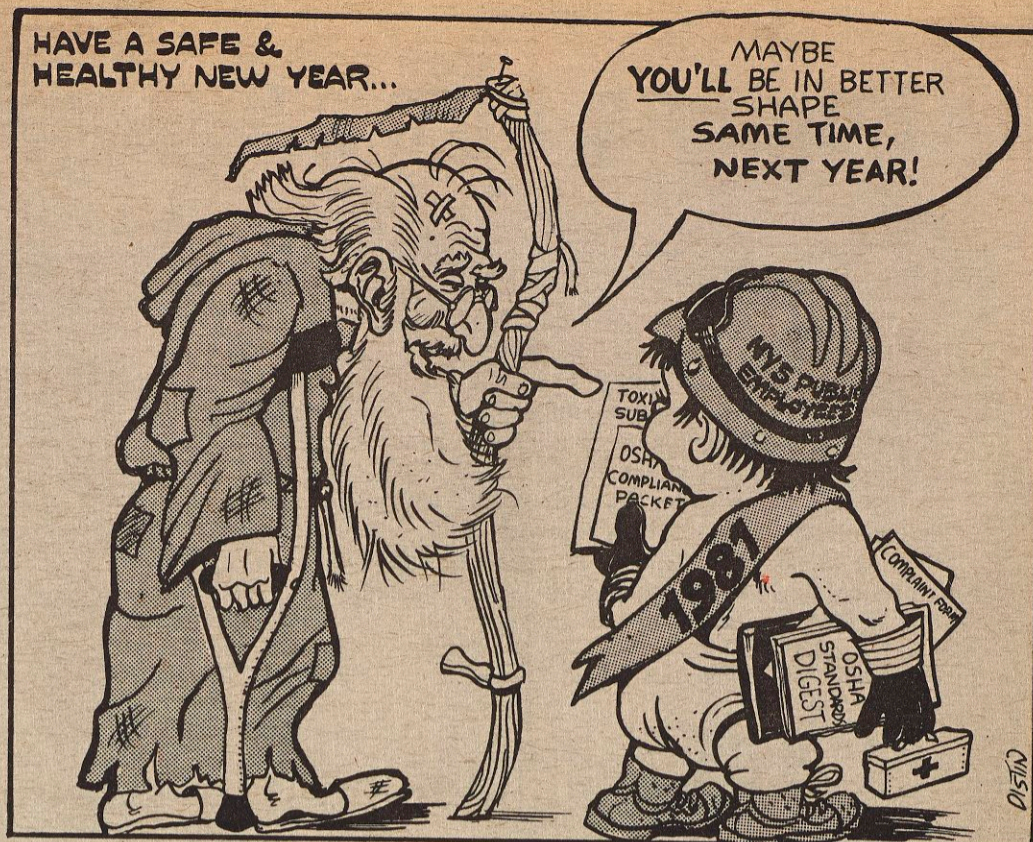




CSEA PRESIDENT WILLIAM L. McGOWAN, right, is congratulated by Colorado State AFL-CIO President Norman Pledger recently after Mr. McGowan took the oath of office as a member of the President's Committee on Mental Retardation at a committee meeting in Denver. Mr. McGowan was appointed to a three-year, unsalaried, term on the committee by President Jimmy Carter. The group advises the President on policies affecting the nation's mentally retarded.



The Public SECTOR

Official publication of
The Civil Service Employees
Association

Vol. 3, No. 13

Wednesday, December 31, 1980

(ISSN 0164 9949)

January 22 meeting pivotal in union's history

Delegates to decide affiliation issue

ALBANY — CSEA Delegates representing rank and file union members from across the state have been called to a January 22 Special Delegates Meeting here to decide the future relationship of CSEA and the American Federation of State, County and Municipal Employees.

CSEA President William L. McGowan set the one item agenda for the meeting in notices to all of the union's Local Presidents urging them to do everything in their power to ensure Local representation at the meeting.

"The question of our future relationship with AFSCME and the AFL-CIO is probably the most important question with which we have had to deal in many years," commented President McGowan. "We will be sending to the Delegates the present affiliation agreement, the findings of the Special Committee to Study the CSEA/AFSCME Affiliation, and the new understanding which we hope to reach with AFSCME in the immediate future."

"On January 22, our Delegates should be prepared to debate the issue, have their questions answered and then make an informed decision that is in the best interests of the people that we are all here to represent," he said.

The meeting will be the climax of efforts that began months ago.

The present affiliation agreement between the two unions spells out the rights, privileges and obligations of the unions and provides the option for either union to terminate the affiliation during a period at least 60 days before the end of the three-year term of the agreement. That period is early in 1981.

President McGowan appointed a Special Committee to Study the CSEA/AFSCME Affiliation which has met with officials of both unions and conducted statewide meetings with rank and file CSEA members to solicit their questions about the affiliation and record their comments. That Com-

mittee issued a 34-page report on its findings and concluded that all of the concerns about any future relationship with AFSCME fell within four broad areas.

The areas included: autonomy — the ability of CSEA to function independently as provided in the current agreement; cost — the actual cost of affiliation in per capita; permanence — whether the relationship should be permanent or "renewable"; and representation — the number of International Vice Presidents afforded to CSEA under the current agreement and AFSCME's Constitution.

President McGowan and AFSCME President Jerry Wurf have been discussing the framework of a continued CSEA/AFSCME affiliation for some time. It is expected that the results of those discussions will be a tentative agreement that will be submitted to CSEA's Delegates and AFSCME's International Executive Board for approval.

Plans call for the tentative agreement to be sent to each CSEA Delegate and Board Member as soon as possible to allow adequate time for review and study of all related documents prior to the January 22 meeting. President McGowan has also directed that the tentative agreement be published in the official union publication, "The Public Sector", prior to the Delegate meeting.

With the publication of the affiliation Committee's findings, the only critical element in the process still incomplete is the conclusion of a tentative agreement between the parties. It is expected that this final element will be completed in sufficient time to get copies to the Delegates well in advance of the January 22 Special Meeting.

Testing fee not improper, PERB rules

NEW YORK CITY — Imposition of a \$5.00 testing fee does not constitute an improper practice, according to the Public Employment Relations Board.

CSEA had charged that the state's action requiring payment of an application fee to take an open competitive civil service test was a unilateral change in a term and condition of employment. The union argued that taking tests without fees was a financial benefit enjoyed by state employees that could not be withdrawn without good faith negotiations. But

PERB upheld a previous hearing officer's decision dismissing the CSEA charge, although it did so on a different basis.

The earlier action specified that the exams were open to the public at large and, "totally unrelated to employment status," while the PERB order was based on the question of negotiations.

CSEA attorneys have reviewed the decision and determined that while there is no recourse in court, efforts will continue to change the situation administratively and legislatively.

Regions hire PEP monitoring specialists

ALBANY — One word always come to mind when you hear Performance Evaluation Program: problems. From now on, however, you can substitute "better training" for "problems."

After the first series of evaluations, it became very obvious that something was missing. The Performance Evaluation Monitoring Specialists are the missing link.

Their job is to inform and train employees and union activists in all aspects of performance evaluation so they can handle day-to-day problems and resolve them at the workplace. To this end, appropriate union officials have received intensive training and have at their disposal all the information they need to be ready for the next cycle. Executive Director of the Committee on Work Environment and Productivity (CSEA) Martin Langer expresses confidence that, "with the preparation born out of previous experience

it will be possible to settle problems with the rating process promptly and effectively."

The specialists are really a back-up system. They can work through existing lines of communications to bring labor and management together to achieve remedies when protracted problems develop.

