



President pledges increased support local/state levels

NIAGARA FALLS — More than 1400 voices joined together in a rousing rendition of "Happy Birthday" as President Jimmy Carter climbed the stage in the overflowing Niagara Falls Convention Center to accept the first presidential endorsement that CSEA has given in its 70 year history.

The president's visit to the annual delegates' meeting came on Wednesday, Oct. 1, his 56th birthday, and he was clearly pleased with the gift.

CSEA's support is a vital element in Carter's bid to capture New York State's 41 electoral votes on November 4th.

When the crowd's cheering subsided, CSEA President William McGowan introduced Carter, briefly touching on some of the reasons for the union's decision.

"The difference between the two candidates is clear," McGowan said. "One opposes collective bargaining for public employees. One opposes OSHA. One opposes unemployment insurance and equal rights for our sisters. But we have a man who believes in labor and the rights we have fought for.

"James Earl Carter is our candidate and we're going to work our butts off for him."

After the president expressed his appreciation to the delegates for the endorsement, he wasted no time in warning the group that his opponent, Ronald Reagan, "offers an uncertain future based on improbable promises and ill-considered proposals at home and abroad."

"He (Reagan) has praised the newborn free trade unions of Poland. But he has failed to offer the same support for the full rights of American workers."

Carter denounced the tax-slashing Reagan-Kemp-Roth Bill as a "wind-fall for the rich and an inflationary disaster for working people" and said he was determined that support for the state and local governments be increased.

"When a community cannot maintain its police force, its schools, its sanitation services and road repairs — it will accelerate economic decline," he said.

Carter voiced his confidence in the coalition between government, business and labor, stating, "during the past three-and-a-half years you and I together have forged a strong new partnership with state and local governments, working with business and labor. Together we have faced up to some of the most difficult problems our country has ever seen."

The Public SECTOR

Official Publication of The Civil Service Employees Association

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Public employees draw high praise

"The plain fact is that our problems require everyone to work together — a partnership of government, labor, business, and the American public. We need to draw the best from everyone — draw on our strengths and the things that unite us in common purpose — not simply lash out at old scapegoats.

"That is why I am doubly glad to receive your endorsement. I know that this country has the best, most productive public employees — Federal, State and local — of any nation on earth. I have worked at every level of government for the past quarter-century. I know from personal experience the dedication that you bring to your careers of public service.

"Most people know that public employees keep our nation safe, our roads in good condition, our schools open, our water and air clean, our workplaces healthy and safe, our elderly and sick cared for, our laws endorsed, and perform countless other necessary services day and night.

"And I am glad to give thanks where it is due. I thank you for the hard work and professional skills you bring to your jobs, and I thank you for your support."

—President Jimmy Carter
CSEA's 70th Annual Meeting
Niagara Falls, New York
October 1, 1980

The case of the missing chemicals

By STANLEY HORNAK

STONY POINT — Sometimes a little knowledge can be a dangerous thing.

For example, as long as anyone can remember, and for Letchworth Village Local President Vince Covati that means over 25 years, chemicals and pesticides have been stored on the grounds of the sprawling center run by the state Office of Mental Retardation.

The chemicals and pesticides were used when the state farmed the grounds and produced most of its own food. The farming ended, but the chemicals and pesticides remained, stored in a shed near cottages and about 100 feet from the maintenance garage.

About a year ago, Covati complained to the administration that the shed was a hazard, and in response it was boarded up and locked. The administration, according to Director of Personnel Joseph Anginoli, let out a contract to have the shed's contents removed, but the contractor backed out because he didn't know exactly what the contents were. So not much of anything happened.

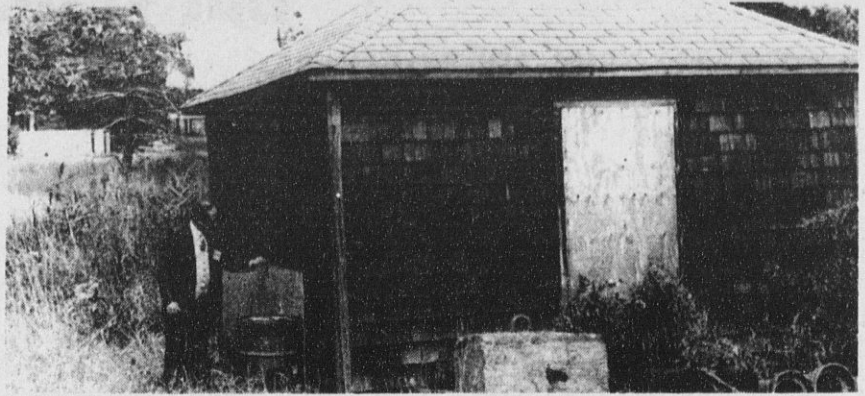
CSEA Field Representative Tom Brann then contacted the state Department of Environmental Conservation (DEC) to solicit their help, but was told that DEC did not dispose of chemicals, even from state institutions and therefore a private contractor would have to do the job.

Meanwhile, the presence of the unknown chemicals continued to cause anxiety among the center's 3,500 employees, and Covati insisted something be done, particularly since at least one barrel was marked "flammable" and many of the residents spent a lot of time walking nearby.

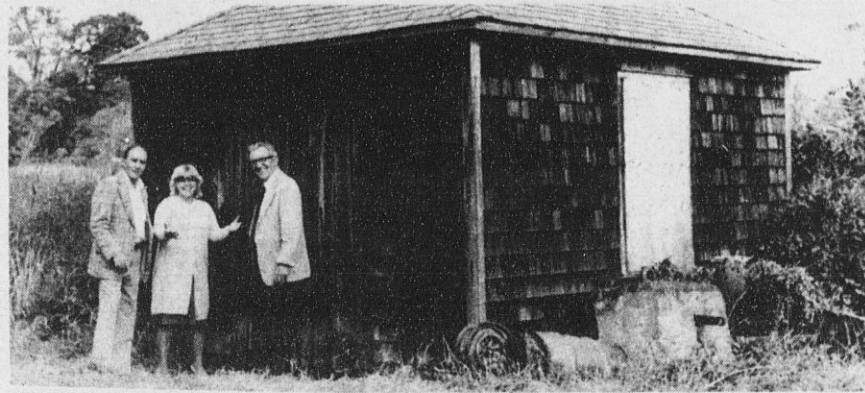
Something finally was done.

Anginoli was interviewed on Sept. 12 and admitted that the problem was baffling because most private carters were afraid to take the job. But he did promise Covati that the chemicals would be taken away "next week" and they were, although no one was around when they were removed, and Covati had specifically asked to be notified when the chemicals were being removed. He explained, "I went over there Tuesday (Sept. 16) to check it out, and they were gone."

Covati can now breathe a sigh of relief and the case of the unknown chemicals at Letchworth Village is closed, although another mystery now exists — where did they go to?



BEFORE the chemicals were discovered missing at Letchworth Village, Local 412 President Vince Covati checked the lock on the shed. The situation grew worse, as public and private contractors shied away from disposing of the potentially dangerous chemicals.



AFTER the chemicals were mysteriously removed, officials were relieved yet curious — where did the chemicals which had been stored at the shed for nearly 25 years disappear to? From left, Covati, Vice President Lorraine Scott and Field Representative Tom Brann appear baffled.

Limited staffing a complex issue

ALBANY — "I can offer no concrete answers to the question of what can be done about the reality of limited staffing in developmental centers. We are looking for answers before we really look at what questions should be.

"Perhaps the very careful assignment of duties, concentrating the greatest number of staff on the clients who need the most care is a temporary solution. But I really don't think there's an alternative to having adequate staff.

That is what Paula Lambert, statewide program consultant for the members of the New York State Quality of Care Commission at their "Conference in Celebration of the Board of Visitors," held at Albany's Sheraton Airport Inn the weekend of September 26 and 27.

Boards of Visitors are independent, seven member, unsalaried citizen bodies appointed by the governor to oversee the care and treatment offered to patients and residents of the 31 state psychiatric centers and 20 state developmental centers. Doctors, lawyers, social workers, parents of the mentally disabled, ex-patients and teachers are among the many volunteers who serve on the board.

Speaking with a panel which addressed the issue of what to do about limited staffing, Miss Lambert called the situation a most serious issue. Included on the panel was Barry Gold, past president of the Board of Visitors at O.D. Heck Developmental Center; William Morris, Deputy Commissioner for Operations at OMH, and Sherry Gold, Community Health Nurse.

"They worry about staff abusing clients. What about clients abusing

other clients because there aren't enough workers to look after them all," she asked commission members. "It's a shame that the state claims to be so committed to the helpless and powerless people in our institutions and then doesn't give us the resources to care for them properly."

Miss Lambert refuted the claim by some that the union's cries for more staff are solely for the benefit of the employees. "You cannot separate the employees from the clients. When these facilities are understaffed, both are hurt. One or two workers just cannot do an adequate job with a large group of clients. With more staff the clients obviously get better care," she said.

She also called for the direct care worker to have more of a voice on this subject. It's the direct care worker —

the front line employee — who really knows what goes on inside institutional walls. I doubt any professional — psychiatrist or psychologist — who sees the clients on a limited basis could tell you what day to day life for the patient is like."

