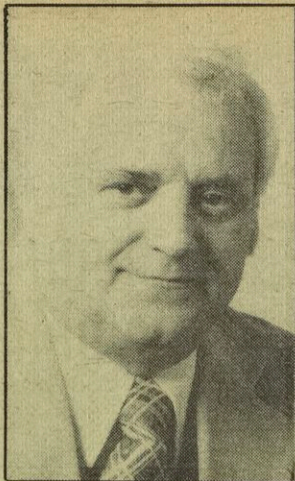


Bill, Irv re-elected

CSEA Statewide President William L. McGowan and Long Island Region I President Irving Flaumenbaum were re-elected to 4-year terms as AFSCME International Vice Presidents by members of CSEA's delegation to AFSCME's 24th International Convention June 9-13 in Anaheim, California.

Both Mr. McGowan and Mr. Flaumenbaum have served as AFSCME International Vice Presidents and members of the International Executive Board since 1978 when



William L. McGowan



Irving Flaumenbaum

CSEA affiliated with AFSCME. As members of the International Executive Board, they vote on International issues

and policy. For additional coverage of the AFSCME Convention, see pages 5, 6 and 7.

Public SECTOR

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Wednesday, June 25, 1980

Letter writing campaign needed

On this and other pages of this issue are various reports concerning the 1980 legislative session, with emphasis on bills of special interest to CSEA members. Many bills mentioned passed both houses of the State Legislature and are awaiting action by the governor. Union members are urged to immediately write to the governor requesting his signature on those union-backed bills. Address all letters regarding legislation to: Gov. Hugh L. Carey, Executive Chamber, NYS Capitol, Albany, N.Y. 12224.

Union bills await signature

Quick action expected on OSHA bill

ALBANY — With legislative approval of comprehensive occupational safety and health standards now a reality for New York's public employees, attention was turning last week to Gov. Hugh L. Carey who must approve or veto the legislation soon.

Final legislation approval came on June 11 when the State Senate voted 49 to 10 in favor of extending occupational safety and health standards to public employees of the state and political subdivisions which are comparable to those provided to private sector employees by the federal Occupational Safety and Health Administration (OSHA).

The previous day the State Assembly had voted 141 to 4 in favor of the same legislation, thus ending a massive lobbying effort by CSEA involving union lobbyists and an army of rank and file lobbyists led by the CSEA's Political Action Liaisons or PALs. Armed with extensive information packets including a cost benefit analysis commissioned by CSEA projecting a net savings for taxpayers through public employee OSHA, the volunteers descended on the Legislature and met with virtually every legislative member or key aides.

OSHA for public employees is now literally one signature away. Gov. Carey must sign the legislation before it can become law. The Governor has repeatedly stated his support for the concept of occupational safety and health standards for public workers. At press time, it was expected that the Governor would take action on the OSHA legislation this week.

The legislation for the first time declares that it is a basic right of all employees to work in an environment which is as safe as practicable, and that it is the intent of the legislature to insure that the same right is also afforded to public employees working in the State of New York.

The new law would take effect 180 days after the legislation is signed to allow the Industrial Commissioner to promulgate rules and regulations similar to those of OSHA to enforce the intent of the law.

Retiree bills gain passage

ALBANY — Retirees fared well this legislative session, with three CSEA-supported bills gaining passage.

Tom Gilmartin, CSEA Retiree Coordinator, stated, "Needless to say, we are particularly pleased that the retirees' cost of living increase bill was passed by the Legislature. It means that New York State's Retirement System members who retired since March 1970 would now receive their very first supplementation, amounting to 7 percent for most."

If the Governor signs the bill, retirees should see new supplement payments starting in September. Payments will be in accordance with a scale ranging from 3 percent for those who retired in 1978 to 29 percent for

those who retired in 1951 or earlier.

Also passed were the following measures:

\$2,000 Death Benefit — Beneficiaries of employees who retired on or before October 1, 1966, will become eligible to receive a \$2,000 benefit upon the retiree's death.

Dental Insurance — Under this measure, retirees will be eligible to participate in the dental plan. Premiums for the coverage will be established based on the claims experience of the retiree group.

Removal of Earning Limitation — Income earned by retirees aged 72 and over won't affect pension amounts and other benefits.

CSEA President William L. McGowan has directed union staff to continue operation of the CSEA Safety Hotline which in the last year has received more than 600 verified complaints from 430 state and local government work locations where CSEA members are employed. Using persuasion, applicable contract language and public opinion, many of these complaints were successfully resolved by the union.

Yet as CSEA has maintained since the outset of its campaign for comprehensive safety standards in the public sector, there is no substitute for statutory protection.

Final approval of the OSHA legislation by the Governor would cap a three year campaign begun by President McGowan to achieve comparable safety standards for public employees and private sector workers.

Key judiciary bills on governor's desk

ALBANY — Two of the more urgently-needed bills that CSEA got passed in the closing days of the 1980 New York State legislative session benefited the 3,800 judiciary employees the union represents.

One granted permanent competitive-class status to court employees who have held their jobs provisionally for at least a year. This was important because, statewide, about 70 of court employees are in such a situation, according to CSEA Collective Bargaining Specialist Pat Monachino. These employees, a large majority of whom are women, were denied permanent status because Civil Service exams for their jobs were not given for many years.

"Through no fault of their own, these people have gone five, 10, 15 and, in many cases, 20 years without a chance to take a competitive exam," Monachino said. "This bill was a top CSEA priority because it gives them the long-overdue job security that they deserve."

Gov. Carey vetoed a similar bill last year, but the current bill meets his objections: it applies only to those job locations where more than 45 percent of the competitive-class court positions are held provisionally.

The other major court-employee bill implemented CSEA contracts for the workers that took effect April 1, 1979. The contracts are all three-year agreements containing raises of roughly 7 percent a year.

"These employees have now gone over 14 months without a raise," Monachino said. "If the legislature had failed to pass this bill, it would have been the first time in history that lawmakers had failed to implement a duly-negotiated and ratified statewide contract."

Paychecks containing the retroactive raises can now be expected about four payroll periods after the governor signs the bill.

"For obvious reasons, it is absolutely vital that the governor sign both of these bills," said CSEA President Bill McGowan. "They are matters of simple justice and, in both cases, they are long-overdue."

"I urge every court employee in the state — and all concerned CSEA members — to write the governor about them immediately."

Ontario Local hosts retirees

SENECA FALLS — More than a hundred persons were in attendance at a recent retirement party held by the Ontario County Local 835 at the Seneca Manor recently.

