CSEA leader backs Clinton, not Cuomo

By Tom Precioso
Capitol bureau

ALBANY — On the cusp of a deadline for Gov. Mario Cuomo to enter the New York State Teachers' Union, the president of the state's largest public employees union, Pat Quinn, said the president of the teachers union would not be illusions about not joining the race for the White House.

Instead, Quinn said he wanted to focus on the issues that matter to New York's working families, saying, "Together on the road to the White House from start to finish, we will work to make sure that the needs of our members and their families are at the forefront of the campaign."

Election results
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CSEA has broken off talks with the state over one-person plowing -- the dangerous practice continues for yet another winter.

Page 4
A member is shot outside his office in Brooklyn and another member saves a life at Otisville Correctional Facility.

Page 5
CSEA wants Office of Mental Health facilities that are scheduled to be down-sized or closed to be used for tuberculosis patients. Also, the union is outraged by Office of General Services plans to close Central Islip Psychiatric Center’s laundry while contracting with a for-profit contractor on an “experimental” basis.

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Mohawk Valley Psychiatric Center employees in the multi-disabled unit finally get the hazardous duty pay they should have gotten years ago.

Wassaic Local gives scholarships to members' children

WASSAIC - Four children of CSEA members who work at Wassaic Developmental Center were awarded scholarships by CSEA Wassaic Local 426 recently.

Melissa Pelliciotti, daughter of Steve Pelliciotti, a developmental aide, and Diane Muller, a keyboard specialist, won a $1,000 scholarship.

Marcia Greco, daughter of Josephine Greco, a house manager, received $1,000.

Kimberly Barton, daughter of Sally Barton, a supervisor, won a scholarship of $1,000.

Jamie Balleau, son of Gail Richards, a mid-level supervisor, received a $500 scholarship.

Training focuses on time, attendance

Can an employee receive separate Notices of Discipline for tardiness and unscheduled absences, even though the instances occurred during the same period? Does evidence of an employee’s medical condition always result in dismissal of charges of excessive unscheduled absences?

The answers to these and other questions about time and attendance issues were addressed at a recent workshop sponsored by the Labor-Management Institute (LMI), a program of the CSEA/NYS Labor-Management Committees. CSEA officers and state managers from eight agencies attended the workshop to explore the roles and responsibilities of CSEA and management in time and attendance disciplinary procedure.

Diane Spinelli, CSEA Local 693 president, said the workshop will help her better serve her membership.

“I’ve already met with my members to stress the importance of including me in any time and attendance cases,” she said. “I feel better prepared to represent the best interests of my members.”

CSEA Local 699 President Dan Stepien found the format of the workshop helpful.

“The different case studies, role plays and small group activities helped me better understand the different steps involved and how to identify appropriate settlement situations that are fair to the member,” he said.

LMI offers a number of workshops on topics including grievances, counseling and labor-management skills. LMI has supported the development of cooperative processes and skills for CSEA and management since 1984. LMI also provides technical assistance and consultation services tailored to meet specific issues in particular worksites.

LMI adds an important dimension to the cooperation of CSEA and the state, said Alan Ross, assistant director of the CSEA/NYS Labor-Management Committees.

“Having CSEA and management representatives from the same work location attend joint workshop creates the opportunity for them to constructively address timely labor relations issues together,” Ross said.

“Participants get an opportunity to interact and problem solve with each other and practice developing the same necessary skills needed to resolve their own worksite issues.”

CSEA AND MANAGEMENT representatives from eight agencies attended a recent workshop sponsored by the CSEA/NYS Labor-Management Committees. From left, they are: Donna Amiralan of SUNY, CSEA Local 693 President Diane Spinelli, CSEA Local 653 President Maggie McCafferty, John Soffey of the Department of Civil Service, Alan Ross of the LMI, Harold Hagemann Jr. of Saratoga-Capital District Park Region and CSEA Local 699 President Dan Stepien.
**STATE GOVERNMENT NEWS**

**One-person plow operators AT RISK... AGAIN!**

Blizzard conditions slammed into parts of western and northern New York in November, signifying the beginning of another long, hard winter and brought out an army of one-person snow plow operators to perform one of the most dangerous, responsible, lonely and inadequately compensated jobs in state service.

A plow operator says the difficult and dangerous job is made worse by having to labor for another winter under the added burden of a serious lack of appreciation and concern from their employer.

This is the second year for the one-person plow (OPP) system and the New York Department of Transportation (DOT) has promised to work with CSEA during the off-season to iron out problems with the program for the coming winter. That promise has turned out to be wrong, according to the New York Labor Federation (NYLF).

DOT was one of the most controversial programs ever implemented by the state. CSEA objected strenuously throughout last fall and winter about safety, training and administrative problems with the policy.

The union ultimately filed a Public Employee Safety and Health (PESH) law complaint against DOT and the Department of Labor which DOT did not answer in any effective manner. DOT said it would correct the problems, but it has not done so.

CSEA has now exhausted all of its options and a new effort at resolving the OPP problem will begin in January. If no action is taken, then DOT will have no choice but to fire the operators. This is a possibility, and it is one we cannot allow.

The only real problem with the OPP is the lack of support for one-person plowing when the union calls it "the dangerous, irresponsible OPP policy that can only have deadly consequences."

Talks broken off
CSEA broke off talks with DOT late last month after more than two months of trying to get the state to resolve union concerns about OPP safety and compensation issues. Union representatives say DOT stonewalled every union effort throughout the talks.

**DOT doesn't care**

"Does DOT really care about their employees?" CSEA activist John E. Wallenbeck wondered. "I don't think so," he answered. "I don't think DOT cares about the safety of one-person plow operators. I don't think DOT cares about compensating the plow operators fairly. I don't think DOT cares, period."

Wallenbeck spoke from personal experience in dealing with DOT management over the OPP issue. The president of CSEA Hornell State Employees Local 007 in western New York, Wallenbeck has also been an OPP operator for the past year.

"We've heard from DOT throughout labor-management meetings was a big issue resonating 'no' to every matter that we raised," Wallenbeck said.

**Union concern: winter compensation issues. CSEA**

CSEA said that DOT has not proposed any significant improvements to make the job safer, nor is the state willing to adequately pay one-person plow operators for the risks they take. DOT said it was willing to increase compensation for the operators, an annual certification bonus that would not even be offered at the beginning of the year. The operators are likely to see a loss in pay at the end of the year, which would have been their salary for the time they were working.

**"Not one thin dime...."**

"No, Not one thin dime is what DOT told us," Wallenbeck said. He noted that OPP operators are slated to receive an additional $6 million in the northern regions of New York state for the 1993-94 winter season. However, the operators are still being paid the same salaries as last year, which Wallenbeck said is not enough.

Wallenbeck, who is a one-person plow operator for the past year, said that OST does not care about the OPP and their safety. DOT has not proposed any significant improvements to make the job safer, nor is it willing to adequately pay one-person plow operators for the risks they take. DOT said it was willing to increase compensation for the operators, an annual certification bonus that would not even be offered at the beginning of the year. The operators are likely to see a loss in pay at the end of the year, which would have been their salary for the time they were working.

**Health Insurance Option transfer period extended to Dec. 24**

Due to the delay in approving the 1993 health insurance renewal rates, the Option Transfer Period has been extended until Dec. 24, 1992. To change your health insurance option for 1993, you must contact your personnel office no later than Dec. 24, 1992. The earliest paycheck in which an adjustment will be made is the check of Dec. 30, 1992. However, due to processing delays, most adjustments will be made in January, retroactive to the effective date.

The effective date of a newly elected health insurance option for employees under the Administrative payroll will become effective Jan. 7, 1993. The earliest paycheck in which an adjustment will be made is the check of Jan. 6, 1993. Again, due to the processing delays, adjustments will be made retroactive to the effective date.

