union; and Edward Mogane, president of the Building, Construction and Allied Workers Union.

REGION II PRESIDENT George Boncoraglio..."we need massive education on the issue."
SIDC closing announcement poorly handled

(Continued from Page 1)

Boncoraglio said great improvements have been made at the State Island facility since allegations of patient neglect and abuse received widespread media coverage in the early 1970's. "In many respects, SIDC is now a model of proper care and programming for the retarded," he stated.

Regional President Boncoraglio said the decision to close is not based on the merits of the present situation at SIDC. While acknowledging that the state must comply with the court's consent decree, Daniels questioned whether the state's actions will maintain the level of care for the approximately 700 SIDC clients.

"The fact is, most of the clients are being dumped into other institutions," he said, pointing out that policy violates the spirit of the consent decree which called for deinstitutionalization and placement of clients in community group homes.

Daniels also pointed out that while most SIDC clients are from the New York metropolitan area, the state is transferring many to upstate facilities. That, contends Daniels, clearly changes the intent of community care facilities to work with local clients.

In addition to being "insensitive," both Daniels and Boncoraglio said the public announcement of the planned closing might be premature. Both stressed that a number of alternative use proposals for SIDC are still under consideration.

As for the employees' future, CSEA Field Representative Bart Brier says the 1,400 layoffs are a worst case scenario. "You might see a political 'sleight of hand' where officially SIDC, as we know it, is closed down, but some type of facility continues to provide care on the SIDC grounds," Brier projected.

Regional President Boncoraglio said, "We expect serious consideration for other types of services that could be provided at the Center and we intend to push before it's too late." Adds Daniels — "We're not throwing in the towel, but we know that layoffs begin in May and so we have to look at reality and start making arrangements for our people who are losing their jobs.

Admitting bitterness, Daniels said the tragedy of Willowbrook/SIDC is part of a larger issue. "The sad part is that what's happening here will eventually happen elsewhere... it's a matter of the state trying to get out of the business of caring for mentally retarded."

DOT reallocation OK'd

ALBANY — Paychecks will be getting bigger for approximately 200 state Department of Transportation employees in New York state.

The salary grade of highway maintenance supervisor II, effective April 1, will go up from 14 to 15. The increase is the result of a civil service "reallocation" which CSEA strongly supported.

A "reallocation" is defined as a change in salary grade with no change in title. It does not require a new probationary period.

Seeking director of Communications Dept.

CSEA is accepting resumes from persons interested in being considered for the position of director of communications in the union's statewide headquarters in Albany.

The director of communications is responsible for promoting the policies of CSEA through the media and all internal communication programs and projects. In addition, the director serves as publisher of the union's official publication, The Public Sector. The director supervises a staff of 4.

Candidates should have 10 years experience in the public relations field and/or newspaper business. A bachelors degree in communications may be substituted for some experience.

Interested individuals should submit their resume and salary history no later than April 2 to: Personnel Office, P.O. Box 7155, Capital Station, Albany, New York 12224.

Attention State Employees!

If you recently...
• returned from leave
• were promoted
• moved into another unit

... notify your payroll dept. to keep your CSEA membership!
In Syracuse School District...

Maintenance unit OK's improved pact

SYRACUSE — By a margin of better than 2-to-1, CSEA members of the Syracuse City Schools Operational Plant Maintenance Unit have ratified a new two-year agreement calling for wage increase and other improved benefits.

The contract affecting 250 employees is retroactive to Jan. 1 and calls for pay increases of 6 percent the first year and an additional 5 percent in 1986.

Other benefits include:
• Improved longevity payments.
• A co-payment drug prescription plan for employees and their families.
• An additional allotment of work clothes.
• Improved tuition reimbursement for job-related educational courses.
• Plus other improvements in contract language.

David Kennedy, president of the unit affiliated with CSEA Onondaga County Local 684, announced results of the secret balloting which followed an informational meeting to explain terms of the tentative agreement.

"The fact our members voted 124 to 50 to accept the contract is a strong indication of support for the negotiating team as well as the two-year package," said Kennedy. "It's a fair contract with good benefits and improvements in the language."

The negotiating committee included: Jerry Smith, Robert Davis, Robert Michaels, David Russell, Robert Seeley, Joseph Moran, Rick Adsitt and CSEA Field Representative Terry Moxley.

RATIFIED AND SATISFIED — Syracuse schools maintenance workers showed solid backing of their new two-year contract in a 2-1 vote. Members of the negotiating committee pictured above are: first row, Bob Davis, Jerry Smith and Joseph Moran; second row, Unit President David Kennedy and Rick Adsitt; third row, Robert Michaels and David Russell.

By Charles McGeary

Davis and CSEA: a long way together

SYRACUSE — For Bob Davis, veteran with more than 30 years of service with the Syracuse City School District, the expression "You've come a long way baby!" carries some special meaning.

"I started with the district back in the '40s after World War II," Davis recalls with a smile, "and I still have my first pay stub. I think my take-home pay was something like $55 and change for 80 hours. That translates to about 68 cents an hour."

Davis is now head custodian in charge of a staff of nine at Fowler Senior High School. He likes reminiscing about the old days and all the changes for the better through the efforts of CSEA. Of course, those benefits didn't come through the generosity of the school district, or all at once. We fought hard for every one of them over many bargaining tables. There were times when we thought we would never wrap things up, then a breakthrough would come to reach an agreement.

Davis has some words of wisdom for younger fellow employees just starting up the career ladder.

"Have faith in your union and your union leadership," he said.

"Attend as many meetings as possible and get involved. The old adage about strength in numbers really applies. The stronger the union membership and its leaders, the stronger each unit or local will be when the time comes to negotiate a contract."

Although Davis is rapidly approaching his 40th year with the school district, he has no immediate plans for retirement.

"Retirement is a long way down the road," he says. "Before that time comes, I've got lots of work to do. In this age of computers and sophisticated lighting, air control and other equipment, I'm always learning something new."

"That keeps my job interesting and I enjoy coming to work in the morning. Keeps me active and young," he said with a sly wink of satisfaction.

What will he do when he finally does retire?

"When I eventually decide to pack it in, I think my wife Dorothy and I will tour the country and visit all the national parks. We enjoy getting away on camping trips and spending time with our three children and seven grandchildren," says Davis.
By Daniel X. Campbell
CSEA Communications Associate

ALBANY—When Dave LaPlante goes to work, he steps back in time about 14,000 years, to an age when mastodons roamed the land which is now New York State. LaPlante isn’t a time traveler. He’s a senior museum exhibit specialist in taxidermy, and he works in what his fellow employees refer to as “the dream factory,” the production facility of the State Museum in Albany.

