

Special Olympic effort recognized in award

ALBANY — CSEA has been presented with an award in recognition of the union's efforts last year in raising funds to support the International Special Olympic Summer Games held at the State University of New York at Brockport.

CSEA Executive Vice President Thomas McDonough accepted the award last week from Peter N. Smits, a vice president for institutional affairs at Brockport and International Games Director.

The union raised some \$12,000 in cash contributions to help finance the games for mentally retarded children. Hundreds of CSEA members from Brockport and other parts of the state volunteered to work at the Games as organizers, workers and huggers, people who work one-on-one with the Special Olympic athletes to offer them encouragement and praise.

CSEA Western Region President Robert Lattimer originated the idea of a special union effort to support the Games and brought the idea to CSEA President William McGowan. The union later participated in a film sale program to raise funds and subsequently requested direct cash contributions from locals.

Locals from across the state representing all segments of the union responded to the plea with cash contributions despite the financial problems that have confronted the organization for some time.



CSEA EXECUTIVE VICE PRESIDENT Thomas McDonough, right, accepts a plaque from Peter Smits, International Special Olympics Games Director, honoring CSEA for its contributions to the International Special Olympics Summer Games held at the State University College at Brockport last year. The CSEA fund raising effort, started by Western Region President Robert Lattimer, resulted in a \$12,000 contribution by the union.

CSEA members in Judicial Districts three through nine have overwhelmingly ratified a tentative three-year contract.

At press time, the CSEA Election Procedures Committee announced that 1,159 members voted to accept and only 140 voted against the contract. Further details will appear in the next issue of The Public Sector.

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Supplemental life insurance dividend again

ALBANY — CSEA members participating in the union-sponsored Supplemental Life Insurance Plan will be receiving dividend checks from the Mutual Life Insurance Company in the sixth consecutive payment to policy holders, CSEA Insurance Committee Chairman Donald Crandall has announced.

The amount of the actual dividend is dependent upon the present dividend rate for the participating member's age group and is applied to the annual premiums payable for that coverage which was in

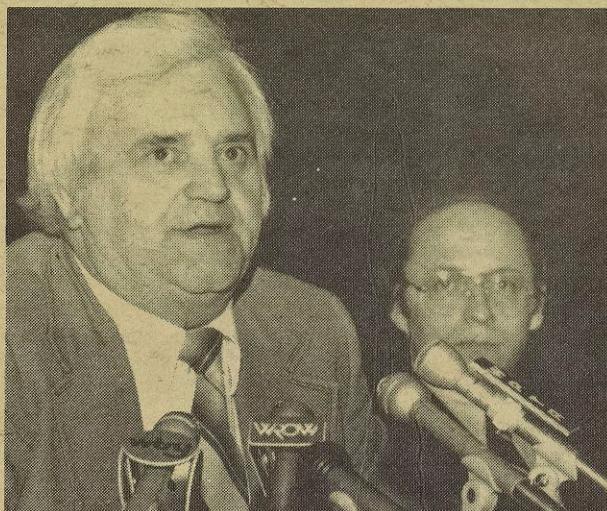
effect for the entire policy year of November 1, 1978 to October 31, 1979. Premiums for any coverage which became effective after October 31, 1978, do not qualify for this dividend.

The dividend rate by age group is: Under 40-30%; 40 to 44-25%; 45 to 49-12.5%; and 50 and over-10%.

Dividends will be sent to participating members by check, according to CSEA Executive Director Joseph J. Dolan, Jr.

The Supplemental Life Insurance Plan participants have received more than \$1.3 million in dividends since CSEA began the program in 1970. Favorable claim experience makes such dividends possible.

Any questions concerning the dividend should be referred to: The Plan Administrator, Ter Bush and Powell, Inc., P.O. Box 956, Schenectady, New York, 12301.



CSEA PRESIDENT WILLIAM L. MCGOWAN, with numerous radio station microphones recording his words, told a joint meeting of the Senate and Assembly Ways and Means Committees recently that Governor Carey's proposed 1980 state budget is a "blueprint for disaster" and that it requires public workers to carry an unfair burden of the state's economic difficulties. CSEA Atty. James Featherstonhaugh is shown next to President McGowan.

CSEA/AFSCME®

the union that works for you

ALBANY — New York State residents will be hearing again about the value of public employees over the next few weeks as the CSEA/AFSCME joint institutional advertising campaign returns to major cities across the state.

The 60 and 30 second television commercials were created to convey the important roles performed in our society by New York's public employees. The idea of the program is to make the public think about the many services public employees provide that help make our society great.

"It's human nature to take the services of others for granted," commented CSEA Com-

munications Director Gary Fryer, "but in looking at the growth of anti-government sentiment among the public, it becomes clear that the public all too frequently simply takes the services provided by our members for granted."

"If we can convey the importance of what we do to the public through this campaign," Mr. Fryer said, "then our efforts will pay off for our members at the bargaining table, in political forums, and in their daily dealings with the public."

Over a period of several weeks the commercials are scheduled to be aired in New York City, Albany, Rochester, Syracuse and Buffalo.

Notice: Information concerning the nomination procedure to elect CSEA delegates to the 1980 AFSCME convention is located on page 12.

Presidential forum is held

BATAVIA — An open forum session held here recently gave Region VI local presidents the opportunity to ask questions, air their complaints and offer their input directly to CSEA President William L. McGowan.

The meeting was broken down into two workshops — one conducted in the morning with county locals and another held in the afternoon with state locals present.

In partial response to this last problem, President McGowan urged the locals to be sure bulletin boards, with the names and phone numbers of local leaders as well as all other important information, be made available to members.

McGowan informed the presidents that officers' manuals would be sent to them soon and explained that a videotape recorder with training tapes would soon be available on request from the region office.

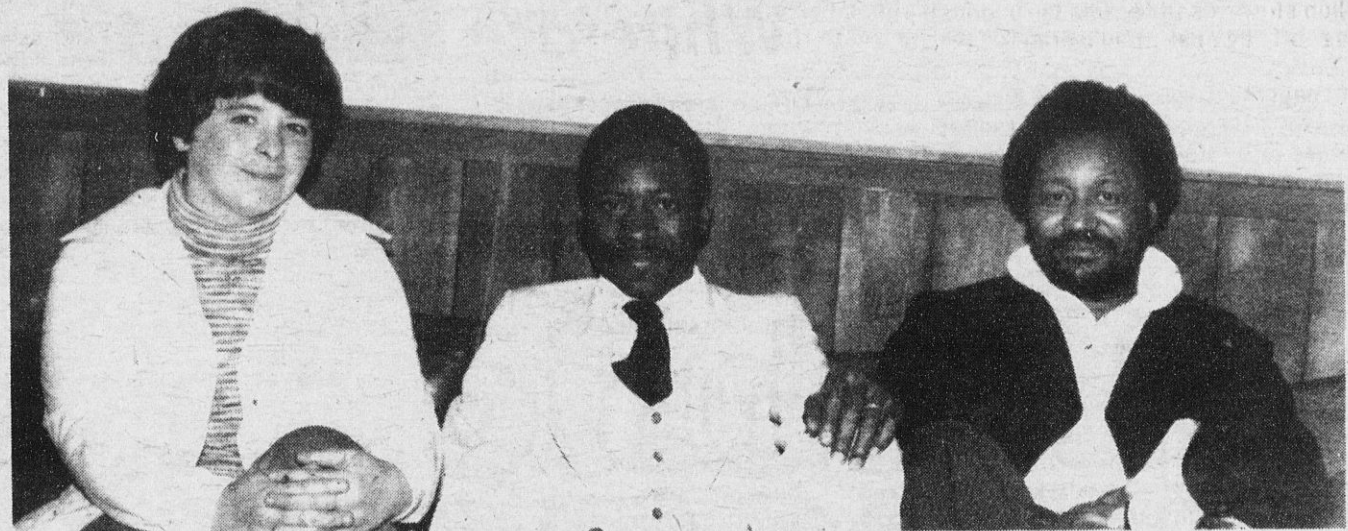
AMONG REGION VI MEMBERS participating in an open forum with union president McGowan were, from left, Pat Winterhalter from SUNY Alfred Local 600, Rochester Psychiatric Center Local 420 President Mike Thomas, and Local 420 member John Stinson.



REGION VI PRESIDENT ROBERT LATTIMER, left, answers a question from a member while CSEA President William L. McGowan listens intently.



PATRICIA PFLEGER, President of Buffalo City CSEA Local 003, rises to discuss a point with top union leadership.



Westchester first to join Employee Benefit Fund

WESTCHESTER — CSEA's Westchester County Unit has joined the union's Employee Benefit Fund as the result of an agreement that will, for the first time, provide dental insurance to employees through a benefit program controlled by union members.

CSEA President William L. McGowan and Westchester County Unit President Ray O'Connor announced the agreement had been

reached by a joint labor-management committee studying dental insurance benefits for employees in the bargaining unit. Westchester County Executive Alfred DelBello has approved the agreement.

The entry of the approximately 5,500 county employees into the CSEA Employee Benefit Fund represents the single largest addition to the Fund's membership since its inception in July, 1979. It also marks the

first negotiated participation in the Fund by a local government bargaining unit, repeating Westchester's history of being the first local government bargaining unit to become a part of the CSEA in 1947.

President McGowan, Chairman of the Benefit Fund's Board of Trustees, said, "We're very pleased to welcome our brothers and sisters in Westchester County into the Fund. This will be our first plan designed especially for local government membership and it should pave the way for other local government groups throughout the state to become a part of our benefit Fund."

