

## Contract talks at a hectic schedule in race for settlement

Negotiations between CSEA and the State seeking new contracts covering 107,000 CSEA-represented state employees continue at a hectic pace. Many sessions recently have run into late night hours, and talks have been held on weekends in an effort to resolve bargaining before the March 31 deadline when present contracts expire. Weariness is reflected in faces of negotiators, right, as result of long bargaining sessions and crowded negotiating rooms, below. Neither side has thus far released any information on the progress of the discussions.



## Polling on furlough question underway

ALBANY — CSEA is polling its state division membership to get their views on proposed legislation that would allow the state to randomly "furlough" state employees at the discretion of the Division of the Budget.

The mailing consists of a letter from CSEA President William L. McGowan explaining the union's views on the furlough issue and a postage-paid questionnaire seeking the informed opinions of the rank and file on the issue.

"This issue has nothing to do with the current negotiations for state contracts," President McGowan said, "because the state knows we would automatically reject any such demand. Instead, the administration has introduced legislation that would give them the authority to furlough by law. In other words, they are trying an 'end run' around negotiations."

CSEA has vehemently opposed the furlough proposal and is introducing legislation of its own that would furlough only the Division of the Budget, state commissioners and the Governor's Office of Employee Relations instead of regular state workers.

"This is a serious issue and we want everyone to know where we stand on it," the union president said, "so we are urging our state membership to read their letter and respond as soon as possible."

The letters were mailed from CSEA Headquarters over a one week period beginning February 1. For that reason, some members received the mailing before others, but all members were sent the mailing.

# Public SECTOR

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# 1500 DOL jobs are saved

ALBANY — CSEA and other opponents of Reaganomics have scored a stunning victory, forcing Reagan to back off drastic cuts in national employment services and saving the jobs of some 1,500 New York State Department of Labor employees!

"This is the first major fight with the Administration that the forces of reason have won," commented CSEA President William L. McGowan, "but it won't be the last. Reaganomics isn't working, the nation is in recession, unemployment is higher than it has been in 30 years and Americans are beginning to get sick of promises that Reagan hasn't delivered."

In letters to all Labor Department employees, the union president credited the combined efforts of CSEA, AFSCME, the AFL-CIO and an impressive coalition of labor, business and social organizations

for forcing the Administration to admit that it would be economic suicide to cut back in federally-funded job placement programs in the middle of a deepening recession. (See related stories on page 2 of union involvement in getting funds restored).

Receiving individual accolades from McGowan, was State Industrial Commissioner Lillian Roberts, who threatened suit to block the cuts, worked with CSEA on contingency layoff plans to protect employee rights, and continued to build private sector business support along with labor support to prevent the cuts.

On February 1, the Administration announced that it would support restoration of some \$340 million in aid to state placement services. The concession came after U.S. Treasury Secretary Donald Regan admitted that the national

unemployment rate would probably hit 10 percent for the first time since the close of World War II. The next day the Administration conceded its cuts in job placement were a mistake and hours later Commissioner Roberts notified New York Labor Department employees that the immediate danger was over and all planned layoffs were cancelled.

While President McGowan was widely quoted in the news media praising the eleventh hour victory, he also expressed caution about the future. In his letter to Labor employees, McGowan said, "Ronald Reagan hasn't suddenly become a friend of public employees. . . he simply could not defend cutbacks in employment services."

"Your union devotes a substantial amount of its time and resources to political action," the CSEA leader told the DOL workers, "Saving 1,500 jobs in the Labor Department is precisely why we do it."

CSEA delegates will be elected at regional meetings March 6 to attend the 1982 AFSCME Convention in Atlantic City, June 21-25. Complete procedural information is printed on page 20.

# Union efforts against DOL layoffs pay off

...still, it's important to 'stay on the alert,' says Regional President Lattimer, who led successful letter-writing campaign



REGION VI PRESIDENT Robert Lattimer, who spearheaded a campaign to contact congressmen and get federal funds restored.

BUFFALO — Against the backdrop of continued high unemployment, budget cutbacks and other reductions in services as a result of Reaganomics, CSEA remains highly active on several fronts in its fight to maintain jobs and services for the unemployed.

One of the latest in a series of on-again, off-again Reagan administration proposals that would drastically reduce federally-funded unemployment services nationally would have meant more than 1,500 New York state job service employees would be out of work.

And while the latest word is that the job service cuts may be restored, Region VI President Robert L. Lattimer warned that it may be only a temporary restoration.

"Our Washington sources tell us, incredible as it seems, that they are going to try to institute these cuts in next year's budget," he said. "So we'll have to stay on the alert."

President Lattimer had earlier urged Region VI unemployment and job service employees to contact their congressional representatives to press for restoration of the cuts.

"You can help yourself and your co-workers by taking action immediately," he declared.

Lattimer said the CSEA/AFSCME political action coalition will continue to urge "our members to contact

their congressmen about the negative effects of federal program cuts on our jobs and communities."

Before his recent appointment to CSEA's ad hoc Committee on the Federal Budget, Lattimer was in Washington, D.C., where he spoke with several U.S. congressmen from the Western New York area about the threats to employment services and the Reagan State of the Union Message.

"It's incredible that while we have nearly the highest unemployment in history, he does not address the unemployment problem," Lattimer said. "In the second week in January, more than 600,000 people filed for unemployment. That was the highest in history."

"As for Reagan's 'new federalism,' which plans to turn many federal programs over to the states, well, the reason the federal government was doing it in the first place was because the states weren't delivering services on a uniform basis."

Lattimer said the common thread of concern among the congressmen he spoke with was that employment services should be retained, and they expected to receive letters from their constituents expressing the same sentiments.

Lattimer pointed out that AFSCME was the only union, public or private, to testify before the U.S. House appropriations sub-committee in support of restoring the job service cuts.

## Labor members react to cancelled layoffs with relief, surprise and 'pessimistic optimism'

When the news that 1,500 jobs might be cut out of employment programs in the state Department of Labor, tension mounted in DOL offices. After the Administration call came to restore the funds, people were relieved about their jobs, and their continued service to fellow New Yorkers.

They were also convinced of the importance of political action.

Hundreds of CSEA members joined the letter-writing campaign to their congressional representatives.

CSEA representatives contacted local officers in DOL offices on Feb. 1 with the message: Write or call your congressmen. Now. Tell them you want the funds restored.

CSEA members responded. "We had sent over 2,500 post cards by Tuesday, Feb. 2," said Jeanne Lyons, president of DOL Local 670.

"The cuts would have had quite an impact if they had gone through," said Jackie Reid, vice president of Local 352 in Buffalo, "both on the unemployment and the employment service, which would have been hit harder."

The reaction of CSEA members in Labor Department offices around the state was a mixture of relief, surprise and excitement when the funds were restored.

"For right now, the word is relief, but I don't think they're sitting back now, thinking all their problems are over," said Reid.

"It's a victory CSEA and Commissioner (of Labor Lillian) Roberts should be proud of," said Sylvia Ebersold, president of Local 012 in Rochester. "Many states just folded at the warning of cutbacks. They just closed their doors. New York



LOCAL 670 PRESIDENT Jeanne Lyons was one of several CSEA DOL Local presidents and officers who worked hard at local levels to make mail campaign a success.

State didn't give up. Both labor and management pushed hard on it."

"CSEA members are relieved now, not only for their own jobs, but for the public they serve," said

Brian Ruff, a CSEA Board of Directors representative.

Yet there is a shadow of doubt about how long the funds will be allotted to DOL, and members are beginning to believe more in political action.

"People were elected there weren't going to be layoffs — for now," said Ralph Rivera, vice president of Local 350 in New York City.

Shirley Brown a Board of Directors representative, said there's "a sense of optimistic pessimism" about the restoration of employment program funding.

"Are the cutbacks really dismissed or are they held in abeyance?" Brown asked. "It just shows

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*They were convinced of the importance of political action.*

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that Bill McGowan is right about this president. People aren't going to believe something Reagan says until they see it down in writing."

Ruff added that fellow CSEA members "were amazed when the restoration occurred. For the first time, they could see the results and effect of CSEA's political program."

"I think people (in CSEA) are beginning to wake up to the fact that other cutoffs like this are very possible," Ebersold said. "If we don't let Reagan know that we're here and we mean to stay, he'll do the same to us as he has to other states. He's only going to move if the outcry comes from the public employees. Then Washington will draw back and say they've made a mistake."

"We have to wake up to the need for political action. It could happen to this agency or to any other one, if we let it. And it's not only for the sake of our own jobs. We have to think about the public and the services we give to them."

# Sighs of relief accompany signing of '81 Suffolk contract; '82 negotiations begin

HAUPPAUGE — The 1981 collective bargaining agreement between Suffolk County and CSEA Local 852 was signed Feb. 2, more than a month after it expired, and with its terms still in dispute.

But the long-delayed signing opens the way for negotiations for the 1982 contract which are expected to begin next week. Also, both sides have agreed to abide by a PERB ruling on their disagreement over the minimum increase for promotions which had held up the signing of the contract.

"I inherited this contract from a prior administration and am glad that it is finally resolved so we can get on with bargaining for a new contract," said Charles Novo, president of Local 852.

There were a few sighs of relief as County Executive Peter Cohalan signed the document in his conference room on the ninth floor of the county office building in Hauppauge. The contract, which contained salary raises ranging from 7.5 to 23 percent, had been voted on twice because of a lawsuit over the original ratification process.

A provision of the contract, limiting approval on upgradings and reclassifications of employees to joint approval by CSEA and the county

executive, caused a power struggle between the county executive and the legislature last summer which further delayed the contract. The contract was finally approved in August and employees have been paid since then, but the legislature brought a suit against the county and the union claiming the legislature should be allowed to make upgradings and reclassifications.

A further dispute over the minimum promotional raises held up the contract until its signing. CSEA ratified a contract with minimum promotional raises of 4.5 percent but Jack Farneti, Suffolk director of labor relations, submitted a version of the contract containing 4 percent minimum promotional raises to the legislature, which approved it.

Both CSEA and Farneti say their versions are correct. Because of the dispute, Farneti had refused to start negotiations for a new contract. Now, both sides have pledged to abide by a PERB ruling on a CSEA unfair labor practice the union filed.

"The difference in the half percentage point would only cost the county \$5,000 for the 100 employees who would be affected," according to Irwin Scharfeld, Local 852 field representative.

## NYC career development program based on CSEA 'transition' concept

NEW YORK CITY — An upward mobility program negotiated between CSEA and New York State to provide advancement opportunities out of previously dead-end jobs has become the basis for a new program to improve the status of women and minorities in New York City government.

New York City has awarded a contract to the Center for Women in Government to provide consultation and technical assistance in the creation of a transition program linking low-mobility, non-professional jobs to high-mobility, professional positions, it was announced by Mayor Edward I. Koch, City Personnel Director Juan U. Ortiz, and Nancy Perlman, executive director for the Center for Women in Government.

"The transition concept was developed in a landmark program negotiated between New York State and the Civil Service Employees Association," noted Ms. Perlman. "This program will provide us with an invaluable model in the development of the City program."

Mayor Koch said, "New York City is committed to equal opportunity for all employees. We anticipate that this unique program will provide new avenues of advancement to city workers, as well as increase productivity through better utilization of employees' skills."

Director Ortiz added, "Many of our employees feel imprisoned by jobs which offer them little or no opportunity for advancement. I am glad that we can finally address this need and open the doors of mobility to thousands of city workers."



Town of Babylon Supervisor Raymond Allmedinger signs a new contract covering CSEA-represented employees as pleased union people look on. Standing from left are Negotiating Committee member Bob Porter, Unit President Cathy Green, committee member Julie Mawn, committee member Geri Terito, and CSEA Field Representative John Cuneo.

## Treasurer to tour regional offices

ALBANY — CSEA's statewide Treasurer F. John Gallagher plans to visit all six Region offices in the coming weeks to answer questions or hear complaints from members.

The first series of visits is scheduled as follows:

- Region I office in Hauppauge, 9 a.m. — 5 p.m., Feb. 22.
- Region II office in New York City, 10 a.m. — 5 p.m., Feb. 23.

- Region III office in Fishkill, 10 a.m. — 5 p.m., Feb. 24.

The schedule for Regions IV, V and VI will be announced in the next issue of *The Public Sector*.

Treasurer Gallagher also announced that another series of seminars for local and unit treasurers is being scheduled for March. "We're working with the regional presidents now to finalize the dates for these training sessions, which have proved to be immensely helpful," Gallagher said.

## IRS TAX TIPS

### For Single Taxpayers

■ If you maintained a home for a parent, child, or other relative, you may be able to file as Head of Household and pay less than filing as a single taxpayer.

■ If you pay for the care of your child or a disabled dependent so you can work, you may be able to claim a credit up to \$400 if you have one qualifying dependent, or up to \$800 if you have two or more qualifying dependents.

■ If you pay a preparer to complete your tax return, you should receive a copy of your tax return in addition to the copy which is filed with the IRS.

■ If your income for 1981 is more than your average income for the past four years, try "income averaging." It could save you money. See Schedule G, (Form 1040,) Income Averaging.

■ If you receive alimony, it is considered taxable income to you. On the other hand, if you are required to pay alimony you may deduct these payments from your gross income. You need not itemize deductions to claim alimony payments.

### For Working Couples

■ If you pay for the care of your children or disabled dependents so you can work, you may be able to claim a tax credit of up to \$800. See free IRS Publication 503, *Child and Disabled Dependent Care*.

■ If you paid for insulation or other energy-saving devices in your home, you may be able to claim a credit for these expenses. See IRS free Publication 903, *Energy Credits for Individuals*.

■ If either you or your spouse held more than one

job during the year and either of you earned more than \$29,700, you may have paid too much Social Security tax which can be applied to the income tax you owe.

■ If you have a large tax payment due when you file your return, see your payroll office about increasing the amount of federal income tax withheld from your pay.

