

President's Message

Budget crisis rooted in politics; legislature must act responsibly

ALBANY — The State of New York is in the middle of another crisis, but this time the cause of the crisis isn't economic, it's political. In its mad rush to get reelected in November, the New York State Legislature last week handed the people of this state a budget that gutted the funding for state agencies and will require the immediate layoff of 5,000 state employees and the eventual elimination of another 9,000 state jobs.

Unless something is done, and soon, to prevent this disaster from happening, the number of public employees working for the State of New York in 1981 will be 14,000 less than it is right now. We know what the consequences of this disaster will mean, but the public will soon find out. This kind of budgetary butchering on top of the thousands of state jobs that have already been cut over the years will add up to tragedy for the people of this state.

Can these layoffs be avoided? Absolutely. They should never have occurred in the first place, but the threatened layoffs can be stopped if the Legislature decides to act responsibly. How can we make the Legislature do that? The answer to that question is the same answer that applies to so many other problems that confront us. We must be united and we must be involved.

CSEA has been fighting this budget battle for months. We have worked with AFSCME in analyzing projected state revenues using the most sophisticated economic computer programs. We have analyzed the budget item by item to determine potential impact on our members. We have lobbied hard to get our message across, using our officials and staff, and the statewide Political Action Committee has worked closely with Regional and Local Political Action Committees on this issue.

We told the Legislature that Gov. Carey's proposed budget for what is called the "State Purposes Fund" was inadequate and would lead to the attrition of thousands of needed state jobs, yet the Legislature's own "experts" claimed that not only would Carey's budget not result in attrition, there was hundreds of millions of dollars of "fat" that could be hacked out and sent to election districts where the Legislators will be campaigning in just a few months.

Within five days after the Legislature took the word of its "experts," however, the Governor of this state stood before the press and after exercising his authority to veto individual items from

the Legislature's version of the budget to make expenditures equal revenues as required by law, the Governor announced that because of the budget cuts made by the Legislature in the State Purposes Fund — \$204 million was cut from what Carey proposed — the state had no choice but to prepare plans to layoff 5,000 state employees in addition to the plan to continue a hiring freeze until 9,000 more state jobs disappear through attrition.

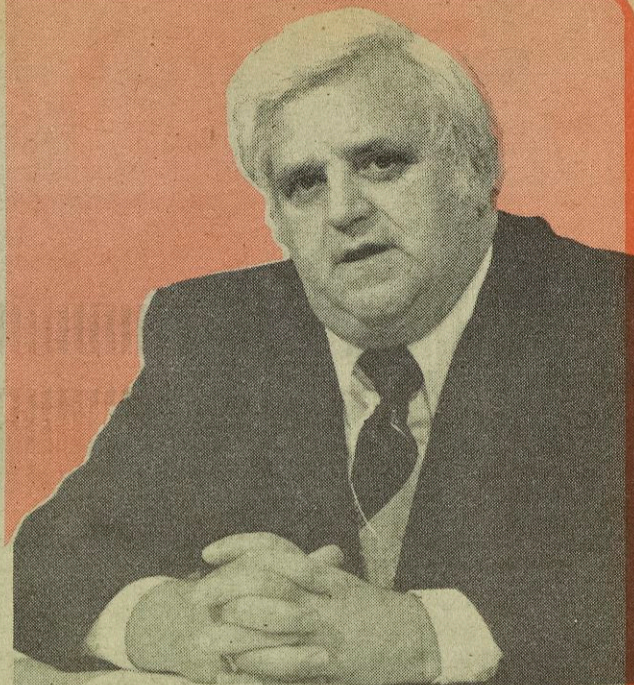
While the Legislature's "experts" and the Governor may disagree about how much money is in the budget and how much is hidden, the fact of the matter is that it is the Governor, and not the Legislative "experts", who determines how much money there is to pay the salaries of state employees and to set the staff levels accordingly.

So here we are in the middle of yet another crisis for this state and this time the cause of the crisis is rooted in election year politics and not in economics.

Who's right? As far as we can determine through our revenue projections and budget analysis, the Legislature is wrong in its belief that Carey is holding out with hundreds of millions of dollars in "fat." It would be naive to think there isn't flexibility in this budget, but when the President of the United States is apparently doing everything he can to destroy federal assistance to state and local government there had better be some flexibility in the state budget or we'll be looking at an economic Armageddon next year.

Can we get out of this mess? Absolutely, but only the Legislature can do it. Basically there are three things that must be done to end this crisis and protect our jobs. First, the budget must remain in balance so the vetoes of excessive appropriations must stand. Second, the Senate must adopt a bill passed by the Assembly that would increase state revenues by \$130 million in this fiscal year. Third, the Senate, Assembly and Governor must agree to appropriate \$100 million of this new revenue to the State Purposes Fund to finance the operation — particularly personal services — of state agencies.

If this is done then there will be no layoffs, but getting the Legislature to admit it had been misled by its own "experts" isn't going to be simple. CSEA is working in the Capitol to get its



William L. McGowan

WILLIAM L. MCGOWAN
President

message across, but there is a job here that can only be done by you. Every Legislator must know how you feel about this fiasco and they must hear that from you.

Every CSEA member should contact his or her state Senator and Assemblymen to let them know that you want these funds restored and your jobs protected. You can do that by writing, sending a telegram, or simply making a telephone call. We have published the Senate and Assembly switchboard numbers in this edition of the *Public Sector*.

This budget crisis is very real and the consequences could be very severe for all state employees and for all New Yorkers. We cannot simply throw up our hands and walk away from this mess simply because it's "too political." Next to our contracts, there is no other single document that is as vital to the interests of our members as is this budget.

Within a very short period of time the final chapter of this story is going to be written by the Legislature and the Governor. We can have a say in what is included in this story but we can only have that if we act decisively and quickly. CSEA has made a difference in this budget battle but how much of a difference remains to be seen. We need your help to make that difference as great as possible.

Public SECTOR

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Call your legislators

To let your state legislators know that further cuts in the State Purposes Fund of the 1980-'81 budget would reduce services to a dangerous and unacceptable level, call them and tell them so, at the numbers listed below.

For senators: (518) 455-2800.

For assemblypersons: (518) 455-4100.

Election ballots mailed

Ballots for the election of delegates to the 1980 AFSCME Convention were mailed on Thursday, April 10 to all eligible CSEA members. If you have not received your ballot by April 21, please call the appropriate CSEA Regional Office between April 22 and April 25 to obtain a replacement ballot. The appropriate telephone numbers and other pertinent information are contained in the adjacent election notice. In addition, other information pertaining to the election, and a map showing the various CSEA regions are contained on page 2 of this issue.

NOTICE ELECTION OF DELEGATES TO THE 1980 AFSCME CONVENTION

1. Ballots for the election of delegates to the 1980 AFSCME Convention will be mailed to all members of CSEA as of March 1, 1980 on April 10, 1980.
2. Ballots will be picked up at the return post office box on the morning of May 1, 1980. Tabulation will commence on May 2, 1980 and continue until complete.
3. Members who have not received a ballot

by April 21, 1980 should call their CSEA Regional Office between April 22, 1980 and April 25, 1980 for the purpose of obtaining a replacement ballot. The CSEA Regional Offices may be contacted at the following numbers:

Region 1 516/691-1170 Region 4 518/489-5424
Region 2 212/962-3090 Region 5 315/451-6330
Region 3 914/896-8180 Region 6 716/634-3540

Balloting begins

ALBANY — Ballots for election of CSEA's Delegates to the 1980 AFSCME International Convention were mailed to all union members last week.

CSEA Executive Director Joseph J. Dolan, Jr., said the ballots were delivered to the Post Office for mailing on April 10. Ballots must be carefully completed and received back no later than May 1.

Sample ballots have appeared in recent issues of the Public Sector. There are different ballots for each of CSEA's six Regions and each Region will be electing a certain number of Delegates based on the population of members within the Region.

To cast a vote, a member waits for the ballot mailer to arrive at his or her home and then carefully reads the instructions on the ballot. The member then votes by marking boxes on the ballot. After voting the marked ballot is placed in the pre-addressed, postage-paid return envelope for mailing back to Albany, but a voter must put his or her name and social security number on the spaces provided on the outside of the envelope before mailing the ballot back.

At the ballot count, these names and social security numbers are used to verify eligibility of voters. Envelopes are opened and ballots removed and sorted for counting in separate operations to protect the privacy of each voter.

When marking the ballot, a voter can cast a vote for any number of candidates up to the total number of Delegates that can be elected from the member's Region. You cannot vote for more than the allowable number of Delegates which is clearly marked on the ballot. Voting for more than the allowable amount of candidates will void the ballot.