Miss Lambert requested a mechanism on the facility level which would allow the direct care worker to have some input. "We need a mechanism to reduce the division between staff, supervisors, professionals and directors of these facilities. Only through pulling together can we affect positive change," she said.

She felt it was "a most positive forum, open to discussion and new ideas. I believe this is the beginning of a new opportunity for the commission, the boards of visitors and the CSEA to work together," she said.



THE UNDERSTAFFED SITUATION which currently exists in state mental hygiene facilities and developmental centers is a most serious issue," Paula Lambert, program consultant for the Civil Service Employees Assn., told members of the New York State Quality of Care Commission at its recent conference held in Albany.

Seek member input on affiliation

BUFFALO — CSEA Region VI President Robert Lattimer has called for the union's Committee to Study the AFSCME Affiliation to meet with any interested union members on October 25 in Batavia.

Mr. Lattimer, appointed by CSEA President William L. McGowan to chair the committee, is organizing statewide meetings of the study panel to solicit rank and file, local and regional input on the affiliation between CSEA and the American Federation of State, County and Municipal Employees, AFL-CIO.

The two unions affiliated in 1978,

and the three year affiliation agreement expires in April of next year. The committee is assessing the affiliation and will report its findings to a special CSEA Delegates meeting which will decide the question of renewal of the affiliation this winter.

Mr. Lattimer said the October 25 meeting has been scheduled for the Treadway Inn at Batavia, beginning at 11 a.m. Local, unit and regional officials are invited to discuss the issue with the committee and any CSEA members may do the same.

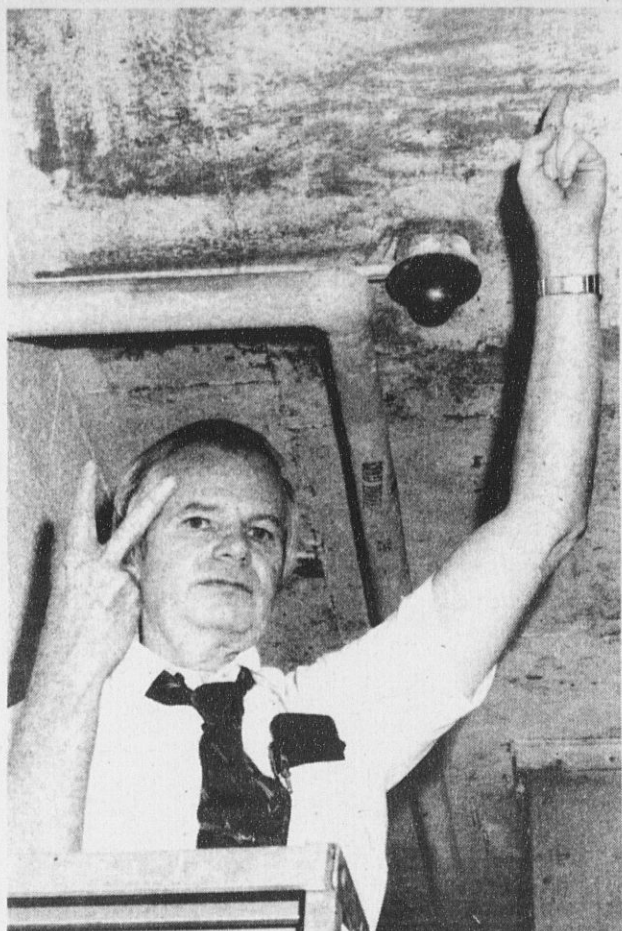
On October 29 and 30 the committee will meet in Region III for the same

purpose. On October 29, the committee will meet with members at the Westchester County satellite office, 85 Court St., White Plains, starting at 7 p.m. On October 30, the committee meets at the Holiday Inn, Newburgh, starting at 7 p.m.

Plans call for another committee session at the World Trade Center, New York City, at 1 p.m. on November 3. That session will be in Room 5809 at Two World Trade Center.

Future meetings will be printed in the Public Sector as they are scheduled.

Westchester ok's asbestos clean-up but refuses medical check-up



PEEKSKILL / VALHALLA — Westchester County has recently taken steps to remove asbestos hazards at two county worksites, according to Westchester County Unit President Raymond J. O'Connor.

However, the county has refused to order medical screenings for the more than 100 CSEA-represented employees at the two sites, which has forced the unit to take a grievance on the screenings to arbitration, O'Connor said.

Asbestos has been linked to lung cancer, stomach cancer and other respiratory diseases, and a medical screening of employees exposed to asbestos at one state facility discovered 25 percent of those screened showed a greater potential for developing respiratory problems.

The buildings that had their asbestos hazards

removed were the Westchester County Community College Library in Valhalla and the Peekskill District Office where the intake to the ventilation system of the building was one of the areas lined with asbestos, O'Connor said.

Also repaired at the Peekskill office employees had complained of particles falling on them from either the ventilation system or the cracked tiles.

The February 6, 1980, edition of The Public Sector reported the asbestos hazard at the Peekskill office and the complaints of skin, eye and respiratory problems by the employees at that office.

O'Connor said since the Peekskill office had the asbestos and tile problems corrected, the employee health complaints have greatly subsided.

WESTCHESTER COUNTY UNIT PRESIDENT Raymond J. O'Connor displays a V for victory with his right hand while pointing to the ceiling

of a Peekskill District Office mechanical room which recently has been scraped clean of insulation containing asbestos.

Employee Suggestion Program rewards 45 state employees for budget conscious ideas

Forty-six State employees received a total of \$8,040 in cash awards in July and August for money-saving ideas submitted to the New York State Employee Suggestion Program. This program is administered by the New York State Department of Civil Service. Estimated first-year savings from these suggestions total more than \$73,000.

Award Recipients:

\$900 — Harvey Greenfield, Senior Account Clerk, Department of Audit and Control, Albany.

\$500 — Leo Rexford, Senior Statistical Engineer, Department of Correctional Services, Woodbourne.

\$315 — Cecelia Schneider, File Clerk, Workers' Compensation Board, Albany.

\$200 — Joseph Vainella, Principal Compensation Claims Examiner, State Insurance Fund, New York City.

\$100 — Girard Henne, Division of State Police, Kingston; Gerald Reiser, Department of Agriculture and Markets, Albany; Margaret Mulholland, Betty Ann Krause, a joint award shared by Louis Conte, John Dowd and Ralph Underwood, Department of Taxation and Finance, Albany, and a joint award shared by Robert Tippins and Robert Simoni, Department of Health, Albany.

\$75 — Joseph Kirchner, Tax, Albany, and Linda Rose, Audit and Control, Albany.

\$65 — Wanda Gorski, Workers' Compensation Board, New York City.

\$50 — Anthony Vozey, Office of General Services, Albany; Arthur Rothenberg, Agriculture and Markets, Bronx; Charles Goldberg, Workers' Compensation Board, New York City; Elizabeth Micka, Department of Civil Service, Albany, and Thomas Fagan, Department of Labor, Albany.

\$35 — David King, Labor, Geneva.

\$25 — Vincent Monti, Donald Minkoff, Workers' Compensation Board, New York City; James Evans, Workers' Compensation Board, Albany; Clinton Gay, Jr., Labor, Syracuse; Karen Zoldos, Labor, Buffalo; W. James DeDell, Labor, Troy; Francis Dumin, Alfred Morris, Labor, Albany; Vicki Perlman, Labor, New York City; Lola Clay, Department of Motor Vehicles, Bronx; Barbara Burger, Department of Transportation, Albany; Esther Garabedian, Tax, Albany; Joyce Harrell, Department of Correctional Services, Bedford Hills; Stephen Kochan, Social Services, Albany; Margaret Conroy, Health, Albany, and Doris Ross, Health, Hornell.

Cash award recipients also received Certificates of Merit. Certificates of Merit were also awarded to Charles Goldberg (who also received a \$50 award), Workers' Compensation Board, New York City; Sonya Jubinsky, Transportation, Binghamton; Edwin Feinstein, Labor, Brooklyn, and John Cameron Lief, Labor, New York City.

Following audits of first-year savings involving previously announced suggestions, the following additional awards were approved:

\$2,700 — James Shear, Transportation, Albany. He suggested a revised format for advertisements of highway construction project bids which resulted in substantial savings in newspaper space.

\$900 — Victor Morelli, Tax, Albany.

\$675 — A joint award shared by Susan Petronis and Barbara Holmes, Audit and Control, Albany.

\$200 — A joint award shared by Alan Albright and Christine Carey, Agriculture and Markets, Albany.

\$100 — Calvin Rosenbaum, Tax, Rochester.

\$50 — Kathleen M. Lennon, Division of Criminal Justice Services, Albany.



PRESENTING A REPORT to the Southern Region III Executive Board is Eva Katz, Rockland Psychiatric Center Local 421, standing; while regionals officers, from left, Treasurer Eleanor McDonald, President James Lennon and First Vice President Raymond J. O'Connor listen to the report.

Southern Region will host workshop at West Point

FISHKILL — The Southern Region III workshop will be Nov. 21-23 at the Thayer Hotel, West Point. The Region III Executive Board voted at its recent meeting to hold the annual workshop at West Point.

Region III President James Lennon introduced the region's two new field representatives, Diane Campion and Larry Natoli, at the executive board meeting. Natoli had been president of Fishkill Correctional Facility CSEA Local 160.