The two-story, block-long structure is the backroom workshop of the state museum, where exhibits are conceived on paper and transformed into reality by the skilled hands of 45 employees, who are members of CSEA’s Education Local 657.

“This isn’t all mine,” LaPlante said with a sweep of his hands to take in a huge diorama depicting a prehistoric Indian caribou hunt. “I’m just responsible for one small part of the project—the caribou.”

Uncovering the carcass of the supposedly prehistoric caribou, the zoologist points out, “It’s really a steel skeleton filled with styrofoam, covered with fiberglass. The fur is real and everything else is as close as possible, except it’s all plastic.”

LaPlante noted “at least four or five other department employees have already been involved in this project so far and we still have about a year of work to do.”

“You’d have to go a long way to find a better job,” says restoration specialist Jeffrey Stringer, shown here working on a lifesize mastodon display.

“Thats how we work down here,” he says. “Each person is responsible for his specific expertise, metal work, plastic molding, photography, etc. But we all work together to surpass the established goal of any project.”

There’s a spirit of determination, enthusiasm and solidarity that seems to permeate all the museum employees.

“Every job here is a challenge. No two jobs are ever alike and most of them have never been done before. Each day here is a new adventure,” according to Neil Hallenbeck, a 15-year veteran museum exhibit specialist in molded plastics.

Hallenbeck was busy working on a two-foot-long front section of an adult mastodon trunk. Working with a reverse rubber mold which has been made from a clay model, he fills the mold with small pieces of fiberglass cloth and covers it with acetone to create a life-like snout, wrinkles and all.

“I’ve built every rock, tree and person in the state museum’s Adirondack exhibit,” Hallenbeck says with pride. “Now I’m doing all the rocks in the hunt scene and working on the mastodons. I feel busy, happy and challenged by the job.”

The current state museum is located in the huge Cultural Educational Center of the Empire State Plaza in downtown Albany. It will mark its 10th anniversary in this location July 1, 1986. To the casual museum visitor, the facility may appear staid, almost unchanged. But a look behind the scenes reveals the pace is anything but slow.

“Yes, we’re working on projects that the general public will not see until sometime in 1986,” LaPlante said. “But realize we’re talking about building highly realistic life size models, huge backgrounds that recreate the one second in history that we’re after. And everything from the largest figure to the smallest tree leaf has to be as authentic as possible. The research alone on one small part of any exhibit may require months or even years of work.”

Emil Schaller and Curt Fretz, both restoration specialists, agree.

“For the past several months we’ve been restoring a 1903 hansom cab from New York City,” Schaller said. “We had no problems rebuilding the woodwork and redoing the paint work, but due to the deterioration of the internal mechanics, we couldn’t figure out how the front windows of the cab operated. The cab was in such bad condition when we got it that it didn’t even have the window frames.”

“The curator traced the cab’s serial numbers through the New York City Library and Museum and we ended up with the history of this very cab, plus information on the design and operation of the two sliding front cab windows. We then built them to fit exactly into our cab,” Fretz said.

CSEA Education Local 657 Second Vice President Anne Marie Hakeem says, “The museum prides itself on combining art, history and natural science exhibits. When the new museum opened, its goal was to show, in a different way, the experience of the people of this state in the past and present, in one facility. And that’s what the fabricators of the various exhibits have been striving to do over the years.”

“You’d have to go a long way to find a better job,” is the way Jeffrey Stringer puts it. A nine-year veteran in restoration work, Stringer said, “The employees are all committed to the mission of the institution. We have a sense of commitment from the grade 3’s right up to the top management position. And everybody is willing to lend a hand to help another worker.”

Ward Fellows, a senior fabricated plastics specialist, summed up the general attitude of the facility employees. “Management has said go for quality, not quickness. And they have stood by this philosophy in everything involving the operation of the department.”

Fellows said that some other museums use a slightly quicker method of construction to build their exhibit cases that often results in small gas bubbles in the joint seams. “I use a slightly different procedure which takes a little longer, but gives better results. And that’s what the museum management and its employees want—the best possible results.”

The facility is not entirely a worker’s paradise—it has some problems, but management and the union say they are addressing those problems in a positive manner.

“We have 100 percent voluntary CSEA membership at this location,” noted Local 657’s Hakeem. “That helps when we go to management with a problem, because then we can honestly say it’s their problem also. And we’re all willing to work together to solve our common problems.”

Page 6 THE PUBLIC SECTOR, Friday, March 22, 1985
bring the past alive

RESTORING A HANSOM CAB, above, has proven to be a long process requiring much research to assure authenticity. Restoration Specialists Emil Schaller, left, and Curt Fretz apply their magic that is bringing the cab back to its original state.

ANNE MARIE HAKEEM, left, is CSEA Education Local 657 second vice president. The union enjoys 100 percent voluntary membership at the fabrication facility and Hakeem says that helps settle whatever labor relations problems arise.

"EVERY JOB HERE IS A CHALLENGE," says molded plastics exhibit specialist Neil Hallenbeck, a 15-year veteran in his speciality.

DORANCE GORTON pays close attention to every detail of a human model that will become part of a future museum exhibit.
A year without a new contract angers Erie members and drives them to public protest marches

An imposed contract expected following legislative hearing

BUFFALO—Erie County employees who have been without a contract for more than a year have taken their case to the people.

To vent their displeasure and inform the public, representatives of the more than 4,000-member local have held two informational pickets so far in front of the county’s executive and legislative buildings.

“We’ve already been through mediation and fact-finding stages,” said Unit President Stephen Caruana. “Our members are fed up with the delays that have caused them to be without a contract for so long.”

Since the Dec. 4 rejection by the local of a fact finder’s report, it had been trying to negotiate certain benefits into an agreement prior to a legislative imposition of a contract. But negotiations proved unsuccessful and the local is expecting a contract to be imposed soon, following a legislative hearing on the matter March 18.

“Because we have already been through 1984 without a contract, we wanted to try to have certain member benefits—such as dental plan and summer hours—in the package before we started working on any agreement for 1985,” said CSEA Collective Bargaining Specialist Danny Jinks.

Despite several meetings between the union and county negotiators, the county executive has consistently “torpedoed” tentative agreements, says Jinks.

“While we have been able to reach agreement on most issues, summer hours continues to be a sticking point,” said Jinks. “The county executive refused to consider it, so we were back to square one.”

