

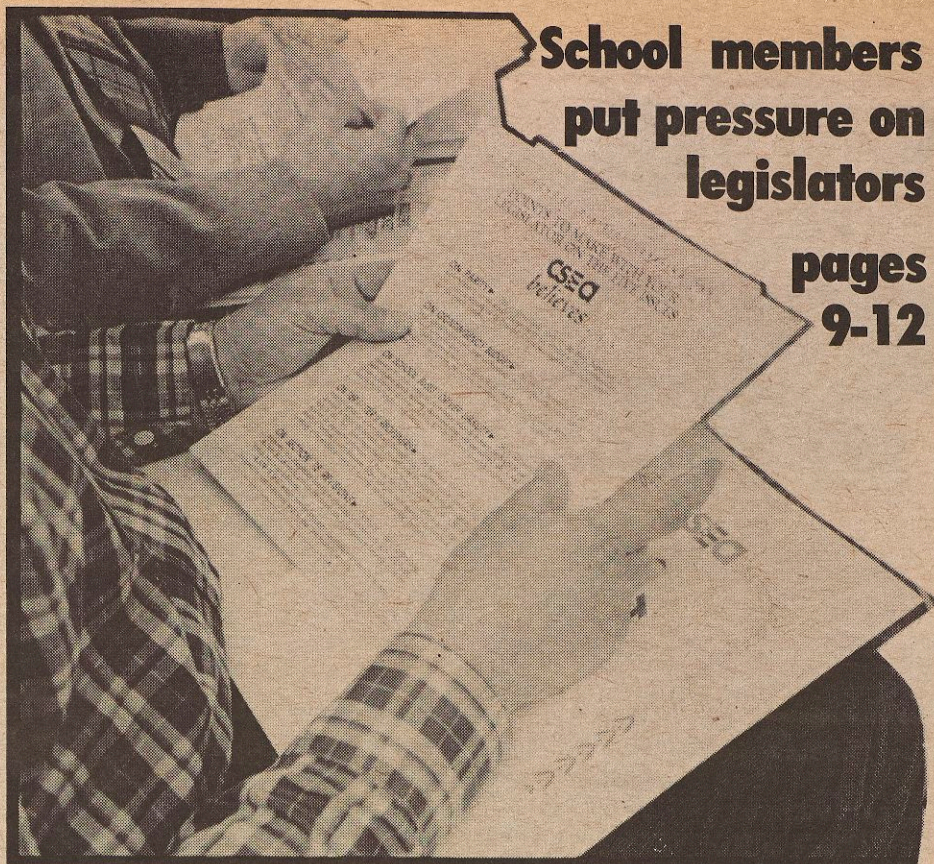
The Public Sector

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CSEA



School members
put pressure on
legislators

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Push comes to shove on Nassau pay equity suit

A U.S. District Court judge has dismissed employer challenges to a pay equity law suit filed against Nassau County by CSEA and AFSCME, clearing the way for the hearing of the sex-based wage discrimination suit filed in April, 1984, on behalf of 5,500 CSEA-represented Nassau County employees.

"We've won the first round and plan to go all the way to end sex-based wage discrimination in the county workforce, and to set a precedent for all local government workers," vowed CSEA statewide President William L. McGowan.

"We originally initiated legal action against Nassau County because they refused to address

the issue of pay discrimination at the bargaining table. We now intend to press forward with legal action to remedy what we believe is widespread sex-based wage discrimination in the county's workforce," confirmed AFSCME President Gerald W. McEntee.

The original charges against Nassau County were filed by Nassau County CSEA Local 830, citing a union study which found that most Nassau County jobs are sex segregated; that female-dominated jobs were at the bottom of the county's pay scale; that female-dominated jobs were undervalued in comparison to male-dominated jobs

in terms of skill, responsibility, education and effort; and that while women make up half of the county workforce, women make up 90 percent of the employees in the lowest pay grades.

AFSCME won a landmark pay equity law suit similar to the Nassau County action against the state of Washington in 1983. That case is currently under appeal before the U.S. Ninth Circuit Court of Appeals. It has also filed similar suits against New York City, Connecticut and Hawaii, and has Equal Opportunity Commission charges alleging sex-based wage discrimination filed against more than a dozen other public sector employers.

Are you in the right tier???

ALBANY—The courts have strengthened the retirement rights of public employees who fell through the cracks between Tier II and Tier III. Anyone joining the retirement system between July 1, 1976 and July 26, 1976 should be considered a Tier II employee and not Tier III as the state previously held.

The principle was established in a recent state Supreme Court ruling, *Oliver v. Broome County*. The

court said that New York could not place employees hired after July 1, 1976 in Tier III because Tier III was not approved until July 27, 1976.

The ruling stems from a successful CSEA lawsuit that it was unconstitutional for the state to retroactively reduce retirement benefits.

Employees hired in July, 1976 are urged to contact the retirement system to check out their status.

Supplemental life plan pays big dividends to thousands

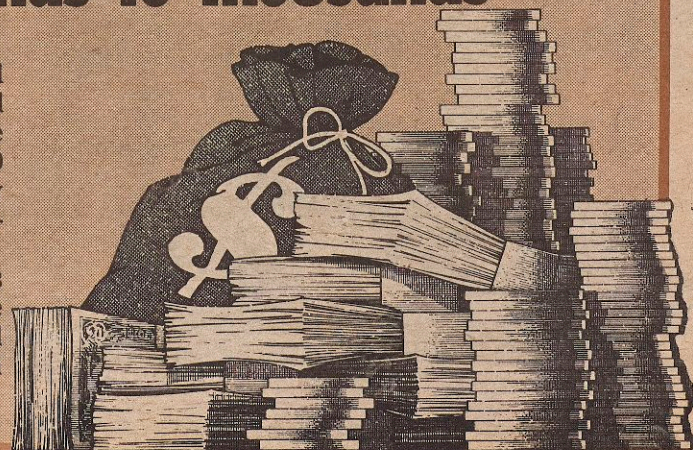
More than 26,500 CSEA members were very pleased when they looked inside their mailboxes recently. As participants in the Supplemental Life Insurance Plan, those CSEA members cashed in dividend checks totaling \$460,000.

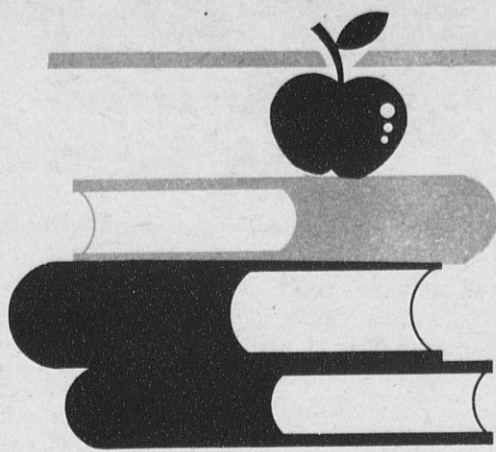
The Supplemental Life Plan, administered by Jardine Insurance Brokers of Schenectady, was introduced in 1970. The Plan was designed to give CSEA members already enrolled in Jardines' Group Life Plan the chance to benefit by extra protection at the Association's low premium rates.

The plan enables Group policyholders to apply

for \$5,000 up to \$100,000 worth of additional coverage. In fact, with this year's dividend checks, CSEA policyholders under age 55 were also given the opportunity to apply for a \$5,000 increase in their existing coverage by simply completing and returning to Jardines a pocket-size application card.

CSEA members have received dividend checks from the Association-sponsored Supplemental Life Plan for the past 11 years. This track record brings the grand total paid to participants to an impressive \$3,250,000.





School pacts get high marks

In Binghamton

BINGHAMTON—Twelve months of hard bargaining, with solid support from CSEA unit members, has resulted in an "outstanding" new contract for nearly 200 employees of the Binghamton School District. The maintenance, clerical and cafeteria workers are members of Broome Educational Local 866.

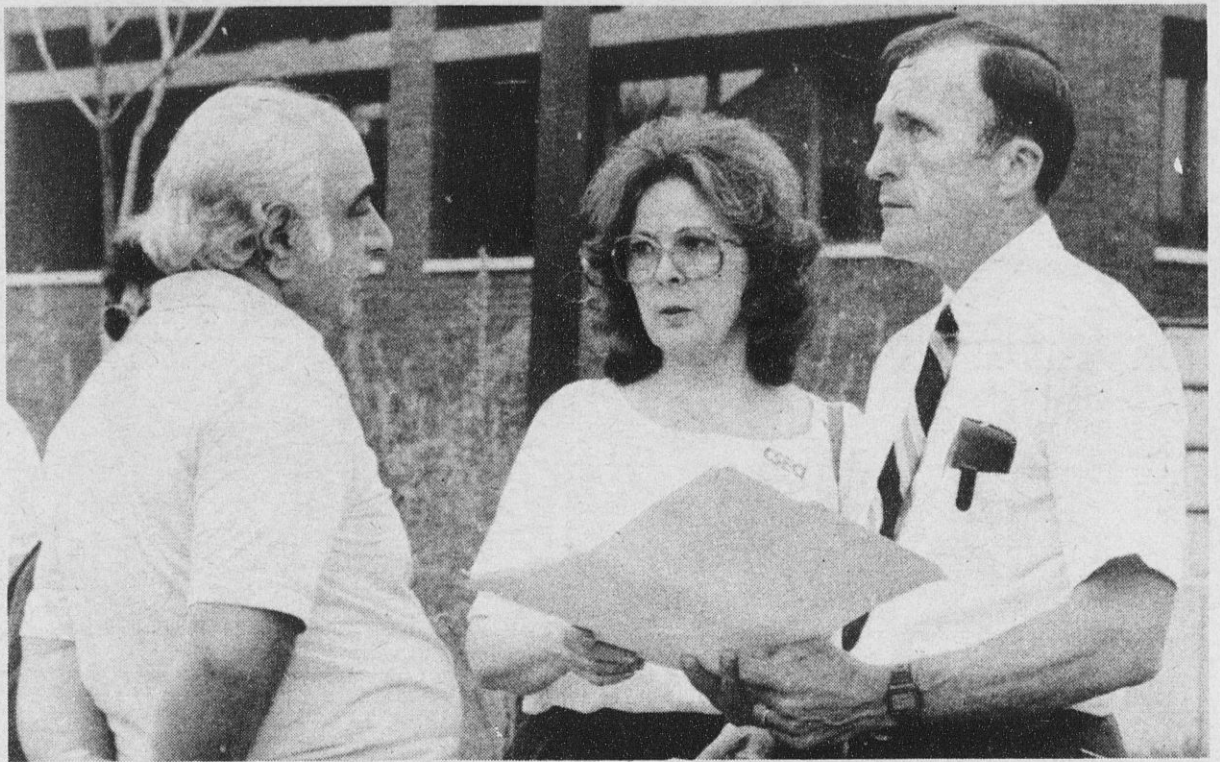
By an overwhelming vote of 138 to 3, members voted to ratify a three-year agreement calling for combined salary boosts of 20.5 percent plus increments and longevity steps.

Terms of the contract include:

- an increase of 6.5 percent the first year, retroactive to July 1, plus increment, plus new longevity step at the 20-year mark;
- an increase of 6.5 percent the second year, plus increment, plus an added step to each job classification covered by the agreement;
- an increase of 7.5 percent in the third year, plus increment.

The new pact also contains language clarification on several items, including holidays, recognition and food service salary schedules. There were no give-backs of insurance coverage.

In releasing details of the contract, Roger Kane,



"OUTSTANDING"—Carlo Guardi, left, president of Broome Educational Local 866, discusses terms of the recently ratified Binghamton School District contract with Unit Vice President Donna Yudin and CBS Roger Kane. Unit members voted overwhelmingly for the new three-year pact which includes sizeable salary increases.

CSEA collective bargaining specialist, praised the tremendous cooperation of the negotiating team and the unity of the members during the extended bargaining period.

"I can't say enough about the way the members backed the team," said Kane. "They not only gave their full support throughout those many months of contract talks, mediation and fact finding, they were also fully prepared to demonstrate again the night

we reached the tentative agreement. No question in my mind that the unit, with its solid 95 percent membership, was a key factor in helping us hammer out an outstanding contract."

