

CETA funds were used improperly, refund ordered

WASHINGTON — Orange County has been ordered to pay back \$54,226.24 in CETA funds improperly used by the City of Newburgh to replace four police dispatchers with police cadets.

The order, issued by Administrative Law Judge D. Barry Morris, gives the county 30 days, or until December 18, to remit the money to the U.S. Department of Labor.

The judge's decision cited the CETA regulation on, "maintenance of effort" which prohibits using monies to fill the same or equivalent positions from which other people have been laid off.

CSEA originally initiated the action against Orange County on behalf of the laid off dispatchers who have since been rehired, according to City/Newburgh Unit President Bill Mott who added, "we kept warning them, but it looks like they had to learn the hard way."

Public SECTOR

Official publication of
The Civil Service Employees
Association

Vol. 3, No. 10

Wednesday, December 10, 1980

(ISSN 0164 9949)

6,000 in line for raises

Westchester pact ratification urged

WHITE PLAINS — A new two-year contract for the approximately 6,000 employees of Westchester County represented by the CSEA Westchester County Unit has been negotiated, and ratification ballots are being mailed to all members of the unit, according to Unit President Raymond J. O'Connor.

O'Connor said the contract contains two 8.5 percent pay increases on Jan. 1, 1981 and Jan. 1, 1982, respectively, plus increments.

Negotiating Committee Chairman John Whalen said his 20-member committee is urging all members of the unit to vote in favor of the new contract.

He said it was "one of the best contracts ever negotiated with the county."

Contrary to rumors circulating in the county, the new contract retains the 35-hour week and the incremental salary plan, O'Connor said.

He said other new benefits of the new contract are:

—A unit benefit fund will be created with the county supplying \$180 per employee in 1981 and \$210 per employee in 1982. The funds will be used for improvements in the dental plan in 1981 and a new benefit may be added in 1982.

—Vacation benefits will increase by adding one day of vacation per year from the 11th to the 15th year of employment, replacing the jump from 15 days to 20 days of vacation from the 14th to the 15th year of employment.

—Night differential will increase to \$20 per week from \$15 per week.

—Longevity payments for 10, 15, 20 and 25 years will be paid in lump sum in the first pay period after Thanksgiving instead of being divided over 26 pay periods as paid now.

—The County made a commitment to initiate departmental bargaining in 1981 on issues unique to individual departments.

—LPNs will receive a uniform allowance of \$135 per year instead of the \$50 per year they have been receiving.

—Shift differential per month for LPNs increases to \$105 in 1981 and to \$135 in 1982 from the \$75 now paid.

O'Connor said that according to the County's 1981 budget, "there will be no significant layoffs" and the expectation is for the county workforce to increase in 1981.

Whalen praised the work of the negotiating committee and CSEA Collective Bargaining Specialist Ronald Mazzola who all worked on the negotiations since the spring of 1980.

Four other changes will occur under the new contract as follows:

—The county will have the right to change health insurance carriers as long as benefits are not reduced.

—A joint CSEA-County Insurance Committee will be established to investigate for the county executive possible insurance changes.

—Employees to be hired by the county after Jan. 1, 1981, will pay \$15 per month single or \$25 per month family towards their health insurance. No current employees are affected by this change.

—A joint CSEA-County committee will be established to study the expansion of hazardous duty pay to cover more employees and to study increasing the amount of hazardous duty pay from the present \$150.

Approximately 500 employees of the Corrections and Sheriff's departments cannot benefit from the new contract until decertification problems are resolved, O'Connor said.

He said the county is bound by a PERB decision on a case in Clinton County to bar the new benefits from the employees of those two departments until the decertification situations, are resolved.

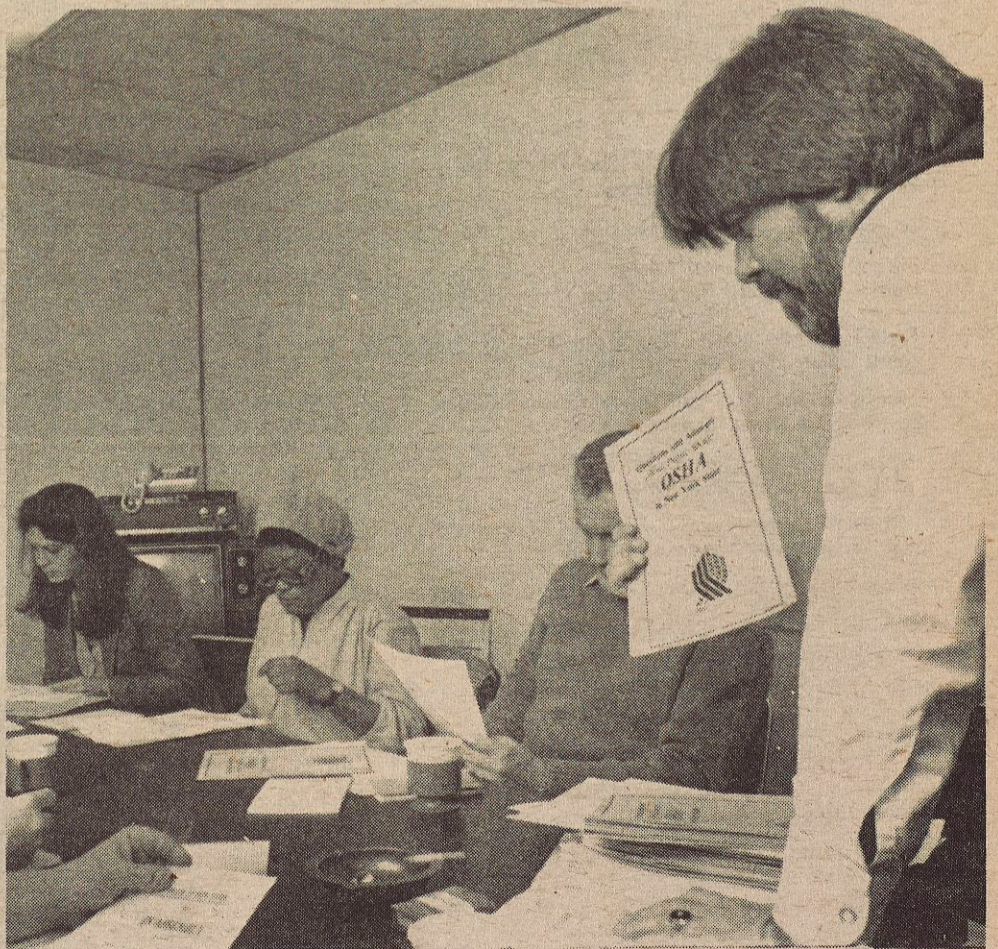
High court rules out unemployment insurance

Non-teaching employees of educational institutions recently suffered a setback at the hands of the Court of Appeals, New York State's highest court. The court held that such an employee would be ineligible for unemployment insurance during the summer months if he or she had received a written notice that his or her employment would be continued during the following year.

CSEA, NYSUT and NYEA participated in the test cases, contending that the law passed by the New York State Legislature in 1977 would disqualify employees only if there was a job security or "no lay off" clause in the contract between the employer and the union. They contended that the "notices of continuing employment," routinely circulated by school boards, would not suffice.

Chief Judge Lawrence Cooke's dissenting opinion agreed with the CSEA position. Judge Cooke said: "The majority today disregards the Legislature's express provision of different standards governing unemployment eligibility for professional and non-professional public school employees. Because of this strained reading of Labor Law section 590, I must dissent."

CSEA's attorneys, extremely disappointed with the decision, pointed out that since no constitutional question was involved, there could be no further appeal. The law firm was studying the court's opinion to determine its impact upon pending cases. A more detailed discussion will appear in next week's Public Sector.



AS DATE OF COMPLIANCE with the new OSHA and Toxic Substances laws, January 1, 1981, draws near, CSEA staff employees have been briefed on the laws in a series of meetings across the state. CSEA Collective Bargaining Specialist Nels Carlson, right, goes over aspects of the laws with, from left, CSEA Field Representatives Marcia Schiowitz and Anne Chandler and Communications Associate Hugh O'Haire, during one such meeting.



AWARDS WERE GIVEN in several categories for work on preparing the dolls by Local members before being turned over to the Salvation Army. Judging the dolls are, from left, Jack Cuttler, Ralph Vecchio, Eleanor Connolly, and past Local president Santa Orsino.



CSEA COMMITTEE MEMBERS from the State Taxation and Finance Local stand behind some of the more than 400 dolls that Local members collected and outfitted for donations to the Salvation Army in time for distribution to needy children for Christmas. It marks the 15th year that the CSEA Local has participated in the program. Committee members are, from left, Steve Weiland, Clara Ferracane, Barbara Maples, Marion Kane, Sandy Pigliavento and Molly Konczewski.

EAP pilot project soars to success

By Stanley P. Hornak

FISHKILL — The Employee Assistance Program has come a long way from its start as a pilot project in CSEA Region III. In those days, EAP was limited to workers at the state's Department of Mental Health, Mid-Hudson Region. But no more.

