ORANGE CRUSH!
CSEA SQUEEZES Teamsters in Orange County rout

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OSWEGO — Representatives of CSEA recently filed a second round of Improper Practice charges against the State University of New York at Oswego, claiming the administration is harassing employees who testified to state officials about campus asbestos problems.

That testimony, detailed in the Public Sector last winter included the discovery that the college administration had knowingly concealed the extent of the health and safety problem for a period of years.

It also led to strong, positive action by SUNY’s Central Administration to deal with asbestos at all of its 64 campuses. The SUNY response is virtually the only comprehensive plan for identifying and removing asbestos in state facilities that any state agency has developed.

CSEA officials contend this makes the Oswego actions even more regrettable.

According to Dale Dusharm, President of CSEA Local 611 at SUNY Oswego, and Region 5 Safety and Health Specialist Chris Jamison, the union has filed IP charges with the Public Employee Relations Board (PERB) and has also issued a formal complaint to state Labor Commissioner Lillian Roberts. CSEA alleges that retaliatory measures have been taken against members of Local 611 Safety and Health Committee for testifying about the mishandling of asbestos conditions on campus.

Specifically, members of the committee allege that certain CSEA members were denied job promotions; that intimidating notes were placed in the personnel file of some committee members; and some members had their work shifts changed to less desirable time periods.

It was the second time in less than two months that CSEA has filed improper practice charges against SUNY Oswego. Dusharm says the latest charges were filed in response to continued retaliatory measures taken against CSEA members after the original charges were filed June 9.

“They are trying to get back at our members” Dusharm says. “We know all it is, is harassment.”

The original charges against the college are still pending.

“This is really a shame” adds CSEA Director of Occupational Safety and Health James Corcoran. “SUNY Central has gone to great lengths to address a very serious situation.”

“They’ve put together a top-notch plan for the entire state, but it’s embarrassing to them if Oswego is going to ignore the guidelines.”

The SUNY Central plan is designed in three phases:

1) Training of maintenance and operational personnel in repair techniques and emergency cleaning— including full instruction manuals and provision of protective clothing.

2) Independent survey of all campus facilities statewide expected to be completed by October

3) Removal of all asbestos hazards, to occur over a seven year period — $7 million per year has been targeted for this project

Corcoran goes on to say: “What’s so outrageous about the Oswego situation is that they were caught ‘red-handed’ deceiving people about the asbestos hazards. You’d think they would want to make things better not worse.”
Orange County stays solid CSEA country

By Anita Manley
CSEA Communications Associate

CSEA has dealt the Teamsters another stunning defeat, soundly thrashing Teamsters Local 445 in a representation election to enable CSEA to continue to represent Orange County employees. Only a week before, CSEA activists in Region 5 combined to defeat a Teamster challenge for CSEA-represented City of Syracuse employees.

CSEA Region 3 President Pat Mascioli credited activists and staff for putting together the winning campaign in Orange County. "I can't express my appreciation enough to the CSEA members from Orange County, and from other counties, who took their own time to work in Orange County, talking to members on a one to one basis, working on phone banks, and attending meetings. This was teamwork in the real sense, a concerted effort that paid off in a victory for CSEA."

He pledged to strengthen the county unit, and invited any dissatisfied employees to join in that effort and use their energies and frustrations constructively. "You are the union, and only you can make it work," he told the workers in calling for a unification of union activities.

"The RATs helped defeat the Teamsters in Region 3," according to Regional Director Diane Campion. "They know what they're doing—" he says—"they have the answers."

CSEA gets things done for Orange County workers. When the county tried to institute "lag payroll" for instance, CSEA fought it and stopped it. When county cars were taken away from Public Health workers, CSEA got them restored.

"The RATs helped defeat the Teamsters in Region 3," according to Regional Director Diane Campion. "They know what they're doing—" he says—"they have the answers."

The RATs held meetings and developed strategies that would result in the eventual defeat of the Teamsters. Many members volunteered to meet directly with other Orange County employees to assess and resolve problems. Most important, says Campion, was the reopening of lines of communications that resulted in the participation of members from all over the region.

The Regional Activist Team will continue to meet on a regular basis, and volunteers are welcome. Campion said. Anyone interested in becoming a RAT member can call CSEA's Region 3 headquarters, (914) 896-8180.

"The RATs helped defeat the Teamsters in Region 3," according to Regional Director Diane Campion. "They know what they're doing—" he says—"they have the answers."

CSEA ADS like this one told Orange County members important information about their union's effectiveness.

PLEASED WITH THE OUTCOME — CSEA activists and staff members pictured on page 1 show their pleasure with the thrashing administered to the Teamsters in Orange County. They are (1) Orange County Unit President Dave Score, (2) Unit First Vice President Kathy Gerten, (3) Unit Treasurer Alexis Geis, (4) CSEA Regional Director Diane Campion, (5) CSEA Local Government Executive Committee Chairwoman Mary Sullivan, (6) CSEA Field Representative Jim Farina, (7) CSEA Deputy Director of Organizing Larry Scanlon, (8) Region 3 President Pat Mascioli, and (9) CSEA Communications Associate Anita Manley.
LAKE LUZERNE — CSEA Capital Region 4’s third annual workshop for school district and local government members here recently elicited some very positive, candid comments about the union from various school, local government and elected officials invited to address the gathering.

And the comments came from the heart, because CSEA once again established a unique format for this workshop by allowing the guest speakers to talk “off the record.”

One speaker noted bluntly, “I’ve seen school boards come and go; superintendents hired and fired; but CSEA just goes on and on and on. That’s how your contracts are built and that’s why I know I have to recognize CSEA as a staying power in my area.”

Another noted CSEA was effective in keeping elected officials aware of how the union felt about matters. ‘Government entities are often so big and slow moving that this channel of communications often opens up the eyes of government to problems that are not normally in view. That’s a result of a long association slowly built on trust and experience. Few other unions have that established relationship with management.”

Said another official, “We are deaf if we do not hear from organizations like CSEA and its vocal members...I know from experience that CSEA isn’t afraid to complain or, if necessary, sue.”

An elected state official complimented CSEA on its Political Action Liaison (PAL) program.

