

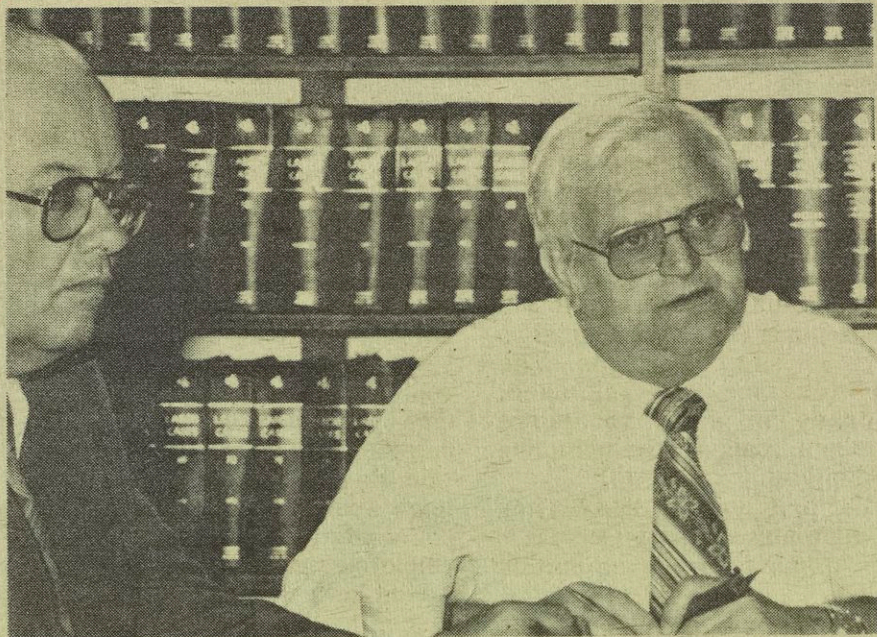
Public SECTOR

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CSEA PRESIDENT WILLIAM L. MCGOWAN tells members of the newly appointed Mental Hygiene Cabinet that problems are increasing within the state's mental health system, and the CSEA Cabinet is being assigned the task of monitoring the ongoing situation and recommending union policy to counteract the problems. At left is CSEA Director of Research William Blom, a member of the Cabinet.

Union Cabinet appointed to monitor MH problem areas

ALBANY — CSEA President William L. McGowan has announced appointment of a Mental Hygiene Cabinet within the union to monitor the ongoing crisis in New York State's mental health system and advise the union on policy in this area.

In announcing the creation of the fifteen member Cabinet, President McGowan said the frequency of problems confronting union members in both the Office of Mental Health and the Office of Mental Retardation made it essential that a top-level group be created to keep track of developments confronting both members and patients and to conduct in-depth research in problem areas to generate policy recommendations.

"We all know the problems in Mental Health and Mental Retardation are getting increasingly worse as inadequate budgets and short staffing increase the pressure on our people," the union president said. "There is an increasing problem in obtaining complete and accurate information in this area, so we are creating a Cabinet with experts from all fields relating to Mental Hygiene that can conduct investigations, monitor problem areas and put together workable solutions to our problems."

Mr. McGowan said the Cabinet will meet regularly to explore problems and formulate responses for recommendation to appropriate policy making authorities. At a recent meeting of the Mental Hygiene Delegates at the CSEA's State Division Workshop, several complaints were raised about "forced overtime" and the rights of the members. The Cabinet has been directed to research the problem and recommend a position for the union to take in response to what appears to be an increasing issue in the face of tight budgeting.

Chairing the Cabinet will be President McGowan. Cabinet members include: Dan Donohue, Chairman of the Mental Hygiene Local Presidents Committee; James Roemer, Chief Counsel; James Featherstonhaugh, Chief Lobbyist; John Carey, Administrative Director, Office of Collective Bargaining; Gary Fryer, Director of Communication; William Blom, Director of Research; Paula Lambert, Mental Hygiene Consultant; Pauline Rogers, Counsel; Paul Burch, Collective Bargaining Specialist — Mental Health; John McGraw, Collective Bargaining Specialist — Mental Retardation; Walter Leubner, Research Analyst; Frank Abbey, Research Analyst; and a yet to be named Coordinator.

"Mental Health and Mental Retardation are the largest single segment of our membership," commented President McGowan, "and the problems that confront them are enormous. This Cabinet draws upon the greatest resources that our union can provide and I am confident that it will prove to be an invaluable tool in protecting the interests of both our members and the thousands of mentally handicapped people that our members serve."

CSEA delegates at AFSCME convention

ANAHEIM, California — For the first time in the history of the Civil Service Employees Assn., a full union delegation this week is participating in a convention of one of the leading labor unions in the AFL-CIO.

CSEA has 223 elected Delegates attending the 24th International Convention of the American Federation of State, County and Municipal Employees, this week at Anaheim's huge Convention Center. The theme for this year's meeting: The 1980s, Decade For Decisions.

All of the 3,000 AFSCME Delegates expected to attend this Convention have been elected by AFSCME Locals and Councils over the past several months. The five day session is the biggest in the history of the International and is expected to deal with numerous problems confronting public employees.

The Convention will shape AFSCME policy for the coming two years since the International holds its meetings every second year. Also scheduled to take place is the election of an International President and International Secretary-Treasurer.

CSEA's delegation will also be electing the union's representatives to the International Executive Board for the next four years. Under terms of CSEA's affiliation with AFSCME, CSEA elects two International Vice Presidents to sit on the Executive Board and vote on International issues on behalf of CSEA.

CSEA President William L. McGowan said of the Anaheim meeting, "In 1978, our union entered into an affiliation with AFSCME and we have been working together since then to see how we can improve conditions for our members. Our Delegates will bring a new voice to the International and I'm confident that both organizations will be the better for it."

Grassroots effort can swing court pay raise

ALBANY — CSEA pulled no punches in its efforts to get the state legislature to implement a 14-month-overdue pay raise for some 3,000 employees of the Unified Court System.

CSEA President Bill McGowan sent telegrams to the Assembly leaders' and Ways and Means Committee, as well as to the Governor, informing them that implementation of the court-employees' CSEA-negotiated contract, which took effect April 1, 1979 and provided for modest salary hikes, was a matter of simple justice and a top union priority.

"These people have been without any salary increase for 14 months, despite the fact that their contract was negotiated and ratified by both sides long ago," McGowan said. "Assembly passage of Bill 11672 is all that is needed to rectify this grossly unfair situation."

The union also hand-delivered letters to every member of the Assembly, explaining the importance of the bill, but McGowan stressed that grassroots action was urgently needed.

"Every court employee in the state should call and write their assemblymen and Speaker Stanley Fink, and urge them to vote for A11672."



CSEA EXECUTIVE VICE PRESIDENT Thomas H. McDonough presents a plaque on behalf of statewide labor organizations to Bishop Howard Hubbard of Albany, at a recent conference of labor and religious leaders at Siena College in Loudonville. The Bishop, a strong supporter of labor, has backed unions in their struggle for full employment, their boycott of the J. P. Stevens Co., and many other issues.

SUFFOLK COUNTY LOCAL 852 President Ben Boczkowski, right, and Negotiating Committee Chairman Ken Horsford report to the Local 852 Executive Committee on May 13 in Hauppauge on the local's preparations for entering into negotiations with the county. The present contract expires the end of this year.



