

Kennedy endorsed by AFSCME; CSEA leaders join endorsement

ALBANY — The more than one million member American Federation of State, County and Municipal Employees (AFSCME) has endorsed Senator Edward M. Kennedy's Democratic Party bid for the Presidency of the United States.

Announcing the endorsement with Senator Kennedy at AFSCME's headquarters in Washington, D. C., last week, AFSCME International President Jerry Wurf said, "Senator Kennedy is saying exactly what needs to be said about the national economy."

CSEA's elected representatives to the International's Executive Board — union President William L. McGowan and Region One President Irving Flaumenbaum — both endorsed the action of the International prior to the announcement in Washington on April 2.

President Wurf stressed AFSCME's "disappointment with recent actions — especially the economic and spending policies — taken by the Carter Administration." The labor leader attacked the Administration for "haphazardly slashing federal programs that protect the old, the sick, the weak and the needy."

"We believe with Senator Kennedy, that it is counterproductive to balance the federal budget by wiping out revenues that strengthen our state and local governments and the services they provide," Mr. Wurf said. "The spending cuts announced by President Carter this week will have a devastating impact on these critical services

and will have no significant impact at all on the inflation rate."

CSEA President Bill McGowan said he supported the International's action on behalf of CSEA because he is tired of promises from politicians who don't deliver.

In an Albany press conference to announce his action, Mr. McGowan said that he is convinced that President Carter has failed to deal effectively with the problems of the nation. "The rate of inflation is eating our members alive and interest rates make it impossible to buy a car, but President Carter still refuses to impose mandatory economic controls and instead increases the interest rates and imposes a ten cent a gallon tax on gasoline," the union leader said.

Said Mr. Flaumenbaum concerning the Kennedy endorsement, "We're supporting Senator Kennedy in the primaries because President Carter let us down."

AFSCME has large membership in many states which have not yet held Democratic presidential primary elections including Pennsylvania, Michigan, Louisiana, the District of Columbia, Maryland, New Jersey, Rhode Island and Ohio. The International has pledged to work with affiliates to make Senator Kennedy the Democratic nominee.

Senator Kennedy's position on many national issues parallels the position of the International including his support of mandatory economic controls, continuation of federal aid to states and cities, comprehensive national health insurance and welfare reform.



SENATOR EDWARD KENNEDY emphasizes the point that "I'm on your side" in an address before the 1980 Political/Legislative Conference of AFSCME in Washington recently.

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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

Samples of ballots are inside this issue

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

McGowan—'the consequences . . . will be devastating'

Budget mess means 5,000 layoffs

ALBANY — CSEA President William L. McGowan has called upon New York's legislative leadership to uphold Gov. Hugh Carey's vetoes of "reckless" budget appropriations, finalize a new \$130 million revenue package and appropriate \$100 million to the State Purposes Fund or take full responsibility for the catastrophic consequences of 5,000 state employee layoffs.

In telegrams to all Senate and Assembly members last week, President McGowan said that CSEA's warning of the consequences of reckless budget action had been confirmed by Gov. Hugh Carey's announcement at the State Capitol on April 3 that 5,000 present state employees would be laid off next month. The layoffs are in addition to Carey's earlier plan — also opposed by CSEA — to eliminate 9,000 state jobs through attrition.

The union president told legislators that CSEA wants three steps taken now to head off the layoff plans. First, the union wants the vetoes of Governor Carey upheld to protect a balanced budget and the state's fiscal in-

tegrity. Second, the union wants the Assembly's new package providing \$130 million in new revenue to be adopted by the Senate and signed by the Governor. Third, CSEA wants the Legislature to commit itself to appropriate \$100 million of the new revenue to restore the personal services cuts in the State Purposes Fund.

"If the Legislature fails to restrict these reckless appropriations and does not provide needed revenues to support the State Purposes Fund," McGowan said in the telegrams, "Then the consequences to the people of this state will be devastating."

The union leader said conditions in state agencies are already bad as the direct result of understaffing. Adding to these problems with more job cuts and layoffs will devastate state services and result in severe service reductions to the mentally handicapped, the needy and all state taxpayers.

"The politicians talk about the budget as if they were playing Monopoly but the fact is that there are real, tangible human consequences to this reckless game and people are being hurt," McGowan said. "What's more, the people who

are hurt the most are the ones who can do the least to protect themselves."

CSEA has been protesting the proposed budget cuts for weeks, saying that Gov. Carey's plans to provide only 1.8% additional revenue this year to the State Purposes Fund — the source of state agency financing — would result in actual layoffs. Legislative leaders have denied that their cuts would hurt public employees, yet less than a week after their version of the budget was passed, the state announced the 5,000 layoffs.

"The State Purposes Fund is 75% personal services expenditures," McGowan said, "and what the Governor initially proposed would have cost us 9,000 jobs over two years. The Legislature cut the Governor's proposal by more than 200 million dollars and the consequences of their action is now obvious. We said all along that people's jobs were at stake and now it is a fact."

"This state can't operate an orderly and efficient government without state employees," McGowan said.

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.

Retirees meeting held

NANUET — CSEA Retirees Coordinator Thomas Gilmartin spoke at a recent meeting of Rockland-Westchester Retirees Local 918.

Among the topics Gilmartin spoke on were the proposed legislation for retirees which is part of the CSEA legislative program for this year.

The luncheon meeting, which was attended by approximately 50 persons, was organized by Local 918 First Vice President Margaret James. Presiding over the meeting was Local 918 President Agnes Durantino.

In addition to Local 918 members, also attending the meeting were James Nolan of Orange-Ulster-Sullivan County Retirees Local 917, Eva Katz of Rockland Psychiatric Center Local 421 and Pat Mascioli of Westchester County Local 860.



ATTENDING THE ROCKLAND WESTCHESTER RETIREES LOCAL 918 meeting on March 17 are Mr. and Mrs. Nick Puzziferri. He is treasurer of the local.



JOINING HANDS AT A LONG ISLAND labor meeting are, from left, Nassau County Labor Commissioner William Pederson, CSEA Region I Political Action Co-Chairman Michael Curtin, U.S. Secretary of Labor Ray Marshall, Suffolk County Labor Commissioner Lou Tempera, Region I President Irving Flaumenbaum and Region I Political Action Co-Chairman Nicholas Abbatiello. Standing in rear is New York State Assistant Industrial Commissioner John Fanning.

Summer school for women

ALBANY — Applications are now being accepted to the 5th Annual Northeast Region Summer School for Union Women.

CSEA Statewide Secretary Irene Carr, who attended last year's program, calls the experience "extremely valuable."

"The courses are helpful to anyone who wants to learn about unionism or the role women can play in organizing, making their own union more effective, or taking a bigger role in labor leadership," she said.

This year's program runs from July 20 through July 25, at Rutgers University, New Brunswick, N.J. The cost is

\$130 per person, including room, board and tuition. Courses are offered for advanced or beginning students and include: History of the Labor Movement; Effective Public Speaking; and Grievance Handling.

Checks can be made out to Labor Education Center, Rutgers Lane, New Brunswick, N.J. 08903.

For more information, write to coordinator Ida Costra at the address above, or call her at (201) 932-9502.

The program is sponsored by the University and College Labor Education Association, in cooperation with the AFI CIO Education Department and the Coalition of Labor Union Women.



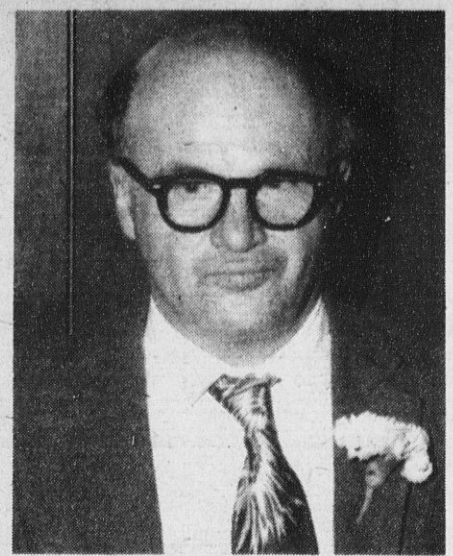
CSEA RETIREES COORDINATOR Thomas Gilmartin addresses the March 17 meeting of Rockland-Westchester Retirees Local 918 in Nanuet. He spoke on a number of subjects, including the proposed legislation for retirees on the CSEA legislative program.

Labor meeting

WESTBURY — Three CSEA officials from Long Island Region I took part in a meeting of Long Island labor with U.S. Secretary of Labor Ray Marshall recently.

The CSEA officials were Irving Flaumenbaum, Region I president and AFSCME International vice president; Nicholas Abbatiello, Nassau County Local 830 president and Region I Legislative and Political Action Committee co-chairman; and Michael Curtin, Suffolk Education Local 870 first vice president and Region I Legislative and Political Action Committee co-chairman.