Lennon also announced that Marie Romanelli, SUNY New Paltz Local 610, had been appointed the region's Performance Evaluation Training Specialist. She will be working from regional headquarters in Fishkill, it was announced.

Ms. Romanelli said she would be training local officers and monitoring the State as regards the performance evaluations.

The executive board also voted to donate \$500 to the Arthritis Foundation in honor of the late Long Island Region I President Irving Flaumenbaum.

Eva Katz, Rockland Psychiatric Center Local 421, reported to the board that an arbitrator had found MHTA Robert Johnson not guilty of patient abuse, and Johnson has been restored to his job with back pay. Ms. Katz said all donations to the Johnson Fund have been returned with the thanks of the local.

Conference on working women set for Oct. 25

BINGHAMTON — The Broome County Unit of CSEA is co-sponsoring an all-day "Conference on Working Women," Saturday, Oct. 25 at the Roberson Center, Front Street in Binghamton.

Seminars will be held on "Equal Pay for Work of Equal Value," "The History of Working Women in Broome County," "Women and Unions," "Sex and Race Discrimination in Employment," and "The 80's: Challenges to Labor."

In addition, Adrienne Critchlow, Assistant Industrial Commissioner of the State Labor Department, will speak on "Women Organizing."

The fee for the entire day, including lunch, coffee and materials, is \$5. Checks may be made out to NYSSILR-Cornell, 214 ILR Conference Center, Ithaca, N.Y. 14853. Along with the \$5 fee, applicants must include name, phone number and address, title and union affiliation, and number of children for whom child care will be required, if any.

Registration deadline is Oct. 20.

The conference starts at 8:30 a.m. and its final event, a showing of the film, "Salt of the Earth," begins at 7:30 p.m.

The conference is co-sponsored by Cornell University's State School of Industrial and Labor Relations, the Broome County YWCA and the Roberson Center, in addition to the Broome County CSEA Unit.

"The program we have lined up is an excellent one," said Barbara Pickell, President of the Broome County CSEA Unit.

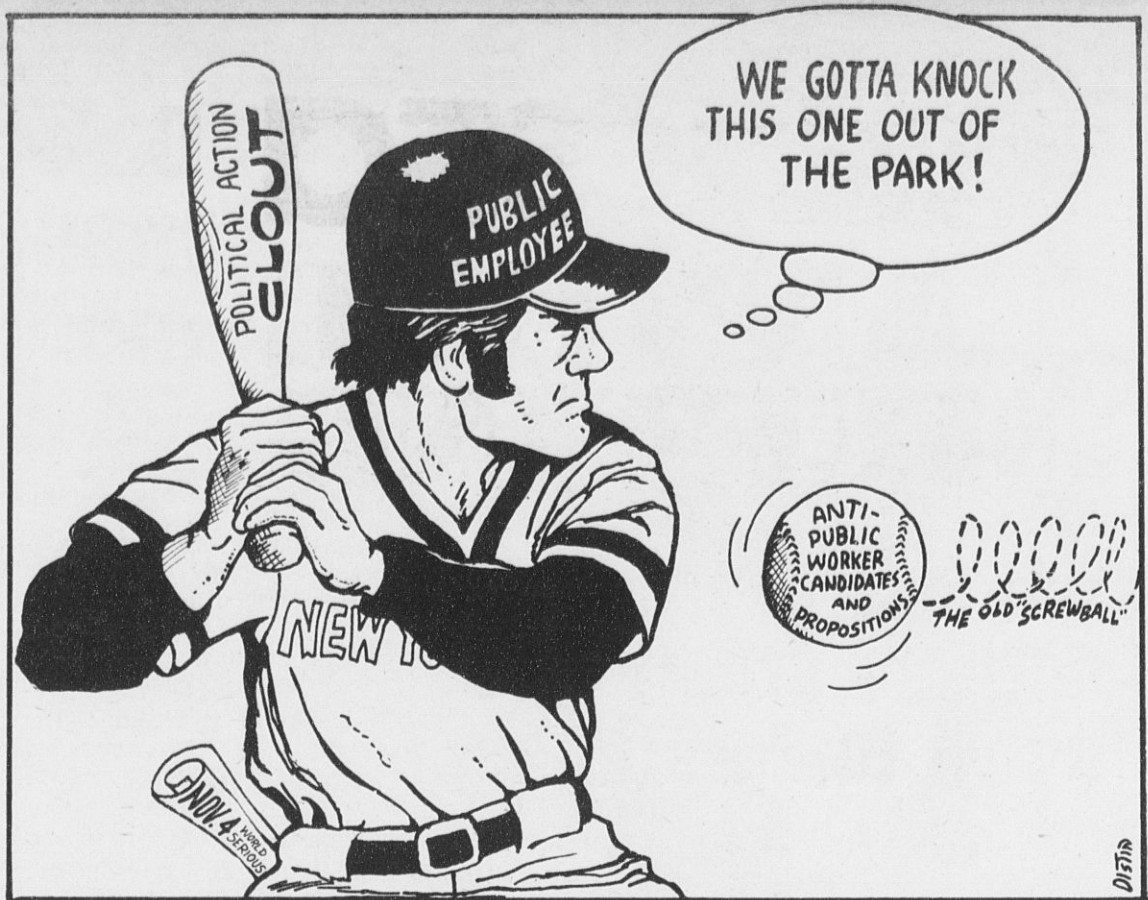
"Linda Tarr-Whelan, former Administrative Director of the State Labor Department, is one of the most knowledgeable people in the country on her topic, 'Equal Pay for Work of Equal Value.' In addition, our luncheon speaker, Adrienne Critchlow, is very dynamic and gets everyone involved.

"The Cornell ILR School is providing us with Rochelle Semel and Lou Jean Fleron to lead the 'Sex and Race Discrimination' talk, and with Jim Miller and Meredith Miller to speak on 'The 80's.'

"Dr. Beverly Harrison, Assistant to the President of SUNY Oneonta, will also participate in the Discrimination workshop, and Nancy Grey Osterud of the Roberson Center will lead the 'History of Working Women' seminar."

"'Salt of the Earth' is a classic film on the role women played in an actual strike in the 40's," she said. "It was banned in the McCarthy era, but now it's being shown at union meetings across the country."

For further information on the conference, call Lisa Chason at the Broome County YWCA: (607) 772-0340; or Ms. Pickell at (607) 772-2638.



Rebate Notice

An annual amount of two dollars and sixty cents (\$2.60) or ten cents (\$.10) bi-weekly of the dues or agency shop fee paid by an individual shall be appropriated by the Association for political or ideological purposes. Any dues paying member of the Association or person paying an agency shop fee who objects to the appropriation of this portion of their payment for political or ideological purposes unrelated to collective bargaining shall have the right to object to such appropriation. An objector shall file written notice by registered or certified mail of his objection with the State Treasurer during the month of October of each year. Upon receipt of such objection, the State Treasurer shall remit to the objector two dollars and sixty cents (\$2.60), or if the objector has not paid dues or an agency shop fee for each of the preceding twelve months, the State Treasurer shall remit to the objector an amount equal to ten cents (\$.10) for each bi-weekly period for

which dues or an agency shop fee were collected.

The address of the State Treasurer is:
State Treasurer
Political Action Fund
P.O. Box 7285
Capitol Station
Albany, New York 12224

There is a separate rebate mechanism for that portion of per capita dues paid to the American Federation of State County and Municipal Employees used for political or ideological purposes.

This procedure takes place under the International's procedure in April of each year and instructions for such rebates are printed in the Public Employee, AFSCME's official publication mailed to the homes of persons paying dues or agency shop fees to CSEA.

Details of this procedure will also be published in The Public Sector at the appropriate International rebate period.

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LONG ISLAND REGION I DIRECTOR William Griffin, right, accepts a plaque from Suffolk County Local 852 President Ben Boczkowski at a recent meeting of the Local 852 Executive Committee. Griffin, prior to becoming regional director, was a field representative of Local 852 for 13 years.

Public Sector honored by Special Olympics

CORTLAND — The Public Sector, the official publication of the CSEA, has been named "outstanding newspaper" by the New York Special Olympics Committee.

The Public Sector joined the Daily News of New York City and the publication of the state Office of Mental Retardation and Developmental Disabilities, "Giant Steps," in being so honored.

The award was accepted by CSEA Communications Director Gary Fryer at a Special Olympics awards dinner on October 4 in Cortland. Many organizations and individuals were honored at the dinner for the contributions that they have made to Special Olympics and the athletic events it sponsors for mentally handicapped children and adults.

CSEA mounted a "Sponsor An Athlete" fund raising drive on behalf of Special Olympics through the Public Sector and letters from CSEA President William McGowan to the union's local and unit presidents. About \$17,000 was raised by union members to help support the games.

★★ CSEA ANNUAL MEETING

Frucher promises a serious attempt to solve understaffing

By Dawn LePore
staff writer

NIAGARA FALLS — Responding to CSEA demands, the Governor's Office of Employee Relations (OER) has promised to approach the serious problems of understaffing at the state's mental Hygiene facilities on a one-by-one basis.

The state of New York lifted a hiring freeze last month within the areas of mental health and mental retardation with the commitment to immediately fill 1,700 positions there, but local presidents remain unsure whether their problems could be solved simply with numbers.