PAST PRESIDENT of Suffolk County Local 852 William Lewis and Babylon Unit President Cathy Green are among those being briefed on the upcoming negotiations.



UPCOMING NEGOTIATIONS in Suffolk County are of great interest to, from left, Charles DeMartino and Joseph Morante who are attending the Local 852 Executive Committee meeting on May 13.

Suffolk Local gears up for negotiations

HOLTSVILLE — CSEA Suffolk Local 852 has begun to gear up for its first contract negotiations in more than four years.

President Ben Boczkowski reports that a negotiating committee, headed by Ken Horsford, third vice president, and 16 other Suffolk CSEA leaders has been activated.

In addition, a two-part

questionnaire has been sent to unit presidents in the 42-unit chapter as well as shop stewards. The questionnaire is being used, Boczkowski said, to gauge members goals in the upcoming negotiations.

The four year CSEA-Suffolk County contract expires Dec. 31 for the 7,000 employees of Suffolk County.

"Our aim is to improve all conditions of work and income and get rid of glaring inequities such as the double standard of hiring new employees at lower levels than current employees," Boczkowski said. He added that the negotiating team would work to reinstate the increment system for new employees, and both increase and extend longevity pay.

THE FIRST LABOR-MANAGEMENT MEETING involving CSEA and Office of Mental Retardation (OMR) facilities in CSEA Region III and the southern part of Region IV is held on May 25. At the meeting are, from left standing, James Lennon, Region III president; Joseph McDermott, Region IV president; sitting, Ida Corcoran, O.D. Heck Developmental Center (DC) Local 445; Thomas Luposello, Region III director; Eva Katz, Rockland Psychiatric Center Local 421; John Corcoran, Region IV director; Vincent Corvati, Letchworth Village DC Local 412; Roy Jefferson, OMR; and Harold Ryan, Wassaic DC Local 426. Among those attending the meeting from CSEA, not pictured, are Fran Wilusz, Wilton DC Local 416; Richard Snyder, Local 426; and Peter Looker, Local 445.



WESTCHESTER COUNTY UNIT NEGOTIATING TEAM members are shown just prior to the start of negotiations. From left are, (back row) Ernest Hempell, Curlie Bell, Ullyses Hilliard, John Bocskay, Bob Page, Kenneth A. Fisher, (middle row) Peter Costa, James Brearton, Tony Colarusso, Doug Mullen, Don Ballou, Mary Naylor Boyd, (front row) Jerry Barbour, Mary Williams, James Marino, Jack Whalen and CSEA Collective Bargaining Specialist Ronald Mazzola.

Westchester Unit contract talks open

WHITE PLAINS — Negotiations for a new contract for the almost 6,000 persons represented by the CSEA Westchester County Unit have begun. The present contract between the unit and the county expires at the end of 1980.

Joining Unit President Raymond J. O'Connor and CSEA Collective Bargaining Specialist Ronald Mazzola on the negotiating team are:

William Smith, Mary Naylor Boyd, Jerry Barbour, Kenneth A. Fischer, Mary Williams, Tony Colarusso, Peter Costa, James Marino, Ernest Hempel, Ullyses Hilliard, Bob Page, Bob Cantrell, Jack Whalen, James Brearton, John Bocskay, Don Ballou, Curlie Bell, Joan Costello, Doug Mullen, Maria Rice and Joan Machson.

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for you**

Whitney gets new union job

ALBANY — Thomas S. Whitney has been named CSEA's Administrative Director — Member Services, President William L. McGowan announced recently.

THOMAS WHITNEY

In that position he will be responsible to the President and Executive Director for the following operations: Field Services, Education, Legal Assistance, School District Affairs, Retirees, and the Employee Assistance Program.

Whitney joined the CSEA staff a decade ago as a field representative, and has served as the union's personnel director since 1973.

A Glens Falls native, the Albany resident was graduated from Siena College. He was employed in the insurance industry before becoming a CSEA staff member.



CSEA NOMINATING COMMITTEE members met recently to discuss the upcoming electing of a new Region 5 Mental Hygiene Representative on the union's Board of Directors. From left are Betty Lennon of Local 612, Rick Weeks of Local 657, William George of Local 610, Committee Chairperson Jerry Frieday of Local 602, CSEA Atty. Marge Karowe, and Burdge Scudder from Local 404.

Two board nominees

ALBANY — The CSEA's Statewide Nominating Committee has nominated two Region 5 Local Presidents as candidates to fill a vacancy for Mental Hygiene Representative from Region 5 on the union's Board of Directors.

Nominating Committee Chairperson Jerry Frieday said that after deliberations at a May 29 meeting, the Committee nominated George McCarthy, president of St. Lawrence Psychiatric Center Local 423 and William Krivyanic, president of Broome County Developmental Center Local 449.

Other members qualified to seek the office can obtain ballot placement by gaining nomination through petition. The signatures of 450 mental hygiene members from Region 5 are needed for the petition method and deadline for filing those petitions is 9 a.m., June 12. Petitions may be obtained at the Regional Office, but must be filed no later than 9 a.m., June 12.

Details of this process are available from CSEA Executive Director Joseph J. Dolan, Jr., who is coordinating the election.

Ballots for the election will be mailed to all members in good standing in mental hygiene in Region 5 as of May 17. Ballots will be mailed on June 18.

Any eligible voters who did not receive their ballot in the mail by June 24, should contact the Office of the Executive Director, 33 Elk St., Albany, N.Y. 12224, or call (518) 434-0191, to request a replacement ballot.

Herrig finishes labor studies

SYRACUSE — Dolores Herrig, President of Oneida Educational Local 869, was recently graduated from the two-year Labor Studies Program conducted by Cornell University. The graduation ceremony took place June 6, 1980 at LeMoyne Mannor, in Syracuse.

In successfully completing the program requirements, Ms. Herrig's studies included oral and written contracts, arbitration, labor law, labor history, labor economics, OSHA, union history, administration, urban crisis, and labor politics.

Ms. Herrig has been an active member of CSEA for more than twelve years and was an organizer,

Past President and Secretary of Vernon-Verona-Sherrill Central School Unit of CSEA Local 869. She is also a charter member and past secretary of Local 869, and past Region V Educational Committee member.

In addition to serving as current President of Educational Local 869, she is also the present Region V program chairperson for School Affairs, Region V steward instructor, a member of the state board of Directors, a member of the state Committee for School Affairs, a state committee member for Group Insurance, and a CSEA delegate to the AFSCME International Convention.



DOLORES HERRIG

Committee working to improve insurance

ALBANY — CSEA's Statewide Insurance Committee has been wrestling with several new projects to improve personal insurance protection for union members, according to Insurance Committee Chairman Donald Crandall.

During a recent meeting, the Committee approved a report outlining the renewal of additional benefits for union members participating in the Disability Income Insurance program administered for CSEA by Ter Bush and Powell and the Travelers Insurance Company.

CSEA sponsors several insurance plans designed to protect union

members from personal setbacks. One of these plans provides Disability Income to members disabled either on or off the job. As the result of good experience under the plan, Travelers, with the consent of the Insurance Committee, has extended additional benefits free of charge to members of the union who are participating in the plan.

Essentially, these additional benefits are provided for a one year period of time beginning on July 1, 1980.

