



# 72nd Annual meeting

BUFFALO — Appearances by Gov. Hugh Carey, Comptroller Edward Regan and AFSCME President Gerald McEntee will highlight the 72nd annual CSEA Delegations Convention Oct. 10-15 at the Buffalo Convention Center.

More than 1,300 delegates face a full agenda at the meeting, including bargaining unit seminars, a variety of workshops, committee report  
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# Public SECTOR

Official Publication of The Civil Service Employees Association Local 1000, American Federation of State, County and Municipal Employees AFL-CIO

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*An all-out push to elect next governor*

## Union propels Cuomo bandwagon toward Nov. 2 election victory

ALBANY — With the sweet taste of an upset victory in the New York Democratic Gubernatorial Primary still fresh in mind, less than two weeks after Lt. Gov. Mario M. Cuomo stunned political observers by defeating New York City Mayor Ed Koch, CSEA was already at work for another Cuomo victory in the Nov. 2 general election.

"We did everything we could to get Mario Cuomo to the point where he is now and we have succeeded," an elated CSEA President William L. McGowan said following the stunning primary victory, "but it won't mean very much if we don't turn that primary victory into a victory for the people of this state on Nov. 2."

On March 10, when the state's largest public employee union announced its selection of Cuomo as the first candidate ever endorsed by the union in a gubernatorial primary, most political observers scoffed at his chances for victory against Mayor Koch. Starting with a 37 point gap in the polls favoring Koch, Cuomo bit-

by-bit attacked the lead until Sept. 23, when many observers considered Koch's victory likely, though less than certain.

Most news analysts now credit the all-out effort by CSEA and other state labor unions with turning the uphill Cuomo effort into a success.

On Oct. 1, CSEA's Statewide Political Action Committee, acting on the unanimous recommendation of the union's statewide officers, officially extended the union's primary endorsement into an endorsement in the general election against millionaire Republican Lewis Lehrman.

Lehrman, a retired executive from his family's pharmaceutical business, has a clear position on many issues critical to public employees. He has promised to cut state employee jobs, cut state taxes, freeze local expenditures (thus threatening local government workers), turn some state mental hospitals into prisons, oppose reform Tier III of

the state's public employee pension system, and he opposes reform of the unfair provisions of the state's Taylor Law.

It's no surprise, therefore, that Lehrman has already mounted a desperate offensive against Cuomo, accusing him of being "financed, organized, managed and directed by public union bosses."

Another aspect of the apparent Lehrman strategy is to paint Cuomo as "a left-wing liberal," who believes in continued high government spending which drives private employers out of the state.

The lieutenant governor, meanwhile, is telling voters of Lehrman's close links to Reaganomics and its supporters. And Cuomo is pointing out to reporters that it has been the Carey

(Continued on Page 10)

CELEBRATING CUOMO VICTORY on election night in Buffalo are, from left, June Ferner of CSEA Region VI Political Action Committee; Region VI PAC Co-chairman Dominic Savarino; and Erie County CSEA Local 815 member Barbara Justinger. Cuomo victory ignited similar celebrations by public employees all across the state.





# Region VI Conference

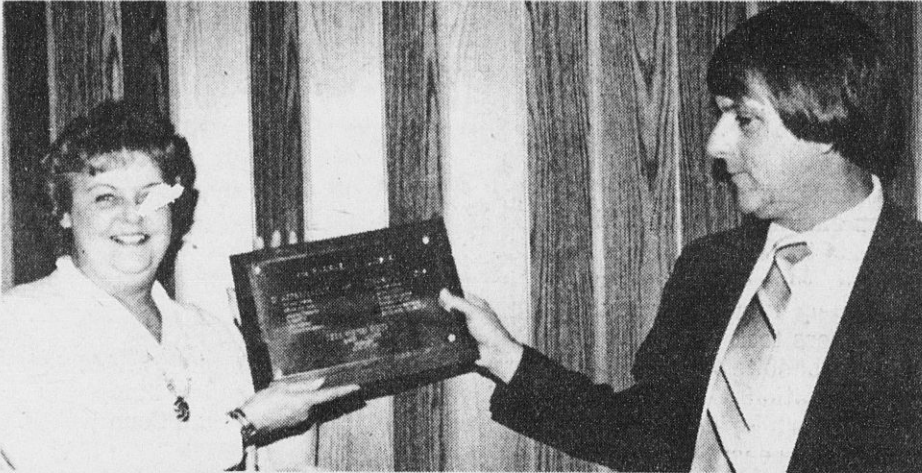
## Focus on anti-labor groups, governor's race

**PAINTED POST** — The largest and most active anti-labor organization in the U.S. is the Reagan administration, and the record proves it.

So said Humphrey Donahue, the national field representative of the AFL-CIO, and guest speaker at the recent Region VI Fall Conference at the Painted Post Holiday Inn.

"The record proves that the Reagan administration caters to big business and wealthy corporate interests that deny workers' rights," Donahue said.

Donahue's remarks highlighted a full schedule of region conference activities that included preparation for the CSEA Statewide Delegate convention, to be held in Buffalo Oct. 10-15; assessment of the successful Cuomo primary campaign; and plans for even more intense involvement in the general election campaign.



**TREASURER'S PLEASURE** — Statewide Treasurer Barbara Fauser receives plaque of appreciation from Region VI President Robert Lattimer. Fauser, the former region treasurer, was awarded the plaque at a luncheon in her honor.



**GUEST SPEAKER** — Humphrey Donahue of the AFL-CIO takes the podium at the Western Region meeting for a discussion on anti-labor organizations and what the AFL-CIO is doing about them.



**UNIONISTS SHARE CONCERNS** — Conference participants Richard Marks, left, Robert Mootry and Debbie Lee, president of West Seneca Local 427, converse during one of the conference workshops.

According to Donahue, the collective bargaining process is being denied by the Reagan administration. He cited the PATCO strike of 1981, which saw the Reagan administration fire 11,000 air traffic controllers, and the more recent Locomotive Engineers strike, where legislation was hastily enacted to force strikers back to work, as examples.

"It's a shame and an irony that the very issues that PATCO cited as the reasons for withholding their services turned up as 'needs to be addressed' by a Reagan-appointed advisory board after the controllers were fired," said Donahue. "The case of the Locomotive Engineers, who don't even work for the government, is another example of how anti-labor this administration is." Donahue went on to name more than 80 companies, organizations and corporations whose track records show a concerted effort at defeating the collective bargaining process. Many of the names mentioned were household corporate names, while others showed a large number of individuals and companies who make a lucrative living as union-busting consultants.

"We've all got to remember that as workers, we share a common bond that supercedes all other labels such as Democrat, Republican, Catholic, Baptist, and the like," said Donahue. "Our biggest job is to elect candidates in the November elections that will be in tune to the needs of workers, and to work toward sweeping this anti-worker administration in Washington out of office in '84."

The political consciousness and activism that have been growing within CSEA over the last few years were cited as the necessary ingredients that were in great abundance during the Cuomo primary campaign, according to Region VI President Robert L. Lattimer.

"The hard work put in by Dominic Savarino, Florence Tripi, June Ferner and the many others who manned phones, stuffed envelopes and helped get out the vote in the primary campaign are examples of what will be needed tenfold in the upcoming general election," he said.

In other business, region delegates honored Statewide Treasurer Barbara Fauser, and learned of the departure of three long-time CSEA activists.

At a luncheon in her honor, Fauser, the former Region VI treasurer, was presented with a plaque thanking her for her past work and wishing her success in her new elective position.

Lattimer called it a "bittersweet" duty in announcing the retirement of two long-time union stalwarts and the promotion of another.

June Ferner of West Seneca Schools Local 868 retired this summer, but worked practically every day in behalf of the Cuomo campaign, and will continue to work in the general election. "June has always been very active in behalf of her fellow CSEA members as a member of the PAC and her fellow school board members as an official in her local," said Lattimer. "Her efforts at working along with her CSEA members in the primary campaign is just typical of her willingness and commitment."

Sylvia Ebersold, president of Rochester Local 012, was thanked for her long-time union activism, which included heading CSEA's Statewide CETA Committee and Department of Labor labor/management Committee. Ebersold's promotion to senior compensation claims examiner takes her out of the bargaining unit. Succeeding her as local president is John DeFiore of the Tax and Finance Department.

Regional First Vice President Genevieve Clark, who is retiring, leaves a long-time record of activity on several fronts. "She's been behind the scenes, spending untold hours representing CSEA. This region not only recognized it, but CSEA and all public employees in this state owe Gen Clark one hell of a lot more than we will ever be able to repay her," said Lattimer. Plans are underway for a Nov. 13 dinner honoring Clark.

In other activities, County Workshop representatives at the conference attended a presentation on contract negotiations by Regional Director Lee Frank.

While pointing out that "every negotiation is different," Frank noted there are basic preparation steps that are helpful in making the process as effective and thorough as possible, such as soliciting proposals from members.

"Every member should get a proposal form 10 months before the old contract expires," he said. "The negotiating committee will then screen all proposals before submitting them to management."

The selection of the negotiating committee may vary from school district to political subdivision, local or unit, "but the group must be representative of its members, and as small as possible," said Frank. After screening and researching proposals, the committee should decide how to operate and set its own rules. The letter to employer to begin negotiations should be sent seven months prior to expiration of the old contract. The first meeting with employer should develop ground rules for negotiations, Frank said, and the next meeting should always be scheduled before leaving the bargaining table.

Discussion of proposals should be limited to the members of the committee, and under no circumstances should matters be discussed or attempted to be negotiated through the press, Frank cautioned. He also suggested all agreed-upon proposals be initialed at the table and dated to preclude any potential disagreement later.

Approaches to budget analysis, retroactivity, representational limits, and mutual confidentiality were explored for the County and School District members, while the State Workshop members heard an in-depth presentation about the Committee on the Work Environment and Productivity from CWEP Assistant Director Guy Dugas.

The next Region VI conference will be held Jan. 28 and 29 in Rochester.





## Suffolk Local 852 in protest

# 'What do we want? A contract! When do we want it? Now!'

HAUPPAUGE — Chanting and shouting, almost 2,000 CSEA members picketed outside the office of Suffolk County Executive Peter Cohalan to protest the county's nine-month stall of negotiations with Suffolk County Local 852.

The demonstration — which some veteran CSEA leaders described as the most successful ever held in the Long Island Region — showed the solidarity of 7,000 CSEA employees of Suffolk County.

The pickets chanted: "What do we want? A contract! When do we want it? Now!"

They carried placards such as: "Nine months — It's Time to Deliver," and "Stop Jacking Around With Our Contract." The latter signs were a play on the name of the county's chief negotiator, Jack Farnetti, a former Teamsters Union official, who triggered the collapse of negotiations in mid-summer after he showed up at only four of the 15 negotiation meetings.

Others took up a new chant when someone opened a window in Cohalan's ninth-floor suite of the H. Lee Dennison County Office Building to see and hear the demonstration. Looking upward, they chanted: "Jump, Peter, Jump."

Meanwhile, another group demonstrated at the Riverhead County Center, 40 miles to the east.

Cheered by the size of the turnout and the enthusiasm of the members, Suffolk Local 852 President Charlie Novo declared, "Now, I know we can win."

Novo told the CSEA pickets: "We are going to get you a decent contract. We are not going to give in."

The picketing was, although enthusiastic, quite orderly and peaceful. Citizens called to jury duty inside the Dennison Building said they were sympathetic to the

pickets. Most of the jurors interviewed said they had not been aware that the county workers had been working without a contract for nine months, and considered that unfair.

On the picket line, most CSEA members interviewed said it was the first time they had picketed but that they were eager to do it. They said things like: "The county is stalling;" "We are employees, but not slaves," and "Cohalan is not going to get my vote."

The showing of solidarity apparently rattled the county executive. He was quoted by the local media afterwards as calling the union leadership "mindless" and "incompetent" people who were "trying to rape the taxpayers."

**LONG ISLAND REGIONAL PRESIDENT Danny Donohue, left, surveys large demonstration of CSEA members at Hauppauge as Suffolk County Local 852 President Charles Novo uses bullhorn to urge on protesting union members upset with long delay in contract negotiations.**



## Second fact finder appointed in on-again, off-again Suffolk negotiations

HOLTSVILLE — The on-again, off-again Suffolk County-CSEA contract negotiations were on again last week as the Suffolk MINI-PERB appointed a second fact-finder.

The new mediator-fact finder Philip Ruffo, replaced Mario Procopio who withdrew last month citing his membership in a CSEA retirement fund.

Ruffo conducted his first mediation session on Oct. 4 almost a month after the CSEA was last

able to force the county to the bargaining table.