“If I don’t hear from my CSEA PAL at least once a week during the session, I feel that I’m not getting all of the input I need to make a decision. But my PAL is always communicating with me, and if I need more information, I feel at ease calling my PAL for CSEA’s point of view. That’s a great asset in making a judgment call concerning legislation, aid, etc.”
CSEA on the road solving winter work problems for DOT employees

To issue fact-finding report on new winter pay incentives

By Brian Baker
Associate Editor

CSEA was on the road recently, making stops along the way to hear Department of Transportation employees throughout the state drive home some very important points about their jobs.

The visits were part of a 10-day fact-finding mission which covered more than 7,000 miles and solicited comments and criticisms from some 300 DOT workers at 44 department residencies throughout the state. Three CSEA teams talked with personnel from laborers to highway equipment operators to radio dispatch people and even touched bases with engineers and supervisors.

“We wanted to go right to the grassroots and get the facts,” says Joan Tobin, statewide Labor/Management Special Transportation Committee chairwoman who traveled on the mission from Western New York to Long Island. “We set up 20 questions as a barometer to measure responses and went to the residencies to talk to the people.”

Also taking part in the DOT visits were: Collective Bargaining Specialist John Naughter; Special Transportation Committee members John Wallenbeck and Milo Barlow; and Research Analyst Frank Abbey.

The main purpose of the mission was to get input from DOT employees about a pilot program — in Article 51 of the new Operational Services Unit contract — that gives workers monetary incentives for working outside of normal hours or responding to call-outs during the winter maintenance season. The extent of the program’s effectiveness will be evaluated by CSEA and the state following the release of a fact-finding report based on the mission.

The new article provides the following incentives:

- A bonus for employees assigned to winter maintenance shifts which fall outside of normal working hours of 6 a.m. to 6 p.m. The amount is set at $200 for the 1985-86 season; $250 and $300 for the 1986-87 and 1987-88 seasons, respectively.

- Bonuses from $200 to $260, depending on the percentage of call-outs an individual responds to when he or she is called out 10 or more times during the season.

- What we wanted to do with these visits was get greater exposure to the people who were doing the job out there and determine whether the provisions of Article 51 were being followed,” explained Barlow. “What we found ran the gamut. The article was being closely followed in some residencies, selectively at others, and at some not at all.”

The DOT visits generally consisted of two-to-three-hour meetings with four CSEA officers or members at each residency. Questions involved changes in shifts, overtime rosters, call-out schedules and other points relating to items covered in the pilot program.

“At one place we spent five hours,” Tobin recalls. “I think every person in the garage was there on their lunch hour — and they spoke up. The employees of that residency knew we were there and wanted to meet with us and let us know what was happening.”

In addition to the pilot, the long work hours on the road and recent DOT deaths were a topic of conversation at the meetings, she said.

“In the past we’ve heard from one man who said, ‘I’ve worked 42 hours straight. My wingman’s job is to keep me awake.’ We found another man who worked 40 days in a row,” said Tobin. “Now, DOT has an internal directive that no one can work for more than 30 days straight. What we have here is fewer people doing more work in less hours. These are some problems we want to see resolved.”

The DOT teams — which traveled “from Riverhead to North Erie and hit places where the only neighbors were cattle” — said the visits were a unique opportunity to meet with members and listen first-hand to their concerns.

“The overall attitude of members toward our visits was very positive. They felt good about talking with representatives from Albany and were willing to speak about their problems with snow and ice removal. These people also appreciated the fact that CSEA has demonstrated such a concern for the DOT Operational members,” said Wallenbeck.

Naughter agrees.

“This joint venture which we went into with the cooperation and endorsement of DOT management instilled in our people a new and refreshing enthusiasm that we really care,” he said.

Naughter noted that the CSEA team will meet in September with DOT to discuss its findings.

“This report should prepare us well to make some changes for the next season and make sure that our members are getting fair treatment,” he said.
Thanks to CSEA’s persistent efforts that overcame months of management delaying tactics, Hospital Attendant Adina Cambridge has won a settlement returning to her more than $16,000 in back pay and restored leave accruals. A 16-year employee at SUNY Health Science Center at Brooklyn Downstate Medical Center, Cambridge gives high marks to the union’s staff and attorneys who saved her job.

While on summer vacation last August, a member of Cambridge Local 646 received a letter from the Department of Human Services. It was the first indication she had that a decision had been made to place her on leave without pay due to alleged medical problems. Knowing she was fully capable and fit to perform her job duties, Cambridge remembers her sheer disbelief at the time.

Responding to Cambridge’s call for help, Field Representative Bart Brier found that Downstate’s action “in this case wasn’t even based on a physical examination, just questions asked by a staff doctor who wasn’t even an orthopedist. One of the questions Cambridge had been asked involved a back injury sustained some 13 years ago and this seems to be the basis of his report that resulted in placing Adina on leave without pay.”

Adding insult to injury, Brier noted further that SUNY Personnel ignored CSEA’s written statement outlining the violations of Cambridge’s rights, and they did not start responding until CSEA filed a law suit.

Under Civil Service law, if management believes an employee is unable to perform job duties for medical reasons, an established appeal process must follow. The law provides that employees be notified when a medical finding has been made. Furthermore, employees must be supplied with copies of the medical records, advised of their right to appeal the determination and, most importantly, advised to their right to continue working should they decide to appeal management’s determination.

SUNY Downstate’s bizarre managerial procedure, overlooking responsibility in these areas, clearly was in violation of Section 72 of the law. Not only was Cambridge denied copies of the staff doctor’s findings in her case, but when she retained an orthopedist who requested the medical documentation, he too was denied.

Reflecting on her ordeal, Cambridge described being on leave without pay as being in no man’s land, not eligible for public assistance, not qualifying for unemployment benefits or disability payments. “I was devastated! I was not allowed to use any of my accrual time and I had no health insurance. They took everything and I couldn’t believe it,” she recalled. “It was the worst thing that has ever happened to me in my life.”

Today, Cambridge wears a hopeful smile when telling other union members at Downstate Local 646 of the many resources available through CSEA. As a result of her involvement in seeing the union’s efforts on her behalf, she decided to run for the position of delegate in her local election. She won. Now she is quick to point out that though she believed in her case all along, “just believing isn’t enough, you have to work towards what you believe in.”

