

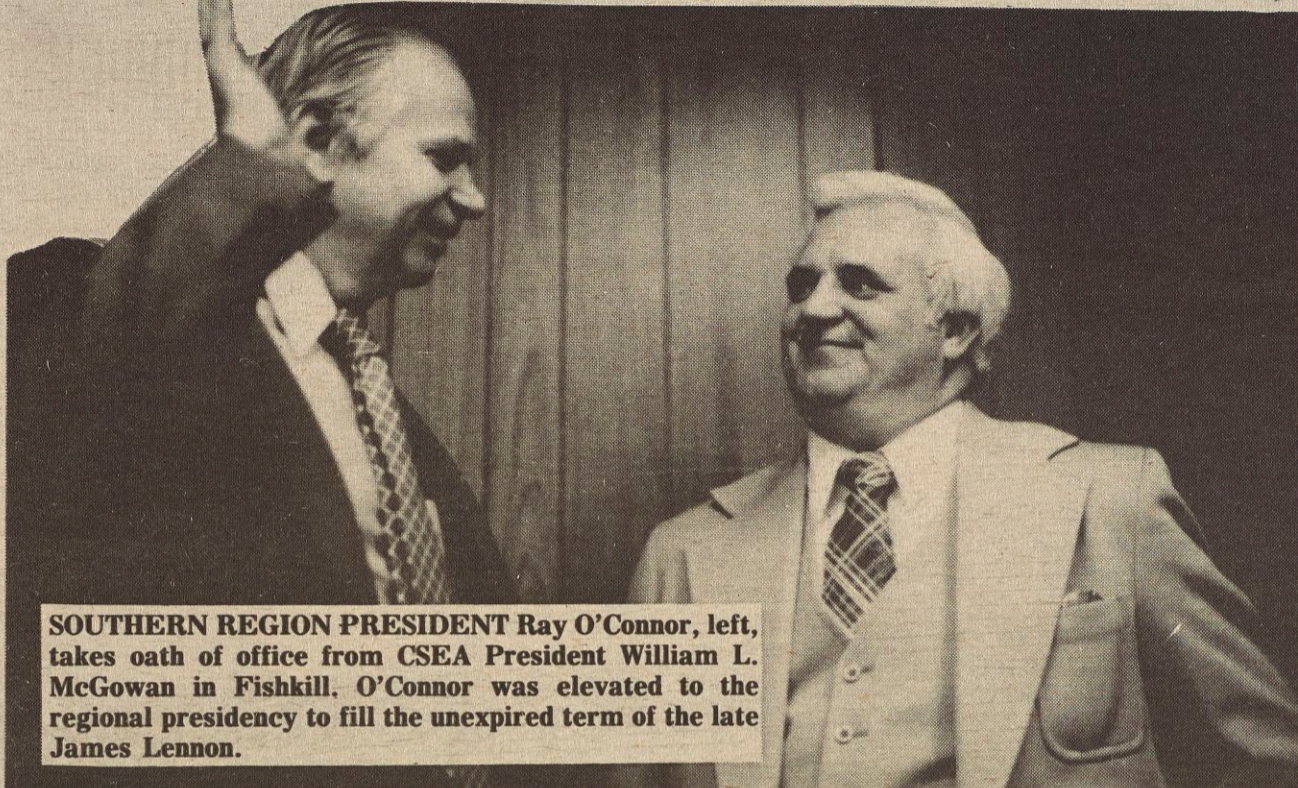
# Public Sector

Official publication of The Civil Service Employees' Association

Vol. 3, No. 24

(ISSN 0164 9949)

Wednesday, March 25, 1981



SOUTHERN REGION PRESIDENT Ray O'Connor, left, takes oath of office from CSEA President William L. McGowan in Fishkill. O'Connor was elevated to the regional presidency to fill the unexpired term of the late James Lennon.

## INFOLINE

1-800-342-2027

ALBANY — It's called CSEA InfoLine and the goal of the new toll-free telephone information service for union members is simple: it makes it easier for a member to put his union to work for him.

"There are a lot of people that we represent who have problems but aren't really sure how to put CSEA to work for them," commented CSEA President William L. McGowan in announcing the new service. "InfoLine will give them one central source for information on how to put CSEA's resources to work to solve their problems."

The service hinges on a toll-free telephone line that allows employees represented by CSEA anywhere in New York State to dial 1-800-342-2027 and get information on how to deal with their problem. In most cases, the best way to deal with a problem is by consulting the appropriate CSEA Local President, Unit President or Shop Steward. CSEA InfoLine will help the employee find the appropriate person to contact.

"This service will allow any person that this union represents to find out how to go about using the service structure that we have worked so hard to establish," Mr. McGowan said. "Many of our members already know how to put CSEA to work for them, but there are plenty who don't. We think InfoLine will help those people and demonstrate to all our members that this union cares about their problems and wants to help them."

CSEA InfoLine operates during normal business hours and can provide callers with resource information on getting answers to many common questions.

## Appellate court upholds CSEA in major case affecting Utica-Marcy employees

UTICA — CSEA has won what some experts are saying is a major battle in the union's efforts to prevent the state's Office of Mental Health (OMH) from sneaking around the state Legislature and trying to consolidate Utica and Marcy Psychiatric Centers without proper authority.

The Appellate Division of State Supreme Court has overturned a lower court's ruling that CSEA could not take its case to the courts to complain about administrative actions by OMH management that would effectively consolidate the two psychiatric centers.

"We have been fighting this consolidation for five years," comments CSEA's Chief Lobbyist Jim Featherstonhaugh, "but OMH was administratively transferring employees between facilities without their consent as part of a plan to effectively consolidate the two facilities without the required Legislative authority. This decision is a major step in blocking these transfers and forcing OMH to take its case to the Legislature where we are prepared to make our case on behalf of our members."

The Appellate Division struck down a lower court ruling against Marcy employee Joseph Vrooman who said his transfer from Marcy to Utica without his permission was illegal. The state had persuaded the lower court that CSEA couldn't appeal Mr. Vrooman's case to the courts until it spent months arguing the case through the grievance procedure.

In the appeal, CSEA said the state was wrong and that OMH had clearly violated the Civil Service Law. The appeals court agreed and remanded the case back to the lower court to hear the facts and make a determination as to the legality of the transfer.

Attorney Michael Smith of CSEA's legal firm, Roemer and Featherstonhaugh, said that the Appellate Division's decision clears the way for rapid movement on the case.

"We will immediately move for a summary judgement since the facts in this case are not in dispute," Mr. Smith said. "We also intend to ask for an order making this a class action suit which would have the effect of barring any further transfers of employees between the institutions and put an end to the attempt by OMH to do an "end run" around the Legislature. This has been a long hard road for us, but we're beginning to see a successful conclusion on the horizon."

Said CSEA Region V President James Moore, a former Local President at Utica P.C., "This union has followed through on a commitment that Bill McGowan and I made to the membership at Utica and Marcy many years ago. We said we would fight this consolidation in the Legislature, in the courts, or wherever we could and we have done that. Mr. Smith has been a persistent advocate of the members affected by this case and the victory is a credit to his efforts."

The attorney said the State may appeal the decision by the Appellate Division to the Court of Appeals which could slow the case down again, but, he said, "Clearly this decision has put OMH on notice that they must comply with all the rights of the affected employees and the applicable laws of the state."

## State payroll on schedule as agreement puts halt to annual ritual

ALBANY — The State Legislature last weekend finally arrived at an agreement with the Carey Administration on a deficiency budget for the present state fiscal year, thus averting a situation that threatened state employee payrolls.

CSEA Lobbyist and Counsel James Featherstonhaugh said the deficiency budget bill was adopted by the Senate and Assembly during the weekend and provided more than \$53 million to allow the state to meet its payrolls for the remainder of the fiscal year which expires on March 31.

CSEA President William L. McGowan had warned state officials that the unresolved crisis could lead

to trouble if the state failed to meet last weeks institutional payroll, a possibility spelled out to CSEA officials by the Division of the Budget.

The union president refused to take sides in the dispute but warned all parties that CSEA had a contract with the state and expected all employees to receive their paychecks last week as required by the union's contract with the State of New York.

"This type of crisis is becoming a ritual each year," commented President McGowan, "but our people are getting sick of it. Our members put in a good days work and have every right to expect to be paid on time, without any political dramatics."

# PEOPLE



## 1982 elections: union activism in the state, federal arena

November 1982 is a long way off, but PEOPLE activist Ramona Gallagher isn't wasting any time.

"We're already gearing up for the 1982 elections — for the Congressional race and a Senate race," says Gallagher, "because it's generally difficult to raise money. People don't like to part with it."

PEOPLE — Public Employees Organized to Promote Legislative Equality — is AFSCME's political action arm, the avenue through which CSEA members can help support candidates in various Congressional and Federal election campaigns.

"CSEA members have a vested interest in what Congress does," says Gallagher. "What they do in Washington will affect our jobs in New York."

It's no secret that it takes money — and lots of it — to win these elections. And since PEOPLE cannot, under Federal Election Law, contribute union dues money directly to candidates, the money is raised through various activities.

In the past, PEOPLE people have sponsored raffles, luncheons, dinners, picnics, pass-the-hat and mail solicitations, and sold such items as PEOPLE-labeled T-shirts, buttons, ski caps, baseball hats and totes.

"CSEA has only recently begun to participate fully in this effort, so we're at the growing stage," says Gallagher, an energetic, ebullient woman who served for four years on CSEA's statewide Political Action Committee before becoming CSEA's PEOPLE coordinator last July.

