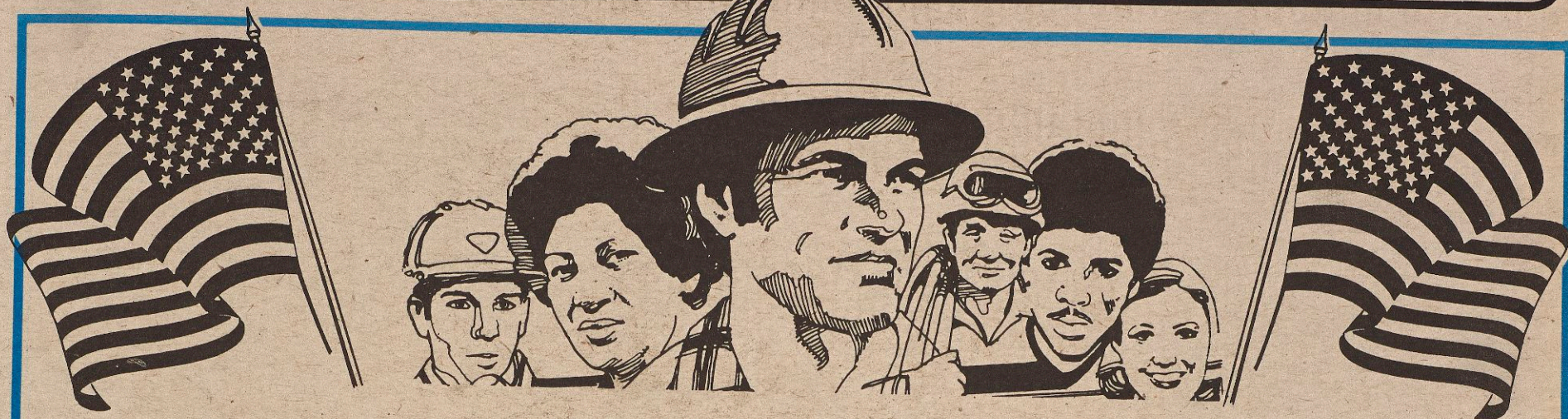


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Friday, August 24, 1984



★ Labor Day ★

Working Together for A Better America!

'From Labor Day to Election Day, we have 64 days to complete the job, to enlist, energize and register every voter we can reach. This is the part of the struggle that all our previous efforts have been leading up to. In solidarity, let us continue.'

—AFL-CIO President
Lane Kirkland

'Let us rededicate ourselves this Labor Day. By remembering, as our parents and grandparents remembered, that our strength is in our unity. By pledging that we will stand together and continue the important work that this great union and our fellow union members have begun.'

—CSEA President
William L. McGowan

'The question, "Which side am I on?" is one that no trade unionist should fail to answer November 6.'

—AFL-CIO Secretary-Treasurer
Thomas R. Donohue

BRIGHT LIGHTS FOR CSEA

If you're going to be in the Big Apple over Labor Day weekend, be sure to look up at Times Square and catch CSEA's logo in lights.

CSEA is joining other unions as part of a special Labor Day display to remind Americans that labor organizations are the backbone of a healthy and productive nation. The union's logo and slogan will be flashing every 10 minutes in a display that flows along the high tech bill board at New York's most famous intersection.

The sign will be in operation for four days during the long Labor Day weekend: Aug. 31, 8 a.m.-midnight; Sept. 1, 10 a.m.-midnight; Sept. 2, noon-11 p.m.; and Sept. 3, 8 a.m.-11 p.m.

It is estimated that more than 1.5 million people will be in Times Square daily to view the moving messages and special animated graphics commemorating the holiday.

Labor must be ever-vigilant

LAYOFFS THREATENED

... in Labor Department

ALBANY — A noontime Rally for Jobs to protest planned layoffs in the state's Department of Labor will be held Tuesday, Aug. 28, on the State Office Building Campus. Rally participants will gather in front of the Labor Department's headquarters, in Building 12, to protest federal budget cutbacks affecting employees in DOL's Job Services and Training Division.

The cutback of federal funds has resulted in DOL plans to lay off more than 250 employees this fall, including 120 workers represented by CSEA.

CSEA Statewide President William L. McGowan will address Tuesday's rally, along with the union's Capital Region President C. Allen Mead and Labor

Local President Jeanne Lyons.

"A lot of people in the family of New York are going to be hurt by this reduction, far more than the state workers who stand to lose their jobs," McGowan said. "There is much-needed work for our members to do, providing help to New Yorkers who need jobs and are looking for work.

"Yet, this action will severely cut those important services, while at the same time adding more people to those lines of unemployed job-seekers."

CSEA officials said the union will be working on two fronts to combat the layoffs. In addition to efforts in New York, CSEA is asking its national affiliate, AFSCME, to attack the problem at the federal level.

... in Suffolk County

HOLTSVILLE — Layoffs are threatened in Suffolk County as a possible solution to the county's \$52 million budget shortfall. Suffolk County ran into big financial trouble when Long Island Lighting Company refused to pay county taxes on the trouble-plagued Shoreham nuclear plant.

Responding to the county's threat of layoffs, CSEA Suffolk County Acting President Lynn Martins will meet with Deputy County Executive Howard DeMartini on Tuesday, Sept. 4, seeking alternatives to substantial layoffs.

Martins expects the early retirement option, which CSEA lobbied heavily for in the state Legislature, to play a big role in averting layoffs.

Suffolk County created more than 1,000 job vacancies with a hiring freeze in February.

"Any further staffing cuts will seriously hurt the services we provide Suffolk taxpayers," said Martins.

The hiring freeze has already cut the county work force by 10 percent.

MORE ON
LABOR DAY
ISSUES, EVENTS

... Pages 9-12

CSEA Research Department gathering info on abuses in Civil Service appointments

ALBANY — The New York state Constitution requires that civil service appointments, as far as practicable, be based on "merit and fitness" as determined by competitive examination.

Yet sometimes both the letter and the spirit of the law are abused.

For instance, political affiliation may be taken into account when filling vacancies in competitive class positions. In other instances, while appointments are made from the top three eligible candidates, the person appointed is the one with "connections."

Sometimes, candidates are discouraged during interviews to get them to withdraw and thus give the appointing authority an opportunity to reach a "favorite" candidate. Another frequent abuse happens when the minimum qualifications for a position are written based on the background of a particular individual, thereby eliminating most others from competition.

CSEA's Research Department is currently gathering information about these abuses.

If you have had an experience with the civil service system where you believe you were treated unfairly, or if you are aware of abuses engaged in by your local civil service commission or personnel office, please fill out the adjacent questionnaire.

All responses will be kept confidential.

CSEA Civil Service Questionnaire

TO: CSEA Research Department

FROM: _____ (Name)

(Address)

Describe any incident(s) which you believe demonstrates an abuse engaged in by your local civil service commission or personnel office, either affecting you or your co-workers.

Name of Civil Service Commission/
Personnel Officer: _____

Send to: CSEA Research Department, 33 Elk St., Albany, N.Y. 12207

Dutchess County contract approved



SIGNED — Dutchess County Unit President Mary Rich and County Executive Lucille Pattison sign a three-year contract for 1,600 county employees who are members of Local 814. Rich said that although negotiations were difficult, she was pleased with the contract, which includes increased medical coverage and no givebacks in addition to salary hikes.

Increased medical coverage, salary boosts, no givebacks

POUGHKEEPSIE — A reduction in employee contributions for health insurance and salary increases are the result of a recent ratification of a three-year contract for Dutchess County Unit CSEA employees.

The approximately 1,600 employees will receive salary boosts of 5¼ percent retroactive to Jan. 1, 5½ percent effective 1985, and a cost-of-living increase ranging from 4 to 7 percent depending on increases in the consumer price index in 1986.

In addition, the agreement reduces yearly health insurance contributions by employees hired after June 30, 1979 from 32 percent to 20 percent of their premiums and improves coverage of some services.

Included on the negotiating team in addition to Collective Bargaining Specialist Joseph O'Connor were Unit President Mary Rich, Charles Rexhouse, Dave Lawson, Charles Decker, Kay Mackey, Maria Pesola, Helen Zocco, Bill Ellis, Carole Crimi and Eugene Marx.

Rich said she was pleased with the contract. "I think it is a fair contract for the employees, the county, the union and the taxpayers," she said. "It was a long and difficult negotiation, but the contract came out basically intact with many improvements and virtually no givebacks."

Lake Placid pact wins ratification

LAKE PLACID — Village of Lake Placid employees have overwhelmingly ratified a contract, ending a long and frustrating period in their relationship with their employer.

"The personal efforts of both CSEA Unit President Jim St. Louis and Village Mayor Bob Peacock to resolve the various problems in the negotiations must be recognized," John D. Corcoran Jr., CSEA Capital Region director, said. "Their mutual efforts were the key to unlocking the situation."

The new pact is retroactive to August 1983 and will expire next July 31. The workers will receive a 3 percent retroactive increase for the period from Aug. 1, 1983 to Feb. 1, 1984. A 2 percent increase, also retroactive, covers the period from February 1984 to July 1984. A 5 percent across-the-board increase will cover the period from Aug. 1, 1984 to July 31, 1985.

A \$50 uniform increase was negotiated for village policemen and firetruck drivers. All longevity steps were increased by a similar amount. Highway workers must use the compensatory time they earn in the year they earn it. The pact does not contain any type of merit increase, a concept which was a sore spot with the workers.

EARLY RETIREMENT OPTION

What's it all about? Here are Q's and A's for finding out

An early retirement bill for local government workers was signed into law recently by Gov. Mario Cuomo. Part of a package of union-backed labor bills which CSEA President William L. McGowan had described as the union's "number one priority," the measure will help prevent layoffs in localities facing financial difficulties.

Now that the bill is law, here are answers to some of the most frequently asked questions about it.

Q: Who is eligible?

A: Employees of local governments, school districts, public authorities, public corporations, libraries and cooperative extension associations. Also eligible are some state employees (such as State University of New York, SUNY construction fund, Education Department, Unified Court System, state-supported schools for the deaf and blind) who were not eligible for the 1983 early retirement program. Not eligible are state employees who had the early retirement option last year.

Q: Why is it called an early retirement *option*?

A: It's called an option because local governments, school districts, etc. have the right to choose whether or not they will offer their employees incentives to retire early.

Q: What are the incentives?

A: The incentives are an extra three years of pension credits as a bonus for retiring early.

Q: Are there any other eligibility requirements?

A: Yes. You must be at least 55 years old, in paid service on June 1, 1984 and otherwise eligible for retirement under the plan in which you are enrolled.

Q: When is the early retirement program in effect?

A: Sept. 1, 1984 to Dec. 31, 1986. But, local governments, school districts, etc. must decide whether or not to exercise the option by Dec. 31, 1985.

Q: How do they exercise the option?

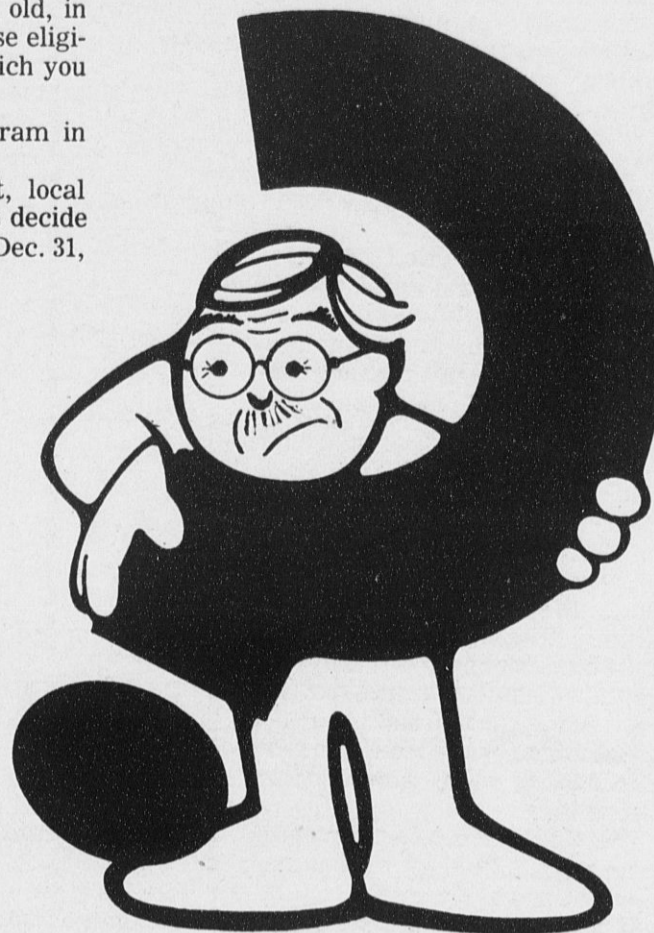
A: They must adopt a legislative resolution. The law also requires that before the legislative resolution is passed, your employer must estimate the total number of potential early retirees as well as the approximate costs of early retirement incentives.

Q: What happens after the local law is approved?

A: An open period of 50 to 90 days is established during which eligible employees may apply for early retirement incentives. The open period must take place between Sept. 1, 1984 Dec. 31, 1986.

Q: How can I get a legislative resolution passed by my employer?

A: The same way CSEA managed to get the early retirement program through the state legislature — by political action!



Tripi interviewed on television about local government early retirement options

ROCHESTER — The recently passed state bill allowing local governments to give early retirement options to their employees was boosted on local television by CSEA activist Florence Tripi. The bill was passed and signed after considerable efforts by CSEA, to give local government employees the same options offered to state employees in last year's budget crisis.

Tripi, speaking on the morning interview program, "Daybreak" on WHEC-Channel 10, called implementation of the early retirement option "a chance to open jobs for younger people, while expanding the choices of older workers."

"Some older workers shouldn't be working for medical reasons," she said, "but are forced to continue because they have no choice."

The early retirement option also gives local governments the opportunity to relieve some of the "payroll burden" of older, higher-grade employees, she said.

Tripi is president of the 2,400-member Monroe County Employees Unit of Local 828, as well as Region VI first vice president, and co-chair of the Region VI Political Action Committee.

She is currently awaiting a meeting with Monroe County Executive Lucien Morin to discuss passage of the early retirement option.

"In the past, he was opposed to it because of a stipulation that no vacancies created by early retirement could be filled. But that has been cleared up in this new version of the bill, so the county may be more amenable," Tripi related.

'(It's) a chance to open jobs for younger people, while expanding the choices of older workers.'

— Florence Tripi



Tripi was joined on "Daybreak" by AFSCME Representative Tom Privetera and Peter Korn, Rochester city manager.

Korn refused comment on the early retirement option until the city assesses the costs and replacement of experienced workers, Tripi said.

