

**The**

# Public SECTOR

Official Publication of The Civil Service Employees Association Local 1000, American Federation of State, County and Municipal Employees AFL-CIO.



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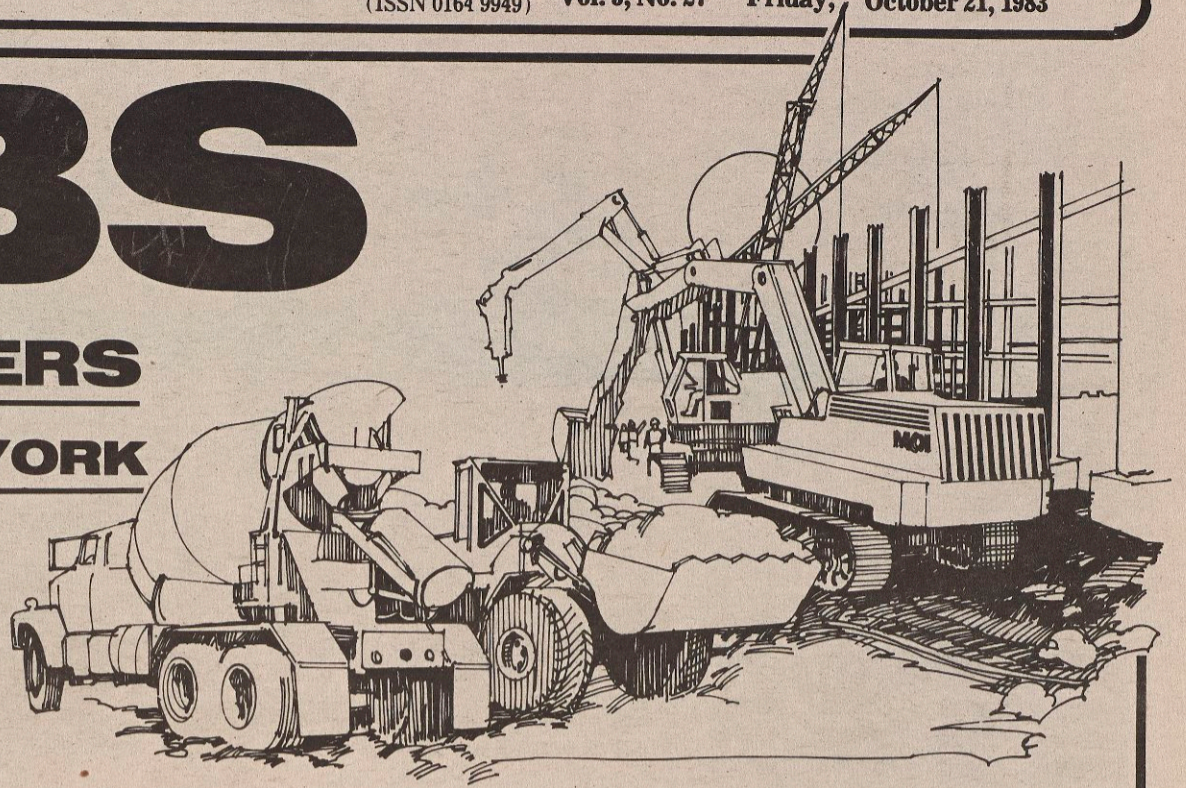
Friday, October 21, 1983

# JOBS

**FOR NEW YORKERS**

**LET'S REBUILD NEW YORK**

**VOTE 'YES'  
NOVEMBER 8  
PROPOSITION ONE**



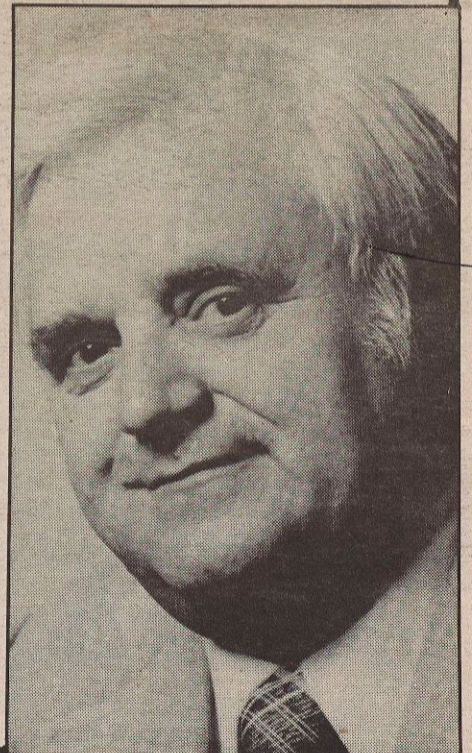
# A BARGAIN AT PENNY A DAY

The "Rebuild New York Bond Issue," Proposition One on the November 8 election ballots, will cost less than a penny a day per person while restoring safety and efficiency to the state's highways, waterways and public transportation systems. And, as an added bonus, it will provide for 36,000 new jobs per year for the next five years.

"The bond issue is really a bargain at an estimated cost of only \$3.15 per person per year over the life of the bonds," says CSEA President William L. McGowan, a member of the statewide and Capital District Rebuild New York Labor Committees. "The bond issue will benefit all New Yorkers. For union members in

both the public and private sector, it will create jobs. It will also spur economic development in New York," McGowan said in urging a "yes" vote for Proposition One on Election Day.

The bond issue, which must be approved by the voters, would permit the state to borrow \$1.25 billion to pay for the rehabilitation of the state's transportation infrastructure, and pave the way for an additional \$1.92 billion of federal funds to the state as well. The state's Bond Information Task Force says the state would issue bonds over several years with a total debt service costing just \$3.15 per person per year over the life of the bonds — or less than a penny a day per person.



**"The bond issue will benefit all New Yorkers."** CSEA President William L. McGowan



**'LABOR'S CANDIDATE'  
TO LAUNCH CAMPAIGN  
IN NEW YORK STATE  
WITH ADDRESS TO  
CSEA'S 73rd ANNUAL  
DELEGATES MEETINGS  
— see page 9 —**



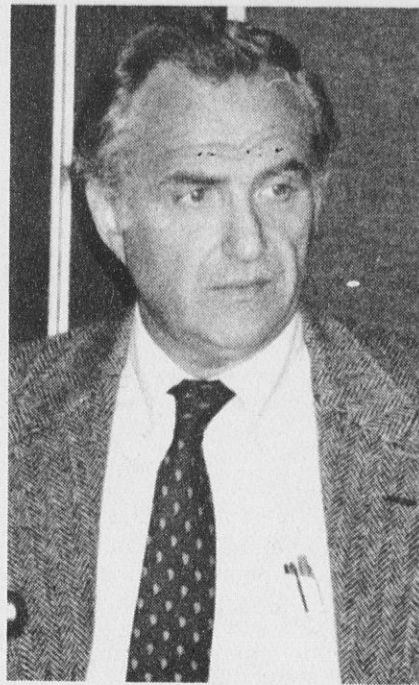


# 'Political action works if you do'

A pair of veteran state legislators who have received CSEA backing many times in the past addressed two CSEA political action workshops recently.

Sen. Ronald Stafford's message in Plattsburgh to North Country members was almost identical to Sen. Howard Nolan's message in Albany for Capital District members — that "political action works if you do."

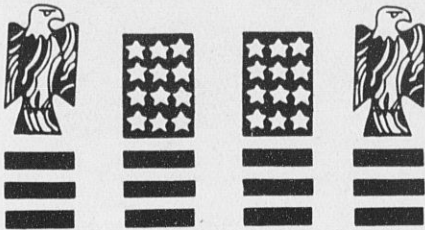
"Both senators stressed the idea of personal commitment above and beyond the norm," said Capital Region PAC Chairman John Francisco. "Both indicated that persistence on the part of lobbyists and campaigners is the real key to achieving results."



SEN. RON STAFFORD addressed North Country members.



SEN. HOWARD NOLAND talked to Capital District members.



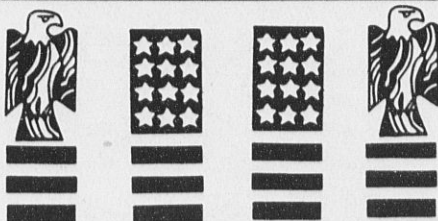
## CSEA announces Capital Region endorsements

### In Saratoga ☆☆☆☆☆

SARATOGA SPRINGS — CSEA has endorsed Gordon Boyd, Henry J. Juczynski and Paul F. Lilac for Saratoga County supervisor positions in the Nov. 8 general election.

Boyd and Kuczynski are candidates for City of Saratoga Springs supervisor seats, while Lilac is seeking the supervisor seat from the Town of Stillwater.

The endorsement by the CSEA statewide political action committee is based upon the recommendations received from the Capital Region political action committee, which interviewed the candidates and questioned them on topics of concern to the union membership.



### In Essex County☆☆☆

ELIZABETHTOWN — CSEA has announced its backing of five candidates in the upcoming Essex County Board of Supervisors races.

The candidates are: Florence Hathaway, Willsboro; Raymond Slattery, Moriah; Adolph Diskin, Ticonderoga; Matthew Clark, North Elba; and Reginald Mero, Westport.

The endorsed candidates will receive various forms of aid, ranging from financial contributions to volunteer workers.

### In Schenectady ☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆

SCHENECTADY — Incumbent Mayor Frank Duci and newcomer Schenectady City Council candidate Henry DeLegge have been endorsed by CSEA in upcoming Schenectady city elections.

Duci and DeLegge round out a slate of seven candidates receiving the support of New York state's largest public employee union. The other five are: John DeBlasio, Albert P. Jurczynski, Thomas E. Isabella, Vincent M. DiCerbo and George Hotaling.

In Schenectady County Board of Representatives races, the union has endorsed Nicholas C. Barber and

Salvatore J. Longo, District 1; Clifford Wood and B. Donald Ackerman, District 2; Margaret B. Buhrmaster and Albert de Aprix, District 3 and John J. Macjka and C. Douglas O'Malley, District 4.

In the Town of Rotterdam CSEA has endorsed John Kirvin for re-election to the town supervisor position.

Prior to making its endorsements, the CSEA Statewide Political Action Committee received the recommendations of the Capital Region PAC based on the results of interviews with the candidates by local or unit PACs.

### In Montgomery County ☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆

AMSTERDAM — CSEA has endorsed 12 candidates for various offices in upcoming elections in Montgomery County. The endorsed candidates and the offices they are seeking are:

Christine M. Menge, Montgomery County clerk; Dr. Reigh Carpenter, first ward, Montgomery County Board of Supervisors; Joseph Purtell, second ward; Anthony Barone, third ward; Frank Bylebyl, fourth ward; Richard Baia, fifth ward.

Also, Christof Fiening, Town of Charlestown supervisor; Robert Sobowicz, Town of Florida supervisor; Harold Bellinger, Town of Glen supervisor; Betty Alter, Town of Minden supervisor; Harvey Gramps, Town of Palatine supervisor.

Robert Norin has been endorsed by the union for the position of mayor of the City of Amsterdam.

### In Troy ☆☆☆☆☆☆☆

TROY — CSEA has endorsed a full slate of candidates in the upcoming Troy City Council races.

The six endorsed candidates are: Martin Mahar, District 1; Pat Casale, District 2; William Fagan, District 3; John Tully, District 4; Thomas Sanzone, District 5 and Martin Guzy, District 6.

### In Columbia

### County ☆☆☆☆☆☆☆

HUDSON — In a pair of races for Columbia County supervisor seats, CSEA has endorsed Joseph Finn for Fourth Ward supervisor in the City of Hudson, and William Troy for Fifth Ward supervisor in the City of Hudson.

### In Albany County ☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆

ALBANY — CSEA has announced five endorsements in upcoming legislative races in Albany County.

The five union-endorsed candidates are: Paul Scaringe, 25th Legislative District, Paul Cardamone, 26th District, and Valentino Tebbano, 28th District, all in Colonie; and Ronald Townsend, 34th District, and David Sawyer, 36th District, both from Bethlehem.

The union has also come out in support of Cohoes Mayor Ronald Canestrari in his bid for re-election.



On Long Island, it's

par for  
the course

as state workers  
do the job for less



**JOB WELL DONE** — Among those who helped install the new sprinkler system at Sunken Meadow State Park's golf courses are, from left, David Baker, Vance Carroll, Ed Ross, Parks Commissioner John Sheridan, Golf Maintenance Supervisor Harold Betts, Foreman John Woznick, Park

Manager Douglas Molander and Harold Thilberg. Absent from photo are Ed Peters, Skip Mertens and Guy Knoblauch. The workers designed and built the system for one-ninth the estimates given by private contractors.

