

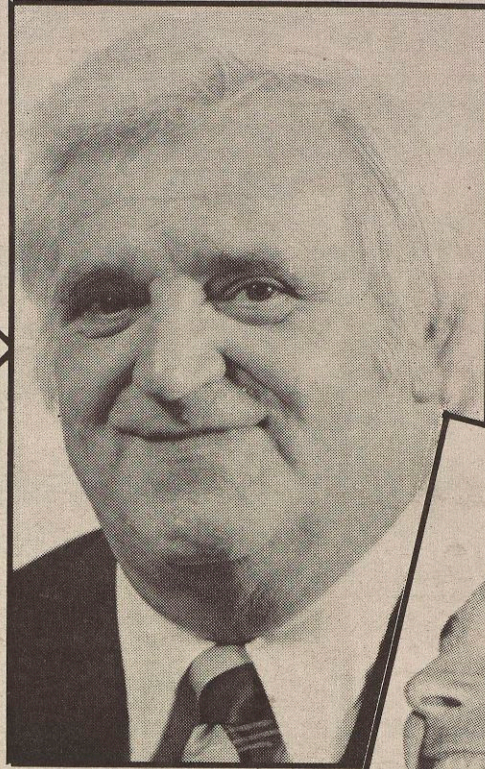
The Public SECTOR

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

UNION LABEL 4
(ISSN 0164 9949)

Vol. 5, No. 45
Friday, June 29, 1984

AFSCME WINNING THE FIGHT



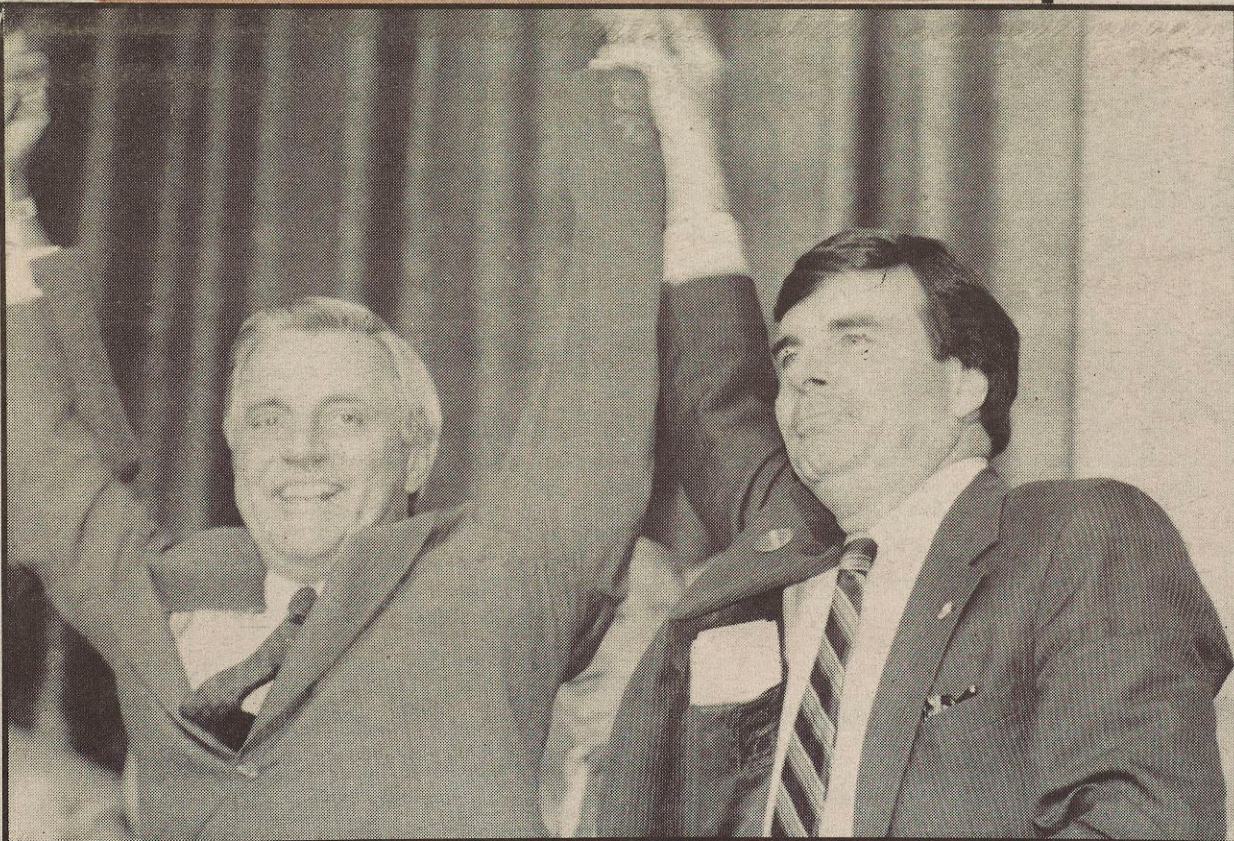
WILLIAM L. MCGOWAN

**THREE
ELECTED
AFSCME
VICE
PRESIDENTS**



JOSEPH E. McDERMOTT

DANNY DONOHUE



"THE NEXT PRESIDENT OF THE UNITED STATES" — Walter F. Mondale is presented by AFSCME President Gerald W. McEntee to AFSCME delegates attending the union's 26th International Convention in San Francisco. More than 100 AFSCME members, including several from CSEA, will be among Mondale delegates at the Democratic National Convention.

CSEA DELEGATES HELP SHAPE THE FUTURE AT AFSCME'S CONVENTION

CONVENTION COVERAGE — PAGES 9-12

She LEAPS at chance to tout union's education program



LEAP

LOCAL 1000, AFSCME, AFL-CIO

CSEA

Labor Education Action Program

(518) 434-8151

Hundreds of course offerings have been announced for the fall semester of the CSEA Labor Education Action Program (LEAP). Announcements and application forms are available through state agency training offices or from CSEA local presidents now. Applications must be received at the CSEA/LEAP office not later than July 18. The courses are available to CSEA-represented employees in the Administrative Services, Operational Services and Institutional Services state bargaining units only. For additional information, call the LEAP office at (518) 434-8151.

LEAP course helps stenographer cope with stress

ALBANY — Like many CSEA members, Veronica Carney has a job which can be very stressful at times.

But unlike many, Carney, a senior stenographer

in the Child Research and Study Center of the State University of New York at Albany and a member of Local 691, decided to do something about it.

She decided to take a course on stress manage-

ment at an area college. Along the way she discovered LEAP — CSEA's Labor Education Action Program, which offers tuition-free courses and tuition reimbursement for CSEA-represented employees in the Administrative, Institutional and Operational Services bargaining units.

Through LEAP, Carney was able to take the 10-week course at Russell Sage College for free, paying only for her textbook.

"I heard about LEAP through some of my friends. I couldn't believe the union would pay for the course. I was delighted they did. It really opened my eyes about CSEA, the fact that it cares about its members as people."

In the course, Carney learned ways of controlling stress and using it to her advantage.

"The course helped me not just with my work but with my whole lifestyle," she said.

Carney's job involves helping SUNYA obtain grant money for the university's ongoing research on children.

Says Carney: "If we're successful the research continues and the people I work with continue working. If we're not successful the research may stop and people may lose their jobs. So it can be very stressful."

Each year, she said, the center obtains grants of between \$60,000 and \$80,000.

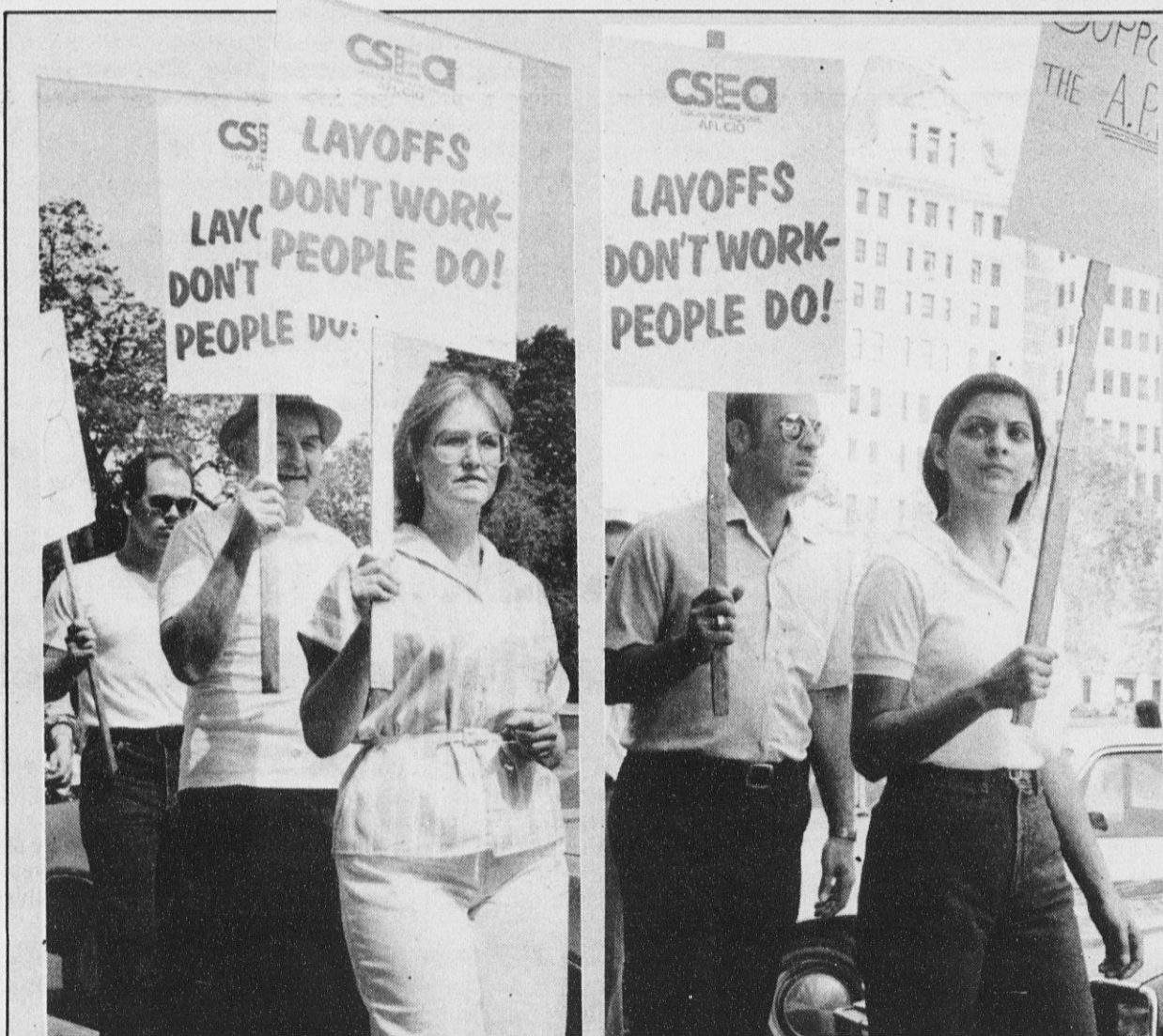
"But the pressure is still there, especially during the last week of the grant application process when everyone is up against strict deadlines."

She said the course helped her recognize the importance of controlling stress before it controlled her.

"I used to be reluctant to take a break while working on a project with a close deadline," she said. "But I've learned that by taking that break and just walking around my desk for five minutes I can return to my desk refreshed."

Happy with the results of her course, Carney is now talking up LEAP to her fellow workers as a way to help enrich their lives personally and professionally through the multitude of course possibilities.

"We're a small group here but I'm making sure the others get the news about CSEA and the LEAP program," she says.



SUPPORTING ALBANY POLICE

CSEA MEMBERS joined with several other labor union members to ring Albany City Hall recently in support of the Albany police in their contract dispute with the city. The union activists were protesting Albany Mayor Thomas Whalen's position that 18 police members would be laid off to compensate for 7 percent salary hikes awarded by an arbitrator. As the unionists and their supporters marched outside city hall, police officer union leaders and city officials met inside and worked out a compromise that prevented layoffs while granting the arbitrator's award.

AT KINGSBORO PSYCHIATRIC CENTER

Union demands, and gets, free employee screening for effects of asbestos

NEW YORK CITY — More than 80 CSEA members have signed up for free chest X-rays being provided by Kingsboro Psychiatric Center to detect any effects of asbestos.

At the demand of CSEA Local 402, the screening was made available to employees after engineers repairing heating systems inadvertently discovered high levels of asbestos in several sub-basement locations in April.

According to Local 402 President Robert Nurse, initial testing by the National Institute of Occupational Safety and Health (NIOSH) has also revealed exposed asbestos in tunnel areas used by clients and employees during inclement weather, and in the basements of the Activities of Daily Living (ADL) Cottage 7 and the Central Medical Supply building.