"Our goal is to raise \$1 a member by September," she says. "Since October 1980, we have contributed approximately \$6,400 toward this goal . . . we have a long way to go."

The November 1980 elections marked the first time CSEA was involved on a big scale in Congressional and Federal election campaigns. And although the heat of an election is the easiest time to raise money for political action, says Gallagher, her "off-season" appeals for PEOPLE have been going fairly well.

"So far, the response from CSEA members has been good," she says, "and it's beginning to build."

Helping Gallagher coordinate PEOPLE efforts in each of the six regions are 10 CSEA volunteers who were appointed by the Region Presidents. Some already have been active in putting out the word about PEOPLE, while others are just getting started.

Region VI has been a hub of PEOPLE activity. It recently met great success with a PEOPLE luncheon at the regional meeting at the Buffalo Hilton in January.

"The dinner was great fun and a terrific way to raise funds," said Sheila Brogan, PEOPLE coordinator for Region VI. "It helped raise the members' consciousness towards the need for political action regarding matters affecting our lives, our jobs and our paychecks." Ms. Brogan, a stenographer for the state Department of Transportation, Real Estate Division, said the luncheon, along with a raffle, generated nearly \$700.

Region III is also astir with PEOPLE activity, under the direction of

Eleanor McDonald and Irene Amaral. At the Region III Leadership Workshop held in November at Hotel Thayer in West Point, the PEOPLE committee set up special displays, sold merchandise and held a raffle. They raised \$105.

"I'm hoping we can have a new 'fall line' of PEOPLE products by the time of our statewide CSEA convention this fall," said Amaral, who has been active in CSEA for 17 years. She is the former Westchester County Unit Secretary, former Local 860 board member and former Local 860 Secretary.

Said McDonald: "Through PEOPLE, we can get clout in lobbying for needed federal funds for state, county and political subdivisions and school districts which CSEA represents. It's also important for us to work alongside our brothers and sisters in AFSCME." McDonald is Town of Greenbush Unit President, Region III Treasurer and Westchester County Political Action Committee Chairwoman. She is also a member of the statewide and regional political action committees.

Region IV kicked off its PEOPLE efforts last month with an information table at the Empire State Plaza Convention Center in Albany during a lobbying seminar. They raised \$150.

"I have a high regard for political action," said Ernestine Lafayette, one of the region's PEOPLE coordinators and Vice President of CSEA Labor Local 670. "Workers must have influence on the political process from the highest level to the lowest level."

Mazie Fort, her co-ordinator and Schuylerville Central School District CSEA President, says: "By supporting PEOPLE, our members are really helping themselves."

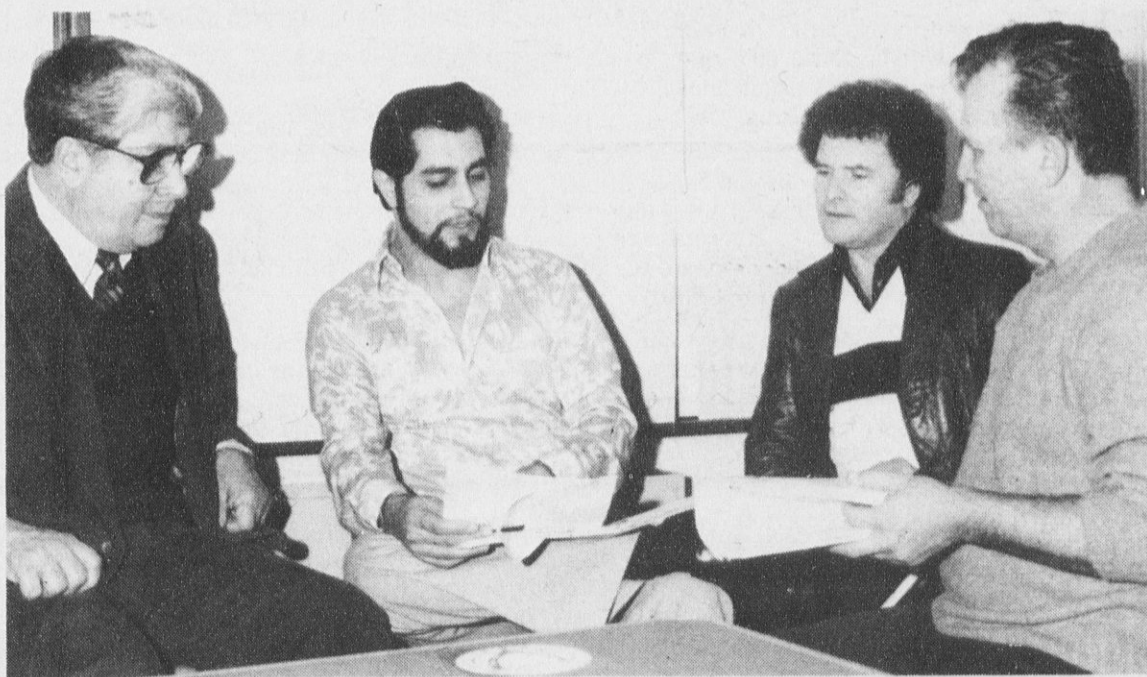
Doris Pratz is the PEOPLE coordinator in Region V. She has been a member of CSEA Local 428 at Willard Psychiatric Center for 25 years, and for the past 10 years, has served as secretary of the local. She has also worked with the regional political action committee and recently was named chairwoman of the Local Grievance Committee.

Region I's PEOPLE coordinators are Jean Frazier, the First Vice President of Pilgrim Psychiatric Hospital Local 418, and Louis Mannellino, president of the Department of Transportation Local 508. "We will try to plan a PEOPLE event a month," said Frazier. Frazier and Mannellino will begin their PEOPLE events with a raffle at the Fifth Annual Region I Workshop to be held at Gurney's Inn in Montauk April 20-22.

Anita Schiowitz, a member of Downstate Medical Center Local 646, and Charles Perry, a member of Manhattan State Psychiatric Center Local 413, are heading the PEOPLE activity in Region II. They are still brainstorming ideas for possible events, says Schiowitz.

No matter what stages of planning their fund-raising is in, the regional PEOPLE representatives agree on one thing: that political action is one of the most important vehicles for progress for public employees, especially with the more conservative mood now permeating the country.

"If you look at President Reagan's budget, well, that's as good a reason as any to contribute to PEOPLE," says Ramona Gallagher.



**DISCUSSING THE UNFOUNDED RUMORS** about the closing of Central Islip Psychiatric Center is the Long Island Region I Mental Hygiene Task Force, including, from left, CSEA Field Representative Nicholas Pollicino; Chairman Bill Chacona, Pilgrim Psychiatric Center Local 418; James Forsyth, Central Islip Psychiatric Center Local 404; and Anthony Bentivegna, Kings Park Psychiatric Center Local 411.

## Long Island task force

HAUPPAUGE — The Long Island Region I Mental Hygiene Task Force is meeting at least monthly and more often as needed to try to solve problems of the four State hospitals in Region I, Task Force Chairman Bill Chacona said.

Task Force members include Pilgrim Psychiatric Center Local 418 President Chacona, Kings Park Psychiatric Center Local 411 President Anthony Bentivegna, Central Islip Psychiatric Center Local 404 President James Forsyth, Suffolk Developmental Center Local 430 President Joseph LaValle, Region I President Danny Donohue and CSEA Field Representatives Nicholas Pollicino and Nat Zummo.

Pollicino said: "The problems at one hospital usually eventually turn up at the other hospitals. We try to keep on top of problems and potential problems."

Chacona said: "This improved communication among the locals is helping us work together to solve our problems."

Chacona, as a member of the statewide Mental Hygiene Task Force also is able to inform the other Region I hospital presidents of information from the statewide level, he said.

At the March meeting of the Region I Mental Hygiene Task Force it was reported that the rumors about the closing of Central Islip Psychiatric Center to date were unfounded, were only rumors and were without any substantiation.

# President's Message

## Reagan hatchet butchers \$1.3 billion in aid to New York; public workers must unite, fight for jobs

The era of "Reaganomics" has arrived and public employees in New York State had better brace themselves for the consequences. The faraway rumblings about federal budget cuts are about to become everyday headaches for all CSEA members.

Before the Congress, even as we meet, are several proposals from President Reagan that will affect the people that CSEA represents both directly and indirectly.

The most directly affected will be the thousands of public employees in this state whose livelihoods depend upon the federal Comprehensive Employment and Training Act or CETA program. The Reagan proposal for this program is simple. He wants to abolish CETA. A hiring freeze has already gone into effect. On or near September 1, the Comprehensive Employment and Training Act will cease to exist.

That item alone will cost state and local governments more than \$375 million in lost federal revenues. For most CETA workers, it will probably be more personal. It will cost them their jobs. CSEA has been screaming for CETA reform for years because we knew about CETA. We never advocated abolishing CETA, and we oppose this proposal. If local government replaces its CETA employees, it will mean \$375 million that must come from somewhere.

But CETA is only the beginning. Ronald Reagan and his totally untested theories of "supply side economics" maintains that by cutting government appropriations and taxes, the economy is sufficiently stimulated to create additional revenues despite the reduced tax percentages. The fact that this untested theory virtually flies in the face of the experience of the past thirty years does not deter President Reagan or his "supply-siders".

