

## THE NATIONAL ELECTION

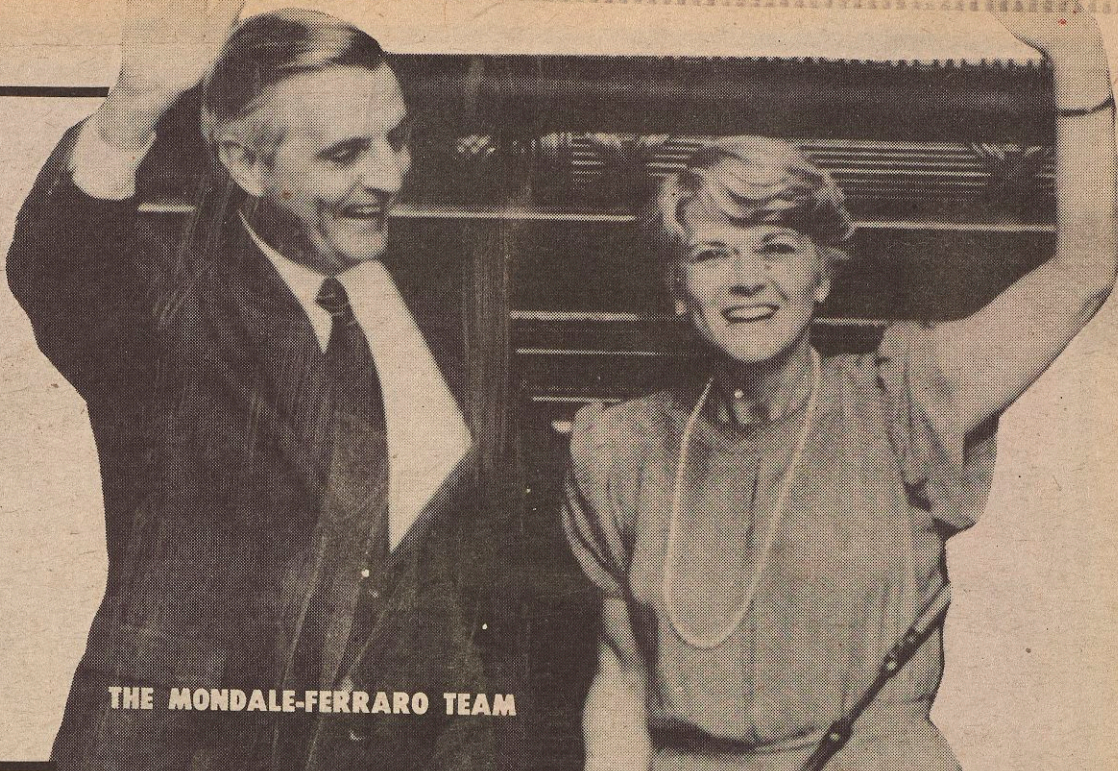
### Labor supports the ticket

The Democratic convention nominated a presidential ticket American workers can enthusiastically support while adopting a party platform that offers workers clear alternatives to the policies of the Reagan administration.

Following the nomination of Democratic presidential nominee Walter Mondale and his vice presidential running mate, Rep. Geraldine Ferraro of New York, AFL-CIO President Lane Kirkland sent the following telegram to Mondale:

"Congratulations on your outstanding victory. We look forward to marching at your side through the general election campaign and on to victory in November. The Mondale-Ferraro team represents and stands for the mainstream of the best ideals and aspirations of this country. You are going to win."

Four CSEA members were among the 108 AFSCME members elected as delegates and alternates to the Democratic national convention. In all, 801 of the delegates and alternates to the convention were members of union affiliated with the AFL-CIO.



THE MONDALE-FERRARO TEAM

# Public SECTOR

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American Federation of State, County and Municipal Employees AFL-CIO.

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## Mid-October deadline set for rerun of '82 statewide officer elections

United States District Court Judge Roger Miner has ordered the rerunning of the 1982 statewide election for the offices of statewide president, executive vice president, secretary and treasurer. The court ordered that the election be supervised by the United States Department of Labor and that it must be completed by Oct. 17, 1984.

### PRE-ELECTION CONFERENCE

In accordance with a court order filed July 19, 1984, in the United States District Court (No. 83-cv-108) for the Northern District of New York, the United States Department of Labor, Labor-Management Services Administration, will be conducting a pre-election conference. The purpose of the pre-election conference is to establish procedures which will be followed in the supervised election of president, executive vice president, secretary and treasurer for the Civil Service Employees Association (CSEA), Local 1000, American Federation of State, County, and Municipal Employees, AFL-CIO.

The pre-election conference will be held on Saturday, Aug. 4, 1984, at 1 p.m. at the Albany Hilton Hotel, Ten Eyck Plaza, Albany, New York, 12207.

All members who are interested are urged to attend. Members who are unable to attend this conference may submit their written comments, suggestions, or questions to be reviewed by 5 p.m., Aug. 3, 1984, to the United States Department of Labor, Labor-Management Services Administration, 1310 Federal Building, 111 West Huron Street, Buffalo, New York 14202 (telephone number 716-846-4861).

### ELECTION FORMS

The Nominating Forms, Independent Nominating Petition Request Forms, and Independent Nomination Petition Forms will be available at the six regional offices beginning on Aug. 6, 1984. The Nominating Forms and Independent Nominating Petition Request Forms will be available through your local beginning on Aug. 10, 1984.

### REGION NOMINATING MEETINGS

Meetings will be held on Saturday, Aug. 11, 1984, from 10 a.m. to 10:30 a.m. at the six region Offices for the sole purpose of nominating candidates for the Statewide Nominating Committee. Pursuant to the statewide constitution, each region shall nominate for the Statewide Nominating Committee at least seven (7) members who have been members of CSEA for at least two (2) years. Each region executive board shall elect by secret ballot three (3) members from the nominees, no more than two (2) of whom shall be a state or local government member, except in the Metropolitan Region, which shall have three (3) state division members. The Statewide Nominating Committee will be selecting candidates for the Offices of president, executive vice president, secretary and treasurer for the rerunning of the 1982 statewide election.

### Facility closed, some layoffs

## Methane gas continues to plague Smithtown

SMITHTOWN — The presence of methane gas at Smithtown's Senior Citizen Center has forced the town to close the facility for about four weeks and forced the layoff of nine parttime workers.

Methane was discovered in the boiler room and two storage areas. Three weeks ago the gas was also found in the same rooms, and the town closed the center then to install vents in each room.

Nine fulltime workers and 14 parttime workers will continue to provide limited services to senior citizens during the four-week shutdown.

The workers are all members of the town of Smithtown bargaining unit of Suffolk County CSEA Local 852.

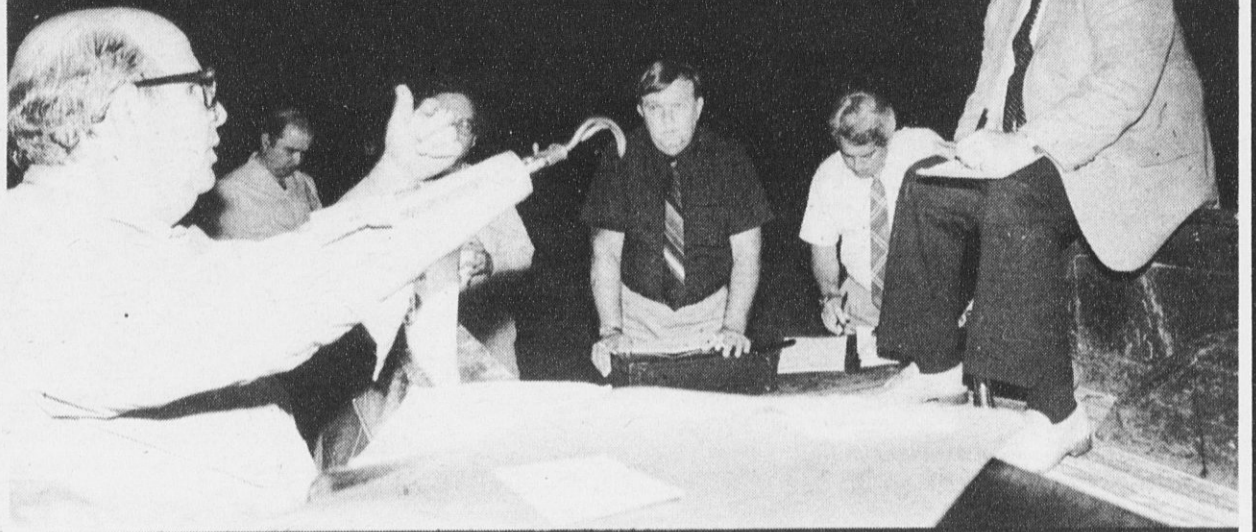
UNION, TOWN WORK ON GAS PROBLEM — PAGE 2

NOMINATIONS OPEN FOR TWO BOARD SEATS — See page 17

# CSEA and Smithtown working on methane gas problem

*Town still to comply with Labor Law violations*

**BILL MACCARO SR.**, Smithtown CSEA unit president, voices a number of concerns at the Safety Committee meeting held earlier this month. Listening are, from left: Michael Lanzarone, Smithtown councilman; Peter Prunka, town personnel officer; Ken Brotherton, CSEA occupational safety and health representative; John Cuneo, CSEA field representative; and Ira Block, Smithtown councilman.



SMITHTOWN — Previously strained relations between the town of Smithtown and its CSEA bargaining unit appear to have taken a turn for the better following a recent meeting of the safety committee to discuss ways to improve health and safety conditions at the town's Municipal Services Facility.

Relations reached a low following a serious methane gas explosion at the facility on May 4 which injured four employees, all CSEA members.

"The town started cooperating with us after an early morning safety committee meeting on Friday the 13th," said William Maccaro, Sr., president of the Smithtown bargaining unit of Suffolk County Local 852. "I'm pleased that the town and CSEA seem to be working together to solve problems at the MSF."

Maccaro said that the most important part of the committee's discussions is the methane problem.

"We have provided the town with information about the methane hazard, and we expect the town to provide information on methane test results and possible solutions in return," he said.

The town already has corrected five potential problems raised at the safety meeting on July 13:

- There had been no telephone available for a lone worker who watches the facility from midnight to 7 a.m. A phone has been installed in the gatehouse for his use.
- Most outdoor lights at the facility had failed. They have been fixed.
- Highway department trucks parked overnight in an area of the facility

closed due to the methane hazard have been moved.

- MSF employees have had to use portable, unsanitary bathrooms since the explosion. The town now is providing access for all employees to the office bathroom facilities.

- Drinking and washing water, formerly provided by wells, will be provided from water authority mains.

The town must still comply with five methane hazard-related violations of the New York State Labor Law before the MSF can be reopened. In the two months since the methane explosion, the town has failed to make public how it intends to deal with the problem.

CSEA demanded that permanent methane detection devices and alarms, effective ventilation systems and on-going training programs be utilized at all Smithtown facilities built on or near landfills. The union also wants physicals given to all members who have been exposed to methane gas. CSEA suggested the town provide personal methane detection devices to all MSF employees.

Three CSEA members — Bill Maccaro Jr., Frank Detelich, and Vito Lasurdo — were severely burned in a methane explosion at the MSG on May 4th. Another CSEA member, John Landauer, was also injured in the blast.

Maccaro and Detelich remain in the New York Hospital-Cornell Medical Center burn unit. Lasurdo and Landauer are recovering at home.

Contributions to help pay the uninsured expenses of the four men should be sent to: Smithtown Employee Burn Fund, Bank of Smithtown, One East Main Street, Smithtown, New York 11787.

## Downstate Med expands EAP, honors Frances

BROOKLYN — When an agreement establishing an Employee Assistance Program at the Downstate Medical Center was signed recently, the occasion turned out in part to be a tribute to a respected late CSEA officer.

"We held the luncheon ceremony on the birthday of Frances Dubose Batiste, our late region president and former local president, because she was the driving force behind EAP becoming a reality here at the center," said Joan Phillips. "Frances is remembered with a lot of love and respect for her persistence on behalf of her members."

Phillips, a member of Local 646, was the original representative for the CSEA EAP program at Downstate in 1981, and is now coordinator of a joint labor/management EAP program. EAP now offers confidential referral services to more than 3,500 center employees who are members of CSEA, PEF, Council 82 and UUP as well as management.

Phillips is anxious to get the word on EAP out to all of those workers. "A lot of people don't fully understand that they can receive assistance with marital, legal, mental health, financial and budget problems, as well as substance abuse problems. Some people think we are here for only the latter, but nothing could

be further from the truth," Phillips said. "And we can't emphasize enough that all referrals are strictly confidential, with no exceptions."

She noted that another little-known fact is that family members of an employee with a problem affecting work performance can seek assistance with the same confidentiality.

Phillips said employees may gain EAP aid by several methods, including stopping by her office, room 180-c of the Basic Science Building in the employment area of the center.

Employees may also phone the EAP coordinator for an appointment at 270-1489, or write to Joan Phillips at P.O. Box 1218, 450 Clarkson Ave., Brooklyn, 11203.

The members of the center's EAP committee are Barbara Moore and Oswald Lawrence representing CSEA; Marty Nathanson, PEF; Ozie Thorton, Council 82; Jerome Stempak, UUP; and Gloria James, Leslie Rogowski, Yosett Johnson, Randeef Fishbeck, Susan Heimerdinger and Audrey Williams, management.

## PERB upholds health insurance for school district retirees

SEWANHAKA — CSEA has won an important decision against the Sewanhaka Central High School District on Long Island.

The New York State Public Employment Relations Board recently upheld CSEA's argument that the school district must negotiate in good faith on health insurance premiums for employees who have retired or may do so during an existing collective bargaining agreement.

CSEA members working for the district belong to Nassau County Educa-

tional Employees-CSEA Local 865.

The district had provided retirees with the same health insurance as it provided employees. In July 1983, however, the district reduced payment of health insurance premiums for retirees.

"PERB's decision prevents school districts from forcing takebacks on retirees who retired under an existing contract without negotiating with the union," said CSEA Field Representative Harold Krangle.

**AT LETCHWORTH  
DEVELOPMENTAL CENTER**

# CSEA members raise funds, donate time to send clients to camp

**CAMP KANAWAUKE** — More than \$1,000 was raised recently by CSEA Local 2412 members at Letchworth Developmental Center to help equip and renovate a summer camp for clients of the facility.

The camp, located in Harriman State Park and leased to the facility by the state, was in need of renovation and equipment before the clients could make use of it. In addition to fund raising, many CSEA, PEF and administrative employees volunteered their own time to renovate and clean the buildings and grounds.

During a recent grand-opening reception, Letchworth Director Albert Robidoux praised the employees for "pulling together and making this all possible."

Dorothy Gasman, president of the Letchworth Board of Visitors, commented: "The spirit here is wonderful. You see the employees leading the clients in activities and you can see they get as big a kick out of it as the clients."

Gasman added that despite staffing problems, "the employees do everything they can to keep the clients from suffering."



**LETCHWORTH DIRECTOR** Albert Robidoux praised CSEA Local 412 members for helping to raise funds for a summer day camp for Letchworth clients during an open house reception recently at the camp. Here he talks with Local 412 Secretary Micki Bimbo.

**LETCHWORTH'S CHIEF RECREATIONAL THERAPIST** Audrey Holsapple (below right) discusses some of the activities in which clients will participate at Camp Kanawauke this summer. With her are Local 412 Shop Steward Steve Edwards, Secretary Micki Bimbo and Ken Krieser of the Palisades Interstate Park Commission. The camp is located at Harriman State Park and was leased to the facility by the commission.