■ If you and your spouse use different last names, both names should be on the mailing label.

A public service message from the Internal Revenue Service

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## OSHA plans to review its policy on cancer; public comments asked

WASHINGTON — The Occupational Safety and Health Administration has announced it will review the 1980 cancer policy which sets the process OSHA uses to identify, classify and regulate suspected cancer-causing substances in the workplace.

In calling for public comment on the standard by April 5, Assistant Secretary of Labor Thorne Auchter, who heads OSHA, said the cancer policy may need modification because of scientific advancements since the policy was issued and U.S. Supreme Court rulings on benzene, cotton dust and lead.

According to Auchter, OSHA will collect information on scientific developments in determining cancer-causing agents, including quantitative assessment.

OSHA's carcinogen policy currently accepts as proof that substances which cause cancer in test animals can cause cancer in humans. In formulating the 1980 cancer policy, OSHA also rejected the idea of being able to establish levels of exposure to carcinogens below which there would be no risk to workers. Any dose of Class I substances is considered dangerous.

George Taylor, director of the AFL-CIO's Department of Occupational Safety and Health, said the federation will "certainly oppose any method by which animal studies are eliminated" from OSHA's carcinogen policy.

OSHA also stayed and asked for public comment by February 19 on the agency's informational lists of possible occupational carcinogens. Some 257 chemicals currently are listed by OSHA as possible carcinogens, but are not regulated. The chemicals are listed by trade name and generic name.

When the cancer policy was being formulated in 1978, under then-OSHA Chief Eula Bingham, the rulemaking proceedings included 351 witness statements and pre-hearing comments from labor, business, government and the scientific community and resulted in more than 250,000 pages of transcripts. It was one of the most extensive proceedings ever conducted by OSHA. Taylor said he expects this review to be highly controversial as well.

## New child care leave policy provides coverage for males

Several significant changes in child care leave policy for state employees have been announced by Joseph A. F. Valenti, president of the State Civil Service Commission. These changes reflect recent court decisions and actions of the Division of Human Rights.

The new policy, outlined in a memo sent to all state agencies and departments last week, makes leave without pay for reasons related to childrearing available to male employees under the same conditions for which it is available for female employees. Formerly, agencies were required to grant requests for leave without pay for child care only to female employees. Similar leave for men was granted at the option of the appointing authority.

Under the new policy, employees, regardless of sex, are entitled to leave without pay for child care up to seven months following the birth of a child. During this time, employees are allowed, but are no

longer required, to charge absences against accrued leave credits, (i.e., annual leave, personnel leave, and overtime credits) to shorten the period of time they are on leave without pay. Sick leave and sick leave at half pay may be used only during a time of medical disability. Disabilities arising from pregnancy or childbirth are treated the same as any other disabilities in terms of eligibility for or entitlement to sick leave with or without pay, extended sick leave, sick leave at half pay.

If both parents are state employees, one parent may elect to take the entire leave, or the parents may choose to divide the leave time. Agencies may, at their discretion, approve other arrangements for shared leave, including concurrent leave, and may extend leave for child care beyond the mandatory seven months. Temporary, provisional, and probationary employees are entitled to leave with full pay charged against leave credits and/or leave without pay.

Child care leave for both parents has been a long-sought objective through contract negotiations by CSEA. In fact, the new child care leave policy just announced is partially the result of a successful grievance brought by CSEA on behalf of a male employee of New York State. In a future issue of The Public Sector, we'll review that particular case to illustrate its relevance to the just-announced policy change.



OATH OF OFFICE — Leaders of the Hyde Park School District Unit were formally installed during their first regular meeting of the new year. Shown above, from left, are Vice President John Luffman; Dutchess Educational Local 867 Presi-

dent Hugh Crapser, who was the installing officer; Treasurer Ann Milby, President Sal Baratta, and CSEA Field Representative John Deyo. Caroline Huggins, not shown, is unit secretary.

# FAMILY VS. WORK



**TWO SIDES OF SEELEY** — CSEA member Warren Seeley is shown at home working on the family finances (above) and doing kitchen chores (right). Seeley, a community residence aide for Monroe Developmental Center, can't afford to make ends meet even with an abundance of overtime work.

Story and photos by Ron Wofford  
CSEA Communications Associate

ROCHESTER — After working 18 months in a job he loves, state employee Warren Seeley is looking for another job because he can't afford to keep the one he has.

Seeley, a single father who makes a home for four of his five children, says he has come to grips with "family reality," and that reality tells him that the \$10,926 annual base salary he earns as a grade 9 community residence aide for the Monroe Developmental Center is far from being enough to feed and clothe his family.

Providing more than the basics — even simple things like taking the family out to a movie or buying a son's Boy Scout uniform — are even further out of his reach.

Seeley, like many other public employees, finds it necessary to work an inordinate amount of overtime to even come close to making ends meet. His gross income of \$13,744 in 1981 included more than 325 hours of overtime.

"That's equal to more than 40 extra working days away from my growing children," said Seeley, who works the 4 p.m. to midnight shift at the developmental center's Lettington group home, which houses 12 moderate to borderline retarded persons.

"Those hours, of course, make it difficult to provide any continuity to raising the kids," said Seeley. "But it really pulls at your heart strings when your little daughter tells you, 'Daddy, I had a lot to tell you when I came home from school, but you weren't here.' Or even more hurting, if she says she was hungry and couldn't find anything to eat."

In a letter to CSEA President William L. McGowan, Seeley said it would be painful leaving his present job because "for over 20 years I worked at jobs, mainly as a mechanic, that I hated. Finally I decided to take the pay cut and give it a try.

"And I love it. I really, really love it. Human services fits me like a glove. I feel good about myself and had achieved a sense of personal tranquility.

"But that peace of mind," Seeley continued, "is slowly turning to frustration, anger and fear. I don't want it to affect my ability to relate to those who have a need for my services, the mentally retarded."

Seeley's enthusiasm for his work is evident. His eyes brighten as he discusses it. "To me, people have always been interesting, and retarded persons are basically no different than anyone else. They just have special needs based on their individual impairments.

"And when they make even a small amount of progress, it can be a heartwarming affair. When one overcomes a small behavior problem, he may come to you and say, 'I'm not doing those bad things I used to do. How do you like what I'm doing?'"

"Of course it makes me feel good, but I'll usually respond by asking them how it makes them feel. And when they respond with a good assessment about their own progress, it's a great mutual experience similar to hugging your kid about a good report card."

*'I can no longer justify the lack of enough income to feed and clothe my children.'*

—Warren Seeley

The loss of Seeley from the ranks of Monroe Developmental Center employees would be "a real shame," according to Community Residence Director Ruby Everett of the Hatch Road home, where Seeley has worked overtime.

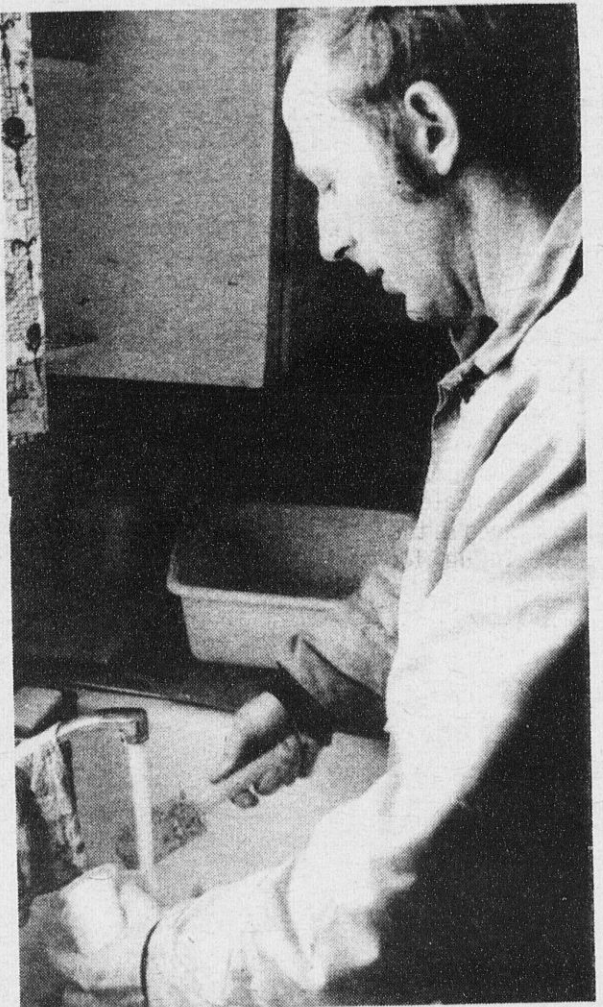
"Warren really relates well with our residents, and we need more honest, caring people like him," Ms. Everett said. "I hope he can hang in there and get one of a few higher-graded jobs that might be coming available soon. Or maybe the state contract negotiations presently underway will bring some meaningful improvements for Warren and the many others in the same predicament."

Mary Cartwright, also a residence director and Local 439 president, called Seeley "an excellent community residence aide. Every supervisor loves to get him because he's got that something extra.

"He'll see things that have to be done and exercise the initiative to accomplish it without having to be told," she said of the fortyish U.S. Air Force veteran.

So even though Warren Seeley is appreciated by those he works with and in behalf of, he says he can "no longer justify the lack of enough income to feed and clothe my children. They have to do without more than if they were on welfare. That is a fact."

"There's no getting around it. I need a better income, even if I have to go back to being a mechanic," he said. "I knew the pay was low when I came here, but I thought I could work my way up,



finish my degree as I've been trying to do for a long time, and improve my situation."

Lamenting the fact that he has been unable to afford a decent birthday or Christmas gift for his children, ages 11, 13, 16 and 17 (his 18-year-old son recently joined the Marines), Warren Seeley said, "I've cried so much, I can't cry anymore. I have no more tears."

## Where \$13,744 goes

Warren Seeley has scrupulously documented how much it cost him and his four growing children — a daughter and three sons — to live in 1981.

Working with a base salary of \$10,926 and overtime pay of \$2,818, he reports his gross income last year was \$13,744.

Of that, \$11,105 was spent on rent, utilities, telephone, taxes, health insurance and medical expenses, car costs, union dues, school books, Boy Scout registration and a few miscellaneous items.

That left him only \$219.97 per month, or \$54.99 per week, to spend on the essentials of food and clothing for the five Seeleys.

# Committee ready for statewide elections

ALBANY — New members of the Statewide Nominating Committee met recently in Albany to prepare for the upcoming election of statewide officers.

Eva Katz of Region III was elected chairperson, and Jim Jayes of Region VI was elected to serve as co-chairperson. The committee's secretary will be Linda Fiorentino of Region V.

The committee is now soliciting applications from members who want to seek the offices of statewide president, executive vice president, secretary and treasurer.

Request to be a Candidate forms may be obtained from local presidents, regional offices or headquarters, and completed forms must be received in headquarters by the close of business Feb. 25 in order to be considered by the nominating committee.

Other members of the nominating committee are: Yvette Warren, Ida McDaniel and Eddie Ochenkoski of Region I; Denise Berkely, Jacqueline Battle and Edward Gray of Region II; William Kenneweg and Janice Schaff of Region III; Elizabeth Lennon, Cindy Egan and Emil Fleszar of Region IV; Robert Greene and Robert Vincent of Region V; and Sal Castro and Dave Kundin of Region VI.

The 18-member committee is scheduled to meet March 1 to make its nominations. Candidates may also qualify later through nominating petitions.



THE STATEWIDE NOMINATING COMMITTEE met in Albany last week to prepare for the upcoming statewide elections. Seated clockwise from upper left are: CSEA Executive Director Joseph J. Dolan, CSEA Secretary Marcel Gardner, Edward Gray, Co-chairman Jim Jayes, Janice Schaff, William Kenneweg, Sal Castro, Dave Kundin, Committee Secretary Linda Fiorentino, Robert Greene, Yvette Warren, Ed Ochenkoski, Ida McDaniel, Cindy Egan, Betty Lennon, CSEA Attorney Marge Karowe and Chairwoman Eva Katz.

## Last meeting ends abruptly when management bans union photographer

# Stony Brook demands another meeting

STONY BROOK — After several weeks of futile waiting for management to act, CSEA Local 614 at SUNY Stony Brook has demanded another meeting to formulate uniform work rules.

"If they refuse to meet with us, which they are required to do under the terms of the contract, we will consider bringing an unfair labor practice charge against them," said Charles Sclafani, Local 614 president.

The last scheduled meeting on Jan. 21 broke up as it was about to begin when the CSEA work rules committee, including Sclafani, Second Vice President Frank Celentano, Joe Carapazza, operations chairman and Nick Pollicino, field representative arrived with a Public Sector photographer. CSEA asked the photographer to take a shot of the meeting to show members that the union and management were meeting to discuss issues such as work rules, Sclafani said. But management told the union to "get out" and "get that photographer out of here." It was to have been the first session since the union

and the university set the group rules for the discussion in early January.

"When we came in, Ray Hoey, a probationary maintenance supervisor said, 'Get that photographer out of here,'" said Nick Pollicino. "I told him that if he didn't want his photo taken could he please move out of the picture but he replied, 'No, you guys leave.'"

"We regret that something like this could happen. Until now, we've had a good working relationship. But if this is any indication of their current attitude, it's going to hurt both sides," Pollicino said.

Other management personnel at the meeting were: Robert DeVino, physical plant director, east campus; Kevin Jones, west campus physical plant manager and Ed Haran, assistant personnel manager.

"They have to negotiate with us," Sclafani said. "If we don't hear from them in the next few days, we plan to take some form of action against the university."

## New Roswell EAP coordinator: 'truly a step forward'

BUFFALO — "Truly a step forward for Roswell" is how Grace Steffen-Boyer regards her appointment as the first full-time CSEA Employee Assistance Program co-ordinator at

Roswell Park Memorial Institute.

