

# Public Sector

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## CSEA delegates in Niagara Falls for union's 70th annual meeting

Some 1,200 CSEA members are in Niagara Falls this week to participate in the union's 70th annual Delegate Meeting. Among numerous important decisions the union's policy making body is expected to make will be the union's first-ever endorsement of a U.S. presidential candidate. In future issues, The Public Sector will report on the various delegate decisions that impact upon the membership. Meanwhile, reports to the delegates by CSEA's statewide officers are printed throughout this issue for the general information of the membership.

I believe that CSEA's Delegates should endorse Jimmy Carter for President of the United States.

There are three major reasons why this should be done and they must be considered.

First, this union uses specialized committees of rank and file members to deal with different areas of concern. Our Statewide Political Action Committee deals with any matters relating to the endorsement of candidates for statewide office. Its recommendation should weigh heavily in the decision of the Delegates. The CSEA Statewide Political Action Committee has unanimously recommended the endorsement of Jimmy Carter.

Second, this union can no longer afford to sit on the sidelines in one of the most important political contests to ever involve our members. More than 30 cents of every dollar spent by state and local government in this country comes from federal sources. The person who plays the largest role in that distribution is the President. We should be involved.

Third, there is only one candidate in this election who has been an advocate of labor issues. That candidate is Jimmy Carter. The record of former Congressman John Anderson is poor. He has only voted with labor 28 percent of the time. The remaining 72 percent of the time he has voted against us. But if Anderson's record is bad, Ronald Reagan's is worse.

Mr. Reagan, for example, opposes public sector collective bargaining. As Governor of California he vetoed legislation to give bargaining rights to that state's teachers. He has advocated the application of federal "anti-trust" laws created to control big business, to be used against labor unions, a purpose for which they were obviously never intended. Such an action could, for example, end the anti-raiding provisions of Article 20 of the AFL-CIO's constitution and make political action cooperatives, like the New York State Public Employee Conference, illegal.

Mr. Reagan has been quoted by the press as referring to unemployment insurance as, "prepaid vacation for free-loaders". He did his best as governor to dismantle California's state mental health system. He would have succeeded if the state legislature didn't stop him.

He opposed labor law reform legislation in Congress. He openly advocates the dismantling of the federal Occupational Safety and Health Administration whose protections we finally won this year for our members after a four-year battle by this union.

Mr. Reagan wants to abolish the federal Comprehensive Employment and Training Act, better known to our members working for it as CETA. He favors "right to work" laws that seek to destroy unions. He has opposed minimum wage laws as California's governor and still advocates a "sub-minimum" wage for some workers. He advocates a tax "reform" that would mean about a \$60 a year savings to our members, but thousands more for the affluent.

Last, but far from least, he publicly opposes the Equal Rights Amendment to the Constitution which our union's Delegates unanimously endorsed many years ago. He also admits now that he opposed the federal Civil Rights Act of 1964, but he claims to have forgotten why he opposed it.

Ronald Reagan is no friend of labor unions, working people or "the middle class".

By contrast, there is the President of the United States, Jimmy Carter. Let's be honest, his record isn't perfect. He has made mistakes and I, for one, have disagreed with some of his policies openly in the past. I have told him so personally and while he held his position, he listened. As an International Vice President of AFSCME, I know that our union has had access to the President when we needed it and he has listened to our concerns. Sometimes he ignored our advice, but more often he did not.

The President is an advocate of the right of public employees to collectively bargain for terms and conditions of employment. He is a strong supporter of a bill to force states to negotiate with employee unions when deinstitutionalization displaces employees. He didn't just support the federal labor law reform bills, he suggested them. He has strengthened federal OSHA enforcement.

President Carter opposes the Reagan-Kemp-Roth plan to give big federal tax cuts to the wealthy and business at the expense of social programs, fiscal integrity and the middle class. He supports welfare reform to improve aid and relieve local government of the welfare burden. He is a tireless advocate of all human rights, including the ERA.

Virtually every major labor union in the country that is involved in this campaign has endorsed President Carter. CSEA isn't compelled to follow the lead of the other unions, but clearly they view him as the labor candidate in this election.

Now let's look at the "big" issues. Ronald Reagan advocates a strong national defense. So does President Carter. They differ in how we maintain such a defense. Mr. Reagan talks about increasing defense spending, but he doesn't say how much or where the money will come from if he is also committed, as he claims to be, to a balanced budget and a 30 percent tax cut. President Carter has increased defense spending substantially already. The new "MX missile system" is but one example.

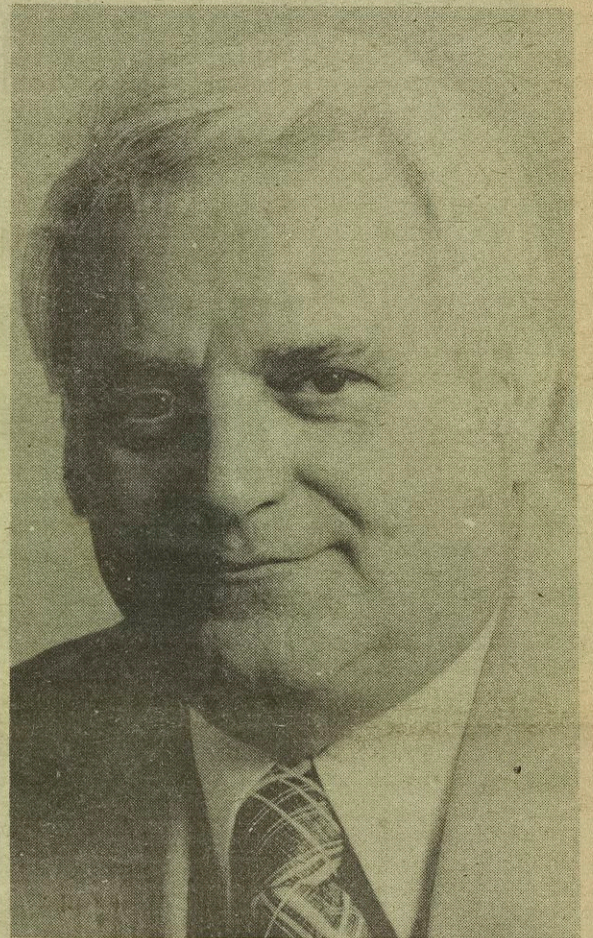
Ronald Reagan wants to cut inflation and unemployment. So does Jimmy Carter. Again, they only differ on the method. Mr. Reagan wants to give big business big tax cuts and turn over windfall profits to oil companies. President Carter wants to target business incentives and use his windfall profits tax revenues for energy development instead of private sector profit.

Let's be blunt. CSEA does not have to advocate every position of a candidate before it can endorse that candidate. If we did, there would be no endorsements and we would be back where we were ten years ago when we were political pawns, not political partners. I do not, CSEA does not, AFSCME International does not, and the AFL-CIO does not, advocate every decision and every action that Jimmy Carter has made in the past four years or will make in the next four years.

The reality of political action is to make a statement and be a part of the decision making process in a democracy. There will be victories and there will be losses in this process, but participation is far better for our members than apathy. We learned that in 1975 when public employees in New York became the victims of a state fiscal crisis that we did not create.

It is naive to "sit out" an election such as this. Jimmy Carter has demonstrated a willingness to work with labor. He has stood for many of the issues that labor has stood for. He has been an

## President's Message



*William L. McGowan*

William L. McGowan

advocate of human rights, an advocate of public employee rights, an advocate of the need for government to play an active role in the life of modern America.

Some people are saying, "There is no choice in this election." Others say, "I'm voting for Anderson because he isn't a Democrat and he isn't a Republican." All of these people are wrong. A democracy is made up of making choices between opposing points of view and this presidential election is no different. There are very real choices to be made and they must be made or we will all reap the consequences.

CSEA is not a Republican Party union and it is not a Democratic Party union. It is a union that cares about its members, its country and its state. We care about social progress because we are a part of it and we care about democracy because we believe in democracy, in our union and in our government.