## Private contractors may be teed off, but for taxpayers, new golf course sprinkler system a stroke of efficiency

**FORT SALONGA** — The rolling green carpet at Sunken Meadow State Park's golf courses erupts as 250 sprinkler heads fill the air with clouds of spray. The waterworks display is the final test of the new, automated sprinkler system state parks workers designed and built for one-ninth the estimates of private contractors.

"We worked all the bugs out of the system this summer," said Arthur Loving, president of State Parks Local 102. "We did it for the \$50,000 budgeted, too."

The 200-acre electrical irrigation system was initially projected to cost \$450,000, but state

parks employees figured they could do the job themselves for much less, and proved right.

The electricians laid hundreds of thousands of feet of electrical wire to supply power for the system, while the plumbers installed about 9,000 feet of pipe and 250 sprinkler heads. In addition, a great deal of landscaping was involved.

The wiring was completed in the winter of 1981-82, and the plumbing was done and the heads hooked up on the fairways in the spring. The greens and tees of the two golf courses were plugged in a few months later.

"In the past year," Loving said, "we found the leaks and cleared blocked sprinkler heads. The

system we built is as reliable and as efficient as the one built for the more recently constructed course."

Golf Maintenance Supervisor Harold Betts thinks the new system is equal to any system. "We've used it all summer," he said, "and it has worked flawlessly. This system is second to none on Long Island."

Plumbers and electricians were assigned as needed to the sprinkler system installation from other state parks facilities on Long Island. State parks employees permanently assigned to Sunken Meadow State Park handled the landscaping and debugging of the system.

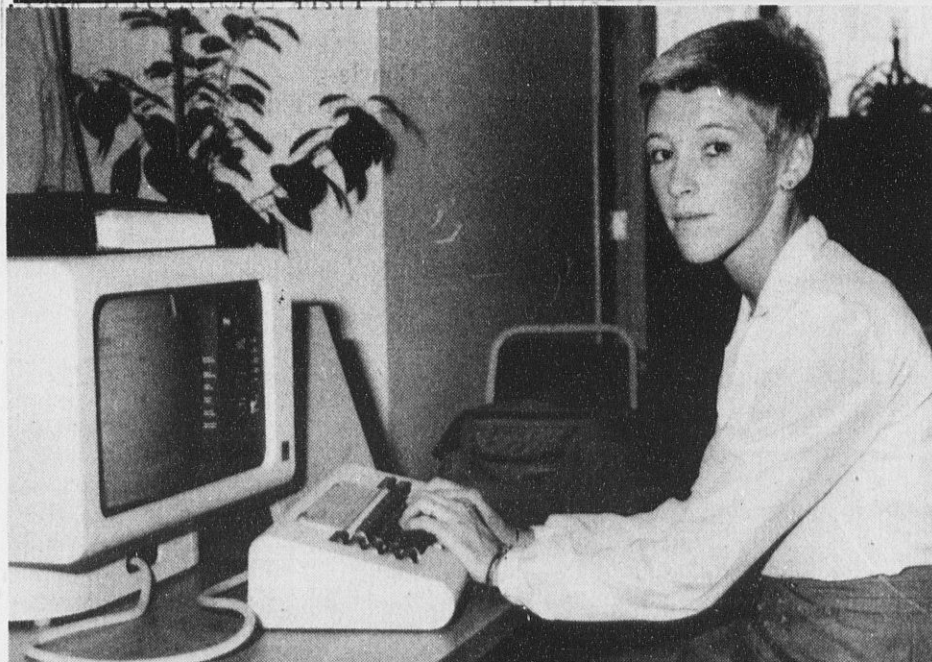
**CSEA**

**works for us!**

**DEBORAH A.  
OSTERHOUT**

**Senior Word  
Processing  
Operator**

"It's good to know that CSEA is ready to help me if I have a problem. I can call on my local president. CSEA came through at contract time, too. I know the negotiating team worked long and hard to get those salary increases and extra benefits."



### Court reporters OK transcript fee rate

**ALBANY** — Court reporters by a three-to-one margin have approved a memorandum of understanding which will raise transcript fees they collect.

The agreement, subject to approval by the state Legislature, governs rates paid by the Office of Court Administration (OCA).

Next July, transcript fees would go up to 75 cents per page and would rise to \$1.125 on Jan. 1, 1985, to \$1.25 on July 1, 1985 and be \$1.375 on July 1, 1986.

Collective Bargaining Specialist Bob Guild says that as a result of negotiations CSEA also has a commitment from OCA that it will not oppose legislation which would make fees paid by others conform with these rates.



# The Public Sector

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## Publishing in-house brings low costs with high standards

ALBANY — Since CSEA's award-winning publication, *The Public Sector*, was brought "in-house" two years ago, CSEA has saved an estimated \$300,000, according to a report issued by The Public Sector Committee of CSEA's Board of Directors. The committee was formed two years ago to provide oversight for the production of the union's newspaper under the then new arrangements.

In a report coinciding with the union's upcoming annual delegates meeting later this month, committee chairwoman Catherine Green said her

committee helped guide *The Public Sector* through a sometimes difficult year. She noted new printing arrangements had to be made when Clarity Publishing closed its print shop, and there was also a great deal of staff turnover in the union's Communications Department which impacted on the publication. Despite these and other handicaps, she said, *The Public Sector* maintained a high standard of excellence while always publishing on schedule.

In September, *The Public Sector* was winner of

three awards from the International Labor Press Association. The awards Green said, were clear indications that *The Public Sector* continues to be one of the best publications of its kind.

In addition to Green, the committee members are Joseph E. McDermott, James Gripper Jr., Pat Mascioli, Cindy Egan, Thomas Elhage and Brian Madden. Madden is the newest member of the committee replacing Sara Sievert when the Board of Directors was reorganized in July.

## Insurance adjustments effective in November

ALBANY — CSEA members who participate in the voluntary insurance plans (except Masterplan or Family Protection Plan) are reminded that November is the month when premiums are adjusted because:

- you may be in a new age bracket,
- your annual salary has increased and this automatically increases your Basic Plan coverage.

Payroll deductions reflecting the adjusted premiums will go into effect on the following dates: for administrative payroll (state), Nov. 2, 1983; for institutional payroll (state), Nov. 9, 1983; for political subdivisions, first payday in November.

Questions regarding Supplemental Life Insurance or Accident and Sickness Insurance should be directed to Jardine Ter Bush & Powell, 433 State Street, Schenectady, New York 12301; telephone 1-800-342-6272 or 518-381-1567.

Questions regarding the Basic Group Life Insurance Plan should be directed to CSEA Insurance Department, 33 Elk Street, Albany, New York 12207; telephone 518-434-0191.

Please be sure to include your Social Security number in any correspondence.



CIVIL SERVICE COMMISSION President Karen S. Burstein, left, CSEA Local 653 President Dolores B. Farrell, center, and PEF Division 250 Steward Patricia Brainard join hands after recently signing an Employee Assistance Program (EAP) agreement for the Department of Civil Service. Looking on is the Department's EAP committee.

## CSEA and Cornell University to sponsor daylong conferences on liability in child welfare work

ALBANY — "Criminal and Civil Liability in Child Welfare Work: The Growing Trend" will be the subject of a one-day conference which CSEA is sponsoring in cooperation with the Family Development Center of Cornell University.

The topic, according to CSEA's Director of Education and Training Sally Bouton, is of special interest to agencies and professionals providing services to children and families.

Two sessions will be held. The first is on Tuesday, Dec. 6, at the Empire State Plaza Convention Center, Albany. It will be repeated on Monday, Dec. 12, at 2 World Trade Center, New York City.

The morning program will feature a

keynote address by Douglas Besharov, first director of the National Center on Child Abuse and Neglect, and author of "Criminal and Civil Liability in Child Welfare Work: The Growing Trend." He will be followed by a panel discussion on the legal, policy, regulatory and programmatic remedies for limiting liability.

The afternoon program will be led by experts who will address liability as it affects legal and regulatory affairs of not-for-profit agencies.

A \$15 registration fee will be charged. For additional information, contact Rosaleen Mazur, Cornell University, Family Life Development Center, 111 Broadway — 17th floor, New York, New York 10006.



# Onondaga s Josh Seeley

## Members open their hearts to help co-worker's ill son

**'That little guy has had a rough time of it.'**

— Dave Kennedy

SYRACUSE — Just when most people thought the only news in the world concerned the missile crisis, bombing in Beirut and economic woes from Washington, along came a break in the gloom with a ray of sunshine and outpouring of love.

It happened here when more than 5,000 members of CSEA Local 834 in Onondaga County recently opened their hearts and wallets to help Joshua Seeley, 2½-year-old son of fellow member Robert Seeley and his wife, Sharon.

The spontaneous outburst of friendship and union solidarity got rolling when David Kennedy, president of Unit 6, and friend and co-worker Jerry Smith gave details of the Seeley story to their Region V communications specialist.

The two explained that the Seeley child suffers from chronic renal failure and has required blood transfusions every two months. Since January he has needed continuous dialysis, a process requiring five half-hour runs a day at his home.

"The little guy has had a rough time of it," Kennedy said. "He's been admitted to the hospital eight times in his short life and is now waiting to be called to Boston in November for the operation."

According to Kennedy, the transplant will call for Joshua and his mother to go to the hospital for a period of four to seven weeks. The post-operative period will probably require three to five months of care in Syracuse.

"It's all going to cost a lot of money and we wanted to help," he said.

It was Jerry Smith who came up with the idea for a fund-raising raffle.



**BIG DAY FOR A SMALL BOY** — Sharon, Joshua and Robert Seeley, front row, take a break during recent Onondaga County Local 834 family picnic. They are pictured with Dave Kennedy, rear left, the president of Transportation Unit 6, and colleague Jerry Smith, who are co-chairing the Josh Seeley Fund.

"Jerry and I became co-chairmen and things really took off from there," said Kennedy. "We were optimistic, but never expected the tremendous response we received from CSEA members and others throughout Onondaga County. We were completely sold out of tickets in two days, and the decision was made to go for a second raffle, complete with identical prizes."

The fund drive happened to coincide with the Local 834 family picnic scheduled for a Sunday afternoon. With the cooperation of The Post-Standard, Syracuse's morning news-

paper, the Josh Seeley story and union fund drive was given front page coverage. With the approval of Regional President Jim Moore and Local President Pat Callahan, arrangements were made to use the local's office as a mailing address for those who wanted to contribute.

Now, while the Seeley family awaits the final call from the Boston hospital, Kennedy and Smith are happily receiving news of additional funds arriving as a result of the newspaper story and communication through CSEA members and their families.

"Every day brings a new fund

**'We are getting checks and anonymous contributions from strangers who want no recognition — they simply want to help a sick little boy.'**

— Jerry Smith

update and a number of responses," Smith said. "The wonderful thing about this whole drive is that it started with a few CSEA members in Bob Seeley's unit at Delaware School, and grew from there.

"We are getting checks and anonymous contributions from strangers who want no recognition — they simply want to help a sick little boy."

Smith and Kennedy are quick to give thanks to all the CSEA members in Local 834 who opened their hearts to the Seeleys, as well as to City Editor Rosemary Robinson and Seth Resnick and Jim Ehmann from the Syracuse Post-Standard, whose front-page story and photo "brought fantastic results."

Meanwhile, plans call for continuing the Josh Seeley fund drive at the CSEA Annual Delegates Meeting at the Concord Hotel Oct. 23-28.

Callahan reports the local will be happy to accept contributions until the hospital notifies the Seeley family they are ready to operate. Any CSEA member wishing to help may send a contribution to: JOSHUA SEELEY FUND, CSEA LOCAL 834 TREASURER, 713 EAST GENESEE STREET, SYRACUSE, NEW YORK 13210.

## Seeley Fund continues to grow

SYRACUSE — The fund drive started by members of CSEA Local 834 Onondaga County to aid Joshua, the ill son of Bob and Sharon Seeley, has been increased by several hundred dollars in additional cash and checks from 30 contributors.

All contributions are being turned over to the Seeley

family along with the proceeds from two cash raffles conducted by Transportation and Custodial Unit 6 of CSEA Local 834.

Dave Kennedy and Jerry Smith, co-chairmen of the fund drive, also report that progress has been made in obtaining some assistance from an airline to transport the Seeleys to a Boston hospital when needed.

