

The Public SECTOR

Pat and Don Crandall are CSEA's only husband and wife team of Local presidents. They tell how they manage to do it on pages 6 & 7.

Official publication of
The Civil Service Employees
Association

Vol. 3, No. 43
Wednesday, August 12, 1981

(ISSN 0164 9949)

Suffolk contract approval a union victory



INTENSE DISCUSSION concerning the Suffolk County contract dispute involves, from left, CSEA Region I Director William Griffin, Suffolk County Local 852 President Charles Novo, Bill Richards, presiding officer of the Suffolk County Legislature, and CSEA Field Representative Irwin Scharfeld. Discussion occurred just prior to meeting of the Legislature to revote on the contract.

Intense union pressure preceeds legislative ok

HAUPPAUGE — The squabble between CSEA and the Suffolk County Legislature over the 1981 contract ended abruptly July 31st in a CSEA victory.

To the applause of approximately 300 CSEA members in attendance, the Suffolk County Legislature approved the same CSEA-Suffolk County contract it had rejected on July 7.

The 14-0 turnaround vote came after a concentrated union pressure campaign to get the legislators to change their votes. The approval of the contract also followed a Public Employment Relations Board ruling which upheld a CSEA improper practice change against the Legislature and sustained the CSEA contention that only the union and the county together — not the Legislature alone could initiate raises and promotions.

The Legislature had earlier rejected the contract because it ended its practice of granting raises and promotions to individuals and

employee groups. However, after the revote, the Legislature also voted to appeal the PERB ruling.

"The Legislature acted reasonably, as we knew they would eventually," said Danny Donohue, Region I CSEA president. "The Legislature will not be excluded from the process of adjusting salaries and grades because they must still approve or deny all union-county raises and promotions."

CSEA plans to test the new procedure when Charles Novo, Suffolk Local 852 president, meets with county officials to propose salary adjustments for approximately 200 grade 6 employees. A \$700,000 salary increase was initiated for the Grade 6 employees by the Legislature earlier but vetoed by County Executive Peter Cohalan in June.

"I hope the county joins us in recommending the increases that the step 6 members deserve and which the Legislature has already indicated

it supports," Mr. Novo said.

A political pressure campaign to reverse the contract rejection was launched by CSEA President William McGowan, who came to Long Island after the contract was rejected. Mr. McGowan directed his state staff to give full support to Local 852 to help get the rejected contract approved. Region I Political Action Chairman — Michael Curtin worked long hours on the phone persuading legislators to change their votes. He was aided by Bernie Ryan, CSEA State Director of Legislation and Political Action, who directed political and membership support drives. Also, an advertising campaign was geared to go into action if the Legislature again rejected the contract.

The one-year contract contains raises that range from 7.5 to 23 percent. Back pay, dating from January, including the raises, averages \$950 and will be included in the August 20 paychecks, according to county officials.

Barge canal accident fatal

PITTSFORD — Edward B. Krebbeks, 53, of Lyons, a marine engineer with the NYSDOT Barge Canal System and a member of CSEA Local 503, drowned July 28 in an accident near Lock 32 of the canal system.

Details of the accident are incomplete pending further investigation, but an unofficial report indicated Mr. Krebbeks fell overboard while performing his duties on board the NYSDOT tug Syracuse while the boat was underway.

A fellow crew member, Walter E. Wagner, dove into the canal in an attempted rescue, but was unsuccessful.

A full account of the mishap is expected following an investigation by state officials. CSEA officials are also interested in the accident report from the standpoint of possible OSHA violations, it is reported.

Mr. Krebbeks resided with his wife and two children at 449 Old Pre-emption Road, in the village of Lyons.

Election reruns slated for eight CSEA Locals

ALBANY — The Statewide Election Procedures Committee has scheduled election reruns in eight Locals. These elections will be supervised and conducted by the committee.

The Locals involved are: Buffalo Psychiatric Center, Letchworth Village Developmental Center, Hutchings Psychiatric Center, Manhattan Developmental Center, Brooklyn Developmental Center,

Brookwood Center, SUNY at Buffalo and Cattaraugus County.

In each case, ballots will be mailed to members on August 24. Deadline for return of completed ballots is 5 p.m., Tuesday September 8.

"The Committee will be counting the ballots of Wednesday, September 9," committee chairman Greg Szurnicki said. "Candidates may attend the count as observers, at their own expense."

Overdue OSHA briefing held, finally

BUFFALO — The Department of Labor "finally got around" to officially informing public employees in western New York of details of the new State OSHA Law for public employees, and as a result awareness of workers' safety rights has been elevated, according to CSEA Western Region President Robert Lattimer.

Lattimer said an all-day informational session at the Buffalo Convention Center was well attended by CSEA representatives, but management representatives were few and far between. "It's sad to see by the absence of management personnel from the program that many public employers are apathetic to the safety of their employees and our members," Lattimer stated. "It was good to see so many of our members there. Thanks to CSEA's OSHA training sessions held in late 1980, I'm certain our members are actually much more informed than are most employers."

The all-day session at the Buffalo Convention

Center heard representatives of the Department of Labor's OSHA Enforcement Department outline details of the OSHA Bill. Covered were complaint procedures, employee protection from harassment after filing a complaint, imminent danger clauses, judicial enforcement and variance procedures for employers.

The Inspectors of OSHA complaints will be increased according to the number of complaints that develop, Department of Labor officials said. Ironically, there are fewer inspectors on the State payroll now than were on duty before the OSHA bill was passed.

CSEA members who suspect a violation of the safety law should contact the Department of Labor District Office nearest their location and ask for the Division of Safety and Health. Locations and telephone numbers of the nine Labor District Offices are:

—State Office Building Campus, Albany, N.Y.

12240, (518) 472-6085

—44 Hawley St., Binghamton, N.Y. 13501, (607) 773-7801

—State Office Building, 65 Court St., Buffalo, N.Y. 14202 (716) 842-4220

—175 Fulton Ave., Hempstead, N.Y. 11550, (516) 485-4409

—2 World Trade Center, New York, N.Y. 10047, (212) 488-4803

—155 Main St. W., Rochester, N.Y. 14614, (716) 546-7744

—333 E. Washington St., Syracuse, N.Y. 13202, (315) 473-8316

—207 Genesee St., Utica, N.Y. 13501, (315) 797-6120, Ext. 2316

—30 Glenn St., White Plains, N.Y. 10603, (914) 997-9510

Any CSEA-represented employee encountering problems in filing a complaint should call the CSEA Safety Hotline (1-800-342-4824) between the hours of 8:30 a.m. and 5:00 p.m. for assistance.

WHY? Research grants may provide the missing answers

ALBANY — Why do so few state employees use the employee suggestion system? How do personnel practices affect working mothers? How does the state's changing economy affect public employment?

These and other questions dealing with New York State employment are being explored this summer with the help of sixteen 1981 summer research grants ranging from \$2,570 to \$10,000.

The grants are sponsored by the Committee on the Work Environment and Productivity (CWEP), the joint labor-management committee of CSEA and the Governor's Office of Employee Relations (OER). CWEP is aimed at solving problems and improving the quality of the work place way from the bargaining table.

The two largest research grants, for \$10,000 each, were awarded to Columbia University academicians and to the Commission on the Status of Women in Hartford, Conn. The Columbia scholars will analyze the roles unions have played in employment opportunities for women and minorities, while the Commission members will study the concept of job-sharing.

The other research projects will examine:

—The implications of the state's changing economy and demographic trends for hiring, tenure, earnings levels and other aspects of public employment.

—The use of tuition support as a work incentive.

—The employee suggestion system: why it doesn't, for the most part, work, as well as why it sometimes does.

—Retraining workers to meet the demands of the new automated office technologies.

—Sources of job satisfaction and dissatisfaction among the state's female employees, including a look at sex-typing of occupations, opportunities for upward mobility and the women's perceptions of the double burden of homemaker/paid worker.

—Innovation in public sector agencies.

—How the quality of work life can be improved for mental hygiene therapy aides.

—Voluntary shared work as a possible alternative to layoffs in state jobs.

—An employee assistance program for state workers in rural areas.

—Personnel policies affecting working mothers in clerical and service occupations.

—Alternative work schedules (such as flex time and staggered hours) in the Division of the Budget and the Department of Taxation and Finance.

—The 1980 census data regarding New York's public employees.

—The impact of the state takeover of Family Court Services.

—Labor-management relations in the offices of Mental Health and Mental Retardation.

The above projects were chosen from approximately 100 proposals submitted to CWEP. They were reviewed by Harry Weiner, neutral chairman of the CWEP Executive Committee, and members William L. McGowan, CSEA President, and Meyer S. Frucher, director of OER.

Researchers are contracting various CSEA Locals for their participation in the studies.

This is the second year of the summer research program. Last summer, there were 12 grants awarded from a total of 62 applications.



OFFICERS INSTALLED — New officers of Social Services Local 688 were installed recently by CSEA Capital Region First Vice President Al Mead, left. Taking oath are President Charles Staats, First Vice President Cathy Arduini, Treasurer Joan Anderson, and Second Vice President Bill McMahon. Secretary Janet Rolfe was not present for photograph.

