VOTE

THE FUTURE OF YOUR UNION IS UP TO YOU!
Help PEOPLE Run at AFSCME LA convention

You don’t have to be a delegate to the AFSCME Convention in Los Angeles to contribute to the PEOPLE fund-raising effort — you can support legislative action from home!

In 1986, CSEA won the prize for having the most participants in the AFSCME PEOPLE Fun Run. This year, the goal is for CSEA to win that award again and win the award for raising the most money for the Fourth Biennial PEOPLE Fun Run.

Please help to bring home the CSEA winners by tearing out the coupon below and mailing it with your contribution to PEOPLE.

CSEA Local 1000
I would like to help “our” team at the Fourth Biennial Race in Los Angeles, Ca.
Attached is my check or money order made payable to PEOPLE.

NAME:
ADDRESS:
CITY:
STATE:
LOCAL:

Mail by June 10 to: CSEA — PEOPLE, 143 Washington Ave., Albany, N.Y. 12210

In accordance with the Federal Election Law, PEOPLE will accept charitable contributions for income tax purposes. Contribution of charitable contributions for income tax purposes: $__________

For your health
free
blood
pressure
information

Know the score. Find out what your blood pressure measurement is and what it means. Learn the facts about high blood pressure and how it can be treated and controlled. Send for a free copy of the booklet “High blood pressure and what you can do about it.”

one-day workshop on Stress Management for LPNs

Program sponsored by The Governor’s Office of Employee Relations, Civil Service Employees Association, and Rockefeller College of Public Affairs and Policy.

Course Dates and Locations

<table>
<thead>
<tr>
<th>Course No.</th>
<th>Date</th>
<th>Host Sites</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>June 14</td>
<td>Bernard Fineson DDSO</td>
</tr>
<tr>
<td>2</td>
<td>June 14</td>
<td>Helen Hayes Hospital</td>
</tr>
<tr>
<td>3</td>
<td>June 14</td>
<td>Rochester P.C.</td>
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<td>4</td>
<td>June 15</td>
<td>Brosson DDSO</td>
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<td>5</td>
<td>June 15</td>
<td>Buffalo P.C.</td>
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<td>6</td>
<td>June 16</td>
<td>Hudson River P.C.</td>
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<td>7</td>
<td>June 16</td>
<td>Wilton DDSO</td>
</tr>
<tr>
<td>8</td>
<td>June 21</td>
<td>Central Islip P.C.</td>
</tr>
<tr>
<td>9</td>
<td>September 1</td>
<td>Rockland P.C.</td>
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<td>10</td>
<td>September 1</td>
<td>Mohawk Valley P.C.</td>
</tr>
<tr>
<td>11</td>
<td>September 1</td>
<td>J.N. Adam DDSO</td>
</tr>
<tr>
<td>12</td>
<td>September 7</td>
<td>Pilgrim P.C.</td>
</tr>
<tr>
<td>13</td>
<td>September 8</td>
<td>Kingsboro P.C.</td>
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<tr>
<td>14</td>
<td>September 8</td>
<td>St. Lawrence P.C.</td>
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<tr>
<td>15</td>
<td>September 8</td>
<td>Kings Park P.C.</td>
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<td>16</td>
<td>September 14</td>
<td>Monroe DDSO</td>
</tr>
<tr>
<td>17</td>
<td>September 14</td>
<td>Elmira P.C.</td>
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<tr>
<td>18</td>
<td>September 15</td>
<td>O.D. Heck DDSO</td>
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<td>19</td>
<td>September 15</td>
<td>Hitchings P.C.</td>
</tr>
<tr>
<td>20</td>
<td>September 16</td>
<td>Hudson River P.C.</td>
</tr>
<tr>
<td>21</td>
<td>September 16</td>
<td>West Seneca DDSO</td>
</tr>
<tr>
<td>22</td>
<td>September 26</td>
<td>Rochester P.C.</td>
</tr>
<tr>
<td>23</td>
<td>September 27</td>
<td>Buffalo P.C.</td>
</tr>
<tr>
<td>24</td>
<td>September 28</td>
<td>Willard DDSO</td>
</tr>
<tr>
<td>25</td>
<td>September 29</td>
<td>Pilgrims P.C.</td>
</tr>
<tr>
<td>26</td>
<td>October 4</td>
<td>Long Island DDSO</td>
</tr>
<tr>
<td>27</td>
<td>October 4</td>
<td>Roswell Park</td>
</tr>
<tr>
<td>28</td>
<td>October 6</td>
<td>Kings Park P.C.</td>
</tr>
<tr>
<td>29</td>
<td>October 6</td>
<td>Bernard Fineson DDSO</td>
</tr>
</tbody>
</table>
| 30         | October 6   | Rome DDSO          

Registration Form

Workshop seats are limited; acceptance will be determined on a first come, first served basis.

Name:
Agency: OMH OMRDD DFY DOCS DOH SUNY
Facility Address State Zip

Applications should be returned to your Education and Training Office immediately for June workshops and by August 8 for September and October workshops.

SEND TO:
Name: ___________________________
Address: ___________________________
Zip: ___________________________

Mail coupon to: Communications Department, CSEA Headquarters, 143 Washington Ave., Albany, N.Y. 12210


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

COMMUNICATIONS ASSOCIATES

SHERYL CARLIN . . . Region I (516) 273-2280
LILLY GIOIA . . . Region II (212) 514-9200
ANITA MANLEY . . . Region III (914) 996-8180
DAN CAMPBELL . . . Region IV (518) 489-5424
CHUCK McGARY . . . Region V (315) 451-6330

RON WOFFORD . . . Region VI (716) 866-0391
STEPHEN MADARASZ . . . Headquarters (518) 434-0191

May 16, 1988
Dear CSEA Members:

Ballots for the election of CSEA statewide officers were mailed to each of you today. Your ballot is not simply a piece of paper; rather it represents your voice in determining the future course of CSEA.

Your vote will decide how this union meets the challenge over the next three years of such things as contracts, working conditions, pensions, retirement, job security, career mobility and higher wages.

A union is only as strong as the members who support it. Before I retire I want to assure that this union remains strong. You can do that be taking the opportunity — no, the responsibility, to vote.

When you use your ballot you are exercising your right of membership.

Over the years there were those who said a Democracy doesn’t work. I am telling you it isn’t supposed to work. You are supposed to work it. You can. Cast your vote. Do it today.

Fraternally yours,

William L. McGowan
President
AFSCME delegates elected

The 215 CSEA delegates to the AFSCME Convention in June have been elected.

The delegates were chosen by members through mail-in ballots that were tabulated in Albany. Each region will be represented by its own elected delegates.

Following are the names of the members who will attend the convention in Los Angeles June 19-24.