Members of the committee, in addition to Kane, included: Carlo Guardi, unit president and also president of Local 866; Donna Yudin, unit vice president; Mike Igo, Barbara Igo, Sandy Ferrante and Joanne Kellev.

In Horseheads

HORSEHEADS—If special awards were issued for union spirit and the power to stick to your guns, the 56 proud and feisty women in the CSEA Horsehead Secretarial Unit would win them all horse down.

For more months than they care to recall, the Horseheads Unit negotiating committee struggled through the gamut of 19 sessions that included mediation, fact finding and super conciliation before reaching a contract.

Victory arrived recently in the form of a two-year contract calling for a pay equity adjustment of \$400; an increase of 7 percent the first year, retroactive to July 1; plus an additional 7 percent the second year.

The new pact also provides \$50 for each educational credit level attained by employees enrolled in the Professional Standards Program; reimbursement for vision care in the amount of \$50 the first year and \$100 the second year; plus other language improvements covering sick leave, conference expenses, revised vacation schedules and health insurance.

In announcing the ratification of the contract, Marilyn Cundy, unit president and chairwoman of the negotiating committee, praised her negotiating team and the solidarity of the unit.

"Our contract covers 56 employees and 51 of them are CSEA members," she said proudly. "We have been a rock-solid unit since negotiations first began in February 1984."

Cundy said that to bring pressure upon management, the workers attended 19 board of education meetings between July 1984 and last April.

"We read informational statements at nine of those meetings between December and April. In just four



VICTORY SMILES were the order of the day for negotiating team members of the Horseheads School's Secretarial Unit of CSEA Chemung County Local 808. Celebrating their new two-year contract are, from left: Virginia Miller, Betty Nelson, Marilyn Cundy, Connie Ball and Patricia Guinther.

days we also gathered 650 petition signatures and presented them at a board meeting," Cundy said.

In addition, to emphasize employee unity and strength of their position, workers held informational picketing at six board meetings between January and April, with 30 to 40 members demonstrating each time.

"Unity among our unit was one of the most positive results from our negotiating," says Cundy. "Members learned about each other's jobs and responsibilities, and new respect and friendships grew."

Cundy said that the main thrust of the unit's ac-

tivities during the last 17 months was to achieve pay equity with the custodians of the school district.

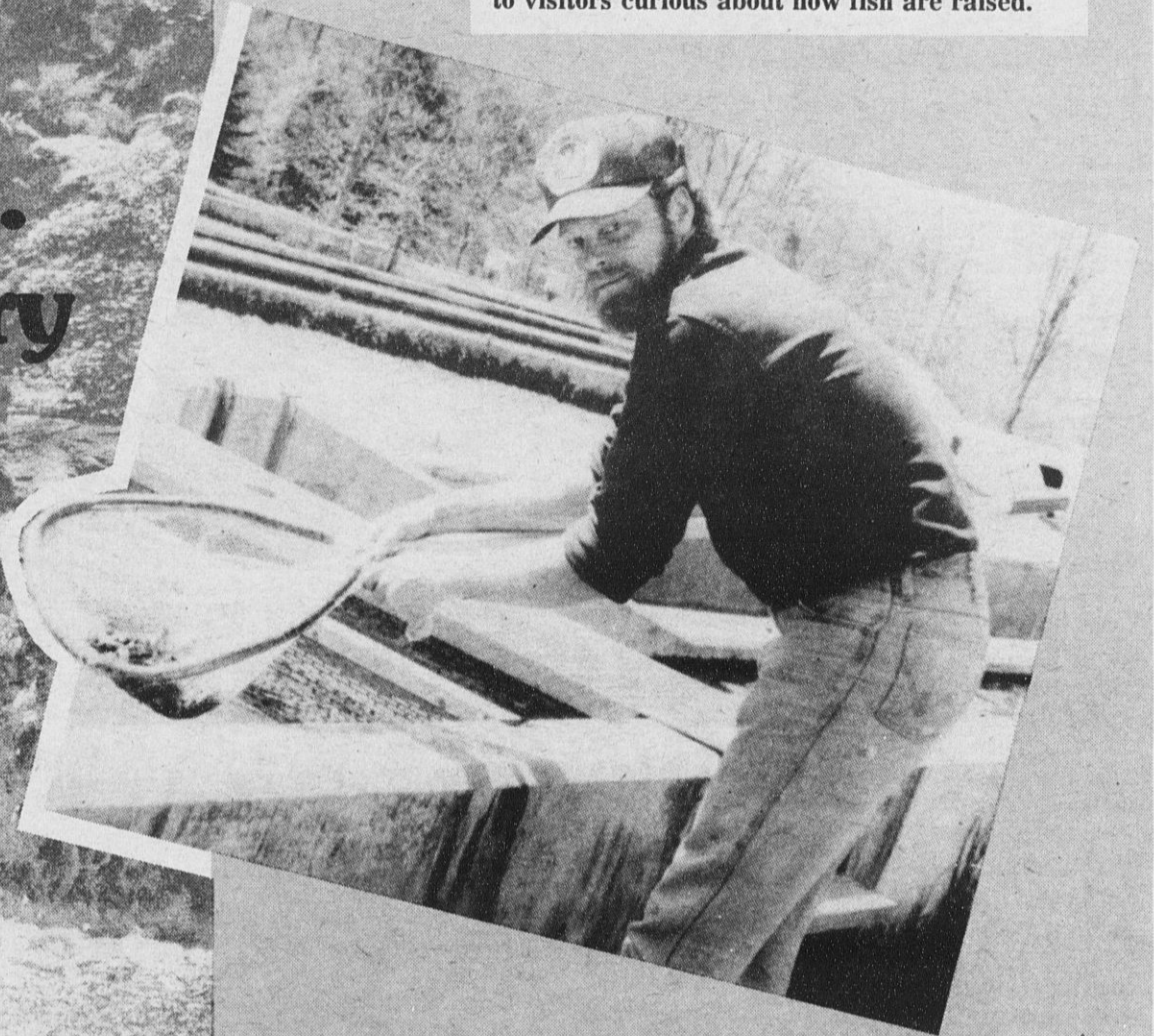
"In the opinion of our negotiating team, the \$400 equity adjustment in the new agreement and the fact that it is a two-year agreement were big steps in that direction," she said.

Cundy paid tribute to the members of her negotiating committee, giving special thanks to Connie Ball, Patricia Guinther, Virginia Miller and Betty Nelson. She also praised CSEA Field Representative Jim Henerty.

"I'm proud of them and every CSEA member who supported us through those many months," she said.

EnCon worker hooked on his job in Sullivan Co. fish hatchery

FISH CULTURIST Scott Culver shows a net full of young trout which eventually will be placed in the state's lakes and streams for the enjoyment of patient fishermen. Culver works at the DEC Fish Hatchery in Sullivan County which is open to visitors curious about how fish are raised.



Teens fishing for trouble net some for hatchery boss

By Anita Manley

CSEA Communications Associate

DEBRUCE — CSEA members who work at the Department of Environmental Fish Hatchery in Sullivan County say Charlie Fontana is the best boss they ever had.

So when Fontana, a 37-year employee at the hatchery, was arrested recently, workers here got behind him.

Because he is management confidential, and no longer a union member, there is little CSEA can do to help. But Fontana's assistant, Scott Culver, a member of CSEA Local 009, says Fontana can use all the moral support that CSEA can muster.

According to police reports, Fontana, who lives on the DEC property, was asleep when he was awakened by voices outside. That was the beginning of what has turned out to be a bad dream.

Three young men had apparently climbed over the fence surrounding the hatchery and were stabbing the fish which are contained in long narrow pools.

Fontana, who is in his late 50's, reportedly shot at the youths with a rifle, slightly injuring two of them.

When the police finally arrived, they arrested not only the youths—who were all 19 years old—but also arrested Fontana for having used the weapon. He has been indicted on felony charges.

Workers at the hatchery emphasize that Fontana is a loyal and dedicated employee. He had planned to retire in the near future and to spend his retirement doing the two things he loves best—hunting and fishing. But that will never happen if he's convicted, since state law prohibits the issuance of a hunting or fishing license to anyone convicted of a felony.

The hatchery supplies 10 counties from Columbia to Westchester with trout raised in the facility. Last year, more than 60 tons were produced.

Recently, a local sportsmen's federation in Sullivan County pledged to assist Fontana with his legal expenses. Culver says that letters to state lawmakers and to the commissioner of the DEC could help his boss.

Moral support from members would help also. Letters may be sent to Fontana, c/o the DEC Fish Hatchery, DeBruce, N.Y. 12758.

DEBRUCE — Scott Culver raises fish for a living.

"I can honestly say when I wake up in the morning, I look forward to going to work," says the state employee and CSEA member of Mid Hudson Local 009.

Culver works for the Department of Environmental Conservation Fish Hatchery in Sullivan County where more than 60 tons of trout were raised last year and then shipped to lakes and streams from Columbia to Westchester Counties and Long Island.

According to Culver, whose official title is fish culturist, raising trout is not as easy as one might think. "There's more to it than raising a few fish in a puddle," he remarks.

In fact, it takes many hours of work and thousands of dollars worth of food and electricity to keep water temperatures just right.

It all begins in September when Scott and other employees strip fish eggs from the breeder fish which are housed in long, narrow pools. Once the eggs are fertilized, they are placed in an incubator. Within about three weeks, the fish develop eyes and are then put on special trays to hatch—a process that takes about 50 days, depending on the temperature of the water. Just one degree can make a difference of five days to hatch the egg, said Culver.

Soon, the fish start feeding themselves and, at about the age of five months, are moved to the outdoor pools where they are kept until approximately 18-20 months old—about 9 inches long. At this age, they are ready to be shipped to lakes and streams that are open to the public.

Culver says the DEC determines where the fish will be distributed. When they arrive at their destination by truck, they are thrown into the streams by buckets or through hoses.

Research, including strain studies, is part of the work done at the fish hatchery here. Culver says that recently thousands of German fish eggs were shipped in and hatched, and continue to be studied.

Visitors to the hatchery are welcome. Culver said summers are a busy time for employees who explain the operation and answer questions.

The hatchery is located just off Exit 96 of Route 17 in the Catskills.

Public Sector

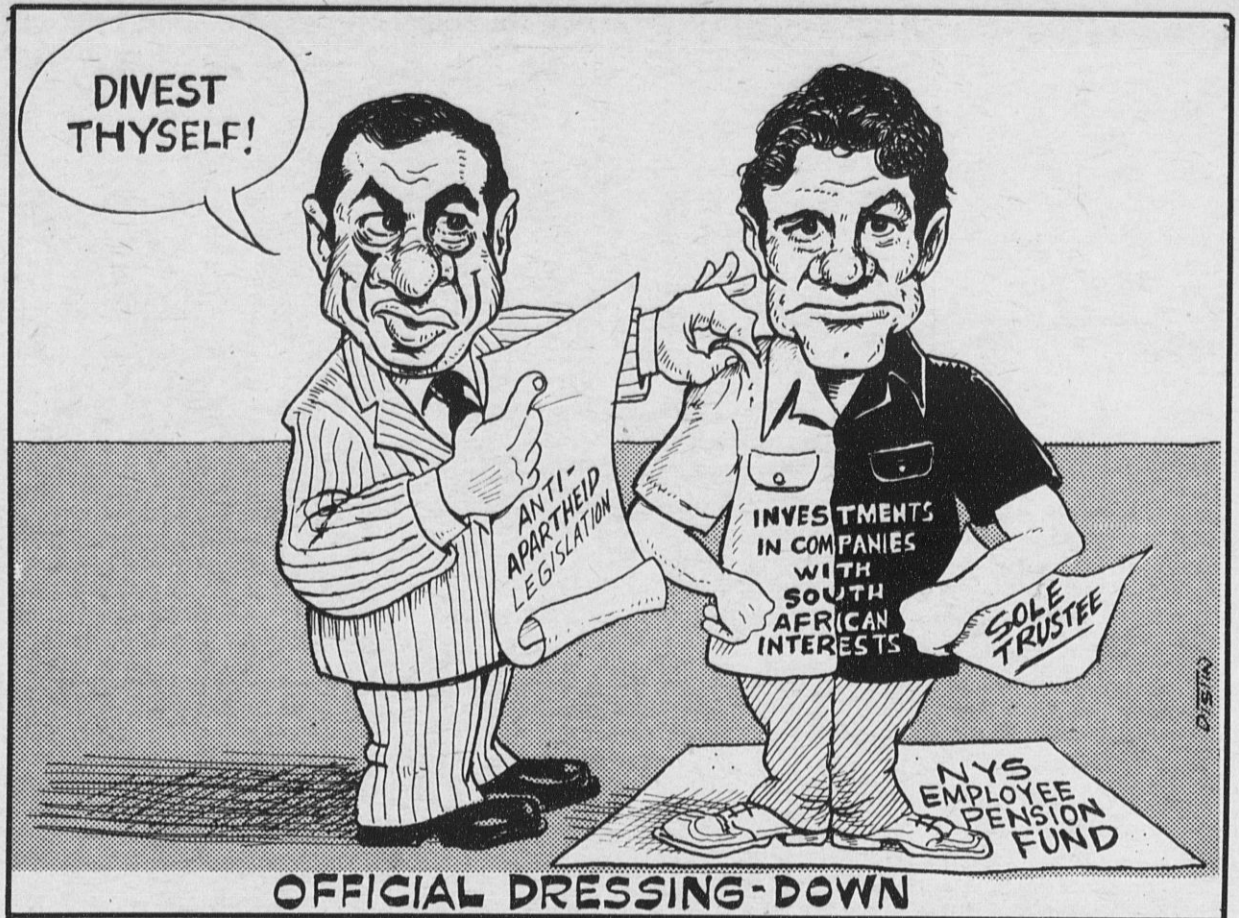
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Board of Directors

EDITOR'S NOTE: The Public Sector regularly publishes a summary of actions taken by CSEA's Statewide Board of Directors at the Board's official meetings. This summary is prepared for the information of union members.

