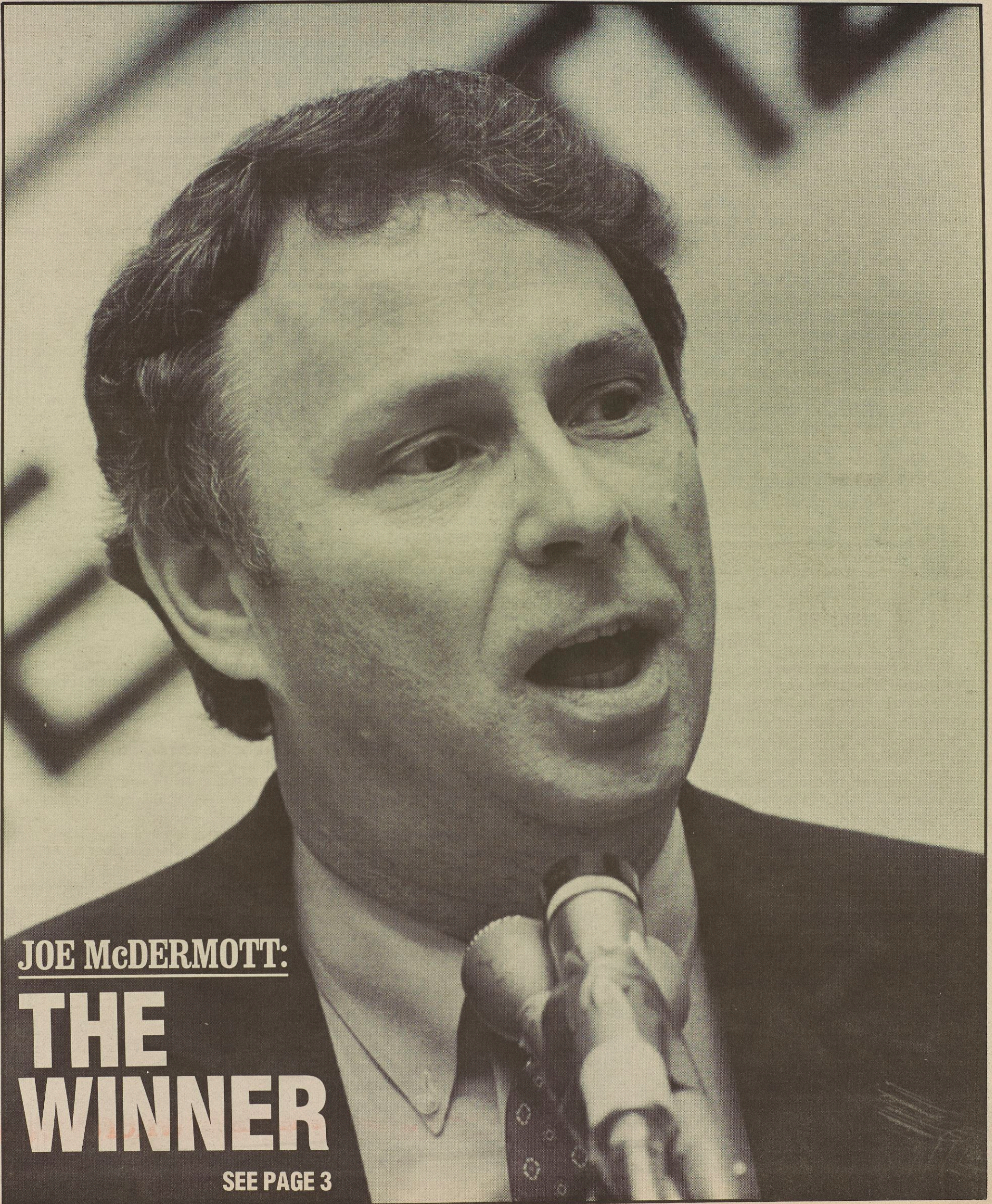


THE PUBLIC SECTOR

Official Publication of The Civil Service Employees Association, Inc., Local 1000,
American Federation of State, County and Municipal Employees, AFL-CIO

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Vol. 11, No. 13
Monday, June 27, 1988



JOE McDERMOTT:

**THE
WINNER**

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Bulletin . . .
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Bulletin . . . **Bulletin**
Bulletin

CSEA President-elect Joe McDermott, Executive Vice President-elect Danny Donohue and Region II President George Boncoraglio have been elected AFSCME international vice presidents.

The three were elected by delegates attending AFSCME's Biannual Convention in Los Angeles as this issue of *The Public Sector* went to press.

GROUNDS AND CUSTODIAL employees of the Fallsburg School District recently affiliated with CSEA and are negotiating their first contract. The new members are part of Sullivan County CSEA Local 853. In photo at right, the new unit is welcomed into the CSEA family by Region III President Pat Mascioli, left, by presenting a CSEA pin to Unit President Paul Tremper. At right is CSEA Field Representative Michael Hogg, who is helping negotiate the unit's initial contract.



BOARD OF DIRECTORS

Summary of meeting

EDITOR'S NOTE: *The Public Sector* regularly publishes a summary of action taken by CSEA's statewide Board of Directors at the Board's official meetings. The summary is prepared by statewide Secretary Irene Carr for the information of union members.

ALBANY — CSEA's statewide Board of Directors met here on May 26. In official actions, the Board:

- * Authorized the Independent Election Corporation of America (IECA) to begin the verification of ballots earlier than initially planned in the original Statewide election schedule;

- * Allocated \$1,680 to pay expenses of CSEA Retirees' Delegation to upcoming AFSCME Convention in Los Angeles;

- * Approved policy that whenever contract ratification ballots are sent to members, the postage shall be presorted first class;

- * Extended time frame for completion of in-house computer update proposal known as Project Gemini;

- * Amended succession clauses of regional, local and unit constitutions to read:

"Failure to assume the higher office as outlined in this Article will result in automatic removal from the office currently held";

- * Amended Health Research/Albany Division Local 316 membership clause to read:

"Section 1. Any employee of Health Research Incorporated paid by the Albany Division who is a member in good standing(*) of the Civil Service Employees

Association, Inc., Local 1000, AFSCME, AFL-CIO, shall be eligible for membership in this Local. All members good standing of this Local shall also be members of Region IV.

"Section 2. A person becomes a member of CSEA when a membership application has been processed by CSEA Headquarters and actual payment of membership dues is deducted, or received, or notice thereof is received by CSEA;

("*A member in good standing is a member whose dues are not delinquent and who is not currently serving a disciplinary penalty imposed by the Judicial Board of CSEA.");

- * Authorized transfer of Camp Monterey workers from CSEA Correctional Services Local 656 to CSEA Elmira Correctional Facility Local 156;

- * Made permanent the temporary charter previously granted to the Red Cross Local;

- * Extended building lease for Mayville Satellite Office in Region VI;

- * Arranged to hear presentation on the AFL-CIO legal plan;

- * Authorized special election to fill Otsego County Board vacancy; and

- * Adopted policy that envelopes used for balloting not have Social Security numbers on outside.

Questions by CSEA members concerning the union's Board of Directors should be directed to the member's Board representative, local president or to the office of the statewide secretary. Copies of the meeting minutes are sent to all Board representatives and local presidents.

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A change in command



JOSEPH E. McDERMOTT



DANNY DONOHUE



IRENE CARR



MARY E. SULLIVAN

McDermott, Donohue, Carr, Sullivan elected to CSEA statewide offices

CSEA members have elected a tough-minded 53-year-old former Marine to lead the union out of the 1980's and into the 1990's.

Joseph E. McDermott will become the 22nd president in CSEA's 78-year history

Up through the ranks

CSEA's new president has been a CSEA member and activist for more than three decades.

Joseph E. McDermott joined the union the first day he came to work as a grade 3 clerk for New York state in 1957. Since then he has held virtually every leadership position within CSEA, culminating with his election this month as president of the 250,000-member union. He is currently on leave from his job as an assistant to the director of safety in the state Department of Transportation.

The Marine Corps veteran of the Korean War will continue as an international vice president of AFSCME, CSEA's international labor affiliate. He has held that position for the past eight years. McDermott was executive vice president of CSEA for six years until winning the presidency. Among other offices held, the union activist served five terms as CSEA Capital Region IV president and five years as a Department of Transportation local president.

He and his wife, Laura, reside in Rotterdam, Schenectady County. They have five children.

when he assumes office on July 1.

McDermott won a three-way race to succeed William L. McGowan, who is retiring after 11 years as statewide president (see pages 9, 10 and 11).

Danny Donohue, Long Island Region I president, was elected statewide executive vice president, the second highest elected position in CSEA. Incumbent statewide Secretary Irene Carr and incumbent statewide Treasurer Mary E. Sullivan both won re-election. All four statewide officers were elected to three-year terms.

A breakdown of the vote is available at regional offices.

McDermott received 24,289 votes in the mail ballot election to win the top spot over Central Region V President James Moore, who polled 19,196 votes, and Nassau County Local 830 Third Vice President Jean Wichmann, who received 4,662. The spirited campaign generated the largest voter turnout in CSEA history.

"I ran for president of CSEA to unite this union and lead it into the next decade as a better, stronger institution," McDermott said. "I want this union to be ready to face the future with optimism. When I assume office July 1, that's what my first priority will be."

Executive Vice President

Danny Donohue, a resident of Patchogue, was elected statewide executive vice president, the union's second highest office. Donohue will succeed McDermott, who held that post since 1983 but decided not to seek re-election in order to run for president.

Donohue, who will give up his position as Long Island Region I president to become statewide executive vice president, received

13,626 votes in a five-way race. Southern Region III President Pat Mascioli followed with 12,004 and Western Region VI President Robert Lattimer got 11,802 votes. Mohawk Valley Psychiatric Center Local 434 President Bud Mulchy was next with 6,697 votes and Erie County Local 815 President Salvatore A. Castro got 3,018.