Region I

Slate 1 (46 candidates)

“Regional Slate”

- Danny Donohue
- Jerome P. Donahue
- Gloria Moran
- Nancy Hernandez
- Carol Guardiano
- Dorothy Goetz
- Barbara Allen
- William Macaro
- Michael Curtin
- Al Henneborn
- Tony Bentivegna
- Pat Hahn
- Joe LaValle
- Paul D’Aleco
- Hank Jenny
- Tom Byrne
- Jeanne Angiulo
- Ted Matthews
- Anthony Ruggiero
- Nick LaMorte
- Nick Avelia
- Marilyn Mahler
- Lucy Jackson
- Marie Ardeii
- Ed Zurl
- Joseph Sheridan
- Ralph Spagnolo
- Rita Wallace
- Stephen Goldberg
- Jean Wichmann
- Eugene Cammarato
- John Aloisio
- Roosevelt Jackson
- Robert Campbell
- Dina Chris
- Patrick Finno
- Robert Ford
- Thomas Gargiulo
- Jack Geragthy
- Alice Groody
- Frank Jaronczyk
- James Martin
- Paul Nehrich
- Vivian Landstrom
- James LaRocK
- Catherine Green

Region II

Slate 1 (19 candidates)

“Leadership Slate”

- Bob Nurse
- Mickey Cruz
- Mohamed Hussain
- Jessie Jones
- Peter Antico
- Robert Keeler
- Willie Terry
- Priscilla Bullock
- John Jackson
- Jean Jenkins
- Roy Seabrook
- George Boncoraglio
- Denise Berkley
- Denis Tobin
- Tony Bailous
- Harriet Hart
- Sharon Katz
- Vincent Martusciello
- George Austin

Region III

Slate 1 (38 candidates)

“Unity Slate — Region III”

- Pat Mascioi
- Jack Cassidy
- Rose Marcinkowski
- John Lowery
- Madeline Gallagher
- Claire Rubenstein
- Jeff Howarth
- Sean Egan
- Norma Condon
- Diane Lucchesi
- Raymond O’Connor
- Helen Zocco
- Thomas LeJeune
- Glenda Davis
- Grace Ann Aloisi
- Flo Kimmel
- Irena Kobbe
- Lee Pound
- George Ballard
- Edward Carafa
- Carl Mathison
- Irene Amoral
- Gary Eldridge
- Paul Shulton
- Alex Hogg
- Marie Lewis
- Naomi Kaplan
- Henry Walters
- Tony Blasie
- Martin Sherow
- Mary Jane MacNair
- Alice May
- Bea Kee
- Pat Nealon
- Michael Torres
- Andrea Christiansen
- John Gully
- Dan Smith

Region IV

Slate 1 (39 candidates)

“United Slate”

- Joe McDermott
- CC. Allen Mead
- Joan Tobin
- Carmen Bagnoli
- Louis Altiere
- Betty Lennon
- Jeannie Lyons
- Doug Persons
- Milo Barlow
- Jeanne Kelso
- Georlgianna Natale
- Lester Cole Jr.
- Anita Walker
- Rose DeSorbo
- Charles Staats
- Thomas Connell
- Susan Matan
- Frances Jeffress
- Glennen Woodward
- Grace Vallee
- Ellen Fontanelle
- Tony W. Muscatello
- Shirley Ponkos
- Gerald Brewster
- Richard Caffiff
- Delores Farrell
- Elizabeth Habiniak
- William Sohl
- Richard Plumador
- Nunzio (Nick) Russo
- Suzanne Waltz
- Victor Putman
- Leroy Holmes
- Ellen Diange
- Linda Barlow
- Connie B. Daly
- William McMahan
- John Kelly
- Cindy Egan

Region V

Slate 1 (37 candidates)

“Leadership Slate”

- Jim Moore
- Kathy Collins
- Dolores Herrig
- Mark Smacher
- Dale King
- Dorothy Jenner
- Maureen Malone
- Pat Crandall
- Helen Hanlon
- Frank Perretta
- Irene Carr
- Mary Lauzon
- Ron Draper
- Charles Whitney
- Joan Brower
- Sharon Connor
- Bruce Nolan

Region VI

Slate 1 (36 candidates)

“Region VI Slate”

- Robert L. Tattner
- Florence Tripi
- Marie Prince
- Thomas J. Warzel
- Candy Saxon
- James V. Kurtz
- Sal Castro
- George Crowney
- Tim Anderson
- Mary Ann Bentham
- Kathleen Berchou
- Kathy Button
- Pamela C. Caron
- Mary Cartwright
- Richard Olack
- H. Art Cousineau
- Francis (Skip) Dunham
- Ralph Hesson
- Arthur Howell
- Wayne Jones
- Terry Kennedy
- Mary H. Lettieri
- David Mayo
- William L. McGowan
- Richard McIntyre
- Terrence Melvin
- Elaine Moyn
- Richard Parker
- Thomas Patterson
- Sara Sievert
- Brenda Shilton
- Robert Smith
- Lynda Standish-Fritz
- John E. Wallenbeck
- Geraldine Wiggins
- Edward Williams

Region VII

Slate 1 (36 candidates)

“Leadership Slate”

- Doris Pratz
- Frank Zammelli
- Dan Spring
- Rosie Tallman
- Dave Berry
- David Livingstone
- Anne Cooke
- Mary Sullivan
- Bud Mulchy
- Dale Dusharn
- Linda Fiorentino
- Jack Wood
- Rick Galbally
- Jean Alversion
- Mary Hanna
- Tim Henehan
- Bruce Dickinson
- Richard Reno
- Ken Bailey
- Linda Crisafulli
System overloaded!

Tough job gets tougher for probation officers

By Stephen Madarasz
CSEA Communications Associate

In 1980, Nassau County probation officers supervised fewer than 5,000 criminal offenders. Last year, they supervised nearly 10,000!

Between 1980 and 1987, the number of pre-sentence investigations reported by the officers increased 51 percent.

But during that time period, staff — including clerical workers — barely increased.

"The figures are ridiculous and they're getting worse," explained Nassau County CSEA Probation Unit President Steve Goldberg.

The overload is symptomatic of what has happened in the criminal justice system in the 1980s — tougher sentences and a crackdown on crime have filled prisons and county jails to the breaking point. With no place to put offenders, probation has become the logical alternative.

Although probation has long been a sentencing option, recent years have seen a dramatic expansion into pre-trial and conditional release programs, drug and alcohol therapy programs and even home-arrest projects.

Still, the reality is that probation's staff and budget has not kept pace with its expanded role — even though the effectiveness of the probation programs has produced dramatic results for the taxpayers.

"The probation officers have some legitimate concerns about keeping up the quality of their work under the present conditions," said Nassau County CSEA Local 830 President Terence Donnau.

"We would like to see the county hire more probation officers to help handle the workload," he said.

In Nassau, probation costs about $1,200 per year per offender. Housing a single offender in the county jail for just one day costs $75 — if room can even be found in the jail.

"We're bailing the jail out, but it's almost as if the county doesn't understand the value of what we do," Goldberg stated.

At the same time, probation programs produce other beneficial results by helping offenders come to terms with their problems through counseling and therapy, job placement that enables them to make restitution to their victims and other efforts that reinforce the importance of staying out of further trouble.

There is tremendous irony that probation is not getting the help it needs when it is one of the most effective areas of a criminal justice system in crisis.

Goldberg contends that on the proven record alone, probation should receive additional resources to do an even better job. Instead, programs are losing ground and that poses a serious threat to probation's cost-effectiveness.

"The whole concept of probation is based on credibility. The courts are releasing criminals into the community with the understanding that their activities will be supervised," said Goldberg. "But how much supervision can you give when you have to keep up with 97 cases?"

