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Maximum coordinated union effort is objective

Tougher, tighter standards sought for local gov't

ALBANY — "Contract negotiation is the most important service that we provide for our membership," said CSEA President William L. McGowan, "and it's about time we applied the same maximum effort to negotiations in local government that we have to negotiations with the State of New York."

With that charge, President McGowan charged his recently appointed "Local Government Contract Task Force" with sweeping review of CSEA's services to county, town, village, school district and local government bargaining unit negotiations.

The nine-member task force convened in Albany on July 16 with its six advisors from the ranks of CSEA's legal, collective bargaining, research, communications, education and data processing departments.

In his charge to the group, the union leader

instructed the task force to examine preparation of local government contract demands, procedures for selecting members of negotiating teams, methods of soliciting rank and file input, technical resources needed to support local negotiators, education and training resources to assist negotiating teams, the procedures for contract ratification and any other relevant issues.

"We have just won the richest contract that any union has ever negotiated with the State of New York by making the maximum effort with the considerable resources our union has available," McGowan said, "and our local government membership has the right to expect no less when they sit down at the bargaining table."

Michael Curtin, the long time CSEA activist
(Continued on Page 5)



MICHAEL CURTIN—The Region I County Educational representative on CSEA's statewide Board of Directors has been selected to chair the important Local Government Contract Task Force.

You can make us tougher

If you are a CSEA member in one of the union's county, town, village, school district or other local government bargaining units, the Local Government Contract Task Force is interested in your views.

If you have any suggestions, comments or observations about how you think CSEA can do more to help your local leadership fight for you at the bargaining table, please write to:

Local Government Contract Task Force, CSEA, 33 Elk Street, Albany, New York 12207.

New officers officially take over reins



CSEA STATEWIDE OFFICERS SWORN IN — Three of the four statewide officers recently elected to three year terms are administered the oath of office by CSEA Region III President Ray O'Connor, left. Statewide officers are Secretary Irene Carr, second from left, President William L. McGowan, and Treasurer Barbara Fauser. Executive Vice President Thomas McDonough was not present for the ceremony.

A time for changes

Starting right now, there are going to be changes made in the way this union is run from the top right down to the bottom. It's time that the rank and file became partners in the leadership of their union and I intend to do everything within my power to see to it that they get that opportunity.

Why, you might be asking yourself, would Bill McGowan want to make such a sweeping pledge now, after he just won a landslide election, when he didn't make that kind of promise during the election campaign?

It's an understandable question. Most people expect any incumbent re-elected by a better than two-to-one margin to go back to "business as usual." But I've never believed in business as usual and, I feel, that's why I'm still the president of CSEA instead of someone else.

Five years ago a very nervous electronics mechanic from West Seneca Developmental Center took an oath to do his best to serve the members of this union. I meant what I said then and I meant it on July 15 when I took that oath for the third time.

I have consistently pushed for changes within CSEA and, I believe, I have just as consistently delivered it. Since my first term, remember, CSEA has affiliated with AFSCME and the AFL-CIO, won sweeping legislative victories like OSHA protection, agency shop and pension supplementation. We have improved communication dramatically with the membership and the public. We have created our first Employee Benefit Fund and broadened traditional staff services and much more.

Business as usual has never been my motto and it won't be now. I see my re-election as a mandate to continue the steady progress we have begun to turn this union around from the social club it once was into a dynamic labor union run by its members, for its members. We still have a lot of changing left to do.

~~~~~  
'Together we can  
make changes that will  
give this union back  
to the rank and file'  
~~~~~

President's Message

Fraternally,

Bill
WILLIAM L. MCGOWAN



Less than half of the members eligible to vote in the statewide CSEA elections bothered to do so. That says something about how much of a role the rank and file thinks it plays in CSEA.

Don't misunderstand. When the chips are down and we have trouble at the bargaining table or with political action, our members have consistently been there to help us fight for what is right. But just as consistently, much of the rank and file has turned its back on internal elections, membership meetings and other day-to-day decisions affecting their union.

Part of the reason, I suspect, is that much of the membership doesn't feel the need to participate. To be honest, some members are so turned off by CSEA that they won't participate. But, in my opinion, most of the membership simply feels cut off from their union and don't know how to participate.

Let me be blunt. The structure of CSEA is a mess. We have units and locals and regions and statewide leadership. We have an elected Board of Directors, 1,500 statewide delegates, and a network of offices

and professional staff. Yet for a majority of the rank and file, it's as if none of it exists. They don't see it, they don't use it and as far as many of them are concerned, it might just as well not be there.

Did you know that CSEA has a statewide Board of Directors comprised of more than 120 people? They approve CSEA's budget, appropriate dues money and make other critical decisions on a monthly basis. Do you know who your Board representative is? Did you participate in electing your Board representative? Do you have any idea what your Board representative is doing?

How about your local? Do you know what local represents you? How about the name of your local leaders or shop stewards? If you can answer any of these questions, you're doing a lot better than most CSEA members and it's no wonder.

We have some locals that represent an entire worksite. We have some worksites with several locals. Then there are other locals that are literally spread out over the entire state. We have some locals comprised of one bargaining unit, others made up of three

bargaining units, and still others representing dozens of bargaining units. It's a virtual maze for the uninitiated to solve!

CSEA has how many regions, do you know? Do you know that all voting members of your Board of Directors have equal rights to participate in meetings, an equal vote on any subject and yet some Board members were elected by only 50 votes while others needed thousands of votes to get elected? We pride ourselves on having six regions, yet the Board doesn't reflect that at all. Some regions represent a lion's share of Board members while in others, there are few. One CSEA region accounts for nearly a third of the union's members but has only a fraction of the Board as its members. Is that fair or not?

The fact is our structure is more a product of history than common sense. Frankly there are elected officials of this union who can't figure out some of the structure. How can we expect an average member to take the trouble to figure it out so he or she can participate?

I don't pretend to have all the answers to all of the problems confronting CSEA, but I believe most of the answers can be found if we look and those problems can be solved if we have the courage to act.

As far as Bill McGowan is concerned, action is what is needed to bring this union back in touch with its rank and file and action is what I intend to provide.

CSEA's statewide elections are over now, but there is one thing that you as a rank and file member can depend upon. I intend to stick by my oath of office and keep on making the changes that have to be made in this union. I will need your help and support to do that. Together we can make changes that will give this union back to the rank and file.

The campaign rhetoric is over. It's time to get to work.

Governor signs Triborough bill into law

ALBANY — Governor Hugh L. Carey has signed into law the Triborough bill, requiring that all the terms of an expired collective bargaining agreement be continued until a new agreement is negotiated.

CSEA President William L. McGowan called approval of the union-backed measure a "great victory for public sector collective bargaining."

"The new law is particularly vital to us at the local government level," he explained, pointing to situations such as Niagara County where agreement has still not been reached on a successor pact to the CSEA contract that expired some seven months ago.

A more complete analysis of the Triborough concept will appear in the next issue of The Public Sector.

Take-home cars cut in Schenectady; union files grievance

SCHENECTADY — The Schenectady City Hall unit of CSEA has filed a grievance against the budget-cutting actions of Mayor Frank Duci protesting the loss of take-home cars for some city employees. AFSCME Local 1037 has also filed a grievance on behalf of its members.

CSEA City Hall Unit President Jack Parisi charged that the car cuts were foolish.

"Now, if an employee gets called out, the city has to pay mileage from the worker's home to the car pool area, and then when the worker returns the car the city is

again paying mileage from the pool to the worker's home. It doesn't make sense. And it's not saving money."

CSEA filed a contract grievance over the loss of eight cars, two trucks and four other pieces of equipment.

"Our contract has a past practice clause and a benefits guaranteed clause and this action breaks both," Parisi explained.

But the biggest worry the union official had was response time. "In an emergency every second counts," said Parisi.

CSEA is skeptical of state's proposal to shift health plan costs to workers

ALBANY — The State of New York has proposed that state workers begin paying up to ten percent of their health insurance premiums, plus face increased financial burdens for other health benefits.

The proposal is part of the state's game plan to avoid paying for increased health insurance premiums in future years, a practice that it claims has cost it hundreds of millions of dollars over the past years.

CSEA President William L. McGowan has directed that the state proposal be dissected by actuaries and insurance specialists before the union will officially respond to the state proposal but, McGowan said, "Our people have been bailing this state out long enough and they cannot afford to shoulder any financial burden like the state has proposed."

In all new contracts with state workers this year, the Carey administration insisted on language limiting the state's liability for future health insurance premium increases. The Governor's Office of Employee Relations (GOER), claims those premiums have increased dramatically over the past several years.

While some state contracts provide an absolute cap on the state's payments of health insurance premiums, the CSEA contracts only provide that the state shall not be required to bear all future premium increases alone. Under the contract, the union and the state would work out a plan to deal with any premium increases after July 1, 1982 through a restructuring of benefits or co-payment.

Presently individual health insurance coverage is paid in full by the state while state workers with family coverage pay \$8.23 in bi-weekly premiums. The state claims that should anticipated premium increases take place, family coverage premiums would increase to \$32.18 bi-weekly over three years and individuals would have to pay \$9.30 bi-weekly.

"The state is up to the same old garbage of throwing out wild numbers to the press to scare state

workers," President McGowan said, "but if they think that CSEA members are going to pick up all increased health insurance premiums in the future, they are deluding themselves and deceiving the public."

As if to confirm McGowan's charge, copies of the state's proposal — obtained and published by the Albany Times Union — list a series of benefit changes the state is proposing to minimize the premium increase impact.

Among other things, the state proposes:

- A variable deductible based upon salary. Those earning less than \$10,000 a year would pay \$75 for individual and \$225 for family while those earning \$24,000 or more would pay \$180 individual and \$540 for family. Retired workers covered under the plan would also pay based on income.
- Major medical co-payment would go up from 20 percent of covered costs to 25 percent.
- For each hospitalization, a \$100 deductible would have to be paid and a \$20 deductible would have to be paid for each emergency room visit. This would be in addition to the deductibles mentioned above.
- Also, eligibility for participation in the plan would be stiffened to half-time and the \$2,000 earning "trigger" would be eliminated. New York employees would also wait 56 days for coverage to become effective. There is no waiting period now.

"Our members shouldn't take any of this too seriously at the moment because the state is doing what it usually does in posturing for negotiations. It's posturing for the press and the actual outcome will be different," McGowan said. "They blanketed the state with press releases about sick leave before negotiations, but in the end we retained our accruals," he said. "Nobody should push the panic button at this point, it's only the beginning of the process, not the end."

After union actuaries have examined the proposal in detail, McGowan said, a formal response will be made to the state. In the meantime, the union leader said, health insurance will remain where it is.

Special Delegates meeting called for August 19

ALBANY — CSEA President William L. McGowan has called a special, one-day statewide Delegates meeting to consider the first reading of a proposed amendment to the CSEA Constitution empowering the union to organize certain private sector workers in an effort to battle "contracting-out."

The Special Delegates Meeting will be held starting at 11 a.m. on August 19 at the Empire State Plaza Convention Center in Albany. Only one item will be before the Delegates.

The purpose of the meeting would be for a first reading of a proposed amendment to Article III, Section 4 of the union's constitution which provides qualification for membership. While it has previously restricted CSEA membership to public employees, the amendment would expand the definition to include workers not in the public sector but performing work traditionally performed by public workers.

Amendments to the union's constitution must be passed twice by Delegates at separate meetings before becoming official. If approved at the August 19 meeting, the amendment could become part of the union's constitution when the Delegates again gather for a scheduled meeting in October.

Notification for the meeting is being sent to CSEA locals.

In Niagara: 'No contract, no convention'

NIAGARA FALLS — The honeymoon is over.

CSEA's statewide Board of Directors has voted unanimously to withdraw the union's planned October Delegates Convention from Niagara Falls unless a contractual agreement is reached between Niagara County and the 863-member CSEA unit representing county employees.

The "no contract, no convention" action follows more than a year of fruitless attempts to reach an agreement to succeed the unit's contract which expired Dec. 31.

"We're not going to spend \$1 million of our members' money in a county that treats its employees like slaves," said Region VI President Robert L. Lattimer, who introduced the convention pull-out motion at the July board meeting in Albany.

Withdrawal of the 1,500-delegate convention would mean an estimated \$1 million loss to Niagara County for such items as lodging, meals and sightseeing. The 1980 convention, held at the Falls convention center, was highlighted by an address by President Jimmy Carter. Guests of national stature have also been invited to this year's convention.

The struggle for a new contract for the unit began more than a year ago — in June 1981 — when CSEA notified Niagara County that "we were ready, willing and able to commence negotiations," explained CSEA Field Representative Thomas B. Christy. "From that point, it's all been downhill."

The downhill turn began when the county hired a negotiator who is

"notorious for his anti-union tactics," according to Christy. Previous negotiations had been handled by the county's personnel director. Christy explained that the hired negotiator, "nitpicked about our desire for ground rules and behaved childishly," causing negotiations to deteriorate from the outset.

Impasse was declared in October, and PERB assigned a mediator. After five meetings in the closing months of the year — and of the contract — failed to produce a new settlement, PERB assigned a factfinder in January.

The factfinder's report, released in late May, was overwhelmingly rejected by the unit's membership, and also met disapproval by the County Legislature. No progress resulted from further attempts at negotiations.

A legislative hearing on July 14 ended only with the word that a recommendation would be made to the full County Legislature by Aug. 3.

Another abortive attempt at settlement came last week when an "unofficial offer" was presented to the union. More than 350 members of the unit jammed a meeting hall on July 27 to hear the latest proposal, only to turn it down "in no uncertain terms," according to Region VI Director Lee Frank. "The members found the proposal unacceptable. So after 13 months of trying to bargain, we're still at zero," he said.

Niagara County Unit President Teresa McEvoy applauded the CSEA Board's strong stand on withdrawing the Delegates Convention. "I would be sorry if it had to come to pulling out the convention," she said. "But hosting a convention of CSEA delegates is an honor for any area. And right now, I don't see this county deserving of such an honor."

**On leave from state job?
Contact your payroll office to check on retro raises**

ALBANY — If you are a New York State employee eligible for a retroactive salary increase under CSEA's new three-year contract with the state, but you are on an approved leave of absence, you may not receive your retroactive payment unless your payroll office reports your leave status to the state Department of Audit and Control.

CSEA's Research Department points out that while the state finally paid retroactive salary increases to state workers back to April 1 as provided by the new contract, state employees on an approved leave of absence — including the "Take Off The Summer," or TOTS, program

— may not receive their retro check because Audit and Control won't know your status unless told by your payroll office.

Some members having that problem contacted the Research Department to point this out.

CSEA Research Assistant Donald J. Kelly, therefore, suggests that if you are on an approved leave — including the TOTS program — and were eligible for retroactive payment but did not receive that payment, contact your payroll office for assistance.

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Alice said very politely, "Which is the best way out of the woods: it's getting so dark. Would you tell me, please?"

Metropolitan Region scholarship winners



VIVIAN JAMES, second from left, is one of three CSEA scholarship winners from Metropolitan Region II. She plans to attend Pace University this fall. Region II President George Caloumeno, left, presents award while her mother, Joan James from Bronx Psychiatric Center CSEA Local 401, and Local 401 President Ernest Punte join in the presentation ceremony.



