A veteran registered nurse herself, Wallace pointed out, "The clerk-typist must be a high school graduate with stenographic experience, or pass a test to earn a starting salary of $12,881."

A union suit against Nassau County was filed in U.S. District Court on Long Island.

The lastest charge, which AFSCME President McEntee described as the second round of a national battle for pay equity, was filed in U.S. District Court on Long Island.
MOHEGAN LAKE — When Jack Murphy celebrated his 65th birthday recently he had mixed feelings. He had his health, he had his family, but he no longer had a job.

A parttime bus driver for the Lakeland School District in Westchester County, Murphy was told that according to New York state law, a school bus driver must retire at the age of 65.

While he was out of work, Murphy read in his copy of The Public Sector an article about another school district employee caught in a similar situation. He, too, was made to retire from his job as a bus driver at the age of 65, but decided to take the issue to court.

In the article, CSEA School District Affairs Coordinator Larry Scanlon pointed out that the employee won his case because he showed that as a member of the New York State Retirement System he did not have to retire until he turned 70 years old. While the Appellate Court ruled that the Commissioner of Education could require bus drivers to stop driving at the age of 65, the commissioner could not force the employee to leave school district employment until he was 70 years old.

Based on this information, Murphy was able to prevail before his lawsuit ever made it to court. According to CSEA Attorney Pauline Kinsella, the School District rehired Murphy when officials were notified of the intent to file suit. Murphy is no longer driving a bus for the Lakeland School District, but he is still employed there, as a custodian. Better yet, he points out, the job is a 12-month position with benefits, and Murphy is happy to be back at work for at least another five years, if he wishes.

“We will try to encourage bus drivers to seek jobs in the school district,” said Lakeland School District Unit President Pearl Griffths. “Why should a person who is perfectly healthy and willing to work be made to retire?”

Scanlon noted that CSEA’s efforts on behalf of Murphy were “another prime example of our commitment to non-instructional employees in school districts.”

(Editors note: At this time, there is a CSEA program bill before the state Assembly (A-2380) that would allow a bus driver to keep working past the age of 65 as long as he or she passes a physical examination each year. The Assembly is expected to vote on the bill in the near future.)

Time to file time-off waivers

ALBANY — Time is running out for state employees who wish to make changes in “waivers of holiday compensation.”

Each year, workers have from April 1 to May 15 to file or revoke such waivers which allow them to take extra time off instead of receiving overtime pay for working holidays. New waivers need be submitted only if employees wish to change the option currently chosen.

Employees affected are in the Administrative, Institutional and Operational bargaining units.
Decision favorable on Suffolk legal committee

HOLTSVILLE — Suffolk County local grievance reps don't like to take “no” for an answer. So they don’t give up easily when they lose a grievance they think has merit. Instead, they turn to their Local 852 Legal Assistance Review Committee for help in defending the members’ rights on the job.

The committee is the Suffolk local’s link with CSEA’s statewide Legal Assistance Program, one of the most comprehensive legal programs in organized labor. Each year, CSEA taps a network of attorneys throughout the state to defend members in hundreds of job-related cases. Grievance arbitrations, defenses of disciplinary charges and court cases which concern civil service issues are handled annually through the statewide Legal Assistance Program.

The job of the Suffolk Legal Assistance Review Committee, and similar committees in many other large CSEA locals, is to investigate and review cases and determine which merit further legal backing.

“About a third of our 101 grievances last year were recommended to CSEA Headquarters for arbitration,” reported Kevin Mastridge, Local 852’s first vice president and a member of the committee. Mastridge pointed out that cases are recommended based on the committee’s belief that they have a meritorious case with a chance of winning.

Members of the Local 852 committee are experienced grievance representatives. In addition to Mastridge, the committee includes recording Secretary Sue Carbone and Fourth Vice President Jim Pierisanti. Providing counsel and assistance are CSEA Field Representative Irwin Scharfeld and CSEA Regional Attorney Lester B. Lipkind.

“The high rate of success of the cases Local 852 recommends is due to the committee’s thorough screening, investigation and research,” Scharfeld points out.

“During our investigation,” Carbone explains, “we interview the grievant, the unit president, and the employer’s personnel department. A clear picture of the facts emerges from the information we gather from the different sources.”

Although contract grievances make up the majority of cases the committee recommends for CSEA legal assistance, they also examine cases of members brought up on disciplinary charges and potential court cases which involve civil service issues.

As Tony Campione, CSEA’s legal program administrator, explains: “Unlike many other unions, CSEA goes to bat for an a wide variety of cases. Many unions only provide attorneys when members are threatened with job termination or where there are large sums of money involved.

Campione explained that all requests for legal assistance must be forwarded to CSEA Headquarters with the approval of the member’s local president. In some smaller locals, the president personally reviews cases; in larger locals, review responsibility may be delegated to other officers, the full executive board, or a review committee such as the one serving the Suffolk local.

The Suffolk committee is proud of its recent record of legal wins in behalf of its members. For example, CSEA won a substantial victory for Suffolk County employees, who will now receive a minimum salary increase of 4.5 percent when promoted from step 11 of their salary grade. Another recent win resulted in a promotional appointment and substantial back pay for a maintenance mechanic who had been passed over by another with less seniority.

In fact, Mastridge points out, nearly three out of four of the local’s grievances recommended for legal assistance are won at arbitration. The record of success is due, in large part, to the committee’s legwork in preparing the cases and in its screening of cases which aren’t backed up by necessary facts and documentation.

Warren County workers protest impasse

LAKE GEORGE — As the Public Sector goes to press, members of CSEA Warren County Local 857 are manning an informational picket line.

The county workers are protesting the lack of progress in contract negotiations which has led to an impasse situation.

“All we are seeking is enough money to provide food, clothing, shelter and a little dignity to our members,” said Doug Persons, local president.

A fact-finding session is scheduled to be held while the employees are picketing outside of the county’s municipal center. The county’s deputy sheriffs unit is also at impasse and has a fact-finding session scheduled for next week.

“We hope to use communications to resolve this problem and avoid unnecessary confrontation,” Persons said.

Kingsboro asbestos find sparks concern

NEW YORK CITY — The inadvertent discovery of high levels of asbestos at Kingsboro Psychiatric Center has prompted CSEA to take immediate action to ensure the health and safety of Local 402 members.

Engineers discovered the asbestos hazard while repairing the heating system in the sub-basements of several buildings.

CSEA Local 402 President Robert Nurse met recently with management and demanded protective gear for maintenance workers who may have to enter the contaminated areas. He has also demanded that chest X-rays be made available to all members.

“At present, it appears that the hazard is limited to the sub-basement locations,” said Nurse. “There is no guarantee, however, that it stops there. What surprises me is that if the engineers hadn’t been working on the heating system, no one would have known there is a problem and it would have continued. It’s common knowledge that buildings such as this one, built around World War II, have asbestos in the piping, but someone’s got to take the initiative to do testing before there is a problem.”

Nurse said he believes that other mental health facilities here should be tested to determine if asbestos problems exist.

“I don’t see the asbestos hazard going away by itself. We have to direct our energies toward the eventual cleanup of this dangerous material rather than implementing temporary safety measures. And that goes for other facilities, not just this one. When you’re talking about people’s health, you can’t afford to wait. You have to take aggressive action. The welfare of workers is not a negotiable issue at this stage,” Nurse said.

Region II OSHA specialist Mitchell Brathwaite and a representative from the National Institute of Occupational Safety and Health are conducting an evaluation of the facility to determine the extent of the problem.

Correction

LEVITTOWN — It was incorrectly stated in the previous edition of The Public Sector that CSEA has endorsed candidates in the May 9 election of school board trustees in the Levittown School District on Long Island. Gary Coppola, president of the Levittown School District CSEA Unit of Nassau Educational Local 865, says the union had made no endorsements in the school board election and that the unit is not conducting any appeals on behalf of any candidates in the race. Additionally, Local 863 President Frank Pasano was incorrectly identified as Levittown School District Unit president.
Cayuga Co. talks stymied, employees plan to picket

AUBURN — Contract talks between the Cayuga County Unit of CSEA Local 806 and the representative for Cayuga County now are deadlocked and both sides have requested a formal fact-finding hearing for May 9.