Employees working in the supply building

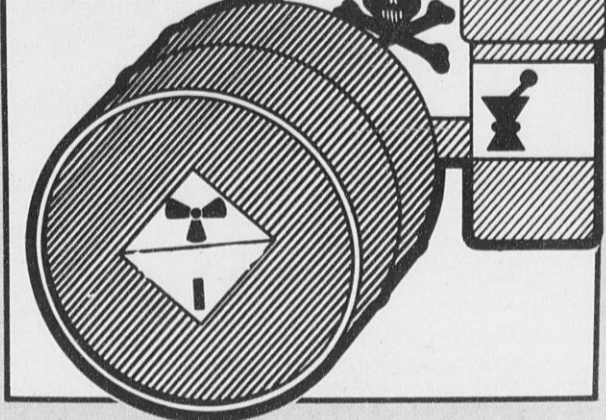
basement have recently been relocated, Nurse said, and the basement has been closed. Employees are not mandated to work in areas where exposed asbestos is present, he added, but will be supplied with masks, gowns and other protective gear if they choose to work in the contaminated areas.

At the union's insistence, the facility has reduced the risk of disturbing asbestos by wrapping exposed areas, such as pipes, in plastic and sealing them with tape, Nurse noted.

"CSEA is closely monitoring the implementation of every short-term precautionary measure possible, and will be actively monitoring the progress of the long-term cleanup as well," said Nurse.

Bidding has begun to obtain a company to conduct the long-term cleanup.

A HEALTH AND SAFETY ALERT



Anyone interested in signing up for a chest X-ray should arrange it through their immediate supervisor, Nurse said, or contact the Local 402 union office.

State unveils new affirmative action strategy

ALBANY — A more diverse workforce which better represents the pool of available workers is the goal of an affirmative action strategy recently unveiled by state officials.

The strategy, developed by the governor's Executive Committee for Affirmative Action, establishes goals and timetables which state Human Rights Commissioner H. Carl McCall describes as "yardsticks by which we will measure the success of our affirmative action effort."

Computer-generated goals and timetables are set for 54 state agencies. Civil Service Commission President Karen Burstein stresses that they are "preliminary and baseline."

Goals are determined by comparing an agency's current workforce with the pool of available employees. If underutilization of pro-

TECTED class members is revealed, then a placement rate or guide to future appointments, including a timetable, is calculated.

Protected class employees include minorities, women, disabled persons and Vietnam-era veterans.

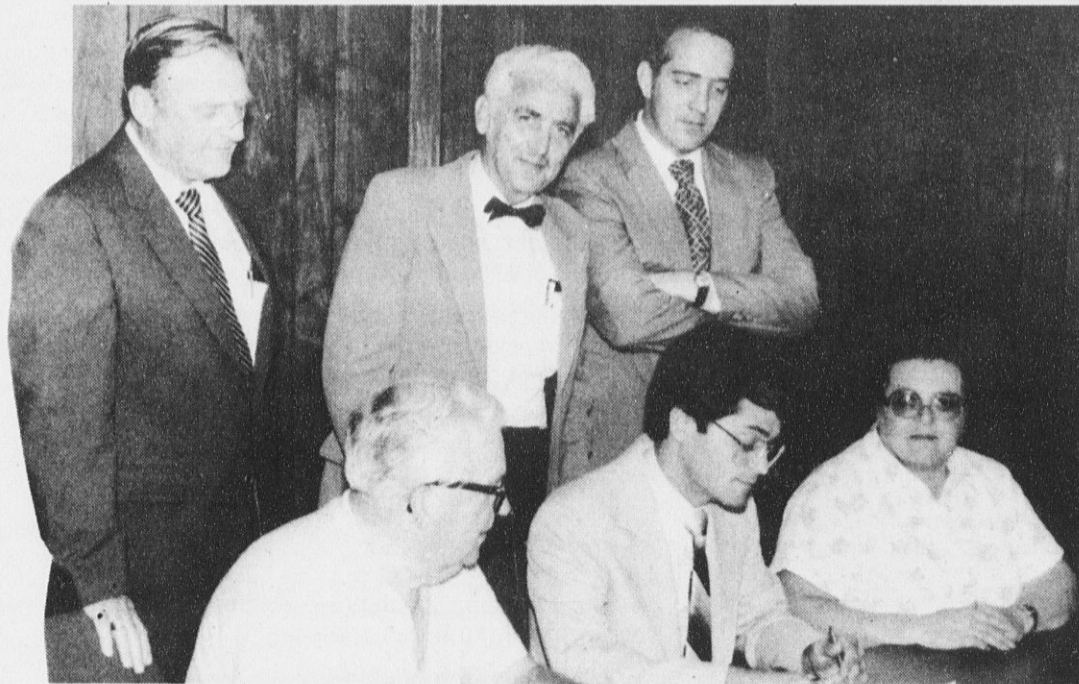
"The placement rates leave room for hiring those who do not fall into one of the protected classes. They do not mandate the hiring of one group at the exclusion of others. While realistically grounded on availability, the rates are sufficiently aggressive to allow real affirmative movement. They should be viewed as flexible moving targets," Burstein said.

She also gave an example of how the new strategy works. Burstein described a "hypothetical agency" where there is only one black female professional (\$35,000 salary range) out of a total of 83 employees.

Availability data, however, reveals that the pool of black female professionals is 4.13 percent. Burstein explains: "Our hypothetical agency is therefore underutilizing black female professionals and is given a long-range goal of increasing their number by three. They are also given a placement rate and timetable to help them approach their goal."

Factors utilized to develop a workforce which fairly and freely taps the talents of employees include:

- current agency size and projected turnover rate so changes are made through attrition and promotion and not by displacing existing workers;
- availability of qualified protected class candidates within specific recruitment areas; and
- existing salary ranges within specific occupational categories.



A THREE-YEAR CONTRACT covering Sullivan County employees was signed recently. As Brian Ingber, seated center, chairman of the Sullivan County Board of Supervisors, signed the new pact, Sullivan County CSEA Unit President Walter Durkin, seated left, watches. Seated right is Peggy Krum, treasurer of the CSEA unit and chairwoman of the labor-management committee. Other participants, standing from left, are James Gorman, chairman of the Sullivan County Finance Committee; Leon Siegel, chairman of the Personnel Committee; and Sullivan County Personnel Director Richard Green.

'Best contract we've had in years' Substantial increases for Sullivan employees

MONTICELLO — Sullivan County CSEA Unit employees recently ratified a three-year contract which grants them substantial increases in salary and benefits. The contract is retroactive to Jan. 1.

According to Unit President Walter Durkin, the approximately 650 employees will realize salary hikes of 7 percent or \$850 in the first year, 6 percent or \$750 in the second year and 5 percent or \$650 in the third year.

The new contract also provides for a \$50 upgrade in longevity payments; a \$50 increase in uniform allowance; a 5 cents per hour increase in shift differential and two hour call-in for emergencies.

In addition, Metal Health Department and Social Services employees who carry beepers will receive compensatory time for each time they answer a call.

Durkin said there were also some changes in contract language regarding the grievance procedure and conversion of vacation time.

Praising the work of "a wonderful negotiator," Durkin credited Collective Bargaining Specialist Joseph Reedy with "the best contract we've had in years."

Durkin also thanked the negotiating team for a "job well done." Serving on the negotiating team were Ross Roeback, Linda Young, J.J. Limonti, Belle Cohen, Fran Thomas and Grant Maas.

Public Sector

Official publication of
The Civil Service Employees Association
Local 1000, AFSCME, AFL-CIO
33 Elk Street, Albany, New York 12224

The Public Sector (445010) is published every other Friday by the Civil Service Employees Association, 33 Elk Street, Albany, New York 12224.

Publication office, 1 Columbia Place, Albany, New York 12207.

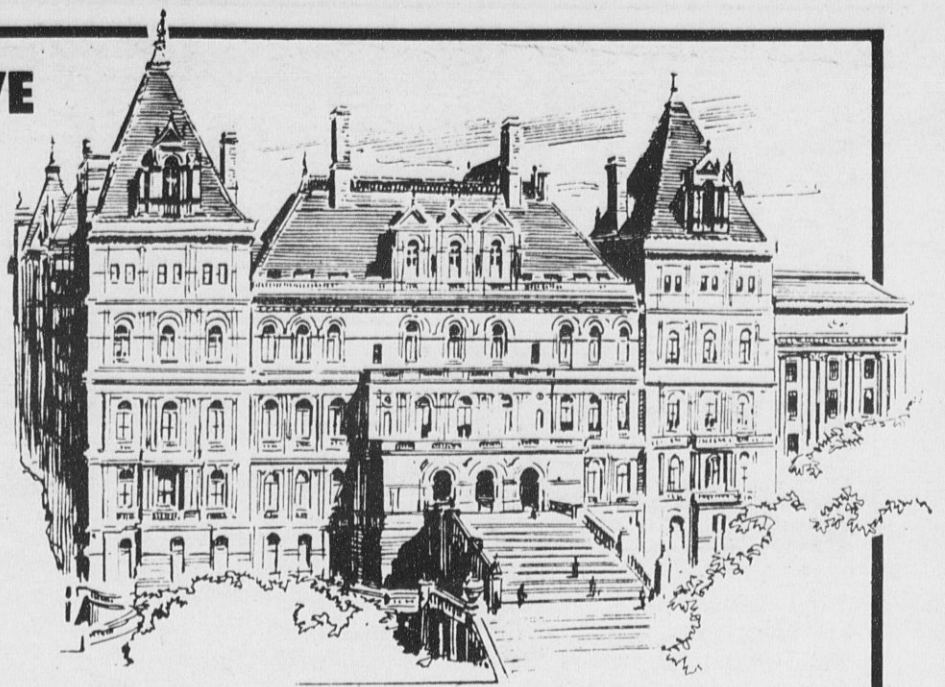
Second Class Postage paid at Post Office, Albany, New York.

MICHAEL P. MORAN — Publisher
ROGER A. COLE — Editor
TINA LINCER FIRST — Associate Editor
BRIAN K. BAKER — Assistant Editor

Address changes should be sent to Civil Service Employees Association, The Public Sector, 33 Elk Street, Albany, New York 12224.



LEGISLATIVE UPDATE



Legislation which would provide early retirement incentives for employees of local governments, including school districts, was passed this week by the state Assembly. The bill, which CSEA calls the union's "number one priority" in this legislative session, was under consideration in the state Senate as this edition of The Public Sector went to press. The proposal is similar to a program last year which offered state employees an extra three years of pension credits as a bonus for retiring ahead of schedule. About 200 CSEA activists recently lobbied for the bill with legislators during a special lobby day program in Albany.



THE NEWLY-FORMED ST. LAWRENCE RETIREES LOCAL 923 recently installed officers at a meeting in Ogdensburg. In attendance were, from left, front row, CSEA statewide Secretary Irene Carr, Secretary Dorothy Fuller, Corresponding Secretary Edna Bresett, CSEA Region V Vice President George McCarthy. Also, second row, First Vice President Ray Amo, President Joseph Cosentino, state Assemblyman John O'Neil, Second Vice President Carlton Bresett, Treasurer Mary Bresett, and Mary McCarthy, president of Syracuse area CSEA Retirees Local 913.

New law clarifies military leave

ALBANY — A new state law guarantees public employees their regular pay for 22 working days while on military leave.

CSEA lobbied for the legislation which was required after the state's highest court ruled recently that the old law governing military

leave provided calendar days instead of working days. The ruling has now been remedied with the passage of legislation giving employees on "ordered military leave" their regular pay up to 30 calendar days or 22 working days.

Labor/management meeting centers on contracting out

ALBANY — CSEA and the Office of Mental Health held their quarterly labor/management meeting here recently. "The central topic was the contracting out by the state for private health care employees when a patient is hospitalized at a private facility and such care is needed," reported James Cooney, CSEA collective bargaining specialist.

"We presented various alternatives to the situation and the state agreed to review our suggestions," he said.

Openings in eight state agencies for training positions

ALBANY — The New York State/CSEA Joint Apprenticeship Committee has announced 200 openings for apprentice training positions as stationary engineers, electricians and motor equipment mechanics.

Openings are in eight participating state agencies: Mental Health, Mental Retardation and Developmental Disabilities, Corrections, Parks, Recreation and Historic Preservation, Environmental Conservation, Transportation, Office of General Services and State University of New York.

Applicants must be at least 18 years old, possess a high school or equivalency diploma, be physically able to perform the work and have been an employee of a participating agency for at least 30 days. An aptitude test will also be administered by the New York State Job Service.

Applications are available at these locations:

- Joint Apprenticeship Committee, Twin Towers-Suite 2008, 99 Washington Ave., Albany, N.Y. 12210;
- CSEA headquarters, regional and local offices;
- personnel and affirmative action offices of the eight participating agencies.

During each year of the three-year apprenticeships, trainees will receive 2,000 hours of on-the-job training as well as 200 hours of release-time classroom instruction. They will start at salary grade 6, advance two grades annually and end up as a grade 12.

