



He deserves your vote Sept. 23rd

MARIO CUOMO

Now it's up to you.

For the past several months, we have virtually buried you with information about Mario Cuomo, the candidate in the September 23 Democratic Gubernatorial Primary endorsed by CSEA.

We've given you plenty of reasons why we think Mario is the man for the job. We've told you that he is the only candidate in this election who is a proven friend of public employees and we have tried to convince you that the outcome of this election will have a direct effect on your job, your future and the future of this state.

In fact, we can't think of a single thing that we haven't said to prove to you that Mario Cuomo deserves your support. But ultimately the choice is yours.

There will be some who still won't be convinced. That's too bad. But there is something still worse. What would be worse is someone who is convinced Mario Cuomo deserves their support but doesn't do anything about it! That would be a tragedy!

This will be a close election, let's not fool ourselves about that. Every vote counts, especially yours. It's absolutely essential for you to vote if you are eligible. If you're not, you can still help the Cuomo campaign by urging those who are eligible to vote for your candidate. Perhaps you can help a Cuomo supporter get to the polls, or maybe you could even volunteer a few hours of your time in these last critical days of the campaign. Any support is better than none.

On September 23rd, New York voters have a choice. And, for a change, the choice is crystal clear. You have a lot riding on this election. But only you can decide if you will do something about it, or just take your chances on the outcome.

Now it's up to you.

William L. McGowan
CSEA President

Public SECTOR

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

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Friday, September 10, 1982



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Buffalo set to host 72nd Annual Meeting

BUFFALO — With a new location and new dates, preparations are moving along on schedule for CSEA's 72nd Annual Delegate Meeting next month.

The important annual convention is now scheduled for October 10-15 at the Buffalo Convention Center.

The annual delegate session originally was set for a week later in Niagara Falls, but CSEA last month abruptly cancelled the Niagara Falls session in response to terms of a one-year contract imposed on nearly 900 Niagara County CSEA members by the Niagara County Legislature in August. CSEA President William L. McGowan cancelled the Niagara Falls meeting with the terse statement, "There is no way that we can take our convention and its financial benefits to a county that has walked over the rights of CSEA members and made a mockery of the Taylor Law." The imposed contract granted only a token wage increase

while stripping away several benefits.

The union's Board of Directors, at the request of Western Region President Robert L. Lattimer, had previously granted McGowan authority to cancel the original convention plans depending upon the outcome of the legislative hearing.

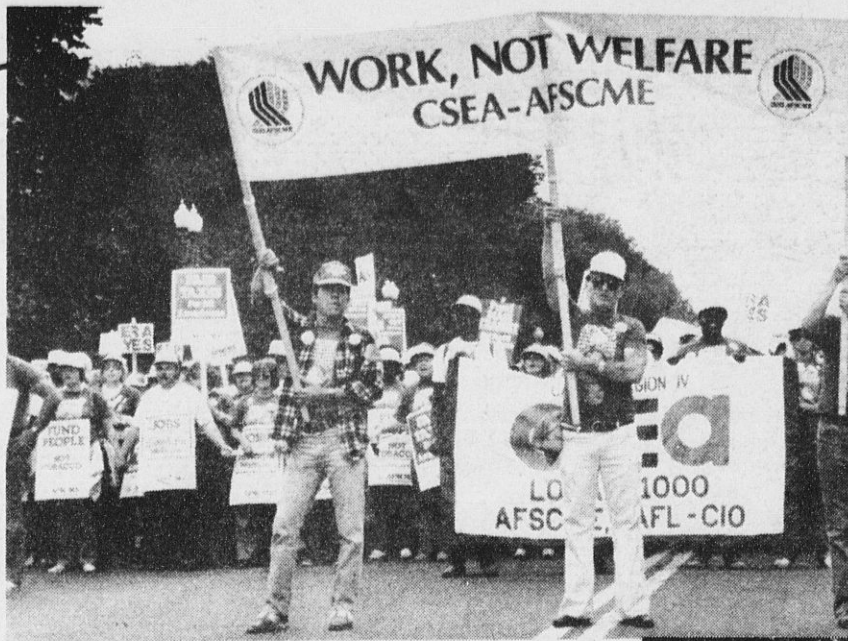
Some 1,500 CSEA delegates are expected to participate in the October 10-15 meeting in Buffalo. All necessary delegate forms have been mailed out, with a reminder that hotel reservations must be made no later than October 1. That and other arrangements may be made through the delegate's local president.

Among the issues to be considered by the delegates will be final passage of a proposed amendment to the union's constitution which would enable CSEA to organize, under certain conditions, private sector workers. Details of that and other issues to be considered will be published prior to the annual meeting.

Transfers to start soon at Central Islip

But union efforts in
negotiations and legislation
helped provide job security
in the face of a declining
facility

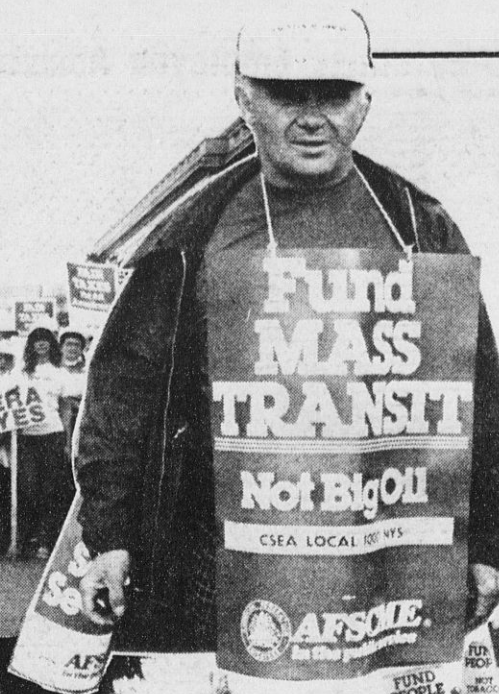
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SOLIDARITY DAY I

September 19, 1981

One year ago, more than 6,000 CSEA members marched with 500,000 Americans in Washington to protest against the Reagan Administration and the erosion of social progress that unions fought for a century to achieve.



SOLIDARITY DAY II

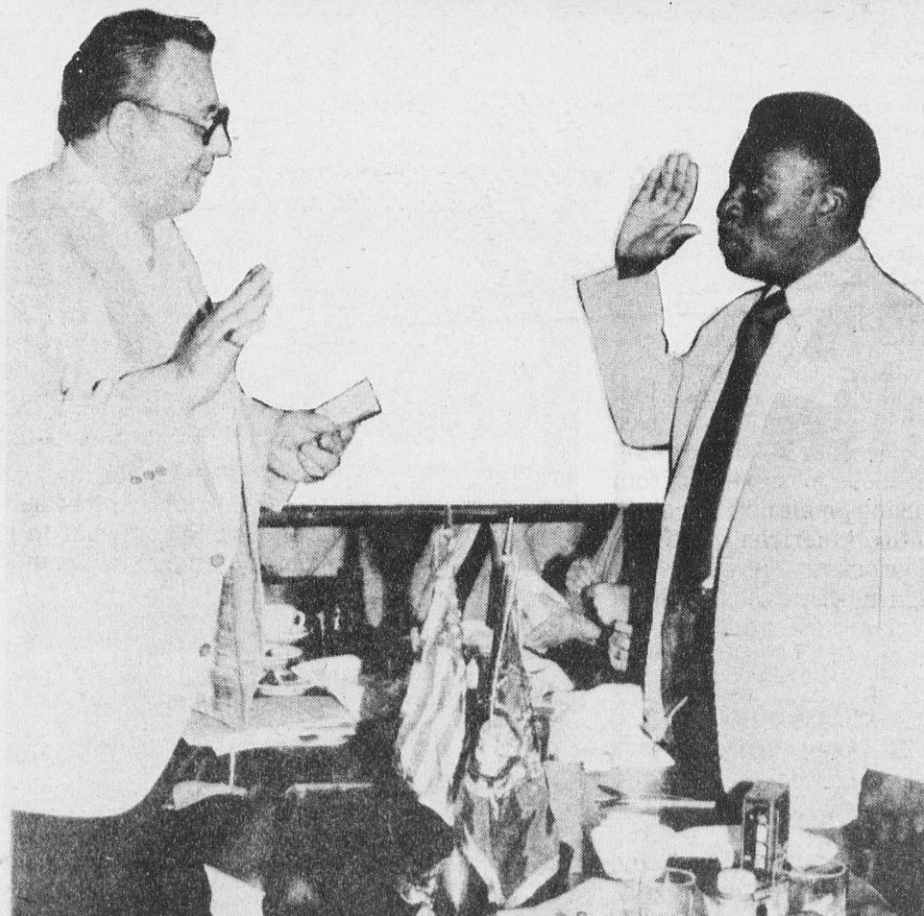
November 2, 1982

Tens of thousands of CSEA members will join millions of Americans in going to the polls on election day in response to a call by the AFL-CIO for organized labor to vote against Reaganomics and those candidates who embrace the Reagan policies.