It is estimated that approximately ten percent of the work force have "problems" which affect job performance. If you put a price tag on its impact in both public and private sectors, it would add up to \$15-\$18 billion annually.

Of course, most people occasionally have "problems" which affect job performance, but they can usually work them out. EAP goes out to those troubled employees who can't.

The pilot project started by CSEA remains basically the model still followed today.

Each facility draws up a policy statement that both the administration and union sign. This guarantees local control. An EAP Committee is set up, comprised of representatives from both labor and management. The committee does not get involved in individual cases, but has a broader responsibility for program success by monitoring its effectiveness, selecting coordinators,

evaluating community-based services, protecting confidentiality, and assisting in training and prevention education.

Three words, according to Field Representative Flip Amodio, one of the founding fathers, best describe EAP: Referral, Voluntary, and Confidentiality.

Troubled employees are REFERRED by "EAP Coordinators" at their work sites to counselling services that can help them work out — and cope — with their "problems" which may include such things as alcoholism, drug abuse, emotional-mental upsets, marital-family pressures, etc.

The whole process can be described in five steps:

1. Accepting the referral,
2. Meeting the client,
3. Talking with the client,
4. Referring the person to community resources, and
5. Follow-up.

Participation is strictly VOLUNTARY and done under the strictest CONFIDENTIALITY. Management cannot force anyone into EAP, and any employee who seeks help will not compromise his/her job security or promotional opportunities.

CSEA support has been a key to EAP's success, explains Regional Director Thomas J. Luposello, "since the union functions as a bridge between the employee and management." Indeed, at the program's start, CSEA wisely resisted locating EAP coordinators in personnel offices because of its suggested management overtones.

Back in 1976, when the first EAP agreement was signed in Fishkill, Regional President James J. Lennon stated, "It has the potential to provide prevention services for our members, reduce the increasing costs of arbitrations, save the jobs of many workers, and above all restore the dignity and self esteem of the employee."

Looking back, EAP Director John Quinn comments, "The first time we met, both Jim (Lennon) and Tom (Luposello) recognized immediately the program would be an important benefit for members of CSEA."

"In the early stages we had to open up communications and break down barriers, particularly against the stigma attached to those with health related problems. The good programs which exist now prove we have overcome," he concluded.

Today, EAP reaches into 69 different facilities at all levels of government. Its growing, its gaining confidence, its come a long way.

Calendar of EVENTS

December

- 12 — Cortland County Unit annual Christmas dinner dance, 7:30 p.m. American Legion Post, Tompkins Street, Cortland.
- 12 — Long Island Region I holiday party, 7 p.m., Huntington Towne House, Huntington.
- 12 — Broome Developmental Center Local 449 annual Christmas party, E & T Royal House of Banquets, Wayne Road, Endwell, 6:30 p.m.
- 12 — State Tax and Finance Department Local 690 annual Christmas party, 6:30 p.m., Polish Community Center, Albany.
- 13 — Seneca County Local 850 annual Christmas dinner dance, 7:30 p.m. Moose Club, East Bayard Street, Seneca Falls.
- 13 — Syracuse Developmental Center Annual Dinner Dance, 7 p.m. American Legion Post, Manlius St., East Syracuse.
- 13 — St. Lawrence County Local 845, annual Christmas party, 6 p.m., Fiacco's Restaurant, Route 11 between Canton and Potsdam.
- 14 — Yonkers School District Unit Christmas party, 3 p.m., Chateau Restaurant, Yonkers.
- 15 — Rockland Psychiatric Center Local 421 membership meeting, 5 p.m., Holiday Inn, Orangeburg.
- 17 — Metropolitan Region II Holiday Affair, 5 p.m.-3 a.m., The Beautiful Club Serene, 376 Schermerhorn Street, Brooklyn.
- 18 — Southern Region III Executive Board meeting, 7:30 p.m., Holiday Inn, Newburgh.
- 19 — Otsego County Local 839 annual Snowball dinner dance, 8 p.m., St. Mary's Church Center, Cooperstown.
- 19 — Buffalo Local 003 Christmas Party, 7 p.m., The Big Apple Supper Club, 2155 Old Union Road, Buffalo.
- 19 — Black River Valley Local 015 Christmas Party, 12-6 p.m., the Golden Lion Restaurant.
- 19 — Local 352 Buffalo District Labor Dept./IAPES Christmas Party, 5 p.m., Continental Restaurant, 212 Franklin Street, Buffalo.
- 19 — Pilgrim Psychiatric Center Local 418 season's greetings party, 4-10 p.m., Pilgrim Psychiatric Center, West Brentwood.
- 27 — Rockland Psychiatric Center Local 421 disco, 9 p.m., Holiday Inn, Orangeburg.

ADDRESSING A RECENT MEETING of the Suffolk County Local 852 Executive Committee is Local 852 Second Vice President James Farrell, left. Others at the meeting include, from left, Local 852 First Vice President Frank Kost and CSEA Field Representative Irwin Scharfeld.



Wassaic local president is optimistic about talks

Management finally listens

WASSAIC — After meeting with the project director of a special "Wassaic Management Audit Team," Local 426 President Harold Ryan is confident, "changes will finally be made."

Ryan explained that the management team which arrived here the week of Nov. 16 is investigating charges he has repeatedly made regarding working conditions and understaffing at Wassaic Developmental Center. The union leader remarked, "because of staff shortages morale is at an all time low and turnover is at an all time high."

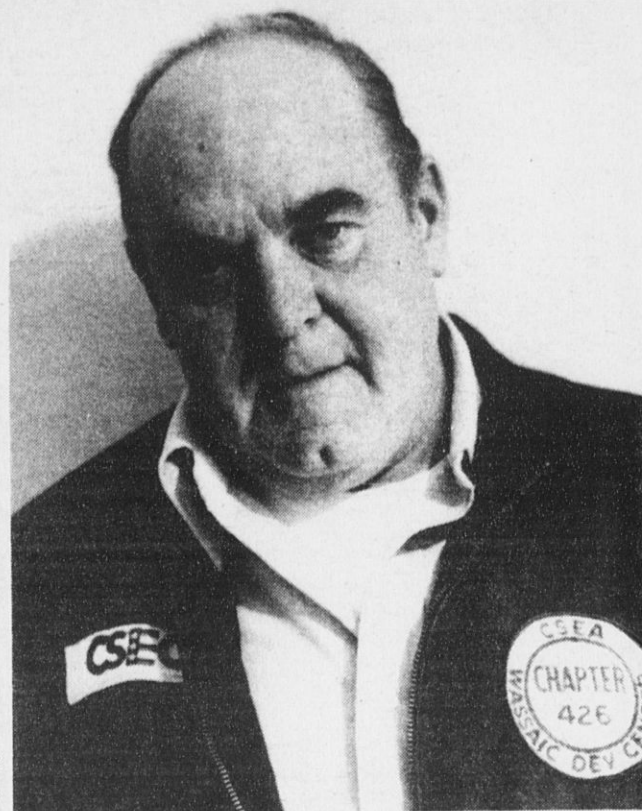
"It's frustrating when you have to work back-breaking hours and double shifts, and can't even take a day off without disrupting services. Meanwhile, the problem of employee abuse goes on. Every week, I hear more horror stories. Just recently, for example, one aide was hit from behind with a flower pot and another just missed being hit by a chair, and there was an incident where an aggressive client grabbed a mongoloid youngster and dragged him around the room by his hair. So the problem goes on and on." Ryan attributes the attacks in part to lack of staff, "because instead of assisting clients aides often end up doing custodial work."

Samuel Kawola, director of the special management team, Ryan says, has agreed to go with him on unannounced tours of the facilities to get, "first hand spontaneous information." Kawola has also consented to talk personally with direct care staff and to meet again with Ryan.

Since the team started its work, indications are the center can expect some additional staff soon, and that a special facility may be set up to house aggressive clients.

In a related matter, CSEA Region 4 Director John Corcoran expressed disappointment that union officials were unable to tour Wassaic on Nov. 24. He commented, "it's obvious to me that the reason we were denied access was because management doesn't want us to verify the substantial number of complaints raised."

Ryan elaborated he was, "nevertheless hopeful that the team's intervention will result in an overall improvement in conditions. The ball is now in the state's court. Let them clean house, and let's start treating both employees and clients with the respect, decency and humanity they deserve."



Wassaic Local President Harold Ryan



CONTRACT SIGNING — The Lake Shore Central School District Unit of CSEA's Local 868 won sizeable benefits in recent negotiations. Pictured from left are, Rita Carlson, secretary; Jack Schlenker, president; and Bill Houston, Superintendent of Schools.

Lake Shore schools secure favorable pact

EVANGOLA — Upgrading for clerical staff highlights benefits secured for members/employees of the Lake Shore Central School District Unit of CSEA's Erie Education Local No. 868. Local President Jack Schlenker said "this is the pattern we will use for future contracts in our local because for too long our clerical members have been getting the short end of the stick."

Unit secretary Rita Carlson agreed, saying "This is the best contract we've had yet. As a clerical employee, I think we did real well by the secretaries, and the other employees as well."