**Remember the Benefits Choices Guide**

In December, the Benefits Choices Guide will be sent to employees' homes during the last week in December. If you have not received this booklet, contact your personnel office to receive a copy as soon as possible.

The effective date of a newly elected health insurance option for those employees under the Institutional payroll will become effective Dec. 24, 1992. The earliest paycheck in which an adjustment will be made is the check of Dec. 20, 1992. However, due to processing delays, most adjustments will be made in January, retroactive to the effective date.

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CSEA member victim of random shooting outside Brooklyn office

By Lilly Gioia
CSEA Communications Associate

BROOKLYN — In an act of unprovoked violence, a youth shot NYS Tax Compliance Agent Prakash Abinchandani just steps from his office.

"I am lucky to be alive," said Abinchandani, who still has a bullet lodged in his abdomen. "That's all I can say."

Abinchandani, the father of two, was near 55 Hansen Place, which houses state agencies. Since the offices moved to the Brooklyn neighborhood, CSEA members have been threatened, accosted, mugged or had their pockets picked repeatedly.

That day a boy about 13 "walks out from nowhere and decides to shoot without reason," he said.

"The kid said, 'Hold it,' and I said, 'What do you mean?' He said, 'Do you want to die?' and I said, 'Are you crazy?' How do you respond?"

The boy fired, and Abinchandani ran to his office. He didn't realize he'd been hit until he saw blood on his clothes.

Fortunately, he suffered no damage to vital organs. He will need at least six weeks to recuperate.

CSEA Local 460 President Willie Terry called for immediate improvement of security around the building, which also houses a day care center. CSEA Labor Relations Specialist Marcia Schiowitz said the union plans to meet with management as soon as possible.

Within a week of the shooting, a body was found across the street from the office. "People here who once worked at the World Trade Center are terrified of the neighborhood," CSEA Metropolitan Region President George Boncoraglio said. "The state needs to do a lot more for security."

Terry and Employee Assistance Representative James Flood are forming a crime prevention task force. Petitions are also circulating demanding beefed-up security.

Abinchandani took a significant pay cut when he left private industry three years ago, he said. Now he wants to work somewhere "more secure," he said. "I can't take these chances with my small kids."

CSEA member saves inmate's life

OTISVILLE — CSEA member Bill Eveleth received a commendation for saving the life of a prisoner at Otisville Correctional Facility.

Eveleth, a maintenance plumber, was nearby when an inmate repairing a truck was sprayed with gasoline as the truck backfired.

"The next thing I knew, he was in flames," Eveleth said. "It was like something out of the movies."

Eveleth quickly took off his jacket and wrapped it around the inmate to smother the flames. But as he removed the jacket, the flames flared again. This time, Eveleth pulled off the inmate's burning sweatshirt and the flames went out.

The inmate suffered burns on his head and face but will recover.

Eveleth, a 13-year employee, said he reacted the way he would to any emergency.

"I was just doing what came naturally," he said.

CSEA MEMBER BILL EVELETH, at left, is congratulated by Acting Superintendent Sheryl Butler for saving the life of an inmate who was on fire.

Fence will improve security

WARD'S ISLAND - Manhattan Psychiatric Center CSEA Local 413 officers joined management to break ground for a desperately needed security fence to protect patients and employees at the violence-plagued facility. The $400,000 project should be completed in six months.

Murders, shootings, stabbings and incessant car vandalism have been linked to homeless shelter clients.

The state Office of Mental Health had delayed releasing money for the security fence, so CSEA launched a concerted political action effort. Local 413 President Mohamed Hussain worked closely with Assembly Representative Elizabeth Connelly and state Sen. Olga Mendez to expedite funding.

Earlier this year, Local 413 members protested security problems after a homeless man entered the hospital and raped a female patient.

The new fence will require passcard entry through electronic gates monitored by security camera.

"Everyone will breathe a lot easier here once this new security system is completed," Hussain said.
CSEA opposes laundry closing

CSEA is outraged over state plans to close the laundry at Central Islip Psychiatric Center by next spring. At the same time, the state awarded a private company an "experimental" contract for some state laundry services.

The laundry is a central operation for all Office of Mental Health (OMH) and Office of Mental Retardation and Developmental Disabilities (OMRDD) facilities on Long Island. Run by the state Office of General Services (OGS), it employs 82 people. CSEA's first priority is to protect the employees' jobs.

"It's disgraceful that OGS waited until they had final approval to close the laundry before discussing it with CSEA," said CSEA Central Islip Psychiatric Center Local 404 President Barbara Allen. "These dedicated, hard-working employees deserve better. If we'd had more warning we could have been setting up re-training programs to give them more employment options."

Those options are complicated by the state's new workfare program in which welfare recipients work off their grant in state facilities. CSEA is adamantly opposed to the displaced laundry workers getting priority in jobs over workfare participants.

The plan also raises serious questions about the future of all state laundry operations. OGS claims some of the CI laundry operations will be picked up by Creedmoor and Rockland psychiatric centers. But CSEA is concerned about how much and for how long.

"Announcing the closure at the same time they contract with a private company on an 'experimental basis' completely undermines the state's credibility," CSEA President Joe McDermott said. "It's the classic con job of privatization: bring in the private firm and eliminate the ability to provide the service."

The action is even harder to understand because OGS has said publicly that it's difficult to compare state and private laundries because of the excessively soiled laundry generated at state facilities. CSEA has also criticized the state for not upgrading equipment to improve cost-effectiveness.

Too few workers, too many suicides at Kings Park

KINGS PARK — Three patient suicides at Kings Park Psychiatric Center has increased pressure on direct care staff and renewed controversy over staffing.

The Office of Mental Health (OMH) increased ward staffing after three suicides occurred within five weeks, but said staffing wasn't a factor in the suicides.

"This is creating a lot of pressure on the staff," said Kings Park Psychiatric Center CSEA Local 411 President Barry Malone. "The minimum coverage should come up, but it's very hard to do with the existing staff."

One recent weekend 71 employees worked mandatory overtime and 54 worked voluntary OT, Malone said.

Even with increased staffing, the admissions wards have only four therapy aides for 40 patients.

"Our direct care workers are doing the best they can under very difficult circumstances, but OMH is not giving us the help we really need," he said.

State should use some OMH facilities for TB crisis

A new state Health Department study bolsters CSEA's claims that New York needs to respond better to the tuberculosis crisis.

The health department reports that TB treatment in New York City hospitals suffers from serious deficiencies and haphazard policies.

CSEA wants the state to get directly involved to stem the worsening crisis. More TB isolation facilities are needed for treatment and to limit the disease's spread.

The state should develop some state psychiatric centers as tuberculosis sanatoriums, CSEA says. It is one of the most cost-effective ways to provide this emergency service. It also makes sense because it would use existing facilities and keep trained employees working.

A bacterial disease, TB usually affects the lungs. Germs are spread when an infected person coughs, sneezes or spits. Anyone who comes in contact with victims for a prolonged period can be infected. Treatable with a combination of patient isolation and drugs, TB can be fatal if left untreated.

Once virtually eliminated, TB has re-emerged, largely because effective public health measures were abandoned. In New York state in 1991, nearly 4,500 new cases of TB were reported.

The Health Department report questions the adequacy of current treatment facilities in New York City. For example, 20 percent of patients with TB are not even diagnosed until they have been in the hospital mingling with other patients for more than a day. Of the hospitals surveyed, 30 percent of isolation rooms lack filters and other equipment to keep the disease from entering the ventilation system.

The TB crisis is also a danger in jails and state prisons, with 80 new cases reported in state correctional facilities this year. Using existing state facilities as TB treatment centers would make it easier to provide secure settings for treating inmates.

Strain resists treatment

One of the most disturbing aspects of the current TB crisis is the new drug-resistant strain of the disease.

The bacteria becomes resistant to drugs when individuals fail to complete their treatment. When their symptoms worsen, medications may no longer be effective.

Even worse, the victims can pass on this drug-resistant TB to others.