"But I'm sure," Tripi declared, "local governments throughout the state will see the benefits of this bill, as opposed to laying off valuable public employees, who are providing needed services."

Renters insurance plan revised

A streamlined Upstate Masterplan Renters Policy is now available to CSEA members in CSEA Regions IV, V and VI, and a Downstate Renters Policy will be available to members residing in Regions I, II and III on Nov. 1.

Although renters insurance has always been available through the CSEA Masterplan, the revised program features an application that is easy to understand and complete, as well as clearly indicating that the coverage you select will cost.

This policy covers loss of personal property, medical payments to others, living expenses, liability to others and additional payments such as debris removal and repairs.

Additional information and applications may be obtained from your Jardine agents or Jardine Insurance Brokers by calling 1-800-462-2636. Upstate CSEA local presidents may obtain supplies of the applications by contacting the above.

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Converting life insurance coverage

Certain CSEA members insured under the Basic Group Life Insurance Program are eligible to convert part of their coverage, without medical information, to an individual form of insurance with the Travelers Insurance Company.

This in-service conversion privilege allows any actively employed member participating in the Group Life Program, who is age 50 or older, to convert up to \$5,000 of this term insur-

ance to an individual form of coverage other than term insurance.

Application must be made by Aug. 31, and the effective date of the converted insurance will be Nov. 1. Premium payments for the converted insurance will be made directly to Travelers Insurance Company.

For additional information, return the coupon below.

CSEA
Insurance Department
33 Elk Street
Albany, NY 12224

Please send me information concerning the conversion privilege for the CSEA Basic Group Life Insurance Program.

NAME: _____
Last First Middle Initial Maiden

Home Address: _____
Street City State Zip

Place of Employment: _____

Social Security Number: _____

Sex: _____ Date of Birth: _____



Fall courses scheduled for certificate program in managing

The fall series of classes in the Center for Women in Government's "Managing" program will kick off next month in various locations around the state.

"Managing: A Certificate Program Providing Managerial Skills to Women in New York Public Service," is designed to help participants sharpen their skills and enhance their expertise in areas that are vital to today's public service manager.

It is geared for women who aspire to management positions as well as for experienced managers who want to increase their effectiveness.

The program consists of a short series of courses scheduled throughout the year and a two-day seminar conducted twice a year. Each course meets once a week for four two-and-a-half hour sessions.

Participants may take one or all of the courses. Certificates will be presented to those who complete the seminar and six courses (six more will be offered next spring).

Following is a description of the fall courses as well as a schedule for the Long Island, New York City, Mid-Hudson, Albany, Syracuse and Buffalo areas.

The Center for Women in Government is a research, training and network organization of the State University of New York at Albany.

For applications or questions, write or call: Center for Women in Government, State University of New York at Albany, Draper Hall, Room 302, 1400 Washington Ave., Albany, N.Y. 12222: (518) 455-6211.

COURSE DESCRIPTIONS:

- **Seminar: Women as Managers:** Topics include making the transition from supervisor to manager, establishing goals and examining the impact of style on successful leadership.
- **Oral Communications:** Examines techniques for making oral presentations and participating in discussions with staff supervisors.
- **Supervision:** Topics include management style, motivating and communicating with subordinates, dealing with performance standards and problem solving.
- **Computer Literacy:** Emphasis on management uses of computers and dealing with computer specialists. Basic concepts and vocabulary will be reviewed.
- **Budgeting in the Public Sector:** Topics include budget preparation, review and implementation.
- **Career Planning:** Emphasis on career planning exercises to define goals and develop strategies for personal advancement.
- **Time Management:** Topics will include dealing with the superwoman ideal, procrastinating, saying no, delegating and identifying personal time-wasters.
- **Program Planning And Evaluation:** An introduction to program implementation, administration and accountability.
- **Organizational Dynamics:** Analyzes principles that explain how organizations function and their implications for management decisions.
- **Effective Leadership in Management:** Explores the impact of management style on effecting change, productivity, creativity, and morale among staff.
- **Labor Relations:** An overview of collective bargaining in the public sector. Topics include the Taylor Law, interest and grievance arbitration, the no-strike obligation, appropriate bargaining units and quality of the work life issues.

- **Written Communications:** Examines report and letter writing and other internal and public documents. Individual writing skills will be analyzed.

COURSE OFFERINGS:

LONG ISLAND

All courses will be held at State Office Building, Veterans Memorial Highway, Hauppauge.

- **Women As Managers:** Tuesday & Wednesday, Oct. 2-3
- **Program Planning & Evaluation:** Friday, Oct. 12
- **Computer Literacy:** Wednesday, Oct. 24

NEW YORK CITY

All courses will be held at 2 World Trade Center.

- **Seminar: Women as Managers: Session I:** Thursday and Friday, Oct. 18-19, 9 a.m.-5 p.m.; **Session II:** Thursday and Friday, Jan. 10-11, 9 a.m.-5 p.m.
- **Oral Communications:** Tuesday, Sept. 11-Oct. 2, 4:30-7 p.m.
- **Supervision:** Wednesday, Oct. 3-Oct. 24, 4:30-7 p.m.
- **Computer Literacy:** Tuesday, Oct. 9-Oct. 30, 4:30-7 p.m.
- **Budgeting in the Public Sector:** Thursday, Oct. 25-Nov. 15, 4:30-7 p.m.
- **Career Planning:** Tuesday, Nov. 13-Dec. 4, 4:30-7 p.m.
- **Time Management:** Monday, Nov. 19-Dec. 10, 4:30-7 p.m.

MID-HUDSON

All courses will be held at College at New Paltz-SUNY, Student Union Building.

- **Women as Managers:** Monday and Tuesday, Sept. 24-25
- **Program Planning & Evaluation:** Tuesday, Oct. 9
- **Computer Literacy:** Friday, Oct. 19

ALBANY

All courses will be held at Draper Hall, Room 303, SUNY Albany, Downtown Campus, Washington and Robin Streets.

- **Women as Managers:** Thursday and Friday, Oct. 4-5, 9 a.m.-5 p.m.
- **Program Planning and Evaluation:** Tuesday, Sept. 11-Oct. 2, 4:30-7 p.m.
- **Organizational Dynamics:** Wednesday, Oct. 3-Oct. 24, 4:30-7 p.m.
- **Effective Leadership in Management:** Thursday, Oct. 25-Nov. 15, 4:30-7 p.m.
- **Labor Relations:** Tuesday, Nov. 13-Dec. 4, 4:30-7 p.m.
- **Written Communications:** Monday, Nov. 19-Dec. 10, 4:30-7 p.m.

SYRACUSE

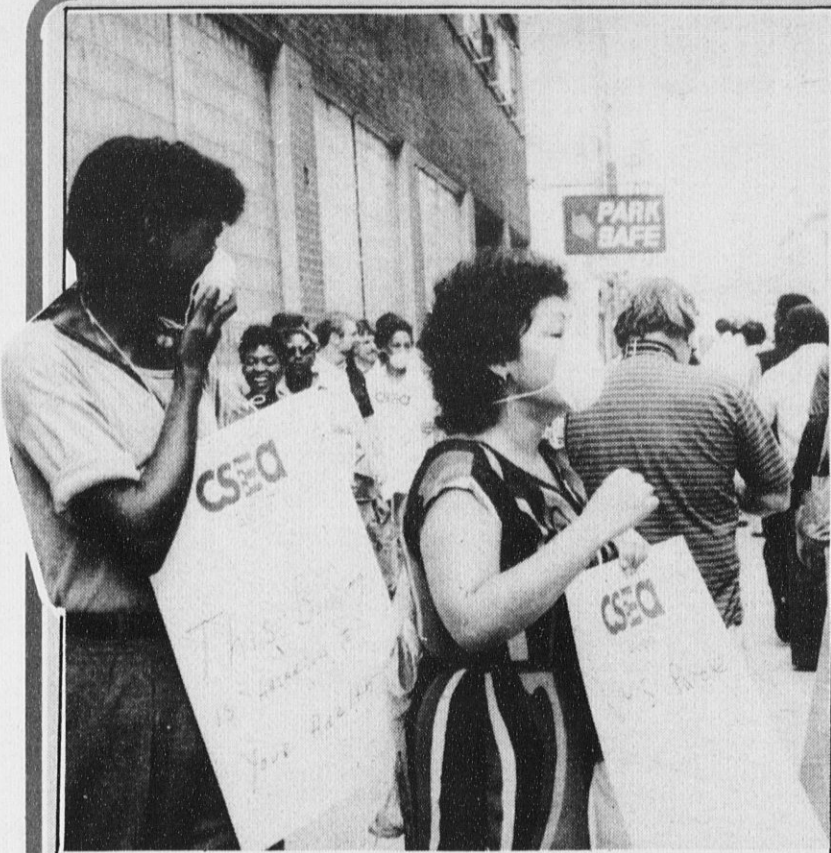
All courses will be held at Richard H. Hutchings Psychiatric Center, Education and Training Building, 545 Cedar St.

- **Program Planning & Evaluation:** Wednesday, Sept. 26
- **Women As Managers:** Thursday & Friday, Oct. 4-5
- **Effective Leadership:** Friday, Oct. 19

BUFFALO

All courses will be held at Buffalo Psychiatric Center, 570 Forest Ave.

- **Women As Managers:** Monday and Tuesday, Sept. 24-25
- **Supervision:** Friday, Oct. 12
- **Effective Leadership:** Thursday, Oct. 18



MEMBERS OF CSEA LOCAL 259 protest adverse working conditions at the Department of Parole building in Manhattan. State officials claim that relocating the employees is a top priority, but workers are concerned of the long-term effects of the illnesses they have suffered.



DIVISION OF PAROLE Chairman Ramon Rodriguez, right, vows to use his influence to relocate parole offices. With him, from left, are Region II President George Boncoraglio, Field Representative Larry Borst, OSHA Specialist Mitchell Brathwaite, and Local 259 President Leанore Lee.

Workers 'air' complaints on parole department building

AIR DUCTS DUSTED BUT WORKERS STILL WANT OUT

By Brian Baker
Assistant Editor

Conditions appear to have improved at the New York State Department of Parole in New York City which was temporarily evacuated on two separate occasions recently because of Freon gas leaks that caused illness among workers there.

Employees working in the parole building say the health problems — congestion, headaches, and nausea — have subsided since the ventilation system was cleaned out earlier this month.

"I'm getting better," said Shii Price, one of four dictaphone machine transcribers (DMTs) who were hospitalized after gas leaks July 24.

"My congestion's clearing up. Sometimes I have headaches, and nausea in the morning. I guess it will take awhile for my system to get back to normal," she said.

At the worst point in the Department of Parole's Freon ordeal, more than 50 workers complained of physical problems resulting from contaminated air. Informational pickets were held and Region II President George Boncoraglio visited the building, calling the work environment there "unfit for animals."

Jean Jenkins, CSEA First Vice President of Department of Parole Local 259, said that while the air now smells cleaner and feels more comfortable, the union will continue to push for relocation of offices.

"We want to relocate, to get out of this building, period. We're afraid of a recurrence of the air problem," she said.

The building, a former garment factory with few windows, has had a history of health violations including faulty wiring and unsanitary conditions.

As CSEA local officers called for a move out of the building, Executive Vice President Joseph E. McDermott spoke with Office of General Services Commissioner Thomas Egan about expediting the relocation.

"I had some assurance from Commissioner Egan on our getting all state workers out of there in the near future. We recognize that the place is not fit for workers, and plans are afoot to move them out," said McDermott.

Meanwhile, the New York City Department of Health, which took air samplings and conducted a floor-by-floor analysis of the ventilation system, issued a report with recommendations for several actions to be taken at the building. Among those recommendations are that checks be made by engineers of air ducts, louvers, and balance of the ventilation system. It also proposed examination of the air intake shaft which supplies the building and may be located too close to cooling towers which emit chemicals.

According to CSEA Occupational Safety and Health Specialist Mitchell Brathwaite, reports are still forthcoming from three other agencies which ran inspections at the building: the New York State Department of Health, the New York State Department of Labor, and the New York City Department of Environmental Protection.

"Things are pretty quiet at the building now. We're just waiting for the reports to come out to get a better idea of what was going on," said Brathwaite.

CSEA pulls out of parttime/shared job conference scheduled for September

ALBANY — Citing more pressing priorities — headed by threatened layoffs and problems created by workforce reductions — CSEA officials have announced the union is not participating in a state-sponsored conference on parttime and shared jobs scheduled for September.

"Parttime jobs can be used as a management tool to shore up an eroding workforce," commented CSEA President William L. McGowan.

"This is clearly an inappropriate time to focus on this concept, when our members are facing layoffs, when many state agencies are

understaffed, and when workers we represent are struggling under pressure in many facilities to cope with the heavy workloads facing them."

Although the parttime/shared job project is funded through the Governor's Office of Employee Relations (GOER) under the current CSEA collective bargaining agreements, union officials recently withdrew their support of the planned Sept. 18 conference.

SUNY local honors retired activist

ALBANY — "She did a lot for the members. Most of the time the workers never knew it. But that was the way she wanted it," Bill Fetterling recalled.

"She was a fighter who earned the respect of her adversaries both in and out of the union," Warren Moloney said.

"Mary Jarocki was, and is, one dynamic unionist," Ellen Fontanelli pointed out.

These officers of CSEA SUNYA Local 691 are so impressed, in fact, with the legacy left by Mary Jarocki that they recently named their office in honor of the retired union leader.

"I'm honored and humbled by the action," Jarocki said. "I hope that I can continue to live up to the memories of the leaders in my new endeavors. As I recall, I was just doing my job — representing the interests of the members and the union before management."

Jarocki's words understate the long list of accomplishments attributed to her leadership. She started her public sector career in 1957 and after working 22 years in various agencies, especially SUNY at Albany, she retired.

But during those years of service Jarocki also accomplished several "firsts" on behalf of the union. She negotiated the first union office space on the SUNYA campus. She was the first union representative to serve on a management/confidential search committee at SUNYA.

She also forged the first link in the strong and close relationship between the SUNYA Student Association and CSEA. Often over the years, this chain has helped both the students and the employees overcome problems of a common interest.

Jarocki negotiated the first SUNYA Employee Picnic during work hours, now an annual event. And she originated the Turkey Trot informational picket to protest the forced closing of the facility on the day after Thanksgiving.

Currently, while hampered by arthritis, Jarocki is an active leader in the Capital District area's growing senior citizen lobbying efforts. She is still known for her uncompromising approach to issues.

"I still believe that sometimes a good, old-fashioned argument is the only way to get an issue fully understood. It can clear the air and move the issue forward."

When not fighting for her beliefs, Jarocki spends her time with her daughter Patricia M. Colongione and her three granddaughters, Tia, Tiffany and Lonette.