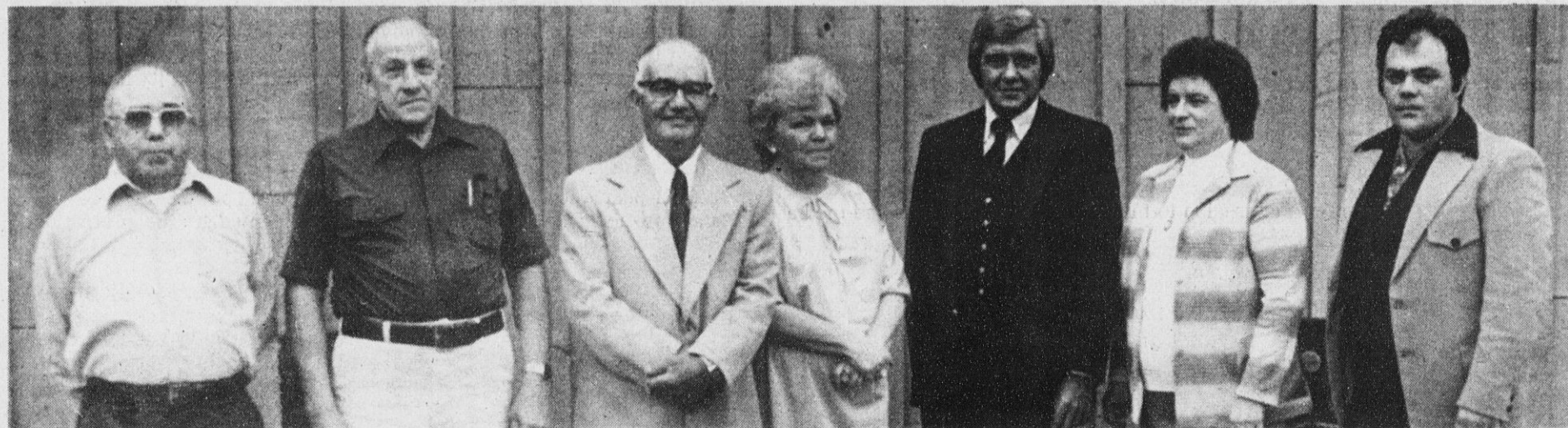
Each retiree was presented with a gift from local president Francis "Skip" Dunham in recognition of their many years of service.

Also honored at the function was Local 835 past president and Region 6 Secretary Judy Burgess, who has left the Geneva School Unit after 19 years for the post of Administrative Assistant to President McGowan.

JUDY BURGESS was honored for her years of service to the Local during recently Local 835 program. Local 835 President Skip Dunham presented Ms. Burgess with a gift.



AMONG THOSE HONORED by Local 835 were, from left, former Local 835 past president Judy Burgess, now administrative assistant to the CSEA statewide president; and retirees Pretha Wellin, Paul Driscoll, Rose DeYulio, Margaret Quartaro, and Ann Liberatore.



(Above) RETIREES OF LOCAL 520, representing NYS DOT employees in Cortland and Tompkins counties were honored recently at a dinner in Cortland. Retirees and honored guests at the dinner included from left, Lawrence Collins, Tompkins County, 24½ years; Ken Hamlin, Cortland County, 17 years; Bill Genson, Cortland County, 14 years; Helen Davies, Cortland County, 14 years; Terry Moxley, CSEA regional field representative; Pat Crandall, regional vice president; and Chuck Petrella, toastmaster for the dinner. Retirees unable to attend included Louis Odinek, 36 years, Foster Smith 12 years, and Dave Allen, 12 years, all from Cortland County.



(Left) WHITE PLAINS SCHOOL DISTRICT UNIT retirees are honored at a recent dinner dance May 9 in Purchase. Among those honoring the retirees are, from left, front, White Plains School District Unit President John Catoe and Westchester County Local 860 President Pat Mascioli.

The New York State Employees' Retirement System provides a regular schedule of visitations by counseling representatives of the Retirement System to various areas of the state.

The service is intended for personal visits on a "first come-first served" basis, and no appointments are necessary. Telephone calls, however, cannot be accepted. Persons who wish to call for certain information should call the Albany office of the State Employees' Retirement System at (518) 474-7736.

The following is the monthly visiting day schedule for the counseling service at the various locations around the state:

City or Village	Address	Monthly Visiting Days
Albany	Gov. Smith State Office Bldg.	Every Business Day
Binghamton	State Office Bldg.	First and Third Wednesday
Buffalo	Gen. Wm. Donovan Office Bldg. (125 Main Street)	First, Second, Third, Fourth, Wed. and Fri.
Canton	County Courthouse	First Thurs.
Goshen	County Center	Third Thurs.
Hauppauge	State Office Bldg.	First and Fourth Wed.
Horseheads	Village Hall	Second and Fourth Tues.
Little Valley	County Office Bldg.	Second and Fourth Mon.
Lockport	Municipal Bldg.	Third Mon.

City or City or Village	Address	Monthly Visiting Days
Mayville	Chautauqua County Health and Social Service Bldg.	First Mon.
Mineola	222 Willis Ave.	First and Fourth Mon.
Plattsburgh	County Center	Third Thurs.
Pomona	County Health Complex - Bldg. A	First and Third Fri.
Poughkeepsie	County Office Bldg.	First Thurs.
Riverhead	County Center	Third Wed.
Rochester	155 W. Main Street (Rm. 513)	Second and Fourth Thurs.
Syracuse	County Courthouse	Second and Fourth Fri.
Utica	State Office Bldg.	First and Third Tues.
Watertown	State Office Bldg.	First Fri.
White Plains	Westchester County Center	Second and Third Mon. (except July)
New York City	State Office Bldg. 270 Broadway (23rd Floor)	First and Third Tues.
	II World Trade Ctr. (44th Floor)	Second and Fourth Tues.



THREE NEW COMMUNICATIONS ASSOCIATES who have recently joined the union's professional staff are, from left, Marc Katz, assigned to Region II; Ron Wofford, who is working out of Region VI; and Stan Hornak, who is assigned to Region III.

Communications staff expanded in regions

ALBANY — With the hiring of Communications Associates in Regions II, III and VI, CSEA's communications staff is now up to full complement, with a staff member on hand in each region to facilitate communications and media relations.

The new Communications Associates are:

Marc Katz, Metropolitan Region II — Previously Katz served as public information director for the New York State Senate Insurance Committee, headquartered in Garden City, and as public relations director for the New York Diabetes Association. His journalistic background includes editing and reporting positions with the Long Island Press, Levittown Observer and radio station WLIX.

Stanley Hornak, Southern Region III — A long-time Poughkeepsie resident, Hornak was graduated from Marist College and gained his media experience with the Poughkeepsie Journal. An employee of the City of Poughkeepsie since 1972, he most recently served as the city's public relations officer.

Ronald Wofford, Western Region VI — A professional photographer and freelance music and drama critic for Buffalo area newspapers, Wofford also served as production director for Sun Ship Communications. He has also been executive producer of a monthly television magazine on WIVB, and has served as producer, reporter and host of various local public service and news presentations on WKBW-TV and WGR-TV.

Many union bills passed, letter campaign needed to gain gov's signature

ALBANY — The 1980 legislative session proved CSEA is able to produce, not only "statewide" bills like OSHA and retiree legislation, but also bills affecting smaller, but no less important, groups of employees.

For example, the union won for school-district employees the same New York State minimum wage that goes to private-sector workers.

It also got bills passed allowing the Suffolk County District Attorney investigators to be eligible to participate in a 20-year retirement plan, and authorizing the union's Employee Benefit Fund to provide benefits to part-time and seasonal employees.

Another of CSEA's successful "smaller" bills that passed both houses this session allows sheriff's department employees directly engaged in law enforcement to elect participation in a certain retirement plan, where such participation had been barred by the failure to make a timely plan-election.

And state employees in Nassau and Suffolk Counties will have restored to them the leave credits that they were unfairly forced to use during snow storms in 1978, thanks to a bill CSEA

guided through the legislature this year.

Finally, public employees will be allowed to own race horses, under another CSEA-backed bill.

"What all these bills have in common is that they rectify situations that made second-class citizens out of certain groups of public employees," said CSEA attorney and lobbyist Stephen Wiley. "In that sense, they're no different from the 'major' bills that we got passed this year."

Mr. Wiley stressed that all CSEA members should immediately begin a mass letter-writing campaign, urging the governor to sign these bills as soon as possible.

