

PRESIDENT HONORS HEROES — Three members of the village of Lindenhurst CSEA bargaining unit of Suffolk County Local 852 have been honored for heroism by President Ronald Reagan. Presidential citations have been presented village sanitation workers Ken Bonaventura, Gary Livingston and Michael Cronin for their actions last Feb. 23rd when they rescued two small children from a burning house and then extinguished the blaze before firemen were able to arrive. Holding their commendations signed by President Reagan are Bonaventura, left front; Livingston, center; and Cronin, right front. Flanking the heroes are Lindenhurst Supervisor of Public Works Frank Asselta, standing left, and CSEA Unit President Tony Poldino Jr., standing right.



the Public SECTOR

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Union prepared for some difficult contract talks

ALBANY — With the beginning of contract negotiations with the state just around the corner, CSEA is in the final stages of preparations for the talks, which promise to be long and difficult. About 100,000 state workers in three major bargaining units represented by CSEA will be directly affected by the negotiations. Initial talks are expected to convene later this month.

Negotiating teams for CSEA have been named to represent each of the three bargaining units. Input has been received from union members statewide, research is being completed, and final touches are being made on union contract demands at this time.

"We go through a long process of preparations, talk to a lot of members, do a lot of homework, gather a lot of information," CSEA President William L. McGowan said. "It's important to us that we go into negotiations with the confidence this preparation gives us and knowing that we truly represent our members' wishes at the table."

Appointment of the three negotiating teams is

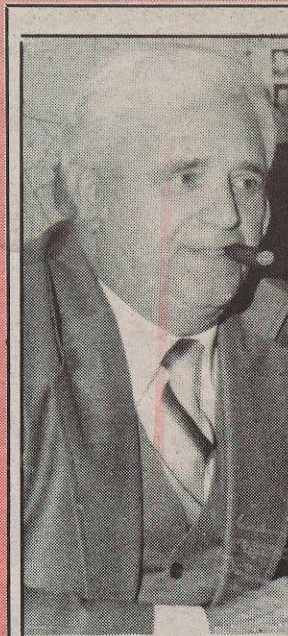
an important step of the process. Each bargaining unit's team consists of two members from each of the union's six regions.

"The regions gave us an excellent pool of nominees from which to make appointments," McGowan commented, "and the result is that I think we came up with excellent teams, who are very representative of the workers they will represent."

The teams represent a good mix of newcomers to the bargaining table and members with experience on previous negotiating teams. Team members work in a variety of agencies, working environments and job titles, so that they can speak collectively for a wide cross-section of CSEA State Division membership.

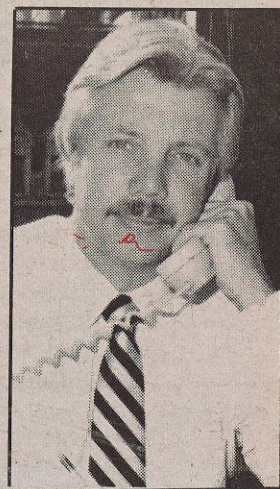
"They also have one important thing in common," McGowan stressed. "That is a dedication to the job, a willingness to put in the long hours and hard work that it takes to bring collective bargaining to a successful conclusion."

Team members met for several days in mid-
(Continued on Page 6)

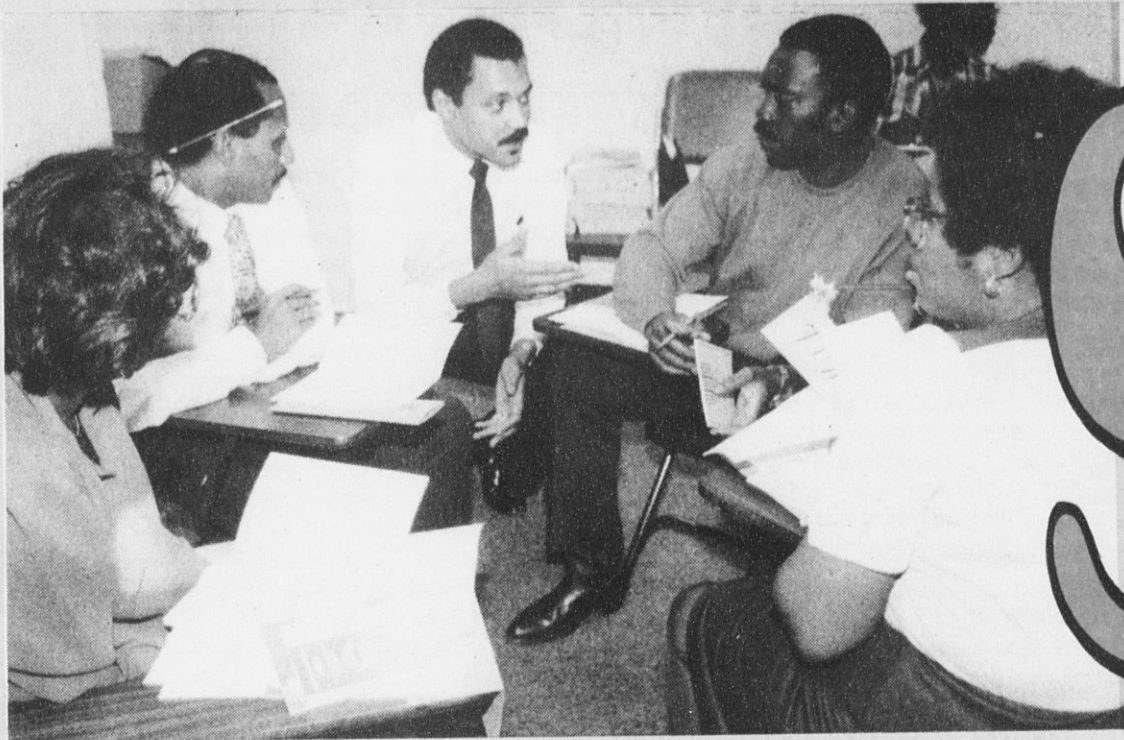


CSEA PRESIDENT
WILLIAM L. MCGOWAN

LEADING THE UNION TEAM



CHIEF NEGOTIATOR
JAMES W. ROEMER JR.



FRED DANIELS, center, Local Union Training Program trainer, makes a point to Local 010 members during a group discussion on shop steward concerns.

Shop steward session successful



GEORGE BONCORAGLIO, left, Region II president, is pictured with Darlene Hess and Floyd Payne, who led the recent steward seminar.



FLOYD PAYNE, center, Region II first vice president, listens in on a problem-solving session among members.

NYC Local 010 stewards share mutual job concerns

NEW YORK CITY — "You can't do it alone."

That was the main point for 12 members of New York City CSEA Local 010 who participated in a shop steward training seminar here recently.

Monitors of the Local Union Training Program (LUTP) session were Manhattan Psychiatric Center Local 413 First Vice President Fred Daniels; Region II First Vice President and Local 413 President Floyd Payne; and Division of Housing and Community Renewal Local 258 President Darlene Hess. All three recently completed a week-long labor instructor workshop sponsored by AFSCME, and successfully led the group into discussions of shared concerns.

Daniels noted that the training is especially important for locals such as 010 where members, who are state employees, work at sites spread throughout the region.

Sharing their common problems, participants found that although jobs and worksites vary, complaints are basically the same. Release time for union concerns, lack of communication between members and management, harassment by management, lack of knowledge of member rights and out-of-title work were a few that were mentioned.

How to solve these problems? Some suggestions included labor-management meetings, filing of contract grievances, membership meetings, newsletters, bulletin boards and training and education.

Following a film in which a newly elected shop steward unites a group of troubled workers, the members discussed how to "build a team." Pointing out the many problems the workers in the film experienced, participants learned the steps that a trained shop steward should follow:

- Set a plan. Know what you are going to do and plan your strategy.
- Talk to management. Try to establish a rapport, then follow up on your demands.
- Let members know they should use the union as their vehicle to solve problems.

Shop stewards wear four hats, Payne and the participants concluded. As leaders, they listen, negotiate, build confidence, educate and set goals.

As representatives of the members, they are knowledgeable, they investigate, meet with management, plan strategies and follow through.

As organizers, they get members involved and build group support. And as communicators they are articulate, they keep members informed and they know their members' wants and needs by listening and discussing the issues with them.

"The shop steward is the first line of defense," commented Region II President George Boncoraglio. "They're the vehicle that transmits problems in the workplace into the union process. The shop steward network is very important. They are the feelers into the workplace."

How locals voted in CSEA election to be available

A local-by-local listing of voting results in the recent court-ordered rerun of CSEA's 1982 statewide officers election will soon be available for reviewing.

Overall results were announced on Oct. 13 with the incumbents — President William L. McGowan, Executive Vice President Joseph E. McDermott, Treasurer Barbara M. Fauser and Secretary Irene Carr — winning re-election by overwhelming margins. The

election was supervised by the U.S. Department of Labor.

Election results are being printed in a format listing the total votes members of each CSEA local cast for each of the candidates. A copy of the list will be mailed to each CSEA local president, who will make it available for reviewing by any member who wishes to do so. Members who wish may contact their local president to arrange a time and date to review the results.

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- EYEGLASSES & CONTACT LENSES • FINE FURS
- CHINA, FLATWARE AND CRYSTAL & SO MUCH MORE!

Discount buying service can increase purchasing power

The purchasing power of CSEA members has been substantially increased with the announcement by CSEA President William L. McGowan that arrangements have been completed to provide CSEA members with the benefits of United Buying Service (UBS).

Through UBS, the oldest and largest discount buying service in New York state and one of America's largest buying services, CSEA members can obtain large discounts on a wide variety of products and services, including new car financing or leasing, furniture, major appliances, jewelry and furs.

"UBS has an excellent record of delivering high-quality products and service at substantial savings," McGowan said in announcing the program.

He noted that this special discount buying service is being made available at no cost to the member, and members are under no obligation of any type in using the program.

UBS claims savings of up to 60 percent off retail prices on a wide variety of major consumer items. To use the service, CSEA members can call the appropriate telephone number listed on this page and obtain a "discount referral" certificate from UBS which can then be used at any one of some 400 participating vendors. Or, for specific models and brands, members can call the same number, and obtain UBS quotes for those specific items and purchase them direct from UBS through the "shop-at-home service."

Brochures describing the UBS program in detail are now available from CSEA regional offices.

To avail yourself of United Buying Service discounts, call this number and identify yourself as a CSEA member.

| | | |
|-----------------------|-------------------------|---------------------------|
| LONG ISLAND | NEW YORK CITY | WESTCHESTER and |
| (516) 488-3268 | • (212) 889-6338 | • UPSTATE NEW YORK |
| | or 685-5252 | (800) 522-3131 |

Want to open an IRA? Payroll deduction available

CSEA members in the three state bargaining units (Administrative, Operational and Institutional), as well as CSEA-represented employees in the Office of Court Administration (OCA) are reminded that they may take advantage of automatic payroll deduction to set up an Individual Retirement Account (IRA).

An IRA is a tax-deferred investment plan which allows individuals to save a portion of their income for retirement while legally sheltering income from taxes.

CSEA negotiated IRA payroll deduction with the state last fall. Three vendors, who represent the three major types of IRAs — a bank, insurance company and investment firm that manages mutual funds — are offering the retirement plans.

For more information, State Division and OCA employees should fill out and mail the coupon below to: CSEA-IRA, P.O. Box 7125, Albany, N.Y. 12224.

CSEA-IRA
 P.O. Box 7125
 Albany, NY 12224

Please send me information on the Individual Retirement Account (IRA) programs now being made available to me through payroll deduction. I am a state employee in the ASU, ISU, OSU or OCA bargaining unit.

I am interested in receiving:

General information on IRAs Prudential-Bache IRAs
 The Dime Savings Bank IRAs Oppenheimer Funds IRAs

NAME: _____

Home Address: _____

Place of Employment: _____

CSEA continues efforts to boost security at work complex in Albany

ALBANY — In a series of meetings recently with the Office of General Services (OGS), CSEA is working to beef up security for employees at the Empire State Plaza here.

The union called for tighter safety measures at the huge state employees worksite following an accident in October outside the Motor Vehicles Building involving the stabbing of an office worker, allegedly by her estranged husband.

Officials from CSEA Capital Region IV have already had one meeting with OGS Deputy Commissioner Richard Van Zandt to discuss safety, health and security problems at the plaza. At another meeting, scheduled for the first week in November, the region will present suggestions from members for improving safety conditions.

CSEA Region IV President C. Allen Mead said he came away from the first session satisfied that OGS was "aware of the union's commitment to employee security."