Unlike the benefit package provided by the Fund for CSEA's membership in the state's Administrative, Operational and Institutional bargaining units, the Westchester program is designed to provide only dental insurance to the bargaining unit, but at an improved schedule made possible by the higher contribution structure negotiated with the county.

Thomas P. Collins, Director of the Benefit Fund, said the program for Westchester County was designed to service the needs of the county unit employees within the framework of the contribution structure negotiated with the county. He said that the negotiations headed by Unit President O'Connor and CSEA Collective Bargaining Specialist Ron Mazzola, will mean vastly improved dental benefits for Unit employees.

"The county was very simply paying a lot of money per employee to an insurance carrier for coverage," commented Thomas Linden,

Assistant Fund Director and liaison to the county negotiations. "We very simply proved to the county, based on our experience with our state bargaining units, that we could provide better benefits."

"We're very excited about Westchester's entry into the Fund," Linden said, "and we think we have made a giant step towards convincing other local government bargaining units that when they negotiate benefit programs it is to their advantage, as well as to the membership's advantage, to consider the CSEA Employee Benefit Fund."

The Benefit Fund now provides direct benefits to over 115,000 CSEA represented public employees. The Fund, established following last year's state contract negotiations, provides benefits to public employees represented by CSEA under the control of the union. In addition to being more efficient than its predecessors, the Fund also provides the security of union control of member benefits.

President McGowan acknowledged the cooperation of Westchester County Executive DelBello and County Employee Relations Director Michael Wittenburg in reaching the agreement and assisting in coverage conversion. "Mr. DelBello and Mr. Wittenburg have shown other county officials across the State that county management can be both cost-conscious and progressive in their thinking."

County employees will be notified by mail of the coverage program and arrangements for conversion from present coverage.

Calendar of EVENTS

FEBRUARY

29-March 2 — Region V Conference, Hotel Syracuse, Syracuse.

MARCH

- 1 — Babylon Town Unit of CSEA Local 852, second annual dinner-dance, 9 p.m., Musicaro's, Walt Whitman Road, Melville.
- 6 — Southern Region III Executive Committee meeting, 7:45 p.m., Holiday Inn, Newburgh.
- 9-11 — Delegates meeting, Albany.
- 19 — Hudson Valley Armory Employees Local 252 general meeting, 1 p.m., Peekskill Armory, 955 Washington Street, Peekskill.

APRIL

- 2 — Westchester Local 860 executive committee meeting, 8 p.m., 196 Maple Avenue, White Plains.
- 7-9 — Long Island Region I spring conference, Gunneys Inn, Montauk.
- 26 — Yonkers School District Unit dinner-dance, 7:30 p.m., Chateau Restaurant, Yonkers.

MAY

- 9 — White Plains School District Unit dinner-dance for retirees, 7 p.m., Purchase Country Club, Purchase.

Protest halts fund misuse

ROCHESTER — The CSEA Local 439 president at Monroe Developmental Center here has saved thousands of union-negotiated dollars from being spent on a management-oriented training program at her facility.

Mary Cartwright, a Mental Hygiene Therapy Aide II, notified CSEA's Training and Education Department when management requested over \$4,300 of the CSEA-negotiated Employee Benefit Training funds for training its supervisors in how to interpret and enforce contracts.

CSEA's Director of Education and Training, Thomas B. Quimby, then wrote to the Civil Service Dept.'s Director of Training: "CSEA does not use EBT funds to train its officers and shop stewards in techniques of squaring off against management. It is therefore my opinion that management should not use this fund to teach its employees how to do the same thing to the union." The department promptly canceled the proposed program.

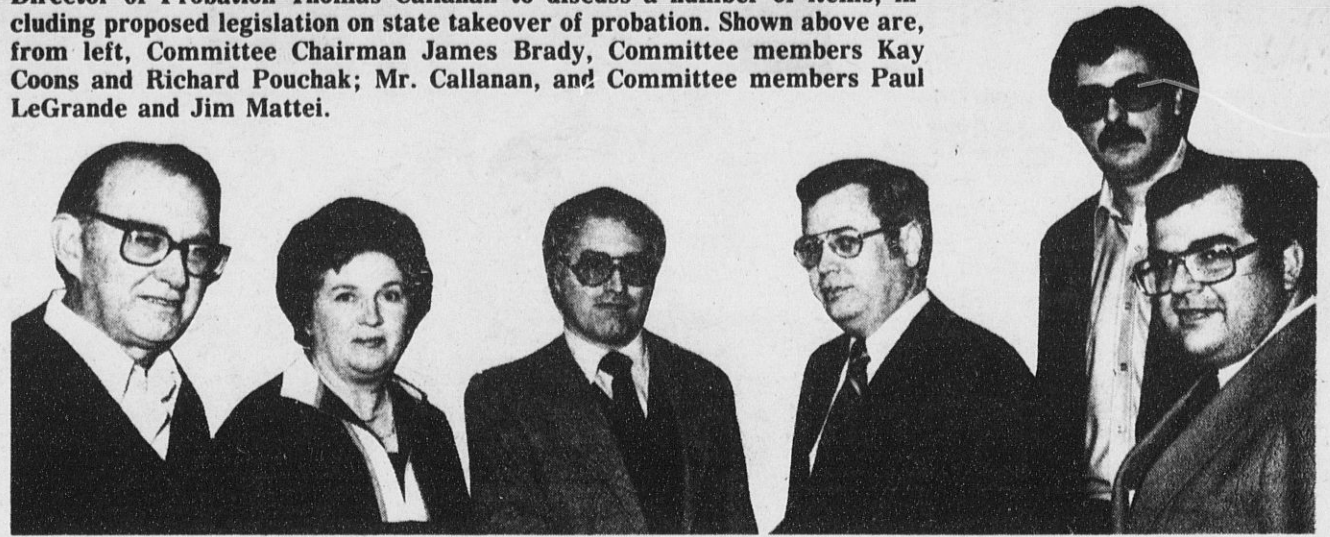
Quimby stressed that Ms. Cartwright should be credited for taking the initiative of calling the union's training department for advice.

"We are not opposed to training our members," he noted. "In fact, we negotiated the \$2.1 million-per-year EBT funds in the Operational, Institutional and Administrative contracts specifically so that our members could be trained in skills that can be of direct benefit to them. But this proposal would have taken these funds and used them to train supervisors in ways that could be detrimental to CSEA members. In a joint consultation with Ms. Cartwright and our Collective Bargaining Department, we decided that this would be a gross misuse of these funds."

Ms. Cartwright has been president of CSEA Local 439 only since November, 1979, but she held many union positions and offices before that. Quimby expressed the hope that other CSEA local presidents will be as alert as Ms. Cartwright to possible abuses of the EBT fund.

RIVERHEAD COUNTY UNIT OFFICERS of Suffolk County CSEA Local 852 were sworn in Jan. 29. At the installation are, from left, Region II Director William Griffin, Unit Second Vice President Allan Reed, Treasurer Joseph P. Durish, Unit First Vice President James Musa, Unit Secretary Betsy Brown, Unit Sergeant at Arms William Harby, Unit President Jo Ann Fleischman, Unit Past President Robert Kolterman, Region I President Irving Flaumenbaum and Unit Third Vice President Murray Moskowitz.

CSEA'S STATEWIDE PROBATION COMMITTEE met recently with State Director of Probation Thomas Callanan to discuss a number of items, including proposed legislation on state takeover of probation. Shown above are, from left, Committee Chairman James Brady, Committee members Kay Coons and Richard Pouchak; Mr. Callanan, and Committee members Paul LeGrande and Jim Mattei.



Whiteface workers get overtime pay

LAKE PLACID — Some 20 employees at the Whiteface Ski Center have received long-awaited overtime pay after the Civil Service Employees Assn. filed a letter of protest with the State Office of Employee Relations.

According to Capital Region Field Representative Charles Scott, most of

the employees were owed a total of more than 30 hours in overtime, dating back to mid-December. In addition, reimbursements were owed for overtime meal expenses which the employees paid out of their own pockets.

In its letter to OER, the CSEA stressed that the Department of En-

vironmental Conservation had violated the 30-day guideline for the payment of overtime.

The Department of EnCon told the union the hold up was caused by a staff shortage in their payroll department, but the union places the blame on EnCon officials who failed to appropriately process the overtime records.

The overtime payments were included in the regular paychecks, but were pro-rated to minimize tax deductions.

Both technical and clerical workers worked overtime at the ski center in preparation for the Winter Olympics. All were anxious to receive the pay, says Scott, because they wanted to stock up on food and other supplies for the two weeks during the Olympics, a time when they worked more overtime and had limited access to their families and stores.

Tentative agreement in Onondaga

SYRACUSE — A spokesman for the Civil Service Employees Assn., representative for more than 3,500 County of Onondaga public employees, has announced a tentative agreement between the County and the negotiating committee for the union.

Roger Kane, Collective Bargaining Specialist and chief CSEA negotiator, indicated that both sides had reached a tentative agreement after more than six months of negotiations.

Although Kane did not reveal terms of the agreement pending a vote of the CSEA membership, he did express optimism that the members of the negotiating team — made up of rank and file members from various county departments — would recommend to fellow county employees they accept the tentative contract.

Terms of the contract package are scheduled to be presented to the union membership.



NEED HELP?

Call EAP

The Employee Assistance Program (EAP) is a free CONFIDENTIAL counseling service established by CSEA under a special financial grant from the New York State Division of Alcoholism and Alcohol Abuse. It is being made available to any employee who needs help with a personal, family, medical, emotional, alcohol or drug related problem. For further information and the name of a program coordinator to contact, call the toll-free "800" number. All calls and interviews are strictly CONFIDENTIAL.