By Irene Carr
CSEA Statewide Secretary

The Statewide Board of Directors met on April 11 and approved a motion to accept a contract for the sale of the 33 Elk St. property. Funding for rehabilitation of 143 Washington Ave. was also approved. The

Meeting highlights

projected date of entry of the new headquarters is August.

Two summer interns will be assigned to headquarters to research and review Local Civil Service rules and regulations. A full report and recommendations will be made to the board in September.

The board approved motions to include the names of Sal Butero and Francis Dubose-Batiste to the Memorial plaque.

Joyce Weimer was introduced as the new chairperson of the standing Insurance Committee. New Board of Directors Committee members include Frank Bosco, Personnel Committee; Jannette Monterville, Charter Committee; and Mark Houck, Public Sec-

tor Committee.

The following persons were appointed to the Region V Political Action Committee: Sue Wheeler, Gary Kassel, Mark VanDyke, Terry Williams, Keith Zulko and Fred MacDonald.

The Board approved a motion by State Division Executive Committee Chairman Thomas Jefferson that recommends that an attorney be provided to members in all arbitration cases.

Authorization was also given to a motion by Jefferson on behalf of a state executive committee's request to provide a report on the policy regarding the role of field staff and attorneys as it pertains to notices of discipline and arbitrations.

Marred by politics

Trade Center move costly

NEW YORK—As thousands of state workers continue to be moved out of the World Trade Center, the relocation is apparently costing New Yorkers millions of dollars more than necessary. The State Investigations Commission has opened public hearings into evidence that the relocation sites were awarded as political favors.

CSEA officials also say that the moves so far have been premature and have inconvenienced workers for the benefit of the landlords.

"We're paying more and getting less," says Public Service Commission Local 450 President Kin Eng. The PSC's move into offices at 400 Broome Street in Manhattan last year is central to the state investigation. The state signed a 10-year lease worth more than \$28.5 million, but the offices were still under renovation when the PSC moved in. Eng says that they were only gradually completed. "There haven't really been any problems here but I think the general feeling is that we were better off at the Trade Center."

Similar circumstances have also plagued the move of the Worker's Compensation Board to a former Abraham & Strauss warehouse in downtown Brooklyn last March. "We've been here for two months and they're still working on the place," says Local 010 President Rose Sutro. Sutro has expressed a number of safety concerns about the building including its temporary certificate of occupancy. The A&S arrangement is also under review by the SIC.

State investigators have uncovered information that some officials were "wined and dined" by prospective landlords to secure favorable leasing conditions. Several state officials, including the past chairman of the World Trade Center Relocation Task Force, also worked as consultants for the landlords after leaving state service.

According to SIC Chairman David Trager, "there's no doubt of violations of the Public Officers Law." That law prohibits state employees from accepting gifts worth more than \$25 from any persons or companies doing business with the state. It also bars former employees from having business arrangements with persons or companies they had an official relationship with for at least two years after leaving state service.



"We're paying more and getting less."



Saugerties School unit OKs new pact

A TWO-YEAR CONTRACT for 25 transportation, custodial and maintenance employees in the Saugerties School District is signed by CSEA Unit President Dave Gippert, left, as negotiating team member Joe Maines looks on. CSEA Field Representative Steve Chanowsky said the contract provides for a 7.5 percent salary hike retroactive to July 1, 1984, and an 8.5 percent increase effective July 1, 1985. Members will also receive Martin Luther King Day as a new holiday.

Down to the sea in ships

Two months every year

"When you hear the diesel and the main engine, your blood flows 'cause you're getting underway!"

By Stephen Madarasz
CSEA Communications Associate

BRONX—If most people think CSEA members work 9 to 5 in an office somewhere, Andy Vidal is enthusiastically living proof otherwise.

For Vidal, a general mechanic and maintenance worker at SUNY Maritime College, spends two months each year at sea aboard a 150-foot ocean-going vessel. The annual voyage, currently underway in the North Atlantic bound for Europe, is part of the school's "hands-on" training of cadets for careers in the merchant marines.

"The cadets are here to run the ship...we oversee them, tying the classroom to real life," Vidal says.

Vidal's supervisor, Walter Nelson, boasts, "I'd put him in the category of unsung hero. The conditions on board aren't always the greatest but he always gets the job done. Andy's running 20 to 30 cadets seven days per week."

Getting the job done means Vidal must expose cadets to every aspect of shipping. He's quick to point out that every possible emergency must be anticipated. "When we ship out, it's at least 16 days before reaching port. We carry replacement parts for just about everything and have a complete machine shop on board so that we can make what we don't have."

While the cadets learn their trades at the base and on the ship, the true tests come out at sea, says Vidal. "Sometimes you get stuck in problems here and you don't know how they'll work out."

"There's no out-of-title work in this job. You get wet, dirty, and you bump your head. When you're down in the boiler room, it can get as hot as 140 degrees and you sweat." But as unpleasant as that might sound, Vidal says his job is always fun because he is constantly doing something different.

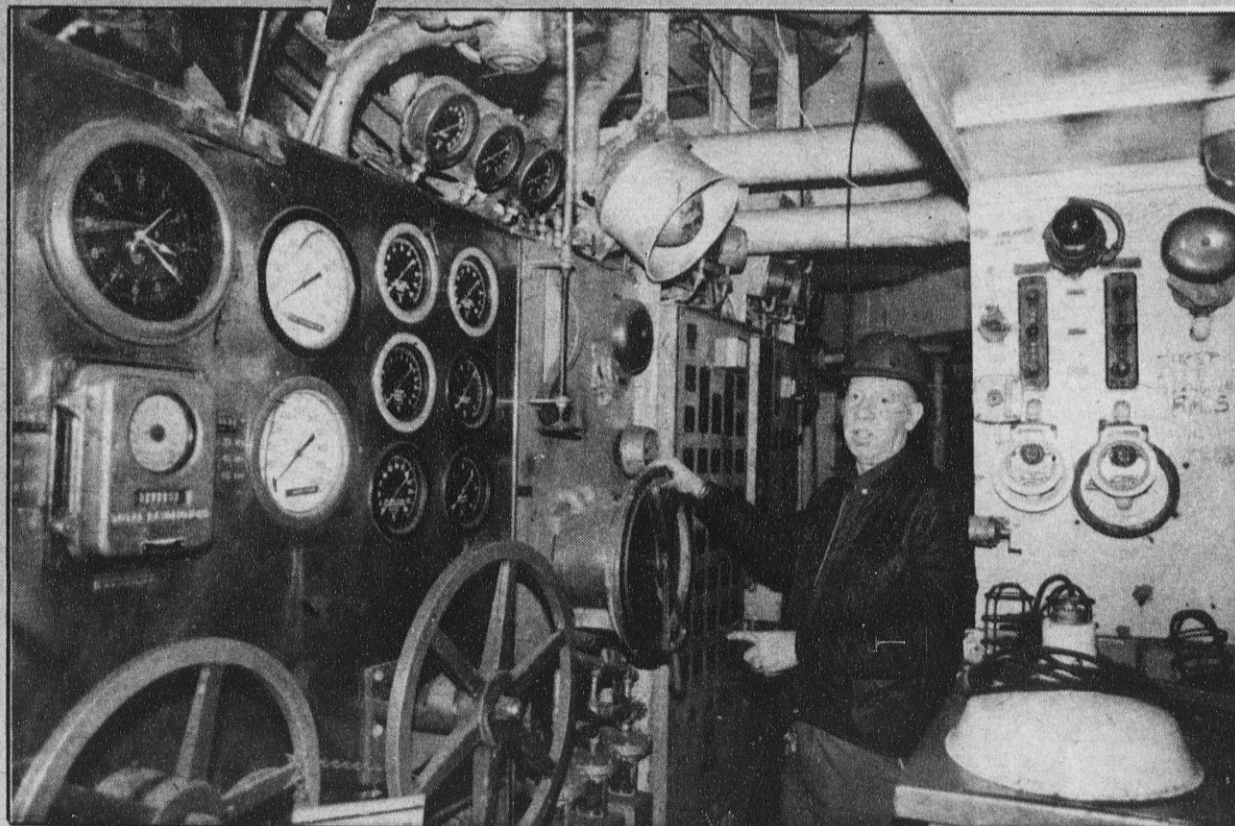
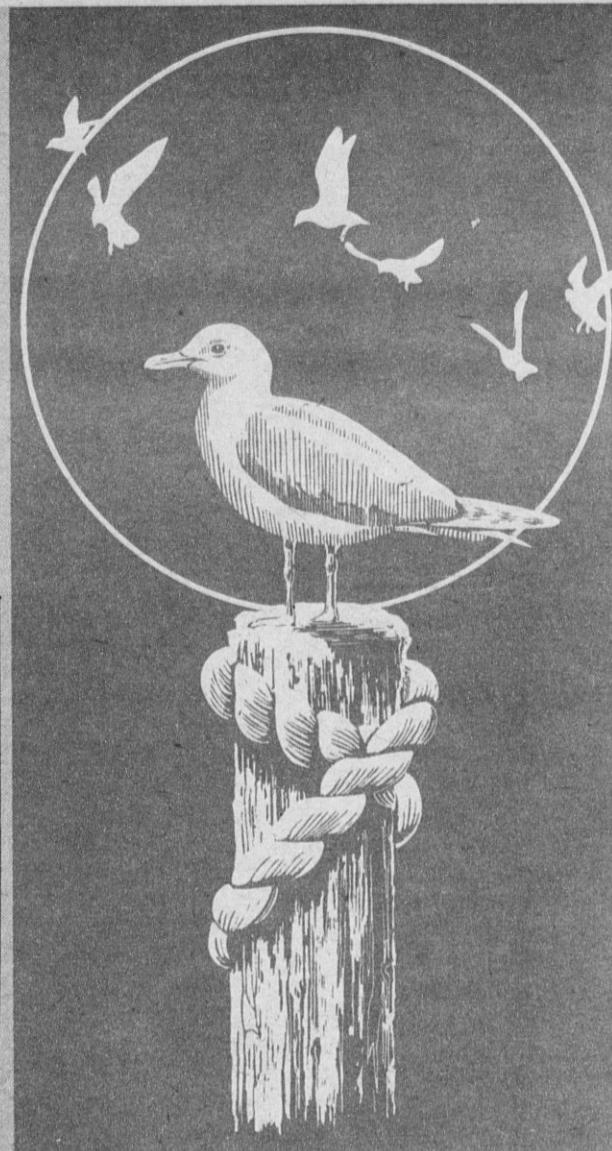
Vidal knows every inch of his ship, which has 12 decks. "Each area of the ship is numbered because you have to know where you're going," he notes. Additionally, numerous locations have been given nicknames by people who work there or were passed down by the crew and become part of the ship's folklore.