"We brought up ideas concerning various common sense suggestions for improving worker security at the site. They ranged from putting up signs informing tourists of off-limits state employee work areas to better use of manpower to make the Capital Police more visible," said Mead.

According to Regional Director John D. Corcoran Jr., the region's officials will meet with OGS again in November to "update our suggestions by presenting a list of ideas from the members who work at various locations in the plaza."

In the meantime, the region's Downtown Committee will be working with OSHA Representative Barbara Mitchell to compile that list from among public employees who work at the plaza.

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THE CHOICE IS CLEAR...



WELCOME TO CSEA — Ulster County CSEA Local 856 President Sean Egan, left front, congratulates John Geib, center, newly elected president of the local's newest unit, the Village of New Paltz. At right is Region III Organizer Richard Blair. Several of the unit's members look on in background.

ANNIVERSARY LUNCHEON

Nassau County CSEA Retirees Local 919 will note its 10th anniversary with a noon luncheon on Dec. 12 at the Atrium, 3882 Sunrise Highway (one block east of the Seaford-Oyster Bay Expressway).

Reservations and checks for \$13 per person must be received by Friday, Nov. 16, payable to Shirley Matluck, chairwoman, and sent to Nassau County Retirees Local 919, P.O. Box 304, Merrick, N.Y. 11566. Members may bring as many guests as desired. Additional details may be obtained by calling (516) 221-1782.

'BROKEN PROMISES: A REPORT ON THE STATE OF THE ELDERLY'

Domestic spending cuts hurt elderly poor a lot

WASHINGTON — The Reagan administration has led a "relentless assault" on domestic programs that are vital to older Americans, especially the elderly poor, according to a new study just released.

"Broken Promises: A Report on the State of the Elderly During the Reagan Administration," was released at a press conference here by AFSCME and the National Council of Senior Citizens.

AFSCME President Gerald W. McEntee said the report is "the first comprehensive documentation of the four-year, state-by-state effects of the Reagan administration policies on older Americans. Under the administration, the elderly have been particularly vulnerable to domestic spending cuts."

Prepared by a respected independent firm, Fiscal Planning Services, Inc., the report includes a four-year, state-by-state analysis of the 12 major programs serving people 65 and over.

The report found that:

- Over the past four years, the cuts in programs for the elderly total nearly \$24 billion, averaging nearly \$900 for each person over 65.

- The size of the cuts in these programs has grown each year of the Reagan administration,

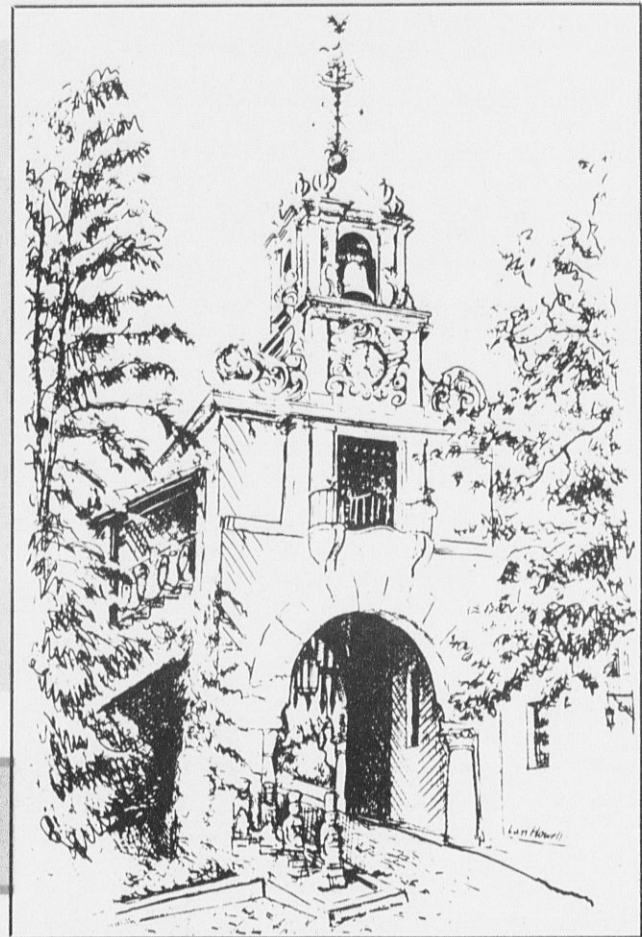
rising from \$2.3 billion in fiscal 1982 to an expected \$7.6 billion in fiscal 1985.

- In dollar terms, the largest cuts were in the two programs relied upon by nearly every older American: Social Security, totaling \$9 billion in cuts, and in Medicare, totaling \$12 billion in cuts. In Social Security, the average benefit declined \$312 for retirees while in Medicare the average benefit fell by \$453 over the past four years.

- In percentage terms, many of the programs targeted to the elderly poor were cut the most, including Medicaid, food stamps, and subsidized housing. Because of the Reagan budget cuts over the past four years, 387,000 fewer elderly people receive food stamps; 567,000 of the elderly lost Medicaid coverage; 5,674 fewer housing units for the elderly receive federal support, and 160 million fewer meals are served through the food commodities program.

In New York state, the report shows, there has been \$2.3 billion in cuts in programs serving the elderly, including \$1.1 billion in Medicare and \$714 million in Social Security. There were, the report shows, 15 million fewer meals served to New York's senior citizens, 62,437 stricken from the Medicaid program, and 29,834 fewer receiving food stamps.

THE VANDERBILT MUSEUM



FROM TOP TO BOTTOM — SKY SHOWS TO SCENIC LAWNS—

Members attend to riches at historic estate

CENTERPORT — Limousines, yachts, luxurious mansions and rolling hills marked a way of life on Long Island's north shore in the early 1900s. Today, that sprawling estate that lies on 43 scenic acres overlooking Northport Bay and Long Island Harbor to the Connecticut shoreline.

Some 20 CSEA members of Suffolk County Local 852 have the job of protecting, overseeing and maintaining the magnificent estate, which is currently being restored by Suffolk County in the most extensive renovation since Vanderbilt died 40 years ago.

"It's a unique and interesting operation, and we cover the entire gamut of running it," said CSEA Field Representative Irwin Scharfeld, noting that members work as everything from graphic artists to groundskeepers.

The Vanderbilt Historic House and Planetarium is the former home of William Kissam Vanderbilt II, a great-grandson of famed shipping and railroad magnate "Commodore" Cornelius Vanderbilt. Vanderbilt left the estate and a \$2 million trust fund to the people of Suffolk County "for the education and enjoyment of the public."

"This is an amazing place," said CSEA Unit President Stan Coffield, as he led a visitor through the estate recently. "We have the museum, the Hall of Fishes and the planetarium, as well as marine and insect collections. One of the more extravagant features of the museum is the hangar Vanderbilt built to keep his seaplane."

The estate, called "Eagle's Nest," is a 24-room, Spanish Revival mansion with heavily carved wooden doors, ornate wrought-iron windows, carved marble and wood fireplaces, elaborate ceilings and staircases and marble galleries.

Coffield pointed out a wealth of interesting details and original furnishings, including Vanderbilt's bed with the seal of Napoleon Bonaparte and a 2,000-pipe organ dating to 1918.

Strolling around the grounds, he noted the 10-hole golf course, whose first tee was on the roof of the Hall of Fishes, which now houses thousands of objects, ranging from an Egyptian mummy to an antique deep-sea diving suit.

The estate's winding driveway is paved with Belgian blocks retrieved from the streets of old New York City. The entrance to the museum grounds is guarded by a pair of iron eagles taken from the original Grand Central Station, home of the Vanderbilts' railroad empire. Just inside the entrance the view of Northport Bay is framed by six 1,000-year-old Corinthian columns.

The planetarium, where Coffield is technical supervisor, was built in 1971 on the Vanderbilt's tennis courts. It is one of the 12 largest and best best-equipped such facilities in the country and is used to present public "Sky Shows" in addition to special educational shows for school children.

The CSEA members who arrange and devise the sky shows include technicians like Coffield, artists, and educational and clerical staff. Members also work as guards at the museum and as groundskeepers.

About 180,000 people are welcomed to the Vanderbilt Museum and Planetarium by the CSEA members each year. This small group of public employees give visitors a fascinating look into the wealth of a bygone era.



ADMIRING MANSION — CSEA Field Representative Irwin M. Scharfeld, left, and Vanderbilt Museum Unit President Stan Coffield pause on a tour of the estate, with the boat house and Northport Bay visible in the background. In photo at top left, the two men are standing in the mansion's Boxwood Garden, admiring renovation progress.

Union ready for negotiations

(Continued from page 1)



TEAM PHOTO — Members of the Administrative Unit team include, seated from left, Dawn Lyman, Sarah Jackson, Elliot Bernstein and Chris Carletta. Standing from left are Sara Sievert, Ann Worthy, CBS Jack Conoby, Lee Johnson, Carole Peets, Barbara Reynolds, Elizabeth Holt and Dann Wood. Missing is Claire McGrath.

October for orientation and to work on demand formulation. They met with their union collective bargaining specialists to discuss problems in the current contracts, and heard from staff specialists in Research, Insurance, Safety, Employee Assistance Programs, as well as joint labor/management programs and education and training programs provided under the CSEA/NYS contracts.

Members of the negotiating teams also met with CSEA delegates at the recent annual meeting in Lake Placid.

"By joining us for the three bargaining unit meetings at the convention, the teams got still another chance to get some input from the membership, to hear what aspects of the contracts the members are concerned about," explained Jack Carey, Administrative Director of the Office of Collective Bargaining for CSEA.

"We're going to go into these negotiations well prepared and with our members well-represented at the table both by their fellow members and by professional negotiators."

ADMINISTRATIVE SERVICES UNIT Negotiating Team

- Region I — Elizabeth Holt and Barbara Reynolds
- Region II — Elliot Bernstein and Ann Worthy
- Region III — Carole Peets and Sarah Jackson
- Region IV — Lee Johnson and Dann Wood
- Region V — Chris Carletta and Claire McGrath
- Region VI — Sara Sievert and Dawn Lyman
- Collective Bargaining Specialist Jack Conoby

INSTITUTIONAL SERVICES UNIT Negotiating Team

- Region I — Joseph Noya and Anthony Ruggiero
- Region II — Joel Schwartz and Miguel Cruz
- Region III — Jeff Howarth and Beatrice White
- Region IV — Joel Falkenbury and Dominick Ruggieri
- Region V — Madeline Harrison and Ruby Meyers
- Region VI — Elaine Mootry and Kathy Pontillo-Button
- Collective Bargaining Specialist Jim Cooney



MEMBERS OF INSTITUTIONAL TEAM, right, included, seated from left, Kathy Pontillo-Button, Jeff Howarth, Madeline Harrison, Joel Schwartz and Joel Falkenbury. Standing are CBS Jim Cooney, Elaine Mootry, Ruby Meyers, Anthony Ruggieri and Joseph Noya. Missing are Miguel Cruz and Beatrice White.

