Promotional exams set for court employees

Promotional and open-competitive examinations for positions in the Unified Court System will be held during April. In each instance applications to take the examinations must be filed not later than Feb. 26.

Promotional exams will be held for the positions of Principal Office Typist and Principal Office Stenographer. Both titles are JG-12 positions with a hiring rate of $19,725.

Open-competitive exams will be held for the same two titles plus for a Law Stenographer position (JG-14, hiring rate of $22,160) in Erie County.

Promotional exam application forms are available to qualified employees of the Unified Court system at the employees’ administrative offices.


**Getting blood from a stone**

Compiled by Daniel X. Campbell
CSEA Communications Associate

The continuing, blatantly anti-union attitude of the management of the Northeastern New York Chapter of the American Red Cross has so angered CSEA that the union has voted to withhold all donations to and participation in any fund-raising activities of the Albany Red Cross chapter.

CSEA has been locked in a major dispute with the management of the Albany Red Cross chapter ever since 104 Red Cross blood bank workers voted to join CSEA a year ago. Management conducted a vicious anti-union campaign during that representation election, setting the stage for extremely difficult contract negotiations that followed CSEA's win.

Two dozen bargaining sessions resulted in virtually no movement on the part of management toward arriving at an initial contract for the 104 Red Cross employees.

CSEA declared an impasse in December because of management's refusal to negotiate. A National Labor Relations Board mediator is now working on the dispute.

CSEA and the Red Cross employees conducted highly visible and effective informational picketing at recent Red Cross fund-raising events in Albany. Then, at its recent meeting, the 240-member executive board of CSEA's Capital Region voted unanimously to boycott any fund-raising projects by the Albany chapter.

"Until such time as a fair and equitable contract is negotiated and ratified by the CSEA Red Cross unit members, CSEA Capital Region leaders from the smallest school district unit to the largest state agency local will not support or actively sponsor any Albany Red Cross chapter fund-raising event," C. Allen Mead, CSEA Capital Region President, pledged.

The Civil Service Employees Association CSEA/AFSCME is the largest affiliated union in the New York State AFL/CIO. Its reputation as a responsible union and fervent representative of workers' interests is well-deserved.

It is with great dismay that I learned that CSEA/AFSCME has been unable to secure a contract for its members who work for the Northeastern New York Chapter of the American Red Cross. Since you are the President of the American Red Cross, I thought I should contact you to explain the seriousness of the situation and seek your assistance in reaching an acceptable collective bargaining agreement as soon as possible.

The fact that negotiations have dragged on for over 22 sessions without reaching an agreement is outrageous. Problems have been exacerbated by the Chapter through its continued retention of an expensive management law firm renowned for its opposition to unions. The Chapter's flagrant opposition to CSEA/AFSCME can only be viewed as an injury against all unions.

Furthermore, the money that the Chapter has spent to fight CSEA calls into question the Chapter's dedication to the community.

In addition, many other labor organizations, including the National and New York State AFL/CIO, have traditionally supported the Red Cross in many ways. Several unions and the State Federation held blood drives last year. In fact, we held a joint press conference with the Chapter at our headquarters in March 1987 where the Red Cross acknowledged the important contributions of the labor movement. Moreover, we recently hosted a meeting between unions, NYNEX and Red Cross from New York and the New England States to move forward on the Coastline Disaster Program. Eleven unions have donated the use of their halls to the Red Cross in New York State including the Labor Temple in Albany.

Clearly, Labor's support for Red Cross has been taken for granted. The Chapter's action against CSEA/AFSCME can only be viewed as an injury against all unions. Furthermore, the money that the Chapter has spent to fight CSEA calls into question the Chapter's dedication to the community.

I would like to speak with you further to discuss how we can reconcile this problem as soon as possible. Please call me at 212-777-6940. A prompt response would be appreciated.

CSEA members want a fair contract. Resolving this situation is in the best interest of the labor movement and the American Red Cross.

---

National Red Cross intervention urged by state AFL-CIO president

Mr. Richard Schubert, President
American Red Cross
17th and D Street, N.W.
Washington, D.C. 20006

The struggle to gain proper recognition and respect for employees of the American Red Cross and their rights to be represented by CSEA has reached a higher level. The president of the New York State AFL/CIO, of which CSEA is a member, has written to the national president of the American Red Cross in Washington asking for his intervention in the dispute between CSEA and the Northeastern New York Chapter of the American Red Cross. Following is state AFL/CIO President Edward J. Cleary's letter dated Feb. 4.

Mr. Richard Schubert, President
American Red Cross
17th and D Street, N.W.
Washington, D.C. 20006

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All CSEA members want a fair contract. Resolving this situation is in the best interest of the labor movement and the American Red Cross.

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**February 22, 1988**
BUFFALO — Safe, mandated staffing levels at the Buffalo Psychiatric Center (BPC) and similar state facilities should be in place before suspended federal funding is restored, according to Western Region CSEA President Robert Lattimer. And the state should be directed by a federal court if necessary to sign a consent decree that outlines safe staffing patterns in specific patient categories.

Lattimer said CSEA will seek to join any suit filed by the Justice Department against BPC as a friend of the court. CSEA will submit staffing standards it feels are safe for both the patients and staff.

The standards were developed after consultation with CSEA public policy specialist Marty Langer, who has written "Just a Little Bit of Truth." The thesis outlines the need for a consent decree to force the state to safely staff its psychiatric centers.

"The only reason we are taking this extraordinary step," said Lattimer, "is because, left to its own devices, the state has shown it will not go all the way to see that proper staffing levels are in place."

Joseph Polito, president of BPC Local 403, also endorsed the CSEA plan’s staffing levels.

"I'm sure our members would be quite happy with these standards in place," said Polito, who along with Andrew Herbert, Local 403 executive vice president, worked closely with Lattimer and Langer in responding to several months of turmoil at the facility.

"One of the most unfair circumstances of the uproar surrounding the charges at the Buffalo Psychiatric Center was that our members there, the MHTAs, LPNs, maintenance people and others, were doing their usual excellent work under trying conditions," said Lattimer. "But they were being smeared by the same tarnishing brush which should have been more properly aimed at the decision makers of OMH and the state."

CSEA sets standards

CSEA’s recommendations on mandated staffing levels for state psychiatric centers represent a realistic approach to ensure quality care and worker safety.