## Designer frames now available under Vision Plan

ALBANY — The CSEA Vision Care Plan is celebrating its second anniversary by adding 48 designer and metal frames to its already extensive collection.

Tom Collins, director of the CSEA Employee Benefit Fund, which administers the Vision Care Plan, explained the reason for adding the new stylish frames.

"Over 99 percent of the members using the plan report they are satisfied, and we think the plan has been very successful in every respect," Collins said. "But when critical comments are received, they usually relate to the frame selection, and specifically to the absence of some designer and metal styles.

"So in our continuing effort to meet the members' needs whenever possible, we're adding those items."

But while a wider style selection is being added, emphasis will still focus on

quality, according to Collins. "Only first quality American-made and union-made materials are used, and there is an ongoing review program of the plan's panel offices and the central laboratory," he explained. "The CSEA plan is unique in this regard."

Under the Vision Care Plan, members and their dependents are eligible to use the benefit every 24 months. There is no charge for the examination, a pair of lenses (bifocals, trifocals and tints included) and a frame from the plan collection.

Members will receive a notice by mail from the CSEA Employee Benefit Fund when the 24-month wait between benefits is completed.

Collins urged members and their eligible dependents to take advantage of the benefit. "It's advisable to get an eye examination every two years, even if eyeglasses are not worn," he noted. "A periodic checkup can often prevent the development of serious disorders."



# PRESIDENT'S REPORT REGION I

## Dan Donohue



### Tough times make us tougher

Times are rough for labor. Attrition and layoffs create workforce reductions that are the grim reality of public employment today. The most sobering fact in public employment today is that management's attitude toward labor is still one of opposition.

Yes, times are tough, but CSEA is growing stronger in the face of adversity. Even in the arid climate of take backs and staff reductions, CSEA is effecting change. In fact, I see a CSEA oasis in modern labor's desert.

At this moment we can exert ourselves, flex our muscles and make our presence felt.

CSEA has influence in this state. We are about a quarter of a million members strong. If you don't think that's the big leagues, check the margins of victory for politicians in this state.

CSEA was a real force in elections held last November. Don't let anyone tell you differently. Our Political Action Committee is backing candidates of all parties who understand issues of concern to us and who hold attitudes that best serve the interests of CSEA members.

A CSEA endorsement means members using the telephone and handing out literature for candidates. In addition to votes and contributions, CSEA members are working for endorsed candidates to win elections.

By pressing our point with the strength of all the CSEA members in New York, we become a truly effective force. At the bargaining table, we can influence people by bargaining from the strength of our membership's size.

In Region I, we were able to resolve an

11-month impasse because rank and file members demonstrated their solidarity.

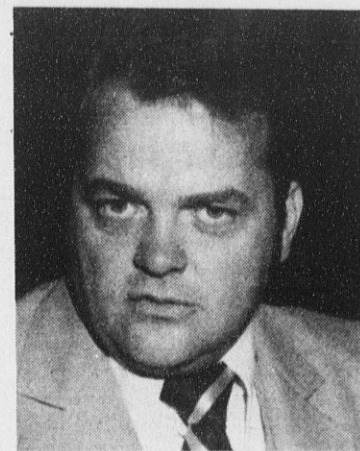
Imagine sitting in the seat of management at the bargaining table. You cannot dictate terms to a union that can work like hell to take your job away. More than likely you are going to have a strong interest in resolving the differences between management and labor. The chorus of members' voices is very loud, and elected officials can hear very well.

CSEA can be proud of member services between contract negotiations. Being a CSEA member is like being part of a very close family. When a brother runs into trouble, his brothers and sisters pitch in to help him. When you have a grievance, CSEA is there to support you.

In Region I, CSEA has filed sex discrimination charges with the Equal Employment Opportunity Commission against Nassau County. Our message is clear. Treat us equally and fairly. That means all of us.

I have never heard of a union that is more democratic than we are. Since CSEA is based on active membership participation, we do a great deal of training each year for the new officers from nearly 400 Long Island bargaining units. Shop stewards are another training priority in Region I. There are a host of other workshops that are continually going on, including women's awareness, defensive driving, internal organizing and stress management. Our set of Civil Service Test Preparation videotapes is always circulating among the bargaining units.

At a time when most other labor organizations



are searching for new members, CSEA is providing the quality services that draw new members.

It makes me laugh when I hear stories about us being easy pickings for member-hungry unions. Some people think union leadership is simply telling members when to go out on strike. Well, I have news for those people. CSEA doesn't roll over for anybody.

Our skill is influence and negotiation, and, in today's economic reality, that is what counts. CSEA gives members twice as much service for their dues as some unions do for twice the dues.

There is strength growing in this organization. It's the strength of a quarter of a million members stirring.

But we can only attain what our members want by working together at all levels: the state, school districts, county, towns and villages. CSEA is strong because we are a union working for the good of all our members.

### Long Island shows support for bond issue

AMITYVILLE — A large contingent of CSEA members from Long Island were among the many unionists who turned out here recently to show their support for Gov. Mario Cuomo's Rebuild New York Bond Issue during the governor's recent visit to Long Island.

"We're anxious to get started rebuilding New York," declared CSEA Region I President Danny Donohue. "We don't want any bridge collapses on Long Island."

For Long Island, the bond issue — which will appear as Proposition 1 on the November election ballots — will mean "roughly 4,000 construction jobs and 3,000 jobs created by a ripple effect," said Donohue.

CSEA has come out strongly for the bond issue, which would provide for the creation of about 36,000 jobs and increase the state's transportation program by 80 percent over the next five years, according to union President William L. McGowan.

Gov. Cuomo stressed that although support for the bond issue seems widespread, it is still necessary to emphasize the need for it, and translate that into votes.

"People must actually vote for Proposition 1, and not just talk about it," he told those gathered in Amityville. "If it's not passed, we stand to lose about \$2 billion in federal aid."



CSEA MEMBERS of D.O.T. Local 508 welcomed Gov. Cuomo to Amityville with a show of support for the Rebuild New York Bond Issue.

LONG ISLAND Region President Danny Donohue, right, leads CSEA's demonstration of support for the Rebuild New York Bond Issue. Gov. Mario Cuomo, left, visited Long Island on his swing through the state to generate support for the bond issue.





## PRESIDENT'S REPORT REGION II Frances DuBose Batiste

### Keep things in perspective

In hard economic times, it is easy to lose perspective, to feel divided, fragmented and splintered within our own regions and inter-regionally as well. This, in fact, is the exact goal of union busters and anti-labor forces.

But now more than ever is the time to consolidate our political clout to push out the current anti-labor administration — particularly in Region II where we have the largest concentration of legislators. We can and must mobilize maximum political effort to influence the outcome of the 1984 elections.

Among the goals of Region II, we have begun to streamline internal operations on both a regional and statewide level to ensure expedient service to the membership, particularly with regard to grievance cases

which cannot afford to be given the runaround.

When Region II relocates to our new, permanent headquarters in November, we will finally have ample space for educational and training workshops for rank-and-file leadership, and we encourage our locals to make full use of it. Stress workshops, financial seminars and increased emphasis on shop steward training have already begun and will continue on a regular basis. Additionally, CSEA attorneys will soon be conducting workshops to fortify the skills of grievance reps.

Region II will also continue to follow the Comparable Worth issue. With the recent victory in Seattle — a triumph for both women and men — New York cannot be far behind.

In closing I would like to point out that, like



people who lose their glasses and fail to look on the top of their heads, we sometimes overlook the obvious — that unions are more than contracts, steps and procedures; they are made up of a hardworking membership and hired staff alike, who are motivated and united by the common bond of unionism.

## Jobs for everyone is solution to ending poverty and hunger, Carr tells food day audience

ALBANY — “Unemployed steelworkers, airline employees forced to take severe pay cuts or else lose their jobs, and laid-off public employees are not just statistics. They are people right at our own doorsteps. And, their example must educate us.”

So spoke CSEA Statewide Secretary Irene Carr who participated in World Food Day ceremonies held Oct. 12 in the state Capitol.

Carr told several hundred people present that these examples “must educate us in the need to help each other, and added “they also teach us the need to organize both in labor unions and as voters.”

“It has been said that a hungry man or woman is not a free man or woman,” and noting the irony that “in this, the land of the free, hunger exists,” the union leader blasted “the

indifference of economic systems which service profits, not people.”

She also suggested that “poverty can be wiped out only when every eligible person exercises his or her right to the ballot,” and asserted “jobs for everyone is the real solution.”

The existence of hunger was described as a women’s issue and Carr cited recent statistics which indicate that if the number of the poor who are in female-headed families continues to increase at the same rate it did from 1967 to 1977, the poverty population would be comprised solely of women and their children by about the year 2000.

Concluded Carr “feeding the hungry is above all else a moral issue,” and she described World Food Day “as a time to search ourselves and our attitudes.”



## AFL-CIO resolution on national economy calls for new policies to reverse direction of Reaganomics

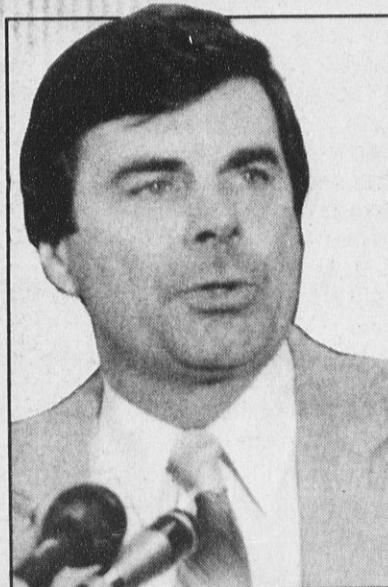
### ‘We have more people hungry in America today than before 1968,’ McEntee says

HOLLYWOOD, Fla. — “Millions of American workers and their families are suffering from loss of jobs, loss of job security, reduced income, unfair taxes, regressive social policies, and destruction of long-established protections for workers, consumers and the environment.”

Thus began the key resolution on the national economy adopted at the AFL-CIO’s 15th constitutional convention earlier this month here. The resolution pointed the blame at “the disastrous economic policies of the Reagan Administration, policies which produced the worst recession-depression since the Great Depression of the 1930s.”

“New economic policies are needed,” the AFL-CIO declared, “to reverse the cruel and insensitive direction of Reaganomics and to lay a foundation for social and economic progress.”

State, County and Municipal Employees President Gerald W. McEntee declared, “If we’re talking from the White House about a



recovery or expansion, talk to the women, talk to the minorities in this country, the blacks and Hispanics made prisoners of poverty by the Reagan Administration. Talk to the teenage blacks in this country of whom 52 percent have no jobs, talk about a generation of Americans who will never know the dignity of work. Talk about recovery when we have more people hungry in America today than before the year 1968.”

McEntee, continuing, said “the President wants to create a commission to find out why we have hunger in this country. Four blocks, four blocks from our White House in Washington, D.C. operating seven days a week we have four soup kitchens with families in line to be fed to live.”



# PRESIDENT'S REPORT REGION III Raymond O'Connor

3

## Eternal vigilance worth price

The price of democracy in a union is eternal vigilance.

CSEA is being challenged from the outside by Teamster locals, by unaffiliated, independent organizations for representational rights and we must maintain our strong tradition of democracy in order to keep our membership attracted to us as a union.

Eternal vigilance is also required to maintain our democratic principles within the union. We must avoid setting up procedures that would deny our members the right to air what they perceive as shortcomings within the union in a fair and open forum.

In addition, every member should have the right to expect to be able to defend themselves against charges brought before a body such as

the Judicial Board without having to go to the expense of hiring lawyers and preparing a legal defense. Motions to change the by-laws of CSEA should be entertained by the delegate body without too many constraints being put upon the ability to get the motion to the floor for consideration.

An equitable method of representation, corresponding to the one man/one vote principle should be the goal of all CSEA officers and members to achieve a proper balance on the Board of Directors of CSEA.

The inequities that exist within the board structure must be addressed.

In order to continue to grow and prosper as a union, the loyalty and confidence of our membership is essential.



I believe we should make every effort to reassure our members that this is what we are striving for at this convention.

## 'Major Weekend' set for November 11-13

CATSKILL — The Friar Tuck Inn will be the site of a "Major Weekend" program planned for Nov. 11-13. CSEA members will participate in workshops on negotiations, problem solving, communications skills, public sector laws and stress reduction.

According to Region III Education chairperson Mary Naylor-Boyd, the workshops are designed to help members and officers improve their ability to function within their jobs and increase their awareness of their rights.

