



AFL-CIO PRESIDENT LANE KIRKLAND and CSEA President William L. McGowan are shown recently during a meeting in Washington. Mr. McGowan is also an International Vice President of AFSCME, the largest public employee union and one of the largest unions of any kind in the AFL-CIO.

Olympic work dispute settled

ALBANY — CSEA and the Governor's Office of Employee Relations have agreed on a solution to a salary dispute that could have derailed the International Winter Olympic Games in Lake Placid.

CSEA President William L. McGowan worked out details of the solution with Meyer S. Frucher, Director of OER, after CSEA Region IV President Joseph McDermott and Regional Director John Corcoran complained that the state was paying temporary employees at the state's job rate while some permanent workers were being paid at lower rates.

The Regional Office complained that 27 employees working on the Olympic project at their normal salary rates were outraged when they learned that the state Department of Correctional Services had hired temporary employees in the same job titles at the job rate.

Acting on the information from the Regional Office, President McGowan confronted OER and demanded equity for the employees who were doing the same jobs as the temporary employees but being paid less.

In a February 11 response to the CSEA demands, the Office of Employee Relations agreed to raise all 27 employees affected to the job rate retroactive to January 14 and continue them at that rate until February 27 when they would revert to their normal salary positions.

"A lot of state employees voluntarily gave their time to help this state make the XIII Winter Olympic Games a reality," CSEA President William L. McGowan said, "and we were not about to let them be paid less than temporary people doing the same jobs. Through the efforts of our Regional office and with the cooperation of the Office of Employee Relations, I believe we have reached a reasonable resolution of this problem."

Public SECTOR

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Revamped employee counseling resumes

ALBANY — State officials will be phasing in employee counselings in Mental Health and Mental Retardation facilities starting February 22, but the counselings will be very different from the abuses of the past, as the result of action by CSEA.

CSEA President William L. McGowan has announced that the Office of Mental Health (OMH) and the Office of Mental Retardation (OMR) will resume counselings, but only within guidelines demanded by the union in response to broad abuses of the counseling program in the past.

The problems of the counseling program came to a confrontation early last year when CSEA and the Governor's Office of Employee Relations squared-off at the negotiating table. The union demanded reform of the system citing numerous abuses of the management program mostly effecting some 30,000 Mental Hygiene Therapy Aides who provide direct patient care at state institutions.

As a result of the union's demands, OER agreed to reform the counseling

process and imposed a moratorium on future counselings by the giant state agencies until problems with the system could be worked out. After months of subsequent discussion, several changes are planned and the reformed counseling system will be phased-in by the state beginning on February 22.

"The problem was that OMH and OMR supervisors were handing out written counselings indiscriminately and inserting them in personnel files," CSEA President McGowan commented. "They were using this system to abuse and harass our members and we told them it had to be cleaned up. We can't stop the state from doing these counselings, but there is no way we are going to let them abuse our people with them."

As a result of the union's demands, OER Director Meyer Frucher has agreed to several modifications of the old program. In a letter to President McGowan, Mr. Frucher agreed that counseling "... is meant to be a positive communicative device, clarifying what has occurred and

what is expected. Counseling is non-punitive having constructive goals, such as assisting in employee development, or teaching or modifying behavior."

CSEA Executive Director Joseph J. Dolan, Jr., said that if the Office of Employee Relations can get personnel officials of the Offices of Mental Health and Mental Retardation to accept that kind of philosophy, "They will have made a major stride toward resolving most of the complaints of our members."

Under the revised plan, a special statewide meeting of top personnel officials of OMH and OMR is to take place in New York City in the presence of union observers. Martin J. Langer, CSEA's representative to the labor-management Committee on Work Environment and Productivity has been designated by President McGowan as CSEA's observer at this meeting. At the session, field personnel officers will be instructed as to the reforms.

Field personnel officials will then conduct meetings at all OMH and

OMR facilities in the near future — in the presence of CSEA appointed Local observers — to instruct facility management on how to use the reformed procedure. As the facility training is completed, the moratorium at the facility will be partially lifted. All supervisors who choose to counsel an employee in writing can do so, but only after consultation and approval from one of the facility's trained managers. At "problem facilities" more intense procedures will be used to stop abuses. This "clearance procedure" will remain in effect until the former abuses are resolved.

In his letter to President McGowan, Mr. Frucher stated, "Any guidelines and position statements on counseling will be drafted in a sufficiently broad fashion so as to respond to the concerns already raised by CSEA. Additionally, our intention is to carefully monitor counseling in conjunction with OMR and OMH in order to provide for the effective transition from the moratorium period and to minimize the types of problems that led to it."

Inmate workforce creates a 'powder keg'

ALBANY — Less than three weeks after one of the nation's worst prison riots left 39 dead in New Mexico, New York State Corrections Department is authorizing inmates to do the jobs of state employees in its prisons, because of staff shortages.

"This policy is outrageous," said CSEA Executive Vice President Thomas McDonough. "We have just seen how dangerous prisoners can be when they get out of their cells. Now the Corrections Department is not only letting them out, but they're letting them out to do vital jobs that were performed by state employees, before the hiring freeze took effect."

In a recent memo to all prison superintendents, Department Deputy Commissioner William Gard authorized assignment of inmates to such jobs as plant maintenance, teacher aides, and vocational instructor aides, as well as clerical, commissary and administrative duties "or any other assignments where the superintendent believes inmates could be in some degree productive."

McDonough commented, "This really leaves us wondering who's running our prisons — the

employees or the inmates. Our prisons are already desperately short-staffed. But instead of helping the situation by hiring an adequate number of employees, the department is letting the inmates take over their jobs. This is the most dangerous and irresponsible move ever made by the Corrections Department. I think they are sitting on a powder keg."

CSEA represents 2,700 prison employees throughout the state.

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

New officers installed, retirees are honored

NEW YORK CITY — Approximately 400 persons turned out for the recent installation dinner dance of the officers of Staten Island Developmental Center (SIDC) CSEA Local 429 in Queens.

The officers installed were: Felton King, president, Tyrone Daniels, executive vice president; John Jackson, first vice president; Roy Hargrove, second vice president; Michael Hicks, third vice president; Barbara Farrell, fourth vice president.