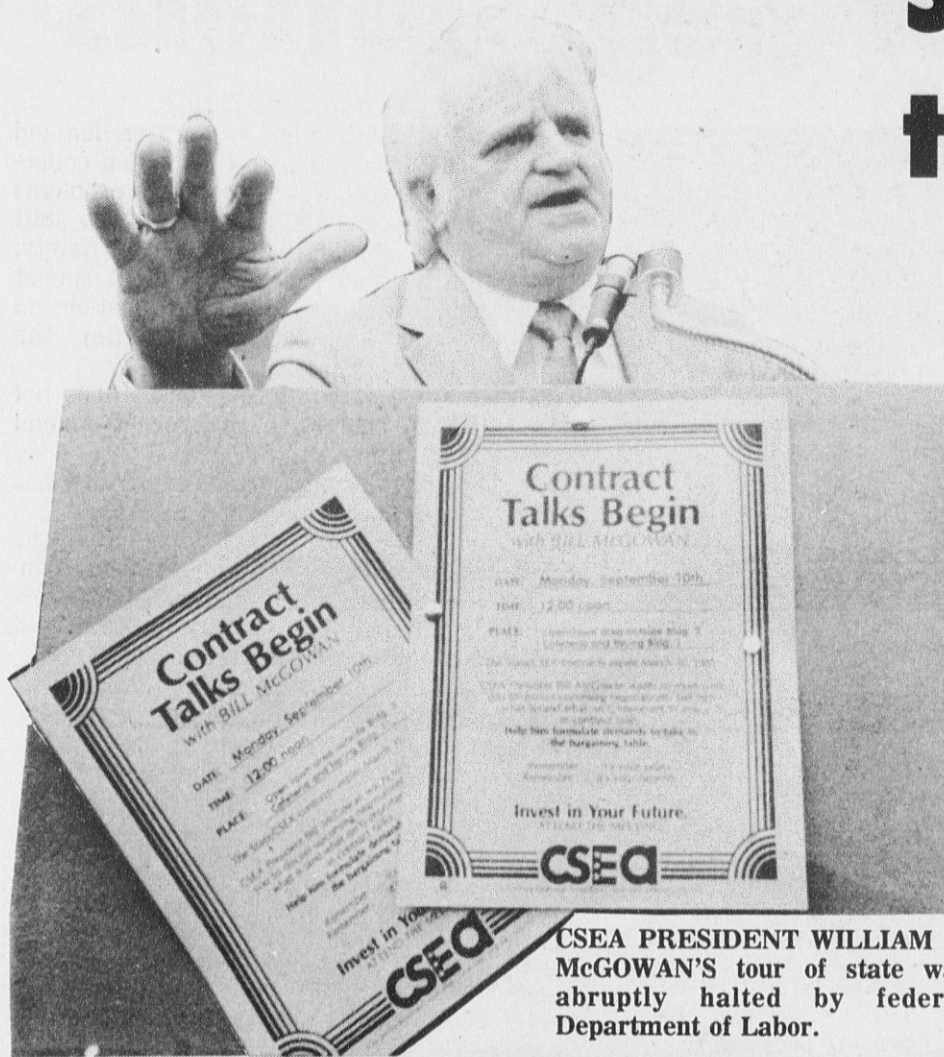


- OPERATIONAL SERVICES UNIT Negotiating Team**
- Region I — Arthur Loving and Lou Mannellino
 - Region II — Benjamin Hayes and James Wilson
 - Region III — Jack Cassidy and Richard Riley
 - Region IV — Milo Barlow and Leroy Holmes
 - Region V — Tom Ward and Chuck Eynon
 - Region VI — John Wallenbeck and Thomas Petrone
 - Collective Bargaining Specialist John Naughter

OPERATIONAL UNIT TEAM members include, seated from left, Jack Cassidy, Leroy Holmes, Chuck Eynon and Arthur Loving. Standing are CBS John Naughter, Tom Ward, John Wallenbeck, Lou Mannellino, Milo Barlow, Richard Riley and Thomas Petrone. Missing are Benjamin Hayes and James Wilson.

State negotiations to open this month

Atmosphere bristles with tough talk as negotiations near



CSEA PRESIDENT WILLIAM L. MCGOWAN'S tour of state was abruptly halted by federal Department of Labor.

"When I sit down across the bargaining table from the state's chief negotiator, I want to be able to tell him what problems my members are having in every nook and cranny of this state. I want to be able to speak about the troubles our DOT workers in Plattsburgh are having with their new work schedules. I want to be able to personally tell him how it feels to be part of the clerical ghetto in the Empire State Plaza in Albany who daily have to watch their opportunities for promotion ruined because the state is ignoring the civil service law. I want to be able to tell him exactly what my members throughout this state want in a fair and equitable contract."



CSEA PRESIDENT WILLIAM L. MCGOWAN, right, talks about contract issues with Letchworth CSEA Local 412 Treasurer Sal Greco, left, and Helen Hayes Hospital CSEA Local 302 President Richard Riley during his tour of state work locations in September.

ALBANY — That was the message CSEA President William L. McGowan delivered in mid-September as he initiated what had been planned as a lengthy tour of the entire state to talk with as many CSEA-represented state employees as possible before the start of CSEA/state contract talks in November.

But two weeks into the schedule, McGowan's tour was halted by order of the federal Department of Labor, which said such a tour might be construed as having political overtones. The Department of Labor was overseeing at the time the court-ordered rerun of CSEA's 1982 statewide officers election. McGowan led his incumbent team of union officers to overwhelming reelection in October, but by then it was too late to effectively re-schedule the tour.

Still, McGowan has been meeting with members every chance he has since his re-election. And he's enlisted Local officers to relay their members' concerns to him relative to contract talks. And McGowan's message remains as it was when his original tour began.

"Right now the commissioner of civil service would like to see the rule of three replaced by the rule of 10 or 20. I'm against that because management is already playing fast and loose with the rule of three. I'd like to see the rule of one established and enforced," McGowan says emphatically. "If you pass the test and you're number one, you get the job. If you don't make the probation period, the job goes to the next person on the list. That's the way it should be."

McGowan leaves no doubt that the current insurance program will be a hot topic across the bargaining table. "I've heard so many complaints about the current insurance program and its administration that I want to take it over and straighten the mess out once and for all," he declared recently. "The current programs haven't been audited in over 30 years! I think we, CSEA and our Employee Benefit Fund, could administer the program for our members better than the current providers. I think we could cut costs, cut red tape, cut the baloney! And I'm sure if we could cut out the problems and save money we could increase benefits without increasing the cost of the program."

State's chief negotiator says 'do more with less'

Thomas Hartnett, director of the Governor's Office of Employee Relations and the state's chief negotiator in the upcoming contract talks, was quoted in the Albany-area news media this week as saying, "It's going to be a difficult round."

Added Hartnett, "We will bring to the table the philosophy of the governor — do more with less."

And although he would not discuss specific contract proposals the state will bring to the table, he was quoted as saying talks will focus on "time on the job" such as vacation and sick leave. "We want to make sure time is spent in a productive fashion; and whether or not (those benefits) are structured and used wisely."

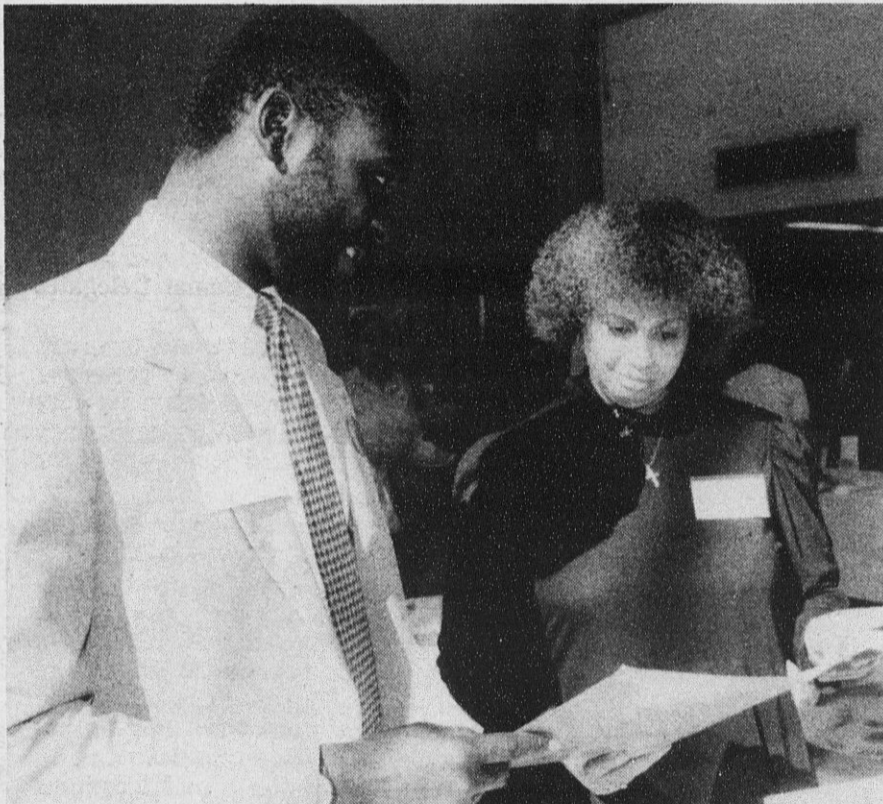
"Right now the commissioner of civil service would like to see the rule of three replaced by the rule of 10 or 20. I'm against that because management is already playing fast and loose with the rule of three. I'd like to see the rule of one established and enforced."



BROWSING AMONG BROCHURES — South Beach Psychiatric Center employees stop to pick up brochures and other information at the EAP-sponsored health fair.



ALL TOGETHER NOW — CSEA members at the Staten Island facility get together during the event. Seated are Joanne Gardella and Christine Galtieri, EAP committee members, and Lorraine Chambers, Local 446 shop steward. Standing, from left, are Local 446 Secretary Irene Day, Treasurer Rose Kelly, First Vice President Lorraine Burrus, Grievance Representative Brenda Grasso and Local President Pete Antico.



PERUSING PAMPHLET — Region II Health and Safety Specialist Mitchell Brathwaite and Glinnie Chamble, chairwoman of the Region II Committee on Work Environment and Productivity, look over information on occupational safety.

EAP health fair at South Beach PC biggest ever

STATEN ISLAND — More than 400 CSEA members and other employees attended the South Beach Psychiatric Center health fair sponsored by the Employees Assistance Program recently.

EAP committee members spent four months planning the event, which included health screening and informational booths. Some of the services offered were blood pressure screening, pap smear, breast examination, colon-rectal screening, blood tests, vision examination and lung check. Consultations were provided by a gynecologist, psychiatrist, vascular surgeon and a pharmacist.

A number of booths offered useful information on CSEA, PEF, health insurance, alcohol abuse, gambling information, AIDS, VD, sports medicine, worker health and safety, biofeedback and nutrition and weight control. In all, there were 29 booths — more than twice as many as last year.

EAP Coordinator Gary Bisogna said the number of participants far exceeded his expectations. "South Beach has never reached this many people at one function," he said.

CSEA Local 446 President Pete Antico remarked that EAP is "one of the best committees that CSEA participates in." He praised committee members for their hard work and dedication in organizing the fair.

Joint meeting focuses on plan to move 8,000 workers from NYC's World Trade Center

NEW YORK CITY — The relocation of some 8,000 state employees from the World Trade Center was the topic of a recent meeting of representatives of CSEA, PEF, the Office of Employee Relations and the Office of General Services.

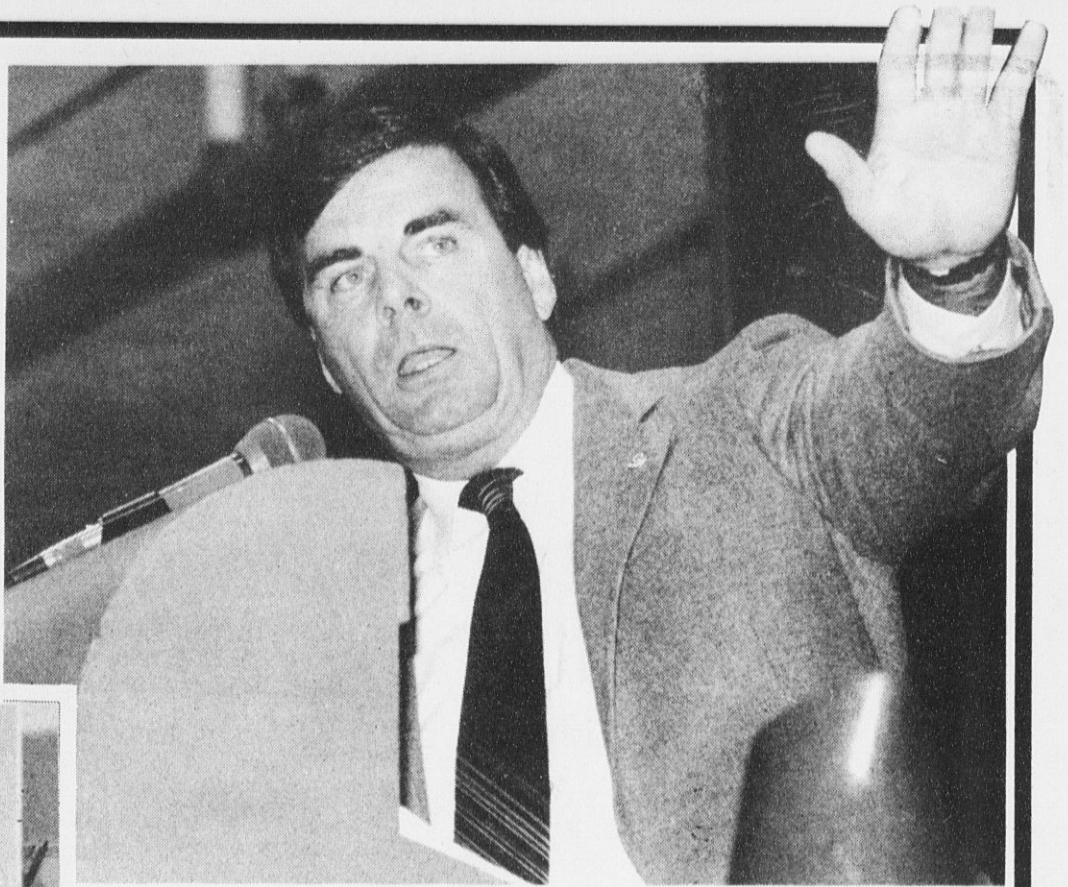
Employees of several state agencies — including Workers' Compensation, the Department of Labor, the Department of Social Services, Housing and Tax and Finance — will be moved to various locations throughout the five boroughs of New York City under a mandate by Gov. Mario M. Cuomo.