Though offered the possibility of a higher financial settlement in return for her silence, Cambridge insisted on maintaining her right to speak out. Region President George Boncoraglio commented, “I think Adina should be recognized for her willingness to give up some back pay to be able to speak out to other CSEA members encouraging them to fight for their rights just as she has.”

Contract provision can ease burden of payless suspension while awaiting a hearing on charges

ALBANY — State employees suspended without pay pending a disciplinary hearing can avoid some of the hardship that causes through a new provision in CSEA’s contract with the state.

Previously, suspended employees were placed in an economic limbo; receiving no paycheck and being ineligible for unemployment benefits. But now, if the employee chooses, he or she may use up any accrued time they have on the books — vacation, holiday, personal, or compensatory.

Management must grant the employee’s request for this option. If the employee is later cleared of the charges, all of their time is reinstated plus any time that they would have earned during the period of suspension. However, during the suspension, employees do not continue to earn leave credits.
State grants hit burnout by stressing the positive

ALBANY — The approaches range from educational programs, to upgrading employee lounge areas, to aerobics sessions, to establishing outstanding employee awards — but all have the same objective: reduce on-the-job stress and burnout for New York State Institutional employees.

And at facilities across the state these efforts are now becoming a reality thanks to funding negotiated by CSEA in the ISU contract with New York state. Grants of up to $5,000 per facility have been awarded in recent months through the joint Committee on Work Environment and Productivity.

The idea of the program is to take real steps to deal with stress in the workplace instead of just identifying it as a problem. The various approaches will be evaluated in the months ahead to determine their impact. The more successful efforts will be used as models for future programming. CWEP will sponsor a statewide conference at which facilities can share information about their experiences next spring.

AWARD DEADLINE

CWEP(t) up on us

Local labor/management committees are reminded that time is running short to submit nominations for this year’s CSEA/GOR Labor/Management Achievement Awards. The program administered by the Committee on Work Environment and Productivity (CWEP) honors persons who have extended themselves in promoting labor/management cooperation through various programs, initiatives, and activities.

There are several criteria for eligibility:

1) CSEA employees, management employees and teams of CSEA and management employees may be nominated
2) Employees nominated by co-workers, supervisors, CSEA locals and management must demonstrate outstanding effort in promoting improved cooperation. This can be demonstrated in several ways:
   a) by actively supporting and fostering labor/management cooperation in the workplace;
   b) by developing innovative labor/management solutions to workplace problems;
   c) by providing active leadership in identifying employee needs and interests and working to cultivate cooperative programs
   d) by demonstrating a genuine and sincere willingness to work cooperatively on labor/management issues
3) Nominees must have been employed by their agency for a minimum of one year
4) Each nominee must have the endorsement of both CSEA and management

Eligibility does not require that individuals establish formal programs to promote better relations. Informal efforts to develop more positive working conditions are equally important for consideration.

Local nominations must be submitted by joint labor/management committees to their agency employee relations office by the end of August. The agencies will then select nominations to be submitted to CWEP for final decisions.

Winners will be honored at a dinner to be held in Albany on November 13.

Jack Carey, seriously injured in fall, recuperating in Albany Medical Center

ALBANY — Jack Carey, director of the Committee on Work Environment and Productivity (CWEP), remains hospitalized in Albany Medical Center, where he was admitted with serious injuries sustained in a fall at his home on June 10.

According to his wife, Jack is making progress on recuperation but is expected to remain hospitalized for quite some time, followed by an extensive rehabilitation period.

Carey is a former long-time CSEA staff member, most recently serving as the union’s director of collective bargaining until being named director of CWEP.

Jack, his wife and family wish to thank everyone for the many flowers, cards, calls and expressions of concern received since his mishap. Cards and letters may be addressed to Jack Carey, Albany Medical Center, Room E-722, Albany, N.Y. 12208.
High school team beating drug abuse

By Anita Manley
CSEA Communications Associate

WAPPINGER FALLS — A group of employees of the Wappinger School District have banded together to prevent drug abuse among the students.

Janet Gesheidle, recently-elected vice president of the Wappinger School District Unit, said she became involved because of her job as secretary to the dean of students at Ketcham High School. Gesheidle said that when her boss became involved with “Project Team,” she decided she was interested also.

The function of the project, which is funded by the Department of Education, is “the prevention of drug abuse through increased human interaction,” Gesheidle explains.

“First a group of about 10 people go through a 10-day intensive training session,” she said. “This training consists of experimental sessions to learn techniques to increase and improve human interaction in order to promote self-esteem. Using those skills, the group then develops two plans to implement in their schools geared to drug abuse prevention for the students.”

Eight weeks later, an expanded team goes through a similar three-day workshop and develops “spin-off” plans to implement drug abuse prevention programs. Attending this seminar are people from all walks of life, including bus drivers, parents, custodians, secretaries and members of the Board of Education.

Gesheidle said she felt that administrators were impressed that union members were interested in the project.

At a time when the political atmosphere of the country is not favorable to unionism, this gesture was found to be most impressive, especially by our administrators. It demonstrated that we do not have an all consuming attitude of ‘give me.’ ”

Some of the spin-off programs that have already begun in the high school include leadership seminars for students, Big Brothers/Big Sisters programs where upper classmen help new students with any problems they may have, a suicide prevention hot-line, Students Against Drunk Driving (SADD), and T-shirt sales.

Unit President Mary Jane McNair said she will encourage members to become more involved in the program since it can help employees with their jobs.

Union backs Boehlert in Congress bid

By Charles McGary
CSEA Communications Associate

UTICA — CSEA and AFSCME have announced the endorsement of Congressman Sherwood Boehlert in his bid for re-election as representative from the 25th Congressional District.

In issuing the statement, CSEA Region 5 President James J. Moore cited CSEA’s long and harmonious working relationship with Boehlert, going back to his term as Oneida County executive.

“Congressman Boehlert is a friend of labor,” Moore said. “His voting record on labor issues in the 99th session of Congress is solid. He was co-sponsor and strong advocate for the successful passage of the Polygraph Protection Act, Textile Bill and Comparable Worth Bill, all of vital interest to laboring men and women.