Both Flaumenbaum and Abbatiello voiced their concerns about the effect of a balanced budget on revenue sharing and other federally funded programs which result in money for the states and the local subdivisions.



WHITE PLAINS SCHOOL UNIT retiree Willie Migneault is among those attending the Rockland-Westchester Retirees Local 918 meeting on March 17.

Plan workshop

BEAR MOUNTAIN — The second Southern Region III education workshop is being planned for Dutchess County sometime in May, the region Education Committee reports.

The first education workshop was held March 31 in Kingston, Ulster County.

The workshop for Dutchess County will be on a weekday evening from 7 to 10 p.m., Education Committee Chairman Janice Schaff said.

Region III Director Thomas Luposello said: "These workshops reach out to the membership and are able to instruct the participants with the flexibility to meet the needs of the participants."

Ms. Schaff said the committee plans to have "at least one workshop in each county" of the region. The region consists of Dutchess, Ulster, Sullivan, Orange, Rockland, Putnam and Westchester counties.

Other members of the committee are: Pat Neelon, Carolyne Zap, Eva Katz, Grace Woods, Madeline Mackey and Millicent DeRosa.

Calendar of EVENTS

APRIL

- 11—Kingsboro Psychiatric Center Local 402 disco pre-Easter dance, 9 p.m. to 3 a.m., St. Joseph's Golden Hall, 856 Pacific St., Brooklyn.
- 12—Region VI Women's Rights Committee workshop training session for Committee members, 10 a.m.-noon, Holiday Inn, Batavia.
- 14—Social Services Local 688 general membership meeting, 5:30 p.m., Knights of St. John, Albany.
- 15—Local 903, Buffalo-Niagara Frontier Retirees, membership meeting, 1:30 p.m. Hotel Lenox, 140 North Street.
- 15—Local 913, Syracuse Area Retirees, luncheon meeting, 1 p.m., Fireside Inn, West Genesee Street, Baldwinsville. Reservations by April 9.
- 16—Hudson Valley Armory Employees Local 252 meeting, 1 p.m., Kingston Armory, North Manor Avenue, Kingston.
- 17—CSEA Board of Directors meeting, 9 a.m., Thruway House, Albany.
- 19—Local 119, Encon Field Employees, general membership meeting, 10 a.m., Holiday Inn, Clinton & River Streets, Cortland.
- 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.
- 26—Yonkers School District Unit dinner-dance, 7:30 p.m., Chateau Restaurant, Yonkers.

MAY

- 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-June 1—Suffolk County Department of Social Services Unit I, 2nd annual social weekend, Grossingers Hotel, Grossingers.

No changes yet at Manhattan Psy Center

NEW YORK CITY — The New York State Office of Mental Health (OMH) appears to be making no effort to improve direct patient care at Manhattan Psychiatric Center (MPC), Metropolitan CSEA Region II Director George Bispham has charged.

Bispham said patient care will continue to suffer in spite of "window dressing" pronouncements by OMH Commissioner Dr. James A. Prevost's department and in spite of the public outcry caused by stories in The New York Daily News and in other news media.

"The only thing I'm not certain of is whether Prevost's actions are an attempt to deceive the public and the union or are just gross in-

competence," Bispham said.

The deception or incompetence can be found in a letter from OMH to Region II President Jimmy Gripper, CSEA Field Representative Bart Brier says. That letter states:

"Our (OMH) goal of improved patient care will significantly improve the work environment and the level of work satisfaction of your members."

Brier said, "How can OMH make such a claim when not one new direct patient care employee will be hired to relieve the conditions of forced overtime and patient assaults on employees."

The letter does point out that 15 security guards and 25 nurses will be

hired. Brier pointed out that those are not new positions but are unfilled items in the MPC budget and those hired will in no way relieve the problems of CSEA-represented direct care staff.

Bispham said Prevost should unfreeze the Grade 7 therapy aide position to permit MPC to hire the 125 persons who have already passed the examination to work at MPC. He said the cost of 125 new employees would be approximately the same as the \$1.3 million MPC spent for overtime in 1979.

Increasing the staff — at no additional cost — would also permit MPC to admit more patients, he said. "Not only do you have the problem of

dumping, but persons from Manhattan also have difficulty being admitted to MPC. Admissions have drastically declined," he said.

The OMH letter identifies five areas in which immediate improvement is sought. Direct patient care is not one of those five areas. "Who is Prevost trying to fool. His con job is as thin as the paper the letter was typed on. When the OMH letter claims, 'The Commissioner and the full resources of the Office of Mental Health are committed to making Manhattan Psychiatric Center a model of humane, safe and quality patient care,' how can direct patient care not be part of their 'action plan'?" Brier asked.

The five areas identified in the letter were security, medical care, psychiatric care, dietary environs and managerial / administrative capacity.

"There is nothing that has been made public concerning improvements in psychiatric care, dietary or management. Does improved managerial / administrative capacity mean more \$30,000 a year executives at MPC?" he asked.

The letter also states that a reorganization of MPC is in the works which would involve the moving of patients within the hospital.

Brier is concerned that such a reorganization could increase the walk-away problems at MPC. Approximately one-sixth of all walkaways from New York State psychiatric centers are at MPC, he said.

Bispham said: "With the additional hiring of only security guards and nurses, I wonder if OMH is trying to punish CSEA for blowing the whistle on conditions at MPC."



JUDY BURGESS, newly appointed Administrative Assistant to CSEA President William L. McGowan.

Judith Burgess appointed Administrative Assistant

ALBANY — Judith H. Burgess, a former Ontario County Local President and a long time union activist, has been appointed Administrative Assistant to CSEA President William L. McGowan.

Ms. Burgess has resigned her post in the Local to accept the staff position that assists the President in organizing office operations, answering correspondence, and assisting in other related administrative duties.

In addition to the service as President of Ontario County CSEA Local 835, Ms. Burgess was the county representative to the union's Board of Directors and the Secretary of CSEA's Western Region.

Prior to her term as Local President, Ms. Burgess had served for eleven years as President of the Geneva School District Unit of the

Ontario County Local during which she led a successful job action in 1976. She served on the Board of Directors of the union for most of those eleven years as well.

The new administrative assistant had been elected by the Board of Directors as its representative to the Civil Service Employees Political Action Fund and served as secretary of the Fund since its inception nearly three years ago.

In addition to these activities, Ms. Burgess has also served the union as a member of its Constitution and By-Laws Committee, the Statewide Legal Committee, the Committee to Study Legal Services and the Board of Director's Committee. She has also held numerous committee positions on the local level.

Assistance plan now available

MARCY — Representatives of the Civil Service Employees Association (CSEA) and other public employee union officials recently met with management at the Central New York Psychiatric Center to officially launch an Employee Assistance Program (EAP) at the facility.

EAP is a free confidential counseling service established by the CSEA under a special financial grant from New York State.

The voluntary program is available to facility employees who may need assistance with a personal, family, medical, emotional, alcohol or drug related problem.

Central New York Psychiatric Center is the latest in the growing number of state facilities that have begun, or plan to start similar programs throughout New York State.



AGREEMENT SIGNED by Dr. Martin Von Holden, Director of General New York Psychiatric Center, officially began the Employee Assistance Program (EAP) at the facility. Taking part in the recent policy statement signing were: (left to right) Edward F. Rooney, EAP Coordinator; Ernie Coleman, President of CSEA Local 414 at Marcy P.C./Central New York P.C.; Dr. Von Holden, and Ron Ciotti, representing AFSCME Council 82.

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.

Jewish Appeal kickoff luncheon

ALBANY — All Jewish state employees in the Albany area are invited to the kickoff luncheon of the 1980 United Jewish Appeal State Division Campaign, April 21 at noon, at Jack's Oyster House on State Street in Albany.

This year's State Division chairman is Health Commissioner Dr. David Axelrod, who will host the affair. The keynote speaker will be Lieutenant Governor Mario Cuomo.

CSEA President Bill McGowan, as in each year of his presidency, has given his wholehearted endorsement to the 1980 campaign.

The luncheon costs \$7 per person, and there is a choice of entrees. Reservations must be made by April 18 by calling (518) 459-8000.