With the collapse in negotiations, the local called on members to become more vocal by renewing their demand for a legislative hearing as well as continuing their informational picket schedule for the weekly legislative meeting.

“We asked them to show their activism and let these legislators know that we mean business,” said Caruana.

The local’s crisis action committee is considering several other means for members to use in pushing for a fair contract, according to committee member Betsy Piette.

“Among other things, we’re working on a button that members can wear, showing their membership in the union and our displeasure with the county’s dragging its feet on our contract,” Piette said.

“It’s important that we stick together and use the united force of our numbers to keep working for the best settlement we can get,” said Caruana.

BINGHAMTON — Informal discussions are planned with Binghamton State Office Building employees expected to return to the facility later this year.

The building was shut down after an electric fire and toxic contamination four years ago. Since then employees have been working at about a dozen temporary work locations.

David Rings, executive coordinator for the Office of General Services, recently announced that the cleanup and renovation of the downtown tower is progressing on schedule.

Rings expects state officials to meet informally with employees to discuss the reopening. He does not expect the expert panel to hold actual meetings with employee groups as previously reported. He does anticipate, however, trying to arrange a meeting of the expert panel with local union officials.

CSEA has been a highly visible leader during the past four years to protect employees’ rights and health and safety, and has helped workers with such matters as relocation, restoration of lost time, and personal property claims.
Last January, a group called the Independent Commission on the Future of the State University issued a report which CSEA believes holds a dangerous proposal. That report argues that the SUNY administration needs deregulation, separation from the state so that it can have more freedom, or "flexibility," in making decisions about how its resources are used.

The report, entitled "The Challenges and the Choice," recommends a fundamental and drastic alteration of the current relationship among the state Legislature, the Division of Budget and SUNY. In a word, SUNY would be held unaccountable for the more than $1 billion in state monies it receives every year.

Why is CSEA against this? The union points to widespread administrative abuse that already permeates the SUNY system. The story is on pages 9-12.

NEW PALTZ — A lack of preventative maintenance and a backlog of routine chores are the results of years of cutbacks in the support staff of the state university system.

According to Dale Sutton, president of SUNY New Paltz Local 610, there are 4,000 fewer employees statewide — mostly support staff — now than in 1975. In New Paltz, about 25 members of the maintenance crew have been cut in the last decade.

"When they have to cut, they cut maintenance," said Head Janitor Jim Powers. "The institute is here for educational purposes, so the first priority is to hire teaching staff. We're only support staff."

Powers points out that while the buildings are not about to crumble, routine work is now deferred and maintenance staff has time to tend only to emergency situations. In addition to the morale problem that this causes, "People can't keep up the areas at a level of cleanliness that they would like," says Powers.

Powers added that there is no back-up staff to cover for employees who are ill or on vacation. "Work accumulates, and we end up taking staff from other assignments," he said.

"We don't let priority problems go," Powers emphasized. "There are no health and safety violations, but we're not providing the level of support to the college community as we did when we had more staff."

Physical Plant Director Arnold Bernardini says he is concerned that without the "spit and polish," SUNY can't compete with private schools in the Hudson Valley.

"We can maintain minimum standards, but to make this school special, we need dollars. Now we can't create the type of atmosphere conducive to creative thinking."

Bernardini also pointed out that the situation is affecting the morale of the staff. "There's a feeling that they can't get ahead of the work," he said.

Emphasizing that the cutbacks are not cost effective, Powers commented: "It's like the MTA (Metropolitan Transportation Authority). For years they didn't budget money for maintenance, and when they finally decided they couldn't put it off any longer, it cost them much more."

"The hidden cost," said Bernardini, "is lack of peace of mind, lack of job security, threats of lay-off for reasons that have nothing to do with the quality of work."

"What is totally neglected are the amenities. Not only do you not attract students, you can't attract quality staff and faculty away from the private colleges."

FALLING APART AT THE SEAMS — Local 610 President Dale Sutton shows cracks in the wall of a building on campus at SUNY New Paltz. In photo above, cracks in walkways and steps go without adequate repair and create possible safety problems for faculty and students. Deterioration of facilities is hitting SUNY campuses around the state, and cuts in funding are shrinking maintenance crews that would otherwise be able to make repairs.
Doris Mason, political action coordinator from the Southern Region, discusses U-Howard Nolan (Albany).

Region IV Treasurer Barbara Stack gets together for a talk with Sen. Thomas Haley.

"It's simply a power grab. The commission report is unacceptable."

Thomas Haley
CSEA Political Action Director

"This is an outrageous example because it involves saving a human life and no one would be opposed to having flexibility in such a case," says CSEA Attorney Steve Wiley. "But the situation was cleaned up with a phone call so we fail to see a real problem."

According to Wiley, SUNY administration already has too much flexibility and has abused it in ways that are hurting workers in the civil service and jeopardizing the state's enormous investment in the physical structure of the campuses.

CSEA is backing a measure in the legislature known as the U-Grades Bill (S.2940/A.3831), which would put the brakes on one of these abuses, Wiley explains.

"This U-Grades situation is a blatant example to us that SUNY has far too much flexibility. SUNY now has jurisdiction to take jobs out of classified service and to put them into unclassified service. Because there are no checks on them, they can do what they please.

When jobs are taken out of classified service they are removed from the jurisdiction of the state Civil Service Commission. In effect, what this means is that career civil servants are deprived of promotions.

The proposed legislation would restore the power to approve the placement of positions to the Civil Service Commission and would more clearly define which positions are to be in the 'professional service.'"

According to Wiley, SUNY has been labeling all sorts of jobs as 'professional' and taking them out of classified service. Workers who basically do jobs as planters or operators have been jolted into new jobs with higher salaries in a patronage system that is prevalent on all the campuses.

In addition, SUNY is using license in creating new administrative positions at the expense of maintenance.

From left, Third Vice President Ralph Young and President Dorothy Penner of Oneida County Local 633 engage in some talk over the SUNY issue with Assemblyman John G. O'Neill (St. Lawrence County).

ALBANY — If SUNY reigns, we'll all be poor.

There will be "dire results" if the Legislature loses its control over SUNY," said Assemblyman Andrew W. Ryan Jr., Franklin and Clinton counties.

"Given a choice, SUNY managers would spend more money and allow him to write checks as he sees fit."

"We're saying more stringent controls would save taxpayers' money," Wiley said.

Is there a ‘SUNY bond issue’ in our future?

