

Timed to negotiations, McGowan charges; accuses state of dragging feet

State attack on sick leave is 'really kind of sick' itself

ALBANY — State employees are again the brunt of bad publicity, this time the result of a Capitol press conference by the state's chief negotiator who said state workers use sick leave at a rate higher than other state employees across the country.

In remarks that led to statewide news accounts of "widespread" sick leave abuse, Meyer Frucher, director of the Governor's Office of Employee Relations (GOER), charged that state employees on average use 10.4 of their allotted 13 sick days per year, compared to a national average of seven days per year for all public employees.

Vowing to "crack down" on the alleged abuse, Frucher announced that a GOER task force has recommended that state managers tighten up monitoring of sick leave and begin using contractually available tools to ensure it is used properly.

"Every time we get ready to negotiate, the state holds some kind of press conference designed to cast our members in a bad light," remarked CSEA President William L. McGowan in response to the state's action.

"It's really kind of sick that Frucher has to appoint a state task force to figure out what management's job is and then has to hold a press conference to announce that managers will now be asked to do their jobs," he said.

Even worse, at the very same time that the state is attacking its employees for alleged leave abuse, it is continuing to drag its feet on a CSEA proposal to jointly create some 20 day

care centers at major employment locations which would drastically reduce absenteeism resulting from last minute child care problems.

"Management loves to get in the newspapers, that's nothing new," Mr. McGowan said, "but it is really rotten that at the same time they are publicly blasting state employees about sick leave, they are stalling a proposal that would greatly help to eliminate absenteeism."

In response to the state's allegations, CSEA Communications Director Gary Fryer told reporters that it is unfair to try to compare sick leave use among institutional employees and federal sector workers as Frucher did during the press conference.

"Conditions in state institutions are deplorable," the CSEA spokesman told one reporter, "and combined with inadequate wages that require many of our members to hold down second jobs to make ends meet, it's amazing the use of sick leave isn't higher. Comparing that use of sick leave to the federal sector, which is primarily white collar workers, is a distortion," he said.

CSEA contracts with the state allow employees to accumulate up to 13 sick days per year. Management has the right to require medical certification of illness when it suspects abuse and it has the right to discipline employees believed to have abused sick leave, but in the current calendar year, for example, sick leave abuse accounted for less than five percent of all the arbitration actions involving state workers.

"With inadequate staff, poor working conditions and its requirements that employees injured on the job must charge the first few days of occupational injury absence to sick leave credits, it's a wonder all of the accruals aren't being used each year," concluded President McGowan. "This state has a horrible morale problem that only aggravates the problem. It is caused by low wages, poor working conditions, and too damn many managers who will do or say anything to get their names in the newspapers, even at the expense of slandering decent, hard-working state employees."

Murder of nurse stark reminder that lives are in great danger

NEW YORK CITY — Metropolitan Region II President George Caloumeno has termed the recent murder of a registered nurse while on duty at Kingsboro Psychiatric Center "tragic and inexcusable."

"Employees in state psychiatric and developmental centers put their lives in danger working in these institutions," he said. "There is no excuse for allowing the situation in these facilities to reach the point where tragedies like this can occur."

According to police, R.N. Vera Singh was attacked by a Kingsboro patient wielding a mop handle in the early morning hours of Oct. 31. Mrs. Singh lapsed into a coma and died the next day.

The patient, a 54-year-old man, was arranged on a charge of first degree manslaughter in the beating.

Sources within Kingsboro report that Mrs. Singh and three female therapy aides were on duty at the time of the attack. They were assigned to care for 27 male and female patients on the medical/surgical ward where the attack occurred.

Caloumeno charged that the Kingsboro administration "while perhaps did not violate the letter, certainly violated the spirit of contracts with CSEA in not assigning any male aides to the ward where the murder happened."

Caloumeno referred to the Institutional Services Unit contract between CSEA and the State which calls on the Department of Mental Hygiene to make "every practicable effort . . . to have at least one male attendant in attendance . . ." on wards where there are male patients. The contract further notes that: "Placement of male attendants will be given highest priority where conditions may be hazardous for female attendants."

"Given that the patient charged in the murder apparently had a history of violent outbursts, it is clear that there should have been a male therapy aide on duty on the ward," Caloumeno said.



The Public SECTOR

Official publication of
The Civil Service Employees
Association

Vol. 4, No. 3
Friday, November, 6, 1981



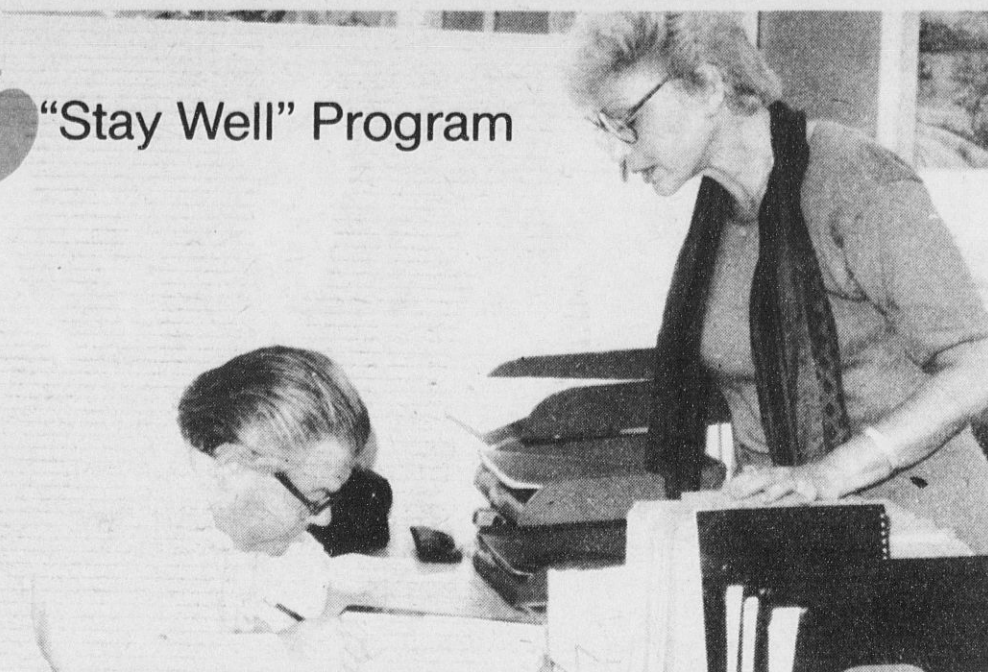
(ISSN 0164 9949)



"Stay Well" Program



ACTING WESTCHESTER COUNTY UNIT President Jerry Barbour, left, with Program Director Joan Sullivan. The CSEA leader remarked that he supports it, "100 percent" and noted that even though public employers are, "service oriented, they seldom provide programs to benefit their own employees."



SECRETARY TONY DEL BORGO, seated, is credited with playing an important role in keeping the program running well. He is shown with Mildred Butler who works in the county's hypertension program.

Westchester gears up for health, fitness

By Stanley P. Hornak
CSEA Communications Associate

WHITE PLAINS — Kansas, Canada and the 1956 Summer Olympics in Australia all have something in common — they played a part in the "Stay Well" program for employees of Westchester County.

Program Director Joan Sullivan explains she was hired a year ago to set up a program that was a priority for Health Commissioner Anita Curran. Its goal was simple: "wellness promotion, risk reduction." Initially, the focus would be on employees. Later, it would reach out to the community.

Kansas came into the picture, according to Ms. Sullivan, when she started, "looking at what was being done in other parts of the country." The "Kansas State Model" for a wellness program was the example she chose, noting the concept is slowly moving east, having been more established in the west and midwest.

Canada entered the scene when she started looking for a "lifestyle questionnaire." One developed in the 1970s by the Canadian government gave her an idea of what she needed, although she laughs because it included a question about, "how much cider do you drink?" which in Canada refers to the hard stuff, not apple juice.

Lifestyle and family history are considered the two major factors in determining a person's health. So the questionnaires would be step No. 1 in helping people assess their own risk factors and then develop their own prescription for wellness. Here's how it works.

Presented in two sessions, the first encounter includes health screening such as taking blood pressure, measuring height, weight and skinfold

thickness, vision testing as well as various laboratory tests and, finally, handing out the questionnaire. A three-minute heart/lung fitness test is also given.

The questionnaire is returned on the follow-up visit. It provides data on family history in a direct link-mother, father, grandparents — as well as the individual's medical history. Lifestyle scores such as cigarette smoking, alcohol and drugs, eating

habits, exercise/fitness, stress control and safety are also covered. Test results are discussed in the second session and a "prescription for wellness" is prescribed. Throughout, the employee's confidentiality is guaranteed.

"Prescriptions" are varied. For example, someone may "trip out" and be immediately referred to a doctor for further care. Or their risks factors might indicate they are a future candidate for a heart attack and better start doing something about it now, such as getting more exercise, improving their eating habits and stopping smoking.

Here, the "Stay Well" program helps by providing special activities — particularly at lunchtime — which include participants entering self contracts such as, "I AM SERIOUS about carrying out a Diet/Exercise Program. As part of the program, I agree to walk a prescribed distance on my lunch hour three (3) to four (4) times a week, in addition to attending the weekly sessions."

The 1956 Summer Olympics in Australia enters the scene in Westchester by way of Gold Medalist Lou Jones who now works for the county executive. He's an active volunteer in "Stay Well," and is currently setting up a "skip rope" exercise program geared toward people who are limited to exercising at home because of family responsibilities.

Joan Sullivan talks enthusiastically about operations, and a random sampling of employees attests to its success. Employees used words such as, "great," "wonderful" and "reassuring" to describe it. Indeed, response has been so overwhelming that they're booked though the year and have a waiting list for 1982!



1956 OLYMPICS GOLD MEDALIST Lou Jones (1,600 meter relay) now works for the county executive. He spends his spare time setting up special exercise programs for his co-workers.

Local 508 pursues grievance against DOT over forced night work on L.I. Expressway

HAUPPAUGE — A two-week period of forced night shift work on the Long Island Expressway has ended without incident. But CSEA says the assignment was dangerous and a violation of their contract, and that DOT Local 508 will pursue a grievance it filed against the State Department of Transportation over the situation.

On Oct. 1, the DOT notified the Local that CSEA members would be required to work nights for a two-week period from Oct. 19-30 repairing and sealing cracks and shaving bumps on the LIE between the Queens-Nassau border and Glen Cove Head in Nassau County.

"This was a clear-cut violation of our contract which prohibits night

shifts and changes in work schedules without the consent of the employees," said Lou Mannellino, Local 508 president.

Mannellino said that Local 508 filed a grievance after he and other CSEA leaders met in Albany with DOT officials over a two-week period in an unsuccessful attempt to resolve the dispute. The CSEA offered to send the dispute to an impartial arbitrator but DOT refused, he said.

In addition, Local 508 leaders told DOT officials they were concerned about the dangers of night shift work on the accident-plagued LIE. On Oct. 17, two days before CSEA crews were to begin night work, two construction workers for

a subcontractor working on the LIE at night were injured when a drunk driver drove onto a closed section of the Expressway and collided with their flatbed truck. Another construction worker had been critically injured in September when he was also struck by a drunk driver.

While members of Local 508 obeyed what they considered the illegal order to work at night, the union is processing the grievance. Local 508 grievance chairman Thomas Tighe requested the State waive steps one and two and proceed to arbitration immediately.

Tighe said he will ask that all CSEA members who worked the

night shift be paid 10 hours overtime every day they worked in addition to being paid for their normal day shifts. He said the contract specifies that there are two shifts starting at six and ten a.m., five days a week separated by two days off.

"What they made us do was work four days — Mondays to Thursday — with three days off. That's another violation of the contract," he said.

Tighe added that there were other problems with night work. Since the contract specifies that there is to be no night work, many members have second jobs or are attending school.



LT. GOVERNOR MARIO CUOMO, second from right, was a guest speaker at the recent Nassau County Local dinner-dance at Crest Hollow Country Club, Woodbury. With the lieutenant governor are, from left, CSEA President William L. McGowan, Long Island Region I President Danny Donohue, and Nassau County Local President Jerry Donahue.



SMITHTOWN CONTRACT SIGNED — Signing a new contract covering CSEA-represented employees of the Town of Smithtown are Unit President Jim Carthy, left, and Smithtown Supervisor Pat Vecchio, right. CSEA Field Representative John Cuneo, who led the union negotiating effort, observes the formalities.

Demands for seasonal workers urged

Preparations are nearing completion for the start of contract negotiations between CSEA and the State on behalf of some 110,000 state workers in three major bargaining units represented by CSEA. Formal talks are expected to begin next month to replace present agreements which expire next March 31.

Most members in the bargaining units have already been polled by the union regarding their individual contract demands. Now CSEA is requesting seasonal state employees to list their individual demands for consideration by the CSEA negotiating team.

Seasonal state workers are urged to complete the adjacent demands form and mail it to CSEA President William L. McGowan at the address indicated on the form.

CSEA claims election victory

ALBANY — Although election results were still being tabulated at press time, it appears that CSEA-endorsed candidates fared very well in last Tuesday's elections.

The prison bond issue, which CSEA endorsed, has apparently won approval of the state's voters, though the results are unofficial at this writing.

