

## 'How . . . is the state's problem,' McGowan says, but . . . 'We expect our people to be paid'

ALBANY — CSEA President William L. McGowan has told state officials, "How the state meets its payroll is the state's problem, we expect our people to be paid and that is where this union stands."

Mr. McGowan was reacting to the possibility that the state may not be able to meet its institutional payroll obligations this week as the result of a continuing deadlock between the Carey Administration and the Legislature over the state's "deficiency budget."

Each year in addition to the enactment of an official budget for the coming fiscal year, the Legislature generally acts upon deficiency budgets that provide for payment of state obligations not provided in the general budget. Last year that didn't happen the way it should have and now the state says it hasn't got the money to pay state workers unless a deficiency budget is enacted.

CSEA was briefed on the problem by the Division of the Budget and the Governor's Office of Employee Relations, but following the briefing, Mr. McGowan said the union's position is simple: CSEA members provided service to the state and are contractually entitled to receive reimbursement for it.

State officials said late last week that there was still a chance the payroll could be met if an

agreement with legislative leaders could be reached to break the deadlock on the deficiency budget legislation and approve needed funds.

"We are obviously very concerned about this situation," Mr. McGowan said, "but how the state meets its payroll is the state's problem. We have a contract and they must honor it. Our people provide a service in exchange for salary and benefits. It's sad that the people who can afford it least get held hostage in these kind of political hassles. Both sides should sit down and get this problem worked out."

The union learned that despite the problems over

the state payroll, the legislative payroll has enough funds so that lawmakers and their staffs will not miss a paycheck. CSEA pointed this fact out to the news media in a press statement issued by Mr. McGowan.

"As far as I am concerned if the Legislature expects to be paid our people expect to be paid and that is our position, period," he said.

CSEA officials were monitoring the situation late in the week while lawmakers continued to meet in an attempt to resolve their differences with the administration.

## Union likes some retirement plan changes proposed; caution is urged

ALBANY — Bernard Ryan, head of CSEA's Legislative and Political Action office, joined other New York State public employee union spokespersons last week testifying on proposed changes in the Public Employee Retirement Systems that would affect Tier III employees, those hired after July 1, 1976.

Ryan told the Permanent Commission on Public Employee Pension and Retirement Systems that although he commended them for recommending that the mandatory three percent contribution for Tier III employees be abolished, he had reservations about some of their other proposals.

"We thought it was a mistake in 1976 when the New York State retirement plan was integrated with the Social Security Law's provision for escalation of benefits," Ryan commented. "The formula used at that time seemed extremely complex, if not impossible to fully implement."

"Now you are aware of the practical problems with this particular formula and have recommended a change in it. But unfortunately, in the past five years the Social Security program has gone downhill and has a very bleak future for today's workers.

"I think that now, more than ever, we should proceed very cautiously in trying to develop an overall retirement benefit package which would rely on substantial Social Security benefits," Ryan continued.



## Members responding generously to McGowan's call for pennies to send Carey to Binghamton

ALBANY — Public employees throughout the Albany area responded immediately, and generously, when CSEA President issued a call last week for union members to contribute a penny a member to finance a trip to Binghamton by Governor Hugh L. Carey.

Carey had earlier stunned a press conference gathering by claiming chemical contamination of the Binghamton State Office Building has been "overblown" because of "the union," and volunteered he was willing to go to Binghamton and "drink a glass of PCBs." The building has been closed since it was contaminated in a February 5 transformer explosion and hundreds of state workers are working in temporary locations in the Binghamton area (see related feature on Pages 6 & 7 of this issue).

President McGowan reacted quickly and harshly to the governor's comments, saying Carey could drink all the PCBs he wanted and that a penny a member contribution would insure the governor's trip at no expense to state taxpayers, but that no CSEA members would re-enter the contaminated building until it had been declared safe.

Albany area CSEA members responded to the penny a member contribution in a big way, and within a day several union local presidents dropped off large containers of pennies contributed by members. In the above photo, CSEA Executive Vice President Thomas McDonough, second from right, accepts the donations at CSEA headquarters. Among those making the presentation were, from left front, Division of Parole Local 669 President Alicia Fisher Yarter; retiree Mary Jarocki; Civil Service Local 653 President Delores Farrell, center; Mr. McDonough; and Workers' Compensation Local 671 President Brian Ruff, right. Identifiable in the back row are Audit and Control Local 651 President Barbara Skelly, left, and Department of Correctional Services Local 656 President Susan Crawford, right. Not shown, but present, was Social Services Local 688 President Alan Siegel.

Contributions are still being accepted at CSEA headquarters, Albany, and will be delivered shortly to the Governor's Mansion to let him know how public employees feel about his recent remarks.

# Otsego County Rep. claims employees 'ought to go to Poland and work'

By Charles McGeary  
CSEA Communications Associate

COOPERSTOWN — Forget the thousands of miles between Cooperstown and Warsaw, Poland. An Otsego County representative has found a way to bridge the gap.

Otsego County CSEA Local 839 is currently in the midst of contract negotiations and recently received the State's fact finder report with recommendations which included salary increases, an agency shop clause, among other benefits.

Following the release of the fact finder's report, Representative Joseph Kenyon, Chairman of the Otsego County Board's Personnel Committee, offered some interesting comments regarding the report.

"I would reject all of the fact finder's recommendations except the mileage allowance," he said. "I'm not in agreement with the percentage pay increase or with the agency shop, or the other items."

"Look at what happened in Poland. Workers there are trying to get the 40-hour week, hoping they can get what the County (Otsego) workers had ten years ago. Maybe some of our County workers ought to go to Poland and work."

The offer to "go to Poland" brought a quick, whimsical response from a score of County employees. As though by magic, signs, tags, buttons, and make-shift Polish flags appeared as symbols of "solidarity" with their fellow workers in Poland.

"It was a harmless, but effective way to show our resentment of his (Kenyon's) remarks," said Mabel Wannamaker, Local 839 President, with a smile.

"When I saw those signs reading "Bus to Poland", "We are PROUD to be aligned with our Polish friends", and "SOLIDARITY for Otsego County Workers, too!", just to mention a few, I sensed a feeling of togetherness among the membership," Mrs. Wannamaker continued.

"Without realizing it, the comments by Mr. Kenyon triggered a sense of "solidarity" in our Local. Perhaps I should thank him for his help," she said with a twinkle in her eyes.

Regardless of the outcome of the negotiations, members of CSEA Local 839 will always carry a compassionate feeling for those million of unknown workers in Poland.

Thank you Mr. Kenyon, wherever you are!

## Labor coalition to host Buffalo workshops

BUFFALO — A coalition of over 45 labor unions concerned with job safety and health will convene in the Buffalo area next week. Topics include the many concerns workers should be aware of and "the dangers ahead under Reagan."

The Western New York Council on Occupational Safety and Health (WNYCOSH), of which CSEA Region VI is a member, will hold its third annual winter conference March 27 and 28 in Norton Hall, SUNY Buffalo, Amherst Campus.

Dr. Eula Bingham, former head of the federal OSHA program and credited by Region VI President Robert Lattimer as being the "a prime mover of the national OSHA awareness movement", will be honored at a reception on March 27.

Workshops covering a broad range of OSHA concerns will be offered during the two-day period. They will be repeated in order that participants will have the opportunity to attend as many as desired.

CSEA's OSHA expert Nels Carlson will conduct a workshop in public sector OSHA law, and 14 other workshops of vital concerns will be offered.

Region President Lattimer called the broad range of topics, "a positive foundation for all workers to assure their rights to work areas free from potential hazards to their health and safety. I hope as many of our members as possi-

ble will take advantage of these workshops."

Labor Attorney Lee Smith, WNYCOSH Executive Director, said the workshops will offer, "much vital information that many would not normally be aware of. For example the video display terminals workshop will address the potential hazards of working with display terminals such as cumulative eye damage or sight loss that may develop over a period of working with this new office technology."

A \$20 registration fee for the conference will cover the following: A kit of conference materials; the reception for Dr. Bingham on Friday; the luncheon on Saturday; coffee and doughnuts and admission to all workshops.

Registration forms may be obtained from the WNYCOSH office at 209 Delaware Ave., Buffalo, N.Y., 14202.

The workshops to be offered include: Basic and Advanced OSHA Procedures; Information-How to Get It; Access to Medical Records; Noise & Walkaround Pay; Public Sector OSHA Law; Collective Bargaining for Safety and Health; Educating the Members; Women's Occupational Health Problems; Legislation and Political Action and the Right to Refuse Hazardous Work.



SAYING GOOD BYE TO Willie Trotman as president of the Rockland Children's Psychiatric Center CSEA Unit are from left, Unit Secretary Patricia Tager, Unit Grievance Chairman Glenda Davis and Rockland Psychiatric Center Local 421 President Eva Katz. Trotman received a promotion which puts him in another bargaining unit.

## Suffolk strike settled

SELDEN — Leaders of Suffolk Educational Local 870, who had opposed a two-day wildcat strike at the Middle Country School District ended it with a settlement that was applauded by the striking employees.