Among the guidelines:
• No ward should handle more than 20 patients
• Trainees should not be considered part of the full-time staff or included in establishing staff-to-patient ratios
• Ward staffing should be based on actual numbers of staff available throughout the day — ratios are misleading

CSEA also believes actual staffing should be based on the type of patient served and suggests the following staffing pattern should be used as a bottom-line standard:

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<thead>
<tr>
<th>TYPE OF CARE</th>
<th>SHIFT</th>
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WOULD IMPROVE PENSIONS, REFUND CONTRIBUTIONS

CSEA’s suit to place thousands in Tier II reaches highest court

The state’s highest court is expected to hear some time this spring a lawsuit brought by CSEA that would provide better retirement benefits to more than 5,000 public employees who joined the state retirement system during the latter half of 1976.

A final decision on the case is not expected until later this year.

The state Court of Appeals will hear oral arguments on CSEA’s contention that the constitutional rights of public employees who joined the system between July 27 and Dec. 31, 1976, were violated because the state placed them in the wrong tier of the multi-tiered retirement system.

CSEA’s initial court win overturned

CSEA won the suit initially in state Supreme Court in 1986. But that decision was overturned last July by the Appellate Division of state Supreme Court upon appeal by the state. CSEA, in turn, is now appealing that ruling to the Court of Appeals.

"It’s simply a question of fairness," says CSEA statewide President William L. McGowan. "That’s why we’re taking this all the way. We believe that if justice prevails, we will win this suit."

AFL-CIO, unions join CSEA’s case

CSEA’s suit got a boost last week when the state AFL-CIO, of which CSEA is a member, and two other public employee unions requested permission to join the case with CSEA against the state. Joining in along with the state AFL-CIO are the Public Employees Federation (PEF) and AFSCME Council 82.

"We fully support CSEA’s position in this case," says state AFL-CIO President Edward J. Cleary. He notes the New York State Constitution states that a pension status cannot be diminished or impaired.

They should be in Tier II

CSEA is seeking to have the more than 5,000 people who joined the system during the latter half of 1976 placed in Tier II of the retirement system.

The union claims the state wrongly placed those employees in Tier III, a category in which members must contribute 3 percent of their annual salary into the retirement system. The Tier II pension plan is non-contributory.

As part of its suit, CSEA seeks to have the 3 percent of salary the employees have contributed into the pension system since 1976 returned, with interest, to the individuals. That could amount to between $5,000 and $10,000 per person depending upon their salary.

Additionally, Tier III retirement benefits are reduced by 50 percent of the individual’s social security benefits while Tier II has no social security offset. Tier III disability benefits are also less favorable than Tier II benefits.

How it happened

The state Legislature enacted Tier III of the state retirement system on July 27, 1976, but the 3 percent contribution deductions did not begin until Jan. 1, 1977.

The state originally attempted to collect contributions retroactively from everyone who entered the retirement system on or after July 1, 1976. In a separate court suit CSEA successfully extended permanent Tier II coverage to those who joined the system prior to July 27, when Tier III was actually enacted.

The present lawsuit seeks to extend permanent Tier II coverage through Dec. 31, 1976.

Chances of pension supplement legislation looks good

Hundreds of thousands of retired public employees who retired prior to 1983 will receive supplementations to their pensions, retroactive to last Sept. 1.

Pension supplementation has been a top legislative priority for CSEA. CSEA Lobbyist Damaris “Demi” McGuire had promised “We are going to win this one,” and after a long period of negotiations over the Presidents Holiday weekend it appears she has made good on that pledge.

CSEA and other public employee unions hammered out an agreement with New York City Mayor Edward Koch, who had opposed supplementation for former New York City employees. Under the agreement, state and local government retirees will get supplementation retroactive to Sept. 1 while retired New York City employees will have their increases withheld until May 1.

The legislation appears headed for certain passage quickly in the state Senate and Assembly. Gov. Mario Cuomo, who vetoed similar legislation last year, has publicly pledged to sign the bill this year.

Under the legislation, a public employee who retired in 1982 will receive a 1.5 percent supplement to his or her pension. The percentages of supplementation increase the longer a person is retired. For instance, a 1980 retiree will see a hike of 4.1 percent while the increase will be 9.1 percent for a 1978 retiree. Currently supplementation is provided only to those who retired prior to 1980.
DWI probation program

Making a difference

By Anita Manley
CSEA Communications Associate

POUGHKEEPSIE — Cathy Lane is making a difference and that’s precisely what she loves about her job.

Lane is one of three Dutchess County probation officers who works strictly with drunk driving cases, thanks to special funding from the state.

Compared to most probation officers, Lane’s caseload is light — about 35 cases — but each requires intensive supervision, including weekly contact, home visits and in some cases, surveillance.

Each of the clients must abide by his orders of probation. While some may be ordered to attend Alcoholics Anonymous (AA) meetings, others may require counseling or possibly in-patient treatment in an alcoholic rehabilitation center.

“These people are not social drinkers,” said Lane. “They’re the alcoholics.”

In fact, she said, stricter DWI laws have significantly deterred social drinkers from driving while intoxicated.

Those that are being arrested and placed on probation are the ones who need help, and they’re getting it. Many programs are available.

Families of alcoholics are also encouraged to participate in the programs. “Some of them don’t want anything to do with it, but some want to be involved. Alcoholism is a family disease, so it’s important that everyone participates,” said Lane.

The ultimate goal for most DWI offenders is to retrieve their suspended driver’s license. That’s not so simple. Lane says they are required to get recommendations from their probation officer, alcoholism counselor and from the court just to apply for reinstatement.

“They have the Department of Motor Vehicles has its own guidelines,” Lane emphasized, “and they may still refuse.”

Alcoholism is a non-discriminatory disease touching the rich, the poor, black and white. Lane’s clients range in age from 22 to 73, though most are in their 30s and 40s. Except for a drinking problem, most are law-abiding citizens.

The disease takes its toll on the body with its physical complications affecting the liver, heart, brain and the nervous system.

“When you see what it does to their personal lives along with the physical problems, you wonder why anyone would drink,” said Lane.

A probation employee since 1985, Lane feels that the intensive supervision program is helping her to perform her job more effectively. Special training is provided and she has sat in on a number of AA and Al-Anon meetings herself.