Collective Bargaining Specialist Tom Pomidoro, chief negotiator for the unit which represents more than 400 county employees, said the preliminary meeting with the fact finder brought no results.

"The county has steadfastly refused to move on its position. As a matter of fact, they have presented a list of 40 proposals, which must set some sort of record in the history of negotiation," Pomidoro said.

Most of those items, if accepted, would mean a serious loss of employee benefits earned over the years in the areas of vacation time, maternity leave, sick leave and other related language, he noted.

"The county negotiator has left us no recourse except to demonstrate to the legislature. We are determined to hold out for an equitable settlement," Pomidoro said.

Region V President Jim Moore, Regional Director Frank Martello and Pomidoro met with Unit President Mike Pisciotti and unit members following the fact finder's preliminary hearing. They decided to call for a mass information picket prior to the formal hearing May 9 at the Cayuga County Office Building.

Moore also plans to ask for picket support from other CSEA members who live or work in the Cayuga County/city of Auburn area.

DON'T BUY DESORMEAU!

PLEASE DON'T BUY PRODUCTS FROM DESORMEAU VENDING CORPORATION MACHINES AND/OR DESCO SERVICE.

Teamsters Local 669 is currently engaged in a labor dispute with Desormeau, even though:

- a majority of Desormeau employees have designated Local 669 as their representative, and
- Desormeau employees voted in favor of Local 669 as their bargaining agent in a National Labor Relations Board election held Jan. 27.

Nevertheless, Desormeau remains non-union.

CSEA President William L. McGowan urges union members and their families and friends to respond with a show of solidarity. You are urged to exercise your constitutional rights by refusing to buy products from Desormeau machines until the dispute is resolved.

Many Desormeau machines are located in government buildings in the Albany area. When you see the Desormeau sign — DON'T BUY.

(This is not a strike against any plant, store or government.)
CSEA member Shari Moody blazes a trail as Central Nyack’s first female firefighter

SHARI MOODY

ORANGEBURG — When Shari Moody isn’t working as a senior telephone operator at the Rockland Psychiatric Center, she’s likely to be listening for the fire alarm in her hometown. The CSEA Local 421 member is the first — and still the only — female firefighter with the Central Nyack Fire Department.

“I can’t think of a better way to do something for my neighbors,” she says.

Moody’s awareness of and interest in fire protection was kindled at an early age. She grew up right behind the firehouse, her father was a firefighter for 10 years, and she joined the ladies auxiliary of the fire department with her mother.

But it was a recent fund-raising campaign by the department, which included a letter asking for volunteers, which sparked her to sign up for frontline duty.

“I got along real well with the guys,” she reasoned, “so I figured, why not join? My mother was surprised. She couldn’t imagine me fighting fires.”

After her acceptance came seven weeks in intensive training at the Rockland County Fire Training Center, where she spent part of her time in a classroom and part in the field learning how to climb ladders, tie knots and use hoses and fire extinguishers, all of which she found challenging.

She put these new skills to the test recently when she faced her first blaze, a mountaintop brush fire.

“It was real hot and smoky,” she said, “Our hoses would not reach and we had to carry the water up the mountain.”

Moody says she’s had a few false alarms, which, she notes in an amused tone, help her practice getting dressed in the middle of the night. “You’d be surprised how fast I can tie my shoes now,” she adds.

Moody, whose other interests include playing softball, horseback riding and playing guitar, says she isn’t sure if more women will follow in her footsteps in the Central Nyack Fire Department now that she’s paved the way.

“There’s something about getting up at 3 a.m. that doesn’t appeal to them,” she said.

REGION II EAP Coordinator Patrick Curtin speaks at retirement seminar as CORRESPONDING SECRETARY Cei Malkin, of Retirees Local 910, is pictured with another member at recent retirement meeting.

Planning tips offered at Region II seminar

NEW YORK CITY — Retirement can be “a time of expansion and a new beginning” — if you plan for it.

“A big mistake has been to think of retirement solely in terms of financial planning,” psychoanalyst Shafer Zysman told participants during a two-part Region II retirement seminar recently.

Zysman said that while financial planning is essential, preparing for a lifestyle of retirement must not be overlooked. The change, he said, can be “traumatic.”

“You’ve been working for 40 years or more. Your life has been based on a pattern of getting up for work, producing on a daily basis and interacting with people. Suddenly, all of that ends. It’s an unnatural point in life. You find yourself with a tremendous amount of time. If you know how you want to use it, however, retirement can be a time of expansion and a new beginning.”

Part-time employment, volunteer work, community involvement and increased cultural activities are some of the avenues that should be explored to make the transition a positive one, Zysman said.

One way to use your time, suggested Region II EAP coordinator Patrick Curtin, is to get involved in CSEA Retirees Local 910. “Learn what your rights are as a CSEA retiree,” said Curtin. “Find out what is available to you. And if you don’t like something, fight for what you want. CSEA is your voice.”

Also covered at the seminar were CSEA medical, dental plans and pension plan options, in a talk by Director of Retirees Leo Hope.
Budget, staffing inadequacies plague ‘Beta,’ innovative treatment program at Letchworth

THIELLS — A unique program begun some three years ago at Letchworth Village Developmental Center to treat some of the most severely retarded and developmentally disabled clients is having some severe problems of its own because of budget and related staffing difficulties.

Known as the Beta Project, the program has demonstrated the potential for success with its psycho-pharmacology (drug treatment), behavior modification techniques, and one-to-one staffing plan.

Specially trained therapy aides who work closely with the patients are another important element of the program’s success. The intense individual attention and busy programs for clients showed results and seven of the patients were able to move on to higher level programs, some even to community homes.

But last year layoffs began to take a toll. And staff turnover increased along with injuries to staffs working on the Beta Project. Burnout came into the picture as therapy aides showed the effects of working closely for long hours with unpredictable patients. Beta Project therapy aides were expected to monitor and record the daily actions of their clients, participate directly in the behavior modification program, and all the while be alert to the violent tempers and potential for physical attacks from the severely disabled clients.

Both labor and management showed signs of frustration with the developments. Robert Watkins is president of CSEA Local 412 at Letchworth Village Developmental Center, and he and Richard Wolfe, chief of services of the Mountainview Unit at Letchworth, which includes the Beta Project, have discussed the situation in depth.

Watkins insisted there must be additional staff for the project to cover employees injured or on vacation or leave. Wolfe agreed, saying, "staffing is the key to this project. There is a high correlation between staffing and injuries."

Watkins suggested that because of their unique working situations, Beta Project workers should be required to take time off from the job periodically to relieve stress and resulting burnout. Additionally, Watkins suggested, the employees should have monetary and career ladder incentives.

Wolfe concurred again, noting that while the program was successful in terms of the clients, it was causing suffering to the staff. Wolfe told Watkins that while the Beta Project called for 56 therapy aides originally, this level of staffing has never been met.

Letchworth Village Associate Director Norman Szymanski is another who recognizes the unusual personnel needs for the unique project.

"There’s no question that the situation is different in Beta. The state has got to recognize that the situation is different, that there is a need for additional training and higher salaries for the staff," said Szymanski. But, he says, "We are still bound by bottom line numbers."

Both labor and management are pleased by the success of the program but unhappy over the effects on staff, and both sides continue to hope those problems will soon be resolved.

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Union probing complaints of work hour cuts

ALBANY — Is New York state purposely cutting the work hours of part-time state employees so they won’t be eligible for benefits?

CSEA President William L. McGowan has been receiving a steady flow of letters complaining it’s happening even though the Governor’s Office of Employee Relations denies it.

(Parttime employees are eligible for benefits if they work at least halftime, that is 18.75 hours based on a 37.5-hour week or 20 hours during a 40-hour week for 19 consecutive pay periods.)

So, McGowan is asking parttime employees who have had their hours cut to fill out the coupon below.

Do not fill it out if you are working less than halftime of your own choice.

Fill out the coupon only if you believe your hours have been cut or limited to deprive you of benefits.

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Lunchtime lecture series popular in Albany

ALBANY — The Capital Region’s noontime training and information sessions for public employees in the Albany area are drawing a large response from members, Angela DeVito, CSEA safety and health representative, reports.

“Our members are hungry for knowledge and they make special efforts to attend the sessions,” DeVito said. "They realize the union is making a special effort to take care of their specific needs."