Included in these additional benefits is a waiver of premium that allows a member to continue to receive

coverage under the plan without paying premiums if he or she has received six consecutive monthly indemnity payments for total disability.

Also added to the normal coverage is an increase in monthly benefits by twelve and one half percent for participating members under sixty years of age if their insurance coverage has been in effect for at least one year.

This added benefit is provided at no additional cost to the policyholders.

In addition, the "principal sum" payable for accidental death, dismemberment, and loss of sight is increased for participating members under 60 whose insurance has been in force for one year or longer. The increase is from \$1,000 to a maximum of \$2,500.



ATTENDING THE NEW YORK STATE Bridge Authority labor-management meeting recently are, from left standing, Bridge Authority Local 050 President Frank McDermott, CSEA Collective Bargaining Specialist Manny Vitale; and sitting, Field Representative Flip Amodio, Authority Executive Director Patrick Moloney and Deputy Director Leonard Lowery.

Three Bonus Benefits Extended For Another Year For The CSEA Disability Income Plan

Ter Bush & Powell and The Travelers Insurance Company have announced the continuance of the additional benefits provided to all policyholders of the CSEA Disability Income Insurance Plan. These benefits, which are added to the NY(1) Disability Income policy under Rider NYR (Form A-52792 Rev. 7-78), are being extended for the period of July 1, 1980 through June 30, 1981.

The additional benefits which supplement the basic disability coverage are provided at no extra cost to policyholders. These three important benefits and how they apply to policyholders are as follows:

1. **Premium Waiver:** Premiums becoming due after a policyholder has received six consecutive monthly indemnity payments for total disability are waived during the remaining period of continuous total disability during which disability benefits are payable under the policy.
2. **Increase in Monthly Benefit:** The monthly benefit amount of each policy increases by 12½% for those under age 60 whose insurance has been in force at least one year. For example, if your policy provides a basic monthly benefit of \$400, the amount is increased to \$450 through this benefit. The \$50 increase is provided at no cost to you.
3. **Increase in Principal Sum:** The principal sum coverage for accidental death, dismemberment, and loss of sight increases from \$1,000 to a maximum of \$2,500 for those under age 60 whose insurance has been in force for one year or longer.

Your Ter Bush & Powell representative will be glad to answer any questions concerning the Disability Income program or the additional bonus benefits.

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Seamen's is banking on J. P. Stevens

A bank called "Seamen's" is opening branches on Long Island and may soon be expanding elsewhere in New York State.

Seamen's and its top executives already have a record on labor issues involving AFSCME members in New York City and members of our sister union in the AFL-CIO, the Amalgamated Clothing and Textile Workers Union (ACTWU). As the late New York Governor Al Smith used to say, "Let's look at the record."

E. Virgil Conway, chairman and president of Seamen's Bank, is also vice chairman of the Citizens Budget Commission, a business-supported civic group. The Commission wants to eliminate New York City subsidies to public hospitals, the City University, and the Transit Authority.

The Commission has called for "zero growth" in New York City's personnel costs — wages, fringe benefits, and pensions — over the next three years. That means either a wage freeze for all city public employees or more cutbacks of public employees' jobs.

Seamen's gets all its deposits from

people in New York City, Nassau, Suffolk, and Westchester counties. In 1978, the bank invested 8.1% of its \$1.3 billion in home mortgages in the region. That same year, only 13% of the bank's \$1.5 billion in mortgage loans went to homes and businesses in New York State. This kind of "disinvestment" produces abandoned homes, blighted neighborhoods, a sharp drop in the tax base, slashed school budgets and social services — and cut-backs in public employee jobs.

Seamen's has now applied to open a new branch in Nassau County. The new office will give Seamen's another chance to ship New Yorker's money out of the state.

One thing is certain. Threats against public hospitals and publicly supported universities, and tougher management bargaining stances against public employees aren't unique to New York City. They can happen anywhere in New York State.

Seamen's anti-union record extends beyond New York. E. Virgil Conway is also a member of the board of the nation's number one union buster, textile manufacturer J.P. Stevens.

The National Labor Relations Board has found Stevens guilty of more violations than any other company in U.S. history.

The ACTWU, the union many Stevens workers have chosen to represent them, has organized a boycott of Stevens' products which has received the support of many public officials in New York State, from both parties. For instance, Lieutenant Governor Mario Cuomo says, "J. P. Stevens is an international renegade of mammoth proportions and ruthless ambition... J. P. Stevens isn't just anti-union — it's anti-law, anti-progress, anti-fairness, anti-human rights, anti-decency."

Cotton dust levels in Stevens plants are almost three times higher than permissible federal levels. Cotton dust causes "brown lung" disease which disables thousands of textile workers each year.

Stevens also pays its workers about a third less than the national average for manufacturing workers.

Sally Field recently won an Academy Award for her portrayal of a mill worker who led the fight to organize a Stevens plant in North Carolina. In the film, *Norma Rae*, the union wins the election, and everyone lives happily ever after. In reality, the ACTWU won the election in 1974 and still doesn't have a contract

because Stevens management continues to stonewall.

Seamen's President Conway is proud of his link to Stevens. "J. P. Stevens," says Conway, "has an outstanding record, well documented, of concern for its employees and the communities in which it operates." Conway has refused repeatedly to resign from the Stevens board.

CSEA/AFSCME and ACTWU are fighting to break this corporate connection. CSEA/AFSCME strongly supports ACTWU's boycott of Stevens' products, and both unions are part of a powerful coalition of labor unions, citizens' groups, and consumer advocates lobbying hard for a bill to open up New York State savings banks. The bill calls for the election of savings bank trustees and open annual meetings. Right now, savings banks in the state hold neither. And they hold \$76 billion of New Yorkers' hard-earned money. CSEA/AFSCME is distributing postcards at political action functions urging the state Senate to pass the banking bill. The bill has passed the Assembly every year since 1976, only to die in the Senate.

Passage of the bill might make anti-union and anti-public employee people like Virgil Conway think twice about the damage they're doing to New York's citizens and public services.



YONKERS SCHOOL DISTRICT UNIT PRESIDENT Janice Schaff is joined by Andy Kuchta, left, and Tony LaGuardia, chairman and co-chairman of the Unit dinner dance committee, respectively, at the dinner dance in Yonkers recently. The nearly 1,000 member unit is part of Westchester County CSEA Local 860.

Our next target — Sperry

The Amalgamated Clothing and Textile Workers (ACTWU) has made the Sperry Corp. its next target in the effort to isolate the J.P. Stevens Company within the corporate world. With the help of AFSCME and other AFL-CIO unions, ACTWU is working to oust Stevens board member (and former chairman) James Finley from the board of the Sperry Corp. New York State public employee unions — including CSEA and AFSCME Council 82 — have gained the proxy for 280,000 shares of Sperry stock held by the New York State Retirement System and plan to vote them against Finley

at the July meeting of Sperry Stockholders.

In another activity, union members throughout New York State will also be sending postcards to the board of the Sperry Corp. (1290 Ave. of the Americas, New York, N.Y.) urging that Finley be removed from the board. CSEA/AFSCME will be distributing the postcards at our political action meetings.

Formerly known as "Sperry-Rand," Sperry manufactures sophisticated electronics "software," including computer systems.