EMPLOYEE PARTICIPATION in the State Employee Suggestion Program has been highly successful since the program began in 1947, resulting in an estimated \$9 million in net first-year savings to the State. Some 7,000 state employees have received awards totaling \$370,000 for their money-saving ideas. Recently, Lt. Gov. Mario M. Cuomo presented plaques to representatives of four state agencies in recognition of outstanding participation in the program by employees of those agencies. From left to right are: James T. McFarland, Civil Service Commissioner; William Kroeger, Vice-chairman, Workers' Compensation Board; James Aube, Suggestion Committee Chairman for the Department of State; the Lieutenant Governor; J. Roger Barber, Commissioner of Agriculture and Markets; Samuel R. Madison, Secretary to the Public Service Commission (accepting on behalf of the Public Service Department), and Josephine L. Gambino, Civil Service Commissioner.



Twenty-three workers receive cash awards

Twenty-three State employees received a total of \$1,325 in cash awards in January and February for money-saving ideas submitted to the New York State Employee Suggestion Program, a program administered by the New York State Department of Civil Service. Estimated first-year savings from these suggestions total more than \$21,700.

Award Recipients were:

\$135 — Rita M. Johnson, Senior Identification Clerk, Division of Criminal Justice Services, Albany.

\$100 — Rita M. Johnson (who also received the \$135 award) and Chester

Sadowski, Associate Identification Analyst, Criminal Justice, Albany; Mildred A. Snook, Senior Clerk, Education Department, Albany; Erika Barden, File Clerk III, Workers' Compensation Board, Albany, and a joint award shared by Barbara Holmes, Stenographer, and Susan Petronis, Senior Stenographer, Department of Audit and Control, Albany.

\$80 — Leslie Braun, Audit and Control, Albany.

\$75 — M. Elizabeth Reddish, Audit and Control, Albany, and Christina Culligan, Department of Labor, Albany.

\$50 — M. Elizabeth Reddish, Audit and Control, Albany (who also received a \$75 award), Bernard Cohen and Max Wasserman, Workers' Compensation Board, New York City.

\$35 — Julia Martin, Audit and Control, Albany.

\$25 — Edith Kugler and Doris Bauer,

Workers' Compensation Board, New York City; Stephen Colfer, Peter Goedel and Vergie Streck, Workers' Compensation Board, Albany; Thomas Fagan, Labor, Syracuse; Anne Barbieri, Department of Civil Service, Albany; Arnold Hamm, Jr., Audit and Control, Albany; Angela Rainville, Department of Health, Glens Falls; Thomas Terano, Office of Mental Health, Kings Park, and A.J. Marchione, Division of State Police, Auburn.

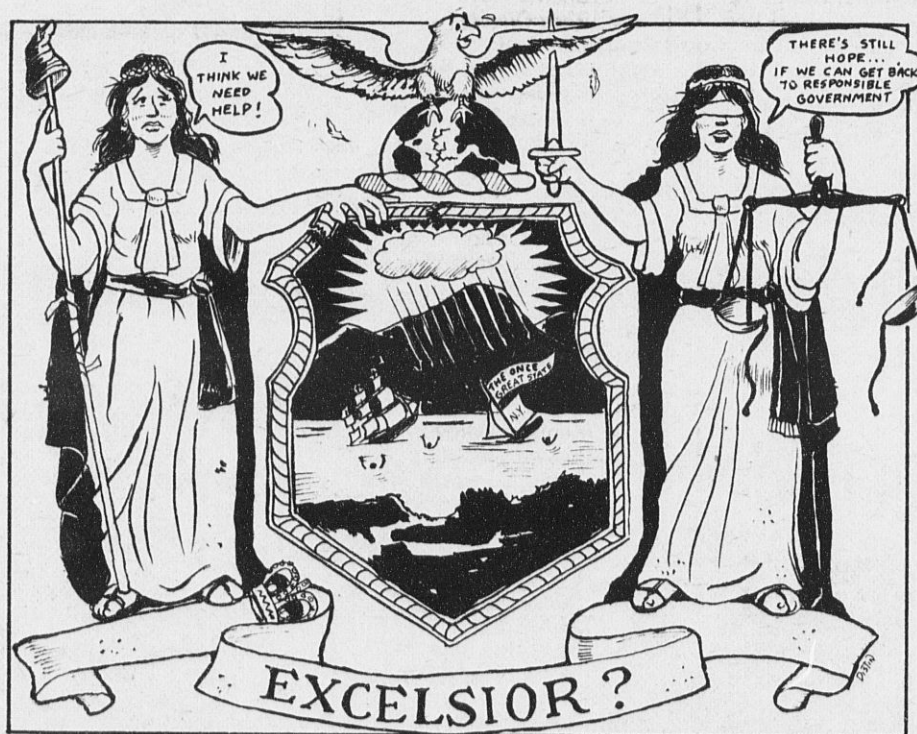
Cash awards recipients also received Certificates of Merit. Certificates of Merit were also awarded to Lydia Acosta and Ruth Wah (two Certificates of Merit), Workers' Compensation Board, New York City; Robert Davis, Department of Agriculture and Markets, Albany; Paul Cummings, Audit and Control, Albany; Norma Conrad, Office of General Services, Binghamton, and Henry Lyons, Labor, New York City.

Call impasse in Glens Falls

GLENS FALLS — Negotiators for the City of Glens Falls Unit of the Civil Service Employees Assn. declared an impasse in contract talks, after four months of meetings could not produce economic agreements between the two sides.

According to Wilson Monroe, a spokesperson for the Warren County area of the CSEA, the city has rejected the union's proposals for a ten percent cost of living increase to be computed into salary schedules over the next two years, and a prescription drug plan.

The subject of fringe benefits, said Monroe, has not even been discussed.



Pension report lists averages

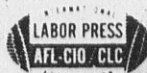
The average state employee who retired last year was eligible for pension and annuity benefits averaging \$5,753 a year, and most of those chose options which further reduced their benefits to an average of \$5,135 a year. The figures are from a summary prepared recently by the State Department of Civil Service and help dispel the misconception that the average state worker receives a large pension upon retirement.

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Thank You

I wish to take this opportunity to thank everyone for their cards, flowers and get-well wishes while I was recently incapacitated due to illness. Your concern was greatly appreciated. I am pleased to report that I returned to work full-time on March 24.

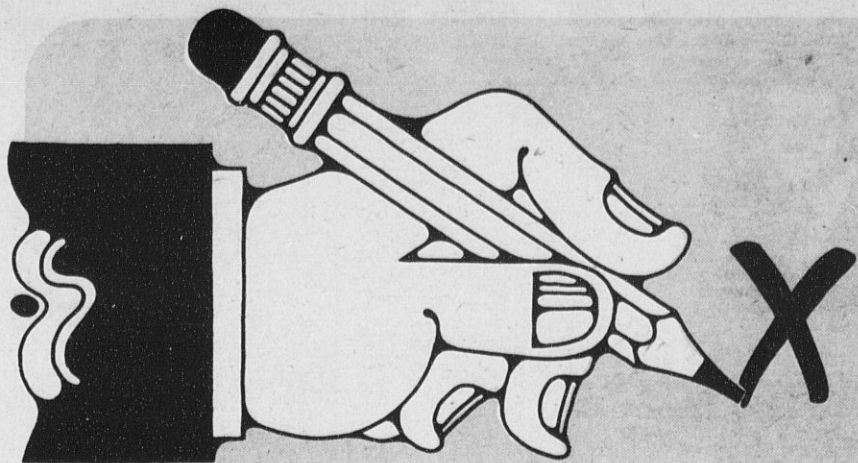
James J. Lennon
Region III President

Holiday notice

ALBANY — Memorial Day will be observed in New York State on May 26 this year.

All New York State personnel officers have been notified that, pursuant to a recently-passed state law, Memorial Day is to be observed as a paid holiday on the last Monday in May, starting this year, and May 30 will be treated as a regular workday.

The law was passed to bring New York State into conformity with the federal holiday.



VOTING GUIDE

election of delegates 1980 AFSCME Convention

CSEA will be sending 223 elected delegates to the 1980 AFSCME biennial Convention June 9-13 in Anaheim, California. CSEA Local 1000 is the largest Local within AFSCME, and as such will have the largest single block of delegates at the Convention. Ballots for the election of those delegates will be mailed to eligible CSEA members on April 10. This

handy voting guide contains all necessary information pertaining to that election, including samples of official regional ballots of candidates. In addition to the required notice of election of delegates on page 1 of this issue, voting information may be found within this Voting Guide on pages 5, 6, 7 and 8.

Ballots to be mailed this week by union

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

CSEA Executive Director Joseph J. Dolan, Jr., said the ballots will be 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 the two most 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.