The Capital Region recently initiated the series of lunch hour lectures, which are open to all locals in the uptown and downtown areas. Members eat their lunch while being updated on everything from public safety developments to coping with job stress.

Those locals interested in participating in the program are responsible for securing lecture space, while the regional staff schedules speakers and prepares materials.

DeVito is currently working with the Audit and Control and Employees Retirement System locals.

“CSEA is starting to use the workplace as a potential training area,” she said, noting that locals are also sponsoring “wellness in the workplace” programs, which range from early morning worksite exercise programs to clinics aimed at helping individuals stop smoking.

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Students urged to apply now for memorial scholarships

ALBANY — The children of deceased or totally and permanently disabled CSEA members may now apply for special scholarship awards if their parent/guardian was killed or totally and permanently disabled while on the job.

Tuition reimbursements for the Spring 1984 semester will be made, so an immediate response is urged.

Players of the Public Sector knowing college students who may qualify, should have them fill out the coupon below.

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Send immediately to CSEA Memorial Scholarship Committee, 33 Elk St., Albany, N.Y. 12224.
NEW YORK CITY — Bacon, eggs and food for thought were served up at the annual Region II legislative breakfast held here recently as CSEA officers and state lawmakers from New York City met to discuss issues of mutual concern, especially shortstaffing in state agencies.

CSEA President William L. McGowan pointed out the critical need for increasing staff levels in mental hygiene facilities.

"We have to be concerned about our mental health facilities where clients cannot speak for themselves. We have to get involved and work together. We cannot afford to be complacent when jobs and working conditions are being threatened," McGowan told attendees at the meeting.

Region II Political Action Chairman Robert Nurse noted that staff shortages exist also in other state agencies, including the Division of Housing and Social Services Department, and urged legislators to work with CSEA to correct the problem.

"Severe shortage of staff can be found in practically every government agency here," said Nurse.

"We have to have adequate staffing in order to effectively provide services."

SHARING A LAUGH are Nevada Solano, left, political chairwoman of New York State Psychiatrist Institute CSEA Local 419, and Assemblywoman Rhoda S. Jacobs (D-Brooklyn).

CSEA CHP CHIEF LOBBYIST James Featherstonhaugh, right, talks with Assemblyman John F. Duane (D-Queens), and Daniel Lee Feldman (D-Brooklyn).

REGION II PRESIDENT Brenda Nichols welcomes legislators and union activists to annual legislative breakfast.

CSEA STATEWIDE POLITICAL Action Chairman CSEA RETIREES LOCAL Third Vice President Anthony Vericelli, right, talks with CSEA statewide President William L. McGowan at Legislative Breakfast program.

THE PUBLIC SECTOR, Friday, May 4, 1984
Despite PERB rulings, talks in Saratoga still stalled

BALLSTON SPA — The state’s Public Employment Relations Board has now twice ruled Saratoga County is guilty of failing to negotiate with the Saratoga County Deputy Sheriffs CSEA Unit, but bargaining continues to be stalled because the county plans to appeal those rulings in state courts.

The chairman of the county’s negotiating team, Supervisor Frederick McNeary, says he wants the county to appeal the most recent PERB ruling that the state’s open meetings law does not apply to public sector contract negotiations. The issue arose late last year when the Saratoga County Board of Supervisors unilaterally decided to conduct open, public negotiations with the union.

Since then, CSEA has twice won rulings from PERB that bargaining sessions need not be public and that the county is guilty of failure to negotiate for not meeting with the union behind closed doors.

CSEA Field Representative William Lochner recently again informed the county that the union wishes to return to the bargaining table under provisions of the PERB rulings while the county appeals those rulings in court.

“THERE IS NO REASON TO HAVE 85 DEPUTIES AND THEIR FAMILIES HELD IN ECOnOMIC HOSTAGE IN THIS SITUATION,” Lochner said. “THEY HAVE DONE NOTHING WRONG AND THEY DON’T DESERVE SUCH INCONSIDERATE TREATMENT FROM THEIR EMPLOYER.”

Jefferson unit okays new two-year contract

WATERTOWN — By an overwhelming margin of 148 to 21, members of the Jefferson County Unit of CSEA Local 823 have voted to accept a new two-year agreement calling for increased wages and other benefits.

Patricia Wilder, unit president and chairwoman of the negotiating committee, revealed the terms of the agreement following an informational meeting and ratification vote by the members. The new pact includes:

• An increase of 5 percent the first year, plus incremental step movement, retroactive to Jan. 1;
• An increase of 6 percent in the second year, plus step movement;
• Two additional vacation days for employees with 10 years or more seniority;
• New shift differential and charge pay contract language;
• Retained health insurance;
• An increased reimbursement allowance for uniforms;
• A new work shoe allowance for building maintenance personnel.

In praising the efforts of the negotiating committee during the more than seven months of talks, Wilder offered special thanks to Tom Dupee, CSEA field representative and chief negotiator for the unit.

Other members of the negotiating team included: Kevin Wilder, unit vice-president; Adele Pickett, Kathy Smith, Jim MacFarland, Larry Goodwin, John Petrie, Fred Brand, Ken Bowers, Scott Gillette, Irene Baillargeon, Randy McIn- tyre, Kay Keegan and Karl Van Vorhees.

Both sides have ratified the agreement and an official contract signing is planned for the near future.

Laborer wins back pay for hazardous duty

KINGSTON — Approximately $800 in back pay will be awarded to a maintenance laborer on the Kingston-Rhinecliff Bridge as a result of a recent arbitration decision.

Adrian Prendergast contended that he should have been assigned to hazardous duty last summer, instead of supervising a group of summer employees. Hazardous duty pay calls for a differential of $4.40 per hour and consists of the painting of the underside structure of the bridge.

Prendergast pointed out that there was such work available during the summer.

But the bridge authority argued that the employee was out of work during part of the summer, and was therefore unavailable for hazardous duty assignment.

The arbitrator not only upheld the contention that Prendergast should have been assigned to the hazardous duty, but pointed out that when the employee was absent, he was on vacation and military leave, all proper according to the contract.

The bridge authority was therefore ordered to pay Prendergast what monies he would have earned had he been assigned to hazardous duty on the days he was present.

CSEA EMPLOYEE BENEFIT FUND Director Thomas P. Collins, right, with Dr. Jesse Rosenthal, director of public health at the SUNY College of Optometry.

Union's vision plan subject of address by EBF director Collins

Thomas P. Collins, director of the CSEA Employee Benefit Fund, spoke recently about the union's new Vision Care Plan to fourth-year students at SUNY's College of Optometry.

Collins' presentation was part of the college's Visiting Lecture Series in Public Health and demonstrated the growing interest of health care practitioners in third party payment systems, including those sponsored by labor unions.

Collins emphasized the importance of achieving both cost containment and high quality in a vision plan such as CSEA’s.

"The CSEA Vision Care Plan has proven that you can have both. Being selective when forming a practitioner panel and laboratory are the primary requirements for high quality, but an ongoing monitoring and review program is also essential," he said.
CSEA members have elected 217 delegates to represent them at the 1984 AFSCME Convention scheduled for June 17-22 in San Francisco, Calif. Delegates were elected on a regional basis with each CSEA region electing a specific number of delegates based on membership strength in accordance with the AFSCME and CSEA constitutions. Following are the delegates elected by region, in descending order based on number of votes received.