CSEA Region II President George Boncoraglio noted that the major concern of the labor unions is to see that no "political games are played" in placing the agencies in buildings that would serve as a private interest to landlords or politicians. One representative of PEF termed the move "a public relations gimmick to revitalize the communities."

A number of considerations should be taken, said Boncoraglio, including accessibility, public transportation, day care centers and parking facilities.

"The concern here is to put these workers in safe, accessible neighborhoods," said Boncoraglio. This committee is looking out for the interests of the workers, not the landlords and the politicians."

74th Annual Delegates Meeting



Ready to work For America
MONDALE '84



CONVENTION HALL AT OLYMPIC CENTER — Pictured counter-clockwise from top: AFSCME International President Gerald McEntee; CSEA logo and campaign slogan; and delegates at a general business session.

FRANTIC PACE MARKS PLACID MEETING

LAKE PLACID — CSEA delegates from across the state gathered here at the site of the 1980 Winter Olympics for the 74th Annual Delegates Meeting Oct. 21-26.

Highlighting the weeklong convention this year, were reports from two top AFSCME officials, President Gerald McEntee and Secretary-Treasurer William Lucy. Also on hand to address general sessions of delegates were State Majority Leader Warren Anderson and Assembly Speaker Stanley Fink who praised the leadership of CSEA and expressed confidence in the dedicated work of its members.

Politics was a prime factor in the delegate's meeting here as unionists rallied again behind Democratic candidate Walter "Fritz" Mondale in the final stretch of his campaign for the U.S. presidency. In speeches and presentations throughout the week, workers were reminded that Mondale is their best bet for fairness in wages and safety in the workplace. By contrast, the policies and platform of the Reagan administration were deemed destructive to unions and workers' rights, and dangerous to jobs in the public sector.

Workshops and seminars, as usual, covered a broad range of topics from how to set up a local union office to how union busters are working to curtail organization of employees. Other educational seminars deal with health care cost containment, making committee meetings work, and strategies to make change work for workers.

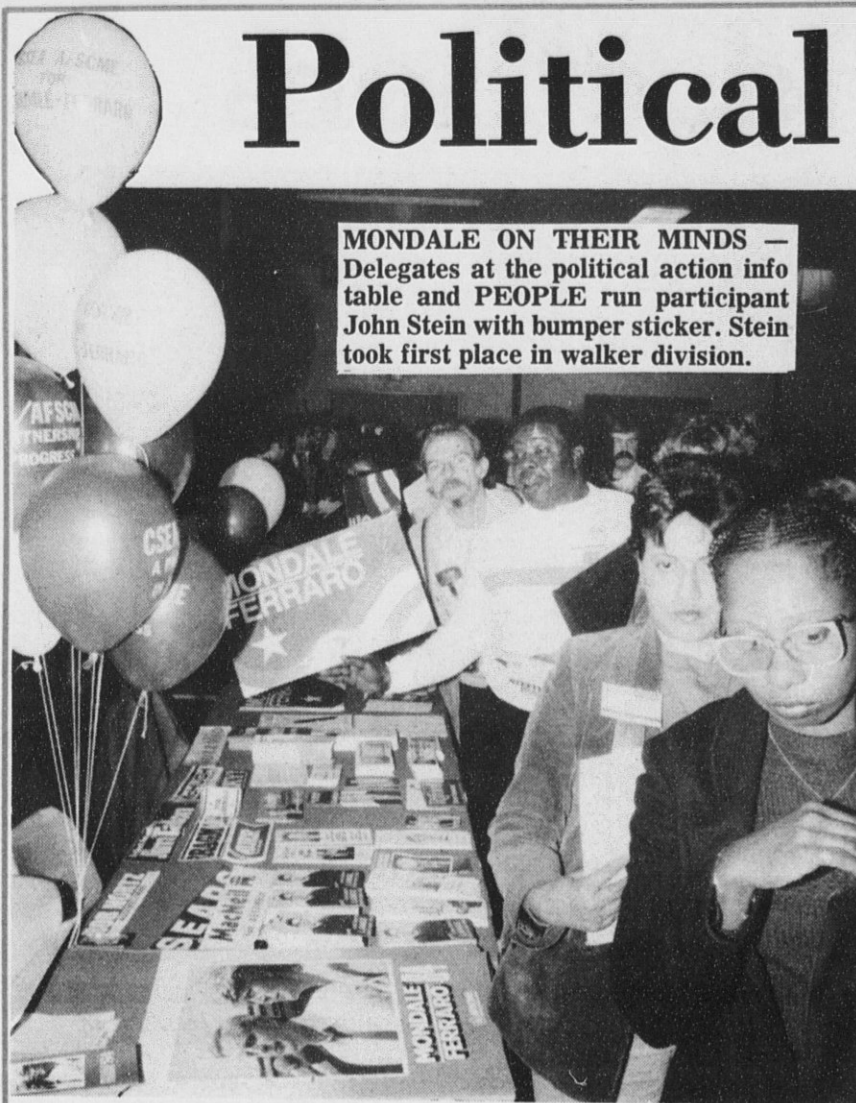
Detailed reports on convention events follow.

MORE ON THE MEETING

*Convention pixs
and reports*

PAGES 10-14

Political views . . .



MONDALE ON THEIR MINDS — Delegates at the political action info table and PEOPLE run participant John Stein with bumper sticker. Stein took first place in walker division.



Dump Reagan

Workers urged to vote, lobby

LAKE PLACID — Political action was a major theme at the 1984 delegates convention as top officials of AFSCME and lobbyists for CSEA made pleas to unionists to get involved by casting their votes and watching their representatives.

Voters should look at economic programs before making their decisions at the polls on Nov. 6, AFSCME President Gerald McEntee told CSEA delegates here. He and Secretary-Treasurer Lucy both stressed the importance of union workers to organize politically for fairness in government.

But Lucy warned that "life will be difficult" for workers despite the outcome of the national election. As the deficit increases and municipal funds tighten, public service employees will be blamed for budgetary problems.

"Support is declining," he said. But AFSCME is working with various governmental groups to "try to approach sound taxing systems that would provide adequate resources."

Noting that the last four years have represented "starvation

government," Lucy urged members to "look at issues, not at slogans."

CSEA Attorney and Chief Lobbyist James Featherstonhaugh told activists that problems are anticipated in the 1985-86 state budget that will directly affect local government fiscal health.

Revenue sharing, school district aid and per capita aid are concerns this year, and inadequate funding in any of these areas could result in serious shortfalls.

Featherstonhaugh emphasized that while most local government employees "think of their lives as being dictated by local municipal budgets, the state dictates your local budget," so lobbying at the state level is important.

"Local government representation in New York State has been the Rodney Dangerfield of the labor movement. We get no respect!" he told members.

Referring to the recent hiring of six political action specialists for CSEA's six regions, he said: "We will get respect by doing on the local level what we've done on the state level. Your time has come."

Senator Anderson says tax cuts won't hurt CSEA in negotiations

By Daniel X. Campbell

CSEA Communications Associate

LAKE PLACID — "The professionalism of CSEA in negotiations and political action is a great factor in the union's success," State Senate Majority Leader Warren Anderson told CSEA delegates at the Olympic Convention Center here.

Speaking at the union's 74th Annual Convention, Anderson, among other things, called for a cut in business and personal income tax.

"The governor is saying 'somebody.' I say the time is now! I think the sooner the better. I believe a tax cut will give our state's economy a shot in the arm and produce more jobs."

Assuring the audience that a tax cut would not affect any future negotiated salary increase, Anderson noted that the Senate's proposal for a \$1.5 billion tax cut program over a five-year period will not affect any good faith salary negotiations between the state and CSEA.

Anderson also pointed to various successes CSEA had achieved through political and legislative action during the past session.

"The CSEA backed early retirement option is really catching fire. So far 20 major public employers have already adopted the concept," he said.

"And because of the union's concern for its members and the needs of the clients they care for in mental institutions, the Senate is always looking at the staffing levels at such sites and is always seeking to make some improvements."

Anderson also recalled the union's recent success in prohibiting mandatory retirement due to age, and passing the "whistleblower" law and Tier III reform.

"The Senate wants that type of close cooperation to continue in the coming session," Anderson told delegates. "Let's keep the lines of communication open and we'll both be able to work to the benefit of CSEA workers and the benefit of the state of New York."

October 21-26, 1984



74th Annual Delegates Meeting

at Lake Placid

Political program 'a success' in '84

By Daniel X. Campbell
CSEA Communications Associate

LAKE PLACID — "The 1984 legislative session was one of the most successful in CSEA's history," according to Joseph Conway, chairman of the union's powerful political and legislative action committee.

Reviewing the successes of the past year at a standing committee forum at the 74th Annual Delegates Meeting here, Conway said the past session presented both opportunity and difficulty for CSEA.

"But we were able to take advantage of the vast majority of our opportunities while overcoming most of the difficulties," he said.

Conway listed a long litany of union successes ranging from the early retirement option for political subdivisions to "whistleblower" protection and additional appropriation for barge canal maintenance.

He also spoke about the union's new regional political action coordinators: "We have redesigned the authority for the expenditure of money in local government races so that the final authority for the endorsement of local government candidates rests with the regional political action committee," he said. "This change should greatly streamline and simplify the process of endorsing candidates and obtaining funds for them."

Conway noted: "We have come a long way in a short period of time. But this year's session combined with the added pressure of state contract negotiations will certainly be a testing ground. With the support of all of our members in this great organization, CSEA will continue to succeed."



ANDERSON FLANKED — Following his address to delegates, Sen. Warren Anderson, center, wearing a CSEA cap he was given, is escorted by the union's political action representatives. Pictured, from left to right: Dorothy Penner, chairwoman of Region I V's PAC; Anderson; Joseph Conway, chairman of statewide PAC; and Michael Custin, vice chairman of statewide PAC.

. . . and others



RETIREES DELEGATES MEETING — Discussion on the retirees constitution and on formulating a 1985 legislative program for retirees marked their delegates meeting in Lake Placid. The retirees agreed to lobby for a new supplemental pension benefit and for legislation that would permit the surviving spouse of a past state employee to continue health insurance at just 25 percent of cost. Currently, spouses of those who left public service prior to April 1979 are ineligible to take advantage of benefits and must pay full cost of insurance.



SMALL GROUP DISCUSSION — AFSCME Secretary-Treasurer William Lucy takes time out for a talk with Region I President Danny Donohue, left, and CSEA Executive Director Bernard Zwinack.

ASSEMBLY SPEAKER STANLEY FINK, right, addressed CSEA delegates, saying "No other state in the union even comes close in terms of the quality of the people who toil for it." Additional coverage of the convention, including a report on the speaker's address, will be included in the next issue of The Public Sector.



More Q's and A's on Early Retirement Option

By Anita Manley
CSEA Communications Associate

LAKE PLACID — Informative publications on the recently enacted early retirement option for local government workers in New York state are now available to officers and members of CSEA.

Legislation signed into law during the last legislative session provides for three additional years of retirement credit during a designated 50-90 day period established by the employer.

The option must be adopted by local law or resolutions before a municipality can offer the plan to its employees.

A workshop held at the 74th delegates convention here recently showed that workers still have many questions about the new option. Following are some of the questions and answers from the seminar:

Q: If my municipality adopts the plan in 1986, what is the best time for the open period in order that the most retirees can be eligible for Social Security?

A: The later in the year, the better for all retirees.

Q: How would my pension be determined if I take the option?

A: Your average salary for the past three years would be the determining factor.

Q: What if I change my mind about retiring?

A: You can withdraw your retirement anytime before your retirement date.

Q: On some retirement plans, you can credit unused sick leave or vacation leave. How does this work?

A: It depends on your contract. Sick leave and vacation leave are only added if you do not take cash compensation for the accumulated leave.

Q: Can a retiree return to work parttime?

A: Some employees who return to the same agency would lose their pension. Others can earn up to a certain amount without losing their pension.

Q: Can you seek elected office once you retire?

A: Yes.

Q: Is there a specific application for retirement?

A: Yes, it can be obtained from your personnel department or from the N.Y.S. Retirement System.

Q: When is the best time to write for an estimate of my retirement benefits?