Calendar of EVENTS

AUGUST

- 15—Local 335 General Meeting, Best Western Highland Inn, 3300 Henrietta Rd., Rochester Exit 46, 10 a.m.
- 22—Sullivan County CSEA legislative breakfast, 8:15 a.m., Holiday Inn, Liberty.
- 22—Region VI PEOPLE picnic, Letchworth State Park.
- 22—Local 335 General Meeting, Howard Johnson's, 475 Dingens St., Buffalo Exit 53, 10 a.m.
- 24—Southern Region III Treasurer's Seminar, Fishkill Holiday Inn, Fishkill.
- 26—Region V EAP training session for committee members from Marcy, Utica, CNY Psychiatric Centers and the Rome Developmental Center. 8 a.m.-3:30 p.m., Alfredo's Restaurant, Route 5, Utica.
- 29—Local 615 Upstate Medical Center summer dinner dance, 6:30 p.m., Raphael's Restaurant, State Fair Blvd., Lakeland.

SEPTEMBER

- 11—Tax Local 690 and Insurance Local 666 hosts 23rd annual clamsteam Krause's Halfmoon Beach, Halfmoon.
- 19—Rockland County Local 421 picnic, Anderson Field, Orangeburg.
- 20—Suffolk County Local 852 picnic, Southaven Park, Yaphank.
- 21—Long Island Region I Executive Board meeting, 7:30 p.m., 300 Motor Parkway, Hauppauge.

Arbitration slated as next step for Seneca Sheriff suspension request

WATERLOO — The Civil Service Employees Assn. has filed a request for arbitration with the Public Employment Relations Board regarding the 30-day suspension of Sergeant Kenneth Brown of the Seneca County Sheriff's Department.

According to CSEA Field Representative Jack Miller, the request for arbitration was made when Seneca County Sheriff Greer

would not afford Sgt. Brown a third stage hearing within the grievance time frame as specified by the current CSEA/Seneca County agreement.

"We were hopeful a third stage settlement could be reached, but the position taken by Sheriff Greer will undoubtedly cost the County more money by engaging the services of an arbitrator at \$300 per day, plus expenses," Miller said.

"Furthermore," Miller continued, "the Sheriff refuses to enter into an agreement with CSEA that would combine the issue of a Section 75 procedure hearing with the grievance arbitration, thus eliminating the cost to the County of a hearing officer, which would amount to an additional \$300 per day."

It is expected that PERB will reply to the CSEA request for arbitration in the near future.

Solidarity Day protest aimed at budget cuts

McGowan to represent AFSCME

ALBANY — CSEA President William L. McGowan is chairing the New York State AFSCME participation in the September 19 Solidarity Day Rally in Washington, D.C., with Council 37 Executive Director Victor Gotbaum serving as co-chairman.

AFSCME members will march alongside tens of thousands of representatives of other labor unions in the day-long demonstration for economic decency. Solidarity Day, which coincides with the Centennial of the American labor movement,

will mark the first national demonstration ever organized by the AFL-CIO.

The protest will include a rally on the grounds of the Washington Monument, speeches, entertainment and a march.

AFSCME's International Executive Board — of which CSEA's President McGowan and Region IV President Joseph McDermott are members — held a special meeting in Chicago last week to map AFSCME's rally strategy.

Nationwide, more than 35,000 AFSCME members, families and their friends are already planning to join the Washington protest.

Joining labor groups on Solidarity Day will be representatives of a wide range of senior citizens' groups, religious, consumers', community, women's and civil rights groups who have endorsed the protest against cuts in needed social programs.

Details on arrangements for CSEA member participation in this historic demonstration are expected to be announced soon. In the meantime, members are encouraged to express their interest in the trip (for which bus transportation will be provided) by contacting their Regional President.

**JOIN labor's march
for jobs, justice.
Be part of the
Solidarity Day
demonstration in
Washington D. C.
on Saturday,**

SEPTEMBER 19

Interested CSEA members should immediately contact your Regional president for details.



NEWLY ELECTED Long Island Region I officers are, from left, Secretary Dorothy Goetz, Fourth Vice President Jack Geraghty, Second Vice President Arthur Loving, Third Vice President Carol Craig, President Danny Donohue, First Vice President Nicholas Abbatiello, and Treasurer Jean Wichmann.



CAPITAL REGION IV officers recently elected are sworn in by CSEA Statewide President William L. McGowan, right. Taking oath are, from left, Treasurer Gerald R. Toomey, Second Vice President Joan Tobin, President Joseph E. McDermott, Secretary Shirley A. Brown, First Vice President C. Allen Mead, and Third Vice President Barbara Skelly.

YDC pass days halted

NEW YORK CITY — Protests raised by CSEA have stopped a plan by the management of Youth Division Center (YDC) 2 in New York City to rotate pass days in violation of seniority rights guaranteed under collective bargaining agreements between CSEA and the State.

According to Metropolitan Region II field representative Charles Bell, YDC 2 Director Thomas Wills told him that there was a shortage of staff on the wards on weekends. To deal with this problem Wills told Bell that he planned to rotate pass days, totally ignoring seniority.

"I was surprised that someone as straightforward and honest as Wills would try to circumvent the contract," Bell said. "Rather than file a grievance I went to the Division for Youth regional office to work the problem out."

Bell met with regional director Joseph Nichols and assistant to the commissioner Wilson Gonzalez. They agreed with Bell that rotating pass days was a violation of the contract and assured Bell that they would intervene.

A subsequent memorandum from Wills to YDC 2 employees formally withdrew the rotating schedule for pass days "due to an objection raised by yours CSEA representative," and acknowledged that the schedules "are in violation of Article 28.3 of your contract."

Rome Fair a success

ROME — Nearly 500 State employees at Rome Developmental Center took the opportunity to learn more about good health from 15 professional health services and exhibitors at a recent Health Fair held at the Center's gymnasium.

The day-long event was sponsored by the State-funded Employee Assistance Program (EAP), with the full cooperation of Keith Hoffman, Rome D.C. Director, CSEA, and other employee representatives.

According to Robert Hill, EAP Coordinator at the Center, and a 24-year member of CSEA, a wide range of exhibitors from the facility and public community agencies provided literature, offered informal screenings for hearing, blood pressure, blood sugar, and other health-related information. Employee counseling and follow-up referrals for further examination were also available.

"In our opinion, and judging by the feedback from those who participated, the Health Fair was a big success. It provided a convenient, one-stop opportunity for State employees to ask health-related questions, take advantage of some important tests and services . . . and all for free. We hope to make it an annual event here at Rome Developmental Center," Hill said.

Life insurance conversion plan

The Civil Service Employees Assn. has announced that certain members who are insured under the Basic Group Life Insurance Program are eligible to convert part of their coverage (without medical information) to an individual form of insurance with the Travelers Insurance Company. The Basic Group Life Program is a term insurance plan which provides for in-service conversion privileges.

The in-service conversion privilege allows any actively employed member participating in the Group Life Program, who is age 50 or older, to convert up to \$5,000 of their term insurance to an individual form of coverage, other than term insurance. Application must be made by August 31, 1981. The amount of the group term insurance the employee is insured for will be reduced by the amount converted.

Those interested may request information on the conversion privilege by returning the coupon on the page. The effective date of the converted insurance will be November 1, 1981. Premium payments for the converted insurance will be made directly to Travelers Insurance Company.

The Civil Service Employees Association
33 Elk Street
Albany, NY 12224

Please send me information concerning the Conversion Privilege for the CSEA Basic Group Life Insurance Program.

NAME: _____
Last First Middle Initial Maiden

HOME ADDRESS: _____
Street City State Zip Code

PLACE OF EMPLOYMENT: _____

SOCIAL SECURITY NO: _____

SEX: _____ DATE OF BIRTH: _____

Public SECTOR

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

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

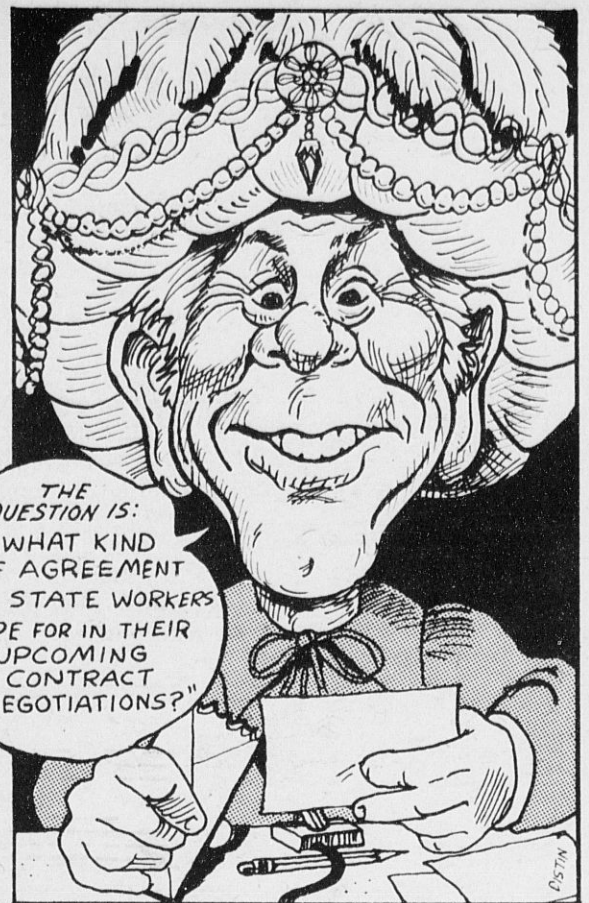
Second Class Postage paid at Post Office, Albany, New York. Send address changes to The Public Sector, 33 Elk Street, Albany, New York 12224.