MEANWHILE . . .

CSEA members can demonstrate more solidarity by voting for MARIO CUOMO for governor in the Democratic primary election on September 23.



METROPOLITAN REGION II President George Caloumeno, left, swears in Everton Philips as New York City Local 010's third vice president. Philips was elected third vice president after the resignation of First Vice President Nancy Gonzales-Unger, who left state service. Moving up in the ranks were Rose Fuererman-Sutro to first vice president and Jim Heekin to second vice president.

CSEA Staff Openings

NEW YORK — CSEA is seeking an Employee Assistance Representative for Metropolitan Region II. The staff member will be responsible for developing and maintaining EAP programs within the Region designed to assist employees with problems such as alcohol or drug abuse.

EAP Representatives work with Local leaders in establishing EAP programs, help develop educational programs, and maintain up-to-date listings of treatment resources to which troubled employees can be referred.

Applicants must have a high school diploma or equivalency certificate plus three years of satisfactory, responsible union experience involving extensive public contact with government and union personnel.

Applicants can also qualify if they have graduated from a college or university or a recognized school of labor relations, or have a satisfactory equivalent combination of education and experience.

In addition, candidates must be in sound health and must possess a driver's license and a car for business use.

Resumes should be submitted by Sept. 27 to CSEA's Personnel Director, 33 Elk Street, Albany, NY 12224.

Local 807 reaches accord

SILVER CREEK — The Village of Silver Creek Unit of CSEA Chautauqua County Local 807 has reached agreement with the village on a three-year contract that provides a median gain of 7 percent in wages in the first

year. All employees will receive an increase of 35 cents per hour.

Wage re-opener clauses in the second and third year will determine future raises.

Empire State College starts Employee Assistance Program



THE EAP COMMITTEE of Empire State College Local 641 looks over the agenda of a recent one-day orientation program for the college's employees. From left to right are Mary Williams, Local 641 secretary; Karen Bing, EAP Committee chairwoman; Judy Remington, Local 641 president; and Lola Riberdy. Standing is Peggy Craft.

Corrections workshop scheduled

ALBANY — CSEA Corrections Department local presidents and grievance chairpersons will be joining correctional facility superintendents and other managers at a joint labor-management workshop Sept. 21-22 at the Friar Tuck Inn in the northern Catskills.

The workshop is expected to attract some 125 managers and CSEA leaders representing Department of Correctional Services facilities statewide. Sessions, taught by the New York State School of Industrial and Labor Relations at Cornell University, will begin at 1:30 p.m., Sept. 21 and conclude at 4 p.m. the following day.

Discussion topics will include: purposes, principles and limits of collective bargaining; handling grievances; making use of labor-management meetings; proper use of employee counseling; and changes in handling time and attendance problems.

All instructional costs of the workshop are being borne by CWEP, the joint CSEA-state Committee on the Work Environment and Productivity. Travel and lodging costs will be covered by the Department of Correctional Services.

Women organizing at record rate

WASHINGTON — From the earliest days of American history, women have worked for wages — and have organized to improve those wages and working conditions. Women workers today are faced with job insecurity, low wages, unfair treatment, lack of respect for the work they do, and two jobs — for pay and in the home. As a result, they are joining unions at the fastest rate ever recorded.

"It's been proven that women in unions do better, pay-wise and benefit-wise, than women who are not in unions," says CSEA Statewide Secretary Irene Carr, a long-time activist in women's issues.

"We have so many women in CSEA who are board members and local presidents, who are on the negotiating committees and labor management committees. They have an opportunity within the union that they don't have in other places to speak out for themselves and their sisters, and to better themselves."

Between 1976 and 1978, more than 600,000 women joined unions, a tremendous jump from the 48,000 new women members in the 1974-76 period. Two million women have become union members since 1960, six of every 10 new unionists.

Lillian Moss, coordinator of the Women's Organizing Campaign launched in June, notes, "Women realize they need a union, want a union, and want to know how to organize one. They're so glad there's someone to come to."

Sponsored by the AFL-CIO Industrial Union Department and the Coalition of Labor Union

Women, the Women's Organizing Campaign is aimed at women workers in the Baltimore/Washington, D.C. area. Six unions have assigned staff to the campaign, and two interns, members of the D.C. CLUW chapter, have been hired. Organizing targets include banks, hospitals, insurance companies, food service and industrial operations.

These targets reflect the occupations in which working women are concentrated: 35 percent are clerical workers (12 percent organized); 19 percent are service workers, primarily in health and food services (10 percent organized); 17 percent are professional and technical workers (27 percent organized); and 10 percent are semi-skilled factory workers (31 percent organized).

The Bureau of Labor Statistics predicts that, except for factory workers, in the 1980s these occupations will continue to be among the fastest growing. Demand will be especially great for workers in the health care industry, for food service workers, and for clerical workers in the private sector, in finance, insurance, retail trades, and legal services.

While nearly 7 million women are organized, accounting for one of every four organized workers, they represent only 16 percent of all working women. Even discounting those jobs exempt from union coverage, the organizing potential is great. In fact, one quarter of the entire American workforce is made up of white collar women.

Many white collar women, however, have an

image of the labor movement not only as blue collar, but as anti-female. Some unions are helping to change that image as they increase their efforts to organize white collar industries. Much of the change has been due to the increasing numbers and visibility of women unionists.

Local female members and officers and headquarters staffers are pressing their unions to address the problems of wages, benefits and working conditions facing women workers. They are also calling for more women to be hired on staff. A 1980 study by the AFL-CIO Department for Professional Employees found that the unions which have been most successful in organizing women technicians and professionals — teachers, public employees, health care workers — have the highest percentage of women organizers and union representatives on their staffs.

Women workers can anticipate working 28 years, compared to 35 years for men. They want recognition for the work they do — a fair wage and respect for their contributions.

Women are being told they can solve their job problems by dressing for success, setting up "old girl networks" and pulling themselves up by the straps of their high heels. But women across the country, in nursing homes, department stores, hospitals, offices, restaurants and factories, aren't buying it. They know their problems can't be solved by what they wear on the job. They want to find solutions, and they're looking for help. Many unions are providing the answers.

Westchester County drops disciplinary charges against employee

WHITE PLAINS — A hearing officer has dismissed charges against a Westchester County Department of Public Safety employee who had been accused of not adequately fulfilling his supervisory responsibilities.

Hearing Officer James Caruso recommended the motion for dismissal of the disciplinary charges against Lt. George R. Donnelly after the county presented its case. Donnelly was represented by CSEA Regional Attorney Arthur H. Grae.

"I fail to find by any rational process that the county as charging party has met its burden of proof," noted Caruso, after reviewing the records.

Caruso rejected the testimony of the county's two

witnesses, said the case was based on "inferences," and thought it significant that no members of the police force were called in support of any of the charges.

The hearing officer also found there was some confusion about rules and regulations because the department was a new creation resulting from the recent merger of the sheriffs department with the parkway police. He recommended that Commissioner/Sheriff Daniel Guido drop the charges, and Guido did.

The case, which was handled through CSEA's Legal Assistance Program, was especially significant because it now means there is no basis for similar charges raised by a former commissioner/sheriff against three other deputies.

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Labor Day 1982: For many people, economic woes eclipsed celebration



THOMAS WHITNEY

Whitney named new head of Vermont union

ALBANY — Thomas Whitney, CSEA's administrative director of Member Services, has been named executive director of the 6,000-member Vermont State Employees Association.

He will assume the state employee union's top staff position Oct. 1.

Whitney joined CSEA in 1970 as a field representative, negotiating and administering local government contracts. He served for six years as Director of Employee Relations and Personnel before being named to his current Member Services position three years ago.