Vidal says he has great admiration for the ship itself. "If this ship could talk, you can just imagine the tales it would tell. It was originally built as a troop transport vessel, and saw action during the Korean War and Vietnam conflict. When it was decommissioned, I was part of the crew that brought it to Maritime from the West Coast through the Panama Canal. It may be an old bucket of bolts, but it's still got some speed—we had it opened up and were outrunning the modern Navy ships."

At sea and in port, Vidal serves as the grievance rep for the CSEA members.

"All the people on this ship know him and all of them respect him. He's at the top of his profession through his hard work," says supervisor Nelson.

ANDY VIDAL stands before his ship, the "Empire State," before shipping out recently on annual two months cruise. In port and at sea, Vidal is a grievance rep and member of New York City CSEA Local 010.



THE 'HAGEN BOARD' where the chief engineer takes care of the whole works is pointed out by Andy Vidal. "There's no out-of-title work in this job," he notes.

Legislators look into need for psych center renovations

...

Workers at facility get pledge of support

By Charles McGeary

CSEA Communications Associate

OGDENSBURG—Federal and state lawmakers who recently toured the St. Lawrence Psychiatric Center got to see for themselves the need for massive renovation of buildings at the large north county facility.

Four legislators—including Congressman David Martin, state Sen. John McHugh, and assemblymen John O'Neill and H. Robert Nortz—were invited to visit the mental hygiene facility by a coalition of unions that represent its employees.

George McCarthy, president of CSEA Local 423 and chairman of the program, said the tour was organized with the full cooperation of Dr. Lee Hanes, director of St. Lawrence Psychiatric Center, and other management staff.

According to McCarthy, the purpose of the tour was to give area legislators an opportunity to see first-hand what renovations are needed to maintain standards set by New York state's Joint Commission on Hospital Accreditation.

"CSEA and other unions that represent employees here are deeply concerned about the physical condition of the facility buildings and want to make area lawmakers aware of those concerns," McCarthy said. "If employees are to continue providing quality client service, we must do everything in our power to assure the buildings and work locations are in the best possible condition. To do that will take lots of tax dollars."



ON TOUR—Region V President Jim Moore, left, and New York state Assemblyman John O'Neill, right, receive a personally guided tour from Everett Stephens, deputy administrative director of St. Lawrence Psychiatric Center. The inspection of new and old buildings was part of daylong activities at the facility to call legislator's attention to the need for renovation improvements.

The full-day program of activities began with a luncheon, followed by guided tours of facility buildings for groups of legislators, union officials and the news media. The high point of the afternoon was a question and answer session for employees and visitors where legislators expressed their views on the

needed to improve the facility and maintain accredited standards."

Representing CSEA were Region V President James Moore; Dorothy Penner, Region V legislative and political action chairwoman; Tim Burns, Region V PAC coordinator; Frank Perretta, president of St. Lawrence DOT Local 518; and Joe Frank, Region V PAC committee member.

In a comment to the media, Moore noted that the tour was intended to "point out the sizeable constituency whose jobs depend on the facility and who are concerned about past and possible future layoffs" as a result of business cutbacks in the private sector.

"This entire north county area needs a strong commitment by federal and state officials to long-term employment," said Moore.

St. Lawrence Psychiatric Center is one of the largest employers in a county already hard hit by unemployment and plant closings in the area.

The daylong program was organized and sponsored by a coalition of employee unions including CSEA, PEF and AFSCME Council 82 with cooperation from management officials.

CSEA pointed out the 'sizeable constituency' whose jobs depend on the facility.

needs of the psychiatric center and those who serve the mentally handicapped.

Martin urged workers to "continue to call me for help" when the need arises to maintain quality care. McHugh emphasized that client care is the "ultimate concern" and said that he was committed to the employees who provide the services. O'Neill and Nortz also pledged support for "whatever legislation is



PROJECTED IMPROVEMENTS—Anticipated improvements in some of the older campus buildings are explained to a group of legislators, union officials and news people by Sharon Keysor, treatment team leader.

INSPECTED—Legislators and CSEA representatives pause after inspecting several campus buildings at the center. One of several groups taking part in the full-day program included: (front row, from left) Region V President Jim Moore; Assemblyman Robert Nortz; Local 423 President George McCarthy, chairman of the program; (rear, from left) Assemblyman John O'Neill; Congressman David Martin; Dorothy Penner, CSEA Region V PAC chairwoman; Sen. John McHugh; Tim Burns, CSEA Region V PAC coordinator.

When you talk, do people listen?

By Brian Baker
Assistant Editor

Picture this.

You're at a conference, a union meeting, say, and a guest speaker, a young woman, is being introduced. It doesn't matter really what she is going to talk about. It could be something about the economy, political action, or safety hazards at work.

You miss what the topic is, anyway, because even before the speaker opens her mouth, she's causing all kinds of distractions. She fishes through her purse and finally pulls out a tube of Chap Stick, pops off the cap and embalms her lips. That goes back into the pocketbook with a toss as she fixes her hair, yanking at the front and pushing back on the sides. Then her cuffs aren't right, so she fumbles with them on her way up to the podium, at which point she realizes she forgot her notes and has to go back to find them in her briefcase.

That's the scene some CSEA delegates got to see during a presentation at the recent State Workshop in Syracuse. The whole thing was a spoof on exactly what not to do when you have to speak in public at a union meeting. Or anywhere.

"People have a hard time getting up in front of people and giving reports or even asking questions at a meeting. They're afraid of looking or sounding like a fool," says Anne Rokeach, a CSEA Education and Training Specialist who put together the imaginative program for the workshop.

"What we did was show them what a fool really looks like so they know what not to do. That way we hoped to relieve of their fears," she said.

The presentation involved role playing in a mock union meeting by Rokeach and other staff members. One of the highlights was a segment demonstrating annoying hand gestures. The mannerisms were given fitting appellations.

"Like the stern father, the armlock, and the jangler (of coins)," said Rokeach. "And the pocket magnet, the podium clutch, and the fig leaf. Any of these may be appropriate at certain times, but not when you make a habit of them. The key is to use natural, well-timed gestures."

Again, Rokeach was a perfect example of what not to do. "I waltzed and swayed throughout the presentation," she said.

Education and Training Specialist Peg Wilson said that one of the reasons people look or sound unnatural when they have to speak in public is that they don't prepare themselves.

"You have to decide what it is you want to say. If you're going to make a proposal, you should be able to say 'I think we should do this because...,'" advises Wilson.

But even people who practice over and over what they have to say can still get nervous. While it's obviously not good to be so uptight that you become ill, a few butterflies and a pair of sweaty palms don't have to be devastating.

"It's really okay to be nervous," says Wilson. "Stage fright is common even among actors. In fact, a little anxiety can be a benefit—be stimulating your brain and pumping the adrenaline that makes you think faster."

Rokeach pointed out that there are a number of tricks for overcoming symptoms of the jitters when speaking before a crowd.

"For a dry mouth, which is very common, rub your tongue along your bottom teeth to stimulate the flow of saliva. If you feel your nerves tensing, take deep breaths and press your thumb and middle finger together. And don't panic if your mind goes blank. Pause for a few seconds and focus on two or three people whom you feel comfortable talking to," said Rokeach.

At union meetings, calling one another brother or sister, and wearing union buttons helps build a feeling of fraternity that makes some people feel less intimidated, she said.

Tips for speaking in public

Whenever you speak in public, you want to draw attention to your ideas, not your idiosyncracies. Here are some tips on how to get your thoughts across more clearly and have them taken more seriously.

Voicing your opinion

- Turn up the volume. Speak so that the people in the last three rows can easily hear you.

- Try to speak in your normal pitch. It's most sincere. A low pitch is authoritative. A high pitch sounds nervous.

- Vary your inflection to emphasize points and keep your audience interested.

- Avoid a nasal quality. Use your whole mouth. Noise from the back of your mouth will make you sound like Howard Cosell. And move your lips when you talk, or you'll look like a bad ventriloquist.

- Speak slowly. Pause naturally and to dramatize a point.

Watching your language

- Introduce yourself—for the record and for others in the room.

- Use words that are appropriate to your audience and based on their experiences and special interests.

- Eliminate qualifiers—phrases like "kind of" and "sort of"—that indicate you're unsure of yourself and your topic.

- Avoid clichés. Tired expressions—like "cold as ice," "crazy as a loon"—reflect on you.

- Avoid jargon and bureaucratic sounding words.

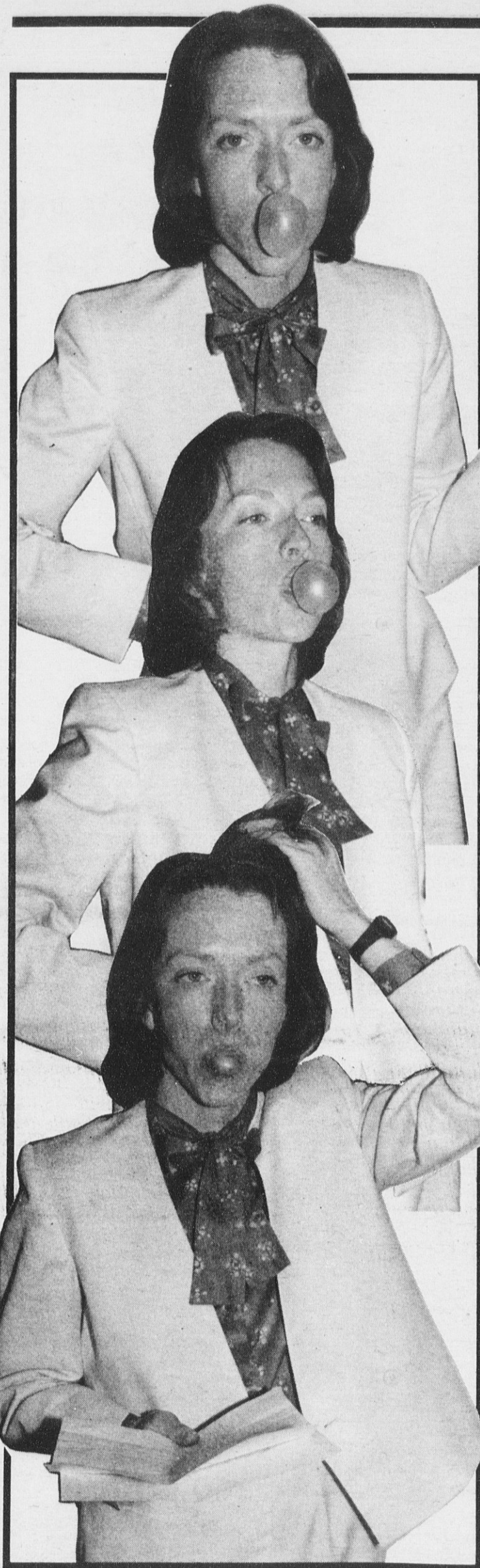
Setting your sights

- Establish eye contact. Pick out a few people and keep it moving from one to another, changing after 4 or 5 seconds.

- Move naturally. Try to squelch nervous mannerisms. This applies also to facial expressions. People can always spot a phoney smile.

- Wear clothes you feel comfortable in. Finish dressing before you enter the meeting room.

- Use charts or diagrams if they help you express your ideas and make your case.



PLAYING THE FOOL—"People are afraid of looking like a fool." Education and Training Specialist Peg Wilson, demonstrates a few things not to do if that's one of your fears of speaking in public.



‘Austerity budgets are a problem. When budgets are rejected, the kids suffer.’

School district employees give a lesson in lobbying

ALBANY—More than 100 CSEA-represented non-teaching school district employees from across the state marched into Albany earlier this month to educate state legislators about the wisdom of supporting several bills currently before the legislators.

Dozens of state lawmakers who hosted the members during the lobbying effort reportedly

were impressed by the sincerity of the school district employees in pushing for passage of several CSEA-sponsored bills, and by their knowledge about the legislation under discussion.