Irene Brandt, recording secretary; Gloria Wilson, corresponding secretary; Geri Bell, treasurer; Irene Hillis, assistant treasurer; Walter Taylor, institutional representative; Sal Gugino, operational representative; and Ruth Delaney, administrative representative.

Local President Felton King presented awards to three members for outstanding service to the local: Ms. Hillis, a member of the local for 29 years who has held all offices in the local; Daniels and Blanche Jackson.

The dinner-dance also was held to honor 156 recent retirees of SIDC of which a number attended the installation.

The installing officer was Region II President Jimmy Gripper. Also speaking at the installation was SIDC Director Elin Howe and Region II Director George Bispham.

The local dinner dance committee was headed by Rose Platt, chairman, and Tina Rogers, co-chairman. Master of Ceremonies was Otis Daymond.



STATEN ISLAND DEVELOPMENTAL CENTER LOCAL 429's installation dinner dance officers and speakers include, from left, (standing) Region II President James Gripper, Region II Director George Bispham, First Vice President John Jackson, Institutional Representative Walter Taylor, Executive Vice President Tyrone Daniels; Second Vice President Roy Hargrove; (sitting) Assistant Treasurer Irene Hillis, President Felton King, SIDC Director Elin Howe, Treasurer Geri Bell, Fourth Vice President Barbara Farrell and Administrative Representative Ruth Delaney.

Interpretation agreement ok

WASSAIC — The signing of the first set of comprehensive agreements on the interpretation of the CSEA-State contracts at Wassaic Developmental Center (WDC) between Local 426 and management occurred Feb. 1.

CSEA Field Representative John Deyo said the agreements are designed to address two problems:

— The contracts are broadly written to apply to vastly different State operations — 24-hour, seven-day-a-week hospitals to days only, five-day-a-week operations.

— Middle management in different buildings at WDC was giving different interpretations to the same part of the contract.

Deyo said negotiations are continuing to reach agreement on interpretation of other parts of the contracts.

The agreements include the areas of seniority, sick leave and employee confidentiality.



WASSAIC DEVELOPMENTAL CENTER CSEA Local 426 President Harold Ryan, sitting second left, signs the agreements on the interpretation of the CSEA-State contracts between the Local and Wassaic. In attendance at the signing are, from left, standing, George Wilcox, Local 426; Helen Connally and Jacob Thomas, both management; Betsy LaMay, Local 426; and sitting, John Deyo, CSEA field representative; Ryan; Thomas Zielinski, management; and Paul Gangloff, Local 426.

Stevens boycott

MINEOLA — Nassau County CSEA Local 830 President Nicholas Abbatiello has written to Macy's Department Store Chairman of the Board Edward Finkelstein, inquiring into the store's position regarding the sale of J.P. Stevens products. The letter reads:

"As Chapter President of the largest local, Civil Service Employees Association Inc. in the State of New York and as a Vice President of the Long Island Federation of Labor, I have been mandated by thousands of our membership to communicate with you.

"I am writing to express the concern of our members who shop at Macy's on Long Island. Our members were very concerned to learn that your stores are selling J.P. Stevens products.

"We cannot understand how a company like yours can continue to sell merchandise manufactured by a company who continues to exploit its workers.

Parking lot dispute over

SCHENECTADY — A year and a half of battling with Schenectady City management for off-street parking ended for city hall employees last week when the city dropped its court appeal which objected to a Public Employment Relations Board arbitrator's ruling that it must provide a lot.

The fight began in July, 1978 when then-new city manager Wayne Chapman ordered the closing of a lot between Jay and Union Streets, which the employees had been using for eight years based on directives from a previous manager. Chapman said the lot would be repaired and opened for the use of employees, downtown shoppers and students on a first come, first served basis.

The Civil Service Employees Assn. objected to this move and took the matter to PERB when employees complained they had to arrive at work as much as an hour and a half early in order to get a space, and even then most had to park elsewhere.

PERB Arbitrator Louis Salkever responded with an order for the city to negotiate a plan, with the CSEA, to provide employees with 60 off street spaces, within two blocks, of city hall and with signs prohibiting outsiders from using the spaces.

The city then offered to put chains on two of the lot's three entrances between the hours of 6:30 and 8:30 a.m., but the CSEA rejected the proposal, saying this still did not allow the majority of the employees to obtain parking.

"The proposal is not within the text of the arbitrator's ruling," said Schenectady City Hall CSEA Unit President Edward Kearney at the time.

The CSEA took the matter to the supreme court in May 1979, nearly a year after the battle first began, where in October a judge ordered the city to comply with the PERB decision.

The city appealed the Order in October, but has since announced it has dropped the appeal and would turn the lot over to the employees.

Calendar of EVENTS

FEBRUARY

- 23 — Region VI meeting, 10 a.m., Buffalo Convention Center, Buffalo.
- 25 — Long Island Region I delegates meeting, Musicaros, Melville.
- 29-March 2 — Region V Conference, Hotel Syracuse, Syracuse.

MARCH

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

APRIL

- 2 — Westchester Local 860 executive committee meeting, 8 p.m., 196 Maple Avenue, White Plains.
- 26 — Yonkers School District Unit dinner-dance, 7:30 p.m., Chateau Restaurant, Yonkers.

MAY

- 7-9 — Long Island Region I spring conference, Gurneys Inn, Montauk.
- 9 — White Plains School District Unit dinner-dance for retirees, 7 p.m., Purchase Country Club, Purchase.

MH employees being assaulted every day

By Bill Butler
Staff Writer

WEST BRENTWOOD — Assaults by patients against employees occur at a one-a-day clip in the mental hygiene and mental retardation institutions on Long Island, according to a report issued by Danny Donohue, president of the CSEA Mental Hygiene Presidents Council, and Billy Chacona, president of the Pilgrim Psychiatric Center CSEA Local.

"Employees have little protection because of the lack of staff," the two CSEA leaders declared.

Their report followed three serious assaults within the past month at Pilgrim Psychiatric Center.