CSEA-won benefits for the 175

employees include 45 cent per hour wage increase the first year of the agreement and 55 cents the second year, with clerical staff receiving a 60 cents boost both years. Monitors will receive two additional paid holidays and mechanics will gain tool allowance and foul weather gear. All will benefit from improvements in contract language regarding disciplinary procedures.

Chief negotiator Vince Secari was assisted by a committee that included Unit President George Pierce, Local President Schlenker, Secretary Carlson, Joe Battaglia, Jo Ann Talbot, Debbie Stepenweski, and Chris Sobczk.

Toll-free service for CSEA insurance holders

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

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

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

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



EAP AGREEMENT SIGNING — An Employee Assistance Program agreement has been signed for employees of the State University College at Potsdam. Present for the ceremony were, seated from left, Program coordinator Duana Carey, Potsdam President Dr. James Young, CSEA Local 613 President Mary Lauzon, and Joint Committee chairman Louis LaGrand. Standing from left are Maintenance Superintendent Richard Smith; Dean of Physical Environment Robert Burns, Maintenance Assistant Jerry Beaulieu, and Occupational Program Consultant Frank Reynolds.

Public SECTOR

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

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

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

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

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



Jim Seaton story receives extraordinary recognition

The Public Sector profile story regarding Onondaga County Highway Unit President Jim Seaton (11/19/80) and his outdoor activities with the youth of Central New York has brought some pleasant surprises.

During a drop in visit to Region V headquarters in Syracuse, Seaton expressed his appreciation for the story and added the response to it "floored me."

"In a matter of a few days after the Public Sector story was published, I received letters from all over the state. Even got a letter from a person I haven't heard from in over 40 years," Seaton said.

"What gave me the biggest kick was hearing from a teacher in the Buffalo area who took the time to write and say how much his involvement in our scout troop had helped to shape his attitude as a youth. Just to have those good sentiments reflect back years later are worth all the hours we spent in youth work," Seaton said.

State employees win cash

Four State employees received a total of \$140 in cash awards in November for money-saving ideas submitted to the New York State Employee Suggestion Program. This Program is administered by the New York State Department of Civil Service. Estimated first-year savings from these suggestions total more than \$600.

Award Recipients:

- \$50 — Peter Nero, Department of Transportation, Hudson.
- \$40 — Concetto P. Saglimbeni, Department of Public Service, Albany.
- \$25 — Lou Ann Fowler, Department of Audit and Control, Albany, and Adele Barris, Department of Labor, New York City.

Cash award recipients also received Certificates of Merit. A Certificate of Merit was also awarded to Charles Dunitz, Office of Parks and Recreation, Bear Mountain.

Audits of first-year savings involving previously announced suggestions showed a savings of more than \$3,300. Based on these audits, the following additional awards were granted:

- \$190 — Anthony L. DeMarco, Senior Mail and Supply Clerk, Public Service, Albany.
- \$140 — Cynthia A. Sadowski, Tax Technician I, Department of Taxation and Finance, Albany.

Stenographer jobs offered

NEW YORK — The Office of Court Administration has announced the opening of filing for open-competitive examinations for the titles of Principal Office Stenographer (No. 45-535) and Law Stenographer (No. 45-534), to be held February 21, 1981. The state-wide eligible lists established as a result of these examinations will be used to fill appropriate positions in the Unified Court System in New York State.

The title of Principal Office Stenographer is currently graded at JG-12. Depending on locale, the minimum starting annual salary may vary from \$10,927 to \$12,102. Law Stenographer is graded at JG-14 with most salaries starting at \$12,263 or \$13,582.

Filing will extend to December 29, 1980. Applications and announcements can be obtained in the courts and agencies throughout the State, or by writing or coming to the Office of Court Administration, Staffing Services Unit, Room 1209, 270 Broadway, New York, New York 10007.



BETTY HUSON, center, Clerk-D Building, Marcy Psychiatric Center, recently received a special CSEA Award of Appreciation signed by President William McGowan for her many years of calligraphy work on certificates given employees upon retirement. Adding smiles of approval as Betty displays her award are, from left, Georgia Grube, Local 414 membership chairperson, and Florence Card, 3rd vice-president.

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Edward Satran — his dedication, concern and law experience serve members well

By Gerald Alperstein

NEW YORK CITY — When Edward Satran went for a job interview to be an attorney for New York State Supreme Court in 1966, he met another court employee — Joseph Johnson.

After Joseph Johnson was elected president of New York City Local 010 in 1979, he turned to a long-time fellow court employee — Edward Satran — to chair the local's Grievance Committee.

"I accepted the responsibilities of Grievance Committee chairman because I like a challenge. Joe Johnson has a good program. I'd like to be part of the future of Local 010," Satran said.

Satran became Grievance Committee chairman of the approximately 7,000-member local in January 1980, and heads the new grievance representative structure being established throughout the local.

He said more than 100 grievance representatives are assigned at worksites throughout the local. Local 010 worksites, while scattered throughout the state, are concentrated in New York City and Nassau, Rockland, Suffolk and Westchester counties.

Johnson said Satran heads the grievance representative structure which includes four levels of representatives as follows:

- Grievance Representative: Serve employees at an office or other worksite.

- Senior Grievance Representative: In charge of grievance representatives working in different offices of the same building.

- Principal Grievance Representative: In charge of senior grievance representatives working in the same building, such as in the World Trade Center.

- Chief Grievance Representative: In charge of principal grievance representatives working in many buildings.

After Satran was appointed Grievance Committee chairman, he met with CSEA Field Representative Al Sundmark for orientation and discussion on pending grievances and disciplinaries.

He said part of the success he has had as grievance chairman has been the ability of he and Sundmark to closely coordinate their activities.

During the past year, Satran's primary area of responsibility has been grievances while Sundmark's has been disciplinaries, though the two men have done both, he said.

Since starting as grievance chairman, he and Sundmark have been able to settle all grievances to the satisfaction of the members in most cases at the first step, and no grievance has gone to arbitration, he said.

He said on one occasion he spent two days at the State Department of Motor Vehicles in the Bronx and settled 21 disciplinaries to the satisfaction of each of the employees involved.



NEW YORK CITY LOCAL 010 Grievance Committee Chairman Edward Satran, left, and Local 010 President Joseph Johnson lead a discussion at a recent Local 010 Executive Committee meeting.

Satran emphasized that he is representing members as a grievance chairman and not as an attorney.

Johnson said of Satran: "Ed is a highly competent attorney working in one of the State's highest courts. His dedication as grievance chairman to all employees of the local has impressed me greatly.

"He is most aware of an employee's rights, and he strives to uphold those rights when he represents the employees as the local's grievance chairman."

Sundmark said of Satran: "He pitched in to help keep Local 010 functioning when it went through an adjustment following the loss of its PS&T members.

"Ed's grasp of the CSEA-State contracts is without peer. He works tirelessly to represent the rights of our members."

Satran said he is concerned that many CSEA members are not aware of their rights. Many permanent employees believe they will be fired if they file a grievance, he said.

He hopes that through the new grievance representative structure Local 010 members will be made more aware of their rights as employees.

He is able to keep tabs on representation problems in the local through the grievance representatives filing a copy of all grievances with the Local 010 office at 16 Court Street in Brooklyn.

Satran reviews the forms filed at the office and then takes any necessary action.

He is a Principal Appellate Law Assistant for the Appellate Term, Second Department, State Supreme Court in Brooklyn. He has worked as an attorney for the court since 1966.

He joined CSEA when he was hired by the court.

Satran is a graduate of Baruch College and Columbia University Law School. He worked as an attorney for the New York City Transit Authority prior to working for the State.

He was born and grew up in Brooklyn. He now lives in Oceanside with his wife, Diane, and sons Scott and Robert.

Irv Flaumenbaum Fund to aid labor studies

SELDEN — Approximately \$1,000 was raised to establish the Irving Flaumenbaum Union Scholarship Fund from donations and from the proceeds of the recent Town of Brookhaven Highway Unit dinner dance, Unit President Charles Novo reported.

The unit, which is part of Suffolk County Local 852, and Kings Park Psychiatric Center (PC) Local 411 are sponsoring the scholarship fund for the use of Long Island Region I members taking labor courses, Novo said.

CSEA locals donating to the fund were: Central Islip PC Local 404, Local 411, Pilgrim PC Local 418, SUNY Stony Brook Local 614, Nassau County Local 830 and Suffolk Education Local 870, Novo said.

He said other donations were received from his own unit and the Town of Babylon Unit of Local 852, from Regional Attorney Lester Lipkind, and from some providers.

Novo presented Region I President Danny Donohue with a plaque for the region "In Memory of Irving Flaumenbaum," he said.

