

THE PUBLIC SECTOR

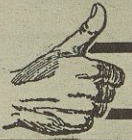
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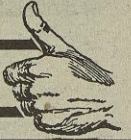
Vol. 9, No. 12
Monday, June 16, 1986

Jobs restoration leaves 'em

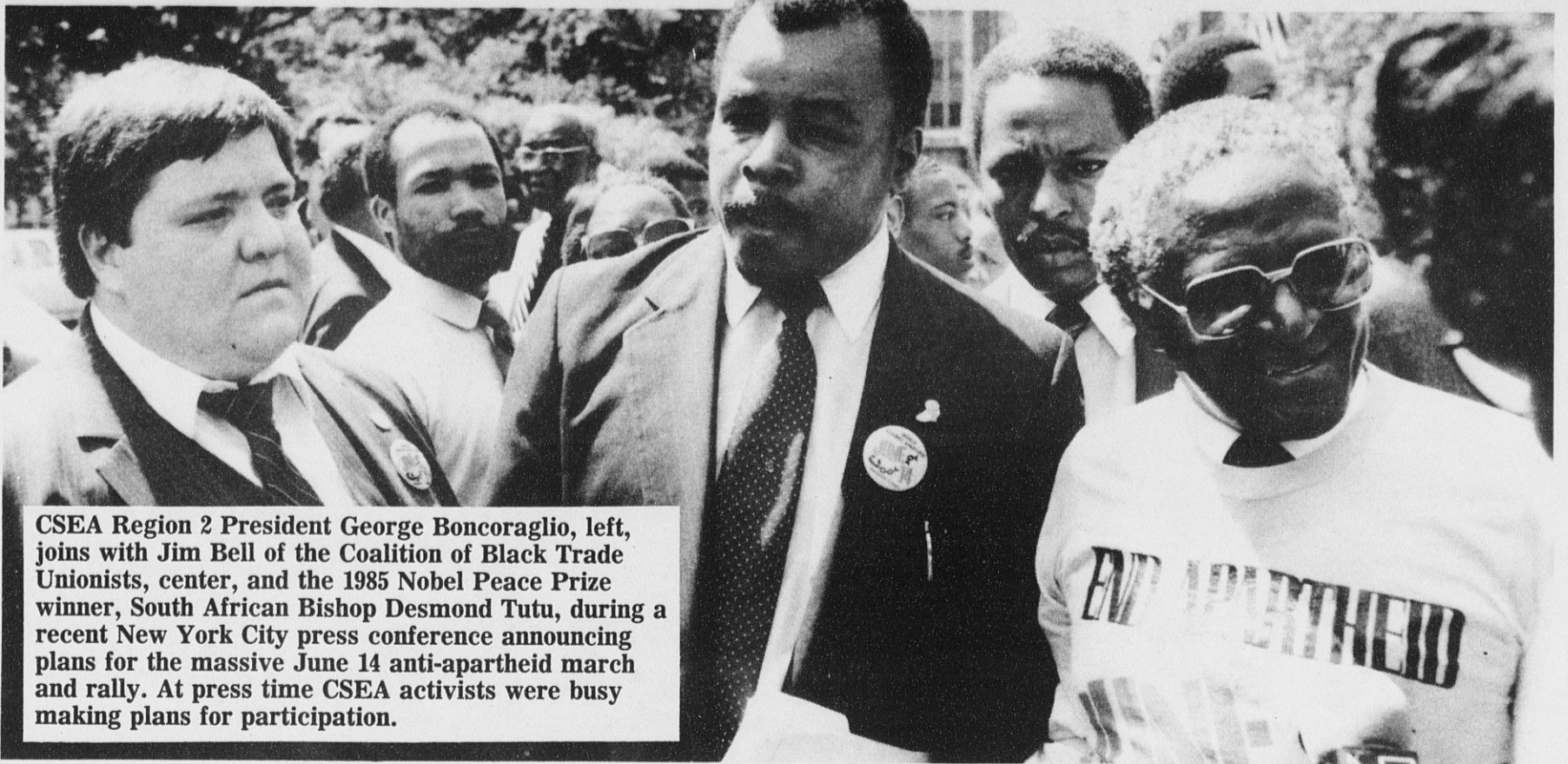
Ecstatic in Elmira



Thumbs up for thumbing down contracting out — Page 3



THUMBS UP — City of Elmira employees from left, front row, Wayne Cornish, Robert Paganelli and John Garey, and back row, Jack Wood and Lorie Carr.



CSEA Region 2 President George Boncoraglio, left, joins with Jim Bell of the Coalition of Black Trade Unionists, center, and the 1985 Nobel Peace Prize winner, South African Bishop Desmond Tutu, during a recent New York City press conference announcing plans for the massive June 14 anti-apartheid march and rally. At press time CSEA activists were busy making plans for participation.

Overtime pay isn't all that's... ...held up at Kingsboro

BROOKLYN — The administration at Kingsboro Psychiatric Center has apparently found a way to get blood from a stone- But CSEA is furious because it's a sleight of hand trick at the expense of its members.

The administration is forcing CSEA members to work overtime, but is then making them wait indefinitely to be paid for their efforts. CSEA Local 402 has documented that hundreds of employees are owed thousands of dollars dating back over a period of months.

The union also charges that even when the employees are paid overtime wages, the paychecks do not specify the dates worked so that it becomes difficult for employees to keep track of how much they are still owed.

There are also inconsistencies in overtime meal allowance checks. Employees are not receiving them within the same time-frame as their overtime pay, even though a

grievance won by CSEA last year directed the Kingsboro administration to issue both at the same time. That grievance was based on the experience of one employee who had not received his meal allowance for 51 separate occasions.

Says Local President Robert Nurse: "Management's excuse on the meal allowance problem was that the person who handled the vouchers quit and a backlog grew while they were bringing someone new onboard- but that's been taken care of for some time and we still have the problem."

CSEA recently submitted a list of over 66 members from just one unit who are owed hundreds of dollars of overtime pay for January. The administration threw it back in their face telling them that everyone on

the list had been paid- a claim that CSEA has proved untrue.

Among the individuals on the list was Local First Vice President Lou Smith who insists he hasn't received a penny for overtime worked for that period and his paycheck proves it. "When you only receive your regular salary, you know you're not getting any overtime pay, no matter what management tries to tell you."

Adds Nurse: "We don't need any more explanations, we need the money. What burns me up is that this administration expects people to work overtime even though they have no idea if or when they'll get paid. Of course if anyone refused to work, the administration would be sure to bring them up on charges and fine them."

"The facility's very good at taking money away from employees, but when it comes to paying them what they've earned, they conveniently foul up."

Public SECTOR

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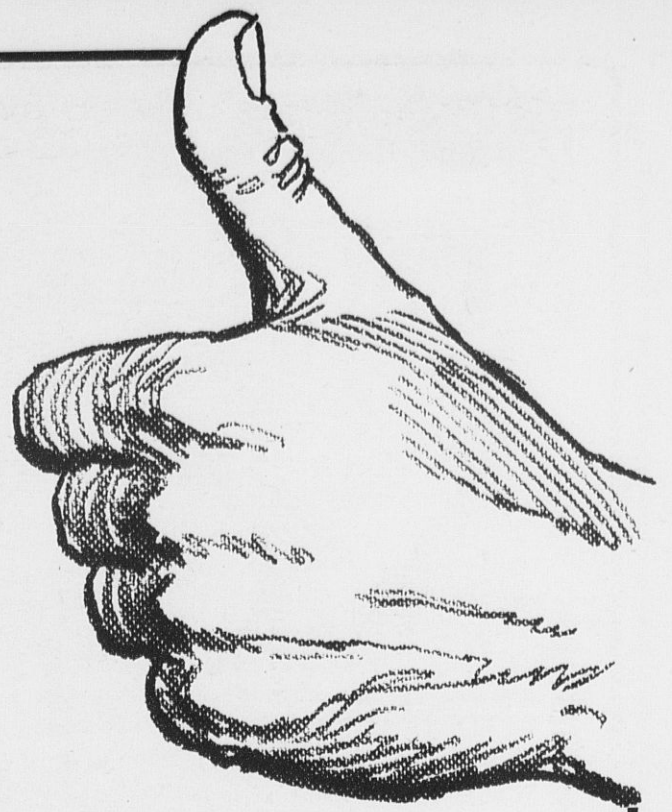
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Solidarity restores Elmira jobs

“Thumbs up” to those who refused to “knuckle under”



ELMIRA — Union solidarity. It's alive, it's well and it's effective in Elmira.

Just ask the 10 city employees who were laid off despite strong protests only to see their jobs contracted out to two private local agencies.

CSEA refused to accept the city's claim that insurmountable budget problems prompted the layoff of the 10 Elmira City CSEA Unit members in January. The union got particularly incensed when city officials contracted out park maintenance work after laying off the 10 city workers in the Parks and Public Works Department.

CSEA responded with a series of informational picket lines, a press conference, a hard-hitting letter writing campaign to local newspapers, the filing of two grievances, and a confrontation

with city council members. Chemung County Local 808 and union regional officials and staff gave substance to the solidarity surrounding the campaign to restore the employees to their jobs.

Elmira Unit President Jack Wood Sr., assisted by CSEA Field Representative Jim Hennerty, filed a pair of grievances, claiming the private agencies were performing work that otherwise would have been performed by employees who had lost their jobs. At a City Council confrontation, Wood cited other decisions upholding CSEA's position that work cannot be contracted out until all workers had been rehired.

The city, in the face of intensifying pressure from all points, recanted its decision to contract out the work. By early April the city began rehiring the

laid off employees, and all have been restored except for one person out on compensation.

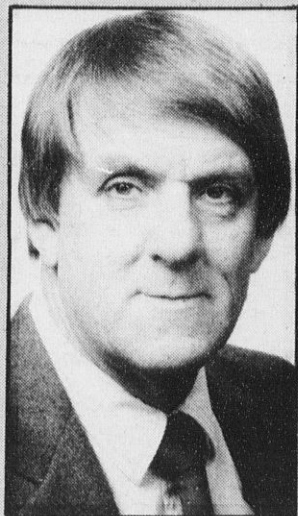
“I'd like to thank Field Rep Jim Hennerty, my fellow unit officers and every unit member who had the courage to stand with us during the fight to save those jobs,” said Wood. “That's what unionism is all about, really, and the Elmira City Unit is one helluva group. I'm proud to be a part of it!”

Lattimer says agency sent list of card signers to employers

NLRB accused of violating 'sacred trust of secrecy' in CSEA organizing drive

By Ron Wofford

CSEA Communications Associate
BUFFALO—CSEA Western Region 6 President Robert L. Lattimer has blasted the Buffalo office of the National Labor Relations Board (NLRB) following two instances in which the names of employees seeking to join CSEA were sent to their employer.



Lattimer

Lattimer called it “unconscionable that the NLRB, the agency charged with protecting workers' rights, would violate the sacred trust of secrecy in an organizing effort.”

“The NLRB is supposedly a neutral party, but their actions have possibly jeopardized the livelihoods of these employees,

who may feel retribution from possibly anti-union employers. Are they (the NLRB) living in a cocoon? Don't they understand what union organizing is all about?” asked Lattimer.

On two occasions last month, Lattimer said, “the NLRB mistakenly sent lists of names of workers who had signed the union authorization cards to their employers at the agency where CSEA is attempting to organize employees.

The facilities were identified as the Geneva B. Scruggs Community Health Center in Buffalo and the Friendship House Community Center in Lackawanna. The regional director of the NLRB has acknowledged the lists were sent to the agencies as the result of clerical error. CSEA is attempting to organize 140 employees at the two locations.

“One mistake is bad enough,” said Lattimer, “but it's compounding ineptitude for this to have happened a second time!” Lattimer has sent a letter to NLRB headquarters in Washington requesting an investigation into what occurred at the Buffalo office. “Federal law prohibits employers from punishing

workers for attempting to form a union, but that's only on paper. In reality, we know that it happens, especially when there are anti-union sentiments on the part of management,” Lattimer stated.

An angry Lattimer noted that “besides possibly jeopardizing the jobs of those employees who signed cards with the trust that their names would not be given to or known by the employer, the NLRB action also jeopardizes the organizing efforts of Region 6 Organizer Tom Mullen, who has been quite active in garnering CSEA authorization signature cards throughout the region.”

At CSEA's request, the regional NLRB director has sent letters explaining what happened, and assuring union officials that the secrecy of the ballots in elections will be safeguarded.

But Lattimer says he has no intention of letting the matter stop there. “This is inefficiency and incompetence at its worst, and it's typical of the Reagan Administration's attitude toward organized labor. I wish there were some way we could have this agency disbanded,” he said.

Pact = Across the board gains

POUGHKEEPSIE — A 20-cent per hour pay hike per year could increase salaries as much as 22% over the life of a new three-year contract for Poughkeepsie School District hourly cafeteria workers. Salaried cafeteria employees will receive an increase of \$475 retroactive to July 1, 1985; \$450 on July 1 of this year; and \$425 next year, according to CSEA Field

Representative John Deyo.

The recently ratified agreement also provides for a 5-cent increase in mileage allowance and a health insurance buy-out plan.

In addition, the school district will continue to contribute 100% of the cost of the health insurance premium.

Blue collar workers will receive a pay hike of \$850 per year for the three-years and entry level salaries will increase by \$600 retroactive to July 1, 1985; \$750 as of July 1 of this year; and \$750 effective July 1, 1987.