IMPORTANT:
READ INSTRUCTIONS ON REVERSE SIDE BEFORE VOTING

Region I

Slate 1 (56 candidates)

- ☐ 1 Irving Flaumenbaum
- ☐ 2 Danny Donohue
- ☐ 3 Sal Russo
- ☐ 4 Joseph T. LaValle
- ☐ 5 Vivian A. Landstrom
- ☐ 6 James P. Madison
- ☐ 7 Charles Sclafani
- ☐ 8 Arthur Loving, Sr.
- ☐ 9 Ida McDaniel
- ☐ 10 Laura Fortner
- ☐ 11 Louis Mannellino
- ☐ 12 Charles DeMartino
- ☐ 13 James T. Farrell
- ☐ 14 Edwin Garcia
- ☐ 15 Dorothy Goetz
- ☐ 16 Catherine Green
- ☐ 17 Charles Novo
- ☐ 18 Rose Orenda
- ☐ 19 Ben Kosiorowski
- ☐ 20 Kenneth Horsford
- ☐ 21 Barbara Rotunno
- ☐ 22 Theresa Ribauda
- ☐ 23 Robert Conlon
- ☐ 24 Michael Curtin
- ☐ 25 Carol Craig
- ☐ 26 Frances Bates
- ☐ 27 John Madlon
- ☐ 28 Ann Gonzalez
- ☐ 29 Bill Chacona
- ☐ 30 Jean Frazier
- ☐ 31 Julia (Betty) Duffy
- ☐ 32 Nicholas Abbatiello
- ☐ 33 Ruth Braverman
- ☐ 34 Kenneth Cadieux
- ☐ 35 Kenneth Darby
- ☐ 36 Mary Calfapietra
- ☐ 37 Robert Campbell
- ☐ 38 Nicholas Dellisanti
- ☐ 39 Thomas Gargiulo
- ☐ 40 Ralph Spagnola
- ☐ 41 Doris Kasner
- ☐ 42 Dudley Kinsley
- ☐ 43 James Mattei
- ☐ 44 Edward Ochenkoski
- ☐ 45 Esther Phillips
- ☐ 46 Gregory G. Szurnicki
- ☐ 47 H.A. (Tony) Bentivegna
- ☐ 48 Sam Piscitelli
- ☐ 49 Thomas Stapleton
- ☐ 50 Carlo Pugliese
- ☐ 51 Trudy Schwind
- ☐ 52 Rita Wallace
- ☐ 53 Jean Wichmann
- ☐ 54 Ben Boczkowski
- ☐ 55 Frank Fasano
- ☐ 56 William J. Link

Slate 2 (7 candidates)

- ☐ 57 John Aloisio, Jr.
- ☐ 58 John M. Geraghty
- ☐ 59 Gus Nielsen, Jr.
- ☐ 60 Louis Corte
- ☐ 61 Alex Bozza
- ☐ 62 Benjamin A. Perryman
- ☐ 63 Haward S. Quann

Slate 3 (5 candidates)

- ☐ 64 Edward Logan
- ☐ 65 Donald Cudahy
- ☐ 66 Peter Dato
- ☐ 67 Joseph Corr
- ☐ 68 Edward T. Plumber

Slate 4 (7 candidates)

- ☐ 69 Sylvia Weinstock
- ☐ 70 Joseph Lind
- ☐ 71 John M. Jackson
- ☐ 72 Virgilio Torres
- ☐ 73 Paula Salzmann
- ☐ 74 Charles Salzmann
- ☐ 75 Santo Cavallaro

Slate 5 (21 candidates)

- ☐ 83 Jerome Donohue
- ☐ 84 Donald Balsan
- ☐ 85 James Britt
- ☐ 86 Marlene Costello
- ☐ 87 John E. Considine
- ☐ 88 Dorothy M. Garage
- ☐ 89 Joseph Greaver
- ☐ 90 Nancy Hernandez
- ☐ 91 Arthur Golinsky
- ☐ 92 William Linn
- ☐ 93 Paul Olenick
- ☐ 94 Robert F. Preuss
- ☐ 95 John Ravalli
- ☐ 96 Michael Tramutolo
- ☐ 97 John Vione
- ☐ 98 Steve Zwerling
- ☐ 99 Ann Lohwasser
- ☐ 100 Robert T. Smith
- ☐ 101 Arthur R. Morton
- ☐ 102 Richard Halin
- ☐ 103 Harry Springer

- ☐ 104 Marilyn Mahler
- ☐ 105 Anthony Giannetti
- ☐ 106 Sol Ehrlich
- ☐ 107 Sal Cascio
- ☐ 108 Alice Heaphy
- ☐ 109 Angela M. Palladino
- ☐ 110 John M. Saraceno
- ☐ 111 Garry Lenberger
- ☐ 112 John T. Wolfe
- ☐ 113 Margaret A. Olness
- ☐ 114 Gloria Shore
- ☐ 115 Helen Regis

SAMPLE BALLOT

VOTE FOR NO MORE THAN 56 CANDIDATES

CSEA/AFSCME
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Voting Guide for election of delegates to AFSCME '80 Convention

IMPORTANT:
READ INSTRUCTIONS ON REVERSE SIDE BEFORE VOTING

Region II

Slate 1 (24 candidates)

- ☐ Jimmy Gripper
- ☐ Helen Cugno
- ☐ Clinton Thomas
- ☐ Robert Diaz
- ☐ Rose Feuerman
- ☐ Cassell Brockett
- ☐ Hugo J. Forde
- ☐ Anna Brown
- ☐ Stella Williams
- ☐ William Anderson
- ☐ Mary E. Bowman
- ☐ Dorothy King
- ☐ Ismael Lopez, Jr.
- ☐ Felix D. Rodriguez
- ☐ Roy Johnson
- ☐ William Bean
- ☐ Margaret S. Meaders
- ☐ George Boncoraglio
- ☐ Brenda Nichols
- ☐ Jacqueline Goodwin
- ☐ Joseph C. Johnson, Jr.
- ☐ Ronnie Smith
- ☐ George Caloumeno
- ☐ Charles Bell

☐ John Gianguerico

☐ Joseph Michael

Slate 2 (11 candidates)

- ☐ Frances DuBose
- ☐ Jimmy Wood
- ☐ Lloyd Graham
- ☐ Barbara Moore
- ☐ Harriet Frankiewicz
- ☐ Anita Schiowitz
- ☐ Esther Slonim
- ☐ Rupert Mayers
- ☐ Al Davis
- ☐ Lavern Perry
- ☐ Bob Keeler

VOTE FOR NO MORE THAN 24 CANDIDATES

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Slate 3 (12 candidates)

- ☐ Roy Hargrove
- ☐ Tyrone Daniels
- ☐ Jen Bell
- ☐ Barbara Farrell
- ☐ Michael Hicks
- ☐ Rose Platt
- ☐ Walter Taylor
- ☐ Martha Matos
- ☐ Lirita Dennis
- ☐ Yolanda Sanders
- ☐ Kathy Miller
- ☐ Future Glenn

- ☐ Phyllis L. Ferguson
- ☐ Ruth Foster
- ☐ Darlene Hess
- ☐ Dolly Krampner
- ☐ Frances Brownstein
- ☐ Anthony Copeland
- ☐ Bernardo Osorio
- ☐ Geraldine Cody-Powell
- ☐ Felton King
- ☐ Marjorie A. Remmes
- ☐ Mary Edwards

Region III

Slate 1 (35 candidates)

- ☐ James J. Lennon
- ☐ Pat Mascioti
- ☐ Raymond O'Connor
- ☐ Eva Katz
- ☐ Robert Thompson
- ☐ Richard Snyder
- ☐ Albert Ruggiero
- ☐ John Mauro
- ☐ Madeline Mackey
- ☐ Millicent DeRosa
- ☐ Carolyn Zappe
- ☐ Walter Durkin
- ☐ Vincent Covati
- ☐ Eleanor McDonald
- ☐ Alex Hogg
- ☐ Grace Woods
- ☐ Conrad Reilly
- ☐ Barbara Swartzmiller
- ☐ John Cassidy
- ☐ Ellis Adams
- ☐ Kay Cayton
- ☐ Harold Ryan
- ☐ Pug Lanza
- ☐ Lorraine Scott
- ☐ Larry Natoli
- ☐ John Farnette, Sr.
- ☐ Raymond Zerbani
- ☐ Anthony Blasi
- ☐ Scott Daniels
- ☐ John Whalen
- ☐ Carmine DiBattista
- ☐ Ellen Cleveland
- ☐ Janice Schaff
- ☐ Joseph Roche

☐ Joyce DeBree

☐ William H. Pratley

Slate 2 (4 candidates)