### REGION I

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**Region I**

- Joseph LaValle
- Arthur Loving
- Tom Gargiulo
- Jack Geragthy
- Frances Bates
- Michael Curtin
- Ken Darby
- John Aloisio
- Thomas Byrne
- Frank Fasano
- Eugene Cammarato
- Michael Turner
- Walter Weeks
- Louis Mannellino
- Frances W. Celentano
- Joseph Noya
- Ted Matthews
- Stephen Goldberg
- Patrick Hahn
- John Stein
- Eugene Haynes
- Robert Ford
- Joseph Sheridan
- Nicholas Lamorte
- Roosevelt Jackson
- Al Henneborn

**Frederic Gropper**

### REGION II

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<td>Brenda Nichols</td>
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<td>Micky Cruz</td>
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- Ernest Punter
- Rose Sutro
- Denise Berkley
- James Wood
- Denis Tobin
- Harriet Hart
- Darlene Hess
- Roy Seabrook
- Roy Johnson
- Margaret Meaders

**Region II**

- Patricia Nealon
- Richard Riley
- Florence Kimmel
- James McNutt
- Rena Kobbe
- Robert Watkins
- Carole Peets
- Anthony Cassulli
- C. Scott Daniels
- Sean Egan
- William Harris
- John Lowery
- Trudy Dracres
- Wade Willis
- Alex Hogg
- Gary Barney Eldridge
- Ron Chomiw
- Ellis Adams

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**Region III**

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- Richard Riley
- Florence Kimmel
- James McNutt
- Rena Kobbe
- Robert Watkins
- Carole Peets
- Anthony Cassulli
- C. Scott Daniels
- Sean Egan
- William Harris
- John Lowery
- Trudy Dracres
- Wade Willis
- Alex Hogg
- Gary Barney Eldridge
- Ron Chomiw
- Ellis Adams

### REGION IV

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- Irene Carr
- Mary Sullivan
- Pat Callahan
- Pat Crandall
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- Penny Bush
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- Dominic Spaccone Jr.
- Robert C. Smith
- Tom Messina
- Mary Ann Bentham
- Gerry Prince
- Elaine Mooty
- Richard C. McIntyre
- Kathleen J. Berchou
ceremony — with a twist — was held recently to symbolize, in the words of CSEA President William L. McGowan, "our response to new office technology," said Burstein. "The twist was the cutting of a typewriter ribbon to inaugurate the Information Processing Training Center." The opening of the Information Processing Training Center is another milestone for CSEA, the Clerical and Secretarial Employee Advancement Program. CSEA is a joint labor-management project for employees of the state's administrative services unit. Its purpose, as described in the state/CSEA contract, is to "improve employee morale, mobility and productivity and to provide increased advancement opportunities for women, minorities and disadvantaged within state service." Union representatives on the CSEAP Committee include Jean Caro, DeDe Ficasey, Elliott Bernstein, Betty Holt, Claire MacRitchie, Sarah Jackson and Deborah Long.

Another big step for CSEAP

The opening of the Information Processing Training Center is another milestone for CSEA. "The center will give these employees increased training and advancement opportunities in the growing field of information processing, while at the same time improving government's productivity," said Burstein.

Hartnett added: "The state's word processing capacity has experienced phenomenal growth. It's estimated there are 700 pieces of word processing equipment in state agencies in the Albany area alone. Administrative Services Unit employees from all agencies now have the opportunity to get consistent, quality training."

Hartnett also praised McGowan and CSEA Collective Bargaining Specialist John Conoby "for having the vision to help the state move in this direction."

The center is funded by the Clerical and Secretarial Employee Advancement Program (CSEAP) and administered by the state Civil Service Department.

EXCHANGING VIEWS — New York State Department of Labor Commissioner Lillian Roberts, left, and Region II President Brenda Nichols discuss the impact technology is having on the state workforce.
Some advice on how to fight your way out

By Lorraine Calvacca
CSEA Communications Associate

NEW YORK CITY — If you've ever been hounded and harassed by bill collectors, you may have found yourself closing the curtains when the doorbell rang or answering the telephone in a foreign accent. And they probably had you convinced you were nothing less than a criminal.

"Don't you believe it!" says Luther R. Gatling. "There are no debtor's prisons. Collectors can't do half the things they threaten to do."

Gatling is founder and president of Budget and Credit Counseling Services (BCCs), a nonprofit consumer advocacy group here. Speaking recently at a Region II workshop on money management, he said that because of the constant media hype to buy, it's easy to overextend yourself financially.

"But by shopping around for the lowest priced credit, carefully examining all your options, scrutinizing the fine print of credit agreements, and perhaps most of all, devising a budget, you can avoid falling into the snare pit of debt," says Gatling.

People often get into serious financial difficulty and stay there, he said, because they are too proud to put themselves on a budget.

"It's pride that keeps people from taking the most important step toward keeping their finances in order and getting out of their financial difficulties — and that is preparing a budget.

People sometimes feel threatened by a budget or feel like they'll have to cut out their personal pleasures. This doesn't have to be the case, said Gatling.

"If your thing is gambling and your partner's thing is smoking, put it in the budget. People run into problems, not because they spend money on personal pleasures, but because they don't keep track of their expenses and end up overextending themselves. Suddenly, there are all these bills and no money."

People also resist budgeting, said Gatling, because it forces them to look at their actual earnings. "People are afraid to look at what they actually earn. If a person is earning $30,000, he or she will act as though that is what is available to spend. In reality, that is a take-home salary of about $22,000 or even less. When you start talking about net figures against how someone lives, that's a shocker. People don't want to see that."

When it comes to credit, Gatling advises limiting yourself to one credit card. "Credit cards can be very dangerous. It's hard to think of them as money. They're what I call 'funny money.' But we live in a credit society — and credit as such, is not a bad thing. It has made the quality of life better for many Americans. But consumer education has not kept pace with the growth of credit."

If you need a loan, avoid finance companies Gatling warned, many of whom charge as much as 30 percent interest. "Most finance companies are thieves with a license to steal," said Gatling.

Reasonable alternatives to finance companies include passbook loans, employee credit unions and loans borrowed against your life insurance policy. These options generally involve much lower interest rates.

"A passbook loan is a bargain," Gatling said. "If you have a savings, you can borrow against it for about a 10 percent interest rate. Meanwhile the money in your account continues to collect interest. Borrowing against your life insurance policy, too, means lower interest rates. Essentially, you are borrowing your own money. If worse comes to worst and you die, your beneficiary gets that much less."

Gatling also cautions against pay-later plans. "Although the come-on may declare 'Don't pay until March!' the interest charges most likely start on the day of purchase."

If you do decide to take out a loan from a finance company, watch out for the signature space that waives your rights to later due process. "If you default on this type of loan, the company can walk into your house and carry off everything."

Gatling urged those who are overwhelmed by serious financial problems to seek help from their local Employee Assistance Program (EAP).

"Financial difficulties can be at the root of other problems such as alcoholism, drug abuse and marital difficulties. EAP can help you with these and put you in touch with experienced financial counselors."

"You may feel that there's no way out, but once you've started to clear up your debts however slowly — you'll be standing a lot taller," Gatling said.

And if you ever do get harassed by a creditor, you've got protection, Gatling noted.

"Don't fall for collectors' threats or intimidation tactics. Harassment is illegal according to the Federal Fair Debt Collection Act (1978)," he said.

A free copy of the law is available from the U.S. Federal Reserve Board.

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THE STATE DEPARTMENT of Environmental Conservation recently signed an agreement to make the Employee Assistance Program (EAP) available to its workers. EAP is a free confidential referral system which links employees with personal problems to agencies that can help them. Pictured at the agreement signing are, from left: (sitting) C. Allen Mead, Region IV president; Hank Williams, EnCon commissioner; Don Johnson, EAP committee chairman; (middle row) Niels Hansen, PEF, alternate committee member; Rose Cappola, CSEA, committee recording secretary; Liz Hes- slin, statewide EAP representative; Judy Salisbury, president of CSEA Local 635, alternate committee member; (back row) Roy Torkelson, EnCon deputy commissioner; Lynn Day, Council 82, committee member; Max Rodrigues, management committee member; and Thomas Rider, director for Division of Human Resources Management.
CANDIDATES FOR REGIONAL OFFICES
REGION I

The candidates for office in Region I, and the order in which they will appear on the ballot, are as follows:

PRESIDENT — Danny Donohue, Nicholas Marrano
FIRST VICE PRESIDENT — Nicholas Abbatiello, Joseph Noya, Ralph J. Spagnolo, Michael Curtin, Kevin F. Mastridge

PRESIDENT

DANNY DONOHUE
We’re fighters. We’ve beaten tough problems in the three years I have served as Region I president.
• After 11 months of negotiations with Suffolk County, we won a just and fair contract.
• We protected thousands of jobs in mental hygiene institutions and in Nassau County.
• We are fighting for pay equity.
• Budget analysis has become our lever with towns, villages and school districts.
Working together, we can forge CSEA’s future on Long Island. I need your support.