PRESENTING THE PLAQUE — SUNYA Local 691 officers got together for dedication of their office in honor of retired union activist Mary Jarocki. Pictured with Jarocki is Local President Bill Fetterling. In back row, from left, are: John Palma, Dolores Iacobelli, Ellen Fontanelli, Warren Moloney, Walter Kopezynski, Ellen Diange and Joe Natale.

CSEA files to represent Guilderland workers

ALBANY — With the town of Guilderland Board members all publicly stating that they want to run things their way — without the unionization of nine town workers — CSEA has filed a petition for certification with the state's Public Employment Relations Board. The filing of the petition will require PERB to hold some type of secret ballot election, on-site or by mail, to resolve the workers' situation.

"We're ready for an election," CSEA Organizer Michael Sheldon said. "We have a substantial showing of interest in CSEA by the workers. Volun-

tary recognition would have been the easy way to resolve the matter. But an honest election will certainly allow the employees their rights."

In order to represent the workers, CSEA will have to win a simple majority of the employees — including emergency dispatchers, animal control officer, and various clerks — who participate in the balloting.

"I wouldn't be surprised to see the town board members use various tactics in an attempt to thwart the workers' desire for CSEA representation," Sheldon said. "But, we're ready to combat that type of activity, if it happens."

Ulster Co. worker wins appeal on promotion



ULSTER COUNTY LOCAL PRESIDENT Sean Egan congratulates Ron Van Wagner after the Court of Appeals decision which resulted in his being upgraded and paid more than \$4,000 in back pay.

KINGSTON — A recent Court of Appeals decision in Ulster County forces officials to define seniority criteria before promoting a worker.

According to CSEA Local 856 President Sean Egan, Ronald Van Wagner took a Civil Service test for the position of County Coordinator of Child Support Enforcement. Although Van Wagner achieved the highest score, he was not interviewed for the job and another employee, who had the third highest score, was appointed to the job. Van Wagner was also the senior employee of the three candidates and had more education.

Van Wagner filed a grievance charging the county with failure to grant him seniority preference. He won, but the appointee then initiated a grievance to reverse the decision. She was upheld and was made permanent.

As a result of the Court of Appeals decision, however, the decision was again reversed on the grounds that the collective bargaining agreement "is clear and unambiguous in limiting the county's discretion to appoint permanently or provisionally from an eligible list without regard to seniority and in making disputes over any claimed violation of that contractual limitation on the county's discretion a proper subject for arbitration."

"The case gave real weight to seniority," Egan commented. "It forces the county to define seniority criteria."

Van Wagner, who was recently upgraded and awarded more than \$4,000 in back pay as a result of the decision, said he was "pleased with the way I was represented."

REMINDER: Sign up for Region II labor courses

Registration for the Metropolitan Region II Labor Studies Program of Empire State College will be held Sept. 4-7 from 10 a.m. to 6 p.m. at Empire State College, 330 West 42nd St., New York, N.Y. For information, call (212) 279-7380 and ask for professors Charles Lynch or Elana Michaelson.

In a previous edition of *The Public Sector*, the college's address was incorrectly listed.

*'Dear Dave: Thanks
for saving my life.'*

Love, Colleen'

By Chuck McGeary
CSEA Communications Associate

UTICA — His job title with the New York State Department of Transportation is assistant signal mechanic, but to the parents of 14-year-old Colleen Mahardy, Dave Neary is a guardian angel in a hard hat.

Last month, Neary, a five-year veteran of state service, was on temporary assignment installing a "loop" detection device on Route 49, near Marcy, when an accident occurred down the road. Seeing cars backing up he ran to the scene.

"I could see that a young girl had been struck by a car while riding her bicycle," he said. "She had a compound fracture of the leg and was bleeding severely from the arm, leg and a bad gash on her forehead."

Assisted by two men from a nearby supply firm, Neary applied pressure to stabilize the flow of blood and, with the aid of an electronic page he wears on duty, called for an ALS (Advanced Life Support) ambulance.

"I knew she would need an immediate intravenous transfusion," Neary said, "and a special ambulance would be required."

Fortunately for Colleen, the life-saving vehicle arrived in seven or eight minutes.

"I rode to the hospital with her until she was stabilized, and then went back to work," Neary said.

A week after the accident, Colleen's mother, Linda Mosca, arranged for a surprise visit at the hospital by Neary and Lyle Evans, a fellow employee and vice president of CSEA Local 505 NYSDOT.

"She is a very lucky girl," said Neary. "Her condition was so critical that five more minutes of intense bleeding might have cost her life."

Neary's ability to think and act quickly comes from having a strong background in medical training. A paramedic with the New York Mills Voluntary Fire Department, he has had seven years training as a New York Certified Emergency Medical Technician.

"I am also a CPR (cardiopulmonary resuscitation) instructor and on call most of the time. I'm fortunate in having a very understanding wife.



LUCKY LADY — Colleen Mahardy, left, with mother, Linda Mosca, offers smiles of appreciation after receiving an "official" hard hat and a box of candy during a surprise hospital visit from Dave Neary, second from right, and Lyle Evans, vice-president of NYSDOT Local 505. Neary is credited with saving the young girl's life after she was severely injured when her bicycle collided with a car near her Marcy home.

Karen knows how important this volunteer work is to me, and takes all the interruptions in our personal life in stride," he said.

Neary was quick to reply when asked if some form of medical training should be made available to CSEA members throughout the state.

"Definitely, and I would like the opportunity to teach it," he said.

For young Colleen Mahardy it will be a long road back to full recovery. Her parents say she can expect to remain in a full cast for the next eight to nine months, which may hamper her return to school. The Whitesboro Junior High School she was planning to attend in September has no elevator.

Since the life-saving incident last month, the 26-year-old Neary has been back at his regular job while continuing to answer medical emergency calls.

Although he has received an impressive number of commendation letters from CSEA Local 505 President Charles Whitney, job supervisors and other high-ranking DOT officials, the one letter prized most is the one he personally received from Colleen Mahardy at her bedside in St. Elizabeth's Hospital.

With an awkward hand cramped by a cast and bandage, she had carefully penciled a simple note that said so much in so few words... "DEAR DAVE: THANKS FOR SAVING MY LIFE, LOVE, COLLEEN."

Region V installation



IT'S OFFICIAL — Region V President Jim Moore accepts personal congratulations from CSEA statewide President William L. McGowan at the recent installation of Region V officers in Oriskany. Present for the formal installation ceremony were, from left: George McCarthy, third vice president; Helen Hanlon, recording secretary; Maureen Malone, corresponding secretary; Ralph Young, executive secretary; Linda Fiorentino, treasurer; Moore; Mary E. Sullivan, first vice president; Patricia Crandall, executive vice president; Dolores Herrig, second vice president; McGowan.

Amsterdam workers 'beat city hall' on separate units issue

AMSTERDAM — "Whoever said, 'you can't beat city hall' didn't know CSEA's Amsterdam Wastewater Facility members," says Harm Swits.

Swits, a CSEA collective bargaining specialist, made the remark following workers' recent court victory over the city's attempt to combine two separate bargaining units into one for "administrative convenience."

The state Supreme Court, however, dismissed the city's request for a court review and reversal of two PERB decisions upholding the workers' right to retain their separate bargaining unions — CSEA Local 065 and AFSCME Local 1614 — as their union representatives in the newly consolidated Department of Water and Sanitary Sewers.

Both CSEA and AFSCME joined with PERB in its motion to dismiss the city's petition since the employer did not have any standing in the matter and did not state a cause for the action.

In his decision, state Supreme Court Justice Edward Conway said, "The harmful effect in this case, if any, will fall on the members of the union, not on their employer."

CSEA members were represented in court by Claudia R. McKenna of Roemer and Featherstonhaugh.

Negotiations for a new contract which were delayed by the city's unsuccessful efforts have finally commenced.



CSEA works for us!



WARREN MOLONEY, electrician, & ELLEN DIANGE, senior stenographer, STATE UNIVERSITY OF NEW YORK AT ALBANY.

"For several years, CSEA fought a long and costly legal battle with the SUNYA administration to protect our right to work on the day after Thanksgiving. The administration was improperly forcing the workers to charge leave credits for the forced closing. But, eventually, after years of legal struggles and informational picket lines, CSEA won. We both know that CSEA works for us and all of our members."

Free reprints of AFL-CIO articles available

Articles appearing in the AFL-CIO American Federationist are available in reprint form. The reprints, ranging from four to eight pages, can be ordered along with other publications on this list. Orders for 50 copies or less are available without cost.

Current available reprints include the following titles:

- AFL-CIO Economic Program for Jobs and Fairness
- Rebuilding America: A National Industrial Policy
- Bad Medicine for Health Care Costs
- Japanese Management: Myth or Magic
- The Crippling of OSHA
- Samuel Gompers vs. Horatio Alger: Defining the Work Ethic
- A Short History of American Labor
- Job Evaluation: An Uneven World
- The Thatcher Experiment: Reagan's British Model
- The Union Contract: A Solid Investment
- Understanding the 'Supply-Side' Fallacy
- The KKK's Lingering Stain
- The Real World of Fair Trade
- No-Fare Transit—A Valuable Experiment
- The Human Cost of Plant Closings
- The Fading Dream of Home Ownership
- The Human Factor in Productivity
- Child Care: Story of Neglect
- Corporate Responsibility—A Goal for the 1980s
- The Intimidation of Job Tests
- George Meany, 'His Life Works Would Do Honor to a Dozen Men'

New Challenges for Women Workers

The American Family: Children in Trouble

Labor's Outlook—Building on Strength

Taxes—The Shifting Burden

In response to the growing number of firms which specialize in maintaining the "union free environment," the AFL-CIO has prepared a number of articles on the consulting firms and the attempt to enact compulsory open shop laws in various states. The following reprints from the Federationist and the News are available in reasonable quantities without cost:

Peddling the Union-Free Guarantee—An update on the more aggressive consulting firms that teach their clients to stay barely within the law.

Union Security in America—A full history of the "right-to-work" by any other name, from the "American Plan" of 1905.

The Employer's Stake in the Open Shop—The links between major U.S. employers and the front groups who boost "right-to-work."

Management Consultants—The Modern Union Busters—An examination of the techniques employed by union-busting consultants and effective strategies to counter them.

The Open Shop Movement: Thriving Through Failure—How the National Right to Work Committee prospers from employer contributions despite its failure to attract support among workers.

SOLIDARITY CENTER

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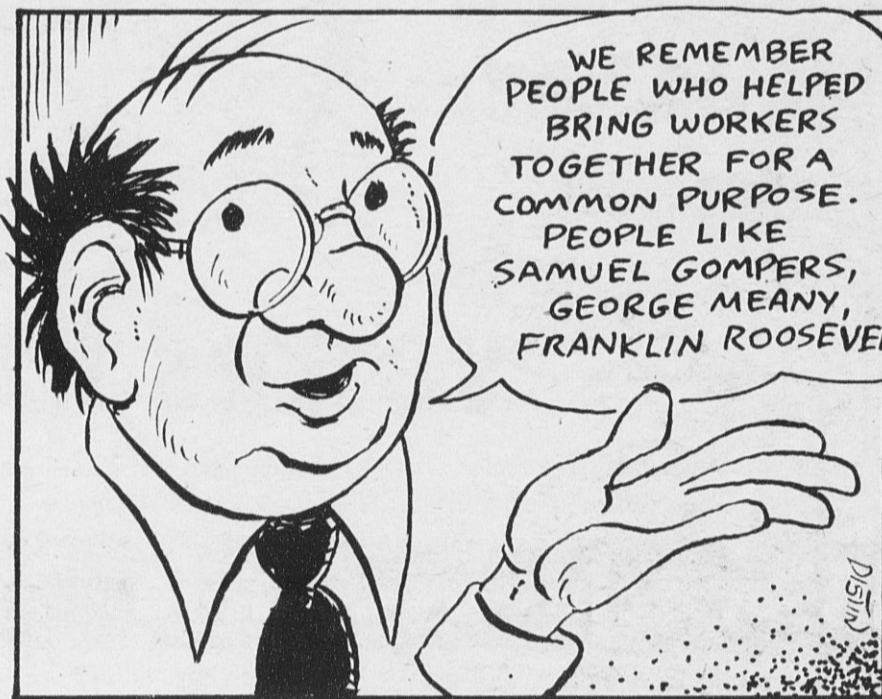
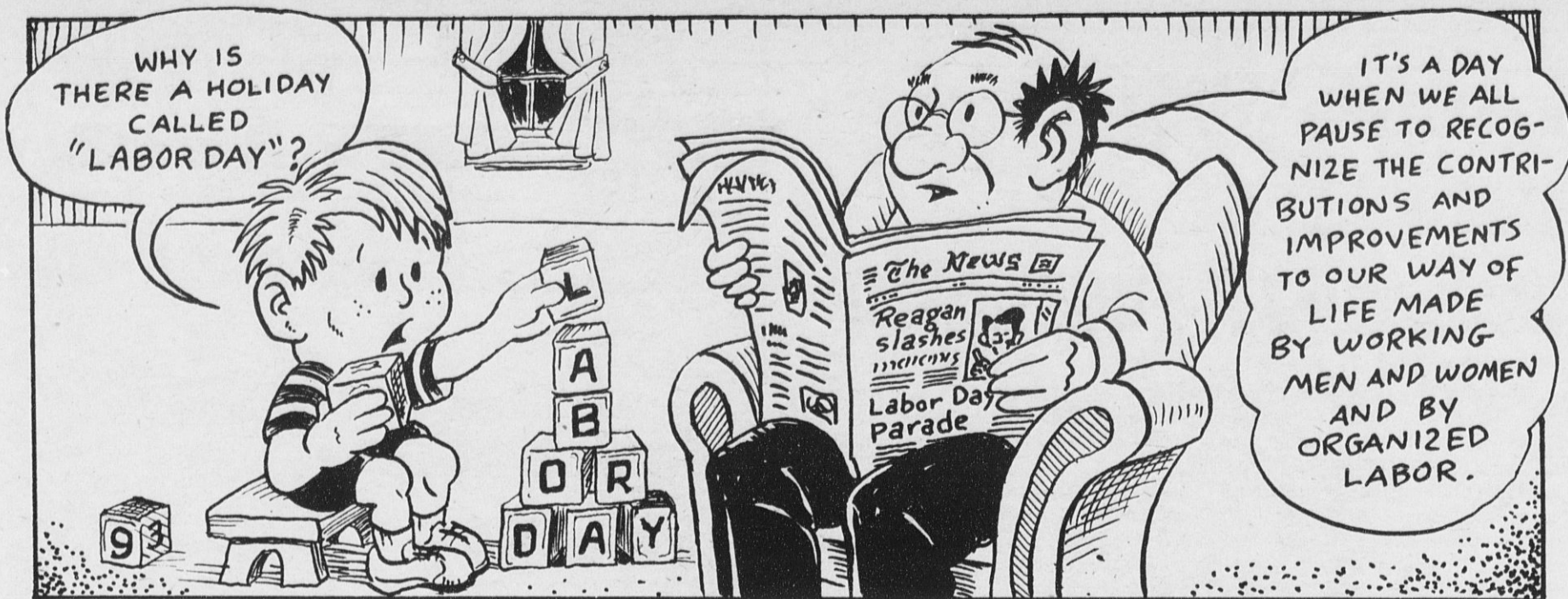
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Labor Day

Solidarity Day picnic planned in Region VI

BUFFALO — Political activity and family fun will be combined at a "Solidarity Day" picnic and amusement park fun day for Region VI members on Saturday, Sept. 8.