As an example of how the caseload increase reaches a point of diminishing returns, Goldberg points to Nassau's Probation Alcohol Screening Service (PASS) program, which supervises offenders in alcohol/drug treatment. When officers' caseloads reached 200, the county had to suspend any further intake.

Caseloads are now down to about 150 per officer and the program will open up again soon.

"This is a good, innovative program — it looks great on paper — but it had to be suspended because we couldn't keep up with it," he said.

Keeping up with all of their cases is a growing challenge for officers, who in the past would personally meet with their charges every week. Now there is much greater reliance on telephone contact with personal visits fewer and farther between.

Beyond the difficulty of handling the dramatically increased caseload however, is the added stress of dealing with more serious offenders. Because of the jail crisis, probation is handling fewer misdemeanor offenders and more felons and violent offenders.

These tougher offenders are more inclined to take advantage of the system — especially when officers are already struggling to keep tabs on all their cases — leading to a rise in probation violations.

Goldberg says the fact that the system hasn't broken down is a tribute to the dedication and professionalism of probation officers.

"There's a bunker mentality here. Everyone comes in and gets at the work," he observed.

But he is concerned about the trend because probation's first responsibility is to public safety and how much longer officers can continue to get the job done under such adverse conditions is a critical question.

According to Goldberg, the signs are not good for the future. There are serious recruitment problems developing that pose long-term troubles.

"We can't attract anyone out of college or law enforcement — we just can't compete — most people with the inclination for background goes to the police or corrections.

"We still do a good job," he stated.

"But that doesn't mean we're not heading toward crisis."

Nassau County
csea probation unit
president steve goldberg

We still do a good job.
But that doesn't mean we're not headed toward crisis'

May 16, 1988
The financial statements of CSEA Inc. for the year ending Sept. 30, 1987, are published in this issue of The Public Sector along with comparative figures from the previous year. The report of Coopers and Lybrand, our independent certified public accountants, is also published in this issue.

The combined statements of Fund Balance and Expenses indicate that expenditures exceeded revenues by $2 million compared to a loss of $1,194,103 for the prior year. At Sept. 30, 1987, the net worth of CSEA, including restricted plant and contingency funds, was $10,500,000.

Mary E. Sullivan  
CSEA Statewide Treasurer

William L. McGowan  
CSEA Statewide President

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

BALANCE SHEET
September 30, 1987  
(With Comparative Totals for September 30, 1986)

<table>
<thead>
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</tr>
</thead>
<tbody>
<tr>
<td>CURRENT ASSETS</td>
<td>$2,812,741</td>
<td>$1,283,337</td>
<td>$80,605</td>
<td>$4,179,683</td>
<td>$6,927,086</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents (Note 2)</td>
<td>$2,812,741</td>
<td>$1,283,337</td>
<td>$80,605</td>
<td>$4,179,683</td>
<td>$6,927,086</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Short-term investments (Note 1)</td>
<td>1,696,928</td>
<td>169,160</td>
<td>740,261</td>
<td>2,806,349</td>
<td>4,577,896</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Membership dues and agency fees receivable</td>
<td>989,397</td>
<td>113,733</td>
<td>477,201</td>
<td>960,858</td>
<td>760,735</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>396,194</td>
<td>227,303</td>
<td>124,397</td>
<td>201,992</td>
<td>118,089</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Due from (to) other funds, net</td>
<td>280,000</td>
<td>2,000,000</td>
<td>369,924</td>
<td>511,233</td>
<td>369,924</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total current assets</td>
<td>7,032,251</td>
<td>13,338,927</td>
<td>696,469</td>
<td>6,835,279</td>
<td>13,329,086</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

PROPERTY, PLANT AND EQUIPMENT | | | | | |
| Land | | | | | |
| Office buildings and improvements | | | | | |
| Furniture and equipment | | | | | |
| Less accumulated depreciation | | | | | |
| Property, Plant and Equipment | | | | | |

OTHER ASSETS | | | | | |
| Long-term investments (Note 3) | 3,821,287 | 2,650,697 | 6,717,994 | 4,088,949 |
| Deposits (Note 10) | | | | | |
| Cash surrender value - officers' life insurance | 171,485 | | 170,250 | 170,250 |
| Total other assets | 4,092,772 | 2,820,697 | 170,250 | 170,250 |
| Total assets | 11,125,023 | 16,159,624 | 6,657,439 | 22,390,091 |

LIABILITIES AND FUND BALANCES | | | | | |
| CURRENT LIABILITIES | | | | | |
| Accounts payable | $866,336 | | | | |
| Compensated absences | 511,233 | | | | |
| AFSCME per capita dues | 940,046 | | | | |
| Due to locals for share of dues | 3,446,196 | | | | |
| Advances due to Labor Education Action Program | 716,011 | | | | |
| Current maturities of long-term debt (Note 9) | | | | | |
| Deferred revenue (Note 1) | 322,018 | | | | |
| Total current liabilities | 6,403,480 | | | | |
| LONG-TERM DEBT (Note 9) | | | | | |
| DEFERRED COMPENSATION LIABILITY (Note 7) | 186,720 | | | | |
| COMMITMENTS AND CONTINGENT LIABILITIES (Notes 5, 8 and 10) | | | | | |
| FUND BALANCES | 4,035,783 | 3,899,924 | 6,177,870 | 66,352 | 21,260,159 |
| Total liabilities and fund balances | 11,125,023 | 16,159,624 | 6,657,439 | 22,390,091 |

The Civil Service Employees Association, Inc. (the Association) adheres to generally accepted accounting principles as described in the Industry Audit Guide, "Audit of Certain Nonprofit Organizations," of the American Institute of Certified Public Accountants.

Fund accounting:

To ensure the observance of limitations and restrictions placed on the use of available resources, the accounts are maintained in accordance with the principles of "Fund accounting." This is the procedure by which resources for various purposes are classified for accounting and reporting purposes into funds that are in accordance with activities or objectives specified. Separate accounts are maintained for each fund. Accordingly, all financial transactions have been recorded and reported by fund group.

General fund:

This fund accounts for economic resources which are expendable for any purpose in performing the primary objectives of the Association.

Designated funds:

These funds include resources which have been designated by management for internal purposes.

Restricted fund:

The Insurance Fund is restricted to use for insured members only, but is controlled by and considered part of one legal entity, THE CIVIL SERVICE EMPLOYEES ASSOCIATION, Inc. Based upon an estimate of the cost of handling the group life insurance program, made at the beginning of each fiscal year, expense is recorded in the Insurance Fund, with the offsetting income reflected in the General Fund. After the close of the fiscal year, a study is done to determine the actual cost of operating the program, with the adjustment, if any, for a particular year reflected in the subsequent year (see Note 4). The Association maintains individual records with respect to members who participate in the Group Life Plan underwritten by the Travelers Life Insurance Company. Premiums collected through the State Comptroller's office and any maturities transmitted to the Association are to be processed and thereafter transmitted to the underwriter's agent in original form. The financial statements of the Association do not reflect the insurance plan entity.

(Continued on Page 7)
STATEMENT OF REVENUES, EXPENSES AND CHANGES IN FUND BALANCES
Year Ended September 30, 1987
(With Comparative Totals for September 30, 1986)

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.
CIVIL SERVICE EMPLOYEES ASSN.

