

CSEA Public SECTOR

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Wednesday, December 17, 1980

Special delegates meeting to consider affiliation is set for Jan. 22, in Albany

ALBANY — A Special Delegates Meeting has been called by CSEA President William L. McGowan for 11 a.m. Thursday, January 22, 1981 at the Rockefeller Plaza Convention Center, Albany. Registration of delegates will begin at 9 a.m. at that date and place.

The express purpose of the Special Delegates Meeting will be to discuss and consider the CSEA/AFSCME affiliation situation. The two unions are currently affiliated under terms of a 3-year trial affiliation agreement that expires in April, 1981.

Problem solving mechanism ready for next round of employee evaluations

ALBANY — Evaluations under the state's revised Performance Evaluation Program in its Administrative, Institutional and Operational bargaining units will be issued to CSEA members soon and the union has set up mechanisms to help employees deal with any problems.

The program was created in 1979 to replace the state's earlier "satisfactory/unsatisfactory" rating system. Added to the new program, however, were significant financial rewards for new employees performing above expectations and the possibility of "performance bonuses" for other employees.

The first round of evaluations under the program resulted in a great number of employee complaints triggering a moratorium in the program while its faults were analyzed and corrective action planned.

While all corrective steps have not yet been implemented, the most often cited fault of the first round — lack of adequate training of supervisors — has been addressed. Training programs sponsored by the joint CSEA-State Committee on Work Environment and Productivity were held across New York State both for the raters, and for CSEA officials to better understand the program and be better equipped to help union members deal with any problems with it.

About 900 officials of CSEA Locals were trained in the first phase of the union program and 650 participated in the second phase of the program.

CSEA has also trained performance evaluation specialists who are assigned full-time to each CSEA Regional Office to assist Locals attempting to deal with problems relating to performance evaluation. These experts are available at the Regional Offices.

Under the new performance evaluation procedures, any member with a problem relating to his or her evaluation is advised to contact their Local president as soon as possible. The president will, if necessary, involve the regional performance evaluation specialist. There is an elaborate appeals process negotiated by CSEA to protect the rights of employees, but just as in the case of grievances, a certain procedure must be followed within a certain period of time.

Uniform maintenance fee gained for OMH workers

ALBANY — CSEA has won uniform maintenance allowances for nearly 400 employees working in a food service capacity for the state's Office of Mental Health.

CSEA Collective Bargaining Specialist Paul Burch said the allowance of \$30 per employee was agreed upon by the Governor's Office of Employee Relations. Payments will apply for fiscal 1980-81 and 1981-82.

Article 15 of the union's contract with the state in the Institutional Services Unit provides for the allowance for all employees in food service titles. Subsequent to the agreement, it was discovered that nearly 400 employees in OMH were involved in food service work but they were in the title of "Psychiatric Attendant".

The union pressed GOER for extension of the allowance payment to the employees and the state agreed to extend the payments to those employees.

Notification is being made to the appropriate sources by GOER to begin processing the required payments.

Of special interest inside this issue

● Performance Evaluation Program training sessions for union officials have been conducted across the state in recent weeks. For a pictorial review of several of these sessions, see pages 6 and 7.

● In one of the most incredible anti-public employee editorials in memory, a Buffalo TV station has suggested that public workers be denied the constitutional right to vote. Western Region President Bob Lattimer strongly attacked the proposal in a rebuttal broadcast later, and CSEA President Bill McGowan called the proposal "a mindless suggestion." See page 5.



Equals 25 per cent of annual contribution

65,000 to share \$2 million in basic group life refund



ALBANY — CSEA and the Travelers Insurance Company are sending an unexpected holiday treat to more than 65,000 CSEA members participating in the union's Basic Group Life Insurance Plan. The treat is \$2 million in refunds of the members' contributions to the Plan.

The checks were being processed late last week by the Bank of New York with a letter from CSEA President William L. McGowan explaining the refunds. The amount of the checks equals about 25 percent of the annual contribution that the individual has been paying for coverage under the CSEA Basic Life plan.

To qualify for the rebate, a participant must

have been in the plan for at least one year (as of November 1). CSEA expects that there will be many qualified plan participants who will not receive a refund of contribution. This is because that individual's address information has not been kept up to date. Members who have participated in the Basic Group Life Insurance Plan for the required period and do not receive a check, should contact: CSEA Insurance Department, 33 Elk Street, Albany, N.Y. 12207.

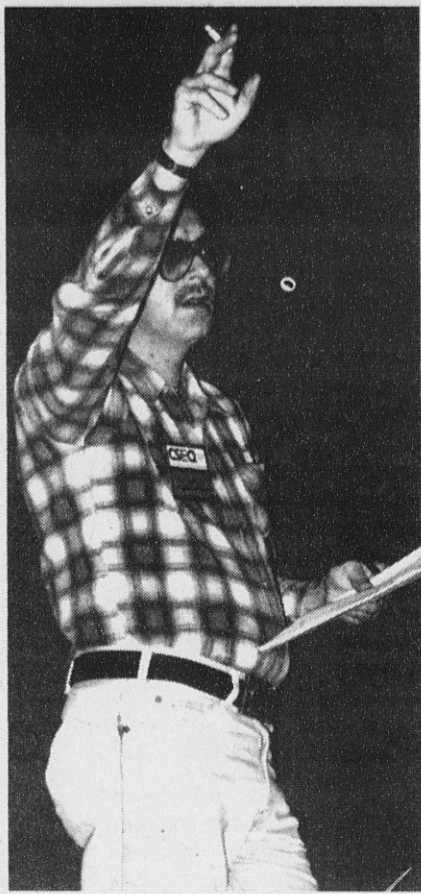
The amount of the contribution refund is calculated based on the age and amount of coverage of the participating member which determine the level of contribution paid by the participant.

"The CSEA Basic Group Life Insurance Plan is just another service that our union provides to help protect the well-being of our members," commented CSEA President William L. McGowan. "We are pleased to be able to make this refund which we are sure will come in handy during the upcoming holidays."

The Basic Group Life Plan is sponsored by CSEA and underwritten by Travelers. Since its inception, it has paid more than \$133,000,000 in benefits to CSEA members participating in the low cost life insurance program.

The refund is the result of better than expected experience in the Plan.

Affiliation talks top Capital Region



RON PREMO of CSEA Local 688 asks pointed question during discussion on CSEA/AFSCME affiliation.



BILL RALBOVSKY of Local 657 makes a point during open discussion about affiliation issue.

ALBANY — Two very successful informational meetings concerning the topic of the CSEA-AFSCME affiliation were recently held in the Capital Region of the Civil Service Employees Association. The first session was part of a Presidents Only Meeting held in the Queensbury Hotel, Glens Falls, where county and state local presidents had an opportunity to express their concerns and questions to the CSEA Affiliation Committee headed by CSEA Western Region President Robert Lattimer.

The second session was an open informational meeting held at the Holiday Inn, Central Avenue, Albany, which drew a large audience of interested CSEA members, who desired to present their views on the topic to the committee. Both sessions were described as "quite thought

provoking" by a committee member.

Joseph E. McDermott, CSEA Capital Region President stated, "Open discussion on this topic will allow CSEA to formulate its position on the affiliation based on the input of elected officers, and interested and concerned members. That's the intent of the committee and they are avidly seeking opportunities to listen to the CSEA membership."



WESTERN REGION President Robert Lattimer is chairman of CSEA's Committee to Study the AFSCME Affiliation. He has conducted numerous open meetings across state to obtain member sentiment.



AFFILIATION COMMITTEE MEMBER Maureen Malone speaks to Region IV members about topic as fellow committee member **Pat Mascioli** listens.