"This is a great example of labor and management coming together for the good of all," said the 15-year lab technician of her new role, which will entail confidentially referring employees with any of a variety of personal problems to the correct agency or service that will hopefully aid in returning the employee to full job productivity.

Apparently the move came none too soon, as Ms. Steffen-Boyer reports she has received more than 200 telephone calls and inquiries since late December.

"It's really taken off like a bird," she said. "And it's especially gratifying that in addition to the tremendous number of employees asking, many supervisors are seeking information about the program. I think this shows the supervisors really care and will opt for checking some situations through EAP rather than jumping immediately to a punitive conclusion."

Lori Hartrick, Region VI EAP representative, said the appointment makes Roswell Park only the third state facility in the region to have a full time EAP co-ordinator, although several have part-time co-ordinators.

"Lloyd Simpson at Craig Developmental and Gary Hopson at Rochester Psychiatric Center are the other state operations with full-time co-ordinators," Ms. Hartrick said, noting facilities with 1,000 or more employees are where she hopes to establish other fulltimers.

On the county side of the picture, Ms. Hartrick said Erie County's Bob Kroger is the lone full time EAP co-ordinator, and Delton Berringer works halftime in behalf of Chautauqua County employees. Ontario uses its county attorney as EAP co-ordinator and negotiations are underway with Steuben County for an EAP consideration.

"We're continually trying to impress all the operations in the region where there are CSEA members of the mutual benefits of the program,"

she said.

She emphasized the neutrality of the co-ordinator, whose main thrust is to encourage both sides, supervisory and employee, to come together in seeking positive remedies.

"And confidentiality, with a big 'C' is an important part of the whole picture," Ms. Hartrick declared. She said a co-ordinator is mandated to receive a \$500 fine for the first offense and \$5000 for any second violation of an employee's confidentiality, "if the co-ordinator is around after the first violation."

She further stated the facility EAP committee, which examines and rules specific cases, "never deals with the names of individuals, just the specific details of each case, which further preserves confidentiality."

Meanwhile, Grace Steffen-Boyer continues gearing up to serve the 1,600 members of CSEA Locals 315 and 303 at Roswell Park Memorial Institute, where she said the administration "has been extremely helpful in getting it off the ground."



Grace Steffen-Boyer

## First political subdivision to enroll

YONKERS — One of the largest school districts in New York State has become the first political subdivision to enroll its employees in the optical plan administered by the CSEA Employee Benefit Fund.

Dr. Joan Raymond, on behalf of the Yonkers School District, entered into an agreement with the Employee Benefit Fund on Jan. 22. Approximately 1,000 CSEA-represented employees and their families will be covered by the basic benefit, which provides eye examinations and (if needed) eyeglasses every 24 months. Allowances are also made for contact lenses.

Unit President Ray Moniz hailed the accord and praised Dr. Raymond, School Board President Joseph Sayegh and Director of Employee Relations Robert Dodson for being sensitive to the needs of their employees.

Said Dr. Raymond: "I believe very strongly that civil service employees are entitled to no less than other employees."

Dr. Sayegh added, "It is a great honor for Yonkers to be first in the state to sign an agreement."

# Yonkers School District joins EBF optical plan



**IT'S A FIRST** — Superintendent Joan Raymond points to the place where School Board President Joseph Sayegh is to put his signature. Witnessing the signing were, from left, former Unit President Janic Schaff, Unit President Ray Moniz, and Tom Linden of the CSEA Employee Benefit Fund. Ms. Schaff said the new plan was "part of the continuing effort by CSEA and the Yonkers School System to better benefits for employees." It goes into effect Feb. 1.

## Agreements reached in two Western Region units

### Binding arbitration for Wyoming County workers

WARSAW — Binding arbitration was called a major feature of a three-year contract recently signed by the Wyoming County Employees Unit of CSEA Local 861.

Field representative Robert Young said the unit had been trying to achieve the binding arbitration clause "for more than 15 years." Young said contractual disputes will now be decided by an impartial arbitrator chosen by agreement of the employees unit and the county.

Wage increases gained for the 700-member unit call for \$650, \$700 and \$800 plus increments in the first, second and third years, respectively, of the contract.

The pact also provides upgrading for licensed practical nurses, deputy sheriffs and sergeants. Sheriff department employees will receive a 10-cents-per-hour increase in night shift differential pay.

Mileage pay will rise to coincide with the standard allowed by the U.S. Internal Revenue Service for the life of the contract.

The negotiating committee included Unit President Penny Bush, John Pachutó, Douglas MacConnell, Jan Aaron, David Davis, Roy Upright and Local President Marilyn Osswald.

### Friendship school employees sign pact

FRIENDSHIP — The Friendship Schools Unit of Allegany County CSEA Local 802 has reached agreement with the school board on a one year-collective bargaining contract.

Local and Unit President Lee Winchell said the school was "between administrators" during negotiations, which hampered the progress and extent of benefits gained for the 23 employees in the unit. A negotiations impasse also hindered contract progress.

Employees covered by the bargaining unit will receive an 8-percent wage increase plus increments where due. Retirees may continue Blue Cross at the group rate.

President Winchell is planning an early February start on next year's contract, where, "hopefully we'll do better."

The negotiating committee included Shirley Ward, Gilbert Ward, Norm Fleming, Betty Weir and Winchell.

## Local reactivated



**LOOKING OVER LIST** — Perusing the Mid-Hudson Local 009 membership list are, from left, Field Representative Flip Amodio, President Carol Peets, Secretary Madeline Gallagher and Field Representative Ross Hanna. The local is made up of approximately 400 state workers in various agencies throughout the Southern Region. Among them are labor, environmental conservation, youth, assessment and valuation, probation, parks and recreation, and taxation and finance. The local is currently being reactivated by Ms. Peets, who may be contacted by calling (914) 452-0620.

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# RATS!

## Union foils management's attempts to make members continue shoveling rodents at SUNY Farmingdale



**YOU DIRTY RAT** — A large, dead rat is displayed on a shovel by SUNY at Farmingdale employee Michael Cullington. The rat was one of seemingly hundreds that were driven from nests under old chicken coops which were being destroyed.

FARMINGDALE — "The rats were coming out by the hundreds, it seems, running in every direction. Administration had our members out there, armed with shovels, trying to kill the rats as they ran by. It was a dangerous situation," said Nick Pollicino, field representative, commenting about a recent incident at SUNY at Farmingdale.

The college, which teaches agricultural courses, raises chickens and had several old chicken coops it planned to knock down so new, modern ones could be built. The only problem was that rats had nested under the old buildings.

The college hired an exterminator who unsuccessfully attempted to poison the large rodents. When a bulldozer came to knock the chicken coops down, the pesky creatures started to run out from under the buildings.

"The administration was concerned that the rats would run into the nearby parking lots and get in students' cars, or, worse, get into the dormitories," Pollicino said. "So they ordered our members to try and kill the rats with shovels."

According to groundsman, Mike Cullington, more than 200 rats were killed by CSEA members in one day. Some of the rats, when cornered, bared their teeth at their pursuers, he said.

CSEA protested, saying that members could get bitten by disease-carrying rats. The administration gave in — but not until one member of management, Fred Harrison, a supervisor, was quoted in *Newsday*, as saying, "All you do is hit them on the head with a shovel and throw them in a pile. What is the difference between that and picking up garbage?"

Angry CSEA members, including Local 606 President Jeanne Anguilo, met with management, who assured the union that the practice would never be repeated.

## Members' quick actions help save lives

### Unit president pitches in to help gasping boss

OLEAN — When Lt. Edward Gimbrone went to an arbitration hearing recently seeking a fair settlement of a class action grievance concerning lost wages, he never thought he would be pitching in to save the life of his boss, Chief of Police John R. Kowalski.

"But that's what happened," said Gimbrone, who is president of the Salamanca City unit of CSEA Cattaraugus County Local 805 and a city police officer.

"Five or six of us were seated at the table in the courtroom discussing the grievance when the chief stood up, gasping for air," Gimbrone recounted. "Everyone there went to his aid. Field Representative Mike Painter went for a bite stick to prevent him from swallowing his tongue.

"Someone went to call an ambulance, and I ended up assisting the arbitrator in giving the chief cardio-pulmonary resuscitation (CPR)."

Gimbrone said the first thing he did was to run quickly and help lay the police chief on a table and loosen his collar and belt.

"After clearing his throat of an obstruction — a piece of chewing gum — I held his head and neck straight while CPR was applied.

"It was kind of scary for awhile," said the CSEA member, "because he lost consciousness and we couldn't detect any heartbeat at first. The CPR did restore his heartbeat, but he was still unconscious when the emergency medical technicians arrived and gave him oxygen."

The quick actions of Gimbrone and the others were apparently successful because Chief Kowalski was out of the hospital in two days and has since returned to work, according to Gimbrone.

A veteran of 19 years on the police force, Gimbrone said it was the first time he had been called on to help apply the life-saving CPR technique.

"Usually when we're called on such a case, the emergency technicians have also been notified and are applying whatever medical assistance the victim needs," he said.

"I'd advise everyone to bone up on CPR because you never know when something like this might happen. It's really worth taking the time to learn, at your local Red Cross center or other health facility."

The modest police lieutenant said he didn't think of himself as a hero after his actions. "I was just doing what any decent human being would have done," he said.

After the crisis had passed, Gimbrone was able to apply his level-headed thinking to the next matter at hand — seeing the class action grievance through to a fair conclusion for the 30 members in his unit.

"And our contract expires in March, so my fellow negotiating committee members — Stuart Denning and Steve Montgomery, along with Field Rep. Mike Painter — will be working hard to negotiate a good contract for our members."

### Therapy aide comes to aid of 80-year-old choking victim



**COMMENDED** — Letters of commendation were presented recently to Therapy Aide Bill Chacona, right, and nurse Joyce Fermo by Unit Chief Robert Hutchens, left.

WEST BRENTWOOD — "I heard a woman yell, and the next thing I saw was a woman lying across a table," recounted Bill Chacona, a therapy aide at Pilgrim Psychiatric Center on Long Island. "When I got to her, she was already blue in the face."

Chacona, along with nurse Joyce Fermo, rushed the aid of the patient — an 80-year-old woman who was choking. The two cleared out the woman's mouth, applied the Heimlich maneuver for choking victims, and dislodged a piece of chicken which had lodged in her throat.

In appreciation of their life-saving efforts, Chacona and Fermo were given letters of commendation by their unit chief, Robert Hutchens. Wrote Hutchens: "I am proud to be associated with staff members such as yourselves, whose knowledge and dedication should serve as an inspiration to us all."



**New unit joins Local 853**  
**Day of recognition for Sullivan workers**

SWAN LAKE — In January of 1981, Sullivan County CSEA Local 853 President Walter Durkin urged a group of employees from the Sullivan County BOCES to "start planning to get together." He told them, "the day we get recognition, is the day we get going." The day has come. The Public Employment Relations Board has granted recognition. A 43-member unit has joined the Sullivan County Local.

When asked why they needed a union, newly-elected Unit President Belinda McKenny explained: "We felt we were being overlooked, and we were being used. Things that were important to us, weren't important to administration. There will be no more pick and choose."

Among positions now represented by CSEA are teacher aides, teaching assistants, the home school coordinator, as well as custodial, clerical and cafeteria people.

Southern Region Director Thomas J. Luposello and Field Representative Ross Hanna recently met with membership, and spoke about their future direction. Meanwhile, the unit has set up its negotiating team (Ms. McKenny, Ed Raum, Pat Decker, Carol Weiner, Mary Ellen Connors, Ruth Forest, Sue Garizas and Patrick Devlin) and Ms. McKenny concludes, "it's off the ground."



**UNIT PRESIDENT** Belinda McKenny expects, "things will be a lot better" now that the employees have organized themselves. Next to her is Ellen Lauffersweiler.

New officers of new unit meet regional director (right photo) from left, Belinda McKenny, Ed Raum, Sue Garizas, Mary Ellen Connors, and Regional Director Thomas J. Luposello.

**ALSO TAKING PART** in a recent membership meeting below were Mary Davitt, left, and Carole Weiner.



**Union seeks probe of Poughkeepsie personnel practices**

POUGHKEEPSIE — Union leaders are seeking an investigation to determine if City of Poughkeepsie officials have violated state Civil Service Law.

Field Representative John Deyo explained that as the result of an arbitration hearing held Jan. 26, the union learned that two city employees held positions which were not listed with the county Department of Personnel.

The hearing was on a grievance charging the city failed to deduct the Agency Shop fee from certain employees included in the bargaining unit.

Testimony revealed that a "principal account clerk" is serving as "acting deputy commissioner of finance," and that a "municipal development analyst" served until recently as a "deputy development director."

The union uncovered that the new titles were not reflected in the employees' civil service cards on file with the county personnel office, and which must be certified each payroll period. Moreover, the title "principal account clerk" was listed in the preliminary budget, but appeared as "acting

deputy commissioner of finance" in the 1981 final budget.

Both the Dutchess County Department of Personnel, and state Civil Service Commission, have been contacted by CSEA which is seeking a complete audit of the city's personnel and payroll practices.

"We need a desk audit," Deyo commented, "to straighten out this mess because it may very well be just the tip of the iceberg."

Deyo indicated he believe there may be several violations of Civil Service Law, including Section 106 which is a misdemeanor.

In a related matter, the union has also contacted Dutchess County on behalf of a ten-year competitive class employee recently laid off in possible violation of his civil service rights. The employee also had additional protection since he is an honorably discharged disabled veteran.

Concluded Deyo, "There has been so much going on that we must have both the county and state intervene."

**CSEA women to join in fundraiser for ERA Feb. 22**

CSEA's statewide Women's Committee will join 20 other groups in supporting a fundraiser for the Equal Rights Amendment (ERA) scheduled for later this month.