"The county can run, but it can't hide from the fact finder. Now at last, the truth about their so-called offer to us will come out. They have been consistently lying about it in the press," said Charles Novo, president of Local 852.

The CSEA has been trying to get the county to sit down with a mediator or a fact finder since June 30 but county negotiator Jack Farnetti has been either "unavailable" for mediation sessions or has challenged fact finders' qualifica-

tions in a patter of "stalling tactics" the CSEA says.

Moreover, the county's attitude has hardened in the past ten weeks say Local 852 leaders. After last month's highly successful demonstration, Cohalan issued a statement accusing the Local 852 leadership of "incompetence" and claiming that the county was offering employees a 25 percent wage increase over three years. Novo said that when the increments are deducted, the county's offer is only 10½ percent.



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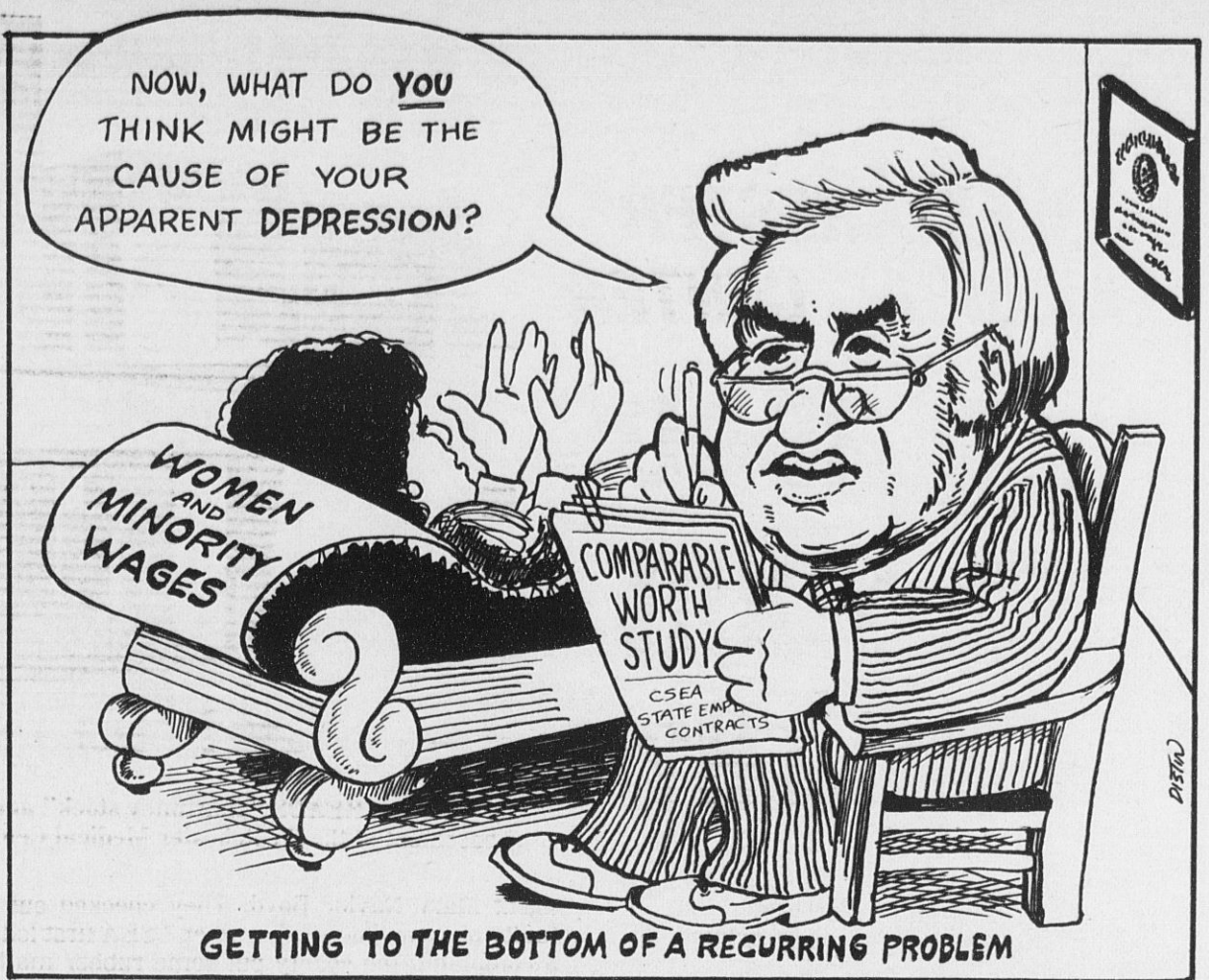
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## Key positions secured in Bridge Authority Local 050

ALBANY — An application by the state Bridge Authority to remove 10 employees — five bridge managers and five assistant bridge managers — from the CSEA bargaining has been rejected by the Public Employment Relations Board.

The Authority had argued that the positions were managerial but

also acknowledged they had no role in policy formulation. PERB Director Harvey Milowe, who heard the case, noted, "While the bridge managers may have certain discretion to schedule shifts and distribute overtime work, the extent of their discretion is itself circumscribed by the contract. Therefore, they do not exercise independent judgment or play a

major role in the administration of agreements." He also observed that in the past a bridge manager has sat as a member of the CSEA negotiating team. Milowe, consequently, dismissed the application in its entirety.

The decision affects employees who work on five different bridges which span the Hudson River.

# CAN'T GO TO THE POLLS NOV. 2nd?

## GET AN ABSENTEE BALLOT AND YOU STILL CAN VOTE FOR MARIO CUOMO

**NO ONE HAS TO LOSE THEIR VOTE SIMPLY BECAUSE THEY CANNOT GET TO THE POLLS ON NOVEMBER 2ND. YOUR VOTE CAN STILL COUNT!**

If you or someone you know will be traveling that day, or on vacation, or on sick leave, or disabled, or away at school — that vote can still count.

Absentee ballots can be obtained by contacting your local county Board of Elections for an application. Once received, absentee ballots must be received in the appropriate Board of Elections by October 26. However, if an individual becomes ill or disabled after October 24, the ballot may be filed by November 1 and still be counted. Absentee ballots should be delivered in person to the board of elections if possible.

**Exercise your right to vote with an absentee ballot — Exercise good judgment; vote for MARIO CUOMO for Governor of New York State**

## Region IV sponsoring essay contest for women about women

ALBANY — The Women's Committee of Capital Region IV is sponsoring a writing contest, open to all female members in the region.

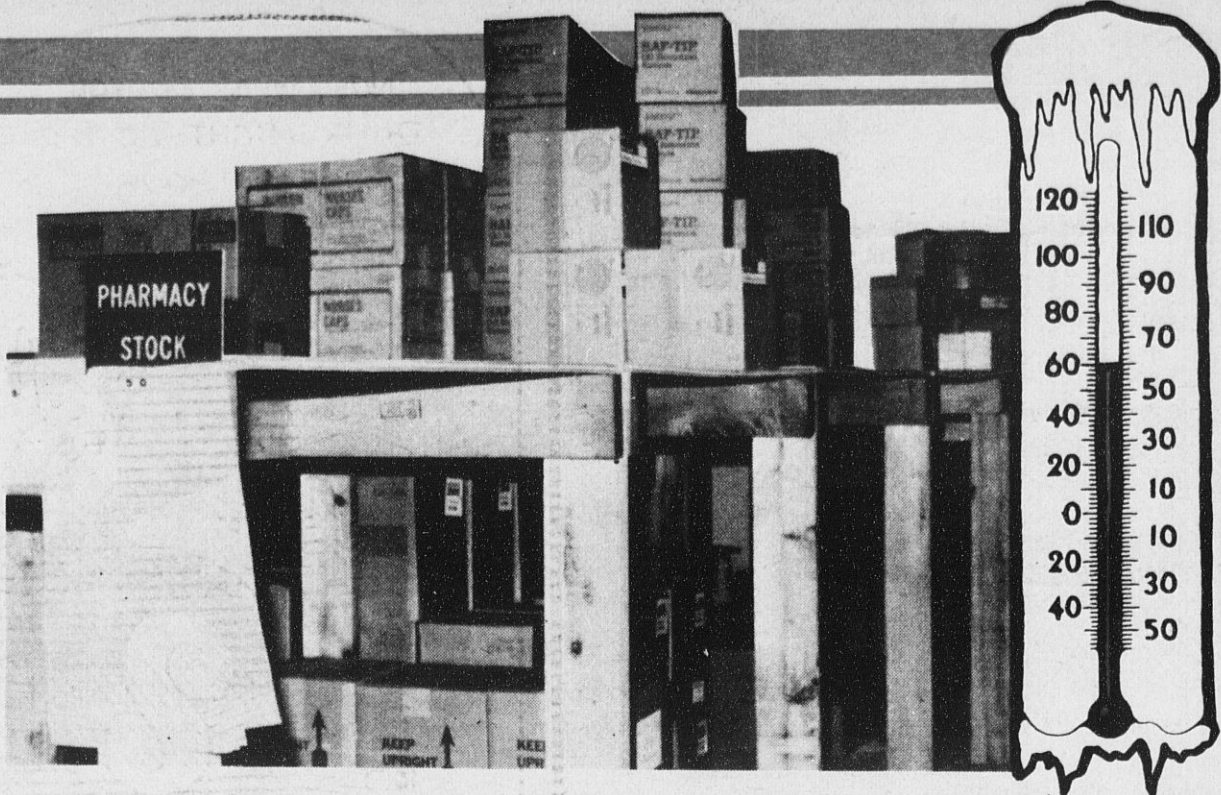
Contestants may submit essays of any length, on any subject, which relates in some way to the following general statements concerning the purpose of the Women's Committee: to better the quality of life of CSEA members; to promote better job opportunities for CSEA women; to work for the betterment of all conditions affecting CSEA members; to enhance the public image of all public employees; to provide a vehicle by which the above can be accomplished through the efforts of the Women's Committee and all interested CSEA women and men.

A \$25 prize will be awarded to the winning essay. Entries must contain at the top of the paper the writer's name and mailing address, CSEA local number and location; whether or not the local has a Women's Committee and, if so, the committee contact person; and a response to the question, "What does the number 201 represent to you?"

Entries and questions should be submitted to E. Marilynne Whittam, Box 154, RR #3, Averill Park, N.Y. 12018.



# WESTCHESTER MEDICAL CENTER HAZARDOUS TO YOUR HEALTH?



THE SIGN READS "pharmacy stock" and it's just one small section of a distribution center in the basement of the Westchester Medical Center where temperatures never go above 60 degrees.

By Stanley P. Hornak  
CSEA Communications Associate

VALHALLA — "If it corrodes the pipes, I'd like to know what it's done to me."

Technician Phylliss Torrier contemplates that concern as she takes a break from her busy routine operating Ultrasound equipment at the Westchester Medical Center, glancing at a leak in the overhead plumbing which causes a mixture of urine, water and formaldehyde to ooze out.

The leak, traceable to a renal dialysis machine four floors above, is typical of several horrendous health hazards which exist at the 400-bed facility, according to Susan Wein, who chairs the CSEA county unit's health and safety committee.

Wein recently toured the facility along with finances than it does about the health and safety of its employees, and that is a shame."

Wein recently toured the facility along with Chief Shop Steward Doug Mullen and business

agent Mary Naylor Boyd. They checked out the faulty pipes and noted that when CSEA first lodged a complaint, the county put some rubber matting down to alleviate the problem, but to no avail. Then, management tried to pin the troubles on personnel, but finally relented and admitted the fault was in the copper plumbing. The fluids being drained were too corrosive. Plastic pipes would have to be installed, but that would be expensive, so both technicians and patients would have to persevere and risk the consequences.

Boyd calls it "the cold room," and storekeeper Leo Markar warns, "it's freezing in here." What they're referring to is the Pharmacy Bulk Distribution Center which is another major trouble spot for employees.