William L. McGowan
President, CSEA

John C. Quinn
Director, EAP

1-800-342-3565

The Employee Assistance Program has a new address, new office phone number, and a new toll-free "800 hot line" for public employees to call if they have alcohol, drug or family-related problems that is hampering their work performance. The EAP's new office is located at 1215 Western Avenue, Albany, N.Y. 12203; the new office phone number is (518) 438-6821, and the new hotline is 1-800-342-3565.

FISHKILL — The Tri-County Federation of Police Inc., a new affiliate of the International Union of Police — AFL-CIO, has been found in violation of Article 20 of the AFL-CIO Constitution in its four attempts to represent employees for whom CSEA Local 1000 has an established collective bargaining relationship.

The four illegally raided units are the Sullivan County Deputy Sheriffs, the Rockland County Criminal Investigators, the Senior Criminal Investigators, Westchester County Deputy Sheriffs, Sergeants, Captains, Lieutenants and Investigators, Westchester County Corrections Officers, Sergeants, Captains and Lieutenants.

On January 22, 1980, the Tri-County Federation of Police withdrew its petition for the Sullivan County Deputy Sheriffs.

Thomas Luposello, CSEA's Southern Region Director commented, "We are pleased that CSEA's bargaining rights were recognized. Now our members in these units should work together to resolve the unique problems in each unit and make positive progress at the bargaining table."

The best information is free.

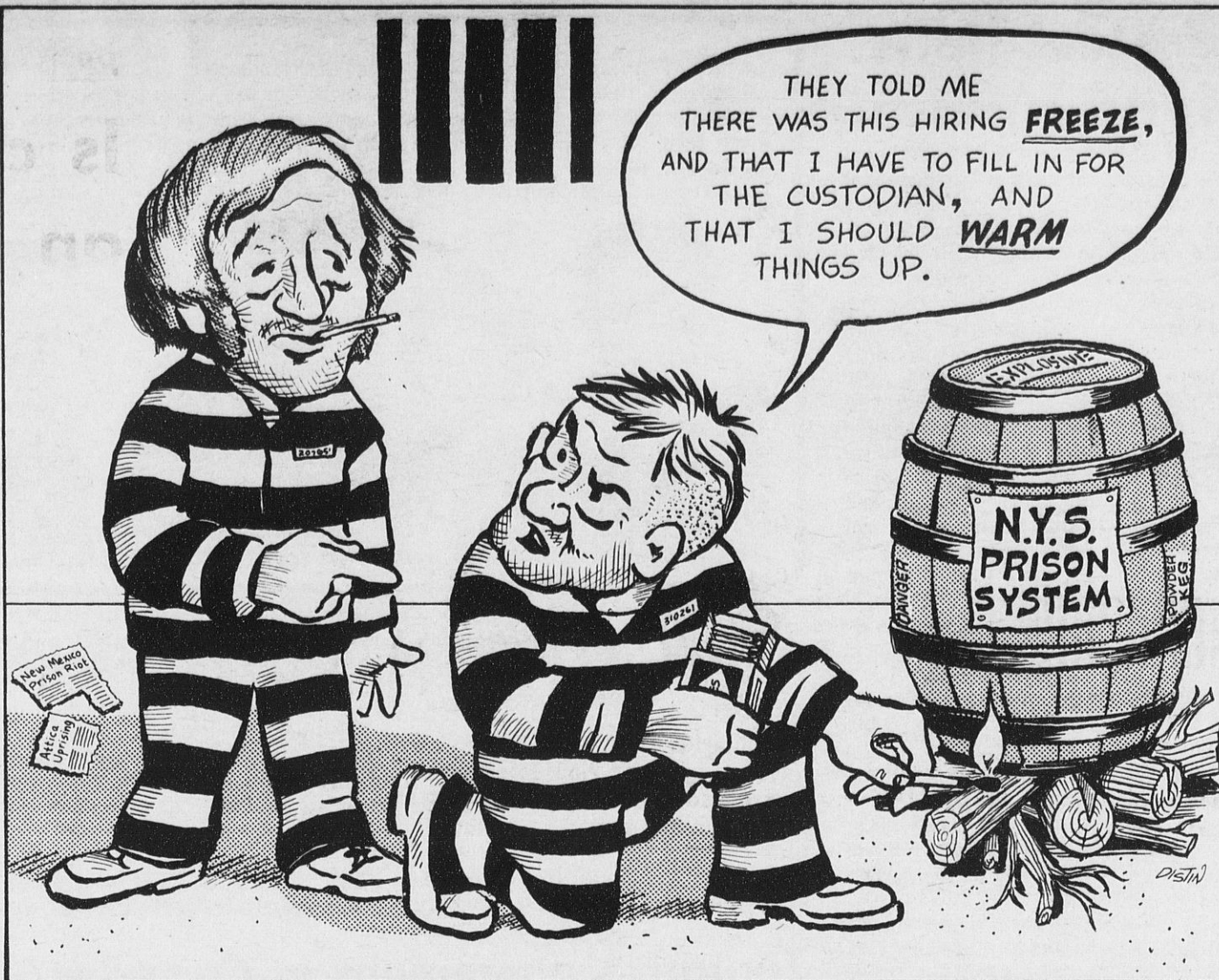
Accurate, up-to-date publications on social security and supplemental security income are available at any social security office.

Ask for:

▼ "Your social security"

▼ "Doing business with social security? Use Teleservice"

Single copies free



Evidence Is Required Before Issuing SSN

People in this area should remember that they must submit evidence of their age, identity, and citizenship status when they apply for a social security number, a social security spokesperson said recently. In addition, a person 18 or over must apply in person.

People should apply for a social security number well before it will be needed because it can take as much as 6 weeks for the card to be issued.

A person who has lost his or her social security card must present evidence of identity when applying for a replace-

ment card, the representative said.

Anyone who needs a new social security card because of a name change must present evidence showing both the old and new names.

The best evidence of a person's age is a birth certificate or a church record of birth or baptism recorded before his or her 5th birthday.

Acceptable proofs of identity can include: driver's license, State identity card, voter's registration, school record, marriage record, work badge or building pass, U.S. passport,

baby's hospital wrist band, newspaper birth announcement, baby book, court order, welfare case record, clinic or doctor's record, day care or nursery school record, membership card, or any other document showing data such as physical description, photograph or signature.

If none of these is available, people at any social security office may be able to suggest other evidence that can be submitted.

A leaflet, "Applying for a social security number," contains more information about applying for a number. Free copies can be obtained at any social security office. The address and telephone number of the nearest social security office can be found in the telephone directory.

CSEA/AFSCME
the union that works for you

KEEP CSEA INFORMED ON MAILING ADDRESS

In the event that you change your mailing address, please fill out the form below and sent it to:

CSEA, Inc., P.O. Box 125, Capitol Station, Albany, New York 12224. This form is also available from local presidents for CSEA members, but is reproduced here for convenience.

Change of Address for 'The Public Sector'

Please allow 3-4 weeks for change to take effect.

My present label reads exactly as shown here (or affix mailing label)

Name _____	Local Number _____
Street _____	
City _____	State _____ Zip _____

MY NEW ADDRESS IS:

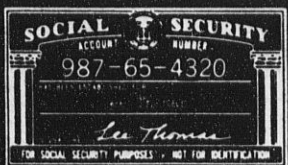
Street _____

City _____ State _____ Zip _____

Agency where employed _____

My social security no. _____ Agency No. _____

questions and answers



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Thomas A. Clemente—Publisher
Roger A. Cole—Executive Editor
Dr. Gerald Alperstein—Associate Editor
Deborah Cassidy—Staff Writer
Dawn LePore—Staff Writer
John L. Murphy—Staff Writer