“Another important reason for CSEA and AFSCME support,” Moore continued, “is Congressman Boehlert’s support of the Omnibus Bill that included the Trade Adjustment Program, providing extended benefits and retraining assistance to laid off workers due to foreign competition.”

Recalling an earlier relationship with Boehlert when he held the post of Oneida County executive, Moore said, “Sherwood Boehlert has always been a hard-working administrator and legislator. He was always accessible and eager to listen to the needs of those he served. He is straightforward, fair, strong in his beliefs and sympathetic to the needs of labor. His voting record bears this out, and we are pleased and eager to continue our union support throughout his campaign and hopefully, his re-election,” Moore concluded.

Dorothy Penner, president of CSEA Local 833 Oneida County and regional political action chairwoman, underscored Moore’s remarks by noting that the local and Boehlert have enjoyed a “mutually-beneficial working relationship.”

“While he served as county executive, we felt he had the interests of county workers at heart and, in turn, the employees respected him for his strength and fairness.”

Penner indicated the endorsement by CSEA and AFSCME includes financial assistance and considerable manpower during the campaign.
ALBANY — Six months ago, most people had never heard of the drug known as “crack”. Today, it’s almost impossible to pick up a newspaper or turn on the television without being confronted by tragic stories of the substance and the destruction of life it leaves in its wake.

“Everyone should be aware of what crack is all about” says Jim Murphy, Director of the joint CSEA-NYS Employee Assistance Program. “It’s a problem that’s hitting all kinds of people and communities— not just inner city areas either.”

Murphy adds that part of the crack epidemic comes from ignorance. “Young people are particularly vulnerable to getting hooked” he continues, “because they believe a slick sales pitch that promotes cocaine as a harmless, non-addictive drug — which isn’t true.”

“Fortunately, I think that with all of the publicity surrounding the recent deaths of sports heroes Len Bias and Don Rogers, people are starting to realize that there are real dangers to cocaine.”

Murphy explains that in talking with substance abuse treatment centers across the state he is discovering an alarming fact that often 95% of their beds are filled with crack and cocaine addicts. He adds that one of the greatest obstacles to treatment is that crack and cocaine users don’t consider themselves addicts...so one of the first areas to work on is convincing them that they have a problem.

Another aspect of the crack tragedy that makes it so horrifying is the speed with which people become addicted. Says Murphy: “With alcoholism it might take years before an individual’s life starts collapsing. With crack, everything is speeded up — an individual might not have heard of the drug a month ago, but if they get hooked, their life might be ruined by next month.”

What Is Crack?
Crack (sometimes called “Rock”) is the street name for a more purified (freebased) form of cocaine that is smoked. Crack, which may be as much as 90 percent pure, is five to six times stronger than the cocaine normally purchased on the street. It is believed that the drug is named for the cracking noise it makes when smoked.

Why Is Crack So Dangerous?
Crack is an especially dangerous drug because it can cause intense dependency and addiction after only a relatively short period of use. One of the most commonly heard remarks on the street is, “Once you start using crack, you can’t stop.”

The drug initially gives users feelings of self-confidence, power and exhilaration. This is normally followed by a period of extreme depression or "crash." With continuing use, tolerance develops and the drug causes depression, paranoia, irritability, and other problems. Some users are reported to become violent or suicidal.

Physically, crack’s effects are like those caused by cocaine. General effects of cocaine use include: extreme changes in blood pressure and increase of heart and respiration rates; insomnia; anxiety; nausea; tremors and convulsions. Researchers have indicated that smoking crack can cause lung damage; heart attack; stroke; respiratory problems, including congestion; wheezing and spitting up of black phlegm; burning of the lips, tongue and throat, weight loss, and generally poor health.

How To Get Help?
Persons with problems stemming from the use of crack or other drugs can be helped. If you or someone you know has a drug problem, confidential help is available. For more information, contact your Employee Assistance Program representative:

The New York State Division of Substance Services operates a toll-free information line for persons who would like additional information. Call toll-free 1-800-522-5353.
There is a special breed in existence at the Buffalo Zoo—and it’s not one of the 1,400 specimens or the 260 species of animals housed there.

The breed is the dedicated zoo employees, members of Erie County CSEA Local 815, who care for those many subjects of the wild kingdom, as well as the 23 acres of zoo grounds.

Many, like Sarah Connaughton, a reptile keeper for three years, share a life-long love of animals and have studied animal behavior or similar subjects as part of a personal desire to conserve and protect the many endangered species of the animal world.

“I grew up around horses,” said Connaughton as she checked the water and food levels of such exotic creatures as snakes, turtles and frogs from around the globe, “so I suppose that’s where I acquired my original love for all animals.”

Liz Suleski has been at the zoo for five years, and has worked as a bird keeper for the past two years. Birds, such as a white cockatoo recently donated to the zoo, and “Rikki,” a large blue and yellow macaw (more familiar as a parrot to the average layman) that she has become particularly friendly with, readily climb aboard her arm or shoulder for a walk around the grounds.

Ron Geiger has been an employee of the Buffalo Zoo for 19 years and is keeper of the children’s zoo, which has received a $300,000 facelift to allow children close-up inspection of smaller, milder animals, and a chance to pet many of them.

Many of the 60 or so members of the Zoo Unit of Local 815 said their greatest satisfaction comes from seeing the appreciation the public shows for their hard work in keeping the zoo available and fit for the animals and the visitors.
RON GEIGER, Children's Zoo Keeper, has been working at the Buffalo Zoo for nearly two decades.

SARAH CONNAUGHTON—a life-long love of animals motivates her on the job.

ANIMAL HANDLERS Paul Schildwchter, left, and Judy Fornalick assist children with camel rides at the Buffalo Zoo.
Get into the swim ...

They say you can’t win if you don’t play. And it’s the truth: CSEA members who don’t get in on the new PEOPLE contest stand to lose a lot.

What’s at stake? For starters, how about a trip for two to St. Thomas to be raffled off at CSEA’s Annual Delegates Meeting in October? In the meantime, maybe you could find use for one of the 10 other valuable prizes. Like a VCR, a color television, a microwave, luggage and much more.

And there are more gifts you get just for signing your name to a card authorizing deductions of as little as 50 cents biweekly for PEOPLE’s political action fund. The money is used to support Congressional candidates favorable to the best interests of unionists and working class Americans. And that in itself will make you a winner.

