

The Public SECTOR

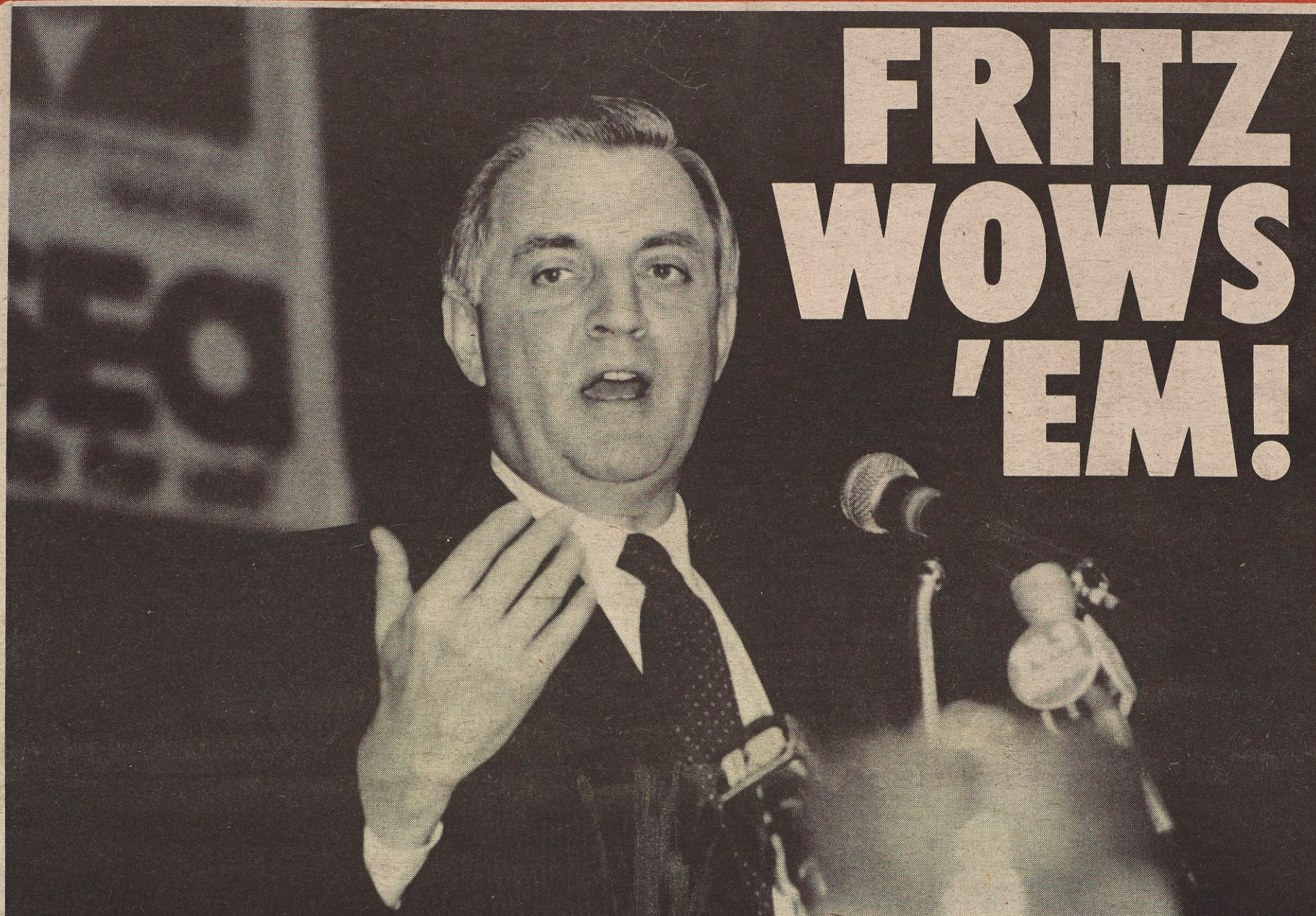
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Friday, November 4, 1983



FRITZ WOWS 'EM!

By Daniel X. Campbell
CSEA Communications Associate

KIAMESHA LAKE — Within seconds after his entrance into a packed business session of the 73rd annual convention of the Civil Service Employees Association, Walter F. Mondale turned the crowd of more than 1,500 strangers into an assembly of potential supporters.

The AFL-CIO endorsed candidate, who also has already won the formal endorsement of AFSCME, was seeking the active support of CSEA in his bid to become the Democratic candidate for United States President in 1984.

"I've always wanted to see what the largest single local in America looks like," Mondale said, "And you look beautiful." The vast meeting

room resounded to warm applause. "Fritz" Mondale, long time supporter of American labor, was with his kind of people — white, blue and pink collar unionists who know how to get things done, how to move mountains, and win campaigns.

"Together we can pursue a course to change the leadership of our country, or we can not do our work and guarantee that we'll get four more years of Ronald Reagan," Mondale said, challenging the leadership of CSEA, AFSCME Local 1000, AFL-CIO to actively join in his campaign for the presidency of the United States. He urged the delegates to implement the endorsement of the national AFL-CIO and AFSCME International on a statewide level to help him win New York state in the upcoming

(Continued on Page 20)

CSEA a step closer to representing civilians

ALBANY — CSEA has won another round in efforts to represent civilian employees of the Division of Military and Naval Affairs.

On Oct. 26, the Supreme Court in Albany County upheld a decision by the Public Employment Relations Board that the civilian workers are public employees. As such, they are entitled to collective bargaining as provided by the state's Taylor Law.

Additional details will be reported in the next edition of The Public Sector.

RILED UP IN ROCKLAND

See page 3



'I still have nightmares'

Central Islip LPN assaulted on ward duty; understaffing a major issue, union charges

By Joel Bruinooge
CSEA Communications Associate

CENTRAL ISLIP — Fingers squeezed her neck, cutting off her air supply.

"I still have nightmares at night," Rita Simineri says of that Sept. 20 incident in which she was attacked by a male patient at Central Islip Psychiatric Center. Simineri, a licensed practical nurse who was in charge of 40 male patients on a Central Islip ward at the time has no doubt she would have been killed had not another male patient come to her aid and pulled her attacker away. As it was, Simineri was severely injured, and two and one-half weeks after the attack was still hospitalized in traction.

CSEA, which represents tens of thousands of employees in mental hygiene facilities throughout the state, says the attack upon LPN Simineri points up the dangers of understaffing that exists throughout the mental hygiene system.

In Simineri's case, Central Islip CSEA Local 404 President Al Henneborn filed a grievance against the facility for not providing a safe and healthy work environment. In an effort to deal with the safety issue, Local 404 officials have conducted ongoing meetings with the center's administration. Patients as well as employees would benefit from improved working conditions, the union says.

The safety issue hinges on two factors — inadequate screening of patients for violent tendencies and short staffing. The short staffing at Central Islip is at the critical stage according

to Al Henneborn. Attrition has dropped the number of CSEA people working in the wards.

"Some wards are run with one employee for 25 patients," he said. "As the Central Islip facility becomes more of a psycho-geriatric institution," Henneborn explained, "our patients require more care than ever before. There are just not enough people to provide the kind of service we would like to see here."

Henneborn invites Governor Cuomo's staff to inspect the center to see the dangerous working conditions. "Since the governor's office set the staffing limitations," he said, "his staff should see what our members go through."

Simineri was attacked on Sept. 20 in the ward office, just after she had given out medication to patients at midday.

"This patient walked in as I was getting up to change someone's dressing," she said.

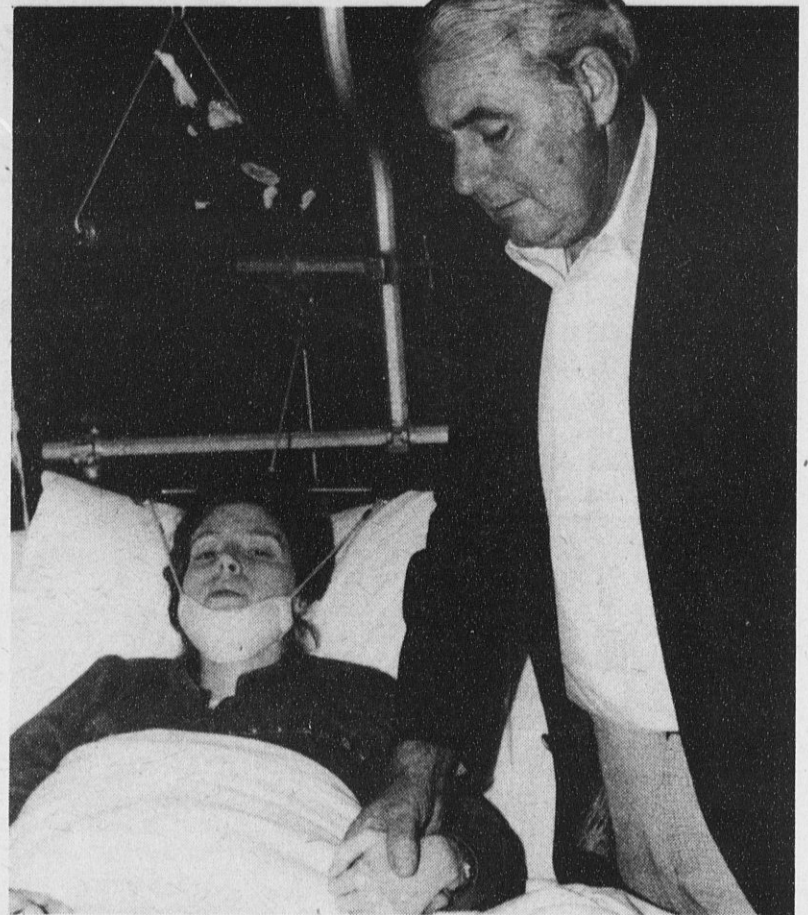
The 5-foot-9, 160-pound patient said, "Nurse, you know I can refuse to take my medication."

Sensing trouble, she said, "Yes, I know." He grabbed her around the neck and started to squeeze. The five-foot nurse was not strong enough to free herself from her attacker's grip on her throat.

A female aide, who had been talking to Simineri in the office, screamed for help, and another male patient came to the nurse's aid.

"If he hadn't helped me, I'd be dead," she said matter-of-factly from her hospital bed, still in traction two and one-half weeks after the attack.

"I still have nightmares at night," she said, "I clearly remember the guy who helped me. His expression at first is intense. It changes to rage as he pulls my attacker's fingers from my neck."



LPN RITA SIMINERI in traction in her hospital bed several days after she was beaten by a male patient. Central Islip CSEA Local 404 President Al Henneborn comforts her while explaining progress of a grievance he filed on her behalf after the incident.

She said, "It's like he realized I would die if he didn't help. I guess he got angry."

In the two weeks following the attack, Simineri has received calls from the families of four of her patients. "They wanted to tell me they thought what happened to me was wrong, and to tell me to get well."

A co-worker recalled, "Rita was being dragged down the hall to another room, while her attacker was restrained."

"The patient who had just been strangling her, punching her and throwing her around like a rag doll was being put in a straight jacket. He called out, 'I love nurse. What did I do to the nurse?'"

"Rita's response," said her co-worker, "was, 'It's OK, (patient's name). It's OK.'"

Rita was barely conscious at that moment.

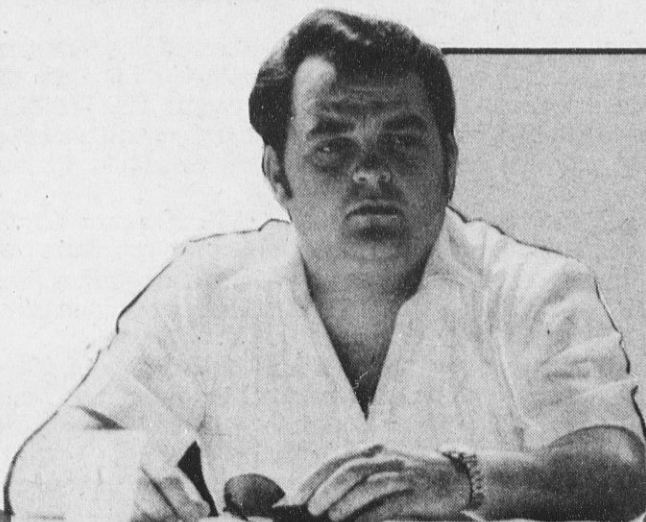
The incredible thing considering the recent events in Rita Simineri's life is that in spite of her attack, she wants to return to the center when she is able to work again.

"You have to be realistic," she said. "I need the job and the benefits that go with it. I have a little girl to take care of."

Thinking about going back, while her head was supported by a sling from the traction apparatus, Simineri talked about returning to a job that almost killed her.

"I like people," she said almost defiantly. "I care about my patients. I care about what happens to my patients."

Her patients seem to care about her, too. Her co-workers on the ward tell her that the patients are in turmoil about her beating. They are upset. The patient who pulled her attacker from her cries about what happened.



CSEA Long Island Region President Danny Donohue worked as a therapy assistant for more than seven years on the wards at Central Islip Psychiatric Center.

"Things were bad when I was there, but they are clearly dangerous now. We have to protect our people," Donohue says.

Says LPN Rita Simineri: "I had asked for more staff, but I didn't get them. I almost got killed instead."

Federal holiday honors Dr. Martin Luther King

America will have a new national holiday beginning in January 1986 to honor Dr. Martin Luther King Jr., the civil rights martyr credited with helping tear down racial segregation and discrimination barriers.

Overwhelming votes in both houses of Congress in October created a legal federal holiday on the third Monday in January, beginning in 1986, to honor the birthday of Dr. King.

Creation of the national holiday honoring Rev. King has been an objective of organized labor for many years. The AFL-CIO offered testimony favoring the King holiday bill, and adopted a resolution last month which stressed the special meaning that Rev. King's life — and death — had for the union movement.

Rev. King was gunned down in Memphis, Tenn. in 1968 while leading support for AFSCME Local 1733 sanitation workers striking for union recognition and collective bargaining rights. He came to national attention as a minister in Montgomery, Ala. by leading a bus boycott to challenge the South's then-strict segregation pattern, and had marched alongside labor throughout his public career until his death. In a 1961 address before the AFL-CIO convention, Dr. King said black Americans support labor's goals and that "makes any crisis which lacerates you, a crisis from which we bleed."