Addressing members of CSEA's Mental Hygiene Presidents Committee in a special meeting during the annual delegates meeting here, Meyer S. Frucher, director of OER, told them he "hoped that about 75 percent" of those positions would be in the area of direct patient care.

To insure that individual staffing problems at state facilities would be considered in placing the jobs, Frucher said that representatives from his office, OMH (Office of Mental Health), OMRDD (Office of Mental Retardation and Developmental Disabilities) and the budget office would visit each of the 54 institutions as necessary.

"To the best of my ability, direct care needs will be taken care of," Frucher said. "I would hope that if you need MHTA's (Mental Health Therapy Aides), we will fill them. If we have to go to 54 institutions to do that, we'll go to 54."

The first 700 jobs to be filled should bring the system, gutted by high levels of attrition, back up to the state's original projection for the freeze, Frucher said. He admitted to the audience that the state made mistakes in estimating attrition rates.

"We went below the numbers. That was wrong," Frucher said. "Another mistake was made when we got rid of too many vacant items."

Frucher said that an additional 700 or so jobs would be filled using funds that had been slated for community-run facilities never built. Although money had been set aside for jobs to carry out the Morgado memorandum's plan for deinstitutionalization, the state legislature has refused to appropriate the millions of dollars required for construction costs.

Frucher said that he is asking for additional money from the legislature to create the 1,000 positions necessary to bring staffing levels up to the 1.78-to-1 ratios by the end of the March 1981 date set down in the Morgado Agreement.

"They are very nice proposals, but we have to be skeptical," said Danny Donahue, chairman of the Mental Hygiene President's Association, in reaction to Frucher's statement. "The governor's office has made offers, but we have to bear in mind that the ultimate responsibility for monitoring the plan and making sure it is implemented will be ours."

To that end, Donahue asked the local presidents to immediately prepare agendas, specifying where their individual staffing problems exist and to forward those agendas to president McGowan's office so that the job vacancies could be filled as quickly as possible.

"The governor's office has taken the first step in addressing the problem," Donahue said. "We understand that they need our help to fulfill their promises. If they don't do their part, however, we will be ready to take action to protect the best interests of our members."

"We're dealing here with human lives," he said. "If we don't take a strong position to insure the safety of our employees, the situation will continue to deteriorate. Both employees and patients may die due to the inaction or lack of concern of elected politicians."

"I have never seen a dollar value placed on a human life before, and I hope that day will never come."

Patients are not receiving even minimum care due to the staff shortage, Donahue said, and employees, forced to work double shifts for long periods of time are physically and emotionally drained.

Donahue cited that an "incredible" sum of \$4 million was spent in a six-month period at the Pilgrim Psychiatric Center for overtime costs, money that could have been used instead for jobs.

Delegates approve many amendments, motions, changes

NIAGARA FALLS — Financial protection (indemnification) for CSEA members involved in representing the membership as permitted under the New York State Not For Profit Corporation Law was approved by the delegates to the 70th CSEA Annual Meeting.

Under an amendment offered by Capitol Region IV President Joseph McDermott, a motion by the Standing Legal Committee instructs the CSEA Board of Directors to indemnify CSEA officers, grievance representatives, etc., who are sued under duty of fair representation if the board rules that the union official acted in good faith.

CSEA Attorney Marge Karowe explained that under the law, CSEA cannot give a blanket indemnification and must consider each case individually.

The delegates voted three amendments to the CSEA Constitution, which when taken together prevents any CSEA member from holding two voting seats on the Board of Directors as follows:

Article VI, Section 1; and Article VII, Section 1; were each amended to deny members from holding both a statewide office and membership on the State Executive Committee or the County Executive Committee, respectively.

Both amendments allow in 1981 only members to run for both regional president and board member, but, if victorious in both, will only be allowed to hold one position.

Article IV, Section 5, was amended by deleting that portion which permitted the holding of two voting board seats.

An amendment to the constitution on the filing of the names of delegates with the statewide secretary was passed on first reading. A second vote on the amendment will be required before it can take effect.

The amendment would change the date for locals filing their list of delegates with the statewide secretary from June 1 to July 15. The change is needed because a number of locals elect delegates in June.

The delegates voted to amend Article IV, Section 3, of the by-laws to correct a technical error in the by-laws.

The old language stated that rebates to the locals were based on voting strength when in fact the rebate also includes Agency Shop payers.

Also approved by the delegates were four motions offered by the Ad Hoc Women's Committee, including:

—CSEA be committed to work for equal pay for jobs of comparable worth in all bargaining units.

—To achieve that goal through negotiations to upgrade job classifications, employer-initiated evaluation studies and to de-emphasize area wage rates as a key factor in demining benchmark job rates when it promotes discrimination.

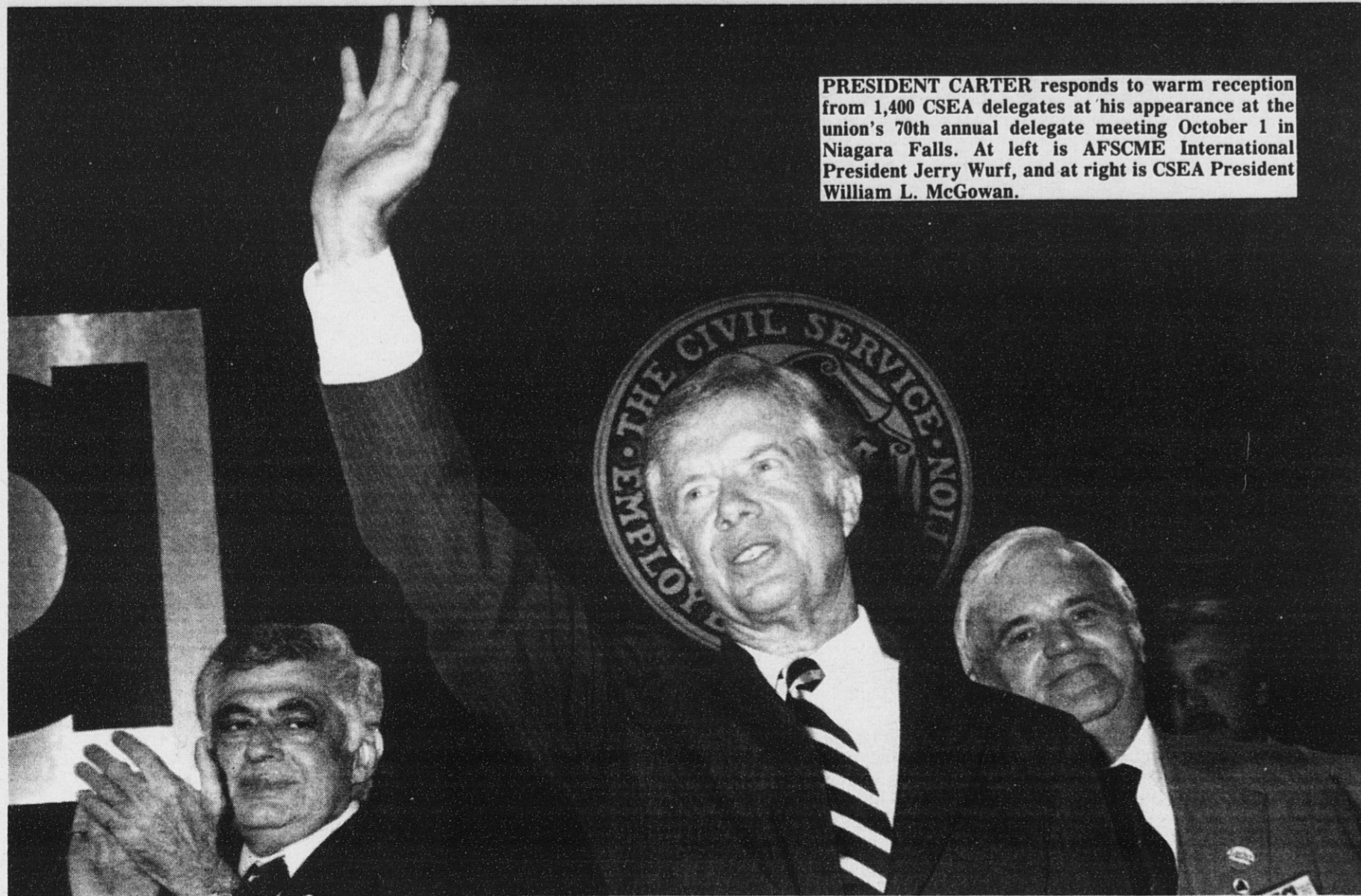
—CSEA initiate pay equality studies and support efforts to incorporate the comparable worth issue of Title VII of the Civil Rights Act.

—CSEA offer leadership training and technical assistance to locals on the issues of comparable worth and job evaluation studies, respectively.



DIRECTOR OF OER Meyer S. Frucher, right, addressed members of CSEA's Mental Hygiene Presidents Committee and promised to work to solve understaffing problems at the state's mental hygiene facilities. At left is Region I President Danny Donahue, chairman of the Mental Hygiene President's Committee.