ANNUAL REPORT

Income:

Revenues:

Membership dues and agency shop fees:
State ........................................ $17,391,910
Local government ................................ 32,386,607

Less:

Dues refundable to locals and regions .............. 5,439,203
Political Action provisions (Note 6) ............... 479,024
Affiliation dues (Note 5) ........................... 10,958,913

Total ........................................... 15,093,447

Insurance:

Reimbursement of expenses (Note 4) ................. 568,031
AFSCME grants (Note 5) ........................... 300,005
State negotiated program funds (Notes 1 and 11) .... 1,172,027

Other:

Investment income (loss) (Note 3) .................... 509,473
Gain (loss) on sale of assets .......................... 895,322
Refund from insurance company ....................... 236,857

Miscellaneous ..................................... 265,546

Total ........................................... 5,675,119

Expenses:

Salaries, payroll taxes and other employee benefits 8,945,599

Employees’ pension and group life insurance ............ 976,763

Advocacy travel, lodging and meals .................... 1,049,959

Officers’, directors’ and committees’ expenses ......... 854,813

Regional office conferences, state and local government 2,614,452

Workshop costs, other than payroll .................... 1,138,527

State negotiated program funds ......................... 508,765
Delegare meetings, election and members’ representation expenses 494,378

Official publication ................................ 916,423

Printing and communications .......................... 382,874

Legal services .................................... 1,538,227

Public relations programs ............................ 39,914

Depreciation ...................................... 854,133

General expense ................................... 776,104

Interest expense ................................... 776,104

Building maintenance ............................... 1,046,179

Administrative fee .................................. 554,979

Miscellaneous expenses ............................... 305,222

Excess of revenues over expenses (expenses over revenues) ............................... 20,747,313

Insurance Fund:

General Fund ......................................... 20,747,313

Appropriation between funds ............................ (190,821)

Net unrealized loss on long-term investments .......... (382,240)

Fund balance, end of year ............................ 20,373,572

Proportion of funds .................................. 20,373,572

Contingency Fund:

General Fund ......................................... 20,747,313

Appropriation between funds ............................ (190,821)

Net unrealized loss on long-term investments .......... (382,240)

Fund balance, end of year ............................ 20,373,572

Insurance Fund ....................................... 568,031

Contingency Fund .................................... 568,031

Total ............................................. 5,675,119

At September 30, 1987, short-term and long-term investments reflect unrealized losses of $206,502 and $149,043, respectively.

Investment income of $1,041,105 for the year ended September 30, 1987 includes $1,046,355 in interest income, $54,653 of realized gains and $10,792 of unrealized losses. Investment income of $1,308,144 for the year ended September 30, 1986 includes $1,433,004 in interest income, $50,064 of realized gains and $275,406 of unrealized losses.

Group Life Insurance Reimbursement of Expenses

The Board of Directors approved that separate studies be conducted to determine the cost of handling the group life insurance program for the years ended September 30, 1983 and 1984. The effect of those studies on the insurance fund income and the insurance fund balance by $14,027 and $103,479 for the years ended September 30, 1987 and 1986, respectively. General fund income and the fund balance for general operations were consequently increased by similar amounts for the respective years.

A cost study for the year ended September 30, 1987 has not yet been initiated.

Affiliation Agreement

The Association is an affiliate of the American Federation of State, County and Municipal Employees, AFL-CIO (AFSCME). As an affiliate, the Association is required to pay the prevailing AFSCME per capita tax per member per month ($4.50, 1/1-12/31/87; $4.30, 1/1-12/31/86). AFSCME also provides the Association with organizational grants for various Association activities. The grants amounted to $860,000 and $859,000 for the years ended September 30, 1987 and 1986, respectively.

Political Action Provisions

To advance the political goals and interests of the Association’s employees, the State of New York and its political subdivisions, the Civil Service Employees Political Action Fund was organized. This fund is maintained independently of the Association, and, accordingly, is not included as an accompanying financial statement. As of September 30, 1987, $14,521,219 had been contributed to the fund in general operations and working capital. The amounts contributed are to be used for the political action fund for the years ended September 30, 1987 and 1986, respectively.

Employee Benefit Plans

Pension Plan

The Association has a noncontributory pension plan covering substantially all its employees. The accumulated plan benefits and plan assets for the years ended September 30, 1987 and 1986, respectively. The accumulated plan benefits and plan assets for the years ended September 30, 1987 and 1986, respectively. The accumulated plan benefits and plan assets for the years ended September 30, 1987 and 1986, respectively. The accumulated plan benefits and plan assets for the years ended September 30, 1987 and 1986, respectively. The accumulated plan benefits and plan assets for the years ended September 30, 1987 and 1986, respectively. The accumulated plan benefits and plan assets for the years ended September 30, 1987 and 1986, respectively. The accumulated plan benefits and plan assets for the years ended September 30, 1987 and 1986, respectively. The accumulated plan benefits and plan assets for the years ended September 30, 1987 and 1986, respectively.

(Continued on Page 8)
The Association maintains a deferred compensation plan for officers that provides benefits upon retirement or death. The deferred compensation benefits are funded by life insurance policies on each participant with the Association as owner and beneficiary. Total expense for this program for the years ended September 30, 1987 and 1986 was $150,608 and $166,864, respectively.

Postretirement benefits:

- Current:
  - Due from (to) other funds, net:
    - Principal:
      - $1,773,105
      - $1,458,164
    - Interest:
      - $12,515
      - $12,515

- Nonvested:
  - Accumulated plan benefits:
    - Vested:
      - $5,521,026
    - Nonvested:
      - $2,903,163

- Increase (decrease) in working capital:
  - ($3,703,841)
  - $3,703,841

- Increase (decrease) in working capital (Continued from Page 7):
  - ($3,703,841)
  - $3,703,841

- Increase in cash surrender value - officers’ life insurance:
  - $76,115
  - $76,115

- Miscellaneous receivables:
  - $28,827
  - $28,827

- Increase (decrease) in:
  - Short-term investments:
    - ($1,458,164)
  - Cash and cash equivalents:
    - $1,458,164

- Decrease (increase) in:
  - Miscellaneous receivables:
    - $122,018
  - Cash and cash equivalents:
    - ($122,018)

- Increase (decrease) in:
  - Due from (to) other funds, net:
    - Principal:
      - $16,443
    - Interest:
      - $16,443

- Interest expense for the years ended September 30, 1987 and 1986 was $331,771 and $329,046, respectively.

- Contingency Fund
  - $127,720
  - $127,720

- Interest expense for the years ended September 30, 1987 and 1986 was $331,771 and $329,046, respectively.

- 10. Commitments

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

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>Officers</th>
<th>Vehicles and Equipment</th>
<th>Total Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>1988</td>
<td>$428,730</td>
<td>$319,345</td>
<td>$748,075</td>
</tr>
<tr>
<td>1989</td>
<td>335,375</td>
<td>293,395</td>
<td>628,770</td>
</tr>
<tr>
<td>1990</td>
<td>243,359</td>
<td>186,129</td>
<td>429,488</td>
</tr>
<tr>
<td>1991</td>
<td>246,346</td>
<td>101,258</td>
<td>347,604</td>
</tr>
<tr>
<td>1992</td>
<td>276,658</td>
<td>229,568</td>
<td>506,226</td>
</tr>
<tr>
<td>Later years</td>
<td>$1,676,688</td>
<td>$1,070,827</td>
<td>$2,747,515</td>
</tr>
</tbody>
</table>

- Total minimum payments required: $11,641,684

- Rent expense for the years ended September 30, 1987 and 1986 was $331,771 and $329,046, respectively.