Statewide Secretary

Statewide Secretary Irene Carr, who has served in that office since 1976, won re-election to another three-year term. Carr received 28,387 votes to win over Empire State College Local 641 President Judy Remington, who polled 10,048 votes, and Sylvia A. Thomas, a member of Erie County Local 815, who got 8,590.

Carr, a resident of Oneonta, was president of her local at SUNY Oneonta for seven years and recording secretary of Region V for eight years before becoming statewide secretary in 1976.

Statewide Treasurer

Statewide Treasurer Mary E. Sullivan, who was appointed to the position in 1986, won her first elected term in that office. Sullivan polled 25,417 votes to win a three-year term. Patricia G. Crandall, president of SUNY Cortland Local 605, received 9,994 votes. Westchester County Local 860 member Raymond J. O'Connor got 9,451 votes and Edwin W. Urbat, a member of SUNY Stony Brook Local 614, received 1,958.

Before her appointment as statewide treasurer, Sullivan had served as president of Herkimer County Local 822, a member of CSEA's statewide board of directors, Region V first vice president and treasurer and chaired the statewide local government executive committee.

New PEOPLE stars

CSEA members work to help political action

As this issue of *The Public Sector* goes to press, dozens of CSEA members joined hundreds of runners in the bi-annual AFSCME PEOPLE Run in Los Angeles.

The PEOPLE Run fund-raising event is being held in conjunction with AFSCME's bi-annual convention.

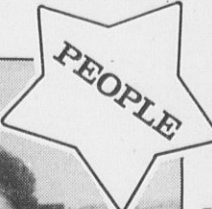
PEOPLE is Public Employees Organized to Promote Legislative Equality and is the federal political action committee of CSEA and its international affiliate, AFSCME.

Your contributions to PEOPLE are used to help elect candidates who support labor issues at the federal level.

This year, PEOPLE participation is particularly important because 1988 is a presidential election year, and your contributions will affect that election.

The PEOPLE program recognizes those who contribute to the effort by helping sign up new PEOPLE members. PEOPLE Stars have signed up 50 or more fellow CSEA members for payroll deductions to PEOPLE.

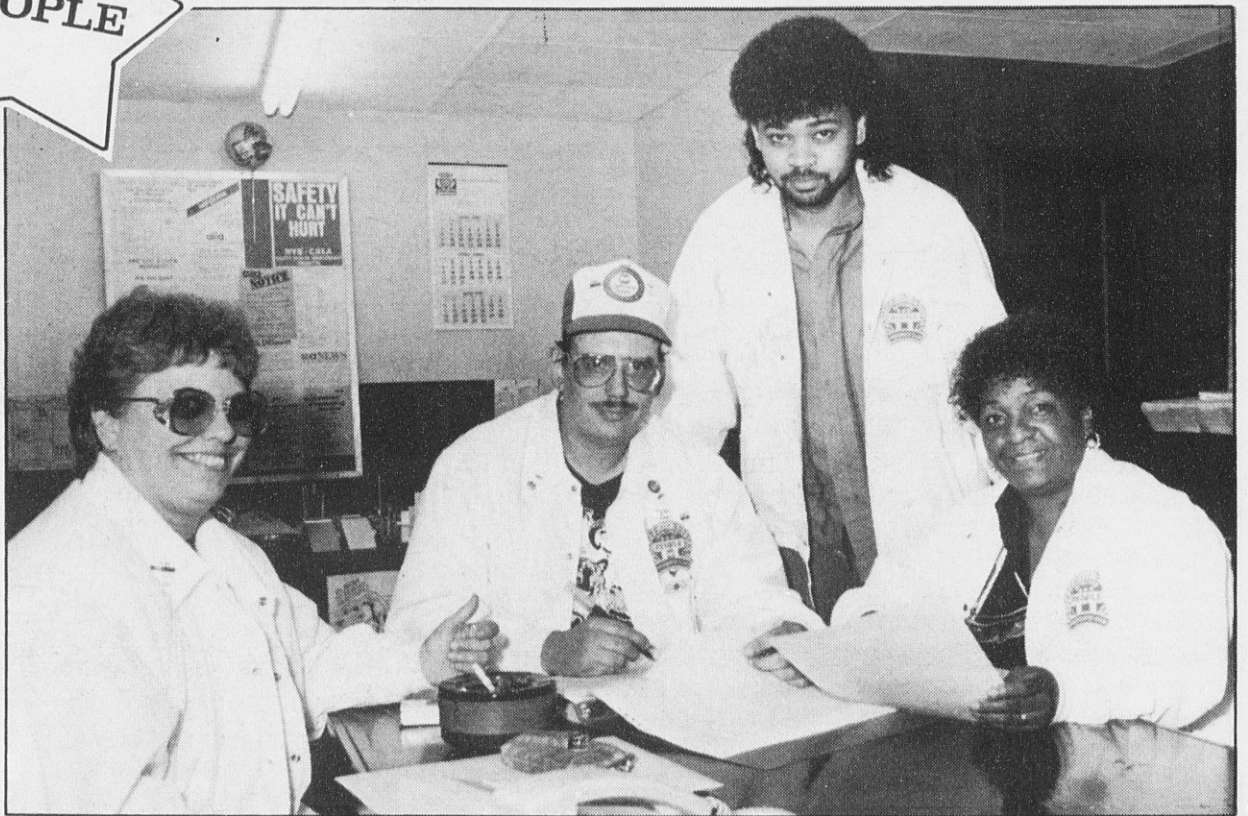
Pictured here are some of CSEA's newest PEOPLE Stars.



WEST SENECA DEVELOPMENTAL Center CSEA Local 427 should be proud of its PEOPLE Stars. Judith Brownlee, left, and Sue Falkner, have each achieved that rank. Brownlee's efforts resulted in 81 CSEA members signing up for the PEOPLE payroll deduction. Falkner added 63 CSEA members to the PEOPLE payroll deduction plan.



AGAIN?? — Vivian Landstrom has won the PEOPLE award for signing up the most members to the CSEA PEOPLE program for the last two years, and she is well on her way to a third win. Landstrom is a member of Long Island Developmental Center CSEA Local 430.



PEOPLE PROJECT — The members of West Seneca Developmental Center CSEA Local 427 are conducting a drive to sign up 800 PEOPLE members. Some of the activists involved are, from left, Barbara Biniacki, Greg Meredith, Local President Terry Melvin and Mary Baldwin.

CSEA schedules summer training

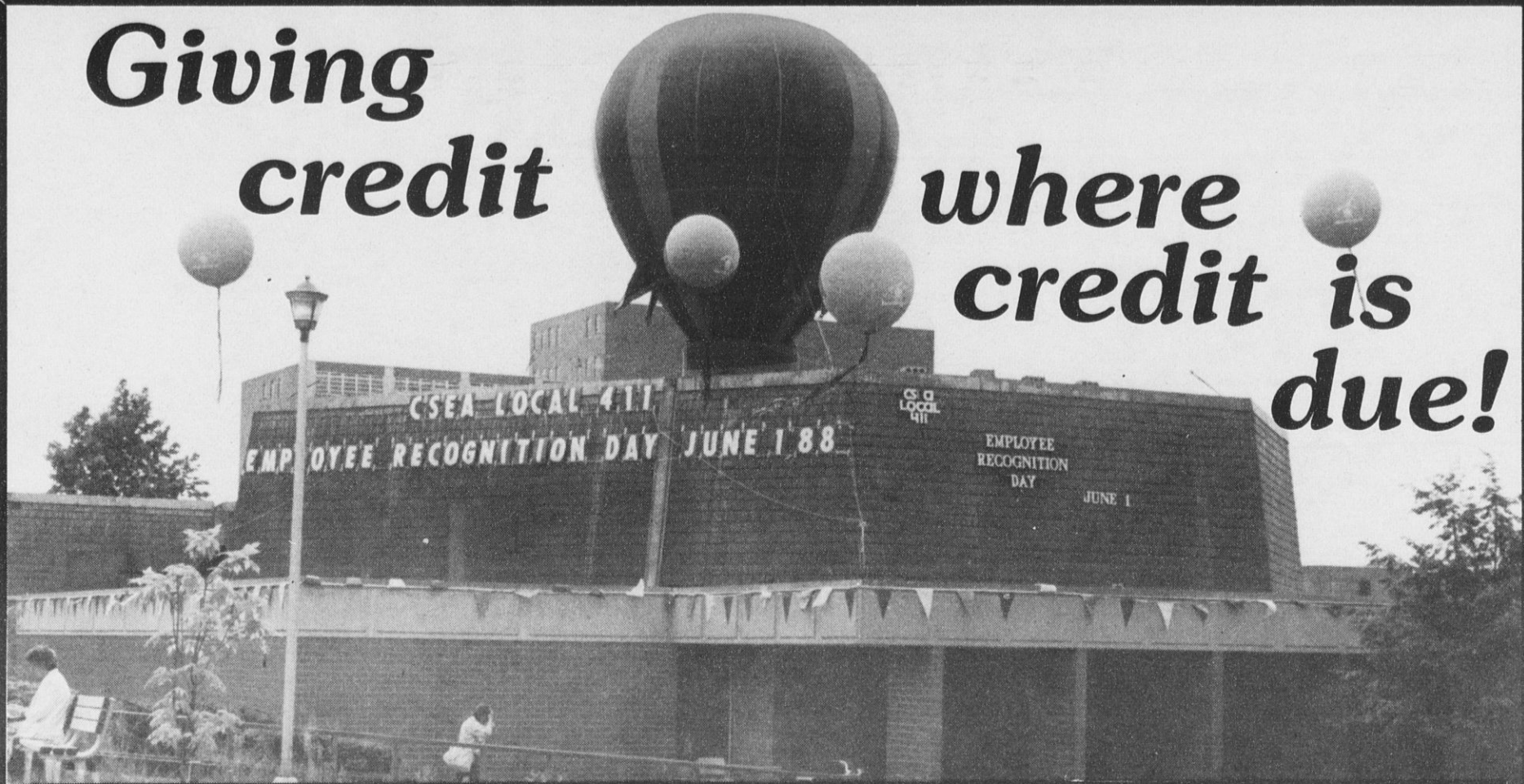
CSEA's Education and Training Department has announced the schedule for summer training programs for members. The classes will be conducted by members of the department.

