

CSEA LIGHTS A FIRE UNDER OGS REGARDING EMPIRE STATE PLAZA FIRE EXIT PROBLEMS

ALBANY — CSEA is putting plenty of heat on the state Office of General Services (OGS) over delays in responding to union complaints concerning fire safety standards at the huge Empire State Plaza complex.

A union attorney has charged OGS with

“bureaucratic foot dragging” over the issue. At issue is lack of adequate access to fire exits in the huge office complex in downtown Albany where thousands of state employees work daily and which is visited by thousands of other people daily as well.

CSEA first complained in 1982 that the four Agency buildings in downtown Albany provide only one way for employees to reach two fire exits.

The union noted that federal and state safety and health regulations, administered by the state Labor Department, require “Every building or structure . . . that the reasonable safety of numbers of occupants may be endangered by the blocking of any single means of egress (exit) due to fire or smoke, shall have at least two means of egress remote from each other. . . .”

Last month, OGS aired plans to spend \$2.5 million to construct new fire wall corridors and exits, and to install upgraded fire detection devices on a total of 72 floors in the structures.

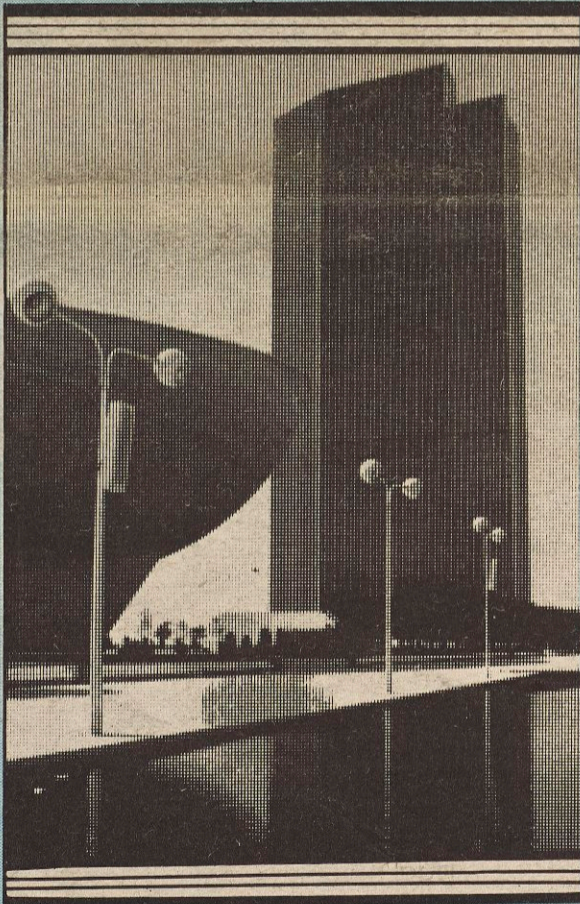
The proposal was made at a Department of Labor hearing during which OGS requested a permanent variance to avoid compliance. This prompted CSEA attorney William Wallens to note, “A permanent variance is only appropriate when it is impossible to meet the standards. In this case, OGS is proposing a plan to meet the standards at the same time it is requesting the variance.”

Speaking at an April 16 public hearing, Wallens also charged “OGS is abusing the process by which these standards are enforced. OGS seems to be more interested in bureaucratic gamesmanship than in the safety of the people who work in those buildings.”

Wallens added that there is a “glaring error” in the \$2.5 million estimate. He says it includes \$720,000 for the detection devices, “which are a good idea but which have nothing to do with this complaint.” OGS has also failed to document the \$1.7 million estimated cost to construct new fire wall corridors and exits.

“It appears that OGS raised the issue of cost as a device to try to convince the Department of Labor and the public that the modifications are too expensive,” Wallens emphasized.

“If a fire were to have the tragic consequences which occurred at the Stouffer’s Inn or the MGM Grand Hotel, no amount of money could make up for it. It is impossible to put a price tag on safety,” Wallens concluded.



OGS feeling heat

OGS is responding to the pressure. Plans to correct fire hazards in the Agency buildings will be expedited.

Originally, the deadline in seeking bids for proposed construction of new fire exits was March 1985. But, following CSEA Attorney William Wallens’ pointed testimony at the April 16 Labor Department hearing, OGS Associate Counsel George Cochran announced his agency will request funds for the project and provide a written schedule within a week.

The breakthrough is described by CSEA Safety Specialist Angela DeVito as “the kind of enforcement we sought when public sector OSHA was passed.”

No room for partisan politics on Nassau tax

MINEOLA — Nassau County CSEA Local 830 has come out squarely behind the proposed extension of an extra 1 percent tax for Nassau County because, says Local 830 President Jerry Donahue, it is necessary to avert massive layoffs and property tax increases.

The extension had been urged by County Executive Francis Purcell but is threatened by partisan wrangling by some of the county’s Democratic state legislators who oppose the tax.

Purcell has publicly announced that the alternative to the tax extension would be the layoff of 2,000 county employees or a 60 percent increase in the county property tax. CSEA

represents the Nassau County employees.

The tax was authorized temporarily by the state Legislature last year and is due to expire on Dec. 31 unless the legislators act before the expected adjournment of the Legislature in June.

A study of AFSCME, CSEA’s international affiliate, showed why the county was forced to seek new revenue. The report showed that cutbacks in federal aid in the last three years have cost Nassau County \$167 million. The extra sales tax is expected to yield \$90 million this year.

Local 830 President Donahue called on state legislators in both parties to show statesmanship on the issue. “Our members,” he warned, “must not be sacrificed for the sake of partisan one-upmanship.”

“OUR MEMBERS MUST NOT BE SACRIFICED FOR THE SAKE OF PARTISAN ONE-UPMANSHIP.”

CSEA researcher: MH shortstaffing having ill effects on patients and therapy aides



BRUCE WYNGAARD

POUGHKEEPSIE — Addressing members of the National Alliance for the Mentally Ill here recently, CSEA Associate Director of Research Bruce Wyngaard said that the elimination of thousands of mental hygiene positions last year has resulted in "less than custodial care" for patients.

"You don't dissociate layoffs from the quality of care," said Wyngaard. "We identified how the layoffs have affected the programs, employee burnout, and how these problems break the continuity of care."

Wyngaard also pointed out that the layoffs came unexpectedly to the union, which immediately began lobbying efforts to return mental hygiene facilities to their previous staffing levels. The state Legislature has since passed the new state budget correcting some of the staffing problems and addressing many of the recommendations Wyngaard spoke of before the National Alliance.

Wyngaard said that one present problem is that facilities are spending excessive funds in overtime pay for employees who are working double shifts for six or seven days a week. Therapy aides are often forced to perform duties outside their line of work, such as washing windows or storekeeping.

"The work environment has deteriorated," he said. "There is a tremendous amount of stress created by fatigue and an overload of work."

Another problem is a lack of training which

"perpetuates a poor working environment."

Several recommendations have been made by CSEA, Wyngaard noted. Among them are:

- the mental hygiene agencies, rather than the Division of Budget, should determine the level of staffing needed in each facility;
- the Legislature should better monitor use of state funds and appropriate sufficient amounts for mental hygiene;
- workers in forensic facilities should be better trained to reduce the number of violent attacks on therapy aides.

Wyngaard said that despite the problems encountered due to layoffs, state mental hygiene facilities are "still the best place to care for the chronically mentally ill."

"Public employees can and do provide the best services available," he said. "I have been very impressed with the workers at the state facilities and their dedication to their jobs."

Wyngaard, who serves on the governor's Mental Hygiene Commission, said he believes the state can develop a system utilizing present resources. "It only makes managerial sense," he said. "Using a state-operated system is cost-effective and can work all over the state."

Mildred Starin, co-founder of the Mid-Hudson Chapter of NAMI, an advocacy organization for the mentally ill, pledged her support at the conference for CSEA's position and said she has urged members to write their legislators to have staffing levels increased.

PERB orders Herkimer workers back on job

HERKIMER — An administrative law judge for the Public Employment Relations Board (PERB) has ordered the reinstatement of six village of Herkimer employees who were terminated last November when the village began subcontracting its trash pickup service to Mohawk Valley Sanitation Inc., a private firm.

The six employees, members of the Herkimer Village Unit of CSEA Herkimer County Local 822, now await further disposition of the award.

CSEA filed an improper practice charge in October claiming the village of Herkimer violated the Taylor Law by unilaterally contracting out its trash pickup service.

At a formal hearing in December, CSEA argued that the village never entered into serious negotia-

tions with the union concerning the contracting out of trash service.

According to Ercole Ventura, CSEA field representative for the unit, the only subcontracting talk with the village occurred Sept. 26 after a request was made by the union.

At that meeting, Ventura, Unit President Bob Wellington and village Attorney Carl Scalise discussed options available to employees affected by the subcontracting.

"At no time prior to Sept. 26, or thereafter, did the village seek to discuss its proposal to subcontract its trash pickup service with CSEA," Ventura said.

In his April award the judge declared the Taylor Law had been violated and ordered the village to offer "immediate reinstatement under their prior terms and conditions of employment to those

employees who were laid off or bumped as a result of the subcontracting and make them whole for any loss of wages and benefits suffered by reason of the violation."

Of the six employees affected by the November layoff, one has since chosen to retire and the others remain unemployed.

In a joint press statement following the award, Local 822 President Mary Sullivan and Herkimer Unit President Bob Wellington estimated that back pay and benefits for the affected employees could cost the village of Herkimer \$40,000 or more.

CSEA Attorney Michael Smith handled the improper practice charge for the employees. Local and unit officials now await the reinstatement and disbursement of back pay and other benefits, or possible delay due to an appeal by the village.

TV program to air about women and working world

In conjunction with National Secretaries Week (April 23-27), CSEA's international affiliate, AFSCME, is distributing a 28-minute public affairs television program to be aired on more than 650 commercial television stations, the Public Broadcasting System and cable systems.

The program, "Facing the Future: Working Women in Tomorrow's World," features Betty Friedan, founder of the National Organization for Women; Elizabeth Duncan Koontz, chairwoman of the National Commission on Working Women; and Diana Rock, AFSCME's director of Women's Activities.

The program looks at the issues of pay equity for working women, day care and the impact of office technology on the workplace. It also features interviews with women workers on the job and parents at a child care center.

"Maybe women have 'come a long way.' But there's a long way still to go," said Rock. "For women, facing the future means working together to make sure our institutions keep pace with our people. We need to work toward a future that builds on the past instead of repeating it. That's what this program is all about. We're pleased that so many stations are using our program as part of the discussion on this issue."

Some 200,000 AFSCME members are office workers and secretaries, tens of thousands of them CSEA-represented public employees in New York state.

AFSCME estimates that the initial viewing audience for the program will be six to eight million people.

CSEA backs Levittown candidates

LEVITTOWN — The Levittown School District unit of Nassau Educational CSEA Local 865 is appealing to all members of CSEA living in the district to vote for three union-endorsed candidates in the election May 9 for school board trustees, it was announced by Frank Fasano, president of the unit and local.

The candidates are: incumbent board president Connie Loftus, Dr. Alan Hecht and Rosemary Nestor. The three are allies of two other trustees who were elected last year with CSEA support. Fasano said those three also concurred with Loftus' conviction that "we are deeply indebted to our many dedicated school employees who are the backbone of the Levittown school system and the main reason for its successful operation."

Meanwhile, the Custodial and Cafeteria Unit of the Hewlett-Woodmere School District was drumming up CSEA support for school board candidate Stephen B. Witt, according to John Fitzsimmons, vice president of the unit. That election is also May 9.

Summer school session scheduled

The Northeastern Summer School for Union Women has been scheduled for July 22-27, 1984 at Rutgers University in New Brunswick, New Jersey.

Information and application forms are available by contacting Hadasah Santini Coordinator, Labor Education Center, Rutgers University, New Brunswick, N.J. 08903. Cost of the summer school program is \$175.

Officer, members honored for innovative re-employment program

THIELLS — When the Letchworth Village Developmental Center here was among the heaviest hit last year in a wave of layoffs in the state mental hygiene facilities, CSEA Local President Robert Watkins sprung into action to soften the blow of the traumatic situation.

Watkins, long an advocate of increased staffing and better care in the mental hygiene facilities statewide, brought together labor and management in a successful re-employment and training program for the laid-off personnel.

The Local 412 president was recently honored for his efforts at a dinner held in West Haverstraw. Watkins, in turn, paid tribute to program Coordinator Rosa Bennett and her staff, Mickey Avery of CSEA and Kathy Demarest of PEF.

"When there are problems, one person's crisis is another's challenge," CSEA statewide Secretary Irene Carr told those gathered at the event. "You here at Letchworth met the challenge. It was hard work, but it was innovative work."

Noting that those involved in the successful program ran job fairs, held classes in English as a Second Language, sponsored numerous training workshops, and provided funds for child care, Carr called the program "an outstanding example of what can be accomplished when labor and management join together." She said the Letchworth program "can serve as an example to the entire state."

Carr also noted that Watkins' testimony at recent legislative hearings helped in the successful lobbying campaign for increased funding in the state budget for staffing this year.

Letchworth Director Edward Jennings praised Watkins as intelligent and sensitive, saying the facility was fortunate to have him as a leader. "He's as much an advocate of the clients as he is for CSEA," Jennings said.

Bruce Wyngaard, CSEA associate director of research, said, "I told Bob we had to do something for these laid-off people. Bob said they deserved more than just placement on a preferred list. I was proud to be part of the effort." He also credited the Letchworth administration for their involvement.

Region III President Raymond J. O'Connor presented Watkins with a plaque in recognition of his work, while Watkins, in turn, honored members of the layoff steering committee and participants of the re-employment program.



WATKINS HONORED — Robert Watkins, standing second from left, was honored at a dinner recently for his work in organizing the re-employment and training programs at Letchworth Developmental Center last year. With him, standing from left, are Bruce Wyngaard, CSEA associate director of research; Letchworth Director Edward Jennings; Local Treasurer Sal Greco; Letchworth Associate Director Norman Szmanski; Letchworth Personnel Director Joseph Anginoli and Region III President Raymond J. O'Connor. Seated are Kathy Demarest of PEF; Rosa Bennett, coordinator of the re-employment program; statewide Secretary Irene Carr; and Micki Avery of CSEA.



MEMBERS HONORED — Robert Watkins, center row, right, honored members of the Layoff Steering Committee. Seated are Danny Schuler, Luke Lukenda, Sarah Jackson, Lawrence Buckley and Jose Martinez. Standing, center row, are Keith Cazzola, Brian Pondi, Richard Bryant, committee Chairman Ralph Matthews, Region III Field Rep Chris Lindsay and Mickey Avery. In back row are Bill Peterson, Paul Eversley, Gary Akers and Steve Edwards.