"Once a bill clears the legislature, it's two-thirds of the way to becoming a law," he said. "The final step is for the governor to sign it. 'If that doesn't happen, then all our efforts were for nothing, and we have to start all over again next session."

"I can't emphasize strongly enough the importance of writing to the governor to tell him how you feel about these bills."

The proper address is given on Page one of this edition of the *Public Sector*.

President's Message

Achievement of OSHA a result of teamwork

If anybody thinks that unionism is dead, maybe they should take a look at occupational safety and health protection for public employees; a miracle that unionism made happen.

That Legislature has finally decided that it shall no longer be the policy of the people of the State of New York to allow public employees to be killed and maimed doing their jobs. For the first time, there will be occupational safety and health standards that will provide our people with job safety protection comparable to the protection provided by the federal Occupational Safety and Health Administration (OSHA).

The Governor has yet to act on this bill, but, with his publicly stated position in favor of public employee OSHA, we can only expect that when the bill is given to him it will be signed and 180 days later the promise of occupational safety will start becoming a reality for 900,000 New Yorkers.

Three years ago there were people who told me this day would never come. They said our members didn't care about OSHA and even if they did care, we couldn't get the state to act. Yet we did get our people to care about OSHA and we did get our people to get the state to act. The "double standard" that denied us the protection OSHA provides our brothers and sisters in the private sector, will soon be no more.

Telling people what a union is all about isn't easy. It means different things to different people. For some, the union is the resource they turn to when management decides to use their career as a football. For others, the union simply provides periodic raises and benefits in exchange for dues. Fortunately there are still others who view their union as a cause through which social justice becomes more than a slogan.

Teamwork is what a union is all about. Individual members working together for the benefit of all the individuals make unions strong and provide protection and advancements for people who would otherwise be ignored and forgotten.

OSHA has been achieved through teamwork. For nearly three years there has been a continuing struggle to study the problem, identify its causes, educate ourselves and others to the dangers and finally bring about a solution.

The Statewide Safety Committee and safety coordinator Nels Carlson worked diligently to uncover safety hazards and bring about solutions wherever possible. Communications Director Gary Fryer and his staff worked closely with the Committee to point out safety hazards to members through The Public Sector, statewide press conferences, and finally a successful mailing campaign to rally support for OSHA legislation. Chief Lobbyist Jim Featherstonhaugh headed up a massive lobbying effort that identified OSHA as this union's number one priority this year and drove the issue home through constant lobbying by staff and our Political Action Liaisons or PALS.

Working together as a team we got our act together and we presented a forceful drive to end what had become an annual political circus with everyone expressing their strong concern over the needless injury of thousands of public employees each year, but no one doing anything worthwhile to stop it.

Week after week we pointed to the hazards in the workplace. We called upon The Public Sector to tell the story of the crumbling buildings, the rat infested hallways, the casual use of deadly chemicals, the arrogance with which public employers ignored the threats to our well-being. As time went on more and more of our members recognized the dangers and more and more members turned to the CSEA Safety Hotline as the only voice that would listen to their fears.

CSEA took on a complex problem that was, for us, not a meat and potatoes issue involving money or benefits, but rather a life and death issue that literally could determine whether someone who went to work in the morning could be reasonably expected to return home in the same condition at night.

But there was more than just safety involved in this issue. A dangerous double standard had been created that said it's not allowed to jeopardize private sector workers, but public employees are less than private sector employees and don't deserve protection. This was more than just an issue of safety; it was also an issue of justice. We stood together and demanded equal protection with our brothers and sisters in the private sector, and we have won.

In years to come when public employee OSHA is taken for granted, just as human nature causes all of us to take for granted, the things that unions have provided for all Americans over the years, I hope there is one thing that will be remembered: we have stood together on this issue with a strong, united and just voice and we have prevailed.

WILLIAM L. MCGOWAN
President

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DON'T PICK UP A STRANGER

Honor members

VALHALLA — Twenty-five members of the Westchester County Unit of CSEA Local 860 were among those honored by the county for 25 years of service.

Thirty county employees were honored at the 25 years service award luncheon at the County Medical Center.

Those CSEA members honored were: Local 860 President Pat Mascioli, Douglas Hendrie, Sanford Jordan, Clyde C. Mosley, Ronald R. Jordon, James A. Bell, Robert S. Smith, Henry H. Tighe Jr., George Waschin.

Lillian V. Burgess, Joseph Cherry, Sincence Dessauere, Blanche Elio, David Warner, Thommy Lee Bell, Kenneth C. Evans, Charles Jenkins, Vernon B. Kraft, Edward H. McCabe, Rudolph C. Petruccelli.

Charles M. Schumacher, John Sekel, Benjamin York, Frank M. Zupcak and Louis M. Herbeck.

Speaker at the awards ceremony was County Executive Alfred DelBello. The awards were presented by department heads.



THIRTY WESTCHESTER COUNTY EMPLOYEES, including 25 members of the Westchester County Unit of CSEA Local 860, are honored at a 25-year service award ceremony in Valhalla on May 14. Joining the long-time employees is County Executive Alfred DelBello.

KEEP CSEA INFORMED ON MAILING ADDRESS

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

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

Change of Address for 'The Public Sector'

Please allow 3-4 weeks for change to take effect.
My present label reads exactly as shown here (or affix mailing label)

Name _____	Local Number _____
Street _____	
City _____	State _____ Zip _____

MY NEW ADDRESS IS:

Street _____

City _____ State _____ Zip _____

Agency where employed _____

My social security no. _____ Agency No. _____

New England city rejects tax limit

The first community in New England to approve a tax and spending limitation has now voted by a 54% to 46% margin to repeal its "Proposition 13-style" tax limitation.

The city of Saco, Maine, had voted for a major municipal "tax cut limitation" as an amendment to the city charter in January, 1979.

Within little more than a year, the resulting loss of tax revenues forced the city to severely cut back public services, including police and fire protection, schools and other educational programs, libraries, parks and recreational programs.

In January, 1980, Saco faced such severe fiscal problems that the city government faulted on a \$2.1 million bank loan.

Saco's fiscal crisis and the declining quality of life as a result of the cut-backs in public services set the stage for the repeal of the "tax collection limitation" last month.

AFSCME Council 93, representing more than 50,000 state and local government employees in Massachusetts, has been publicizing the hardships which this tax limitation imposed upon the city of Saco, Maine.

The April, 1980, issue of the Bay State Employee — the official newspaper of AFSCME Council 93 — includes an in-depth report on the impact of the tax limitation upon Saco. For copies of this article, write to: AFSCME Council 93, 8 Beacon Street, Boston, Mass. 02108.

