Negotiations between CSEA and the state on behalf of more than 100,000 state employees represented by CSEA will begin on Tuesday, Nov. 17, at the Old Federal Building in Albany.

With winter nearly upon us, CSEA and its insurance provider, Jardine Emett & Chandler East Inc., can take some of the worry out of winter driver through the CSEA Automate Emergency Road Assistance Program for CSEA members.

For an annual membership fee of just $19.95, CSEA Automate provides members with reimbursement for emergency auto services, participation in a discount travel program, help in trip planning, travel accident insurance and access to 24-hour legal and medical hotlines.

CSEA members may enroll either by calling CSEA Automate 1-800-833-6220, Operator 40, and charge the membership fee to Visa or Mastercard; or fill out the application at the right and return it to Automate, P.O. Box 774, Schenectady, N.Y. 12301.

CSEA Automate members are eligible for reimbursement of up to $35 for on-the-scene road service including emergency towing, gas delivery, locksmith’s services and flat tire replacement. Members are also eligible for up to $1,000 reimbursement for emergency transportation expenses resulting from an accident occurring more than 200 miles from home. Members are automatically enrolled in Discount Travel International, a leader in the “short notice” travel industry offering reduced travel rates.

In addition to hotline access to legal and medical assistance, members also are eligible for travel accident insurance.
CSEA uses Election Day to show off its Political Power

CSEA came out on top of the ballot across the state on Election Day 1987. The union’s political muscle helped knock out incumbent county executives in major upstate and downstate races while, overall, an impressive 80 percent of CSEA-endorsed candidates were swept into office.

In a closely watched upstate race, CSEA-backed Assemblyman Dennis Gorski trounced three-term incumbent Erie County Executive Edward Rutkowski while downstate in Suffolk County, CSEA support helped another assemblyman, Patrick Halpin, do the same to County Executive Michael LoGrande.

Both Gorski and Halpin thanked CSEA for the union’s endorsement and assistance in their campaigns.

“CSEA, in particular among public employee unions, contributed greatly to our overwhelming victory. I’m looking forward to a positive relationship with the leadership and membership of CSEA,” Gorski said shortly after claiming victory.

Meanwhile, two incumbent county executives whom CSEA did champion won re-election: Thomas Gulotta in Nassau County and Lucille Pattison in Dutchess County.

Voters also followed CSEA’s lead in a variety of other local government races. In Suffolk County, for example, 12 out of 16 candidates for county legislature had the CSEA label and won. In nearby Nassau County, nominees for supervisor in the towns of Hempstead, North Hempstead and Oyster Bay rode to victory with union support.

Altogether, CSEA scored 61 wins out of 78 endorsements on Long Island with Halpin’s stunning upset leading the way.

“It was an amazing coup. It took tremendous effort and was really a victory for people power over a well-financed opponent,” CSEA Region I President Danny Donohue said.

Election Day was quiet in New York City with union activity limited to one race: William Murphy’s re-election as Staten Island district attorney.

Moving upstate, Westchester County voters agreed with CSEA’s endorsement and OK’d a $68 million bond issue to build an addition to the county jail.

The union backed winners in 95 races out of 122 endorsements in the Southern Region with the best showing in Rockland County (15 wins, 2 losses), Westchester County Legislature (15 wins, 2 losses) and Dutchess County (25 wins, 3 losses).

History was made, meanwhile, in the Capital District where the union for the first time got involved in Washington County politics. The record was one win, one loss and one race too close to call.

Political action staffer Ed LaPlante reported that when the polling was over both Democratic and Republican party leaders confessed that CSEA’s participation would boost two-party politics there.

CSEA registered 48 victories in the Capital Region including all endorsed candidates in Saratoga County; eight out of nine endorsements for Albany County Legislature; and eight out of ten Rensselaer County races.

Union activists were especially proud of member Agnes Rodd’s triumph as City of Amsterdam comptroller.

In the Central Region, CSEA-endorsed candidates won 68 out of 80 races. Political action also made a successful debut in Herkimer County legislative races, scoring three wins, one loss.

The support of New York state’s largest public employee union was credited with giving Democrats a boost to majority party status in the City of Oneonta and in helping put Republican mayors Carl Eilenberg (Rome) and Louis LaPolla (Utica) over the top.

Other significant wins included all four endorsed Otsego County legislative candidates; 14 Onondaga County legislators; two City of Syracuse council members; and Broome County DA Joseph Mollen.

Dennis Gorski’s big win as Erie County executive was described by CSEA Region VI President Robert L. Lattimer as “a significant break with the past.” It also set the pace in the union’s Western Region which registered 91 wins in 120 contests.

In other noteworthy races, CSEA won 13 out of 18 matches in Monroe County and 15 out of 16 in Niagara County.

But all eyes were on Erie County where, in addition to Gorski’s election, CSEA scored a perfect record — 29 wins in 29 various contests ranging from county legislature and Buffalo Common Council to assorted judgeships and town offices.
ALBANY — Recent Department of Environmental Conservation (DEC) findings on heavy metal contamination around Ciba-Geigy’s Glens Falls plant back up warnings about dangers at the site made by CSEA last March.

CSEA’s interest in the situation developed out of apparently high cancer rates among Department of Transportation (DOT) employees who worked on Hudson River dredging projects dating back to the 1950s. A DOT survey of workers conducted by the state Health Department last spring found no cause for alarm.