The latest assault by a patient sent a nurse, Diane Whitlock, and a therapy aide, William Billingsly, to Southside Hospital in nearby Bay Shore, Long Island, for treatment. Whitlock suffered a fractured hand and multiple cuts and bruises of the face. Billingsly suffered a fractured skull and an eye injury.

A patient was charged with assault for allegedly attacking the two employees with a pipe from his weight-lifting bar bell set. The patient attacked the nurse, and when the therapy aide responded to her aid the patient turned on him. The nurse was then able to reach a telephone and call security guards, who subdued the violent patient.

Only two weeks earlier, another therapy aide, Geraldine Burch, had been attacked by a patient with a pipe and a chair. Burch suffered partial paralysis as a result of her injuries.

Donohue and Chacona, in their report, said that 50 employees had been attacked and injured in the last three months at Pilgrim Psychiatric Center alone. Donohue said that the rate of assaults on employees at Central Islip Psychiatric Center, where he is president of the CSEA Local, were running at 100 a year. Specific figures were not available for Kings Park Psychiatric Center and the Suffolk Developmental Center, also on Long Island.

Among the four big institutions, Donohue said, it was clear that

assaults were running at an average of at least one a day.

The most serious recent cases, Donohue said, involved an employee who was blinded in one eye and an employee who was forced to take early retirement because of dizziness that resulted from a beating.

They said that injured employees are forced to lose sick time for the first 10 days of their recuperations. Thereafter, they said, employees are forced to apply for workmen's compensation.

In a number of cases, CSEA has successfully appealed to have the sick time restored, it was acknowledged.

But, Donohue blamed the incidence of assaults on the state's program of attrition and cutbacks of personnel. He called on state officials to provide: (1) proper staffing; (2) secure units; (3) proper reporting of incidents, and (4) monitoring of areas which produce a high incidence of attacks.

"They ought to stop talking about protecting patients rights; they can't even protect the employees," he declared angrily.

Chacona said it was time that the truth about the dangers of the jobs in mental and retardation institutions was known. News of the latest incidents were headlined in the local daily newspaper, Newsday, following years of attention to reports of alleged abuse of patients.

Only last month, CSEA had won two arbitration cases for employees accused of abusing patients in which the arbitrator found that actually the patients involved had attacked employees.

"It's time the public saw the other side of the coin," Chacona asserted.



OSSINING CORRECTIONAL FACILITY CSEA Local 161 officers were installed on Jan. 23, 1980, in Ossining. Getting together at the installation are, from left, standing, Region III Director Thomas Luposello, Field Representative Don Partrick, Region III President James Lennon, Delegate Pat Altieri, Alternate Ted Ogden, and sitting, Treasurer Frank Manupelli, Secretary Gail Bange, President Zelda Crane, Past President Helen Tauano and Vice President Josephine Worrell. Delegate Judy Fasciani is not pictured.

Below, METROPOLITAN REGION II Public Relations Committee met Jan. 28 in New York City, including, from left: James Wood, Downstate Medical Center Local 646; CSEA Communications Specialist Hugh O'Haire; Region II President Jimmy Gripper; Charlotte Rue, Institute for Research Local 438; and Miguel Cruz, Creedmoor Psychiatric Center Local 406.



Union succeeds in overturning Saratoga job cuts

SARATOGA SPRINGS — A vote by members of the Saratoga Springs City Council in early January to eliminate the positions of four city fire dispatchers from the budget has been overturned by pressure from the Civil Service Employees Assn.

The Council had informed the dispatchers they would be laid off as of February 28, but a few days ago passed a resolution to retain the employees on funds from other sources.

Capital Region CSEA Field Representative Donald McCarthy addressed several sessions of the council where he emphasized the loss of the safety aspect and warned city officials they would be charged with improper practices and civil service law violations for their actions.

The fire dispatchers receive calls from private phones or from public fire call boxes and send the firemen out. Once the firemen are on the road, the dispatchers remain in communication with them to provide added directions or information.

Though the firemen themselves could receive the initial phone call, McCarthy told the Council, there would be no one left at the fire station to handle additional calls. He also suggested that without the added protection of the dispatcher system, insurance companies may increase fire insurance rates. "This is a good possibility and would bring many irate taxpayers into city hall," he said.

In reference to the council's plans to require the firemen do the work of

the dispatchers, McCarthy threatened the union would file improper practice suits and contract grievances against them for bringing employees from another bargaining unit in to do the work, of CSEA represented employees and also warned that the firemen's union would probably charge them with violating civil service laws for out-of-title work.

Saratoga Springs CSEA Unit President Richard Powers also addressed some of the council sessions. He also worked with a local committee of concerned citizens who recommended keeping the dispatchers.

The council did vote to eliminate some 23 out of a total of 173 fire call boxes throughout the city as a cost cutting measure.

Drivers protest contracting out

CATO — More than 20 bus drivers and mechanics employed by the Cato-Meridian School District have mounted a drive they hope will protect their jobs from the possible threat of "contracting out" of driver and mechanic services to an out-of-county private concern.

Morris Van Vliet, President of the Cato-Meridian School Unit of Cayuga County Local 806 of the Civil Service Employees Assn. said, "We have appealed to our fellow residents and taxpayers in the school district with petitions requesting support for the protection of our jobs from interests outside our community. Our union members have been out gathering protest signatures and, judging by the number of signed petition sheets, we believe we have the majority of the community and taxpayers on our side."

Drivers and mechanics were reportedly canvassing the entire school district and, at last report, had gathered more than 500 signatures.

Van Vliet concluded by saying, "We take special pride in our jobs. We live here in the Cato-Meridian area and our salaries help support local business. We pay our fair share of taxes, too. We want the Cato-Meridian School Board to know our feelings and we think these stacks of signed petitions indicate in a strong way that the majority of parents and taxpayers in this district support our cause."

OCA workers may appeal classification

Albany — Court employees who want CSEA's help in appealing their jurisdictional classification, title, Civil Service status and/or pay under the 1979 Office of Court Administration classification plan, must call consultant Joseph Watkins at the CSEA research department as soon as possible.

Mr. Watkins can be reached c/o Research Dept., CSEA, 33 Elk St., Albany, N.Y. 12207.