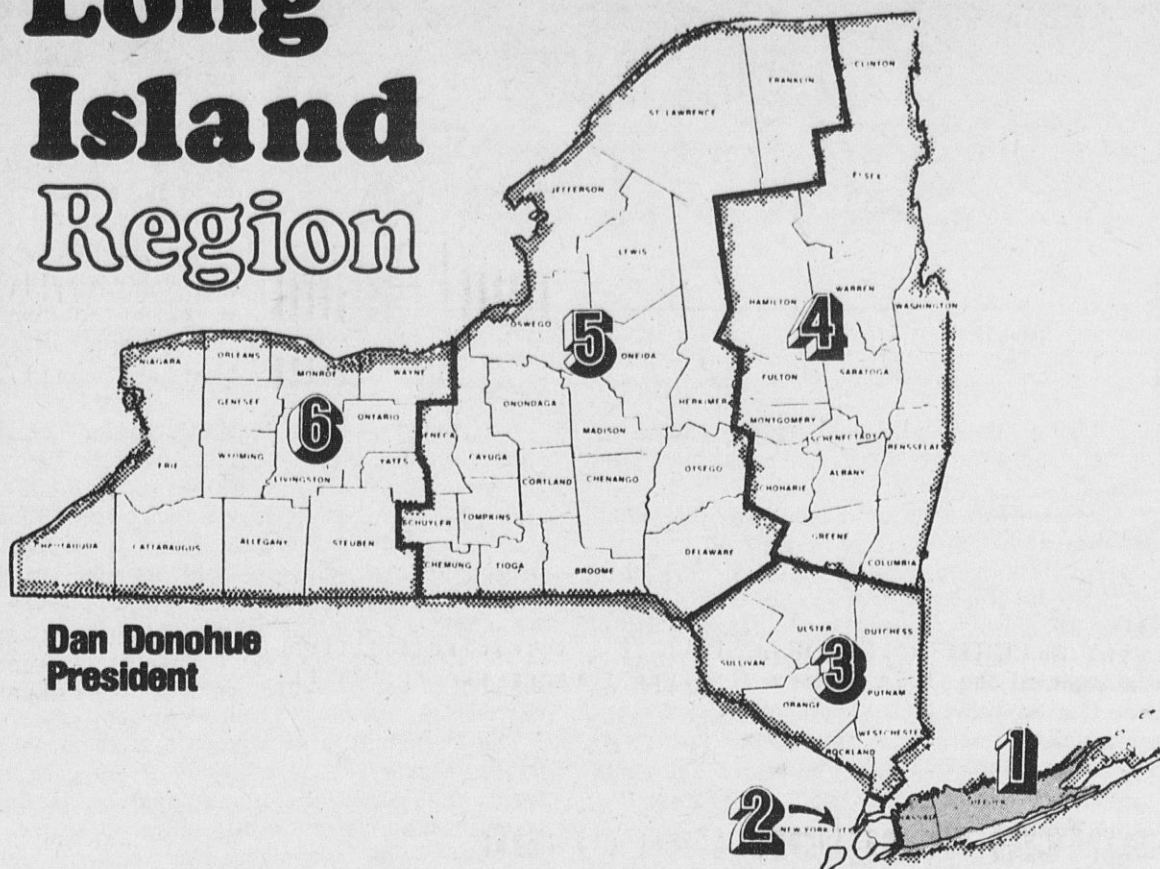
Jimmy Carter is labor's candidate for President of the United States, not because he is perfect, but because he is by far the best candidate. He has won the support of organized labor and he deserves our support.

On November 4, Americans will be going to the polls to vote for the candidate who will be best for this country's future. Your Political Action Committee thinks, and I think, that Jimmy Carter is that candidate. CSEA's Delegates should endorse the Carter/Mondale ticket and urge our members to join in our support.





# Long Island Region



**Dan Donohue  
President**

## We must unite against the enemy at the gate

The public employee labor movement today is under attack. We are seen as being overpaid because of the highly publicized wage settlements in New York City. Yet, 20 miles from Times Square, county and state workers are unable to exist without second jobs. Work rights we won in the past and which we consider inviolable are under assault as "givebacks." In areas where we have made great strides, governments are now trying to subcontract our jobs, claiming that private industry is more efficient. The nation, confused over deteriorating economic conditions, is toying with turning to the right, away from social programs and atmosphere of the past 30 years that were favorable to the labor movement. We are being blamed by some for the mess the country is in. In short, we are at war.

First, who are our enemies? They are the politicians who think they have found a scapegoat in blaming labor for the mess they allowed this country to get into. They are the workers who would rather curry favor with bosses than join a union. They are the governments who subcontract out work to companies eager to contribute to the incumbent political party. They are ourselves: if we sit still and do nothing to improve working conditions and fight for our rights while they are under attack.

Things seem bad: and yet, the labor movement was born in strife and found its meaning while under the same kind of attack that is being renewed now in this country. While I do not welcome it, I think it can be good for us. We have to understand the nature of the enemy we are facing, however, and also take a long, hard look at ourselves as we go into this battle.

Perhaps we have become slack. The 60's and 70's were good for us. We made the greatest gains in benefits and wages ever. We began to

take it for granted that every new contract would contain raises; it was only how much we would get in the next contract that concerned us. Gradually, we stopped being a union in the old sense of "us against them." We were content to negotiate contracts and handle grievances; we became a service for employees. The energy crisis and the resulting money crunch put an end to that, however.

Now management comes to the table to see what they can get back from us, at every contract and at every level of government from the state to school districts. Terms and conditions of contracts, which used to be holy writ for both management and us, are constantly violated as managers see how much they can get away with. Layoffs, unheard of in the past, are now common and, furthermore, are good politics with taxpayers who want to see someone punished for their loss of income. The concept of unions is under attack as management tries to reward favored employees at the expense of union members. It's an old ballgame, but one most of us have either forgotten or never seen before.

As a union of employees working together, we can fight back and even prevail. We have to consider ourselves union members rather than employees. That is also my belief. There are no state, county or school district employees in the CSEA, there are only CSEA members. We are one union or we are nothing but individuals helpless before the power of management.

Working together there are many things we can do. First, we can protect the gains we have won in the past. Management is now even trying to take back lunch hours! We may have to settle for longer and more difficult negotiations. But we can insure that if we are united, we can get the best deal possible. Also, we will insist that contracts are lived up to the letter and we

will demand safe working conditions as soon as OSHA is implemented in the state.

Since we are under attack politically, we can fight back politically. In the past we were considered weak and ineffectual. Now, thanks to our Political Action Committee and the funds it raises to support the candidates we like and choose to support, we are beginning to have clout here on the Island and through the state. Furthermore, we will not recognize any political party as being favorable to labor. We see every day how our "friends" change with the political tide. We will choose our candidates on their records or on their promises — and then see that they keep them.

We will get involved in local, statewide and national politics. All of us live in school districts and we can vote for candidates that will help our brother and sister workers in those areas. We can also volunteer to work for candidates selected by our political action committees, answering phones and putting stamps on envelopes or delivering flyers. We can get to know our state legislators and "bother" them about issues that concern us. At the national level, we will work through AFSCME's excellent lobbying operation. We are also taxpayers and can be careful to help defeat Proposition 13-type legislation in our areas.

If we put aside our differences and pull together in this time of crisis, we will strengthen our union. With a strong union, we will all gain. With a strong union, we will have a say in determining our futures.

The CSEA is us; and it does not exist without us. If we do not like the union, we can change the CSEA to reflect our generation of employees so that it serves our needs. The choice is between working for unity and strength or allowing the CSEA to become weak. It is a choice we all must make now. The enemy is at the gates.

## Scholarship in labor studies named to honor Irv Flaumenbaum

**CORAM** — The "Irving Flaumenbaum Union Scholarship Fund" has been established "to be used for deserving members of Region I to further their education in the field of labor," Town of Brookhaven Highway Unit President Charles Novo said.

Novo said this unit of Suffolk County Local 852 and Kings Park Psychiatric Center Local 411 have established the joint scholarship fund in the memory of the late Long Island Region I President

Irving Flaumenbaum, who died on Aug. 27.

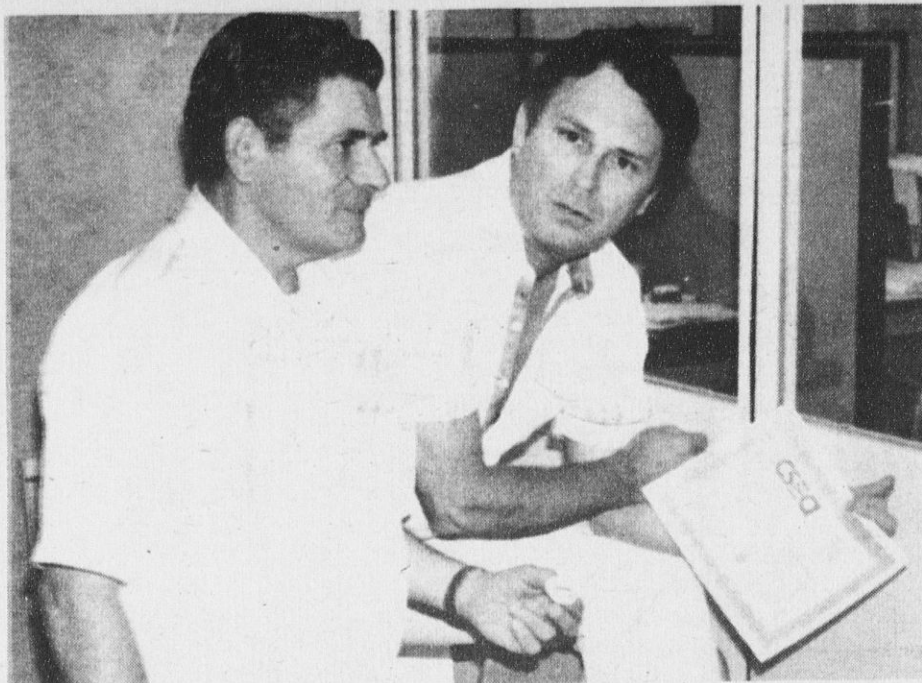
"No finer tribute could be paid to foster the memory of a distinguished labor leader," Novo said.

He said the proceeds of the Brookhaven Highway Unit annual dinner dance on Oct. 31 will be contributed to the scholarship fund.

The dinner dance is 8 p.m.-1 a.m. at Andrea Doria Lodge, 37 College Road, Selden.

For Ticket information, call (516) 732-3363.





NEARLY 200 CERTIFICATES OF ACHIEVEMENT were issued to members who completed the CSEA Steward Grievance Program sponsored by the Capital Region Education Committee. Above, John Vallee, left, Region IV Vice President, and Joseph McDermott, Capital Region President check the names and addresses of the new grievance representatives.

## Capital Region certifies 200 grievance stewards

ALBANY — Nearly two hundred members of the Capital Region of the Civil Service Employees Association, AFSCME — Local 1000, have received certificates of achievement for successfully completing the CSEA Steward Grievance Program sponsored by the CSEA Capital Region Education Committee.

The education program consisted of a series of three workshops which were offered over a period of time to allow CSEA members in the fourteen counties served by the Capital Region an opportunity to attend all three workshop sessions which were usually held on a weekend.