CSEA SCHOLARSHIP WINNER Cheryl Soberman accepts award from CSEA Metropolitan Region II President George Caloumeno, right. Proudly watching are, from left, CSEA Department of Labor Local 350 President Denis Tobin and Cheryl's mother, Sylvia Soberman, a member of Local 350. Cheryl will be attending SUNY Binghamton.



THE OCEANSIDE HIGH SCHOOL CSEA Secretarial Unit has selected Jill Nazinisky to receive the unit's annual Secretarial Scholarship Award. Jill, right, accepts the award from CSEA Unit President Trudy Fox. The award winner plans to attend Queens College this fall.



KEITH DAVIS, who will be attending New York City Technical Institute, accepts his CSEA scholarship award from CSEA Metropolitan Region II President George Caloumeno. His proud mother, Arneitha Davis, left, a member of Downstate Medical Center CSEA Local 646, watches along with Local 646 President Frances DuBose, right.

Union seeking a coordinated system giving maximum help to local gov't negotiations

(Continued from Page 1)

and a school district representative to the union's Board of Directors was appointed by President McGowan to chair the task force. The other members include: Nassau County Local President Jerry Donahue; Dutchess County Local President Ellis Adams; Doris Mikus, president, Byram Hills School District Unit, Westchester Local 860; Jeanne Kelso, president, Clinton County Local; Oneida County Education Local President Delores Herrig; Onondaga County Local President John Eiss; and Raymond O'Connor, president of CSEA Region III, as a representative of the unions' statewide officers.

Chairman Curtin and the Task Force have already gone to work, soliciting input and suggestions from the union's County Division leadership. Each County Division local president and all unit presidents received a letter from Curtin seeking their input into the Task Force's work.

"CSEA has a wealth of talented and dedicated leaders and we think you can provide us with invaluable information," he said in letters to the leaders.

"In state negotiations, maximum CSEA effort has produced the best contract ever, but in local governments, CSEA recognizes it needs to do more to help you," Curtin wrote.

In addition to local leaders, CSEA staff members are being queried on their feelings about the needs of local government negotiators



GETTING TO WORK — Members of the new CSEA Local Government Contract Task Force had a lot to write last week when union president William L. McGowan, second from left, charged the Task Force with examining the intricacies of local government bargaining and suggesting ways for CSEA to improve its services to local bargaining units. Task Force members Jeanne Kelso, left, president of Clinton County Local; Michael Curtin, Suffolk

County Educational Representative and Task Force Chairman; and Delores Herrig, Oneida County Educational Representative to the Board of Directors, jot down their assignment. The Task Force is seeking input from local leadership and rank-and-file members on the special problems of local government bargaining. In the near future, the Task Force will formulate recommendations for improved services.

and what the union can do to focus its resources in support of local negotiations.

"We have a great history in representing local government people," President McGowan explains, "but the answers to yesterday's problems won't meet the challenges of the future. More and more, local government employers are turning to high pressure lawyers, hired consultants, and sometimes cooperative labor relations resources to toughen up their negotiating practices.

"Our union is made up of a core of talented and dedicated activists. We have experienced and highly capable professionals at our disposal and we have never hesitated to spend a single nickel to provide the best legal services that any union provides to its members. We have the strength of a million member International union behind us and the clout of a formidable political action mechanism at work for us.

"It's time that all of these resources were brought to bear on local government

negotiations so when our people sit down at the bargaining table to face the opposition, management will know that we have as much 'heavy artillery' to back us up as they do, if not more," President McGowan concluded.

As for the Task Force itself, it isn't overlooking any source of contribution, ideas, or comment. In addition to polling the local leadership and staff, the group is scheduling meetings with the union's regional offices to gain input and is inviting direct input from rank and file members as well.

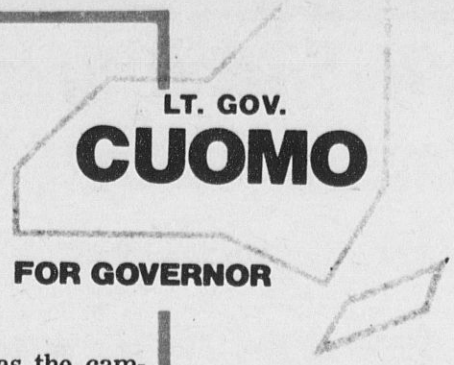
"Since the Taylor Law was enacted no one has ever sat down and figured out what the special needs of local government bargaining units are around the state and if we are doing all that we can to help them in negotiations," Chairman Curtin said. "This Task Force intends to do just that and we are hoping that by tapping every source of information and by hard work, we will be able to find areas where CSEA can do more to help its local government leadership bring home the best possible contracts for our membership."

Rensselaer DPW contract signed

NEW PACT INKED — City of Rensselaer Department of Public Works CSEA Unit President Thomas Tiernon, center, signs a new contract which provides a 15 per cent salary increase over the life of the two-year agreement. Ernie Mayhew, left front; Ronald Bonnard, right front; Channing Tiernon, standing left, and CSEA Collective Bargaining Specialist Pat Monachino all watch the signature being applied.



Cuomo campaign gains momentum



With almost two months remaining before the primary election, Lt. Gov. Mario Cuomo's gubernatorial campaign is picking up steam and running ahead of schedule.

Cuomo, who trailed his opponent, New York City Mayor Edward I. Koch, in the polls by 35 points when he announced his candidacy in March, noted recently that his goal was to pull even with Mayor Koch by the middle of the summer and pull ahead in early September.

The latest poll, taken between June 23 and July 1 by pollster Gordon Black for the Gannett News Service, shows that Cuomo has already significantly narrowed, and in some ways closed, the gap. Although Koch still leads Cuomo by eight points among all Democrats, among those Democrats most likely to vote in the Sept. 23 primary, Cuomo now leads Koch by three points.

"I am now in position to overtake the mayor and go on to victory in the election," Cuomo said.

Having secured Cuomo a place on the primary ballot with a surprisingly strong showing at the Democratic State Convention, the Cuomo campaign, which is headed by William Haddad, a veteran of several Kennedy campaigns, is now focusing on increasing Cuomo's visibility and, with support from organized labor, getting out the vote on election day.

The responsibility for getting out the vote for Cuomo

belongs his son, Andrew, who is serving as the campaign's director of field operations.

Andrew Cuomo reports that organized labor is providing the manpower the campaign needs to generate a big vote for Cuomo. The membership in every CSEA region is already actively involved, preparing to get the membership to the polls on election days. Phone banks staffed by volunteer CSEA members are being set up in each region.

"The momentum," says Cuomo's campaign secretary, Gene Spagnoli, "is swinging to the Cuomo campaign and Koch is visibly nervous. He is ducking debates and on the defensive."

Spagnoli, former head of the Daily News Albany bureau, observed that Koch's "ignorance of the problems affecting the entire state has become evident" and that media interest in Cuomo has increased as the campaign has intensified.

"The press now realizes that Mario Cuomo is not just a viable candidate," Spagnoli said, "but is in position to win this election, and win big."

Cuomo's television and radio advertising, an important component of any political campaign, is scheduled to begin in mid-August. The producer is Harvey Cohen, best known in advertising circles for developing Bell Telephone's "reach out and touch someone" commercials.

Region VI Cuomo fund raiser slated

BUFFALO — A fund raiser to boost the campaign of CSEA-endorsed gubernatorial candidate Mario M. Cuomo will be held Aug. 19 at 5:30 p.m. The historical central terminal on Paderewski Drive will be the backdrop for the festivities.

The Region VI affair is being promoted by Region VI in conjunction with the "Friends of Mario Cuomo," and is open to all CSEA members, their families and friends. Donations are \$10 per person and tickets are available by contracting Ramona Gallagher at the Region VI office. The phone number is (716) 634-3540.

Deadline for reservations is Friday, Aug. 13. Lt. Gov. Cuomo is expected to attend.

Police union jumps on Cuomo bandwagon

NEW YORK CITY — Lt. Gov. Mario Cuomo, CSEA's choice for governor, has picked up yet another endorsement by a public employee union.

The executive Committee of the 25,000-member State Federation of Police has voted overwhelmingly in support of Cuomo for the Democratic gubernatorial nomination. The union includes members from all sectors of law enforcement throughout the state.

"Our group has observed the lieutenant governor's work for seven-and-a-half years in state service," said Federation President Ralph Purdy, in announcing the endorsement. "He knows the state and its problems far better than any other candidate."

"We are convinced he has a tough stand on crime and has had the experience in the criminal justice system to lead an effective fight against the thugs who are making our streets and highways unsafe," Purdy added.

Cuomo, in accepting the endorsement, said: "I welcome this support from these law enforcement officers, who are our first line of defense against muggers, rapists and murderers. They can stop the violence in this state with help from a dedicated governor. I will give that help."

Cuomo, who has consistently called reducing the crime rate a major priority, has backed the Crime Superfund proposal to provide 9,000 more New York City patrolmen, has called for 4,000 additional state police and has urged that a prison bond issue again be presented to the state's voters.



POLICE SUPPORT — Lt. Gov. Mario Cuomo recently picked up the endorsement of the State Federation of Police, headed by Ralph Purdy, left.

Calendar of EVENTS

Calendar items should be mailed to The Public Sector, 1 Columbia Place, Albany, New York 12207. Items must contain the name and telephone number of the sender for verification purposes.

AUGUST

- 11—Rome Developmental Center Local 422 First Annual Picnic, 1 p.m., RDC campus.
- 14—Chautauqua County Local 807 annual picnic, 3 p.m.-12 a.m., Chautauqua County Fairgrounds, Central Ave., Dunkirk.
- 19—Region V EAP network meeting, 10 a.m., Tupper Lake Country Club, Tupper Lake.
- 19—Region VI Cuomo fundraiser, 5:30 p.m., Central Terminal, Paderewski Drive, Buffalo. Deadline for reservations is August 13.

- 19—Special Delegates Meeting, 11 a.m., Empire State Plaza Convention Center, Albany.

SEPTEMBER

- 11—Lewis County Local 825 Annual Summer Outing, 1 p.m., VFW Hall, Lowville.
- 12-17—"Training of the Trainers" CSEA/AFSCME seminar for Region III members, officers and stewards selected by the region, Friar Tuck Inn, Catskill.
- 24-26—1982 Mental Hygiene Presidents Workshop, Friar Tuck Inn, Catskill.

Unions stand firm against balanced budget amendment; would wreak economic havoc

ALBANY — It may sound like a page out of "Alice In Wonderland," but the very people who produced the largest federal budget deficits in the history of the United States are now trying to hop aboard the bandwagon of the "Balanced Budget Amendment," a proposed change in the U.S. Constitution that could throw the national economy into even greater chaos.

"There's something basically evil about Ronald Reagan appearing at a rally for the Balanced Budget Amendment after he produced a \$115 billion federal budget deficit by cutting taxes for the wealthy with one hand and throwing bags of money at the Pentagon with the other," said CSEA President William L. McGowan.

But evil or not, the Balanced Budget Amendment is scoring political inroads with a nation that is furious over enormous deficits, high unemployment and high interest rates. Whether the voters are naive enough to believe Reagan and his friends should be "credited" for a Balanced Budget Amendment after their enormous tax breaks for business and the wealthy, remains to be seen.

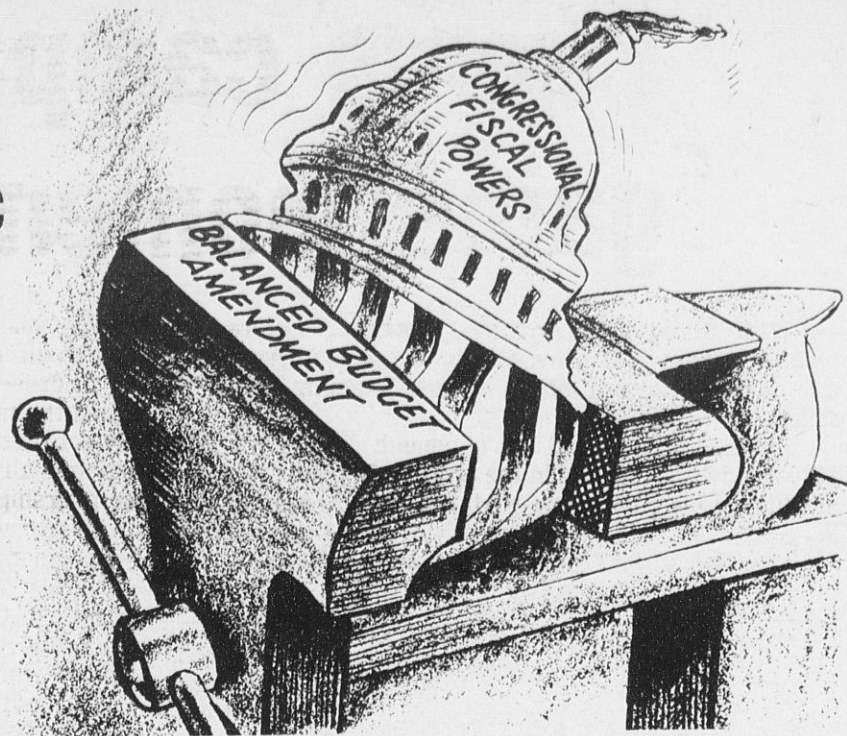
Clearly, however, a gun-shy Congress fearing voter retaliation at the polls thinks support of the Balanced Budget Amendment is just the trick for getting back into the good graces at home. The U.S. Senate is now considering the amendment and will send it to the House of Representatives where its fate isn't quite as clear. Even if it passes the House, however, it still would require the approval of 38 states before it became official.

Yet the American Federation of State, County and Municipal Employees (AFSCME), AFL-CIO, says the consequences of the amendment could be so drastic, that even passage by the Senate is unacceptable. Enactment, says AFSCME President Gerald W. McEntee, "is a fatal prescription for higher unemployment and lower economic growth."

In letters to the Congress, the president of the million-member International wrote, "Writing rigid constraints on federal fiscal policy into the Constitution would throw the economy into a tailspin — sharply boosting unemployment and lowering the Gross National Product. And despite the tremendous economic and social hardship that it causes, the amendment does not significantly reduce inflation."

An economic model projecting the effects of the amendment was included in the Congressional message sent by AFSCME. It was prepared by Data Resources Incorporated. Compared to economic forecasts without the effect of the amendment, the DRI model said the amendment would:

- Boost unemployment by 2,649,000 from what it would otherwise be.
- Slash output of goods and services by \$519 billion between 1985 and 1987.
- Reduce state and local revenue by triggering massive cuts in 1987 federal aid, estimated at \$49 billion, and creating a recession. By comparison, that is four times the magnitude of Reagan's 1982 cuts in local aid.



— Cut 14% of the total federal budget, triggering reductions in all expenditures including defense, Social Security, and aid to localities.

Yet, DRI projects, despite the cuts the effect on inflation would be a three-tenths of one percent reduction in the Consumer Price Index.