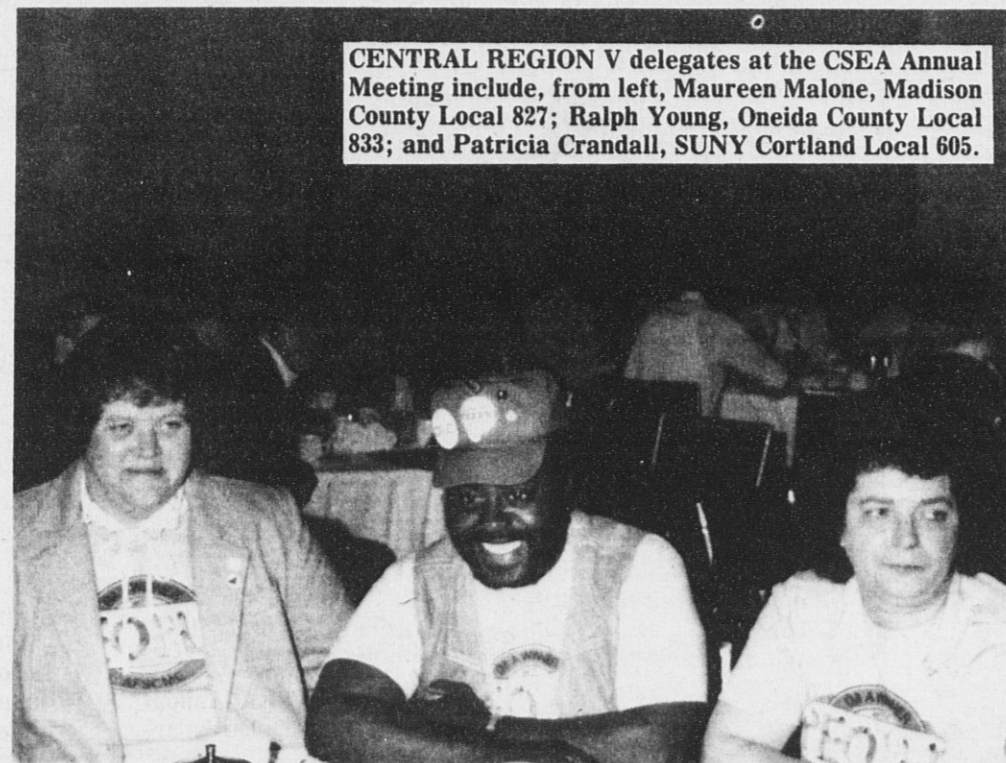
PRESIDENT CARTER responds to warm reception from 1,400 CSEA delegates at his appearance at the union's 70th annual delegate meeting October 1 in Niagara Falls. At left is AFSCME International President Jerry Wurf, and at right is CSEA President William L. McGowan.



LONG ISLAND REGION I delegates include Jean Frazier, Pilgrim Psychiatric Center Local 418; and Kenneth Cadieux, Nassau County Local 830.



CENTRAL REGION V delegates at the CSEA Annual Meeting include, from left, Maureen Malone, Madison County Local 827; Ralph Young, Oneida County Local 833; and Patricia Crandall, SUNY Cortland Local 605.



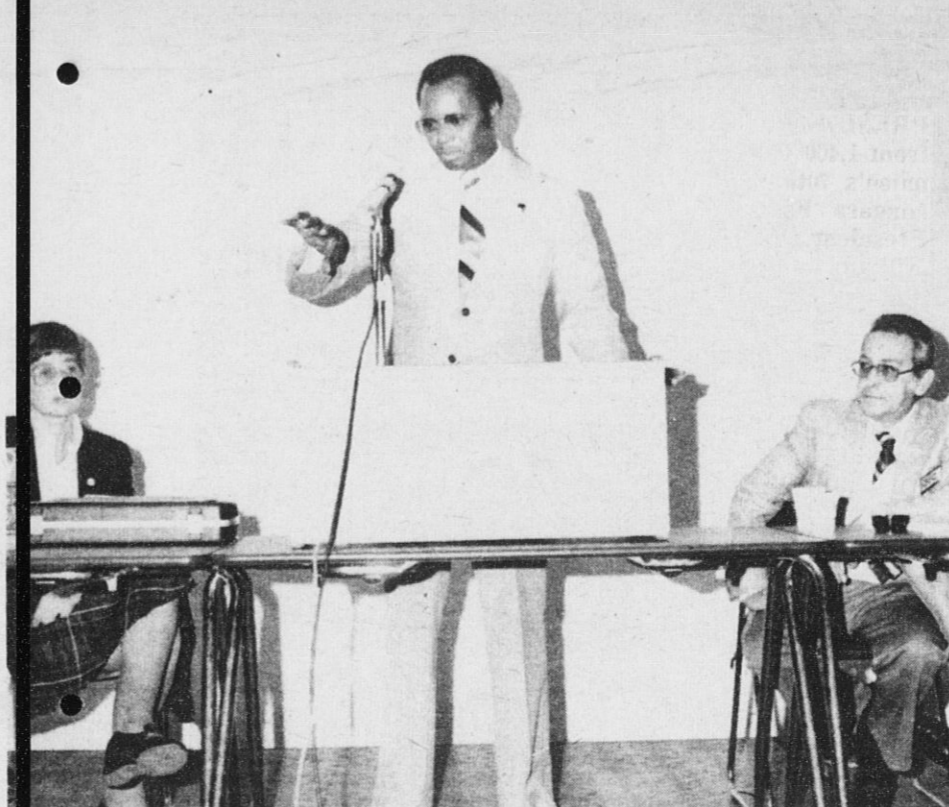
Rally for Joseph Pilittere

NIAGARA FALLS — Blue skies and 200 union supporters welcomed Democratic Assemblyman Joseph Pilittere at a political rally held here outside the Niagara Hilton hotel during CSEA's annual meeting.

CSEA members joined with UAW workers and members of the Oil, Chemical and Atomic Workers Union (OCAWU) in a show of support for the re-election of the 138th District Assemblyman from Lewiston.

Pilittere, who has been called a "sore thumb" to corporate and capitalistic interests, is known for his "Right To Know" bill and for his continuous effort to bring state aid to problems of toxic waste and unsafe working environments.

"Two years ago we made a mistake and failed to endorse Joe Pilittere," said Region VI president Robert Lattimer. "This year we didn't make the same mistake twice. He has shown that he does not care about party politics. He's cared about the citizens and public employees of Western New York."



AFSCME INTERNATIONAL SECRETARY-TREASURER William Lucy, standing, addresses the delegates of the County Division at the CSEA Annual Meeting. Lucy is aided by Mary Sullivan, Herkimer County Local 822, chairman of the County Executive Committee; and Dominic Spacone, Niagara Education Local 872, co-chairman of the committee.



AFSCME INTERNATIONAL PRESIDENT Jerry Wurf, left, chats with Capitol Region IV President Joseph McDermott, the man CSEA chose to replace the late Doug Flaumenbaum as an international vice president of AFSCME.



TWO LOCAL PRESIDENTS FROM CAPITOL Region IV at the CSEA Annual Meeting are, from left, John Miller, Saratoga County Local 846; and Richard Canine, Oswego County Local 820.

Legislative and Political Action report

OSHA legislation highlights 1980 legislative work

The 1980 legislative session had, as its high point, the enactment of OSHA legislation to protect public employees. This bill was opposed by various organizations but, despite this problem, an outstanding team effort contributed to the passage and signing of the OSHA Bill. In January of 1981, New York State will have, for the first time, a law guaranteeing public employees a safe and healthy environment. This bill passed thanks to the efforts of all the CSEA members who served on the various local, regional and statewide Political Action Committees, the members who made phone calls and wrote letters, our public relations staff and our lobbyists. Three years ago we were told that passing an OSHA Bill was an impossible task. We've proven that with the combined efforts of a dedicated group, anything can be accomplished.

As significant as the enactment of OSHA legislation was, it is by no means, the only accomplishment of this legislative session. The following bills, passed by both houses of the Legislature, were signed into law. Workers of the Unified Court System have at long last attained their rightful position as permanent employees, thanks to the enactment of S-7667-B, the Court Employee Cover-In Bill. School employees can now be assured of receiving the prevailing minimum wage as the result of the enactment of S-8231-A, the Minimum Wage Bill. Legislation implementing an agreement between CSEA and New York State affecting the participation of part time and seasonal employees in the Employee Benefit Fund was passed. Further, public employees will no longer be prohibited from holding licenses relating to the racing industry as a result of the passage of A-11899, the Racing Industry License Bill.

Certainly a highlight of this legislative session was the enactment of S-9650, the Court Employee Pay Bill. The enactment of this legislation, together with the passage of the OSHA Bill, demonstrate conclusively the importance and effectiveness of grass roots membership involvement in Political Action. Additionally, S-7891, the Retiree Dental Insurance Bill was passed. This bill covers future retirees and is an important addition to their insurance coverage. Also important to our retiree membership is the enactment of S-8869, a bill that removes the earnings limitations for retirees age 72 and over. Legislation was obtained designating Memorial Day as the last Monday in May, rather than the 30th of that month. Also, a Toxic Waste Right To Know Bill was signed, extending fundamental rights to our employees who are exposed to these substances in the workplace. Finally, legislation was passed that extends the preferred list through December 31, 1982.