Local 870 President Walter Weeks, Middle Country School District CSEA President Robert Hunter and CSEA Field Representative James Walters, hammered out a six-point settlement with school negotiators on March 10, which included a promise, in writing, from the Middle Country School District to stop subcontracting, to submit to immediate arbitration of longstanding grievances; to return a bus route to CSEA, and to prohibit unauthorized school personnel from driving school buses. The employees returned to work at 6 a.m. the next morning ending the walk out which began at 6 a.m., March 9.

The four units of the CSEA coalition — buildings and grounds, maintenance, heads and chiefs and transportation — voted to strike on March 8, after the school district broke its promise to them stating only authorized employees would drive buses on weekends.

The incident which caused the spontaneous job action occurred when a teacher checked a bus out on Friday afternoon to drive students to a chess tournament. But it also uncovered other smoldering issues between the CSEA and the Middle Country School District.

The strike vote was taken despite warnings by CSEA leaders that the union could not sanction a strike because it was prohibited by the Taylor Law.

"We just couldn't hold them back," said Mr. Hunter. "It wasn't just that the school was violating our contract by letting teachers and coaches act as bus drivers, they were also transferring custodians from night to day shifts or from one school to another and refusing to sit down to arbitrate the grievances we filed about it. Also, we feel the district is trying to subcontract away our jobs," he added.

During the next two days, CSEA leaders Mr. Weeks, Mr. Hunter, Danny Donohue, Regional President, Nick Abbatiello, Regional First Vice President, William Griffin, Regional Director, and Mr. Walters worked to get the members back on the job. PERB mediator Homer LaRue was also instrumental in helping draft the settlement.

Even though the agreement stipulated that the school district has the right to pursue Taylor Law penalties, the school board only approved it by a 5 to 4 vote. CSEA members, who considered the settlement a victory, applauded wildly, unanimously approving the settlement.

"This agreement gave our members back their pride and dignity," said Mr. Weeks. "The Middle Country School District knows now they are dealing with a strong union."

'We really don't mind driving, but . . .'

## MHTA's ponder out-of-title duties

By Ron Wofford

NEWARK — Should a Mental Hygiene Therapy Aid (MHTA) do the work of a Motor Vehicle Operator (MVO)? How does insurance coverage apply if a MHTA is functioning as an MVO and an accident occurs? What should a MHTA do if patient passengers get unruly and need attention while the MHTA is trying to drive down the highway?

Many MHTAs at Newark Developmental Center wonder if management has thought out the answers to these and other questions.

MHTA job classification standards don't list driving as a job qualification, but many at Newark have been asked or ordered to transport patients and have been threatened with loss of their jobs for refusing to do so.

Management has also insinuated that if more MVO's are hired, it will be at the expense of more MHTA's whose levels are already severely understaffed, despite earlier promises by management to remedy the situation.

"We don't really mind driving," said one MHTA who asked to remain anonymous, "but this situation is getting out of hand. A short errand run with a patient or client is one thing, but it's not untypical for one of us to be ordered to drive several patients to Geneva or Rochester or other places as far.

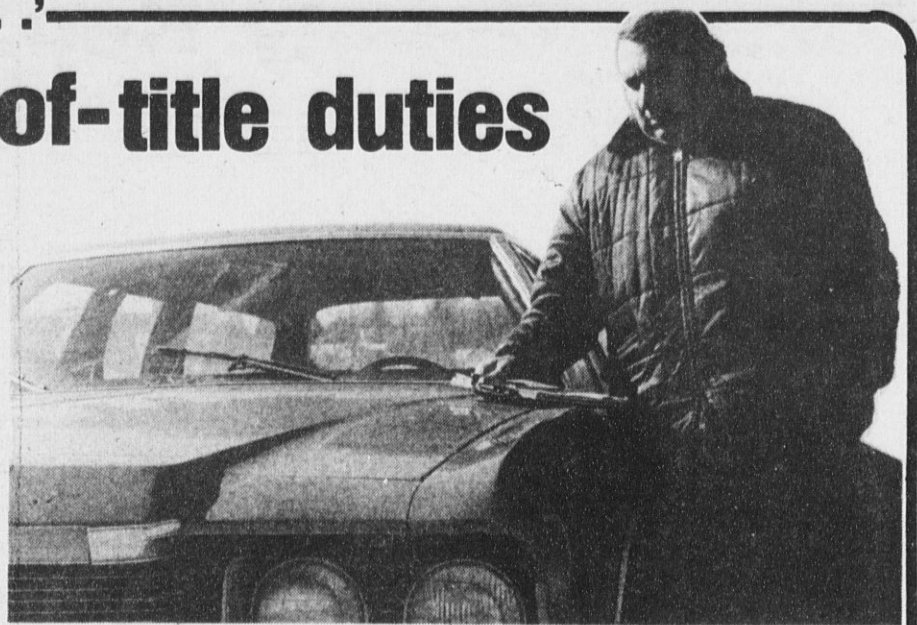
"This of course entails thruway driving, which has its own special hazards under the best of conditions. But when you have a group of patients where one or more is liable to act out unexpected or over-aggressive behavior, the potential dangers to all concerned are obvious. Many of the vehicles we are asked to drive," he continued, "are vans or small buses, and they are not as easy to handle as cars."

Grievance Chairman Mike Flaherty and Assistant Chairman Johnny Patterson said the facility does have a driver certification program, but it's very loosely operated. "There have been instances of driver qualification tests consisting of no more than a drive to the corner store with a transportation department employee along for the ride," Flaherty said.

Other problems are the type of license the state Department of Motor Vehicles requires for such driving and the mechanical condition of the vehicles.

"A lot of the vehicles here are in bad shape," stated Flaherty. Some of them, I'm sure, wouldn't pass inspection. There are many instances of broken windshields, turn signals, poor alignment and so on," he continued. "They don't seem to have enough staff or time to keep the vehicles up to safety standards."

Johnny Patterson described a situation that could have ended much



**VEHICLE INSPECTION** — Newark Dev. Ctr. Grievance Chairman Mike Flaherty checks vehicles which are the center of a dispute regarding driving duties by Mental Hygiene Therapy Aides at the center.

more unfortunately. "There was an accident recently with a mini-bus that had a wheelchair lift apparatus. The MHTA who was driving had let the lift down when the bus kicked into gear by itself. The lift was torn off, but luckily no one was hurt," Patterson said. "State troopers investigated the accident and are aware that some of our drivers may not be properly licensed to be driving patients around, so now they monitor us very closely when they see a vehicle from this facility."

Grievances have so far proven to be inconclusive, the grievance officers said. "We lost an out-of-title grievance," said Flaherty, "because the findings were based on the percentage of work time that an MHTA was required to drive. They ruled that because only 16 per cent of work time was for driving in the case in question, the grievant was not actually working out of the assigned title."

"Of course we disagree with those findings, but we'll take a different tack in future grievances," Flaherty concluded.

Local President Peggy Aldridge said "We're willing to cooperate with management on this because we're professionals and we want our patients to have the best care possible. But there are some very important questions here that we must have answered. And things will not get better until this issue is resolved."



CITY OF TROY PLANNING DEPARTMENT employee David Woodin, center, has been chosen as the first winner in the city's newly implemented Employee Suggestion Award Program. Woodin suggested that the city close down the parking garage, which serves the downtown shopping mall, on Sundays when the mall is closed. He was awarded a \$50 savings bond for the idea which saved the city \$4000 in operation and maintenance costs. Woodin is being congratulated by City of Troy CSEA Unit President Joseph Cassidy, left, and Jackson Dennis, right, CSEA's representative on the suggestion award committee.

## Fire victim seeks aid

COLD SPRING — A plea for financial assistance is being made by a Southern region member who lost most of his possessions in a Peekskill house fire on Feb. 10.

Richard Gilleo is really a victim twice over; not only was he burned out in the blaze, but also hurt while fighting it. He was hospitalized four days and expects to be out of work at least six-eight weeks. The Camp Smith custodian says he needs, "financial help till I get back on my feet," and adds that he used most of his accumulated sick time in 1980 recovering from surgery.

Gilleo has temporarily relocated his wife and their two children to Cold Spring. Anyone wishing to send him a contribution may mail it to: Richard Gilleo, 3 Forge Gate Dr. Apt. 3B, Cold Spring, N.Y. 10516.

## Safety of PPC workers improves

WEST BRENTWOOD — The safety of MHTAs, therapy assistants and LPNs at Pilgrim Psychiatric Center (PPC) is described as somewhat better following the recent settlement of a grievance.

Under the settlement of a class action safety grievance, management agreed not to count therapy assistants and LPNs when staffing the wards for the 4-12 and 12-8 shifts where the staffing level is one MHTA per ward, CSEA Local 418 Grievance Chairman Paula Luvera said.

Local 418 President Bill Chacona said, "This settlement means a lot to the institutional employees at Pilgrim. They no longer have to work alone on the wards which is a dangerous situation."

Ms. Luvera said that under the old system of one employee regardless of job title per ward, employees were forced to work alone.

## Calendar of EVENTS

### March

- 18—Buffalo Local 003, General Membership Meeting, 5:30 P.M., Buffalo Aud Club.
- 18—Nassau County Local 830 Executive Committee meeting, 5:30 p.m., Salisbury Inn, Eisenhower Park, East Meadow.
- 19—Long Island Region I Clerical, Secretarial Seminar, 7-11 p.m., Holiday Inn, Hauppauge.
- 20—Local 432 Shop Steward Workshop on "Grievance Process and Procedure," 11:30 a.m. Satellite Office, 222 Mamaroneck Ave., White Plains.
- 23—L.I. Region I executive board meeting, Hotel Syracuse, Syracuse.
- 23—Southern Region III delegates meeting, 7 p.m., Ambassador Room, Hotel Syracuse, Syracuse.
- 22-24—CSEA Delegates Meeting Syracuse.