"I leave CSEA grateful for the experience I've had here, and I carry with me to Vermont the many things I've learned here about public employee labor relations," Whitney said. "I look forward to the challenge of serving as executive director of a similar, but smaller organization in Vermont."

WASHINGTON — As Labor Day rolled around this week, many people found it difficult to find much to celebrate. For working people, the poor, the elderly, small business people and farmers, the policies of the Reagan administration have turned their economic situations into disasters.

With its term nearly half over, the administration is in disarray over economic policy and the nation faces the prospect of worse times ahead.

During the 1980 Campaign, President Reagan promised "Jobs, jobs, jobs." He said this would be achieved by unleashing private enterprise through generous "supply-side" tax cuts and through "deregulation."

Although Reagan was favored by a scant 51 percent of those who voted — and only 26 percent of the eligible voters in the lowest turnout since 1948 — he claimed a popular mandate not only for his supply-side tax cuts but for a program of drastic social spending cutbacks.

Reagan's pledge to "get government off our backs" turned out to be a policy of weakening or gutting workplace health and safety regulations, laws protecting the consumer and the environment and, more recently, child labor protections.

The administration steamrolled its tax and budget "program for economic recovery" through Congress last year by reviving the old coalition of Republicans and conservative Democrats.

In less than a year, the "Reagan revolution," or rather counter-revolution, had begun the most massive transfer of income in our history from poor, near-poor and middle-income Americans to the affluent and corporate rich.

Instead of the promised prosperity, the economy slid into its eighth postwar recession and, following the 1980 downturn, the first back-to-back recession since 1919.

The Reagan Recession became the worst since the Great Depression of the 1930s in terms of unemployment, business bankruptcies and farm foreclosures.

During past recessions, interest rates have fallen sharply. But in this recession, having been engineered by the Fed's Reagan-backed tight money policy, real interest rates — that is, interest rates minus inflation — are the highest in a half-century.

Faint signs of recovery are being threatened by the continuing high cost of money. The high rates also have resulted from widening federal deficits caused by the Reagan tax giveaways to the rich and huge hikes in military spending.

The predictable result has been a budget crunch in which working people and the poor were enlisted to make

the sacrifices on the altar of a balanced budget.

No sooner had the White House drawn up the first budget in U.S. history with a deficit exceeding \$100 billion, than it pronounced support for a Constitutional Amendment to balance the budget.

Critics called the proposed amendment a cynical move and a fig leaf to hide big deficits from voters and divert attention from the real problems afflicting the economy. Should it succeed, it will become a Trojan Horse for further cutbacks in programs like Social Security, a program which an indignant public so far has kept mostly intact from the Reagan-Stockman meat-ax.

Program cuts have come at a time when more, not less, federal action is needed to help the growing number of victims of the Reagan Recession and to help the economy get on its feet.

During 1981, Reagan's first year in office, some 2.2 million more Americans slipped into poverty, an increase of 7.4 percent, according to the Census Bureau.

Since July 1981, when the recession began, 2.5 million Americans have been tossed into the ranks of the unemployed. Some 1.5 million have abandoned the search for work. Many others have been forced into only part-time employment. The term "new poor" has entered the language.

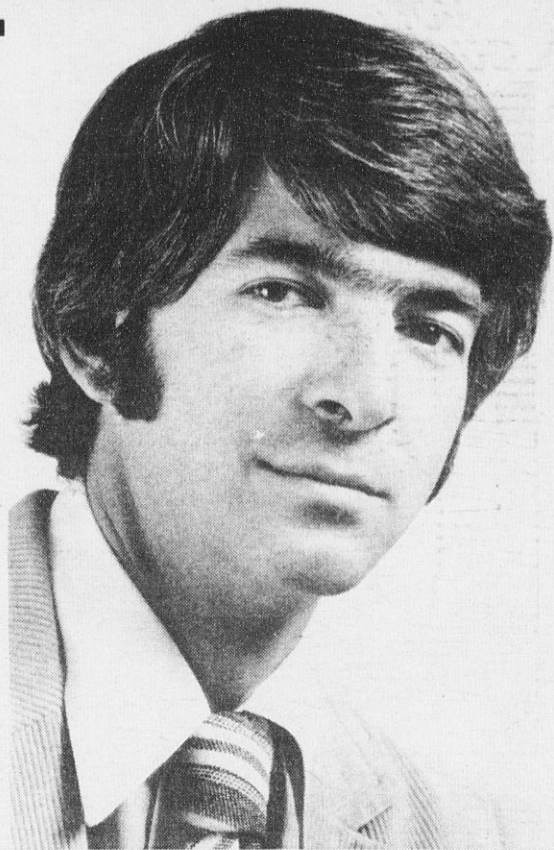
Meanwhile, more than 2 million jobless workers have seen their unemployment compensation benefits run out, and 3 million more face the loss of benefits in 1983 largely because of cutbacks and restrictions pushed through Congress by the administration.

Since Reagan took office, more than a million people, mostly the "working poor," have been cut off from the food stamp program and many more are targeted for elimination. Nearly 150,000 poor working families are losing their eligibility for government-supported day care.

Those hurt the most have been the poor, women, the very young and the elderly. For instance, 661,000 children have lost Medicaid coverage; 900,000 poor and near-poor youngsters no longer receive free or reduced-price school lunches.

Organized labor has been in the forefront of opposition to the Reagan program. On Sept. 19, 1981, Solidarity Day, nearly a half-million working people and their allies demonstrated in Washington against Reaganomics.

Now, a year later, labor and its allies are demanding that Congress reverse what AFL-CIO President Lane Kirkland called policies that "add up to class warfare against the disadvantaged, against the poor, against the working people of America."



THOMAS QUIMBY, CSEA Director of Education and Training, calls the program "unique among unions in New York and one of only a few programs of its kinds in the United States."

the Labor Institute

'One of only a few programs of its kind in the U.S.'

ALBANY — The schedule of Fall courses for the CSEA Labor Institute is now being set up. Information on when courses will be taught in your area should be available through your Local President or the CSEA Regional Office.

The CSEA Labor Institute is a series of seminars offered by the union's Department of Education and Training. Seminars are specifically designed to educate officers, stewards and members in all aspects of unionism.

The Institute consists of three levels: Principles of Unionism, Applied Principles of Unionism, and Advanced Union Studies. Certificates of Achievement are awarded upon successful completion of each level.

Level 1 seminars include such topics as the American labor movement, basic steward training, internal organizing, officer training, political action, Occupational Safety and Health, basic negotiations and the Employee Assistance Program.

The most popular course in the series is the Basic Steward Seminar, which requires about six hours to complete. The steward training is often offered upon request at the Local or Unit level.

All of the Institute courses are offered evenings and weekends for the convenience of members.