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

Thomas A. Clemente—Publisher
Roger A. Cole—Executive Editor
Dr. Gerald Alperstein—Associate Editor
Gwenn M. Bellcourt—Associate Editor
Deborah Cassidy—Staff Writer
Dawn LePore—Staff Writer
John L. Murphy—Staff Writer
Aiden D. Lawand—Graphic Design
Dennis C. Mullahy—Production Coordinator



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



THE AMERICAN LABOR MOVEMENT One hundred years of progress

As the American Labor Movement celebrates its centennial in 1981, it is appropriate to look back at the history of the trade union movement in the United States to see where we've been, how far we've come, and where

we're going. This article, third in a series, is condensed from the AFL-CIO publication "A Short History of American Labor," prepared for the 1981 Centennial.

1890's: Labor v. big business Fight for the 8-hour workday

The population of the United States increased by 50 percent between 1886 when the AFL was founded and 1900, when the head count reached 76 million. According to the Census, the "frontier" had disappeared. There was a gold rush in Alaska, the country became involved in the Spanish-American War, Coxe's Army marched on Washington to protest unemployment and hunger, and Labor Day was declared a legal holiday.

For labor, it was a time of discord and struggle. The early years of the labor movement were by no means peaceful ones, a labor pitted itself against the giant American industries of the day.

The struggle for the eight-hour workday, although generally peaceful, was marked by massive strikes and some episodes of violence which threatened to turn the early labor struggle into a pitched battle.

A setback for the new movement occurred when union workers planned a strike in Chicago to achieve the eight-hour day. The McCormick Harvester Company, learning of the planned strike, locked out all its employees who held union cards. Fights erupted, and the police opened fire on union members, killing four of them.

A large public rally to protest the killings was held in Chicago's Haymarket Square. However, as the peaceful gathering drew to a close, a bomb exploded near the lines of police

guards, killing seven officers and wounding some 50 people. The police reacted by firing into the crowd. More people were killed and about 200 wounded.

Eight "anarchists" were arrested. Four were executed, but the other four were eventually freed by the Illinois Governor after he concluded that the trial had been unfairly conducted.

No one knows for certain who planted the bomb. But as AFL President Gompers commented later: "The bomb not only killed the policemen, but it killed our eight-hour movement for a few years after."

Powerful companies of the day had at their disposal wealth, government and police support, and the backing of much of the press and public. It was a perfect climate for union-busting and anti-union violence.

Major struggles occurred in the giant steel industry. In 1892, the head of Carnegie Steel ordered a pay cut of 18 to 26 percent. In response, the Amalgamated Association of Iron and Steel Workers — one of the stronger unions of the period — called a strike at the Carnegie mill in Homestead, Pa.

Pitched battles followed between the strikers and 300 armed Pinkerton detectives. The strikers won, but the toll was seven dead workers, three dead strikebreakers and scores of wounded.

But then the state militia took over the town, and the company was ul-

timately successful in breaking the strike.

The next big confrontation, in 1894, was at the Pullman plant in Chicago. At that time, the American Railroad Union, not affiliated with the AFL, was headed by Eugene V. Debs, a leading American socialist. The union struck the company's manufacturing plant and called for a boycott of the handling of Pullman's sleeping and parlor cars on the nation's railroads. Within a week, 125,000 railroad workers were engaged in a sympathy strike.

The government swore in 3,400 special deputies, and President Cleveland moved in federal troops to break the strike. A federal court injunction ended the conflict, and many railroad workers were blacklisted. Pullman strikers were eventually starved into submissive defeat.

It was an era when the new labor unions were weak and when often monopolistic industries enjoyed tremendous strength. State and federal governments sided with industry, often using military force to break strikes. And easily issued court injunctions became a prime legal weapon against union organizing and action.

And yet as the 19th century ended, the battered and bloodied labor movement had managed to survive. Labor was more firmly resolved than ever to achieve its goals.

"America cannot be a nation of outcasts and remain America. It cannot be a nation of workless men and remain America. We shall bring back work and safety or give everything we are and have in the effort."



William Green
President
American Federation
of Labor, 1924-1952



Produced and Distributed by the
American Federation of Labor
and Congress of Industrial Organizations

Court rules against partial implementation

Full OSHA protection ensured

ALBANY — Job health and safety regulations for public employees were upheld in a recent lawsuit involving the Labor Department's failure to implement certain standards of the Occupational Safety and Health Act (OSHA).

Albany County state Supreme Court Justice Lawrence E. Kahn rejected a contention by the New York State Coalition of Public Employers that only some of the standards be adopted by the Labor Department. This decision ensured that public employees would enjoy full protection of all the on-the-job health and safety standards which employees in the private sector enjoy.

The Coalition of Public Employers, which initiated the lawsuit challenging OSHA, consists of the Association of Counties, the Association of Towns, the Conference of Mayors and the School Boards Association. Other petitioners in the case were the boards of education of the Brunswick and the North Rose-Wolcott central school districts.

CSEA, represented by Attorney Stephen J. Wiley of the law firm of Roemer and Featherstonhaugh, joined the lawsuit in support of the Labor Department.

In his decision of July 27, Judge Kahn held that the Public Employee OSHA bill requires the industrial commissioner to adopt all Federal OSHA standards.

Kahn also held that even if the legislature had not required the industrial Commissioner to adopt all Federal OSHA standards, it would not have been "arbitrary or capricious" for him to have done so.

Kahn ruled, too, that the Labor Department must publish all the standards in the New York Code of Rules and Regulations.

"Judge Kahn's decision upholds the original intent of the OSHA legislation, which was to provide equal protection for public employees," said Attorney Wiley, describing the legal victory of CSEA.

"The publication of specific standards — although undoubtedly more burdensome to the State, since it would require considerable expense in terms of printing, compiling and distributing — will aid in the enforcement of public employee rights and will not, in my view, delay the implementation of OSHA."

Med. center workers win dual settlements

SYRACUSE — Good news comes in twos. Bob Vincent and Ken Burwell, President and Vice President respectively of CSEA Local 615 at Upstate Medical Center, will verify it.

Over one year ago, Vincent and Burwell combined efforts to file two grievances on behalf of Milton Lewis, an electrician, and Willie Outley, a groundsman at the facility.

According to Burwell, the Lewis grievance was filed in June, 1980, when management appointed an employee with less seniority to a Grade 12 Electrician over Lewis, a Grade 8 in the Operational Unit.

During first and second step hearings, management argued that the grievant was not capable of handling Grade 12 duties. An arbitration hearing was scheduled for May 27, 1981, but was postponed because of possible settlement. Both sides arrived at a pre-conference (arbitration) settlement June 25, 1981. Result: Grievant Lewis was awarded SG 12 Electrician position with \$250 in back pay.

The second seniority decision involved Willie Outley, a groundsman at the huge Central New York medical facility. A grievance was also filed more than one year ago when an outsider was hired for the position of SG Groundsman 9. Management took the position that Outley was not qualified for the job and could not supervise employees. The grievance moved to arbitration, but management failed to substantiate any charges made against Outley. Result: A settlement was reached before the arbitration, but management failed to substantiate any charges made against Outley. Mr. Outley was awarded the Senior Groundsman 9 position and six months back pay.



SMILES TELL THE TALE as CSEA Local 615 Officers at Upstate Medical Center share the news of favorable decisions that brought promotions, back pay and a bonus to two UMC employees. Shown, left to right, are Willie Outley, Senior Groundsman 9; Ken Burwell, Vice-President; Bob Vincent, President; Milt Lewis, Electrician 12.

"It took more than one year to reach both settlements, but it was sure worth the time and effort," Vincent said.

"And we want to thank Pauline Rogers (CSEA Legal Counsel), she did a great job with both cases," Burwell added.

Board of Directors elect committees

ALBANY — Members of various CSEA standing committees of the Board of Directors were elected at a Board meeting held July 22-23.

Members of the Board of Directors Committee, chaired by CSEA President William L. McGowan, are: Thomas McDonough, Irene Carr, Jack Gallagher, Dan Donohue, George Caloumeno, Raymond O'Connor, Joseph McDermott, James Moore, Robert Lattimer, Mary Sullivan, Patricia Crandall, William Zippiere, Pat Mascioli, Dominic Spacone, Jr., Carol Riggall, Catherine Green, Marie Romanelli, Elaine Mootry, Eva Katz, John Weidman and Earl Kilmartin.

