CSEA President Joe McDermott tells hundreds of CSEA local presidents at a briefing session that talks aimed at resolving the furlough issue have bogged down, and that the union is digging its heels in for a tough fight. See pages 3, 4, 5, 6, 7 and 20 for information related to the state’s deepening fiscal crisis.
PAGE 3
CSEA promises it will fight "tooth and nail" a proposal by the Governor to force state employees to take a week's furlough without pay. McDermott cautions state legislators to stay out of the fray.

PAGE 4
Furlough issue, layoffs, hang like a dark cloud over start of crucial contract negotiations between CSEA and the state.

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SUNY management has some funny suggestions about how CSEA SUNY employees should be spending their holiday season. CSEA has other ideas.

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A highly-paid bunch of business executives want to ram the state's budget deficit right down the throats of state employees. CSEA says the Business Council can "shove it."

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CSEA wins are good news for Nassau County jail employees. Union gets leave accruals restored in one case and clears a corrections officer of serious charges in another.

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Management may have the right to manage, but management cannot simply do whatever they wish in assigning employees. There are important contract provisions defining work day and work-week regulations, and some of those provisions were reinforced in a pair of arbitration decisions recently.

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Westchester County is treating its prisoners better than some of its employees who work at the county penitentiary. CSEA says temporary office is dangerous, a disgrace.

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CSEA levels a $10 million lawsuit against White Plains mayor for allegedly violating the constitutional rights of a CSEA unit president.

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Several of your fellow CSEA members are counting on your generosity to help them in their time of need. The holiday season is a great time to open your hearts and wallets.

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While you're buying and flying this holiday season, be sure you're looking for the union label and that you don't fly Continental or Eastern. And get your news someplace else besides the Daily News.

PAGE 19
Your handy reference guide to member services and benefits.

PAGE 20
When you see deputy commissioners with nothing to do, when you witness costly duplication of services and when you know there's a better, more efficient way to do work, you're talking waste in government. Tell us about it because eliminating waste in government can translate into saving jobs.

Don't let him discard you like an old pair of shoes!

Don’t rely on rumors. Keep informed, call CSEA’s toll-free current issues update 1-800-342-4146

Press 5 on a touch tone telephone. Available 24 hours a day, it is easier to reach the program before or after regular business hours.


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

Furlough talks collapse over governor's take it or leave it stance

ALBANY — Talks between CSEA and the Cuomo administration broke down after the Governor refused to seriously consider union-proposed alternatives to mandatory furloughs of state employees.

CSEA President Joe McDermott vowed to use all available contractual and legal means to fight an imposition of the furloughs.

With the state Legislature back in Albany to consider the Governor's budget reduction package, McDermott publicly urged lawmakers to stay out of the furlough issue.

"The furloughs represent a serious change in our existing contract and the Governor has a responsibility to negotiate a fair agreement with us," he said.

As The Public Sector went to press, the legislators had not taken any action on the furlough issue. Legislators were considering a pay lag proposal as an alternative to furloughs.

McDermott called more than 300 state division local presidents to Albany to brief them on the deepening crisis. Later at a news conference, McDermott said the furlough issue undermines the future of labor-management relations between CSEA and the state.

"The mandatory five-day furlough amounts to a lock-out of our employees and a 2 percent cut in pay," McDermott said. "We are willing to explore any option short of an outright picking of our members' pockets to help New York get through the crisis."

In fact, CSEA proposed a variety of alternatives to the mandatory furlough that would have helped the state save money immediately. In the long run, the CSEA proposals would save the state tens of millions of dollars.

The state rejected CSEA's suggestions and told the union there is no alternative but to accept the Governor's proposal.

At their meeting with CSEA statewide officers, local presidents expressed support for the union's position.

"Our members are not responsible for the state's budget problems — mismanagement is," said one local official.

"They're trying to cover their mistakes by taking it out of our hides, whether we agree or not," added another.

All urged the CSEA leaders to keep up the public pressure and promised to mobilize rank-and-file members for strong action to counter the Governor's unilateral actions.

As this edition of The Public Sector went to press, the Governor has issued an ultimatum that if the unions don't agree to the furloughs immediately, he will lay off thousands more people.

"From the start, the state told us there will be a minimum of 18,000 state jobs lost, regardless of what happens on furloughs," he said. "At no point were they willing to talk about limiting further layoffs even if we agreed to the furloughs."

"New York faces some serious problems but the Governor is not going to solve them unless he sits down with us to work out responsible long-term answers."

State contract negotiations are a separate issue, for now

The talks that broke down between CSEA and the state over the furlough issue are not the union's overall negotiations on a new contract for state employees.

The separate contract negotiations are still scheduled to continue but the furlough situation throws their future into doubt.

For CSEA, the issue is the state's credibility.