Women and minorities are encouraged to apply. July 31 is the final day to submit applications.

For additional information, contact the Joint Apprenticeship Committee office at (518) 473-3428.

The committee was established as the result of the 1982-85 contract between CSEA and the Operational Services Unit.

Tom Sharkey, associate commissioner of human resources management in OMH, and Phil Scott, director of employee relations, were among the management representatives who spoke at the meeting.

Members of the committee in attendance include Joe Polito, Joe Noya, Tony Bentivegna, Glenda Davis, Herm Parson, Peg Buko-Farber, Cooney, Joel Swartz, chairman, Alexander Hogg, Earnest Punter, Floyd Payne, Hank Wagoner and Bud Mulchy.



HAPPY MOMENT — Committee Chairman Wayne Miller, front, holds daughter Loren, 4, as she snips ribbon to officially open Curtis Hall Child Care Center at St. Lawrence Psychiatric Center. Also taking part in the recent opening were, left to right, Mary Vossmer, Michele Morrison, center staff; George McCarthy, president of CSEA Local 423; Sue Twyman, center director; Dr. Lee Hanes, director of St. Lawrence PC; Jack Milnes, center board member; Fred Narrow, PEF board representative; Carol Fish and Terry Sarsfield, center board members; and Michelle McCormick, Empire State Day Care Center Inc. Back row are Deanne McClain and Kathy Schumann center staff members; and Ann Fortune and Lin Griffin, center board members.



PUZZLING PROJECT — Director Sue Twyman watches patiently as sisters Loren and Mary Jo Miller assemble a spelling puzzle. The two youngsters are among the 23 attending the new Curtis Hall Child Care Center on a full- or part-time basis.

Longtime dream realized for North Country working parents

CURTIS HALL DAY CARE CELEBRATES OFFICIAL OPENING

By Charles McGeary
CSEA Communications Associate

OGDENSBURG — Years of planning and hard work finally paid off for a score of committee members and other concerned citizens when the Curtis Hall Child Care Center recently celebrated its grand opening on the campus of the St. Lawrence Psychiatric Center.

Although the center has been operating since last September, only recently was furnishing and decorating completed, center Director Sue Twyman said.

Curtis Hall is the latest in the growing number of statewide child care centers established through special state funding, the direct result of labor-management negotiations between the state and unions representing state employees — CSEA, PEF and AFSCME Council 82. Additional support and assistance came from members of St. Lawrence Psychiatric Center management and the Association for Neighborhood Rehabilitation, a local organization.

Wayne Miller, chairman of the Curtis Hall Board of Directors, said the program got started after a group of state employees began looking into ways to take advantage of state funds for such projects.

"While George McCarthy (CSEA Local 423 president), Dan Herzog, Carol Fish and I were doing the initial investigating and paperwork, Jack Milnes, executive director of the Association for Neighborhood Rehabilitation in Ogdensburg, was also working on a similar idea for low-income residents in the area who also needed low-cost child care for their children," Miller explained.

"They had the resources and skills, but lacked adequate financing to start a project. We discovered we needed each other," Miller added.

Combining the resources of both groups has apparently been successful. Although the child care center operates on the grounds of the state mental hygiene facility, the program also serves the children of parents who work elsewhere.

In a comment at the grand opening ceremonies, Director Twyman said Curtis Hall Child Care Inc. is the only full-day, year-round facility of its kind in the area. It has a license to serve up to 38 children, but is currently serving 23 youngsters of parents who work at St. Lawrence Psychiatric Center, Ogdensburg Correctional Facility, Hepburn hospital and employees of several private sector businesses and organizations in the Ogdensburg-St. Lawrence County area.

In crediting the many groups, organizations and private citizens for their help and support, Miller paid special tribute to Dr. Lee Hanes, director of St. Lawrence Psychiatric Center, who provided space for the center; Jack Milnes for the administrative skills of his neighborhood association; and Penny Armstrong, Jim Flounders and the other committee board members.

"The success of this child care project is the result of hard work by a lot of people. It became a reality through a total team effort. As a member of CSEA and a parent who will benefit from Curtis Hall, I want to express my sincere thanks and appreciation to everyone who took part in turning our dream into a reality," Miller said.



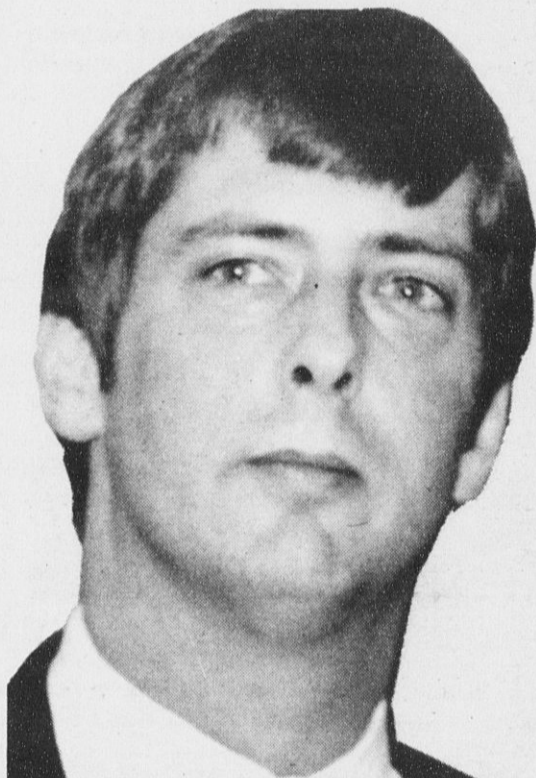
Cooperative effort main ingredient for positive labor-management relationship, unionists stress at gathering of mayors

By Anita Manley

CSEA Communications Associate

LIBERTY — Cooperation was stressed over and over again as the key ingredient to successful employer/employee relations during a presentation at the 75th annual New York State Conference of Mayors, held at Grossingers recently.

Presenting the employee/union perspective were CSEA Attorney Stephen Wiley and CSEA Collective Bargaining Specialist Danny Jinks.



ATTORNEY STEPHEN WILEY — "The attitude that we can't get together to work out our problems is a sign of institutional paranoia."

Urging municipal officials to take a supportive attitude toward public employees, Jinks emphasized that cooperation "is a move towards just and reasonable solutions to issues."

Pointing out that union-supported employee assistance programs, for instance, help resolve problems which contribute to poor work performance, Jinks told officials that employers and unions should seek solutions to problems without the use of discipline.

Addressing the issues of subcontracting, Jinks commented, "Public employers have the notion that they can believe financial problems by subcontracting."

"There are alternatives," he said, "and we're willing to work with you to find them."

"Employers and unions must be willing to cooperate if both want to avoid chaos. Cooperation will allow for a mature and stable relationship," he concluded.

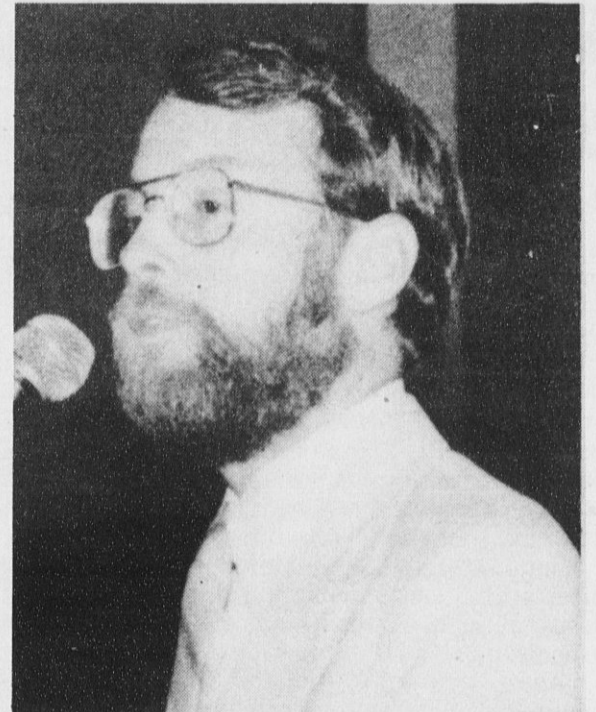
Wiley remarked that "the attitude that we can't get together to work out problems is a sign of institutional paranoia. There will always be areas of disagreement."

Wiley used as an example public employees' dissatisfaction with layoffs of New York state workers at the beginning of the Cuomo administration. "We felt this was treachery, but I think we feel a little more comfortable with Cuomo now."

"We realize we won't always agree with our boss," he said.

Wiley also blasted municipal officials who hire consultants to negotiate contracts with unions. "The trouble is," said Wiley, "the consultant doesn't really know the needs of the employer or the employee."

Wiley said he was pleased with health and safety programs that have been put into place for public employees, but urged municipalities to apply for and utilize funds that are included in the state budget for the purpose of correcting



CSEA'S DANNY JINKS — "There are alternatives, and we're willing to work with you to find them."

hazardous conditions. The problem is, said Wiley, a municipality must be cited in order to be eligible for the funds. While some lawmakers disagree with this requirement, it has yet to be addressed. But if the funds are not used, they will be reduced in the next budget, he pointed out.

Discussing the distribution of state funding, Wiley pointed out that the largest percentage of funding goes to education because it has such a strong lobby. He suggested that unions and municipal officials lobby together for their fair share.

Union wins court OK to arbitrate cost of physical in Dutchess

POUGHKEEPSIE — The Appellate Division of State Supreme Court has recently dismissed a stay of arbitration which will result in the right to go to arbitration to obtain payment from Dutchess County for a physical examination given to a county employee.

Tracy Mackey submitted a medical insurance claim early this year, but was told that her medical plan, which was contracted for by Dutchess County, did not cover the charges.

CSEA attorneys cited to section in the collective bargaining agreement which provides for a health insurance plan which is comparable to coverage provided by the New York State Employees Health Insurance Program as it existed on Dec. 31, 1981.

When Mackey's grievance was denied, CSEA demanded binding arbitration, but county officials went to court and obtained a stay of arbitration.

When union attorneys argued that the stay was improperly granted, the Appellate Court dismissed the action.

White Plains employees OK contract

WHITE PLAINS — A year of negotiations has culminated in the ratification recently of a two-year contract for approximately 500 city employees.

According to Collective Bargaining Specialist Manny Vitale, the contract is retroactive to July 1, 1983. It provides for workers to receive wage increases of 4 percent, effective July 1, 1983; 3 percent as of Jan. 1, 1984; 3 percent as of July 1, 1984 and 4 percent effective Jan. 1, 1985 — all plus increments. For those not on the increment system, 1 percent of the total payroll has been applied to additional merit increases. All stipends were also increased by the same percentages.

In addition, the new contract provides for increases in the dental insurance program and night differential. City workers will also be issued uniforms.

A number of changes in contract language increase maximum accruals to 200 days; decrease tenure requirements for non-competitive and labor class employees and grant an additional holiday to parking garage workers.

Unit President Joseph Roche commented that the agreement "truly addresses itself to the needs of the workers and far exceeds other groups in the city."

Included on the negotiating team were Roche, Richard Harris, Russell Herten, Bob Allo, Linda Peterson, Francisco Montalvo, Nick Rossi, Richard Berardi, Frances Defritas, William Gouveia, Glen Fortunato, Angela Massari, Michael Caldarola, Shirley Oakley, Oliver Swift, Fred Heyde, Tony Tagliamonte, Frank Martinez, Charles Bertrand, Carl Bannister, Richard Murphy, George Hawks, Dan Miller, Andy Harrington and Herbert Alston.

CSEA STAFF OPENINGS

ALBANY — CSEA is seeking qualified candidates for the position of Grant Developer and Program Analyst.

The headquarters post will be responsible for union positions and joint labor/management proposals and for preparing grant requests. Candidates must possess experience in preparation of

grant proposals and researching grant sources. A bachelor's degree or several years of pertinent experience is required.

Submit resume and salary history no later than July 9 to CSEA Personnel Director, P.O. Box 125 Capitol Station, Albany NY 12224.

No complaints on Region II's grievance workshop

NEW YORK CITY — "Healthy," "productive," and "worthwhile" were just a few of many enthusiastic comments generated by an intensive labor/management grievance training workshop held here recently.

Coordinated and funded through CSEA, the Governor's Office of Employee Relations (GOER) and the Committee on the Work Environment and Productivity (CWEP), the statewide program covered all aspects of grievance procedure from causes to prevention and proper investigation to negotiation and problem-solving.

A number of participants cited the opportunity to meet with management and "act out" sample cases as one of the training's most valuable aspects.

"Any time you can sit down with management and see each other's perspectives in a neutral atmosphere, that is a healthy and progressive form of activity," said Local 406 President Mickey Cruz.

Chris Galtier, Local 446 grievance committee member and institutional representative, praised the program's content and the instructors from Cornell's New York State School of Industrial and Labor Relations (NYSSILR).