Arden D. Lawand—Graphic Design
Dennis C. Mullahy—Production Coordinator



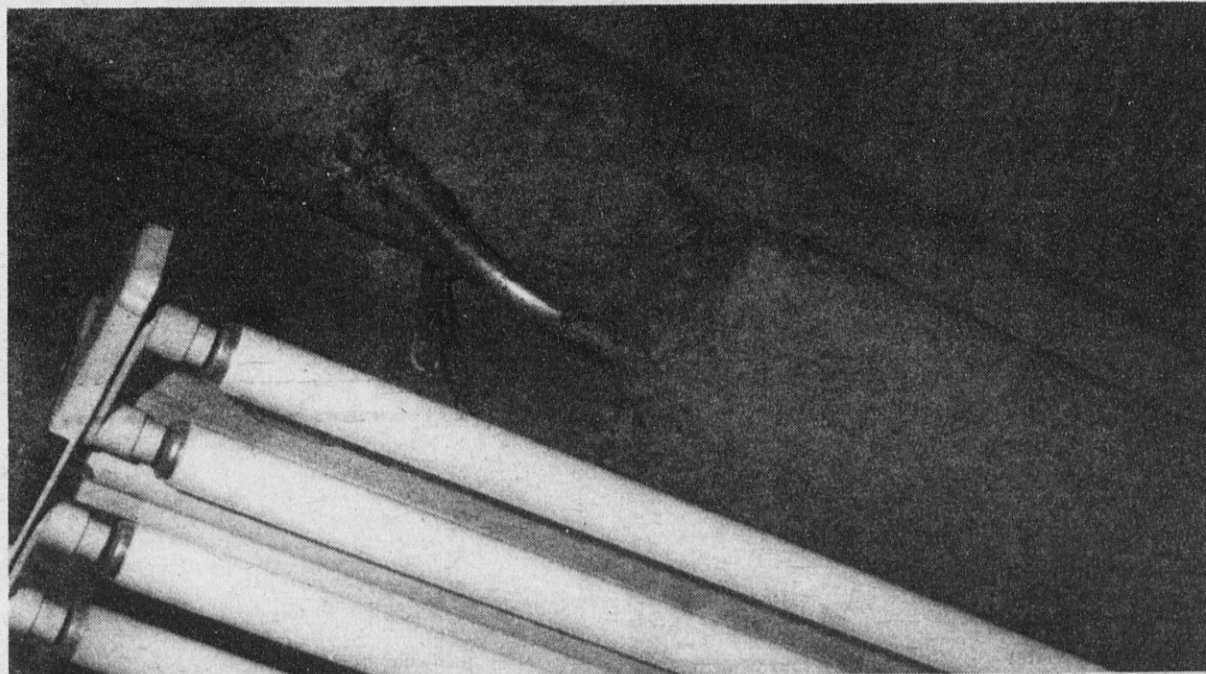
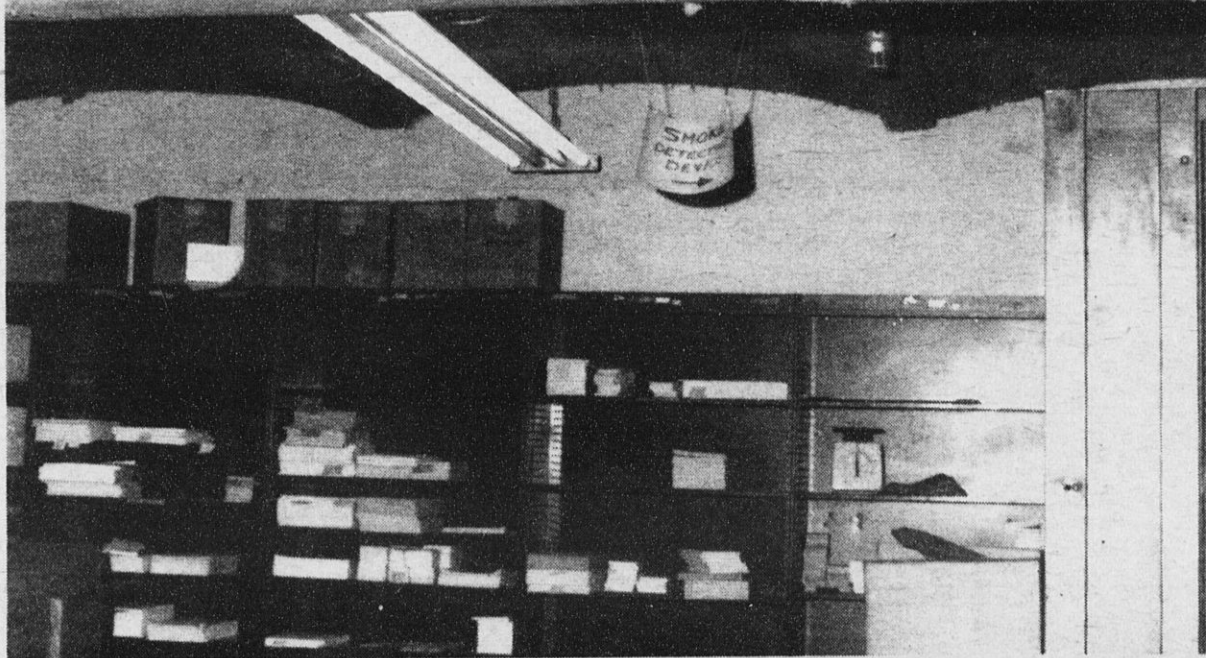
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CSEA FIELD REPRESENTATIVE Larry Sparber, left, and Southern Region III President James Lennon show the surgical masks worn by some New Rochelle City Hall employees when working in the basement storeroom because the ceiling of the room, which is covered by a material containing asbestos, is deteriorating.



SUPPLIES ARE NOT THE ONLY THING you might get in the basement storeroom in New Rochelle City Hall. The insulation on the storeroom ceiling contains asbestos — a carcinogen — and that insulation is coming loose from the ceiling and falling onto whatever is below.

New Rochelle Unit pushing for corrections

Is city hall an asbestos timebomb?

NEW ROCHELLE — New Rochelle City Hall CSEA Unit President Anthony Blaise is publicly demanding the subject of asbestos in the City Hall basement storeroom be placed on the agenda of the Feb. 26 City Council meeting.

CSEA Field Representative Larry Sparber said a formal request through the proper channels to place the item on the agenda has been made.

"Tests have already shown that the deteriorating ceiling in the storeroom is covered with a material containing asbestos. We are going to make sure there is no cover up, no white wash, of the situation," he said.

Sparber said the union plans to inquire into two situations prior to the meeting, including:

- Is an employee's lung condition related to asbestos exposure? The employee spends a considerable part of his work day in the storeroom, Blaise said.

- To what extent is the deteriorating ceiling condition contaminating the air in the storeroom?

"Regardless of the answers to the two questions, one thing is clear: Whether the concentration of asbestos in the air of the storeroom has reached the hazardous level yet is not the issue," Sparber stated.

"Anyone who observes the condition of the ceiling in that room can plainly see if the asbestos concentration is not yet at the hazardous level, it will be.

"The correction of the hazardous condition is obvious. The asbestos needs to be either enclosed or removed," Sparber said.

Blaise was highly critical of an asbestos study of New Rochelle City Hall commissioned by the city which concluded "occupants of this building (City Hall) face no greater risk of occupational illness" from the asbestos concentrations in the building.

Blaise said the air sampling in the storeroom was not conducted under actual field conditions, and he called "totally untrue" a statement in the study's report which stated: "This room, however, is occupied by employees less than 10% of the day."

"One employee spends more than half of each day in the storeroom," he said.

Sparber also said CSEA will not tolerate the harassment of any employee who reports what could be a safety or health hazard.

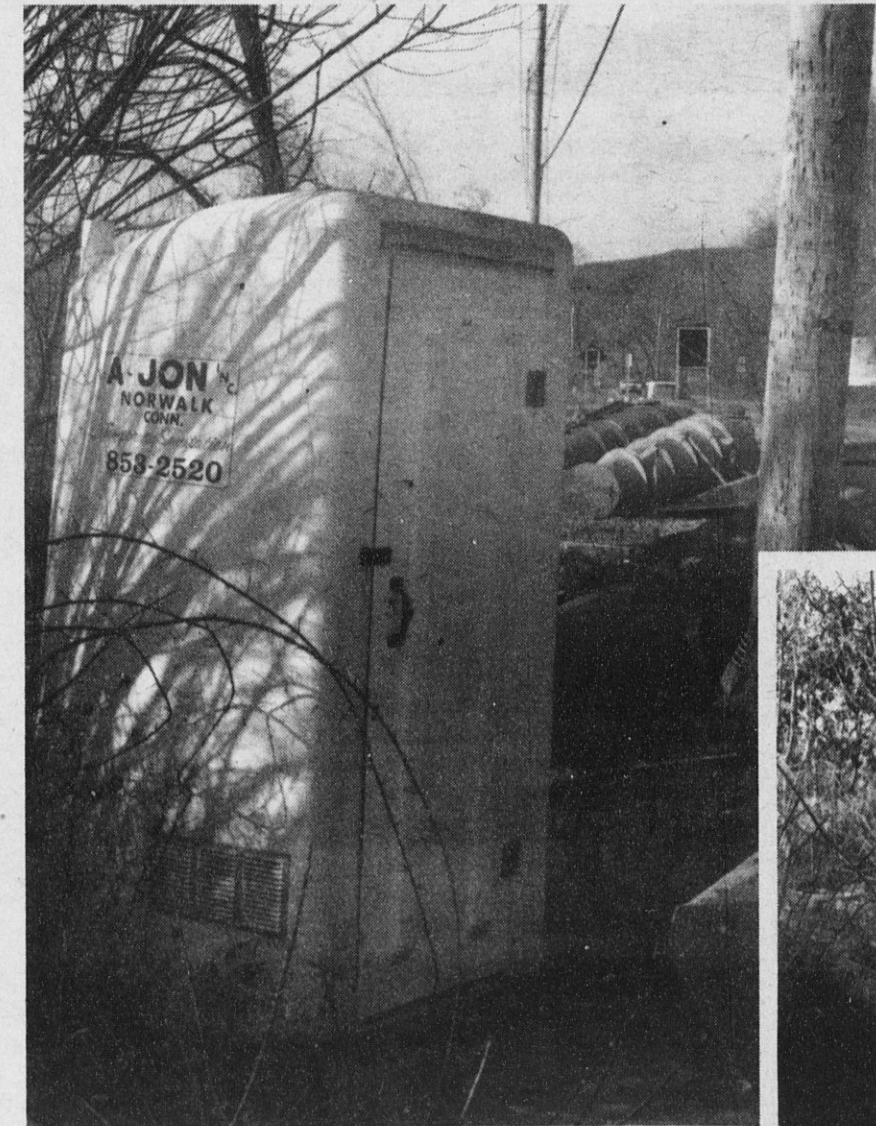
The unit is part of Westchester County CSEA Local 860.



For many, DOT facilities disgustingly unhealthy, unsafe



SANITARY FACILITIES are a bit strange at the State Department of Transportation facility at Katonah. In the bathroom the employees have only a cold-water faucet under the sink to use for washing, as demonstrated by Katonah DOT Unit President Frank Luppino.



FROSTBITE could be one side effect of going to the unheated outhouse at the DOT facility in Annsville, where more than 20 employees are assigned. The facility also has no running water.

LOCAL RODENTS have been known to use the unheated outhouse at the DOT Wurtsboro facility for shelter.