### April

- 1—Long Island Region I Mental Hygiene Task Force meeting, noon, Region I Satellite Office, Hauppauge.
- 8—Pilgrim Psychiatric Center Local 418 open house, 11 a.m.-3 p.m., Assembly Hall, Pilgrim Psychiatric Center, West Brentwood.
- 10—Central Islip Psychiatric Center Local 404 open house, 11 a.m.-3 p.m., Club House, Central Islip Psychiatric Center, Central Islip.
- 20-22—Long Island Region I Annual Workshop, Gurney's Inn, Montauk.
- 10-11—Region 6 Women's Committee Seminar, Rowntowner, Rochester.
- 15—Buffalo Local 003, Executive Committee Meeting Plaza Suite, Buffalo.

### May

- 20—Buffalo Local 003, Executive Committee Meeting, Plaza Suite, Buffalo.

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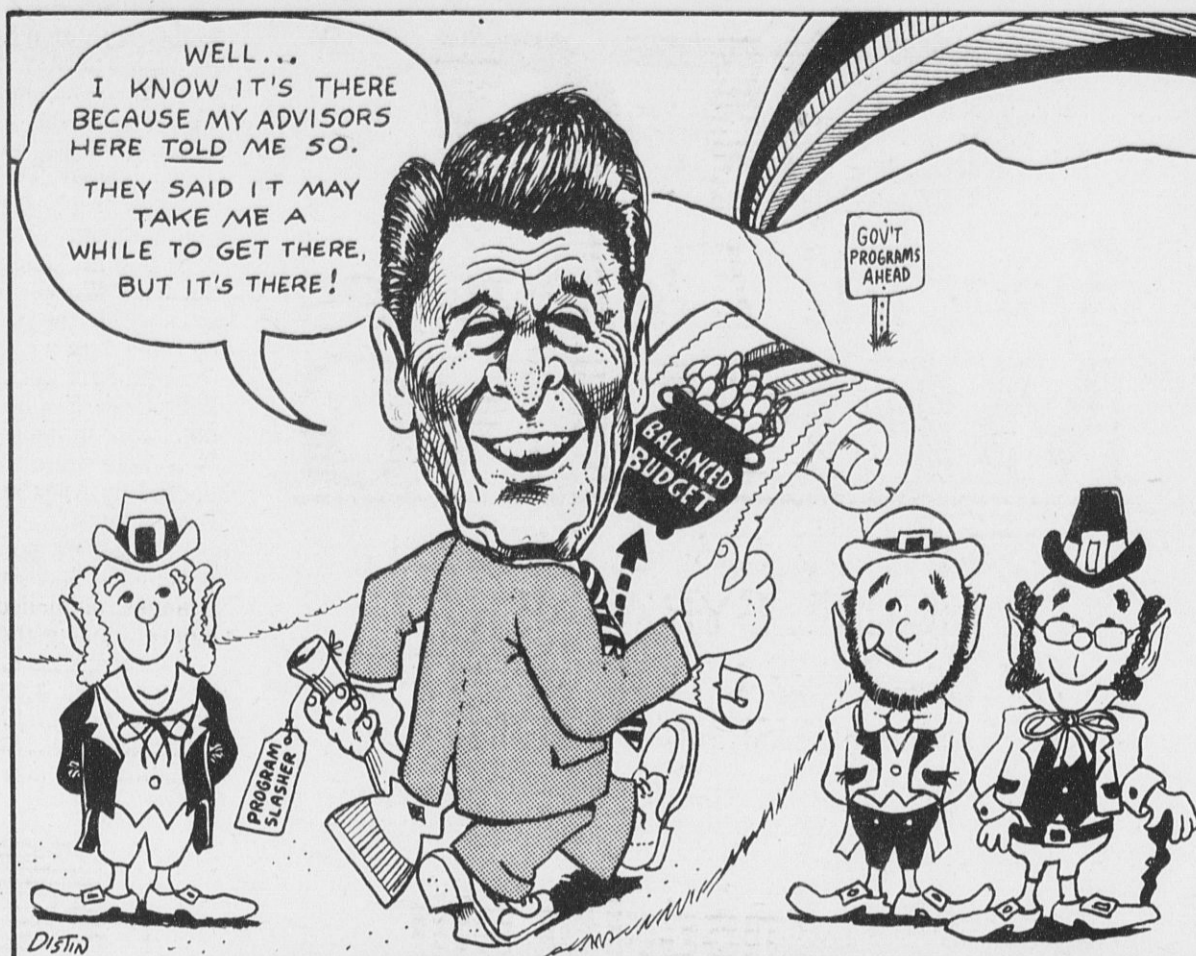
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## Onondaga social a prime example of union solidarity

SYRACUSE — To the tune of "Union Solidarity", nearly 800 CSEA members of Onondaga County Local 834 gathered for a membership get-together recently at the Hotel Syracuse ballroom.

"Since our local has about 4,000 members, we thought a social night of fun would be a good way of bringing members together and strengthening our solidarity," Local 834 President Thomas Murphy said.

Local 834 Treasurer Patricia Callahan designed a four-color brochure announcing the event to local members.

Many of the Local 834 members who attended the ballroom festivity called it a success.

"It was a good way of pulling everyone together. I met people who I didn't even know belong to our local," said Lois Rinn, a physical therapist at Van Duyn Home and Hospital.



ON HAND FOR THE ONONDAGA COUNTY LOCAL 834 get together are at right, from left, Onondaga County Unit President Connie Bissi, Local 834 Corresponding Secretary Ventina Cerutti, Onondaga County Representative to the CSEA Board of Directors Marie Kalbfleisch, Local 834 President Thomas Murphy and Local 834 Treasurer Patricia Callahan.

## Nassau Jail problems led to wildcat

EAST MEADOW — After procrastinating over the problem for years, County Executive Francis Purcell, faced with a two-day wildcat strike on Feb. 25-26 by correction officers, finally agreed to do something about overcrowding and understaffing at the Nassau County Jail.

He met with CSEA leaders Nicholas Abbatiello, Nassau Local 830 President, and Correction Officers Unit President Jerry Donohue, who have been complaining bitterly about conditions in the jail, and said he would: hire 30 to 60 more correction officers; upgrade salaries in line with pay levels for correction officers in Suffolk, New York City and Westchester; relieve crowded conditions at the jail; waive retribution penalties for the wildcat action; and consider firing Nassau County Sheriff Michael Seniuk, who subsequently resigned.

Mr. Purcell also assured CSEA that the personnel records of correction officers at the jail would remain confidential. The disclosure that personnel files were being turned over to a Legal Aid attorney representing an inmate who alleged he had been beaten by correction officers kicked off the wildcat strike. The files include home addresses, telephone numbers and information about the officers' families.

"The officers were concerned that a disturbed inmate could use that information in seeking revenge," Mr. Donohue said.

Word that the personnel files were being released spread quickly through the correction officers' ranks and they walked off the job at the 4-

to-midnight shift on February 25. Once on strike, the correction officers quickly enumerated the other problems that had helped cause the walkout. Mr. Donohue said that the officers were exhausted from continued mandatory overtime shifts caused by shortages of personnel and overcrowding. There were 940 prisoners crammed in the jail that was built to hold 612 at the time of the objection and both CSEA and County officials have expressed fears for years that a minor incident could explode into a riot at any moment.

As Mr. Abbatiello and Mr. Donohue met with the county executive and presented him with their complaints, CSEA employees from other departments refused to cross correction officers' picket lines. Sheriff Seniuk ordered the officers on duty locked in the jail and Nassau County Police ringed the facility.

At first Mr. Purcell refused to negotiate while the officers were on strike, but he later relented and agreed to resolve the issues. CSEA leaders felt that the solidarity of CSEA correction officers and other CSEA employees helped change Mr. Purcell's mind.

As the strike was ending, U.S. District Court Judge George Pratt ordered the jail's population reduced by 400 within 60 days or he threatened to intervene and appoint a federal receiver who would run the facility.

On March 10, Mr. Abbatiello met with the Office of Employee Relations and helped them prepare a report on comparative salaries of corrections officers in other Counties that was presented to Mr. Purcell.



# Special Delegates MEETING

March 22, 23, & 24, 1981  
HOTEL SYRACUSE /  
SYRACUSE CIVIC CENTER  
SYRACUSE, NEW YORK

## Court transcript bill vehemently opposed

ALBANY — CSEA is aiming its lobbying guns to shoot down Governor Carey's budget-linked proposal which would make transcripts of court proceedings provided by OCA court reporters the property of the State, with revenue from the sale of transcripts accruing to the State.

"We vehemently oppose this bill, which is nothing but a crass attack by OCA on its employees and on accepted practice," said Collective Bargaining Specialist Patrick Monachino. "This attempt is a first. It is contrary to past practices and to established policy of court reporters not only in New York, but throughout the entire country."