CSEA branded those results a “whitewash” after reviewing state documents showing that the Ciba-Geigy plant (formerly Hercules Inc.) dumped nearly 2,000 pounds per day of cancer-causing lead chromate into the Hudson over a period of years.

To date, the state has been unwilling to accept the evidence of a heavy metal danger and schedule appropriate tests for the workers who handled the river sludge.

“These latest test results only confirm what’s been clear for a long time — workers and the community around that plant are at risk!” states CSEA President William McGowan.

“There’s no excuse for any further delay by the state in setting up an independent medical screening for workers who were exposed to the toxic sludge. Only then will we know the full extent of the health dangers,” he adds.

Ciba Geigy was negotiating with the state for limited liability as part of a planned shutdown of the facility when the latest test results were released by DEC’s Wildlife Pathology Unit. Those talks were reportedly centered on the company’s responsibility for plant site contamination.

But the DEC findings show substantial contamination in areas off the plant site. They also show much higher levels of heavy metal toxics than earlier samples collected by Ciba-Geigy itself at the state’s request. Ciba Geigy’s samples were only requested after CSEA raised concerns about the site earlier this year.

In a related development, CSEA has also discovered DEC and U.S. Environmental Protection Agency (EPA) documents from the early 1980s which indicate heavy metal contamination at the Queensbury landfill due to dumping of materials from the CibaGeigy site.

Onondaga Local signs new pact

SIGNED, SEALED AND DELIVERED — The recent signing of a new two-year contract for Onondaga County CSEA Local 834 marked the conclusion of negotiations for 3,700 employees that began in September 1986. On hand for the signing were, seated from left: Region VI President James J. Moore; Sarah Soule, negotiating committee chairperson; Onondaga County Executive John Mulroy; Local 834 President Dale King; CSEA Collective Bargaining Specialist Tom Pomidoro; and Jim Adsett, Drainage and Sanitation Unit.

Standing from left are: Palmer Burbridge, Parks and Recreation Unit; Mike Renshaw, Highway Unit; Dan Herlihy, Administrative Combined Services Unit; Esther Shippey, Van Duyn Home and Hospital Unit; Bob Morris, Department of Social Services Unit; and Fred Bauer, Probation Unit.

Others who took part in negotiations but were not present for the photo are: Bruce Dickinson, Library Unit; Len Foster, vice chairperson of the negotiating committee; and Sue Martin, Health Committee representative.
For Long Island, Hudson Valley—
Ticks trigger trouble

CSEA members who work outdoors in parts of Long Island and the Hudson Valley face a significant risk of contracting Lyme Disease—an illness caused by tick bites that can trigger arthritic discomfort and even neurological problems.

The sometimes crippling disease carries a variety of symptoms—a circular rash, fatigue, headaches, muscular soreness, arthritic joints, irregular heartbeat, dizziness—all of which won’t go away and make diagnosis hard to pinpoint. Often victims don’t even realize they’ve been bitten by a tick because the bugs are so small.

If left untreated, Lyme Disease symptoms can last for years. Antibiotics usually relieve the symptoms but there are cases where they have little or no effect.

Ten years ago there were only a handful of known cases of Lyme Disease. Today there are more than 5,000 known victims in 33 states.

Named for the Connecticut town where it was first discovered, Lyme Disease appears to be on the rise in New York state—mostly in the lower Hudson Valley and Suffolk County. But there is disagreement among experts about whether the number of cases are dramatically increasing or just now being accurately diagnosed.

There is no disagreement however, that more needs to be learned about this problem.

As part of that effort, CSEA members in the state Office of Parks and Recreation recently participated in a study showing that they, and others in similar work, may be at greater risk of Lyme Disease than had previously been thought.

The study suggests the following precautions be taken to reduce the risk:

*Be aware of tick bites among outdoor workers
*Check clothes and skin frequently for ticks when outdoors
*Apply insect repellent to clothing and bare skin when working outdoors
*Avoid unnecessary exposure to tick habitats
*Wear light colored clothes to make it easier to spot ticks
*Tuck pants into boots or socks and shirt into pants
*Remove attached ticks and treat tick bites by prescribed methods
*Seek prompt medical care if any of the symptoms of Lyme Disease occur

CSEA members who work outside are not the only ones who should be concerned. If you spend any time in the woods of the lower Hudson Valley or the Long Island seashore, you may also be at increased risk.

Deer hunters and pet owners whose animals run in the wild are also advised to take precautions.

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THOUGHT HE HAD THE FLU

EAST FISHKILL — Ed Hickman thought he had an ordinary case of the flu, but when the rash started he went to see his doctor.

What the CSEA East Fishkill unit vice president had was not the flu after all, but the first documented case of Lyme Disease in Dutchess County.

Hickman, a 12-year town highway employee does not recall being bitten by a tick, but in August he began running a fever. “It was low,” he explained, “about 100 degrees and I ran it for about a week.”

Soon he began experiencing pain in his wrists and ankles and some swelling. “Then I broke out in a rash on my arms and back and it spread to my legs and face.”

“My doctor thought it might be Lyme Disease and he sent me for blood tests and started me on an antibiotic,” he said.