LOCAL 660 MEMBER Earl Kilmartin states his opinion relative to affiliation during one of two such meetings held recently in Region IV.



JOAN TOBIN, DOT Local President, makes a point during Affiliation Committee meeting in Region IV as Local Presidents **Betty Collins**, Insurance; **Judy Wilson**, Empire State College; and **Frank Lavier**, State Police Troop B, listen.

Employee ideas a gold mine in City of Troy

TROY — Helping the City of Troy to save money is going to become a profitable business for employees there, with the implementation of a Suggestion Awards Program.

An incentive committee, established through labor management meetings, has been receiving the suggestions and plans to make the first awards by the end of December, says City of Troy Unit Civil Service Employees Assn. President Joseph Cassidy.

The original guidelines call for awards to be made for ideas saving the city a minimum of \$1000, but, Cassidy says, the committee will consider all ideas. The committee will award as many suggestions as are deserving and hopes to review the contributions at least twice a year. The award will be based on the amount of money the idea saves.

On the committee are CSEA representatives Cassidy and Jackson Dennis, City Manager John Buckley, Councilmen William Carley and William Fagan, Department of Public Works Head Thomas Murley and Corporation Counsel Head Donald Bowes.

Clinton budget hearing called to discuss layoffs, may uncover extra funds

PLATTSBURGH — After having the proposed 1981 Clinton County budget analysed for hidden funds in an effort to stop the layoff of 19 county employees, the Clinton County Local CSEA presented its findings at a budget hearing held this week by the county legislature.

At Public Sector presstime, neither the details of the analysis nor the results of the hearing were available.

Local CSEA President Jeanne Kelso did say the union hoped to prove, in the analysis, that the county could count on federal government funding to maintain some of the positions, and that the amount of money the county expects to save through the layoffs would be diminished by the payment of unemployment insurance to those out of work.

Last week, the legislature considered a resolution to make the layoffs, but tabled that motion after the local requested the opportunity to address the budget hearing. Nearly 100 local members attended the legislative session, at which Kelso spoke.

She suggested to the legislators certain alternatives to layoffs and asked that county officials sit down with employees to discuss other cost cutting measures.

The cuts, mainly among clerical workers, would be county wide, Kelso said, but would hit the county Department of Social Services the hardest. At least two of the positions to be cut are vacant items, she added.



MEMBERS OF THE STATEWIDE NOMINATING COMMITTEE appointed from Long Island Region I are, from left, John Aloisio, Nassau County Local 830; Ida McDaniel, SUNY Old Westbury Local 618; and Louis Mannellino, State Department of Transportation Local 508.

Region I ready for OSHA

MELVILLE — All CSEA locals within Long Island Region I have been advised to form safety committees to carefully monitor compliance with the new State Occupational Safety and Health (OSHA) Law which becomes effective January 1. Region I Safety Committee Chairman Arthur Loving reported on aspects of the new law during a recent regional Executive Board meeting here.

It was reported during the meeting that all CSEA endorsed candidates for the State Legislature from the region were elected,

and credit for the achievement was largely given to volunteer telephone banks operated throughout the region prior to election day.

It was announced that Local 870 President Walter Weeks has been appointed to the statewide CSEA Non-Teaching Committee, and the board elected John Aloisio of Nassau County Local 830; Louis Mannellino of DOT Local 508; and Ida McDaniel of SUNY Old Westbury Local 618 to the statewide CSEA Nominating Committee.

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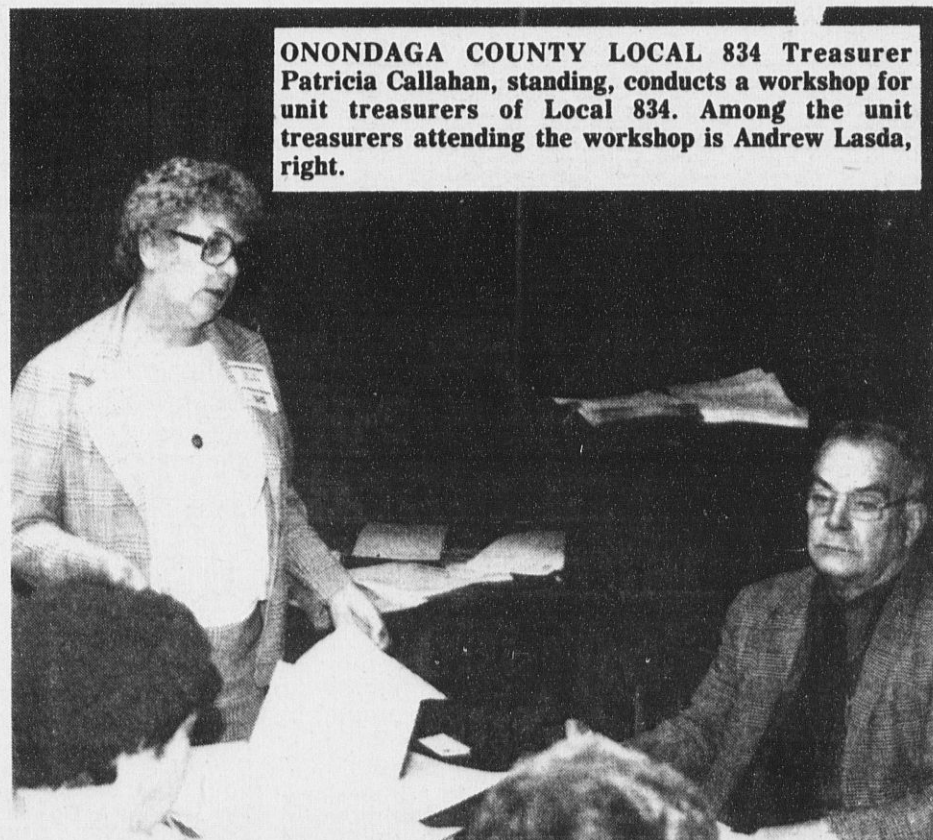
NAME: _____

STREET _____

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APPROXIMATE RETIREMENT DATE _____



ONONDAGA COUNTY LOCAL 834 Treasurer Patricia Callahan, standing, conducts a workshop for unit treasurers of Local 834. Among the unit treasurers attending the workshop is Andrew Lasda, right.

Calendar of EVENTS

December

- 17 — Metropolitan Region II Holiday Affair, 5 p.m.-3 a.m., The Beautiful Club Seren, 376 Schermerhorn Street, Brooklyn.
- 18 — Southern Region III Executive Board meeting, 7:30 p.m., Holiday Inn, Newburgh.
- 18 — Saratoga County Local 846 Christmas party, 6:30 p.m., The Rafter's, Saratoga Lake.
- 19 — Otsego County Local 839 annual Snowball dinner dance, 8 p.m., St. Mary's Church Center, Cooperstown.
- 19 — Buffalo Local 003 Christmas Party, 7 p.m., The Big Apple Supper Club, 2155 Old Union Road, Buffalo.
- 19 — Black River Valley Local 015 Christmas Party, 12-6 p.m., the Golden Lion Restaurant.
- 19 — Local 352 Buffalo District Labor Dept./IAPES Christmas Party, 5 p.m., Continental Restaurant, 212 Franklin Street, Buffalo.
- 19 — Pilgrim Psychiatric Center Local 418 season's greetings party, 4-10 p.m., Pilgrim Psychiatric Center, West Brentwood.
- 19 — Nassau County Local 830 Sheriff's Department Christmas party, 8 p.m., Ziegler's, Massapequa.
- 19 — SUNY Purchase Local 637 Christmas party, 4:30 p.m., SUNY Purchase.
- 23 — Suffolk County Local 852 Unit presidents meeting, 1 p.m., 755 Waverly Avenue, Holtsville.
- 27 — Rockland Psychiatric Center Local 421 disco, 9 p.m., Holiday Inn, Orangeburg.