Coverage of CSEA delegates at the 24th AFSCME International Convention The Decade for Decisions

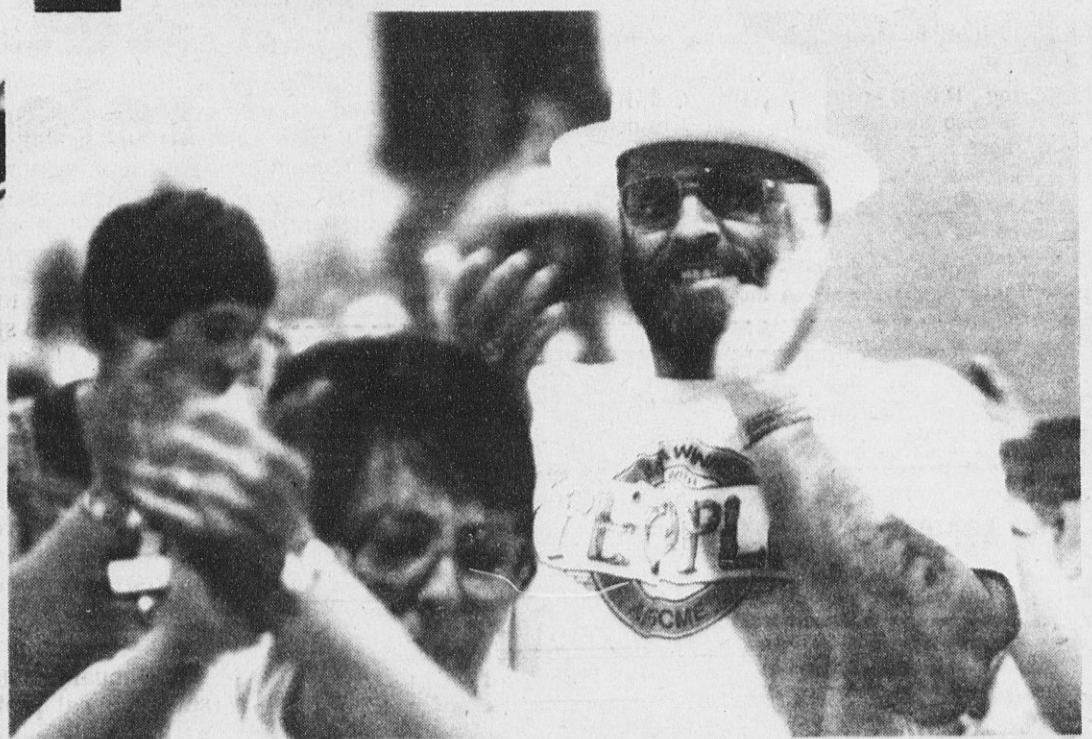
ANAHEIM, California — For five busy days earlier this month, the 3,000 delegates to the 24th International Convention of the American Federation of State, County and Municipal Employees put literal meaning into the convention's theme, "The 1980's, Decade for Decisions."

Scores upon scores of resolutions were discussed and acted upon by the delegates, decisions that deal with the variety of problems that confront public employees. Delegate decisions helped shape the policy of AFSCME for the coming two years, until the next International convention in 1982.

Delegates re-elected Jerry Wurf as International President and William Lucy as International Secretary-Treasurer, the top two elected positions within AFSCME, and individual delegations elected their own International Vice Presidents to the union's International Executive Board (see story on page 1 regarding the re-election of William L. McGowan and Irving Flaumenbaum as International Vice Presidents).

The 223-member CSEA Local 1000 delegation was most prominent throughout the 5-day convention. Local 1000 is the largest Local within AFSCME, which was one of the largest single delegations at the convention. It marked the first time in the long history of CSEA that it had a full union delegation present for an international labor union convention.

The photographs of CSEA delegates on these pages 5, 6 and 7 represent a sampling of the activities associated with the Convention.



The Decade for Decisions

CSEA delegates help shape policy of International for the 1980s



24th International Convention keynote address by AFSCME President Jerry Wurf

I must say addressing an AFSCME convention is an opportunity that I relish. I've been a member of this union for a long time. Each convention has been larger in size and a confronting challenge.

In Las Vegas two years ago this convention evaluated the impact the recently enacted Proposition 13, which had just been approved by the voters here in California, would have upon public services and public employees.

The impact lived up to our most pessimistic projections, not only in California — but throughout the 50 states.

What we've seen happen in the past two years is a series of irrational attacks on public services and bitter hostility to public employees.

A decline in concern for the unfortunate, poor, old, sick, disabled, orphaned and afflicted. Legitimate anger over tax injustice was distorted into hostility to government services and social needs.

Proposition 13 benefited corporations and financiers and became a vehicle for demagogues such as Howard Jarvis who wanted to transform our political system and our social values. The politicians took to Proposition 13 like vultures take to fallen prey.

Last Tuesday, the voters here in California overwhelmingly defeated Proposition 9 — the ill-begotten son of Proposition 13 — a law that would have torn up and eliminated the state income tax. And Jarvis and the other hustlers were deprived of further cutting-back on the quality of life. Of course, they did not say that the cuts would have benefited the rich and deprived the poor.

And not too many months ago, responsible pollsters said that Proposition 9 was going to prevail by a two-to-one majority. Well, let me say that AFSCME viewed the passage of Proposition 9 as not only distress for California but as a national disaster. Defeating it was an opportunity to prove that most Americans are willing to pay the needed taxes that support their vital public services.

Taxpayers don't resent fairness — they resent injustice and inequality.

We recognized Proposition 9 as a vital challenge and joined forces with others who are equally concerned.

We put in our experience, our staff, our money — all were crucial — Proposition 9 would not have been defeated without AFSCME.

I'm pleased that Jarvis and his cohorts are denouncing us with such vigor — I even relish his personal attacks on me.

But the big underlying fact is if the voters are informed and participate we can expect decency.

But as we meet here and take comfort from this victory, it would be foolhardy if we didn't recognize that we have a lot of other problems. That, for example, Democrats in Congress who stood up so well in fighting destructive cuts advocated by Nixon and Ford now believe it's good politics to cut and slash public services.

Do not expect public officials or the media to suddenly reverse themselves tomorrow.

The defeat of Proposition 9 has to be exploited at every opportunity so that the voters' message will be heard and understood throughout the land.

Politicians will not respect or respond if we do not participate in the electoral system.

Do you know that in 1976, just a few more than 50 percent of the people eligible participated in the Presidential election? Jimmy Carter was elected with 28 percent of the people eligible to vote.

And two years later, in 1978, barely 50 percent of the people participated in electing this Congress that's been giving us such difficulty.

This lack of involvement means an irrational, grim environment for public service; an irrational, grim environment for our members.

It means — Corrections officers taken hostage, occasionally dying, because budget cutters in Washington and in the state legislatures have wiped out funds for staff.

It means — The cutting off of public service jobs and the elimination of recreation centers, leaving kids with no alternative except to hang out on the street corners.

It means — Nursing aides and attendants trying to make up for the lack of doctors, nurses and necessary supplies — in public hospitals and mental institutions.

It means — Counties and states cutting back on road and highway maintenance and letting potholes flourish.

But even as our members lose their jobs, somehow or other there's always some money to contract out for engineering and maintenance.

It means — The closing of day care facilities which put people on welfare and outcries against people who won't work.

It means — Caseworkers finding their agency's funds cut and their caseloads impossibly large.

It means — An office with ten people shrinking to nine, then eight, then seven through attrition. But the work load grows — and the productivity of public employees is questioned.

If the people don't participate in the political process then special interests prevail.

The Administration and Congress' cutbacks on federal funding means layoffs and unemployment in both the private and public sectors and the end of vital public services.

Every one percent increase in national unemployment costs the Government \$25 billion — \$20 billion in tax revenue lost and \$5 billion in unemployment compensation, welfare and other support services.

A one percent increase means about one million more people out of work. In the last 90 days, unemployment has risen from below six percent to more than seven percent, with expectations of exceeding eight percent by next month.

Even conservative economists are fearful that the Administration's effort to curb inflation with unemployment is dangerous and cruel.

The experts are now saying that we may be plunging into the worst recession since World War II.

Unemployment and high interest rates plus budget-cutting means disaster.

When the Chrysler Corporation hit the skids last year, Congress and the President agreed to guarantee billions of dollars in loans. Was their support aimed at those thousands of auto workers at Chrysler or at the handful of banks and large investors that stood to lose if Chrysler defaulted?