TOLL COLLECTOR TOOTING HIS OWN HORN:

No, ifs, ands or butts, this cigarette quitter has no-smoking message for motorists

KINGSTON — At the end of March, the hand-lettered sign on the toll booth on the Kingston-Rhinecliff Bridge read "320 No Smoking Days — 102 Cartons of Cigarettes."

And, like every other day since last May, commuters applauded toll collector Richard Howard as they passed through the toll collection area.

For when the CSEA member decided to quit smoking because he "wanted to be around to enjoy my retirement," he also decided to share his pledge to quit smoking with his customers at the toll booth. And at 11 p.m. on May 10, 1983, he put up his sign telling passing motorists how many cigarettes he had not smoked since quitting.

Howard, a 15-year state employee, figured he smoked about 64 cigarettes a day — more than three packs. In just one year, he realized, that came to 23,360 cigarettes, or 1,160 packs, or 116 cartons.

His personal campaign all began when he heard information on an anti-smoking campaign on a Kingston radio sta-

tion. He quickly visited the Ulster County Lung Association.

"I walked in and said 'I need help,' and they proceeded with a two-hour lecture and gave me brochures to take home." He and his wife studied the material and decided to kick the habit.

Howard says he decided to announce his accomplishment on the toll booth sign because he hoped it would inspire others to quit smoking. "Now, almost a year later, some of the drivers have quit," he says.

Some notoriety has also come to the CSEA member, who has been recognized in the past for being a Hall of Fame bowler with a daily average of over 200. The Poughkeepsie Journal published a photo story on him, and he received a proclamation from the Lung Association soon after he quit. It stated that he would quit for 20 days but he crossed off the number and wrote in "forever."

"I never intend to smoke again," he says.

Howard, who quit "cold turkey," has this advice for would-be quitters: "You have to want to live."



RICHARD HOWARD

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Women's club meeting



REGION V PRESIDENT JAMES MOORE recently addressed the annual legislative meeting of the Rome Business and Professional Women's Club. Moore spoke on the issue of comparable worth-comparable pay. Shown with Moore before the meeting are, from left, **Chris Carletta**, co-chairwoman of CSEA Region V Women's Committee; **Ann Lenio**, president of Rome Business and Professional Women's Club and **Lucille Argenzia**, chairwoman of the sponsoring legislative committee for the club.

Montgomery County CSEA info days held

AMSTERDAM — Two CSEA Information Days were held in Montgomery County recently, and the consensus from all involved was that they provided a valuable resource for members from Local 829.

"The program's format allows our members the opportunity to resolve problems, learn about new union benefits and become involved in union activities," said Local 829 President **William Zippiere**.

"When members see all the services CSEA provides, they realize they are truly an important part of the giant union," said CSEA Field Representative **Joseph Bakerian**.

The info days were held for members of the county infirmary, county office building and public works department.

Among the participants were representatives from Blue Cross, Blue Shield, Jardine Insurance Brokers, Empire Vision Center and The New York State Retirement System. CSEA staffers provided information on insurance, OSHA, communications, field services and organizing.



CSEA FIELD REPRESENTATIVE Joseph Bakerian, right, discusses information with a Montgomery County health care employee at recent Information Day program.

Yorktown pact nets retroactive pay hike

YORKTOWN — By a vote of 117-7, members of the Yorktown CSEA Unit recently ratified a new contract which grants 12 percent in pay hikes over the next two years.

Unit President **Lawrence Greene** said that a 6 percent salary increase is retroactive to Jan. 1. Members will also receive a \$50 increase in longevity payments.

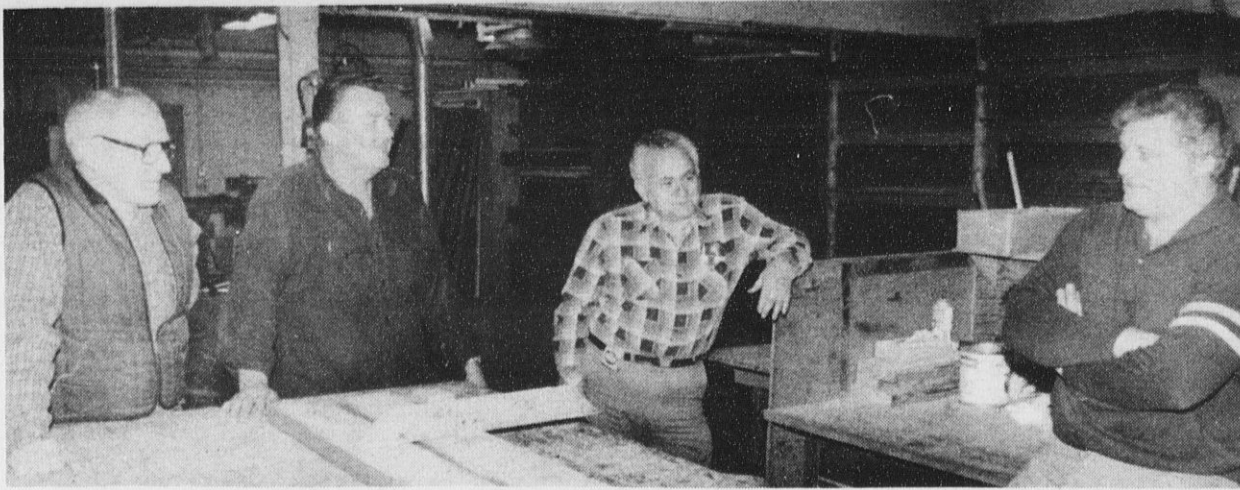
Serving on the negotiating team with Greene were Field Representative **Donald Partrick**, Unit Vice President **Virginia Rutigliano**, **Constantine LaPeter** and **Dominick Mascioli**.

Region III weekend

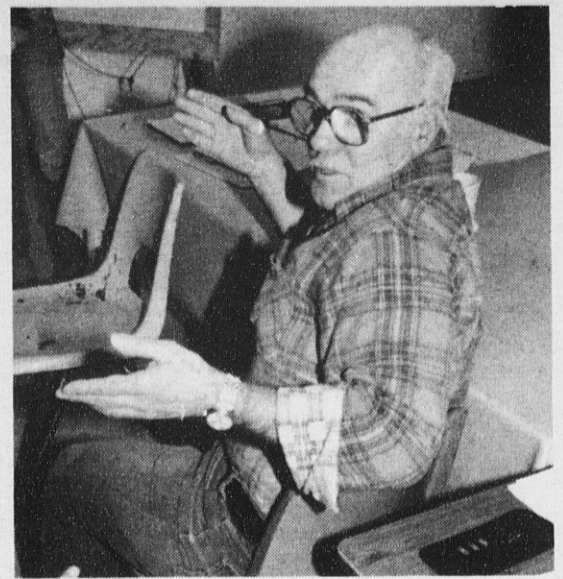
FISHKILL — A series of workshops will highlight a "Major Education Weekend" scheduled for CSEA members in Southern Region III June 8-10 at the Arrowwood of Westchester in Purchase.

Workshops will include such topics as public sector laws, disciplinary procedures, labor history, union busting and parliamentary procedures. Westchester County Executive **Andrew O'Rourke** will be guest speaker at a dinner program June 9.

Reservations are being accepted on a first come, first served basis. Rates are \$189.56 per person for double occupancy and \$249 for single occupancy. Additional information may be obtained by contacting the CSEA Region III office, (914) 896-8180.



CARPENTERS Gene Vogel, Eddie Piezzo, Neil Gallagher and Ronald Goetz turn a workbench into a conference table at their work team meeting at Long Island Developmental Center.



PLUMBER Sal Russo makes a point at a planning group meeting.



PERSONNEL Department work team members listen as Bonnie Lewis speaks.



HEATING, Ventilation and Air Conditioning work team members at LIDC include Gordon Oliver, at left, Cornell Williams and Keith Demetres, seated, and Greg Patterson and Leroy LeGendre, standing.

Works teams created

Employee involvement program underway at Long island Developmental Center

MELVILLE — An atmosphere of mutual respect, improved staff relationships and communication, creative thinking, problem solving and joint decision making — these are some of the goals being set by Quality of Work Life (QWL) teams at Long Island Developmental Center, as the employee involvement pilot project there moves into its next phase.

"We're getting at what makes or breaks a person's life on the job," said Long Island Region President Danny Donohue, who, with LIDC Local 430 president Joseph LaValle, pushed hard to see the program come to life.

After one year of groundwork, discussions and planning, members of the joint labor/management steering committee at the facility have "moved from confrontation to cooperation and in some cases to collaboration," said the QWL consultant working with the group.

The employee involvement project, funded under the auspices of the joint CSEA/New York State Committee on the Work Environment and Produc-

tivity (CWEP), is designed to improve labor/management relations and to provide more opportunities for all LIDC employees to become involved in the decision-making process.

"Through the QWL teams our members now have some say in shaping their jobs," LaValle said. "They can suggest changes in procedure that enable them to do a better job. That fact alone lets you get more out of your job and makes a job that takes less out of you."

The steering committee selected three areas within LIDC to test the program — the shops, the cottages and the personnel department. At each of the work locations, QWL teams were selected and trained. They set their own employee involvement goals and began functioning last month.

The initial results are encouraging. Said Gordon Oliver, general mechanic and a member of the heating, ventilation and air conditioning team: "The QWL program has labor and management working together."

Local president secures ruling on sand trucks

FISHKILL — New guidelines have been issued to state Department of Transportation employees regarding trucks that are equipped with snow plow wings.

It is now required that there be two employees on a sand truck with a wing, and that the wing must be removed if the vehicle is to be used for any reason other than plowing.

The ruling came about as a result of year-long efforts by Jack Cassidy, president of CSEA DOT Local 507 in Region 8. Cassidy argued that one driver operating alone

on a truck with a wing would have his vision obstructed on the right side, which would be a violation of the law and a safety hazard.

Management agreed to Cassidy's decision last July, but in December, the regional highway maintenance engineer said the ruling would be rescinded. Cassidy again presented his arguments and won. He was praised by Field Representative John Deyo for his "diligence and perseverance."

Nassau County official backs jail expansion

MINEOLA — Nassau County Executive Francis Purcell has reversed his previous stand against expansion of the Nassau County Jail following public testimony on overcrowding from, among others, two officials of Nassau County CSEA Local 830.

Nassau County CSEA Local 830 President Jerry Donahue and Jack Considine, acting president of CSEA's Sheriff's Department Unit, both testified that the numbers of cells and common areas of the facility are insufficient for the inmate population.

County Executive Purcell later adopted a \$10 million portion of a recommendation by consultants calling for a \$35 million expansion of the facility. The portion adopted includes a 100-bed women's wing, a new medical area and new multi-purpose building.

In a crisis atmosphere last month, the county barely met a deadline imposed by the U.S. District Court to reduce the jail population to 808. The inmate population had recently been hovering near the 900 level.

Donahue and Considine, who testified before a special committee of Nassau and Suffolk county legislators, also stressed that the jail had been repeatedly expanded from its original capacity of 312 prisoners without any expansion of common areas, such as the mess hall, medical area, court pens, libraries and recreation areas.

Purcell's later endorsement of limited expansion included some improvement in support facilities.

Donohue and Considine also stressed the impact of stress on correction officers and other employees resulting from a powder-keg atmosphere caused by overcrowded conditions.

Workshop scheduled on CSEA/state contracts

ALBANY — Even though the CSEA/state contracts do not expire until March 31, 1985 preparations for upcoming negotiations will dominate the annual state workshop.

"We've planned a full schedule," says Jack Carey, administrative director of the union's collective bargaining office. "But the central focus will logically be on the negotiating process."

Registrations are already pouring in for the May 4-6 event at the Vista International Hotel in New York City. Registration begins at noon Friday.

Departmental meetings will lead off the Friday afternoon program.

"Negotiations 1985" will be the kickoff workshop on Saturday morning. It will be followed by individual bargaining unit meetings for members of the Administrative, Institutional and Operational Services units.

Saturday afternoon workshops will feature such topics as the new CSEA Employee Benefit Fund Personal Legal Plan, subcontracting, labor/management, contract interpretation, motivating members and representation at the board of directors level.

The state workshop will conclude at noon Sunday, following a general delegates meeting and a political action discussion which will include an update on the 1984 legislative program.

Negotiations making no headway in Warren County

WARRENSBURG — A five-hour mediation session between CSEA and Warren County officials has failed to move the parties any closer to a settlement.

"The county withdrew four of its proposals but then put them right back on the table when it declared impasse," said Harm Swits, CSEA collective bargaining specialist.

Swits indicated that this action, plus others by the county administration, bordered on being union-busting tactics.

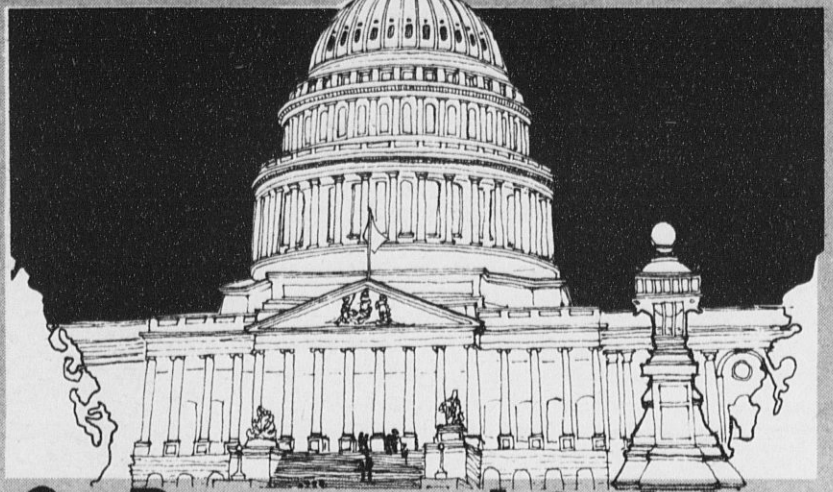
"They want a unilateral agreement, not a negotiated contract," he said. "Their attitude at the bargaining table and their demands can only be described as dictatorial."

Swits noted that the county's 2.5 percent salary increase offer, plus its 3 percent health care contribution demand created a negative economic situation for the workers.

"The county is telling the public that it is offering a generous salary increase. They're not telling the public that they want to cut salaries by half a percent," he said.

CSEA represents both the county workers and the county sheriffs in two separate negotiating units. Both are now without contracts and at impasse with the county.

Washington Window



On Reagan and Coolidge

The President of the United States was "an amiable man of no lofty intellectual or moral stature; he had no conspicuous urge to improve anything . . . And he was subsequently discovered to have had among his buddies in office some egregious grafters."

That was Warren G. Harding, as described by 1920s chronicler Frederick Lewis Allen.

It was the betrayal by his cronies from Ohio that was said to have broken Harding's health and led to his death in 1923. He was succeeded by Calvin Coolidge, a tightlipped conservative who believed "the business of America is business."