January

- 10 — Southern Region III election procedures workshop, 9 a.m., Holiday Inn, Newburgh.

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Chautauqua honors 47 retirees

FREDONIA — Chautauqua County Local 807 honored 47 CSEA retirees recently at a dinner in the historic White Inn.

The honorees received awards from President Don Maloney and heard tips on retirement and time management from guest speaker Celeste Rosencrantz.

The master of ceremonies was Chester Nedvesky of the Chautauqua Unit. Dinner guests were welcomed by Joe Granata, President of Village of Fredonia Unit, and the invocation was given by Rev. Timothy Armstrong, Chaplain of the Chautauqua County Home and Infirmary Unit.



CHAUTAUQUA RETIREES — Twenty-seven of the 47 recent retirees honored by Chautauqua County CSEA Local 807 posed for this group portrait.



CENTRAL REGION V PRESIDENT James Moore admires the Special Olympics President's Club award held by Gloria Hultz of Elmira Correctional Facility Local 156. Local 156 sponsored 22 athletes in the Special Olympics to earn the award.

KEEP CSEA INFORMED ON MAILING ADDRESS

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

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

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Buffalo editorial calls for denial of public employees right to vote; 'a mindless suggestion,' union says

'Outraged' Lattimer rebuts on air; McGowan terms WIVB 'irresponsible'

BUFFALO — CSEA has long recognized the problem with public perception of public employees, but when the union heard a television station here editorially advocating denying public employees the right to vote, immediate and dramatic action was begun to respond to what CSEA Western Region President Robert Lattimer referred to as "an outrage."

Buffalo television station WIVB, Channel 4, a CBS network affiliate, broadcast an editorial by station president Leslie G. Arries, Jr., literally proposing, "... (public employees) should not be able to vote in an election related to their job or pay level." The full text of this incredible proposal is reprinted below.

Mr. Arries attacked AFSCME President Jerry Wurf for his outspoken advocacy of government expenditures and public employment. Not simply satisfied to render an opinion, the editorial makes an unsubstantiated claim that "our founding fathers" didn't want public employees to have a right to vote, that's why they denied the right to vote to the District of Columbia.

Never mentioned of course was the fact that the District of Columbia was only the seat of the miniscule (at the time) federal government, not the far larger number of state and local government employees. Had the "founding fathers" advocated denial of the right of public employees to vote, which they didn't, it could be presumed they would have specifically excluded them from this right at the time they excluded women and blacks. The editorial did not indicate if it also supported that position.

CSEA immediately filed for equal time to respond to the editorial. The station took a great deal of time to answer the CSEA demand, but it aired CSEA's response (reprinted below) on December 6. Region Six President Lattimer delivered the response on behalf of CSEA.

So incensed was Mr. Lattimer about the editorial, he read a verbatim transcript into the record of the Board of Directors of CSEA. Mr. Lattimer had answered another WIVB editorial only a few months before which blamed public

employees, without substantiation, for the ills of the federal Social Security system.

In addition to the response time under the federal communications law, CSEA and AFSCME are exploring the possibility of further action against the station for what it shaping up to be an anti-public employee editorial campaign.

CSEA President William L. McGowan commented, "Many of our people wonder why public employees have such a difficult time fighting for a decent standard of living. Between a biased collective bargaining statute like the Taylor Law and irresponsible public opinion leaders like WIVB, it's small wonder that public employee unions can win any improvements."

President McGowan said that the best way for public employees to fight such attacks is to answer them directly through response time where possible or by individual letters from CSEA members and potential organized advertiser boycotts.

The Editorial . . .

Editor's note: Following is the complete text of the editorial aired by WIVB-TV and WVIN FM/AM.

"Jerry Wurf is President of the largest public employee union in America. These days Wurf is crisscrossing the country with a simple gospel for employees at all levels of government; "elect those who support more government spending and more public employee jobs." Wurf is alarmed that government services "are being eliminated, or turned over to profit-making organizations." He is urging public employees to fight this trend, "at every political level from the White House to city hall". In a nutshell, Wurf is telling public employees to vote for anyone who will spend more tax money. That kind of irresponsibility is typical of many public employee union leaders. It reinforces the belief of our Founding Fathers that public employees should not vote. In their day it was simple, just deny the vote to the District of Columbia. Today, it is more complex, public employees are everywhere. But the principle is the same, they should not be able to vote in an election related to their job or pay level. Those who choose to work in government must recognize that they can't have both a public paycheck and vote for the man who hands it to them."

WIVB has an opinion about your right to vote — Do you have an opinion about WIVB

If you would like to tell WIVB what you think about its editorial suggestion that public employees be denied the right to vote in any election, write: Leslie G. Arries, Jr., Station President, Buffalo Broadcasting Company, 2077 Elmwood Avenue, Buffalo, N.Y. 14207 or call (716) 874-4410.

and The Response

Editor's note: Following is the rebuttal response delivered over WIVB-TV by CSEA Western Region President Robert Lattimer on behalf of public employees.

"Public employees in this country are getting used to being treated like second class citizens by expedient politicians, but a recent editorial by the management of WIVB suggesting that public employees be denied their constitutional right to vote is little less than frightening.

"In the conflicting demands for increased governmental services and decreased taxes, public employees have been forced by discriminatory laws and short sighted public policy to watch their modest standard of living evaporate. The average public employee in this state now makes substantially less than his private sector counterpart.

"A suggestion from a supposedly responsible spokesman for the community that public employees be denied the right to vote in public elections is something that we believe most Americans would find shocking. When the news media is beating its chest across this country to defend its right to constitutional protection of freedom of speech, it is ironic and sad to hear a major media outlet publicly support denial of an equally basic constitutional right to several million tax paying citizens.

"The extension of this station's editorial policy would deny anyone receiving anything from the government from having the right to vote. We can only wonder how long it will be before the management at WIVB suggest disenfranchising the elderly receiving Social Security or the disabled receiving Medicaid.

"Public employees in the Buffalo area have grown to expect little from WIVB in the way of thoughtful opinion on issues relating to public employment, but a mindless suggestion that a whole group of taxpaying Americans be denied their constitutionally guaranteed right to participate in democracy is simply an outrage."

Extensive training prepares members to monitor new program

By Brendan Coyne

NEWBURGH — "Monitor."

That was the key word at a recent CSEA seminar here on the new New York State Employee Performance Evaluation Program (EPEP). It's the same message being delivered to CSEA State Division Local leaders at similar sessions all across the state.

Southern Region III training specialist Marie Romanelli told the Region III members that the seminar would "give them the tools, the weapons to correctly monitor the State so they follow their own guidelines in administering the evaluation system."

Representatives of the Washington, D.C. consulting firm of Lieb, Lefkowitz & Associates are using lectures, slide presentations and audience participation methods to acquaint CSEA members at every seminar with the new EPEP procedures.

This seminar was the first of a two-step training process. The consultants said they would return in several weeks to give a more specific presentation after giving overview seminars around the state.

The State has begun orientating management employees about the system.

The evaluation system is supposed to meet employees' needs through training, accelerated advancement and monetary incentives as well as improving job performance. The program is also intended to clarify job tasks and to decrease subjectivity in determining job performance.

State responsibilities, as outlined by the consultants, include administering and managing the program as well as the development of tasks.