Additional pieces of legislation passed by both houses were vetoed by Governor Carey. Among those proposals was the Elimination of the \$5.00 Examination Fee, Retiree Supplementation, \$2,000 Death Benefit for Retirees, the Suffolk County District Attorney Re-Opener Bill and Nassau/Suffolk County Snow Days Bill. Certainly, we all feel that the Governor was wrong to veto these bills. Again, through broad based Political Action, we will return to fight another day for these proposals, and we cannot rest until they are signed into law.

I would like to remind everyone that if you have any suggestions for legislation that you would like to see included in our legislative program for the 1981-82 session, please forward them to our law firm, c/o Stephen Wiley.

We are in the process of electing the New York State Legislature that will reapportion the state and national legislative districts. I cannot overemphasize the importance of urging your members to work for and vote for the candidates that your union has endorsed. We have carefully screened the candidates and feel that those whom we have endorsed will have the good of public employees in mind. The key to our union's strength in the State capitol and the United States Congress is in letting the legislators know that we can deliver the vote of our membership on Election Day. Our members cannot be expected to follow their union's recommendations unless we can clearly show them WHY it is in their best interest. We must do this or we cannot expect to survive in the political world.

I strongly urge you to support our endorsed candidates and to make your members aware of who they are and the urgency of voting for them.

In closing, I would like to take the opportunity to thank the staff of our Legislative Office for all the assistance they have given me in my capacity as your Chairman of the Statewide Political Action Committee.

- | | |
|----------------------------|---------------------------------|
| Yours in unionism, | |
| JOSEPH D. CONWAY, Chairman | Carmine DiBattista, Co-Chairman |
| Nicholas Abbatiello | Robert Kolterman |
| John Chesslin | Eleanor McDonald |
| Michael Curtin | Francis Mitchell |
| Timothy Drew | Barbara Pickell |
| Leroy Edwards | Dominic Davarino |
| June Ferner | Ronnie Smith |
| Moira Greiner | Florence Tripi |
| Alexander M. Hogg | John Vallee |



70th Annual Meeting

Niagara Falls September 28-October 3

Farmer Cuomo Fink Anderson Wurf Lucy Gotbaum Feinstein Pillittere

Distinguished speakers address union delegates

NIAGARA FALLS — Famed civil rights leader James Farmer, at one time an AFSCME organizer and the founder of the Congress of Racial Equality, drew an interesting comparison between public employees today and blacks and other minorities during the height of the civil rights movement in an address before the CSEA delegates attending the union's 70th annual meeting here.

Farmer, now Executive Director of the Coalition of American Public Employees (CAPE), was one of several outstanding speakers to address the union delegates during the week-long meeting. Others addressing the delegates included Lieutenant Governor Mario Cuomo, Assembly Speaker Stanley Fink, Senate Majority Leader Warren Anderson, AFSCME International President Jerry Wurf, AFSCME International Secretary-Treasurer William Lucy. Also, AFSCME District Council 37 Executive Director Victor Gotbaum, Public Employee Conference Chairman Barry Feinstein, both of whom spoke at a "PEOPLE" fund raising breakfast, and Assemblyman Joseph Pillittere.

Farmer told the delegates "The same people who fought against voting rights in the south are now attacking public employees." And, he warned, "to be effective politically, we must all be united" to turn back those groups promoting proposition 13-type laws and who are opposed to public employee rights to organize.

AFSCME International President Wurf was critical of the lack of rights public employees in the United States have, even when compared with conditions in Poland.

"Something has got to be sick when workers in Poland, a Communist country, have more rights than public employees in New York State," Wurf said.

Wurf called for greater efforts by public employee labor, including CSEA, to get the truth out to the public to counter the "unreasonable, unfair and slanderous" attacks on public employees — the Proposition 13 mentality.

He said he told President Jimmy Carter that the "CSEA endorsement is one of the most important things to his campaign in New York State."

Assembly Speaker Fink said: "Politics is essential to public employees in addition to collective bargaining."

He congratulated CSEA members and leaders for their outstanding political organization.

Fink also said the assembly favors a permanent Agency Shop.

Public Employee Conference Chairman Barry Feinstein said President Carter came to CSEA because "CSEA has harnessed its members. You have political muscle. You make a difference."

The importance of Mr. Carter's re-election was emphasized by Feinstein: "The very lives of public employees are at stake with the result of the election."

He reminded the delegates that "you cannot go it alone in the labor movement. We must have your support if we are to succeed."

District Council 37 Executive Director Got-

baum called for unity among public employees as the only way to succeed.

"We really haven't worked together enough. The 400,000 AFSCME members in New York doesn't mean a damn if we don't work together" regardless of ethnic, racial and geographical differences, he said.

"We are going to work like hell in the coming campaign," he said.

He said the visit by Mr. Carter says something about the importance of CSEA "when national unions can't get the President to come."

Gotbaum said: "Politics is the union. It is part of grievances and part of collective bargaining."

Lieutenant Governor Cuomo, who heads the Carter campaign in New York State, asked CSEA members to "do more than vote . . . must go out and work for the election of President Carter . . . Carter is a friend of labor."

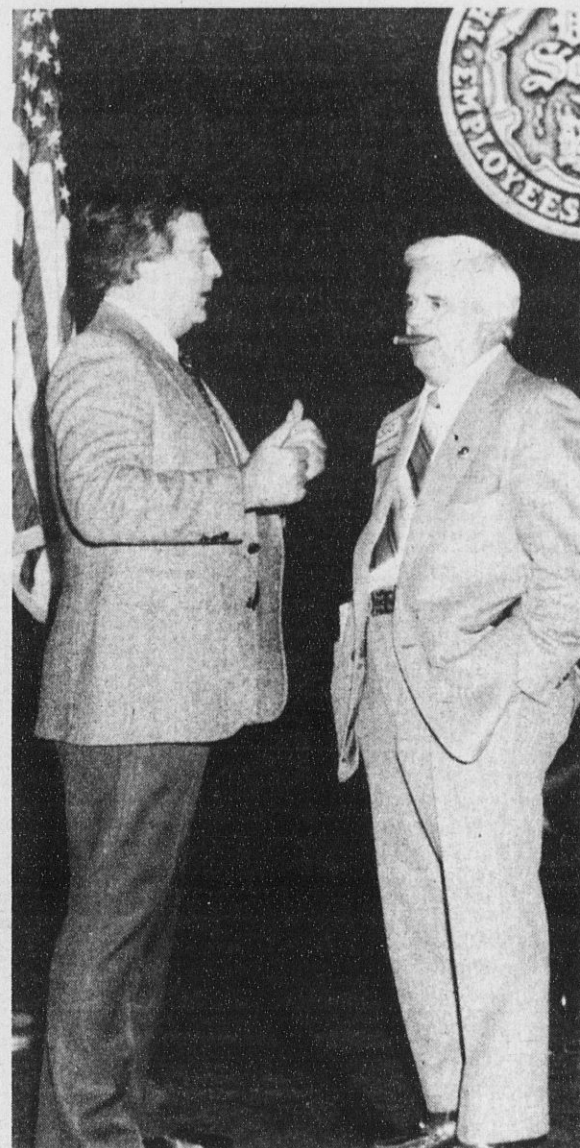
Cuomo pointed to the president's support of increased minimum wage and his refusal to weaken OSHA.

He attacked the Proposition-13 type mentality of the new conservatism as "simplistic and dangerous" and he called the Kemp-Roth-Reagan tax cut" welfare for the rich by providing fewer services for the poor and the lower middle class.

"The business of government is taking care of people."

Senate Majority Leader Anderson said there has never been a time when CSEA had a better working relationship with the legislature and with the executive of the state government.

He also said he would work to override the governor's veto of the pension supplementation bill.



DISCUSSING convention business are CSEA Executive Director Joseph J. Dolan, left, and CSEA President William L. McGowan.



BOARD OF DIRECTOR MEMBERS at Niagara Falls meeting included Edwin Garcia of Suffolk County Local 852 and Betty Duffy of Local 418, representing Mental Hygiene Region 1.

71st annual meeting set for Concord

Even as the 70th annual delegate meeting was winding down to a close in Niagara Falls, plans were under way for the next one. Standing Convention Committee Chairman Richard Tarmey announced that the 71st annual meeting has been scheduled for October 19-23, 1981 at the Concord Hotel in Kiamisha Lake, a location previously approved by CSEA's Board of Directors as a meeting site for 1981.

Bonus schedule is set after court employees picket OCA over delay

ALBANY — Officials of the New York State Office of Court Administration met with Civil Service Employees Assn. representatives here last week to work out a schedule for the long overdue payment of retroactive bonuses to court employees, after several members of the Judicial Local CSEA, unhappy with the delay, picketed the OCA.

As a result, the OCA notified employees that they will be receiving their checks no later than the first pay period in November.

Julie Filippone, president of the Judicial Local CSEA, who led the protesters, said that 350 court employees, who are no longer entitled to increments, were awarded two retroactive bonuses of \$300, one retroactive to October 1, 1979, the other to April 1, 1980, which were due to be paid the last week of September. The payments were never made, however, and neither the employees nor the CSEA were given an explanation.

During a brief meeting with the union, Susan S. Johnson, assistant chief administrator for OCA, agreed that the OCA would distribute a memo to its directors and CSEA members, explaining the salary payment schedule. That schedule, according to Daniel

Campbell, communications associate for the Capital Region CSEA, "indicates that the order of payment must first be salary increases, salary increments, then bonuses."