Joseph E. McDermott, CSEA Capital Region President congratulated the dedicated members. These interested members can now serve as a qualified grievance representative, qualified by education as well as on the job experience. They are the backbone of our employee representation program and deserve recognition.

Another group of approximately 400 Capital Region members are in the process of completing the education program and will be awarded certificates at a later date in this ongoing educational process.

## New law gives sheriffs second chance to sign up for retirement plan

ALBANY — A second chance to sign up in the 20- or 25-year retirement plans has been given to certain law enforcement employees.

Sheriffs, under-sheriffs, or regular deputy sheriffs directly engaged in criminal law enforcement have until June 30, 1981, to take advantage of the new eligibility.

The new opportunity to participate comes as a result of a successful legislative effort by CSEA. Previously, these employees had to sign up for the retirement plans within one year of being employed.

"Many CSEA members were unable to meet the original deadline, and therefore lost their chance to participate in these retirement plans," said CSEA lobbyist Stephen Wiley. "This new law gives them a second chance. But they must apply before June 30."

Affected members are urged to request additional information at their CSEA Regional office or Local.

## CSEA life insurance offered

Guaranteed enrollment in the Civil Service Employees Association Basic Group Life Insurance Program underwritten by The Travelers Insurance Company is being offered to all members under age 50 during the month of October. Members over age 50 need only fill out a health questionnaire.

The CSEA Basic Life Insurance Plan provides economical term insurance. Depending on the applicants' annual salary and the option selected, up to \$12,500

coverage is available. The bi-weekly cost, depending on the age of the insured, ranges from 10 cents to \$1.62 per \$1,000 of coverage. Premiums are paid automatically through payroll deduction.

Applications for participation in The Plan have been mailed to all non-insured members. If you haven't received yours you can request one from CSEA Insurance Department, 33 Elk Street, Albany, NY 12224.

## All-star or all-state? "Ribs" Riberio pitches for state CSEA softball

By Jack Murphy

GREENBURGH — Manuel (Ribs) Riberio had just managed his team to a championship, but his thoughts were on bigger and better things — like a statewide CSEA softball championship.

Riberio, a data processing supervisor for the Town of Greenburgh, has been the moving force behind his own Town of Greenburgh team and the entire 7-team CSEA Slo-Pitch Softball League. Teams from New Rochelle, White Plains, Yonkers, Greenburgh and three Westchester County agencies — all part of local 860 of CSEA's Region 3 — compete over a 14-game season and playoffs.

This year Riberio's Greenburgh squad upended New Rochelle for the league title in a championship series held in Greenburgh.

The end of the year, however, was premature for Ribs.

"I'd like to see this kind of thing developed on a statewide basis," he said. "CSEA's got six regions so we could have a real state championship."

He said the format wasn't important. "It could be the champions of various leagues in a region playing for the regional championship and then going against other regional champs, or we could pick an all-star team from each region for an all-star championship."

Slo-pitch softball is one of the fastest growing recreational activities in the country and, as Riberio says, "there must be other CSEA members or teams competing in the state — we just have to find a way to get together, to get in touch."

Both Riberio and Greenburgh unit president Eleanor McDonald said that as far as they know the Westchester County loop was the only all-CSEA league in the state.

McDonald, an enthusiastic supporter of the Greenburgh team, also serves as treasurer of both Local 860 and Region 3.

She sees the softball activity as a good way for CSEA members who normally would have no contact with each other to meet and get to know fellow members. "They get together and have a good old time," she said, hastening to add that the quality of play is good and to point out that professional umpires were standard in the league.

The Westchester County league started several years ago and had five teams last year. This year seven competed and two others, Lakeland and Yorktown, applied after the schedule was made up, but both are considered likely members next year.

It's that same kind of growth Riberio would settle for in inter-region play. "We don't have to have a state tournament right away — I wouldn't mind playing the champion of any other region if there is one and eventually it would grow."

Ribs and all the other members of the championship Greenburgh team will be awarded jackets to commemorate this year's championship — but a wistful look on his face as he mentioned the trophy-jackets made it clear he'd like to see "State Champion" emblazoned across the back.



ON HAND FOR THE SIGNING of the contract between CSEA and the Port Jefferson School District are, from left standing: CSEA Field Representative James Walters, Suffolk Education Local 870 President Walter Weeks, and Assistant School Superintendent Paul Hellmeri; sitting: Cafeteria Unit President Robin Archdeacon, School Board President Mabel Ackerman and Unit President Frank McArdle.



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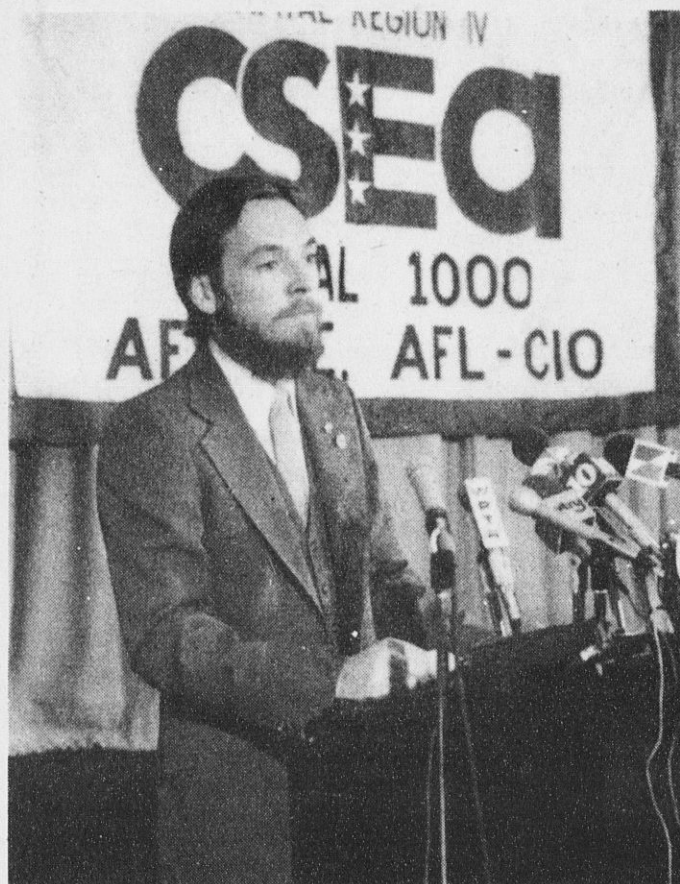
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**THREE NEW OFFICERS** for the Albany County Department of Social Services Local Civil Service Employees Assn. were installed recently. They are, second from left, President Alexander Oliver, First Vice-President Barbara Comithier and Second Vice-President Carol Christian. On the far left is Caroline Comisso, grievance chairman. The three were elected after the former president Larry Frank and the former first vice-president transferred to state employment.



**CAPITAL REGION ENDORSES** — CSEA Capital Region Political Action Committee Chairman Timothy Drew, left, tells a well-attended press conference in Albany recently that the union has endorsed a number of state legislative candidates in the upcoming November



general election. Among the endorsed candidates attending the press conference were, from left, Assemblyman Glenn H. Harris, Senator Hugh T. Farley, and Assemblyman Richard J. Conners.

## Smithtown declares impasse

**SMITHTOWN** — The Smithtown unit of Suffolk County Local 852 has declared impasse in its negotiations for a new contract for 500 white and blue collar employees represented by CSEA.

James Carthy, CSEA Smithtown

president, said the union filed impasse papers with PERB after several negotiations sessions with the town were unproductive. The present two-year contract expires on Dec. 31, Mr. Carthy said.

"We are asking for 12 percent plus

increment. The town has only offered us the increment and some non-monetary items. Their attitude is totally unrealistic," said John Cuneo, CSEA field representative and the chief negotiator for the Smithtown CSEA.

## Ossining awarded new dental plan

**OSSINING** — Approximately 150 non-teaching employees of the Ossining School District will get a dental plan October 1, as the result of a new contract just ratified, according to Unit President Richard Heinicke.

Employees will be enrolled in the dental plan operated by the CSEA Benefit Fund, explained Collective Bargaining Specialist Ron Mazzola, who called it, "a significant step, in real improvement for the membership."

The settlement also provides for an agency shop and wage hikes as follows: 1st year — seven percent; 2nd year — eight percent; 3rd year — eight percent; 4th year — a cost of living increase of not less than five, nor more than eight, percent.

Other features include doubling the amount of accumulated sick time a person can collect upon retirement, making longevity payments automatic instead of based upon merit, and giving clerical workers "snow days."

## ACTWU reveals J. P. Stevens supporters

**NEW YORK CITY** — The Amalgamated Clothing and Textile Workers Union (ACTWU) has planned two demonstrations to expose the support of three corporations for J. P. Stevens, the ACTWI reported.

The demonstrations, on Oct. 15 in New York City, will be at the corporate headquarters of:

- Sperry Corp. and J. C. Penny.
- Metropolitan Life Insurance Co.

J. P. Stevens, the nation's second largest textile company, has been unlawfully fighting the organizing efforts of the ACTWU.

CSEA has joined and participated in the ACTWU-organized boycott of J. P. Stevens products.