CSEA responsibilities include monitoring procedural errors and the misapplication of performance standards. CSEA must also identify training needs for employees and provide representation on the rating appeals board.

The components of EPEP can be divided into three general areas: determining performance evaluation criteria, appraisal and appeal.

The first step in determining criteria for performance evaluation is a meeting of supervisors with all unit employees as a group. Then the supervisors will go about defining at least three individual employee tasks and determining performance indicators such as productivity, quality, timeliness and manner.

An afternoon workshop enlivened the day as the consultants asked their audience to identify tasks for a worker after listening to her in a slide presentation.

The audience was told to use "action" words in defining tasks. They were also asked to list tasks according to importance and to distinguish between regular tasks and out-of-title tasks.

The second general area, appraisal, has a number of components including: observation of employee's performance, appraisal, rating, rating review and appraisal interview. There are three levels of ratings: Outstanding, Effective and Unsatisfactory.

The last general area of the system is appeals. An employee has the right to appeal 'Effective' and 'Unsatisfactory' ratings.

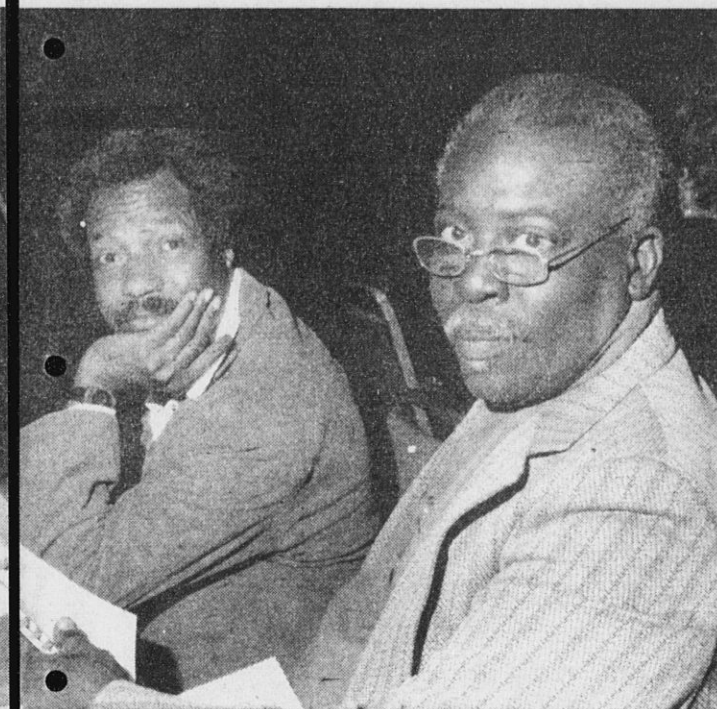
The most important material distributed was a comprehensive manual on EPEP. The manual will give readers background on the agreement and a description of the system, including definitions of the ratings and an explanation of the appeals process.

EPEP

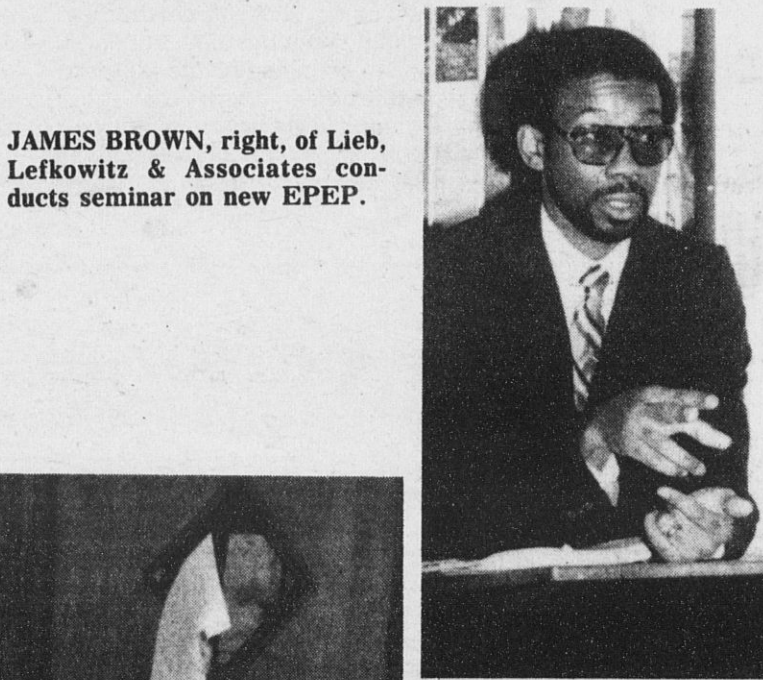
ries of important seminars detailing specifics of new New York State Employee Performance Evaluation Program (EPEP) have been conducted ss the state in recent weeks by CSEA representatives and consultants. The articles and/or ographs on these pages involve EPEP seminars in ions I, II, III and VI, and are typical of sessions and information given at all such seminars.



NEW YORK CITY LOCAL 010 members, from left, Genva Winston and Rose Feuerman attend the seminar on EPEP in New York City for Metropolitan Region II.



LONG ISLAND MARITIME COLLEGE employees, from left, Edmund R. and J.P. Jones, both of New York City Local 010, take part in the seminar on EPEP in New York City.



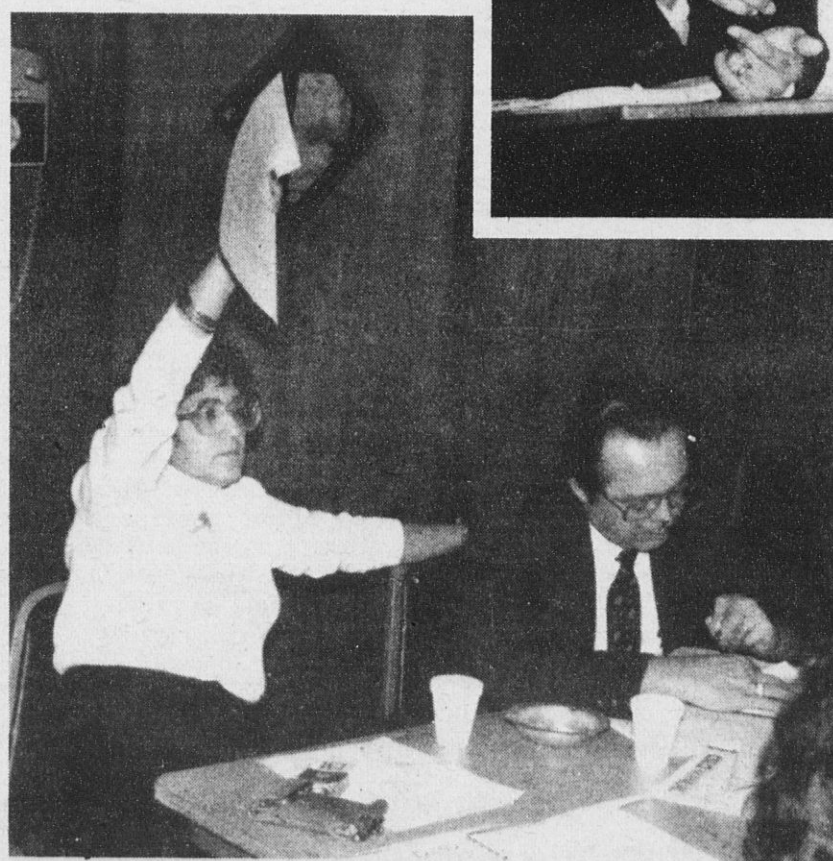
JAMES BROWN, right, of Lieb, Lefkowitz & Associates conducts seminar on new EPEP.