“I particularly like my job,” said Lane. “I can respond — I can talk to the family and I can help my clients.”

These people are not social drinkers, they’re alcoholics’

Dover schools get BIG salary boost

WINGDALE — A new salary schedule for CSEA employees in the Dover School District will boost salaries as much as 52 percent over the life of a recently signed three-year contract.

According to CSEA Field Representative John Deyo, the new agreement, which covers about 40 clerical, grounds and maintenance and cafeteria employees, also provides:

* 7 percent increases per year for salaried workers
* 7.5 percent increases per year for hourly workers

* A 25-cent per hour differential for senior food service workers
* The addition of the Martin Luther King Jr. Day as a paid holiday
* A health insurance buy out of $750 per year
* Uniform allowance for cafeteria workers

“It’s one of the best contracts we ever negotiated,” said Unit President Pat Hoag.

Vice President Joyce Hessler agreed. “I thought it was a fair contract. It’s comparable to what people around here are getting.”
CSEA leads infirmary fight

County should keep ownership of nursing home

By Charles McGeary
CSEA Communications Associate

MADISON — Snow and icy roads failed to stop a group of hardy CSEA members who turned out recently to hear the CSEA side of the Madison County infirmary issue.

More than 60 Madison County CSEA Local 827 members and supportive CSEA state members gathered, despite inclement weather, to hear the facts presented by a special task force on the proposed closing of the Gerrit Smith Infirmary.

Infirmary workers could lose their job security if the county carries out a proposal to let a private sector agency build a nursing home to replace Gerrit Smith, the task force members told the gathering.

Part of an all-out effort to stop the infirmary closing, the task force urged infirmary employees and other CSEA members who live in the county to pressure county lawmakers to keep the nursing home in nearby Eaton open.

"Assurances that the present workforce will be taken care of are empty promises," said CSEA Deputy Director for Local Government Ronald King. "If the private sector takes over, it will most certainly mean smaller paychecks and fewer benefits for 100 infirmary workers."

CSEA Region V President James Moore pledged full support of local, regional and state services, including political action.

"If we work together, I'm confident we can win this fight," Moore said. "The way each of you and your fellow employees can help is to telephone the county's 19 supervisors to express your concerns as an employee and a taxpayer. Tell them straight out that if they don't support us in the spring, we are not going to support them in the fall elections."

Local 827 President Roslie Tallman said county employees and other CSEA members who live in Madison County may be asked to get involved in other activities, such as picketing, circulating petitions and writing letters to local newspapers to convince county supervisors they should not "wash their hands" of Gerrit Smith.

In a letter to infirmary employees, William Magee, chairperson of the county board's Health Committee, said a joint proposal by Crouse-Irving Memorial Hospital of Syracuse and Community Memorial Hospital of Hamilton to build and administer a new nursing home specifies that "all qualified employees will be offered comparable employment in the new facility."

Both Moore and King were quick to point out that the clause does not guarantee job security because the private entity will have the authority to determine who is qualified.

The special CSEA task force members are: Moore, King, Local 827 President Tallman and CSEA Policy and Planning Specialist Paula Lambert.

The task force members said they plan to continue the fight by attending the next county Board of Supervisors meeting.

"We'll do whatever it takes to stop a private sector takeover."

— Jim Moore

"If the private sector takes over, it will most certainly mean smaller paychecks and fewer benefits for 100 infirmary workers."

— Ron King

February 22, 1988
THE PUBLIC SECTOR

JOINING THE FIGHT — Region V President Jim Moore talks to members of Madison County CSEA Local 827 recently about the proposed closing of the county infirmary. With him are, from left, Deputy Director for Local Government Ron King, Local 827 President Roslie Tallman and CSEA Policy and Planning Specialist Paula Lambert.

LINKING UP WITH THE MEDIA — Members of the CSEA task force on the Madison County Infirmary meet with reporters to state their case opposing the proposed closing of the facility.

Obtain the information through Freedom of Information procedures.

"If Bill McGee and the other supervisors thought we would take this lightly and just fold tents and go away, they underestimated the spirit and fight in this union," Moore said. "We'll do whatever it takes to stop a private sector takeover."

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Both Moore and King were quick to point out that the clause does not guarantee job security because the private entity will have the authority to determine who is qualified.

Although CSEA officials have requested proposal figures concerning county plans in writing, the union has repeatedly been denied access to any information.

If necessary, CSEA officials said, they will
Conference kicks off the new year

WILLIAMSVILLE — The first CSEA Region VI conference of 1988 addressed a wide range of unionist concerns and was a general reunion and “re-dedication to meeting the needs of our members,” said Region VI President Robert L. Lattimer.

Covering some practical aspects was Robert Elmes, a professor at SUNY College at Buffalo, who offered a workshop on public speaking. “Effective public speaking requires advance preparation,” Elmes advised. “First you should size up your audience, and analyze what their viewpoint might be, based on whatever you can learn about them beforehand.”

Field Representative Mark Higgins outlined the federal Consolidated Omnibus Budget Reconciliation Act (COBRA) of 1985. He discussed how the law pertains to health care coverage for local government employees and certain family members under a group health plan.

In addition, the region conference delegate heard reports from region officers, the results of a questionnaire on region issues and an educational survey.

Statewide Executive Vice President Joseph McDermott and statewide Secretary Irene Carr each spoke to the delegates during the general business session.

Mary Ann Benth, president of SUNY Fredonia CSEA Local 807, talks with Dick Maggio, president of Chautauqua County CSEA Local 807.

Robert Elmes of SUNY College at Buffalo lectures on public speaking.

Region VI Second Vice President Marie Prince, above left, stops by the CSEA/AFSCME PEOPLE table. Staffing the political action fund-raising table are, from left, Wilma Hasser, Pat Chance and Greg Meredith.

Regional VI President Robert L. Lattimer, right, talks with Debbie Baum, program associate with CSEA’s Labor Education Action Program (LEAP).

AT RIGHT, Creola Shelton, seated, president of Monroe Developmental Center CSEA Local 439, talks with Terry Melvin, president of West Seneca Developmental Center CSEA Local 427, center, and Ruby Everette of Local 459.
An open letter from President William L. McGowan

No excuse for OMH/OMRDD injuries

The response from legislators, state officials, and you, the members of CSEA tells me that WORKING IN FEAR, our recent white paper exposing on-the-job injuries in mental health and retardation facilities, is right on target!