In addition, bus drivers and mechanics will receive a differential of \$250 for the current school year.

Pay hiked 18%, contract OK'd

NORTH CASTLE — CSEA Library Unit members here have ratified a three-year agreement that will increase salaries by 18% over the life of the contract.

According to Region 3 Field Representative Dolores Tocci, members will receive 7% pay hikes retroactive to January 1, 6% next year, and 5% in 1988.

In addition, the contract provides for an increase in longevity pay, vision car for employees working 17 hours or more, Martin Luther King Day off, increased sick leave and unused personal leave added to sick leave accruals.

"I'm really happy we have a three-year agreement. It's a good settlement" said Unit President Theresa Havelka. "Dolores was our inspiration and our support."



Pictured with Unit President Havelka, left, is Unit Secretary Therese Pier. Standing is Region 3 Field Representative Dolores Tocci.

Seniority the key, as CSEA wins better benefits standoff

CENTRAL VALLEY — CSEA members who work in the Monroe-Woodbury School District overwhelmingly ratified their new two-year contract that retains key seniority rights and increases salaries for 120 employees.

Members earlier had rejected a contract that would have given the school district discretion in assigning bus runs to drivers, regardless of their seniority status.

According to CSEA Collective Bargaining Specialist Joseph O'Connor, the new agreement "upholds the integrity of the former contract. The union's objectives have been achieved."

In addition to seniority rights, the new contract provides for salary increases of 6% retroactive to July 1; and 6.5% effective July 1 of this year for bus drivers.

Custodians, grounds and maintenance employees and mechanics will receive 7% pay hikes retroactive to July 1; and 7.5% as of July 1 of this year.

Longevity payments will also be increased and employees who work at least 6 hours per day are guaranteed fully paid medical benefits.

Rockland County BOCES unit boosted by big contract improvements

WEST NYACK — 78 CSEA members working for Rockland County BOCES recently ratified a contract that will increase their salaries 6% per year plus increments.

The three-year agreement also provides for an out-of-title clause, double time pay for weekend security work, an additional sick day for bus drivers and an added longevity step after 20 years.

The contract, which covers clerical and maintenance workers, and bus drivers who are members of Rockland County Local 844, is retroactive to July 1.

Standing from left are Region 3 Field Representative Larry Natoli; Unit Vice President Gloria Heffler; Unit President Al Cooperman; Jeanette Walsh; Maurice Schassler; and Rockland Local 844 President Frank Bosco.



Insurance plans pay dividends

Basic group life to pay out \$2 million

Two million dollars in dividend checks will be mailed later this month to participants in the Basic Group Life Insurance Plan, it has been announced by CSEA President William L. McGowan. To be eligible, a member must have participated for the entire distribution year ending Nov. 1, 1985.

This refund of contributions is the sixth consecutive dividend, and will be distributed to 65,318 members enrolled in the Basic Group Life Insurance Plan.

Any questions concerning this refund should be directed to the CSEA Insurance Department, 143 Washington Avenue, Box 7125, Capitol Station, Albany, N.Y. 12224. Be sure to include your social security number on all correspondence.

Supplemental life pays for 12th year

About 26,000 CSEA members who participate in the Supplemental Life Insurance Plan received dividend check totaling more than \$470,000 recently.

CSEA members have received dividend checks under the Supplemental Life Plan for the past 12 years, a total of \$3,726,500 over that period.

The Supplemental Life Plan is administered by Jardine Insurance Brokers Inc. and enables members to apply for as much as \$100,000 of insurance protection at the union's low group premium rates. The plan also provides coverage for member's spouses and children. A special offer on spouse insurance is included with this year's dividend check.

Make your pledge to **TEAM CSEA** and make **PEOPLE** a big winner

CSEA is sponsoring "TEAM CSEA" in the 3rd Biennial PEOPLE Fun Run on Thursday, June 26 in conjunction with AFSCME's biennial delegates convention in Chicago. CSEA, which pioneered the PEOPLE RUN to help raise funds for AFSCME's legislative and political action arm, hopes to enter the most Fun Run participants and raise the most funds during the event.

Delegates attending the AFSCME convention are being encouraged to walk or run in the event to raise funds for PEOPLE (Public Employees Organized to Promote Legislative Equality). Each entrant must obtain a minimum of \$35 in voluntary PEOPLE pledges to be eligible to compete.

ALL CSEA MEMBERS ARE ENCOURAGED TO PLEDGE A VOLUNTARY CONTRIBUTION TO HELP SPONSOR "TEAM CSEA" DELEGATES IN THE FUN RUN. Please complete the adjacent form and forward with your pledge IMMEDIATELY to: Civil Service Employees Assn., PEOPLE Department, 143 Washington Avenue, Albany, N.Y. 12210.

All pledges received after the Fun Run will still be forwarded to PEOPLE in CSEA's name.

I PLEDGE TO "TEAM CSEA" FOR PEOPLE

Name: _____

Address: _____

City: _____ State: _____ ZIP: _____

CSEA Local _____ CSEA Region _____

\$.50 \$1 \$1.50 \$2.00 \$5.00 Other

Make checks payable to: PEOPLE



For proposed resolutions and constitution amendments

Annual meeting deadlines listed

CSEA Statewide Secretary Irene Carr has issued a reminder that anyone wishing to submit proposed resolutions and/or amendments to the union's Constitution and By-Laws for consideration by delegates to CSEA's annual meeting in October must conform to deadlines to do so.

Proposed amendments to the Constitution must be submitted in writing to the statewide secretary at least 90 days prior to the start of the annual meeting, and proposed resolutions must be submitted in writing to the statewide secretary at least 60 days prior to the start of the annual meeting.

CSEA's annual delegates meeting will begin on Oct. 26 in Niagara Falls.

CONSTITUTION CHANGES

Proposed amendments to the union's

Constitution and By-Laws must be submitted in writing to Secretary Carr at least 90 days prior to the opening of the delegates meeting. Constitution amendments must be approved by a majority of delegates voting at the annual meeting, published in the union's official newspaper at least 10 days prior to the next annual meeting, and approved at a second annual meeting by at least a two-thirds vote of the delegates before becoming effective.

Proposed amendments to the Constitution and By-Laws must be submitted to Secretary Carr prior to July 28 to be considered at this year's annual meeting.

RESOLUTIONS

Proposed resolutions to be considered by the delegates must be submitted to Secretary Carr

by Aug. 26, 60 days prior to the start of the annual meeting, to be considered.

The statewide secretary will forward proposed resolutions to a Resolutions Committee for their consideration and recommendations, which will be published in the union's official newspaper at least 15 days prior to the beginning of the annual meeting. Resolutions which do not comply with the deadline can be presented for action to the delegate body only upon the approval of two-thirds of the delegates present at the annual meeting.

The Resolutions Committee is a 12-member body consisting of one delegate from each CSEA region appointed by the statewide president and one delegate from each region appointed by the region president.

Ralph Distin

Civil Service Employees Assn. "Outstanding Employee of Year"

Ralph W. Distin, a graphic artist/typographer in CSEA's Communications Department and a multiple award-winning cartoonist for The

Public Sector, has been selected CSEA's "Outstanding Employee of the Year" by a special joint labor management committee.

Distin, a 17-year veteran with the union's professional staff, specializes in graphic design, typography and layout of virtually all CSEA publications, literature and material produced in-house. He also creates editorial cartoons for The Public Sector and has won numerous awards in international journalism competition for his artistic creativity.

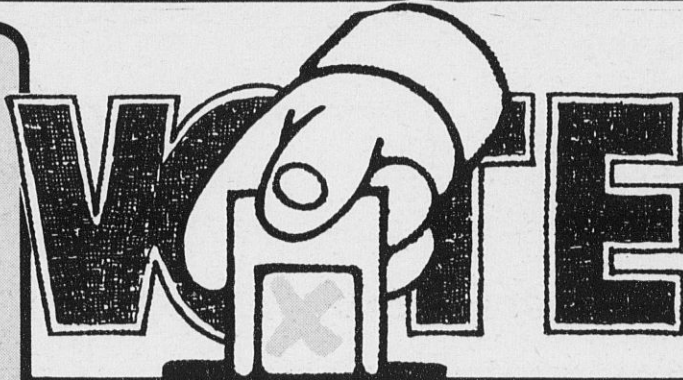
He was nominated for the "Outstanding Employee" award by several fellow employees for his ability to perform at peak levels despite a heavy workload; for consistently meeting deadlines; for his willingness to assist others in any way possible; and for maintaining a pleasant and positive attitude.

Distin attended Pratt Institute in Brooklyn, received an Associate Degree in Liberal Arts from Russell Sage Junior College in Albany, and a Bachelor of Science Degree in Literature from Harpur College (SUNY Binghamton).

He, his wife Karen, and their two children, Matthew, 14, and Kelly, 10, reside in the Columbia County community of Old Chatham.



Set special election for 18 vacant Board seats



Eighteen vacancies on CSEA's statewide Board of Directors will be filled by a special election scheduled to start June 30.

Under the union's open election procedures, any member in good standing can have his or her name placed on a ballot by obtaining the required number of CSEA member signatures on an official petition form.

In the State Division, a candidate needs petitions signed by not less than 10 percent of eligible voters in the agency or department he or she wishes to represent. Not more than 450 signatures are required.

In the Local Government Division, a candidate needs petitions signed by not less than 10 percent of eligible voters in the Local he or she wishes to represent.

Not more than 450 signatures are required.

The union's statewide Election Committee will oversee the balloting which will be conducted by the Independent Election Corporation of America (IECA), Lake Success, N.Y.

CSEA's Board of Directors has adopted the following election schedule:

JUNE 30—Nominations open. Petitions available from CSEA regional offices and CSEA Headquarters.

JULY 31—Final day for nominating petitions to be received at CSEA Headquarters. Deadline is 5:00 p.m.

AUGUST 28—Last day to decline nomination and to make changes in name spellings.

SEPTEMBER 4—Drawing for ballot position.

SEPTEMBER 8—Names, photos and candidate statements printed in The Public Sector.

SEPTEMBER 22—Official ballots mailed.

SEPTEMBER 29—Replacement ballots available from IECA.

OCTOBER 7—Ballots must be returned by noon. Ballots will be counted and results announced.

OCTOBER 17—Election protest period ends.

In order to be eligible, a candidate must have been a member in good standing of CSEA since June 1, 1985 and continuously paid membership dues since then. In addition, he or she cannot be a member of a competing labor organization and must not be prohibited from holding office under a penalty imposed by the CSEA statewide Judicial Board.



WE'RE YOUR UNION, WORKING FOR YOU!

Arbitrary searches violate rights

Sign of going too far

STATEN ISLAND — CSEA has won a year long battle for employee civil rights at South Beach Psychiatric Center, but the victory means that all public employees can breathe a little easier.

An arbitrator has ruled that a sign posted by the South Beach management threatening discipline against employees refusing to submit to body searches when entering the grounds violates the Public Employees Fair Employment Act. CSEA had filed the Improper Practice charges last June.

"From the start we said this was an arbitrary action that smacked of 'Big Brother is watching you' insists CSEA Region 2 President George Boncoraglio. "The arbitrator's decision backs up our position that management can't just go and violate people's rights on a whim."

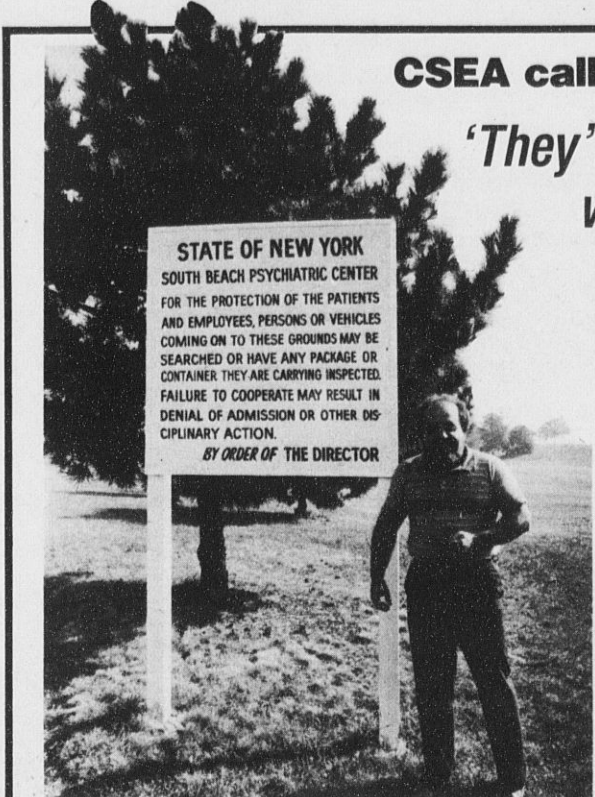
The CSEA leader commented: "You'd think it would be obvious to management that creating a siege mentality in the workplace doesn't help employee morale or productivity."

Adds South Beach Local 446 President Peter Antico: "It's ridiculous that we had to go through all this with the management just so our members wouldn't have to feel threatened every time they passed through the gate on their way in to work."

According to CSEA Attorney Dona Bullock, winning the Improper Practice charge against South Beach is a boost for CSEA in its ongoing legal struggles with the state over employee search and seizure rights. "This situation was unique because the facility actually put up a billboard that was clearly intended to intimidate employees—they can't do that anymore."

