

THE PUBLIC SECTOR

Official Publication of The Civil Service Employees Association, Local 1000,
American Federation of State, County and Municipal Employees AFL-CIO.

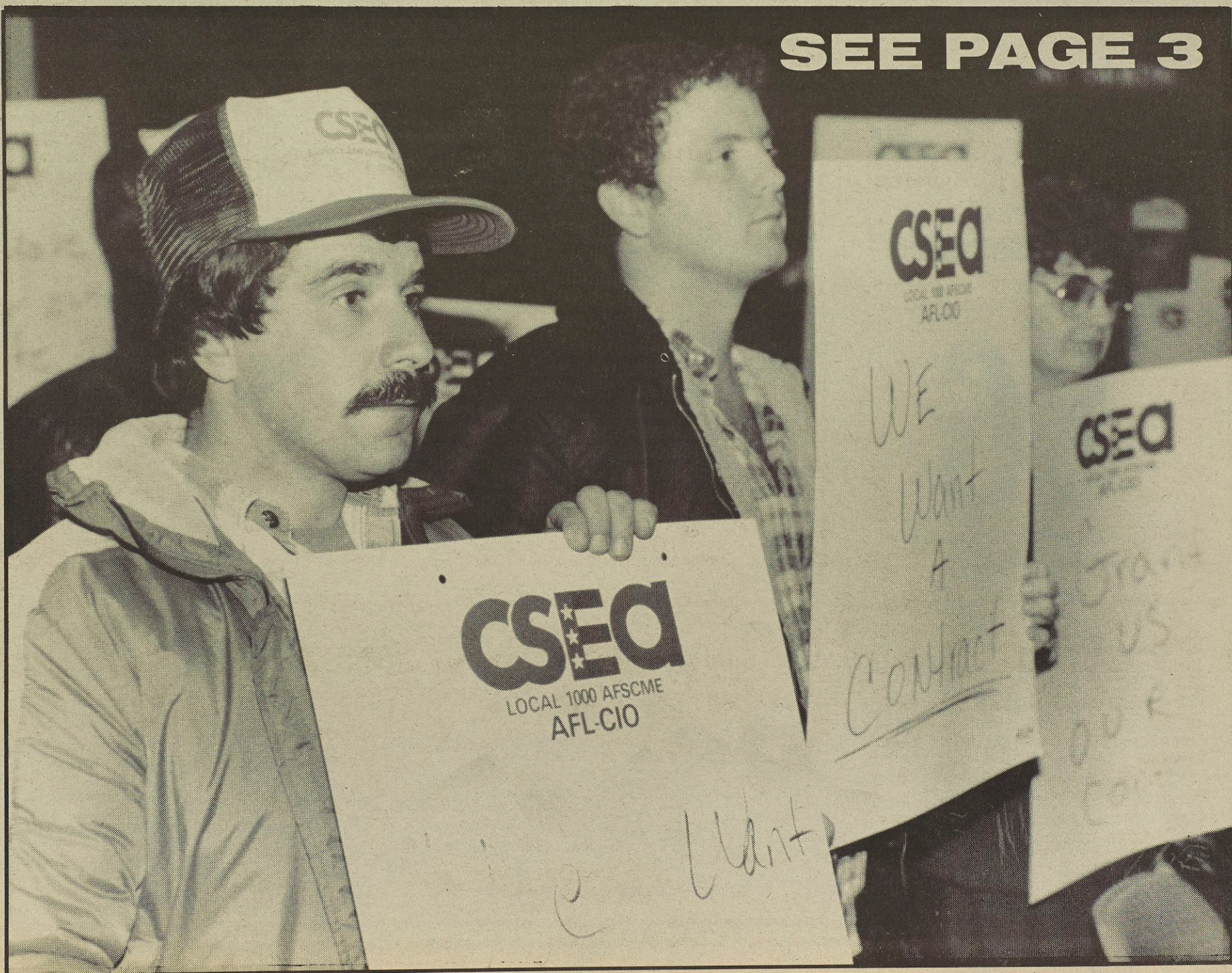
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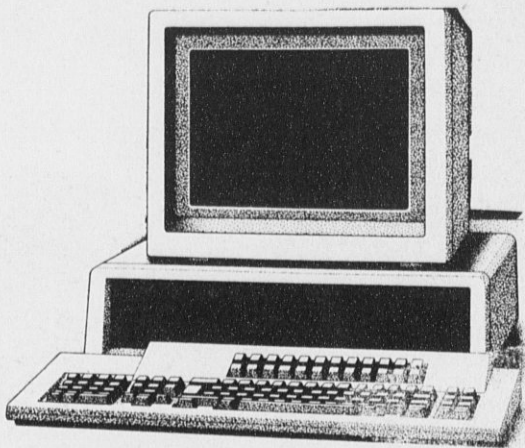
Hangings tough in Rockland!

Members outrage leads to agreement

SEE PAGE 3



INSIDE



DISCOVER how you can get ahead — PAGE 5



College learns lesson as student body backs strike

TRIO — "We want our family back!" That slogan echoed the sentiment of more than 100 college students who joined forces with CSEA, marching in a strike recently against Hudson Val Community College.

The six-week, involving 10 private sector members of the CSEA Family Student Association (FSA) Unit, was a reaction to an action, and employee actions of the FSA management. The strike was triggered by the firing of the unit president from his job as a security guard and management's threat to contract out 13 food service positions in a private firm.

It was the depth of support demonstrated by students and CSEA for the unit, FSA management and the college administration were persuaded to a speedy settlement.

The agreement, ratified by the unit by a vote of 18 to 1, includes 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100.

Howling mad at HVCC — PAGE 6

'86

What a year it was — PAGES 10-11



PUTNAM COUNTY CSEA UNIT negotiating team members beam after a new three-year contract was ratified recently by a nearly unanimous vote. The pact, covering 350 county workers, came after a year of tough bargaining. Standing from left are Claire Salvatore, Maureen Lobraico, CSEA Collective Bargaining Specialist Larry Sparber, CSEA Field Rep Richard Blair, and Irena Kobbe. Seated are Local President Alice May and executive committee member Thomas Johnston. Team members Peter Brugger and Pat O'Donnell were not present for the photo.

Putnam members ok contract

PATTERSON — Putnam County civil Service Employee Association members have overwhelmingly ratified a three year contract for 350 county employees.

According to Region III Collective Bargaining Specialist Larry Sparber, the agreement boosts salaries 5.5 percent each year in addition to increments.

The new contract also provides for 5 percent longevity payments beginning in the tenth year of employment with the county and every five years thereafter, continued health insurance paid by the county and increases in dental insurance, disability payments and tuition reimbursement.



A THREE YEAR CONTRACT retroactive to July 1 was recently ratified 30 employees of the Ramapo Catskill Library System. The agreement will provide for salary hikes of 6.5 percent this year, 6 percent next year and 6 percent in 1988. In addition, maximum vacation accumulation has been increased to 5 weeks and workers have a new optical plan. Members of the negotiating teams included, seated from left, Library Director James Nelson, CSEA Unit President Carol Cleveland and Bob Smith, a CSEA member. standing are Fiscal Officer Bob Langan, Region III Field Representative Larry Natoli and CSEA member Kirsten Hill.

Public SECTOR

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Rocky road in Rockland

By Stephen Madarasz
CSEA Communications Associate

POMONA — CSEA has reached tentative agreement on a new contract for 2,600 Rockland County employees after 18 months of intense negotiations. Bargaining began in mid-1985 and the old contract expired Dec. 31, 1985.

CSEA Collective Bargaining Specialist Manny Vitale said the tentative pact contains pay increases and many new and improved benefits that will be explained to Rockland County CSEA Unit members at information meetings now being planned. Meeting dates and locations will be announced as they are finalized. A ratification meeting on the agreement is scheduled for Jan. 8, he said.

The tentative contract was reached only after CSEA refused to accept a demand that the county have the right to change insurance carriers at the end of the current health insurance contract period. That sudden demand by the county brought contract negotiations to a standstill when it was made after CSEA and county officials had already agreed to accept a factfinder's recommendation on a new agreement.

Under intense pressure from CSEA, county officials on Dec. 23 agreed to new contract language that would guarantee that any alternative insurance plan would provide that:

- The benefits would be the same in all respects;
- Prescription drug coverage would be the same;
- Geographic areas of acceptability would be the same;
- The participating providers would be the same wherever and whenever possible

The new agreement also stipulates that "In the event the employer elects to provide such a plan through an insurance company that the employer will continue to pay 100 percent of the premium for the individual employee and dependents and such plan will become effective until at least 90 days after delivery of notice to the President of the Rockland County Unit, CSEA."

Nearly 100 angry and frustrated CSEA members descended on a recent county legislature meeting to express outrage at the turn of events that had left them without a contract. Less than two months ago both sides were ready to accept a factfinder's report that provided 5, 5, and 5½% pay increases as well as numerous other contract gains without any givebacks.

But at the last minute, the county suddenly demanded that CSEA give up its right to negotiate future health insurance benefits. "We will not sell out our members just to get a contract" says Unit President Vicki Burton.

"This was too important an issue, not just because it could mean an eventual loss of benefits, but because the county was demanding we give up our right to negotiate."

The contract issue had been further clouded by attempts to undermine CSEA's bargaining authority.

Burton credits CSEA's insistence on better benefits for the present package, which would include the pay increases and also a \$200,000 improvement in the dental plan, a guaranteed



“We will not sell out our members”

**—Vicki Burton
Rockland Unit
President**

\$100,000 per year allocation for a pay equity plan, and a new program to provide tuition assistance for members who want to continue their education.

In addition to demonstrating solidarity before the county legislature, CSEA had begun a mail campaign to let every politician in Rockland County know the strength of a united union that will not give in.

Adds Burton: "The county executive says he has to worry about the taxpayers. He's forgotten, and so has every legislator, that WE are the taxpayers. We not only live and work in Rockland County, but we vote here. If we march and speak with one voice, it will be heard."

Outrageously enough, at the same meeting that CSEA members demonstrated their disapproval of the county's stubborn refusal to settle their contract, the legislature approved big pay hikes for top county officials and other employees, including 3% jumps for those making more than \$70,000 per year.



Frustration, hope, mark long contract struggle

POMONA — CSEA Rockland County Unit members are naturally frustrated by the county's refusal to conclude contract negotiations over the past year.

Says Michael Bonilla, a housekeeper at Rockland County Health Center: "I feel the county delayed the issue...People were waiting and waiting and got fed up waiting around for a contract and I can't blame them. I knew CSEA would get us a contract."

Leanore Carpenter, a head nurse at the Health Center, points out that "CSEA has always come through before."

Adds Elaine Sacher, an administrative secretary at Rockland Community College: "I think it's perfectly normal to have these kind of problems in union negotiations. I don't know of any other union in any kind of industry where circumstances are different."

Putting it more directly, Rockland Community College records clerk Anita Berger insists "we've stuck it out this long, it would have been silly to give in now."

Echoing that sentiment, Jean Gelfant, a paralegal with the Department of Social Services, says "CSEA all the way!"

Gaining the right to organize

EDITOR'S NOTE: The long and distinguished history of CSEA is all the more significant when considered against the information contained in the following article prepared by the New York State Labor History Association. The Association credits the International Association of Fire Fighters local in Philadelphia as being the earliest public employees labor union on the state or local level, having been founded in 1903. CSEA was founded in Albany in 1910, becoming the first public employees labor union in New York state.

•••

January, 1987, marks the 25th anniversary of President John Kennedy's Executive Order 10988 which stimulated the unionization of public employees in federal and local governments.

Today, we take for granted that public sector workers can be organized into trade unions. Only when a crisis occurs, such as the PATCO strike in 1981, do we realize the limitations on the public employees' ability to organize unions and negotiate contracts.

Public sector unionism has a long history. In fact, one of the earliest public sector strikes occurred when Philadelphia Navy Shipyard workers walked off the job for several weeks in 1836 in order to gain the 10-hour day.

The oldest continuous federal government union is probably the National Association of Letter Carriers which was founded in 1890. On the state and local level, the honors go to the Philadelphia local of the International Association of Fire Fighters which has been around since 1903.

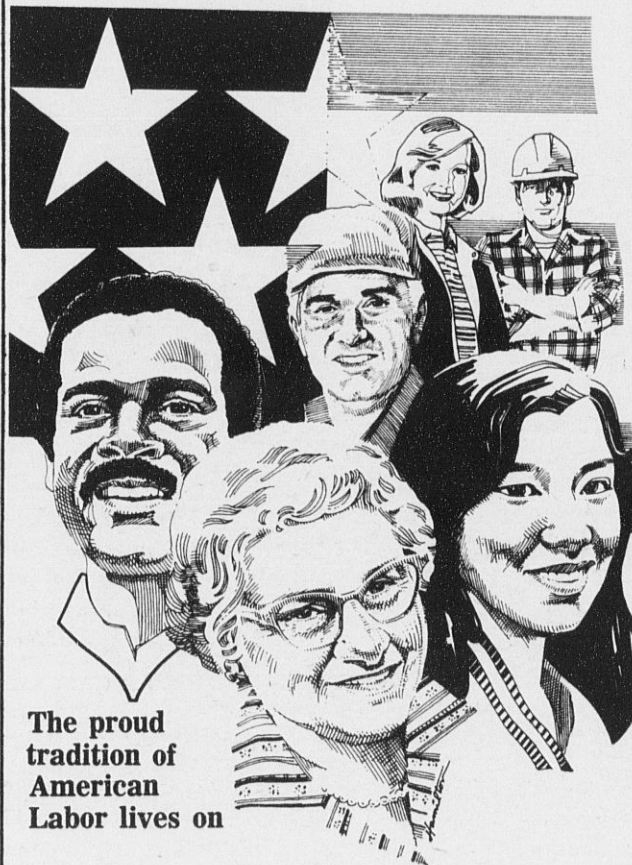
Where public employees have organized in various trades or crafts prior to 1962, most have been able to maintain themselves as unions because of their bargaining power. Transit workers in New York City could win contracts and maintain a high degree of union solidarity because of the importance of the industry to the economy of New York. Police officers and firefighters in cities and towns also wielded tremendous power because of the sheer importance of their work.