NICHOLAS MARRANO
(no statement, photo)

FIRST VICE PRESIDENT

JOSEPH NOYA
I am running for 1st Vice President in this Region because I feel I can do a good job. My experience is varied and have been actively involved in Local, State and Regional activities for some time. I have served in many capacities, including Local 1st Vice-President, Board of Directors, Shop Steward, Grievance Chairman, Labor/Management Chairman, and as Statewide delegate for 11 years. I was a member of the last Negotiating Team. I serve on Regional Mental Hygiene Task Force.

MICHAEL CURTIN
Statewide CSEA Board of Directors — 6 years elected by the board. Chair of the following committees:
• Political Action Trustee — 3 years
• Group Life Insurance — Chairman — 4 years
• Local Government Task Force — Chairman
• STATEWIDE COMMITTEE
• Political Action — Vice Chairman — 5 years, member — 7 years
• REGIONAL COMMITTEES
• Political Action — Chairman — 6 years, member — 8 years
• Continuing Action — Chairman

RALPH J. SPAGNOLO
As a full time union representative, I have been afforded the opportunity to act upon the needs of the membership on a daily basis. My promise is to continue working for comparable worth, fair and equitable promotions, justice in the face of management’s callousness and recognition for the public employee. Management must be taught to recognize the rights and dignity of workers. Our economic survival depends on us working together. I need your support.

KEVIN F. MASTRIDGE
I currently serve as First Vice President of Suffolk Local 852. My duties as a full time officer include Grievance Chairman, handling all Health and Safety problems. While serving in this capacity, we have had a 70% Arbitration success rate. As Region One First Vice President, I would work to make the function of Region more available to Locals, Units, and Members, and to increase communication to members, which needs improvement.

SECOND VICE PRESIDENT

MICHAEL SLEAFARI
As a 2nd Vice Presidential candidate, I am asking you to vote for Charles J. Sclafani so that your voice will be heard. I will be available on a daily basis to all Regional members. Vote for a 2nd Vice President who does not stand in corners doing and saying nothing. Elect Charles J. Sclafani who says what has to be said.

SECOND VICE PRESIDENT

JOSEPH WHATMOUGH
During my petition campaign I met and spoke individually with many CSEA members. Many members are dissatisfied with their union. Some members believe that the CSEA is not a real union and that union officers are directed by management. I would like to change this. I believe in a distinct line between labor and management and the proper exclusion of management entities from our union. I want to work for a strong responsive union.

THERESE RIBAUDD
Registered Nurse, President of Suffolk County Health Department and active in C.S.E.A. fourteen years. Completed extra credits in psychology, sociology, management, labor relations and its courses in time management, labor law and P.E.R.B. and other related subjects. Am currently L.U.T.I. member in region I and also serve on Region I Constitution and By Laws and Membership Committees.

I strive to maintain responsible, accountable and responsive assistance to our union members.

THIRD VICE PRESIDENT

JAMES MARTINO
(no statement, photo)

CAROL CRAIG
In eighteen years of membership I have always taken an active role in CSEA. Currently 3rd Vice President of Region I, I have also held office on unit and local levels, and served on numerous committees. As 3rd Vice President, I chair the regional Education Committee, and would like to continue in this role, in order to broaden the education program. Only through knowledgeable members can the union retain its strength.

FOURTH VICE PRESIDENT

HAWARD S. QUANN
(no statement, photo)

STEPHEN GOLDBERG
If our union is to survive in the anti-labor climate of the 1980's we must elect aggressive, energetic leadership that is not afraid to stand up and fight. I believe in a direct line between management and the proper exclusion of management entities from our union. I stand up and fight. As a former unit president and current local V.P. and delegate I have led the fight for compassionate and strict contract enforcement. By organizing, educating and effective political action I can shake the title of give backs and layoffs.

NANCY M. HERNANDEZ
As a clerical, employed by Nassau County, I am, and have always been a strong believer and advocate of "Unionism." Strong persistent Union leadership can make the difference in our constant struggles with management. With your aid and support I look forward with anticipation and determination to the opportunity of better serving you as a representative of Region I, as an outspoken, stand-up-and-be-counted, spokeswoman. Help me to help you!!! Your Vote is your Voice!!!

JAMES MARTINO
(no statement, photo)

CAROL CRAIG
(no statement, photo)

AILEEN RONAYNE
(no statement, photo)

THIRD VICE PRESIDENT

JOSEPH NOYA

MICHAIL CURTIN

RALPH J. SPAGNOLO

KEVIN F. MASTRIDGE

MICHAEL SLEAFARI

THERESE RIBAUDD

NANCY M. HERNANDEZ
LYNN P. MARTINS
As regional officer I hope to open up communications between the region and the locals. There are many problems facing the CSEA membership, such as "comparable worth," which is important both to women and men. Thru education and the job. Elect me secretary and offices at both the local and unit levels. I have the experience to do the job. Elet me secretary and help me help you.

DOROTHY GOETZ
Dorothy Goetz, veteran president of the Town of Huntington unit of Suffolk Local 652, is the first and only secretary of the Long Island Region. She was secretary of the former Long Island Conference organization when CSEA adopted the Regional structure, and was elected Regional secretary in 1973 and reelected four times since. She "Goetz things done."

JIM LAROCK
I am actively involved in CSEA activities and a member in good standing for 21 years. My major efforts include: member of the Grievance Committee, the Labor/Management team and Co-chairperson of Constitution and Bylaws Committee. Currently, I am acting Treasurer of Local 418. Active in Boy Scouts, I am Treasurer of Council 4126. Knights of Columbus. My motivation, interest and dedication to Unionism and CSEA is unquestioned. I need your support.

CANDIDATES FOR REGIONAL OFFICES

The candidates for office in Region II, and the order in which they will appear on the ballot, are as follows:

PRESIDENT — Denise Berkley, Jimmy Gripper, Willie J. Raye, Brenda Nichols, Roy Johnson, Ernest Punter, George Boncoraglio, Robert Nurse
FIRST VICE PRESIDENT — Harold Robertson Jr., Floyd Payne, Jeraldine McMillian-Cherry
SECOND VICE PRESIDENT — Constance Girard, James C. Neely, Helen Boyd
THIRD VICE PRESIDENT — Denis Tobin, Joel Schwartz, Peter Antico, Warren Albright
SECRETARY — Ann Worthy, Alexander S. Glatt
TREASURER — Rose Feuerman Sutro, Sharon Katz

DENISE BERKLEY
(no statement, photo)

WILLIE J. RAYE
We must take immediate action to stop:
1. The "explosion" of provisional and "acting" appointments and out-of-title work based on patronage and nepotism.
2. Elimination of tenure or the unreasonable lengthening of the probationary period, which permits coercion and pressures to the detriment of public interest.
3. The "preferential hiring" of favorites by misapplying rules — such as the 1-out-of-3 rules — and engaging in "declination" so that eligibles are denied appointment.

BRENDA NICHOLS
Organized labor is a vital force, giving men and women the opportunity to work in dignity and prosperity. An integral part of organized labor is freedom of choice; you, being one of 23,000 members within Region II, have the task of choosing from a crowded field. In eleven years, I have served as shop steward, first and second vice president. Experience, concern, and dedication speak for itself. As your president, and your support, we will achieve.

ROY JOHNSON
(no statement, photo)

ERNEST PUNTER
Long time union activist Ernest Punter president of CSEA Local 401 has been actively involved in CSEA on the local, regional and statewide level. He has served as chairperson of the Membership and Education Committee at his local. Mr. Punter was appointed second vice president of Region II by the late Frances Dubose Baliste. He currently serves on the statewide labor and management committees. He is presently serving his second term as president of local 401. He is co-chairperson of the mental health task force of Region II.

GEORGE BONCORAGLIO
It's time to rebuild! Region II needs an aggressive leader to truly represent the concerns of the membership, and not bow to selective groups or political pressures. I know I can be that leader. I have the experience and ability to do the job. May I have your vote of confidence and the opportunity to serve as your Regional President. I make no unrealistic promises. All I vow is my best effort and sincerity.