It makes the need for isolation facilities to ensure the completion of treatment even more important.
After waiting years, MVPC workers get hazardous duty pay

By Mark M. Kotzin
CSEA Communications Associate

UTICA - Thanks to CSEA's persistence, the workers in the multi-disabled unit at Mohawk Valley Psychiatric Center are finally getting their share of more than $165,000 worth of hazardous duty pay they should have received years ago.

After three years of waiting for a decision and two more years of stalling by the state Office of Mental Health and Division of Budget, more than 75 workers finally received their retroactive money in recent paychecks.

The payment for the union victory is "long overdue, but much appreciated," CSEA MVPC Local 434 President Bud Mulchy said. The process started in March 1987 when CSEA filed the original request, arguing that unit employees deserved hazardous duty pay for having to deal with often aggressive clients, diagnosed as both mentally ill and developmentally disabled.

Employees had complained about daily problems with clients, and the unit was often described as "like a battlefield.

"We are happy we got it, but it's sad we had to fight as hard for what was owed us for nearly six years," they said.

Co-worker and CSEA Local 434 First Vice President Roger Eurich agreed. "The people who got it, earned it," he said. "It's not an easy place to work."

Workers in multi-disabled units at Pilgrim and Creedmoor Psychiatric Centers will also share the award.

L-M Grants Program back for 1993

The Labor-Management Grants Program is back by popular demand. Administered by the CSEA/NYS Labor-Management Committees, the program is made possible with funding negotiated by CSEA in the current CSEA/NYS contracts.

The program provides for committees with resources to implement quality of work life programs. Program guidelines describing grant categories, funding amounts and proposal requirements will be issued to all state division CSEA local presidents during January 1993.

Direct approach gets safety results

OTISVILLE — When CSEA Otisville Correctional Facility Local 169 Vice President Guy Smith saw a state Department of Labor (DOL) inspector, he gave the man an earful.

"We've had a number of safety problems here," Smith said, "and I was getting nowhere with my complaints."

Smith, who was then local president, took advantage of his opportunity when he saw the DOL inspector who was at the facility to follow up on another complaint.

"I grabbed him," he said, "and I told him about the problems here."

The list included unsafe equipment, lack of first aid procedures, exposed wiring and asbestos in the boiler room.

His efforts got results. Prison officials have received a number of notices ordering them to make corrections immediately. As a result of the inspection, $50,000 has been allocated for asbestos abatement in the boiler room.

In a letter to Local President Joe Botens, CSEA Labor Relations Specialist Bob O'Connor said, "As a result of your and Guy Smith's alertness and diligence, I'm sure your local members will be able to enjoy a safer work environment. Your effort to alert management to correct workplace hazards is commendable."
Are the changes necessary? Yes. Why? Because...

Here are some questions and answers that should help you better understand the changes and the need for the changes in the CSEA Employee Benefit Fund Prescription Drug Plan that go into effect Jan. 1, 1993.

9. Are the changes necessary, and why?
A. Absolutely. Drug program costs are projected to increase more than $10 million each year. Prescription drug program costs for CSEA EBF were $26 million in 1989, rose to $41.7 million this year and are projected to hit $71.5 million by 1995.

9. Were there any alternatives to the drug program changes?
A. We would have been forced to reduce dental and vision benefits by about 45 percent to cover the projected drug program increases.

9. Why are oral contraceptives and fertility drugs being excluded from coverage instead of prescription drug costs on the EBF instead of on your hospitalization insurance; many medical conditions are now being treated with drugs instead of by surgical intervention; and many new surgical procedures such as organ transplants require anti-rejection drugs that cost tens of thousands of dollars.

9. What happens if I need, say, 100 prescriptions during the year. Will I be out-of-pocket the $800 in co-payments at $8 per prescription?
A. No. Once the $8 co-payments for you and/or your family members reach $200, no further co-payments will be required for that year.

9. If I need additional information about the prescription drug program and these changes, where can I call?
A. Call 1-800-457-1020, a special toll-free hot line for obtaining information.
A year of mourning, a year of triumph

The holiday season is a time to reflect on where we have been and where we are going. 1992 was a year with both tremendous accomplishment and terrible tragedy for CSEA.

The greatest tragedy was the senseless murder of four of our members in Watkins Glen. While we will continue to mourn this loss we will work to make every workplace safer. This tragedy reminds us how vulnerable many public employees are to attack because of the kind of work they perform.

1992 was also a year in which a national recession continued to cause hardship for all working Americans, but especially public employees. Because of the economy the threat of layoffs continues. Many workers must deal with understaffing.

In the face of this crumbling economy CSEA took action and went to work to elect a new President of the United States. Many CSEA activists and staff took part in this effort and we won. Bill Clinton won’t be able to solve all of America’s problems overnight. But this is the first time in 12 years that we will have a President willing to give working people a fair shake.

Despite the continuing economic problems in 1992, CSEA continued to negotiate good solid contracts. We will continue to work hard to enforce those contracts and protect our members’ working conditions and benefits.

One of CSEA’s greatest achievements in 1992 was the passage of the mandatory agency shop law for local government. This law creates fairness in the workplace. We are required, by law, to represent everyone in our bargaining units whether they are members or not. Without agency shop non-members got a free ride while members paid for services. It took years to achieve this goal, but the hard work of many CSEA activists finally paid off in 1992.

As we move into 1993 we must work to convert every agency shop fee payor into a full CSEA member. Having a united membership gives us more power at the bargaining table in these difficult times.

Another priority for the new year is to continue to involve more members in our political action efforts. Being involved in the political process allows us to create change that benefits all of our members.

1993 will also find us battling the privatizers, private corporations who want to take over public services for their own profit. Privatization is a political quick fix that threatens our membership. We will fight it with all the resources available to us.

I hope you and your family have a safe and happy holiday season.

Planting Now for a Better Tomorrow.
Small mandatory increase in dues, agency shop fees effective Jan. 1

CSEA members and agency shop fee payers will see a small increase in their membership dues and fees effective Jan. 1, 1993. The mandatory increase is a result of a raise in the minimum dues AFSCME charges local unions affiliated with the International.

Effective Jan. 1, employees earning less than $5,000 a year will see their annual dues or fee increase from $75 to $77, an increase of about eight cents biweekly.

Employees earning between $5,000 and $9,999 a year will see their annual dues or fee increase from $113 to $116, an increase of 12 cents biweekly.

Employees earning between $10,000 and $15,999 per year will see a dues or fee increase from $197 to $201, an increase of 15 cents biweekly.

Employees earning between $16,000 and $21,999 annually will see a dues or fee increase from $224 to $230, an increase of 23 cents biweekly.

Dues or fees for employees earning more than $22,000 a year will increase from $252 to $259 annually, an increase of 27 cents biweekly.

CSEA activist Claudette Sullivan with one of the children of Hale House, for which CSEA delegates raised $1,000 during the 1992 Annual Delegates Meeting.

CSEA delegates raise $1,000 for Hale House

NEW YORK - Surrounded by diapers, rattles, talcum powder and baby bottles, CSEA Local 460 activist Claudette Sullivan and Metropolitan Region President George Boncoraglio toured Hale House, the "house the love built" in Harlem to care for drug-addicted babies.

They presented a $1,000 donation from delegates of the 1992 CSEA Annual Meeting to Mother Clara Hale, who has cared for more than 800 babies born to heroin- and crack-addicted mothers.

"I wish the CSEA volunteers who walked over 40 flights of stairs at the New York Sheraton Hotel to raise this money could see the loving care these babies and toddlers receive at Hale House," Sullivan said. "The money will go to good use immediately, as they are expecting a newborn set of twins to arrive momentarily."

Cuddling three-month old baby Roy, both Sullivan and Boncoraglio indicated their hope that future CSEA delegates will continue to raise funds to help the infant victims of the drug epidemic.

Dates set for School for Union Women

The 1993 Northeast Summer School for Union Women will take place July 11 to 16 at Cornell University. The school will cost $350 this year.

