

# CSEA's PAC urges endorsement of Carter

## New AFSCME international vice president will be elected at Niagara Falls meeting

ALBANY — The CSEA Delegate Meeting will be the scene of several important decisions later this month when a presidential endorsement is considered by the Delegates and an election is held for an International Vice President to the Executive Board of AFSCME.

The CSEA Statewide Political Action Committee has recommended the endorsement of President Jimmy Carter to the union's policy making body.

The action by the Political Action Committee puts the issue of a Presidential endorsement before the Delegates. A final decision on such an endorsement is expected to be made by the Delegates on October 1.

Delegates will be in Niagara Falls starting September 28th for the five day meeting which may result in the first endorsement of a candidate for President of the United States in the 70 year history of the state's largest public employee union.

AFSCME endorsed the Carter/Mondale ticket earlier this month, but CSEA and union president William L. McGowan have not announced any endorsement pending the decision by the union's Delegates.

Joseph Conway, chairman of the 15-member Political Action Committee, said the recommendation to endorse President Carter was made following a review of the records of the Presidential Candidates at a meeting of the PAC held in Albany last Friday.

Said Conway, "There is no question in my mind that the record of President Carter in the area of public employment and issues of vital concern to our members is far superior to the record of Gov. Reagan or Rep. Anderson.

"While President Carter supports collective bargaining rights for public employees, Gov. Reagan opposes them. The President favors strong enforcement of the occupational safety and health laws, but Mr. Reagan wants to weaken them. Mr. Carter and his party endorse the Equal Rights Amendment to the United States Constitution, Mr. Reagan and his party do not."

Conway continued, "AFSCME International and the Executive Council of the AFL-CIO have voted to endorse President Carter for reelection. While CSEA is not bound by the ac-

(Continued on next page)



**PRESIDENT TO PRESIDENT** — CSEA President William L. McGowan shakes hands with President Jimmy Carter a few days ago when McGowan and other members of the AFSCME International Executive Board went to the White House to inform President Carter the International has endorsed his reelection bid for President of the United States.

# Public SECTOR

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## CSEA demands halting MH job freeze; state agrees, will fill 1700 jobs

ALBANY — The State of New York has agreed to a demand by CSEA to immediately end a hiring freeze and fill 1,700 jobs in the Office of Mental Health (OMH) and the Office of Mental Retardation and Developmental Disabilities (OMRDD).

On August 25, CSEA President William L. McGowan had demanded an end to the job freeze that has created critical understaffing in state psychiatric and developmental centers. Meyer S. Frucher, Director of the Governor's Office of Employee Relations, has since informed CSEA that the freeze was lifted and the state will move immediately to fill 1,000 jobs in OMH and 700 jobs in OMRDD.

"This union was the first to denounce the 1980-81 state budget as grossly inadequate to meet the needs of the people of this state and most particularly those handicapped and elderly people who depend upon public services," said McGowan. "The chaos created in the mental health system during the past ten months and the decision to end the hiring freeze are proof that our position was correct."

CSEA represents about 40,000 employees in state institutions and community-based support services in OMH and OMRDD. In his demand for an end to the freeze, President McGowan told Frucher that conditions in state institutions were becoming deplorable as a result of understaffing and forced overtime that destroyed employee morale and significantly reduced patient care.

"The direct care employees in OMH and OMRDD are the backbone of the state's mental health system," McGowan said. "We have seen just how critical these people are in the last ten months when positions weren't filled and conditions deteriorated. Our members work every day to care for these people that our society cannot deal with normally. It's a tragedy that the only way to teach this lesson is by creating chaos in our institutions through inadequate funding and understaffing. We hope this lesson won't be forgotten in the next political battle for a state budget."

CSEA has been critical of the state's mental health system for many years. Two years ago in response to constant criticism of its policies and the scandal of "dumping" in which mentally handicapped patients were discharged haphazardly from institutions, the state outlined a new mental health policy in what has come to be known as the Morgado Agreement.

Robert J. Morgado, secretary to the Governor, delineated this policy in a June 15, 1978, memorandum to state Budget Director Howard Miller and the Commissioners of Mental Hygiene and Mental Retardation. It establish-

ed "staff to patient ratios" of one staff member for every patient in Mental Health facilities and 1.78 staff members for every client in Mental Retardation facilities by the end of fiscal 1981-82. The hiring freeze and resulting understaffing violated that policy agreement.

Responding to President McGowan's demand to end the freeze, both OER Director Frucher and Budget Director Miller agreed to end the hiring embargo, "backfill" 1,700 jobs and again declared that the staffing goals of the Morgado Agreement shall remain the policy of the State of New York.

"For far too many years, this state literally had no overall policy for its mental health system and our patients suffered for that failure," concluded President McGowan. "There is still a lot wrong with this system, but the Morgado Agreement represented a major stride in coming to grips with these problems. I am gratified that the Administration has accepted our demand for an end to the present understaffing crisis and has reiterated its intention to retain a policy that should make life a great deal better for thousands of mentally handicapped people."

### A positive step, but final answer lies in Morgado Agreement goals

The chairman of CSEA's Mental Hygiene Presidents' Committee, Danny Donohue, called the lifting of the hiring freeze "a significant, positive step" toward diminishing what he described as "hell in our institutions" due to shortstaffing, but said the final solution lies in living up to the Morgado Agreement.

Donohue, who is also president of CSEA's Long Island Region I, issued the following statement:

"The filling of 1700 vacant items is a significant, positive step toward our goal, but the governor and the Division of the Budget must remember that the goal is the staffing levels outlined in the Morgado Agreement.

The past months have been hell in our institutions, but these 1700 jobs aren't the final answer. I'm gratified that the freeze has been lifted, but I am even more pleased by the renewed assurances of Mr. Frucher and Dr. Miller that the Morgado Agreement is still alive."



## Capital Region endorses several candidates for state senate, assembly

ALBANY — The Political Action Committee of the Capital Region of the Civil Service Employees Assn. has announced the endorsement of the following candidates in the upcoming New York State November 1980 general elections:

### New York State Assembly

- 102nd Assembly District — Clarence D. Lane, Republican
- 103rd Assembly District — Michael J. Hoblock, Republican
- 104th Assembly District — Richard J. Conners, Democrat
- 105th Assembly District — held in abeyance by Committee
- 106th Assembly District — Neil W. Kelleher, Republican
- 107th Assembly District — Clark C. Wemple, Republican
- 108th Assembly District — No endorsement
- 109th Assembly District — Glenn H. Harris, Republican
- 110th Assembly District — Joan Hague, Republican
- 111th Assembly District — Andrew W. Ryan, Republican

### New York State Senate

- 41st Senate District — Joseph L. Bruno, Republican
- 42nd Senate District — Howard C. Nolan, Democrat
- 43rd Senate District — Ronald B. Stafford, Republican
- 44th Senate District — Hugh T. Farley, Republican

The Capital Region Political Action Committee interviewed all candidates seeking elected office. The Committee reviewed candidates voting records or position papers and recommended the above candidates for endorsement to the CSEA Statewide Political Action Committee.

Each endorsed candidate will now be eligible for various forms of assistance from CSEA. These services can range from a volunteer work force to telephone banks, endorsement mailings, etc.

## Grievance won on overtime meal allowances

MANHATTAN — About 130 Manhattan Psychiatric Center workers, members of CSEA Local 413, will be getting an addition to their paycheck as a result of a favorable grievance decision concerning overtime meal allowances.

Many plumbers, tin smiths, carpenters, general mechanics, masons, electricians, boiler room attendants, and general maintenance people at the facility will be receiving from \$10.50 to \$217 in back overtime meal allowances.

But the grievance decision did not come easily. During second-step hearings, Mohamed Hussain, grievance chairman for the Local, reportedly was threatened physically by a Manhattan Psychiatric Center administrator if he pursued the grievance.

The workers had been denied meal expenses granted in their contract if

## Delegates to consider endorsement of Carter

(Continued from page 1)

tions of AFSCME and the AFL-CIO, upon careful review of the record and an analysis of the statements of the candidates, the Political Action Committee agrees with the conclusion of our sister unions that an endorsement of President Carter and Vice President Mondale are in the best interests of our members, our union, and all working people in the United States."

CSEA President McGowan abstained from voting with the International Executive Board of AFSCME to endorse President Carter citing the pending action of the Political Action Committee and the union's Delegates. He said following the announcement that he will support the decision of the Delegates and urged them to give full consideration to the recommendation of the union's PAC.

The Committee also voted last Friday to defer action on a recommendation for a CSEA endorsement in the U.S. Senate race for New York State. It is expected that the Committee will meet again to decide that issue prior to the Delegate meeting.

Another important question to be resolved in Niagara Falls is the election of a CSEA International Vice President to AFSCME's International

Executive Board to fill the vacancy created by the death of CSEA Region One President Irving Flaumenbaum.

CSEA's two representatives to the IEB were elected by CSEA's elected delegates to the International's Convention in Anaheim, California in June. AFSCME's Constitution provides the mechanisms for a new election to fill the vacancy.

James Roemer, CSEA's Chief Counsel, explains that as a result of a review of the procedures for such elections, the 223 CSEA delegates to the International's Convention will meet at Niagara Falls on Tuesday, September 30, to elect a new representative to join President McGowan on AFSCME's International Executive Board.

As the result of technical provisions of the AFSCME Constitution, CSEA's Delegates will meet on Monday morning, September 29, to consider a resolution to empower the election of a new International Vice President. While CSEA rank and file members did elect all 223 delegates to the International's Convention in June, the vote of the CSEA Delegates to the Niagara Falls Convention will be required to authorize this election procedure.

they work overtime, despite contract provisions which provide for the payment.