- ☐ Carmine LaMagra
- ☐ Marlene High
- ☐ George Baile
- ☐ Robert Del Torno
- ☐ John A. Farnette, Jr.
- ☐ Michael Morella
- ☐ Robert Coleman
- ☐ James McNutt
- ☐ Helen Joyner
- ☐ William Bunce
- ☐ Peter H. Convery
- ☐ Margaret Socca
- ☐ Kenneth J. Lynch
- ☐ Americo Felice
- ☐ James J. Sullivan
- ☐ Glenda Davis
- ☐ John Thomason
- ☐ Willie Troman
- ☐ Patricia Taylor
- ☐ Doris Josephson
- ☐ Marion Casey
- ☐ Beatrice Kee
- ☐ Richard Riley
- ☐ James L. McGuinness
- ☐ Leonard Gerardi
- ☐ Kenneth Kinko
- ☐ Helen Klein
- ☐ Ross Clark
- ☐ Marjorie Monroe
- ☐ Harold McGuigan
- ☐ Mark Schwartz
- ☐ Virginia Black
- ☐ John Giglio
- ☐ Lorn W. Mackey
- ☐ Barbara Hogan
- ☐ Charlie Decker
- ☐ Mary Rich
- ☐ Ruth Ander
- ☐ Ann Boehm
- ☐ Barbara Babcock
- ☐ Robert Roberts
- ☐ Doris Mikus
- ☐ Greg Bernard

VOTE FOR NO MORE THAN 35 CANDIDATES

CSEA/AFSCME

the union that works for you



Read instructions carefully.
Ballots go out April 10
Return deadline is May 1

IMPORTANT:
READ INSTRUCTIONS ON REVERSE SIDE BEFORE VOTING

Region IV

Slate 1 (38 candidates)

- ☐ Thomas McDonough
- ☐ Joseph E. McDermott
- ☐ C. Allen Mead
- ☐ Joan Tobin
- ☐ Carmen Bagnoli
- ☐ Shirley Brown
- ☐ Jeanne Kelso
- ☐ Jeanne Pratt
- ☐ John Valle
- ☐ Joan Perry
- ☐ June Robak
- ☐ Francis Wilusz
- ☐ Jean Book
- ☐ Karen Gray Murray
- ☐ John Gully
- ☐ Dolores Farrell
- ☐ Alvin Siegel
- ☐ Cindy Egan
- ☐ Charles Knox
- ☐ William Sohl
- ☐ Richard Canniff
- ☐ June Scott
- ☐ John Wyngaard
- ☐ William McTygue
- ☐ William Zupiere
- ☐ Betty Collins
- ☐ John Francisco
- ☐ Fred Farone
- ☐ Joseph Cassidy
- ☐ Barbara Skelly
- ☐ Mazie Forte
- ☐ Sherry Breen
- ☐ Timothy Drew
- ☐ Betty Lennon
- ☐ John Weidman
- ☐ Gerald Toomey
- ☐ Alice Bailey
- ☐ Thomas Jefferson

- ☐ Josephine Luizzi
- ☐ Barbara A. Stack
- ☐ Darrin Wood
- ☐ Julia B. Braden
- ☐ John P. Gavin
- ☐ James Gavin
- ☐ Suzanne Waltz

VOTE FOR NO MORE THAN 38 CANDIDATES

IMPORTANT:
READ INSTRUCTIONS ON REVERSE SIDE BEFORE VOTING

Region V

Slate 1 (35 candidates)

- ☐ Jim Moore
- ☐ Pat Crandall
- ☐ Ralph Young
- ☐ Maureen Malone
- ☐ Carlo Guard
- ☐ Helen Hanlon
- ☐ Marge Coggeshall
- ☐ George McCarthy
- ☐ Tom Murphy
- ☐ John Gheli
- ☐ Keith Davis
- ☐ S. Joan Brower
- ☐ Jack Gallagher
- ☐ William Ewsuk
- ☐ Chuck Eynon
- ☐ Hugh McDonald
- ☐ Dolores Herring
- ☐ Richard Marley
- ☐ Claire McGrath
- ☐ Barbara Pickell
- ☐ Irvin Stowell
- ☐ Nicholas J. Cimino
- ☐ Mary Nolan
- ☐ Chuck Gregory
- ☐ Bruce Nolan
- ☐ Robert Vincent
- ☐ Ernie Coleman
- ☐ Louis Nayman
- ☐ Mary Lauzon
- ☐ Mary E. Sullivan
- ☐ Brian Dombrowski
- ☐ Marie E. Kalbfleisch
- ☐ Mabel Wannamaker
- ☐ Francis J. Mitchell
- ☐ Irene Carr

Slate 2 (3 candidates)

- ☐ "In Conformity"
- ☐ Dorothy Perner
- ☐ Rosemary Baker
- ☐ Bernice Nicotera

- ☐ Bud Mulchy
- ☐ Rita Krisko
- ☐ Thomas J. Elhage

VOTE FOR NO MORE
THAN 35 CANDIDATES

Slate 3 (16 candidates)

- ☐ "Region-Wise Choice"
- ☐ Richard Grieco
- ☐ Ron Draper
- ☐ Emil Hein
- ☐ Fred Satter
- ☐ Sue Buczkinski
- ☐ Lorraine Krup
- ☐ Dale Mumbulo
- ☐ Anne Congel
- ☐ Marsha Coppola
- ☐ Shirley Richardson
- ☐ Richard Brown
- ☐ Roy S. Hall
- ☐ Kevin J. Wilder
- ☐ Fran DeLemo
- ☐ Earl Conger
- ☐ Don Huther

Slate 4 (3 candidates)

- ☐ "Health Slate"
- ☐ Carol Sandford
- ☐ Sheila Newport
- ☐ Ann Goodignon

- ☐ Eleanor Korchak
- ☐ Edwin Earl Lewis
- ☐ Olga M. White

Slate 5 (12 candidates)

- ☐ "Mental Hygiene Slate"
- ☐ Roy Davies
- ☐ Gary Snow
- ☐ Joe Pombeck
- ☐ Mike Crimmins
- ☐ Faith Heaton
- ☐ Barbara Allen
- ☐ William R. Chidester, Jr.
- ☐ Dan Miller
- ☐ Rose Robertson
- ☐ Carol Davies
- ☐ Audrey Kenefick
- ☐ Clara Pruitt

- ☐ William Krivyanik
- ☐ Mark Smacher

Slate 6 (3 candidates)

- ☐ Joanne Delany
- ☐ John Galvin
- ☐ Ralph Butler

Slate 7 (12 candidates)

- ☐ "SUNY Slate"
- ☐ Robert I. Shaller
- ☐ Robert Densmore
- ☐ Nancy Morrison
- ☐ Addie Kelley
- ☐ James Glover
- ☐ Elizabeth Martin
- ☐ Vincent Maria
- ☐ Patricia M. Callahan
- ☐ Dale King
- ☐ Connie Bissi
- ☐ Ventina R. Canuti
- ☐ Alberta Howard
- ☐ Jamie Laboy
- ☐ Marjorie Gilbert
- ☐ Don Hessestine
- ☐ Lynda Hessestine
- ☐ Dorothy Fuller
- ☐ Jody Jones
- ☐ Margaret Winot

Slate 8 (9 candidates)

- ☐ "Syracuse Developmental Center Slate"
- ☐ Fran Ali
- ☐ Albert Church
- ☐ Moira Greiner
- ☐ Nellie Handy
- ☐ George Hillis
- ☐ Ernie Hitchcock
- ☐ Dot Johnston
- ☐ Martin Northrup
- ☐ Art Stocum
- ☐ Don Polley
- ☐ Ronald Whitmore
- ☐ Lenore Foster

Slate 9 (9 candidates)

- ☐ "Syracuse Developmental Center Slate"
- ☐ Sher Ronger
- ☐ Cynthia Dillabough
- ☐ Ken Osmond
- ☐ Santo DeVito
- ☐ Terry L. Schrock
- ☐ Joseph Iwanicki
- ☐ V. James Powers
- ☐ Rose James
- ☐ Williams Eves

- ☐ Mary J. Cinelli
- ☐ F. Ronald Saleski

Election Voting Guide — AFSCME delegates



Ballots for the election of CSEA delegates to the 1980 AFSCME Convention will be mailed to eligible members on April 10, 1980. Members who do not receive a ballot by April 21 should call their CSEA Regional Office between April 22 and April 25 to obtain a replacement ballot. Ballots must be received not later than May 1, 1980 to be valid, and tabulation of ballots will commence on May 2, 1980 and continue until completed. Delegates will be elected on a Regional basis, with each CSEA Region electing a specific number of delegates to which it is entitled in accordance with the AFSCME and CSEA Constitutions. The AFSCME Convention will be held June 9-

13 in Anaheim, California.

The following is a SAMPLE REGIONAL BALLOT printed here for informational purposes only. This is NOT an official ballot. All official ballots will be received in the mail from CSEA. The following is a reproduction of this particular regional ballot listing the official regional candidates as they will appear on the official ballot to be mailed to members on April 10. Additionally, the official ballot will contain specific information and directions on the reverse side. You are advised to read those instructions and follow the directions carefully before using your official ballot.