Interested members should call their CSEA regional headquarters for a brief description of the courses and details about the time and location of classes.

Summer Training Dates		
Region 1	June 28 & 29	Advanced Grievance Handling (State)
Region 2	July 26	Labor-Management Committees
	July 6	Effective Union Committees
Region 3	Aug. 10	Labor-Management Committees
	July 19	Grievance Representative Orientation
Region 5	Aug. 16	Effective Union Committees
	Aug. 10 (tentative)	Advanced Grievance Handling (Local Government)
Region 6	June 28	Grievance Representative Orientation
	July 26	Not confirmed

Giving credit

where credit is due!



By Sheryl Carlin

CSEA Communications Associate

KINGS PARK — The large helium balloons and big, bold, white letters announced the purpose of the day — "Employee Recognition Day KPPC CSEA Local 411!"

The union joined with the psychiatric center's administration recently in recognizing 11 mental health therapy aides for outstanding service to the patients they care for.

The recognition day is slated to become an annual event. The professional staff took over for 600 aides while they took

some time off, provided by the administration to attend the festivities.

And festive it was! The rehabilitation center was transformed into an information fair. Tables lined the halls and at each one, the union members could get information on various state and union benefits, discounts, voter registration, Employee Assistance Program (EAP), day care, and more.

Prizes were given out throughout the day, including a fishing trip.

The time off was a precedent set by new Executive Director Robert Hettanbach. In his opening speech, Hettanbach explained

his reasons, "Therapy aides save patients' lives. I sleep better and get a lot fewer phone calls at 2 a.m.," he said.

CSEA Local 411 President Tony Bentivigna said, "The therapy aides make a strong commitment 24 hours a day, each day of the year. They are ordinary people doing extraordinary things."

Bentivigna said, "This special day not only recognized the MHTAs it also made them aware of all the benefits and programs available to them.

"We are very proud of our people and it's nice to see that the administration is, too," he added.

Members honored for lifesaving actions

Although the Kings Park Employee Recognition Day honored all CSEA members, 11 individuals were singled out for their heroic actions:

- On March 30, 1988, a client attempted to hang himself. John Rodriguez cut the client down and began mouth-to-mouth resuscitation. Nancy Tirranno and Doris Collins worked with Rodriguez in reviving the client who was then sent to a local hospital.
- On March 18, 1988 a deeply troubled client set her clothes on fire and was engulfed in flames. MHTA Ann Farkas responded immediately, burning her own hands in the process of trying to help the client. Working as a team, Mary Ann Gorecki and Michael Jackson extinguished the flames and the client was transferred to an area hospital.
- On February 1, 1988, a client attempted to hang himself. Thomas Lewis discovered him and responded immediately by cutting him down. Lewis was joined by Marie Ferrante in initiating procedures to restore the client's breathing. After the client was revived they prepared him for transfer to a local hospital.
- On January 26, 1988, a client climbed into her wooden wardrobe and set herself on fire. Her clothing burst into flames. Thomas Allar worked with Bobby Downs and Alexander Ramaikas in extinguishing the flames immediately and prepared the client for transfer to an areas hospital.

In all the heroic incidents described above, the administration not only commended the employees on their

actions during the emergency, but also afterwards in restoring the wards to a normal status so as not to further traumatize other patients on the wards.



HEROES HONORED — KPPC CSEA Local 411 President Tony Bentivigna, standing left, and KPPC Director Robert Hettanbach, standing right, congratulate employees who served beyond the call of duty. Standing from left, Michael Jackson, Thomas Allar Alex Ramaikas, John Rodriguez. Seated from left, Mary Ann Gorecki, Ann Farkas, Doris Collins, Nancy Tirranno, and Bobby Downs. Not pictured: Thomas Lewis and Marie Ferrante.

New DMV regs may cause confusion

Drug test *not* required



Shenendehowa School District CSEA Unit bus drivers give a big thumbs-down to confusing new DMV guidelines for drug testing.

If you're a school bus driver and your school district tells you that the Department of Motor Vehicles now requires drug testing as part of your annual physical, tell them to go read what the DMV regulations really say!

"There could be a lot of confusion," explained Ronald King, CSEA director of local government and school district affairs. "So we want to make sure that all of our people understand what's going on."

DMV recently issued new guidelines on the physical qualifications for Article 19A (school bus) drivers which take effect July 1.

Included in the guidelines is a section detailing the procedure for testing and disqualifying persons "using" prohibited drugs.

However, the DMV guidelines DO NOT mandate that individuals submit to drug testing. The guidelines provide information on how to do the testing if testing is to be done.

But, because of the official way in which DMV presents the guidelines, CSEA is concerned that districts may misinterpret their implications.

The Public Employment Relations Board (PERB) has maintained that unless specified in your contract or a past practice,

drug testing remains a mandatory subject of negotiations between labor and management.

If any questions about submitting to drug testing arise in your workplace, ask your local president or field representative about what to do.

"I haven't seen the guidelines, but I don't agree with singling out bus drivers," commented Stillwater School District bus driver Terri O'Clair, a member of Saratoga Educational CSEA Local 864. "I think it will become abusive."



O'CLAIR

"We're certainly not condoning the use of illegal drugs," added King. "But that's not the real issue here anyway. This is really about the erosion of employee rights — trampling on people's privacy has the same result whether you're doing it for the right or the wrong reasons."

"Besides, there are already criminal penalties for driving under the influence and there are better ways to ensure safety and motivate employees than to intimidate them and violate their basic dignity," he concluded.

CSEA sends school board message and candidates

HYDE PARK — Who says you can't fight city hall? Hyde Park School District members don't believe that tired old phrase for a minute because they've proved otherwise after successfully backing two school board candidates to replace trustees who were unresponsive to the needs of the students as well as the employees.

This is the second time grassroots efforts have paid off, said Unit President Ann Milby who proudly notes that the union helped to vote out a 19-year school board veteran this year. Last year, a 6-year board member was ousted.

"We needed people who would think for themselves, not rubber-stamp the administration," she said.

Milby added that there had been poor communication between administrators and employees over the past few years.

In addition, a number of union positions had been eliminated and replaced by supervisory appointments that are costing school district residents unnecessary tax dollars.

The newly-elected trustees are grateful for the support they received.

Pat Cicala, a former teacher who now owns a local construction company says board members and school employees



CSEA Hyde Park School District members congratulate newly elected board members. Shown here from left are Barbara Brink, Bunny Christmas, Unit President Ann Milby, Sal Baratta, Deborah Holden and Pat Cicala, June Losee, Judy Mateer, Pat Young and Betty Butler. Three union members who were unable to appear for this photo were Gert Balint, Sharon Ostrofsky and Caroline Huggins.

should be looking for a common goal. Cicala added that taxpayers who are not involved with the board are easily misinformed. "I hope I can do what's right," said Cicala, the father of three children in the district.

Deborah Holden said she's looking forward to serving on the board. "Now that I'm on, I'm planning to start a new communication effort with the staff," she said. "We're supposed to be working together, not against each other."



ROAD-E-O brings out competitive edge

By Chuck McGeary

CSEA Communications Associate

HORSEHEADS — They call it a school bus ROAD-E-O. It was designed to be a friendly, competitive drill to highlight safety awareness and hone driving skills, but for five Horseheads School District drivers it became a serious challenge.

From the time contestants arrived at the garage until prizes and plaques were awarded four hours later, each driver was a study in concentration.

The Horseheads version of ROAD-E-O was designed and coordinated by Bob Smith, a bus monitor for the district and a substitute driver. It was obvious that Smith and Alta Plate, acting transportation supervisor, had spent hours preparing activities.

Supplied with whistles, clip boards and instructions, judges were standing by when the five contestants were ushered upstairs and behind closed doors for the written examination based upon state Dept. of Education and DOT special regulations.



After a prescribed time limit for the written examination, each driver was called (by draw) to pre-check a bus. Again under a time limit, each driver called on skills and experience to complete a routine safety check of lights, mirrors and other equipment. Demerits were given for points missed and bonus points could be earned for "spotting" pre-set "faults" in the equipment.

After the contestant completed a pre-check, the next phase took place on a driving course that simulated student loading, a railroad crossing, diminishing clearance obstacle and stop line, an offset alley, alley docking, straight line driving and student unloading. Points and demerits were scored each step of the way.

While awaiting tabulation of final scores and announcement of winners, Gayle White, a judge and vice president of the Horseheads School Unit/Local 808 Chemung County, explained some important rules for bus drivers. Before anyone can apply for a driver's position, he or she must supply the school district with character references, have a Class 2 Chauffeur's license and be cleared by local and Albany police officials.

"After all the forms and strict qualifications have been met, the driver may be hired as a substitute and fill in for a regular driver off sick. In time, with a good driving record, the driver may get a regular run. I've been driving for the Horseheads School District for



more than 20 years and I'm driving the children of former student-riders. The years fly by when you enjoy your work and love being near the kids. They seem like members of your own family," White says with a smile.

As the clock in the transportation room neared the noon hour, Alta Plate entered the room carrying certificates, boxes of donated prizes and the coveted plaque awards. The office became quiet in anticipation of the announcements.

After thanking all contestants, judges and others who participated, Plate announced the award winners.

"Third Place: Kathy Dunn (pause for applause). Second Place: Chuck Taylor (more applause for the CSEA unit president). **FIRST PLACE: Kathy Force** (much cheering and applause)."