The contract states: "When it is necessary and in the best interest of the state for employees to work overtime, a sum of \$3.50 per meal will be allowed, including tips."

Local President Ismael Lopez said: "The reason administrators attempted to play games with the already earned meal money of 130 CSEA members was to make the budget of the Support Services Department, which the workers are assigned to, look good to top level management. It's just not decent to take the hard earned money of the people who keep Manhattan Psychiatric Center running, in an attempt to make budgets look good on paper."

## Television editorial irks Region President Lattimer; sets the record straight

BUFFALO — Western Region VI President Robert Lattimer took to the television airwaves recently to defend CSEA members from a TV editorial slur against "public employees" and asserted their rights to Social Security benefits.

Lattimer, in response to a WIVB-TV (Channel 4, Buffalo) editorial which, in part, claimed that "public employees end up collecting without paying in over the years . . . everyone else pays into Social Security, there is no reason to exclude public employees".

Lattimer blasted the vague allusion to "public employees" as a "lumping together of all publicly employed workers into a group seemingly seeking unearned benefits" and reeled off a list of facts in defense of the 250,000 CSEA membership roll which includes city, town, village, school district and state employees.

Among other facts, he cited the overwhelming majority of counties, municipalities and subdivisions in New York state that are contributing over \$1.6 billion annually in employee-employer contributions, which makes this state's input higher than any other.

He concurred, with the editorial's assessment concerning the Social Security fund's steadily dwindling possibilities as a retirement base, but asserted these problems "are not the fault of the thousands of hard-working CSEA public employees in New York State who are paying their fair share and are entitled to the same Social Security benefits as are other working citizens."

Lattimer's forceful appearance should serve as evidence to all concerned that the CSEA leadership will not stand idly by while the ill-guided or misinformed take unwarranted potshots at the CSEA's hardworking membership.

## Calendar of EVENTS

### September

- 17—Buffalo Local 003, general membership meeting, 5:30 p.m., new Buffalo Hilton on the waterfront.
- 18—Region III Executive Committee meeting, Holiday Inn, Fishkill, 7:45 p.m.
- 18—Region V Political Action Coalition "meet the candidates night," Sheraton Motor Inn, Liverpool, 7 p.m.
- 19—Local 335 all-holiday dinner dance, Town and Country Restaurant, Walden and Union Road, Cheektowaga. Cocktails 6:30 p.m., dinner 7:30 p.m.
- 19—Manhattan Developmental Center employee recognition banquet, 6-10 p.m., State Office Bldg., 125th Street.
- 19—Binghamton City Local 002, general membership meeting, First Ward Legion, 7:30 p.m.
- 19-20—Region VI meeting, Sheraton Inn East, Walden Avenue, Buffalo.
- 20—Hudson Valley Armory Employees Local 252, Annual Banquet and Awards Dinner, Capri restaurant, 152 Washington Street, Peekskill, New York 8:00 p.m.
- 20—Local 550 picnic, Applewood, Highland.
- 24—Local 352 Labor Department-Buffalo District "Get Involved Nite" membership meeting; Continental Restaurant, 212 Franklin Street, Buffalo, 6 p.m.
- 24—Region III Delegates meeting, Holiday Inn, Newburgh, 7:45 p.m.
- 27—Binghamton City Local 002 fall dinner dance, Greenhouse Lounge, Endicott, 6:30 p.m.

### October

- 4—"Run for your Health" road race, 10 a.m., Central Islip Psychiatric Center, Central Islip.
- 16—Saratoga County Local 846 Shop Stewards meeting, Solor Building, Ballston Spa, 5 p.m.
- 17—Nassau County Local 830 annual dinner dance, Salisbury Inn, Eisenhower Park, East Meadow.
- 20—Saratoga County Local 846 Executive Board meeting, Solor Building, Ballston Spa, 7 p.m.
- 23—Saratoga County Local 846 general membership meeting, Solor Building, Ballston Spa, 7:30 p.m.
- 24—Westchester County Local 860 annual dinner-dance, 8 p.m., Colony Club, New Rochelle.



# Unitization: Better service for Local 010

NEW YORK CITY — Providing proper representation for the widely scattered 7,500 New York State employees represented by CSEA New York City Local 010 under the best of circumstances would be a difficult job, Local 010 President Joseph Johnson says.

However, with the membership of the local spread throughout the state of New York, Local 010 is attempting to greatly improve the representation and service to the persons represented by the local through the unitization of the local, Johnson said.

He said the local is in the process of organizing more than 50 units with approximately 30 units expected to be organized later this year.

Johnson explained the special nature of his local as follows:

—Local 010 is the largest CSEA State Division local, representing 7,500 employees of which more than 5,600 are CSEA members.

—Local 010 is the only State Division local with members in all four bargaining units — Administration, Institutional, Judicial and Operational.

—The membership works in 66 separate agencies of New York State government.

—There are well in excess of 300 sites where Local 010 members work including a number of unknown work sites.

—Most of the Local 010 members work in New York City and in Nassau, Suffolk, Westchester and Rockland counties — all of Regions I and II and part of Region III.

—Local 010 represents the employees of the First and Second State Judicial Departments which cover all of Regions I, II and III except for Sullivan and Ulster counties.

—There also are an unknown number of other State employees scattered all over New York State represented by Local 010.



EXPLAINING THE UNITIZATION OF New York City Local 010 at a recent Local 010 Executive Committee meeting is Local President Joseph Johnson, standing, flanked by two of the local's vice presidents, Rose Feuerman and Willie Raye.

To overcome these problems, Johnson and his officers have met with the CSEA statewide Charter and Election committees and with the CSEA law firm to work out a plan for unitizing the local, Johnson said. Some of the aspects of that plan, as explained by Johnson, are:

- Ultimately there will be more than 50 units in the local.
- At least 30 units hopefully will be in operation by Nov. 1, 1980.
- Local 010 will provide each unit with a small treasury, and each unit will receive a 25 percent rebate from the local.
- Each unit will be required to hold meetings during the work day twice a month to bring the union closer to the members.
- The Local 010 Executive Committee will consist of the local's elected officers and the elected unit presidents or some other elected unit representatives.
- The present Local 010 Executive Committee will be replaced by the new committee once the units are functioning.
- The officers of the new units will serve approximately one-year terms to align the terms of office with the Model Unit Constitution.
- For the initial shortened terms, the Local 010 president will appoint the officers if there is only one candidate for a position.

"The units will allow the local to give the representation to the members of which they deserve and are entitled to," Johnson said.

He said the units will be aided by a new grievance representative system, under grievance chairman Edward Satran which already has 150 reps in place in 30 of the 66 agencies.

Information on the new units is available through the grievance reps. If a Local 010 member does not have a grievance rep, a call to the local office, (212) 625-2008, will supply the information.

Once your unit is identified, members wishing to run for office should write a letter requesting a place on the ballot (president, vice president, secretary or treasurer) to: Helen B. Kennedy, Chairperson, Nominating Committee, New York City Local 010, CSEA, 16 Court Street, Brooklyn, N.Y. 11241.

Johnson, realizing that many members interested in holding unit office might not feel they have the qualifications, is working with CSEA headquarters and with Region II in planning three separate training sessions for president and vice president, for secretary, and for treasurer.

NEW YORK CITY LOCAL 010's plans for unitization are discussed by, from left, Edward Satran, Local 010 grievance chairman; Anthony Vericella, special assistant to Local 010 President Joseph Johnson; and Al Sundmark, CSEA field representative.



## PERB orders Albany Social Services to promise in writing they won't threaten grieving employees

ALBANY — A Public Employment Relations Board arbitrator made the Albany County Department of Social Services management promise in writing that it would not threaten reprisals against employees for filing grievances after the Civil Service Employees Assn. complained in an improper practice charge that it had done so on at least two occasions.

In June, then president of the Albany County Social Services unit

CSEA, Frank Lawrence, told the arbitrator that case planner Nancy Bell was demoted and her unit disbanded after she refused to revoke a grievance seeking a promotion to case supervisor B, a position which was denied to her despite the fact that she met the educational and experience requirements.

In this case, PERB also ordered DSS management to pay Ms. Bell for doing the work of a supervisor for several weeks.

Another employee was told that

never again would department employees be given unscheduled holidays, such as Good Friday, off if he did not retract a grievance claiming he was unfairly docked for time taken off Good Friday afternoon.

Glen Humphreys took personal leave on Good Friday morning, after being told prior in the week, the office would be closed that afternoon. On that morning, however, the management announced that the holiday applied

only to certain offices and that Humphreys' office would not be closed that afternoon. The following Monday, Humphrey was docked a half day pay for taking unauthorized leave in the afternoon. In a grievance, which is still pending, he is claiming to be the victim of poor communications.

According to the improper practice settlement handed down by PERB the department must process Humphreys' and all future grievances, without harassing employees involved.