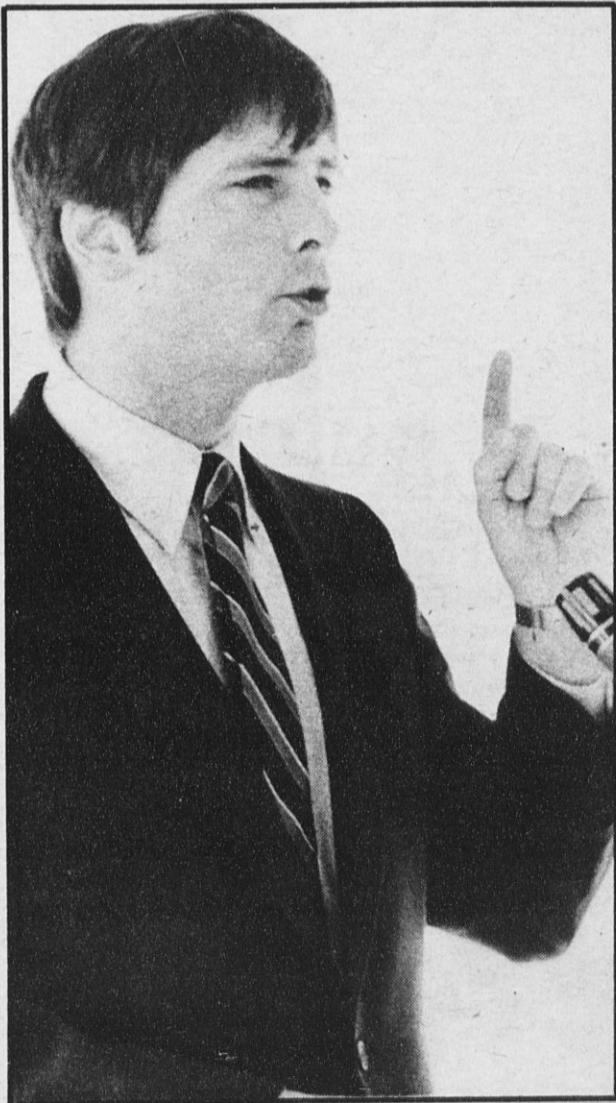
CSEA has about 50 pieces of proposed legislation in the legislative hopper this session, several of which deal specifically with school district affairs. While the union members concentrated on those proposed bills during the discussions with their individual state legislators, they also took the opportunity to discuss the merits of other CSEA proposed legislation with general application to public employees.

The CSEA members met with their respective state legislators throughout the day and urged their support of bills dealing with school

transportation aid formula parity; contingency budgets for school districts; school bus safety; revision of Section 75 to provide protection for non-competitive positions in political subdivisions; and Tier I and Tier II reopeners.

CSEA School District Affairs Coordinator Larry Scanlon said contracting out of transportation services has been a primary concern for some time, and urged adoption of CSEA's proposed parity bill which would eliminate the advantage under the present Education Law which encourages contracting out of transportation services to private contractors by giving school districts a more favorable state aid formula.

State Sen. James H. Donovan (47th District),
(Continued on Page 10)



CSEA ATTORNEY Stephen Wiley—"At least 400 school district employees are in the wrong tier..."



SCHOOL EMPLOYEES LEGISLATION is discussed by Sen. Caesar Trunzo (3rd District), right, with, from left, Marilyn Mahler, Marge Marsch, Carol Craig and Patricia Kornely, all from Suffolk Educational Local 870. Craig is chairperson of CSEA's statewide school employees committee.

Lobby Day for school employees

(Continued from Page 9)

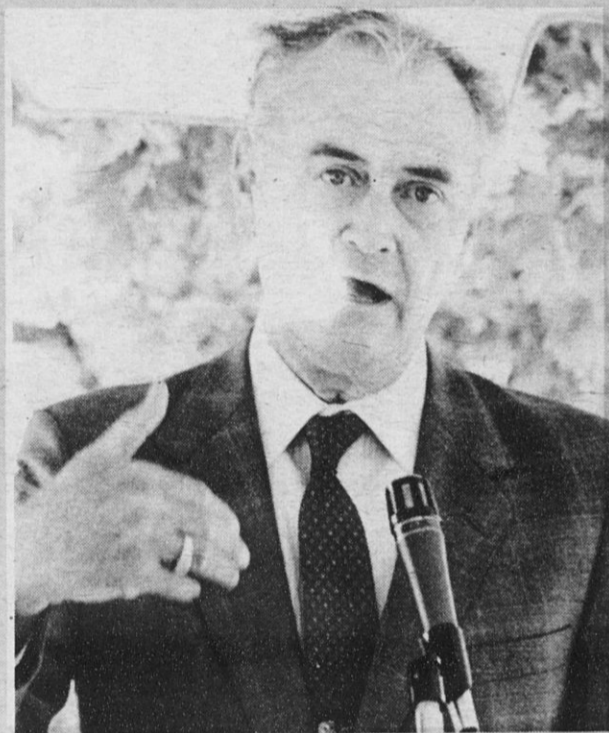
chairman of the Senate Education Committee, addressed the members as a group and told them, "Austerity budgets are a problem. When budgets are rejected, the kids suffer." Donovan is sponsor of a bill which would permit school boards to include non-contingent expenses such as transportation, library purchases, cafeteria and extracurricular activities within an austerity budget when a regular budget has been defeated by voters.

Assemblyman Vincent J. Graber Sr. (148th District), sponsor of a CSEA bill which would require school bus seat backs be 24 inches high rather than the current 28 inches, told the lobbyists, "I was once a bus driver. I'm aware of

what goes on on a school bus. I'm aware of the critical importance of being able to see eyeball to eyeball with those kids."

CSEA Attorney Stephen Wiley urged passage of the Tier I and Tier II reopener bill, stressing that "at least 400 school district employees are in the wrong tier, through no fault of their own." Wiley said the cost of correcting the problem would be about \$19 million, which would not be much money if divided among all the counties and school districts.

Prior to descending upon individual state legislators, the school district employees were briefed extensively by representatives of CSEA's Legislative and Political Action Department, School District Affairs Department, and legal representatives.



SEN. JAMES H. DONOVAN—"Austerity budgets are a problem."



ASSEMBLYMAN ROBERT J. CONNOR (92nd District), second from left, listens to, from left, Rockland County Local 844 members Pat Duffy, Frank Bosco, William Cucolo and Larry Butler.



SEN. JAMES J. LACK (2nd District), left, discusses proposed legislation with Marge Higgins and Nick Avella, both members of Suffolk Educational Local 870.



SUFFOLK COUNTY EDUCATIONAL LOCAL 870 members, from left, Tom Corridan, Fran Bates and Mike Curtin, present their points of view to Sen. Owen H. Johnson (4th District), right.



DOROTHY EISEMAN of Erie Educational Local 868 urges Sen. Dale M. Volker (59th District) to support legislation aiding school district employees.



ASSEMBLYMAN VINCENT J. GRABER SR.—"I was once a bus driver."

"I was once a bus driver. I'm aware of what goes on on a school bus. I'm aware of the critical importance of being able to see eyeball to eyeball with those kids."



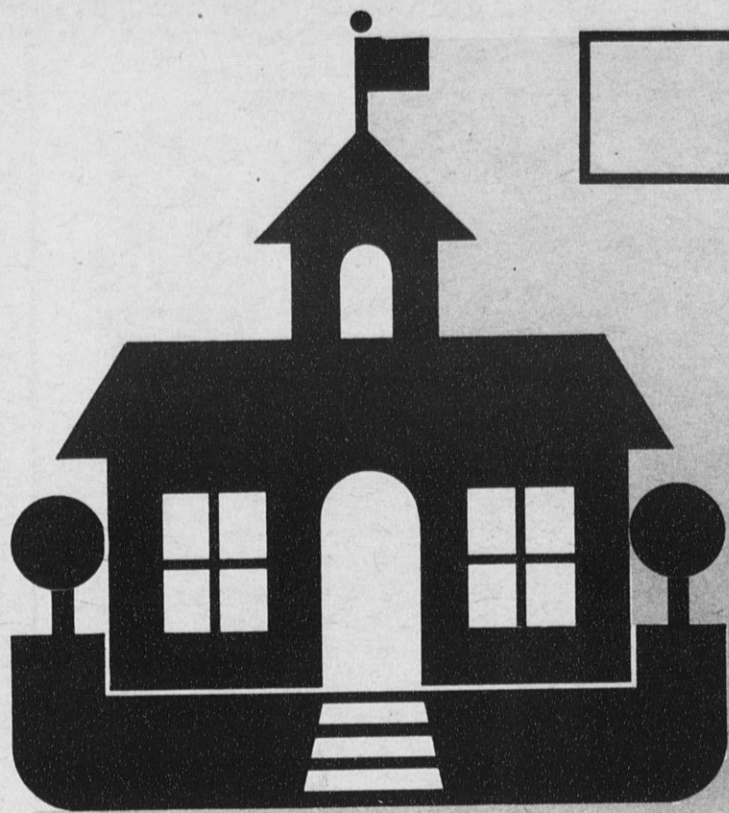
CSEA STATEWIDE EXECUTIVE VICE PRESIDENT Joseph E. McDermott, right, talks with Janice McGuiness, center, and Ed Carafa, left, both from Westchester County CSEA Local 860, during recent lobby day program for school district employees.



BOB HAGGERTY from CSEA's Legislative and Political Action Department briefed the union activists.



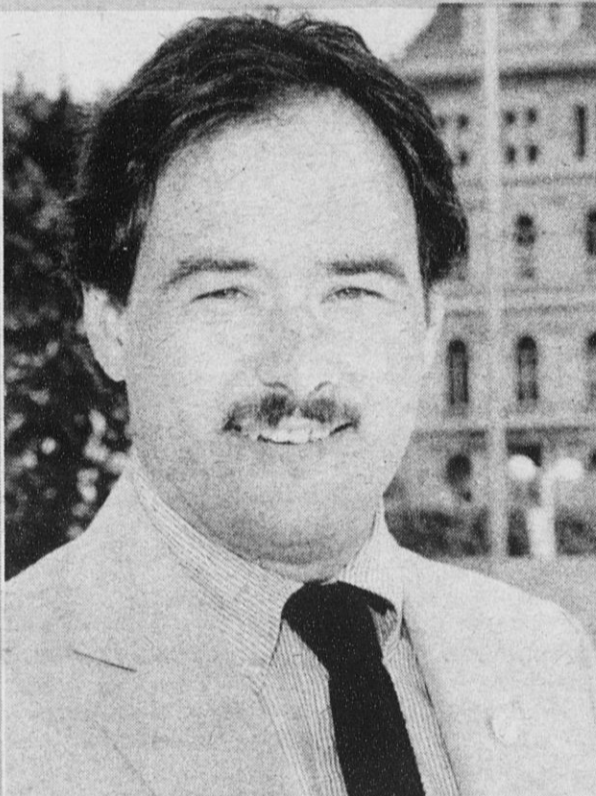
CSEA'S SKIP DUNHAM, right, from Ontario County Local 835, gives information on CSEA-endorsed bills to Assemblyman Frank G. Talomie Sr. (129th District).



Lobbying for legislation



AMONG THOSE PARTICIPATING in lobby day activities were, from left, CSEA Statewide Treasurer Barbara M. Fauser, CSEA Southern Region III President Pat Mascioli; Robert Guild, executive assistant to CSEA President William L. McGowan; and CSEA Statewide Secretary Irene Carr.



LARRY SCANLON, CSEA's director of school district affairs, coordinated the lobby day program.

Larry Scanlon a Harvard scholar

ALBANY-Larry Scanlon, who coordinated the highly successful lobby day, is going to Harvard. CSEA President William L. McGowan has chosen the union's coordinator of school district affairs to attend a program for senior executives in state and local government July 7-26 at the John F. Kennedy School of Government at Harvard University.

The program is led by a faculty which combines academic expertise and practical public sector experience. Participants have a unique opportunity to sharpen their problem-solving skills, gain insights into the complex forces that shape their operating environments, examine their ethical and professional responsibilities, and learn new ways to improve productivity and accountability.

Scanlon will be attending Harvard as the recipient of a scholarship named in memory of former AFSCME President Jerry Wurf.



SEN. L. PAUL KEHOE (53rd District), center, is flanked by Ontario County Local 835 members Lenny Hegel, left, and Skip Dunham.