For more information and reservations, contact your local or unit presidents or the Region III office at (914)896-8180.

## Gilman backs bond issue

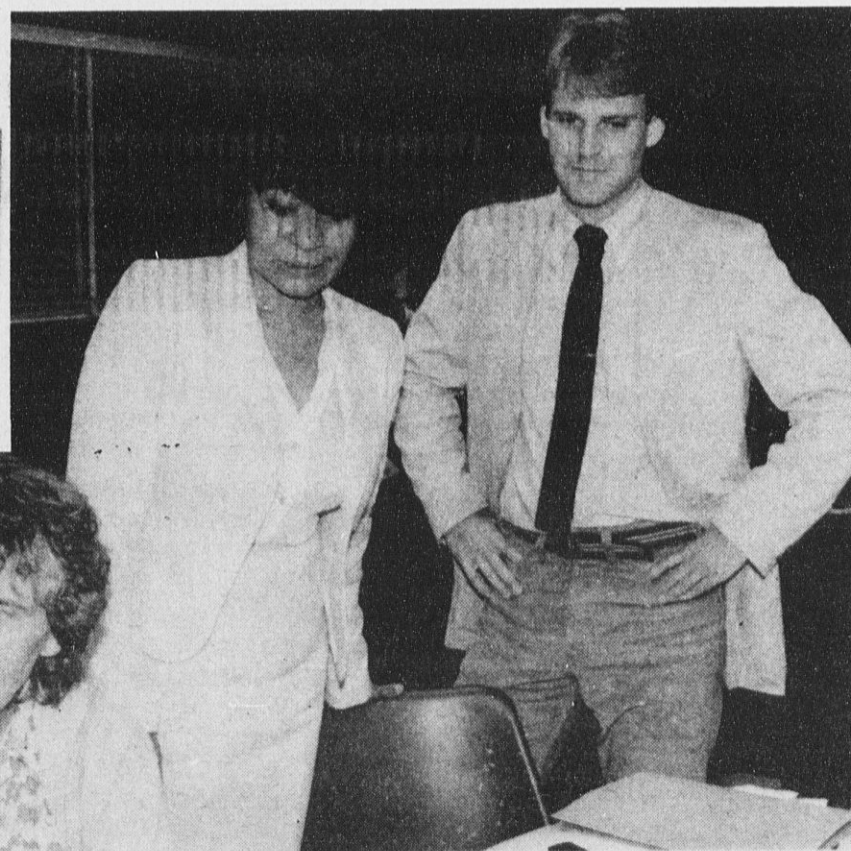
CONGRESSMAN BENJAMIN GILMAN addressed CSEA members at a recent legislative breakfast sponsored by the Region III Political Action Committee, held in Middletown. Urging participants to support the Rebuild New York Bond Issue, Proposition #1 on the November ballot, Gilman pointed out that the funds will put people to work and will take care of the needs of the state's infrastructure. Gilman also asked the CSEA to help raise the public's consciousness of the serious problem of narcotics abuse. Gilman serves on the federal Civil Service Committee.



## Region III workshops

## ONE DONE . . .

Below, Dawn McLean, president of the Kingston City Lab Unit in Ulster County, listens carefully during a recent Officers Training Workshop held in the Region III office in Fishkill. Looking over her shoulder are Mary Naylor-Boyd, Region III education chairwoman, and Sean Turley, CSEA education specialist.



## MORE TO COME

Above, CSEA parliamentarian Celeste Rosenkranz listens in as Jon Webb and Madeline Gallagher make a presentation at the workshop, which was part of a series of seminars planned for this year. During October, a two-part political action workshop will be held, to be followed in November by a major weekend program and a two-part OSHA workshop. Anyone interested in attending these informative seminars should call the Region III office in Fishkill.





# MONDALE SET TO ADDRESS CSEA'S ANNUAL MEETING

Walter F. Mondale, the front-running candidate for the Democratic nomination for President in the 1984 presidential election, will address delegates attending the 73rd Annual CSEA Delegates Meeting at 9:30 a.m. Friday, Oct. 28 at the Concord Hotel, Kiamesha Lake.

Mondale, who gained the endorsement of the AFL-CIO earlier this month and picked up the backing of Gov. Mario Cuomo and U.S. Sen. Daniel Patrick Moynihan last week, will use CSEA's Delegates Meeting appearance to launch his drive to win New York state delegates to the Democratic national convention next year.

AFSCME, CSEA's international union affiliate, has already formally endorsed the Mondale candidacy as well.

CSEA President William L. McGowan noted, "Mondale proved to the leadership of AFL-CIO that he is the best candidate for working Americans. By speaking to our convention, Mondale will have a chance to make his case to CSEA's activists."

## What labor's candidate says about labor . . .

"... when this (Reagan) administration says what our nation needs is a union-free nation, I tell them what we need is a nation of free unions."

"Today every American who holds a safe job, works decent hours and earns decent pay is standing on your shoulders."

## . . . and what labor says about its candidate

"We must work hard for Mondale . . . and to put Reagan out of the White House."

— CSEA President  
William L. McGowan

"Mondale's record is clearly pro-labor and in favor of social justice."

— CSEA Executive Vice  
President  
Joseph E. McDermott

"AFSCME supports Walter Mondale because of his 25-year record of public service . . ."

— AFSCME President  
Gerald W. McEntee





# 73rd ANNUAL DELEGATES MEETING



**KIAMESHA LAKE** — The traditional Board of Directors meeting Sunday afternoon, Oct. 23, will open the 73rd Annual Delegates Meeting of the Civil Service Employees Association at the Concord Hotel here.

And by the time the gavel falls on Friday, Oct. 28 to signal the end of the annual meeting, some 1,500 CSEA delegates will have voted on a wide range of proposed changes to the union's Constitution and By-Laws, heard an address by Walter F. Mondale, the leading candidate for the Democratic nomination for United States President (see page 9); and attended a

large number of seminars, workshops and informational meetings.

Sunday's program opens with the Board of Directors meeting and closes with a Labor Song Festival featuring noted singer Tom Juravich.

The majority of delegates will be arriving Monday morning, and will find a series of forums by Board committees, educational seminars, political subdivision panel discussions, state departmental meetings, and parliamentary procedures training on their busy schedule.

Tuesday's schedule includes a retirees delegates meeting, state and county delegates meetings, a series of educational seminars, regional caucuses, and a president's forum conducted by CSEA President William L. McGowan and union staff members.

• The first general business session begins on Wednesday, and a PEOPLE Run to benefit AFSCME's legislative and political action program is also scheduled. Regional caucuses and a performance by the Mental Health Players are also on tap.

General business sessions continue throughout Thursday.

The AFL-CIO's endorsed candidate for the Democratic nomination for President, Walter F. Mondale, will address the delegate body Friday morning, and the annual meeting will conclude with another general business session.

Traditionally the union's statewide and regional officers issue reports to the delegates during the annual meetings. Those reports are reproduced on these pages and on pages 6, 7, 8, 12, 13, 14 and 15.

## Statewide CSEA President WILLIAM L. MCGOWAN

### Working for members includes working hard for Mondale campaign

"CSEA Works for Us." That testimonial from rank and file members of this union appears regularly in *The Public Sector* and our organizing literature. For those of us who are officers and delegates to this convention, it is a promise we must never forget.

During the past year, CSEA has worked hard for its membership. We successfully fought threatened layoffs. We made improvements in Tier III, and we are in court fighting those changes in Tier III that we believe are unfair. And CSEA is continuing to organize local governments and recruit new members at both the state and local level. In each of these areas, there is more work to be done, and CSEA will keep fighting to improve conditions in the public workplace.

Another area in which CSEA is working for its members is through our Employee Benefit Fund. We are taking the same amount of money the state used to spend to provide dental and prescription drug coverage that required sizeable payments by the worker and providing fully paid dental coverage, a prescription drug program that requires a payment of only \$1 no matter how big the bill, and eyeglass coverage. In addition to covering all of our state members with these plans, we are working to put the fund in place in more local government contracts. Many localities are receptive to the idea, and it allows us to offer CSEA members more benefits while not increasing the cost to the employer. I look forward to the time when all of our members will be covered by this plan.

Our fund is a leader in the field. Our prescription eyeglass plan is the first of its kind in the nation and is being copied by many other unions. With nearly 300 choices of eyeglass frames in our collection, there is no reason why any CSEA member should have to spend cash on eyeglasses.

Our innovation of mail-order prescription drugs not only keeps costs down but also provides a convenient service for our members. With this program, members can order a six-month supply of medication paying only \$1. This eliminates the need for monthly trips to the druggist with a \$1 charge each time for the member. And it reduces costs for the fund.

On Solidarity Day, I told workers gathered at the state capitol, "If we don't stick together, they'll pick us off one at a time." The truth in

those words can be seen by looking at Ronald Reagan's three years in office.

Under this administration, the elderly have been neglected, the needy forgotten. Education is becoming a family tradition of the rich. Public schools have suffered from cuts in aid. Programs designed to help working class students go to college have been cut back. Workers have been put out in the street with no hope of finding a decent job. Those who discriminate against minorities and women have found comfort in this White House.

Look through your own eyes at the future and ask what kind of opportunity does it hold for your children and your children's children if we stay on this course.

That's what hundreds of delegates to the AFL-CIO convention did. Women and men, Democrats and Republicans, Blacks, Hispanics and Whites all raised their voices in anger, calling for an end to Reaganomics, because the opportunity to make a decent living is fast fading from our sights.

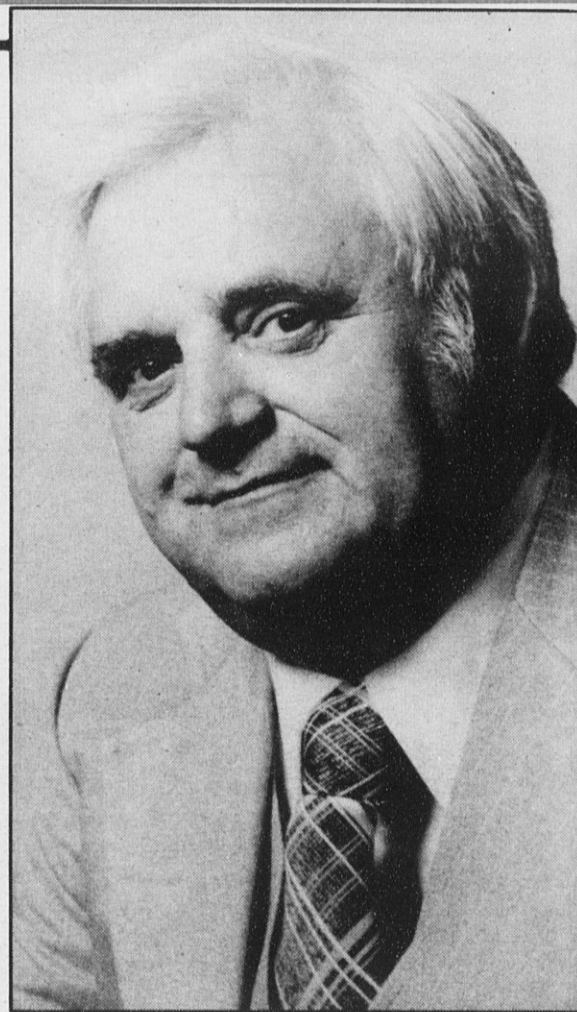
That is why Walter F. Mondale received more than 90 percent of the convention's votes. Frankly, I was surprised at the depth and enthusiasm of Mondale's support. But he clearly demonstrated that he's the best candidate for labor.

If we're not to be picked off one at a time, we must stick together through this campaign. If CSEA is to be part of the labor movement, we must work hard for Mondale. To be elected, Mondale must form a coalition of all the groups suffering from Reaganomics.

Four more years of Reagan taking care of the rich and powerful and the special interests of big business will be a disaster for working Americans. It will mean hard work for all of us, if we are to elect a president. It will mean a sacrifice of time and effort, staffing phone banks, registering voters, campaigning door-to-door and getting out the vote. But it is a job that must be done.

The millionaires and rich business lobbyists can outspend us. But we have the people. It is people working hard, not just for Mondale, but for the future of our families and our nation that can make the difference.

I ask each and every one of you to work hard so that we can move together into a brighter future.