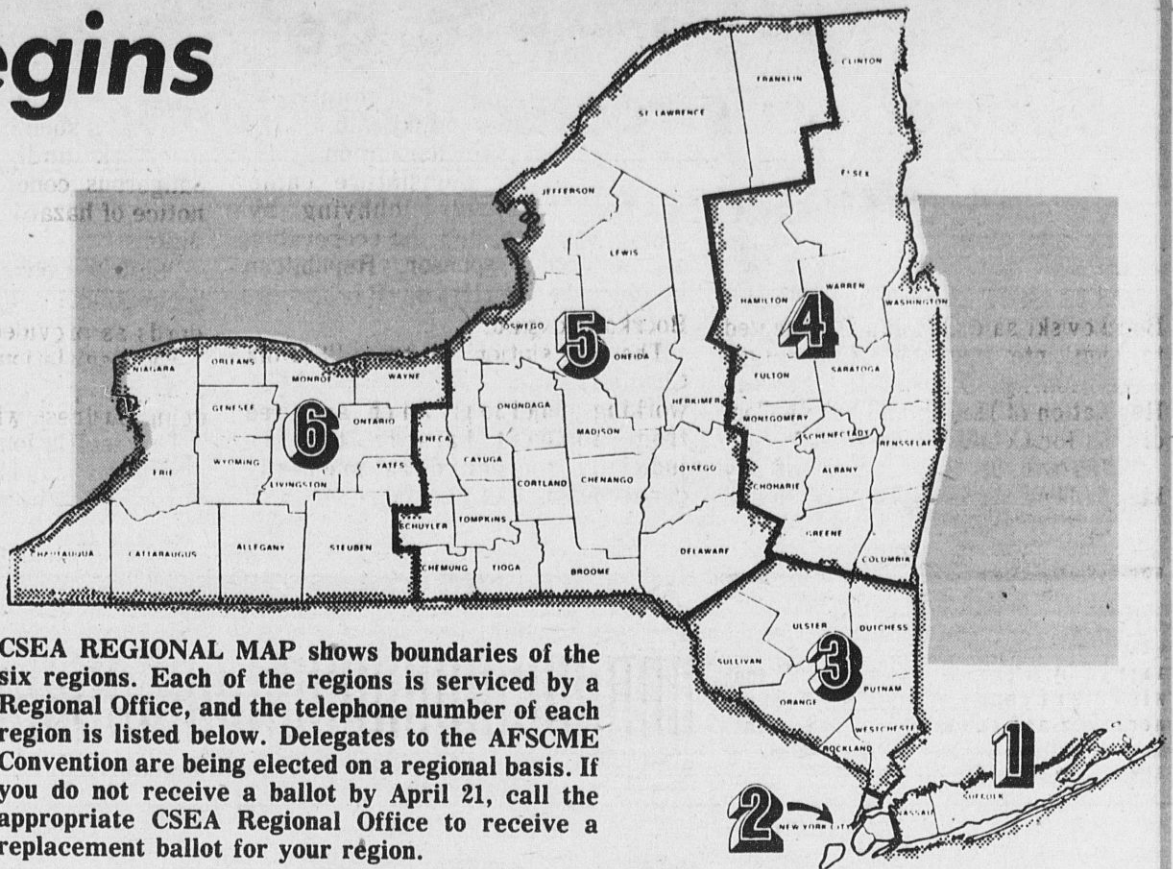
Candidates are listed on ballots in the order in which they were nominated. Voters can vote for individual candidates, slates of candidates or both, but the voter must be careful that the number of candidates that he or she votes for does not exceed the number printed on the face of the ballot.

All members are urged to carefully read the instructions for voting printed on every ballot and to follow those instructions carefully to insure that the member's vote will count.

The returned ballots will be counted beginning on May 2 at Albany in the presence of a special CSEA committee appointed to supervise the election process and candidates or their observers may attend the ballot count.

Results of the ballot count will be published in the Public Sector and winners will be notified by mail.

The AFSCME Convention will be held in June in Anaheim, California.



CSEA REGIONAL MAP shows boundaries of the six regions. Each of the regions is serviced by a Regional Office, and the telephone number of each region is listed below. Delegates to the AFSCME Convention are being elected on a regional basis. If you do not receive a ballot by April 21, call the appropriate CSEA Regional Office to receive a replacement ballot for your region.

Members who do not receive a ballot by April 21, 1980 should call their Civil Service Employees Association Regional Office between April 22 and April 25, 1980 in order to obtain a replacement ballot.

Regional Offices may be contacted at the following telephone numbers:

Region 1 516/691-1170
Region 2 212/962-3090
Region 3 914/896-8180

Region 4 518/489-5424
Region 5 315/451-6330
Region 6 716/634-3540

Reminder

Ballots must be in the return post office box not later than morning of May 1 to be valid. Counting begins May 2.

Stephen M. Saland endorsed for 99th Assembly District seat in special election

POUGHKEEPSIE — The Political Action Committee of the Southern Region of CSEA, with the approval of the Statewide CSEA Political Action Committee, has announced the endorsement of Stephen M. Saland, Republican, for election to the 99th Assembly seat.

A special election to fill this Assembly seat, vacant due to the death of Assemblyman Emeel Betros, is scheduled for Tuesday, April 15, 1980 by order of the Governor.

On April 2, 1980, the Southern Region CSEA Political Action Committee sponsored a Candidates' Night for CSEA presidents and Political Action Committee members in Dutchess and Ulster Counties. After careful questioning of the candidates, the committee determined that Mr.

Saland was deserving of the support of the union.

Reasons for the endorsement include Mr. Saland's belief in a safe and healthy work environment, his open-minded approach to the use of binding arbitration to solve labor disputes, his stand against the expensive contracting-out of services which can be performed by public employees and his belief in providing services to the mentally ill and mentally retarded by providing appropriate facilities rather than "dumping" patients into ill-prepared communities.

Nearly 5,000 CSEA members and their families have been informed of this endorsement by individual letter.

CSEA will also be providing additional services to the endorsed candidate.



Stephen M. Saland

State exams on April 19 halted

The State Civil Service Department has announced the postponement of state Civil Service exams scheduled statewide on Saturday, April 19. A spokesman said about one-third of the people scheduled to take the exams were located in the New York City or Long Island area, and that it was decided to postpone the exams statewide due to transportation difficulties in the New York City area caused by that city's transit strike. Notices of the postponement of the April 19 exams have been mailed to those people scheduled to take them.

The postponement does not affect most local and municipal Civil Service exams that might have been scheduled on April 19. Only the state exams are affected, the spokesman said.

No date has been set for conducting those exams as of this time, but people scheduled to take the postponed exams will be notified of the new date in the near future.

Suffolk first to get local protection law

HAUPPAUGE — Employees of Suffolk County, including many members of CSEA Local 852, will be covered by an employee health and safety law following the signature of County Executive Peter F. Cohalan on the law.

Local 852 President Ben Boczkowski said Cohalan is expected to sign into law the "Local Law Establishing Standards for the Regulation of Health and Safety Conditions for County Employees".

"This will be the first law of any kind in New York State on health and

safety protection for municipal employees," Boczkowski said.

The passage of the legislation by the Suffolk County Legislature came after considerable lobbying by Boczkowski and with the cooperation by the bill's sponsor, Republican Legislator William Richards, Boczkowski said.

The legislation states: "Suffolk County shall furnish to each employee working conditions which are free from apparent hazards that are judicially recognized as inherently dangerous or likely to cause death or

serious physical harm.

"Unless such employee is qualified to work under such inherently dangerous conditions and is put on notice of hazards of this working condition.

"Suffolk County shall comply with occupational safety and health standards as provided in this law."

The legislation will apply to all county employees and to contractors doing business with the county.

The legislation will establish the position of public safety officer. The duties of the position will be to

cooperate "with representatives of the Department of Health Services, Fire Safety and Buildings and Grounds, to establish and promulgate minimum standards for safe and healthy working conditions for County employees."

The public safety officer will report to a Health and Safety Board which will have among its members one person designated by the Local 852 president.

The public safety officer will act on information brought to him by the board and from complaints by employees who believe "a condition hazardous to health or safety exists. . . ."

Within five days of receiving a complaint, the public safety officer must investigate the allegation and issue a report.

If either the department head or the union are dissatisfied with the final report of the Public Safety Officer, report of the public safety officer, pointment of a hearing officer within five days of receipt of a final report.

"The hearing officer shall be agreed to by both sides, and shall conduct the hearing within two weeks of the appointment. . . ."

"The corrective recommendations of the public safety officer and/or the hearing officer shall be binding upon the County unless the recommendations would have a substantial fiscal impact upon the County or the affected department."

STATE BUDGET PROTEST CAMPAIGN — Public employees, angered by a proposed state budget that will significantly reduce the state workforce and public service programs, have reacted swiftly to that threat. In Albany, members of State Social Services Department CSEA Local 688 produced more than 600 letters of protest and concern in just two days. Copies of those letters were immediately hand-delivered to the offices of Senate Majority Leader Warren Anderson and Assembly Speaker Stanley Fink. Assemblyman Fink's secretary, Joyce Cassidy, is shown accepting stacks of the letters from Local 688 political action committee members Terry Breslin, center, and committee chairman Guy Rivers.



Court employee bill gets backing

ALBANY — A CSEA program bill to protect incumbent court employees has received the endorsement of the State Association of Clerks of the Supreme and County Clerks.

The bill, sponsored by Assemblyman Robert Connor and Senator Jay Rolison, would give permanent, competitive-class Civil Service status to all court employees who have held provisional jobs for at least a year. It passed both houses of the legislature last year, but was vetoed by the governor.

Almost 2,000 of the 3,000 CSEA-represented competitive-class court employees throughout the state hold their jobs only provisionally, due to the state's failure for many years to give Civil Service tests for permanent positions, according to CSEA Collective Bargaining Specialist Pat

Monachino. The bill would give these employees long-overdue job protection.

Now, Harold Shore, third vice president of the Association of Clerks of the Supreme and County Courts, has written to all employees of the state's Unified Court System, endorsing the CSEA bill and urging them to write to their legislators in support of it.

"Incredible injustices have been created by the unjustified delays in conducting exams for many, many years," Shore said in his letter. "This has created an intolerable situation whereby the provisionals are not eligible to take promotion exams for their positions, despite many years of on-the-job experience."

He cited an example in which an "Employee A" entered the system as

a provisional court clerk 10 years ago, while "Employees B, C and D" entered the system with permanent status as office typists two years ago. If B, C and D take a 1980 promotional exam for the clerk title and just barely pass, any of them can still "bump" A, even if A takes the same test and gets a score of 100%.

On behalf of the CSEA bill, he urged his fellow court employees to "seek the support of your legislators, judges, county clerks, bar associations and county legislators by letter writing and/or personal contact. Your active participation may be crucial to the passage and adoption of the bill."

Monachino called Shore's letter "a great and welcome addition" to the union's efforts to get the bill passed and signed into law.