"A contract is a commitment by both sides," said McDermott said. "It becomes very difficult to negotiate a new agreement if we can't trust that the state is making a good faith commitment and will abide by the contract agreement."

(See page 4.)
ALBANY — CSEA’s contract negotiations with the state for 107,000 state employees are threatened more by violations to the current contract than they are by the state’s fiscal crisis, said CSEA President Joe McDermott.

Calling Gov. Mario Cuomo’s plan to force five-day furloughs of all state employees a lockout, McDermott said it could poison talks on the next contract. The current contract expires March 31.

“There’s no question we recognize as a union and as taxpayers that the state is facing difficult fiscal times,’’ McDermott said at the recent kick off of negotiations with the Governor’s Office of Employee Relations (GOER). “But parameters of the current agreement are being infringed on when (the Governor) proposes what is in essence a lockout.”

The CSEA negotiating team will have a hard time taking negotiations on a new contract seriously if the Governor is trying to undermine the current contract, he explained.

“We’re starting out a process,’’ McDermott said. “How is the process going to be any good if the state refuses to live up to its obligations in the current contract?’’

While CSEA opposes layoffs, McDermott pointed out that it is up to the Governor to determine whether there will be layoffs. He has not offered furloughs as an alternative to layoffs, but in addition to layoffs. The union believes the state could find ways other than layoffs and furloughs to save money and close the estimated $1 billion budget gap.

“Obviously it’s within the Governor’s prerogative to reduce staffing,’’ McDermott said. “But furloughs are a change in the terms and condition of employment and must be negotiated. We even have a clause in our contracts with the state that says neither side will unilaterally approach the Legislature to legislate changes in the contract. Yet that is just what he proposes to do.’’

McDermott and GOER Director Elizabeth Moore met with the press after the negotiating teams set ground rules and exchanged initial proposals. Negotiations are scheduled to continue later this month.

Moore leaves her position in January, but emphasized that her staff and later her replacement should have no problems continuing negotiations with CSEA.

CSEA represents more New York State employees than any other union.
Several SUNY campuses are turning to gimmicks in an effort to greatly reduce the non-teaching workforce during the upcoming holiday season.

Some SUNY facilities are urging employees to take charged vacations of up to two weeks or more. In some instances, SUNY workers are also being encouraged to take time off without pay.

Some SUNY facilities are also asking employees who want to work during the holiday period to sign statements agreeing to accept assignments other than their regular duties and to work at alternate work locations other than their regular work site.

CSEA advises SUNY employees not to be intimidated into doing anything you do not want to do. If you want to take a vacation during the holiday season and charge your accruals, do so. Just be sure you want to do it and are not being pressured by management to do it.

For SUNY employees who want to work during the holiday season:

1. CSEA urges you NOT to sign any statement agreeing to work at an alternative location.
2. CSEA urges you NOT to sign any statement agreeing to perform other than regularly assigned duties.
3. CSEA urges you NOT to take any forced vacations during the holidays.
4. Some SUNY locations want employees to work but not be paid during the holiday period to save money. CSEA's position is clear: NO PAY, NO WORK! Don't volunteer to work for free!

CSEA SUNY EMPLOYEES: JUST SAY "NO!"
CSEA President McDermott dismisses Business Council’s Zero Option plan as big, fat 0

"It’s absurd! Ridiculous, really."
And with that, CSEA President Joe McDermott dismissed a scheme by The Business Council of New York State to balance the state’s massive budget deficit squarely on the backs of state employees.

The Business Council called for the state to freeze state workers' salaries for the next two years and eliminate salary increments for at least one year, probably more.

"Once you consider the source, you can’t seriously consider the suggestion," McDermott said. "The Business Council is the lobbying arm of a bunch of high-level management executives whose interests are with corporations and profits, often at the expense of employees. I would call them an anti-union group."

The plan to freeze state salaries and increments is contained in a report called "The Zero Option," prepared by The Public Policy Institute, the research affiliate of The Business Council.

"The Zero Option plan is a bunch of high-salaried business executives telling the working class they should sacrifice and suffer some more. But the report doesn’t address the one thing the Business Council knows the most about, the mismanagement that caused the budget deficit in the first place," McDermott said.

"I don’t see a single reference in the report about the millions of dollars being sucked from the state budget by unnecessary private consulting contracts held by Business Council members. As far as substance goes, The Zero Option plan is a big zero, a nothing," McDermott said.

"State workers are already facing the prospect of mandatory furloughs and thousands of layoffs, and along comes this nonsense from The Business Council to freeze salaries and increments of everybody who still has a job. How unfair! How utterly stupid!" McDermott said.

"I’m sure you people can do without for awhile for the good of the State..."
Who is the Business Council of New York, anyway? And who are they to tell you to take your lumps?

The Business Council of New York State wants state employees to almost single-handedly reduce the state’s massive budget deficit by receiving no salary increases for the next two years. Just who are these people who are telling CSEA members to take the lumps for everyone else?