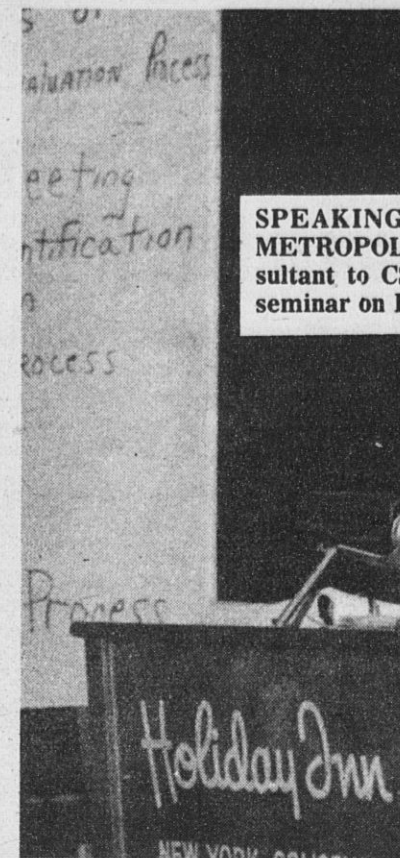
CONSULTANT Frank Stein speaks at the seminar in Hauppauge to members of Long Island Region I on the new EPEP.



SPEAKING AT THE SEMINAR ON EPEP in Newburgh is Southern Region III President James Lennon. In Region III, seminars also were held in Fishkill and Suffern.



SOUTHERN REGION III TRAINING SPECIALIST Marie Romanelli raises her hand to make a point during the seminar on EPEP held in Newburgh. She is sitting with CSEA Field Representative Flip Amodio.



SPEAKING TO MEMBERS OF METROPOLITAN REGION II is consultant to CSEA Linda Geary at the seminar on EPEP in New York City.



DEPARTMENT OF TRANSPORTATION LOCAL 508 members Lila Stein, Vincent LeDonne and Louis Mannellino look over the EPEP manual at the seminar in Region I held in Hauppauge.



Buffalo City Local studies new EPEP

BUFFALO — Seventeen members of the Buffalo City Local No. 003 attended an all-day training seminar at the Buffalo Convention Center recently to learn more about the Employee Performance Evaluation Program.

The seminar, conducted by James Brown, of Lieb, Lefkowitz and Associates, provided information on how to monitor the evaluation process and handle any necessary appeals.



LISTENING ATTENTIVELY are Kathie Fetzner and Ed Majchrowicz.



LOCAL 003 President Pat Pfleger is a picture of concentration as she listens to discussion on EPEP.



MEMBERS of Local 003 who attended seminar included Sheila Brogan and Bill Garey.

Ruth and Michael Braverman will be keenly missed within Local, region

By Gerald Alperstein
Associate Editor

EAST MEADOW — Things are going to be a little different in Nassau County Local 830 on Jan. 2, 1981.

On that date, two CSEA activists from the local, — Ruth and Michael Braverman — will retire from public service and therefore no longer be able to belong to and be active in Local 830.

Ruth, the Long Island Region I second vice president and Nassau County Local 830 fifth vice president, is a member of the East Meadow School District Unit of Local 830.

Michael is a member of the County Department of Public Works Unit of Local 830.

Local 830 President Nicholas Abbatiello said of Ruth: "We are going to miss Ruth Braverman in our local. She has been an outstanding officer and leader in the local and in the region. I wish her all the best in her retirement."

Public Works Unit President Ralph Spagnolo said of Michael: "Mike has been a tremendous help. He is always there when you need him. He will be sorely missed in our unit."

Ruth said: "I will miss CSEA very much. It has been a part of my life for many years. Over the years, I have worked closely with Nick (Abbatiello), who is an excellent leader."



LONG ISLAND REGION I PRESIDENT Danny Donohue and Region I Second Vice President Ruth Braverman attend a recent meeting of the Region I Executive Board. The meeting was the last for Mrs. Braverman who retires on January 2, 1981.



NASSAU COUNTY LOCAL 830 Social Committee Co-chairmen Ruth and Michael Braverman attend the local's annual dinner dance which they coordinated the arrangements for. The two CSEA activists retire on Jan. 2, 1981.

Michael said: "I have made a lot of friends in CSEA. I will miss working with them. I have enjoyed working under a good unit president, Ralph Spagnolo."

The couple plans to keep up with CSEA news with a subscription to The Public Sector.

Ruth has been the secretary at Parkway School in the East Meadow School District since 1954. She organized the district's clerical employees into an independent union and in 1967 she brought the unit into CSEA.

She later helped organized the district's cafeteria employees and school monitors and the Glen Cove School District employees for CSEA.

From 1967 to 1979, she was president or vice president of her unit.

In 1975, she was elected fifth vice president of Local 830 and was re-elected twice to the position. She has been an elected delegate of Local 830 since 1973.

In 1977, Ruth was elected Region I third vice president, was re-elected in 1979 and moved up to second vice president following the death of Irving Flaumenbaum.

She was an original member of the statewide Legislative and Political Action Committee, serving from 1973 to 1979.

Other committee assignments included the Region I Social Committee from 1973 to 1979 and the Local 830 Legislative and Political Action Social committees since 1973.

Ruth and Michael served together on the Region I Social Committee from 1977 to 1979 and on the Local 830 Social Committee since 1977.

In 1979 and 1980, they were the co-chairmen of the Local 830 Social Committee, responsible for the local's annual dinner dances of which more than 1,000 persons attended.

Michael joined CSEA when he was hired by the county in 1972. He works as a supervisor in Wantagh at the Cedar Creek Water Pollution Control Plant.

Committee assignments for Michael also included chairmanship of the Region I Human Rights Committee in 1977.

On the local level, he was a member of the Local 830 Election Committee in 1975 and was chairman of the Local 830 Nominating Committee in 1979. He has served since 1979 on the local's CETA and Budget committees and was a

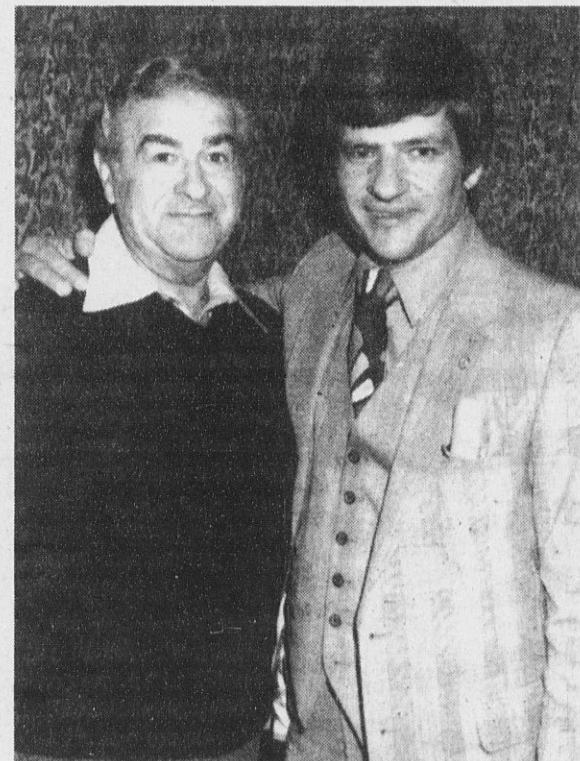
delegate to the 1980 CSEA Annual Delegates Meeting.

Michael, prior to working for Nassau County, operated a dry cleaning business in Queens.

Ruth was born in St. Paul, Minn., and grew up in New York City. Michael was born and grew up in New York City.