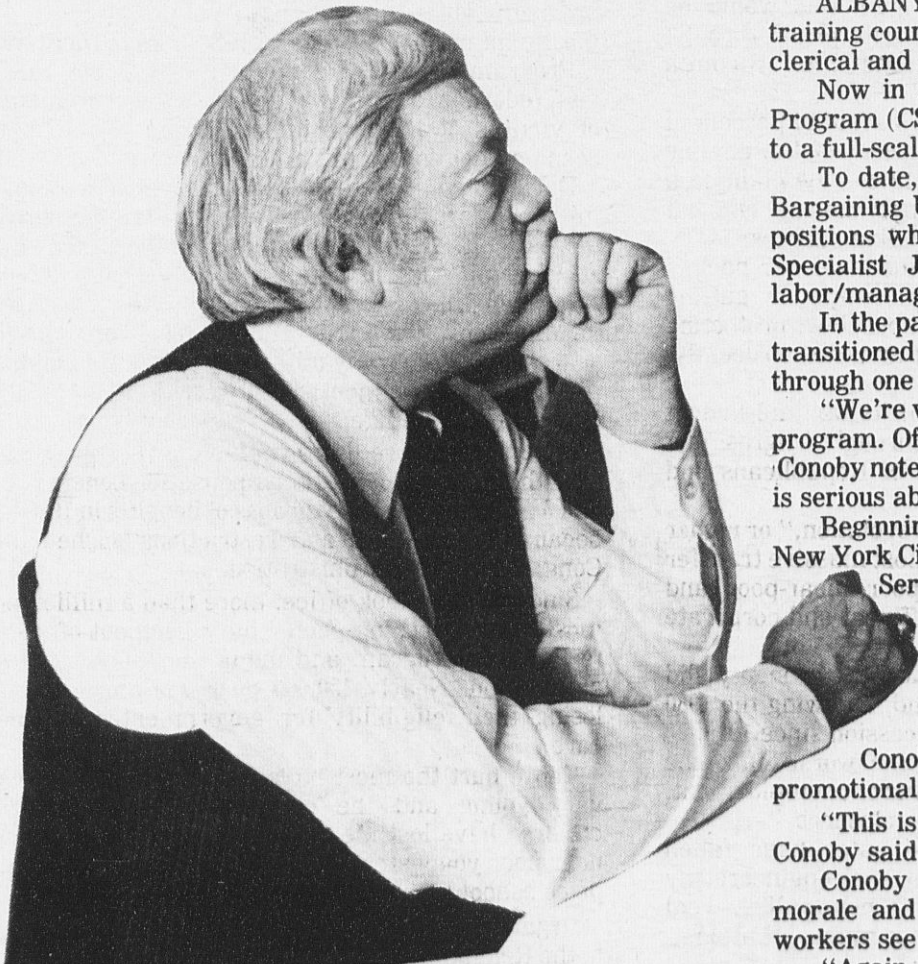
"The Institute is designed to help CSEA stewards and officers become more effective. Seminars are designed to enable members to grow individually and, in the process, help their union become stronger," commented Thomas Quimby, CSEA Director of Education and Training.

"The program is unique among unions in New York and one of only a few programs of its kind in the United States."

He added that Units and Locals can request Institute seminars through their Regional President and/or Regional Education Committee.

the CSEA/P alternative

'For the conscientious worker who is serious about getting ahead'



JACK CONOBY, CSEA Collective Bargaining Specialist, says the hard-working clerical employee can move up and out of the "clerical ghetto" and into professional positions which once required a college degree.

ALBANY — CSEA and the state are once again sponsoring employee advancement training courses in a continuing effort to afford promotional opportunities to the state's clerical and entry-level workers.

Now in its fourth year, the Clerical and Secretarial Employees Advancement Program (CSEA/P,) has grown from a conceptual benefit at the 1979 bargaining table to a full-scale career opportunities program.

To date, approximately 200 transitional employees in the state's Administrative Bargaining Unit have moved up and out of the 'clerical ghetto' and into professional positions which once required a college degree, says CSEA Collective Bargaining Specialist Jack Conoby, who negotiated and has subsequently monitored the labor/management program.

In the past four years, Conoby said that an additional 300 clerical employees have transitioned to various administrative aide and departmental promotional positions through one of the five remaining CSEA/P series.

"We're very proud of CSEA/P and we're finally beginning to see the results of this program. Of course, it takes a great deal of hard work on the part of the employee," Conoby noted, adding that, "these courses are geared for the conscientious worker who is serious about getting ahead."

Beginning this month, a total of 24 courses will be offered in Albany, Buffalo and New York City. The Employee Advancement Section of the State's Department of Civil Service is hosting the training series for pre-registered transitional employees.

Courses range from a one-day class on "Decision-making" to a two-day session on "Planning and Conducting Meetings" to a three-time, once-a-week series on "Assertiveness."

The courses are funded through the CSEA/P contract with the state, Conoby explained. Applicants are required to take a transitional competitive promotional examination administered by the Dept. of Civil Service.

"This is the perfect opportunity for our members to enhance their work skills," Conoby said, "and at the same time, work their way up the career ladder."

Conoby added that management also benefits from the program. Employee morale and productivity are bolstered because otherwise dead-ended, entry-level workers see a 'way out' of their predicament, he said.

"Again, we're proud to have negotiated such an innovative program," Conoby said. "My only hope is that our members use this tool to carve out a more prosperous future."

Any clerical worker in the state's Administrative Services Unit who is interested in advancement through the CSEA/P should check their agency bulletin boards for a posting or call CSEA headquarters for more information.

Communications made easier for you

Got a problem?
Need CSEA'S
help?

INFOLINE
1-800-342-2027

A referral service
created for you

ALBANY — A CSEA staff clerk, a Suffolk County employee and a Long Island homemaker recently were involved in a chain of events that shows the Good Samaritan exists, that the telephone is indeed the next best thing to being there, and that "InfoLine" works.

The three found themselves connected through InfoLine, the CSEA toll-free telephone resource which helps CSEA-represented employees throughout the state get in touch with available union resources.

The homemaker used the service resourcefully, calling one noontime to say she had found a wallet. The only identification in it was a CSEA membership card containing a man's name — John C. Murray — his Social Security number and the InfoLine number. After looking up the man's home telephone number and finding it disconnected, the woman called InfoLine.

It was answered that day by Antic Womack, a staff clerk at the union's headquarters in Albany. Womack plugged the Social Security number into a computer, found out Murray worked for Suffolk County and promptly called the Suffolk County payroll office, which put her in touch with him. After a series of phone calls, John Murray was reunited with his wallet in just a few days.

"I was in the process of moving, and it had apparently fallen off the back of a truck," explained Murray, a planner in the Suffolk County Planning Department Transportation Division. Added he: "We planners are always losing things."

Murray says he is happy to be getting his wallet back — "with the money inside. It wasn't a large amount — \$21 — but there were a lot of credit cards. Getting it back



HELP WANTED — CSEA staff members Antic Womack, seated, Carmella Fiorino, left, and Sharon Brown are some of the employees at union headquarters who answer the InfoLine.

is a relief, and shows some people are still honest."

For Womack, 12 years a CSEA staff member, the out-of-the-ordinary phone call and her subsequent efforts to track down the man with the missing wallet were all in a day's work. "I just figured it was part of my job," she said. "I think it was very kind of the woman

to call. A lot of people wouldn't even care."

Womack is one of nine staffers in union headquarters who regularly answers InfoLine, which was initiated in early 1981 by CSEA President William L. McGowan in an effort to improve communications with the rank and file, many of

whom didn't know where to turn for help when they needed it. The service makes it easier for members to put the union to work for them by providing one central source for information.

"We get all sorts of stories," says Womack, noting that people call about everything from address changes, employee benefits and grievances to problems with family, co-workers or management.

Manning the line is, she says, "very interesting and in a way, challenging, because you're constantly thinking, 'How can I help this person?' Some of these people are very distraught when they call and it's hard to figure out what their problem is. You have to use your discretion or ingenuity or whatever to comfort them and calm their fears and anxieties, and let them know you're concerned."

The number for InfoLine, 1-800-342-2027, appears on new union membership cards sent out since early spring 1981. In an effort to use the framework of the union, callers are frequently given the telephone number of their local president, unit president or shop steward as an initial resource. Calls dealing with such specifics as safety matters, the Employee Benefit Fund and the Employee Assistance Program are referred directly to those offices.

InfoLine operates during normal business hours, from 8:30 a.m. to 5 p.m. Members should note, however, that since the service was set up strictly as a referral system, and not for internal union business, calls made to InfoLine cannot be transferred to other telephone numbers or extensions within CSEA.

**AFSCME film
on political action
now available to
CSEA members**

ALBANY — "AFSCME Fights Back" was the theme of this year's 25th biennial convention of the American Federation of State, County and Municipal Employees, and it is also the title of a new AFSCME film depicting growing activism among public employees in the face of Reaganomics.

The film was first shown to International delegates attending this year's Atlantic City Convention of the AFL-CIO's largest public employee union. Now the inspiring account of the personal impact of national economic policies on the lives of public workers and the

people they serve is available through CSEA's regional offices.

"Reaganomics has become a commonly used term to describe an economic ideology, but it's becoming too easy to forget that there are human consequences to this policy. This brief film graphically demonstrates those consequences for all to see. It is an inspiring demonstration of the need for political action," said CSEA President William L. McGowan.

Copies of the film can be obtained for use by contacting the communications associate in your CSEA regional office.

Coalition for Black Trade Unionists holds 11th annual convention



REPRESENTING CSEA IN MEMPHIS, at the Coalition of Black Trade Unionists convention, was CSEA Local 602 Vice President Doris W. Williams, second from left. Ms. Williams was among some 700 delegates from throughout the nation representing black workers in the labor movement.