The state tried to argue that they had the right to post the sign without consulting the union because it was targeted at the general public as well as employees. The arbitrator rejected this defense however, pointing out that the threat of disciplinary actions could only be applied against employees.

The state also claimed that the billboard's message was just a reflection of a policy already in effect—one that had never before been challenged by the union



CSEA calls foul at South Beach PC

'They're grabbing power to search whoever they want whenever they want'

CSEA Communications Associate
By Steve Madarasz

STATEN ISLAND—It's humiliating enough to be stripped of your civil rights, but it's worse when the offender announces it to the world.

Without warning last May, South Beach Psychiatric Center posted a sign at its entrance stating that anyone entering or leaving the grounds could be subject to a search without any justification. CSEA contends the policy is a violation of civil rights and constitutes an improper practice. The union has been fighting for the sign's removal since that time.

"This is a very basic issue" insists Region II President George Boncoraglio. "South Beach says they have the right to do this for the 'protection of the patients and employees' but they're really grabbing the power to search whoever they want, whenever they want."

Boncoraglio believes that unless there are grounds for suspecting a breach of security, South Beach management is violating the constitutional right against illegal search and seizure.

Adds Local 446 President Peter Antico: "This is a policy that's being selectively enforced. There's no consistency and certainly management isn't being subjected to the same treatment our people are facing."

Although CSEA has filed an IP over the issue with the Public Employee Relations Board, PERB has asked at a prehearing that the charge be withdrawn. They contend that under a similar recent ruling management does have the right to search persons entering and leaving state facilities.

However, Boncoraglio points out that the PERB decision was based on circumstances at a state warehouse facility and are different in that the psych center case involved search of packages, not personal body searches. He said he is demanding a clarification and a resolution.

CIVIL RIGHTS VIOLATION—South Beach Psychiatric Center Local 446 President Peter Antico stands beside a sign that's causing some fuss. CSEA is pursuing an improper practice charge claiming that the recently posted statement amounts to a carte blanche to search all employees and guests at management's whim.

ARBITRATOR TO STATE: SOUTH BEACH SIGN VIOLATES EMPLOYEE RIGHTS . . . THREATS MUST STOP . . . CSEA has been upheld in Improper Practice charges that South Beach Psychiatric Center overstepped its bounds in posting a sign claiming the right to search anyone entering the facility. The issue, first covered by the Public Sector last year is called a "big boost" for CSEA in its ongoing legal struggles over search and seizure rights.

— but that claim was also rejected because the state did not produce any evidence that it had a consistent policy.

Although a recent Public Employee Relations Board decision has upheld the state's right to search employee packages when leaving facility premises in some circumstances, as a way of protecting its property, the arbitrator stated that ruling does not apply to the South Beach situation:

"The state's interest in the discovery of theft . . . does not outweigh the predominate employee interest in personal searches. Nor is (it) . . . applicable to the search of persons, parcels, or vehicles entering the center."

Bullock points out "It's one thing to have inspection of vehicles and packages leaving the grounds, but when you get into body searches, going or coming, the whole issue changes. This decision insures that the union have input on the development of policy in that area . . . in other words, if a facility wants to get into body searches, it's a mandatory subject of negotiation with the union."

Adds CSEA Field Representative Marcia Schiowitz, who filed the original IP: "I'm glad we pursued this case because we knew what they were doing was wrong and now we've been able to strengthen the rights of employees rather than let management strip them of every shred of privacy."

On a clear day you can check the contract . . .

EAST WILLISTON — The sun shone on custodians from the CSEA unit here, recently, when they won a contract grievance regarding inclement weather pay.

Last February, the East Williston School District was closed as a result of heavy

weather. The night custodial crew was excused and the rest of the unit reported to work early to begin snow removal.

At noon, the superintendent of buildings and grounds dismissed the employees, who would normally have worked until 4 o'clock.

When the paychecks came in, the members realized they had been paid double time from the time they came in until noon, and then regular time from noon to four.

"We filed a contract grievance because the contract states that the rate of pay is

double time until four p.m." said CSEA Field Representative Harold Krangle.

The matter was settled in the members' favor prior to going to arbitration. "I feel good about the settlement. We were going according to the contract and when the superintendent of schools looked into the matter, he agreed to pay us the double time" said Unit President Gilbert King.

"Superintendent Darrell Lund has dealt with the situation fairly and the members will get the double time pay they deserve" adds Krangle.

Judge: leave alone their sick leave

CALLICOON — A Supreme Court judge has upheld an arbitrator's decision to restore sick leave accruals to two CSEA members employed by the Highway Department.

According to Unit President Tom Schmidt, he and co-worker Ralph Neer were injured in a work-related accident and were forced to use accrued sick leave although it had been a past practice for the town not to charge such time to the worker.

Following Arbitrator Earle Warren Zaidin's decision to restore the time to Schmidt and Neer based on past practice, town officials took their case to the Supreme Court.

Justice Harold J. Hughes rejected the town's petition to overturn the arbitrator's decision pointing out that the arguments attacking his interpretation of the language of the contract "were not sufficient basis to set aside the award."

Schmidt praised the efforts of CSEA Attorney Barton Bloom, who he says "did a super job."

"The town highway workers commend Barton Bloom and we have the highest regard for him as he has won cases for us in the past," said Schmidt.

School district solidarity

BOHEMIA — The Connetquot School District budget passed by 15 votes recently, due to the efforts of CSEA members in that unit.

"It was definitely the CSEA members who made the difference," stated CSEA Unit President Pat Kornely. "We canvassed the area and handed out leaflets to the people in the community. We also defeated a proposition for a seven-member school board."

This, that

AND THE OTHER THING

We care

CSEA is a union that cares. That's what people on Long Island discovered recently when, despite rainy weather, Region I members turned out in droves and helped raise part of the \$746,000 total for the recent March of Dimes WalkAmerica there. In photo at right, Region I President Danny Donohue, left, displays a T-shirt worn in the event by CSEA members who kept smiling right on through the rain.



For services rendered

CSEA Field Representative Ron King, left, and BOCES Unit President Thelma Shaw present Tom Zaleski with a certificate and a plaque at a ceremony marking his retirement after 19 years of service in Westhampton.

Honorable mention

"It goes by fast," said Stanley Glowatz of his 44 years of employment with the Middletown Psychiatric Center.

Glowatz, honored recently by co-workers at a retirement party, began working at the facility in 1942.

Ten years later, he went to work in the barber shop. "The only qualification you needed was to be able to use a straight razor," he explained.

Glowatz recalled the "good old days" when he cared for a ward of 120 patients with his co-workers. "Those were the days before tranquilizers," he noted. "You had to subdue the patients and use restraints."

Other changes are apparent also. These days the patients have more freedom, he said. "They can come and go as they please and they wear street clothes instead of work clothes."

The new retiree says he looks forward to spending the summer at the Jersey shore and would like to travel with his wife, Doris, in the fall.



CIVIL SERVICE
EMPLOYEES ASSOCIATION
Local 1000, AFSCME, AFL-CIO

*Irving Flaumenbaum
Memorial*

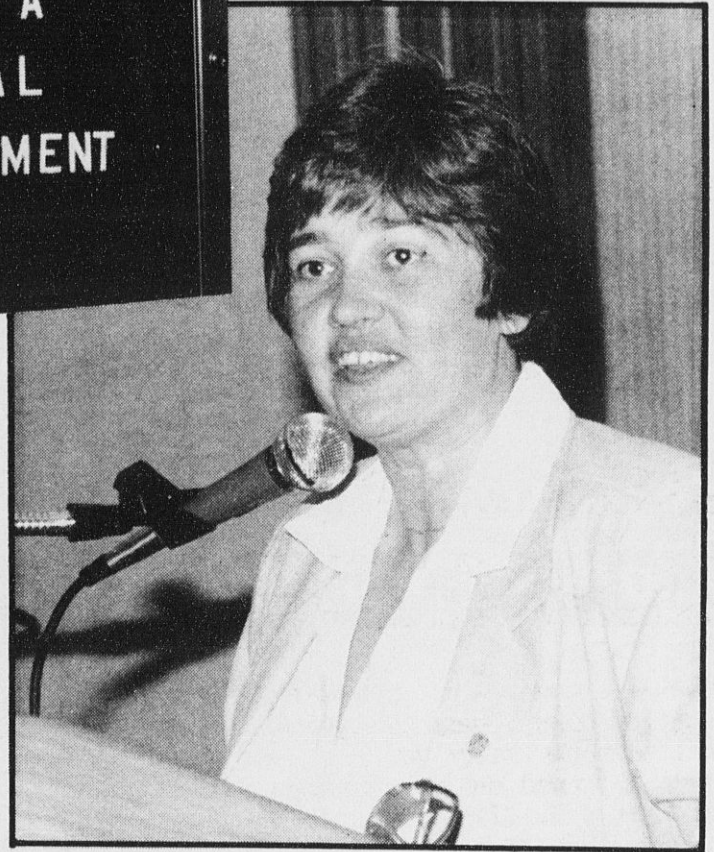
**LOCAL
GOVERNMENT**
Workshop



May 30, 31, June 1, 1986
Lake Placid Hilton

Workshop coverage Pages 9-12

MARY E. SULLIVAN,
Local Government
Executive Committee
chairwoman.



THE
LAKE PLACID
HILTON
WELCOMES
CSEA
LOCAL
GOVERNMENT

LAKE PLACID — Nearly 400 delegates representing CSEA locals from throughout the state were on hand for the annual Irving Flaumenbaum Memorial Local Government Workshop here May 30 to June 1.

The weekend mini-convention packed a busy schedule of seminars, discussions, exhibits and information tables showcasing the union's services and benefits for members. A highlight of the event was a keynote speech by AFSCME International President Gerald McEntee who told activists "American labor is changing its way of doing business in this country.

"We can't afford any more PATCOs, Greyhounds, Phelps Dodges. We can't afford to lose any more battles."

McEntee's address (see related story, page 10) captured the spirit of the workshop where CSEA staff and delegates discussed a variety of topics related to maintaining and gaining workers' rights through unionism.

Seminars focused on the issues such as: "Using Our Past to Strengthen Our Future," "Developing Your Unit's Negotiating Strategy," "Turning the Tide

on Organizing," and "Protecting Yourself as a Leader."

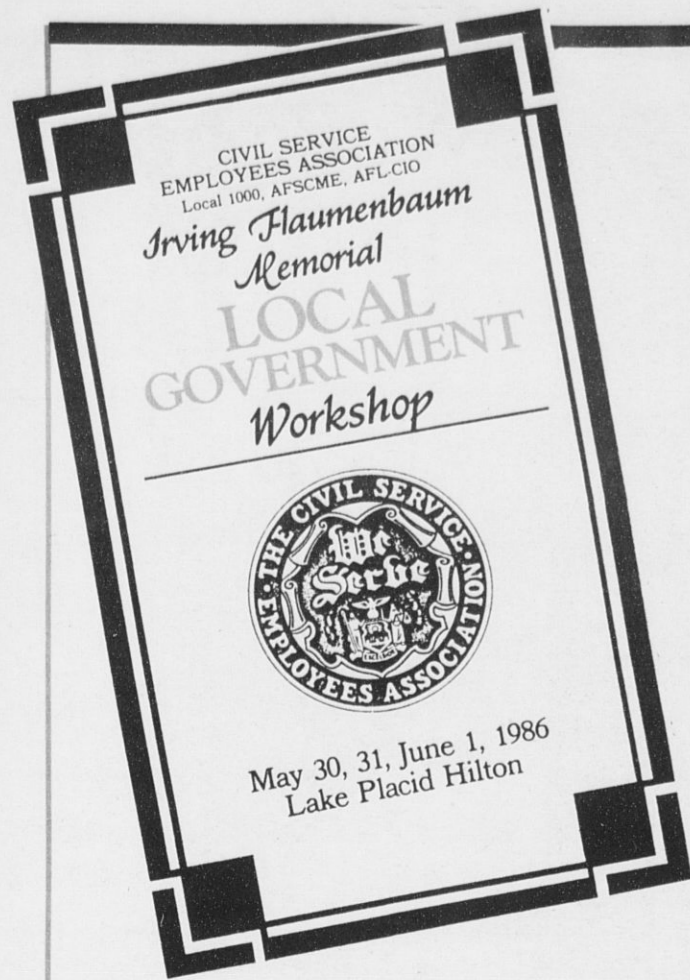
Other seminars dealt with the topics of health and safety on the job, when and how to settle in negotiations, and creating a good media image for the union.

A general business session held on

Sunday included presentations on the progress of the comparable worth project, the social services project and the Fair Labor Standards Act. Mary Sullivan, chairwoman of the Local Government Executive Committee, presided over the session.



LOCAL GOVERNMENT WORKSHOP DELEGATES Art Howell, president of Steuben County Local 851, and Virginia Hickox, vice president.



McEntee: We're on the road to recovery

Using as his theme "tough times don't last, but tough people do," AFSCME President Gerald McEntee told 400 activists here that the American labor movement is "on the road to recovery."

McEntee's optimism is based on a self appraisal being done by the AFL-CIO which he describes as "the most intensive self-analysis ever made by a major democratic institution."

He explained that in 1983 the AFL-CIO created a Committee on the Evolution of Work which did a study that was "entirely concerned with the realities of the world in which unions exist." It analyzed the many changes taking place in the nation's economy and examined such issues as the continuing shortfall of jobs and declining real wages.