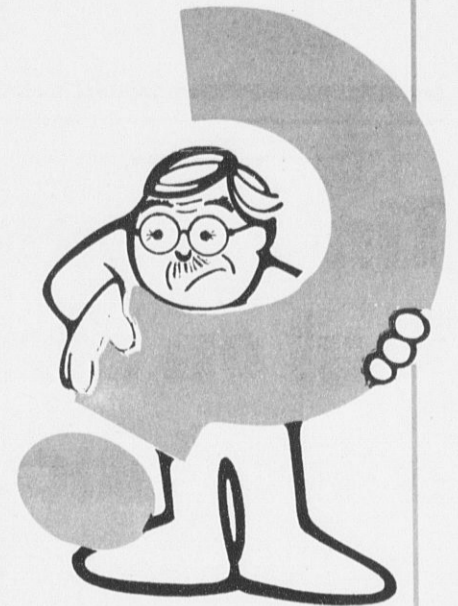
A: Approximately 18 months before you plan to retire.

Q: Is my pension going to be taxed?

A: There will be no New York state taxes, but there will be federal taxes.

Tom Cuite, director of External Communications for the New York State Retirement System, says that information may be obtained by writing to New York State Retirement System, Albany, N.Y. 12244. Booklets available include "Public Employment After Retirement" and "Your Options at Retirement."

Option



EAP still growing

LAKE PLACID — The Employee Assistance Program is growing by leaps and bounds, according to CSEA's EAP Director Jim Murphy. Addressing convention delegates, he noted that more than 200 such programs are in existence today as compared to 12 just five years ago.

Murphy emphasized that it is to the advantage of employees that management personnel are willing to participate in the program. But the success of EAP does not necessarily depend on management cooperation.

"We have looked at labor models with the idea of running programs without management help," said Murphy. He added that financial assistance for such programs has been offered to some unions by such groups as the United Way.

There are a number of advantages to EAP. Murphy said the program has been useful in arbitration decisions where an employee who has an alcohol or drug abuse problem is ordered to seek counseling for his problem through EAP.

The program's focus on prevention of life-threatening diseases has generated good publicity for the unions. Health fairs featuring blood pressure screening, vision, dental and colon-rectal examinations and consultation with specialists have been experiencing a high participation rate. Some of the programs also offer courses in cardiopulmonary resuscitation (CPR) to members and their families.

Comp worth in trouble?

LAKE PLACID — Federal intervention that could reverse the comparable worth decision in the state of Washington could set women workers back 50 years, CSEA statewide Secretary Irene Carr warned members recently.

Speaking at a local government delegates meeting during the annual convention, Carr pointed out that women make up 90 percent of public sector employment in the lowest paying jobs. Traditionally male jobs pay more than traditionally female jobs, she said. Ninety percent of the applicants for clerical jobs are female.

Although a state instituted study affirmed pay inequities in Washington and resulted in a ruling to equalize salaries and retroactively pay the workers millions of dollars, it is expected that the Justice Department

under President Reagan will intervene and reverse the ruling.

"If we continue with the present administration, I predict that there will be a surprise decision in December to intervene in Washington, even though discrimination has been proven," she said.

Locally, four pilot projects in Dutchess County, Erie County, Three Village School District and the City of Schenectady will be conducted, thanks to a \$95,000 grant from AFSCME.

Carr said that a CSEA task force will work with the Center for Women in Government to complete the studies, details of which will be used at bargaining tables. The studies will also be used as models, both statewide and nationally.

'Laundry list' of civil service abuses aired

LAKE PLACID — CSEA Research Department Director William Blom is disappointed in the response to his request to members for case histories of abuse of the civil service system.

Blom told delegates at the 74th annual convention that of more than 225,000 members, only 166 returned the reply coupon that was published in The Public Sector this fall.

But even with the small return rate, plenty of abuse cases were uncovered.

Blom said that complaints received included: temporary appointments made to permanent positions; provisional appointments made to unqualified persons; positions abolished and new ones created with the same job specifications; positions reclassified when a favorite candidate can't be reached; and candidates discouraged from taking positions so a favorite can take the job.

Among other cases of abuse cited were: an employee hired without the processing of proper documents; employees hired in titles inappropriate to job specifications; employers who claim that a candidate who, in fact, was never interviewed, refused a job; and minimum qualifications tailored to a favored candidate.

Also: examination announcements not accessible to all but a few employees; residency requirements changed so that a provisional employee can take the examination; and an employee removed from the eligible list although he returned his canvass letter.

According to Local Government Executive Committee Chairwoman Mary E. Sullivan, the purpose of the survey was to "develop a laundry list" which would be brought to the attention of legislative officials. In addition, CSEA's lobbyists will determine if there are legislative remedies to the problem.

"But if we don't get more responses," Sullivan added, "we may assume that this is not a priority item."



WILLIAM BLOM

October 21-26, 1984



74th Annual Delegates Meeting

in Lake Placid

Time umpire calls foul on contract attendance language

LAKE PLACID — Speaking before a packed audience of CSEA members at the annual delegates meeting recently, an arbitrator for time and attendance matters said his "hands are tied" by the current CSEA/state contracts when dealing with certain charges made against workers by the state.

Those charges involve three basic categories of employees: single parents, legitimate users of sick leave, and deinstitutionalized patients now working as public servants.

As an umpire at downstate hearings on attendance cases, Jeffrey Selchick said current provisions of the contract prohibit him from giving "additional consideration" to such workers.

Under current provisions, a worker who is consistently late must be found guilty of time abuse charges regardless of whether the reason involves child-rearing responsibilities, he noted.

"Gov. Cuomo talks about the needs of the family of New York. Well, the family of state employees needs day care facilities at every state worksite," Selchick told an enthusiastic audience.

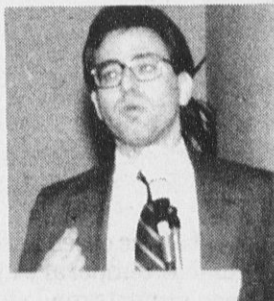
He explained that sick leave users who are not abusers also "need additional protections from managerial intimidation.

"Many workers who are using their leave time correctly are also suffering under the current restrictions. These people have legitimate excuses, hospitalization, medical excuses. But because there is a pattern of leave use the state claims abuse and I have to set a hearing date."

But the workers who need the most help in these matters are the deinstitutionalized patients who are hired as "the lowest paid workers" in the institutions in which they were formerly clients, Selchick said.

Selchick commented on a CWEP concept called "CSEA Project Bill" (after the movie "Bill," which featured Mickey Rooney as a former mental institution patient who learns how to function and live in society.)

"CSEA Project Bill would provide a CWEP-funded social worker for time and attendance hearing officers," Selchick said. "Then in cases involving former clients of such facilities the hearing officer could assign the social worker to the employee to teach the person living skills such as how to get from their home to their worksite on time."



Jeffrey Selchick



MODEL OFFICE — A model union office set up in Convention Hall of the Olympic Center gave delegates ideas on how to put their own business in order.

The perfect union office

By Melinda Carr

CSEA Assistant Director of Communications

LAKE PLACID — "Out of Chaos" was the theme of a workshop on how to set up a local union office, and the emphasis by Education and Training Specialist Peg Wilson was on getting organized.

Discussion and helpful advice centered on a few basic questions:

WHY organize a local office? Wilson pointed out that an office makes the union more visible, helps the local make a smoother transition following a change of officers, provides immediate access to union files and reference materials, and can sometimes provide space in which to hold small meetings.

WHO is the office for? While office space facilitates the work of officers and grievance reps, ultimately the local office is for the members. "And if the office is for the members, do they know about it?" Wilson asked. "Do you remind them it's there, do you make it accessible to them, can members find your phone numbers in facility directories?"

WHAT equipment and supplies should be in the office? A long list of suggestions included such innovative ideas as personal computers which locals can use to maintain membership records, financial records, and even grievance files.

WHERE should the office be? "For most locals, the answer is you settle for what you can get, even if it's a closet or even if it's not the best location," Wilson commented. "But if you have a choice of locations, consider that the office should be accessible to members, be as central a location as possible, easy for the members to find, and in a safe location."

WHEN will the office be open? Regular office hours are highly desirable, so that the members know when they can get service. "There's nothing more frustrating than taking your grievance to a locked door," Wilson pointed out. "If your local can't afford hired staff or you don't have release time for your officers, you can explore other alternatives. A telephone answering machine is a wise investment. Some locals have tapped retiree members, who volunteer their time to staff offices.

"Basically what we're talking about is getting organized," Wilson concluded. "Getting our files organized; getting systems set up to keep track of things; using tickler files, schedules, and various tricks for managing your time effectively."

Community action benefits unions too

LAKE PLACID — Blood drives, fundraisers, blood pressure testing, toy drives, walk-a-thons, food banks, Special Olympics, health fairs, and volunteers to work with children or senior citizens are among the community action projects that CSEA locals and units are involved in.

Community action projects provide a number of valuable benefits to unions, AFSCME's Marsha Anderson told CSEA delegates.

"Getting involved in community services improves

your image within your community," she pointed out. "It enhances your image both as a union and as public employees. It shows you being 'good neighbors' and a positive force within the community. That kind of image can really help when things get tough or when you need support from the community, from the voters, at crucial times."

Anderson, who is assistant director of AFSCME's Community Action staff, pointed out that community action projects can also bring important internal benefits to the union.

Community action can encourage more members to take an active role within the union, can help build spirit within the union, and can increase the members' respect for the union as an organization that cares about people and that can get a job done.

To get started, Anderson suggested that locals begin with easily manageable projects and build from there and that locals enlist the efforts of members who are already active in community projects on their own.

UNION BUSTERS

**The 'goon squads' of
bygone are back again
but under new guise**

By Brian Baker
Assistant Editor

LAKE PLACID — Speaking before a group of CSEA activists at the 74th Annual Delegates Meeting here, a regional director of the AFL-CIO said the policies of the present administration are "destroying our jobs, destroying our economy," and backing the big business of union busting in the 1980s.

"Nothing is promoting union busting more than the present political climate, and it is the New Right which is giving the greatest support to the cause," charged Humphrey Donohue, director of Region VII (a multi-state area including New York) of AFL-CIO.

Donohue said the trade union movement today faces a challenge more threatening than at any time since the 1920s and 30s, when "goon squads" were used to break unions.

The goal of union busters today is the same as then: to eliminate the right of workers to collective bargaining. But tactics have changed considerably. No longer thugs with clenched fists ready to bash the heads of workers who try to organize, today's union busters wear camel's hair suits and harass union supporters in a quite different way.

"Today there are hundreds of law firms and more than 1,500 consulting firms that deal as union busters. Their aim is to destroy the right to collective bargaining in the federal, public and private sectors," said Donohue.

The Reagan administration, through the Transportation Department, paid one such firm — Morgan, Lewis and Bockius — nearly \$375 million for its advice in helping to break PATCO, the air traffic controllers' union. According to Donohue, that was one of the highest fees ever paid to bust a union.

Management consulting firms like this generally work very closely with management in directing anti-union campaigns. Some actually move in and take over personnel functions including dictating who is hired and fired, preparing anti-union literature, planning and conducting union decertification efforts and advising managers on contracting out. Many such firms also run seminars on how to prevent union organizing drives and maintain a union-free work environment.

Because of the present political climate, with its emphasis on cutting taxes and eliminating public sector jobs, the number of union-busting firms has burgeoned over the last few years. They've arrived on the scene, touting the philosophy that there's too much waste in government and touting the administration's line that the answer is to cut back.

And cutting back on government jobs is a direct result of cutting taxes, Donohue pointed out.

"Cutting taxes is a form of union busting," he said. "The New Right says it wants to get government off our backs. By that they mean they want to get rid of government programs and jobs. It's a bad philosophy. Not only do they feel that the people who run the programs aren't worth it, but that the people who need them aren't worth it."

But getting government off our backs is not what we need, Donohue said. "What we need is a government that shows more concern for people. What's wrong with a public sector that helps the unfortunate? That cares about the poor, sick and elderly?"

While cutting social programs has been the course of government, the trend in private industry is for management either to break unions or to take its business elsewhere — to places outside the country where there are no unions and where wages are only a small fraction of what they are in the United States.

"We're exporting jobs, sending business away. It's not only destroying unions and destroying our economy, it's destroying our jobs," said Donohue.

Texas Instruments, the large computer and electronics corporation, is a prime example, he noted.

"If you even mentioned an inclination toward a labor union you were dismissed from Texas Instruments. They've finally got around unions by moving their operations to Mexico where they pay workers substandard wages but still charge customers in this country the same prices for their products."