If the OCA had made this information available earlier, there would have been no problem, Campbell said.

Campbell reports that the delay also affects thousands of other employees statewide.

Filippone accused the OCA of "ignoring the most senior of its employees, who most likely have a great need for the two long overdue bonus payments."

The OCA, according to the CSEA, has also agreed to answer any questions from employees about their bonuses and new salaries.



JUDICIAL LOCAL CSEA PRESIDENT Julia Filippone speaks with an area news reporter during a demonstration by court employees disgruntled over the delay in the payment of retroactive bonuses.

"WE HAVE WAITED since July — bonus overdue" reads the sign carried by one demonstrator in protest of OCA's delay in paying retroactive bonuses to court employees. Fifteen members turned out for the picketing session.



Syracuse job action leads to new contract

By Thomas Foster

SYRACUSE — Syracuse City School District clerical employees, who had been pounding the pavement on picket lines for 10 days, acted like spry cheerleaders after approving a contract recently.

They were going back to work on their own terms.

Nick DiBello, negotiator for school district clerical unit of Onondaga County Local 834, and Terence Moxley, CSEA field representative in charge of the talks, received a thankful ovation from the approximately 150 members after the favorable terms of the contract were announced.

What the workers finally received was a concession from the Syracuse Board of Education to buy back unused sick days from employees retiring with 15 years of service.

The buy-back program, termed a minor point by both sides, is expected to cost the district about \$6,800 of its \$68 million budget. Despite the trivial price, the matter was hot enough to disrupt city schools for more than one week.

The employees will receive \$10 for each unused sick day up to 100 days starting in January 1981. Employees retiring before then will receive \$5 for each unused day.

Though never an issue in the talks, the workers also received an eight percent raise retroactive to Jan. 1, 1980, and a six percent raise next year.

The sick-day buy-back plan was the sticking point in negotiations that broke down when the school board rejected a fact-finders report of a \$10 per day figure.

Moxley reported the employees, working without a contract for nine months, found the report "while not sustaining all of CSEA's positions, representing a fair and impartial framework for settlement." The members, approved the report by an overwhelmingly, 101-1.

The job action started Sept. 8 with 90 percent unit participation.

On Sept. 9, State Supreme Court issued a preliminary injunction to end the job action. On the same day, bus drivers and truckers of Teamsters locals 316 and 317 came out in support of the clerical employees.

Members of the Syracuse Teachers Association crossed picket lines all week, but voiced their support of the office workers. DiBello said: "We don't want to draw students into this."

By Wednesday, school board member Robert Cecile had publicly called for an end to the dispute on the workers' terms. As it became clear board members' views differed, CSEA members showed strong signs of unity.

CSEA bus drivers and custodians unit of Local 834 voted to join the picketers Thursday night after 45 of the workers staged a wildcat walkout that morning.

SUNY Oswego Local 611 President Dale Dusharm, Oswego County DOT Local 516 President Lyle Woolson and Syracuse City Local 013 President Claire McGrath spoke to the media from the steps of the John Venditti Veterans of Foreign Wars Post that served as headquarters for the workers.

The leaders promised the clerical employees that members of their locals would be ready to relieve them on picket lines.

If an agreement had not been reached on Sept 14, picket lines may have been swollen the next day. Numerous CSEA leaders became aware of the situation at a Region V workshop in Binghamton that weekend and began mobilizing support among their locals.

Although reinforcements were on the way, the determination of the clerical employees under the leadership of Unit 9 President Lois Isaacs and DiBello and the negotiating of Moxley were credited as ultimately influencing the settlement.

DANN WOOD, newly elected president of the New York State Department of Motor Vehicles Local of the Civil Service Employees Assn., second from the right, was recently installed to office along with other newly elected local officials. From left to right are Eileen Salisbury, first vice-president; Sue Waltz, second vice-president; Betty Carpenter, treasurer, and Karen Pellegrino, secretary. To the right of Wood is Barbara Stack, Local delegate to the Statewide CSEA Board of Directors.



CSEA life insurance offered

Guaranteed enrollment in the Civil Service Employees Association Basic Group Life Insurance Program underwritten by The Travelers Insurance Company is being offered to all members under age 50 during the month of October. Members over age 50 need only fill out a health questionnaire.

The CSEA Basic Life Insurance Plan provides economical term insurance. Depending on the applicants' annual salary and the option selected, up to \$12,500

coverage is available. The bi-weekly cost, depending on the age of the insured, ranges from 10 cents to \$1.62 per \$1,000 of coverage. Premiums are paid automatically through payroll deduction.

Applications for participation in The Plan have been mailed to all non-insured members. If you haven't received yours you can request one from CSEA Insurance 33 Elk Streer, Albany, NY 12224.

Calendar of EVENTS

October

- 16 — Saratoga County Local 846 Shop Stewards meeting, Solor Building, Ballston Spa, 5 p.m.
- 17 — Nassau County Local 830 annual dinner dance, Salisbury Inn, Eisenhower Park, East Meadow.
- 17 — Department of Transportation Local 505, retirement dinner, 7 p.m., Hart's Hill Inn, Whitesboro.
- 18 — Long Island Region I women's seminar, 9 a.m., Holiday Inn, Hauppauge.
- 20 — Saratoga County Local 846 Executive Board meeting, Solor Building, Ballston Spa, 7 p.m.
- 20 — Long Island Region I Executive Board meeting, 7 p.m., Musicaros, Melville.
- 23 — Saratoga County Local 846 general membership meeting, Solor Building, Ballston Spa, 7:30 p.m.
- 24 — Westchester County Local 860 annual dinner-dance, 8 p.m., Colony Club, New Rochelle.
- 25 — Broome County unit of Local 804 co-sponsorship of Conference on Working Women, 8:30-4:30. Roberson Center, Front Street, Binghamton.
- 31 — Town of Brookhaven Highway Unit annual dinner dance; proceeds to the Irving Flaumenbaum Union Scholarship Fund; 8 p.m., Andrea Doria Lodge, 37 College Road, Selden.
- 31 — Nov. 1 — Region V Workshop, LeMoyné Manor, Old Liverpool Road, Liverpool.



CSEA REGION III and United Auto Workers' Local 664 offer a simple but effective cure for U.S. economic ills — timed to coincide with the introduction of the 1981 new car models. Pictured here at the General Motors Tarrytown plant are CSEA Region III President Jim Lennon, left, and Ray Calore, President of UAW Local 664 which represents workers at the complex. "Public services depend on a healthy economy," says Lennon. "When auto workers are laid off, public employees' jobs are threatened, Boosting auto sales right from the start of the 1981 model year will get the entire economy moving again." Region III leaders have already distributed approximately 5,000 of the "Buy American" bumper stickers to their members.

KEEP CSEA INFORMED ON MAILING ADDRESS

In the event that you change your mailing address, please fill out the below form and send it to:

CSEA, Inc., P.O. Box 125, Capitol Station, Albany, New York 12224.
This form is also available from local presidents for CSEA members, but is reproduced here for convenience.

Change of Address for 'The Public Sector'

Please allow 3-4 weeks for change to take effect.

My present label reads exactly as shown here (or affix mailing label)

Name _____	Local Number _____
Street _____	
City _____	State _____ Zip _____

MY NEW ADDRESS IS:

Street _____
City _____ State _____ Zip _____
Agency where employed _____
My social security no. _____ Agency No. _____

Buffalo Local 003 awards Curt Grass memorial grants

BUFFALO — This year's winners of the Annual Curt Grass Memorial Scholarship were on hand at the September meeting of the Buffalo City Local 003 to receive their awards.

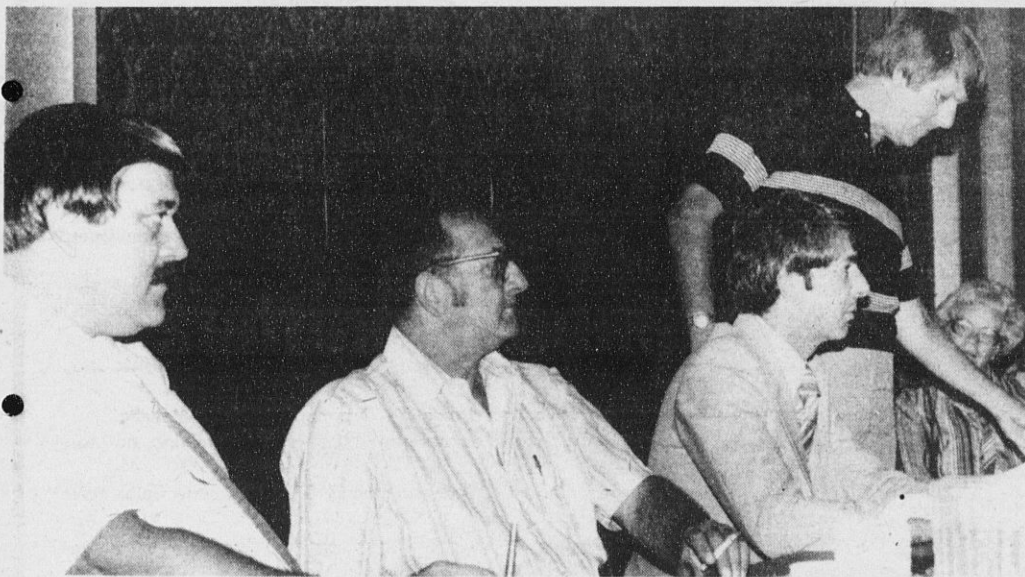
The scholarships were presented by Mrs. Gertrude Grass, whose husband was a former executive vice-president of the local. The winners are: Sharon Karzak, Theresa Yeager, June Zamrok, George Siano, Theresa Savage and Patricia Taylor.