ALBANY — CSEA is reminding all local presidents in the Institutional, Operational and Administrative bargaining units that, for the union to be able to follow up on the progress of out-of-title grievances in these units, it must be provided with copies of such grievances.

Under the new contracts for these bargaining units, grievances alleging out-of-title work may be filed directly with the Governor's Office of Employee Relations, and the union does not have to get directly involved.

However, Jack Carey, CSEA's Director of Collective Bargaining, reports that many queries continue to be directed to his office requesting information on the status of such grievances after they are filed. Therefore, he has sent a memorandum to all affected local presidents, reminding them "to make every effort to provide us with a copy of all out-of-title grievances filed with OER. We are not seeking the obligation to file the grievance; simply a copy of that which is filed, so that we may help the grievant get his answer within the time constraints provided in the contract."

Urge grassroots action in political arena

NEW YORK CITY — Every local within the CSEA Metropolitan Region II has been urged to establish its own legislative and political action committee. CSEA Region II President Jimmy Gripper, in urging the local committees, pointed out, "Our region has the greatest potential for political action of all the CSEA regions. Approximately half the legislators are from this region."

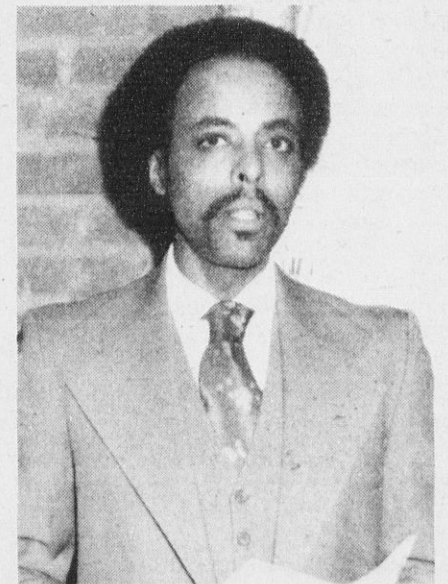
The strong suggestion to establish such committees in all 20 CSEA Locals within Region II was made during a recent meeting of the regional executive committee.

In other business, the executive committee voted to ask that the Grade 11 Community Client Service Assistant position be looked at with a view toward changing it from open competitive status to part of a career ladder program for mental hygiene therapy aides.



METROPOLITAN CSEA REGION II Legislative and Political Action Chairman Ronnie Smith, left, and Region II President Jimmy Gripper, right, explain the importance of local legislative and political action committees at the regional executive committee meeting on Jan. 31. Among those at the meeting was Frances DuBose, center, regional second vice president.

(Right) REGION II Performance Evaluation Committee Task Force Chairman Charles Bell reports to the regional executive committee on the work of the task force.



College scholarships are offered

ALBANY — Applications are now being accepted for CSEA College Scholarships for the 1980-81 school year.

The union's Board of Directors approved the awarding of 12 \$500 scholarships (two from each CSEA region) for deserving sons and daughters of CSEA-represented employees.

The deadline for submitting applications is April 30. The Special CSEA Scholarship Fund Committee, chaired by Dominic Spacone, Jr., will review all applications and make its decisions in May. Winners will be announced in June.

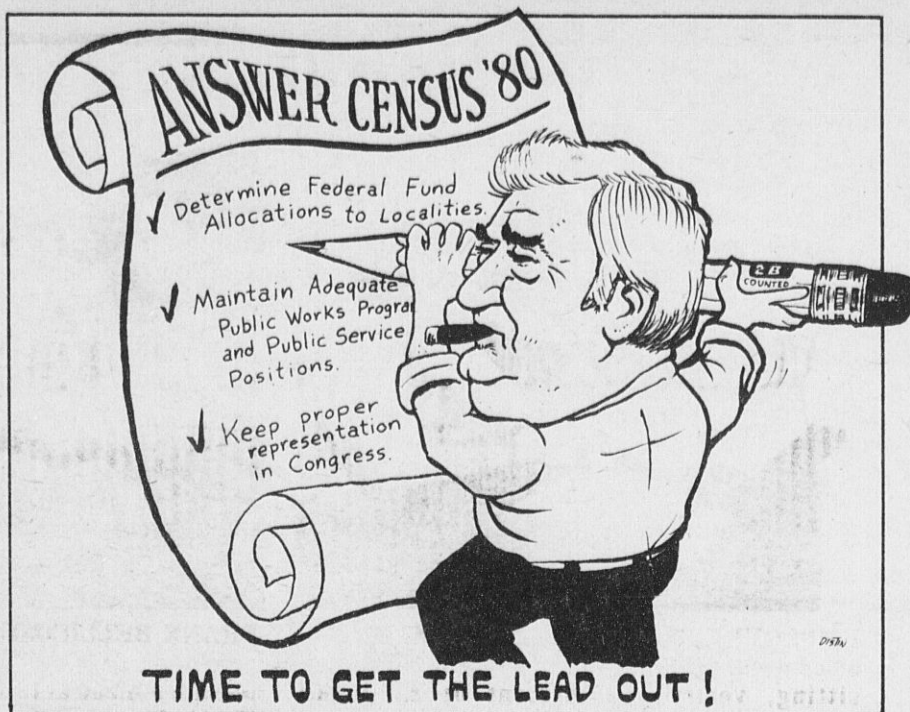
Applications are available from all CSEA regional offices, and from CSEA local presidents.



BEDFORD CENTRAL SCHOOL UNIT members, from left, Margaret Orlando, Hazel Blauvelt and Lee Walling attend the retirement seminar in Elmsford. The Bedford Schools Unit is part of Westchester County Local 860.



LEARNING ABOUT THE STATE RETIREMENT SYSTEM at the retirement seminar in Elmsford are Westchester County Local 860 members Frank Duell, Greenburgh Unit, left; and Carroll Kostrzewski, Yorktown Heights Unit.



Retirement topic of seminar in Westchester Co.

ELMSFORD — Approximately 100 CSEA members of Westchester County Local 860 attended a retirement seminar at Greenburgh Town Hall last month.

Those attending were from many of the more than 90 units of the 10,000-member local. The seminar was sponsored by the Town of Greenburgh Unit of the local and by the town.

Speaking at the seminar were Steven Chandler of the New York State Employees Retirement System and John Savage and John Budahaus of Ter Bush and Powell.

Also attending the seminar were Greenburgh Unit President Eleanor McDonald, Local 860 President Pat Mascioli and CSEA Field Representative Joseph O'Connor.



GREENBURGH UNIT PRESIDENT Eleanor McDonald introduces the speakers at the retirement seminar in Elmsford.

Check your retirement system status

Are you a participating member of the New York State Employees Retirement System? Are you sure?

As hard as it may be to believe, some public employees find out too late that their employer has neglected to enroll them as members of the Employees Retirement System.

CSEA has recently won retroactive retirement payments on behalf of members who thought they had a pension coming but found out when they were ready to retire that they were never enrolled in the System by their employers. Usually the problem can be resolved, but there is no need to take the risk of starting off your retirement with that type of hassle.

The New York State Employees Retirement System can provide you with specific information on your status as a Retirement System member. To check on your status as a member of the Employees Retirement System, complete and mail the coupon below. Please print clearly.

To: The New York State Retirement System
Governor Smith Office Building
Albany, New York 12244

I am requesting information on my status as a member of the New York State Employees Retirement System.

Name _____ Date of Birth _____
Address _____
City _____
State _____ Zip _____

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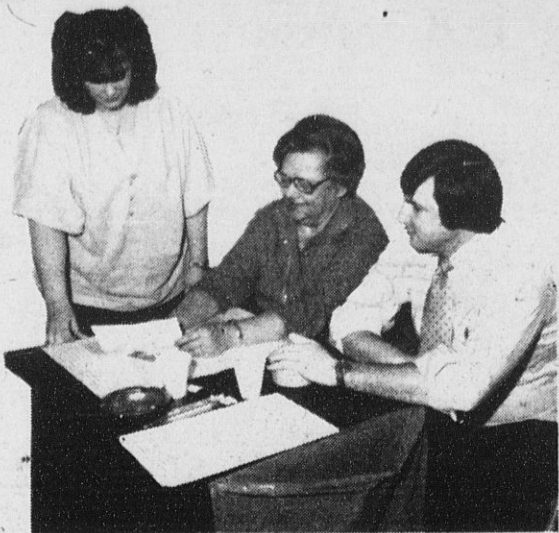
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Temporary attendance rule change effective due to transit strike

NEW YORK CITY — The New York City transit strike has resulted in changes in some temporary attendance rules and overtime-approval procedures for New York State agencies located in the city.

The Governor's office has ordered all department heads "to recognize and support the needs of state employees who work under these difficult circumstances, including protection against loss of income" resulting from strike-related transportation difficulties.

Changes include more flexibility in overtime scheduling; increased authorization of use of state vehicles in getting employees to and from work; and authorization for excusing tardiness in certain cases, where necessitated by the strike. Each department and agency, however, has its own emergency plans, and employees are urged to get details from the personnel office at their work location.



EMPLOYEES VOLUNTEER TO ASSIST in the blood donor program. Here, Helen and Ray Lee, sitting, verify appointment of E. Jackie Zsuspan.



FRANK BELlicOSE, right, a Tax and Finance employee, has his temperature taken by Milt Mosall, a medical technician with the Red Cross. This is first of series of tests the potential donor takes before donating.



A BLOOD SAMPLE to determine blood type and coagulating ability is taken painlessly from ear of donor Barbara Felano, left, by Nurse Sylvilana Mosall.



