


the Public SECTOR

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American Federation of State, County and Municipal Employees AFL-CIO

UNION LABEL 4
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Friday, April 19, 1985

Members about to vote on contract affecting 100,000 state workers



Full text of
contracts to
be mailed
April 20.

Information
meetings to
be held
April 22-26.
(see pg. 19)

Ballots will
be mailed on
April 26.

MAY 13 is
deadline
to return
ballot.



IMPASSE DECLARED

CSEA Judiciary bargaining team breaks off negotiations with state OCA

ALBANY — "After four months of meeting with the OCA's chief negotiator, Howard Rubenstein, CSEA's Judiciary bargaining team concluded that OCA was intent on pursuing delaying tactics while the union was sincere in negotiating a contract," Thomas Jefferson, CSEA Judiciary bargaining team chairman, has charged.

As a result, the CSEA Judiciary bargaining team has declared impasse in its negotiations with the state's Office of Court Administration (OCA).

"In order to achieve a meaningful agreement at the earliest possible date, CSEA confronted the OCA negotiator on April 9 with a mandate to move on to items of significance to the unions," Jefferson said. "The OCA negotiator's refusal to do so prompted CSEA, with regret, to declare an impasse in order to move the negotiations forward," he added.

CSEA represents 3,200 non-judicial employees throughout the state. The employees work in hundreds of titles from clerk, court reporter, law clerk, secretary, stenographer, and security to OCA support staff positions.

CSEA Collective Bargaining Specialist Joseph Reedy observed, "This is a sad situation for the management of the system that is supposed to administer justice fairly. OCA's negotiator is using the Taylor Law as a weapon against the workers by maintaining an intransigent attitude."

CSEA has requested the immediate appointment of a mediator by the state's Public Employment Relations Board.

Members on their mark for March of Dimes

CSEA members walking as teams are expected to raise thousands of dollars during late April and early May in the annual March of Dimes TeamWalk to benefit the March of Dimes Birth Defects Foundation.

CSEA has officially endorsed the effort, and CSEA President William L. McGowan calls it "an opportunity to generate some positive spirit among our members."

Last year CSEA members participating in the fund-raising event raised thousands of dollars and were among the leader in per capita pledges to help children suffering from birth defects.

CSEA members interested in participating in local walkathons may contact their CSEA regional headquarters to determine if organized programs are planned, or contact the regional March of Dimes representative listed below for assistance. Numerous events are planned on various days in each area.

Members in the Hudson Valley area may contact Peggy Stamm, Executive Director, March of Dimes, 219 Quassaick Avenue, New Windsor, N.Y. 12550.

In Northeastern New York, contact Phyllis Bonacquist, Executive Director, March of Dimes, 578 Loudon Road, Latham, N.Y. 12110.

In the Oneida-Mohawk-Rome area, contact Meg Parsons, Executive Director, March of Dimes, Campus Plaza, 629 French Road, New Hartford, N.Y. 13413.

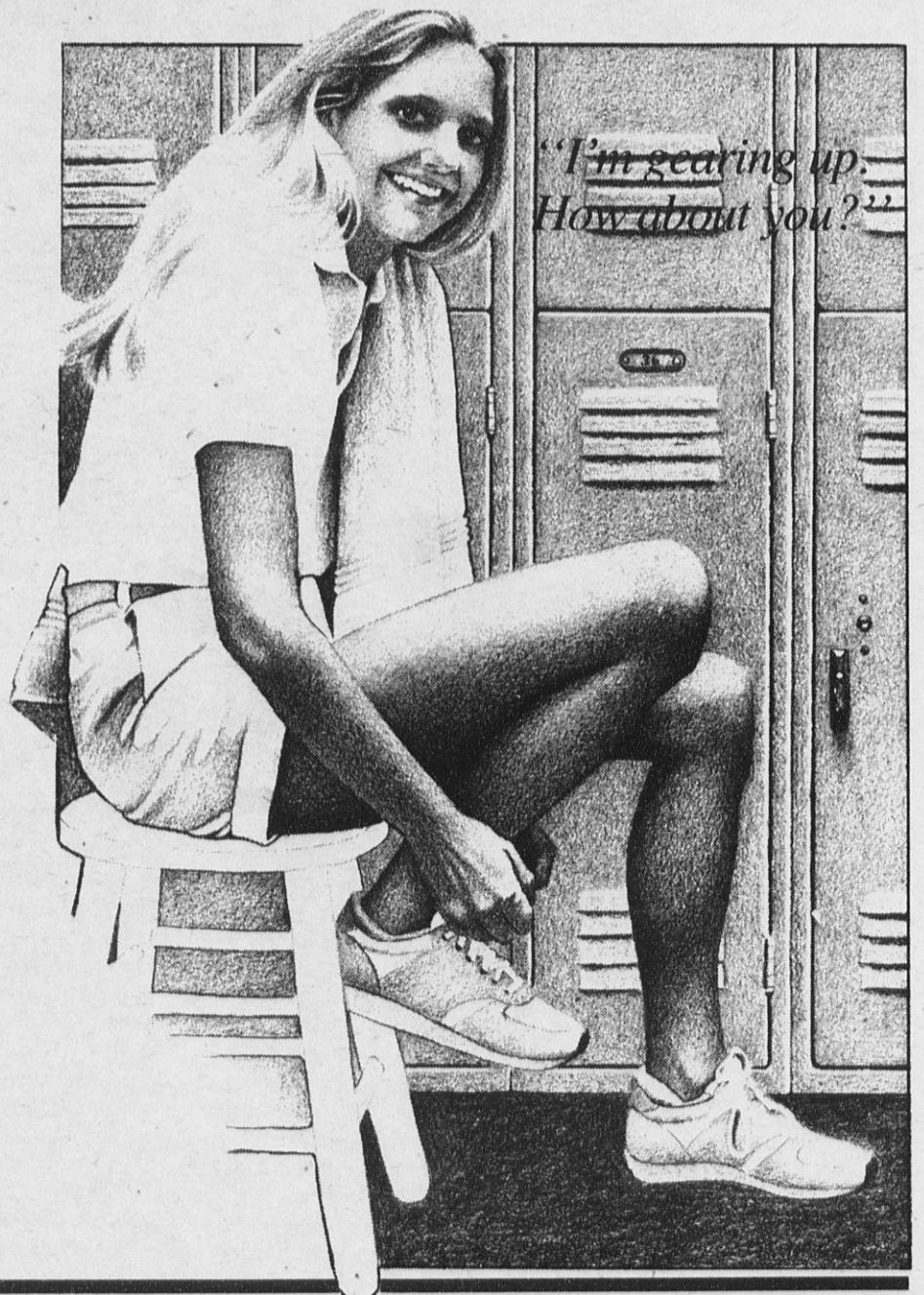
For South Central New York, the coordinator is Dick DeOrazio, Executive Director, March of Dimes, 65 Main Street, Binghamton, N.Y. 13901.

For information on walks in Western New York, contact Brian Poliner, Executive Director, March of Dimes, 470 Franklin Street, Buffalo, N.Y. 14202.

For Central New Yorkers, contact Angela Vigliotti, Executive Director, March of Dimes, 702 West Belden Avenue, Syracuse, N.Y. 13204.

In the Genesee Valley-Finger Lakes-Rochester region, information is available from Michelle Allen, Executive Director, March of Dimes, 11 State Street, Pittsford, N.Y. 14534.

Anyone planning to participate in any of the fund raising events should immediately contact either the appropriate CSEA regional headquarters or the appropriate March of Dimes official listed above since all events are scheduled in the immediate future.



Two-year pact reached by Onondaga Co.

SYRACUSE—A tentative two-year agreement has been reached between Onondaga County and CSEA Local 834, which represents more than 3,500 county employees.

Announcement of the agreement came April 16 after nearly nine months of negotiations that included two declarations of impasse followed by mediation and fact-finding sessions.

County employees have been working without a contract since Dec. 31, according to Local President Pat Callahan, who characterizes the new agreement as a "good contract with no givebacks."

Following prescribed CSEA procedure, a series of four informational meetings have been scheduled for April 23 to explain details of the tentative pact and answer members' questions. A secret ballot election will be conducted from 6 a.m. to 6 p.m. April 26 at convenient locations throughout the county.

After the announcement at a press conference in the county's civic center, Callahan also issued a statement.

"We have gone through eight months of hard bargaining that included winning two improper

practice charges against the county, numerous mediation sessions and valuable fact-finding," said Callahan.

The result is that "there are no givebacks in this tentative package."

Among major issues in negotiations was the so-called "calendar creep" over payroll.

"Weighing all the circumstances and package terms agreed upon by the negotiating committee, I believe it to be a good contract," said Callahan.

Health report 'aired' on Ulster building Solution in sight

By Anita Manley
CSEA Communications Associate

KINGSTON — Employees of the Ulster County Office Building here will be breathing easier next fall after the facility gets revamped to correct ventilation problems.

The county's decision to install a complete new ventilation and heating system follows a report filed by a health and safety expert called in by CSEA. The union hired the consultant to investigate complaints of illnesses by several employees.

Back in January, symptoms such as frequent headaches, nausea, and irritation of the eyes, nose and throat began appearing among many workers in the building.

The health report, compiled by Matt Gillen, an industrial hygienist from the Workers' Institute for Safety and Health in Washington D.C., makes a number of long- and short-term recommendations to help improve air circulation in the building. Among Gillen's suggestions were an increase in air intake and humidity, and conformity with other guidelines for ventilation set by ASHRAE (the American Society of Heating, Refrigeration and Air Conditioning Engineers).

Ulster County Legislative Chairman William West, who received the report from Region III Health and Safety Coordinator Linda Siccardi, has been supportive of its recommendations for environmental changes in the office building.



REGION III HEALTH AND SAFETY Specialist Linda Siccardi presents an environmental report on the Ulster County Building to Ulster County Legislative Chairman William West. To West's left is Ulster County Local President Sean Egan and to Siccardi's right is Region III President Pat Mascioli. Seated are Onnie Dougherty, chairperson of CSEA's Labor/Management Committee and Region III Field Representative Steve Chanowsky.

West emphasized that the county intends to install the new heating and ventilation system during the summer when officials plan to close down the building and temporarily relocate employees. Once the facility opens again in the fall, some of the employees who worked in an especially crowded area will be permanently relocated to reduce the congestion.

Ulster County Local President Sean Egan said he was pleased with the county's prompt action in closing the building and ordering an investigation when the illnesses surfaced.

"The county has done everything possible," said Egan. "The employees recognize that we've worked together for a solution."

'Tight Building Syndrome': a host to health problems for public employees

"Tight building syndrome." It's not a disease. But it causes them. According to Matt Gillen, an industrial hygienist with the Workers' Institute for Safety and Health, tight building syndrome is a condition that arose in the 1960s and '70s when buildings were being constructed with an emphasis on energy conservation. These buildings included such "tight" features as minimal air circulation and a high percentage of recirculated air.

"This means that fresh air intake is reduced," explains Gillen. "When building air is repeatedly recirculated, this saves on heating and air conditioning bills. However, we've found that these 'tight' buildings tend to cause discomfort and health problems for their occupants."