"Our members have seen firsthand what the effects of political decision making on economic policy have meant for governmental services," McEntee continued. "President Reagan is trying to bury his own record budget deficits in a sea of press releases extolling Administration support for the Balanced Budget Amendment. It's a thinly disguised ploy."

Noting the amendment would "straightjacket the government's ability to stimulate the economy to provide new jobs during periods of high unemployment," AFSCME said that a recent poll it conducted shows that when they are given the facts about the effects of the amendment, American voters reject it in opinion polls.

For example, after initial favorable reaction to the amendment's goal, nearly 70 percent of voters polled by AFSCME said they would not support it, "if it meant higher unemployment and lower economic growth." Interestingly enough, by a margin of 86 to 7 percent, with 7 percent undecided, voters agreed that despite the amendment, "politicians will get around it."

CSEA is suggesting to its members, meanwhile, that they stand firmly in opposition to the Balanced Budget Amendment.

"These same people who say America desperately needs this constitutional amendment only a few weeks ago rejoiced in the expiration of the Equal Rights Amendment because they claimed 'it wasn't needed,'" President McGowan said. "Well we think this amendment isn't necessary, won't be helpful and, if anything, could wreak economic havoc on America. The present administration has done enough damage already."

Region III planning a stewards training program; volunteers are being accepted

FISHKILL — Volunteers are being sought in the Southern Region to take part in an intensive five-day program designed to teach them how to train shop stewards.

Eva Katz, who chairs the region's Education Committee, explained that the program, often referred to as "training of the trainers," will be held Sept. 12 to 17 at the Friar Tuck Inn, Catskill.

An intensive instructional program is planned. Selected volunteers will be expected afterwards to use newly learned skills to conduct training sessions for other locals and units.

Mrs. Katz requests that names of potential volunteers be submitted immediately to the Fishkill office. The telephone number is (914) 896-8180. There will be no fee to participate, but volunteers are expected to make their own arrangements in regards to leave time.

The program is being held in cooperation with AFSCME.

The Southern Region includes Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster and Westchester counties.

Life insurance conversion plan

CSEA has announced that certain members who are insured under the Basic Group Life Insurance Program are eligible to convert part of their coverage (without medical information) to an individual form of insurance with the Travelers Insurance Company. The Basic Group Life Program is a term insurance plan which provides for in-service conversion privileges.

The in-service conversion privilege allows any actively employed member participating in the Group Life Program, who is age 50 or older, to convert up to \$5,000 of their term insurance to an individual form of coverage, other than term insurance. Application must be made by August 31, 1982. The amount of the group term insurance the employee is insured for will be reduced by the amount converted.

Those interested may request information on the conversion privilege by returning the coupon on the page. The effective date of the converted insurance will be November 1, 1982. Premium payments for the converted insurance will be made directly to Travelers Insurance Company.

The Civil Service Employees Association
33 Elk Street
Albany, NY 12224

Please send me information concerning the Conversion Privilege for the CSEA Basic Group Life Insurance Program.

NAME: _____
Last First Middle Initial Maiden

HOME ADDRESS: _____
Street City State Zip Code

PLACE OF EMPLOYMENT: _____

SOCIAL SECURITY NO: _____

SEX: _____ DATE OF BIRTH: _____

COMPETITIVE PROMOTIONAL EXAMS

(State employees only)

FILING ENDS AUGUST 16, 1982

Landscape Architect G-20.....	IDP	37-649
Senior Landscape Architect G-24.....	IDP	37-650
Landscape Architect, Associate G-27.....	IDP	37-651
Stenographer, Senior G-9+.....	IDP	37-670
		thru
		37-683
Stenographer (Law), Senior G-9.....	IDP	37-622
Typist, Senior G-7.....	IDP	37-623
State Accounts Auditor, Associate G-23.....	AUDIT AND CONTROL	37-653
Nurse Admr. G-19.....	CORRECTIONAL SERVICES	37-608
Health Program Admr. I (Health Systems) G-23.....	HEALTH	37-308
Health Program Admr. I (Public Health) G-23.....	HEALTH	37-414
Health Program Admr. II (Health Systems) G-25.....	HEALTH	37-309
Health Program Admr. II (Public Health) G-25.....	HEALTH	37-415
Health Program Admr. III (Health Systems) G-27.....	HEALTH	37-310
Health Program Admr. III (Public Health) G-27.....	HEALTH	37-416
Community Client Services Assistant G-11.....	HEALTH	37-606
Typist (Law), Senior G-7.....	LAW	37-646
Nurse Admr. I G-19.....	MENTAL HEALTH	37-583
Nurse Admr. I G-19.....	MENTAL RETARDATION & DEV. DISABILITIES	37-584
System Planner (Gas), Associate G-27.....	PUBLIC SERVICE	37-615
System Planner (Gas), Senior G-24.....	PUBLIC SERVICE	37-690

Courses for women managers offered

ALBANY — A series of career advancement courses for women managers in the public sector will be offered this fall by the Center for Women in Government.

A two-day seminar on "Women as Managers" will be held Nov. 4 and 5 in Draper Hall, on the downtown campus of the State University at Albany, and Sept. 30 and Oct. 1 at 2 World Trade Center, New York City.

Several courses will run through the fall at the same locations, with classes held one evening a week for four weeks.

In Albany, they are: Written Communications, Sept. 2-23; Effective Leadership in Management, Sept. 14-Oct. 5; Program Planning and Evaluation, Oct. 7-28; Career Planning, Oct. 20-Nov. 10; Organizational Dynamics, Nov. 1-22; Labor Relations, Nov. 16-Dec. 7.

In New York City: Oral Communications, Sept. 2-23; Supervision, Sept. 14-Oct. 5; Career Planning, Oct. 7-28; Time Management, Oct. 20-Nov. 10; Budgeting in the Public Sector, Nov. 1-22; Computer Literacy, Nov. 18-Dec. 16.

To register, contact the Center for Women in Government, State University of New York at Albany, Draper Hall, Room 302, 1400 Washington Avenue, Albany, N.Y., 12222. The number is (518) 455-6213. Registration deadline is Aug. 22.

open competitive STATE JOB CALENDAR

FILING ENDS AUGUST 9, 1982

TITLE	SALARY	EXAM. NO.
Administrative Office (Transportation Region).....	\$26,652	25-686
Drug Abuse Rehabilitation Counselor, Senior.....	\$22,492	25-490
Field Representative (Arson) I.....	\$20,492	25-649
Field Representative (Arson) II.....	\$26,640	25-650
Mechanical Equipment Inspector.....	\$17,331	25-707
Public Health Sanitarian.....	\$16,538	20-980
Sanitarian, Senior.....	\$20,693	25-668
Sanitarian Trainee.....	15,673	20-979
Director, Improved Pregnancy Outcome Project.....	\$32,100	28-401
Health Publications Editor, Assistant.....	\$20,492	28-398
Health Publications Editor.....	\$28,900	28-399
Rehabilitation Hospital Education and Staff.....	\$23,975	28-387
Development Specialist (Nursing)		
Rehabilitation Hospital Education and Staff.....	\$23,975	28-386
Development Specialist (Occupational Therapy)		
Supervisor of Rehabilitation Hospital Education and Staff Development.....	\$28,900	28-388

FILING ENDS AUGUST 23, 1982

Artist — Designer I	\$11,582	25-589
Artist — Designer II	13,742	25-590
Artist — Designer III	16,286	25-591
Artist — Designer IV	20,381	25-592
Community Client Services Assistant	13,805	25-646
Landscape Architect	21,621	25-704
Landscape Architect, Associate	32,940	25-706
Landscape Architect, Senior	26,640	25-705
Nurse Administrator I	21,621	80-056
Stenographer, Senior	12,241 or 12,357*	25-671
		thru
		25-683

Stenographer (Law), Senior — New York City Area	12,441 or 12,517*	20-983
Weights and Measures Specialist I	15,473	25-617

* Depending Upon Bargaining Unit.

FILING ENDS SEPTEMBER 13, 1982

Natural Disaster/Civil Defense Radiological Representative	\$16,383	28-370
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Region V EAP training session slated

CANTON — Employee Assistance Program Committee members from seven established Region V programs will gather Tuesday, Aug. 10, at the SUNY Canton Agricultural and Technical College campus for a training session.

The full-day session, scheduled from 9 a.m. to 3:30 p.m., will be under the direction of EAP Training Specialist Katrinka Broadway.

More than 85 committee members from SUNY Canton ATC, SUNY Potsdam, SUNY College of Environmental Science and Forestry, St. Lawrence County, Madison County, St. Lawrence Psychiatric Center and Sunmount Developmental Center are expected to attend.

Legal Briefs

"Legal Briefs" is a periodic column about Civil Service Law and legal matters of interest to public employees. Material is compiled and edited by the Albany law firm of Roemer and Featherstonhaugh, counsel to CSEA.

The Appellate Division has reversed a Supreme Court decision and upheld the contracting out of certain security guards by a school district.

In the *Matter of Nassau Educational Chapter of CSEA v. Great Neck Union Free School District*, former security guards employed by the school district challenged the abolition of their civil service jobs and the contract entered into between the district and Star Security Systems, which provided for security services formerly supplied by the guards.

The guards alleged that the contract violated a section of the New York State Constitution, which provided that "appointments and promotions in civil service of the state and all the civil divisions thereof, including cities and villages, shall be made according to merit and fitness to be ascertained, as far as practicable, by ex-

amination which, as far as practicable, shall be competitive."

After a non-jury trial, the Supreme Court directed the guards to be reinstated in their civil service positions, holding that the school district and Star's employees had an employer-employee relationship, since the district controlled these employees.

In reversing this decision, the Appellate Division held that the state constitution does not require all government services to be supplied by civil service workers.

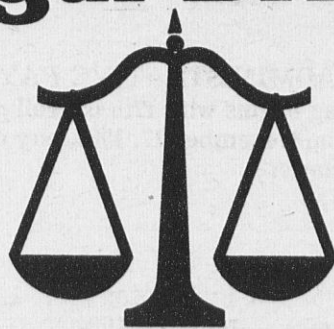
The court stated that contracts with private contractors have been permitted when they were legitimate attempts to provide services in a

more efficient manner, and when the contracted-out employees were independently controlled and supervised.

According to the decision, the Great Neck school district did not control the hiring and salaries of Star employees. The court noted that the employees reported to the school district's security office to verify pay vouchers submitted by Star to the district, and that they punched in on Star's time clock and received their assignments from a Star supervisor.

Certain procedures by the guards — such as using some of the school district's equipment, informing district personnel when they were taking a break and responding to districts requests to investigate alarms or deliver mail — were either matters of economy and convenience or reasonable requests incidental to the performance of the contract, the court said.

The court concluded that under all of the circumstances of the case, the school district's relationship with Star's security guards did not amount to an employer-employee relationship, and therefore did not violate the state constitution.



'This is a human issue, not a mathematical game'

ALBANY — "CSEA has fought and will continue to fight potential layoffs in OMH and OMRDD. Our officers and staff are going to stay on top of this one all the way," CSEA President William L. McGowan vowed.

Citing State budget reductions and Federal budget cuts, the Office of Mental Health and the Office of Mental Retardation and Developmental Disabilities have been targeted for staff layoffs sometime in the fall.

"To date we've been successful in reducing substantially the number of employees originally targeted for layoffs, and a lot of things can and will happen between now and then to bring the numbers down even lower," McGowan stressed. "So the state's projections are by no means carved in stone."

The State's latest figures target 338 permanent positions for layoffs, as follows: 134 at Staten Island D.C.; 103 at Rome D.C.; 65 at Craig D.C.; 17 at Newark D.C.; 16 at J.N. Adam D.C. and three at Manhattan P.C. In addition, the State proposes to terminate 16 temporary positions at Staten Island D.C. and one at Newark D.C. prior to laying off permanent employees.

Associate Director of Research Bruce Wyngaard emphasized that several factors may cause those targets to drop. "The state's layoff projections will be affected by attrition," he said, "and the agencies' job freeze continues to reduce the number of jobs that should have to be cut to meet budget requirements.

"In addition, there are continuity of employment efforts at work which should reduce the actual layoffs even further," he explained.

"We're continuing to meet with the state concerning questions of layoff procedures, definition of layoff units, and other critical details," McGowan continued. "There's no denying that some layoffs will occur, but we intend to see to it that the impact on our people is minimal and that everything is done by the book.

"They look at ledger sheets and budget figures and say that such-and-such a number of jobs have to be cut to make the numbers come out right. But we're here to make them remember that we're dealing with lives, not numbers. We're talking about state workers who are people and clients who are people. This is a human issue, not a mathematical game," the union leader said.

McGowan added that CSEA is also concerned

about another human issue in connection with the layoff threat — the spread of rumors.

"Any time the state starts talking layoff, employees understandably get worried. Everyone wants information, but too often the information that circulates is more rumor than fact," President McGowan said. "That's why we're taking special care to set up a system for communicating the facts to the staff, officers and members."

Already a series of layoff information memoranda has been sent from the CSEA Research Department to OMH and OMRDD local presidents to keep them up to date on developments, and future memoranda are expected to address questions concerning layoff units, job rosters, transfer opportunities, preferred lists, and new or revised layoff projections. Field representatives will continue to be the locals' primary contacts for additional information and assistance.

No layoffs are expected to occur before September, McGowan re-emphasized, adding that regular updates would continue to be published in *The Public Sector* as developments occur.

Mental Hygiene Employee Assn. payroll deduction denials explained

ALBANY — CSEA's reasons for blocking authorization of payroll deduction privileges of the Mental Hygiene Employees Association (MHEA) are still not fully understood, according to CSEA Insurance Director Timothy Mullens.

"Although the action was taken last fall, we still get some calls from members asking about the matter," Mullens explained.

He explained that under its collective bargaining agreements with the State, CSEA has the exclusive right to payroll deduction for membership dues and insurance premiums. Previously, CSEA had voluntarily agreed to allow MHEA membership dues deductions only.

"Then the organization began selling investment plans, and MHEA members were paying for these annuities through payroll deduction," Mullens explained. "We had a problem at that point, because many of our members believed that CSEA had endorsed the MHEA investment program, when in fact we had never given such an endorsement."

CSEA then told the Governor's Office of Employee Relations that it wanted all deductions ceased to avoid any inference that the union in any way supported the MHEA activity. MHEA filed suit, claiming CSEA's action was not proper, but the court denied the suit.

"Our union does not intend to interfere with any member's personal choices about investments," CSEA President William L. McGowan commented at the time. "But we cannot allow any organization to use the privilege of dues deduction to sell investment plans. That activity creates the inaccurate impression that CSEA approves of the plan."

Another look at the lag timetable

EDITOR'S NOTE: Because of some confusion about the "lag" payroll timetable which appeared on the cover of the July 16 issue of *The Public Sector*, CSEA's Research Department has issued the following simplified version of the schedule. This should clarify the lag procedure for state employees with regard to the number of days between payroll periods.

The lag delays an employee's payday over the course of 10 payroll periods. In effect, it eliminates one payday in the state's current fiscal year, thus lagging the state's cost to some future date, which is the date a lagged worker leaves state service. Workers receive the lagged paycheck at the rate of pay in effect when they leave.