Fantasy Island Park, Grand Island, will be closed to all but CSEA and AFSCME members and their families and guests, according to Sheila Brogan, statewide PEOPLE chairwoman.

Brogan said more than 5,300 members are expected at the affair, which will run from noon to 8:30 p.m.

"This will be part of our push for the Mondale-Ferraro ticket," Brogan said.

A \$10 fee will cover all food and beverages as well as unlimited amusement rides. Children under 3 are admitted free. For more information, call the region office, (716) 634-3540.

Activities shaping up in Capital Region

ALBANY — With more than two dozen labor unions already on board and more signing up every day, the Labor Day activities in the Capital Region of CSEA are shaping up quickly.

"It's going to be bigger and better than last year's initial effort," CSEA's Joan Tobin, parade coordinator, said. "We'll have at least 30 unions participating and the parade will have five bands, 25 antique cars and about 25 clowns."

Capital Region Labor Day activities will kick off with a parade down Central Avenue beginning at 10:30 a.m. A short Labor Day Rally will be held at noon in the park behind the Capitol building, and a picnic featuring free food and live entertainment is scheduled to begin at 1 p.m. at the Corning Park Preserve which runs along Albany's river front.

The Labor Day Rally will feature short speeches by William McGowan, CSEA president; Hank Landau, Trade Unions; Elizabeth Hoke, PEF; Josephine Sano, Albany Federated Labor Council; Howard Bennett, Teamsters; Bill Hoffman, IUE; Helen Quirini, IUE Retirees; and Paul Cole, AFL-CIO, Tobin noted.

"CSEA will be represented by two floats in the parade. One will feature the statewide organization and the other will note the union's concern for the barge canal," she said.

In NYC, largest CSEA contingent expected at parade

NEW YORK CITY — A large contingent of CSEA members is expected to march this year in the nation's largest Labor Day Parade, joining thousands of fellow union members who will parade up Fifth Avenue Monday, Sept. 3.

Metropolitan Region II President George Boncoraglio announced that CSEA marchers will assemble at 10 a.m. on the east side of 28th Street, facing Fifth Avenue. The parade is expected to get underway at 10:30 a.m., and will proceed up Fifth Avenue to Central Park.

CSEA officers, activists, rank and file members and their families will gather from Long Island Region I and Southern Region III to join with Region II marchers in the annual parade. For additional information, members should contact their respective region offices.

"We're very excited about the parade this year, and the CSEA contingent is expected to be the biggest ever," Boncoraglio said. "For the first time, we will even have our own parade float."

"This is our holiday to celebrate the workers of America who make this country great. I can't think of anything more important for a labor person to be doing on Labor Day than standing up for what we 'say' we believe all year long."

LABOR MUST HELP ELECT MONDALE-FERRARO

On Labor Day 1984, after 11 months of hard and sustained work at every level of our movement, American trade unionists can take great pride in the progress they have made toward the goal they set last October: to send Walter Mondale to the White House and retire Ronald Reagan.

Through the grueling primaries and caucuses, despite all setbacks and diversions, union volunteers maintained their solidarity and brought Walter Mondale to the Democratic convention with more than enough votes to secure his nomination.

Union delegates to that convention played a vital part in shaping a platform that asserts the right of all Americans to a fair share of their government's concern, without exceptions or exclusions.

The response of the Democratic Party has been everything we hoped for. The nomination of Geraldine Ferraro, whose 93-percent voting record on issues vital to American working people is identical with that of her running mate, inspires and unifies a party and a labor movement that have fought for equal rights as nothing else could do.

From Labor Day to Election Day, we have 64 days to complete the job, to enlist, energize and register every voter we can reach. This is the part of the struggle that all our previous efforts have been leading up to. In solidarity, let us continue.

**Lane Kirkland,
President, AFL-CIO**



WORKERS WILL VOTE FOR FAIRNESS

Labor Day is a good time to take a look at those "special interests" that President Reagan keeps denouncing, and at those other interests that he chooses to promote instead.

Those whose interests he rejects are easy to find. Working people see their faces every time they look at their neighbors and fellow workers, at their parents and grandparents, their children and themselves.

They include everybody — male and female, white and black, young and old — who have no resources except their own abilities and who need public policies aimed at helping them to make the most of what they have.

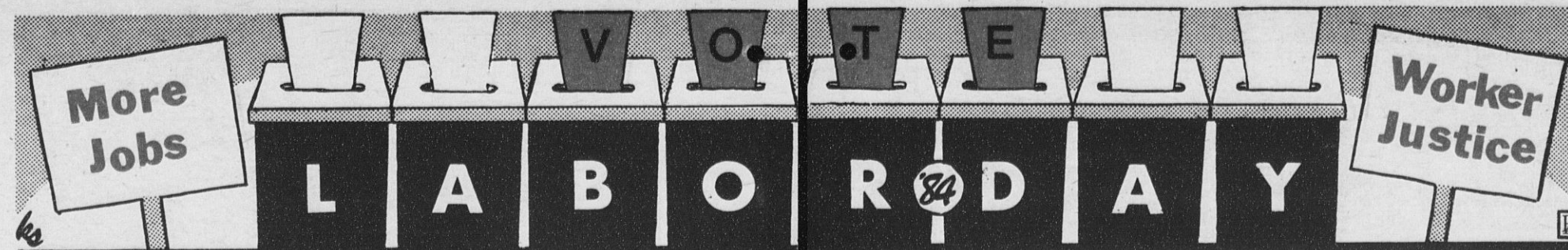
All Americans who work for a living; all who need jobs or job training, who need education, medical care, food or housing, women and minorities seeking fairness and equality — all these are the "special interests" who Mr. Reagan says do not merit their government's concern. As a result, unfairness and inequality are growing on every hand.

The interests Mr. Reagan has used his high office to promote are the banks and corporations who have sponsored his political career from the beginning.

In the contest between those who control the nation's money, production, markets and jobs and those who are controlled by them, the last four years have let no doubt which side Mr. Reagan is on.

The question, "Which side am I on?" is one that no trade unionist should fail to answer November 6.

**Thomas Donohue,
Secretary-Treasurer, AFL-CIO**



Registration drives key factor in presidential election



Washington — People vs. money. Compassion vs. callousness. Stable jobs vs. mass unemployment. Social Security vs. old-age insecurity. Arms control vs. arms race.

Those are the issues in the 1984 elections and the voters are being offered the clearest choice of national leadership in a half-century.

The Mondale-Ferraro ticket promises a proper role for government in meeting people's needs. It pledges to rebuild the nation's industrial base and create stable jobs, to protect Social Security, and to negotiate controls over nuclear weapons.

The Reagan-Bush slate promises to continue cutting programs for those in need, to provide new tax breaks for business, to seek subminimum wages for youth, to continue the arms race. President Reagan has indicated that, in his second term, he would move towards breaking up Social Security and reducing benefits in programs such as Medicare, veterans' aid and farm subsidies.

The key to the 1984 elections is the voter turnout. The Mondale-Ferraro ticket will defeat Reagan-Bush if there is a huge outpouring of voters, in the view of labor and women's groups and their allies.

President Reagan may benefit from the economic recovery, though observers believe it will be shortlived and say high interest rates and the record deficit may bring on a recession next year.

The challenge to the Democratic Party and its labor and other supporters, experts believe, is to change the political map by vastly expanding voter participation.

In that sense, the election hangs on the success of massive registration campaigns being carried on at the workplace, in shopping malls, at social agencies and elsewhere by unions, women's groups, black and Hispanic organizations, social workers, students and others.

In 1980, when Reagan won with only 50.7 percent of the vote, about 84 million people voted; another 78 million of voting age did not vote. Thus little more than half those of voting age went to the polls and Reagan won only half of those, certainly not a mandate for radical change.

Some political observers talk about a turnout of possibly 100 million on Nov. 6, which would mean an increase of about 15 million over 1980. It could go much higher; no one knows. Registration is the first obstacle and the procedures are complicated and discouraging in many areas.

With Geraldine Ferraro making history as the first woman vice-presidential candidate, Democratic leaders came out of their successful convention in an upbeat mood. House Speaker Thomas P. O'Neill, Jr. (Mass.) saw the party winning the White House, adding to its majority in the House and taking five or six Senate seats to regain the upper chamber.

Also at stake, of course, is the likelihood that the president taking office in 1985 probably will be appointing three or four Supreme Court justices. Five justices are now 75 or older and several have been ailing.

If the key to the election is the turnout, the key to the turnout is registration. For that to rise dramatically, the campaign must have excitement and people must believe the issues are important to their lives.

There are several reasons for this to happen. Ferraro, a 48-year old three-term congresswoman, has energized women voters across the nation and she appeals across party lines.

There are 31 million unregistered women and activists are hoping to



Reagan's budget cuts catapulted thousands into poverty

VOTERS HAVE CLEAR CHOICE

register from 4 million to 9 million of them. AFL-CIO Women Working for '84 is active among trade unionists. The Democratic Party has a sign-up program aimed at 4 million "gender-gap women" harmed by Reagan's policies — working women, female heads of households and elderly women. The Women's Vote Project, a coalition of 75 women's groups is busy on register-and-vote campaigns.

Another factor adding excitement to the campaign was the success shown by the Rev. Jesse Jackson in overcoming apathy among black and Hispanic communities, inspiring increased turnouts in the primaries. Hispanic groups across the nation also have stepped up their activities.

But perhaps the biggest agitator on the political scene has been President Reagan himself. Singlehandedly, he unified labor's political effort early behind Mondale and mobilized armies of women, workers and the unemployed to work for his defeat.

As Gov. Mario Cuomo of New York described Reagan's record in his keynote to the Democratic convention: "Inflation was reduced the old fashion-

"The biggest agitator on the political scene has been President Reagan himself. Singlehandedly he unified labor's political effort early behind Mondale and mobilized armies of women, workers and the unemployed to work for his defeat."

ed way, with a recession, the worst since 1932. More than 55 bankruptcies. Two years of massive unemployment. 200,000 farmers and ranchers forced off the land. More homeless than at any time since the Great Depression. More hungry, more poor . . . mostly women. And a nearly \$200 billion deficit threatening our future."

Reagan responded after the Democratic convention when a reporter asked him about Ferraro's charge that his budget cuts "hurt the poor and disadvantaged."

Reagan said "there is not one single fact or figure to substantiate that charge" and called it "a lot of demagoguery."

The day after Reagan charged "demagoguery," the non-partisan Congressional Research Service reported that Reagan's budget cuts pushed 557,000 into poverty, plus hurting those already in poverty who lost benefits.

Contrary to Reagan's claim of no facts, experts and reputable researchers have documented the adverse impact of his policies, especially on women and children. These groups include the University of Chicago's Center for the Study of Social Policy, a Princeton University study, and analyses by the independent Center on Budget and Policy Priorities.

In addition, Dr. Jean Mayer, the nutritionist, said hunger has returned to America as a result of prolonged unemployment and food stamp cutbacks. Dr. Harvey Brenner of Johns Hopkins University established a relationship between high-level unemployment and social problems such as suicides, homicides, admissions to mental hospitals, child and spousal abuse, family break-ups and alcoholism. With several million more Americans pushed into poverty during the long Reagan recession, the consequences will continue long after Reagan has left the scene.

William L. McGowan,

**CSEA
President**

**A LABOR DAY
MESSAGE**



A TIME TO REMEMBER OUR GREAT LABOR FAMILY TRADITION

Union members have long addressed each other as "brother" and "sister" in recognition that we in the American Labor Movement have our own special family ties.

Labor Day lets us remember the debt we owe our grandparents and parents who brought us this far through struggle and sacrifice. It lets us take pride in the work we are doing as unionists today to ensure that our brothers and sisters can work and live in dignity. And it lets us rededicate ourselves to continuing the struggle so that our great accomplishments won't be lost to our children and their children.

We take much deserved pride in the accomplishments of the American Labor Movement and our own outstanding union, now in its seventh decade. Working men and women fought hard, stood together in tough times, and emerged from struggles stronger than before.

When we take stock of Labor's accomplishments, we find the list is long. It includes principles of equity and fairness, a measure of dignity for working men and women, security in times of age and illness, a safe work environment, a decent standard of living, a future for ourselves and our children.

Some of our union accomplishments — such as the 40-hour workweek, retirement incomes, holidays, health and safety protections, and even the most basic concept of labor-management contracts — are so integral to our American way of life that we forget the great sacrifices required to win them. We now take these victories for granted.

I cannot say forcefully enough that we cannot afford, even for a moment, to take our accomplishments, our way of life, for granted. The tough times are not all past, and tough times must be endured again. Every victory won must be defended. Every benefit gained must be guarded. Every hard-won agreement must be enforced. Every right must be cherished.

So while we celebrate Labor Day — OUR day — with pride, let us also observe it by pledging that we will continue our great Labor Family tradition.

We've come a long way, my brothers and sisters. But we cannot be complacent while unemployment stalks the land, while families go hungry, and while men and women wander homeless. We cannot be comfortable while retired workers are unable to live in security and dignity. We cannot and will not tolerate working conditions that may lead to injury today or health problems in our tomorrows or our children's. We cannot rest in our struggle against racial and sexual discrimination until bosses and paychecks truly are color- and gender-blind. We cannot sleep while misguided policies and policymakers turn back the clock on progress.

So let us rededicate ourselves this Labor Day. By remembering, as our parents and grandparents remembered, that our strength is in our unity. By pledging that we will stand together and continue the important work that this great union and our fellow union members have begun. And by working to ensure that Labor's torch will still be burning brightly when we pass it along to the next generation of working Americans.

William L. McGowan
William L. McGowan
President

AFL-CIO series to premiere on public TV Labor Day weekend

WASHINGTON — TV viewers in more than 155 communities will meet an extraordinary group of union members working to solve major issues in six all-new episodes of *America Works*, premiering on public television stations nationwide beginning Labor Day weekend. Among them are:

- Dan Liuzzo, a Cleveland steelworker who, as part of a "Better Way" labor-management participation team, is striving to improve the quality of his product and his work life;
- Milka Ruiz, a Bronx teenager, who is leading a fight to protect decent paying jobs for herself and other young people;
- Karen Bivins, a Philadelphia teacher who has been organizing parents, other teachers, and school employees to clean up hazardous asbestos in the schools;
- Frank Alexander, an Iowa autoworker who is joining with farmers to save families who may lose their livelihoods through foreclosure.