## New Port Chester School pact 'best in years'

**PORT CHESTER** — Port Chester School District employees recently ratified "one of the best contracts in years" according to Region III Field Representative Larry Sparber.

The three-year contract for the more than 100 teacher aides, parttime bus drivers, and clerical and custodial employees provides for a 7.5 percent wage increase effective July 1, 1984; 8 percent as of July 1, 1985; and 7.25 percent effective July 1, 1986.

Sparber said the contract also provides for an increase in dental premium payments by the school district; a 40 percent retirement incentive for the first two years of the contract; improvements in the overtime payment procedure for custodial employees; an increase in life insurance; increases in rates for 37.5 hour clerical employees; and improved contract language covering terms and conditions of employment.

In addition, the school district will change from a 30-year to a 20-year retirement program.

Sparber commented that the "long overdue" contract provides for improvements "in all aspects."

Unit President Gloria Furano credited her negotiating team with "a job well done." Members of the team included Vincent Lagano, Stella Lund, Vi Esposito and Ludovico Truini.



**PORT CHESTER SCHOOL DISTRICT** Unit President Gloria Furano (seated, second from right) signs the three year contract for 104 employees who are members of the unit. Also seated are Assistant Superintendent Joseph Stamegna, Superintendent Dr. Harry Mix and Region III Field Representative Larry Sparber. Standing are Vincent Lagano, Stella Lund, Vi Esposito and Ludovico Truini, all members of the negotiating team.

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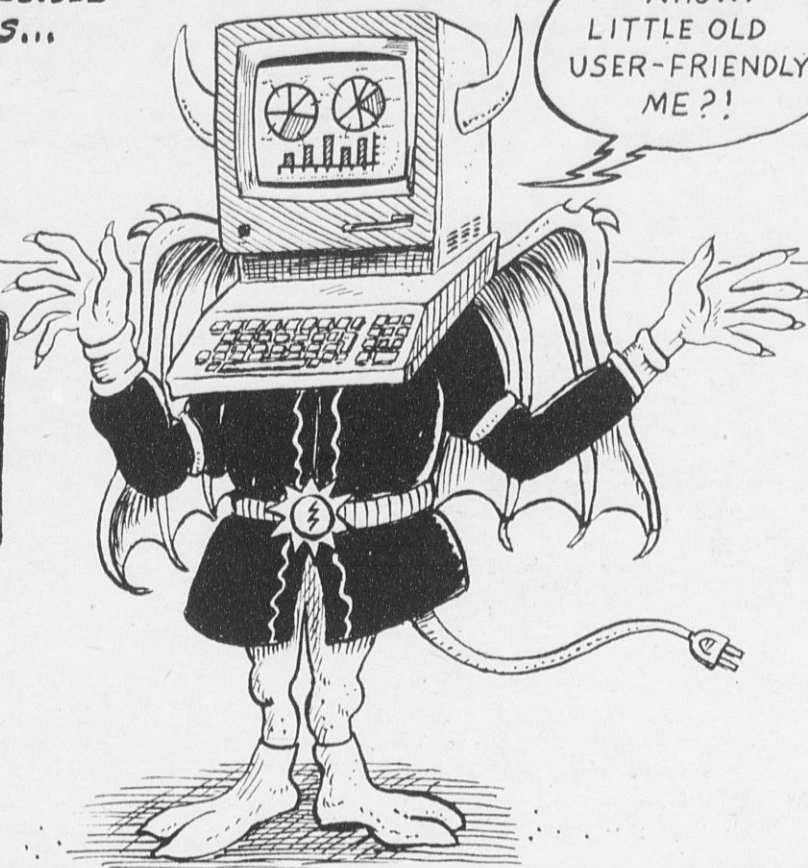
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TRYING TO SCREEN  
THE DATA FOR POSSIBLE  
ERROR MESSAGES...



## HERBERT FORCE THE MOVING FORCE FOR HIS BELOVED NIAGARA FALLS

# His effort to capture Falls on a stamp becomes 'something I've been sidetracked on for years'

NIAGARA FALLS — Herbert C. Force has devoted much of the last 13 years to a project that has become almost an obsession — "It's something I've been sidetracked on for many years" — and when it finally does reach fruition he thinks a fitting conclusion would be to send the whole thing over Niagara Falls in a barrel.

Force is a CSEA member and a custodian for the Niagara Falls Board of Education. That's his job. But his hobby is photography, and his obsession is to get a night photograph of Niagara Falls on a commemorative stamp. For well over the last decade he's been urging the United States and Canada to issue such stamps individually, and he'd love to see the two countries in a joint venture stamp since Niagara Falls borders on both countries.

Force took up photography seriously in 1962, and today has "shoeboxes full of slides I've taken of Niagara Falls." His favorite photo, he says, is of a night shot of the falls with fireworks bursting overhead, and it is that photo which he would like

to see on a commemorative postage stamp.

And why not, argues Force. The first U.S. stamp of the falls was a 5-cent issue in 1901 that mostly featured a bridge between Canada and the United States, and the last was issued in 1922 and featured a close-up of the Canadian Horseshoe Falls. That, he notes, was a 25-cent stamp used on parcel post. As for Canada, Force says the only Niagara Falls stamp that country sold was a 20-cent issue of the American Falls in daylight issued on June 1, 1935.

Last month Force wrote New York Gov. Mario Cuomo, asking his help in getting one of the state's premier attractions featured on a U.S. postage stamp.

Force suggested that the commemorative first day covers of his night shot of the falls could be sealed in waterproof containers inside a barrel and sent over the falls on the first day of issue. His favorite photo, he notes, was taken on July 4, 1976, and suggests that the stamp be produced and sent over the falls on July 4, 1985, the 209th birthday of the United States. Force also feels the covers

could bear an inscription such as "This cover went over Niagara Falls in a barrel on (date)."

A few days before, this idea was also proposed in writing to the Citizen's Stamp Advisory Committee of the U.S. Postal Service in Washington by a major stamp collector in New Orleans.

Force himself is well-known throughout the area for his prolific letter writing to newspapers, virtually always using the opportunity to push for his Niagara Falls stamp proposal. He has sent about three letters a week for years to the Buffalo Courier-Express newspaper, as well as virtually every other paper within miles of the area.

Still, his efforts and those of others as well, have not met with success. Force says anyone who feels his stamp idea is a good one should write or contract the Postal Service. "I've been bombarding them for years, but I can use all the help I can get.

"It's one of the greatest tourist attractions for both the United States and Canada. It deserves to be honored this way," says Force resolutely.

### CSEA STAFF OPENINGS

#### EAP rep position open

ALBANY — The statewide Employee Assistance Program (EAP) is seeking candidates to fill the position of Employee Assistance Representative in the Buffalo area.

Candidates should have background and experience in social work or in alcohol/drug abuse counseling.

Resumes must be submitted by Aug. 10 to: Director of Employee Relations and Personnel, CSEA Headquarters, 33 Elk St., Albany, N.Y. 12207.

The position is part of a joint labor-management project and is funded by New York State with negotiated monies.

### Region VI negotiators to be chosen

BUFFALO — Region VI members in the ASU, ISU and OSU bargaining units interested in serving on the statewide negotiating teams should mark Aug. 17 on their calendars.

Candidates to represent the Western Region on the three collective bargaining teams will be selected at a meeting at 8 p.m., Aug. 17 at the Treadway Inn in Batavia.

Region VI President Robert L. Lattimer announced that members will have five minutes in which to present their reasons and qualifications for serving on the teams. Following a

question and answer session, a vote will be taken to determine the Region VI recommendations.

Four candidates will be selected for each bargaining unit. CSEA President William L. McGowan will make the final bargaining team selections, from the members recommended by each region.

Talks are expected to begin late this year. The current ASU, ISU and OSU contracts with the state expire on March 31.

# It's time to get working on Albany Labor Day Parade

## Unions, other groups invited to participate

ALBANY — To most, it's mid-summer. But if you're on the committee planning the 1984 Labor Day parade and picnic celebration, it's getting late.

The once-traditional Labor Day parade in Albany was revived last year after an absence of several decades, and just as it was a year ago, CSEA will be heavily involved in the event this year.

Barbara Charles, vice president of Department of Labor CSEA Local 670 in Albany, is serving as co-chair of the celebration along with Doug Bullock, treasurer of the Albany County Central Federation of Labor. Teamsters Local 669 Vice President Irv Wood has been designated parade chairman.

Charles said she expects large numbers of unionized public employees to participate, and Wood said, "We already have commitments from several unions and community groups to participate in the parade and picnic program, and we're looking for more."

CSEA President William L. McGowan, who delivered the keynote address at last year's Labor Day celebration in Albany, has again pledged the full support of his union, according to John Funciello, chairman of the Solidarity Committee of the Capital District which is sponsoring the 1984 program. Funciello is a staff member of AFSCME/New York.

This year the Albany area labor movement is promoting the event as a regional affair to include smaller communities in the greater Albany area too small to have their own Labor Day programs. "We want to make sure that no trade union is

left without a chance to participate in this year's Labor Day celebration," Funciello said.

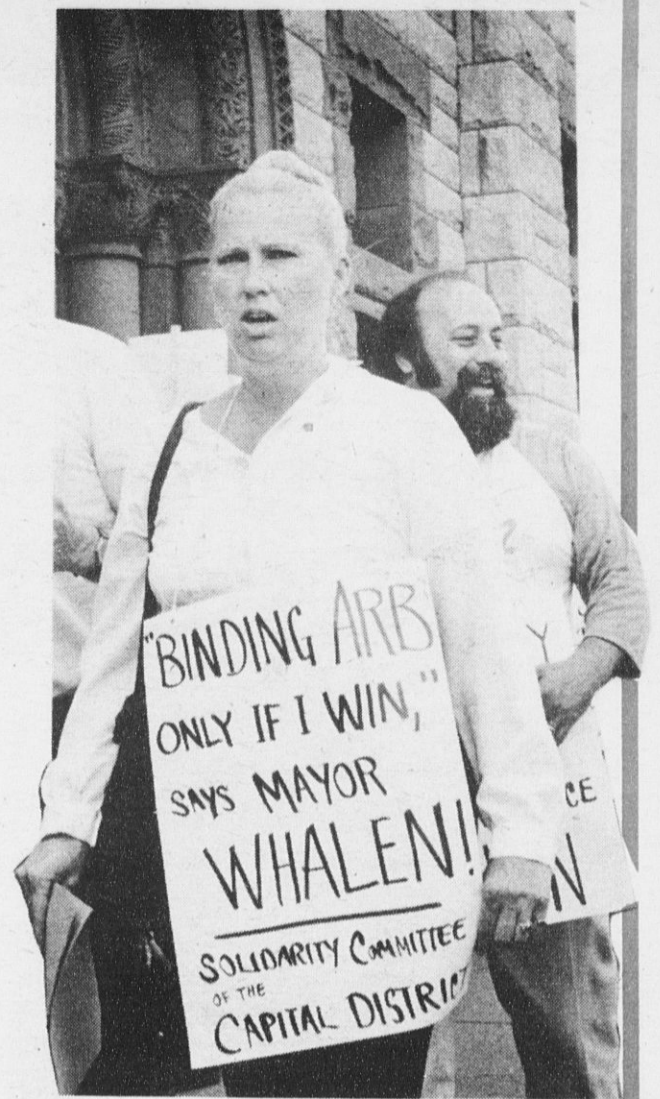
Wood added, "Because the summer is so short, we want to contact people now so they can plan ahead to be in the parade and at the picnic."

Current plans call for the parade to start at 10:30 a.m. on Sept. 3 at Central Avenue and Partridge Street, and to proceed to Capitol Park for a noon rally. The picnic will be held in Corning Park Preserve on the Hudson River after the rally.

Several bands and community groups have already applied to march in the parade down Central and Washington avenues, Wood said.

Noted Funciello: "There are lots of reasons for working men and women to participate in Labor Day this year. Given what is going on with the economy, the labor market, the courts and other parts of our lives, it is appropriate for us to gather together and show our support for one another. More than any other time in history, our work is really more than our jobs. In modern times, we have forgotten the real purpose of the Labor Day holiday is to honor the contributions of working people. This is why we have revived the parade tradition after an absence of 100 or so years."

Funciello said any union who has not received notification of the parade or any group who wants to participate in the celebration should contact him at (518) 465-4585 or (518) 462-1388. Wood can be contacted at (518) 279-9389 or (518) 438-8912. Those interested may also write to the Solidarity Committee at 191 Amsterdam Ave., Menands, N.Y. 12204.



BARBARA CHARLES, vice president of CSEA Local 670, is followed by John Funciello, chairman of the Solidarity Committee of the Capital District, during recent labor demonstration outside city hall in Albany. Charles and Funciello both have key roles in organizing the 1984 Labor Day parade and picnic celebration in Albany.

## Texaco, Sunoco strikes pressed by Oil Workers

Denver — Management demands for sharp wage reductions and other give-backs are causing strikes against Texaco and Sunoco to drag on, the Oil, Chemical & Atomic Workers charged.

"These two prosperous companies, which are immensely profitable in spite of current economic conditions, are using the present day anti-labor climate to rewrite work practices and standards," OCAW President Joseph Misbrenner said.

The Sunoco strike by 1,400 OCAW members at Marcus Hook, Pa., and Toledo, Ohio, began Mar. 21. Instead of agreeing to a pattern industry settlement, the company is sticking to its demand for wage cuts of up to \$4.70 an hour and weakening of the seniority system at the two refineries.

OCAW accused Texaco of insisting on slashing wages up to \$5 an hour, tearing up the seniority clause and eliminating craft lines. The Texaco strike by 700 workers at Wilmington and Long Beach, Calif., and Anacortes, Wash., began Feb. 24.

OCAW said negotiations have been at a standstill because of the hardline position taken by both companies.

In an effort to get talks moving, the union's executive board has called for a consumer boycott of Texaco and Sunoco until a fair settlement is reached.

JUNE 23, 1984 AFL/CIO NEWS

## SOLIDARITY CENTER

INFORMATION OF INTEREST TO UNION MEMBERS AND FRIENDS OF LABOR

### Boycott Texaco, Sunoco products

The executive board of the Oil, Chemical & Atomic Workers union has called for a consumer boycott of Texaco and Sunoco products until the union can reach a settlement with the two oil companies.

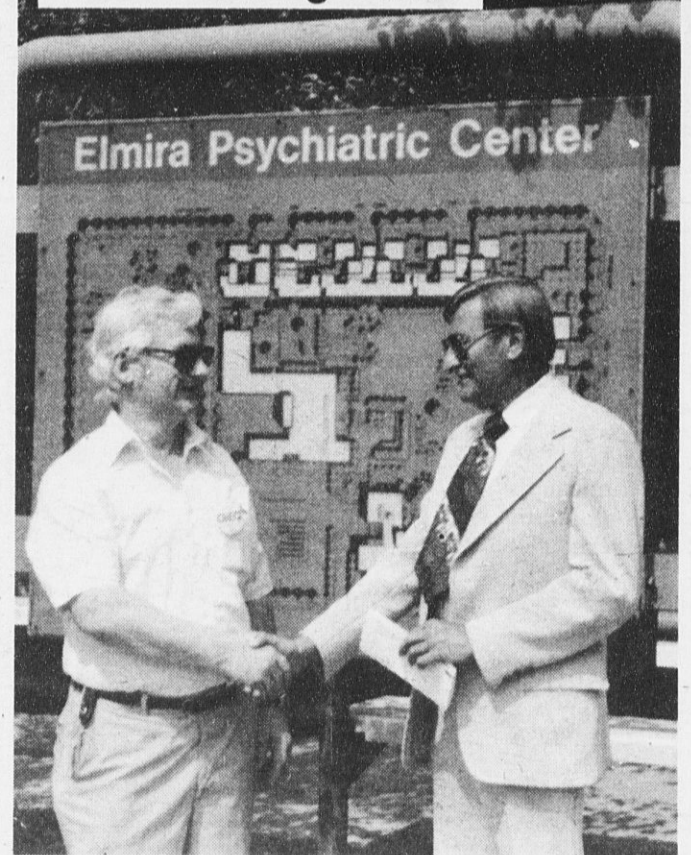
In Pennsylvania and Ohio, 1,400 OCAW members have been on strike against Sunoco since March 21. Meanwhile, some 700 members are striking Texaco at a number of locations for the past five months.