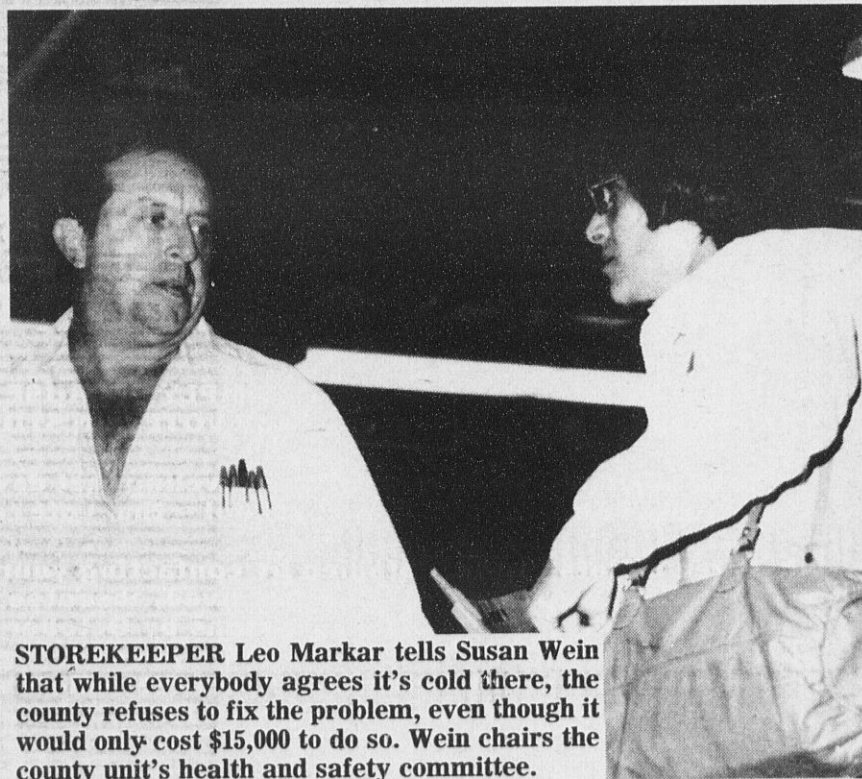
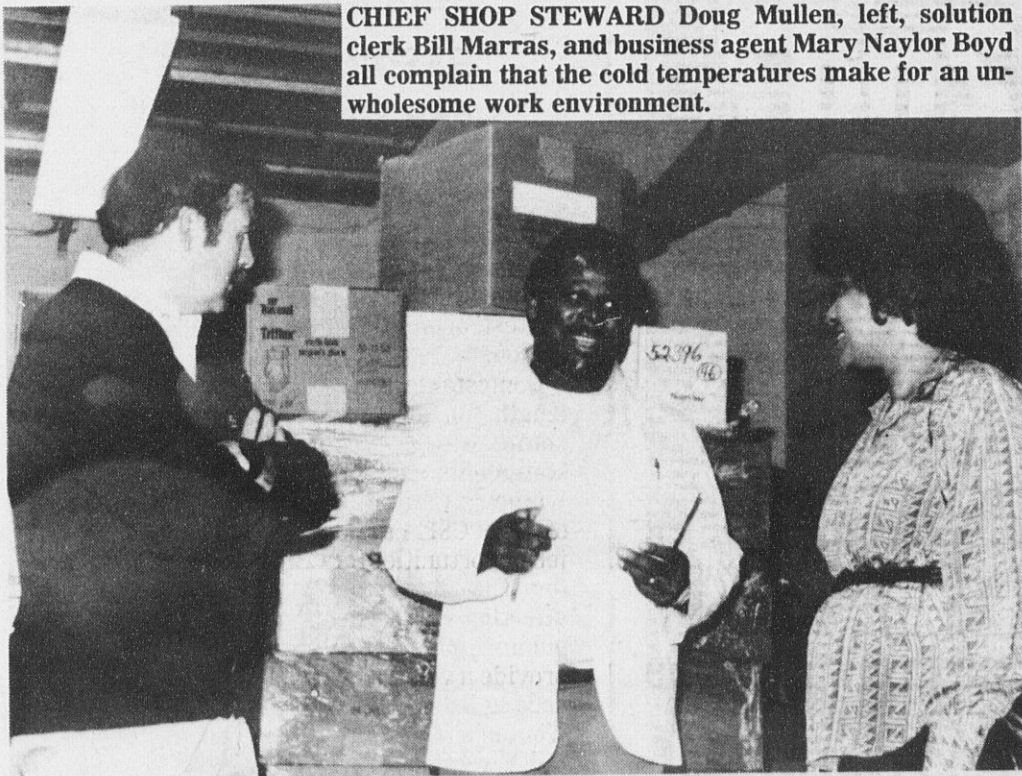
The distribution center is a warehouse-type facility located in the hospital's basement. It has one problem: no heat. Temperatures never reach higher than 60 degrees, and can go down to the low 30's.

Bill Marras, one of six full-time employees there, says they survive by wearing lots of extra clothing, which they shed when going out on their rounds distributing supplies. He also notes that running back and forth exposes them to extremes in temperatures and makes for an unhealthy work environment.

CSEA has demanded the problem be corrected. Estimates are it would cost \$15,000 to do so. The county (with an annual budget approaching \$500 million) says it doesn't have the money.

Thus far, management has agreed only to install portable heaters, even though the electrical service is reportedly inadequate to support them. Complains Markar, "We need permanent heaters that are off the floor, not some patchwork solution." Meanwhile, Wein finds it ironic that while hospital administrators give top priority to patient care, they do comparably very little for the health and safety of their employees.

CHIEF SHOP STEWARD Doug Mullen, left, solution clerk Bill Marras, and business agent Mary Naylor Boyd all complain that the cold temperatures make for an unwholesome work environment.



STOREKEEPER Leo Markar tells Susan Wein that while everybody agrees it's cold there, the county refuses to fix the problem, even though it would only cost \$15,000 to do so. Wein chairs the county unit's health and safety committee.

'the county worries more about its finances than...  
about the health and safety of its employees...'





THOMAS QUIMBY, CSEA's director of education and training, in photo at left, gives a presentation during the Labor Institute's open house. Above, Region V Education Committee Chairwoman Mary Lauzon and Statewide Education Committee Chairman Sean Egan discuss the program's schedule of Fall courses.



## An open house for CSEA's Labor Institute

ALBANY — Anticipating a successful session of Labor Institute seminars this fall, the CSEA Department of Education and Training hosted an open house recently for statewide officers and education committee members.

The open house was designed to familiarize union officials and members with the innovative program, which is, "one of a few of its kind in the country," says CSEA Director of Education and Training Thomas Quimby.

After a presentation by Quimby, members were briefed on the schedule of courses being offered this Fall in each of the six regions.

The Institute's seminars are broken down into three subjects: Principles of Unionism, Applied Principles of Unionism and Advanced Union Studies. Upon the successful completion of a seminar, members receive a certificate of achievement.

**INSTITUTE OVERVIEW** — CSEA Director of Education and Training Thomas Quimby goes over the program's agenda with Region III's Kay Kayton, center, and Loretta Rodwell, member of the joint state/CSEA Committee on Employee Development and Training.

### Contract intact for Hendrick school district employees

CORTLANDT — A contract is now in place for employees who make up the CSEA unit of this northern Westchester County School District.

Collective Bargaining Specialist Ron Mazzola explained that the three year pact, retroactive to July 1, awards an 8 percent pay hike this year, 7 percent in 1983, and another 8 percent in 1984. The district has also agreed to increase

its annual contribution to the employees' Dental Welfare Fund. Moreover, in 1983 service increments paid retiring employees will go up to \$125 for each year of the first ten years on the job, and \$150 for each year of service thereafter.

The settlement further guarantees that there can be no change in the health insurance carrier which would reduce benefits,

allow for three floating vacation days, and provide meal allowances that will be adjusted to reflect current prices.

The unit, which belongs to Westchester County Local 860, is made up of maintenance, custodial and transportation personnel. Cleo Cuevas is unit president, and he was assisted in negotiations by Barbara Begany, Ed Kear, Charles Lape and Bruce Lounsbury.



# REGIONAL PRESIDENT REPORT

## LONG ISLAND REGION I

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## DANNY DONOHUE PRESIDENT



This is a time of testing for the CSEA. In the past year, we have all seen brothers and sisters fired or laid off, jobs abolished, attempts by management to reduce benefits and employee rights and outright attacks on union members by politicians who feel we are weak and vulnerable.

During this period of testing, however, we have closed ranks and fought back against our enemies. In so doing, we have not only survived, but we have endured to become a stronger union than ever before.

On the local government level, we are facing prolonged and difficult negotiations. More negotiations than ever before are ending up as legislatively-imposed contracts.

In Suffolk County, we are engaged in a bitter struggle with a conservative administration which is refusing to negotiate in good faith. The appearance at a recent demonstration of CSEA locals from other regions — including Regions Two and Three — sent a message to Suffolk County that not only do we mean business but that we have broad-based support from other workers in our struggle for a just and equitable settlement.

Last year, working smoothly as a team, CSEA managed to defeat that same government's efforts to fire 600 employees out-of-hand in a so-called budget measure. Insisting on our rights, we managed, through carefully supervising bump-and-retreat procedures and by insisting that personnel be transferred to funded but vacant positions, to reduce the number of actual firing to under 25.

We have been fighting our enemies in government by organizing our members into an efficient political force that, because of its voting power and ability to make sizeable contributions to campaign funds, is wielding growing influence in the cor-

ridors of power. We believe that our efforts in the Cuomo campaign helped to diminish the Koch victory on conservative Long Island and made us a force to be reckoned with in local politics.

We are also tending to our main business of representing employees. In the past year we have trained more than 340-unit and local shop stewards and have conducted a number of workshops in unionism and attended by more than 650 members. We will continue to train and work with our members so that they not only understand how to better represent other members but will also understand the overall goals of unionism as well.

We are continuing our struggle against sex-discrimination by employers. In Nassau County, we are currently conducting an in-depth study, with the help of AFSCME, into pay equity in the County. Although we have more female unit presidents and chairpersons than in any other region and at least 60 percent of the members we trained this year were women activists, we are continuing our efforts to bring more women into leadership roles in the CSEA.

We are constantly trying to help our members and to insure that they are being justly compensated for the work they perform. Recently, because of our efforts to improve the salaries of nursing station clerks at the University Hospital at SUNY at Stony Brook, many other nursing station clerks at the Upstate and Downstate Medical Centers received two-level upgradings.

With CETA a thing of the past, a less humane administration in Washington is now pushing "Workfare," a plan to use welfare recipients to fill civil service jobs. Currently efforts by Suffolk County to use what we consider "slave labor" in jobs that could be performed by public employees

will be vigorously resisted by us with all the means at our disposal.

While we are united as never before, and are making headway, the struggle against the enemies of working men and women in the country is far from over.

We are engaged with a powerful enemy made up of reactionary elements in this country which, because of their own shortcomings in not making capital investments over past decades, have seriously damaged America's economic capability. These same people are now trying to convince an increasingly skeptical public that America's shrinking economy was caused by excess union wage demands.

That we are starting to win our struggle against these cynical politicians can be seen by the recent primary victory of Mario Cuomo. We must double our efforts to see that he wins the governorship of this state. A Cuomo victory over Reagan stand-in, Lew Lehrman — who recently stated that mental hospitals are the captives of public employee unions and should be shut down — will be the best way to send a message to Washington that we are fighting back.

Let us pledge ourselves to that goal while we are here at this convention. And then, let's go back home to our regions and win in November.

## Back pay, restored hours for custodial employees

CENTRAL ISLIP — Eighteen part-time custodial employees of Central Islip Union School District, whose working hours were reduced by the school district without negotiations, had their hours restored and last week received more than \$2,000 each in back pay as a result of an arbitration CSEA won on their behalf.

"We proved with this decision that school districts have to abide by the terms of a negotiated contract," said Walter Weeks, president of Local 870 which represents the employees.

In December, 1978, the school district changed the part-time custodial employees' work schedule from four to three-hours a day and began paying them on an hourly rate rather than with an annual salary.

The school district claimed the changes were made because of a financial crisis and that since the district had the right to hire and fire employees it also had the right to reduce working hours.

CSEA immediately filed a grievance claiming that the reduction in hours and salaries was a violation of its contract. The grievance, filed for Central Islip School District Unit President, Marve Santiago, by Field Representative James Walters, went through the entire grievance procedure and into the courts before it was sent back to arbitration.

An arbitrator ruled in March of this year that the district violated the collective bargaining agreement and that the district must restore the employees to their former status and pay them their full back pay.

Santiago credits the work of regional attorneys, Stuart Lipkind and Paul Bannon as making a major contribution to the victory. Walters said the decision would discourage other Long Island school districts from taking such "arbitrary and capricious action."

## All's not placid at Lake Placid

LAKE PLACID — Four Improper Practice charges, including one of illegally contracting out, have been lodged against Robert Flacke, commissioner of the state Department of Environmental Conservation (ENCON), and chairman of the Olympic Regional Development Authority (ORDA).

The Civil Service Employees Assn. filed the charges on behalf of 125 of its members who were told on September 24 that they were being transitioned from state contracts into ORDA positions, which would not be covered by CSEA representation.

The Olympic Regional Development Authority was formed in 1981 for the purposes of bringing under one central control the administering and financing of the two sites which make up the Olympic area in Lake Placid. The Whiteface Ski Center is currently under the control of ENCON while the other olympic facilities are owned and operated by the Town of North Elba.