**"Four more years of Reagan taking care of the rich and powerful and the special interests of big business will be a disaster for working Americans. It will mean hard work for all of us, if we are to elect a president. It will mean a sacrifice of time and effort, staffing phone banks, registering voters, campaigning door-to-door and getting out the vote. But it is a job that must be done."**



**"We must begin long-range planning to be able to deal with new technologies. As resources become tighter, state and local policymakers will turn to automation to save money. We must be prepared to negotiate the impact of these changes in the workplace. In some cases, the new technology will provide job enhancement opportunities if our members are given the training and education needed to work with new equipment."**

## Executive Vice President JOSEPH E. McDERMOTT

### Preparing today for new technologies of tomorrow is a must

CSEA has been faced with many challenges over the past year. We have worked to prevent massive layoffs and cutbacks in service at the state level and in many localities.

In reacting to each crisis, I believe we have failed to look into some areas that will be of critical importance in the future.

For example, we must begin long-range planning to be able to deal with new technologies. As resources become tighter, state and local policymakers will turn to automation to save money. We must be prepared to negotiate the impact of these changes in the workplace. In some cases, the new technology may provide job enhancement opportunities if our members are given the training and education needed to work with new equipment.

Management may make false cost-saving claims about the new technology when, in fact, it will cost more. We must, therefore, have the research and communications capability to strongly argue our point when such situations arise, much as we do now with contracting-out.

In cases where the introduction of technology is going to cost jobs, CSEA must be ready to negotiate transition programs so that public workers are not left unemployed. We are not against progress, but that progress must allow room for our members' future.

As a union, new technology can be a tool to enhance our capabilities in local government contract enforcement, collective bargaining and organizing. I believe we are moving too slowly in upgrading our computer capability. Computers can better enable CSEA to organize and access data that will make all of our representation efforts, but especially those in local government, much more effective.

Along that line, I believe we need to create individual contact points to handle local and state government issues within our Headquarters' staff. Each division should have a staff specialist keeping tabs on its diverse issues and activities especially the local government side, where coordination and oversight is presently non-existent.

In the State Division, we have neglected some important issues while we have been fighting the fires of budget cuts and layoffs. Much of the money negotiated in the state

contracts for tools, uniforms, clothing allowances, training, phased retirement, and other items necessary to do the job, remains unspent. Partly, this is due to inefficient and uncooperative management. But, it also shows a lack of forcefulness and determination on our part.

We have had success in the area of education and training. There is a greater variety of programs available now to educate union activists than ever before. Not only are more topics and issues being covered, but the number of programs and participation in them is at an all-time high.

CSEA's LEAP Program is providing members with the educational opportunities they have asked for and, at the same time, eliminating direct interference by management. CSEA's new hands-on administration of state employee education and training allows for greater access and improved quality. CSEA/LEAP is providing more and better courses at the same cost as the previous state managed program.

Despite this success in the area of membership's education and training, we must improve our in-house training for CSEA staff. A well-trained staff will be more effective and better motivated. Too often, our staff has not been provided the training to do the job expected. This results in frustration for the staff and resentment on the part of members who feel the staff has let them down.

Also to enhance staff effectiveness, we must streamline our process for filling key vacancies. Too many important positions, the Safety Director for example, remain unfilled for too long. This is diminishing our ability as a union to meet the challenges we face in the '80's.

Those challenges require better coordination for our union efforts. We must anticipate problems, do the research which shows where public policymakers are going wrong, take the initiative to put our point of view on the public agenda and then do the necessary work to win on those issues important to public employees.

CSEA is an effective union. Its effectiveness can be enhanced, however, to provide better service for our members.



## STATEWIDE SECRETARY'S REPORT

Irene Carr



I have now had the opportunity to complete one year as a fulltime officer, and it is with a sense of accomplishment that I now review that year with you. Because of this fulltime status, I have had an opportunity to fully live up to my obligations as statewide secretary, to expand the duties of this office to related areas, and to more actively involve myself in issues and projects in which I have long had an interest.

Training of local and unit secretaries through seminars conducted on the regional level, has been a priority concern. During this year seminars have been held in all regions at the request of the region president.

Registration procedures for conventions were streamlined and improved, through the efforts of a committee which I was pleased to chair. And in a continuing effort to improve the efficiency of our meetings, my attention has now turned to updating of the Delegates Handbook.

I have continued my active interest and involvement in the particular concerns of the women members of CSEA. I have delivered testimony and spoken out in other forums on the comparable worth, or pay equity issue. This issue, which addresses the pay discrimination and undervaluation of jobs traditionally occupied by women, is one on which CSEA and AFSCME have taken strong, leadership positions and which we will continue to pursue by conducting studies, waging legal battles, and standing up for pay equity at the bargaining table.

Another issue which has been a particular interest of mine involves possible safety and health hazards inherent in the operation of

video display terminals (VDTs). In addition to providing legislative testimony and speaking out at other opportunities, I have been involved in disseminating information about the VDT issue and encouraging member-education in this regard.

As CSEA continues to address the needs of the membership and to tap the potential for organizing new members I will continue to be of assistance in any way possible in my capacity as a statewide officer.

One of my goals has been to expedite the microfilming of CSEA files, and progress was made this year in this area. We were also able to systematize the process of selecting and prioritizing materials which will be microfilmed.

Resolutions are kept on file from meetings of the AFSCME Executive Board. These resolutions, filed by subject, are available on request of this office.

The statewide secretary's office now includes one support position, and I wish to gratefully acknowledge the assistance of Sue Sherrill. We have also worked closely throughout the year with Bernardine Rouse, supervisor of central files and stenographic services, and her hard-working staff. Together, with the help of the regional office supervisors, we have coordinated the receipt and dissemination of local and unit election results. It should be pointed out, however, that election results are still coming in, and that without this input, our task cannot be properly completed.

It has also been my great pleasure and privilege to represent CSEA as a trustee of the Employee Benefit Fund; member of the negotiating team of the Headquarters Staff Union; Clerical, Secretarial Employee Advancement Program Committee member; AFSCME International Women's Advisory Committee member; Center for Women in Government Board of Directors member; and a member of the Coalition of League of Union Women. I have been called upon to address private sector groups who are interested in learning more about CSEA. I look forward with energy and enthusiasm to serving my union and my fellow public employees in every way possible.

## STATEWIDE TREASURER'S REPORT

Barbara M. Fauser



I have submitted a Statement of General Fund Income and Expenses for the month of July and the ten months then ended. This report indicates that expenses and transfers exceeded income by \$171,521 in the month of July. However, one year to date income is \$1,360,120. Our original budget anticipated the excess of income to be \$375,589. Many expense categories will come in under budget such as travel, data processing, telephone and postage, the expenses of officers, directors and committees and communications. We will conclude this year in a very healthy financial position.

I have had the opportunity in the last year of observing the operation of the Finance Department firsthand. In the first ten months of the past fiscal year, 18,143 checks were issued totaling \$25,008,868.93. This has been done with a staff of six. All financial reports are prepared in this office, along with the audit function and budget reporting. Every effort is being made to get the most of each dollar of dues received.

The office has also concentrated on more formal reporting from our locals. The locals now receive in excess of \$4 million annually for their treasuries and we must assure ourselves that adequate reporting covers these dues dollars as well as those expended by the statewide organization. To that end, my staff and I have revised some reporting forms, submitted a revised Financial Standards Code to the Board of Directors (it was approved) and issued a complete audit guide for local audit committees.

This past year was an election year for locals and units. This meant that new treasurers would be elected, all of whom must receive training by my office. We have traveled throughout the state to conduct seminars. Two hundred sixty-four new treasurers have been trained in the last three months. Those treasurers who were re-elected attended a recertification class; 116 treasurers received such training. I want to thank the regional treasurers who assisted in the training programs. It would have been difficult to conduct all the training required without their assistance.

I will take this opportunity to inform you of the dues structure for next year. As you know, CSEA has adopted, as a condition of the affiliation agreement, the AFSCME minimum dues structure. This structure is changed annually based on a study conducted by the federal government that measures the average increase in wages for the types of jobs represented by AFSCME. This is used as the basis for the dues increase. For 1984 an increase of sixty cents (60¢) a month is anticipated. This is an increase of \$7.20 annually and will raise the CSEA dues to \$135.00. This change will be effective January 1. As always, a portion will go to AFSCME and the rebates to locals will also increase.

In closing, I would like to mention that we anticipate publishing the complete financial statements of your union in **The Public Sector**. This was done this past May for the first time in many years. I will do my best along with the president and statewide audit committee to keep the membership well informed on matters relating to the finances of this union.

VOTE 'YES' PROPOSITION ONE, NOVEMBER 8th



# PRESIDENT'S REPORT REGION IV

## C. Allen Mead

### Proof CSEA does not give up

Through a long spring and hot summer of controversy, the Capital Region has endured much turmoil and many cutbacks. Arising, however, from all these situations is our members' knowledge and confidence that CSEA does not give up.

In the early spring, the Rensselaer County politicians decided to utilize forty-nine (49) highway department workers to play a game of chicken — "You'll pass the bonding before we lay the workers off." This was where the politicians underestimated the situation. When neither party budged, forty-nine (49) county workers were on their way out of the door for no real reason other than political egotism. And, the politicians emphatically believed that CSEA would soon forget the employees and their plight. This union, however, did not forget! Rather, CSEA continued to fight and remind the politicians that they, in fact, were responsible for the fiasco. Subsequent to numerous meetings, picketings and undying conversations, the politicians commenced the rehiring of workers.

The Rensselaer County situation "mirrored" the state situation. Thousands of pink slips were delivered to workers and, after weeks of twisting in the wind, thousands of the slips were rescinded. Due to the overwhelming success of the early retirement system and the realization of staffing shortages, the state is presently reevaluating its position relative to layoffs.

While the above situations were ongoing, DOT Barge Canal workers were busily obtaining the affixation of thousands of citizen signatures on petitions to save the Barge Canal by retaining a proper and needed work force. Again, as in Rensselaer County, management believed that the union would soon forget and move on; however, CSEA has continued to battle which has accreted us with the recognition of a "hard fighting" union.

Both labor and management have learned at least one lesson from these battles — we must begin to think creatively in the problem resolution area. In the Rensselaer County situation, an innovative idea was developed — "contracting in" public employees who may be facing layoffs. That is, allowing the county to bid on public sector projects of larger or smaller governmental entities in order to provide its employees with the much needed work during periods of hard fiscal times.

Let us take this idea one step further — before the state of New York plans another reduction in force, perhaps, some consideration should be given to how many public jobs could be saved if the state had to allow the departments to bid in on all work which is contracted out to private steno, painting and cleaning firms. Imagine — the union would be recommending that the state stop the layoff threat by allowing public employees to save the taxpayers' money by cutting the costs of contractors and allowing the public employees to

perform the work. I can certainly hear several large private sector contractors screaming "foul", but I can also hear thousands of our members applauding and shouting "That's the way to go!" Think about it!

The battles we have fought, costly though they be, will have proven beyond management's doubt that CSEA does not forget and move on!



### CSEA, county legislature clash over hospital merger plan

CATSKILL — During the past several weeks, CSEA Greene County Local 820 has been campaigning to save the Greene County Memorial Hospital and Nursing Home while the county legislature is urging voters to approve a resolution which will allow it to "sell, lease, transfer or convey" the facilities to another entity.

"The legislature is telling the taxpayers how much the county will save if it doesn't have to fund the operations of the county hospital and nursing home," said Richard Canniff, CSEA Local 820 president. "But the legislature is not telling the taxpayers how much more they will have to pay to get health care at out-of-county facilities."

The legislature is reportedly looking into a possible merger of the Greene County Hospital and Home with Columbia County facilities. However, if the merger were to happen, Greene County residents would end up with a facility which would be a little bit more than a first aid station and far less than a full-functioning hospital, according to opponents.

Canniff, who is serving on a community-based "Save Our Hospital

Committee", has made two 30-second radio spots to inform the county residents of the situation.

"The county legislature is telling the residents that the only reason CSEA is involved is the potential loss of 418 jobs. We're telling the residents that they'll be losing a health care center which has served their needs for 50 years and which, if managed properly, could be an asset to the county, not a thing of scorn," said Canniff.

The CSEA Capital Region office is coordinating the production of various informational materials for distribution to CSEA members in the area.

C. Allen Mead, Capital Region president, explains the union's communication efforts: "We want to inform all of our members, state, county city, town, village, school district and retirees what the legislature is attempting to do. We are telling them about a recent study which states that private run health facilities are more costly than publicly owned and operated facilities. And we are urging them to get out and vote 'NO' on election day."