In both cases, the union reports the companies are seeking heavy wage cuts and serious weakening of the seniority system.

Until a settlement can be reached, let's pass by the gasoline pumps of Sunoco and Texaco and exercise our rights to refuse to purchase their products.

And members holding credit cards from either company can write to the company involved, threatening to cancel the card if the company continues to maintain a hard line against its unionized workers.

### Elmira MHTA cited for outstanding service



EDWARD GAMER, right, a mental health therapy aide at Elmira Psychiatric Center, is congratulated by CSEA Local 437 President Tom Ward for being honored for outstanding service by the New York State Office of Mental Health. Gamer, a 10-year veteran of state service in adult and geriatric mental health care, was one of 34 statewide OMH employees cited by their peers for service achievements in 1983.

## Horseheads school employee reinstated with pay, benefits

HORSEHEADS — Alan Madison, a custodian for the Horseheads Central School District and a member of the HCS Custodial Unit of Chemung County Local 808, is back on the job following an American Arbitration Association (AAA) decision he be reinstated with full back pay and benefits from September 1983.

The case began Sept. 20, when Madison was given a notice of termination. He immediately filed a grievance which carried through procedure steps and, with CSEA legal assistance aid, to the arbitration hearing.

The school district claimed Madison was terminated for unsatisfactory work and other violations.

CSEA Regional Attorney Carl Hayden argued that the standard applied to Madison's work was not applied to the supervisor's two relatives who also worked in the same classification. CSEA also called attention to the fact that Madison's immediate supervisor and the supervisor of building and grounds were committed to the firing in a memorandum dated Sept. 16, written before inspections of Madison's work the evening of the same date.

Hayden also raised the issue of "fair treatment" by calling attention to the school district's denial of Madison's request for a work schedule change afforded other custodians.

Throughout the hearing Horseheads Central School District contended there is no "just cause" provision in the contract limiting the employer. However, in her decision, the arbitrator cited article and section of the contract which require that "the employer shall administer the contract in a manner which will be fair and impartial to all employees." The arbitrator concluded that the district had not borne its burden of proving that it treated the grievant (Madison) fairly when it discharged him.



## A hearty welcome for new unit

NEW MEMBERS of the brand new town of Shawungunk CSEA Unit were welcomed recently by Ulster County Local President Sean Egan, third from left. According to Region III Organizer Richard Blair, left, the unit consists of eight "very enthusiastic members." From left are Blair, unit member Ed Eignor, Egan, and members Kevin Brieger, Joe Bayne, acting president, Robert Rysdyke and Frank Hadden. Not shown are members Tom Weed, Bill Austin and Bob Mara.

## CSEA wins on-call retro pay for hospital employees

SIDNEY — A settlement of more than \$720 in retroactive pay will be shared by 12 Sidney Hospital employees following a recent decision by the American Arbitration Association (AAA) concerning their grievance over on-call pay at the health facility in Delaware County.

According to Richard Burden, president of the hospital unit, which is affiliated with CSEA Delaware County Local 813, the grievance was filed in December after the hospital installed a separate time clock for on-call employees and started paying them by the minute worked.

"Previously, on-call employees had been paid

for at least one hour of work if they were required to drive from home to answer an after-hours call," Burden said.

"Through our CSEA representative, Jerry Phelan, we requested and were later granted legal assistance to take the grievance to arbitration," Burden continued. "And the case was very ably handled by Robert Bullis, our CSEA attorney in Binghamton."

The AAA decision agreed with CSEA that changing the on-call reimbursement procedure violated accepted past practices.

The retroactive pay settlement will be dispersed according to hours accumulated by 12 employees in the respiratory therapy, laboratory, chemistry, X-ray and maintenance departments.

"The action taken by our legal department (CSEA Legal Services) and the professional way the case was presented to the AAA mediator, proved once again we have a solid union to be proud of," Burden said. "Although the settlement in terms of actual dollars did not amount to a large sum, it sure indicated how far CSEA will go to correct a wrong — in this case, a flagrant violation of past practice."

## Member appointed to Private Industry Council



EDWARDS ON PIC — Jaymar Edwards, seated second from right, shows her letter of appointment to the Private Industry Council of the Columbia and Greene County Joint Training Partnership Act Service Area to CSEA Capital Region Director John D. Corcoran Jr. Looking on from left to right are CSEA Field Representative Greg Davis, Columbia County CSEA Unit Secretary Terry Wallace, Unit Third Vice President James Palen, and Unit President Gloria Rutkey.

HUDSON — Jaymar Edwards, second vice president of the Columbia County Unit of the CSEA, has been appointed to the Private Industry Council for the Columbia-Greene County Joint Training Partnership Act Service Area.

JTPA is the federal government's new program replacing the Comprehensive Education and Training Act (CETA) program which has been phased out.

The aim of JTPA is to train workers for jobs in the private industry sector. The sponsoring firms receive various tax and training benefits from the public sector and federal government.

John D. Corcoran Jr., CSEA Region IV director, said: "Jaymar Edwards will bring to this important position a fresh and new outlook on cooperation between the public and private sector. Her accomplishments as a public employee and as a union officer have prepared her well for the new task of representing the interests of labor on the Columbia and Greene County PIC."

# Unstuck

## stucco:

WASSAIC — Ruth Gordon, a housekeeper at the Wassaic Developmental Center, had just shaken out her dustmop on the porch of a building that houses facility employees and offices. Although it was a clear, sunny day, no one was sitting on the porch.

As she started back inside the hallway, she heard a loud crash. When she turned around to find out what had happened, she was shocked to discover that the heavy stucco that decorated the ceiling of the porch had fallen on the very spot where she had been standing.

"I still shake when I think about it," says Gordon. "It was amazing that no one was hurt."

Following the incident, Wassaic's Acting Director Peter Lasher said he called in state officials immediately to inspect the ceiling. It was determined that while the buildings were structurally sound, the decorative stucco would have to be removed from all the buildings as a precaution.

Wassaic Local 426 President Harold Ryan said that since the inspection six porches on similarly designed buildings on the campus have been boarded up by maintenance crews.

While they are pleased with Lasher's quick action, Ryan and Region III OSHA Specialist Linda Siccardi are concerned about the structural soundness of the 40-year-old buildings and both have asked for an inspection by someone who is familiar with the original blueprints of the buildings.

Speaking with Lasher following a recent tour of the buildings, Siccardi asked if there are routine maintenance and inspection programs to prevent similar incidents from happening.

"There probably will be now," Lasher said.

## a sticky problem at Wassaic DC



SIX BUILDINGS on the Wassaic campus have been boarded up like this one since the decorative stucco ceiling in one of the porches fell recently.

WASSAIC LOCAL 426 President Harold Ryan shows Region III OSHA Specialist Linda Siccardi, right, one of the boarded up porches on the Wassaic campus. Siccardi has suggested a complete inspection of the buildings in order to prevent similar accidents. With Ryan and Siccardi is Ruth Gordon, a housekeeper who first noticed the problem.



CSEA FIELD REP Jim Walters tells members of the Huntington Public Library CSEA unit they have obtained a good contract in part because members of the unit stood solidly together during difficult negotiations.

## Library contract OK'd; membership stood tough through long bargaining

HUNTINGTON — "The unit's ability to stand together" after three months of impasse conditions preceded by months of negotiations is credited with helping CSEA's Huntington Public Library unit with obtaining a new three-year contract.

CSEA Field Representative Jim Walters, pointing out bargaining began last October and reached an impasse stage three months ago, said "the unit's ability to stand together and PERB Mediator Karen Kenny's proposal combined to resolve the impasse" and lead to a settlement.

CSEA's budget analysis capabilities to locate funds within the library's budget to support gains in the contract also was a key factor in reaching the settlement.

The new pact, which took effect July 1, 1984, revamped the old salary schedule. Members will get a 7.5 percent increase, including the increment, in the first year; a 5.5 percent increase, plus increment, in the second year; and a six percent increase, plus increment, in the third year.

The library will pay a greater percentage of increases in members' health insurance costs each year. The contract also provides an additional personal leave day, time-and-a-half holiday pay for Christmas Eve and New Year's Eve, a longevity increase and earlier use of vacation.

## Group life insurance refunds being distributed

ALBANY — Refunds are being issued by the CSEA Basic Group Life Insurance Plan to more than 65,000 eligible CSEA members.

To be eligible, CSEA members must have participated in the Basic Plan on both Nov. 1, 1982, and Nov. 1, 1983.

Refund checks will be mailed the week of July 16 directly to the insured member's home address on file with CSEA.

The refund is made possible due to favorable experience and the Special Experience Rating Account, according to CSEA's Director of Insurance Tim Mullens.

The Basic Group Life Insurance Plan is one of several insurance plans endorsed by CSEA and available only to members. Most state employees who have voluntarily enrolled in the plan have premiums deducted from their paychecks under Code 305.

Questions concerning the refund should be sent in writing to the CSEA Insurance Department, 33 Elk Street, Albany, N.Y. 12207. Inquiries should include Social Security number, name of employer (agency or political subdivision), and former address if there has been a recent change in mailing address.

## EAP pact signed at correctional facility



CAMP GABRIELS, a new correctional facility in the North Country, has signed an Employee Assistance Program agreement. Pictured penning the contract is Camp Gabriels Supervisor John Towmey. Others who participated in the signing are, seated from left, Isabelle McManus, PEF; Bill Hoffnagle, AFSCME Council 82; and Howard Grant, CSEA. Standing are Bruce Sawyer, EAP Committee member; John Sipe, Council 82, advisor; Peter Nardiello, statewide EAP representative; and Shirley Chichester, a management confidential representative.

## Ellenburg trio wins reinstatement, back pay

ELLENBURG — Three CSEA members arbitrarily terminated by the town of Ellenburg highway superintendent have been ordered reinstated with back pay by the state Supreme Court.

Henry Minkler, Louis Smith and Steve LaClair, the court agreed, were illegally terminated by newly-elected Highway Superintendent Larry Moore on Jan. 3, who said he found the highway department's equipment "all broken and falling apart." Saying they failed to properly maintain the equipment, he fired them without benefit of a hearing into the charges.

CSEA Field Representative Charles Scott viewed the situation as "politicians attempting to break our contract and use our members' positions as bargaining chips in an ongoing game of old-fashioned political spoils."

Scott filed various charges against the town with the state's Public Employment Relations Board, and also moved the illegal termination of the workers without a hearing to the courts. Two of the workers, Minkler and Smith, were entitled to hearings due to their veterans' status, and LaClair also was entitled to such a hearing under civil service law.

PERB ruled in favor of CSEA in its action representing Smith and Minkler, and the Supreme Court followed shortly with a positive determination and order of reinstatement for all three.

"This is a great victory for CSEA in the North Country," Scott said. "It shows the local politicians that we'll protect our contracts and our members' rights. This should end the pork barrel games that used to go on up here every election."

## Gloversville employees join union

GLOVERSVILLE — Fourteen city of Gloversville employees in clerical, dispatcher and related titles have selected CSEA as their collective bargaining representative and have joined with blue collar city workers already represented by CSEA to form the largest bargaining unit in city government here.

"These workers were interested in what CSEA could do for them at the bargaining table, and they had ample time to see CSEA in action representing the needs of the blue collar workers, who joined CSEA in 1981," said union Organizer Michael Sheldon.

Sheldon noted that Gloversville Mayor Eugene Rappenhagen and other city officials were very cooperative once they realized the idea of organizing had come from the workers themselves.

Unit President Alex DiGiacomo welcomed the new members into his CSEA unit and promised to address their needs in the next contract. Negotiations on a new contract covering all unionized city workers will get underway in the fall.

## Training catalog for ASU members

ALBANY — The fall 1984 edition of the "Transition Training Catalog" will be ready for circulation next month, according to Betty Kurtik, coordinator of the Clerical and Secretarial Employee Advancement Program (CSEAP).

It lists job-related courses open to state Administrative Service Unit employees. They are held during daytime hours at 11 different sites across the state.

Catalogs and registration forms will be available early August by contacting CSEA state local presidents or by going to state personnel, training and affirmative action offices.

Additional information is available by calling Kurtik at (518) 473-0667.

## Some healthy reading



REGION II CSEA OSHA REP Mitchell Braithwaite, left, shows a CSEA member literature on occupational hazards at recent health fair at Manhattan Psychiatric Center.



## MEMBER MARC WHITNEY:

# A MAN FOR ALL SEASONS

By Daniel X. Campbell  
CSEA Communications Associate

LAKE GEORGE — Marc Whitney spends his summers in Lake George and his winters on Gore Mountain. He's not independently wealthy or a sports bum — he's just an energetic state employee who works on two separate, seasonal jobs to make ends meet — almost.

"I really love outdoor work," said Whitney about the common bond his two positions share. "When I'm working at Gore Mountain, I love the mountain, and when I'm down here at the park or on the beach, I love that. And the people I work with and meet at both places are just fine."

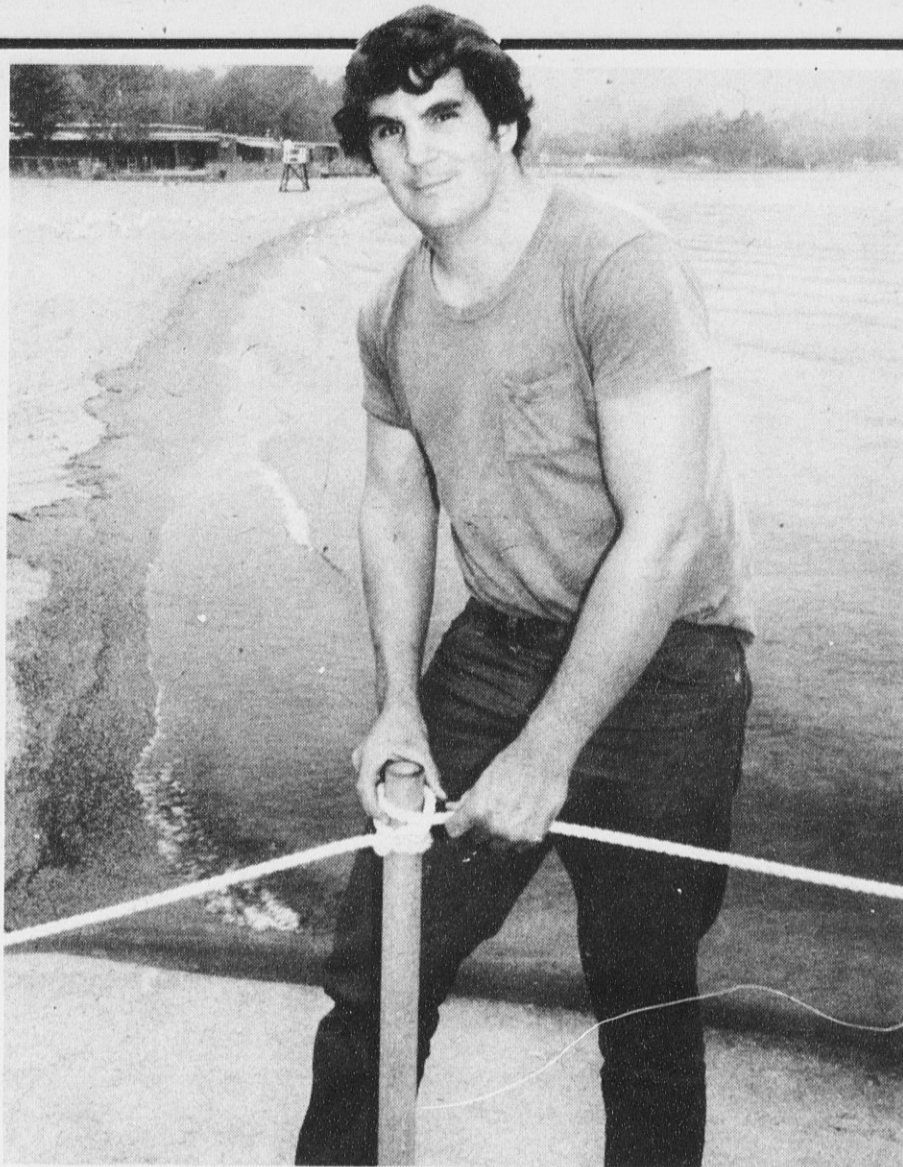
At Lake George, Whitney is a grade 2 park recreation aide, and a member of CSEA's Environmental Conservation Local 116. At Gore Mountain, he has been employed as a ski lift operator, grade 1. If recalled by the new management of Gore, (the Olympic Regional Development Authority took over the operation of the mountain at the end of last season) Whitney will belong to CSEA ORDA Local 059.