Members are invited to attend the event, scheduled for 5-7 p.m., Feb. 22, in Meeting Room 5 of Albany's Empire State Plaza.

Those who will take part in the gathering include Karen Burstein, chair and executive director of the state Consumer Protection Board; Stanley Fink, New York State Assembly Speaker; and May

Newburger, a state Assembly representative who chairs the Task Force on Women's Issues.

The event will also feature entertainment, a book raffle and refreshments.

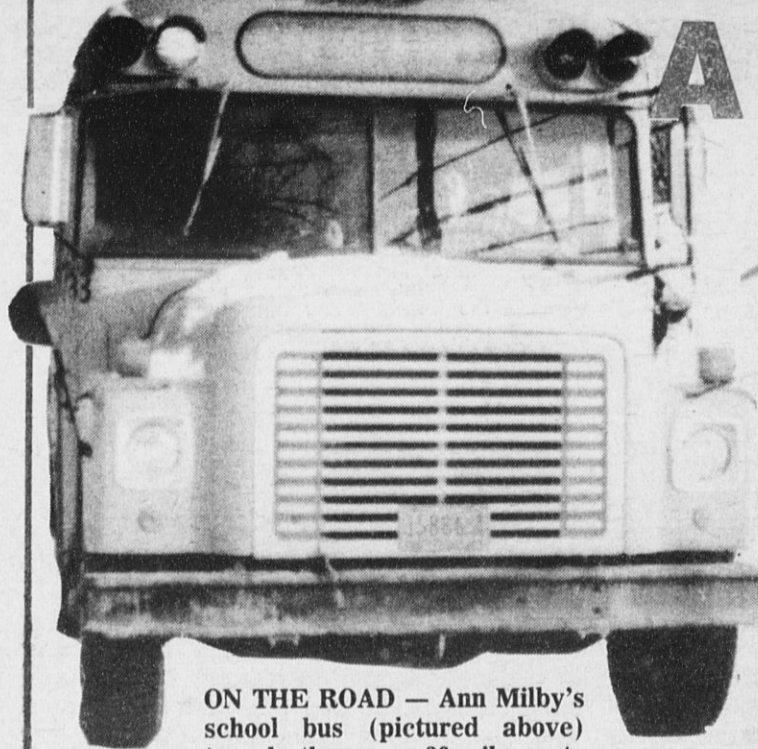
Donations will be sent to help finance a media campaign for the ERA in one of the unratified states, "tentatively Florida," said June Scott, chair of CSEA's Women's Committee. "It is part of the role of the committee to enhance women's position in the state, which is why we endorsed the event," Scott said.

"We're encouraging members to attend or support the fundraiser.

So far, some 35 states have ratified the ERA. Approval by three more states is needed to ratify the amendment by the June 30 deadline.

Tickets may be obtained at the Albany YWCA, at the door, or by sending a \$10 check payable to the Capital District Women's Political Caucus. The checks may be sent to Wendy Feuer, a coordinator of the fundraiser, at 125 Dove St., Albany, N.Y. 12202.

# A DAY IN THE LIFE OF A SCHOOL BUS DRIVER



**ON THE ROAD** — Ann Milby's school bus (pictured above) travels the same 36-mile route twice a day.



**STOPPING FOR A STUDENT** — The bus makes a stop (above, right) to pick up 5-year-old Theresa Butcher, who gets an assist from her mother.

## CSEA gives support

Albany — Working on behalf of school bus drivers is CSEA and its Office of School District Affairs. "CSEA is very aware of the nature and scope of the job bus drivers have," says School District Affairs Coordinator Lawrence Scanlon.

New York State bus drivers have one of the best safety records in the nation, and Scanlon attributes it to their "professionalism." He notes CSEA has been active in the legislative arena on their behalf, and last year won a major victory in Albany when the "partial parity" bill was approved. The bill generated more financial aid for school districts which run their own transportation services.

This year, the legislative agenda includes seeking to have the height of bus seats lowered, which would mean safer, more vandalism-proof school buses.

Story and photos by Stanley P. Hornak  
CSEA Communications Associate  
**HYDE PARK** — The stars are still shining when she goes to work. She travels the same 36-mile route twice a day, 180 days a year. Her charges range from kindergartners to high school seniors. Her name is Ann Milby, and she is one of more than 11,000 school bus drivers in New York State. This is her story.

*'You have to be a disciplinarian, a judge, a referee.'*

— Ann Milby

Ann's day begins at 5:15 a.m., yet the job with the Hyde Park School District didn't come easy. She needed an unblemished driving record, a class two operator's license, and three character references. Each year she must be recertified. Every day she must prove herself.

The district's 68 buses are lined up in the compound, swallowed in darkness, when Ann gets to work. She immediately goes to "her" bus and starts it — so it can warm up at least 15 minutes before take off. She then goes into the office to sign in, and enjoys an easy camaraderie with her co-workers as they wait for departure time: 6:45 a.m.

Before she pulls out on her first run (picking up 47 students to take them to Franklin D. Roosevelt High School) Ann instinctively tests the bus' stop lights to make sure they're working. Bright yellow flashes streak against the snow, and all looks well from the driver's seat, but she still walks to both the front and the back of the bus to make sure. A plastic disc is slipped into a tachograph which will record her speed at all times, the citizens band radio is tuned in, and she pulls out right on time.

Ann explains the first run will be quiet. Perhaps its part of growing up, but the older students for the most part give a quick "good morning" and go to their seats tight-lipped, waiting to wake up. There are a few small knots of conversation, mostly about the Super Bowl. It will be livelier in the afternoon.

Before crossing two sets of railroad tracks, Ann stops the bus and looks both ways. She also admits that in her four years of driving, "I've never seen a train." The 45-minute run goes quickly as she pulls into the high school parking lot. Two 16-year olds agree as they disembark, "Mrs. Milby's got flair. She's not even afraid to show her taste in music," which refers to her penchant for playing tapes on the bus. "The only thing I haven't hit them with is opera," she laughs.

Ann now gets five minutes for a cup of coffee, and today Bus No. 148 is the rest stop. Drivers come and go, making small talk and warn each other about road conditions. But time flies and soon she's off again, this time to pick up 53 grade school students, including her own children, Jeanette, 11 and Robert, 13.

The atmosphere is livelier, even though it's only 7:30 a.m. The youngsters come bouncing on the bus with their big bellows, and most of them talk non-stop. Ann is regularly telling one or another, "sit down." She recalls they once took up a petition to keep her when changes were being made in bus runs. They succeeded.

Kindergartner Andrew Flynn likes Mrs. Milby, "cause," which is reason enough when you're 5-years old. Kay Keating, seeing her daughter Jennifer off, admires bus drivers for getting up so early. She acknowledges "they have a big responsibility," while her 5-year old remembers when Mrs. Milby got dressed up for Halloween.

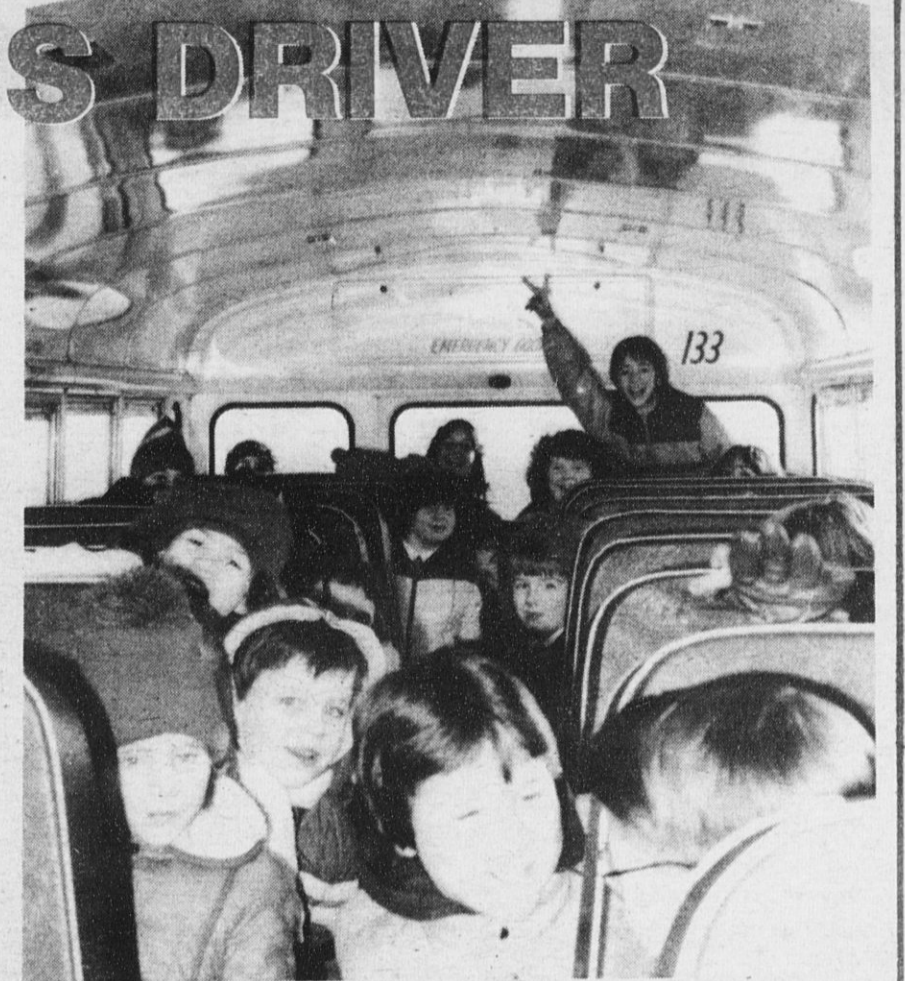
Ann's route this time takes her through various housing developments in this suburban school district which daily transports 5,600 children. Suddenly, just about when the bus is full, everyone starts chanting, "waterfall, waterfall." A brief "scenic" stop is

made at the southern end of the fabled Vanderbilt Mansion where a creek cascades into the Hudson River. The journey resumes to cheers, and to Regina Coeli Parochial School, where Ann will make a quick bus check for lunches, scarves and gloves before calling it a morning.

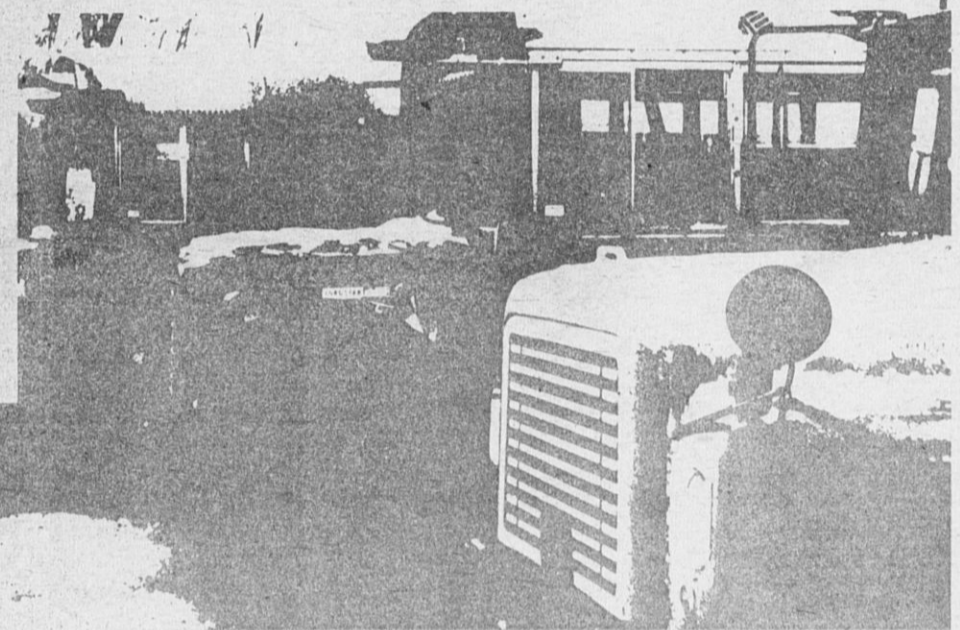
Returning to the bus compound, Ann reflects on a day in the life of a school bus driver: "You must like children . . . you have to be a disciplinarian, a judge, and sometimes a referee . . . you must know the laws of the road and always be on the lookout . . . because every day is different."



**FILL 'ER UP** — Making sure the gas tank is full is one of the unsung duties of school bus drivers like Ann Milby.



**FULL HOUSE** — The bus is full on the way to school with students ranging from tots to teens.



**READY TO GO** — The buses are lined up at the compound, ready for departure in the early morning hours.



**TIME CHECK** — Mrs. Milby (below), a member of Dutchess County Educational Employees Local 867, checks her watch to make sure she is on time — a must for a school bus driver.

## CSEA upheld in Nassau County car case

**SMITHTOWN** — CSEA has won another round in the on-going battle over the use of official cars by employees.

The full PERB board has upheld a hearing officer and directed the Town of Smithtown to rescind an order taking town cars away from employees. It also ordered the town to negotiate in "good faith" with CSEA to determine which employees will use town cars in the future.

Recently, PERB and the Nassau Supreme court upheld CSEA and stopped attempts by Nassau County to take away county cars from 130 employees.

"We are gratified that the PERB board upheld us," said Jim Carthy, president of the Smithtown unit of Local 852. "The use of town cars is a past practice which can only be altered in negotiations with the union."