### Winners of scholarships for continuing studies announced

ALBANY — Winners of the first Thomas H. McDonough Memorial Scholarships for Continuing Studies have been announced by CSEA's Special Memorial Scholarship Committee.

Committee Chairman Brian Ruff explained that the \$200 awards are being presented next month to aid past CSEA scholarship recipients in completing their college studies.

"We've been awarding our annual scholarships to sons and daughters of CSEA members for four years now, so we had quite a few students eligible to apply for these new awards," Ruff explained.

The McDonough Scholarship recipients are:

Region I — Diane Sue Burke, a student at SUNY Albany and the daughter of Beverly and Frank Burke. Frank is a member of Nassau Local 830.

Region II — Deborah Barfield, a student at the University of Maryland and the daughter of Carrie Barfield, a member of Downstate Medical Center Local 646.

Region III — Marcella Mercatili, a student at the NY State School of Industrial and Labor Relations at Cornell University. She is the daughter of Julia and Peter Mercatili, both members of Warwick Correctional Facility Local 166.

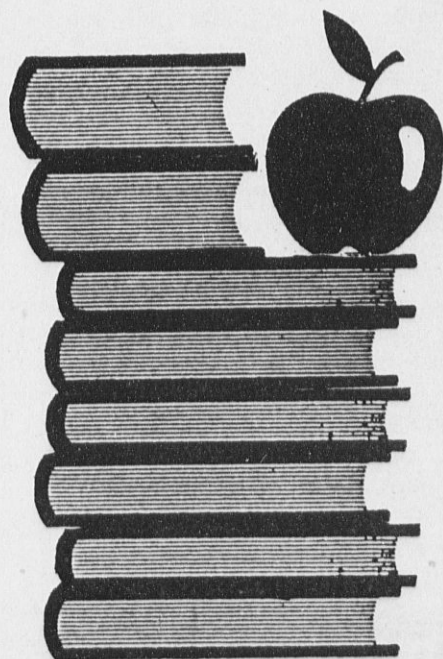
Region IV — Kevin Costello, a student at Siena College and the son of Marie and Earl Costello. Earl is a member of Eastern Barge Canal Local 500.

Region V — Suzanne Smith, a student at the Syracuse University School of Management and the daughter of Karin Stathatos, a member of Judiciary Local 334.

Region VI — Matthew D. Farrell, a student at Case Western Reserve University and the son of Sandra and Kenneth Farrell. Kenneth is a member of Erie County Local 815.

Members of CSEA's Special Memorial Scholarship Committee are Dorothy Goetz, LaMont Wade, Diane Lucchesi, William Fetterling, Sandra Delia and Art Howell.

The scholarship committee's next task will be to consider applications for the annual Irvin Flaumenbaum Scholarships. Applications for these awards, presented to graduating high school seniors who are sons and daughters of CSEA members, should be available in February. Deadline for receipt of completed applications is usually set for April, with scholarships being awarded in late June.





# PRESIDENT'S REPORT REGION V

## James J. Moore

# 5

### Bosses — our best organizers

Several years ago, Jerry Wurf was asked to address a conference of county executives, mayors and other local government officials. Pointing an accusing finger at his audience he said, "You represent our best organizers, our most persuasive reason for existence, our defense against member apathy, our perpetual prod to militancy, and our assurance of continued growth."

Surely I need not remind you of our efforts, one year ago, on behalf of a then trailing candidate for governor. Within 16 days of taking office, he announced layoffs of state workers, as well as the closing of several cost-effective mental institutions so that convicts would not be overcrowded.

Last month, hundreds of career-minded public employees found themselves the victims of county legislators who felt it was "good public policy" to impose a contract which limited their salary increases in 1983 to zero. Almost daily we hear of another school board authorizing a study to contract-out the services currently being performed by your fellow union members.

Although our Statewide Association is incorporated, I have never thought of our union as a business. Yet, if the Governor, a mayor, or a school board treated their public employees with justice and decency, would we not be out of business? There would truly be no need for a union if a worker's dignity was not offended by an employer. We would be unable to maintain or recruit a single member if employees were completely satisfied.

I am convinced that we can, and should, do more to ensure the dignity of the worker, but **you** must do your part. **You** must become active in your local union. It is unfair to expect your Local Officers to constantly confront management when their troops remain silent.

Within the Central Region, we have offered training to your officers to provide them with the fundamentals of how to organize an effective Local. Officers Training workshops in July and August, as well as a session on Labor/Management skills in September, have enabled many of your leaders to establish a good working relationship with their employers.

It is now up to **you** to assist in building a strong local union. The Region has set dates for many programs over the next six months to help in setting up local steward committees. Any contract you work under is only as good as the level at which it is enforced. Discuss the following workshops with your Local President relative to your involvement.

#### Basic Steward Training:

November 19th — to be held in Utica, Ithaca and Potsdam.

December 3rd — to be held in Watertown, Syracuse and Binghamton.



A special training program on Negotiations in Political Subdivisions will be offered on:

January 28, 1984 — in Owego, Watertown and Syracuse.

A one-day conference will be hosted by the Regional Women's Committee, for men and women, on:

February 4, 1983 — in Syracuse (Agenda TBA).

Advanced Steward Training will be offered as follows:

March 3rd — 9:30 a.m. in Syracuse

March 6th & 13th — 6:30 p.m. in Binghamton

March 24th — 9:30 a.m. in Utica

April 7th — 9:30 a.m. in Watertown

Let us all prepare ourselves to deal with the problems caused by our "best organizers" — our employers. With a great deal of hard work, a little luck, and the backing of our rank-and-file membership, the Central Region will have 81 strong local unions able to handle any problem effectively.

## Chemung workers demonstrate their anger.

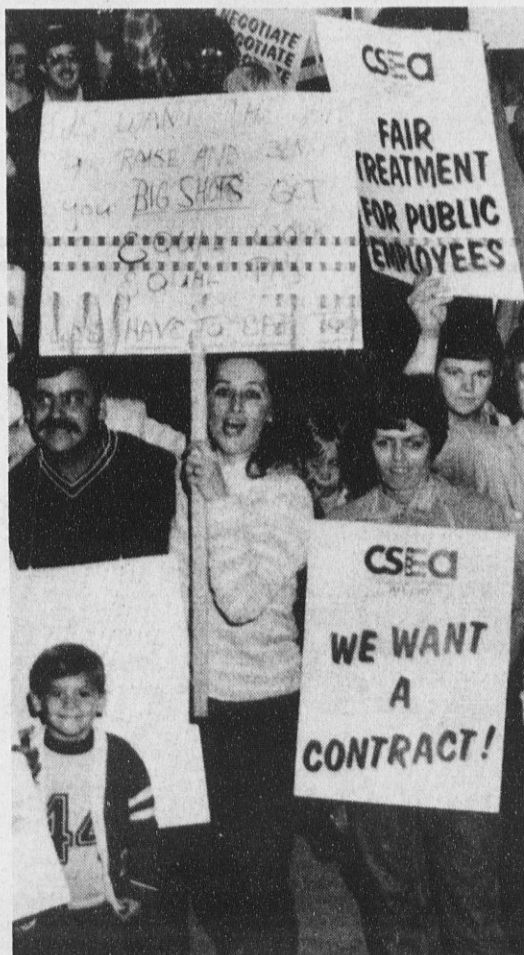
ELMIRA — Nearly 300 Chemung County employees, supported by a score of other units from CSEA Local 808, expressed their anger at having no contract by staging a demonstration here prior to a recent legislative hearing.

The informational rally came on the heels of an Improper Practice charge filed the same day by CSEA against the alleged "union busting" tactics of County Executive Robert Densberger. Union officials claimed that Densberger, in a letter to county employees, used misleading information and excerpts from a proposal of agreement other than the last one presented to the employees at the bargaining table.

According to Robert Allen, unit president, the letter was a flagrant attempt on the part of the Chemung County Executive to interfere with the operation of the union by submitting confusing information.

A union spokesman said that although the employees have been working nearly one year without a contract they reluctantly accepted a PERB fact-finding report. County officials have voted to reject the same report.

CSEA counsel in Albany is now considering the possibility of another charge against the county as a result of further legislative action taken.



### REGION V ENDORSEMENTS

CSEA has endorsed a number of candidates from the union's Central Region in the November 8 elections. The following endorsements have been approved by both the region and statewide CSEA political action committees. In addition to the following, some endorsements recommended by the region committee are awaiting approval of the statewide committee as The Public Sector went to press.

**CAYUGA COUNTY** — Donald J. Poole, Auburn City Council; Allan Bentkofsky, District Attorney. Joseph Marshall, George Steigerwald, Ruth Sholes, Paul Sedor, John Rejman, Dale Cunningham, Francis Bennett, Chester Palega, Robert Schneider, David Shaw, Charles Savage, Frank Calarco, County Legislature.

**ONEIDA COUNTY** — John D. Plumley, County Executive; David Townsend, County Comptroller; William Hasenauer, County Sheriff. Jeff Rowlands, Raymond Cardinale, Angelo Amodio, Frank Franco, Robert Gulla, Gerald Fiorini, County Legislature.

**CITY OF UTICA** — Stephen J. Pawlinga, Mayor; Samuel A. Gigliotti, President Common Council; Tom Nelson, City Comptroller.

**CITY OF ROME** — Carl J. Eilenberg, Mayor; John Mazzaferro, President Common Council. Richgard Fiorini, Keith Townsend, Timothy Merchant, Rosemary Mody, Susan Guy, Anthony Spado, City of Rome Alderman.

**ST. LAWRENCE COUNTY** — Joseph Cosentino, County Legislator.

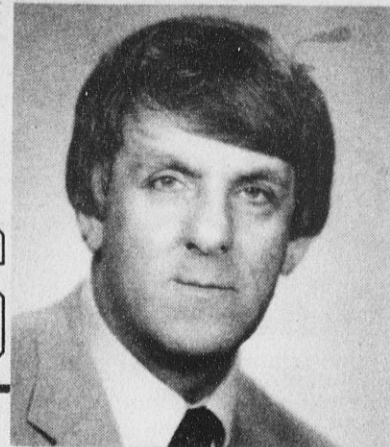
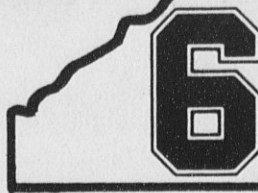
**CITY OF ELMIRA (CHEMUNG COUNTY)** — Steven Fesh, Mayor. Thomas Santulli, Thomas Wald, Marsha Roe, Maybelle Kutka, Elmira Common Council.



# PRESIDENT'S REPORT REGION VI

## Robert Lattimer

### Don't deregulate natural gas



I have often espoused support for the union's involvement in community affairs to enhance our service to the membership. Naturally, our prime function is to negotiate and enforce collective bargaining agreements. We must also keep abreast of and respond to events which could adversely affect our contracts.

Please allow me to take this opportunity to apprise you of a current and very hot issue which could cost our members dearly. That is the proposed plan to deregulate natural gas. President Reagan has asked Congress to remove any controls on natural gas prices. Should this happen, even firms such as National Fuel Gas admit that consumers' costs will escalate drastically.

Fortunately, there is a concurrent move underway in Congress to prevent this. The Citizen/Labor Energy Coalition, a national organization comprised of consumer groups, labor unions, senior citizens groups, and

supported by AFSCME, is pushing a bill in Congress, HR 2154, the Natural Gas Consumer Relief Act. This bill, which has broad bi-partisan support, will prevent the removal of controls and help reduce any drastic price increases. This is not a Republican or Democratic issue, it is a personal issue, especially for those who live in the Northeast and stand to suffer the most during a hard winter season.

Ironically, there is a surplus of natural gas presently, but utility bills keep going up. That's because consumers can't shop around for the cheapest natural gas. There's only one local gas utility, with one or two pipeline suppliers. Consumers across the nation are frustrated and devastated financially by soaring heating bills. Only direct pressure from individual constituents will move Congressional representatives to pass this legislation.

The Natural Gas Relief Act, HR 2154, would (1) roll back the prices gas producers can

charge, (2) have pipelines buy the least expensive gas available, and (3) rein in the Federal Energy Regulatory Commission.