When Bunker Hunt and his brother miscalculated and took a fall speculating on silver while cornering the market, no less a figure than the Chairman of the Federal Reserve Board called up banks to help arrange \$800 million in credit to help these

speculators who tried to rip off the American people.

The politicians worry about bailing out banks, oil corporations, utilities. How about bailing out working people? Our challenge is to make public service and public employees more compelling a concern than the well-being of special interests.

If we want programs and accountability from public officials, then we can't stay neutral when one candidate is speaking out for us. We endorsed Ted Kennedy for President when the odds were against him because he is speaking out against the prophets of gloom and reaction on our issues — public services, social responsibility, full employment. We know what we need, and win or lose, we did the right thing. His is the only rational voice and he's speaking out on our behalf.

At the last convention, we made much of the fact that we had passed the million-member mark. It made us the largest union in the AFL-CIO. Since then, we've won more than 300 union representation elections from coast to coast. We've affiliated several new independent organizations. We've won voluntary recognition for thousands more of our members. We have had a fair amount of success in our internal organizing. And yet, as this competition opens, our total membership is still one million members. We've more than held our own in organizing, but layoffs and attrition are slowing our growth.

During most of the 70's, we were able to say with pride, "We're adding a thousand new members a week." Today we have to organize a thousand members a week to stay even.

In the Nixon-Ford years, the rate of federal financial support for local and state government grew but 15 percent a year. In the last four years under Democratic President whom we helped elect and Democratic Congress, we've seen a drastic drop in the federal commitment to local and state governments.

If we have to balance the federal budget, let's do it by getting rid of loopholes in the federal tax laws by raising new revenue by passing a stronger tax on oil company profits and the overseas earnings of multinational corporations.

The Carter Administration wants to increase defense spending by 75 percent. That is \$100 billion

over the next five years. And apparently the Congress wants to go even further. But the net result is at this moment, we're spending \$535 for every man, woman and child in this nation for defense.

Are we spending money to take care of the military industrial complex or are we spending money to keep America safe?

In the last decade two important changes have taken place in the way we pay for government.

First, the states and cities have become heavily dependent upon money from Washington.

Second, the way governments collect their taxes has changed. Today corporations are paying less than ten years ago — and people are paying more.

Just ten years ago, corporate income tax and the Social Security Payroll tax raised the same amount of revenue. In 1980, the payroll tax will raise over twice as much as the corporate income tax. Working people are bearing a larger and increasingly unfair share of the tax burden. Yet politicians are advocating Herbert Hoover economics and continuing to hand out tax breaks to the big corporations.

The movement to shut down mental hospitals and mental retardation centers and put patients and our members out on the streets has got to stop.

We've won landmark victories in the states of Rhode Island, Pennsylvania and New York to keep existing facilities open. We're fighting these same issues now in Washington and other states.

In addition to Proposition 9, your union is leading the fight all over the country against regressive tax and spending limitations. We've won in Dade County, Florida, and in Erie County, New York. We passed a decent tax measure in Massachusetts. In Ohio we're working to reform that state's income tax.

Your union is working to knock down economic barriers affecting women — leading the fight for equity — equal worth, open opportunities for promotion and passage of the ERA. We're continuing the never-ending fight against all forms of discrimination in the courts through our grievance procedures and at the bargaining table.

We have made great progress in achieving fair share agreements throughout the union requiring freeloaders to pay for services they obtain from the union through agency shop agreements.

Negotiations are very tough — decent agreements hard to achieve but we must make progress — we must prevail.

We must use the ballot box, use public relations, job actions where necessary or in appropriate combinations to achieve justice for our people.

We have to make a cost-of-living provision part of every single AFSCME contract.

We must use the bargaining table and lobby in the state legislatures to properly fund pension systems and build COLA into pension systems.

We have achieved amazing successes with the minimal and even primitive public worker labor relations laws. We deserve equality with private industry, we've got to change laws like the Taylor Law in New York; we've got to get a legitimate collective bargaining law in Ohio; we've got to get more than an executive order in Illinois. We deserve a real collective bargaining law in that state. We've got to go from state to state, and see to it that the unreasonableness that has afflicted public employees for generations comes to an end — and we've got to work at making it possible to achieve a decent national law. We're the only free society on the face of the earth that treats its public employees with such unfairness. It's easy to forget our old concerns about 2nd class citizenship because we accomplished so much.

Ten years ago we met in Denver. We hung on the convention walls photographs of John and Robert Kennedy and the Reverend Martin Luther King. We honored them as examples to follow as we work to achieve a measure of power in bettering our member's lives. This year, similar photos are on the wall. Those of Kennedy and Dr. King, Hubert Humphrey and George Meany. Each represented something different. Each made a major contribution to improving the lives of all Americans. And each is now gone, leaving us behind to pursue unmet goals.

The Peace Corps had an advertisement seeking idealistic volunteers to go abroad to serve the country. The ad showed a picture of a glass of water and noted: "Some say the glass is half empty. We say the glass is half full." We face troublesome economic and unreasonable pressures from public officials. But I believe as we have in the past, we shall overcome.

Workshops, seminars highlight Region V



A DISCUSSION concerning CSEA's legal services involves, from left, Jefferson County CSEA Local 823 President Richard J. Grieco, CSEA Atty. Michael Smith, Watertown Unit President Ronald Spinner, and Richard Brown of Local 823.

The role of communications

ALEXANDRIA BAY — Communication is the tie which binds together the members of the Civil Service Employees Association. It also is a tool which can be used to strengthen the position of public employees as they deal with each other, politicians and the public.

That was the message delivered by Gary Fryer, CSEA Director of Communications, as part of the Spring Conference of CSEA's Central Region V here recently.

"Literally half the people" in the United States don't like labor unions, and don't think they do anything worthwhile, Fryer said.

The state's Taylor Law was enacted at a time when strikes were viewed with public alarm, and government's response was to outlaw them, tying the hands of CSEA and other public employee unions at the bargaining table.

"We've got to worry about what the public thinks of us," Fryer said. And while that falls under the heading of "external communications," the union has only a limited choice of ways to get its message across, using the mass media.

The best way, probably, is paid advertising, because "we decide what is said and nobody messes around with it." The problem, though, is that paid ads are expensive — \$25,000 for a full page ad in the New York Times, and lesser amounts for smaller newspapers, radio or television commercials, for example.

Primarily because of the cost, CSEA limits the number of paid ad campaigns, and relies on the use of the news media through statements to reporters, interviews and press releases.

The uncertainty with that approach, however, is that "you don't really know" if press releases or statements will get used. "There's all kinds of news media," Fryer said. "Usually, you'll find that the bigger the publication, the more heavy-duty the people are."

And dealings with experienced "heavy-duty" reporters can, itself, lead to problems. "Everything you say can, and will, be used against you," Fryer told CSEA officers and

delegates here, so "it pays to be conservative."

"There is a little glory involved" in being cited as a spokesman for your unit, "but you can pay a terrible price, and you'd better be prepared."

Still, Fryer believes, there are certain "unavoidable" situations — negotiations and job actions — where every attempt must be made to use the news media. And in these cases, union officials had best be prepared to deal with newsmen who will seek them out.

"We've got everybody against us and nothing for us" during negotiations and job actions, Fryer said. "You do something unusual, and it's newsworthy."

And even though pay hikes for public employees, in most cases, are "insignificant" in terms of the total budget of the government involved, "because you work for government, newspapers feel they have a responsibility to tell the taxpayers what you got."