Conditions at State Department of Transportation (DOT) facilities vary widely from outstanding to disgusting. The Public Sector has visited DOT facilities at Annsville, Katonah, Mayville, Middletown, Monticello, Newburgh, Poughkeepsie and Wurtsboro in Dutchess, Orange, Sullivan and Westchester counties.

CSEA Collective Bargaining Specialist Nels Carlson, who coordinates the CSEA Safety Hotline and other safety-related union activities, said the conditions found at the DOT facilities in the southern counties also prevails at DOT facilities throughout.

For the more than 20 State Department of Transportation (DOT) employees assigned to the DOT Annsville facility, going to the bathroom on a cold winter day could produce a severe case of frostbite, some employees there claim.

The bathroom there is an unheated portable outhouse. DOT Annsville has no running water, according to CSEA/DOT Labor Management Committee Chairman John Cassidy.

"This situation is typical of the total disregard of health and sanitary conditions faced by employees of the Department of Transportation," CSEA Collective Bargaining Specialist Nels Carlson said.

Field Representatives John Deyo and Flip Amodio and Cassidy identified a number of the dangerous and/or disgusting conditions at a number of DOT facilities, including:

- Junk has been dumped at one end of the Annsville facility.
- The unpaved Katonah yard turns into a muddy quagmire when it rains.
- The Katonah repair building has no doors on its two bays.
- To wash at Katonah requires use of a cold-water faucet located under the sink. (DOT Katonah management is located at a separate office in downtown Katonah.)
- The locker room at the Monticello facility is little more than racks of cubicles among equipment and vehicles.

This article concerning the conditions of several DOT facilities was researched and written by Associate Editor Dr. Gerald Alperstein, who also took the accompanying photographs.

- The radio at the Monticello facility is not always manned when the trucks are on the road.

- Fire hydrants are incapable of being operated at the Poughkeepsie facility.

- A fire extinguisher is locked in a cage at the Poughkeepsie facility.

- Some vehicles are housed in an ancient, wooden building.

- Explosive, flammable and toxic toluene in dented, knocked over drums was observed inside the ancient, wooden building at the Poughkeepsie facility.

- A hole exists alongside a storm drain at the Poughkeepsie facility.

- The only bathroom at the Wurtsboro facility is an unheated outhouse which animals have been reported to use for shelter.

- There is no telephone at the Wurtsboro facility where radio communication is difficult.

In stark contrast to the unsafe and disgusting DOT facilities, that State department has a number of modern, well lit and ventilated facilities as well as older facilities with more than decent conditions.

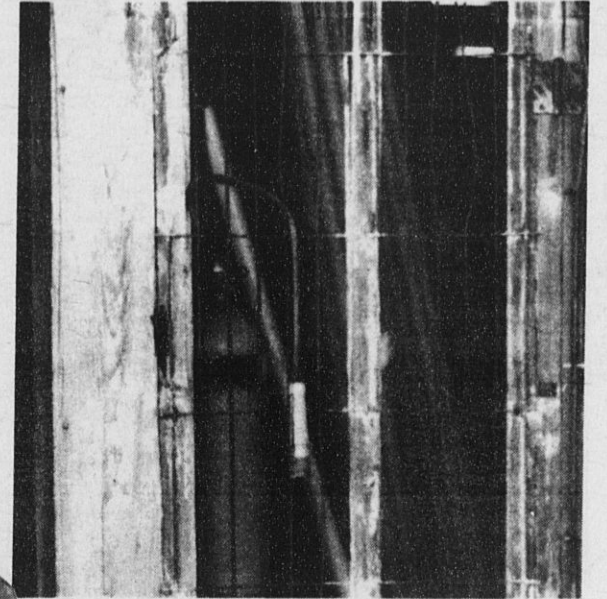
Amodio said he finds it hard to believe that the State can operate outstanding facilities, such as in Middletown, while continuing to let Katonah, Annsville and other rundown and dangerous facilities exist.



Below left, DOT "room" mixed among the equipment and vehicles at the facility.



RAIN turns the unpaved yard at the DOT Katonah facility into a muddy quagmire. The doorless building in the rear of the yard is where vehicle maintenance and repairs are carried out year round.

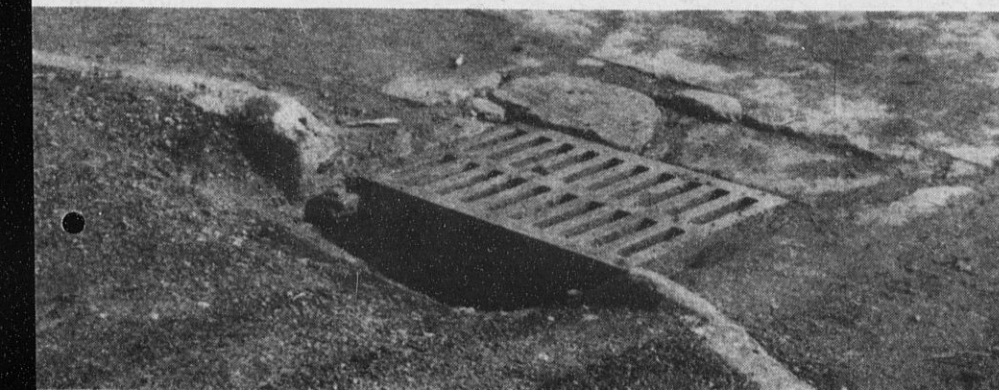


FIRE AT the DOT Poughkeepsie facility could be a real problem where a fire extinguisher is stored in a locked cage and fire hydrants are incapable of being turned on.

CSEA Safety Hotline

The Civil Service Employees Assn. has established a toll-free 800 hotline to receive information relative to unsafe working conditions and reports on job-related mishaps. If you believe you know of any unsafe work conditions, please call:

800-342-4824

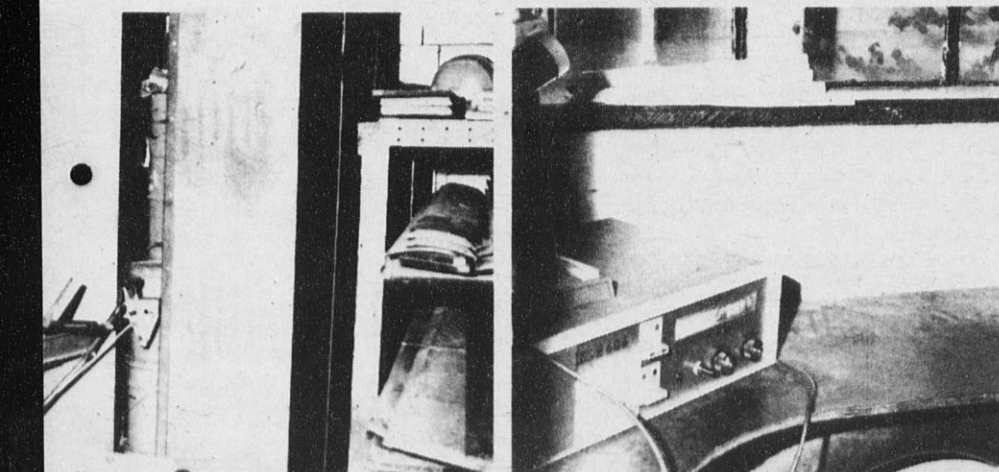


WATCH YOUR STEP at the DOT Poughkeepsie facility or you could find yourself inspecting a storm sewer.



Below left, DOT MONTICELLO has a locker room among the equipment and

Below right, AN UNMANNED RADIO at the DOT Monticello facility could be important if there was trouble at the DOT Wurtsboro facility where there is no telephone.

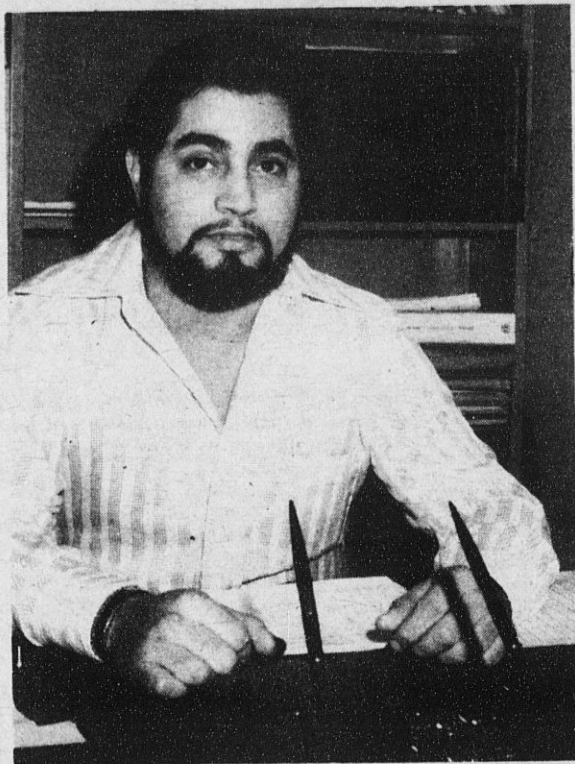


CSEA DOT LABOR-MANAGEMENT CHAIRMAN John Cassidy, left, and Field Representative John Deyo inspect the DOT Annsville facility.

FIELD REPRESENTATIVE Flip Amodio discusses problems at the DOT Monticello facility.

Assaults on employees continuing

(Editor's Note: The Public Sector, over the past several months, has detailed numerous incidents in which employees at psychiatric and developmental centers have been assaulted by patients at those facilities. In the previous issue, we discussed how CSEA-represented employees at Long Island institutions are being assaulted on the average of one attack per day by patients. In the following article, we detail the dangerous situation as it exists at one of the facilities, the Pilgrim Psychiatric Center.)