Coolidge liked to take afternoon naps in the quiet of the White House. Meanwhile, the Harding appointees continued their corrupt practices until congressional investigations blew the lid and forced Coolidge to act.

The worst scandal involved the betrayal of the nation's defense and conservation policies. Interior Secretary Albert Fall had taken an interest-free, unsecured "loan" of \$100,000 and bonds worth \$260,000 from two oil magnates in exchange for leases on the naval oil reserves at Teapot Dome, Wyo., and Elk Hills, Calif. Fall went to jail while the two bribers profited by some \$100 million and went unpunished.

If business did better than ever before, the "Coolidge prosperity" proved a myth. The excesses of big business, the open shop campaign to destroy unions, the corruption of government, the unbalanced economy which left 60 percent of the people below the poverty line — all set the stage for the Great Depression.

Hopefully for the nation, the 1980s will not have a similar ending, though the parallels are scary.

The tone of the Reagan era was set when corporations and wealthy friends kicked in upwards of \$10 million for the gaudiest inaugural ever.

Reagan moved into the White House, took down Truman's picture and put up Coolidge's.

The White House, normally thought of as belonging to the people, needed some fixing up. Mrs. Reagan rejected \$50,000 in public funds and the Reagans solicited private contributions. A few weeks after Reagan decontrolled the price of domestic oil, some \$270,000 poured in from oil executives. Senator William Proxmire (D-Wis.) called it "as blatant a presidential conflict as I can recall in more than 20 years I've been in Congress."

After three years in power, the Reagan administration has chalked up some 40 cases involving alleged conflicts of interest or improper financial dealings. The charges involved the attorney general, the head of Central Intelligence, Reagan's national security advisers, the top echelon at the Environmental Protection Agency, the Occupational Safety and Health Administration and various agency chiefs.

The most publicized case to date involves the president's closest buddy, Edwin Meese III. Meese's troubles started after Reagan nominated him to be attorney general, a move seen as positioning him for a Supreme Court seat. What Senate investigators found out was that Meese had accepted interest-free, unsecured loans and had not reported them. The people involved received government appointments. Meese denies any connection.

What standards should be applied to the president's men and women?

Former Watergate special prosecutor Archibald Cox notes that simple ethical guides have governed for a long time: public office must never be used or appear to be used for personal gain.

President Reagan has a different standard. At his April 4 press conference, Reagan said "nothing but the highest integrity is required of those who serve in government." Then he went on to say he believed "you are innocent until proven guilty." That's a pretty low standard, considering it took nearly a decade to round up the Teapot Dome characters.

The allegations against the Reagan appointees will be resolved by prosecutors, Senate committees and the courts.

The larger issue of the morality and pro-business bias of Reagan's policies remains. The planned recession which brought misery to millions, the assault on unions, the rollback of the welfare state, the attempt to gut Social Security, the \$750 billion tax giveaway to business — all this had sown the seeds of discord for some time to come.

On Election Day, the people will have a chance to restore decency and fairness to their government.

CSEA hits state with

IP for 'broadbanding' Civil Service titles

ALBANY — A watchman is not a park attendant, and a park attendant is not a cleaner, except in the state Office of Parks and Recreation which recently "broadbanded" Civil Service titles.

Broadbanding is the practice of replacing specific job titles with general job titles. That is what Parks and Recreation did recently when it created three brand new civil service titles: park worker 1, park worker 2 and park worker 3.

CSEA is fighting the move by filing an improper practice charge against the state for failing to negotiate the impact of title changes. According to CSEA Attorney William Wallens, the union is arguing that the unilateral change in a term and condition of employment violates the Civil Service law.

The title changes significantly alter and expand duties of workers in such positions as watchman, park attendant, cleaner, park worker, janitor, grounds worker and park caretaker.

Also affected are motor vehicle operator, heavy equipment operator, construction equipment operator, maintenance assistant and conservation labor supervisor.

Hopevale pact signed



LOCAL 886 PRESIDENT JULIE LAFFERTY, seated left, signs a two-year contract on behalf of 75 CSEA members employed at the Hopevale Residential Treatment Center for girls. Looking on are, from left: Robert Taylor, supervisor, cottage life; CSEA Field Representative Vince Sicari; and Ken Mangione, associate director for finance. The Hopevale Unit is part of CSEA private sector Local 886 in Region VI. Among other benefits, the unit's new pact boosts wages by nearly 14 percent over two years.

Putnam Valley contract ratified

PUTNAM VALLEY — Wage increases of 7.5 percent in each of the next three years are provided for in a recently ratified contract for the employees of the Putnam Valley School District.

The agreement, which goes into effect on July 1, also includes a \$100 increase in longevity payments, a stipend for head custodians, annualizing of some parttime staff, increased uniform allowance and mandatory clauses on union rights.

Field Representative Diane Campion credited Unit President Claire Hamlyn and her negotiating team for an "outstanding job" in settling the contract.

State plans for more staff for OMH

ALBANY — Responding in part to pressures from CSEA, the state Office of Mental Health is beginning to develop strategies for the deployment of additional staff in state psychiatric programs.

Commissioner Steven Katz, in a statement released April 2, noted that budget language adopted by the state Legislature requires him and the budget director to issue a report by May 1 outlining plans to hire additional staff.

The Legislature and Gov. Mario Cuomo recently agreed to provide for more workers in OMH than called for in the executive budget. This agreement followed intense lobbying on the part of CSEA. And, CSEA President William L. McGowan recently pledged "CSEA will be working to make sure the executive branch follows through on the Legislature's initiative."

Katz has also been directed to develop management initiatives to reduce OMH's current vacancy level, which is about 1.5 percent.

CSEA members battle blaze at Rockland County DSS building



FIRE CHIEF JAY GARBUS points to where an electrical fire began which destroyed the Spring Valley office of the Rockland County Department of Social Services. Garbus, president of his CSEA unit, works for the Spring Valley Department of Public Works. Pictured with Garbus are Robert Johnson and Frank Guarnucci, both firefighters and motor equipment operators for the city.

SPRING VALLEY — When an electrical fire heavily damaged the Spring Valley office of the Rockland County Department of Social Services here, CSEA members played key roles in helping evacuate the employees and in fighting the fire itself.

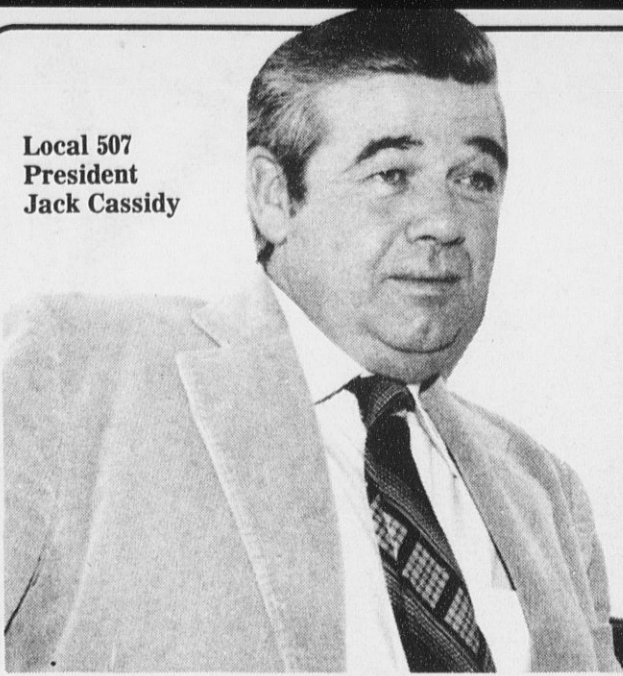
Spring Valley Fire Chief Jay Garbus, who is president of the city's Department of Public Works CSEA Unit, led the rescue and fire fighting efforts at the scene. Frank Guarnuccio and Robert Johnson, motor equipment operators with the DPW, are also both firefighters and helped at the scene.

Although it took some six hours to extinguish the stubborn blaze, no employees of DSS were injured.

"The firemen were great. It was so smoky you couldn't see in front of your nose," said DSS employee Ron Duels, one of several CSEA members safely evacuated from the structure.

"Every member of CSEA should be proud of these Spring Valley members," said Rockland County CSEA Local 844 President Frank Bosco. "This is a fine example of the dedication of these volunteers."

Local 507
President
Jack Cassidy



'Back to the old drawing board' for this local president means it's time to test power of pen once again on state lawmakers

Art blossoms from frustration with more traditional means of trying to create improvements

FISHKILL — Frustrated by what he saw as a lack of results from testifying at committee hearings and writing letters, the president of a state Department of Transportation CSEA local has turned to another vehicle he hopes will get his messages across to state legislators — cartoons.

Jack Cassidy, president of DOT Local 507, says the idea of putting the plights of DOT workers into cartoon form came to him at about the same time the state began decreasing the DOT workforce while increasing the amount of highways the remaining workers were responsible for. Members of overworked DOT crews were being injured and even killed on the job at an increasing rate, and Cassidy kept searching for a way to get the complete attention of lawmakers about the conditions.

Cassidy was asked to testify before a state legislative transportation committee hearing, but says he came away more frustrated than ever. "They were nice to us, but they didn't do anything for us," he says.

If testifying at hearings proved fruitless, writing letters seemed a waste of time, Cassidy believed. What would attract the attention of legislators? "They would take the time to read a cartoon," he reasoned, and so he went to work.

He began drawing cartoons depicting the problems faced by DOT workers, copying and mailing his artwork to legislators in Albany. Cassidy says he plans to "flood the lawmakers" with his cartoons until the plight of DOT workers is

realized and reversed.

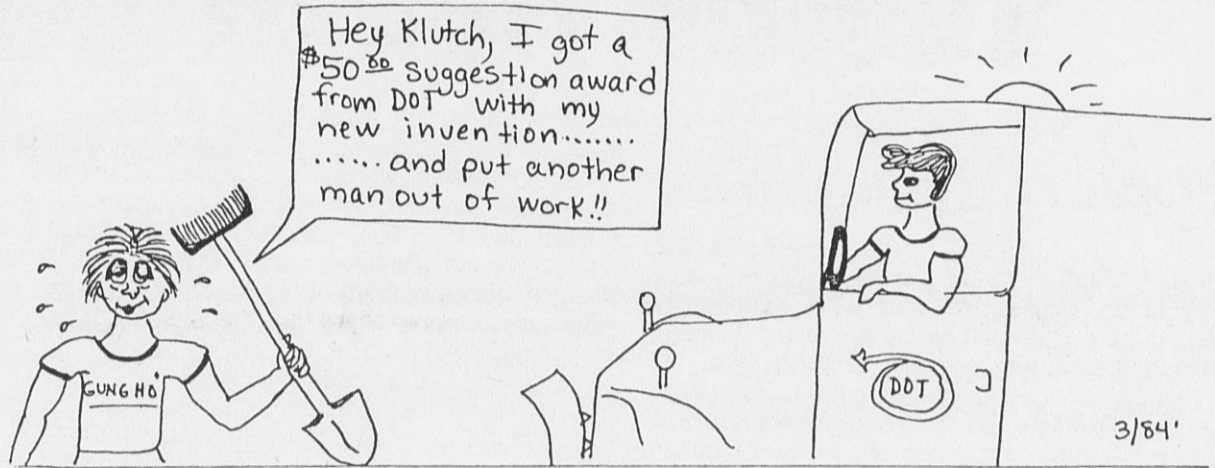
The cartoonist is a 14-year DOT employee, and has also served for seven years on the statewide DOT labor-management committee, five years on CSEA's statewide Board of Directors and four years on the safety committee.

Cassidy says he has plenty of material to draw upon, noting that spring and summer have their own seasonal problems for highway workers.

Working in the heat is tough, he said. "There's much traffic on the road."

"Road work is difficult," Cassidy notes, and says drivers blame the workers for traffic tie-ups. And, he says, there are seldom enough safety people to monitor work locations for dangerous conditions, and, too, foremen often end up working instead of supervising. All of this, and more, is fodder for his cartoons.

Cassidy says he won't be silent about such conditions, and intends to let his cartoons speak for him and his workers until things improve to the point where he no longer can find a subject for yet another cartoon.



ONE OF MANY CARTOONS created by Local 507 President Jack Cassidy to draw attention to a wide variety of conditions and problems confronting DOT workers.

DIRECTORY OF CSEA REGIONAL OFFICES



1 LONG ISLAND REGIONAL OFFICE
Hauppauge Atrium Building
300 Vanderbilt Motor Pkwy
Hauppauge, N.Y. 11788
516-273-2280
516-435-0962

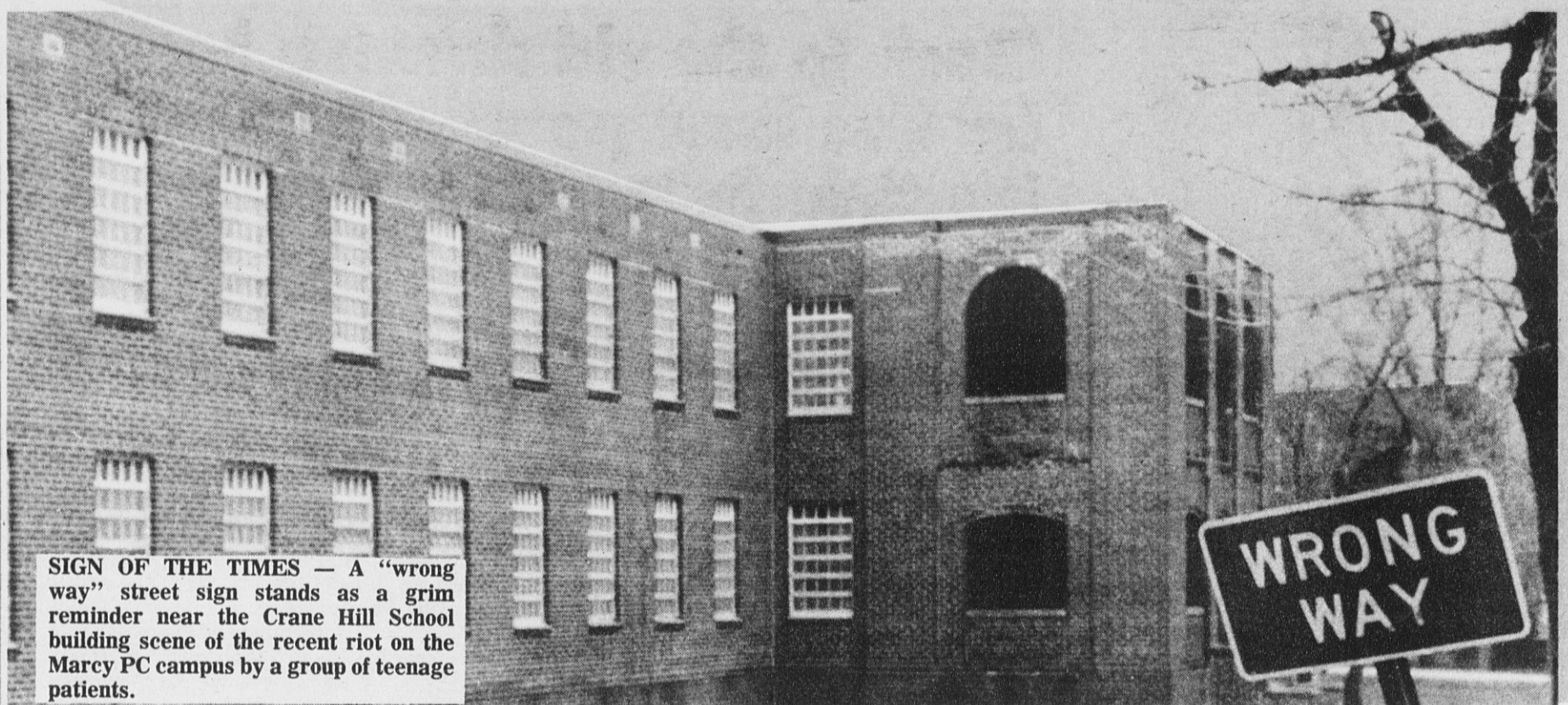
2 METROPOLITAN REGIONAL OFFICE
11 Broadway/Suite 1500
New York, N.Y. 10004
212-514-9200

3 SOUTHERN REGIONAL OFFICE
Rural Route 1
Box 34, Old Route 9
Fishkill, N.Y. 12524
914-896-8180

4 CAPITAL REGIONAL OFFICE
1215 Western Ave.
Albany, N.Y. 12203
518-489-5424

5 CENTRAL REGIONAL OFFICE
Suite 308
290 Elwood Davis Rd.
Liverpool, N.Y. 13088
315-451-6330

6 WESTERN REGIONAL OFFICE
4245 Union Rd.
Cambridge Square
Cheektowaga, N.Y. 14225
716-634-3540



SIGN OF THE TIMES — A “wrong way” street sign stands as a grim reminder near the Crane Hill School building scene of the recent riot on the Marcy PC campus by a group of teenage patients.