GOING OVER PROPOSED LEGISLATION are, from left, Ray Moniz, Assemblyman Nicholas A. Spano (83rd District), Ed Carafa and Ron Chomin. Moniz, Carafa and Chomin are all members of Westchester County CSEA Local 860.



BUSTED SCHOOL BUSES— From left, bus driver Doris Monger, DOT Inspector Jim Ling and Local 868 President Jack Schlenker look at list of unsafe buses.

School board putting brakes on bus safety

Union, parents want more mechanics to keep West Seneca buses rolling

By Ron Wofford
CSEA Communications Associate

WEST SENECA—Bus driver Doris Monger peruses a three-page list detailing "all sorts of mechanical and safety problems" with about a quarter of the buses in the West Seneca Schools' fleet of 100.

"We're not blaming our mechanics," said Monger, a member of Erie Educational Local 868. "But the board of education has got to hire at least two more mechanics to handle the load. They keep paying lip service but, with the continual delays and excuses, a lot of us are wondering how concerned they really are about the safety of our school children."

The school bus safety issue has been a problem since last September, according to Monger and other bus drivers for the district, including Joe Galeta, her son.

Local 868 President Jack Schlenker has disclosed plans by the local to picket board of education meetings, lobbying for the hire of more mechanics. "The district gets reimbursed for 90 percent of the mechanics' salaries so they can't use economics as a reason for the delay," he said.

Region VI OSH Specialist John Bieger has been monitoring the situation and has met with state DOT

inspectors. The result has been that some buses have been pulled off the road until repairs have been made and the vehicles re-inspected.

But the problem keeps getting bigger. The 20 to 25 percentage of down buses dwarfs the rates for most area school districts, according to DOT inspector Jim Ling. Ling inspects the district's buses once a week, tags and pulls the road permit on those with problems, then re-inspects them before they are allowed back on duty.

Ling said a report on the poor condition of many

buses has been sent to the district's board. "But we can't order them to hire more mechanics or buy newer buses. We can only order the unsafe buses off the road."

He also said DOT may consider putting the district on a shorter term for re-inspection before buses are allowed to operate.

"They seem to be trying to spread it too thin. For this size fleet and the poor condition of their buses, I'd say they need about two more fulltime

(Continued on Page 18)

'So, what did the board do?'

WEST SENECA—Combined action by CSEA activists and concerned parents has been making some impression on the West Seneca School Board to hire more bus mechanics. But it's still just a dent, according to Local 868 members.

Local 868 President Jack Schlenker reports more than 40 union members and parents picketed a school board meeting carrying signs urging the board to hire two additional mechanics that they feel is necessary to keep the bus fleet safe.

"So, what did the board do? They decided to hire one temporary mechanic and then study the results of the bus fleet conditions at some time in the future," said Schlenker.

But many questions still remain unanswered, he said, such as how long the temporary worker will be on the job, when he or she will start and how the board will evaluate the data.

"I guess you could say we're making some progress, but I don't see why they don't hire a fulltime mechanic and get the benefits that would bring to the situation. The state would pay 90 percent of the sal-

ary and the children's safety would be greatly enhanced."

CSEA School District Affairs Director Larry Scanlon said the state aid to school districts for staffing, including school bus mechanics, has been improved over the past several years through the union's political lobbying.

"We've been able to improve the state law in piecemeal fashion over the last few years to help school districts avoid contracting out the services that should remain under the local school district's jurisdiction," he said. Scanlon noted that his office at CSEA headquarters in Albany can assist school districts with information on reimbursement from the state.

Meanwhile at West Seneca Schools, Doris Monger, Schlenker and other drivers say they continue monitoring to make sure their young passengers ride to and from school in safe buses.

And they promise to continue pushing for more mechanics that can handle the job of keeping up with ongoing problems that occur in a busy school district.

Do we have to wait until someone gets killed?

Reagan administration ax slashes deeply

Protesting the pain of cuts

The hundreds of CSEA and other unionists who rallied before the U.S. Labor Department's Manhattan offices earlier this month made it very clear that the Reagan Administration is responsible and must be held accountable.

The unionists charged that, step by step, Reagan policies have seriously weakened the federal and state Departments of Labor. Through a series of cutbacks and calculated actions denying the state and city millions in federal dollars, offices have been shut down, employees have been and will be laid off, and programs have been eliminated. And current proposals promise more pain is on the way.

In a message to rally participants, including hundreds from CSEA's Region I and II, CSEA President William L. McGowan expressed grave misgivings about the administration policy.

The administration actions, coupled with the closing of numerous Unemployment Insurance offices, come at a time when New York State and City unemployment rates are significantly higher than the national average. McGowan stressed that they will severely affect the ability of New Yorkers to find work.

CSEA Metropolitan Region President George Boncoraglio indicated particular concern for slashes in programs designed to assist inner-city youths. "It's going to be a long hot summer and without these programs there are going to be a lot more kids out on the streets. It just doesn't make sense."

On the chopping block are such programs as the Job Corps, the Targeted Job Tax Credit, and the Job Training Partnership Act, even though they provided work for nearly 75,000

young people in New York alone last year.

New York State Department of Labor Local 350 President Denis Tobin also pointed out that New York isn't getting its fair share of federal monies. On top of a \$2.9 million cutback in Labor Department funds to New York in 1985, a \$5.7 million scaling down is planned for 1986. An additional \$3.9 million in discretionary funds has been held up and another \$2 million appropriated to New York City by Congress has been frozen by the administration.

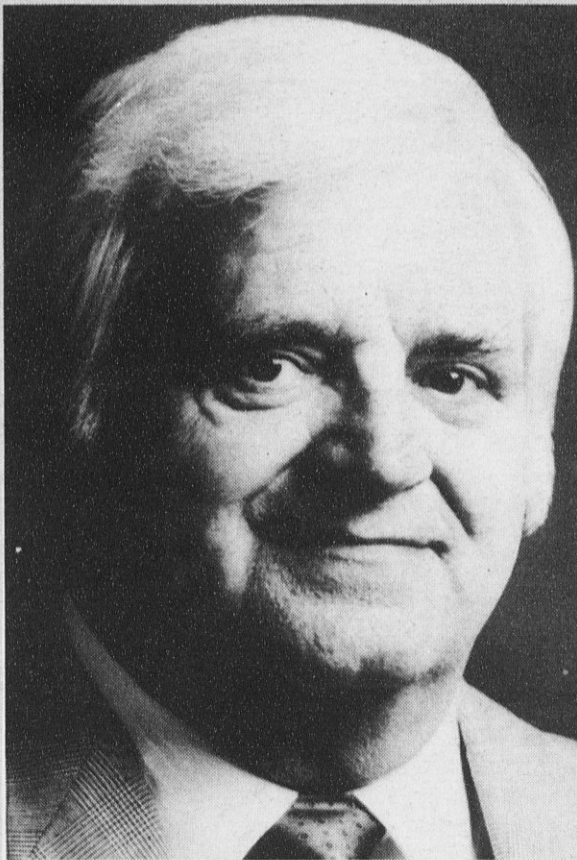
Under present circumstances, 249 jobs in the state Labor Department are scheduled for elimination in the months ahead. CSEA is pursuing lobbying efforts to restore full funding of Labor Department activities as voted by Congress to maintain staffing levels and continue vital services.



"LET THERE BE NO LAYOFFS" — Department of Labor CSEA Local 350 President Denis Tobin reads a message from CSEA President William L. McGowan to hundreds of unionists protesting federal cutbacks in funding. McGowan said program cutbacks in the Department of Labor will make it harder for all New Yorkers to find jobs due to fewer services and greater inconveniences.

'Let there be no cutbacks!'

As president of CSEA, I'm concerned about the impact that the cutbacks will have on our members. I'm also concerned that while 249 of our members may be laid



off, the department has targeted only four management/confidential positions. Let the burden be shared by all equally!

At the same time, the cutbacks are certainly a dangerous direction that will affect many more people than just public employees. We're talking about staffing cutbacks that will mean greater inconvenience and fewer services for the people who most need them.

The labor department performs a valuable service that can't simply be measured in dollars and cents. I urge you to lobby as hard as you can to get the funds restored. Let there be no layoffs. Let there be no cutbacks. We want work.

... the cutbacks are certainly a dangerous direction that will affect many more people than just public employees...

William L. McGOWAN

"... a long hot summer ..."

'It just doesn't make sense.'



A CLEAR MESSAGE — CSEA statewide Board of Directors representative of the state Department of Labor Jeanne Lyons, CSEA Region II President George Boncoraglio, and DOL CSEA Local 350 President Denis Tobin make their points through posters during rally to protest federal budget cuts.



CSEA REGION II PRESIDENT GEORGE BONCORAGLIO tells WABC radio news reporter "a lot more people than just public employees will be hurt..." Boncoraglio told reporters that cutting back jobs program funding doesn't make sense since the state and city unemployment rates are above the national average.



Local Gov't Workshop set June 7-9

ALBANY—A full schedule of seminars, covering topics ranging from how politics affects negotiations to gaining respect as a union leader, will highlight the CSEA Local Government Workshop here June 7-9 at the Americana Hotel.

Delegates to the Irving Flaumenbaum Memorial Workshop will begin registering Friday afternoon before attending seminars on:

- * Affirmative Action;
 - * Implications of 1985 State and Federal Budgets on Local Governments;
- and

* Are You Scattered? Pulling Yourself Together.

In the evening, the film "Adapt or Die" about black workers' attempts to organize in South Africa, will be shown.

There will also be a performance by "Lifeline."

Eight workshops will be held Saturday.

Morning programs include: Civil Service Abuses; Political Action in Local Government; Gaining Acceptance/Respect as a Leader; and Labor/Management Committees—Friend or Foe.

Afternoon workshop topics are: Workers' Compensation; Internal Organizing; Negotiating Safety/Health Rights and Benefits; and Local/Unit Cooperation.

Saturday evening PEOPLE—Public Employees Organized to Promote Legislative Equality—will sponsor a fund-raiser.

The three-day seminar concludes with a general business meeting Sunday morning.



UNIONIST TRIO—Lifeline, a labor/feminist trio that sings about working people and the struggle for change, is scheduled to perform at CSEA's Local Government Workshop. Members of the group, pictured from left, are: Jeanne Mackey, Kris Koth, and Mary Trevor.

Masterplan auto program off to good start

ALBANY—CSEA members, you're responding! May 6 marked the start of CSEA's experimental program to help members get free quotations on Association-sponsored Masterplan auto insurance. Since its inception, more than 250 calls have been taken by CSEA Plan Administrator, Jardine Insurance Brokers Inc. of Schenectady.

This service is particularly helpful to members

who want to comparison shop for auto insurance. Facts on coverage and costs are not often available when they're needed. With this program, CSEA callers provide information requested by Jardine's auto counselors and, within 48 hours, members receive a streamlined computer printout in the mail explaining their coverage costs.

This toll-free service, initiated on a trial basis, will

continue through Thursday, June 27. According to Nels Carison, assistant vice president in charge of the CSEA insurance account, "If this response is any indication, the service will be implemented on a permanent basis."

For a free quotation, CSEA members may call: 1-800-462-2636 or 1-800-342-6272, Monday through Thursday from 5 to 7 p.m.

Health workers happy about new contract

ALBANY—The "no" votes were few and far between as CSEA Locals 315 and 316 overwhelmingly approved a new contract with the Health Research Institute.

HRI has nearly 1,000 workers across the state in such locations as Roswell Park Hospital in Buffalo, the Corning Tower in Albany, and Helen Hayes Hospital in Havestraw.

In reaching settlement, the negotiating team led by Jim Jayes agreed to gains consistent with the terms of the recently ratified CSEA/State contracts. The three-year pact grants annual raises of 5, 5.5 and 6 percent.

Additionally, the package has a number of highlights:

- * vacation buy-back during the first two years.

Employees with 35 or more accrued vacation days may trade in up to three days for cash payment;

* savings bond award for employees working each 12 month period without taking a sick day;

* use of seniority as the determining factors in establishing new shift schedules; and

* increased contributions to employees' health insurance plan.

Put in now for holiday comp time

ALBANY—Once again, state employees in the Administrative, Institutional and Operational bargaining units may choose compensatory time off instead of extra pay when they work holidays.

Employees have until June 15 to notify payroll offices if they wish to waive holiday pay in favor of "comp" time. The decision stays in effect until the next "open period" in 1986.