The Reagan hatchet also seeks to fall on the state share of federal revenue sharing. That item will leave a \$249 million hole in New York state's budget. If history is any lesson, part of that hole will be filled with public employee bodies.

The Reagan Administration proposes to "cap"

Medicaid reimbursements, too. For New York State, that means a loss of a quarter of a billion dollars!

Additional proposed cuts in Child Nutrition Funding and abolition of the Economic Development Administration will terminate a combined \$158 million of federal funds targeted for New York State.

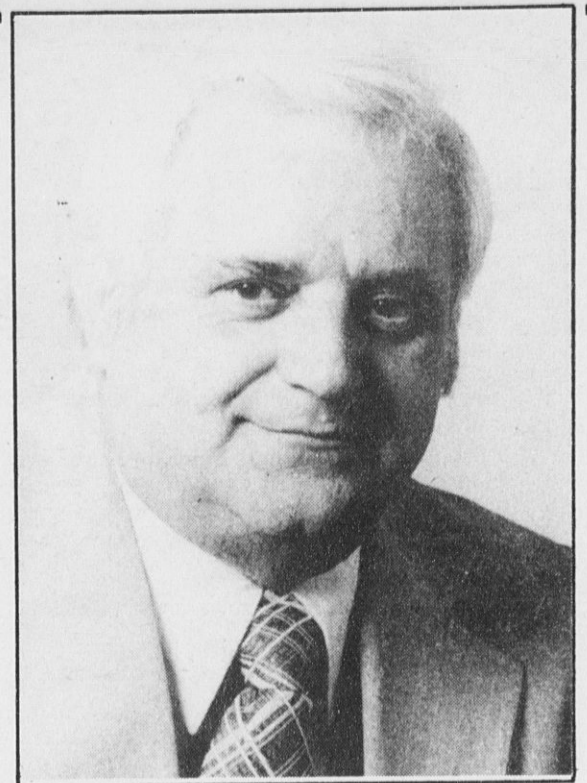
Taken as a whole, the Reagan proposals for federal budget reductions will cost the people of the State of New York about \$1.3 billion in reduced federal assistance! This comes in the face of double-digit inflation and a seven-year track record of economic hardship for state and local governments in this state.

There are several reasons why the present debate over the federal budget should mean something to public employees in New York State. Even if you are not a CETA worker, it's likely that CETA people work with you. When they go, who does their work? If they get replaced by regular employees, where does the funding come from?

In New York State, the fiscal health of state and local government are intertwined. Who can forget the budget battle in 1980 when the principal question wasn't whether the state had enough revenues, but rather if those revenues should be used to adequately fund state operations or be apportioned to local governments? State revenues in New York are used for and are affected by, the financial conditions of local governments. Local governments, therefore, are dramatically affected by the state's fiscal health.

When Reagan throws on the brakes of federal funding for state or local government in New York, both suffer. And in case anyone out there hasn't got the message yet, when financial hardship hits government, public employees get hurt.

Government revenues affect collective bargaining. They affect staffing levels, equipment programs, work schedules, benefit proposals, and just about everything else that affects a public employee. When Reagan cuts state and local governments, he's cutting you.



CSEA, through our affiliation with AFSCME, is fighting the "Reaganomics" hatchetmen. We believe that America needs a shot in the arm, not a kick in the pants. There are answers to inflation and unemployment, but they aren't found in the pages of Alice in Wonderland. They are found in equitable programs to control prices, profits and wages, and in that order.

Our union can take pride in our position in the 1980 Presidential Election. We knew what Ronald Reagan would mean for public employees, and we said so. Unfortunately, being able to say, "I told you so", isn't going to solve our problem.

The lesson of the history of the American Labor movement is to meet adversity with solidarity. We are facing hard times ahead, but rather than splinter and go off in different directions, we must stand together and fight for what is right. If the labor movement had stuck together in November, we wouldn't be facing this fiasco now.

CSEA members must be prepared for the times ahead. They must join our fight to save the federal funding that helps keep this state — and its public employees — afloat. We will face hardship in the future if we cannot stop these cuts, and we must be ready for that hardship.

Hard times demand unity and, if Ronald Reagan has his way, hard times are just around the corner.

*William L. McGowan*

**William L. McGowan  
President**

## Richard Brown reinstated

WATERTOWN — The brief, interoffice memorandum from the City of Watertown brought the news that Richard P. Brown had been awaiting for more than six months.

It said, "As of tomorrow morning, February 24, 1981, you will resume the time schedule of the field crew workers."

You will be allowed to assume duties and responsibilities of Engineering Technician, including field and office work as assigned by your superiors of this department."

Last August, Brown filed a verified complaint with the State Division of Human Rights charging the City of Watertown with unlawful discrimination based on a physical disability, in violation of the state's Human Rights Law. Mr. Brown had contended that he had suffered discrimination by being confined to a desk job for more than two years.

After investigation, the Division of Human Rights issued a Determination and Conciliation Agreement that "found probable cause to believe that the respondent engaged in the unlawful discriminatory practice and ordered the City of Watertown to refrain from discriminatory practices in the future."

The Determination concluded a series of job-related events that began when Mr. Brown fell on the job and injured a leg in 1972.

In spite of months spent waiting for the decision, Dick Brown always found time to continue his official duties as First Vice President of Jefferson County Local 823 and Vice President of the City of Watertown Unit.



METROPOLITAN REGION II PRESIDENT James Gripper congratulates Bronx Psychiatric Center Local 401 member Shirley Brown, third prize winner in the Municipal Credit Union's "We're Loan-ly" sweepstakes. The Credit Union will pay Mrs. Brown's first six loan payments up to \$500. Believe it or not, first prize went to Henry Kissinger, a patrolman with the New York City Police Department.

# The Public Sector

Official publication of  
The Civil Service Employees Association  
33 Elk Street, Albany, New York 12224

The Public Sector (445010) is published every Wednesday weekly except for Wednesdays after New Years, Memorial Day, Fourth of July and Labor Day for \$5 by the Civil Service Employees Association, 33 Elk Street, Albany, New York 12224.

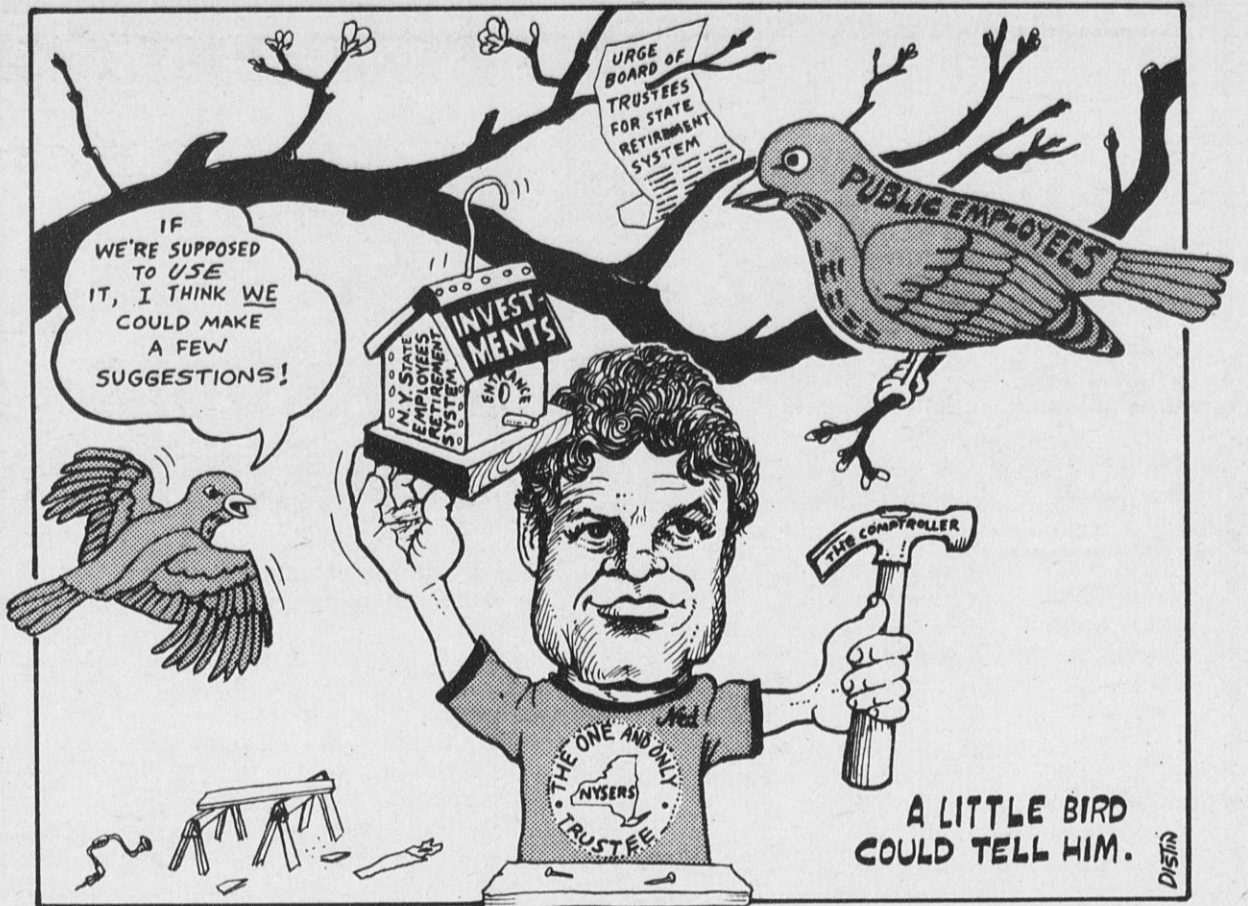
Second Class Postage paid at Post Office, Albany, New York. Send address changes to The Public Sector, 33 Elk Street, Albany, New York 12224.