ADMINISTRATIVE PAYROLL

If lag begins with 17th payroll period which ends on November 17, 1982, pay dates will be as follows:

	Pay Dates	No. of Days Since Last Payday
(Thurs.)	Nov. 18, 1982	15
(Fri.)	Dec. 3, 1982	15
(Mon.)	Dec. 20, 1982	17
(Tues.)	Jan. 4, 1983	15
(Weds.)	Jan 19, 1983	15
(Thurs.)	Feb. 3, 1983	15
(Fri.)	Feb. 18, 1983	15
(Mon.)	March 7, 1983	17
(Tues.)	March 22, 1983	15
(Weds.)	April 6, 1983	15

End of lag with normal paydays resuming on every other Wednesday (bi-weekly).

INSTITUTIONAL PAYROLL

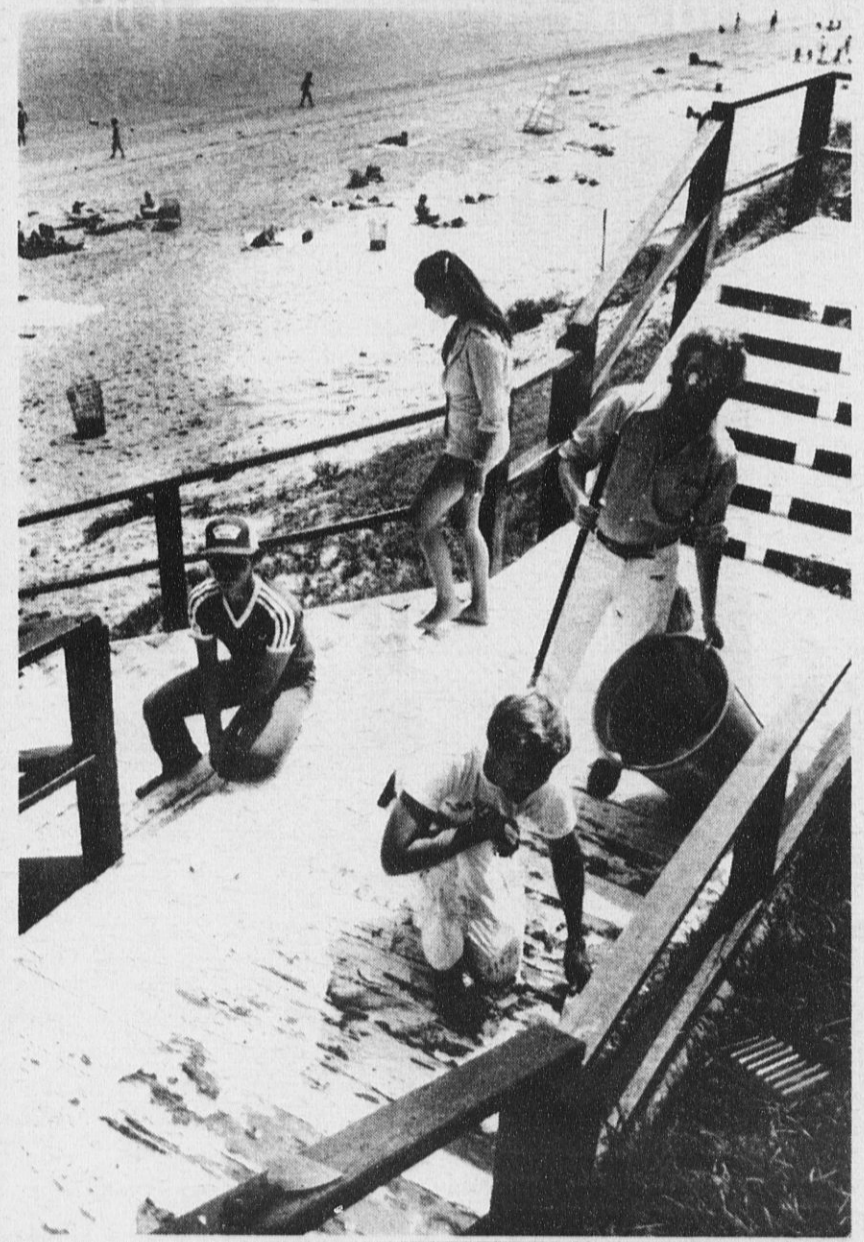
If lag begins with 17th payroll period which ends on November 24, 1982, pay dates will be as follows:

	Pay Dates	No. of Days Since Last Payday
(Fri.)	Nov. 26, 1982	15
(Mon.)	Dec. 13, 1982	17
(Tues.)	Dec. 28, 1982	15
(Weds.)	Jan. 12, 1983	15
(Thurs.)	Jan. 27, 1983	15
(Fri.)	Feb. 11, 1983	15
(Mon.)	Feb. 28, 1983	17
(Tues.)	March 15, 1983	15
(Weds.)	March 30, 1983	15
(Thurs.)	April 14, 1983	15

End of lag with normal paydays resuming on every other Thursday (bi-weekly).



GREEN THUMB — Gene Kazanecki, who works at the town greenhouse, grows more than 20,000 plants each year for all town areas.



BEACH BRIGADE — At left, painters work on a portion of the stairs leading to Callahan's beach.

Smithtown employees: Now you see them, now you don't

Many CSEA members toil out of sight to keep the town in top shape. You may not see them, but you can't help but notice the results of their labors.

By Hugh O'Haire
CSEA Communications Associate
SMITHTOWN — Long Islanders who know the Island have long considered Smithtown one of Suffolk County's more desirable places to live, not only for its scenic beauty but for its immaculately maintained and extensive parks system.

A parks department staff of 55 CSEA employees keeps Smithtown's parks in such peak condition that real estate agents often bring a prospective buyer to a park in order to close a sale.

While small by Suffolk standards — 54 square miles — Smithtown has more than 3,500-acres of recreational land, including six beaches on the Long Island Sound, 24 parkland preserves and a town marina for use by its 116,000 residents. There is also a 158-acre country club and golf course overlooking the Nissequogue River which winds through the heart of Smithtown before emptying into the Sound just below the club house.

The parks department works 12 months a year cleaning, scraping and painting, planting and preparing flower beds, fertilizing and seeding lawns so expertly that some residents think that when summer rolls around the beaches will automatically be clean, the flowers will magically bloom, buildings will have fresh coats of paint and the rich green grass will be always at just the right height for golf.

The problem is that most residents see only the highly visible employees — lifeguards, guards and ticket collectors — many of whom are summer employees who swell the staff to 200 during the summer months. They rarely see the mechanics, groundskeepers, greenhouse workers or maintenance crews who toil out of sight during summer months and during the dark winter months.

After the season is over, and the staff shrinks back down to 55 permanent employees, 10 of which are clerical, the hard, grinding maintenance work begins. Lifeguard stands are repaired, scraped and painted, as are 32 ball field bleachers and numerous other pieces of equipment. When everything is ready it is lugged, carried or hauled by truck back to its location in the town's parks.

"Our people are professional painters in the winter and come spring they become furniture movers, said Charles "Buster" Toner, parks supervisor.

The parks department's maintenance garage is where Bill Murphy, auto shop foreman, and four mechanics service the

town's 120 vehicles including trucks, bulldozers and town cars. Bill Frank and Al Clap can also be found there, repairing the bristling "teeth" of the surf rake which is used to sweep the town beaches clear of seaweed and other debris.

Next to the garages and maintenance shops at the Park Department's headquarters in Kings Park is the town greenhouse where Gene Kazanecki grows from seed or nurtures from cuttings more than 20,000 plants each year. They are placed at all official buildings, beaches and the country club and in town germanium baskets which are hung from lamp posts along Smithtown's main street.

Residents do see employees such as Al Giglio, a town guard who gives out beach permits to residents. They also see chief lifeguard, Alison Dunton, who presides over their safety at Short Beach. And, if they are in boats and speeding through Smithtown's waters or poaching clams in the tidal estuaries, they will get to know John Sisine and Roger Balducci, who patrol the waters in Boston Whalers for the town.

If they take their children to Hoyt Farm Tract, a 133-acre colonial farm owned by the town, they will meet Bob Giffen, who puts on nature programs about the plants and animals of the Smithtown area and maintains a nature center.

Residents may notice the grounds crews busily trimming grass and keeping the lawns of the park land in top condition. Grounds crews generally consist of three employees, such as Ed Brogle, who drives a rider mower, and Ray Bush, who cuts the hard-to-get-at areas with a smaller machine while a summer helper sweeps up grass cuttings.



RAKE REPAIR — Al Clap fixes the "teeth" of the surf rake which is used to sweep the town beaches clear of seaweed and other debris.

"The crews start on a beach on Monday and work their way through to the last beach — including parks and country clubs — and then start all over again," said Ed Wehrheim, maintenance foreman.

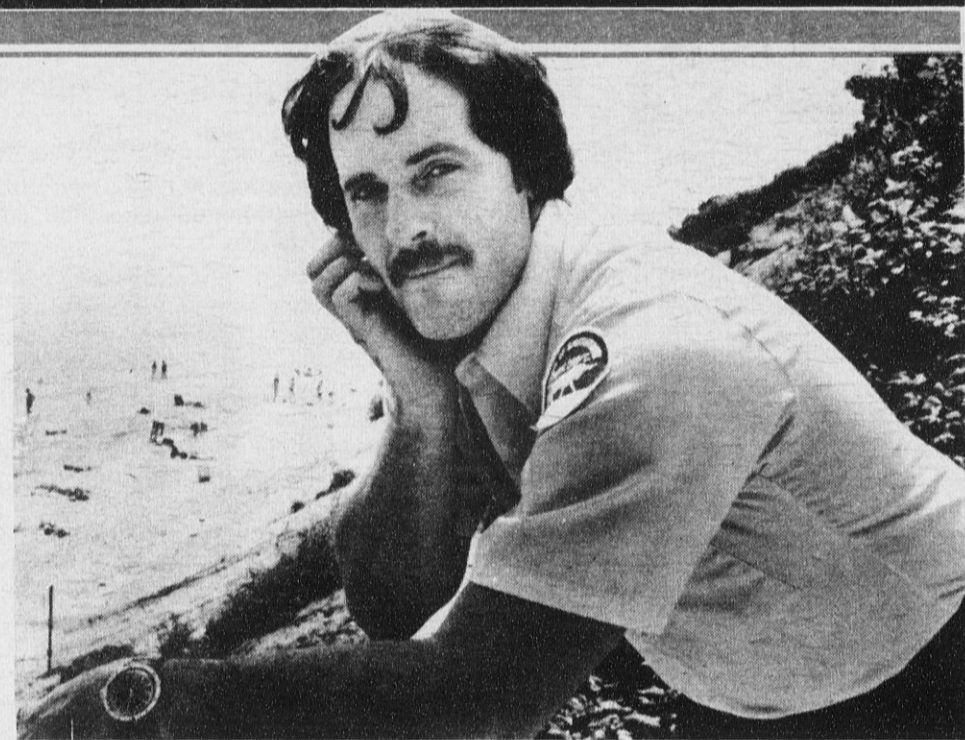
Very few residents realize that employees are skilled carpenters and construction workers. Last year they completely refinished the country club roof, painted the building inside and out, sandblasted the pool and installed a new sprinkler system in the golf course.

"It would have been astronomical to bring in outside subcontractors to do this work," said Coles Robedee, general foreman of Smithtown Landing Country Club. Parks employees also rebuilt the auto shop, did extensive carpentry work and relandscaped the area around the club house. Few residents are aware that the Pavilion at Short Beach was entirely built by employees such as carpenter crew chief John Geffken and carpenter Rick Kazanecki.

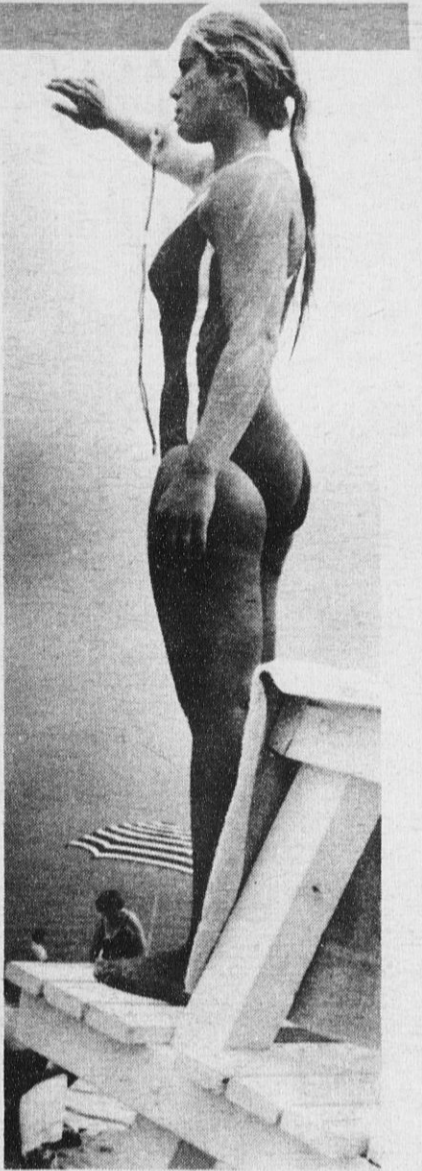
In addition, last winter, using a federal grant to build wheelchair ramps to park bathrooms, the maintenance crew was able to construct five new bathrooms.

There are some jobs done by the parks department that residents can't help but notice. Recently a paint crew of Chuck Barrett, Kevin Heslin and summer helper Ken Corsello was busy painting one side of the stairs leading to Callahan's beach as bathers used the other half of the access to Callahan's beach, a town park on the Sound.

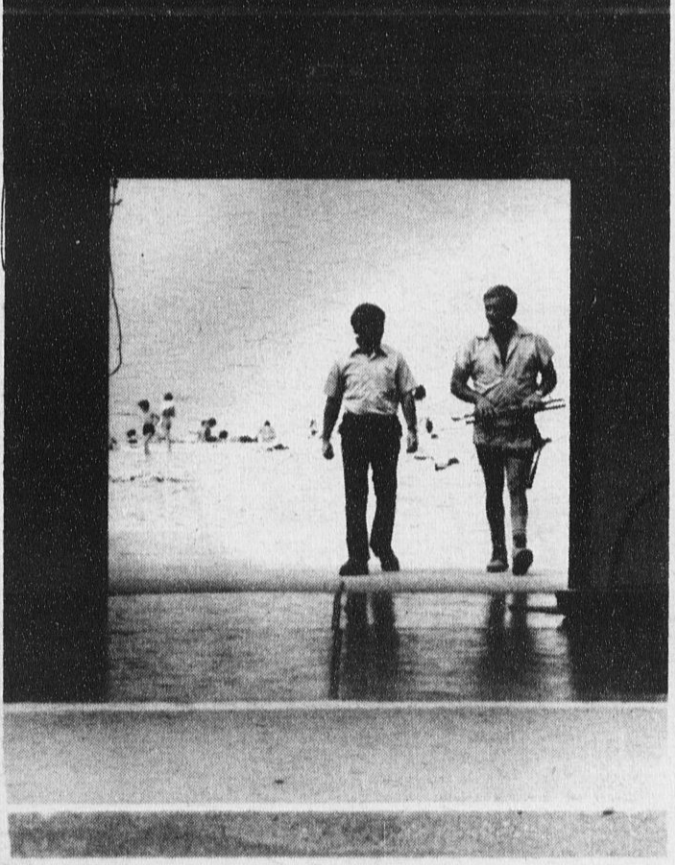
"We get some complaints about the inconvenience, said Barrett, but we also get a lot of compliments because when they think about it, the people here know they have some really good looking parks."