According to CSEA Director of Political and Legislative Action Bernard Ryan, CSEA-endorsed candidates were "extremely successful" at winning election to local and county posts across the state.

A more detailed report on CSEA's political involvement in last Tuesday's election will be published in the next issue of the Public Sector.



SEASONAL STATE EMPLOYEES CONTRACT DEMANDS

MAIL TO:

WILLIAM L. MCGOWAN, *President*
 CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.
 Local 1000, AFSCME, AFL-CIO
 33 Elk Street, Albany, New York 12224

THE FOLLOWING ARE ITEMS THAT I SUGGEST MY CSEA NEGOTIATING TEAM CONSIDER INCLUDING AS CONTRACT DEMANDS DURING UPCOMING NEGOTIATIONS WITH THE STATE OF NEW YORK. I have listed them according to my personal priority.

(Please type or print CLEARLY)

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____

OPTIONAL INFORMATION

Name: _____ Address: _____
 Dept. or Agency: _____ Work Location: _____

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

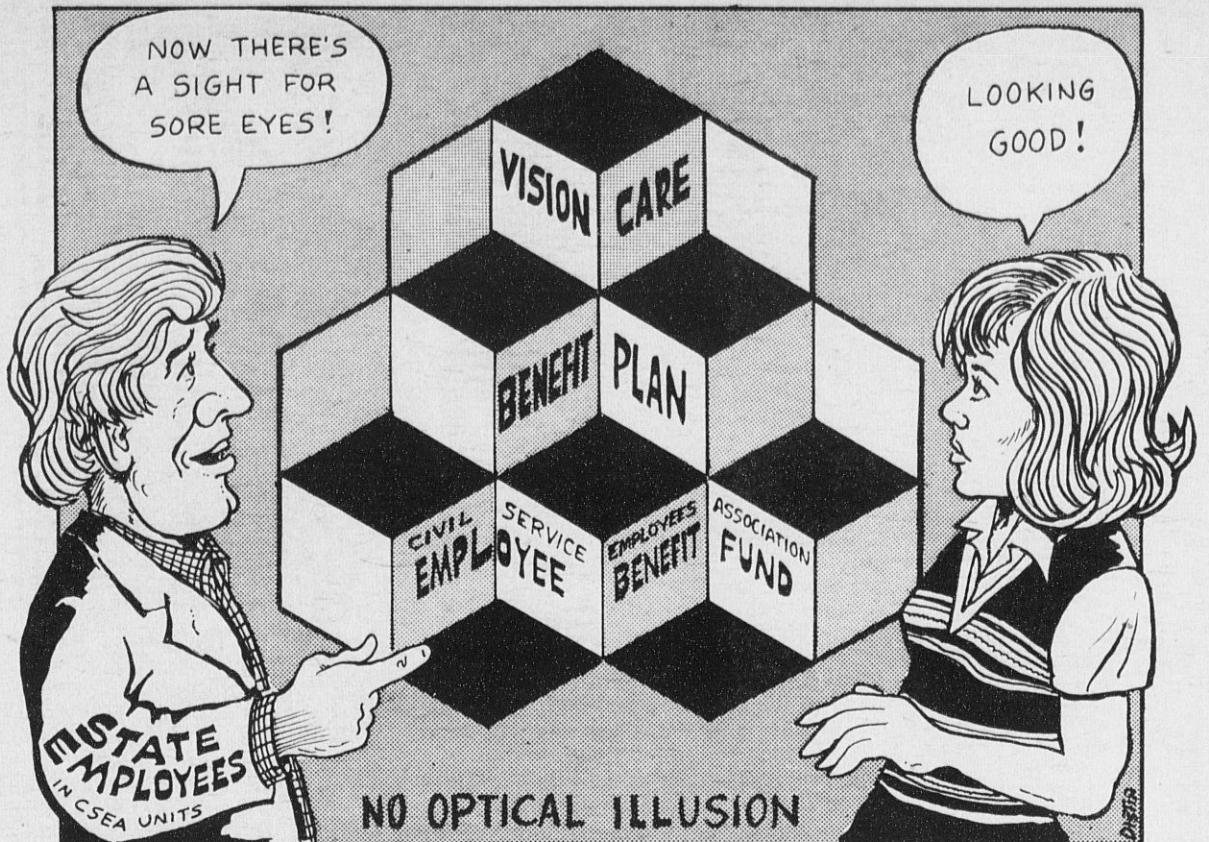
The Public Sector (445010) is published every other Friday for \$5 by the Civil Service Employees Association, 33 Elk Street, Albany, New York 12224.
Second Class Postage paid at Post Office, Albany, New York.

Send address changes to The Public Sector, 33 Elk Street, Albany, New York 12224.

Publication office, 1 Columbia Place, Albany, New York 12207. Single copy price 25¢.

Gary G. Fryer—Publisher
Roger A. Cole—Editor
Tina Lincer First—Associate Editor
Gwenn M. Bellcourt—Assistant Editor

Published every other Friday by Civil Service Employees Association, 33 Elk Street, Albany, N.Y. 12224 (518) 434-0191.



EAP network growing in Region V

ROME — Statewide and regional officials of the Employee Assistance Program (EAP) were encouraged by the excellent turnout of coordinators and committee members who attended the recent Region V network meeting held at Rome Developmental Center.

According to Bob Hill, EAP coordinator at Rome DC, the meeting drew a sizable number of labor and management representatives from facilities throughout the 20-county region, as well as EAP officials from Albany.

"It was a fine meeting. We are making progress and you can sense the growing enthusiasm with each meeting and each new EAP 'team' that comes on board," Hill said.

The one-day session with Tom Reilly, EAP chairperson at Rome DC, introducing Keith Hoffman, director of Rome DC, and Steve Smits, deputy director, who officially welcomed the group.

Jim Moore, Region V president, was also introduced and, along with Jon Premo, president of CSEA Local 422, offered supportive statements and

encouragement from the union.

Also attending were James Murphy, statewide EAP director; Robert Challenger, occupational programmer with the NYS Division on Alcoholism and Alcohol Abuse; Mary Ellen Mangino, EAP co-ordinator for the Public Employees Federation; and Stan Watson, EAP representative for CSEA Region V.

The afternoon program was devoted to a theoretical problem situation presented by Gary Holmes, EAP coordinator at Marcy Psychiatric Center.

"I was extremely pleased with the response to the problem case," Watson said. "It gave everyone an opportunity to sharpen skills and gain some valuable ways to handle actual cases they may encounter. Very productive, very useful."

Watson said the next network meeting is set for November 11 at 10 a.m. at Marcy Psychiatric Center. Al De Marco, OER representative with the governor's office, is the scheduled guest speaker.



CHANGING OF THE GUARD — Region III President Ray O'Connor, right, installs leadership of Letchworth Village Local 412. From left are Vice President Joe Gleason, board member L. Buckley, Treasurer Brian Cox (partly hidden), Secretary Florence Covati, delegate Steve Edwards, board member Doris Walker, delegate Jerlene Batton, and President Bob Watkins.

Warwick ratifies 3-year pact

WARWICK — A three-year contract, retroactive to July 1, has been ratified by CSEA members of the Warwick Valley Central School District.

Unit President Naomi Kaplan and Collective Bargaining Specialist Manny Vitale led the negotiating team, whose members include Terry Sinsabaugh, Bett Lemay, Marilyn Youngman, Dina Bonanno, Virginia Carr, Regina Foley, Richard Daubert, Robert Paddock, Charles Faliksi and Joe Bonanno.

Wage hikes for salaried and hourly

employees are as follows:

Salaried — \$500 retroactive to July 1; \$500 next Jan. 1; \$750 at the start of 1982; and \$1,000 on Jan. 1, 1983.

Hourly — 20 cents per hour as of July 1; 20 cents next Jan. 1; 30 cents at the start of 1983; and 40 cents on Jan. 1, 1983.

Increments will be paid when due.

Other features include setting up a system to notify unit members of vacancies when they occur during July and August, providing for filing of class grievances, and increased longevity payments.

QUESTIONS & ANSWERS



Applying for SS benefits?

Know the time limits

CSEA members who plan to apply for Social Security benefits are reminded to do so two or three months before they want benefits to begin, or at least as soon as possible after they become eligible.

This is because payments for months before the month the application is made are limited by law. According to a Social Security representative, the rules are:

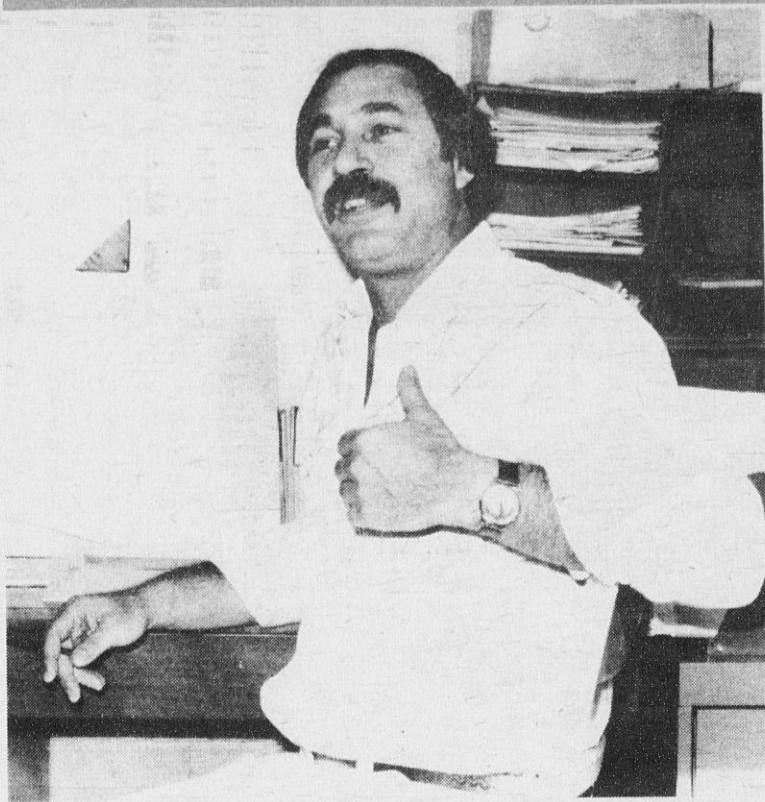
- For workers 65 and over, widows, widowers and parents 62 and over: Back payments are limited to no more than six months, but none before the month the person becomes 65 for workers, or 62 for widowed persons and parents.

- Workers under 65 and widows and widowers under 62: In general, no payments can be made for months before the month of application.

- Disabled workers, widows and widowers: Back payments can be made for up to 12 months before the month of application, but not before the sixth full month of disability.

The Social Security spokesperson stressed that people applying for reduced benefits — before 65 for workers and before 62 for survivors — should apply as soon as possible when they become eligible so they will not miss out on any checks.

More information about back payments and other aspects of Social Security can be obtained at any Social Security office. Check your telephone directory for the address and number of the office nearest you.



LOCAL 432 PRESIDENT Gary Eldridge.



INSPECTING SOME DEMOLITION WORK done as part of the rehabilitation project at Westchester Developmental Center are, left to right, Field Representative Larry Natoli, Local 432 Vice President Lee Rushford and Local 432 President Gary Eldridge.

Local leader wins contracting-out battle

WINGDALE — When the Westchester Developmental Center contracted out a building rehabilitation project a few years ago, Local 432 President Gary Eldridge was "madder than hell," and resolved to do something about the practice of contracting out.

The Westchester facility had taken over a building located on the grounds it shares with Harlem Valley Developmental Center, and hired outside contractors to convert it from a dormitory into administrative offices.

A firm opponent of contracting

out, Eldridge believed it made good sense for the center to use its own work force on such projects, and "not some contractors from out of nowhere."

Although the dormitory conversion went ahead as planned, Eldridge spent the next few years arguing the contracting-out issue with administration and in labor/management sessions. So when Westchester Developmental Center recently arranged to take over Building 29 and convert it from a halfway house into a "behavior unit" — an estimated \$300,000 project — he was prepared.

"We broke the ice."

—Gary Eldridge

Eldridge succeeded in convincing administration to use the talents and resources of its own people to do the rehabilitation, as well as hire 18 people on a temporary basis to help complete the project. State personnel would oversee construction.

"All local people have been hired so far," said Local 432 Vice President Lee Rushford. Eldridge, who is

pleased with the way construction is proceeding, adds: "Right now we need jobs, especially with Reaganomics." Both union leaders believe if all goes well, some of the temporary items may be made permanent.

So for the first time at Westchester Developmental Center, work that would have gone to an outside contractor is being done "in-house," something Eldridge believes is the wave of the future.

"We broke the ice," he muses, while freely admitting that, at times, he "didn't think it would ever come about."

Co-workers set up memorial fund

BATH — A memorial fund to benefit two teen-agers orphaned by a family tragedy has been established by the co-workers of the late Dawn Rumsey in Steuben County.

An apparent murder-suicide by her husband ended in the death of Mrs. Rumsey, a First Vice President of CSEA Steuben County Local 851 and a senior account clerk at the Bath Gas and Electric Unit.

Mrs. Rumsey was remembered as an all-around hard worker by Local President Jim Lindsay.