"As a result of the seminar, I was able to view a grievance from a number of different perspectives. The material was also well-prepared and presented in a way that made the information easily assimilated," she said. "I am looking forward to the follow-up."

The remaining sessions of the two-part program will concentrate largely on the early resolution of grievances. The schedule is as follows: Region II, July 11 and July 12; Region I, July 13; Region IV, July 2 and July 3.



MARGARET MEADERS, Manhattan Developmental Center CSEA Local 443 president, makes a strong point in discussion on grievance procedures. Listening at left is South Beach Psychiatric Center Local 446 First Vice President Peter Antico.



MICKEY CRUZ, president of Creedmoor Psychiatric Center CSEA Local 406, mulls over comments from management representative Sherelle Matthews during conversation about grievance procedures.



CSEA LOCAL 446 grievance representative Chris Galtier studies contract during seminar dealing with grievances.



CREEDMOOR PSYCHIATRIC CENTER LOCAL 406 representatives attending grievance seminar recently included, from left, Grace Garside, Caroline Conroy and Frank Pondillo.

Memo reveals plot pitting 'union against union' over pay equity issues in federal employment

While comparable worth has become a major rallying point by labor unions and other organizations interested in equity matters, it is clear that at least some key officials within the Reagan administration have different ideas about this important issue.

WASHINGTON — An election year gambit by Reagan appointees to pit "union against union" over pay equity issues in federal employment systems has been checkmated before a House Civil Service panel.

Testifying together, officials from several unions representing federal white and blue collar workers exposed and denounced the ploy.

At issue in the hearing, which was called by Rep. Mary Rose Oakar (D-Ohio), chair of the House Post Office and Civil Service Subcommittee on Compensation and Employee Benefits, was a May 14 memo and a May 22 meeting staged by the Office of Personnel Management. Both focused on Oakar's pay equity bill, which would require OPM to study and report on sex-based wage bias in federal pay structures.

The memo, written by James L. Byrnes, OPM's deputy associate director for staffing, and sent to OPM Director Donald J. Devine, concluded that a "comparable worth" system will not work, but the "political possibilities of this situation should not be underestimated . . . a comparable worth study would immediately divide the white collar and blue collar unions . . ." The memo continued:

"This would not be limited to those in the government . . . but it would also directly affect the private sector unions. Since our occupational standards are often applied outside government, private sector unions could not afford to let the government go too far. The blue collar craft unions would especially be concerned, since they would be the inevitable losers in such a comparable worth adjustment process . . .

"Rather than allowing Oakar to manipulate the administration on the gender issue, we could create disorder within the Democratic House,

pitting union against union and both against radical feminist groups.

"This situation presents opportunities that we should not ignore. Of course, it is a dangerous course, but it might change the nature of the whole debate on comparable worth," Byrnes concluded.

Byrnes said the memo was written after Devine requested that he come up with an "imaginative" memo on "policy options" for OPM on Oakar's bill.

On May 16, two days after Byrnes' memo, Devine invited predominantly blue collar federal unions to a meeting ostensibly on a plan to merge federal white and blue collar pay systems. Other federal unions found out about the meeting and asked to be included.

Instead of the expected discussion of blue-collar pay plans, union witnesses said, Devine made a slide presentation showing how, he said, Oakar's bill would force him within seven months to merge now-separate blue and white collar pay systems, which he said would result in the down-grading of blue collar jobs.

Oakar said the memo and the May 22 meeting were based on "insidious, calculated political motives." She said she will ask the Justice Department and the Merit Systems Protection board to investigate whether Devine and Byrnes broke the Hatch Act and other laws prohibiting federal agencies from lobbying against pending legislation.

Oakar also questioned whether anyone could have faith in an OPM study of sex discrimination in federal employment after Byrnes' memo, which advocated slanting such a study for political purposes. In his present post, Byrnes would be in charge of overseeing pay equity studies for OPM.

Barge canal concerns



CONCERN OVER the 524-mile State Barge Canal was expressed by State Sen. James Donovan, right, at a meeting recently with state officials and CSEA representatives. Donovan pledged to investigate mandated personnel levels and says he wants barge canal maintenance improved. Also taking part were, from left, Barge Canal Local 520 member Harold Reinhardt, Bill Alexander of the Bass Anglers Sportsmen's Society, and Local 502 President Frank Zammiello Jr.



A PHOTOGRAPHIC EXHIBIT entitled "At Work on the Canal" is currently on display in the Legislative Office Building of the State Capitol. CSEA Barge Canal Local 515 President Frank Zammiello Jr., second from left, recently visited the exhibit accompanied by, from left, Senator L. S. Riford, Assemblyman Anthony J. Casale, photographer Martin Zeek and Assemblyman Matthew J. Murphy.



Court ruling halting forced retirement of bus drivers appealed

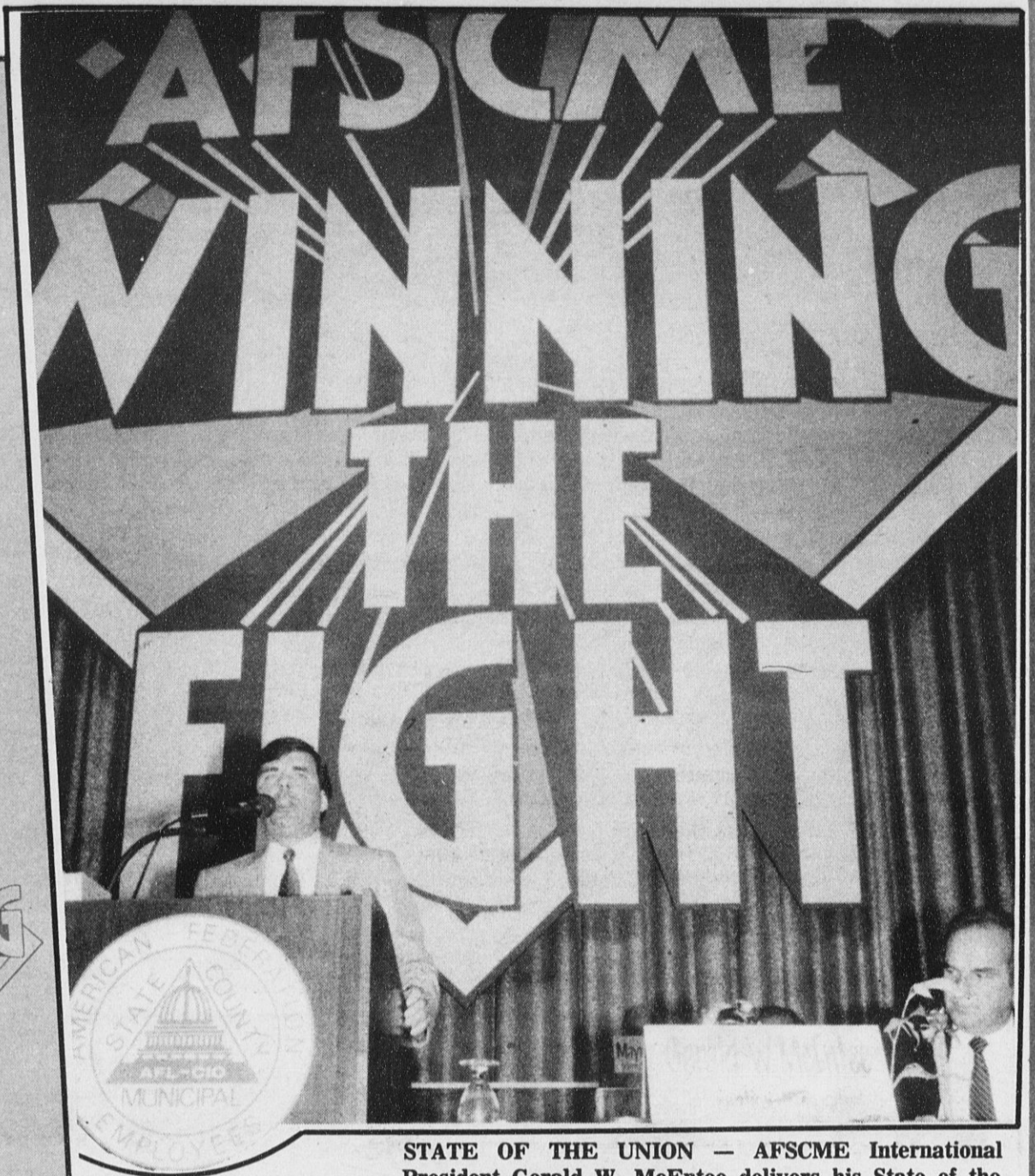
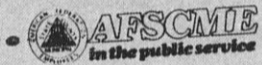
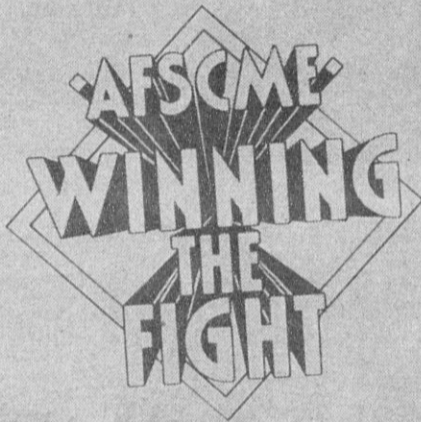
ALBANY — A decision CSEA won that school bus drivers cannot be forced to retire at age 65 is being appealed to the state's highest court.

CSEA took up the issue after Abraham Ten Hoeve, a Dundee Central School District bus driver, was discharged when he reached 65 years old.

The union won rulings from the state Supreme Court, and later the appellate division, that mandatory retirement was "arbitrary and capricious," unconstitutional and a violation of the Retirement and Social Security Law. Nevertheless, CSEA has now received word that the Court of Appeals has agreed to review the lower court decisions.

26th INTERNATIONAL CONVENTION PROGRAM

SAN FRANCISCO,
CALIFORNIA
JUNE 18-22, 1984



STATE OF THE UNION — AFSCME International President Gerald W. McEntee delivers his State of the Union address before a hall full of almost 5,000 delegates, alternates and guests.

Fighting for the future of working people

DELEGATES UNITE BEHIND FRITZ AT AFSCME INTERNATIONAL MEET

SAN FRANCISCO — "Politically, the challenge before us now is to elect Walter Mondale to the presidency of the United States and have Ronald Reagan return to this beautiful state of California for the rest of his life."

Those words came in the opening State of the Union address of AFSCME President Gerald W. McEntee and set the mood for the union's 26th International Convention held here June 18-22. It was a convention at which speakers reviewed the destructive impact of the Reagan administration and delegates passed resolutions calling for federal tax reform, an end to wage freezes, increased federal funding for education, and reductions in the military budget with guaranteed retaining for those affected.

"The days of pay freezes and paybacks are over for public employees of America," McEntee told an AFSCME audience of 5,000 delegates, alternates and guests. The union will continue to fight, he said, to control health care costs, for the rights

of the mentally ill "and the public employees who take care of them, and against the "con game against public employees called contracting out."

Pay equity, he added, "is the most important step forward by labor in this country in the last 20 years, and you — AFSCME — led the way."

McEntee also noted that AFSCME will send 100 delegates and alternates, "the largest number in the AFL-CIO," to the Democratic National Convention.

"This is your union — the largest, the best, the most effective in the AFL-CIO," he told conventioners.

During the weeklong event, several prominent public figures gave addresses reflecting the convention's slogan — "AFSCME, Winning the Fight" — which showed up on everything from buttons to hats, to larger-than-life posters. Among those speakers were presidential hopeful Walter Mondale and Ed Asner, president of the screen Actors Guild. (See stories on following pages.)

Sporting an AFSCME/Mondale button, Chicago Mayor Harold Washington called the assemblage of convention delegates "a warm-up for the Democratic National Convention.

"Reagan's got the public relations," he said.

"But guess what? We've got the votes. And I think that's what counts."

Washington lashed out against many of Reagan's policies, saying: "His plan for minorities is to get rid of the Voting Rights Act. He tells women it's time to have children. He won't support them but he wants to be the father of the country. He tells the poor to get a job."

Speaker of the California Assembly Willie Brown Jr. also gave a speech that received a warm welcome from convention delegates.

"1984 presents a golden opportunity to do something about Ronald Reagan. And in 1984, the Democratic Party had better take a page out of AFSCME's book — nominate a female vice president and go and beat Ronald Reagan," said Brown.

Addressing delegates later in the convention, former South Dakota Senator George McGovern said, "This is a fateful election year because the man who is now in the White House is on a dangerously mistaken course both at home and abroad."

The Democrats can win, he said, with "a candidate and platform based on strong, clear, common sense positions."

CSEA sent The Public Sector's Assistant Editor Brian Baker to San Francisco to cover AFSCME International's 26th Convention. His report appears here and on the following three pages.