- 11. State Negotiated Program Funds

- The Association has entered into two contracts for the purchase of real property and construction of an office building, subject to certain conditions being met by the contractor. The purchase price of the property and building is $1,702,500, of which $570,250 has been deposited in escrow. The deposit is refundable if the contract is canceled as a result of the conditions not being met.

- A4SCME per capita dues:
  - $10,912
  - $10,912

- Memberships and agency fees receivable:
  - $10,912
  - $10,912

- Due from (to) other funds, net:
  - Principal:
    - $1,773,105
  - Interest:
    - $12,515

- Due to locals for share of dues:
  - $291,274
  - $291,274

- Advances due to Labor Education Action Program:
  - $72,701
  - $72,701

- Deferred revenue:
  - ($322,018)
  - $322,018

- Increase (decrease) in working capital (Continued from Page 7):
  - ($3,703,841)
  - $3,703,841

- Increase (decrease) in:
  - Cash and cash equivalents:
    - ($3,388,880)
  - Short-term investments:
    - ($3,388,880)

- Interest expense for the years ended September 30, 1987 and 1986 was $331,771 and $329,046, respectively.

- Rent expense for the years ended September 30, 1987 and 1986 was $331,771 and $329,046, respectively.

- Contingency Fund
  - $127,720
  - $127,720

- Interest expense for the years ended September 30, 1987 and 1986 was $331,771 and $329,046, respectively.

- Rent expense for the years ended September 30, 1987 and 1986 was $331,771 and $329,046, respectively.
ALBANY — When 1,500 CSEA members showed up on the steps of the Capitol earlier this year to protest serious understaffing at state mental hygiene facilities, they did much more than make a lot of noise.

Now that the smoke has cleared from this year’s budget battle between the governor and the legislature, it’s apparent that the CSEA demonstration had a significant impact.

The state budget includes a $7 million increase in staffing for OMH facilities, an $8 million increase in staffing for OMRDD facilities, and a $10 million increase in staffing for OMRDD developmental disabilities facilities.

No major personnel will be eliminated, said CSEA President William McGowan.

The state budget also funds six auditors to maintain constant watch on the plan’s cost and management and assure greater accountability.

CSEA efforts protect parole jobs

ALBANY — In a triumph of people over machines, CSEA has successfully fought back a state budget proposal that could have cost 12 hearing reporters their jobs at the Division of Parole.

The division’s proposed budget called for the purchase of electronic recording equipment and the elimination of the jobs, CSEA took action.

CSEA contacted all state legislators, urging their support on the issue. The union also questioned the effectiveness of the machines.

After it first came to light that the division’s proposed budget study that found the electronic equipment actually required more staff and a longer turnaround time for a transcript.

In the end, lawmakers were convinced and denied the funding for the equipment while restoring it for the hearing reporters’ positions.

CSEA rally pays off

ALBANY — When 1,500 CSEA members showed up on their doorstep in March.

All 343 Office of Mental Health (OMH) jobs targeted to be cut in Gov. Mario Cuomo’s original budget proposal were restored and another 45 positions added.

The legislature’s action also stipulates that these restored positions be used to improve staffing and services, even if patient populations decrease as OMH projects.

At the same time, the legislature passed a measure setting standards for more active patient programming instead of custodial care.

An additional $6 million has been added to the Office of Mental Retardation and Developmental Disabilities (OMRDD) budget to enhance staffing in institutional programs. Four hundred jobs slated for elimination have been saved.

“Thanks to CSEA efforts and the state legislature, you’re going to see a reduction in Empire Plan premiums. As part of the state budget, lawmakers adopted a measure that requires Empire Plan deficit costs be spread out over four years instead of one year as the insurance carriers had requested. This will mean more money in your pocket. How the reduction will be put into effect and how much money you will actually save is still being worked out. But it is expected that there will be approximately 11 percent reduction in premiums.

The state budget also funds six auditors to maintain constant watch on the plan’s cost and management and assure greater accountability.

Someplace to turn if job makes you sick

More good news for you — union efforts have helped secure a big boost in funds to continue the development of occupational safety and health clinics across the state.

Two million dollars has been appropriated in the state budget — that’s double last year’s funding — to get programs off the ground in Albany, Rochester and Syracuse, which will coordinate with existing programs at Mt. Sinai Hospital in New York City, SUNY Stony Brook and Buffalo.

“This programs are critically important to all working people,” explained CSEA Director of Occupational Safety and Health James Corcoran, who served on the advisory panel that recommended the establishment of the regional clinics.

“It’s clear that thousands of people are getting sick from their jobs and workplaces every year, but their illness is not being diagnosed as occupationally related — very often because their doctors just don’t ask them about their work,” Corcoran added.

The occupational clinics are a start toward improvements in record keeping, diagnosis and treatment of occupational illness.

“This should not only get people the medical attention they need but also give us some real facts and figures to support our efforts at making people safer on the job,” Corcoran stated.

“Because unless sickness is properly diagnosed and the cause pinpointed, many workplace dangers won’t be corrected.”
Election of CSEA statewide officers now in progress

Ballots are in the mail today (May 10) for the election of CSEA statewide officers.

Beginning May 23, replacement ballots will be available between 9 a.m. and 5 p.m. by contacting the Independent Election Corporation of America (IECA). Call IECA collect at (516) 27-8490, Extension 4000. Candidates will, as usual, be afforded an opportunity to observe all aspects of the election process. Candidates may do so between the hours of 9 a.m. and 5 p.m. at IECA Headquarters, 335 New Hyde Park Rd., Lake Success, N.Y.

Observers must notify IECA 24 hours in advance of their visits. Ballots will be counted on Wednesday, June 13, following the noon deadline for ballot returns in P.O. Box 8007, Lake Success, N.Y. 11043-9907.

Any candidate, or a proxy with written authorization from the candidate, may be present on June 13 to hear the results of the count. Written proxy forms must first be obtained by contacting Marcel Gardiner at CSEA Headquarters, 14 Washington Ave., Albany, N.Y. 12210. Call toll-free 1-800-823-0512.

The election protest period ends June 17.

Fifteen in races for statewide leadership posts

Fifteen CSEA members are competing for the top four elected CSEA statewide officers in elections now being conducted.

Three candidate slates are on the ballot, each representing one of five statewide officer positions: president, executive vice president, secretary, treasurer, and director.

Candidates for executive vice president, in the order they appear on official ballots, are Joe McDermott, Jim Moore and Jean Wichmann. Statements and photographs of the candidates for executive vice president appear on pages 10 and 11 of this issue. Three members are seeking the position of executive vice president, being vacated this year by the retirement of longtime CSEA President William L. McGowan.