For details on how to get into the swim of things, call statewide PEOPLE Coordinator Cheryl Sheller at (518) 434-0191 at CSEA Headquarters in Albany.

... for a free vacation

Training course catalogs out

Catalogs detailing 25 courses being offered as transition training programs for state employees in the CSEA-represented Administrative Services Unit have been mailed to CSEA local presidents and state agency personnel offices by the Clerical and Secretarial Employee Advancement Program (CSEAP).

Transition training sessions will be conducted at various locations throughout the state, and are designed to assist ASU members in career training, development and advancement.

Questions concerning transition training programs should be directed to CSEAP at (518) 473-0667.

Thruway member killed on job

BUFFALO — John H. Krone, a state Thruway Authority member of CSEA Local 058, was killed on the job July 31 in an accident involving a tractor-trailer near a Thruway entrance. Krone was 45.

State Police said the victim, a member of the Professional, Technical and Supervisory Thruway Unit II, was supervising a road crew paving the right lane of the Thruway, when a northbound tractor-trailer lost control and struck him.

Troopers said the victim suffered massive head injuries after he was knocked to the ground. He was pronounced dead at the scene.

The driver of the truck was charged with speeding on a construction site and driving with inadequate brakes, without a log and without proof of insurance.

Troopers said the rig was owned by an Ohio trucking firm.

Another worker hurt in the accident, John J. Boy, suffered minor leg injuries. He was treated at an area hospital and released.

Krone, a resident of Lackawanna, is survived by his wife, Ann Goodler Krone, his children, Jody Couchman, Durk and Eric Krone, his mother, Viola Mills, three grandchildren and a sister.

CSEA was represented at the wake by Local 058 President John Francisco, who drove from the Albany area to Buffalo to offer condolences. Expressions of sympathy were also sent by CSEA President William L. McGowan and Region President Robert L. Lattimer on behalf of the union membership.

Where asked: Region 1

"When someone says 'CSEA,' what's the first thing that comes to your mind?"

CLARE LOGAN SUNY Stony Brook Local 614

"Union. When I became a member of the CSEA, I was in the middle of a divorce, with six kids to support. I really needed benefits and because of the union I got them. My salary has almost doubled in three years. I'm very pro-union."

MARY GERGEN Suffolk Educational Local 870

"Helping people. As a past president, I know all the things the union can do for you. The union sets up programs and protects and provides for the members."

KAREN SULLIVAN Nassau Local 830

"I think of CSEA as someone who works with you. If you have a problem, you can go to the president and that person will get back to you. The union stands behind you. It makes life easier to deal with management."

WILLA SCHULTZ SUNY Stony Brook Local 614

"I think of union, and programs for people. CSEA organizes programs for people to educate them."

(Schultz is currently involved in the Apprenticeship Training Program.)

The hotline number is (212) 587-4788.

The hotline information will be updated as examinations are announced and is designed to help members of the public and court employees obtain useful information about career opportunities in the Unified Court System.
A great way to quench a thirst for knowledge

LEAP is the Labor Education Action Program of the Civil Service Employees Association. It offers tuition-free courses at two and four-year public and private colleges, BOCES and various state facilities across New York state. LEAP is available only to CSEA-represented state employees in the Operational Services, Administrative Services and Institutional Services Units, Health Research Inc., SUNY Construction Fund and Division of Military and Naval Affairs. CSEA/LEAP courses are designed to increase upward career mobility in state service, and improve the quality of life on and off the job.

CSEA/LEAP Fall Semester

ALL ELIGIBLE CSEA MEMBERS WHO APPLIED for a LEAP course for the Fall '86 semester will receive a trans-o-gram at their home address informing them whether or not they have been accepted for a LEAP course. Trans-o-grams were mailed out the week of Aug. 4.

IF YOU ARE ACCEPTED BY LEAP ... YOU SHOULD IMMEDIATELY contact the college or BOCES where you have been accepted to verify registration requirements, the course location and the date of the first class. You are REQUIRED to formally register with the school. If you fail to properly register, the school is not required to hold a space for you, and/or you may be responsible for the tuition for that course.

CERTIFICATES OF RESIDENCE are required by community colleges as proof of county and state residence. They are available at the appropriate county building. Students may not be allowed to enroll without a certificate of residence, or may be required to pay the higher out-of-county residence tuition themselves.

IF YOU ARE ACCEPTED FOR A COURSE, you must purchase your own books and other related course materials. CSEA/LEAP will pay for tuition only.

SCHEDULE CHANGES MAY ONLY BE AUTHORIZED AND MADE BY LEAP. No changes may be made by the student or the school. Students enrolling in a course and/or section other than their LEAP-approved course will be responsible for payment.

LEAP WILL PAY FULL TUITION for any student who attends two out of the first three class sessions of the course. If you miss two out of the first three class sessions, you must drop the course immediately or you will be responsible for the tuition. If the absences are due to emergencies or illness, it is YOUR responsibility to contact the LEAP office immediately after the third class session to arrange to continue in the course. You must send LEAP a letter stating reasons for the absences and a note from the course instructor indicating you will be allowed to continue in the class.

REGARDLESS OF THE SCHOOL'S ATTENDANCE POLICY, you must attend at least 50 percent of the total class time in order for LEAP to record you as completing a course.

IF YOU WISH TO DROP A COURSE, you must complete a LEAP Course Drop Form which is available from your agency training or personnel office. If the form is received before the course begins, LEAP may be able to enroll another student from a waiting list. You must also follow the school's official drop procedures to avoid being charged partial or full tuition by the school.

IF YOU ATTEND TWO OF THE FIRST THREE CLASSES but fail to complete the course, you will be assessed a $25 non-completion fee. Or you may file an appeal with the CSEA Appeals Board.

MEANWHILE, as final arrangements for the Fall Semester are being completed, planning is already underway for the 1987 LEAP Spring Semester. Schools are being canvassed and potential courses are being considered. Details concerning the Spring Semester will be available later this year.
Tick'd off

Park workers bite back at diseased bugs

FISHKILL — Parks employees in Region 3 are among many in New York state who are on the lookout for ticks this summer.

The reason, according to Region 3 Health and Safety Specialist Linda McPhee, is Lyme Disease, named for the town in Connecticut where scientists confirmed that the illness was caused by a disease-carrying tick.