"Whitney's a great guy and one heck of a worker," Robert Clark, seasonal En Con recreation supervisor at the Lake George beach facility, said. "He's responsible for maintaining a large section of the lawns which surround the beach area down here, and he's got other responsibilities up in the park area. When he's not down here mowing the lawn, clipping or picking up trash, he's up in the park area seeing that both look like a million for the tourists who are visiting the lake and park and using the facilities. He's a worker."

"Everybody who knows Marc likes him," Penny Cleveland, another seasonal employee, said. "He's that kind of guy who goes along and gets along and yet is a real fine individual."

"I've been real fortunate," Whitney said. "Last year, I was out of work for only six weeks and this year I've only been off for about four weeks. I just hope that the new management at Gore calls me back when this job is done."

Whitney has been jumping back and forth between seasonal jobs for the past three years. Typically, he works at Lake George from late May or early April until early winter. Then he is usually called up to work at Gore Mountain until the state's ski season budget runs out on March 31. Then the cycle begins again.



**TWO JOBS** — Marc Whitney is a member of CSEA Local 116 — or Local 059, depending on the season. He puts two seasonal jobs together to equal full-time work. In summer it's recreation aide at Lake George park, in winter, ski lift operator at Gore Mountain.

"I'd like to work at either facility all year long," Whitney said. "It's a short ride from my home to the lake and a little longer to the mountain. But you do what you have to do to make a living. It really doesn't matter to me where I'm working as long as I'm working and doing a good job for a good employer."

## Some summer faces: Seasonal jobs add spice to their lives

Happiness is a summer job that offers added income, an outdoorsy environment and the chance to meet and mingle with all sorts of people. For some CSEA workers at the Lake George Beach and park facility, that's just what they've got. Life would be sunnier, they agree, if they knew their jobs were permanent, but for now they're enjoying their moments in the sun. A few thoughts:

"I've got a young growing family and this job is just right for me," says Penny Cleveland, an office worker. "But I'd like to know that I'd be returning to this job each year."

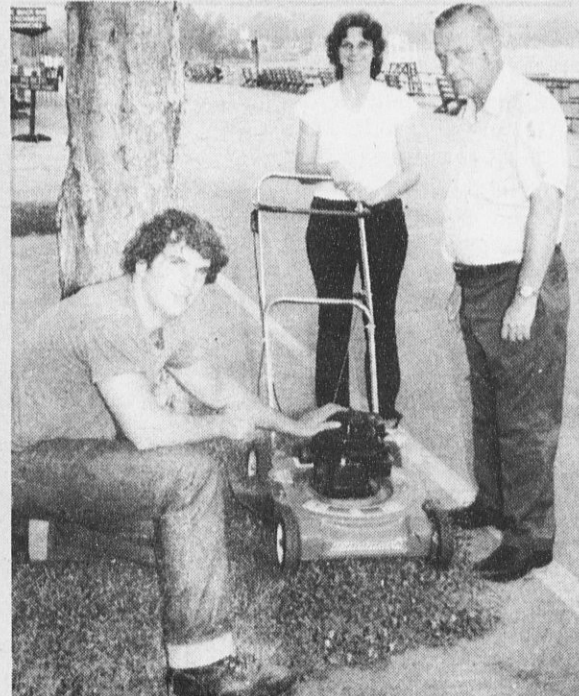
For Robert Clark, EnCon recreation supervisor at Lake George, seasonal work is just the thing after working as a school teacher from September to June.

**HENRIETTA RYDER . . . a penchant for pies and talking to the tourists**



**PENNY CLEVELAND . . . summer work suits a young mother's schedule**

**ROBERT CLARK, right (with Penny Cleveland and Marc Whitney) . . . keeping mentally stimulated working with young people**



# SCHOLARSHIPS FOR SCHOLARS

## TWO \$1000 AWARDS MADE BY LOCAL 015

Two \$1,000 scholarships have been awarded this year by the Black River Valley Local 015 in northern New York. The large awards have gone to Dawn Robbins, daughter of Mr. and Mrs. James Robbins of Dexter, and Stephanie

Zimmerman, daughter of Mr. and Mrs. William Zimmerman of Watertown. Dawn plans to attend Jefferson Community College and Stephanie will be attending St. Lawrence University.



MARSILIO (MARK) LANGELLA, third from left, is one of three Irving Flaumenbaum Scholarship winners in Region III. Mark, son of Frank and Tina Langella, is a graduate of Saunders High School in Yonkers. Mrs. Langella is a teacher's aide in the Yonkers City School District. With the winner is

Region III President Pat Mascioli, Mrs. Langella, scholarship committee member Diane Lucchesi, past Region III President Raymond J. O'Connor, and Frank Langella. Mark plans to attend Manhattan College where he will major in chemistry.



CHRIS RUBINO OF NEW WINDSOR is also an Irving Flaumenbaum Scholarship winner in Region III. Chris is the son of Salvator and Maria Rubino. A graduate of Newburgh Free Academy, Chris plans to attend Syracuse University where he will major in business administration. Mrs. Rubino is a CSEA member, employed by the Newburgh Ci-



ty School District. Shown here with the winner is Diane Lucchesi, a member of the scholarship committee; Salvatore Rubino, Field Representative Larry Natoli, Chris Rubino, Maria Rubino, Marianne Nelson, first vice president of the School District, and Frank DeLauri, president of the Newburgh City School District.



ERIK KLEIN OF TAPPAN is another Irving Flaumenbaum Scholarship winner from Region III. Erik, the son of Gloria Klein, is a graduate of Tappan Zee High School in Orangeburgh. He plans to attend SUNY Binghamton where he will major in accounting and computer science. Mrs. Klein, a CSEA mem-

ber, works for the Rockland County department of probation. Shown here with the winner are Rockland County Unit President Florence Kimmel, scholarship committee member Diane Lucchesi, Gloria Klein, and Rockland County Local 844 President Frank Bosco.



REGION 4 SCHOLARSHIP WINNERS are congratulated by C. Allen Mead, CSEA region president. From left are Bonnie Cummings of Scotia, whose mother, Margaret Cummings, is a member of Law Department CSEA Local 672; Mead; Maureen

McDermott of Stephentown, whose father, John, belongs to Schenectady County Local 847; and Brian Mormile of Amsterdam. His mother Kathryn Mormile is a member of Montgomery County Local 829.

## THREE IN EACH REGION GET \$500 EACH

# Flaumenbaum award aiding 18 students

CSEA scholarship awards named in memory of the late Irving Flaumenbaum, former Long Island CSEA president, have been presented to eighteen college-bound children of CSEA members. The 18 winners, three from each of the union's six regions, were previously announced in The Public Sector.

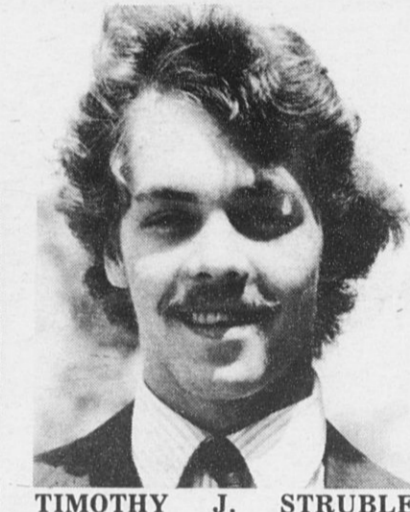
Presentation ceremonies have been conducted throughout the regions in recent weeks since the winners were selected on the basis of such

factors as financial need, academic performance, class ranking, scores on standardized tests, and involvement in school and extra-curricular activities.

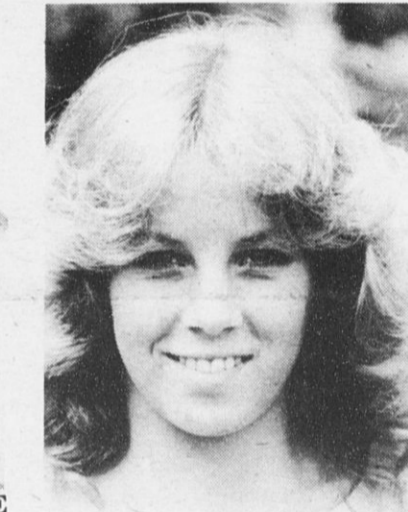
The Irving Flaumenbaum Scholarships consist of a one-time \$500 award to each of the 18 children of CSEA members. Shown here are nine of the winners at awards ceremonies. Photos of other winners will appear in a subsequent edition.



KAREN MACHNIAK is another winner from western New York. She is the daughter of Mildred Machniak of Tonawanda, a member of Buffalo State Employees Local 003.



TIMOTHY J. STRUBLE received his scholarship award recently from CSEA Western Region President Robert L. Latimer. Struble is the son of Geraldine Struble of West Seneca, a member of Erie county Local 815.



BONNIE GODSEY is also an award winner from Region 6. Her mother, Diane H. Godsey of Marion, is a member of Wayne County Local 859.

## Lewis County Local 825 has distributed \$13,200 in scholarship awards

LOWVILLE — When the Board of Directors of CSEA Lewis County Local 825 voted in 1976 to award one two-year scholarship of \$300, even the most optimistic among them would have been amazed to know what that decision would accomplish in less than 10 years.

From that modest start, a scholarship fund has grown to rival many programs throughout CSEA. Last month, with the naming of five 1984 award winners, Local 825 scholarships reached \$13,200, a level that merits the admiration and pride of all CSEA members.

James Freeman, president of Local 825, credits much of the program foresight to Fred Tabolt, former president, and other active members of the Local.

"The Board of Directors wanted to show our members that their dollars could be used wisely — for the future education of their children. We started with one \$300 scholarship and the program has grown to five awards of \$500 each this year," Freeman explained.

The 1984 award winners include: Susan Allen, daughter of David and LaVonne Allen, and a recent graduate of Beaver River Central School, who plans to attend Longwood College, in Virginia. LeVonne Allen is a Registered Nurse at Lewis County Hospital.

Jacqueline Archer, daughter of Robert and Elizabeth Archer, graduated last

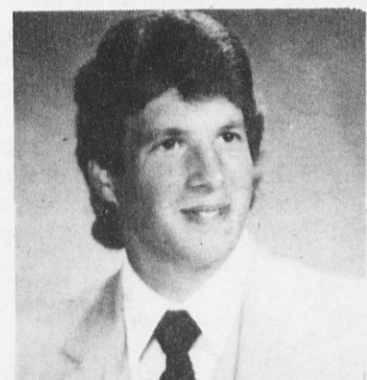
month from Lowville Academy and Central School. She hopes to continue her education at Canton ATC or Alfred University and become a medical laboratory technologist. Her mother is also employed at Lewis County General Hospital.

The third award went to Katrina Liendecker, a graduate of South Lewis Central School, and daughter of Paul and Catherine Liendecker. Katrina plans to major in psychology at SUNY Brockport. Catherine Liendecker is a Registered Nurse with the Lewis County Public Health Nursing Service.

Jeffrey Myers, son of Homer and Pauline Myers, completed his last two years of school at Eastern Mennonite High School. He is interested in music and business and plans to continue his education at Eastern Mennonite College. Pauline Myers is employed in the dietary department at the Lewis County General Hospital.

Local 825's fifth award went to Suzette Wooschlager, daughter of Lowaine and Dorothy Wooschlager. She is a graduate of Lowville Academy and Central School and plans to pursue a career in nursing after completing studies at SUNY Morrisville. Dorothy Wooschlager is employed as a bus driver for Lowville Academy and Central School District.

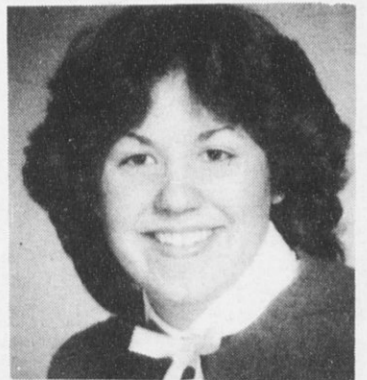
Commenting further about the 1984 awards Freeman added, "As president of Lewis County Local 825, I want to personally thank the scholarship committee for its dedication and effort. We owe each of them, and to CSEA officers who had the foresight to begin this worthwhile program in 1976, our deepest gratitude. By working together in the true spirit of unionism, I am certain we will continue to help deserving students with their future education and maintain a proud Local 825 tradition," he said.



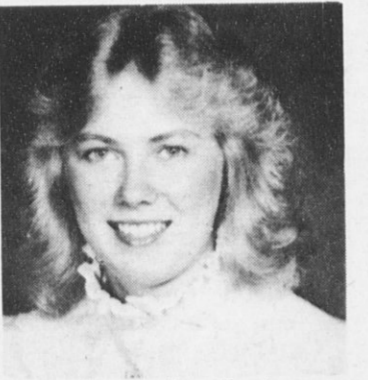
Jeffrey Myers



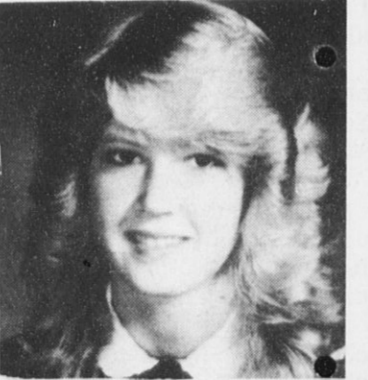
Suzette Wooschlager



Susan Allen



Jacqueline Archer



Katrina Liendecker

## Town of Yorktown Unit awards will assist students attending U of R and Cornell University

YORKTOWN — The Town of Yorktown Unit of Westchester County Local 860 has awarded two \$100 scholarships, it has been announced by Unit President Lawrence Greene.

The awards have gone to Laura Kozelouzek of Lakeland High School and Robin Lyons of Yorktown High School for their involvement in community work.