Monachino pointed out that the State is ignoring the thousands of dollars worth of equipment and supplies that reporters have had to invest to get out speedy transcripts. "Some hire their own staffs for transcribing and typing so that the productivity is there. The proposal would cause hardship both in terms of the income and investment losses by court reporters and in the jobs of the people they hire."

He said that the increased cost to the State of implementing this proposal has been estimated at \$31 million a year. Studies of the Court of Claims, where the State provides transcribers and typists, have shown that the money spent on providing transcripts is far more than the normal cost of court reporters producing their own transcripts.

"What responsibility the State would assume in regard to the typing and transcribing is unclear at this time," Monachino said. "It would cause a tremendous delay in completion of transcripts, and would probably end up eliminating the requirement to have transcripts completed by the following day, thereby hampering the entire judicial process."

Judiciary Labor/Management Committee Chairman Thomas Jefferson commented: "Many, many reporters spend their holidays, nights and weekends to complete transcripts. Reducing their incentive would have adverse effects on productivity. I think this move would be detrimental to the reporting profession."

Court reporters represented by CSEA are encouraged to write or call their senators and assembly members to express their opposition to the bill (S.3115 and A.4015).

## Disciplinary actions against Local 429 officials upheld

NEW YORK CITY — Arbitrators have upheld disciplinary actions against several officials of CSEA Local 429 at the Staten Island Developmental Center in connection with protests of management action against employees alleged to have participated in a job action at the facility.

CSEA Local 429 President Felton King and Local Vice Presidents Michael Hicks and Roy Hargrove were disciplined by the state late last summer following demonstrations protesting the "docking" of paychecks for employees alleged to have participated in a sick out to protest staff shortages at the facility. In each case, termination was the penalty sought by the state and in each case separate arbitrators have upheld the charges and the penalties despite the efforts of CSEA attorneys who defended the officials in lengthy arbitration hearings.

Charges against two other Local Officials, Vice Presidents Tyrone Daniels

SYRACUSE — About 1,000 CSEA delegates are preparing to participate in the 1981 CSEA Spring Delegates Meeting scheduled for Sunday, March 22 through Tuesday, March 24 in Syracuse.

The agenda opens with a meeting of the statewide Board of Directors at 1 p.m. on Sunday in the Hotel Syracuse and closes after the general business session Tuesday afternoon at the Syracuse Civic Center, and in between are a wide range of workshop and educational programs.

The first general business session of the Delegates Meeting will open at 5 p.m. Sunday afternoon in the Hotel Syracuse Ballroom. Sunday night from 7 to 9 p.m. delegates have a choice of attending workshops on Social Security, Workers' Compensation and Parliamentary Procedure at various sites within the Hotel Syracuse. A retiree delegates meeting is also scheduled from 7 to 9 p.m. at the Directors Room in the Hotel Syracuse.

The first general business session at the Syracuse Civic Center will be held from 9 a.m. to 3 p.m. on Monday. A special briefing session for delegates on the potential impact of President Reagan's budget proposals on New York State's economy and public employees and programs will be conducted by AFSCME personnel from 3:30 to 5 p.m. at the Civic Center the same day.

Tuesday's general business session is set to begin at 9 a.m. and run until conclusion that afternoon. A number of proposed Constitution and By-Laws changes, published in last week's edition of The Public Sector, will be considered during the business sessions.

Information tables will be staffed by union representatives at the Civic Center from 8:30 a.m. to 3 p.m. on Monday, March 23. Areas to be represented include Field Services, Education Department, Employee Assistance Program, Retirees, PEOPLE, School Districts, Legal Services, Employee Benefit Fund and Treasurer's Department.



UNITED WAY AWARD — George H. Clark, right, president of Erie County Home and Infirmary CSEA Unit of Local 815 receives the United Way Silver Award on behalf of CSEA members who donated to the annual United Way Fund Drive. Presenting the awards are Deputy Commissioner James Smith, left, and Commissioner James Kuechle.

## Trustees overseeing Local 010

NEW YORK CITY — Local 010 of the Civil Service Employees Association has been placed in trusteeship by CSEA President William L. McGowan pursuant to the CSEA's Constitution and the results of a union audit of the local's records.

Members of the local have been notified by mail of the trusteeship and all employees represented by the local are advised to contact the local office (212-732-4534) or the Metropolitan Region Office (212-962-3090) for services normally provided by local officers.

In accordance with the CSEA Constitution, President McGowan has appointed three trustees to oversee operation of Local 010 pending action by a committee of CSEA's Board of Directors. The trustees are: Thomas H. McDonough, Executive Vice President, CSEA; F. John Gallagher, Treasurer, CSEA; and James Gripper, Jr., Metropolitan Region II President.

Under CSEA's Constitution, any local officials suspended as the result of a trusteeship are considered innocent of any alleged violations of the union's Constitution and By-Laws until a determination is made by an appropriate trial board following a full hearing involving all parties.

and Terry Rouse, are still pending. Those cases have also been argued by CSEA before arbitrators but no decisions have as yet been handed down.

The demonstrations following the withholding of salary from employees alleged to have been involved in the sick out included five days of protests at the facility during which, the state alleged, state offices were occupied and property damage was caused. The Local 429 officials denied the charges against them arguing that they had participated in the activities in an attempt to control demonstrators and avoid confrontations.

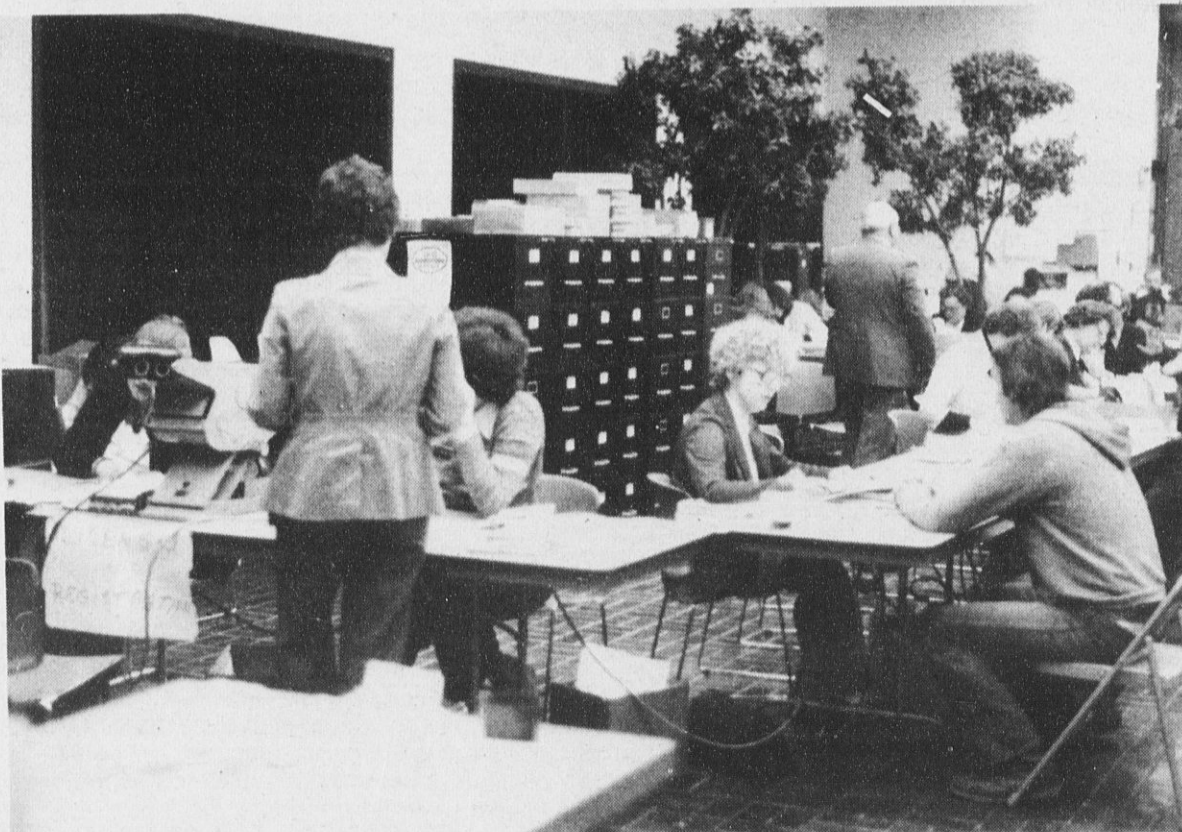
The decision of the arbitrators in the cases is effective immediately. The only possible avenue of appeal in any disciplinary arbitration involves court action which must prove that the arbitrator exceeded the authority given to him by the parties in making his decision and award, a difficult point to prove. CSEA lawyers were studying the decisions at press time.



**CSEA MEMBERS** from the Payroll Department squeeze in around a small table and a single adding machine. Laura Farrell, Mary Dranichak and Sonya Jubinsky have had to make this setting "home" since they were displaced from the Binghamton State Office Building in early February



**THESE CRAMPED QUARTERS** are the temporary office location of Workers Compensation Board employees, left, Beverly Skrocky, Pat Greco, Helen Stewart, and right, Nancy Corbett and Nancy Lindsey.



**DEPARTMENT OF MOTOR VEHICLE'S** temporary facility in the County Office Building is in near constant confusion due to crowding and temporary arrangements.