CSEA has been in the forefront in New York state seeking greater official recognition of Rev. King. While Martin Luther King Day is a public holiday in New York under the General Construction Law, CSEA has consistently introduced legislation seeking to have the day designated as an official state holiday with appropriate recognition and celebration. In the most recent state legislative session,

CSEA's bill passed in the Assembly but not in the Senate.

CSEA also was able to negotiate into the current contracts between CSEA and the state the option, where circumstances permit, of selecting either Martin Luther King Day or Election Day as one of 11 paid holidays. That provision further notes that in the event that Martin Luther King Day is designated by the state legislature as an official state holiday (as CSEA's bill proposed), both Martin Luther King Day and Election Day would be observed as holidays.

A number of CSEA locals have sponsored or participated in appropriate activities over the past several years in recognition of King's birthday. And in August, 12 busloads of CSEA members and officers joined with 200,000 other marchers from across the nation in the 20th anniversary celebration of the historic 1963 march on Washington, marking the 20th anniversary of Rev. King's historic "I have a dream" speech.



Good girls had bad deal but—

Year of frustration pays off for Rockland County workers



A DEFIANT FLORENCE KIMMEL, center, president of the Rockland County CSEA Unit, fields questions from members and the news media during rally last month outside the county office building. Visible upper left is CSEA Region III President Raymond O'Connor, who gave his support to the effort.

NEW CITY — After a full year of contract negotiations, the efforts of Rockland County's local officers finally were rewarded Oct. 26 when more than 1,200 employees came out to ratify an agreement for a substantial pay increase. Employees also turned back a demand that they contribute to the cost of their health insurance, an issue which was a bone of contention during contract talks.

Rockland County legislators approved the contract Oct. 18, after more than 300 employees demonstrated outside the county office building in the rain. Chanting "We want a contract," the employees vowed to remain in the county seat until the lawmakers agreed to a contract, despite the rain and the late hour. They became even more determined after one legislator remarked to three of the women, "Why don't you all go home like good little girls."

The contract, a three-year agreement, will result in a \$600 across the board increase plus a \$250 bonus to employees for 1983. (The change includes 4 percent in January and 4 percent in June of 1984 and the same increase in 1985.) Most important, employees will not have to pay for their medical insurance, with the exception of some parttimers.

Happy about the ratification vote of 1,172-81, Florence Kimmel, president of the Rockland County local, said, "We are particularly pleased with the turnout. I don't think we've ever had so many people vote for a contract in the history of the CSEA. They came from far and wide to vote. It was incredible."

The union leader also praised efforts by Tom Haley of CSEA's legislative office and by the local's political action committee for lobbying personally with county legislators to end the contract impasse.

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PAC picks candidates in Ulster County ☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆

MORE ENDORSEMENTS

CSEA's Political Action Committee recently confirmed the following Ulster County endorsements for the Nov. 8 general election. In the city of Kingston: mayor, Peter Mancuso; alderman-at-large, Joseph McGrane; 1st ward, Catherine Yeaple; 2nd ward, Vincent Defeo; 3rd ward, Joseph Markle; 4th ward, no endorsement; 5th ward, Frank Cardinale; 6th ward, no endorsement; 7th ward, Peter Loughran; 8th ward, William Pallus; 9th ward, Anthony Crespino; 10th ward, Anthony Musto; 11th ward, Daniel Smith; 12th ward, Frank Ambrose and 13th ward, Titus Sims.



Invents device to improve gas mileage

Suffolk retiree takes prize at 1983 inventors show

WEST ISLIP — In his retirement, Harold Ratto is getting gold medals, not just gold watches.

A member of Suffolk Retirees Local 920, Ratto recently won a gold medal at the International Inventors Expo '83 for his device that improves gas mileage by automatically shutting off a car's air conditioner under certain circumstances.

What Ratto did is use the vacuum gauge of a car to indicate four important conditions in everyday driving. (The vacuum gauge measures the fuel flow in the lines running from the carburetor to the combustion chamber in a car's engine.)

Ratto's new invention tells how the engine is running and how efficiently the engine is consuming fuel. It also alerts impaired drivers of erratic driving and cuts out the power-consuming air conditioner when maximum performance is required.

Ratto has the device hooked up to his 1973 Chevy wagon and has recorded more than a one-third improvement in combined highway and city mileage.

"I think the most valuable asset of my invention is that it allows the driver to concentrate on driving," Ratto said, "instead of watching the gauges. My device watches the vacuum gauge for the driver."

Ratto was a therapy aide at Sagamore Childrens' Center for 13 years and a member of Suffolk Developmental Center Local 430. Before retiring earlier this year, Ratto's inventions had to be confined to his spare time. Among his earlier projects was the development and testing of an experimental lubricant intended to help transmission problems.

Ratto's inventiveness comes naturally to him. Before working as a therapy aide, he spent 22 years as an electronic technician working on projects like the guidance systems for the Sparrow and Polaris missiles. He also played a hand in the work done on the early radar systems developed during World War II.

The challenge Ratto is now confronting is how to market his idea to manufacturers. Like inventors before him, Ratto expects to hear "no" a lot before he hears a "yes." In the meantime, he has developed quite a file on his "automatic air conditioner cut-off."

The idea for the invention captured Ratto's imagination years ago. Working as a navigator with a driver in a sports car rally in the early '50s, he saw the driver get 46 miles per gallon when trying to achieve maximum efficiency in a small British sports car.

"I can vividly remember my head swimming as I tried to monitor all the gauges and compute our mileage at the same time," he said. "My vacuum

gauge application is the solution to the difficulties of achieving good mileage that I experienced as a rallyist back in 1952."

Harold dreams of success with his new invention.

"Just think how many millions of drivers would improve their mileage and driving with my device. I would be one guy who wouldn't have to depend on his pension."



Harold Ratto sits at the wheel of his 1973 Chevy in which he installed his invention and improved his gas mileage by a third.

Monitoring public vehicles



Vital need for better safety, maintenance methods cited

ACCENT ON SAFETY — CSEA Region V President James Moore calls attention to the lack of uniform maintenance and safety inspections of public vehicles at a recent State Assembly Committee hearing in Utica. Moore, accompanied by CSEA OSHA Specialist Angela DeVito, right, cited state neglect in a number of cases involving vehicles and equipment operated by public employees throughout the state.

Some vehicles do not receive adequate repairs or are not removed from service because of faulty equipment, and yet they continue to be operated by our members.

UTICA — There is a vital need for improvement in the way public vehicles are maintained and inspected, James Moore, CSEA Region V president, told a group of New York state assemblymen recently at a public hearing on safety in public workplaces.

"The heart of the problem is that publicly-owned vehicles are not inspected at stations outside of public service," Moore said, citing several examples of vehicles which were unfit to drive yet carried 1983 inspection stickers.

"State and political subdivision agencies and departments self-inspect their own vehicles. Inspectors are licensed similar to those operating in private sector stations, and are subject to the same regulations," he said.

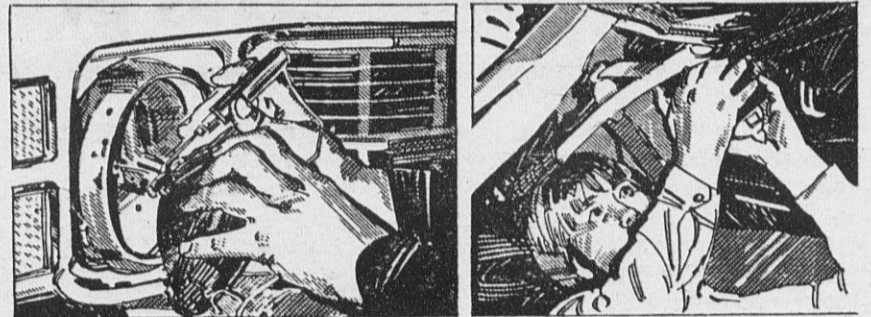
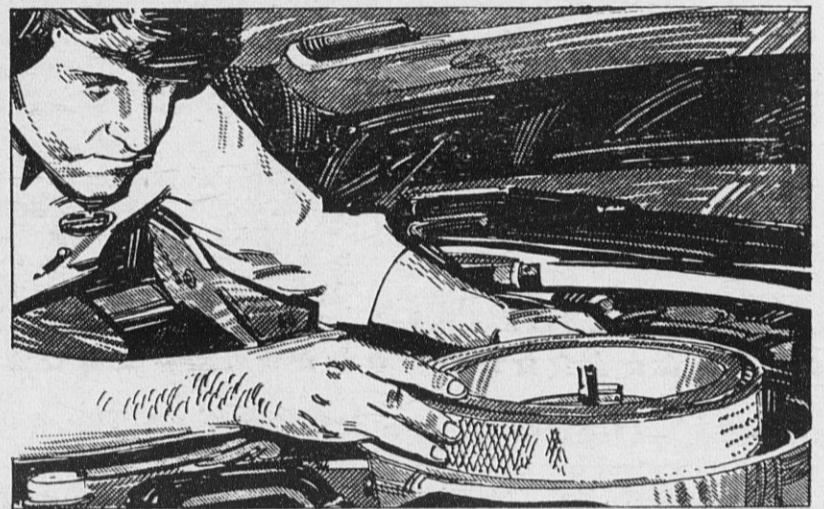
He noted that issuing certificates to unsafe vehicles is a misdemeanor, and records of inspections and re-inspections must be maintained at the station, where they are subject to review.

"The Department of Motor Vehicles spot checks private inspection stations, but who monitors our government stations? Who reviews the records?" he asked. "To the best of our knowledge, the agency responsible for the vehicle is also responsible for enforcement of safety rules and regulations."

Moore said that in addition to non-uniform inspection policies and procedures, annual inspections are not an effective method for monitoring motor vehicle condition.

"The vehicle may be in adequate shape at the moment of the inspection process, but what of the time between the 12 months following the evaluation? As we mentioned earlier, some vehicles do not receive adequate repairs or are not removed from service because of faulty equipment, and yet they continue to be operated by our members."

Moore called for a closer monitoring of vehicles operated by public employees that are exempted from the "motor vehicle" classification. He called attention to such vehicles as tractor engines, road rollers, tractor



cranes, power shovels, road sweepers, police and fire vehicles, road building machines, sand spreaders, factory or warehouse trucks with small wheels, as examples.

"These types of vehicles represent the bulk of vehicles operated by our members. That translates to some 3,939 state employees, and thousands of other public employees, adversely affected by these discriminatory exemptions to the rule," he said.

Moore urged the panel of assemblymen, headed by Chairman Louis Freda, D-49th District, to carefully consider actions necessary to achieve the safe maintenance and operation of publicly owned vehicles.

"We must work toward a closer employee-management awareness of the problem. Periodic inspections and subsequent repairs, if needed, must be completed in a timely manner and this process must be uniform across the state," he stressed.

"At the present time, some employees are actually threatened with disciplinary measures for not driving vehicles they have reported as unsafe to operate. These flagrant safety violations must be stopped if we are to reduce accidents and fatalities in the public workplace."

In a statement to Moore following his remarks to the legislative panel, Assemblyman Anthony Seminerio said he would welcome a suggested bill from CSEA that would, it is hoped, reduce the possibility of accidents by requiring a supervisor or manager to sign a form assuming responsibility when an employee is told to operate any vehicle reported as unsafe.

Accompanying Moore at the hearing in the State Office Building were CSEA OSHA Specialists Angela DeVito and Mike White.

New lunch program provides food for thought

Peekskill food manager has the right recipe for meals that appeal to kids' tastebuds and school budgets

By Anita Manley
CSEA Communications Associate

PEEKSKILL — School district officials here were hungry for a school lunch program that would make money instead of devour it. The students wanted a cuisine that wasn't so lean, and the union was interested in beefing up things so members could keep their jobs.

What to do? Send in a man who does it his way, and the result is a successful school lunch program that has everyone feeling satisfied.

That's what's been cooking at the Peekskill School District, which has gone through a number of changes before finally coming up with a winning recipe for its program.

A year ago, Peekskill's school cafeterias were losing money. Students weren't buying their lunches in the cafeterias, opting instead for the local corner stores and delicatessens which offer such culinary delights as pizza, submarines and roast beef sandwiches.

School officials thought the answer to their problem was to subcontract the program, but instead it found that the plan only brought more problems. CSEA filed an improper practice charge against the school district, and as a result, the Peekskill Board of Education was ordered to rehire all the CSEA employees.

Enter Food Service Manager Ed Gross, on the recommendation of the union. Gross had successfully run a lunch program in the North Babylon School District, and Peekskill officials gave him and CSEA the challenge of proving his program could work for them.

The first month's profits from Gross' new program were tallied recently, and everyone had reason to celebrate. The program made money, and showed even greater promise as more services were being added or were on the back burner.