Travelers issuing contributions return

The Travelers Insurance Company is issuing a return of contributions to eligible CSEA members who participate in the CSEA Basic Group Life Insurance Plan. In order to be eligible for a return of contribution, an insured member must have participated in the Basic Group Life Insurance Plan on both Nov. 1, 1983 and Nov. 1, 1984.

The refund of contribution checks will be prepared by Schenectady Trust and distributed in two mailings, one on May 31, 1985 and one on June 7, 1985.

Eligible insured members who have not received their checks by June 14, 1985 should write to the following address:

REFUND-INSURANCE DEPARTMENT
CSEA headquarters
33 Elk Street
Albany, NY 12207

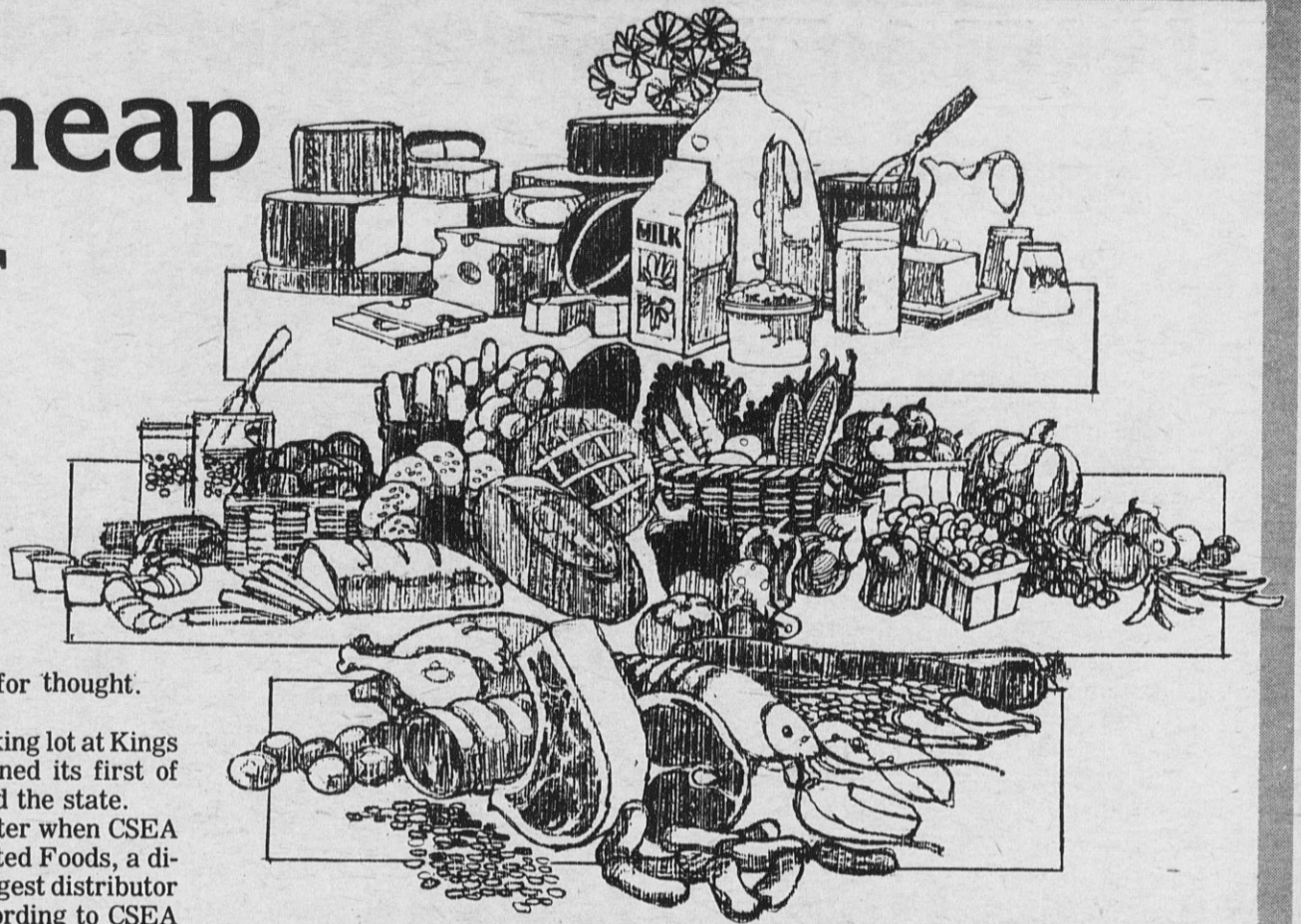
Please be sure to include your name, social security number and current address. If you have had a name or address change in the past year, please note these changes as well.

LEAP registration opens June 21

ALBANY—LEAP is currently completing its schedule of tuition-free courses for the 1985 Fall semester. Registration for state employees in the ISU, OSU and ASU is slated to open June 21. Application blanks will be available from your training office and your CSEA local president. Look for further information on LEAP courses in the next issue of The Public Sector.

Good, cheap food for sale

at CSEA co-ops



KINGS PARK—It wasn't exactly food for thought. Just for as much as 25 percent off.

That's how good the prices were in a parking lot at Kings Park Psychiatric Center where CSEA opened its first of several pilot food co-ops planned for around the state.

A proposal for the co-ops jelled last winter when CSEA worked out an agreement with SYSCO Frosted Foods, a division of SYSCO Corporation which is the largest distributor of food service products in the nation. According to CSEA President William L. McGowan, the union began the program as a way to help members save on their food bills.

Included in the first shipment of food to Kings Park were such items as hamburgers, hotdogs, sausage and bacon; English muffins, butter and cheese; and potato chips, pickles and fruit punch.

The first day for the co-op was a big one as employees at the psych center bought up a whopping \$3,400 in groceries. There was a steady procession of cars into the lot, and people waited in lines to take advantage of the bargains.

"It's a great buy," said Joyce Zaleski, the first person to pick up her order.

McGowan, who was on hand for the opening, called the food co-op a "new way to stretch the members' paychecks" in between contract negotiations. Region I President Danny Donohue and Kings Park Local 411 President Tony Bentivegna were among other CSEA representatives who turned out for the occasion.

Food co-ops will be piloted through SYSCO at several selected work-sites, and if they succeed will be extended statewide. Projects will soon be under way at these locations:

REGION I—Suffolk Developmental Center, Central Islip, and Pilgrim Psychiatric Center;

REGION II—all Staten Island locals;

REGION III—Rockland County Local 844, Rockland Psychiatric Center (see below), and Letchworth Developmental Center.

"Now that we've had such a big success with the first food co-op, I hope that many more will follow," McGowan said.

Members of the Kings Park co-op committee are: Chairwoman Mary Osgood, Joan Seegers, Dennis Schevis, and Jim Nimo.



CO-OP-ERATION—CSEA members from the statewide office to the local level worked together to make the first food co-op a success. Pictured above, from left, at the Kings Park opening are: Tanya Ann Lowe, Kings Park President Tony Bentivegna, CSEA President William L. McGowan, Jim Nimo, Co-op Committee Chairwoman Mary Osgood, Region I President Danny Donohue, and Joan Seegers.



Quick chicken

AT ROCKLAND PSYCHIATRIC CENTER—Employees here are saving money on their grocery bills through another food co-op organized by CSEA. Checking the first order in on the loading dock recently were Local 421 President Glenda Davis, and Pat Taylor and Paul Ellis, both co-chairpersons of the co-op committee at the facility. Says Davis: "The fastest moving foods were chicken, bacon and apple juice."

CSEA officials cut the ribbon

Growing vision care plan laboratory doubles space

PLAINVIEW—The optical laboratory which services CSEA's statewide optical plan recently relocated to new quarters here, doubling the size of its former laboratory in Mineola, and several CSEA officials were on hand to tour the new, modern facility.

The union contingent visiting the lab facilities of New York Eye Care division of Davis Optical was headed up by CSEA statewide President William L. McGowan. The union's vision care coverage program is part of CSEA's Employee Benefit Program, of which McGowan is chairman.

Joining McGowan on the tour, conducted by owner Larry Davis, was CSEA Region I President Danny Donohue and several CSEA local and unit presidents.

President McGowan noted, "We've been with Davis Optical for four years now and I feel it has worked out extremely well. I like the idea that all the lenses and frames used here are union-made."

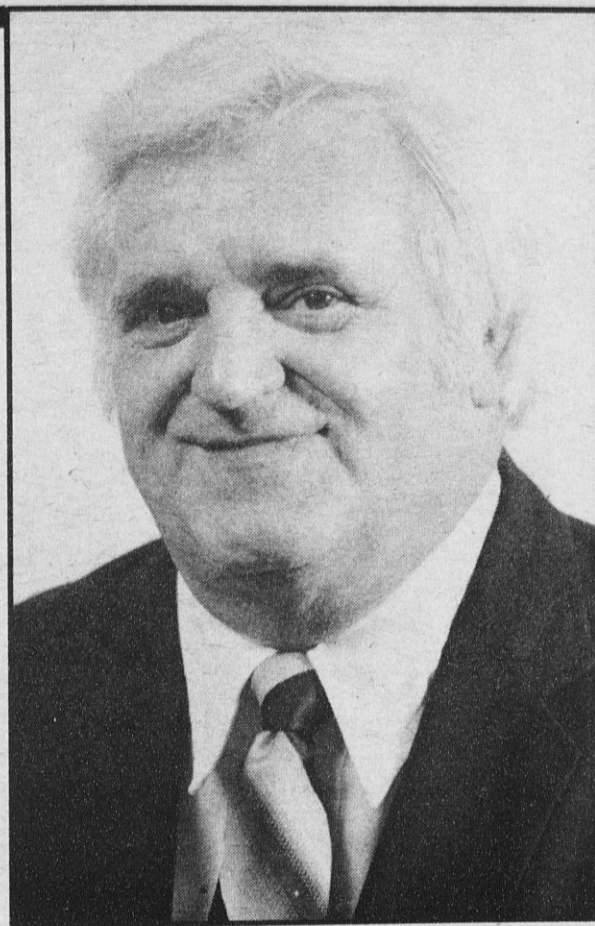
Donohue said, "Davis Optical services 110,000 CSEA members, and that's not including their family members. That's a lot of people... a lot of satisfied people."

Nassau County Local 830 President Jerome Donahue, one of several union leaders touring the new facilities, noted CSEA recently negotiated an optical plan for Nassau County members. "Through this plan, our members in Nassau will be covered for eye exams and glaucoma tests. And, if they need glasses, they'll be covered for those too. Not a penny comes out-of-pocket," he said.

Owner Davis said, "Bill McGowan really made me believe that we could make this benefit a statewide thing. Thanks to him, CSEA is our biggest client." Added Davis, "We've been serving unions for 20 years now. We are the most modern optical laboratory in the northeast, and we're proud of that."

CSEA's vision care program allows covered members and their eligible dependents to receive vision care services once every 24 months from some 180 participating optometrists across the state. Members may also select non-participating optometrists.

For more information on the vision care plan, call 1-800-342-4274 toll-free.



CSEA PRESIDENT William L. McGowan—"I like the idea that all the lenses and frames used here are union-made."



RIBBON CUTTING CEREMONY officially welcoming New York Eye Care to their new laboratory facility is conducted by CSEA President William L. McGowan, center. CSEA's vision care program is the laboratory's largest client. Other participants are, from left, Davis Optical President Larry Davis, Nassau County CSEA Local 830 President Jerome Donahue, CSEA Region I President Danny Donohue, and CSEA Region I Director Bill Griffin.



REGION I PRESIDENT Danny Donahue — "... a lot of satisfied people."

School buses

(Continued from Page 13)

mechanics, and maybe a parttime mechanic or helper," Ling estimated.

The four fulltime mechanics plus one parttimer for the 100 buses compares poorly with other area districts where a similar number of mechanical staff would be responsible for about 50 buses, according to Schlenker.

"They're trying to rob Peter to pay Paul," he said. "And their buses—except maybe for the leased ones—are much older than the average bus."

Monger said that transportation "has always been a problem with this board. They've hired eight or 10 teachers' aides, but they won't hire one mechanic.

They keep stalling, prolonging the issue till June when school is out. But that won't do anything to improve the safety of the children who are riding now, and it won't stop us from pressing them to hire the needed mechanical staff that could do away with this whole problem."