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From left, Assemblyman Richard Miller (Broome and Tioga counties), left looks at CSEA proposal against increasing SUNY "flexibility." CSEA representatives pictured are: Keith Zulko, Binghamton Psychiatric Center Local 615 and Sue Calhoun, State University at Syracuse Local 615.

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The proposed legislation would restore the power to approve the placement of positions to the Civil Service Commission and would more clearly define which positions are to be in the 'professional service.'"

According to Wiley, SUNY has been labeling all sorts of jobs as 'professional' and taking them out of classified service. Workers who basically do jobs as planters or operators have been jolted into new jobs with higher salaries in a patronage system that is prevalent on all the campuses.

In addition, SUNY is using license in creating new administrative positions at the expense of maintenance.

From left, Third Vice President Ralph Young and President Dorothy Penner of Oneida County Local 633 engage in some talk over the SUNY issue with Assemblyman John G. O'Neill (St. Lawrence County).

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Is the state missing the boat on SUNY's Maritime College?

Campus maintenance sinks under wave of budget cuts

BRONX — "Out of sight, out of mind" seems to be the byword for the New York Maritime College when it comes to getting funding from the state.

But it's the state that will be "missing the boat" if it soon doesn't begin to recognize the vital role the college plays in keeping New York City the most important port in the world, say college and union officials there.

The college, which is part of the state university system, is tucked away beneath the Throgs Neck Bridge on a campus that includes an actual stone fort. "We tend to be overlooked because we're hidden away and nobody knows about us," says Margie O'Brien, president of the 150-member CSEA unit on campus.

New York Maritime provides specialized training for careers in the Merchant Marine service to an average enrollment of some 900 students. O'Brien notes that people often confuse the college with the Federal Academy at King's Point, right across the water. But she indicates that the SUNY Maritime program is actually broader and more open to students because they don't need political appointments to enroll. It is the only school of its kind to offer a full four-year college degree and preparation for Merchant Marine licensing.

The school is unique in other ways also. The only facility in the SUNY system with an 1838s fort on campus as well as a 553-foot long ocean-going ship at dock, Maritime has special needs.

But, according to O'Brien, the college has had a hard time making its needs clear in Albany. "We're not going to be turning out people with the necessary skills to keep such an important industry productive."

As an example, O'Brien points to a series of construction bridges surrounding the fort. "They're in place because the stonework parapets started falling down," she says.

SUNY's Westchester County campus here is NOT IN SHIPSHAPE ANYMORE — It wasn't until the stonework started falling down that SUNY Maritime College at Fort Schuyler, Bronx received funding to make necessary repairs. The campus, with its 150-year-old fort and ocean-going vessel, has unique maintenance problems but has been underfunded throughout its history, say college officials.

"Unfortunately, we don't have adequate funding, CSEA workers are hurt the most.

NOT IN SHIPSHAPE ANYMORE — It wasn't until the stonework started falling down that SUNY Maritime College at Fort Schuyler, Bronx received funding to make necessary repairs. The campus, with its 150-year-old fort and ocean-going vessel, has unique maintenance problems but has been underfunded throughout its history, say college officials.

Unfortunately, when we don't have adequate funding, CSEA workers are hurt the most.

As an example, O'Brien points to a series of construction bridges surrounding the fort. "They're in place because the stonework parapets started falling down," she says.

While there had been backing of projects to maintain the building for some time, it was until the walls started crumbling that the money came through for repairs, O'Brien said.

According to Maritime's Director of Business Affairs Richard Bizar, the school's budget outlook is "horrendous, bleak, and disturbing." He indicates that while there had been some encouraging attention to the college's needs over the past year, at the last minute there were across the board cuts in SUNY budgeting that wiped out possible improvements.

Although Maritime officials are seeking restoration in critical areas such as temporary service and overtime pay, Bizar is not optimistic about the chances for success.

"Unfortunately, CSEA workers are hurt the most. When we don't have adequate funding, we have to let things like maintenance and upkeep of the physical plant slide in favor of putting resources elsewhere."

Also, without proper staffing, existing staffs have to take on additional responsibilities or necessary work doesn't get done, said Bizar. That, in turn, contributes to a decline in morale. Bizar is particularly concerned about the temporary service and overtime cuts because they have picked up some of the slack from the staff shortage in the past.

"The shame is that this is such a special college and we need to keep things up to attract the better students," says O'Brien. "If we don't, we're not going to be turning out people with the necessary skills to keep such an important industry productive."

Cutbacks in custodians pose problems at Purchase

PURCHASE — Problems on SUNY's Westchester County campus here have gone from bad to worse.

According to Head Janitor Frank Russo, a member of SUNY Purchase Local 637, the custodial staff has shrunk by 30 positions in just the last three years.

Director of Personnel Richard Silver says the staff shortage is causing "a myriad of problems."

And Patrick Coughlin, vice president for finance and management has sent a warning to deans and directors of the university. "It is important that you begin to plan now for austerity measures," he told them in a memo.

Coughlin says the Governor's budget proposal for SUNY poses "very serious problems for the college." Not only did the state not fulfill a request for additional positions, but Coughlin pointed out that inflationary increases in the non-salary budget have not been addressed. Therefore, the cost of materials, repairs and everyday operating expenses such as postage and telephone bills is severely impacted.

In addition, temporary service was cut by 20 percent and mandatory savings was increased by over $40,000.

What this means to the support staff in a cut in overtime, less money for equipment and a campus that is not receiving the attention it should. Russo says that, like his colleagues on other state campuses, he and his staff are managing to cover emergency situations but are finding it very difficult to keep up with daily and preventative maintenance.

The problem is, Silver says, "the less attention you give to the physical plant, the more it deteriorates."

"We won't go out of business," Coughlin commented, "but we'll get a little seedier."
PERB rules commissioner violated Taylor Law

NIAGARA FALLS—A basic union right under the Taylor Law — to file grievances — has been upheld by the Public Employment Relations Board in a Niagara County decision.

PERB has directed Niagara County Social Services Commissioner Louis Scozzafava to stop discouraging county employees from filing grievances.

The ruling, which has been hailed by CSEA leaders as "a firm warning" to all state public employers that "public employees have certain rights under the law and that CSEA will take whatever steps are necessary to protect the rights of our members," said CSEA Western Region VI President Robert Lattimer.

Unit President Quain Weber called the ruling "a great morale boost for our members. This is proof that the Taylor Law does have some teeth in it."

It was ruled that Scozzafava violated the Taylor Law at a June meeting of department employees when he implied that those who filed grievances would meet with unspecified discipline.