Later, the committee spoke out about the changing situation of workers and their unions.

The AFL-CIO openly acknowledged that "the labor movement must demonstrate that union representation is the best available means for working people to express their individuality on the job and their desire to control their own working lives, and that unions are democratic institutions controlled by their members, and that we have not been sufficiently successful on either score."

McEntee explained: "Simply put the problem was that labor was losing more members than we'd been organizing — and also that it was tough to get even existing members interested in union

affairs until there was a deadlock in negotiations or talk of a strike.

"It seemed that just about everything labor had tried over the past decade or more hadn't seemed to work. We lost the fight on PATCO, on Greyhound, on Phelps-Dodge and others."

In the face of these defeats, McEntee notes "We could have copped a plea. We could have cited a large number of reasons to justify poor performance." But, he adds: "that would have been an exercise in futility.

"So this time, despite the many difficulties, history is being made in the American labor movement, and to me the prime reason has been a change in the way organized labor does business."

He listed such innovations as:

"An agreement by the AFL-CIO to select specific negotiating targets so that the full strength of the federation and all its constituent unions will be applied during the collective bargaining process, or — should it be necessary — a

strike."

"Efforts by unions to sponsor publicity campaigns to tell their side of the story and "not just our side of a confrontation, but labor's historic role in building America."

"Establishing a national office to help unions run corporate campaigns "in effect to battle companies not only on the picket line but in their boardrooms."

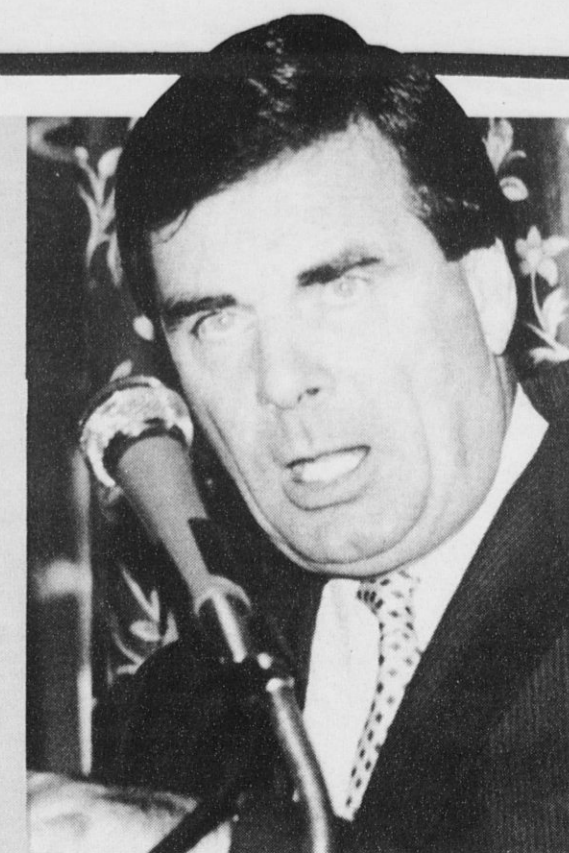
"A new procedure using "umpires" to prevent unions from fighting each other when organizing new workers.

"Developing new types of membership offering new kinds of benefits (such as credit cards with the lowest possible interest rate) "to utilize the vast consumer power that 13 million members can bring to an organization."

The AFSCME leader emphasizes: "We have no alternatives.

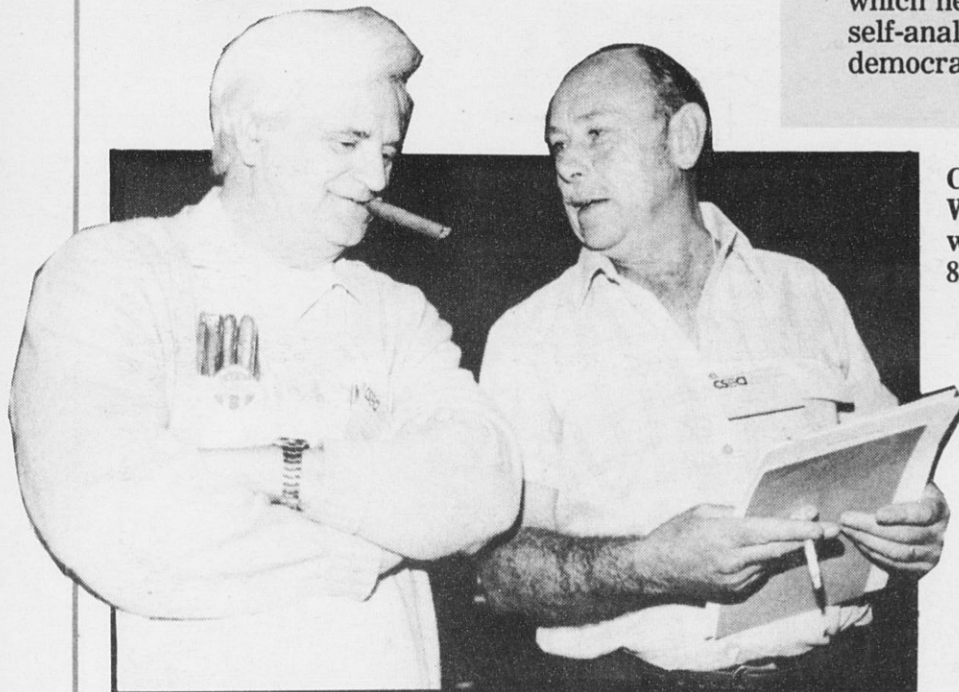
"Not with what we're all up against.

"We're fighting big business, fighting the multi-nationals, fighting the professional union busters, fighting the



Gerald McEntee

ideological government busters "and he reminds CSEA's leadership "We've all come to find out that when they talk about guns or butter, what they're really talking about is our meat and potatoes."



CSEA PRESIDENT William L. McGowan with Yates County Local 862 President Dale Axtel.



CSEA STATEWIDE SECRETARY Irene Carr addresses delegates.



DIRECTOR OF ORGANIZING Larry Scanlon talks at a workshop with Sean Egan, president of Ulster County Local 856.



SUFFOLK EDUCATIONAL LOCAL 870 President Mike Curtin speaks with CSEA Executive Vice President Joseph E. McDermott at a booth in the exhibit hall.



REGION 6 DIRECTOR Bob Massey, sitting, answers some questions from Tim Anderson, president of Cattaraugus County Local 805, and his wife Karen, secretary.

Building a positive union image

Positive image building communication ideas were the main feature of a three-hour workshop entitled "A Look In The Mirror" put on by the CSEA Communications and Education and Training Departments.

After viewing the slide show, "Unions, the Media and Public Opinion," the 40 participants from local government units throughout New York state reviewed positive image programs utilized by the Communications Department.

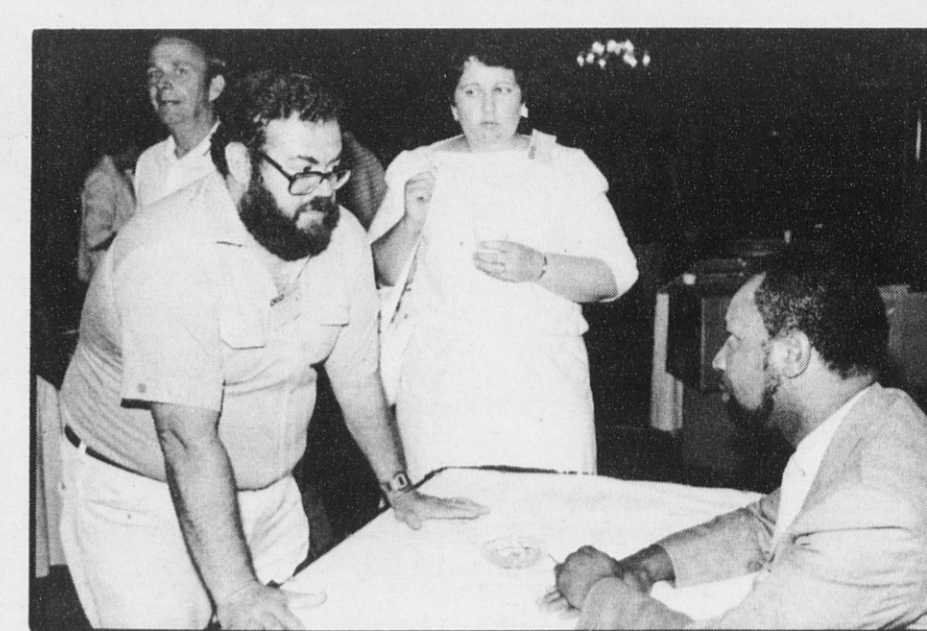
"The CSEA institutional ad campaign 'Public Employees Where Would You Be Without Them,' had three separate messages in it," CSEA Communications Associate Dan Campbell told the audience. "One was a message of identification. Another was pride. CSEA is proud of its members and this commercial showed that pride. The last message was the vast amount of invisible services public employees provide to the public. Cut public employee jobs, those invisible services disappear and then the taxpayer is upset."

The concept of a public employee cable television show using the P.M. Magazine format was also discussed as was a history of labor unions program for middle school and high school students.

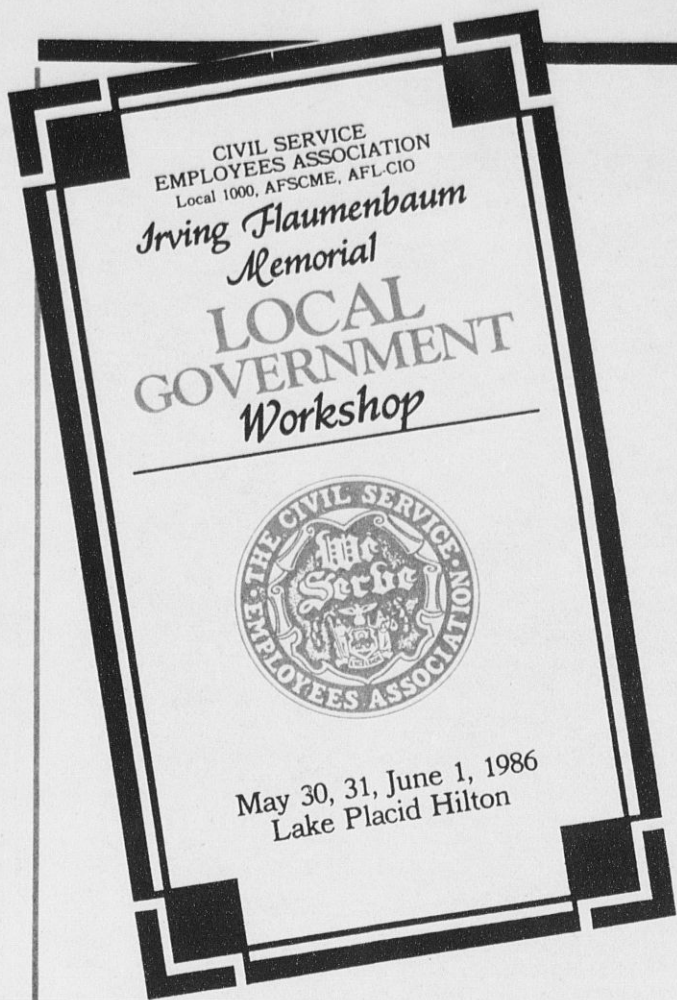
"It's very important to establish the lines of communications with the press in a positive manner," Aaron Shepard, Director of Communications, told the audience. "Get to know the media representatives who will be covering you if a positive or negative situation develops."



CSEA STATEWIDE TREASURER Barbara Fauser talks with Tom Gillot, president of the BOCES Unit of Franklin County Local 817.



REGION 6 DIRECTOR Bob Massey, sitting, answers some questions from Tim Anderson, president of Cattaraugus County Local 805, and his wife Karen, secretary.



POLITICAL ACTION'S PEOPLE COORDINATORS show off their stuff, from left: Doris Pratz, Region 5; Marie Prince, Region 6; Sue Waltz, Region 4; Cheryl Sheller, Statewide; and Mark Neimeiser, AFSCME.

Get organized

What can be done to stem the tide of lost elections for union certification?

That was the question posed to participants in a workshop entitled "Turning the Tide," presented by CSEA Director of Organizing Larry Scanlon and Region 6 Organizer Tom Mullen.

Mullen pointed out that organizing is the responsibility of all members.

"A few people on a committee can't do it by themselves. The task of organizing has to be shared by one and all, and you can derive leads from union activists and field staff," he said.