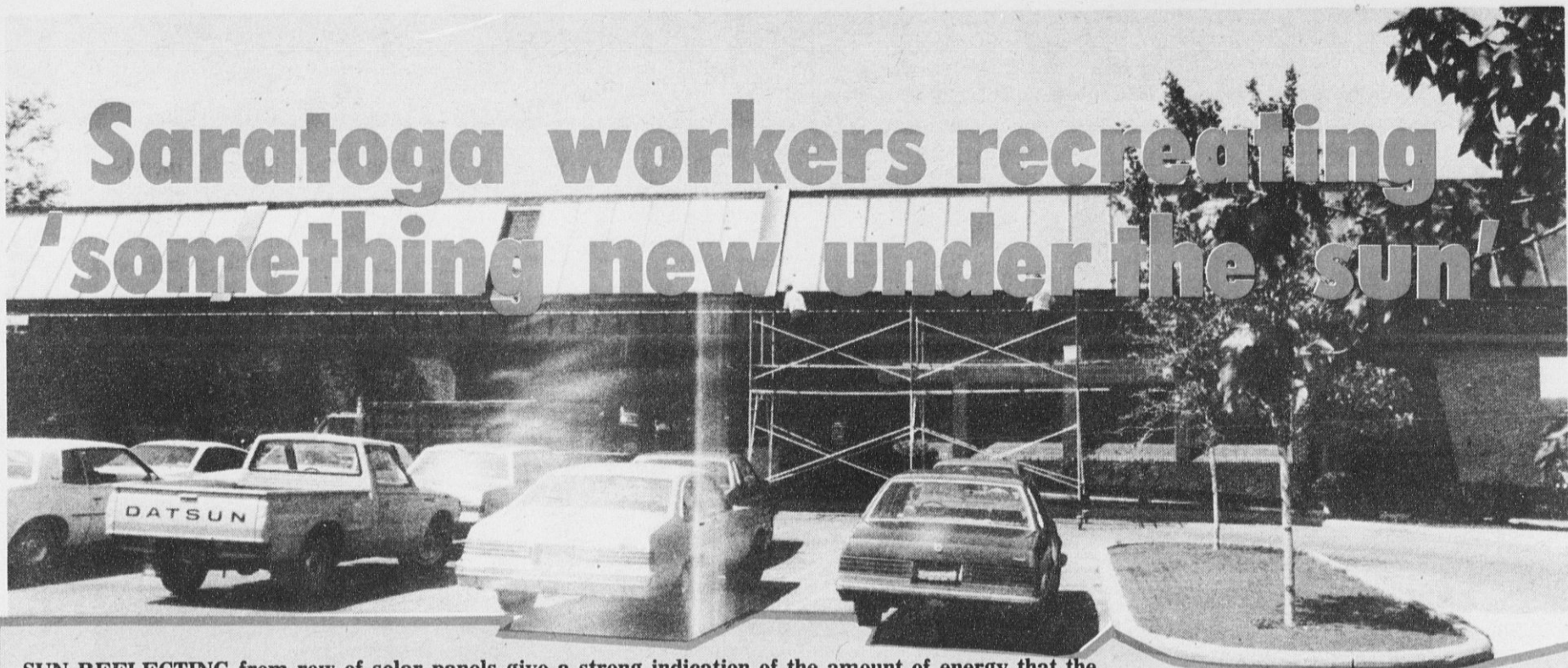
Laura, who is a member of her schools' senior class government and leadership group, helped to run a Halloween carnival last year for the Putnam Valley Department of Parks and Recreation and the school district. The \$500 which was raised was donated to Putnam Community Hospital.

A member of the National Honor Society and a volunteer tutor, Miss Kozelouzek plans to attend the University of Rochester, where she will major in engineering.

Miss Lyons, a member of the National Honor Society and co-captain of the varsity volleyball team, has worked as a volunteer at Northern Westchester Hospital for the past four years. She is also her school's yearbook events editor, and a member of the key club, the pep band and the student senate.

She plans to attend Cornell University, where she will major in engineering and computer science.

Greene said monies for the scholarships were raised through various fund-raising projects by members of the unit.



# Saratoga workers recreating 'something new under the sun'

**SUN REFLECTING** from row of solar panels give a strong indication of the amount of energy that the system was expected to produce. But the Saratoga County "solar" building system failed after a couple of years. Now, public employees are working to restore the system to operational status.

By Daniel X. Campbell  
CSEA Communications Associate

**BALLSTON SPA** — Saratoga County's "solar" building in the office building area may finally live up to its name, thanks to CSEA Local 846 members who are putting the "sol" back into "solar" and are saving tax dollars by doing the work themselves.

In 1979, in the middle of the national energy crisis, Saratoga County opened its "solar" building — a modern three level structure built to house several county departments, and supposedly to be heated, for the main part, free of charge by the sun.

Originally, the 140 solar absorber panels which cover the building's streamlined south facade were supposed to collect enough solar energy to heat the top two floors of the building, while a standard boiler provided heat to the basement and served as a back-up for the collector system should it ever fail.

But the best laid plans of private contractors apparently spring leaks, several leaks in fact. After less than two years of operation, the building became "solar" in name only.

This summer, members of the Saratoga County Public Works Department are using their skills to make the solar system operational once again. The workers are members of CSEA Saratoga County Local 846.

The matter of the failure of the system to operate correctly is in the courts, and no one would comment on the exact reasons for the system's various problems.

However, sources close to the project indicated that the absorber panels were coming apart internally, possibly due to the type of solder used in their initial construction and installation.

"The sun's heat melted the solder which was holding the water-filled copper tubing next to the absorber plate. When the tubes separated from the plate, the unit lost its collecting power," one source explained.

"We're basically rebuilding each panel from top to bottom," Fred Snyder, a county employee, said. Snyder and a few other county employees have spent the past several weeks soldering the units back together one-by-one.

"It's a piece-by-piece, unit-by-unit, tube-by-tube job," Tom McCall, foreman, said.

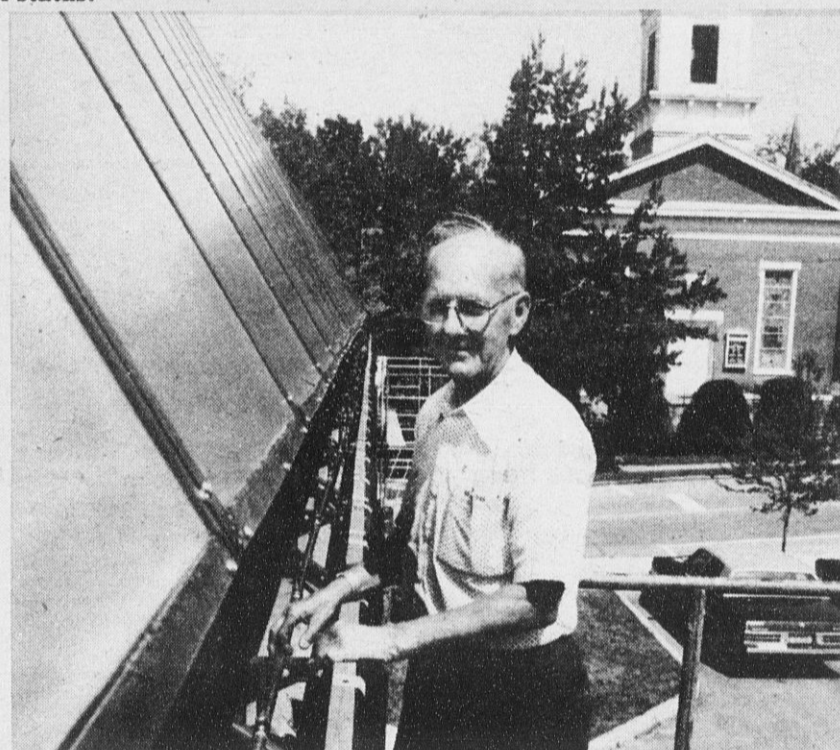
For the past few days, however, he and Snyder have been up in the air over the solar project. They have been working very carefully from a scaffolding platform 12 feet up in the air. This precarious work position has allowed them just enough room to solder the specially built draining pipe sections, 12, 15 and 18 feet in length, to the bottom drain tubes on each absorber panel. The drain tubes connect the whole collector system to a 5,000 gallon holding tank for the solar heated water. Gordon Derby, another worker, has been assisting from the ground.

"This (the drain connection) and the installation of the central control solar unit are the two major steps left in the project," McCall said.

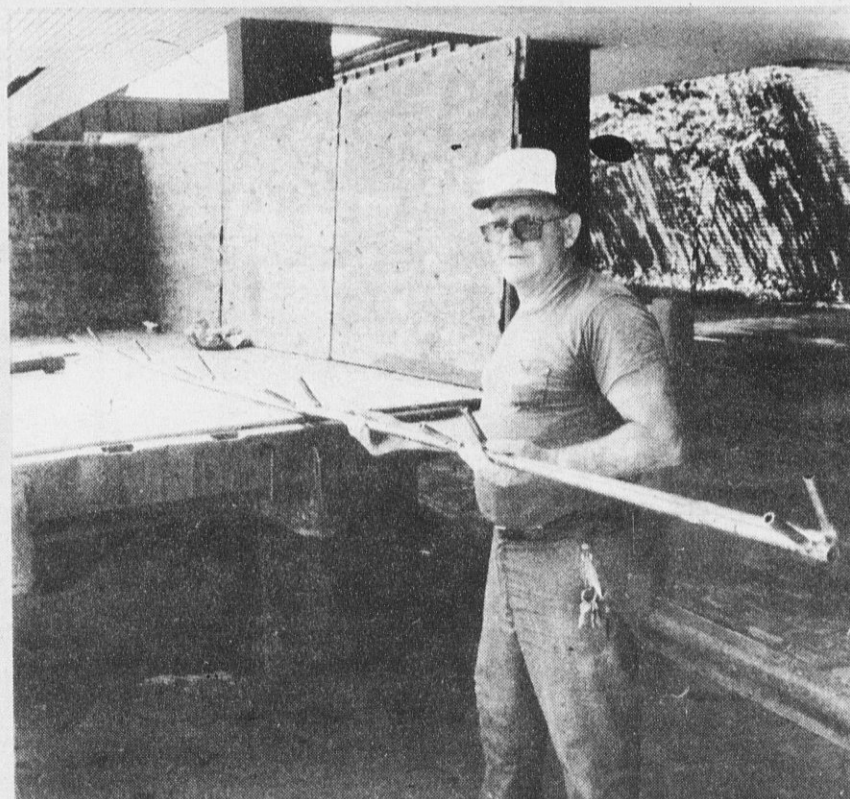
"Last year, a consultant with the Ballston Spa High School solar project came in and redid 28 of the units," Rick Gardner, another county worker involved in the renovation project, said. "This summer we've redone the remaining 112 panels and the internal operation system."

"The county's got to be saving money doing the job this way," McCall said. His claim was strongly supported by Saratoga County Public Works Commissioner Joseph Ritchney, who noted "We've already saved \$10,000 by not having to put the renovation project out for bid. Because of that alone, we didn't have to spend money to draw up plans, specs or buy ads to get bidders. We're also saving money based on the rates of our workers versus private contractor rates. We also have complete quality control over the project."

Saratoga County spent about \$8,000 last year for gas used to heat the three levels of the "solar" building. With the renovation project, the county expects to realize a 50 per cent savings in that area alone, plus perhaps \$2,000 annually in hot water heating costs.



**FRED SNYDER** installs drain pipes for the solar system panels on Saratoga County's "solar" building that didn't quite live up to its name. Now county workers are getting the system back to operational form.



**GORDON DARBY** puts finishing touches on some solar system drain pipes he helped construct as part of the restoration of the system in Saratoga County.

## CSEA works for us!



**GEORGE CLARK, Security Monitor  
Connetquot Central School District  
Suffolk Educational Local 870**

**"CSEA won a night differential grievance for me and the other security monitors here. We got a retroactive settlement that never would have happened without CSEA."**

## Schenectady white collar pact approved two-to-one

SCHENECTADY — After 10 months of bargaining, the members of the city of Schenectady CSEA white collar unit have approved a new three-year contract by a two-to-one margin.

The new pact features a 7 percent salary increase for the 250 workers in the first year, retroactive to Jan. 1, and 5 percent salary increases in each of the following years.

"We were trying to preserve what we have," Jack Parisi, president of the CSEA unit, said. "The city was trying to take away various items."

While protecting the majority of existing benefits for the current workforce, CSEA negotiated various improvements in the new agreement.

Longevity payments to workers with five, 10, 15 and 20 years of service to the city have been increased by \$25 in each year of the agreement.

Shift employees also will receive a differential. Second shift workers will receive an additional 15 cents per hour and third shift employees will benefit by a 20 cents per hour increase. If CSEA's sister union, AFSCME Local 1037, negotiates a higher differential rate for its blue collar members, the higher rate will be passed on to CSEA members also.

## DMNA workers' right to organize upheld again

ALBANY — The war is over and CSEA is victorious: civilian employees of the state Division of Military and Naval Affairs (DMNA) have won the right to union representation.

In a unanimous decision, state Appellate Court judges ruled that DMNA employees are "public employees and not in the organized militia and, therefore, are subject to the provisions of the Taylor Law." They explained "The Military Law makes separate references to the organized militia and to the civilian employees of the DMNA."

Ever since the employees first attempted to organize in 1982, the state has used every obstacle in an effort to stop them. DMNA has consistently argued that the civilians are not public employees and cannot be organized under the Taylor Law.

The argument has now been rejected four times — twice by the Public Employment Relations Board, once in state Supreme Court and on July 5 by the Appellate Division.

CSEA Attorney Pauline Rogers Kinsella reports the only way the state can now try to get the unanimous decision reversed is by seeking special permission to be heard by the Court of Appeals.

## AFL-CIO signing up voters for November elections

WASHINGTON — The AFL-CIO is mounting the "most massive" registration drive in labor history to ensure that several million more union members will be able to vote in November, the federation's Political Education Director John Perkins told reporters here.

The federation's goal is to have about 75 to 80 percent of its more than 13 million members registered by election time, Perkins said.

Perkins directs the Committee on Political Education (COPE), which works with the federation's affiliated unions to update its highly refined computerized voter lists. As unregistered members are identified, local unions will carry the responsibility of enrolling their own members since they

know them best, he said.

Perkins said labor's polls show that Walter Mondale is running about 20 points ahead of Reagan, about 55 to 35 percent, in union households.

Asked what Mondale can do to persuade union members who voted for Reagan in 1980 to vote Democratic this time, Perkins said Reagan already has done the persuading. Out of the 30 million people who have been hit by unemployment under Reagan, many have been union members, Perkins said.

The Democratic candidate must point out "all the misery and suffering" under Reagan and how "a lot of that suffering has not been necessary," Perkins said.

## TV series on how to take Civil Service test to air in August in Regions I, II, III

NEW YORK CITY — CSEA members in regions I, II and III will be able to view the Civil Service Test Preparation Project, a four-part video series designed for persons taking civil service tests. The series will be shown on television at 6 p.m. Aug. 3, 10, 17 and 24.

Part I, to be shown on Aug. 3, is "How to Take a Civil Service Exam." Part II, to be shown on Aug. 10 is "How to Prepare for an Oral Exam." The third installment, scheduled for Aug. 17, is Part II of the oral exam segment. The fourth installment is "How to Prepare for the Math Portion of a Civil Service Exam," to be shown on Aug. 24.

Members in Region I can view the series on UHF channel 31. Cable subscribers in Islip, Babylon and Suffolk County should tune in channel 24.

In Region II, members can tune in the series on UHF channel 31 or cable channel 3.