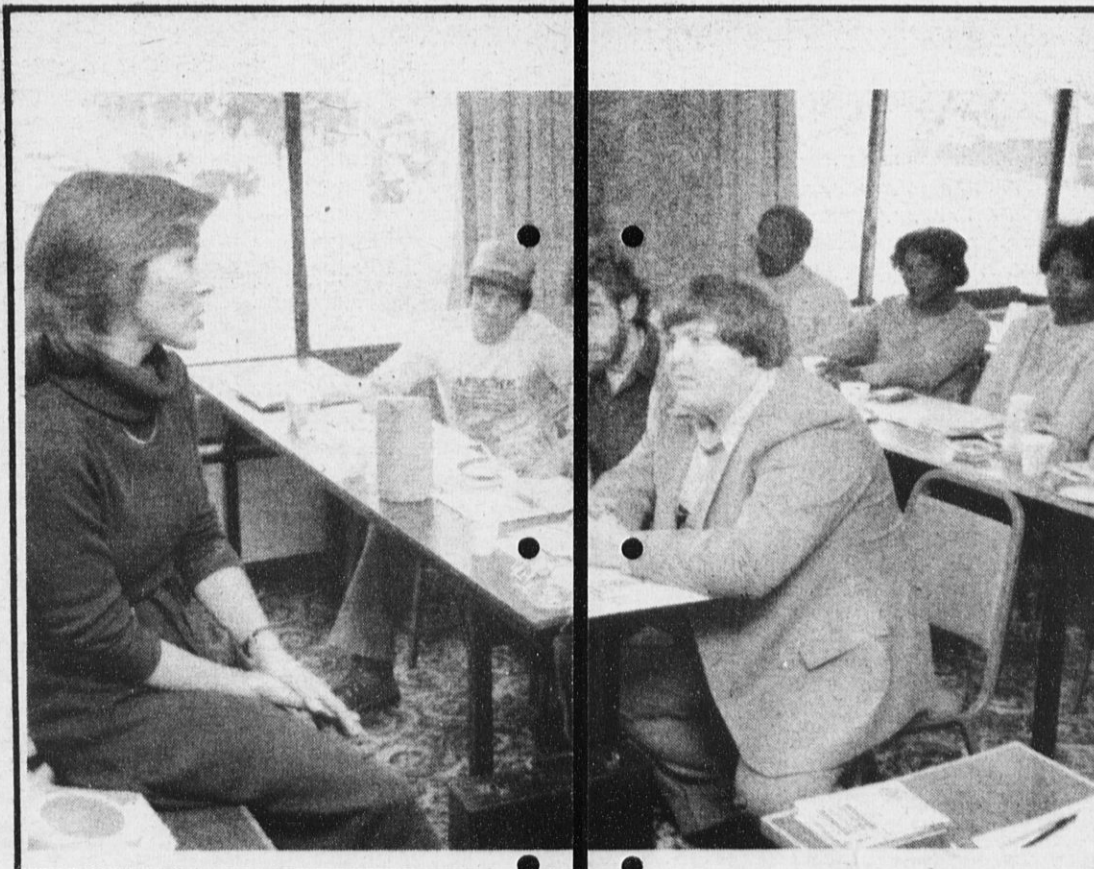
Approximately 35 employees, 16 of them CSEA members, were allowed, for a number of years, to use town cars on a

24-hour basis, including driving to and from work. The town paid for all gas, oil and maintenance of those cars.

In negotiations for the 1981 contract, the town proposed to limit the use of cars to employees who obtain permission from the board. A compromise was worked out in November 1980: the assigning of cars to employees would be negotiated by the town and CSEA in labor-management meetings.

However, on Jan. 6, the town board adopted a resolution prohibiting the use of town cars after work except with permission of the board. CSEA members were forced to turn in their cars and use their own cars at work. CSEA filed an improper practice charge with PERB which lead to the last month's ruling.

The PERB board also ordered the town to post a notice on employee bulletin boards stating that the board will rescind the resolution and will negotiate with CSEA on the assigning of cars.



## Steward Training

CSEA Legal Counsel Pauline Rogers discusses the ramifications of New York State's Taylor Law at a recent training seminar for shop stewards. The seminar was one of two recently held in Metropolitan Region II to better prepare shop stewards to meet their responsibilities.

## Cortland County charged with improper practice

**CORTLAND** — CSEA, reacting swiftly to a recently-issued table of standards regarding disciplinary procedures by Cortland County, has filed an Improper Practice charge with the Public Employment Relations Board (PERB).

According to Earl Conger, president of CSEA Cortland County Local 812, the IP charges the county, its chairman of legislators and personnel director with violating Articles 18 and 21 of the Civil Service Law by unilaterally issuing a list of collective bargaining terms and conditions with accompanying penalties for any violations.

"The disciplinary table issued by the county in January contains 41 points covering practically every situation that could possibly happen to a (Cortland) county employee," Conger said.

"All points were spelled out very carefully with listed penalties, but there is one hitch," Conger continued. "They were never discussed, negotiated or approved by CSEA, the official collective bargaining agent for the employees."

Terry Moxley, CSEA field representative for the 300 Cortland County employees, said, "We (CSEA) reached an agreement in September 1980. We are abiding by the terms of that contract to the letter, but the county, and several members of its management, have chosen to draft a set of new rules and penalties. The law clearly states the terms of the contract cannot be changed unilaterally — not by CSEA and not by the County of Cortland. Period."

It is expected that PERB will contact both sides to set a date for the hearing.

# Swap of programs found costly to states; AFSCME proposed economic recovery plan

## AFSCME President McEntee assails Reagan's 'New Federalism' policy

"President Reagan's 'New Federalism' is nothing more than a Stockman Trojan Horse for \$17 billion in new budget cuts. Having dumped \$15 billion in budget cuts on to state and local governments in 1981, the White House is now attempting to dupe governors and mayors under the guise of New Federalism into a new round of cuts that will cost them \$86 billion by 1991.

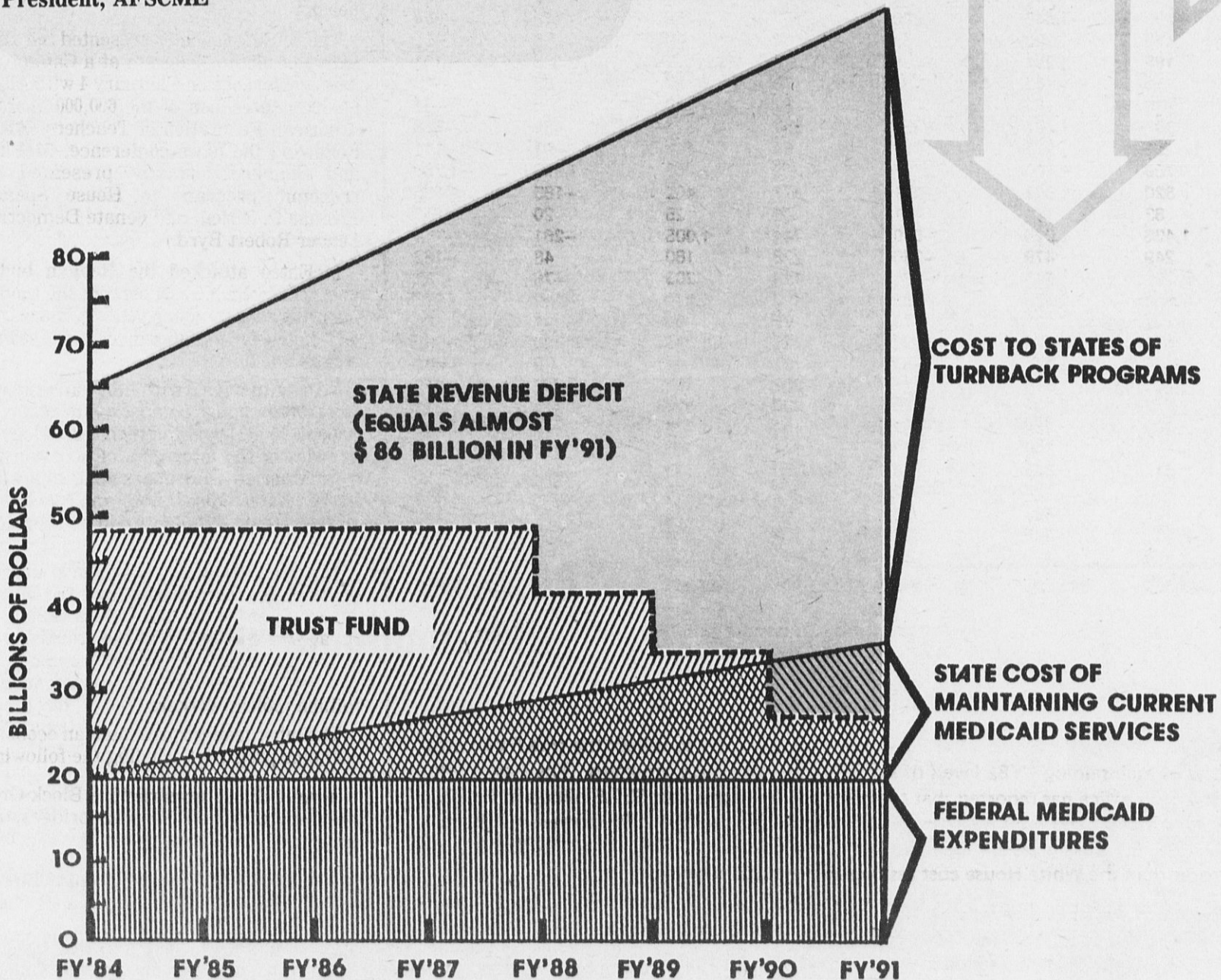
"The President's policies will either result in massive reductions of public services delivered by state and local government or massive increases in property taxes and state income taxes.

"In addition, the Administration is seriously misleading the governors and mayors with his New Federalism plan. AFSCME's figures show that instead of winners and losers, there are only losers. The Administration's figures dramatically understate the loss of revenues to the states."

GERALD W. McENTEE  
President, AFSCME

AFSCME has completed a study which costs out the effects on the states of the Reagan Administration's New Federalism. AFSCME believes this study shows that the Administration has understated the states' liability in the so-called "swap" of programs by BILLIONS OF DOLLARS over the next two years. The study reveals that the biggest loser in the swap of programs will be New York State, with a loss of more than one and three-quarter billion dollars.

Here's how states  
lose out under  
'New Federalism'



TRUE COST TO STATES OF THE ADMINISTRATION'S  
NEW FEDERALISM FY '84-'91

American Federation of State, County and Municipal Employees  
January, 1982.

PRESIDENT REAGAN'S NEW FEDERALISM: EVERY STATE A LOSER  
(Figures in Millions of Dollars in FY 1984)

	- TURNBACK PROGRAM -			- SWAP PROGRAM -			Total Cost to States in FY '84
	Trust fund allocation	Turnback programs <sup>1</sup>	Net difference	Medicaid savings <sup>2</sup>	Public assistance cost <sup>3</sup>	Net difference	
Ala.	\$ 713	\$ 725	\$ -12	\$ 140	\$ -431	\$ -291	\$ -303
Alaska	188	239	-51	32	65	-33	-84
Ariz.	463	441	22	0	194	-194	-172
Ark.	345	441	-96	137	215	-78	-174
Calif.	2,144	3,804	-1,660	2,524	2,503	21	-1,639
Colo.	331	516	-185	161	165	-4	-189
Conn.	283	562	-279	277	208	69	-210
Del.	107	152	-45	38	49	-11	-56
D.C.	333	562	-229	141	104	37	-192
Fla.	1,433	1,661	-228	348	774	-426	-654
Ga.	819	972	-153	285	531	-246	-399
Hawaii	145	192	-47	94	130	-36	-83
Idaho	151	189	-38	31	63	-32	-70
Ill.	1,547	2,257	-710	857	1,033	-176	-886
Ind.	552	882	-330	336	339	-3	-333
Iowa	330	513	-183	166	173	-7	-190
Kan.	225	392	-167	141	116	-27	-140
Ky.	690	734	-44	186	453	-281	-325
La.	634	813	-179	309	467	-158	-337
Ma.	240	316	-76	81	126	-45	-121
Md.	507	816	-309	342	349	-7	-316
Mass.	732	1,417	-685	669	515	154	-531
Mich.	1,147	1,710	-563	914	1,078	-164	-727
Minn.	236	771	-535	501	249	252	-283
Miss.	563	546	17	109	361	-252	-235
Mo.	700	1,940	-240	247	365	-118	-358
Mont.	128	190	-62	43	48	-5	-67
Neb.	185	291	-106	77	74	3	-103
Nev.	58	140	-82	70	37	33	-49
N.H.	110	182	-72	57	49	8	-64
N.J.	907	1,497	-590	557	525	32	-558
N.M.	251	271	-20	57	148	-91	-111
N.Y.	789	4,496	-3,707	4,002	2,063	1,939	-1,768
N.C.	820	1,041	-221	277	462	-185	-406
N.D.	83	154	-71	45	25	20	-51
Ohio	1,406	1,925	-519	744	1,005	-261	-780
Okla.	249	479	-230	228	180	48	-182
Ore.	393	513	-120	128	203	-75	-195
Pa.	1,658	2,523	-865	967	1,079	-112	-977
R.I.	124	203	-79	95	96	-1	-80
S.C.	553	575	-22	128	348	-220	-242
S.D.	124	177	-53	32	41	-9	-62
Tenn.	702	818	-116	267	494	-227	-343
Tex.	1,352	2,102	-750	833	895	-62	-812
Utah	182	264	-82	61	74	-13	-95
Vt.	118	140	-22	32	65	-33	-55
Va.	617	835	-218	250	355	-105	-323
Wash.	493	724	-232	248	296	-48	-280
W.Va.	429	487	-58	65	192	-127	-185
Wis.	235	825	-590	633	365	268	-322
Wyo.	75	111	-36	17	17	0	-36
TOTAL	\$27,600	\$43,538	\$-15,938	\$18,976	\$20,200	\$ 1,225	\$-17,151

American Federation of State, County and Municipal Employees  
January 29, 1982

NOTES

- White House state-by-state estimates adjusted upwards by 44.2% to reflect the true FY84 cost to the states of maintaining FY82 levels of service, under turnback programs. The New York State Washington office has reported that the turnback programs cost \$37.5 billion in FY82. Adjusting for inflation based on the latest economic forecast by DRI (CPI increase = 7.8% in FY83 and 7.7% in FY84) gives a FY 84 current service cost of \$43.538 billion. \$43.538 is 44.2% greater than the White House cost assumption of \$30.194 billion.
- OMB estimates of the state cost savings from federalization of Medicaid. (The original White House version of the chart is internally inconsistent in that its cost estimates for the turnback, AFDC & Food Stamp programs assumes enactment of the Administration's further cuts in FY83 while its Medicaid estimates ignore these cuts. AFSCME's chart corrects this error by stating all figures on a consistent current-services basis.)
- White House state-by-state estimates adjusted upwards by 23.3% to reflect the true FY84 cost to the states of maintaining FY 82 levels of service under the AFDC and Food Stamp programs. The Administration's cost figure of \$16.382 billion understates this cost because it assumes enactment of new FY 83 Administration cuts in these programs. OMB reports that without these cuts (that is on an FY82 current services basis) these programs would cost the states \$20.2 billion in FY84.