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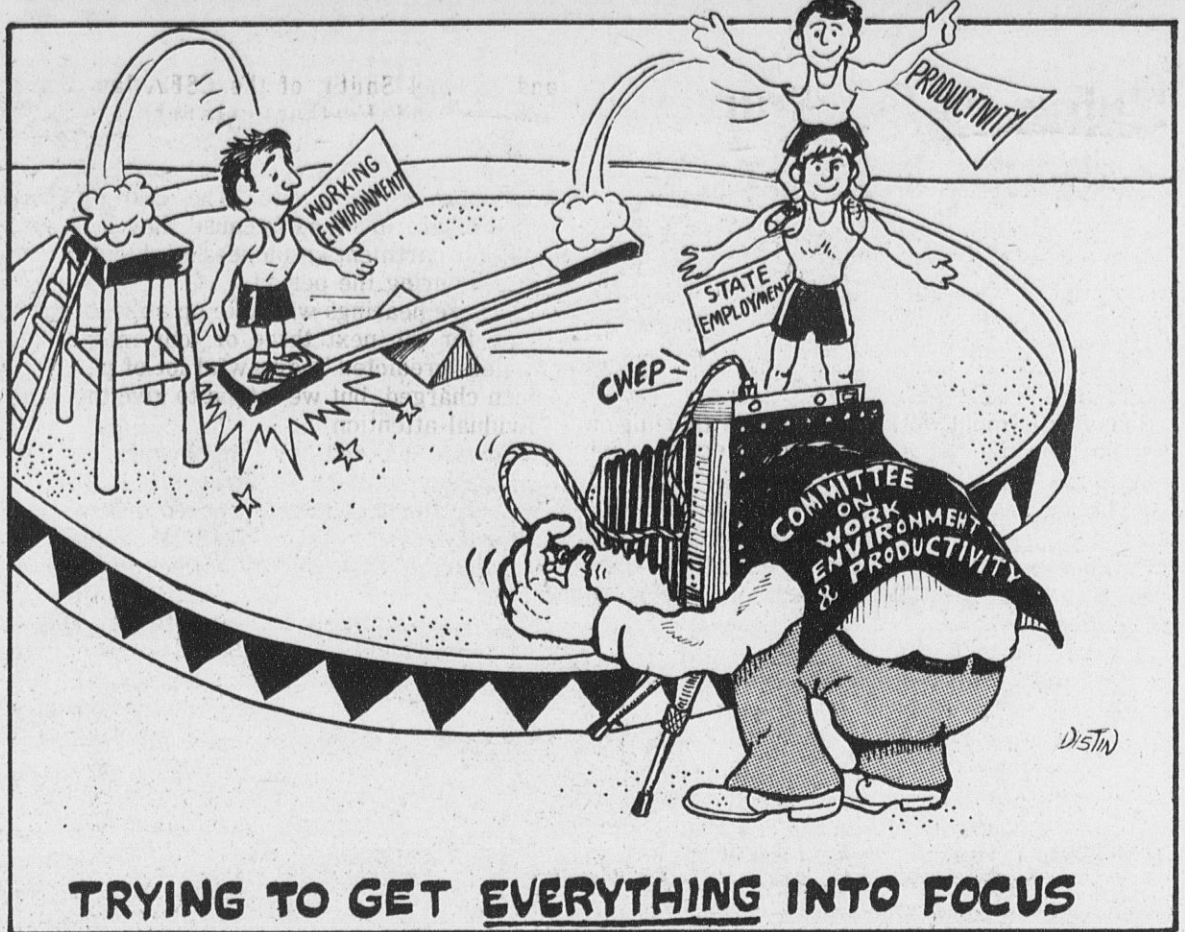
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TRYING TO GET EVERYTHING INTO FOCUS

## Work to rule voted by hospital workers

ALBANY — In a determined show of unity, more than 70 employees of the Herkimer Hospital have voted unanimously to exercise their right under the Taylor Law to work to rule.

The employees are all members of the Civil Service Employees Association Herkimer Hospital Unit of Herkimer County Local 822.

Both sides now await notification from the Public Employment Relations Board (PERB) in regard to the impasse filed by the paid negotiator for the hospital. A PERB mediator will be assigned to the negotiations in the near future.

## Chester pact oked

CHESTER — Secretarial, clerical, maintenance, bus drivers and service personnel of the Union Free School District here recently ratified a new three-year contract.

CSEA Collective Bargaining Specialist John Naughton, who assisted the unit's negotiating team, said the pact provides annual pay raises of \$750, \$800 and \$850 for full-time employees.

Bus drivers will receive an additional 30 cents per hour each year, and will be reimbursed for attending annual refresher courses. All other hourly employees will get an extra 20 cents per hour each year.

Other features including granting of an agency shop and increasing the mileage allotment, according to Unit President Gene Winters.



DISCUSSING SUBJECTS OF MUTUAL INTEREST are, from left, Southern Region III President James Lennon, Region III Director Thomas Luposello and Congressman Hamilton Fish. The meeting was at Region III Headquarters in Fishkill.

## Lennon meets with Congressman Fish

FISHKILL — Southern Region III President James Lennon met recently with Congressman Hamilton Fish at Region III Headquarters in Fishkill. The meeting had been requested by Fish, who represents Dutchess, Putnam and part of Westchester counties in the U.S. House of Representatives.

Among the items discussed by Fish and Lennon were CETA, Social Security, aid to education, the future of the Harlem Valley campus and CSEA's affiliation with AFSCME.

## State study favors varied work hours

The State Department of Civil Service has released the findings of its third year of a continuing study of the effects of alternative work schedules in State operations.

The Civil Service Department 1980 study analyzed reports from 184 State agencies, facilities, commissions and authorities which have established some form of alternative work schedule.

Five types of alternative schedules are covered in the study. They are:

- Staggered hours — (Groups of workers are scheduled to begin and end work at different times).
- Part-time — (Employees work less than a full work week).
- Compressed schedule — (Employees work fewer than five days a week, but more hours per day).
- Flextime — (Workers may vary starting and ending time from day to day, but must work a certain number of hours a day), and
- Individualized schedules — (Work hours are adjusted for employees to accommodate personal situations, such as child care, commuting and education).

Commissioner Victor S. Bahou said that according to the study, alternative work schedules have resulted in increased productivity and efficiency. The schedules also have resulted in increased employment opportunities for minorities, women, the handicapped and disabled, and the elderly, the report indicates.

Generally, as in the past, no serious problems were reported. Most were minor difficulties which were easily resolved. Maintaining adequate coverage and supervision continued to be the most frequently reported difficulties.

The study is the third of its kind and was conducted over a three-month period early this year by the Employee Relations Section of the State Civil Service Department.

## Federal workers garner a 9% raise

WASHINGTON — Nearly 1.4 million salaried federal employees will receive a 9.1 percent pay increase in October — substantially higher than the Administration had budgeted earlier this year.

The increase, announced by President Carter, is in line with private sector increases over a 12-month period but is less than the 13.5 percent raise that a government panel determined would be needed for a full catch-up after several years of imposed pay restraint.

About 25,000 of the government's lowest-paid workers will get the higher amount, however. The 13.5 percent increase will be allowed to the extent that it does not raise a worker's salary

over \$9,069 a year.

The budget President Carter sent to Congress in January projected a 6.2 percent increase, and a mid-year budget review pushed that up to 7.8 percent. But the American Federation of Government Employees, backed by the AFL-CIO, argued that any such ceiling would breach the Administration's commitment to fair treatment for federal workers as part of the National Accord with labor.

The 9.1 percent raise falls within the 7.5 to 9.5 percent anti-inflation guideline and would match the private sector pay increase average determined by a Bureau of Labor Statistics survey earlier this year.



## Union defending members accused of supporting strike

ALBANY — Union attorneys have begun defending nearly 700 CSEA-represented Corrections Department workers charged with being on strike during the Correctional Services job action in the spring of 1979.

The first round of hearings in the matter was set for Sept. 9, 10 and 11 at South Beach Psychiatric Center. On Sept. 16 and 17, hearings were to be held at South Beach and at Elmira Psychiatric Center, and will continue at Elmira on Sept. 18, 23, 24 and 25.

Attorneys Pauline Rogers, William Wallins

and Michael Smith, of the CSEA law firm of Roemer and Featherstonhaugh, have been assigned to the hearings, which were scheduled by the State at nearly all 19 correctional institutions in the state. The two psychiatric centers are involved because they had Corrections Department employees working on certain wards during the period.

"These hearings will take up almost all of our time for the next three or four months," Ms. Rogers predicted. "An awful lot of people have been charged, but we intend to give them all individual attention."

Toward that end, the union lawyers sent out to all employees involved, forms on which they can write outlines of their proposed testimony. The attorneys are meeting with the charged individuals at each facility a week in advance of their hearings, to discuss the outlines and answer questions for the affected workers.

The free legal representation is part of CSEA's \$1.5 million Legal Assistance program.

"Everyone who did not come in to work during the Council 82 strike was assumed to be on strike, also," Ms. Rogers said. "They failed to consider the climate of fear during that period, and the threats of revenge against those who crossed the lines, both by the inmates and the strikers."

The 700 employees involved in the hearings are those who, at CSEA's urging, submitted affidavits raising substantial objections to the charges against them.

Under the state's Taylor Law, employees found "guilty" of being on strike are fined two days pay for every day they do not report to work.

Because of the number of hearings involved with this matter and the intensity of the work they required, the law firm has notified all six of CSEA's regional offices that requests for legal assistance during the next few months should be forwarded to Roemer and Featherstonhaugh as far in advance as possible.



## Several honored for work on OSHA passage

ALBANY — CSEA's Statewide Safety Committee recently marked passage of the historic Occupational Safety and Health Act for public employees in New York State with a luncheon program.

Among those attending the committee's luncheon were, from left, CSEA Communications Director Gary G. Fryer; State Sen. John E. Flynn of Yonkers, who sponsored the bill in the Senate; CSEA President Bill McGowan; Assemblyman Frank J. Barbaro of Brooklyn, who sponsored the

bill in the Assembly; CSEA Statewide Safety Committee Chair Frank Falczyk; CSEA lobbyist James D. Featherstonhaugh; CSEA Collective Bargaining Specialist Nels E. Carlson, who advises the safety committee; and Bernard J. Ryan, CSEA Director of Political Action and Legislation.