The key element in organizing public employees has been the 1962 Executive Order of President John F. Kennedy. As a senator, Kennedy had sponsored legislation for federal employee organizations. In 1961, when he became president, Kennedy appointed a task-force to study public sector labor relations. The group reported back that there was an absence of policy and recommended action.

On January 17, 1962, Kennedy signed Executive Order 10988 which provided for

long-needed policy reform for federal workers who wanted to organize into trade unions. The order recognized the rights of executive branch federal employees to join or not to join labor organizations and established basic procedures for granting union recognition and the negotiation of agreements.

The subjects of collective bargaining were limited to "personnel policy and practices and matters affecting working conditions." Salaries and wages set by congressional act, for example, were not subject to bargaining.



The proud tradition of American Labor lives on

Unlike private employers, government agencies under the order and subsequent legislation are granted greater management rights. For federal employees, the right to strike remains barred.

Executive Order 10988 was replaced by other presidential orders and by a Federal Service Labor-Management Relations Statute included in the Civil Service Reform Act of 1978. Meanwhile, the Postal Reorganization Act of 1970 reformed labor relations in that industry.

What is important about Kennedy's original Order of 1962 is the lightning effect it had on organizing drives among federal, state, and municipal employees. The order served as a signal to organize public workers much as the Wagner Act of 1935 stimulated the growth of industrial union membership in the CIO and the AFL. The effect of Executive Order 10988 was to send public sector union membership rolls soaring.

Prior to 1962, only 26 union or association units in the executive branch of the federal government had union shops and they represented 19,000 workers. Six years after the Kennedy Order, in 1968, there were 2,305 bargaining units with a total membership of 1.4 million employees.

A number of unions represent federal workers, the largest being the American Federation of Government Employees (AFGE). From 1962 to 1972, the AFGE grew from 84,000 members to 621,000. The Postal Workers and the Letter Carriers also experienced growth in that period.

For state and local public employees, the 1962 Kennedy order also stimulated growth in unionization although the order did not apply to them directly. While union membership grew, this did not mean that all state or local governments recognized or bargained with unions.

Some states, like New York with its "Taylor Law," and more recently Ohio, passed comprehensive bargaining laws. At the other extreme, in Texas, it is illegal for a public agency to sign a contract with a public employee union. In fact, Texas law forbids recognition of a union as a bargaining agent for any group of public employees except police and firefighters.

In one case, it took a tragedy to convince local authorities to pass an ordinance governing public employee bargaining. The Rev. Martin Luther King, Jr. was assassinated while in Memphis supporting striking sanitation workers who wanted to establish the right of their union to negotiate wages and working conditions. There was no local machinery at the time for collective bargaining with public employees.

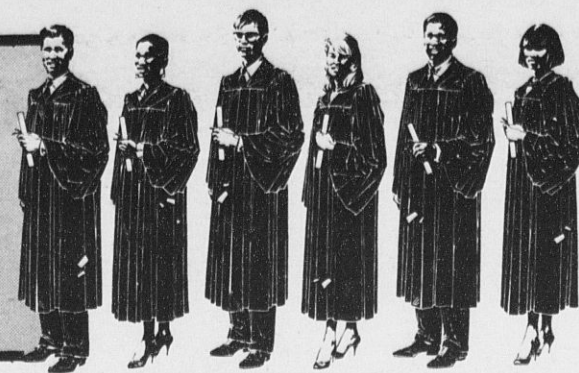
Those states with laws on the books each handle public employees differently. Pennsylvania allows public employees to strike, but New York's Taylor Law, which governs public sector bargaining, exacts a heavy toll if a union calls a walkout.

Many unions represent workers at the local level. Organizing at the local and municipal level has expanded considerably in recent years. The largest and one of the oldest of these unions is the American Federation of State, County, and Municipal Employees (AFSCME) which was founded in 1932 in Wisconsin. Other unions include the American Federation of Teachers, the International Association of Fire Fighters, a number of police unions, the National Education Association, the Service Employees International Union, and many state employee associations.

To service public employee unions and assist in lobbying efforts, the AFL-CIO created a Public Employees Department in 1974.

"This Month in Labor History" is prepared by the New York State Labor History Association.

Now you can CAP off your college degree



ALBANY — CSEA is putting the CAP into the cap 'n gown that graduates wear when awarded college degrees. Only this CAP isn't a robe — it's a new, innovative program for state employees called the College Assessment Project.

Statewide President William L. McGowan describes CAP as "unique, one of a kind." It officially gets underway Jan. 5 with the opening of an office in downtown Albany.

CAP was created to help people obtain college degrees. It's a counseling center that will give you honest, realistic advice about both the opportunities and challenges of college study.

Here, in an easy-to-read format, is more information:

QUESTION: WHAT IS CAP?

ANSWER: The College Assessment Project. It's a counseling center that helps people obtain college degrees.

QUESTION: HOW IS CAP FUNDED?

ANSWER: CAP is financed with joint funds negotiated by CSEA and New York state under the union's Labor Education Action Program.

QUESTION: WHO IS ELIGIBLE?

ANSWER: State employees in the three statewide bargaining units, Administrative Services Unit (ASU), Institutional Services Unit (ISU) and Operational Services Unit (OSU) as well as participating state agencies such as Division of Military and Naval Affairs, the Health Research Institute and the State University of New York Construction Fund.

QUESTION: HOW DOES IT WORK?

ANSWER: CAP is a counseling center staffed by three counselors and a receptionist. You can either drop in or make an appointment to speak with a counselor. They can help you decide whether you should enroll for a college degree. And where you should enroll.

QUESTION: WHAT SHOULD I BRING TO THE CAP OFFICE?

ANSWER: Nothing, if you are there for more information. For your first meeting with a counselor, bring any records that you have of previous college courses (grade slips, transcripts) and a resume if you have one prepared.

QUESTION: WHAT CAN I DO WITH PREVIOUS COLLEGE CREDITS?

ANSWER: CAP will assess if they can be transferred towards a degree.

QUESTION: DOES CAP AWARD DEGREES?

ANSWER: No. But it will recruit colleges to welcome you as a student. The office will also maintain up-to-date information about programs and schedules for all colleges in the Albany-area.

QUESTION: WHAT IF I DO NOT LIVE IN THE ALBANY-AREA?

ANSWER: CAP is a one year project that will target services in the the Capital region. If successful, it will expand. Until then, state employees are welcome to contact the CAP center at 90 State Street in downtown Albany.

QUESTION: ARE THERE OTHER WAYS OF GAINING COLLEGE CREDITS BESIDES ATTENDING CLASSES?

ANSWER: Yes. In addition to campus learning, there are proficiency examinations and credit for prior learning and work experience programs.

QUESTION: WHAT ARE PROFICIENCY EXAMINATIONS?

ANSWER: They are standardized tests. Proficiency examinations are a great way to gain college credit quickly and inexpensively. Currently, there are 250 examinations available through various testing programs. If your scores are high enough, you may receive from three to 12 credits for each test, depending on the particular examinations and the policies of the college where you enroll. CAP will assist you in choosing the right exams and in making the necessary arrangements.

QUESTION: WHAT ABOUT CREDIT FOR PRIOR LEARNING AND WORK EXPERIENCES?

ANSWER: Many schools award credit for college level learning acquired either on the job or through other non-campus activities. Strict rules govern the awarding of such credits. For example, the learning must be:

- * college level;
- * documented/evaluated by an expert in the field; and
- * fulfill part of the degree program at the college where you enroll. Credit can be recommended only for learning gained through through experience, not for the experiences themselves.

QUESTION: CAN CAP HELP ME GET CREDIT FOR PRIOR LEARNING AND WORK EXPERIENCE?

ANSWER: Yes. Counselors can provide you with quick estimates of your potential credit as soon as possible. You'll get straight-forward and honest advice about what is likely to be accepted for credit and what is not.

QUESTION: IF IT LOOKS LIKELY THAT I CAN GET CREDIT, WHAT SHOULD I DO NEXT?

ANSWER: Arrange to have CAP do a portfolio of prior learning.

QUESTION: WHAT IS A PORTFOLIO OF PRIOR LEARNING?

ANSWER: The portfolio is an individual assessment of your prior experience. You will put it together — in written form — with the assistance of CAP counselors who will use personal computers to help prepare your written learning history. The portfolio is then forwarded to an expert evaluator who will decide if:

- * if credits should be recommended, and
- * if so, how much.

QUESTION: DOES CAP AWARD CREDITS?

ANSWER: No. But it can make recommendations to participating colleges. And remember that credit is finally awarded by the college where you enroll in accordance with school policies and in the context of your degree program.

QUESTION: WHAT DOES IT COST?

ANSWER: Most CAP services are free. If you decide to go ahead with a portfolio of prior learning the fee is \$180, one-half of which is reimbursable through tuition assistance.

QUESTION: I'VE NEVER TAKEN ANY COLLEGE COURSES. CAN CAP HELP?

ANSWER: Yes. Counselors will work with you to explore a wide range of options. And they'll help you get started at a college that best matches your interests and learning styles.

QUESTION: DOES CAP OFFER ANY OTHER SERVICES?

ANSWER: Yes. There is an exciting program called DISCOVER which helps people establish future educational and career goals. (SEE ACCOMPANYING STORY).

**DISCOVER
how you can
set new goals**

**What
is
DISCOVER?**

DISCOVER is an easy-to-use personal computer that can help you set future goals.

**What
can**

DISCOVER

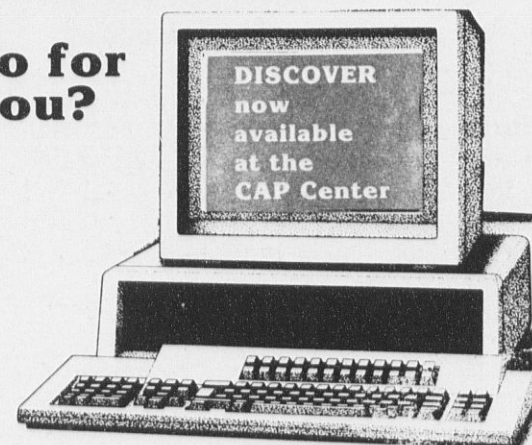
**do for
you?**

DISCOVER can help you...

- * understand the effects that change can have on your life and find new ways to cope with it;
- * learn some things about yourself that can help you make informed career decisions based on your interests, values and skills;
- * obtain valuable career information about more than 450 occupations.

You can use DISCOVER beginning JANUARY 5 by:

- * calling the CAP office and making an appointment, or
- * walking into the office and if no one is on the schedule, using it.



CSEA files charges

HVCC attempts real-life course in union-busting

By Daniel K. Campbell
CSEA Communications Associate

TROY — The Civil Service Employees Association has filed an unfair labor practice charge with the State Labor Relations Board against the Hudson Valley Community College's Faculty Student Association, charging interference in the internal operations of a labor union.

The faculty-student association is a private sector employer which runs the college's food service bookstore and related book-keeping. It is considered separate from the college, but CSEA represents employees of both.

The Union charges that following a very successful and highly publicized 1985 strike by the private sector workers in the FSA, the College and the FSA management developed a discernable pattern of actions aimed at eventually driving the Union out of existence at the campus facility.

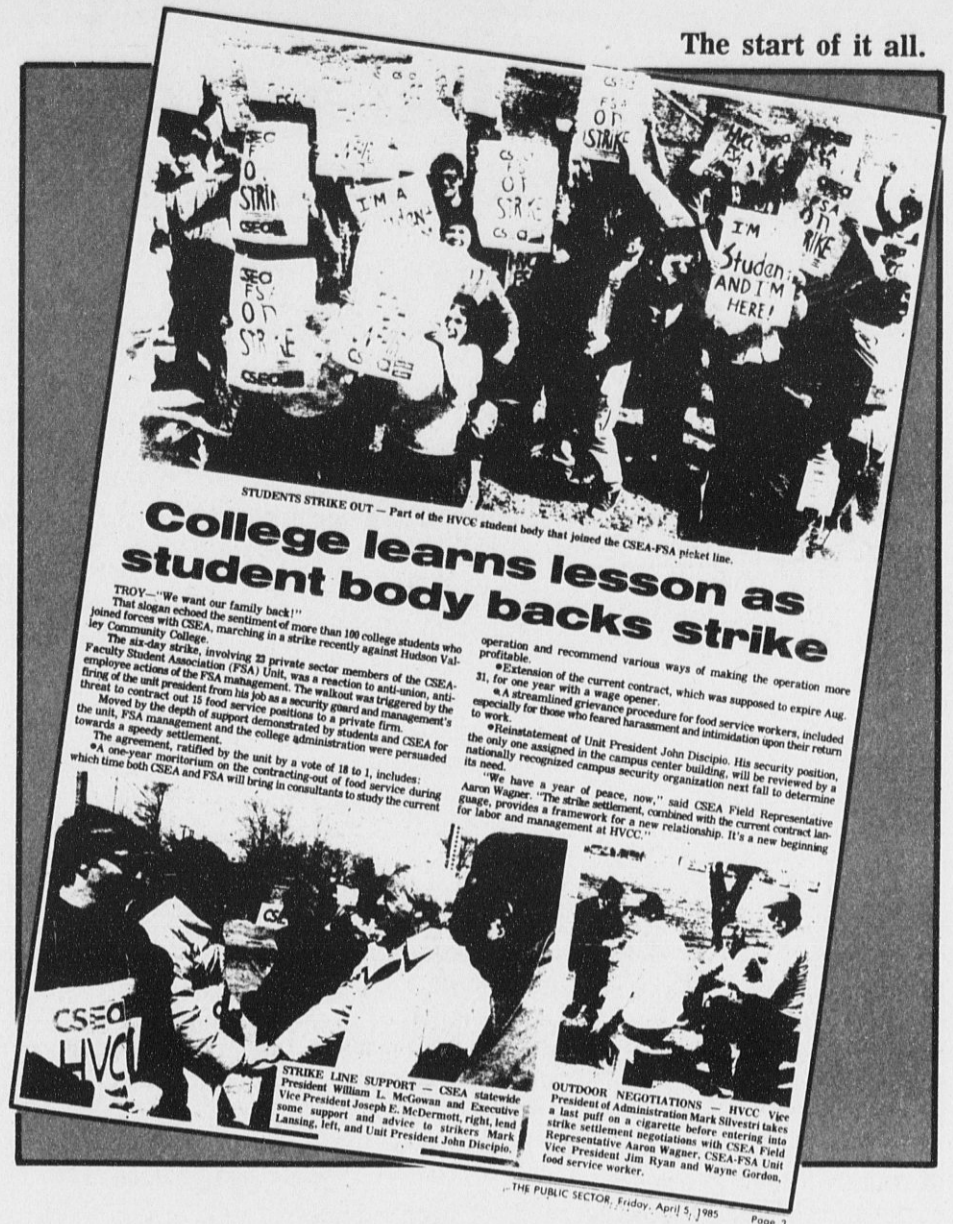
CSEA alleges that HVCC President Dr. Joseph Bulmer and HVCC Vice President for Administration Marco Silvestri have allowed the management of FSA to:

- * discharge a union president from a security position, based on the results of a utilization survey, which found that such a reduction in the private sector would not be able to be adequately taken over by the public sector security workers. That position has been vacant since then, and its responsibilities have not been transferred to the remaining security force.