“By comparison to the average CSEA state employee’s salary of $22,500, the average member of The Business Council is a fat cat, earning on average about five times as much,” CSEA President Joe McDermott points out.

“Many Business Council members are in income brackets that received the highest savings from the state income tax cuts at the same time most state workers saw their state income taxes go up,” McDermott said. “A family of four making $125,000, and that includes many Council members, saw their taxes cut several hundred dollars. A family of four earning anything less than $32,000, and that includes virtually all CSEA state employees, saw their taxes increase.

“The working class is already carrying a disproportionate share of financing government, so who are they to tell us to take a pay freeze as well?” McDermott asked.

A profile of the readership of the Business Council’s magazine shows:

* A median income of about $100,000
* Nearly three-quarters are corporate officers and owners or classify themselves as management or professional
* Nine out of 10 have attended college
* More than 90 percent own their own homes
* Most own more than one car; seven out of 10 own luxury, full- or mid-size autos
* They all dine out each month, half of them at least five times a month

“These are the people who think the working class should carry the load so the wealthy can go on raking up huge profits and enjoying big tax breaks,” McDermott said. “How can they even begin to identify with the struggles and the sacrifices of the working class. Those people don’t know the difference between a blister and a blowtorch.”

Business Council’s Zero Option report
an example why workers should unionize

CSEA President Joe McDermott calls The Business Council’s Zero Option plan “the best endorsement I’ve ever seen for why private sector workers should unionize.”

The Business Council report complains that “state employees continue to enjoy higher salaries and more generous benefits than private sector workers.” The report noted “among other union successes, across-the-board raises for state workers...have exceeded the annual inflation rate in 15 of the last 22 years” and ran 24 percent ahead of inflation over the last decade.

“Hell, we’re proud of that! It’s our job and our mission to win the best contracts possible for our members,” McDermott said. “We do our job very well.”

“On the other hand, many members of The Business Council continue to exploit their employees by paying lower wages and providing grossly inadequate benefits. Their own salary and benefit figures in their own report confirms that. Now they want to drag public sector workers down also,” McDermott said.

“It’s no coincidence that a lot of the Business Council members operate non-union businesses. And it’s no coincidence that on average their non-union private sector workers earn less and enjoy fewer benefits than unionized public sector workers. The Business Council’s own report proves how desperately many of their workers need unions to represent them to stop this exploitation by management,” McDermott said.

--- CSEA President Joe McDermott

December 10, 1990
CSEA gets leave credits restored for Nassau sheriff department employees

EAST MEADOW — When Nassau County told non-civilian sheriff's department employees they could no longer accrue leave time when they were out because of on-the-job injuries, they got mad — and CSEA got even.

The union filed a grievance and an improper practice charge to reverse the county sheriff's memo, which also called for retroactively removing leave accruing for anyone who earned it while out because of job-related injuries.

"We felt all along the county took a unilateral step in changing the terms and conditions of employment for our sheriff's department employees," said CSEA Labor Relations Specialist Claude Ferrara.

The Public Employment Relations Board (PERB) agreed, giving the union a winning decision.

Because sick leave and vacation leave are "clearly mandatory subjects of negotiation," the PERB judge ruled, the county did not have the right to unilaterally discontinue the long-term practice of allowing accruals.

About 800 non-civilian employees work in the sheriff's department.

"This is a great win for our members in the sheriff's department here in CSEA Nassau County Local 830," said CSEA Labor Relations Specialist John Clahane.

Sheriff's Department Unit President Dan Murphy said the win would have a major impact on department employees because of the high number of on-the-job injuries.

GOOD NEWS brings smiles to faces of Nassau Sheriff's Department Unit Vice President Tom DeStefano and, at right, President Dan Murphy. Ruling restoring leave credits while on sick leave was turned over to them by Local 830 Administrative Assistant Tony Giustino, seated, and CSEA Labor Relations Specialist Claude Ferrara.

CSEA action clears corrections officer Nassau County tried to make a scapegoat

By Sheryl C. Jenks
CSEA Communications Associate

EAST MEADOW — When a prisoner escaped from the Nassau County jail, county officials tried to blame it on a corrections officer with a spotless record.

But CSEA stepped in and proved that Corrections Officer Thomas Boccarossa wasn't at fault, the layout of the jail was.

Boccarossa was on duty in the jail's east tower when an inmate escaped. Even though it was impossible for him to see the area where the inmate escaped, the county suspended him without pay for 20 days.

CSEA filed a grievance on Boccarossa's behalf, claiming that the problem was the jail itself, not the officer. An arbitrator agreed and ordered the county to pay Boccarossa 20 days' back pay. A member of CSEA Nassau County Local 830, Boccarossa has a good record and no previous disciplinaries.