Hickman worries about a recurrence. “I’ve heard about people being ill with this, recovering and then suffering from the symptoms years later,” he commented.

He’s also concerned that the disease might be more prevalent than people think.

“A lot of people have problems and think they’re sick with something else. A number of my neighbors are ill and they might actually have Lyme Disease.”

Dutchess County Health Commissioner Dr. John Scott issued a warning in a recent edition of The Poughkeepsie Journal, which featured an article about Hickman. Scott suggested that hikers avoid deep woods, thick meadows and overgrown areas.

“If you’re bitten by a tick,” Scott explained, “remove it as soon as possible and save it to show to your doctor. While control of ticks and Lyme Disease in the wild is not currently feasible, antibiotics are very effective in treatment and early medical attention is advisable,” he concluded.
How do you feel about the Teamsters rejoining the AFL-CIO?

Kay Wise
NYC Local 010
CSEA Region II

"In one way it's good because the Teamsters are very large and powerful, but, on the other hand, the federal government alleges Teamster leadership might possibly have ties to organized crime. It appears the Teamsters are looking to team up with a legitimate organization such as the AFL-CIO."

Richard Villeneuve
Gore Mt. Local 060
CSEA Region IV

"By virtue of numbers the AFL-CIO will be stronger. The Teamster members are good people, but the problems in the Teamsters were usually with the top leaders who had absolute power. So don't judge the Teamster (members) by their top leaders judge them as hard working individuals."

Royal Headley
DFY Local 562
CSEA Region VI

"I see it as a strengthening move for labor as the federal administration continues its ongoing fight against organized labor. It definitely makes the overall union movement stronger."

Jean Barsky
Nassau County Local 830
CSEA Region I

"I feel it's a good move because they're very powerful. I feel there's a lot of controversy about their ethics but I still think they can accomplish a lot."

Mary Starr
Orange County Local 836
CSEA Region III

"I'm glad they did because it's much better that unions join together. Unions should be united in working toward better conditions for employees, instead of squabbling among themselves."

Richard Villeneuve
Gore Mt. Local 060
CSEA Region IV

"By virtue of numbers the AFL-CIO will be stronger. The Teamster members are good people, but the problems in the Teamsters were usually with the top leaders who had absolute power. So don't judge the Teamster (members) by their top leaders judge them as hard working individuals."

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Nassau County Local 830
CSEA Region I

"I feel it's a good move because they're very powerful. I feel there's a lot of controversy about their ethics but I still think they can accomplish a lot."

Marion "Mel" Losito
Elmira PC Local 437
CSEA Region V

"I'd feel a lot better about the Teamsters rejoining if I could be certain the criminal element in their union management has been eliminated."
CSEA's image shines night and day over the downtown Albany skyline all this month and next, a beacon of encouragement to thousands of CSEA members in the capital district.

CSEA's widely-recognized logo and the message “Working with you” is emblazoned more than 100 feet in the air atop the tallest billboard in the Capital District during November and December.

The image-building billboard, illuminated from sunset to midnight, measures 14 feet high and 48 feet in length. It took a sign painter two days to complete, using 12 gallons of paint. A photo of the finished product graces page 1 of this issue of The Public Sector.

The CSEA billboard is a message to not only the union’s membership but to the general public as well, indicating public employees improve the lives of the public while serving the needs of government. It further serves as a show of solidarity to state lawmakers as contract negotiations open this month between CSEA and the state on behalf of more than 100,000 state employees represented by CSEA.

An estimated 45,000 vehicles pass by the giant CSEA billboard, located on Interstate 787, every workday.

McGraw joins CWEP

ALBANY — Longtime CSEA staff member John P. (Jase) McGraw is the new director of field operations for the Committee on Work Environment and Productivity (CWEP). CWEP is a joint labor-management program that promotes cooperation as a means of resolving workplace problems. It also funds innovative programs to improve employee morale.

McGraw’s appointment was announced recently by CSEA statewide President William L. McGowan and Elizabeth D. Moore, director of the Governor’s Office of Employee Relations (GOER). His new post with CWEP is “a wonderful opportunity to further cooperative efforts between union and management to benefit all state employees,” McGraw said.

McGraw is “a man whose background as both a former public employee and a former union negotiator makes him uniquely qualified to hold this job,” McGowan said.

Over the last 20 years, McGraw has held various jobs within CSEA. From 1983 to 1987, he was marketing director of the union’s Employee Benefit Fund. For 10 years before that, he oversaw several CSEA-state contracts as a collective bargaining agent for the union. He first joined the staff in 1968 as a field representative assigned to upstate New York. Prior to that, he was an employee of the city of Troy and the Rensselaer County Department of Social Services.

“Jase McGraw will bring a variety of labor management strengths and experience to CWEP that will complement a program dedicated to cooperative resolution of employer/employee workplace issues,” Moore said.

McGraw joins CWEP
Helen Hayes opens TLC Learning Center

WEST HAVERSTRAW — After an investment of five years of hard work and dedication, a day care center recently opened on the grounds of the Helen Hayes Hospital here.

CSEA statewide Secretary Irene Carr, participating in ribbon-cutting ceremonies, congratulated the center board and committee members for the work which culminated in the opening of the TLC Learning Center. It is the latest in a series of day care centers for employees opened at various state facilities.