A RESTFUL MOMENT — Maintenance foreman Ed Wehrheim, above, strikes a pensive pose overlooking Callahan's beach. At top right is Alison Dunton, chief of the lifeguards at Short Beach, in one of the more visible jobs in town.



SHORT BEACH PAVILION



PATROLLING THE WATERWAYS — At left, members of the Smithtown Marine Division, Roger Balducci and John Sisine, keep watch over the waters. Among other things, they enforce boat speed limits and look for clam and shellfish poachers. Above, a view of the Short Beach Pavilion, entirely built by town workers. Pictured are Rick Kazanecki, left, and John Geffken.

AFSCME pledges contract gains for women; renewed ERA backing

WASHINGTON, D.C. — Declaring that “the focus for equal rights for women is shifting from the legislative arena to the worksite,” Gerald McEntee, president of the million-member American Federation of State, County and Municipal Employees (AFSCME) said today that his union will step up its efforts to pressure public sector employers into examining the relative wages of women workers based on comparable worth and pay equity.

McEntee, who recently addressed a large ERA rally in Tallahassee, Florida, as the AFL-CIO official representative, noted that AFSCME was one of the first unions to endorse the Equal Rights Amendment.

“Our commitment to the ERA remains solid. We will support the amendment’s reintroduction in the Congress,” McEntee said. “But, working women can’t wait for the ERA to address marketplace discrimination. Unions like AFSCME will intensify their legal and contractual efforts to make sure that women workers receive equal pay for equal responsibilities — something the 1964 Civil Rights Act guarantees them.”

McEntee noted that AFSCME has been the leader in efforts to capitalize on the comparable worth decision (*Gunther vs. State of Washington*) issued last summer by the U.S. Supreme Court. Some of AFSCME’s efforts in the comparable worth and pay equity area have been:

- By agreement with CSEA-AFSCME (Civil Service Employees Association) in New York State, the state has set aside a half-million dollars for a study on wage discrimination.
- A successful strike by AFSCME’s San Jose local, which won \$1.4 million in pay upgradings for women clerical and secretarial workers working for the city. The strike was the first ever over the issue of comparable worth and affected 2,000 members of AFSCME Local 101.

- A comparable worth suit filed with the EEOC in Connecticut on behalf of 7,000 clerical workers employed by the state. Recently, AFSCME negotiators won a \$2.1 million pay upgrading for its clerical unit.
- A comparable worth suit filed on behalf of 20,000 state employees in Wisconsin. The suit contends that women employees in predominantly female occupations are paid an average of 20 percent less than men in job classes traditionally held by men but requiring comparable training and skills.
- In Los Angeles, AFSCME Local 3090 negotiated upgrades for clerical classifications among city workers and bonuses for clerical workers operating VDT and word processing equipment. Local 2626, covering Los Angeles librarians, also recently won pay equity adjustments in their contract.
- AFSCME recently won an arbitration award for 300 word processing operators in Illinois who work for the state government.
- In Minnesota AFSCME Council 6 pressured the state legislature for a recently passed bill which requires that a portion of the state budget be earmarked for correcting disparities between pay for comparable male-dominated and female-dominated job classifications.
- AFSCME and the state of Florida have agreed to do a pilot study on pay equity.
- AFSCME recently held its 25th International Convention in Atlantic City and reaffirmed its support for the ERA and for its comparable worth offensive.
- In its convention resolution, AFSCME noted “the historic segregation of women workers in a small number of traditionally female jobs which has resulted in substantial disparities between male and female wages.” The June 21-25th convention instructed AFSCME Councils and Locals to continue the push for comparable worth adjustments in the unions’ contracts and for pay equity for women workers.

Lane Kirkland declares:
‘Equal rights amendment and principles embodied in it issues that will not die’

WASHINGTON — The Equal Rights Amendment officially failed on the June 30 midnight ratification deadline, just three states short of the required 38, but proponents vowed the ERA is not dead.

“We have just begun to fight,” declared Ellie Smeal, president of the National Organization for Women, at a rally of some 2,000 ERA supporters in Lafayette Park across from the White House.

“We will continue to fight until justice is ours and equality is won,” she said.

AFL-CIO President Lane Kirkland said in a statement, “The Equal Rights Amendment to the U.S. Constitution and the principles embodied in it are issues that will not die.”

Kirkland said that “with or without the ERA, however, a positive, ongoing women’s rights agenda exists for the future,” and pledged:

“We reaffirm our commitment to strive for the elimination of all discrimination against women, especially women in the work force, and call upon our affiliates to push forward on organizing, securing comprehensive quality child care service affirmative action in the workplace, addressing the issue of pay equity, eliminating sexual harassment, removing any inequities that may remain in collective bargaining agreements and encouraging the full involvement of women in all aspects of trade union life as part of our strategy to tear down the barriers to social and economic equality for women in America.”

At a press conference prior to the rally, Smeal announced that NOW would switch from a primarily lobbying effort for ERA ratification to more direct political and economic campaigns.

Smeal said the political campaign would include efforts to defeat state and national legislators who did not support ERA and to elect more women and ERA supporters to state and national offices.

“We are putting both parties on notice that they can’t take women for granted any more,” she declared. “It is time to end the ‘stag party’ atmosphere of the legislatures, the Congress and the political parties.”

“We’re not going to be cheerleaders any more,” she declared. “We’re going for power.”

Smeal said the economic campaign would be directed at “corporate interests that profit from sex discrimination,” whom she called the “silent lobby” against ERA.

“We intend to go after corporations directly, using the power of public opinion to eliminate sex discrimination in the marketplace. We are determined to make sex discrimination costly instead of profitable for those who practice it.”

She said NOW also will use the courts to bring lawsuits in employment and product sex discrimination cases. One target will be insurance companies, she said.

Smeal said NOW is convinced that ERA will pass when corporations are no longer practicing sex discrimination and women are stronger in legislatures.

Study reveals

July 1 tax cut a 'hoax'

PHILADELPHIA — The 10 percent income tax cut which took effect July 1 provides no real tax relief for the vast majority of working Americans and will do little if anything to lift the economy out of recession, according to a study by the AFL-CIO Public Employee Department.

The July 1 tax cut is the second installment of the three-stage "across-the-board" cut which began last October 1 with a 5 percent cut. Another 10 percent reduction currently is set for July 1, 1983.

The tax cuts were enacted by Congress last year as part of the Reagan Administration's "supply-side" Economic Recovery Program to stimulate savings and business investment. But as the recession deepened following enactment of the Reagan tax and budget program, Reagan and his advisers began touting the July 1 cut as a stimulus to consumer demand and economic recovery.

Titled "The Republican '82 Tax Cut: Reagan's Hoax on Working Americans," the 32-page study was released at the Democratic Party's national conference here by Public Employee Department President Kenneth T. Blaylock, who was joined by House Speaker Thomas P. O'Neill, Jr.

The study shows that for families earning less than \$50,000 a year, the July 1 tax cut is more than offset by tax "bracket creep," by higher Social Security taxes, and by the higher state and local taxes resulting from the Reagan tax and budget program.

Thus the tax cut won't increase mass purchasing power and demand for goods, it says.

When all these factors are added up, "the conclusion that the Reagan presidency has brought about significantly higher tax burdens for the vast majority of American taxpayers is inescapable," says the study.

States and localities have been forced to enact regressive sales and property taxes because of Reagan policies, including cuts in federal aid, accelerated depreciation tax breaks for business to which many state tax rates are tied, and the recession which has reduced local revenues and strained services, it notes.

The study shows that "the only people with real tax cuts under the Reagan tax program are those who earn well in excess of \$50,000 a year." Families making over \$200,000 a year will receive a net tax cut in 1982 ranging from \$16,094 to \$17,770, it calculates.

In nine states included in the study, families

making \$25,000 a year face net higher tax bills ranging from \$177 to \$325 in 1982.

In Minneapolis, one of the nine cities in the study, a \$25,000-a-year family of four will receive \$305 from the Reagan tax cut this year. But increases in the state sales and income taxes will take \$186 of that away. Hikes in city property, water and sewer taxes will take another \$106 away. Income bracket creep and increased Social Security payroll taxes add \$444 to the family's tax burden.

The net effect for the Minneapolis family: an

overall tax hike of \$431.

Thus, the study concludes, "the Reagan tax cut is really not a tax cut at all. It is a tax shift in which some people — specifically, lower and middle-income taxpayers — receive significant tax increases, and others — specifically, the rich — receive substantial tax reductions."

Copies of the study can be ordered from the AFL-CIO Public Employee Dept., Suite 308, 815 16th Street, N.W., Wash., D.C. 20006.

28 years of service honored



DOT RETIREMENT — Charles Bush, second from left, and Frank Seminara, second from right, both were honored by CSEA recently after each retired with 28 years of service. Presenting awards of recognition were CSEA Region I President Danny Donohue, left, and DOT Local President Lou Mannellino, right. Seminara is a past CSEA president.

"ASK THE DOCTOR"

Do you have a health question? Send it to "Ask the Doctor," c/o CSEA/EAP, 1 Columbia Place, 6th Floor, Albany, N.Y. 12207. This column is sponsored by CSEA and the state Department of Health.

Q: How can I find out if I was given the drug DES while pregnant with my two children, and is my son as likely to have problems as my daughter? What are these problems?

A: If you gave birth to your two children between 1940 and 1971 and your doctor gave you a drug to prevent miscarriage, or any other pregnancy problem, it may have been DES. You should contact that doctor to find out for sure. Or, try to obtain your hospital or pharmacy records.

If you were given DES, the chances are still very slight that either of your children has developed DES-related problems. But, to be sure, your daughter should be examined at a DES screening center and your son should see a urologist.

The most common problem in DES daughters is vaginal adenosis — a non-cancerous condition. Genital and lower urinary tract abnormalities can develop in DES sons.

To learn more about DES and for the location of your nearest DES screening center, call 1,800-462-1884 toll-free. Or, write: "DES," N.Y.S.

Health Department, Tower Building, Room 1084, Albany, New York 12237.

Q: Where can problems or complaints concerning a nursing home be reported?

A: The New York State Health Department has established a 24-hour nursing home hotline at (518) 445-9989. Persons living outside the local calling area can call collect. Health Department staff will investigate all complaints, problems concerning nursing home conditions, and reports of patient abuse.

Q: If a person is overweight, which is more important — diet or exercise?

A: To lose weight, increased physical activity is just as important as decreased calorie intake. Exercise must be vigorous and regular, and dieting must be sustained in order to achieve any real results. Before starting any weight loss program, be sure to check with your doctor first.

Q: Recently, I took my child to an immunization clinic and saw a young woman waiting, too. Do adults need immunization shots?

A: She was probably receiving a rubella vaccination. Rubella, or German measles, commonly affects children but can also affect adults. If a pregnant woman contracts rubella, she could have a miscarriage or stillbirth, or her baby could be born with a serious birth defect. If she has never had rubella, a woman who plans to become pregnant should be vaccinated.

'I want to work, not use sick leave'

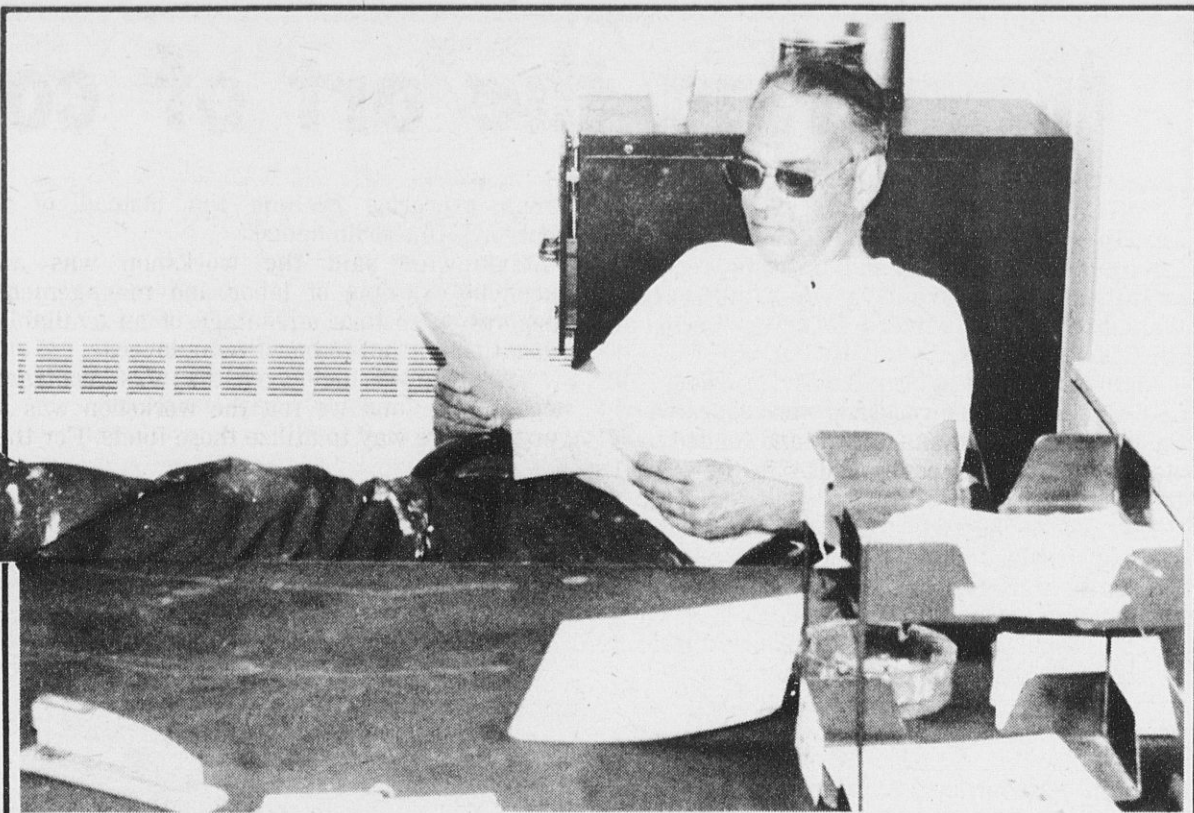
TROY — Neil Kennedy believes in an honest day's work for an honest day's pay.

He doesn't believe in forced sick leave, and his belief has caused him and CSEA to take on the State of New York Division of Military and Naval Affairs (DMNA) in a hearing before the Governor's Office of Employee Relations.

"I want to work. I can do light duty and earn my pay," Kennedy said, shedding light on the reasons behind his battle with the DMNA.

An employee of the New York State Armories for 22 years and current president of CSEA Capital District Armories Local 250, Kennedy was forced to use 32 days of sick leave to allow a minor leg ulcer to clear after a colonel saw him sitting at a desk with his leg elevated, per doctor's orders.