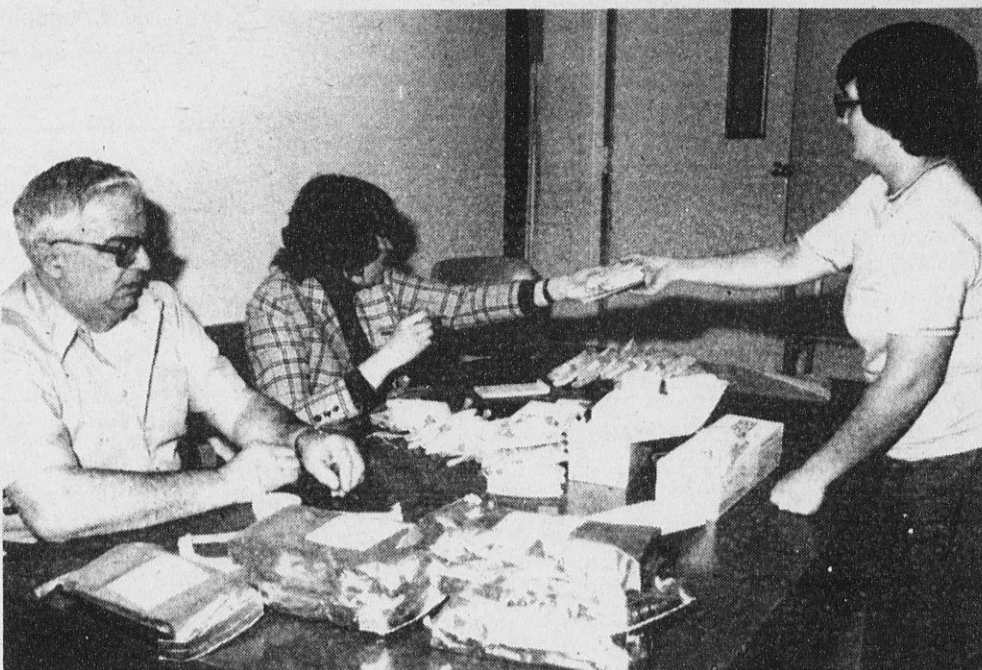
BLOOD PRESSURE of Margaret Corcuera is checked by Nurse Suzanne Bermas.

ALBANY — State employees annually donate an average of 14,000 units of blood in a state-run employee blood program in cooperation with the Red Cross. That's an enormous amount, made all the more significant since modern technology makes it possible to separate blood components, providing for extended use.

Bloodmobile visits to state work sites across the state are held more than 60 times a year under the donor program. Employee representatives in each department or work area help coordinate the visitation programs.

Recently more than 200 employees in the State Department of Taxation and Finance showed up to donate when the Red Cross bloodmobile visited the Albany worksite over two days last month.

The visits were sponsored by the Tax and Finance CSEA Local 690. CSEA volunteers, under the director of Local 690 blood drive coordinator Helen Butrym, provided the necessary assistance. The photos here depict some of the Tax and Finance employees in various stages of donating the precious gift of blood. This page is not only a tribute to them, but to the thousands of state workers who contribute annually to this important cause.



EMPLOYEE VOLUNTEERS Albert Robbins and Ann Reyner, seated, hand blood pack to donor Jacklyn Muth.



PAT SULLIVAN, having been certified as a qualified donor by passing series of tests, donates blood.

**IS A SAFE PLACE
TO WORK
TOO MUCH TO ASK?**

THIS BURNING QUESTION provides the back of a very large folded piece of important literature being mailed later this month to every CSEA-represented public employee throughout New York State. The literature opens to contain vital material concerning the need for OSHA protection for public employees in this state. Included are tear-off, self-addressed postal cards for mailing to Senate Majority Leader Warren Anderson and Assembly Speaker Stanley Fink urging adoption of meaningful occupational safety and health protection legislation during the current legislative session. With an initial mailing to over a quarter of a million CSEA-represented public workers, CSEA is looking for a huge response to its request to mail the cards to the legislative leaders.

Great Meadow employees work under stress and tension

'You brainwash yourself . . . in order to just survive your shift'

"You brainwash yourself when you go in. You have to, in order to just survive your shift. Then, when you get home again, if you get home, sometimes your body just shakes — shakes uncontrollably."

This statement by a civilian employee who works at the Great Meadows Correctional Facility in Comstock summarizes the tensions the 127 members of Local 157 of the Civil Service Employees Assn. live with on a day-to-day basis.

Recently, John D. Corcoran, Director of the Capital Region of CSEA, and Daniel X. Campbell, CSEA regional communication associate, toured the facility and spoke with several CSEA members. Most expressed concern for proposed Occupational Safety and Health Act

coverage for public employees, and about the proposed use of prison inmates in public employee civilian job situations. Campbell prepared these articles following that visit.

The first tour by the CSEA officials was cut short due to a disturbance in the prison yard. It was during this wait that one of the major complaints of the civilian employees was brought to the surface. "Correction officers get a briefing on what is going on inside everyday, but civilian employees don't; and that can put us into the middle of a dangerous situation," Greg Scallero, President of the CSEA Local said to the CSEA officials. "We've talked to local management about this several times and their answer is, 'We'll tell you when you need to know.' We need to know everyday because we are expected to

go everywhere and do our job no matter what."

Linda Terenzini, CSEA Local secretary, picked up on the complaint, "Female employees are not given an escort at any time. We cross the yard, go into population (the prison proper) without any knowledge of what the conditions are. It's unfair that management only tells the correction officers the conditions. It's like we don't count."

Corcoran suggested that such a request for information should be addressed to local management again and, if the results are not achieved, that this topic be dealt with through a departmental labor-management meeting on the Regional level.

"Our members deserve to know the true conditions of their work location, especially our members who are ex-

pected to work in the prison area itself or those who are expected to travel through it regularly. Continued failure to keep these employees informed will only cause the Region to seek adjustment through a higher level," Corcoran said.

Various prison work sites were visited and numerous CSEA members were interviewed. Employees spoke out for OSHA protection and listed a number of existing health or safety problems, which were photographed for the record. In the office area of the prison, female employees were very concerned with the rumored use of inmates in normal public employee jobs. "Too much goes on in here. We handle too much confidential information to have an inmate clerk working here," one CSEA member stated.

Employee sentiment against inmate help

The phone rang once. The message could have been a warning of danger, a plea for help, a report of an arrival of a delivery or a reminder that material was being moved out at a certain gate at a specific time. The voice at the other end of the line said: "Hello, Prison Maintenance Control Shop, Inmate Clerk . . . speaking."

"Inmate Clerk!" These two words stopped the caller in his tracks. The management of the State of New York and the administration of the Correction Department are attempting to use inmate clerks in various positions in prisons throughout New York State. The rationale is that due to a hiring freeze and cutbacks, it is cheaper for the State to use inmate clerks. In reality, according to employee opinion, off-the-record managerial opinion and common sense, this experiment in economics could lead, not just to the loss of public employee jobs, but to the loss of public employee lives.

Gregory Scallero, President of the Great Meadow Correctional Facility CSEA Local 157, an employee in the Maintenance Department at Comstock, voiced his opinion of this move: "The inmate clerk in Maintenance Control handles all repair orders. A lot of them go to the locksmith with gates broken and non-locking." The union president continued, "He also sits in the Maintenance Control Office where there is a blueprint file which has the complete blueprints of the facility. If, by chance, he were left alone, he would have access to them easily."

Inmates are in prison because of their lack of responsibility to society and its norms on the outside of the facility. Once inside a prison, they are watched, guarded, supervised and controlled. But now, the State of New York wants to put inmates in

positions that could end up turning the control of a prison over to the inmates.

Linda Terenzini is a Senior Medical Records Clerk at Comstock; she is also secretary of the CSEA Local. These are her reactions to the idea of inmate clerks in civilian employee situations: "At the moment, I have a three-person office and there is just myself. So that would be two inmate

see inmates being responsible in any spot."

"I wouldn't want it, definitely not, not in this prison," one female clerk said. "There is contraband in this room. You can't have it here. I wouldn't feel too comfortable," another female employee who wished to remain unidentified, said.

Clark Skinner noted, "We have trained inmates out here (garage) but I've never seen an inmate come out

inmates, it will be one with three."

Ralph Forini left no doubt how he feels. "I think it stinks. Inmates are here because they couldn't be trusted on the outside. How can they be trusted here?"

Stanley Star concluded, "I've been here 30 years and 4 months. They've taken everything else. They can just as well take our jobs."

"We know that the correctional facilities in this Region are powder kegs waiting for someone to drop a match. We demand that State management not wait for an explosion before addressing these civilian employee problems. We want corrective action now."

**— Joseph E. McDermott
President, CSEA Capital Region**

clerks assigned. Security-wise, there is no protection for me. I deal with medical records, outside appointments, doctors, and a lot of it is confidential. For inmates to have access to any of this stuff is dangerous. The employees have enough problems working inside a jail without having to work seven and a half hours in direct contact."

CSEA members voiced their personal opinion of this proposal and some asked that their names not be used due to fear of reprisals from both inmates and management. But on the whole, the total reaction was, "It stinks!"

The following are the reactions of some civilian employees at Great Meadow to the use of Inmate Clerks in Correctional Facilities: Eugene Stark said "I'm against it," while Doug DeKalb called it "a security risk." John Zaycheck added "I can't

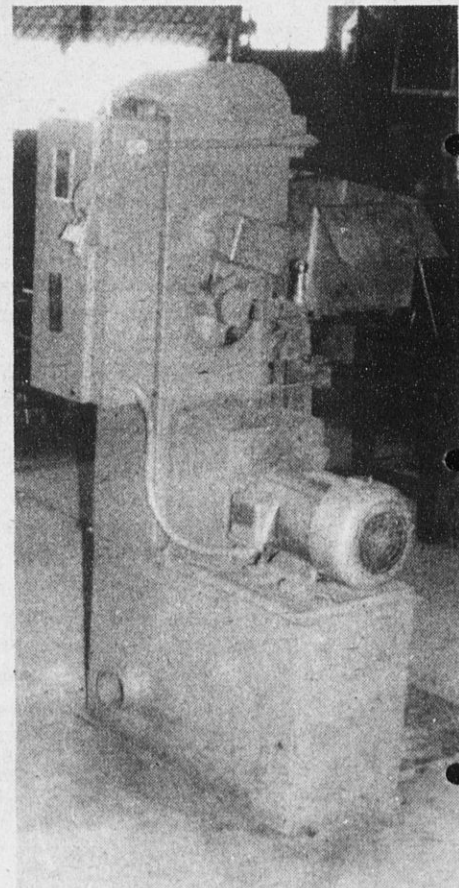
here who could handle the job."