Now the state Civil Service Department has issued its own report. It not only supports our conclusions but shows statistically that the dangers to Office of Mental Health (OMH) and Office of Mental Retardation and Developmental Disabilities (OMRDD) workers are worse than what we found. The evidence is overwhelming — too many of our members are getting hurt!

WORKING IN FEAR:
A CSEA white paper on occupational injuries in New York State mental health and mental retardation facilities

Prepared by the Civil Service Employees Association, Inc.
Local 1000, AFSCME, AFL-CIO
WILLIAM L. McGOWAN, President
January, 1988

Not only are our members suffering, but so are the taxpayers, and, most importantly, the people we care for.

Employees who are injured and away from the job cost the taxpayers overtime. Understaffing means more work and makes it even harder to help those patients who really need the care they rightly deserve.

To try to balance the budget on the backs of patients and employees is bad bookkeeping. No one wins!

The responsibility for improvement must begin with Gov. Mario Cuomo, who always talks about the "Family of New York."

Governor, we too are part of that "Family" you speak of. We want to do our job and help those who need care.

Granted, the solution is not simple, but as a start I suggest that you mandate that OMH and OMRDD establish a comprehensive safety and health program for our members, and provide the necessary funding so that no one gets short changed at our facilities, the patients or the employees!

To do otherwise hurts all of us, the "Family of New York!"

William L. McGowan
President

State report backs CSEA findings

ALBANY — In the wake of Working in Fear, CSEA's recent white paper on occupational injuries among state mental hygiene workers, the state Civil Service Department has released its own report showing the situation is even worse than CSEA found!

CSEA's findings, compiled from state Labor Department documents, showed disproportionately high on-the-job injuries in Office of Mental Health (OMH) and Office of Mental Retardation and Developmental Disabilities (OMRDD) facilities. Injuries accounted for an incredible 160,000 lost workdays for OMH and OMRDD employees in 1986 alone.

The Civil Service Department report lists on-the-job injury rates for all state agencies and departments, including individual mental hygiene facilities. The figures clearly back CSEA's conclusion that mental hygiene workers are at the greatest risk of on-the-job injury of any state employees.

Among the Civil Service Department's findings:
* Mental hygiene (Institutional Services Unit) workers had the worst "accident" rate in the state work force — 28.6 percent. Overall average was 12.8 percent.
* ISU employees accounted for 51 percent of ALL state work force accidents reported in fiscal year 1986-87
* ISU employees received 58 percent of all Workers' Compensation claim payments even though they only account for 23 percent of the state work force covered.

Although the Civil Service Department's report looked at injuries during a slightly different time period than CSEA's review, a location-by-location comparison shows a higher number of accidents in nearly every OMH and OMRDD facility than what CSEA found.

This is the first time Civil Service has ever issued comprehensive injury figures in this way. But they insist the release was not prompted by CSEA's report. Like CSEA's conclusion, the Civil Service Department report calls for better occupational safety and health programs to deal with the crisis.

February 22, 1988
Clea\n\ning \n\up \n\the \n\chemicals \n\at \n\Gene\nc\ee \n\CC

CSEA enforces its right to know

By Ron Wofford
CSEA Communications Associate

BATAVIA — Concern by employees at Genesee Community College here over chemicals they may have been exposed to on the job has resulted in the college being fined and found guilty of violations of the state's Right-To-Know Law.

"Our members were concerned about the chemicals they might be working near," says CSEA Unit President Sharon Bork, "and that led us to contact with CSEA safety rep John Bieger, the (college) administration, the Department of Environmental Conservation and the Attorney General's Office before this resolution was reached."

The employees work with a wide variety of chemicals during building and grounds maintenance in addition to cleaning laboratories and classrooms where other chemicals are used. They were worried about a lack of training to work with such chemicals and about possible exposure to toxic substances.

Following a series of meetings between CSEA, management and the two state agencies, a full investigation found the college in violation of several provisions of the law.

Among other things, the investigation revealed that employees were, indeed, exposed to toxic substances.

The college agreed to correct the violations under a stipulation by the Attorney General's Office, which includes a $10,000 fine, $8,000 of which was suspended pending correction of the violations. The full fine becomes due if the college does not comply with terms of the agreement and the Attorney General's Office retained the right to take the college to court in the event of a violation.

The college agreed to post all required Right-To-Know notices, to maintain on-site information of toxic substances, to provide a state-approved education and training program for employees, to provide information to employees on toxic substances within 72 hours of receiving such a request and to notify former employees of their right to information about chemical substances they may have come in contact with during their employment at the college.

Unit President Bork and CSEA Field Representative Penny Bush both pledged that CSEA will continue to monitor the situation at Genesee Community College.

DISCUSSING AN AGREEMENT by the college to correct all violations are, in photo above from left, employee Karl Merritt, CSEA Occupational Safety and Health Specialist John Bieger, CSEA Unit President Sharon Bork and employees Ken Dart and Clyde Belt.

IN PHOTO AT RIGHT, Karl Merritt prepares to open door to a storage area where a wide variety of chemicals were maintained at Genesee Community College.

THIS IS PART OF THE COLLECTION of chemicals, left photo, that was revealed behind the storage room door and about which employees wanted more information. The college has since agreed to destroy these chemicals.
NEW YORK — Along with more than half his body weight, CSEA member John Marino also recently lost his job, and he says there is a connection between the two.

Through his own determination, Marino continues to lose weight and through the determination of CSEA, he has his job back, along with $2,000 in back pay.

Marino, a member of Metropolitan Area Armory Employees CSEA Local 254, worked at the state Park Avenue Armory and was a chief steward of his local.

"My supervisor was telling me to do something about my weight," Marino says. At the time, he weighed 600 pounds.

Since then he has undergone surgery and lost more than 340 pounds. But his boss did not congratulate Marino. Instead, he fired him.

A registered letter arrived at Marino's home announcing an "unsatisfactory probationary period" as the cause of his termination. Marino was astonished for two reasons: first, he had successfully completed his probationary period six months earlier; and second, weight could not be an issue, since there is no weight requirement for his job title of armory maintenance worker.

According to Field Representative Martin Blumstein, who helped file an immediate grievance against the Division of Military and Naval Affairs, Marino's job performance was not at fault.