Ulster County is hardly the first municipal government to be hit with "TBS." In 1983, students and teachers at three schools in the Wappingers Falls Central School District in Dutchess County began complaining of nausea, dizziness, burning of the throat and eyes, and skin rashes. During the previous year, the school district had undertaken an extensive energy conservation project. At one school, changes included the application of a polyurethane foam on the roofs and walls, sealing of outside air intakes, and installation of storm windows and a new water heater.

A primary concern of an investigating team from the National Institute for Occupational Safety and Health was the boiler rooms in one school where inspectors discovered that when the automatic controls were manually overridden, "the boiler room environment became unbearable."

According to the NIOSH report, "Eye and throat irritations were the

prominent symptoms. The boiler gases were coming back into the boiler room via a newly installed hot water flue."

To make matters worse, the inspectors found that the gases were drawn into a utility tunnel which ran around the perimeter of the building beneath the unit ventilators and were entering some of the school rooms and cafeteria. In fact, the problem was prevalent at all three schools.

Recommendations by the team included: re-evaluation of the ventilation system and corrective action to ensure adequate amounts of fresh air; evaluation of hallway exhaust systems; work on the heating system with the goal of maintaining temperature and humidity levels within comfortable ranges; correction of the boiler system deficiencies that resulted in emissions re-entering the building; and re-evaluation of the smoke stack heights on all three buildings.

Region III Health and Safety Specialist Linda Siccardi says that many worker illnesses can be traced to the most innocent and unsuspected sources such as carbonless paper, new furniture or carpeting.

Employees should not hesitate to suspect chemicals in office supplies as the culprit and should request an inspection of their workplace by state or county health and safety representatives, she said.

CSEA members should call on their regional health and safety coordinators for initial assistance, she added.

The following chart was prepared by the New York Committee on Occupational Safety and Health.

Public Sector

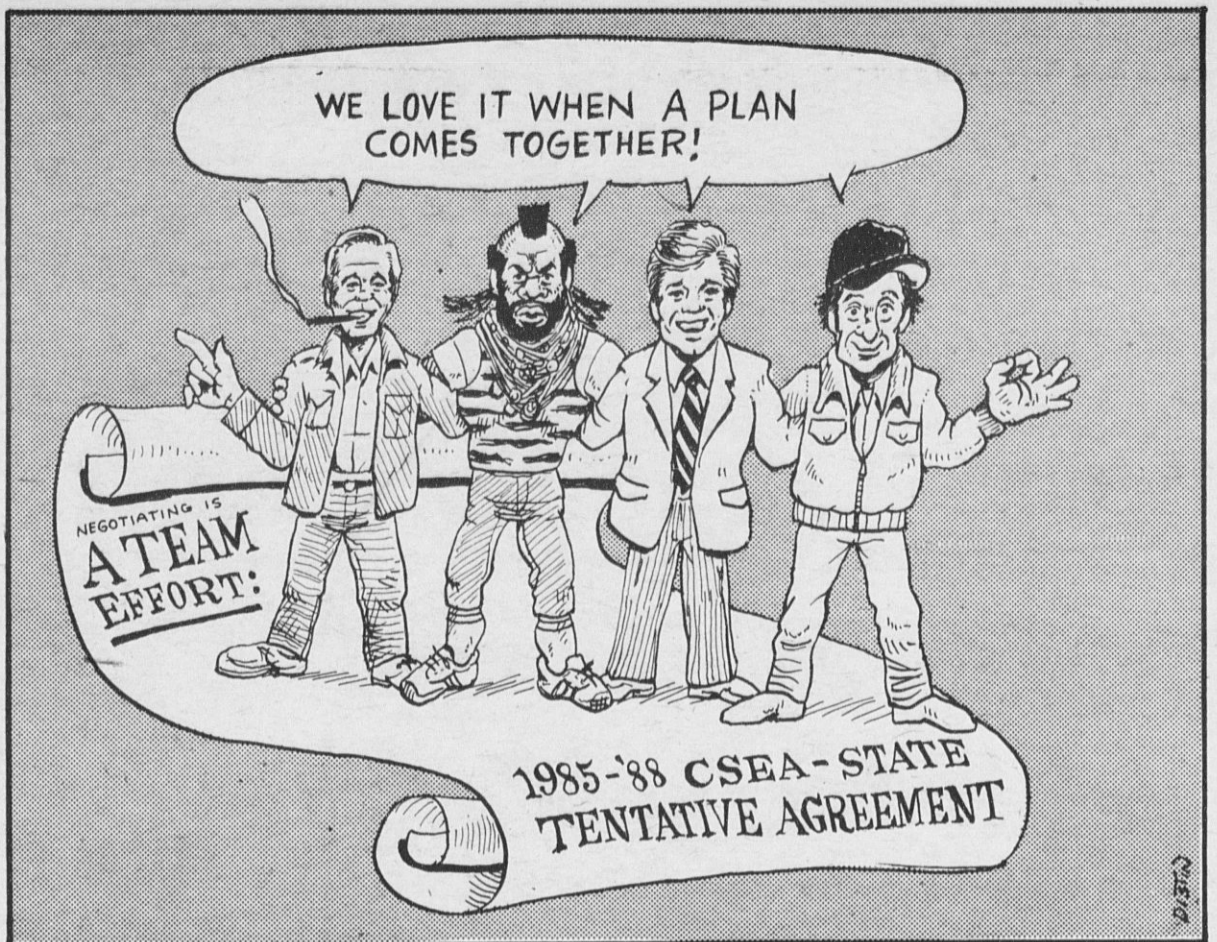
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McGowan: Civil Rights Commission 'out of touch' on comp worth

*CSEA and state to work
on pay equity project*

ALBANY—CSEA leaders have blasted a decision by the U.S. Civil Rights Commission which rejects the concept of comparable worth. President William L. McGowan set the pace by accusing the commission of being "out of touch."

"The issue is one of fairness. The federal government should be leading the way. Instead, it's blocking the path."

The commission adopted a 232-page report on April 11 that urged Congress and Government agencies to reject the doctrine that men and women should be paid the same for different jobs of comparable worth.

Executive Vice President Joseph McDermott calls the ruling "unsound and misplaced" and says "the five-member commission majority should be replaced."

"Their approach is backwards. They say the way for workers to achieve comparable worth is by moving into higher paying jobs, but then they are content to leave traditional low-paying jobs in place to be filled by women."

Statewide Secretary Irene Carr also blasted the ruling as "un-American."

"This country was built on the concept of equality. And here we have a government commission opposing it."

CSEA has been a leader in the fight to achieve pay equity. The union is funding a local government comparable worth study and is taking part in a pay discrimination lawsuit against Nassau County.

CSEA and New York state are also cooperating on a comparable worth project and money has been set aside in the second and third years of the tentative state/CSEA contracts to help implement project findings.



CSEA REGION II President George Boncoraglio, right, presents plaque in memory of Mrs. DuBose Batiste to her husband, Audley Batiste, center. At left is her brother, Louis DuBose.

Frances DuBose Batiste

Memory enshrined with Metro Region board room honor

NEW YORK CITY — The conference room at CSEA's Metropolitan Region II headquarters here was formally dedicated in memory of the late Region II President Frances DuBose Batiste recently.

The ceremony, which included presentation of a plaque and officially renaming the conference room the Frances DuBose Batiste Conference Room, was attended by all of CSEA's statewide officers.

Mrs. DuBose Batiste died unexpectedly March 18, 1984. A longtime CSEA activist, she had served as president of the 23,000-member Region II since the previous June after serving in a variety of other local and regional union offices.

- *“Every active CSEA member has the real possibility of becoming a leader in his or her unit or local, as well as region and statewide.”*

Western Region Director BOB MASSEY



Sense of community service blends nicely with regional director job

By Ron Wofford
CSEA Communications Associate

BUFFALO — Community service comes naturally for Bob Massey. That's why he views his recent appointment as CSEA Region VI director — along with “humble pride” — as “an enormous opportunity. It allows me to see that the CSEA community, our dues-paying members, receive the services they richly deserve and pay for.”

A former region organizer and field representative, Massey also feels “up to the challenge” of overseeing the union staff that delivers services to members in the 14 counties that comprise CSEA's Western Region.

“I'm sure my excellent working relationship with Bob Lattimer (region president) will be helpful in focusing our full strength on any problem confronting our membership.”

Lattimer said Massey “brings admirable qualifications and proven skills” to the director's post, which became vacant when former regional director Lee Frank was named to head up the union's statewide organizing program. Massey “has done well as acting director, and the membership will benefit even more as he gains experience,” Lattimer said.

Massey feels his experience as a Buffalo public schools teacher should aid him in the training of new field personnel as well as the numerous administrative aspects of his new job.

“I enjoy working with people, and people vary,” Massey related, “so understanding the need for flexibility, within CSEA guidelines, will be my aim.”

Massey calls CSEA “a good example of the ‘strength-in-numbers’ concept. But our strength doesn't stop with just the number of members we have. A friend of mine on the staff of another union was amazed at the services CSEA provided for its members.”

“And there's not a more democratic public employee union around,” said the former building representative for the Buffalo Teachers Federation. “Every active CSEA member has the real possibility of becoming a leader in his or her unit and local, as well as region and statewide. And you can't emphasize too much the members' input into gaining a good contract,” Massey said.

He described the CSEA regional concept as “like the fingers on the hand, separate, but working in conjunction with the whole. It's a living model of what unionism should be all about.”

Massey also feels the local and regional structure allows union leaders and activists an opportunity to show the public that labor has the community's interest at heart.

“Our members have a great deal of expertise that can be put to the good use of their community,” he said. “And it can pay off in dividends down the line. Some things, such as established good will, cannot be obtained by simply sitting at the bargaining table, especially in political subdivisions.”

The new regional director practices what he preaches in his community, as a volunteer board director of the Buffalo Federation of Neighborhood Centers. The United Way-funded agency provides a wide range of services to area youths, pre-teens, adults and senior citizens.

Massey views those served by his volunteer agency as an “extension of the community that is in need.”

“Likewise, the community of CSEA is one that I,” he concluded, “having been appointed to serve, am also inspired to serve.”



NEW REGION VI DIRECTOR Bob Massey, right, talks with Waymon Diggs and Bill Jordan, president, of Division for Youth CSEA Local 562 during recent regional seminar on legislative and political action.

“I enjoy working with people . . .”

PROGRAMS FOR NEEDY SUFFER BECAUSE

Corporations slip \$90 billion through gaping tax loopholes

PLUG THE LOOPHOLE!

Clip, circulate and return the petition on opposite page.

Billion-dollar corporations hitch free ride on our backs

With CSEA and AFSCME spearheading the campaign, a coalition of labor unions, church groups and concerned citizens launched a nationwide petition drive this week that they hope will blossom into a full scale tax revolt.

In Albany, CSEA President William L. McGowan told a press conference, "The reason we're here today is simple. We want tax justice...Another tax revolt is in the making but, this time, we're going to see that corporations not only pay their fair share but that they become decent citizens of our country. We are not going to pay their taxes anymore."