Region VI

Slate 1 (35 candidates)
"Region Slate"

☐ 1 Doris W. Williams
☐ 2 Ethel Dickinson
☐ 3 Ed G. Dudek
☐ 4 Donald J. O'Hare
☐ 5 Tom J. Warzel
☐ 6 Morton J. Merowitz
☐ 7 Gina M. Mazzella
☐ 8 Edward J. Robinson

☐ 9 William L. McGowan
☐ 10 Robert L. Lattimer
☐ 11 Mary Ann Bentharn
☐ 12 Thomas Bruno
☐ 13 Paul Christopher
☐ 14 Anthony Cinquegrana
☐ 15 Gary Clark
☐ 16 Genevieve Clark
☐ 17 Skip Dunham
☐ 18 Sylvia Ebersold
☐ 19 John P. Eiss
☐ 20 Barbara M. Fauser
☐ 21 Jerry Frieday
☐ 22 June Hagan
☐ 23 Annette Harding
☐ 24 Lori Hartrick
☐ 25 Dale Hatch
☐ 26 James Jayes
☐ 27 Barbara Justinger
☐ 28 Martin R. Koenig
☐ 29 Robert Love
☐ 30 Brian Madden
☐ 31 Donald Maloney
☐ 32 Marilyn McFee
☐ 33 Elaine Mootry
☐ 34 Patricia Pfleger
☐ 35 Jack Schlenker
☐ 36 Robert C. Smith
☐ 37 Dominic Spacone, Jr.
☐ 38 Ronald M. Stanton
☐ 39 Elaine Todd
☐ 40 Harold C. Towner
☐ 41 Florence Tripi
☐ 42 George Webster
☐ 43 Zita Parker

☐ 44 Frank Lysaght
☐ 45 Kathleen Fetzter
☐ 46 Gilbert Collins
☐ 47 Sheila A. Brogan
☐ 48 Joan Poisella
☐ 49 Edward Majchrowicz
☐ 50 Patricia Froebel
☐ 51 Joanne Moskal
☐ 52 June Ferner

Slate 2 (10 candidates)

☐ 53 Chris Kubanka
☐ 54 Wilma Hasser
☐ 55 Ruby Badger
☐ 56 Louise Hawkins
☐ 57 Irene Simmons
☐ 58 William Daniel
☐ 59 W.L. Manuel
☐ 60 Robert Dumas, Jr.
☐ 61 Jack Fishbaugh, Jr.
☐ 62 Michael A. Thomas

Slate 3 (32 candidates)

☐ 63 Richard Szymanski
☐ 64 A. Samuel Notaro
☐ 65 George Werner
☐ 66 Stephanie T. Danielewicz
☐ 67 Joe Hartman
☐ 68 Nancy Castaldo
☐ 69 Fred B. Domino
☐ 70 William Burd
☐ 71 Clara T. Foster
☐ 72 Gerald R. Dusel
☐ 73 Ronald J. Massett
☐ 74 Frank Langdon
☐ 75 Stanley Sochalec
☐ 76 David Veshia
☐ 77 Fred Caso
☐ 78 Joseph Fabiano
☐ 79 Marilyn Osswald
☐ 80 Roy Upright
☐ 81 Kenneth Becker
☐ 82 Edward Erhart
☐ 83 Steven Hawkins
☐ 84 Peggy Shavers
☐ 85 Dennis Wilson
☐ 86 Ray Smith
☐ 87 Marion Clute
☐ 88 Mike Mariotti
☐ 89 James Fitchtinger
☐ 90 Angeline Fernandez
☐ 91 Joan Knowles
☐ 92 Kathleen Hunt
☐ 93 Kathy Kershaw
☐ 94 Robert O'Brien

☐ 95 Donald B. Robinson
☐ 96 David Morseman
☐ 97 Allan Burke
☐ 98 Douglas Drakes
☐ 99 Richard Schooley
☐ 100 Wayne Mathis
☐ 101 David C. Polisoto
☐ 102 Adeline Lipowski
☐ 103 Nancy Argenta
☐ 104 Joanna Williams
☐ 105 Walter Nowicki, Jr.
☐ 106 Raymond Schultz
☐ 107 Amelia Clay
☐ 108 Elizabeth Watts
☐ 109 Robert Stelley
☐ 110 Richard B. Warmus
☐ 111 Bill Dugan
☐ 112 Gus Schmidt
☐ 113 Sara Sievert

Slate 4 (31 candidates)

☐ 114 Charles H. Baker
☐ 115 Richard Daniels
☐ 116 John J. Fisher
☐ 117 David H. Furmanski
☐ 118 Franklin J. Hatch
☐ 119 Lee H. Hellert
☐ 120 David E. Hellert
☐ 121 Harold D. Hinkley
☐ 122 Karl P. Koch
☐ 123 Robert H. Krueger
☐ 124 Grace M. Monacelli
☐ 125 Arthur C. Moore, Jr.
☐ 126 Thomas E. O'Neill
☐ 127 George Switzer
☐ 128 David R. Traxler
☐ 129 John C. Welch
☐ 130 Richard E. Weader
☐ 131 Robert J. Wilson
☐ 132 Hester E. Young
☐ 133 Thomas J. Zambito
☐ 134 Stephen T. Smith
☐ 135 William F. Guzik
☐ 136 Thomas J. Flick
☐ 137 George P. Sibley
☐ 138 Oscar P. Stanton
☐ 139 Albert W. Vanner
☐ 140 Gerald R. Flick
☐ 141 Salvatore C. D'Agostino
☐ 142 Laverne Fancher
☐ 143 Guenino Ioannone
☐ 144 Donald C. Barhite

☐ 145 Dennis Maddigen
☐ 146 Russell Bettis
☐ 147 Eileen Marsh
☐ 148 Jerry S. Helfer

Slate 5 (32 candidates)

☐ 149 Alice Rogers
☐ 150 David L. Reeves
☐ 151 Mary Sebastian
☐ 152 Grace H. Christ
☐ 153 Margaret G. Smith
☐ 154 Lorraine M. Eberhard
☐ 155 David S. Mosher
☐ 156 David A. Stalica
☐ 157 Ronald V. Goran
☐ 158 Charles E. Morrison
☐ 159 Peter McCormick
☐ 160 Christine Kowalik
☐ 161 Dorene L. Fischer
☐ 162 O.A. Guillow
☐ 163 Harry Chertock
☐ 164 Gregory P. Witherspoon
☐ 165 Lois Kneuppel
☐ 166 Ruth Bates
☐ 167 Joseph Milosich
☐ 168 Thomas Baker
☐ 169 Charles F. Carpenter
☐ 170 Conrad G. Miles
☐ 171 Judy Nolan
☐ 172 Pat Ardino
☐ 173 Angelo Delvalle
☐ 174 Diane Ervin
☐ 175 Dennis Block
☐ 176 Kathy J. Farmer
☐ 177 David Wilbur
☐ 178 Rebekah Hurlbut
☐ 179 Roger Hurlbut
☐ 180 James Hurlbut

VOTE FOR NO MORE THAN 35 CANDIDATES

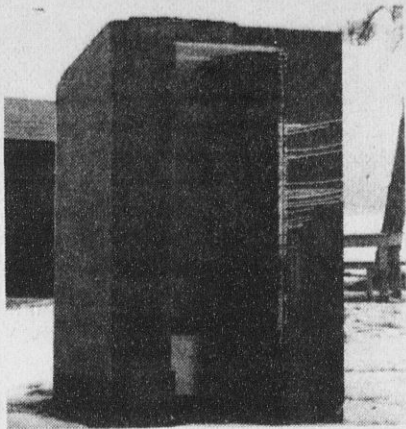
Members who do not receive a ballot by April 21, 1980 should call their Civil Service Employees Association Regional Office between April 22 and April 25, 1980 in order to obtain a replacement ballot.

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

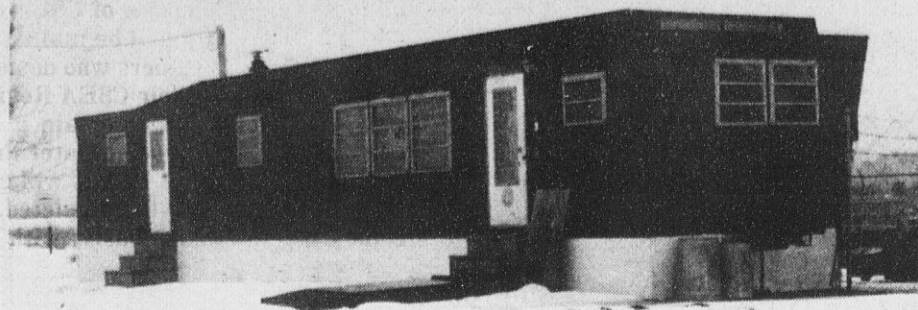
Region 4 518/489-5424
 Region 5 315/451-6330
 Region 6 716/634-3540

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



BEFORE — From mid-August of 1978 until December 10, 1979, this was the sanitary facility employees at Grass Point State Park were forced to use.