WEST BRENTWOOD — The number of assaults on mental institution employees is expected to continue to get worse before it gets better. That's the prediction of Bill Chacona, President of Pilgrim Psychiatric Center CSEA Local 418.

"When you combine our present understaffing, hiring freezes and proposed budget cuts, the safety of our members will continue to decline," Chacona said.

He heads the CSEA local at the State's largest psychiatric center with approximately 3,000 members.

The danger to the employees of Pilgrim PC has reached the point where in 1979 one in every 12 members were patient-assault victims, Chacona said.

He said these figures are grossly misleading in that of the 248 assaults reported, 245 were among direct-care staff and only three were for support services staff.

In addition, many injuries are not reported because 10 days in accruals must first be used before going on comp time, and many employees are afraid of being ordered off the job and losing their vacation time, Chacona said.

Chacona blames the problem on understaffing. "Many times two employees must cover a 40-patient ward. The patients are able to size up the situation," he said.

In addition to adequate staffing, Chacona believes the situation could be helped by better training to deal with violent patients and increased numbers of male employees.

LOCAL 418 PRESIDENT Bill Chacona, alarmed over high rate of assaults upon employees at his work site.

"There should be a male item for persons working in the more violent male wards.

"At least 70 percent of the direct care staff is female. There should be at least one male on duty in each male ward, but sometimes it is impossible to schedule," he said.

He said there are approximately 4,000 patients at Pilgrim PC with the more violent patients assigned to certain buildings where the assaults are more likely to occur.

"Those buildings should receive additional staffing, especially male staffing," Chacona said.

Chacona explained how management is caught in a box because they are required to provide the patients with the "least restrictive environment. If they are too harsh with the patients, they come under attack for being inhumane. However, if they are too lenient, our members suffer for it."

Among the injuries suffered by members of Local 418 who were assaulted by patients in 1979 were: Cerebral concussions, bites, scratches, broken bones, twisted arms, sprains, eye injuries, lacerations, contusions, psychological trauma, back injuries and sexual assaults.

Chacona spoke about two recent (fall 1979) patient assault incidents as follows:

- A male patient assaulted Therapy Aide Christine Burch by slamming her to the floor and kicking her in the head three times.

Ms. Burch suffered a concussion, amnesia and partial paralysis. She required brain surgery.

- A male patient, using the bar from his own barbells, attacked a nurse. Therapy Aide William Billingsly came to the nurse's aid and also was attacked with the bar.

Billingsly suffered an eye injury and a fracture skull. The nurse suffered a broken hand and cuts and bruises on her face.

Westchester election in progress

WHITE PLAINS — Ballots for the election of officers of the Westchester County Unit were mailed Feb. 15, Local 860 President Pat Mascioli reports. He said the names as they appear on the ballot are:

President — Ray O'Connor, Marlene High and Ellen Cleveland.

First Vice President — Rick Paradico, William Smith, Edward Carafa and Cindy Wholey.

Second Vice President — Ann Reale and Jerry Barbour.

Third Vice President — Ted Giordano and Walter Lippmann.

Fourth Vice President — Jim Abbatiello, Stanley Getz and Roger Williams.

Sergeant at Arms — Tony Colarusso and Susanna Treulieb.

Secretary — Kenneth Fischer.

Treasurer — James Marino.

Mascioli said ballots must be mailed back and received at the post office by midnight March 4. The ballots will be counted March 5 at the Local 860 office at 196 Maple Ave.

New twist to out-of-title abuse

NEW YORK CITY — Brooklyn Developmental Center (BDC) has added a new twist to the out-of-title abuse of employees.

Not only must employees do out-of-title work and grieve it later or face disciplinary action, a BDC employee was fired because his out-of-title and illegal work assignment caused an accident.

John LaSand, a motor vehicle operator at BDC was terminated on Jan. 9, 1980, because the tall truck he was driving struck a low-hanging tree limb, which resulted in \$800 in damage, Region II Director George Bispham said. The accident was on Oct. 30, 1979.

"It is ridiculous to me that LaSand is penalized for work he was ordered to do which was not part of his job,

when he did not have the legal license to drive the truck and he informed his supervisor that he lacked the legal qualifications to drive the truck.

"What kind of a man (BDC Director Thomas Shirtz) fires an employee when he is forced to do work he is not qualified to do. If Shirtz wants to fire someone for the accident, why doesn't he fire the guy who is really at fault — the supervisor," Bispham said.

Bispham said complicating the LaSand situation is Shirtz refusing to abide by State law and the CSEA-State contracts. He said Shirtz fired LaSand as though the long-time employee was still on probation.

LaSand was hired in 1976, resigned in 1978 and was reinstated to his job in 1979, Bispham said. "Under Civil Service Law, when you return to work within one year of resigning, there is not loss of benefits," he said.

Bispham said an Article 78 proceeding has been filed claiming the termination of LaSand is unjustified and without merit and that he was denied due process as a permanent employee under Article 33 of the contract.

An Article 34 contract grievance may be filed also alleging the denial of due process, he said.

"LaSand is no more personally liable for the damage of the truck he was driving than Shirtz was when a five-week State car he was responsible for was totaled last year," Bispham said.

He said BDC Local 447 has filed a grievance alleging other out-of-title work by motor vehicle operators.

Assurance is sought on NYS federal aid

WASHINGTON — AFSCME is urging a conference committee of the United States Senate and House of Representatives to make sure that state and local governments in New York State receive their full \$52 million in federal aid under the "countercyclical assistance" program.

The Senate has already approved the full \$52 million in aid to New York State under this program which provides federal funds for areas with high unemployment rates.

The House of Representatives voted January 31 to cut the total assistance to state and local governments in New York by approximately one-half. The cut-

back in aid to New York State came under an amendment introduced by Rep. Olympia Snow (Republican of Maine).

AFSCME legislative representatives are urging members of the House-Senate conference committee — which irons out differences between bills passed by the two houses of conference — to restore the full \$52 million in aid to New York State.

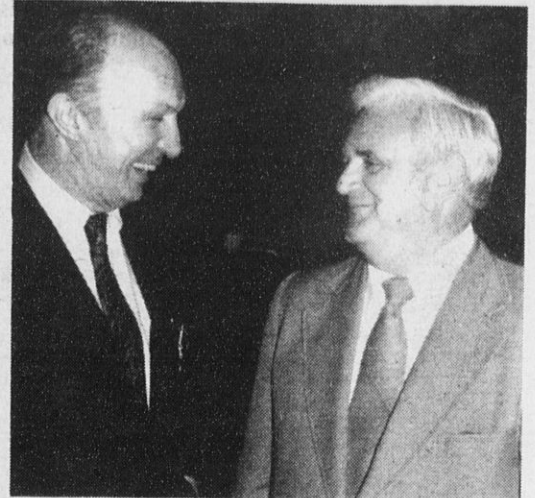
"We're making a major effort to win the entire \$52 million in aid to New York State," said AFSCME Legislative Director Tony Carnevale. "This federal aid will help preserve public services and public employees' jobs in state and local government in New York."



EQUAL PAY SUPPORTERS — Three levels of AFL-CIO leadership are represented in this photo after having pledged support for equal pay for equal work during the recent AFL-CIO National Convention. AFL-CIO President Lane Kirkland, center, shakes hands with CSEA Metropolitan Region II President Jimmy Gripper, left, while AFSCME International President Jerry Wurf beams approval at right. All three pledged to continue efforts to bring women and minorities into top leadership positions in the labor movement.



CSEA EXECUTIVE DIRECTOR Joseph J. Dolan, left, greets AFL-CIO President Lane Kirkland recently in Washington. Mr. Dolan is the top staff member of CSEA, the largest local within AFSCME, which in turn is the largest public employee union in the AFL-CIO.



CSEA PRESIDENT WILLIAM L. MCGOWAN, right, chats with AFL-CIO Secretary-Treasurer Thomas Donahue during one of Mr. McGowan's frequent trips to Washington to confer with top union and political officials on matters of concern to public employees in New York State.



LEFT, RECOGNITION — CSEA Region I President Irving Flaumenbaum exchanges handshake with President Carter after a recent White House conference for AFSCME union officials. Flaumenbaum said President Carter impressed him with his compassion toward the Iran hostages, Afghanistans, and the American working people.

ABOVE, LEADERS CONFER — This group of influential labor leaders shown during a recent meeting in Washington consists of, from left, CSEA Region I President and AFSCME International Vice President Irving Flaumenbaum; AFL-CIO President Lane Kirkland; CSEA Region III President James J. Lennon; and AFSCME International President Jerry Wurf.

• Report of AFSCME International Vice President Irving Flaumenbaum

(Editor's note: CSEA President William L. McGowan and CSEA Long Island Region I President Irving Flaumenbaum are both International Vice Presidents of AFSCME also, representing CSEA on AFSCME's Executive Board. As such, both attend periodic board meetings in Washington, and more frequently attend meetings, sessions and briefing with international union officials in Washington. In the following report, Mr. Flaumenbaum reports on the January board meeting, a highlight of which was a meeting with President Carter, Vice President Mondale, and top presidential advisors in the White House.)

During our January meeting in Washington, D.C., the AFSCME International Executive Board met with President Carter and Vice President Mondale to receive a briefing on the Administration's domestic and economic policies.

In addition, the AFSCME board — on which CSEA President Bill McGowan and I serve — told President Carter about public employees' concerns on national issues.