More information about the school will be published in later editions of The Public Sector as it becomes available.
CSEA activist Elaine Mootry: She'll cast
A big vote for Bill Clinton

First CSEA representative named to prestigious Electoral College

On Dec. 14 CSEA activist Elaine Mootry, a mental hygiene therapy aide at the West Seneca Developmental Center near Buffalo, will participate in a historic event in Albany; she's going to "college." Not just any college, mind you, but the most select, prestigious and unique "college" in the country. And although this college has "campuses" in all 50 states, it has a total enrollment of only 538 people nationwide. And, get this, it is in session just one day every four years.

Mootry and the other 537 people nationwide have the distinct honor of being appointed to the Electoral College, created under the U.S. Constitution as part of the process of electing the President of the United States. These 538 "electors" will be meeting in groups as large as 54 in California and as small as three in several states on Dec. 14 in each of the 50 state capitals. Their mission? To elect the next President and Vice President of the United States.

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Honor, recognition for Mootry and CSEA

Mental Hygiene Therapy Aide Elaine Mootry will be in very select company when she participates as a member of the Electoral College on Dec. 14 and she and others cast the votes that will officially elect Bill Clinton the next President of the United States.

Among the 33 electors from New York state, for instance, are Gov. Mario Cuomo, Lt. Governor Stan Lundine, New York City Mayor David Dinkins and NYS AFL-CIO President Ed Cleary.

Mootry's selection is a personal honor and a tremendous recognition of CSEA for the union's early and extensive support of the Clinton/Gore candidacy. She is the first CSEA representative ever to be named to the prestigious Electoral College.

CSEA became the first major labor union in New York to support the Clinton campaign last December when CSEA President Joe McDermott announced the union's support of Clinton. CSEA was deeply committed to the Clinton candidacy throughout the Democratic primaries and the general election. In turn, Clinton took time out of a hectic campaign schedule to address delegates at CSEA's annual delegates meeting in September.

In recognition of CSEA's extensive involvement in the campaign, the union was offered one of the highly coveted seats on the Clinton Electoral College slate. CSEA President McDermott, himself a Clinton delegate to the Democratic national convention which nominated Clinton as the party candidate for President, selected Mootry to represent CSEA on that slate.

Mootry, of Buffalo, has been a MHTA since 1964 and has been active in CSEA for most of that time. She is currently a member of CSEA's statewide Board of Directors, a trustee of the CSEA Employee Benefit fund, executive vice president of CSEA West Seneca Developmental Center Local 427, chairperson of the statewide CSEA/OMRDD Labor Management Committee and chairperson of the regional CSEA Mental Hygiene Presidents Council. Mootry served four terms as Local 427 president and has been a member of several CSEA negotiating committees involved in contract bargaining between the union and New York state and is a former chairperson of the union's Institutional Services Unit negotiating committee.

Elaine Mootry

General News

A growing number of Americans believe that Clinton is a leader who can turn the country around. If you agree, please contact us for information about ways to get involved in the campaign to defeat the Republicans and elect Bill Clinton on January 20, 1993.

CSEA played a leading role in the campaign as America turns to Clinton to turn the country around!
## 1993 LEAVE RECORD for NEW YORK STATE INSTITUTIONAL PAYROLL EMPLOYEES 1993

To record leave used, enter these letters for the appropriate date:

- **V** = (Vacation)
- **S** = (Sick Leave)
- **H** = (Holiday)
- **M** = (Military Leave)
- **P** = (Personal Leave)
- **SPEC** = (Special)
- **C** = (Compensatory)
- **LWOP** = (Leave Without Pay)
- **W** = (Worker’s Comp)

### PAY PERIOD EXAMPLES:

- If you are sick 4 hours, enter **S-4** under the appropriate day.
- If you take 2 hours of personal, enter **P-2**, etc.

### ANNUAL LEAVE

<table>
<thead>
<tr>
<th>Period</th>
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### MONTHLY LEAVE

- **CSEA**
- **M** = (Military Leave)
- **P** = (Personal Leave)
- **S** = (Sick Leave)
- **V** = (Vacation)
- **SPEC** = (Special)
- **W** = (Worker’s Comp)

**CONSULT YOUR UNION CONTRACT, YOUR CSEA REPRESENTATIVE OR YOUR PERSONNEL OFFICE FOR HOLIDAY OBSERVANCE SCHEDULE**

Leaf accruals are an important contractual benefit negotiated for you by CSEA. You can help guarantee the accuracy of your individual accruals by tracking your leave activities throughout the year. If a discrepancy should arise, it might be easier to document your claim by producing your personal leave record form.
1993 LEAVE RECORD for NEW YORK STATE ADMINISTRATIVE PAYROLL EMPLOYEES  1993

Your leave benefits were negotiated for you by CSEA - your union!

To record leave used, enter these letters for the appropriate date:
V = (Vacation)
S = (Sick Leave)
H = (Holiday)
M = (Military Leave)
P = (Personal Leave)
SPEC = (Special)
C = (Compensatory)
LWOP = (Leave Without Pay)
W = (Worker's Comp)

1993

Pay Period Examples:
If you are sick 4 hours, enter S-4 under the appropriate day.
If you take 2 hours of personal, enter P-2, etc.

<table>
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<th>SICK LEAVE</th>
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Consult your union contract, your CSEA representative or your personnel office for holiday observance schedule.

Leave accruals are an important contractual benefit negotiated for you by CSEA. You can help guarantee the accuracy of your individual accruals by tracking your leave activities throughout the year. If a discrepancy should arise it might be easier to document your claim by producing your personal leave record form.
1993 LEAVE RECORD for EMPLOYEES OF LOCAL GOVERNMENTS 1993

To record leave used, enter these letters for the appropriate date:

V = (Vacation)
S = (Sick Leave)
H = (Holiday)
M = (Military Leave)
P = (Personal Leave)
SPEC = (Special)
C = (Compensatory)
LWOP = (Leave Without Pay)
W = (Worker’s Comp)

1993

THU  FRI  SAT  SUN  MON  TUE  WED  THU  FRI  SAT  SUN  MON  TUE  WED
Earned  Used  Balance  Earned  Used  Balance  Earned  Used  Balance

Your leave benefits were negotiated for you by CSEA - your union!

PAY PERIOD

EXAMPLES:
If you are sick 4 hours, enter S-4 under the appropriate day.
If you take 2 hours of personal, enter P-2, etc.

ANNUAL LEAVE
SICK LEAVE
PERSONAL LEAVE

Earned  Used  Balance  Earned  Used  Balance  Earned  Used  Balance

Consult your current CSEA-negotiated contract for the holidays observed in your local government jurisdiction.

Also consult your contract or personnel office for current method of accruing leave credits.

Leave accruals are an important contractual benefit negotiated for you by CSEA.
You can help guarantee the accuracy of your individual accruals by tracking your leave activities throughout the year. If a discrepancy should arise it might be easier to document your claim by producing your personal leave record form.
Your union is never more than a phone call away.

CSEA
Local 1000, AFSCME, AFL-CIO
Headquarters
143 Washington Avenue
Albany, NY 12210
Toll Free (All Departments)
1-800-342-4146

WESTERN REGION 6
482 Delaware Avenue
Buffalo, NY 14202
(716) 886-0391

CAPITAL REGION 4
Suite 402
1215 Western Avenue
Albany, NY 12203
(518) 489-5424

CENTRAL REGION 5
6596 Kirkville Road
East Syracuse, NY 13057
(315) 433-0050

SOUTHERN REGION 3
735 State Route 52
Beacon, NY 12508
(914) 831-1000

METROPOLITAN REGION 2
40 Fulton Street 22nd Floor
New York, NY 10038
(212) 406-2156

LONG ISLAND REGION 1
300 Vanderbilt Motor Parkway
Hauppauge, NY 11788
(516) 273-2280
CSEA took political action seriously again this year, backing winners in the state Senate and Assembly and the US Congress (not to mention the White House, p. 10). Here’s a list of successful candidates CSEA endorsed in November’s elections.