"Marino's union activities triggered harassment and ultimately the termination," Blumstein says.

A jubilant Local 254 President Roy Seabrook applauded the news that CSEA had won Marino $2,000 in back pay and full restoration of Marino's status as a permanent employee.

"I felt confident CSEA would win this case because John had a clean record of six years' previous armory employment before he left state service for private industry," Seabrook explains.

"Although he had to start with a new probationary period when he returned, they can't just turn around six months after he completes probation and terminate him for failing it."

The pre-holiday period was rough for Marino with utility bills piling up, his telephone service shut off, back rent due and no money for gifts. Hearing the good news from CSEA about the back pay award and his reinstatement made it "a much happier holiday season," he says.

"I was concerned about my health and their telling me to do something about my weight, so I went ahead and had the surgery. But my whole body is changing now and at times I feel very nervous," Marino explains. "Continued management harassment doesn't help and I have had to ask for a transfer to another armory."

"I could have sued them under human rights statutes," Marino says, "but all I wanted was my job back."

NEW YORK — Battling for his job was struggle enough, but John Marino took on the biggest fight of his life when he decided to lose weight for good.

A member of Metropolitan Area Armory Employees CSEA Local 254, Marino weighed 600 pounds at age 32. He decided to undergo surgery that would restrict his food intake, however risky the operation might be, to lose much of the life-threatening weight. In addition to his health, he was partly motivated by his supervisor who told him to do something about his weight.

Marino's job title of armory maintenance worker carries no weight restrictions.

The serious surgery could have been fatal. Marino's doctor told him the shock of the operation could cause heart failure. Marino's heart did stop during surgery, but because he anticipated the possibility, the doctor was able to revive Marino.

In just over a year, Marino has become a smaller man and a huge success. He's lost more than 340 pounds and is still sliding down the scales. Now he weighs in at a svelte 260.

"I did in a year and two weeks what my doctor said would probably take two years," Marino proudly states.

"I was concerned about my health and their telling me to do something about my weight, so I went ahead and had the surgery. But my whole body is changing now and at times I feel very nervous," Marino explains. "Continued management harassment doesn't help and I have had to ask for a transfer to another armory."

The American Medical Association classifies obesity as a disease, but Marino is confident about his future in a normal size body.
**Child center named**

**THE WINNER —** Connie Severson, center, accepts a $100 savings bond for “Great Beginnings,” her name for the Broome Developmental Center child care facility. Presenting the bond is Richard Thamasett, Broome DC director. With them are, from left, Valarie Hampton, affirmative action officer, CSEA Local 449 President Mark Smacher, and, at right, Bob Purcell of PEF.

**BINGHAMTON —** The children of Broome Developmental Center CSEA Local 449 members will soon have “Great Beginnings.” That’s the name of the new child care center to open there in the spring. It was chosen from more than 200 entries in a “Name the Center Contest” sponsored by CSEA Local 449 and PEF members at the facility.

Connie Severson, a medical records keyboard specialist, earned a $100 U.S. savings bond for her winning entry. Broome DC Director Richard J. Thamasett presented the bond on behalf of the unions and the facility’s joint Labor/Management Child Care Committee.

Local 449 President Mark Smacher said employees look forward to the center’s opening. “Our own child care center had been a priority issue here for a long time,” he said. “It’s a practical service that will benefit both employees and management.”

**Westchester DC honors Nicaragua volunteer**

**TARRYTOWN —** Military support for Nicaragua rebels is counterproductive, according to Severin De Monterey, the recipient of Westchester Developmental Center’s Humanitarian of the Year award.

De Monterey, a seven-year employee and community residence aide, paid his own way to spend more than a month in Nicaragua last summer. He took part in a tree-planting project sponsored by the Environmental Project of Central America and the Nicaraguan Network.

Politically active in trying to change American policy in Nicaragua for many years, De Monterey says the United States could better serve the people there by helping them to develop their country environmentally.

“This would help the people become more self-sufficient and less involved in raping their environment,” he said.

“I think there’s a misunderstanding on the part of the foreign policy elite of this country,” De Monterey explained. “They truly believe that Nicaragua will become a Soviet base. I think they’re wrong.”

De Monterey was one of 12 North Americans who took part in the project and he says the group was protected by the Sandinista army.

**Region V plans training**

**SYRACUSE —** Three extensive training programs for CSEA Region V officers, board representatives and local and unit presidents are scheduled for Feb. 27 at the Hotel Syracuse. Patterned after the successful triple-header program last year, the 1988 sessions will focus on legislative and political action, safety and a two-part women’s program.

The legislative and political action seminar will include an overview of the technical operation of the CSEA Legislative and Political Action Department, an explanation of the 1988 legislative package, as well as tips on starting local or unit political action committees (PACs). Speakers will include Regional PAC Chairperson Dorothy Penner-Breen, CSEA Lobbyist Demi McGuire, Director of PAC Operations Joyce Dimitri and Region V PAC Coordinator Dwight Evans.

The safety seminar, headed by regional and statewide safety specialists, will cover the expanded Hazardous Communication Standards of the Right to Know Law, new asbestos law for schools, new state policy on video display terminals (VDTs) and procedures for filing a Public Employee Safety and Health (PESH) complaint.

The Region V Women’s Committee, co-chaired by Kathy Roma and Chris Carletta, will offer a unique video discussion as part of their program.

U.S. Rep. Sherwood Boehlert will be guest speaker at the luncheon.

Registration information has been forwarded to all Region V officers, board representatives and local and unit presidents.

“The triple-header seminar was very well received in 1987,” said Region V President James Moore, “and we expect an even greater turnout for the 1988 sessions.”
The Public Sector will publish lists of the dentists participating in the CSEA Employee Benefit Fund (EBF) program by region over the next several issues. This issue lists the dentists in Regions V and VI.

Each dental office listed here has agreed in writing to accept the CSEA fee schedule as payment in full for services listed in our dental booklet. In addition, these dentists have agreed that for any treatment not covered by our plan, they will discuss the cost with the covered employee before commencing such treatment. This means that you will know beforehand about any out-of-pocket expenses.

Publication of this list is meant only as an aid to you in selecting a dentist whose fees will be the same as our schedule. We do not recommend or control the quality of a dentist's work, nor are we in a position to verify or refute the opinions of a dentist reviewing another's work.