The OCA has begun sending appeals forms to employees who requested them. Such employees have 30 days from the date of their receipt to fill them out and mail them back to OCA. Mr. Watkins will assist any court employee in completing the appeals form, but he notes that, because of the deadline, his help must be sought immediately.

CSEA has asked OCA for a list of those who requested the forms, but as of Public Sector press time, the union had still not received that list.

The OCA plan, which determines the classification, title, status and pay of court employees throughout the state, is available in all court locations.



**Answer
the Census
APRIL 1**

We're counting on you.

Why the 1980 census is important to you!

APPORTIONMENT OF CONGRESS

If everyone in New York State is not counted, we could lose up to FOUR seats in the House of Representatives. The big losers may be members with good COPE records and that means labor could have less influence in Congress.

STATE LEGISLATIVE BOUNDARIES

Our State legislative districts are dependent on population totals to insure fair representation. New York will use the census to redraw our legislative districts, and many cities will use the figures to redraw the election district boundaries of local representatives.

FEDERAL AID PROGRAMS

The number of New Yorkers counted determines the amount of federal money allocated to our state for economic development, public works jobs and job training programs as well as funds for education, health care and housing.

PLANNING AHEAD

Without accurate information, our communities cannot plan for future needs. The census will give us facts to determine the need for new highways, schools, water plants and fire and police stations. Answering the census is an investment in the future of New York State.



CSEA/AFSCME
the union that works for you

KEEP CSEA INFORMED ON MAILING ADDRESS

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

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

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Please allow 3-4 weeks for change to take effect.
My present label reads exactly as shown here (or affix mailing label)

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City _____	State _____ Zip _____

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Street _____

City _____ State _____ Zip _____

Agency where employed _____

My social security no. _____ Agency No. _____

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Legislative Update

CSEA/AFSCME
the union that works for you

Coincidental with the start of the new year and the subsequent arrival in Albany of state lawmakers for the current legislative session, legislative activity by The Civil Service Employees Association increased noticeably. That is to say, it became much more visible to the rank-and-file union member at about that time. But in the background, out of general view, activity was a constant thing in preparation for the current legislative session ever since the previous session ended months ago.

When CSEA unveiled its 30-point legislative package for 1980 with a series of information meetings throughout every region during January, it represented the result of efforts over several months by members of the union's statewide and regional Legislative and Political Action Committees, the union's Legislative and Political Action Department, lobbyists, attorneys, officials and others.

Last week, *The Public Sector* outlined each of the 30 legislative proposals being pushed by CSEA, proposed bills which CSEA President William L. McGowan described as "bread and butter proposals". This issue we are publishing, on pages 5, 6 and 7, a message of interest concerning those proposals by the chairman of the Legislative and Political Action Committee, along with articles and photographs illustrating just some of the many activities by the union related to the 1980 package. Throughout the coming weeks, *The Public Sector* will publish status reports on these bills as they progress through the legislative process.



CSEA CHIEF LOBBYIST James Featherstonhaugh, right, discusses the union's 1980 legislative program with members of the Region III Legislative and Political Action Committee recently. At left is Carmine DiBattista, chairman of the Region III Committee. This was but one of several information programs presented around the state during January to acquaint members with the 1980 proposals.



A message from the chairman

CSEA MEMBERS:

As we begin the 1980's, it is appropriate to reflect on our legislative history of the last decade.

The 1970's saw landmark legislation affecting public employees. For the first time, public employees had their scope of bargaining reduced when retirement benefit negotiations were suspended. Then, pension reform legislation was passed, creating separate retirement plans for public employees in New York State. Legislation was introduced to change the entire merit system which, in essence, challenged the concept of merit and fitness in public employment. In addition, legislation copying the California Proposition 13 concept was introduced, stating that tax caps were necessary and that public employees should be the victims of such tax caps.

On the positive side, the Taylor Law was amended to allow public-safety employees to have a method of dispute settlement. Our own Agency Shop Legislation was a landmark in public sector union history. And for the first time since the Taylor Law was enacted in 1967, part of the strike penalty provision was removed.

These changes give us an indication of the broad range of public-employee legislation that passed in the 1970's. What can we look for in 1980?

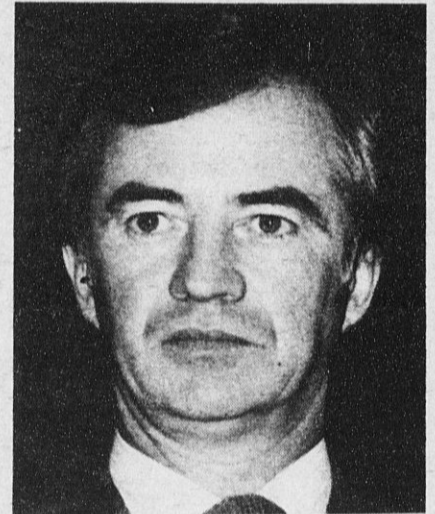
We must be aware that the economy of the nation and of New York State will cause considerable problems for the public employee in the next decade. Assaults on the public employee will increase. Campaign platforms for, "more efficiency in government..." "less government," will mean loss of job protection and fewer jobs. The closing of the budget gap could take a serious toll on the number of public employees on the payroll in the 1980's. These should be warning signals of the necessity for public employees to be alert. These, and others that we may not have heard of yet, should be storm warnings for the 80's.

Legislation must be secured that will guarantee employees a safe and healthy work place, a fair day's pay for a fair day's work, equal rights at the bargaining table with the right to refuse to work if conditions demand it, and equal treatment under the law when strikes occur.