There are a host of other corporations which are parlaying the present popularity of the New Right into an opportunity to squelch the rights of work-

ers. Taking an example from the PATCO break, Continental Airlines recently fired most of its pilots and co-pilots, only to hire two-thirds of them back later at half pay.

"Pilots flying large commercial jets coast to coast are making only \$28,000 and co-pilots only \$16,000. It makes you wonder what kinds of people Continental is getting for so little money," said Donohue.

Another union buster in the private sector is Joseph Coors, owner of the Coors beer company. He heads an anti-union organization called Committee for Survival of a Free Congress. So far, it has been instrumental in breaking 13 unions, according to Donohue.

He noted that AFL-CIO keeps a roster of all management consulting firms, lawyers and other organizations specializing in union busting.

"We know who the union busters are, and we can tell you what their plan of action will be if they should come into your company or agency. We can help you fight back, and we've been successful in beating the union busters more times than not."

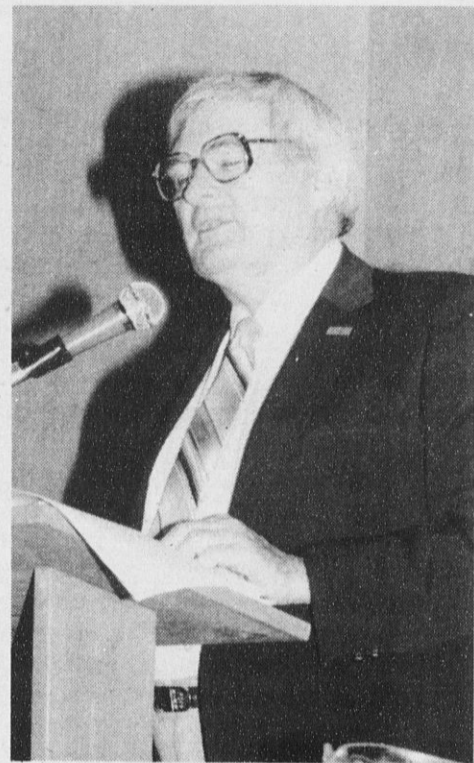
But Donohue indicated that the best way for union activists to fight back is at the polls.

"Labor unions are being attacked from all directions. If we are to survive we have to stand up united and cast our votes for those who support the labor movement and workers' rights. We can no longer afford to be uninvolved," he said.

Donohue warned voters not to be distracted by what he called "side issues" raised by the New Right.

"One year they throw in gun control. Another it's abortion. Or it's tuition tax credits. It's all a smoke screen to make workers forget about the issues that are really important to them.

"And they're getting away with it because we as workers aren't involved enough. We have to get our people registered and run our own candidates, or the gains we've made over the past four decades will be lost."



AFL-CIO's Humphrey Donohue

WHO THEY'RE GONNA CALL

when they want to break your union

Union-busting organizations you shouldn't contribute to:

- National Right to Work Committee Legal Fund
- Americans against Union Control of Government
- Public Service Political Action Fund
- Committee for Survival of a Free Congress (Joseph Coors' group)
- Young Americans for Freedom (William Buckley's group)
- Christian Voice
- John Birch Society
- Populist Forum
- Accuracy in Media

October 21-26, 1984



74th
**Annual
Delegates
Meeting**

in Lake Placid

CSEA wins arbitration over payment of St. Lawrence County shift differential

CANTON — Officials of CSEA St. Lawrence County Local 845 have been notified that a class action grievance filed against the county over payment of shift differential to employees during sick time, vacation or other paid leave has been sustained.

According to Joe Seavey, second vice president of Local 845, the grievance was filed after the county issued an Oct. 20, 1983 "Policy Regarding Shift Differential Payment" denying payment of shift differential to employees on vacation, sick time or other paid leave.

At the PERB hearing Sept. 5, CSEA based its case on a clause in the contract ratified in March 1983, calling for a differential payment for second and third shift employees. The union also pointed out that between March and October 1983 the county had obviously agreed with the interpretation of the contract language because differential pay was included in paychecks to

employees who took various types of paid leave.

Following the issuance of the "policy," employees on leave were denied differential pay. The county declared the payment was an oversight and it was discontinued.

In testimony presented to the arbitrator, both sides agreed the purpose of the differential clause is to compensate employees for the inconvenience of working second or third shifts. Both sides also agreed that at no time was the payment of shift differential while on leave discussed during negotiations.

In his opinion, the arbitrator called attention to specific contract language. "They (both parties) were very careful to specify that the clause pertained only to employees permanently assigned to the second or third shifts. They even operationally defined 'permanently.'"

"This fact leads inevitably to the conclusion that the clause was not to reward single in-

stances of second and third shift work, but rather to permanently change the wage structure of employees working these shifts. The concept of paid leave presumes that the employee on sick leave will receive his normal wage."

The arbitrator's decision ordered the county to resume paying shift differential to qualified employees who take sick time, vacation or other paid leave, and to reimburse employees not paid in accordance with the ruling.

After being notified of the decision, Seavey had this comment: "It is always rewarding to win an arbitration, but we are especially pleased after putting a year's effort into the grievance. For all employees affected by this decision I would like to express our sincere appreciation to Regional Attorney Bill Maginn and the CSEA Legal Assistance Department for their help. Working together we came out a winner."

Insurance adjustments effective in November

ALBANY — CSEA members who participate in the voluntary insurance plans (except Masterplan or Family Protection Plan) are reminded that November is the month when premiums are adjusted because:

- You may be in a new age bracket;
- Your annual salary has increased and this automatically increases your Basic Plan coverage.

Payroll deductions reflecting the adjusted premiums will go into effect on the following dates: for administrative payroll (state), Nov. 14, 1984; for institutional payroll (state), Nov. 8, 1984; for political subdivisions, first payday in November.

Questions regarding Supplemental Life Insurance or Accident & Sickness Insurance should be directed to Jardine Insurance Brokers, Inc., 433 State Street, Schenectady, NY 12301; telephone 1-800-342-6272 or 518-381-1567.

Questions regarding the Basic Group Life Insurance Plan should be directed to the CSEA Insurance Department, 33 Elk Street, Albany, New York 12207; telephone 518-434-0191.

Please be sure to include your Social Security number in any correspondence.

AFL-CIO survey reveals average family's tax burden larger now than four years ago

WASHINGTON — The total tax burden of the average taxpayer is greater than it was four years ago, according to a survey by the AFL-CIO Public Employee Department (PED).

Titled, "In Search of the Reagan Tax Cut," the report surveyed the combined federal, state and local tax bill for median income families in 20 cities around the country. In 16 of these cities, a greater share of family income was going for taxes in 1984 than in 1980.

"The average working American is worse off today than before President Reagan took office because increases in state and local taxes, plus higher Social Security and gasoline taxes at the federal level, more than offset whatever benefit they might have received from the Reagan tax cut," said PED President Kenneth T. Blaylock in announcing the report's findings.

"Ronald Reagan's so-called 'across-the-board' tax cut was neither across-the-board nor a tax cut for the vast majority of working Americans," Blaylock continued. "In fact, almost half the cut went to big business and the wealthiest 5 or 10 percent of the population," he said.

The Reagan administration, the report said, "favors an entirely regressive tax system falling most heavily on average working Americans. Thus it has called for taxes on workers' health insurance benefits, tuition tax credits, new excise taxes on gasoline, and tax credits for employers instead of unemployment insurance for employees."

In addition, the report noted, "a major overhaul of the tax structure to shift the burden entirely onto consumers and workers is being studied by the Reagan Treasury Department, which has promised to unveil its findings after the election."

The Reagan tax cut, said the report, led directly to higher state and local taxes. The loss of federal revenue, combined with massive military spend-

ing, created record-breaking federal deficits. These deficits "were used to justify dramatic cuts in federal assistance to state and local governments."

Thus state and local governments were forced to raise taxes to maintain services, reversing the trend during seven of the eight years preceding Reagan's election, in which state and local taxes were reduced.

The Reagan shift in program-funding responsibility from the federal to the state and local level "represents a shift away from a tax system based on a progressive income tax at the federal level to tax systems heavily dependent on regressive sales, property, and flat-rate taxes on wage income," the report said.

The report gave the example of a median income family in Indianapolis, Ind. In 1980, their family income was \$21,303, and their state and local tax bill was \$1,880, or 8.83 percent of their family income.

By 1984, their family income increased to \$25,935. However, their state and local tax bill jumped to \$2,891, or 11.15 percent of family income. If 1984 taxes still represented only 8.83 percent of family income, their state and local tax liability would have been held to \$2,289.

The difference — \$602 — represents the net state and local tax increase for this family between 1980 and 1984. This increase more than offset their \$240 federal tax cut, giving them a net tax increase of \$362. This sum doesn't include the higher federal excise taxes they may have paid on alcohol and tobacco.

A budget with different federal spending priorities and with a tax cut targeted toward lower and middle-income groups could have avoided the huge reductions in aid to state and federal governments, the report said. "If such a budget had in fact been adopted, then working Americans would indeed be better off today," it said.

Vote **MONDALE/FERRARO**

ON NOV. 6

CENTRAL REGION MEETING:

...
Contracting out, PAC endorsements & convention matters among topics



PAC TALK — The political action table was a popular stop for members looking for campaign information at the recent conference. Visiting the display are Sharon Connor, left, president of Hutchings Psychiatric Center Local 435, Richard Grieco, president of Jefferson County Local 823, and Alice Steckiewicz, president of SUNY College of Forestry at Syracuse University Local 647.

AUBURN — For the more than 200 delegates who attended the recent CSEA Central Region V Fall Conference here, the three-day meeting delivered a wide range of topics and information to take back to their 40,000 fellow members throughout the 20-county region.

Region V President Jim Moore praised the regional committees for arranging an agenda covering such topics as contracting out, regional political action endorsements, and two briefings of CSEA legislation to be covered at the statewide convention in Lake Placid.

"It was a productive conference from every aspect," Moore said.

The Friday session was devoted to contracting out and its far-reaching impact on state and county employees. Alice Grindstaff, of the AFSCME research staff in Washington, D.C., and Tom Pomodoro, CSEA collective bargaining specialist, addressed the group.

Grindstaff cited some of the "danger signals" and "pat" answers public employees should

expect to see and hear when confronted with the contracting-out problem.

"When management is questioned about filling vacancies, they may reply with such answers as: 'hiring freeze,' 'no budget money,' 'it's not cost efficient' and other reasons you may have heard," Grindstaff explained. "You have a fight on your hands from day one. And the way you fight is through the education of your members. Get the support of your political action committee. Take the issue to the media.

"It is also a good idea to run a check on the contractor," Grindstaff said. "Get his track record in other areas. If past service is inferior, or rates were inflated after the first year, take the message to your fellow taxpayers."

Pomodoro told members to "notify your CSEA field representative immediately. The earlier we talk to management concerning the impact of contracting out, the better our chances."

Both speakers urged members to use the full resources of CSEA and AFSCME research

departments.

"Our combined teams of research specialists can pick any budget apart. If management is trying to hide something, research can find it," he added.

The regional political action committee met Saturday to review all regional endorsements with PAC Coordinator Tim Burns. Dorothy Penner, Dick Grieco and Bob Allen, co-chairpersons, discussed the effort of regional coalitions and the final list of endorsed candidates.

At general sessions, delegates reviewed legislative issues to be discussed at the statewide convention. Local presidents, mental hygiene, retirees and other committees also met during the weekend.

CSEA statewide officers who attended included Executive Vice President Joe McDermott, Secretary Irene Carr, Treasurer Barbara M. Fauser, and Region I President Danny Donohue.