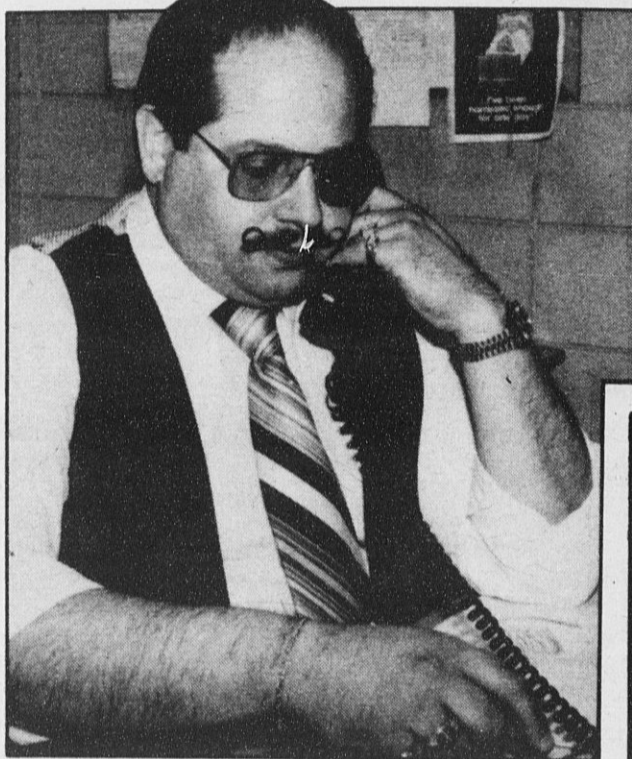
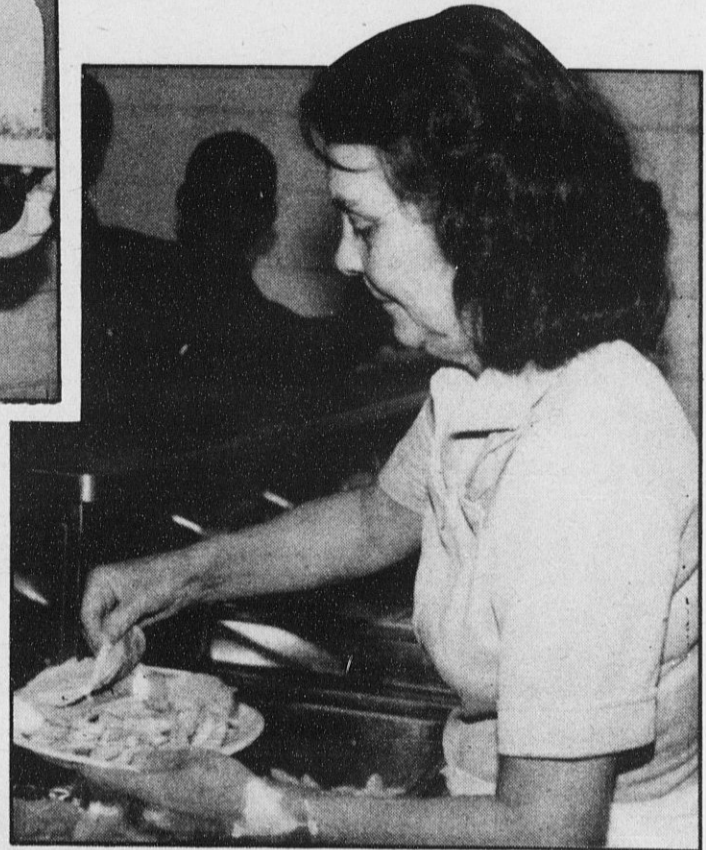
So, how do you compete with pizza, subs and roast beef heroes? With pizza, subs and roast beef heroes, of course. And more... hot pretzels, fresh fruit, yogurt, cheeseburgers and french fries, sausage and pepper wedges, spaghetti and meatballs and a menu that any corner eatery would envy.

Match that with a manager who streamlines working hours and duties and you have a winning program, says Gross.

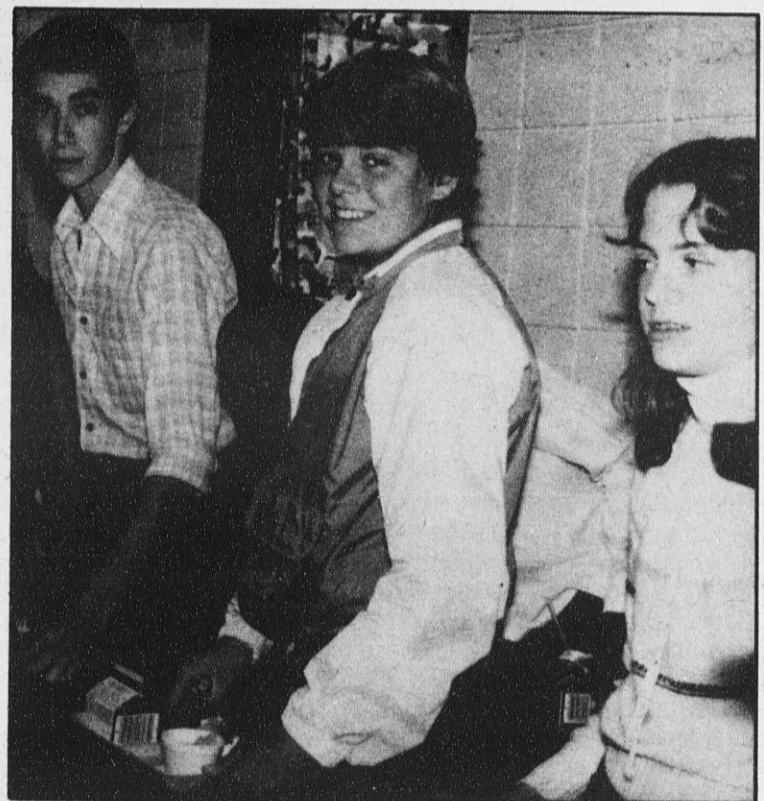
It's not easy, says Gross' assistant, Judy Fetzer. There are more foods to prepare. But everyone is optimistic because the kids are coming back to the cafeteria and



CUISINE FOR TEENS — Marie Scaramellino, below, a food service worker in the Peekskill City School District, serves up a scrumptious lunch to students in the high school cafeteria. School officials are pleased that for the first time in years, the program is showing a profit, while students, at left, look satisfied with their new lunchtime fare.



DOING IT HIS WAY — Ed Gross, above, a food consultant who was recommended by CSEA last year when the Peekskill schools attempted to subcontract their food service operation, is the man behind the money-making lunch program. At right, students line up for lunch.



enjoying what they are eating.

In addition, parents are finding out just how well fed their kids are by coming to school once a month for a lunch tasting session.

Future plans call for an even bigger selection of food. Other services are also offered, such as special packed lunches for classes that are planning day-trips, breakfast specials for teachers, nutrition education and provisions for special diets. Gross even talks about new uniforms for the cafeteria workers which will resemble fast food restaurant uniforms.

Gross is optimistic and advises

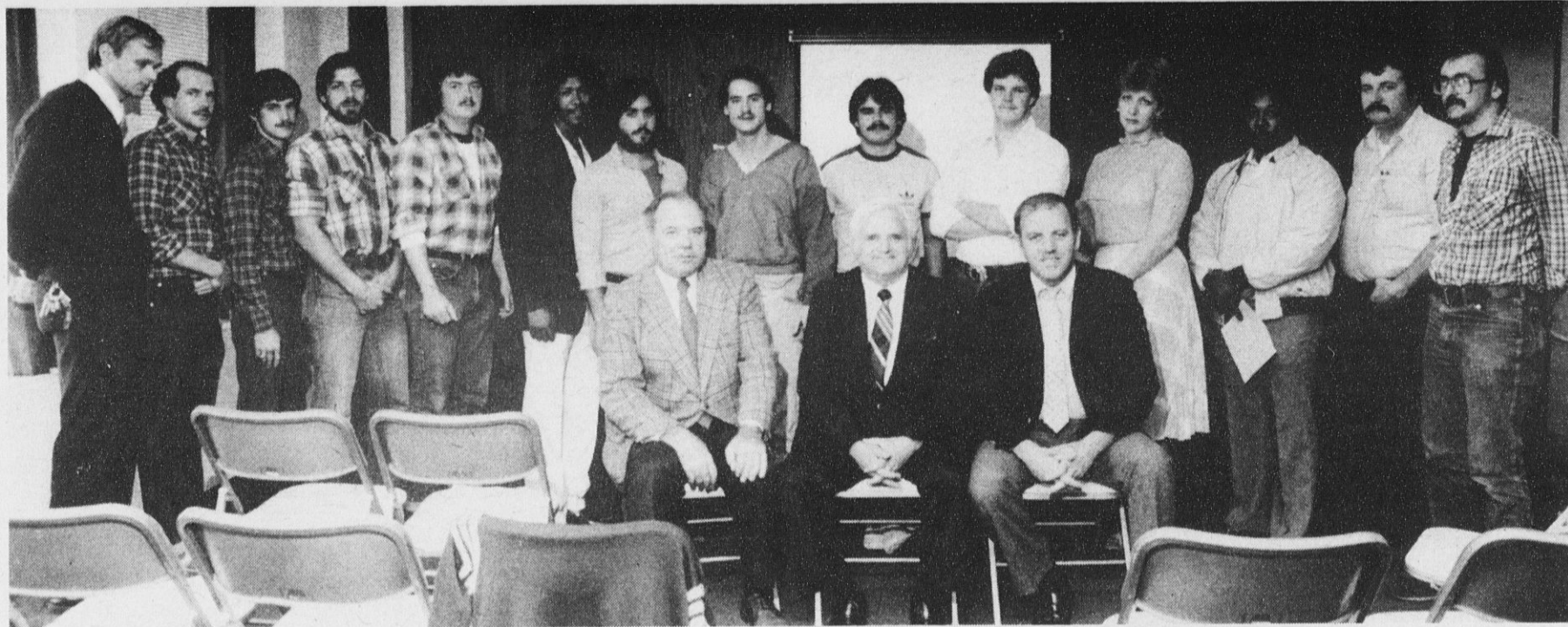
other school districts that it can be done anywhere. "Our future is bright," he remarked. "There should be no problems now. Any school district can do it. All you need is someone who is ambitious, anxious and concerned with the program. You need someone who is knowledgeable and creative."

Larry Scanlon, CSEA's coordinator of School District Affairs, is also optimistic and is pleased that Gross had the opportunity to put his ideas to work. Scanlon says that Gross made recommendations to the Peekskill Board of Education last year when they voted to sub-

contract and never got the chance to prove that his ideas could work. But now that CSEA employees are back to work, the program is profitable with Gross' help.

Most important, says Scanlon, is that the CSEA employees "stuck by their union" when the going got tough. He stressed the fact that the employees believed in the union throughout the year that they worked for the subcontractor.

"They knew that coming back to CSEA meant that their hours might be cut, that they might change their jobs, but they persevered," he said.



STANDING TOGETHER for a class picture are, from left, Martin Deptola, Kevin Eggleston, Thomas Keyoskey, Steven Helm, Kevin O'Connor, Grady Ingram, Michael Mannarino, John Blake, Frank Aguado, Darryl Clifford, Penny Montayne, Joseph Bell, Patrick Casey and Henry LeDuc. Seated, left, is OGS Commissioner John C. Egan, CSEA President William L. McGowan and Director Tom Hartnett of the Governor's Office of Employee Relations.

Apprentices climb first rung of career ladder on the way to becoming stationary engineers

ALBANY — "It's a great opportunity for advancement," says parking lot attendant Frank Aguado.

"I'm going for it," says typist Penny Montayne.

Both are CSEA members, and their optimism was obvious on the first day of a three-year odyssey which will take them up the career ladder to positions as stationary engineer with the state Office of General Services (OGS).

Aguado and Montayne were among 15 chosen from a field of 123 applicants to participate in the New York State-CSEA Joint Apprenticeship Committee's Stationary Engineer Apprentice Program.

Several officials helped provide the

appropriate fanfare for the start of the new program on Oct. 20. They included CSEA President William L. McGowan, OGS Commissioner John C. Egan, and Tom Hartnett, director of the Governor's Office of Employee Relations.

The apprentices are embarking on a rigorous three-year routine which combines both on-the-job training and classroom instruction. Successful participants become recognized journeypeople, are guaranteed grade 12 positions as stationary engineers, and receive 42 college credits leading to a plant utilities technology degree from Hudson Valley Community College.

But what makes the reach for upward mobility unique is that employees will be working and getting paid while in training. And, they hail from various backgrounds, including cleaners and mechanics, workers in power plants and security services as well as typists and parking lot attendants.

It all became possible because of Article 37 of the CSEA contract for the Operational Services Unit, the result of some hard bargaining by CSEA to gain the benefits under the article. Its expectations are best summed up by CSEA President McGowan, who told the apprentices on the opening day of their three-year journey, "You will all be much better off than you are today."

'Union stuck by me,' so Bill Eybers has the job he wanted two years ago

ORANGETOWN — It took more than two years, but Bill Eybers finally got the job he applied for in May 1981.

A grade 12 motor equipment operator for the town since 1957, Eybers applied for a grade 17 sewer system mechanic's position that had been posted. One month later, Eybers learned that the job had been filled by an employee with less seniority.

Eybers said he knew that he was more than qualified for the job, that he met all the minimum requirements and that he had seniority.

With the help of CSEA Field Representative Diane Champion and the union's legal assistance program, Eybers has finally been appointed to the grade 17 job he was seeking. In addition, the town was ordered to pay him the difference in salary for the past two years.

Eybers says he feels triumphant, and praises CSEA for persevering during the two-year-battle. "I feel great about the job," he commented. "The union stuck by me. It's nice to know that I had someone to stick by me. They certainly went to a great expense to help. It was a long fight."

Eybers says that anyone who complains about unions "should try working without one!"

Erie County endorsements listed by CSEA, AFSCME

BUFFALO — CSEA has joined AFSCME in endorsing candidates for Erie County offices in the Nov. 8 general election.

CSEA Local 815 represents about 4,200 white collar county employees, and AFSCME Local 1095 represents 2,400 blue collar county workers.

The endorsed candidates are as follows:

	4th Dist.	Joan Bozer (R)
	5th Dist.	Henry Mazurek (D)
	6th Dist.	David Manz (D)
	7th Dist.	Roger Blackwell (D)
	8th Dist.	Richard Slisz (D)
	9th Dist.	(No CSEA endorsement) AFSCME endorses Sheila Weir (D)
	10th Dist.	Charles Swanick (D)
	11th Dist.	Len Lenihan (D)
	12th Dist.	Marie Richardson (R)
	13th Dist.	Thomas Reynolds (R)
	14th Dist.	William Pauly (R)
	15th Dist.	No endorsement
	16th Dist.	Rick Anderson (R)
	17th Dist.	Ralph Mohr (R)
COUNTY EXECUTIVE		
		Edward Rutkowski (R)
COUNTY CLERK		
		Jane Starosciak (D)
COUNTY LEGISLATOR		
1st Dist.		Ed Kuwik (D)
2nd Dist.		Mike Fitzpatrick (D)
3rd Dist.		Barry Robinson (D)



Benefit program by co-workers and friends is a tribute to memory of Richard Conrad

WEST SENECA — The spirit of brotherhood and unionism shone brightly recently when co-workers and friends of the late Richard Conrad gathered for a benefit to assist the surviving family members.

Highlighting the program was their presentation of a check for \$5,500 that they raised to assist the family.

Richard Conrad, 26, was an employee of the Town of West Seneca Highway Department when, last June 28, he was fatally injured in an on-

the-job accident.

In the above photo, Conrad's mother, second from right, is surrounded by co-workers and friends of her son following presentation of the check. From left are CSEA Region Attorney Ron Jaros, Barb Justinger, Erie County Executive Edward Rutkowski, CSEA Local 815 President John Eiss, MariJean Nichols, County Legislature Chairman Dick Silisz, Kevin Deet, Mrs. Conrad, and West Seneca Highway CSEA Unit President Jim Kittner.