Publication office, 75 Champlain Street, Albany, New York 12204. Single copy Price 25¢

Thomas A. Clemente—Publisher  
Roger A. Cole—Executive Editor  
Dr. Gerald Alperstein—Associate Editor  
Gwenn M. Bellcourt—Associate Editor  
Deborah Cassidy—Staff Writer  
Dawn LePore—Staff Writer  
John L. Murphy—Staff Writer  
Arden D. Lawand—Graphic Design  
Dennis C. Mullahy—Production Coordinator



Published every Wednesday by Clarity Publishing, Inc. Publication Office, 75 Champlain Street, Albany, N.Y. 12204 (518) 465-4591



## AFSCME's Political Rebate Procedure

Since 1974, AFSCME's Constitution has included a rebate procedure to protect the rights of dues-payers (both members and non-members who pay "fair share" fees) who disagree with how the Union spends money for partisan political or ideological purposes.

The timing of the steps in the procedure is tied to the International's fiscal year. The procedure is spelled out in Article IX, Section 10, and Article XI, Section 14, of the International Constitution.

### How it works:

Each year, by April 1, the International Secretary-Treasurer calculates the portion of per capita payment or its service fee equivalent that has been used for partisan political or ideological purposes during the preceding fiscal year. The financial officers of councils and locals do the same also by April 1, unless some different date is more appropriate.

Individuals who want the calculated portion of their payment returned must request it in writing between April 1 and April 16. The request must be sent to the International Secretary-Treasurer at AFSCME headquarters in Washington, D.C. by registered or certified mail.

The request should include a list of those subordinate bodies to which the individual has made dues or ser-

vice fee payments. Requests must be renewed in writing every year the individual wishes a rebate.

The International Union will notify the appropriate subordinate bodies of rebate requests. The International and those subordinate bodies will then send rebate checks to the individuals by registered or certified mail or otherwise receipted delivery.

(Should the subordinate body involved have a date other than April 1 for calculating the correct portion, the mailing of the rebate will correspond to that date.)

Any individual who is dissatisfied with the amount of the rebate may object by filing a written appeal with the Union's Judicial Panel within 15 days after the rebate check has been received. Appeals should be sent to AFSCME's Judicial Panel Chairman at International headquarters. The Judicial Panel will conduct a hearing and issue a written decision on each appeal.

If dissatisfied with the Judicial Panel's ruling, a member can appeal to the next International Convention. A non-member can appeal to the Review Panel, which is an impartial body provided for in Article XII of the International Constitution. Appeals to the Review Panel must be filed in writing within 15 days after receiving the Judicial Panel decision.

## CSEA's Political Rebate Procedure

Article IV, Section 2, (a), 4, of the CSEA Constitution provides for rebates of a portion (\$2.60) of union dues or agency shop fees to any dues paying member or agency fee payor who objects to the appropriation of this portion of their payment for political or ideological purposes unrelated to collective bargaining.

The CSEA procedure allows for rebate applications to be submitted during the month of October of each year by certified or registered mail to the State Treasurer. Notification of this rebate period will be published in "The Public Sector" in September.



ATTENDING A RECENT MEETING OF THE Town of Smithtown Unit Executive Committee of Suffolk County Local 852 are, from left, Second Vice President John Salerno, Third Vice President Bernice Ruffini, CSEA Field Representative John Cuneo, First Vice President John Stein and President James Carthy.

## O'Connor invites participation

FISHKILL — Fulfilling his pledge to "reach out to the talent of our membership," the newly installed Region 3 President is setting up a system to meet regularly with local presidents and discuss, "where we are and where we're going."

And, Ray O'Connor invites rank and file members to join the sessions which start April 2.

The Region 3 Committees will be on-going, held in an open and informal atmosphere to encourage individual participation. O'Connor envisions them as, "forums to share ideas, trade experiences and tap our common knowledge," and says he wants to, "create new channels of communications that will help us better serve the people we represent."

Meetings for the month of April are as follows:

| Date     | Time      | Place                              | Locals  |
|----------|-----------|------------------------------------|---|
| April 2  | 8:00 p.m. | Holiday Inn<br>Fishkill            | Health, Mental Hygiene, Mental Retardation and Youth Division |
| April 7  | 1:00 p.m. | Regional Office<br>Fishkill        | Retirees  |
| April 9  | 8:00 p.m. | Bear Mountain Inn<br>Bear Mountain | County Division and Educational                               |
| April 14 | 8:00 p.m. | Holiday Inn<br>Fishkill            | Correctional  |
| April 23 | 7:00 p.m. | Holiday Inn<br>Fishkill            | SUNY, New Paltz and Purchase                                  |
| April 28 | 8:00 p.m. | Howard Johnson's<br>Middletown     | Department of Transportation                                  |

Region 3 includes Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, and Westchester counties.

**CSEA/AFSCME**  
the union that works for you

## Tax & Finance Local 690



# TAX RETURNS

## The last step before the refund check — or an audit — is issued

By Deborah Cassidy

ALBANY — It is the tax season once again and as a majority of New Yorkers eagerly await their refunds, most are probably unaware of the dedicated group of state Department of Taxation and Finance employees who work diligently five days a week processing seven million personal tax forms.

In the final important step before the state can actually issue refunds or

accept payments for additional taxes, some 400 demo operators, members of the Civil Service Employees Assn., key vital information into an extensive computer system where it is scanned for discrepancies.

Though there is no real off season for these workers, says the Director of Registration and Returns Processing Bureau Jerry Cahill, the periods from late February to late March and April to early July when personal forms are processed are generally



**LOCAL 690 MEMBER JEAN DECIERO, a full-time input operator and verifier was described by her supervisor as "one of the hardest workers in the department." Jean's job is the last step before refund checks — or audit requests — are issued. A huge operation, the work of the demo operator is highly meticulous and often exhausting.**

recognized as peak seasons. At these times, the pressure is more intense, work loads are greater and overtime work is often required.

The demo operators receive the forms after they have been checked by temporary workers to be sure all the information is filled in, and they are sorted according to type and made into batches of 6,000.

Each input operator works with a sub-batch of 100, 200 or 250 depending on the type of return. He or she must key in names, addresses and the columns of figures. The computer checks the alphabetical information against forms previously filed by the individual to note changes and checks the figures for accuracy. Eighty-five percent of these returns are accepted and sent to the audit section for final processing, explained Edward Kaye.

Fifteen percent of the forms are rejected by the computer and then go on to verifiers who try to determine the problem. The verifier may discover that the initial operator misinterpreted the information or that the taxpayer made an error and can correct these. In other cases the form is submitted for auditing.

Because the production rate depends on such factors as the type of form (whether it's long or short,) Cahill said it is difficult to determine the average number of forms processed in a day. He estimated however, that on "a good day," when the computer operates without breaking down, 70,000 forms are put through.

Does the rush season result in an increase in labor problems? No, says Tax and Finance Local President Carmen Bagnoli and two of seven CSEA shop stewards assigned to the seven units of approximately 70 workers each.

Despite the increased workload and daily pressure "things go rather smoothly," say shop stewards Ida Willette and Cathy Caruso.

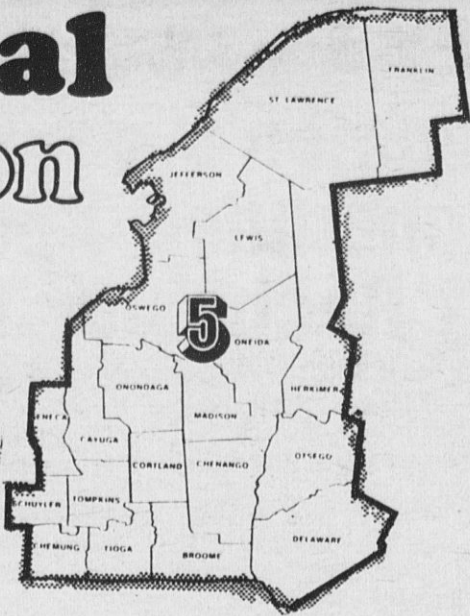
Because a small amount of overtime is mandatory some employees encounter difficulties working it into their schedules, but the stewards are able to iron the difficulties out through labor management discussions."

"The local," says Bagnoli, "is proud of the demo operators and the tremendous service they give to taxpayers."

TAX FILE ROOMS, where past and present returns are stored, occupy 1½ floors of the Tax and Finance Building. Literally millions of files line these shelved hallways, where heavy security is the password at every doorway.



# Central Region



# A diverse agenda spans areas of prime concern to union members

SYRACUSE — Approximately 300 delegates attended the CSEA Central Region V Winter Conference here recently, offering them a diverse agenda of educational sessions and workshops.

At one educational session, CSEA Attorney Marge Karowe spoke to the delegates on establishing comparable worth and wages for female public employees.

The need for more child-care facilities was discussed at the conference's women's committee meeting. Region V member on the statewide Women's Committee, Barbara Reeves, said: "Child care is not just a women's issue. It's a human issue. Both male and female public employees are affected by the lack of child-care centers."

Other educational sessions at the conference informed the delegates of the workers' compensation process and CSEA legislative and political action.