The prisoner escaped over a fence in an area only partially lit.

There are dark spots between the lights and often the existing lights blind the officers assigned to the east tower," said CSEA attorney Lou Stober.

A month earlier, another inmate escaped at the same spot, but management failed to correct the problems.

The poor visibility is undisputed. One of the county's witnesses, a lieutenant from the Internal Affairs Unit of the Nassau County Sheriff's Department, said the view from the east tower is limited. He also testified that the west tower was not staffed during the escape.

After the escape, the sheriff's department posted an officer in a car at the southeast corner.

Boccarossa said he was doing his job properly, but a propane tank and a shed obscured his view. A prisoner could easily watch a corrections officer in the tower and move across the yard while the officer was looking elsewhere, he said.

The county never implemented the report's recommendations.

"Even the most attentive officer could miss someone dressed in dark clothing in the darkness of a winter morning," the arbitrator said.

Stober presented the arbitrator with a 1988 report, "A Study of the Management of the Nassau County Correctional Center," issued by the Criminal Justice Institute of South Salem.

"Two perimeter towers that are staffed with armed officers are poorly placed and designed for maximum observation of the perimeter," the report said. "A portion of the perimeter lighting is directed into the eyes of the tower officers, further obstructing their vision."

The report recommended moving the northeast tower to provide a better sight line to the east perimeter fence and adjusting perimeter lights so they wouldn't shine in the tower officers' eyes.

The county never implemented the report's recommendations.
CSEA Arbitrations

Victories strengthen work week rights

CSEA recently won two important arbitrations that strengthen state employees' rights and prevent management from changing workers' shift assignments just to avoid paying overtime.

In both cases, the arbitrators forced management to adhere to the CSEA/NYS contract which limits management's ability to change shift assignments. The second case also involved the creation of floating shifts that required employees to change work hours to cover for scheduled absences.

The first arbitration resulted from three separate grievances filed at Willard Developmental Center in 1988. Management had made several schedule changes to plug holes in the work schedule.

On behalf of the three employees, Richard Allen, Steven Lichak and Susan Pratt, CSEA filed grievances saying that the schedule changes violated the CSEA/NYS contract. According to the contract, management cannot reschedule days off simply to avoid paying overtime except in a specific case and with one week's notice.

CSEA argued that Willard DC management made the changes only to cover for routine vacancies and avoid paying overtime.

The arbitrator agreed with the union that management changed the grievants' schedules merely to cover vacancies caused by routine incidents, not for any reason of magnitude. The changes were to cover for an employee on workers' compensation leave and two employees who had transferred.

"These are situations that are routine and could have been covered by any number of schemes, including payment of overtime to the employees who were reassigned," the arbitrator said. "The state needs to do more than just assert that it had to cover its (staffing) requirements in order to justify not paying overtime and reassigning a bid employee."

The arbitrator ordered that the three employees be paid the difference between their regular rate of pay and the overtime rate for the time they were reassigned.

In the second case, CSEA argued that the management at Broome Developmental Center violated the CSEA/NYS contract when it tried to create two floating shifts for stationary engineers who work in the facility's power plant.

The power plant runs three regular shifts a day. In April 1988 after talks with the union but with out the union's agreeing, management established two float positions. That is, the people holding the jobs, although they normally worked the day shift, would be subject to assignment to other shifts to cover scheduled absences.

CSEA argued successfully that the floating shift violates the contract's specification of the workweek and the clause that requires changes in the workweek or workday or establishment of new shifts must be made with written notice and consultation with CSEA.

The union also argued that the contract permits a change in the starting times of designated shifts, and doesn't cover floating shifts. CSEA also pointed out that no other state facility has the floating shifts and Broome DC only established them to avoid paying overtime to deal with scheduled absenses.

The arbitrator agreed, saying the contract allows the state flexibility in changing starting times and assign workweeks that are not consecutive. However, "that flexibility does not extend to the establishment of a shift which has as a normal part of its structure a float to other shifts on an as-needed basis," the arbitrator said.

The arbitrator ordered the state to end the floating shift and assign the workers based on their seniority to permanent full-time shifts.

Kings Park offers employees elder care

KINGS PARK — CSEA has pioneered on-site day care for children of state employees across the state, but what about the elderly dependent of those employees? Where can they go?

With a grant from the state Office of the Aging, Kings Park Psychiatric Center will help answer that question through a pilot project providing on-site elder care.

Through a survey, 50 employees said they were interested in on-site elder care.

"These employees often are torn between their duties as employees and their duties to their parents," said Dee August, fifth vice president of CSEA Kings Park Psychiatric Center Local 411. August is also the CSEA representative on the project's board of directors.