Under the new procedures, members with problems relating to evaluations are advised to contact their local president as soon as possible and, when needed, the regional monitoring specialists will be called upon to help out.

Each CSEA region now has its own fulltime Performance Evaluation Monitoring Specialist whose job is to make the system work better. They are:

REGION	NAME & ADDRESS	TELEPHONE
1	Greg Szurnicki Long Island Region Office 740 Broadway N. Amityville, NY 11701	(516) 789-1018
2	Glennie Chamble NYC Region Office 11 Park Place, Suite 1405 New York, NY 10007	(212) 962-3090
3	Marie Romanelli Southern Region Office Rural Route 1, Box 34 Old Route 9 Fishkill, NY 12524	(914) 896-9202

REGION	NAME & ADDRESS	TELEPHONE
4	Joe Conway Capital District Region Office 1215 Western Ave. Albany, NY 12203	(518) 489-5424
5	Chuck Gregory Binghamton Psych. Center 425 Robinson St. Binghamton, NY 13901	(607) 772-6515
6	Micky Stanton Western Region Office 4245 Union Rd. Cambridge Square Cheektowaga, NY 14225	(716) 634-3540

Member rescues runaway youth

WOODBURY — A State Department of Transportation employee, CSEA member John Tramposch, is credited with recently rescuing a runaway 9-year-old boy from potential harm by talking the youth out of a marsh where the youth had fled.

Tramposch had previously been notified by police that the runaway youth might be in the area where Tramposch was working on a road. Tramposch later noticed the 9-year-old entering nearby woods, and he entered the wooded area himself, found the youth standing in the marsh, and talked him into coming out. Tramposch then notified authorities, who took responsibility for the boy.



LONG ISLAND REGION I PRESIDENT Danny Donohue, right, congratulates State DOT Employee John Tramposch of the Sunnyside Facility in Plainview, for his role in the return of a runaway 9-year-old boy. Joining Donohue are, from left, CSEA Field Representative Nat Zummo and DOT Local 508 President Louis Mannellino.

Union seeks Albany-based training and evaluation specialist

ALBANY — CSEA's Employee Assistance Program (EAP) is seeking a Training and Evaluation Specialist for research, evaluation and planning of training activities under the program.

Based in Albany, this position develops and conducts large and small training programs for union members and staff to improve program effectiveness in dealing with occupational alcoholism programs.

Additionally, the position is involved in preparation of training and education materials used by EAP as well as assessing program training needs and participating in research on training methods.

Minimum qualifications include a bachelor's degree in psychology, sociology and communications and at least one year experience in training with a labor union or government agency in New York State, as well as knowledge of alcohol and substance abuse treatment and programing, group dynamics and short-term counseling skills.

Candidates must possess a New York State driver's license and a car.

Persons interested in this position should send their resume or write for an application, to: Personnel Office, CSEA, 33 Elk Street, Albany, N.Y. 12224. Deadline for replies is January 11.



THE STATE DEPARTMENT OF LABOR LOCAL CSEA is the latest to join the joint state/CSEA Employee Assistance Program. Signing the agreement, seated, is Shirley A. Brown, CSEA Local 670 president and William L. O'Toole, Executive Deputy Industrial Commissioner. Standing behind them are EAP committee members Paul Koren, Jeanne Lyons, Gerry Grasso and Ernestine Lafayette. Not present for the picture were committee members Lorraine Macey, Marilyn Pier and Emile Skraly. According to Ms. Brown the committee is now conducting interviews for an EAP director.

Westchester workers ok new contract

6,000 covered in 2-year agreement

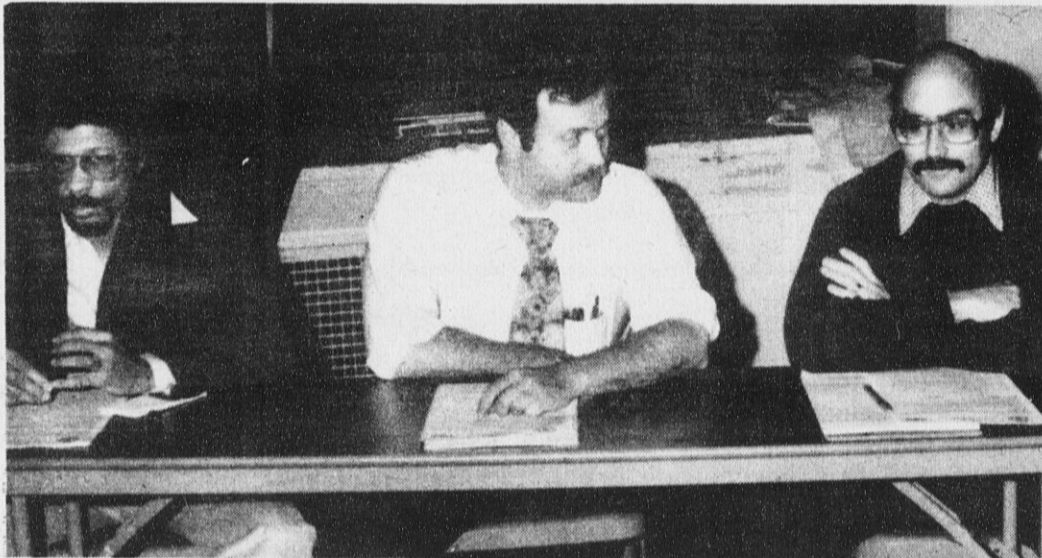


WHITE PLAINS — For the first time ever, some 6,000 Westchester County employees have a new contract before the old one expires. And, according to Unit President Ray O'Connor, the pact has been overwhelmingly ratified by nearly a nine to one margin.

The two-year agreement includes an eight and one-half percent salary hike in January and an identical increase in January, 1982. In addition to the raises, it gives rank and file members increased benefits in several areas also, details of which were previously explained in The Public Sector.

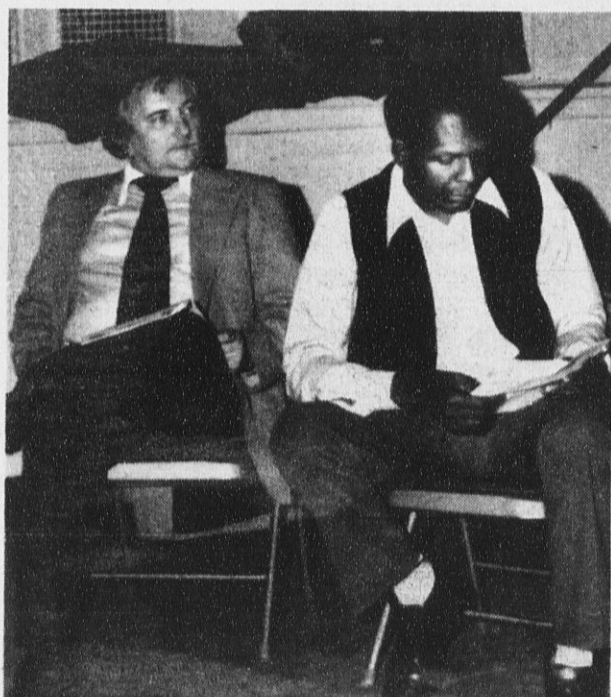
O'Connor called the contract "by far the best that could be reached," and singled out for special praise negotiating committee chairman Jack Whalen and committee members Jim Marino, Jerry Barbour, Ernie Hempel, Mary Williams, Doug Mullen, John Bocskay, Curlie Bell, Marie Rice, Jim Breatron, Ulysses Willard, Don Ballou, Peter Costa, Tony Colarusso, Mary Naylor Boyd, Tom Gala, William Smith, Joan Machson and Kenneth Fischer. Collective Bargaining Specialist Ron Mazzola assisted the committee during negotiations.