For Pamela Rodriguez, a keyboard specialist, and her two sons, ages 18 months and three years, the center opening is a great solution to day care problems. Her mother had been babysitting until she found another solution. "Since I can't be home with the boys, it's a good feeling knowing that they're close by and I can spend time with them during my lunch hour," said Rodriguez, secretary for Local 302. "Because the fee is based on my salary, it's much lower than many babysitters. However, the center is not just a babysitting service. It's a learning center, too, and they will be learning with qualified teachers, which means a lot to me."

A committee of representatives of public employee unions, including CSEA, and hospital management put the proposal together and kept it moving toward completion, said Pat Tomashevski, chairperson of the center's board of directors.

The state provided seed money of $22,250 for the center, but internal efforts, including a raffle and "name the center" contest provided additional support.

CARPENTER KENNY LEWIS was one of the workers who helped put the TLC Learning Center together. Here he's shown squaring off a panel.

RIBBON CUTTING CEREMONIES included one of the future clients of TLC Learning Center at Helen Hayes Hospital. Pat Tomashevski, president of the center's board of directors, lends a hand.
ALBANY — "Labor/Management cooperation is not a public relations thing. It is a working philosophy."

William Sullivan, acting director of the state/CSEA Labor/Management Committees, described the essential cooperation between the state and the union during the second annual Labor/Management Achievements Awards ceremony earlier this month.

Sullivan, along with CSEA President William L. McGowan, Lt. Gov. Stanley Lundine, Director of the Governor's Office of Employee Relations (GOER), Elizabeth D. Moore and Nancy Hodes, deputy director of GOER, honored individuals and teams who exemplified the power of labor management cooperation.

More than 100 people received awards this year, and 200 to 300

ANNUAL L/M AWARDS

TAKING THE TIME TO TALK — CSEA President William L. McGowan chats with Lt. Gov. Stanley Lundine and GOER Director Elizabeth D. Moore during the Labor/Management Achievement Awards luncheon.

ANNUAL L/M AWARDS

Taking the time to talk — CSEA President William L. McGowan during the Labor/Management Achievement Awards luncheon.

An annual L/M awards ceremony is held to recognize the power of labor management cooperation.

More than 100 people received awards this year, and 200 to 300 people attended. The winners are listed on pages 9 through 11.

McGovern said labor/management cooperation is an ongoing process to improve both the workplace and the quality of service state workers provide.

"It has taken time and it will take more time, but we all have to learn to listen and to hear what the other side has to say," McGowan said. "We are partners at times when we don't want to be. We have a responsibility to sit down, listen and talk."

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DURING CEREMONIES for the Labor-Management Achievement Awards, Elizabeth D. Moore, director of the Governor’s Office of Employee Relations, top photo, presents an award to CSFA statewide president William L. McGowan, looks on. In the lower photo, Moore, McGowan and Lt. Gov. Stanley Lundine pose with a team from the state Department of Motor Vehicles that developed the first agency-wide Employee Involvement Program. Shown are: (row one) Moore, Norman Schneider, Landau, McGowan; row two, Dan Wood, Alan Fine, Barbara Stack, Suzanne Waltz; and row three, Alan Fine. 

THEY STRIVE FOR COOPERATION

COMMITTEES

INDIVIDUAL AWARDS

SPECIAL AWARDs
Breaking ground

CSEA Downstate victory spurs voter registration

By Lilly Gioia
CSEA Communications Associate

BROOKLYN — Beyond the din of bulldozers gouging out the huge foundation of a new $37 million, eight-story addition to Downstate Medical Hospital, CSEA Local 646 members broke some ground of their own, conducting their most successful voter registration drive ever.

More than 100 CSEA members registered as voters and many used the opportunity to also sign up as supporters of the PEOPLE political action program.

Ironically, less than a year ago, a report by the Health Systems Agency targeted SUNY Downstate's 270 hospital beds for elimination under a city-wide plan to cut more than 5,000 beds in all boroughs. Stunned by the possible loss of Brooklyn's only teaching hospital and the dramatic health and economic impact on both community and employees, CSEA took swift and decisive action.

Attacking the plan at public hearings and City Council meetings, union leaders quickly forged alliances with community leaders, politicians and faculty to block the plan.

Region II President George Boncoraglio credited the team effort of union, school and community groups with "preserving one of our finest research and training centers for doctors and health professionals."

“I shudder to think how close we came to losing it because a bunch of bureaucrats with a handful of computer printouts decided we really aren’t having an AIDS or health crisis in our city and we are just imagining that our hospitals are bursting at the seams,” he said.

According to Downstate Medical Center CSEA Local 646 President Bob Keeler, union leaders are “optimistic that the new construction will mean an increase in jobs.”

The new structure at Downstate is expected to be completed in three years. It will house expanded library facilities, three lecture halls, the College of Nursing and College of Health-Related Professions, now located across the street in antiquated facilities at Kings County Hospital.

"One thing the HSA report did do was alert our members so that many are willing to get more involved in political action," Keeler said. "I think that’s one of the reasons this voter registration drive was so popular."

“I shudder to think how close we came to losing (Downstate Medical Center). . . .”