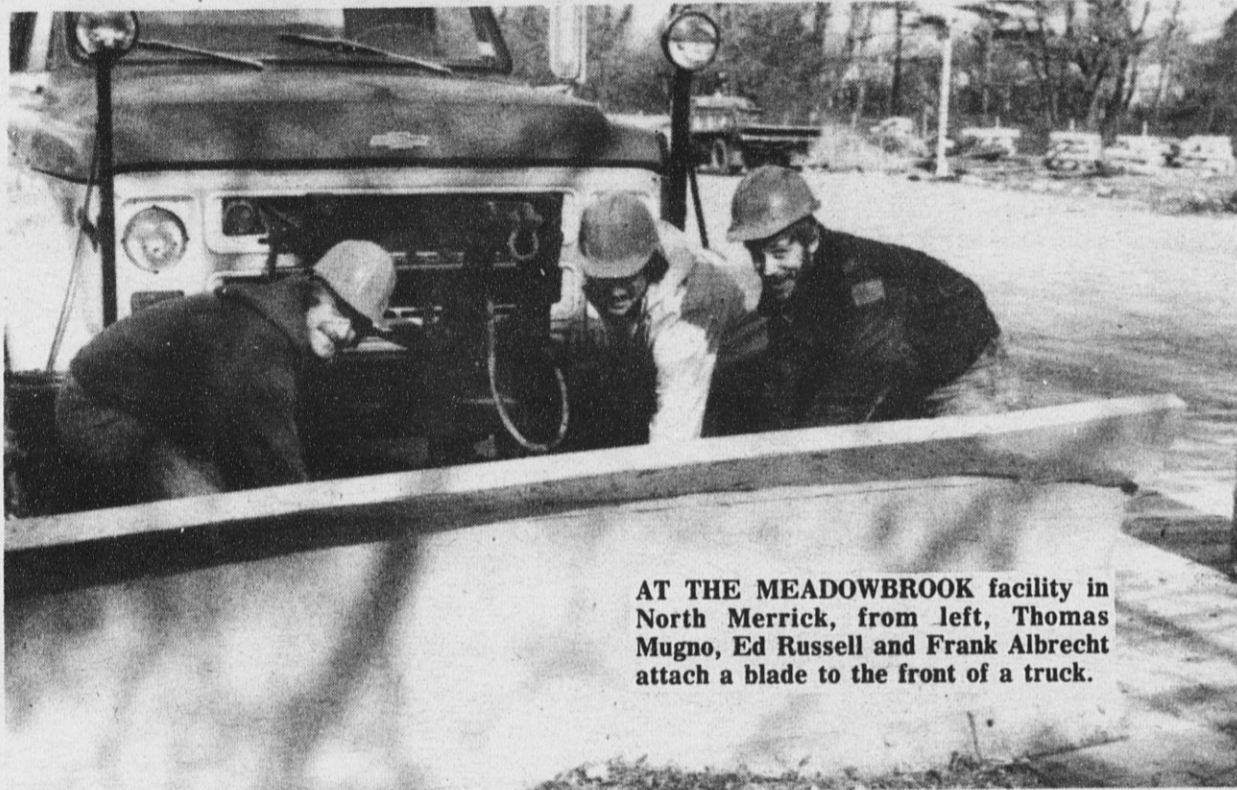
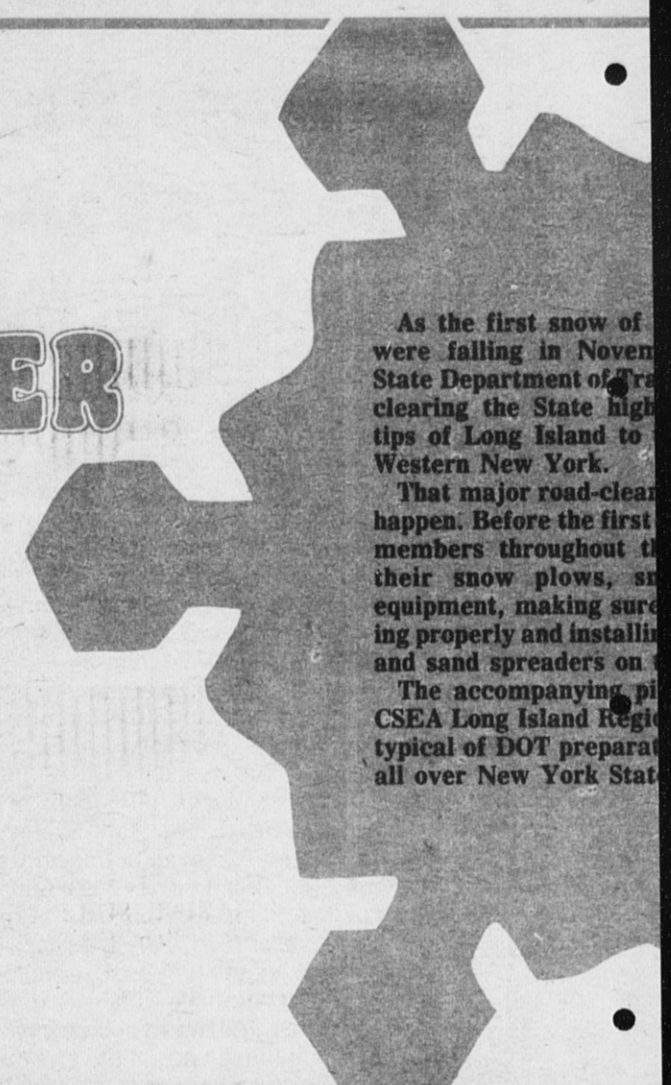
Representing the Flaumenbaum family was Irving's son, David Flaumenbaum, who was presented with a proclamation from the town recognizing Irving's accomplishments. The late Region I CSEA president died August 27.



TOWN OF BROOKHAVEN HIGHWAY UNIT PRESIDENT Charles Novo, left, presents Long Island Region I President Danny Donohue, right, with a plaque for the region "In Memory of Irving Flaumenbaum," the late Region I president. Irving's son, David Flaumenbaum, takes part in the ceremony.



Preparation key to winning battle with ol' man WINTER

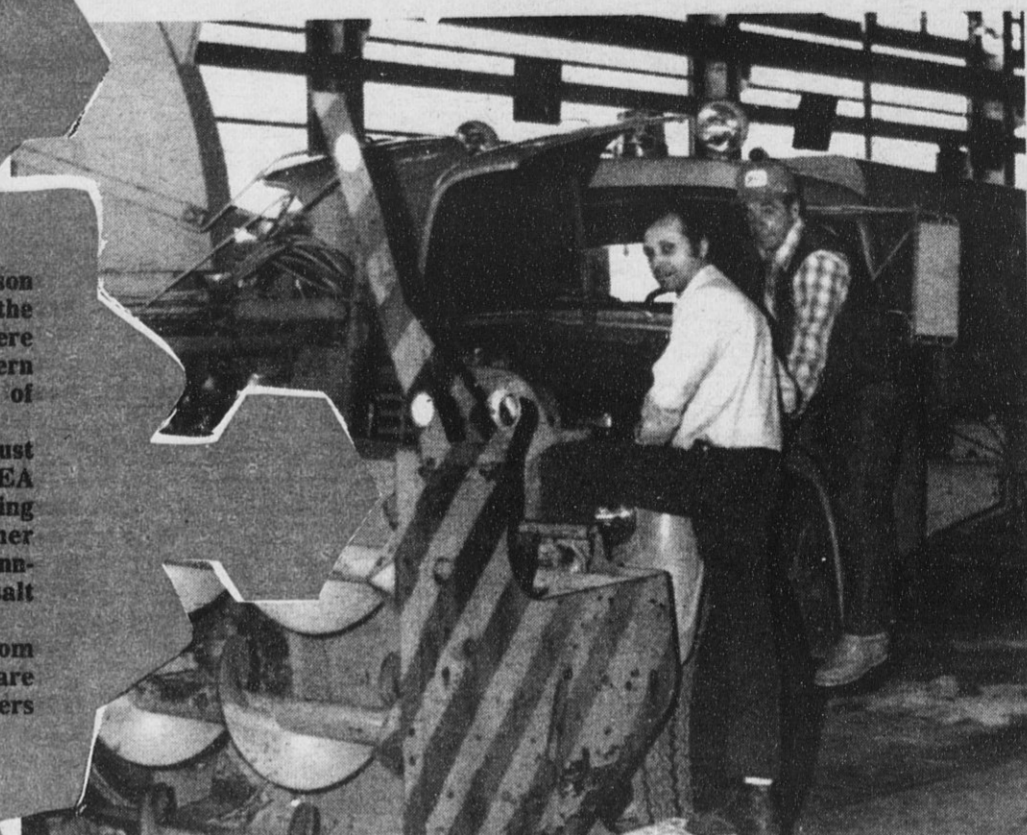


AT THE MEADOWBROOK facility in North Merrick, from left, Thomas Mugno, Ed Russell and Frank Albrecht attach a blade to the front of a truck.