Symptoms following a tick bite include a large red circular skin rash, fever, headache, joint pain and swelling, mild meningitis or encephalitis and an abnormal heart rhythm. According to the New York State Department of Health, which is currently conducting a study on Lyme Disease, most people do not develop all these symptoms. Treatment consists of antibiotic therapy.

The best strategy against Lyme Disease is prevention, said McPhee. Anyone working outdoors where there is high grass or weeds and deer (which carry the insects) should wear protective clothing including long sleeve shirts, and trousers tucked into boots. The body should be checked for ticks every couple of hours. An insect repellent called DEET is also effective, said McPhee.

It’s a good idea to check your pet also since dogs and cats are attractive hosts to ticks. If you are bitten by a tick, use tweezers or shield your fingers with a paper towel or tissue while removing it. Apply antiseptic to the bite and be alert for any symptoms which could appear from 2-12 days later.

Mammography testing

Mobile van gets members, wives on road to good health for free

By Sheryl Carlin
CSEA Communications Associate

According to the American Cancer Society, one out of every 11 women in the U.S. will develop breast cancer at some time in her life.

CSEA cares. As a result of that, women and the spouses of the male members in the CSEA locals and units on Long Island should be aware that there is a new benefit being offered to them.

This service is mammography exams, and it’s being provided by the Women’s Outreach Network, Inc., a subsidiary of WON Radiology Associates. CSEA has begun to work, in conjunction with the Professional Employees Federation (PEF), to bring this service to the members.

A mammography is an X ray of the breast which can find cancers too small to be detected by the woman herself, or by the most experienced physician. This X ray also shows other changes in breast tissue that could be a sign of any early cancer.

The unique thing about the Women’s Outreach Network is that it is mobile. The equipment is set up in a 33-foot mobile home which travels to the member’s worksites, by invitation. The members then schedule their appointment, either through the union office or by calling the Women’s Outreach Network directly), walk out to where the mobile unit is parked and have their tests taken.

The results of the mammography and the palpation reports will be evaluated by board certified radiologists. The evaluations will be sent to the doctor of the woman’s choice, and a notification will be sent to her, as well.

The insurance coverage carried by the CSEA member, or spouse, is considered payment in full under the Empire Plan. (Those under different plans should check their coverage.)

Region 1 President Danny Donohue said, “More women will have these important mammography exams done if we make it convenient for them. Early detection is the most effective weapon against breast cancer.”

The Woman’s Outreach Network was founded by Diana Truglio in 1983. According to Truglio, “Its charter is dedicated to reducing the suffering and financial ruin caused by breast cancer.”

Units and locals interested in scheduling an appointment for members should call Truglio at (516) 589-5524.
CSEA-AFSCME’s Watch on Washington

The CSEA-AFSCME connection keeps a watchful eye on events in the nation’s capital, particularly as they affect New Yorkers, in this periodic column. Emphasis will be placed on New York lawmakers and on congressional activities that impact upon New York residents, taxpayers and public employees.

Cutbacks, pension tax loom

It’s time to get as many people as possible to write their Representatives and Senators asking them to vote for extending the General Revenue Sharing program beyond its expiration date of September 30. Legislation sponsored in the House of Representatives by New Yorkers Ted Weiss and Frank Horton is nearing a vote on the House floor. The vote could come by mid-August or very soon after Labor Day. A strong House vote for the program can force the Senate to act despite President Reagan’s objections.

Revenue sharing goes to local governments and is the one federal program that helps pay for basic public services such as police, fire and sanitation. At stake in New York are over 10,000 public jobs. If the local governments lose this money, they’ll almost certainly compete for scarce dollars at the state level.

Don’t wait. Clip the attached and send it to your Representative — and send another to each of your two Senators.

Public employees may soon have to pay federal income tax on their employer pension contributions unless there are some major changes in the tax reform package now being hammered out in a House-Senate conference committee.

Under a provision in the Senate plan, all pension beneficiaries would lose their tax exempt status if a single individual in the pension system qualifies to collect $40,600 a year in benefits on retiring at age 55. Only one half of one percent of New York’s civil service employees exceed that limit — but just one individual changes the status for the entire system.

The provision was targeted at closing a loophole abused by companies in the private sector. Efforts are underway to exempt state and local government pensions from the new rules.

But Senator Daniel Patrick Moynihan (D-N.Y.) who sits on the tax reform conference committee says any exemptions face an uphill fight. Moynihan says he intends to press the issue and would be “hugely disappointed if it doesn’t get worked out.”

Senator Alfonse D’Amato (R-N.Y.) has also been working on making changes in the packages and claims he is “optimistic we will be successful in protecting our public employees.”

Other New Yorkers on the conference committee are Representatives Charles Rangle (D-NYC) and Jack Kemp (R-Buffalo).

OSU pact prescribes training for LPNs

ALBANY — Licensed Practical Nurses working for New York state will soon be getting extra training thanks to money set aside in the CSEA/Institutional Services Unit contract.

CSEA consultant Marty Langer reports that funds made available under Article 14 will sponsor a series of one-day conferences in each of the union’s six regions.

LPNs would receive time off to attend the sessions and hear speakers of their own choosing. In fact, they were recently sent letters soliciting their ideas for upcoming training this fall.

Additional details will be published as they become available.
Law ties pension investment to N. Ireland non-discrimination

NEW YORK — CSEA-backed legislation that will prevent New York State employee pension funds from being invested in companies that discriminate against minority workers in Northern Ireland is now law.

The landmark action assures careful monitoring of pension fund investments earmarked for any one of 26 U.S. companies doing business there. Only companies which enforce equal opportunity for all workers and engage in fair employment practices will reap the benefit of NYS investments from now on.

Investments of pension monies in 12 of the 26 companies hiring Northern Irish workers are presently estimated at $740,000,000.

CSEA President William McGowan applauded the new law: "It not only encourages the Comptroller to see that New York pension monies are not aiding discrimination, but also creates a positive pressure to secure minority rights in the workplace."

CSEA was one of the first labor unions to support the Northern Ireland Investment bill. An April 1985 Board of Directors motion stated: "As a union, human rights violations are no less repugnant to us in Northern Ireland than they are in South Africa."