Local 690 conducts successful seminar on labor-management

LAKE GEORGE — A comprehensive 3-day Labor-Management Seminar primarily designed for shop stewards and featuring a wide range of educational programs and speakers was conducted last month by Tax and Finance CSEA Local 690. The ambitious and successful seminar included representatives from the highest echelon of the union, the state Tax and Finance Department, and outside resources.

Among those participating at various times during the 3-day seminar were Tax and Finance Commissioner James H. Tully Jr.; the agency's Director of Labor Relations, Don Giek; Director of Agency Manpower Management Dan Halloran, and several other management representatives.

CSEA Statewide President William L. McGowan, CSEA Capitol Region IV President Joseph McDermott, Director of Education and Training Tom Quimby, Collective Bargaining Specialist John Conoby, Field Representative Jim Cooney, Communications Associate Dan Campbell and Director of Retirees Tom Gilmartin were among the union representatives involved.

A number of Local 690 officials were involved in the planning and conducting of the seminar. They included Local 690 President Carmen Bagnoli, vice presidents Lee Johnson and Bill Burdick, CSEA Board of Directors member John Gully, secretary Helen Butrym. Also, Local 690 members Joyce Van Patten, Molly Konczewski, Joe Ross, Marcy Donnini, Milton Yaguda, Tom Crary and Santa Orsino.

The organizing committee, several of whom were active participants in various programs also, consisted of Marge Wojcik, Debi Dominski, Michael Jegabbi, Marion Kane and Sathy Sargalis.

Outside sources included Tom Linden and Bill Gowan of CSEA's Employee Benefit Fund and Lou Leone of Ter Bush and Powell.

The adjacent photos depict some of the wide range of activities during the seminar.



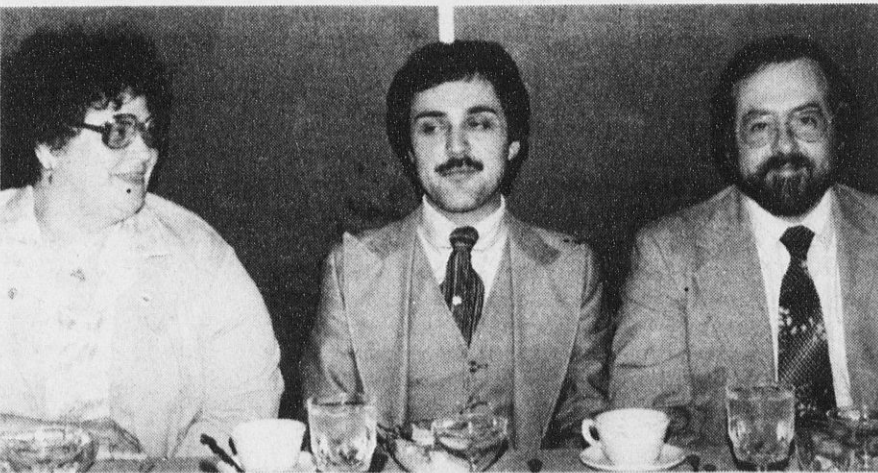
TOP LEVEL labor and management officials are represented in this photo taken during the recently 3-day seminar in Lake George. From left are Tax and Finance CSEA Local 690 President Carmen Bagnoli; Tax and Finance Commissioner James H. Tully Jr.; Local 690 member and CSEA Board of Directors representative John Gully; and CSEA Statewide President Bill McGowan.



SEMINAR COMMITTEE MEMBERS who helped put the seminar together are, from left, Marge Wojcik, Debi Dominski, Michael Jegabbi, Marion Kane and Kathy Sargalis.



UNION REPS at seminar included, from left, CSEA Region IV President Joseph McDermott, AFSCME's Tony Corbo, and CSEA Field Representative Jim Cooney.



PARTICIPANTS, above, included Local 690's Kathy Sargalis and Michael Jegabbi, and Tom Donnelly of the agency's labor relations section.



PARTICIPANTS INCLUDE CSEA Collective Bargaining Specialist John Conoby, left, and the agency's Director of Labor Relations Don Giek.

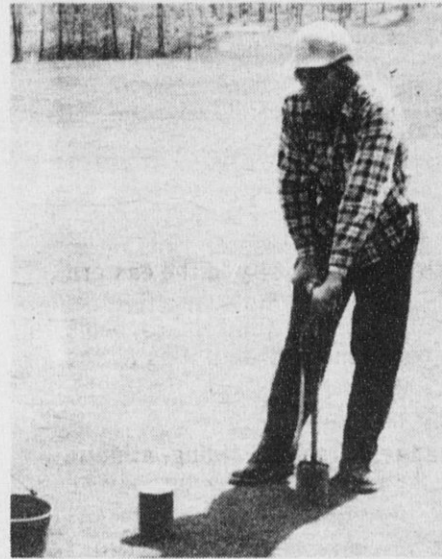


LOCAL VICE PRESIDENT CSEA PRESIDENT BILL MCGOWN, below left, chats with Santa Orsino, a past president of Local 690. Mary Jaro speaks to shop stewards during one of several sessions during seminar.

SPEAKER Milton Yaguda, right, is chairman of the National Consumer Alliance Program. Local 690 President Carmen Bagnoli is in background.



MAINTAINING A GOLF COURSE, such as the one at Sunken Meadow State Park in Kings Park, requires the efforts of a plumber, Edward Fletcher, to make sure the grass stays green. Fletcher discusses a problem with his local president, Arthur Loving.



LOCAL 102 MEMBER Nick Auriemma installs a new hole on one of the greens of the Sunken Meadow State Park golf course.



NEW YORK

State Parks

Behind the scene, public employees keep them going



THE COMING OF SUMMER means the boats at Belmont Lake State Park in Babylon have to be made ship shape. Long Island State Parks Local 102 members, from left, Orazio Basirico and Harold Olsen, are working on the boats.

While many persons take advantage of the New York State Parks each year, few persons equate the operation and upkeep of those parks to the public employees — CSEA members — who work there.

Such is the case on Long Island in Nassau and Suffolk counties, where most of those employees are in Long Island State Parks CSEA Local 102, led by Local President Arthur Loving.

Local 102 members work at the 25 parks operated by the Long Island State Parks and Recreation Commission. The parks range in size from 97-acre Valley Stream State Park to the 3,473-acre Connetquot River State Park Preserve.

The parks are spread throughout the two counties

from near the border with New York City to the eastern tip of Long Island.

The facilities include parks, arboretums, lakes, pools and ocean beaches. The wide range of activities at the parks include:

Boating, picnicing, golf, pitch and putt golf, miniature golf, driving range, horseback riding, athletic fields, hiking, sledding, tennis, paddle tennis, skiing, polo, camping, nature tours, fishing, swimming, carousel, shuffleboard, roller skating and dancing.

"Without the year-round work of the Local 102 members at these parks, the public would not be able to enjoy these great facilities," Loving said.



TROUT FISHING IS GREAT at the Connetquot River State Park Preserve in Oakdale and Bohemia because of the State-run fish hatchery there. Working at the hatchery are, from left rear, Ken Cole, Brian Behonick, Todd Gordon; front, John Hudson and Bob Brown.