"She always did her share plus a lot more," said Lindsay, commenting on the active role Mrs. Rumsey took in the union. "She was quite active in union recruitment and was a long-time steward, as well as having chaired our

Budget and Social committees."

Region VI President Robert Lattimer said Mrs. Rumsey "was a viable force in the union and will be missed."

The memorial fund proceeds will go towards helping Mrs. Rumsey's 18- and 15-year-old sons, Lindsay said. He also noted an irony in the tragic incident — the fact that the Steuben County local is currently developing a program which hopes to prevent family problems from reaching disastrous proportions.

"The CSEA Employee Assistance Program (EAP) is designed to provide counseling services that will help employees confidentially work out many types of problems," said Lindsay. "This tragedy should serve as incentive for the county and our local to rush the program into place."

Suspended MHTA reinstated with back pay

NEW YORK CITY — Citing "a lack of credible evidence" to prove client neglect charges, an arbitrator has ordered Manhattan Developmental Center (MDC) to reinstate MDC Local 443 member Cornell Yarbrough and grant him wages lost as a result of his suspension.

The arbitrator's award should end the problems Yarbrough, a mental health therapy aide, has had to face since June when a client in his care fell and cut his head.

Yarbrough was served with a Notice of Discipline charging him with client neglect and alleging that his official statement regarding the incident "was medically inconsistent with the incident facts and circumstances."

The state suspended Yarbrough without pay and sought termination of his services as penalty.

In addition to being brought up on charges by the state, Yarbrough, while at work, was arrested by the New York City Police Department and charged with assault of the client who cut his head.

According to MDC Local 443 president Jackie Battle, Yarbrough was subjected to "this harassment because the client's family is politically active.

"They pressured the administration to go after Yarbrough," Battle said. "And it was the client's brother who brought the assault charges against him."

The assault charges were quickly dropped for lack of evidence, but the state pursued its charges against Yarbrough, a nine-year state employee, through arbitration.

In arguments before the arbitrator the state relied primarily on the testimony of an investigator and the physician who treated the client.

Noting the absence of an investigative report and even investigative notes, the arbitrator found "contradictory facts" in the investigator's testimony and termed the testimony "hazy and at best speculative."

The physician testified that the injury to client's head was "probably caused by a blunt instrument," but the arbitrator observed that the records made at the time of treatment made no reference to the cause of injury. The arbitrator described the physician's testimony as "stretch(ing) the imagination to the point of no return."

In spite of his ordeal, Yarbrough is not bitter.

"I'm just glad it's all behind us now," he said. "I was never brought up on charges before and I've always tried to be a model employee. I really love working with the clients here."

American Red Cross cites Wendy Buck



CSEA MEMBER HONORED — Wendy Buck, left, receives the American Red Cross Certificate of Merit Award from William Curran, volunteer chairman of the Syracuse and Onondaga County Chapter of the American Red Cross. Also pictured, second from left, is Eleanor Engle of the State Office of Vocational Rehabilitation, and Claire McGrath, president of CSEA Local 013, and Roland Buck, Ms. Buck's nephew.

(photo courtesy American Red Cross)

Honor courageous CSEA member for life-saving actions

SYRACUSE — Ms. Wendy Buck, a member of CSEA Local 013, has been awarded the American Red Cross Certificate of Merit by the Syracuse and Onondaga County Chapter of the ARC at a recent centennial dinner.

A typist with the State Department of Taxation and Finance, Wendy was cited for saving the life of her five-year-old nephew, Roland Buck, last January.

In spite of her own personal handicap, Ms. Buck used methods that were taught to her during a Red Cross multi-media first aid class held in March 1980 at the New York State Office Building in Syracuse and sponsored by CSEA.

The Red Cross citation reads in part, "After determining that the victim could not breathe, Ms. Buck initiated a sequence of maneuvers for relief of foreign body obstruction of the airway. She continued her efforts until the obstruction was expelled. Without doubt, the use of first aid by Ms. Buck saved her nephew's life."

The Red Cross Certificate of Merit is the highest award given to a person who has successfully completed a Red Cross course in first aid, water safety, small craft or CPR. The award bears the signatures of President Ronald Reagan, Honorary Chairman, and Dr. Jerome Holland, Chairman.

EDITOR'S NOTE: Wendy Buck was the subject of a story in the March 25, 1981 issue of *The Public Sector*. It described her life-saving effort and also explained how she had overcome the adversity of a cancer operation to master the skills required for operating a typewriter designed for persons with one arm.

Syracuse therapy aide is acquitted of charges

SYRACUSE—John Keach, a mental hygiene therapy aide at the Syracuse Developmental Center since 1961, recently received official notice that he is not guilty of charges contained in a notice of discipline, and has been reinstated to his position with full back pay and benefits for the period of his suspension.

Keach was charged with client abuse at the facility last June and suspended without pay.

Through the combined efforts of CSEA Local 424 and Regional Attorney Earl P. Boyle, a grievance was filed, and eventually Keach's case was presented at two arbitration sessions in July and August.

Arbitrator Thomas N. Rinaldo ruled that the state had failed to establish the guilt of Keach. Rinaldo also questioned the credibility of the testimony of a state witness who had "testified to a series of alleged incidents of patient abuse by Keach yet never reported any of the claimed acts. Although she (the witness) did not see Keach touch the resident, she

now claims from all the circumstances that he (Keach) was abusing the resident."

In a comment regarding the favorable award, Santo DeVito, president of Local 424, said, "Naturally, we are pleased with the decision. John Keach has been declared not guilty of the charges and is back at work, but it will take some time before he recovers from the financial and mental hardships suffered during the suspension. It is unfortunate that in such a case the defendant is guilty until proven innocent. Suspension without pay becomes an extreme hardship for a family man with a record of 20 years service to the state. The award may right the wrong, but the adverse effect of the charge on an employee's morale is something else.

"I would also add that we were forced into filing another grievance on behalf of John Keach. He is back on the job, but management at the Center changed his pass days which he has had for more than seven years. We plan to fight that, too."



FIRST ELECTED LEADERSHIP OF new Westchester Retirees Local 921 includes, from left, Arthur Goamaian, third vice president; Charles Peeks, Saul Parker, Edward Collier, Amos Williams and Raymond Kunkler, all executive council; Carmine La Magna, second vice

president; Mary Gale, recording secretary; Gertrude DeVincent, president; Wilfred Migneault, first vice president; Robert Doherty, fourth vice president; and Ruth Starobin, executive council.

Ten earn awards in October for ideas

Ten state employees received a total of \$3,010 in cash awards in October for money-saving ideas submitted to the New York State Employee Suggestion Program, administered by the State Department of Civil Service. Estimated first-year savings from these suggestions total \$28,580.

Award recipients:

\$1,250 — Edwin Rourke, Department of Taxation and Finance, Albany, who developed a more efficient system for filing certain corporate franchise reports.

\$100 — Robert N. Smith, Department of Agriculture and Markets, Albany.

\$50 — Janie Lynn Grob, Department of Taxation and Finance, Albany.

\$25 — Loretta Kinzer, Department of Law, Albany; Joseph Ruffo, Office of Mental Health, Kings Park; Mary M. Emanuele, Department of Taxation and Finance, Albany; Michael W. Lorio, Office of Mental Health, Kings Park, and Gerard J. Vandenhoff, Department of Labor, New York City.

Change in Consumer Price Index would seriously affect union members

ALBANY — A change in the way the government's inflation yardstick, the Consumer Price Index (CPI), is calculated will directly affect an estimated 90 million Americans whose incomes and benefits are tied to the index.

The government proposes to "lower" the inflation rate by changing the way the CPI treats housing costs. Under the plan, increases in the cost of houses and home mortgage rates would not be calculated into the CPI directly. Instead, a "rental equivalent" measure would be used to approximate the cost of maintaining shelter.

The Bureau of Labor Statistics, which calculates and announces the monthly price index, proposes to officially institute the change in 1983. Because housing costs and mortgage rates have been skyrocketing, the result is expected to be a substantial lowering of the inflation index figures released monthly.

"Although this announcement won't have any immediate effect on

our current contracts, it does have serious implications for upcoming negotiations," commented statewide CSEA President William L. McGowan.

Nationwide, the change would directly affect about 9 million union members covered by contracts that provide cost-of-living increases peg-

"Although it won't have any immediate effect on our current contracts, it does have serious implications for upcoming negotiations."

—CSEA President William L. McGowan

ged to the CPI. In addition, another 81 million people receive Social Security, government pensions, food stamps and other benefits that are used on rises in the index.

As an indication of how the change would "lower" the inflation rate, consider these figures. Inflation during the 12 months ending September 1981 rose 11 percent; if the change had been in effect, the inflation rate would have been 9.2 percent for the period.

Housing costs are a significant

part of the price index now, with house prices and mortgage rates alone determining about 20 percent of the CPI. For the 12 months ending in September, the current measure of housing costs showed a 15.8 percent increase; the new rental equivalent figure would have showed an 8.6 percent increase.

"This can also be seen as a backdoor attack on Social Security recipients," CSEA President McGowan said. "Reagan wasn't successful in carrying out his direct assault on the system, so now he's found a way to make a sneak attack. If he can't cut benefits his way, then he'll juggle the figures and use them to lower the gains in benefits to the elderly and needy. It's just one more way to cut holes in the social safety net he's so fond of talking about."

"And of course our concerns go beyond this one factor," McGowan added. "Houses and mortgages have become so outrageous that no one can afford them, so therefore the government throws that information out the window.

"If they can throw that out today, then what are they going to cut out of the index tomorrow? What if the cost of gasoline, home heating or food gets so high that the government's uncomfortable with the figures? Will they 'solve' the problem by discarding those numbers, too?"

When the government announcement was made in the closing days of October, labor groups immediately criticized the plan. AFL-CIO President Lane Kirkland said the plan would artificially lower the announced inflation rate without any real economic gains.

"Since the administration's anti-inflation program is clearly not working, the administration is seeking a new solution — change the method of computing the index," Kirkland said.



RETIREES FETED: Taconic State Park Commission Local 108 recently feted several retirees. Shown, from left, are Local President Art Griffith; retiree Walter O'Hara, a carpenter; event chairwoman Bernice Wack; retiree John Mortenson, carpenter; and CSEA Field Representative John Deyo. Not pictured, but also feted, were cleaner Delores Cashin and janitor-watchman Wilfred Pulver.

SDC member reinstated with back pay, full rights

SYRACUSE — Ralph Harding, mental hygiene therapy aide at Syracuse Developmental Center, has been awarded nearly \$6,000 in back pay and reinstated to his position with full rights and benefits.

A veteran of 19 years of state service, Harding was recently notified of the award by the American Arbitration Association.

Last March, Harding was given a notice of discipline charging him with client abuse and failure to file a report of an incident that allegedly occurred in March of the previous year.

In his defense of Harding, CSEA counsel Earl Boyle placed emphasis on the fact that one year had elapsed between the time the incident allegedly took place and the notice of discipline.

The state argued that the incident

came to light during an orientation course earlier this year when a fellow employee of Harding had some discussion with the instructor. The case developed when the course instructor suggested the employee relate the incident to her supervisors. She did, and the notice of discipline followed.

In his decision, the arbitrator questioned the state's case by stating, "The entire affair takes on an air of mystique and disbelief in that at no time between March 22, 1980, and early 1981 did the chief witness for the state raise the incident with the grievant (Harding) as they saw each other socially."

The award, in part, said the state did not have just cause to suspend Harding without pay and did not establish sufficient evidence he was guilty of the charges.

OMRDD directors to receive overtime

ALBANY — Responding to petitions by CSEA, the state's Director of the Budget has declared that community residence directors and assistant directors in the Office of Mental Retardation and Developmental Disabilities (MRDD) are again eligible to be paid for overtime.

The recent decision reversed the Division of Budget's ruling of last spring which denied overtime pay to the scores of grade 13 directors and grade 11 assistant directors working on a three-shift model in state-operated community residences for mentally retarded clients.

"Members in these positions are frequently called upon to work overtime hours," explained a CSEA Research Department staffer. "So we did our homework and asked the law firm to file a petition with the Division of Budget as soon as the overtime denial came down earlier this year."

He added that OMRDD had joined CSEA in requesting the overtime eligibility, indicating that the denial was not in the interest of the agency in its implementation of the community residence program.

10 at Bronx Developmental receive almost \$70,000

NEW YORK CITY — The second part of a grievance filed against Bronx Developmental Center (BDC) has been settled, resulting in a payment of nearly \$70,000 in previously denied overtime pay to ten BDC employees, members of CSEA Local 401.

The local filed the grievance on behalf of directors and assistant directors of state-run community apartments for the mentally retarded and mental hygiene therapy aides (MHTA) who were assigned to supervise clients in community residences around-the-clock.

The first part of the grievance was settled six months ago at the first step. MHTA's received more than \$73,000 as a result of the settlement.

The settlement of the second part of the grievance applies to the ten directors and assistant directors who were on the BDC payroll as of August 21, 1981.

In expressing his pleasure over the local's success in winning more than \$140,000 in previously denied overtime pay, Metropolitan Region II President George Caloumeno noted, "the members of Local 401 are continuing to receive effective representation during the difficult period of trusteeship."



A VISIT FROM FINK — Assembly Speaker Stanley Fink, right, is pictured at the open house with Regional Secretary Dorothy Goetz and Regional President Danny Donohue.