Since the announcement of the creation of ORDA, CSEA has been attempting to negotiate the transferring of its members from state or local government contracts into the new authority. While local union representatives and other union personnel received numerous verbal assurances that ENCON and ORDA would meet to discuss the impact of the numerous changes with the union, no such session has been scheduled to date.

Meanwhile, 125 CSEA members at Whiteface have been told that they are to be transferred without CSEA contractual protection or representation.

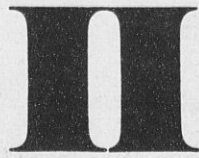
CSEA Capital Region Officials believe ORDA Board Chairman Robert Flacke, who is also ENCON Commissioner, is attempting to contract out the jobs of the 200 employees so that the individuals could be hired without the union to represent them.



# REGIONAL PRESIDENT REPORT

## METROPOLITAN REGION II

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## GEORGE CALOUMENO PRESIDENT



Solidarity Day by putting our votes to work on Solidarity Day II, election day. We will have no better opportunity than on November 2nd to make our voices heard and count.

The "nuts and bolts" of any labor union's operations and the key to a union's success are how well the needs of the rank and file are met.

This past year, I am proud to report, the rank and file of Region II has seen many of its immediate problems solved. With Reagan created recession sending labor unions into retreat and union give-backs highlighting many collective bargaining agreements, CSEA won the state employees the best contract ever negotiated by any labor union with the State of New York. Region II became the first region in CSEA to have offered formal shop steward training to all locals in the region, thus enabling our membership to receive more effective representation. Effective political action by the region stopped the move of the Workers Compensation Board from the World Trade Center to Jamaica, Queens, a move which would have created genuine hardship for our members and the general public. The

region began a drive to bring the benefits of unionism to the employees of the State Insurance Liquidation Bureau. Our designation cards are now before PERB and I expect the nearly 400 employees of the Bureau will overwhelmingly vote to be represented by CSEA.

But all is by no means well in Region II. There are serious problems which have to be solved. Working conditions in state psychiatric and developmental centers and in many state agencies are generally appalling. Security in many state buildings is inadequate. We avoided layoffs in the Department of Labor, but layoff notices have been sent to 72 of our members at Staten Island Developmental Center. The Region will fight to solve these problems and I am confident that we will succeed.

CSEA members, like working people throughout the nation, are bearing the brunt of Reaganomics. We must continue the anti-Reagan momentum started on

## Angry union goes to court over termination of member

NEW YORK CITY — CSEA has gone to court on behalf of Bronx Developmental Center (BDC) Local 401 member Edward Johnson, a mental hygiene therapy aide (MHTA) terminated as a probationary employee after having successfully completed a formal one-year training program and being promoted to a higher grade in accordance with Office of Mental Retardation and Developmental Disabilities (OMRDD) regulations.

In papers filed in New York State Supreme Court, CSEA points out that Johnson, upon passing an open competitive examination, received a temporary appointment as a grade 7 MHTA trainee and began his formal one-year training program. He successfully completed the program and was promoted to a grade 9 MHTA position.

Then, after nearly 13 months of satisfactory employment at BDC, Johnson received a letter from BDC Director of Personnel Joseph Prezio, informing him that his "performance as a probationary employee at the center does not meet the standards which are necessary for permanent appointment to your new job title," and terminating him from state service.

"Johnson, by the facility's own records, was a good employee," says BDC Local 401 President Ernest Punter. "The fact is that BDC, Prezio in particular, makes a practice of exploiting probationary employees by terminating them for phony or no reasons."

Punter charged that "Prezio messed up this time; Johnson was never told his performance was in any way unsatisfactory."

CSEA Regional Attorney Theodore Ruthizer, representing Johnson through the CSEA Legal Assistance Program, noted that Civil Service Law requires that a probationary employee be advised "from time to time during the probationary period" of his status and progress so that he will have the opportunity to correct any shortcomings that may exist.

The court papers filed by CSEA point out that Johnson successfully completed his training program, and, in fact, his "On the Job Training Checklist" shows that he "performed independently" nearly all the tasks required of his job.

However, Ruthizer cautioned that the key question in Johnson's case is "whether the satisfactory completion of a required training program followed by promotion to a higher level position constitutes satisfactory completion of a probationary period."

OMRDD regulations regarding the MHTA training program support CSEA's position that by successfully completing the training program and being promoted an employee has passed probation. An OMRDD memorandum notes that "the new title (MHTA trainee grade 7) will carry a one year probationary period to run concurrently with the traineeship. All trainees will be required to complete this probationary period satisfactorily for advancement to therapy aide grade 9, or be terminated . . ."

Johnson completed his training program and was promoted.



CSEA SOUTHERN REGION III helped Matilda Cuomo celebrate her birthday by surprising her with a cake during CSEA/Cuomo Day which was held at Playland, Rye, the Sunday before the Democratic Primary. Flanking the wife of gubernatorial candidate Mario Cuomo are, from left, Regional Treasurer Eleanor McDonald, Local 860 President Pat Mascioli and Regional President Ray O'Connor.

# MARIO CUOMO

★ He deserves your vote Nov. 2 ★



# PRESIDENT'S REPORT TO THE MEMBERSHIP

**William L.  
McGowan  
President**



CSEA PRESIDENT William L. McGowan confers with Mario Cuomo, the candidate for Governor. CSEA was prime backer of the Cuomo candidacy in the primary, and has launched a leadership role for Cuomo heading into the November general election.

## What a difference a year makes

CSEA has come a long way since the last regular Delegates' Meeting one year ago. We have the best contracts that state workers ever had. We have a Local Government Contract Task Force hard at work to bolster our local bargaining resources. We have proved once again that democracy can work in a modern labor union. And we have just proved the experts wrong and helped elect the first candidate this union ever endorsed in a gubernatorial primary election.

In a period when the economy is still on the rocks, when an enemy of organized labor is sleeping in the White House and when financial restraint continues to plague this union and its members we have still won some great victories.

Only a few weeks ago, this union was a major part of what some political observers are calling "the greatest political upset of the century." Mario Cuomo stunned the state, and the nation, by defeating an opponent who the media and the experts had preordained as the Democratic Party's candidate for governor.

But despite the experts' opinions, despite the mayor's far greater public recognition, despite being outspent better than two-to-one, Mario Cuomo set the political machine in this state on its ear and proved in the process that organized labor is still a political force to be reckoned with by anyone who wants to occupy the Governor's Mansion.

CSEA should be terribly proud of the undeniable fact that we were the first major union in this state to endorse Mario Cuomo in the Democratic Primary. In fact, we endorsed him before he officially announced his candidacy. And to make this act of faith even more special, he was the first candidate for governor ever officially endorsed by this union in its 72-year history.

There were plenty of people who said we were taking too great a risk. There were those who said we would pay a terrible price when Koch became governor. But we stuck with our principles and in the end we, and the people of this state, were the winners despite all the predictions.

CSEA displayed great political courage in

making that endorsement so many months ago. But we believed, as the famous labor leader Eugene Debs put it, "It can be disappointing to vote for what you want and not get it, but it is much worse to vote for what you don't want and get it." To our credit, we got the candidate we wanted.

It was also a year for upset in the state contract negotiations that affect half of this union's membership. Everyone was predicting we would come away from the bargaining table with nothing. This was the age of the "givebacks" in private industry, they believed, and CSEA would fall in line. Instead we came away with a 32 percent contract over three years. It has some problems, let's be honest, but overall it is a great contract. The membership must have felt so too, because it was ratified by a 19 to 1 margin, by far the greatest ratification margin in the history of this union.

For our Brothers and Sisters in local government, my Local Government Contract Task Force began a detailed review of what CSEA is and isn't doing to help our local leadership bring home the best contracts obtainable for our local government membership. In three state bargaining units with 107,000 members, it's easy to focus the union's resources on negotiations. But in the literally hundreds upon hundreds of small bargaining units throughout the state, our union must do more to help local leaders cope with the continuing restraint on negotiations and the increasing sophistication of local government negotiators and their hired consultants.

I appointed the Local Government Contract Task Force to study the problems of local government negotiations, to reach out for ideas from local leaders, union staff and our International, and to put together recommendations to improve our bargaining services to local government units. In the next few months we will begin turning those recommendations into better contracts for local government membership.

CSEA's traditional commitment to union democracy was also put to the test this year. The members of our union had the opportunity in a freely conducted statewide

election to choose their statewide officers. Three of us were honored by their vote of confidence. And Barbara Fauser was chosen by the members to guide the Treasurer's Office for the next three years.

There was also change in the leadership of our International as the result of the loss of Jerry Wurf, the man who is generally recognized as the builder of the greatest public employee union in the AFL-CIO. But the reins of leadership were quickly picked up by Gerald McEntee, an International Vice President from Pennsylvania, who has played an integral role in several subsequent CSEA efforts, most recently the successful battle to elect Mario Cuomo.

But despite our gains, we still face the daily reality of a bad economy, the highest unemployment since the Depression, continuing fiscal pressures on state and local government and a membership that simply isn't being treated fairly. Tier III reform was turned down again this year by the legislature. Too many high-priced bargaining "consultants" are telling employers to balance their budgets on the backs of our people because the Taylor Law gives them the power to do it.

Also, there are far too many CSEA members who feel cut off from their union. They don't feel like they have an identity in our union. They can't understand the complexities of our structure. They simply don't feel like they belong.

We must do more for our members in the coming year. We need to help them put more bread on the table for their families and to feel more secure in their jobs. Through negotiations and political action, we must deliver the dignity, economic justice and peace of mind that our people deserve and we must do it soon, before they are swallowed up whole by inflation.

And we must make our people feel more like a part of their union. That may prove to be the greatest challenge that faces CSEA over the long haul. No union can do much for the people it represents if they don't feel like they are a part of the union.

We've done a damn good job of turning CSEA into a bona fide labor union over the past five years. Now we face an even greater task: letting our members know that.



# Report of EXECUTIVE VICE PRESIDENT

**Thomas H. McDonough**



First, I would like to take a few moments of your time to thank you all so very much for the hundreds and hundreds of cards and prayers on my behalf during my four month stay in the hospital.

I am glad to report that I am out of the hospital and back home, and that my recovery is progressing. I expect to be back in the office and field within a short period of time. In the meantime, I wish to inform you that I am working on a limited basis, and that my office is still open to you, the Membership. If there is anything that you need from my office, please do not hesitate to contact us. Once more, I wish to thank you for your remembrances.

Now let me congratulate you as members of CSEA for the wonderful job that you did in supporting the endorsement of Mario Cuomo, and getting him elected to run for the Governor of New York State. If some of you people

can remember back, I have been preaching for a number of years that if we put our act together, we could elect the Governor of the State of New York. I am sure with your continued support, that is exactly what we will do; we will elect Mario Cuomo as our next Governor!

Let me warn you all of one thing that I fear might be happening, maybe not in the near future but that I ask you to be careful and keep a watchful eye out for: That is that Unions' membership are starting to vote throughout the State and country as well, for "no union" on representation elections and ballots. I ask you all to watch this very closely so that we do not lose our status as the largest and most powerful public employee union of the State of New York.

Wishing you all a very informative and most successful 72nd Annual Convention!

# Report of STATEWIDE TREASURER

**Barbara M. Fauser**



Our results for the fiscal year just ended, September 30, 1982, should be comparable and in line with projections made back in January 1981. The complete financial statements for the year just ended, including the certification by our outside, independent public accountants, will be provided within a few months.

This past year has been one of high interest rates which allowed our Interest Income to exceed our Budget expectations. This excess has been put back into General Operations to help offset the ever-increasing costs of postage, phones, travel, paper, etc. Other major expenses of the past year include negotiation costs, elections for both CSEA Statewide Officers and AFSCME Delegates, and our participation in the Bi-Annual AFSCME Convention.

As I am sure many of you know, the Office of Treasurer, to which I was elected, became a full-time position effective July 1, 1982. The financial dealing of a Thirty Million Dollar corporation, which we are, certainly requires it. All responsibility for finances; collection of income, investment, payroll, payables, inventory, reporting and local audits are handled by my office. I intend to take advantage of the expanded position to become actively involved in all aspects of CSEA finances. One of my first objectives will be to encourage accurate and timely reporting from all our locals, as mandated by Article IV, Section 3(a) of the By-Laws. The trust placed in local officers by the membership must be repaid with accurate and timely reporting. Some of the forms have become more sophisticated and my office stands ready to assist any local officer in completing their

reporting responsibilities. I will also provide training for the audit committee of locals, a mandated committee, which, in far too many instances, is not functioning.

Another major project I plan on pursuing is an audit of all CSEA physical assets. We are presently in fourteen offices around the State and have made substantial investments in furniture, furnishings and equipment. Part of my responsibility is to safeguard these assets and I plan to do so through a major identification system which, hopefully, will be computerized for maximum control. This will also assist in depreciation, computations necessary for proper presentation in the financial statements.