“One thing the HSA report did do was alert our members so that many are willing to get more involved in political action.”
CSEA President William McGowan and CSEA Political Action Chairman recently visited Senator Daniel Patrick Moynihan to thank him for his crucial help restoring funds for the Department of Labor and for setting up a new funding program for the state Barge Canal.

But they didn't miss the opportunity to express misgivings about Moynihan's sweeping welfare reform. CSEA is concerned because the proposed overhaul does little to protect against "workfare" abuses by providing meaningful training programs or ensuring the rights of public employees.

WHAT THEY'RE SAYING — As The Public Sector went to press, Congress and the White House were still haggling over the federal budget. Negotiations were all the more tense because of the erratic performance of the stock market in recent weeks. With that in mind, we asked a few New York representatives about the situation:

**Rep. Norman Lent** (R-Long Island)
"The frenzy on international stock markets has sent a message: reduce the budget deficit or risk jeopardizing the nation's economic future. The urgency of the global financial crisis will hopefully force the spendthrift Democrats to recognize the budget must contain savings of real substance."

**Rep. Ed Townes** (D-Brooklyn)
"I think it's clear — the Wall Street crisis is being caused by this administration's refusal to deal with the federal deficit."

**Rep. Mathew McHugh** (D-Ithaca)
"The most important thing government can do is reach bi-partisan agreement to significantly reduce the budget deficit. I think it's hopeful that the President has finally indicated some flexibility including a new willingness to consider additional taxes along with spending restraints."

**Rep. Louise Slaughter** (D-Rochester)
"The crash of 1929 is useless as a roadmap because economic conditions were different then. But this year's crash is a stark reminder that past policies have generated severe economic imbalances that must now be redressed. Cutting the budget and trade deficits are the two most important steps."

**Rep. David Martin** (R-Canton)
"It would be inaccurate to say all of Wall Street's problems relate directly to the budget and deficit. But at this point, investors will respond to our actions. The Democratic plan calls for $200 billion in tax hikes versus only $1 billion in budget cuts. I hope we can come up with a more balanced package."

**Rep. John LaFalce** (D-Tonawanda)
"One positive aspect is that it's focused attention on our burgeoning federal budget and trade deficit and it's urgent that we take immediate action. If the international currency and stock markets are to regain their shattered confidence, this action must be dramatic and bipartisan."
Labor courses announced

The winter term of the Capital District Labor Studies Program is scheduled to begin Dec. 7 and run through March 14, 1988. This program is run by the Cornell University School of Industrial and Labor Relations. Designed for working adults interested in labor education or labor relations, it is structured to help working men and women acquire skills they can use in their workplace, their union and their lives.

Courses are taught by labor relations professionals with special interest in adult education on the campus of Hudson Valley Community College in Troy.

You may choose courses to meet your own needs or enroll in one of the certificate programs. The courses offered this semester are:

- Arbitration (3 credits) offered Monday, 6:00-9:25 p.m.
- Labor Law (3 credits) Thursday, 6:00-9:25 p.m.
- Labor-Management Issues (1½ credits) 6:00-7:35 p.m.
- New York State and Local Government (1½ credits) Thursday, 7:50-9:25 p.m.

Tuition fees for the courses are: $67.50 for a 1½ credit course and $135 for a 3 credit course. Scholarships are available. Contact the Capital District Labor Studies Program Office for more details.

For more information about the programs being offered, call or visit:

Alice Brody, Labor Programs Coordinator
146 State Street
Albany, NY 12207-1605
(518) 449-4181

You can also fill out the coupon below and mail it in to request additional information.

If you are ready now to register for one or more of the courses listed above, fill out the coupon completely and send it with a check for the $10 non-refundable fee made payable to Cornell University.

The spring courses of the program, which will run from March 21 to June 13, 1988, will be listed in a later edition of The Public Sector.

Capital District Labor Studies Program
NYSSILR, Cornell University
146 State Street
Albany, NY 12207-1605

I wish to apply for admission to the Capital District Labor Studies Program. A check is enclosed for the $10 non-refundable registration fee, payable to Cornell University.

Please send me additional information about the Capital District Labor Studies Program.

NAME
ADDRESS
PHONE NUMBER (HOME) (WORK)
UNION (include local number if any)

Autumn leaves

Building service workers in Orange County took advantage of the last balmy days of autumn recently to get county property in shape for winter.

At right, Marietta Graham, a building service worker with the Department of Public Works, rakes leaves in front of the county office building in Newburgh, while, at left, Orange County CSEA Local 836 member Peter Montoroula bags them.

The LEAP office is announcing the end of registration for the spring semester of CSEA/LEAP, a program offering more than 1,300 courses at 77 colleges and BOCES in the state. To register, pick up a LEAP 110 application form, available at state agency training or personnel offices.

The deadline for applications to be submitted to the LEAP office is Nov. 24. Applications received after this date will not be considered.

This is also the last opportunity to enroll in “Empowered Learning — Unleashing Your Career and College Potential.” This eight-week non-credit workshop is designed to help you develop action plans for future career and life decisions.

The deadline to apply for this workshop to the LEAP office is Nov. 24. Applicants to the LEAP 110 program and the empowerment workshop will be notified by mail at their home addresses whether their applications have been accepted or rejected.