Elected to the Personnel Committee were: Ellis Adams, Chairman; John Francisco, Vice Chairman, Mary Sullivan, Robert Gailor, Nicholas Abbatiello, Robert Allen, Joan Tobin, Genevieve Clark, Barbara Stack and Sara Sievert.

Budget Committee members are Beatrice McCoy, Chairwoman; Robert Thompson, Vice Chairman; John Gully, Richard Grieco, Walter Durkin and Thomas Keene, Jr.

Elected to the Charter Committee were Joann Lowe, Chairwoman; Paul Christopher, Vice Chairman; Harold Ryan, Cindy Egan, Shirley Brown, Richard Reno, Kathryn Saddlemire, Margaret Coggeshall, Sarah Soule and Victor Marr.

Ten CSEA members were elected to the Committee to Study the Cost of Operating Group Life Insurance. They are: Michael Curtin, Chairman; Thomas Jefferson, Vice Chairman; Delores Herrig, Mabel Wannamaker, Henry Wyszynski, Reno Piagentini, Betty Collins, Elisa Bursor, Hugh McDonald and Ruth Lovegrove.

Permanent Trial Board members elected were Delores Farrell, Marie Romanelli, Thomas Bruno, Joan Brower, Pat Gooden and Barbara Swartzmiller.

Board member Patricia Crandall, representing State University members, was reelected as Chairwoman of the State Executive Committee. John Weidman is Vice Chairman.

Board member Mary Sullivan, Herkimer County Representative, was reelected as Chairwoman of the Board's County Executive Committee. Dominic Spacone, Jr. is Vice Chairman.

Four at-large members were elected as trustees to the Political Action Fund: Pat Mascioli, Michael Curtin, Joan Tobin and William McTygue.

James Moore, Joseph McDermott and Irene Carr were elected as trustees to the Employee Benefit Fund.

PERB confirms membership of state law clerks, assistants

The more than 750 law clerks and law assistants throughout New York State will continue to enjoy union protection of their jobs, thanks to a recent decision by the Public Employment Relations Board.

PERB members Ida Kласu and David C. Randles held that these employees should not be classified as managerial or confidential under the Taylor Law.

Their decision affirms an earlier decision of Harvey Milowe, PERB's Director of Public Employment Practices and Representation.

The Unified Court System, through its administrative arm, the Office of Court Administration, had sought to designate law clerks and law assistants

as managerial or confidential.

Both CSEA, represented by Attorney Stephen J. Wiley, and the Law Assistants Association of New York had filed briefs before the Board opposing OCA's appeal.

The Board's affirmation of the Milowe decision marks a second important victory of CSEA in this matter.

"PERB properly rejected the OCA position that employees in the judicial branch ought to be treated less fairly than those in the executive branch so far as union membership and representation is concerned," said Wiley.

Pat and Don Crandall



FINDING TIME TO JUST RELAX is not easy for Pat and Don Crandall, but here they take a moment to admire some family photos. Their jobs plus wide range of union involvement make moments like this rare.



BETWEEN the end of a work day and the beginning of an evening filled with union work, Pat and Don relax with Minnie, their cat, and Lucky, the family dog.

'Be totally committed and follow through with responsibility'

Union is a way of life for them

Husband and wife team of Local presidents manage to juggle public and private lives

EDITOR'S NOTE: Pat and Don Crandall can't help but bring their work home sometimes. Both are public employees, and both are deeply involved in union activities with The Civil Service Employees Assn. Both are president of their respective CSEA Locals, and are the only husband and wife team heading up CSEA Locals at the same time. Pat was recently reelected to her sixth term as president of CSEA Local 605 at SUNY Cortland; to her third term as Executive Vice President of Central Region V, and to another term as chairperson of the State Executive Committee of CSEA's statewide Board of Directors. Don, who has been grievance chairman for a number of years, was recently elected president of Cortland County CSEA Local 812. The Public Sector recently visited Pat and Don at their home in Cortland to learn more about these interesting and tireless union activists. Here's a portion of that interview:

By Charles McGeary
CSEA Communication Associate

SECTOR: Pat, you and Don may be one of the only husband and wife team of presidents in CSEA. Do you know of any others?

PAT: None come to mind. I'm sure there are other married couples in the union, but finding a State and County president in one family may be difficult.

SECTOR: How long have you been married?

PAT: 29 years.

DON: 29 years last April.

SECTOR: How many children and grandchildren do you have?

DON: Two boys, Albert and David; two girls, Cheryl and Marlea. Albert is Equipment Manager for a band that is traveling in England.

PAT: Cheryl and David are married. We have two grandchildren. Marlea, our youngest daughter, lives at home and just completed her first year working at SUNY Cortland.

SECTOR: Are you both native Cortlanders?

DON: Pat was born and raised in Cortland. I'm from Cortland County, too.

SECTOR: How long have you worked for the State, Pat?

PAT: Seventeen years in October ... all with the State University at Cortland. I did work for Cortland County in the early fifties, but I've been with SUNY the last seventeen years.

SECTOR: And how many years with CSEA?

PAT: A total of 15.

SECTOR: Pat, we would need more than one tape to record the committees, offices you have held and negotiation sessions you have taken part in. Could we recap those CSEA years?

PAT: I started as third Vice-President of the Region — then, called a conference.

SECTOR: And what about offices at SUNY Cortland Local 605?

PAT: I was membership chairperson for two years, then went directly into the presidency, which I've held for 11 years. Among other union activities, I was a member of the last State negotiations committee, the Statewide Insurance committee for eight years, Chairperson for the con-

ference program committee, second Vice-President of the Region for six years, this is my fourth term as SUNY Board Representative and second term as Chairperson of State Executive Committee.

SECTOR: You've seen many changes in CSEA since you came aboard. . . .

PAT: Yes, I got in just before the Taylor Law became effective, so I've been through all the changes of collective bargaining and agency shop. During my first two terms we represented faculty, in addition to the other college employees. We jumped from a small college to a large one in a hurry. The student body has doubled from 3,000 to 6,000, but with a decrease in employees, I might add.

SECTOR: What are some of the other changes you have seen in CSEA?

PAT: We've seen the associate membership come into effect. The advantages offered by the CSEA insurance was a big factor in membership. Until two years ago, the faculty voted in all our elections.

SECTOR: Don, you work for the enlarged Cortland School District. . . .

DON: Yes, I'm classified as a full time bus driver, but I drive a bus when school is in session for three hours each day and handle paper work the rest of the time. Likewise during the summer session.

SECTOR: You are currently the President of Cortland County Local 812 of CSEA, and I know you have held other offices.

DON: When I first became involved with CSEA I was grievance chairman. That was four years ago. I've only been a member of CSEA for a little over five years.

SECTOR: You have come a long way in five years — from a part-time bus driver to President of the Local.

DON: Well, I look at it this way. If you're a person who wants to do something and get involved, you are most likely going to be elected. I've always been one to get involved. I enjoy it!



PAT CRANDALL, recently reelected chairperson of the State Executive Committee, addresses a meeting of the CSEA statewide Board of Directors.

PAT: Don started to get involved when traveling with me. Later, the County local needed delegates, so they asked him to take part.

SECTOR: To be together you gradually became more involved by choice, Pat with the State and Don taking an active role in County Union business?

DON: Right, if you can't beat 'em, join 'em!

SECTOR: Ever figure the miles you traveled during negotiations?

PAT: Thousands. Some of those trips in bad weather I thought would never end. During State negotiations, my oldest son drove me to Syracuse on Mondays, and Don would pick me up Fridays. At that time, the train was the only way to go in winter. That went on for six months.

SECTOR: Don, in addition to being President of Local 812, are you active with other committees?

DON: I'm chairperson of the Statewide Insurance Committee, which is demanding. It's very interesting working with Insurance coordinator Tim Mullens each month. I also served as chairperson of the Cortland Schools Unit negotiations committee.

SECTOR: How do you work the Union activities around the home life?

DON: Through the marvel of electronics, the microwave oven has been a great help in keeping this marriage running smoothly . . . you do what you have to do . . . you learn a lot . . . trial and error.

PAT: That goes back to the days when the children came along. In those days Don worked in the private sector and had Wednesday off. He did all the heavy cleaning, then I would take over on weekends to wash, iron and bake. It worked out well. As a matter of fact, I went back to work after the children came along because I was so involved with volunteer work. I was away from home almost as much as a full time job. Then, too, our children were into scouting and I served as a home room mother at school.

SECTOR: You touched on my next question. You've been involved in countless hours of CSEA business, but what about other outside activities? Community projects?

PAT: At one time or another, we've worked for the United Way, Cancer Fund, Heart Fund, Boy Scouts, Girl Scouts, plus sports groups with our children. Our oldest son went all the way from small fry football through the high school program.

DON: I did my share of political work for candidates, too.