Representing CSEA at the Governor's signing ceremony, Region 2 President George Boncoraglio reaffirmed the union's position: "When you're hired or not hired just because of your religious or ethnic origin, something is radically wrong."

CSEA attorney Elizabeth Clyne, who assisted in lobbying efforts to pass the legislation emphasized its importance: "It recognizes that many institutions doing business in Northern Ireland do discriminate. Now the state Comptroller is required to make investments based on the institutions' efforts to eliminate discrimination."

Added co-sponsor, Bronx Assemblyman John Dearie: "Few of us will ever see or hear or meet the thousands of minority Catholic families now daily fighting despair, without work, who will be the most direct beneficiaries of our actions." However, he added, "make no mistake, our actions here are being heard loudly in capitols around the world, in particular, Belfast, Dublin, London, and Washington, D.C."

Putting it even more directly, CSEA Political Action Chairman Joseph Conway stated: "We felt it was a wrong that needed a right."

The Northern Ireland Investment law provides incentive for U.S. employers of Northern Irish workers to adhere to the MacBride principles of fair employment. Formulated by Irish statesman and Nobel Peace Prize winner Sean MacBride, the principles promote employment practices most civil service workers in New York take for granted:

* Publicly advertising all job openings and making special recruiting efforts to attract minority applicants
* Banning provocative religious or political emblems from the workplace
* Increasing representation of individuals from under-represented religious groups in the workforce including managerial, supervisory, administrative, clerical, and technical jobs
* Providing that layoff, recall, and termination procedures should not in practice favor particular religious groups
More pension $?

ALBANY — A small step in the right direction is how CSEA officials are responding to state Comptroller Edward Regan’s proposal for a 5% pension increase for state and local government retirees.

Any pension adjustments must be approved by the state legislature, which failed to act on a number of bills to aid retirees during its regular session.

In making his proposal, Regan urged a special session of the legislature to pass the increase before next year. If enacted, the 5% increase would mean an average of $312 more per retiree annually.

Fresh start for Retirees

ALBANY — Members of the CSEA Retirees Executive Committee took their oath of office during a recent ceremony at CSEA headquarters. At the same time, CSEA President William McGowan also welcomed new committee officers, Secretary Dorothy Kothen, Vice Chairman Charles Peritore, and Chairman Donald Webster (pictured above).

Plans are now underway for the Retirees annual convention to be held August 18-21 at the Buffalo Holiday Inn- Airport. Speakers include President McGowan, State Comptroller Edward Regan, and Erie County Executive Edward Rutkowski.

CSEA: Keep the union faith

WEST SENECA — Retiring CSEA members of West Seneca Schools, pictured at right, were urged to remain active and use their expertise and experience to aid school-related CSEA causes.

Region 6 President Robert L. Lattimer, Unit President Neal Radder and field representative Mark Higgins lauded 38 retirees of the unit of Local 868, for their dedication and devotion to duty, and wished them well in their coming years.

Lattimer requested that the retirees stay aware of the political atmosphere, and join in CSEA political action efforts in gaining improvements through legislation on a variety of school safety issues.

"Because of your experience and time-proven interest," said Lattimer, "your involvement will be quite welcome, I assure you."
White Plains teacher aides receive some retirement confusion along with upgrades

WHITE PLAINS—When CSEA-represented teacher aides in White Plains were upgraded last year to teacher assistants, it was a triumph that quickly turned to utter confusion concerning which retirement system they would be placed in.

But that has all been worked out, says CSEA Region III Field Representative Dolores Tocci. “Now we’ve negotiated an agreement that anyone who works more than 15 minutes as a teaching assistant would be classified as a teaching assistant, and would be paid as such.”

Tocci noted that at the time they were upgraded, they retained both their old titles and their new ones, depending upon which job there were performing at the time. But, said Tocci, that arrangement not only put them into two different retirement systems, it also completely eliminated some from any retirement system at all if they did not fulfill a requirement to work a certain number of hours in one position.

In working out the new system, Tocci said the union stressed that when a teacher acted as a bus monitor, the teacher was paid as a teacher and not as a bus monitor. “They (management) recognized that this was not only unfair, but that it was a bookkeeping nightmare.”

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Update Qs & As

Q. Can I still have my prescriptions filled at a pharmacy located in my community?
A. Yes. Should you use a participating pharmacy, your prescription is filled (35-day supply of an acute care drug; 100-day supply of maintenance medications), and you are required to pay a co-payment of $2.00 (brand name drug) or $1.00 (generic drug). The balance of the cost will be paid by the State. If you use a non-participating pharmacy, you will be required to pay the full cost of the prescription to the pharmacy and must then submit a completed reimbursement form (available at your agency’s personnel office). You will be reimbursed for the cost of the prescription up to the average amount that the plan would have paid if you had used a participating pharmacy.

Q. Why should someone consider using the mail service pharmacy?
A. The mail service prescription drug option is ideal for those of you who take prescription medicine on an ongoing basis. There are immediate personal savings because there is no co-payment required as well as enjoying the convenience of home delivery.

Q. Where is the mail service pharmacy located?
A. All mail service prescriptions will be filled by NRx Services which is staffed by New York State licensed and registered pharmacists located in Guilderland, New York.

Q. Is it safe to use the mail service pharmacy?
A. Yes. Each patient is required to complete a patient profile before having any prescriptions filled through the mail service pharmacy. Thereafter, subsequent mail service prescriptions are automatically matched against the patient profile for potential drug interaction problems which could cause serious side effects. In such cases, the physician and patient are immediately notified so that another drug therapy can be considered. This type of safeguard method is not always available at the community pharmacy level, particularly when multiple pharmacies are used in filling prescriptions.

Q. What type of prescriptions are dispensed through the mail?
A. Maintenance medications are usually in the form of capsules or tablets that are not affected by temperature. Insulin is dispensed through the mail and since it should not be frozen or exposed to direct sunlight, it is shipped in insulated bubble packs. It should be noted that drugs are shipped to community pharmacies and hospitals using unrefrigerated trucks and other carriers. Your prescriptions will be processed by the mail service pharmacy and your medications will be forwarded to your home via First Class Mail or UPS.