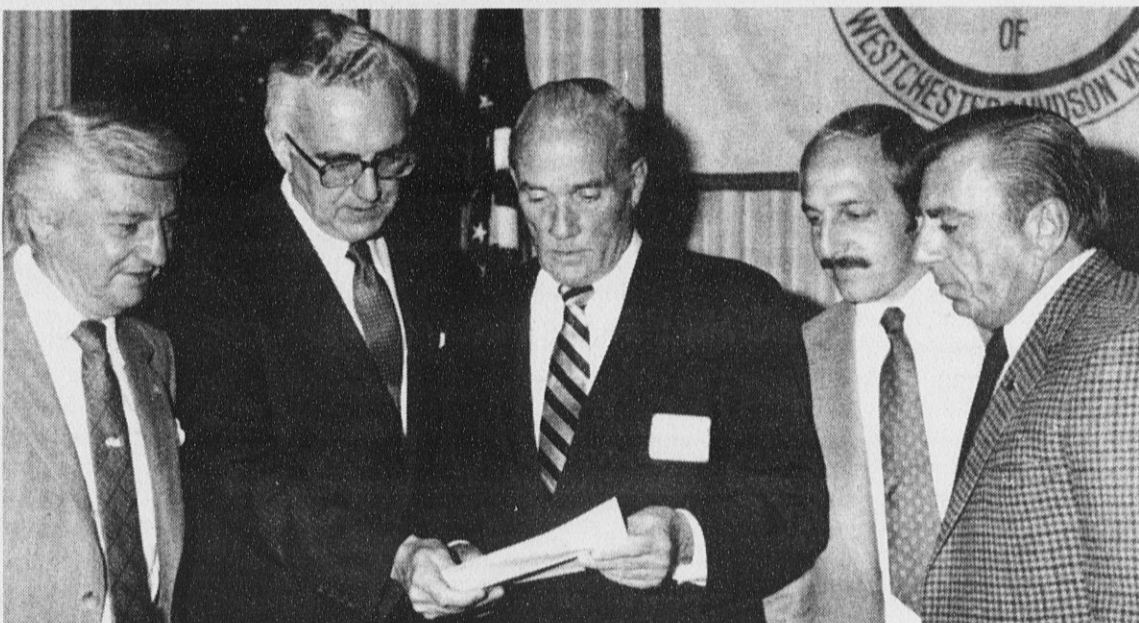
In New York State, both Senator Moynihan and D'Amato are co-sponsors of Senate bill S996, companion bill to HR 2154. On the House side, however, only Ackerman, Downey, Ferraro, Fish, LaFalce, Mrazek, Noak, Ottinger, Scheuer, Schumer, Weiss, and Wortley have thus far signed on as co-sponsors of HR 2154.

If your representative has not yet indicated his support for this key legislation, write now to urge support for HR 2154. A thank-you to the Senators and to those Congressional representatives who have taken a stand would be in order, also. Immediate action is necessary to prevent what might well be a choice between "heating and eating" for those of us who depend on natural gas in New York State.

### "Yes" vote urged on Proposition One on November 8th



CSEA LONG ISLAND REGION President Danny Donohue, left, and Suffolk County Executive Peter F. Cohalan discuss the positive impact on Long Island of the Rebuild New York Bond Issue, Proposition One on the November 8th ballots. "Passage of this bond issue is essential," Donohue said. "It can bring thousands of jobs to Long Island and involve CSEA members in reconstructing our roads and bridges."



LABOR OFFICIALS met recently with Westchester County Executive Andrew O'Rourke to demonstrate support for passage of Proposition One. Westchester County CSEA Local 860 President Pat Mascioli, right, was among union leaders attending. Others, from left, are Charles Matero of Operating Engineers; County Executive O'Rourke; William A. Bassett, chairman of the Construction Industry Council of Westchester and Hudson Valley, Inc.; Ross Pepe, also from the Construction Industry Council, and Mascioli.

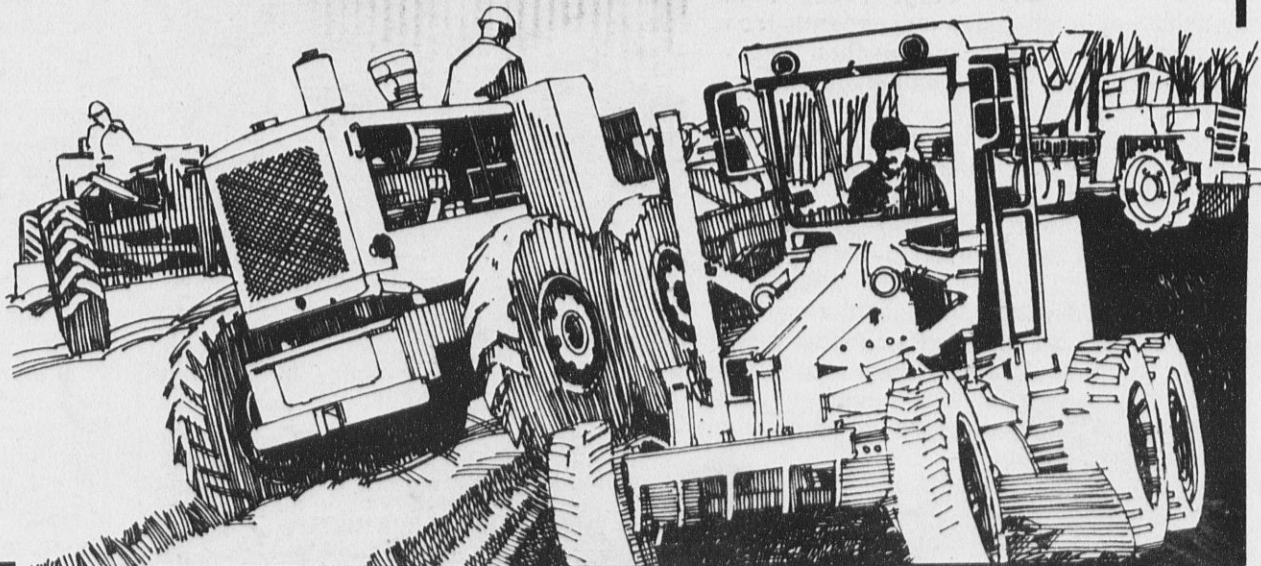
## KEEP NEW YORKERS WORKING,

Vote

'YES'

Nov. 8

PROPOSITION 1







CSEA REGION III PRESIDENT Raymond O'Connor presents award of appreciation to Eva Katz on behalf of CSEA.



ASSEMBLYMAN EUGENE LEVY from Rockland County presents Katz with framed copy of a citation in which the state Assembly honors her.

## Receives honors for dedicated service

# Longtime CSEA activist Eva Katz calls it quits

ORANGETOWN — Eva Katz can't seem to convince her friends and co-workers that she is really going to retire. After all, how do you slow down a whirlwind?

But the longtime union activist will soon be leaving for her new home in Florida after 13 years as a CSEA member involved in a wide array of union activities.

"Without a union it would be difficult to function," said Katz, the president of CSEA Rockland Psychiatric Center Local 421, at a recent retirement dinner in her honor. "Everyone has a right to certain protection."

Katz's involvement with CSEA began on the first day she came to

work at RPC, when she asked the local president for her union card. A former member of ILGWU for 16 years, she was eager to carry on her commitment to unionism.

She was shortly elected third vice president of the local, and then became first vice president, a position she held for eight years before becoming local president.

She has also served on the membership committee, the regional and statewide nominating committees and the political action committee. In addition, she chaired the judicial board and the education committee, held the first meeting of LUTP (Local Unit Training Program), and served on the statewide

labor-management team and CSEAP for the Administrative Services Unit.

In addition, she has been active in local politics, working as a liaison with state Sen. Linda Winikow.

Katz plans to move to Florida where she will devote her new-found free time to her children and her husband of 40 years. She also hopes to get in some golf and travel.

But Katz kids about keeping involved in union activities, too.

"I tease everyone," she said. "I tell them that I'm going to go to Florida to re-organize AFSCME."

Many of her friends say that they would not be a bit surprised.

**KATZ'S WORK** in helping establish a day care center at Rockland Psychiatric Center and service as a member of the center's Board of Directors earned her this certificate of appreciation.



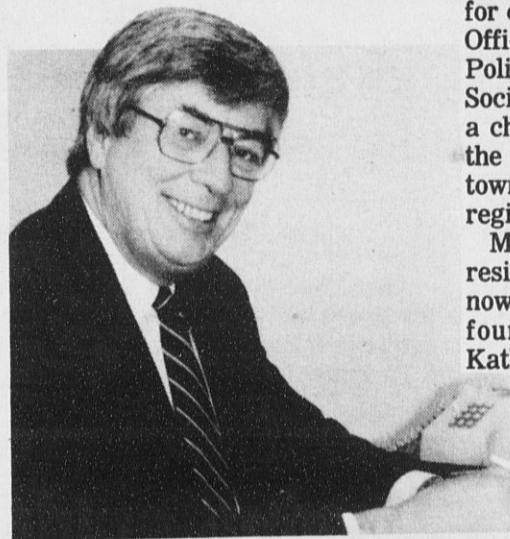
THE GUEST OF HONOR, center, is greeted by Glenda Davis, left, new president of Local 421, and CSEA statewide Secretary Irene Carr.



A PLAQUE FROM LOCAL 421, Rockland Psychiatric Center, was presented to Katz by former Local 421 President Marty Langer.



**Former CSEA field rep to head marketing and communications at Employee Benefit Fund**



Jason McGraw

Jason P. McGraw has been appointed director of marketing and communications for the CSEA Employee Benefit Fund. McGraw will be responsible for negotiating and maintaining fund plans in the state and local government bargaining units covered by CSEA contracts. Other duties include overseeing the fund's publications, announcements and developing plan rates with consulting actuaries.

McGraw served CSEA for over 15 years as a collective bargaining specialist and a field representative. He was responsible for contract administration for the Office of Mental Hygiene, State Police, Health Department and Social Services. McGraw was also a chief negotiator for contracts in the County Division for cities, towns and villages in the six regions.

McGraw has been a lifelong resident of Troy where he resides now with his wife, Barbara, and his four children, Kevin, David, Kathleen and Matthew.

**LEAP course registration begins**

CSEA's Labor Education Action Program (LEAP) has released its course announcement for spring semester, 1984. The LEAP courses, funded under the ASU, OSU and ISU contracts, are open to New York state employees in the administrative, operational and institutional negotiating units.

Next spring, 60 colleges and BOCES will be offering over 85 subjects and more than 430 courses, an increase of more than 40 percent from the fall semester of 1983, according to LEAP Director Tom Quimby.

Course announcements, applications, and drop forms have been distributed to training and personnel offices, local presidents and CSEA regional offices.

Applications, in order to be processed, must be received at the LEAP office no later than November 16, 1983.

Because completeness and accuracy are essential on the applications, LEAP has further improved the directions on the application forms, Quimby said.

"Unfortunately, many applicants did not indicate their bargaining unit on the application form. Because we need that information to register the applicant, we could not process those applications."

LEAP is also asking applicants to give a copy of their application to their personnel or training department for information purposes before mailing the original to LEAP. This new procedure is designed to reduce the error rate on applications and will help the agencies with their record keeping.

LEAP expects that this coming semester, like last, word processing and computer classes will fill up quickly and consequently is encouraging people to apply for other types of courses or to use the Tuition Reimbursement Program for courses which are not offered through LEAP.

**CSEA wins on-call grievance**

SIDNEY — Persistence on the part of two unit presidents, a CSEA field representative and a regional attorney has finally paid a dividend for Jacalyn Vandervort, an LPN at Sidney Hospital.

Vandervort was recently notified of a favorable settlement regarding her "on-call" pay grievance filed May 10, 1982.

According to an article in the present CSEA contract with Sidney Hospital, employees are to be paid \$12 each day they spend on call or stand-by duty. The Vandervort grievance was filed after the hospital failed to pay the contractual rate for on call duty performed April 22, 1982, and other money owed retroactive to the effective date of the contract.

Through the efforts of Dick Burden, unit president, and Jeff Nowalk, former unit president, the grievance was moved and denied by management through the three-step process. At this point, Jerry Phelan, field representative, contacted CSEA legal assistance to pursue arbitration.

In the interim, CSEA attorney John Rittinger met with hospital management in an attempt to resolve the issue. At the meeting he argued the present contract clearly specifies the pay rate for on-call duty is \$12 a day. The hospital authorities eventually conceded they had erred in underpaying Vandervort three times, and eight other employees a total of 38 times for on-call service.

Two months after the hospital proposed a settlement, employees received their back pay, and the hospital agreed to pay the \$12 daily rate for on-call duty in the future.