CHIEF NEGOTIATOR FOR THE Westchester County Unit, Collective Bargaining Specialist Ronald Mazzola, left, explains the new contract at an informational meeting of the unit prior to the ratification vote. Joining Mazzola at the head table are, from left, Unit President Raymond J. O'Connor and Unit Negotiating Committee Chairman John Whalen.



ATTENDING THE WESTCHESTER COUNTY UNIT contract information meeting are Negotiating Committee members, from left, Jerry Barbour, Kenneth Fischer and James Marino.

AT THE WESTCHESTER COUNTY UNIT contract information meeting are, from left, Clyde Masby and Roger Williams.



NEGOTIATING COMMITTEE MEMBERS William Smith and Curlie Bell attend the Westchester County Unit contract information meeting.

SHOWING CONSIDERABLE INTEREST IN THE information being discussed at the Westchester County Unit contract information meeting are, from left, Paul Bonfiflio, William Utter and Edward Carafa.

Suffolk Local files lawsuit on behalf of correction officers

HOLTSVILLE — The Suffolk CSEA Local has initiated a lawsuit on behalf of Correction Officers who have been repeatedly required to work as acting sergeants without extra pay, it has been announced by Frank Kost, grievance representative of the Suffolk Local 852.

Many of the affected officers have passed civil service examinations for promotion to sergeant, Kost asserted, but insufficient promotions have been made to fill the need for supervisors. The action will demand out-of-title pay and sufficient permanent appointments.

THE PUBLIC SECTOR

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

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

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

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

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



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

State employees win \$250 for ideas

Seven State Employees received a total of \$250 in cash awards in December for money-saving ideas submitted to the New York State Employee Suggestion Program. This Program is administered by the New York State Department of Civil Service. Estimated first-year savings from these suggestions total more than \$4,100.

Award Recipients:

- \$75 — Evelyn E. Diaz, Department of Audit and Control, Albany.
- \$50 — Lynn M. Brown, Workers' Compensation Board, New York City, and Lucy A. Ogborn, Department of Health, Albany.
- \$25 — Linda R. Prinzo, Department of State, Albany; Jerry J. Hajek, Workers' Compensation Board, New York City, and a joint award shared by Norman J. Kramer and Santo Scottireggio, Department of Labor, New York City.

Cash award recipients also received Certificates of Merit. Certificates of Merit were also awarded to Philip B. Joseph, Department of Social Services, Albany, and Rose Fink, Labor, Cedarhurst.

An audit of first-year savings involving a previously announced suggestion showed a savings of more than 1,900. Based on this audit, an additional award of \$100 was granted to Erika Barden, Workers' Compensation Board, Albany.

No issue next week

There will be no issue of the Public Sector published next week.

The Public Sector is published 48 times annually, and next week is one of four weeks in which the publication is not issued. The next publication will be dated January 14, 1981.



Happy New Year

Toll-free service for CSEA Insurance holders

Bache Ter Bush & Powell, Inc. has installed a new toll-free telephone service for the exclusive use of CSEA members throughout New York State.

The new number is 800-342-6272. This telephone number should be used for questions you have on the CSEA Accident and Health, Supplemental Life and Family Protection insurance plans.

By introducing this new telephone service, Bache Ter Bush & Powell will be able to handle policyholder inquiries more efficiently and, in many cases, provide immediate answers to policyholder questions.

You should continue to direct all calls concerning the CSEA Basic Group Life insurance plan to CSEA Headquarters where that plan is administered. CSEA's telephone number is 518/434-0191.

Coming next issue:

A LOOK BACK AT 1980

In many respects, 1980 has been among the most historic and significant period in CSEA's 70-year history.

Events and achievements of great magnitude that impact upon the lives of the members occurred throughout this year, often times one upon the other in a manner that may have blurred the memory as they were reported in The Public Sector and the news media in general.

In the next issue of The Public Sector we'll review 1980 in retrospect, month by month, recalling those key events that shaped the future by reshaping the present.

Energy crusade brings the outdoors indoors

ALBANY — It's that time of year again when officials of the State University of New York (SUNY) try to bring the outdoors indoor. Their annual "crusade to save energy" has begun, and that means janitors have to clean offices using cold water because the hot water heaters are turned off, and secretaries have to type letters in cold offices to "save energy."

Collective Bargaining Specialist Paul T. Burch, in a letter to SUNY Chancellor Clifton Wharton, stated, "I am not against crusades, nor am I against conserving energy. I am, however, against using the guise of energy conservation as an excuse to discriminate against employees or to jeopardize their health and safety." He cited examples of custodial employees who have to endure temperatures of 55 degrees or lower, and of clerical staff sitting in workplaces where thermometers never exceed 68 degrees, and are often considerably lower, especially after weekends and holidays. In fact, Burch has received reports of offices and libraries where temperatures are reported as low as 50 degrees."

Speaking in behalf of CSEA-represented employees, Burch noted, "custodial and clerical personnel in other State agencies are provided with hot water to clean with, and a comfortable temperature in which to work," and he has challenged SUNY Chancellor Wharton, "to do the same and end these intolerable working conditions."

Calendar of EVENTS

January

- 9-10—Western Region VI meeting, Buffalo Hilton, Buffalo.
- 10—Southern Region III election procedures workshop, 9 a.m., Holiday Inn, Newburgh.
- 13—Suffolk County Local 852 Executive Committee meeting, 7 p.m., 755 Waverly Avenue, Holtsville.
- 15—Saratoga County Local 846 Steward's meeting, 5 p.m., Solar Building, High Street, Ballston Spa.
- 19—Long Island Region I Executive Board meeting, 7 p.m., Musicaros, Melville.
- 20—Saratoga County Local 846 executive board meeting, 7 p.m., Solar Building, High Street, Ballston Spa.
- 22—Special Delegates Meeting to consider affiliation, 11 a.m., Rockefeller Plaza Convention Center, Albany. Registration begins at 9 a.m.
- 28—Nassau County Local 830 Executive Committee meeting, 5:30 p.m., Salisbury Inn, Eisenhower Park, East Meadow.

KEEP CSEA INFORMED ON MAILING ADDRESS

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

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

Change of Address for 'The Public Sector'

Please allow 3-4 weeks for change to take effect.

My present label reads exactly as shown here (or affix mailing label)

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

MY NEW ADDRESS IS:

Street _____
City _____ State _____ Zip _____
Agency where employed _____
My social security no. _____ Agency No. _____

'We want the taxpayers of Cortland County to be fully aware of the conditions of these road patrol cars. To ask deputies to continue driving them through another winter is gambling with their safety.'

SGT. KEITH POOLE, left, President of Cortland County CSEA Local 812, and Cortland County Sheriff Duane Whiteman, inspect one of four road patrol cars cited by CSEA as worn out and a safety hazard. Photo courtesy Syracuse Newspapers.



Unsafe patrol cars add to dangers Cortland County deputies face daily

CORTLAND — If you are a Cortland County deputy sheriff and drive a road patrol car, it might be helpful if you have seen the tactics at an auto demolition derby and know what to expect.

CSEA recently learned this grim type of humor is daily routine with Cortland County deputies who, in addition to normal hazardous duties, often meet unexpected problems with their road patrol cars, some of which have been driven as many as 111,000 miles.

A deputy recalled an incident that occurred last October when he was trapped inside a burning patrol car and found the car door and window would not open. Fortunately, he was able to climb over equipment and escape out the passenger side.

Another incident involved a deputy who actually experienced a door falling off his patrol car while driving in pursuit.