BUFFALO — Doris W. Williams, a vice president of SUNY Buffalo Local 602, represented CSEA at the 11th annual convention of the Coalition for Black Trade Unionists.

Held in Memphis, Tennessee, the convention attracted 700 delegates from throughout the nation, representing the more than 3.3 million black workers who are represented by labor unions. The Coalition is headed by President William Lucy, Secretary-Treasurer of AFSCME.

Expressing the hope that more CSEA members would become active in the Coalition, Ms. Williams commented, "This would reinforce and give us a better understanding of the world situation and the issues for which both organizations are now fighting."

The convention agenda included workshops on political action, black women and the labor movement, organizing, and the problem of black workers in South Africa and the Caribbean. Guest speakers included Congressman John Conyers of Michigan, the Secretary-General of the Organization of African Trade Union Unity, and the Rev. Jesse L. Jackson of Operation PUSH.

School finance decision may jeopardize jobs

ALBANY — A legal challenge to the present system of financing schools was struck down by the Court of Appeals, which may mean tighter school budgets and the loss of jobs for CSEA members.

The state's highest court recently decided that the present system for state financing of school systems did not violate any federal or state laws, and should stand.

The system, in which each district pays for its own education system through a combination of locally-raised revenues and state aid, was legally challenged in 1974 because of the gross disparity of those revenues. Some school districts with smaller property tax bases

and thus able to afford smaller expenditures per pupil than districts where real property assessment values are high, claimed that state aid formulas should be revised to channel more aid to the "property-poor" districts.

The court's decision means that in the property-poor districts several programs where CSEA members work — such as the school lunch, transportation and maintenance areas — may be affected by cuts.

"There's a higher risk for members in property-poor districts, especially because that's where more school budgets are defeated by voters," said Larry Scanlon, CSEA school district coordinator.

The smaller property-poor districts will not be the only ones affected by the recent court decision. Those districts in larger cities facing "municipal overburden" had also joined the legal challenge. They pointed to fewer funds left over in their budgets for education after the costly expenses of running their cities are covered.

Now that the courts have refused to change the funding system for education, any future changes will have to be made by the Legislature.

"The court's ruling was a clear call for legislative and political action by CSEA school district activists in order to remedy these serious funding problems," noted Scanlon.

... committee members
will have important jobs
ahead of them ...

Union appointees named to committees implementing state contracts

ALBANY — CSEA's representatives on joint labor/management committees provided for under the ASU, ISU and OSU contracts with the State have been named by President William L. McGowan.

"Studies, recommendations and policies developed by these committees can have important impact on our members," McGowan noted. "In some cases, these committees administer large sums of money negotiated under the contracts and oversee programs that can greatly enhance the working lives of State employees.

"These committee members will have important jobs ahead of them implementing many of the articles our negotiating teams worked to include in the collective bargaining agreements."

The committees, their roles, and the CSEA appointments are as follows:

JOINT LABOR/MANAGEMENT COMMITTEE ON EMPLOYEE DEVELOPMENT AND TRAINING

The committee reviews educational, development and training programs and makes recommendations for program changes. They may also address the method of selection of program participants, and they make recommendations concerning the allocation of program funds. First-year funding for all three units for such educational and training programs totals \$2.9 million.

Serving on the committee are Loretta Rodwell, John Weidman and William Fetterling, with Thomas Quimby as CSEA staff advisor.

JOINT EAP LABOR/MANAGEMENT COMMITTEE

Funds are appropriated to develop a permanent Employee Assistance Program and are used for staffing, training and local EAP program incidentals. Decisions on how the money will be spent are the responsibility of the labor/management committee, including CSEA designees Lee Johnson, Elizabeth Watts, Louis Gilmore and James Murphy, with Thomas Whitney as staff advisor.

STATEWIDE SAFETY AND HEALTH MAINTENANCE COMMITTEE

The contracts provide funding of \$300,000 a year for the work of this committee, which includes assessing department and agency safety practices and developing plans for changes or improvements in safety and working conditions. The committee will also review grievances and complaints relating to safety, review procedures for investigation of on-the-job deaths or serious injuries, and identify safety training needs.

Serving on the committee in behalf of CSEA are Louis Mannellino, Phyllis Ferguson, Robert Thompson, C. Allen Mead, Sue Bucrzinski and Frank Falejczyk, with Nels Carlson as staff advisor.

STATEWIDE LABOR/MANAGEMENT DAY CARE ADVISORY COMMITTEE

The committee recommends standards for establishing and funding on-site day care centers. CSEA's representatives on the committee are Addie Kelley, Debbie Powers, Ora Aney, Thomas Byrne and Jay Helfgott, with Paula Lambert as staff advisor.

JOINT COMMITTEE ON HEALTH BENEFITS

This committee is primarily responsible for examining existing health insurance benefit levels, experience, utilization and costs in order to recommend adjustments or modifications to offset inflationary increases to both employees and the State. Serving with staff advisor Timothy Mullens are John Carey and Judy Salisbury.

JOINT COMMITTEE TO STUDY WORK ALTERNATIVES

The committee will study the scope of employment of workers on a fee-for-service basis in state departments and agencies. To reduce such employment, they will consider alternative staff deployment, more appropriate use of overtime, and the feasibility of establishing a joint job referral service to meet temporary needs of departments and agencies. The contracts call for the committee's recommendations to be made to the Governor's Office of Employee Relations and the President of CSEA by Oct. 1. Representing CSEA on the committee are staff advisor Nels Carlson, William Blom and Joseph Kowalski.

JOINT STATE/CSEA LAYOFF UNITS COMMITTEE

The committee makes recommendations concerning the composition of layoff units within state departments and agencies and also on layoff procedure provisions of the Civil Service Law, Rules and Regulations. Appointed to serve on this committee in behalf of CSEA are staff advisor William Blom, Bruce Wyngaard, Francis Wilusz, Milo Barlow and Thomas Crary.

Other joint labor/management committees are established to carry out contract provisions of only one of the bargaining units. These committees are as follows:

CLERICAL, SECRETARIAL EMPLOYEE ADVANCEMENT PROGRAM COMMITTEE (ASU)

The committee negotiates promotional opportunities within the Administrative Services Unit through reclassifying existing positions and/or establishing new ones. Representing CSEA will be Betty Holt, Elliot Bernstein, Claire McGrath, Elaine Todd, Dody D'Alberto and Sarah Jackson, with John Conoby as staff advisor.

1972 LAYOFF UNIT AGREEMENT— DEPARTMENT OF MENTAL HYGIENE (ISU)

The State and CSEA have mutually agreed to continue discussion on the 1972 Layoff Unit Agreement pertaining to the Department of Mental Hygiene. Terms may be modified as agreed to by the committee. Representing CSEA will be William Blom, Bruce Wyngaard, James Cooney and Jase McGraw.

JOINT WORKING CONDITIONS COMMITTEE (OSU)

The Operational Services Unit agreement calls for a joint working conditions committee to have responsibility for the contract's provisions on work-related clothing and tools. First-year funding under the contract is \$425,000 for uniforms and \$40,000 for tools. The committee will develop criteria for reimbursement and level of assistance allowable and will study agency practices with respect to work clothing and tools.

CSEA members of the committee are Tom Tighe, Louis Gilmore, Richard Riley, Hank Wagoner, Bud Mulchy and John Wallenbeck, with Nels Carlson as staff advisor.

JOINT APPRENTICESHIP TRAINING COMMITTEE (OSU)

The Operational Services Unit apprenticeship program is funded at \$100,000 the first year of the contract and \$400,000 in each of the two succeeding years. The committee established under the contract identifies OSU job titles suitable for apprenticeship training and develops apprenticeship training programs. They are also concerned with the method of selection of trainees.

CSEA's members of the committee are staff advisor Nels Carlson, William Blom, Milo Barlow, Chuck Schampier and John Wallenbeck.

STATEWIDE LABOR/MANAGEMENT SUBCOMMITTEE ON WORKING CONDITIONS (ISU)

Funding is provided under the Institutional Services Unit contract for a committee to consider issues relating to internal and external environmental working conditions. The committee will review such issues as the need for ventilators, heaters, fans or similar devices. Serving in CSEA's behalf will be Alexander Hogg and John Weidman, with James Cooney as staff advisor.