Region III residents who are cable subscribers should tune to the following channels:

In Westchester County: Group W Cable in Mt. Vernon, turn to cable channel 3; Adams Russell Cablevision, channel 16; Cablevision System Development Corp., Yonkers, channel 19; U-A Columbia Cablevision, channel 12. In Orange County, Orange County Cablevision Inc., Wallkill, channel 35; Warwick Cable TV Corp., channel 16.

All other members should check their local cable guides for stations that carry WNYC, channel 31.

Booklets to accompany the TV series are available to CSEA members at \$1.50 each, including postage, from CSEA's Education Department, 33 Elk St., Albany, N.Y. 12207. Non-members can obtain booklets from Cornell University at the same price and should write to the Cornell School of Industrial and Labor Relations, 112 State St., Albany, N.Y. 12207.

## **BILL ON GOVERNOR'S DESK**

# **In wake of tragic mishap on waterway Legislature OKs more canal monies**

By Charles McGeary  
CSEA Communications Associate

SYRACUSE — A CSEA-backed bill to provide \$650,000 for additional staff and maintenance of the state barge canal system easily passed both houses of the state Legislature recently and, at press time, was awaiting the governor's signature. But those funds will come too late for an elderly Syracuse couple whose boat recently struck an unmarked metal navigational stake imbedded in the bottom of the Seneca River section of the canal system.

Howard A. Badie, 68, was killed and his wife, Harriet, 70, was injured in the mishap. The accident occurred at about 8:30 at night recently when the couple's 14-foot fiberglass craft struck the unmarked stake used to designate the edge of the channel.

Until about two years ago, a state official said, lights were affixed to the stakes. The lights were removed to cut maintenance costs and replaced by reflectorized red cans, some of which have been destroyed or removed since. The unmarked stake involved in the Badie mishap is one of more than 1,000 navigational aids owned and maintained by the state Department of Transportation along the 524-mile state barge canal system.

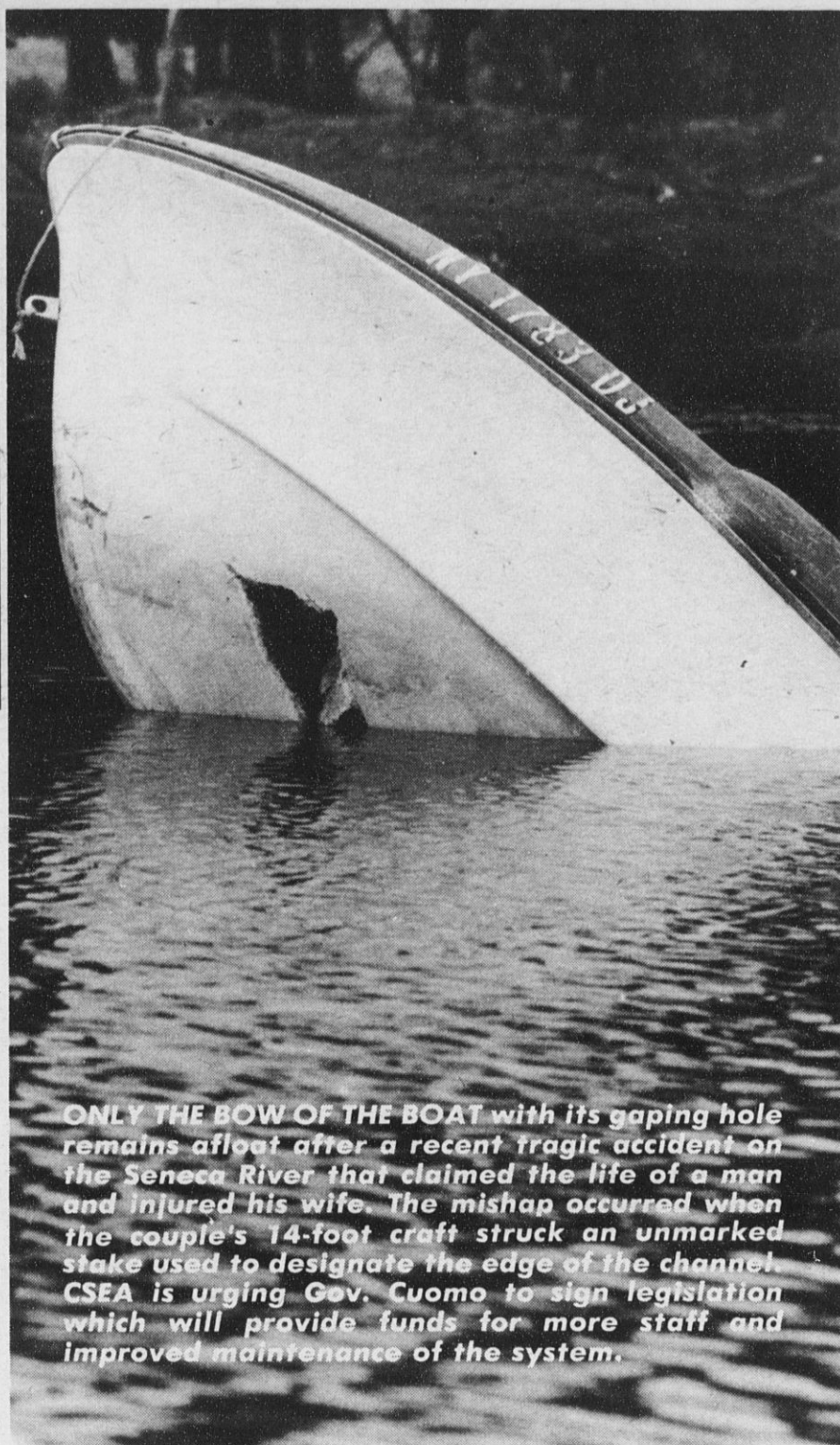
One unidentified state official said the maintenance budget has been cut in critical areas, making maintenance of the canal system more difficult.

Assistant Waterways Maintenance Engineer Richard Aldrich said his \$75,000 to \$100,000 maintenance budget for 1984 and his staff of 160 maintenance workers is half of what it was in the 1960s.

According to a newspaper statement, Aldrich was quoted as saying, "To maintain (the canal system) at any higher level is difficult. You have to understand that the canal system has very little importance compared to the highway system." Aldrich added that the waterways department must contend with "an awful lot of vandalism," including the frequent theft of navigational reflectors.

Each of the stake lights formerly used along the 235 miles of the system in the local region required eight lantern batteries a year ago and cost about \$5,000 a year to maintain, Aldrich said. He added the reflector on the stake the Badies' boat struck will be replaced.

John Jermano, statewide director of waterways maintenance, was also contacted after the accident. He remarked that the reflectors presently be-



**ONLY THE BOW OF THE BOAT with its gaping hole remains afloat after a recent tragic accident on the Seneca River that claimed the life of a man and injured his wife. The mishap occurred when the couple's 14-foot craft struck an unmarked stake used to designate the edge of the channel. CSEA is urging Gov. Cuomo to sign legislation which will provide funds for more staff and improved maintenance of the system.**

ing used are an "adequate" means of warning boaters. "The change from lights to reflectors was based on good information," he said.

Residents along the river and other boaters disagree with Jermano. Another boat was reported to have struck the same marker several weeks ago, but the lone boater was unhurt.

For nearly two years CSEA has conducted a hard-hitting campaign to "Save the Canal." This latest safety-related accident emphasizes the lack of adequate maintenance along the state waterway and why CSEA so strongly backed the bill awaiting the governor's signature.

## **Carmel contract ratified**

TOWN OF CARMEL — A recently ratified contract for 40 town employees who are members of Local 840 provides 14 percent in wage increases over the next two years.

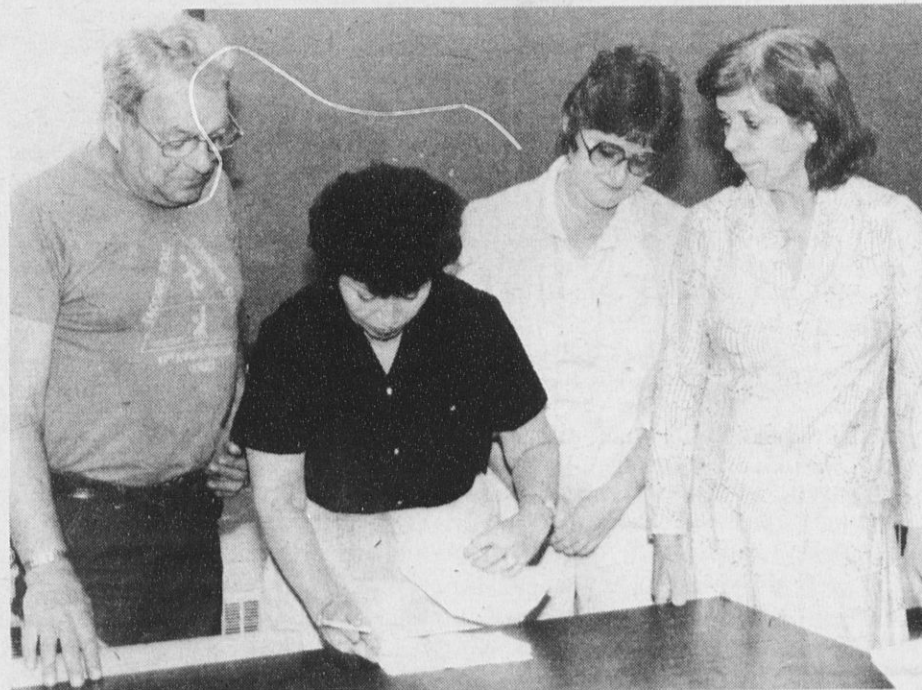
Region III Field Representative Diane Campion said the agreement provides for 7 percent wage boosts for each of the two years, increases in longevity and uniform allowance and decreases in the amount of service required to be eligible for vacation.

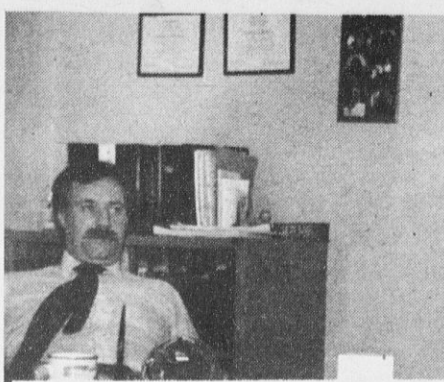
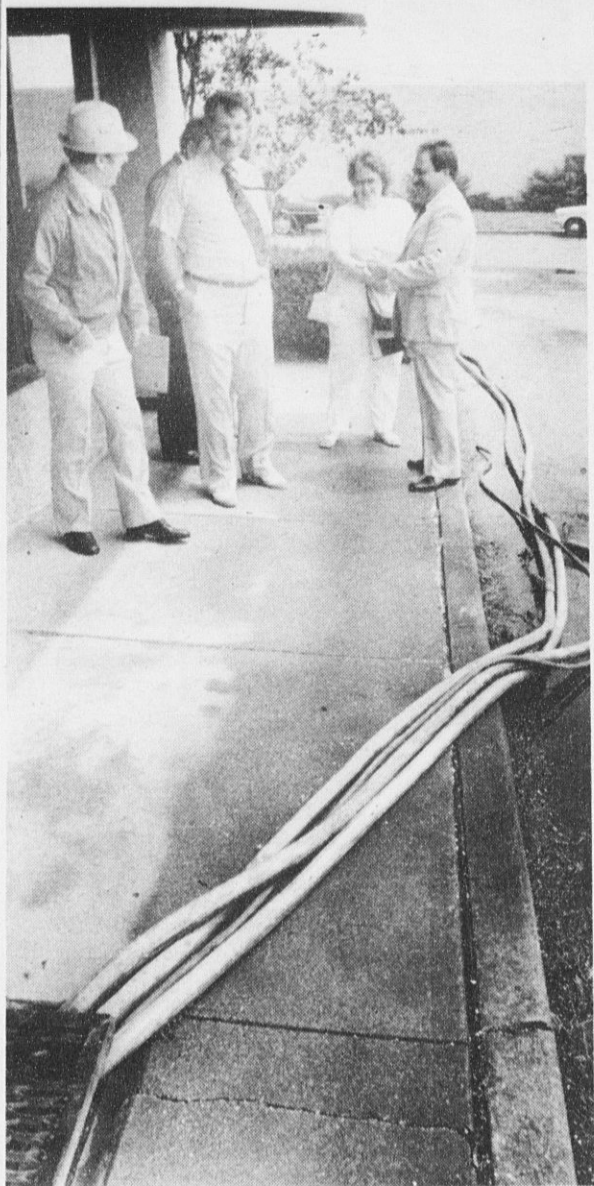
In addition, workers may now accumulate up to 75 days of sick leave this year and up to 90 days next year.

The new contract is retroactive to Jan. 1.

Members of the negotiating team included Unit President Peg Moore, John Nesbitt, Marge Agor, Charlie Yobak, Jerry Doyle and Tony Rendino.

**COUNT DOWN** — Town of Carmel Unit member Marge Agor counts the ballots following the ratification vote for a new two-year contract. Looking on are John Nesbitt, a member of the negotiating team, Field Representative Diane Campion and Unit President Peg Moore.





**DISCUSSING HAZARDS** at the Suffolk County Department of Social Services Babylon Center are Anne Muller, health and safety grievance committee, CSEA's DSS unit, center, and Local 852 Acting President Lynn Martins. Babylon Center Assistant Director Michael D. Jones listens.



**WATER WINDS ITS WAY** out of these hoses from the Babylon Center basement at the rate of 8,000 gallons an hour. Taking note of the situation is, from left, Jim Piersanti, Local 852, acting first vice president; Michael Jones, assistant director of the Center; Lynn Martins, Local 852 acting president; and Ron Minichiello, county staffer.



**TAKING STEPS** to assess the flooding problem are, from left, Ken Brotherton, CSEA occupational safety and health representative; Local 852 Acting First Vice President Jim Piersanti; Michael Jones, assistant director of Babylon Center; and Ron Minichiello, county staffer.

## **AT BABYLON CENTER: FLOODING PROBLEM BRINGS TORRENT OF OTHER HAZARDS**

By Joel Bruinooge

CSEA Communications Associate

BABYLON — CSEA Suffolk County Local 852 has warned the county that life-threatening hazards plaguing nearly 100 Department of Social Services workers at Babylon Center must be immediately corrected. Clients and CSEA members currently must climb the five-story building's stairs to conduct their business because nearly a foot of water in the center's basement has knocked out the elevator.

"I have told Department of Social Services Commissioner Anita Romano that the situation must be made safe for clients and our members immediately," said Local 852 Acting President Lynn Martins, "or the center's operations must be moved to a safe facility."

One CSEA member must climb the stairs to his office on the fifth floor every day. The man suffers a heart condition, says Shop Steward Beverly Delaney, and it takes him 20 minutes to complete the climb.

"If someone had a heart attack climbing the stairs, it would take precious minutes for emergency medical personnel to carry the

victim down the poorly lit stairway," said Delaney, who filed the grievance about the inoperable elevator.

"While the elevator is certainly the critical hazard in the building," pointed out Martins, "it is only one of many serious problems caused by the flooding. This is not a situation that can be solved by applying a band-aid."

"The elevator can't be fixed until the flooding is stopped. The flooding results from the area water table rising," Martins said. "I don't know if that problem can be solved. Presently, 8,000 gallons of water are being pumped out of the basement each hour without substantial drop in the water level."

Specialists say the stagnant water could create serious health problems, allowing mosquitoes and other insects to breed and possibly spread disease. The New York State Department of Environmental Conservation is treating the water periodically, but the water is being pumped so quickly that the effect is questionable, according to CSEA Occupational Safety and Health Representative Ken Brotherton.