Next stop for the winners will be the June regional competition, also at Horseheads School. Regional winners will then compete against 30 to 40 finalists from other regions at the statewide competition in Albany this July.

No one is predicting the outcome of upcoming competition, but there is one thing parents of Horseheads Central School District children can bank on: bus drivers in their district take their driving safety seriously. And, after all, that's the name of the game!



AND THE WINNERS ARE . . . from left, ROAD-E-O coordinator Bob Smith; third prize recipient Kathy Dunn; Unit President Chuck Taylor, second prize; first prize winner Kathy Force; and acting transportation supervisor Alta Plate.

CSEA snatches victory from the jaws of defeat

Legislature overrides Halpin betrayal

By Sheryl Carlin

CSEA Communications Associate

HAUPPAUGE — The VDT bill is in!

Although Suffolk County Executive Patrick Halpin vetoed the measure, 13 progressive legislators voted to override the veto after intensive lobbying by CSEA and other unions.

Halpin's veto disgusted CSEA which supported him for election last November. He had used his predecessor's veto of a similar bill as a campaign issue and has long supported VDT health and safety regulation.

With the override Suffolk becomes the first locality in the nation with laws regulating the operation of video display terminals for the health and safety of the workers.

"We are extremely upset by Halpin's decision to choose big business over what's best for the employees," said CSEA Region I President Danny Donohue. "But we weren't going to let his veto be the end of the story — we lobbied intensely in conjunction with the other unions such as Communications Workers of America."

Union efforts paid off.

Smithtown Legislator Mike D'Andre summed up the reality of the situation saying that if business stayed on Long Island despite traffic and problems with drinking water and garbage disposal, no VDT legislation would push them off.

The bill, which includes eye exams, training and work breaks and requires ergonomically correct equipment, will be put into effect over the next six months.

"We believe this bill will soon have a trickle-down effect that employees who work on VDTs in counties across the state and essentially the nation will benefit over time," stated Donohue.

"We are extremely upset over Halpin's decision to choose big business over what's best for the employees."

—Danny Donohue
CSEA Region I President



CSEA Region I President Danny Donohue speaks to VDT bill supporters about the disappointment of Halpin's veto. Communications Workers of America (CWA) Vice President Jan Pierce stands behind him.

THE CHANGING
FACE OF V.D.T.
USER PROTECTION



Convention deadlines approaching

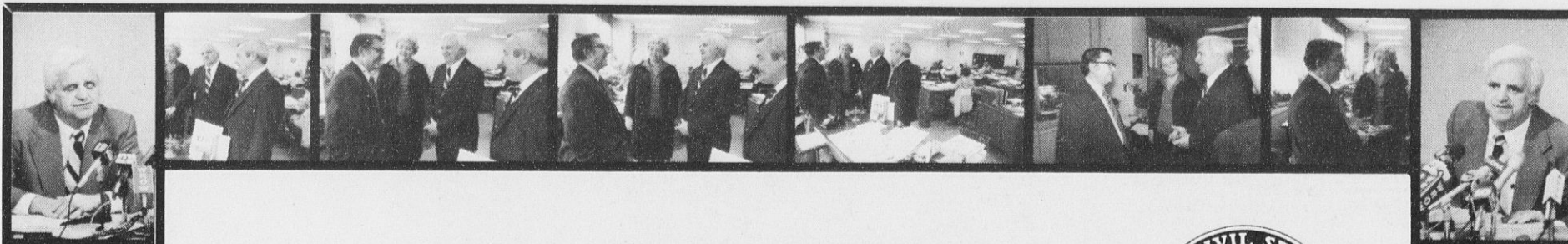
The deadlines to submit business for CSEA's Annual Delegates Meeting are rapidly approaching. The meeting will be held Oct. 30-Nov. 4 in Lake Placid.

In keeping with the requirements of CSEA's Constitution and By-laws,

proposed amendments to the constitution and by-laws must be submitted to CSEA Statewide Secretary Irene Carr by July 31. Any resolutions requiring action by the delegate body must be submitted to Secretary Carr by Aug. 30.

‘Be vigilant, be involved’

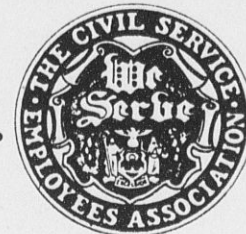
A farewell message from retiring CSEA President William L. McGowan



THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

Local 1000, American Federation of State, County and Municipal Employees, AFL-CIO

143 WASHINGTON AVE., BOX 7125, CAPITOL STATION, ALBANY, NEW YORK 12224 (518) 434-0101



It has been said “there is a time and a place for everything.” Even the end of a presidency with CSEA.

And so it is I leave this office with a mixture of happiness and sadness. On the one hand I look forward to spending more time with my family and on the other hand, I am leaving my second family, CSEA.

As I look back over the years I remind myself of the good times and tough times. There have been plenty of both. We laughed together and fought together to win better contracts for the membership. There were days when I was praised, booed and applauded, many times by the same people on the same day. Over the years my opponents became allies and my supporters became antagonists. Through it all, despite our differences, we managed to succeed.

Our mission was always the same: to serve and do right by the membership. During my 11 years as president I never forgot the working person. I knew then, and realize it even more today, that the people we represent make CSEA — not the elected officials but rather the office worker, the MHTA, the school district employee and all the others that make up our great union.

My life with CSEA has been very important. It has, in fact, been my life. If I had a closing message to the membership it would be this: Be ever vigilant, become involved in CSEA. And if things are wrong, correct them. Let your voice be heard.

To those who will succeed me, I say listen to and work for the membership. Do right by them and they, in turn, will reward you.

Recently a reporter asked me, “How would you like to be remembered?” I responded, “As a man who truly cared for the membership.”

I really hate goodbyes. I wish each of you well.

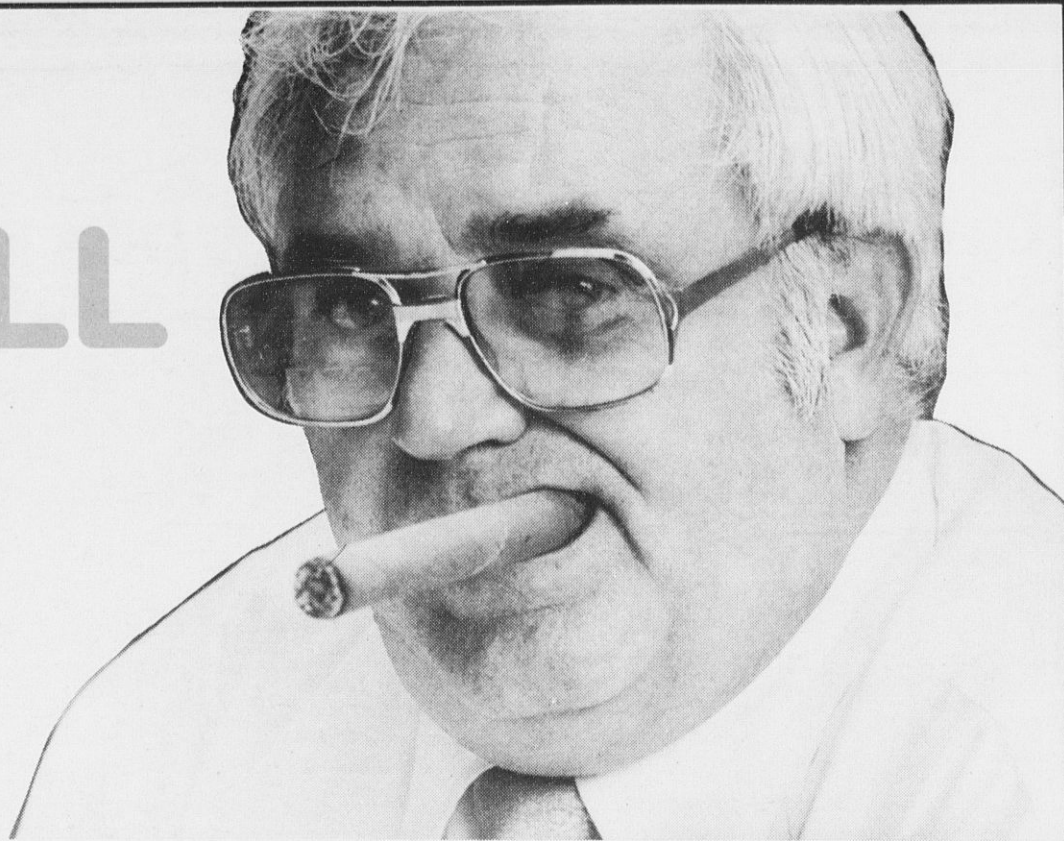
Fraternally,

Bill

NEW YORK STATE'S LARGEST PUBLIC EMPLOYEE UNION



A FOND FAREWELL TO A UNION MAN



'I never forgot the working person'

He has rubbed elbows with the President of the United States, dozens of members of Congress, governors of New York and just about any top political, labor and community leader in the state you can name. But he's proudest of the fact that he has touched and enriched the lives of hundreds of thousands of public employees and their families.

"I never forgot the working person," he says in a farewell letter to the membership printed on Page 9 of this issue. And they never forgot him either, electing Bill McGowan as president of CSEA four times for an unprecedented 11 years. After pulling off a razor-thin upset victory to gain the union presidency in 1977, he won re-election by overwhelming margins every election thereafter. His popularity among the union's rank-and-file is unquestioned.

On June 30 the 63-year-old native of Buffalo will step down from the office, retire and slip into that rare category reserved for "living legends." It is typical of McGowan that his retirement plans, as he told a Buffalo

"Bill McGowan is a man who takes pride in many things. His family and his union probably take first and second place, but Bill is also proud of his native roots. He is a true son of the Irish enclave in Buffalo and . . . he made certain that whenever he and his wife 'went home for a visit' he spend most of his time with the old gang in the old neighborhood . . . He is a good man, Bill is. He mixed here in Albany and in Washington with some very powerful people but he is unchanged. He is as incapable of changing or putting on airs as is the personality of South Buffalo itself."