PAT: Recently, I resigned from the local Salvation Army Advisory Committee because it interfered with my CSEA Board meetings in Albany.

SECTOR: Not enough time in the week?

DON: The only hobby I have is with a CB Club. We've done volunteer work in the community. As long as I can find time to help, I will . . .

SECTOR: Pat, what do you see as some of the major CSEA goals for State employees?



PAT: We've got to make some drastic changes in our employee evaluation system. It has caused a lot of problems. That is going to be a big factor in negotiations. Last session (negotiations) we improved the health insurance. We were also under a handicap with the presidential wage guide lines — 7 percent increase. We've got our work cut out for us . . .

SECTOR: Don, what about on the County side for public employees?

DON: Agency shop is a key issue. As long as the members are forced to carry the load for non-members we will have problems. . . .

SECTOR: Have any advice for other married couples interested in becoming involved in union work?

PAT: Be totally committed and follow through with responsibility. Good attendance at meetings is important. I have always been proud of my attendance record. I do my job. I've been on the Board six years and missed one meeting. I've been with the Region V 12 years and missed two meetings — and both of those were due to a death or serious illness in the family.

DON: I think teamwork is a big factor. A good officer learns to assign duties. He or she can't do it alone. The more people involved the stronger the unit or local.

SECTOR: We've discussed many things during this interview. Do either of you have another point to bring out?

PAT: Yes, there is one important issue I'm sure has concerned other CSEA officers, especially local presidents, and that is a better arrangement with management concerning release time. For example: this morning was typical . . . I started out at 9 a.m. with two problems . . . When I arrived at the college two women were waiting for me, followed by a scheduled meeting, and a session with Stan Watson, the Region V EAP representative. It was nearly 11 a.m. before I got to my office. Sometimes a supervisor is not very sympathetic. If we are going to be given more responsibility, release time is going to be more of a factor. My college has been very cooperative. They're trying to work out this problem because they have found that when I'm busy, they get the problems. I've had calls from personnel to stop whatever I'm doing and handle some employees' problem. Overall, we have fairly good rapport at the college. It might be different at other state facilities, but things go smoothly here . . . most of the time.

Delores Carter: her voice, smile create first impression of union headquarters

"Good morning. CSEA. May I help you?" It's a phrase she's said thousands of times, but never seems to tire of.

She's Delores Carter, CSEA's switchboard operator. "I'm the first person people usually talk to at Headquarters, and I always try to give them a pleasant impression of the place," says Delores.

"I always try to have a pleasing personality, to be courteous, to smile, even when it's not my best day. Especially when people are rude to you, you have to be really strong to put a smile in your voice."

Delores, who's been handling CSEA's switchboard for about five years, talked about her work recently while on the job — as the calls came one upon another.

"Oh, geez, how many calls do I get a day? I never counted them. Seems like a thousand," estimated Delores. "How many people walk in off the street? Oh, I'd say maybe 20 to 30, sometimes more."

A South Carolina native who came to Albany 15 years ago, Delores stresses how much she enjoys working with people, greeting members, staff, strangers, media people, "big shots" and visiting babies with the same enthusiasm and affability.

But even Delores admits to feeling frazzled at times.

"Sometimes you get people on the phone who tell you their whole story before you can catch their problem and figure out who you ought to connect them to," she says.

"I get some people who are very angry, and when I answer the phone, they let me have it. Usually, I can calm them down. I let them know that somebody cares, that it's not that bad, that I'll find someone who can help them."

Swiveling in her chair each time the switchboard rings, often with a phone at each ear, Delores tells of her other miscellaneous duties: paging employees, answering the side and back doors to the building, and even dispensing aspirin and band-aids.

In the course of helping others through her job, she has made many friends among CSEA members.

Savings plan void of union

ALBANY — In response to numerous questions from CSEA members working for the state's Office of Mental Health and Office of Mental Retardation and Developmental Disabilities, CSEA is advising members that it has not and will not endorse solicitation of a "Supplemental Retirement and Savings Program."

The program is reported to be marketed by a group calling itself, "Civil Service Employees Counseling Service." This group is in no way affiliated with or endorsed by the Civil Service Employees Association.

The union is currently making inquiries concerning some allegations that CSEA's endorsement of the program had been implied by salesmen. Some members contacting CSEA said they had the impression the program had been approved by the union and the State Retirement System, which is not correct.

More details on the matter will be published in a future edition of The Public Sector following an investigation by CSEA's Insurance Department.

Region VI PEOPLE picnic set

BUFFALO — Fun, food and family entertainment are on tap for CSEA Region VI members and families who attend the PEOPLE picnic planned for August 22 at Letchworth State Park.

PEOPLE (Public Employees Organized to Promote Legislative Equality) is a fund-raising arm of the union's legislative and political action program.

A fee of \$5 per adult and \$3 per child ages five to 12 will be charged. Children under five are free. Members planning to attend should send a check payable to "PEOPLE" in care of Ramona Gallagher, Statewide PEOPLE Coordinator, CSEA Region VI headquarters, 4245 Union Road, Cheektowaga, 14225 as soon as possible.

Region PEOPLE Coordinator Sheila Brogan urged everyone to attend the first PEOPLE picnic. "We'll have lots of games and prizes for all," she said.

He couldn't stay away

Retiree Nick Lucchetti returns to work to find fulfillment as a volunteer

ORANGETOWN — "Are you coming back this afternoon?" someone asks at the end of his "workday," and even though he should be home packing to go visit friends and family upstate, Nick Lucchetti's response is quick, "Yes." In fact, since retiring in 1978, Nick has been saying "yes" regularly as a volunteer at the sprawling Rockland Psychiatric Center.

Nick is no stranger to the "RPC Industries Workshop" during either his work career or what someone might now call his retirement. For 38 years, 6 months, he himself worked as a therapy aide and personally saw the change in mental health philosophies.

In 1942, "Rockland" had 10,000 clients; today it has 1,600.

He remembers, for example, when mental disorders were treated by lobotomies and, in an interesting aside, it was at Rockland Psych where Dr. Nathan Klein developed the drug lithium which revolutionized the field. As a matter of fact, local 421 President Eva Katz remembers, when she worked as a telephone operator there, putting calls out for Klein to all parts of the world.

Nick estimates he has worked at least 2,500 volunteers hours at the workshop, where Director Eric Carlson comments he has a "multitude of capacities . . . from working extensively with clients . . . to taking care of production-related goods . . ."

Typical jobs for him would be to show clients how



RETIREE NICK LUCCHETTI inspects some work being done at "RPC Industries."

to perform their tasks, moving boxes, stocking boxes and just being a thousand eyes and a thousand arms.

The cheerful 65-year old calls the place his, "second home" and has a warm feeling for its clients. If he takes off for even just a few days, using what he jokingly refers to as, "sick time," the clients get worried and want to know what's wrong.

His basic attitude is that he likes to feel needed, and can't see spending retirement, "in bed." He plans to keep on going, "until the doctor tells me to stop," which prompts Mrs. Katz to add, "the doctor will probably stop before you."



SHARING A LIGHT MOMENT are Nick Lucchetti and Local 421 President Eva Katz.

Nick's wife, Mary Ann, is herself a retired psychiatric center employee, and she's the one who keeps the home fires burning so her husband can do his volunteer work. Mrs. Katz describes both of them as, "important behind the scenes people for CSEA," and notes that they've been made honorary members of the local. In fact, Nick's brother-in-law, Nicholas Puzifferri, was for many years a CSEA Southern Conference President.

When some people retire, they leave and never come back; not Nick Lucchetti. You can still set your watch by him at the Rockland Psychiatric Center.

43 state workers win cash for ideas

Forty-three employees received a total of \$4,070 in cash awards in April, May and June for money-saving ideas submitted to the New York State Employee Suggestion Program. This Program is administered by the New York State Department of Civil Service. Estimated first-year savings from these suggestions total more than \$91,000. Award recipients are:

\$550 — Carol Chevalier, Department of Civil Service, Albany.

\$500—Richard A. Holmes, Sr., Office of General Services, Albany. Mr. Holmes also received a Certificate of Meritorious Service.

\$335—Murray E. Sharkey, Sr., Department of Environmental Conservation, Albany.

\$325—William H. Frenz, Department of Environmental Conservation, Albany.

\$275—James L. Shear, Department of Transportation, Albany.

\$250—Vincent Caschera, Office of General Services, Albany.

\$150—Joint Award: William Young, Gary Davis and Kent Hibbard, Department of Agriculture and Markets, Albany.

\$125—Adrian Van Bergen, Department of Environmental Conservation, Albany.

\$100—Edward Jaeger, Department of Taxation and Finance, New York City; Vito Paziienza, Department of Audit and Control, Albany; Laraine J. Kuchis, Division of Criminal Justice Services, Albany, and Gary Kirkham, Department of Motor Vehicles, Albany.

\$50—Kathleen M. Phillips, Department of Motor Vehicles, Buffalo; Paula Dunham, Department of Civil Service, Albany; Ronald J. Kolodziej, Department of Labor, Schenectady; Moses J. Laque, Department of Taxation and Finance,

Albany; Brian Brooks, Office of General Services, Utica; Jean M. Roberts, Department of Taxation and Finance, Albany, and Wayne Cornell, Department of Transportation, Mexico, Oswego County.