CSEA endorses Senate winners

1 Kenneth LaValle (R)
2 James Lack (R)
3 Caesar Trunzo (R)
4 Owen Johnson (R)
5 Ralph Marino (R)
6 Norman Levy (R)
7 Michael Tully (R)
8 John Cochrane (R)
9 John Flanagan (R)
10 Alton Waldon (D)
11 Major Owens (D-L)
12 Ada Smith (D)
13 Emanuel Gold (D)
14 Frederick Parola (R)
15 Donna Feddern (D)
16 Robert Wertz (R)
17 Thomas Barraga (R)
18 Stephen Englebright (D)
19 Howard Babbush (D)
20 Martin Markowitz (D)
21 Donald Halperin (D)
22 Martin Solomon (D)
23 Christopher Mega (R)
24 John Marchi (R-D-L)
25 Martin Connor (D)
26 Kelly O’Hara (D)
27 Manfred Ohrenstein (D)
28 Olga Mendez (D)
29 David Paterson (D)
30 Ken Leichter (D)
31 Efrain Gonzalez (D)
32 Pedro Espada (D)
33 Joseph Gubler (D)
34 Guy Velella (R)
35 Nick Spano (R)
36 Suzi Oppenheimer (D)
37 Joseph Holland (R)
38 William Larkin (R)
39 Charles Cook (R)
40 Stephen Salsberg (R)
41 Howard Nolan (D)
42 Joseph Bruno (R)
43 Hugh Farley (R)
44 John McNulty (D-C)
45 Ronald M. Mariano (R)
46 Howard Lasher (D)
47 Frank Barbaro (D)

Assembly endorsements result in winners

1 Joseph Sawicki (R)
2 John Behan (R)
3 Stephen Englebright (D)
4 Paul Harenberg (D)
5 Robert Wertz (R)
6 Thomas Barraga (R)
7 John Cochrane (R)
8 John Flanagan (R)
9 John Flanagan (R)
10 Alton Waldon (D)
11 Major Owens (D-L)
12 Ada Smith (D)
13 Emanuel Gold (D)
14 Frederick Parola (R)
15 Donna Feddern (D)
16 Robert Wertz (R)
17 Thomas Barraga (R)
18 Stephen Englebright (D)
19 Howard Babbush (D)
20 Martin Markowitz (D)
21 Donald Halperin (D)
22 Martin Solomon (D)
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33 Joseph Gubler (D)
34 Guy Velella (R)
35 Nick Spano (R)
36 Suzi Oppenheimer (D)
37 Joseph Holland (R)
38 William Larkin (R)
39 Charles Cook (R)
40 Stephen Salsberg (R)
41 Howard Babbush (D)
42 Martin Markowitz (D)
43 Joseph Tavano (D)
44 Hugh Farley (R)
45 Ronald M. Mariano (R)
46 Howard Lasher (D)
47 Frank Barbaro (D)
48 Dov Hikind (D)
49 Peter Abbate, Jr. (D)
50 Joseph Lentol (D)
51 Eileen C. Dugan (D)
52 Vita Lopez (D)
53 William Boyland (D)
54 Albert Vann (D)
55 Roger Green (D)
56 Nick Perry (D)
57 Elizabeth Connelly (D)
58 Robert Straniere (R)
59 Sheldon Silver (D)
60 David Rosado (D)
61 Richard Gottfried (D)
62 Alexander Grarmis (D)
63 Harvey Weisenberg (D)
64 Edward Sullivan (D)
65 John M. Bickel (D)
66 Howard Babbush (D)
67 Vincent Muscicrella (R)
68 Audrey Pheffer (D)
69 Harvey Weisenberg (D)
70 John M. Bickel (D)
71 Herman Farrell (D)
72 John Ryan (R)
73 John Ravitz (D)
74 James Gary Pretlow (D)
75 Hector Diaz (D)
76 David Rosado (D)
77 Aurelia Greene (D)
78 Roberto Ramirez (D)
79 Maria Garcia (D)
80 George Friedman (D)
81 G. Oliver Koppell (D)
82 Bovey Bower (D)
83 Larry Seabrook (D)
84 James Gary Pretlow (D)
85 Ronald Tocci (D)
86 Richard L. Brodsky (D)
87 Cecil D. Singer (R)
88 Audrey Hoberg (D)
89 Peter Sullivan (R)
90 Sandra Galef (D)
91 Alex Gromack (D)
92 Samuel Colman (D)
93 Nancy Calhoun (R)
94 James Gary Pretlow (D)
95 John Bonacic (R)
96 Lawrence Bennett (D)

CSEA backs Congressional winners

1 George Hohmbrucker (D)
2 Peter King (R-C)
3 Gary Ackerman (D-L)
4 Floyd Flake (D)
5 Thomas Manton (D)
6 Robert Wertz (R)
7 Thomas Mantol (D)
8 Jerold Nadler (D)
9 Charles Schumer (D-L)
10 Alton Waldon (D)
11 Major Owens (D-L)
12 Ada Smith (D)
13 Emanuel Gold (D)
14 Frederick Parola (R)
15 Donna Feddern (D)
16 Robert Wertz (R)
17 Thomas Barraga (R)
18 Stephen Englebright (D)
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20 Martin Markowitz (D)
21 Donald Halperin (D)
22 Martin Solomon (D)
23 Christopher Mega (R)
24 John Marchi (R-D-L)
25 Martin Connor (D)
26 Kelly O’Hara (D)
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28 Olga Mendez (D)
29 David Paterson (D)
30 Ken Leichter (D)
31 Efrain Gonzalez (D)
32 Pedro Espada (D)
33 Joseph Gubler (D)
34 Guy Velella (R)
35 Nick Spano (R)
36 Suzi Oppenheimer (D)
37 Joseph Holland (R)
38 William Larkin (R)
39 Charles Cook (R)
40 Stephen Salsberg (R)
41 Howard Babbush (D)
42 Martin Markowitz (D)
43 Joseph Tavano (D)
44 Hugh Farley (R)
45 Ronald M. Mariano (R)
46 Howard Lasher (D)
47 Frank Barbaro (D)
48 Dov Hikind (D)
49 Peter Abbate, Jr. (D)
50 Joseph Lentol (D)
51 Eileen C. Dugan (D)
52 Vita Lopez (D)
53 William Boyland (D)
54 Albert Vann (D)
55 Roger Green (D)
56 Nick Perry (D)
57 Elizabeth Connelly (D)
58 Robert Straniere (R)
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60 David Rosado (D)
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66 Howard Babbush (D)
67 Vincent Muscicrella (R)
68 Audrey Pheffer (D)
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70 John M. Bickel (D)
71 Herman Farrell (D)
72 John Ryan (R)
73 John Ravitz (D)
74 James Gary Pretlow (D)
75 Hector Diaz (D)
76 David Rosado (D)
77 Aurelia Greene (D)
78 Roberto Ramirez (D)
79 Maria Garcia (D)
80 George Friedman (D)
81 G. Oliver Koppell (D)
82 Bovey Bower (D)
83 Larry Seabrook (D)
84 James Gary Pretlow (D)
85 Ronald Tocci (D)
86 Richard L. Brodsky (D)
87 Cecil D. Singer (R)
88 Audrey Hoberg (D)
89 Peter Sullivan (R)
90 Sandra Galef (D)
91 Alex Gromack (D)
92 Samuel Colman (D)
93 Nancy Calhoun (R)
94 James Gary Pretlow (D)
95 John Bonacic (R)
96 Lawrence Bennett (D)
97 Eileen M. Hickey (D)
98 Kevin Cahill (D)
99 James Tedisco (R)
100 John McEneny (D)
101 Paul Tonko (D)
102 Ron Canastaro (R)
103 Arnold W. Proskin (R)
104 Pat M. Casale (R)
105 Christopher Ortiz (R)
106 Bill Magee (D)
107 John G.A. O’Neil (R)
108 Anthony Casale (R)
109 H. Robert Nortz (R)
110 David Townsend (R)
111 Christopher Ortiz (R)
112 Joseph Nicoletti (R)
113 Harold Brown (R)
114 Clarence Rappleyea (R)
115 Richard Miller (R)
116 James Tallon (D)
117 Michael Bragman (D)
118 Joan Christensen (D)
119 Robert Straniere (R)
120 Joseph Nicoletti (D)
121 Arthur Eve (D)
122 James Tallon (D)
123 Paul Tokasz (D)
124 Martin Luster (D)
125 Martin Luster (D)
126 Daniel Fessenden (R)
127 George Winner (R)
128 Susan V. John (D)
129 Joseph Morello (D)
130 David F. Gantt (D)
131 Joseph Robach (D)
132 James S. Alesi (R)
133 Joseph P. Faso (D)
134 Joseph P. Faso (D)
135 John Bavaro (R)
136 Jerry Johnson (R)
137 Joseph P. Faso (D)
138 Joseph P. Faso (D)
139 Robin Schimminger (D)
140 Arthur Eve (D)
141 Paul Tokasz (D)
142 Sue Holt (D)
143 Richard Keane (D)
144 Francis Ford (D)
145 Thomas Reynolds (R)
146 Vincent Grable (R)
147 Patricia McGee (R)
148 John Bonacic (R)
149 Thomas Reynolds (R)
150 William Perdue (R)
GENERAL NEWS