The auditing of locals by the Office of the Comptroller, a program which has been in existence for two years, will work closely with my office to assure that all locals are reviewed on a continuing basis.

In addition, I plan to expand the reporting provided by my office. More detailed reports by cost centers are required as CSEA continues to expand in terms of both dollars and members.

It is my duty to inform you that an increase in CSEA dues will take effect January 1, 1983. This increase will raise our dues structure to the new minimum dues rate for all AFSCME locals. This change is required by Paragraph 3 of the Affiliation Agreement of January 1981, approved by CSEA's delegate body. The increase will be seventy cents (\$.70) a month for a new annual dues of \$127.80. This is a seven percent (7%) increase over the current dues rate and is a result of a formula which increases dues based on the average increase in public employee salaries for the period October 1, 1980 to October 1, 1981. This information is based on a survey of comparable positions represented by AFSCME and conducted by the Department of Commerce, Bureau of the Census. Thirty percent (30%) of the increase will go to the International for our per capita obligations. The remaining seventy percent (70%) will stay with CSEA and will be shared with locals. A graph of your CSEA dues dollars is adjacent and illustrates your union finances.

I would also take this opportunity to pay tribute to Jack Gallagher, our past Treasurer. Jack devoted fourteen years to the job as Treasurer of CSEA. These were some of the most important years in the history of your Union. Jack's guiding influence allowed for an orderly expansion from a Social organization to a powerful union, a change that occurred with a sound financial plan. Jack has left me with a treasury on solid financial ground. I plan to continue in that fashion.

# Report of STATEWIDE SECRETARY

**Irene Carr**



This is a capsule summary of highlights for fiscal year 1981-82. A more complete report of the highlights of the actions of the Board of Directors is included in the packet of information given each CSEA Delegate attending the union's 72nd Annual Meeting.

At the time, plans are being formulated to carry out the recommendations of the Public Sector Committee to publish in the union newspaper summaries of actions taken by the Board of Directors at periodic intervals throughout the year.

Secretary Seminars have been conducted on an ongoing basis and the first brochure of its kind TIPS FOR LOCAL AND UNIT SECRETARIES was prepared by the Statewide Secretary. The Education Department has included a training session for secretaries in the CSEA Labor Institute.

Last year this office reported to you that approval has been granted by the Board of Directors for the purchase of microfilm equipment. Records from the Office of the Treasurer and the Membership Department have been placed on film. The Statewide Secretary will continue to encourage this process and to work toward full utilization of our microfilming capability of union records and information.

Since 1979 statistics have been kept by this office on attendance of delegates from locals at the Statewide delegate meetings. Percentages compiled since 1980 indicate the following attendance:

Fall 1980	16%
Jan. 1981	22%
Mar. 1981	21%
Aug. 1981	51%
Fall 1981	12%

The Regional Presidents have been notified of the locals who did not attend delegate meetings in their respective regions. All too often the members complain that the union is not involved in their problems. These percentages indicate lack of participation on the part of the local leadership.

For very good reason it is clearly spelled out in the Constitution & By Laws that the listing of delegates for the year is to be sent to the Statewide Secretary by July 15, as of September 1, 1982 there were still 135 locals who had not submitted such listing. As a result the delegates who are not preregistered do not receive information prior to the convention, and also encounter a longer process in their registration.

Support help has now been approved for this office as well as full release time for the Statewide Secretary as of July 1, 1982, the new term of office. I am most grateful to the membership of CSEA Inc. for their support in my reelection, and I look forward with great anticipation to serving as a full time officer of the union.

Any questions or inquiries may be directed to the Statewide Secretary, 33 Elk Street, Albany, New York 12224.

# Cuomo bandwagon gaining momentum

(Continued from Page 1)

Administration that has implemented the most sweeping tax cuts in the history of the state and added more than half a million new private sector jobs in New York over the past several years.

"We were even able to seduce Mr. Lehrman from Pennsylvania to New York," candidate Cuomo joked in reference to one of Lehrman's many political sorespots, his continuing claims to Pennsylvania residency while keeping a New York apartment to lawfully avoid New York State taxes.

Adopting the campaign slogan, "Experience Money Can't Buy," Cuomo is also lashing out at conservative Lehrman, noting that in stark contrast to his substantial public administration experience, Lehrman has never held a single elective or appointive public office.

But a Cuomo victory less than four weeks from now is far from certain. While voter registration in New York gives a Democratic candidate a slight edge among enrolled voters, clearly modern voters do not vote party lines in the manner in which they were historically expected to do. Added to this problem is Lehrman's attempts to paint Mario Cuomo as a "liberal spender," a potential political liability this election year.

Democrats are also worried about Lehrman's seemingly limitless ability to buy all of the television advertising any political candidate could possibly want. In the primary alone, Lehrman reportedly spent more than \$7 million compared to the less than \$1.5 million raised by

Cuomo's forces. More than half of Lehrman's funds, the press has reported, came out of his pocket and his family's and they apparently are willing to invest several millions more in the general election.

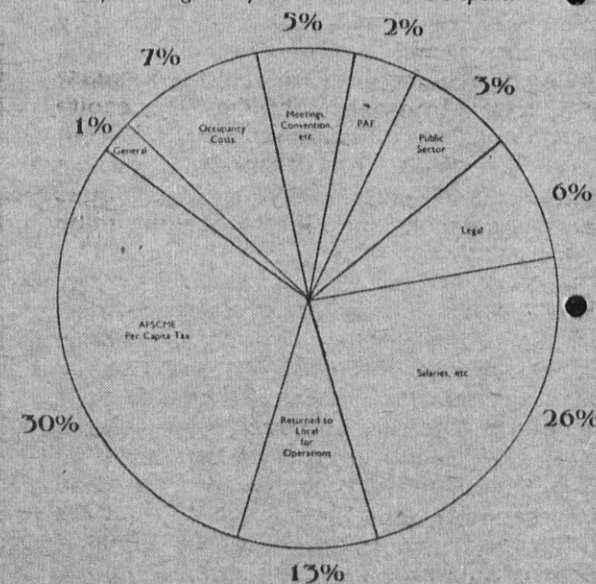
Working for Democrats, meanwhile, is the apparent rapid reconciliation among party leaders following the Sept. 23 primary. In a gracious concession speech that night, Mayor Koch acknowledged the lieutenant governor's impressive victory and not only pledged his personal support to Cuomo, he encouraged his supporters to work for a Cuomo victory as well.

Yet many political observers point to late primary polls showing a neck-and-neck contest in a hypothetical Cuomo-Lehrman election as a sign that this could be a very close election.

**a  
friend  
of  
labor**



The graph below illustrates your union finances by showing how your union dollars are spent.





# Team effort essential for another Cuomo triumph

ALBANY — The upset win by Lt. Gov. Mario Cuomo in the Democratic gubernatorial primary race on Sept. 23 shocked many political pundits, and perhaps even stunned many of Cuomo's staunchest supporters as well. Influenced by political polls, opinions, odds and predictions, nearly all showing Cuomo's chances as hopeless, they probably overlooked the solid, grassroots campaign run by CSEA and other labor unions. In the end, it was the union campaign which is credited with carrying the day for Cuomo and defeating his seemingly invincible opponent, New York City Mayor Ed Koch.

The stunning win for Cuomo was not surprising to Joseph Conway, chairman of the CSEA Statewide Legislature and Political Action Committee. Nor was he surprised that so many political experts miscalculated the results.

"What we did was accomplish what



Joseph Conway

is considered to be the upset of the last 25 years in state politics. I don't think there's anyone that would dispute that," said Conway. "And we did that against a 37-point political poll edge given to Koch in March."

CSEA was the first public employee union to endorse Cuomo, and put together a comprehensive campaign to get out the vote for him. It was the first time in the union's 72-year history that it had endorsed a gubernatorial candidate in a primary race, but with the incredible come-from-behind win, the union seemed an old pro at engineering victories for political underdogs.

**GETTING OUT THE UNION VOTE** — Herm Parson of Rochester Psychiatric Center Local 420 mans phone bank in an effort to get out the vote for Mario Cuomo, CSEA-endorsed candidate for governor of New York State.

"The Cuomo victory didn't just happen. It involved a total team effort of our union," emphasized Conway. "Everyone was working together — the regions, the locals, the rank and file, the retirees, the leadership — in concert with the Political Action Department. We manned the phones and sealed the envelopes and worked the street corners and went house to house and made it a 'people' campaign."

While three other state unions eventually jumped on the Cuomo bandwagon, CSEA's position as Cuomo's first major champion made the ultimate victory that much sweeter.

"CSEA became an engine instead of a caboose," said Conway. "We had the moral courage and fiber, and the resolve, to make the primary campaign work. We said, 'We believe in this, let's work for it.' We didn't realize at the time the other big unions would fall in behind us."

"There was such dedication on our part. Without it, we wouldn't have gotten to first base. Our people were a magnificent unpaid army. They went wherever they were needed. You just had to marvel when you'd see them — at fund raisers, rallies, phone banks, or writing letters."

Although the joy of the stupendous election triumph lingers on for CSEA and other Cuomo supporters, Conway warns against easing up any campaign efforts now. With Election Day less than a month away — Nov. 2 — Conway says the steady, relentless team work must continue, especially in light of Republican opponent Lewis Lehrman's enormous wealth and capacity to saturate the TV media with campaign ads.

"We've accomplished so much, and yet we've only made it halfway," said Conway. "My message to our membership is let's get aboard, let's everyone get in on the Cuomo effort."

"I can see that sunlight over the hill. Let's get up there and grab it. Money isn't everything, but against a Lehrman war chest of \$9 million, we're only going to be victorious if everyone works together. If we can keep on our people-oriented track, there isn't anyone who's going to beat us in November."



## NOT REGISTERED? THERE'S STILL TIME YOUR VOTE CAN STILL COUNT NOV. 2

Unregistered voters can REGISTER ON OCTOBER 16 and VOTE NOVEMBER 2

Unregistered but otherwise eligible voters can register on October 16 at their normal polling places and become eligible to vote in the November 2nd General Election. Registration times and locations for the October 16 registration day can be obtained by contacting your local board of elections. You owe it to yourself and your family to be among the solid bloc of union members — Republicans, Democrats, Independents, Conservatives, Liberals — who will be

voting for Mario Cuomo for Governor of New York State on November 2nd. This election is crucial for public employees, and we need every vote possible for the CSEA-endorsed candidate, Mario Cuomo. So call your local board of elections now to find out exactly where and when you can register on October 16 to be eligible to vote for Mario Cuomo for Governor on November 2nd.