—HAROLD R. NEWMAN, chairman,
NYS Public Employment Relations
Board

newspaper reporter, consist primarily of "painting the trim, tarring the driveway and cleaning the gutters on the house" in Orchard Park, where he and his wife, Jeanne, have lived for 30 years and raised their three children.

McGowan took over the reins of a loosely organized labor "association" of 250,000 members in 1977 and transformed CSEA into a full-fledged labor union viewed as perhaps the most powerful in New York state.

Less than a year after first taking office, McGowan steered CSEA into an historic affiliation in 1978 with the American Federation of State, County and Municipal Employees (AFSCME) AFL-CIO. Most observers point to that action as the major turning point in the union's history, elevating CSEA to the forefront of the labor movement in New York state and extending its considerable influence to the halls of Congress in Washington.

CSEA pumped up its muscles and mounted an aggressive and highly successful legislative and political action program that has politicians at all levels of government eagerly seeking the union's backing. CSEA is widely credited with being the deciding factor in the initial election of Mario Cuomo as governor of New York.

McGowan leaves behind a strong legacy of labor achievements. Under his leadership, for instance, the union successfully fought to extend federal health and safety standards to state and local government worksites while strengthening state standards as well. Workplace conditions improved with creation of the Committee on Work Environment and Productivity, and CSEA pioneered the Employee Assistance Program (EAP) to help members resolve personal problems that affect their job performances.

McGowan was a prime mover in the creation of day care centers for children of public employees, and was out in front on pay

"All of AFSCME is going to miss Brother McGowan and wishes him well in his retirement. He never forgot that he came from the rank and file. He was never above the members but only their representative, and his job was to work for their benefit. And he did that superbly. He has the special satisfaction of knowing that in doing his job he earned the trust, the respect, the support and the affection of the men and women of CSEA. He truly was a rank and file's rank and file."

—GERALD W. McENTEE, AFSCME
president

equity programs designed to end sex-based wage discrimination at local and state levels. He helped establish and administer the CSEA Employee Benefit Fund which provides dental, prescription and optical benefits to most members. McGowan is also credited with paving the way for the emergence of local government employees as equal partners with state employees in the operation of CSEA.

And long after his retirement his name will still carry on. A special state college scholarship program for children of CSEA state employees who die in work-related accidents has been named in his honor. McGowan fought for that scholarship program at the bargaining table, and the state has designated it as "The William L. McGowan Dependent Children's Tuition Program."

McGowan earned a reputation as a man of his word and a tough-but-fair labor leader who always put the concerns of the membership at the top of his priority lists.

"I made some mistakes, but I've done the best I knew how," says McGowan with typical modesty. "I have no regrets."

Neither do we, Bill. Best wishes in your retirement.

“As a former Albany reporter and CSEA-watcher for years, I saw a Bill McGowan who was never devious or slick in his dealings. And, no question, union members liked what they saw and what they got. One of the things they got was political recognition. It came about when the McGowan-CSEA political action team went all-out to back underdog Mario Cuomo in his Democratic primary battle with New York City Mayor Ed Koch. It proved CSEA’s ability to organize and run a highly effective statewide campaign.”

—ARVIS CHALMERS, retired political reporter/columnist



HE SHOOK HANDS with then-President Jimmy Carter

“It was nothing for me to call Bill at home in the middle of the night to discuss union matters. Once we were in a New York City hotel for a meeting early the next morning, and I woke up in the middle of the night with a thought of something I wanted to talk about with him. So I got up and called Bill’s home in Orchard Park. Bill’s wife Jeanne answered, and after a pause, reminded me that Bill was right there with me, in the adjoining room. We were on the road a lot, and sometimes you lost track of where you were at any particular moment.”

—BOB GUILD, retired former executive assistant to McGowan



SHARED a mike with Gov. Cuomo

“When I got to know Bill, I called him the ‘white charger.’ Later on it was the ‘white knight.’ Bill was never too busy to hear our problems ... he’d say, ‘Come on in, love’ when no one else would listen. To Bill we were somebody and he made us feel important. I can only say God bless Bill, and remember us as we will remember you.”

—RITA FEBRAIO, supervisor, night cleaning crew, CSEA Headquarters

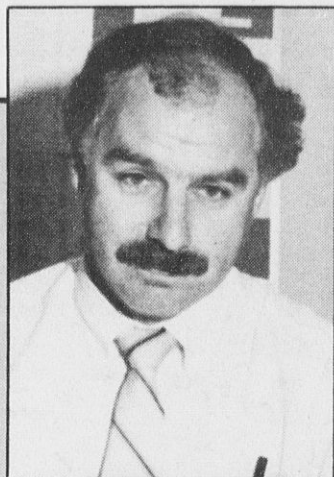
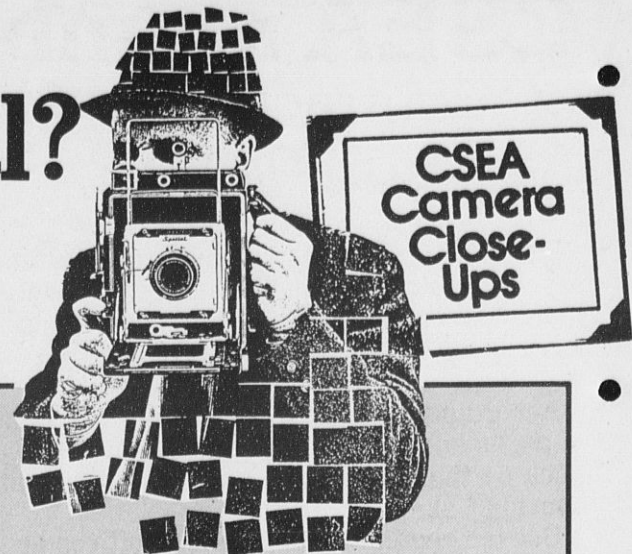
“During the state negotiations, Bill was seated to my immediate right. I needed to confer with Bill, and as you are well aware, Bill’s trade mark is his cigar. So I leaned over to get his opinion (as I am slightly hard of hearing in my right ear) and Bill damn near put the end of his cigar in my ear. As I backed away to turn my head for him to talk into my good ear, he damn near got my left cheek with the cigar. Thank heavens his cigar was not lit.”

—ERNEST J. REWOLINSKI, executive assistant to AFSCME president and CSEA’s chief negotiator in recent state contract talks



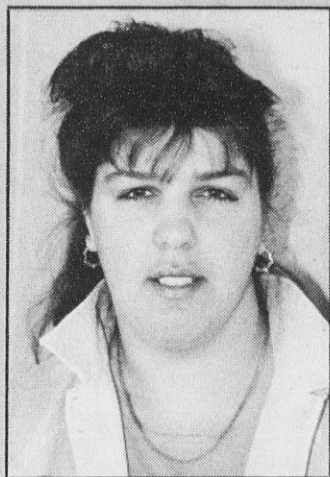
BUT BILL felt most comfortable with his people, the rank-and-file members of CSEA.

Should drugs be made legal?



JOHN DEIHL
Monroe County
Local 828
Region VI

"No. I can't see how that would solve the problem of people ruining their lives. Legalizing drugs would only make them more available for people to abuse themselves more freely."



SHERRY A. WILK
State Tax and Finance
Local 460
Region II

"No, I don't think so. Why should it be legal when so many kids in the world today are dying from it?"



SHERI TELESKY
Rensselaer County
Educational Local 871
Region IV

"Some drugs can be harmful and by legalizing them, it's saying it's okay to do them. That's not a good example to set for our children."



ROBERT K. MILLER
Onondaga County
Local 834
Region V

"No. Drugs are tearing apart the fabric of our society and our youth."



DEBORAH L. MANLEY
Orange County
Local 836
Region III

"No, definitely not. Making drugs legal would condone their use and cause even more abuse."



CLAIRE BRADLEY
Nassau County
Local 830
Region I

"I think they should be banished from the world. I don't know what the answer is, but right now the laws are too weak regarding the pushers."

Unit gives time to co-worker

YORKTOWN — Jim Manwaring had no accrued leave time when he had his car accident on Halloween night last year, but during the two months he was out of work, he was able to collect a paycheck, thanks to his co-workers.

Manwaring, a two-and-a-half year employee of the Yorktown School District, had previously been out of work for three months recovering from a heart attack when he returned to work last fall.

"I had used up my vacation leave, my sick leave and my personal leave. Everything was exhausted." Then came the car accident.

Unit President Bob Vijacki says that the employees are a close-knit group. He and his co-workers approached school district

officials and offered to donate the leave time to Manwaring, and they approved of the plan. In total, 56 days were donated and Manwaring was told that if he did not use up all the time, he could keep whatever was left in case he needed more time later.

"I sincerely want to thank everybody for their support and their help in my time of crisis," said Manwaring.

Vijacki says his unit has decided to form a committee to help other members who might find themselves in the same situation that Manwaring did.

"Each situation will be assessed on its own merits," he explained. "When someone has a hardship, we'd like to help."

Vijacki also credited school officials John Doherty, Carol Ross and Guy Albertson for going along with the plan.

CSEA members save taxpayers a bundle!

Contracting-in costs 20g less

YORKTOWN — A talented group of Yorktown Parks Department employees has saved taxpayers in this Westchester County municipality more than \$20,000 they would have spent on a construction project that was desperately needed.

According to Brian Slavin, superintendent of parks and recreation, town residents flock by the hundreds to swim and picnic at Sparkle Lake.

But the recreation department offices at Sparkle Lake were much too small to accommodate the people who not only work there, but those residents who come into the building to register for summer ID cards.

In fact, said employee John Schroeder, when registration time began, it was chaos. "You couldn't move in here," he remarked. "The residents would have to stand in lines that twisted through the tiny offices and the employees' break room."