## AFSCME submits a \$24 billion program to aid economic uplift

WASHINGTON, D.C. — The million-member American Federation of State, County and Municipal Employees (AFSCME) accepted President Reagan's challenge to his critics to propose an alternative to his administration's economic policies.

AFSCME has proposed a \$24 billion economic recovery program emphasizing "new investments in America's physical and human capital," including public facilities such as highways and mass transit systems, vocational training programs for new jobs in growth industries, and an economic development bank to finance small businesses.

AFSCME President Gerald W. McEntee warned that the Reagan budget cuts are "a blue-print for a no-growth economy because they destroy the infrastructure of public services that private industry needs."

The AFSCME leader presented the alternative economic program at a Capitol Hill news conference on February 4 with Albert Shanker, president of the 600,000-member American Federation of Teachers (AFT). Following the news conference, McEntee and Shanker formally presented the economic program to House Speaker Thomas P. O'Neil and Senate Democratic Leader Robert Byrd.

McEntee attacked the Reagan budget cuts for slashing by 30 percent the funding for programs including schools, mass transit, highway maintenance, and sewage treatment.

"An America with an uneducated workforce cannot compete with other advanced societies in the high-technology industries of the future," McEntee warned. "An America with unpassable highways, leaky watermains, and malfunctioning sewage treatment plants will be doomed to economic stagnation."

McEntee declared: "The sharp increase in unemployment proves that the Reagan economic program has been a failure. Instead of restoring confidence, the first year of Reaganomics has inspired doubt in the business community and despair among 9.5 million jobless workers."

The labor leaders presented an economic stimulus program including the following:

- An Urban Infrastructure Block Grant program to repair streets, bridges, and water and sewer system.
  - Programs to prove railroads and mass transit systems.
  - A \$5 billion economic development bank that would target loan guarantees and assistance to small businesses and emerging industries.
  - A \$5 billion program to re-train jobless workers for new jobs in growth industries.
- Labor leaders McEntee and Shanker said the economic stimulus program can be financed through trimming the \$750 billion tax cut proposed by the Reagan Administration and approved by Congress last year.

# Wage hikes proposed for Mahopac schools

MAHOPAC — Leaders of this Putnam County school district are tired of what Unit President Evelyn Smithie calls "being treated like a second fiddle." Smithie made this comment as she released a factfinder's report which proposes salary hikes and a revised job security plan for approximately 50 clerical staff and teacher aides represented by CSEA.

Negotiations began last March 22. Since then, disputes over wages and job security have stalled progress.

On Oct. 1, the Public Employment Relations Board appointed Factfinder Murray Bilmes to intervene. After hearing both parties, he recommended grounds for a three-year pact which CSEA has accepted.

Bilmes' recommendations included annual wage hikes of 8 percent, 7.7 percent and 7.8 percent, plus additional annual payments of \$350, \$375 and \$400 in lieu of movements on the salary schedule.

Bilmes also recommended that existing contract language on job security be retained two years, but changed the third year. The change would allow the district to eliminate positions equal to the number of people who left the bargaining unit between 1976 and 1981. Existing language provides that "the District agrees that no position shall be eliminated except through attrition, retirement, resignation, or dismissal for just cause during the life of this agreement."

The union won the clause in 1976 when it agreed to wage concessions. It recently withdrew proposals for a dental plan and increases in longevity payments to promote job security.

Ms. Smithie complained that, "Superintendent of Schools Jerry Cicchelli, with his \$52,000 annual salary, can't relate to those of us who make less than one-third what he does."



EVELYN SMITHIE, Mahopac Central School District unit president.

## New Region V PAC chairman named

SYRACUSE — Kathleen Collins, an employee of Upstate Medical Center in Syracuse, has been appointed chairwoman of the regional Legislative and Political Action Committee, James Moore, CSEA Region V president, has announced.

Ms. Collins, currently serving her third term as secretary of Local 615, is also a member of the labor-management committee. Her regional activities include co-chairing the women's committee.

As PAC chairwoman, Collins will coordinate efforts of the 23-member committee which serves 38,000 CSEA members in the 20-county region.

Moore said he appointed Collins because the region needs a committee leader who will continue to build the excellent program established by Moira Greiner, former chairperson from Oneonta.

"I am confident Kathy Collins can lead the committee and continue to channel its efforts into a productive force that will be helpful statewide," Moore said.

In accepting the appointment, Ms. Collins said the main goals of the committee will be to strengthen involvement between regional and statewide committees, provide more in-depth evaluation of issues concerning job security and the future of public employees in New York State, and continue the active role in elections at all levels.

"In terms of size, this region is very large. It was extremely important the committee be carefully selected to represent state, county and other public employees in all areas," Ms. Collins said.

"All our committee members know their input is vital in evaluating every political issue, and the position of each politician who becomes involved in those issues."

As well as presiding at regional PAC meetings, Ms. Collins also will serve as a working member of the statewide committee.



NEW PAC HEAD — Region V President James Moore discusses committee plans with Kathy Collins, newly-appointed chairwoman of the regional Legislative and Political Action Committee.

## Dispute over overtime in Erie County

BUFFALO — Erie County has been charged with "a blatant attempt to circumvent the contract" regarding an overtime pay issue for the county's employees in the 4,000-member Erie County CSEA Local 815.

Under the local's three-year agreement with the county, now in its second year, all overtime work, beginning last month, is to be paid at the rate of time and one half.

But, even though the county executive in late 1981 ordered all department heads not to require overtime in departments "where funds are not already allocated," many employees have been ordered to do so and have not received any overtime payment, according to Local President John Eiss.

"There's no way the county can operate in some areas without providing for overtime, but they didn't even provide funding for it in the 1982 budget," said Eiss. "This is outright negotiating in bad faith."

Eiss said contingency overtime funds are nor-

mally allotted in the county's annual budget to cover such 24-hour operations as the county infirmary, the medical center and the corrections facilities, as well as emergency situations like lab tests, health inspections after fires in restaurants and court appearances by probation officers.

Eiss said at present only licensed practical nurses are receiving overtime pay.

Some employees have received compensatory time off for overtime worked, but many instances the "comp" time is strictly one hour off for each hour worked, according to Eiss.

"But since the contract only calls for overtime pay, and not comp time, giving the employee comp time without the option of receiving the pay for it is still not adhering to the contract," Eiss declared.

Eiss said a committee including himself, Grievance Chairman George Clark and Field Representative Robert Young have been meeting on a weekly basis with county officials to develop a memorandum of agreement to the contract that

would allow employees the option of deciding to accept overtime pay or comp time.

But, even though they are near agreement on the option issue, "it's not going to completely resolve the issue, because they are required to go by seniority in offering overtime, and the funds for payment have got to be in the budget," said Eiss.

"This would require the county legislature to pass a supplemental budget, which won't happen overnight. In the meantime, our members are caught in the squeeze of being forced to work overtime without the pay they are due," the local president continued, "or face being fired."

More than 30 individual grievances, as well as a class action grievance, have been filed in the overtime dispute, as employees continue to be ordered to work more than their normal 40-hour week.

"What they're doing is buying time, knowing they will be eventually overruled, because we are correct in this issue," said President Eiss. "And we won't settle for less than our contract calls for."

## Legislative and Political Action

# Legislative corridors are halls of learning for CSEA interns



**FIRST HAND EXPERIENCE** — Eric Meggett, left, confers with Assemblyman Joseph R. Lentol over the impact of federal budget cutbacks on New York State.

# 'It's a great experience'

By Gwenn M. Bellcourt  
Assistant Editor

ALBANY — They are expected to think on their feet. Gather crucial information which ultimately decides the union's position on a piece of legislation. Track CSEA's bills through the state legislature.

They are only in their early 20s, and yet they welcome this unusual amount of responsibility. They are Eric Meggett, Gail Gambacorto and James O'Hare — college students who have opted to brave government first-hand, instead of reading about it from a textbook.

The three are interns in the CSEA legislative and political action internship program, which solicits promising college students from around the state to help promote the union's legislative interests.

"Every place to go, we have an intern by our side," says Bernie Ryan, CSEA's director of Legislative and Political Action. To date, the interns have accompanied Ryan to private union and state committee meetings, mayoral conferences, the governor's State of the State address.

Afterwards, the interns are assigned to follow up topics covered at these meetings. Often, this means doing the legwork for the department — writing up reports based on newspaper articles, minutes of a meeting, phone conversations and personal visits to a legislator's office.

"The interns are treated as employees," says Tom Haley, CSEA's assistant director of Legislative and Political Action. "They contribute a vital amount of information to this department."

Haley, who oversees the day-to-day operations of the internship team, finds the interns "full of energy and vitality. They bring new ideas, a different perspective to the union. We're certainly kept on our toes."

Sometimes the workday extends into the night for these interns. But no matter, the consensus is they "thrive on" the late-night caucuses and brainstorming sessions.

For Eric Meggett, a tall 21-year-old junior at Southampton College, the internship provides "an insider's view of the state legislature."

The political science major and law school hopeful from Brooklyn is presently researching the impact of federal budget cutbacks on New York State.

"I'm helping formulate a plan of attack," he says, eager to attend the next Assembly Ways and Means meeting.

Meggett's other assignments include covering CSEA's ad hoc and the Senate's Mental Hygiene Committees and the Assembly Education Committee.

Each committee assignment is very involved and time-consuming, Meggett explains, "but it's a great experience. A chance to see the political workings of government."

Like Meggett, Gail Gambacorto enjoys being right in the center of the action. "The experience is eye-opening," she notes. "It's totally cleared up any misconceptions I had about lobbying."

The 20-year-old rhetoric and communications major at the State University of Albany at New York (SUNYA) says she chose CSEA because she wanted to explore state government. A native of Syracuse, Gambacorto comes from a family involved in labor union politics.

In her month with CSEA, the bright-eyed, ambitious intern has helped write a pamphlet entitled, "Delegate Selection," which outlines the delegate selection process.

What Gambacorto likes most about her internship is the first-hand experience. "Everywhere



**REVIEWING CSEA'S BILLS** — James O'Hare, left, discusses the union's legislative package with Senator John Calandra, seated center, and Assemblyman Guy Varella, right, both of whom are from O'Hare's home district.

Bernie Ryan or Tom Haley goes, I'm right behind them."

James O'Hare was the last student to come aboard as a legislative intern. Here only a week, the 24-year-old senior at the Herbert H. Lehman college says he is still learning the ropes.

"But I catch on fast," asserts the Bronx native, who is majoring in political science and eventually hopes to make his way to law school.

O'Hare looks forward to the internship, he says, "because I want to measure how much influence lobby groups have on legislation."

He'll soon find out. Already, O'Hare has been assigned to the Senate Finance, Civil Service and Compensation Committees and the Assembly Labor Committee.

While the three interns enjoy working together as a team, they do have their special assignments

and projects which send them off in different directions. Yet there's one trait which is common to all three: enthusiasm.



**INTERN GAIL GAMBACORTO** and Assemblyman Hyman Miller talk over the Governor's State of the State address last month outside the Assembly Chamber.

# CSEA and political action —

**While it is difficult to pinpoint exactly when CSEA became the aggressive, viable force that it is today in the field of legislation and political action, the revolution from a passive to very active participant has been most dramatic over the past decade or so. The last five years, in particular, have seen a dramatic involvement by CSEA in the legislative and political action arena. The following are excerpts from a history of the union's more recent achievements as prepared by CSEA's Legislative and Political Action Department.**

The year 1972 brought CSEA's first statewide strike on Easter weekend; the re-election of Richard Nixon as President of the United States; and the end of a separate committee structure in the areas of legislation and political action.

In early 1973, the Legislative Committee and the Political Action Committee were joined, and the beginning of the Legislative and Political Action program had begun. Tom McDonough was appointed the first Chairman of this joint committee in the Spring of 1973. The Committee had 31 members, most of whom were members of the earlier two committees. The Committee stated as its goals:

- the election of legislators who: 1) recognize the inherent rights of public employees and 2) abide by the commitment to support and enact legislation which corrects the current inequities;
- CSEA's political action program must coordinate both the statewide and local political action efforts while reflecting the experience and needs of each, and;
- our Political Action Program must be mobilized on a state and local level in order to provide the manpower and money to effect the election of candidates who support our goals.

Upon being elected executive vice president of CSEA, Tom McDonough gave up the chairmanship of this committee and the mantle was passed to John Clark. It was under John's chairmanship that the delegate body approved a resolution in October, 1974, recommending neutrality in statewide elections.

## Union experiences tumultuous growing pains

In February, 1975, John resigned due to poor health and was succeeded by Martin Langer. During the early part of 1975, CSEA experienced some of its most tumultuous growing pains. The newly elected Governor Hugh L. Carey, had rejected a fact-finders recommendations of a 6% salary increase and had recommended to the state legislature the imposition of a contract containing a one-time \$250 bonus. Later in the legislative session, both houses of the legislature voted themselves increased lulus. The Legislative and Political Action Committee was faced with mandates from the delegate body demanding an accounting by the legislators and a full record of their votes on these major issues.