\$30 — Claire A. Tobin, Department of Motor Vehicles, St. George, Staten Island.

\$25—Diana L. Cespedes, Department of Motor Vehicles, New York City; May Neary, Department of Taxation and Finance, Albany; Patrick M. Kennedy, Office of General Services, Albany; Jeanette Mercurio, Office of General Services, Albany; David J. Irvine, Education Department, Albany; Dana M. Tyrrell, Department of Labor, Albany; June E. Kinerson, N.Y.S. Higher Education Services Corporation, Albany; James W. Fowler, Office of General Services, Albany; Edward F. Leddy, Division of Parole, Bronx; Harriet Goldstein, Office of Mental Health, Orangeburg; Joseph Saidel, Department of Law, Albany; Lois G. Phillips, Division of State Police, Plattsburgh; Joseph Morrissey, Division of Criminal Justice Services, Albany; Ruth Schechter, Department of Motor Vehicles, New York City; Sal Mazza, Office of Mental Health, Albany; Kristin Bliven, Department of Taxation and Finance, Albany; Muriel Marin, Department of Public Service, Albany; William F. Ratcliffe, Department of Health, Albany; Ellen Flanders, Department of Transportation, Albany; Ruby L. Weekes, State Insurance Fund, New York City, and Virginia Jepson, Office of General Services, Albany.

Cash award recipients also received Certificates of Merit. Certificates of Merit were also awarded to Gertrude L. Eckert, Division of

Parole, Bedford Hills; Maria Lurenz, Division of Parole, Bedford Hills; Sara Lerner, Department of Motor Vehicles, Brooklyn; Thomas C. Fagan, Department of Labor, Syracuse; Paul Miller, Department of Labor, Albany; Albert Compagnoni, Department of Taxation and Finance, Meneola; Teresa Torchia (retired) formerly Department of Labor, Utica; Mary Anne Murphy, Department of Civil Service, Albany; Stanley J. Wos, Jr., Department of Correctional Services, Attica; Eric W. Kruger, Division of State Police,

Middletown, and Charles J. Mauceri, Department of Motor Vehicles, Jamaica.

Additional Awards were made to two employees as final payments for previously announced suggestions. These awards, in addition to \$100 initial awards, were based on audits of actual first-year net savings and were made to:

\$210 Daniel Burns, Department of Audit and Control, Albany.

\$25—Doris Ross, Department of Health, Hornell.



NEWLY INSTALLED OFFICERS of Roswell Memorial Institute Local 303 are, from left to right, Vice President Arthur Cousineau, Secretary Kathy Graber, President Thomas Christy, Delegate Liz Watts and Treasurer Dominic LaMardi.

Union needs updated listing

Who won, anyway?

ALBANY — There are hundreds of newly elected and re-elected Local and Unit officers out there, but CSEA Headquarters hasn't heard from them. Only about half the Locals and less than 15 percent of the Units have forwarded information on their officers to CSEA's Stenographic Department.

The department, which maintains official CSEA mailing lists and handles mass mailings to Board members and local and unit officers, requests that Locals and Units immediately forward the names, addresses and business and home phone numbers of their officers and a listing of the Locals' elected delegates.

"This information is coming in much more slowly than usual this year," commented Bernadine Dougal, supervisor of stenographic services. "At this point, we're in particularly bad trouble with the Unit officers list. We haven't received any information at all from about 85 percent of the units, so we essentially don't have a mailing list."

She pointed out that several major mailings — including the Education Department's new Stewards Manual and the Communications Department's new Newsletter Guide — have been waiting to go out for a couple of months.

"We can't send out mailings without a list, and we won't have a list until the Locals and Units give us their input," she explained.

Information should be sent to Stenographic Department, CSEA, 33 Elk Street, Albany, NY 12224.



AGREEMENT is signed for an Employee Assistance Program for employees of the State Office of Parks and Recreation. From left are CSEA President William L. McGowan, Parks and Recreation Commissioner Orin Lehman, Employee Assistance Program Coordinator Lenore Kuwik, and AFSCME Council 82 President John W. Burke.



AN ELATED Joanne Gildersleeve, left, displays her CSEA scholarship award and merit certificate while her mother, Mrs. Nancy Gildersleeve, and CSEA Local 834 President Tom Murphy share the happy occasion.

Region V scholarship

SYRACUSE — Joanne B. Gildersleeve, daughter of Mrs. Nancy Gildersleeve, 711 Ulster Street, Syracuse, has been awarded one of 18 memorial scholarships presented in six Statewide Regions by the Civil Service Employees Association.

The financial awards, named in honor of Irving Flaumenbaum, a former CSEA Regional President with a distinguished career of service, are made to outstanding students in New York State with a parent or guardian who is a member of the State's largest public employee union.

Mrs. Gildersleeve is an Onondaga County employee with the Department of Social Services, and a member of CSEA Local 834.

Joanne Gildersleeve is a 1981 graduate of Fowler High School and plans to major in dramatic arts at the State University of New York-Albany.

Thomas Murphy, President of CSEA Local 834, presented the Regional winner with a check and merit certificate at her Civic Center work site in Syracuse.

Union job opening in education

ALBANY — CSEA is seeking applications for the position of Education and Training Specialist.

Working under the supervision of the Director of Education, successful applicants will develop, implement and conduct education programs for officers, stewards and members throughout the state.

Extensive travel is required. Candidates must have a degree in an education-related field, or a high school diploma plus five years of responsible work experience.

Submit resumes no later than August 17 to Personnel Director, CSEA, 33 Elk Street, Albany, N.Y., 12204.

Informed Niagara Local ready for talks

SANBORN — Lessons learned in the classroom will soon be put into practice by members of Niagara County Unit of CSEA Local 832 as they head for the bargaining table.

Regional Director Lee Frank, Field Representative Tom Christy and Regional Organizer Bob Massey delivered an indepth seminar on getting the maximum impact at the bargaining table.

Elements of negotiating such as impasse, factfinding and various aspects of the Taylor Law were aired for a group of 30-35 CSEA members during the session at Niagara County Community College.

Unit President Theresa McEvoy will choose a committee of nine to ten members who will be directly involved in negotiations. "She also will draw on the resources of the other members who were present for the session to get the maximum input from the membership," Tom Christy said.

The contract for the 1200 members expires December 31st.

Local 058 ratifies pact

THRUWAY CONTRACT SIGNED — CSEA and State Thruway Authority representatives sign a new contract covering Thruway employees in Local 058, Thruway Unit II following overwhelming ratification of the new agreement by CSEA members. Seated from left at signing are Thruway Labor Relations Manager John Muth, Thruway Executive Director James Martin, CSEA Statewide President William L. McGowan, and John Francisco, President of Local 058 and chairman

of the union's negotiating team. Standing from left are Thruway Labor Relations Assistant Brian T. Murphy, Thruway General Counsel Robert J. Farrell, CSEA team member William J. Allen, Thruway Director of Planning Richard H. Winchell. Also, CSEA negotiating team members Howard Meineker, Alfred Dominiak and Gustave Leschen; CSEA Collective Bargaining Specialist Joseph Reedy, and negotiating team members Michael Jim, John Foland and John Helmke.



McGowan installs Nassau Co. officers

Largest CSEA Local takes oath of office

EAST MEADOW — A large contingent of members, guests, union officers and staff turned out recently for the installation of officers of Nassau County Local 830, the largest of the more than 300 CSEA locals with more than 20,000 members.

CSEA Statwide President William L. McGowan installed the new officers, including President Jerome Donahue, First Vice President Rita Wallace, Second Vice President Ralph Spagnolo, Third Vice President Nicholas Dellisanti, Fifth Vice President Trudy Schwind, Secretary Mary Calfapietra, and Treasurer Sam Piscatelli. Fourth Vice President Edward Ochenkoski was ill and unable to attend.

CSEA officials attending included Statewide Secretary Irene Carr; Long Island Region I President Danny Donohue, Metropolitan Region II President George Caloumeno, Capital Region IV President Joseph McDermott, Central Region V President James Moore, CSEA Executive Director Joseph J. Dolan and County Executive Committee Chairperson Mary Sullivan. A group representing AFSCME, headed by New York State Director Robert McEnroe, also attended.