- * cut back on the Union's membership by failing to fill vacant, full-time positions in the food service area. Instead of hiring one full-time worker, the HVCC FSA has replaced full-time positions with part-time employees, who can not be represented by the Union. This method of replacement has not been used in other bargaining units on the campus.

- * increased the work load of the current union president to the point that the individual is in jeopardy of being discharged, due to a change in his job rating from satisfactory to unsatisfactory.

"CSEA advised Dr. Bulmer and Marco Silvestri of the anti-union pattern of activity of the FSA management. Neither showed any interest in investigating or resolving the situation," CSEA Field Representative Patrick A. Domaratz said.



Too cozy an arrangement

TROY — As further evidence of the union-busting collusion between Hudson Valley Community College and its Faculty-Student Association, CSEA points to a questionable staffing arrangement between the two. Under the arrangement, the College's top financial officer holds a part-time \$5,000 per year position as the FSA's business manager.

CSEA has charged that this is in clear violation of the Faculty Student Association's bylaws.

The FSA claims there is no violation, while the college insists that both responsibilities are entirely separate.

The FSA bylaws prohibit: "...the employment of persons to be faculty members or other employees of the college, or the subsidation in any form, of college employees' salaries."

CSEA also contends that the individual who has held both posts has directed the campaign of anti-unionism.

Departing Civil Service Commissioner
Karen Burstein.



Burstein bows out

ALBANY — Responding to news that New York State Civil Service Commissioner Karen Burstein has resigned effective February 1, CSEA President William McGowan praised her for her efforts, but added that he hoped CSEA would have input on the selection of her successor, because of its importance to CSEA's membership.

"Karen Burstein made good progress in trying to correct some longstanding problems in the civil service system" McGowan said. The CSEA leader also noted that Burstein has been a familiar face at numerous CSEA programs and ac-

tivities and always tried to be responsive when concerns were brought to her attention.

McGowan added that a top priority for the new commissioner should be making improvements in the reporting of test scores. He also restated CSEA's opposition to a merger between the Civil Service Department and the Governor's Office of Employee Relations.

Burstein is leaving to assume the post of New York City's first Auditor General. In that job she will be involved in reviewing the City's financial practices.

At Greenhaven, upgrading means just catching up

By Anita Manley
CSEA Communications Associate

STORMVILLE — Employees of Greenhaven Correctional Facility say they're victims of an unfair system.

According to Local 158 President Chuck Cipriani and Vice President Paul Shutowich, typists and stenographers are being hired at Sing Sing Correctional Facility at Step 4 rates and then transferring to Greenhaven where they maintain their higher entry level salary, earning considerably more than Greenhaven employees who have been on the job for 3-4 years.

In fact, said Cipriani, one Greenhaven Administrator told a transferee from Sing Sing that she would have to accept the lower salary comparable to other Greenhaven employees. She filed a grievance and won, maintaining her higher salary.

"We don't begrudge these people the higher salary," Virginia Averill, a Grade 4 Dictaphone Machine Transcriber pointed out. "We just want equal pay for equal work."

The inequity is considerable, Cipriani pointed out. For, while a Grade 3 typist at Greenhaven earns just over \$11,000, new hires at Sing Sing are earning over \$14,000. When asked why this is so, Sing Sing officials say they're having problems attracting job applicants and have authorization from the state to raise entry level salaries. If the employee chooses to transfer to another facility, she continues to receive the same pay.

"I've had to work here for more than 4 years to make that kind of money," said Joanne Palombo. "These people have no work experience. They're coming right of high school."

CSEA Research Assistant Mark Lawrence explained that hiring certain titles at an increased rate is a management right. Although Greenhaven employees contend that recruiting clerical help at their facility is also difficult, facility administrators disagree.

Arguments that the cost of living is higher in Westchester County do not impress Greenhaven workers either. "The cost of living in Dutchess County is just as high," said Trudy Colan.

Gerda Krupowicz added that apartment rents have increased considerably in the area.



Clerical employees of Greenhaven Correctional Facility look over the state Administrative contract to compare salaries of clerical workers at Sing Sing Prison. Shown here standing are Kathy Morton, Barbara Whitney, Rebecca Loveday and Gerda Krupowicz. Seated are Gerlinda Rice, Cindy Schmitt, Virginia Averill and Carol Leight.

One employee pointed out that an upgrading of all clerical positions is long overdue regardless of the cost of living in Dutchess County.

"The state is always upgrading the higher grades," said Carol Leight. "They should look at the lower grades. We have a great deal of responsibility and we're often asked to do out of title work."

One Grade 4 employee summed up her feelings: "They should treat the employees as well as they treat the inmates!" she concluded.



EAP saves a life

WARWICK — Employee Assistance Program sponsored blood pressure screening at Mid Orange Correctional Facility has been credited with saving the life of an employee here.

Marty Freedman's doctor told him that had he not had his pressure checked he could very well have suffered a heart attack or stroke.

On Monday, Oct. 20, the Mid Orange EAP set up a blood pressure screening clinic in the lobby of the main entrance.

In a letter to the EAP, Freedman said: "When I entered the facility, I was invited to have my pressure checked and was told my reading was 168/110, said Freedman. I was told to immediately contact my doctor. When I went home, I went to the emergency room and was given injections to bring down the blood pressure reading which now was 202/115."

"I credit early detection to the EAP, and feel if it were not for your wonderful people and your outstanding efforts, I may not have been able to write this letter of deepest appreciation. Thanks for helping to save my life."

\$100 too much for coffee

FISHKILL — A \$100 fine for a CSEA member charged with insubordination is not justified, according to a recent arbitration decision.

William Blacknall, a parks maintenance assistant, and his co-worker, John Roger were sanding and salting the Taconic Parkway when they pulled off the highway to purchase a container of coffee in a local store.

As Blacknall turned off the road, his supervisor, who was touring the area, spotted his truck and parked next to him.

"What's wrong?" he asked.

Blacknall said he was tired and was stopping for a cup of coffee.

The Supervisor ordered him back onto the road. Blacknall and Roger purchased their coffee and returned to the parkway. Shortly thereafter, Blacknall received a Notice of Discipline charging him with insubordination and fining him \$100.

Although CSEA argued that Blacknall was not guilty of the charges, Arbitrator

Howard Edelman maintained that the Supervisor not only had the right to order him back to work, but that the employee was guilty of insubordination. But, he stated, "a \$100 fine is clearly not justified."

"Blacknall did not simply take a coffee break," Edelman noted. "He went to the general store, purchased coffee and returned with it to his truck. At that moment, he and Roger resumed their duties while drinking coffee. Thus, Blacknall simply took time to buy the coffee before continuing with his work. As such, there was a minimal interruption in his duties that morning.

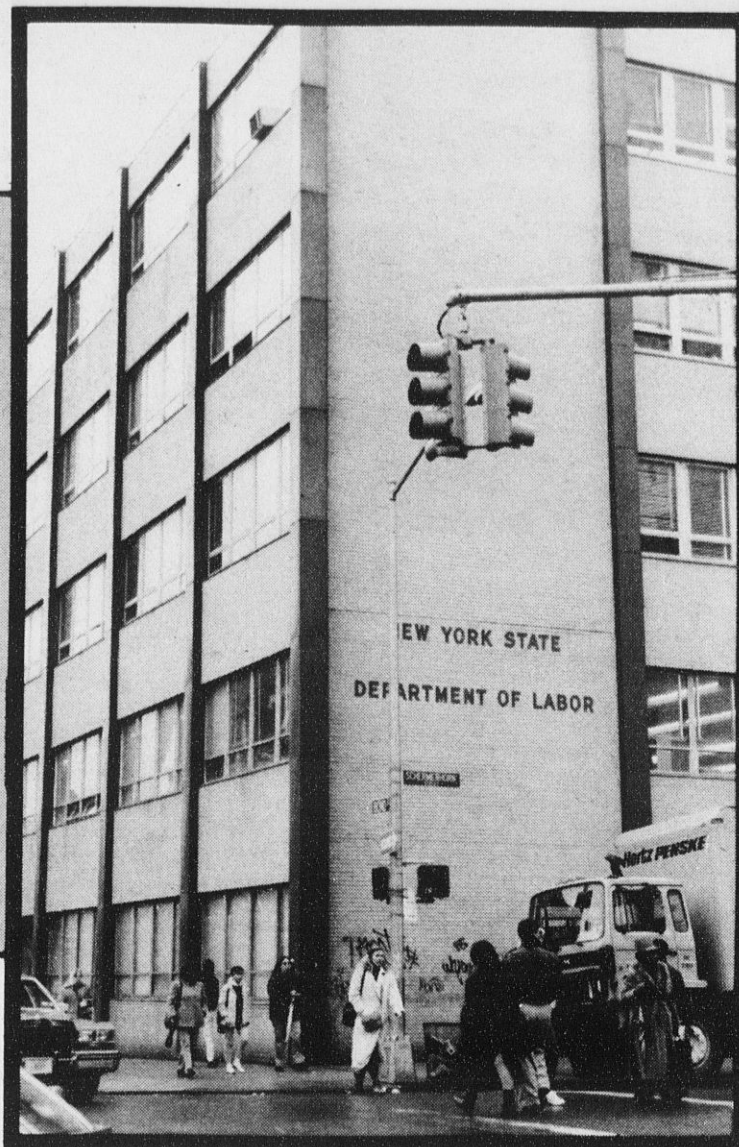
Edelman also commented that co-worker Roger was not penalized for "virtually the same act."

"In fact," he emphasized, "it was Roger who suggested that the two stop for coffee that morning. 'Also,' he added, 'Blacknall's record shows no evidence of similar misconduct in the past. As such, a fine of \$100 is simply too severe under the circumstances of this case.'"

Bomb threats: Handle with care

“We can’t afford to risk members’ lives on whether a manager guesses right”

—CSEA Region II President George Boncoraglio



“No individual manager has the right to play with people’s lives”

—CSEA Local 350 President Denis Tobin

By Lilly Gioia
CSEA Communications Associate

NEW YORK — Decisive CSEA action has resulted in management personnel being served with a Notice of Violation at the State Department of Labor Brooklyn Job Service Office. Management was cited and found negligent for failing to evacuate clients and employees during an April 30, 1986 bomb scare.

On that date, an enraged female client, loudly blaming Job Service employees for not finding her a job, told the switchboard operator she had planted a bomb to get even. When rumors about the bombs began circulating and employees became aware that New York City police officers were searching the premises, worried CSEA members questioned why no evacuation has been allowed.

Anxious employees had reason for concern knowing the Labor Department’s history of angry clients carrying through on threats against staff and the serious injuries to state workers that have resulted. Any employee at the Brooklyn office said that several times each year all clients and staff are routinely evacuated from the building for fire drills.

“Are they crazy to think a bomb scare is not as important as a fire drill?” another employee asked.

Responding to phone calls from distraught Labor Department members, CSEA Region II President George Boncoraglio instituted an immediate investigation. “Though no bomb was found in the Brooklyn office, we can’t afford to risk lives on whether a manager guesses right

on what is a prank call and what isn’t,” Boncoraglio said.

CSEA Safety and Health Specialist Ken Brotherton filed a complaint with the NYS Public Employee Safety and Health Bureau. “Strong objections must be made by the union when adequate evacuation plans are not in place or are arbitrarily ignored by management,” he said.

Because bomb scares are numerous in the metropolitan area, they are a fact of life that must be addressed. The building at 250 Broadway which is headquarters for the State Liquor Authority has been bombed previously. At this site, CSEA also recently sought a review of the emergency evacuation plan for the building based on several reported bomb scares there. According to Frank Cosentini, CSEA representative, employees are “very sensitive on this issue.”