THERAPY AIDE INJURED

Youths riot at Marcy PC

By Charles McGeary
CSEA Communications Associate

MARCY — “I saw it coming out of the corner of my eye . . . then WHAMO!”

The flying object described by CSEA member Harold “Buzzy” Gallup, a therapy aide at Marcy Psychiatric Center, was a hard plastic ash tray that shattered against his face, causing a bloody gash that later required 10 stitches to close.

Gallup, an experienced veteran with 12 years service at MH and OMRDD facilities, was injured in the recent melee involving six teenage patients in the adolescent secure unit in ‘E’ Building on the Marcy Psychiatric Center campus.

The rampage began at approximately 9 a.m. Tuesday, April 10, and was finally subdued an hour later after the youths reportedly caused \$10,000 in damage to the room where they had barricaded themselves.

A New York state trooper was also reported to have been injured when struck by one of the youths wielding a leg from a broken chair. The trooper’s riot helmet averted a serious head injury.

According to eyewitnesses, the riot began in “E” Building of the Crane Hill School, a department for youth with behavioral problems. Of the 10 teenagers in the building when the incident began, four left at the request of staff members. Two additional patients were later urged to walk out. The four remaining, those primarily responsible for the fracas and damage, were eventually subdued and taken into custody. They are presently being detained at the Central New York Psychiatric Center, a maximum security facility also on the grounds of the Marcy campus.

In reviewing the riot and some events from the preceding day, it was learned that several patients had talked and “bragged” about a possible “rumble” because a patient had been refused leave to go home.

“An experienced therapy aide is usually alert to ‘ward talk’ and it was obvious some of these kids were unusually restless. We could sense it,” Gallup said.

State and town authorities differ on whether the incident could have been averted with more staff on duty, but Edward “Bud” Mulchy, president of CSEA Local 414 at the facility and a

regional mental hygiene board representative, replied with much stronger language.

“In mid-March we testified at State Senator Padavan’s hearing at Rome Developmental Center. Jon J. Premo, president of CSEA Local 422 at Rome Developmental Center and I pleaded with members of the state Legislature who were gathered there that the need for more ‘hands-on’ staff was at the critical stage. We strongly emphasized additional staff was needed immediately and called attention to the possibility of increased injuries and accidents to employees and patients due to shortstaffing.

“Well, what we predicted could happen has happened. If the aim of that patient who threw the ash tray had been three or four inches higher, Buz Gallup could have easily lost an eye,” Mulchy continued. “Will CSEA members here and statewide continue to be maimed and mutilated because state authorities continue to maintain a shortage of MH staff?”

In reviewing the facts, Mulchy said although there were 25 employees scheduled for work at the “E” Building, only three therapy aides were on duty. According to the prescribed state staffing ratio, there should have been five therapy aides on duty.

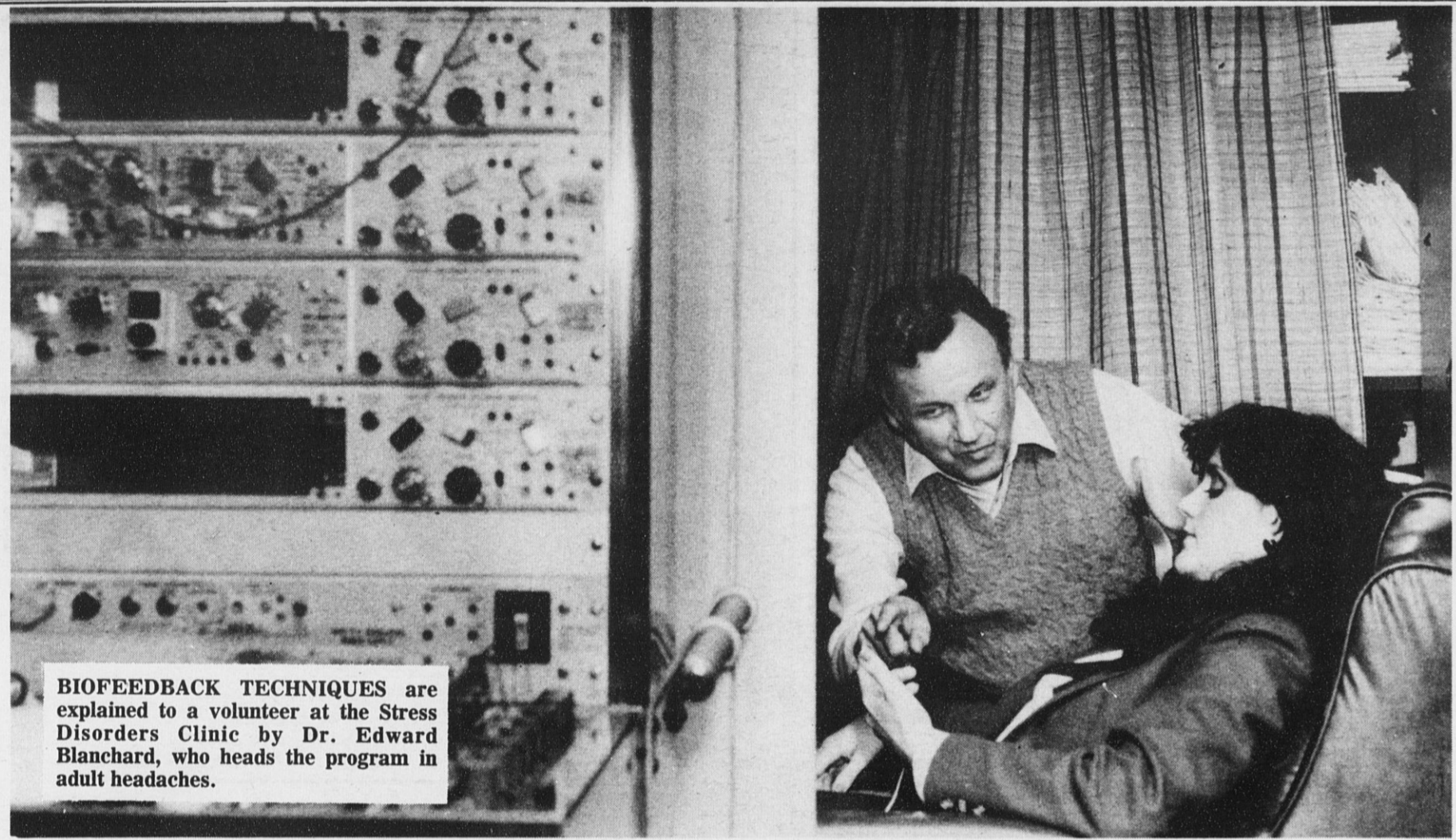
“The state now says it will conduct a complete investigation of the staffing ratio,” said Mulchy. “Remember, we are talking about a critical need for ‘hands-on’ staff. That is where adequately trained, similar incidents could occur.

“What happened here at Marcy — and what could happen at other MH and OMRDD facilities across the state — is exactly why we took the state to court to release budget funds needed for hiring new staff.”

Until those people are trained and on the job, people like Buz Gallup and other therapy aides “will continue to work in fear of their safety and lives,” Mulchy said.



RECAPPING RIOT — Harold “Buz” Gallup, left, shows Local 414 President Edward “Bud” Mulchy the type of ash tray that injured him during the recent teenage rampage at Marcy PC.



BIOFEEDBACK TECHNIQUES are explained to a volunteer at the Stress Disorders Clinic by Dr. Edward Blanchard, who heads the program in adult headaches.

COPING WITH STRESS

Stress — it's a fact of life, something that affects all of us at one time or another. And for public employees, job stress is one of the most serious health hazards in the work environment.

The effects of this often unseen hazard can be debilitating. Workers suffering from continuous job stress may experience frequent headaches, sleeplessness, loss of appetite, depression, headaches and stomach aches.

Stress can also contribute to ulcers, high blood pressure and heart disease, increase the risk of on-the-job injuries, and lead to marital problems, drug abuse and alcoholism.

The American Federation of State County and Municipal Employees, CSEA's parent union, lists the following as common causes of job stress for public workers: overwork and unwanted overtime; harassment from higher-ups; race and sex discrimination; dead-ended jobs; lack of job security; low pay; and too much responsibility with too little control.

Physical factors — such as noise, improper lighting, video display terminals, overcrowding, poor ventilation and toxic chemicals — can also cause stress.

Of course, some jobs, by their very nature, can be particularly stressful.

"People find themselves in very stressful situations in a number of job titles we represent," says CSEA Education and Training Specialist Peg Wilson, who has conducted numerous workshops on stress management for the union.

Secretarial jobs are considered one of the most stressful, she said.

"Secretaries work under strict deadlines, they take orders, they're responsible for a number of tasks concurrently, and yet they have no control over their work."

In addition, said Wilson, state institutions are sites of extreme job stress and employee burnout. "In the correctional facilities," she said, "a lot of CSEA members are working side by side with inmates. And in our mental health facilities, employees are attacked on the job regularly. All of the jobs in mental hygiene are very taxing physically and mentally."

The statewide Employee Assistance Program — a free, confidential support and referral service open to all state employees and their families — is one course that many CSEA workers have taken to reduce stress.

EAP helps workers recognize and deal with a variety of problems in their lives that may be affecting

their ability to perform their best on the job.

Employees, who either join the program on their own or are referred by a shop steward or supervisor, talk with an EAP coordinator who helps them find the best treatment programs in their community. Their participation is kept strictly a secret.

There are currently EAP programs set up in more than 150 state worksites, and EAPs are rapidly expanding into school districts and municipalities.

"Stress is a factor in a number of problems — divorce, jobs, family friction, even getting to work on time or taking the subways," says James Murphy, director of EAP for CSEA. "There's a lot of stress and worry out there, and a pretty high percentage of the people who come to EAP are suffering from it. While you can't always change the situation, you can change the way you react to stress, and learn to get a handle on it."

Murphy noted that one resource EAP has recently discovered to help employees combat stress-related problems is the Stress Clinic of the State University at Albany, a nationally-known and federally-funded program that uses non-drug treatments (see story on page 11).

According to CSEA EAP Coordinator Elizabeth Hession, the clinic is a valuable resource.

"There are a lot of people paying a lot of money for help for these kinds of problems, and it's nice to know there's somewhere you can go for free," she said. "It's also nice not to have to worry about being put on medications."

Peg Wilson warns employees who are suffering from job stress not to blame themselves for not always reacting as calmly as they would like in stressful situations.

She suggests employees work through the union process to reduce stress at the worksite in a number of ways:

- through negotiating strong contract language to reduce the causes of stress and increase employees' participation in decision-making;

- by establishing labor-management committees to give the union more involvement in the design of jobs and workplace decisions;

- by setting up employee support groups;

- and by recommending or negotiating stress management workshops.

Headaches? Hypertension? SUNY clinic offers help — no cost, no drugs

By Tina Lincer First
Associate Editor

Louise Stark, a 44-year-old senior data machine entry operator at the state Department of Motor Vehicles in Albany, had been suffering from migraines since she was about 12.

As an adolescent, she frequently missed school because of the severe headaches. Later, as a young mother raising three sons, she would have to retreat to bed for several days at a stretch because the pain was so intense.

And when she joined the workforce fulltime seven years ago, she found that once more the migraines had a way of incapacitating her. There were many days when she had no choice but to call in sick or leave work early.

"I never like to take time off, but when I got a really bad attack, I just couldn't function," said Stark, a member of CSEA DMV Local 674.

For 10 years, Stark took prescription pills — four to six a day sometimes — and for the most part she was resigned to her condition.

But six months ago, she got involved in a special program for headache sufferers at the Stress Disorders Clinic at the State University of New York at Albany. Since then, she has had only one bout with migraines. She has learned how to reassess how she reacts in certain stressful situations, and to relax more.

"It's fantastic," she said. "It's like a whole new me."

The Stress Disorders Clinic, begun in 1979 and federally funded by the National Institutes for Health, offers free treatment to the general public for a number of stress-related problems. It is recognized nationally as the only large-scale clinical project in the country that assesses and treats stress disorders without using drugs.

The clinic is best known for its adult headache project, but there are also programs in childhood headaches, hypertension (high blood pressure) and irritable bowel syndrome (spastic colon). The focus of all of them is on teaching clients relaxation and biofeedback techniques they can use themselves.

"You see a growing segment of the population that does not like to take medications or cannot take them. We offer an alternative," said Dr. Edward B. Blanchard, co-director of the clinic, which is part of SUNY's Center for Stress and Anxiety Disorders (see story on this page).

The stress clinic is staffed by faculty and doctoral students from the university's Department of Psychology and works closely with Albany Medical College. Though most patients are from the Albany area, others come from as far away as Utica and Poughkeepsie.

While everybody reacts differently to stress, and what may cause stress for one person may not for another, it is known that the more stress someone accumulates, the greater the chance for illness. Headaches and hypertension, along with cardiovascular and digestive problems, are among the more common ways stress manifests itself physically.