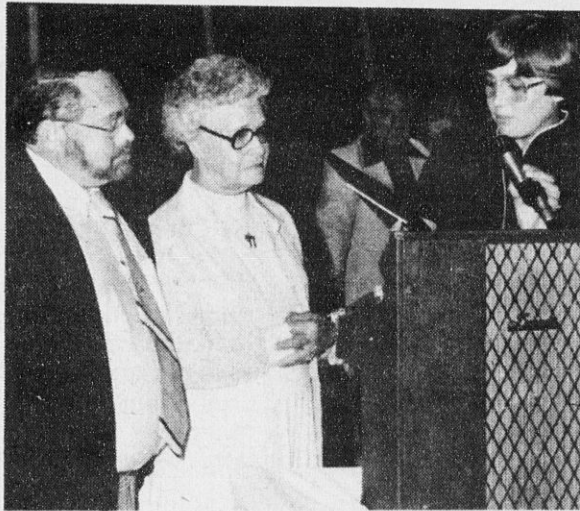


CSEA PRESIDENT WILLIAM L. MCGOWAN, left installs the officers of Nassau County Local 830. From left, Treasurer Sam Piscatelli, Third Vice President Nicholas Dellisanti, Fifth Vice President Trudy Schwind, Secretary Mary Calfapietra, Second Vice President Ralph Spagnolo, First Vice President Rita Wallace and President Jerome Donahue. Fourth Vice President Edward Ochenkowski did not attend due to illness.

Among the government officials attending the installation were Nassau County Executive Francis Purcell, Town of Hempstead Presiding Supervisor Thomas S. Gulotta, County Commissioner of Labor William Pedersen, Commissioner of Corrections Col. Sol A. Jackson, Nassau County Civil Service Commission Executive Director Adele Leonard, and County

Director of the Office of Employee Relations Vito Competiello.

At the installation, Ms. Sullivan presented a plaque to Ruth Flaumenbaum, widow of the late Irving Flaumenbaum, and their son, David, in honor of the renaming of the annual County Delegates Workshop in Irving Flaumenbaum's name.



COUNTY EXECUTIVE COMMITTEE Chairman Mary Sullivan, right, presents a plaque to Ruth Flaumenbaum, widow of the late Irving Flaumenbaum, and their son, David, left in honor of the renaming of the annual county delegates workshop in Irving Flaumenbaum's name. The presentation was made at the Nassau County Local 830 installation.



AMONG THOSE ATTENDING the Nassau County Local 830 installation are, from left, Town of Hempstead Presiding Supervisor Thomas S. Gulotta, Nassau County Executive Francis Purcell, Local 830 President Jerome Donahue, CSEA President William L. McGowan and Town of Hempstead Unit President Gus Neilsen.

CWEP: Quality of work life means involvement

LAKE GEORGE — The very success of a Committee on the Work Environment and Productivity (CWEP) depends mainly on the direct involvement of workers in the planning and design of programs and open communications between the union and management. This is what guest speaker Irving Bluestone, a retired international vice president for the United Automobile Aerospace & Agricultural Implement Workers of America and Professor of Labor Studies at Wayne State University in Michigan, told members of the joint CSEA/state CWEP gathered for their annual meeting here in June.

Reputed to be one of the most outstanding quality of work-life practitioners in the United States today, Bluestone has played an active role in the labor movement since 1945. During his tenure with the UAW, he was one of the first major labor leaders in the US to promote the quality of working life concept. Similarly, he played a principal role in the formation of quality of working life committees

between the UAW and General Motors.

"There is no such thing as a canned program," Bluestone said. "It must originate with the workers to fit their situation. They should plan and design the programs.

He recommended the formation of group teams which would meet on a regular basis to discuss the quality of services rendered. The workers, he concluded, must be given the necessary training for this task and must be kept up to date on the latest technology.

Good communications between CSEA and the state are being achieved by this meeting, Bluestone pointed out. Such meetings he said "will foster a climative mutual respect between union and management" that will allow them to candidly discuss their goals and aspirations.

CWEP, mandated to "promote the development and transfer of innovations that will improve the work environment and worker productivity," was established in 1979, the

result of a collective bargaining agreement between CSEA and the state.

Representative from both sides serve on the committee.

Since its inception, CWEP has addressed such issues as work scheduling, apprenticeship programs, performance incentives, job restructuring and redesign, on-site day care, job enrichment, employee orientation, continuity of employment, the planning of appropriate work space and planning for career development.

Individual subcommittees, directed by neutral chairmen, carry out CWEP activities.

CWEP encourages the development of new programs throughout the state and works closely to assist labor-management committees at all levels of the state structure.

The committee also sponsors short term academic research on specific aspects of labor management relations.

The CWEP Executive Committee consists of Meyer S. Frucher, Direc-

tor of the Governor's Office of Employee Relations; William McGowan, President of CSEA, and Neutral chairperson Harry Weiner, Dean of Averill Harriman College, State University of New York at Stony Brook.

Corrections

In an article in the July 29 edition, MHTA Edith Rawlings was incorrectly referred to as Edith Rawlins, and her work location as the State Psychiatric Institute instead of the New York Psychiatric Institute.

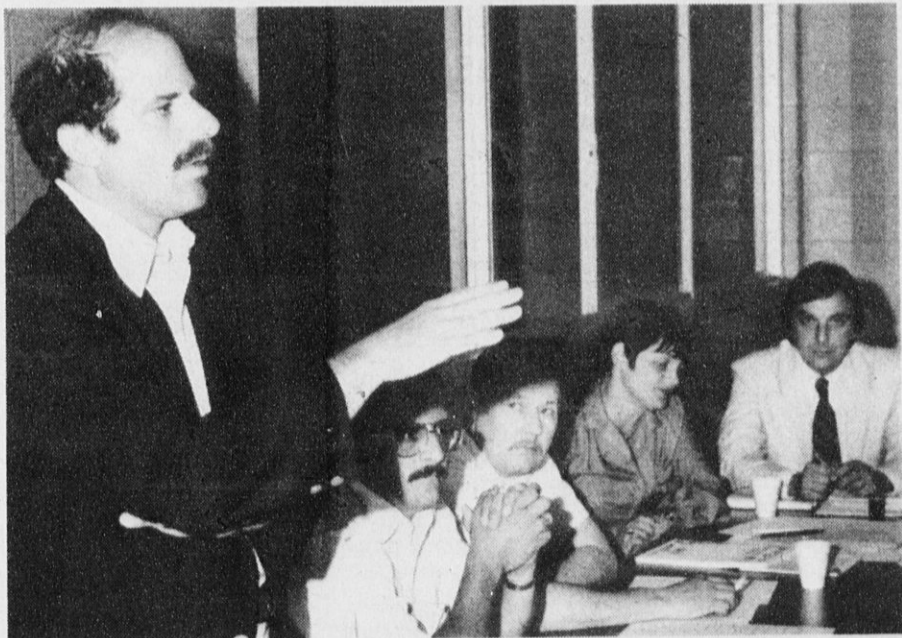
In the August 5 edition, a misleading headline could give the impression that Jerry Barbour is the acting president of Local 860, when in fact, as the article correctly states, he is acting president of the Westchester County Unit, which is a part of Local 860.



SOME NEW FACES were at the county fair in Middletown this Summer, and they were helping the Orange County Political Action Committee register voters. Doing their part were, seated from left, Judicial Local 332 President Pat Nealon, Region III President Ray O'Connor and Orange County Unit President Kay Cayton. Standing are Middletown Psychiatric Center Local 415 Vice President Art Townsend and Regional Political Action Committee Member Mary Besaw. A total of 300 county residents were signed up to vote on Election Day in this first ever undertaking by union members in the county.



MIDDLETOWN PSYCHIATRIC CENTER Local 415 President Alexander Hogg, a member of the statewide Legislative and Political Action Committee, discusses this year's Orange County legislative elections with Orange County Unit President Kay Cayton.



SOUTHERN REGION III Legislative and Political Action Committee Vice Chairman C. Scott Daniels, left, explains to those attending an Orange County CSEA political action meeting how CSEA in Dutchess County got together to help elect the county executive in spite of an overwhelming registration advantage by her opponent. Joining Daniels at the table are, from left, Region III Committee Chairman Carmine DiBattista, committee member Kenneth Klinko and Ramona Gallagher and Thomas Haley of the CSEA Legislative and Political Action Department.

Anti-union bias prompts Orange Co. into political arena

GOSHEN — CSEA has announced plans to become deeply involved in Orange County legislative races this fall, citing what a union official called anti-union activities and union-busting actions by the present county government as key reasons for an all-out political action program.

CSEA Southern Region III Legislative and Political Action Committee Chairman Carmine DiBattista announced a three-prong effort is planned, under the direction of Orange County CSEA Political Action Chairperson Patricia Nealon.

DiBattista said the union will zero in on a voter registration drive of all CSEA members in the county; get involved in selected county legislative races; and a get out the vote drive on election day in November.

Orange County CSEA Unit President Kay Cayton said the union will be strongly involved in the county political scene because many county legislators have displayed an anti-union attitude and have taken action the union deems to be union busting.

Among the union's problems with the county government are the county's attempt to remove 130 positions from the bargaining unit (a matter which is in court), negotiations at impasse; and the attitude and treatment of the county toward employees, especially at the County Home and Infirmary.

CSEA locals in Orange County include Walkkill Correctional Facility Local 163, Mid-Orange Correctional Facility Local 166, Otisville Correctional Facility Local 169, State Police Troop F Local 276, Middletown Psychiatric Center Local 415, Mid-Hudson Psychiatric Center 448, Orange County DOT Local 515, Annex Training School Local 554 and Orange County Local 836.