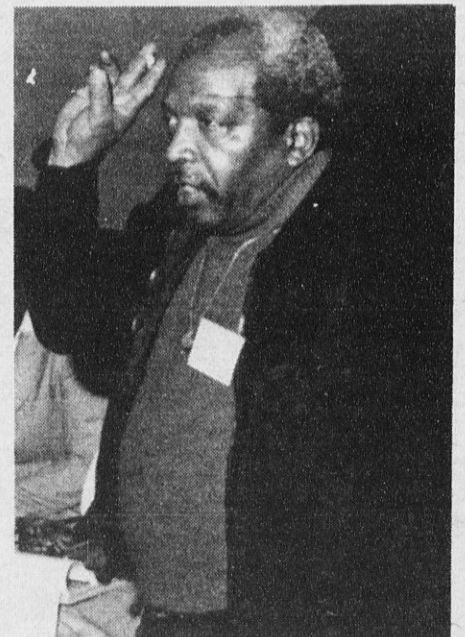
We can only expect to achieve our goals through diligence and hard work. The type of legislation we need can be won only through a united effort. There will probably be no time during your life or mine when our job security and dignity will be as threatened as it will be in the upcoming decade. But if we stand united, our record gives us reason to look forward with optimism to the legislative battles that lie ahead.

Fraternally yours,

Joseph Conway



BERNARD RYAN, Director of Legislative and Political Action for CSEA, listens intently to a question during union's annual Legislative Seminar in Albany.



MAKING A POINT, LeRoy Edwards of Bronx Psychiatric Center CSEA Local 401 participates in an all-day legislative seminar February 2 in Albany. He was one of dozens of local and unit political action committee members to attend the annual seminar.

Push is on for legislative ok of union's 1980 proposals

January and February have been extremely active times so far as CSEA's 1980 legislative package and the people most closely associated with that program are concerned.

Chief CSEA Lobbyist James Featherstonhaugh, Lobbyist Stephen Wiley, and Bernard J. Ryan, Director of Legislative and Political Action for CSEA, presented detailed discussions about the contents of the union package in each of the six regions.

Meetings for regional legislative and political action committee members were held on January 16 in Region IV, January 17 in Region III, January 23 in Region I, January 24 in Region II, January 26 in Region V and January 31 in Region V.

Additionally, a large number of union activists turned out for an all day seminar in Albany on February 2 concerning various aspects of legislative action. And on February 6, also in Albany, the union conducted its annual legislative breakfast program for state legislators, during which the proposals for 1980 were unveiled for the lawmakers. On these pages are photographs depicting various activities associated with this hectic schedule. Additionally, a number of photographs showing union members participating in the legislative seminar will be published next issue.



Long Island meeting

LONG ISLAND REGION I legislative action meeting involved, from left, Bernard J. Ryan, CSEA Director of Legislative and Political Action; Charles Novo, of the Brookhaven CSEA Unit of Local 852; Anna Gonzalez of Hauppauge State Local 016; and CSEA Region I President Irving Flaumenbaum.



SOUTHERN REGION III representatives in legislative action process included, from left, Region III President James Lennon; Regional Treasurer Eleanor McDonald; Westchester County Local 860 President Pay Mascioli; and Region III Legislative and Political Action Director Carmine DiBattista.

PROPOSED LEGISLATION is discussed at Region III meeting by Alexander Hogg, left, of Middletown Psychiatric Center Local 415, and Region III Director Thomas Luposello.

DUTCHESS COUNTY LOCAL 814's Ellis Adams, left, and C. Scott Daniels are shown during legislative presentation in Region III.

Southern Region briefing



SEARLE A. MEAD, President of Wayne County CSEA Local 859, listens to presentation on CSEA's 1980 legislative package.



THIS TRIO of interested unionists are, from left, DeLoris Hudson of SUNY Buffalo Local 640, and Jene Ferner and Carolyn Dorigo, both of Erie County Educational Employees Local 868.

Western Region well attended

BATAVIA — A seminar on CSEA's proposed legislative program for 1980 drew its largest turn out here in Region 6 recently. More than 80 interested CSEA members attended the morning meeting held January 26th at the Holiday Inn.

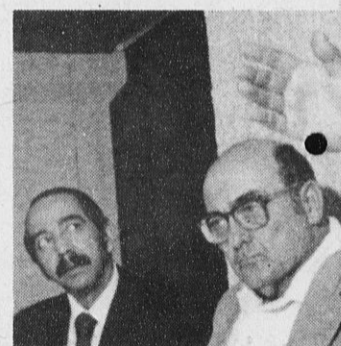
"We are delighted to have this kind of response," said CSEA attorney James Featherstonhaugh, who together with fellow attorney Steve Wiley, CSEA Director of Legislative and Political Action Bernard Ryan and his assistant Tom Haley conducted the session.



AT METROPOLITAN REGION II meeting to discuss proposed legislation, Region II President Jimmy Gripper, right, is shown with Region II Legislative and Political Action Committee Chairman Ronnie Smith, left.

CSEA LOBBYIST STEPHEN WILEY describes the union's proposed legislation to members attending a recent briefing session in Long Island Region I. At left are Cassell Brackett and Joseph Healy.

Metro Region meeting



ASSEMBLYMAN ARTHUR J. Kremer, left, representing the 20th Assembly District, engages in discussion of political issues with two members of CSEA's Statewide Political Action Committee, Nick Abbatiello, center, and Michael Curtin.

Legislative breakfast

ALBANY — The CSEA 1980 legislative package, consisting of 30 legislative proposals, was formally unveiled for state lawmakers on February 6 in Albany when scores of influential lawmakers attended CSEA's annual Legislative Breakfast program.

CSEA President William L. McGowan was the official host for the program, and described the entire union package as consisting of "bread and butter" issues that are of great importance and interest to public workers throughout the state.



AT CSEA'S LEGISLATIVE BREAKFAST February 6, this group of participants are, from left, Jack Haggerty, counsel to Senator Warren Anderson; CSEA attorney and chief lobbyist James Featherstonhaugh; Assemblyman James Emery; and Bernard J. Ryan, CSEA's Director of Legislative and Political Action.



DISCUSSING CSEA'S 30-POINT LEGISLATIVE PACKAGE during the union's annual Legislative Breakfast for legislators are, from left, Nick Abbatiello, CSEA Capital Region President Joseph McDermott; Michael Curtin and Robert Kolterman, Abbatiello, Curtin and Kilterman are all members of CSEA's Statewide Legislative and Political Action Committee.



AMONG THOSE AT the Legislative Breakfast program were Thomas Haley of the union's Legislative and Political Action Department, and Mary DeRose of Senator Manfred Ohrenstein's staff.