Thomas X. Christy, field representative for the 800-member unit of Niagara County Local 832, filed an improper practice complaint with PERB.

An attempt to settle the matter informally failed, and a formal hearing was held in November.

In February, a PERB administrative law judge ordered the county department to "cease and desist from discouraging or attempting to discourage employees from the exercise of their rights" under the Taylor Law.

CSEA was represented by Attorney Stephen J. Wiley at the formal hearing.

Lattimer said he hopes all public employees will "take note of this decision, recognizing that public employees are human beings, not slaves working at the whim of administrators."

The posted notices must remain in place for 30 consecutive days from the date of posting and must not be altered, defaced or covered by any other material.

Expert approves county efforts to resolve health complaints

KINGSTON—A consultant hired by CSEA to inspect the Ulster County Office Building says he is satisfied that county officials did all they could to resolve health complaints that surfaced in January.

Matt Gillen, an industrial hygienist from the Washington, D.C.-based Workers' Institute for Safety and Health (WISH), approved of the county's installing exhaust fans and increasing the air intake in the building.

A lack of freshly circulated air in the building caused workers to experience dizziness, nausea, burning eyes and fainting, sending many to a local hospital for treatment. Insufficient fresh air causes a build-up of carbon dioxide, which can bring on such symptoms, said Gillen.

Gillen met recently with Ulster County Safety Officer Bob Hoose, CSEA Health and Safety Director Jim Corcoran and Region III Health and Safety Coordinator Linda Siccardi to appraise the situation.

Hoose pointed out that the week before the incidents, outdoor temperatures plummeted below freezing, automatically closing the vents that bring outdoor air into the building.

In addition to the actions already taken by the county, Gillen made several recommendations:

- The fresh air intake should be increased further. Although the current the heating system does not allow for this, he says a major renovation project planned for the building should include such provisions.
- The heat should be turned off earlier in the day. The building retains heat from the mid-morning sun, causing extremely hot and dry conditions by afternoon — when most employees reported problems.

Region III Field Representative Steve Czynowsky said the county demonstrated a willingness to cooperate when incidents occurred.

A HEALTHIER WORKSITE — Ulster County Health and Safety Officer Bob Hoose, right, discusses health problems of employees in the county office building with CSEA Health and Safety Director Jim Corcoran, Region III Health and Safety Coordinator Linda Siccardi and Industrial Hygienist Matt Gillen.

- The humidity should be increased from the present 35 percent — which is extremely low — to about 50 percent.
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BUFFALO—While public and employee opposition to evening hearing hours at the Workers' Compensation Board grows across the state, CSEA members here recently voiced their dissatisfaction at an informational picket.

Since Workers' Comp Chairman Robert Steingut implemented the plan Feb. 4, CSEA has worked to reverse it, citing impracticality, higher administrative costs and a violation of the workday/workweek article of the union-state contract.

"Robert Steingut acts as though he is superior to the contract that was negotiated between CSEA and the state of New York," declared Buffalo State Employees Local 003 President Kathie Fetzer.

After picketing in front of Buffalo City Hall, Fetzer went inside to testify before the Temporary Commission on Workers' Compensation, outlining the problems caused by the change in hours.

"The inconvenience the evening hour schedule is imposing on the public goes hand in hand with the problems facing the employees of the Workers' Compensation Board," she told the Commission.

Joining Fetzer on the picket line earlier were two Local 003 members who called the night hours "ineffective, disruptive and unsafe." The two, Michelle Smith and Frank Navarro, are both Comp Board court reporters who were recording the daylong hearings, but picketing during their lunch hour.

"I've had to work twice already at night and most of the people scheduled to show up for hearings have failed to do so," said Smith. "If this is going to be a pattern, it's a big waste of taxpayer dollars."

Navarro called the night hours disruptive to family life, saying the employees weren't given adequate notice of the change.

Fetzer pointed out the hazards of the General Donovan State Office Building, where the night Comp Board hearings are held.

"Public transportation is remote and inadequate. The nearest bus stop for most is at least three blocks away," she said, noting there were also minimal building security, first aid and cafeteria services available in the evening.

The commission hearings were chaired by Karen Burstein of the Civil Service Commission, who disclosed that a report will be made to the state Legislature when statewide hearings have been concluded.

Also testifying against the night hours were attorneys, insureds and claimants. The session was videotaped by an AFL-CIO television crew.

"Good, intelligent minds negotiated a fair bargain, but Mr. Steingut strikes a superior role, as if he knows more than anyone else what is right for the people of the state," said Fetzer.

"How can one man play God with so many lives? And where does he get the right?"

VOICING THEIR OPPOSITION to the new schedule were Local 003 members Michelle Smith and Frank Navarro, court reporters for the Workers' Compensation Board.
**Tax credits available for working parents**

If you're a working parent, your children can help you claim additional credits on your income tax returns. Both the federal government and New York state allow significant deductions for child care expenses that can save you money.

The amount that can be deducted depends on your family income and how many children you have. It ranges from a low of 20 to 30 percent of child care costs under U.S. guidelines. New York also allows an additional 20 percent of the federal deduction to be claimed.

Both single parents and households where husband and wife are employed full- or part-time are eligible. Also, you can claim the credit if you are looking for work or if you are a full-time student for five months of the year.

The deductions are allowed whether or not you itemize on your tax returns. They also apply to any expenses involved in taking care of your children in order to work. For example, you can file for the credit whether you take your children to a day care center or have them cared for at home. Travel expenses in transporting children to child care are also deductible.

As always with income tax matters, it is best to keep all receipts just in case you are audited. For more detail on the child care credits, contact the Internal Revenue Service and ask for publication 953, "Child Care and Dependent Care."

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**Downstate Med workers win out-of-title grievance**

BROOKLYN — Eleven employees of the Downstate Medical Center here have had their job titles reclassified and have been awarded nearly a year's worth of retroactive pay increases, thanks to a successful out-of-title grievance won by CSEA.

Previously, the administration at Downstate sought and received reclassification for the employees from the state Civil Service Department. Under the reclassification, the employees were upgraded from grade 4 admitting clerks to grade 7 nursing station clerks.

Although the reclassification recognized the additional responsibilities that were required, the grievance ruling ensured that the employees were properly compensated for the period between the grievance filing and the effective date of the promotions.