SAM PISCITELLI
(no statement, photo)
**CANDIDATES FOR REGIONAL OFFICES REGION 3**

The candidates for office in Region III, and the order in which they will appear on the ballot, are as follows:

**PRESIDENT** — Raymond J. O' Connor, Pat Mascioli, Carmine DiBattista

**FIRST VICE PRESIDENT** — John Cassidy, Gary "Barney" Eldridge, Sal Trabakino

**SECOND VICE PRESIDENT** — Alexander M. Hogg, Harold F. Ryan

**THIRD VICE PRESIDENT** — John E. Lowery, Rose Marcinkowski, Henry W. Waiters

**SENIOR VICE PRESIDENT** — John E. Lowery, Rose Marcinkowski, Henry W. Waiters

**SECRETARY** — Grace Woods

**TREASURER** — Salvatore Greco, Eleanor McDonald, Doris A. Mikus

**ANN WORTHY** — Ann Worthy — feels, "It is my belief as a union leader you are motivated by an ideal of service rather than self-gain or prestige.” While dealing with others you must establish an impersonal, objective attitude while your actions show cooperation free from harmful synchronies, prejudice or personal conflicts. My objective, to serve you.

**ROSE FEUERMAN SUTRO** As a CSEA member for 27 years, I believe the following offices that I have held more than qualify me to run as the incumbent Treasurer of Metropolitan Region II:

- **Statewide Evaluation Committee**
- **Statewide Nominating Committee**
- **Labor/Mgt. Committee Workers Comp.** 1971 —
- **Regional Chairperson Education Committee 1983 —
- **1st Vice-President Local 010 1979 —
- **Acting President Local 010 1983 —
- **Treasurer Metropolitan Region II 1983 —

**SHARON KATZ** (no statement, photo)

**JERALDINE MCMILLAN-CHERRY** Vote for honesty and integrity.

- **Union activist**
- **Dedicated to regional programs and issues**
- **Education chairperson, Statewide Education Committee**
- **Trouble-shooter on behalf of rank and file membership**
- **Chief Grievance Representative (steward) for the Department of Social Services**
- **One of ten chosen from among over 900 members of many unions to participate in Cornell University’s union-sponsored program training minority women to be labor educators**
- **Cornell University graduate — Associate Degree in accounting**
- **Delegate to conventions since 1975**

**DENIS TOBIN** Denis J. Tobin — president Local 250 New York City Department of Labor. Member of CSEA for the last fourteen years. Worked up the ranks as elected vice president and is currently serving a second term as president of his Local. Mr. Tobin is a member of the statewide Labor Management Committee, ad hoc committee on [BOLTS] Benefit on Line Terminals Committee, Political Action, Grievance Committee, EAP Committee. Mr. Tobin is running for third vice president Region II on the coalition slate.

**HELEN BOYD** "In this age of union-busting, give-backs, cutbacks and layoffs, you need union leaders who care about your interests: job security, decent wages and benefits; leaders who inform you of what’s going on so you can make intelligent choices, leaders in the same boat as you, who won’t sell you down the river, or leave you without a paddle. Do you want to sink? Or swim? The choice is yours — Helen Boyd.”

**JOEL SCHWARTZ** (no statement, photo)

**PETER ANTICO** My name is Peter Antico, Executive Vice President of 446, South Beach Psychiatric Center, currently running for 3rd Vice President of Region II. Because of my previous ten years experience with CSEA as Shop Steward, Operational Rep, Treasurer, and member of the Regional Safety and Grievance Committees, I feel I am qualified as an officer and an asset to Region II. Your support will be deeply appreciated.

**WARRIEN ALBRIGHT** (no statement, photo)

**RAYMOND J. O’CONNOR** Re-elect Southern Region President Raymond J. O’Connor. He is the most qualified and experienced candidate who has done the job well for more than three years. President O’Connor has a reputation for honesty and integrity and he stands up for the little man in CSEA. The O’Connor slate of Gary Eldridge, Alex Hogg, John Lowery, Grace Woods, Sal Geeco and O’Connor is the outstanding team which represents the interests and backgrounds of our entire region.

**PRESIDENT**

**ANN WORTHY** — feels, "It is my belief as a union leader you are motivated by an ideal of service rather than self-gain or prestige.” While dealing with others you must establish an impersonal, objective attitude while your actions show cooperation free from harmful synchronies, prejudice or personal conflicts. My objective, to serve you.

**ROSE FEUERMAN SUTRO** As a CSEA member for 27 years, I believe the following offices that I have held more than qualify me to run as the incumbent Treasurer of Metropolitan Region II:

- **Membership Chairperson 1969-1978**
- **Statewide Evaluation Committee**
- **Statewide Nominating Committee**
- **Labor/Mgt. Committee Workers Comp. 1971 —
- **Regional Chairperson Education Committee 1983 —
- **1st Vice-President Local 010 1979 —
- **Acting President Local 010 1983 —
- **Treasurer Metropolitan Region II 1983 —

**SHARON KATZ** (no statement, photo)

**JERALDINE MCMILLAN-CHERRY** Vote for honesty and integrity.

- **Union activist**
- **Dedicated to regional programs and issues**
- **Education chairperson, Statewide Education Committee**
- **Trouble-shooter on behalf of rank and file membership**
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JOHN CASSIDY

I would like to take this opportunity to publish a few statements about myself as a candidate for office in CSEA's Statewide Election. I am currently the president of Local 507 and I have served on the following committees:
- Department of Trans. Labor Management Committee — 11 yrs
- Board of Directors — 3 terms
- Director's Committee for Group Life Insurance — Presently
- Committee to study honorariums — Presently
- Employees Assistance Program
- Active Union Officer — 14 years

ALEXANDER M. HOGG

Leadership — Experience — Independence
- 2 years local 1st vice president
- 11 years local president
- 9 years state negotiations
- 9 years state Legislative & Political Action Committee
- 9 years region Legislative & Political Action Committee
- 2 years state Labor Management Committee
- 11 years region Mental Hygiene Presidents Committee
- 10 years chairman Region Sites Committee
- 11 years region Executive Committee
- Give Mental Health a voice in Region III

ROSE MARCINKOWSKI

We must remember that what we vote for is what we get. I have been a member in good standing for 22½ years. Have held the offices of delegate, vice-president and president within my locals. Was treasurer of The Southern Conference for 6 years, three terms as vice president and on state negotiations for 2 terms. Presently I am on the Corrections Committee as co-coordinator, PAC and Women’s Committees. I will continue to work for the membership whenever called upon.

HARRY F. RYAN

A strong Region is one that has good communication between its members and its leaders. We can make Region III strong if we go out and get input from the people who we’re elected to represent. We must turn Region III around — turn it around so it faces its members!

HARRY W. WALTERS

Over 24 years of state service and dependability in C.S.E.A., as an Executive Officer; Presently Secretary of Harlem Valley P.C. Local 409, I'm also secretary to Region III OSHA Committee and appointed Representative of Region III to NYS Safety and Health Maintenance Committee by Statewide C.S.E.A. President William McGowan. My beliefs are that elected officers should first listen to the voice of their Union membership, with understanding, and secondly, relate assertive strength in representing Labor with the employer.

SALVATORE GRECO

Region 3 needs a reliable and dependable Treasurer who is something I believe we have lacked for a number of years. As your Region 3 Treasurer, I will, for a change, pay all bills on time and thus avoid the possibility of law suits. I am treasurer of Letchworth Village Developmental Center Local 412, one of the largest locals in our region. I am Region 3 President Raymond J. O'Connor’s choice to be your Regional Treasurer.

GARY "BARNEY" ELDHEDGE

As Westchester DC Local 432 President and a CSEA Board of Directors Member, I would appreciate your support and vote in my bid for Election as First Vice President in Region III. Listed committees below will express some of my experience as a working representative and why I feel I am the best qualified candidate. Statewide Legal Comm., Statewide Insurance Comm., Statewide Labor/Management Comm., Statewide Executive Comm., Regional Political Action Comm., Regional Executive Comm., Regional Labor/Management Comm. Chairperson.

SAL TRABAKINO

(no statement, photo)

FRANCIS J. DE LAURI

I am running for office because I feel we need a stronger link between the locals and Albany. I could make all kinds of promises to try to persuade you to vote for me but the only one I will make is that I will work hard to bring our locals and unit problems closer to Albany’s attention. I am presently President of Unit 7810 and interim President of Local 836. I am also chairman of Local 836 Political Action Committee and have served as secretary and vice-president of my unit.

HENRY W. WALTERS

I am running for office because I feel we need a stronger link between the locals and Albany. I could make all kinds of promises to try to persuade you to vote for me but the only one I will make is that I will work hard to bring our locals and unit problems closer to Albany’s attention. I am presently President of Unit 7810 and interim President of Local 836. I am also chairman of Local 836 Political Action Committee and have served as secretary and vice-president of my unit.