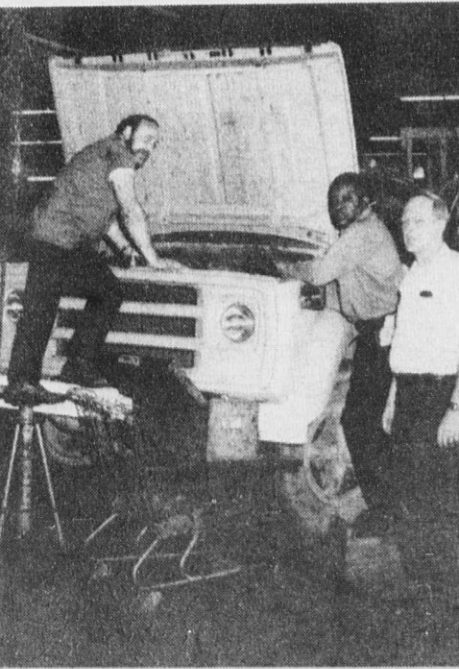
(Right) A THING OF BEAUTY is the greenhouse at the Planting Field Arboretum in Upper Brookville. Working to keep up the greenhouse are, from left, Paul Dose and David McLaughlin.



(Above) LONG ISLAND STATE PARKS LOCAL 102 President Arthur Loving, right, keeps abreast of labor-management problems by chatting with Thomas Murray at Sunken Meadow State Park in Kings Park.



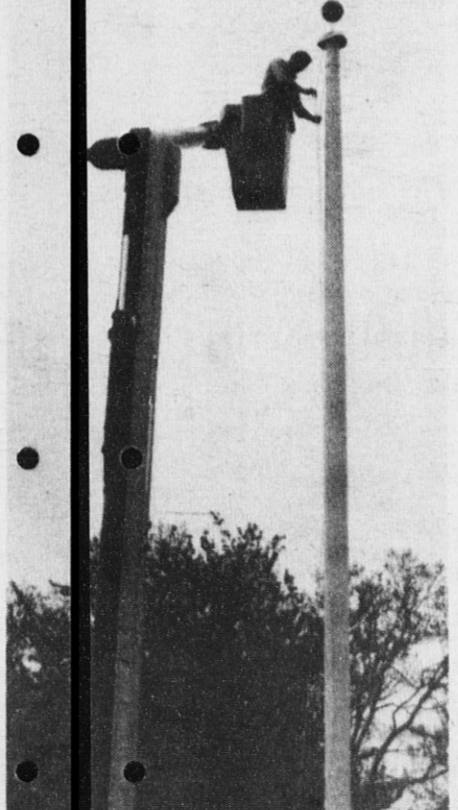
(Above right) Local 102 FIRST VICE PRESIDENT Alex Kosiczky, left, speaks with Armando E'Accordo, center, and Jim TenBroeck at Bayard Cutting Arboretum in Oakdale.



(Left) IT TAKES A LOT OF VEHICLES to keep the Long Island State Parks in operation. Maintaining those vehicles requires the work of, from left, mechanics Dominick Montalbano and William Golson and their supervisor, Ed Kaliski.



(Right) KEEPING THE PARKS RUNNING is not only man's work. Cutting the grass at Bayard Cutting Arboretum in Oakdale is Kathie Gesswein.



(Right) LONG ISLAND STATE PARKS have a lot of grass that needs to be cut. Manning the mowers at Planting Field Arboretum in Upper Brookville are, from left, Ed Gregory and Frank Falkowski.



(Left) WHEN FLAG POLE PROBLEMS developed at Belmont Lake State Park in Babylon, Bruce Lattmann of Planting Field Arboretum in Upper Brookville was called upon to get things moving properly on the flag pole.



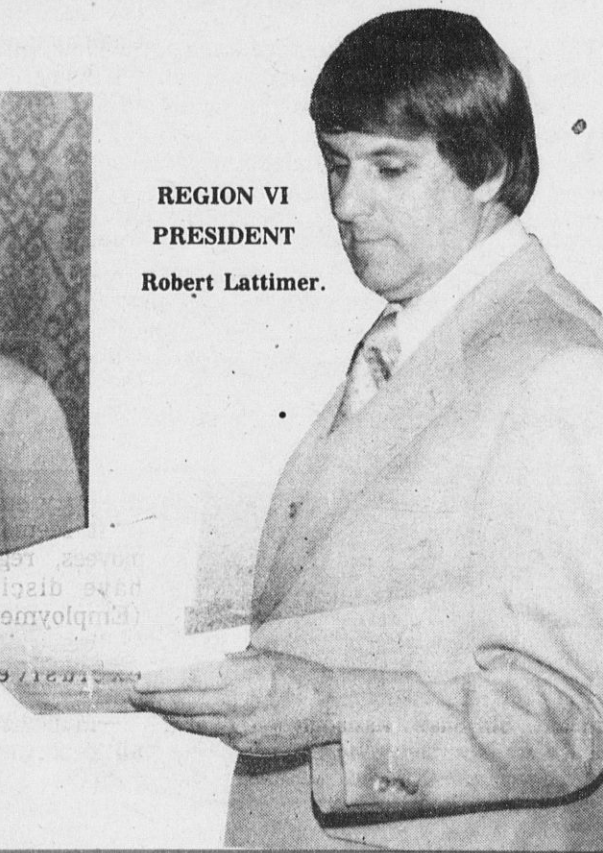
(Far left) GENEVIEVE CLARK, Region VI first vice president, addresses members at the regional spring meeting. Region Treasurer Barbara Fauser is seated at table.

(Left) ANNETTE HARDING, chairperson of the Region VI CETA Committee, reports on activities of her group.



STEUBEN COUNTY Local 851 representatives at the Region VI Spring meeting meeting last month at Painted Post included Local President Jim Lindsay and Zita Parker, a delegate to the AFSCME International Convention from Region VI.

REGION VI
PRESIDENT
Robert Lattimer.



Job opening

ALBANY — Applications are being sought by CSEA for the position of Director of Member Group Insurance Programs.

Duties include: guiding and auditing of insurance program activities; dealing with carriers on contract compliance, claims and rates; directing accounting activities; analyzing coverage and premium adjustments; organizing and directing the work of the clerical staff; and communicating with policyholders.

Minimum qualifications include a four-year college degree and three years experience in the application of modern insurance technology, including one year in an administrative or supervisory capacity.

Resumes should be forwarded to the CSEA Personnel Office, 33 Elk Street, Albany, NY 12224.

Job vacant

ALBANY — CSEA is seeking applications for the position of Director of Employee Relations and Personnel.

Duties include responsibility for personnel transactions, dealing with appropriate regulatory agencies, negotiating contractual agreements, liaison with employee organizations, directing grievance and disciplinary process and general related personnel matters.

Applicants must have a four-year college degree and a minimum of five years experience in labor relations or personnel supervision, with at least three years experience in supervision and participation in labor negotiations.

Resumes should be sent to the CSEA Personnel Office, 33 Elk Street, Albany, NY 12224.

Charge county fails to bargain properly

SYRACUSE — The Civil Service Employees Assn. recently filed an Improper Practice charge with the Public Employment Relations Board (PERB) against William Collins, chief negotiator for the County of St. Lawrence, alleging he failed to negotiate in good faith with certified representatives of the union.

In announcing the IP Charge, CSEA Field Representative Thomas Dupee said the charge was predicated upon recent statements made by Mr. Collins in an interview with WPDM Radio (Potsdam), and a subsequent news article that appeared in the May 13, 1980 issue of the Watertown Daily Times.