The press can also be helpful in negotiations and job actions, Fryer said. "In negotiations, when you get down to a strike situation, public opinion counts." And if politicians have the public on their side, "they can make points being tough." But if public sympathy is with the unions, a tough stance is "a political liability."

In all cases, though, there are some definite rules for dealing with the news media, Fryer told the

union activists:

— "You can't lie; you're better off saying, 'I'm not discussing it, no comment,' and walk away. There is a new breed of reporters . . . and they don't like being lied to. If you do, your credibility is zero."

— If you agree to a news blackout during negotiations, insist on the right to "go public" with your story if there are news leaks from either side. "Public opinion is a very valuable tool, and the politicians know it. And if they think they can stick you by leaking a story, they will."

— Pick a single spokesman to deal with the press, and then have all other members of your negotiating team, or other officers refuse to talk. That way, public statements will be consistent.

— Designate a spokesman who is not a member of the negotiating team, because sometimes public statements on behalf of the union can jeopardize delicate negotiations.

Similar rules also apply toward internal communications — those within the union:

— Make sure you've got something to say, and try to be orderly, logical and interesting.

— Don't overdo it; if you haven't got anything to say, don't say it.

— Don't mislead your people, and never lie to them. "When you say something, you'd better be prepared to live with it."



CSEA STATEWIDE PRESIDENT William L. McGowan, at the microphone, was among the participants in the recent 3-day Region V Spring Conference. In foreground is CSEA Region V President James Moore.



CSEA ATTY. Michael Smith

(Left) A PLAQUE in recognition of the high level of response of CSEA members from Region V to the union's safety hotline program was presented during the Spring Conference. CSEA Collective Bargaining Specialist Nels Carlson, left, holds the plaque which he later presented to CSEA Region V President James Moore, standing center, and Region V Director Frank Martello, standing right.



Spring Conference



(Left) GARY FRYER, CSEA's Director of Communications, discussed the importance of internal and external communications to the success of the union during a presentation at the Region V Conference.

(Below) CERTIFICATES WERE PRESENTED to union steward trainers at the conference. They posed for this photograph along with some union officers and staff. From left, front row, are Delores Harrig, Region V President James Moore, Oneta Mae Britton, Region V Director Frank Martellos, Claire McGrath. Standing from left are Dorothy Penner, Don Crandall, CSEA Region I President Irving Flaumenbaum, Ralph Young, CSEA Statewide President William L. McGowan, Robert Allen, Richard Brown, Pat Crandall, Nancy Roark, and Mary Luzon.



Legal Assistance

ALEXANDRIA BAY — The legal assistance program of the Civil Service Employees Assn. is, in the view of Atty. Michael Smith, of the union's Albany law firm of Roemer and Featherstonhugh, "perhaps the most ambitious of any union in the country."

Smith led a seminar on the CSEA Legal Assistance Program as part of the 3-day CSEA Central Region V Spring Conference here recently.

CSEA, through its attorneys, get involved in legal assistance in three main areas: employee, discipline; contractual violations, and contract and non-contract grievances; and legal action involving CSEA members in cases involving violations of Civil Service law and related statutes, Smith said.

There is an "incredible" degree of accountability on the union's legal dollar, and most of the money goes for disciplinary proceedings, paying arbitrators' and administrators' fees, he stated, with the biggest chunk of the legal assistance dollar coming from disciplinary proceedings.

"Every time we go to arbitration, it costs a minimum of \$300 for that arbitrator . . . and a minimum of \$50 to the American Arbitration Association." The "normal" bill for an arbitration proceeding is \$1,000, which is split equally by the state and CSEA, according to Smith.

In an effort to conserve money, employees who expect CSEA to pay their legal fees in disciplinary cases are limited to a CSEA Regional Attorney. Smith said the union already knows the caliber of these attorneys, and their fee is tied to an agreed schedule. The

employee or his local must show "mitigating circumstances" to get the union to foot the bill for an outside counsel.

Once a contract grievance reaches the third step in the grievance procedure, Smith noted that "only CSEA can request arbitration."

The fact that CSEA may file a request to submit a dispute to arbitration "in no way binds them to arbitration," and often the union's attorneys make the request to protect their rights while they continue to evaluate a case, he said.

CSEA is almost unique in granting legal help to members for matters pertaining to Civil Service law, the state Public employment Relations Board, and Article 78 court proceedings, according to Smith. But the union picks those issues carefully, often denying requests where there is little chance of success and where a defeat might result in "bad law" which could come back to haunt other employees.

And Smith repeatedly stressed that legal assistance is not an automatic right for union members. "No one, simply because he is a member of CSEA, has a 'right' to legal assistance."

The process of obtaining legal assistance begins with a request form, which must be submitted to local officers for their approval. Supporting documentation is also required, and should be sent along with the form to cut down on the amount of time it will take to fully evaluate the request, he stated. Otherwise, there are unnecessary delays while the documentation is obtained, which may preclude action on a grievance.



Ulster County Unit protests firing of an administrator

By JACK MURPHY

KINGSTON — Members of the Ulster County Legislature, arriving at the county office building here for a meeting a few days ago, were greeted with a wall of CSEA members chanting "We want Schwenk, We Want Schwenk!"

When "encouraged" by a couple of policemen at the county building to "move along," the protesters of the tone to "Hell no, we won't go! Give us Schwenk! It was the police who decided to move along.

Who is Schwenk and why the scene?

Robert Schwenk is the recently discharged administrator of the Ulster County Infirmary. The protest was composed mainly of employees from that facility who were outraged that the county board, having failed to coerce Schwenk into a quiet resignation, dismissed him from the post.

Joe Van-Dyke, president of the Ulster County Unit of CSEA, said the infirmary employees were particularly upset because Schwenk was a rarity in Ulster county — he has a good relationship with the employees.

"People could go to the man with problems," said Van Dyke. "If an employee had a legitimate complaint you could be sure he would make an effort to correct the situation. He is a very fair man."

Van Dyke pointed out that the county replaced Schwenk with "a person I think the county thinks will be only too happy to whip us, the union, into shape. We are unhappy with the new atmosphere at the infirmary."

The Ulster County government may be worried about CSEA political action according to Van Dyke.

"The Republicans (who control the board) realize that CSEA is bringing a great deal of power and pressure to bear in local elections," said Van Dyke, "and I think they might be getting a little bit nervous about us."

And well they might, as Van Dyke indicated the ballot box was the most likely next weapon to use against the county over the Schwenk matter.

"We will use political action," Van Dyke said. "There are no legislators up for election this year, but there are Republicans running for other county jobs, for the Senate, the Assembly and so on . . . I think we can let them know how we feel about this situation. . . We can express our anger through political action."

It was time for the legislators meeting. Van Dyke and the others made their way into the meeting room, to let the legislators know they were watching, and watching. . .



Legislature again refuses to alter unfair Taylor Law

ALBANY — While CSEA scored several major successes in this Legislative session such as retiree protections, occupational safety, and "grandfathering" judicial employees, there is one area where the Legislature refused to budge and that is the Taylor Law and issues relating to negotiation and contract administration.

Several CSEA proposals to reform the Taylor Law's heavy-handed favoritism for management were left on the floor when the Legislature finally finished up its 1980 session and adjourned for the summer recess.

CSEA Lobbyist Stephen Wiley said the mood in the Legislature is running against modification of the Taylor Law. He attributed this to an impression among legislators that the public favors harsh penalties against public employees, a fact disputed by an independent opinion poll commissioned by the union last year.