Mr. Barbaro, Sen. Flynn, Mr. McGowan, and CSEA's Political Action and Communications Departments received plaques in appreciation of their efforts in achieving the OSHA law.

## McGowan kicks off statewide tour



DURING A VISIT with members of the Rochester Satellite Office last Wednesday, CSEA President William McGowan had the opportunity to chat with Louise Kinhead of the Rochester Psychiatric Center.



PRESIDENT MCGOWAN visited with rank and file members at the Utica Satellite Office during his statewide tour. Pictured above with

McGowan are, from the left, John J. Vergalito Jr. of Local 422 and Bill Rafferty of Local 414.



# PLAYLAND

## Public workers keep recreation thriving

CSEA members sometimes are employed in unusual places, and one of those unusual places surely is Westchester County's Playland at Rye. The waterfront park has been in business 52 years, and the 56 CSEA union members who work there keep it in shape by painting, gardening, cleaning, fixing, and doing all kinds of odd jobs, from repairing a roller coaster to giving a youngster a helping hand.

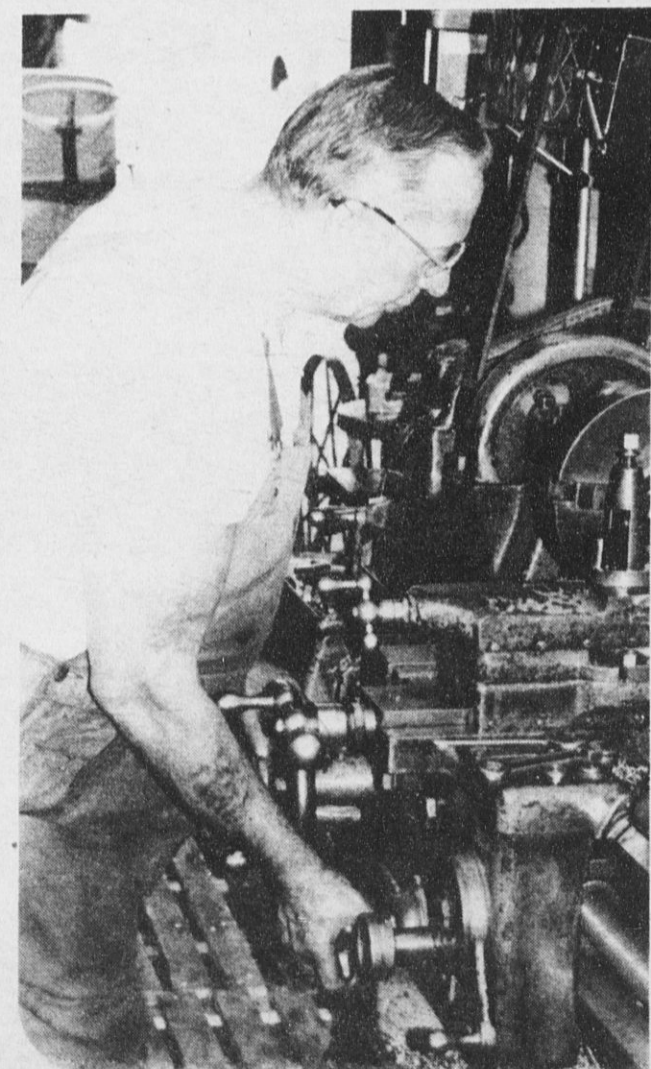
The county-owned park, to be sure, shares some of the same problems that confront public employees everywhere nowadays, especially contracting out of rides and other services, but CSEA has vowed to fight to keep the members' jobs with Westchester County.

Section President Curley Bell Jr., says he "loves his job" and breaks out in a big smile as he walks through the 270-acre "fun machine" and sees young and old, alike having a good time. He also knows that there's a lot more to the park than meets the eye.

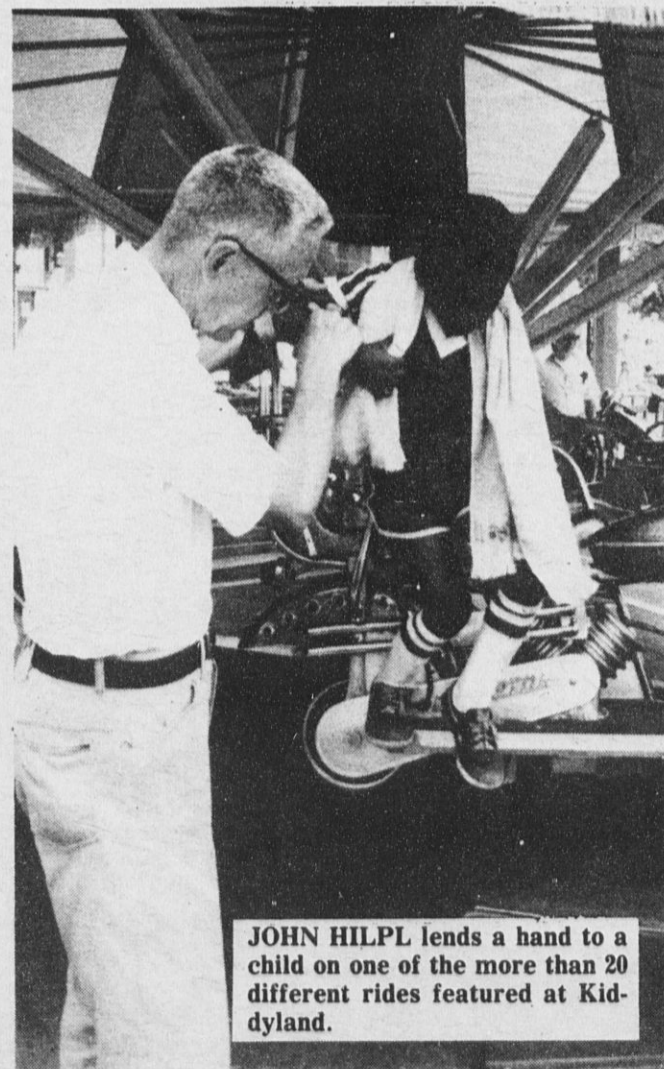


**MAINTENANCE MECHANIC AL ROSCIA** has worked at Playland for 50 years. Here he takes a moment to sit on the carousel, which he remembers being first set up 45 years ago. Al says he does "a little bit of everything" in his job.

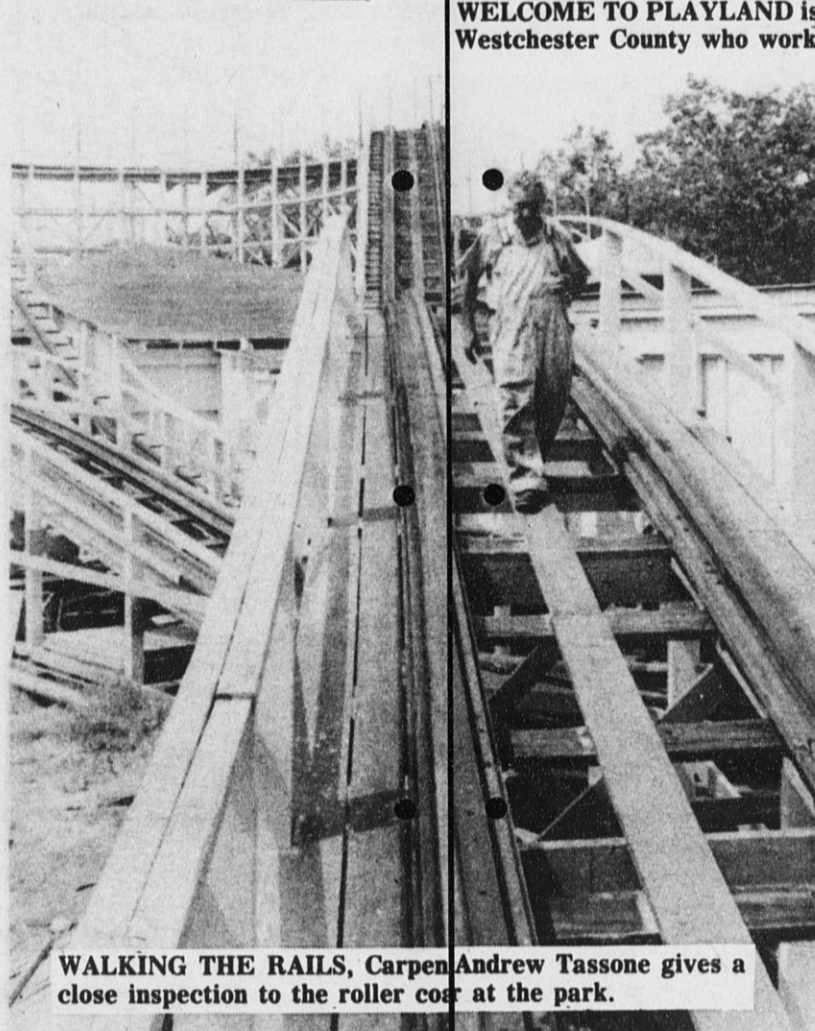
**WELDER GEORGE KUCHERA**, below, works on a part for one of the rides at Playland.