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**Colorful ceremony**

CSEA REGION III President Pat Mascioli, left, who serves in the Army Reserve as a command sgt. major, is shown here during a recent ceremony in which Westchester County Executive Andrew O'Rourke was presented with the admiral's colors to honor his promotion to rear admiral. Mascioli commented, "While we sit on different sides as union and management, we come together in other community areas." Traditionally, the flag is displayed on the building in which the admiral is present, he explained.
Statement of GENERAL FUND ASSETS, LIABILITIES AND FUND BALANCES as of September 30, 1984 and 1983

**ASSETS**

<table>
<thead>
<tr>
<th>1984</th>
<th>1983</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CURRENT ASSETS</strong></td>
<td></td>
</tr>
<tr>
<td>Cash on hand and in checking accounts</td>
<td>$197,433</td>
</tr>
<tr>
<td>Cash in interest-bearing accounts and certificates of deposit - Note 2</td>
<td>2,735,600</td>
</tr>
<tr>
<td>Marketable securities, at cost which approximates market - Note 1</td>
<td>6,779,087</td>
</tr>
<tr>
<td>Membership dues and agency fees receivable</td>
<td>747,730</td>
</tr>
<tr>
<td>Due from insurance fund</td>
<td>38,360</td>
</tr>
<tr>
<td>Miscellaneous receivables</td>
<td>662,130</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>176,232</td>
</tr>
<tr>
<td><strong>Total current assets</strong></td>
<td>$15,833,883</td>
</tr>
</tbody>
</table>

**PROPERTY, PLANT AND EQUIPMENT**

<table>
<thead>
<tr>
<th>1984</th>
<th>1983</th>
</tr>
</thead>
<tbody>
<tr>
<td>Land</td>
<td>$124,207</td>
</tr>
<tr>
<td>Executive headquarters</td>
<td>996,192</td>
</tr>
<tr>
<td>Furniture and equipment</td>
<td>306,482</td>
</tr>
<tr>
<td>Less accumulated depreciation</td>
<td>2,053,871</td>
</tr>
<tr>
<td><strong>Total property, plant and equipment</strong></td>
<td>$2,076,619</td>
</tr>
</tbody>
</table>

**OTHER ASSETS**

<table>
<thead>
<tr>
<th>1984</th>
<th>1983</th>
</tr>
</thead>
<tbody>
<tr>
<td>Certificate of deposit - Note 2</td>
<td>$1,000,000</td>
</tr>
<tr>
<td>Marketable securities, at cost which approximates market - Note 1</td>
<td>1,045,673</td>
</tr>
<tr>
<td>Deposit</td>
<td>565,402</td>
</tr>
<tr>
<td><strong>Total other assets</strong></td>
<td>$2,611,075</td>
</tr>
</tbody>
</table>

**LIABILITIES AND FUND BALANCES**

| CURRENT LIABILITIES | | |
| Accounts payable | $590,723 | $571,686 |
| Compressed advances | 412,166 | 371,506 |
| ASGE per capita dues | 2,500,266 | 2,190,666 |
| Payroll tax accruals and funds withheld as agent | 9,216 | 9,794 |
| Due in locals for share of dues | 2,151,366 | 2,539,466 |
| Due to employees' retirement plan - Note 6 | 13,427 | 64,178 |
| Due to contributions collected in advance | 10,078 | 29,286 |
| **Total current liabilities** | $4,261,135 | $4,337,286 |

**COMMITMENTS AND CONTINGENT LIABILITIES - Notes 4, 6, 7, 8 and 9**

| 1984 | 1983 |
| Fund for general operations and working capital | $5,354,775 | $5,209,179 |
| Fund for contingency | 1,452,777 | 1,258,358 |
| Fund for building and equipment investment | 1,427,580 | 1,326,958 |
| Fund for additions to building and equipment | 806,241 | 362,043 |
| Fund for replacement of headquarters building | 650,850 | 10,078,130 |
| **Total fund balances** | $15,346,449 | $15,126,356 |

**EXCESS OF REVENUES OVER EXPENSES (expenses over revenues)**

<table>
<thead>
<tr>
<th>1984</th>
<th>1983</th>
</tr>
</thead>
<tbody>
<tr>
<td>Excess of revenues over expenses</td>
<td>(439,850)</td>
</tr>
<tr>
<td><strong>Fund balance, beginning of year</strong></td>
<td>$9,089,694</td>
</tr>
<tr>
<td>Appropriations between funds</td>
<td>71,022</td>
</tr>
<tr>
<td><strong>Fund balance, end of year</strong></td>
<td>$9,180,716</td>
</tr>
</tbody>
</table>
## Significant Accounting Policies


**Income taxes:**
- The Association is a labor union exempt from income taxes under Section 501 (c)(5) of the Internal Revenue Code. Accordingly, no provision for income taxes has been made.
- Marketable securities: Marketable securities are carried at amortized cost, which approximates market. Premiums paid or discounts received on acquisition are amortized on a straight-line basis over the life of the security.
- Property, plant, and equipment: Recorded at cost and depreciated on a straight-line basis over the estimated useful lives of the assets ranging from 5 to 20 years.
- Grants received:
  - Operating funds restricted by the grantor for particular purposes, such as Employee Assistance Program and Labor Education Action Program, are deemed to be earned and reported as revenues of operating funds when the Association has incurred expenditures in compliance with the grant specifications.
- Retirement plan:
  - The Association has a retirement plan covering most of its employees.
  - Pension expense is determined in accordance with an actuarial cost method, and it is the Association's policy to fund pension costs accrued. Past service costs under the plan are being funded over a 27-year period. (See Note 6.)
- Insurance funds:
  - The Insurance Fund is restricted to use for insured members only, but is contributed by and considered part of one legal entity, THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. Based upon an estimate of the cost of handling the group life insurance program, made at the beginning of each fiscal year, expense is recorded in the Insurance Fund, with the offsetting income reflected in the General Fund. After the close of the fiscal year, a study is done to determine the actual cost of operating the program, with the adjustment, if any, for a particular year reflected in the subsequent year. (See Note 3.)

## Notes to Financial Statements

### 1. Significant Accounting Policies

- **1. Significant Accounting Policies**
- **2. Cash in Interest-Bearing Accounts and Certificates of Deposit**
- **3. Group Life Insurance Reimbursement of Expenses**
- **4. Affiliation Agreement**
- **5. Political Action Provisions**

### 2. Cash in Interest-Bearing Accounts and Certificates of Deposit

During the year ended September 30, 1982, the Association entered into a long-term deposit contract in the amount of $1,750,000 with a banking institution. The principal deposit must remain intact through March 1984 and will be reduced by varying amounts each six months thereafter through March 1987. The principal deposit balance at September 30, 1984 is $1,500,000.