And in Washington, AFSCME International President Gerald W. McEntee said, "Today we begin a critically needed campaign to restore the corporate tax. This is a campaign for fairness and economic growth." And all across America, representatives of the various groups involved in the nationwide petition drive to force Congress to restore an equitable corporate tax structure delivered similar messages at scores of press conferences.

Appropriately enough, the campaign was launched on April 15, Tax Day.

Both McGowan and McEntee pointed out that the Economic Recovery Tax Act of 1981 produced two of the most costly and unproductive corporate tax loopholes in history—the accelerated cost recovery system for business depreciation, and the even more generous investment tax credit.

As a result of the corporate tax loopholes, many corporations have avoided paying a total of some \$90 billion in taxes. McEntee said the loopholes have allowed such companies as General Electric to pay no taxes at all and, worse, get refunds on profits as high as \$6.5 billion.

"In the 1950s and 1960s businesses paid a fair share of federal taxes—25 percent. Today, however, corporations pay less than nine percent of all federal taxes," McEntee pointed out.

McGowan stated sharply, "This year, as we pay our annual taxes, we all should remember...each one of us... that we are carrying billion-dollar corporations on our backs."

McEntee said, "A recent study of 250 major corporations shows that the problem of corporate tax avoidance has reached epidemic proportions. The study found that in the years 1981 to 1983, 128 of those 250 major corporations paid no taxes in at least one of the three years. Their \$57 billion in profits went untaxed."

Both labor leaders did have praise for those corporations that pay substantial taxes. "IBM and Whirlpool, for instance, each paid a tax rate of over 25 percent during the last three years," according to McEntee. "They should be just as mad as the rest of us about the many major corporations that have put themselves on the dole," McGowan added.

Said McEntee, "Corporate tax avoidance is also a hidden source of our well-publicized federal deficit. If every corporation had paid taxes last year at the level they paid in the prosperous 1960s, the enormous federal budget deficit would instantly be cut in half."

"Our nation cannot afford to ignore this scandal.



CSEA PRESIDENT WILLIAM MCGOWAN signs a petition urging Congress to repeal special interest loopholes and restore the corporate tax. Looking on are representatives from other organizations supporting a reform of tax laws that would make corporations pay their fair share. Pictured from left are: Christine Kroetsch, New York State Citizens Coalition; Carmine Ruberto, State Council of Service Employees; McGowan; John P. Walsh, National Association of Letter Carriers; and Rev. Robert Bunnell, Capital District Labor/Religion Coalition.

The need for tax fairness and deficit reduction demand action now. The message is simple and clear: we want corporations to pay their fair share. We want tax justice now.

"The corporate income tax is now more loophole than tax. For every one dollar in corporate taxes the government collected last year, it gave back \$1.42. Corporate tax loopholes have more than doubled since 1980 and now cost over \$90 billion a year.

"For those of us who care that the old, the sick, and the poor get adequate care, that average taxpayers can count on decent public services, and that we make the critical investments in our nation's physical infrastructure and education systems, this give-away of the federal tax base is shameful.

"We're been told time and again that the nation can't afford human welfare programs. But if you add up the cost to the federal government of all the means-tested low-income programs — Aid to Families with Dependent Children, Medicaid, Food Stamps, and all the rest — they amount to less than the \$90 billion

cost of corporate tax loopholes." an angry McEntee charged.

Concluded McGowan: "When you and I go to the post office and send our taxes to the IRS, we're paying the corporate share of taxes. When you and I pay our property taxes and our school taxes, we're paying more. Why? Because the federal government has cut funding to state and local governments because revenues are falling off — corporate tax revenues."

It's time to plug up those corporate tax loopholes!



Citizens Organized to Restore an Effective Corporate Tax

CITIZENS PETITION To Restore the Corporate Tax

We, the undersigned taxpayers, pay our fair share of taxes and more. It's time for our largest and most profitable corporations to pay their fair share too.

As people who pay our taxes, we are outraged by the \$90 billion in corporate tax loopholes which allow General Electric, W.R. Grace & Co., and hundreds of other corporate tax avoiders to pay little or nothing in taxes.

When federal deficits are a problem, handouts to corporations are NOT the answer. By putting corporations back on the tax rolls, we can reduce the federal deficit and actually cut taxes for middle- and low-income taxpayers.

In the interest of fairness to *all* taxpayers, we hereby petition the Congress of the United States to repeal these special interest loopholes and restore the corporate tax.

Name	Street address	City	State/Zip code

"We are not going to pay their taxes anymore!"

Help circulate this petition and return it to address below

Circulated by: _____
Name (please print) *Street address*
_____ *City* *State* *Zip code* *Telephone* *Affiliation*

Please return to: CSEA Legislative & Political Action Office, 150 State Street, Albany, N.Y. 12207





ROSEMARIE RACHT at work.

WEDNESDAY, APRIL 24, IS NATIONAL SECRETARY'S DAY. THE PUBLIC SECTOR TAKES THIS OPPORTUNITY TO SALUTE THE THOUSANDS OF SECRETARIES AND OTHER CLERICAL EMPLOYEES WHO PERFORM VITAL SERVICE IN SCORES OF STATE AGENCIES AND POLITICAL SUB-DIVISIONS.

Rosemarie blooms through 19 years on the job

SYRACUSE — An outstanding example of those dedicated public employees is Rosemarie Racht, a 19-year veteran of state service, and senior clerk with the Department of Vocational Rehabilitation in Syracuse.

"I came to work for New York state practically fresh out of business school," she says in recalling her early career years. "I started as a stenographer and advanced to senior clerk in 1978. It doesn't seem like 19 years, but maybe that is an indication I like my job," Racht added with a smile.

In addition to her senior clerk duties, Racht has been actively involved with CSEA for more than 11 years. She presently serves as second vice president of Syracuse State Employees Local 013, and formerly held the post of third vice president. Her other activities include being a delegate for nine years, and a member of her local and regional membership committees.

Local 013 President Claire McGrath complimented Racht by saying "Rosemarie has always been active in union activities. She served faithfully on numerous committees, and has been our main force in writing and producing our newsletter."

'I'm busy, but never too occupied to squeeze in some union activity.'



NATIONAL SECRETARY'S DAY
APRIL 24

Make a note of it!

McGrath also noted that while she was in Albany serving on two state contract negotiating teams, Racht acted as a back-up officer for members of Local 013.

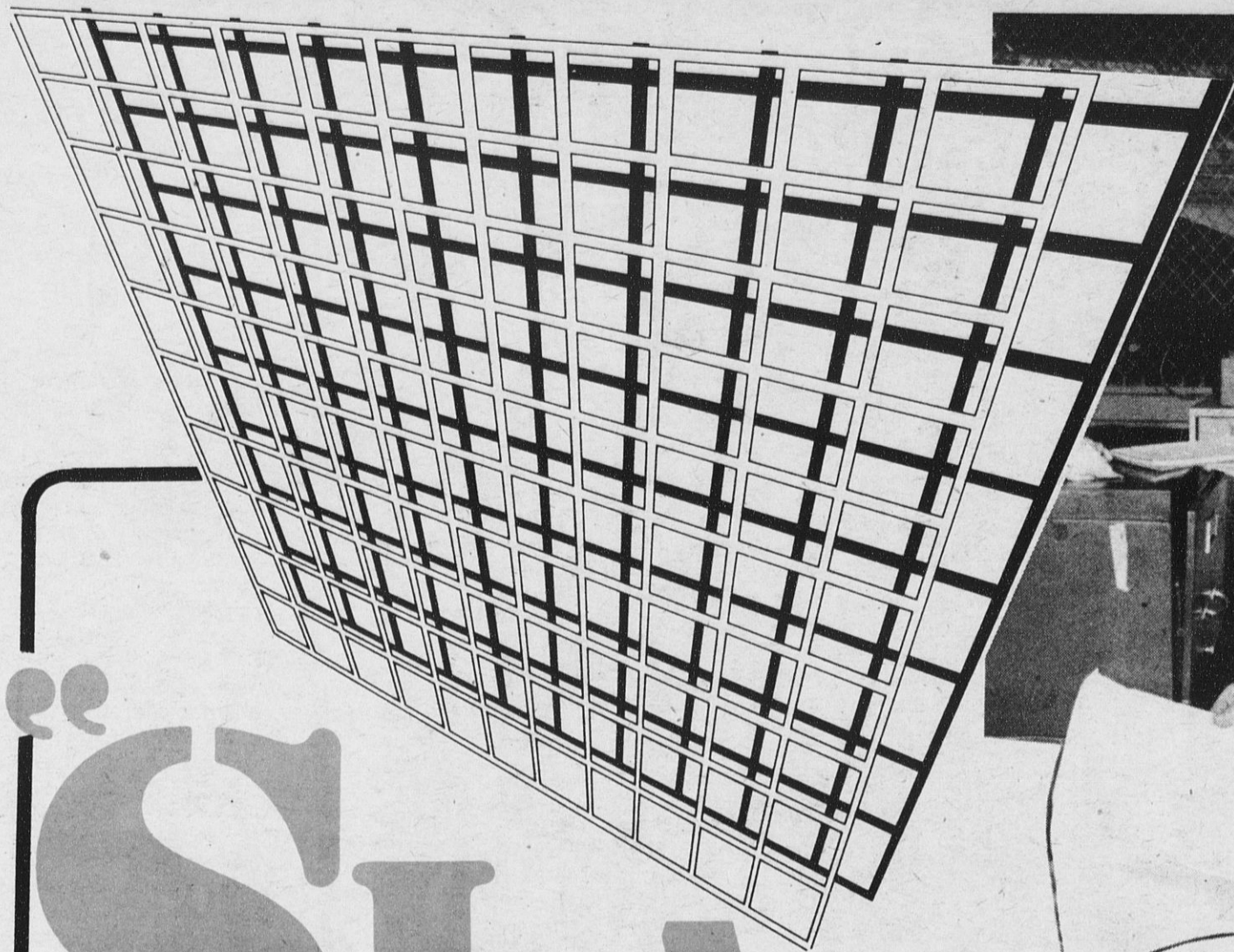
Recalling the two most recent state contracts, and past agreements, Racht pointed out improvements in salary and other benefits over the years.

"Let's give credit where credit is due. As a result of CSEA bargaining, we have not only enjoyed a number of salary increases, but have seen the addition of vision and dental care, a drug prescription plan, legal aid and other benefits designed to save us money," she added.

When asked for the highlight of her CSEA activities, Racht cited her participation in Solidarity Day, August 1982, in Washington, D.C..

"They asked me to serve as a bus captain. It was brutally hot that day in Washington, but one I shall never forget. I was really proud to be among the thousands who marched to demonstrate our union solidarity," she said.

"I'm busy, but I'm never too occupied to 'squeeze in' some other union activity," she added with a winsome smile.



CHECKING — Industrial Training Supervisor Jack Woodward checks machinery design plans to be used in metal fabrication area, where he supervises a dozen prison inmates daily.

“SLAM!”

The metal door hammers shut, sealing the individual into another workday inside . . .”