President Patricia Pflieger also announced the new chairmen of the following local committees: Juanita Brown, Budget; Sheila Brogan, Membership; Ruth Scott, Scholarship; Gilbert Collins, Safety and Health; and Denice Juliano, Activities. She noted that the local is looking for someone to chair the Program and Education Committee.

Grievance Committee Chairman Patricia Froebel announced that a grievance training seminar will be held Oct. 22. All officers, stewards and alternates are mandated to attend or they will not be certified.



SCHOLARSHIP WINNERS — Mrs. Gertrude Grass, second from left, and Local 003 President Patricia Pflieger, center, join scholarship winners Sharon Karzak, left, George Siano and Patricia Taylor, right, in the above photo following presentation of scholarships by Mrs. Grass.



REGION VI PRESIDENT Robert Lattimer, standing, addressed those members attending the officers training program. Others, from left, are Region VI Director Lee Frank; Region VI Second Vice President Bob Smith; CSEA Director of Education Thomas Quimby; and Region VI First Vice President Genevieve Clark.

SECRETARIES SEMINAR attendees, below, included, from left, Vera Antonucci of Genesee County Local 819; Joyce Reed of Ontario County Local 835, and Marie Finch of Cattaraugus County Local 805.



Region 6 conducts unit officer class

BATAVIA — A Unit Officers Training session conducted here on a recent Saturday was well-attended by Region 6 local members. After a short introduction, the group split into three meetings, for presidents and vice-presidents, secretaries and treasurers.

REGION VI SECRETARY Jerry Frieday, right, conducted the training session for secretaries.



TREASURERS SEMINAR — below, was conducted by, from left, Region VI Treasurer Barbara Fauser and Cathy Bruno from the state comptroller's office.



Studies in labor field prepare CSEA officers

By Deborah Cassidy
Staff Writer

ALBANY — The elements of a traditional college life — daily attendance, one research paper after another to do, stern professors and the high spirited social life associated with parties and sporting events — are missing on this campus. And the students are usually older than the average college student.

In spite of a more relaxed atmosphere, the men and women here are serious about learning. They attend a two year labor studies program administered for the working man and woman by the New York State School of Industrial and Labor Studies of Cornell University, and graduate a new crop of union leaders with a new understanding and awareness of the labor world.

The Civil Service Employees Assn. has long stressed that education is a key to becoming effective union representatives, and in recent years there has been a growing trend among those in the Capital Region to attend the Cornell program for that purpose. This year seven out of a total of 53 students in the entire program are from CSEA.

Howard Cropsey, Albany County Local CSEA president, and Dolores Ciannamea, secretary for the Troy School District Unit CSEA and the Rensselaer County School District Local CSEA, are just two of the many CSEA representatives who have graduated from the program; Cropsey having graduated from in the very first class in May 1975 and Ciannamea with the most recent class of May 1980. Both feel they have gained invaluable knowledge that has and will aid them in all areas of union work.

"This knowledge, factual knowledge, not just supposition, has been a fantastic tool for me," Cropsey told the Public Sector. It has helped me in all aspects of labor relations — dealing with members, interpreting contracts and in contract negotiations," he said.



"I NOW HAVE AN AWARENESS of the legalities, the workings of labor and management," says Dolores Ciannamea, secretary for the Troy School District Unit CSEA and the Rensselaer County Educational Local CSEA, of her experience with the New York State School of Industrial and Labor Relations of Cornell University.

Cropsey felt his two years at school was "time well spent." "All union leaders should enroll, it's the most significant thing a representative can do for himself and his members."

Ciannamea says the schooling has given her a new confidence in her union role. "I now have an awareness of the legalities, workings of labor and management. In this awareness, I at least know now where to go for more information, how to go about trying to solve problematical situations," she said.

Cropsey and Ciannamea agree that the atmosphere in which they were taught made it much easier to learn. Outside reading and assignments are kept at a minimum, since the students all hold full time jobs. In the classroom much emphasis is placed on the students' work experiences and oral participation counts heavily. With students from so many different backgrounds enrolled, all are exposed to a wide variety of thoughts, ideas and philosophies.

In addition to traditional lectures by the instructors, students learn from field trips, attending movies, guest speakers and mock sessions in negotiations and arbitrations.

"Exciting and interesting" are the terms Josephine Musicus, Albany Region Director for the NYSSILR, uses to describe the teaching techniques employed. "We try to zero in on the basic academics and skills needed," she said. Experience is excellent and we try to make students look at their own experience in a new light and to learn from new ones."

The school year is divided into trimesters and students, attend one evening a week, taking two hours each of two different subjects.

Virtually every area of labor is covered in the curriculum with labor history, communications, labor law, economics, collective bargaining and safety in the workplace among the total of 12 courses taught.

The courses are divided into first and second year categories and students must take them in the designated order.

The curriculum is chosen by Musicus, after a consultation with unions, among them CSEA, who give their support to the program.

Students come from both public and private sector employment and the material presented is pertinent to both groups. The only requirements for admission are a high school or equivalency diploma, an ability to do the course work, (demonstrated through an essay submitted with the application) and some experience with unions, according to Musicus.

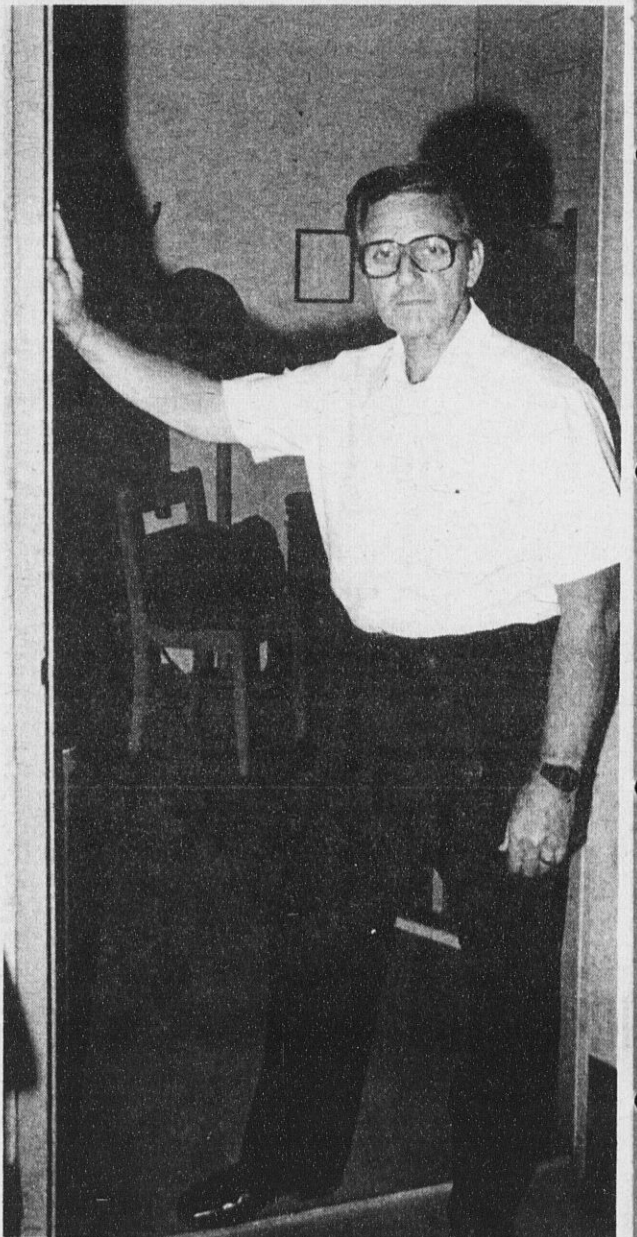
The instructors, with whom students can identify, chosen from the labor field and are approved by the Industrial and Labor Relations faculty of Cornell. Union staff people, labor lawyers, arbitrators and Public Employment Relations Board staff members are among those chosen for their expertise and experience.

Tuition in most cases is paid by the student and reimbursed by the Capital Region CSEA Education Fund, through the local. Cornell has also provided a small scholarship fund, the Saul Wallen Scholarship, which will pay for one course per trimester.

According to Musicus, graduates may transfer credits from the program to other schools. The Empire State College, where a major in labor studies may be obtained is one. For a major in business administration or economics students can transfer to the College of Saint Rose or the State University in Albany, or Hudson Valley Community College in Troy. Counseling for transfer is available through Musicus' Albany office.



JOSEPHINE MUSICUS, ALBANY REGION DIRECTOR for the New York State School of Industrial and Labor Relations of Cornell University, holds one of the textbooks used in a political action course taught there.



ALBANY COUNTY LOCAL CSEA PRESIDENT Howard Cropsey was among the first graduates of the New York State School of Industrial and Labor Relations of Cornell University graduating in May 1975. He feels the knowledge he gained there has been a "fantastic tool."