Mortgage program helps CSEA members

$50 million in mortgages for 500 homes

CSEA members have purchased more than 500 homes in less than a year thanks to the CSEA Advantage Empire Home Mortgage Program.

Since May, the program made $50 million in mortgages available to CSEA members. The union also anticipates that another $50 million in mortgages will be available to CSEA members after the first of the year. More information will be published in The Public Sector as soon as it is available.

"CSEA is committed to helping its members improve their lives as well as their working conditions," CSEA President Joe McDermott said. "By helping hundreds of members purchase their own homes, CSEA is certainly accomplishing that goal."

The program has been made possible through the combined efforts of CSEA, Excel'sor Capital Corp., G.E. Capital Mortgage Insurance Corp., Amalgamated Bank of New York and other participating lenders. The program, which could provide as much as $100 million in mortgages, has benefits that extend beyond the individual.

First, it allows CSEA members to become homeowners. As property tax payers, they become more direct contributors to the economy of their community. And $50 million to $100 million added to the state economy is certainly an important benefit.

The program's main focus is to provide opportunities for home ownership that had never existed before. Studies show the main obstacles to home ownership for the majority of working families is not mortgage payments, but the down payment, debt limits and closing costs required for bank mortgages.

The CSEA Advantage Empire Home Mortgage program doesn't eliminate those obstacles, but it does make them easier to overcome.

The program offers these important advantages to the prospective homeowner:

- Down payments as low as 3 percent for low income families and only 5 percent for all others;
- Expanded allowable debt ratios to make qualifying easier;
- Waiver of the two months escrow reserve normally required for mortgage insurance, hazard insurance and taxes;
- Payment of closing costs with unsecured loans;
- Legal services provided through the AFSCME Legal Services Plan; and
- Education through the Home Study Guide.

AFSCME program offers members second mortgages

CSEA members who are interested in re-financing their homes can turn to the AFSCME Advantage Union Member Mortgage program. The program offers competitive rates and favorably priced homeowner's insurance and mortgage life insurance.

You can apply to re-finance your mortgage over the phone. Call 1-800-848-6466 from 8 a.m. to 7 p.m. weekdays to talk to a mortgage expert and apply. The program is available through AFSCME, CSEA's international union.
AT YOUR SERVICE

A REFERENCE GUIDE TO CSEA MEMBER SERVICES AND BENEFITS

CSEA Toll-Free
The union's toll-free telephone number—1-800-342-4146—is your direct link to CSEA Headquarters.

When you call the toll-free number, a recorded message will give you the following choices:
- * For Field Operations or the Empire Plan/Health Benefits Committee, press number 1.
- * For Communications, the Executive Offices or Political Action, press number 2.
- * If you have a question concerning dues membership or agency shop, CSEA group insurance other than health or need to talk to the Finance Department, press number 3.
- * If you know the extension number of the individual that you're trying to reach, you can press "O" plus the extension number on your touch-tone telephone at any point during the recorded message and be connected.
- If you don't know the extension, the message will give you the following choices:
  - For legal matters, press number 2.
  - For Communications, the Executive Offices or Political Action, press number 3.
  - For Field Operations or the Empire Plan/Health Benefits Committee, press number 4.

Employee Benefit Fund
The CSEA Employee Benefit Fund is a CSEA-administered trust fund which provides certain supplemental negotiated benefits for state employees and participating local government employees. It currently administers Dental Care, Vision Care, Prescription Drug, and Package 7 Benefits Plans. For questions regarding any of the benefits or for assistance with negotiations, call: 1-800-332-2732 or (518) 463-4555 or 1-800-532-3833 (TDD for hearing impaired) or write: CSEA Employee Benefit Fund 14 Corporate Woods Boulevard Albany, NY 12210.

Education and Training
CSEA can help you prepare for civil service exams with low-cost study booklets and free-to-borrow video tapes. CSEA also provides educational workshops for union activists eager to learn more about their union responsibilities. To request booklet order forms or to obtain information on union workshops, call CSEA headquarters at 1-800-342-4146. For information on videotapes, contact your CSEA regional office.

AFSCME Advantage Credit Card
The AFSCME MasterCard has one of the lowest interest rates - 5 percent about the prime lending rate. There is no annual fee. To obtain an application form, call your CSEA regional office. The card is issued by the Bank of New York. If you apply for a card and there is no response within four weeks, call the bank toll-free at 1-800-942-1977.

AFSCME Advantage Legal Services Program
The AFSCME Advantage Union Privilege Legal Service Program makes it possible for you to easily obtain high quality, affordable legal services for many personal legal matters. For more details and a list of the participating lawyers in your area, call the CSEA office in your region.

Insurance
CSEA offers several insurance programs at low group rates and provides the convenience of automatic payroll deduction.

- For health insurance questions concerning Empire Plan coverage, call the appropriate following telephone number:
  - EMPIRE PLAN Blue Cross Claims—1-800-342-9815 or (518) 465-0171
  - Metropolitan Claims—1-800-942-4640
  - Empire Plan Health Call—1-800-952-1213
  - Metropolitan Claims—1-800-952-1213
  - Metropolitan Claims—1-800-952-1213 (Hospital admission approval/surgical review)
  - Mental Health & Substance Abuse Program—1-800-446-3995

Health Insurance
To report unsafe or unhealthy working conditions or serious accidents, call your CSEA labor relations specialist. For occupational safety and health information, call CSEA headquarters at 1-800-342-4146.

Grievances, Disciplines
If you believe you have a grievance, immediately contact your local grievance representative or shop steward. If they are unavailable, contact your CSEA Local President, or your CSEA Labor Relations Specialist at the appropriate regional office. Do not delay if you believe you have a problem; grievances must be filed on a timely basis.

The Buyer's Edge
The Buyer's Edge is a buy-by-phone consumer buying service designed to save CSEA members money on the purchase of major consumer products. The Buyer's Edge negotiates extra discounts and lowest price guarantees on many big ticket products that would not otherwise be available to individual buyers. For appropriate toll-free numbers consult The Buyer's Edge brochure or check the list of The Buyer's Edge numbers published regularly in The Public Sector or call CSEA Headquarters at (518) 434-0191 Ext. 357 or 355.

Retirement
If you are retiring soon, it's important that you select the proper option from the Employees' Retirement system.