'I felt like I was taking so many pills. My kids used to tease me — 'Ma's into drugs' — and my doctor was afraid I might develop kidney problems.'

—CSEA member Louise Stark

Dr. Blanchard estimates that 10-15 percent of the male population and 25 percent of the female population have a problem with headaches.

Those who come to the clinic suffer from the two major kinds of headaches — migraine and tension — as well as from a mixture of both.

A migraine typically starts on one side of the head, can last anywhere from several hours to several days, and then stops. It is often accompanied by nausea or vomiting.

A tension headache starts in the back of the head and "feels like a cap or band is squeezing down around the whole head," said Dr. Blanchard. "This kind of dull ache is there most of the time — four, five, six or seven days a week."

Those with mixed headaches "have the worst of both worlds — dull aches all of the time punctuated by severe aches."

Some 250-300 people have gone through the adult headache project since it began. Like Louise Stark, most want to get off their prescription medicine.

"I felt like I was taking so many pills," said Stark. "My kids used to tease me — 'Ma's into drugs' — and my doctor was afraid I might develop kidney problems."

It was when she got promoted two years ago from a grade three DEMO to a grade 7 senior DEMO that Stark realized she needed a better way to cope with her migraines. The added responsibilities from her new position meant more stress and more headaches.

"The new job was a big change and the first few months were really tough," she said. "If I made a mistake it seemed magnified in my mind and I worried more than I should."

Stark found out about the SUNY clinic from a co-worker whose husband was being treated there for hypertension. She attended hourly sessions twice a week for about eight weeks, and is now under follow-up care.

The relaxation training at the clinic involves the systematic tensing and relaxing of major muscle groups in the body, while the biofeedback uses a specialized electronic environment to help people gain control over certain bodily responses such as blood flow. Both techniques teach clients relaxed responses which they can recreate during stressful situations and which have been shown to significantly reduce headaches and hypertension.

Says Pat Guarnieri, a doctoral student at the clinic: "As long as people can understand what's going on in their bodies, they can learn to control and change it."

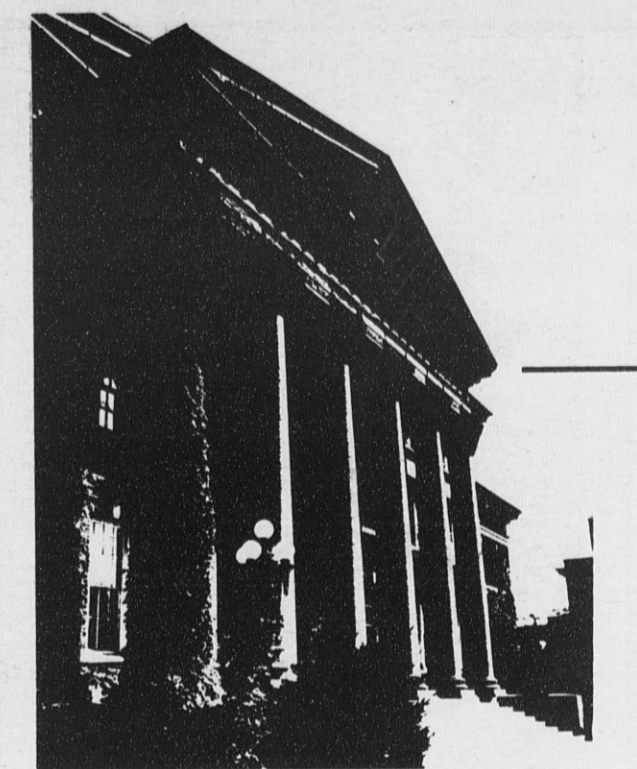
According to Dr. Blanchard, about 75 percent of adult tension headache sufferers and 50-60 percent of migraine sufferers who've been treated at the clinic have had their headaches reduced drastically.

In the childhood headache project, meanwhile, some 50-60 children have been helped with an 80 percent success rate. Now two-years-old, this project treats migraine and muscle contraction headaches in children between the ages of eight and 16.

The hypertension project treats individuals with moderate to severe hypertension which has required the use of two or more medications. In addition, there is a new project for individuals with mild hypertension.

The project for irritable bowel syndrome is also new. Since this one is not federally funded, participants must pay for initial medical checkups, but everything else is free.

The Stress Disorders Clinic is located on the downtown campus of SUNY. The address is: Draper Hall, Room 107, State University at Albany, 135 Western Ave., Albany, N.Y. 12222. The phone number is (518) 455-6294.



State University of New York at Albany
Downtown (East) Campus
Draper Hall 107
135 Western Avenue
Albany, New York 12222
(518) 455-6144 or 455-6145

CENTER FOR STRESS & ANXIETY DISORDERS

ALBANY — The Center for Stress and Anxiety Disorders of SUNY Albany is the largest program in the country focusing on treating a number of disorders without drugs.

It has two major clinics — the Stress Disorders Clinic, which is detailed on this page, and the Phobia and Anxiety Disorders Clinic, which treats four basic disorders. They are:

- **AGORAPHOBIA:** This program treats people who experience anxiety in a variety of situations — such as crowds, stores, driving, public transportation, traveling long distances from home — and then develop patterns of avoiding these situations.

- **GENERALIZED ANXIETY DISORDER:** For those who suffer from a persistent anxiety that is typically accompanied by muscle tension, inability to relax, sweating, upset stomach and irritability.

- **PANIC DISORDER:** Program for individuals who have a sudden rush of intense fear or anxiety and often experience trouble breathing, dizziness, hot or cold flashes and feelings of unreality or being out of control.

- **SOCIAL PHOBIA:** For people who wish to avoid situations in which their actions may be observed, fearing they will be embarrassed or humiliated.

The Phobia and Anxiety Disorders Clinic charges an initial evaluation fee that is based on a sliding scale. The fee for treatment varies, but is set up so as not to restrict participation. The number is (518) 455-6144 or 455-6145.

STATEWIDE
EMPLOYEE ASSISTANCE PROGRAM

HOTLINE

1-800-342-3565

Four CSEA members elected Mondale delegates

Several CSEA members will be among Democratic delegates hoping to deliver their party's presidential nomination to Walter F. Mondale when the Democratic National Convention is held in July.

While Mondale was rolling to a major victory over Sen. Gary Hart and Rev. Jesse Jackson in New York's primary April 3, four CSEA members were winning election as Mondale delegates to the Democratic convention.

CSEA members elected as Mondale delegates were:

4th Congressional District — Jeanne Angiulo, president of CSEA Local 606, SUNY Farmingdale.

23rd Congressional District — CSEA Executive Vice President Joseph McDermott as an alternate delegate.

25th Congressional District — Patricia Crandall, president of CSEA Local 605, SUNY Cortland.

26th Congressional District — Kathleen Conley, member of CSEA Local 818, Fulton County.

In a very interesting race in the 24th Congressional District, CSEA President William L. McGowan garnered an impressive 6,308 votes to become the top male vote-getter. However, Mondale captured only one of the four delegates available, and that went to Dutchess County Executive Lucille Pattison.



LABOR'S CAMPAIGN FOR MONDALE



AFSCME PRESIDENT Gerald McEntee, center, came to Albany to campaign for Walter F. Mondale in New York's April 3 primary. Here he is joined by CSEA statewide Secretary Irene Carr, left, and CSEA Region IV President C. Allen Mead in distributing campaign material to employees leaving the Alfred E. Smith State Office Building in downtown Albany. Georgeanna Natale is about to accept material as she leaves the building.



CSEA EXECUTIVE VICE PRESIDENT Joseph E. McDermott was elected as a Mondale alternate delegate in the 23rd District.



JEANNE ANGIULO, president of SUNY Farmingdale CSEA Local 606, is praised by CSEA Long Island Region President Danny Donohue following her election as a Mondale delegate. "Jeanne has achieved the involvement that CSEA's political action program encourages. She has set an example we can all follow," Donohue said.

RAINDROPS KEEP FALLING ON THEIR HEADS Working conditions 'pour' at Albany social services office

ALBANY — Employee morale at the state Department of Social Services at 67 North Pearl Street in the downtown here has literally been dampened thanks to a leaky roof that has caused problems for two years.

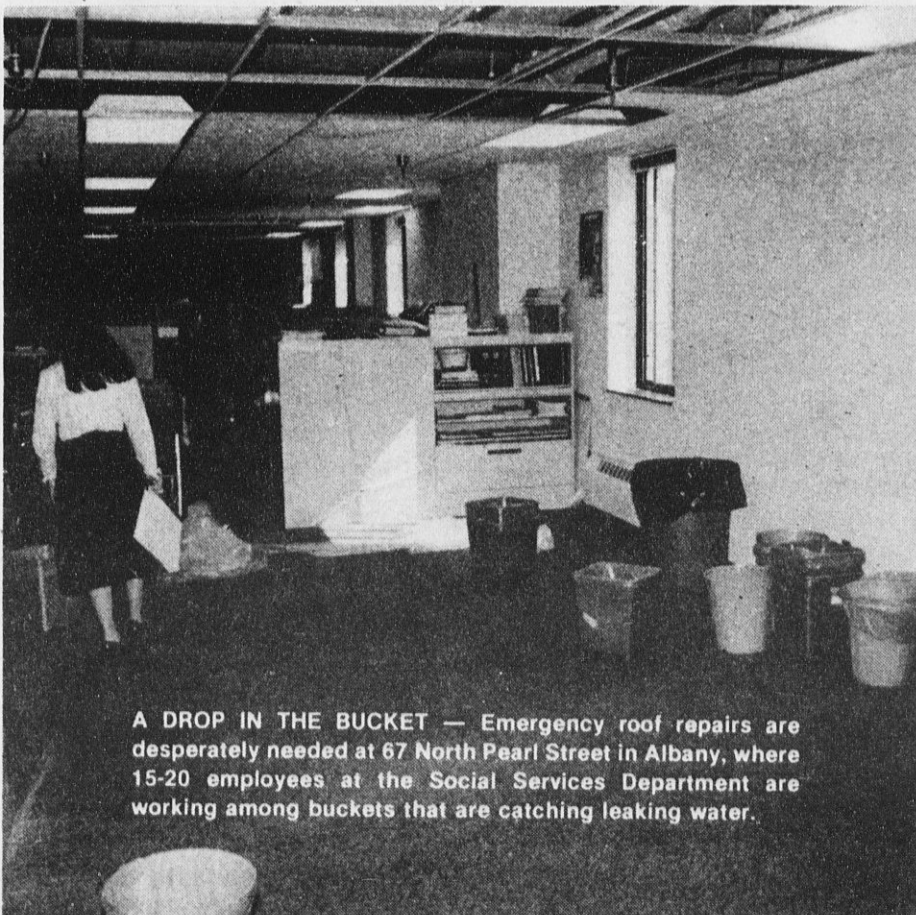
The building, originally a department store, was converted into office space several years ago. During the past two years CSEA has filed numerous complaints about the roof with management, and appropriate steps were taken to address the problem. But the winter of '83 and the spring of '84 have proved too much for the structure's roof.

On the third floor, where 15 to 20 public employees are usually at work, wastepaper baskets, rolling gondolas, buckets and other containers are slowly filling with dripping water from rains and melting snow, and employees are forced to crowd together in spaces which remain dry.

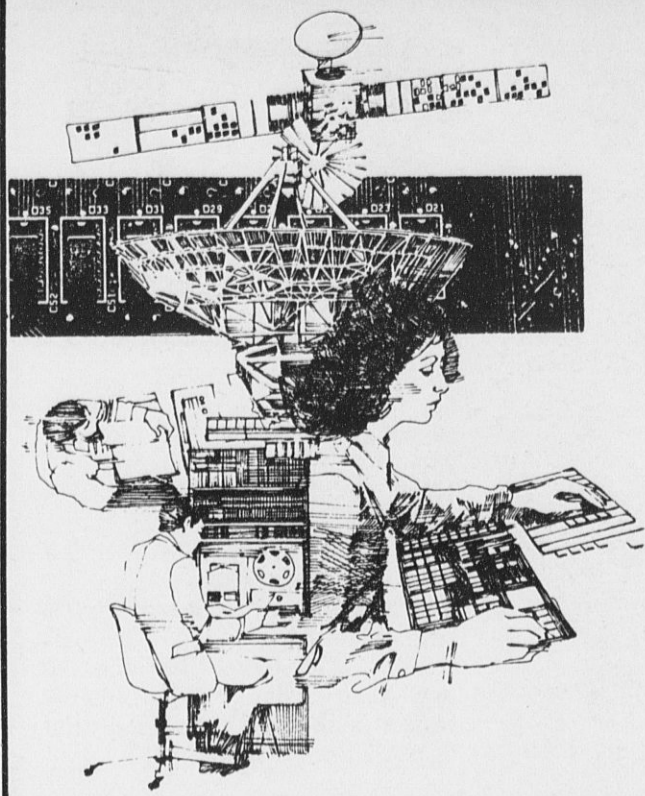
"These are terrible working conditions," said Frank Morgan, chairman of the CSEA Social Services Local 688 health and safety committee, who has been working with management to rectify the situation.

Morgan noted that the attorney representing the structure's owner, North Pearl Associates, has stated that the roof is the wrong type for the building and that a roofing company would begin replacing it as soon as the weather and the "other element" cooperated.

The other element referred to is the city of Albany. Apparently, when the owners of the building had hired a crew to shovel the snow off of the building and help relieve the dripping, city police ticketed the crew for dumping snow on city sidewalks.



A DROP IN THE BUCKET — Emergency roof repairs are desperately needed at 67 North Pearl Street in Albany, where 15-20 employees at the Social Services Department are working among buckets that are catching leaking water.



Future office technology

Conference looks at implications for workers

Technology is rapidly changing society. Because of concern about the implications such changes have for working people, two CSEA officials recently participated in a two-day AFL-CIO conference on the theme "Anticipating Technological Change for Office and Professional Employees."

CSEA Statewide Secretary Irene Carr and CSEA County Executive Chairwoman Mary Sullivan, who also is Herkimer County CSEA Local 822 president, attended the conference.

Carr emphasized that local union leadership must learn "both the technical details of new office tools and also the labor relations implications."

"Computers, word processors, electronic information networks, new diagnostic and treatment technologies in the health sector are having pro-

found effects on job design and office organization," she said.

The conference included formal presentations and detailed workshops with emphasis on how unions can develop contract language to protect employees. Other topics included educating the rank and file about current needs and future problems, dealing with new office technologies, getting advice and information, and seeking legislative protections at the state and federal levels.

Sullivan, a member of AFSCME's Committee for Professional Employees, said "CSEA must look into the long term effects of technology." She urged CSEA members who are elected as delegates to the upcoming AFSCME Convention to "go there with issues and ideas to discuss with the Professional Employees Committee."