### 3. Group Life Insurance Reimbursement of Expenses

The Board of Directors has approved separate studies conducted to determine the cost of handling the group life insurance program for the years ended September 30, 1983 and 1982. The effect of these studies was to decrease fund income and the insurance fund balance by $27,869 and increase fund income and the insurance fund balance by $27,814 for the respective years. General fund income and the fund balance for general operations were conversely increased and decreased by similar amounts for the respective years.

A cost study for the year ended September 30, 1984 has not yet been initiated.

### 4. Affiliation Agreement

In April 1978, the Association entered into a three-year affiliation agreement with the American Federation of State, County and Municipal Employees, AFL-CIO (AFSCME). This agreement was amended, effective January 1, 1981, whereby CSEA became a permanent affiliate of AFSCME. In addition, AFSCME to pay organizational grants to CSEA amounting to $40,000 and $30,000 for the year ending September 30, 1981 and 1982, respectively.

The amended agreement provided for an affiliating grant of $204,500 to fifty-nine thousand dollars ($59,000) over the next forty-eight years. The total grant is $404,500 to fifty-nine thousand dollars ($59,000) over the next forty-eight years. (See Note 4.)

### 5. Political Action Provisions

To advance the political goals and interests of the Civil Service employees of the State of New York and its political subdivisions, a Civil Service Employees Political Action Fund was organized. This fund is maintained independently of the Association and, accordingly, is not included in the accompanying financial statements. The provisions of $204,500 and $30,000 recorded in the fund for general operations and working capital represent the amounts appropriated and transmitted to the political action fund for the years ended September 30, 1984 and 1983, respectively. (Continued on Page 18)
6. Employee Benefit Plans

CSEA Local 830. Members later overwhelmingly approved the agreement.

Deferred compensation plan:
The Association is a defendant in a number of actions in several jurisdictions. The amounts of liability in these actions were not determinable at September 30, 1984, but in the opinion of management any ultimate settlement will not materially affect the Association's financial position.

Pension plan:
The Association has a noncontributory pension plan covering substantially all its employees. Total pension expense was $841,491 and $761,803 for the years ended September 30, 1984 and 1983, respectively. The actuarial present value of accumulated plan benefits of return used in determining the present value of accumulated benefits was 7% for both years. The accumulated plan benefits and plan assets for the Association's defined benefit plan as of December 15, 1983 and 1982 are presented below:

<table>
<thead>
<tr>
<th>Year</th>
<th>1983</th>
<th>1984</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vested</td>
<td>$4,421,883</td>
<td>$4,645,317</td>
</tr>
<tr>
<td>Nonvested</td>
<td>321,683</td>
<td>652,277</td>
</tr>
<tr>
<td>Total</td>
<td>$4,743,566</td>
<td>$5,397,594</td>
</tr>
</tbody>
</table>

Deferred compensation benefits:

During 1984, the Association instituted a deferred compensation plan for officers that provides benefits upon retirement or death. The deferred compensation benefits are funded by life insurance policies on each participant with the Association as owner and beneficiary. Total expense for this program for the year ended September 30, 1984 was $18,046.

7. Litigation

The Association is a defendant in a number of actions in several jurisdictions. The amounts of liability in these actions were not determinable at September 30, 1984, but in the opinion of management any ultimate settlement will not materially affect the Association's financial position.

8. Lease Commitments

The Association is committed to various noncancellable leases for rental of office space for satellite and regional offices and automobiles expiring at various dates. Minimum rental payments under such leases are as follows:

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>Offices</th>
<th>Autos</th>
<th>Total Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>1985</td>
<td>$413,709</td>
<td>$225,000</td>
<td>$638,709</td>
</tr>
<tr>
<td>1986</td>
<td>562,636</td>
<td>52,000</td>
<td>614,636</td>
</tr>
<tr>
<td>1987</td>
<td>313,683</td>
<td>4,250</td>
<td>317,933</td>
</tr>
<tr>
<td>1988</td>
<td>264,230</td>
<td>4,250</td>
<td>268,480</td>
</tr>
<tr>
<td>1989</td>
<td>199,582</td>
<td>4,250</td>
<td>203,832</td>
</tr>
<tr>
<td>Later years</td>
<td>738,083</td>
<td>4,250</td>
<td>742,333</td>
</tr>
<tr>
<td>1984</td>
<td></td>
<td></td>
<td>1,553,000</td>
</tr>
<tr>
<td>1983</td>
<td></td>
<td></td>
<td>738,083</td>
</tr>
</tbody>
</table>

Rental expense for the years ended September 30, 1984 and 1983 was as follows:

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>1984</th>
<th>1983</th>
</tr>
</thead>
<tbody>
<tr>
<td>Offices</td>
<td>$1,553,000</td>
<td>$738,083</td>
</tr>
<tr>
<td>Autos</td>
<td>281,250</td>
<td>225,000</td>
</tr>
<tr>
<td>Total</td>
<td>$1,834,250</td>
<td>963,083</td>
</tr>
</tbody>
</table>

9. Subsequent Event

During November 1984, the Association purchased a new headquarters building for $3,350,000. The purchase of the building and related improvements is financed through a $4,000,000 industrial development bond. The debt service payments are $36,365 per month for 20 years beginning December 1984, which includes interest of 9.25% per annum.

The Audit Committee met at Headquarters February 15, 1985. The following members were present: Chairman John Geraghty, Charles Perry, Ralph Spagnolo and Ray Bohen. The main topic was a review of the Annual Financial Report of the union for the fiscal year ended September 30, 1984. The details of the report were reviewed with auditors from the accounting firm of Coopers & Lybrand.

CSEA experienced a loss of $93,390 in fiscal year 1984 as compared to the $2.2 million profit in fiscal 1983. As the close of fiscal 1984, CSEA remained in a strong financial position with a total fund balance of $14,895,290.

John Geraghty, Chairperson
Charles Perry
Ralph Spagnolo
Ray Bohen
Mary Sullivan
John Eliss

CSEA COLLECTIVE BARGAINING SPECIALIST George Peak explains details of new 3-year contract to members of Nassau County CSEA Local 830. Members later overwhelmingly approved the agreement.

MINEOLA — A new contract described as making “important inroads and many milestones” has been overwhelmingly accepted by members of Nassau County CSEA Local 830.

Nassau County employees accepted the pact, retroactive to Jan. 1, by a 5,112 to 1,417 margin.