The couple met in Brooklyn in 1942 and they were married in 1943. They moved to East Meadow in 1954 where they will remain until their retirement when they move to Sunrise, Fla.

The couple has three children: Nancy, a CSEA member and employee of the Town of Hempstead; Steven, vice president for finance, Manhattan Industries in New York City; and Stanley, art director of Diners Club Signature Magazine in New York City; and four grandchildren.



PUBLIC WORKS DEPARTMENT Unit President Ralph Spagnolo, right, of Nassau County Local 830 joins with unit member Michael Braverman. Braverman retires on Jan. 2, 1981.

Dutchess County honors 56 for outstanding service at employee recognition day

POUGHKEEPSIE — Nice things sometimes do happen to public employees. For example, 56 of Dutchess County's civil servants were recently singled out in recognition of their outstanding service.

The received framed certificates, were taken to lunch and given the rest of the afternoon off.

As County Executive Lucille Pattison said: "We talk a lot about how important our workers are, and it's not too often we do something about it."

The Employee Recognition Day was first promoted several years ago by County Legislator Cal Smith because "the legislature was extremely proud that we have such dedicated employees."

Dutchess County Unit President Scott Daniels said the system used to select employees was "flexible, decisions were made various ways, depending on the department.

"In some instances, choices were made directly by supervisors, in other cases directly by workers, some by combination of the two, or by submitting nominees to a special three-member panel which included myself, Cal Smith and Mike Murphy, assistant to be county executive."

Dutchess' outstanding 1980 employees, and the departments they work in, follows:

Aging, Judy Benton; Aviation, Kenneth Davidson; Comptroller, Ann Boehm; County Clerk, Phyllis Ingraham and Dorothy Larotonda; County Executive, Barbara Dunagan; District Attorney, Audrey McLaughlin.

Finance, Hilda Whitaker; Fire Coordinator, Minard Coons; Health, Adelaide Decker, Robert DePuy, Elaine Fein, Gladys Germond, Stanley Kondracki and Marion Otto; Human Resources, Kathleen Wisseman.

Mental Hygiene, Shirl Davis, Sandra Gatewood, Larry Keller, Marjorie Lazarus, Mary Mascolino, Judith Peo, Gail Riedell and Marie Snowden; Computer Service, Grant Hait; Parks and Recreation, Ed Hericourt; Personnel, Betty Dean and Daria Lane.

Planning, Christine Squires; Probation, Sandra Tabor; Public Defender, Darlene Howley; Public Works, Frederick Burnett, Joseph Giove, Robert Jamieson, Thomas Mullen, Gerald Shafer, William Smith, Jerome Starpoli and Can Tekben.

Purchasing, Steven Toth; Real Property Tax, Charlie Decker; Social Services, Jane Chase, Dawn Dodge, James Farrell, Frances Glueckert, Bridget Goddard, Margaret Heady, Edna Hoose, Katie Kane, Freeda Karpowich, Patrick O'Leary, Sara Pinkowski, Carol Sutrich and Kay Vallone; Veterans, Ellen Czichos; and Youth Bureau, Russell Myers.

More parking space at Plaza

ALBANY — Seventy-five additional parking spaces were made available to the employees of seven state departments in the Empire State Plaza last month as the result of negotiations between the Capital Region Civil Service Employees Assn. and the state.

The union, according to Al Mead, first vice president of the Capital Region of CSEA, requested a meeting with the state after hearing it had plans to convert nearly 300 spaces to public parking.

"The employees sorely need more parking and if the state could find 300 unused ones, we want a portion of them," Mead commented. Calling the parking situation "abhorrent" and the result of "poor planning," he said only about one third of the workers in the mall have parking spaces.

"Parking has been one of the more important issues here and it will remain so, until the union feels it has been satisfactorily resolved," Mead said.

The additional spaces, which will be divided in proportion to the number of employees in each bargaining unit, will go to the departments of motor vehicles, health, energy, equalization and assessment, aging, parks and recreation and lottery.

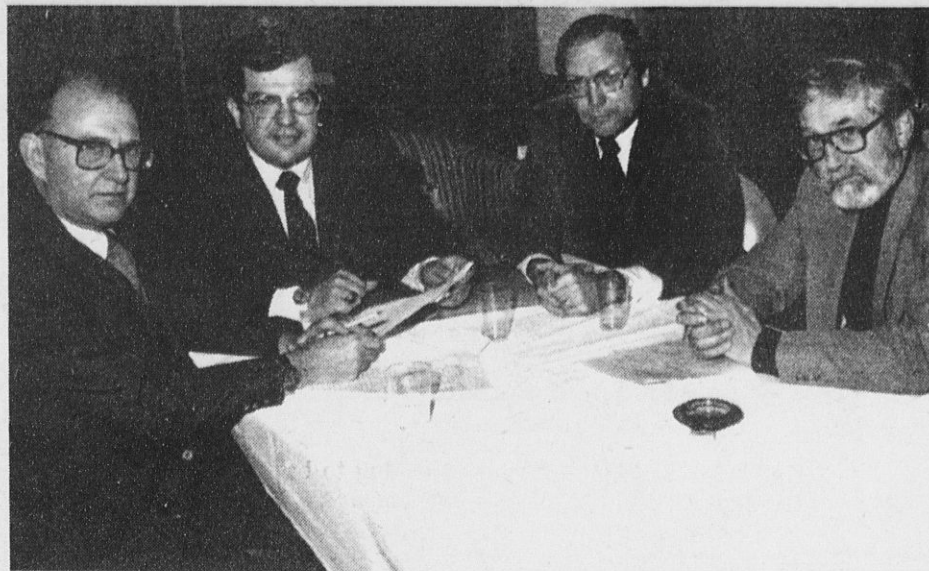
List new staff assignments

FISHKILL — In a plan that Regional Director Thomas J. Luposello describes as an effort to, "maximize efficiency and better serve the membership," a new system of field assignments is in effect in the Southern Region.

Field representatives, announced Luposello, are now responsible for all state, county and political subdivisions within their assigned geographic area.

The new lineup is as follows: Tom Brann — Southern Rockland; John Deyo — Northern Dutchess; Flip Amodio — Greater Orange County Area; Bruce Wyngaard — Putnam and Southern Dutchess; Ross Hanna — Ulster and Sullivan; Diane Campion — Northern Rockland and Southern Dutchess.

Field responsibilities in Westchester County remain the same, except staff picks up additional state assignments as follows: Joe O'Connor — Westchester Developmental Center Units located in Yonkers, and all departments of transportation and parkway units, except as below; Larry Sparber — Millwood Unit of Westchester Developmental Center, and DOT and parkway units located at New Rochelle; Don Partrick — Westchester Developmental Center Units located at Ardsley, Ossining and Mt. Vernon.



AMONG MEMBERS of CSEA Statewide Probation Committee attending a recent session were, from left, Chairman Jim Brady from Erie County; Jim Mattei from Nassau County; Jack Whalen from Westchester County; and CSEA staff consultant Walter Leubner.

Oppose contracting out for probation services

ALBANY — The Civil Service Employees Assn. Statewide Probation Committee, at its December 1 meeting here, went on record opposing any contracting out of probation services.

Committee Chairman Jim Brady noted that he attended an international seminar this fall at which contracting out was heralded as a program of the future. The committee is urging probation officers throughout the state to advise CSEA if contracting programs are suggested in their areas.

The committee said it opposes contracting out since probation services are now being provided of the highest quality in New York State.

Reward established for info on hit-run driver

EAST MEADOW — The Nassau County CSEA Local 830 Executive Committee has voted to offer a \$5,000 reward for the arrest and conviction of those persons responsible for the recent hit-and-run death of a CSEA member.