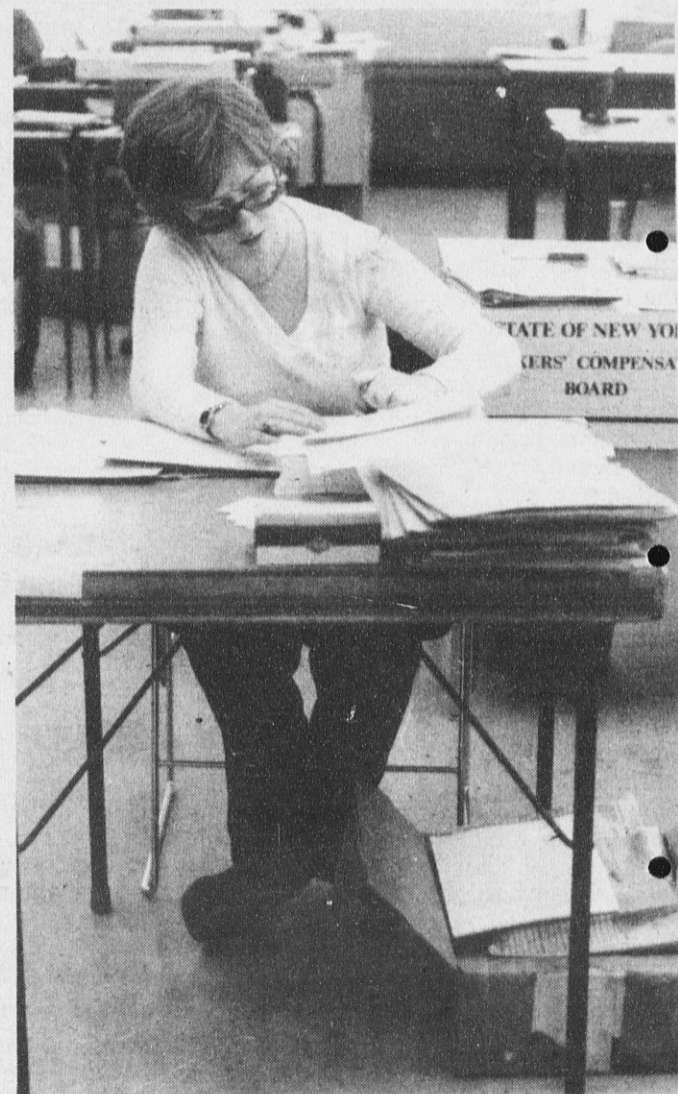
## State employees overcoming many difficulties to provide service to public in the Binghamton area

**BINGHAMTON** — A February 5 transformer explosion and resultant fire which spread PCB and other dioxin contamination throughout the 20-story State Office Building here may have shut down the building where hundreds of state employees worked, but it did not shut down the work done by those employees.

Almost immediately the displaced employees from several state agencies were turning out their work and providing services to the public from temporary work locations throughout the Binghamton area.

But while the work goes on, in most cases it is with difficulties caused by lack of space and adequate equipment. For the most part "offices" are makeshift arrangements at best, as the accompanying photographs attest.

No one knows exactly how long the hundreds of state workers will be forced to occupy these "temporary" arrangements, but indications are that it will be months before the State Office Building could be ready for occupancy again.



**IF SHE WANTED TO,** Kathy Rolston of Workers Compensation could actually fold up her "desk" and take it home at night.

## April 30 is deadline on Flaumenbaum scholarship applications

CSEA members and their families are reminded that April 30 is the deadline for filing applications for the CSEA Irving Flaumenbaum Memorial Scholarship Fund for the 1981-82 school year.

Completed forms must be mailed to CSEA Headquarters, c/o the Special Scholarship Fund Committee, 33 Elk St., Albany, N.Y. 12207.

Under the program, 18 grants of \$500 each will be awarded to three students in each of the six regions, for a total of \$9,000 in award money statewide.

The scholarships are available to all CSEA members' children who are graduating high school seniors.

They will be granted on the basis of a number of things, including high school rank and average, test scores, community and school service, career goals, recommendations and financial need.

The scholarships will be awarded in June. All information obtained from the applications will be kept confidential. Forms are available through Local and Regional offices.

## LETTERS

**Editor's note:** In the February 25 issue, *The Public Sector* featured an article detailing how Air Force Staff Sergeant Kevin Clark was aboard "Freedom One," the plane which flew the American hostages home from Iran. Kevin is the son of "Mickey" Clark, a CSEA member from Rockland County and the late Mr. John Clark, long-time union activist. That article drew the following letter from Mrs. Frances A. Manner, a member of CSEA Local 010 in Elmhurst. The letter was dated March 2, just five days before, as the last paragraph indicates, a happy reunion.

Editor, *The Public Sector*:

When I read the 'Mickey' Clark story in the issue of February 25th, I was surprised at the similarities in our recent lives and wondered if she and I were among any other CSEA members indirectly involved with the return of the hostages.

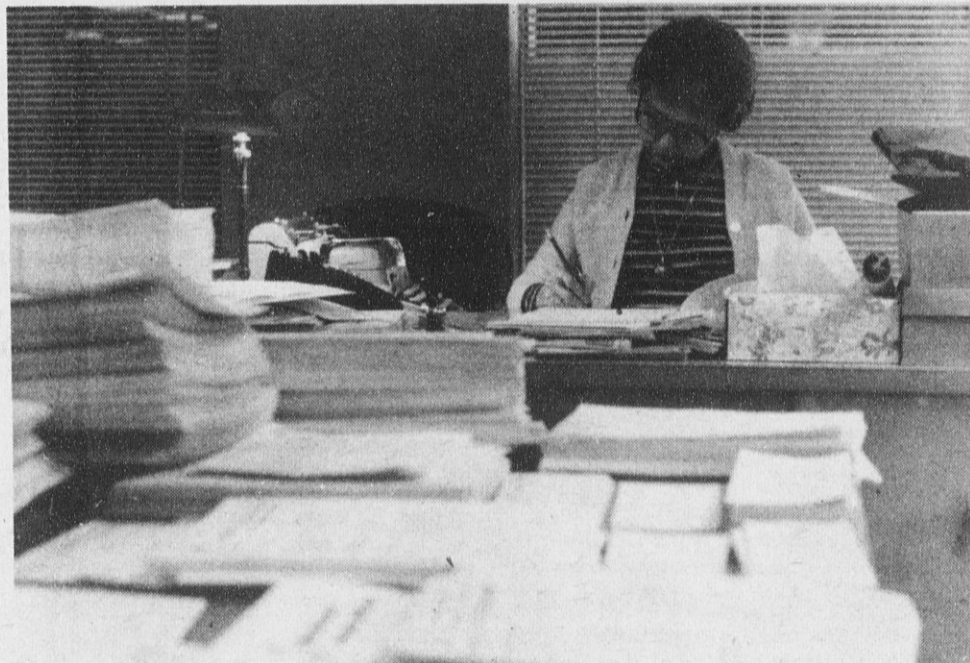
Staff Sgt. Mason Manner is my 25-year-old son who had been in Germany almost two years when I visited him there last September. Since he was then beginning slowly to prepare for furlough this March, I was not greatly concerned at his mail silence. My passiveness was shaken at seeing in a New York City daily paper his interview at the Wiesbaden hospital, where his mechanical engineering training was readying the building systems for the care and comfort of the returnees!

Like Mrs. Clark, I sat up watching the television coverage, hoping to catch a glimpse of camera-bug Mason but signed off with Channel 4 at 2 a.m. (I was awake at my usual time to open the Elmhurst Hospital office of the Mental Health Information Service at 9:00 that morning).

Now, I'm really excited: He arrives March 7th.



**MANY EMPLOYEES** have been forced to build makeshift offices themselves. Here, Katie Phillips, Peggy Cron and Elaine Greenbaum, all of Tax Compliance, used plexiglass and saw horses to construct a shared desk in the back storage area of the Marine Midland building.



**LACK OF FILE CABINETS** is a big problem for Mary Bubas of the Department of Taxation. Department employees are using temporary facilities on the first floor of the Binghamton Marine Midland Bank Plaza.



**ANN MARIE DEGROAT**, a Department of Motor Vehicle cashier, helps out a customer over a makeshift counter.



**SARA CHAMPAIGN**, an Administrative Supply Room employee, uses a folding easel chair as her desk while temporarily quartered in the Binghamton Naval Reserve Building.

## Commission waives attendance rules; lost time restored

The State Civil Service Commission on March 10 announced that attendance rules will be suspended in the specific cases of state employees determined to have been absent from work at the State Office Building in Binghamton as a direct result of the February 5 transformer explosion and resultant contamination.

CSEA earlier had demanded that the state waive times and attendance rules so that affected employees would not be required to charge the absences to personal accruals.

Civil Service Commission spokesman said the decision to suspend the rules applies to all state employees determined by their agencies to have been absent as a result of the contamination situation but who were otherwise available to work. The spokesman said the Commission acted on rules suspension requests from 260 employees from 14 different agencies formerly located in the contaminated building, but that the rules suspension applies to all state workers similarly situated. Under the ruling, each agency was authorized to determine those employees absent who are eligible to have the charged leave restored.