The 3-year pact covers about 14,000 CSEA-represented Nassau County workers. The package provides raises of 6 percent in 1985 and 5.5 percent in 1986, and includes increments.

Local 830 President Jerry Donahue said the contract makes “important inroads and many milestones” and said it is a testimony to the hard work of the union’s negotiating team.

Among the new contract benefits are fully paid health insurance, a 20 percent increase in dental benefits effective July 1, and binding arbitration through an impartial panel to settle disciplinary actions. It also includes an optical plan for individual employees beginning July 1, child care leave of up to one year for both male and female employees, and a number of other innovative benefits.

LOCAL 830 PRESIDENT Jerry Donahue tells his members that new contract contains “many milestones.” Members gave wide margin of approval to contract which is retroactive to Jan. 1.
CSEA POLITICAL ACTION ACTIVISTS who participated in a legislative workshop sponsored by the Black and Puerto Rican Coalition of the state Legislature included, from left, CSEA Statewide Secretary Irene Carr, Region V PAC Chairwoman Dorothy Penner, Brooklyn Developmental Center Local 447 Political Action Committee member Ivan Destine, and Metropolitan Region II President George Boncoraglio.

Among CSEA representatives attending a recent Black and Puerto Rican Coalition legislative workshop in Albany were, from left, CSEA Central Region y Political Action Committee Chairperson Dorothy Penner, CSEA Region V Executive Secretary Ralph Young and CSEA Statewide Secretary Irene Carr.

Chemung highway dept. employee Paul Talada dies in work mishap

ELMIRA — Paul A. Talada, an employee of the Chemung County Highway Department, was killed in an on-the-job accident March 12 when he reportedly was crushed between an unmanned dump truck and a grading machine during grading operations on a county road. Details of the fatal accident are being investigated by State Police and by CSEA Region V Occupational Safety and Health Specialist Chris Jamison.

Talada, a member of Chemung County CSEA Local 808, was an 18-year employee of the county. Talada was described as “a real nice guy who worked hard and was very safety conscious,” by Shop Steward Chuck Ellston. “The guys are really taking it hard,” he said of the 29-member county highway crew.

Chemung County Executive Robert Densburger granted Ellston’s request that the highway department be closed for the afternoon of Talada’s funeral services to allow all co-workers to attend.

Downstate Correctional Facility employee wins upgrading

FISHKILL — A grade 8 maintenance assistant at Downstate Correctional Facility has been upgraded to a motor equipment mechanic grade 12 as the result of an out-of-title grievance filed by CSEA.

According to Region III Field Representative Diane Campion, William DeCarlo’s claim was that since 1979, he had been assigned to diagnose, repair and maintain hydraulic systems, diesel buses and heavy equipment, heavy duty trucks, automobiles, tractors, cement mixers and small engines.

In addition, DeCarlo was supervising three inmates, developing a preventive maintenance program for the fire engine; performing vehicle inspections, installing motors and transmissions and performing body and fender work. He further stated that the supervision he was receiving consisted only of receiving work orders.

In his recommendation to the Governor’s Office of Employee Relations, Associate Director Allen C. DeMarco stated, “Although some of the tasks performed by the grievant are appropriate for maintenance assistant, the majority of duties performed are at the journey level and are performed without supervision, making these assignments characteristic of motor equipment mechanic grade 12.”

“Mr. DeCarlo worked out-of-title for quite a while, and was promised the upgrading over and over again,” Campion remarked. “It was only when we filed the grievance for him that he was finally upgraded.”

Campion urged workers to file out-of-title grievances promptly. “It may force the state to consider more seriously the need for re-classification,” she added.

UPGRADED — Newly upgraded Motor Equipment Mechanic Bill DeCarlo, center, is congratulated by Downstate Correctional Facility Local 155 President Bob Anderson, right. At left is Plant Superintendent Roger Miller.
Two CSEA members prevent possible fire and ice deaths

ULRIKE (RICKI) HENDERSON SAYS, "I JUST KNEW I HAD TO PUT OUT THAT FIRE."
ROY BROWN MODESTLY SAYS, "ANYONE WOULD HAVE DONE THE SAME THING."
AND BOTH MIDDLETOWN PSYCHIATRIC CENTER EMPLOYEES ARE BEING CALLED HEROES FOR QUICK-THINKING ACTIONS WHICH PROBABLY SAVED LIVES IN TWO SEPARATE INCIDENTS RECENTLY.

**Ulrike (Ricki) Henderson**

Henderson, a senior stenographer and an active member of Middletown Psychiatric Center CSEA Local 415, was working in her second floor office of the facility’s Education and Training Building when she heard a smoke detector in the hallway sound.

Henderson responded quickly—"I walked out into the hallway and checked a room where the washer and dryer are kept, and everything seemed okay. Then I walked further to a small room where we have a stove for staff use, and the door felt very hot."

When she opened that door, heavy black smoke rolled toward her from a burning pot on the stove.

Instantly, Henderson grabbed a sheet from a nearby closet, wet it under a faucet, and put it over her nose and mouth in order to be able to breathe in the smoke-filled room. She then pulled the fire extinguisher from the wall and used it to extinguish the fire before it could spread any further.

"A lot of staff people live in this building," noted Local 415 President Alex Hogg in praising Henderson's bravery and quick action in an emergency.

Was she frightened when she first saw the fire? "I didn't have time. I just knew I had to put out that fire," Henderson said.

She has been an employee at the Middletown Psychiatric Center for 19 and one-half years, Henderson has been a CSEA delegate in the past, and has been involved in several union activities and projects over the years.

**Roy Brown**

It was a very cold wintry day in January when Motor Vehicle Operator Brown was returning from a nearby town, where he had just picked up some repair parts for vehicles that belong to the facility.

As he neared his destination, Brown crossed the railroad tracks a short distance from the psychiatric center.

"I saw this little kid, about two or three years old, walking down the tracks," he recalls. "He had no shoes on, and no jacket, and it was below freezing!"

Realizing the small child was alone, the CSEA member stopped and asked the child where he was going. Brown remembers that the youngster told him he was heading for a local discount store to "ride the horses," apparently referring to a mechanical merry-go-round in the store lobby.

But the severely underdressed child did not know his own name, his age, or where he lived. So Brown put him in his vehicle and took him to the facility garage, where safety officials called local police, who later located the child's parents.

Brown, an ex-Marine and a five-year employee at the psychiatric center, shrugs off his actions, which possibly saved the child's life in the below freezing weather. "Anyone would have done the same thing," he says.