As the CSEA representatives on the AFSCME board, President McGowan and I voiced our concern on three major issues that are vitally important to public employees in New York State:

FEDERAL AID: We urged that the Carter Administration support an adequate level of federal aid for state and local governments here in New York State. In the most recent year for which complete figures are available, New York State received

\$8.5 billion in aid from the federal government. Nassau County received \$108.1 million in aid, and Suffolk also received a large amount of federal aid.

CETA: We attacked abuse in federal CETA regulations, urging that CETA must not be used to replace regular public employees or to undercut negotiated wages and working conditions.

MENTAL HEALTH PROGRAMS: We urged increased funding for programs for the mentally ill and retarded but warned that federal assistance must not be used to encourage irresponsible dumping of patients out of public facilities and cutbacks in public programs.

During our regular meeting, the AFSCME executive board passed a series of resolutions on important national and foreign policy issues.

In two separate resolutions, AFSCME went on record condemning the Soviet invasion of Afghanistan and demanding that the Iranian government return the 50 American hostages who, we noted, are public employees.

Turning to domestic policy issues, we called for the re-enactment and continued funding for two important programs of federal aid to state and local governments — general revenue sharing and "countercyclical assistance" for areas with high unemployment. In addition, we urged that funding for both programs must be distributed according to formulas that are fair to industrial states, such as New York State.

Repeating AFSCME's concern that CETA must

not be used to victimize regular public employees, the executive board demanded that the Federal Labor Department enforce CETA programs and cut off aid to jurisdictions that misuse CETA workers to replace regular employees.

Acting on another issue of importance to CSEA members, AFSCME opposed the federal "spending limits" now before Congress. Not only would these spending limits prevent the federal government from providing adequate assistance to New York State, but they would encourage anti-public-employee forces who are trying to pass "spending limits" on the state level here in New York and on the local level in Nassau and Suffolk Counties.

In another action to defeat the extremists who want to cut back public services and eliminate public employees' jobs, the AFSCME executive board approved a major campaign to defeat "Jarvis II" — a follow-up to California's Proposition 13, which would further slash taxes in that state and cut back more jobs and services. Defeating this measure in California would weaken Prop-13 advocates throughout the nation.

Just as AFSCME is gearing up to defeat another Prop 13 referendum initiative in California, AFSCME President Jerry Wurf assured me that the full resources of the International Union are available to defeat Prop 13 measures whenever they appear in New York State. CSEA/AFSCME teamwork helped defeat a Prop 13-style spending limitation in Erie County last November.

Retiree Newswatch

By Thomas Gilmartin
CSEA Retiree Coordinator

Attorneys James Featherstonhaugh and Stephen Wiley are in the capitol as this was being written, endeavoring to enlist legislative sponsors for CSEA's retiree cost of living bill for 1980. The goal this year is to achieve multi-sponsorship. It is probable that before this week is over, the COLA bill will have senators and assemblymen lined up to introduce the legislation, thus providing us with bill numbers to use in our massive letterwriting campaign in March.

To all of our retirees "out there" I recommend patience. Many people are working for you and such as no other organization of retirees can claim. Preparation is time consuming and difficult. But there is no feet-dragging. And it will soon be time for the retirees to do their share by way of support.

Our COLA bill this year is an ambitious one, structured to provide supplementation to the many retirees who have so far received no increase, namely, those who have retired since March 31, 1970 through March 31, 1979.

To accomplish this goal it has been necessary to work out increases on a graduated scale in such a way that the most recently retired will receive a very small percentage of increase. This is justified on the grounds that recent retirees are retiring on 1979-1980 dollars and the need is not as desperately felt yet. At least they will for the first time be getting on the supplementation list which future legislation will improve. This breakthrough will itself be a gigantic step ahead in the right direction. Here is how the percentages come out on the graduated scale:

RETIREMENT DATE	PRESENT SUPPLEMENT	PROPOSED INCREASE
Jan. 1, 1979-Mar. 31, 1979	0	1.2%
1978	0	1.5%
1977	0	2.9%
1976	0	3.7%
1975	0	4.5%
1974	0	5.9%
1973	0	7.6%
1972	0	8.7%
1971	0	9.3%
1970	1st 3 mos. 18%	all of 1970 18.0%
1969	1st 3 mos. 19%	all of 1969 20.0%
1968	1st 3 mos. 18%	22.0%
1967	1st 3 mos. 20%	24.0%
1966	1st 3 mos. 21%	25.0%
1965	1st 3 mos. 21%	26.0%
1964	1st 3 mos. 22%	27.0%
1963	1st 3 mos. 22%	27.0%
1962	1st 3 mos. 23%	28.0%
1961	1st 3 mos. 23%	28.0%
1960	1st 3 mos. 24%	29.0%
All previous years ranging from	1st 3 mos. 24%	35.0%

All supplementation is based on an \$8000 ceiling of cutoff date with no percentages on pensions over this figure, thus omitting the "fat cats" who are drawing pensions over \$8000 or more.

The fiscal note, or cost, of the above increases is realistic and not unreasonable. Retirement System Actuary Edward Brown has computed

Patience, push for COLA bill continues



that it will represent an annual increase above present supplementation of \$9.9 million to the State of New York, \$10.1 million to participating employers, and \$1.3 million to participating employers of the New York State Policemen's and Firemen's Retirement System which amounts to a total increase of \$21.3 million.

Considering that other states are implementing pension increases for their retired public employees, and that nearly all major industries in the private sector are likewise meeting their moral responsibility to pensioned employees, the time is now for New York State to begin to give long overdue increases to their retirees of the past decade.

Final note to state legislators: there are more than 100,000 retired public employees in the State, and that represents a huge block of votes spread around in each and every senatorial and assembly district. This sleeping giant is about to awake in this election year.

Thus you have the substance of CSEA's cost of living bill for 1980. Bill numbers should be reaching all CSEA retiree members through the Newsletter for immediate action for support.

READY TO RETIRE?

Protect your future with retiree membership in CSEA

- Take an active role in CSEA Retirees' legislative campaigns for pension cost-of-living increases
- Share in activities of the CSEA retiree local nearest you
- Continue present CSEA's life insurance policies and benefit from Masterplan auto and homeowner protection for CSEA members
- Make available our FREE retirement counseling service

CSEA RETIREE MEMBERSHIP RETIREMENT COUNSELING
TER BUSH & POWELL, INC.
148 Clinton Street, Schenectady, NY 12301

Please send me a CSEA retiree membership form and information about the services stated above.

NAME: _____
STREET: _____
CITY, STATE: _____ ZIP _____ Apt. _____
PHONE NO. HOME: _____ WORK: _____
APPROXIMATE RETIREMENT DATE: _____



FAMILY FUND DONATION — State Transportation Commissioner William C. Hennessy, right, recently presented a \$361 contribution to CSEA President William L. McGowan on behalf of the CSEA Family Fund, created by the union's Southern Region for the families of three DOT employees killed while working on a road crew at Newburgh on June 5. The contributions presented by the Commissioner were collected at DOT's State Headquarters in Albany. Mr. Hennessy told President McGowan that he shares the union's goal of providing adequate occupational safety protection for public employees. Persons wishing to make a contribution to the Fund can do so by mailing it to: CSEA Family Fund, c/o CSEA, Old Albany Post Road, North Fishkill, N.Y. 12524.



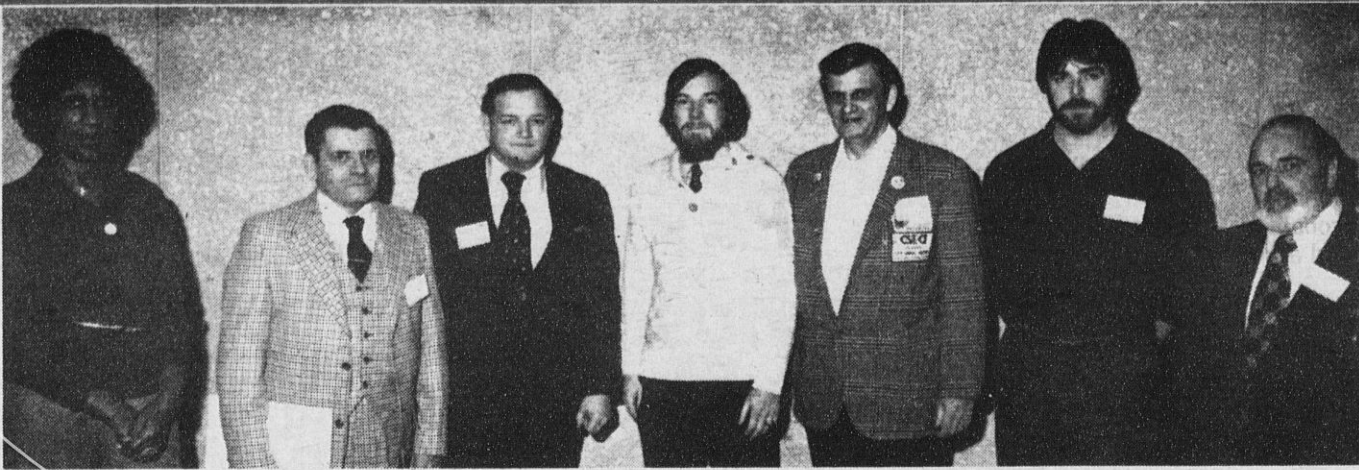
WINNING IDEA — William E. Therrien, Jr., second from left, a former employee in the State Health Department mailroom, accepts a \$25 State Employee Suggestion Program Award from Kearney Jones, the Department's Assistant Commissioner for Administration, during a recent ceremony at the Health Department's Empire State Plaza Tower offices. Therrien's winning suggestion involved a procedure aimed at saving postage costs and time in the mailroom operation. Looking on are Matthew Breitenbach, far left, mailroom supervisor, and Mrs. Therrien. Therrien is currently employed by the State Transportation Department.