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Candidates for statewide treasurer, in the order they appear on official ballots, are Joe McDermott, Jim Moore and Jean Wichmann. Statements and photographs of the candidates for statewide treasurer appear on pages 16 and 17 of this issue.

Candidates for statewide secretary, in the order they appear on official ballots, are Sylvia A. Thomas, Irvne Carr and Judy Remington. Statements and photographs of the candidates for statewide secretary appear on pages 15 and 16 of this issue.

Four members are seeking the position of statewide treasurer. Candidates for executive vice president, in the order they appear on official ballots, are Joe McDermott, Jim Moore and Jean Wichmann. Statements and photographs of the candidates for executive vice president appear on pages 10 and 11 of this issue. Three members are seeking the position of executive vice president, being vacated this year by the retirement of longtime CSEA President William L. McGowan.

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Bud Mulchy

The position of Executive Vice President of CSEA is an important one to all members. Whoever is elected must be prepared for a dual role: a close working relationship with the president and a proven ability to listen to and represent the needs of the full membership to both the union president and management.

I am prepared for this job. I have the experience. In addition to serving as president of Local 434 (Mohawk Valley Psychiatric Center, 1,800 members) for over a decade, I have also been active on a number of statewide boards that represent our membership. I am or have been on the board of directors of the Board of Mental Hygiene and the Junior Junction Child Care Center, and committees for mental hygiene labor management, safety and health, apprenticeship training, uniform maintenance, mental health, and political action.

I have been a delegate to the AFSCME National Convention for two terms.

I know the issues. As a mental hygiene president who faces our members every day in the wards, in the kitchens, and in the shops, I have first-hand knowledge of OMH and OMRDD.

And as an active leader statewide, I am sensitive to the needs of our members in D.O.T.

This union must address and lead on pressing issues like contracting out, short-staffing, job security, retirement benefits, inappropriate discharges (dumping), increased uniform allowances, readable contract language, career ladders, and evening and night shift needs.

And CSEA has to expand its role in providing more staff services to its locals, increasing political activities, and developing stronger ties with trade unions. CSEA must be a leader, not simply a reactor, to the vital issues of our union and society.

You need to know that your next Executive Vice President is hardworking, knowledgeable, and dedicated.

Above all, you need to know that whoever serves as vice-president understands you and your needs. I am a rank-and-file member with the same needs as you. It’s about time someone addressed our needs.

In my years of service, I am proud that I was available to deal with the individual as well as unionwide concerns.

Be assured that upon election I will always be there when you need me.

I would appreciate your support. Please vote for me on ballot position 1.

Danny Donohue

Now it is up to you, the members, to vote. I want you to remember that you are voting for a group of officers, not just a President, who must all work together as a team. We must put aside the differences and work for all the members of our Union to find solutions to our problems in Mental Hygiene, SUNY, local governments and school districts.

Why should you vote for Danny Donohue?

Experienced — For the last 8 years President of Region 1 which has the largest membership in CSEA; 4 years as International Vice President of AFSCME; Vice President AFL/CIO of Long Island.

Involved — Since 1975, when I won a write-in election for President of Local 404; Elected Chairman of Mental Hygiene Presidents; Director of United Way Long Island; member of AFSCME International Affairs Committee.

Dedicated — Have led the fight for Comparable Worth in the Region within the school districts and with our federal law suit; believes that the Union should always work for the benefit of the members by developing new programs and expanding current ones.

When I am elected Executive Vice President, my goal will be to continue to develop membership involvement, as I have done in Region 1, by developing new programs and opening communications at all levels in our Union.

I believe that "Together we can make a difference", but that can only happen if you vote.

Thank you for your help.
Statements of candidates for
CSEA EXECUTIVE VICE PRESIDENT

Pat Mascioli

To express all of my accomplishments, goals, and ideas would certainly take more than the 500 words allotted. However, I will attempt to relate to you some of these and the role I perceive of the Executive Vice President.

CSEA has experienced many changes over the last several years; some meeting with great resistance. It is time to put aside our differences, build the morale of our CSEA members and employees and work for our common goal: the betterment of the plight of Public Employees, those members we are all charged to represent. In doing so, we will be bringing together all minds and people.

Region III has been, in the past, a Region divided by many factions and often the center of controversy and turmoil. As its President, I have strived to unite these factions and feel we are now a Region on the move. We have put aside our differences and work together to provide the membership with the representation they deserve.

History shows that CSEA has not had an elected Statewide Officer from the Local Government Division. Being from Local Government, I can bring to CSEA statewide the ideas and concerns of our Local Government members. Also, my experience as a Region President has given me further insight and knowledge of the ideas and concerns of our State Division brothers and sisters as well.

Further, our Statewide Officers traditionally come from the northern and western Regions of the State, whereby they may be unfamiliar with the differences which exist between our upstate and downstate members. Being from Region III, which has Units and Locals bordering on Regions II, IV and V, I recognize not only the problems and issues concerning our members in lower New York State, but also those affecting our upstate areas. My Local Government affiliation, coupled with my geographic location, allows me to provide CSEA with a balance needed for a well-rounded slate of Officers.

I have served as a Unit, Local and Region President and, during my terms in the Local and Region, have made it my policy to have contact with the Units and Locals. I would like to see this policy extended to the Executive Vice President and would do so if elected. The Executive Vice President should be the eyes and ears of the President and can be utilized to become aware of any problems which may develop, informing the President and other Statewide Officers of their occurrences. This role of troubleshooter can only be made possible through the use of Unit and Local contacts. The utilization of the Executive Vice President is also important as it permits the President and the Executive Vice President to visit two different areas in the State at the same time thereby making CSEA’s presence more widely known.

In conclusion, I plan to give to the Statewide Organization the same as I have given to my Units, Locals and Region: Accessibility, Availability, and Dedication.

Salvatore A. Castro

I have been a member of CSEA for over thirty (30) years and have served as local and/or unit officer for more than two decades.

In 1986, I was reelected to a second term as President of Erie County Local 813, representing over five thousand (5,000) employees.

In addition, I currently serve as Chair of Region VI, Local Government Workshop, encompassing fourteen (14) counties.

As President of the Buffalo Sewer Authority Unit of Erie County Local 813, I serve as trustee of the Employee Benefit Fund, which was established in 1979 and currently providing medical, optical and dental benefits for Buffalo Sewer Authority employees.

In addition, I have had the honor of serving on the following statewide committees: Committee to Study Service, Civil Service Committee, and Nominating Committee.

My past experience has afforded me the opportunity to better understand the wants and needs of our members.

When elected, I will exert every effort to eliminate the inequities of the Taylor Law and the current retirement “caste” system, (Tiers 1, 2, 3 & 4), which divides our membership and if allowed to continue, will eventually destroy the effectiveness of OUR union.

The current membership of our membership is approximately fifty percent state employees and fifty percent local government employees.

When elected, I will be the first Local Government Representative, elected by the membership, to serve in a statewide office, a gap which should have been bridged long ago.

When elected, I will work closely with the President of CSEA to end any internal strife and to direct the physical and financial resources of CSEA to improving the lifestyle of our membership.

All this can only happen with your vote now, and your support later.