The statements by Collins allege

that the CSEA negotiating team failed to inform, or misinformed, the general membership of St. Lawrence County Local 845 in regard to the proposed provisions in a memorandum of agreement, worked out in mediation. The memorandum was later rejected by the County.

According to Dupee, CSEA then requested formal fact-finding. At a subsequent meeting with the mediator/fact-finder, groundrules were laid down which should have prevented disclosure of negotiating details to the news media, except those released through the office of PERB.

"Mr. Collins deliberately breached the mutual agreement by his statements to news media," Dupee charged, "and in so doing, flagrantly displayed bad faith."

"CSEA has, on numerous occasions, avoided verbal conflict through the media in an effort to adhere to the agreed groundrules during negotiations," Dupee said.

"It is the opinion of CSEA that, by his actions, Mr. Collins deliberately attempted to discredit the union leadership and undermine the authority vested with the negotiating committee by the membership," Dupee said.

ALBANY — The Capital Region workshop in the Clerical and Secretarial Employees Advancement Program set for Monday, June 16, from 10 a.m. to 3 p.m., has been changed to Meeting Room 6 of the Empire State Plaza here. Originally it had been scheduled for another location.

Calendar of EVENTS

June

- 16—Region IV State Division, Local president's meeting (tentative).
- 16—Saratoga County Local 846 Executive Board meeting, 7 p.m., Solor Building, High Street, Ballston Spa.
- 16—Clerical and Secretarial Employees Advancement Program (CSEAP) workshop, Region IV, 10 a.m.-3 p.m., Meeting Room 6, Empire State Plaza, Albany.
- 17—CSEAP workshop, Region V, 10 a.m.-3 p.m., auditorium, Hutchings Psychiatric Center, Syracuse.
- 18—CSEAP workshop, Region VI, 9:30 a.m.-2:30 p.m., conference center, Genesee Community College, Batavia.
- 20-22—Region IV workshop, Otseaga Hotel, Cooperstown.
- 21—Wassaic Developmental Center Local 426 training workshop, Wassaic Developmental Center.
- 21-22—New York City Local 010 training workshop, Sheraton Center, New York City.
- 27—Upstate Medical Center Local 615 spring/summer dinner dance, 6 p.m., Raphael's Restaurant, 930 State Fair Boulevard, Lakeland.

July

- 5—Genesee Valley Armory Employees Local 251 annual picnic, noon, Stony Brook State Park, Dansville.
- 9—CSEAP workshop, Region II, 10 a.m.-3:30 p.m., Room 4430, 2 World Trade Center, New York City.
- 10—CSEAP workshop, Region I, 10 a.m.-3 p.m., Room 2B43, State Office Building, Hauppauge.
- 11—Syracuse City Local 013 annual clambake, 5 p.m., Hinerwadel's Grove, Taft Road, North Syracuse.
- 11—CSEAP workshop, Region III, 10 a.m.-3 p.m., Room 100, Lecture Center, SUNY New Paltz, New Paltz.
- 21—Saratoga County Local 846 Executive Board meeting, 7 p.m., Solor Building, High Street, Ballston Spa.
- 21—Region III Mental Health labor/management meeting, 1 p.m., Hudson River Psychiatric Center, Poughkeepsie.
- 23—Saratoga County Local 846 general membership meeting, 7 p.m., Solor Building, High Street, Ballston Spa.
- 25—DOT Local 505 annual clambake, Roselawn Restaurant, New York Mills.
- 26—Rockland Psychiatric Center Local 421 family picnic, 11 a.m., Anderson Field, Orangeburg.

August

- 2—DOT Local 508 first annual picnic, Belmont State Park, Babylon.

DOL management's attitude 'pervasive'

NEW YORK CITY — Labor relations problems, harassment of union representatives, possible racism and low employee morale are among a host of problems facing Department of Labor CSEA Local 350, its president, George Caloumeno reported.

"The pervasive attitude of middle management, especially in UI (unemployment insurance), is being brought to the attention of State Industrial Commissioner Philip Ross," Caloumeno said.

Caloumeno said he and CSEA Field Representative Ed Scherker are hoping to have Commissioner Ross "pull

all parties together in harmony under the negotiated contract."

The Local 350 president has written to Commissioner Ross requesting a meeting to "attempt to resolve issues that have reached a critical stage in management-labor relations." The letter, in part, reads:

"Instead of working in an atmosphere of meaningful Management-Labor relations with a spirit of cooperation, we have been placed in a constant adversary position by Mr. Joseph Kearney, your Employer Relations Specialist. . . .

"Time and time again, management has issued directives

contrary to our negotiated agreement."

Among the items Caloumeno hopes he and Scherker will be able to discuss with Commissioner Ross are:

—Continual violations of the CSEA-State Administrative Unit contract. Middle management continues to violate the contract by claiming it is following the department's General Administrative Manual, he said.

"The department cannot use the G.A. Manual to bypass the contract.

We hope to establish this when we meet with Commissioner Ross. The other courses open to us are unfair labor practices and contract grievances," Caloumeno said.

—Local 350 Grievance Committee Chairman Michael Isaacoff is still being harassed at work. Even though an Improper Practice has been filed with the Public Employment Relations Board, Isaacoff has been charged in April for more than 15 hours leave without pay for spending more than 30 minutes a day handling grievance work on the telephone, he said.

—Caloumeno questions whether racism has something to do with disciplinaries filed against employees in the Department of Labor.

"Almost all the disciplinaries against CSEA members in the department seem to be against minority employees in UI offices.

"It seems strange to me that employees, regardless of race, do not have discipline problems in ES (Employment Service) but UI discipline problems appear to be almost exclusively with minority employees," he said.

—Management's failure to inform all department employees that a directive from Governor Carey's office permitted reporting to any department office during the New

York City transit strike. Employees who did not report to work on those days because they were not told of the directive should not be charged for time off, he said.

—Released time for employees to attend training sessions, which had been granted in the past, has been denied, he said.

—No definite chain of command causes managers to receive conflicting directives from various levels of management, he said.

Caloumeno, while sincerely believing these issues can be resolved, said: "One IP (Improper Practice) has been filed, and other IPs and a host of contract grievances are contemplated if these issues cannot be resolved."

Typical of the kind of harassment members of Local 350 are facing is the disciplinary against Bronx UI employee Mary Byers, he said. Caloumeno told the following story:

On Dec. 28, 1979, Ms. Byers, an employee with an unblemished record for more than 20 years and more than 260 hours of sick leave on the books, came to work with a headache.

She was under considerable tension because her brother was dying of cancer. He died in January 1980.

She asked to be relieved to go home later that morning because of the headache. A manager ordered her to bring in a doctor's note or she would be charged with leave without pay.

Ms. Byers attempted to see two doctors. One was out of his office, and she received a note from his nurse. When she called HIP, the doctor refused to see her for a headache and prescribed a medicine over the phone. She also received a note from the HIP doctor.

On December 29, management refused to accept either doctor's note and docked her 6.5 hours leave without pay and she was given a Counseling Memo for not coming in with the proper doctor's note.

In January 1980, Local 350 filed a contract grievance to have her time restored.

Following the filing of the contract grievance, Ms. Byers received a Notice of Discipline of a five-day suspension for leaving work and not providing a doctor's note.

The case is going to arbitration following management's refusal to drop the charges through the third step.