"Previously, DMNA officials have allowed myself and other armory employees temporary restricted duty assignments to accommodate minor medical problems. This time I was forced to use time I cannot afford to lose because of a possible bad image problem."



IS THIS MAN TOO SICK TO WORK? Neil Kennedy, a 22-year armory employee, was forced to use 32 days of sick leave because his doctor recommended that during work breaks he elevate his right leg to help speed healing of a minor leg ulcer.

Phlebitis and related varicose veins and leg ulcer problems have plagued Kennedy since childhood. During his public service career he has undergone half a dozen leg operations to allow him to continue earning a living. After five of these operations the DNMA has allowed him to return to "light duty" status.

"Light duty means I can't lift over 40 pounds, or climb stairs excessively. Usually I end up behind a security desk, answering phones, directing deliveries, aiding visitors and performing light maintenance. My doctor and the state physician agreed that I could do most of my normal duties, mopping and buffing floors, dusting, painting and minor electrical repairs. But they both said I should also be allowed to

elevate my right leg whenever possible, such as during breaks or lunch."

This time, however, the DMNA forced Kennedy to use 32 days of sick leave before he was allowed to return to full time duty status.

"Since Meyer Frucher (GOER director) is so set against employees abusing sick leave unnecessarily I assumed that he would also be against state management forcing an employee to use sick leave without a good medical reason.

"Leg ulcers are not life-threatening. I'll never be free of the problem. But I should be free to determine if I am too hobbled to work. If either doctor had said 'no work' I wouldn't be battling this issue. Both said 'light work.' I want to work, not use sick leave."

A decision from GOER is expected shortly.

Dutchess deputy sheriffs' pact



DUTCHESS COUNTY ATTORNEY Steve Wing, left, prepares contracts for signing under the watchful eyes of Sheriff Fred Scoralick, second from left, County Executive Lucille Pattison and CSEA Unit President Joe Roberto. The two-year

pact for the deputy sheriffs unit of Dutchess County Local 814 awards a 7.5 percent raise this year and a 7.75 percent raise next year. The union also won a dental plan administered by CSEA's Employee Benefit Fund.

Notice to Tier II and III employees: Are you in the right tier?

CSEA is trying to identify employees who are in the wrong tier of the state's retirement system.

Union officials believe there may be employees in Tier III of the system who were hired before July 1, 1976, and therefore belong in Tier II. Likewise, there may be employees in Tier II who belong in Tier I because they were hired before July 1, 1973.

As part of its legislative package for the next session, CSEA is proposing a "reopener" designed to get employees into the proper tiers based upon their date of employment.

The union recently proposed and supported two bills which would have provided a "reopener," but the Legislature recessed without enacting either bill.

If you are in the wrong tier and could benefit from such legislation, speak up. Send a note explaining your situation to your senator and assemblyman, as well as to CSEA's legal office. All letters to the legal office should be addressed to Eileen Haley, c/o Roemer & Featherstonhaugh, 99 Washington Ave., Suite 1130, Twin Towers, Albany, N.Y. 12210.

Mastering the art of communication

SYRACUSE — Forty CSEA-represented state employees at the SUNY College of Environmental Science and Forestry recently completed an Effective Communication Workshop conducted over a four week period at the College.

According to Alice Steckiewicz, president of CSEA Local 647, the workshop was requested by the union through management and funded by a state grant negotiated by CSEA in the 1979-81 contract.

The workshop consisted of four two-hour sessions with Joanne Kaplan, Development Specialist at Syracuse University, serving as instructor.

The comprehensive sessions dealt with such topics as: "Nonverbal Communications — Listening," "Verbal Communications," "Overcoming Barriers to Communication," and "Giving Feedback, Developing Skills."

Judith Kimberlin, Compliance Officer and Workshop Coordinator for the College, explained the objective of the program was to give employees the opportunity to improve effectiveness in communication through better understanding of communication concepts and

group exercises became fun instead of a chore," Kimberlin added.

Steckiewicz said the workshop was an excellent example of labor and management cooperating to take advantage of an available educational grant to benefit employees.

"The grant was included in the 1979-81 contract negotiations, and we felt the workshop was a very positive way to utilize those funds. For the

best results, it was decided to limit the size of the workshop class to 40 employees. If it can be arranged, and there is enough interest, we may request another session in the future," Steckiewicz said.

The four two-hour sessions were conducted over a four week period at the SUNY College, with employees attending during regular working hours.



COMMUNICATIONS DISCUSSION — Alice Steckiewicz, left, president of Local 647 at SUNY College of Environmental Science and Forestry, discusses the recent Effective Communication Workshop series with Instructor Joanne Kaplan, center, Development Specialist at Syracuse University, and Judith Kimberlin, Compliance Officer and Series Coordinator for the College. Forty employees attended the four-session workshop funded by a state grant negotiated with CSEA for 1979-81.

'It's been helpful already with co-workers and at home . . . It helped me to learn — to stop and think — and really listen . . .'

techniques, using group exercises, role-playing, lectures and distributed material aids.

"Judging by some of the comments, we feel the employees found the workshop to be quite beneficial," Kimberlin said.

It was encouraging to hear such employee remarks as, 'It's been helpful already with co-workers and at home,' 'It helped me to learn — to stop and think — and really listen,' and 'small

OMH maintenance supervisor awarded \$700 for economical safety latch suggestion

ALBANY — A maintenance supervisor for the state Office of Mental Health has been awarded \$700 for his suggestion which has resulted in savings to the state estimated at \$7,000.

Clifford Leuthauser, of the Office of Mental Health, Utica, recommended an economical way to meet new standards for latches on doors to patient's sleeping rooms. Under the requirement, doors must have latches which will keep the doors closed in case of fire, but which can be opened with a pressure of less than 50 pounds.

Leuthauser proposed that instead of using commercially available latches, costing \$24 each, that magnetic catches be installed at a cost of about \$2.75 each. His idea was adopted at facilities in Utica and Marcy. Savings have been estimated at \$7,000.

Leuthauser's award is the largest of 34 recent State Employees Suggestion Program cash awards. The awards total \$2,910, and the net first-year savings resulting from the suggestions have been estimated at more than \$21,000.

The Suggestion Program is administered by the State Department

of Civil Service, and the awards are made by the State Civil Service Commission.

Other awards approved in April and May were:

\$225 — Helen C. Williams, social services disability specialist, Department of Social Services, New York City.

\$100 — Arthur G. Mann, highway maintenance supervisor II, Department of Transportation, Monticello; Thomas L. Rice, machinist, Department of Transportation, Syracuse; Maxine Skpowski, senior data entry machine operator, Department of Taxation and Finance, Albany; Claude H. Rabinowitz, file clerk, Workers' Compensation Board, New York City; Sharon Johnson, typist, Workers' Compensation Board, New York City; Eleanor M. Bleichert, claims examiner, Department of Social Services, Albany; Charles C. Manno, highway equipment operator, Department of Transportation, Waterloo; Paul Ternullo, industrial training supervisor II, Department of Correctional Service, Attica; William

H. Bartlett, motor vehicle mechanic, Office of Mental Health, Ogdensburg; Roger E. Perry, security hospital treatment assistant, Office of Mental Health, Marcy; M. Elizabeth Reddish, principal clerk, Department of Audit and Control, Albany; and Robert J. Collins, principal clerk, Department of Taxation and Finance, Albany.

\$60 — Ashraf Muhannad, purchasing agent, Department of Social Services, Albany.

\$50 — Lucille M. LaPointe, tax technician I, Department of Taxation and Finance, Albany; Rose M. Arpino, clerk, Department of Taxation and Finance; Stanley L. Gere, automotive mechanic, Batavia, and Raymond H. Shaffer, motor equipment mechanic, Canandaigua, both of the Division of State Police; Laura M. Lawton, composer operator, Division of Alcoholism and Substance Abuse, Albany; Leonard Granelli, safety officer, Office of Mental Health, Central Islip; Joseph J. Belardo, principal audit clerk, Department of Taxation and Finance, Albany; and Raymond

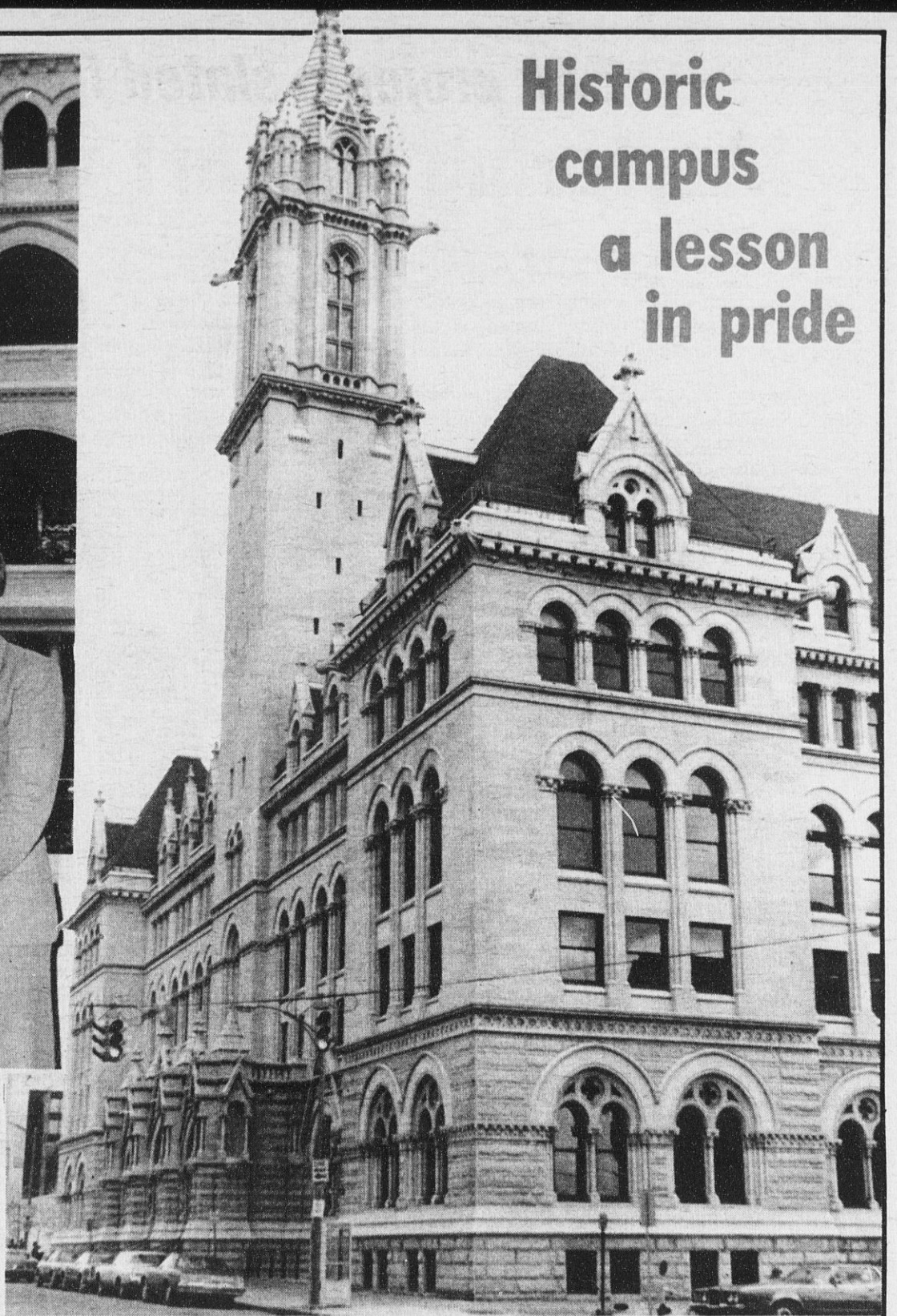
W. Albright, maintenance assistant, Division of Military and Naval Affairs, Batavia.

\$35 — Franklin E. Dillon, senior parole officer, Division of Parole; and Otis Ogletree, maintenance assistant, Office of General Services, Albany.

Each of the following received a \$25 award: Ruth Schecter, principal clerk, Department of Motor Vehicles, New York City; Adelard J. Perrier, electrician, Department of Transportation, Waterford; Jack B. Randazzo, junior engineer, Department of Transportation, Hauppauge; John H. Reheuser, principal drafting technician, Office of General Services, Albany; Bonnie DelZotto, mail and supply clerk, Taxation and Finance, Albany; Delton Courtney, health program administrator, Department of Health, Albany; William P. DeCelle, principal drafting technician, Office of General Services, Albany; John P. Veneron, pharmacist, Mental Health, Rochester; and Ruth E. Clifford, employment security clerk, Department of Labor, Newburgh.



HISTORIC LANDMARK — Sue Zalowski, librarian and CSEA steward, Local 815; Dr. John Birkholz, Erie County Community College president; and Marian Kline, college unit president, stand, from left to right, in front of the campus . . . at right, a view of the Gothic structure.



Historic campus a lesson in pride

Gleaming facility has workers beaming

BUFFALO — When the employees of Erie County Community College City Campus enter the majestic doorways of the impressive Gothic-looking building in which they work, they can take pride in the fact that they are working in a historic landmark.

The members of CSEA Local 815 can also enjoy the beautiful refurbished atmosphere of a Gothic structure that has been brought into the bright sunshine of modern education as the result of a concerted community effort to save a solid structure from the redevelopment wrecking ball.

Sue Zalowski, librarian and union grievance chairperson, said her 14 co-workers at the City Campus feel very proud of working in a "tourist attraction." CSEA represents some 100 members at two other county campuses.

"We get two or three tours a week," she said of the converted U.S. Post Office building. "So many people hear about the place and know of it from the long struggle to save it that they want to see it. We have many community activities in the skylight-lit atrium because it's so adaptable to almost any type of affair. We even had a wedding recently by a faculty member who was married

by one of our academic deans who is a priest."

"One sad factor," Zalowski said, "is that all the students wishing to attend can't be accommodated. Our enrollment has been increasing steadily and we have a long waiting list of students who wish to attend."

George Clark, Local 815 grievance chairman, and Marian Klein, college unit president, said they are hopeful that state and county formulas for student allotments can be worked out that would allow more students to attend the gleaming facility.

Kirkland message to NAACP stresses unity in elections

BOSTON — Labor and the civil rights movement must pool voting strength to "reverse the disastrous policies of the Reagan Administration," urged AFL-CIO President Lane Kirkland.

In a message to the NAACP's 73rd convention here, Kirkland pointed to the "devastating and intolerable" unemployment inflicted by Reaganomics.

"We must have a program that makes the creation of a fully employment economy a top priority," he insisted.

Union and civil rights contingents marched side by side in last September's massive Solidarity Day demonstration, Kirkland said, stressing that "the alliance must continue and flourish." The Nov. 2 election is Solidarity Day II, Kirkland reminded the NAACP. "We urge you to join with us and other concerned citizens and march to the polls."

Earlier, NAACP Executive Director Benjamin L. Hooks and Urban League President John E. Jacobs had written their local branches and chapters calling for close cooperation with AFL-CIO central bodies on issues of common concern.