Other CSEA locals with membership working in Orange County include Mid Hudson Local 009, New York City Local 010, Palisades Interstate Parks Commission Local 105, Region III Judiciary Local 332 and Orange-Ulster-Sullivan Retirees Local 917.

Over the last few months a number of meetings have been held in Orange County to set the groundwork for the coming political campaign.

Attending those meetings have been CSEA members in Orange County, members of the Region III Legislative and Political Action Committee, field staff including Regional Director Thomas Luposello, Region III President Raymond J. O'Connor and members of the CSEA Legislative and Political Action Department.

Thomas Haley of the CSEA Legislative and Political Action Department, speaking before a recent meeting attended by more than 70 persons, said "You are taking matters seriously. Don't think Democrat or Republican. Look for candidates sympathetic to our problems."

Ramona Gallagher, also of the Political Action Department, said: "Look at candidates based on what they can do for you. Politicians will seek you once they know the union is involved."

Region III Chairman DiBattista praised the turnout at the meetings as a "great beginning." However, he urged the county's CSEA union leaders to get out many more people to make the union's effort successful.

At the meetings, Region III Committee Vice Chairman C. Scott Daniels and Dutchess County Local 814 President Ellis Adams told how in 1979 CSEA in Dutchess County worked together to help elect a county executive in spite of an overwhelming registration advantage by her opponent.

DiBattista summed things up. "If CSEA in Orange County is going to get anywhere, it must be through politics."



ORANGE COUNTY LOCAL 836 President Jane Lewis, left, and Local 836 members Catherine O'Grady and Sarah Smith attend an Orange County CSEA political action meeting to prepare for this November's county legislative elections.

danger in the workplace

A few weeks ago, an Erie County social worker was attacked by a client wielding a claw hammer. The incident triggered immediate demands for improved security measures to protect workers from physical assaults by members of the public whom they serve. It

wasn't an isolated incident. Verbal and physical abuse of CSEA members is a real and growing problem. And it's part of a nationwide problem, as reported by U.S. News & World Report in their July 27, 1981, issue.

Labor

The New Incivility Toward Civil Servants

It's getting downright dangerous to work for the government. Rudeness, even physical attacks are among the "fringe benefits."

A dog warden in Pulaski County, Ky., had the back window of his pickup truck shot out not long ago by an angry pet owner and frequently receives threatening telephone calls in the middle of the night.

In Oakland, Calif., a city employe was struck in the face and knocked off her chair after she told a man that he would have to wait a few minutes for a job interview.

A claims examiner at a state unemployment office in North Newark, N.J., was stabbed and critically wounded by a 22-year-old man who became enraged when told he did not qualify for extended benefits.

In one city after another, government workers — often accused of a callous or lackadaisical attitude toward the public — find themselves on the receiving end of verbal and even physical mistreatment from angry, frustrated citizens.

Special targets. "The abuse of government employes is becoming more and more of a problem in all public-contract jobs," says Linda Lampkin, director of research for the American Federation of State, County and Municipal Employees. "For some reason, people feel justified in saying and doing things to a public worker that they would never say or do to a grocery clerk."

Attacks on public employes are becoming so widespread that, in some cities, officials have trouble keeping certain jobs filled. Security is being beefed up in some government offices. A few government workers even demand "combat pay."

"Life in the front lines of the municipal infantry is never dull," says John Teipel, director of street and sanitation services in Dallas.

Behind this ominous trend, officials say, is a growing frustration with government in general and a widespread feeling that public workers are "inept bureaucrats."

"The illusion the public has about

public employes is that they are underworked, overpaid, inefficient and ineffective, and this makes some people mad," explains George Masten, executive director of the Washington Federation of State Employees. Adds Don Svedman, deputy commissioner of the Colorado Department of Agriculture: "Let one government worker become known as a deadbeat, and the rest of us end up paying for it."

At times, anger vented toward a low-level government worker has little, if anything, to do with the worker. "People are tense and bitter about the cost of living and looking for a way to talk back to the government," explains Lt. Bill Rell of the Denver Police Department. "Sometimes we're it."

Many people believe that, as taxpayers, they are entitled to make heavy demands on public employes. "The rudeness usually takes the form of the 'you work for me' syndrome," says Bob Currie, executive director of AFSCME Council 6 in St. Paul. Adds Joe Weikerth, assistant director of Houston's Civil Service Department: "So often we hear people say, 'We pay your salary; I pay my taxes; so you work for me, and I deserve better treatment.'"

The most common form of abuse of public employes appears to be rudeness and verbal mistreatment. "I've been here for 30 years and I guess there's nothing in the book that I haven't been called," remarks Melvin Cox, superintendent of the Danville, Ky., water-meter department.

Other public-utility employes report that customers frequently blame them for high bills. Clerks in Houston's water department are allowed extra time away from the telephones to get a breather from the verbal abuse hurled at them by irate citizens. Out of the 1,500 to 2,000 calls per week, about 50 are considered hostile, says a water-department official, who adds: "They really get you going."

Meter maids are frequent targets, too. One in Evansville, Ind., recently returned to her vehicle after writing a parking ticket and found a dead snake in the back. Another saw a man who had received a ticket smash a parking meter with a sledgehammer. Obscenities are common. "You have to have a pretty good sense of humor to

handle a job like this," says Monnia Hudson, who has been a meter maid in Evansville for eight years.

But sometimes the public's wrath turns ugly and violent. A New York City welfare recipient, when told that her check was delayed, picked up a chair and hit a clerk over the head. Hospitalized with a brain concussion, the clerk couldn't return to work for more than a year.

Such violence has become so common in New York City that union contracts now provide for 18 months of leave with pay after an assault. "Our people are being threatened constantly," says Sheila Davidson, a senior clerk at the state unemployment office in Peekskill, N.Y. "It is a growing problem that we have had in the city, and now it is spreading to the suburbs."

Fire-department paramedics also are frequent targets of personal assault, either by delirious victims or friends or relatives of the injured.

"Rudeness and violence are almost an everyday affair for the type of work I'm in," says Larry Matkaitis, a Chicago paramedic. In 1980 alone, he says, there were 56 assaults on paramedics in Chicago.

The reason for the attacks? "Some people associate our uniforms with the police department," says Matkaitis. "A lot of people don't understand what our job is."

A victim of one such attack was Tom Guzik, an ex-Marine who suffered a disabling back injury when he was assaulted three years ago by the husband of a woman hurt in an accident. "I was more scared in the ambulance in the Chicago ghetto than I was in Vietnam," says Guzik.

Violence against paramedics has had serious repercussions in Chicago. In two separate incidents, paramedics — afraid to enter public-housing projects without police protection — waited 10 to 15 minutes for police to arrive. In both cases, the patient died. However medical examiners later ruled that the delays were not factors in the deaths. Today, paramedics are equipped with portable two-way radios whenever an emergency requires that they leave the ambulance.

Assaults on employes of New York City's water department became so common that police officers now routinely accompany them whenever they enter rundown neighborhoods during hot summer months to shut off spewing fire hydrants.

Abuse of public workers poses other problems both for employers and employes. Richard Brawner, manager

of water-customer services for Houston, says job turnover in his department is 40 percent each year. "Other utilities provide bonuses for their phone operators because it is such a hard job," Brawner says.

Stressful job conditions can result in ulcers and other physical ailments, say employers. "The climate today encourages people to express anger," says Edward Post, chief of the Colorado Department of Revenue's collection force. Workers who regularly answer telephones in his office, he says, "have to be tough as nails."

In Los Angeles, employes of the water and power department often "are not prepared for the stress" of dealing with irate customers, says Lloyd Herbs, customer-relations director. Sometimes they are moved to other jobs.

Some employers and unions have begun offering special training for workers in jobs where abuse is likely. Employes are taught how to handle irate people and to defuse tense situations. "Essentially, we're teaching them how to communicate without getting assaulted," says AFSCME's Lampkin. Some unions are demanding higher pay for public employes who hold high-stress jobs.

Both unions and employers are concerned that the problem may grow worse before it gets better. Budget cuts at all levels of government are likely to mean fewer employes to handle growing workloads. "That means longer lines and shorter tempers," says Lampkin. "And as unemployment benefits, food stamps and other federal relief programs are cut back, government employes will become more and more the bearers of bad tidings."

A lucky few public workers are able to have the last word. The U.S. Postal Service, whose letter carriers have a long history of encounters with angry dogs, wants to bite back. Specifically, the Postal Service is helping carriers assemble evidence for personal lawsuits against owners of pets that cause injuries. As matters stand, the service already spend more than \$250,000 a year on dog repellent.

But most employes are philosophical. "There are some people who aren't going to like whatever service they get," says David Truly, director of the Dallas Civil Service Department. Teipel, director of street and sanitation services in Dallas, offers this advice for public employes: "It's like Truman said, 'If you can't stand the heat, stay out of the kitchen.'"

Reprinted from "U.S. News & World Report" Copyright 1981, U.S. News & World Report, Inc.

Abuse is a real and growing problem