GRACE WOODS

(no statement)

ELEANOR MCDONALD

CSEA Treasurers at all levels are charged with the responsibility to see that funds are expended only as authorized by an approved budget and in accordance with the Financial Standards Code. As the incumbent Treasurer of Region III, I have done everything in my power to comply with those requirements. It is members' funds with which we are working and, if re-elected, I will continue practicing fiscal responsibility and adherence to the mandated Region Constitution.

DORIS A. MIKUS

(no statement, photo)

THE CIVIL SERVICE Employees ASSOCIATION

[Logo of the Civil Service Employees Association]
The candidates for office in Region IV, and the order in which they will appear on the ballot, are as follows:

**PRESIDENT** — C. Allen Mead

**FIRST VICE PRESIDENT** — Carmen Bagnoli, Joan M. Tobin

**SECOND VICE PRESIDENT** — Barbara L. Skelly, Fran Wilusz, June Robak

**THIRD VICE PRESIDENT** — Louis J. Alteri

**SECRETARY** — Judy Remington

**TREASURER** — Barbara A. Stack, Gerald R. Toomey, Frances E. Jeffress

**C. ALLEN MEAD**

We have continued to build upon a strong and responsive organization in the Capital Region. Our education, health, and safety, communications and political action programs have developed as an effective compliment to our collective bargaining efforts. Our message has been clearly stated — we are going to protect and represent our members. Our jobs will not be furloughed; our hospitals won’t be closing; and our villages will not be dissolved. We welcome and appreciate your support.

**FIRST VICE PRESIDENT**

**CARMEN BAGNOLI**

During my many years of Leadership in C.S.E.A. I have had many jobs that have demanded not only dedication but initiative. I feel this diversification of jobs and responsibilities make me well-qualified to fulfill the position of 1st Vice-President of Region IV. Currently I am serving as Chairman of the Statewide Constitution and Bylaws Committee, one of the most vital committees in C.S.E.A. This Chairmanship and my 3 terms as President of one of Region IV’s largest locals has provided me with the administrative skills necessary to function as 1st Vice-President of Region IV.

**JOAN M. TOBIN**

Each year the problems facing public employees become more formidable. Ability, leadership and experience are necessary qualifications for Regional Officers. I have developed and demonstrated these qualities during my tenure. With your support of my re-election, as 1st Vice President, I will continue assisting the leaders and members of this Region.

**SECOND VICE PRESIDENT**

**FRAN WILUZ**

As a local President and Member of the Statewide Board of Directors, I have always tried to get the most from CSEA for the members I represent by knowing and understanding their problems and making them work for the rank and file. From my first involvement in CSEA I’ve always been visible, available, accountable, and a good listener because I firmly believe that is what the membership deserves from their leadership. If elected I will use this philosophy in representing you.

**THIRD VICE PRESIDENT**

**BARBARA L. SKELLY**

As incumbent for the position of 2nd Vice President of Region IV, I feel it is important and necessary to support all of our members at all times. In the past years of my term as a Vice President, I have sought to keep informed on issues important to the members of this Region and will continue to do so.

**JUNE ROBAK**

Education Department employee 26 years. Incumbent, Education Board of Directors Representative 1979-Present. Incumbent, Local President. Have served as Treasurer, Delegate, Steward, and on various Local, Regional, and State Committees. I believe that my many years of experience in a leadership role will enable me to continue to represent the interests and concerns of all CSEA members. Your vote will be appreciated!

**SECRETARY**

**LOUIE J. ALTERI**

I’ve been active in C.S.E.A. since 1958. My experience in C.S.E.A. includes the following:

- Region IV Third Vice President
- Member of State Wide Board of Directors
- Region IV Political Action Committee
- President, Department of Engineering & Public Works
- Member of Local 847 Negotiating Team
- Chair Local 847 OSHA Committee
- Elected AFSCME Delegate

**BARBARA A. STACK**

As a Local Officer & Delegate, I have always encouraged communication between myself and those I represent. A genuine concern for the welfare of our membership has been consistently demonstrated by informed, dedicated leadership, and determined commitment to responsible and conscientious management and expenditure of Union funds for the greatest benefit of the Rank and File. 10 years Local, Region, and Statewide Political Action experience has provided a thorough understanding of the concerns in Political Sub-Division, County & State.

**TREASURER**

**FRANCES E. JEFFRESS**

I am serving my second term as Treasurer, Education Department, and although a lot of time is spent keeping and maintaining the financial records, I enjoy the work has prepared me for a bigger challenge and being regional treasurer is that challenge. A Treasurer is responsible for keeping accurate and accountable reports, issuing these reports in a timely manner and whenever requested, and being able to explain the reported figures. I have fulfilled these responsibilities, and as regional treasurer, will do the same.
The candidates for office in Region V, and the order in which they will appear on the ballot, are as follows:

**PRESIDENT** — Jim Moore, Irene Carr

**EXECUTIVE VICE PRESIDENT** — Edward (Bud) Mulchy, Jon J. Premo, Patricia Crandall

**FIRST VICE PRESIDENT** — Mary E. Sullivan, Ralph L. Young

**SECOND VICE PRESIDENT** — Chris Carletta, Dolores Herrig, Bruce T. Nolan, Stephen M. Arbes, Robert W. Allen

**THIRD VICE PRESIDENT** — Thomas B. Keane Jr., George McCarthy

**SECRETARY** — Helen Hanlon

**TREASURER** — Dale E. King, Linda Fiorentino, Alberta K. Bardascini

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**PRESIDENT**

Jim Moore

Since 1972, the members of this Association have advanced my position from that of Steward to Local President, to Member of the Board of Directors, to three terms as Regional President. The support has been due to my dedication to finding solutions to the problems facing our members. The job has been personally rewarding, but also very frustrating. Frustrating because of the many obstacles, yet rewarding when solutions are found, only to be replaced by a new challenge. Your continued support would be appreciated.

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**EXECUTIVE VICE PRESIDENT**

Edward (Bud) Mulchy

One of my major objectives will be to communicate with the rank and file. A monthly newsletter will be helpful to all members. I would like to change the image of the Union by having the Union more active in community activities. I know communications must be kept open to the grass roots level and that is why, "This Bud's for You."

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**FIRST VICE PRESIDENT**

Mary E. Sullivan

As 1st Vice President of Region V, I will work for fair and equitable contracts, job security, adequate staffing at our facilities, and effective communications network so you can be heard. Those will be my priorities when elected. I have the experience — as a Local President, Board of Directors Representative, and Region office — and the abilities needed to provide the committed and aggressive leadership that you deserve.

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**SECOND VICE PRESIDENT**

Chris Carletta

"EXPERIENCE AND DEDICATION"... Are the qualities I offer you, when elected Second Vice-President of Region V. As an officer at Rome Developmental Center Local for 5 years, I have insight and experience on union issues. From a Local negotiator to President of the Day Care Board of Directors, I have always fought for the rights and benefits due our members. With your support I will make sure your voice is heard!!

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**THIRD VICE PRESIDENT**

Thomas B. Keane Jr.

Experience: 15 years in trade unions (4 in officers) + 9 years in CSEA offices. Membership and interest badly need building. We need active regional officers who communicate with each other and the locals regardless of size. Also needed are ‘organizers’ covering every unit on a rotating basis. Regional officers should pass a resolution from up on two ‘Biggies’: 1) Education of bargaining teams and supplying them with costs, analysis, 2) Education of members and management about ‘comparable worth.’

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**SECRETARY**

Helen Hanlon

Having served CSEA Inc. in many elected positions, delegate, President of a Local, Region Officer and now Statewide Secretary for seven years, I seek your vote to move up to a Vice President position — the President of Region V. I would like to put all my experience together to represent the rank and file of Region V. Make your vote count. You will do better by far if you vote for CARR.

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**TREASURER**

Dolores Herrig

Secretary at V.V.S. Central School, 19 years; C.S.E.A. member, 15 years; Local President, Graduate of Cornell Labor Studies; Certified Steward Instructor; Member of numerous Regional and State Committees; Board of Director; if elected, I will make a concerted effort to involve the "grass roots" members in bringing credibility back to the region.