Roy Harris was emphatic; "No way. We have to do the work over to see that they do the job."

Van Cholakis, felt "It's not right; citizens need the jobs." Ginny Rivet said, "I do not think that any inmates should be able to work with any facility records." Betty Belden, added, "I don't feel it's right," and Nancy Young concurred, "I don't feel it's right either."

Gardner Norton said flatly, "It's dangerous," while Vern Heath added, "I don't feel it's a good idea. It's bad for the State."

It's impossible to do it here. Inmates can't be trusted," Rick Potter said. "Due to the lack of civilian employees, we are already in a compromised situation. There are two inmates and one civilian employee doing a job. Who's in control? Not the civilian — the inmates. So now, instead of putting one civilian with two



THIS MACHINE, like many others observed at the facility, lacks safety exhaust equipment to remove dangerous dust and fibers from the area while the machine is in use. The exhaust pipe, minus the necessary tubing, is clearly visible at the base of the machine.

Civilian employees at the Great Meadows Correctional Facility at Comstock expressed a great many concerns over problems they encountered during the course of an ordinary work day. The following is a partial list of problems and concerns as expressed by the civilian employees during a recent tour of Great Meadows by CSEA union officials.

1. Civilian employee believe that correction management is not concerned with civilian employee safety or contract provisions.
2. Lack of any type of daily civilian employee update on the internal prison population mood or conditions.
3. Fear of the possible use of inmate clerks in areas of the prison where confidential and or security information is readily available.
4. Possible use of asbestos-based ceiling tile and pipe insulation materials in all parts of the

prison, from office areas to shop areas. This is a possible danger to all prison employees and inmates.

5. Lack of proper safety equipment for use by civilian employees; no safety shoes; no safety goggles for civilian employee use in shop areas, un-

Problems are many at Comstock

healthy sewage treatment disposal area.

6. Civilian employees are assigned to supervise the actions of numerous inmates in areas where correction officers are not normally assigned nor readily available.

7. Unsanitary and overcrowded conditions in employee eating areas, rest rooms, etc.
8. Lack of proper storage areas for chemicals, tools, etc., in garage and sewage area.
9. Lack of proper exhaust systems in prison work areas. Lack of safety exhaust system on machinery used by civilian employees and prison inmates.
10. Lack of safe electrical extension cords.
11. Lack of prompt repair of equipment when employees report equipment broken or unsafe. Often, same equipment is re-issued without repair.
12. Assignment of civilian employees to work in a trailer which is plagued with structural problems ranging from a collapsing roof to a slanted floor and a leaking roof.
13. Constant use of unsafe vehicles on state property. Vehicles which could not pass auto inspections are in use daily.

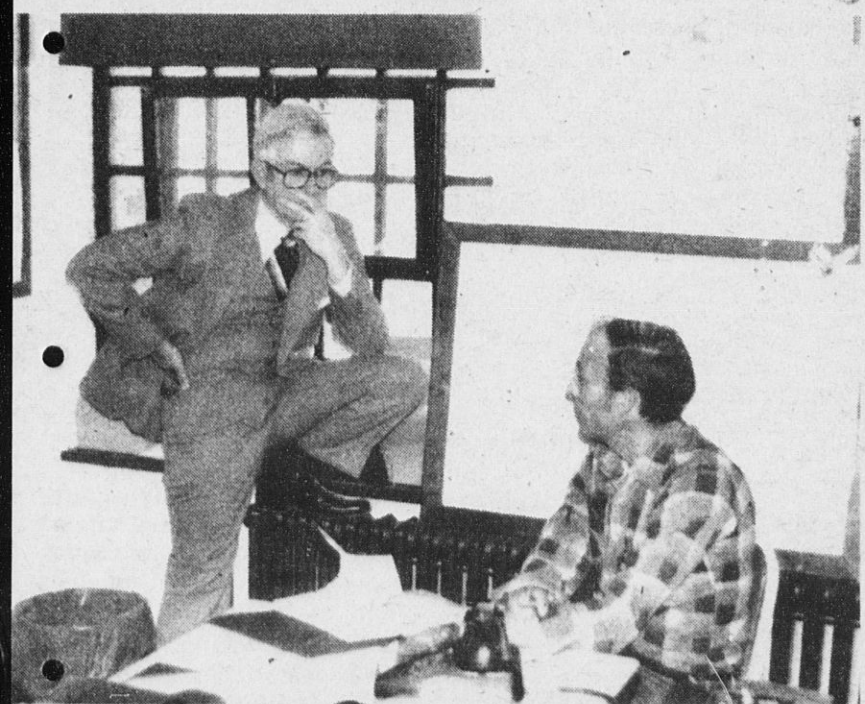


THIS IS THE LUNCH ROOM for civilian employees assigned to the sewage treatment facility at Great Meadows.



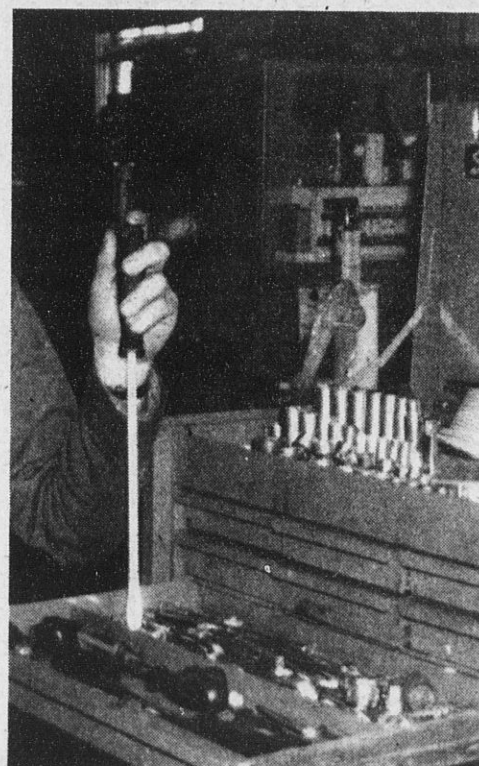
e) THIS INMATE CLERK'S DESK in the Comstock correctional facility is located in close proximity to prison blueprint file.

y) GREG SCALLERO, right, president of CSEA Local 157 at Great Meadows, discusses a series of civilian employee problems at the facility with Capital Region Director John D. Corcoran Jr., left. Corcoran recently toured the facility, and says he plans to tour every correctional facility in the state to see if such problems are widespread.

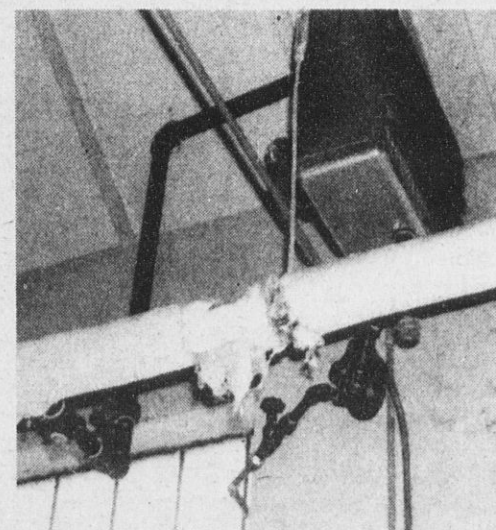


(Above) THIS TRAILER serves as an office for civilian employees. A ceiling support bar is clearly visible, trying to keep the roof from caving in. The files at the right side of this photo appear to be slanting, and they are — the floor of this work area slants noticeably. The roof leaks, adding to the problems for employees in this area.

(Below) THIS PIPE INSULATION, which is torn and allows small particles to fall, is believed to be asbestos-based. The hazards to anyone thus exposed are obvious.



THIS SCREWDRIVER is a tool to the employee, but to inmates it could become a dangerous weapon. Employees are concerned about the lack of proper storage for such tools at Great Meadows.





(Above) LONG ISLAND REGION I Education Chairman Gregory Szmuricki, left, receives an award from Suffolk County Education Local 870 President Walter Weeks in recognition of numerous educational programs coordinated for the Local by Szmuricki.



(Above right) MIDDLE COUNTY SCHOOL DISTRICT UNIT of Local 870 was represented by, from left, Michael DeLuro, Peter Petrovick and Robert Hunter.



(Right) ATTENDING THE LOCAL 870 meeting were, from left, Diane Klement of the Riverhead Aides Unit; Marilyn Mahler of the Brentwood Aides Unit; and Sue Palermo of the Patchogue-Medford Operational Unit.

Greater political effort urged at local level

CORAM — Greater efforts in political action was urged by Suffolk County Education Local 870 Executive Vice President Robert Conlon when he spoke at the local's executive board meeting recently.

"We can elect our own employers," he said to the more than 80 persons attending the meeting.

Local First Vice President Michael Curtin, who is co-chairman of the Long Island Region I Legislative and Political Action Committee and a member of the statewide committee, urged the local's membership to write their legislators about proposed cuts in the State budget.

He reported that among the 30 proposed pieces of legislation

CSEA is backing during this session of the legislature, seven pertain to school districts.