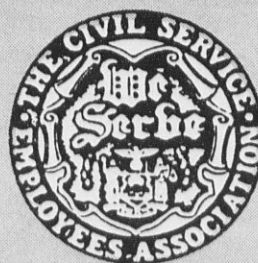
While the State Liquor Authority evacuation plan was found to be “adequate” by a Safety and Health Inspector, the Brooklyn Labor Department management was issued an Order to Comply with Article 2 Section 27A of the 1980 Public Employee Safety and Health Act. The law requires that the “place of employment” be free from “recognized hazards that are causing or are likely to cause death or serious physical harm” to employees.

Statewide CSEA Board of Directors member and President of New York City Department of Labor CSEA Local 350 Dennis Tobin indicated that procedures for evacuations in bomb threat cases are being reviewed at the statewide labor/management level. “No individual manager has the right to play with our members’ lives,” Tobin said.

Payroll deduction for PEOPLE begins

The PEOPLE dues checkoff begins in the Jan. 7, 1987 state payroll. If you signed a PEOPLE deduction card, that’s when your bi-weekly contribution starts. PEOPLE is a special political fund to support congressional candidates favorable to the best interests of unionists and working class Americans.

CSEA ★ AFSCME



IN PARTNERSHIP FOR PEOPLE



CSEEA

**We're your union —
working for you!**

Dear Brothers and Sisters:

As we enter the New Year we do so with a new beginning, and the hope that tomorrow will be better than yesterday. But that tomorrow is based on many yesterdays. One hundred years ago the American Federation of Labor was founded, and 24 years later CSEA was born.

Over the last 76 years we have fought for and won better working conditions, higher salaries, job security, a safer workplace, and retirement benefits for all of our members.

But outside our union there are clouds which threaten our future. We are told that millions of people are finding jobs and the unemployment rate is going down. What we are not told is that many of those workers are earning \$6,000 per

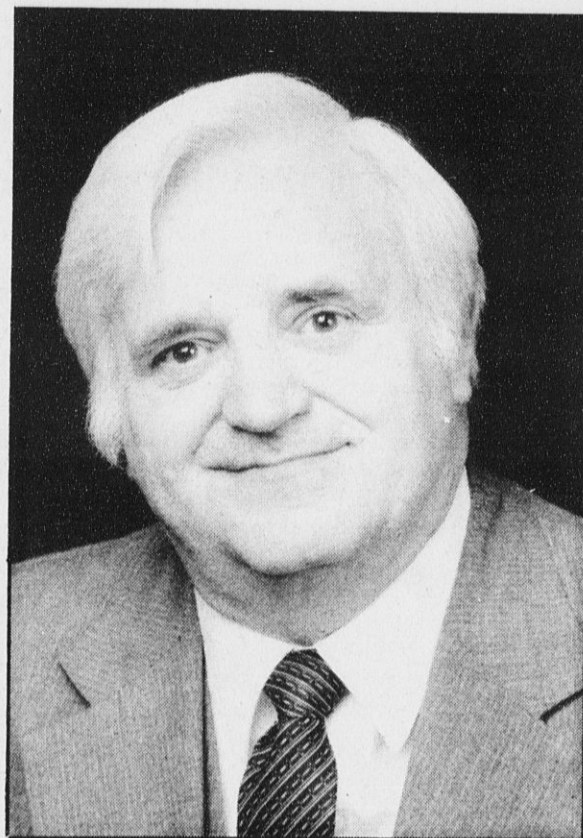
year. Families which could depend on one income now need two paychecks just for the necessities of daily living.

In my opinion, we are evolving into a two class society. The rich and the poor. Without a middle class we will lose our past and possibly our future. The decent wage for all workers — public or private employees — is as important today as it was yesterday.

I urge each of you to remember your labor heritage and to pass it on to your children as did your parents and grandparents. Our past is part of our future. May our future prosper in the coming year.

Fraternally,

William L. McGowan



Support services stressed in Syracuse

SYRACUSE — In the continuing plan to explain important aspects of CSEA support services during contract negotiations, Region V and statewide staff members conducted a special session for the Syracuse City Unit of CSEA Local 834 Onondaga County, now in the midst of contract talks.

Unit members were invited to an early-evening meeting at Syracuse City Hall to meet their CSEA field representative and negotiating committee, supported by CSEA regional and state staff members from Research, Budget, Communications, Safety & Health and Political Action (PAC).

Regional Director Frank Martello and Collective Bargaining Specialist Tom Pomodoro served as co-moderators and introduced departmental speakers who explained the function of the CSEA services.

Following opening remarks from Martello, Pomodoro introduced: Ron King, Deputy Director of Local Government & School Affairs; Mike White, CSEA Field Representative for the Syracuse Unit; CSEA Legal Counsel James Roemer; Don Kelly and Kim McHale, representing the CSEA Research Department; Region V Communications Specialist Charles McGeary; Political Action Coordinator Tim Burns; and Safety and Health Representative Chris Jamison.

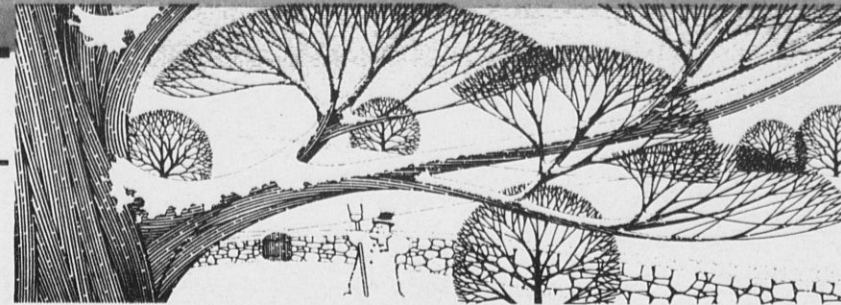
The Syracuse City Unit was represented by Dale King, president of Local 834 Onondaga County; Unit President Terri Hobson; Vice-Presidents Jack Silvia and Lee Fordock; Secretary, Mary Morgan-Putzer; and JoAnn Stack, Unit Treasurer.

An open question and answer session concluded the explanation of the negotiating process, grievance procedure and services available from the local and statewide levels.



CSEA Field Representative Mike White, standing, emphasizes a key point of concern in the grievance procedure during a special membership meeting conducted for the Syracuse Unit of CSEA Local 834. Other CSEA staff members and elected officials at the speaker's table included, (left to right), Chuck McGeary; Ron King; Kim McHale; Don Kelly; Tom Pomodoro; White; Jim Roemer; Local 834 President Dale King; and Syracuse Unit Pres. Terri Hobson. Regional Director Frank Martello and CBS Tom Pomodoro co-moderated the early-evening session. CSEA and the City of Syracuse are in the midst of negotiations.

1986—another year of achievement



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JANUARY

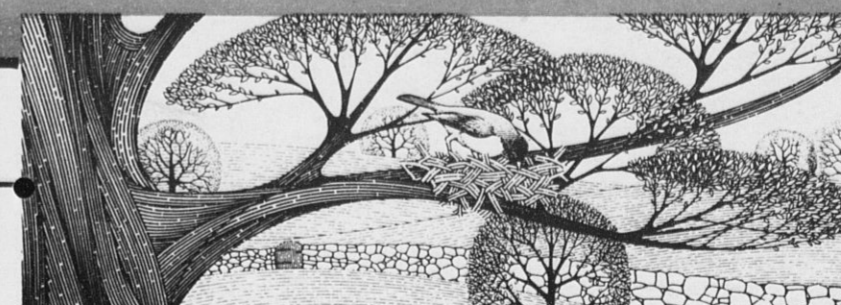
- Thousands of DOT employees receive special winter maintenance shift pay negotiated by CSEA.
- Town of Poughkeepsie members picket for a week to break contract impasse; OK new agreement.
- CSEA files grievance to halt inmate from performing member work at Arthur Kill Correctional.
- Three-year union effort to establish multi-agency Employee Assistance Program in Rochester ends successfully.
- CSEA charges SUNY Oswego management covered up serious asbestos problems at campus.
- CSEA President William L. McGowan warns Civil Service Department to "put your own house in order" before considering merger with Governor's Office of Employee Relations.



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FEBRUARY

- CSEA sues state, claiming thousands of employees were placed in wrong retirement tier. Hundreds elevated to Tier II status.
- Union wins a major victory for court reporters concerning pay for transcripts.
- CSEA calls New York City Department of Labor office "a disgrace," calls for state to clean up unsafe and unhealthy worksite.
- Amityville School District members march to protest contracting out of custodial services.
- "Enraged" union officials charge employees at Kingsboro Psychiatric Center at risk of hepatitis.
- St. Lawrence University Local ratifies first contract since joining CSEA, members "delighted" with results.



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MARCH

- Suspicious fire heavily damages floor in Empire State Plaza complex in Albany shortly after 2,000 employees end work day; no injuries reported.
- CSEA spokesperson tells joint legislative labor committee that the Public Employee Safety and Health Act doesn't effectively protect public workers and is a sick and incapacitated program.
- Union says employees must have the right to refuse to perform assigned, but unsafe, work.
- Delaware County members march in snow to protest contract impasse, action leads to new agreement.
- CSEA efforts protect some 900 jobs in face of closing of Staten Island Developmental Center.



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APRIL

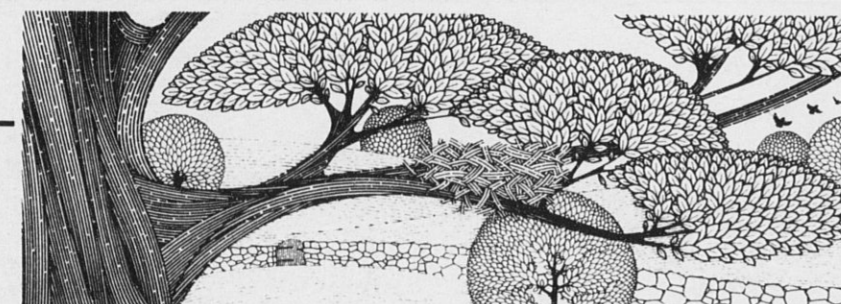
- CSEA signs new three-year contract covering Office of Court Administration employees.
- Monroe-Woodbury school bus drivers picket to protest lack of contract; action leads to new agreement.
- CSEA bill to abate asbestos in public buildings gains support from several key legislators.
- Thanks to CSEA campaign, licensed practical nurses in New York City and Long Island area receive new geographic pay differential.
- Union helps clear five DFY employees at Tryon School of false charges of using excess force to control clients; members plan to sue state for initiating charges.
- CSEA negotiates \$100,000 to fight job stress for Institutional Services Unit employees.



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MAY

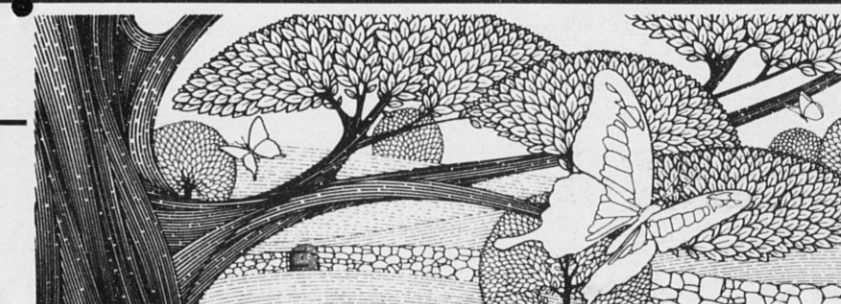
- Long Island Developmental Center members unveil sculpture in memory of Dr. Martin Luther King Jr. after four years of fund raising.
- Copiague School District secretaries picket to protest lack of contract as Secretaries Week comes and goes without an agreement.
- Burnt Hills-Ballston Lake School District members successful in campaign to stop bid to contract out their services.
- CSEA upset that inmates are handling telephone services for state Department of Motor Vehicle, taking work away from employees.
- It took eight months of tough bargaining, and plenty of solidarity, but Ulster County members finally gain new contract.



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JUNE

- Syracuse School District members trained to remove asbestos from school buildings; saves public well over one million dollars.
- CSEA officials bluntly tell state that public employees must have major role in system during meeting on "future quality of services in OMH and OMRDD." CSEA President William L. McGowan declared, "We in the public sector have a much better track record of providing quality care than private and volunteer organizations that are trying to take over."
- An 18-month CSEA campaign results in saving 1,100 jobs at the Erie County Medical Center in Buffalo.
- CSEA Regional President Robert L. Lattimer charges NLRB with "violating sacred trust of secrecy" during two CSEA organizing drives in western New York.



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JULY

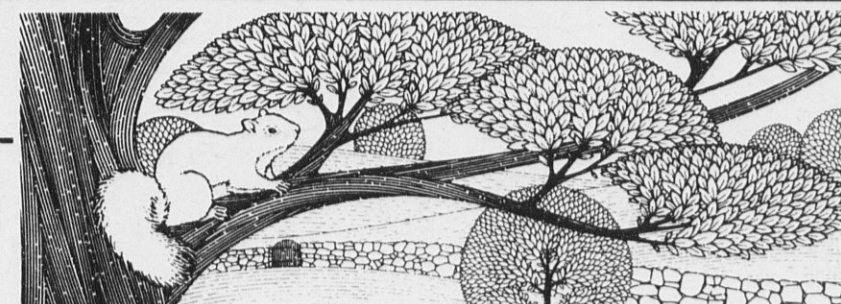
- Union investigation reveals that state interagency mail system carries substances that place employees in danger.
- Union effort help retain Hopevale Home for troubled teenage girls and saves 75 jobs.
- Unions kick in to help get day care center running at Hudson River Psychiatric Center.
- CSEA wins over management and outside union combined to keep Essex County workers firmly in the CSEA camp.
- CSEA thrashes Teamsters to retain City of Syracuse white collar employees.
- CSEA wins class action grievance protecting status of SUNY Morrisville bus/van drivers.