Still, a membership committee is the hub of the organizing effort in any unit, he noted. Among other things, the role of the committee should include:

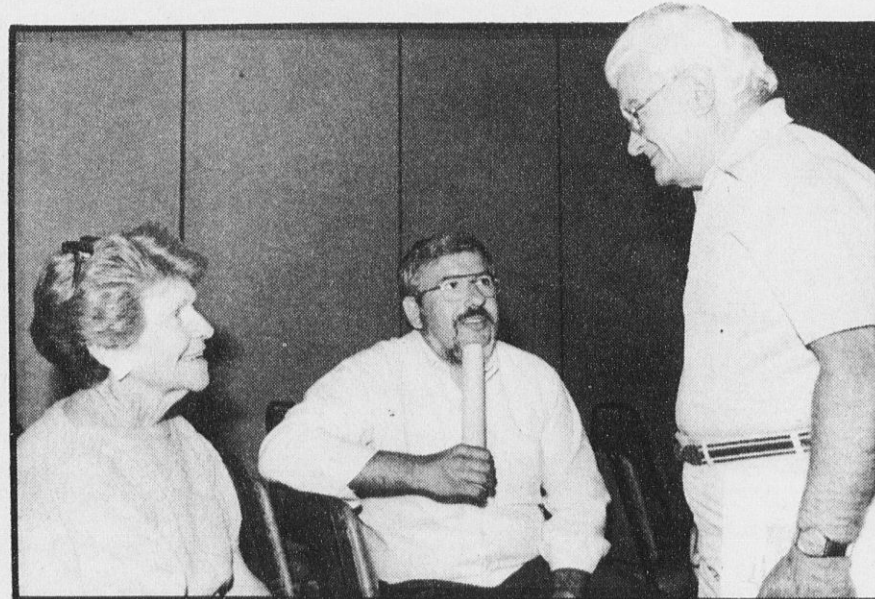
- recruiting new members or agency shop workers;
- maintaining membership records;
- orientating new employees;
- explaining member benefits;
- developing a membership kit for new members.



DIRECTOR OF FIELD SERVICES Paul Burch has an informal talk with union leaders. Pictured, from left, are Burch, Region 1 Director Ross Hanna, Region 2 President George Boncoraglio, Region 1 President Danny Donohue, and Region 4 President C. Allen Mead.



EAP GETS SOME ATTENTION from Cathy Green, Suffolk Local 852 Executive Board, and Aileen Ronayne, Town of Babylon Unit.



REGION 5 PRESIDENT Jim Moore, center, makes a point with Region 5 Secretary Helen Hanlon and Anthony Muscatiello, president of James E. Christian Health Department Local 664.

• CSEA: Action overdue

State orders shutdown of shelter; Clemente to return as park

By Stephen Madarasz
CSEA Communications Associate

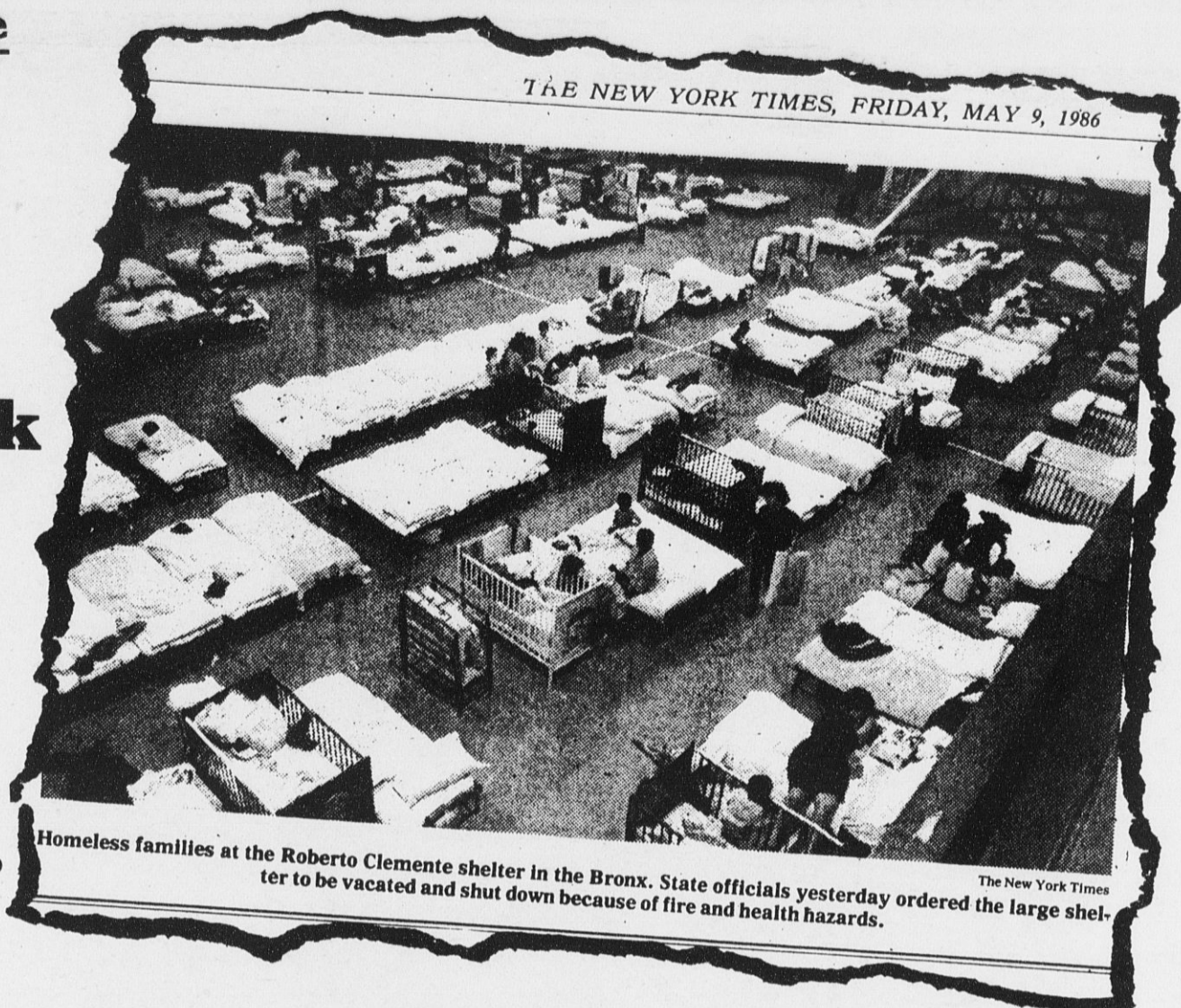
BRONX — CSEA officials are applauding a state Health Department order to stop the use of Roberto Clemente State Park as a shelter for the homeless. The action means the Park should soon return to full use as a recreational facility.

The shelter opening was first described as a temporary emergency arrangement between the state and the City of New York. But that was nearly three years ago and members of CSEA Local 010 who work at the park had long begun to wonder if the operation had become permanent.

In a November 1985 letter to Governor Mario Cuomo and a December 1985 feature in the Public Sector, CSEA had contended that it was inappropriate to house hundreds of men, women, and children on a gym floor. Originally shelter residents were families who had been burned out or evicted from their homes and were awaiting resettlement by the City's Human Resources Administration.

But CSEA members contended that over time it was clear that street people, many with alcohol and drug problems, were also being moved in. The letter to the Governor, signed by CSEA representatives expressed serious concern for the deteriorating conditions at the facility and the safety and welfare of residents and employees.

Although members never received a formal response, the City recently addressed these concerns in announcing a new policy of attempting to place the homeless according to need- separating individuals with drug or alcohol problems from the general population and keeping families together in non-barracks type



Homeless families at the Roberto Clemente shelter in the Bronx. State officials yesterday ordered the large shelter to be vacated and shut down because of fire and health hazards. The New York Times

A DISSERVICE TO EVERYONE . . . CSEA members at Roberto Clemente State Park have been caught in the middle over the past 3 years watching community use dwindle while families were housed like refugees on a gym floor. But improvement is on the way.

shelters.

The December 1985 Sector story made CSEA's case that continued use of the park as a shelter allowed the City to avoid the real issue of finding decent, affordable housing for the families stuck in the shelter.

At the same time, the union pointed out that the facility was not built to accommodate so many people on a residential basis. It was also noted that programming and community use of the facility dropped significantly after the shelter opened.

These same issues were raised in the state's decision to close the facility as a shelter.

That decision was made by Social Services Commissioner Cesar Perales after a Health Department inspection cited "imminent and immediate health hazards, including no appropriate fire

exits from the sleeping area and improper storage and preparation of food.

Perales has stated however, that the facility is in compliance with fire codes for a recreational building, but not as a residence. He added that renovations could be made to allow the shelter to stay open. But he told the New York Times: "If the city made the repairs and changes this would no longer be a gym or a park. And I am saying we are not going to turn this gym into a permanent shelter . . ."

Says CSEA Region 2 President George Boncoraglio: "The state is saying the right things about the intolerable conditions at Roberto Clemente- things CSEA's been saying all along- but now we have to see if they're really going to act on what's wrong."

A specific timetable for relocating all of the present occupants has not yet been established.

The facts speak for themselves . . .

BOHEMIA — When the hours of two of the attendance aides in the Connetquot School District were cut, CSEA Unit President Pat Kornely took the issue directly to the Board of Education for results.

Kornely, who was supported by over 100 CSEA members- as well as many members of the community-asked about the justification for cutting the hours of these vital employees.

The planned cutback was based on the recommendation of the Budget Advisory Committee.

"We are willing to support your proposed budget, but we need support from you, too" she said. "These attendance aide positions have been cut from 40 to 19 and ½ hours. This is a terrible injustice."

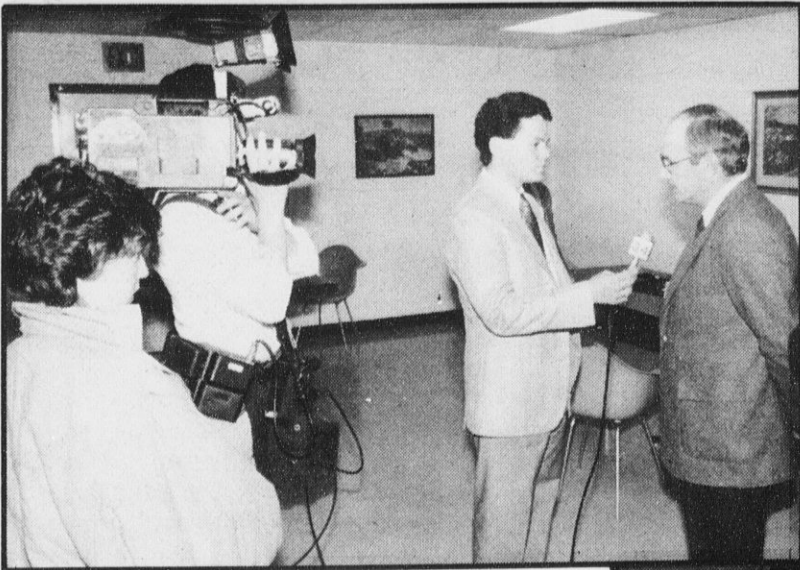
"Fortunately, after I made the speech, the board listened to more discussion . . . once they understood the role these employees play, they also opposed cutting the hours" Kornely explained.

Attendance Aides are responsible for dealing with the students and their families on a one to one basis. They must often make home visits and also go to court when there are family problems. These employees work hand in hand with the school district principals.

Kornely said it is due to the diligent efforts of these employees that attendance in the Connetquot district is on the rise, resulting in more state aid for the district.

"Central" CSEA programs

Pair of fairs: A healthy combo



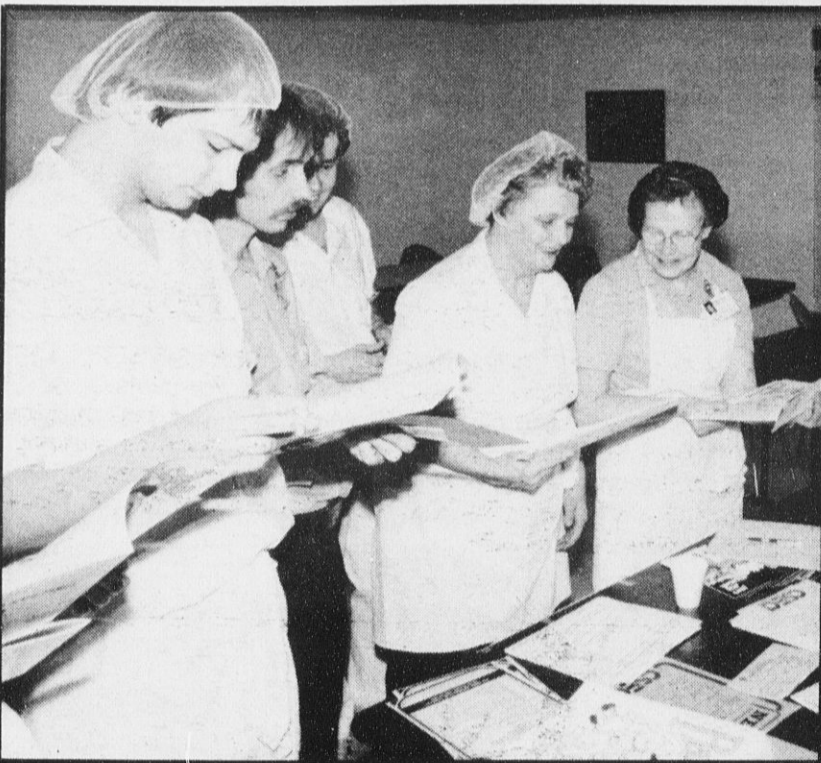
SYRACUSE — A pair of recent CSEA-sponsored health fairs for union members at Syracuse City Hall and at Willow Point Nursing Home in Broome County are part of what CSEA Region 5 President James Moore calls "CSEA's commitment to keeping its members well informed and healthy".

The back to back events provided members an opportunity to have their blood pressure checked, learn about the latest developments in CSEA's public employee health and safety efforts, or have their eyes examined for glaucoma.