State and county workshops provided the delegates with information on effective enforcement of the Occupational Safety and Health Act. CSEA Safety Coordinator Nels Carlson discussed the importance of reporting any OSHA violations at public employee workplaces. He also cited the Right-to-Know (Toxic Substances) Law as a further protection from on the job health hazards.

Carlson spoke on the State Health Department investigation into the State Office Building in Binghamton. "Full disclosure of the facts by the Health Department is the only way trust can be gained. We're not looking to blame anyone. We just want the facts related

to the health and safety of the public employees involved," he said.

Retirees at the conference discussed proposed State legislation for cost of living increases in pension supplementation.

Conference delegates attending the school affairs workshop formed small groups to discuss ways to improve their present representation and organization structure. CSEA School District Coordinator Larry Scanlon was on hand to address their questions.

At the regional conference, Bruce Nolan of Cayuga County Local 806 was selected to fill the vacancy for Region V third vice president which was created when Carlo Guardi filled a vacancy as second vice president.

In addition to the educational sessions, the conference included the regional business meetings of the regional state and county Workshops, the Region V Legislative and Political Action Committee and of retirees in the region.

The Program Committee for the conference included Linda Fiorentino, Roy Hall, Ms. Coggeshall, Bonnie Barber, James Menechella, Marsha Coppola, Ms. Hanlon, Barbara Allen and retiree observer Helen Musto.

Attending the Region V Conference were CSEA Executive Vice President Thomas McDonough, CSEA Treasurer John Gallagher, Long Island Region I President Danny Donohue and Metropolitan Region II President James Gripper.

Statewide chairmen attending the conference were Hugh Crapser, Schools Committee; and June Scott, Women's Committee.



REGION V PRESIDENT James Moore, right, congratulates Cayuga County Local 806 President Bruce Nolan on his selection as the new third vice president of Region V.

VESTAL SCHOOL DISTRICT UNIT PRESIDENT Angie Ford, left below, who is expected to retire on May 1, 1981, is joined by Broome Education Local 866 President Carlo Guardi and Vice President Rita Krisko at the Region V Winter Conference. Ms. Ford also is treasurer of Local 866.



CENTRAL REGION V LEGISLATIVE AND POLITICAL ACTION Committee Chairman Moira Greiner, second left gives her committee's report to the Region V Winter Conference while, from left, Region V Executive Vice President Pat Crandall, President James Moore and First Vice President Ralph Young look on.



CORTLAND COUNTY Unit President Earl Conger, center, and Cortland County Local 812 member Peggie Coombs discuss items of mutual interest with Region V President James Moore, left. They were among the more than 300 CSEA members attending the Central Region V Winter Conference recently in Syracuse.

CSEA SCHOOL DISTRICT COORDINATOR Larry Scanlon, right, answers questions at the Central Region V Winter Conference. Joining Scanlon at the head table is, left, CSEA School District Committee Chairman Hugh Crapser.



LEADING THE MEETING OF THE Region V Women's Steering Committee at the Region V Winter Conference are, from left, Barbara Reeves, Region V member on the statewide Women's Committee; CSEA Attorney Marge Karowe and June Scott, chairman of the statewide Women's Committee.



HIGH INTEREST IN THE speakers at the Central Region V Winter Conference is exhibited by Kenneth Burberwell and Kathy Collins, both of Upstate Medical Center local 615.

## CSEA's Western Region women's conference is scheduled April 10-11 at Rochester location

ROCHESTER — When the CSEA Region VI Women's Conference gets underway April 10 and 11 at the Rowntowner Motor Inn in Rochester, it will mark the fulfillment of many days and nights of planning by an active group that comprises the Region's Women's Committee.

The conference will offer a broad range of speakers and workshops of interest to all working men and women and CSEA members in particular, according to committee co-chairpersons Jo Anna Williams and Pat Froebel.

"The conference won't be restricted to women," Ms. Williams emphasized, "because all the information which will be developed at the conference will be of benefit to both men and women of our union. This should hopefully enhance working conditions and attitudes of all concerned."

"We have a super lineup of guest speakers, and I'm really looking forward to hearing all of them," Ms. Froebel said of the guest roster which includes Lillian Roberts, Associate Director of AFSCME District Council 37, of New York City; Attorney Marge Karowe of CSEA's legal staff; Anita Patterson of the AFSCME field staff; Gerry Regan of the NYS School of Labor and Industrial Relations of Cornell University; and CSEA Statewide Secretary Irene Carr.

The stated purpose of the conference is to provide education to members of the Region on problems facing women in today's world, with primary emphasis on problems involving working life.

The Women's Committee comprises some 30 members from throughout the 14 counties of Region VI.

Information regarding the agenda, room reservations and a buffet luncheon may be obtained by calling the Region VI office, (716) 634-3540.

## Appellate Court rules compensation benefits cover first 10 days of occupation injury

NEW YORK CITY — As a result of a recent Appellate Court decision, state employees who are required to charge to their leave credits the first 10 days of absence due to an occupational injury should now receive workers' compensation benefits for those 10 days.

Under current collective bargaining agreements, the state has required employees to use their leave credits during the first 10 days of absence due to occupational injury. Those leave credits have not been restored, even when the Workers' Compensation Board has issued an award in an employee's favor.

The Workers' Compensation Board has paid to the state the disability benefits for the first 10 days which would otherwise be payable to an employee. This has been done because the employee has "received wages" in the form of pay for leave credits used. The result has been that the State, not the employee, has received reimbursement amounting to about two-thirds of the employee's salary for the first 10 days of absence.

The practice was challenged by a Bronx Psychiatric Center employee who was injured on the job and disabled for nearly three weeks.

The referee in the case refused to direct reimbursement to the state, because those 10 days had been charged against accrued sick leave and there was no provision for restoring the leave.

The Workers' Compensation Board affirmed the decision and agreed that the employee should receive the disability benefits provided for by law. The State appealed the decision to the courts, where it was upheld by the Supreme Court Appellate Division.

"CSEA members should be able to expect like treatment from the Workers' Compensation Board in the future," said CSEA counsel James Roemer. "An employee who is required to utilize leave credits for the first 10 days, which are not restored, should receive direct disability payments for those days.

"It is unlikely, however, that the Workers' Compensation Board will make the decision retroactive," he added.

## Toxic chemicals under review

ALBANY — CSEA Health Department Local 664 is reviewing a report it received from the Occupational Safety and Hazards Act bureau on 25 toxic chemicals now in use in the department's print shop.

CSEA obtained the report after filing a petition under the newly enacted OSHA law known as the Toxic Substance Act, according to Local 664 President Al Mead. The act gives employees the right to know about the chemicals they work with.

Mead explained that print shop employees, housed in the Empire State Plaza's Tower building, come in contact with a variety of substances, but are not aware of their chemical makeup.

With the help of the CSEA Safety Department, the local is analyzing the report and will provide all print shop employees with the results.

Though, at this time, he could not comment on the details of the report, Mead said

it specifies what each substance is; what its potential hazards are; what safeguards must be taken in handling and storage of each; which chemicals can and cannot be combined and how to seek aid in case of an accident with a chemical.

The local had an OSHA inspector and the Capitol Police Fire and Safety Unit tour the print shop in January, because of suspicions that some of the chemicals were carcinogens or cancer-causing agents. The petitions were filed as a result of those inspections.

Until this new law came into effect, Mead said, the employees were not provided information on the chemicals.

"If you had any knowledge of your own, that was the extent of it. Nothing was told to you," he commented.

Mead added that since the union filed the inquiries, the department has made some effort to educate and train employees to work with the substances.



**BROTHERHOOD AWARD WINNER ROSE FEUERMAN SUTRO** of CSEA New York City Local 010 is congratulated by Morris Gimpelson, one of the founders of the New York State Employees Brotherhood Committee. The ceremony recently took place at the committee's 28th annual observance at the Roosevelt Hotel.

## Brotherhood meeting draws V.I.P.'s, crowds

NEW YORK CITY — More than 100 CSEA members of Metropolitan Region II turned out recently for the 28th annual New York State Employees Brotherhood Committee observance at the Roosevelt Hotel.

The award winners were Rose Reuerman Sutro of New York City Local 010 and State Assistant Industrial Commissioner Adrienne Critchlow.

Local 010 and Department of Labor Local 350 are two of the 13 union and non-union organizations which make up the New York State Employees Brotherhood Committee, Inc.

For this year's observance, the chairmanship was held by Local 350.

Among the CSEA officials attending the observance were Metropolitan Region Third Vice President Willie Raye, Secretary Helen Cugno, Treasurer Clinton Thomas and Local 350 President George Caloumeno.

A group from AFSCME, including Assistant New York State Director Steve Regenstreif, attended the observance as did a number of dignitaries including New York City Council President Carol Bellamy.

## Erie County receptionist reinstated

BUFFALO — After being terminated more than a year ago, a receptionist with the Erie County Health Department has been returned to work by an arbitrator's decision.

Sharon Lowry had not worked since October 1979, due to a long-term illness requiring hospitalization, when she received notice in January 1980 of her termination.

A grievance, filed on her behalf in March 1980, was finally resolved last month when Arbitrator John Drotning ordered her reinstated immediately to her Grade 3 position.

"It was a long, uphill fight, but we made it," said Robert Young, Region VI field representative, who handled the case with CSEA Regional Attorney Andrew Lipkind.