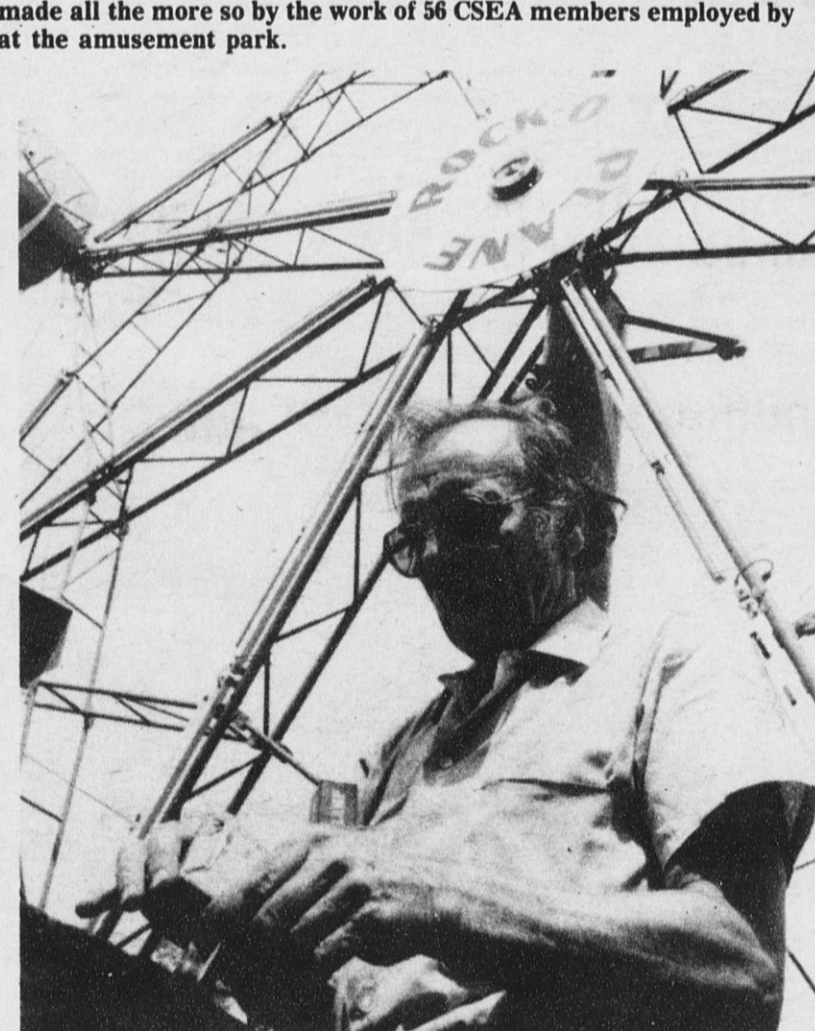
**GARY ARBUSTO**, right, works on maintenance of roofing to protect the visitors to the park.



**JOHN HILPL** lends a hand to a child on one of the more than 20 different rides featured at Kid-lyland.

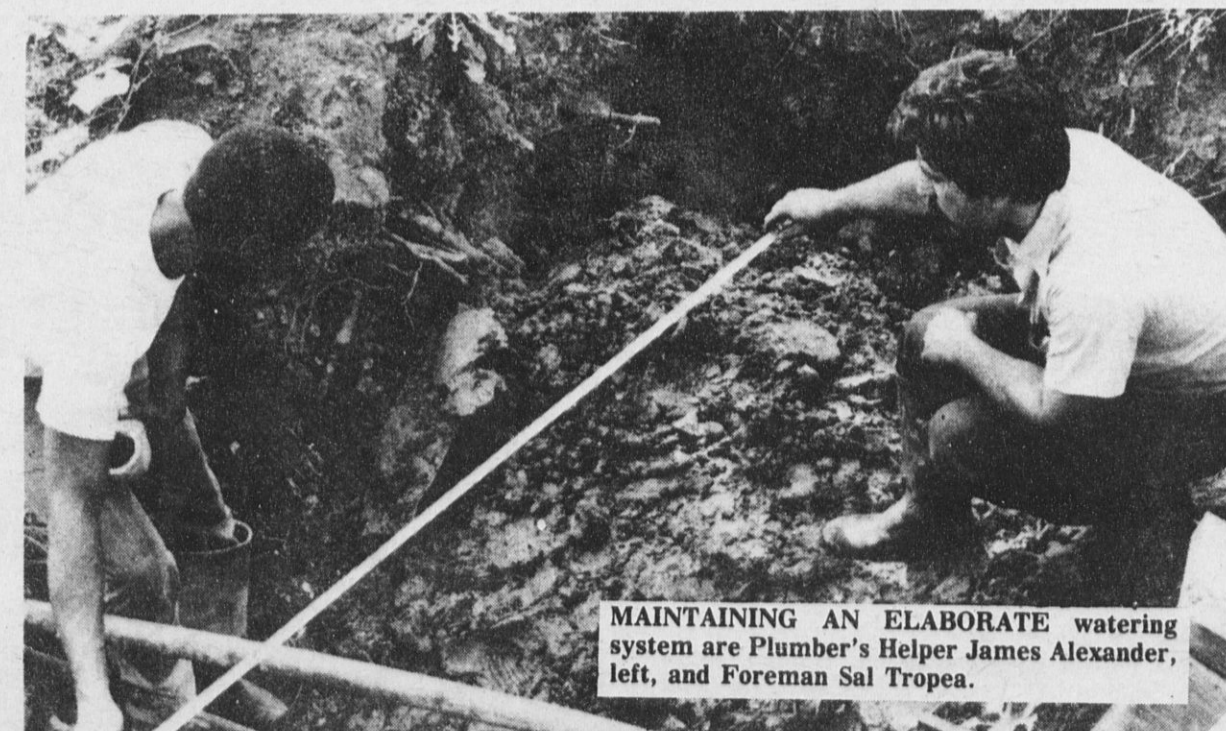


**WALKING THE RAILS**, Carpenter Andrew Tassone gives a close inspection to the roller coast at the park.



**ELECTRICIAN HENRY DESROSIERS**, above, inspects the controls on one of the many major rides.

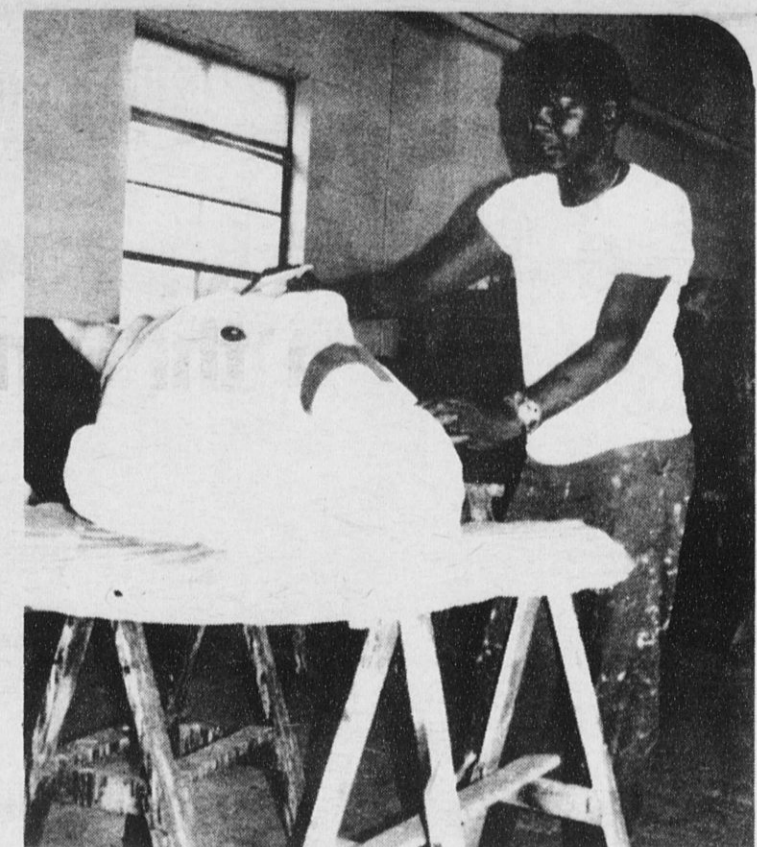
**GARDENER TONY MARSELLA**, left, tends to some of the 75 different varieties of plants that decorate the amusement area.



**MAINTAINING AN ELABORATE** watering system are Plumber's Helper James Alexander, left, and Foreman Sal Tropea.



**WELCOME TO PLAYLAND** is made all the more so by the work of 56 CSEA members employed by Westchester County who work at the amusement park.



**CSEA SECTION PRESIDENT Curley Bell Jr.** gives clown face a face-lift in the paint shop area.



**JOHN MIKPELL** is art director for the facility. Here he touches up one of the hundreds of signs that help guide the million visitors who visit the park each season.



## Ulster unit mans booth at fair to educate the public

NEW PALTZ — With the contract between the Ulster County CSEA Unit and the County expired and contract talks at impasse, the County CSEA Unit and CSEA Local 856 manned a booth at the recent Ulster County Fair to "meet the public, clean up our image and educate the public about CSEA," according to Ulster County Unit President Joseph Van Dyke.

Van Dyke pointed out that the contract between the unit and the county expired back on January 1, 1980, and the impasse procedure in current negotiations has reached the fact finding stage.

The Local 856 booth was set up at the fair in front of the CSEA Mobile Office. Among the activities at the booth were the distribution of bumper stickers and other CSEA literature and accessories, blood pressure screenings by employees of the County Infirmiry and the County Health Department, a display of heavy equipment by employees of the County Highway Department and a voter registration drive.