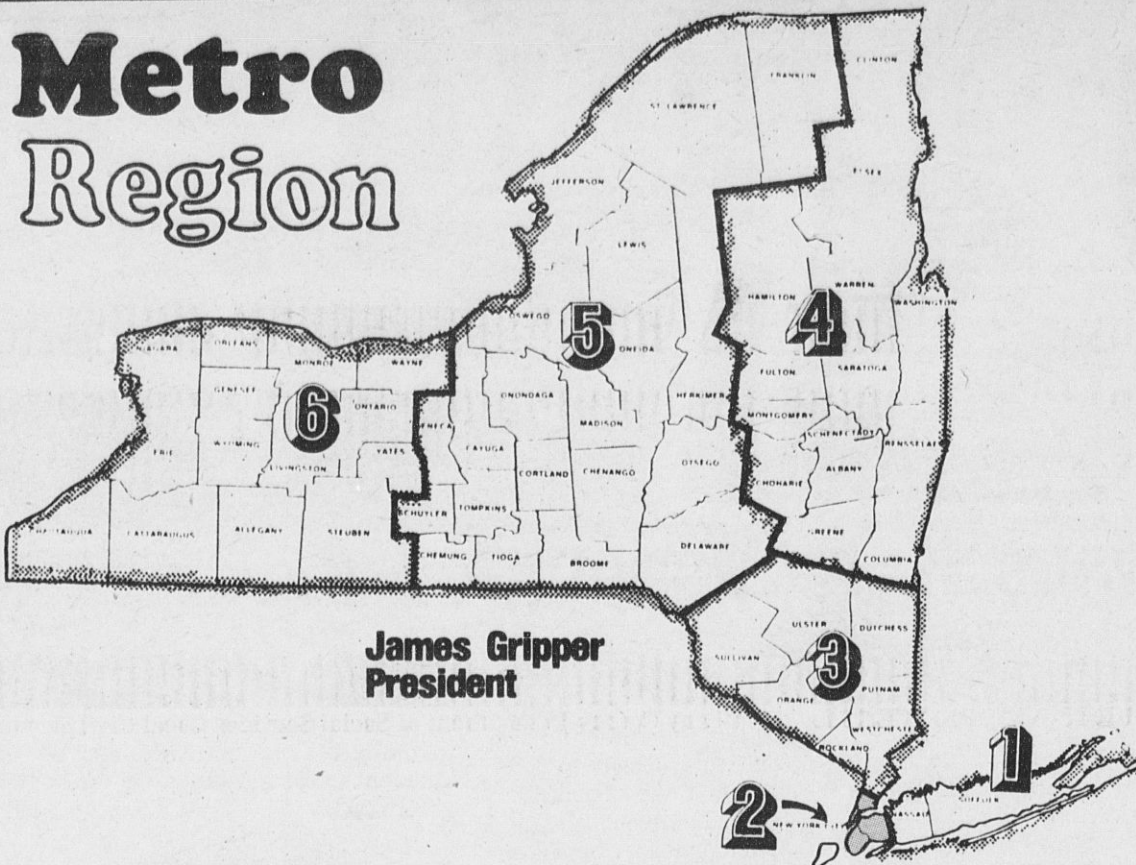
## October is month to transfer state health insurance

October has been designated by the state as the month during which State employees and local government employers whose employees are participating in the State Health Insurance Program may change their insurance coverage option. During this transfer period, employees may change their health insurance options by selecting among the Statewide Health Plan Option, the GHI Option or a Health Maintenance Organization, if available.

Applications for option transfer may be made at any time during October. If you desire to change your insurance option, notify your Personnel or Payroll Office immediately and complete the appropriate transfer form.



# Metro Region



**James Gripper  
President**



## Building on a foundation of trade unionism

Since our last annual meeting CSEA/AFSCME Local 1000's Metropolitan Region II's regional leadership, Local officials and members have accomplished much. And we've mapped out plans to do even more in the future.

For the first time, each Local President in Region II was recommended and appointed to serve on a statewide committee.

### NOVEMBER 1979

On November 11, 1979, we held our third Regional Executive Committee meeting. Ninety-eight percent of our Local Presidents turned out and took an active part in the discussions.

Also in November, Region II's Executive Committee attended a three-day training seminar at AFSCME headquarters in Washington, D.C. Our Local Presidents joined informal discussions with AFSCME President Jerry Wurf and Secretary-Treasurer Bill Lucy focusing on the history and background of AFSCME, and the importance of the affiliation between CSEA and AFSCME. We also had a chance to get acquainted with the services AFSCME members enjoy, such as research for collective bargaining, public policy issues facing public employees in general and mental hygiene workers in particular, education and training programs for building strong union leadership and public relations help. The trip gave Region II leaders a chance to exchange views with AFSCME's top leaders to sharpen their labor relations skills.

### DECEMBER 1979

In December, Region II held three days of intensive workshops at the Playboy Club in Great Gorge, New Jersey. The program, organized by CSEA's Education Department and AFSCME staff, included training sessions on the state contracts, leadership development and the services available to the Region through CSEA. Local officials, shop stewards, rank and file activists all were well represented at the meetings. AFSCME Secretary-Treasurer Bill Lucy was the guest speaker.

The Washington trip helped kick off a year of increased education and training for Region II.

### JANUARY 1980

At the Region's request, AFSCME conducted training for the officers and stewards of Local

420 at the Staten Island Developmental Center (January 8-9). Almost 50 people joined two days of films, discussions and workshops on problem solving, group dynamics and the problems of mental hygiene workers. AFSCME provided follow-up workshops one day a week for six weeks in March and April.

### MARCH 1980

The Region requested, and AFSCME provided, a training program for the Executive Committee members of State Insurance Fund Local 351. The March 15-16 workshops focused on developing leadership skills, such as handling grievances, understanding Local constitutions and the duties of officers and organizing effective meetings. That same month the Daily News ran five days of articles on the deplorable conditions at Manhattan Psychiatric Center which we named "Psycho City." Also in March, our Regional Delegates attended CSEA's Convention in Albany.

### APRIL 1980

With AFSCME's cooperation, the Region set up a training program for the Executive Committee members of Bronx Psychiatric Center Local 401. The April 26-27 program was aimed at helping the Local's officers and stewards deal with the problems the members face, through handling grievances and improving internal communication. More than 35 people participated.

### MAY 1980

Region II conducted a seminar for the Political Action Committee of all 20 Locals in the Region. Later that month, Region II activists got a chance to put the techniques they learned into practice. On May 13th, they went to Albany to help lobby for the passage of OSHA protection for New York's State and local public employees and "Right to Know" legislation requiring all employers to notify workers of hazardous substances in the workplace. In May, Region II members elected 24 delegates to AFSCME's International Convention in Anaheim, California. Region II also sent representatives to the CSEA state delegate meeting at Kutsher's May 21 through 23.

### JUNE 1980

Delegates elected by Region II took their places at AFSCME International Convention in Anaheim June 9-13. The convention marked the first time CSEA delegates participated fully in the national union's convention. On June 21 and 22, at the Region's request, AFSCME conducted two separate one-day programs for the officers and stewards of Local 010 using films, discussions, and workshops to discuss in depth the role stewards play in their Local. Sixty people attended the sessions.

### JULY 1980

Region II members attended a CSEA/P seminar focusing on upgrading programs and opportunities for clerical workers in the World Trade Center. On July 12, all the Region's committees and the Regional Executive Committee met to plan for the fall.

These are some of the highlights of Region II's activities since our last Annual Delegates Convention. As you can see, we are a region on the move. We're playing a more and more active role in CSEA and AFSCME on the regional level, but on the Local, State and International levels as well.

We are increasing our impact and visibility among the public as well. In addition to the Daily News "Psycho City" series, Region II leaders have explained CSEA positions and Region II members' problems and needs in both the print media and on radio. We reprinted the "Psycho City" series and are distributing the booklet to the 12,000 Region II mental hygiene members to highlight our continuing struggle to improve the conditions of mental hygiene workers.

We will continue to build our strength with a training seminar for the Regional Executive Committee on September 11 and joint CSEA/AFSCME training workshops September 12-14 at the Playboy Club in Great Gorge. We will be zeroing in on the skills effective leaders need, on the meaning of New York's new OSHA legislation for public employees, and CSEA's legal and employee assistance programs.

The past year has marked a new beginning for Region II. This year we built stronger locals and a Regional structure on a stronger foundation of trade unionism.

## Charge against Tax and Finance has been settled

WHITE PLAINS — An improper Practice charge against the State Department of Taxation and Finance in White Plains, brought on behalf of New York City Local 010 members there, has been settled. Local 010 President Joseph Johnson said the IP had involved management harassment and coercion of the CSEA members who had signed a grievance last June.

Part of the settlement included an agreement to establish a labor-management committee at the White Plains office, which will attempt to resolve local problems without the necessity of utilizing the formal grievance procedure. CSEA Field Rep Al Sundmark said the settlement does not diminish any employee rights under the CSEA/State contract, including the right to file grievances.



### Message from the Executive Vice President

**Thomas H. McDonough**

CSEA has been making life better for public employees in this state for seventy years, but we must always remember that this isn't the kind of work where we can sit back and rest on what we have done in the past. Every year there are new problems that need action, not promises, and this year is no exception.

This union has been fighting with some politicians all year about budgets, cutbacks, layoffs and other problems that are making public employment in New York a sacrifice instead of a career. We won some of our fights, but we had our share of losses, too. But on election day, it's our turn to pick the winners and the losers.

It wasn't too long ago that our members didn't care much about political action and what it meant to them. Hopefully, the Taylor Law, Agency Shop, OSHA and Proposition 13 have changed their minds about that. Political action can do this union and its members a lot of good, but if we ignore it, it can also do us harm. We have to be sure that the people who get elected in this state are willing to deal with our people fairly.

This year every legislator in New York State must be elected. The results of this election will be felt by our people for years to come, not only in state government, but also in local governments

which depend on state aid.

All across New York, CSEA Political Action Committees have been talking to candidates, checking voting records and trying to pick the best people for legislative offices and dozens of local government offices. We have endorsed candidates that stand for fair play for our members. But it's useless for all this to happen unless we put our votes where our mouths are and turn endorsements into victories.