CSEA Legislative Report, 1980

Legislative and
Political Action Committee

Joseph Conway,
Chairperson

Nicholas Abbatiello
Robert Kolterman
Michael Curtin
Ronnie Smith
Leroy Edwards
Alex Hogg
Carmine DiBattista
Eleanor McDonald
Timothy Drew
John Vallee
Maira Greiner
Frank Mitchell
Barbara Pickell
Dominick Savarino
Martin Koenig
June Ferner



REGION IV Legislative and Political Action Committee was well represented. From left are Ernestine Lafayette, John Vallee, statewide Committee Chairman Joseph Conway, Timothy Drew, Jim Stevens, William Burdick, and Dave Biddle. Absent from picture are committee members Valarie Smith, Jary Lubinski and John Wyangarrd.

Annual legislative seminar a learning process for activist members who'll push for proposals

ALBANY — The success level which CSEA attains for its ambitious, 30-point, legislative package for the 1980 legislative session will depend, to a great degree, upon the ability of regional legislative and political action committees to rally grassroots support for those important union proposals.

At various times during the current session, the union's statewide legislative and political action committee

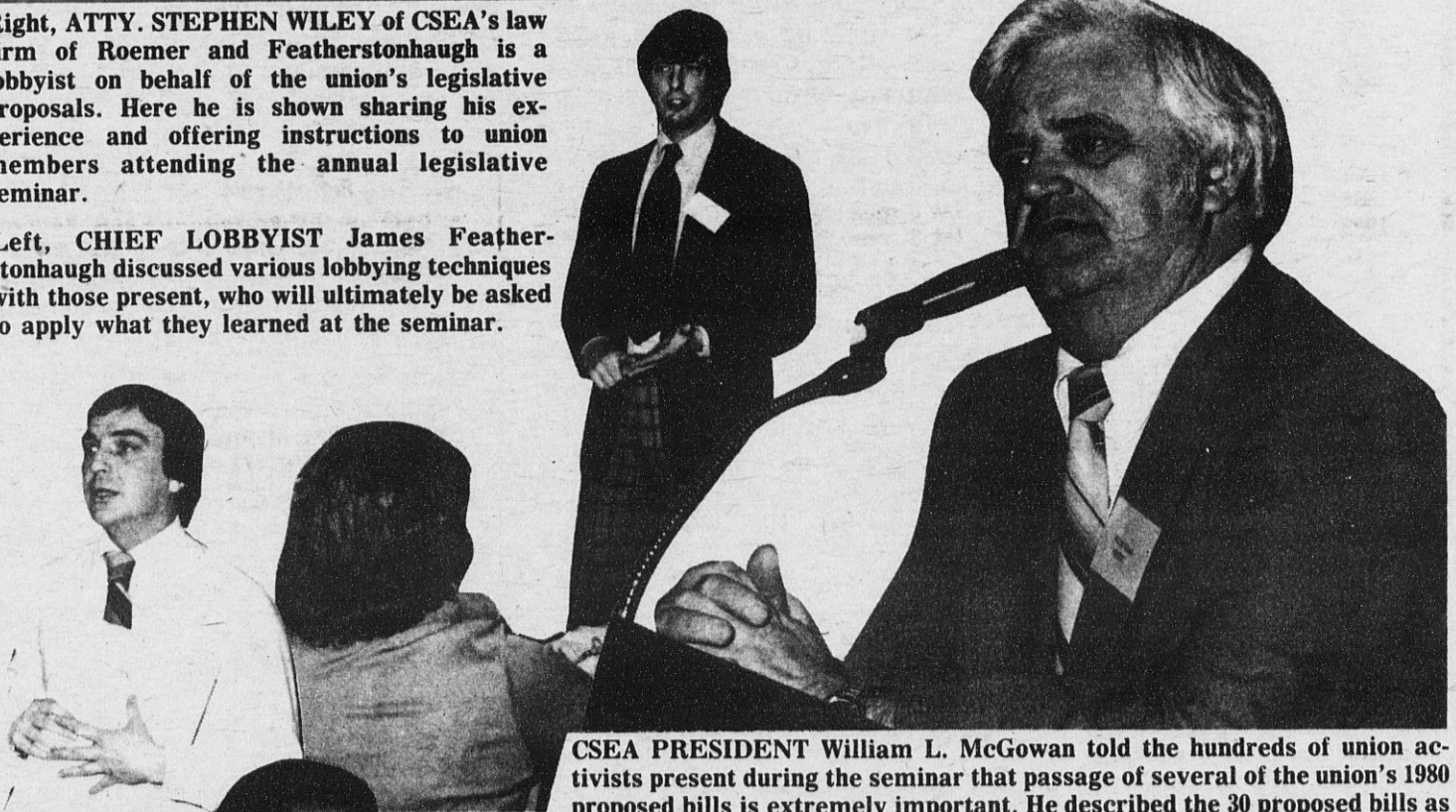
will request regional support from the local committees and membership on behalf of the proposals.

With the importance of the regional committees and their ability and capability to rally grassroots support in mind, CSEA recently conducted its annual Legislative Seminar designed to assist and inform members of those regional committees and other union activists.



Right, ATTY. STEPHEN WILEY of CSEA's law firm of Roemer and Featherstonhaugh is a lobbyist on behalf of the union's legislative proposals. Here he is shown sharing his experience and offering instructions to union members attending the annual legislative seminar.

Left, CHIEF LOBBYIST James Featherstonhaugh discussed various lobbying techniques with those present, who will ultimately be asked to apply what they learned at the seminar.



CSEA PRESIDENT William L. McGowan told the hundreds of union activists present during the seminar that passage of several of the union's 1980 proposed bills is extremely important. He described the 30 proposed bills as "bread and butter" items.

Right, TOM HALEY of the union's Legislative and Political Action Department reviews CSEA's 1980 legislative proposals.



METROPOLITAN REGION delegation is greeted by Joseph Conway, second from right, chairman of the union's statewide Legislative and Political Action Committee. From left are Ronnie Smith, chairman of the Region II Committee; Brenda Nichols, Conway, and CSEA Region II President Jimmy Gripper.

Notice: nomination procedure to elect delegates to 1980 AFSCME convention

Delegates to the AFSCME Convention to be held in Anaheim, California from June 9 to June 13, 1980, will be elected from members in good standing of CSEA as of February 1, 1980.

Delegates will be elected on a Regional basis. Each CSEA Region will elect the number of delegates to which it is entitled in accordance with the AFSCME and CSEA Constitutions. Based on the formula set

forth in the AFSCME Constitution, the following number of delegates will be elected from the six CSEA Regions:

Region 1—56	Region 4—38
Region 2—24	Region 5—35
Region 3—35	Region 6—35

Expenses for the delegates for transportation and room and board at the AFSCME Convention will be paid by CSEA.

Nominations Procedure

Any member in good standing as of February 1, 1980, shall be entitled to be nominated as a delegate to the AFSCME Convention. Any member in good standing as of March 1, 1980 shall be eligible to nominate delegates to the AFSCME Convention.

Nominations will be made at a meeting to be conducted in each Region on Saturday, March 1, 1980. The meeting will continue until such time as all those present who desire to make nominations have been given the opportunity to do so.

Persons nominated for delegates from a particular Region must be members of that Region and be nominated by members from that Region.

Persons nominated need not be present at the nomination meeting.

A qualified member may nominate as many candidates for delegate as he/she desires, not to exceed the total number of delegates to be elected from his/her particular Region.

To make a nomination, the nominator

must provide the name, address, social security number, and work location of the nominee. In order to assist in the nominating process it would be beneficial if each nominator presented a list of nominees at the meeting containing the necessary information.

A person who is nominated more than once may have his/her name appear on the ballot only once. If nominated as part of a slate, the nominee's name will appear on the ballot as a member of that slate and not elsewhere.

Each nomination must be seconded by a qualified member at the time the nomination is made.

Nominations may be made by slates; that is, a number of individuals who will appear on the ballot as running together or under a particular designation. Persons nominated by slate will appear on the ballot in the order in which they are nominated.

The ballot will provide that individuals who are running on a slate can be elected individually, separate and apart from the slate.

Nomination Meeting Locations

All meetings will be held on March 1, 1980 at the following locations and times.

- Region I — Holiday Inn, Long Island Expressway Exit 55, Hauppauge, L.I., 10 a.m.
Region II — 9th Regional Armory, 125 West 14th Street at 6th Avenue, Manhattan, 2 p.m.
Region III — Holiday Inn, Route 17K, Newburgh, 10 a.m.

- Region IV — Knights of St. John Hall, Washington Avenue Extension, Albany, 10 a.m.
Region V — Hotel Syracuse, 500 S. Warren Street, Syracuse, 10 a.m.
Region VI — Holiday Inn, 200 Oak Street, Batavia, 10 a.m.

Elections Procedure

Ballots will be mailed to members sometime between April 1, 1980 and April 15, 1980.

In accordance with the AFSCME Constitution, returned ballots will be counted no earlier than twenty (20) days after mailing date.

Nominees will have the opportunity to campaign from the time they are nominated until the ballots are counted.

In accord with Federal law, candidates desiring to mail campaign material may

utilize the facilities of CSEA, Inc., 33 Elk Street, Albany, NY for the purposes of labeling and mailing. Expenses for these processes will be borne by the candidate and paid for in advance.

Ballots will be prepared, mailed and counted under the supervision of the CSEA Election Committee.

Candidates or their observers are entitled to be present during the addressing, stuffing, mailing, pickup and tabulation of the ballots.