**Proposition 1**

means more jobs for New Yorkers

**Vote "Yes"**

on the Rebuild New York Bond Issue

**November 8.**

**Reminder: payroll deductions start on IRA plans**

ALBANY — Building funds for retirement will now be easier for many CSEA members, who will now be able to use automatic payroll deduction to open an Individual Retirement Account (IRA).

The union negotiated with the state to set up IRA payroll deductions for those in the ASU, ISU and OSU bargaining units, as well as CSEA-represented employees in the Office of Court Administration (OCA).

IRAs, made available to the general public when tax laws were changed about two years ago, provide a way for individuals to build their own retirement savings in a tax-sheltered investment. Up to \$2,000 a year may be paid into an employed individual's IRA, and the full amount of the year's IRA contribution is subtracted from the person's taxable income. Another major tax advantage is that interest earned on the account is tax deferred until withdrawals are made, usually at retirement.

A special task force of the union's State Executive Committee — headed by John Gully, the board representative for Tax and Finance — studied a number of IRA plan proposals before recommending the programs now being offered to CSEA members.

"Many different types of financial institutions offer these retirement plans, and we thought that our members should have a choice and be able to

pick a program which best suits their needs," Gully explained. "That's why we selected three vendors, who represent three major types of IRAs — a bank, an insurance company, and an investment firm that manages mutual funds.

"Retirement planning is important, and especially with all the uncertainty over the Social Security system, IRAs can be a good way to protect your future," Gully added. "We hope that CSEA members will look into these programs, which have the big advantage of

making saving easier through payroll deduction. Even if you can only save \$10 or \$12 a pay period, the tax advantages and other benefits offered through these plans can really make the money add up."

Although the plans are now only available through payroll deduction for State Division and OCA members, it is hoped that negotiations with political subdivisions will result in other CSEA members being able to take advantage of the automatic retirement savings plan.

CSEA-IRA  
P.O. Box 7125  
Albany, NY 12224

Please send me information on the Individual Retirement Account (IRA) programs now being made available to me through payroll deduction. I am a state employee in the ASU, ISU, OSU or OCA bargaining unit.

I am interested in receiving:

- General information on IRAs
- Prudential-Bache IRAs
- The Dime Savings Bank IRAs
- Oppenheimer Funds IRAs

NAME: \_\_\_\_\_

Home Address: \_\_\_\_\_

Place of Employment: \_\_\_\_\_



# Region V meeting an informative prep for state convention

SYRACUSE — CSEA members from the 20-county area of Region V took home a wide range of information from the Sept. 23-26 regional conference held here.

Nearly 300 officers and delegates from 82 locals and over 200 units had the opportunity to hear from department heads about the variety of services offered by CSEA to its members.

During the three-day gathering, state, county and school affairs members



heard from Mike White, new Region V OSHA representative; Chuck Gregory and Brian Ruff, facilitators for the Committee on Work Environment and Productivity (CWEP); and Sally Bouton and Sean Turley, CSEA Education and Training representatives, who held full-day workshops covering labor/management structure and development.

Region V Political Action Committee members met with chairpersons Dorothy Penner and Richard Grieco to establish a course of action for the upcoming elections throughout the region.

Regional Treasurer Mary Sullivan conducted a treasurer training workshop for new officers who were unable to attend the two summer sessions.

Participants also gained valuable information concerning CSEA insurance, vision care and regional communications services.

Region V President Jim Moore called the three-day conference "very productive". Bringing attention to the upcoming statewide convention, Moore said, "it (the conference) gave us the opportunity to discuss some key issues and regional business, in addition to offering valuable information to take back to the members."

A special meeting of Region V convention delegates was held Saturday, Oct. 8, in Syracuse.

**SHOW AND TELL** — Joe Iwanicki, president of Syracuse Developmental Center Local 424, and Mary McCarthy, president of Syracuse Retirees Local 913, tune in the CSEA audio-visual presentation at the communications table after registering for the weekend Region V conference in Syracuse.

## Political action rebate on dues

ALBANY — CSEA members and agency fee payers who object to the appropriation of a portion of their dues or agency shop fees for political or ideological purposes unrelated to collective bargaining can obtain a rebate. The CSEA political rebate amounts to \$2.60.

The union's procedures call for rebate applications to be submitted by certified or registered mail addressed to the statewide Treasurer. The application period has been extended through November 1983.

Individual applications should be submitted; lists of members and fee payers are not acceptable.

Each application for reimbursement must include the individual's Social Security number.

AFSCME's Constitution also includes a rebate procedure. The International Secretary-Treasurer calculates the portion of per capita payment or service fee equivalent that has been used for partisan political or ideological purposes during the fiscal year and rebates that amount upon proper application.

Individuals applying to CSEA for political action rebate are not required to file separate applications to the International. CSEA will forward requests it receives to the AFSCME Secretary-Treasurer.

## November is open transfer period for State Health Insurance program

One major feature of the New York State Health Insurance Program is **THE ANNUAL TRANSFER PERIOD**. This year during the month of November, you may request a change in your Health Insurance Option to one of the following:

- The **STATEWIDE PLAN** which provides hospitalization and drug coverage through Blue Cross and major medical coverage through Metropolitan Life. Prescription drug coverage, for employees not covered under an Employee Benefit Fund agreement, is also included under this option.

- The **GHI OPTION** which provides hospitalization through Blue Cross and medical/surgical coverage and extended benefits through Group

Health Incorporated. Prescription drug coverage, for employees not covered under an Employee Benefit Fund agreement, is also included under this option.

- And coverage through a local **HEALTH MAINTENANCE ORGANIZATION**.

Literature describing the various coverages available to you may be obtained from the personnel office. Employees contemplating a transfer to a different enrollment option should make certain that they have a thorough knowledge of the limitations, as well as the benefits, of the option to which they plan to transfer. An application for transfer and assistance in completing the form can also be obtained from the personnel office.

## Shop stewards seminar held

KINGSTON — "How do I file a grievance?"

"Will I get paid for working out of title?"

"How are job openings posted?"

These are the kinds of questions shop stewards frequently are asked and sometimes are unsure about how to answer.

But shop stewards from Tax and Finance Local 690 who attended a recent labor/management seminar here, received the information they need to help union members who approach them with such queries.

More than 100 people turned out for the two-day seminar which covered policies and procedures on an array of topics from grievances to affirmative action.

According to Region IV Education Chairwoman Kathy Sargalis, the seminar revealed some of the most common concerns of stewards including how to approach a prospective member, how to get members involved in the union, and how to keep them interested in union activities.

"We all suffer from apathy like everyone else," she said. "We need to keep people involved. Our turnover is large and we have many members spread all over the state. They have to know what's going on and where to get information."

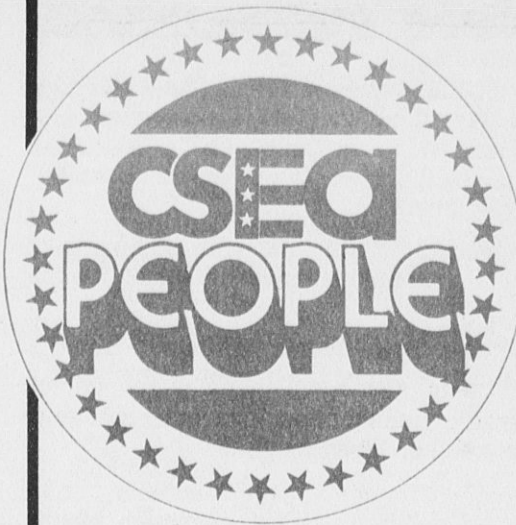
Region IV President C. Allen Mead noted that the seminar was an opportunity for shop stewards to discuss whatever questions they might have with management personnel.

Their willingness to discuss problems "demonstrates the level of cooperation these people have with their management," he said.



**TAX LOCAL 690 PRESIDENT** Carmen Bagnoli greets participants at a recent Labor/Management Seminar which was held at the Holiday Inn in Kingston. Seated are Tom O'Donnell, treasurer, and Kathy Sargalis, chairman of the event. Standing are Bill Burdick, third vice president (left) and Bruce Larsen, a delegate. Over 100 persons attended the two-day workshop which helped to demonstrate the level of cooperation between labor and management.





# PEOPLE Committee gears up for 1984 presidential election

**“If every CSEA member contributed just 25 cents, we’d reach the \$50,000 goal easily.”**

ALBANY — As the race for the 1984 presidential election begins to pick up, CSEA’s newly-formed Special PEOPLE Committee has its work cut out. The committee is determined to raise \$50,000 in voluntary contributions over the next year for PEOPLE (Public

Employees Organized for Political and Legislative Equality), the political action arm of AFSCME.

And according to committee chairwoman Sheila Brogan, “If enthusiasm and commitment count for anything, we’re going to make it.”

When CSEA’s new PEOPLE committee held its organizational meeting in late September, fund-raising ideas were abundant. Already lined up are the PEOPLEthon Race at the Concord Hotel during the annual delegates meeting and several other fund-raising projects throughout the coming 10 months.

“Part of our problem has been one of identity,” Brogan commented. “But we think members will respond to PEOPLE as a CSEA effort in conjunction with AFSCME when they realize they are making an investment in themselves and in their own futures. We can plunge ahead with a coordinated fund-raising program throughout New York.”

According to Brogan and the other members of the committee, the key is involving each and every member of CSEA. “Our members realize, I think, how crucial it is to

be involved in the political arena on the state and local levels, and it should be apparent that we have a big stake in politics on the national level as well,” Brogan emphasized.

“If every CSEA member contributed just 25 cents to our effort, we’d reach the \$50,000 goal easily,” she added.

Members of the PEOPLE Committee are: Jean Frazier, Region I; Anita Schiowitz, Region II; Ken Klinko, Region III; Ernestine Lafayette, Region IV; and Doris Pratz, Region V. Executive Vice President Joe McDermott, who serves as AFSCME International PEOPLE Committee representative, will offer special assistance to the committee, and Political Action Training Specialist Ramona Gallagher will serve as staff advisor.



SHEILA BROGAN



**YES!** I want to contribute  \$1  \$3  \$5  \$10  \$\_\_\_\_\_ to the CSEA PEOPLE effort. I understand this money will be used in federal elections.

NAME \_\_\_\_\_ Local # \_\_\_\_\_  
ADDRESS \_\_\_\_\_  
Zip \_\_\_\_\_

*In accordance with federal law, the PEOPLE Committee will accept contributions only from members of AFSCME and their families.*



If you want to boost CSEA’s effort for the 1984 federal elections, send your contribution payable to “PEOPLE” to the CSEA Legislative Office, 150 State Street, 5th Floor, Albany, NY 12207. Contributions can result in an income tax credit up to \$50 for a person filing singly or \$100 for a joint return.

## Leave time restored to Taconic parks employees

LAGRANGEVILLE — Twenty-six employees of the Taconic State Park Commission have been credited with more than 90 hours of personal and vacation leave time as a result of a class action grievance which was filed last year after they were told to go home from work during a snowstorm on April 6, 1982.

According to Region III Field Representative John Deyo, all non-essential employees were told that they could leave their jobs at about 11 a.m. because of severe blizzard conditions. Later that day, the Office of Parks, Recreation and Historic Preservation received word from the

Governor’s Office of Employee Relations that they had decided not to support the release of the employees.

Two months later, the employees received notice that the time was to be charged to them, because, said a Parks Department spokesperson, “there was no formal authorization to direct you to do so, and therefore, absences cannot be excused.”

Pleased with the recent victory, Deyo stated, “When management told the employees to leave, they obeyed. We will not allow management to retroactively change their minds when it adversely affects the employees.”



# LET'S REBUILD NEW YORK



**VOTE "YES" ON PROPOSITION ONE**



When you vote "Yes" for Proposition 1 on Election Day, November 8th, you'll be voting an investment in your future. An investment in the roads we drive, the bridges we cross, the railroads and waterways which serve our industrial and recreational needs, buses and subways we ride, and the airports we use.

More than 24,000 miles of highway in New York State are rated in poor condition: 8,192 bridges in this state are structurally deficient and in need of repair. Thirty canal dams do not meet federal and state standards; 38 of our airports need rehabilitation work, and 472 railroad grade crossings need safety improvements.

Proposition 1 will permit the state to borrow \$1.25 billion for the rehabilitation of our transportation infrastructure, and will bring an additional \$1.92 billion in federal funds. And it will generate the equivalent of 36,000 jobs for five years, something New York also needs badly.

Invest in your future. Vote "Yes" to "Rebuild New York" on Election Day, November 8th.

## A GOOD INVESTMENT