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AUGUST

- CSEA crushes Teamsters to retain representation of Orange County employees.
- Union reps tour state during summer to prepare for winter work problems for DOT employees.
- Brooklyn Downstate Medical Center member wins \$16,000 in back pay following year-long fight on her behalf by CSEA.
- Union presents 18 children of members with \$9,000 in college scholarship for new school year.
- Union legal assistance helps blind Brookhaven Town employee gain a substantial upgrading in recognition of his work achievements.
- Innovative intern program launched by union to improve member services, create future staff experts.



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SEPTEMBER

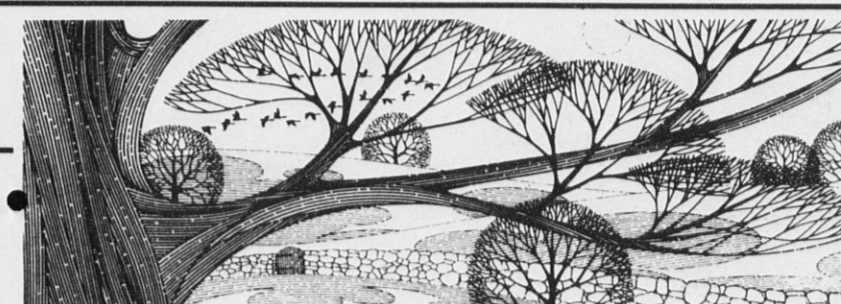
- Special delegates meeting results in reaffirmation of powers of union president.
- CSEA hosts visit by British health care officials to facilities on Long Island.
- Statewide Treasurer Barbara Fauser retires from office.
- CSEA retirees call for state legislature to pass a pension supplementation bill; plan to lobby in Albany for project.
- Two Rockland County security guards disarm a violent client to prevent any injuries to others at county mental health department.
- Stinking garbage attracts rodents and a union grievance at Stony Brook University Hospital; management ordered to clean up hazard.
- Collective Bargaining Specialist Joseph P. Reedy named executive assistant to statewide president, replacing retiring Robert Guild.



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OCTOBER

- CSEA disagrees strongly with plans to employ "sneaks, snoops and agents" to spy on OMRDD employees.
- Union launches all out campaign to renovate Manhattan Psychiatric Center and prevent relocation of patients and staff.
- Petition drive launched in Western Region seeking release of American hostages held in middle East.
- Union launches "most complex project of its kind every attempted" to identify and correct unique problems impacting on Social Services employees.
- Big organizing drive concludes with victory at Geneva B. Scruggs Community Health Care Center in Buffalo.
- CSEA forces DOT to withdraw smoking ban policy instituted unilaterally.



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NOVEMBER

- Two CSEA members in Albany win largest employee suggestion award ever — \$54,000.
- For first time ever, court spells out powers and limitations of CSEA's two main governing bodies — the Board of Directors and the delegates.
- Mary Sullivan named new statewide treasurer.
- CSEA members helping made desegregation go smoothly in 8,000-student Yonkers school system.
- Agreements reached at CSEA — OMH labor management meeting called a breakthrough at improving the system and relationships.
- Delegates approve change in incorporation papers to establish their authority as final in union policy matters.

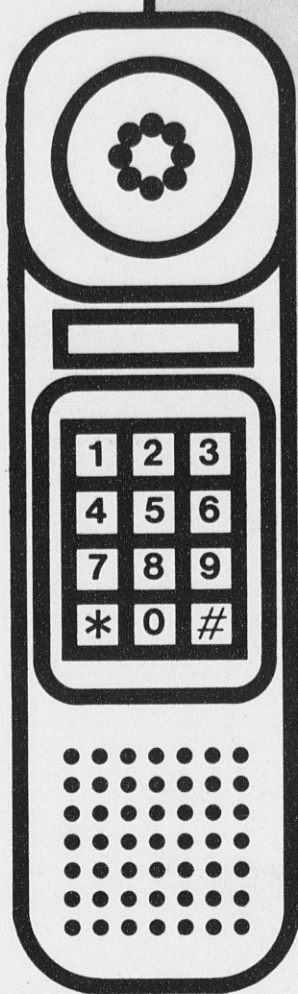


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DECEMBER

- Union takes strong stand against random drug testing of employees.
- Union gears up to assist up to 1,000 Labor employees who may face layoffs in March due to federal fund cutting.
- Eligible state workers get up to \$500 in CSEA-negotiated lump sum longevity payments.
- Calling it unfair and discriminatory, CSEA obtains a court injunction to prevent state from using zone scoring system in competitive civil service examinations.
- State employees check off nearly \$27,000 in contributions to CSEA/AFSCME PEOPLE program to aid candidates in federal elections.
- An undercover operation that resulted in the arrests of 18 employees and interrogation of many more labeled a "witch hunt" by union officials at Wassau Developmental Center.

Professional union help is just phone call away

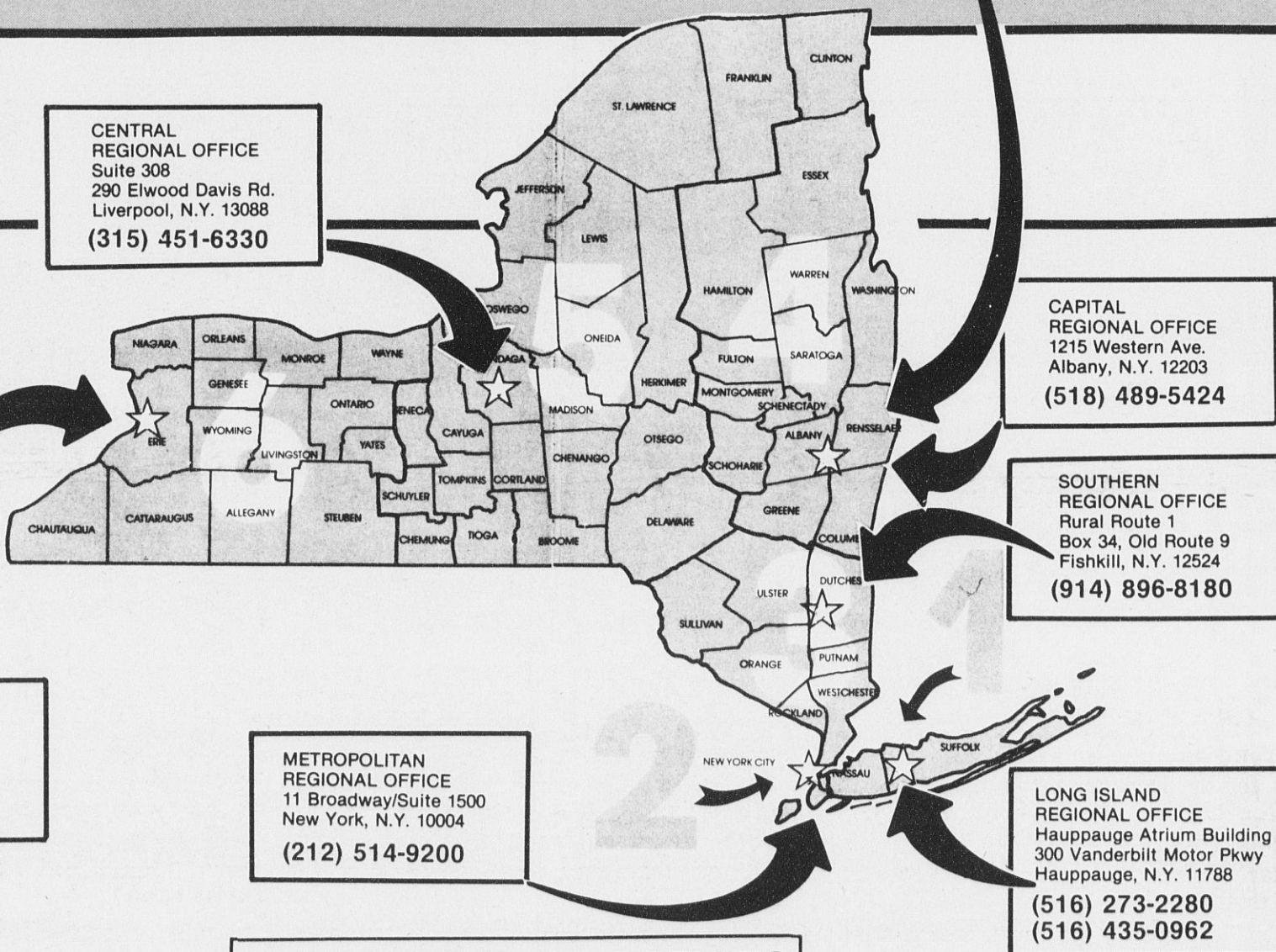


We're just a phone call away.
The best professional help, or the answers to any questions you might have about civil service employment, are as close as the nearest telephone.

Your initial contact should be with your shop steward and/or your Local president, of course. But help is also right there in your CSEA Regional Headquarters, or in one of our satellite offices. And all types of professional staff assistance is there to serve you in CSEA's statewide headquarters in Albany.

Save this page, you never know when you'll need to contact a union official or representative. They're just a phone call away.

STATEWIDE HEADQUARTERS
143 WASHINGTON AVENUE
ALBANY, N.Y. 12210
(518) 434-0191



CSEA SATELLITE OFFICES

● BINGHAMTON SATELLITE OFFICE

Suite 218, Executive Office Bldg.
Binghamton Plaza
33 W. State Street
Binghamton, NY 13901
607-772-1750

● CANTON SATELLITE OFFICE

P.O. Box 488
Canton, NY 13617
315-386-8131 or 8132

● WESTCHESTER SATELLITE OFFICE

222 Mamaroneck Avenue
White Plains, NY 10601
914-946-6905 or 6906

● UTICA SATELLITE OFFICE

289 Genesee Street
Utica, NY 13501
315-735-9272

● PLATTSBURGH SATELLITE OFFICE

Broad Street Professional Bldg.
53 Broad Street
Plattsburgh, NY 12901
518-563-0761

● ROCHESTER SATELLITE OFFICE

332-Jefferson Rd.
Rochester, N.Y. 14623
716-278-0800

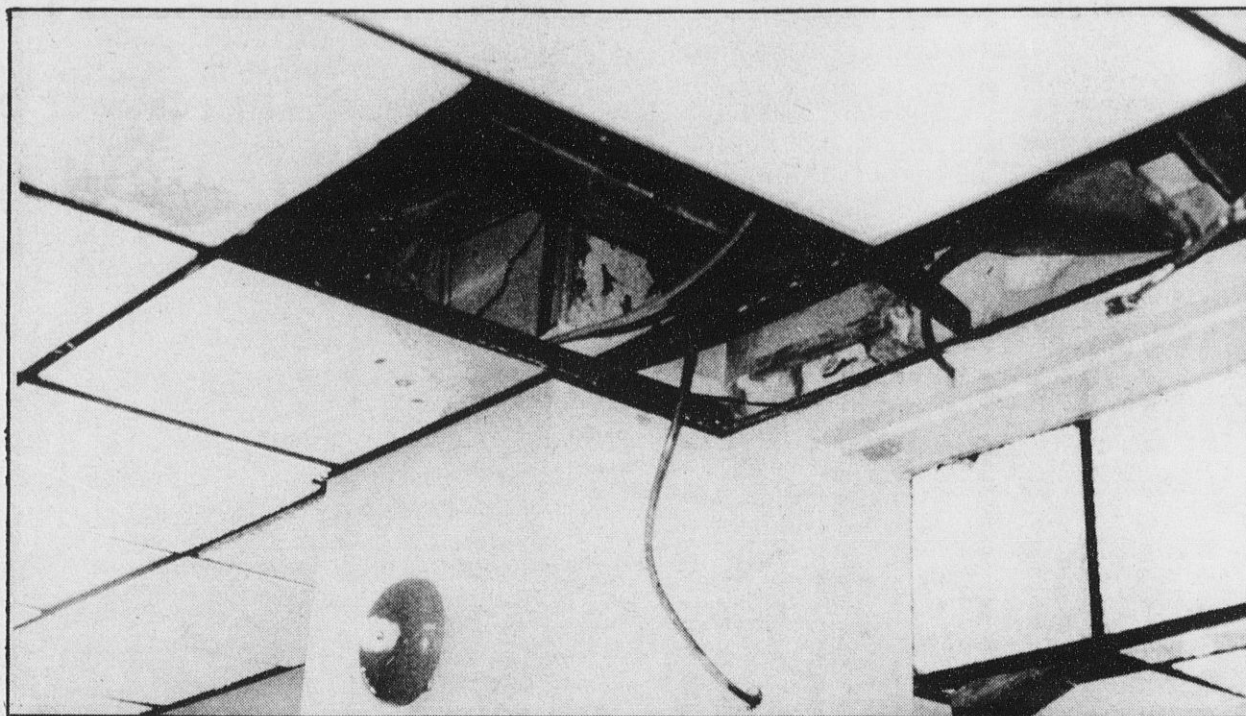
● MAYVILLE SATELLITE OFFICE

P.O. Box 225
Mayville, NY 14757
716-753-5290

Leaky roof and unheated office

Union puts on heat to get it turned up

Landlord caves in, along with ceiling tiles, to the pressure



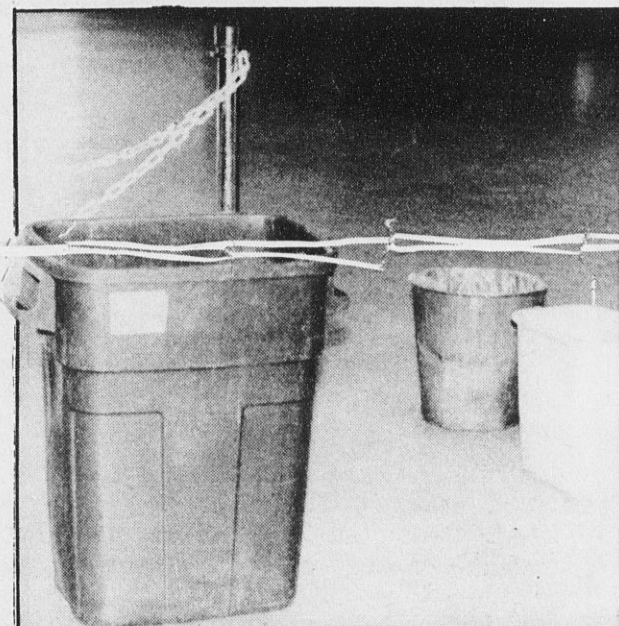
YONKERS DMV EMPLOYEES can watch rain water from outdoors seep into the office through ceiling tiles and fixtures that are damaged or missing entirely.