Q. Why was it necessary for the State to incorporate changes into their prescription drug plan?
A. A prescription drug plan is an extremely valuable benefit, yet it is very expensive. Most of the changes were designed both to improve the benefit and to reduce the State’s costs without increasing costs for enrollees. You can assist in ensuring that this current level of benefits continues and improves in the future by familiarizing yourself with the prescription drug plan, asking your doctor about generic drugs, and consider use of the optional mail order service pharmacy.

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Empire Plan Clip-and-Save Phone Numbers

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<tr>
<th>Questions About</th>
<th>Phone Number</th>
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<tbody>
<tr>
<td>Pre-admission</td>
<td>In Albany Area 1-800-995-1213</td>
</tr>
<tr>
<td>Review</td>
<td>Outside of New York State (except Alaska) 1-800-628-6677</td>
</tr>
<tr>
<td>Coverage, Cards</td>
<td>Check with your Agency Health Insurance Administrator (Personnel or Business Office)</td>
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<tr>
<td>Certificates</td>
<td>In New York State 1-800-537-0010</td>
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<tr>
<td>Whether your</td>
<td>Outside of New York State (516) 348-5674</td>
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<tr>
<td>Physician is a Participating Provider</td>
<td>or (516) 348-5678</td>
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<tr>
<td>Claim Problems</td>
<td>Blue Cross (Hospital) 1-800-336-3696</td>
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<tr>
<td></td>
<td>or Outside of New York State (except Alaska) 1-800-428-4292</td>
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<td></td>
<td>Metropolitan (Medical/Major Medical) 1-800-924-6460</td>
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<td></td>
<td>In New York State 1-800-431-4312</td>
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<td>Health Care Help Line (8:00 a.m. to 5:00 p.m.)</td>
<td>In New York State 1-800-336-3696</td>
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<td></td>
<td>Outside of New York State 1-800-722-7789</td>
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<td></td>
<td>New York City/Long Island 1-800-822-4050</td>
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Employees working at the W. Averell Harriman State Office Building Campus in Albany will soon be able to buy hot dogs, ice cream and other food from sidewalk vendors.

This service is being made possible largely through the coordinated efforts of the Joint CSEA/OER Committee on the Work Environment and Productivity (CWEP).

A kick-off event including live entertainment and opening ceremonies will be held Aug. 12 from 11:30 a.m.-1:30 p.m. Among guests for the day will be CSEA President William L. McGowan, OGS Commissioner John C. Egan and other state agency commissioners and CSEA local presidents. All CSEA members at the state campus are encouraged to attend this event and support the food vendors during the summer months.

Helping hand

CSEA Ulster County members are rallying around a fellow activist who lost nearly all her belongings in a recent fire.

Ida Worthington was at work when she received word that an apartment she had moved into only days before had been destroyed in a fire.

But Worthington’s fellow union members immediately started a drive for money, clothing, furniture and household items. “This is what CSEA members are all about,” she said. “They don’t look after just union business — they look after each other as individuals.”

A licensed practical nurse at the Ulster County Infirmary, Worthington is a 10-year employee and active CSEA member. Anyone who would like to help, may contact the Ulster County Local office at (914) 331-8080. The address is 10 Field Court, Kingston, N.Y. 12401.

Ida Worthington holds back tears as she is presented a check for $250 by Local 856 Vice President Joe Van Dyke.

New chairwoman

With an objective to “educate, inform and safeguard the rights of all women in CSEA,” Dutchess County Local 814 activist Helen Zocco has taken over the reins as chairwoman of CSEA’s statewide Women’s Committee.

Zocco, chairwoman of the Region 3 Women’s Committee for the past three years, has also served Local 814 and her unit as acting president, vice president, treasurer, chief shop steward and steward. She notes that a statewide Women’s Conference is scheduled for Nov. 14-16 in Saratoga Springs. Zocco can be contacted for committee business at (914) 896-8180.

Jim Mangano, a longtime CSEA Activist and retiree of Monroe County Local 828, died recently at the age of 67.

Mangano was remembered by Local 828 President George M. Gowney as “a volunteer who helped in running local elections, contract ratifications, and as one always willing to do anything requested for his fellow union members.”

Cards may be sent to his widow, Mena Mangano at 63 Calumet Street, Rochester, N.Y. 14609. Any contributions in his memory may be sent to The Blessed Sacrament Church Renovation Fund, 259 Rutgers Street 14607, or The Corpus Christi Church Home For The Homeless at 80 Prince Street 14605.
The Agency Specific Training Grants Program was established in the 1982-85 CSEA/State collective bargaining agreements and proved so successful that $1.5 million was provided in the current contracts to continue and expand the concept. The program is jointly administered by CSEA and the Employee Development Division of the Governor’s Office of Employee Relations (GOER). Through the program, state agencies may apply for funding of special training projects for CSEA members. Certain criteria must be met, including that training and development proposals show high levels of innovation and creativity; demonstrate labor/management cooperation, and have potential application to other agencies, occupational groups or geographic locations. The training, generally, is of the type that would not be included in the agency’s operating budget.

Agency Specific Training has developed into one of the finest examples of labor and management working together. The Statewide Grant Committee consists of CSEA President William L. McGowan and GOER Director Thomas Hartnett. The grants program is administered by Agency Specific Training Coordinator John Weidman, a member of CSEA’s statewide Board of Directors who is permanently located at CSEA’s statewide headquarters in Albany; William LaFleur, Associate Director of the Program Planning and Employee Development Division, GOER, and Daniel Cunningham, Employee Relations Coordinator of the same GOER division. Weidman and LaFleur function as a grants review staff and can approve or reject requests for program funding for $5,000 or less. They also study and make recommendations to McGowan and Hartnett, who must approve funding requests exceeding $5,000.

Augmenting the statewide administration of the program are regional labor-management training committees in each of CSEA’s six regions. The committees assess the training needs of CSEA-represented state employees in the respective regions and attempt to devise training proposals to meet those needs. Recently, committees in Regions 1, 4 and 5 received approval to purchase Time/Life video programs covering such topics as speed reading, computer awareness, stress management, time management, reading efficiency and professional skills for secretaries. Available on a rotating basis in the regions, the taped programs extend training to employees who otherwise would not be able to participate because of such reasons as shift schedules or remoteness from training sites.