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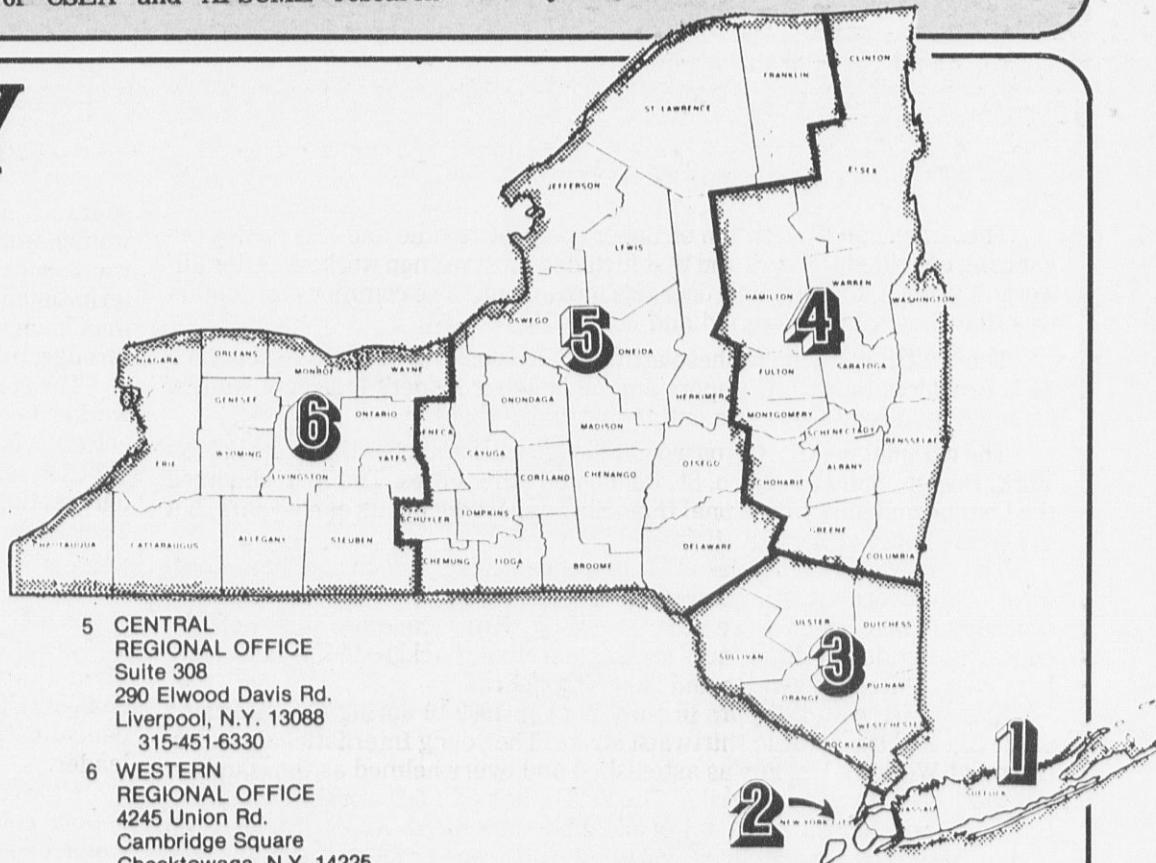
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AFSCME, employer groups work on containing health care costs

WASHINGTON — A unique coalition involving the country's largest public sector union and two public sector employer organizations has begun to deal with skyrocketing health care costs.

The American Federation of State, County and Municipal Employees (AFSCME) President Gerald McEntee, U.S. Conference of Mayors Executive Director John J. Gunther and National Public Employer Labor Relations Association (NPELRA) President Peter Vallone have formed a national committee to develop ideas and programs agreeable to both labor and management for effective containment of health care costs.

The initial goals of the committee are to publish a manual made up of practical advice for unions and employers on how to contain their health care costs; and to provide limited funding and on-site technical assistance to two public sector committees addressing health care cost containment.

According to McEntee, "for too long labor and management" have been pitted against each other by doctors and hospitals demanding more and more of our scarce health plan dollars. Together, public sector management and labor now have an historic opportunity to benefit themselves, and more importantly, the taxpayers."

Conference of Mayors Director Gunther added, "It's time to get on with this important task, more and more mayors are alarmed by the sharp increase in employee health costs."

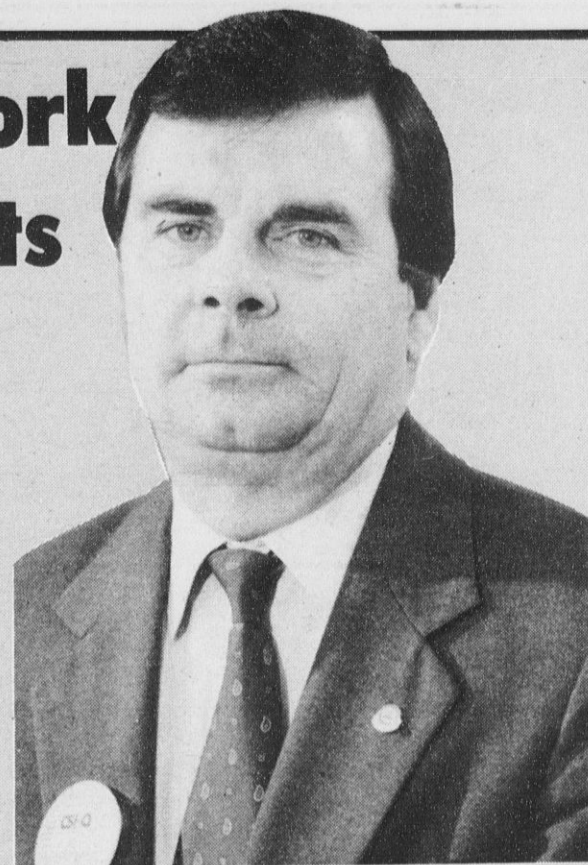
The joint effort, funded by a grant from the Federal Mediation and Conciliation Service under the

Labor Management Cooperation Act of 1978, will examine a variety of public and private cost containment efforts in search of options that effectively contain costs without affecting the quality of health care services.

Currently, AFSCME is involved in labor-management committees at all levels of government. Successful efforts in the state of Pennsylvania, in Clackamas County, Oregon and in Detroit for example, are showing that unions and employers can work together to address the problem of rising health care costs.

Cost containment options to be examined by the labor-management committee include:

- **Plan redesign** to encourage use of less expensive methods of health care delivery such as outpatient surgery, hospices and birthing centers;
- **Improved administration** of the health care plan through alternative funding methods, claims review, coordination of benefits and other approaches;
- **Utilization of controls** to increase the efficiency of health care delivery and protect against unnecessary and wasteful use of health care services;
- **Encouragement of the use of health maintenance organizations (HMO's);**
- **Promotion of increased use of public health facilities;**
- **Improved employee health** through health promotion and wellness programs;
- **Formation of local coalitions** that would engage



GERALD McENTEE

in monitoring and controlling of capital costs by hospitals and nursing homes; lobbying on cost containment legislation; gathering and analysis of information; and negotiation of fees with local hospitals or physicians;

• **Legislative efforts** such as improving health care consumers' access to price information on physician and hospital rates, rate setting for physician and hospital services, restricting further expansion of hospital facilities, and controlling the purchasing of duplicate medical technology.

THIS MONTH IN LABOR HISTORY

By the New York State Labor History Association News Service

81-year-old league fighting for women's cause

The Women's Trade Union League (WTUL), founded in November 1903, was a remarkable combination of working women and liberal, leisure-class women — wage earners and their "allies."

The League's purpose was to improve the dangerous, dreadful working conditions of women workers by helping them to unionize and by supporting legislation such as child labor laws, protective legislation and factory inspection.

Those were the days of sweatshops, grueling hours, low pay and child labor. Women and children slaved away for a pittance binding books, doing laundry, and making clothes, paper bags, shoes, gloves, umbrellas, flowers, candy and other items. Women's place was in the home, everyone agreed; yet women worked in foundries stripped to the waist because of the intense heat.

The American Federation of Labor spent little time and less money organizing unskilled workers and that included most women workers. After all, weren't women impossible to organize into unions? The common assumption was that they all get married and quit work.

The WTUL challenged these attitudes. It constantly sought to convince AFL President Samuel Gompers and other labor leaders to accept women as union members and to go out and organize them.

The national WTUL was based in Chicago with branches there and in New York, Boston, San Francisco, St. Louis, and other cities. The AFL endorsed the League and gave occasional financial support during its early years, but the relationship was often strained.

The gap was great between WTUL wage-earning women and their allies. Most of the working women were young, poor, unschooled, and often immigrants. Their allies were older, wealthy, American-born, and college-educated. Divided by differences in class and ethnic background, WTUL members were united by gender and shared concerns.

The WTUL won its spurs in New York in 1909-10 during the "Uprising of the 20,000," the historic shirtwaist strike. The young International Ladies' Garment Workers Union was astonished and overwhelmed as thousands of women joined its general strike. The WTUL helped 1,000 workers a day join the union, register for strike relief and picket the shops. Allies provided bail money, walked the picket lines, ran giant rallies and prodded the public conscience. A woman striker abused, beaten, or arrested on the picket line wasn't

news. But when a socially-prominent ally was arrested, the story hit the front page of every newspaper.

WTUL wage-earners provided their organizing skills during that struggle and in countless other campaigns in other cities in the League's early decades. The WTUL leafleted shops and held street meetings, found meeting rooms (other than saloons where women were not welcome or felt uncomfortable), and drop-in centers where women workers could sit down and talk union.

When the League had enough funds, women workers would be hired as organizers to meet union requests for help. Few unions had women on staff and many unions even refused to admit women as members.

The League saw itself as a force struggling for women's rights in the labor movement and for workers' rights in the women's movement. In 1909-11, it sparked the formation of working women's suffrage groups so wage-earning women would have their own organization to fight for the vote. The first group was founded in San Francisco. Agnes Nestor, first women president of an international union (The Glove Workers International) and other members of the Chicago WTUL, joined the "suffrage special" train which whistle stopped through Illinois.

The New York Wage Earners Suffrage League was headed by clothing worker Leonora O'Reilly, one of the most popular women's public speakers. O'Reilly, capmaker Rose Schneiderman (and later president of the New York WTUL), and ILGer Pauline Newman talked suffrage to working men at union meetings, on street corners, and from automobiles after parades ended. They knew women's votes were vital in order to wipe out child labor, abolish sweatshops and to secure a better life. And they were appalled that women did not have this basic democratic right.

In 1903, women unionists were too few and too powerless to form their own organization such as today's Coalition of Labor Union Women (CLUW). Their alliance with well-to-do supporters in the WTUL was a potent one that changed the lives of thousands of working women. Through the doors of their education programs marched almost every woman who became a union leader.

From coast to coast this small, dynamic organization made its views and actions count for working women far beyond its numbers. At a time when women were scorned as unionists, the WTUL showed a woman's place is in her union!

Package search policy causes union to file charges against state

ROTTERDAM — When the state recently reinstated a policy of searching packages and purses of state employees at the Upstate Supply and Support Distribution Center here, it went too far, again, charges CSEA.

"Harassment," says CSEA President William L. McGowan. An illegal action, say union attorneys. And as a result, CSEA has filed an improper practice charge against the state.

The huge facility, operated by the state Office of General Services, was the target of a probe in 1983 which was discovered that hundreds of thousands of dollars worth of supplies were missing and believed stolen from the distribution center.

OGS instituted a package search policy in August, 1983 indicating that workers would be searched prior to leaving the work location. CSEA filed an improper practice charge, but since then CSEA and the state have held discussions in an effort to resolve the problem. CSEA maintained that a search policy was a matter of negotiations and could not be unilaterally imposed. Furthermore, the union took the position that individual employees could not be taking anywhere near the volume of material missing and that an individual search policy was ludicrous and a violation of employees' rights.

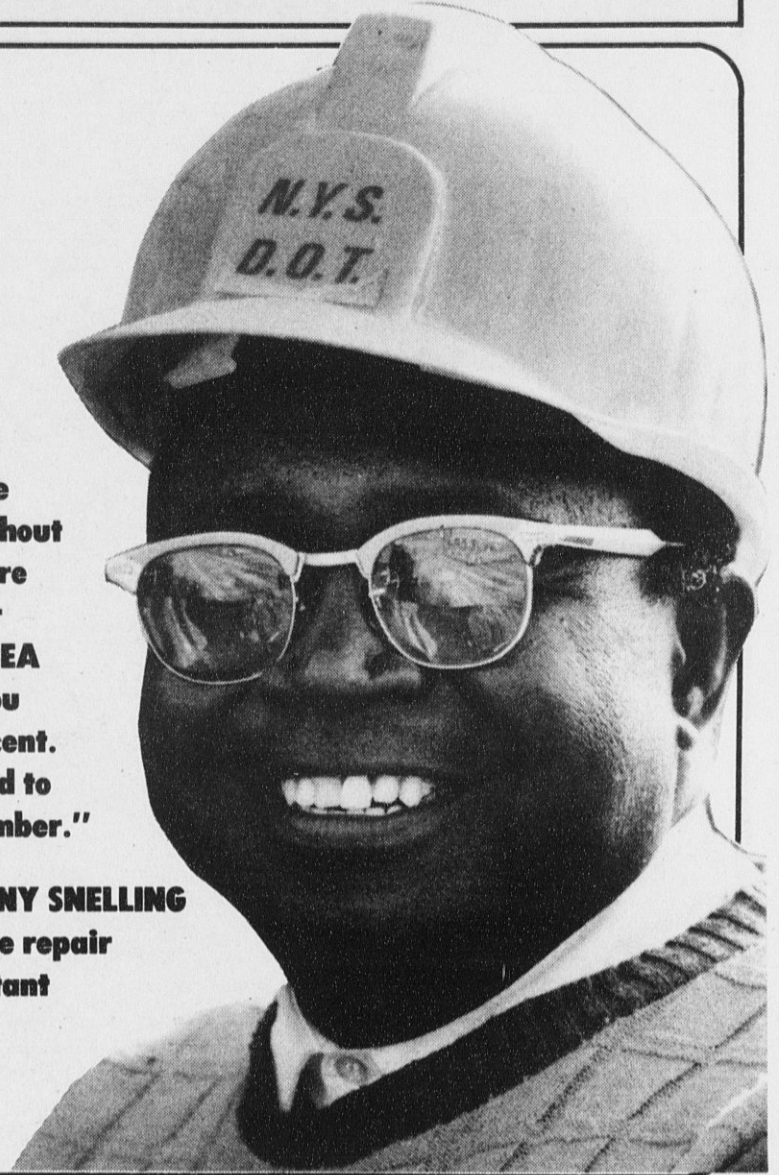
This past July a stipulation was reached wherein the state agreed to withdraw the search policy and negotiate with the union on the issue. After a series of unsuccessful negotiating sessions, CSEA declared an impasse at the final meeting Oct. 2, 1984.