More than 200 new voters were registered at the Local 856 booth during the five-day fair, Region III Communications Specialist Stanley Hornak said.

Local 856 President Barbara Swartzmiller said that approximately 40 members of the local manned the booth. She said this was the first time the local participated in the fair.

In future years, the local hopes to take part in the fair with more departments participating with exhibits, she said.

Region III President James Lennon said: "This is a very fine public relations gesture on the part of the Ulster County Local and unit to let the people know the important jobs we do."

Van Dyke said the display by the County Highway Department employees was to demonstrate the importance of those public employees during snow storms, floods and other emergencies.



THE "BUY AMERICAN" BUMPER STICKER CAMPAIGN of Southern Region III is launched in New Paltz at the Ulster County Local 856 booth at the Ulster County Fair in August. Manning the booth when it opened are, from left, CSEA Intern Michael Schonberg, Ulster County Unit President Joseph Van Dyke and Region III President James Lennon.



ULSTER COUNTY HIGHWAY DEPARTMENT EMPLOYEES, from left, John Lukaszewski and Ernest Osterhoudt display some of the heavy equipment CSEA members use to keep the roads of Ulster County safe to drive on.



ULSTER COUNTY LOCAL 856 President Barbara Swartzmiller, an employee of the Ulster County Infirmiry, takes the blood pressure of CSEA member Walter Parslow at the Ulster County Fair. Employees of the County Infirmiry and the County Health Department provided free blood pressure screenings to the public at the fair.

# 'Buy American' campaign

FISHKILL — Southern Region III has launched a "Buy American" campaign with bumper stickers which read: "Buy American, CSEA/AFSCME Southern Region 3."

Region III President James Lennon said the campaign is the region's way of showing patriotism.

The campaign got underway in August at the Ulster County Fair in New Paltz where the bumper stickers were displayed and distributed at the booth manned by members of Ulster County Local 856.

The bumper stickers are available at the Region III Headquarters in Fishkill, (914) 896-8180.

Lennon said: "As working men, we all know how important it is to Buy American. Buying American

is more than just a slogan. It means jobs for us and our families.

"So, the CSEA Southern Region III is urging all

its members to proudly display the bumper stickers on their cars. Buying American — it's good for all of us!"





# Region I completes instructor program

HAUPPAUGE — Thirteen members of CSEA Long Island Region I completed the AFSCME Steward Instructor Training Program last month. Those 13 members are:

Millie Vassallo and Carol Craig, Suffolk Education Local 870; Jerome Donohue, Edward Ochenkoski, Patrick D'Alessio and Nicholas Dellisanti, Nassau County Local 830; Bud Scudder and Stephen DeVoursney, Central Islip Psychiatric Center Local 404.

Jean Frazier, Pilgrim Psychiatric Center Local 418; Gregory Szurnicki, Kings Park Psychiatric Center Local 411; Aileen Ronayne, Suffolk County Local 852; Joseph Allen, SUNY Stony Brook Local 614; and Louis Mannellino, Department of Transportation Local 508.

Others from CSEA who attended the opening session of the program were the late Region I President Irving Flaumenbaum, Southern Region III President James Lennon, Region I Director William Griffin and Long Island State Parks Local 102 President Arthur Loving.

The instructors for the five-day training program were David Williams, John Dowling and Bailey Walker, all of the AFSCME Education Department headed by Williams.

Also attending the program were Thomas Quimby and Chris Lindsay of CSEA staff and Steve Regenstreif and Linda Hassberg of AFSCME.

The purpose of the program is to establish "a permanent mechanism for training local union stewards," Williams said.

The newly trained steward trainers from the program will be called back periodically for discussion, feedback and follow-up, he said.

"The most important thing is that CSEA Region I develops its own



**FUTURE STEWARD INSTRUCTORS**, from left, Carol Craig, Suffolk Education Local 870; Aileen Ronayne, Suffolk County Local 852; and Nicholas Dellisanti and Edward Ochenkowski, both Nassau County Local 830; take part in the Region I Steward Instructor Training Program.

mechanism for training stewards. The region has control over it," Williams said.

He said the same program which trained 15 stewards in Central Region V during the summer of 1979 is "working reasonably well" with eight or nine of the trainers "very active."

Dowling said the program utilizes discussions, lectures, films, slide presentations, video taping and playbacks and role playing by the steward trainers.

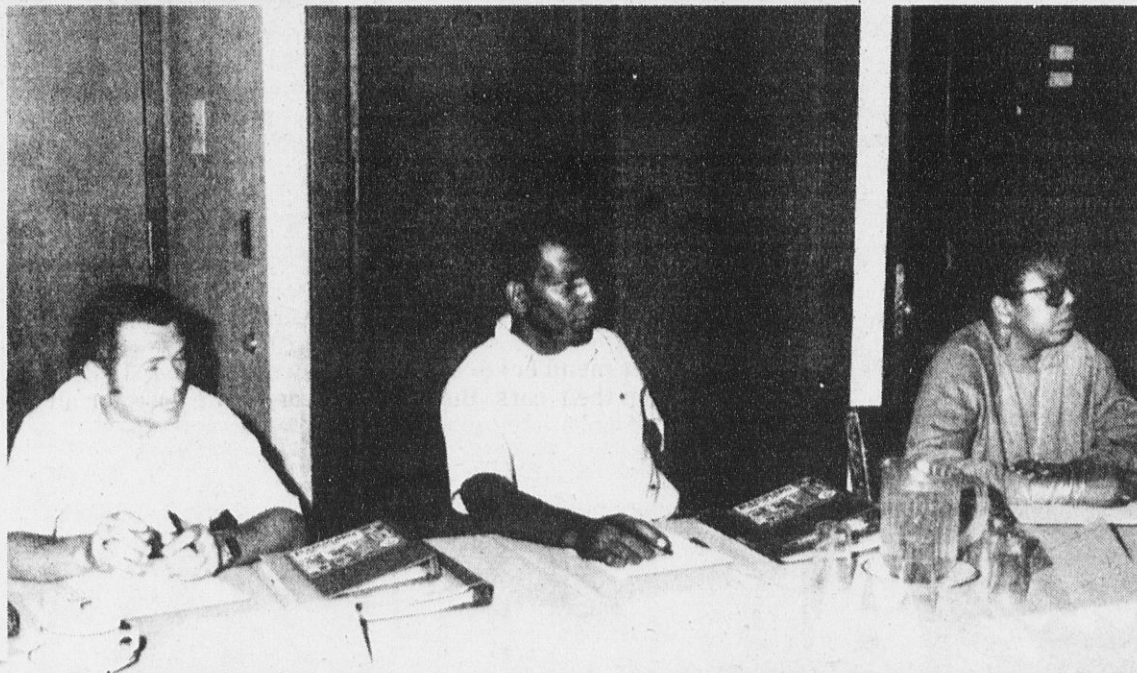
Among the tools the trainers are taught to use is the Local Union Training Program developed by AFSCME and the New York State School of Industrial and Labor Relations — Cornell University.

The Long Island Region I Steward Instructor Training Program, Aug. 18-22 in Hauppauge, was the last CSEA event covered by The Public Sector which the late Irving Flaumenbaum participated in. Flaumenbaum, Region I president at the time of his death on Aug. 27, was active in CSEA for more than 30 years.



**DISCUSSING THE AFSCME STEWARD INSTRUCTOR TRAINING PROGRAM** in Long Island Region I are, from left, Southern Region III President James Lennon, AFSCME's Bailey Walker, the late Region I President Irving Flaumenbaum, AFSCME's Steve Regenstreif and Region I Director William Griffin.

**AFSCME EDUCATION DIRECTOR David Williams** (below, left), leads a discussion at the Steward Instructor Training Program in Region I. Listening to Williams are, from right, CSEA Education Director Thomas Quimby and AFSCME's John Dowling.



**AMONG THOSE TRAINED AS STEWARD INSTRUCTORS** in Region I are, from left, Pat D'Alessio, Nassau County Local 830; Joseph Allen, SUNY Stony Brook Local 614; and Jean Frazier, Pilgrim Psychiatric Center Local 418.



**ATTENDING THE STEWARD INSTRUCTOR TRAINING PROGRAM** in Region I are Millie Vassallo, Suffolk Education Local 870; and Jerome Donohue, Nassau County Local 830.



# First segment of salary increase due effective October 1 for state workers

ALBANY — More than 100,000 CSEA members in the state's Administrative, Institutional and Operational bargaining units will be receiving the first segment of a salary increase next month under provisions of the CSEA contracts with the State of New York.

The current three year contract took effect following member ratification on April 1, 1979. On that date a seven percent salary increase was added to the salary schedule.

Now, starting with the payroll period the first day of which is closest to October 1, 1980, a three and a half percent increase will be added to the salary schedule as the first installment of a salary increase for this fiscal year. Then, after next April 1, the remainder of this year's salary increase will be made in a lump sum payment.

While the procedure for the increases is complex, the concept is simple. If the computation for the total salary increase for this fiscal year works out to seven percent, then an employee doing the same job this year as last year will receive seven percent more salary, plus any increments or performance awards he or she may be entitled to receive. Part of that seven percent raise comes around October 1, but the bulk of it comes in lump sum payment after April 1.

Negotiations for the present contract yielded the

first cost of living adjustment clause ever in a state contract, but as with most such adjustments in union contracts, this adjustment is based on a complex formula that can yield an increase up to a certain maximum. In this case, the contract provides for an increase of three and a half percent plus the cost of living adjustment up to a maximum total increase of seven percent.