MARIO CUOMO

Vote for Mario Cuomo in the September 23 Democratic Primary.

Give your support when CSEA political activists call on you to help. Find out more about the election and tell your friends. And you can help by reaching into your pocket. It's not going to be easy to fight off the Koch mega-bucks campaign, but if everyone gives something, we can defeat the opposition and send Mario Cuomo to the Governor's office.

New York public employees will be able to breathe a lot easier with an experienced, compassionate man in the chief executive's office.

We need Mario Cuomo. Now.



Civil Service Employees Association
LOCAL 1000, AFSCME, AFL-CIO



Send to: **Friends of Mario Cuomo**
P.O. Box 7285 Capitol Station
Albany, New York 12224

Yes, I want to help Mario Cuomo.

_____ Contact me to work on the Campaign.

Name _____

Address _____

_____ Use my check for the Campaign.
Enclosed is \$ _____

Make checks payable to:

Friends of Mario Cuomo

VOL- UN- TEER

ALBANY — Hundreds of CSEA members throughout the state have volunteered their time and talents to help Mario Cuomo win the Democratic primary election for governor. You can also.

"Of course, the biggest help is the vote in the Sept. 23 primary of every member who's a registered Democrat," notes political action training specialist Ramona Gallagher. "A good primary day turn-out of our members to vote for Cuomo is crucial."

"But beyond that, there are lots of jobs that need to be done in the campaign as the pace gets more hectic between now and Sept. 23. There are many things that members can do to help. You can talk up the election with your friends, neighbors and co-workers and urge them to vote. Or you can make a date to spend an evening in a phone bank making calls to get out the vote."

"All it takes is a phone call," Ms. Gallagher explained. "Just say you want to volunteer to help in the campaign, and we'll put you to work. I think you'll even find that being a campaign volunteer can be a lot of fun."

Coordinating CSEA's internal program to put union volunteers into the campaign are Ms. Gallagher and Statewide Political Action Committee Chairman Joe Conway. Information on how you can help is also available from your regional political action chairperson.

WHO TO CALL TO VOLUNTEER:

Ramona Gallagher, political action training specialist
..... (716) 634-3540
Joe Conway, state PAC chairman (518) 436-8622

REGIONAL PAC CHAIRPERSONS

Region I, Mike Curtin
(516) 273-2280 (lv
message)

Region II, Bob Nurse
(212) 735-1400 (11
a.m.-1 p.m.)

**Region III, C. Scott
Daniels**
(914) 485-9768

**Region IV, John
Francisco**
(518) 489-5425

**Region V, Kathy
Collins**
(315) 422-4303 (after
5 p.m.)

**Region VI, Dominic
Savarino**
(716) 634-3540

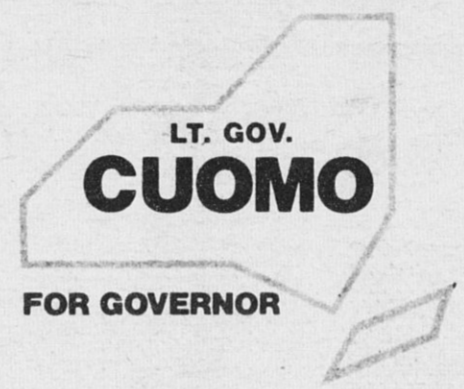
or
Flo Tripi
(716) 328-5250
(afternoons)



VOTE for MARIO CUOMO



DEMOCRATIC PRIMARY SEPT. 23rd



The choice between the two rivals for the Democratic nomination for Governor of New York State is, indeed, abundantly clear. Lt. Gov. Mario Cuomo, the CSEA-endorsed candidate, and New York City Mayor Ed Koch have startlingly opposite views on a wide range of issues of tremendous importance to New Yorkers in general and public employees in particular. Following are the publicly-stated positions of Cuomo and Koch on a selected number of key campaign issues.

ISSUE	CUOMO	KOCH	ISSUE	CUOMO	KOCH
<ul style="list-style-type: none"> TIER III REFORM Modify to eliminate Social Security "offset" 	FOR	AGAINST	<ul style="list-style-type: none"> MANDATORY RETIREMENT Amend rules to force employees to retire at a certain age regardless of ability to serve 	AGAINST	FOR
<ul style="list-style-type: none"> TAYLOR LAW REFORM Provocation as a mitigating factor in strike penalties 	FOR	AGAINST	<ul style="list-style-type: none"> RIGHT-TO-KNOW LAW Notification to public employees handling hazardous materials of dangers 	SUPPORTED	OPPOSED
<ul style="list-style-type: none"> CIVIL SERVICE "REFORM" Broaden "rule of three, provide for involuntary transfer, enlarge management/confidential class 	AGAINST	FOR	<ul style="list-style-type: none"> CSEA-STATE CONTRACTS Legislation to finance the contract settlement between CSEA and the State of New York 	SUPPORTED	OPPOSED
<ul style="list-style-type: none"> PUBLIC EMPLOYEE OSHA Extend federal occupational safety protection to public employees 	SUPPORTED	OPPOSED	<ul style="list-style-type: none"> SUB-MINIMUM WAGE Lower than minimum wage salaries for young workers in certain jobs. 	AGAINST	FOR

Public employees for Mario Cuomo



MARIO CUOMO, second from right, greeted CSEA marchers in a recent labor-sponsored parade for Cuomo in Patchogue, Long Island. Among CSEAs were, from left, Nat Zumbo, Long Island Region President Danny Donohue, Arthur Loving, Mr. Cuomo, and Nick Abbatiello.



CUOMO LITERATURE was recently distributed in front of the Dutchess County office building by, from left, CSEA Region III President Ray O'Connor, statewide Political Action Committee Chairman Joe Conway, volunteer Carl Mathison, and Unit President Mary Rich.



TAKING THEIR TURN to contact potential voters are, from left, Rockland County Local 844 President Patsy Spicci, and Rockland Psychiatric Center Local 421 President Eva Katz. Mr. Spicci explained his involvement by saying that in the upcoming primary, "unions have a lot to lose," while Mrs. Katz added, "I truly believe Mario Cuomo is the man for working people."

CSEA and AFSCME are heading up labor's opposition in New York State to a proposed federal balanced budget amendment to the U.S. Constitution. The campaign, aimed at preventing the issue from reaching a vote on the floor of the U.S. House of Representatives, continues to pick up steam.

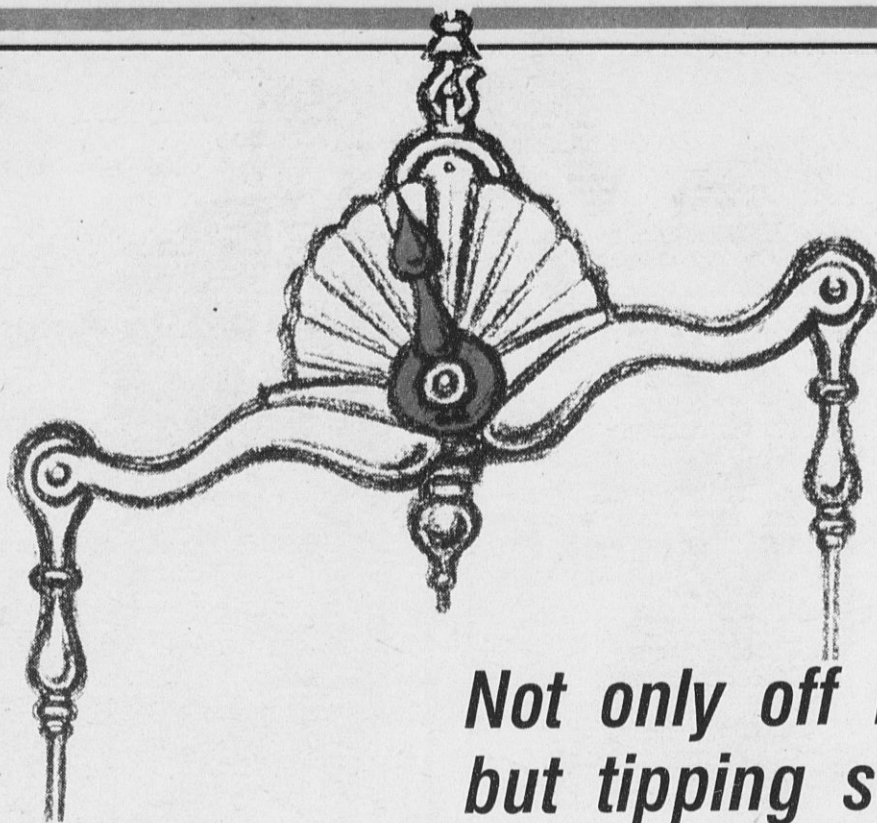
On the national level, AFSCME International President Gerald McEntee has been named by AFL-CIO President Lane Kirkland to head a committee of labor leaders working to defeat the balanced budget issue. Within New York State, nearly a dozen congressmen have been targeted for special efforts by labor to convince them to vote against the proposed amendment if the issue reached the House floor.