John Vallee dies

TROY — John Vallee, long time CSEA activist, died Oct. 27 after a brief illness. Vallee had been scheduled to attend the 73rd Annual Convention as statewide sergeant at arms but could not due to his hospitalization.

Vallee was a former third vice president of the Capital Region and a member of the Board of Directors from Rensselaer County. He was employed as a food service director at the Van Rensselaer Manor, Rensselaer County.

CSEA Executive Vice President Joseph E. McDermott broke the sad news of Vallee's death to the CSEA delegates who were assembled to conduct union business. McDermott recalled Vallee's 19 years of dedicated service to CSEA and Region IV as he asked those assembled to stand for a moment of silence. C. Allen Mead, president of the Capital Region, viewed Vallee's death as a great loss. "John's life typified our union's motto, 'We Serve,' to the fullest."

Vallee is survived by his wife, Grace, six daughters and two sons. Grace and one son are both active CSEA members and plan to carry on John's dedication to CSEA.

Anyone wishing to make a donation to Vallee's memory can send contributions to the Deacon's Fund Sixth Avenue Baptist Church, 101 Street and Sixth Avenue, Troy. Vallee was a trustee and former deacon of the church.

Caloumeno decision upheld

KIAMESHA LAKE — Penalties imposed last June against former Region II President George Caloumeno by the CSEA Judicial Board were overwhelmingly upheld by the union's statewide Board of Directors at their October meeting. The board acted upon the unanimous recommendation of the Appeals Committee.

The judicial board, following seven days of hearings over four months, had found Caloumeno guilty on three charges of violating CSEA's statewide and local constitutions and the union's financial standards code.

The first charge was misappropriating and improperly using union funds by accepting two checks totaling \$9,050 from Department of Labor Local 350, funds which the judicial board concluded resulted in personal profit to Caloumeno, who served as president of the local.

The second charge involved misleading the investigation of Local 350's financial irregularities by giving false financial information to CSEA officials and staff.

According to extensive testimony, Caloumeno first explained the two checks totaling \$9,050 as personal stockbrokers checks cashed by Local 350 as a favor. Subsequently, the former local president said the funds were for expenses incurred in publishing a "Members Service Directory Booklet" for Region II, an explanation contradicted by testimony of vendors involved with the publication.

In its ruling, the judicial board concluded: "It is obvious that this money was received from vendors doing business with Region II. . . . It cannot be denied that an elected officer who uses his position in the union to solicit monies from vendors and pockets that money is engaging in conduct detrimental to the best interests of CSEA. Using one's union office to solicit

money for personal profit undermines the integrity of the union and leaves a taint which impairs the union's reputation."

The third charge cited Caloumeno for accepting from Local 350 \$10,400 for an automobile one week before he resigned his office as local president, and by accepting a check for \$361 for insurance coverage on that car on the last day of his term as local president.

Although several explanations were offered by Caloumeno's attorneys, based on minutes of the Local 350 Executive Board meeting, the car was presented to Caloumeno to cover unreimbursed expenses he claims to have incurred years earlier as a grievance steward. The local's financial records indicated Caloumeno received approximately \$5,000 each year he served as president of the local, including honorarium and expenses incurred for mileage and car repairs.

The judicial board pointed out that compensating a union officer one week before he leaves office for undocumented expenses incurred some five and six years earlier when he was not even an officer is not a reasonable or valid use of union funds.

The judicial board concluded: "The conduct of George Caloumeno in taking almost \$20,000 of union funds for his own personal gain is reprehensible. By doing so, he has rendered a singular disservice to his union and to the members he had an obligation to represent."

The judicial board imposed the following penalties, upheld by the board of directors' nearly unanimous vote last month: Caloumeno was removed from the office of president of Metropolitan Region II and prohibited from being a candidate for any elective position or holding any appointed office in CSEA for a period of three years. Caloumeno is also required to make restitution of the \$9,050 in 12 monthly installments and to return the automobile to Local 350.

73rd ANNUAL DELEGATES MEETING

McEntee: We'll work with CSEA to put Mondale in White House

By Tina Lincer First Associate Editor

KIAMESHA LAKE — Working together, CSEA and AFSCME can help oust Ronald Reagan from the White House and carry Walter Mondale to the president's seat in 1984.

"(It's) the biggest, the toughest, the most ambitious political action campaign ever undertaken by an American trade union," proclaimed Gerald W. McEntee, president of the American Federation of State, County and Municipal Employees, to the thousands of delegates gathered at the CSEA Annual Delegates Meeting at the Concord Hotel recently.

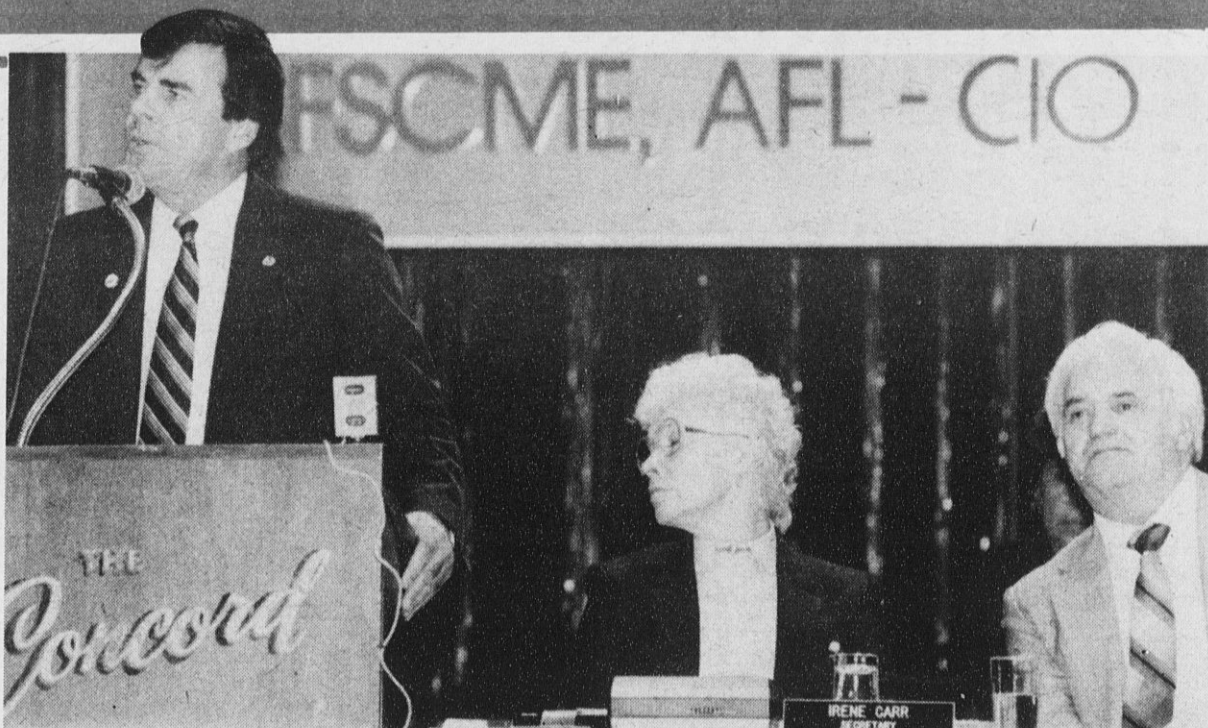
"Our goal is no less than to put Ronald Reagan back on his horse and send him back to California on a long, extended vacation.

"Our goal is to elect a candidate who will give all of the people some fairness after a long, four-year drought."

In a compelling speech that drew applause and cheers at several intervals, McEntee outlined the discrepancies between the sweeping promises of Candidate Reagan and the harsh policies of President Reagan.

He said Candidate Reagan promised "to reindustrialize America, create jobs and put America back to work... and then visited upon us the highest unemployment rate since the Great Depression. Today we have 19 million men and women in America who are unemployed or underemployed."

He cited other economic and social woes stemming from the policies of the Reagan administration, including a massive budgetary deficit which is still climbing; costly overruns in the Department of Defense and involvement in



McENTEE SPEAKS — AFSCME President Gerald W. McEntee speaks to delegates at the Concord. With him at dais are CSEA Secretary Irene Carr and President William McGowan.

three war zones in the world; and reduced aid to education and the poor.

"Even today 34 million people, mostly women and children, are prisoners of poverty," he said. "Food assistance alone by this administration has been cut by 12 percent, and we see Reagan create a committee to find out why we have hunger in the United States.

"If he would leave the White House and walk three blocks in either direction, he would see four soup kitchens where men and women and children stand in line seven days a week to avoid hunger in this country."

Despite the dire consequences of Reagan's reign, there has been a "new feeling, new hope and new desire" to fight back spreading across this country, according to McEntee, and AFSCME and CSEA are in the forefront of that fight.

In addition to leading Solidarity Day 1982, he said, AFSCME played a leading role in electing

new, more responsible leaders to various statehouses across the nation, including Michigan, Wisconsin, Texas, Ohio and Illinois.

And in two of those states, Ohio and Illinois, AFSCME helped win collective bargaining rights for public sector workers for the first time in the states' history.

McEntee said the "showcase of all" for AFSCME is New York, where CSEA was a moving force behind helping Mario Cuomo win the governorship.

The AFSCME leader applauded CSEA's efforts in helping to reduce state employee layoffs, and reminded the delegates once again of their political clout. "We know we can turn Mario Cuomo out from the governor's chair in Albany if he doesn't treat us fairly, if he doesn't treat us decently," he said.

McEntee pledged his million-member union's continuing support to CSEA, adding, "We want to be more politically active than ever before.

"We want to change the complexion of the legislature so they never again balance the budget in this state on the backs of public employees.

"Then we want to work with you to move into the White House."



Gerald W. McEntee
President

William Lucy
Secretary-Treasurer

Lucy: We ask for all unions to pull together

By Anita Manley
CSEA Communications Associate

KIAMESHA LAKE — "The rich get richer and the poor get poorer," said William Lucy to delegates of CSEA's 73rd annual convention last week.

Emphasizing that the present administration and its economic policies have resulted in mass layoffs and poverty conditions for many, Lucy, secretary-treasurer for AFSCME, told the delegates that they must demand sensible programs that will meet the needs of our people."

Urging the members' support of Walter Mondale, Lucy pointed out that in an unprecedented move, U.S. labor organizations have pledged to remove Reagan from office. "A million-member institution should not be silent," he said. "Blacks, Hispanics, women's groups and all people of good will are coming together and saying, 'We've had enough!' We are asking for all unions to pull together. We see victory at the end of the tunnel. People are weary."

Lucy explained that CSEA is an "integral part of AFSCME" and assured members that the union "is in good shape.

"Rest assured," he remarked. "The purpose of the union is to deal with the problems of its members, but we have a broader mission."

According to Lucy, AFSCME recently won representation rights for more than 30,000 new members, and expects to represent an additional

15,000 soon. AFSCME has also won collective bargaining rights in Ohio, and Illinois, and in the state of Washington it won a billion dollar pay equity case. "In New York State," he added, "there is no question of our increased political clout. We're moving forward."

But unions have come under increased pressure, he warned. State workers are being laid off, one school district in California has declared bankruptcy. One major county went to a four-day workweek. "And the unions have become the scapegoats."

Therefore, he said, "It's our responsibility to make the public aware of the value of the service we provide.

"If I were a millionaire," he pondered, "I wouldn't worry about those services. Unfortunately, we do have the sick, the poor and the mentally ill to care for. We have the responsibility to maintain a level of service.

"The problem is," he continued, "Reagan people look after each other. While these people were making money, they were tearing away the safety nets for the poor."

Lucy charged that the unrest in the Middle East, in El Salvador and in Grenada are being used as diversions to shift attention from problems here in the U.S., where 42 percent of the income goes to 20 percent of the highest wage earners.

"There's something wrong with that," he said.



73rd ANNUAL DELEGATES MEETING

Delegates attending the nearly week-long 73rd Annual Delegates Meeting in Kiamasha Lake participated in meetings, workshops and seminars that covered a broad range of topics. In addition, they heard reports from virtually all top elected CSEA officials; the top two officials of AFSCME, President Gerald McEntee and Secretary-Treasurer William Lucy; and labor's endorsed choice for Democratic

candidate for President of the United States, Walter Mondale. The 73rd Annual Meeting was an exceptionally busy and productive one. Reports on the accomplishments during the Meeting are printed throughout this issue. Additional coverage is planned for the next issue of The Public Sector as well.



Increased funding ok'd for political action war chest

KIAMESHA LAKE — CSEA delegates strongly backed a revamping of the union's political action funding mechanism and passed a measure changing the current flat dollar amount to a 3 percent funding figure.

For seven years, the CSEA political action program has been financed by a 10 cent biweekly, or \$2.60 annual, portion of members' dues and agency shop fees. While this served to establish the reputation of CSEA in the political arena, increased political action activity on the statewide, regional and local levels put a strain on the available financial resources.

When the CSEA Political Action Fund was originally created, the \$2.60

figure represented 4.5 percent of annual dues; the amount is now equivalent to 2 percent of dues.

The newly-approved 3 percent formula, equivalent this year to \$4.05 annually, will increase the union's Political Action Fund by some \$300,000. The amount will enable the fund to increase campaign contributions and will be used to fund additional political action positions, including six located in the CSEA regions and additional clerical positions at statewide headquarters.

The new funding formula is not a dues increase, but simply an internal reallocation of revenue within the existing dues structure.

Delegates detail staffing crises at mental hygiene facilities

By Tina Lincer First
Associate Editor

KIAMESHA LAKE — Delegate after delegate at the mental hygiene meeting at last week's CSEA convention graphically detailed injustices and deplorable conditions at psychiatric and developmental centers across the state.

"Therapy aides are burned out. We cannot deal with it. Staff morale is so low it has hit rock bottom," said Robert Watkins, president of Letchworth Village Developmental Center Local 412, in an impassioned plea to halt understaffing at his facility — a plea which brought a standing ovation from the 200 or so delegates in attendance.