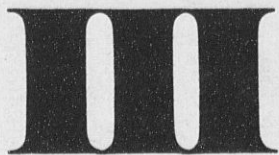
# REGISTER — AND VOTE FOR MARIO CUOMO



# REGIONAL PRESIDENT REPORT

## SOUTHERN REGION III

Rural Route 1  
Box 34  
Old Route 9  
Fishkill, N.Y. 12524  
(914) 896-8180



## RAYMOND O'CONNOR PRESIDENT

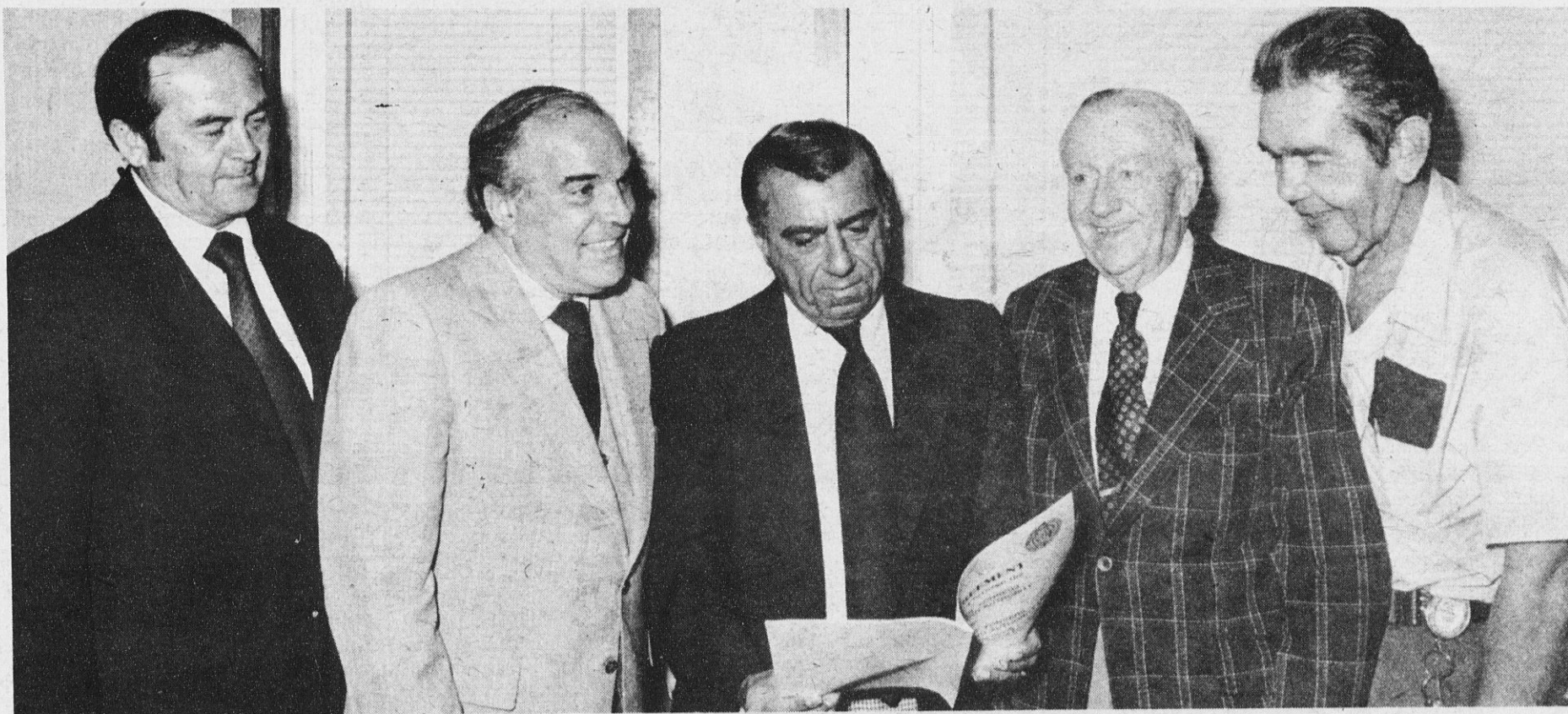


These reports have traditionally been used to summarize accomplishments in specific regions and otherwise share information with delegates assembled in convention. But I would dare to be different this time and propose that instead of reciting a litany of achievements in the region my predecessor used to call, "where the action is," we pause to take a more philosophical look at where we came from, and where we are going.

Unions were born in the agony of working men, women and children who were exploited by low wages, endless hours, and mean working conditions. The slightest infraction often incurred the severest penalty. To be hurt was to be unemployed. Workers soon realized that they had to

organize themselves to survive. They had to come together to win an honest day's pay for an honest day's work. So the labor movement was born, and after a rough start, often against an alliance of business and government, workers were finally able to secure their rights when federal law in the 1930s guaranteed them the right to organize. Thereafter, membership grew, and through strength in numbers our quality of life was vastly improved by higher wages, the introduction of fringe benefits (vacation days, sick days, hospitalization) and the initiation of retirement plans. But these were all hard fought victories which we must never take for granted because they won for us rights that were not freely given.

Today, in the 1980s, we public employees must recapture the spirit, conviction and enthusiasm of past generations. We must also be willing to accept, even encourage, new ideas as we expand our horizons and dare organize the unorganized to share with them the bounties of life in a free society.



**YONKERS PARKING AUTHORITY CONTRACT RESOLVED**—It took a combination of perseverance, solidarity and political action to finally end a contract dispute which began in 1978. Key players in resolving the impasse were, from left, Field Representative Joe O'Connor, Mayor Angelo Martinelli, Local

860 President Pat Mascioli, State Sen. John Flynn and negotiating team member Frank Trepanowski. Also representing the union in talks were Unit President Phil Castillo and John Dee.

## 3 years without pact, Local 830 unit reaches accord

**YONKERS** — Solidarity, with some political action, had paid off for the nine employees of the city's Parking Authority who have been without a contract since Dec. 31, 1978.

Field Representative Joe O'Connor explains that after the contract expired, the Authority unilaterally imposed a legislative settlement in 1979 which established two classes of workers by setting up a different — and lower — salary schedule for new employees. CSEA, thereafter, decided its priority would be to try and gain equalization for all employees even though the Authority was intransigent on the issue.

Consequently, negotiations were deadlocked. They reached a low point when the Authority rejected a factfinding report which could have been the basis of a settlement.

Local 860 President Pat Mascioli chose this time to intervene. He sought

the assistance of State Sen. John Flynn as well as Mayor Angelo Martinelli, and they used their powers of persuasion to get talks moving again. Eventually, an accord was reached and ratified by both parties.

The settlement, retroactive to Jan. 1, 1980, provides during its six-year life compounded wage hikes of 40 percent. Significantly, it does not include a different maximum salary for new employees nor any changes in their benefits.

Mascioli credits the resolution to Flynn and Martinelli, while Field Representative O'Connor says that he is glad, "the philosophy of equal pay for equal work prevailed."

He continues: "It's a message not only to employees, but also to other units and locals that we will not negotiate different salaries and benefits for new employees. Past gains will not be diluted. We are as committed today as they were in the past to preserve the integrity of our contracts."



# REGIONAL PRESIDENT REPORT

## CAPITAL REGION IV

1215 Western Avenue  
Albany, N.Y. 12203  
(518) 489-5424

# IV

JOSEPH E. McDERMOTT  
PRESIDENT



With each year that passes, we, in CSEA and in the union movement, fight our battles, winning some and losing a few. Mostly, though, we negotiate our contracts, file grievances and fight them through to arbitration, and, recently, become involved in the political battles which we know are vital to our well-being as public workers.

In one sense, most of us find that life is in a settled routine — that we can predict, with some degree of accuracy, what our lives are going to be like from one day to the other. In the past few years, though, all of us have been able to sense that there are problems that aren't being handled well by the elected officials of our state and nation.

The economy is faltering. Those of us who live in the older part of the nation, particularly in the Northeast, are feeling it even more. Business and industry and workers are abandoning the so-called "grey belt", the cold-winter zone, for the sun-belt states.

Times are tough and we are all forced to find new ways to cope with the rising costs of just about everything. There exists what some economists are calling a "deep recession", and, in some areas, especially in our cities, the unemployment rates are approaching the level of the Great Depression.

Industries are not just leaving our region; many are fleeing the country altogether, reestablishing themselves in countries where wages are so low that they are not likely to be lured back to the U.S., where they would have to pay what we would consider a living wage.

Whenever industry goes out of our region and out of New York State, we are the losers. Whether we are private or public sector workers, we are the losers because we live here and pay taxes here. We are the ones who support the schools, the hospitals, the infirmaries, the social programs, the safety and health agencies and all of government. When we lose our industrial and business base, we lose the ability to support ourselves (without reducing our living standards), and we lose the ability to support government service at every level (unless we reduce the high standards that we have set for that service in New York).

As a people, we are facing the diminution of our living standards in the Northeast and we should be concerned. As committed unionists, we should be aware of the direction in which our leaders of business and government are taking the economy. There are alternatives to the loss of our economic base and we should be prepared to take action to save that base. It's action that every good citizen should be more than willing to take. And, as public workers, our very jobs depend on acting now.

The power of amassed pension funds has yet to be used by the workers, who are real-

ly the ones who "own" those funds. In New York State, pension money totals \$17 billion and critics of the way that the fund has been handled point to the approximately 4.8 percent return. Some have suggested that the money should have been invested, at the very least, in certificates of deposit. In that way, they would have returned anywhere from 11 percent to 16 percent — three or four times what the fund returned in the most recently reported year. That represents a loss to public employee workers; a loss to retirees, and a loss to the state's economy. Many creative ways exist to use such vast sums of money to help the economies of states and even of regions.

In Illinois, for example, there are proposals to use the money to:

- Provide an additional pool of capital for businesses to increase the industrial and job base in the state;

- Use idle state and local government funds for constructive economic and social ends;

- Provide safe investments in Illinois real estate by public pension funds in family farms, residential real estate, senior citizen housing, and small business loan packages, and;

- Provide a preference for residential real estate acquisition or refinancing by members or contributors to public pension systems.

An Illinois State Representative, Alan J. Greiman, has suggested the formation of a "Northeast Economic Compact", which would provide statutory authorization to allow representatives of labor, industry, pension funds, trustees, investment boards, and banks of private and public pension systems in the "northeast quadrant" of the U.S. to meet and exchange information, all aimed to increase development in the area of the compact.

At the very least, the compact would retard the flight from the various states of industries and business that are vital to the wellbeing.

Greiman also points out that although the state cannot and should not prohibit the relocation of industrial plants, "communities and citizens in Illinois can attempt to impose some kind of burden upon 'runaway companies' to lessen the impact of a plant closing upon both individuals and the local communities".

A.H. Raskin, former labor reporter for the New York Times, in the foreword to the autobiography of the late David Dubinsky, who, for 30 years, was the President of the International Ladies Garment Workers Union, had this to say about the industries and businesses who are continually on the prowl for cheaper labor:

"First the runaways went (from New York City) to shops in New Jersey, Pennsylvania and upstate New York; then to town-built factories in the anti-union South and Southwest; now they have gone global — to

sanctuaries in Taipei, Bangkok and a thousand other exotically situated overseas hide-aways, all reincarnations of the hellholes where immigrants once huddled over their sewing machines on the Lower East Side."

The economy of our nation and the more localized economies of our state, towns, counties and cities are affected by a thousand factors. Every loss is a personal loss because it diminishes those things in our lives that make living a little easier, a little more comfortable, a little more enjoyable. Many of those things are provided by all of us joining together and working together; many of those are provided by government.

A dwindling tax base — economic losses — makes our job of maintaining our living standard, including social programs, that much harder, but we do have alternatives.

We can begin to use our massive pension funds creatively, and we can begin to be especially aware of problems of unemployment in our own communities, not just in the public sector, but in the private sector as well. There are many ways in which we can create jobs, and they won't just be make-work jobs.

Last month, Senator Daniel P. Moynihan announced the introduction of the "Rebuilding of America Act of 1982", which, he said, will provide the first formal accounting of the need for major investment in the nation's deteriorating "public infrastructure", water and sewer systems, bridges and highways.

At an estimated cost of almost one trillion dollars, such a proposal while only addressing a few of the factors which make life more liveable, means the creation of countless new jobs. Additional proposals must yet be formulated to deal with the deterioration of our social and human service programs.

Certainly, everyone recognizes that unions have an historic and basic right to negotiate salaries and benefits. But, we also have evolved into a more meaningful force in society — a force to clarify the call for responsibility and inventiveness from our governmental leaders. You should be an integral part of this force.

Begin by individually not being a singular voice; begin by making your union the voice to ensure that the standards which we individually have set for our nation and our communities will be maintained.

★  
ELECT  
★

★  
**MARIO CUOMO**  
GOVERNOR OF NEW YORK

★  
Election Day —  
November 2, 1982



**Group under contract with state  
to care for mentally retarded**

## **Property purchases by United Cerebral Palsy under investigation**

NEW YORK CITY — The attorney general's office is investigating United Cerebral Palsy Association (UCP) real estate transactions to determine whether the non-profit organization has "lived up to its obligation to handle its money responsibly."

According to the *Staten Island Advance*, the inquiry is focusing on UCP's purchases of a vacant department store and two houses at prices ranging from 200 to 600 percent higher than the owner had paid for the properties 13 months earlier. No improvements were made on the properties before UCP bought them.

UCP, the second largest of approximately 270 private organizations under contract with New York State to care for the mentally retarded in residential facilities, was the subject of an investigative series in the *Advance* last year. The series chronicled the agency's poor performance and questionable fiscal practices.

Two separate investigations prompted by the series confirmed charges that UCP collected more than \$10 million in Medicaid funds for services the agency did not provide and that the agency violated state regulations by ordering surgery for a mentally retarded patient without parental consent. The patient died during the surgery.

The latest charges against UCP question the agency's actions in purchasing the Garber Brothers department store building in the Port Richmond section of Staten Island and two adja-

cent houses. UCP plans to renovate the boarded-up department store to provide job training programs for its clients. The houses would be used for storage or demolished for parking space.

The *Advance* reported that a private businessman, Paul Michelotti, bought the department store building for \$76,000 in 1978 and then sold it to UCP for \$450,000 13 months later, realizing a profit of \$374,000. The value of the building and the surrounding land is \$80,000 for tax purposes. At the same time, Michelotti bought the two houses as a package for about \$34,000 and, 13 months later, sold them to UCP for \$70,000, the *Advance* reported.

The newspaper quotes a spokesman for the attorney general's office as saying he is concerned about the relationship between UCP and Michelotti and questioned whether the sale was "a total arms-length deal" and whether the price was appropriate.