A great way to quench a thirst for knowledge

LEAP is the Labor Education Action Program of CSEA. It offers tuition-free courses at two- and four-year public and private colleges, BOCES and various state facilities across New York. 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.
POUGHKEEPSIE — Labor Day 1987 had special significance for Carole Peets, a longtime CSEA activist. She also celebrated her 30th anniversary as a state employee on Sept. 7.

“It’s appropriate that my anniversary date falls on Labor Day,” Peets said as she considered her years as a labor activist and three decades of public service.

Peets gives credit to CSEA for her climb up the civil service ladder. In fact, it’s a ladder she helped design.

Peets began her career as a dictaphone machine operator at Clinton Correctional Facility in Dannemora right after graduation from high school. By 1965, she was promoted to a grade 7 senior typist and relocated to Wallkill Correctional Facility. In 1977 she became president of CSEA Local 163 there.

Her contribution to the career ladder for correctional support staff began in 1980 with her appointment to a Division of Parole clerical review committee. The committee surveyed division employees statewide and proposed specifications for transitional titles.

Peets called CSEA Deputy Director for Field Services Jack Conoby, then a collective bargaining specialist, a great asset to the committee. The union’s Clerical and Secretarial Employee Advancement Program (CSEAP) was also a major factor in the establishment of the new titles, Peets said.

“The CSEAP enabled us to come up with job specifications that conformed with civil service law,” she said.

The committee took its information to meetings with management, the Division of the Budget and the state Civil Service Department. Through those efforts, the position of parole aide was established.

“It was quite a victory for us,” Peets said. “We were charting a new course.”

It became a new course for her as well. Peets took the test for the new title, passed and was one of the first seven parole aides hired in the state. The new job brought her to Poughkeepsie.

“Now all the area parole officers and most maximum security prisons have a parole aide,” she said.

Meanwhile, CSEA’s tuition reimbursement program and Labor Education Action Program (LEAP) have helped Peets earn her associate’s degree from Dutchess Community College, where she graduated with honors in 1983. Then she enrolled in the Cornell Labor Studies program and earned her certificate in 1985. In addition, she has taken a number of CSEAP transitional courses.

Patrick Fitzgerald, her supervisor and a senior parole officer, praised Peets’ educational efforts.

“Carole has worked for me for a couple of years,” he said. “She is a good worker and has gone on to improve herself academically. Her duties include scheduling preliminary and file violation hearings. She has to notify the parole officer and the steno staff. She is a key part of the operation here.”

While Peets was busy building her career, she was also active in her union. In 1981, her local, Mid-Hudson State Employees 009, was in trusteeship, and she was called on to help.

“It was quite a victory for us... Now all the area parole officers and most of the maximum security prisons have a parole aide.”

Employed 009, was in trusteeship, and she was called on to help.

“I was asked to take the presidency and I kept procrastinating,” she said. But she eventually accepted the appointment from Region III President Pat Mascioli.

She went right to work fortifying the local, no simple job.

Peets appointed a board and with its members cooperated to build a working local. The job was not simplified by the make-up of the membership — employees from 22 different state agencies in seven counties.

“It’s a cumbersome, catchall local,” she explained.

They must have done well, because Peets and her board were re-elected.

Then she served on the statewide Labor/Management team and was winner of one of the Labor/Management Achievement Awards last year. She helped start an Employees Assistance Program for the Department of Labor and, in 1984, was on the Administrative Services Unit (ASU) bargaining team.

And she has served on the Region III Women’s Committee, the regional Health and Safety Committee and the Education and Training Committee.

In 1984, she was designated a trainer for the Human Resource Development Program which is jointly sponsored by CSEA and the Governor’s Office of Employee Relations (GOER) and is certified to conduct training for supervisors.

Last year, former Local 009 Treasurer Juanita Cinclini was elected president of the local, giving Peets more time to ponder her own future. Enrolled in management courses at Dutchess Community College, she said she would like to complete her bachelor's degree at Cornell University.

Meanwhile, she is also devoting more time to her two sons, an electronic engineer and a state trooper, and her granddaughter.
Moving up . . .

Port Jervis OKs contract

A three-year contract covering 35 city employees who work for the City of Port Jervis Department of Public Works, City Hall, Water Dept. and Sanitation Dept. has been ratified.

According to CSEA Collective Bargaining Specialist Don Partrick, the new contract, which is retroactive to Jan. 1, provides for:

• pay increases of 45 cents per hour for the first year, 49 cents in the second year and 57 cents in the final year
• a 20-year retirement plan
• increased vacation time
• shift differential and double-time pay for work over 16 hours

In the photograph at right, Port Jervis Mayor E. Arthur Gray, seated left, signs the contract while Unit President Art Stemport and negotiating team member Worden Kline look on. Standing are Partrick; negotiating team members Dave Mills and Bill Blauvelt and Region III Field Representative Michael Hogg.

A happy ending

Contract resolves year-long impasse

ITHACA — By a convincing vote margin of 111 to 40, members of the Tompkins County Unit of CSEA Local 855 have voted to accept a new three-year agreement, retroactive to Jan. 1. The pact calls for:

• salary increases of approximately 18 percent
• improvements in the retirement language in the third year

The agreement wrapped up negotiations that began a year ago. The general reaction from the members was one of satisfaction and relief. Ratification followed a year-long ordeal of impasse, picket demonstrations at board of representatives meetings and fact-finding.