The day care program for the elderly, expected to begin operations in January, will initially care for 12 people at an expected $35 a day.
AWARD WINNER — Barbara Reeves accepts plaque from CSEA President Joe McDermott after Reeves was named winner of the annual Irene Carr Leadership Award for 1990. Reeves is a member of CSEA Mohawk Valley Psychiatric Center Local 434 and member of the union's statewide Board of Directors. She served on the first ad hoc women's committee in 1979 and Board of Directors. She served on the first 434 and member of the union's statewide for 1990. Reeves is a member of CSEA McDermott after Reeves was named winner of the annual Irene Carr Leadership Award.

10th Annual CSEA's Women's Conference 'huge success'

By Sheryl C. Jenks
CSEA Communications Associate

Union officials are calling CSEA's 10th annual Women's Conference a huge success.

More than 350 CSEA activists from across the state attended the conference held on Long Island recently. The conference program included keynote speakers and a variety of interesting and informative workshops and seminars.

The theme of this year's conference was "CSEA Women...Prepared, Aware and Alert!"

The three-day event, planned by the Statewide CSEA Women's Committee, began with welcoming speeches by CSEA Statewide President Joe McDermott, CSEA Region I President Gloria Moran and CSEA's Women's Committee Chairperson Helen Zocco.

Leadership Award Presented

One of the highlights of the conference was the presentation of the annual CSEA Irene Carr Leadership Award.

"This is an award presented to a CSEA member who has demonstrated leadership ability, dedication to CSEA brothers and sisters and commitment to concerns of women within the labor movement," said CSEA Education and Training Specialist Connie Wunderlich, staff adviser to the Women's Committee.

This year's recipient is Barbara Reeves, a CSEA activist and mother of two, with a list of credits and projects longer than most of Christmas toys.

Reeves, vice president of CSEA Mohawk Valley Psychiatric Center (MVPC) Local 434, started an on-site mammography breast screening program at MVPC which has screened more than 350 women in the last two years.

Reeves also is involved in the K.L.O.S. Children's Identification Program under which more than 500 CSEA members were able to have their children's identification photo and fingerprints computerized.

Reeves served as an original member of CSEA's first Women's Committee and chairperson of CSEA's first Statewide Safety and Health Committee.

She has helped co-workers kick smoking, learn to deal with stress and understand nutrition as an EAP coordinator at her facility, and she has also served in numerous local and regional elected positions.

"Outstanding achievement needs to be recognized and that's the reason we instituted this annual award," said McDermott. "We are extremely proud of Barbara Reeves.

The workshops presented at the conference included: "Lobbying Your Legislator: It's Time We Talked," which discussed the "do's and don'ts" of lobbying effectively;

"Streetwise and Safe" which addressed safety plans to avoid becoming a victim;

"Your Legal Rights in Separation, Divorce and Child Support," which taught members how to navigate the legal process and use the laws to maintain their standard of living;

"Perfect Presentations Take Practice," which gave members a step-by-step approach to planning and presenting themselves professionally;

"Don't Just Complain — Campaign," which taught members to identify important union issues and use the union strength to create effective strategies that make the difference;

"Simple Techniques for Self Defense," a seminar on tactics to eliminate or reduce bodily harm; and

"After the Attack: Your Rights as a Victim," which addressed rights under the law and the services available to victims of crime.

The Statewide CSEA Women's Committee includes Zocco, Barbara Harrington, Harriet Hart, Claire Rubenstein, Ellen Diange-Burke, Catherine Barretta and Genevieve Clark.

Many workshops and seminars were conducted.
Westchester County forcing employees to work in inadequate and unsafe conditions.

"They treat the prisoners better"

By Anita Manley
CSEA Communications Associate

VALHALLA — CSEA says clerical employees temporarily assigned to a mobile trailer office at the Westchester County Penitentiary are being forced to work in inadequate and unsafe conditions.

CSEA has filed a safety and health complaint with the county, CSEA Labor Relations Specialist Max Neuberger said. The correctional clerical employees are transferred to the mobile office during the renovation of their regular office area. Those renovations could take more than a year to complete.

The mobile office is cramped, has inadequate exit doors, does not have bathroom facilities, has poor ventilation, has no running water and, until the union complained, did not even have a fire extinguisher, Neuberger said. He also said the outside wooden steps and platform are fire hazards.

"They treat the prisoners better," one employee complained.

Employees must walk outside about 100 feet to the main building to use bathroom facilities, a time-consuming process that is made more inconvenient with the onset of cold weather. And while other bathroom facilities are now available in the main building, for awhile after the move no bathrooms were accessible to the employees while inmates were being processed.

Neuberger said bottled water and a fire extinguisher were provided in the mobile office only after the union complained.

"We're trying to get management to respond to these legitimate health and safety concerns," Neuberger said. "It's unfortunate the county would not correct these awful conditions without the union having to file a complaint."

CRAMPED QUARTERS — Tables, desks, chairs, file cabinets and cartons are crammed into a 12-by-15 foot space inside the temporary mobile office. The work area has poor ventilation, no running water and no bathroom facilities.