**SURPRISE!** — 20 year employee Joan Poisella was honored for her service to the state in a surprise ceremony at Buffalo Local 003's Executive Committee recently. Local

President Pat Pflieger prepares to pin a corsage while Alicia Heim, representing the State's Div. of Substance Abuse Services presents certificate of appreciation.

## Scholarship relieves burden of college cost

It's common knowledge that college costs are skyrocketing these days, and that for the average family, this can prove a terrible financial burden.

But thanks to the CSEA Irving Flaumenbaum Memorial Scholarship Fund, children of CSEA members can get a boost in going to college.

"A lot of people don't earn enough money to send their kids to college. The CSEA Scholarship Program is a little help to get them started," says Dominic Spacone, program chairman.

"Last year, the program was very successful," Spacone noted. "We had about 625 applicants. We're hoping to get more this year."

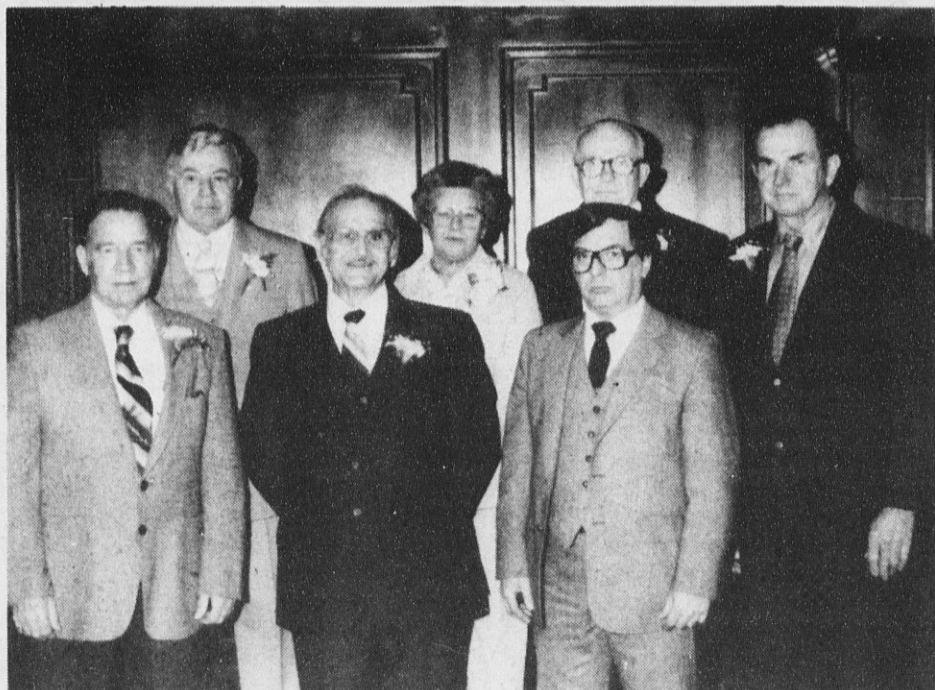
Under the scholarship program, 18 grants of \$500 each will be awarded to three students in each of CSEA's six regions, for a total of \$9,000 in award money statewide.

The scholarships are available to all CSEA members' children who are graduating high school seniors.

They will be granted on the basis of high school rank and average, test scores, school and community service, career goals, recommendations and financial need.

The deadline for filing applications is April 30. Completed forms must be mailed to CSEA Headquarters, c/o the Special Scholarship Fund Committee, 33 Elk St., Albany, N.Y. 12207.

The scholarships will be awarded in June. All information obtained from the applications will be kept confidential. Application forms are available through local and regional offices.



**EAST MEADOW SCHOOL DISTRICT Custodial Unit members** turn out to honor five recent retirees including, from left, Edward Poole, 22 years; Stephen Csombok, 20 years; Unit President Vincent Tumminello; Margaret Rempel, 13 years; William Rempel, 11 years; CSEA Field Representative Philip Alfano; and Frank Miller, 25 years. The unit is part of Nassau County Local 830.



## Region VI participants find workshop on relationships intriguing, unusual



**TAKING NOTES** are Eileen Reynolds of Local 119 and Walter Cochrane from Local 640.

BATAVIA — When CSEA members from Region VI attended a workshop here last month entitled "Personal and Professional Relationships," they thought they were in for yet another standard lecture on how to get along better with your boss.

What they discovered instead was a set of creative exercises conducted by a man whose philosophy says "you are what you think."

According to Chester Galle, who conducted the workshop, we don't spend enough time analyzing how we think and form our attitudes towards life and other people. His objective, he says, is to help others concentrate in a relaxed atmosphere and to begin to think creatively about concepts such as communication, personal goals, definitions of success and listening techniques.

Participants took part in a number of unusual "games" throughout the day and when it was over, responded enthusiastically about the program.

Region VI President Robert Lattimer reported that a followup session for those participants will be held April 25.

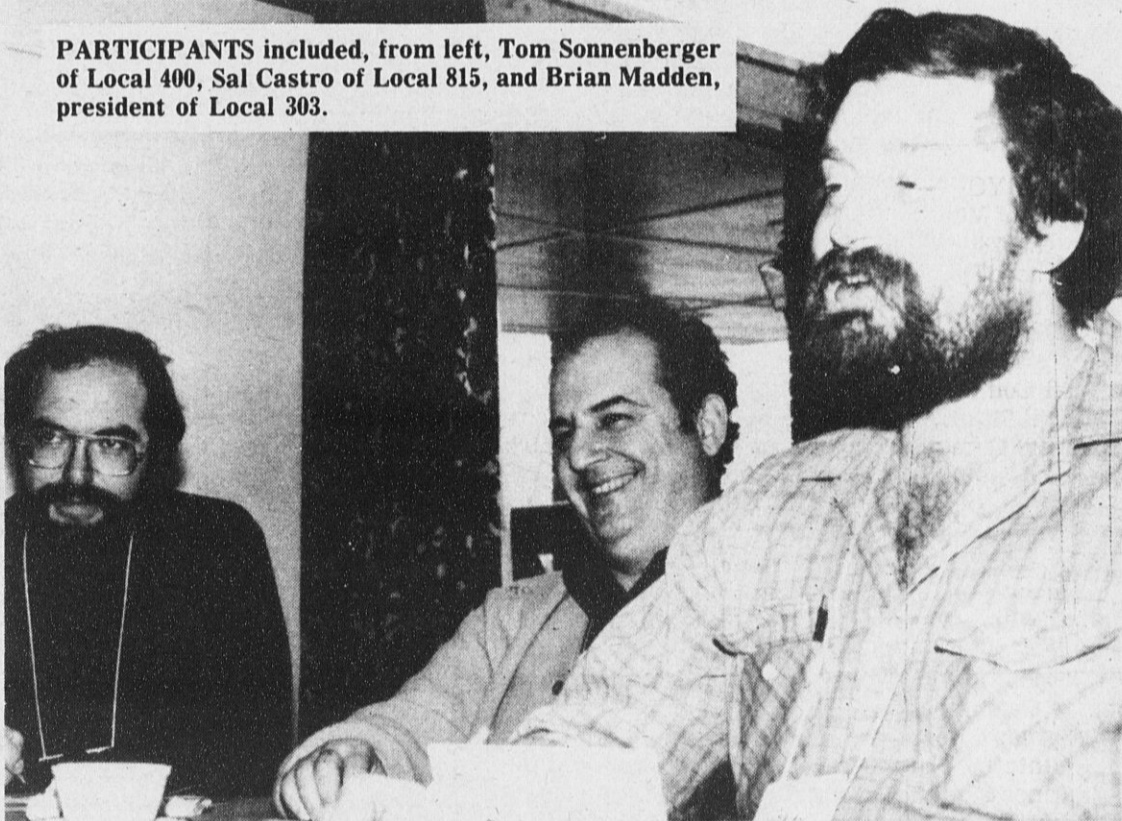


**REGION VI PRESIDENT** Robert Lattimer was among those participating in the program.

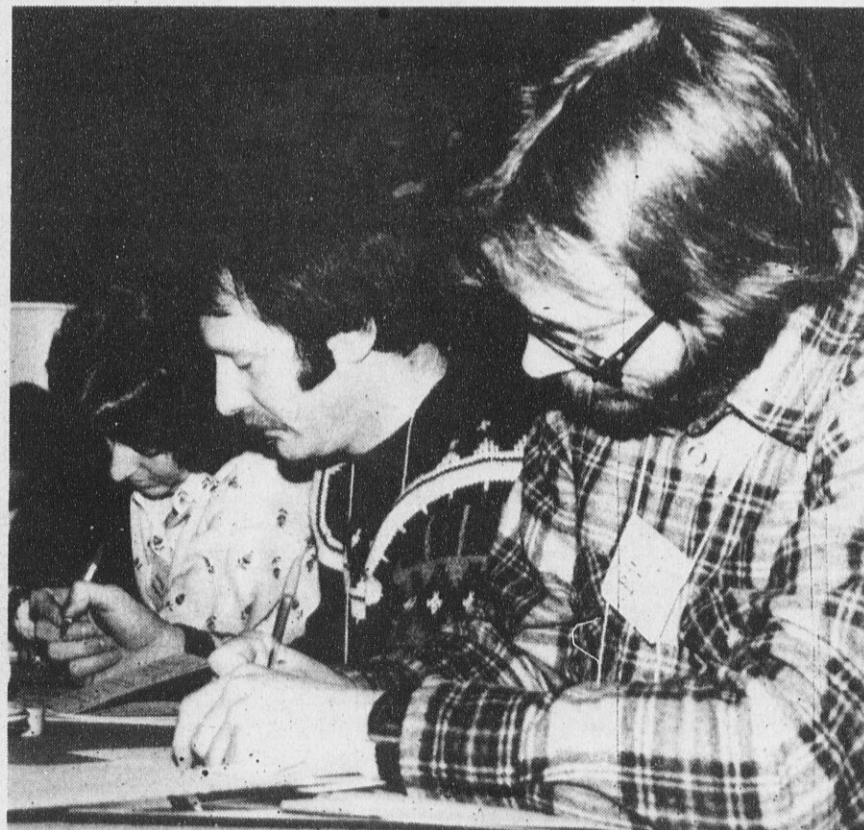


**BOBBIE BRIDGE**, left of Local 805 asks a question as Doris Williams, right, of Local 602 listens intently.

**PARTICIPANTS** included, from left, Tom Sonnenberger of Local 400, Sal Castro of Local 815, and Brian Madden, president of Local 303.