1976 did not prove to be much easier. It was during this legislative session that Tier III legislation was passed which, for the first time in sixteen years, demanded contributions to the retirement plan of public employees. The Political Action Committee was restructured and provided representation from all six regions and the major geographic areas within those regions. Voluntary contributions were requested from the members in order to establish a Political Action Fund that could be used in the 1976 state legislative races. 1976 was also the first year that CSEA recommended to its regional Political Action Committees the formal endorsement of legislative candidates.

## At long last, agency shop bill attained

Following this first giant step in the field of political action, the Committee's legislative goals, as stated in the 1976 legislative report, were partially attained. The passage of the Agency Shop bill that year was a clear indication of the power that this union had gained in the New York State Legislature. The additional legislation passed that year affirmed that the sleeping giant had awakened. It was also an incentive for further achievement by the Legislative and Political Action Committee in later years.

Successes continued into the 1978 legislative session with the passage of such landmark legislation as the removal of the strike penalty of probation.

## Union ventures into local campaigns

1979 brought about our first venture into the area of local government campaigns. The Committee handpicked certain local government races, and an all-out effort was made to help elect people who were sympathetic to the aims and goals of CSEA. The tremendous success achieved in the elections of 1979 laid the groundwork for the methodology that was to be used in later campaigns.

In June of 1980, Marty Langer resigned the chairmanship of the Committee and was succeeded by Joseph D. Conway. It was under Joe's chairmanship that New York State finally enacted legislation which provided for a public employee OSHA plan. 1980 also saw our first presidential endorsement and the incumbent President addressing our delegate body at our annual meeting in Niagara Falls on his birthday, October 1, 1980.

In 1981, the Committee worked diligently to put the fears of the membership to rest about the era of Reaganomics. It was in 1981 when Chairman Conway, addressing the delegate body at the annual meeting stated, "You and I, working hand in hand with our lobbyists and staff, must firmly resolve that we will not rest until we have achieved our goals of dignity and equality for those who serve in the public sector. I am confident that we will."

When the Legislative and Political Action Committee report was given at the annual meeting in October 1977, the list of successes was lengthy. Landmark legislation had been passed in New York State. An Agency Shop bill had been passed in both houses and signed into law by the Governor. The bill, although temporary in nature, provided the protection the unions so desperately needed. Freeloaders were gone. Non-members finally had to pay their fair share. Unions now could afford to represent those people who chose not to join a union.

## Groundwork laid for OSHA legislation

Public hearings had been held on the issue of last offer binding arbitration. LOBA was now a term with which everyone in Albany was familiar. Also, groundwork had been laid for OSHA legislation. It was just two years earlier that the New York State AFL-CIO, along with the support of the Executive Branch of government, completely negated any possibility of a public employee OSHA bill. A bill was signed into law which allowed for the continuation of the staff of the Labor Department that was capable of administering the OSHA program and provided for a feasibility study of a public employee OSHA program.

Also, the Mental Hygiene Reform legislation was modified to a point where it was at least palatable. Groundwork was laid for the continuing dialogue on the subject of staffing. Staff-patient ratios and the subject of dumping was finally put on the table.

Another piece of legislation was signed into law which provided for cost of living increases for retirees who had left state service before 1969. Increases ranged from 14% to 25%. The legislation that enacted the contract provisions for the new negotiated contracts was finally passed after a great deal of resistance.

In addition, school district employees were granted the right to receive unemployment insurance if they were not guaranteed employment in the following school year. There was a great deal of difficulty in obtaining passage of this legislation, and we soon learned that this bill would be contested in the courts for the following two years. CSEA was also able to pass legislation which prevented a municipality from unilaterally withdrawing from the Social Security program. This provided protection for our members from being disenfranchised from an insurance program to which they had made substantial contributions during their working years. Legislation was also passed which allowed retired public employees in New York State to work part time without affecting their New York State Retirement benefits.

The other major portion of the 1977 program dealt with fighting legislation which would be injurious to our members. We were faced with such odoriferous legislation as the Governor's Civil Service Reform package, as well as his Sunset legislation. The sunset legislation would have terminated State agencies if there was not specific legislation which ensured their continuation. Also introduced that year were bills that would have required public employees to reside within the geographical boundaries of the political subdivision which employed them.

## Turning back a constitutional convention

It was in 1977 that a great deal of interest was shown in calling a constitutional convention. We felt that this could be injurious to our membership. With the rewriting of the constitution, we saw the very real possibility of losing constitutional protection against a diminution of retirement benefits. In addition, we faced the possibility of changing the language of the Constitution as it applied to the Civil Service protection for our members. A great deal of effort was made against the calling of such a convention. Our effort paid off, and this idea died.

As we entered the legislative year of 1978 with renewed confidence in our ability to pass progressive legislation, we were faced with strong opposition against any amendments to the Taylor Law. That year the Taylor Law had its first major revision which favored public employees. The probation penalty was removed from those who were found guilty of having engaged in a strike. One portion of the penalty section of the Taylor Law had been eradicated and it was through the intense efforts of CSEA's lobbying force that this legislation was enacted.

Another major area of employee benefits was finally reached. Legislation was passed that allowed an arbitrator to award a cash settlement in an out-of-title grievance. Up until this time, the arbitrator was powerless to make any back-pay award. Since that time, many employees who had been victorious in the out-of-title grievance procedure have received their just due because of this legislation.

## Preferred lists get extension on life

CSEA was also responsible for extending the life of preferred lists. Hundreds of employees who had been laid off in the three earlier years were still on preferred lists with the possibility that these lists would expire without

# • a revolution still unfolding

having given people the opportunity to return to gainful employment that was allowed under the law. These lists were extended for an additional two years. The disciplinary procedure in the law was revised to allow a union representative, as opposed to an attorney, to represent a member in a disciplinary proceeding. This resulted in faster and less expensive hearings.

The expansion of the cost of living benefits for retirees was effectuated in 1978 by eliminating the restrictive requirement that a retiree who had retired prior to April 1, 1969 must have attained age 62 in order to qualify for benefits. This allowed thousands of our retirees who had been off the payroll because of retirement to now become eligible for an increase in their retirement benefit.

## • Campaign leads to Morgado Memorandum

The ten-year-old policy of dumping had been addressed through the legislative process. While a legislative resolution did not occur, the issue of the five major problems dealing with the Department of Mental Hygiene was resolved through the now famous Morgado Memorandum. Clinical staff ratios were increased, outpatient staffing was increased, 50% of all beds to be opened in the community will be in facilities owned and operated by the State. Half of all future community support funds would be allocated to state-run facilities. Continuity of employment and the prevention of layoffs would be handled through the Continuity of Employment Committee.

Some of our legislation was vetoed, but the intent of the bills was put into effect through administrative procedures. The bills that reimbursed employees for lost time due to the blizzard in the western part of the state and the blackout in New York City passed both houses but were vetoed. However, the Governor then issued administrative regulations restoring the time that people lost through no fault of their own.

As we entered the 1979 session of the legislature, everyone was struck with Proposition 13 fever. The boondoggle that had been perpetrated on California residents was finding its way eastward.

1979 also saw the National Right to Work Committee lobbying against a continuation of the Agency Shop Bill of 1977. Because of mass mailings, a media blitz and tough lobbying on behalf of the National Right to Work Committee, new legislators became confused as to what the actual issue was. It was through a grass-roots lobbying effort by the membership and an all out surge by this committee that the issue was clarified and, on the very last day of the 1979 legislative session, the continuation of the Agency Shop was passed.

## • Dignity of retirees a rallying point

We continued to fight to preserve the dignity of our retirees. Legislation enacted in 1979 eliminated the mythical eligibility date of April 1, 1969. Additional groups of retirees were finally made eligible for supplementation benefits. Also, a modest increase in the amount of the supplementation was passed into law. Legislation was passed improving the death benefit for certain retirees.

In 1979, Court employees saw the legislative approval of their first state contract. Also, the contract negotiated by CSEA for its State bargaining units was approved by the legislature after a very difficult lobbying effort. Legislation was enacted to ensure that employees of the Division of Youth who transferred to the private corporation, Youth Support, Inc., would not lose the benefits accorded them while in state service. A number of other bills passed one of the two houses of the legislature.

Another one-house bill dealt with the parity issue concerning the state aid formula for the cost of transportation in school districts. A bill passed one house which would have allowed the employees who worked at the University of Buffalo, prior to its acquisition by the State, to purchase credit from the New York State Employees Retirement System for the time they were employed by the private University.

However, the most difficult fight that occurred in 1979 dealt with the blocking of passage of legislation that dealt with Initiative and Referendum as well as the Civil Service Reform package. The sponsors of the Initiative legislation talked about "returning the government to the people". While the intentions of the sponsors were honorable, the adoption of such legislation would have resulted in government by the wealthy. Special interest groups that could afford the advertising necessary to influence the outcome of a public referendum would be the winners. The taxpayers would lose. Only by talking to as many legislators as we possibly could, and explaining to these individuals the problems that other states had experienced with such initiative opportunities in the constitution, were we able to stop this regressive form of legislation in New York State.

## • Resisting a bad civil service reform package

The various bills contained in the Civil Service Reform package reeked of nepotism, favoritism and fear. Besides undermining the basic principles of merit and fitness in public employment, this legislative package would have crippled public sector unions as we know them. CSEA has consistently favored progressive reform legislation, not just in the area of Civil Service, but in all major areas. We saw none of this legislation as being of a positive value to the state, its taxpayers or its employees. Our lobbyists were able to bring to the members of the legislature a complete explanation of what effect each of these bills would have. Only through this type of program were we able to successfully defeat the legislation and cripple it at its source.

It was in this session that we learned that defeating legislation injurious to our members is one of our most vital functions. We realized that the number of bills we must oppose had grown tremendously in the few years since an active lobbying force had been developed. The two-pronged attack experienced in 1979 would be increased in years to come and we could be splintered by our enemies. We were proud of our record in stopping regressive legislation and we became alert to the problems that we faced in the 80s.

## OSHA — an idea whose time had arrived

The 1980 legislative session was highlighted by its major piece of legislation — OSHA — an idea whose time had come. One of the most difficult legislative battles was fought in 1980 during the passage of OSHA legislation.

At that time, CSEA came of age with the nomination of its president, William McGowan, to chair the task force of the Public Employee Conference on OSHA. A massive statewide campaign depicting the horrors of employment without safety and health regulations was communicated by CSEA to all its members and the entire New York State Legislature. The other unions of the Public Employee Conference followed suit in their lobbying efforts, and it was while CSEA's officers and delegates were attending their very first AFSCME convention in California, that the legislature debated this controversial bill. While our critics extolled the virtues of their own pieces of legislation, their argument was not persuasive enough to convince the legislature to defeat long needed OSHA legislation. On June 30, 1980, the first Public Employee OSHA bill was signed into law.

The other pieces of legislation that were enacted that year were miniscule by comparison to the OSHA bill. However, they did affect various groups of members of CSEA and solved many of the problems that these groups of members of CSEA and solved many of the problems that these groups had experienced. Legislation was passed placing various court employees into the newly formed Office of Court Administration under state jurisdiction. School district employees were covered by the minimum wage law for the first time. Earnings limitations were abolished for retirees, age 72 or older. For those employees who had been laid off in previous years, the preferred lists were extended for an additional period of two years.

Again, in 1980, the ugly head of the Civil Service Reform monster breathed fire and smoke at public employees. It took a great deal of effort by the political Action Committee and the membership to counteract the advocates of this legislation.

However, 1980 would best be remembered as the year the first public employee OSHA bill finally passed.

## Quality of life of retirees a key issue

1981 was the year that brought to a culmination the long, drawn out battle over the quality of life of our retirees. Until the enactment of legislation providing cost-of-living increases for current retirees, some retired members had not received cost of living increases in the ten years after retirement. This barrier was finally broken down and there was established a scale of percentage increases related to an individual's year of retirement. This legislation had been fought for in the preceding five years and had its foundation laid when the first progressive supplementation bill was passed in 1977. This legislation became the basis for a program which could establish a reasonable level of retirement benefits for those people who had completed their working life and had earned the right to a fair retirement allowance. In addition, legislation was enacted into law which provided a death benefit for those state employees who had retired prior to the Taylor Law when such benefits were negotiated.

We successfully secured legislation protecting many of the other special interest groups within CSEA. We diminished the advantage that the private contractors receive from school districts. The automatic 7% cap on school transportation programs was eliminated through the lobbying efforts of the Legislative and Political Action Committee and the members of CSEA. In addition, we were able to provide for adequate funding for our library systems and prohibited the abolition of many positions in the public library systems of New York State through the adequate funding of these programs. The public employees of political subdivisions were indemnified which enabled them to carry out the jobs entrusted to them.

## Success means defeating legislation also

Again, as in recent years, many pieces of legislation were opposed by CSEA's lobbyists and committees. We saw a move to reform the Civil Service System. Although dressed in the cloak of "reform legislation," the specific bills would have allowed for the selection of candidates from a list by any number of ways, but all in contradiction to the constitution and the one-of-three rule. Other proposed legislation would have emasculated the present bargaining units as they now exist, allowing management to put various titles into non-bargaining groups.

One of the least publicized, but most important, issues that came up during the 1981 legislative session was an attempt to amend the OSHA law passed the previous session. These amendments would have taken the teeth out of OSHA inspections and OSHA regulations. Through a long and hard fought battle, we were successful in maintaining the integrity of the law and keeping the benefits that were included in the original bill.



# Controversial Troy Unit case a victory for the member, the union and the law

TROY — Kevin Carlisle and the City of Troy CSEA Unit recently disproved the old adage — “You can’t beat city hall” — in a big way.

During the past three years, the Troy Unit has been involved in numerous illegal labor battles with the city administration.