LIGHTING THE WAY — Region I President Danny Donohue lights the ever-present cigar of CSEA statewide President William L. McGowan at Region I's recent open house.



THE FIELD STAFF — Regional Director William Griffin, foreground, is gathered with his crew. Seated, from left, are Jose Sanchez, Nicholas Pollicino, Irwin Scharfeld and Natale Zummo. Standing, from left, are Harold Krangle, John O'Sullivan, John Cuneo, James Walters and Michael Aiello.

HAUPPAUGE — Some 300 people turned out last month for the open house marking Region I's new, expanded headquarters, centrally located in the Hauppauge Atrium Building, 300 Vanderbilt Motor Parkway.

Attending were CSEA officers, members and staff and many local and state politicians, as well as administrators from various mental health facilities. Among the more prominent figures were state Assembly Speaker Stanley Fink

CSEA President L. McGowan installed the regional officers, and refreshments were served.

"We now have adequate facilities to serve our members, and we received a very positive response," said one staffer.

The office has two telephone lines: (516) 273-2280 and (516) 435-0962.



INSTALLATION — President McGowan installs the regional officers. From left are Donohue, First Vice President Nicholas Abbatiello, Second Vice President Art Loving, Third Vice President Carol Craig, Fourth Vice President Jack Geraghty, Treasurer Jean Wichmann and Goetz.



THE CROWD — Visitors mill around the new regional office.



THE OFFICE CREW — The women who keep the office running are, from left, Chris Gagne, secretary; Toni Soucie, assistant office supervisor; Lilly Gioia, office supervisor; and Liz Goulding, receptionist.

Highlights of CSEA's

71st Annual Delegates Meeting

October 19-23



CORRECTIONS DEPARTMENTAL MEETING — CSEA President William McGowan, left, Board Representative Sue Crawford and Wallkill Local 163 President Rose Marcinkowski discussed such issues as the proposed \$500 million prison bond issue, staff orientation, security for non-civilian personnel, and the need to continue lobbying for the \$50,000 death benefit for civilian employees.

EAP program stirs audience

There were numerous informational and educational programs conducted for delegates throughout the recent 71st Annual Delegates Meeting, most of them very well attended and received. Probably none, however, generated as much audience participation and involvement as the one dealing with the CSEA Employee Assistance Program (EAP).

A vignette on how personal problems can affect work performance, leading to more difficulties, captured the audience's imagination and led to active involvement in the presentation by many in the audience.

Credit for firing up this particular audience must go to the members of the Utica/Marcy Psychiatric Centers Mental Health Players, who performed the vignette as part of the overall presentation on EAP by EAP Director James Murphy and EAP Program Assistant Katrinka Broadway.

The Players are all employees of the Utica and Marcy Psychiatric Centers who volunteer their services to perform before a wide variety of public audiences.

The group performs without charge, and information may be obtained by contacting Wayne Robinson, Education and Training Unit, Utica Psychiatric Center, 1213 Court Street, Utica, New York 13502.



MENTAL HEALTH PLAYERS perform a work situation to illustrate how personal problems can overflow into the job. Bob Heilig, in this scene, is reprimanding his stenographer, played by Ruth Pelletier.

McGowan warns union members

Get ready for fiscal threats and hard times

KIAMESHA LAKE — CSEA President William L. McGowan has warned union representatives from state mental health facilities to prepare for more threatened closings of state hospitals and hard times in upcoming state contract negotiations.

Speaking before CSEA Delegates representing members employed by the state's Office of Mental Health (OMH) and Office of Mental Retardation and Developmental Disabilities (OMRDD), the union president said, "We have to fight together to get what we want. You can't sit back and say, 'McGowan, I want this and I want that.' You have to say, 'We want this and we want that and we are ready to fight to get it.'"

The warning was delivered at OMH and OMRDD departmental meetings held here as part of CSEA's 71st annual delegates meeting.

Reaganomics and the cutbacks in federal spending it requires are a major part of the problem confronting mental health workers across the country, McGowan said. Cutbacks in federal funding create a climate for increased talk about closing facilities. Cuts also put pressure on state treasuries that lead to claims of financial restrictions on collective bargaining.

Adding to this problem is a lack of understanding among the public about the role of public workers. "They say we're lazy, they say they don't need us, but then they say we can't have the right to strike," the CSEA leader told the delegates. "If we're so easy to replace, then why can't we have the right to strike? It can't be both ways," he concluded.

With federal budget cuts impacting upon state revenues and the continuing poor image of public workers, McGowan predicted tough negotiations with the state for a new contract. Current CSEA contracts with the state expire on March 30, 1982.



MENTAL HYGIENE LOCAL PRESIDENTS met and moved that their group become an "official watchdog committee within CSEA." They also put out a call for state labor/management meetings which included representatives from both the offices of Mental Hygiene as well as Mental Retardation and Developmental Disabilities. The group is led by, from left, Chairman Danny Donohue, Vice Chairperson Eva Katz and Secretary Wanda Lubinski.



PROVIDING INFORMATION about how EAP can help resolve a personal crisis, JoAnne DeLong, left, comforts Ruth Pelletier.

Delegates Meeting highly successful

Alarming accident rate is cause for committee concern

KIAMESHA LAKE—An increasing accident rate among state employees was one of the issues highlighted by the CSEA Statewide Safety Committee during a workshop and open forum at the Delegates Convention here.

The committee expressed concern over a recent report from the State Comptroller's Office about the rise

in accidents, noting that "despite a decrease in the accident rate of the private workplace in the 1970s, the accident rate for state employees has risen steadily during that period."

The comptroller's report indicates that since 1970 the number of work-related accidents among state employees has nearly doubled —

from 17,000 to about 31,000 for the fiscal year of 1979. The death rate for state employees has also risen.

"In addition to the pain and suffering (of these individuals), the cost to taxpayers for the state premium for worker compensation coverage has increased six-fold, to \$36 million," noted the committee. The departments of Mental Hygiene and Transportation, the State University and Correctional Services account for approximately 80 percent of all the accidents.

The CSEA Safety Committee is chaired by Frank Falejczyk. Committee members are Alex Bozza, Dale Hatch, David Shortsleeve, Phyllis Ferguson, John Wakewood, Sheila Brogan, Barbara Reeves, Frank Merges, Glenda Davis and Arthur Loving.

In its report to the delegates, the committee also noted the following:

- The question of OSHA coverage of school districts has been resolved. A recent court decision determined that all public employees, including school district employees, are covered under the Public Employee OSHA Bill.

- Safety Training Seminars have been conducted throughout the state for CSEA and other union members; some 2,000 people have attended so far.

- CSEA's safety office, headed by Safety Coordinator Nels Carlson, has filed some 300 OSHA complaint forms since January 1981.

- The safety office has prepared a number of booklets dealing with OSHA legislation and the Right-to-Know legislation, which have been distributed to individuals and locals statewide.

- A film lending library has been established. Approximately 14 films dealing with safety and hazardous chemicals are available to locals.

- The Safety office also maintains a Safety Hotline, which deals with employees' questions about safety and helps individuals submit OSHA complaints.



SAFETY COMMITTEE MEETING was conducted under the leadership of, from left, CSEA Safety Coordinator Nels Carlson, committee chairman Frank Falejczyk, and Arthur Loving of Local 102.



DELEGATES attending one of dozens of such meetings held include, from left, front row, Pat Nealon of Judiciary Local 332, Joan Marie O'Riley of Local 332, and from left, back row, Roy Hall and Margaret Domser, both of Local 334.

Regional Trial boards replaced by statewide judicial board concept

KIAMESHA LAKE — After much debate, the 1,400 members attending the Annual Delegates meeting here opted to create a powerful statewide Judicial Board, one which abolishes the present regional trial board set-up. The new plan goes into effect immediately.

The amendment, commonly referred to as the "judicial

package," was sponsored by the Constitution and By-laws Committee with the hopes of insuring a more impartial and less costly hearing for accused members and/or locals placed in trusteeship.

The Judicial Board will consist of eight members — one appointed by each of the six CSEA regional presidents and two appointed by the

CSEA statewide president. Under the old structure, the regional president elected his own trial board.

This often resulted in a costly duplication of effort, the committee report stated, since a CSEA Board of Directors committee was appointed to hear the case as well.

According to the report, the new

board is embodied with the power to "hear, investigate and determine... all charges against members, trusteeships and election questions concerning contract ratification."

Upon substantiation of the charges, the board may impose one or more of the following penalties: a formal reprimand, full or partial restitution,

removal from office, suspension from office and/or membership and expulsion from membership.

In a list of violations ranging from misappropriation of funds to the conviction of a crime, the amendment detailed what actions constitute the basis for charges brought against CSEA members or officers.

Similarly, the board has the option of dismissing the charges if they don't meet these guidelines.

Delegates approved the comprehensive judicial package with the understanding that further changes will be referred back to the Constitution and By-laws Committee.



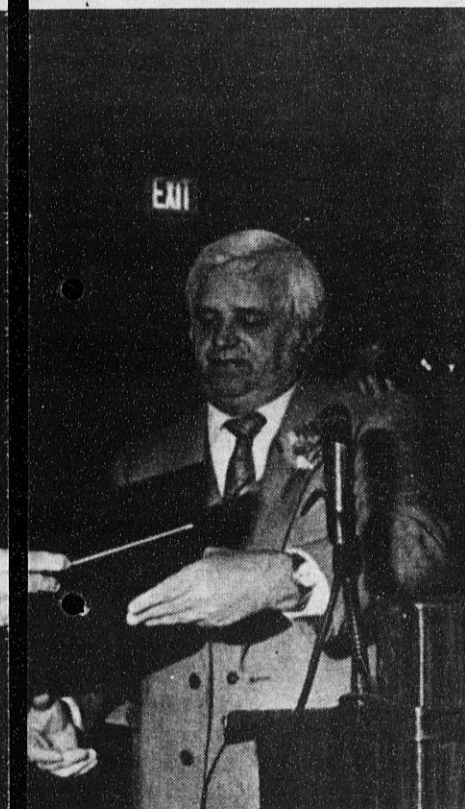
UPCOMING CONTRACT TALKS were featured during Office of Court Administration departmental meeting during CSEA's 71st Annual Delegates Meeting. CSEA Collective Bargaining Specialist Pat Monachino, left, and Board of Directors member Tom Jefferson conducted the meeting.



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DICK TARMEY, left, accepts a plaque in recognition of his years of service to the union from CSEA President William McGowan.



DICK TARMEY, left, accepts a plaque in recognition of his years of service to the union from CSEA President William McGowan.

Tarmey attends 33rd convention

They honored him with a "Salute to Richard A. Tarmey Night" program during CSEA's 71st Annual Delegates Meeting at Kiamesha Lake, and it certainly was an appropriate gesture.

Dick Tarmey has been coming to CSEA conventions since 1949 — longer than many of the 1,400 delegates attending this one have lived — and this year's meeting marked his 33rd successive CSEA convention as delegate or in an official capacity.

The Amsterdam, New York native

is a long-time union activist, having served seven terms as president of the Montgomery County CSEA local, and as local representative for 14 years. He has held statewide vice president positions and served on numerous statewide union committees as member and chairperson. Dick has served as a member or chairperson of the standing convention committee for the past decade.

He and his wife, the former Edith Hartnoll, are the parents of two daughters.

Comptroller rules out scrip for any state budget delays

By Gwenn M. Bellcourt
Assistant Editor

KIAMESHA LAKE — Expressing a sincere concern over the financial future of the public employee, New York State Comptroller Edward Regan briefed the 1,400 delegate body here on three topics of interest to the membership: tax-free Individual Retirement Accounts (IRA), scrip and the trusteeship of the state's \$17 billion pension fund.

The IRA's, which open up to all individuals Jan. 1, 1982, will have "an enormous effect on public

employees' who are currently excluded from the tax-free accounts, Regan said. Up to \$2,000 a year is allowed under new federal tax regulations.

The comptroller focused on the impact of IRA's on Tier III employees — those who started on the state payroll after 1976 and who consequently are required to contribute to their own pension plan.

Citing a "dual standard," Regan asserted that "contributing with tax-paid, instead of tax-free dollars" is inconsistent with the new law. He

vowed to bring it to the Governor's attention and have a solution worked out by mid-November.

Regan also said he would provide public workers with guidelines on how to set up a retirement account. "My obligation is to you and the membership," he said.

Scrip, the state's controversial method of issuing IOU paychecks during last April's budget impasse, cost the government an estimated \$6 million in extra borrowing delays and overextended credit, Regan said.

During the 42-day budget impasse, Regan said he was tempted to cut off scrip, thereby leaving the state's workers without a paycheck.

"That would drive the leaders back to the table," he claimed and in the same breath admitted, "I couldn't jeopardize the working force."

Although he couldn't guarantee the timely passage of the state budget next year, Regan said he will do everything in his power to avoid using scrip.

The New York Public Interest Research Group (NYPIRG) sued the state, in an attempt to get a permanent injunction against the future use of scrip. Regan explained that while NYPIRG had a strong case, scrip is a technical violation of the law once the state exceeds a \$30 million borrowing limit.

Speaking as the sole trustee of the state's \$17 billion retirement fund, Regan said he had an "awesome" amount of responsibility. This prompted the comptroller to draft a bill awarding the trusteeship to a nine-member board. This bill, along with a similar one sponsored by the governor, is pending Senate approval.