This union has come a long way politically in just a few years. There was a time when some politicians wouldn't let us in their doors, now some of those same people are knocking on our doors. CSEA has done a lot for its members through political action, but there is still a lot more to do.

I would like to see all our people put their shoulders to the wheel in this election and let the people in power know that a CSEA endorsement can be the difference between victory and defeat. When that message gets out, our people will stop being the whipping boys for the mistakes of other people.

Through tough bargaining, strong political action and unity among our members, we won't ever have to worry about resting on what we have done for our members in the past, we will be able to take pride for what we are doing in the present.



### Message from the Statewide Secretary

**Irene Carr**

"In a democracy, the people get the government they deserve."

There is a large grain of truth in that old saying, and it applies to unions as well as to governments.

One of the advantages of being a statewide CSEA officer is that you get to visit every region of the state, and see what members, officers, stewards

and staff on every level are doing, saying and learning.

This fall, one topic is dominating the conversations and activities of CSEA'ers from one end of the state to the other: elections.

And why not? No event this decade will have as great an impact on us as the upcoming elections for federal, state and local offices.

Will our nation's chief executive for the next four years be able to turn the economy around? Will he be concerned with achieving full employment, and a decent standard of living for workers and retirees alike? Five of our current Supreme Court Justices are in their 70's. Will our next President be willing to appoint justices dedicated to preserving our basic American rights? And will he look upon public employees as first-class citizens, and create and fund an economic program that allows us to do the best job possible of keeping our states and counties, cities and towns, schools and villages running?

For the first time in history, CSEA is taking a stand in Presidential politics. From the meetings I've attended in every CSEA region, I know our choice will be an informed and intelligent one, arrived at in the best tradition of thorough research and open debate. At our Delegates Meeting this week in Niagara Falls, proceeds from an 8 a.m. breakfast on Oct. 2 will be used to back CSEA-endorsed candidates for federal offices. Donations are \$5, and I urge all delegates to attend.

If anything, state elections will affect us even more than the federal ones. All 210 Senate and Assembly seats are up for grabs, and the party that controls the legislature this year gets to reapportion the state, based on the 1980 census. This means that the winning party is likely to retain control for the entire decade.

We public employees are unique in that we literally get to elect our own bosses. For the past

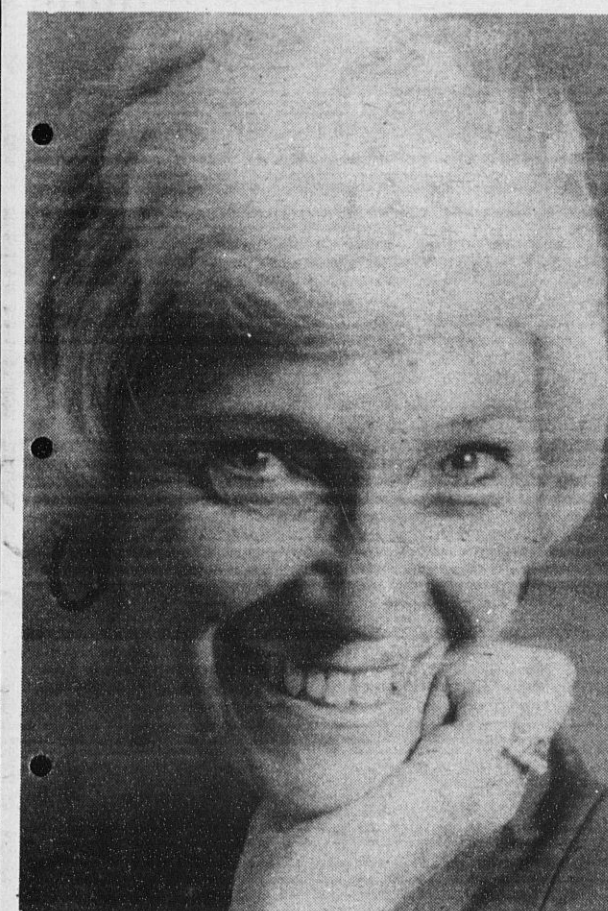
several weeks, CSEA locals and regions have been holding "meet-the-candidates" sessions, so members can decide for themselves which politicians are our friends and which our enemies. When our contract negotiations come to an impasse, and a "settlement" must be legislatively "imposed," we want that "settlement" to be "imposed" by FRIENDS! That's why local, regional and statewide CSEA Political Action Committees have been going all out to support their chosen candidates in every way possible.

A vital internal CSEA election will be held right at the Convention, to fill the International AFSCME Vice President vacancy left by the untimely death of the great Irving Flaumenbaum — a man who knew the importance of politics in the lives of public employees. Another important vote lies six months ahead — the vote on whether to continue the CSEA/AFSCME affiliation. This decision has such fundamental ramifications for our union that local, regional and statewide committees have been giving it serious study for months. It will be a major topic at the Convention this week, and I'm sure the spring vote will be influenced by the discussions and reports we hear in Niagara Falls.

The theme of this Convention is, "Your Vote Counts!" That's true because of the democratic nature of our country and our nation. Now our responsibility is to make sure our vote counts, by becoming as informed as possible on every issue, every race, and then doing our best to see that our choice prevails. That's the only way to get the government, and the union, we deserve.

And on both counts, CSEA members deserve the best.

Thanks for your wishes, prayers, cards and letters during my recent illness. They helped me make a remarkable recovery and, just to prove it, I'll see many of you at the convention!



### Message from the Statewide Treasurer

**Jack Gallagher**

CSEA has gone through some serious financial problems over the past few years, but I am happy to report that in this fiscal year our union has remained financially sound.

A union can only be strong if it is fiscally sound. Good financial management is essential to the effective operation of any organization, but an organization as large, decentralized and active as CSEA demands the best in fiscal management.

Many members may not be aware of it, but the fiscal strength of our union is essential for all operations, from the statewide level to the local level. This year, CSEA will rebate to its locals, for example, more than \$3.5 million to finance local activities. An effective financial plan is essential to all segments of our union.

On April 1, 1980, the second phase in a three year dues increase took place without much ad-

ministrative confusion. This was due in large part to the efforts of local officials who worked with local government payroll offices to assure an orderly and smooth transition between deduction schedules. I thank them for their efforts.

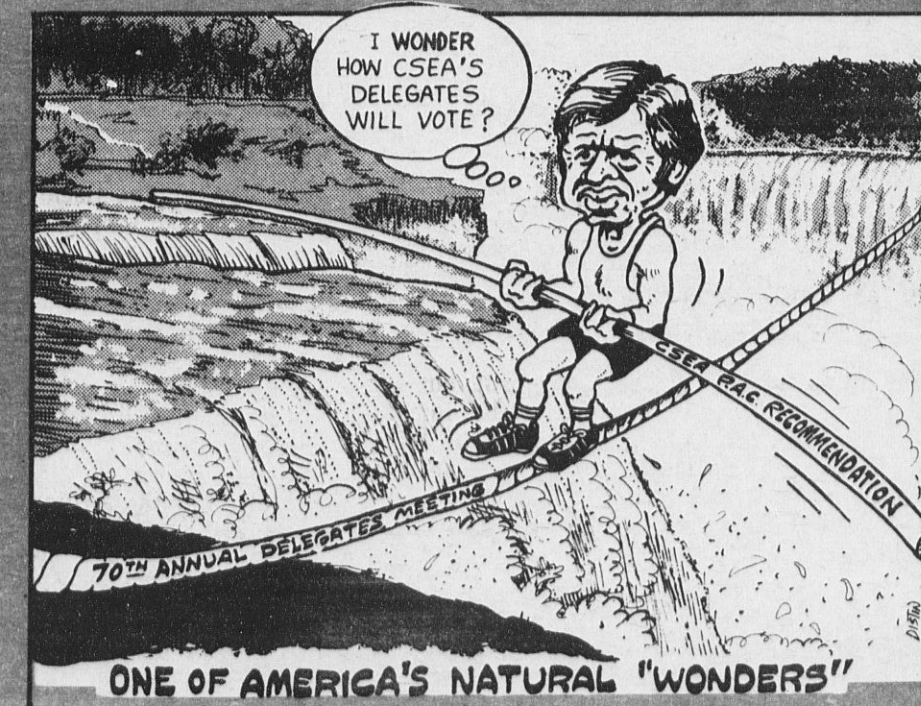
In the coming fiscal year, which begins on October 1, 1980, there are several unsettled matters that will impact on our financial integrity.

On April 1, 1981, the third and final step of the Delegate-approved dues increase is scheduled to go into effect. This increase will be 50 cents bi-weekly and will bring the annual dues to \$104. Our disbursements will continue to be effected by the unrelenting surge of inflation. Provisions for our per capita payment to AFSCME International will be resolved as the affiliation is reviewed.

For the moment, however, we can be content with the knowledge that our union today is fiscally sound. That is a critical element in providing effective representation for our members.