These and other workers are profiled in the new episodes of the acclaimed *America Works* series, hosted by Emmy Award winner Marie Torre. The programs continue the series' commitment to putting real people on TV in stories that show them fighting for positive change in their communities. Torre presents the national implications of the documentary segment before joining with journalists, congressmen, administration officials and other experts for debate.

America Works is produced by the AFL-CIO's TV unit, the Labor Institute of Public Affairs (LIPA) and distributed to public television stations by the Interregional Program Service/Eastern Educational Network. Most stations plan to begin the series on Labor Day weekend (Sept. 1-2). At press time, over 155 stations had signed up for *America Works*, making labor's own TV show one of the most widely carried on the public TV system.

In New York state, the following public television stations will carry the series: WLIW-Ch. 21, Garden City, Long Island; WNYC-Ch. 31, New York City; WMHT-Ch. 17, Schenectady; WCFE-Ch. 57, Plattsburgh; WSKG-Ch. 46 Binghamton; and WNED-Ch. 17, Buffalo.

Check with the stations or local listings for exact time and date.

AMERICA WORKS. Tune in and take pride.

"A rare chance to hear authentic working people speak their minds."

TV GUIDE

Tune in to *AMERICA WORKS*, and next time someone asks you what unions are doing for America's future, you can answer with pride.

You can tell them about union members like yourself who are taking action now in communities across the country. Securing a better future for all Americans. Fighting against hunger, tax inequities, and unemployment. Fighting for better schools, safety on the job, quality health care, equal pay for women.

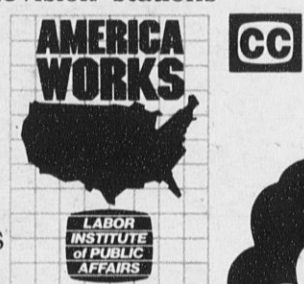
And much more.

People who won't give up. People who are making a difference. You'll meet them on the new season of *AMERICA WORKS*, hosted by Emmy Award winner Marie Torre. Airing this fall on most Public Television stations nationwide, beginning Labor Day weekend.

AMERICA WORKS.

Produced by the Labor Institute of Public Affairs, AFL-CIO.

Check your local listings for time and station.



Labor Day

SOLIDARITY

CSEA STONY BROOK LOCAL 614 members recently marched with members of other labor unions in an informational picket line protesting understaffing at University Hospital, Stony Brook. Joe Ciavarelli, Local 614 second vice president, said mandatory overtime resulted in staff burnout. As a result the service provided by the hospital has suffered.



Labor, allies keep up the battle for job safety and health standards

WASHINGTON — The successful coalition efforts among unions, civil rights, women's, religious, environmental and other groups paid off during the past year.

Three years of struggle against Reagan administration efforts to relax job safety and health and environmental regulation strengthened the ties between union, environmental, public health and citizens groups and toughened their determination to halt the erosion.

Nowhere was this more evident than in the grassroots popularity of workers' and citizens' "right-to-know" about toxic chemicals in the workplace and community.

Since the Reagan administration withdrew a toxic labeling rule in 1981, state and local coalition efforts won "right-to-know" laws in some 14 states and two dozen communities, including the nation's chemical-producing capital, New Jersey.

Faced with compliance with various state rules, the chemical industry did an about-face and urged the Occupational Safety and Health Administration to issue its own toxic labeling rule, which it did. Unions charged the weak OSHA rule was a "cynical scheme" to override stronger

state and local laws and the issue to pending in court.

Unions and environmental and citizens groups also mounted a massive joint grassroots education, petition and lobbying campaign to put the issue of toxic hazards in the environment and workplace at the top of the congressional agenda by the November elections.

Several union drives on specific toxics launched early in the Reagan administration came to fruition during the past year.

In the forefront in exposing dangerous practices with the suspected cancer-causing pesticide ethylene dibromide (EDB); AFL-CIO unions, the Teamsters and the Longshoremen's and Warehousemen's Union won a new OSHA rule further limiting worker exposure, despite opposition from top Reagan OSHA officials. They also helped win a ban on the chemical by the Environmental Protection Agency after widespread EDB contamination in the food supply was revealed.

Union pressure also contributed to the first temporary rule issued by Reagan's OSHA on asbestos. Although the rule was later axed by a federal court, the agency did issue a long-

overdue proposal to slash legal exposure limits and unions continued their push for stricter worker protections against deadly asbestos.

Meanwhile, EPA granted a Service Employees' petition and said it would issue rules to force schools to clean up asbestos hazards to which an estimated three million school-children and more than a half million school employees are exposed.

A successful lawsuit by four unions and a public health group brought a new proposal to reduce worker exposure to the cancer-causing and highly toxic sterilant ethylene oxide (EtO). However, charging industry-prodded interference from the White House Office of Management and Budget, the unions immediately sought a court review of the EtO proposal, which they said deleted important short-term exposure protection for hospital workers.

In other areas, union action achieved an OSHA proposal for the first time on a grain dust safety standard, but labor leaders charged that OMB gutted the rule. The fight continued against an OSHA attempt to weaken the 1978 cotton dust rule and union officials said workers suffered a major setback when OSHA relaxed the noise standard by issuing new enforcement guidelines.

AFL-CIO SANCTIONS TWO NEW BOYCOTTS

Two new national boycotts — against the Marval Poultry Company and El Al Israel Airlines — have been approved by the AFL-CIO Executive Council.

The boycott against the Dayton, Virginia-based Marval Poultry follows an economic strike over wages and company demands for reductions in fringe benefits and weakening of established working conditions.

Marval products include turkeys, turkey breasts and turkey rolls. There are 10 major names to boycott:

Consumers need only remember

one number to boycott all of these names. That number — P18 — is the Department of Agriculture Inspection Stamp.

The AFL-CIO's action against El Al resulted from a request for boycott from the International Association of Machinists and Aerospace Workers, which struck the airline in March.

The IAM has charged El Al officials with refusal to bargain in good faith. Among other things, they have demanded a three-year wage freeze, the right to contract out work, across-the-board cuts in vacations and the elimination of work rules vital to job security.

Report details erosion of U.S. industrial base

WASHINGTON — Working Americans have been finding it increasingly difficult to find and keep jobs that pay middle class wages.

Since the early 1970s, the United States has been changing from a high-wage manufacturing to a low-wage service economy.

The nation's unemployment rate, while fluctuating with the ups and downs of business cycles, has been drifting steadily upward with each succeeding presidential administration since Harry Truman's, but especially over the past decade.

Meanwhile, the current recovery from the worst recession since World War II is masking the long term devastating effects of "deindustrialization." This decline of the nation's basic industries poses a threat to the economy and workers' standard of living.

These were among the findings of a study based on Department of Labor employment data and forecasts for the next 10 years. The study was written by Barry Bluestone of Boston College and Bennett Harrison of the Massachusetts Institute of Technology, both economists.

Titled "Storm Clouds on the Horizon: Labor Market Crisis and Industrial Policy," the report was designed to answer those economists and politicians who argue that deindustrialization is a myth, or at least not a problem, and that the "free market" should be allowed to work its will without public intervention.

The Reagan administration has been among the leading practitioners of this hands-off, survival-of-the-fittest school of thought best exemplified by Presidents Calvin Coolidge and Herbert Hoover.

Walter F. Mondale and the 1984 Democratic platform support an industrial policy to preserve and revitalize the nation's manufacturing base. The House Banking Committee this year approved a Democratic bill to establish an Industrial Competitiveness Council, which would include representatives of government, business and labor, and a federal bank to spur industrial development.

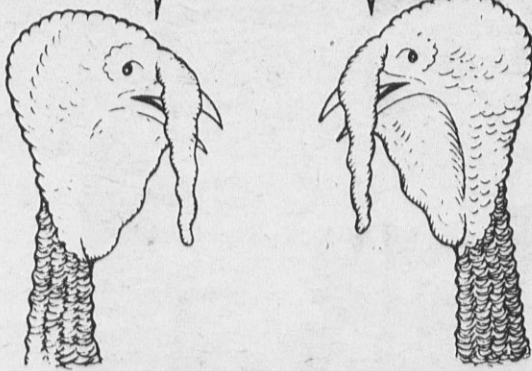
The November election campaign should help focus voter attention on the debate over industrial policy which has been occurring among economists and on Capitol Hill. The debate deserves center state attention since the stakes for the nation are high.

For as Bluestone and Harrison pointed out and as millions of working people have learned through bitter experience, the economy's structural problems persist through "good times" and "bad times."

"All the excitement over the recovery has diverted the nation's attention away from the fact that the American economy is undergoing a dramatic structural transformation," the two economists said. The changes "may bode well for highly-educated managers, professionals and technicians, but they threaten to leave workers of low and moderate skills with few good job opportunities, and a lower standard of living," they added.

MARVAL
TENDER PRIDE
LANCASTER
FROSTY ACRES
TOP FROST
TABLE RITE
MANOR HOUSE
RICHFOOD
FOOD CLUB
DOGWOOD HILL
FARMS

**PLEASE DON'T BUY
MARVAL P 18 TURKEYS!**



Authorized by UFCW Local 400, Landover, Md.

CSEA wins reinstatement for residence aide

BINGHAMTON — Robert Anderson, a community residence aide trainee (CRAT), is happy to be back on the job following a successful second step grievance filed by Sally Schaefer, president of Local 449 at Broome Developmental Center.

Anderson received a notice of termination in April after a series of unusual circumstances that involved two instances of tardiness and absences.

While assigned to his community residence work location in Homer Folks, Oneonta, Anderson attended training classes in Binghamton. On scheduled class days he did not sign an attendance sheet in Oneonta, but was later given a written waiver by his supervisor, when it was learned he had signed in at the Binghamton facility for classes.

The personnel office was unaware of the waiver, when he was terminated. When the tardiness occurred, it was due to unexpected car trouble, and he was permitted to make up the

time by using accruals. Due to an oversight of those circumstances, paperwork involved and supervisor approval for three family sick absences, Anderson was ultimately terminated based upon one regular sick day.

After all facts were reviewed, CSEA filed a grievance May 23, and a first step decision was rendered June 13. During the first step hearing, CSEA argued that the one-time absence charge was far below the average for employees, and that Broome Developmental Center had a past record of not bringing charges against employees at Anderson's worksite who had far exceeded his number of absences.

The grievance was carried to the second step, and on July 20 a favorable decision was reached. Management agreed to restore Anderson to the evening shift in Oneonta, but placed him on nine months probation from July 26, in accordance with Civil Service Law.

Both CSEA and management agreed that due to the unusual circumstances involved, the result

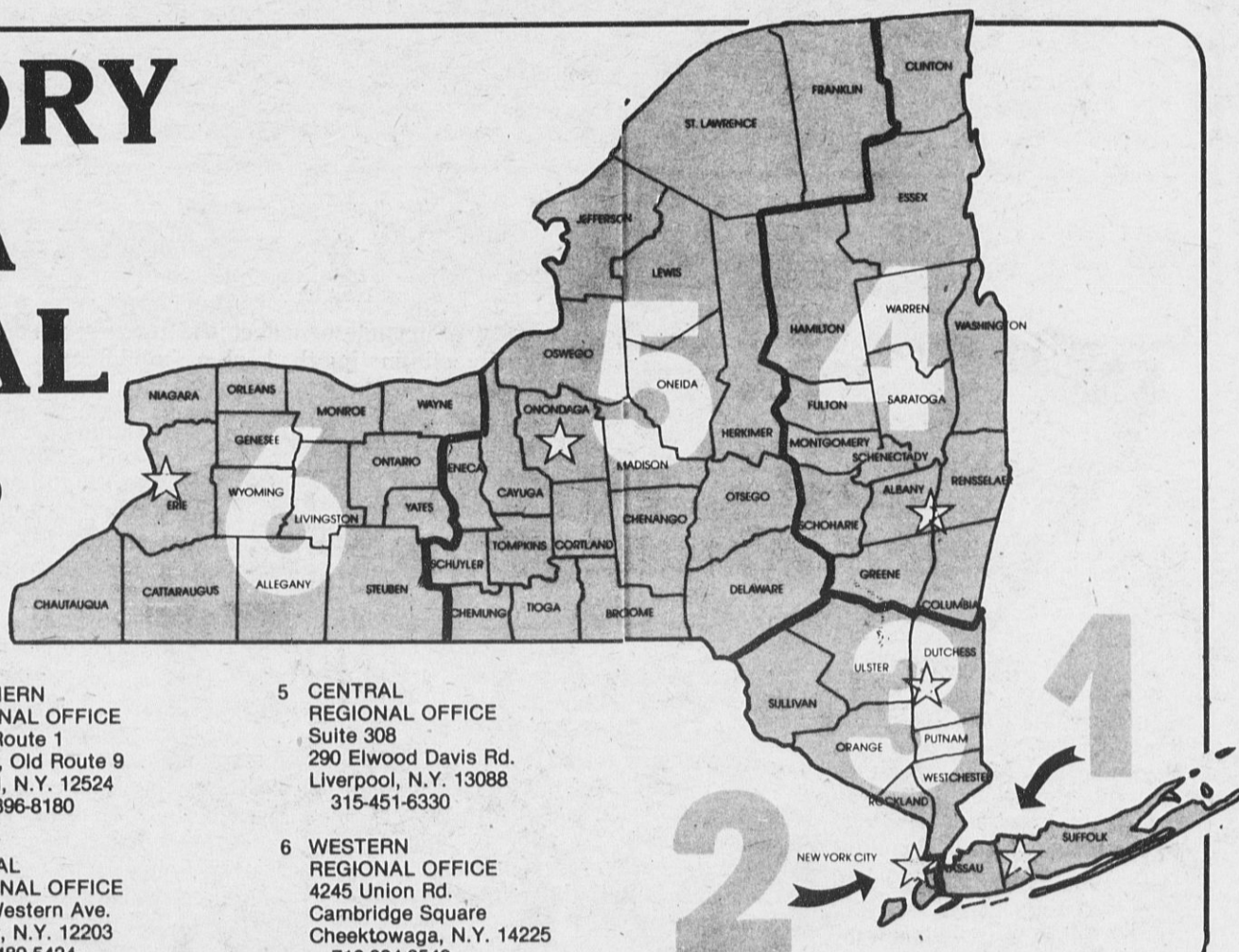
of the Anderson case would not be used in any form for any reason in the future.