By using the services of a CSEA-provided retirement counselor, you'll be able to plan for a lifestyle in your retirement years that takes into account your anticipated expenses.

For more information, call 1-800-366-5273.

General retirement information and retiree membership information are available by contacting CSEA's Retiree Department at CSEA Headquarters 1-800-342-4146 or (518) 434-0191.

General News Section
December 1992 13
Husband and wife head CSEA units

Activism runs in the family

By Anita Manley
CSEA Communications Associate

WHITE PLAINS - Every once in a while, union activists need a cheerleader - and what better cheerleader than your own spouse?

Debbie and Joe Petrosine understand the stresses of being union activists. She is president of the Mt. Pleasant School District Unit and he is president of the Scarsdale School District Bus Drivers Unit; they were both elected to their positions in 1989.

Always encouraging each other when the going gets tough, the Petrosines agree that it's a lot easier to be an activist when you can talk out your problems with your spouse and give each other advice.

- Debbie recalled when Joe, who had been a Teamster activist with his previous employer, United Parcel Service, went to work in the Scarsdale School District. At the time, the bus drivers did not have a union.

"Joe organized the bus drivers in Scarsdale," she said. "He was given a hard time, and it took over a year. He really did it on his own."

"Debbie encouraged me," Joe said. "There were lots of times I might have given up, but I know the kinds of benefits that are possible with a union."

Petrosine finally unionized his shop and became president of the new unit. He was recently re-elected, as was his wife.

In addition to his union activities, Joe is a coach. The Petrosines have four children.

What do they do to relax when they have the precious time?

"We disappear for a few days," Debbie said. "We take off for the Pocono Mountains."

Luckily for Scarsdale and Mt. Pleasant school employees, they always return refreshed.

UNIT PRESIDENTS TOGETHER -- Debbie and Joe Petrosine are CSEA unit presidents. She heads the Mt. Pleasant School District Unit and he heads the Scarsdale School District Bus Drivers Unit.

Scholarship named for retired unit president

COLD SPRING — CSEA Haldane School District Unit has established a scholarship to honor a former unit president.

Maria Helbock, who is now retired, worked for the district for 22 years. She was unit president for 12 years.

The scholarship, a $100 bond, will go to a deserving business student each year, Unit President Gary Van Asselt said.

"I was honored to have the award in my name," Helbock said. "I loved my job and the people I worked with. I couldn't have done it without my family and my co-workers."

School Unit in Fredonia ratifies new 3-year contract

FREDONIA — Members of the CSEA Fredonia Central School District Unit unanimously ratified a new three-year contract that offers important new protections.

The 53-member unit, formed in 1991, voted 36 to 0 in favor of their second CSEA contract.

The unit is part of CSEA Chautauqua County Local 807.

Besides annual salary increases, the contract includes improved policy for sick, personal and bereavement leave. Before they joined CSEA, the unit members had no paid holidays; they now have four.

They have new grievance and disciplinary procedures, a new longevity clause and a clause guaranteeing seniority rights in layoffs.

"Certainly at this time, when schools are having such a tough time, we're thrilled," Unit President Marcia Feinen said.

The negotiators sat down with the district and worked out the agreement fairly quickly, she said. CSEA is the only one of three unions to have a contract with the district, she added.

"It just went very smoothly," Feinen said.
Nassau members get jobs back after CSEA fights for them

Two CSEA Nassau County members are back to work after CSEA defended their seniority rights when they were laid off. Mary Milot and Carol Cook were hired by the county as communications operators for the Department of General Services (DGS), CSEA Labor Relations Specialist Tony Giustino said.

They were both working in the medical examiner’s office at the time of the layoffs and their seniority was based on that department instead of DGS.

Both women had worked for the county for more than six years when the layoffs occurred in February 1992.

“I was absolutely devastated,” Milot said. “I have two children and when I lost my job I was stripped of my security.”

Milot found help with CSEA. “The union has been excellent and I will never forget,” she said. “I was numb for a bit but now that the union got me back to work I’m very happy,” she said.

The members praised Giustino, Attorney Lou Stober and the CSEA staff in general. “They were wonderful and so understanding, I’m so grateful,” Milot said.

Both women have returned to work and will be credited with the contractual benefits they would have received, such as vacation and sick time, if they had not been laid off.

UTICA - Despite an intense CSEA effort, the union lost the latest round in the fight to keep Oneida County’s Broadacres Skilled Nursing Home a publicly-run facility.

CSEA vigorously lobbied the legislature and submitted more than 2,500 petition signatures opposing the privatization plans. But the legislature authorized the county executive to begin talks with a private firm about the nursing home.

CSEA Central Region President Jim Moore joined Oneida County Local 833 President Nancy Murphy, Broadacres Unit President Joan Vaughn and Local 833 members in an anti-privatization picket before the legislative meeting, and then spoke before the legislature.

Moore said it seemed the proposal was being “ramrodded” through to avoid possible public outcry. Murphy asked for time to allow further public scrutiny and comment.

The union argues that a new county-run nursing home could actually make money for Oneida County taxpayers.

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CSEA Local 833 President Nancy Murphy, left, and Broadacres Unit President Joan Vaughn, center, present petitions with more than 2,500 signatures to Oneida County Executive Raymond Meier, urging him to stop efforts to privatize the county nursing home.
A heightened sense of urgency

ALBANY — The tragic murders of four CSEA-represented social service workers in Watkins Glen in mid-October has brought a renewed urgency to CSEA efforts to improve workplace safety. In the Watkins Glen tragedy, a gunman reportedly angry at the Schuyler County Department of Social Services support center单元 for tracking him down for missed child support payments killed four women employees and then committed suicide.

For years, CSEA has pushed for workplace programs and measures to address the safety and security of front-line public employees. Enforcing the Public Employee Safety and Health "(PESH) law has been the primary focus of CSEA efforts. The union is seeking an initiative to government leaders.

Various aspects of employee safety and security in other ways such as labor-management initiatives and training sessions. These initiatives on behalf of workers who have direct contact with clients and the general public in areas such as social services, probation and parole, have had positive results in many worksites across the state.

But the Watkins Glen tragedy demonstrates there is much more to be done. CSEA is pursuing action on a number of fronts.

The union is seeking an emergency security standard through the state Labor Department. If adopted, the standard would become part of the PESH regulations and require employers to thoroughly review their operations and take steps to reduce the risk of harm for their employees.

That's not all CSEA is doing. CSEA has also approached public employers directly about actions to immediately safeguard employees.

"The Watkins Glen incident was our worst nightmare and underscores how vulnerable public employees are every day," CSEA President Joe McDermott said in a letter to government leaders.

"CSEA is committed to making sure that these four women did not die in vain and I hope you will join with us in that commitment."

Appropriate measures to ensure on-the-job security will vary from worksite to worksite. That's why CSEA's new booklet on workplace security emphasizes the importance of site-by-site risk assessment and responsible follow-through.

Some steps to reduce the risk of danger may require structural modifications, installation of security alarm systems or devices or assigning security officers to patrol and protect the worksite. In some circumstances, much of these costs are reimbursable by the federal and state government.

Other precautionary measures are even easier to implement. They may be a simple matter of establishing common-sense procedures, such as requiring all workplace visitors to sign in and out, notifying security if you are working late or interviewing clients in bare cubicles.

Individuals can also undertake precautions on their own. For example, be sure to place your desk by your office door so that you can make an unobstructed emergency exit. When speaking to clients in your office, try not to seat them between you and the exit.

It is also sensible to review the items on your desktop and remove any that could be used as a weapon, such as a letter opener, paper weight, letter impaler or the like.
Some action, some inaction
Many, but not all, DSS offices tighten security

Reaction and action continues across the state in the wake of the brutal slaying of four Schuyler County Department of Social Services (DSS) employees in mid-October.