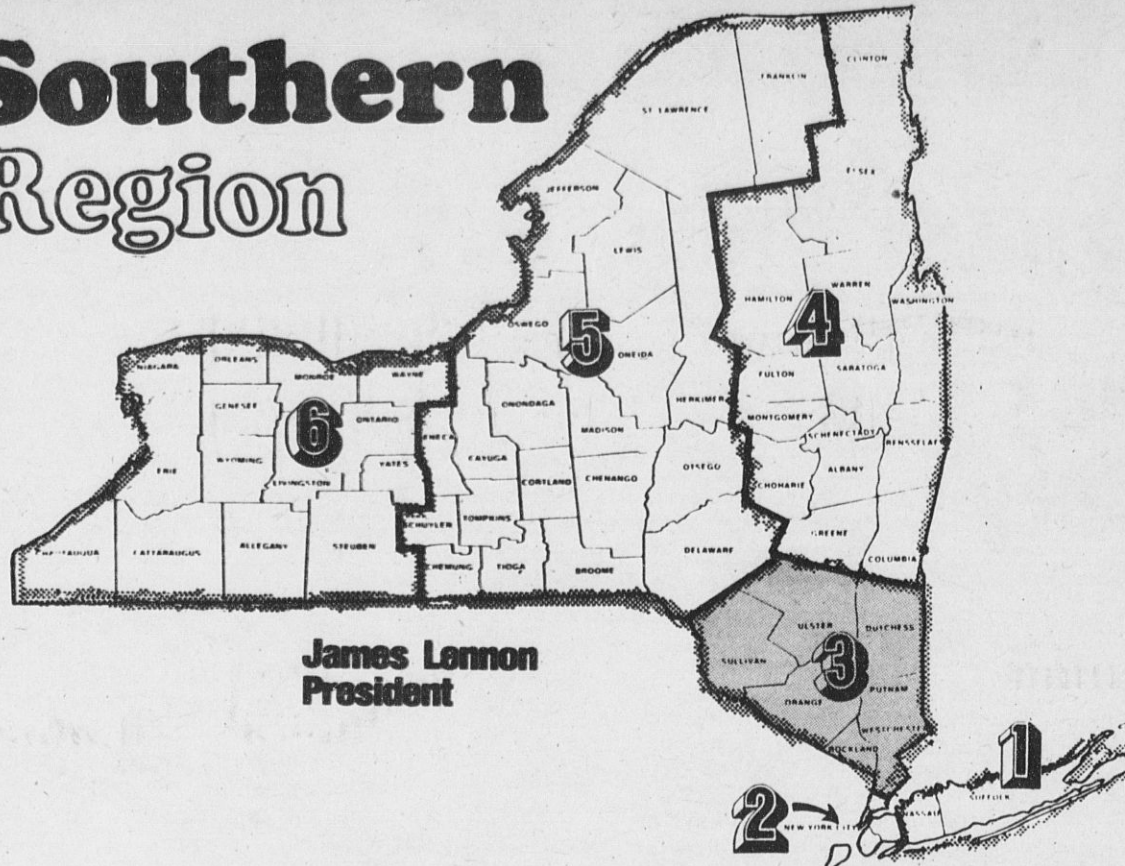


**CSEA/AFSCME**  
the union that works for you





# Southern Region



**James Lennon  
President**



## Highlights show vitality of union role

Region III is certainly the flagship of CSEA, the place to be at a time when the role of the union is emerging as more and more vital to public employees.

A look at some highlights for the past six months tells the story:

- Filing of mass grievance by Ulster County Unit charging the county government with, "acting in bad faith."
- Negotiating alternative state uses for the Harlem Valley Psychiatric Center Complex in Windale, to preserve jobs.
- Continuing dialogue with the State Offices of both Mental Health and Mental Retardation regarding working conditions, staffing, and deinstitutionalization.
- Conducting the first Regional Women's Workshop.
- Opposing an attempt to relocate the Mid-Hudson Psychiatric Center to the grounds of the Middletown Psychiatric Center, and possibly eliminating 300/500 CSEA jobs.
- Introducing the three-hour mini-training sessions.
- Providing key support to Steve Saland in his successful bid to fill a vacancy in the 99th

Assembly District, which includes parts of both Dutchess and Ulster Counties.

- Endorsing and helping to elect two members to the Mt. Vernon School Board.
- Declaring an impasse by the Westchester County Unit in its contract negotiations.
- Holding various Shop Stewards Training Sessions.
- Conducting several successful "legislative breakfasts."
- Dealing with various decertification petitions, including ones filed by Orange County Deputy Sheriffs, and others resulting from the merger in Westchester County of Parkway Police and Deputy Sheriffs into a Department of Safety Services.
- Filing various Improper Practice Charges dealing with a variety of issues, such as reclassifications, lag payrolls, . . .
- Winning various IPs, such as Orange County lag payroll, Rockland County reclassifications, . . .
- Opposing on behalf of the Rockland County Local an attempt by the county to set up a three-member Civil Service Commission.
- Assisting Sullivan County unit members in

response to the imposition of a legislative settlement by the county government which has resulted in union members establishing a special political action coalition.

- Succeeding in negotiating a number of contracts in the various political subdivisions.
- Establishing a special newsletter for Local Presidents in the Region.
- Seeking to preserve jobs of employees at Playland, Rye Beach.
- Meeting between State President Bill McGowan, and the membership, during the president's regional visit August 28 and 29.
- Winning a special election conducted by PERB to decertify the Town of Philipstown Highway Department unit in Putnam County. The challenge was initiated by the "Teamsters."

To be sure, the story is incomplete without acknowledging the large role played by our outstanding regional and local officers and first-rate staff under the supervision of Regional Director Thomas J. Luposello.

Events do not make history, people do, and that is the story of Region III.

I salute them for a job well done!

## Three improper practice charges are filed against Sullivan Co.

ALBANY — The Civil Service Employees Association, on behalf of Local 853, has filed charges against Sullivan County stemming from the contract settlement it imposed on county employees June 20.

Three separate Improper Practice charges were listed, according to CSEA Field Representative Bruce Wyngaard.

1. County Administrator Paul Rouis refused to enter into a collective bargaining agreement with the union on terms and conditions of employment agreed to by both parties, including items submitted to and resolved by the county board.

2. The imposed contract includes provisions which were not in dispute.

3. The legislative hearing held prior to the supervisors imposing a settlement was a "sham" because the elected officials had "prior intent" inasmuch as they already had in their possession a copy of the imposed contract before the hearing began.

CSEA represents 429 county employees, according to Local President Walter Durkin, who repeated his displeasure with the settlement by calling it, "an act of bad faith, a real blow to the principle of collective bargaining."

Since the county's action, union members have been doing informational picketing at work sites, and at the supervisors' offices which Durkin explains, "is our way of showing that we haven't forgotten."

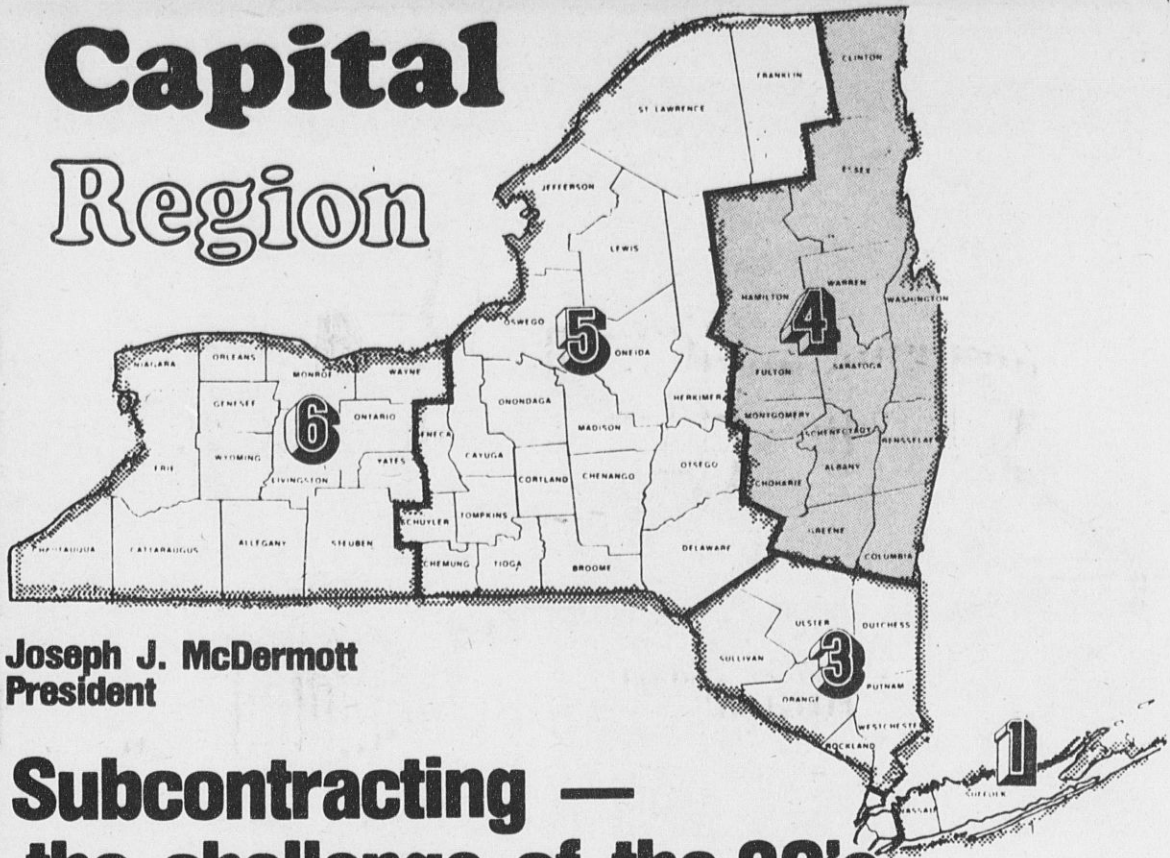


**SULLIVAN LOCAL KEEPS UP PRESSURE:** As part of their campaign to show the county's elected officials their displeasure with a legislative settlement, union members recently picketed in front of the office of South Fallsburg Town Supervisor Brian Ingber who also serves as chairman of the county board.