Complaints by the institutional employees were hammered out against a backdrop of sometimes evasive and often non-committal responses from the state's two new commissioners in the mental hygiene agencies, Arthur Y. Webb of the Office of Mental Retardation and Developmental Disabilities (OMRDD) and Steven E. Katz of the Office of Mental Health (OMH).

Even as Commissioner Webb declared that mental hygiene therapy aides — MHTAs — are "the backbone of our system" and that "we're only as good as our direct patient care staffing," Delegate Watkins spelled out problems resulting from the impact of layoffs and early retirement.

"Layoffs have not met the needs of Letchworth clients," he declared. "I never thought I'd see the day when a ward of clients was left alone, when there were only two people in a building with four wards."

"And when an individual can work 40 hours one week and 38 hours overtime and still get a notice of discipline for not working extra time . . . How much can you expect from us? How can you do this to our clients?"

Also decrying the critical effects of understaffing at the state's mental hygiene institutions was Eugene Haynes of Suffolk Developmental Center Local 430, who noted that it's not uncommon for some MHTAs to put in two 16-hour days and one eight-hour day to comprise a 40-hour workweek.

Another delegate expressed concern over having MHTAs dispense medication, which they are not licensed to do, while a delegate from South Beach Psychiatric Center Local 446 protested against MHTAs working out-of-title "as clerks, in medical records, as somebody's flunkie . . . Yes, we can file a grievance, but it takes about a year and you can die waiting," she said.

"A MHTA is not supposed to be a medical records clerk or an MVO (motor vehicles operator)," she continued. "This reduces staffing on the wards." Francis Wilusz of Wilton Developmental Center Local 416 spoke about departments that are "top-heavy" in their staffing.

"If you want to get rid of some heads, start at the top," he said, drawing a round of applause. "Grade 25s and 32s seem to fall out of the sky, and yet we're supposed to tighten our belts."

Wilusz also called for significant growth of state staff in community residences, a practice supported by Commissioner Webb, who said, "We will expand our community resources effort over the next three years."

A delegate from Gowanda Psychiatric Center Local 408 expressed concern over the proposed plan to convert Gowanda into a state prison. "We want to get back to the care of patients and not be worrying about what's going to happen," he said.



RUBY EVERETTE, a delegate from Monroe Developmental Center Local 439, asks some hard questions during mental hygiene departmental session. Awaiting his turn is Robert Nurse of Brooklyn Psychiatric Center Local 402.



OMRDD Commissioner Arthur Y. Webb.



OMH Commissioner Steven E. Katz.

Commissioner Katz responded that "no one from OMH sees Gowanda closing, and as far as I know, no one from the governor's office sees Gowanda closing."

As for layoffs in OMH, Katz had this to say: "We don't anticipate any further layoffs this year. Hopefully, we'll have about 400-500 positions to fill."

But when pressed about which positions would be filled, Katz drew boos from the audience for his answer that psychiatrists, psychologists, social workers and nurses would most likely fill them, and that "therapy aides would be the last to be considered."

Of staffing levels in OMR, Webb said, "We will do what we can to build back slowly. It's been a very difficult time. We're down over 2,000 positions from a year ago. The best way to have good patient care is to have employees who are satisfied."

"I will not be part of a system that does not provide first-class care."

Women, in leadership positions, key to future of labor unions

By Tina Lincer First
Associate Editor

"Women are the key to the future of labor unions. If unions are to continue, they must actively recruit women and promote them to positions of leadership."

That was the message from speaker Alice Brody to participants at a woman's seminar at CSEA's 73rd Annual Delegates Meeting at the Concord Hotel last week.

Some 50 women turned out for the session, called "A Woman's Place . . . Is Her Union."

Brody, a labor extension specialist at the Cornell University Institute of Labor Relations (ILR), noted that in today's political and economic climate, unions are facing harsh critics and are having trouble recruiting new members.

"Right now, we are faced with a situation where unions are under attack," she said. "The percentage of unionized workers in this country is the lowest since the 1920s."

She said that some 19-20 percent of all workers are unionized. But while 30 percent of all working men are in unions, only 12 percent of women are, "and this is something we have to address."

She cited the following reasons for the low numbers of union women:

- Women are concentrated in unskilled, low-paying jobs which tend to have high turnovers. "If you do not stay long enough, you cannot organize, and many corporations perpetuate that," she said.
- Most women have a second job — taking care



of their families and homes. This leaves them little time or energy for union activities.

- Many women in the white collar professions tend to associate unions with blue collar workers.
- Many unions have historically excluded women from their ranks.

Brody noted that women who do organize earn 30 percent more than their non-unionized sisters, and that the fastest-growing unions today, such as

AFSCME and SEIU, have the largest percentage of female members.

However, women in unions are underrepresented in leadership positions, she said, and on local levels, where they are most involved, many stay in traditional women's roles such as secretaries.

Brody noted that women currently make up 42 percent of the working population in this country, and that by the end of the 1990s, that figure will soar to more than 50 percent.

Women who enter the workforce between now and then will do so in large numbers in the service industry, the fastest-growing sector of jobs, and will remain concentrated in the least-skilled, lowest-paying positions.

Other statistics on women in labor were supplied by Women's Program Specialist Marcia Calicchia, also of Cornell's ILR.

She said the average woman spends 26 years of her life on the job, and that the majority of women work because they have to — because they are single, divorced, widowed or have husbands who earn less than \$10,000 a year. Only 1 percent of the executives in the American workforce are women.

Citing a recent survey of stress factors in 130 occupations, Calicchia said secretarial and clerical workers are in the most stressful jobs — second only to video display terminal (VDT) workers, most of whom are women.

In discussing the role of women in CSEA, union Education and Training Specialist Peg Wilson facilitated a discussion on local and regional women's committees as well as the role of the Special Women's Committee.

The participants listed areas of concern to women which they feel must be addressed either through their locals, regions or women's committees.

Among the priority concerns they named were improved communications about women's activities and accomplishments; increased respect and support from other men and women in the union; improved contract language; pay equity; and greater political action involving issues sympathetic to women's needs.

Women's vote very powerful

KIAMESHA LAKE — "Now politicians are realizing that when the votes are counted, women count. American politics will never be the same again," according to Irene Natividad, vice chairwoman of the National Women's Political Caucus.

The "gender gap" — the difference in the way men and women vote and think on political issues — was just one of the topics she discussed during the political action seminar at the Annual Delegates Meeting.

"Polls show that women are now voting on the basis of issues on which they feel strongly, not the way their fathers or husbands vote," the dynamic political activist said. "We have learned that our private values are important enough to become public," she added, pointing to women's expressed concern for such key national issues as inflation, unemployment, education, the environment and the elderly.

Noting that two-thirds of the women in this country are registered to vote, Natividad declared that "women are beginning to put their votes where their rights are. This isn't a passing fad. We want our concerns at the forefront of the national agenda."

She explained her organization's emphasis on electing women to public office by saying, "Women can help make our government what it is supposed to be — representative."

The statistics tell the story. Only 2 percent of

the U.S. Senate are women, and only 22 women currently serve in the House of Representatives. On the state level, 13 percent of the legislators are women; 11 percent of the New York legislative seats are held by women. Only 11 percent of the mayors of cities with populations over 30,000 are women. And these are record high figures.

"But these token numbers of us on the inside still can't speak up adequately for the millions of us on the outside," Natividad emphasized. "Government by men can only be a government for men."



73rd ANNUAL DELEGATES MEETING

Battling the union busters

By Melinda Carr

CSEA Asst. Director of Communications

KIAMESHA LAKE — Organized labor has to be on the alert for union-busting efforts from both the legislative/political front and from hired union-busting consultants, according to Bernard L. Flaherty of the New York State School of Industrial and Labor Relations.

In his union-busting seminar during the CSEA Annual Delegates Meeting, Flaherty pointed out that there are now some 88 firms in business exclusively as union busters.

"One of the first things they do for the employers is to write out a battle plan. These are always the same; there's never any originality," Flaherty told the group. "If you can get access to this plan, you can so easily use it against them. It's just like a football team having access to the other team's play book. You can totally destroy their offense."

Union busters often advise employers to hire as many Cubans, Mexicans, Eastern Europeans and women as possible because research shows that these groups are not strong union supporters.

"Unions are really not set up for women, and many unions are not paying attention to the needs of women," Flaherty warned. "Even most union meetings are held in the evenings when (women have) to watch the kids." He pointed out that unions which aren't focusing on the concerns of their women members increase their vulnerability to union-busting efforts.

One of the key union-busting organizations working on the legislative front is the National Right to Work Committee, the labor relations specialist pointed out.

"But in New York, organized labor is strong, so it's not popular to support a so-called right-to-work law," he said. "That's why you'll find no registered lobbyist in this state for this anti-union legislation."

"Instead, they use three groups as fronts: Associated Industries, the New York State Chamber of Commerce and the New York State School Boards Association. One of the measures these groups will be pushing next session is a requirement that employees sign a personal oath not to strike, with a penalty of automatic discharge. This is the kind of union-busting effort that labor must always be on the alert for."



AMONG ESTIMATED 1,500 delegates attending 73rd Annual Meeting were Adele Borakove, left, of New York City Local 010, Tom Stapleton of Nassau County Local 830 and Jeanne Angiulo of SUNY Farmingdale Local 606.

The cost of decontrolling natural gas

By Melinda Carr

CSEA Assistant Director of Communications

KIAMESHA LAKE — "Natural gas prices are too high and rising too fast, and if you don't think this is an important issue for union people, just ask the people sitting around you what's happening to their heating bills," said Harold Leibovitz of the Citizen/Labor Energy Coalition (CLEC), setting off a buzz of agreement among participants at the political action seminar at the CSEA Delegates Meeting last week.

"We've seen a 35 percent price increase in the past year, and over the next three years New York's gas bill will increase by \$3.4 billion. Any way you look at it, that \$3.4 billion comes out of New Yorkers' pockets," he told the delegates.

Leibovitz pointed out that public employees have a special stake in the issue of natural gas deregulation, as governments' costs for gas eat into already strained budgets. He cited as an example the Rochester school district, already operating with a \$6 million budget deficit.

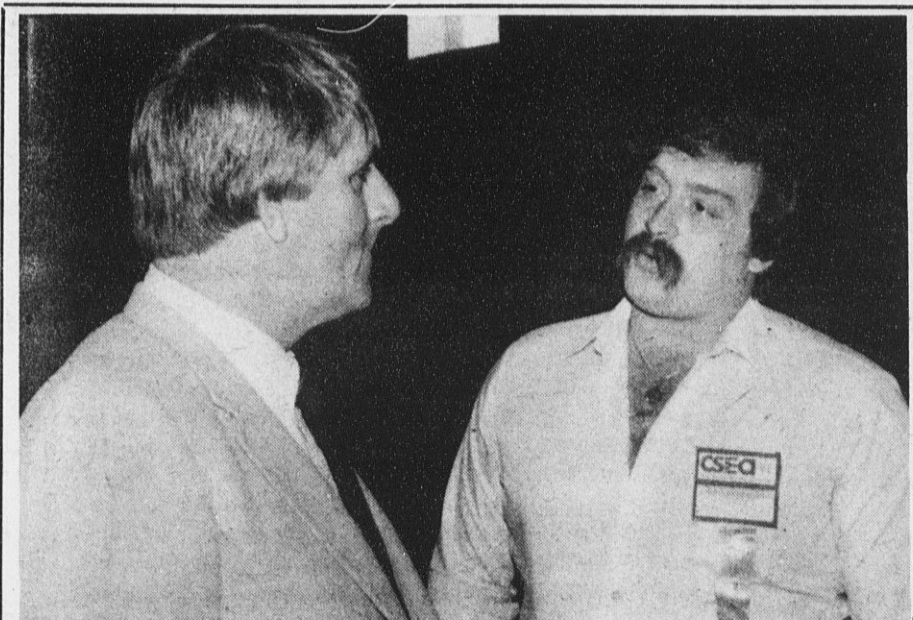
"The district's gas bill will go up \$700,000 this

year, which will mean cutting programs, cutting teachers, cutting support personnel," he said. "And this same scenario is being played out all over the state."

CLEC has mounted a nationwide campaign to stop natural gas decontrol and the spiraling prices it is creating. The group's immediate goal is passage of the Natural Gas Consumer Relief Act now before Congress.

The bill would put permanent controls on cheaper "old" gas; roll back well head prices on new gas; extend controls on new gas to Jan. 1, 1987 (they are currently set to expire Jan. 1, 1985); ensure that pipelines pump the cheapest gas available and that pipeline companies work at arm's length from gas producers; and limit the ability of the Federal Energy Regulatory Commission (FERC) to decontrol prices administratively.

Liebovitz urged CSEA members concerned about soaring gas prices to get in touch with their congressional representatives and urge them to vote for the Natural Gas Consumer Relief Act (S996 and HR 2154) and to vote against old gas decontrol in any form.



WESTERN REGION PRESIDENT Robert L. Lattimer, left, discusses an issue with Brian Madden of Roswell Park Memorial Institute Local 303.

PEOPLEthon nets \$1,900 in pledges

KIAMESHA LAKE — CSEA delegates and staff employees who participated in the three-mile PEOPLEthon run held in conjunction with CSEA's 73rd Annual Delegates Meeting at the Concord Hotel here helped raise more than \$1,900 in pledges to PEOPLE — Public Employees Organized to Promote Legislative Equality, the political action arm of AFSCME.

Funds raised in the PEOPLEthon and other fund-raising activities will be used in next year's federal elections. The run here was part of an overall campaign being conducted by CSEA's recently-formed Special PEOPLE Committee in an effort to raise \$50,000 in voluntary contributions over the next year for PEOPLE.

In the mens' division at the recent race, CSEA Collective Bargaining Specialist Roger Kane came in first, followed by CSEA Collective Bargaining Specialist Danny Jinks, second, and Bill Harris, third. In the womens' division, Jean Tuttle finished first, followed by Penny Bush, second, and Denise Berkley, third. Jean Frazier received a prize for raising the most pledges, more than \$300. Seventy-five-year-old Al Robinson received honorable mention for completing the course.

73rd ANNUAL DELEGATES MEETING

CSEA, AFSCME connection benefits both

KIAMESHA LAKE — "CSEA is quite sophisticated in its political action and education efforts," so much so that AFSCME now primarily is concentrating on organizing efforts, AFSCME Area Director Stephen Fantauzzo told delegates.