The basic premise of the trusteeship is "to protect the funds that protect your retirement," Regan said, stressing the importance of an experienced and democratic trustee board.

In closing, Regan reminded delegates, "we have a common objective of helping you and your family in your retirement years."



KEEPERS OF THE CURRENCY — CSEA Statewide Treasurer Jack Gallagher, left, welcomes State Comptroller Edward Regan to the union's Annual Delegates Meeting at Kiamesha Lake. Looking on is Barbara Skellv. Capital Region Third Vice President and a delegate from Audit & Control Local 651.



AUTHORITIES DEPARTMENTAL MEETING discussions concerned items of common interest of Bridge Authority and Thruway Authority locals. Participants included, from left, Board of Directors representative John Francisco, CSEA Field Representative John Deyo, and John Brooks of Bridge Authority Local 050.

PEOPLE run takes off

KIAMESHA LAKE — What started as a small-scale jogger run blossomed into a high-spirited, competitive fundraiser with Region V's Roger Kane leading the pack with a time of 21.24 minutes.



RUNNERS line up at the start of the race for a last-minute briefing by a Concord recreation official. At the far left is statewide PEOPLE Coordinator Ramona Gallagher, who organized as well as participated in the jogger run.

A record-breaking \$1,919.60 was raised in pledges for PEOPLE, the political action arm of AFSCME, coordinator Ramona Gallagher noted. This was the first time a jogger run was held to raise money for political action.

Kane, a collective bargaining specialist who doubles as a marathon runner, smiled as he walked away from the 3.2 mile run. "It was like a warm up," he said, wryly.

CSEA Administrative Director of Member Services Thomas Whitney and CSEA attorney James Roemer were neck-in-neck, vying for second place in the run. Whitney scraped by with a time of 23.41 minutes as Roemer placed third at 23.42 minutes.

In the women's division; Penny Bush of Wyoming County came in first with a time of 31.18 minutes. All of the 26 participants crossed the finish line in less than an hour.

Statewide PEOPLE Coordinator Ramona Gallagher was overjoyed at the response. "It far exceeded anything I anticipated," she exclaimed, noting she was "apprehensive at first."

Gallagher foresees jogger runs as a major money-maker of the future. The PEOPLE Fun Run is proof, she said, that fundraising can be exciting, as well as beneficial to all involved.



ROGER KANE bolts across the finish line to place first in the 3.2 mile PEOPLE Fun Run. His time was 21.24 minutes.

PATCO's Furman blasts Reagan for broken promises

'We asked for a survivable occupation. We got lip service and broken promises.'

KIAMESHA LAKE — CSEA delegates passed the hat for contributions following an address by an official of the Professional Air Traffic Controllers Organization (PATCO).

PATCO Regional Vice President Michael Furman read to the delegates a copy of a letter written to PATCO President Robert Poli by then-presidential candidate Ronald Reagan, in which Reagan pledged to "work closely to bring about a spirit of cooperation" between the presidency and the air traffic controllers, adding that "such harmony can and must exist" if we're to restore people's confidence.

"Has the Reagan administration honored its pledge?" Furman asked

rhetorically. "Firing 11,500 men and women, jailing the leadership, fining the union millions of dollars and refusing to negotiate does little to restore confidence and bring about harmony."

The PATCO official cited a history of problems faced by the air traffic controllers, saying "for almost 14 years our pleas for relief have fallen on deaf ears. We asked for a survivable occupation. We got lip service and broken promises."

Furman pointed out that "PATCO's very survival now comes down to one thing: dollars. Will we lose this strike because we have no money? Will labor sit back and watch us be disemboweled?"

"No meaningful labor improvement has ever been won without an historic battle," he declared. "I prevail upon you, come to our aid in our hour of need. If you allow it to happen to us, it can happen to everyone."

AFSCME director urges delegates to unite, 'think hard' about Reaganomics

KIAMESHA LAKE — Warnings of the consequences of Reaganomics and rallying cries for unity were delivered to CSEA delegates by AFSCME's District Council 37 Executive Director Victor Gotbaum.

He framed his remarks during CSEA's 71st Annual Delegates Meeting against a background of public disdain for public servants.

"The growth in the public sector has been incredible despite Reagan and despite Proposition 13 and Proposition 2 1/2. We're now 16 percent of the entire manpower of the United States, the largest single group of workers in the manpower picture," Gotbaum pointed out. Why? Because the American people demanded it, because they insisted on those services.

"Yet at the same time, they demean the hell out of us; they make us the whipping boys. They throw out rhetoric, verbal garbage and cheap shots — but they need us."

During his strong exhortations about the Reagan administration's policies, Gotbaum urged the delegates to "think hard. In the modern history of democracy, no head of state has ever fired 12,000 people, destroyed a union and killed collective bargaining as Reagan has. This isn't a soap opera; it's real," he declared, referring to the government's reaction to the air traffic controllers strike.

While saying that he didn't quarrel with "honest conservatism and honest Republicans or with those wishing for diminishment of excesses," he warned that Reagan is "trying to destroy the very fabric, the very reason for government. He's doing the very opposite of what government is all about and what we're all about."

Gotbaum ended his remarks to the delegates with a plea for unity and cooperation, saying he was speaking as a "brother unionist under the AFSCME banner."

"All of us together make up 363,000 members," he told the group. That number is meaningful, important. Together, we would make up the 15th largest union in the nation."

But he pointed out that power "isn't just numbers. Power is our working together, our meeting of minds. Your contract and ours are interwoven. Our bread and butter is dependent on our working together."

Gotbaum urged that CSEA and DC 37 members work together to "make the profession we're in have meaning."

"Government must be for all people. Representative government cannot be selective. A democracy that turns its back on some people turns its back on all people. Our purpose is monumental, and the job ahead of us is incredible," he concluded.



AFSCME's Victor Gotbaum

Veteran and rookie combine to provide quality leadership

By Daniel X. Campbell
CSEA Communications Associate

SCHENECTADY — They are, in many respects, the extremes of the leadership of the Schenectady County CSEA Local.

Frank Tomecko, a highway worker, an 11-year veteran of county labor battles, used to hard manual labor; accustomed, until recently, to serving as second-in-command of the Schenectady County Local under the guidance of Alfred Farone, and now local president. The new mantle of leadership rests well, if slightly unfamiliar, on his shoulders.

Inger Maeland, a librarian, a six-year member of CSEA, propelled recently into a leadership position in the county library unit. She is a professional employee, skilled in scholarly research, but not used to the roughness of the public sector bargaining table. Her first six months of leadership have not all been smooth.

The highway worker and the librarian — both are solidly behind their union for an array of reasons.

"The highway joined CSEA in 1970," Tomecko explained. "We needed something to stand between the highway workers, highway management and the politicians. CSEA wasn't the union it is today. We couldn't bargain. We had to meet and confer, lobby and play politics just to get the work week changed from 48 to 40 hours per week. And it was tough."

The labor veteran went through a litany of problems which existed in the County Highway Department when CSEA first came on the scene. "We worked for \$1.75 per hour for 40, 48, even 60 hours per week and no overtime. The bosses would take care of their friends, but if you came from the wrong street, forget it. When they needed you, in the rain, the snow, the freezing cold, they worked you. When you needed them in the good weather, they didn't need you! So we joined CSEA to help us fight management."

Maeland was quick to draw a parallel between the needs of the laborers and the skilled employees in the library unit. "The professional employees are realizing, slowly but surely, that they need a union for fairness. They need something to protect them and to insure fairness."

Tomecko reported that in 1970 he earned \$1.75 per hour, paid \$2 per month for union dues and had a half-paid health insurance program. "Now ten years later we have a good contract, better salaries, better benefits and a full paid health insurance program," he said proudly.

Maeland agreed with his observation but pointed out that the new hires,



BENEFIT OF HIS EXPERIENCE in union battles with management is shared by Frank Tomecko with Inger Maeland, a relative newcomer to the complex world of union leadership.

and even some of the members, were still under the impression that somehow the contract was management's gift to them, that the union had very little to do or say about the employees' salary, working conditions and benefits.

Tomecko growled, "The new highway employees are the same. They don't know or care about the sacrifices the old employees had to make to win a better salary; a good grievance procedure. They don't realize until they get into trouble how important the union is."

Both leaders were impressed with the CSEA superstructure of units, locals, regions and headquarters, each helping the needs of the other. "I've had five different field representatives in ten years. Each one was good, but now if I can't get my field representative, I can call the region and get the information I need," Tomecko said.

Maeland noted that she was still getting used to the complex inter-relationships but she stressed, "It's great being able to call on an experienced leader or a field representative and get the information you need plus some personal advice and even a little pep talk."

Both praised CSEA participation in the recent Solidarity Day demonstration and hoped that it would have some impact on the economic scene.

"Oh, we'll still have battles to fight, we'll still have to stand together," the highway worker said. And the librarian agreed.

Plattsburgh EAP program operational



SUNY PLATTSBURGH EAP SIGNED — It's smiles all around at the signing of an Employee Assistance Program agreement covering employees at SUNY Plattsburgh. From left are CSEA Field Representative Charles Scott, EAP Coordinator Dr. David Bedworth, Director of Personnel C. Victor Ovalle, Vice President for Finance and Management Bernard J. Seawell, and, seated, Acting SUNY Plattsburgh President Dr. Jerome Supple and CSEA Local President Betty Lennon.

Union, management view program as a positive aid for employee problems

PLATTSBURGH — CSEA members at Plattsburgh State University College now have an Employee Assistance Program to help them with personal problems that otherwise could cost them their jobs.

The CSEA-EAP has gone into effect following the signing of an agreement by Acting College President Dr. Jerome Supple and Elizabeth Lennon, president of the Plattsburgh SUNY-CSEA Local.

Employees at the college can receive counseling to help them with personal problems which are also affecting their public sector job performance.

Dr. David Bedworth, Assistant Professor of Health Education at the college, has been named coordinator of the program. "The time is right for any kind of health promotion package," Bedworth said in a recent interview with the "Plattsburgh Press" concerning the establishment of the CSEA-EAP program concept in the north country educational center. "Health costs have been skyrocketing for too long." Given the state of the national economy, the professor of Health Education noted that the push is on by business and other organizations involved with costs to catch problems of their workers or members early before they turn into far more costly problems.

EAP programs have "a snowballing positive effect," according to the new EAP coordinator, through reducing health costs to both the employee and employer and by helping the employee to maintain productivity. "We tend to think of health as the absence of disease rather than as the degree of someone's effectiveness," the professor said. "The healthier people are, the better performance they'll have, the more effective they'll be."

Betty Lennon, president of Local 612, says she has tremendous faith in the EAP concept and is proud to have aided in having this program established at the SUNY Plattsburgh facility.

Lennon explained that some college employees may be experiencing personal problems that are affecting their job performance and threatening their personal lives as well as their public employment situation. This voluntary program can help the employee and the employer solve a problem which is hurting both. "This program can help my members and help management," Lennon said.

STAFF PROFILE

Employee Assistance Program

The Civil Service Employees Assn. is an extremely diverse organization. Its membership of upwards of a quarter of a million workers perform thousands of different jobs at hundreds of work locations throughout New York State. The needs of those members can vary as much as the members themselves, and it takes a sophisticated staff organization to meet those needs. CSEA employs

a professional staff of more than 200 people to provide services to the membership. Slightly more than one-half of that total are assigned to statewide headquarters at 33 Elk Street, Albany, with the remainder assigned to the six regional headquarters maintained by CSEA throughout the state. "Staff Profiles" is an informational series designed to acquaint members with staff departments and personnel.

Saving jobs, saving lives

ALBANY — Jim Murphy answered the phone in his office. On the other end, a woman was crying.

"It wasn't clear what her crisis was, but it was clear she was under a lot of emotional stress," said Murphy about the woman, a CSEA member who works in the Empire State Plaza.

No matter what her crisis — personal, family, medical, psychological, legal, financial, or related to alcohol or drugs — the woman would be on her way to getting help in a matter of minutes.

That's because she had called the Crisis Hotline of one of CSEA's most innovative programs — the Employee Assistance Program. EAP is set up to help troubled state workers find guidance and counseling in their own communities for problems that may hurt their health, family life, and ultimately their job performance.

"We want to help improve the quality of life for workers in the public sector," says Murphy, statewide EAP Project Director. "The bottom line is to save lives and to save jobs. We have resources available for just about any problem. That's the key — hooking the worker into a service in his or her community."

EAP is geared toward helping employees of any age, job title or salary. "All of us, as people and as workers, are susceptible to illness or other problems in our daily lives," says Murphy. "EAP deals with those individuals who find they can't cope with these problems, with the stresses of the fast-paced, complex world we live in. And our program extends not only to CSEA members, but to their families as well."

According to Murphy, the stresses and strains many workers face show no signs of ebbing.

"A support system that's confidential, that's voluntary and with no strings attached — like EAP — is really essential at the workplace," he says. "This is by no means a passing phenomenon. The concept of health maintenance and awareness on the job is one that's opening up. In supporting and endorsing EAP, President McGowan is really on the cutting edge of a new frontier."