By Daniel X. Campbell
CSEA Communications Associate

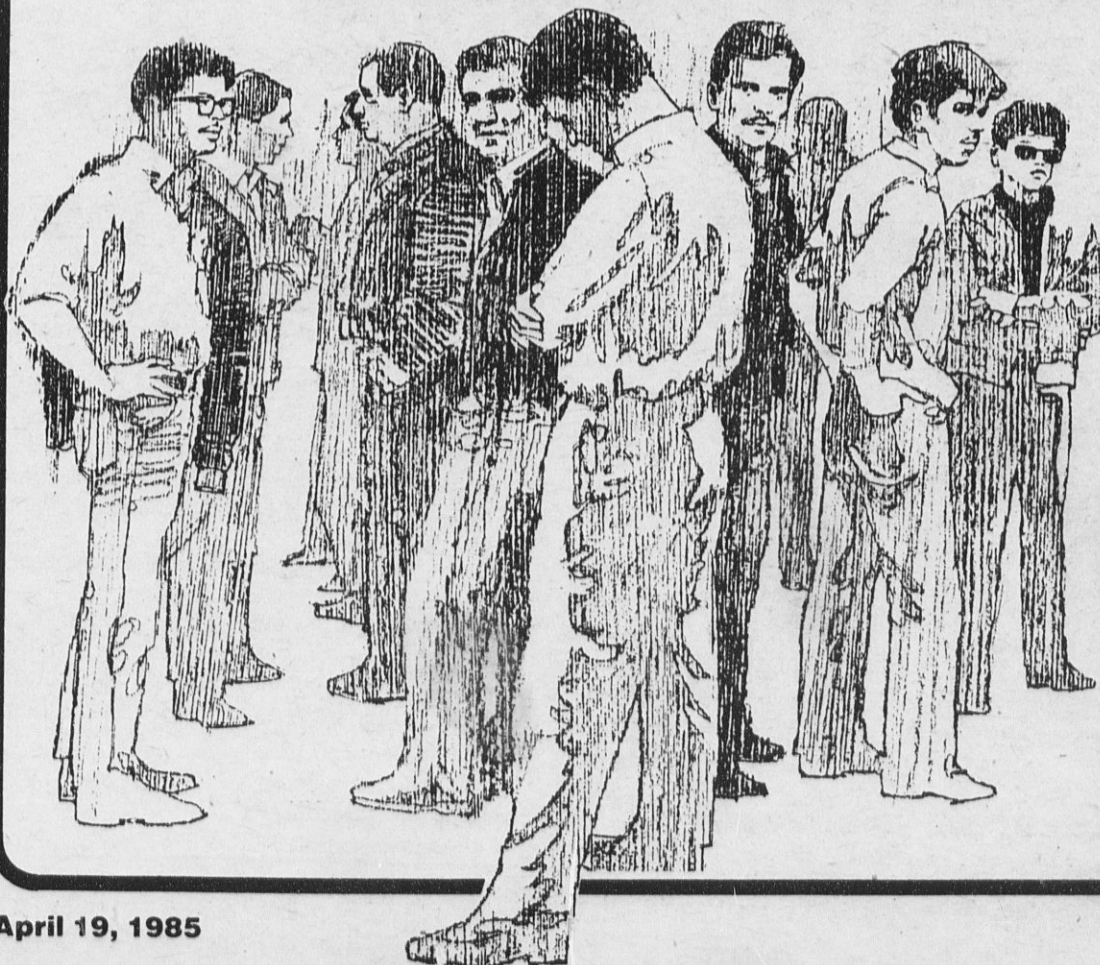
COMSTOCK — “One!” a disembodied voice shouts.

An electric buzzer sparks to life, and a massive brown metal door slowly opens. Quickly, a lanky form steps inside a long, dark hallway.

“Slam!” The metal door hammers shut, sealing the individual into another workday inside New York state’s maximum security prison, the Great Meadow Correctional Facility at Comstock.

The lanky form emerges from the dark hallway as Jack Woodward, one of 60 civilian employees who work inside the massive prison walls and behind the metal doors and gates, surrounded each workday, all day, by 1,488 inmates. An additional 104 civilian employees work at more secure locations elsewhere in the huge facility. The 164 civilian employees are all members of CSEA Great Meadow Correctional Local 157.

(Continued on Page 10)



'I wish they would show up here and see just how much direct inmate contact we do have'

(Continued from Page 9)

On his journey to his worksite, Woodward pauses to pass through a second electronic gate. His path is temporarily interrupted by green-clad inmates, themselves scurrying toward a quick closing corridor gate.

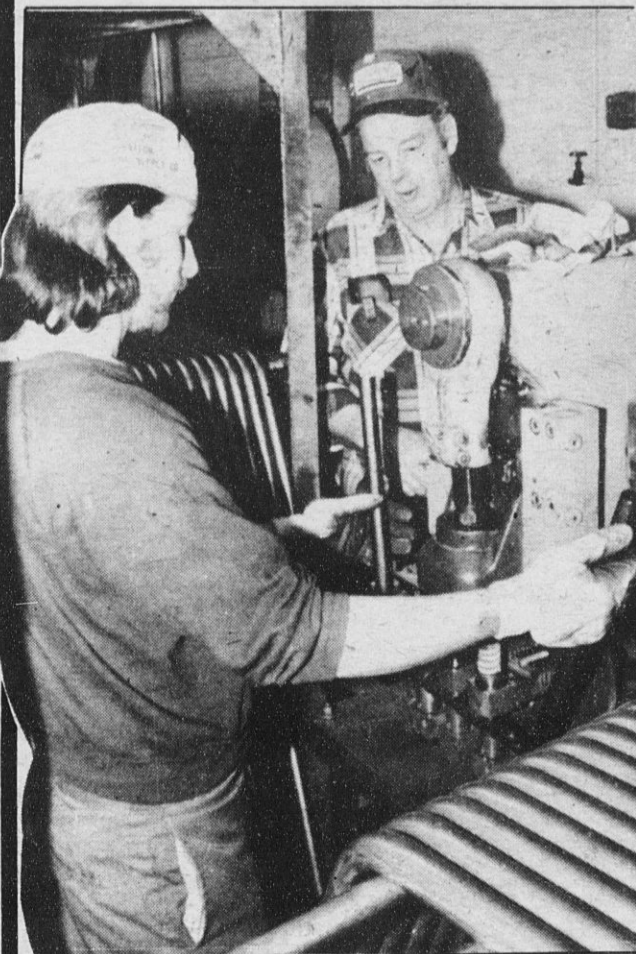
"They say we don't have direct inmate contact like the correctional officers do," Woodward says a bit sarcastically as he dodges inmates on his way across a galley toward yet another slowly opening steel portal. "I wish they would show up here and see just how much direct inmate contact we do have." The direct inmate contact argument has been a bone of contention ever since it was used by the state a few years ago as a primary reason to grant a two grade salary difference between civilian and CO titles.

Woodward passes through the third electric gate to reach his worksite — the metal fabrication area. A CO keys him into the locked area.

It's still relatively early — the first group of inmates Woodward will oversee as an industrial training supervisor won't arrive until 7:40 a.m. He obtains keys from the production office and enters a cavernous area filled with heavy machinery used in the manufacturing of metal chair frames.

Alone for the moment, the father of six turns on the lights, unlocks the machinery, switches the power on, checks the computer program in the pipe bending machine, and checks the day's work plan. While the equipment warms up, so too does a pot of coffee.

At 7:40 the inmates from Honor Block report, followed 20 minutes later by C Block inmates. In addition to the dozen inmates Woodward will work with this day, Gary Ramey will oversee 12 to 15 more in welding, and Mick Ward, a recent hire, will supervise another dozen inmates in shipping and receiving. The complete fabrication operation is under the management of Rick Potter, a general industrial training supervisor.



HOLE CUTTING operation is inspected by Woodward as inmate Albert Hartje operates hole punching machine.



A \$500 IDEA he had is pointed out by Woodward, left. He won the suggestion award for an idea for a replacement plate design. Rick Potter, who is also vice president of the CSEA Local at Great Meadow, shows the previous, easily broken, saddle strap plate design replaced by Woodward's invention. It will save the state thousands of dollars formerly spent repairing leg plates of metal chairs.

Just two corrections officers are in the gray-walled work area; one assigned to a front desk location and the other constantly roaming the heavy traffic areas of the rooms filled with machinery. Often, neither officer can see the other.

"We used to have a third CO covering the blind spots," Woodward said, his calloused hand pointing out the many corners, deadends and shadow areas created by the machinery. "He was reassigned elsewhere," Woodward said with a shrug of his shoulders.

By 8 a.m. the shop is in full operation. "We're just like a private business in here," Potter notes. "Corcraft — Corrections Craft — is the only correction department to make any money for the state — \$4.8 million last year. And they want to increase that profit, no matter what." Corcraft sells the various products made by the prisoners to public and private consumers.

"We've increased our production from 300 chairs per week to 1,000," Woodward points out with obvious pride. "My crew is the best in the facility and the highest paid," he says. Woodward has been a correctional employee for the past eight years, and is a 20-year veteran of the area's paper making industry.

The work's OK, but the pay stinks," a youthful inmate injects. "But that's not Woodward's fault."

Potter points out, "Inmates earn anywhere from 27 cents per hour to a top rate of 45 cents. Used to be that eventually they could all work up to the top rate. Now the state only allows three workers in a shop to earn top pay. Everybody else is frozen, no matter how long or how good they work."

Woodward is a strict taskmaster, use to the cat and mouse games the inmates play before settling down to work. His booming voice can easily be heard over the roar of the loudest machine. "Oh, they want to work. A job is important in here. But first, they want



TURNING TOOLS INTO WEAPONS is always a possibility behind prison walls, so twice a day Woodward checks the hand tools board in the metal fabrication work area. A missing tool is assumed to have become a potential weapon, and the entire prison could be searched to find it.



PRECISION COUNTS — Inmate Ernesto Mattice, above right, holds up a computer-aided chair leg for Woodward to measure for accuracy.

DUCK BILLING work, left, being performed by inmate Julio Roldan, right, is carefully checked by Woodward.

to chat with so-and-so, or hit the john, or have a coffee. But when I tell them to work, they do."

The work area becomes filled with noise and welding smoke as the inmates transform long metal pipes into the skeleton of metal chairs by using the skills Woodward has taught them.

"Two recent graduates of the shop have landed metal fab jobs on the outside," Woodward said, showing pride in their accomplishments. "I won't put a

person on a machine that they're not used to or that they're afraid to operate," the trainer said. "If they want to transfer out, I'll help them find an opening. But if they're here, they're working and hopefully learning a trade."