Fantauzzo spoke about "The Albany-Washington Connection," how CSEA and AFSCME work together since the affiliation between the two several years ago. He noted that in the beginning of the affiliation, AFSCME concentrated on political action and education, but CSEA has developed its own expertise and assumed a major role in New York State in those areas.

On the panel during the seminar were AFSCME Director of Education John Dowling and AFSCME Director of Public Policy Robert McGarrah. Both discussed how the affiliation provides CSEA with nationwide influence.

"We have targeted for defeat powerful national politicians who carry the banner of the New Right," McGarrah said. "We are raising money and motivating people to defeat politicians who dismiss the needs of American workers." Dowling discussed a new AFSCME film, "Merchants of Fear," designed to make people aware of the dangers of the New Right's thinking.

CSEA statewide Secretary Irene Carr said CSEA has always maintained its strength by its ability to construct the union's direction from the concerns of a diverse membership.

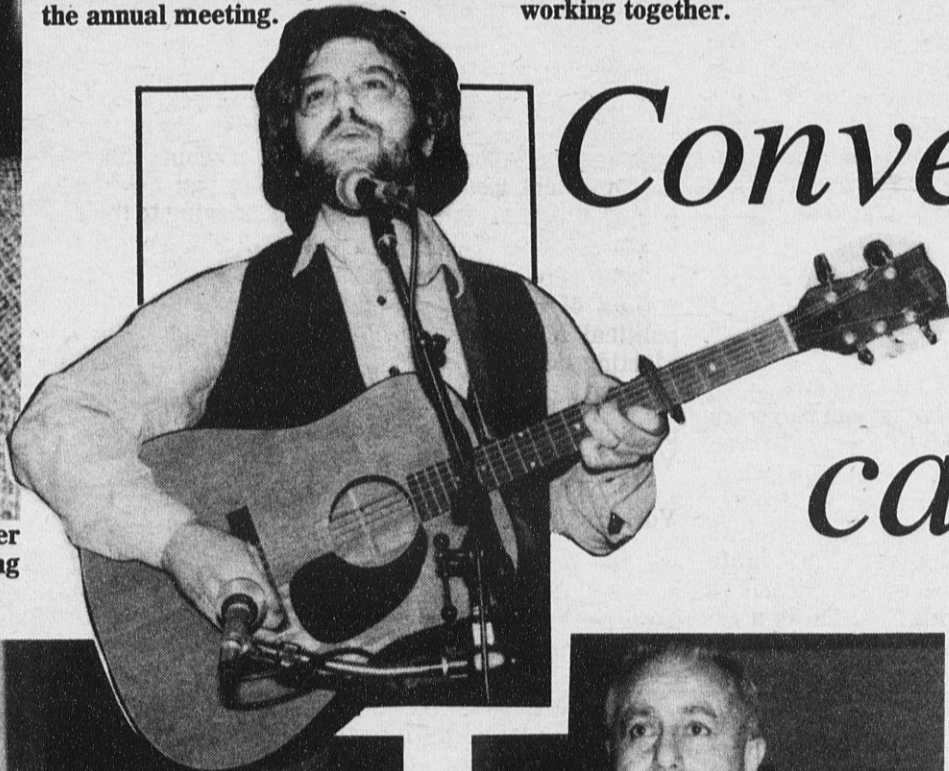


TOM HALEY, CSEA's director of legislative and political action, noted the capacity of CSEA and AFSCME for ironing out their differences and working together.



MARY SULLIVAN, president of Herkimer County Local 822, shows intensity during discussion on an issue.

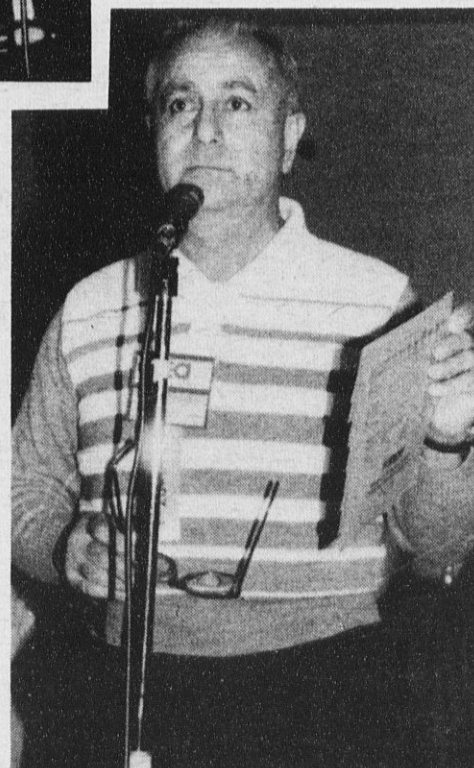
NOTED LABOR SINGER Tom Juravich, who has marched on picket lines and sung in union halls throughout the Northeast, performed for union delegates during the annual meeting.



Convention candid



DELEGATES CONFERRING here are Cheryl Sheller of Saratoga County Local 846 and Tom Elhage of Oswego County Local 838.



CHARLES FOSTER, chairman of the retirees committee, raises a point during debate on retirees issues.



CAPITAL AREA delegates included Louis Altieri from Schenectady County Local 847.

Shaffer, womens' committee agree 'inequities exist in all governments'

Secretary of State promises to look into any inequities

POUGHKEEPSIE — Pay equity, affirmative action, pensions and VDT's were among major topics of discussion during a recent CSEA Womens' Committee meeting here with Secretary of State Gail Shaffer.

Helen Zocco, a member of the statewide Women's Committee and chairperson of the Region III and Dutchess County Women's Committee, led the forum with a comment that she is awaiting word on funding for a study on comparable worth and pay equity.

Shaffer commented that local civil service commissions should enforce pay equity legislation. "Inequities exist in all governments, whether county, municipal or school districts," she said.

A recent revision in the requirements for certain job positions in the Dutchess County Department of Social Service provoked a heated discussion. It was pointed out that the job description for a caseworker now requires a bachelor's degree, whereas previously, experience as a welfare examiner could be considered a qualification for the job. Zocco said persons who now hold the position of case worker, who do not possess a B.A., are being eliminated from the job and demoted. This is also happening in other departments, including mental hygiene and health, said one woman.

"We're educating people out of jobs," remarked Joan Storms, an employee of the Dutchess County Mental Hygiene Department. "Colleges give credits for life and work experience," Storm pointed out. "They recognize the value of experience."

Raymond J. O'Connor, president of CSEA Region III, commented that qualifications for such jobs should be handled uniformly throughout the state. "It's a deep-seated problem," said O'Connor. "Albany tends to please local commissioners. It's kind of a haphazard approach."

Shaffer admitted that she, too, agreed that a problem exists. "I worked as a paralegal and did the work of a lawyer, but I did not get paid for it," she said.

"A woman who has worked for 15 or 20 years as a clerical probably cannot afford to go to college," said Carol Peets, president of Mid-Hudson State Employees Local 009.

Further discussion centered on low-paying jobs for entry-level employees. Ironically, it was emphasized, this issue has recently come into the spotlight because more men are moving into traditionally female jobs, said Mary Rich, president of the Dutchess County Unit. "They are also concerned," she added.

"You don't see too many men vying for Grade 4 clerical jobs," said Peets, but you're seeing more now because of the job market."

VDT's also seem to be a "women's problem" said some committee members, who pointed out that women are usually the employees who use them the most.

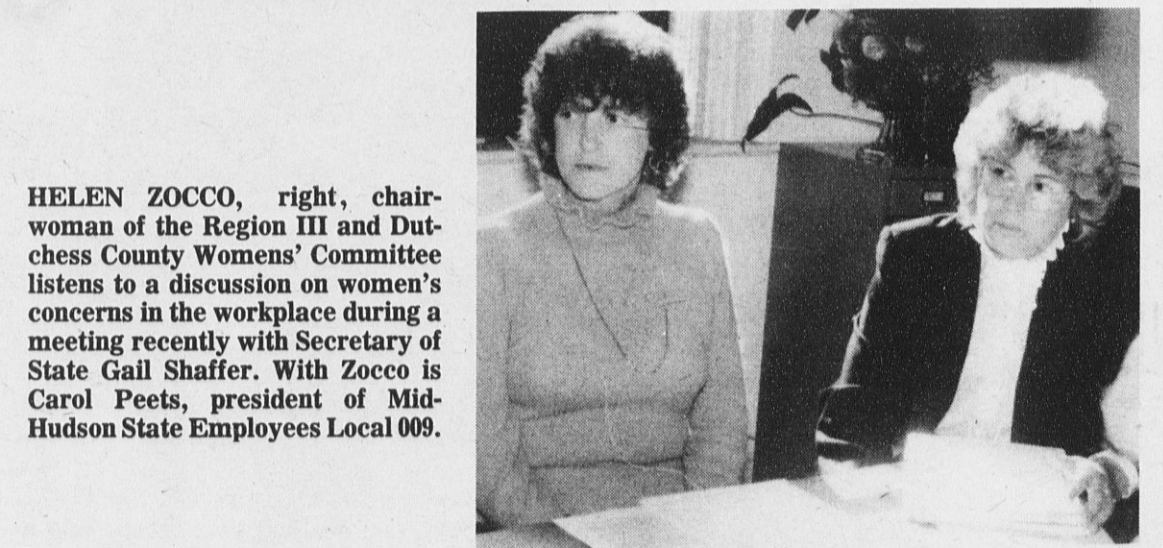
Zocco said that some of the major factors not addressed by employers include proper lighting, proper chair, frequent rest periods away from the terminal and proper adjustment of the terminal. "Education of management as well as the employees is of prime concern to us," she said. "We would like to see the State of New York address these concerns and issue a policy regarding use of this equipment."



RECENT MEETING with Secretary of State Gail Shaffer was attended by members of CSEA Region III. Seated are Shaffer, left, and Carol Peets, president of Mid-Hudson State Employees Local 009. Standing from left are Charles Rexhouse, Colleen Bleimeister, Mary Rich, Carl Mathison, Joan Storms, Ellis Adams, Madeline Gallagher, Region III President Ray O'Connor, Helen Zocco and Scott Daniels.



SECRETARY OF STATE Gail Shaffer addresses concerns of women at a recent meeting with members of CSEA's Women's Committee. Also present was Region III President Raymond J. O'Connor, right.



HELEN ZOCCO, right, chairwoman of the Region III and Dutchess County Women's Committee listens to a discussion on women's concerns in the workplace during a meeting recently with Secretary of State Gail Shaffer. With Zocco is Carol Peets, president of Mid-Hudson State Employees Local 009.



Board of Directors

ELECTIONS SET TO FILL THREE BOARD VACANCIES

ALBANY — Nominations are now open and the election timetable has been set to fill three vacancies on the CSEA statewide Board of Directors. The vacant seats on the board's State Executive Committee are Mental Hygiene representatives from Regions III, V and VI.

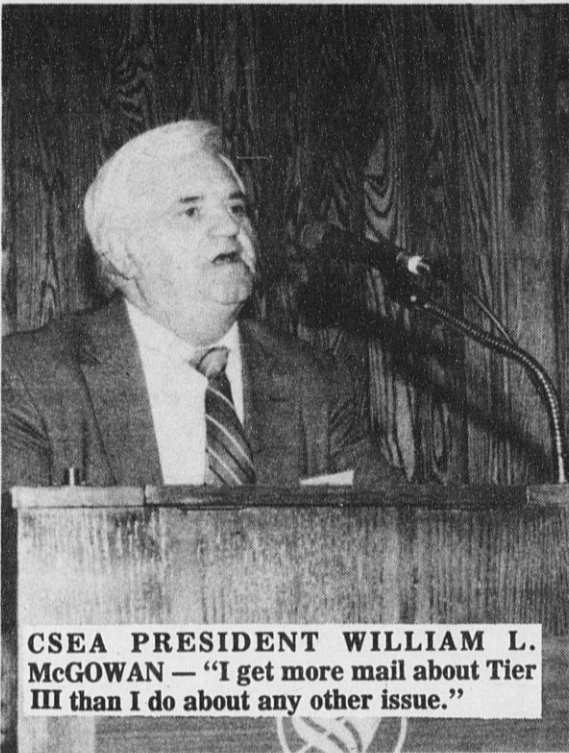
"Request to be a Candidate" forms may now be obtained from the region offices, according

to the union's Statewide Election Procedures Committee.

Under the timetable set by the committee, nominations will close Nov. 28, with the Statewide Nominating Committee scheduled to meet Nov. 29 to name slates of candidates. The independent nominating petition period will begin Nov. 30 and close Dec. 19, with drawing for ballot positions set for Dec. 21. Actual balloting will take place in January.

'There is still a hell of a lot of work to be done'

Tier III still generates more letters than any other issue, McGowan reports



CSEA PRESIDENT WILLIAM L. MCGOWAN — "I get more mail about Tier III than I do about any other issue."

MONTREAL — "Every day I get more mail about Tier III than I do about any other issue." With that remark CSEA President William L. McGowan opened a panel discussion he chaired on Tier III at the annual convention of the New York State Public Employee Conference (PEC) here. Featured were some of the major players in this year's Tier III showdown, including Richard Farley, Ken Shapiro, James Regan and William Scott.

There was general agreement that removal of the Social Security offset was a major step forward, but there was also recognition that there is still more work to be done on the retirement plan.

Farley, state Senate majority counsel, acknowledged that public employees should get the benefits they deserve, but warned that it was "ridiculous to think one simple retirement system will solve all problems." And he offered that "what you'll see is we're going to have to put a dollar cost — percentage cost — on pensions" because he believes "the total cost of pensions will probably have to go down." The challenge for unions would then be to "lift the percentage."

Shapiro, state Assembly assistant majority

counsel, described the Senate as the "weak link in the chain philosophically" and said the bill passed was "the only ball game in town." He also affirmed "there is a future to deal with inequities."

Scott, of the American Federation of Teachers (AFT), warned of the role big business played in the 1970s to change the Retirement System and said the lobby was "working for big business and against working people." He also observed that it took 13 years and "a massive effort" to begin undoing the damage.

Turning to the future, a major priority will be to change the Tier III provision which prohibits members from obtaining refunds of pensions contributions until age 62. The point was repeatedly made that this was their own money and it was blatantly unfair not to make refunds to employees leaving public service before vesting.