# Capital Region



**Joseph J. McDermott**  
President

## Subcontracting — the challenge of the 80's

We all remember the story of the little Dutch boy and the small leak in the dam. Right now, the Civil Service Employees Association, Local 1000, AFSCME, has a similar problem which is costing us ten members here, twenty there. Yet, no one really seems to be too interested in fixing this leak. Since it always happens someplace else, everyone seems to be saying, "It's not my problem". However, if the leak grows to a small stream or a wide flood of membership loss, then everyone will quickly point their finger at someone else and say, "It was his problem, not mine; why didn't they tell us about it?"

This problem is the subcontracting amass of small groups of public employee jobs to private sector contractors — and, like the small leak in the dike, if not corrected and stopped, it can quickly grow into a Niagara Falls of lost membership for every segment of our Statewide Organization.

Subcontracting is no longer the isolated incident of old. In the past, a public sector employer who needed a new building designed might give the architectural design job to a friendly local firm who just happened to have contributed to the politician's campaign fund. It was usually a one shot deal with all normal design and planning work remaining in the public sector.

Now this mass subcontracting is becoming the challenge of the 80's! What stands between this type contracting out of our union jobs as school bus drivers, school cafeteria workers, sanitation workers, construction inspectors, highway and building maintenance workers,

custodial care employees, professional administrators and, yes, even secretarial service workers?

What can stop a Kelly Girl from taking over our steno jobs at any level of government? What can stop private bus contractors, the national food vending services or that friendly, charitable organization which wants to tend our dumped or our institutionalized clients at either the established facility or in the local community?

The only answer is US! CSEA can stop the leak. CSEA can stop the new raiders of the 80's from destroying public sector unionism, civil service law, jobs, or the breaking down of all those hard won negotiated employee benefits. We cannot just patch the dam here or there and then hope our patchwork will hold. We must build with strength today for tomorrow's Union. We must do it now before the dam crumbles.

As an organization, we must plan to adequately protect our members in all areas of employee representation from the threat of subcontracting on an individual or mass basis. As a Statewide Union, we must see that protective contract language is put into all existing and all future contracts, contracts covering thousands of employees or contracts covering small groups. We must be prepared to use our communication and PR expertise to educate the general public and enlighten the communities we serve to the dangers of this shell game in which everyone loses; everyone except the contractor.

CSEA must be ready to litigate each and every subcontracting infringement against public sector employee jobs. We must update our research data bank to provide firsthand accurate information on the causes, the effects and the true cost of contracting out.

Even these important actions will do no more than hold the dam together for the present time. We must, therefore, also begin now that strengthening process. Let us eliminate each and every loophole in the law that gives the contractor any advantage that cannot be matched by the public sector government employer as an employee benefit. Let us tell each and every public employer who is even considering as a remote possibility the practice of contracting out — "CSEA will be the bargaining agent no matter who the employer of record is."

Perhaps it is also time for CSEA to tell every private sector contracting corporation (the majority of which are not unionized) — "CSEA will be happy to become the collective bargaining agent for all of your workers."

Of course, this means that CSEA, which is presently limited to organizing only direct public sector employees, would have to face the fact that the subcontracted workers are really public employees paid with laundered tax funds.

Perhaps it is time for CSEA to get down to business and give a damn! I know I do.

Perhaps it is time for our Delegates to properly address this issue.

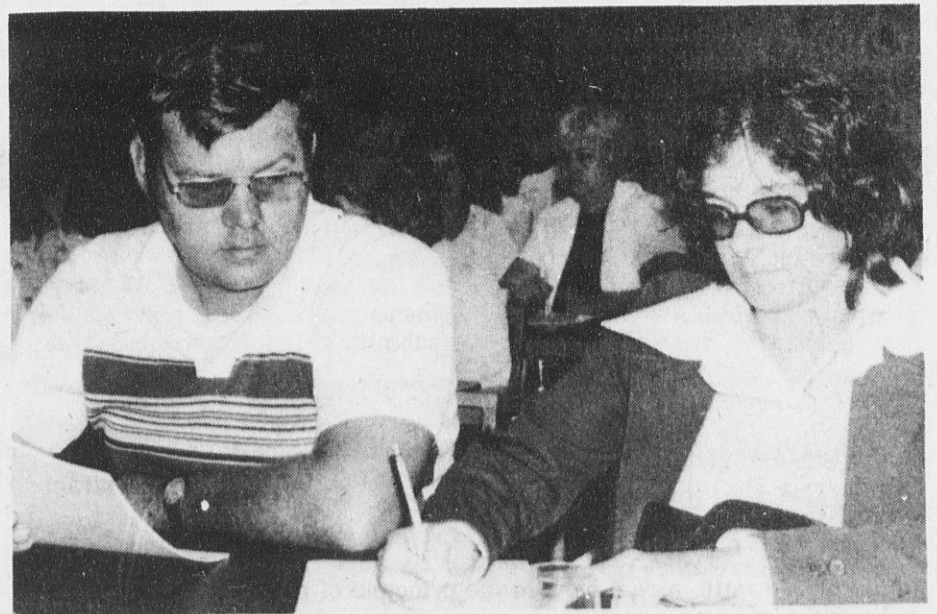
## Negotiating workshop held in Glens Falls

GLENS FALLS — Nearly sixty union members from the Capital Region attended a recent one-day workshop on the subject of negotiations here.

Sponsored by the Capital Regional Education Committee, the workshop featured regional staff employees as instructors. Among the CSEA staff members participating were Regional Director John Corcoran, Regional Communications Associate Daniel Campbell, and Regional Field Representatives James Cooney and Michael White.

Corcoran spoke of the necessity of planning ahead before entering negotiations, while Campbell reviewed the use of communications as part of the bargaining process. Both Cooney and White spoke about the selection of the bargaining team members and about the art and process of negotiations.

The importance of a representative bargaining team to the overall negotiations process was stressed, and it was noted that the ability to work together under stress while advocating strongly the concerns of the membership is very important to the success of a union bargaining team. A film concerning the mediation process that often enters into a bargaining situation was shown, and a question and answer program concluded the workshop.



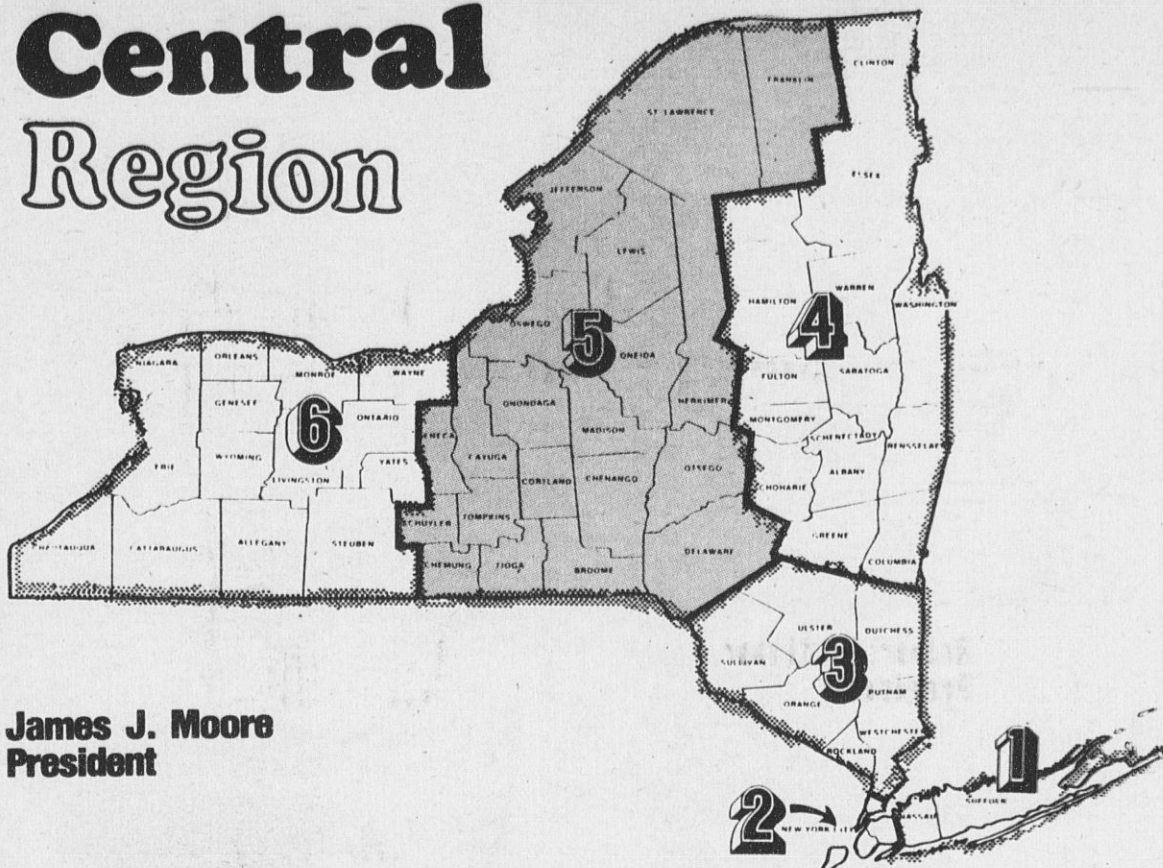
AMONG THE PARTICIPANTS in workshop were Ken and Lynda Skaar-up of the City of Troy unit.





# Central Region

**James J. Moore**  
President



## The importance of feedback from members

As we find ourselves about to enter another year, I would like to use this column in the Convention issue of our paper to communicate with you regarding some of the concerns I have, and to impress upon you the importance of communication from you, the member, to elected leaders at all levels (Unit, Local, Regional and Statewide). Because our Region stretches from Canada to Pennsylvania and has over 36,000 members, it is impossible to meet with many of you on an individual basis. Please take the time to send me your feelings on these issues listed below, or any other feelings you may have on issues affecting public employees. My address is at the end of this column.