In spite of these and similar events, and the personal appeal by the Cortland County Sheriff for new cars, the County Legislature stubbornly refuses to replace four needed vehicles.

According to figures released from the 1981 Cortland County budget, the County intends to allocate funds for only two new road patrol cars, which would leave two older cars on the road. This decision means the older cars will have travelled a total of 150,000 miles before the new cars are delivered.

At a recent Cortland press conference, a CSEA representative accused Cortland County Legislators with using false economy by sending "good money after bad" to repair worn out vehicles. Department figures reveal \$5,000 was spent this year to repair the three highest-mileage cars.

Charles McGeary, CSEA Communications Associate, along with Sgt. Keith Poole, Deputy Sheriff and President of Cortland County Local 812 of CSEA, expressed Union concern for the present and future safety of the deputies.

"We want the taxpayers of Cortland County to be fully aware of the conditions of these road patrol cars. To ask deputies to continue driving them through another winter is gambling with their safety," McGeary said.

"If the County Legislature refuses to allocate additional funds to replace all the older cars, the CSEA course of action may be to take legal steps and/or report to authorities responsible for maintaining the new Occupational Safety and Health Act (OSHA) law. It clearly defines that every public employee has the right to a safe work place. CSEA fought for the passage of the OSHA law and we are totally committed to seeing it work for the benefit of all public employees and those people who utilize the services of public equipment and buildings," McGeary said.



EAP for Pilgrim PC

ON HAND FOR THE SIGNING of the Employee Assistance Program policy statement at Pilgrim Psychiatric Center (PPC), left, are PPC Local 418 members, from left, Jackie Boboris, Jean Frazier and Margaret Fields.

INSPECTING overhead projection material outlining the Employee Assistance Program at Pilgrim Psychiatric Center, right, are CSEA Local 418 President Bill Chacona, right, and PPC Director Peggy O'Neill, both of whom signed the new agreement providing EAP at Pilgrim.



The Tioga Social Services offices are much safer, thanks to . . .



Story and photos by
Thomas Foster

ONE STAIRWAY from the second floor of the century-old building is extremely narrow, as demonstrated by Lisa Stephens.

EMPLOYEES OF THE TIOGA COUNTY Department of Social Services work in a century-old building.



LINING ONE SIDE OF A HALLWAY are files because of a shortage of space in the Social Services building. Showing the files in the hallway are, from left, Kathy Okrepkie and Lisa Stephens.



TIOGA COUNTY LOCAL 854 members Kathy Okrepkie and Lisa Stephens examine a ceiling in the Social Services building which has been repaired after it collapsed.

Kathy Okrepkie and Lisa Stephens

OWEGO — Two members of Tioga County Local 854 — Kathy Okrepkie and Lisa Stephens — are credited with spearheading an effort that resulted in some Tioga County Department of Social Services offices moving to safer quarters.

Mrs. Okrepkie reported the County Legislature has approved the moving of approximately 40 department employees to the old Moose Building in Owego.

She said most of those employees now work in a century-old building of the former Tioga County Farm. The other employees are from another old County building which is crowded, she said.

She said the move to the new office is expected to occur in early 1981.

The employees working in the old building work in fear of a ceiling collapse and a fire, the two CSEA activists said.

In addition to their efforts with the County Legislature, the two CSEA members brought Central Region V President James Moore to the building.

Moore, after touring the aged facility, called in Region V Communications Associate Charles McGeary and The Public Sector.

A tour of the building revealed conditions including:

- Narrow, steep stairways make a quick exit impossible. One stairway was without lighting, another was pulling away from the wall and a third was closed entirely.
- All of the rooms were crowded with desks and office

equipment. Stacks of papers were piled on the floor in hallways and closets causing a potential fire hazard.

- Employees said hot electrical wires are close to metal ceilings. A short circuit could be a possible source for a catastrophe-causing spark.

- Employees near the back of the second floor of one building have no exit in such an emergency. The only second-floor exits lead to an unstable porch at the front of the building.

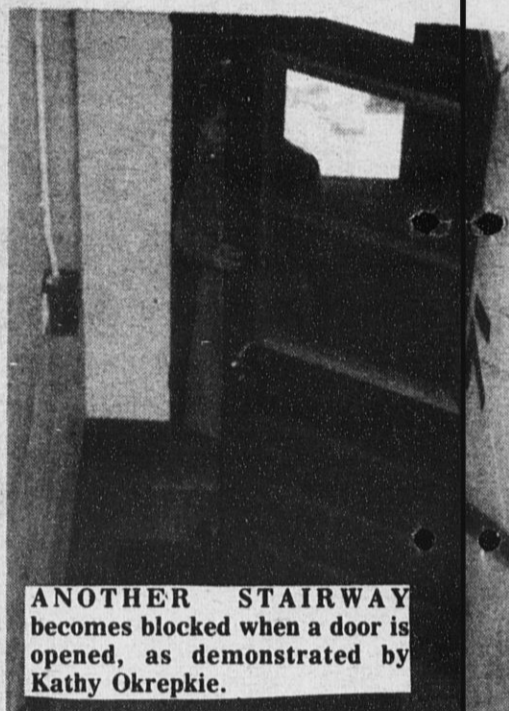
- A fire in 1975 destroyed half of one building. A recent electrical fire in a reception room was brought under control before extensive damage was caused. No one was injured in either blaze.

Luck was all that prevented injury when one of the many sagging ceilings collapsed recently. Fortunately, the ceiling fell on a weekend when no one was working.

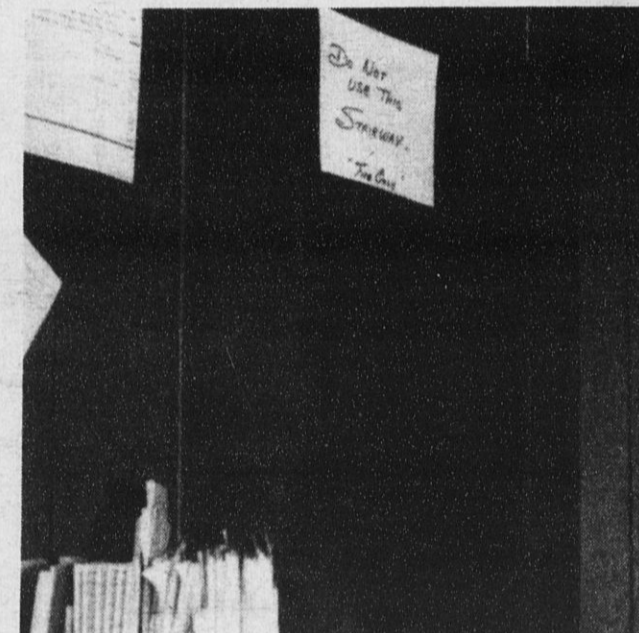
Heavy metal desks, filing cabinets and typewriters are placed along outside walls to reduce the stress on the aged building.

Other conditions, though less dangerous, make working conditions poor. Inefficient heating causes employees in one room to open windows while those in another part of the building wear coats to keep warm.

Poor water pressure in bathrooms causes problems when toilets are flushed. Some bathrooms lack hot water and another is shared by men and women.