AFTER — Three steps of the grievance procedure and a call to CSEA's Hotline number in Albany finally achieved more modern offices and sanitary facilities for the employees.



After 18 months, adequate facilities

ALEXANDRIA BAY — After three steps of the grievance procedure and a call to the CSEA HOTLINE (1-800-342-4824) in Albany, 127 employees at

the Grass Point State Park here have finally acquired adequate sanitary facilities.

According to Rocco S. Crescenzi of

Local 015, which represents state employees at the Grass Point Park, the problem began when a fire in August 1978 destroyed the maintenance shop which housed facilities for employees. The new shop construction did not meet the agency criteria of high public use and was subsequently assigned a low budget priority. An existing small wood frame building was modified for shop use with sanitary facilities consisting of a separate outhouse which was utilized during the Fall, Winter and early Spring.

"North Country people are hearty and tough, but an outhouse in the

winter was asking too much," Crescenzi said.

On October 29, 1979, a non-contract grievance was submitted to the Thousand Islands State Park and Recreation Commission, with the suggested remedy of building a facility where the present well and sewer existed. The Commission felt the recommendation would present a budget problem.

Following first and second grievance steps, a union representative placed a call to the CSEA Hotline in Albany.

"We think the Hot Line call got us some action," Crescenzi said, "because a third step recommendation filed November 19, 1979 was accepted. December 10 — less than a month later — a 12 by 55 foot trailer was erected by the regional maintenance staff. We think this is an outstanding example of how cooperation between the State Office of Parks and Recreation and CSEA representatives brought about a speedy solution to a grievance."

CSEA Safety Hotline

800-342-4824



REGION VI PRESIDENT Robert Lattimer attended the Local 003 meeting and spoke on various activities on-going in his region.



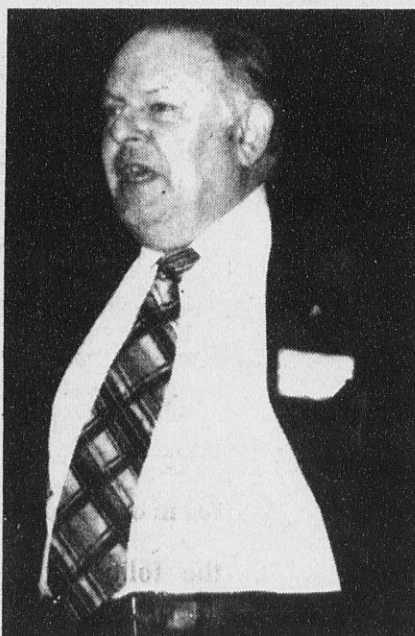
BUFFALO CITY LOCAL 003 President Pat Pfleger presides over a recent meeting of her Local.



CSEA PRESIDENT William L. McGowan also attended the Local meeting and addressed those attending.



CONTEST WINNER Debbie Lewis, left, received free dinner and hockey tickets for suggesting the "Livewire" name for Local 003's newsletter. The Local contributed the dinner tickets and Region VI President Robert Lattimer contributed hockey tickets. At right is "Livewire" editor Joanne Moskal.



LOCAL 003 MEMBER Joe Vollmer makes a point during the meeting.

Charge tokenism

By Jack Murphy
Staff Writer

KINGSTON — CSEA has branded as "tokenism" a wage offer from Ulster County that covered three years and totaled \$350 effective Jan. 1, 1980, 3.5 percent Jan. 1, 1981 and 4 percent Jan. 1, 1982.

The charge came after a recent negotiating session that saw the Ulster County Unit of Ulster County Local 856 modify and withdraw some of its demands.

The county immediately responded that it would move no further on any of CSEA's demands unless the union agreed to negotiate "their way," that is, by moving on the union's demands to the degree the county negotiators think would be proportional to their moves.

Shirley Blum, spokesperson for the negotiating committee said that CSEA strongly objected to this tactic and rejected the action outright.

Ms. Blum said that the union would continue its efforts to get the county to become more responsive to the concerns of the employees — the principal one being salary.

The county has since declared negotiations at an impasse and indicated it would file a declaration of impasse with the Public Employee Relations Board (PERB). The next step is the appointment by PERB of a mediator.

The negotiation session was "informationally picketed" by about 50 members of the unit. John Naughton of CSEA Region 3 is the field representative to the Ulster County unit.

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, Building I, 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.

COMPETITIVE PROMOTIONAL EXAMS

(State Employees Only)

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



Court attendant exam

NEW YORK — The Office of Court Administration today announced the opening of filing for an open-competitive examination, No. 45-528, for the title of Court Attendant, to be held June 21, 1980. The statewide eligible list established as a result of this examination will be used to fill appropriate positions in the Unified Court System in New York State. However, it should be noted that at the present time, there are no positions in the title of Court Attendant in the New York Metropolitan Area.

The title of Court Attendant is currently graded at JG-8. Depending on locale, the minimum starting annual salary may vary from \$7,616 to \$8,716.

Filing will extend to May 5, 1980. Applications and announcements can be obtained in the courts and agencies throughout the State, or by writing or coming to the Office of Court Administration, Staffing Services Unit, Room 1209, 270 Broadway, New York, New York 10007.

STATE OPEN COMPETITIVE JOB CALENDAR

FILING ENDS APRIL 14, 1980

Senior Real Estate Appraiser	\$21,345	36-990
Associate Personnel Examiner	\$21,345	37-021
Principal Personnel Examiner	M-2	37-022
Senior Engineering Geologist	\$21,345	37-019
Associate Engineering Geologist	\$26,390	37-020
Principal Internal Auditor	M-2	39-443
Associate in Education Research	\$25,020	39-447
Chief, Bureau of English Education	M-4	39-449
Chief, Bureau of Business Education	M-4	39-450
Senior Beverage Control Investigator	\$15,520	36-986
Supervising Beverage Control Investigator	\$18,225	36-987
Executive Officer E	\$13,885	36-993
Executive Officer D	\$16,420	36-994
Executive Officer C	\$18,225	36-995
Executive Officer B	\$20,255	36-996
Executive Officer A	\$26,390	36-997
Chief Beverage Control Investigator	\$22,500	36-988
Associate Building Structural Engineer	\$26,390	39-445
Senior Investigator	\$15,520	37-027
Associate Engineering Geologist	\$26,390	36-998
Senior Hospital Administration Consultant	\$27,795	39-421
Associate U.I. Investigator	\$20,255	37-026
Senior U.I. Investigator	\$17,320	37-025
Chief of Water Service and Consumer Complaints	\$32,475	39-426
Associate Valuation Engineer	\$26,390	36-991
Senior Valuation Engineer	\$21,345	36-992
Toll Division Assistant Supervisor	\$15,238	36-980

A candid interview with James Moore

On-going programs meeting today's issues, setting stage for resolving future items

By William Hidlay

LIVERPOOL — CSEA's Region V is "on the move as a union," according to Regional President James Moore.

In a recent interview at Region V's headquarters, Moore identified four major issues that will affect CSEA members in the region during the next few years and he praised many of the on-going programs in the region as part of his regional report.

"We've shed the old image of being an in-house insurance program and we've established ourselves, at least in this region," Moore said.

"Two examples come to mind quickly. We just had a challenge from NYEA in the Susquehanna



Valley School District where NYEA poured a great deal of money in there to beat us, and we beat them, I think, three-to-one in the recent election. Secondly, in Onondaga County certainly the results of the contract ratification is a good indication that the members in Onondaga County are happy with CSEA."

When asked what some of the important issues facing the region in the next few years are, Moore replied: "Contracts. The ability of this union to provide good wage increases for its members in this inflation-bound period we're in."

"Also our ability to negotiate benefits in addition to wages — non-monetary benefits — those



kinds of things are important. Seniority is coming on its own. We've had a difficult time over the years with it. But seniority is a priority that you've got to be concerned with and sometimes you give up a little money to get it. For items like job security, vacations, shift assignments — all of those kinds of things should be based on seniority," Moore said.

The regional president also pointed out that a third area of importance for Region V and for CSEA as a whole is the union's affiliation with AFSCME.