Later, during a hurried lunch in the small production office of the work area, Quality Control Supervisor Al Fiorini reminds the industrial supervisors, "Remember, the first people killed at Attica weren't

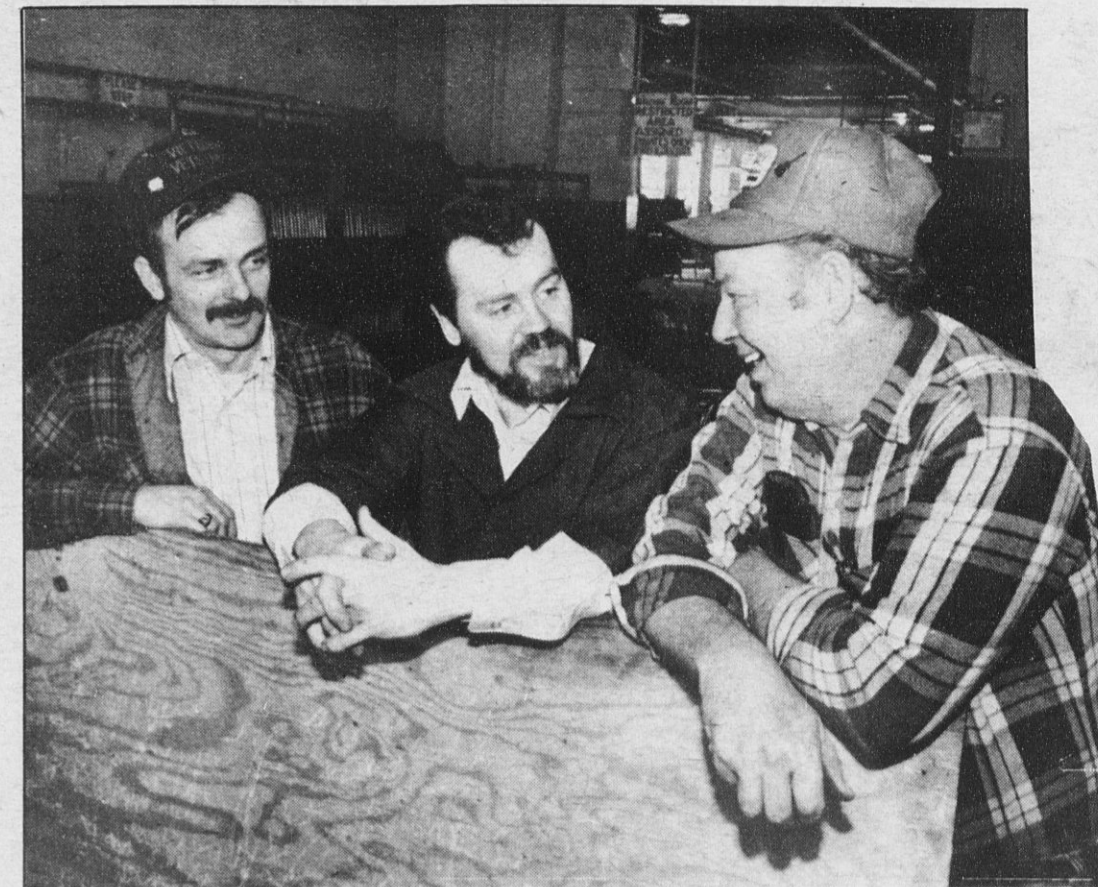
COs, but the civilian employees in the metal fabrication workshop." Responds Woodward, "You really made my day. Really made my day."

The potential for extreme danger becomes apparent as bright metal sparks slice through the air in the far back corner of the barn-like work area. Here, an inmate is plunging the rough ends of chrome-

(Continued on Page 12)

'He carries a night stick, a two-way radio, and if he gets killed by an inmate his wife gets \$50,000 due to the dangers of direct inmate contact. We carry a set of keys, no night stick, no emergency communications device, and if we get killed because of our direct inmate contact our wives get the sincerest condolences of the state of New York, and nothing else. Nothing. That's not fair.'

(EDITOR'S NOTE: The tentative CSEA-State contracts now being voted on by CSEA members contain a \$50,000 death benefit provision which will rectify this inequity.)



RELIEF FROM TENSION-FILLED JOB often comes when training supervisors Gary Ramey, left, Rick Potter, center, and Woodward get together for a few minutes to discuss problems and production.

slam!

(Continued from Page 11)

coated pipe into the center of a fast turning disc sander, deburring the pipe of rough spots. "If the pipe stays in for an extra second or two, it can become a weapon — a shiv," notes Potter. A CO stands beside the inmate, watching his every move. As Potter speaks and Woodward moves from machine to machine, another inmate behind the group begins to deburr a rack filled with just-formed chair legs. No CO is available to watch.

"Security is our main job," Potter said. "We're not trained in it, but we're responsible for it, no matter what."

Calmly, Woodward said it was an oversight on the part of the state which created this snafu. "All of these jobs were once held by former COs who had years of security training. When the state opened the jobs to civilians, who had no security training, they overlooked that need."

"Do you see a difference between us?" Potter asks as a CO walks by.

Answering his own question, Potters said, "He carries a night stick, a two-way radio, and if he gets killed by an inmate his wife gets \$50,000 due to the dangers of direct inmate contact. We carry a set of keys, no night stick, no emergency communication device, and if we get killed because of our direct inmate contact our wives get the sincerest condolences of the state of New York, and nothing else. Nothing. That's not fair." The passing CO nods in agreement.

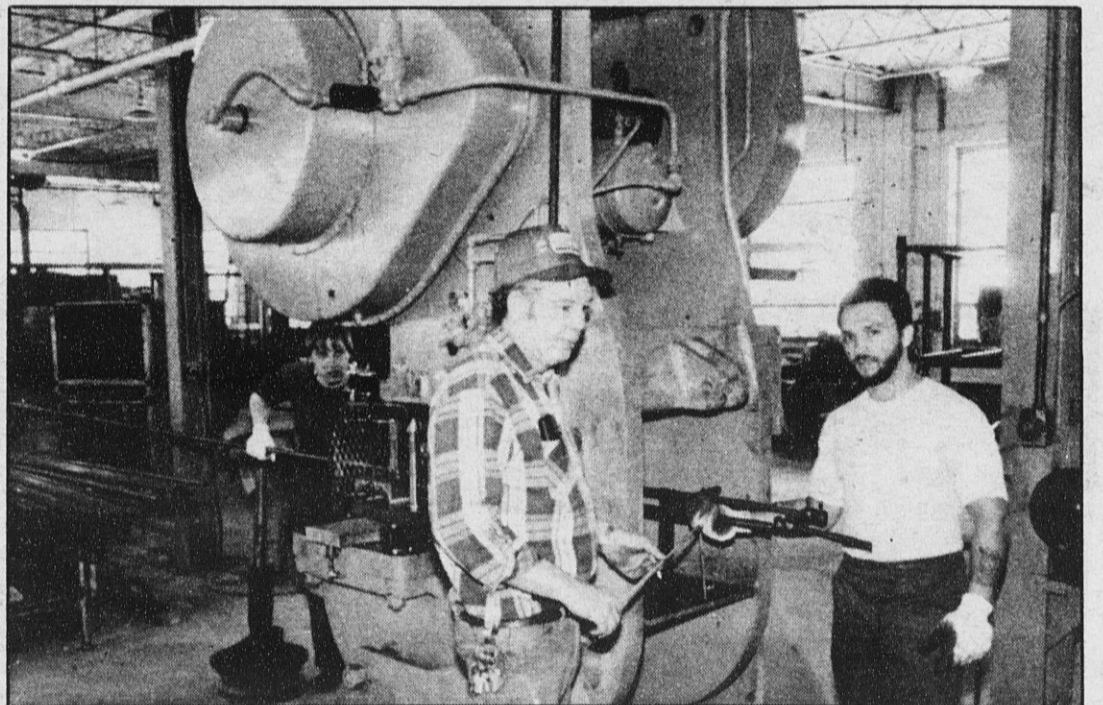
The remainder of the afternoon flies by in concert with the welding sparks flying through the air. At times, this workshop could be located anywhere. But at quitting time, reality hits hard.

Woodward, his workcap pulled down over his thinning hair, quickly walks down the long corridor, retracing his path of this morning. Through the series of metal gates and steel doors, until finally he's outside, in the fresh air and on his 10-mile trip home to his wife and family.

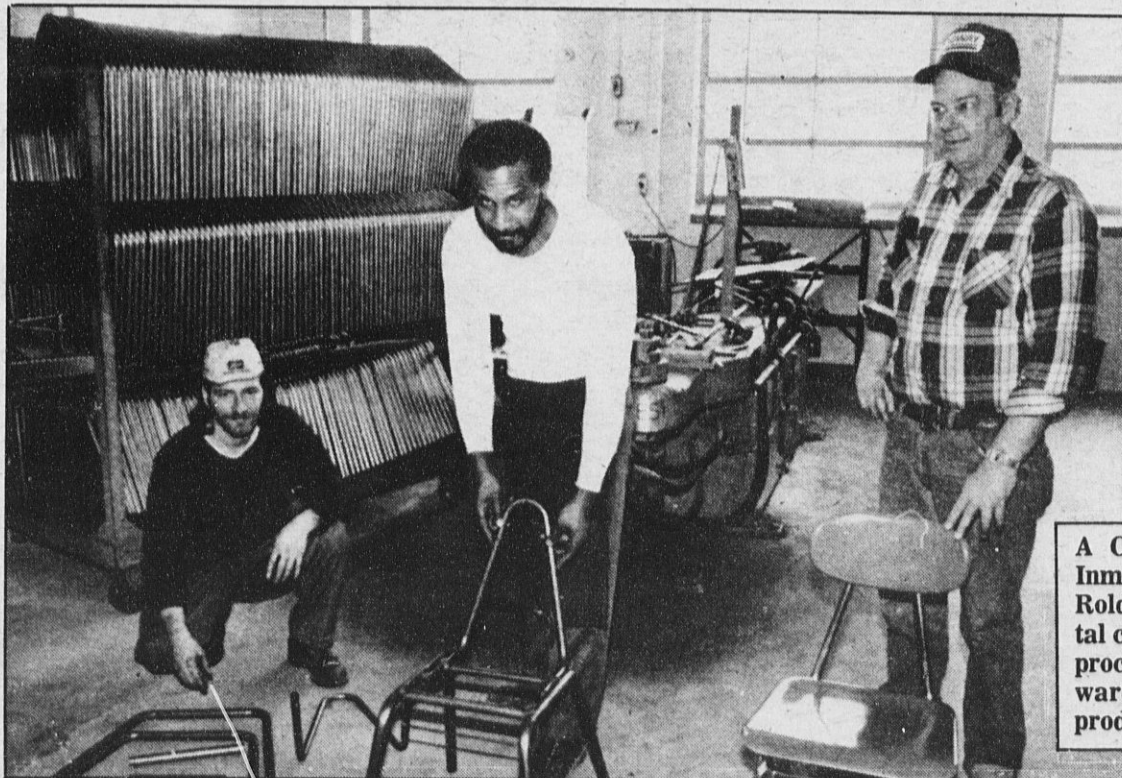
His crew — the inmates — return on a much shorter trip to their homes — the cells. "Heavy time" sets in again for them, and they most probably look forward to another day in medal fab to begin. For them, and for Woodward and his fellow employees, it's never more than just a few hours away.