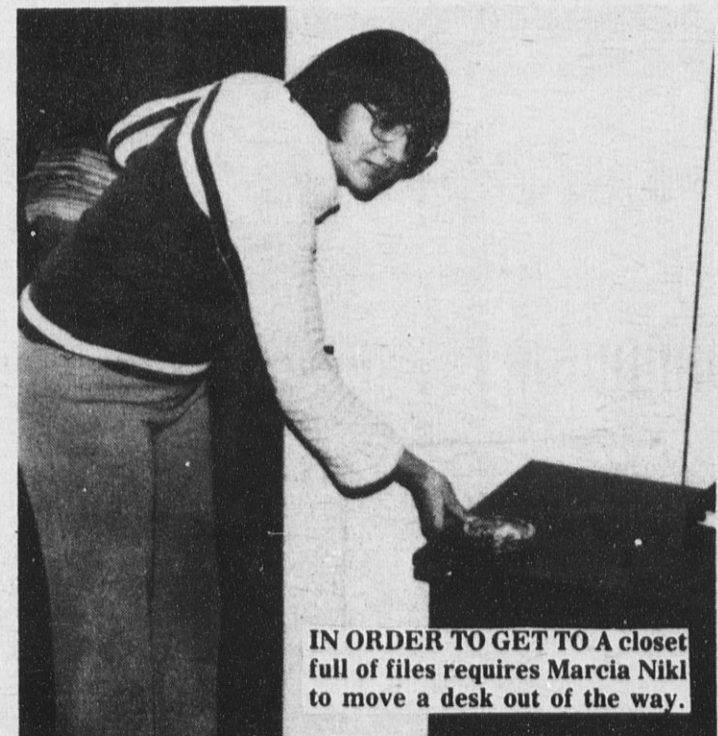
ANOTHER STAIRWAY becomes blocked when a door is opened, as demonstrated by Kathy Okrepkie.



ONE OF THE THREE STAIRWAYS leading from the second floor of the Social Services building is closed off, making escape in case of fire that much more difficult.



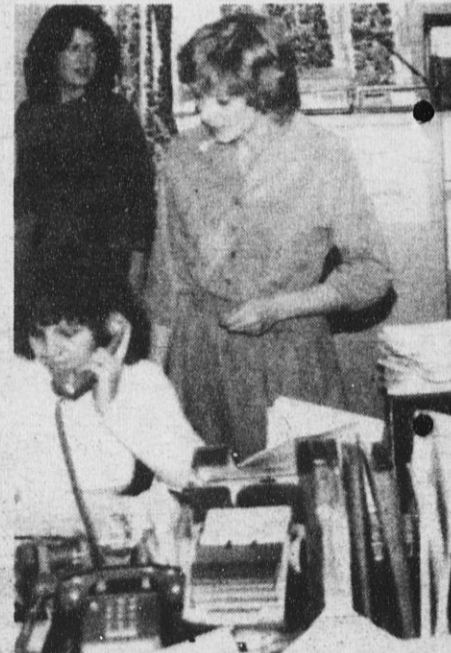
LACK OF SPACE causes files to be stored on the floor, as Kathy Okrepkie points out.



IN ORDER TO GET TO A closet full of files requires Marcia Niki to move a desk out of the way.



OFF OF ONE OFFICE is a storage room cluttered with all sorts of materials and supplies.



CROWDED OFFICES are typical in the Social Services building. In the office, from left, are Jane Trawinski, Kathy Okrepkie and Chris Zingg.

Syracuse unit qualified for agency shop

SYRACUSE — Team work and determination paid off for the City of Syracuse Unit of CSEA Local 834 when it was recently notified by City Administration it had reached the agreed upon percentage of Union Members to qualify for Agency Shop.

In making the announcement, Lee Fordock, Unit President, said, "For the past several months our Unit Membership Committee was totally involved in reaching that percentage goal of new members. I am happy to report that we not only reached our goal — we surpassed it."

Fordock added that "Agency Shop should give us extra 'clout' in future negotiations. And it will also mean that beginning with the first payroll in 1981, all 350 City of Syracuse employees in the bargaining unit will be paying their fair share of the costs of negotiating new contract benefits through CSEA representation."

Fordock also praised the efforts of the membership committee, which included Chairperson Cindy Roberts, John Cicarelli, Dave Cusano, Cindy Carona, Margaret Dennis and others. He also cited the help and encouragement of CSEA staff members Moxley, Jamison and McGeary in bringing the membership drive to a successful conclusion.

Helping another is true meaning of brotherhood

SYRACUSE — The true meaning of union brotherhood was never more evident than in the recent case of Lester Wentworth, a member of Syracuse City Schools Custodial Unit, Onondaga County Local 834 of CSEA.

When a tragic fire severely damaged the Wentworth home in Syracuse, scores of CSEA members and other friends came to the rescue with financial and other aid.

"Fortunately, no member of my family was injured, but the fire caught us without adequate fire insurance and we were really in a bind," Wentworth said.

"My wife and I and the three children are living with relatives, temporarily, while I continue to repair the fire damage. The help I received from my fellow workers and friends sure helped pay for some of the building supplies and repair work. We really appreciate their thoughtfulness and want to express our sincere thanks to everyone who offered a helping hand. It's great to know you have friends — especially at a time like this," Wentworth said.

They go beyond the call of duty

By Dawn LePore



JUDY PALMER, a stenographer with Buffalo's Division For Youth and a member of Local 003, is the key person behind the Western New York Foster Parents Association. Her dedication has been cited in several awards — an honor she humbly accepts as rewarding and "a lot of work."

BUFFALO — Where do kids go when everyone else has given them up for lost? When their own parents say they can no longer cope? When the judges offer jail as the alternative?

In 1971, the New York State Division for Youth gave its approval to set up a special pilot foster care program for troubled youths in Western New York.

With no previous standards to rely on, a group of determined individuals began to build a caring program to place these teenagers in homes where they might begin again.

Judy Palmer, a stenographer with the Division For Youth for the past eleven years, and a member of Buffalo Local 003, was one of those people. Through the years she has worked not only to help create the state's program, but also volunteered her own time to the program's stepchild — the Western New York Foster Parents Association.

This fall she was honored by both for her dedication. The Division For Youth proclaimed her The Employee of the Month and the Parent's group presented her with a certificate of appreciation for "nine years of outstanding volunteer service."

She has been responsible for generating an informational brochures on the foster care program and a fourteen-page questionnaire for prospective foster care parents.

"Because it was a brand new idea, we had nothing from the state to go on," Judy said. "So we (the foster care workers) have had to make everything up as we went along. The questionnaire was revised many times before it got to its current length."

About 70 families participate in the program which covers a six-county area. Because of its success, visitors have come from across the state to set up similar programs.

In addition to her daily responsibilities, Judy handles all of the secretarial work for the Foster Parents Association, a group she can't say enough about.

"It is a great organization," she said. "They've done a lot for the kids. One year they even managed to take the children to New York City to see a play."

The original purpose of the association was to give foster parents an opportunity to meet each other and discuss common problems, offering support to conquer self-doubt.

As the group became more organized, it has expanded to educating foster parents, often bringing in guest speakers to its

monthly meetings. Judy records the minutes for those meetings. Because it is a non-profit organization, the members have initiated projects to raise funds for the special needs of the children.

Each year, the group hosts a family picnic and a Christmas Party, and for the first time this fall, a recognition dinner for the parents. Judy was behind much of the planning.

As modest as she is petite, Judy finds it difficult to accept credit. But, she concedes, "its a lot of work."

It is easier for her to talk about the parents.

"They are a super bunch of people," she said. "They can find the good when everyone else has given up."

She also has kind words for her co-workers, including Bill Jordan, a Foster Care worker who has also done his share of volunteer work for the FPA.

"Bill is responsible for all of the needs of the kids who are referred to the Emergency Foster Care Home here in Buffalo — and some of them can be tough kids," Judy explained. "As such, he is on a 24-hour-a-day notice."