The three and a half percent applied to the salary schedule on October 1 is the first segment of that increase. The remainder will be paid after the cost of living adjustment is calculated during the beginning of the next fiscal year. This deferral allows for a true calculation of the COLA and allows the state to "roll over" the salary increase from one fiscal year into the next fiscal year. This was required by the state's continuing fiscal crisis. While it might seem complicated, it guarantees the employees a true increase in salary for the entire year.

Other unions representing state employees have negotiated less complicated payment formulas, but those formulas do not guarantee a true increase for the entire year.

Here's an example of how the system will work using an employee with a salary of \$10,000 per year as of April 1, 1980.

In the payroll period the first day of which is closest to October 1, 1980, the employee's salary is increased by three and a half percent to an an-

nualized \$10,350. For the remainder of this fiscal year, the employee receives bi-weekly paychecks based on that annual salary.

After the beginning of the next fiscal year (after April 1, 1981) the COLA formula is calculated. Assuming it works out to the maximum amount, then the employee is "owed" the difference between what he or she received as a result of the three and a half percent increase in October, and what he or she would have received if a seven percent salary increase had been awarded on April 1, 1980. The difference — in this case \$525 — is then paid to the employee around April 1, 1981, in the form of a lump sum check.

The salary schedule is then amended effective April 1, 1981, to reflect the total salary increase. In our example, the salary schedule would be amended on April 1, 1981 to \$10,700.

The same procedure is then repeated in the third year of the contracts.

Article seven, sections 12, 13 and 14 of the contracts for the Administrative, Institutional and Operational bargaining units provide for the salary increases. The text of those parts of the contracts is reprinted below for your convenience.

For more detailed information or to explain variations for employees entering, leaving or being promoted, contact your CSEA representative or your personnel office.

## Verbatim contract language re: state salary increases

ALBANY — CSEA's contracts with the State of New York in the Administrative, Institutional and Operational bargaining units contain provisions for salary increases for new employees that are not properly reflected in the contracts as published by the state.

The printed contracts indicate that new employees aren't eligible for the retroactive lump sum payment for a fiscal year if they came to work after the start of that fiscal year. That isn't correct.

CSEA and the Governor's Office of Employee Relations (GOER) have notified union representatives and personnel officers that the contracts actually provide for such employees to receive a lump sum payment pro-rated for their length of service during the fiscal year.

GOER has asked personnel offices to so inform new employees when they are given copies of their contracts.

In an effort to avoid undue confusion, the following sections of Article Seven of the CSEA — State contracts have been printed here exactly as they appear in the published contracts which employees now have. Readers are cautioned, particularly employees hired after March 31, 1980, of the correction.

§ 7.12 For the fiscal year April 1, 1980 to March 31, 1981 the performance based salary system described above will continue and a general salary increase will be provided in the following manner.

(a) Effective October 1, 1980\* a general increase of 3.5 percent will be applied to base pay; with the salary schedule increased by 3.5 percent.

(b) Effective April 1, 1981\* a percentage general increase in base pay will be provided in an amount equal to 7/9ths of one percent for each one percent increase in the Consumer Price Index<sup>1</sup> over the period from January 1980 to January 1981, less the 3.5 percent provided on October 1, 1980; provided, how-

ever, that the total increase in base pay provided as a result of (a) and (b) may not result in a total salary increase in excess of 7 percent (non-compounded). The general increase of April 1, 1981 will be applied to the Salary Schedule.

(c) Employees in full-time employment status on March 31, 1980 and who are in full-time employment status on March 31, 1981\*\* will be entitled to retroactive payment for service from April 1, 1980 to March 31, 1981 to make up the difference between salary actually received and the salary rate established in the April, 1981 schedule. Such retroactive payment will be made no later than during the first quarter of the fiscal year beginning April 1, 1981, and such payment shall be based upon the base pay and overtime compensation received by the employee.

(d) Employees in full-time employment status on September 30, 1980 and who are in full-time employment status on March 31, 1981\*\* will be entitled to retroactive payment for service from October 1, 1980 to April 1, 1981 at the rate established as a result of the April 1, 1981 increase. Such retroactive payment will be made no later than during the first quarter of the fiscal year beginning April 1, 1981.

### § 7.13 Third Year of Agreement

For the fiscal year April 1, 1981 to March 31, 1982 the performance based salary system will continue and a general salary increase will be provided in the same manner as in 1980-81; specifically;

(a) Effective October 1, 1981\* a general increase of 3.5 percent will be applied to base pay; with the salary schedule increased by 3.5 percent.

(b) Effective April 1, 1982\* a percentage general increase in base pay will be provided in an amount equal to 7/9ths of one percent for each one percent increase in the Consumer Price Index<sup>1</sup> over the period from January 1981 to January 1982, less the 3.5 percent provided on October 1, 1981; provided, however, that the total increase in base pay

provided as a result of (a) and (b) may not result in a total salary increase in excess of 7 percent (non-compounded). The general increase of April 1, 1981 will be applied to the Salary Schedule.

(c) Employees in full-time employment status on March 31, 1981 and who are in full-time employment status on March 31, 1982\*\* will be entitled to a retroactive payment for service from April 1, 1981 to March 31, 1982 to make up the difference between salary actually received and the salary rate established in the April 1, 1982 schedule. Such retroactive payment will be made no later than during the first quarter of the fiscal year beginning April 1, 1982 and such payment shall be based upon the base pay and overtime compensation received by the employee.

(d) Employees in full-time employment status on September 30, 1981 and who are in full-time employment status on March 31, 1982\*\* will be entitled to retroactive payment for service from October 1, 1981 to April 1, 1982 at the rate established as a result of the April 1, 1982 increase. Such retroactive payment will be made no later than during the first quarter of the fiscal year beginning April 1, 1982.

§ 7.14 All of the above provisions shall apply on a pro rata basis to employees paid on an hourly or per diem basis or on any basis other than at an annual rate, or to employees paid on a part-time basis. The above provisions shall not apply to employees paid on a fee schedule.

\* Such increases shall become effective the payroll period nearest to the stated date, as provided in New York State Finance Law Section 44(8).

\*\* Provided, however, that employees who die or retire during the stated period shall receive pro rata payments based on the number of days served in such full-time employment status during the stated period.

<sup>1</sup>U.S. All Cities—Urban Wage Earners and Clerical Workers Revised.



# Impasse reached in Madison County talks

WAMPSVILLE — A spokesman for the Blue Collar Unit of Madison County, CSEA Local 827 has reported an impasse has been filed with the Public Employment Relations Board (PERB) regarding the recently reopened negotiations between the County of Madison and the union which represents more than 200 county employees in the unit.

According to Ted Modrzejewski, CSEA field representative, the current stalemate involves the dental insurance plan negotiated for the White Collar Unit during the Fall of 1979.

"At that time," Modrzejewski said, "it was mutually agreed that negotiations would reopen for Blue Collar employees if reopened for other county units."

"When Blue Collar negotiations were opened," Modrzejewski continued, "the county proposed a dental plan whereby it (the county) would pay full cost of employee coverage and 50 percent of dependent care coverage. In addition, the county also proposed that employees who are presently receiving a rebate of \$15.00 per month for not choosing dependent care coverage under the present Health Insurance Plan would continue to receive the \$15.00 rebate for the remainder of 1980. However, effective January 1, 1981, that rebate would be reduced to \$7.50 per month, and terminated December 31, 1981," Modrzejewski said.

"At the present time, 57 employees from the total unit of more than 200 have opted for the additional money rebate in their salaries. If the county does, in fact, reduce the rebate next January, and terminate it in December of 1981, it would result in financial hardship for a considerable number of county employees."

"CSEA is countering with the proposal that the present rebate system remain status quo until new contract negotiations begin in September of 1981. We are saying, hold off making a change until it can be formally decided at the bargaining table," Modrzejewski said.



GRADUATION CEREMONIES for 170 mental hygiene therapy aides, members of Local 447, were held at the Brooklyn Developmental Center. The aides completed a vigorous year of patient care training. Among the graduates was Brenda Nichols, second from right, president of the Brooklyn Developmental Center CSEA Local. She received her degree from Director Thomas Shirtz. Also participating in the formal ceremonies held in the facility's gym, were Region II President James Gripper, Jr., left, and Ann Ackerson, right, the Center's Assistant Director of Education and Training.

## CSEA's Irene Carr recuperating

ALBANY — CSEA Statewide Secretary Irene Carr is recuperating from surgery at Our Lady of Lourdes Hospital, 169 Riverside Drive, Binghamton, N.Y. 13905. Friends may send cards or letters to Ms. Carr at that address.

## Employee Insurance reps available on regular schedule

Effective as of September, 1980, Employee Insurance representatives from the Employee Insurance Section of the State Department of Civil Service will be at various sites on a regular schedule throughout the State to provide information on health insurance matters for retirees and pre-retirees.

On those days and at those places listed below, the insurance reps will join in a cooperative venture with State Retirement Systems representatives who are also available for counselling retirees and pre-retirees. The Employee Insurance reps will be available to discuss health insurance benefits, coverage during retirement, claims difficulties and Medicare as it relates to the State Health Insurance Program.

The pilot project is presently limited to the days and locations listed, but may be expanded to other areas in the future.