**Region V**

- BERNSTEIN, Barry M.
- ROMAN, Joseph B., DDS, PC
- TAYLOR, Mary C., DDS
- DENTAL CARE SERVICES OF NEW HARTFORD
- DONELLY, John M., DDS
- DUNN, Paul
- ESCO, Andrew
- FARRUGI, Sam D., DDS
- CRISLIT, Alexander
- GUPPA, Ramesh R., DDS
- HIRI, Richard Frank
- MORGES, J. C., DDS
- HOLLIS, Alfred W., DDS
- KOTZ, Jack, DDS
- KOTZ, Jack R., DDS
- KRAMER, William J., DDS
- LAGOMARO, John D., DDS
- LAU, Donald J., DDS
- LEVY, Richard D., DDS
- NACKER, George M., DDS

**Region VI**

- ABRAMS, Jack E.
- ARROWHEAD DENTAL CARE
- ASTUDILLO, Walter C.
- BAZIN, Edward, DDS, PC
- BAZIN, Edward, DDS, PC
- BAYNE, Douglas S.
- BROWN, John D.
- BUCHER, John E.
- BRIGTON DENTAL GROUP
- CARBERRY, Peter B., DDS
- ELKINS DENTAL CENTER
- COMMUNITY SERVICE DENTIST
- CHADWICK, Robert N., DDS
- CHANDRA, Fred J.
- DENTAL ASSOCIATES OF ROCHESTER
- DENTAL ASSOCIATES OF ROCHESTER
- DENTAL CENTER OF BUFFALO
- DENTAL CENTER OF BUFFALO
- DIZADZI, David A., DDS
- DORE, Robert D., DDS
- FANCEYER, George
- FIELDS, R. Martin
- FORMAN, Edward D., DDS
- GATES DENTAL SERVICES, PC
- GEARY, Lewis J., DDS
- DENTAL OPTOMETRIST
- GRIFFIN, Joseph M., DDS
- HESS, Jack R., DDS
- HOSPITALDENT, John
- HOSPITALDENT, John
- JACK, Stanley F., DDS

**Region V**

- 1600 NORDEN STREET, ROCHESTER 14620
- 201 LAKE STREET, ROCHESTER 14619
- 1110 CENTRAL AVENUE, ROCHESTER 14620
- 2716 EIGHTH STREET, ROCHESTER 14605
- 86 WASHINGTON STREET, ROCHESTER 14608
- 2100 EIGHTH STREET, ROCHESTER 14609
- 1625 ESSEX STREET, ROCHESTER 14620
- 1590 DIVISION STREET, ROCHESTER 14620
- 1601 BROAD AVENUE, ROCHESTER 14620
- 1625 RIVIERA AVENUE, ROCHESTER 14620
- 1625nc AVENUE, ROCHESTER 14620
- 1625 RIVIERA AVENUE, ROCHESTER 14620
- 1625 RIVIERA AVENUE, ROCHESTER 14620
ALBANY — “Poor financial management,” not a “utilization explosion” claimed by state officials, is to blame for a 60 percent rate hike imposed under the Empire Plan. That message was delivered to state lawmakers by CSEA Legislative Director Damaris McGuire as the Assembly Government Employees Committee opened hearings into the controversy.

The huge unexpected health insurance premium increase has hit CSEA members and participating local governments hard. Despite claims from the state that the problem came up suddenly, CSEA contends that the state’s administrators failed to look for the warning signs of a problem.

State officials contacted CSEA about a developing crisis last summer, but it’s likely they knew much earlier. In her testimony, McGuire pointed out that the Empire Plan may have been flawed by unrealistic estimates from the start, but added that data on claims, available as early as March 1986, should have given the state a handle on the situation.

“It is indeed puzzling how a health insurance plan administrator could manage a benefits program without this data. Could it be that allegations of skyrocketing claims are a smokescreen to hide the mismanagement?” she asked.

Unfortunately, CSEA members and retirees bear the brunt of that mismanagement through the financial hardship the huge premium increase brings. McGuire cited an example of a retiree who wrote to say his Empire Plan premium increased to $209.60 per month, leaving him with $34.72 per month as his pension!

McGuire said the present crisis must never be allowed to happen again and called for a greater role for CSEA and other public employee unions in ensuring the sound financial management of the Empire Plan.

She also recommended the Department of Civil Service issue quarterly reports on plan usage, trends and other developments which impact on renewal rates.

CSEA believes that if that information had been provided by the state, steps could have been taken to prevent the crisis.

All 1987 Empire Plan Major Medical claims must be submitted before March 31, 1988, to:
Metropolitan Life Insurance Company
CPO Box 1600
Kingston, New York 12402-0600

Major medical claim forms may be obtained from your agency’s personnel or business office or from Metropolitan Life Insurance Company.

Please be certain to have your doctor or other provider fill in all information asked for on the claim form and sign it. If the claim form is not filled out by the provider, all bills submitted must include all information asked for on the claim form. Missing information will delay the processing of your claim.

Should you have any questions concerning your claim, you may call the following toll-free number at Metropolitan:
Within New York state — 1-800-942-4640
Outside New York state — 1-800-431-4312

Empire Plan forms due

February 22, 1988
THE PUBLIC SECTOR
Onondaga local steps up for parade

Volunteers ready float, balloons

Compiled by Charles McGeary
CSEA Communications Associate

SYRACUSE — CSEA’s 4,700-member Onondaga County Local 834 is gearing up to promote public employees and enhance the image of the union while having fun at the same time.

A small army of volunteers is spending spare time working on plans for the local to participate, in a very large way and for the second consecutive year, in the big St. Patrick’s Day parade next month in Syracuse.

And by the time the parade steps off on Saturday, March 12, Local 834 members will have spent hundreds of hours preparing a float, inflating thousands of green balloons emblazoned with the Local 834 logo and drumming up member participation.

Local 834 President Dale King is looking forward to the festivities, in view of last year’s success.

“We know this year’s parade will be as happy and as enthusiastically received as last year’s,” King said. “It’s a great way to get the message out that public employees are an important part of our community.”

Pardon us ...

In the Jan. 25 issue of The Public Sector, a story incorrectly stated that Jeannie Romano, a therapy aide at Kings Park Psychiatric Center, had been fired.

Actually, Romano received notice that if she remained out of work for more than a year, she could be terminated. Romano had been out due to injuries suffered while on the job.