The *Advance* also reported that the Staten Island district attorney is conducting an inquiry into the real estate transactions to determine if civil charges, which require less stringent standards of proof than the criminal charges being considered by the attorney general, should be brought in the case.

Ninety-eight percent of UCP's income comes from Medicaid funds for the care of mentally retarded clients, most of whom were formerly residents of Staten Island Development Center.

## **Changes in health coverage may be made this month**

ALBANY — October is the annual open transfer period for the New York State Health Insurance Program. During the month, members may request a change in their health insurance option.

Hospital benefits provided by Blue Cross are the same, regardless of which of the following options is selected:

- The Statewide Plan, which provides hospitalization through Blue Cross and combined medical/surgical and major medical coverage through Metropolitan Life.

- The GHI Option, which provides hospitalization through Blue Cross and medical/surgical coverage and extended benefits through Group Health Inc.

- The GHI Comprehensive Benefit Package (CBP), which significantly increases the schedule of allowances and supplements the basic GHI Option. The cost for state employees on a biweekly payroll is \$1.28 for an individual and \$5.60 for family coverage.

- Coverage through a local Health Maintenance Organization (HMO).

Literature describing the various coverage plans, as well as transfer applications and assistance, is available from personnel offices. Information on the CBP rider is also available by calling GHI at the following numbers throughout the state: New York City 212/760-6617; Albany 518/463-8774; Syracuse 315/422-0163; Rochester 716/254-1552; and Buffalo 716/883-5775.

## **'Cover-in' legislation for court employees upheld**

ALBANY — 1980 "cover-in" legislation for employees in the Unified Court System has been upheld as constitutional by the New York Supreme Court, Queens County.

As a result of restructuring the court system, few examinations were given between 1976 and 1979, resulting in a large number of provisional appointments. At CSEA's urging, "cover-in" legislation was passed, providing that employees who had served satisfactorily in their positions for one year would be granted permanent competitive class status. The bill did not affect New York City.

According to CSEA attorney Stephen J. Wiley, several individuals on Long Island filed suit to declare the law in violation of the state constitution. CSEA took the opposing view during subsequent legal actions.

While Wiley said CSEA judiciary locals would be pleased to learn that the law has been upheld, he noted that appeals and further legal challenges are expected.

## **Busy schedule awaits delegates**

(Continued from Page 1)

forums and three general business sessions.

Activities get under way Monday morning at the Convention Center with delegate registration, bargaining unit seminars for ASU, ISU and OSU representatives, and County delegate discussions on topics concerning Probation, Social Services and Non-Teaching School Employees.

Four workshops — Local Government Contract Task Force, Membership, Election Procedures Training and Parliamentary Procedures — will be conducted Monday at 11:30 a.m. and repeated at 1:30 p.m.

Throughout Monday afternoon and Tuesday, reports and open discussion forums will be conducted by CSEA statewide committees. State departmental meetings are also set for Monday afternoon.

State, County and Retiree delegates will meet in sessions that kick off Tuesday's agenda. Political action will be the focus of an afternoon workshop, and the Treasurer's Office will conduct a question and answer session on the union's Financial Standards Code. Tuesday afternoon's schedule will conclude with an open

forum with Statewide President William L. McGowan.

General business sessions for all delegates are scheduled to begin at 10 a.m., Wednesday through Friday. Among business items to be considered by the Delegates are several changes in CSEA's Constitution and By-laws (described in detail in the Sept. 23 edition of *The Public Sector*).

Addressing the assembled Delegates Wednesday will be AFSCME International President Gerald McEntee, Governor Hugh Carey and State Comptroller Edward Regan.

CSEA members and guests will have an opportunity to meet Mario Cuomo, CSEA-endorsed candidate for Governor, at a fundraising reception at the nearby Statler Hotel. Tickets to the CSEA-sponsored "It's A Celebration" reception will be available in advance at the political action information table during the convention.

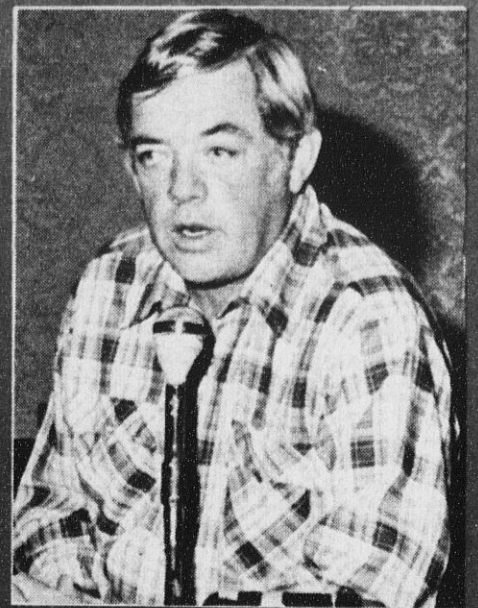
Throughout the week-long convention information tables will be staffed by representatives of CSEA departments, plus representatives of CWEP, the Employee Benefit Fund, insurance providers and P.E.O.P.L.E.

**ELECT A FRIEND OF LABOR  
GOVERNOR OF NEW YORK STATE  
★ MARIO CUOMO ★**



CSEA-sponsored conference

# Clerical and Secretarial Employee Advancement Program: Where it's at, Where it's going



Jack Conoby

**LAKE GEORGE** — The informal setting of a Lake George resort gave way to frank discussion about the Clerical and Secretarial Employee Advancement Program (CSEAP), namely, where the program is going and what it's done for more than 300 transitioned employees in the state's Administrative Services Bargaining Unit.

In what was termed an "attempt to mutually explore the program's concepts, successes and failures," the three-day conference united key representatives from CSEA, the Governor's Office of Employee Relations, the Department of Civil Service's Employee Advancement Section and other top state officials.

The CSEA-sponsored conference delved into each of the CSEAP's six "concepts," which are training and advancement programs designed for the state's Administrative Services Bargaining Unit.

Concept I, which focuses on entry-level clerical and secretarial employees hired at Grades 3-5, will be emphasized in the next several years, says Collective Bargaining Specialist Jack Conoby, who negotiated and consequently monitors the CSEAP program.

"We all agree that the job duties for these entry-level clerical workers have increased, given the technological advances brought on by word processors, computers and the like. Yet they are still paid the same," Conoby pointed out to conference participants.

Earlier in the day, CSEA Statewide Secretary Irene Carr presented a brief overview of the union's structure and policies, noting that, "CSEA has come a long way since the days of thriving as a social institution."

Another guest speaker, Department of Civil Service's Assistant Director of Classification and Compensation Candice Carter said that the last time the state took a look at the classification system was in 1954.

Admitting the system is outdated, Carter said that through the CSEAP program, her department will challenge the present classification system.

On the last day of the conference, the union's statewide CSEAP committee developed a proposal for implementing the clerical advancement and training program.

**A LESSON IN RECLASSIFICATION** — From left, Dept of Civil Service Employee Advancement Section staffer Ann Wasserstrom, Region V CSEAP committee member Claire McGrath, CSEA Statewide Secretary Irene Carr and Region VI CSEAP committee member Elaine Todd listen to a presentation on reclassification.



**CONCEPTS UNDER SCRUTINY** — From left, Dept. of Civil Service Employee Advancement Section Director Will Merwin, SUNY Labor Relations staffer Mike Lewandowski, Region III CSEAP committee

member Sarah Jackson and Assistant Director of the Governor's Office of Employee Relations Florence Fraser review the progress of CSEAP's six concepts.



**INSIDE CIVIL SERVICE** — Dept. of Civil Service's Assistant Director of Classification and Compensation Candice Carter explains procedure as Employee Ad-

vancement Section staffer Bob Eckart, left, and Deputy Director of Personnel Services John Wilson takes notes.



# REGIONAL PRESIDENT REPORT

## CENTRAL REGION V

Suite 308  
290 Elwood Davis Road  
Liverpool, N.Y. 13088  
(315) 451-6330



**JAMES J. MOORE**  
PRESIDENT



Our report to the Delegates and membership is brief, yet firm in its resolve.

The Federal cutbacks to New York State and, in turn, to the various political subdivisions, are creating tremendous budgetary problems. The "quick fix" has always been to cut back Public Employees. All of our Regional resources are prepared to fight any attempt by any employer to lay off our members. Public Employees cannot

be made the scapegoat for self-serving politicians.

Our State Contracts have been ratified and will be enforced. We will act equally as strong in negotiating fair agreements for those of our members who are employed by school districts, towns, villages and cities.

YOUR level of participation in voting for our Union-endorsed candidates, as well as your support of your Local Officers, will

have a direct bearing on our level of success.

Help yourself by becoming involved!

## 'Now-you-have-it-now-you-don't' contract riles Auburn employees; union files IP

AUBURN — City of Auburn employees are very unhappy these days — and for good reason.

The 185 employees represented by CSEA were informed they had a contract after members voted unanimously August 4 to accept a new two-year pact.

The same week, at separate meetings, members of two other unions (city firefighters and police) ratified similar contracts calling for salary increases and other benefits.

The three unions have since learned that the city

council disavowed it agreed to the tentative agreements and had directed the city's corporation counsel to approve the pacts.

CSEA officials have reacted to the city's "now you have it, now you don't" tactic by filing an Improper Practice charge with PERB.

Jack Miller, CSEA field representative for the Auburn Unit members, is steadfast in his opinion that a contract was reached and approved by the city council members and their approval was conveyed through the corporation counsel to the unit president.

"The chain of events is clearly defined," Miller explained. "Our records prove conclusively that on the evening of July 20, CSEA and two other unions met with John Pettigrass, Corporation Counsel for the City of Auburn. At that time a tentative agreement was reached on health insurance and remaining proposals. Pettigrass then took those proposals to the city council for approval July 22. Following that meeting, CSEA Unit President Charles Dickinson was advised by Pettigrass by telephone that all — repeat all — proposals were accepted by the council with the exception of one that dealt with a holiday.

"On the basis of that call to Dickinson," Miller continued, "CSEA proceeded with plans for an informational meeting to explain the terms of the tentative agreement, to be followed by a ratification vote. The meeting was held August 4 and unit members voted unanimously to accept the two-year pact.

"Two weeks later, after the city manager had returned from a vacation in the middle of negotiations with three unions, we learned the city council had reneged on their agreements. They flat out pulled the rug on us and two other unions. Now it remains for PERB to decide," Miller said. "This is a very similar situation to the Wappinger Falls CSD dispute when a school board member changed his mind on the contract. PERB ruled that union did in fact have a contract and the district was ordered to implement."

In the meantime, 185 city employees represented by CSEA, plus the unions representing firefighters and police, are waiting to learn if PERB will untangle the mess, hopefully before cold weather arrives.

Unit President Dickinson added a grim reminder: "The picket signs are stacked and ready just in case. We'd better get a settlement before the first snow flies."



ON THE LINE IN AUBURN — Protesting the retraction of three contract agreements by the city council, members of the CSEA city unit, Auburn firefighters and police picketed a recent city council meeting. All three unions have filed Improper Practice charges with PERB and now await a formal hearing.

## Region IV endorsements

(Clip and save this list for Election Day)

ALBANY — The Capital Region IV Political Action Committee has announced the following endorsements in state Senate and Assembly races in the November 2 general election:

Neil Kelleher, 100th Assembly District; Larry Lane, 102nd AD; Michael Hoblock, 103rd AD; Richard Connors, 104th AD; Gail Shaffer, 105th AD; Michael McNulty, 106th AD; Glenn Harris, 109th AD; Andrew

Ryan, 110th AD; Howard Nolan, 42nd Senate District; Joseph Bruno, 43rd SD; Hugh Farley, 44th SD; and Ronald Stafford, 45th SD.

Endorsed candidates are eligible to receive various forms of support from the union, and the committee urges all eligible voters to cast their votes for the CSEA-endorsed candidates.