According to Region III Field Representative Glenn Blackman, members of Mid-Hudson Local 009 were working in their heavy coats and watching ceiling tiles collapse following a spell of cold, wet weather.

"The landlord didn't seem to care," said Blackman. "He wants the DMV out of here — they're here under a month-to-month lease — and when repairs were needed, he couldn't be bothered."

But threats of political action and a public relations campaign prompted him to repair the boilers and patch the roof, says Blackman. "The landlord's maintenance supervisor happened to walk into a meeting as I was telling the workers that we would send press releases and contact local politicians. Two days later, the heat came on and the roof repairs began!"

Meanwhile, said Blackman, state officials are looking for a new home for DMV. But for now, employees can work without their winter coats on, thanks to the persistence of the union.



THESE DECORATIVE LITTLE TOUCHES in the Yonkers Department of Motor Vehicles are both tasteful(?) and useful(!) as they catch the rain falling through the roof.

ALBANY — The union has filed a lengthy application with the state Civil Service Department proposing that salary grades be reallocated for job titles in the "stationary engineer series."

Traditionally, stationary engineers operated and maintained basic power-plant equipment. Nowadays, their responsibilities have increased with the introduction of new technology and multi-fuel combustion systems. In addition, they run complex building environmental systems and may spend as much as 70 percent of their time outside the power/heating plant.

Accordingly, the union proposes that employees in titles such as assistant stationary engineer, stationary engineer, senior stationary engineer and principal stationary engineer be

assigned salary grades and titles that better reflect the high level of technical skills and responsibilities required by their positions.

The application was assembled by a special "Ad Hoc Stationary Engineers Committee" appointed by Statewide President William L. McGowan. Members included Claude Kohl, Antoine Bailous, Dennis Heimburg, Lawrence O'Connor, Peter Zubikowski and Collective Bargaining Specialist John Naughter.

CSEA Research Analyst Frank Abbey was the committee's technical advisor. He notes that the state has acknowledged receipt of the application which it will evaluate as soon as the Civil Service Department completes overhauling the existing classification and compensation system.

Increased grades in engineers series is proposed by CSEA

By Anita Manley
CSEA Communications Associate

YONKERS — When CSEA members who work for the Department of Motor Vehicles put the heat on the landlord of an office building here, he turned up the heat for employees after more than three weeks in a deep freeze.

IRA MADE EASY!

By **Patty Mack**
Coordinator CSEA/Unity Mutual



Patty Mack

The number of requests for information that I've received since CSEA endorsed Unity's Individual Retirement Account Payroll Deduction Plan tells me that there's a great deal of interest in this benefit. The questions that you've sent along also tell me there's some confusion over how IRAs work, especially in light of recent tax law changes. With the help of the PUBLIC SECTOR, I'll try to answer some of the most commonly asked questions. I am also providing a coupon for more information or for your specific question, which I will answer in subsequent columns.*

Q: WILL MY IRA CONTRIBUTION STILL BE TAX DEDUCTIBLE UNDER THE 1986 TAX REFORM ACT?

A: The full \$2,000 is deductible IF your family income is less than \$40,000 adjusted gross income (\$25,000 for individuals), and/or you are not covered by an employer pension. The deduction for your non-working spouse remains at \$250.

Q: WHAT IS ADJUSTED GROSS INCOME?

A: Adjusted gross income is your gross income, minus all your allowable deductions. Under the new tax law, your IRA contribution can be deducted only AFTER you calculate your adjusted gross income, not as part of the AGI.

Q: WHAT IF I AM COVERED BY AN EMPLOYER PENSION PLAN?

A: Your contribution still is deductible if you and your spouse don't earn more than \$40,000 AGI, or if you're single, you can earn \$25,000 and under AGI. Deductions are not allowed for those people who are covered by a pension plan and who earn more than \$50,000 AGI (\$35,000).

Q: WHAT IF MY INCOME FALLS BETWEEN THE \$40,000 AND \$50,000 LIMITS?

A: Then the amount of your IRA contribution that is deductible is adjusted. The IRS has a formula to calculate the allowable deduction. For example, a married couple filing a joint return having an AGI of \$43,000 can have an IRA deduction of \$1,400. Call 1-800-448-5454 and I will help you to calculate your correct amount.

Dear Patty:

Please send more information about IRA
 Please place my name on your IRA Mailing List
 My IRA Question is: _____

Name: _____

Address: _____

Mail To: **Patty Mack**
Unity Mutual Life Insurance Company or
One Unity Plaza Call 1-800-448-5454
Syracuse, NY 13215

* This column is not intended to give legal, tax or accounting advice. The information contained in this column is a summary of our understanding of the current tax laws effective in these areas and how they relate to our annuity contract.

Locust Valley driver pact is praised

LOCUST VALLEY — The CSEA Locust Valley Bus Drivers Unit of Nassau Educational Local 865 has ratified what Unit President Joe Curtis calls "probably the best bus driver's contract on Long Island, and we're proud of it."

The three-year agreement calls for, in the first year, salary increases of 12 percent, plus 50-cents-an-hour if the employee works five straight days. In the second year, the 21 members will receive an eight percent salary increase, plus the 50 cents, plus a \$20,000 life insurance plan. The third year calls for another eight percent increase, plus 50 cents per hour.

"I feel we got this excellent contract because we have a good rapport with the members of the board of education and because our negotiating committee did their homework."

The committee included CSEA Field Representative Michael Aiello, Curtis, Camille Hole, Nancy Burgis, Marie Malusa and Patricia Parcetti.

Three Village contract Ok'd

THREE VILLAGE — Members of the CSEA Three Village School Monitor Unit of Suffolk Educational Local 870 recently ratified a new three-year agreement.

According to CSEA Field Representative James Walters, the contract calls for an increase of approximately 30 percent over the life of the contract, including a comparable worth raise.

The 35-member unit also agreed to a provision which calls for partial payment for unused sick leave upon retirement.

Members of the negotiating team included Walters, Unit President Sandy DeLeo, Constance Brown, Ruth Pallock and Emily Freund.

Farmingdale unit accepts

FARMINGDALE — CSEA members at the Farmingdale Library have ratified a two-year pact which calls for salary increases of six percent, each year, plus increments, according to CSEA Unit President Jean Meagher.

In addition to the salary increase, the agreement calls for a five percent increase in health insurance, a \$250 longevity stipend to be given on a member's 20th anniversary and improved contract language.

CSEA Field Representative Michael Aiello assisted the unit with negotiations. "The negotiating team did a good job and should be commended," he said. That team consisted of Meagher, Jeanne Bracken, Shirley Dickheiser and Tom Gabia.



**We're your union
at work for you!**

Agreement reached to upgrade Niagara County SS employees

By Ron Wofford
CSEA Communications Associate

LOCKPORT — Labor-management accords in Niagara County have resulted in upgradings for some 133 workers, and improved payment for on-call, after-hours pager duty for 13 Child Protective Services workers in the Social Services Department.

Quain Weber, president of the CSEA County Unit of Niagara County Local 832, calls labor-management meetings "the best way to accomplish meaningful agreements, with involvement and give-and-take on both sides of the table."

The Jan. 1, 1987, upgradings will immediately affect 88 social welfare examiners, who have two years or more in the grade VI work grouping, moving them up to grade VII, at the same step of their previous pay grade, according to CSEA Field Representative Vince Sicari.

The remaining 42 examiners will automatically be elevated to grade VII, step 3 when they have been in the grade VI pay group for two years, and newly-hired examiners will advance from grade VI to grade VII, step 3 after two years on the job.

Sicari said the upgradings will result in raises of \$1,041 for 12 examiners who are currently at step 3, \$1,114 for nine examiners currently at step 4, \$1,187 for 30 positions currently at step 5, and \$1,242 for 37 workers currently at step 8, totaling 88 examiners who will greet 1987 with previously unscheduled pay boosts.

"These workers are particularly deserving," said Weber, "because their jobs are filled with the stress they encounter with their clients, who because of their unfortunate circumstances, are also facing great stress."

Weber and Sicari praised the three union stewards, Betty Kurtz, Cindy Smith and Arlene Chiasera, "who pitched in, and contributed greatly" to the success of the labor-management talks.

Sicari also said Louis Scozzafava, social services commissioner, was "quite cooperative in the talks, which should bode well for future labor-management matters."

Four other department CSEA members, three home management workers and one accounting supervisor, received upgradings through the labor-management talks, which were concluded after several successive meetings, according to Sicari.

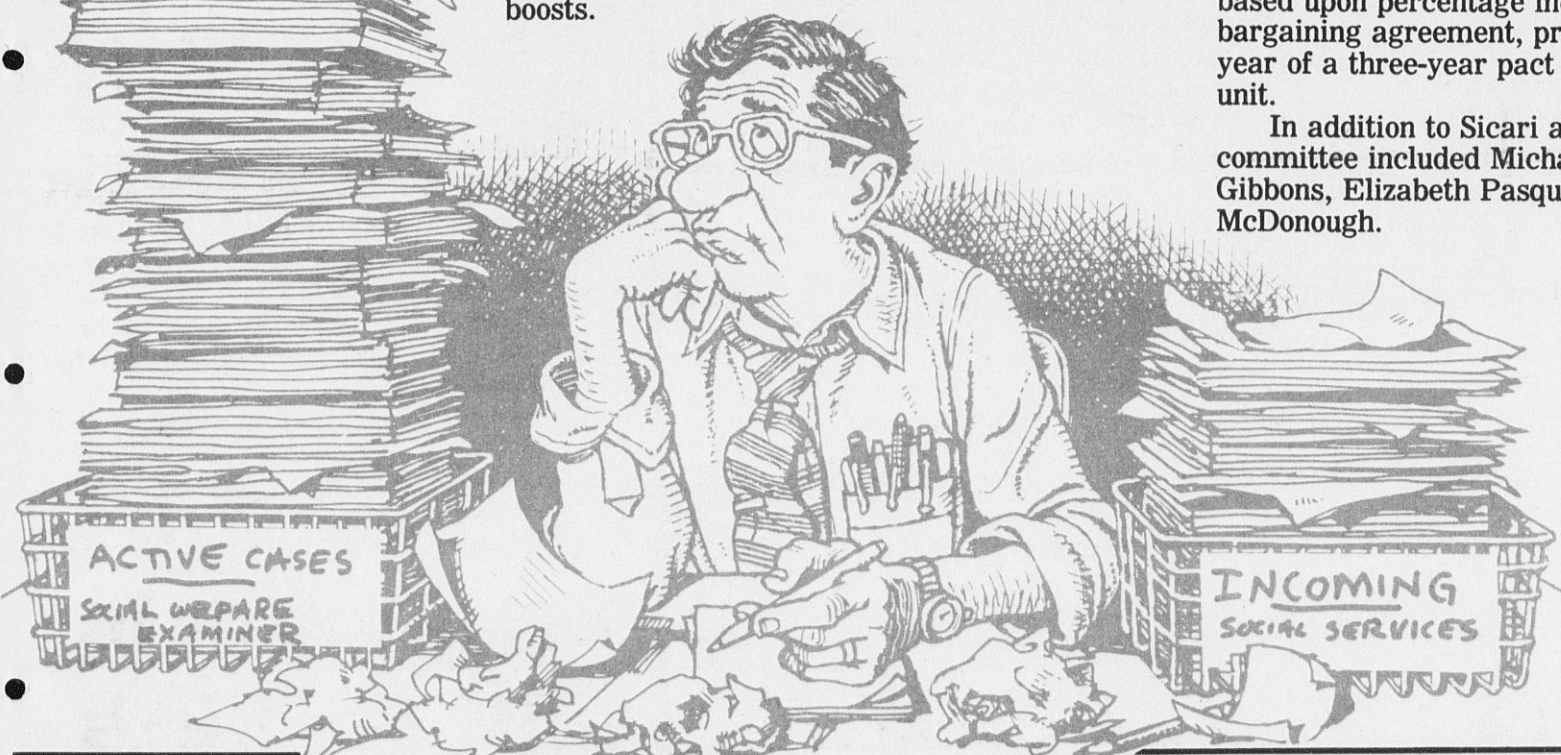
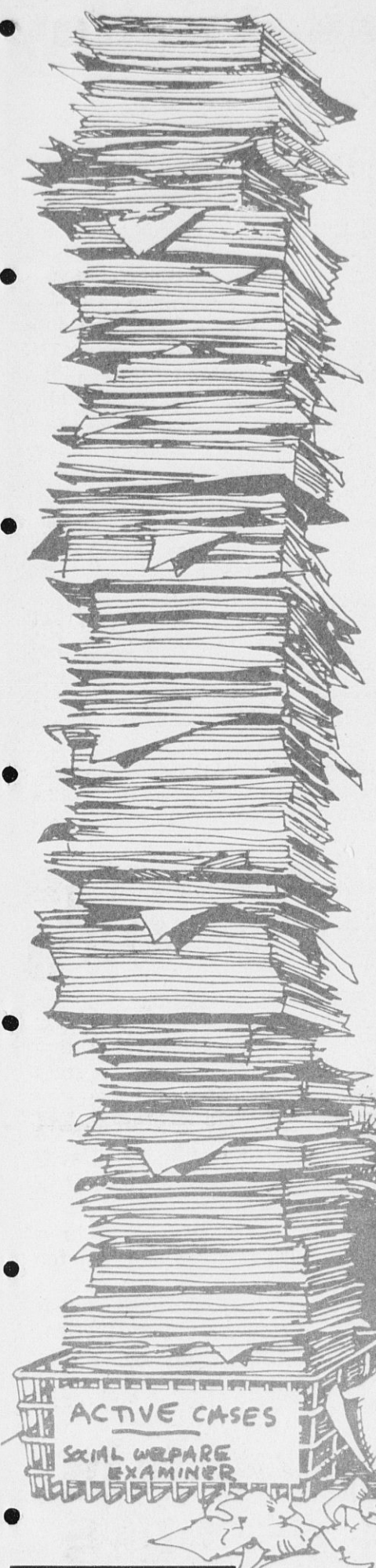
A separate agreement with the social services department will see an improved stipend for Child Protective Services workers who are on call with a pager or "beeper" after hours.