Bill, who has been with the Division for Youth since 1976, sees to their clothing and medical needs. If a foster child becomes ill and has to go to the hospital in the middle of the night, Bill is there. Because he doesn't drive, that can be a feat in itself. He also finds the time to serve the union as an alternate steward.

With Judy's help, Bill has produced a basic daily schedule for the children, who usually stay in the emergency home anywhere up to two weeks. The schedule must be adapted for each child and all of his or her time must be accounted for. If the child is not attending school, Bill finds a community-based daily program for the child.

As many as four children may be placed in the emergency home at one time, ranging in age from 10 to 20. They can be of either sex or of any race or religion.

Bill must be in daily contact with the foster parents to smooth any problems that may arise. "We have a very close working relationship," he said. "They are amazing people."

He and Judy laugh together over past incidents, but Bill doesn't offer any details, saying only that there have been "some heavy cases, I guess you would say, beyond the call of duty."

Both are quick, however, to say how rewarding the program has been for them.

"We've had kids grow up, go into the service or whatever, and come back to visit us," Judy said. "That's what makes it all worthwhile."



BILL JORDAN, who also spends his spare time doing volunteer work for the Western New York Foster Parents Association, is on 24-hour-a-day notice with some of the more troubled youths. He takes care of the foster child's clothing and medical needs — not to mention their parental problems.



ATTENDING AUDIT & CONTROL Local 651 holiday party were, from left, CSEA Field Rep Aaron Wagner, Local 651 President Barbara Skelly, Carol Snyder, Tom McMahan and Dave Jacques.



AT TAX & FINANCE Local 690 Christmas party, Commissioner James H. Tully Jr., second from left, and Executive Deputy Commissioner Joseph A. F. Valenti, right, joins CSEA Field Rep Jim Cooney, left, and Local 690 President Carmen Bagnoli in wishing Tax and Finance employees a happy holiday.

Dianne Armstrong a public worker by day, an aspiring commercial artist every night



PUBLIC EMPLOYEE/ARTIST — Dianne Armstrong, CSEA Tax Local 690 member proudly holds the "Observer," one of her original art works. Behind the public employee is part of another larger work entitled "trilogy."

By Daniel X. Campbell
CSEA Communication Associate

ALBANY — Dianne Armstrong lives two lives. During the workday, Dianne is an electronic data machine operator in the Estimated Tax Unit of the New York State Tax Department, where she is an active member of the Civil Service Employees Association's Tax Local 690. After work, Dianne lives the life of a struggling artist, whose star is beginning to rise in the sky of the Capital area art world.

"I've always been involved in the arts since I can remember," the public employee/artist said. "I've just been drawn to be creative in every aspect of my life."

When speaking of her talent, the pixy-like figure becomes totally animated, hands cutting in the air to emphasize a point or a personal belief. Speaking of her painting talent, the artist reveals, "They reflect my dreams, but I can't tell you the process. I often find myself rearranging cubes of truth that are revealed in my paintings, and sometimes that is painful."

The public employee then talked about her seven years of local, formal art study, mostly paid for by her public employee salary, but lately financed through the sale of a few of her works to private collectors. "I keep putting the extra money right back into art. I buy supplies, paint, canvas and pay for more formal study. And I paint every night. If I'm not painting, I'm drawing or preparing canvas or just working in my third floor attic garret. But I'm always painting or involved with painting."

Dianne's dedication to her art career has caused her to become known as an expert authority on the subject. Recently, her CSEA Local officers asked for her assistance in holding an art show of public employees' works for her fellow union members and their families. That show drew over 3,000 and was described as a success by the Tax Local's newsletter. "We had fun, I hope," she said, explaining all the planning, cooperation and work that went into the event.

Success seems to be in store for Dianne's personal artistic career as the local art community is showing interest in her numerous works.

Recently, after having her paintings displayed in local banks, Dianne Armstrong had her first one-woman show of 25 of her works at Arlene's Gallery in Albany. "Now, the local art community knows me," Dianne explained.

What the art community is noticing is Dianne's use of color and light to create her surrealistic/impressionistic figures. Dianne has developed a Flemish glazing technique for her paintings. "Flemish glazing is a technique in which you build up one color over another color and that subtly allows light to bring the colors to life," the artist explained.

But, Flemish glazing is not the only reason for the art community's developing interest. Dianne's talent is the key ingredient. Finally, after years of study, training and basic talent development, Dianne can let her talent and her personality mix on canvas. This has resulted in bright, colorful works which even surprise the artist in their complexity and content. "Now, as I gain some mastery of my skill, I even find surprises in my paintings, figures I never knowingly intended to paint appear with one brush stroke, hidden in a swirl of color."

Dianne used one of her works entitled, "The Observer," as an example. The painting is alive with color due to the Flemish glazing. The colors seem to change as room light plays on the canvas. The painting, first, appears to be that of a woman with an over-exaggerated hand holding a dripping pen. However, a second look turns the pen into a large paintbrush with colors spilling on the ground. A close look reveals that two hooded figures, "men of the cloth," are entangled at the base of the pen/brush handle. Dianne stated that she did not intend to hide these figures in the painting; she, however added that other viewers of this painting are finding hidden meanings in her work. "That's what excites me," she stated. "I never know what someone else is going to experience from my work."

Currently, Dianne has eight paintings on display at the Charles Van Heusen Gallery in Albany, and a second one-woman show is scheduled for the Unitarian Church, Wendell Avenue, Schenectady in early January 1981.

Directory of CSEA Regional Offices

REGION I

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

REGION II

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

REGION III

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

REGION IV

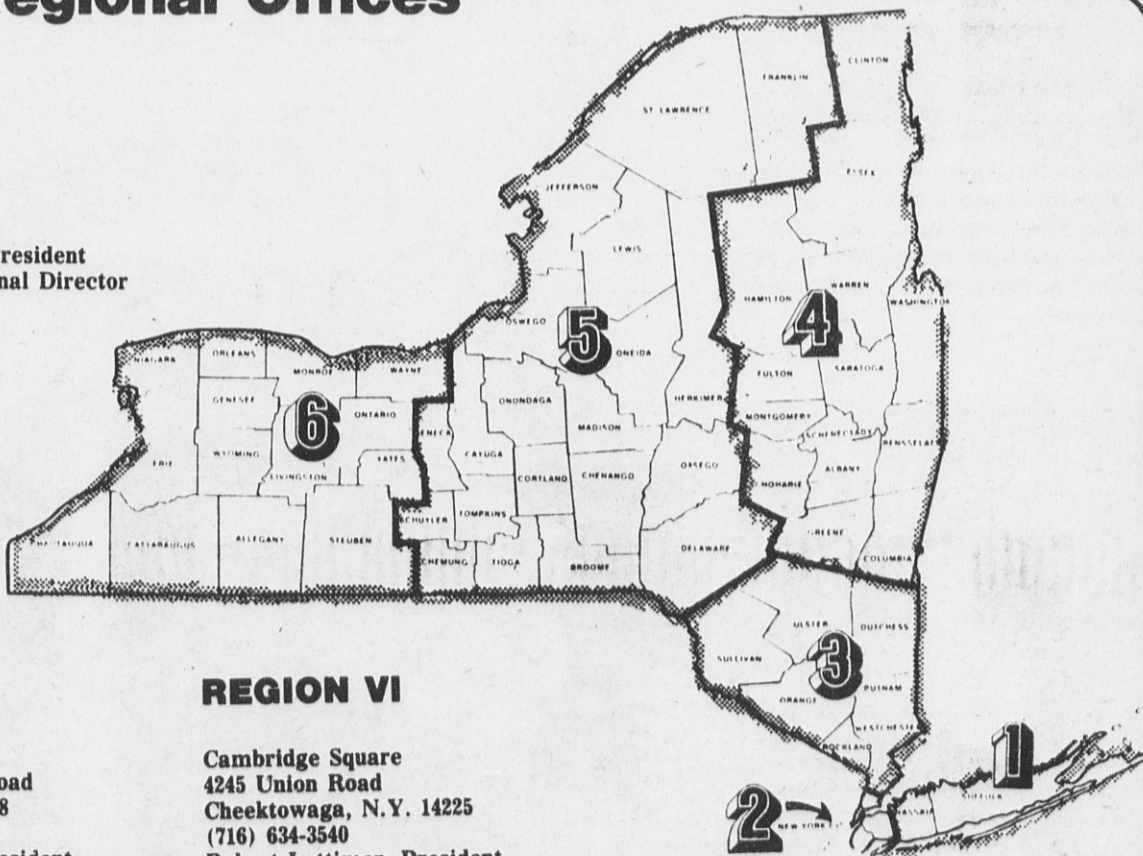
1215 Western Avenue
Albany, N.Y. 12203
(518) 489-5424
Joseph McDermott, President
John Corcoran, Regional Director