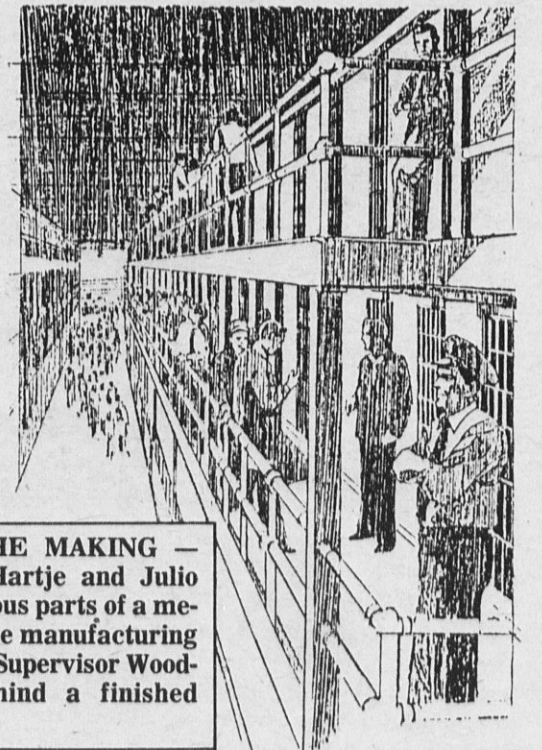
PRODUCTION CONFAB — Woodward, left, discusses production figures with Quality Control Supervisor Al Fiorini, center, and Industrial Training Supervisor Mick Ward. Production of metal chairs is up from 300 a week previously to 1,000 a week now.



PIPE CUTTING OPERATION using a 75-ton Niagara press is checked by Woodward, who has responsibility for work produced by inmates in the metal fab workshop. Inmates William Faust, left behind the giant press, and Alfred Desardin, right, cut pipe to proper length.



A CHAIR IN THE MAKING — Inmates Albert Hartje and Julio Roldan show various parts of a metal chair during the manufacturing process. Training Supervisor Woodward stands behind a finished product.





Utica State Employees Local 014

C. EDWARD LAVIN, left, president of Utica State Employees CSEA Local 014, signs his name to a new Employee Assistance Program agreement covering multi-agency employees in the Utica State Office Building. Also signing were Donald Paulin, center, regional coordinator for the Public Employees Federation, and Dick Reddon, regional vice president of AFSCME Council 82.

EAP signed at Taconic prison



TACONIC CORRECTIONAL FACILITY Local President Lyn Kay and facility Superintendent Charles Hernandez are all smiles after signing an Employee Assistance Program policy statement for employees of the prison. EAP helps employees cope with personal problems which might affect their job performance by referring them to qualified practitioners and agencies. All inquiries are strictly confidential.



EMPLOYEES at Berne-Knox-Westerlo Schools are now covered by an Employee Assistance Program agreement. Present at recent signing were, from left, Teachers Association representative Helen Methe, school board member Ernest Ecker, school board President James Besh, school board Vice President Arlene Lindrum, and CSEA Unit President Joan Morrow.

EAP coordinator at Letchworth

THEILLS — A former CSEA member and 27-year employee of Letchworth Village Developmental Center has been appointed the Employee Assistance Program (EAP) coordinator at that facility.

Patricia Putnam, a rehabilitation counselor and now a member of PEF, says that her concern and interest in people prompted her to seek the appointment.

"Burnout and stress are the most prevalent problems" for workers in state institution such as Letchworth, said Putnam, who emphasized that

her job will be to motivate troubled employees to seek counseling through community agencies.

Putnam, who first came to Letchworth as an attendant, is now a rehabilitation counselor at the Weber Program Center. She holds an A.A.S. in Human Services, a B.S. in Community and Human Services/Rehabilitation and an M.A. in Special Education.

Putnam emphasized that anyone seeking help from EAP is assured of strict confidentiality. She can be reached at (914) 947-3224 or 947-1000, Ext. 2880 or Ext. 3658.

Putting in a plug for *political action*



CSEA REGION VI PRESIDENT ROBERT L. LATTIMER, above left, chats with Assemblyman Robin Schimminger (D-Erie), who spoke on the process of passing a bill.

By Ron Wofford

CSEA Communications Associate

NIAGARA FALLS — Knowledge that isn't put to work is useless, but gaining a working understanding of the political process can be a giant boost to achieving many union goals.

That was the message to participants in a recent Region VI conference called "CSEA in the Political Arena."

"Your activism, based on many subjects to be explored at this conference, will in large part determine the future course of your union," Region VI President Robert Lattimer said in his keynote address. "The more you learn, the more evident it will be that we must continue to put our numbers and our knowledge to work for us. And you must pass it on to your fellow members."

The two-day conference satisfied a wide range of political appetites and brought together professional politicians, strategists and technicians to share their knowledge with CSEA activists.

On hand to discuss the impact of political activism on local contract negotiations were two state assemblymen, a county legislator, an elected school board member, and two county election commissioners, along with a CSEA field representative.

A common theme of elected officials who spoke was that politics is a "two-way street," and that constituents not only have a right but a responsibility



CSEA TREASURER BARBARA FAUSER, center, talks with Region VI Vice President Sara Sievert, left, and Region VI Vice President Tom Wazel, who is also co-chairman of the Region VI Political Action committee.

‘Lobbying is not a dirty word. The only way we know whether a bill is good or bad is by hearing about it from our district citizens.’

Assemblyman Joseph Pillettere

to communicate with their representatives.

“Lobbying is not a dirty word,” said state Assemblyman Joseph Pillettere (D-Niagara Falls). “In fact, I encourage it from my constituents. The only way we know whether a bill is good or bad is by hearing about it from our district citizens.”

“But please let me know about it before I vote on it, not after. It doesn’t do anyone any good if you complain after the vote,” he added.

Thomas Haley, CSEA director of Legislative and Political Action noted that inspiring members to maintain a relationship with their elected officials is crucial.

“We shouldn’t only seek to speak with them on a crisis basis,” he said. “We should be talking to them even when there are no problems. This establishes a dialogue atmosphere that will be helpful later on.”

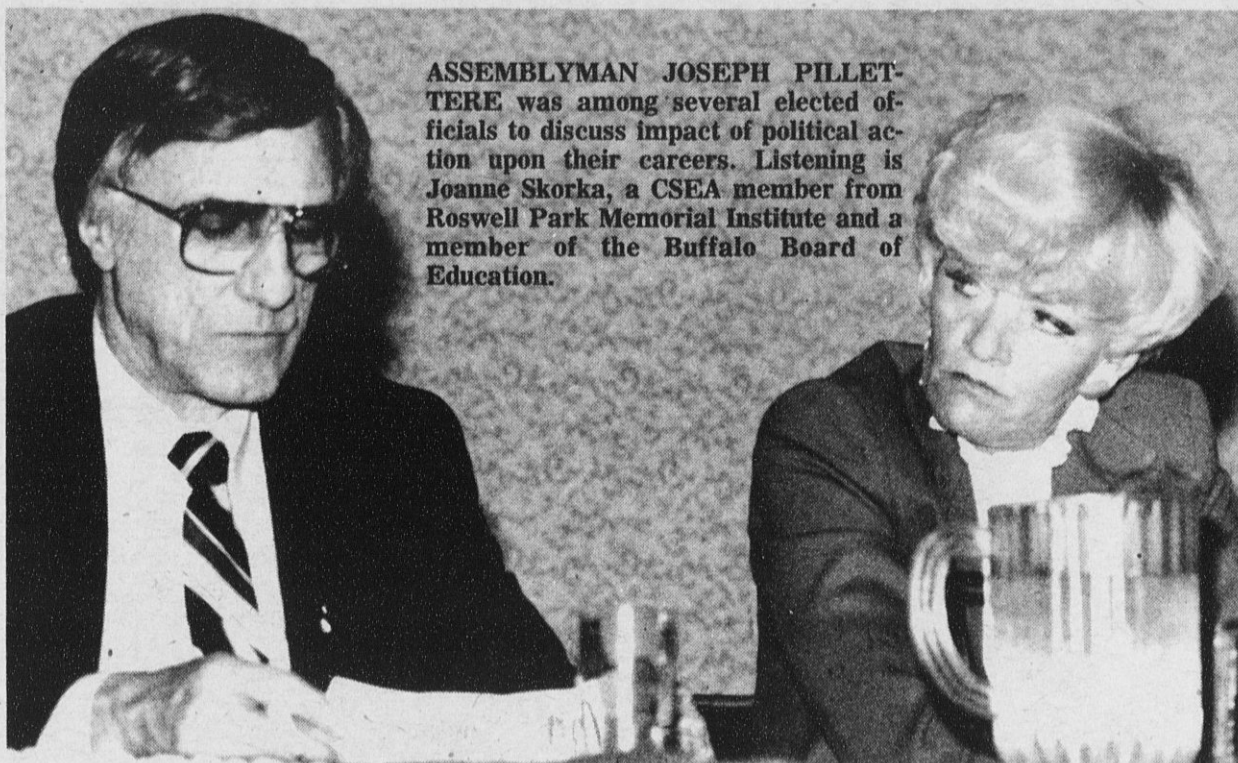
But when action on a bill is sought, communication skills and persistence really come into play. Haley recommends three separate contacts.

“On the first call or visit, they may not be totally conversant on the particulars of the bill, so they may need to bone up before being able to discuss it with you. Follow-up discussions are sometimes needed to concretely get your point across.”

“The most important part of political action begins at home, in the locality,” said Florence Tripi, co-chairwoman of Region VI’s PAC. “This is why grassroots activism is so important. And any intelligent elected official who wants to remain in office is going to listen to the people that can vote him or her out of office.”

Understanding the steps involved in the process can help, says Tripi. “Otherwise it would be easy to become frustrated with the seeming slowness of developments. It’s also important to know the basic philosophy of all the politicians in your area so you will have an idea of their alignment with your position.”

The various levels of government—from political subdivisions to state to federal—were given close examination at several workshops.



ASSEMBLYMAN JOSEPH PILLETTERE was among several elected officials to discuss impact of political action upon their careers. Listening is Joanne Skorka, a CSEA member from Roswell Park Memorial Institute and a member of the Buffalo Board of Education.

Local boards of elections are a “valuable resource” for activists searching for information on various types of campaigns, according to Joseph Martin, political action coordinator for Region VI.

Monroe County Commissioner Marguerite L. Toole, and William Quinn, a retired deputy commissioner of Erie County, also pointed out the array of election and campaign aids that provide information about voting patterns and party affiliation. In addition, district maps and computer tapes contain a wealth of information, they said.

Erie County Legislator Len Lenihan, Buffalo Board of Education member Joanne Skorka, and Pillettere gave samples of their typical week’s schedules to show the range of their duties and the effect of lobbying on their offices.

Haley and Robert Haggerty, director of operations for the Legislative and Political Action Office, gave a status report on state and federal budget proposals and reviewed CSEA’s legislative agenda for the upcoming state session.

Haley said CSEA’s political strength is continually fine-tuned by “workshops such as this, where we can develop strategies that arise out of the needs of fellow union members.”

Lattimer noted the value of the conference in providing members with the “tools they need to follow the blueprint for successful political action.

“You must take this information back to your members,” he advised. “It’s no good if it’s not shared and it can’t be done by anyone but you.”



CSEA MEMBER JIM WILLIAMS of Wayne County CSEA Local 859 takes notes during recent political action seminar.