CITY	ADDRESS	MONTHLY VISITING DAYS
Binghamton	State Office Building	Third Wednesday, First Wednesday
Buffalo	Gen. Donovan Office Building	First & Fourth Wednesday
Hauppauge	State Office Building	First Tuesday
Utica	State Office Building	Second & Third Monday
White Plains	Westchester County Center	Second & Fourth Monday
New York City	World Trade Center (55th Flr)	



CLEO MCKENZIE, center, has been named "Employee of the Quarter" at Creedmoor Psychiatric Center, where she is a dining room attendant. On hand for the award ceremony honoring Ms. McKenzie are, from left, Creedmoor CSEA Local 406 President Dorothy King; Creedmoor Director Dr. Haveliwala; Ms. McKenzie; employee Millie Blue, and Institution Food Administrator Phil Weimer.

## Agenda set for CSEA Women's Caucus

ALBANY — June Scott, chair of CSEA's Statewide Women's Committee, has announced the agenda for the union's first Women's Caucus, Nov. 7th, 8th and 9th at the Granit Hotel in Kerhonkson, in Region III.

Ms. Scott, president of State Dept. CSEA Local 689, said, "With women comprising half of CSEA's membership, our hope is that this conference will give our women members the tools and the motivation to participate more fully and more effectively. We designed the program to achieve that goal."

Workshops include "Women's Buying Power," 8 to 10 p.m. on Friday, Nov. 7; "Problems at the Workplace," 9 to noon, Nov. 8; "Dress for Success," noon to 2 p.m., Nov. 8; "The Power of Positive Thinking and the Fear of Success," 2 to 4 p.m., Nov. 8; and "Does Alcohol Discriminate?," 9 to noon, Nov. 9.

In addition, CSEA President Bill McGowan and Secretary Irene Carr will speak at the banquet, 7 to 9 p.m. on Nov. 8. A cocktail hour will follow the banquet.

Brochures, agendas, and reservation forms will be mailed to all CSEA local presidents and the Board of Directors this month.

Other Women's Committee members involved with planning the conference include Margaret Meaders of Region II; Shirley Brown of Region IV; Barbara Reeves of Region V; Joanna Williams of Region VI; Geri Cadieux of Region I and Barbara Swartzmiller of Region III.

**CSEA Safety Hotline**  
**800-342-4824**



# Open season on Wassaic employees

## 200 attacks against workers in last year alone creates a reign of fear, but official policy limits legal action

BY STANLEY HORNAK  
CSEA Communications Associate

... cracked ribs, fractured thumbs, chunks of hair pulled out, ruptured gall bladders, broken ribs, scratches, bites, broken limbs, ...

It's open season on employees of the Wassaic Developmental Center. In the past year, there were at least 200 serious attacks on employees, and a reign of fear has gripped them, aggravated by official policy which is to penalize workers who seek legal recourse to protect themselves.

CSEA Local 426 President Harold Ryan puts the question this way: "What can we do to defend ourselves, and most of the residents here, from abusive clients?" He calls working conditions, "almost impossible because of staff shortages" and cites the recent case of a client who required five state troopers to restrain him, only to be later returned to his residence where he mingles with 25 other residents, under the watchful eyes of only two or three direct care workers.

(The subject of minimum staffing levels has been discussed in labor-management meetings, but hospital officials have since backed off on what they once agreed to as acceptable.)

Ryan has also repeatedly called the situation to the attention of state Office of Mental Retardation Commissioner James Introne, but only receives "lip service" in reply, he says. Meanwhile, the reign of fear goes on.

Recently, the local president asked the 2,200 CSEA members at Wassaic to send him written statements describing some of the attacks. Here are a few excerpts:

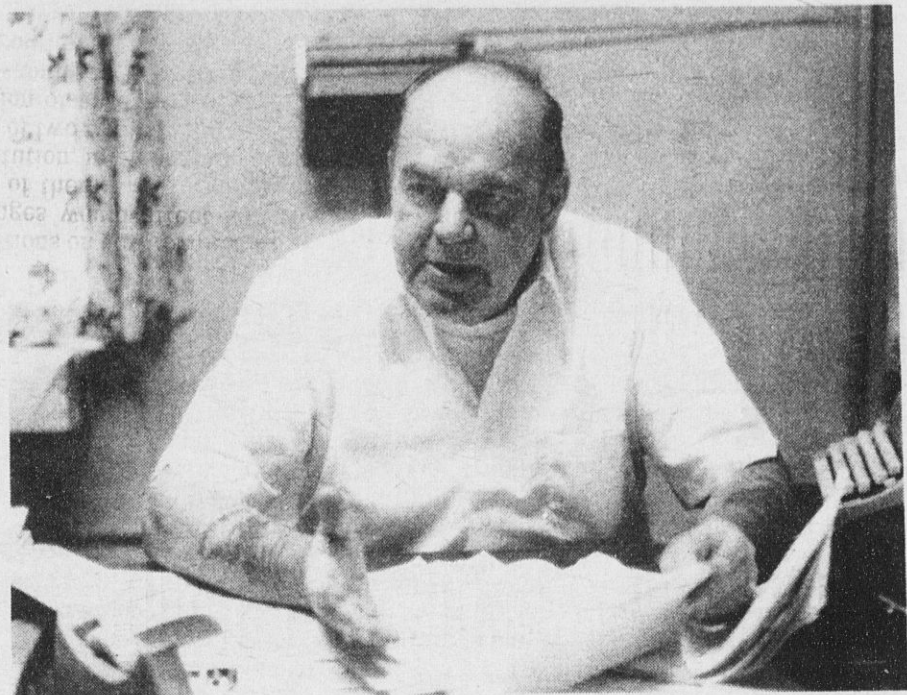
"... grabbed me from behind by my hair and threw me to the floor. I had to leave work and go to the hospital emergency room for she had pulled out a chunk of my hair and wrenched my neck. I was out of work 7½ days. (It took 6 employees to get her off me.)"

"I was signing out for the day when someone came into the office and told me that ... was in the day room hitting another client. I started to go down the hallway, and heard hollering and screaming. ... was hitting another resident as hard as he could with a wooden coat hanger. He broke the coat hanger into a million pieces."

"When I first came to WDC, I was trained to take care of retarded residents, but I was not trained to defend myself against mentally ill residents. No one should have to work on a ward alone, but we have to because of employee shortages."

"I was on the ward in the Wingdale unit, alone with 17 residents, when ... came back from work shop early. She insisted that I take her to see another employee on a different ward. When I told her I couldn't leave the other girls alone, and if she waited until the other employee came back, I would take her, she became disturbed and grabbed the back of my hair and pulled me backward. When I finally got her hand out of my hair, I turned around to face her and she had both hands, claw fashion, ready to gouge my eyes. I, in turn, yanked my head back to avoid her hands."

In order to provide a more home-like atmosphere for its 1,469 residents, dormitory-type residences are being converted into family-type living



CSEA LOCAL 426 President Harold Ryan holds some of the numerous reports he receives about physical attacks upon employees at Wassaic Developmental Center.

quarters at Wassaic, with two or three clients sleeping to a bedroom. The new arrangement actually calls for more staff, but instead less staff is available, making working conditions much more difficult, and the potential for being attacked much more likely.

The concern expressed by Ryan is also shared by parents, who worry about the safety of their children. Clients at Wassaic range in age from seven years old to seventy. And, it is also recognized that sometimes staff have to "baby" the violent, which causes "distancing" from other clients. But Ryan explains, "we have no choice, most of the times we have to meet the immediate situation to protect the overall good."

The workers' plight was recently aggravated by a directive from the center's administration which makes it perfectly clear that employees should be discouraged from going to court against chronically abusive clients.

The memo, which CSEA obtained, reads in part:

"It is the position of the management of this facility that no legal action is to be initiated against any resident of the Wassaic DDSO by the administration for acting-out behavior. . .

"Any individual employee has the right to, as a private citizen, initiate such criminal action. . . However, it is the responsibility of all administrators of this facility to bring to the attention of the employee involved our strong concerns regarding the inappropriateness of such action. Employees should be made aware of the fact that the initiation of criminal action neither benefits the client from a programmatic point of view, nor is it beneficial to the individual employee."

What, then, is the answer? What must be done to protect both workers and resident?

CSEA Field Representative John Deyo describes this plan of action:

—provide sufficient staffing for newly reconstructed buildings,  
—separate chronically disruptive residents from the mainstream, and put them into an appropriate structural setting to meet their special needs, and

—increased cooperation from the state Office of Mental Retardation.

### The case for direct care staff

Recently, the Director of the State Commission on Quality of Care, Mary Wilbur, addressed the national conference of the American Association of Mental Deficiencies.

In a paper delivered to the assembly, Mrs. Wilbur noted, "When there is recognition by administrators and also by the public of the emotional and physical demands placed on direct care staff who work with the retarded and developmentally disabled, and an effort is made to support and strengthen them, (then) clients . . . as well as workers . . . will benefit."

Mrs. Wilbur had several suggestions on how to alleviate the problems of the direct care staff. The changes would affect how the entire institution operates. Here are some of them:

- All new staff hired at an institution, including professionals and administrators, should spend a period of two to three weeks providing direct care to clients under the supervision of an experienced therapy aid.
- Community residence staff should be adequately trained and all direct care staff should be offered continued education and chances to advance.

• The system should be revamped so that employees have a clear understanding of their responsibilities and to whom they are accountable.

NOTE: Mary Wilbur toured the Wassaic Center recently accompanied by CSEA Local President Harold Ryan.

"... grabbed me from behind by my hair and threw me to the floor. I had to leave work and go to the hospital emergency room for she had pulled out a chunk of my hair and wrenched my neck."

"It is the position of the management of this facility that no legal action is to be initiated against any resident of the Wassaic DDSO by the administration for acting-out behavior . . ."