NO ESCAPING IT — The mobile office is so cramped that a table blocks an exit. This could be disastrous in the event of a fire or other emergency.
Danger at 911
Emergency call for Nassau Emergency Operations Center

MINEOLA — Underground offices are a sickening tomb for Nassau County Emergency Operation Center workers. But a problem with the ventilation system that sent eight employees to the hospital in September demonstrated just how bad the situation really is.

As a result, CSEA has increased the pressure on the county administration to relocate the 110 police "911" operators and fire communications personnel out of the underground offices and into a more healthy worksite.

The EOC is a former bomb shelter adjacent to Nassau Police Headquarters. It began operating as a full-time office in 1973. Almost immediately, the employees, members of CSEA Nassau County Local 830, began reporting respiratory problems, headaches, sore throats and irritated eyes.

CSEA has filed numerous complaints over the years, including several under the Public Employee Safety and Health Act (PESHA).

No air quality violations have been found.

Air problems tough to prove
The situation shows why it's so hard to gain relief for air quality problems. While the Occupational Safety and Health Administration (OSHA) is reviewing the entire issue of office air quality, the current standards were intended for industrial settings. It is very rare that offices, even those located underground, don't meet the standards.

That doesn't mean, however, that the working conditions are healthy.

In 1981, the Nassau County Labor and Health Departments recognized serious problems with the ventilation system. For example, the system's air intake is located in the middle of a parking lot. They recommended high priority for upgrading the system.

The money was appropriated but the county didn't make the improvements.

"Air here is killing us"
In September, a contractor doing maintenance work removed air filters for cleaning. The system spewed filthy accumulated dust and filter sediment into the offices.

"You could not believe the stench," Unit President Joan Kleila said. Employees took turns relieving one another as people had difficulty breathing and some ran out to vomit. Kleila herself experienced chest pains and difficulty breathing.

Ambulances took eight people suffering from elevated blood pressure, chest pains, breathing difficulties and burning eyes to area hospitals. One of those employees is still ill to return to work.

"When people had to go to the hospital we all realized the air in here is killing us," said Unit President Joan Kleila. "We're breathing this stuff in on a daily basis."

CSEA officials went directly to the county Board of Supervisors to demand action on this problem.

CSEA Nassau County Local 830 President Rita Wallace cited a 1990 survey of the EOC employees in which 65 of 113 employees said they take medication for upper respiratory illnesses.

Since 1982, there have been 17 miscarriages out of 34 known pregnancies among EOC employees, she added.

"Must there be 17 more miscarriages and 65 more members suffering upper respiratory problems before the county wakes up and removes our people from their underground offices?" added CSEA Region I President Gloria Moran.

After the CSEA presentation, County Executive Thomas Gulotta said he was sympathetic to the difficult conditions the employees work in. He asked the Department of Public Works and Department of General Services to work with CSEA to find solutions to the problems.

"Everyone agrees that it's an unhealthy work environment," CSEA Occupational Safety and Health Specialist Dan Mora said. "The employees' safety and health should be the primary consideration and the best solution is to get the people into a new location as soon as possible."

Eight people were hospitalized with — elevated blood pressure, chest pains, difficulty breathing and burning eyes.
Six college students have been awarded $500 CSEA 1990 Thomas McDonough Memorial Scholarships.

Diane Lucchesi, chair of the CSEA Special Memorial Scholarship Committee, announced the winners, all children of CSEA members. One scholarship was awarded in each of CSEA's six regions.

The winners are listed below according to region.

Region I
Lee Anne Fisher of West Islip attends SUNY at Geneseo. She is the daughter of Jean Fisher, a senior stenographer at Lindenhurst Public Schools and a member of CSEA Suffolk County Educational Employees Local 870.

Region II
Cheryl Gaskin of the Bronx attends Barnard College of Columbia University. She is the daughter of Vernice Gaskin, a secretary with the Workers Compensation Board and member of CSEA New York City Local 010.

Region III
Joseph Lauricella of New City attends Cornell University. He is the son of Anna Lauricella, a legal stenographer with Rockland County and a member of CSEA Rockland County Local 844.

Region IV
Jeannette Marie Green of Saratoga Springs attends Colgate University. She is the daughter of Angela Green, a secretary with the Saratoga Springs City Schools and a member of CSEA Saratoga County Educational Local 864.

Region V
Diane Bassett of Genoa attends SUNY at Geneseo. She is the daughter of Anne Bassett, a bus driver with the Southern Cayuga Central Schools and a member of CSEA Cayuga County Local 806.

Region VI
Robert J. Falgiano of North Tonawanda attends SUNY at Buffalo. He is the son of Carol Falgiano, a special education teacher aide at North Tonawanda Schools and a member of CSEA Niagara County Educational Local 872.