Local 830 First Vice President Jerome Donohue made the motion involving the death of Lieutenant John J. Fenton of the Nassau County Sheriff's Department, a 19-year veteran of the department.

The Executive Committee also voted to donate \$250 to Staten Island Developmental Center Local 429 where six officers have been suspended by the State, including President Felton King.



NASSAU COUNTY LOCAL 830 President Nicholas Abbatiello, center, speaks with Motor Vehicles Department Unit President Marilyn Crespi and Village of Freeport Unit President Robert Ford at recent meeting of Executive Committee.

Communicators focus on tuning to membership



JERRY REGAN, of Cornell University's school of Labor and Industrial Relations, offers some valuable advice on public speaking. Awareness is the key to both listening to and delivering a speech, he stressed at a Buffalo communications seminar.



CSEA COMMUNICATIONS ASSOCIATE RON WOFFORD of Region VI shares in the discussion during a recent communications seminar in Buffalo.

Expert tips: Listen first, speak later

BUFFALO — Our senses are assaulted with many thousands of different pieces of information each day — through television, newspapers, radio, at our jobs and at home. But how much of that information actually gets through?

It should come as no surprise that authorities estimate we forget about 75 percent of everything we've heard one time within three weeks. That disheartening bit of information came from Jerry Regan, an instructor with the New York State School of Labor and Industrial Relations of Cornell University.

Regan was speaking to a seminar on communications at the Buffalo Convention Center recently, offering some choice tips on how to become a better communicator.

"The key to being a good communicator is awareness," Regan said. Noise — anything that interferes with the communications process — must be shut out, not an easy trick. Noise can be anything from competing sounds or conversation to internal noise — a worry that your parking meter is running out, an itchy nose, hunger pangs, etc.

Regan has come up with a listening formula that helps those who use it to concentrate more and forget less. T-Q-L-R.

T — Tune in and tune out all other noise. Give your subject your complete attention.

Q — Question continually as the speaker talks. What is it he or she is trying to say?

L — Listen to every word. Don't let yourself drift off in the middle of a sentence.

R — Review what has been said after the speaker has finished. Think about what you've heard and digest it. The sooner you do it, the less you'll forget.

Regan also had advice for those who find themselves in front of the podium:

When speaking to a group, it's important to be yourself. "Don't give a speech," he said. "Remember you're just talking to people, something you do every day. Look at your audience and talk to them, not the back of the room."

Be sincere and know the subject you're to talk about. An audience can sense when you're bluffing. Have ready an outline on 3 by 5 cards, but don't read from them. Should you forget your place, pause, take a deep breath, and continue.

Don't overstate. Use proper diction, that is, choose the proper word to express the meaning you're trying to convey. (Contrary to popular belief, the word "diction" doesn't have anything to do with enunciation, which Regan says you should also do.)

Don't be put off by stage fright. Turn your nervous energy into enthusiasm. It's entirely normal to be afraid, Regan says, noting that when a survey was taken listing people's worst fears, death placed second on the list. Speaking in front of a group was first.

Relax. Confidence comes with experience.



MELINDA CARR, CSEA's Assistant Director of Communications, points out that newsletters are a very effective tool for reaching the membership. At a recent communications seminar in Buffalo, she outlined the simple and inexpensive steps of achieving a good newsletter.



JOANNA WILLIAMS, of Local 828 in Monroe County, contemplates the advice of a speaker during the Buffalo Communications seminar.

Newsletters: Keep it simple

BUFFALO — The task of keeping your members informed and involved is a major concern of every local union leader. It is also one of the most difficult that a leader faces, as members are often spread through dozens of departments and work sites.

According to Melinda Carr, CSEA's assistant director of communications, a newsletter can be an excellent means of staying in touch with your membership.

"It's not nearly as hard as it looks," said Ms. Carr, who addressed a communications seminar at the Buffalo Convention Center last month.

"A good newsletter is one that communicates to its readers," she said. "It doesn't have to be a glossy publication with pictures and lots of color. You can put together a very good newsletter without spending very much money."

First of all, Carr emphasized, don't be intimidated by your lack of experience. "With just a little basic information, anyone can do it," she said.

Here are some of her ideas:

WORKERS: You don't need writers, you need fact-gatherers. People to bring you information. How

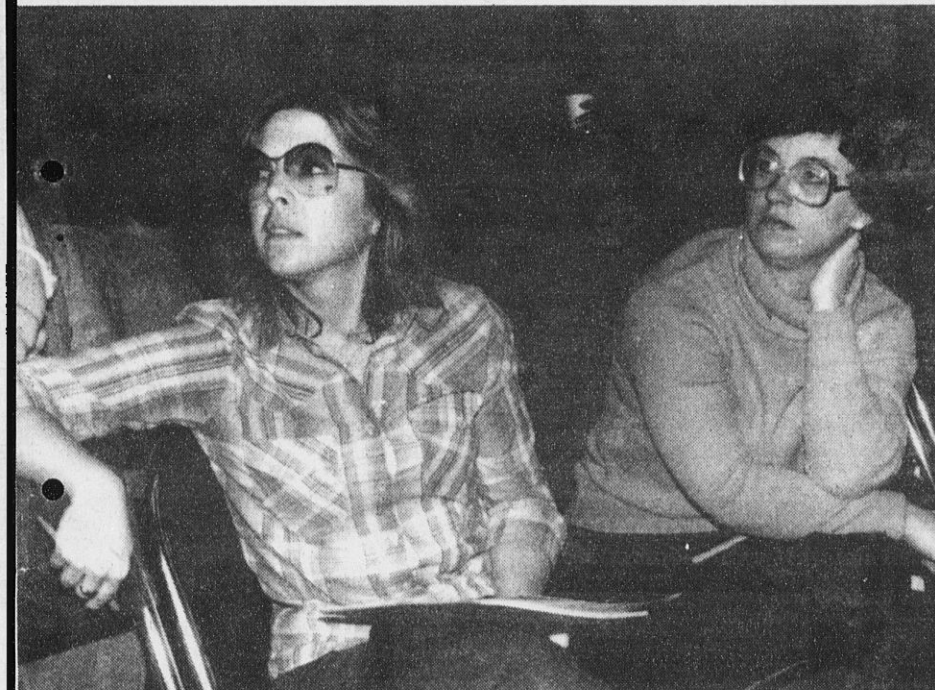
many you need depends on the makeup of your local or unit. A small committee can write the information up into stories.

THE SIMPLER THE BETTER. Don't try to be fancy. If you keep it short and simple more people will read it.

SOURCES OF COPY include committee and meeting reports, issues affecting your group, announcements, personality profiles. Keep a "futures file" with any upcoming story ideas.

DESIGN is very important, but needn't be complicated. Depending on your budget and how many copies you need, you can type your newsletter and reproduce it on a copy machine or have it mimeographed. For larger numbers, offset press is your best bet. Typesetting look great, but it's expensive so,

USE A GOOD, CLEAN TYPEWRITER. Assemble your copy into short paragraphs; they're easier to read. If you're using standard size paper, two columns of print works best. Allow yourself plenty of "white space" or "air" around your copy. All the best copy in the world won't help a newsletter that you have to fight to read.



OIS SAWMA, left, and **Sharon Mojca**, both of Niagara County's Local 832 listen tentatively during the information-packed seminar on communications in Buffalo.

PHOTOGRAPHS are expensive and not necessary to good design. Instead, use camera-ready artwork. It can be clipped from almost anywhere, or take advantage of local talent. Headlines are made easily using inexpensive "rub-off" type.