At the same time, there was recognition, in the words of James Regan who chaired the state's Pension Commission, that removal of the Social Security offset was "a major step forward." Although everyone agreed, McGowan added "there is still a hell of a lot of work to be done."

PEC unions review the past, plan for future



CSEA CHIEF LOBBYIST Attorney James Featherstonhaugh, left, discusses legislative issues with state Assembly Speaker Stanley Fink during recent New York State Public Employee Conference in Montreal.

Assembly speaker says unions make 'enormous contributions'

MONTREAL — Recalling that "there was a time not too many years ago when public employees had virtually no political impact," state Assembly Speaker Stanley Fink said he now believes "there is hardly an issue which directly or indirectly affects public employees that this organization could not have a major impact on."

Fink, speaking at the PEC convention, hailed the "degree of access to government" which union leaders have and added "it has never been at a higher degree in New York state." And the result, he says, is "enormous contributions."

In other observations, the Assembly leader noted the sacrifices which public employees made "in the 1970s when things were near

collapse" and added union leaders then "became the financial experts." Now "we're starting to make some headway," but Fink cautioned that further progress would require continued cooperation between unions, government and the financial community.

At press time, a state court threw out the withholding provision of Tier III. Details in the next issue of *The Public Sector*.

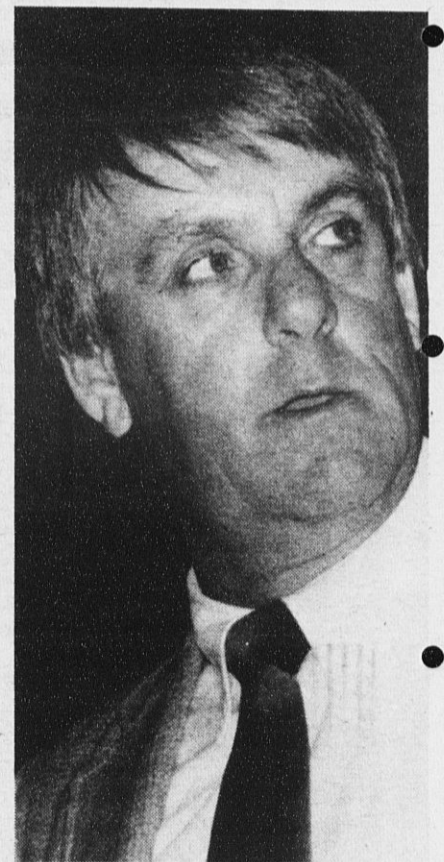
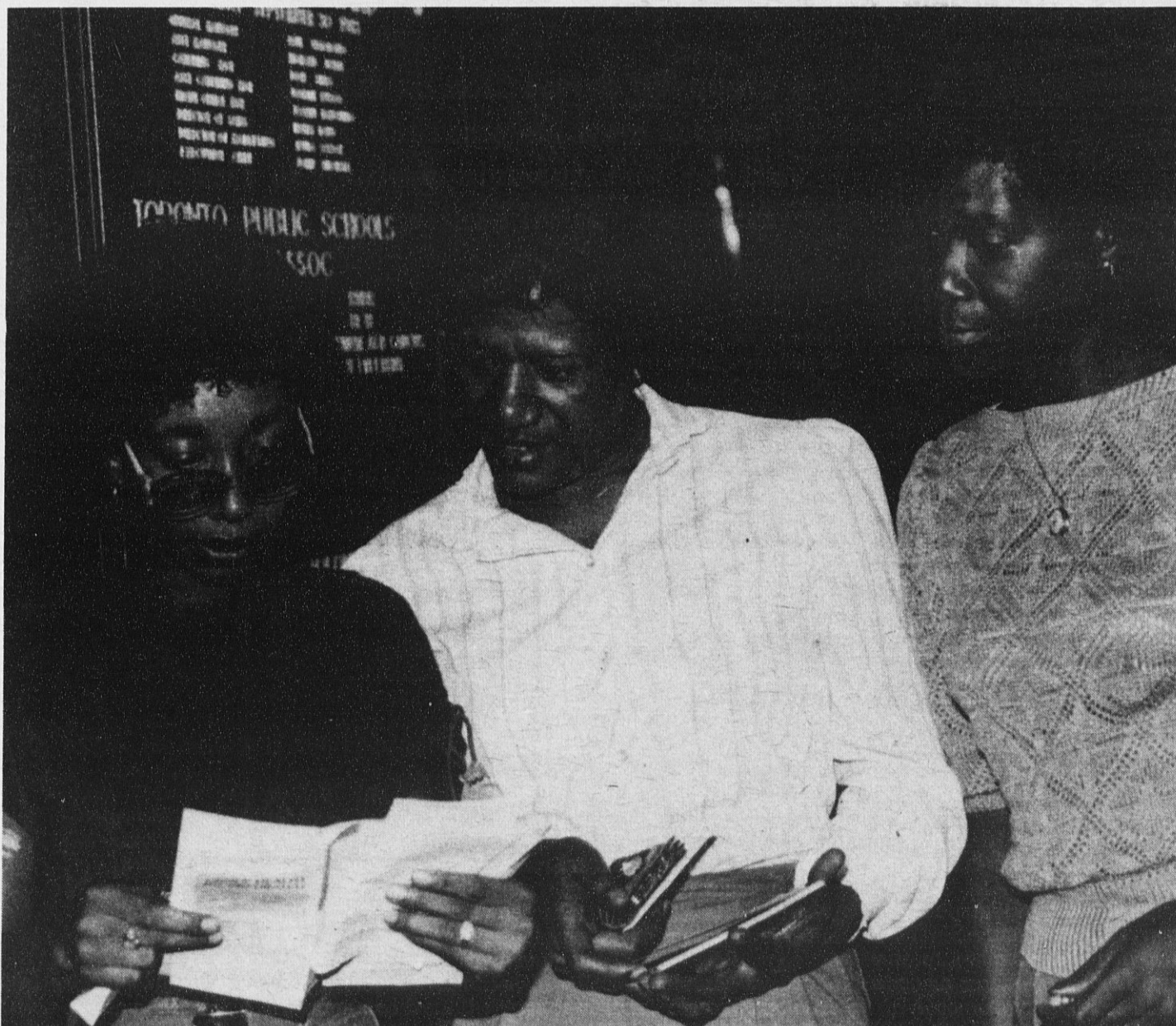


ASSEMBLY SPEAKER STANLEY FINK — "We're starting to make some headway."



IRENE NATIVIDAD, vice chairperson of the National Women's Political Caucus, charges the Reagan administration with creating "a real gender gap."

Women voters could change face of politics



WESTERN REGION VI PRESIDENT Robert L. Lattimer, above, hosted members from throughout western New York state at the regional conference.

ROCHESTER PSYCHIATRIC CENTER LOCAL 410 was represented, photo left, at the conference by, among others, Local Secretary Sandy Howard and members Betty Williams and Geraldine Wiggins.

Women in America rate Ronald Reagan lower than other recent presidents

GRAND ISLAND — The growing political power of women voters and continued disenchantment and disagreement with Reagan administration policies spell out potential for change, for years to come, on the American political landscape.

This was the message of Irene Natividad, guest luncheon speaker at a recent Region VI Conference.

Natividad, vice chairperson of the National Women's Political Caucus, blasted the present administration for "setting women's social progress backward and creating a real gender gap," which she traced, in part, to the removal in 1980 of the Equal Rights Amendment from the platform of the Republican Party.

"Women in America have given Reagan poorer ratings than any president in recent history," Natividad declared, calling it "no accident" that more women vote the Democrat ticket than Republican.

She cited women's disagreement with the Reagan administration on aid to children, child care, jobs, food stamps and other program cuts, as well as the wage gap disparity between working men and women as fuel for the negative perception of "Reagan and Company."

"Further, Reagan appointments of women, where they have occurred, have been made only

for political expediency," she said comparing Reagan appointments of women to the many more of the Carter Administration.

Natividad said Reagan "uses the ploy of listing part-time commission appointments as job appointments, 'But we are not fooled by this tactic.'"

The political power of women will continue to rise with more going to school, raising families, and "more importantly, running for public office from local to state and federal offices."

She also pointed out the prominent role of women in several recent successful gubernatorial campaigns, including that of New York's Mario Cuomo, and the most common issue in which we join with men, "that of worldwide peace."

She urged women to continue to push politically for women's issues as an "agenda for a positive future."

In calling for a greater role by women in all affairs facing Americans, Natividad quoted slave-era abolitionist, orator and freedom fighter Frederick Douglass, whom she referred to as "true feminist."

"A government by man alone is at best only a half supplied government. It is like a bird with one wing...unable to soar...to the highest and the best."

Women have a negative perception of 'Reagan and Company' because they disagree with the administration's cuts in such programs as aid to children, child care, jobs and food stamps. And the wage disparity between working men and women adds more fuel to the fire.



FREDONIA FSA Local 627 representatives attending the Region VI Conference included Local President Chris Palmer, Treasurer Brenda Lupkin, Secretary Phyllis Knight, and Vice President Loretta Smith.

Union's endorsement in Monroe County elections

ROCHESTER — CSEA has endorsed several candidates for public office in Monroe County in the Nov. 8 general election, according to an announcement from the Monroe County CSEA Local 828 Political Action Committee.

In countrywide races, the union endorses Lucien Morin for county executive; Howard Relin for district attorney, and John Connell, Andrew Celli and E. Cavalruso for county court judgeships.

Eugene Welch was endorsed for a Supreme Court seat, 7th Judicial District.

Endorsed candidates for seats on the Monroe County Legislature are:

District	
4	Peter Formicola
5	Jeanne Stendardo
6	Ralph Quattrociocchi
8	Peter Stacey
9	Telana Stokes
10	Michael Slade
13	John Kelly
14	Joyce Lindley
16	Joseph Morelle
19	John Auberger
20	Sam Colombo
22	Ron Thomas
23	William Benet
26	William Bastuk

Orange County endorsements

GOSHEN — The following endorsements by CSEA have been announced for political offices to be contested Election Day, Nov. 8.

CITY OF MIDDLETOWN

Richard Hutchings — Mayor
 Thomas Richmond — Alderman-at-large
 George Roesch — City Judge
 Harold Lazier, Jr. — Alderman, 2nd Ward
 James Drizos — Alderman, 3rd Ward
 John Dino — Alderman, 3rd Ward
 Christopher Martens — Alderman, 4th Ward

TOWN OF GOSHEN

George M. Lyons — Councilman
 Joseph F. Bayno — Councilman

TOWN OF MONROE

Albert C. Viola — Town Justice

TOWN OF NEW WINDSOR

Lawrence D. Rossini — Councilman
 Cynthia Donachie — Councilwoman
 Joseph Viera, Jr. — Supt. of Highways
 Pauline Townsend — Town Clerk

TOWN OF CORNWALL

Lorraine S. Bennett — Supervisor
 Elaine Tilford Schmeer — Town Clerk
 John K. McGuirk — Town Justice
 Joseph L. Thomson — Town Justice

TOWN OF HAMPTONBURGH

Mary E. Failla — Collector of Taxes

TOWN OF BLOOMING GROVE

Gerald P. Finnegan — Supervisor
 Katherine Earls — Town Clerk

TOWN OF NEWBURGH

Elizabeth Greene — Supervisor
 Thomas Byrne — Town Justice

CITY OF NEWBURGH

Audrey Carey — Mayor
 Anthony W. Mendez — Councilman

TOWN OF WALLKILL

Joseph Owen — Town Justice
 John W. Colegrove — Town Justice
 Fred Kuhl — Receiver of Taxes

ORANGE COUNTY

Anna T. Galdwin — County Judge
 Marion Murphy — County Clerk
 Roy L. Lippincott — Coroner
 Donald Parker — Coroner
 John F. Lardner — Coroner

New day-care center opens in Middletown

CSEA members from area facilities help renovate old building for new use

By Anita Manley
CSEA Communications Associate



MIDDLETOWN — When Don Davis' wife decided to return to work, she was spared the problem that most mothers of young children experience — finding a day-care center that she could trust.

Don, a CSEA member who is employed by the Middletown Psychiatric Center, was one of a work crew which helped to renovate a former patient building on the grounds of the psychiatric center into a spacious new day-care center.

"It took 60 gallons of paint to cover the ceiling in this place," said Davis, the father of eight-month-old Brian.

Davis said that although most day-care centers in the Middletown area charge about the same to care for children, the new Hilltop Day-Care Center on the facility's grounds was preferable because of its program and staff. Best of all, Don can have lunch with his son each day and visit him whenever he has the time during his workday.

Other CSEA employees have taken advantage of the new facility as have workers from four other facilities in the area including Mid-Hudson Psychiatric Center, Otisville Correctional Facility, Mid-Orange Correctional Facility and the Goshen Center for Boys.

Opening the day-care center was not an easy task since finding a space and promoting a center takes some doing. A number of state agencies must approve the site as well as the program, staff and such particulars as fire exits, safety plans, emergency plans and curriculum.

Funding was another problem. Although the state would provide a grant to start up the center, other funds were needed.

Participating facilities contributed what they could. While the Middletown Psychiatric Center provided the space and some of the utilities, Otisville Correctional Facility provided some printed matter for fund raising as well as work crews to relocate playground equipment and to construct a fence which now encloses the play area.

Inmates of Mid-Orange Correctional Facility made toys and doll houses and helped with preparation of the interior of the day-care center. One inmate even designed the interior.

The Goshen Center for Boys donated toys and the Mid-Hudson Psychiatric has provided private donations and publicity.

All facilities involved have also helped with fund raising. For instance, Mid-Hudson Psychiatric Center employee Art Townsend, vice president of CSEA Local 415, has singlehandedly raised about \$600 with his 50/50 club.

Helping to run the center is a 15-member committee comprised of labor and management employees of each facility. There are three unions involved: CSEA, PEF and Council 82. All are represented on the committee.

The center is open five days a week from 6:30 a.m. to 6 p.m. According to center director Linda Brown, hours will be increased if there is enough demand. It was thought that the center would remain open on weekends, but so far, there is not enough need to warrant this.

The children are provided with a hot lunch as well as a morning and afternoon snack. A full day of activities is planned including outdoor play, a full pre-school program of exercise, self-help skills (such as brushing teeth, washing and dressing), art, music and coordination. Each week the curriculum revolves around a theme such as safety, helping others or seasonal activities.