**INTENSITY OF INTEREST** is evident in faces of Delores Carbone of Local 012, Jim Jayes, president of Local 315, Bonnie Hall from Local 602, and Lee Winchell of Local 802.



**"RELATIONSHIPS" WORKSHOP** participants from Region VI also included, from left, Judy Goranson of Local 315, Graig Wiese and Jim Duval, both from Local 819.

# State salaries increase April 1

ALBANY — More than 100,000 CSEA members in the state's Administrative, Institutional and Operational bargaining units will be receiving the second segment of a salary increase next month under provisions of the CSEA contracts with the State of New York.

The current three year contracts took effect following member ratification on April 1, 1979. On that date a seven percent salary increase was added to the salary schedule. On the payroll period the first day of which was closest to October 1, 1980, an additional three and one half percent increase was applied to the salary schedule as the first segment of this year's increase.

Now, starting with the payroll period the first day of which is closest to April 1, 1981, an additional increase will be made to the salary schedule to bring it to a level seven percent higher than the schedule of April 1, 1980. This increase is based on the cost of living adjustment (COLA) formula in the state contracts which provide for a maximum increase of seven percent in any fiscal year. Bi-weekly salary will be increased accordingly.

Then, sometime during the first quarter of the state's 1981-82 fiscal year, the remainder of this year's salary increase will be made in a lump sum payment to employees by separate check.

While the mechanics for this increase are complex, the concept is simple. Since the computation for the total salary increase for the current fiscal year worked out to seven percent, an employee doing the same job this year as last year will receive seven percent more pay (plus any advancements or performance awards he or she may be entitled to receive).

Part of that seven percent raise came on October 1, but the bulk of it will come in the lump sum payment during the first quarter (April 1 to June 30) of the state fiscal year beginning on April 1, 1981.

Negotiations for the present contracts yielded the first cost of living adjustment clause ever in a state contract, but as with most such adjustments in union contracts, this adjustment is based on a complex formula that can yield an increase up to a certain maximum. In this case, the contract provides for an increase of three and one half percent, plus the cost of living adjustment up to a maximum total increase of seven percent.

The three and one half percent applied to the salary schedule on October 1 was the first segment of that increase. The remainder will be paid during the

beginning of the new fiscal year. This deferral allows for a true calculation of the COLA and allows the state to "roll over" the salary increase from one fiscal year into the next fiscal year. This was required by the state's continuing fiscal crisis. While it might seem complicated, it guarantees the employees a true increase in salary for the entire year.

Other unions representing state employees have negotiated less complicated payment formulas, but these formulas do not guarantee a true increase for the entire year.

Here's an example of how the system will work using an employee with a salary of \$10,000 per year as of April 1, 1980.

In the payroll period the first day of which is closest to October 1, 1980, the employee's salary was increased by three and one half percent to an annualized \$10,350. For the remainder of this fiscal year the employee received bi-weekly paychecks based on that annual salary.

During the first quarter of the state's next fiscal year (between April 1 and June 30, 1981) the COLA formula will have been calculated and the employee will be "owed" the difference between what he or she received as a result of the three and one-half percent increase in October and what he or she would have received if the COLA increase (which will be seven percent) had been awarded on April 1, 1980. The difference — in this case \$525 — is then paid to the employee during the first quarter of the fiscal year beginning April 1, 1981 in the form of a lump sum check.

The salary schedule is amended effective with the payroll period the first day of which is closest to April 1, 1981, to reflect the seven percent increase. In the case of our example, the salary schedule would be amended to \$10,700 on that date and bi-weekly salary increased accordingly.

This same procedure is then repeated in the final year of the contract.

Article Seven, Sections 12, 13 and 14 of the contracts for the Administrative, Institutional and Operational bargaining units provide for the salary increases. The text of those parts of the contracts is reprinted below for your convenience.

For more detailed information or to explain variations for employees entering, leaving or being promoted, contact your CSEA representative or your personnel office.

## Verbatim contract language covers provisions for state salary increases

ALBANY — CSEA's contracts with the State of New York in the Administrative, Institutional and Operational bargaining units contain provisions for salary increases for new employees that are not properly reflected in the contracts as published by the state.

The printed contracts indicate that new employees aren't eligible for the retroactive lump sum payment for a fiscal year if they came to work after the start of that fiscal year. That isn't correct.

CSEA and the Governor's Office of Employee Relations (GOER) have notified union representatives and personnel officers that the contracts actually provide for such employees to receive a lump sum payment pro-rated for their length of service during the fiscal year.

GOER has asked personnel offices to so inform new employees when they are given copies of their contracts.

In an effort to avoid undue confusion, the following sections of Article Seven of the CSEA — State contracts have been printed here exactly as they appear in the published contracts which employees now have. Readers are cautioned, particularly employees hired after March 31, 1980, of the correction.

§ 7.12 For the fiscal year April 1, 1980 to March 31, 1981 the performance based salary system described above will continue and a general salary increase will be provided in the following manner.

(a) Effective October 1, 1980\* a general increase of 3.5 percent will be applied to base pay; with the salary schedule increased by 3.5 percent.

(b) Effective April 1, 1981\* a percentage general increase in base pay will be provided in an amount equal to 7/9th of one percent for each one percent increase in the Consumer Price Index' over the period from January 1980 to January 1981, less the 3.5 percent provided on October 1, 1980; provided, however, that the total increase in base pay

provided as a result of (a) and (b) may not result in a total salary increase in excess of 7 percent (non-compounded). The general increase of April 1, 1981 will be applied to the Salary Schedule.

(c) Employees in full-time employment status on March 31, 1980 and who are in full-time employment status on March 31, 1981\*\* will be entitled to retroactive payment for service from April 1, 1980 to March 31, 1981 to make up the difference between salary actually received and the salary rate established in the April, 1981 schedule. Such retroactive payment will be made no later than during the first quarter of the fiscal year beginning April 1, 1981, and such payment shall be based upon the base pay and overtime compensation received by the employee.

(d) Employees in full-time employment status on September 30, 1980 and who are in full-time employment status on March 31, 1981\*\* will be entitled to retroactive payment for service from October 1, 1980 to April 1, 1981 at the rate established as a result of the April 1, 1981 increase. Such retroactive payment will be made no later than during the first quarter of the fiscal year beginning April 1, 1981.

§ 7.13 Third Year of Agreement

For the fiscal year April 1, 1981 to March 31, 1982 the performance based salary system will continue and a general salary increase will be provided in the same manner as in 1980-81; specifically:

(a) Effective October 1, 1981\* a general increase of 3.5 percent will be applied to base pay; with the salary schedule increased by 3.5 percent.

(b) Effective April 1, 1982\* a percentage general increase in base pay will be provided in an amount equal to 7/9ths of one percent for each one percent increase in the Consumer Price Index' over the period from January, 1981 to January, 1982, less the 3.5 percent provided on October 1, 1981; provided,

however, that the total increase in base pay provided as a result of (a) and (b) may not result in a total salary increase in excess of 7 percent (non-compounded). The general increase of April 1, 1981 will be applied to the Salary Schedule.

(c) Employees in full-time employment status on March 31, 1981 and who are in full-time employment status on March 31, 1982\*\* will be entitled to a retroactive payment for service from April 1, 1981 to March 31, 1982 to make up the difference between salary actually received and the salary rate established in the April 1, 1982 schedule. Such retroactive payment will be made no later than during the first quarter of the fiscal year beginning April 1, 1982 and such payment shall be based upon the base pay and overtime compensation received by the employee.

(d) Employees in full-time employment status on September 30, 1981 and who are in full-time employment status on March 31, 1982\*\* will be entitled to retroactive payment for service from October 1, 1981 to April 1, 1982 at the rate established as a result of the April 1, 1982 increase. Such retroactive payment will be made no later than during the first quarter of the fiscal year beginning April 1, 1982.

§ 7.14 All of the above provisions shall apply on a pro rata basis to employees paid on an hourly or per diem basis or on any basis other than at an annual rate, or to employees paid on a part-time basis. The above provisions shall not apply to employees paid on a fee schedule.

\* Such increases shall become effective the payroll period nearest to the stated date, as provided in New York State Finance Law Section 44(8).

\*\*Provided, however, that employees who die or retire during the stated period shall receive pro rata payments based on the number of days served in such full-time employment status during the stated period.

U.S. All Cities — Urban Wage Earners and Clerical Workers Revised.