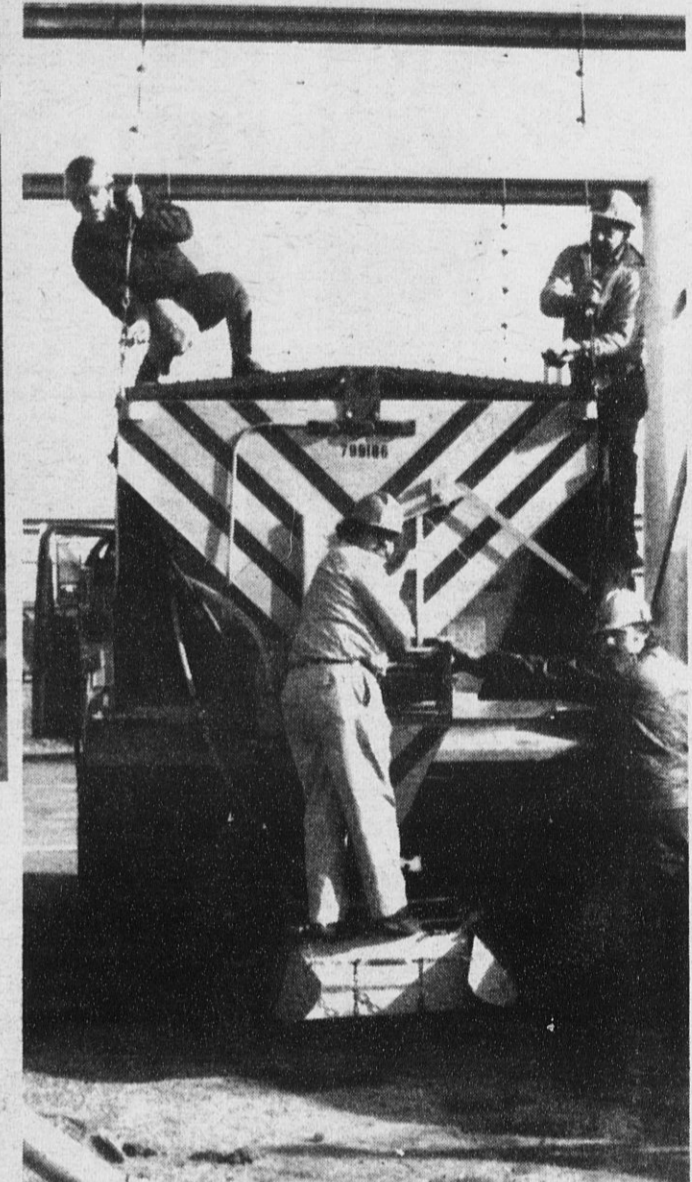
As the first snow of the 1980-81 snow season were falling in November, employees of the State Department of Transportation (DOT) were clearing the State highways from the eastern tips of Long Island to the northern reaches of Western New York.

That major road-clearing operation didn't just happen. Before the first snow fell, CSEA members throughout the state were readying their snow plows, snowblowers and other equipment, making sure the engines were running properly and installing the blades and the salt and sand spreaders on the trucks.

The accompanying photos, which are from CSEA Long Island Region DOT Region 10, are typical of DOT preparation by CSEA members all over New York State.



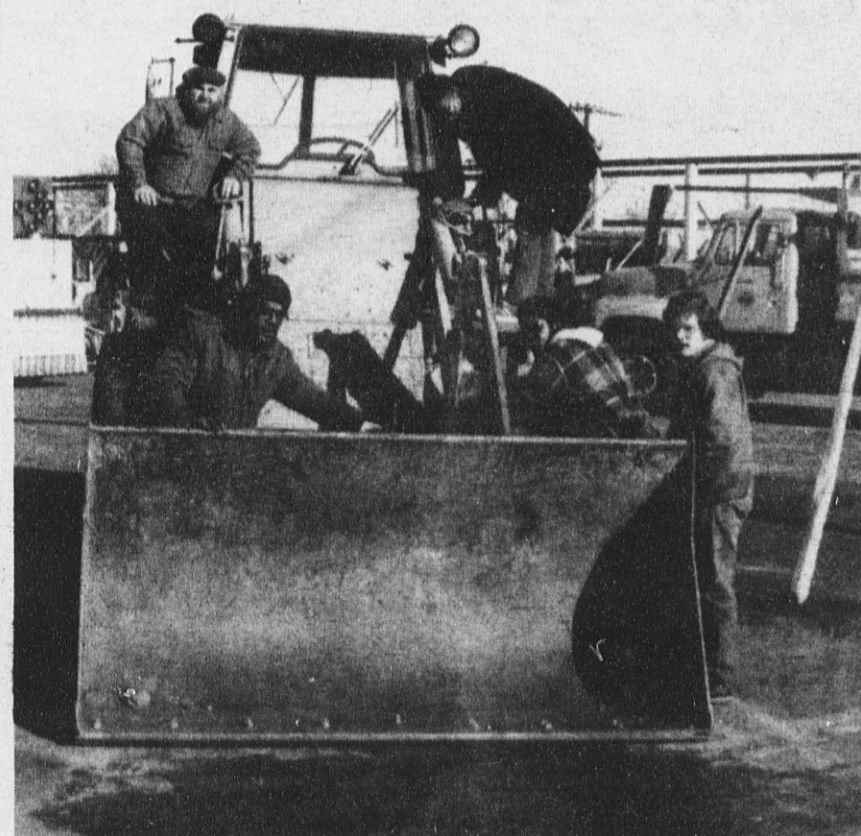
MAKING SURE THE ENGINE OF THE snowblower is working properly is just one job members of the State Department of Transportation must complete to properly prepare for snow season. At the DOT facility in Central Islip, that job is being handled by, from left, Al DiMassimo and Leo Cavaluzzi.



AS SNOW SEASON APPROACHES, many DOT trucks have sand and salt spreaders and hoppers installed on them. Taking part in such installations at the DOT facility at Syosett are from left on top, Phil Bertruglia and Elwood Albro; and, below, Chico Contreras and Dennis Mulligan.



WHEN IT COMES TO MOVING SNOW, a payloader, below, can sure come in handy — as long as it is working properly. Checking out a payloader at the DOT Syosett facility are, from left on top, John Zawizkowski and Al Smith; below, Ed Brown, John Gwynn and Bill Gorski.



CSEA FIELD REPRESENTATIVE Nat Zummo, below, meets with DOT clerical employee Doris Dionisio of the DOT Central Islip facility.



STATE DEPARTMENT OF TRANSPORTATION LOCAL 508 President Louis Mannellino, right, and Supervisor Vincent Sepe discuss problems at the DOT Meadowbrook facility in North Merrick.



AMONG THE CLERICAL STAFF OF DOT Region 10 (Long Island) at headquarters in Hauppauge, where snow removal efforts are coordinated throughout the region are, from left, Doris Buechner, Edith Caputo, Irene Kosch, Helen Jentz, Ronald Ieckler and Pamela Pahl.



INSPECTING THE NEW, SOON-TO-OPENED DOT facility in Syosett are, from left, Long Island Region I President Danny Donohue, Salvatore Barbera and Phil Bertuglia of the facility, DOT Local 508 President Louis Mannellino and CSEA Field Representative Nat Zummo. The new facility is located in the same yard as the older Syosett facility.



DISCUSSING SAFETY PROBLEMS and the new OSHA Law with Long Island Region I President Danny Donohue, right, at the DOT Central Islip facility are, from left, Jim Crocker and Paul Miceli.

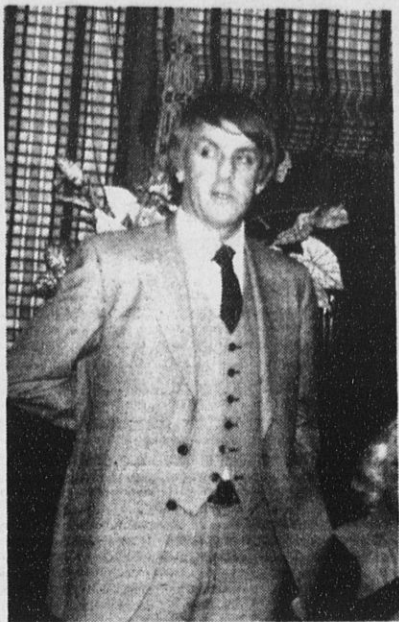
Discussion held on affiliation

BUFFALO — Region VI President Robert Lattimer was the guest speaker at the Buffalo City Local 003's November Executive Committee meeting, addressing the topic of the CSEA/AFSCME affiliation. Lattimer, who is a member of the local, heads the statewide committee to study CSEA's proposed affiliation with AFSCME.

Also addressing the audience was Ronald "Mickey" Stanton, recently appointed the Region VI coordinator for the revised Employee Performance Evaluation Program.

During the business meeting, local member Judy Palmer was presented with two awards for her work in New York State's Division for Youth. She received a citation as "Employee of the Month" from the Division of Youth and also a certificate of appreciation from the Western New York Foster Parent Association for "nine years of outstanding volunteer service."