In each case, the involved member — Michael Malec, Robert Fretz, and now Kevin Carlisle — won the conflict and received cash settlements from the city.

Malec, a former city planning department employee, received \$2,500. Fretz, a former youth coordinator, collected \$5,000. And Carlisle, a former senior city planner, established a new record for city paid labor settlements, receiving more than \$28,500 in back pay and benefits.

The record settlement caused the Troy *Times Record* to sharply blast the administration of Troy City Manager John Buckley for its failure to follow legal procedures in its dismissal of city employees.

CSEA unit President Joseph Cassidy described the controversial Carlisle victory as a win for the member, the union and the law.

Carlisle was originally hired provisionally by the city as a senior city planner in 1977. In 1978, Carlisle took an open-competitive examination for the position and scored 91.6 on the test. He ranked number one on the established civil service list.

However, the city, rather than appoint Carlisle to the position, continued him on provisionally. In April of 1979, City Manager John Buckley fired him.

Carlisle received union assistance from Edward LaPlante, then unit president, and John Houlehan, former grievance chairman. LaPlante gained legal representation for the terminated member.

William M. Wallens, an attorney with the law firm of Roemer and Featherstonhaugh, was assigned the case through the union’s legal assistance program.

The attorney claimed that the city had illegally terminated Carlisle from a position which had ripened into a permanent appointment due to the operation of part of Section 65 of the civil service law.

Wallens said, “Courts have held that if the following elements exist a provisional appointment ripens into a permanent one.”

“First, the provisional appointee must pass the required examination for the position and be reachable. That is in the top three on the established list.

Second, the employer must continue the provisional appointee on provisionally for more than two months after the eligible list is established. If this happens then the provisional appointment turns into a permanent appointment.

“This occurred in the Carlisle situation,” Wallens noted.

When State Supreme Court Justice Pennock dismissed the CSEA case, Wallens appealed the decision to the State Appellate Court. That court reversed Justice Pennock’s decision.

CSEA moved for a summary judgment to protect Carlisle’s rights under

the contract between the Troy City Unit and the city. Justice Aaron Klein agreed with CSEA’s requests in all respects.

Carlisle, who is now co-owner of a successful consulting firm, could have sought reinstatement and full back pay and benefits. However, CSEA and the city negotiated a cash settlement of \$28,523.40 for Carlisle in exchange for his resignation from the abolished position.

Carlisle summarized his appreciation of CSEA efforts, telling local press, “CSEA was willing to pursue my case as far as it took. That’s the only way you can fight city hall.”

Unit President Cassidy expressed the value of the victory to the union. “This proves that the provisions of our negotiated contracts are enforceable in the courts. The rights of our members under the contract have been defended.”

Atty. Wallens pointed out its legal significance, saying “This decision reaffirms the court’s interpretation. How many times our three-year battle will be referred to in other illegal dismissal cases is unknown. But it proves that CSEA defended the member, the contract and the law.”



A CHECK for more than \$28,500 is held by Kevin Carlisle, left, and Troy CSEA Unit President Joseph Cassidy, right. Carlisle, a former senior city planner, recently received the record check for back pay and benefits.

## DSS not living up to promise, says Caloumeno

NEW YORK CITY — At a labor/management meeting several months ago, members of New York City CSEA Local 010 who work in the Office of Disabilities Determinations (ODD) denounced ODD’s use of temporary clerical workers supplied

by a private contractor to fill jobs that should be held by state workers. In response to CSEA’s protests, Department of Social Services (DSS) officials promised to phase out the use of temporaries in ODD and replace them with state workers.

More than six months have passed since DSS made its commitment. According to Metropolitan Region II President George Caloumeno, “so far, the Department of Social Services has not lived up to its word.”

The failure to phase out the temporaries was the subject of a recent high level meeting between CSEA representatives headed by Caloumeno and Collective Bargaining Specialist Jase McGraw and DSS Director of Human Resources Management Benjamin McFarren and Leo Dolan, DSS supervisor of labor relations.

“DSS claims they’ve made progress in getting rid of the Kelly Girls (temporaries),” Caloumeno said, “but they admit that there are still 153 of them working in the Office of Disabilities Determinations.”

At the meeting, McFarren reported that an eligible list of 6,000 people was established through the Department of Civil Service to fill the temporary positions on a permanent basis, but

McFarren acknowledged that only 70 positions have been filled.

“I know bureaucracies move slowly, and, at this point, I’m not accusing anyone of deliberately breaking a good faith agreement, but

our patience is running out,” Caloumeno said.

Another meeting between DDS and CSEA regarding the continued use of temporary clerical help is scheduled for Feb. 18.

### Political action, Local secretaries seminars get top billing in Region I

HAUPPAUGE — Education is getting top priority for CSEA officers and committee members in Long Island Region I.

On top is a seminar for Local secretaries Feb. 27 and a series of workshops for political action committee workers March 1 to 9.

“We are strengthening the skills of our union more than ever before,” observed Long Island Region President Danny Donohue. “With the pressures that we face, we are working not just harder, but smarter as well.”

Secretaries of Locals will get instruction from the top — state CSEA Secretary Irene Carr — in an all-day seminar Saturday, Feb. 27 in the Long Island Region headquarters offices here. It will be the latest in a series conducted by Carr in various Regions. She will be assisted by Long Island Region Secretary Dorothy Goetz.

Workshops in political action techniques are scheduled at various locations throughout Long Island March 1 to 9. They will be led by Ramona Gallagher of CSEA’s statewide Political Action Department, with the assistance of Mike Curtin, chairman of the Region I Political Action Committee.

The educational programs follow on the heels of a seminar on safety at the Region headquarters Feb. 4, which was conducted by CSEA’s Safety Department for the Regional Safety Committee, chaired by Arthur Loving.



REGION II President George Caloumeno says “our patience is running out” with the state using temporary office help.

# O'Connor names Southern Region team for 1982

FISHKILL — Southern Region President Ray O'Connor has assembled his team for 1982, and presented it to the regional executive board.

A total of 15 committees were established and various appointments made.

Regional committees are as follows:

**Audit and Budget**, Gary Conley and Estelle Schmidt;

**Blue Collar**, local presidents or their designees from state Department of Transportation, Bridge Authority, and Parks and Recreation;

**Corrections**, Bill Kenneweg and all corrections local presidents or their designees;

**Constitution and By-Laws**, Marie Romanelli, Jack Whalen, Pat Nealon, Sheila Brill, and Phyllis Kennedy;

**County Division**, Ellis Adams and all county division presidents or their designees, as well as presidents or designees of various county units and school districts;

**Education and Training**, Eva Katz, Janice Schaff, Irene Amaral, Patsy Spicci, Carolyn Zappe, Doris Mikus, and Pat Nealon;

**Membership**, Doris Mikus and Bill Magrino.

**Mental Health**, Bob Thompson and all Mental Health local presidents or their designees;

**OSHA**, Scott Daniels, Susan Wein, Everett Remington, Tom Schmidt, Tony Blasie, Phil DelRenzo, and Ray Zerbarini.

**Political Action**, Carmine DiBattista, Ken Klinko, Barbara Swartzmiller, Rose Marcinkowski, Pat Nealon, Alex Hogg, Mary Besaw, William Harris, C. Scott Daniels, Bryan Dalton, Tom Schmidt, Carmine Ricci, Vince Covati, John Mauro, Eva Katz, Eleanor McDonald, Frank McDermott, Roger Williams and Doris Mikus;

**Probation**, James Brearton;

**Program**, Grace Ann Aloisi, Doris Mikus, Irene Amaral, Charles Maneri, and Charles Decker;

**School Employees**, Hugh Crapser, Janice Schaff, and Barbara Peters;

**Sites**, Alex Hogg, Jack Whalen, Patsy Spicci;

**Social Services**, Ceal Meade, Jerry Barbour, Jane Lewis, Marcy Cannozaro, Ted Giordano and Phil Tasciotti; and,

**Women's Committee**, Pat Taylor, Carole Peets, Barbara Hogan and Marian Bolack.



**NEW VICE PRESIDENT** — Chris Matzak, left, was recently installed as vice president of Green Haven Correctional Facility Local 158. She is shown above with Local President Bill Kenneweg who introduced her at a meeting of the Southern Region executive board held on Jan. 20.



**SOUTHERN REGION PRESIDENT RAY O'CONNOR** introduces new members of the Women's Committee, Pat Taylor, left, and Carole Peets, right. Ms. Taylor will chair the committee, and says her goal is to make its impact felt throughout the region.

## PERB retains sheriffs in Dutchess Co. local

The director of the Public Employment Relations Board (PERB) has dismissed a petition which would have separated 69 deputy sheriffs from Dutchess County Local 814.

The decision was announced Jan. 22 by PERB's Harvey Milowe, and keeps the deputies in the same bargaining unit with other sheriff's department employees. They have a contract separate from other CSEA-represented county workers.

The sheriff's department is divided into two operating divisions, law enforcement and jail. The law enforcement division includes deputies and court attendants, while the jail division is made up primarily of corrections. They are subject to common personnel practices and policies.

A group calling itself the "Dutchess County Sheriff's P.B.A." had sought to represent the deputies.

"P.B.A." had argued that because the corrections officers achieved pay

parity with the deputies, it created "disenchantment," but PERB found, "no evidence was offered to support this 'perception.'"

Milowe added: "I find that the potential for conflict is too speculative to warrant establishing a deputies' unit. In reaching this conclusion, I have given some weight to the employer's claim of administrative inconvenience if the deputies were to be separated from correction officers."

The decision also noted that the negotiating team which agreed to the reclassification included two deputy sheriffs and, "no agreement can be reached with the employer on any matter without the concurrence of the entire team."

In wake of the ruling, CSEA Unit President Joseph Roberto has called for contract talks to begin "immediately." PERB policy does not permit negotiations to be conducted until representational issues are resolved.

The unit's contract expired Dec. 31.

## 8% increase slated for next 2 years in Owasco

**OWASCO** — A two-year contract calling for an 8 percent salary increase each year, plus other benefits, was recently ratified by the Town of Owasco and the Owasco Unit of CSEA Local 806 Cayuga County.

According to Jack Miller, CSEA field representative and chief negotiator of the unit employees, the new pact also includes:

- An additional half-day holiday.
- An upgrade of dental insurance.
- Time-and-one-half pay over 40 hours for the assistant water superintendent (all other employees had this benefit), plus an additional stipend of \$500 for meter and gauge readings evenings and weekends.
- Twenty-five cents per mile for

use of personal vehicle for town business.

Ben Tardibone, president of the unit, also aided Miller in negotiations, which began in mid-November.

Local 806 President, Bruce Nolan praised the efforts of the unit and town management for reaching an equitable agreement after only four negotiating sessions.

# NOTICE: Nomination procedure to elect delegates to 1982 AFSCME convention

Delegates to the AFSCME Convention to be held in Atlantic City, New Jersey from June 21 to June 25, 1982, will be elected from members in good standing of CSEA as of February 1, 1982.

Delegates will be elected on a Regional basis. Each CSEA Region will elect the number of delegates to which it is entitled in accordance with the AFSCME and CSEA Constitutions. Based on the formula set forth in the AFSCME Constitution, the following number of delegates will be elected from the six CSEA Regions:

Region I-52	Region IV-38
Region II-23	Region V-37
Region III-37	Region VI-36

Expenses for the delegates for transportation and room and board at the AFSCME Convention will be paid by CSEA.

## NOMINATIONS PROCEDURE

Any member in good standing as of February 1, 1982 shall be entitled to be nominated as a delegate to the AFSCME Convention. Any member in good standing as of March 6, 1982 shall be eligible to nominate delegates to the AFSCME Convention.

Nominations will be made at a meeting to be conducted in each Region on Saturday, March 6, 1982. The meeting will continue until such time as all those present who desire to make nominations have been given the opportunity to do so.

Persons nominated for delegates from a particular Region must be members of that Region and be nominated by members from that Region.

Persons nominated need not be present at the nomination meeting.

A qualified member may nominate as many candidates for delegate as he/she desires, not to exceed the total number of delegates to be elected from his/her particular Region.

To make a nomination, the nominator must provide the

name, address, work telephone number, home telephone number, social security number and CSEA local number of the nominee. Nominations must be submitted on an official form, available at the meeting, and instructions given at the meeting must be followed.

A person who is nominated more than once may have his/her name appear on the ballot only once. If nominated as a part of a slate, the nominee's name will appear on the ballot as a member of that slate and not elsewhere.

Nominations may be made by slates; that is, a number of individuals who will appear on the ballot as running together or under a particular designation. Persons nominated by slate will appear on the ballot in the order in which they are nominated.

The ballot will provide that individuals who are running on a slate can be elected individually, separate and apart from the slate.

Individuals who make multiple nominations must state whether nominations are made as a slate or individually.

## NOMINATION MEETING LOCATIONS

March 6, 1982 regional nominating meetings for election as CSEA's representatives for attendance at the 1982 biennial convention of AFSCME, AFL-CIO, to be held June 21-25 in Atlantic City, N.J.

REGION	TIME	LOCATION	REGION	TIME	LOCATION
I	9:30 a.m.	CSEA Long Island Region 1 Office, CSEA-Local 1000, AFSCME AFL-CIO, 300 Vanderbilt Motor Parkway, Hauppauge, N.Y. 11788	IV	10 a.m.	Holiday Inn 1614 Central Avenue Town of Colonie, N.Y. 12205
II	11 a.m.	Holiday Inn 440 West 57th Street New York, New York 10019	V	4 p.m.	Sheraton Motor Inn 200 Genesee Street Utica, N.Y. 13501
III	10 a.m.	Holiday Inn Route 9 & Interstate 84 Fishkill, N.Y. 12524	VI	11 a.m.- 2 p.m.	Treadway Inn 8204 Park Road (Exit 48 of the NYS Thruway) Batavia, New York 14020

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