In a comment following the second step settlement Schaefer said, "The Anderson case has brought out the recurring problem of probationary termination. We (CSEA) called attention to the fact that the traineeship council only applies to ISU Grade 7 and does not apply to state employees transferring or being reinstated who have completed probation elsewhere. It is unfortunate, but under the present system, Grade 9 probationaries have no recourse."

Both Anderson and his wife work at the center. When asked if he would consider being a shop steward, the 32-year-old Anderson quickly said, "Yes, I want all new employees to know their union is ready to help and they should seek out the union representatives."

"Bob is right," Schaefer added. "Each case has a different set of circumstances. It is vital that each employee use all the help and resources made available through CSEA."

DIRECTORY OF CSEA REGIONAL OFFICES



1 LONG ISLAND REGIONAL OFFICE
Hauppauge Atrium Building
300 Vanderbilt Motor Pkwy
Hauppauge, N.Y. 11788
516-273-2280
516-435-0962

2 METROPOLITAN REGIONAL OFFICE
11 Broadway/Suite 1500
New York, N.Y. 10004
212-514-9200

3 SOUTHERN REGIONAL OFFICE
Rural Route 1
Box 34, Old Route 9
Fishkill, N.Y. 12524
914-896-8180

4 CAPITAL REGIONAL OFFICE
1215 Western Ave.
Albany, N.Y. 12203
518-489-5424

5 CENTRAL REGIONAL OFFICE
Suite 308
290 Elwood Davis Rd.
Liverpool, N.Y. 13088
315-451-6330

6 WESTERN REGIONAL OFFICE
4245 Union Rd.
Cambridge Square
Cheektowaga, N.Y. 14225
716-634-3540

(518) 434-0191

**CSEA STATEWIDE HEADQUARTERS
33 ELK STREET, ALBANY, N.Y. 12224**

(518) 434-0191

CSEA SATELLITE OFFICES

BINGHAMTON SATELLITE OFFICE
Suite 218, Executive Office Bldg.
Binghamton Plaza
33 W. State Street
Binghamton, NY 13901
607-772-1750

CANTON SATELLITE OFFICE
P.O. Box 488
Canton, NY 13617
315-386-8131 or 8132

MAYVILLE SATELLITE OFFICE
P.O. Box 225
Mayville, NY 14757
716-753-5290

PLATTSBURGH SATELLITE OFFICE
Broad Street Professional Bldg.
53 Broad Street
Plattsburgh, NY 12901
518-563-0761

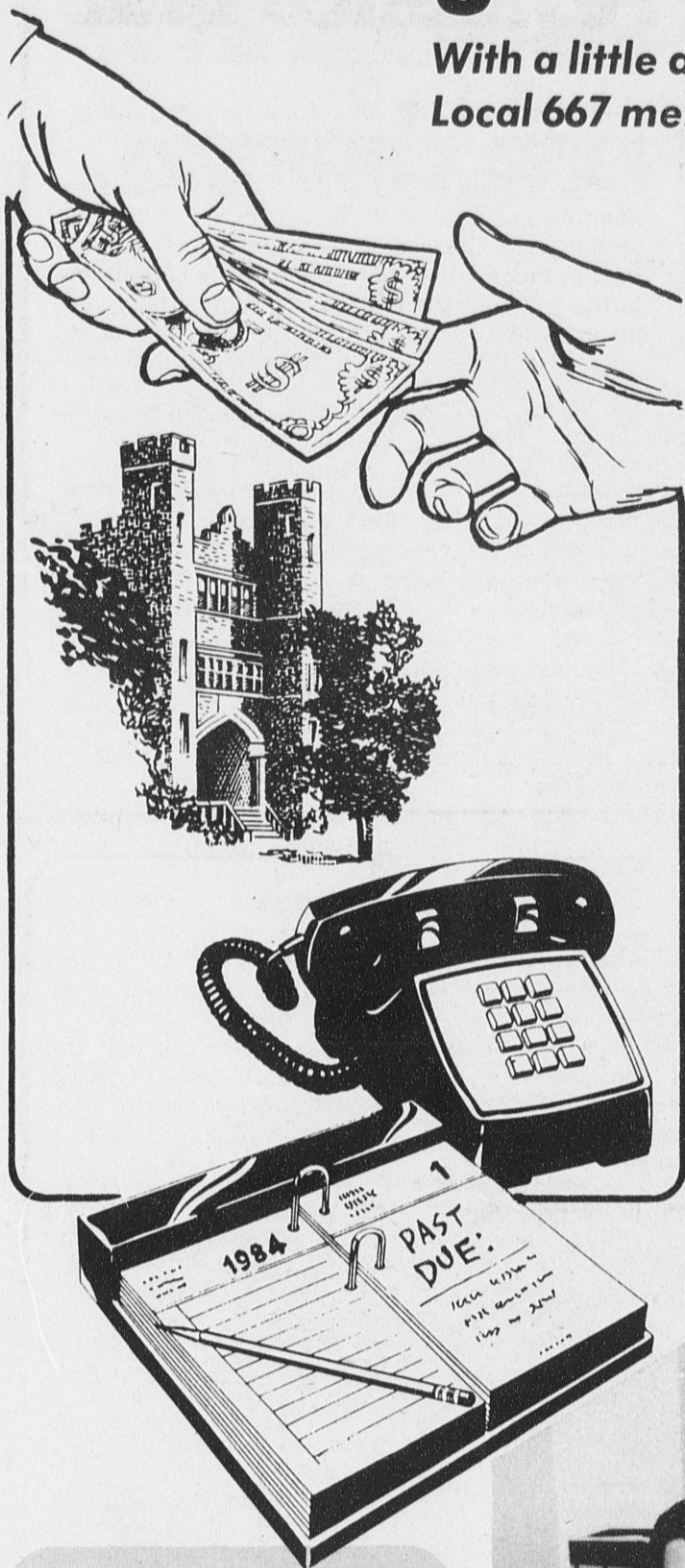
ROCHESTER SATELLITE OFFICE
C.M.C. Building
3699 W. Henrietta Road
Rochester, NY 14623
716-334-7140

UTICA SATELLITE OFFICE
289 Genesee Street
Utica, NY 13501
315-735-9272

WESTCHESTER SATELLITE OFFICE
222 Mamaroneck Avenue
White Plains, NY 10601
914-946-6905 or 6906

Phoning for overdue loan payments

*With a little detective work and a lot of tenacity,
Local 667 members help make NYS #1 in student loan collections*



ALBANY — CSEA's Sandy Carmichael may be talking to Toronto in the morning, Tokyo in the afternoon and Tel Aviv in the evening.

As a grade 10 student loan collection representative, Carmichael dials for overdue dollars owed by former students of New York colleges, universities and other institutions of higher education.

New York state has the largest guaranteed student loan program in the nation and, because of the persistence, tenacity and tact exercised by employees like Carmichael, also has the distinction of being number one in collecting those loans.

Carmichael works for the New York State Higher Education Assistance Corporation, which administers the Tuition Assistance Program (TAP), and underwrites all of the student loans made by New York state financial institutions.

The corporation is not a dunning agency that just pesters without compassion.

"We really want to help students," said Carmichael.

The Higher Education Assistance Corporation is housed on three floors of the Commerce Plaza building in downtown Albany. On the 15th floor, 66 student loan collection representatives — members of CSEA Higher Education Service Corporation Local 667 — work among constantly blinking video display terminals and ever-ringing telephones.

The agency is divided into two units — Aversion and Default. The Aversion Unit attempts to stop individuals from defaulting on their loans, and the Default or Collection Unit has the responsibility of trying to collect the monies owed directly, eliminating the bank as "middleman."

According to Robert Norton, an agency supervisor, the agency saves \$10.4 million a month in the Aversion Unit, and collects \$2 million a

month through its Default Unit. The rest is referred to litigation for collection by private vendors through the court system.

Norton stressed the department's willingness to help students resolve problems with their loans right up to the time the case is referred to litigation.

"Our main job is to provide the students who are having legitimate trouble in making loan payments with information to help them," he said.

The department can help resolve problems with a local bank, as well as educate students about various loan deferments they may qualify for. Or, it may refer the case to the Default Unit and have the state purchase the loan from the local financing institution so the student can work out a repayment program with the agency directly.

"You really can't repossess a person's education," said Eileen Nick, an Aversion Unit representative. But eventually, she said, the agency will become aware of the individual's new location — when he or she registers a car, applies for another loan or seeks credit, for instance.

Carmichael, who works in Default, explained that the Aversion Unit sends various letters to the student and attempts to establish lines of direct communication so the repayment problem can be resolved. "If they don't receive any reply then I go to work," she said.

People just starting out on their careers aren't the only ones who slip up on paying back their school loans, Carmichael said. Successful doctors, dentists and lawyers — and even a state commissioner — have been among those who've either "forgotten" or otherwise been remiss in paying them back.

COLLECTING DOLLARS OWED BY SCHOLARS — The telephone and computer are two major tools for Sandy Carmichael, far right, who tracks down former New York state students who haven't paid back their school loans. At right, Robert Norton, a supervisor, and Eileen Nick, a collection rep, discuss business.



PERB to hear CSEA's IP over job changes in state parks office

ALBANY — CSEA's improper practice charge against the state over changes made in three jobs titles in the Office of Parks and Recreation will be heard by the Public Employment Relations Board Sept. 6.

CSEA has charged that the state violated Civil Service Law by significantly altering the duties of employees in three job titles without first negotiating with the union.

A total of 518 state workers are affected by the reclassification.

Park watchmen, attendants and cleaners have been given the new title of Park Worker 1, while the positions of park worker, janitor, grounds

worker, park caretaker and maintenance assistant have been placed in the new title of Park Worker 2.

The new title of Park Worker 3 includes those who were classified as motor vehicle operators, heavy equipment operators, conservation labor supervisors, construction equipment operators and maintenance assistants.

Representing CSEA before PERB is Attorney William M. Wallens of Roemer and Featherstonhaugh and Collective Bargaining Specialist John Naughter.

Greater use of personal computers in state jobs generates concern

ALBANY — The introduction of personal computers, or PCs, in many state workplaces is cause for concern, CSEA Collective Bargaining Specialist John Conoby reports.

Conoby explains that there is no existing job title in the Administrative Services Unit which includes such duties. This has been brought to the attention of the Civil Service Department and a joint study will be undertaken to resolve the issue. In the meantime, Conoby urges affected employees contact their CSEA local president to consider filing out-of-title grievances and applying for a reclassification.

Conoby is also seeking information to determine the extent ASU employees are using personal computers. They are asked to fill out the coupon below.

Name: _____

Work Location: _____

Job Title: _____

CSEA Local: _____

Estimate time each week spent using a personal computer: _____ (hours)

Briefly describe duties performed on personal computer: _____

Send to: John Conoby, CSEA Headquarters, 33 Elk St., Albany, N.Y. 12207

CSEA withdraws from SEFA campaign over recent rule changes

Under-representation of state workers cited

ALBANY — CSEA has withdrawn from participating in any official capacity in the State Employees Federated Appeal (SEFA) campaign. CSEA officials made the decision "with great regret," citing disagreement with recent changes in the rules and regulations governing the campaign.

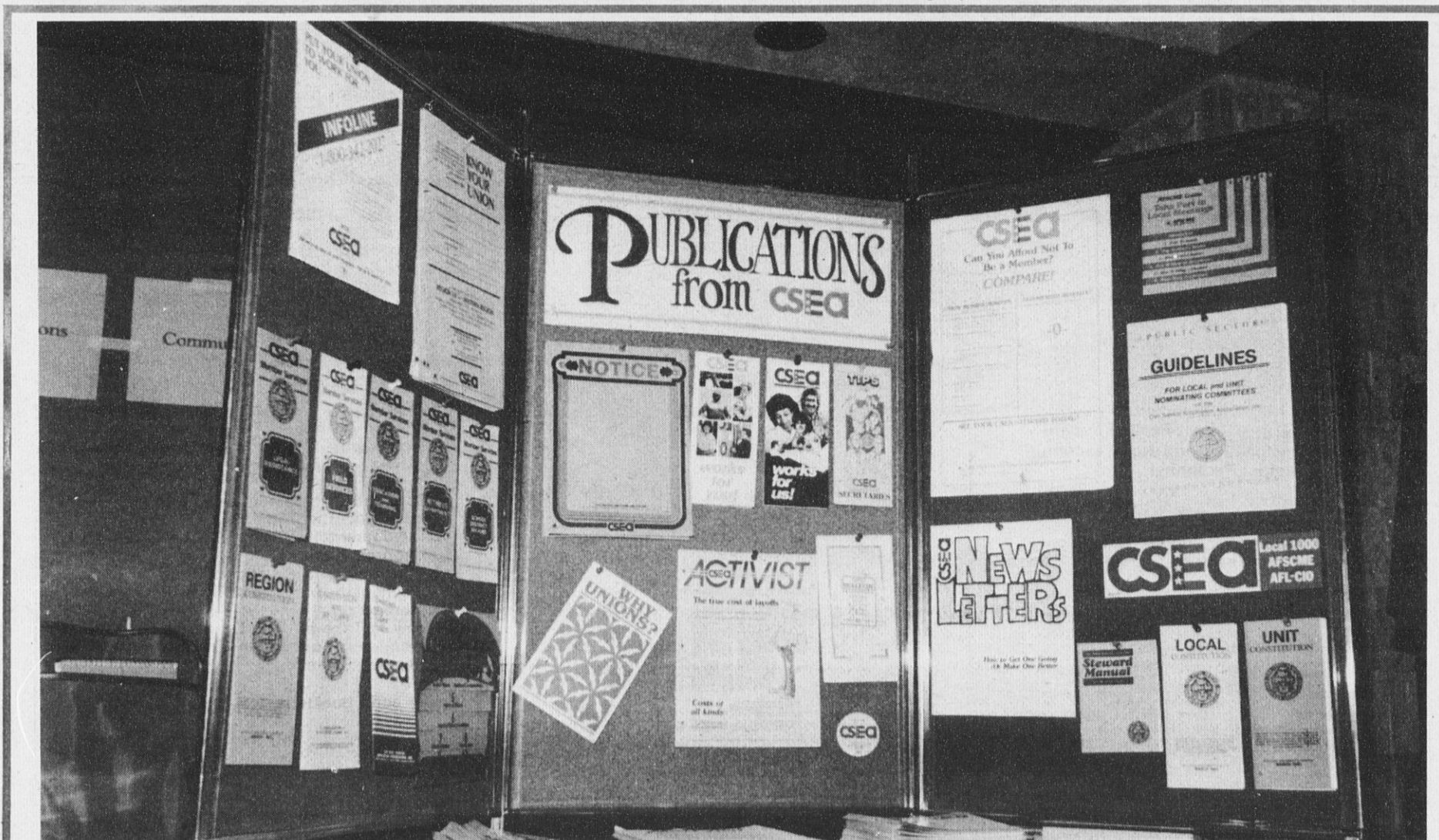
"Our philosophy has been that monies contributed by employees locally should flow back into the community from which they were raised," CSEA President William L. McGowan stated, "and a recent survey of contributing employees demonstrated that they strongly support that philosophy. Yet the new regulations do not provide sufficient protection against undesignated funds being given to charities that do not provide services in the local campaign area."