Communications highest priority

Editor's note: This is another in a series of reports concerning activities within each of CSEA's six regions. Similar reports covering each region will be published periodically. This particular report is the result of an interview of CSEA Region I President Irving Flaumenbaum by Public Sector Associate Editor Gerald Alperstein.

HAUPPAUGE — Keeping the members of CSEA's largest region — Long Island Region I — informed about what is going on in their union is one of the highest priorities of its regional president, Irving Flaumenbaum.

Region I has approximately 47,000 members, and when agency shop and nonmembers are included the total is almost 60,000, Flaumenbaum said.

"Servicing our members is a tremendous job for our office and field staff operating from our offices in Amityville and Hauppauge," he said.

To increase the flow of information with the members, Flaumenbaum said a number of meetings are being planned, including:

— A regional conference for April 7-9 at Gurneys Inn in Montauk.

— The first CSEA regional safety and health workshop was held in Hauppauge on Jan. 26.

— A second safety workshop and workshops for mental hygiene and school employees are being planned.

Flaumenbaum also said Field Representative Ron King has recently joined the regional staff. King transferred from CSEA Central Region V.

Another planned meeting will be for region delegates in preparation for the March 9-11 CSEA Delegates meeting. The meeting will be Feb. 25 at Musicaros in Melville, Flaumenbaum said.

"The region is unhappy over the treatment accorded our mental hygiene members with the rumors of institutions closing.

"The region is fighting proposed reductions in state staffing in mental hygiene, DOT, parks, universities and other agencies in cooperation with CSEA headquarters.

"In the institutions, we're fighting for the patients as well as for our members," Flaumenbaum said.

He said CSEA and AFSCME are working together to fight the proposed reductions. Flaumenbaum is an AFSCME international vice president.

As has previously been reported in The Public Sector, Flaumenbaum proposed making Martin Luther King Day, Jan. 15, a legal holiday.

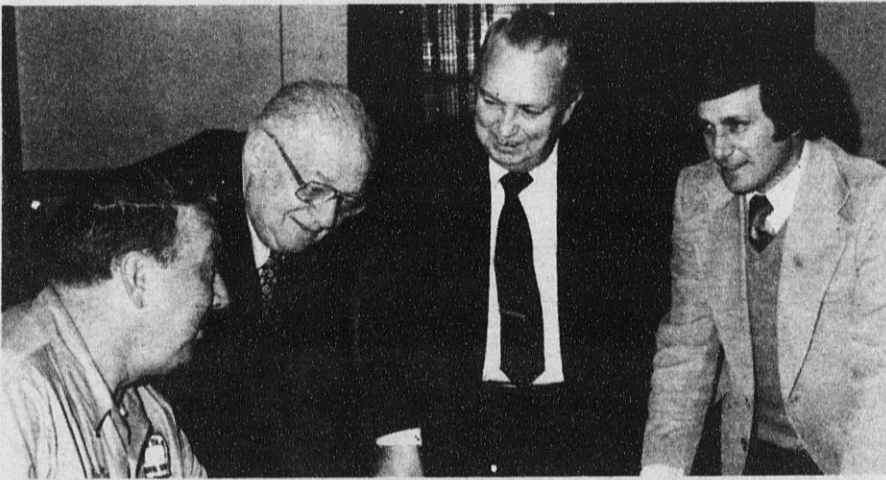
He said AFSCME International President Jerry Wurf since has told him AFSCME has been in support of it since Dr. King's death in 1968.

"We've got to reactivate the effort," Flaumenbaum said.

Region I Director William Griffin said the entire regional staff attended a one-day seminar on the Employee Assistance Program (EAP) on Jan. 25. The seminar was conducted by EAP Representative Arne Wipfler. EAP is part of the CSEA-State contracts.

SUFFOLK EDUCATION LOCAL 870 President Walter Weeks, left, discusses problems with, from left, Region I President Irving Flaumenbaum, Region I Director William Griffin and Field Representative Irwin Scharfeld at a meeting in the local's office in Ridge.

Below, MEETING AT THE SUFFOLK COUNTY OFFICE BUILDING in Riverhead are, from right, Long Island Region I President Irving Flaumenbaum, Riverhead County Unit President Jo Ann Fleischman, County Clerk Arthur J. Felice (sitting), Suffolk County Local 852 Executive Vice President Robert Kolterman, Director of Real Property Thomas J. Ray and Chief Deputy County Clerk Edward Hines.



Promotion exam rescheduled

MINEOLA — Persons who took the Nassau County Clerk-Typist II promotional examination in Room 254 of Mineola High School on Oct. 28, 1978, can take the examination over, according to Nassau County CSEA Local 830 Parks and Recreation Unit President Thomas Gargiulo.

Gargiulo urged those involved to contact the Local 860 office in Mineola (535-2522).

The opportunity to be re-examined was the ruling by State Supreme Court Justice J. Burke in a Jan. 28, 1980 decision.

Nassau County, however, can appeal Justice Burke's decision, Local 830 President Nicholas Abbatiello said.

Those persons taking the examination in Room 254 had been given improper instructions regarding the number of questions they were required to answer, while persons taking the examination other than in Room 254, were given the correct instructions.

Nassau County, in addition to having to decide whether to appeal the ruling, must decide whether every person who took the examination on Oct. 28, 1978, must be retested.

CSEA Local 860 was represented in the case by Regional Attorney Richard M. Gaba.

Car pooling

MINEOLA — Nassau County CSEA Local 830 President Nicholas Abbatiello is pleased with the efforts of the county in the establishment of a computerized car pooling program.

"This program saves our members money and saves energy," Abbatiello said.

In August 1979, county employees interested in the program were given the opportunity to fill out a computer card with the appropriate information.

On Jan. 9, 1980, County Executive Francis T. Purcell announced that more than 4,000 employees indicated an interest in the program and each county department has been provided with a list identifying employees with similar driving patterns.



CSEA REGION I Director William Griffin and President Irving Flaumenbaum, on left, visit the new office of Suffolk County Local 852 in Holtsville to meet with its president, Ben Boczkowski, sitting, and its executive vice president, Robert Kolterman.