REMINDER:
The deadline for returning ballots is noon, June 15. Ballots received after that deadline will not be valid.
Robert Lattimer

Leadership is not easily defined, but you know it when you see it. It's taking on the tough issues, driving a hard bargain to benefit the membership, listening to members and staff, taking the heat for seemingly unpopular stances, motivating members, developing ideas, and most importantly, FOLLOWING THROUGH to put those ideas into action. Leadership is not making empty promises! I'm committed to CSEA being the BEST it can be! In reality, the union is truly the ONLY advocate for the working man and woman today.

I could make a laundry list of the various committees and projects I've served on in CSEA during my past fifteen years involvement. But what counts is where CSEA is headed in the 21st Century. I want to bring my skills and talents to the job of Executive Vice President to address the numerous problems which confront us. We need strong teamwork to work on such issues as more and affordable child care, contracting out in both local and state government entities as well as the school districts, cutbacks in funding for D.O.T. and our mental health and retardation programs, which are critical. We know the problems — we need to solve them together.

As a Region President, I know that locals, units, and regions cannot operate in a vacuum. They need and depend on the competence, cooperation, and action of CSEA, Inc. at the Albany level. I'd like to be your voice in Albany. With your help, I can! Thank you for your support!

REMINDER: Replacement ballots will be available after May 23 for CSEA members who lose, misplace or did not receive an original ballot.

Sylvia A. Thomas

LACK OF COMMUNICATION CAUSES MISTAKES

It has become apparent that the one thing that hurts us all is the lack of communication. I will do my best to bridge that path that is so long from state, to region, to local, to unit and to section.

It isn't such a long journey ... only a puzzling, confusing trip — one not traveled frequently nor smoothly.

Employee of the Erie County Department of Social Services for over 20 years; Graduate of Summer School of Labor Studies for Union Women at Cornell;

Social Services Section Treasurer;
Social Services Membership Chairperson;
Social Services Womens' Committee Chairperson;
Member Labor-Management Committee of Social Services.

EDUCATION:
East High School, Buffalo
Business Secretarial Course
Erie Community College—City Campus
AAS Degree
Secretarial Science/Office Technology

COURSES & SKILLS:

OFFICE MACHINES:
ES 95 Olympia
Silver Reed 225 Ex 50
DRS 20 Computer
CPT Wordprocessor
Printing Display Calculator
CPT 8510 Computer
IBM Personal Computer
Photocopier

May 16, 1988
Irene Carr

Dear Friends,

My record as Statewide Secretary of CSEA over the past 11 years reflects my leadership on the issues that concern YOU the most. For example, when I chaired the first CSEA Women's committee in 1978, critics said that day care — a top priority of our Committee — was something "only women" were concerned about, and, therefore, was unimportant. Today, day care is recognized as one of the most crucial issues facing American workers.

It is NOT a women's issue; it is a FAMILY issue and I am proud that we have just negotiated a contract that provides a substantial amount of funding for day care for State employees' children. I am sure that more meaningful day care funding will now be included in local government contracts, as well.

Of course, there are many other matters, such as pay equity and the occupational hazards of VDT's, which I have brought to the attention of CSEA officers and staff. I think I have been able to "lead the charge" on these issues for a very simple reason: I get out there and listen to YOU, the members of both the Local Government Division and the State Division of CSEA.

For example, YOU told me that getting timely information on Board actions was a major concern, so I made sure that these actions are published in The Public Sector for all to read.

Communicating with YOU — giving you information, listening to your concerns, and then initiating action based on those concerns has been a key activity for me. If you agree that my experience, priorities, and leadership qualify me to remain Statewide Secretary of CSEA, then I would appreciate your vote.

We can be proud to be members of a democratic union, and I urge you to cast your ballot early.

Thank you.
Yours in Unionism,
IRENE CARR
Statewide Secretary of CSEA

Judy Remington

As a candidate for Statewide Secretary I have many of the same concerns as the grassroots — namely, more day care, elimination of contracting out, comparable worth for all members, and reduction of staff shortages. While some of these issues are ones we have been trying to improve for the betterment of our members since our last contract, there has continuously been some barriers we must overcome. Whether these barriers were caused by the state or this union, I will do all I can to continue working toward the improvement of these issues and to have our members benefit in the end. This union is a union of the members and the members' needs — not a union of top heavy administration that comes to a halt when hurdles must be jumped.

YOU, THE GRASSROOTS, ARE THIS UNION!

Just recently a mental hygiene facility had a fellow sister killed because of short-staffing. We can't continue this practice. I walked the demonstration line in Rochester because I believe we must do all that is possible to let our legislators hear our cries for help. I will continue to do just that — communicate on a daily basis to let our needs be heard.

Day care has been limited for our members in state agencies. While CSEA and other unions negotiate with the state for equal vacancies, our members cannot afford the sliding pay scale to utilize day care services. This must be adjusted and we must push our leaders on the joint committee to do all they can to bargain in our best interests. I will do that for you if elected!

Finally, contracting out has hurt many of our members. Not only are outside contractors taking our jobs, they are earning more money than our members. We can't allow this to continue. A campaign against contracting out should be initiated, and we as everyday leaders must be the ones to initiate it. Let's work together to stop contracting out!

Being an employee of SUNY-Empire State College, which is a statewide local covering members from the Canadian border to Long Island, I have acquired a most broadening knowledge of the needs of our membership.

I have served CSEA in many capacities: local president for 15 years, SUNY Labor Management Committee Member, Convention Chairperson, Region 4 Secretary 3 terms, Region 4 Coordinator for the Constitution & By-Laws Committee and Women's Committee, and CSEAP Committee Member.

I firmly believe the GRASSROOTS of this organization are our backbone — not just the elected statewide officers. Without the grassroots there would not be any statewide leaders. We must keep our union in the hands of the activists and further strengthen our power to unite and become more effective politically.

When elected I promise to continue an open line of communication with the grassroots in carrying out their needs to make a better work environment.

VOTE LINE 3 — JUDY REMINGTON, STATEWIDE SECRETARY ON MAY 16th
Statements of candidates for
CSEA STATEWIDE TREASURER

All candidates were given an opportunity to submit statements and photographs for publication in this edition of The Public Sector. Remarks are the personal statements of the candidate and are not to be construed as reflecting the opinions or beliefs of The Public Sector or CSEA, Inc.

Mary E. Sullivan

I've been your CSEA Statewide Treasurer for the past 18 months. During the time I've held office, I've been making changes to improve our services to you, working with Locals and Units to enhance their financial recordkeeping, training scores of treasurers and other Local and Unit officers, responding to hundreds of questions and assisting with countless numbers of problems, not all of which concerned financial matters.

When you've called to speak with the Statewide Treasurer, I've talked with you; when you've asked the Statewide Treasurer to meet with you, I've been there. And I'll continue to provide that same kind of response for the next three years.

As Herkimer County Local President and Board of Directors Representative, Chairperson of the Statewide Local Government Executive Committee, Region V Treasurer, and Region V 1st Vice President, I have had the opportunity to gain 14 years of union leadership experience.

I've also negotiated contracts, filed grievances, fought contracting out services, walked picket lines, served on Unit, Local, Region and Statewide Committees, worked against the Teamster challenges in Orange and Suffolk Counties and the SCAME challenge in Suffolk County. When there's been a job that CSEA needed doing, I've been there to help.