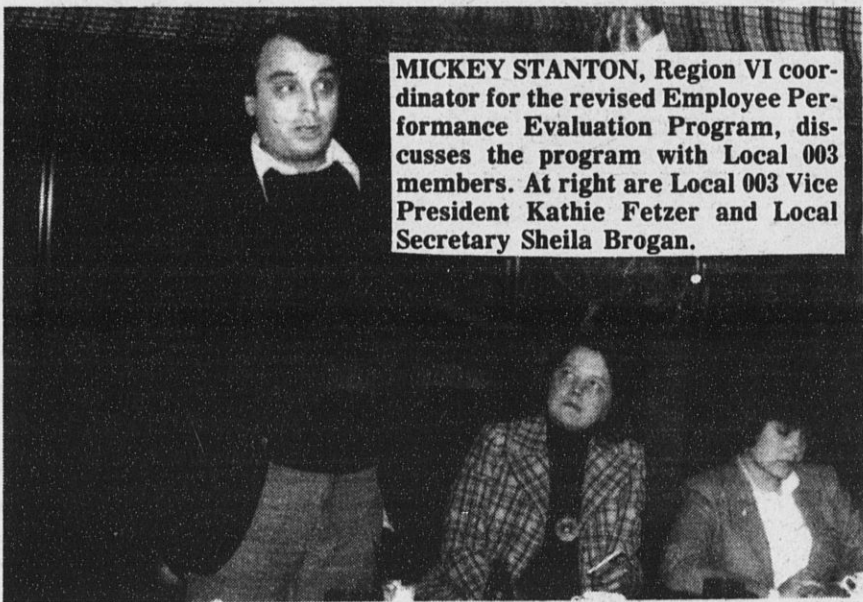
President Patricia Pflieger announced that the Local will now be known as the Buffalo Local 003, dropping the word "City" from its title. The local represents 42 state departments.



REGION VI PRESIDENT Robert Lattimer addressed Local 003 members about the CSEA-AFSCME affiliation. Mr. Lattimer is chairman of the union's statewide committee to study the affiliation. At right is Local 003 President Patricia Pflieger.



REGION VI Field Representative James Stewart brings local members up-to-date on items of interest and importance.



MICKEY STANTON, Region VI coordinator for the revised Employee Performance Evaluation Program, discusses the program with Local 003 members. At right are Local 003 Vice President Kathie Fetzer and Local Secretary Sheila Brogan.



JUDY PALMER is all smiles as Steward Bill Garey recites how Judy earned a pair of awards for her work in the State Division for Youth. She was recently cited as "Employee of the Month" in the Division for Youth.

Directory of CSEA Regional Offices

REGION I

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

REGION II

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

REGION III

Old Albany Post Road, North
RD 1
Fishkill, N.Y. 12524
(914) 896-8180
James Lennon, President
Thomas Luposello, Regional Director

REGION IV

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

REGION V

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

REGION VI

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



A 60% drop in a grievance rate? How one Local made it happen

By Deborah Cassidy

ALBANY — You are president of a local of the Civil Service Employees Assn. and you have just been informed by a shop steward that some members are working out of title. It is not an urgent matter, but an important one that could become a major grievance if not settled shortly.



LOCAL 690 PRESIDENT Carmen Bagnoli reports that grievances have dropped off at least 60 percent since the inception of the labor relations bureau in the state Tax and Finance Department.

With all the details on paper, you consult a representative of the labor relations bureau operating in your department. After discussing what the fairest solution would be, the representative promises to look into the situation immediately.

Three days later, the bureau sends you a memo, saying the issue has been resolved according to the guidelines you suggested and a quick check with the employees, by you, confirms this.

The local and management are satisfied with the solution and have been spared the costs and loss of man days that would have resulted from filing a grievance.

Sound unreal?

This method of dealing with labor problems is definitely a reality for state Tax and Finance Local 690 of CSEA, where a labor relations bureau has been in operation for nearly four years now, according to Local President Carmen Bagnoli.

Since the inception of the bureau, Bagnoli says the rate of grievances has dropped by at least 60 percent.

"Let's face it, not all problems have to go the grievance route and neither side wants this if it can be avoided. The bureau is a healthy alternative," Bagnoli said in an interview with the Public Sector.

The bureau, he concedes, was management's creation, but "the local was most willing to work with it." The concept works he noted, because the bureau is neutral and has the power to enforce its decisions.

A full time staff, consisting of a director and assistants, meets with the local monthly to discuss items on a prepared agenda. When an urgent situation arises, or when the bureau has received a directive

from top management that it feels will be of concern to the local, a last minute meeting can easily be arranged.

With the bureau, Bagnoli feels, there is an "open door policy," an accessibility, that would not exist in the usual labor/management relationship.

Local CSEA officer John Gully, who assists Bagnoli in dealing with the bureau, also feels this is a sensible, modern day approach to the labor issue.

"We're afforded an input which did not exist prior to the creation of the labor relations bureau. We're able to take care of our own problems, without relying too heavily on the regional offices or the offices at CSEA headquarters. It has become the best avenue for both of us."

Throughout the bureau's four year existence, Gully notes, "the local has worked with it to resolve matters concerning unsafe and unhealthy working conditions, the misinterpretation of our contracts, departmental agreements and departmental rules and regulations, and also the problems that develop from the Employee Evaluation Program."

"These are some of the many key issues that have been approached by the bureau and the local with a reasonable amount of success. Some of the above mentioned issues at one point in time under the former method, a grievance would have been filed," Gully said.

The bureau does more than function as a trouble shooting force, Bagnoli and Gully pointed out. It and the local have cooperated to establish such programs as the flex hour system, TOTS (Take Off the Summer), a



JOHN GULLY, a Local 690 officer and member of CSEA's Board of Directors, says the unique labor relations bureau affords the union increased input into departmental problem solving.

program which allows mothers and fathers who have a child-rearing problem to take an unpaid leave of absence from four to 12 weeks without a loss of benefits in order to spend that time with their family; working to establish a career ladder and a new job category and also provide space for shop steward training.

"It may not be financially possible for all state agencies, counties, municipalities and school districts to establish such a bureau, yet Bagnoli and Gully hope more locals and agencies could find such an avenue and utilize it.

"The bureau has made Local 690's job much easier with the department of Taxation and Finance, and we feel it can work elsewhere," they concluded.

Field representative training stresses effective involvement

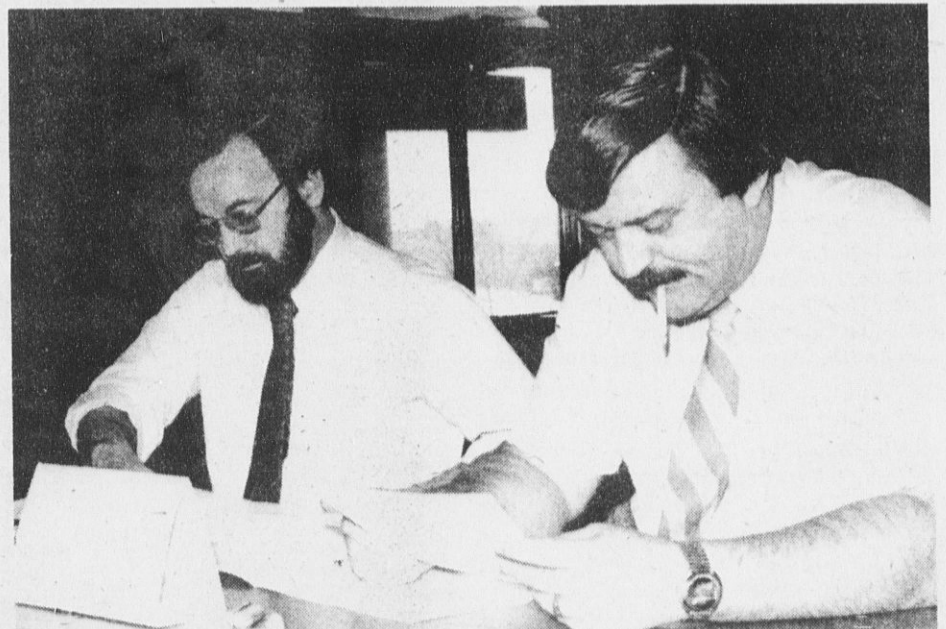
CANANDAIGUA — CSEA's Education Department has started training sessions for CSEA field staff that "will hopefully give them the tools they need to help our union officers get greater participation by the general membership in the union," according to Education Director Tom Quimby.

"It's important that union officers, members and staff be on the same wavelength — it increases everyone's effectiveness. Accordingly, staff training sessions will be held on a regular, on-going basis and will compliment the training sessions for officers and stewards."

Led by Josephine Musicus and Bernard Flaherty of the N.Y.S. School of Industrial and Labor Relations of Cornell University, the field staff of Regions V and VI participated in a recent day-long session that stressed improving group efficiency in small and large group action. Group action, industrial efficiency and individual security were primary topics studied.

Region VI Director Lee Frank said the session "showed the staff how to deal with internal union problems and also how to be more effective in inter-staff relationships."

Field Representative Jim Steward agreed, calling the sessions "excellent — They've brought in some good people for these sessions."



REGION VI STAFF member Field Representative Ray DuCharme, left, and Region VI Director Lee Frank were among staff employees from both Regions V and VI to participate in a newly developed training program being conducted by the union's Education Department.

Givebacks affronted at Monroe schools

By Stanley P. Hornak

MONROE — School district officials here are living in the Middle Ages, and they want to pay their employees as if they were peasants.