During the heaviest rainfall the water

reached within inches of the building's electrical circuit boards. If the water reaches the circuit boards, the building's electrical system will fail.

The building also suffers from erratic air conditioning. This creates a health problem, because the building does not have an air exchange system. The air is recirculated, and by late afternoon the carbon dioxide level rises, reducing the oxygen to breathe.

The heating gas had to be shut off at the street, because the water rusted boiler valves in the basement. The building's boilers sit in the water.

Martins says other problems at the Babylon Center include bugs, leaks, torn carpets and the possibility of exterior brick facing falling.

Commissioner Romano told Martins the county will withhold rent if the landlord fails to correct the problems. Repairs were expected this week.

The union will inspect the building daily, and Brotherton will monitor the repairs.

"If the building is not made safe," said Martins, "our members must be moved to another facility that does not endanger them."

# Contractual rights violated at Creedmoor, officers charge

**'They have created horrible working conditions'**

By Ron Wofford  
CSEA Communication Associate

QUEENS VILLAGE — Labor/management relations at the Creedmoor Psychiatric Center have deteriorated to the point that "they can't get much worse," according to Local 406 officers and CSEA field staff.

"Management at Creedmoor has been totally ignoring CSEA's contractual rights, and has neglected its employees' and our members' dedication to their jobs," said Local President Mickey Cruz.

One of the most recent problems, Cruz said, was the closing of the secure unit at CPC without notification to CSEA or any attempt to negotiate the move.

Field Representative Marcia Schiowitz said an improper practice charge has been filed with the Public Employees Relations Board (PERB) regarding the secure unit's closing. This is in addition to a previously filed IP relating to movement of staff within Building 38 under the guise of opening and closing of an additional unit and a new policy directive that also was not negotiated with CSEA.

"We won't allow them to get away with these violations," vowed Cruz, charging several successive CPC administrations with harassment and threats against employees at the facility.

"They have created horrible working conditions for the staff, which only naturally, is going to have adverse, or less than optimum effect on the clients," Cruz continued. "How can they expect to get the highest productivity out of employees who know they are being unfairly treated, harassed and disciplined?" "The bottom line is that management is seeking to obtain productivi-

ty through harassment and threats of disciplinary action rather than the team concept and any form of positive reinforcement."

Cruz and Schiowitz said several management teams have continued tactics that have made labor/management relations "absolutely deplorable."

Cruz said the large majority of his fellow employees have shown a willingness to do their job

*'How can they expect to get the highest productivity out of employees who know they are being unfairly treated, harassed and disciplined?'*

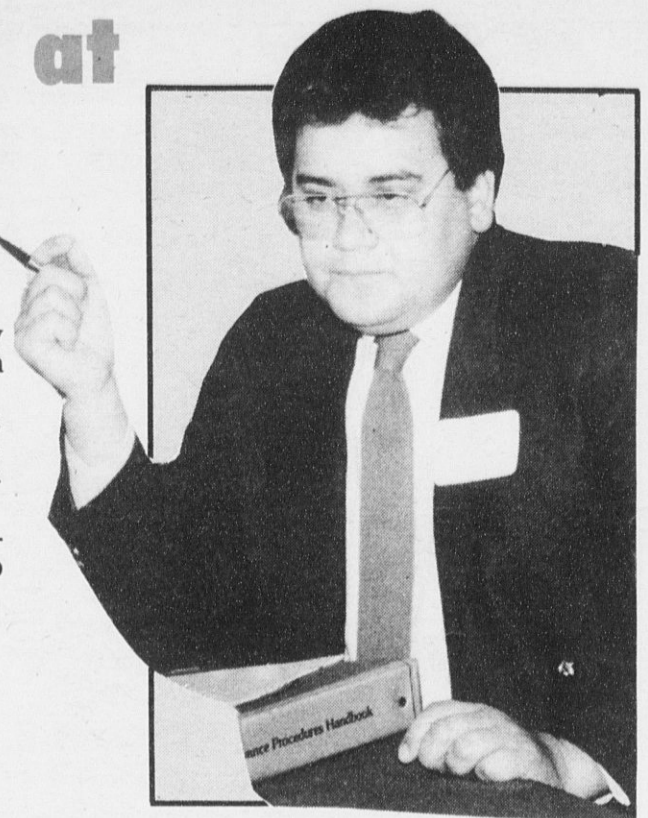
— Mickey Cruz

"at the highest level, but management seems to want to create confrontation, instead of improving the labor/management situation.

"The team concept that used to include the MHTA along with the doctor, nurse and other specialists has been thrown out the window, and the client, once again, is suffering for it," he said.

Cruz noted management has threatened to deny employees promotional opportunities if they did not pass the medication certification examination after two unsuccessful attempts.

Schiowitz said the facility's actions constitute a change in terms and conditions of employment, and are subject to impact negotiation before such a move is made. "They think they can operate under their own rules rather than those dedicated by law and contract governing the state and CSEA," she said.



**MICKEY CRUZ ... 'Management seems to want to create confrontation instead of improving the labor/management situation.'**

According to Cruz, management has taken the time-worn tactic of saying, 'file a grievance,' whenever there are complaints about their failure to live up to the terms of the agreement.

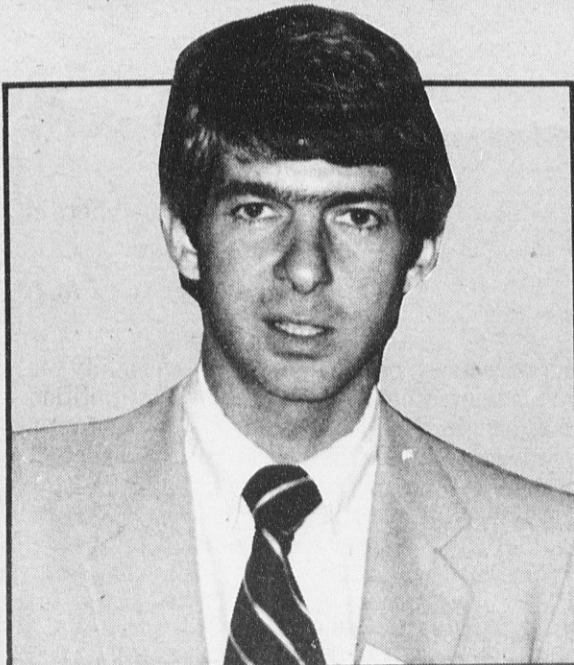
"It's not the everyday problem we have here," he said. "And the only way I see the situation improving is for the Office of Mental health to get their act together and appoint an administrative staff that cares, and understands what a collective bargaining agreement and labor relations are all about. It's a contract, and they have to live up to it whether they like it or not."

Cruz urges all his fellow Creedmoor co-workers to call Local 406 officers to register any complaints regarding these matters so that we will "be united in fighting management's unjust practices."

## Basic skills vital to enhancing job opportunities

ALBANY — "Do your homework" is the advice experts are now giving workers who expect to find a secure place in tomorrow's job market.

Educators are now warning that many jobs now being created by technological developments and



**TOM QUIMBY ... 'Even high school grads in the workforce do not have adequate basic skills ... in reading, math, science, reasoning and speaking.'**

by the shift away from a manufacturing economy will require higher skills of language and math skills than many workers now possess.

Tom Quimby, director of CSEA/LEAP (Labor Education Action Program), points to recent federal studies that suggest today's workers would be wise to return to the classroom.

"People often get the wrong idea when we talk about 'literacy,'" Quimby explains. "A functionally literate person is someone who has the essential knowledge and skills to perform effectively in daily situations. These skills include reading, writing, and basic arithmetic and problem-solving capabilities."

Under this definition, he points out, approximately 26 million people in the U.S. are functionally illiterate, and an additional 46 million persons are not functioning proficiently.

U.S. Department of Labor analysts estimate that more than half the nation's eight million unemployed lack the basic skills that would enable employers to train them for jobs that will open up in the next few years.

There is a direct link between education level and earnings, Quimby emphasizes. Americans who do not finish high school have only two-thirds the lifetime earning capacity as those who graduate. Those who do not complete grade school can expect to earn only half the amount earned by high school grads.

"Whether or not you get the diploma is not the only factor," Quimby explains. "We're seeing studies showing that even high school grads in the

workforce do not have adequate basic skills. They don't have the abilities in reading, math, science, reasoning and speaking that are required in some many job situations today."

Help is available to CSEA members who fear their basic skills will not meet the challenge of tomorrow's job market. One source of that help is LEAP, a joint CSEA/New York state effort funded under the Administrative, Institutional and Operational bargaining unit agreements.

"The range of educational programs we offer is wide, and all our programs are tuition-free to individuals in these bargaining units," Quimby says.

"LEAP instructors have designed programs for adults with basic skills at the third to fifth grade level, and have helped members make remarkable progress. We also offer an outstanding program to help members get their high school equivalency certificates.

"Plus there are hundreds of courses designed to help you improve your job skills, learn something new, or get that next promotion. These can range anywhere from brushing up your shorthand to getting a start on college," he said.

Members in the ASU, ISU or OSU bargaining units who want more information about these tuition-free education programs, many of which are offered at sites convenient to work locations, should contact LEAP at 488 Broadway, Room 518, Albany, N.Y. 12207. Or phone (518) 434-8151. Information is also available through state agency personnel offices.

## Suffolk retirees get-together



SUFFOLK COUNTY RETIREES LOCAL 920 members held their annual dinner-dance June 18. Pictured above at the affair are, front row, from left: Bob Specht, Hilda Runz, Herb Raeth, John Drazan, Emma Kennedy, Mike Murphy and Louise Reinecke. Second row, from left: Michael Considine, Joe Aiello, CSEA Field Representative Nick Pollicino, George Quinlan, Frank Gabreluk, and Local President Ed Holland.

## Region IV Family Day set for Heritage Park

ALBANY — The CSEA Capital Region is sponsoring its Second Annual Family Day at Heritage Park here Aug. 19 at 7:30 p.m. Rain date will be Aug. 20 at 7:30 p.m. The baseball game will feature the Glens Falls White Sox vs. the Albany-Colonie A's.

Tickets for adults are \$2.75, children \$1.75. For ticket information call Joe Ross at 372-6904 or March Donnini, after 5 p.m., at 237-1865. The general public is invited to attend.



### OFFICIAL PETITION FORMS DEADLINE SEPT. 10

# Nominations open to fill 2 Board of Directors seats

## **Dutchess Co. Educational Representative to Local Government Committee**

ALBANY — Nominations are now open to fill the position of Dutchess County Educational Representative to CSEA's Local Government Executive Committee. Members of Dutchess Educational Local 867 will participate in the special election to fill this vacancy on the union's statewide Board of Directors.

Greg Szurnicki, chairman of CSEA's Election Procedures Committee, announced that members of the local wishing to seek the Board seat must submit an official nominating form to the Local Nominating Committee by Aug. 14. Nominating forms are now available from the local.

To be eligible, prospective candidates must have been members in good standing since Feb. 1.

Members of the Local Nominating Committee will meet Aug. 16 to name candidates.

Under CSEA election procedures, candidates may also qualify for ballot position by independent nominating petition. Official petition forms are now available from the local, and completed forms must be received at CSEA headquarters by the close of business Sept. 10.

Independent nominating petitions should be returned to the CSEA Membership Department, Box 7125 Capitol Station, Albany, NY 12224.

The election schedule calls for: drawing for ballot positions to be conducted at CSEA headquarters Sept. 15; ballots to be mailed Sept. 20; replacement ballots to be available beginning Sept. 27; completed ballots to be returned to headquarters by noon, Oct. 11; and ballots to be counted Oct. 11.

Those eligible to vote in the election must be members in good standing as of Aug. 5.

## **Region II Mental Hygiene Representative to State Executive Committee**

ALBANY — Nominations are now open to fill the position of Region II Mental Hygiene representative to the State Executive Committee. Members of OMH and OMRDD locals in the Metropolitan Region will participate in the special election to fill this vacancy on the union's statewide Board of Directors.

Greg Szurnicki, chairman of CSEA's Election Procedures Committee, announced that CSEA members wishing to seek the office must submit an official nominating form to CSEA Headquarters by Aug. 14. Nominating forms are now available from presidents of the locals involved.

To be eligible, prospective candidates must have been members in good standing since Feb. 1.

Members of the Statewide Nominating Committee will meet Aug. 16 to name candidates.

Under CSEA election procedures, candidates may also qualify for ballot position by independent nominating petition. Official petition forms are now available from the Region II Office, and completed forms must be received at CSEA headquarters by the close of business Sept. 10.

Both nominating forms and nominating petitions should be returned to the CSEA Membership Department, Box 7125 Capitol Station, Albany, NY 12224.

The election schedule calls for: drawings for ballot position to be conducted at CSEA headquarters Sept. 15; ballots to be mailed Sept. 20; replacement ballots to be available beginning Sept. 27; completed ballots to be returned by noon, Oct. 11; and ballots to be counted Oct. 11.

Those eligible to vote in the election must be members in good standing as of Aug. 5.





## Board of Directors

## Meeting highlights

**EDITOR'S NOTE:** Several committees issue reports for consideration by members of CSEA's Board of Directors when the Board conducts its periodic meetings. Following is the verbatim report of the Directors' Charter Committee presented to the Board at its July 12, 1984 meeting in Albany.

### REPORT OF THE DIRECTORS' CHARTER COMMITTEE TO THE BOARD OF DIRECTORS July 12, 1984

The Directors' Charter Committee met on July 11, 1984 at the Americana Inn, Albany, New York. The following Committee members were in attendance: Marjorie Coggeshall, Richard Reno, Joel Schwartz, William McMahon, Chair JoAnn Lowe, Kathryn Sadlemire and John Lowery.

Absent Committee members were Victor Marr, Harold Ryan, Cindy Egan, and Flo Trippi.

After due deliberation the Committee recommends as follows:

1. Article III of the Local Constitution be amended by adding a new Section to be numbered Section 2 and to read as follows:

*Section 2. A person becomes a member of CSEA when a membership application has been processed by CSEA Headquarters and actual payment of membership dues is deducted or received or notice thereof is received by CSEA.*

A number of issues have arisen recently concerning the question of when a person becomes a CSEA member. A recent example involved a number of individuals appearing at CSEA Headquarters with membership applications and membership dues. It is important that the Constitution specify the date on which CSEA membership begins. Obviously, Headquarters must have time to process the membership applications. Processing includes such things as entering by the data entry section. A second criteria involves the actual receipt of membership dues. A problem arises because frequently an employer may begin making the deduction, but CSEA will not know of this until a number of weeks later. It is essential for election purposes that CSEA know the date that membership became effective. The suggested language would allow a member whose dues have actually been deducted by an employer but whose

employer has not yet notified CSEA of this to bring in his pay stub to CSEA to show them that indeed the dues deduction has taken place so that the person can be considered a member.

2. That a new Article XI be created for the Local Constitution to read as follows:

#### ARTICLE XI AGREEMENTS

*Section 1. No local or local officer may enter into any agreement with any employer for a payroll deduction authorization (except for CSEA membership dues, agency fee deductions, or CSEA, Inc. sponsored programs) unless said local or local officer has received a prior written individual authorization from the Board of Directors of the Civil Service Employees Association, Inc.*

*Section 2. Those eligible to participate in a contract ratification vote must be members in good standing 30 days prior to the date the ratification vote is held.*

A number of recent problems have also arisen with regard to payroll deduction authorizations entered into by locals or units without authorization of CSEA. In a particular case, a Deputy Sheriff's Association was permitted a membership dues deduction. The same group then turned around and used the membership dues which they had been given to petition PERB and challenge CSEA for representation rights for employees. Additionally, we have had problems where "sunshine funds" were created with no guidelines for control of them. We have also experienced problems with unauthorized insurance plans being put into effect without the authorization of CSEA.