EAP program set up for OGS local

ALBANY — Representatives from the State Office of General Services Local of the Civil Service Employees Assn. and OGS management have finalized plans for the establishment of an Employee Assistance Program to seek professional help for employees who have alcohol, drug or other medical / behavioral problems.

The program, according to Earl Kilmartin one of three CSEA representatives on the EAP committee, will go into effect sometime before July 1, 1980.

Through this program, state and union officials hope to aid employees in recognizing, at the earliest possible stage, problems that could affect job performance and safety and to motivate them to seek help. After undergoing initial treatment through the EAP, employees will be given further support through periodic follow up and referral, if needed.

Kilmartin noted that any information given by an employee participating in the program will be kept strictly confidential and job security or promotional opportunities will not be jeopardized by participation.

A neutral program coordinator to be appointed by the committee will oversee the operations by working directly with employees and outside agencies. The coordinator cannot act as a counselor.

The EAP committee, which is composed of CSEA representatives Leroy Holmes and Cosmo Lembo, in addition to Kilmartin, and state representatives Mary Valentino, Art Beaudoin and Nancy Shene, is in charge of establishing EAP policies and periodically reviewing the effectiveness of it.

Any diagnostic and treatment services utilized by the program will be selected and evaluated by the committee and the coordinator.

CSEA shop stewards and OGS supervisors will be asked to inform employees of the availability of the EAP and to recommend they use it.



AGREEMENT IS SIGNED on an Employee Assistance Program for employees of the State Office of General Services. Signing the document, foreground, are OGS CSEA Local 660 President Joan Perrey and OGS Commissioner James C. O'Shea. Standing from left are Earl Kilmartin, immediate past president of Local 660 and a member of the EAP Committee; Cosmo Lembo, a Local 660 Committee representative; state Committee representatives Mary Valentino and Arthur Beaudoin; Local 660 Committee representative Leroy Holmes; and state Committee representative Nancy Shene.



MEETING IN WHITE PLAINS TO DISCUSS the Employee Assistance Program (EAP) in Region III on Jan. 25 are, from left, (standing) Field Representative Flip Amodio, EAP Representative James Murphy, (sitting) EAP Director John Quinn, Southern Region III Director Thomas Luposello and Region III President James Lennon. EAP started in Region III and is now a statewide program.

NEED HELP?

Call EAP

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

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

William L. McGowan
President, CSEA

John C. Quinn
Director, EAP

1-800-342-3565



CSEA'S NEWLY-APPOINTED STANDING EDUCATION AND TRAINING Committee held its first meeting of the new year recently at CSEA headquarters in Albany. Reviewing the final draft of the shop stewards' manual were, from left to right: John Weidman, vice chairman of the State Executive Committee; consultant Celeste Rosenkranz; Karen E. Messier, Rensselaer County Unit president; Mary R. Lauzon, chairperson; Thomas B. Quimby, CSEA's Director of Education and Training; Jerry Frieday, secretary of Local 602; Loretta C. Rodwell, president of Local 603; Larry Natoli, president of Local 160; Lou Nayman, president of Local 855; and Stella Williams, president of Local 351.

OPEN CONTINUOUS STATE JOB CALENDAR

Title	Salary	Exam No.
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.

CSEA Safety Hotline

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

800-342-4824

STATE OPEN COMPETITIVE JOB CALENDAR

FILING ENDS FEBRUARY 25, 1980

Title	Salary	Exam No.
Automotive Facilities Inspector	\$13,125	25-107
Automotive Facilities Inspector		
(Spanish speaking)	\$13,125	25-107
Canal Structure Operator	\$ 9,330	25-166
Community Client Services Assistant	\$11,060	25-169
Crime Victims Compensation Claims Examiner		
(NYC only)	\$ 9,025	20-939
Electronic Computer Operator	\$10,440	25-149
Motor Vehicle Referee (Downstate)	\$23,755	29-284
Motor Vehicle Referee (Upstate)	\$23,755	29-285
General Research	\$12,395	25-170
Economic Research	\$12,395	25-171
Statistical Research	\$12,395	25-172
Research Specialist II (Alcoholism)	\$16,420	25-156
Research Specialist III (Alcoholism)	\$21,345	25-157
Research Specialist IV (Alcoholism)	\$26,390	25-158
Public Buildings Manager	\$16,420	25-168
Public Buildings Manager, Assistant	\$14,680	25-167
Rehabilitation Counselor	\$17,320	25-181
Rehabilitation Counselor, Trainee	\$14,680	25-182
Stockroom worker	\$138/\$160 per week	25-155
Supervisor of Vocational Rehabilitation		
Unit	\$21,345	25-173
Evaluation of Training or Experience and/or Oral Test		
Filing Ends February 25, 1980		
Optician	\$11,695	28-024
Optometric Technician	\$ 9,865	28-025
Evaluation of Training or Experience and/or Oral Test		
Filing Ends March 3, 1980		
Archivist I	\$13,125	27-999
Archivist II	\$16,420	28-000
Archivist III	\$21,345	28-001
Director for County Services Programs,		
Assistant	\$34,220	27-997
Recreation Therapist, Chief	\$21,345	28-021
Recreation Therapist, Head	\$18,225/\$18,250	28-022
Mental Hygiene Education Program Coordinator		
Assistant	\$16,420	27-982
Mental Hygiene Education Program Coordinator	\$21,345	27-983
Evaluation of Training or Experience and/or Oral Test		
Filing Ends March 10, 1980		
Deputy Director of County Services	\$42,000	27-998
Director for County Services Planning and		
Administration, Assistant	\$34,220	27-996
Director of Mental Retardation Program		
Planning	\$34,250	27-995
System Planner (Communications), Senior	\$21,345	28-023
Evaluation of Training or Experience and/or Oral Test		
Filing Ends March 24, 1980		
Food Service Training Coordinator	\$14,700	28-009
Evaluation of Training or Experience and/or Oral Test		
Filing Ends March 25, 1980		
Institution Food Facilities Consultant	\$21,345	28-016
Evaluation of Training or Experience and/or Oral Test		
Filing Ends March 31, 1980		
Librarian (Reference), Principal	\$25,000	27-986

Staff/patient ratio shrinking while sculpture garden grows

By Dr. Gerald Alperstein
Associate Editor

NEW YORK CITY — "You can't tell a book by its cover" was never more true than at Manhattan Psychiatric Center on Wards Island.