"We have joined in coalition to fight the budget cuts and the dismantling of social and economic programs designed to help the disadvantaged in our socie-

ty," Kirkland wrote in his message to the NAACP convention.

"We have been appalled at the Administration's appointments of hostile and unqualified people to serve in leadership positions in government agencies," he said. "We have raised our voices together to protest the general erosion of civil rights enforcement. We stand solid in our commitment to affirmative action programs."

The theme of unity and alliance was also stressed by Communications Workers President Glenn E. Watts, who addressed NAACP delegates at the convention's traditional labor luncheon.

Watts said two years of the Reagan Administration have pushed the economy to the "brink of disaster" and plunged black Americans especially into a depression comparable to the 1930's.

"It becomes our duty to change the direction of government policy," Watts declared, and to hold those in Congress "accountable" for their actions.

The keynote speech by Hooks, the NAACP executive director, included the comment that "the NAACP was in business before Mr. Reagan came into office, and we will be here when he leaves. We will help him all we can to leave office as quickly as possible."

EAP projects slated for county sector



LANDMARK AGREEMENT — CSEA President William L. McGowan signs his half of a State grant application which will set up Employee Assistance Programs (EAP) in CSEA's county subdivisions. Waiting his turn is New York State Association of Counties (NYSAC) President George Arney, seated right. NYSAC Executive Director Edwin Crawford, seated left, NYSAC Assistant Executive Director Arthur J. O'Neil, standing center, and CSEA/EAP Director James Murphy witness the historic signing.

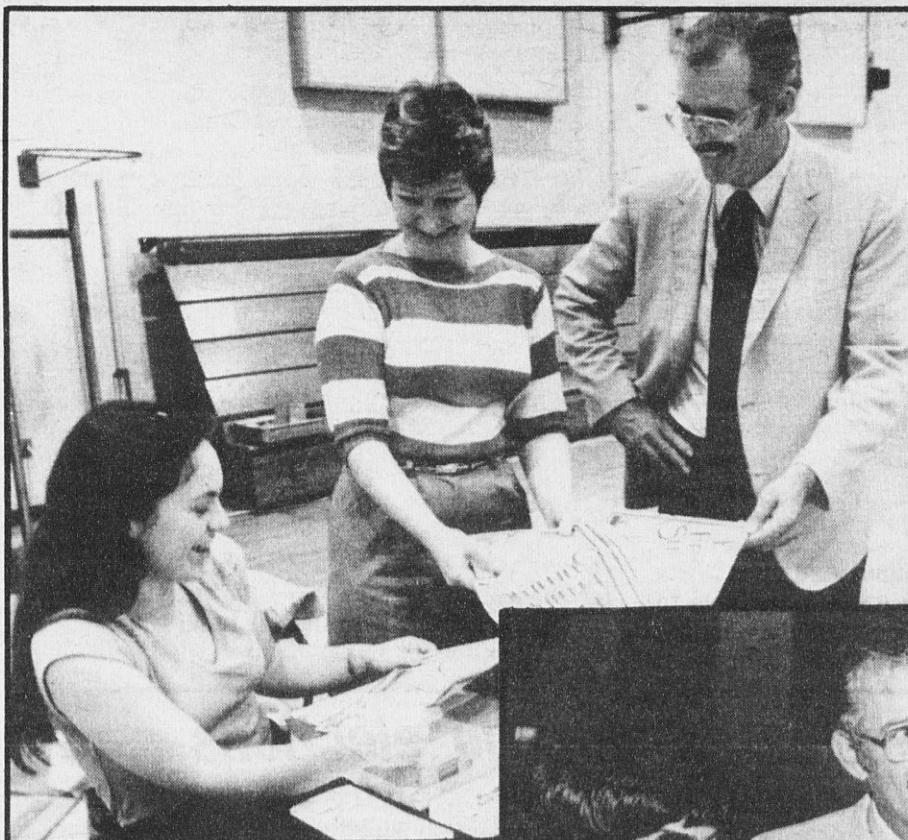
ALBANY — The Employee Assistance Program (EAP) will soon be available to all CSEA members, thanks to a recent agreement reached between the union and the New York State Association of Counties (NYSAC.)

In what was hailed as a "landmark in labor relations," CSEA President William L. McGowan and NYSAC President George Arney signed and submitted a grant application for \$152,600 in seed monies to set up EAP projects in the county subdivisions.

Previously, only state employees were afforded the benefit of the confidential employee assistance program.

"A great deal of time and money has been saved by taking the labor-management approach," commented CSEA/EAP Director James Murphy. "We had to bang on a lot of doors to get the state's EAP off the ground. But now with the county's managers behind us, we're well on the way to a successful assistance program."

NYSAC is a non-profit association of over 6,000 executive, legislative and administrative officials. Provisions in the New York State Division of Alcoholism grant allows for full-time NYSAC/EAP staff to be housed in the association's Albany headquarters.



FOOD FOR THOUGHT — Elaine Vitalone, left, and Marie Bassett, diet technicians at Rome D.C., in above photo, show EAP Coordinator Bob Hill some of the nutritional information to be distributed to employees during the recent Health Fair at the facility.

20/20 VISION — Chris Carletta, left, secretary of Local 422 at Rome Developmental Center, in photo at right, demonstrates the eye screening test for LPN Sally Page, while Bob Hill, EAP Coordinator, awaits his turn during the recent Health Fair at Rome D.C.



Enthusiastic turnout for Rome Annual Health Fair

ROME — Judging by the enthusiastic response by employees, the 2nd Annual Health Fair conducted recently at Rome Developmental Center was a success.

The day-long event was sponsored by the state-funded Employee Assistance Program and organized by Robert Hill, EAP coordinator, with the cooperation of Keith Hoffman, director at the facility.

Hill said that eight community

agencies and nine in-house departments shared in the activities held in a gymnasium on the Rome campus. Off duty employees were invited to take advantage of such free services as blood pressure screening, eye and ear testing, and pick up additional information and material on recreation, infection control, proper diet and other topics related to health.

Among the many community agencies participating in the Fair were the National Council on Alcoholism, Hospice of Utica, Arthritis Foundation, Association for the Blind, American Cancer Society, American Heart Association, American Lung Association and the Shriners (burn unit information).

"Our Health Fair is an outstanding example of how community services and concerned employees from state departments can work together to provide services and valuable information to employees who may have a need now or sometime in the future. When you get more than 400 state employees thinking 'health,' you have accomplished something worthwhile," Hill remarked.

Refreshments were provided by CSEA Local 422 for employees who visited the Fair before or after their work shifts or during lunch breaks.

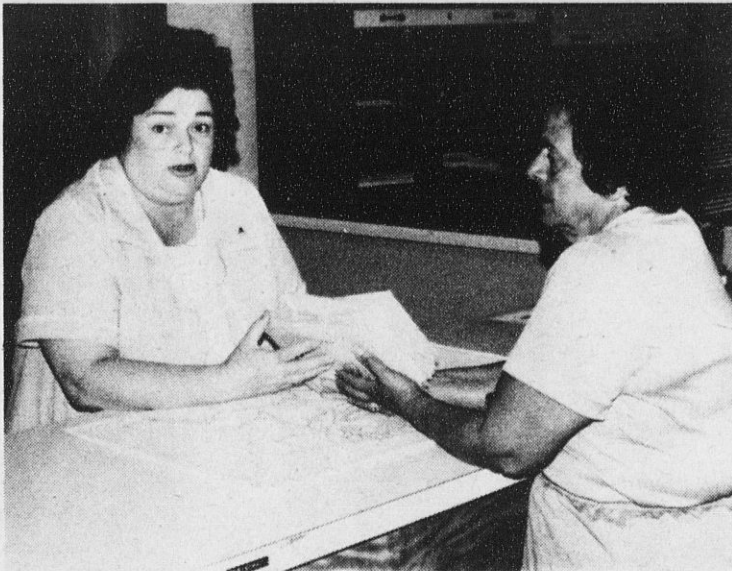
Additional displays and services are expected to be included in the 1983 Health Fair.

REGISTER AND VOTE

Union-sponsored voter registration drives gear up for Sept. primary

LOCAL BOARDS OF ELECTIONS:

COUNTY	LOCATION/ZIP	TELEPHONE
Albany	Albany 12207	(518) 445-7591
Allegany	Belmont 14813	(716) 268-7612
Broome	Binghamton 13901	(607) 772-2172
Cattaraugus	Little Valley 14755	(716) 938-9111
Cayuga	Auburn 13021	(315) 253-1285
Chautauqua	Mayville 14757	(716) 753-7111
Chemung	Elmira 14901	(607) 737-2840
Chenango	Norwich 13815	(607) 335-4504
Clinton	Plattsburgh 12901	(518) 561-8800
Columbia	Hudson 12534	(518) 828-3115
Cortland	Cortland 13045	(607) 756-5512
Delaware	Delhi 13753	(607) 746-2315
Dutchess	Poughkeepsie 12601	(914) 485-9893
Erie	Buffalo 14202	(716) 846-8891
Essex	Elizabethtown 12932	(518) 873-6301
Franklin	Malone 12953	(518) 483-4250
Fulton	Johnstown 12095	(518) 762-8683
Genesee	Batavia 14020	(716) 344-2550
Greene	Catskill 12414	(518) 943-4191
Hamilton	Lake Pleasant 12108	(518) 548-4684
Herkimer	Herkimer 13350	(315) 867-1002
Jefferson	Watertown 13601	(315) 785-3027
Lewis	Lowville 13367	(315) 376-3561
Livingston	Geneseo 14454	(716) 243-4200
Madison	Wampsville 13163	(315) 366-2231
Monroe	Rochester 14614	(716) 428-4550
Montgomery	Fonda 12068	(518) 853-3431
Nassau	Mineola 11501	(516) 535-2411
New York City	N.Y.C. 10013	(212) 924-1860
Niagara	Lockport 14094	(716) 434-0729
Oneida	Utica 13501	(315) 798-5762
Onondaga	Syracuse 13202	(315) 425-3312
Ontario	Canandaigua 14424	(716) 394-7070
Orange	Goshen 14924	(914) 294-5488
Orleans	Albion 14411	(716) 589-9361
Oswego	Oswego 13126	(315) 349-3455
Otsego	Cooperstown 13326	(607) 547-4247
Putnam	Mahopac 10541	(914) 628-0498
Rensselaer	Troy 12180	(518) 270-5205
Rockland	New City 10956	(914) 425-5172
St. Lawrence	Canton 13617	(315) 379-2202
Saratoga	Ballston Spa 12020	(518) 885-5381
Schenectady	Schenectady 12307	(518) 382-3236
Schoharie	Schoharie 12157	(518) 295-7188
Schuyler	Watkins Glen 14891	(607) 535-2590
Seneca	Waterloo 13165	(315) 539-9285
Steuben	Bath 14810	(607) 776-7111
Suffolk	Yaphank 11980	(516) 924-4300
Sullivan	Monticello 12701	(914) 794-3000
Tioga	Owego 13827	(607) 687-3140
Tompkins	Ithaca 14850	(607) 274-5259
Ulster	Kingston 12401	(914) 331-9300
Warren	Lake George 12845	(518) 792-9951
Washington	Fort Edward 12828	(518) 747-5122
Wayne	Lyons 14489	(315) 946-9747
Westchester	White Plains 10606	(914) 682-2394
Wyoming	Warsaw 14569	(716) 786-2295
Yates	Penn Yan 14527	(315) 536-4043



VOTER REGISTRATION CARDS DELIVERED — Barbara Stack, Capital Region voter registration drive coordinator, gives a package of registration cards to an employee of the Albany County Board of Elections. Other packages of registration cards were delivered to Rensselaer, Schenectady, Saratoga, Schoharie, Greene, Clinton, Columbia and Essex counties.

Capital Region signs up 500

ALBANY — Nearly 500 new voters were registered by the Capital Region of CSEA for the upcoming primary contests and the general election, reports Barbara Stack, Capital Region voter registration drive coordinator.

"We wanted to make sure that our members had the opportunity to participate in the candidate selection process as well as the general election," Stack said.

"The reaction of our membership was tremendous. Nearly 500 new voters were registered in a matter of a few weeks. These individuals should be able to participate in the September primaries and in the November general election."

Region VI: 'resounding success'

WEST SENECA — More than 100 new voters have been added to the election rolls as a result of efforts by CSEA Local 427.

A two-day registration drive at the West Seneca Developmental Center was "a resounding success," in the words of registration committee chairman Cathy Nailor.

"We went all out to inform our fellow members of the need to register for the upcoming primary election," she said. "We mounted posters all over and handed out flyers at the entrances to the center on the two days of the drive.

"We're really proud of the fact that of 200 eligible registrants, we were able to sign up 115 new voters," Nailor continued. "After they saw how easy

it was, most people were really delighted to sign up and get it done with.

"Some had moved since they voted last, and some younger staff had never voted before. Our registration table was set up in the Medical and Surgery Building, and it was very convenient for almost everyone. We went from 7 a.m. to 4 p.m. both days."

The registration committee included Mary Busse, Barb Biniecki, Debbie Lee, Mary Baldwin and Julius Beckham.

Nailor urged those who didn't register in time for the primary to make sure they are registered for the general election in November.



REGION III VOTER REGISTRATION DRIVE — Ulster County Local 856 was one of the sponsors of a voter registration drive held July 10 in the City of Kingston. More than 200 new voters were signed up. Shown above are, from left, Josephine Erck, an organizer of the drive, along with Local President Barbara Swartzmiller and union activist Joe Van Dyke. Says Swartzmiller: "The right to vote is so important and it's the only way to affect change."

To register for primary

Deadline nears

The deadline for registering to vote in the Sept. 23 primary election is fast approaching. To be eligible to vote in the primary, your local Board of Elections must receive your voter registration form by August 9 and you must complete the enrollment section of the form, indicating in which party's primary you will vote.

Many CSEA locals have conducted voter registration drives to give members an opportunity to register quickly and conveniently. But if your local did not have a drive, or you missed it, you should immediately contact your local Board of Elections to obtain a registration form.

Remember — if you do not vote, you have no voice. And your vote can make a difference. Just ask Jim Florio, who lost his bid for the New Jersey governor's office by less than 1,500 votes out of more than two and a half million cast.

As a public employee you are in the unique position of electing your own bosses — elected officials from the governor on down who make decisions about your salary, benefits, pension and many other factors affecting your job.

If you're not registered, register. And vote.

The Crippling of OSHA

WASHINGTON — The federal job safety agency wants to sharply curtail worker and union access to toxic exposure data and medical records kept by employers, the AFL-CIO has charged.

The Occupational Safety & Health Administration's proposed changes in the 1980 access standard would lop off coverage for about 11 million workers and slash by 90 percent the list of hazardous substances on which companies are required to maintain exposure records.

AFL-CIO Occupational Safety Director George H.R. Taylor characterized the Reagan Administration proposal as "yet another of the seemingly endless actions to weaken worker safety and health protections."

Taylor stressed that "no documentation or factual evidence supports the proposed amendments which would limit the scope of coverage, cut back records retention requirements and, for all practical purposes, eliminate access rights for short-term employees."