CSEA Statewide President William L. McGowan, joined by other statewide officers, has repeatedly called for rejection of the proposed amendment. Out in CSEA's Western Region, Regional President Robert L. Lattimer has helped organize a postcard campaign directed particularly at selected congressmen in the region. Lattimer said the postcards will be collected for a massive delivery to the congressmen as an express of "total opposition" to an amendment which "would be devastating to us all."

Targeted Region VI congressmen are Rep. John LaFalce, 36th District; Rep. Henry Nowak, 37th District; Rep. Stanley Lundine, 39th District; and Rep. Frank Horton, 34th District. Members are being urged to sign the postcards and return them to their local officers or the CSEA Regional Headquarters office for final delivery to the selected congressmen.

Other New York State congressmen targeted for special efforts by CSEA and AFSCME include Rep. Leo Zeferetti, 15th District; William Green, 18th District; Benjamin Gilman, 26th District; and Samuel Stratton, 29th District. Nationwide, an additional 80 congressmen from other states have been selected for special attention from AFSCME.

Lattimer pointed out, "We'll be fighting this all the way. We're aiming at keeping it from being discharged to the House floor from the Judiciary Committee. But if that doesn't work, we'll fight it down on the floor, and if necessary, fight ratification in the states. The first step is for all our members to get those cards signed and in to the regional office."



BALANCED BUDGET AMENDMENT

*Not only off kilter,
but tipping scales of
justice against labor*

CSEA President William L. McGowan on the amendment:

"If ever there was a 'Trojan Horse' in politics, this is it. It is one of the greatest hoaxes of all time. The very people who have produced the biggest deficits in the history of this nation by cutting taxes for big business and throwing money at the Pentagon, are magically transformed into advocates of fiscal balance. It is hypocrisy at its worst."

"CSEA agrees with our Brothers and Sisters in AFSCME that the impact of the federal balanced budget amendment will not stop in Washington. New York is already reeling from the Reagan budget ax and this amendment, should the nation be foolish enough to enact it, would gut public services in this state and in its political subdivisions."

In election year, AFL-CIO appeals to voter

A 14-state AFL-CIO television conference recently signaled the shifting of labor's campaign against the balanced budget constitutional amendment proposal from the halls of Congress to the home districts of House members whose votes will be crucial.

AFL-CIO Secretary-Treasurer Thomas R. Donahue and other national leaders in the campaign used the AFSCME labor news network for a closed circuit telecast that was beamed by satellite to the targeted locations across the country, including Rochester, N.Y.

N.Y. to lose billions

"One depression in this century is more than enough."

Using that theme, the AFL-CIO has mounted an all-out campaign to turn back the proposed balanced budget amendment.

It is projected that the effect of a balanced budget on New York State alone would, in 1987, be the loss of \$1.58 billion in Federal revenues; loss of \$5.23 billion in state and local revenues; loss of \$770 million in Medicaid funds; loss of \$270 million in education funds; and loss of \$94 million in social and child welfare services funds.

AFSCME President Gerald W. McEntee, who is chairman of an AFL-CIO Executive Council committee coordinating labor's campaign against the amendment, moderated the program and joined other participants in replying to questions phoned in from the local and state union leaders at the 14 locations.

Letter Carriers' President Vincent R. Sombrotto, American Federation of Teachers Vice President Antonia Cortese and Rep. Claude Pepper (D-Fla.) were the other participants from the Washington studio of AFSCME.

All three pounded away the thinness of the case made for writing a clearly workable economic theory into the Constitution and urged personal calls on House members in their home districts to let them know the intensity of labor's opposition to the amendment.

Donahue stressed the double goal of the grass-roots lobbying effort — to persuade House members not to provide the 218 signatures needed to take the amendment out of the Judiciary Committee and bring it to the floor and to vote against the proposal if it comes before the House.

He told a questioner that the AFL-CIO is not a "one-issue" organization, but that House members should be aware of the importance labor puts on this issue. It would be hard to campaign with enthusiasm for the election of members of Congress who vote wrong on such a job-related issue, he suggested.

COMPUTER TALK
 — Discussing the new computer program in the Department of Labor are, from left, Metropolitan Region Director George Bispham, Field Representative Al Sundmark, Attorney Theodore Ruthizer, Region President George Caloumeno, Labor Local 350 President Denis Tobin and Local 350 Treasurer John Gianguercio.



CSEA to monitor experimental computer project in NYC Labor Dept.

NEW YORK CITY — CSEA Metropolitan Region II and the Department of Labor have reached agreement on a plan to allow CSEA to monitor the implementation of a "trial" computerization project in the department. The agreement was reached at a labor/management meeting held recently in New York City.

Region President George Caloumeno hailed the agreement as a sign that the Department of Labor "has finally recognized the advantages of cooperating with CSEA in developing new

programs affecting our members."

The computerization project is being tried in five Unemployment Insurance local offices. It requires Grade 7 senior employment services clerks to enter information into a computer rather than onto a form, as has been the practice.

Caloumeno reports that members working on the computers have noted a variety of problems with the system.

"The computerization project substantially changes, in many ways, the work Grade 7 clerks

do," Caloumeno says. "By CSEA monitoring the program when it is still in the experimental stage, we will be able to iron out any bugs in the system that might cause big problems when the system goes full-scale."

The Department of Labor plans to install the computer system in all its local offices.

Serving on the committee to monitor the project for Region II are: Caloumeno, Department of Labor Local 350 President Denis Tobin and Local 350 Treasurer John Gianguercio.

Member earns labor certificate



Linda Fiorentino

Fiorentino was one of 11 local area labor activists who completed the Cornell Labor Studies Program of Central New York, and took part in

SYRACUSE — Linda Fiorentino, former vice president of CSEA Local 822 Herkimer County, was recently awarded a Certificate in Labor Studies from the School of Industrial and Labor Relations at Cornell University.

the Fourth Annual Graduation held recently in North Syracuse.

The new graduates attended evening classes at Onondaga or Mohawk Valley Community Colleges over a period of two years.

The extensive program included such courses of study as: labor law, public sector labor law, arbitration, collective bargaining, oral and written communications, social behavior and work, labor history, international affairs, and contract administration.

Fiorentino, a resident of Herkimer, is currently employed at Upstate Medical Center, in Syracuse, but formerly served the Herkimer School District, and held a number of offices in CSEA Local 822. She continues to serve as chairperson for the Region V Program Committee.

Partial settlement reached on DMV uniforms issue

ALBANY — When the Department of Motor Vehicles stripped its 140 license examiners of their military-style uniforms last March, CSEA responded with an improper practices charge. A partial settlement has now been reached on the issue.

"The department has agreed to give each of the license examiners a one-time \$150 payment, and CSEA is withdrawing the IP charge," announced Barbara Stack, who represents Motor Vehicle members on the union's statewide Board of Directors.

The agreement was worked out with DMV management by Stack, DMV Local 674 President Dann Wood, and Motor Vehicle License Examiner Tom Byrne, who served this year as a member of the Administrative Services Unit negotiating team.

"But we want the license examiners to know that this issue isn't fully resolved yet," Stack said. "Ongoing 'impact' negotiations are continuing to resolve the question of uniform allowance and maintenance."

Calendar of EVENTS

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

SEPTEMBER

- 11—Lewis County Local 825 Annual Summer Outing, 1 p.m., VFW Hall, Lowville.
- 12-17—"Training of the Trainers" CSEA/AFSCME seminar for Region III members, officers and stewards selected by the region, Friar Tuck Inn, Catskill.
- 19—CSEA/Cuomo Day at Playland, Rye, noon-6 p.m.
- 20—Retiree Local 903 meeting, 1:30 p.m., Holiday Inn, 620 Delaware Ave., Buffalo. June Cohen, taxpayer service specialist, Internal Revenue Service, scheduled speaker.