Presently, the center is licensed to take 48 children, ages eight weeks to five years. (Brown said she expects to increase that number eventually.) Children are divided into groups according to age.

Parents are charged according to their income. Recently, a \$5,000 grant from the Orange County United Way was given to the center to be used for scholarships for needy families.

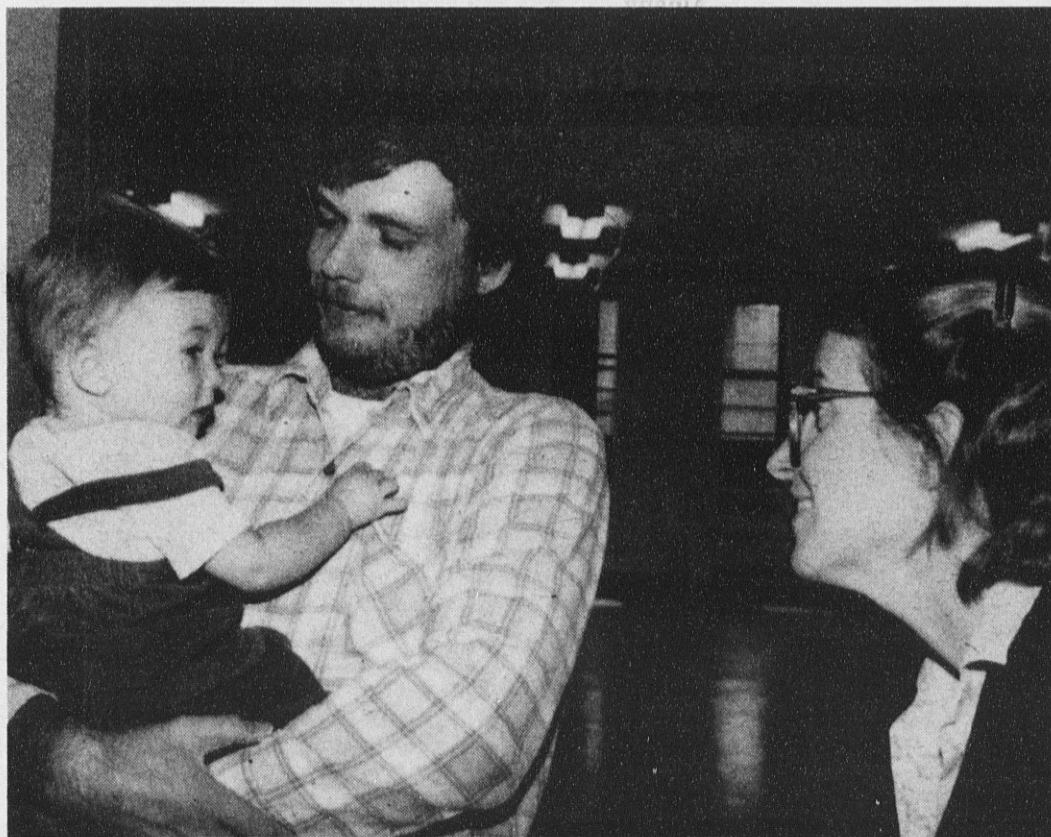
In addition to the director, there are six staff members working at the center.

Brown has a background in early childhood education. A former director of Kinder Care Learning Center, a nationwide corporation, she ran her own day-care center in her home in Reading, Pa. In January of 1982, she opened a day-care center for children of employees of the Reading Hospital and Medical Center. After a year, Brown and her husband moved to this area where she was hired as director of the Hilltop Day-Care Center.

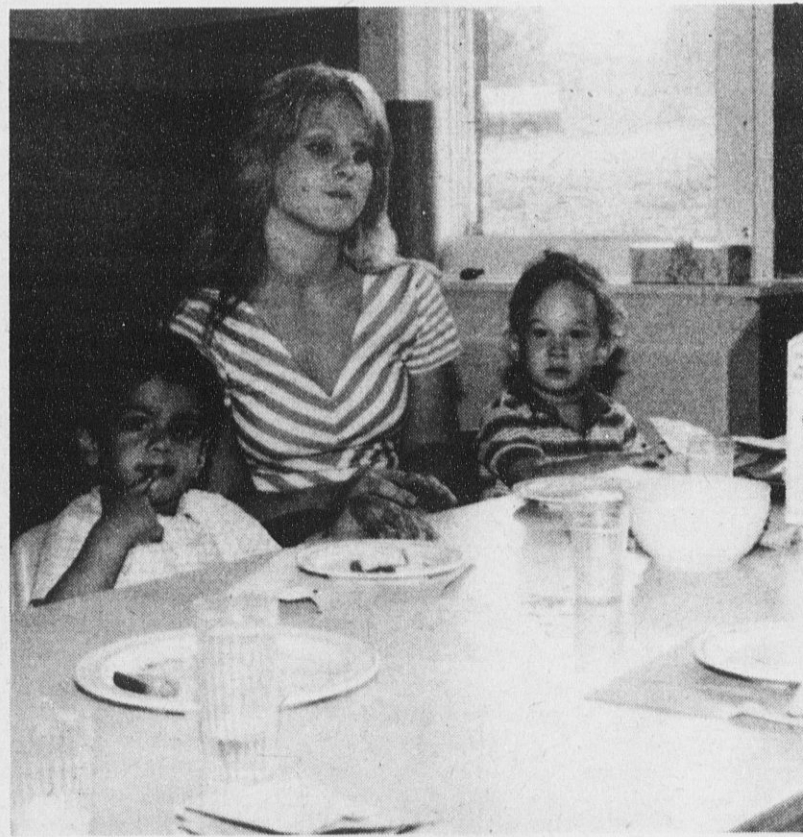
Hilltop is the third such center in Region III. The others are located at Rockland Psychiatric Center and at Letchworth Developmental Center, both in Rockland County. There are now 13 in the state.

Two psychiatric centers (Hudson River and Harlem Valley) in Dutchess County are also looking into opening day-care centers in the near future.

Anyone interested in visiting the center should call Nancy Covell or Linda Brown at 342-5511, Ext. 3214, for more information.



DON DAVIS, a member of CSEA Local 415, shows off his son Brian during a tour of the newly-opened Hilltop Day-Care Center located at the Middletown Psychiatric Center. With Davis is Linda Brown, executive director of the child care program.



JAY MADDALI AND MATTHEW SCOTT enjoy their morning snack at the Hilltop Center. Overseeing the two youngsters is Jo Hogg, an assistant teacher at the center.

Need for good day care great

There is a desperate need for competent, licensed, affordable day care. More single parents today are trying to raise their children and hold fulltime jobs, but there are not enough centers and many of them charge fees that are beyond the earning capacity of the young mothers.

According to Dorothy Lasday, former chairwoman of the Dutchess County Child Development Committee, most parents who need day care cannot afford the service. While the cost of caring for an infant can range from \$50-75 a week, most young mothers earn less than \$15,000 per year. Staffing takes about 80 percent of a day-care center's budget, Lasday pointed out.

"The trouble is, you can't expect someone with a masters degree to work eight hours a day for \$11,000 a year," she said.

The problems in opening a day-care center are great. There is all kinds of red tape from health and safety requirements to documentation of curriculum, to staffing.

Molly Hardy, executive director of the Empire State Day Care Corporation says, that New York state has the most stringent regulations in the nation.

But Michael Kessler, program director for Head Start in Dutchess County, stresses that the environment of a day-care center is most important for the child.

"The child needs a warm and trusting environment whether he is in a home or in a day-care center. If the child feels that he is not in a safe place, you'll have incredible problems. It's most important to establish a sense of trust for the child," he said.

The child also needs a stimulating environment, he added. "You need an adult who can sense the child's ability and needs. This gives the child a feeling of being an individual. The child must feel that the day-care giver is a friend and can be trusted."

And day care is more than just babysitting. "Day care is structured, developmental — not just seating kids in front of a TV set all day," said Kessler.

For the working parent, management needs to realize the problems of caring for children and working at a fulltime job. In Florida, one company had a rule that employees could not accept personal calls. Eventually, this was changed to allow children to call to let their parent know that they were home from school.

Other companies are setting up seminars for working parents on how to cope with children's problems. And private sector companies such as the Stride Rite Shoe Corporation in Boston are subsidizing day-care centers for their employees.

Lasday commended state and municipal employees for their hard work and cooperation in finally opening the Hilltop Center and she encouraged others to follow suit.



Bright ideas...

net cash for state workers



Employee Suggestion Program gives more than a penny for your thoughts

If you have an idea that improves the way things are done in your work area, you can turn it into cash through the Employee Suggestion Program. Just ask John Coogan.

Coogan, a plumber-steamfitter with the state Department of Mental Health in Albany, earned two whopping awards totaling \$4,790 in September. Coogan had two ideas that meant savings in use of steam and electricity, and they paid off for him in a big way. And for state taxpayers too, because suggestion awards under the program are based on 10 percent of net first-year savings for the idea submitted and accepted.

When Coogan suggested that the heating, ventilating and air conditioning units be shut off in winter and the return blowers be left on, it earned him a huge \$2,760 award. And he won \$2,030 for his idea to shut off reheat pumps from April to October.

Twenty other state employees received cash awards during September for making innovative suggestions. In all, the suggestions resulted in net first-year savings of \$73,448 to state taxpayers.

Other winners during September included:

- Barbara Stickler, a driver improvement adjudicator with the Department of Motor Vehicles in Albany, who received \$100 for suggesting a computerized system for locating conditional license holders.

- Mary Ann Angerami, a senior clerk in the Division of Criminal Justice Services in Albany, who received \$100 for suggesting a way to eliminate coding errors in processing of non-criminal fingerprint cards.

- Sandra Blum, a senior data entry machine operator in the Department of Taxation and Finance in Albany, who received two awards

totaling \$100 for recommending form changes which will simplify miscellaneous tax permit handling and bankruptcy case processing.

- William Minkler, a mail and supply clerk in the Department of Social Services in Albany, who received \$70 for suggesting the stapling rather than packaging of certain materials, saving the state postage costs and the purchase price of folders.

Other awards approved during September:

- \$50 — Sharyn Stern, workers' compensation review analyst, Workers' Compensation Board, New York City.

- \$25 — John Fernandez, account clerk, Motor Vehicles, Albany; Arlene Kopan, senior clerk, Motor Vehicles, Buffalo; Roger Wilbur, principal clerk, Education, Albany; Anthony Curro, general mechanic, Education, Albany; Rose Kennedy, senior account clerk, Division of Parole, Albany; and Allen Lansberry, trooper, State Police, Oneida.

Certificates of Merit were awarded to Edna Cave, senior stenographer, Department of State, Albany; June Brandoli, senior stenographer, Civil Service, Albany; Sarah Dudley, principal clerk, Workers' Compensation Board, New York City; Glenn Inghram, clerk, Division of Criminal Justice Services, Albany; and Sharlene Fuller, principal clerk, Office of General Services, Albany.

The Employee Suggestion Program, the oldest program of its type in the country, was started in 1947 and is administered by the New York State Civil Service Department. Over the years, suggestions relating to improving office procedures and forms as well as methods to eliminate delays and duplication have resulted in more than \$10 million in net first-year savings to the state and its taxpayers.



THE STATEWIDE PROBATION COMMITTEE met in Albany recently to discuss a number of topics, including the public's awareness of probation services, a proposal to improve probation functions with computerized services, revision of the training program for new probation officers and current legislation affecting probation. Participants of the meeting are pictured above: (seated, left to right) Linda Valenti; Ed Wutzer, state director, NYS Division of Probation; Jim Brady; Jim Mattei; (standing) Walter Leubner, CSEA staff; Jim Brearton; Eulis Cathey; Tom Mitchell; Francine Perreta; Herb Hamm; Warren Crow; Mike Thompson.

WALTER WINS 'EM OVER



(Continued from Page 1)

Democratic Primary and the general election.

"Mr. Reagan's economics has starved your state and your cities of billions of dollars. Dollars that should have been invested in roads, schools, training and in people. And while you struggle and try to serve more people with less money, they (the administration) have heaped ridicule on public employees, they've implied you were lazy and didn't care about the people you served. They are absolutely wrong!" Mondale said noting that he didn't know any group of workers who worked harder or longer for modest pay with less thanks than the public employees of this country.

As president, Mondale pledged to use his office to honor and support public employees.

Mondale noted that President Reagan holds unions on the same level as special interest groups. He chided Reagan for that, saying: "You have interests that are special. Tell that to millions who have to thank CSEA and AFSCME for carrying forward the battle on pay equity. Equal pay for comparable effort is not a special interest. That's justice, that's America. And you do not have to apologize for your support."

Often questioned about why he is seeking the most powerful office in the world, Mondale took a few moments to express his personal reasons for seeking the presidency of the United States. "We need a person in the White House who is a people's president, who understands the importance and dignity of work. We need a president who believes in justice and fair play; not in the survival of the fittest. We need a president who shares our confidence in ourselves and in our nation. We need a president who will make this a government of the people, by the people and for the people." The audience roared its approval.

LABOR'S CANDIDATE, Walter F. Mondale, right, confers with CSEA officials upon his arrival at CSEA's 73rd Annual Delegates Meeting. From left are CSEA Secretary Irene Carr; Judy Burgess, administrative assistant to the CSEA president; CSEA President William L. McGowan; and Mondale.



Mondale then began a litany of what the current administration is telling the American public in several different areas: "They say we can't put people back to work . . . we can't cut the deficit . . . we can't educate our children . . . we can't protect our environment . . . we can't be a fair nation."

After each negative statement, labor's candidate listed his future agenda to address the problem concluding with: "They say, 'they can't', I will and we can." Mondale reminded the audience that it was the United States that rebuilt Europe and Japan after the war and that it is now time to rebuild America.

Summing up, the veteran national officeholder said bluntly, "After four years of Reagan, we are a nation of the rich, by rich and for the rich and I want to change it." The audience exploded its approval.

Envisioning the success of his administration, Mondale spoke of being able to walk into a store anywhere in America and being able to find the best made product at the fairest prices and turning it over to find four words which stirred the hearts of the diverse groups which made up the CSEA audience. Those words summarize the whole essence of the Mondale campaign. They are: "Made in the USA."

He then spoke of being able to go to any city or state and after talking with the public employees have them tell him that public employees are respected again, that they have the funds needed to do that job and that they have a friend in the White House.

The audience roared its approval.