Romano returned to work two weeks before the year was over.

In the Dec. 28, 1987, issue of The Public Sector, CSEA claimed the nursing administration of SUNY Downstate Hospital had engaged in biased hiring practices by hiring males at a higher grade than female grade 5 attendants.

Further research revealed that the overwhelming majority of attendants hired at a higher salary grade were female. Therefore, there was no discrimination against women in hiring, according to CSEA Local 646 President Bob Keeler.

Keeler says there has been a marked improvement in labor-management relations at the facility in the past year.

Nonetheless, Keeler says CSEA stands by its efforts to upgrade grade 5 attendants at SUNY Downstate Hospital.

Persistence pays off

Connetquot School Unit wins with new pact

BOHEMIA — After a lengthy negotiating period that ended in fact-finding, the 350-member Connetquot School District CSEA Unit ratified a new, four-year contract.

The contract, retroactive to July 1, 1987, calls for salary increases of about 9 percent for members entitled to step increases, with 6 percent and major improvements in longevity for those on the top steps.

“It seems like a good contract to me,” said Susanne Caparco, a senior stenographer in the district for 14 years. “When I compare my level to other senior stenos in other school districts, I know I’m doing better. Those newly hired aren’t making too much, but the union is trying to cut out the lowest steps to help them.”

Other contract highlights include:

*Improved health and dental plans
*Total accumulative sick leave days
*Guaranteed six-hour work day for bus drivers
*Additional improved language concerning bereavement leave, sick leave buy-out and adverse weather closings

The committee, headed by Unit President Al Cheralkin, included Joe Quinn, Carol Martin, Barbara Jantze, Patricia Kornely, Vincent Masillo and Peggy Johnston.

Collective Bargaining Specialist Irwin M. Scharfeld was chief negotiator for the unit.

The unit is part of Suffolk County Educational CSEA Local 870.
ELECTION OF STATEWIDE OFFICERS

Statewide President
Executive Vice President
Secretary • Treasurer

The election of new CSEA statewide officers is scheduled to start Monday, Feb. 29. Members will be electing a statewide President, Executive Vice President, Secretary and Treasurer to three-year terms.

Under the union's open election procedures, any member in good standing can have his or her name placed on a ballot by obtaining 1,000 CSEA member signatures on an official petition form.

The union's statewide Election Committee will oversee the balloting which will be conducted by the Independent Election Corporation of America, Lake Success, N.Y.

CSEA's Board of Directors have adopted the following election schedule:

FEB. 29 Nominations open. Nominating Petition Request Forms are available from local presidents as well as at CSEA Regional offices and CSEA Headquarters, Albany. Forms must be submitted to regional offices or CSEA Headquarters to receive official Nominating Petitions.

APRIL 11 Final date for nominating petitions to be received at CSEA Headquarters. Deadline is 5 p.m.

MAY 2 Drawing for ballot position, 1 p.m., at CSEA Headquarters, Albany. Candidates (or proxies) may attend as observers. Address labels available to candidates for mailing campaign literature.

MAY 16 Campaign articles printed in The Public Sector. REMARKS ARE THE PERSONAL STATEMENT OF THE CANDIDATE AND ARE NOT TO BE CONSTRUED AS REFLECTING THE OPINIONS OR BELIEFS OF THE PUBLIC SECTOR OR CSEA, INC. Ballots mailed.

MAY 23 Replacement ballots available from the Independent Election Corporation of America.

JUNE 15 Noon deadline for return of ballots. Ballots will be counted and results announced.

JUNE 27 Protest period ends (10 days after official results are announced). In order to run for office a candidate must have been a member in good standing of CSEA since June 1, 1987, and must have continuously paid membership dues since then. In addition, he or she cannot be a member of a competing labor organization and must not be prohibited from holding office because of a penalty imposed by the CSEA statewide Judicial Board.

How to become a candidate by petition

First, a candidate must obtain a Nominating Petition Request Form, available beginning Feb. 29. Request forms may be obtained from local presidents as well as at CSEA Regional offices and CSEA Headquarters, 143 Washington Avenue, Albany, 12210.

Nominating petitions will be given out only after the member has completed the request form. Official petitions may be picked up in person at, or obtained by mail through, the six regional offices or through CSEA Headquarters, Albany.

To qualify, a candidate must obtain the signatures of at least 1,000 CSEA members eligible to vote in the election. Signatures must be of members who are currently paying dues, who are not serving a suspension, or who do not have any outstanding dues delinquent. Signatures must be on official nominating petition forms.

Petitions will be verified on a first-come first-serve basis.

The petition period extends from Feb. 29 to April 11. Petitions must arrive at CSEA Headquarters by 5 p.m. on April 11, 1988.
CSEA to elect a 215-member delegation to AFSCME’s 1988 LA convention

CSEA will be sending 215 elected delegates to the 1988 AFSCME Biennial Convention to be held in Los Angeles, Calif., June 19-24.

CSEA delegates will be elected on a regional basis. Each CSEA region will elect the number of delegates which is entitled to on the basis of membership strength in accordance with the AFSCME and CSEA constitutions. Candidates must be CSEA members in good standing as of Feb. 5, 1988.

Based on the AFSCME Constitution formula, the following number of delegates will be elected from each region:

- Region I: 46
- Region II: 19
- Region III: 38
- Region IV: 39
- Region V: 37
- Region VI: 36

Expenses for the delegates for transportation and room and board at the AFSCME Convention will be paid by CSEA.

If an elected delegate is unable to attend the convention the individual from that region with the next highest number of votes will attend in his or her place.

Regional nominating meetings scheduled Saturday, March 5

Regional nominating meetings will be held Saturday, March 5, 1988, for the election of CSEA delegates to the 1988 biennial convention of the American Federation of State, County and Municipal Employees (AFSCME), AFL-CIO, to be held in Los Angeles, Calif., June 19-24, 1988.

The March 5 regional nominating meetings will begin at 10 a.m. and be held at the following locations:

- Region I: Regional Office, 300 Vanderbilt Motor Parkway, Hauppauge
- Region II: Regional Office, 11 Broadway, Suite 1500, New York, New York
- Region III: Regional Office, Old Route 9, Fishkill
- Region IV: Albany Thruway House, Washington Avenue Extension, Albany
- Region V: Hotel Syracuse, 500 South Warren Street, Syracuse
- Region VI: Treadway Inn, 8204 Park Road, Batavia

Nominating procedures listed for selecting delegates to the AFSCME biennial convention

Any CSEA member in good standing as of Feb. 5, 1988, shall be entitled to be nominated as a delegate to the AFSCME Convention. Any member in good standing as of March 5, 1988, shall be eligible to nominate delegates to the AFSCME Convention.