"We needed an addition on the building," said Slavin. "The parks department drew up a plan and submitted it."

From that point, said Slavin, it was smooth sailing. With about \$4,000 in materials, the project began. Once the cement footings were in place, the framing went quickly. "We enclosed it in about a week," said Schroeder. "The inside finishing was completed on rainy days."

The result is an easy access, easy exit building that will handle the summer guests without disrupting the office workers.

Best of all, of course, is that the town



REGION III FIELD Representative Glenn Blackman stands outside the newly constructed addition to the town recreation building at Sparkle Lake in Yorktown. With him are town employees Stu South, Mike Troyano and John Schroeder who helped to construct the building and save taxpayers over \$20,000 in construction costs.

saved over \$20,000 in construction costs that they would have spent on a contractor to put up the addition. "I'm very proud of these guys," said Slavin.

Pulling together to protect privacy



Region II President George Boncoraglio

ALBANY — Joining with a who's who of labor and other organizations from across New York, CSEA has publicly called for state Senate passage of the "beep" bill which would prohibit employers from secretly monitoring the telephone conversations of their employees.

"This is just the tip of the iceberg," said CSEA Region II President George Boncoraglio at a recent Albany press conference called by the coalition known as the "Protect our Privacy" campaign. "If employers can get away with phone bugging in the name of productivity, then they'll use that argument to trample on people's rights in other ways," the CSEA leader continued.

The legislation would require that employers make employees and the general public aware that phone conversations might be monitored and alert employees with a beep on the line when someone is listening in.

"Would members of the Senate like to have their phones bugged?" asked Boncoraglio in urging passage of the measure. The state Assembly has already overwhelmingly approved the bill.

Although abuses have primarily been reported in the private sector, CSEA is concerned because of mounting evidence that public employers have the technological ability to take advantage of workers, too.

CSEA is involved in a number of situations where technology has put union gains at risk — these include monitoring of telephone workers; questioning of state employees' telephone use; and electronic monitoring of VDT operators.

All of these circumstances raise serious questions about privacy and create the potential for arbitrary harrassment of employees. At the same time, they cause tremendous stress on people that limits productivity.



Labor guides the way to careers!

By Lilly Gioia

CSEA Communications Associate

NEW YORK — An estimated 30,000 New York City students toured the state Labor Department's eye-popping Career and Education Expo '88. CSEA Local 350 Department of Labor member volunteers guided thousands of metro area teenagers around the massive exhibit housed for four days at the Jacob Javits Convention Center in Manhattan.

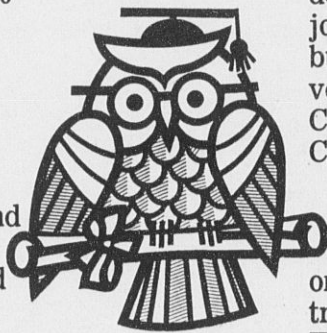
"This is the biggest event we've ever had and the kids seem to be so excited about the whole concept," observed CSEA member Annie Clark, a volunteer tour guide. "It takes about 2½ hours to see it all, but it really holds their attention," she added. The only volunteer from her Brooklyn DOL office, Clark found the whole experience so rewarding, she volunteered to work two extra days.

"I'd do it again," added CSEA member Aida Berrios. This is the first time I volunteered. I thought I would like helping kids from school and I was right because the presentations are fun for them and it's so helpful. I have a 19-year-old son who came down because I told him how good the Expo was and it's free."

Conceived by Labor Commissioner Thomas Hartnett, Career and Education Expo is the state's most ambitious public/private industry project yet dedicated to the future of New York's youth. It is a response to Gov. Mario Cuomo's

designation of the next 10 years as the Decade of the Child in New York state. Exhibitors represented corporate sponsors, state and city governmental agencies, labor unions, colleges and universities.

"In the past we've had programs for kids about summer work, but this to me is more interesting because each booth tells the kids about a specific career, what



degrees are needed, the qualifications for the job, plus they get free souvenirs, brochures, buttons and comic books," indicated 18-year veteran senior employment security clerk Carolyn Nixon, another volunteer from CSEA Local 350.

Escorting a group of inquisitive automotive high school students, Nixon enjoyed their enthusiasm for having hands-on opportunities to see motors on actual fire trucks, heavy-duty state Department of Transportation vehicles and buses brought onto the exhibit floor for the show.

"Regardless of how many kids you had to usher around, they were orderly. They

especially liked the live skits about how to do an interview," said Nixon, reflecting on the volunteer experience.

CSEA Local 350 Secretary Diane McQueen, shepherding a group of 60 students and 20 adults from Sarah J. Hale High School in Brooklyn, said she believed more publicity could have been given to the event and that it should be expanded to a full week.

"There is so much information here from the minute you walk in the door," McQueen remarked. "I was here Sunday for the opening and was just as excited as the children. They are given so much help on how to write a resume, how to speak, how to fill out applications and what to wear on the interview. My own daughter Dormikia came down and loved it, too."

Despite tired feet, all the CSEA volunteers expressed pride in this new, innovative Labor Department effort to reach, inspire and challenge young people, offering them real and positive help to prepare for the world of work.

THREE WHO HELPED — CSEA Department of Labor Local 350 member Aida Berrios, Annie Clark and Carolyn Nixon were among the volunteers that helped make the 1988 Career and Education Expo at the Javits Convention Center a success.



"There is so much information here from the minute you walk in the door"

— Diane McQueen
CSEA Local 350

**Insurance
refund checks
in the mail;
increase offer
ends July 15**

Checks totaling \$1.7 million representing refunds of contributions have been mailed to eligible participants in the Basic Group Life Insurance Plan. Meanwhile, a special offer to increase coverage to the maximum benefit available has been extended.

To be eligible for the refund all members must have participated in the plan for the entire distribution period of Nov. 1, 1986, to Nov. 1, 1987.

Again this year, CSEA is conducting a special increase offer to qualifying insured members to increase their Basic Group Life Insurance coverage to \$25,000—the maximum benefit available.

The deadline for applying for increased coverage has been extended until July 15.

CSEA members under age 70 may apply for the increase by completing the application which is included with the refund of contribution check.

Any questions about the refund or the special increase offer should be directed to the CSEA Insurance Department, Capitol Station Box 7125, Albany, New York 12224. Please be sure to include your name, Social Security number and current address. If you have had a name or address change in the past year, please note these changes as well.

THESE CSEA ACTIVISTS REALLY BELIEVE IN TOGETHERNESS

Spending much of one's time and energy on outside interests can sometimes pull a marriage apart. But when those outside interests are shared, it can firmly bond the couple together.



They're wed to their union and to each other. That's probably the best way to describe Ida and Milo Barlow, Mary and Herb Adamson and Gloria and John Wakewood. All three couples are very active within CSEA and feel their involvement with the union helps them know each other better and strengthens their relationship.

By Daniel X. Campbell
CSEA Communications Associate

Milo and Ida Barlow

"We were high school sweethearts and after 33 years of marriage and years of CSEA involvement, we're still happily married," says Ida Barlow.

Ida and Milo have the distinction of being the first husband-wife team elected to serve on CSEA's statewide Board of Directors. Ida represents members of Environmental Conservation Field CSEA Local 116 while Milo does double duty as president of Transportation Region 1 CSEA Local 676 and board member representing Transportation Region 1.



IDA AND MILO BARLOW

"We're quite a team," Milo says with a tinge of humor in his voice. "But we can both hold our own positions when we have to. Shall we say we can both be stubborn."

"Oh, some members of the board of directors still raise their eyebrows in astonishment when we take different positions on various issues. But they know that our different votes will not wreck our marriage," Ida says.

"Actually, I had to get involved in the union," she notes. "CSEA was all that Milo was talking about at home, when he was home. And he was always traveling here to there to this CSEA meeting or that training or these negotiations. So when I started working at EnCon and the people needed representation, it was natural to turn to Milo for advice. And that's how the EnCon Field Local got started. We both worked on the idea and it took off from there."

Being married and involved in CSEA is like any other family project, both agree.

"If you work together you grow together and you stay together," says Ida. "Oh, we have had our discussions about various union matters, internal problems, things like that. But we only get mad at management for mistreating our members. Different opinions, different views of a problem, usually result in a stronger solution."

Herb and Mary Adamson

Herb and Mary Adamson have been married 27 years, and for much of that time either one or both have been union activists.

Herb has been involved with CSEA for nearly two decades, and Mary joined in those efforts eight years ago. Herb is president of Saratoga Spa Park CSEA Local 106 and Mary is president of Mt. McGregor Correctional facility CSEA Local 168.

"Herb got me involved in CSEA. He was always in it, it seems," says Mary. "And now that we're in CSEA together I can understand his problems better because I have the same type of problems. We have a lot more to talk about, and we often travel together to CSEA meetings, etc."

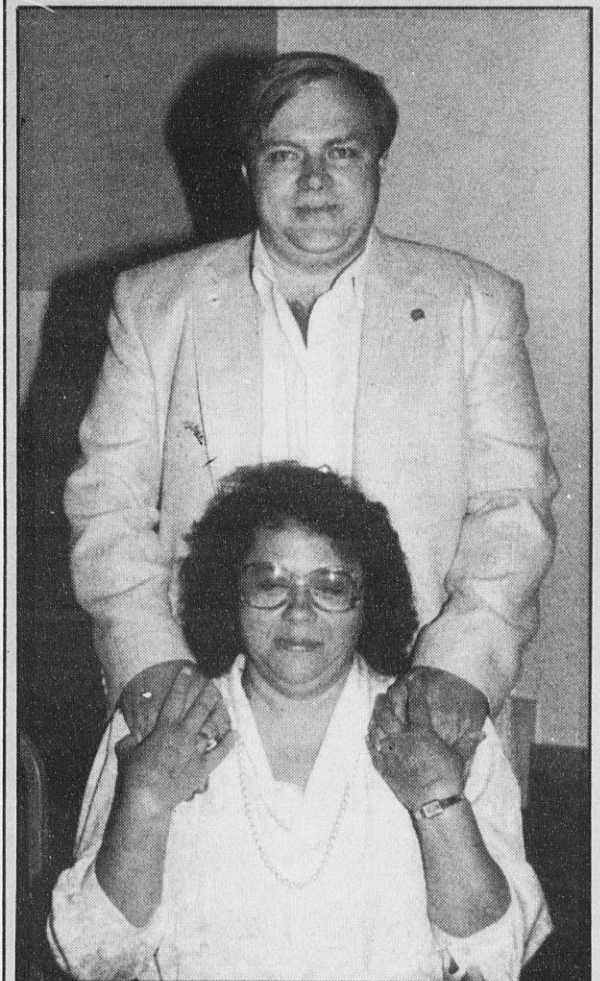
"Actually CSEA has been good for both of us," Herb says. "It has brought us closer together and given us a lot to talk about. CSEA is part of our daily life."