The fact that 1980 is a big legislative

election year coupled with two highly publicized public employee strikes recently, has added to the climate in the Senate and Assembly against change.

CSEA had proposed several modifications to balance the scales in public sector collective bargaining.

Repeal of the infamous "two-for-one" penalty was among these proposals. This penalty mandates that employees deemed to be involved in a job action shall be fined at the rate of two days pay for every day that a strike is in progress. This penalty is harsher than the no strike penalties imposed by other states against public employees.

The union also sought legislation that would require courts to notify public employee unions of applications for restraining orders preventing strikes. This legislation would, for the first time, allow the union to be heard on its arguments against such an order. Despite the fact that this proposal represented

only a minor change, there was no support for it.

A similar measure would have prohibited fines levied against a striking union if it was found that the strike was caused by an improper practice committed by the employer. This measure would have deterred employers from willful provoking strikes, but again the measure lacked support.

Another bill would have restored the Triborough Doctrine which was a rule established by the state Public Employment Relations Board that provided for continuation of terms and conditions of employment for public employees if their collective bargaining agreements expired before a successor agreement was negotiated. This measure would have removed another major inequity in the present law which allows an employer to stall through negotiations and then legally change terms and conditions of employment unilaterally.

Yet another proposal by CSEA would have restored the Liverpool concept which provided a presumption that contract disputes should be resolved by arbitration.

This concept had been in effect in both private and public sector collective bargaining until the New York State Court of Appeals ruled recently that there could be no presumption of arbitrability in public sector contract disputes. The result of the decision was a delay in resolving disputes since action had to be taken in court, unless the particular area of dispute was clearly covered by an arbitration clause in the contract.

"We have legislators who recognize the bias of the Taylor Law and support change," Mr. Wiley said, "but there is still a lot to be done in pointing out the failures of the law to other legislators and bringing them around to recognize the injustice that exists in the present law."

Advancement program seminars being held

ALBANY — Seminars being held across the state on the Clerical and Secretarial Employees Advancement Program (CSEA/P) are attracting hundreds of workers interested in learning about the innovative program pioneered by CSEA in the union's current Administrative Services Bargaining Unit contract.

The program has attracted national attention as a negotiated effort to "provide meaningful training, development and advancement opportunities for women, minorities and the disadvantaged in state service."



ELAINE TODD, chairperson of CSEA's Administrative Services bargaining unit, explains the innovative CSEA Program at the recent Albany seminar.

More than 85% of the 38,000-member ASU are women, minorities and the handicapped.

The program, funded by the state at \$150,000 for each of the three years of the contract (which took effect April 1, 1979) has already resulted in several notable successes. Some 75 people have already been appointed to Public Administration traineeships (leading to grade 18 administrative positions) as a result of a test open to clerical and secretarial employees in grades as low as 7. The test was given as a direct result of the implementation of the CSEA/P.

At the seminars, which have already been held in Albany, Syracuse and Batavia, management representatives join the union in explaining how the program works; its background, history and progress so far; and how to implement any or all of its six concepts at specific work locations. Conducting the union's portion of the seminars are ASU Negotiating Committee members Tim Drew and Marie Romanelli and ASU Chair Elaine Todd, and CSEA Collective Bargaining Specialist Jack Conoby.

Included in the day-long presentations are slide-shows, question-and-answer sessions, and role-playing episodes in addition to the straightforward explanatory talks.

"Attendance and participation have been fantastic so far," Mr. Conoby said. "People are really interested, because this represents their first real chance to rise to a job outside the 'clerical ghetto.'"

The next seminars will be July 9, from 10 a.m. to 3:30 p.m. Rm. 4430, World Trade Center, New York City; July 10, from 10 a.m. to 3 p.m., Rm.

2B43, State Office Building, Hauppauge; and July 11, from 10 a.m. to 3 p.m., Lecture Center Rm. 100, SUNY at New Paltz.

Media coverage of the Albany seminar, the first, resulted in a request from the Vermont State Employees Association for information on how it could negotiate a similar program for its members.

Unions in other parts of the country have been attempting to emulate the CSEA/P, too, since word of its success began spreading.

ALBANY — A reminder has been issued by CSEA that July 3 is the deadline for returning ballots in the election of a member of the CSEA Board of Directors representing Mental Hygiene Region V members.

Ballots were mailed out June 18 to all eligible Region V Mental Hygiene CSEA members, and must be received in the Albany Post Office by 9 a.m. on July 3 to be valid. Any eligible voter who has not received a ballot by June 24 may obtain a replacement ballot by calling the office of the Executive Director of CSEA at (518) 434-0191.

Ballots will be counted by the CSEA statewide Election Procedures Committee on July 3.

Calendar of EVENTS

July

- 5—Genesee Valley Armory Employees Local 251 annual picnic, noon, Stony Brook State Park, Dansville.
- 8—Suffolk County Local 852 Executive Committee meeting, 7 p.m., 755 Waverly Ave., Holtsville.
- 9—CSEAP workshop, Region II, 10 a.m.-3:30 p.m., Room 4430, 2 World Trade Center, New York City.
- 10—CSEAP workshop, Region I, 10 a.m.-3 p.m., Room 2B43, State Office Building, Hauppauge.
- 11—Syracuse City Local 013 annual clambake, 5 p.m., Hinerwadel's Grove, Taft Road, North Syracuse.
- 11—CSEAP workshop, Region III, 10 a.m.-3 p.m., Room 100, Lecture Center, SUNY New Paltz, New Paltz.
- 21—Saratoga County Local 846 Executive Board meeting, 7 p.m., Solor Building, High Street, Ballston Spa.
- 21—Region III Mental Health labor/management meeting, 1 p.m., Hudson River Psychiatric Center, Poughkeepsie.
- 23—Saratoga County Local 846 general membership meeting, 7 p.m., Solor Building, High Street, Ballston Spa.
- 25—DOT Local 505 annual clambake, Roselawn Restaurant, New York Mills.
- 26—Rockland Psychiatric Center Local 421 family picnic, 11 a.m., Anderson Field, Orangeburg.

August

- 2—DOT Local 508 first annual picnic, Belmont State Park, Babylon.



(Above) CARNIVAL DAY, besides bringing enjoyment to residents, also helped foster labor/management relations. Saratoga County Legislature Chairman Harry Warring, left, CSEA Shop Steward Cheryl Sheller, center, and Facility Administrator Lorraine Frolo share a pleasant conversation. Later, all three went into a dunking pool as part of the carnival.



(Right) A PETTING ZOO helped to bring enjoyment to residents at the Saratoga County Infirmiry and Health Related Facility carnival. Here an elderly resident pets one of the animals being held by an employee.



(Above) SOME OF THE PARTICIPANTS, including residents, staff and volunteers, who benefitted from a unique Carnival Day.

(Left) WINNING A SMILE — This resident won a bean bag throwing contest to spark a joyful smile, shared by an employee who assists her.

(Right) NEWS MEDIA COVERAGE of the unusual carnival program included a spot on Albany TV station WAST. News Reporter Chris Brunner describes the day's activities as the camera rolls.



Labor/management, working together, create a happy day to be remembered

BALLSTON SPA — The Saratoga County Infirmiry/Health Related Facility is listed as being a 277-bed facility staffed by 280 employees who provide services twenty-four hours a day, three hundred and sixty-five days and nights a year.

But in the eyes of the two hundred and ten members of the Civil Service Employees Assn. who work at the complex, the facility is the home of 277 people who need to laugh, smile and feel loved every once in a while.