As your Statewide Treasurer for the next three years, I'll continue to utilize my experience and energy to resolve the issues that concern all of us.

Together, we'll put CSEA back on a sound financial basis — not just for today, but for our future. We'll utilize our political action clout to pass permanent and mandatory agency shop legislation for State and Local Government; press for more comparable worth funding for State workers and the inclusion of comparable worth studies and funding in our counties, school districts, town and villages; demand adequate staffing levels in our OMH and OMRDD facilities so our members can continue to provide quality care without fear of physical harm; secure appropriate training and safety standards for those members who care for the growing number of AIDS clients in our facilities; negotiate higher wages for our lowest paid members, many of whom are employed by school districts across the State.

When your ballot arrives, use it to vote for the candidate who has the qualifications and experience to do the job and the record to prove it.

STICK WITH CSEA TREASURER SULLIVAN!

Patricia G. Crandall

I have been active in CSEA since 1968 and have held many local and regional offices. I have been a member of the Board of Directors as a State University representative since 1974 and served as Chairperson of the State Executive Committee.

I now feel it is time for me to run for a Statewide Office and have filed petitions for Treasurer. My educational background is in the field of accounting as I have completed two years (4 semesters) of accounting in my studies at our Community College. We belong to a democratic union run by the delegates with input from our members and I would like to see this continue. We have had enough internal fighting and it is time to elect Statewide Officers of this Union that can work together and represent all our members to the best of their ability. The members need leadership to guarantee them fair contracts, improved working conditions and the best support staff possible.

REMINDER:
The deadline for returning ballots is noon, June 15. Ballots received after that deadline will not be valid.

STICK WITH CSEA TREASURER SULLIVAN!
Statements of candidates for
CSEA STATEWIDE TREASURER

All candidates were given an opportunity to submit statements and photographs for publication in this edition of 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.

Edwin W. Urbat

I have been a state employee for twelve years and a union activist for ten years. After being Nominating Committee Chairman at Local 614 at Stony Brook, I moved on to Treasurer for 1,800 SUNY CSEA members. Having served on the Training, Information and Education Committee for Region I and as a labor union training instructor my goal is to make the members aware of their union's responsibilities to them. "Union awareness" is my primary concern. I will attempt to meet with as many locals as possible to educate the members about their union. I urge all members to vote in this election and show their strength the American way. Be aware and vote now!

Raymond J. O'Connor

I am seeking the office of Treasurer of CSEA because I believe that our union needs strong leadership during this period of fiscal crisis. I have been a CSEA activist for 18 years serving as Westchester County Probation section vice-president, Westchester county unit president, 6,000 members, Region III vice-president and Region III president. I have been a trustee of the CSEA Employee Benefit Fund and have fought to protect our members' money in that capacity.

The Treasurer is an officer of CSEA and should function as a leader. Issues such as improved day care facilities for all CSEA members, improved Comparable Worth benefits and a benefit fund open to local government employees on an equal basis with state government employees have been goals I have worked for over the years. I support open democratic elections for officers, more participation in the union processes by our retirees and more authority for local officers. I believe the locals are the backbone of CSEA and should be recognized as the strength of CSEA. Finally, I have supported and still support the proposition that the membership, through the delegates in convention, are the highest authority in CSEA. I will pledge to you to support these ideals so your membership will get what they deserve for their dues, a strong, democratic CSEA.

In case you missed it at the theaters, CSEA will present the movie "Matewan" on the opening night of the Irving Flaumenbaum Memorial Local Government Workshop June 3. "Matewan," a moving chronicle of the labor movement in a small Southern mining town, will be shown at 8 p.m. at the Westchester Marriott Hotel in Tarrytown.
STATE CONTRACT RATIFICATION


DEADLINE FOR THE RETURN OF COMPLETED BALLOTS IS 5:00 P.M., WEDNESDAY, JUNE 1, 1988, at the address on the return envelope.

Ballots will be counted on June 2.

IF YOU HAVE NOT RECEIVED YOUR BALLOT
BY MAY 23, 1988, Contact:
THE OFFICE OF FIELD OPERATIONS
CSEA HEADQUARTERS
(518) 434-0191 / Extensions 279, 280, or 281
for a REPLACEMENT BALLOT

The photos on this page were taken at contract information meetings that have been held across the state so that members can learn everything they need to know about the tentative state contract.
LOOKING AHEAD:
When you retire would you prefer a lump sum payment or monthly retirement payments?

ART D'AMELLO
Schenectady County
Local 847
Region IV
"Lump sum, definitely."

TOM SMITH
Sullivan County
Local 853
Region III
"I'd rather stretch it out in payments. If something should happen to me, I'd want my family to be protected."

DAN HAASE
Onondaga County
Local 834
Region V
"I'll take my retirement in a lump sum because there is no union representation in the pension fund. I'd like to invest my pension money in my own way."

MARYLOU MAAS
Nassau County
Educational Local 865
Region I
"It would depend on the tax laws in effect at that time. If I were retiring right now, I'd probably opt for regular, monthly payments."

ASTURIA TORRES
State Taxation and Finance Local 460
Region II
"Knowing myself the way I am, I would take it monthly. I love spending money and if I had a lump sum, I'd probably spend it all at once."

CHARLOTTE RANKIN
Groveland Correctional Facility Local 173
Region VI
"I would like a lump sum payment. This way I can invest the money and gain interest, and if something happens to me, someone in my family will be able to get the money instead of it reverting back to the state."
PLATTSBURGH — She may have been an unknown in the world of marathon runners, but Kathy Brandell-Champagne made her mark recently as she reached for her dream — to run in the women's marathon at the Summer Olympics in Seoul, Korea.

Brandell-Champagne, a foster child care worker in the Clinton County Social Services Department and a CSEA member, came in 40th of 207 women in the U.S. Olympic Marathon Trials in Pittsburgh. Although the top three runners make the team, Brandell-Champagne was pleased with her time of 2 hours, 43 minutes and 33 seconds.

She had hoped to finish in the top 30 and run the 26.2-mile race in under 2:40, but side cramps slowed her at the 23-mile mark for nearly a mile.

The goal of running in the Olympics is a consuming one, but Brandell-Champagne has attacked her dream with a knowledge of the challenge and a willingness to meet it. She had taken a leave of absence from her job to train rigorously for the Olympic trials.

"In a marathon, it's you against the race, not just the competition, so a lot of little things can happen," she said.

"You have to run a marathon — a 26-mile, 385-yard race — in under two hours and 50 minutes to qualify for the Olympic trials," she explained. "I did that in November of 1986, in the Marine Corps Marathon in Washington, D.C. In another marathon, I ran two hours, 47 minutes, but I ended up walking in that one with a muscle spasm."

Brandell-Champagne began her running career as a sprinter in the 200- and 400-yard races in high school. When a cross country team was added during her senior year, she was hooked. While she was a good sprinter, she said, "I was a much better cross country runner."

She was undefeated in her high school section and she came out first in intersection competition.

Over the years, Brandell-Champagne became addicted to running longer and longer distances and winning races in the process. That love developed into her marathon running, something she has no plans to abandon.

"I would like to run a marathon a year, depending on what I am doing," she told a Plattsburgh newspaper after the race. "This is a good experience. It will help me prepare for the future."