President McGowan clarified the union's stance in a recent letter to CSEA officers, stating: "It is CSEA's policy that we will not have our union officially sponsor this program at either the state, regional or local level. It is not our intention, however, to have you campaign with the membership against giving charitable contributions including SEFA."

He added that CSEA activists at the region or local level who continue their involvement with the SEFA program should do so on a personal basis, rather than in their official CSEA capacities.

In expressing his regret over the union's withdrawal, McGowan noted: "Over the years, CSEA activists have been the main force in the continuance and improvement of the SEFA campaign. Indeed, it was CSEA that insisted that the state stop the continual solicitation of public employees and replace that with the one campaign program which we have made a success of."

CSEA officials had also been distressed by the under-representation of state employees on the campaign's steering committee, particularly, McGowan said, "when you realize that this is a state employees campaign and historically employees have contributed and raised the most significant amounts of the campaign."



Attention activists...

CSEA's Communications Department has scores of pamphlets, brochures and other publications of interest to union officers, shop stewards and other activists. Materials range from a shop steward manual to bulletin board notices, and are available at regional and local offices, as well as during various union conventions and meetings. Activists may also request these forms by using a Publications Order Form, available by calling The Public Sector at (518) 434-1042.



Region I installs officers

CSEA PRESIDENT William L. McGowan swears in new Long Island Region officers. They are, from left: Danny Donohue, president; Nicholas Abbatiello, first vice president; Therese Ribauldo, second vice president; Carol Craig, third vice president; John Geraghty, fourth vice president; Dorothy Goetz, secretary; and Sam Piscitelli, treasurer.

Prep booklets out for political subdivisions exams

ALBANY — CSEA is now making available preparation booklets on secretarial and typing and custodial skills for members in the political subdivisions.

Booklet 1 — Secretarial and Typing Series for Counties, Municipalities and Non-Teaching School District Personnel — contains review work in the areas of supervision, secretarial and typing practices, spelling, punctuation, and capitalization and usage. It is designed for promotional exams for Senior Typist, Senior

Steno, Principal Steno, Principal Typist, Clerk II with Typing, Clerk III with Typing and Senior School Secretary.

Booklet 2 — Custodial Series for Counties, Municipalities and Non-Teaching School District Personnel — contains review work in supervision, cleaning, building operations and maintenance, as well as in ability to read and follow written instructions. It is designed for those taking promotional exams in the custodial series.

**Here's how to
order booklets
for state exams**

CIVIL SERVICE EMPLOYEES ASSOCIATION

ATTN: EDUCATION DEPARTMENT
33 ELK STREET
ALBANY, N.Y. 12207

Please send me the booklet(s) indicated. I understand the price is \$1.50 (includes postage) for EACH booklet ordered. I have enclosed a check or money order, payable to CSEA, for \$_____ to cover the cost of this order.

____ Secretarial and Typing Series for Counties, Municipalities and Non-Teaching School District Personnel

____ Custodial Series for Counties, Municipalities and Non-Teaching School District Personnel

Please send booklet(s) to:

Name _____

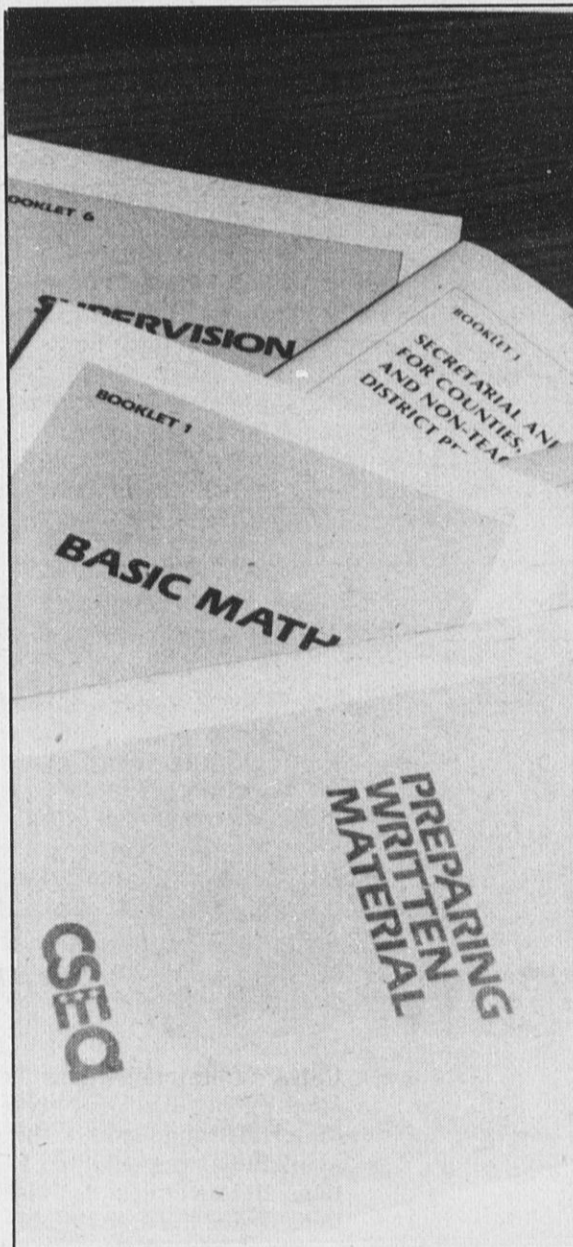
Address _____

City _____ State/ZIP _____

Social Security# _____ CSEA Local _____

Employer _____

Please note: Non-CSEA members can obtain the same material directly from Cornell University at the same price by contacting: Cornell ILR, 112 State Street, Suite 1200, Albany, N.Y. 12207.



CIVIL SERVICE EMPLOYEES ASSOCIATION
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Please send me the booklet(s) indicated. I understand the price is \$1.50 (includes postage) for EACH booklet ordered. I have enclosed a check or money order, payable to CSEA, for \$_____ to cover the cost of this order.

- ____ Basic Math
- ____ Arithmetic Reasoning
- ____ Understanding and Interpreting Tabular Material
- ____ Understanding and Interpreting Written Material
- ____ Preparing Written Material
- ____ Supervision
- ____ Purchasing and Payroll Practices
- ____ Basic Algebra
- ____ Concepts and Principles of Normalization for the Mentally Retarded/Developmentally Disabled: Therapeutic Approaches
- ____ Principles and Practices in the Treatment of the Mentally III/Emotionally Disturbed
- ____ How to Take an Oral Exam
- ____ Evaluating Conclusions in the Light of Known Facts

Please send booklet(s) to:

Name _____

Address _____

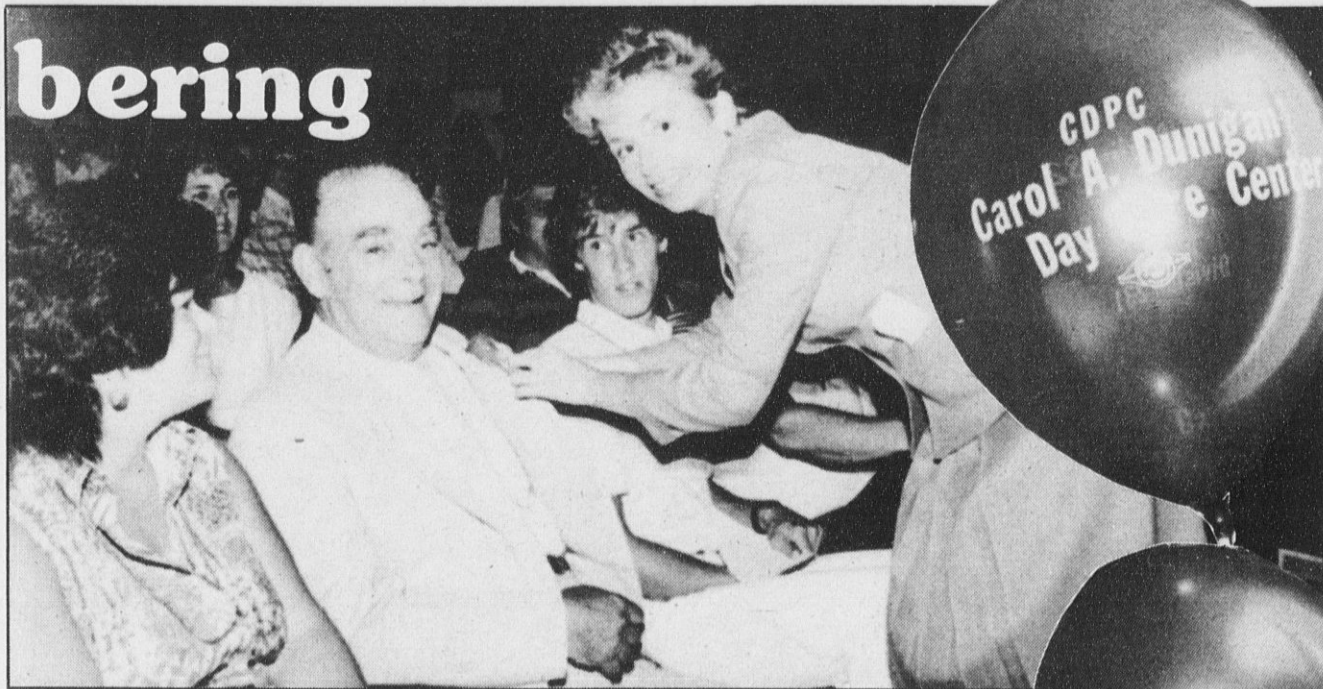
City _____ State/ZIP _____

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Employer _____

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Remembering Carol: Day care center opens in her name



FATHER AND SON — On hand for the dedication of CDPC's new day care center in honor of late MHTA Carol A. Dunigan were her father, Dr. Charles Smith, and son, James. Pictured here during the dedication ceremony, CSEA member and family friend Paula Fox pins a flower on Smith's lapel. "I'd like to thank the center for honoring my daughter's memory. And I thank God for letting me be Carol's father," he told the audience.

ALBANY — "I'd like to thank the center for honoring my daughter's memory. And I thank God for letting me be Carol's father," said Dr. Charles Smith at the dedication of the Carol Ann Dunigan Day Care Center in the Capital District Psychiatric Center.

Dunigan, a member of CSEA CDPC Local 692, worked as a mental hygiene therapy aide specializing in juvenile care until her death last year at 38 from cancer. But her life's joy — caring for children — will be continued through the operation of the much needed day care facility.

Housed on the second floor of CDPC the day care center is bright and roomy. Opening day is September 17, but the facility will stagger the admission of its first class of 48 children over a two-week period.

"I think Carol would be excited by all of this," said Connie Burkart, her sister, amid the joyful confusion of the dedication ceremonies.

CSEA CDPC Acting President Bob Van Buskirk served as an unofficial tour guide and praised the combined efforts of CDPC employees and management to make the dream of a day care fa-

cility for public employees become a reality.

But everyone who spoke at the ceremony recalled the spirit behind the dream, Carol Ann Dunigan. Words in the refrain of one song seemed particularly appropriate: "All I ask of you is forever to remember me as loving you."

CDPC
Carol A. Dunigan
Day Care Center

COUNCIL 82
Local 1790
CSEA
Local 692
PEF
Division 231

Cayuga County unit OKs three-year contract

AUBURN — By an overwhelming margin of 235 to 98, members of the Cayuga County Unit of Local 806 have voted to accept the terms of a new three-year agreement calling for increased wages, improved benefits and other contract language for 483 employees.

The new pact, which awaits ratification by the county legislature, concludes negotiations begun last October.

According to the Michael Piscioti, unit president and chairman of the negotiating committee, terms of the agreement include:

- Effective July 1, 1984, employees in the bargaining unit receive a lump sum, one time bonus of \$325.
- Effective July 1, 1984, employees also have \$325 added to their base rates in the amount of \$12.50 per pay period beginning Sept. 7.
- Effective Jan. 1, 1986, all employees will receive a 5 percent increase in salary, plus a salary step increase for those eligible.
- Employees will receive a cost of living increase based upon the CPI index between June 1985 and June 1986.

The new agreement also specifies improvements in the health insurance plan, compensatory time for nursing home employees, uniform allowance for nursing home employees, and language changes in the payroll dates for salaried employees.

In reviewing terms of the agreement, Piscioti paid special tribute to CSEA Collective Bargaining Specialist Tom Pomodoro and members of the negotiating committee which included: Bev Todd, Chuck Youmell, Dick Noga, Larry McLoud, Mike Farrell and Betsy Hanmore.

Temporary Beacon employee receives back pay

BEACON — Is a temporary employee entitled to the same hourly rate as a permanent employee performing the same work?

A recent decision in the City of Beacon, Dutchess County, ruled in the affirmative and awarded John Soltish the full \$6.79 per hour he should have received instead of the \$4 he had been paid.

While the city argued that the employee was temporary and therefore not covered by the collective bargaining agreement, CSEA Attorney Thomas Mahar Jr. showed that it was clear "from the language of the agreement

that an employee hired as Mr. Soltish was for a limited period is nevertheless covered by its terms."

In her decision, Arbitrator Tia Schneider Denenberg stated "There is nothing in the management rights provision which allows the employer to keep an employee such as Mr. Soltish in a kind of limbo in which he receives less than contractual wages and benefits."

As a result, Denenberg ordered the city to pay Soltish the difference between what he should have been paid and what he actually earned.

Still talking on Saratoga sheriffs pact

BALLSTON SPA — A tentative pact between the Saratoga County Deputy Sheriffs and the county administration now is being reviewed in depth by both bargaining teams with hopes of coming up with an agreement this time that is acceptable to workers.

The original offer between the parties was narrowly defeated in a ratification vote recently. At that time,

however, deputies indicated a willingness the smooth out rough edges in the multi-year contract so that another vote could be held in the near future.

"We're fine tuning the tentative pact," says William Lochner, CSEA field representative and chief negotiator for the unit.

"We have made a lot of progress in a very short time, period," Lochner

said in reference to an eight-month delay in collective bargaining caused by the county board's unsuccessful effort to force the negotiations opened to the press and the public.

"There is no bitterness on either side of the table at this time and as long as we can continue to discuss the issues and refine our understandings we'll stay at the table," Lochner said.

Correction

In the Aug. 10 edition of The Public Sector, the names of two employees involved in the Saratoga County Solar Building renovation project were incorrect. The correct names are Frederick H. Sundler and Gordon Derby.