Proposal now in the hands of the Office of Mental Health

## HPC stenographers await title upgrading

By Thomas Moczydlowski

SYRACUSE — While the stenographers at Hutchings Psychiatric Center (HPC) are still awaiting approval on a title upgrading, CSEA Collective Bargaining Specialist John Conoby recently brought hopeful word that their proposal is being considered by the Office of Mental Health.

A year ago, the stenographers at HPC proposed that their positions be changed to clinical secretaries grade seven. Joni Hinds, secretary of HPC Local 435, was instrumental in first pressing for the upgrading.

Local 435 President Betty Knickerbocker said the original proposal was followed by attention from the Clerical Secretarial Employee Advancement Program.

"The purpose of the effort is to recognize that secretarial employees, whose work in a psychiatric unit relates to the treatment of mental patients, have significantly different duties and require an increased level of skill," said Anita Marusich, senior personnel administrator at HPC.

Because many of the stenographers at HPC use skills related to psychiatric treatment, Marusich said their secretarial functions are unique and they should be upgraded in title and salary.

Local 435 Vice President Sharon Conner said: "The personnel staff is pulling together with the stenographers toward our cause."

If implemented, the proposal in its present form could either be used as a pilot project for HPC or be employed statewide, depending upon the final decision of the Department of Civil Service.

Conoby said: "I'm optimistic with reservations. The proposal is in its final stage. Once it gets through the Office of Mental Health it should move more quickly through the Department of Civil Service. We're hoping that this isn't drawn out too much longer, and that the stenographers get the upgrading. It's something that's been needed for years and years."



CSEA COLLECTIVE BARGAINING SPECIALIST John Conoby updates members of Hutchings Psychiatric Center Local 435 on the status of a title upgrading request for some stenographers. With Conoby are Local 435 Vice President Sharon Conner, left, and hospital Senior Personnel Administrator Anita Marusich.

## PERB returns town car to Local 830 unit president

MINEOLA — CSEA has rapped the knuckles of the Town of Oyster Bay for withdrawing the use of a town car from town CSEA Unit President Pat D'Alessio, in what Nassau Local 830 President Nick Abbatiello had termed "blatant political retribution."

The car was restored to D'Alessio by order of the Public Employment Relations Board following a strong effort by the CSEA legal defense program.

PERB noted acidly that the car had been withdrawn "two days after an election in which the incumbent town supervisor was returned to office, but in which D'Alessio had supported the challenger."

PERB ordered the town to restore use of the car to D'Alessio and to reimburse him at \$15 a day for excess expenses he incurred.

D'Alessio uses the car to implement the CSEA-town contract during the day as well as for transportation to and from his home.

PERB rejected the town's argument that the action was the result of a routine, periodic review of automobile assignments.

The case was handled by Atty. Marjorie Karowe of the CSEA legal firm of Roemer & Featherstonhaugh.



YOU GOTTA HAVE HEART — Members of Montgomery County Local 829 of the Civil Service Employees Association, above left to right, Lillian Zippiere, Mary Ann Ammerall, Barbara Case, Phyllis Hage and Freda Sagatis, are shown waiting to take telephone pledges as long time CSEA activist Richard Tarmey, left, who served as master of ceremonies for the Heart Fund Cable TV telethon accepts a check from Montgomery County CSEA Local President William Zippiere, right. CSEA donated \$200 to the local Heart campaign.

## A nurse is a nurse . . . not a clerical worker

NEW YORK — Nurses at the Orange County Infirmity should do the work of nurses and not be assigned clerical duties, according to Arbitrator Edward Levin.

Local 836 of the Civil Service Employees Association filed a grievance against the county when supervising nurses at the Infirmity were assigned clerical duties connected with scheduling work assignments. The union argued that their responsibilities were strictly clinical — related to the care of patients. The nurses themselves noted that the extra paperwork required them to stay late or take work home so as to not interfere with regular duties such as washing and turning patients, administering and applying medication and drugs, and otherwise looking after the special needs of Infirmity residents.

CSEA charges assigning the out-of-title work violated both Civil Service law and its contract with the county, and the matter went into arbitration. For its part, the county claimed it had the right to require supervising

nurses to arrange schedules for employees and asked that the grievance be dismissed.

A hearing was held Dec. 22, 1980, and based on evidence, testimony and arguments provided by both sides, Levin found, "Although the county claimed to be unaware of the distinction between clinical and clerical supervision as it was defined by the union, the union successfully established such a distinction." He noted the county had a past practice of having clerical staff do the scheduling and transferring that job to the supervising nurses, "constitutes a unilateral change initiated by the County but prohibited by the contract." He then ordered county officials to, "return to the former practice in which supervising nurses were not engaged in such clerical functions."

When notified of the decision, County Unit President Kay Cayton said she was, "very pleased that we won and hopeful that in the future the county will avoid such happenings."





CSEA representatives meeting prior to State Insurance Fund Labor/Management meeting. (l to r) State Insurance Fund Local 351 President Stella Williams; CSEA Collective Bargaining Specialist John Conoby; Rochester City Local 012 President Sylvia Ebersold; Department of Labor

Local 670 member Diane Pelky; Syracuse City Local 013 member Harry Colella; State Insurance Fund Local 351 Shop Steward Randy Johnson; Shirley Brown, CSEA Board Representative for the State Insurance Fund and President of Department of Labor Local 670.

## Agency's inconsistent policies debated



LOUIS DeSALVIO (standing), Secretary of the State Insurance Commission, with (l to r) Williams, Conoby, and Ebersold.

## First statewide Insurance Fund meeting strives to improve communications

NEW YORK CITY — The first statewide State Insurance Fund Labor/Management meeting was held recently at the Fund's headquarters in New York City.

According to CSEA Collective Bargaining Specialist John Conoby who headed the CSEA team, the meeting was "significant not just because it was the first statewide Labor/Management meeting within the agency, but also because the meeting enabled us to address the inconsistencies among the different district offices in the application of the Insurance Fund's personnel policies."

CSEA members in the Fund's headquarters and in the district offices throughout New York State work for the same agency, but members in the headquarters and in each district office are serviced by different CSEA Locals.

Representing CSEA at the meeting were: John Conoby, CSEA Collective Bargaining Specialist; Shirley Brown, CSEA Board Representative for State Insurance Fund matters and President of Department of Labor Local 670; Harry Colella, Syracuse City Local 013 member; Sylvia Ebersold, Rochester City Local 012 President; Randy Johnson, State Insurance Fund Local 351 Shop Steward; Diane Pelky, Department of Labor Local 670 member; Marcia Schiowitz, CSEA Region II Field Representative; and Stella Williams, State Insurance Fund Local 351 President.

State Insurance Fund Administrative Director Irving Welch headed the 12-member management group.

Among the topics discussed at the meeting were: the inconsistent application of the sick leave policy, performance evaluation, the effect of computerization, training, career advancement opportunities, and alternate work schedules (flex-time).

The CSEA and the management representatives agreed that the Labor/Management meeting was "useful in improving communications" between the two groups and expressed confidence that resolutions to problems within the Fund can be found without the filing of grievances.

## CWEP study examines part-time work

What are the advantages and disadvantages of part-time employment? How do part-time employees view their jobs? And how do full-time workers, management and the union view part-time workers?

Such questions are the subject of a current study of part-time employment and its effects on state workers. The project is being sponsored by the joint CSEA-State Office of Employee Relations Committee on Work Environment and Productivity (CWEP).

"CSEA, through CWEP, is interested in obtaining as much knowledge about its members' needs and preferences as possible," said Guy Dugas, assistant to the executive director of CWEP for CSEA. "This study on part-time employment is just one endeavor to do so."

According to Dugas, the study will explore the implications of part-time employment for both the work lives and family lives of the state's workers. It will include employee, management and union

perspectives on the issue.

New York State's part-time labor force is estimated at about 5,000. Nationally, part-time employment is growing for a variety of reasons, including the influx of women in the labor market and a growing desire for more flexibility in the workplace to meet family demands.

The study is being conducted by the State Council on Children and Families and is being funded for one year at a cost of \$61,550. Questionnaires are currently being

mailed to those state workers who have been identified as part-timers.

A separate survey will be sent to a random sample of full-time employees from various state agencies to determine how receptive they are to their part-time colleagues.

Another phase of the study will be selected interviews with personnel officers, supervising personnel and union officials.

All information obtained through the study will be kept confidential.

# Pay raise puts Mike Bauer in a higher tax bracket—and on television

By Stanley P. Hornak  
CSEA Communications Associate

KINGSTON — One night this month, while watching the NBC Nightly News, Ulster County union members will see the familiar face of Mike Bauer.

The 32-year old Kingston City School District custodian will be featured in a five-minute news segment that will be part of a special series "Bracket Creep" — what happens to four different American families when they earn more money and go into higher tax brackets.

Bauer will be seen on the job, buffing a floor, and later at home with his wife Carole and their two children. They were chosen as a typical family of four trying to make a go of it with only one breadwinner because, "I want my kids brought up by us."

NBC news reached Bauer by way of Len Crane, president of both the local Chamber of Commerce and the city Board of Education. He was called upon to find someone who was the sole support of his family and earning approximately \$10,000 annually. When Bauer was first asked, "you want to be on TV?" he thought it was a joke. It wasn't.