Yates County: Officials in this county adjacent to Schuyler County have installed a metal detector in the DSS building, created a one-way access entrance, assigned a sheriff's deputy, and are considering assigning another, to the building. CSEA Western Region President Robert Lattimer, CSEA Local 862 President Carol Thornton, CSEA Labor Relations Specialist Ray Ducharme and CSEA EAP Coordinator Eileen Bielmeier from Newark Developmental Center met with about 40 employees and offered crisis counseling for anyone in need.

“We are all taking it very hard because we knew them [Schuyler County victims] all personally, and quite often had lunch together at joint county training sessions,” Thornton said.

Steuben County: “We’re upset because the county has done absolutely nothing in the wake of this tragedy, although the DSS building was secured and a metal detector installed,” CSEA Local 851 President Bonnie Sprague said. “But the county administrator has not responded to my letter expressing concerns of our members. I hope they’re not waiting for another catastrophe.”

Erie County: CSEA Social Services Section President Marcia Olaszewski is a member of three committees — worker safety, interaction with clients and work environment — considering the use of more metal detectors, access limitations, deputy sheriff protection and a faster alarm system. “We’re happy these issues are being addressed,” Olaszewski said.

Niagara County: A deputy sheriff has been assigned to DSS offices on a temporary basis and a committee is looking into a keyless entry system, entrance limits and permanent deputy or guard assignments. “We hope the county legislature will support the final recommendations,” CSEA Unit President Linda Gibbons said.

Livingston County: DSS employees remain “quite nervous” in this county neighboring on Schuyler County, CSEA Local and Unit President Tammy Macomber said. “Management has done nothing to let employees know they are even aware of the tensions created. They had a so-called task force meeting and excluded the union.” She said management hasn’t even acknowledged a recent phone threat made to the department and that the commissioner expressed “no concern” in an interview and falsely claimed DSS employees were trained to handle these types of problems.

Ulster County: DSS employees in Ulster County have renewed their concerns over personal safety and lack of sufficient security. A petition voicing their concerns and demanding action has been sent to the commissioner and the county legislature. Employees signed the petitions the day the story about the Schuyler County shootings was in the local newspaper and a dissatisfied client remarked, “What do I have to do, come back with a gun?”

Schuyler County Workers Memorial Fund

Contributions are being accepted for the “Schuyler County Workers Memorial Fund” established by the Schuyler County Legislature to assist the families of victims of the Watkins Glen killings. Killed were:

Phyllis K. Caslin, 54, a Support Unit investigator and CSEA Local and Unit treasurer. She was the mother of three grown children;

Florence A. Pike, 60, the Support Unit supervisor and CSEA Local and Unit secretary. She was married with three grown children;

Denise Miller Van Amburg, 28, an account clerk. She was married with two young children;

Nancy J. Wheeler, 48, a senior account clerk and CSEA Unit vice president. She was married with three grown children.

CSEA members writing a check can make checks payable to “Schuyler County Treasurer - Memorial Fund” and send them to:

Schuyler County Treasurer
105 Ninth Street
Watkins Glen, NY 14891

Some action, some inaction
Many, but not all, DSS offices tighten security

IN HERKIMER COUNTY, Deputy Sheriff Rick Hart has a bird’s-eye view of the interviewing rooms in the Department of Social Services where CSEA members meet with clients.
CSEA member is a lifeline

By Daniel X. Campbell
CSEA Communications Associate

COLONIE - CSEA member John J. Miller, a communications specialist with the Town of Colonie "D" Unit, spent eight years working as a dispatcher in the crowded Colonie Town Hall.

When the call came, he was just getting use to the ultra modern office space at the yet-to-be opened Colonie Public Safety building complex.

To the uninitiated, the town's new communications center looks like something from "Star Trek: The Next Generation." Four communication consoles with flashing panels, computer terminals and illuminated town maps fill the airy center of the brightly lit room. Each unit is capable of handling eight normal channels and three to five extra channels. Backed up by the latest electronic communication capabilities, each unit can handle several different situations at one time or be focused on one emergency, one life-threatening situation.

Not a "normal" call

"It was a normal call to dispatch an ambulance to Menands," Miller said. "Menands gave me the resident's phone number and I called to see what condition the patient was really in."

It was then Miller heard the answer he dreaded the most. The relative who had called for the ambulance reported - "He's not breathing."

The most difficult situation a dispatcher can be in is to try to get an individual near the victim actively involved in the proper emergency techniques needed to save the victim's life. That's the situation Miller had to face quickly and professionally.

"I knew how long the ambulance was going to take," he said. "I knew the victim needed immediate assistance and couldn't wait for the emergency medical personnel to arrive."

Trained in the use of the advance Medical Priority System, Miller started to immediately tell the inexperienced, nervous relative what to do to help the victim until the ambulance arrived.

Life or death situation

Quickly, Miller turned his other communication responsibilities over to the other three dispatchers in the room so that he could concentrate his efforts on this one life-or-death call.

"I followed the book, word for word, letter for letter, and I talked the relative through performing CPR on the non-breathing victim until the ambulance arrive," Miller said. "This is a zero wait type of response situation. Every second is very important and we're trained not to waste one second, if possible."

The emergency was over in a matter of a few short minutes. The relative followed Miller's every instruction and both were relieved when the ambulance arrived and the trained medical personnel took over. The victim was quickly transported to a nearby hospital and is alive today.

"It's quite an experience," Miller said, "quite an experience."

But serving the needs of the residents of the Town of Colonie and other surrounding communities, such as Menands and Watervliet, is just part of the job for the Town of Colonie Dispatchers Unit.

So far, the unit has saved five lives, including the life Miller saved. And, with the town's communication center possibly becoming the hub of an Albany County 911 system, it looks like this will not be the last time.

Dutchess County employees collect Toys for Tots

POUGHKEEPSIE -- Some Dutchess County children will have happier holidays thanks to public employees.

CSEA, the Federation of Police and the Dutchess United Educators are sponsoring a Toys for Tots drive this season.

Toys will be collected throughout the county at worksites and be distributed to low-income families, CSEA Dutchess County Local 814 President Helen Zocco said.
School news: Two CSEA unit presidents share more than their activism -- they're married. The Fredonia School Unit gets a new contract.

CSEA members in Onieda County protest plans to close the county nursing home. And two Nassau County members get their jobs back.

CSEA members from around the state talk about DDS dangers. Meanwhile, CSEA increases pressure for safety for its members.

A CSEA member just does his job as he helps save a life in Colonie -- over the phone. He talks a distraught caller through CPR until the professionals arrive.

Activism at work

CSEA wins on retirees' health insurance

RYE — CSEA fought off a threat by the City of Rye to charge retired city employees for part of their health insurance costs. More than 100 CSEA Westchester Local 860 members filled city council chambers to protest the proposal. "Activism works," Unit President Arcadio Ocasio said. "We made sure the city council heard our side of the story and they listened."

CSEA Southern Region

President Pat Mascioli was one of those who made the case for retirees at the council meeting. "Employees who retired with the security of knowing they had a fully-paid health plan should not now be facing the process of contributing when they can least afford it," Mascioli said. After the employees spoke out, city officials decided against charging retired employees for health insurance.

CSEA ULSTER COUNTY LOCAL 856 members protest the lack of a contract. The employees have been without a contract since the beginning of the year.

NEWBURGH TOWN employees protest working without a contract. Theirs expired in January.

CSEA ALBANY COUNTY Highway Department workers protest layoffs that could endanger public safety. They are Unit President Jim Bashwinger, left, and Local President Jack Rohi.

WITHOUT A CONTRACT since Dec. 31, 1991, about 100 members of CSEA Herkimer County Local 822 picket to show their anger and solidarity.
Worksites: HOW SAFE ARE THEY?

Tightening up in wake of the Watkins Glen tragedy

See pages 16-17

Deputy Sheriffs Paul Catrona and Doug Weber examine some of the hundreds of weapons taken from clients at Orange County Department of Social Services offices since metal detectors were installed.