Nominations will be made at meetings to be conducted in each CSEA region on Saturday, March 5. Meetings will continue until such time as all those present who desire to make nominations have been given the opportunity to do so.

Persons nominated to serve as delegates from a region must be members of that region and be nominated by members from that region.

Persons nominated need not be present at the nomination meeting.

A qualified CSEA member may nominate as many candidates for delegates as he or she desires, not to exceed the total number of delegates to be elected from that particular region.

The nominator must provide the name, address, work telephone number, home telephone number, Social Security number and CSEA local number of the nominee. Nominations must be submitted on an official form, available at the meeting, and instructions given at the meeting must be followed.

Nominations may be made by slates; that is, a number of individuals who will appear on the ballot as running together or under a particular designation. Persons nominated by slate will appear on the ballot in the order in which they are nominated.

The ballot will provide that individuals who are running on a slate can be elected individually, separate and apart from the slate.

Individuals who make multiple nominations must state whether nominations are made individually or as a slate.
A chilling experience

CSEA Mohawk Valley and Central New York Psychiatric Centers Local 434 members Bill Wheatley, left, and John Jecko, right, are the first state employees in the new three-year refrigeration mechanic training program. The program was developed through the CSEA/New York State Joint Apprenticeship Training, under the terms of CSEA’s contract. The program offers state employees an opportunity for career advancement, while the state gets highly skilled workers for hard-to-recruit positions. Pictured with Wheatley and Jecko is instructor Joe DeBella.

This, that and the other thing

If you have an item of interest for This, That & the other thing, bring it to the attention of your CSEA regional communications associate. Their phone numbers are listed on page 2.

DMNA Alert!

Division of Military and Naval Affairs
CSEA Local 277 President Sue Stelmack is advising her members to make sure you’re up to date on job performance evaluations — and that’s good advice.

If you’re due for an evaluation, make sure it gets done before your current contract expires on March 31. If you let it get put off, you could get the proverbial short end of the stick when the new contract kicks in or have to wait to collect the full raise and increment that would be due you.

Bugs ’em

You may remember the hare-raising story about CSEA Brookhaven Blue Collar Unit member Bill Latopoliski and his wife Joan, which ran in The Public Sector a few editions ago.

They’re the couple who’ve spent years, not to mention thousands of dollars, collecting Bugs Bunny memorabilia.

Well, Nassau County CSEA Local 830 member Mindy Wohl was all ears when she heard about the collection. It seems Wohl and her fiance are big fans of Roadrunner and Wiley Coyote, but have had difficulty finding memorabilia.

So Wohl hopped over to her phone and called the Latopoliskis for help. Sure enough, she got some information and now has her own collection underway.

Members in the CSEA Town of Hempstead Unit of Nassau County Local 830 attend classes on civil service test preparation held during working hours. The program is being offered through the cooperation of Town Supervisor Joseph Mondello. About 30 members have taken part in the program.

Quiet, please

Congrats to CSEA Region III President Pat Mascioli — he was recently reappointed president of the City of Yonkers Library Board of Trustees. Guess that’s the kind of distinction that comes from being a labor leader by the book!

OCA offers an update

Attorneys in the Office of Court Administration have the opportunity to attend a day-long seminar on New Developments in the Law.

If you’re interested, contact your judge, justice or supervisor for approval. The program is scheduled as follows:

- Thurs. Feb. 25 Jacob Fuchsberg Law Center
touro College
300 Nassau Road
Huntington

- Thurs. March 3 Pace University
Aloysia Hall, Room 103
78 North Broadway
White Plains

- Thurs. March 10 New York City Bar Association
42 W. 44th Street
New York
By Ron Wofford

CSEA Communications Associate

ROCHESTER — When John Kuech suddenly slumped unconscious over his dispatcher’s desk at the Monroe County Water Authority recently, he had no discernible pulse.

But thanks to the quick action of fellow employees Ed Borghi and Al Kober, who applied cardio-pulmonary resuscitation (CPR) for about 15 minutes until an ambulance arrived, and later medical treatment at the hospital, John Kuech now has a future.

“If it wasn’t for Ed and Al, I’d be a vegetable, if I was alive at all,” Kuech said. Needless to say, I’m very, very thankful that they were there, because the doctors told me it was the CPR they applied that kept oxygen flowing to my brain. Otherwise, even if I survived, there would have been extensive brain damage.”

Kuech, 54, said he had two minor heart attacks last August, followed by quadruple bypass surgery in September. He had been back to work only about four weeks when his latest medical emergency occurred.

“This latest happening was heart arrhythmia,” said Kuech “where the heart beats irregularly. I have since been fitted with an automatic defibrillator implanted within my chest. If it happens again, 600 volts of juice will be shot to my heart to keep it on track.”

A seven-year employee of the water authority, Kuech also was a public employee working for the Rochester Recreation Bureau.

“I’ll have to retire now, but I have no problem with that, considering the alternative,” Kuech joked.

Kuech’s two rescuing angels, Borghi and Kober, are taking their hero status in stride, thanks no doubt to their past experience as emergency medical technicians, working rescue ambulance runs.

“We’re not used to all the fanfare,” said Borghi, who is also a vice president of the unit of Local 828. “We usually don’t hear what happens to the patient because no one normally lets you know what happened to someone you might have revived.”

“But knowing John is going to be okay,” said Kober “is the best reward we could have received.”

Unit President Jim Thomas called the two members, “heroes of the first degree. It also points out the importance of knowing CPR and how to apply it. You never know when that info will come in handy.”

Kober and Borghi also said they appreciated each other’s presence in the tense moments before the ambulance arrived and administered a defibrillator and medication to the unconscious Kuech.

“It really helped to have a teammate,” said Borghi, “because one of us could apply the chest compressions while the other applied mouth-to-mouth breathing.”

“The timing of these is very important, and you’re taught to continue until you get a pulse or you drop,” Kober added. “So, working together was great because John is going to be all right.”