CSEA FIELD REP VINCE SICARI, right, talks about the important impact political action has at the bargaining table. Listening at left is CSEA Region VI Political Action Coordinator Joe Martin.



SEN. FRANZ LEICHTER MAKES HIS POINT to President William McGowan. Looking on is Political Action Statewide Chairman Joseph Conway.



ASSEMBLYMAN ERIC VITALIANO (D-Staten Island) discusses impending layoffs at SIDC with Region II President George Boncoraglio.

Political brunch draws a bunch

Legislators, labor leaders mix in Region II

NEW YORK CITY—About 50 state legislators from the New York City area and more than 100 CSEA members, activists and officials turned out for Metropolitan Region II's annual Legislative Brunch recently to hear a presentation of CSEA's political agenda and discuss a wide variety of issues facing state government employees.

Virtually all New York City area state legislators accepted the union's invitation to attend the program, which included presentations by, among others, CSEA statewide President William L. McGowan and Region II President George Boncoraglio.

Union leaders stressed the importance of labor and legislators working together for the common good. Union programs aimed at increasing labor's involvement at the local level were discussed, and legislators heard union activists push for serious reform in the mental hygiene field and in workplace health and safety standards.



NEVADA SALANO OF LOCAL 413 discusses legislative priorities with Assemblyman Hector Diaz (D-Bronx) and Jose Laboy, aide to Assemblyman Angelo Del Toro.



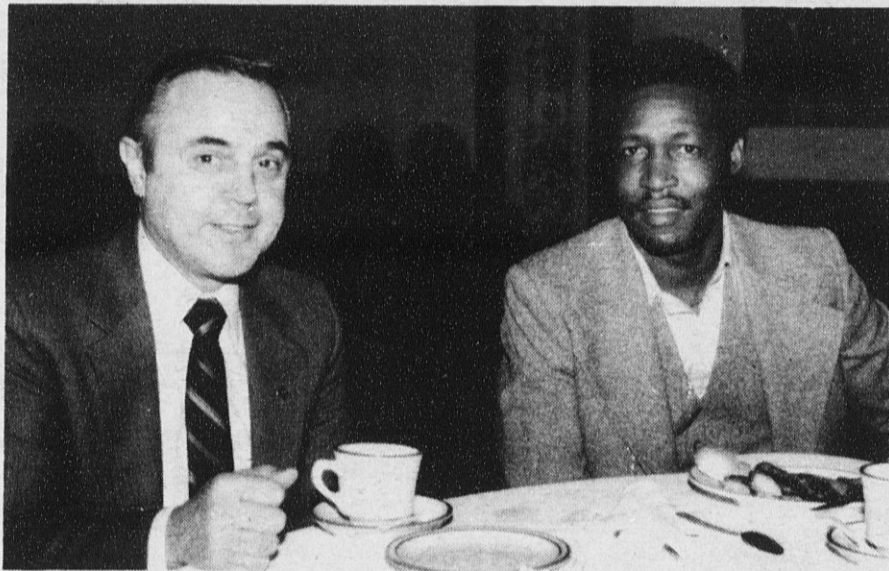
THE LEGISLATIVE BRUNCH offered members and legislators an opportunity to meet and exchange views informally. Pictured from left are: Lucy Mascoe of Local 406; Assemblyman Frank Boyland (D-Brooklyn); Ruth Lewis, PAC chairwoman of Local 406; Sen. Leonard Stavisky (D-Queens); Lily Gioia, CSEA regional staff; Lloyd Graham, Local 646; and Local 646 President James Wood.



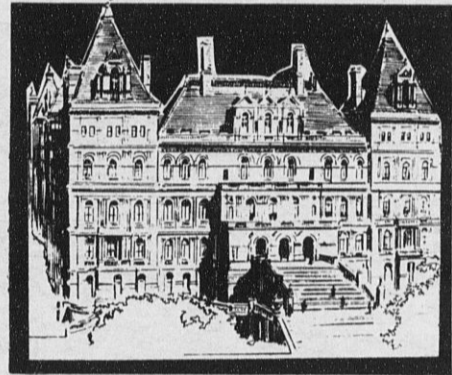
STATE PLANS TO CLOSE THE STATEN ISLAND DEVELOPMENTAL CENTER and eliminate 1400 jobs were frequently attacked at the brunch. Assemblywoman Elizabeth Connolly (D-Staten Island), center standing, went on record as opposing reductions in the state's mental health workforce. She is flanked by Local 429 President Tyrone Daniels, left, and Local 438 PAC Chairwoman Charlotte Rue. Seated are, from left: Geraldine McKinnon and Delores Gibson of Local 438; and Nancy Hall of Local 010.



ASSEMBLYMAN ANGELO DEL TORO (D-Harlem), left, joins with Local 447 President Denise Berkley and Local 402 President Robert Nurse. Del Toro was endorsed recently by CSEA in his bid for the New York City Council presidency.



SEN. GEORGE ONORATO (D-Queens), left, chats with Joseph Spragen, political action liaison from Local 447 at Brooklyn Developmental Center. Onorato has a long history of labor involvement, having once served as a local president in the construction trades.



SEN. FRANZ LEICHTER (D-Manhattan), a longtime CSEA supporter, speaks with Flora Young, left, PAC chairwoman of Local 402 and Regina Maxwell, PAC Chairwoman of Local 351.



LOCAL 010'S SHIRLEY MEHL and Charlotte Rue of Local 438 confer with Assemblyman Dennis Butler (D-Queens).



JOSEPH E. McDERMOTT

CSEA's McDermott to study evolution of work

'The workforce is changing . . . and unions have to adjust'

WASHINGTON — "The workforce is changing and unions have to adjust to new realities," says CSEA Executive Vice President Joseph McDermott who was recently appointed to a special AFSCME Committee to Study the Evolution of Work.

Its purpose is to make recommendations on how the union can respond to shifts in the nature of work, the organization of the workforce and the background of workers.

The committee is the result of a landmark AFL-CIO study released last February which recommended that unions should experiment with new approaches to represent workers.

The AFL-CIO study on "The Changing Situation of Workers and Their Unions" noted that "the United States — indeed, every industrialized nation — is undergoing a scientific, technological, economic revolution every bit as significant as the industrial revolution of the nineteenth century."

It goes on to report "the heart and soul of the labor movement will continue to be the representation of workers through the medium of collective bargaining and traditional organizing campaigns" and suggests new approaches are needed in three fields: increasing membership participation in their unions; developing better communications with the public; and improving organizing techniques.

Local 506 member Gary D. Freeman dies of injuries sustained on job

WARSAW — Tragedy has once again struck in the state Department of Transportation.

Gary D. Freeman, a 13-year department employee and highway maintenance supervisor, died April 10 of injuries sustained when he fell off a state highway truck.

CSEA is currently investigating details surrounding the incident which took place during a sign placement operation.

A Vietnam War veteran, Freeman was active in CSEA Local 506 and as a shop steward at the Wyoming DOT residency. Region VI President Robert L. Lattimer paid tribute to "his tremendous legacy of service" while CSEA Local 506 President Ted Serenis added "he will be missed."

Freeman, who was buried with full military honors, will especially be remembered here during the holidays because he always played Santa Claus at the annual VFW Christmas party.

CSEA Executive Vice President Joseph McDermott, who is himself a DOT employee, called the death "another sad reminder of what it means to serve."

Freeman's death will be the first fatality covered by a \$50,000 death benefit recently negotiated into the tentative State/CSEA contract.

The new provision also provides free tuition at any State University college for the children of state workers killed on the job.

'Insensitive' Amsterdam mayor is blasted for lack of cooperation after two workers injured on job; union questions whether he cares

AMSTERDAM — CSEA is angry—very angry!

The union is boiling over the gassing of two CSEA-represented City of Amsterdam sewer department workers on March 14, and absolutely steaming over the uncooperative attitude of Amsterdam Mayor Mario Villa following the mishap.

After the two workers were overcome by an unknown gas at a worksite, CSEA immediately asked Mayor Villa to provide the union with all available information concerning the accident, and to schedule a meeting with union representatives in an effort to prevent any future mishaps.

More than a month later, Mayor Villa has failed to respond to the union's requests.

"We're very upset with the insensitive attitude be-

ing displayed by the mayor," says CSEA Field Representative Joseph Bakerian. "If the accident had occurred in his office, if he had been one of the victims, then I'm sure that the report would have been done and made public by this time.

"Our members are very important to us. We want to make sure that they and their work places are safe. Apparently the mayor of the City of Amsterdam doesn't care," Bakerian stated.

In order to obtain a report on the mishap, CSEA has filed for a report from the state Labor Department's Public Employee Safety and Health program under the freedom of information law.

"If the mayor wants adverse publicity concerning his unresponsive attitude, we'll provide it," said Bakerian.

It's a hero's story any way you tell it

MIDDLETOWN — Ulrike (Ricki) Henderson is still a bona fide hero, but she says the event which made her so didn't happen exactly the way it was reported in the March 22 issue of The Public Sector.

The Middletown Psychiatric Center CSEA Local 415 member is credited with extinguishing a fire on a stove, preventing what could have been a dangerous fire in the facility's Education and Training Building.

In the story, Ricki was quoted as saying a fire door

she touched before entering the room containing the stove was very hot. She says the door was NOT hot, and that she never would have opened the door if it was hot because "that is an indication that there is a large fire with intense heat in that room."

The fact is, she did extinguish a potentially dangerous fire and deserves the status of hero accorded her in the original article. The Public Sector regrets the errors in the details.

Oneida County legislators urge governor to reject mental health commission proposals

UTICA — Seventeen Oneida County legislators recently signed a petition urging Gov. Mario Cuomo to reject the advice of a special committee that recently examined mental health care in New York state.

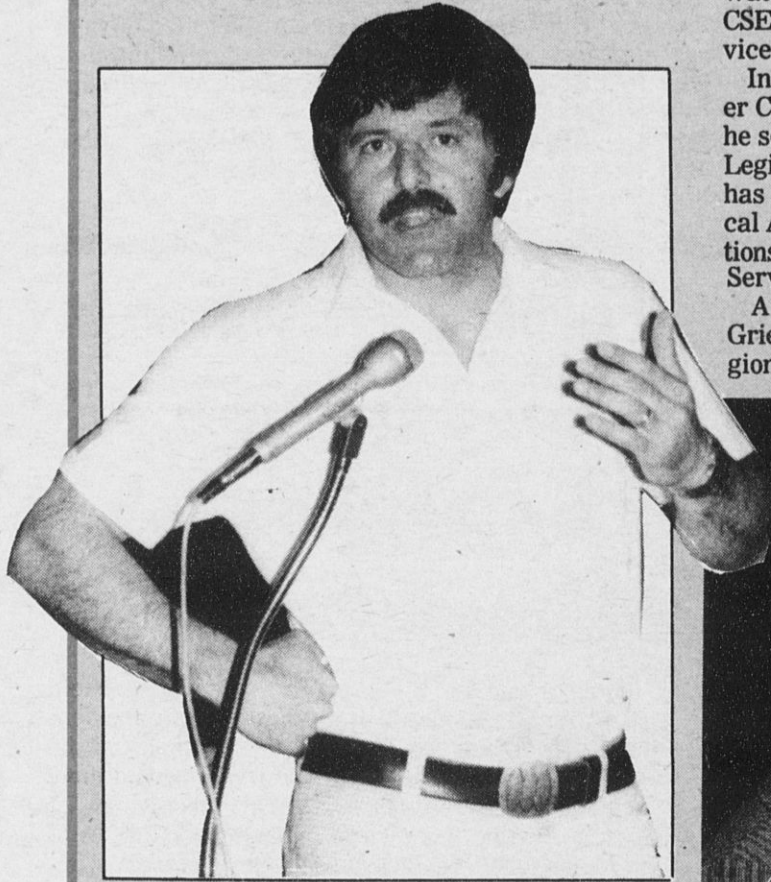
The petition, sponsored by county legislators Gerald J. Fiorini, a CSEA member at Rome Developmental Center, and George Penree of Utica, urges the governor to reject recommendations announced by the Governor's Select Commission on Mental Health.