Murphy, a former EAP representative in Region IV who holds degrees in health education and nursing, is employed by CSEA through a three-year grant from CSEA, the Governor's Office of Employee Relations, and the state Division of Alcoholism and Alcohol Abuse.

EAP began as a pilot project in Region III in 1976. Since then, EAP programs have been established in more than 100 of CSEA's 315 state locals, and have enjoyed support from the regional presidents.

"Every week we introduce EAP to two or three more locals," says Murphy. "Eventually, I'd like to see all of the state locals have access to our program, and I'd like to see it expanded to counties, municipalities and school districts."

So far, both workers and their bosses have been receptive to EAP.

"Where local programs have been implemented, there is a definite



EAP TRAINING SPECIALIST Katrinka Broadaway, right, talks with EAP secretary May Morgan.

tendency on the part of the employer to use the program," said Murphy. "Rather than take disciplinary action against an employee who is consistently late or whose output has decreased suddenly, the employer is now asking if the employee has problems, and if so, recommending the EAP route."

But employees are strongly encouraged to use EAP on their own before a problem begins to affect their work and before their jobs are on the line.

Says Murphy: "Early identification of problems and self-referral — these are the keys. The earlier we intervene in any problem, the greater the chances of recovery. Problems never get better if left unattended."

Murphy stresses the voluntary nature of EAP. "No member can be coerced into participating against his will," he says.

Through the EAP network, an employee can receive help almost immediately by going through one of several channels. Local EAP programs consist of a joint committee of labor and management representatives. Both decide on an Employee Assistance Coordinator — a neutral employee who will serve as an advisor to troubled co-workers and as a link to helpful community resources. The coordinator is a key person in making EAP work.

"The coordinator must be a strong and a caring person," said Murphy, "and must maintain confidentiality at all times."

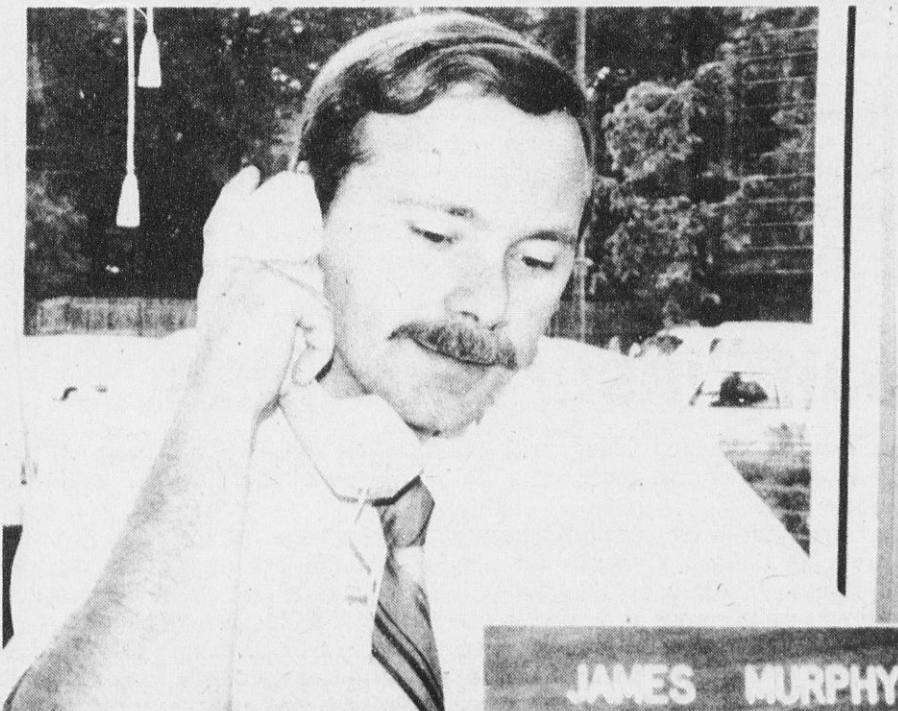
In addition to the EAP coordinators, who are based in each local, there is one Employee Assistance Representative based in each CSEA region. These representatives assist the local presidents in setting up EAP programs in accordance with regional guidelines, and also help choose and train the EAP coordinators.

An employee can arrange an interview with the coordinator at any time, or may ask a shop steward or supervisor to arrange an appointment with the coordinator. Employees may also call the toll-free EAP Hotline at 1-800-342-3565.

According to Murphy, there have been approximately 12,000 referrals since EAP got off the ground. Of these 29 percent concerned family illness; 28 percent were related to emotional problems; 26 percent were alcohol- or drug-related; 18 percent were financial in nature; and four percent covered other problems (legal, career, etc.).

In addition, 56 percent were self-referrals; 25 percent were referred by supervisors; 12 percent were referred by personnel; and seven percent were referred through the union (shop stewards or Hotline).

The recovery rate for employees who use EAP is 70 to 80 percent, Murphy estimates. "EAP has the capacity to reduce absenteeism, overtime, lateness and any accidents that may be due to personal suffering," he says.



JAMES MURPHY, EAP Project Director.

Dutchess County studies HMO option

POUGHKEEPSIE — Next to dollars and cents, perhaps the foremost issue facing today's worker is health care. Staggering hospital costs — and rising insurance rates — are hitting pocketbooks like never before. More and more, emphasis is turning to preventive care, and Health Maintenance Organizations (HMO) are springing up.

Take the example of Dutchess County, for instance. In 1979, the chairman of the county legislature appointed a special task force to study the issue of health care. It was made up of people from different community groups, and included union representatives. Jim Lennon, late president of Region III, designated Local 814 President Ellis Adams to represent CSEA.

The task force did its homework, and in December 1980 received a \$75,000 federal grant to study the feasibility of setting up a HMO in Dutchess County. It also elected from its ranks a governing Board of Directors which included Adams.

The target population would be approximately 95,000 people who are employed in non-agricultural industries. Public employees make up 23,000 of this number and are its largest group, followed closely by 20,000 workers at IBM, the mid-Hudson Valley's largest private employer.

HMO Plan Administrator Philip Price recently sat down with Adams and Region III Director Tom Luposello to give them a progress report. He expects the feasibility study to be finished by June, and anticipates the program will be ready to begin in the early part of 1983.

Price explained that a health maintenance organization is meant to be "an option . . . an alternative . . . an added dimension of services not otherwise provided by current plans," and cites as examples similar operations in Albany and White Plains.

Basically, the HMO combines insurance coverage with health care delivery, with an emphasis on both primary care and preventive medicine. The group will hire its own doctors and contract with specialists, and expects to be centrally located.

"All elements come under management," says Price, "and we're not going to skimp on care." Such emphasis results in a 20-percent cut in the hospitalization rate because potential health problems are usually uncovered earlier.

Although a benefits package has not yet been assembled, Price sees it as "a more cost-effective approach, providing more services per money spent." Individual employees would



ELLIS ADAMS, Local 814 President

have the opportunity of paying the extra difference (if any) in insurance premiums for getting extra medical services. Families would be covered, too.

CSEA's Adams says he is committed to making "my members

aware the option is available" and thinks it will be "attractive" to them. And County Executive Lucille Pattison says, "Should our successor contract with our CSEA employees contain the HMO option, the county will happily implement that option."



LOCAL 435 INSTALLATION — Region V President Jim Moore, right, discusses union responsibilities with newly installed officers at Hutchings Psychiatric Center. From left, seated, are Pat Herbert, treasurer, and Ann Frank, recording secretary. From left, standing, are Steve Lee, president; Mary Hrab, delegate; Sharon Connor, vice president; Betty Knickerbocker, past president; and Tom Webb, delegate. Also installed, but not present for photo session, were Mary Dixon, institutional representative; Tom Connor, operational representative; and Linda Brooks, alternate delegate.

Cayuga County rejects health insurance plan

AUBURN — Cayuga County leadership came under fire recently when representatives of the Cayuga County Unit of CSEA accused the county management of poor judgment when it rejected a union proposal that could, by county-estimated figures, save taxpayers a substantial amount each year in health insurance payments.

In a press conference, representatives of the union outlined the most recent proposal to county officials. According to available figures, the union says Cayuga County could save more than \$100,000 and also bring the majority of county employees — those hired before June 21, 1977 — under a new health insurance plan already in effect for non-bargaining unit employees.

Mike Piscioti, spokesman for the county employees in the bargaining

unit, contends Cayuga County will lose more than \$9,000 a month by not taking advantage of the lower rates being offered by the proposed health insurance plan.

"Our figures are probably conservative, yet show the county is throwing away nine dollars a month for singles and \$26 per month for married employees. Multiply by the number of employees that could be properly covered and it comes to something in excess of \$9,000 per month and more than \$100,000 per year," said Piscioti. "That is a lot of money that could be put back in taxpayer pockets. Either the county legislators have not been given all the facts and figures, or know what the plan can mean in terms of savings and choose not to make the right decision."

Southern leaders confer

'1981... a new era, we must set priorities, look at every program.'

GOSHEN — A congressman, two assemblymen, a county executive and members of the county legislature sat down at a legislative breakfast with CSEA members here recently.

The newly-revitalized Orange County political action committee was host to Rep. Ben Gilman—26th district, County Executive Louis Heimbach, Assemblyman Bill Larkin—97th district, and Assemblyman Ray Kisor—98th district.

Region III President Ray O'Connor sounded the keynote in opening remarks when he said, "Everyone has a right to protect their interests." He explained that by sitting down together, "We want to know how we can help you, and by the same measure we want to protect the jobs of our people."

Congressman Gilman offered the union his "congratulations on Solidarity Day" and noted that he welcomed "more opportunities to get together with local civil service employees."

"You're not that removed from the Washington scene." He made a special point of emphasizing that "no one presently receiving (social security) benefits will be hurt."



FIELD REP. DIANE CAMPION and County Executive Louis Heimbach listen as a variety of local leaders express their views.

Emphasizing "both of us need each other," County Executive Heimbach expressed the hope that "time to time, management and labor can get together like this."

Assemblyman Larkin remarked, "1981 started a new era ... we must set priorities ... look at every program ...". Ray Kisor emphasized a close working relationship with CSEA and admitted to feeling "a special kinship here." He also discussed a wide range of issues from pension supplementation to the prison bond issue.

Region III PAC Chairman Carmine DiBattiste summed up the event simply. "This is the forum that can change opinions."



REP. BEN GILMAN (26th district) congratulated Southern Region members on the success of Solidarity Day. He said he welcomes the opportunity to get together with local members.



ASSEMBLYMAN RAY KISOR (98th district), left, makes a point as regional PAC member Ken Klinko, center, and Region III President Ray O'Connor await their turn to speak.



ASSEMBLYMAN BILL LARKIN (97th district), left, and Middletown Psychiatric Center Local 415 President Alex Hogg shake hands signifying political accord.



COUNTY LEGISLATORS, from left, Roberta Murphy, Ruth Kassel and Joseph Costa strike up a conversation with CSEA Unit President Kay Cayton, right.

CALL US toll-free
1-800-342-

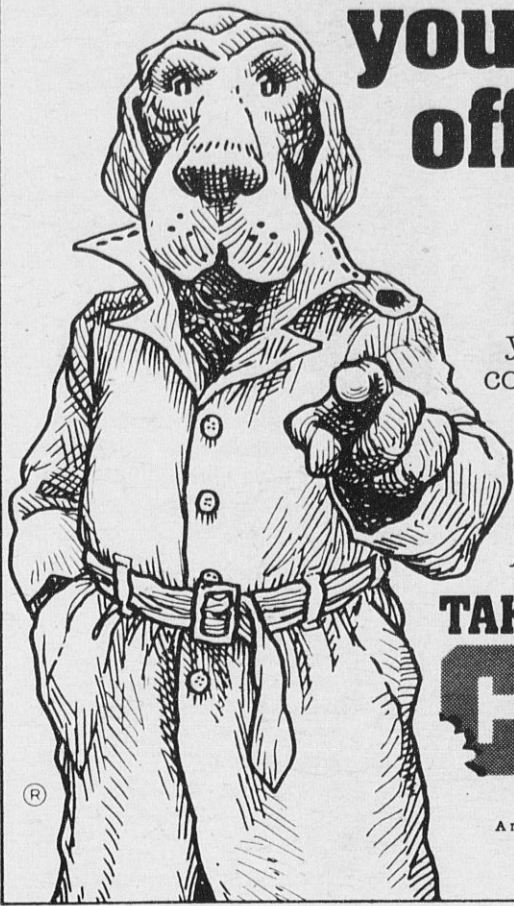
CSEA INFOLINE1-800-342-2027
A referral service when you need CSEA's help but don't know how to put your union to work for you.

CSEA SAFETY HOTLINE1-800-342-4824
The number to call when you encounter a safety or health problem on the job.

CSEA EMPLOYEE ASSISTANCE PROGRAM1-800-342-3565
A confidential source of help in dealing with personal, family or substance abuse problems.

BACHE, TER BUSH & POWELL1-800-342-6272
For answers on your questions about CSEA-sponsored Accident & Health, Supplemental Life and Family Protection insurance plans.

Don't let 'em knock your block off!



Join your neighbors and take an active part in protecting the block you live on. And if your community doesn't have a block-watch program—start one! Call your local police and find out how. And help me, McGruff™

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EMPLOYEE ASSISTANCE PROGRAM policy statements have been signed covering employees at the Central Islip Psychiatric Center and Pilgrim Psychiatric Center. Seated from left are Central Islip Local President George Donovan and Pilgrim Local President Joe Noya. Standing are EAP Project Director Jim Murphy and EAP Representative Maureen Duggan.