The 13 CPS caseworkers, who are on call duty four weekends per year on a rotating basis, will gain an increase in the previous annual stipend of \$996, to \$450 for each of the duty periods, totaling \$1800, beginning Jan. 1, 1987.

The first five hours of on-call duty will be covered by the stipend, with compensatory time accruals beginning after reaching that mark.

Future increases for "beeper" pay shall be based upon percentage increases in the collective bargaining agreement, presently in the second year of a three-year pact for the 800-member unit.

In addition to Sicari and Weber, the CSEA committee included Michael Parsnick, Linda Gibbons, Elizabeth Pasquale and Janie McDonough.



Head Start employees in Lackawanna give themselves a head start by joining CSEA

LACKAWANNA — Head Start employees of the Friendship House community center in Lackawanna have voted, by a better than 5 to 1 margin, to be represented by CSEA as their bargaining agent.

The 35-member unit includes lead teachers, teachers, nutrition aides, bus drivers, food service workers and custodians. The teachers and other professionals voted, 8 to 0, to be included in the CSEA representation.

The election was delayed, according to Region VI organizer Tom Mullen, while the NLRB heard the employer's challenge to its jurisdiction, because the employer felt federal guidelines, governing

head start policies superceded management's ability to bargain in good faith.

"After several hearings, the NLRB region director dismissed the challenge, and the campaign proceeded without any anti-union activities on management's part," said Mullen.

Mullen said the unit's membership also includes workers at satellite facilities in neighboring Brant and Gowanda, as well as the Ridge Road main day care center.

The organizer said he will be meeting with activist Martha Connor and others soon, to help in electing their officers and negotiating committee.

SUNY Downstate on critical list

BROOKLYN — CSEA vows to fight any move to close SUNY's teaching hospital at Brooklyn's Downstate medical center, according to Region II President George Boncoraglio. Speaking before a packed gathering of CSEA local 646 members at the campus student center, Boncoraglio issued a blistering attack on the health-planning organization report that targets Downstate hospital for the chopping block.

"CSEA will mount a hard-hitting campaign

to halt any plans to close Downstate," Boncoraglio told the crowd whose holiday spirits were dimmed by the prospect of job uncertainty. Local 646 President Bob Keeler reassured the concerned employees that their union is "on top of the situation," and will react forcefully and swiftly.

Even while breaking news accounts of the proposed closing were appearing in local media, Keeler and CSEA staff were meeting with Downstate management officials in a joint effort to assess the problem.

"There is no way a bunch of ivory-tower bureaucrats from the Health Systems Agency are going to close up this hospital," Keeler asserted. "In preparing their report, HSA never sent a single representative down here to assess the impact of a closing on the community, the area economy, the employees or on the medical school," he said.

Calling the HSA report "outrageous," George Boncoraglio said he was "incensed" by the idea that 70% of the 1,000 hospital bed cut proposed in Brooklyn would be in low-income, minority areas.

Strong support to maintain the hospital is anticipated from both the Chancellor of the State University of New York and the Board of Regents. University Hospital at Downstate is



Boncoraglio

the only teaching facility in the borough of Brooklyn.

As a health science center, the complex combines a medical school, school of nursing, graduate program and curriculum for health-related professionals. Approximately 1,700 of the 2,200 Downstate employees actually work in the hospital complex.

City-wide public hearings on the HSA report are scheduled for mid-January prior to any further decision-making by NYS Health Dept. Commissioner Axelrod.

There is no way a bunch of ivory-tower bureaucrats are going to close this hospital.

—Bob Keeler
Local 646 President

...communicating ideas with art

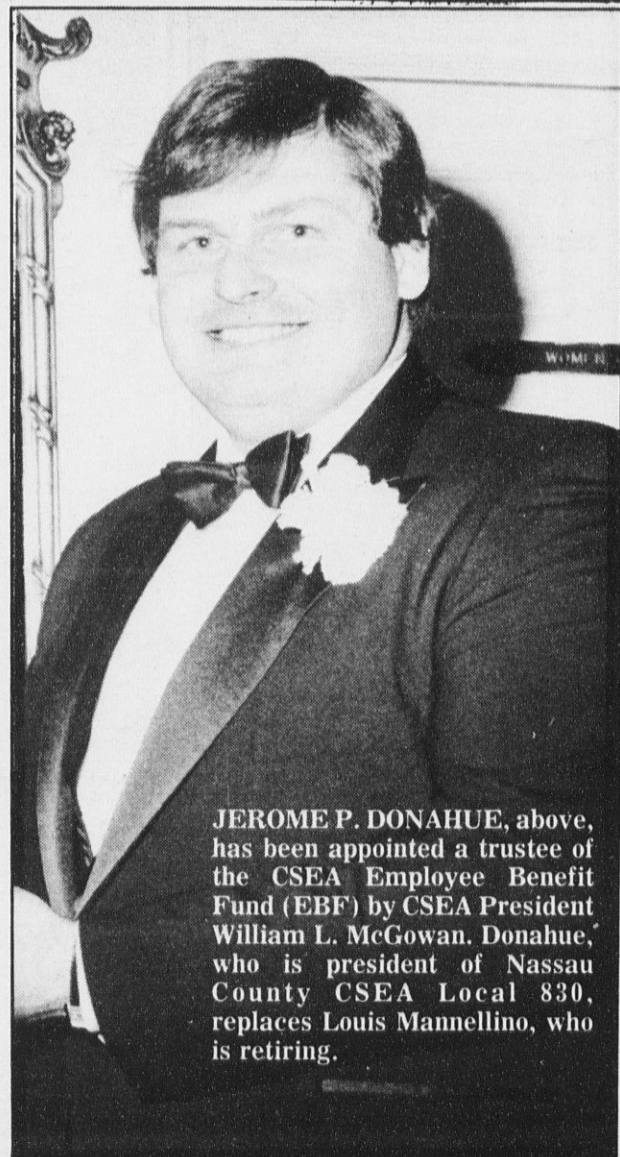


Put **PIZZAZZ** into your Newsletters, Bulletins and Notices!

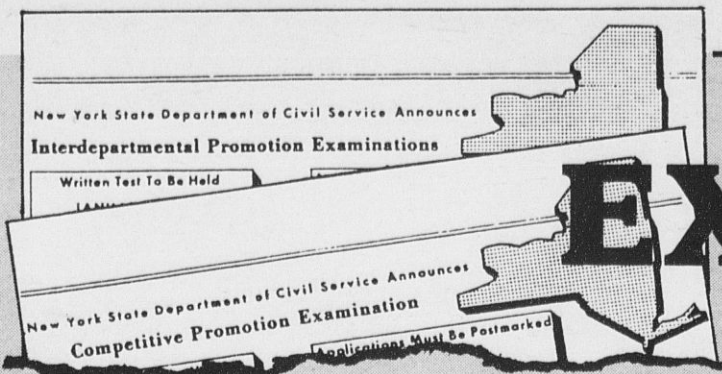
The CSEA Communications Department has put together a **CLIP ART** booklet that has the CSEA logo and seal, cartoons, graphics, and other visual material that can perk up your written communications to the membership.

If you would like a copy, just fill out the application below and we'll send you one. Mail requests to: **Communications Department, CSEA Headquarters, 143 Washington Avenue, Albany, New York 12210**

LOCAL PRESIDENT'S SIGNATURE _____ CSEA LOCAL NAME / NUMBER _____
NAME _____ (Please Print)
ADDRESS _____
CITY _____ N.Y. _____ ZIP _____

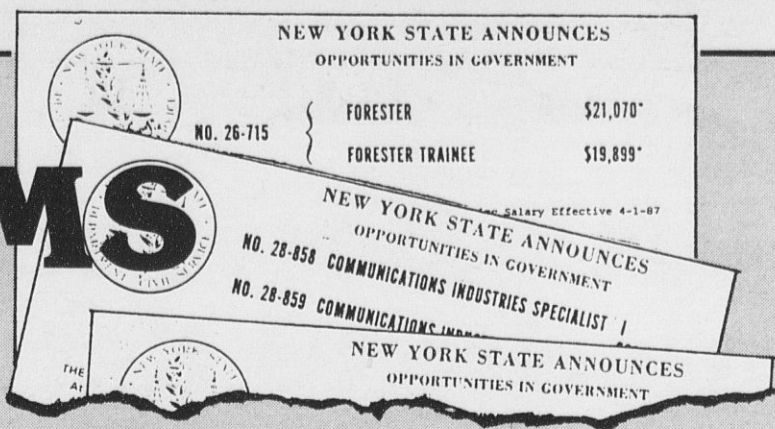


JEROME P. DONAHUE, above, has been appointed a trustee of the CSEA Employee Benefit Fund (EBF) by CSEA President William L. McGowan. Donahue, who is president of Nassau County CSEA Local 830, replaces Louis Mannellino, who is retiring.



EXAMS

Competitive Promotional Exams (State employees only)



Open Competitive Examinations

APPLICATIONS DEADLINE JANUARY 5, 1987

Job Title	Exam No.	Department
Personnel Transaction Processing Clerk G-9	31-237	General Services

APPLICATIONS DEADLINE JANUARY 19, 1987

Assistant Business Officer G-23	38-980	Interdepartmental
Business Officer 1 M-1	38-981	Interdepartmental
Business Officer II M-2	38-982	Interdepartmental
Fiscal Administrators G-22, G-23, G-25 & M-1	31-127	Interdepartmental
Administrative Officer (Transportation Region) G-23	31-136	DOT
Assistant Tax Valuation Engineer G-20	31-080	Equalization
Associate Tax Valuation Engineer G-27	31-082	&
Senior Tax Valuation Engineer G-24	31-081	Assessment

APPLICATIONS DEADLINE JANUARY 26, 1987

Assistant Purchasing Agent G-14	38-938	Interdepartmental
Purchasing Agent G-18	38-984	Interdepartmental
Senior Purchasing Agency G-23	38-985	Interdepartmental
Disability Determinations Review G-5	31-155	Social Services
Disability Determinations Review Clerk G-9	31-156	Social Services
Purchasing Officer G-23	31-157	General Services

APPLICATION FORMS: Application forms for promotion candidates are available through your Personnel or Business Office. You may also obtain them by mail or in person at the following offices of the New York State Department of Civil Service: NYS Office Building Campus, Albany, N.Y. 12239; 55th Floor, Two World Trade Center, New York, N.Y. 10047; 6th Floor, Adam Clayton Powell State Office Building, 163 West 125th Street, New York, N.Y. 10027; or Room 303, 65 Court Street, Buffalo, N.Y. 14202. Specify the examination by its number and title. Mail your completed application form to: NYS Department of Civil Service, The W. Averell Harriman NYS Office Building Campus, Albany, N.Y. 12239.

APPLICATIONS DEADLINE JANUARY 12, 1987

Exam No.	Title	Beginning Salary
26-690	Horticulturist	\$16,909
26-603	Program Outreach Specialist 1	25,099
26-604	Program Outreach Specialist II	32,628
26-605	Program Outreach Specialist III	40,345

APPLICATION DEADLINE JANUARY 20, 1987

26-697	Administrative Officer (Transportation Region)	34,276
26,722	Civil Engineer II — New York City Area	36,111
26-751	Civil Engineer II — Poughkeepsie Area	36,111
26-661	Tax Valuation Engineer, Assistant	27,862
28-867	Facilities Equipment Advisor	26,384
28-868	Laundry and Housekeeping Service Supervisor	27,806
28-866	Supervisor of Correctional Clothing Services	22,289

APPLICATIONS ACCEPTED CONTINUOUSLY

20-300	Senior Stenographer	17,213
20-170	Histology Technician	15,670
20-890	Stenographer	12,928
20-891	Typist	11,817

APPLICATION FORMS—You may obtain application forms by mail or in person at the following offices of the State Department of Civil Services:

ALBANY—W. Averell Harriman NYS Office Building Campus 12239.

BUFFALO—Room 303, 65 Court Street 14202.

NEW YORK—55th Floor, 2 World Trade Center 10047, or 6th Floor, Adam Clayton Powell State Office Building, 163 West 125th Street, 10027.

LOCAL OFFICES, NYS Employment Service (no mail requests). When you request an application, specify the examination number and title. Mail completed application to: NYS Department of Civil Service, W. Averell Harriman NYS Office Building Campus, Albany, N.Y. 12239.

LIVING ON BORROWED TIME ?