Because of this dedication the staff of the facility and their union became involved in the development of a special treat recently for the facility's residents, a Carnival Day.

Shop Steward Cheryl Sheller explained what the union members did to help make Carnival Day a reality and a success. "Our people did everything they could think of to help in the planning and the running of the day. We know that people donated time, money and effort to see that the residents had a great time. Employees who were

off came in to make sure that every resident had a chance to go to the Carnival; nightshift workers came in early. People just could not do enough."

CSEA Saratoga County Local 846 aided the Carnival effort by donating one hundred and fifty dollars to help fund the event, purchase prizes for the various booths and rent needed equipment. John Miller, Local CSEA President said, "Our members wanted to get involved in something other than just pure union activities. Our small donation primed the pump and caused our members to be proud of our interest in their efforts to serve the needs of the people they care for on a daily basis."

CSEA was joined by numerous other local community merchants and businesses who contributed to the funding of the event. On Carnival Day employee efforts had transformed the Infirmiry and HRF into a Carnival site. Hallways were decorated, rooms were converted into game rooms and entertainment areas.

The patio area of the complex had become a picnic area with a dunking pool and pie throwing taking center ring. A petting zoo filled one corner of the walkway.

Carnival Day began with a half-hour musical presentation by the Ballston Spa High School Band. Residents then exchanged play money for game tickets and participated in games ranging from bean bag toss to face painting.

At noon the employees served the residents a picnic lunch under the big top on the patio. Two talent shows were presented by the staff, one in the morning, the other mid-afternoon.

But the two events which seemed to generate the most interest and the most laughter were the dunking pool and the pie throwing contest. These two events also seemed to weld the employees and management into one unified body with only one goal, to entertain the resident audience. First the employees dared the patients to pitch a small ball and dump a person into the pool. But by days'

end the audience had seen the facility administrator, Lorraine Frolo; a staff physician, Doctor Russell Peacock; the Director of Nursing Laura Bencoter; County Legislature Chairman Harry Warring and CSEA Local President John Miller take the plunge. Administrator Frolo and Union President Miller also served as targets for the pie throwing contest, each ending up covered with whipped cream.

When a local television news reporter asked the administrator what she thought of her staff, she replied, "I'm so proud of my staff. They really care. Just look at the smiles, the joy in the faces of our residents."

The Carnival was not intended to raise funds but more than \$660 was raised and this money will be used to purchase items which the residents can use to better enjoy the patio area of the facility.

While the complex has now returned to normal operation, the staff and management are looking forward to the next Carnival Day next year.

Discrimination case won

By Tony Rossi Jr.

After filing a State-CSEA grievance claiming sex discrimination, Barbara Buckenzie, member of CSEA Binghamton City Local 002, is now hard at work with a Department of Transportation road crew. The grievance was given March 5th and the winning decision, a first step decision, was issued March 18th.

Charles Eynon, president of CSEA Local 002, filed the grievance on behalf of Buckenzie who was employed by the DOT in Broome County, but wasn't happy with the area of work she was involved in. Buckenzie had been assigned to work in highway rest areas, but felt she couldn't find advancement opportunities.

Buckenzie visited New York State Job Service in Binghamton in 1978 and was very disturbed when she was told by her interviewer that, despite a very impressive volunteer work resume, she would find it hard to get a job other than unskilled labor.

Buckenzie has been involved in numerous volunteer activities, including League of Women Voters, Broome County Ambulance Board, Broome County Democratic Executive Board, Port Crane Civic Association Board, Regional Affirmative Action Board, and others. She is also a volunteer in the Chenango Valley School District's Perception Motor program, and is a Democratic Committee person.

Job Service told Buckenzie she had a "very impressive volunteer resume," but that because she had no college degree, work record, or did not qualify for a CETA position, the

best employment she could get was unskilled labor.

"Since I had to do labor work, I wanted the best work with the most opportunities available," said Buckenzie. "I wanted to get on the road crew because of the self-advancement opportunities and to be eligible for more promotional exams."

Eynon said Buckenzie claims the distinction of being the first woman to file a grievance, win, and join a road work crew in Broome County. Buckenzie also holds the distinction of being the only woman in Broome County to have applied for, been accepted, and taken a competitive promotional exam for Supervisor I. The exam was held May 17th.

Since joining the DOT road crew, Buckenzie has been working out of the Castle Creek sub-station and has, more or less, become another one of the guys. "I didn't take this job thinking it would be a Sunday School," said Buckenzie. "I never try to change things," she added with regard to her fellow workers style of doing things.

Buckenzie said she expects no special privileges, and she doesn't get any. She said she realized that is the way it should be before she took the job.

Buckenzie likes to feel as if she's breaking the door open for women in the road labor field. "I think we'll see more women in this department," Buckenzie said, but she stressed "women seeking road labor jobs should be ready to accept these kinds of conditions."



BARBARA BUCKENZIE is congratulated by Binghamton City CSEA Local 002 President Charles J. Eynon. Barbara won a sex discrimination grievance to earn a position with a Department of Transportation road crew.

More health care resources are urged

ALBANY — CSEA's Program Consultant on Mental Hygiene told a gathering of the New York State Association of Mental Health Administrators here recently that the State of New York should be devoting more resources, not less, to its mental health care system.

Saying that the Legislature and the Division of the Budget believe the system is poorly administered, CSEA Consultant Paula A. Lambert said that this belief has led, in part, to cut-backs in jobs and services in the mental health system through inadequate funding.

Not only is this practice endangering the jobs of the employees of the Office of mental Health and the Office of mental Retardation and Developmental Disabilities, Ms. Lambert said, it is also endangering

the future of thousands of mentally handicapped people who depend on the State for mental health services.

"We need more, not less," Ms. Lambert told the administrators,

"more forensic units, higher staff to client ratios, services for high risk adolescents, mental health services for children with an emphasis on prevention, services for the elderly,

and services for those with a dual diagnosis of mental deficiency and mental disability who are presently bantered back and forth in the system only to fall through the cracks — serviced by no one.



PAULA LAMBERT, center, CSEA's Program Consultant on Mental Hygiene, tells participants in the New York State Association of Mental Health Administrators third annual conference that the state must devote more resources to its mental health care system.

Union bill to end exam fee passes, now on governor's desk

ALBANY — If the governor signs a CSEA-sponsored bill that passed both houses of the 1980 legislature, neither state nor local government employees will have to pay to take Civil Service exams any more.

Passage of the bill became a top CSEA priority when the state Civil Service Department institutes a \$5 fee for incumbent public employees, for open-competitive exams in 1979.

Open-competitive exams often must be taken by incumbent provisional employees in order for such employees to keep their jobs.

"It's not fair for people to have to pay a fee just to keep their jobs," said CSEA lobbyist Stephen Wiley. "It's also bad for morale to make people pay to take an exam for a job series in which they'd be best suited and most efficient. That's another reason why incumbents take open-competitive exams."

The union's next step was to write the bill, and get Sen. Anthony Seminerio and Assemblyman Richard Gottfried as sponsors.

The issue heated up this spring when the Civil Service Department, by memorandum, ordered all local governments to begin collecting the exam-fee from their incumbents, too. Several have already done so.

However, the newly passed bill makes such fees for incumbents illegal, both for state and county workers.

"This legislation addresses our real concern, at both the state and local levels," Mr. Wiley said. "Now we have to focus our efforts on a mass write-in campaign to the governor, to get him to guarantee fair play for incumbent civil service employees by signing this bill into law."

The governor's address is given on Page One of this issue.