HOW OFTEN you print also depends on your local or unit. Many publish once a month, but you may find that three or four times a year will suit your needs.

Ms. Carr noted that the Communications Department is in the process of putting together a "newsletter guide" as part of an overall program to develop and improve internal communication. The package, she said, should be ready early next year.



JIM LINDNES, Ontario County Local 835, takes notes as the key speakers cover a variety of topics at the Buffalo communications seminar.

Westchester contract vote extended

WHITE PLAINS — Ballots were mailed to all eligible union members on December 8, 1980 to vote on a tentative two-year contract between the Westchester County CSEA Unit and Westchester County.

The deadline for returning ballots has been extended by one week, to Monday, December 22, 1980, at 1 p.m.

Ballots should be returned to the CSEA Office, Room 106, County Office Building, 148 Martine Avenue, White Plains, N.Y. 10601.

Eligible union members who have not received their ballot by December 16, 1980 may pick up a replacement ballot at the CSEA Office at the above address.

Packer elected Local 350 vice pres.

NEW YORK CITY — The State Department Labor Local 350 Executive Committee elected Tina Packer as the local's third vice president at a recent meeting of the committee.

Ms. Packer replaces Third Vice President Medrick deHoog who received a promotion which places him in another bargaining unit.

New mailing address for Southern Region

FISHKILL — Although the actual location remains the same, the Southern Region III headquarters here has a new mailing address, effective immediately.

The new mailing address is Civil Service Employees Association, Rural Route 1, Box 34, Old Route 9, Fishkill, N.Y. 12524.

Union wins insurance battle in Schenectady, IP charges withdrawn

SCHENECTADY — Having since won all of its legal objections, the Schenectady County unit of the Civil Service Employees Association has withdrawn its improper practice charge of failing to negotiate in good faith against Schenectady County Manager Robert D. McEvoy.

CSEA filed the charge with the state Public Employment Relations Board when the county manager unilaterally directed the county finance commissioner to withdraw the county, its workforce and its retirees from the health and dental insurance program provided by the New York State Health Insurance program without prior negotiations on this change with the employees bargaining agent.

After CSEA filed its charge and concurrent with a public hearing on the Schenectady County budget and the concept of self-insurance, the county manager directed the county finance commissioner to rescind the withdrawal and to continue the employees and retirees health and dental insurance coverage through the state health insurance plan.

Alfred Farone, president of the Schenectady County CSEA Unit, commented on the union's decision to withdraw its pending PERB charge. "We don't want to be spiteful. We don't want to waste taxpayer money by having the county pay an attorney to go to PERB in Albany and say that the county manager has withdrawn

all of his illegal actions and that therefore all of CSEA's objections are settled. We made our case here and we won our case here and now the county manager knows that we will fight for our rights and our benefits."

Farone also noted that the Capital Region of CSEA had assigned Daniel Campbell, a Communications Associate, to aid the CSEA Unit in an information/education campaign on the self-insurance concept for the whole CSEA Schenectady County Local and for the general public. "CSEA has a lot of questions to ask about this concept, and we want our members and area taxpayers to ask their questions and get honest, verifiable answers," Farone concluded.

CSEA PRESIDENT William L. McGowan recently concluded a series of visits to all six regions to meet informally with members about union activities. The concluding session was held in Long Island Region I, and in the adjacent photo President McGowan, second from right, listens to comments of Cathy Green, left, a member of Suffolk County Local 852, Region I President Danny Donohue, second from left, and Charles Novo, right, from Local 852 also were present. Taking notes on the discussion is Mr. McGowan's executive secretary, Kathleen Wojtulski, center.

Lindenhurst pact ratified

LINDENHURST — The Lindenhurst Memorial Library CSEA Unit has signed a 3 year contract giving their members an 8-7-7 percent salary increase and a Longevity clause for members after 15 and 20 years of service.



Two Troy men help extinguish blaze; distinguish selves

TROY — Because two on-duty Department of Public Works employees from the City of Troy were not afraid to get involved, a fire that could have destroyed a home was, instead, extinguished.

The employees Charles Bushey and Michael Picarillo, were operating a street cleaner on First Avenue in the city around 7:30 a.m. in late October, when they spotted a house on fire. They immediately radioed their dispatcher, Donald Kelly, and told him to call the fire department. The two then grabbed the hoses from their truck and sprayed water on the flames until firemen arrived. The blaze was out by 9:27 a.m.

A man and his child, who were sleeping inside, were roused when they smelled smoke and fled safely.

Troy Fire Department Battalion Chief Edward Shultz, commended Bushey and Picarillo for their actions, saying "They definitely helped stop the fire from spreading."

The two, members of the City of Troy Unit of the Civil Service Employees Assn., were also praised by unit president Joseph Cassidy, who commented, "These two guys thought and acted quickly, helping to save a man's home. The union is proud of them."

Cassidy distributed a memo, recognizing Bushey's and Picarillo's deed, among city officials and unit members.



FAST THINKING HEROES — Troy Department of Public Works employees Michael Picarillo, left, and Charles Bushey helped save a city home from being destroyed by flames by their fast actions in reporting the fire and then fighting it until firemen arrived.

Unique pilot project seeks to improve labor/management committee results

ALBANY — Cooperative labor/management committees may enhance the quality of life of employees at the workplace. To demonstrate this, the Committee on the Work Environment and Productivity (CWEP) is launching a new pilot project — "Mini-CWEPs."

Itself a labor/management committee, CWEP is fostering labor/management committees at four designated agencies and facilities. The sites selected are Wassaic Developmental Center, Rockland Psychiatric Center, SUNY at Buffalo and the New York City office of Tax and Finance.

The pilot project is taking a number of steps to ensure a cooperative working relationship within each committee. Aiding in this effort is the consulting firm of Lieb, Lefkowitz and Associates.

"Through workshops and other instruction currently underway, all participants will be taught the proper way to conduct a democratically run

labor/management committee," explained Marty Langer, CSEA's representative on CWEP.

A second inducement for cooperation is expected to be the allocation of funds which the local committees can use for jointly undertaken projects. And in addition, the consulting firm will participate as a neutral at each meeting of the committees to help establish harmonious relationships.

"We anticipate that these local committees will give labor and management an opportunity to begin talking to each other about worksite issues and problems in a cooperative, constructive way," Langer said. "And with the assistance we're rendering in terms of training, funds and counseling, we hope that these local committees will generate innovative activities and solutions which will truly enhance the quality of working life."

CWEP was established under the 1979 collective bargaining agreement between CSEA and the State. Its subcommittee on the Quality of Working Life is overseeing the "Mini-CWEP" project.

Directory of CSEA Regional Offices

REGION I

740 Broadway,
North Amityville, N.Y. 11701
(516) 789-1170
Dan Donohue, President
William Griffin, Regional Director

REGION II

11 Park Place
Suite 1405,
New York, N.Y. 10007
(212) 962-3090
James Gripper, President
George Bispham, Regional Director

REGION III

Rural Route 1
Box 34
Old Route 9
Fishkill, N.Y. 12524
(914) 896-8180
James Lennon, President
Thomas Luposello, Regional Director

REGION IV

1215 Western Avenue
Albany, N.Y. 12203
(518) 489-5424
Joseph McDermott, President
John Corcoran, Regional Director

REGION V

Suite 308
290 Elwood Davis Road
Liverpool, N.Y. 13088
(315) 451-6330
James J. Moore, President
Frank Martello, Regional Director

REGION VI

Cambridge Square
4245 Union Road
Cheektowaga, N.Y. 14225
(716) 634-3540
Robert Lattimer, President
Lee Frank, Regional Director