The school board has promised to rectify the situation before. But each time, it's turned out to be "all talk and no action," says Monger. "We met with them to outline the problems, then it took two months before we could get them to another meeting where they claimed to be waiting for a report from the bus garage. But the bus garage supervisors said they

knew nothing of any report that had been requested.

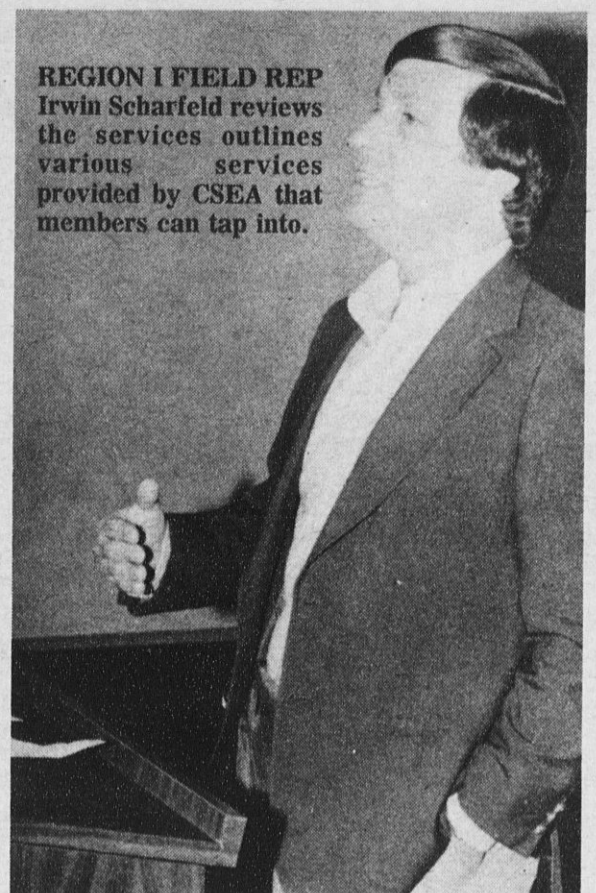
"And the problems keep getting worse," Monger said as she displayed a list containing multiple problems with more than 28 buses. The problems involve brakes, transmissions, windshield wipers, headlights, tires and other maladies that cause continuous breakdowns.

"We are transporting students to approximately 90 different schools and it's ridiculous that we're driving buses that either don't want to run or are mechanically unsafe," say Monger and Galeta.

"Do we have to wait until someone gets killed before we get something done?"



FIELD REPRESENTATIVES can help members with a wide array of work-related problems from grievances to health and safety. Above, Rigo Predonzan, guest speaker at the Region I workshop, discusses a point with two interested members.



REGION I FIELD REP Irwin Scharfeld reviews the services outlines various services provided by CSEA that members can tap into.

Region I workshop answers question:

What does a field rep do?

PLAINVIEW—"It's the field rep's job to try and give the members what they want."

That's how Rigo Predonzan described the role he and his counterparts play within CSEA when he spoke here recently at a Region I workshop.

The workshop, entitled "How to Use Your Field Representative Effectively," included presentations by Predonzan and another CSEA field rep, Irwin Scharfeld.

Predonzan pointed out the importance for members of keeping their field representatives informed and getting information from them on a wide range of issues. For instance, it's crucial that members let field reps know what they want

included in their contracts and get help if they need it, he said.

"Field reps are very involved in contract negotiations—we as well as the local presidents must sign the agreements. So field representatives should have a chance to review any proposals before they go to management," said Predonzan. "You can write your own proposals, but we can also help if you need assistance."

Predonzan also discussed numerous other responsibilities that CSEA field representatives have and ways members can tap into them as a valuable resource. Field reps take leading roles in filing grievances and improper practices. They work closely with lawyers in preparing for arbitration. They help locals and units set up committees and serve as sources of good advice at workshops.

Predonzan noted, however, that when members have a work-related problem or need for information they should follow a certain pecking order so that their union officers are aware.

"In most cases, they'll be the ones who'll contact the field rep. In the event your question or problem isn't addressed at that point, then you should contact your local president," he said. "We want to help as much as we possibly can, but you must be sure that these officers know about your situation before you call us."

Of course, field representatives don't work within a vacuum. In fact, Scharfeld noted, they rely on and collaborate with many other professional

services and resources within the union. Being aware of those services on the regional as well as statewide level can be a great benefit to members, he said.

"For example, Ken Brotherton, our OSHA specialist, can be called in by a field representative when there is a question regarding a health or safety violation. Our communications associate, Sheryl Carlin, can help in designing fliers, organizing information days, issuing press releases and any number of other kinds of public relations," said Scharfeld.

"Our members should be aware of not only the services available in Region I but those within the larger organization," he added.

CSEA's Research Department offers assistance in analyzing budgets and has a knack for finding "hidden funds" when management claims no money exists for employee raises or benefits. And the Education and Training Department offers a variety of seminars on topics like steward and officer training, he said.

Region I Director Bill Griffith also spoke briefly and fielded several questions from participants in the workshop.

Trudy Fox, chairwoman of the Non-teaching School Employees Committee, who suggested the idea for the workshop, expressed satisfaction with the way it turned out.

"We had a lot of people show up and it was very informative. I hope we have many more of these workshops and have even more members come," said Fox.



REGION I DIRECTOR Bill Griffith fielding questions

ALBANY—CSEA's Department of Education and Training has announced its schedule of programs for the next two months. Sessions slated for June and July are as follows:

- June 7, 8 Local Government Workshop
- June 11, 13 Region III Officer, Level I
- June 18, 20 Region III Officer, Level I
- June 22 Region VI Steward, Level I
- Steward, Level II
- June 22-24 Region II Region Weekend
- June 25, 27 Region III Officer, Level I
- July 9, 16 Region III Officer, Level I

- July 10, 17 Region III Officer, Level I
- July 11, 18 Region III Officer, Level I
- I July 23-26 Region V Summer Institute Workshop

Programs previously scheduled to take place June 26 and 27 in Region IV have been cancelled.

Those interested in these offerings by the department should contact their local president. For input into the programs scheduled in a region, requests should be made in writing to the local president or the region's education committee.

Summer training schedule

'Carry on, oh Erie'

Four generations on the Canal documented in film to premiere during June

By Stephen Madarasz
CSEA Communications Associate

Preserving the traditions and the benefits of the old Erie Canal has been a battle CSEA considers well worth fighting. Thanks to the determined efforts by the union and many dedicated individuals, giant steps have been taken toward preserving that part of New York's history, economic strength and unique charm.

Last year CSEA led a successful campaign to inform the public of the serious neglect of the Canal, now known as the New York State Barge Canal, and that campaign resulted in increased funding by the state legislature to maintain and improve the Canal.

Now, a documentary film, "Carry on, oh Erie," produced with funding from CWEP and private sponsors, will premiere on public TV stations across the state in June. Narrated by Burl Ives, the film promotes the importance of the Canal by telling the story of the Canal through the eyes of a CSEA member whose family has worked the waterway for four generations.

The film will be previewed at the New York State Museum in Albany on June 10, and on Capital District Public Television station WMHT (channel 17) on Thursday, June 13 at 8 p.m. Arrangements are being made for its showing on other public TV stations.

"A year ago, New York didn't seem to have much interest in the Canal," says CSEA President William L. McGowan. "But after our members pushed to keep it alive and working, all of a sudden there was a lot of activity." For example, he notes, 1985 is the Canal's 160th anniversary and the state responded by scheduling celebration activities.

CSEA's initial interest in the Canal involved saving jobs, jobs of CSEA members which were threatened by reduced funding and a change from fulltime to parttime status. "You really have to know the people on the Canal," explains Joan Tobin, who represents state Department of Transportation members on CSEA's statewide Board of Directors. "It's not just a job to them, it's a way of life."

CSEA Barge Canal Local 502 President Frank Zammiello, one of the most active of all in the fight to restore adequate funding for the waterway, adds, "I actually come from a long line of railroad men and saw how the railroad disappeared, and how something as important as the Canal could be lost. That wouldn't be right. The Canal is something

that belongs to all of us as New Yorkers, and we couldn't let it just fade away."

Both Tobin and Zammiello are quick to point out that much more needs to be done. "We're still talking about equipment that's 60 and 70 years old in some cases," says Tobin. "And workers have to make the replacement parts themselves." Tobin said that for much too long the disrepair was due to failure to recognize the Canal's real potential. That problem continues today, she said.

That point is key to the documentary film. It is ironic that from the start, the Canal has always proved its skeptics wrong by exceeding its expectations. Originally, the federal government refused to back the project, claiming it was too costly and unworkable. But when the state opened the Canal in 1825, it immediately began paying for itself and turned a profit in a few years of operation.

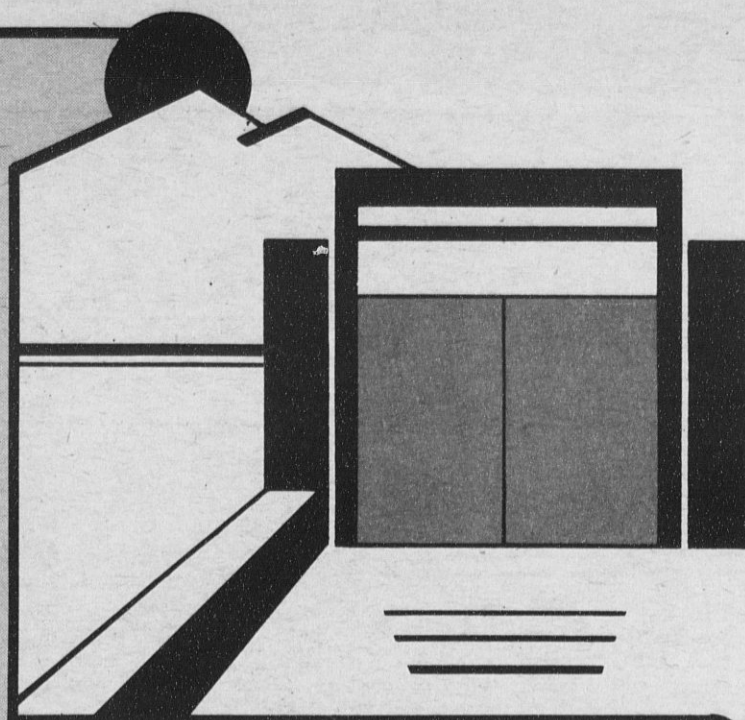
The film highlights, too, efforts of Theodore Roosevelt to rebuild the Canal in 1903 to keep New York's trade routes strong. To Tobin and Zammiello, that same argument is valid today.

"If the Canal's more functional, we'll have a lot more activity," says Tobin. "It's actually cheaper to transport by water than by truck, and certainly that could also help prevent our roadways from wearing down." And, Tobin says, a rejuvenated Canal can help improve the economies of the smaller communities along its route.

That impact is already being felt as the recreational aspects of the Canal are promoted more and more. Last year alone, more than 100,000 pleasure boats passed through the Canal, which has been a free waterway since the late 1800's. The state Commerce Department estimates the Canal generated about \$27 million in tourist trade last year.

That fact doesn't surprise Zammiello, who says he has clearly seen renewed interest in the Canal. "I definitely see more people coming out to the Canal, but even when I talk about the Canal in the community, I can tell people get excited. They get caught up in the history and the opportunities of the waterway."

For people like Tobin, Zammiello and the others who have devoted much time and energy to preserving the Canal, there's no doubt that it can continue to serve New York well for a long time to come, just as it has for more than a century and a half. IF the right actions are taken now.



PRIZED MEMENTOS—CSEA Local 502 President Frank Zammiello Jr., left, and CSEA Region V Political Action Chairperson Dorothy Penner flank state Senator James Donovan, 46th District, who presented them with copies of Senate Bill 9831, which provided more than \$600,000 for additional staffing for waterway operations and maintenance improvement. Sen. Donovan, with support from Senators Martin Auer, H. Douglas Barclay, Joseph Bruno, John Daly, Hugh Farley and L. Paul Kehoe, spearheaded the legislation after hearing Zammiello and Penner, among other CSEA activists, describe how critical the State Barge Canal had become in terms of manpower shortage and lack of proper maintenance.