"Now I also see Herb in a different light," adds Mary. "He's not just a hard-working husband; he's a union leader and that's not an easy job. I understand that better now; we both do."



MARY AND HERB ADAMSON

John and Gloria Wakewood



GLORIA AND JOHN WAKEWOOD

John and Gloria Dixson Wakewood will soon be celebrating their first wedding anniversary. John is the executive vice president of Office of General Services CSEA Local 660 and Gloria is first vice president of the same local.

"We met at a CSEA convention in New York City," notes John. "We started dating and we got married. We both work for OGS and often we end up working together on CSEA problems," he says.

Gloria says her interests in John grew from working together on a project to make Local 660 operations more functional and responsive.

"John and I have grown together at work and now at home," says Gloria. "John is a fine step-father to my son, Frank, and I hope we'll be a good CSEA family for years and years."

CSEA REGIONAL MEETINGS ABOUND

Among things that blossom as spring sweeps across New York state are annual membership meetings and workshops throughout CSEA's six regions.

Hundreds of CSEA activists gathered recently at separate meetings and workshops to discuss labor issues and participate in educational programs.

Members received current information on a wide variety of labor subjects and participated in workshops and educational seminars on many topics.

The photos on pages 16 and 17 depict some of the activities during recent regional meetings and workshops in CSEA Regions 2, 3, 5 and 6.



AMONG PARTICIPANTS in Metropolitan Region 2's spring workshop were, from left, Regional Education Chairperson Gloria Scott, CSEA PEOPLE Coordinator Cheryl Sheller, Regional Secretary Harriett Hart and, seated, Janet Ventrano, acting president of Division of Housing and Community Renewal CSEA Local 258.



CSEA CHIEF COUNSEL Marge Karowe, above, discusses civil service law issues with CSEA members from Region 2.

REGION 3



STATE ASSEMBLYMAN PETER SULLIVAN, left, chats with CSEA Region 3 President Pat Mascioli. Sullivan was keynote speaker at weekend program and told CSEA members their endorsement helped him win election.



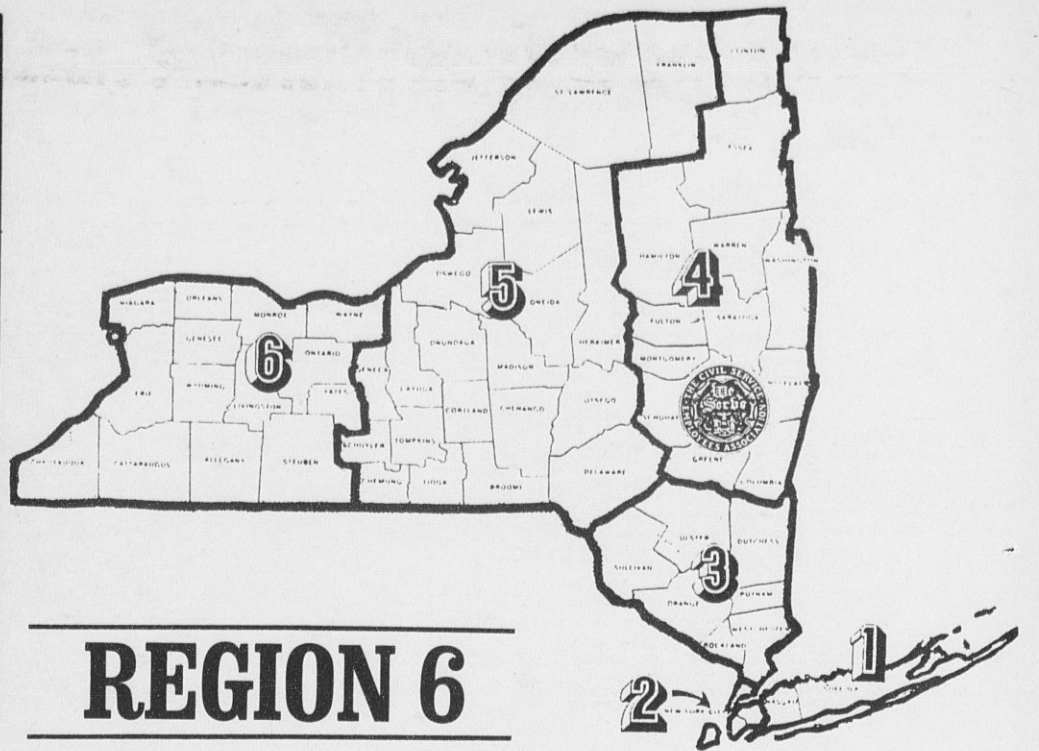
A WORKSHOP ON EFFECTIVE UNION COMMITTEES was conducted at Region 3 meeting by CSEA Education and Training Specialist Joan Dunham-Card, standing.



POLITICAL ACTION FUNDRAISING ITEMS are inspected by City of Newburgh CSEA Unit President Sallie Bauer, left. PEOPLE Committee members include PEOPLE Coordinator Cheryl Sheller, Mike Moravsky, Colleen Manning and Judy DiRosa.



REGION 6 PRESIDENT ROBERT LATTIMER, left, talks with guest speaker **Joseph P. Ritz**, labor reporter for *The Buffalo News* newspaper.



REGION 6



AMONG MEMBERS ATTENDING Region 6 workshop were, from left, **Mary Jane Kruszka**, president of the town of Hamburg white collar unit, and **Sharon Bork**, president of CSEA's Genesee County employees unit.



GERRY PRINCE of Erie County Local 815, standing right, asks a question during Western Region 6 spring meeting.

REGION 5



SAFETY AND HEALTH workshop drew large crowd. Participants pose for a "class picture" surrounding Regional Safety & Health Specialist "Stubby" Stevens, seated center. Regional Safety & Health Committee Chair Lou Berry, upper right, hosted the session.



PROFESSOR "Pete" Baker of SUNY Potsdam, center, is flanked by Education Committee Chair **Mary Lauzon** and Central Region 5 President **Jim Moore**. Baker moderated sessions on how to effectively interview legislators.

WORKSHOP on how to conduct an information day program included these members from throughout Region 5. Seated from left are Carlo Guardi, Dolores Herrig, Ray Moniz and Scott Hudson. Standing from left are Al Harder, Arlene Ervendes, Chuck Taylor, Mary Barron and Betty Browell.

CSEA/LEAP opens fall term

Course announcements and application forms for CSEA's Labor Education Action Program (LEAP) Fall 1988 semester are now available at your agency training or personnel office.

The deadline for applying for the Fall 1988 semester is July 20. Completed applications must be received in the LEAP office by that date. LATE APPLICATIONS CANNOT BE ACCEPTED.

See the Bulletin Page in the beginning of the Course Announcement for the latest developments in the LEAP program.

Be sure to read Section 1 regarding the exciting new course "Empowered Learning: Unleashing Your Career and College Potential." This semester you can apply for "Empowered Learning" in addition to another first and second choice LEAP tuition-free course.

Be sure to mail your LEAP application yourself and mail it early.

Remember, the Fall 1988 deadline is July 20!



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 state. LEAP is available only to CSEA-represented state employees in the Operational Services, Administrative Services, Institutional Services and Division of Naval and Military Affairs units, Health Research Inc. and SUNY Construction Fund. CSEA/LEAP courses are designed to increase upward career mobility in state service, and improve the quality of life on and off the job.

Members want to bring Billy home

WAPPINGERS FALLS — It's been a year and a half since Arlene Jacobs received the call that every parent dreads — one of her sons had been killed and another severely injured in a drunk-driving accident. Two of their friends were also killed.

Jacobs, a clerical employee of the Wappingers Falls Central School District and a member of Dutchess County Educational CSEA Local 867, hopes she can bring her son Billy home soon, but it won't be easy.

One major problem is that 18-year-old Billy is permanently disabled and will need total nursing care. He is blind, brain-impaired and multiply disabled as a result of the accident.

While his state of mind and continued progress depends on his being home for good, the facilities at home won't allow it. An 18-by-20-foot addition to the family home is required to accommodate the special equipment Billy needs, including feeding pumps, an oversized wheelchair, a special bed and a hydro therapy shower.

School District Unit President Maryjane MacNair said the architectural plans are being donated and are in progress, but volunteers to do the construction and supplies are still needed.

Meanwhile, Billy comes home on weekends and medical insurance does not cover the ambulance transportation needed

for the 40-mile trip to and from the hospital.

Anyone wishing to help may contact:

Joanne Gravino
North View Lane
Box 243
Hopewell Junction, NY 12533

Phone: (914) 221-4252

"Billy has a great deal of difficulty communicating his feelings and needs," MacNair said, "but his courage, warm smile and happy attitude warm the hearts of all those who come in contact with him."

Unit sparks fund drive

BROOKHAVEN — Nancy Sulikowski, the daughter of CSEA member Steve Sulikowski and his wife, Jeanette, is battling a rare form of spinal cancer.