Newburgh pact signed

A new three-year agreement has been signed by City of Newburgh Unit President Sallie Bauer following ratification by unit members. The contract calls for 105 city employees to receive:

• a 5.5 percent pay increase retroactive to Jan. 1, 1988, 4 percent as of Jan. 1, 1989, and 2 percent on July 1, 1989
• increased longevity
• an additional step in the salary structure
• a 20-year retirement plan
• payment for unused sick leave

Seated next to Bauer in the picture at left is City Attorney John O’Reilly. Standing, from left, are City Comptroller Harry Patel; negotiating team members Dorothy Foster, Barbara Higgins, Donna Rickey and Mike Negron; Region III Field Representative Jim Farina and Collective Bargaining Specialist Don Partrick.
Big gains for ORDA workers

By Daniel X. Campbell
CSEA Communications Associate

LAKE PLACID — With the help of a hard-working bargaining team, CSEA members who work for the Olympic Regional Development Authority (ORDA), will reap substantial gains from a new three-year contract.

Workers at Whiteface Mountain, Gore Mountain and at all other ORDA sport facilities in the Lake Placid area will earn:
• 18 percent salary increase over the life of the contract, including 6 percent retroactive to April and 3 percent each six months
• improved benefits for seasonal employees
  • better vacation, sick leave, injury, leave, holiday leave and personal leave benefits.

ORDA also agreed to restrictions on layoffs; that is, no employees will be laid off between Nov. 15 and April 15 for the sole purpose of depriving the employee of eligibility for health insurance coverage. Layoffs will only take place if the weather or operating conditions warrant them.

Bruce Hare, president of ORDA CSEA Local 059, and Rusty Leigh, president of Gore Mountain CSEA Local 060, praised the new pact as a step in the right direction in meeting the needs of the workers, particularly seasonal employees.

“The members rejected the first pact and gave us our marching orders,” Hare said. “We told the representative of the Governor’s Office of Employee Relations (GOER), Tom Gibbs, to either let us negotiate a contract with ORDA or leave because he was trying to have our pact shadow the possible state offer.”

Leigh noted that the members at both mountains and other facilities really hung tough on important issues.

“At Gore this was our first contract with ORDA, so we had our issues and Whiteface had theirs. Yet when the going got tough, everybody bucked the team to get the best offer,” he said. “And we believe we did that.”

Kelly Weeks, a seasonal worker, was busy painting a storeroom at Gore Mountain as he discussed the pact. He said it will help seasonal workers in all areas.

“It doubled some of our benefits and it may have made management realize we do make a valuable contribution to the operation,” Weeks said.

“I think we’ll have to continue making our point so that we’re not overlooked in the future,” Leigh added. “We have a good working relationship with management at Gore and this contract can only improve that relationship.”

W. Babylon school workers sign

WEST BABYLON — CSEA members in the West Babylon School District recently ratified a new contract which will offer 350 members 21.5 percent increases plus step increases over three years.

The contract calls for:
• 7 percent salary increase the first year and 7.25 percent the second and third years.
• uniform allowances
• establishment of a comparable worth study committee
• $100 per year longevity increase

*Kelly Weeks, right, a seasonal worker, works at Gore Mountain. Below, Whiteface Mountain Local President Bruce Hare, center, talks with members of the ski resort management.

*improvements in contract language for promotions, training programs and grievance procedures.

The negotiation committee was chaired by Patricia Murphy, president of the Non-Teaching Unit; Tony Cacciola, president of the Chief and Head Custodial Unit; and Helen Simpson, president of the Paraprofessional Unit. The team members were: Minnie Fieksen, Matt Kennedy, Arthur Layman, Edna Kingsmore, Marge Steiger and Muriel Vincent. CSEA Collective Bargaining Specialist Irwin M. Sharfeld was chief negotiator. The units are part of Suffolk County Education CSEA Local 870.
WHITE PLAINS — Ed Carafa remembers Europe, but not as a tourist. Like many young men of 40 years ago, his memories are of war.

As others did in wartime, Carafa had to find inner strength and bravery under fire. It was on a battlefield in southern Italy that he proved a hero by rescuing his seriously wounded commanding officer.

Looking back, that act of courage takes on particular significance because the man Carafa saved was named Bob Dole — the same Bob Dole who is today the U.S. Senate Minority Leader and Republican presidential candidate!

For Carafa, vice president of the CSEA Westchester County Unit, the memory is vivid.

The incident took place shortly after Lt. Bob Dole arrived as commanding officer of Carafa's platoon and they were ordered to attack a German machine gun position near Mt. Belvedere.

"There was a wide open field," Carafa recalls. "Some of the men ran into the field and it was mined. There was a house on the left. The company commander told us to try to flank the house. We talked about it with Lt. Dole and he said he'd take it and I should cover him."

Dole started up the ravine and the guns opened fire. "He was hit pretty bad and he called to me," Carafa explains.

Although frightened for his own life, Carafa crawled to Dole and pulled him to safety.

Dole, of course, recovered — although his war wounds left him partially paralyzed even to this day — and the rest is history, still in the making.

Last February, Carafa had the opportunity to see Dole for the first time in 40 years when the 10th Mountain Division (Light Infantry) was reactivated at Fort Drum, N.Y.