The Charter Committee received some suggested language from Board Member Thomas Jefferson, which language the Committee considered. One of the things that Mr. Jefferson suggested would be that this language not have retroactive affect. It is not the intent of the Charter Committee that this language, if adopted, have retroactive effect. This language would take effect if approved by the Board of Directors, and would only be effective from that day forward for agreements entered into subsequent to the effective date of the acceptance of the Article.

The intent of new Section 2 is to once again avoid a situation whereby people who had not been members, the day before a contract ratification vote, attempt to become members solely for the purpose of voting in the ratification vote and then cease their

membership immediately thereafter. The language "members in good standing" relates to the current language contained in an asterisk to the Local Constitution which states that a member in good standing is a member whose dues are not delinquent and who is not currently serving a disciplinary penalty imposed by the Judicial Board of CSEA. The penalty imposed by the Judicial Board would have to specifically include a person not being eligible to vote or language indicating that the person is hereby held not to be a member in good standing for a certain period of time in order for this language to be able to prohibit a person from voting. A one time reprimand issued by the Judicial Board without any language indicating a denial of the right to vote would not prohibit an individual from voting under this Section, since that person would not currently be serving a disciplinary penalty imposed by the Judicial Board.

3. After due deliberation the Committee recommends that a new Article XI be created for the Unit Constitution to read as follows:

#### ARTICLE XI AGREEMENTS

*Section 1. No unit or unit officer may enter into any agreement with any employer for a payroll deduction authorization (except for CSEA membership dues, agency fee deductions, or CSEA, Inc. sponsored programs) unless said unit or unit officer has received a prior written individual authorization from the Board of Directors of the Civil Service Employees Association, Inc.*

*Section 2. Those eligible to participate in a contract ratification vote must be members in good standing 30 days prior to the date the ratification vote is held.*

The Committee also recommends that the remaining Articles of the Local and Unit Constitution be renumbered consecutively.

4. That the request for the Schenectady County Retirees to be separated from the Capital District Local and be issued their own charter be granted.

5. That Local 626 (FSA Binghamton) be dissolved.

6. That the name of the Livingston County Retirees Local be changed to the Livingston Wyoming County Retirees Local 922.

Respectfully submitted,  
DIRECTORS' CHARTER COMMITTEE



### EAP AGREEMENT

**FOR HIGHER ED** — Dr. Dolores E. Cross, seated right, signs an Employee Assistance Program (EAP) agreement covering employees of the Higher Education Service Corporation. Dr. Cross is HESC president. About to sign another copy of the agreement is Patrick Hale Jr., seated left, president of Higher Education CSEA Local 667. Smiling broadly between the two is statewide EAP Representative Peter Nardiello. Also on hand to witness the ceremony were, standing from left, Local 667 First Vice President Beatrice Verleger, Local 667 Secretary Elizabeth Habiak and Local 667 Second Vice President Thomas R. Hebert.

### IP resolved at N.Y. Psychiatric Institute

**NEW YORK CITY** — CSEA has reaffirmed its right to file grievances at the New York State Psychiatric Institute.

The union, according to Field Representative Marcia Schiowitz, initially filed an improper practice charge claiming management interference during the processing of grievances. A March 13 incident was cited during which the institute's director of human resources management, Joseph Borgovini, told CSEA Local 419 Grievance Chairwoman Maxine Prince that he was "tired of her behavior."

The matter was resolved at a June 14 hearing.

CSEA agreed to withdraw the IP based on a letter from Administrative Law Judge Monte Klein to both parties which reaffirms the union's right "to file grievances free from interference, restraint, coercion or threat from the employer." He also added, "It is expected that the CSEA will continue to preserve its right under the collective bargaining agreement and that it will be permitted to do so without any interference, restraint, or coercion by the state."

# An appetite for learning: Members sample potpourri of course

## Labor College has special courses for NYC members

NEW YORK CITY — A college with courses especially designed for working people — CSEA members — is now accepting applications for the fall semester under auspices of the Center for Labor Studies of Empire State College.

The CSEA Metropolitan Region II College Program, which began in January, offers members "the knowledge and tools to fight for our rights on the job, and meet the many social and political challenges that we face as public employees," said George Boncoraglio, Region II president.

The program, developed by Empire State's Labor College faculty members after intense conferencing with Region II members and leadership, seeks to meet the educational aspirations and job demands of CSEA members.

The degree program of Empire State College offers a solid background in the social sciences, with a special trade union orientation, but five courses are the direct result of consulting between CSEA and the Center for Labor Studies.

"Introduction to Computers" offers students a chance to learn how to operate computers. The course carries four credit hours and will be held on Tuesdays from 6 to 9:15 p.m.

"Work and Contemporary Social Issues" focuses on social institutions and social change. The four-credit course will meet on Wednesdays from 6 to 9:15 p.m.

"Principles of Writing" develops and hones writing skills needed to structure, write and edit reports, briefs and newspaper articles. This is a four-credit course.

"Stress and the Changing Workplace," a two-credit course, examines stress as a personal and organizational union issue.



REGION II PRESIDENT George Boncoraglio, seated, and Professor Charles Lynch of the Empire State College Center for Labor Studies go over the curriculum for the Region II fall program.

A special course for local union leaders and executive board members, "Contemporary Bargaining Relationship," examines bargaining in the new era of multinational conglomerates and fiscal crises in government. The four-credit course also analyzes current public and private sector union relationships.

Tuition is \$190 for four-credit courses and \$97.50 for two-credit courses. Payment is required in advance, but most state CSEA members may request reimbursement by filling out the proper forms in advance. They are available at the Region II office. Some courses may be covered by the Labor Education Action Program as well, for those who applied before the July 18 deadline.

The Center for Labor Studies was founded in 1971 to meet the needs of working adults.

CSEA members Norma Walker and Margaret McPartlan recently talked about their experiences with the school. Walker, a payroll supervisor in the Office of Court Administration, praised the writing course for "helping broaden my insights and improve my grammar and paragraph structure." McPartlan, a senior employment clerk with the Department of Labor, was happy to enroll with fellow CSEA members because "we share similar interests and concerns in a friendly environment."

Registration for the Labor College courses will be held Sept. 4-7, from 10 a.m. to 6 p.m. at Empire State College, 300 W. 42 St. For information, call (212) 279-7380, and ask for professors Charles Lynch or Elana Michelson. The Region II office, (212) 514-9200, will also provide assistance.

## 22 complete women's studies in Region II

NEW YORK CITY — A comprehensive college credit program for women working in public service jobs has graduated its first class in the New York City area with 22 CSEA Region II members receiving award certificates.

Applications for the fall semester are now being accepted for the Public Service Women's Studies program of the Institute for Women and Work, sponsored by the New York State School of Labor and Industrial Relations at Cornell University.

The six-subject course, which offers nine undergraduate college credits from Cornell University and a completion certificate, was made available in New York after many requests, following growing popularity with the Albany program which began in 1978, according to Anne Nelson, director of the program.

Courses are being offered in effective writing and interpersonal relations in the fall term; oral communications and organizational behavior in the winter;

and mathematics and basic principles of management in the spring.

"The courses have been carefully designed and tested to increase those skills which are most needed for upward mobility," Nelson said.

She said the course is open to any woman who has completed the third grade of school, has the necessary motivation for growth and the ability to do six hours of homework a week.

The Region II members of the inaugural New York City class are: Catherine Badner, Maria Bezares, Irene S. Cooper, Sue M. Cooper-Sims, Joyce E. Davenport, Lucia Diaz, Romona R. Doss, Florence E. Ford, Yvonne Louise James, Louise Joseph-Pauline Louise K. Miller.

Also, Isadora D. Morton, Cleo Nealious, Rispah B. Newkirt, Marie Peters, Dorothea Petersen, Barbara I. Ridley, Nicolina Spinelli, Doris E. Stout, Violeta Swift, Marie Vuono and Sylvia T. Williams.

Florence Ford was selected by her fellow graduates to speak at the graduation ceremony, which was also addressed by Noreen Connell, assistant commissioner of the state Department of Labor, and Lois Gray, associate dean, NYSSLIR.

Director Nelson said the classes will be held on Thursday evenings, from 5:30 p.m. to 8:50 p.m. at the Cornell facility located at 15 E.26 St. Classes will begin Sept. 20. Further information can be obtained by phone at (212) 340-2800. The program qualifies for state tuition aid.

## Carr to graduates: 'The fight is not over'

ALBANY — "We must prepare ourselves, as you have done, to be ready when that opportunity comes to move up the career ladder," CSEA Secretary Irene Carr told the 34 women from 19 state agencies who recently completed the year-long Public Service Women's Studies program.

The program is conducted by Cornell University's New York State School of Industrial and Labor Relations.

In delivering the address to the Albany-area graduates, Carr emphasized the important role women have played in labor history, dating to the early 19th century.

Describing their intolerable working conditions

and struggles by early organizations of women workers to achieve labor reforms, Carr said: "They fought for us, for the working conditions that we now enjoy. And the fight is not over. We owe a debt to them and to ourselves to carry on the struggle until women are seen — and until we see ourselves — as workers deserving of equality: equality of opportunity, equality of pay, equality of benefits.

"We have to demand that our needs as workers be met so that both women and men can fulfill job and family obligations without sacrifice to either," Carr concluded. "You must help do that, not only for yourselves, but for those who come after."

# YEARS OF ACTIVISM COMMON TRAIT OF NEWEST REGIONAL PRESIDENTS

## GEORGE BONCORAGLIO

*METROPOLITAN  
REGION II*

By Ron Wofford

CSEA Communications Associate

NEW YORK — When George Boncoraglio first called on CSEA to assist him in saving his job 11 years ago, he didn't realize his subsequent involvement in his union would lead to his recent election as Region II president.

But, after having been elected president of his local three times, and serving on numerous local, regional and statewide committees, and "fighting for our members," the youthful union activist feels "ready to meet the challenge."

"It's really a good feeling to know that my fellow members showed enough confidence to feel that I could lead in a positive direction regarding our mutual concerns," said Boncoraglio, "and I'm going to do everything in my power to live up to that confidence."

Right now, the young man who began as a stores clerk at South Beach Psychiatric Center is familiarizing himself with the numerous committees and appointments that have become his responsibility, along with many others.

"I was lucky to serve on many committees, myself, so I have an idea of what is required to be a positive addition to most of our committee efforts," he said.

Some of those committees include the charter committee that helped form, organize and charter Local 446 at SBPC, regional political action committee, budget committees, grievance committees, affirmative action, human rights, safe-

ty and statewide labor-management committees, as well as the institutional statewide negotiating committee, which he co-chaired in 1982.

"Now that I'm region president, I won't be on the upcoming state negotiating committee, and I'll really miss it. But I know our regional representatives will give their best, as will all our committee members."

Boncoraglio, who for the last eight years worked as a mental hygiene therapy aide at SBPC, was also a motor vehicle operator after starting out as a stores clerk. It was as a stores clerk that he remembers his first "run-in" with management.

"They wanted me to lug a huge refrigerator up several flights of stairs, on a small unsafe dolly, with no retaining strap or assistance," he recalled. "I refused, citing the unsafe conditions, and they tried to fire me. I called on CSEA, and they were quite helpful in helping me retain my job. And I've been a CSEA member and activist ever since."

"I feel I have a true grassroots commitment to the members of CSEA," he says, "and my long years of experience as a CSEA union activist and as an employee of the state Mental Hygiene system have given me the background needed to do the best job in behalf of CSEA members." Calling his election a mandate to fulfill his campaign promises, Boncoraglio pledged his "best efforts and sincerity."

"And," he concluded, "my office is open to any of our members who have problems, or want to join in the quest for union progress."



*'I feel I have a true grassroots commitment to the members of CSEA...'*

## PAT MASCIOLI

*SOUTHERN  
REGION III*

By Stanley Hornak  
CSEA Communications Associate

FISHKILL — The people of CSEA's Southern Region know Pat Mascioli well. His landslide election as regional president did not surprise them. He earned it.

Mascioli, who sought the office because "Ray O'Connor (past president) was an absentee leader," plans to work "as hard as ever" in the new post. It's the way he operates.

The veteran Westchester County employee believes in service. As a union activist, he is a major influence in CSEA. As a community leader, his voice is heard in both the political life of his hometown, Yonkers, and beyond.

Yet he remains a man with the common touch, someone who never forgets a birthday, always remembers a "thank you," and always willing to go out and hear the membership.

Mascioli's past reads like a who's who of the Southern Region. He served six years as president of the 5,000-member Westchester County unit and later moved up to Westchester County Local 860 president. In 1981, he easily won election as

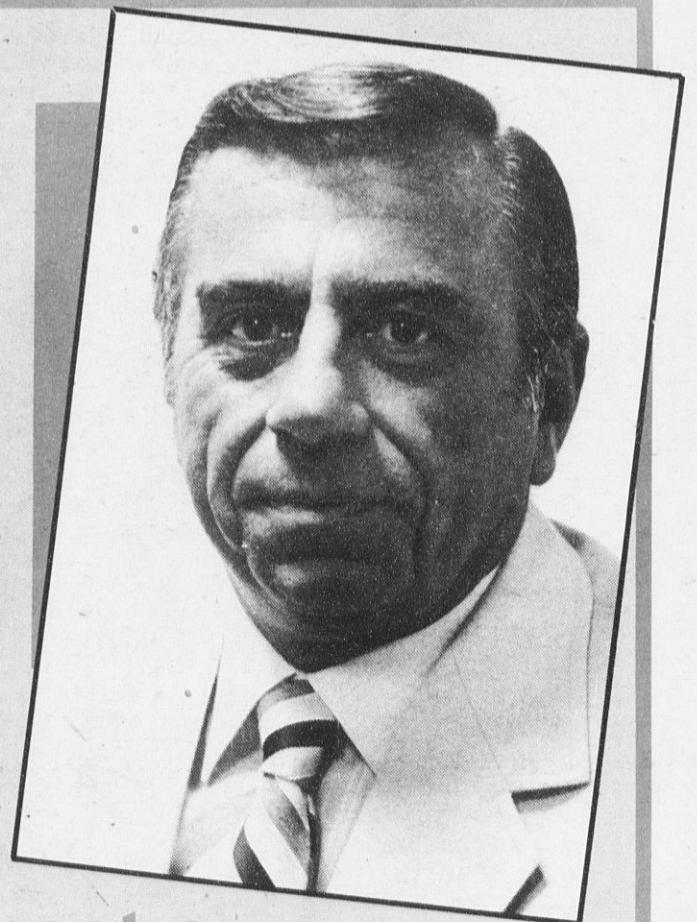
Southern Region first vice president. He has also been the top vote-getter in AFSCME delegate elections.

At the same time, he serves as a City of Yonkers Human Rights commissioner, a member of the Enrico Fermi Scholarship Fund, and a command sergeant major in the Army Reserve. He is also active in the United Way and is a regular volunteer in the Cancer Society's annual fund-raising "Daffodil Drive."

Mascioli, who stays fit by jogging, finds the exercise "symbolic." He is always "on the run" and has acquired a reputation as "Mr. Demonstration."

When Greyhound bus drivers were on strike, he was there. When CSEA scholarships were awarded, he was there. When a state Senate budget committee held a hearing, he was there. When state employees did informational picketing to protest proposed layoffs, he was there. When a fiscal crisis nearly closed the Yonkers City school district, he was there.

Pat Mascioli says "from now on, the people of the Southern Region can expect a regional president who will be there."



*'...the southern region can expect a president who will be there.'*