A warm welcome for WALTER

SAN FRANCISCO — Helium-filled balloons waved in the air, a band played "Happy Days are Here Again," and a throng of almost 5,000 clapped and cheered on the second day of AFSCME's 26th International Convention when Democratic presidential contender Walter Mondale took center stage in the Civic Center Auditorium here.

For many delegates, the former vice president's appearance was the high point of the convention. And for a scrambling news media, it was a taste of things to come when the Democratic National Convention meets in this city in just two weeks to select this man as their candidate for president.

After being introduced by AFSCME President Gerald W. McEntee as "the next president of the United States," Mondale made his first address before a union body since having gone over the top in the number of delegates needed to win the Democratic presidential nomination.

Speaking before a convention hall crammed with delegates, guests and reporters, Mondale told them that this nation needs a president who is in touch with the concerns of Americans and who will "stand up and fight for the American dream and the American future."

Mondale attacked Ronald Reagan as a president who is out of touch with the nation and largely to blame for the enormous national deficit, environmental abuses, the tax burden on the poor, and the suppression of civil rights.

"A people's president, who didn't get out of touch, would realize that our nation can't keep going along with a \$200 billion deficit," Mondale said.

"A president who's in touch would know what's going on and would fight for clear air, clean water, and against toxic dumping." Reagan, he said, "would rather take a polluter to lunch than to court."

On unfairness in the present tax system, Mondale asserted that a "presi-



STANDING OVATION — AFSCME President McEntee rises to applaud Walter Mondale's address before the 26th International Convention, then takes the candidate's hand in a gesture of victory anticipating the November presidential election.

dent who was in charge would expect the wealthy and the corporations to pay their fair share of taxes."

The AFSCME crowd cheered loudly when the former vice president blasted the failure of the present administration to uphold civil rights and to work for women's equality.

"A president who's in touch would know that failure to enforce the civil rights law and trashing the Civil Rights Commission is no way to help America," said Mondale. "I'm going to remove that crowd (the present commissioners) and put in people who believe in decency and fairness for our country."

He added, to the obvious delight of delegates on the floor: "A president in touch would know that women make up 51 percent of this nation and that they want the Equal Rights Amendment passed."

Mondale lauded AFSCME for being "up front, fighting and leading" and he asked the union's help in the fight that is now before him.

"If we stand together, if you'll help, we'll win and we'll win big for the people of our country," he said.

McEntee and Lucy voted back into office; Donohue joins McGowan, McDermott as VP



WINNERS — AFSCME President Gerald W. McEntee and Secretary-Treasury William Lucy were voted back into office by acclamation. Re-elected as International vice presidents on AFSCME's Executive Board were CSEA President William L. McGowan and Executive Vice President Joseph E. McDermott. Filling a new vice president position for CSEA is Region I President Danny Donohue. Pictured above, from left, are: McEntee, Lucy, McGowan and Donohue.

SAN FRANCISCO — AFSCME International President Gerald W. McEntee and International Secretary-Treasurer William Lucy both were returned to their offices July 19 by acclamation of delegates at the convention. The nominations of both officers were unopposed.

Three CSEA representatives — President William L. McGowan, Executive Vice President Joseph E. McDermott, and Region I President Danny Donohue — also were elected as international vice presidents.

During presidential nominations, McEntee left his chair at the front of the stage and took a seat in the back. He was up again shortly after to accept an overwhelmingly expression of approval from the floor for his immediate election. Elections originally were scheduled to take place on the following day.

McEntee, who has held his office since the death of Jerry Wurf in 1981, will now serve his first full term as AFSCME president.

Lucy also was elected to the cheering of AFSCME delegates, and assumed his fourth full term as the union's secretary-treasurer.

Unlike the streamlined elections of McEntee and Lucy, the elections of international vice presidents from several AFSCME locals, including CSEA, went the full course.

One reason was that the growth of AFSCME — with current membership above one million — led to changes approved by the convention to expand the number of representatives from certain locals. One of them, CSEA, gained an additional officer.

At a caucus June 19, six candidates were nominated for three seats on the International Executive Board. They included two incumbents, McGowan and McDermott. The others were: Donohue, Region V First Vice President Mary Sullivan, Region VI President Robert Lattimer, and Raymond O'Connor, past president of Region III.

McGowan, McDermott and Donohue were elected in balloting on June 21.



INFORMATION, PLEASE — CSEA delegates check out information at one of several booths outside convention hall in Civic Center auditorium. Pictured from left are Department of Corrections Board Rep Susan Crawford, Region IV Second Vice President Barbara Skelly, and CSEA Statewide Secretary Irene Carr.

DELEGATES AT WORK — Region IV First Vice President Joan Tobin, left, and SUNY Board Representative Marie Romanelli concentrate on union business during a work session on the AFSCME constitution.

Ed Asner: 'On election day we plan to reclaim America'

SAN FRANCISCO — Crediting AFSCME for its willingness to "organize," "struggle," and "sow the seeds of activism to reap a harvest of human dignity," Ed Asner, president of Screen Actors Guild, hit an emotional chord in delegates during his speech in San Francisco's Civic Center Auditorium.

"We must be willing to struggle and agitate against an administration that would have us believe that all is well with America — that the economy is healing; that the military budget is more important than food, clothing and shelter; that there's a commie in every bed and that human rights are alive and well in El Salvador," said Asner, who played "Lou Grant" in the popular television series of a few years ago.

Speaking of Ronald Reagan, Asner told delegates "it seems as though one of his goals is to turn you from public servants into public slaves." And in one of his most critical remarks about the president, Asner charged, "that man in the White House has nothing but contempt for the work you do and the people you serve."

The SAG president commented on the administration's foreign policy during part of his address, focusing sharply on its support of what he called an oppressive regime in El Salvador. It was a controversial issue that received an unenthusiastic response from many delegates in the hall.

"There is no way to get around the fact that in Central America our government is supporting regimes antithetical to every American ideal except the unsullied quest for wealth. We are supporting governments in which the oppression of unions is commonplace, where torture and assassinations of labor leaders is cliché."

But Asner's call for an end to the Reagan era won him a standing ovation when he left the podium.

"We have seen what Reagan and his minions can do in four years — and we have no intention of finding out the damage they can do in eight. Today, and on election day, we plan to reclaim our America and make it beautiful once more," said Asner.



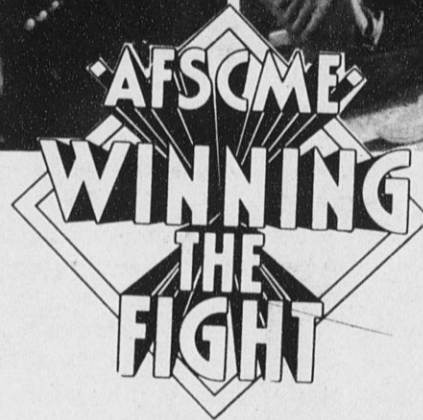
ASNER — Actor and union president hits an emotional chord in conventioners.



PENNY BUSH, a CSEA Wyoming County unit president, is congratulated by AFSCME President Gerald McEntee after the PEOPLE race. Bush raised \$620, the second largest amount raised by the participating runners.



A CSEA CONTINGENT of runners, including, at left, Attorney James Roemer, warms up before the PEOPLE race, which was held at San Francisco's Marina Green near the Golden Gate Bridge.



CSEA out in front at PEOPLE Fun Run



IN FOURTH PLACE among the male racers was James Roemer, who is pictured here crossing the finish line as enthusiastic watchers cheer him on.

SAN FRANCISCO — CSEA members finished up in good form at the second biennial Fun Run held here by PEOPLE, AFSCME's political action fund-raising committee.

CSEA's Penny Bush, a Region VI Wyoming County unit president, raised \$620 through pledges for her participation. That was the second most money earned by a runner, right after Phyllis Zamarippa of Colorado Council 76 whose pledges totaled \$878.

CSEA also was recognized for entering the second largest number of runners from among the AFSCME legislative districts; and for having the most dedicated runner — Joan Brower of Region V, who crossed the finish line late and tired saying, "I'd only do this for the union."

The three-mile run/walk was held at San Francisco's Marina Green near the Golden Gate Bridge. Eighty-three delegates and guests took part in the race which grossed \$6,200 for PEOPLE.

Just missing a third-place citation among the male runners was CSEA Attorney James Roemer who ran the three-mile track in 19:56 minutes. Placing first among men was Walter Edwards of Ohio with a time of 18:20. First among women was Kathy Fears of Texas who set a record-breaking time of 20:29.

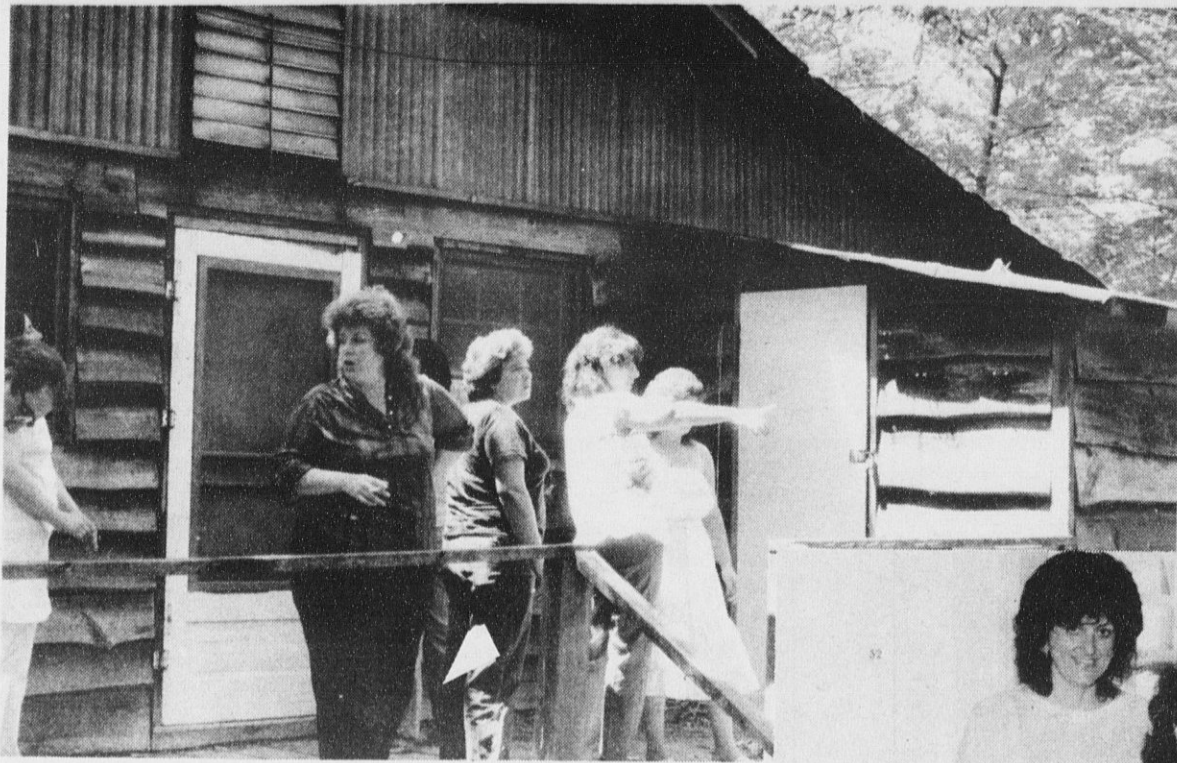
BARBARA FAUSER, CSEA statewide treasurer, right, pays rapt attention during debate on one of the resolutions at convention.



CAROL CRAIG, first vice president of Suffolk Educational Local 870, left, and Ruby Huntley, president of Local 2093 of Council 20, Washington, D.C. speak at an AFSCME caucus which they facilitated for school employees.



GETTING TOGETHER for a discussion outside San Francisco's Civic Center Auditorium are Region I President Danny Donohue, CSEA President William L. McGowan and Region V President Jim Moore.



VIEWING CAMP KANAWAUKE at Harriman State park during a recent tour are Letchworth staff members. Employees are busy raising money to help equip the camp, which will provide warm weather activities for clients of the mental health facility.

PITCHING IN to help send Letchworth clients to camp this summer is a committee of CSEA and PEF members at the facility. Pictured here, seated from left to right, are Sal Greco, treasurer of CSEA Letchworth Local 412; Sara Gogart of CSEA; Joe Spring of PEF; and Local 412 President Robert Watkins. Standing from left are Audrey Holsapple and Sue Jones, both of PEF, and CSEA members Ann Mann, Nina Fulla and Terry Foley.

Letchworth employees help send clients to camp this summer



Fund-raising campaign for Camp Kanawauke in full swing

THIELLS — Employees at Letchworth Village Developmental Center here are busy making plans for summer vacation — for their clients.

A fund-raising campaign is currently in full swing to help make a lakefront campsite at Harriman State Park available to the clients. According to Letchworth CSEA Local 412 President Robert Watkins, the facility is renting the camp from the state for a fee of \$3,630, and while the state has provided some funds to spruce things up, more money is needed.