A TV crew arrived Feb. 26 and spent five hours in Kingston, following the 32-year old public employee from his workplace to his home. Bauer figures that for each minute he will be seen on NBC, he did an hour's taping and recalls one scene (pulling into his driveway) required three "takes." He now expresses a lot more admiration for people in the acting profession.

The actual interview was conducted by Reporter Mike Jensen. Bauer told him, in part, "we get good raises, ten percent this year, but it puts you



IN THE NATIONAL SPOTLIGHT will be Mike and Carol Bauer and their children, three-year old Christian and nine-year old Cori.

in another tax bracket and then you're not that much ahead of yourself." He also expressed frustration because, "in the end, you're making more but buying less."

The whole family found the interview, "a lot of fun," although three-year old Christian was more interested in eating cookies. They all found it hard to act "natural" in front of the lights and cameras, saying, "that was like trying to ignore a train coming toward you."

Bauer is now eager to see himself and his family on TV, and NBC will tell him in advance when the segment will run. In the meantime, his life is back to normal and that means, appropriately enough for the CSEA Unit President, preparing for upcoming contract talks.

## Union makes headway on Reagan economic plans



Region VI President  
Robert Lattimer

economic picture and its impact upon New York State's economic picture.

"Following the Syracuse session, I hope our members will put their lobbying techniques into motion," Lattimer remarked,

"Seldom have I agreed with President Reagan, after all, I represent tax-paying public employees, not 'Big Oil', banking or people in the upper 10 per cent of the income bracket," Lattimer continued. "However, I do agree with him on one item. He has steadfastly maintained that Congress will eventually respond to pressure from American voters on this economic package. He is correct."

"Congress will respond to the feedback received from constituents back home," President Lattimer stated. "CSEA and its members will have the opportunity and an obligation to influence the New York State Congressional delegation in its decision."

"Once we have the facts and figures on how Reagan's budget will affect us, we can let our representatives in Congress know how our lives are being altered," he commented.

"Certainly changes in some Federal policies and programs are needed, but consideration must be given to the people involved and the regions of the country in which they live." "The question should be 'is it fair?'"

"Every agreement in New York State will be touched by what happens in Washington, D.C. We've got to speak up so that our message is not lost in the shuffle," Lattimer concluded.



TRUSTEES OF THE NEW Westchester County CSEA Inc. Employee Benefit Fund are, from left standing, Mary Williams, Carmine DiBattista and Mary Boyd; sitting, Raymond J. O'Connor, James Marino, Ernest Hemple and John Whalen. The benefit fund was established by the Westchester County Unit as a result of its new contract with the county.

## 'Irv' memorial auditorium?

EAST MEADOW — The Nassau County Local 830 Irving Flaumenbaum Memorial Search Committee is investigating the possibility of the county renaming its Department of Social Services auditorium in Garden City after the late CSEA leader, Committee Chairman H. Quann reported.

Quann made his report at a recent meeting of the Local 830 Executive Committee in Eisenhower Park.

Local 830 is seeking a lasting memorial to Mr. Flaumenbaum.

Mr. Flaumenbaum, the late Local 830 and Long Island Region I president, had been an employee of the Nassau County Department of Social Services.

The Executive Committee elected Phyllis Murphy of the Department of Social Services and Josephine McCoy of the Department of General Services to the Local 830 Election Committee on the recommendation of the Local 830 President Nicholas Abbatiello.

The Executive Committee also "accepted with regrets" the resignation from the Local 830 Election Committee of Joseph N. Piller, president of the BOCES Unit.

## Region IV President Joseph McDermott expresses extreme concern OGS cutback of Capital Police places state workers, visitors in jeopardy

The State Office of General Services "appears to have acted in its usual ill-prepared manner" in its slashing of one-third of the approximately 100 jobs of the Capital Police Unit, according to Joseph E. McDermott, Civil Service Employees Association Capital Region President.

Expressing his concern for the health and safety of the thousands of CSEA members and visitors who are at the State Office Campus and in the downtown Empire State Mall every day, McDermott said that he is "extremely concerned" that his request for more information about the cutbacks apparently has been ignored by OGS Commissioner John Egan.

Two weeks ago, McDermott wrote to Egan commenting that, since the Commissioner wanted to put his plan into effect by the middle of March, "I hope that you will respond to my questions as quickly as possible."

There are many areas of concern, said McDermott, including the increase in the incidence of crime in the areas patrolled by members of the Capital Police.

"I was shocked when I read from your own statistics that crime has nearly doubled in the jurisdiction of the Capital Police in the last five years, while OGS has cut the force by twenty percent. It would seem to me that an increase in the size of the force rather than a reduction is warranted at this time," McDermott wrote.

Lack of an immediate response from Egan, McDermott said, could force CSEA "to call upon the Governor's Office to get positive movement out of this agency".

He asked for an immediate response, he indicated, so that CSEA could take whatever measures it could to protect its members while on the job and on State property.

"The simple transporting of our ill members to the hospital becomes hamstrung or OGS rules which these layoffs now compound. OGS fails to evaluate or discuss the problems before, or even after, they cause this dangerous impact", McDermott said. "The Capital Region is reviewing the emergency medical evacuation service available to its members at State work locations previously served by the Capital Police and now scheduled for a cutback in coverage. Prompt evacuation to a hospital from a State work location must be a top priority of OGS", McDermott stated.

Pointing out that the Capital Police Unit is a "highly trained security

unit", McDermott wrote to Egan — "From what I can gather from your proposed 'reorganization', you would replace 32 police officers with 33 building guards. This, you argue, would beef up and not reduce security. I find this logic specious. What you are, in fact, doing is replacing professional police officers with ordinary watchmen."

"These building guards would not be equipped to deal with all of the situations presently handled by the Capital Police. For example, the building guards would not have the power of arrest. They would not have the legal right to carry firearms. They would not be trained to investigate crimes or to deal with health emergencies or handle crowd control."

Although they do "fine work" in carrying out their regular duties, said McDermott, they "can never replace the talents, skills and authority brought to the job by police officers".

Specifically, McDermott, in the letter to Egan, asked what assurances the commissioner had that CSEA members' safety would be enhanced by a conversion of the unit from police officers to building guards. He also asked what training he is planning for the guards "to assume some of the special services now provided by Capital Police . . . in first aid techniques, fire prevention inspections, bomb inspections, fire investigations, motor vehicle accident investigations, and crowd control".

Capital Police have, in the past, provided escort service for employees who handle State funds, and McDermott asked whether that service would be provided by unarmed building guards after the program change.

His expressed concerns included the past performances in emergency situations, when Capital Police have responded immediately and efficiently in coming to the aid of fellow State workers who had suffered illness and/or injury. McDermott said he felt that the quick response from the police officers, in many cases, has reduced the gravity of the situation.

He described as "a recurring problem" the lack of security at some of the other State buildings in the Capital District, such as the Department of State Building and the Teacher's Retirement Fund Building on Washington Ave., and the State building at 44 Holland Avenue.

"Will security be provided for employees in these facilities, either by Capital Police or building guards", he asked in the letter.

At press time, McDermott had not received any response from Egan.



## Discontent with negotiations, Wayne Co. workers picket homes of county officials

NEWARK — With Wayne County contract negotiations at the fact-finder stage, a sure sign of union dissatisfaction with contract talks, CSEA Wayne County Local 856 members staged an informational picketing session at the homes of two county officials.

"We want them and the public to know we're not satisfied with their contract offers so far," said Local President Searle "Red" Mead. "They didn't even give us consideration equal to other

**HITTING THE STREET** — Searl "Red" Mead, President of Wayne County Local 865, leads informational picketers in night-time march. The 450-member Local has been working without a contract since December 31.

employee groups, such as the sheriffs or caseworkers."

"Yet they turn around and give their department heads and management people raises ranging from \$1,400 to \$4,000," Mead stated. "And one of them received a raise of over \$25,000."

Mead was referring to County Attorney Don Crowley, reportedly the recipient of the whopping pay raise. He was also one of the targets of the informational pickets.

The second home picketed belonged to the county's personnel director, Peter Pierre. The orderly group of picketers, which included CSEA staff and members, carried signs that underlined their discontent with the present negotiations status and urged the county to come up with offers more in line with the cost of living.

Local President Mead pointed out the irony of a local newspaper article which said the Wayne County Board of Supervisors had scheduled an early March public hearing to determine how to spend \$1.5 million in federal revenue sharing money — \$883,000 more than county officials budgeted to spend this year.

"We've got the perfect solution for the county's surplus," said Mead. "Make us a fair offer that we can live with so that we can get on about our jobs for all the citizens of the county. We've wasted too much time on this matter. It should have been settled long ago."

**IT ENDED PEACEFULLY** — Regional Director Lee Frank shows his I.D. to Palmyra Police during Wayne County informational picketing. No arrests were made.



# For members of Albany's 'paper chase', recyclable paper trash is a treasure

## And for Hubert Jones, 'paper chase' involves plenty of personal pride

By Tina Lincer First  
Communications Associate

ALBANY — Trash is a treasure for Hubert Jones, a hard-working, handicapped 20-year-old from Albany's South End.