The winners of the McDonough scholarships previously won CSEA's Irving Flaumenbaum scholarships.

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**Art for Labor, Labor for Art**

You can help to buy a painting by labor's premier artist for the Ellis Island Immigration Museum. The painting, "Family Supper," is now privately owned. A labor-oriented group has been working to buy paintings of primitive artist Ralph Fasanella from private owners and hang them in public places.

Fasanella, a union organizer in the 1930s and 1940s, has been called the greatest primitive painter since Grandma Moses. His works have received critical acclaim over the last two decades, but many of his paintings of working people wound up in private collections.

A coalition of labor and community groups have worked to purchase many of his paintings and display them in places where more people can see them.

"Family Supper" is a colorful portrayal of Fasanella's family at supper in a three-room apartment. Remarkable details such as cups hanging in a cupboard, a day bed, memorials to his parents and coin-operated heat bring the picture to life.

The Immigrant Family Labor Heritage Project is offering prints of the painting to raise money to buy the original for the Ellis Island museum.

For your copy, send $10 plus $4 for shipping to The Immigrant Family Labor Heritage Project, 1710 Broadway, New York, NY 10019. Checks should be made out to The Labor Heritage Project - CUNY.
Happy Holiday Season from United Buying Service Intl, Inc...
The Official buying service of CSEA.

Shopping Tips For The Holidays!

• On all major purchases ($100 or more), first choose the category of the gift (jewelry, video equipment, a fur coat, TV, etc.)
• Next, decide on the budget you can afford.
• Don't wait till the last minute. Many stores are keeping inventories on major items to a minimum and the popular items are already scarce.
• Once you have a model number, call UBS Toll-Free for a discounted price quote - they will save you money!
• If you don't have the time to shop or are simply confused as to which item to purchase - call UBS. Give them the category of gift you want and your budget. They will do a computer search to see what the best buys in your budget and product category are and advise you of price and availability.

BELLSOUTH Answering Machine
• Beepless Remote
• Illuminated Toned Neon
• See Through Plastic Design
• Call Screening
Suggested Retail: $99.00
CSEA MEMBER PRICE: $49.00
CSEA MEMBERS SAVE: $50.00

MAXON Radar Detector
• X & K Band
• Dual Audio Warning
• Bar Graph LED
• Visor or Dash Mount
Suggested Retail: $139.99
CSEA MEMBERS PRICE: $69.99
CSEA MEMBERS SAVE: $70.00!

MAGNAVOX Compact Disk Player
• Remote Control
• Dual 16 Bit D/A Converters
• 20 Track Memory
• Head Phone Jack
Suggested Retail: $199.00
CSEA MEMBER PRICE: $119.00
CSEA MEMBERS SAVE: $80.00!

CSEA HOLIDAY SPECIALS

FRIGIDAIRE Microwave Oven
• 8 Cubic Feet
• 750 Watts
• 10 Power Levels
• Auto Defrost
• Free 13 Piece Dishware Set
Suggested Retail: $299.00
CSEA MEMBER PRICE: $169.00
CSEA MEMBERS SAVE: $130.00

ATTENTION:
LOCAL AND UNIT PRESIDENTS!
UBS announced an Exclusive CSEA Sale at the October 22nd conference at the Concord Hotel. Four color, glossy, sales flyers are being made available for January distribution. If you have not already ordered flyers from UBS, and you have a method of distribution available to your members in January, call UBS right away! They are only printing enough brochures to satisfy orders. They go to print this week!
Call: 1-800-877-1UBS or 203-967-2883 - ask for Andrea O’Connor.

1-800-336-4UBS
New Expanded Hours: Monday thru Friday 8:30 AM to 7:30 PM.
Saturdays 10:00 AM to 3:00 PM.
CSEA members demonstrate support for CSEA White Plains Unit President Joe Roche, who was hit with trumped-up charges following a confrontation with the city mayor.

Banned in White Plains
CSEA unit president targeted for political retribution

WHITE PLAINS — "Big Al's got to go; we want Joe" has become the rallying call of CSEA members and other unionists in the City of White Plains. The slogan is the heartbeat of regular demonstrations in support of CSEA City of White Plains Unit President Joe Roche, who has been suspended without pay on trumped-up charges following a run-in with the city mayor.

CSEA has also filed a $10 million lawsuit against Mayor Al Del Vecchio for violating Roche's constitutional rights.

The situation began earlier this fall when the mayor threatened to fire Roche because he was campaigning for a rival city council candidate. When the candidate won the election and shifted majority power in the city council to the Democrats, the Republican mayor's anger carried into a CSEA contract negotiating session and led to a physical confrontation between the two men.

Until that meeting, the mayor had not been directly involved in bargaining sessions on the contract for city employees. Prior to the confrontation Del Vecchio was heard screaming: "I'm the master politician in White Plains. I'll kill anyone who messes with politics in my town."