"Furnishing and renovating the campsite will be expensive," noted Team Leader Joe Spring of PEF, who said that in addition to the rental fee, nearly \$5,000 has been spent on beds, kitchen supplies and other equipment for Camp Kanawauke. Recreation equipment will cost another \$2,000-\$3,000.

Therapy Aide and CSEA activist Sara Bogart is chairing the fund-raising committee, and has raffles and similar projects planned. In

addition, Watkins plans to contact area politicians and business people for their help. Volunteers have been recruited to make repairs and other renovations at the camp. The site must be made accessible to all the clients in compliance with health department regulations.

Chief Recreation Therapist Audrey Holsapple, of PEF, said Letchworth residents will have an opportunity for many new experiences, since activities such as archery, outdoor cooking, overnight camping and swimming are ordinarily not offered at the facility.

And Spring emphasized that the experience will be therapeutic for employees as well. "The change of work location will be good for the staff," he said.

Said Local President Watkins: "I can't think of anything more rewarding to be involved in."

Shenendehowa school unit extends pact through June 1986

CLIFTON PARK — The Shenendehowa CSEA Unit and the Shenendehowa Central School Board of Education have announced the extension of their contract for two years, covering the period July 1, 1984 through June 30, 1986.

Salary increases each year will be developed using a portion of the cost of living with a minimum of 6 percent plus increment (approximately 3/4 of a percent). Under the terms of the contract, total salary costs will increase each year by 85 percent of the first 10.25 percent increase in the cost of living, and by 50 percent of any increase in the consumer price index between 10.25 percent and 14 percent. Salary negotiations will be reopened if the CPI exceeds 15 percent.

For employees within certain job classifications there will be a slight increase in uniform allowances along with the implementation of a program for prescription safety glasses. In addition, up to \$1,000 will be budgeted each year by the district to provide tuition reimbursement for employees who enroll in and satisfactorily complete job-related courses when approved beforehand by the appropriate supervisor.

"A school district is more than students, teachers and administrators," said School Board President Linda Seymour. "Shenendehowa depends upon the support services of bus drivers, custo-

dians, maintenance personnel, office staff, school nurses, cafeteria workers and teacher aides. I wish to thank CSEA for its professional negotiation of an equitable contract which will benefit its membership and our total school program."

CSEA Unit President Gene Rougie noted, "I am pleased that we have a two-year contract which not only maintains the integrity of our existing agreement, but also provides the membership with a reasonable salary increase."

Dr. Edwin E. Dunmire, superintendent of schools, was also pleased with the settlement. Said Dunmire: "The CSEA membership makes a significant contribution to the total Shenendehowa Central School program. It is important to have this agreement in place so that our employees can concentrate on continuing the outstanding job they do in providing the necessary supportive services for our students."

Out-of-title work for teacher aides ruled illegal

AMSTERDAM — Warren County state Supreme Court Judge John Dier has upheld a complaint regarding out-of-title work filed by aides in the Greater Amsterdam School District.

"It was clearly apparent that the teacher aides were being asked to type on a continual basis despite two admonishments by the local civil service commission against the illegal practice," CSEA Field Representative Joseph Bakarian said.

The court's decision culminates a battle that began in July 1983 when the aides filed a complaint with Michael Greco, executive

secretary of the municipal civil service commission.

The commission informed Amsterdam School Superintendent Daniel J. Greco that such use of teacher aides for typing was an illegal practice.

The district ignored the first and second letters from the commission. CSEA then brought the matter to the state Supreme Court. Attorney Dona Bulluck of Roemer and Featherstonhaugh presented the case.

"Judge Dier's decision is a major victory for our aides and shows the school administration that civil service law is to be obeyed, not ignored," Bakarian said.

Union meets demand for more

ALBANY — If career advancement is on your mind and a civil service promotional exam is in your future, then CSEA has a lot of help to offer.

- Just released are the first two study booklets for political subdivision exams (see story and order form below), one for secretarial and typing series exams and one for the custodial series.
- Visually impaired individuals may now obtain tapes of five study booklets covering state civil service exam topics.
- In addition, the union is still making available to members a dozen self-study booklets covering a wide range of civil service exam areas and including scores of sample questions and practice tests (see order coupon on page 15.)
- And locals, units, and groups of CSEA members all over the state are still

scheduling showings of the series of half-hour videotape presentations designed to improve test-taking skills.

Stories on these pages detail the tools designed to help CSEA members perform well on civil service exams, and order blanks make it easy to order study materials.

Materials and additional information are available through CSEA's Education Department and were developed through the Cornell University School of Industrial and Labor Relations. Materials relating to New York state exams were funded through CWEP, the joint CSEA/NYS Committee on the Work Environment and Productivity.

PREP BOOKLETS NOW AVAILABLE FOR POLITICAL SUBDIVISIONS

ALBANY — Planning to take a city or county civil service exam for a secretarial position? Or perhaps a custodial exam for a position with a school district or town?

CSEA is now making available two booklets which can help improve your test scores and get you that new job. The new secretarial and typing

series and custodial series study booklets for local government exams came in response to a tremendous demand from the union's members who work for political subdivisions.

As CSEA Education and Training Director Sally Bouton explains: "CSEA had used a CWEP grant two years ago to create a series of booklets and videotapes which focused on New York state promotional exams. Although many of these materials were, and still are, very appropriate study items for local government exams, there was still a feeling from CSEA's Local Government Executive Committee that there was a need for specially prepared materials for exams in counties, cities, school districts and so forth."

So the Education and Training Department went back to Cornell's School of Industrial and Labor Relations, which had prepared the original study booklets for the CWEP-funded project, and asked them to develop a study series for local government and school district exams.

Now available are the first two booklets.

Booklet 1: Secretarial and Typing Series for Counties, Municipalities and Non-Teaching School District Personnel. This booklet 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. This booklet contains review work in supervision, building cleaning, building operations and maintenance and in ability to read and follow written instructions. It is designed for those taking promotional examinations in the custodial series.

By the end of the summer, CSEA will be ready to distribute three more booklets for the account clerk series, social welfare examination series and case worker series. Two additional booklets will follow later in the year.

'There was a feeling from CSEA's Local Government Executive Committee that there was a need for specially prepared materials for exams in counties, cities, school districts and so forth.'

—Sally Bouton

"I'd like to emphasize that the 12 booklets developed for the state exams are recommended in many cases for those preparing for local government exams," Bouton said. "Booklets on basic math, preparing written material, supervision and how to take an oral exam, for example, are very helpful in a wide variety of test situations."

Booklets in the CSEA series are available through the Education and Training Department at a cost of \$1.50 each, including postage.

To order, use the convenient coupon below.

BOOKLET 1

SECRETARIAL AND TYPING SERIES FOR COUNTIES, MUNICIPALITIES, AND NON-TEACHING SCHOOL DISTRICT PERSONNEL

BOOKLET 2

CUSTODIAL SERIES FOR COUNTIES, MUNICIPALITIES, AND NON-TEACHING SCHOOL DISTRICT PERSONNEL



CSEA EDUCATION AND TRAINING DIRECTOR
SALLY BOUTON

ORDER TODAY

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.

exam improvement materials

Five study guides on tape for visually impaired

Successfully taking a civil service promotional exam is difficult in the best of circumstances. The difficulty is multiplied for those test-takers who are blind or visually impaired.

"When we began making study booklets available last year, we received some queries from visually impaired CSEA members who wanted to know if we could provide study materials they could use," said CSEA Education and Training Specialist Anne Bryant.

"We immediately set to work to find organizations that tape materials for the visually impaired and to do all the complicated work of annotating and editing our booklets for the readers who would do the taping."

Six months later, five study booklets are on tape and ready to be distributed to visually impaired CSEA members. Topics covered in the tapes are:

- Arithmetic Reasoning
- Understanding and Interpreting Written Material

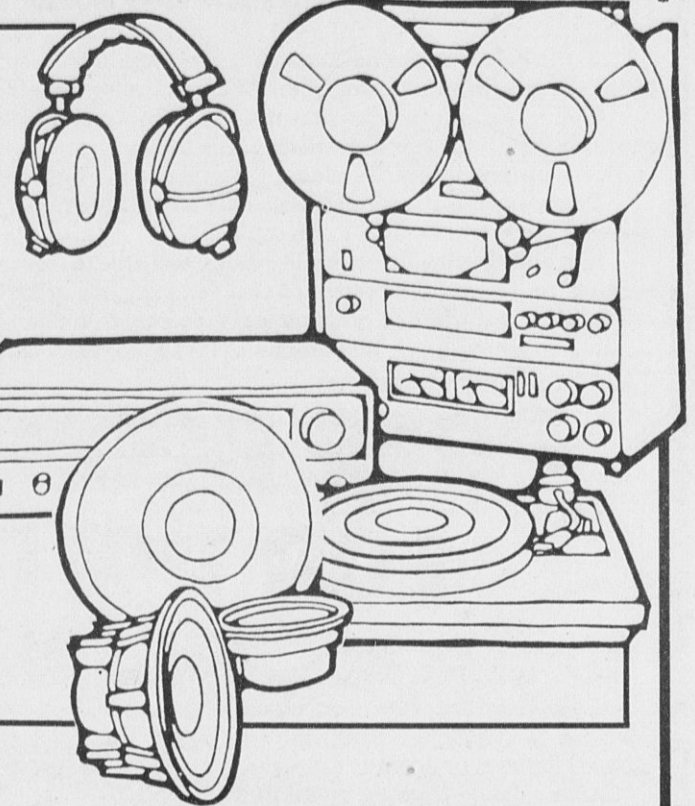
- Concepts and Principles of Normalization for the Mentally Retarded/Developmentally Disabled

- How to Take an Oral Exam
- Evaluating Conclusions in the Light of Known Facts

"At this point, we don't know how many CSEA members are visually impaired and would like to use our taped study materials," Bryant said. "But we hope that the word will get out through the membership so that those who need this assistance can take advantage of it."

Plans call for additional booklets in the exam study series to be taped later this summer.

For additional information on these study materials for the blind and visually impaired, contact the Education and Training Department at CSEA Headquarters, 33 Elk Street, Albany N.Y. 12207. The phone number is (518) 434-0191.



CSEA's self-study booklets for New York state promotional exams are two years old now and as popular as when they first came out. Many of these materials are also helpful to those members preparing for local government exams. Booklets in the series are available through the union's Education and Training Department. To order, use the coupon below.

ORDER TODAY

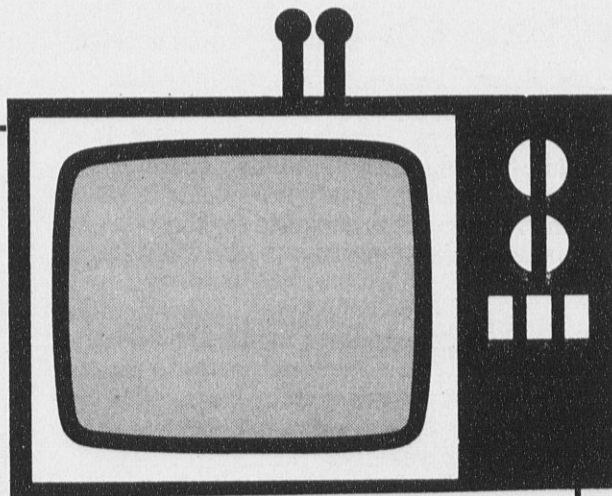
Variety of self-study tools can help members get in mental shape for promotional tests, career advancement

Videotape series available through regional offices

ALBANY — If you're serious about improving your performance on civil service promotional examinations, plan to spend some time this summer in front of a television set. Not watching reruns, but viewing a four-part videotape series available through CSEA.

The four half-hour programs cover in general terms how to prepare for a civil service promotional exam. Special attention is paid to preparing for an oral examination and for the math portion of the tests.

Emphasis is also placed on fear of test-taking, and the programs provide helpful confidence-building techniques.



The content is general enough to be applicable for almost any test situation, not just state civil service exams.

CSEA regional offices have copies of the videotapes and frequently arrange showings for locals, units or other interested groups of members. In addition, many locals have obtained their own copies and make them available to their members. So contact your local president or region office for additional information.

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.

- 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 Ill/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 _____

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

RYE BROOK — "Beware the Union buster" was the message delivered by Bernard Flaherty during a workshop at the Major Weekend held recently in Region III at the Arrowwood of Westchester.

Flaherty, a labor relations specialist with Cornell University, told CSEA activists that a number of "sophisticated, well-organized and aggressive" conservative organizations have been able to raise tremendous amounts of monies which are contributed to political candidates and lawmakers who are anti-union.

"Knowing the enemy is the first step in dealing with any threat," said Flaherty who warned that there are numerous right-wing, corporate and industry political action committees. Some of these groups include the National Right to Work Committee, the National Conservative Political Action Committee, Americans Against Union Control of Government, Committee for Survival of a Free Congress, the Heritage Foundation, Young Americans for Freedom, Christian Voice, the Moral Majority, to name just a few.