The Monroe-Woodbury School District includes five different towns: Blooming Grove, Chester, Monroe, Tuxedo and Woodbury. The CSEA contract expired June 30, negotiations started April 8, and after two mediation sessions a factfinder's hearing is scheduled Dec. 15.

The unit is made up of approximately 120 people who are buildings and grounds personnel, bus drivers and mechanics.

The sorry state of affairs, particularly upsets union members who believe they've bent over backwards to cooperate with the district. For example, a large Hasidic Community lives in the area and their traditions require that girls and boys be bused separately to the United Talmudical Academy. Moreover, boys' buses should not be driven by women. Last year, the district contracted out the "runs," but it proved very costly, so this year union bus drivers agreed to waive seniority to permit men to drive these "runs." Incidentally, only about six of the 60 bus drivers are men. What's more, the agreement saves the district approximately \$40,000. Shop Steward Nancy Ward says, "we tried to reach out and help out, but as soon as the district got what it wanted, that was it; they've showed us no goodwill whatsoever."

In a way, if the word "givebacks" didn't exist, Monroe-Woodbury district negotiators would have invented it. Collective Bargaining Specialist John Naughter notes, "we're now in factfinding, and the district has an incredible number of items open, and they are all givebacks."

For example, they propose:

- to pay bus drivers based on number of hours worked, without the current 180 day guarantee, and to eliminate all their leave time;

- to permit teachers to drive buses;
- to reduce the number of leave days fulltime employees receive;
- to require medical certification any time an employee is out sick;
- to change the definition of new bus "runs";
- to redefine "extra trips" to avoid paying drivers overtime;
- to change disciplinary procedures;
- to give the district a free ride to bypass seniority when considering an employee for a promotion, and to eliminate completely the current contract language which also takes into consideration qualifications;
- to give the district the privilege of hiring new employees at any salary rate, and
- to eliminate Option No. 1 for retirees, and to revise Option No. 2 to reduce lump sum payments resulting from accumulated time.

As might be expected, a major gap exists in wage demands. CSEA wants fulltime employees to receive \$1,200 each year, plus increments, while the district offers only \$650 annually, plus increments. The union wants bus drivers' hourly pay to rise 56¢ per hour each year, plus increments, but the district counters with only 25¢ plus increments.

Issues raised by CSEA for factfinding include:

- change in shift pay differential;
- tool allowance for mechanics so they don't have to purchase and/or replace their own tools;
- disability insurance, and
- Agency Shop

Unit President John Rhul describes morale among union members as, "at an all time low" and stresses, "we refuse to sell our membership short by giving back the meat and potatoes, especially since administrators have already gotten their raises." He notes that the district's \$17 million operating budget includes money for raises, but that the district, "just wants too much in return."

New job protections for mental health workers

By Rob McGarrah

AFSCME Health and Institutions Director

Employees of mental health facilities throughout the nation will gain major new protections during "deinstitutionalization" under the new Mental Health Systems Act, including those who work under CSEA/AFSCME Local 1000 contracts in New York State.

The act, which takes effect in October 1981, requires for the first time that states be actively involved in federally-funded community mental health services.

As a result of efforts by AFSCME International, the law and forthcoming regulations require states to negotiate with unions on the details of a broad range of mandatory protections, including all rights and benefits under collective bargaining contracts, other rights and benefits such as pensions and health insurance, and continuation of collective bargaining rights.

If needed, the state also must provide alternative jobs, retraining and adequate severance pay. Management can not demand that these protections be traded off for any other union demands. If the state does not provide adequate protections, it can lose all its funds under the act.

The act also authorizes about \$14 million over three years for retraining and job placement.

State mental health agencies can apply to operate all services under the act. The state agencies will receive and rank all applications, so that they can choose to give highest ranking to applications for state-run services.

Regulations which spell out the specific processes for implementing the mandatory employee protections will be issued by early April. The International, in cooperation with CSEA officers and staff, will be working to ensure that these rules fully protect workers in New York State and throughout the country.

As it was originally written, the law did not have strong employee protections. The International aggressively and successfully lobbied for inclusion of a full range of mandatory negotiated protections.

The law contains new requirements to ensure that deinstitutionalization is a well-planned program that will fully protect patients as well as institutional workers in the mental health field.

Funding of the program under the new act will be on a population-and-income formula, known also as a relative income formula. The setting of priorities for the granting of funds has yet to be done in detail.

Senator Edward M. Kennedy, working closely with AFSCME Public Policy and Legislative Departments staff members, was particularly involved in the effort to amend the earlier proposal to include mandatory employee protections.

The specific form of mandated protections will be the result of negotiations between the state and the unions, as detailed under the federal regulations.

Cornell's Institute for Education and Research on Women and Work will offer an evening session on improving oral examination test taking skills for NYS employees. The course will review skills necessary for improved performance, including: a review of the oral examination process, suggestions for reducing test anxiety, and practice in the organization and presentation of thoughts.

The course will be held on Monday, December 15 from 6:30-9:30 p.m. in the Acheson Building, Room 5 on the Main Street Campus, SUNYA Buffalo. The charge is \$6.00. If you wish to register, please send the coupon below with check or money order by December 11, 1980, to:

Beverly Lawson
NYSSILR, Cornell University
120 Delaware Ave., Room 225
Buffalo, New York 14202

ENHANCING YOUR TEST TAKING SKILLS

Name _____

Address _____ (Street) (City) (State) (Zip Code)

Work Phone _____

Total enclosed _____

_____ Check here if you wish directions to the Acheson Building sent to you.

Please make check or money order payable to CORNELL UNIVERSITY.

Local 350 shop stewards jobs open

NORTH AMITYVILLE — State Department of Labor Local 350 has openings for persons wishing to be shop stewards at Department of Labor offices in Nassau and Suffolk counties.

Those persons interested are asked to call CSEA Field Representative Nicholas Pollicino at the Long Island Region I headquarters, (516) 789-1170.

Local 350 President George Caloumeno said a number of shop stewards on Long Island

recently received promotions, placing them in another bargaining unit.

Caloumeno said he and Pollicino also plan to visit Department of Labor offices in Bayshore, Cedarhurst, Hempstead, Hicksville, Huntington and Patchogue on Dec. 15 and 16.

Local 350, a Region II local, represents Department of Labor employees in New York City and in Nassau, Rockland, Suffolk and Westchester counties.

Affiliation poll slated for Suffolk County

HOLTSVILLE — The Suffolk County Local 852 Executive Committee has decided to recommend that its units poll their membership on the question of the pending CSEA-AFSCME affiliation. That decision was among several taken at a recent committee meeting. Other action included:

—Local 852 Immediate Past President William Lewis was appointed to chair a committee to study the local's rebates to its units.

—A donation of \$200 was made to Staten Island Developmental Center Local 429 where

a number of local officers, including President Felton King, have been suspended by the State and barred from the hospital grounds.

Local 852 President Ben Boczkowski asked that names be submitted to the local for those wishing to serve on the local's nominating and election committees. He said the committees will be appointed at the local's January Executive Committee meeting.

A historic three-year trial affiliation agreement between CSEA and AFSCME expires this coming April. Between now and then, both unions must decide whether they wish to continue the affiliation on a permanent basis and, if so, under what conditions.

On page 1 of last week's issue of *The Public Sector*, a signed column by CSEA President William L. McGowan discussed the situation in detail. He pointed out that open membership meetings are being held across the state to discuss the issue by a special committee headed by Western Region President Bob Lattimer. More meetings will be held to provide an ample forum for members to present their feelings or ask any questions about the matter. Information about the pending affiliation deadline and related matters has appeared in *The Public Sector*, and much more is planned in the near future.

President McGowan also reported that top-level discussions between CSEA and AFSCME are being held to arrive at tentative arrangements for continuation of the affiliation, and he stated that a special delegates meeting will be held shortly after the first of the new year to make a final decision on the matter for CSEA's part.

As part of CSEA's overall effort to provide complete information about the affiliation issue, the following is the verbatim language of the current CSEA-AFSCME affiliation agreement.

CSEA / AFSCME®



**the union
that works
for you**

Current affiliation agreement between CSEA and AFSCME

This Agreement is entered into between the American Federation of State, County and Municipal Employees, AFL-CIO (AFSCME) and The Civil Service Employees Association, Inc. (CSEA).

AFSCME and CSEA have as their common objectives and purposes to improve the conditions of their members, to advance their interests as public employees, and to represent them with respect to all terms and conditions of employment, including their representation in collective bargaining and in the negotiation of agreements which promote the well-being of their members and their families.

CSEA, the largest independent public employee union in the United States, which represents more than 375,000 public employees in the State of New York, has determined that it is in its members' best interest to join its resources and facilities, personnel and expertise in areas such as negotiation, legislative and political action, research, education, public relations, etc., with AFSCME, a national union affiliated with the AFL-CIO, thereby further strengthening both organizations and enhancing the ability of both organizations to provide leadership, service and representation to public employees.

AFSCME, the largest public employee union in the AFL-CIO represents more than 1,250,000 public employees and has the facilities, personnel and experience to aid its affiliates in negotiations, organizing, legislative and political activities, public relations, research, education, and in representation before the federal government.