"We've had a lot of good benefits come about in this region as a result of the affiliation agreement. They're analyzing our budgets in the municipalities that we're negotiating in, they're providing excellent education and training programs for the region, and they're providing all kinds of legislative input into Congress. That's a key, I think, in the next

"WE'VE SHED THE OLD IMAGE... we've established ourselves."

couple of years — how we can best utilize that affiliation," Moore said.

In addition, Moore said the issue of on-the-job safety was a fourth area of major importance for Region V in the next few years.

"I think that there are a lot of pressing safety issues. I think that Moira Greiner, through our Legislative and Political Action Committee, is starting to gear up into documenting instances and developing an open door, at least, into legislators being aware of safety standards and the lack of safety legislation in their own districts.

"I think that's the first step in us achieving some kind of safety program through the legislature. I think it's a priority and I think it's necessary, but I don't think it's going to come in one year," Moore said.

Moore said the problem with asbestos was one of most pressing of all safety issues in the region. "Obviously the asbestos issue is just starting and I don't think anyone realizes what it's going to lead to. We've got areas in the region where asbestos has been identified and they're trying to correct those problems in all areas that we've called to their attention.

"And I think normal safety on-

"I THINK that there are a lot of pressing safety issues..."

the-job awareness has got to be beefed up by all municipalities, not only the State of New York. I think a good safety program instituted by the union and local management would achieve a lot in cutting down on work comp cases.

"In every work location you can find probably some problems because nobody is looking for them. Once we start identifying the areas of concern, which we're in the process of doing, I think we'll be able to call it to legislators' attention."

In addition to his concern for these four major issues facing the region, Moore also praised several programs in the region and the CSEA members responsible for the success of these programs.

"We just came off the regional conference in Syracuse and that was extremely well attended. We usually count on 150 to 160 people for a regional conference and we ended up with about 250 delegates from locals throughout the region.

"I think basically that kind of attendance lets you know that they are willing to participate in this drive for leadership education that we've taken on in the past couple of years. We've emphasized leadership educational training programs that the delegates take back to the locals and hopefully provide additional services and benefits to their members other than just the contract negotiation services," Moore said.

"THIS REGION has got an exceptional team of people..."

"I think the weekend conference displayed that what we've attempted to do with regional committees has been productive. For example, the budget committee had met prior to the conference several times to prepare the budget and they distributed that budget Friday afternoon to all of the delegates.

"The budget was approved in total, unanimously, Sunday morning. I think the delegates realized the work had been done by the committee which saved them a lot of work," Moore said.

Moore praised the work of Richard Marley, the budget committee's chairman and president of the Oneida County Local, and the work of Peggy Coombs, who was chairman of the Constitutional By-laws Committee which completely revamped Region V's by-laws before the delegates met at the regional conference. Coombs' committee presented a report to the delegates and they approved the revision of the by-laws in total, Moore said.

Moore also praised Moira

Greiner for the work she has done with the region's Legislative and Political Action Committee. "Moira's done a super job of establishing a legislative-CSEA liaison in every assembly and senate district in the region. That's been very productive in the past when we've had lobbying," Moore said.

Moore also praised Linda Fiorentino for her work as chairman of the region's Program Committee, which was in charge of organizing the regional conference.

"I think another strong program that we have going is our steward training program. We now have an ongoing a steward training program that has probably touched about 10,000 of the 30,000 CSEA members in this region," he said.

Finally, Moore praised the work of his regional officers, "particularly my Executive Vice President Pat Crandall."

"The region can't function unless there is a good team of people working together and I think this region has got an exceptional team of people. And the best part is they represent all of the divisions in this region — the state, the counties, the school districts, the towns, the cities and the villages."



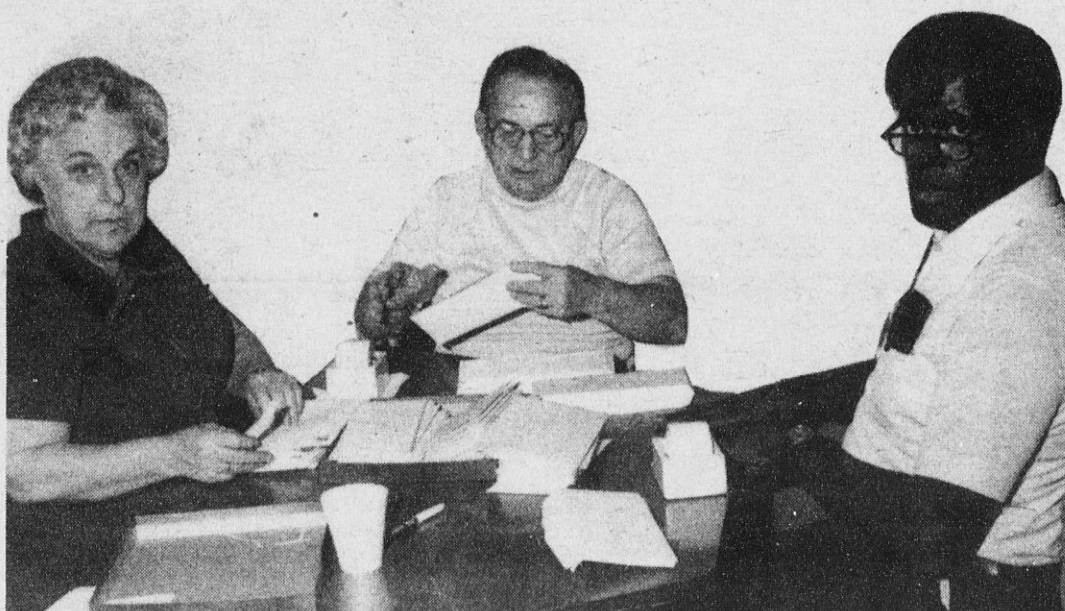


ROCKLAND PSYCHIATRIC CENTER LOCAL 421
President Eva Katz stuffs letters into a mail bag. The letters are destined to be delivered to Gov. Hugh L. Carey and to a number of State legislators. Holding the mail bag are Executive Vice President Robert Coleman and Children's Unit President Willie Trotman.



WORKING ON THE MAILING of 3,500 letters to Albany protesting proposed budget cuts are, from left, Betty Davis, Glenda Davis (standing), Pat Taylor and Richard Hill of Rockland Psychiatric Center Local 421.

STUFFING, SEALING AND STAMPING ENVELOPES are being handled by, from left, Edna Knightly, Nicholas Lucchetti and Edmund Collins of Rockland Psychiatric Center Local 421.



"We understand political action," president says

Local 421 sends 3,500 letters to Albany seeking restoration of state budget cuts

ORANGEBURG — Rockland Psychiatric Center (RPC) CSEA Local 421 members have mailed approximately 3,500 letters urging restoration of proposed State budget cuts.

Local 421 President Eva Katz said the letters were sent to Governor Hugh L. Carey; to State Senator Linda Winikow and Assemblyman Eugene Levy and Robert Connor, all of whom represent Rockland County in the State Legislature; and to Assemblyman Arthur Kremer, chairman of the Ways and Means Committee.

The letter reads: "We understand that the proposed budget will cause cutbacks in both mental health and mental retardation

which would critically affect both patients and employees.

"We strongly protest such cuts as we are under-staffed now. This would prematurely effect release of patients into the community.

"As taxpayers, in addition to being State employees, we do have some questions. The situation is critical and requires an indepth study as to whether these cutbacks will adversely affect the care of our clients."

The letters were mailed in bulk on March 20 and 21 from a number of post offices in Rockland County, including Orangeburg, Pamona, Pearl River and Nyack.

"We didn't want to take any chances that the letters might get stuck in one post office," Ms. Katz said.

Ms. Katz, who is a member of the Southern Region III Legislative and Political Action Committee and the CSEA Board of Directors, said she thought of the idea for the mailing on March 17.

"I discussed it with my executive vice president, Bob Coleman, and then we polled the local board. It was unanimous, and we swung into action," she said.

She said this was not the first mailing to Albany the RPC Local has undertaken. Ms. Katz said her predecessor as Local 421 president was Martin Langer, former chairman of the CSEA Legislative and Political Action Committee.

"We understand political action," Ms. Katz said.

The work involved in the mailing

involved the distribution, collection, folding, stuffing, sealing and stamping of the 3,500 letters.

Ms. Katz praised the efforts of the members of Local 421 who helped in the massive effort to get the mailing out in less than five days. Among those involved in the effort, though the list is far from complete, were:

Coleman, Local Political Action Chairman Marion Casey Sr., Betty Davis, Betty Duffy, Ann Straka, Pauline Belardi, Richard Hill, Lisa Shumate, Kathy Deating, Dot Alston, Iris Brugaletta, Bernice Biddings, Glenda Davis, Willie Trotman, Pat Taylor, Robert Ellison, James Phillips, Edna Knightly, Nicholas Lucchetti and Edmund Collins.