Local 870 President Walter Weeks reminded the unit representatives at the meeting that after negotiating a contract, do not sign it until after it has been looked over by an attorney.

He also called attention to the retirement status coupon in The Public Sector, urging members to make sure they are in the retirement system.

Weeks presented awards to Region I Education Chairman Gregory Szmuricki and to Field Representative Irwin Scharfeld for their service to the local. Scharfeld has been transferred to work with Suffolk County Local 852.

Scharfeld has been replaced by Field Representative Ronald King. Statewide Secretary Irene Carr spoke at the meeting, and noted King had been her field representative at SUNY Oneonta.

Region I President Irving Flaumenbaum addressed the meeting about AFSCME and the AFSCME Convention.

Local 870 Vice Presidents Carol Craig and Nick Avella spoke on the appointment of Larry Scanlon as CSEA school district coordinator and on reporting safety problems, respectively.

Information also was provided on health insurance and pre-retirement counseling.

Local 870 is the fifth largest local in CSEA with approximately 4,000 members.

New contract in Glenville substantial

GLENVILLE — Six months of negotiations have culminated in a one year contract containing a seven percent salary increase and substantial benefits for members of the newly organized Town of Glenville Unit of the Civil Service Employees Assn.

According to Glenville CSEA Unit President Jean Paparella, prior to joining the union, Glenville employees lacked benefits and job protection.

In addition to the seven percent increase, which is retroactive to January 1, 1980, the contract establishes a longevity scale of \$150 after five years of employment; \$300 after ten years, and \$450 after 15 years.

Benefits include health and dental plans paid for by the town, holiday, vacation, personal and other leave time, a clothing allowance of \$100 per year for water department employees, 75C retirement plan, the 60B death benefit, and an Agency Shop.

The language concerning work schedules, overtime, seniority and vacations was also clarified. In addition both sides agreed to the establishment of a labor/management committee to meet on a regular basis.

Paparella feels negotiations went smoothly and commented that the package was satisfactory for a first time agreement.

Capital Region Field Representative John Cummings assisted the negotiating team.

Billing change

ALBANY — Many State employees stopped using the radiology services at Child's Hospital here three years ago when a policy change called for such services to be paid by the Blue Shield health plan, rather than the Blue Cross plan under which state employees are covered. Now another policy change will now make it possible once again for Blue Cross to pay.

According to Roger Mayers, acting director of the hospital, the radiologist was previously allowed to charge a separate fee for services, requiring him to bill Blue Shield. Now, however, the radiologist is considered a hospital based physician, whose fee is paid in salary, thereby allowing the hospital to charge Blue Cross for the work.

The new policy is in effect immediately.

New agreement

LONG BEACH — The Long Beach Unit of Nassau County CSEA Local 830 and the City of Long Beach recently reached agreement on a new three-year contract retroactive to July 1, 1979.

Members of the unit will receive approximately a 21 percent salary increase plus increments and longevity steps, Unit President Eugene Cammarato said.

He said members will receive a \$700 increase in the first year; a five percent increase on July 1, 1980 and a four percent increase on Jan. 1, 1981 in the second year; and a seven percent increase in the third year of the contract.

Some comp waiting periods waived

ALBANY — Under section 11.1 (c) of their current contracts, employees in the CSEA-represented Administrative, Operational and Institutional statewide bargaining units no longer necessarily have to wait 10 days before receiving worker's compensation benefits.

There are four criteria for

eligibility for waiver of the 10-day waiting period: (1.) admission as an in-patient to a hospital during the first 10 working days after the occurrence of the occupational injury or disease; (2.) having to be absent for 20 consecutive working days after incurring such injury or disease; (3.) being required by the employer, the State In-

surance Fund or the Worker's Compensation Board to attend a medical examination or hearing during the first 10 working days after such injury or illness; or (4.) a request by the employee for such a waiver.

The State will not unreasonably deny a request for a waiver, but failure to grant the waiver is not reviewable. Management criteria for granting the waiver are: credibility of the accident report and witnesses; timeliness of the report; and available medical evidence pertaining to the claimed injury or disease.

Under the 1977-'79 contracts in these three bargaining units, there was virtually no waiver allowed, and all employees had to wait 10 days after incurring an occupational injury or disease before collecting worker's compensation benefits.

Career planning workshop set

ALBANY — A free 3-day career planning workshop will be held at the State University College at Purchase May 7-9 for women who work for the following agencies: the Dept. of Taxation and Finance, White Plains; the Division of Human Rights, White Plains; the Dept. of Labor, White Plains and Mt. Vernon offices; the State Thruway Authority, Albany; the State University College at Purchase; and the Dept. of Transportation, Poughkeepsie.

The program, geared to women in New York State government employment who are considering career changes,

is co-sponsored by SUNY and the Center for Women in Government. It offers an in-depth exploration of career planning, including identification of participants' skills, career aspirations and values, and helps develop strategies to achieve the goals they have established in the workshop.

The success of the program last year in Albany and Buffalo locations inspired the sponsors to offer it this year in the downstate area.

For more information call Bonnie Cohen at the Center for Women in Government: (518) 455-6211.

**Answer the
Census**
We're
counting on you.



RETIREE HONORED — Mrs. Woodie McLean smiles at a party in her honor recently to mark her retirement from state service after 25 years of service. She retired as a senior account clerk with the Office of Vocational Rehabilitation in White Plains, and previously had worked with the Departments of Motor Vehicles and Taxation and Finance. She was a long-time member of New York City CSEA Local 010.

Demonstration called off; resolve staff concerns

SCHENECTADY — A demonstration called to express discontent with staffing policies and other conditions at the Oswald D. Heck Developmental Center in Schenectady was postponed recently by CSEA Local officers when top level administrators at the center promised to make some major changes.

The union had scheduled its protest for early April and was in the process of distributing the pertinent information to members when Zygmund Slezak, the associate commissioner of the Office of Mental Retardation and Developmental Disabilities, requested a meeting with local officers to discuss their concerns. The OMRDD oversees the operation of all state developmental centers.

The changes proposed by Slezak are acceptable to the union, reports CSEA Local President Peter Looker. However, he added, "if they are not put into effect, to the union's satisfaction, by mid-May the demonstration will go on as planned."

Slezak told the union he would work out a new staffing system which would increase the number of staff members working in patient areas.

In addition, he said that he was able to fit eight new items in the state

developmental budget to allow for the hiring of five nurses and three mental health therapy aides. As of Public Sector press time, the hiring had begun.

He also assured the union that the present director of OD Heck, who will be leaving within the next few weeks, will be replaced immediately. The union had been worried that a delay in hiring a replacement would create confusion over policies, resulting in problems between employees and supervisory personnel.

CSEA Field Representative Donald McCarthy, who assisted the Local in organizing the demonstration, commented "We postponed the demonstration based on Slezak's good faith effort in resolving these problems, particularly those pertaining to staffing. We're hoping for positive results."

Grievance is won

WEST BRENTWOOD — Pilgrim Psychiatric Center has been ordered to discontinue the assignment of some therapy assistants to clerical and administrative duties following a grievance filed by CSEA Local 418.

The institution's scheme was ruled to involve out-of-title work in a decision by the Governor's Office of Employee Relations.

Paula Luvera, grievance chairperson, said that the scheme threatened to drain personnel away from direct patient care. Local 418 President Bill Chacona said that the ruling may be applicable in other institutions.

Pilgrim PC management has assigned 25 Therapy Assistant I titles to unit-wide and building-wide duties as "Support Service Liaison." The new jobs involved checking wards for cleanliness and equipment, reporting needs and handling patients' property, food service problems and maintenance.



YONKERS MUNICIPAL HOUSING AUTHORITY UNIT PRESIDENT Julian Gunthorpe, right, confers with his Local president, Pat Mascioli of Westchester County Local 860, on the unit contract with the authority. The contract will go into effect as soon as it is approved by U.S. Department of Housing and Urban Affairs.

Yonkers pact approval is anticipated

YONKERS — Fourteen months of negotiations will culminate in a new contract for the Yonkers Municipal Housing Authority Unit of Westchester County Local 860 as soon as approval is granted by the U.S. Department of Housing and Urban Affairs (HUD), Local 860 President Pat Mascioli reported.

The contract has been ratified by the unit and by the authority, Mascioli said. Once approved by HUD, the contract will be retroactive from Jan. 1, 1979 to Dec. 31, 1980.

After more than one year of negotiating, the break-through came in January, 1980, and agreement was reached in February.

Mascioli said throughout the negotiations the CSEA unit held firm, refusing to give in to management demands for give backs in vacation and in personal days.

The salary increase in the contract will be 5.5 percent for 1979 and seven percent for 1980. All other parts of the expired contract will continue in the new contract.

Negotiating for the unit were Unit President Julian Gunthorpe, CSEA Collective Bargaining Specialist Ron Mazzola, unit members Barbara Cipola and Eddie Mascara and Mascioli. Housing Authority Board Chairman Emmett Burke led negotiations for management.

The unit represents the 57 maintenance employees of the Housing Authority who work in the more than 100 buildings of the authority.

Calendar of EVENTS

APRIL

- 16—Hudson Valley Armory Employees Local 252 meeting, 1 p.m., Kingston Armory, North Manor Avenue, Kingston.
- 16—Buffalo Local 003 Executive Committee Meeting, Georgian Room, Statler Hilton. Dinner at 5:30 p.m., meeting at 6:30 p.m.
- 17—CSEA Board of Directors meeting, 9 a.m., Thruway House, Albany.
- 18—Southern Region III legislative breakfast, 9 a.m., Hilton Inn, Tarrytown.
- 18—Village of Tarrytown Unit dinner dance, Pleasantville County Club, Pleasantville.
- 19—Local 119, Encon Field Employees, general membership meeting, 10 a.m., Holiday Inn, Clinton & River Streets, Cortland.
- 21—Southern Region III Mental Health labor-management meeting, 1 p.m., Holiday Inn, Newburgh.
- 23—Saratoga County Local 846, executive board meeting 7 p.m., general membership meeting 7:30 p.m., County Solar Building, High Street, Ballston Spa.
- 24—Taconic State Park Commission Local 108 installation, 7:30 p.m., James Baird Park.
- 26—Yonkers School District Unit dinner-dance, 7:30 p.m., Chateau Restaurant, Yonkers.
- 29—Westchester County benefit seminar, 9:30 a.m., County Center Little Theater, White Plains.