AFSCME and CSEA hereby pledge their full cooperation from this day forward to promote and advance the welfare of all public employees with respect to all terms and conditions of

employment, through the use of effective collective bargaining techniques, to uphold and extend the principles of merit and fitness in public employment and to advance the interests of all public employees.

1. Upon execution of this Agreement, AFSCME shall issue to CSEA a Local Union Charter forthwith. Such Charter shall establish the name Civil Service Employees Association, Local 1000, AFSCME, AFL-CIO. The jurisdiction of CSEA shall be all employees within New York State employed by the State of New York excepting those employed in the security services unit for which AFSCME District Council 82 is the certified bargaining representative. The jurisdiction shall also include all other employees within any bargaining units for which CSEA is currently the certified or recognized bargaining representative and all other public employees within New York State outside of the City of New York excepting those employees currently within bargaining units for which AFSCME District Councils 35, 66, and 82 or their affiliated locals are the recognized or certified bargaining representative. CSEA shall not be required to affiliate with any AFSCME Council. AFSCME further agrees to provide CSEA with all the benefits of affiliation with the AFL-CIO upon execution of this Agreement.

2. The Articles of Incorporation and Constitution and By-laws of CSEA, presently in existence, are approved by AFSCME and shall continue to constitute the governing structure of CSEA.

3. CSEA shall have full autonomy as a Local Union of AFSCME, and shall have the right to establish its own dues structure, elect its own officers, hire its own staff, make its own decisions regarding contracts and economic action, engage in political activity consistent with its own principles

and policies, and retain such professional and other related services as it sees fit.

4. Immediately upon issuance of the aforesaid Charter, CSEA shall take on all rights and responsibilities of an AFSCME Local Union, including the payment of the basic minimum per capita tax of two dollars and ninety cents (\$2.90) per member per month to the American Federation of State, County and Municipal Employees. Per capita tax shall be paid on the number of individual monthly dues payments received by the Local Union in the same manner for each person making service or other similar payments to the Local Union in lieu of dues under agency shop or similar provisions. Immediately upon issuance of the aforesaid Local Union Charter to CSEA, members of CSEA shall enjoy all the rights of membership in AFSCME.

5. In order to give all possible assistance to CSEA in organizing and representing employees, AFSCME agrees, beginning immediately upon issuance of the aforesaid Charter, to make a monthly grant to CSEA to assist in organizational activities, as follows: two dollars and sixty-five (\$2.65) cents per member and agency service fee payor per month for each of the first twelve months of this Agreement, and two dollars and forty (\$2.40) cents per member and agency service fee payor per month for each of the second twelve months of this Agreement. AFSCME also agrees to provide, upon request by CSEA, assistance in negotiations, organizing, legislative and political activities, public relations, research, education, and in representation before the federal government.

6. A CSEA Legislative District shall be established for CSEA. Two

International Vice-Presidents shall be elected from such district by CSEA's Board of Directors within ninety (90) days from the date of the execution of this Agreement. The Vice-Presidents so elected shall serve until the 1980 AFSCME Convention, at which time they shall be either re-elected or their successors elected in conformance with the normal election procedure as set forth in AFSCME's Constitution. The CSEA Legislative District shall consist of Local 1000, Civil Service Employees Association. The three (3) year eligibility requirement provided for in Article IV, Sec. 32 of the AFSCME Constitution shall not be applicable.

7. The name "The Civil Service Employees Association, Inc.", registered trademark and any and all other assets of CSEA at the time of the execution of this Agreement, or acquired by CSEA during the term of this Agreement, shall remain the property of CSEA in perpetuity.

8. CSEA shall exercise its autonomous rights in connection with its activities as an affiliate of state and city central bodies of the AFL-CIO such as the New York State AFL-CIO.

9. Either part to this Agreement may terminate this Agreement at the end of three (3) years from the date of execution of this Agreement by giving written notice to the other party no later than sixty (60) days prior to the end of said three (3) year period.

10. This Agreement shall become effective upon approval by the AFSCME International Executive Board and by the CSEA Board of Directors.

Signed this _____ day of April, 1978, by the authorized representatives of the American Federation of State, County and Municipal Employees, AFL-CIO and of The Civil Service Employees Association, Inc.

Same patient injures 50 Newark Developmental workers

'Something has to be done'

NEWARK — "I like my job . . . but I can't do much in this shape," Barbara Ring candidly remarked from her hospital bed.

Barbara is one of the 50 documented cases of employee injuries inflicted by the same mentally retarded patient at the Newark Developmental Center over the past 10 months. Her job as a Mental Hygiene Therapy Assistant made her especially vulnerable to the frequent attacks of this one patient.

Local president Tony Cinquegrana commented on Barbara's case. "Barbara Ring's case is an extreme example of the dangers our members face daily. "It's difficult to see many of our members afraid to go to work because of a fear of injuries," Cinquegrana said.

"They should be given better support by management . . . this ties in directly to our recent informational picketing regarding the understaffing here," Cinquegrana added. "We're not satisfied with the results of that yet. We were promised 20 new staff members and nothing has materialized so far. Actually, we need a couple hundred more staff to operate properly."

Grievance chairman Mike Flaherty said:

'Its at a point where grievances almost mean nothing. Who knows if they (employees) will be out of work, injured or even dead before employee safety or even the safety of other clients is better protected?'

We've filed over 12 injury/safety grievances regarding this one patient over the past six to nine months."

One remedy sought by most of the grievants is either a transfer of the client to a more secure facility where the staff is better trained to deal with violent patients or building a quiet room or unit into the present set-up that will help minimize injuries to the clients and staff.

Each proposed remedy has potential pitfalls.

"Since this patient has been diagnosed as mentally retarded, the state's mental hygiene law has many criteria which must be met before she or any such patient could be reclassified as needing psychiatric placement," says Cinquegrana. "We've now cut through a lot of red

tape, whereby a local outfit may now bid on building a padded room that will reduce injuries."

When that happens it will be none too soon for staff member Linda Greule, who has been out of work since July with injuries inflicted by the "most violent-acting client I've seen." She has a date in surgery November 21 for cartilage damage to her knee.

Other staff members who have been injured include JoAnn Trapp, Karen Schensing, Becky Derr, Rita Butler, Barbara Bundy and Ed Bliss.

Says Barbara Ring from her hospital bed: "I and the other staff hold no grudges against the patients that act out, because we're professionals and we know they need treatment. But I have a baby to care for and I'm trying to finish nursing school. Something has to be done."



BARBARA RING, a mental hygiene therapy assistant at the Newark Developmental Center, receives a visit from Local President Tony Cinquegrana. Barbara Ring is recuperating from injuries sustained in an on-the-job attack by the same patient who has reportedly injured a total of 50 workers in the past 10 months.

Workshops milestone CSEA-state relations

ALBANY — A series of state sponsored workshops held throughout the six regions of the Civil Service Employees Assn. earlier this month is being viewed by some union officials as a milestone toward improving the poor relationship that has existed between the union and correctional facilities management for many years.

It was the first time in the history of the union that the two sides got together in a calm, rational setting to attempt to work out their differences, says Capital Region CSEA Field Director Jack Corcoran.

The workshops, sponsored by the state Department of Corrections, with a grant from the federal Law Enforcement Assistance Administration, were attended by officers and field service personnel from each region and by deputy superintendents and administrative supervisors from every correctional facility in the state. At least two sessions were held in each area to allow all to attend.

Instructors from the Cornell University School of Labor Relations spoke on the grievance and disciplinary procedure and other labor topics. Most of the time, however, was devoted to discussions of specific problems.

"For years the relationship between labor and management in the correctional institutions has been stilted," Corcoran said. "They didn't consider us important. If we went to them with a complaint their reply was always: 'That's no problem.' They just didn't want to listen."

Sherry Breen, president of the Clinton County Correctional Facility Local CSEA, who was among those in attendance, added: "We've been intimidated. For too long we have looked upon management as a god or a king and that is

wrong. Our problems never get resolved." The workshops, she commented, established a rapport that never existed before.

Phillip Beauharnois, treasurer for the Clinton County Correctional facility local, hailed the workshops as "an opportunity to speak freely and frankly; to air pent up feelings."

"In this setting, talking on a level of one-to-one, the administration was finally forced to listen to the union. And, I think, both sides came away with a greater awareness of what the other faces daily," he said. "We are still a long way from a total amiable relationship, but we've made progress."

Just getting both sides under one roof was a major accomplishment, says Susan Crawford, president of the state Department of Correctional Service Local CSEA. "There needs to be more give and take in the correctional facilities and it began here," she said.

Charles Scott, one of the Capital Region CSEA field representatives who participated in the session felt "a reversal of former attitudes took place in just two days." "Each side developed a greater awareness of and respect for each other. Management seemed to change from an authoritarian to a listener."

The workshop series has finally opened up communications, said Corcoran. "A correctional facility is no place to work out problems. The atmosphere of strict security is too inhibiting. In the background throughout a meeting there is the sound of metal doors scraping open, clanging shut, keys are jingling and the drone of announcements and personnel checks is forever coming over the loudspeaker. We accomplished something by moving out of that atmosphere."