## 'My aunt saved my life'

# Handicap doesn't stand in Wendy Buck's way in earning her way in the world or saving a life

By Thomas Moczydlowski

SYRACUSE — "My aunt saved my life," 5-year-old Roland Buck tells his pre-school classmates. The young boy knows just how well-abled the handicapped really are.

Roland's aunt is Wendy Buck, a CSEA Syracuse Local 013 member. Wendy's left arm and shoulder were amputated nearly nine years ago to stop the spread of bone cancer.

Wendy, a teenager at the time, was glad the operation freed her of the cancer, and viewed the loss as an inconvenience, not a disability for life. She did not let it prevent her from recently saving her nephew, Roland, from choking to death.

Roland explained: "I felt like I had a car in my throat and somebody was trying to crank it to get it out. Aunt Wendy hit me on the back. Aunt Wendy saved my life."

Nor did Wendy let her handicap prevent her from developing a working skill. She used tapes furnished by the Office of Vocational Rehabilitation (OVR) to teach herself how to type with just her right hand.

OVR located a Smith-Corona plant in Arizona that produced one-handed typewriters. Using the company's manual and the teaching tapes, Wendy mastered the machine's rearranged keyboard. She was hired by the State Department of Taxation in Syracuse and has been a typist there for three years.

While at her typist job last March, Wendy volunteered to take the Multimedia Standard First Aid course offered by the American Red Cross and sponsored by the Civil Service Commission and CSEA.

Wendy said her thoughts about the course were "even if I couldn't do all the techniques myself, maybe in an emergency I could tell someone else how to help."

At the first-aid course, Wendy learned techniques including preparing tourniquets, how to apply pressure to stop bleeding and how to dislodge an object from a choking victim's throat. She stored away the first-aid knowledge, little realizing that someday she would have to put it to immediate use.

That day came on Jan. 22 when Wendy and Roland, nicknamed "Mooky," were in an upstairs bedroom after dinner, watching a rerun of Sheriff Lobo and munching on taco chips. The rest of the family was not home, except for Wendy's mother, Beatrice Cheese, who was downstairs in the kitchen.

"The first thing I knew, Mooky was jumping up and down and holding his throat. I asked if he was choking. He didn't answer, but he started to run away," Wendy said.



SYRACUSE LOCAL 013 member Wendy Buck, center, is congratulated on saving her nephew's life by Local 013 President Claire McGrath, left, and Senior Vocational Rehabilitation Counselor Eleanor Engel.

Wendy's first thought was to run downstairs and get her mother, but she knew that would take too much time. Wendy then ordered the child to come to her side. "I didn't panic. I was too preoccupied with thinking of things to do. It was like a movie of the (first-aid) course running in my head. It all flashed back."

She tried the technique of holding the child, bear-hug style, and pushing up firmly on the abdomen. This method forces air up through the windpipe to expel the lodged object.

"With the only one hand, I didn't have enough strength to push hard enough," said Wendy. "Then I remembered a variation of the technique."

Quickly, she positioned Roland so his abdomen was against her knee, and she gave him a sharp blow on the back. Out popped the taco chip that had been lodged in his throat.

For successfully saving a life, using the proper first-aid techniques taught in their safety courses, the Red Cross awarded Wendy with a Certificate of Merit. Of the many thousands who take Red Cross first-aid courses, less than 500 receive such an award annually.

"I keep thinking of what could have happened. Mooky just turned 5 on Dec. 7. That could have been the end of his life. I'm just glad he is alive," she said.

While Roland tells his fellow classmates how his Aunt Wendy saved his life, he isn't the only one proud of her. Local 013 members share his praise. Local 013 President Claire McGrath said, "Wendy is an outstanding example of how the talents of the handicapped need to be used."

## Erie Community College honors several employees for service



CSEA LOCAL 815 members attending seminars during 'college day' program included, from left, Irene Marando, Carol Bottoms and Janice Kleinfelder.

AMHERST — A number of employees at Erie Community College were recognized recently for outstanding service during the special "College Day" program.

The employees, all members of Erie County Local 815, included, in the clerical category: Margaret Cobb, City Campus, Florence Nye, North Campus and Verna Summer, South Campus; in the maintenance category: Ed O'Connor, City Campus, Donald Owens, North Campus and Mark Bratcher, South Campus; and in the security category: Marie Takac, City Campus, Francis Czarnecki and David Balsone, North Campus, and Robert Aludisio, South Campus.

Faculty and staff members of ECC attended various seminars and presentations throughout the day designed to stress issues of the education process. One of these was conducted by Buffalo Local 003 Secretary Sheila Brogan on the topic of the new OSHA law.



FLORENCE NYE, secretary to the Dean of Students at Erie Community College, was among CSEA members receiving special recognition.

Long-time union activist gives hope, promise to fellow cancer patients

## After a bout with cancer, Tony Muscatiello still lives up to nickname 'Silver Fox'

By Tina Lincer First  
Communications Associate

ALBANY — It is nearly five years now since his operation for cancer, and CSEA member Tony Muscatiello is clearly living life to the fullest.

At present count, he is active in nine CSEA committees and capacities, and, in addition to working at a full-time job, he volunteers to talk with cancer patients at area hospitals, is involved in politics in his community, and always finds time to dote on his four grandchildren.

"I spread myself pretty thin, but I maintain my composure pretty well," he says.

An affable, soft-spoken man with wavy white hair, bushy gray-and-white eyebrows and silver wire-rimmed glasses, Muscatiello is a familiar figure in CSEA and a long-time union activist.

A member of the James E. Christian Memorial Health Department Local 664, he works as a searcher in Vital Records, handling records of births, deaths, marriages and divorces, and helping people from all over the world trace their family trees. It's a post he's held for seven years. "I'll continue working until they throw me out," he says, jovially.

Muscatiello lives with his wife, Edna, in the historic district of Waterford in a century-old house he refurbished himself. He is the Town Hall superintendent and a former committeeman for the Saratoga County Executive Committee, and last year, he ran unsuccessfully for town councilman.

But he was clearly the victor over cancer, and

continues to battle the psychological aspects of the disease by bringing supportive words and a cheerful manner to cancer patients in hospitals throughout the Capital District. Nurses frequently call him on the spur of the moment to come and visit those who are feeling down.

"I cheer them up, give them advice," Muscatiello says. "I help turn these people completely around. I walk into their rooms very lively and tell them life is worth living. They feel it's merely a matter of time before life comes to an end. But there have been terrific strides made in the cancer field, and when you show them how well you've done after having the same type of operation, they brighten."

Muscatiello's own outlook on life is noticeably bright. He makes every day a full one, waking each morning at 5 — "much earlier if I have something special planned."

Often, what's planned is a meeting of one of the numerous CSEA committees and activities in which he's involved. He is treasurer of his Local, as well as a member of the Local Grievance Committee, the Women's Committee, the Appeals Board of the Committee on the Work Environment and Productivity (CWEP), the Regional Auditing Committee, the Statewide Labor-Management Committee and the State and Regional Nominating Committees. He is also active with the Employee Assistance Program (EAP).

"Since I've been in CSEA, I've gained the respect of a lot of people I've worked with



Tony Muscatiello

because I'm not only a doer, but I get things done," he says.

Before joining the Health Department, Muscatiello worked briefly for the Department of Taxation and Finance and the Labor Department. Before that, he was employed by Alco Products, Inc. of Schenectady, makers of railroad diesel engines, and was a member of the United Steel Workers of America.

"They used to call me the 'Silver Fox,'" he said, sheepishly, his square face blushing to the tips of his hairline. "I never let management get away with too much."

A native of Rutland, Vt., Muscatiello likes to take a break from the responsibilities of work, union and volunteering by venturing on a leisurely day trip through New England.

"I just love New England," he says. "My wife and I go away every once in a while — when I get caught up in my work."

## Contracting out dissent gains in White Plains



IN A SHOW OF SOLIDARITY, White Plains CSEA School District Unit demonstrated at the George Washington School. From left, Key punch Operator Karen Mosely, Clerk Paulette DesJardons and Junior Programmer Gary Conley discuss matters with Unit President John Catoe.

WHITE PLAINS — "Today it's the Computer Center, tomorrow it could be you" was the theme that rallied union members at a demonstration held March 9 before the regular monthly meeting of the city's Board of Education.

John Catoe, president of the White Plains School District Unit, explained, "we demonstrated to let the school board know we object to what is going on. After all, the district has had its own computer service 14 years. Its personnel are long-time dedicated and productive employees. Instead of contracting out, the administration should shake up its own business management, get more input from staff, and stop permitting civilians to make decisions best left to technical people."

CSEA recently learned that the administration plans to contract out computer services and eliminate four positions. Junior Programmer Gary Conley, who addressed the school board, noted that since the district purchased its own computer three years ago, annual costs have declined approximately \$10,000. He complained that union personnel have been unable to obtain a list of specific services that will be contracted for, so they could do a cost analysis. Administration officials said that they

**'... the district seems to want to throw in the towel and contract out, even if it means surrendering direct control over computer services ...'**

had only one copy of the list, and the contractor hasn't returned it yet! In the meantime, Catoe has asked that a special committee made up of board members, administrators, and CSEA be set up to review the situation and decide what would be "in the best interest of the public, the students and the workers."

The unit president concluded, "instead of working with the computer center's four employees to make operations even more efficient, the district seems to want to throw in the towel and contract out, even if it means surrendering direct control over computer services. The entire system represents an investment of over \$180,000 that may very well go down the drain."