NEW CONTRACT covering Tompkins-Cortland Community College employees represented by CSEA is signed by, sitting from left, Bill Shaw, Assistant to TCCC President for Employee Relations, and TCCC CSEA Unit President Tom Keane. Standing, from left, are union negotiating committee member Bill Brown; CSEA Field Representative Jim Hennerty; union committee member Bill Ferris; TCCC Employee Relations representative Diana Gallagher; and union committee members Jim Morano, Chris Darling and Sherri Ecker.

Region workshop series continues

SILVER LAKE — More than 40 CSEA members from Orange County recently attended a Region III training workshop, the second in a series of workshops to be conducted by CSEA and AFSCME in each county in the region.

The program was conducted by CSEA Region III Director Thomas Luposello, CSEA Field Representatives Flip Amodio and Bruce Wyngaard, and AFSCME staffers Ron Coder and Seren Hrachian.

Amodio opened the workshop with a discussion of the role of the shop steward. He referred to the shop

steward as the "spark plug" of a local because he or she is vital to the creation and maintenance of the local:

"When you talk with a member, know what you're talking about. Be familiar with your contract, benefits and grievance procedure.

"And if you don't know an answer, say so. Then get the answer and get back to the questioner as soon as possible," he said.

Region III Director Thomas Luposello said this session was the

second of a series in the region. He said a workshop would be held in each of the seven counties in the region. A similar workshop was held in Ulster County.

"The shop steward must be a good investigator and must be able to relate well to union officials," he said.



AMONG THOSE ATTENDING THE MAY 12 training workshop in Silver Lake are from left, Terry Sinsabaugh, Naomi Kaplan and Betty LeMay, all of the Warwick Valley Central School District Unit; and Mary Besaw of the Goshen School District Unit.

THE TRAINING WORKSHOP FOR CSEA members in Orange County on May 12 in Silver Lake is coordinated and planned by Southern Region III Education Committee Chairman Janice Schaff, right, and Region III Director Thomas Luposello, second left. Among those speaking at the workshop are, in rear from left, Seren Hrachian and Ron Coder, both of AFSCME.





AFSCME EDUCATION DIRECTOR David Williams speaks at the Long Island Region I grievance handling and procedures workshop in Melville. Other speakers at the workshop included, from left, CSEA Director of Education Thomas Quimby and Region I President Irving Flaumenbaum.



SUFFOLK DEVELOPMENTAL CENTER LOCAL 430 representatives and the Region I grievance workshop are, from left, Juanita McCalvin, Jerry Brooks, Paulette Barberra and Mary Gecewicz.



AMONG THOSE AT THE REGION I grievance workshop are Sandra Jelnicky, Suffolk County Local 852; and Leo Albanese, Suffolk Education Local 870.



GRIEVANCE WORKSHOP in Region I attracts Ralph Spagnolo, Nassau County Local 830; and Donna Sciales, SUNY Old Westbury.

Grievance handling workshop held for Long Island Region

MELVILLE — Another in a series of educational workshops sponsored jointly by CSEA and AFSCME for CSEA members was conducted recently on grievance handling and procedures for Long Island CSEA Region I members last month.

CSEA Director of Education and Training Thomas Quimby, AFSCME Education Director David Williams, and Assistant Education Director John Dowling led the programs which constituted the workshop.

A union activist sparking membership growth

By William Hidlay

UTICA — The Region V Membership Committee recently held two meetings to determine a plan of action for reaching its goal of increasing CSEA membership throughout the region.

The Membership Committee also recently completed its second edition of the Region V Directory of members as well as an updated version of the Region V brochure which explains some of the benefits available to members of CSEA and provides a comprehensive listing of both statewide and Region V offices.

The pilot for all of this work has been Membership Committee's

FACES in the crowd

The Civil Service Employees Assn. is blessed with a wealth of dedicated and capable activists, from the grassroots level to the highest echelon. Thousands upon thousands of union members across the State participate in the activities of CSEA at all levels and in varying ways. It is this membership involvement that provides the real, deep-seated strength of the powerful union. Periodically The Public Sector focuses the spotlight on individual activists who, because of their high-level contributions on behalf of the membership, are becoming recognizable "Faces in the Crowd" of the thousands of people who help the union function effectively.

chairman Dorothy Penner of Oneida County Local 833.

Penner has been a CSEA member for 12 years and has been actively involved in the union's activities for nine years. She has served as the recording secretary of Local 833 for eight years and she has served on the Local 833 Membership Committee off-and-on during those eight years.

She also has served on the Local 833 Political Action Committee and she is vice-president of the Oneida County Office Building Unit.

She has served on Oneida County's negotiating team for the past two years and has been named to continue work on the negotiating team this year.

But perhaps more importantly, Penner is the chairman of the Region V Membership Committee which produced the only regional directory in CSEA. She also is vice-chairman of the Region V Political Action Committee.

"When I see the members themselves respond the way they have to our pamphlet and to our directory, I'm proud that I'm a part of CSEA Region V. It also gives me satisfaction to get all of the members working together on a project and to help increase the region's membership rolls through my work on the Membership Committee," Penner said.

Penner said there seems to be a great deal more interest in CSEA activities now than when she first became actively involved nine years ago. When she first began attending

regional conferences only about 100 members would attend. Now between 200 and 300 members regularly attend the Region V conferences.

"I think Jim Moore deserves a lot of credit for this because he tries to involve everybody in the Region's activities. "It works both ways — he works for us and we work for him. It's a real team effort," she said.

She has served on the Region V Membership Committee for four years. She said CSEA's only regional directory is a functional piece of literature which brings the members in closer contact and enables old and new members to get to know each

other personally because it facilitates easy access to telephone numbers and addresses.

"The membership committee is fortunate to have an in-house illustrator in the person of vice-chairman Sharon Keesler. Her talent for graphic arts, as demonstrated in our directory, have proven invaluable in its preparation," Penner said.

The other members of Region V's Membership Committee are: Earl Conger; Jeanette Evans; Bill LaPoint; Marge Coggeshall, regional advisor; Anne Congel; Rocco Crescenzi; Esther Howe and Rosemarie Racht.



CENTRAL REGION V Membership Committee Chairman Dorothy Penner, left, and committee member Jeanette Evans look over the new Region V Directory.

Keep the Special Olympics Torch Burning...



Sponsor an Athlete.

The Special Olympics is truly *Special*.

During the International Special Olympics held last year at Brockport, some two-hundred New York Special Olympians represented our state.

CSEA is proud to have been a continuing sponsor for the Special Olympics — for the International Special Olympics alone, we raised over \$12,000. But now the Special Olympics need you to become personally involved. There are over 40,000 Special Olympians here in New York who continue to need your support.

You can personally sponsor a Special Olympian in the 1980 Summer Games to be held at Elmira College for only \$19.50! Think of it . . . *for roughly the price of dinner out for two, you can make a very real contribution to those who need it most.*

Whoever said you can't buy joy has never looked into the faces of Special Olympians as they run their races, jump their jumps, do their pushups and win their medals. And the joy won't stop there. Because everyone who helped — from the volunteers to each financial contributor — shares a special joy quite unlike anything else.

Even if you can't afford the \$19.50 by yourself, you can **SPONSOR AN ATHLETE** with several co-workers or friends. For example, it would cost only \$9.75 apiece for two people; only \$3.90 each for five people. Of course, you can contribute more.