IT'S TIME TO THINK SERIOUSLY ABOUT WHAT MOST FOLKS HAVE TAKEN FOR GRANTED.

Do you always look for the union label



This new catalog makes it easier to look for the union label



The UNION LABEL SHOPPER A NEW ALL UNION CATALOG

If you really want to buy union made products, and really want to save money, you should mail in the coupon below this article and receive a **FREE Union Label Shopper Catalog**.

The Union Label Shopper is a discount mail order catalog containing only union made goods. Almost all products in the catalog are available at a discount. So you can save money as you save jobs.

As a union member, you have been looking for the union label when you shop. Now you can find **ONLY** union made products in the catalog and save money when you buy.

IF YOU WANT ONE, TO SAVE UNION JOBS, AND SAVE YOURSELF MONEY, FILL IN THE COUPON BELOW AND MAIL IT IN TODAY.

Please send me a FREE UNION LABEL SHOPPER DISCOUNT CATALOG:

Name: _____

Address: _____

City/State: _____ Zip: _____

Union: _____ Local No.: _____

Please circle items you would like to buy from the catalog:

- Work Clothes
- Women's Clothes
- Men's Casual Clothes
- Shoes
- Children's Clothes
- Kitchen Appliances
- Radio
- Luggage
- TV
- Sports Equipment
- Furniture
- Auto Supplies
- Tools

Other: _____

Mail this coupon to: UNION LABEL SHOPPER
508 N. Second Street, Fairfield, IA 52556



When making purchases, do you look for the union label?

Where asked:

Western Region VI



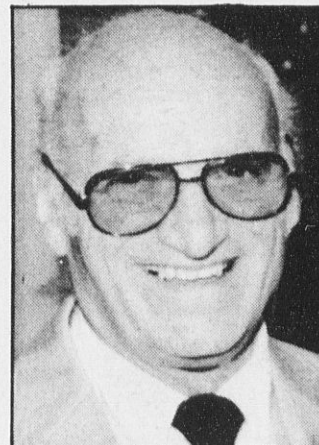
Noreen Thyret
Local 815

"Yes, I fully support unionism, and I think all businesses should be unionized. You'll get a better finished product, and show support for your fellow Americans."



Jackie French
Geneva B. Scruggs Unit

"Yes, because I believe in supporting our country's industries where possible, and fighting imports that take away jobs."



Sam Notaro
Local 335

"Yes, because we should preserve and support what unions are all about. I also think the 'Made in the USA' labels in clothing are good in this regard, and should add the line 'by unionized labor' to make it clear."

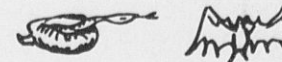


Julie Lafferty
Local 886

"Yes. I'm from a union family background. Also, if I know a particular company is giving its unions a hard time, such as Hormel Meats, I won't buy their products."

ANCIENT HEALTH RECIPES

If you should take the venom of a young rattlesnake, drawn from his fangs by the light of a gibbous moon; mix



with it the pulverized hair and bones of the wings of a vampire bat until it begins to turn an ugly color; then use this liquid mixture to coat eleven small scales from the African crocodile—once



again, by the light of the gibbous moon; you will see that the crocodile scales will soften and finally dissolve into a horrible looking substance that will give you violent convulsions just to look at it. Then, if you stir this stuff smooth with your left hand, all the while adding a



whole newt, cut up, and allowing the several newt parts to absorb the hideousness of the mixture, then stand beneath the tallest elm tree by the partially clouded light of a full moon and rub the preparation all over you, you know what you'd have?



Nothing. You would have made a big mess, but you'd have **nothing**.

BUT . . . if you were to take your union-won wages, manage them carefully, and especially use them **always** to buy union-made goods and union-performed services—that is, in other words, if you were to **always** look for the union label, shop card, store card or service button **any time** you spent your **hard-won** union dollars, buying only union-made, American-made goods and services—why, then you'd **REALLY HAVE SOMETHING!**

Swits signs off

Harm Swits has retired after nearly two decades of serving CSEA members as a collective bargaining specialist.

Swits was honored for his years of dedicated service to the union and the membership at a number of programs throughout CSEA's Capital Region to honor his retirement.

CSEA Capital Region Director John D. Corcoran Jr. said in tribute to Swits, "People on both sides of the table and even those in the middle have publicly stated that they will miss his presence, his persistence and determination. And so will I. CSEA was well served by Swits."

Swits thanked "all those who had worked so hard to make me look good," and said, "I always worked to achieve my principles and I always worked, for the most part, with people on both sides of the table and at PERB who shared those same goals. We all had a job to do and we did it."



HARM SWITS, second from right, accepts a crystal decanter and set of glasses from Doug Persons of the region IV County Committee. Shirley Ponkos, representing the School Committee, waits at left to present a silver service tray. At right is Capital Region President C. Allen Mead.

This, that

AND THE OTHER THING

Congratulations



BUFFALO — Marion O. White, above, a licensed practical nurse and 17-year member of Erie County CSEA Local 815, has been selected as Employee of the Year at the Erie County Medical Center.

Looking for a perfect score



Chautauqua County CSEA Unit President Dick Maggio charts campaign to attain 100 percent membership of eligible county employees.

Full membership=strength

MAYVILLE — The Chautauqua County Employees CSEA Unit, already at more than 95 percent membership of eligible county workers, is aiming for a full 100 percent.

The unit actively pursues non-members through targeted letters, informing them of the benefits of belonging and taking part in their union, as well as staying in touch through co-workers in the same department.

In addition the membership committee maintains a chart in the local office, outlining progress and target dates for success.

"Each one reach one" is the motto of the committee as they zero in on total membership.

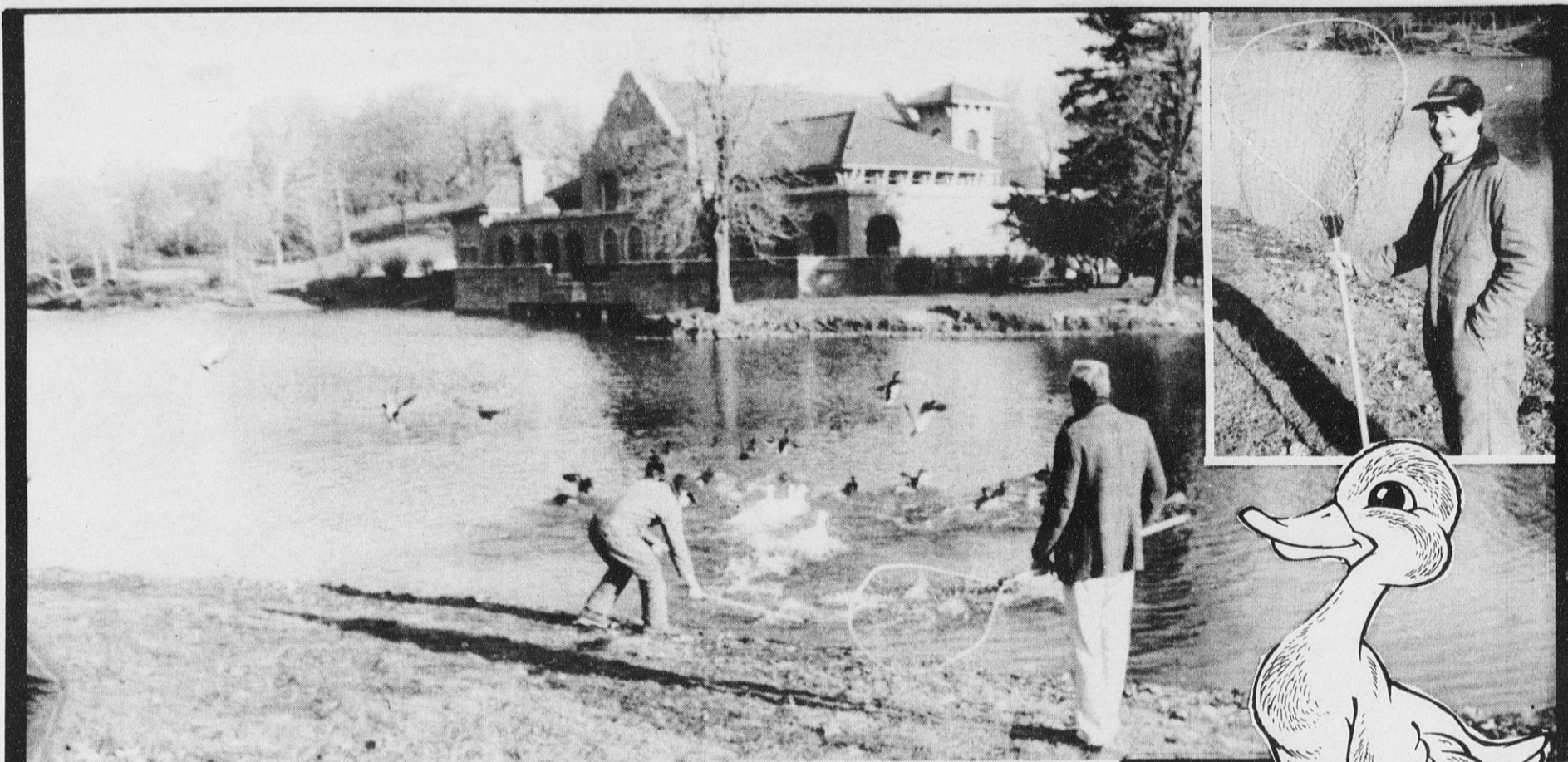
Good Samaritans

Two members aid injured woman; good deed is publicly recognized

NORTH TONAWANDA — North Tonawanda Water Department employees Ed "Edgy" Skovenski and Robert Minney, both members of Niagara County CSEA Local 832, were thanked publicly recently "for their assistance and compassion" in a letter published in the "Tonawanda News".

"On my way home from the grocery store," wrote Edna Adeknab of North Tonawanda, "I fell and injured my hip. These two young men were driving by, saw my predicament, stopped and offered to help. Upon my refusal of immediate medical attention, they kindly insisted on, at the least, making sure I got home all right.

"They drove me right to the door," she continued, "and helped me inside. They were not only polite, but very considerate of my wishes and my well-being. Once again, thanks Bob and Ed."



DAY ONE OF THE GREAT ALBANY DUCK HUNT . . . CSEA Board member Rob Smith (inset and above), a Department of State employee comes up empty-netted following first attempts to capture the gaggle of ducks that populate Albany's Washington Park. Smith "winters over" the ducks on his property.



One way to "duck" winter

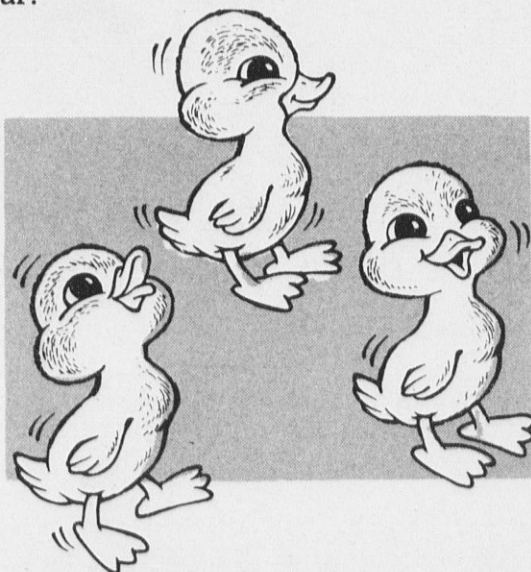
By Daniel X. Campbell
CSEA Communications Associate

ALBANY — Have you ever wondered as the characters in *Catcher in the Rye*, "where do the white ducks go in winter?"

Most park ponds are populated by Peking ducks, graceful white birds that due to centuries of inbreeding can no longer fly south for the winter. If left to fend for themselves, eventually they will starve or become the defenseless prey of dogs who venture out on the winter ice.

That is, unless the ducks have been spotted by Rob Smith, a CSEA Department of State member, who winters ducks at his Delanson home near Albany.

"It just started one day when I came home and found a few wild ducks on the pond which is part of my property. Apparently someone had abandoned the ducks there," Smith, a member of the CSEA Board of Directors, said. He noted that his flock quickly grew as other ducks began to appear.



"People would call and ask if I had room. How could I say no," he explained.

But then Smith began calling both large and small governmental entities in the area to see if they wanted the ducks on their city or county ponds to winter over.

The City of Albany with only one small gaggle of ducks at its Washington Park pond, took Smith up on his generous proposal, promising him a little public exposure.

"I don't do it for the publicity or the embarrassment," Smith said, recalling the comedy of errors that plagued the recent Washington Park trapping.

"We looked like the Three Stooges or the Marx Brothers in *Duck Soup*," Smith recalled with a broad grin flashing across his face. "In the first round, we lost completely. Mother Nature didn't even cooperate with a crust of ice on the pond. So the score was Ducks 5, Man 0, going into round two."

Smith called in the help of the City of Albany Bureau of Parks public employees. Finally, with a thin crust of ice on the pond, Round two began.

"This time we were ready. We had tennis court net traps, cushioned leg traps, huge nets and a small fleet of row boats. And it was still a battle. But this time, cold, sopping wet, bone tired and possibly recalling our last embarrassing encounter, man won," Smith said proudly.

Area newspapers which carried the pictures of comic defeat also featured the shots of comic triumph!

At present 21 Peking ducks are penned in at Smith's Delanson home. Any contributions, of money, not ducks, for feed would be appreciated.

Now you know who takes care of the ducks — at least some of them — Rob Smith does.



SUCCESS AT LAST . . . Persistence finally paid off for Smith pictured above with one of the Peking ducks. After "quacking up" in the initial capture effort, Smith returned to the park when ice formed on the pond and with the help of city employees, nabbed the creatures. At press time the ducks were comfortably taking in their winter hiatus.