While 105 pieces of modern sculpture decorate the grounds outside the mental facility, patient care continues to deteriorate, CSEA Metropolitan Region II Director George Bispham has charged.

He said since Dr. Gabriel Koz became director of Manhattan PC approximately two years ago, the Sculpture Garden, as it is called in official brochures, has grown while patient/staff ratios have declined.

According to statistical information Bispham has received, between December 1978 and December 1979 the Manhattan PC patient/staff ratio

declined from approximately 1:0.6 to 1:0.5. These statistics include direct care staff in grades 7-13.

When registered nurses are included the ratio drops from 1:0.8 to 1:0.6, Bispham's statistics showed.

"These decreases have come in spite of the Morgado memorandum which said the State would work towards a 1:1 patient to staff ratio," he said.

CSEA Field Representative Bart Brier said he believes Manhattan PC has the lowest patient staff ratio in New York State.

Bispham's statistics showed that from December 1978 to December 1979 the patient population declined only 73, from 1,345 to 1,272. The direct care staff dropped 185, from 811 to 626, and the nursing staff decreased by 100, from 199 to 99.

The shortage of staff may have something to do with a number of patients observed outdoors on a recent January morning in shirtsleeves, Bispham said.

Other services for the patients have declined drastically, Bispham said.

He said it was hard for him to believe that in spite of inflationary price increases, Manhattan PC was able to cut its food per patient cost almost in half between 1978 and 1979.

Bispham's statistics showed the food per patient cost in 1978 as \$463 and in 1979 as \$237.

While patient care appears to have deteriorated, the Sculpture Garden has grown.

The official brochures also identifies the Manhattan PC Public Infor-

mation Department as the place to call for the two tours of the Sculpture Garden.

"The tour on cassette tape is available by appointment only through Manhattan Psychiatric Center's Public Information Department . . . This SCULPTURE GARDEN project is made possible through the collaborative efforts of Manhattan Psychiatric Center. . . " the brochure said.

Bispham asked: "I question the propriety of state employees being engaged in such cultural activities on state time. In addition to the public information employees, I wonder if there are other employees engaged in activities relating to the Sculpture Garden?"

The whole spector of alleged deteriorating patient services and the growth of the Sculpture Garden brought a number of questions from Bispham, including:

- Has the state paid for the sculptures?
- Has the state paid for insurance on the sculptures?
- Are state employees maintaining the sculptures?
- Is there any connection between the presence of the sculptures and the declining patient staff ratio?
- Is there any connection between the sculptures and the drastic reduction in food per patient cost?

Brier has some thoughts about security at Manhattan PC. "During the last two years, I have been informed that the security staff at Manhattan Psychiatric Center increased from 18 to 69 persons and a gatehouse was constructed.

"In spite of these additional security measures, Manhattan Psychiatric Center has the worst record in New York State mental institutions for patients escaping — walk aways.

"The New York Times recently reported that Manhattan Psychiatric Center patients accounted for more than one in six of all walk aways at all New York State psychiatric Centers.

"I wonder whether the increased security personnel and the gatehouse are for patients or for the sculptures?" Brier said.

Manhattan Psychiatric Center CSEA Local 413 President Ismael Lopez and Grievance Chairman Mohamed Hussein find one aspect of the presence of the sculptures on the Manhattan PC grounds incongruous.

While the sculptures have sprung up on the center's grounds in the last two years, so has a garbage dump, in one corner of the grounds, which Lopez said is rat infested.

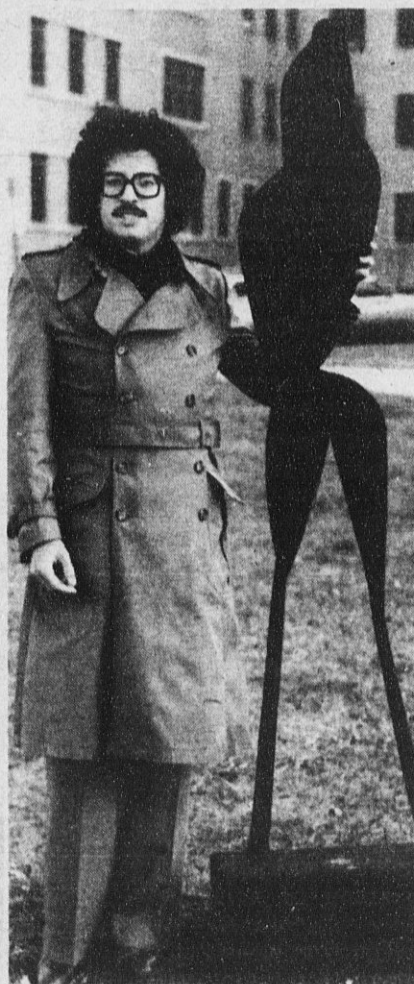
CSEA FIELD REPRESENTATIVE Bart Brier stands next to one of the modern sculptures on the Manhattan Psychiatric Center grounds. Brier wonders whether center security is devoting its resources to the patients or to the sculptures.



METROPOLITAN REGION II Director George Bispham, left, and Manhattan Psychiatric Center CSEA Local 413 President Ismael Lopez stand in the middle of one of the 105 modern sculptures on the grounds of Manhattan Psychiatric Center. Bispham questions whether there is a relationship between the sculptures and alleged deteriorating patient care at the center.



IN SPITE OF THE beautification of the Manhattan Psychiatric Center grounds with 105 modern sculptures, Local 413 President Ismael Lopez said this rat-infested garbage dump continues to exist on the center grounds.



Notice: nomination procedure to elect delegates to 1980 AFSCME convention

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

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

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

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

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

Nominations Procedure

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

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

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

Persons nominated need not be present at the nomination meeting.

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

To make a nomination, the nominator

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

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

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

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

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

Nomination Meeting Locations

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

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

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

Elections Procedure

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

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

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

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

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

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

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