Said Kery Nestle, a food service helper at Willow Point: "Promoting health and safety among the employees is a good way to help build a solid union base."



Top, left, CSEA Central Region Director Frank Martello fields a question from TV 34 as part of the media focus on the CSEA events. At left, Dolores Herrig is busy passing out CSEA information to City of Syracuse employees.



Above, left, Mary Sullivan, Region 5 First Vice President, reviews some of the information being provided CSEA members at the Willow Point Health Fair with Broome County Local 804 President Joan Brower. Meanwhile, food service workers line up for CSEA.

Job openings: Field Rep, OSH Specialist

CSEA is seeking qualified applicants for a pair of job openings on the union's professional staff.

The union is seeking a Health and Safety Specialist to fill a vacancy in the New York City office; and a Field Representative to be assigned to the Westchester County area.

The Health and Safety Specialist will service the five boroughs by inspecting worksites for possible health and safety violations. A working knowledge of federal and state OSHA standards, Hazardous

Substance Act, and fire and electrical codes is required.

Minimum qualifications include a bachelor's or associate's degree plus one year experience in an investigatory or safety position; or three years experience in such an occupation.

The Field Representative will be assigned to the Westchester County area and must have knowledge of labor relations, especially in the public sector. Candidates must also possess the ability to work with union

members and assist them in contract negotiations and administration; ability to operate independently and schedule own caseload is important.

Minimum qualifications include a bachelor's degree or three years of responsible work experience in personnel, labor relations or a related field.

Interested candidates for either position should send resumes immediately to: CSEA, Personnel Director, Box 7124, Capitol Station, Albany, New York, 12224.

New asbestos bombshell hits SUNY Oswego site



OSWEGO — In yet another asbestos bombshell at SUNY Oswego, school officials shut down and padlocked a gymnasium building on the campus within two hours of receiving a consultant's report on the health and safety conditions of the facility. The report found levels of asbestos high enough to be considered a Level One Priority- the highest of seven exposure levels.

The consultants had been called in by the State University's central administration to survey all campus buildings for asbestos. That action came on the heels of CSEA's revelation earlier this year that school officials had covered up dangerous asbestos conditions in buildings throughout the college, placing the health and safety of students, employees and the general public in jeopardy.

Although this latest action caught CSEA officials by surprise, CSEA Local 611 President Dale Dusharm says the college administration is handling the present crisis

very responsibly. "The administration acted immediately...everyone's been moved out of the building and it's all locked up. The only people with access are the fire and safety technicians and they have to wear asbestos suits," Dusharm noted.

One of the main reasons why the closing of the building-Laker Hall — came so unexpectedly, is that the State Labor Department recently gave the building a clean bill of health. "This is just another example of why we need legislation to provide better standards when it comes to asbestos," claims CSEA Director of Occupational Safety and Health James Corcoran.

CSEA contends that the Labor Department usually takes its tests under the best possible conditions, in still air, which may not accurately reflect the true danger levels. However, the union also concedes that DOL is operating within legal health and safety guidelines- pointing up the need

for stricter controls.

"Without tightening things up, we're going to continue to see outrageous situations like this popping up; where DOL will approve a worksite while a consultant will recommend immediate shutdown," adds Corcoran. "We have to recognize that the mere presence of asbestos in the worksite presents a hazard."

Plans are still being finalized for removing the asbestos from Laker Hall. But while that plan may be proceeding with necessary caution, there is still cause for some concern on the SUNY Oswego campus. That's because the consultants have not yet completed their asbestos survey of all the campus buildings.

Region 4 lists trip schedules

CSEA's Region 4 Activities Committee has announced it's remaining schedule for 1986 trips. Interested individuals should contact the person listed for complete details relative to specific trips.

| DATE(s) | DESTINATION | CONTACT |
|-----------------|--|----------------------------|
| June 26-29 | Williamsburg | Theresa Phillips 283-6196 |
| July 3-5 | Thousand Islands | Theresa Phillips 283-6196 |
| July | Riverside Park | Dennis Haskins 270-1831 |
| July | Saratoga Harness, dinner at Joe Collins | Dennis Haskins 270-1831 |
| July 11-13 | Old Orchard Beach | Betty Ann Pratt 438-5265 |
| July 19-20 | Old Timer's Day, Yankee Stadium | Joe Ross 372-6904 |
| July 26 | Boston | Betty Ann Pratt 438-5265 |
| July 31-Aug. 6 | Nashville, Tenn. | Gerry Darrah 293-6675 |
| Aug. 2-3 | Boston Red Sox vs. Kansas City | Joe Ross 372-6904 |
| Aug. 3 | Hartford, Jai Alai | Terry Fusco 355-8583 |
| Aug. 5 | Vanderbilt Mansion & Culinary Inst., Hyde Park | Marcy Donnini 237-1865 |
| Aug. 9 | Yankees vs. Kansas City | Mike Rea 377-2181 |
| Aug. 15-18 | Cape Cod | Betty Ann Pratt 438-5265 |
| Aug. 17 | Mets vs. St. Louis | Mike Rea 377-2181 |
| Aug. 24-29 | Wildwood, N.J. | Sandy Davis 383-1592 |
| Aug. 23-Sept.3 | EXPO '86 | Marcy Donnini 237-1865 |
| Aug. 23 | Mystic Seaport | Betty Ann Pratt 438-5265 |
| Sept. | Deep Sea Fishing, Gloucester | Mike Rea 377-2181 |
| Sept. 8-12 | Wildwood, N.J. | Dennis Haskins 270-1831 |
| Sept. 10-19 | California | Linda Bridgewater 456-8037 |
| Sept. 13 | San Gennaro Feast, South Street Seaport | Betty Ann Pratt 438-5265 |
| Sept. 18-21 | Ogunquit, Me. | Theresa Phillips 283-6196 |
| Sept. 27-Oct.11 | Ireland | Joe Ross 372-6904 |
| Sept. 28-29 | Atlantic City, Trump | Theresa Phillips 283-6196 |
| Oct. 5-6 | Reading, Pa. shopping outlets | Marcy Donnini 237-1865 |
| Oct. 5-12 | Carnival Cruise | Theresa Phillips 283-6196 |
| Oct. 9-12 | Ottawa | Marcy Donnini 237-1865 |
| Oct. 18 | 1-day mystery trip | Betty Ann Pratt 438-5265 |
| Oct. 23-25 | Reading, Pa. shopping outlets | Theresa Phillips 283-6196 |
| Nov. 2-3 | Reading, Pa. shopping outlets | Marcy Donnini 237-1865 |
| Nov. 8 | Boston Quincy Market | Marcy Donnini 237-1865 |
| Nov. 9 | Football, NY Giants vs Eagles | Joe Ross 372-6904 |
| Nov. 15 | Fall River, shopping outlets | Theresa Phillips 283-6196 |
| Nov. 29 | Roosevelt, L.I., Flea Market | Terry Fusco 355-8583 |
| Dec. 3 | New York City | Terry Fusco 355-8583 |
| Dec. 8-10 | Kelley's in the Poconos | Marcy Donnini 237-1865 |



"GIVE US THE TOOLS AND WE'LL DO THE JOB BETTER TOO," CSEA Region 2 President George Boncoraglio tells a reporter for public television's Metroline program. Boncoraglio said CSEA is furious that the Department of Motor Vehicles is using prison inmates, in better working conditions than DMV employees, to answer phone questions from the public. The interview will air in the New York City area on WNET, Channel 13, on Thursday, June 26 at 10 p.m.





CSEA education programs open doors

Members score big as good IDEA gets better

ALBANY — Since CSEA established the Institute for Development, Education, and Advancement— IDEA — in 1985, the program has helped hundreds of members improve their job performance, go on to college, and move up in their careers. But, even with such an impressive record behind it, IDEA has been studying the needs of CSEA members in recent months to determine how to do better.

The study involved testing and surveying 800 CSEA members in 10 different state worksites across New York. Among the findings was the startling statistic that nearly 80% of those asked, expressed an interest in sharpening their basic educational skills — particularly reading and math abilities.

The IDEA program, which is part of the CSEA-New York State Labor Education Action Program (LEAP), is an outgrowth of the old high school equivalency program. It goes far beyond that though. IDEA Coordinator Robert Knower says CSEA's interest in running the program stemmed from a desire to broaden its purpose and provide other educational challenges and services to its members.

"We've been successful in doing that because right now most people in the program are there either to prepare for promotional examinations or for refresher purposes before going into college courses."

The way IDEA is set up, the program adapts to meet the specific needs of the individual. There is an open-ended enrollment and from the start, instructors and participants work together to determine strengths and weaknesses, set goals and work to reach them. This is usually accomplished in about 13 weeks and is free

to CSEA represented state employees covered by the ASU, ISU, and OSU contracts.

The results of the recent testing and survey reinforce the importance of IDEA. They clearly indicate the stronger an individual's basic skills, the greater the chances of advancing in the state workforce. The flipside is that career ladders and promotional opportunities mean little if employees can't progress for lack of these skills.

Yet, these skills can be taught if individuals have the chance to enroll and make the effort to learn. IDEA tries to make that part as simple as possible by scheduling classes at worksites and overlapping shifts to accommodate as much of the workforce as possible.

While this convenience many employees, it does not solve the problems of participation for all. Particularly in the mental health facilities, staff requirements often interrupt classes or prevent members from participating. In other circumstances, members cite home demands, transportation, and exhaustion after work, as major obstacles.

For these reasons, IDEA has also developed a correspondence course for members to obtain the benefits of the program at home on their own time. According to Knower, other ways of simplifying participation are being looked at based on the survey response.

For CSEA members, IDEA can help open a lot of doors personally and professionally. But there's also a bigger picture. Increased participation means that state will have greater opportunity to promote from within its own ranks leading to an even more experienced and capable workforce. That is good news for all New Yorkers.

Possible pilot programs in Albany and New York City

LEAP looking for ways to turn your life experience into college credit

ALBANY — The first meeting of a special members committee to oversee the Labor Education Action Program (LEAP) has launched some bold new ideas.

LEAP offers tuition-free courses at two and four-year public and private colleges, BOCES and various state facilities across New York state. LEAP is open to CSEA-represented state employees in the Administrative Services, Institutional Services and Operational Services units only.

Committee members Anthony Ruggiero, Gloria Scott, Richard Riley, Claire McGrath and Tom Warzel recently told LEAP Director Tom Quimby that they want to make it easier for participants to get college degrees. They came to that conclusion after checking out responses to a 1985 LEAP survey.

The survey revealed that only a small percentage of people were actually engaged in a degree program. Meanwhile, there

are many other people who have a wealth of on-the-job experience that includes taking part in various work-related education and training activities.

The idea was born of finding a way to turn this credit for life experience into credits toward a college degree.

Quimby is looking into a pilot program for the Albany and New York City areas that will:

- * Counsel members toward gaining college degrees;
- * Award college credits based on life experience; and
- * Award college credits based on prior knowledge gained by attending seminars, workshops, etc.

Quimby is now seeking a contractor to run the program and expects to have proposals in hand by mid-May. He is optimistic that an educational institution will be found to make it easier for union members to earn college degrees.

\$25 drop-out fee

The LEAP oversight committee has come up with a common sense idea to find its proposal to make it easier for union members to earn college degrees.

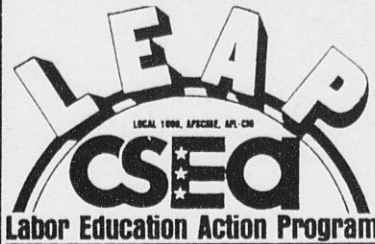
Right now, LEAP pays the full tuition of anyone who attends two of the first three classes even if they drop out later. Cutting the drop-out rate would produce the funds needed to sponsor the credit for life experience program.

Accordingly, the committee has decided that anyone who fails to complete a course after LEAP has paid their tuition will have to pay a \$25 drop-out fee. The only exception is when circumstances beyond the person's control prevent him or her from completing the course. In that case, the committee would decide whether the situation warrants waiving the \$25 fee. Otherwise, failure to pay would make participants ineligible to take any more tuition-free courses.

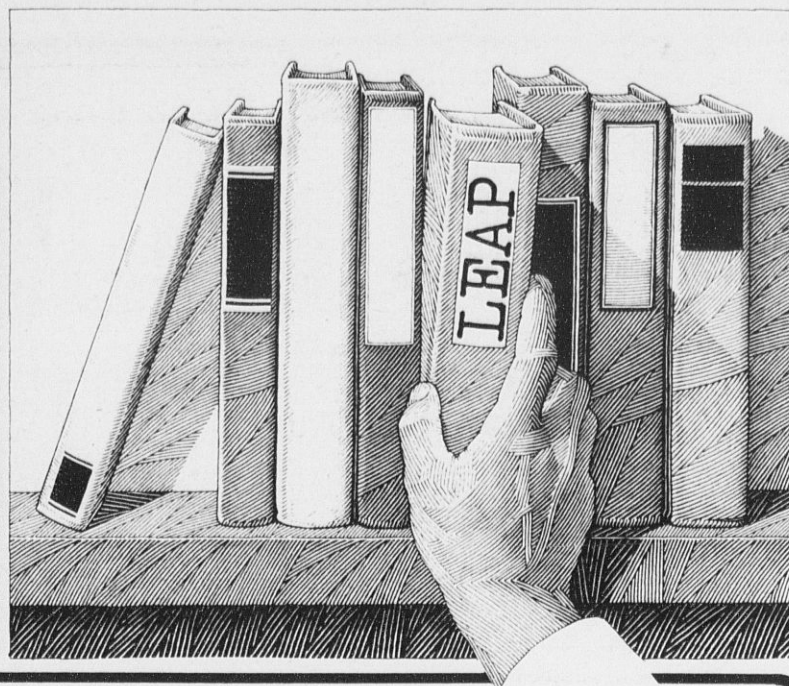
It is expected that the fee will help curb drop-outs by giving people more incentive to complete courses.