MAY

- 1-2—New York State Special Olympics, Staten Island Developmental Center.
- 1—Southern Region III Executive Committee meeting, 7:45 p.m., Holiday Inn, Newburgh.
- 6—Westchester County Local 860 Executive Committee meeting, 8 p.m., 196 Maple Avenue, White Plains.
- 9—Letchworth Village Developmental Center Local 412 dinner dance, Platzl Brau House.
- 17—Cortland County Local 812, retirement party, American Legion, Tompkins Street, Cortland.
- 19—Saratoga County Local 846, executive board meeting, 7 p.m., Solar Building, High Street, Ballston Spa.
- 21-23—State Division Workshop, Kutcher's Club, Monticello.
- 30—Harrison Schools Unit Dinner Dance, Laddin's Terrace, Stamford, Conn.
- 30-June 1—Suffolk County Department of Social Services Unit 1, 2nd annual social weekend, Grossingers Hotel, Grossingers.

OPEN CONTINUOUS STATE JOB CALENDAR

Title		
Senior Medical Records Technician	\$10,624	20-102
Pharmacist (salary varies with location)	\$14,388-\$15,562	20-129
Assistant Sanitary Engineer	\$16,040	20-122
Senior Sanitary Engineer	\$18,301	20-123
Clinical Physician I	\$27,942	20-118
Clinical Physician II	\$31,055	20-119
Assistant Clinical Physician	\$25,161	20-117
Attorney	\$14,850	20-113
Assistant Attorney	\$12,397	20-113
Attorney Trainee	\$11,723	20-113
Junior Engineer	\$12,890	20-109
(Bachelor's Degree)		
Junior Engineer	\$13,876	20-109
(Master's Degree)		
Dental Hygienist	\$8,950	20-107
Licensed Practical Nurse	\$8,051	20-106
Nutrition Services Consultant	\$13,404	20-139
Stationary Engineer	\$10,042	20-100
Senior Stationary Engineer	\$11,250	20-101
Occupational Therapy Assistant I	\$9,029	20-174
Occupational Therapy Assistant I	\$9,029	20-174
(Spanish Speaking)		
Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	20-140
Medical Record Technician	\$9,481	20-143
Histology Technician	\$8,051	20-170
Professional Positions in Auditing and Accounting	\$11,250	20-200
Computer Programmer	\$11,250	20-220
Computer Programmer (Scientific)	\$11,250	20-222
Senior Programmer	\$14,075	20-221
Senior Computer Programmer (Scientific)	\$14,075	20-223
Mobility Instructor	\$11,904	20-224
Instructor of the Blind	\$11,250	20-225
Health Services Nurse	\$11,250-\$12,025	20-226
(salary varies with location)		
Senior Heating and Ventilating Engineer	\$18,301	20-227
Senior Sanitary Engineer (Design)	\$18,301	20-228
Senior Building Electrical Engineer	\$18,301	20-229
Senior Building Structural Engineer	\$18,301	20-230
Senior Mechanical Construction Engineer	\$18,301	20-231
Senior Plumbing Engineer	\$18,301	20-232
Assistant Stationary Engineer	\$7,616	20-303
Electroencephalograph Technician	\$7,616	20-308
Radiologic Technologist	\$8,454-\$10,369	20-334
(salary varies with location)		
Medical Record Administrator	\$11,904	20-348
Food Service Worker I	\$6,456	20-352
Mental Hygiene Therapy Aide Trainee	\$7,204	20-394
Mental Hygiene Therapy Aide Trainee	\$7,204	20-394
(Spanish Speaking)		
Associate Actuary (Casualty)	\$18,369	20-416
Principal Actuary (Casualty)	\$22,364	20-417
Supervising Actuary (Casualty)	\$26,516	20-418
Assistant Actuary	\$10,714	20-556
Nurse I	\$10,624	20-584
Nurse II	\$11,904	20-585
Nurse II (Psychiatric)	\$11,904	20-586
Nurse II (Rehabilitation)	\$11,904	20-587
Medical Specialist II	\$33,705	20-840
Medical Specialist I	\$27,942	20-841
Psychiatrist I	\$27,942	20-842
Psychiatrist II	\$33,705	20-843
Social Services Management Trainee	\$10,824	20-875
Social Services Management Specialist	\$11,450	20-875
Social Services Management Trainee	\$10,824	20-876
(Spanish Speaking)		
Social Services Management Specialist	\$11,450	20-876
(Spanish Speaking)		
Industrial Training Supervisor	\$10,624-\$12,583	20-877
(salary varies depending on specialty)		
Physical Therapist	\$11,337	20-880
Physical Therapist (Spanish Speaking)	\$11,337	20-880
Senior Physical Therapist	\$12,670	20-881
Senior Physical Therapist (Spanish Speaking)	\$12,670	20-881
Speech Pathologist	\$12,670	20-883
Audiologist	\$12,670	20-882
Assistant Speech Pathologist	\$11,337	20-884
Assistant Audiologist	\$11,337	20-885
Dietician Trainee	\$10,624	20-888
Dietician	\$11,250	20-887
Supervising Dietician	\$13,304	20-886
Stenographer (NYC only)	\$6,650	20-890
Typist (NYC only)	\$6,071	20-891
Senior Occupational Therapist	\$12,670	20-894
Senior Occupational Therapist	\$12,670	20-894
(Spanish Speaking)		
Occupational Therapist	\$11,337	20-895
Occupational Therapist (Spanish Speaking)	\$11,337	20-895

You may contact the following offices of the New York State Department of Civil Service for announcements, applications, and other details concerning examinations for the positions listed above.
 State Office Building Campus, First Floor, Albany, New York 12239 (518) 457-6216.
 2 World Trade Center, 55th Floor, New York City 10047 (212) 488-4248.
 Suite 750, Genesee Building, West Genesee Street, Buffalo, New York 14202 (716) 842-4260.

STATE OPEN COMPETITIVE JOB CALENDAR

FILING ENDS APRIL 21, 1980

Cable Television Municipal Consultant, Assistant	\$16,420	25-187
Cable Television Municipal Consultant, Senior	\$21,345	25-188
Engineering Geologist, Assistant	\$17,320	25-192
Engineering Geologist, Senior	\$21,345	25-193
Environmental Conservation Agricultural Program Coordinator	\$21,345	25-083
Investigator	\$12,395	25-180
Motor Vehicle Investigator	\$13,125	25-190
Motor Vehicle Investigator (Spanish Speaking)	\$13,125	25-190
Pure Waters Grants Analyst II	\$16,420	25-194
Pure Waters Grants Analyst III	\$21,345	25-195
Pure Waters Grants Analyst IV	\$26,390	25-196
Pure Waters Grants Analyst V	\$27,800	25-197
Real Estate Appraiser	\$16,420	25-184
Real Estate Appraiser, Senior	\$21,345	25-200
Industrial Consultant (International)	\$16,620	28-053

FILING ENDS APRIL 28, 1980

Community Mental Health Nurse		
(Spanish Speaking)	\$17,320	28-050
Community Mental Health Nurse	\$17,320	28-050



DEPARTMENT OF LABOR
 Local 670 held a well-attended general membership meeting recently in Albany. A number of union staff representatives spoke to the members concerning a wide variety of topics of interest. In the above photo, CSEA Capital Region IV President Joseph E. McDermott talks with Local 670 President Shirley Brown. In the photo at left, member Ernestine Lafayette speaks to the group.

CSEA Safety Hotline

800-342-4824

Week-long women's seminar gets praise

ALBANY — CSEA Statewide Secretary Irene Carr has high praise for a recent week-long seminar for union women she attended at the George Meany Center for Labor Studies in Silver Springs, Md.

Of the 33 participants, from public and private-sector AFL-CIO affiliates across the country, five were associated with AFSCME, including AFSCME Women's Activities Coordinator Eve Johnson, who taught a workshop on "Why Women Earn Less than Men."

In her report to CSEA President Bill McGowan upon her return, Ms. Carr noted that Ms. Johnson's workshop was one of the best.

"In this workshop, we learned the major reasons — such as sexual stereotyping, unequal educational and promotional opportunities, and ingrained social and economic patterns — that have led to the situation we have today in the United States, where women make up nearly half the workforce but still earn only 59¢ for every dollar earned by men," she said. "We also learned of strategies that are now being implemented to combat the problem, legislatively, legally, and through organization."

Another program Ms. Carr found informative during the five-day seminar was one on "Women in the Economy Today," which dealt with, among other things, the need for change in the Social Security law.

"The Social Security law is based on the 'typical American family' of the 1940's," Ms. Carr reported. "That family consisted of a working husband, a nonworking wife, and two children. The law remains intact today, despite the fact that only 14% of American families now

fit that description. For example, most wives today work, and millions of families have only one adult present — a working mother."

A workshop led by an Antioch Law School professor dealt exclusively with current laws against discrimination. These include the Equal Pay Act, the Fair Labor Standards Act, and Title VII of the Civil Rights Act. The professor, attorney Patricia Eames, also

the 1980's: equal pay for jobs of comparable worth; passage of the Equal Rights Amendment, which needs adoption by three more states to become part of the United States Constitution; better day-care programs; elimination of sexual harassment; social security reform; achievement of greater numbers of women in non-traditional jobs; securing strong, enforceable occupational health and safety standards for public and

tatives at the seminar were the Communications Workers of America; the Transport Workers Union of America; the American Federation of Government Employees; the United Food and Commercial Workers International Union; the United Steelworkers of America; the International Chemical Workers Union; the American Postal Workers Union; the Hotel and Restaurant Employees International Union; and the International Union of Electrical, Radio and Machine Workers.