The petition protests recommendations to continue deinstitutionalization policies that the legislators say they fear could result in the improper release of patients from Oneida County area institutions, and possibly increase costs.

County Executive John D. Plumley said he, too, was "extremely nervous" about the commission's study because of its broad implications, and said he was concerned about after-care programs that could result in the state shifting some of its financial burdens to local areas.

Two decades of dedication from Dick recognized with a testimonial program

WATERTOWN — For nearly two decades, CSEA activities have been an important part of his life. Last month, at a well-attended testimonial dinner here, it was the union's turn to express appreciation to Richard J. Grieco for those nearly 20 years of service to his fellow CSEA members in Jefferson County and statewide.



A recent job change has brought an end to Grieco's long association with CSEA, and more than 100 union officials, staff members, friends and fellow workers turned out to recall the many highlights of Grieco's union career.

Grieco has relinquished his post of president of Jefferson County CSEA Local 823, which he held since 1976. He formerly also was president of the Watertown City Unit, the local representative on CSEA's statewide Board of Directors, and third vice president of CSEA's Central Region V.

In addition he was also involved in scores of other CSEA activities over the years. Most recently he served as co-chairman of the CSEA Region V Legislative & Political Action Committee. Also he has served on the statewide Legislative & Political Action Committee, and the statewide Resolutions, statewide Budget and statewide Meritorious Services Awards committees.

A number of high level union officials praised Grieco's contributions to the union movement. Region V President Jim Moore said, "It's been a

privilege to know and work with Dick Grieco. Although there have been times when we didn't totally agree on a plan or policy, he never gave less than 100 percent of himself to the union and his fellow CSEA members. His record as an elected CSEA official, and years of service on statewide, regional and local committees is outstanding. And he has left a legacy for other CSEA members in Jefferson County, Region V and throughout the state."

Acting Local 823 President Kevin Wilder noted, "We are going to miss him. He was always available when we had a problem. Every CSEA member in Jefferson County knows how much personal time he sacrificed for union business. As acting president I hope to build on his solid foundation and continue that tradition to improve benefits and working conditions for all CSEA members in the county."

A north country native and lifetime resident, Grieco's new job will enable him and his family to continue to make their home in Watertown.



SCORES OF CSEA OFFICIALS, friends and fellow workers attended a recent testimonial dinner to honor Richard Grieco, a staunch CSEA activist for the past 20 years. Among those on hand for the event were, from left, Region V Executive Vice President Pat Crandall; Grieco; his wife, Carolyn; and Jefferson County Local 823 Acting President Kevin Wilder.

REGION SCHEDULE

ALBANY—A series of informational meetings to explain in detail provisions of the tentative agreements, and to answer any questions by members, has been scheduled. Teams of CSEA staff members actually involved in the recent contract negotiations will conduct each session. Also participating will be members of the CSEA negotiating teams.

The meeting schedule, by Region, is as follows:

- REGION I** Friday, April 26, 7 p.m.
SUNY Farmingdale
Nold Hall
- REGION II** Monday, April 22, 5 p.m.
World Trade Center
Tower #2, 44th Floor Hearing Room
- REGION III** Tuesday, April 23, 7 p.m.
Rockland Psychiatric Center
Auditorium
- Wednesday, April 24, 7 p.m.
Ramada Inn
Rte. 9, Poughkeepsie
- Thursday, April 25, 7 p.m.
CSEA Local 860 HQ
196 Maple Ave., White Plains

REGION IV

Friday, April 26, 4 p.m.
Herbert's
138 Washington Avenue, Albany

Monday, April 29, 4 p.m.
Building 3 Cafeteria
State Campus

REGION

Wednesday, April 24, 6:30 p.m.
Upstate Medical Center
9th Floor Auditorium, Weiskotten Hall
Irving Ave., Syracuse

Thursday, April 25, 6:30 p.m.
Mohawk Valley Community College
Campus Auditorium, Sherman Drive
Utica

REGION VI

Monday, April 22, 7:30 p.m.
Dowd American Legion Hall
898 Buffalo Road
Rochester

Tuesday, April 23, 7 p.m.
Buffalo State University, Amherst Campus
Center for Tomorrow, Maple Road
Amherst

Lights out on night hours

By Stephen Madarasz

CSEA Communications Associate

NEW YORK CITY — Victory, they say, is always sweeter when the battle has been hard-fought. And that holds true for the many union activists who fought long and hard against mandated night hours for Workers' Compensation Board employees. The fierce backlash was successfully concluded when CSEA negotiated a settlement with the Workers'Comp Board to end the war.

It all began when Workers' Comp Chairman Robert Steingut imposed the mandatory new work schedule Feb. 4, immediately causing massive disruptions for employees and claimants alike. The battle escalated into a war of words in the news media here and spread to other parts of the state. This was followed by a series of protest demonstrations, especially in New York City and the Buffalo area.

Under terms hammered out between CSEA and the Governor's Office of Employee Relations, the evening hours will continue, but no CSEA member will be forced to work them. Between now and June 11, new employees will be hired specifically

for the evening shift. In the interim, volunteers will be sought to fill the gap, and if any mandated assignments are necessary, they will be short term only and on a seniority basis.

"This agreement recognizes that the chairman's action was insensitive and arrogant and says that the state will pay for the consequences, not CSEA members," says CSEA Region II President George Boncoraglio, "...we knew that Steingut's approach to the situation was wrong."

Boncoraglio said he remains concerned about the reckless disregard that Steingut has shown toward workers and claimants at Workers' Compensation. "We may have an agreement, but Steingut has to live up to his end. We'll be keeping a close watch on him," Boncoraglio stated. And he said he continues to support a bill, introduced by Assemblyman Frank Barbaro, which would limit the chairman's ability to alter the Workers' Comp hearing hours.

"I'm satisfied," says CSEA Local 010 President Rose Sutro. "Our people have been inconvenienced for several months because Steingut left us no leeway to work it out. But this settlement

takes care of our main concern—the imposition on our members." And CSEA Atty. William Wallens, who hammered out the agreement, calls it "a great victory."

BROOKLYN — It's been an especially disruptive last few months for New York City's Workers' Comp people. In addition to the confusion and stress of the on-going evening hearing hours controversy, the Board has also relocated its 1,500 employees out of the World Trade Center to downtown Brooklyn.

Employees say the move has caused the expected complications in scheduling and commuting. But there are also safety and health concerns about the new facility.

A number of offices have questionable fire safety systems and exits, and there have been inadequate emergency evacuation drills and explanation. CSEA Local 010 says it is also worried about the temporary certificate of occupancy of the facility, and is preparing grievances to address the situation.

Union seeks to smooth ripples to be raised by SIDC phase out

NEW YORK CITY — It's the 'domino theory' at its worst.

As the Staten Island Developmental Center closes down over the next two years, 1,400 jobs on Staten Island will be lost. But the layoffs will hit CSEA members throughout New York City, and CSEA is pursuing an aggressive campaign to soften the blow.

The state Office of Mental Retardation and Developmental Disabilities announced in mid-March that SIDC will phase out operations by the end of 1987, the result of 14 years of legal battles over the future of the facility and a 10-year-old Federal court order to relocate clients into community residences.

Although SIDC workers will be the first to be directly impacted by the phase-out, there will be a ripple effect across the metropolitan region. Since 1972, all regional OMH and OMRDD facilities are considered the same Layoff Unit. As a result, as workers are displaced from SIDC, they may replace less senior employees at other locations.

CSEA statewide President William L. McGowan said he has directed the union's professional staff to be totally involved in the layoff process so that

everyone involved gets a fair shake. "Our responsibility is not to help with the closing but to make it as favorable as possible for our people." He said SIDC employees are valuable, experienced workers who have a lot to offer state service, and added, "OMRDD should have a plan that goes beyond putting people on a preferred list, one that offers retraining and lets people know about other career opportunities."

As part of the effort to relocate and reassign workers, Region II President George Boncoraglio and Director Ron Mazzola have developed a plan called "IRMA" or Inform, Review, Monitor and Assist. "Basically," says Boncoraglio, "this is a matter of CSEA keeping tabs on management so we know everything's moving as smoothly as it should for our people. If it's not, we'll do something about it."

Boncoraglio says the IRMA program is designed to improve communications between locals and make members aware of exactly what is taking place. "This whole thing could be even more of a mess unless we stick together. We're going to have members replacing others in work-sites across the city and people will want to know

why. If we can answer in advance, it'll avoid misunderstandings."

CSEA is also trying to save some of the jobs scheduled for elimination at SIDC. The state has not finalized plans for the redevelopment of the SIDC complex. CSEA has previously proposed using the center for state-run community residences, and other types of outpatient mental health care. The union says it will push, politically and administratively, for these and other plans still on the drawing boards.

NEW YORK CITY — In light of the developing Staten Island Developmental Center situation, CSEA is taking a close look at a number of related issues. Among them are the following:

NEWLY FUNDED OMH/OMRDD POSITIONS

CSEA says it wants preference for newly funded positions given to SIDC people whose positions are being abolished.

STATEN ISLAND COMMUTING PROBLEMS

Most SIDC employees live on the Island, which has the worst public transportation in New York City. If employees transfer to other boroughs, CSEA wants commuting and/or relocation problems addressed by the state.

EARLY RETIREMENT INCENTIVES

Since many SIDC employees are long-term veterans of state service, relocation or retraining may be impossible. CSEA insists that the state recognize the hardship it is causing, and make other options available.

WORLD TRADE CENTER RELOCATION JOB SWAP

Plans are moving forward for a major job swap program to assist workers affected by the relocation of state offices out of the World Trade Center. CSEA is pursuing the inclusion of SIDC workers in that program.

A commitment from OMRDD on real job opportunities, not just promises.

That, says CSEA Local 429 President Tyrone Daniels, is what Staten Island Developmental Center workers need.

Daniels said that the most reasonable location for some transfers and re-employment for SIDC employees would be South Beach Psychiatric Center, also located on Staten Island. But, Daniels contends, in the past, South Beach management has shown little interest in hiring SIDC employees.

"They interview our people and reject them. We want to know there's going to be a change. If the jobs are there, we should get a chance."