LEAP is funded under article 14 of the ASU, ISU and OSU contracts.

A great way to quench a thirst for knowledge



LEAP is the Labor Education Action Program of the Civil Service Employees Association. It offers tuition-free courses at two and four-year public and private colleges, BOCES and various state facilities across New York state. LEAP is available only to CSEA-represented state employees in the Operational Services, Administrative Services and Institutional Services Units, Health Research Inc., SUNY Construction Fund and Division of Military and Naval Affairs. CSEA/LEAP courses are designed to increase upward career mobility in state service, and improve the quality of life on and off the job.



CSEA/LEAP announces its 1986 Fall Semester

CCOURSE ANNOUNCEMENTS AND APPLICATION FORMS for CSEA's Labor Education Action Program (LEAP) 1986 Fall Semester of more than 1,200 courses at 88 locations throughout the state WILL BE AVAILABLE ON OR ABOUT JUNE 20.

THE DEADLINE FOR APPLYING FOR THE 1986 FALL SEMESTER IS JULY 22, 1986. Completed applications must be received in the LEAP Office by that date to be considered.

APPPLICATION FORMS AND COURSE ANNOUNCEMENTS MAY BE OBTAINED FROM YOUR AGENCY PERSONNEL OR TRAINING OFFICER. You must submit a properly completed LEAP 107 Tuition Free Course Application Form in order to be considered.

APPPLICANTS FOR THE FALL SEMESTER MAY APPLY FOR a first and second choice of course. However, only one course can be approved each semester. CSEA/LEAP will attempt to approve an applicant's first choice wherever possible.

APPPLICANTS WILL BE NOTIFIED BY MAIL AT THEIR HOME ADDRESS whether or not their course application has been accepted or rejected.

How to apply

* Obtain a CSEA/LEAP course announcement and LEAP 107 application form from your agency personnel or training officer. Your CSEA Local president also may have a limited supply.

* The course announcement is very detailed as to courses available and which schools or institutions offer them. If you have any questions concerning course requirements, prerequisites or other matters, it is your responsibility to personally contact the college or BOCES at the phone number listed in the course announcement BEFORE filing your application.

* Complete the application form completely and accurately. An application form with incomplete or inaccurate information is subject to automatic rejection. Make a copy for your personnel or training office, and mail the original application to the return address on the form as soon as possible.

* All students who apply for credit courses must have a high school or equivalency diploma.

* Certain courses have prerequisites, assessment or diagnostic test requirements. Those courses are clearly indicated in the course announcement. You MUST contact the school regarding those items before applying to LEAP.

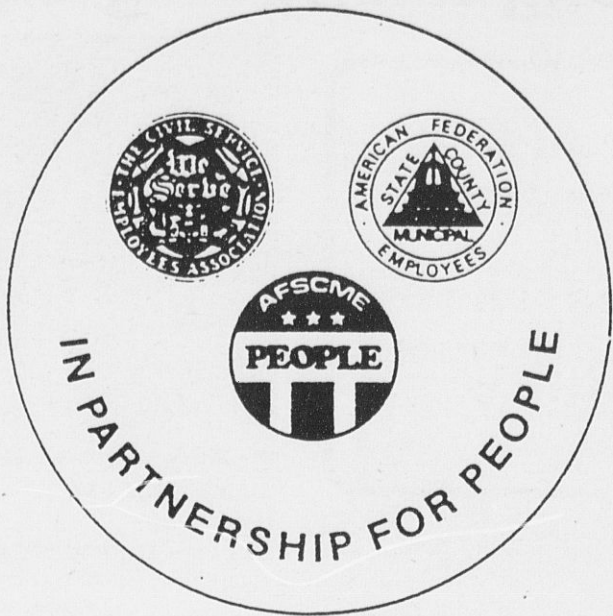
* **IMPORTANT REMINDER—COMPLETED APPLICATIONS MUST BE RECEIVED IN THE LEAP OFFICE BY JULY 22, 1986 TO BE CONSIDERED FOR THE FALL 1986 SEMESTER.**

In the next edition of The Public Sector, the requirements and responsibilities of students who are selected to participate in the CSEA/LEAP Fall 1986 Semester will be discussed in detail.

MEANWHILE, REMEMBER THAT LEAP COURSE ANNOUNCEMENTS AND FORMS WILL BE AVAILABLE ON OR ABOUT JUNE 20. AND THE ABSOLUTE DEADLINE FOR FILING IS JULY 22, 1986, WITH THE COMPLETED FORM IN THE LEAP OFFICE BY THAT DATE. DON'T RISK SLOW MAIL DELIVERY—FILE YOUR APPLICATION EARLY.

CSEA/LEAP offices are located at 143 Washington Avenue, Albany, N.Y. 12210. The CSEA/LEAP phone number is (518) 434-0191 Extension 226 or 228.

REMEMBER — Application deadline is July 22



Political Check-off

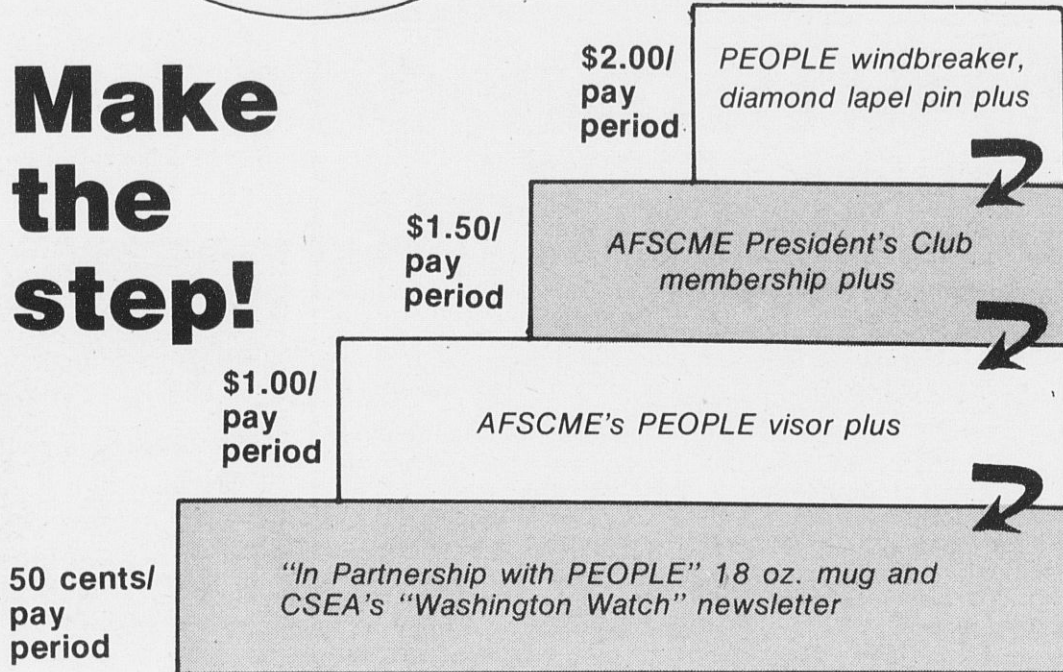
What you need to know

Proposals flying around Washington now to balance the federal budget by cutting government programs would certainly affect all public employees. Whether or not the changes directly touch your job, you're bound to feel them in your pocketbook and see their impact on the lifestyles of working people like you.

That's why CSEA is pulling together for PEOPLE, AFSCME's special fund for political contributions. Under terms of the new state contract, CSEA members will be able to have a bi-weekly deduction set aside especially for PEOPLE. The monies will be used for contributions for Congressional candidates who have your best interests at heart. And remember, this is an election year.

The chart at left lists giveaways for the amount you authorize to have deducted from your check per pay period.

Make the step!



PEOPLE Contest Rules

1. To be eligible for prizes at each contest level at right, a CSEA member must sign up 25 fellow members.

2. At the first level, when contest participants have submitted PEOPLE Deduction Authorization cards for a total of 250 members, drawings for prizes will be held. These include:

a. Drawings for \$50.00 Savings Bonds to be awarded to two of the participants;

b. A drawing from among the participants and 250 members signed up for one of the 10 prizes at right.

3. At the second level (500 members signed up), similar drawings will be held. The winner of the

second drawing may choose from the nine remaining prizes.

4. The contest continues in the same way each time another 250 members is signed up. Contest participants are eligible at each level as long as they sign up an additional 25 members.

5. If by midnight Sept. 30, 1986, 2,500 CSEA members have been signed up for PEOPLE deductions, the grand prize of a trip for two to St. Thomas will be raffled off at the State Convention. Contest participants as well as all members that have signed up for PEOPLE deductions will be eligible.

NOTE: All PEOPLE Deduction Authorization cards for this program will be subject to verification.

The PEOPLE Cup

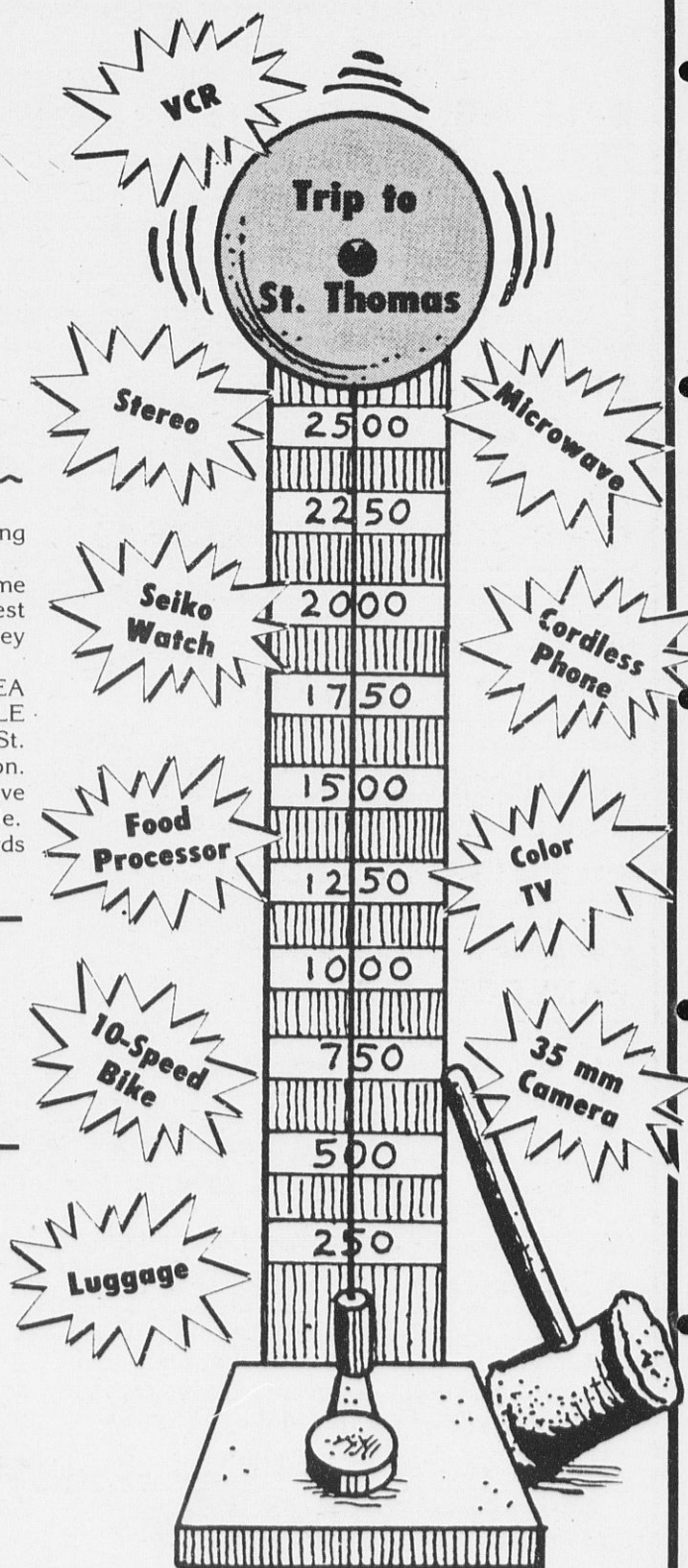
Each year, at the Annual State Convention in the fall, "The PEOPLE Cup" will be awarded to the CSEA region with the highest average contribution per member. A plate on the base of the cup will be inscribed for the region which will be able to display the trophy in its regional office during that year.