CONTRACT SIGNING at the Patchogue-Medford Library brings smiles all around. Seated from left are CSEA Unit President Anne Reissig and Celia Hastings, president of the library board of trustees. Standing are Unit Secretary/Treasurer Marjorie Bigotti, Vice President Barbara Downs, and Suffolk CSEA Local President Charles Novo.

open continuous STATE JOB CALENDAR

Title	Salary	Exam No.
Assistant Stationary Engineer	\$9,984	20-271
Stationary Engineer	\$12,514	20-272
Electroencephalograph Technican	\$9,330	20-308
Data Machine Operator	\$7,795	20-334
Medical Record Administrator	\$14,860	20-348
Food Service Worker	\$8,338	20-352
Mental Hygiene Therapy Aide Trainee*	\$9,773	20-394
Associate Actuary (Casualty)	\$19,288	20-416
Principal Actuary (Casualty)	\$23,829	20-417
Supervising Actuary (Casualty)	\$27,842	20-418
Senior Actuary (Life)	\$14,850	20-519
Associate Actuary (Life)	\$19,208	20-521
Supervising Actuary (Life)	\$27,842	20-522
Assistant Actuary	\$15,030	20-556
Vocational Instructors*	\$11,835	20-600
Industrial Training Supervisors	\$13,264	20-700
Dietitian Trainee	\$13,264	20-844
Dietitian	\$14,045	20-845
Supervising Dietitian	\$16,610	20-846
Social Services Disability Analyst	\$16,100	20-848
Medical Specialist I	\$40,020	20-851
Medical Specialist II	\$43,560	20-850
Psychiatrist I	\$40,020	20-853
Psychiatrist II	\$43,560	20-852
Assistant Clinical Physician	\$34,220	20-854
Clinical Physician I	\$38,035	20-855
Clinical Physician II	\$42,050	20-856
Audiologist	\$16,610	20-860
Speech Pathologist	\$16,610	20-861
Assistant Speech Pathologist	\$14,860	20-862
Assistant Audiologist	\$14,860	20-863
Child Protective Services Specialist I*	\$15,030	20-864
Social Services Management Trainee	\$13,465	20-875
Social Services Management Specialist	\$14,245	20-876
Physical Therapist*	\$11,337	20-880
Senior Physical Therapist*	\$12,670	20-881
Stenographer	\$7,613	20-890
Typist	\$6,943	20-891
Senior Occupational Therapist*	\$12,670	20-894
Occupational Therapist*	\$11,337	20-895
Cytotechnologist	\$13,395	20-101
Senior Medical Records Technician	\$10,624	20-102
Pharmacist	\$15,520	20-103
Physician's Assistant	\$16,420	20-104
Licensed Practical Nurse	\$8,454	20-106
Junior Engineer (Bachelor's Degree)	\$16,100	20-109
Junior Engineer (Master's Degree)	\$16,600	20-109
Attorney	\$19,835	20-113
Assistant Attorney	\$17,655	20-113
Attorney Trainee	\$16,050	20-113
Assistant Sanitary Engineer	\$20,000	20-122
Senior Sanitary Engineer	\$24,600	20-123
Nutrition Services Consultant	\$20,870	20-139
Vocational Rehabilitation Counselor	\$18,535	20-140
Vocational Rehabilitation Counselor Trainee	\$15,710	20-213
Medical Record Technician	\$9,481	20-143
Histology Technician	\$9,865	20-170
Supervising Medical Record Administrator	\$15,624	20-212
Senior Computer Systems Analyst	\$17,570	20-219
Senior Computer Programmer Analyst	\$17,570	20-219
Computer Programmer	\$14,045	20-220
Senior Computer Programmer	\$17,570	20-221
Mobility Instructor	\$14,860	20-224
Instructor of the Blind	\$11,250	20-225
Teachers of the Blind and Partially Sighted*	\$12,395	20-111
Teachers of the Deaf and Hearing Impaired*	\$12,395	20-112
Senior Heating and Ventilating Engineer	\$21,129	20-227
Senior Sanitary Engineer (Design)	\$21,129	20-228
Senior Plumbing Engineer	\$21,129	20-232
Teachers (Remedial Mathematics)	\$12,395	20-240
Teachers (Remedial Bilingual Education)	\$12,395	20-243
Teachers (Remedial Reading)	\$12,395	20-246
Assistant Accountant	\$14,045	20-200
Assistant Auditor	\$14,045	20-200
Compensation Claims Auditor	\$14,043	20-200
Accountant (Social Services) Trainee I	\$14,045	20-200
Examiner of Municipal Affairs Trainee I	\$14,045	20-200
Insurance Examiner Trainee I	\$14,045	20-200
Insurance Premium Auditor Trainee I	\$14,045	20-200
Medical Facility Auditor Trainee I	\$14,045	20-200
Mental Health Auditor Specialist Trainee I	\$14,045	20-200
Mental Retardation Audit Specialist Trainee I	\$14,045	20-200
Public Utility Auditor Trainee I	\$14,045	20-200
State Accounts Auditor Trainee I	\$14,045	20-200

*Spanish Speaking

APPLICATION FORMS: You may obtain application forms by mail or in person at the following offices of the State Department of Civil Service:

ALBANY — State Office Building Campus 12239

BUFFALO — Suite 750, 1 W. Genesee Street 14202

NEW YORK — 55th Floor, 2 World Trade Center 10047

LOCAL OFFICES of the N.Y.S. Employment Service (no mail requests handled)

When you request an application, specify the examination number and title. Mail completed application to: NYS Department of Civil Service, State Office Building Campus, Albany, New York 12239. In the Buffalo area, mail applications to Buffalo address shown above.

Vision Care optometrist panel

The following list of optometrists are authorized to provide services under the new CSEA Vision Care Benefit plan. Effective Nov. 1, free eye exams and eyeglasses will be available to eligible state employees (and their dependents) in the Administrative, Institutional and Operational units.

CSEA has carefully screened the following optometrists, whose training includes college plus four years of graduate study. A doctor selected from this panel guarantees the Vision Care voucher will be accepted as payment in full for the exam as well as the eyeglass prescription.

Members are required to enroll in the program first, and then obtain a voucher which is good for up to 45 days.

REGION I

NASSAU (PRIVATE PRACTITIONERS)

HEMPSTEAD (11550)
Dr. Neil Falasca
Dr. Mitchell Silbert
451 Fulton Avenue
(516) 483-7473

VALLEY STREAM (11580)
Dr. Martin Kalmanson
Dr. Arthur Purvin
105 So. Franklin Avenue
(516) 825-7455

SEAFORD (11783)
Dr. Stanley Eisenberg
3921 Merrick Road
(516) 781-7771

(OPTICAL ESTABLISHMENTS—
APPOINTMENTS OPTIONAL)

MINEOLA (11501)
Davis Optical
300 Old Country Road
(516) 741-2020

SUFFOLK (PRIVATE PRACTITIONERS)

BABYLON (11702)
Dr. Arnold Kaden
66 Deer Park Avenue
(516) 669-3757

CORAM (11727)
Dr. Bruce Brodsky
356 Middle Country Road
(516) 732-0822

LAKE RONKONKOMA (11779)
Dr. Allen Cohen
Dr. Leon Hoffman
516 Hawkins Avenue
(516) 588-5100

NORTH BABYLON (11703)
Dr. Ivan Kayman
1400 Deer Park Avenue
(516) 586-5055

COMMACK (11725)
Dr. Stuart Podell
Dr. Stuart Krieger
6351A Jericho Turnpike
(516) 499-8811

HUNTINGTON (11746)

Dr. Marc Silverman
46 Green Street
(516) 421-0958

LINDENHURST (11757)
Dr. Sheldon Zekowski
Dr. Harvey Estren
164 No. Wellwood Avenue
(516) 226-2313

PATCHOGUE (11772)
Dr. Albert Tyroler
Dr. Catherine Oehrlein
132 East Main Street
(516) 475-2025

Dr. Mark Vogel
31 Oak Street
(516) 645-2020

MIDDLE ISLAND (11953)

Dr. Marc Silverman
Middle Island Professional Center
Rte. 25
(516) 924-6660

RIVERHEAD (11901)

Dr. Jeffrey Williams
314 East Main Street
(516) 727-2858

SMITHTOWN (11787)
Dr. Martin Roberts
359 Route 111
(516) 979-0515

SAYVILLE (11782)
Dr. Joseph Kurtz
15 Greeley Avenue
(516) 589-1850

STONYBROOK (11790)
Dr. Albert Tyroler
Dr. Catherine Oehrlein
71 Barker Drive
(516) 751-3781

(OPTICAL ESTABLISHMENTS—
APPOINTMENTS OPTIONAL)

SMITHTOWN
Davis Optical
110 East Main Street
(516) 265-4700

REGION III

(PRIVATE PRACTITIONERS)

DUTCHESS

Dr. Rudolph Croce
187 New Hackensack Road
Wappingers Falls 12590
(914) 297-4444

Dr. Robert Krall
Washington Plaza
Millbrook 12545
(914) 677-3777

Dr. Bruce Schenker
156 Albany Post Rd.
Hyde Park 12538
(914) 229-5281

Dr. Robert Krall
8 Raymond Avenue
Poughkeepsie 12603
(914) 452-6060

Dr. Saul Polenberg
Dr. Henry Marshall
Dr. James Cayea
381 Main Mall
Poughkeepsie 12601
(914) 471-3650

Dr. Gary Weiner
Dr. Aaron Zinney
90 Main St.
Fishkill 12524
(914) 896-6700

ORANGE

Dr. Morton Blackman
Dr. Paula Ulmer
160 Old Orange Ave.
Walden 12586
(914) 778-3591

Dr. Jack Nizewitz
320 Rte. 211 East
PO Box 226
Middletown 10940
(914) 343-6919

Dr. Jerome Lipovsky
369 Windsor Highway
New Windsor 12550
(914) 561-7333

ROCKLAND
Dr. Paul Gallant
2 Pearl Drive
Monsey 10952
(914) 354-9090

Dr. Jerome Lipovsky
85 Congers Road
New City 10956
(914) 634-5392

Dr. Bernard Paley
116 N. Middletown Road
Nanuet 10954
(914) 623-3340

Dr. Albert Leif
77 Main Street
Nyack 10960
(914) 358-3404

Dr. Bernard Paley
111 East Railroad Ave.
West Haverstraw 10993
(914) 429-2721

Dr. Leonard Rand
Dr. Mark Greenberg
180 East Central Ave.
Pearl River 10965
(914) 735-5757

SULLIVAN

Dr. Nathan Meadow
70 North Main St.
Liberty 12754
(914) 292-8546

ULSTER

Dr. Milton Chasin
Dr. Augustus Guarente
211 Hurley Ave.
Kingston 12401
(914) 339-4990

WESTCHESTER

Dr. Ira Bernstein
33 Barker Ave.
White Plains 10601
(914) 948-0304

Dr. Stanley Young
Dr. James Posner
Dr. Joseph Roth
333 Halstead Ave.
Mamaroneck 10543
(914) 698-2182

REGION V

(PRIVATE PRACTITIONERS)

AUBURN (13021)

Dr. John Maurillo
130 Genesee Street
(315) 253-9725

BINGHAMTON

Dr. William Roberts
Dr. George Roberts
Dr. Richard Banford
117 Hawley Street
(607) 722-2020

Dr. Martin Snider
38 Front Street
(607) 772-9222

BOONVILLE (13309)

Dr. David Burr
142 Schuyler Street
(315) 942-2122

CAMDEN (13316)

Dr. Ronald Poulin
112 Main Street
(315) 245-2443

CORTLAND (13045)

Dr. Donald Bailey
Dr. Gerald Boll

Dr. Warren Mezger
Box 707
(607) 756-7912

DEPOSIT (13754)

Dr. William Roberts
Dr. George Roberts
131 Front Street
(607) 467-2591

LIVERPOOL (13088)

Dr. Donald Boink
716 Oswego Street
(315) 457-2701

LOWVILLE (13367)

Dr. Burton Silver
7590 So. Street
(315) 376-6121

MALONE (12953)

Dr. Sheldon Shatz
100 East Main Street
(518) 483-3783

OGDENSBURG (13669)

Dr. Richard Ward, Jr.
601 Ford Street
(315) 393-3770

ONEIDA (13421)

Dr. John Costello
338 Main Street
(315) 363-4942

Dr. Ronald Poulin

239 Broad Street
(315) 363-6210

ONEONTA (13820)

Dr. Karl Schoonover
26 Watkins Avenue
(607) 432-5154

OSWEGO (13126)

Dr. Richard Peters
57 East 4th Street
(315) 343-3141

ROME (13440)

Dr. Harold Lloyd
301 No. Washington Street
(315) 336-3180

SYRACUSE (13202)

Dr. Jerome Weiss
Dr. Leonard Savedoff
60 Presidential Plaza
(315) 472-4594

UTICA (13501)

Dr. Jack Goldstone
Dr. David Burr
289 Genesee Street
(315) 732-1151

WATERTOWN (13601)