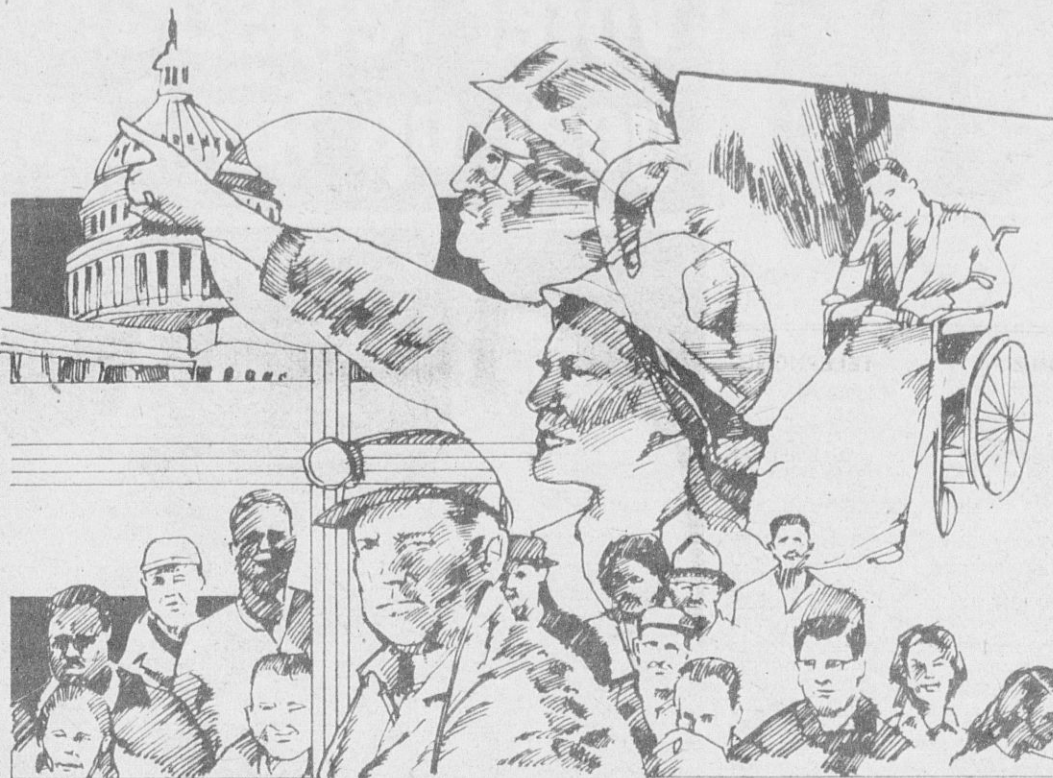
But in announcing the proposal, OSHA Administrator Thorne G. Auchter termed it an effort to "streamline" record-keeping requirements for employers.

The revisions would reduce the number of workers covered by the access rule from the current 28 million to about 17 million, an OSHA representative said, noting that the change would largely affect white-collar workers.

Workers' concerns primarily focus on four areas, Taylor said. They are:

- Changing the definition of a "toxic substance," which narrows the scope of covered chemicals from nearly 40,000 to 3,500. This means that employers would no longer have to keep exposure records on 90 percent of the chemicals now on the toxic substance list.

- Reducing the time employers are required to retain exposure and medical



records, particularly for short-term workers who are employed less than a year. This change would affect workers employed by subcontractors in operations such as hazardous waste containment, building demolition or removal of asbestos materials.

The proposal also would shorten the time span for retention of records for long-term employees, currently the duration of employment plus 30 years.

- Permitting employers to withhold the identity of certain chemicals they deem a trade secret, thereby imposing restrictive conditions on the right of unions to gain needed information on toxic substances. The cur-

rent standard requires employers to release information on chemical identity even if it is a trade secret.

- Soliciting comments on whether union's automatic access to exposure records should be contained, noting that this right was recently upheld by the National Labor Relations Board and therefore does not have to be spelled out in the OSHA standard.

OSHA has scheduled a public hearing on the proposed changes for Oct. 5 and will accept comments until Sept. 14. All provisions of the existing standard will remain in effect until the changes are made final, OSHA said.

Local 830 rolls up sleeve to aid depleted blood banks

HEMPSTEAD — CSEA members from the Town of Hempstead unit of Local 830 donated more than 550 pints of blood recently to depleted blood banks in the New York City metropolitan area.

Gus Nielsen, president of the unit, said the unusually strong response to the CSEA call for donors was helped by the coverage of the blood drought in the New York City area that has been well publicized in local media.

"I'm very pleased with the turnout. People always criticize public employees as cold and uncaring. Our members are concerned and respon-

sive citizens and they showed that by freely giving their blood," Nielsen said.

CSEA conducted the blood drive during the week of July 12-16. Nielsen directed the campaign through telephone calls and messages to shop stewards and members. He also appointed CSEA officers and members — including John Ninivaggi, Karen Albertuzzi, Ken Brotherton and Denis Faicco — who visited worksites to urge Hempstead employees to donate blood.

The Greater New York Program collected blood at town administrative facilities and at the parks and beach areas and later distributed it to blood banks throughout the metropolitan area.



DCJS EAP PACT — CSEA Capital Region President Joseph E. McDermott, right, signs the Department of Criminal Justice Services Employee Assistance pact as the rest of the EAP Committee participants prepare to add their names to the agreement. Left to right, seated, are Howard Schaeffer, Al Broadwater, CSEA Local 695 President Cindy Eagan and McDermott. Standing are: Jim Blake, Pete Nardiello, CSEA Region IV EAP representative, Evelyn Sturn and Robert Brady.



MONACHINO REASSIGNED — Veteran CSEA Collective Bargaining Specialist Patrick Monachino, who has covered various statewide bargaining units while working out of CSEA state headquarters in Albany, has recently been reassigned as a collective bargaining specialist serving units in the union's Capital Region. Monachino has moved his office to the Capital Region headquarters offices at 1215 Western Avenue in Albany.

At the 'ROAD-EO'



WHAT'S WRONG WITH THIS BUS? — Jonathan Ryan of the Southern Cayuga County school district, in the driver's seat, explains what's wrong with the test bus to a judge. In one of the tests, competitors had to tell everything that was wrong — in five minutes — with a bus that had been deliberately "fixed."

School bus drivers test their skills in statewide contest

ALBANY — In the early morning haze, the contestants waited quietly, as a judge in a cowboy hat leaned against a barrier.

The competitors were starting to feel the pressure. Their charges were unfamiliar. The course was a new one.

The School Bus Safety Road-EO held in mid-July on the grounds of the State University at Albany was the fifth annual event sponsored by the State Pupil Transportation Supervisors Association. The goal: to find the bus driver who could best wind his or her school bus through a tricky series of diminishing lanes, sharply curving alleys and narrow rows of tennis balls without touching anything.

The 19 drivers, several of whom were CSEA members, were those who had passed local competitions to represent their regions as the best drivers in the state.

As spectators and fellow drivers watched intensely, each bus glided forward or backward through quickly narrowing alleys that ended with obstacles within an inch of grazing each side.

All the tests were performed on unfamiliar buses.

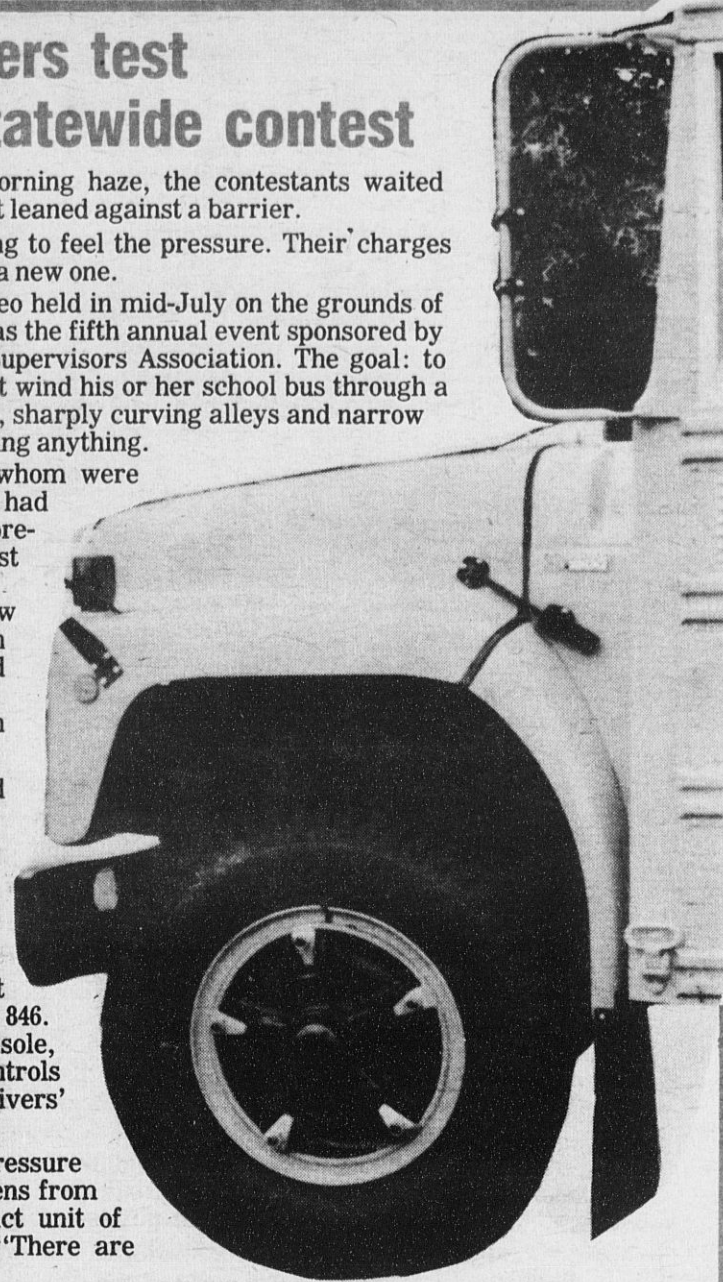
"This bus was so different from anything I've ever driven before, it was like stepping into a spaceship," said Linda Sabourin, a driver from the Shenendehowa School District unit of Saratoga County Local 846. "The bus had such a different console, I had to ask where most of the controls were," she said, echoing other drivers' comments.

"It's a different kind of pressure here," said contestant Ronald Gens from the Silver Springs School District unit of Chautauqua County Local 807. "There are no kids — just a judge."

Despite the difficulties of the competition, Bill Maxon, from the Gloversville Enlarged School District unit of Fulton, took third place in the statewide contest.

"I was even more nervous about the contest when I found that the fellow who came in first has entered other competitions like this and is a pro. Most of us are greenhorns as far as the competition, no matter how well we know our jobs," said the driver of nine years.

The contest stressed safety, as well as driving skills. In order to compete, drivers had to have accident-free driving records with no tickets for at least a year. "According to the statistics from this conference, the only safer place to be traveling than a school bus is an elevator," Sabourin said.



The route to success: Respect, discipline go a long way

ALBANY — Top-notch safety skills aren't the only skills a school bus driver needs to successfully transport children to and from school 10 months of the year. Awareness, respect and discipline are also vitally important, say several of the drivers who participated in the recent School Bus Safety Road-EO held by the State Pupil Transportation Supervisors Association.

"Every day I'm carrying these kids, who are as precious to someone else as mine are to me. The safety and well-being of these kids is most important, but you also want to get them where they're going happily," said Jonathan Ryan, who drives a school bus in Southern Cayuga County and belongs to CSEA Local 806.

The father of three young children himself, Ryan says he enjoys chatting with the youngsters, and tries to tune in to their joys, sorrows, problems and personalities.

"One kindergartner, a really cute kid, wore (Sesame Street character) Bert and Ernie mittens all winter," Ryan recalled. "I called her 'Bert' all year.

"Another youngster cried at least once a week on the bus," he said, noting that he always tried to make the trip easier for the child. "He even cried the last day of school. I asked him, 'Why are you crying? School is almost over,' but he still cried." Ryan

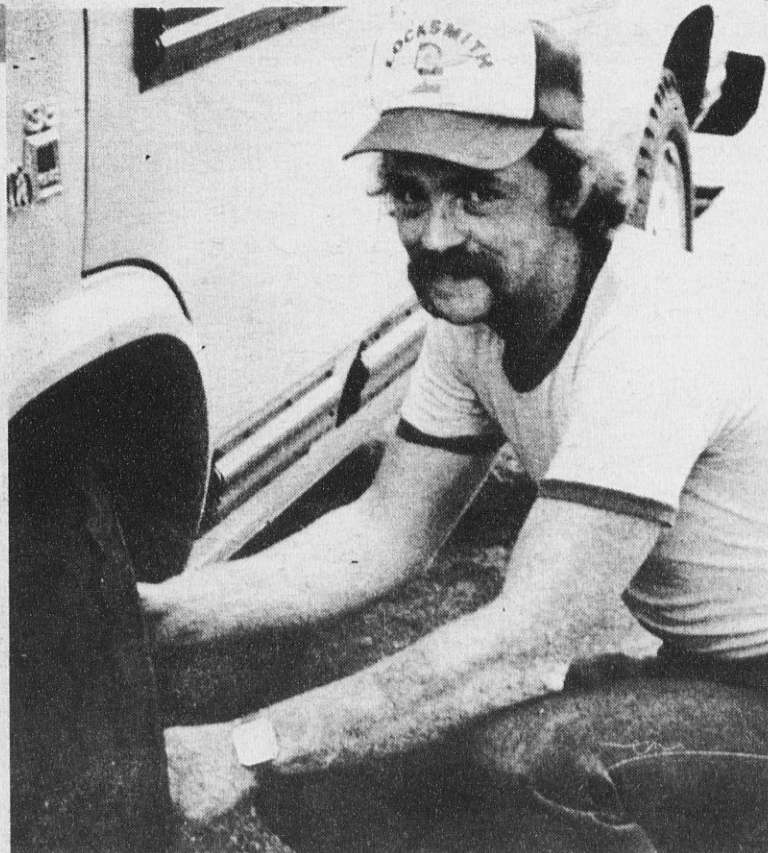
hesitated and looked forlorn himself for a moment. "It's going to hurt when I see that kid graduating from school."

One school district transportation supervisor at the road-EO stressed that school bus drivers "must be aware of what's going on in front of and behind them. They have to keep their cool no matter what happens, and they have to love kids."

Linda Sabourin of the Shenendehowa School District unit of Saratoga County CSEA Local 846, who has been known to have led Christmas carols to keep up her students' spirits, gave this recipe for success at driving a school bus: "You have to respect your passengers and care about them. You can't talk down to kids and get away with it."

Bill Maxim of Gloversville, who placed third in the road-EO, said there are "two kinds of discipline — one with love and one with hate. I have to keep my kids quiet when some of the country roads I drive on get bad in winter, but we get along fine."

Several CSEA members said the road-EO was a good test of driving skills and an incentive to improve them. "Yet it's the person driving the kids, day in and day out, getting them home — safely and happily — through the snow and worst of weather, who should be recognized as the real winner," said Ryan.



GETTING READY FOR THE RUN — Bill Wilcox, who has been driving a van in the Syracuse school district for three years, takes a look at the type of van he was to drive at the road-EO.