"He came over and hugged me and thanked me for saving his life," Carafa says.

There was no real choice of action for Carafa who did what he had to do in going to the aid of a fellow soldier. But at the time he never even imagined that the man he was helping might one day run for President of the United States.

EDITOR'S NOTE — Kings Park Psychiatric Center is just one of several state facilities recently reviewed by a labor/management task force on overtime problems.

That group is now preparing its recommendations, but, as this story explains, a fresh approach is already under development at Kings Park. And CSEA officials there are optimistic it will mean improved working conditions.

By Sheryl Carlin
CSEA Communications Associate

KINGS PARK — Permanent employees at the Kings Park Psychiatric Center will be moved around much less frequently since CSEA Local 411 President Tony Bentivegna filed an improper practice charge.

"Permanent people were being redeployed from one building to another on a regular basis. It was getting ridiculous," Bentivegna explains.

"Permanent people were being redeployed from one building to another on a regular basis. It was getting ridiculous," Bentivegna explains.

The administration is now working out a "floater pool" which CSEA recommended some time ago.

"With a floater pool, the therapy aide trainees, those newly hired, will be used to float once they're employed nine months. They'll be sent where they're needed during their probation period. It will become part of their training," he says.

According to Bentivegna, one of the most positive aspects of the floater pool will be that once each person passes probation, they will be permanently assigned to a building.

"This agreement will eliminate the need to redeploy permanent grade 9s," comments CSEA Field Representative Larry Borst. "The director at the facility believes this floater pool will bring the redeployment down to zero."

"Kings Park is the only mental health facility which has a work-location plan as part of its labor/management agreements," he adds.
Pocket change yielded big bucks for Alberta Principe, a member of the CSEA Brookhaven White Collar Unit. On a recent CSEA-sponsored trip to Atlantic City, Principe played the one-armed bandits and cashed in for $500! You need big pockets to carry that much change home.

CSEA gives foot-care plan the boot

Complaints about a foot-care program in the Erie-Niagara counties area have prompted CSEA Region VI President Robert Lattimer to withdraw CSEA sanction of the plan.

In a letter to local and unit presidents, Lattimer said CSEA is notifying the “Union Foot Doctor” to remove CSEA’s name from all brochures and newspaper advertising.

The plan’s ads falsely intimated that an agreement existed between the listed unions and the foot-care program and that all treatment would be covered by insurance and/or the union-clinic agreement.

Lattimer emphasized the CSEA withdrawal in no way diminishes any benefits provided to members through existing negotiated contracts.

If the shoe fits — Thank CSEA

It wasn’t the latest Paris fashion that drew CSEA Local 419 Operational Services Unit (OSU) members to the union office at New York Psychiatric Institute this fall. But it was a chance to pick up clothing that can’t be beat for work style, comfort and price.

The occasion was the arrival of this year’s latest in work clothes and shoes provided under the OSU contract. According to Local President Tony Bailus there was a lot of anticipation this year because the local membership took an active role in suggesting uniform design.

TRICK OR TREAT — Staff and patients of the Orange County Infirmary looked like apparitions for a monster of a Halloween party recently. ‘Gobblin’ refreshments, Halloween trivia and costume judging gave spirits a lift. Shown above are Orange County CSEA Local 836 members Martha Jarocki, Bernadette Cawein and Bonnie Crawford with their charges. See if you can figure out which is witch!

November 16, 1987

THE PUBLIC SECTOR
In praise of public employees

A job well done

Editor, The Public Sector:

The Public Sector did well to highlight the early season snowstorm that hit the eastern part of New York State on October 4, 1987. Not only was it newsworthy as a story but, even more appropriately, it was a perfect example of how necessary the public employee is for modern society to function safely and effectively.

It was most unfortunate that much of the public (public employees included) had to experience the hardship of closed roads and streets, loss of electricity, water and heat. However, it provided an excellent example of what the usually unheralded public employees do in emergencies, as well as in the normal course of their duties.

The New York State Department of Transportation is especially proud of its highway maintenance employees, who not only successfully handled this major snowstorm on a Sunday about two months before the snow and ice season normally begins, but also worked for several weeks afterwards — with long hours of overtime — removing thousands of tree limbs which blocked state and local roads and streets.

Public employees from other State and local agencies likewise worked long and fatiguing hours alongside NYSDOT maintenance employees. They also well deserve the thanks of the public and their agencies’ top management.

As in past natural disasters (remember Long Island’s 1985 hurricane and Buffalo’s 1977 and 1985 blizzards), NYSDOT highway maintenance employees from all over the state left their homes on very short notice and came to the storm-stricken area and worked long, continuous hours. NYSDOT tree removal crews came from Buffalo, Rochester, Hornell, Syracuse, Binghamton, Utica, Watertown and our Warrensburg Residency to reopen roadways and assist in restoring utility services.

Nature has provided the public with an eye-opening example of the value of public sector employees. Modern society cannot function without quality government, and quality government automatically means dedicated, responsive and responsible public employees. The people of New York State are most fortunate to have the best in government and the very best in public employees.

On behalf of Commissioner Franklin E. White and the entire DOT executive and managerial staff, I salute our highway maintenance colleagues for coming through once again.

Jerome J. Thomas, P.E.
Director of Highway Maintenance
New York State Department of Transportation