REGION V

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

REGION VI

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



Experience so far shows centralized welfare management system no threat to take over of social service jobs

Rensselaer installation increased public employment

TROY — Grace Vallee, Chairperson of the Statewide Social Services Committee of the Civil Service Employees Association, has a few reassuring comments to give about the installation of the Medicaid Management Information System (MMIS) and its installer, the Bradford Administration Services.

"We have never seen a Bradford employee," the public employee stated at the beginning of a short, informational interview on MMIS and Bradford. "All of our members in the Rensselaer County Social Services Department have been trained by New York State Social Services Department employees for the operation of both the Welfare Management System (WMS) and for the MMIS. So, none of our members here fear that a Bradford employee is about to take over their job."

Grace points out a few positive situations that have developed because of the computerization of WMS. "We gained six data entry operators, right from the County's Civil Service list. So computerization, which is here to stay, has, so far, caused a need for more public employees, not fewer. And, I'm telling our members to use to their advantage the WMS System, which is presently in full operation, and the MMIS System, which will be in full operation in 1981. Take as much training as possible, use the workbook and the computer, and don't be afraid to ask for help!"

The Social Services Department's supervisor offers this thumbnail sketch of the two systems, WMS and MMIS, and how they work. "First, Welfare Management System checks the individual client to see that he or she is eligible and not collecting from another county. This eliminates duplication of services to clients. And, that can save the taxpayer's money," she emphasized.

She noted that prior to computerization and central tie-in, often an individual might be receiving services from two or more counties at the same time. "Now we can qualify each applicant before providing services."

MMIS, however, is strictly aimed at Medicaid. The system will interface with the WMS. That means that one system checks the information in the other computer. In this case, MMIS will check WMS for Medicaid eligibility and then, if the client is eligible, MMIS will also check to determine if the Medicaid provider, (doctor, dentist, pharmacist), is providing the indicated service and not duplicating services previously provided. Grace explained that, in some instances, providers were capable of charging for removing the same tooth, or providing the same piece of health

equipment, two, three or even more times. Now, with MMIS, this situation will be eliminated.

"I'm not saying that our CSEA officers and members have nothing to worry about," Grace reiterated time and again. "I am saying that computerization is here; that WMS and MMIS is the law. We will have to adapt and work closely with management to insure that our members' needs for training and re-training are met. And, each county Local will have to see that our members' rights are protected, in case any adverse situations were to develop with computerization."

Heading off problems key to maintaining staffing levels

ALBANY — "The rumor mill is working overtime and stories are going around that a private contractor is going to take over the work of local Social Services agencies," according to CSEA Budget Examiner Cathy Brower who adds, "the experiences of our locals in those counties where computer systems have already been installed, however, should put a stop to the rumors."

A 1976 state law directed the Department of Social Services to create a centralized Welfare Management System. When it becomes fully operational in 1982, a telecommunications network will link every county social services agency to a central computer in Albany. A common base of stored information will, then, be shared and eventually Medicaid, Child Care, and Support Collection will also be incorporated into the network.

Bradford Administrative Services has the contract to install the computer equipment, advise local departments, and train existing staff. "Once this is done, Bradford will take its business somewhere else," Brower emphasized. She added, "it's conceivable computerization may have some impact on staffing, and because of this, it's important that CSEA become involved early and meet with management to head off potential problems." In fact, that's just what happened in those counties (Nassau, Rensselaer, Monroe and Cortland) where the system is on line, and she is confident that "the success experienced there in training incumbents and continuing existing staff levels will set the pace statewide."

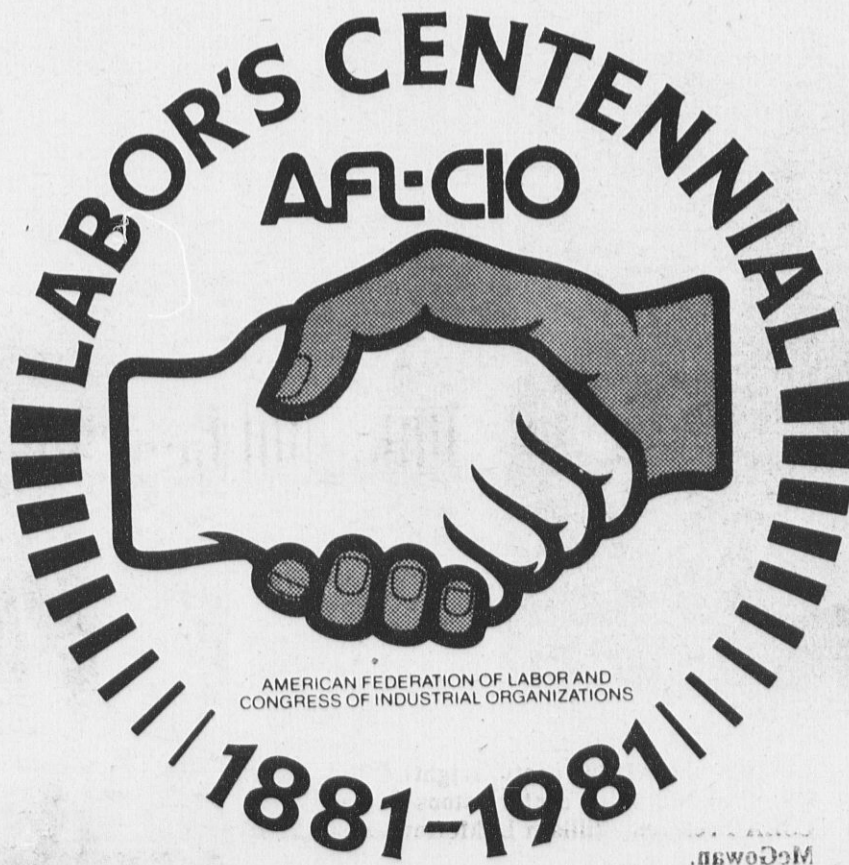
Labor to celebrate its centennial

AFL-CIO President Lane Kirkland has invited all Americans to join with the AFL-CIO in a year-long celebration of the centennial of American labor in 1981.

The AFL-CIO plans a series of activities from January 1981 through a fitting celebration at the AFL-CIO's Fourteenth Constitutional Convention in New York, in November, Kirkland said.

"We hope that people in the political and legislative processes, in the academic community, in industry and commerce and agriculture, in cultural activities and the professions and the arts, will all join with the men and women of our unions in commemorating this centenary of American labor," Kirkland said.