Dr. Burton Silver
132 Winslow Street
(315) 782-6255

WATERVILLE (13480)

Dr. Jack Goldstone
Main Street
(315) 841-8331

WATKINS GLEN (14891)

Dr. Harvey West
607 No. Franklin Street
(607) 535-4842

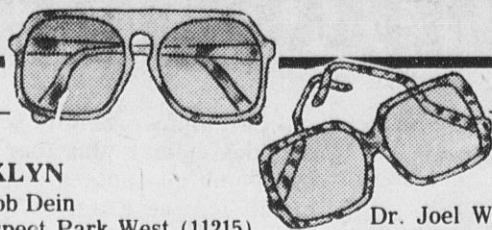
(OPTICAL ESTABLISHMENTS—
APPOINTMENTS OPTIONAL)

FULTON (13069)

Empire Vision Center
209 Oneida Street
(315) 589-8505

SYRACUSE (13224)

Empire Vision Center
2606 Erie Blvd. East
(315) 446-5120

REGION II

(PRIVATE PRACTITIONERS)

BRONX

Dr. Henry Blum
940 Southern Boulevard (10459)
(212) 328-7137

Dr. Burton Kleinman
555 W. 235th Street (10463)
(212) 543-1771

Dr. David Horn
Dr. Ned Steinfeld
120 Alcott Place, Co-op City (10475)
(212) 379-8029

Dr. Bernard Lipsky
Dr. Leslie Friedman
801 E. 233rd Street (10466)
(212) 325-7808

BROOKLYN

Dr. Jacob Dein
218 Prospect Park West (11215)
(212) 768-1498

Dr. Bernard Schrader
4917 14th Avenue (11219)
(212) 853-3146

Dr. Philip Weiss
Dr. Matthew Weiss
3142 Avenue U (11229)
(212) 743-9788

Dr. Stanley Gross
Glenwood Medical Center
5520 Glenwood Road (11234)
(212) 763-7777

Dr. Kenneth Schwartz
Dr. Jay Cohen
1250 Ocean Parkway (11230)
(212) 253-2088

Dr. Joel Wilck
704 Kings Highway (11223)
(212) 376-5288

MANHATTAN

Dr. Maurice Bernstein
318 W. 56th Street (10019)
(212) 265-4609

Dr. Harold Friedman
7 Park Avenue (10016)
(212) 685-8319

Dr. Jeffrey Cooper
539 Park Avenue (10021)
(212) 758-0772

QUEENS

Dr. Robert Carpentieri
115-16 Jamaica Ave. (11418)
(212) 849-6220

Dr. Samuel Green
155-29 Jamaica Ave. (11432)
(212) 526-1818

Dr. Stanley Evans
74-09 37th Ave. (11372)
(212) 424-5555

Dr. George Kopp
215-21 Jamaica Ave. (11428)
(212) 464-1536

STATEN ISLAND

Dr. Israel Greenwald
Dr. Louis Petrosino
Dr. Frank Pirozzolo
Dr. Percy Edelman
50 Cooper Ave. (10305)
(212) 979-2020

Dr. Charles Neu
Dr. Boyd Legate
295 New Dorp Lane (10306)
(212) 351-3006

REGION IV

(PRIVATE PRACTITIONERS)

ALBANY

Dr. Mortimer Arenstein
Dr. Ralph Chapman
147 Hackett Boulevard
Albany 12208
(518) 489-2227

Dr. James Brennan
120 Mohawk Street
Cohoes 12047
(518) 237-8720

Dr. Ralph Tannenbaum
458 New Scotland Avenue
Albany 12208
(518) 489-4372

Dr. Gerald Wexler
Dr. H. Kudon
Dr. James Cogan
11 No. Pearl Street
Albany 12207
(518) 463-1707

Dr. Mortimer Arenstein
2301 Western Avenue
Guilderland 12084
(518) 456-2116

Dr. William Leahy
91 Mohawk Street
Cohoes 12047
(518) 237-0342

Dr. Irving Unger
306 Delaware Avenue
Albany 12209
(518) 465-1075

Dr. Gerald Wexler
Dr. H. Kudon
Dr. James Cogan
24 Rosemont Street
Albany 12203
(518) 438-6669

(OPTICAL ESTABLISHMENTS—
APPOINTMENTS OPTIONAL)

Empire Vision Center
16 Russell Road
Westgate Building
Albany 12206
(518) 489-8575

OTHER COUNTIES**AMSTERDAM (12010)**

Dr. Irvin Selbert
Dr. Robert Selbert
42 East Main Street
(518) 842-2480

CLIFTON PARK (12065)

Dr. Jeffrey Kramer
568 Clifton Park Center Road
(518) 371-8788

CORINTH (12822)

Dr. Terry Walton
Dr. Roy Kline
Adirondack Regional Hospital
(518) 654-9705

CANAJOHARIE (13317)

Dr. Irvin Selbert
Dr. Robert Selbert
111 West Main Street
(518) 673-5515

COBLESKILL (12043)

Dr. Donald Plum
Dr. John Glenn
23 Legion Drive
(518) 234-2931

GLENS FALLS (12801)

Dr. Terry Walton
Dr. Roy Kline
575 Glen Street
(518) 792-0518

GLOVERSVILLE (12078)

Dr. Harold Bryan
11 Church Street
(518) 725-5416

LAKE PLACID (12946)

Dr. Richard Erenstone
5 Lake View Street
(518) 523-2144

PLATTSBURGH (12901)

Dr. Gerald Harrell
70 Court Street
(518) 563-2430

SARATOGA SPRINGS (12866)

Dr. Lewis Taub
193 Lake Avenue
(518) 584-5800

SCHENECTADY (12305)

Dr. Jeffrey Kramer
Dr. Stuart Yorkshire
Dr. Arthur Lobel
600 Franklin Street
(518) 372-2000

Dr. Jacob Schechter
703 Union Street
(518) 374-8001

SARANAC LAKE (12983)

Dr. Richard Erenstone
49 Broadway
(518) 891-1821

TROY (12180)

Dr. Milton Schiffman
1801 6th Avenue
(518) 273-7301

Dr. Ralph Tannenbaum
3 13th Street
(518) 272-7771

VALATIE (12184)

Dr. Gerald Wexler
Dr. H. Kudon
Dr. J. Cogan
Professional Bldg. (Rt. 9)
(518) 758-9286

(OPTICAL ESTABLISHMENTS—
APPOINTMENTS OPTIONAL)

SCHENECTADY (12305)

Empire Vision Center
Crosstown Plaza
Cor. Rte. 7 & Watt St.
(518) 382-0661

REGION VI

(PRIVATE PRACTITIONERS)

ERIE

Dr. Stephen Gladysz
406 Amherst Street
Buffalo 14207
(716) 875-3357

Dr. Charles Hornberger
8425 Boston State Road
Boston 14025
(716) 941-5585

Dr. Charles Hornberger
5404 Transit Road
Depew 14043
(716) 684-3124

Dr. George Janofsky
Dr. Edward Mehl
411 Main Street
East Aurora 14052
(716) 652-0870

Dr. Thomas Kaminska
Dr. Elias Shaneson
2016 Genesee Street
Buffalo 14211
(716) 894-5071

Dr. Lou Krop
5467 Main Street
Williamsville 14221
(716) 632-7944

Dr. Lou Krop
95 Franklin Street
Rath Building
Buffalo 14202
(716) 632-7944

Dr. Jonas Loring
3861 So. Park Avenue
Blasdell 14219
(716) 823-6093

Dr. John Richardson
89 Buffalo Street
Hamburg 14075
(716) 649-2391

Dr. Norman Weiss
158 Niagara Falls Blvd.
Buffalo 14223
(716) 836-3250

Dr. Norman Young
626 Brisbane Building
Buffalo 14203
(716) 852-7262

OTHER COUNTIES**(PRIVATE PRACTITIONERS)**

ARCADE (14009)
Dr. George Janofsky
Dr. Edward Mehl
Main & Liberty Streets
(716) 492-1958

BATH (14810)

Dr. Donald Bonadonna
Dr. Frederick Fouquet
Dr. David Jordan
102 Liberty Street
(607) 776-3851

BROCKPORT (14420)

Dr. Lawrence Bleichfeld
64 Main Street
(716) 637-6410

FAIRPORT (14450)

Dr. Lawrence Bleichfeld
32 West Avenue
(716) 223-9077

GOWANDA (14070)

Dr. Eugene McDonough
Dr. Sidney Zucker
84 West Main Street
(716) 532-2396

LEROY (14482)

Dr. Marvin Budgar
8663 E. Main Road
(715) 538-6435

NEWARK (1451)

Dr. James Westfall
115 East Miller Street
(315) 331-2962

ROCHESTER

Dr. Marvin Shulman
Dr. Frederick Rabson
3900 Dewey Avenue
(716) 865-4131

Dr. Marvin Shulman
Dr. Frederick Rabson
114 Dewey Avenue
(716) 254-7028

Dr. Craig Willoth
Dr. David Fransisco
Dr. Dino D'Onofrio
Dr. Robert Brown
1304 Norton Street
(716) 467-4908

ONTARIO (14519)

Dr. Craig Willoth
Dr. David Fransisco
Dr. Dino D'Onofrio
Dr. Robert Brown
1781 Ridge Road
(315) 524-7117

SALAMANCA (14779)

Dr. George Goldstein
449 Broad Street
(716) 945-1390

(OPTICAL ESTABLISHMENTS—
APPOINTMENTS OPTIONAL)

GENEVA

Empire Vision Center
Pyramid Mall
Rtes. 5 & 20
(315) 781-1162

ROCHESTER

Empire Vision Center
016 Monroe Avenue
(716) 385-4980

Restoration of most jobs in Suffolk budget signifies big union victory over Reagonomics

HAUPPAUGE — The first battle over Reagonomics in New York State ended Nov. 5 when the Suffolk County Legislature, goaded by strong CSEA lobbying, restored most of the 600 jobs targeted for elimination by County Executive Peter Cohalan who had claimed that cuts in services and jobs were "the will of the nation."

But the fight was not without casualties: the estimates of the number of employees scheduled to lose their jobs by the end of the year vary from a low of 50 to a high of 180.

"The filled position count changes every payroll and it is my opinion that by the end of the year approximately 100 people will lose their jobs," said Donald Gruen, Legislative Budget Director.

The layoffs will not be centered in any area of government but will be spread out through county departments: "one from here, two from there" is how one county official described them. The official speculated that the number of layoffs could shrink to 50 by year's end because of the high Suffolk attrition rate.

"We have a lot to be proud of. We were threatened with massive layoffs and we didn't panic. We drew together and acted as a union and we saved 473 jobs," said Charles Novo, president of Local 852.

Novo said the local is considering legal action to stop the layoffs which he claims are illegal because they were undertaken on a department-by-department basis without regard to county-wide seniority. He also said that CSEA may be able to eliminate positions through attrition and is already meeting with the Department of Labor Relations in an effort to save as many permanent jobs as possible.

The final shot in the three-month budget fight was fired when the 18-member Legislature overrode most of Cohalan's vetoes of their budget which restored all of the jobs cut earlier by Cohalan's original budget proposal released in September.

In his budget, Cohalan had proposed the elimination of 1,200 jobs, 736 of them filled, and deep cuts in health and social service programs.



SOLIDARITY is demonstrated by these union leaders at a mass protest rally outside a Suffolk County office building in Hauppauge. Showing unity are, from left, Mike Hawryluk of Suffolk County Community College; Suffolk County

CSEA Local President Charles Novo; Suffolk County PBA President Eugene Greaves; Superior Officers Assn. President Ed Maher, and Joel Freedman of the Faculty Union at Suffolk Community College.

CSEA, under the leadership of Novo, waged a vigorous information and lobbying campaign against the Cohalan budget.

On Oct. 26 the Legislature restored all of the jobs and virtually rewrote the Cohalan budget. Stunned by the overwhelming rejection of his proposals, Cohalan admitted at a press conference that "CSEA had lobbied hard against his budget" and promised to veto many of the Legislative changes. But Cohalan's staff was unable to return line-by-line vetoes of the budget to the Legislature before election day, a goal they stated publicly they wanted. Finally, on Nov. 5, the Legislature overrode about half of Cohalan's 60 line-item vetoes, restoring many of the jobs and programs Cohalan had cut.

A separate victory won by the union could have wide-ranging implications, Novo said. Working with CSEA members in the Department of Public Works, CSEA threw its support behind a bill that deleted \$2 million scheduled to be paid to a subcontractor to do sewer hookup inspections for the Southwest Sewer District and replaced it with \$500,000 to hire public employees to do the hookups. Under the terms of a contract with Suffolk, the subcontractor would have received compensation of two-and-a-half times the salaries paid their employees. By using permanent employees to make the hookups, CSEA was able to argue, the county saved \$1.5 million. The bill, sponsored by Legislator Wayne Prospect, saved the jobs of more than 50 permanent employees scheduled by the County Executive for layoffs.

The Legislature also rejected the County Executive's proposals to consolidate the real estate department, to eliminate the mosquito control program, to eliminate the migrant health program, and to eliminate the migrant health program.



PROTESTERS at the solidarity rally in Hauppauge hold placards and balloons.

NO LAYOFFS is one of the messages given below by protesters at a Suffolk legislative meeting.