Hubert, a new member of CSEA Office of General Services Local 660, is one of three people picking up papers in the South Mall as part of the "Paper Chase," the state's pilot paper recycling program. He is the only handicapped worker currently with the project.

"He's breaking the ice," said supervising janitor Ed Lockskin, another CSEA member. "They wanted to see if a handicapped person could do this work, and he's doing a really good job."

A shy, thin young man, Hubert is deaf and can utter only a few words. But his huge grin and bright, eager eyes easily communicate the pride and pleasure he feels for his new job.

"He loves it," says Lockskin. "He was off the Paper Chase the other day because we needed him somewhere else and he was really disappointed. He likes being around the people. He's really a loner and this gives him a chance to express himself and get more confidence 'talking' with people."

On a typical workday, Hubert, who takes great care to wear a dress shirt and dress slacks to look presentable in the government corridors, wheels a big trash bin through the halls of the Legislative Office Building or Agency Building 3, the two participating buildings.

In each office, he picks up a specified box filled with discarded papers, empties it in his bin (called a "gondola") and moves on. Lockskin says the office employees have come to accept Hubert's pleasant, courteous manner and his customary friendly wave to those he knows.

When he is finished collecting, Hubert pushes his gondola to the loading dock of Agency Building 3, where the paper is stored before being sold.

A Grade 4 employee, Hubert joined the year-old Paper Chase in September, after training to be a cleaner through the Comprehensive Employment Training Act (CETA). In addition to picking up the papers, he must sort them according to quality.

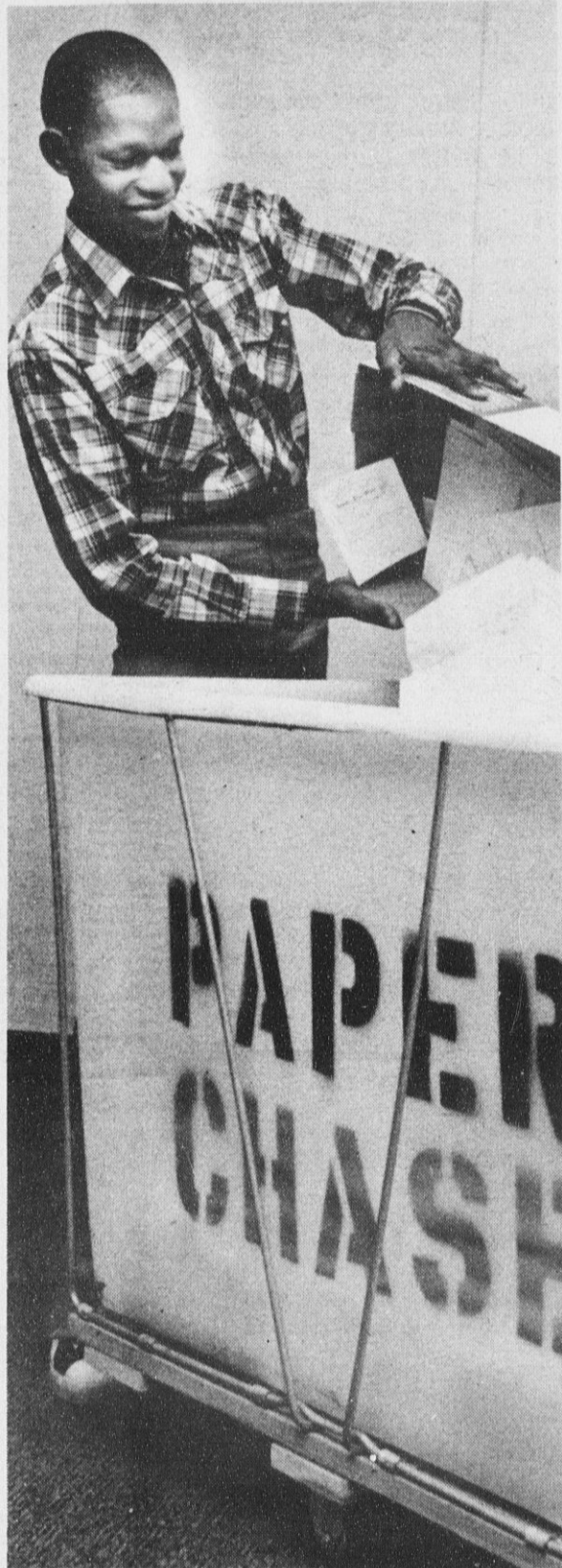
He is never lacking for work.

"I was shocked at the amount of paper that comes out of here," said Tom McGuire, a janitor and CSEA member who helped get the paper project off the ground, and now works as a "technical advisor" of sorts to the project.

He estimates that three to four pounds of paper are usually picked up in each office — which can add up to 400-500 pounds in an entire building.

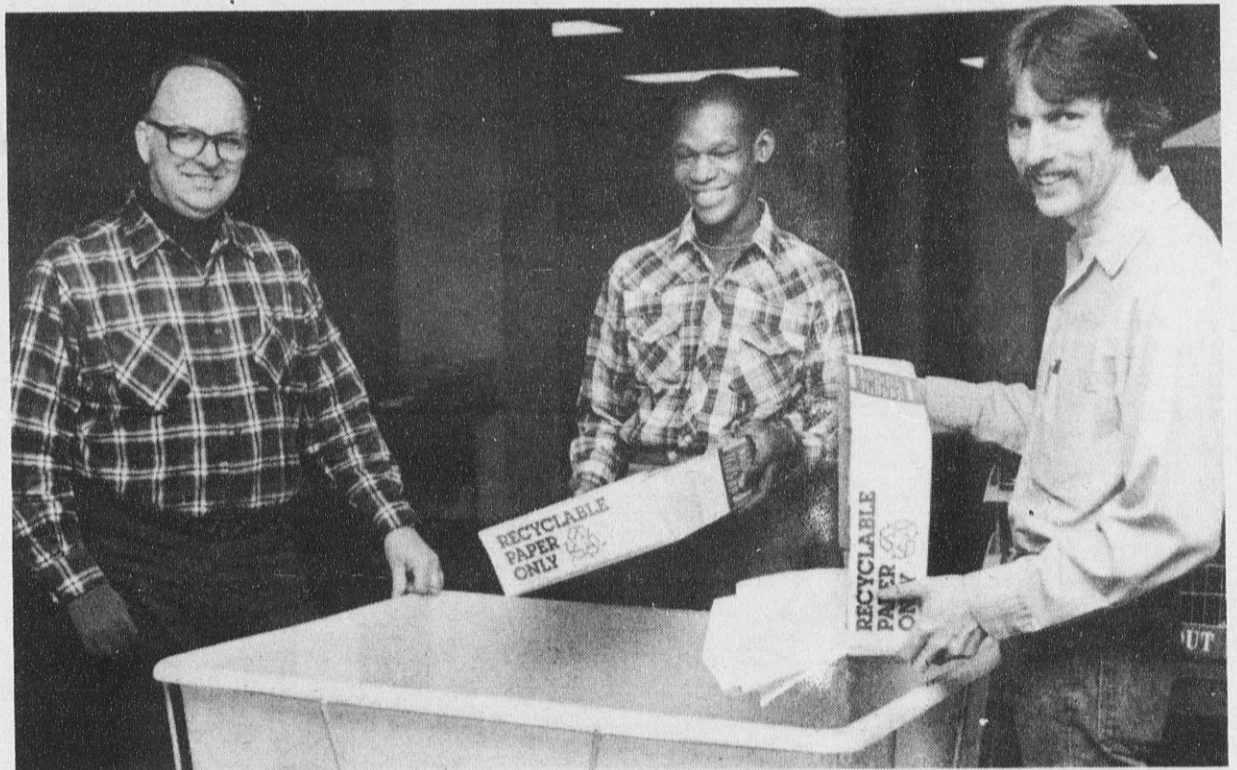
"Much of it is stuff sent to the legislators from lobbyists," said McGuire. "If there's a bill in session, there's going to be material on it and it's going to be sent to every legislator."

"Sooner or later, it ends up in the gondola."



ON A PAPER CAPER — CSEA member Hubert Jones, above, picks up recyclable paper from a state office in the South Mall complex as part of a major paper recycling program.

PAPER CHASER Hubert Jones, center, is shown with CSEA members, janitors Ed Lockskin, left, and Tom McGuire, right.



## Decision continues union protection for OCA employees; CSEA calls it a major victory for hundreds of workers

ALBANY — Hundreds of law assistants, law clerks and secretaries to judges will continue to enjoy union protection of their on-the-job rights, thanks to a recent decision by Harvey Milowe, PERB's Director of Public Employment Practices and Representation.

The Office of Court Administration (OCA) had sought to designate law assistants and law clerks as managerial and confidential and certain secretaries to judges as confidential. CSEA joined in opposing the move.

Milowe turned down OCA's application, saying in part "While judges may be called upon to interpret collective bargaining agreements in their

decisions, and even though the law assistants and clerks assist in writing or researching those decisions, this activity is not the type of labor relations involvement contemplated by (the Taylor Law)."

"This is a major victory for CSEA," said Collective Bargaining Specialist Patrick Monachino. "PERB did not automatically exclude hundreds of people in these titles, so now we can continue our efforts to protect the interests of those we represent."

OCA has appealed the decision by filing exceptions to the full PERB Board. CSEA will file in opposition.