The themes of "achievement" and "challenge" will be central to the AFL-CIO's centennial activities, Kirkland said. "It is our hope and intent to focus attention on the idealism, the struggles and victories of American labor in the past hundred years — but that is not our sole purpose," he added. "Of equal importance is the need to prepare to deal adequately and forcefully with the challenge of the future."



Social Security tax increases January 1

WASHINGTON — Both the social security tax rate and the maximum earnings subject to the tax will go up on Jan. 1.

Most workers will be affected only by the change in the tax rate, which will rise for both employees and their employers from 6.13 percent of covered earnings to 6.65 percent.

Only persons who earn more than \$25,900, which is the present ceiling on wages subject to the social security tax, will be affected by the rise in the taxable wage base to \$29,700. About 10 percent of the workforce is in this group. In return for paying more into the fund, they will become entitled to higher future retirement benefits and greater family protection in the event of disability or death.

CSEA

works for you

Large turnout as 3 locals celebrate the holiday season

DEPEW — In probably the largest Christmas party attended by CSEA members at the same time under a single room this holiday season, more than 800 members and guests celebrated the season at the Hearthstone Manor here in early December.

More than 310 members and guests were present for a party sponsored jointly by Roswell Park Memorial Institute Local 303 and Health Research Local 315, and in an adjoining room, more than 500 members and guests of SUNY Buffalo Local 602 held their own celebration.

The photos on this page show some of the celebration and the celebrants at the two parties.



LOCAL 303 PRESIDENT Brian Madden, center, stops to chat with Judy Goranson and Mitch Fasenski. Judy is chairperson of the Local 315 social committee, while Mitch is chairperson of the Local 303 social committee.



JIM AND VICKY JAYES enjoy the Local 303/315 party. Jim is president of Local 315.

PROGRAM COMMITTEE, below, for the Local 602 party included, in front, Alyce Grosso and Debbie Moesch, and from left, rear, Terry Hohl, Tom Warzel, Ethel Dickenson, Len Lewis, and C. Stanton.



CSEA EXECUTIVE VICE PRESIDENT Thomas McDonough, center, is shown with Mr. and Mrs. Bob Smith. Bob is president of Local 602.



THIS GROUP attending the Local 303/315 joint party includes, from left, Western Region VI President Robert Lattimer, CSEA Statewide Secretary Irene Carr, CSEA Executive Vice President Thomas McDonough, Local 303 President Brian Madden (rear) and Local 315 President Jim Jayes, right.



AMONG THOSE ATTENDING the Local 303/315 party are Grace Steffen-Boyler, a past president of Local 315, and Jack Boyler.



MARK AND DEBBIE Swanson, above, at the Local 602 program.

AT THE LOCAL 602 party, (right) CSEA Field Rep Tom Christie, center, stops to talk with CSEA President William L. McGowan and Mrs. McGowan.



The never ending battle against layoffs

IN CLINTON Layoffs scratched; 8 new jobs in the working

By Deborah Cassidy

PLATTSBURGH — There won't be any layoffs in Clinton County this year, thanks to a thorough effort by CSEA. In addition, eight job titles vacated during 1980 stand a good chance of being filled in 1981.

And, if that is not enough, county officials have realized that it will not be necessary to raise property taxes as they had expected for 1981.

These decisions were made last week by the county legislature after the Clinton County Local of the Civil Service Employees Assn. presented it with an analysis showing sources of hidden funds in the proposed 1981 county budget. That budget called for the elimination of 20 positions, 12 of which were filled.

The legislature voted six to four to adopt a revised budget, taking into consideration the CSEA's findings.

The key, said Jeanne Kelso, president of the CSEA local, lay in estimated sales tax revenue. The analysis, done for the local by union staff, suggested that county officials had underestimated the expected revenue from many sources, among them sales tax. After reviewing the CSEA report, the legislature decided it could increase this estimate by two percent — enough to fund the 12 positions, to do away with property tax increases and to possibly fill the vacant items during the coming year.

The job cuts would have been made among clerical workers throughout the county, hitting the department of social services the hardest.

Kelso credited local members, who turned out in great numbers to address the legislature three times, with aiding the unions cause.

More than 100 came, she said, when the union first sought to convince the legislature to table a motion to make the layoffs until the CSEA could complete the analysis, another to present the findings and a third to await the final vote.

Speakers for the CSEA told the legislature that layoffs would have a detrimental effect on the morale of the rest of the workforce and would cost the county in the long run for the payment of unemployment.

So perturbed by the union's victory was the chairman of the legislature, who voted in favor of the layoff, that he was prompted to query his constituents, "Who's running this government, the legislature or the public employee union?"

"We're not running the government and we don't want to, but we have some influence where our members are concerned. Isn't that what a democracy is all about," said Kelso in reaction to his remarks.

IN HUNTINGTON Layoff probe ordered; 80 old jobs on the line

By Bill Butler

HUNTINGTON — Responding to an appeal from the Civil Service Employees Association during one of his "town hall" meetings here last week, Gov. Carey ordered a state probe of proposed layoffs of up to 80 Huntington Town employees.

Carey promptly responded with a pledge to send a team from the state Office of Management and Budget to examine the town's finances to determine if any layoffs were required.

CSEA hit the town with a five-pronged legal counterattack.

Suffolk Chapter President Ben Boczkowski, labeling the politically-divided town "the worst-managed on Long Island," said that no layoffs were justified.

He noted that the town board proposed to create \$197,485 worth of new "patronage" type positions while firing 19 white-collar and 61 blue-collar workers.

Political squabbling between Supervisor Kenneth C. Butterfield, a Democrat, and Councilwoman Claire Croft, leader of a Republican majority on the town board, has crippled the town, according to CSEA officials. Butterfield proposed a budget that would have eliminated 50 jobs, and the GOP majority responded by adopting an altered budget that would cut 80 jobs.

During squabbling over the town's financial status, the Republican majority commissioned an audit and was tongue-tied when it showed the town had more money — not less — than the supervisor had claimed.

Blue-collar workers, who are represented by the National Maritime Union, staged a one-day walkout.

CSEA, which represents the white-collar force, meanwhile:

- Demanded the Suffolk County Department of Labor withdraw all CETA-funded personnel from the town before any layoffs of permanent workers;
- Filed an improper practice charge with the Public Employment Relations Board charging the town failed to negotiate the impact of the increased workload on remaining workers;
- Filed a demand under the Freedom of Information law for the town payroll, to determine the number of temporary patronage jobs;
- Demanded the county Civil Service Department strictly enforce bump-and-retreat seniority rules, and
- Charged the town board majority practiced age discrimination in selecting those to be ousted. Many of the cuts were in specific positions, such as deputies to commissioners, which are held by persons over 55 years of age. CSEA charged these persons were told to retire now so that they would not lose pension benefits by being fired.

Following up on the counterattack, CSEA Regional Field Supervisor William Griffin rose during the previously-scheduled governor's town meeting and appealed: "The government of Huntington is in shambles. Is there anything you can do to help the employees and taxpayers of Huntington?"

Carey shot back a pledge to send his personal staff to determine the truth of the town's financial position.

"I intend to be a wolf barking at their heels," Boczkowski said in a press conference.



TOWN OF HUNTINGTON UNIT PRESIDENT Dorothy Goetz, center, and CSEA Field Representative James Walters, right, were among those who participated in a protest march outside Town Hall against the proposed layoff of 65 employees represented by CSEA.



AMONG THOSE AT THE Town of Huntington protest march against the proposed layoff of 65 employees are, from left, Linda Osher, Shirley Claasen and Teddi Moore.