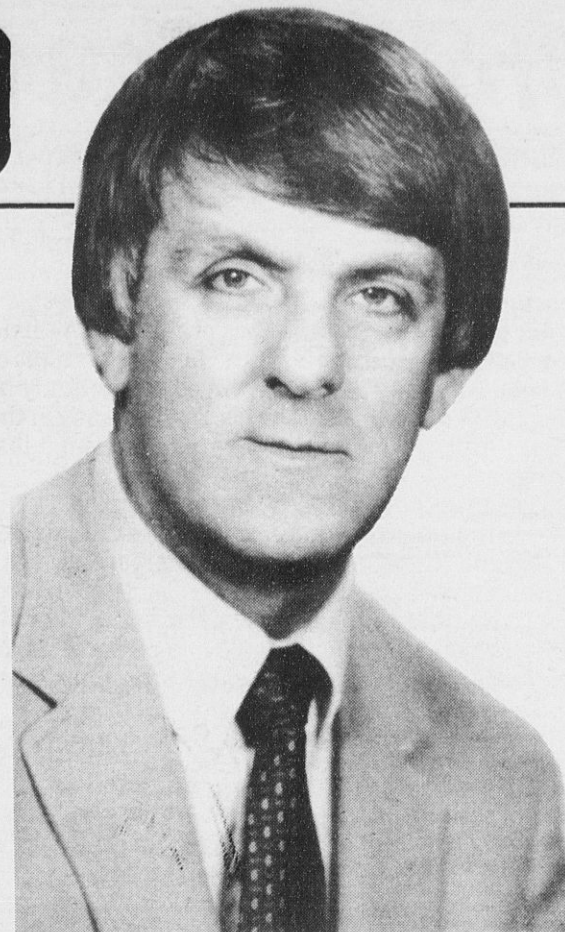
# REGIONAL PRESIDENT REPORT

## WESTERN REGION VI

Cambridge Square  
4245 Union Road  
Cheektowaga, N.Y. 14225  
(716) 634-3540



## ROBERT LATTIMER PRESIDENT



Once again delegates representing CSEA members from across New York State will convene to share problems and ideas and it is hoped to develop possible solutions and provide some sense of direction for our Union. On behalf of the 35,000-plus members in Region VI, I welcome everyone to Buffalo.

My remarks, however, are brief. Over the past months and years, we've talked considerably about the future of CSEA. We have had studies, discussions, critiques, polls, etc. to point out our shortcomings and to determine what our membership really

needs and wants. But talk doesn't get the job done. Now we need some action — and that's where you come in.

Have you met your local and unit union officers? Do you know what CSEA is and does for you? Have you attended a union membership meeting regularly? Have you offered to serve on a committee or suggested some positive action to your local leaders? If not, why not? The majority of our members are not moved by our pleas, cajoling or exhortation. And yet, in the final analysis, it is only they who will make CSEA a vibrant and effective union!

## Union leaders learn how to deal with stress at Region IV workshop

LAKE PLACID — "Stress is part of everyday life. If we can control stress we can soar to great heights in our endeavors. However, if stress controls us we can sink into the depths of physical and emotional depression," Sally Bouton, CSEA education and training specialist, told Capital Region leaders at a recent Region IV workshop session here.

More than 200 local union leaders attended the three-day Annual Meeting and Workshop in Lake Placid, which featured a workshop on stress and a region business session.

"Union officers are under a tremendous amount of stress from all sides, management, the union and the union's membership," Bouton said. "Management puts union officers under stress when they are doing their normal job as well as performing their union duties. CSEA makes numerous demands on officers' time and talent, and our members can put additional stress on union officers at various times. So, union leaders do need stress management training," Bouton said.

Shirley Brown, who recently resigned as region secretary as well as all other union offices to take a new management/confidential position, attended her final union function. During Saturday's program she was praised for her contributions to the union effort over the years, and the praise continued at Saturday evening's banquet program when Brown was named winner of the 1982 Region President's Award by Regional President Joseph E. McDermott.

CSEA Counsel Marjorie Karowe was featured speaker at the banquet.



JUDY REMINGTON, above, President of Empire State College Local 641, is sworn in as new Region IV secretary by Region President Joseph E. McDermott. The ceremony took place during recent regional meeting at Lake Placid.

SHIRLEY BROWN, at left, former region secretary and long-time union activist, was honored with several presentations, including the 1982 Region President's Award, during Lake Placid meeting.

## Social security wage records still not updated; situation deemed 'intolerable'

ALBANY — Despite assurances earlier this year that record-keeping problems had been handled, New York State employees' individual Social Security records are still incomplete. Wages for the quarter ended Dec. 31, 1980, have not been posted by the Federal Social Security Administration.

Last January, a discrepancy showed up as State workers filed for Social Security benefits. That problem was blamed on inadvertent erasing of computer records of employee earnings for the third quarter of 1979.

Social Security officials pledged that no State employees would lose any benefits as a result of the posting problem, and denied the possibility that a similar error had occurred in regard to some 1980 earnings.

"It's intolerable that a problem such as this should go on for so long," CSEA President William L. McGowan stated, pledging that the union would carefully monitor the situation.

State Comptroller Edward Regan, who called the problem "alarming because of its repetitive nature," has asked the

Commissioner of Social Security for an immediate review. The Comptroller also indicated there would be no adverse impact on the calculation of retirement benefits by the State's retirement systems.

Until the matter is resolved, State employees and their beneficiaries should have available their W-2 forms for 1980 and following years when applying for Social Security benefits. A comparison of the W-2 wage records with the wages posted by Social Security will enable any wage discrepancies to be resolved.



# Broome County unit OKs new salary plan

BINGHAMTON — Members of the Broome County Unit of CSEA Local 804 recently voted to accept an agreement to implement a new salary plan.

The new plan includes an additional \$1.3 million to be dispersed according to the new salary structure.

According to James Corcoran, CSEA field representative, the new salary plan was a result of the union's request for an improved salary study be undertaken according to the reopener clause in the present contract. Negotiations were reopened last spring.

"The main purpose of the improved salary study and eventual working plan was to make the salaries of Broome County employees comparable with other counties of similar size and structure. Management has known for a long time that its salary structure was antiquated and responsible for a high employee turnover rate and subsequent high

costs for retraining new employees. The salary study bore out what they had suspected, so it was a case of working out an equitable new plan with the union negotiating team, according to the reopener clause in the present contract."

Corcoran explained that the new salary plan became effective August 1, and brings economic incentives for the first five years, and will increase the average minimum salary of county employees by 20 percent.

Corcoran said all employees will be placed on a new 5-step schedule which will allow some to receive more than \$3,000 in additional salary.

Employees in the bargaining unit who have worked for the county over 10 years will receive a one time longevity stipend as follows: 10-15 years — \$300; 15-19 years — \$600; and 20 years or more — \$900.

Those employees required to work the 37½ hour week beginning January 1, and who are presently earning more than the new salary schedule allows, will receive a minimum \$400 pay increase.

The 40-hour workweek will remain the same for employees at the Broome County Airport, Security, and two nursing homes. All other departments will work an extra half hour per day to reach the next 37½ hour work week beginning January 1. The CSEA Broome County Unit represents approximately 1,100 employees.

Corcoran praised the diligence and sacrifice of the county negotiating team, which included Jack Haggerty, unit president and chairman, Alene Beall, Roberta Bidwell, Bob Shaller, Sharon Black, Lorraine Zodosky, Del Runyon, Tom Campbell, and Dawn Heath.

## Intensive workshop arms volunteers with techniques for steward training

FISHKILL — Like pioneers setting out to conquer new frontiers, a team of rank-and-file members from the Southern Region is now available to train shop stewards. Twenty-one volunteers, especially screened by the region's Education Committee to make certain they would be a diverse and representative group, were recently "graduated" from an intensive five-day workshop sponsored by AFSCME and commonly referred to as the "Training of the Trainers" program.

AFSCME International Representative Ron Coder said volunteers were "practically sequestered for a week and subject to a myriad of techniques to develop their training skills." Participants themselves were unanimous in the opinion that the program was an extraordinary experience.

Regional President Ray O'Connor said he was moved by their enthusiasm and the fact that they gave



'CLASS PICTURE' — Posing for photo following "graduation" from training instructors program are, from left, first row: Jim Brennan, Janice Schaff, Joe VanDyke, Tom Gent, Regional President Ray O'Connor, Regional Educational Committee Chairwoman Eva Katz, Irene Amaral of the Program Committee, Dick Riley, Vince Panetta, Ida Worthington, Glenda Davis and Everette Remington. In back are, from left: John Lowery, Clyde Wray, Chuck Allen, Diane Cody, Grace Woods, Fred Nero, Paul Force and Charles Rexhouse.

up a week of their own time to undergo training. Statewide Secretary Irene Carr wished the group to extend her best wishes, while Regional Director Thomas J.

Luposello told them he was impressed, "you have all volunteered for this special role." Regional Education Committee Chairperson Eva Katz, however, best summed up everyone's

feelings by saying, "you are truly brothers and sisters."

Details regarding how to schedule training sessions are being mailed to all local and unit presidents.

## Three candidates nominated for DOL board seat

ALBANY — Candidates have been nominated by CSEA's Statewide Nominating Committee in a special election to fill a Department of Labor vacancy on the union's Board of Directors.

The committee approved the nominations of Elaine Todd of Cheektowaga, a member of Local 352; Jeanne Lyons of Troy, a member of Local 670; and Denis Tobin of New York City, a member of Local 350.

Ballots will be mailed to eligible state DOL members on Oct. 28.

In the interim, eligible members who were not placed on the ballot by the Nominating Committee can still get ballot placement by petition. To qualify, candidates must obtain at least 450 petition signatures of DOL members eligible to vote in this election. Official petition forms are available from the office of the CSEA Executive Director, 33 Elk Street, Albany, N. Y. 12224. Petitions must be filed at CSEA Headquarters by no later than Oct. 20.

★  
**VOTE FOR**  
★

**MARIO  
CUOMO**  
on November 2



# COMPARABLE WORTH:



CSEA Attorney Marjorie Karowe in Washington . . . "the first comparable worth study undertaken by a state which examines both sex- and race-based wage differentials."

## FEDERAL HEARINGS FOCUSED ON UNIQUE CSEA-STATE AGREEMENT

WASHINGTON — "If the wages of women and minorities are artificially depressed because of discrimination, this union has an obligation to put an end to that. We will not allow any workers represented by CSEA to be second class workers," CSEA President William L. McGowan avowed recently in testimony prepared for federal hearings on comparable worth.

The union president's testimony was delivered in the nation's capital by CSEA Attorney Marjorie Karowe before a joint hearing of the U.S. House of Representatives subcommittees on Civil Service, Human Resources, and Compensation and Employee Benefits. The three subcommittees are considering a federal study of the concept of comparable worth and therefore took keen interest in progress being made in New York.

CSEA testimony focused on the study authorized under the union's new collective bargaining agreements with the state, which will study "comparable worth with respect to predominantly male-occupied and predominantly female-occupied positions in the three CSEA units with the objective of eliminating any gender-based bias which may exist."

The study will include not only an objective analysis of wage differentials based on sex, but also an analysis of wage differentials between minority- and white-dominated jobs.

"The proposed study is, in many ways, a pioneer attempt," Karowe explained at the hearing. "It is unique in that it will be the first comparable worth study undertaken by a state which examines both sex and race-based differentials.

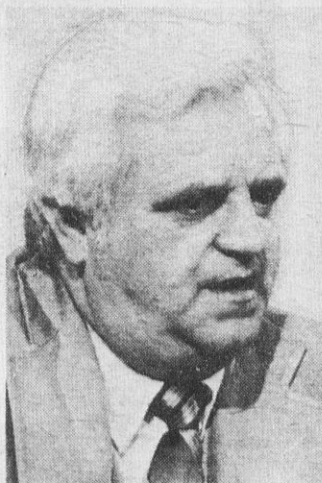
"It is unique because there will also be an

analysis of the state's economic condition and a forecast of prospect revenues which will enable the state and CSEA to identify the financial cost of corrective procedures."

The study will be unique in another regard. Prior studies have arrived at job values by assigning points determined by an outside agency hired to perform the study. In the New York study, the point system will be derived from the employer's own value system.

"We start with the assumption that white male jobs are not affected by adverse discrimination. Then by examining benchmark jobs held primarily by white males, we determine what value New York State has placed on certain job characteristics," Karowe explained.

The theory is that jobs with the same number of



**'Comparable worth is a concept that says workers should be paid because of the job they do, not because of who they are.'**

—CSEA President William L. McGowan

points indicating equal value should be compensated with equal wages. Any difference in salary will serve to illustrate that wages have been influenced by the race or sex of the employees holding that job.

President McGowan's testimony also pointed out that as the third largest government employer in the U.S., New York provides an opportunity for the broadest study to date. The state's classification system contains more than twice the job titles of systems analyzed in other comparable worth studies, and the state employs more workers than those of all the other states studies put together.

"We believe the comparable worth study we negotiated will be a landmark in the most important employment issue of this decade," President McGowan noted. He praised the study as "an example of good government and responsible employee advocates joining together to identify an important labor issue and planning in a constructive manner to fashion a solution which will remedy the wrong without encouraging disorder."

While the CSEA president's testimony documented discrimination against women in the labor market, it cited comparable worth as more than just a "women's issue."

"It is above all a question of fairness," President McGowan stated. "Comparable worth is a concept that says workers should be paid because of the job they do, not because of who they are. CSEA believes that workers — no matter what sex, no matter what race — are entitled to a fair wage, fairly determined. We pledge our power to bring that about."