### Taylor Law

Currently, our fellow workers in the private sector have the option of withholding their services (striking) if a successful contract is not agreed upon. Several years ago, CSEA was successful in having the Taylor Law amended to remove the threat of "probation" if a public employee was found guilty of striking. Presently, the same employee can be docked two days pay for every day they are found guilty of striking.

— DO YOU FEEL ALL PUBLIC EMPLOYEES SHOULD HAVE THE LEGAL RIGHT TO WITHHOLD THEIR SERVICES?

— IF NOT, SHOULD SOME JOB TITLES HAVE THE RIGHT TO WITHHOLD THEIR SERVICES?

— IF SO, WHICH ONES?

— DO YOU FEEL THAT ALL PUBLIC EMPLOYEES SHOULD BE LEGALLY PROHIBITED FROM WITHHOLDING THEIR SERVICES?

### Dues Structure

The current dues structure of CSEA has a set amount for all members, regardless of their salary. Many unions have a dues structure based

on a percentage of the employees' salary. For example, if an employee earns \$3000 annually as a part-time school bus driver, and an employee earns \$7200 annually as a stenographer, then if the dues were one percent of salary, their dues would be \$30 and \$72 per year respectively. Of course, if your salary were \$14,000 annually, your dues would be \$140 per year.

— DO YOU FEEL THAT A DUES STRUCTURE WITH A PERCENTAGE BASIS, OR THE FLAT DOLLAR AMOUNT, IS MORE EQUITABLE?

### Local Participation

Many times the ability of a county or school unit or, for that matter, a statewide negotiating team, to come to agreement on a good contract (with management) is possible because of the support their respective members give to them during the entire process.

— DO YOU MAKE A PRACTICE OF ATTENDING YOUR LOCAL UNION MEETINGS?

— IF NOT, WHY NOT?

### Grievances and Stewards

After a contract has been agreed to by both the management and the employees, it is important that copies of that contract be distributed and that both groups abide by language that is negotiated.

— DOES YOUR WORK LOCATION HAVE A UNION STEWARD?

— DO YOU FEEL THAT YOUR LOCAL STEWARD SHOULD BE APPOINTED BY THE LOCAL/UNIT PRESIDENT, OR ELECTED BY THE MEMBERSHIP?

— DO YOU FEEL THAT THE STEWARD SHOULD HAVE "SUPER SENIORITY" FOR PURPOSES OF LAYOFF AND CONTRACTUAL BENEFITS?

### Union Newspaper

The only weekly method of communication with the membership and the union leadership is

our weekly newspaper.

— DO YOU READ YOUR WEEKLY NEWSPAPER?

— WHAT SECTIONS DO YOU PREFER?

— WHAT SECTIONS WOULD YOU LIKE TO SEE DELETED?

— HOW CAN THE PAPER BE IMPROVED?

### Political Endorsements

Over the past five years, there has been an increased involvement on the part of most unions to attempt to secure extra benefits for their membership through legislation that is not achievable through the negotiating process, (e.g., OSHA, retiree benefits, etc.). I personally feel that our Union has been successful in establishing a bipartisan Legislative and Political Action Committee structure that will make well-informed endorsements, leading to the election of people who are sympathetic to the problems of public employees.

— DO YOU FEEL UNIONS SHOULD INVOLVE THEMSELVES IN POLITICAL ENDORSEMENTS?

— DO YOU VOTE FOR CANDIDATES ENDORSED BY YOUR UNION?

— IF NOT, WHY NOT?

Again, let me assure you of my interest in receiving your comments. I can assure you that all responses will be kept in the strictest confidence, and I will personally read each one and respond to those requiring an answer.

I believe in our Union. I believe that our greatest asset is the membership.

Jim Moore, President  
Central Region 5, CSEA  
c/o Central Regional Office  
Suite 308  
290 Elwood Davis Road  
Liverpool, NY 13088

## Informational picketing by hospital unit marks Herkimer negotiations

**HERKIMER** — Almost 100 off-duty members of the Herkimer Memorial Hospital Unit of CSEA Local 822 staged an informational picket line at the hospital recently. The employees have never had a contract and have not been given a raise in three years.

The picketing was in anticipation of

the first meeting of CSEA Field Representative Theodore Modrzejewski, Hospital Negotiator Richard Wyssling and Public Employment Relations Board Mediator Paul Curry in an effort to resolve the contract dispute.

Sandra Walby, president of the CSEA hospital unit, said recent efforts to get a contract included the establishment of

the CSEA unit last December.

In an open letter to the public, the employees said, "Until equity and dignity for employees of the hospital is guaranteed in a signed labor agreement, the serious problems of low employee morale, high employee turnover and the inability to attract highly qualified personnel will continue."



# Western Region



**Robert Lattimer**  
President



## Union does more than draw up contracts

Traditionally, the most important function of a union has been to negotiate and maintain contracts. That remains constant today, but more and more, the union must and is getting involved in other areas. It is important that you know of these, and I will touch on a couple in this article.

As you are only too aware, the public employee is one of the most, if not the most maligned individual in the United States today. There are several reasons given for this; all of them without foundation. One of the prime culprits in this is the media. If the media would exercise more caution, do more research and make a legitimate effort to tell both sides of the story, much of the anti-public employee propaganda would cease.

Two recent incidents stand out. The General Manager of a Buffalo TV Station lays the problems of the Social Security System at the feet of Public Employees because they "don't contribute." How could a person in such a responsible position allow himself to be em-

barrassed the way he did? Right now, in the City of Buffalo the State Liquor Authority is under attack for apparently failing to perform adequately. This failure to perform should be attributed to the leaders of the agency, not the staff who have to follow their directions. Has this been mentioned? No!

Throughout these and untold other incidents, the only advocate for the Public Employee is the union, CSEA-AFSCME. With very few exceptions, no one else cares or makes any attempt to see that the Public Employee gets a fair share. CSEA-AFSCME is forced to spend its time and resources, which is done willingly, but you can help! When you become aware of such occurrences, please notify us so that we can respond.

On a different note, for a long time public and private sector unions have gone their own way. They have not communicated adequately, each feeling that they have different goals and needs. Although this may still be true in some in-

stances, I am happy to report to you that in Region VI, we have recently been able to combine our efforts and work together in a way that I feel portends well for the future of organized labor.

CSEA and the Western New York Coalition for Occupational Safety and Health have during the past year worked together to promote the "Right to Know" Bill and the Public Employee Occupational Safety and Health Bill, both of which became law this year. We have also combined our efforts to work against the Schweiker Bill in Congress; a bill which, if passed, would virtually cripple the Federal OSHA regulations. We also will be working together in some of the current political races, especially to support Assemblyman Joe Pillittere in the 138th Assembly District in Niagara County.

To more effectively serve its membership, the Union must get more involved in all aspects of the community. CSEA-AFSCME in Region VI is doing just that.

## Tour brings McGowan to Western Region



**FACE TO FACE** in Buffalo. Frederick Hensel, left, and Gerry Dusel, center, President of Local 513 Genesee-Orleans DOT brought their group's concerns to the attention of President McGowan.

During his statewide tour, CSEA President William L. McGowan recently visited with members of Region VI. There, he sought to expand communications with rank and file members in a series of informal meetings.

Although President McGowan travels extensively throughout the state, on a regular basis, he said there is no substitute for frank, open discussions in a casual setting such as the ones provided in Buffalo and Rochester.

"Communication is the lifeblood of a responsible labor union," Mr. McGowan has often said. In turn, he continues to live up to this theme — especially in light of his very successful tour this past month.



**A LIST OF CONCERNS.** CSEA Retiree Hugh O'Pray had his priorities well listed during an informal meeting with President McGowan in Rochester.



# Presidential visits to regions help keep open lines of communication



**AN ATTENTIVE DISCUSSION.** CSEA President William McGowan listens as members of Metropolitan Region II talk about the issues at hand. From left are Grace Dew, Harry Coster and Dorothy Davies, all of New York City Local 010.



**AT REGION III HEADQUARTERS** in Fishkill, CSEA President McGowan and Region III President James Lennon (far right), listen to Barbara Swartzmiller (left), Joseph VanDyke and Walt Parslow of Ulster County.



**A HUMOROUS MOMENT.** President McGowan and Region III President James Lennon (center) share in the lighter side of a visit with Janice Schaff, Westchester Local 2nd Vice President, during a stop at Region III's White Plains office.



**CAPITAL REGION MEMBERS** had the opportunity to discuss local problems with President McGowan during his recent statewide tour. From left are Frank Faas of Local 690, Jim Stevens of Local 250, and Keith Kortior of Local 657.

CSEA President William L. McGowan continued his statewide tour during September to encourage communication between the union leadership and rank-and-file members, holding all-day sessions in five of the six CSEA regions thus far. A planned two-day visit to Long Island Region I, cancelled due to the unexpected death of the late Region I President Irving Flaumenbaum, is expected to be rescheduled to complete the statewide tour schedule.

This year's statewide tour duplicated a highly successful tour program initiated last year by McGowan. All visitations featured one-to-one open discussions, in an informal setting, between McGowan and members who wished to discuss ideas, concerns or problems.

The adjacent photos depict McGowan meeting with rank-and-file members during visits to Regions II, III, IV, V and VI.



**ON THE RECORD.** CSEA President William McGowan and his assistant Judy Burgess take notes while Dorothy LaFranze, left, of New York City Local 010 lists a few concerns in Region II.



**IN ROCHESTER,** area stewards L. E. Schneckenberger (right) and Kathy Boise (center) brought their concerns to President McGowan during his tour through Region VI.



**ONONDAGA COUNTY LOCAL 834** member Mary Matteson chats with President McGowan during his visit to Central Region V.