Ms. Carr, enthusiastic about the Maryland program, has high hopes for the success of women's programs now being planned by the CSEA Statewide Women's Committee for the upcoming State and County Division Workshops, later this spring. Regional and local women's committees throughout the union are also preparing seminars for 1980, and she urges CSEA women to watch for information about them in their local newsletters or in the Public Sector.

Two women's programs being sponsored by the University and College Labor Education Assn., in cooperation with the AFL-CIO Education Department, will be held this July. One, from July 6-July 11 in Storrs, Ct., is for women who have already attended a union summer school. For information about this program, call Maria-Luz Samper at (203)-486-3417.

The other, for women who have not attended a union summer school before, will run from July 20-July 25 in New Brunswick, N.J. For information about this program, call Ida Castro at (201)-932-9502.

CSEA
Secretary
Irene Carr



reviewed the various routes available to union women to fight discrimination.

"The Equal Employment Opportunity Commission is always there on the federal level, and each state has its own Human Rights division or department, but the route that we as union women should always try first is to file a grievance," Ms. Carr said.

The title of the week-long program was "Issues and Concerns," and by the end of the week the participants had outlined the major goals of union women for

private sector workers; organization of unorganized women workers; becoming a greater part of union negotiations; and making sure that anti-discrimination laws that are already on the books are enforced.

"In addition to the educational seminars, it was good to meet other union women from the public and private sectors from around the country and get different perspectives on the problems confronting women in the labor movement today," Ms. Carr concluded.

Other unions with represen-

Warning on difficulties ahead

By Brendan Coyne

POUGHKEEPSIE — Warning of the difficulties ahead for organized labor, a professor of collective bargaining skills gave some advice to Dutchess County Education Local 867 members at an all-day seminar recently.

Professor Joel M. Douglas, director of the National Center for Collective Bargaining at Baruch College in New York City, spoke in the afternoon following a morning session on the role of the negotiating committee.

Southern Region III President James Lennon also talked about labor relations problems in the region, including some which resulted in strikes. He also spoke about cooperation between CSEA and AFSCME.

"The message I bring you for the 80s is one of sheer horror for organized labor," said Douglas who is also a labor arbitrator. "You have to look far and wide to find a situation where a union has won recently."

A management trend has been to look to subcontract, Douglas said. "This will become a crucial issue."

More important than wages at the bargaining table according to Douglas are the job protection/job security clauses in the contract.

"You have to do your homework. You have to know what you want, what you want to go after," he said.

One tool negotiators must use is the politician. Organized labor must get politicians to support their needs, he said.

Another tool in the negotiating process is a union's economic muscle. For example, he said in many small towns, the school is the major employer. And if a school board member has a business in town, public employees may want to picket his place of business in order to help him see their side of an issue.

While noting that it is unfortunate, Douglas said negotiators must take the posture of asking for more than they want. Douglas said negotiators must play the game. Administrators expect it. "If you think you are going to change this role playing, you're wrong," Douglas said.

He said many contracts have gray areas, "lots of loose language," which is difficult to interpret and may go against the employee. "If you had tight contracts, we arbitrators wouldn't have a job." Try to tighten language, Douglas advised.

He also spoke on helping a fellow worker. He cited two examples in his experience where the employee's side of the story was seriously flawed. So

he advised caution in some cases because they might be impossible to defend.

Both Douglas and Collective Bargaining Specialist Ron Mazzola emphasized the importance of taking notes at negotiations. Douglas mentioned the availability of a manual on note taking. He cautioned the employees to be careful about the contents of their notes. Once they are submitted before an arbitrator, they are accessible to the other side.

(Below), TAKING NOTES at the workshop are Clara Boscardin, left, and Thayel Pentz of the Dover Union Free School District CSEA Unit.



COLLECTIVE BARGAINING PROFESSOR Joel M. Douglas speaks about the potential for difficulties ahead for labor during a Dutchess County Educational Local 867 workshop recently in Poughkeepsie.



Why AFSCME supports Kennedy

By Jerry Wurf

President, AFSCME International

When the AFSCME International Executive Board endorsed Senator Kennedy's candidacy for the Democratic Presidential nomination, we were making a critically important decision.

In AFSCME, as in CSEA, we follow up political endorsements with hard work. Right now, AFSCME is working with our locals and councils in some of the remaining primary states where our union has large memberships—including Pennsylvania, New Jersey, Michigan, Rhode Island, Ohio, Maryland—to give a boost to Senator Kennedy's campaign. We're urging voters in these states to follow the lead of Democratic voters in New York State, who voted heavily for Kennedy in the primary March 25.

AFSCME made our endorsement this year after a poll of our 26-member International Executive Board—consisting of AFSCME vice presidents from throughout the nation—revealed overwhelming support for Kennedy's candidacy for the Democratic Presidential nomination.

CSEA President Bill McGowan and Region I President Irving Flaumenbaum explained in last week's edition of *The Public Sector* why they joined with other members of the International Executive Board in the endorsement. I'd like to share with you the process by which AFSCME endorsed Kennedy, and the considerations that led to the endorsement.

When the union endorses a candidate for public office, we go all out to inform our members about the candidate's record and programs on issues of concern to public employees. The AFSCME International Executive Board is well aware that the members of our union include Republicans and Independents, as well as Democrats, and that—as free Americans—AFSCME members will never march in lockstep behind a union's political endorsements.

Thus, at the same time that we are working to secure the Democratic nomination for Senator Kennedy, the International Union also will continue to assist AFSCME members who are Republicans—or who are Democrats, but do not support Senator Kennedy—in getting elected as delegates to the national conventions of both parties. We hope that AFSCME members who support other candidates will help convince these candidates to support programs and policies that are beneficial to working Americans.

The International Executive Board endorsed Senator Kennedy because he has been saying what needs to be said about national economic policies.

Senator Kennedy has called for adequate federal aid to state and local governments, and for a decent level of federal funding for programs such as health care, care for the mentally ill and retarded, education, social services, mass transit, and other programs. Senator Kennedy has joined with AFSCME in opposing and exposing the demagoguery of the Proposition 13, balance-the-budget hustlers—and he has pointed out that slashing the federal budget will not reduce the rate of inflation.

Senator Kennedy supports fair and mandatory



SENATOR EDWARD M. KENNEDY is flanked by AFSCME International Secretary-Treasurer William Lucy, left, and AFSCME International President Jerry Wurf, right, following an April 2 press conference in Washington during which President Wurf announced AFSCME'S endorsement of Senator Kennedy's bid for the Democratic Party nomination for President of the United States.

controls upon prices, interest rates, dividends, and profits—not just upon wages. An equitable and workable system of controls is the only way to halt the ruinous inflation which is causing so much hardship for members of our union, and for all low and middle-income Americans.

Budget Cutbacks Are Devastating

AFSCME's support for Senator Kennedy was also prompted by President Carter's severe cutbacks in the federal budget he had already proposed for Fiscal 1981.

In February, President Carter and his key aides met with the AFSCME International Executive Board to discuss the Administration's policies on domestic issues. At that time, the Carter Administration was proposing a "bare bones" federal budget that provided no increases at all in federal aid to state and local governments.

When we left that meeting, I spoke with Bill McGowan and Irv Flaumenbaum about the budget's impact upon New York State. We agreed that the budget was terribly austere—but that we probably could live with it.

Since that February meeting, President Carter has announced at least \$15 billion in new cutbacks from the federal budget. Most of these cutbacks will come from federal aid to state and local governments and from vital human service programs.

Our staff economists estimate that—at a time

when state and local governments in New York are already cutting back their budgets—the new federal budget cutbacks will cost New York State from \$500 million to \$1 billion in assistance that state and local governments had expected to receive.

The new federal budget cutbacks include severe slashes in General Revenue Sharing, which provides \$745 million to state and local governments in New York and in Countercyclical Assistance, which provides another \$80 million. Cutting back from \$500 million to \$1 billion in federal aid to New York State will devastate state and local governments in New York, which receive at least 20% of their general revenues from the federal government.

If these budget cuts are upheld by Congress, thousands of CSEA/AFSCME members in New York State will lose their job—and what happens in New York State will happen in other states as well.

There is one other important reason for AFSCME's endorsement of Senator Kennedy. In New York and in most other major states, our union has a large membership working in facilities for the mentally ill and retarded and in public general hospitals.

As the chairman of a key Senate health care committee, Senator Kennedy has been helpful in our efforts to win federal assistance for public general hospitals, and to win federal protections for the jobs of employees in institutions for the mentally ill and retarded that are involved in change-overs to community facilities.

Senator Kennedy's record on health care issues reveals that he is one political leader who is sensitive to the importance of public services and to the needs of public employees.

We know that this campaign will be difficult, but AFSCME will do everything we can to help Senator Kennedy in the remaining primary states. The New York and Connecticut vote tabulations won't be the last surprise of this eventful political year.

ALBANY — CSEA President William L. McGowan and Region One President Irving Flaumenbaum, CSEA's elected representatives to the AFSCME International Executive Board, voted for the endorsement of Senator Kennedy by the International.

CSEA plays a democratic role in decisions of the International Executive Board as an AFSCME affiliate, but CSEA maintains its ability to use its own procedures to endorse political candidates. The union's Statewide Political Action Committee makes those endorsements.

The action taken by President McGowan and Mr. Flaumenbaum was their vote as elected International Vice Presidents of AFSCME.