Flaherty said the topic of agency shop usually leads to a "major battle" in the Legislature when lobbyists direct their efforts toward the repeal of the agency shop rule. Most labor legislation is safe, said Flaherty. The exception is agency shop, which becomes a volatile issue.

Closer to home, union busting is prevalent in municipalities and in school districts where law firms and professional union busters are utilized during organizing and decertification campaigns.

Other workshops held during the weekend included Resources/Know Your Union, Public Sector Law, Parliamentary Procedure and Labor History.

BEWARE THE UNION BUSTER

LABOR RELATIONS SPECIALIST Bernard Flaherty leads discussion dealing with dangers of union busters.



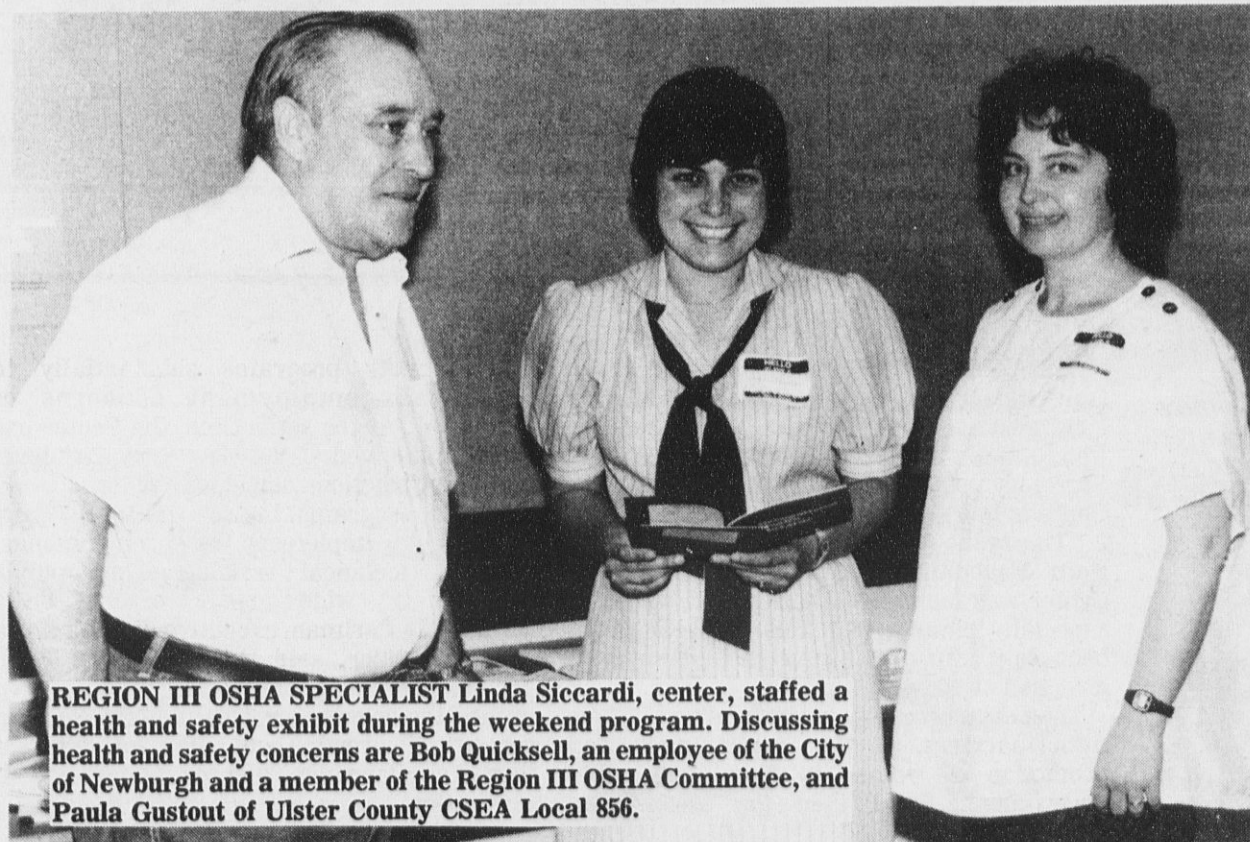
Region III's Major Weekend



CSEA ATTORNEY William Wallens conducts workshop dealing with disciplinary procedure during recent Region III Major Weekend.



EDUCATION COMMITTEE co-chairperson Susan Wein and committee member Sarah Jackson answer questions during recent Region III program.



REGION III OSHA SPECIALIST Linda Siccardi, center, staffed a health and safety exhibit during the weekend program. Discussing health and safety concerns are Bob Quicksell, an employee of the City of Newburgh and a member of the Region III OSHA Committee, and Paula Gustout of Ulster County CSEA Local 856.



WESTCHESTER COUNTY Executive Andrew O'Rourke spoke to CSEA Region III members during Major Weekend program, and pledged continued support of public employees.

Kirkland tells Democrats to build party platform on a full employment base



AFL-CIO PRESIDENT LANE KIRKLAND



American workers are looking to the Democratic Party to restore faith in their government as an instrument for the advancement of all the people.

They look to the Democratic Party to reaffirm its historic commitment to equal rights and equal opportunity through a platform that calls for jobs and fairness and looks to the future.

Democrats must stand for a massive reinvestment in America — in our human resources and in our decaying infrastructure. Let others rant about 'getting government off our backs.' Such demagogery will not build a single classroom, retrain a single worker, repair a single rotting bridge, or take us one step closer to security in a dangerous world.

Life in America revolves around work. Exactly as a good job is the foundation of a good life, full employment is the foundation of a good society, the key to stable family life, wholesome neighborhoods, and a self-reliant citizenry.

We propose, therefore, that full employment should be not a plank but the foundation of the 1984 Democratic platform.

In industry after industry, the 'Made in USA' label has become increasingly rare in our own nation.

But the administration sees a silver lining: because multinational corporations have shipped America's productive capacity overseas; because business bankruptcies are mounting; because 8 million Americans are unemployed and paychecks are shrinking, we have a lower inflation rate than we might otherwise have had.

But what a price we have paid. Massive

unemployment has taken a heavy toll on the working middle class. Working families have always supposed that life would be better for their children. Now they are not sure.

Many have had to defer or cancel plans for their children's college education. Young families have given up the dream of home ownership. Many have lost confidence that, if they work hard and faithfully, their jobs will be secure. Many feel that their contributions to our economic life are becoming irrelevant.

The Democratic Party must speak to their needs if it is to win in November.

This country needs basic manufacturing industries, the most efficient and most competitive we can devise.

We need a reasoned industrial policy, incorporating the views of labor, management, government and the public, dedicated to making the most of the nation's physical and human resources.

We need a trade policy which insists that all nations play by the same rules.

We must repeal those unfair and irresponsible Reagan tax giveaways and that array of credits, deductions and exclusions which have increased the proportional tax burdens of low- and middle-income people and lightened the tax load of business and the wealthy.

We must halt the flow of 'supply-side' giveaways to corporations which were supposed to invest in jobs-producing industry but instead used their booty to buy and sell each other in an orgy of corporate cannibalism.

We believe in a strong national defense — with the answer to 'how strong' derived from the international commitments we have made and from the magnitude of the forces arrayed in opposition to us.

The Reagan administration, by financing its defense buildup through massive cuts in social spending, has placed the burden of defense on working people, the poor, and others least able to bear it, while exempting the most privileged among us from sacrifice.

This is not only unfair; it threatens to destroy the consensus for a strong national defense that this administration exploited in its quest for power.

Fairness is a central issue in the elections of 1984.

Fairness requires that the next Democratic administration return the agencies of government to their proper functions, and restore the humane and necessary programs that have been dissolved.

American working men and women are looking to the Democratic Party to put their government back in the business of fighting discrimination and inequality.

That calls for early passage and ratification of the Equal Rights Amendment and for enactment of federal legislation promoting wage equity and equal pay for comparable work.

Although the American labor movement is the property of no party, we know that most workers have historically looked to the Democratic Party for a government that is responsive to their deepest concerns. And we know that their support has been essential to every Democratic victory in modern times.

In advancing these platform proposals, the AFL-CIO calls upon the Democratic Party to continue and to deepen its role as a party of working men and women, and thereby to enhance its own prospects, and advance the nation's, in November.



'Life in America revolves around work. Exactly as a good job is the foundation of a good life, full employment is the foundation of a good society, the key to stable family life, wholesome neighborhoods, and a self-reliant citizenry.'

Center for Women recipient of big foundation grant

ALBANY — The Center for Women in Government has been awarded \$250,000 in continued general support by the Ford Foundation, it has been announced by Secretary of State Gail S. Shaffer, the Center's board president.

"This is the third general support grant the Ford Foundation has provided since the Center was founded," Shaffer said. "We are especially pleased with this two-year grant because it affirms the substance and overall direction of our programs."

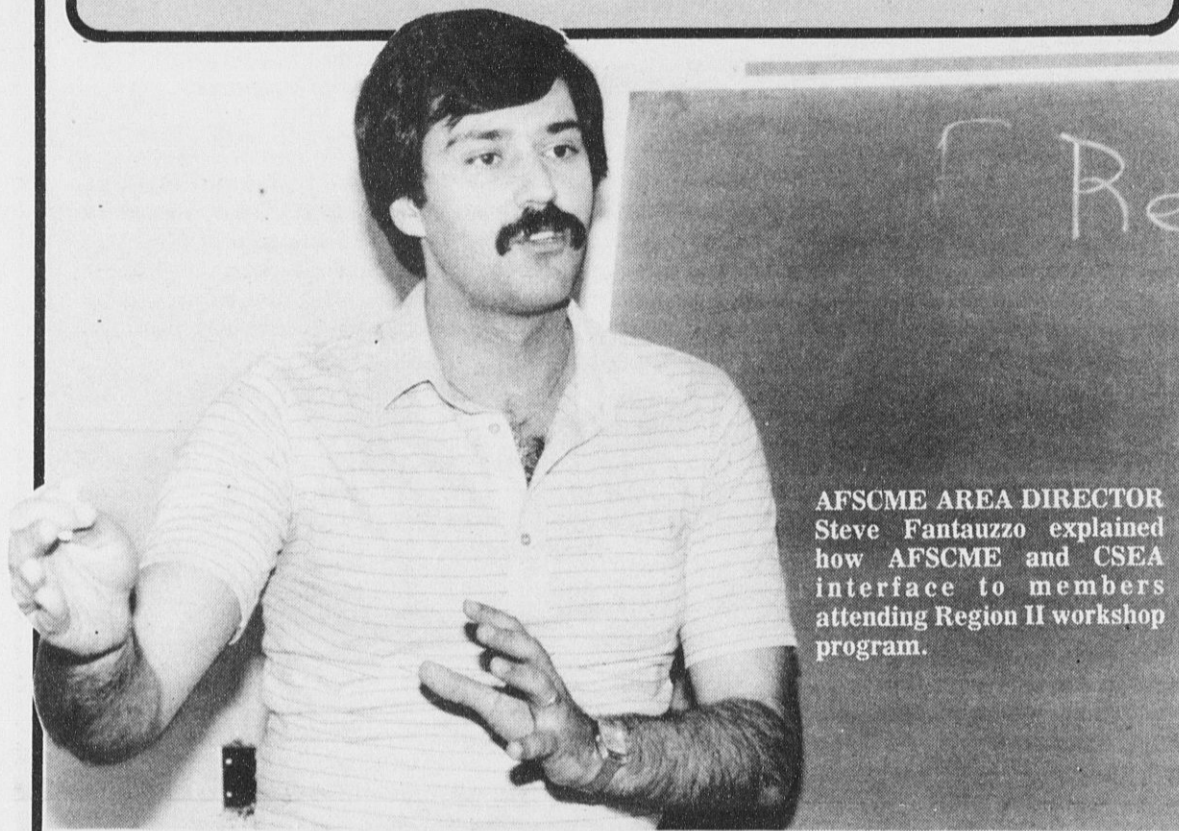
The Center was founded in January 1978 to fight barriers to the employment and promotion of women in New York state government. Since then the Center has

expanded its programs substantially to encompass employment concerns of minorities. At the same time, the Center has become involved at the New York City level and in jurisdictions outside the state.

Center programs include research, pilot projects to implement research findings, training, technical assistance and public education on a wide range of women's issues.

Nancy D. Periman, executive director and a Center founder, said the Center has been providing training and technical assistance around the country, especially in the fields of comparable worth (equal pay for different jobs of similar value) and sexual harassment prevention.