At 13, she has been in the hospital for more than three months undergoing intensive treatment; although a large tumor was removed from her spine, her doctors fear a recurrence.

Her father is a foreman in the Brookhaven Town Parks Department, part of the Blue Collar Unit of Suffolk County CSEA Local 852. Unit President Pat DeLuca and Parks Maintenance Mechanic Artie Raguso have spearheaded a fund-raising drive to help the Sulikowski family handle rising medical bills. So far, they've raised \$1,800 and plan to raise

much more.

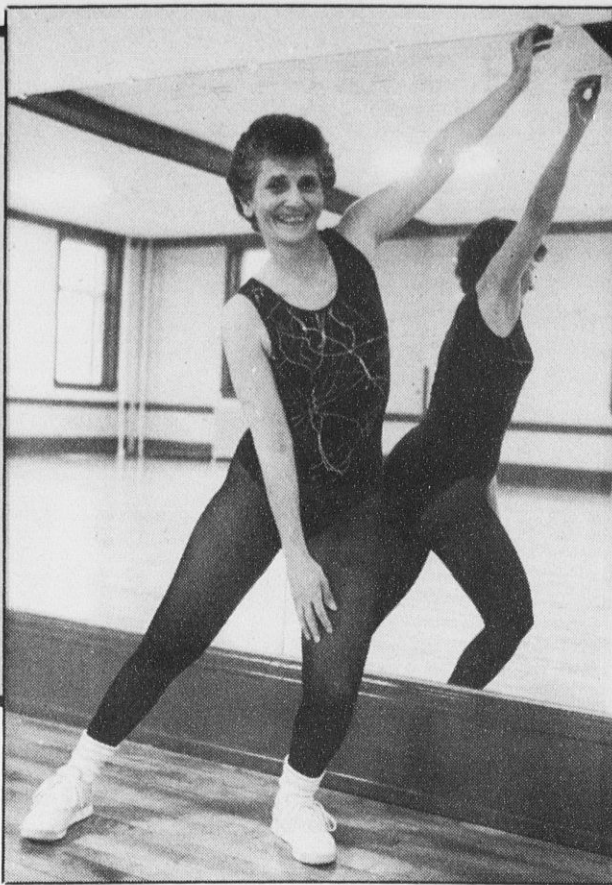
"Nancy is unbelievably courageous. She is a real fighter," DeLuca said. "We really want to help her and her family get through this."

According to Raguso, Nancy is "the kind of girl you want to help."

A variety of community events have been sparked by the unit's efforts, including a radiothon, a concert and a fireworks display.

CSEA members who want to help in the fund raising should contact DeLuca at (516) 286-2057. Anyone who wants to contribute should make a check out to Nancy Sulikowski and mail it to:

Sulikowski
P.O. Box 346
Yaphank, NY 11980



She ♥ aerobics

Sara Sievert of SUNY Fredonia CSEA Local 607, a longtime activist and fitness buff, recently used her love of exercise to benefit the American Heart Association. She raised \$272 — the largest individual amount — in an aerobic dance marathon.

For her accomplishment, she was featured in the *Dunkirk-Fredonia Evening Observer*.

Besides keeping her healthy, she says, exercise "just helps you feel good."



Bison-ball

More than 1,100 CSEA Region VI members are expected at CSEA Day at Buffalo's brand new baseball park — Pilot Field — on Aug. 19 when the Buffalo Bisons take on the Omaha Royals.

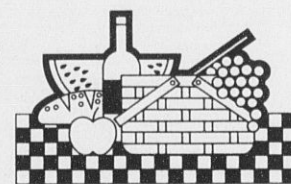
The \$5 ticket price has been reduced to \$3 for the game and a pre-game hospitality tent will be at members' disposal according to organizer Pat Chance McNally of CSEA Local 003.

Tickets may be reserved through the Region VI office.

The annual CSEA Region VI picnic is planned for July 23 at Letchworth State Park, which is centrally located in Wyoming and Livingston counties.

Tickets may be reserved by calling the region office — (716) 886-0391. More than 800 members and their families enjoyed the event last year, and at least that number is expected to attend this year according to Region President Robert Lattimer.

Region VI Picnic planned

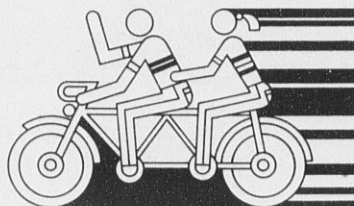


One of the highlights of CSEA's recent Local Government Workshop was a "lip-sync" contest held to benefit PEOPLE. While Orange County CSEA Local 836 Treasurer Marianna Nelson, Dutchess County CSEA Local 814 President Helen Zocco and CSEA staffer Bernie Rouse (pictured above) stole everyone's heart with their Supremes impression, it was Nassau County CSEA Local 830 fifth Vice President John Aloisio who stole the show. Aloisio took home the first place award for a Luciano Pavarotti routine that was of operatic proportions!

This, that

AND THE OTHER THING

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



Watch out!

A bumper sticker on a non-identified public vehicle read:

"Don't watch her rear end, don't watch his — WATCH MY BRAKE LIGHTS — Thank you!"

Broome County Local 804 mourns passing of member

Broome County CSEA Local 804 members are mourning the loss of fellow member Shirley Ann Knowlton, 51, an employee of the county Health Department, who died recently.

Knowlton was a 14-year veteran of county service and a dedicated activist in the county unit of CSEA Local 804.

Although she lost the battle against cancer, she will long be remembered for the professional care and concern for those she served and worked with in county health.

Always available for CSEA activities, Shirley Knowlton gave freely of her time and imagination for the union. She was the originator of the "LOUD & PROUD" theme adopted by the local for a recent organizing campaign.

Local 804 officials are considering a plan to name a scholarship in her honor.

Knowlton is survived by two sons, her mother, a granddaughter and four brothers and sisters.



Erie Educational Local 868 Treasurer Evelyn Gibala displays a tote bag while Local President Mary Lettier looks on. The bag and a similar T-shirt are being distributed to the local's 1,400 members in 12 units as a sign-up incentive. Needless to say, the membership business is brisk!

Crisis counselor plucks one from the very edge

By Ron Wofford
CSEA Communications Associate

NIAGARA FALLS — One minute Bob Spuller was home watching television; the next minute he was scrambling in response to a call for assistance. And soon thereafter he was standing on the very brink of Niagara Falls, attempting to talk a distraught man out of leaping into the thunderous, cascading chasm far below.

Spuller, a Crisis Hotline counselor for Niagara County, was on call that recent Sunday evening when Niagara Frontier Parks police reached him. A man was threatening to leap into the gorge if police approached him, and the man had "asked to speak to a professional." Spuller raced to the scene.

"He was standing in water above his ankles, about three feet from the brink (of the Falls)," recalled Spuller.

"He wanted to talk face-to-face with someone. That was his main concern at the time," said Spuller. "So the parks police tied a rope around my waist, and I edged out to him gradually, so he could gauge me as someone who wouldn't hurt him.

"I finally got within two feet, and could have grabbed him at any time, but I wanted him to come in on his own. I gave him a cigarette, and through our conversation I could tell he was ambivalent about ending his life," Spuller remembered.

"But it was dangerous just standing where we were," according to Spuller. "After about 10 minutes of talking, I grabbed him to pull him back. He was really resisting, so two parks police jumped in and helped pull him out. They did a great job of staying back until just the right moment."

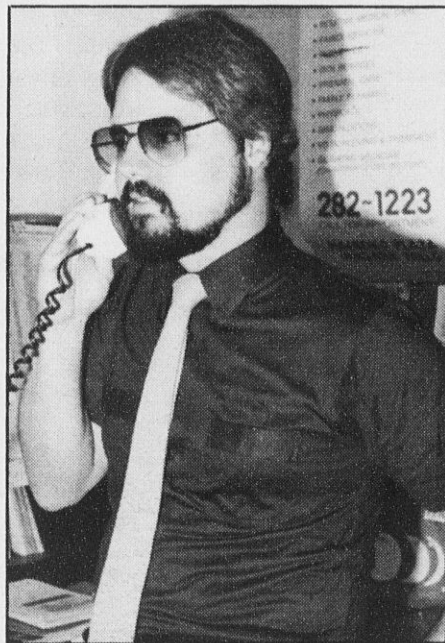
The man was admitted to Niagara Falls Memorial Medical Center for psychiatric evaluation after the incident.

Spuller, who is also a shop steward for the County Employees Unit of Niagara County CSEA Local 832, is a reluctant hero, calling his actions "just part of the duty that any of my fellow counselors could have handled. I just happened to be on call. Seven of us rotate on call."

But the *Niagara Gazette* newspaper didn't hesitate to recognize Spuller's courage. In an editorial, the *Gazette* said the rescue "demonstrated most of all the concern of one man for someone he's never met. The concerned man is Bob Spuller. The professional."

The Niagara County Mental Health Department, the Crisis Hotline program, the parks police and the professionalism of Bob Spuller and the counselors staff all drew public praise in the editorial.

Two years ago the county spent \$58,000 to install hotline phones at several locations near the brink of the falls. The phones connect directly to the Crisis Hotline, enabling anyone considering jumping over the falls to reach a counselor to talk the situation over. Police said the scenario worked perfectly in this instance.



HOTLINE Counselor Bob Spuller never knows what problem he'll encounter when the crisis phone rings.

"I gave him a cigarette, and through our conversation I could tell he was ambivalent about ending his life."



BOB SPULLER checks out a Crisis Hotline phone at the edge of the mighty Niagara Falls. Spuller recently pulled a man from the brink of the Falls to prevent him from committing suicide.

Spuller recalled helping in similar situations before, but "this was the most hairy."

And the modest, 10-year veteran, whom CSEA Unit President Quain Weber calls "a great guy who's always ready to help his fellow members in the union," went back to work, ready for the next crisis.

"... it was dangerous just standing where we were."