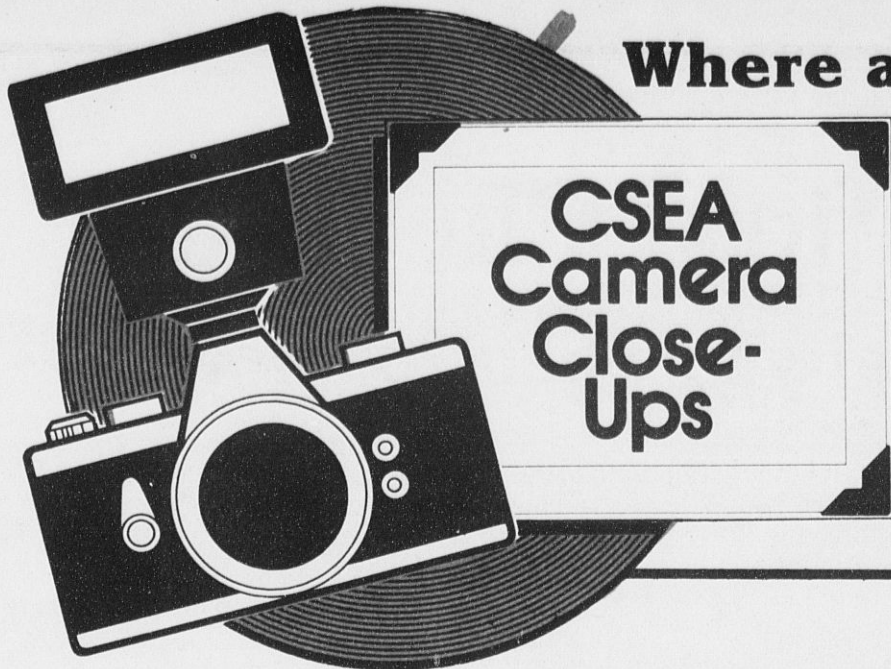
Statewide PEOPLE Committee Members

- Region 2 **Henry Reese**
- Region 3 **Sarah Jackson**
- Region 4 **Suzanne Waltz**
- Region 5 **Doris Pratz**
- Region 6 **Marie Prince**

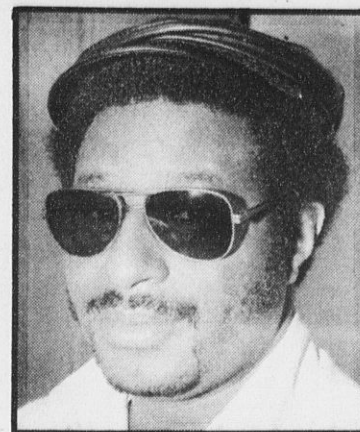
Political Check-off cards available from Statewide PEOPLE Coordinator Cheryl Sheller at CSEA Headquarters.



Where asked: Long Island Region 1



How do you feel about boycotting products of companies whose union employees are on strike?



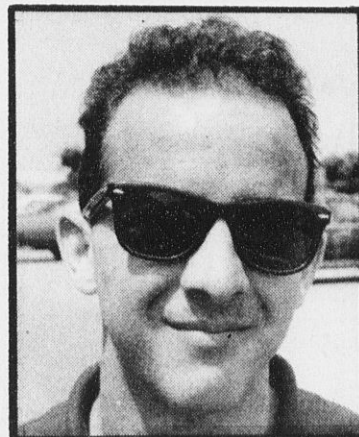
ANDREW WILLS JR.
Housekeeping
Long Island Developmental Center
Local 430

"I can understand the boycotts because the employees will be out a lot longer without them. When there's a boycott, I go along with it."



DELORES JORDEN
Housekeeping
Long Island Developmental Center
Local 430

"I strongly feel that boycotting is to protect the employees. The people who are on the union's side can keep the product off the market. I think it's great that The Sector announces the boycotts. I'm glad I'm informed."



JAMES EGAN
Smithtown Beach Guard
Suffolk Local 852

"I believe in boycotting certain institutions, depending on how they treat their employees. I'm a union person and I would follow a boycott and keep the product out of my house."

PLEASE POST

DON'T BUY

National Boycotts Sanctioned by the AFL-CIO Executive Council

ARMOUR PROCESSED MEATS CO.

Armour Hams, Armour Bacon, Armour Hot Dogs
This UFCW boycott does not include processed meat products made by Armour-Dial.

United Food & Commercial Workers

BASF A.G. CORP., Geismar, Louisiana

Video, Audio and Computer discs, Lurotin brand vitamins, Alugard 340-2 protectant in anti-freeze
Oil, Chemical & Atomic Workers International Union

BROWN & SHARPE MFG. CO.

Measuring, cutting and machine tools and pumps
Machinists & Aerospace Workers

BRUCE CHURCH, INC.

Iceberg Lettuce:
Red Coach, Friendly, Green Valley Farms, Lucky
United Farm Workers

CALIFORNIA TABLE GRAPES

Table grapes that do not bear the UFW union label on the carton or crate
United Farm Workers

ADOLPH COORS CO.

Beer: Coors, Coors Light, Herman Joseph's 1868, Golden Lager, Masters III, Colorado Cooler
George Killians Irish Red
AFL-CIO Brewery Workers Local 366

EL AL ISRAEL AIRLINES

Air passenger and freight transportation
Machinists & Aerospace Workers

FABERGE, INC.

Personal care products:
Aphrodisia, Aqua Net Hair Spray, Babe, Cavale, Brut, Ceramic Nail Glaze, Flambeau, Great Skin, Grande Finale, Just Wonderful, Macho, Kiku, Partage, Tip Top Accessories, Tigress, Woodhue, Xanadu, Zizanie de Fragonard, Caryl Richards, Farrah Fawcett and Faberge Organics
Oil, Chemical & Atomic Workers International Union

FORT HOWARD PAPER CO.

Green Bay, Wisconsin and Muskogee, Oklahoma
Mardi-Gras, Page, Sof-Knit tissues and napkins, Antique towels, Pom-etts, Econ and Dolly Madison tissues
United Paperworkers International Union

HOLIDAY PAPER CUPS, Div. of Imperial Cup Co.

Holiday Paper Cups brand name
United Paperworkers International Union

INDIANA DESK CO.

Medium and high priced desks
United Furniture Workers

LOUISIANA-PACIFIC CORP.

Brand name wood products:
L-P Wolmanized, Cedartone, Waferwood, Fibrepine, Oro-Bord, Redex, Sidex, Ketchikan, Pabco, Xonolite
Carpenters & Joiners and Intl. Woodworkers

MARVAL POULTRY COMPANY, INC.

Turkeys and turkey parts: Marval, Tender Pride, Lancaster, Frosty Acres, Top Frost, Table Rite, Manor House, Richfood, Food Club, Dogwood Hill Farms. All products bear USDA stamp #P-18
United Food & Commercial Workers

NIXDORFF-LLOYD CHAIN COMPANY

Heavy duty chains sold in hardware stores. The Nixdorff-Lloyd brand name appears on the chain spool.
Machinists & Aerospace Workers

R. J. REYNOLDS TOBACCO CO.

Cigarettes: Camel, Winston, Salem, Doral, Vantage, More, Now, Real, Bright, Century
Smoking Tobaccos: Prince Albert, George Washington, Carter Hall, Apple, Madeira Mixture, Royal Comfort, Top, Our Advertiser, Sterling
Little Cigars: Winchester
Bakery, Confectionery & Tobacco Workers

SEATTLE-FIRST NATIONAL BANK

Withdraw funds
United Food & Commercial Workers

SHELL OIL COMPANY

Subsidiary of Royal Dutch Shell (parent company of Shell South Africa). Gasoline, petroleum and natural gas products.
AFL-CIO

STERLING RADIATOR

Baseboard heaters for the home
United Automobile Workers

TROJAN LUGGAGE COMPANY

Luggage—Hampton, Vagabond, Newport, Nassau, Going to Grandma's, Monterey, Aspen, Magnum, Biscayne, Executive Briefs, Dant'e
United Furniture Workers

Union Label and Service Trades Department, AFL-CIO

Redeployment a foot in door for contracting-out so union slams door shut at Rome DC



By Charles McGear

CSEA Communications Associate

ROME — The battle smoke has lifted at Rome Developmental Center, and CSEA forces have apparently won the fight to prevent the redeployment of the afternoon housekeeping employees to the day shift.

But, as Local 422 President Jon Premo and Vice President Jim Martin are quick to point out, one victory does not necessarily win a war. And so, the local officers pledge to continue the stepped-up efforts to prevent contracting out of cleaning services in non-client areas.

The initial skirmish in the housekeeping issue began Jan. 13 when Rome D.C. management called a meeting with CSEA officials to spell out plans for contracting-out of housekeeping service and movement of afternoon housekeeping staff to days.

THEY FORGOT ONE THING

"We sat patiently for over one hour and listened to management describe a plan, complete with graphics, charts and everything else they could drag into the meeting," Martin said. "They only neglected one thing. At no time before the meeting were we given the courtesy to offer any input to the plan, or discuss the effect the plan would have on the lives of 64 employees," Martin continued.

At the conclusion of the management presentation, CSEA called for a caucus and it was granted.

"We returned from the caucus in a short time and promptly notified management we were totally opposed to contracting-out and the movement of any housekeeping personnel. Management's reaction was to terminate the meeting. The first skirmish ended with our request for a meeting with the facility director, Keith Hoffman, as soon as possible," Martin explained.

Without delay, Local 422 officials moved in several important directions. While waiting for a meeting date with the facility director, CSEA filed four grievances (two contract and two non-contract) to cover the planned shift change and the contracting out issues. A general meeting of the entire housekeeping staff was also held to inform the employee of the plan to file grievances on their behalf. CSEA regional and state offices and legal department were also notified.

"We wanted to touch all 'bases' to bring every available CSEA force into action," Premo said.

POLITICAL ACTION

Region V President Jim Moore immediately pledged full support of regional staff, including the political action representative, Tim Burns. At a following strategy session, Moore, Premo, Martin and Burns decided to request support from state legislators in the area. By personal

visits, telephone contacts and letters to local newspapers, area lawmakers were asked to support the union's position to halt the shift change. State Senators Jim Donovan, Nancy Lorraine Hoffman and Assemblyman William Sears offered support by calling the director at Rome D.C. and asking that he reconsider the shift plan.

The battle lines were gaining strength as CSEA awaited the first meeting with the director. That came Feb. 21 at a labor-management meeting when Director Hoffman agreed to listen and then review both sides before making a decision.

In the meantime, union grievances were approaching the second step hearing. Following a second labor-management meeting, Hoffman proposed a variation in the original plan that did not call for the entire housekeeping shift to be redeployed. Again, CSEA representatives rejected the plan as unacceptable.

A CHANGE OF DIRECTION

CSEA combined forces continued their action until April 14 when management issued a brief directive to halt its redeployment plan. The notification, in effect, said: "No employees on the afternoon shift shall have their shift changed without their consent." CSEA withdrew the grievances.

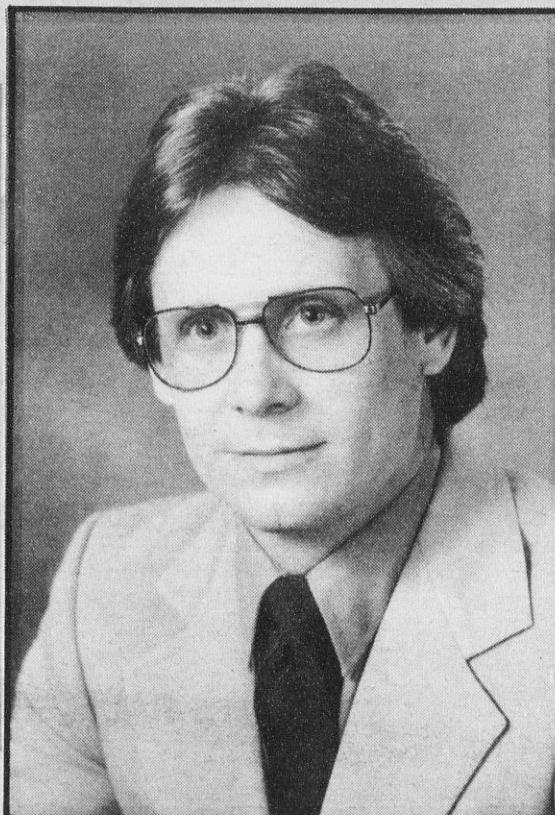
Although Premo and Martin expressed satisfaction with the management decision to halt the shift moves, both officers vowed

to continue the fight to halt contracting-out of services they feel can best be handled by well-qualified 'in house' state employees who are familiar with the facility.

"We've apparently won the battle to halt redeployment," Premo said, "but we can't relax our efforts to fight contracting-out. For all the officers and members of Local 422 here at Rome Developmental Center I want to thank the entire CSEA 'army' that took part in the fight to halt the shift move. When we needed help we got it in a hurry from Jim Moore, CSEA regional and headquarters staff members, the legal department, and Tim Burns and the political action team that spurred our state legislators to listen and help support our drive. It was a combined forces victory in every sense."

A CLEAR MESSAGE

Jim Martin added this comment: "I think the message we sent to the Department of OMRDD in Albany and their management representatives here at Rome D.C. is clear. They just can't unilaterally 'jockey' the work shift and lives of 64 employees around and not expect a battle from the union. Isn't it the primary purpose of labor-management meetings to openly discuss plans before implementing them? We never had a hint of what they planned to do. They simply called us in and hit us with a mess of charts and shift plans and said this is it! No warning. No sensible request for union input. Nothing! Under the present contract, we just couldn't accept that. We filed four grievances and 'geared up' for a legal fight," Martin said.



LOCAL 422 PRESIDENT Jon Premo — "We've apparently won the battle to halt redeployment..."

VICE PRESIDENT Jim Martin