Metro Region II workshop explores variety of topics



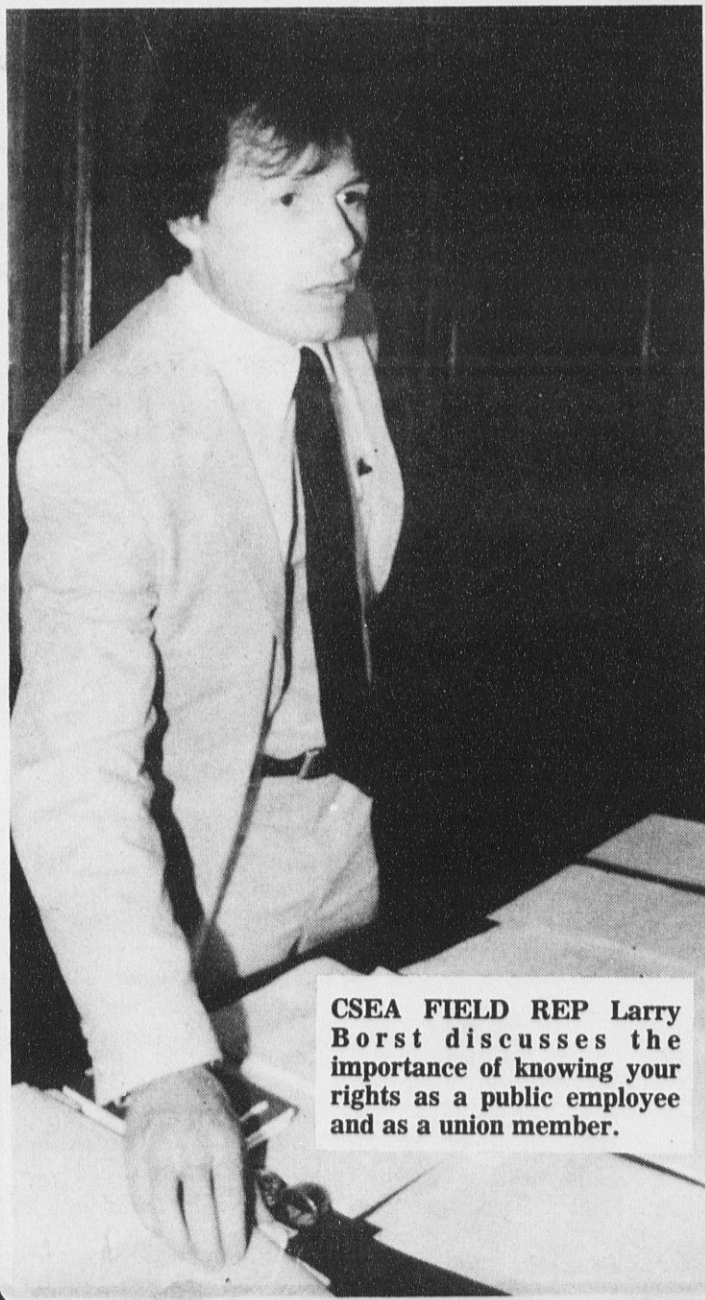
AFSCME AREA DIRECTOR Steve Fantauzzo explained how AFSCME and CSEA interface to members attending Region II workshop program.



ORGANIZING STRATEGY was topic of workshop discussion conducted by CSEA Organizer Martin Blumstein.

KERHONKSON — A wide variety of topics, including political action, employee rights, time management, and helping the displaced employee combined to attract an excellent attendance at the Metropolitan Region II education and training workshops program held here recently.

THESE CSEA REGION II MEMBERS, below, were among excellent crowd registered for region's recent education and training workshop program.



CSEA FIELD REP Larry Borst discusses the importance of knowing your rights as a public employee and as a union member.

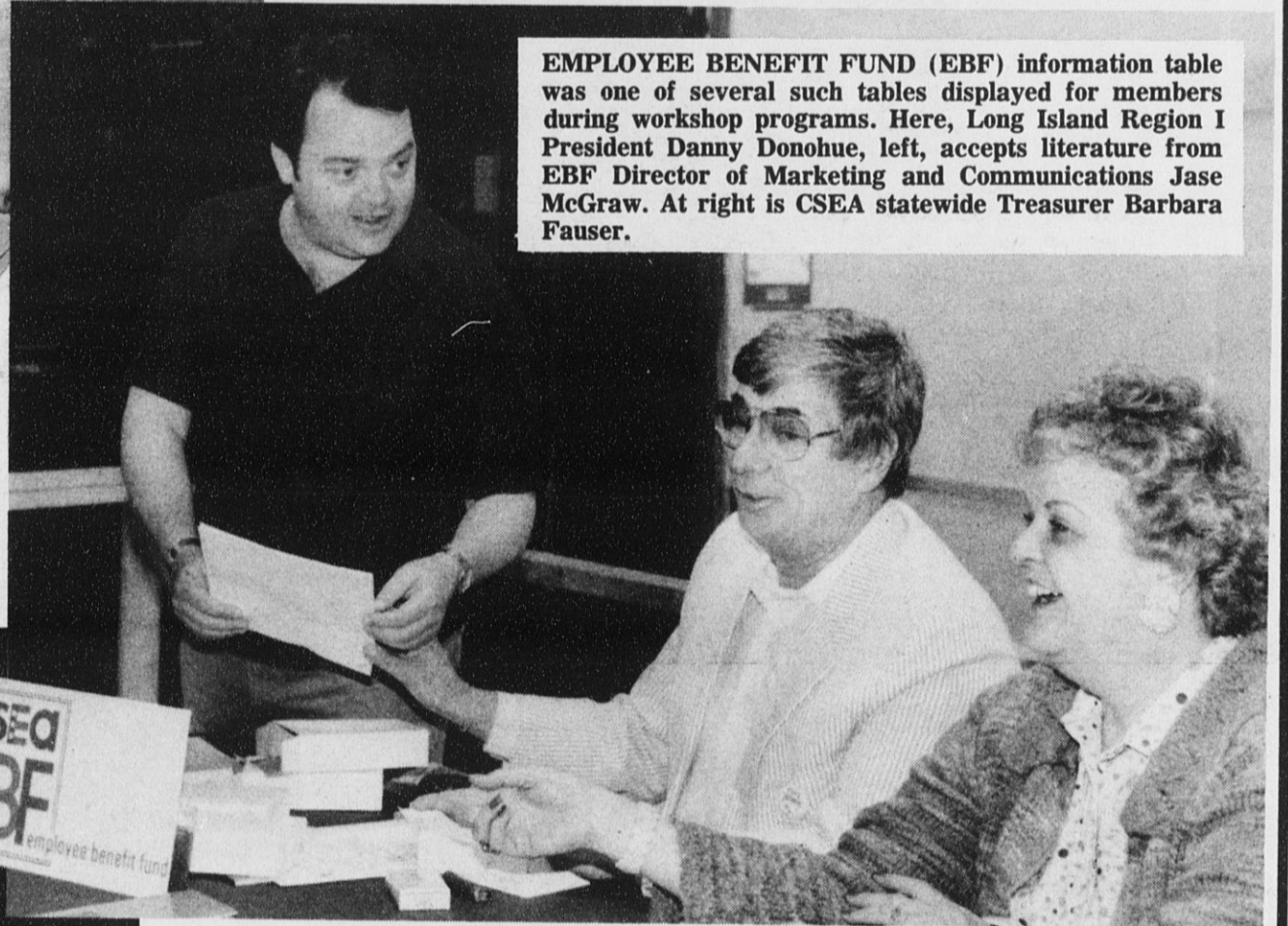




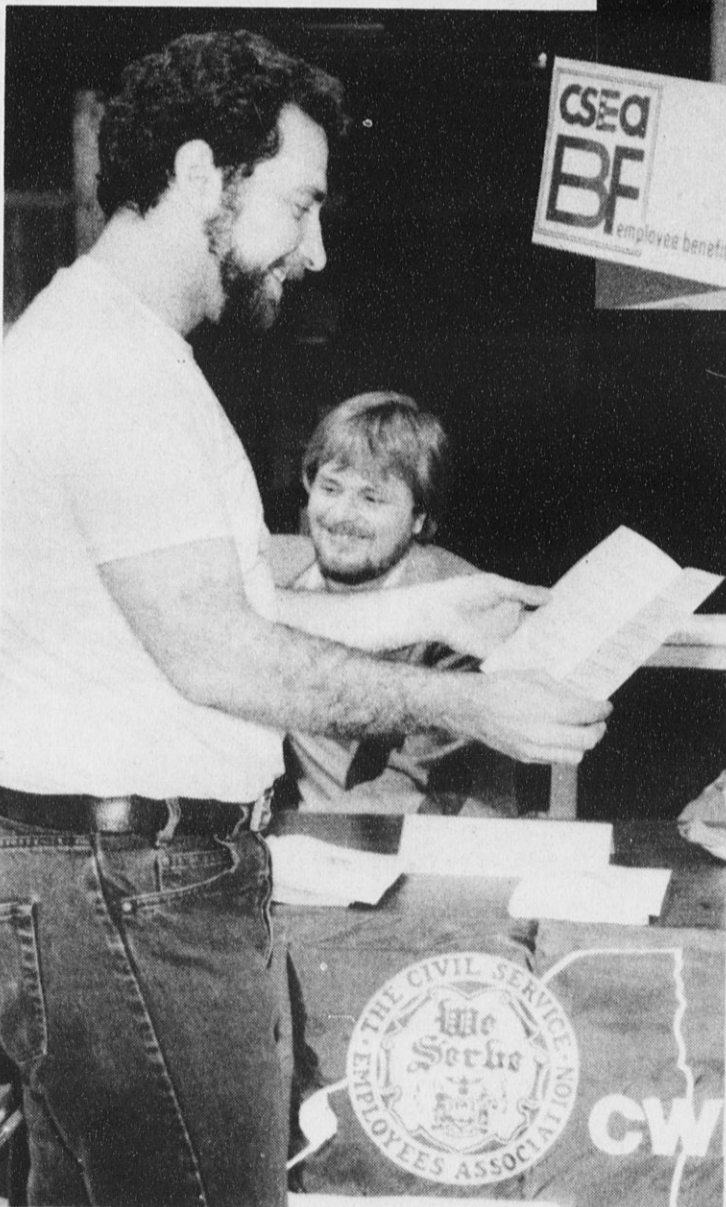
WORKSHOP DEALING with CSEA's Employee Assistance Program was conducted by CSEA Region III EAP Coordinator Essie Greene, above.



CSEA EXECUTIVE VICE PRESIDENT Joseph E. McDermott and outgoing Region II President Brenda Nichols observe one of the many workshops conducted.



EMPLOYEE BENEFIT FUND (EBF) information table was one of several such tables displayed for members during workshop programs. Here, Long Island Region I President Danny Donohue, left, accepts literature from EBF Director of Marketing and Communications Jase McGraw. At right is CSEA statewide Treasurer Barbara Fauser.



NEW YORK CITY LOCAL 010 Treasurer Elliot Bernstein, above, stops by table sponsored by Committee on Work Environment and Productivity. At right, two members participate in one of several workshop sessions.



POLITICAL ACTION

FOR PUBLIC EMPLOYEES, IT'S LIKE Electing your own boss



Barbara Justinger



Thomas Warzel

BATAVIA — Public employees have a special need to be concerned and involved in political action regarding elections and issues of public concern.

Region VI political action committee members recently reviewed the needs for continued involvement by those already active, and made plans for development of more CSEA member awareness of the political action arena.

"Continued involvement by our membership is important because we will help elect people who not only govern us," said co-chairperson Florence Tripi, "but also will be, in effect, our bosses."

Tripi and Region VI President Robert L. Latimer said it is sometimes necessary for public employees to put aside their personal political preferences in an election.

"We should elect officials who will take public employee issues into consideration," said Tripi.

The conferees also received an in-depth accounting of CSEA's still-growing history of political action, as well as the internal structure in Albany that meshes with local and regional PACs.

PAC members Barbara Justinger of Local 815 and Thomas Warzel of Local 602 outlined the nuts and bolts of starting a local PAC and interviewing political candidates prior to CSEA endorsement.

Union political involvement, especially by CSEA, was important in the election of Gov. Mario Cuomo, the conference leaders said.

"We have earned recognition of our political clout. Our influence can only grow if we stick together as a union, and continue sharpening our political action skills."



Region VI PAC Co-chairwoman Florence Tripi



DEFEATING 'CALIFORNIA RON' REAGAN in 1984 is one of the leading objectives of organized labor. That effort begins through political action at the local and state level and reaches into the national political scene. For instance, local political action by union activists helped elect several CSEA officials and members as delegates and alternates to the upcoming Democratic National Convention, where they will help select the party candidate to oppose Reagan in November. The CSEA delegates will join the more than 100 AFSCME members nationwide who also won election as delegates and alternates to the national convention. And labor's choice, Walter F. Mondale, last week addressed AFSCME's 26th international convention (see pages 9-12). CSEA and AFSCME put together a strong political action campaign which helped Mondale win the New York state primary earlier this year. The Public Sector's award winning cartoonist, Ralph Distin, drew this parody of current ads for the hit movie "Indiana Jones."