Lost, and found after 40 years

By Anita Manley

CSEA Communications Associate
LIBERTY — A CSEA member from Sullivan County Local 853 recently found out after 40 years that her brother and sisters survived the Nazi Holocaust.

"I never gave up looking for them," said Gabrielle Struna, an assistant cook at the Sullivan County Infirmary. "I received a letter (from a refugee agency) after they were missing for 20 years telling me to give up my search, that they were probably dead, but I felt in my heart that they were still alive."

Struna was a child of 15 in 1943 when she returned home after a daylong outing and discovered that German occupational troops had evacuated everyone on the street where she'd lived in Alsace-Lorraine, France. Frightened the teenager went to a friend who sent her to Austria.

When the war ended, Struna started her 40-year search for her family beginning with various refugee and Red Cross agencies throughout Europe. It was in Austria that Gabrielle met her husband and, in 1949, they moved to Colorado where they had three children and a new life. But Struna's search for her family never stopped through these years, and she continued writing to the agencies in Europe — and praying.

The Strunas meanwhile moved east and Gabrielle got a job at the Sullivan County Infirmary three years ago. While she kept up her search it was not always easy and her supervisor, Betsy Gulnick, recalls a day two years ago when



THEY BACKED HER UP — The crew at Sullivan County Infirmary gave Gabrielle Struna the emotional support she needed during the hard times of trying to find her long lost family. Betsy Gulnick, Struna's supervisor is pictured far left.

"I never gave up looking for them. I felt in my heart that they were still alive."

Gabrielle Struna, who lost family during Nazi invasion of France, 1943

Gabrielle came to work extremely depressed.

"She had told us about her

search and she came in really down in the dumps and said she was finally going to give up."

Gulnick said she tried to keep up her co-worker's spirits.

"Betsy really encouraged me," admits Struna. "The whole crew supported me. They were wonderful."

Just weeks later, Gabrielle received a call from a man claiming to be her brother Henri. But her son, also named Henri, had recently died, and Gabrielle thought that the caller was a jokester. She hung up on him.

Later, her brother's wife called and told her that Henri had discovered through an agency that Gabrielle was living in New York. Then her husband took the phone, and said "Gabrielle, I'm your brother, Henri."

After convincing her that he was her brother and that he had been searching for her all these years, Henri told Gabrielle that he was living in Ohio.

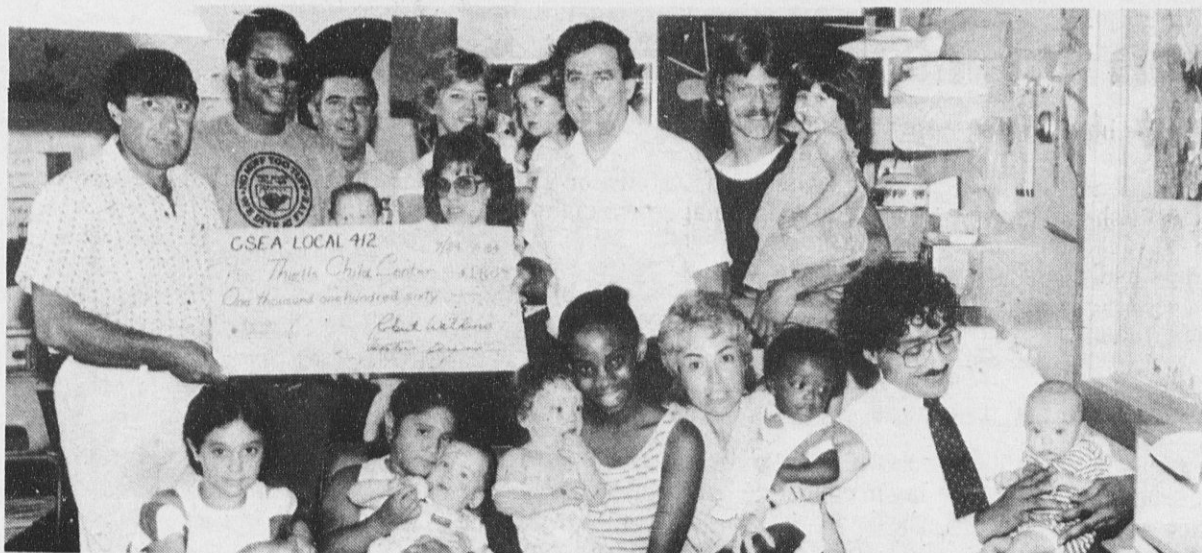
"He came that very night from Ohio," said Gabrielle. It was a joyous and tearful reunion. Henri told Gabrielle that they had three sisters living in Yugoslavia in addition to many nieces and nephews. She also discovered, to her surprise, that her son and her brother's son had attended a college in Colorado at the same time and never knew each other.

Struna says she will learn the details when she meets her sisters this fall in Yugoslavia. From what she has learned so far, they were taken to a Polish concentration camp until the end of the war.

"I'm the richest person in the world," she says as she looks forward to her trip. "I have my family now."

\$1,160 contributed by CSEA members

Letchworth local donates dollars for day care



BABY BONUS — Letchworth Local 412 Treasurer Sal Greco, left, presents to Letchworth Director Albert Robidoux a mock-up of the check for \$1,160 which the local contributed to the Thiells Day Care Center. To the left of Robidoux is Center Director Ellen Gerber. Seated, front right, is local President Bob Watkins, and next to him is Marcia Werby, president of the board of directors of the day care center. Others standing are Paul Eversly, Lawrence Buckley, Micki Bimbo and Brian Cox, all members of the local.

THIELLS — A contribution of \$1,160 made by CSEA Letchworth Village Developmental Center Local 412 will help pay for a new storage shed and carpeting for the Thiells Day Care Center.

Located on the grounds of Letchworth Developmental Facility, the center opened in November 1982 following two years of red tape and hard work by facility employees who saw the need for affordable and competent child care.

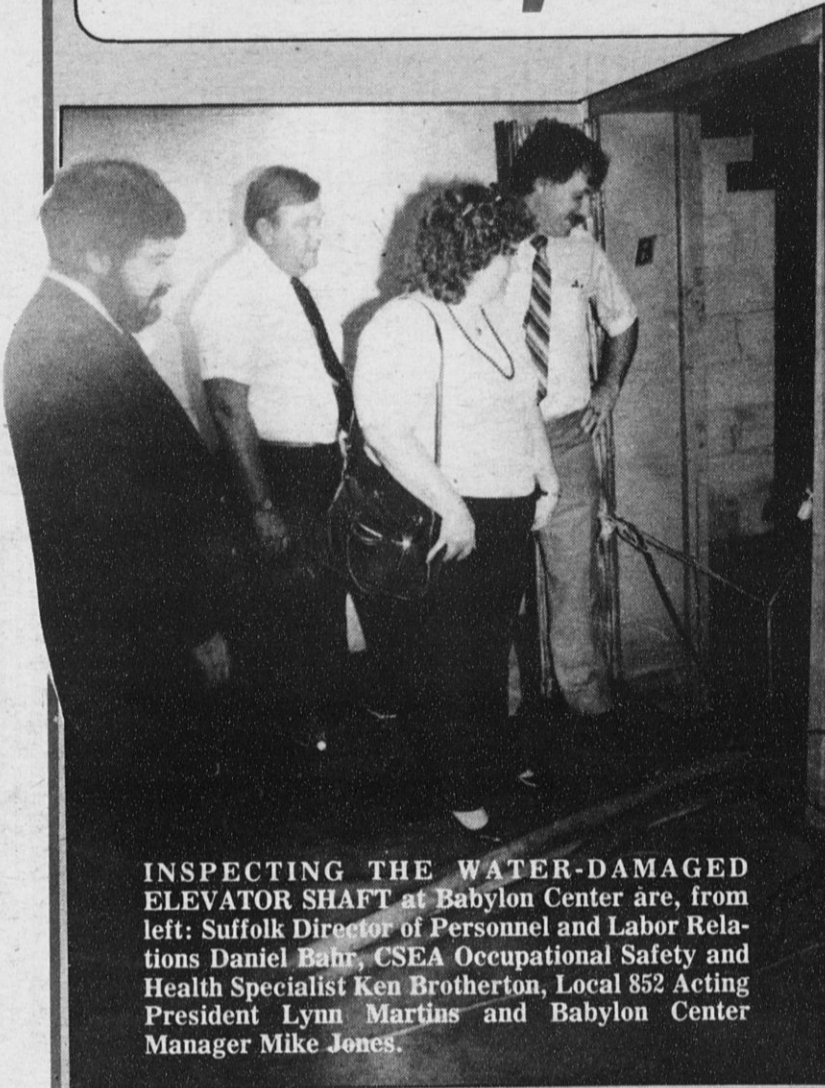
According to Local President Robert Watkins, the monies were raised through various fund-raising projects.

Center Director Ellen Gerber said that 49 children between the ages of 8 weeks and 5 years attend the center which is open year round. Certified teachers oversee the youngsters whose parents pay on a sliding scale.

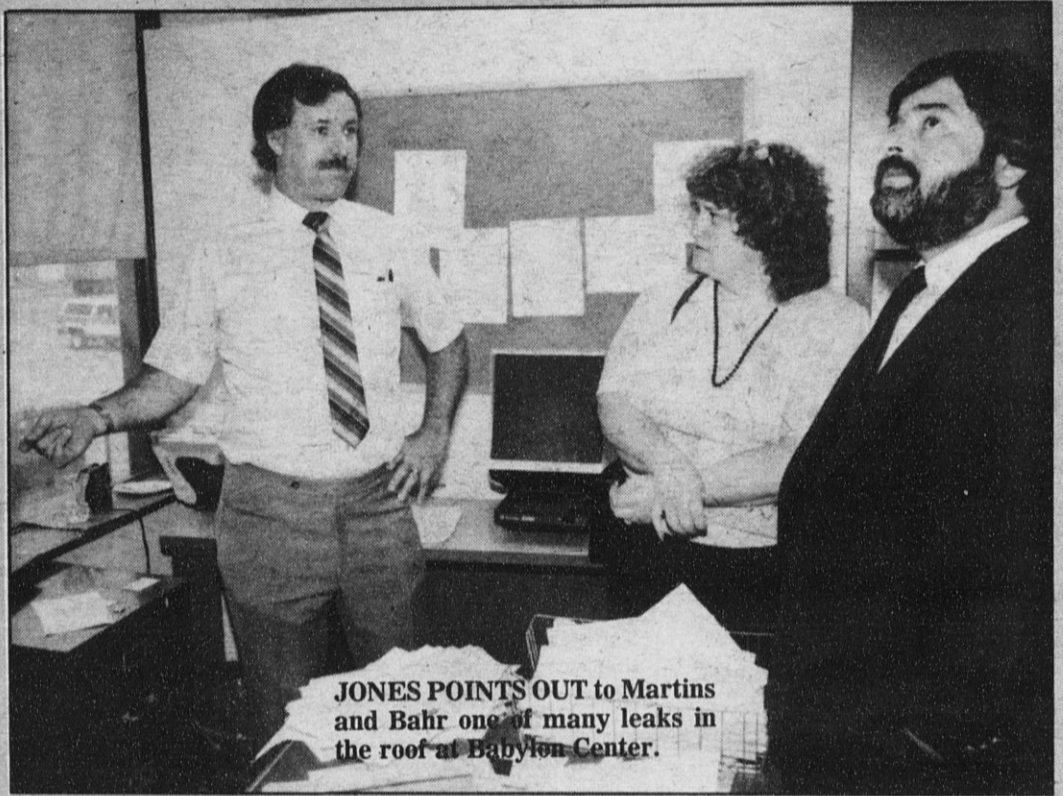
Watkins noted that a large percentage of the youngsters are children of CSEA members who might otherwise not be able to afford such a service.

Water, water everywhere

Flooding persists at Babylon Center . . .



INSPECTING THE WATER-DAMAGED ELEVATOR SHAFT at Babylon Center are, from left: Suffolk Director of Personnel and Labor Relations Daniel Bahr, CSEA Occupational Safety and Health Specialist Ken Brotherton, Local 852 Acting President Lynn Martins and Babylon Center Manager Mike Jones.



JONES POINTS OUT to Martins and Bahr one of many leaks in the roof at Babylon Center.

DEER PARK — CSEA Suffolk County Local 852 requested a third-party hearing to end flood-related problems at the Department of Social Services Babylon Center. The hearing request follows repeated attempts by the union to get the county to act.

"Local 852 has filed a grievance with the county and a complaint with the Department of Labor about the deplorable conditions at the center," said Grievance Representative Sue Carbone. "In addition, we have brought the center's problems to management's attention many times, but nothing seems to concern the county," she said.

Lynn Martins, Local 852 acting president and county social services examiner, met with Social Services Commissioner Anita Romano to address the problems. "I am convinced the only solution is to move to another building," Martins said. "The landlord has done nothing to make me think the problem will be corrected."

The problems at Babylon Center have been going on for several weeks. Specialists say that the stagnant water could create serious health problems, allowing mosquitoes and other insects to breed and possibly

spread disease. The New York State Department of Environmental Conservation is treating the water periodically, but the water is being pumped so quickly that the effect is questionable, according to CSEA Occupational Safety and Health Representative Ken Brotherton.

During the heaviest rainfall the water reached within inches of the building's electrical circuit boards. If the water reaches the circuit boards, the building's electrical system will fail.

The building also suffers from erratic air conditioning. This creates a health problem because the building does not have an air exchange system. The air is recirculated and, by late afternoon, the carbon dioxide level rises, reducing the oxygen to breathe.

The heating gas had to be shut off at the street because the water rusted boiler valves in the basement. The building's boilers sit in the water.

Martins says other problems at the center include bugs, leaks, torn carpets and the possibility of exterior brick facing falling.

Martins stressed that the county should act now to make improvements.

"We can't wait for cold weather to freeze our members and clients in a heatless building," she said.

. . . while cess pools act up in Hauppauge

HAUPPAUGE — Backed-up cess pools are plaguing CSEA members and clients at the Suffolk County Department of Social Services Building No. 2 in Hauppauge.

CSEA Suffolk Counting Acting President Lynn Martins met with Social Services Commissioner Anita Romano about the problem which occurred twice in two weeks. In both incidents, raw sewerage leaked onto office floors and employees suffered headaches and nausea.

CSEA recommended that the old cess pools be pumped out every other day and venting be installed to ease the problem until new cess pools are functioning.

The county intends to have new cess pools dug. However, corrective action has been delayed by the Long Island Lighting Company strike. LILCO must mark underground lines before digging can take place.

WASTE IS PUMPED from a cess pool at a Department of Social Services building in Hauppauge. The county has had thousands of gallons of sewage pumped from the cess pools each week in an attempt to control the problem until new cess pools can be dug.