CARMEL — A Putnam County employee will receive 10- and 15-year increments now, despite an earlier denial by county management.

The case revolved around the dismissal of Maureen Labraico from her job with the Putnam County Sheriff's Department in 1974. She claimed that she was discharged from her job of six years because of sex discrimination.

Labraico won reinstatement in a different county department in 1977 and as part of her settlement was granted seniority credit for the three years she was without a job.

In January, 1979, the county paid her a 10-year increment crediting her with continuous service dating from 1968. But in 1983, when Labraico requested her 15-year increment, she was refused.

Instead of a check, she received a letter from the county personnel director telling her that since her service with the sheriff's department was under a different

bargaining unit, she was not only not entitled to the 15-year longevity payment, but she was also required to pay back the 10-year increment that she received in 1979.

Labraico filed two grievances. At issue was whether she was entitled to the two longevity payments, and CSEA took the case back to arbitration on her behalf.

Referring to a Putnam County Board of Supervisors resolution approved in 1978, the arbitrator found that the county had accepted the obligation of continuous service from 1968. The arbitrator decided last month that Labraico was, indeed, entitled to both increments.

CSEA Field Representative Diane Campion said she was pleased with the outcome of the grievance. "We knew we would prevail. I was glad to see Labraico win. She's gotten a raw deal. I'm glad we could fight the issue without any cost to her," she said.

Campion noted that the original lawsuit was costly for Labraico.

Putnam County worker wins longevity payment case

Ron Crouse
Maintenance Man,
Oneida County
Airport Member,
CSEA Local 833

CSEA

works for us!

**"I SURE KNOW THE
VALUE OF A STRONG
UNION. WHEN I NEEDED
LEGAL HELP, CSEA
WAS RIGHT THERE
TO GO TO BAT
FOR ME."**

For 8.8 million Americans still seeking work it's

Easier to find the beef

WASHINGTON — The nation's civilian unemployment rate showed no improvement between February and March, remaining at 7.8 percent, the Labor Department reports.

The department said 8.8 million Americans sought work but were unable to find it in March. An additional 1.3 million have dropped out of the labor force and are not counted.

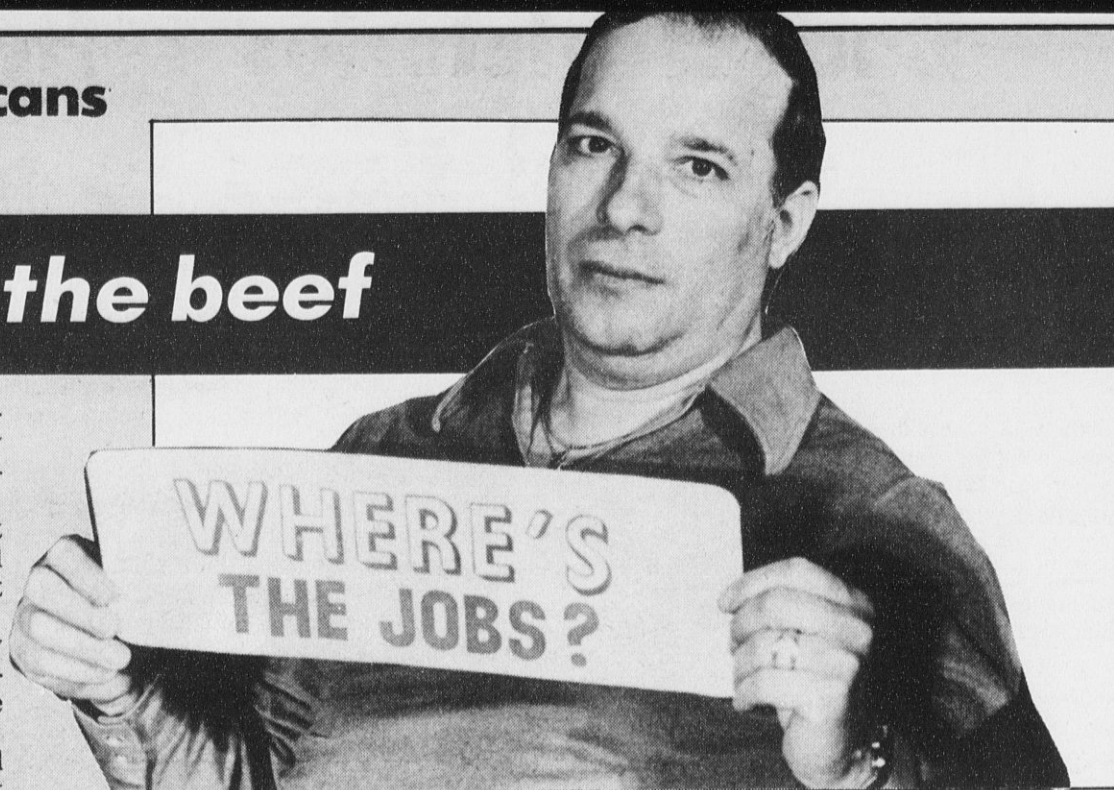
Nonagricultural payroll employment was up by 145,000 in March to 92.5 million, a smaller gain than in recent months. Most employment gains were in the service and durable goods manufacturing sectors.

In manufacturing, total employment has recovered just over three-fifths of the jobs lost during the recent recession.

The unemployment rate for adult males edged down to 6.8 percent in March. But the jobless rate for Hispanics rose to 11.3 percent and the rate for black workers increased to 16.6 percent.

The number of discouraged workers and partially unemployed workers continued to decline.

AFL-CIO Chief Economist Rudy Oswald, reacting to the latest report noted that unemployment "remains stuck at 7.8 percent, with 8.8 million officially unemployed and another 1.3 million too discouraged to continue the



fruitless search for work.

"Employment in manufacturing still falls 1.5 million short of 1979 levels," Oswald said. "Overall unemployment is 2.7 million higher than in 1979."

Programs are needed to alleviate unemployment, particularly for displaced manufacturing workers, minorities, and young people entering the labor force," he said.



WORKERS — Don Gleason and Bob Patschki, two of the Dutchess County employees who helped renovate the old courthouse.

'Contracting-in' saves cash for Dutchess Co.

POUGHKEEPSIE — When Dutchess County officials decided to renovate their nearly 100-year-old courthouse annex building to house the offices of the county grand jury, it not only preserved a historical structure, but is saved taxpayers thousands of dollars by using its own skilled workers rather than contracting out the job.

Dutchess County CSEA Unit Shop Steward Ken Monahan, head building maintenance mechanic, explained that like other counties, Dutchess has been in dire need of additional office space. Constructing a new building or leasing space would have been expensive, so the county turned to renovation of two floors in the annex that were vacant and in ill repair.

Using its own public works crews on the job, the county was able to save about 50 percent on

costs and weeks of time involved in red tape, said Joseph Beben, director of Physical Facilities for Dutchess County.

Public Works Commissioner James Spratt noted, that the workers also have successfully completed other renovation projects, including conversion of an old downtown supermarket into a modern facility for three departments.

Employees who work in the new grand jury office are pleased with the comfort and the modern look of the old courthouse annex with its panelled walls, recessed lighting, dropped ceilings, a new sound system and a complete new electrical and plumbing system.

Beben credits his "dedicated and professional" crew with an excellent job.

Next on tap for the talented workers? The renovation of the District Attorney's office.



SOMETHING OLD — A picture of the old Dutchess County Courthouse annex before renovations by the Department of Public Works crew members.



SOMETHING NEW — A new electrical system, panelled walls and air conditioning makes an old building look new. Here, Ken Monahan shows grand jury secretary Linda Phelan how to keep cool in her newly-renovated office.

Budget victories soften the blow of hard times in past year

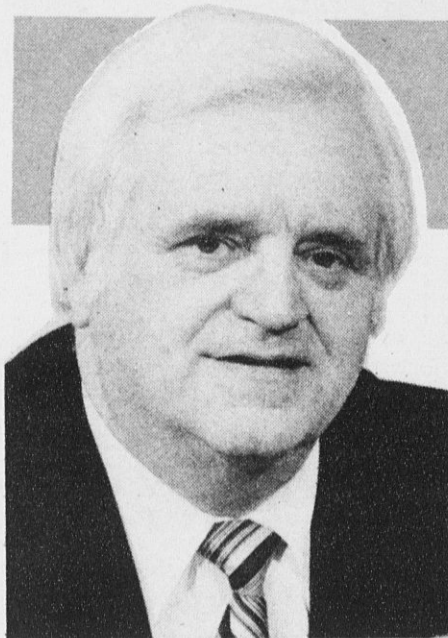
The passage of the current state budget means many victories for CSEA members — victories that came as the result of much strenuous work by CSEA activists and staff.

1983 was a very difficult year. A new governor inherited a huge budget deficit. Layoffs and staff reductions through retirement and attrition created havoc with staff levels in many state agencies, causing hardship for thousands of CSEA members.

CSEA has fought hard to soften the blow of these hard times for our members. Last year the union succeeded in dramatically reducing the number of layoffs proposed by the governor.

Ever since, we have been fighting to restore some sanity to the staffing levels in state agencies. In large part we have succeeded. The current budget should provide relief for many agencies where understaffing has been critical. OMH Commissioner Steven Katz is taking action to hire more staff. (see story on page 7).

CSEA will be working now to



'We cannot rest and bask in the light of success. We must keep working.'

President's Message

Fraternally,

Bill McGowan
WILLIAM MCGOWAN

make sure that the agencies live up to the intent of the Legislature and governor to provide more direct care staff in mental hygiene and put more maintenance workers on the highways in DOT.

This budget also contains victories for CSEA members who work in school districts. The Legislature and governor agreed to

a school aid formula that should help most districts.

Perhaps the biggest victory for school district members is an increase in the parity aid for district-owned transportation system retirement costs. This helps to eliminate one economic incentive for districts to contract out bus service.

CSEA also lobbied for increases in aid to local governments which the governor and Legislature agreed to in the final budget. This will not eliminate all the problems faced by our members in political subdivisions, but it will provide many local governments where CSEA members work with the funds they need to provide adequate services.

All of the CSEA members who gave their time to help in the lobbying that produced these successes should be proud of their work.

The governor and legislative leaders showed courage in taking action to meet the needs of CSEA workers and the public we serve despite intense lobbying by those forces that would cut government no matter what the impact on vital services.

But we cannot rest and bask in the light of success. We must keep working now to make sure that we always have the resources to provide quality services with decent working conditions, and to make sure that our members work in safe and healthy environments.

CSEA wins in transcript fee case against OCA

SYRACUSE — Court reporters have won another battle against the Office of Court Administration. A state Supreme Court justice has ruled that OCA was circumventing state law by directing trial judges to order free court transcripts only.

Since 1909, state law has given the judges a choice of paying for transcripts or requesting them free of charge. The judges are to use their discretion, however, in deciding whether or not to reimburse stenographers. They are to consider such factors as the amount of transcript time required, necessity for

speed in supplying it and costs and time needed.

In a case initiated by CSEA, state Supreme Court Justice Eugene Bergin declared the OCA directive null and void. He ruled on April 2 that OCA "cannot in effect by directive repeal or amend a valid constitutional law.

"... it was clearly the Legislature's intent to let the trial court, in its sound discretion, determine if the transcripts should be ordered free of charge, or whereby the stenographer would be reimbursed," Bergin commented.

Metropolitan Region education workshops focus on diverse topics

NEW YORK CITY — Displaced employees, political action, employee rights and time management are among the topics to be discussed at the Region II spring education and training workshops to be held May 18-20 at the Pinegrove Dude Ranch in Kerhonkson.

The session on displaced employees will cover retraining, resources and other alternatives for those employees who, because of budget cuts or new technology in the workplace, are out of a job.

A political action session will look at the objectives

and goals of CSEA political action and the strategies used to achieve them.

The topic of employee rights will focus on what rights workers have in the workplace, while time management will offer constructive suggestions and techniques on how to make time a friend instead of an enemy.

"These workshops address the pressing problems and issues that affect workers' everyday lives," said Region II President Brenda Nichols.

For information on fees and registration, call the Region II office at (212) 514-9200 before May 11.

Region VI seminar slated

BUFFALO — A Western Region VI conference scheduled for April 27 and 28 at the Buffalo Hyatt Regency Hotel will feature a voter registration seminar.

State Assemblyman Arthur O. Eve and Norman Adler, political action director for AFSCME District Council 37, will conduct that seminar on Friday at 8 p.m.

The Saturday agenda will include state and county workshops with Marie Romanelli, supervisor of Region CWEP representatives, and speakers from the Center for Women in Government and the Employees Retirement System. PERB Chief Regional Mediator Marilyn Zahm will be guest speaker at a noon luncheon.

Room reservations may be made directly with the hotel, located at Two Fountain Plaza in Buffalo, by calling (716) 856-1234.

CSEA staff openings

Region V organizer sought

CSEA is accepting applications for the position of organizer in the union's Central Region. The position is based in Syracuse.

Interested candidates should be familiar with labor relations, union organizing and PERB and NLRB procedures. Candidates also should possess a bachelor's degree, but may substitute years of experience in labor relations areas for the educational requirement.

Interested candidates should submit a resume with salary history to CSEA, 33 Elk Street, Albany, N.Y. 12224 no later than May 7.

Join WalkAmerica

ALBANY — CSEA members throughout the union's Capital Region IV are being urged to make plans to participate in one of several 1984 WalkAmerica/Teamwalk events being held in the region this month and next to benefit the March of Dimes Birth Defects Foundation.

Interested CSEA members should contact Region IV First Vice President Joan Tobin at either (518) 457-2360 or (518) 869-0055 for information on participating in events set for Saturday, April 28 in Hudson, Saratoga and Glens Falls, in Albany and Schenectady on Sunday, April 29, and in Plattsburgh on Sunday, May 6.

ORGANIZING

ALTHOUGH CSEA HAS LONG BEEN the largest labor union in New York state, and for the past several years a major part of AFSCME, one of the finest and largest unions in the nation, there is no room for complacency. Indeed, consolidating the potential strength where the union maintains a stronghold and expanding into areas still unorganized is a continuous effort.

There may be no truer adage than that a labor union is only as strong as its members make it. For that very reason, it is vitally important that non-members join as members to protect and improve union gains where unionism already exists, and that the pockets of unrepresented workers be identified and provid-

ed the opportunity to become a part of the American labor movement as well.

The right of workers to organize as a union and bargain collectively is one of the basic tenets of the American system. It is a right guaranteed in federal and state law. The campaign to bring that information to those who may not be fully aware of it, and to convince those who are to use that right, goes on daily throughout New York state and the nation.

Security and dignity are but a couple of the rewards for workers who realize the value and the need to be united — to be organized. Here are a few examples of how such efforts are showing dividends for workers in New York state.



CAFETERIA WORKERS in the Ausable School District line up with June Venette, feisty organizer. From left are Janet Norman, Venette, Elva Blaise, Bernadette Lesperance and Dorothy Siddon.