Almost immediately the state posted notices at the facility that it was reinstating the package search policy, prompting CSEA to file the latest improper practice charge. The union contends the state cannot reinstate the policy while the impasse procedure is in progress. As a result, the entire matter is currently in the hands of the state Public Employment Relations Board awaiting action.

CSEA works for us!

"I'd be down the road without a job were it not for CSEA. CSEA backs you 100 percent. I'm proud to be a member."

MANNY SNELLING
bridge repair assistant



CSEA STATEWIDE PRESIDENT William L. McGowan, left, installs newly elected officers of Southern Region III at a recent ceremony. Accepting the oath of office are, starting second from left, Region President Pat Mascioli, First Vice President Jack Cassidy, Second Vice President Harold Ryan, Third Vice President Rose Marcinkowski, Secretary Grace Woods and Treasurer Eleanor McDonald.



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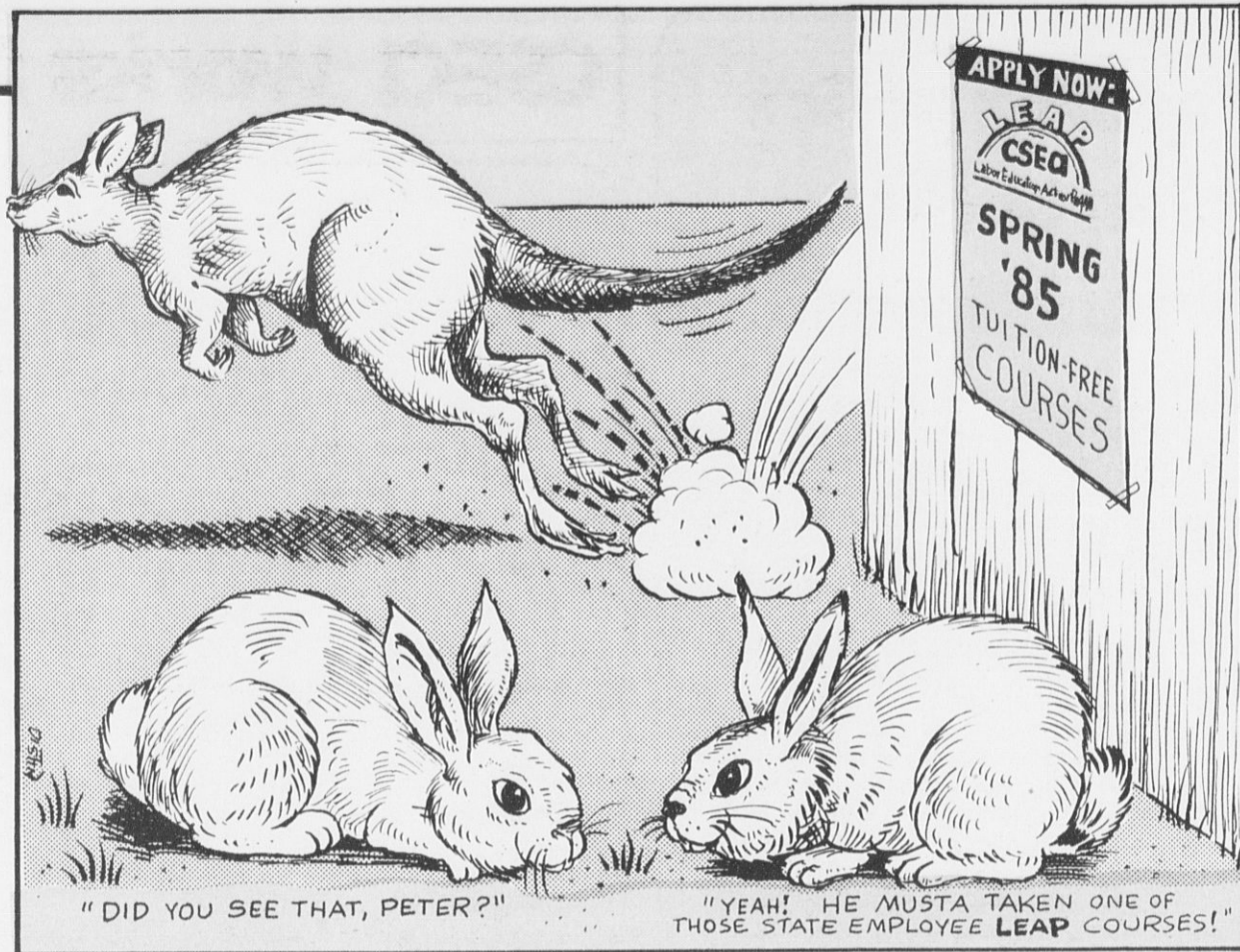
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SPRING AHEAD...

LEAP — the CSEA Labor Education Action Program — has an offer state employees will want to jump at. LEAP has scheduled scores of tuition-free courses for next spring, from science to short-hand, psychology to carpentry.

Employees in the Administrative, Operational and Institutional Bargaining units should call (518) 434-8152 or contact their state

agency training office for a full list of course announcements. Nov. 28 is the final date for LEAP applications.

So don't let yourself fall behind in important skills and studies. Sign up for a LEAP course today. It's one of the best steps you can take.

CSEA committees to help state agencies get training grants

CSEA recently set up joint labor/management training committees in each of its six regions in order to take full advantage of funds being made available by the state for training projects.

The committees will develop proposals for training of CSEA members in the Administrative, Institutional and Operational Bargaining Units. The monies are available through the Agency-Specific Grant Program, which was established in the present contract

between the state and CSEA, and is being jointly administered by the union and the Governor's Office of Employee Relations.

While agencies will still be able to seek training grants on an individual basis, as they've done in the past, the committees were established in an attempt to consolidate certain types of training within the regions, said John Weidman, a CSEA representative for the grant program.

For example, employees of separate departments such as Motor Vehicles, Tax and Finance, and Public Service — where there have been large numbers of requests for stress management training — would now be able to attend regional workshops.

Besides making training more efficient, the committees also will be able to make it feasible in cases where it was not before. When it is not practical to do training for a small group of employees in a single agency, it may be possible to run a program if interest is expressed by employees from several agencies throughout a region.

Weidman said that committees that submit proposals for training projects costing less than \$5,000 may hear in as little as a week's time whether they're approved.

"Agencies requesting grants are required to list in writing the number of employees that would be involved, the type of training, who would be doing it, and how much it is. We make our decisions on that basis, and if after reviewing the proposal we think it qualifies, the grant can be done within a week if it's for not more than \$5,000," said Weidman.

Proposals for more than \$5,000 must go to CSEA President William McGowan and GOER Director Thomas Hartnett for approval.

While noting an interest in stress control programs — especially among counter people and license examiners in the shortstaffed Department of Motor Vehicles — William LaFleur of GOER's Program, Planning and Development Office, which administers the grant program for the state, said the greatest need identified in a survey of CSEA members is for computer knowledge and word processing.

CSEA members with ideas or suggestions on training programs for their agencies should contact their local presidents, who in turn will get in touch with the regional committee, he said.



THEY DECIDE — Evaluating a proposal for a training project through the Agency-Specific Training Program are, from left, William La Fleur (GOER), John Weidman and Tom Quimby (LEAP). CSEA recently set up regional committees to help members take advantage of monies for the training program grants.

MEMBERS CONTRIBUTE GENEROUSLY TO BE HEARD ON FEDERAL LEVEL

CSEA members voluntarily contributed more than \$10,000 during the past year to the union's PEOPLE (Public Employees Organized to Promote Legislative Equality) program. The funds are primarily used to support labor-endorsed candidates for U.S. Senate and U.S. House of Representatives seats, as well as supporting labor-backed federal legislation.

And, according to a report by CSEA's statewide PEOPLE committee delivered to delegates at the union's 74th annual meeting last week, the coming year should be even more spectacular. A payroll deductions checkoff plan

will soon take effect for state employees, and PEOPLE checkoff for local government units will be a priority as well.

CSEA's statewide and regional PEOPLE committees raised the more than \$10,000 in voluntary contributions through a variety of fundraising projects during the year. The CSEA PEOPLE committees work in conjunction with AFSCME PEOPLE, the international union's federal political action committee, of which CSEA Executive Vice President Joseph E. McDermott is a member.

\$3,000 raised at delegates meeting

LAKE PLACID — The PEOPLE Run at this year's Delegates Meeting added nearly \$3,000 to aid CSEA-endorsed federal candidates, according to CSEA PEOPLE Coordinator Sheila Brogan.

Brogan said 33 runners and walkers entered the three-mile race that circled Mirror Lake. The money raised represented sponsor donations by supporters of the individual runners.

Danny Jinks, collective bargaining specialist from Region VI, was the winner in the men's division. He was followed by CSEA Counsel Jim Roemer in second place, while Bill Cucolo of Local 844 placed third and Len Foster of Local 834 finished fourth.

Coleen Bleimeister of Local 814 won the women's

division, with Flora Young of Local 402 taking second, Laurel Nelson of Local 445 placing third and Ellen Fontanelli of Local 691 finishing fourth.

John Stein of Local 852 finished first among the walkers. The top finishers in each division received a trophy for their efforts.

Bill Zippiero of Local 829 received an Honorable Mention for "Most Visible Team Support." Part of his support was a mock ambulance, complete with nurses and attendants to aid him, should he require medical attention.

The racers were started on their run by CSEA President William McGowan. He and Brogan praised the runners and their supporters for "their spirit and enthusiasm in aiding the cause."



WINNER — Collective Bargaining Specialist Danny Jinks won the men's division PEOPLE race at the convention.



THE PAYOFF — Flo Tripi flashes a radiant smile as she holds some of the proceeds from the PEOPLE Run in Lake Placid. With her is Region V Executive Vice President Pat Crandell. Both women are active in PEOPLE and CSEA's political action program.

THINK ABOUT WHAT'S HAPPENING TODAY; there are people who want to bust the unions — especially public employee unions.

And there are people who want to "balance the federal budget"; that means they want to cut federal spending — to end revenue sharing and other federal programs that help our local communities. While they're cutting the federal budget, they're cutting jobs that are paid with federal funds.

There are those that want to slash taxes, too. But that usually means slashing jobs of hard-working city and state employees who are providing the services of government.

And the people that want to do these things are the ones who are making millions — and who want to avoid paying their high taxes. They have the money to spend on campaigns to elect their people.

That's where PEOPLE comes in. Campaigns DO cost money. Individually, we can't afford the hundreds of dollars it takes to fight the big money, but each of us, contributing \$1.00 or \$1.50 a pay can make a difference. It's an investment in OUR future. An investment that insures we have a job. Insures we have a future, in fact!

PEOPLE IS AN INVESTMENT IN OUR FUTURE

Send your contribution payable to "PEOPLE" to the CSEA Legislative Office, 150 State Street, 5th Floor, Albany, NY 12207. Contributions can result in an income tax credit up to \$50 for a person filing singly or \$100 for a joint return.

YES! I want to contribute ___\$1___\$3___\$5___\$10___\$___ to the CSEA PEOPLE effort. I understand this money will be used in federal elections.

NAME _____ Local # _____

ADDRESS _____

Zip _____

In accordance with federal law, the PEOPLE Committee will accept contributions only from members of AFSCME and their families.