Del Vecchio accused Roche of provoking the incident and brought him up on charges. He also banned him from city property.

CSEA is fighting the charges on a number of grounds. For example, CSEA says the disciplinary process violates Roche's right to a fair hearing since the mayor appoints the hearing officer.

CSEA's punitive lawsuit against Del Vecchio charges that he is violating Roche's right to free speech and right to represent his members.

"The mayor's always resented that I'm trying to represent my members to the best of my ability," Roche said.

The incident is not the first time Del Vecchio has been involved in physical confrontations. He has had similar public incidents with a city council member and a reporter.

Since the run-in, CSEA members and other White Plains unionists have held regular demonstrations at City Hall, packed City Council meetings and conducted a publicity campaign to alert the public.

The union has also publicly pointed out that the mayor is using taxpayer dollars on what amounts to a political vendetta.

The mayor's intimidation tactics don't end with Roche. City firefighters who honked their engine horns in solidarity with one of the demonstrations were threatened with disciplinary charges. Two outspoken CSEA activists were visited by city detectives investigating unspecified "threats" made against the mayor.

"When a union leader can be suspended without pay and brought up on charges for doing his legally protected job on behalf of his members, we all have to stand up for what's right," said CSEA Labor Relations Specialist Dee Tocci, who witnessed the confrontation.
Now's the time to open your heart

Some fellow union members are counting on your help during a time of need

Little James Mainella awaits liver transplant

WANTAGH — Members of the Department of Public Works (DPW) Unit of CSEA Nassau Local 830 are working to raise money for a member whose baby is currently waiting for a liver transplant.

Joseph Mainella and his wife, Linda, have been struggling emotionally and financially with the long term hospitalization of their nine-month-old son, James Joseph.

"Their son was just brought home from a hospital in Boston and is on standby for a transplant," said DPW Unit President Ralph Spagnolo. Mainella, an electrician at the Cedar Creek sewage plant, has depleted his leave entitlements with the costly visits to Boston.

The unit held a raffle to raise some money for their co-worker and they will continue to collect donations.

"I hope our members will reach into their pockets and try to help out," said CSEA Local 830 President Rita Wallace. "This is what unionism is all about, helping your brothers and sisters.

Anyone who would like to help can send a check to:

James Joseph Mainella
c/o CSEA DPW Unit
P.O. Box 101
Wantagh, New York 11793

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ZACHARY IVES has a smile to warm the coldest heart. He's hoping your generosity will smile on him.

Courageous Zack Ives facing tough operation

BALSTON SPA — Cancer is a very hard disease to face. And when it affects a child it is all the more dreadful.

But the smile on four-year-old Zachary Ives shows no sign of the disease. It's warm enough to melt the coldest heart. The smile lights up the child's face and almost makes the damage to his left eye socket seem normal. But it's not.

In 1987, Zachary lost his left eye to cancer and other complications of the disease. Now he needs facial reconstructive surgery before he can be fitted with an artificial eye.

Ives, the grandson of Mona Ross, a member of CSEA Saratoga County Local 846, has been taken under the wing of the local's general unit members. They are attempting to raise the $8,000 the operation will cost.

But bake sales and raffles aren't enough.

CSEA Saratoga County General Unit President Corinne Daley hopes that other CSEA members will help make Zack's smile a bright and full one.

If you're interested in helping please send a contribution to:

Zachary Ives Fund
c/o Christine Olmstead. Treasurer
CSEA Saratoga County General Unit
80 Church Street
Ballston Spa, New York 12020

December 10, 1990
WAKE UP, AMERICA...

get off your apathy!

BUY UNION... BUILD UNION... BE UNION!!!
If we allow Gov. Cuomo to get his way, thousands of public employees will join the unemployment line.

Don’t let him discard you like an old pair of shoes!

BLOW THE WHISTLE ON WASTE!

If you know where a few spare deputy commissioners with nothing to do hang out:
If you know of equipment being used inefficiently:
If you know about unnecessary consulting contracts that let private contractors do work public employees should be doing:
If you know of better, more effective, ways to do work in your department or agency:
If you know of waste in government in any form, in any amount:

BLOW THE WHISTLE! Every dollar saved could help save a job! Use the handy form at right to provide CSEA with information to help your union eliminate waste in government and save jobs. All information submitted will be treated with strictest confidence.

(Clip and send to)
Joe McDermott, President
Civil Service Employees Association, Inc.
143 Washington Avenue, Albany, NY 12210

Yes, I want to help CSEA eliminate waste in government. I think the following information should be investigated:

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Name__________________________Social Security __________

Address__________________________State__________________________Zip__________________________

Home phone:__________________________Work phone:__________________________

I am a member of CSEA Local ___________.

(All information will be treated with strictest confidence)