CLERICAL EMPLOYEES show their work to June Venette, left. Standing is typist Kay O'Neill; seated is guidance secretary Nancy Darling.

An officer and a membership campaign

June Venette's personal drive pays off with 26 new members, agency shop, and a good contract

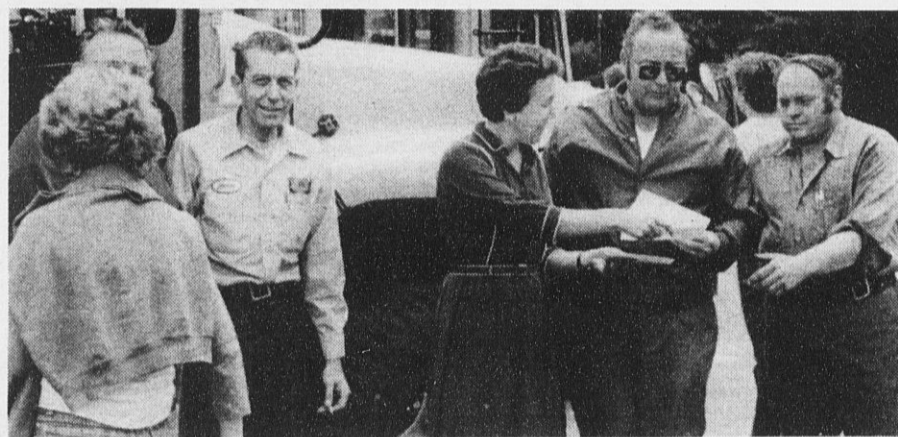
AUSABLE — "Building membership boils down to a one-on-one campaign. You have to sell it directly to the non-member or it doesn't work."

So says CSEA's June Venette. And she should know. As president of the Ausable School District Unit of Clinton County Local 810, she recently completed a membership campaign in which she signed up 26 members and triggered an agency shop provision in the district's new contract.

"How could I ask someone else to do something that I, as president, should be doing each and every day?" Venette asked. "Signing up new members and converting non-members are the two most important jobs a union officer can do, next to representing them before management."

Venette said her personal membership campaign came about because she was angry at the school district for their position on agency shop. As a member of the unit's bargaining team, she came to believe that management had set up a trigger mechanism for agency shop, rather than granting it outright, because it believed CSEA would never be able to sign up the requisite number of new members to trigger the provision.

CSEA Field Representative Charlie Scott, who was assisting in negotiations, said many public employers agree to a trigger mechanism as a way thwarting the union's demand for agency shop.



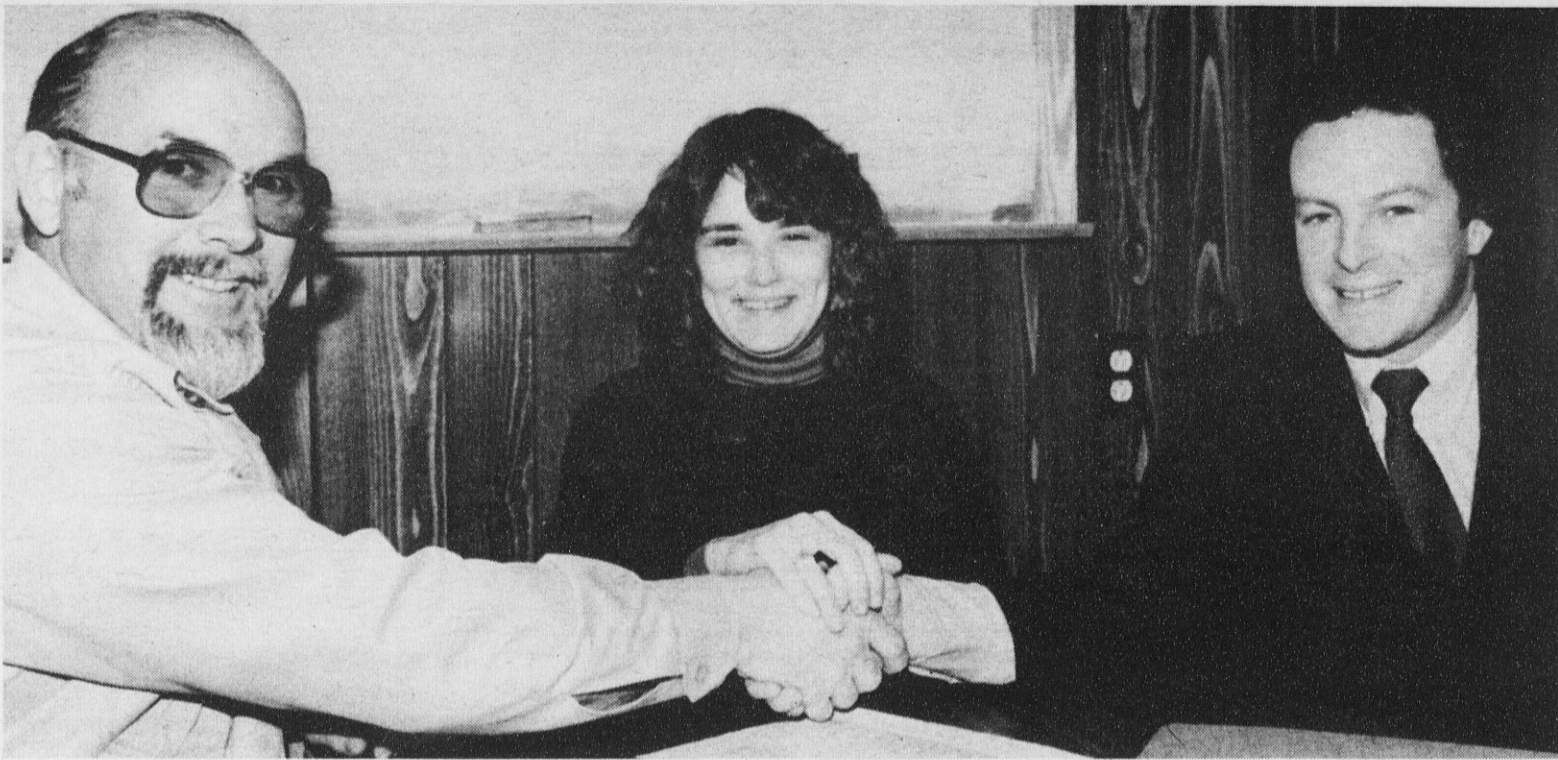
BUS DRIVERS in Ausable schools receive union literature from June Venette. From left are Clarence Allen, John LaDieu, Ron Bailey and John Bombard.

Said Scott: "It's a turning of the tables which puts the ball right back in the union's court. We can have agency shop if we can get the non-members who are against the concept to join. Often it's a long and hard uphill fight."

Venette's campaign included contacting all employees to let them know the seriousness of the bogged-down negotiations.

"I started going to work early to catch the bus drivers and I stayed late to talk to the cleaners," she said. "In between I used coffee breaks and lunch hours to personally contact every employee. I even went to the homes of some of the hard-to-find workers so they knew just how important their membership was in helping CSEA help them get a good contract."

In the end, Venette's campaign strategies paid off with a good contract and the agency shop provision. Said Scott: You should have seen the reaction of management. They were in shock."



LOCKPORT CHOOSES CSEA — Allan Rutter, left, Elizabeth Taylor and CSEA Organizer Thomas Mullen celebrate the recent vote count that brought a new unit into the CSEA fold.

Workers want 'experienced organization with power and expertise'

Lockport city employees vote for CSEA

LOCKPORT — City of Lockport employees, spurred by "a desire for fairness," have elected CSEA as their bargaining agent as they prepare to negotiate wages and working conditions.

A PERB-supervised vote count shows nearly 80 percent of voting white collar and supervisory employees chose to join New York's largest public employee union.

"For too many years we've seen unionized city employees, such as firemen and policemen, bargain for substantial wage increases and benefits, while non-unionized employees got nothing or next-to-nothing," said Allan Reutter

and Elizabeth Taylor, organizers for the union election effort.

They say 40 layoffs of non-unionized employees also spurred their desire to have "an experienced organization with power and expertise to guide us."

Previous attempts to form an independent union were shot down, they said, because people can be too easily intimidated in our situation, and threatened with job loss just for talking about unionizing."

Another incentive to join CSEA was the city's

failure to live up to its own unilateral pay plan, by not paying a promised pay step for last year, the organizers said.

After election of officers and a negotiating committee, the city will be notified of the unit's desire to begin bargaining for an agreement "that will bring us fair treatment. That's all we want."

The 50-member unit will be part of CSEA's Niagara County Local 832, which represents more than 800 county employees.

CSEA Organizer Thomas Mullen assisted the unit's organization efforts.

East Rockaway school custodians join Nassau Educational Local 815

LEVITTOWN — A new unit, representing custodial employees of the East Rockaway School District, has been welcomed into the ranks of Nassau Educational Local 865.

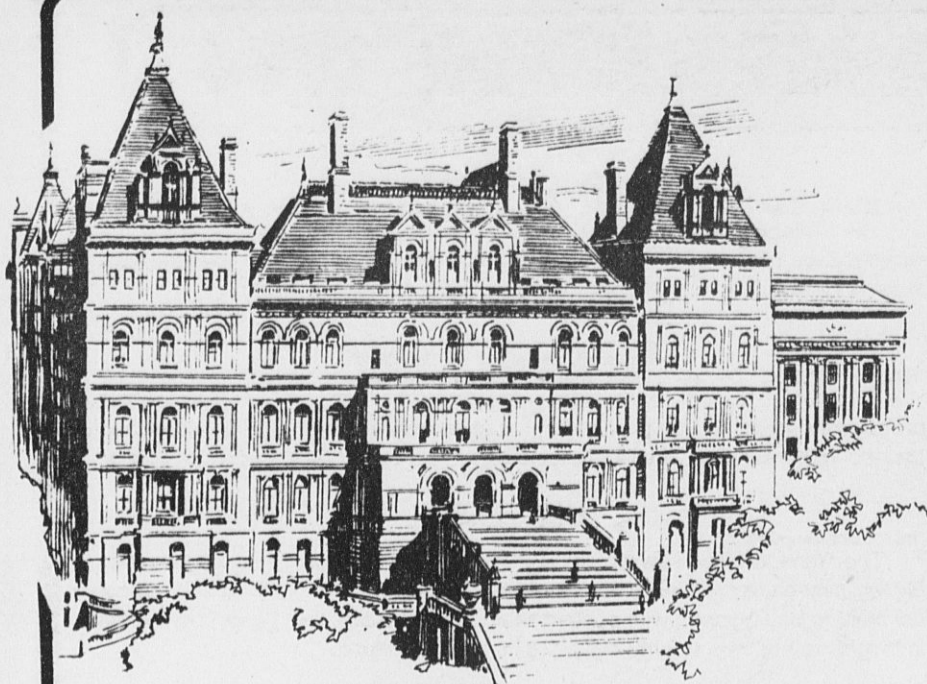
The new unit has 100 percent CSEA membership, a showing of solidarity that prompted the school district to recognize CSEA as the bargaining agent without a formal election. As a result, negotiations for a contract were started immediately.

The workers had previously belonged to an independent local association. According to Frank Fasano, president of Local 865, the employees "realized they needed more muscle."

Amherst maps out organizing strategies



BRAINSTORMING — The CSEA Town of Amherst Employees Unit of Erie County Local 815 met recently to discuss strategies for increasing the unit's membership rolls. Organizer Thomas Mullen details plans on blackboard for, from left to right, Shop Steward Frank Merrill, Board of Directors members Nick Paolini and Bill Weber, Field Representative Vince Sicari and Vice President Ellen Brown.



CSEA'S

LEGISLATIVE PROGRAM 1984

Status Report as of
APRIL 5, 1984

Many of CSEA's 1984 Legislative Program bills are in various Senate and Assembly committees for consideration. A few have passed either the Senate or Assembly and some are awaiting introduction in the Legislature. With the State Legislature in the midst of its traditional break for Easter and Jewish holy days, further action on the bills will not occur until lawmakers return to Albany around May 1. The following is an updated report on the 1984 CSEA Legislative Program, including the Senate and Assembly bill numbers assigned and the current status where appropriate.

AGENCY SHOP

S.4358 A.5827 In Senate, Assembly committees

This bill received bi-partisan support from those legislators who felt that non-members should be required to contribute toward the cost of services provided them by the unions. Public employee unions have demonstrated a responsible and aggressive attitude in bargaining on behalf of all of those they represent, not just union members. The law should be made both permanent and uniform for all public employees in New York State.

LIMITED RIGHT TO STRIKE

S.6530 A.5138 In Senate, Assembly committees

Several other states, including Alaska, Hawaii, Idaho, Minnesota, Montana, Oregon, Pennsylvania and Wisconsin allow public employees, other than those engaged in essential services, the right to strike where both parties have participated in impasse resolution procedures which have been unsuccessful. This bill is modeled after the Hawaii approach, and would provide a right to strike for public employees who do not have resort, by law or agreement, to an impasse resolution procedure which culminates in final and binding interest arbitration.

EMPLOYER IMPROPER PRACTICE

Introduction pending

Where a public employee strike has been caused by an employer improper practice, the penalties against the union and individual employees would be mitigated.

LOBA FOR POLITICAL SUBDIVISION

S.3728 A.4832 In Senate, Assembly committees

The final resolution of an impasse in negotiations would be resolved with the system of last offer binding arbitration, under which a panel consisting of one member appointed by the public employer, one member appointed by the union and one member appointed jointly, would select the most reasonable final offer of either the public employer or the union. This bill is particularly designed for the political subdivisions, and is to be utilized as an optional method to finally resolve an impasse.

U-GRADES

S.3903 A.5109 In Senate, Assembly committees

This bill amends the Civil Service Law and the Education Law to prevent the Chancellor of the State University from unilaterally changing positions in the university from the classified service to the unclassified service in derogation of the constitutional concepts of merit and fitness.

MARTIN LUTHER KING DAY

S.8319 A.8696 In Senate committee, PASSED Assembly

This General Construction Law presently sets forth public holidays. Although Dr. Martin Luther King Day is designated as a public holiday, the law does not provide for its public celebration. This bill would change that provision so that Dr. Martin Luther King Day would have the same status and importance as other public holidays.

SECTION 75 REVISION —

INDEPENDENT HEARING OFFICER

S.1521A A.1982A In Senate, Assembly committees

Civil Service Law Section 75 presently provides the procedure by which an employee of the State or political subdivision with permanent status may be terminated for incompetence or misconduct. CSEA and the State have negotiated an alternate disciplinary procedure which ends in final and binding arbitration. Under Section 75 however, the hearing is to be held by the appointing authority or his designee. As a result, the employer becomes the prosecutor, judge, and jury, a most unfair procedure. This bill would require the selection of an independent hearing officer.