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**EXECUTIVE VICE PRESIDENT**

Jon J. Premo

WHAT'S IN IT FOR YOU: Desire: If you work in the middle section of NYS then I'm seeking YOUR vote for Executive Vice President. Experience: As Union Leader of Rome Developmental Center Local 422 (one of Central NY's Largest State Locals) I've been involved in numerous "Battles" with management. Planning: I'll continue to fight for you in a careful, well thought manner. SAVE THIS PUBLIC SECTOR; ballots will soon arrive. Look... Vote... for Jon Premo.

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**SECRETARY**

Helen Hanlon

Having served CSEA Inc. in many elected positions, delegate, President of a Local, Region Officer and now Statewide Secretary for seven years, I seek your vote to move up to a Vice President position — the President of Region V. I would like to put all my experience together to represent the rank and file of Region V. Make your vote count. You will do better by far if you vote for CARR.
CANDIDATES FOR REGIONAL OFFICES REGION 6

The candidates for office in Region VI, and the order in which they will appear on the ballot, are as follows:

PRESIDENT — Robert L. Lattimer, Dominic Spacone, Jr.
FIRST VICE PRESIDENT — Donald A. VanEver, Florence Tripi, Robert Smith
SECOND VICE PRESIDENT — Sara Sievert, Gerald M. Prince
THIRD VICE PRESIDENT — Thomas J. Warzel, John P. Ellis
SECRETARY — Sheila Brogan
TREASURER — James V. Kurtz, Linda M. Cote, Joan Possela

PRESIDENT

ROBERT L. LATTIMER
“As the incumbent Region President, my track record of accomplishment is open to your review. Our region is respected throughout the state. I believe that due in large part to the rational and responsible leadership you have had. My constant goal has been to serve the membership fully. I have been both candid and forceful in promoting CSEA’s interests and in addressing individual problems. I trust you will support me again with your vote in this critical election.”

DONALD A. VANEVERY
There are two strong reasons for you to vote for me in Region VI: EXPERIENCE COMMITMENT
I am Grievance Co-Chair for 1500 members.
I understand grievances; contract issues.
I know government — legislative aide (State), administrative assistant (City), social services worker (County).
I understand our issues. I volunteer — charitable work, political campaigns, my kid’s school, my Union — I work hard for things important to me.
I advocate change in CSEA. Let me work hard for you.

DOMINIC SPACONE JR.
My experience in serving the needs of C.S.E.A. members encompasses over 18 years as a Steward, Unit Officer, Unit President, Grievance and Negotiations Chairman, Local President, Vice-Chairman County Executive Committee and Statewide Board of Directors Representative.
As Region VI President, I pledge to continue in my efforts to serve the many needs of all the members of Region VI and C.S.E.A.
Your vote for me is a vote for concerned and dedicated leadership in Region VI.

SECOND VICE PRESIDENT

SARA SIEVERT
I have been an employee at SUNY Fredonia and a member of CSEA since 1965. I served as local president 1973-79; one term SUNY Board Representative: was member of CSEA/SUNY Labor/management and CSEA Legal committees. Currently chairman of CSEA Education committee and active member of Region 6 PAC; and 1st VP Local 607. As an officer of Region 6 I will use my experience and knowledge on behalf of the members.

GERALD M. PRINCE
As incumbent Second Vice President of Region 6 CSEA, I ask your help in my re-election bid. My theme is a simple one: Union requires unity. Whether we are State, or County, or municipal employees, we must realize our need to act together for the benefit of all. I think Region 6 continues to move in that direction and I hereby solicit your support in my effort to continue helping to do so.

THIRD VICE PRESIDENT

JOHN EIRS
I am seeking re-election to the 3rd Vice Presidency of Western Region 6 and ask for your support and vote in this endeavor. As an officer in our union for over ten years, I have steadfastly adhered to two objectives. Improving service and communications with the membership and second, promoting harmony between the state and political subdivision sectors of C.S.E.A. I believe serving the membership is a union’s sole reason for existence.

SECRETARY

SHEILA BROGAN
(no statement, photo)

TREASURER

LINDA M. COTE
I am currently serving my second term as Buffalo Psychiatric Center Local #403 Treasurer. As a dedicated Region Six member, I would like this opportunity to further serve the Region as Treasurer. As Treasurer, I would enjoy the challenge of working with other Local and Unit Treasurers. I am motivated by fiduciary responsibility and possess the sense of organization; the knowledge of the Financial Standards Code and the experience that a Region Treasurer must have.

ALBERTA K. BARDAVinci
Alberta Bardavinci, Candidate for the office of Treasurer, Region V, has been a CSEA member for 16 years, and has served as Unit Treasurer, Unit 2nd Vice President, Local Financial Secretary, Local Delegate and Chairperson of the Local Membership Committee. She has worked on Unit Budget, Audit, Grievance, Election, and By-laws Committees and presently is Steward for Motor Vehicles at Syracuse Civic Center in Local 013. A dedicated, hard worker for the Union.

LINDA RORENTINO
Having been a local treasurer for seven years made me very familiar with the fiduciary responsibilities and the record-keeping procedures involved in being a treasurer. While I am currently employed by the State of New York, I worked for 10 years in local government. I am presently a Regional Officer; was a Local Officer for 10 years; was a Unit President for 8 years, and have participated on various committees at statewide, regional, and local levels.

DALE E. KING
(no statement, photo)

JOAN POSSELLA
As a member of CSEA for twenty-three years, I have been active in Buffalo Local 003 and Region VI. The past two years as Treasurer of the Region have afforded me the opportunity to assist many Treasurers and realize the importance of continuing education in fiscal matters. There is still much to accomplish and I look forward to serving Region VI members in the next three years. I appreciate your support.

ALBERTA K. BARDAVinci
Alberta Bardavinci, Candidate for the office of Treasurer, Region V, has been a CSEA member for 16 years, and has served as Unit Treasurer, Unit 2nd Vice President, Local Financial Secretary, Local Delegate and Chairperson of the Local Membership Committee. She has worked on Unit Budget, Audit, Grievance, Election, and By-laws Committees and presently is Steward for Motor Vehicles at Syracuse Civic Center in Local 013. A dedicated, hard worker for the Union.

THE PUBLIC SECTOR, Friday, May 4, 1984 Page 19
Researchers urge common sense approach to employees who come in contact with AIDS patients

FISHKILL — The more you know the less there is to fear from AIDS.

That was the message an AIDS researcher brought to CSEA members attending a workshop on the disease here recently.

"The word AIDS has caused hysteria. That hysteria is causing people to do things that are not logical," Dr. Gary Wormser, of the Westchester County Medical Center, told the group.

Wormser said common sense and simple precautions will keep workers who come in contact with AIDS patients safe. He urged those workers to learn all they can about the disease, to be cautious — and not to panic.

AIDS — Acquired Immune Deficiency Syndrome — is a puzzling disease that has become a major public health issue. It almost exclusively affects a select "risk group" of potential victims by damaging the body's natural immune system, diminishing the victim's resistance to rare forms of cancer and infections.

About 75 percent of AIDS cases in this country have involved homosexual or bisexual males. The rest have involved intravenous drug users, Haitians and hemophiliacs. More than half of all cases have been reported from New York state, and nearly all of those from New York City.

CSEA has been working to dispel the myths associated with AIDS, and to allay the fears and concerns of the members in general, many of whom work in prisons, institutions and health facilities where cases of AIDS have been identified.

CSEA President William L. McGowan said the union will make sure members get the information, training and protective gear needed to keep them safe from any possible risks.

At the workshop, Dr. Wormser explained that scientists now believe AIDS is caused by a "retro-virus," and that all evidence indicates that it cannot be passed by casual contact. Intimate sexual contact and direct blood-to-blood contact are the most likely means of transmission, he pointed out.

Some of the simple precautions Dr. Wormser recommends are that workers who come in contact with bodily fluids of AIDS patients wear gloves and protective gowns. This includes workers who contact soiled linens. Plumbers who may come in contact with sewage should wear protective garments. But, Dr. Wormser adds, "Sewage, blood and excrement can always carry infectious agents and care should be taken even if AIDS patients are not present."

Dr. Wormser says bleach is an effective cleanser and that no evidence indicates that AIDS is spread through coughing, sneezing, food or inanimate objects such as drinking vessels and toilets, he said.