Each sponsor will receive the name and address of his or her athlete and information on when and where the Olympian will compete. And so you'll have something special to remind you of your help, you'll receive a certificate from

New York Special Olympics, Inc. that you'll be proud to keep.

Please help. For your convenience, use the attached coupon. *Send your tax-deductible contribution to:*

CSEA Supports Special Olympics
33 Elk Street
Albany, New York 12224

I/We would like to participate in the CSEA "Sponsor-an-Athlete" program for the New York Special Olympics.

- | | |
|---|--|
| <input type="checkbox"/> President's Club (\$360) | <input type="checkbox"/> Bronze Medal Club (\$55) |
| <input type="checkbox"/> Gold Medal Club (\$185) | <input type="checkbox"/> Individual Sponsors (\$19.50) |
| <input type="checkbox"/> Silver Medal Club (\$95) | |

NAME _____

LOCAL NAME and / or NUMBER _____

ADDRESS _____

CITY _____

STATE _____

ZIP _____

Make checks payable to: "New York Special Olympics, inc."

Local presidents mounting opposition to model rule on employee transfers.

ALBANY — CSEA is asking all County Divisions local presidents to speak out, at public hearings, against a "model rule" on civil service employee transfers that is being proposed in localities throughout the state.

"This rule, devised by the State Civil Service Dept. and sent to all locals will service agencies, permits a transfer where there is no departmental promotion list," said Joseph Watkins, CSEA consultant on civil service matters. "But it ignores the fact that there may be an interdepartmental promotion list in existence. It would prevent people on such a list from getting the promotion they have earned." In addition, it cancels promotional opportunities for many civil service employees. The rule also fails to provide job protection for the transferee.

"If a person who transfers to another municipality fails his probationary period, he loses his permanent status," Mr. Watkins noted. "The new rule does not require that the transfer be approved by the local civil service commission and the agency the transferee is leaving. If he's leav-

ing without their consent, it's unlikely they'll reinstate him if he fails in his new job. It's also unlikely they'll give him a leave of absence for the time that he's on probation in the new job. So he's left without any job protection at all.

The union pointed out these, and several other major shortcomings of the proposed rule, in a recent mailing to its County-Division local presidents.

The rule must be aired at public hearings before any locality can adopt it, and in the mass mailing, CSEA President Bill McGowan urged the presidents to attend the hearings and voice the union's objections.

"The more members you can get to attend the hearing, the less likely it will be that the civil service agency will enact this new rule," Mr. McGowan said.

Several hearings have already been held at various locations around the state, according to Mr. Watkins.

The letter also advised the presidents to notify their civil service agency, in writing, of their opposition to the rule, and to ask to be

informed of the time, date and place of any public hearing on the rule that might be held in their locality.

Finally, the mailing included the text of the proposed rule, and a sample letter of protest, of the sort the union hopes will be filed by all its local presidents with their local civil service commissions.

The rule not only ignores interdepartmental promotion lists, Mr. Watkins said, but also "deprives people within a particular department of the opportunity to take a promotional exam. In many cases, it may be that that exam is for a vacancy for which they are trained and have been aspiring for many years."

Another problem with the proposed rule is that it allows transfers if the "scope" and qualifications required for the two jobs in question are identical. If they are not identical, the rule says, the transfer must be approved by the State Civil Service Commission.

"This will either prevent a vacancy from being filled or, if it is filled pending the State Com-

mission review, it may be negated months or years later," Mr. Watkins noted. "You can imagine the problems this would cause."

Of all the objections CSEA has to the proposed rule, perhaps the most fundamental is that the union was never consulted when the State Civil Service Department's Municipal Services Division was developing the "model rule" in the first place. In a letter earlier this spring to State Civil Service Commissioner Victor Bahou, Mr. McGowan stressed that, with a membership that includes over 110,000 employees of local governments throughout the state, CSEA is "vitaly concerned with any change in the rules affecting the status and welfare of these employees." He suggested that from now on, CSEA be consulted in the development of similar changes in civil service rules affecting local government workers.

Commissioner Bahou agreed. On July 2, union representatives and Civil Service Department officials will meet at CSEA headquarters to discuss the currently troubled rule, and try to work out a solution to it.

Prevost response fails to quell union concern

WARDS ISLAND — "The state Office of Mental Health has every intention of filling its promise to improve facilities at Manhattan, as indicated six weeks ago."

That's what Dr. James A. Prevost, Commissioner of Mental Health, wrote in a recent letter to Ismael Lopez, president of CSEA Local 413, in response to a mailgram Mr. Lopez sent to the Commissioner calling reports of State plans to close Manhattan Psychiatric Center a "racist attack on the black and Spanish patients and employees and the general community. Less than six weeks ago, you promised to make Manhattan Psychiatric Center a model hospital."

Dr. Prevost's letter took issue with reports in the Daily News last month about a study recommending consolidation of state inpatient programs into fewer buildings and closing several psychiatric centers, including Manhattan Psychiatric Center.

Please review our recently issued report on the consolidated closing of Manhattan State Psychiatric Center, and note that this does not include any plans to close the Wards Island facilities. Unfortunately, the New York Daily News erred in the account of the report, and drew the wrong interpretation by reporting plans to close the Manhattan Psychiatric Center," Dr. Prevost wrote.

In March, Dr. Prevost was quoted in the Daily News as being determined "to make Manhattan State Psychiatric Center a model of human and decent patient care in New York City." He also pledged to hire additional psychiatric and medical staff.

Termed an "action plan for mental health in the 1980's," the consolidation report was issued earlier this month to Governor Carey and the State Legislature and recommended closing older buildings and several psychiatric centers including the Harlem Valley and the Utica Psychiatric Centers. Daily News reporters quoted a spokesperson for the Department of Mental Health as saying that the plan would lead to the closing of Manhattan and Pilgrim State Psychiatric Centers in the future.

After he read the report, which does not mention Manhattan Psychiatric Center, Mr. Lopez said, "We don't trust this report. It could be used as a tool to close other Psychiatric Centers that have older buildings. Also, we don't trust Dr. Prevost. He has yet to hire a single therapy aide since the expose of the appalling conditions here at Manhattan was carried in the Daily News more than two months ago.

We're not going to be put off by any bureaucratic mumbo-jumbo. Either Dr. Prevost must fix up our present hospitals by increasing staffing or put money into community mental health centers with retrained employees."



CSEA CAPITAL REGION PRESIDENT Joseph McDermott, left, signs an Employee Assistance Program agreement covering employees of the State Division For Youth as Frank Hall, DFY Director, watches. It was the latest in a series of agreements between CSEA and various agencies providing EAP coverage for employees.

Union wins contracting out case, school district guards reinstated

GREAT NECK — Security guards of the Great Neck Union Free School District who lost their jobs in late 1978 when the District contracted with an independent contractor have been reinstated and awarded back pay.

The Nassau County Supreme Court found that day-to-day operations of the new contract guards were directly under the supervision of School District employees, and therefore did not meet the legal test as independent contractors.

CSEA, through its Nassau Educational Local 865 and Regional attorney Richard Gaba, brought the proceeding in behalf of the guards: Vincent McClancy, Harold Fredericks, Charles Hanson, William Stone, Lyons Murphy, Thomas McClosky, John Hores, and Kenneth White.