ATTORNEY FEES — WORKERS' COMPENSATION

S.2402A A.2826A In Senate, Assembly committees

Present law requires an injured employee to file a claim for workers' compensation or death benefits where injury or death arose out of and in the course of employment, and prevents an employee from suing the employer directly. Unlike a direct suit, benefits under the Workers' Compensation Law are severely limited to a percentage of an employee's average weekly wage. Where an employer controverts or denies the claim, a hearing must be held. If the employee retains a licensed representative or an attorney, those fees are taken out of the extremely minimal award. This bill would require fees to be paid by the carrier, in addition to the award, where the employee is successful.

LAYOFF UNITS

S.3544 A.6194 In Senate, Assembly committees

This bill amends the Civil Service Law to provide that the layoff unit in a political subdivision with a population of fewer than 50,000 shall be all of the departments or agencies in the political subdivision, rather than the single department or agency as is the present case. A political subdivision could "elect out" of these provisions by filing an appropriate resolution.

LOCAL CIVIL SERVICE NOTIFICATION

S.4180 A.7781 In Senate, Assembly committees

This bill would require the personnel officer or local civil service commission to provide written notice of proposed rule changes to persons interested, and is similar to the procedure presently provided for the New York State Civil Service Commission under the Administrative Procedure Act.

COMMUNITY SERVICE BOARDS

S.4048 A.3036 In Senate, Assembly committees

This bill would allow employees of the Department of Mental Hygiene to serve on Community Service Boards.

MILITARY LEAVE (30) WORKING DAYS

S.2398A A.2146A PASSED Senate, in Assembly committee

The New York Court of Appeals, New York's highest court, has recently determined that the provisions governing military leave for public employees provides for paid military leave for 30 calendar days, instead of 30 work days. As a result, employees who work on the second shift or who have pass days on other than weekends, may be required to attend ordered military drills without being paid. This bill would merely restore the practice as it existed prior to the Court of Appeals decisions.

WHISTLEBLOWER

S.1153 A.8552 In Senate, Assembly committees

This bill protects public and private employees from retaliatory personnel action by an employer against an employee who discloses policies or practices reasonably believed to pose a threat to public safety or health, or who discloses substantial mismanagement, gross waste of funds or abuse.

VETS MEDICAL LEAVE

A.1210 In Assembly committee

This bill would provide veterans of World War II, Korea, and Vietnam with the ability to attend appointments at VA hospitals or other similar medical facilities without charge to leave credits, for treatment and care related to service-connected disabilities.

STENOGRAPHERS FEES —

COLLECTIVE BARGAINING AGREEMENT

Introduction pending

Under the Employee Rights category, we need a bill which would implement a collective bargaining agreement between CSEA and all other unions representing court reporters within the State of New York and the Office of Court Administration with respect to the amount of money to be paid for the production of transcripts.

CONTINUED

CSEA'S LEGISLATIVE PROGRAM FOR 1984

HEART BILL — CORRECTION OFFICERS

S.6042 In Senate committee

This bill would provide a presumption that diseases of the heart occurring in correction officers were caused by employment for retirement system accidental disability hearings.

TIER III REVISION

Introduction pending

The bill would provide for various improvements in the Tier III section of the retirement system.

FIRST \$20,000 EXEMPTION

Introduction pending

This bill would allow the first \$20,000 of a pension allowance to be exempt from Federal Income Tax and would prevent retirees from being taxed on the income resulting from tax exempt securities.

RETIREE EARNINGS

Introduction pending

This bill would increase the amount a retiree from the State of New York or its political subdivisions could earn without loss or diminution of retirement allowance. It is the intent of the committee that such amount keep pace with the amount provided with respect to federal social security.

DENTAL PLAN

S.1706 A.2242 In Senate, Assembly committees

This bill would allow retirees to be eligible for dental insurance under the group coverage.

HEALTH INSURANCE — 25% OF COST FOR DEPENDENTS

S.3783 A.4829 In Senate, Assembly committees

This bill would provide that the surviving spouse of a retiree who had family coverage in the health insurance plan would be allowed to continue such coverage after the employee's death, at no more than 25% of the full cost.

CORRECTION OFFICER 25 YEAR PLAN

S.5598 A.5437 In Senate, Assembly committees

This bill would provide, on a local option basis, a 25 year half pay retirement plan for correction officers of political subdivisions.

ROME COMMUNITY STORE

S.3396A A.5432A In Senate, Assembly committees

This proposal would provide retirement system credits for employees of the Rome Community Store in the Department of Mental Hygiene who have been denied service credit for years of service prior to June 21, 1973, because the Retirement System has determined that they were not authorized retirement credit prior to that date.

EARLY RETIREMENT —

POLITICAL SUBDIVISION & PUBLIC AUTHORITIES

Introduction pending

This bill would grant an additional three (3) years retirement service credit similar to that provided by Chapter 17 of the Laws of 1983, upon local option, for employees of the political subdivisions and public authorities. Each such participating employer would be required to make the necessary contributions to fund the early retirement option applicable to them.

STENOGRAPHERS FEES

Introduction pending

This bill would increase the transcript fee in areas not covered by the agreement between CSEA and OCA.

MONROE COUNTY TRANSFER

Introduction pending

This bill is intended to insure that employees of the Monroe County Sheriff's Office who are transferred to the City of Rochester will continue to be employed.

VDT SAFETY

S.6528A A.7158A In Senate, Assembly committees

This bill would provide for establishment of health and safety standards for operation of VDT equipment.

EQUAL PAY FOR EQUAL WORK

Introduction pending

This bill would amend Civil Service Law Section 115 to make New York State's public policy of equal pay for equal work applicable to the political subdivisions as well.

BOARD OF TRUSTEES

S.686A A.737A In Senate, Assembly committees

The Employees Retirement System is presently administered by the Comptroller, who is also the sole trustee of more than \$18 billion in assets. Public Employees who are members or pensioners of that system have no voice in investment decisions made by the Comptroller, unlike those in the five pension systems in New York City and the New York State Teachers Retirement System. This proposal would guarantee public employee and retiree voting membership on the Board of Trustees for the Employees Retirement System.

PARITY BILL

S.7285 S.2253 A.8555 A.9733 In Senate, Assembly committees

The Education Law presently encourages the contracting out of transportation services by school districts by giving private contractors a more favorable state-aid formula. This bill would eliminate that advantage.

CONTINGENCY BUDGET

S.1333 PASSED Senate, referred to Assembly committee

This bill would provide for a local school board to adopt an alternate budget procedure which would provide for continuation of cafeteria services and transportation services after a regular budget has been defeated by the voters.

BUS SEATS

Introduction pending

The Transportation Law would be amended to require motor vehicles seating eleven passengers or more and used in the business of transporting school children, to be equipped with padded seat backs at least twenty four (24) inches in height, rather than twenty eight (28) inches in height.

SUPPLEMENTATION

S.8298 A.10080 In Senate, Assembly committees

In order to offset inflationary increases occurring during the last year, this bill would add to the supplementation provided by Chapter 422 of the Laws of 1981 and continued in 1983. The increase in the amount of supplementation would vary from year to year, be computed on the first \$10,500 of annual retirement allowance, and be available for those who retired at age 55.

VETS BUY-BACK — WORLD WAR II

S.3734A A.4831A In Senate, Assembly committees

Veterans of World War II would be allowed to purchase up to three years of credit in the Retirement System.

VETS BUY-BACK — KOREA

Introduction pending

Veterans of Korea would be allowed to purchase up to three years of credit in the Retirement System.

VETS BUY-BACK — VIETNAM

Introduction pending

Veterans of Vietnam would be allowed to purchase up to three years of credit in the Retirement System.

HEALTH INSURANCE — UNUSED SICK LEAVE

S.1532 A.2019 In Senate, Assembly committees

This bill would allow an unremarried spouse of an active employee of the state who died on or after April 1, 1979, to continue individual coverage and exhaust any accumulated and unused sick leave up to 165 days.

TIER I AND II REOPENERS

S.3905A A.5107A In Senate, Assembly committees

This would allow employees who were on the payroll prior to the cutoff date for eligibility in the lower tier and who, through no fault of their own, were both eligible for membership and reasonably believed they had properly applied for the membership, to file to become members of the lower tier.

UNIVERSITY OF BUFFALO

S.3229 A.4009 In Senate, Assembly committees

This bill would allow employees who were employed by the University of Buffalo prior to its acquisition by the State of New York to purchase retirement credits from the New York State Retirement System for the time of employment by the University, with electing employees contributing both individual and employer contributions, together with appropriate interest.

SECTION 75 REVISION — PROTECTION FOR NON-COMPETITIVE POSITIONS IN POLITICAL SUBDIVISIONS

Introduction pending

At present, Civil Service Law Section 75 provides tenure protection for individuals in the state service only who occupy positions classified to be non-competitive class. This bill would extend that protection to employees of the political subdivisions with at least five years of continuous service in the non-competitive class.

ABOLISH MINI-PERBS

Introduction pending

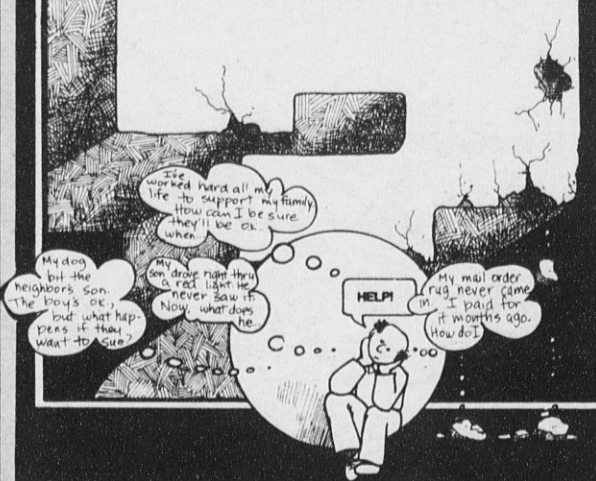
This bill would abolish mini-PERB's other than the New York City Office of Collective Bargaining.

SOUTH AFRICAN DIVESTMENT

Introduction pending

This bill would amend Section 199-b of the Retirement and Social Security Law to require the divestment of monies of the retirement funds invested in entities doing business in or with the Republic of South Africa, and allows a three-year period for such divestment to occur.

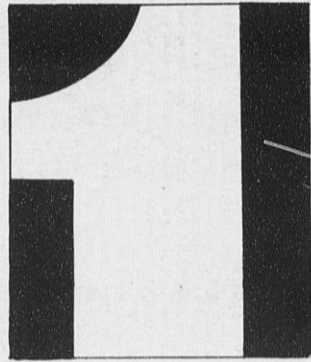
LEGAL QUESTIONS



the Personal Legal Plan

CSEA EBF

PHASE



is a "Preventive Law" plan providing free, easy and immediate telephone access to an attorney at the PLSO located in Albany, New York. These attorneys are familiar with the practice of general law and have experience handling day-to-day questions like the ones you may have.

Through this service, you will be able to:

- Ask specific questions about legal documents (Leases, loan agreements, real estate transactions, mortgages, etc.)
- Obtain one simple will per year for you and your spouse at no cost
- Have your Area Attorney supervise the execution of those wills at no cost
- Be advised of potential losses or unanticipated risks
- Learn more about your legal rights or benefits to which you may be entitled
- Avoid further complex and costly legal problems
- Learn how to enforce your rights in Small Claims Court
- Have your attorney in the PLSO contact third parties on your behalf, if he/she determines that it might be helpful

For state employees in three units only

PERSONAL LEGAL PLAN: A new benefit providing low-cost legal services

ALBANY — An exciting new benefit — a Personal Legal Plan (PLP) — goes into effect on May 1 for state employees only in the Administrative, Institutional and Operational bargaining units.

The CSEA Employee Benefit Fund, according to President William L. McGowan, is initiating the PLP because "our fast-paced way of life makes legal advice more important than ever." He adds it's another example of how the CSEA-administered Employee Benefit Fund is providing members more services.

Phase I of the legal plan features free, easy and immediate telephone access to an attorney who is familiar with the practice of general law. A staff of five lawyers will handle inquiries under the theory that early intervention often prevents matters from growing into expensive litigation. If necessary they will also make follow-up contacts.

Examples of problems which might be resolved here include difficulties with warranties for such purchases as appliances, television sets and automobiles, or the failure of carpenters, plumbers, mechanics, etc. to properly complete repairs. Landlord-tenant disputes might also be alleviated.

A document review service will also be available May 1. Legal papers such as leases, installment contracts, real estate contracts, loan agreements, mortgages, etc. can be sent to the Preventive Legal Service Office for examination.

Finally, wills which do not contain trusts and provide for the simple disposition of assets will be prepared at no cost to eligible EBF members and their spouses.

Phase II of the legal plan establishes a network of "area attorneys" throughout the state who will represent PLP participants in legal matters at rates far less than normally charged.

Services available through "area attorneys" include family law matters, real estate transactions, civil litigation, negligence cases, estate planning, criminal matters, bankruptcies and landlord-tenant disputes.

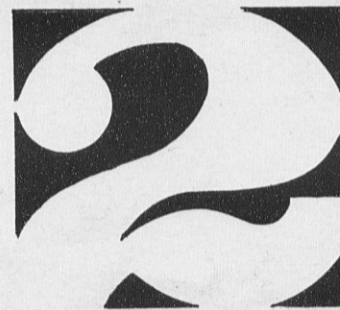
"Area attorneys" are expected to provide the same high caliber of services which CSEA offers through its Legal Assistance Program.

Names and addresses of designated "area attorneys" and a fee schedule of available services will be sent to eligible EBF members.

The Personal Legal Plan, administered by the law firm of Roemer and Featherstonhaugh, is an important new benefit for state employees in the Administrative, Institutional and Operational bargaining units. Other employers may negotiate PLP coverage in CSEA-represented bargaining units.

A descriptive brochure-including the toll-free Preventive Legal Service Office telephone number is being mailed to eligible CSEA members.

PHASE



of your PLP is designed to provide you with comprehensive personal legal services when required. Qualified attorneys or law firms have been selected throughout the state to represent you in legal matters at rates far less than those they normally charge.

Some of the services available through your Area Attorney are:



FAMILY LAW MATTERS
Divorce, separations, adoptions, custody proceedings



REAL ESTATE TRANSACTIONS



CIVIL LITIGATION
Including consumer related problems



NEGLIGENCE CASES
Reduced fees in negligence cases, including personal injury, malpractice and product liability cases where a contingent fee arrangement is customary.

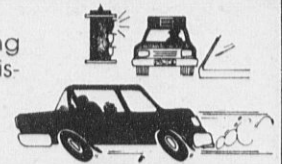
ESTATE PLANNING

And probate or administration of decedent's estate



CRIMINAL MATTERS

Traffic violations, driving while intoxicated, other misdemeanors and felonies



BANKRUPTCIES



LANDLORD-TENANT DISPUTES

Representation of tenants only