- 21—New York Metropolitan Retirees Local 910 meeting, 1 p.m., 2 World Trade Center, Room 5890, New York City.
- 21-22—CSEA/Department of Corrections Workshop, Friar Tuck Inn, Catskill.
- 24-26—1982 Mental Hygiene Presidents Workshop, Friar Tuck Inn, Catskill.
- 25—Region III School Forum for officers and members of school district units, 10:30 a.m., Westchester Local 860 office, 196 Maple Ave., White Plains.
- 25—Cortland County Local 812, general membership and retiree picnic, noon, Dwyer County Park, Little York.



NATURE BREAK — Taking time out from seminars, discussions and other meetings, OGS stewards revel in the glory of nature at Camp Topridge. From left to right are Willie Mae Taylor, Myrtle Johnson, Pat Acker, Artis Davry, Vanbilla Youngblood, Margaret Shaeffer and Ernestine Gailliard.

OGS stewards tout Topridge as tops for training

BRIGHTON — Camp Topridge, the former summer camp of the Marjorie Merriweather Post family and the site of several top level management think tank sessions, recently served as the location for the CSEA Office of General Services Local 660 Shop Steward Training Seminar.

Built by the Posts, the 19th century "great camp" was donated to the state by the Post Foundation in 1974, and is now administered by OGS. It consists of 68 structures on 207 acres, and includes nine guest cottages and four servant houses which can accommodate 65 overnight guests. The camp's focal point is its 20,000-square-foot main lodge.

"It's a great place to get away from it all and concentrate on the union business at hand," said OGS Local President Earl Kilmartin.



COMMITTEE AT WORK — Local President Earl Kilmartin, standing, oversees the activities of the OGS Shop Steward Seminar Committee. From left to right are Cosmo Lembo, John Wakewood, Ernestine Gailliard, Artis Daury, Peggy Hoag and Pat Acker.

Contracts to be mailed to all state members

ALBANY — After months of delays triggered by the state Senate's foot-dragging in approving the new CSEA-State contracts, union members should be receiving their copies of the new contracts soon and, for the first time, every employee will be receiving his or her own copy in the mail.

"Your contract is the backbone of your relationship with your employer," said CSEA President William L. McGowan, "and you have a right to know all of its provisions and use all of the benefits we have fought so hard to achieve."

Mr. McGowan announced that all employees in CSEA's three state bargaining units will be receiving individual copies of their contract in the mail. Copies of the contracts are expected to begin being processed for mailing next week. Because of the size of the bargaining units, the process is expected to take three weeks.

Copies of the agreements are also being shipped to union Regional Offices for local leaders and stewards for grievance administration and informational purposes.



CHAUTAUQUA COUNTY LOCAL 807 President Jim Kurtz, standing left, congratulates newly installed union 8700 officers. Front row, from left, are board member Jim Hall and Secretary Janie Raynor. Middle row are board member Sandy Bain and Vice President Dick

Maggio. Top row are board member Mark Dreihaup and President Bill Beckerink. Not pictured were Treasurer Mark Szarnicki and board members Howard Raven, Bruce Crandall and Bill Osmer.

S.O.S.

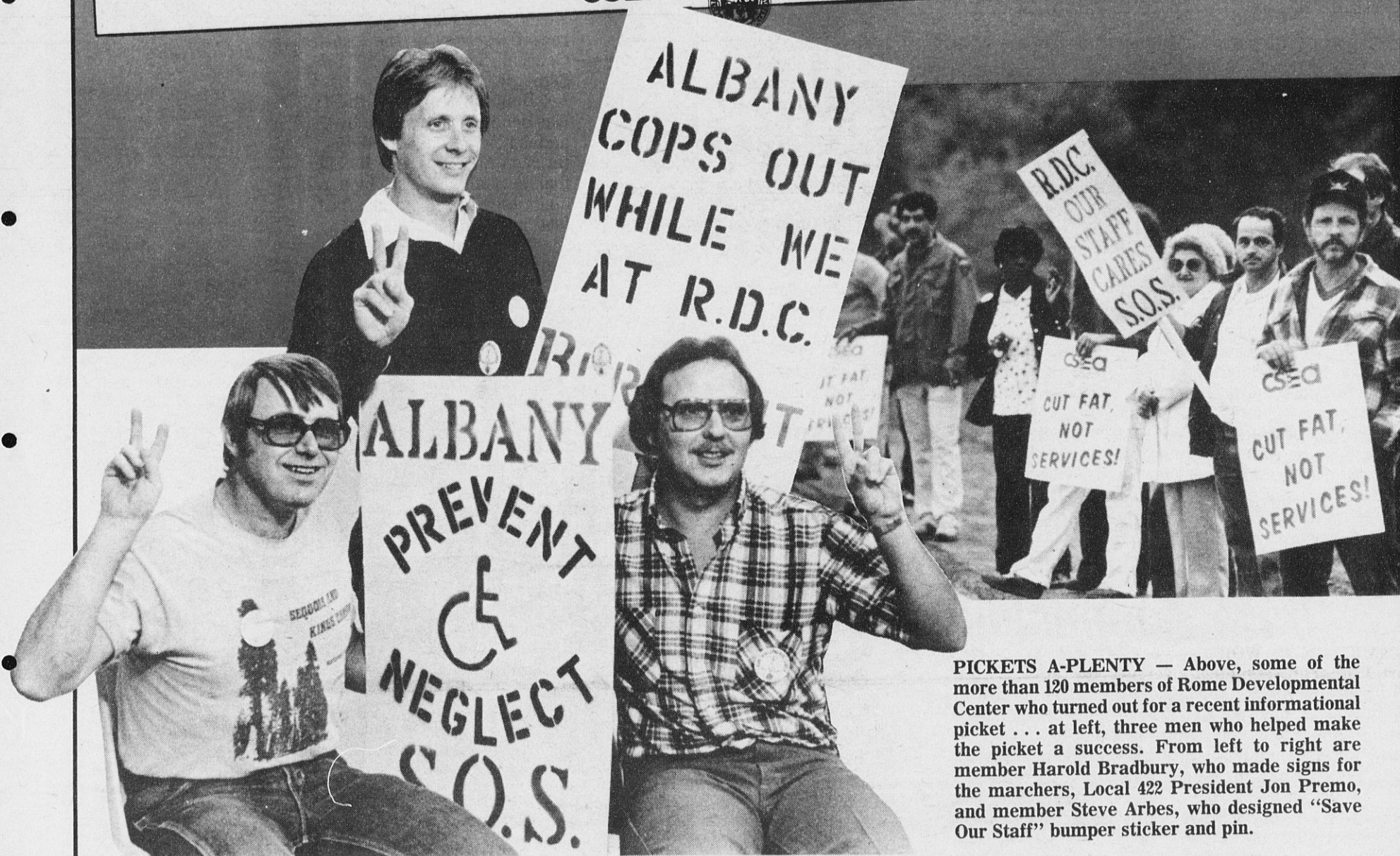


SAVE OUR STAFF

ROME DEVELOPMENTAL CENTER

CSEA

LOCAL 422



PICKETS A-PLenty — Above, some of the more than 120 members of Rome Developmental Center who turned out for a recent informational picket . . . at left, three men who helped make the picket a success. From left to right are member Harold Bradbury, who made signs for the marchers, Local 422 President Jon Premo, and member Steve Arbes, who designed "Save Our Staff" bumper sticker and pin.

Layoff threat spurs mass picketing

ROME — A driving rainstorm and near-gale winds failed to stop a group of determined employees at Rome Developmental Center from demonstrating against the recent threat of 138 layoffs by the State Office of Mental Retardation and Developmental Disabilities.

More than 120 off-duty employees braved the inclement weather to walk the early morning informational picket line called for Aug. 25 at the main entrance of the Rome D.C. campus, according to Jon Premo, president of Local 422.

"Our officers, stewards and members have been geared up for a demonstration since we first learned of the proposed layoffs several months ago," Premo said.

"Our first course of action was to call for a general membership meeting and explain the situation in full to the employees. With Regional President Jim Moore on hand for the meeting, we laid it on the line to the members and asked for their full support."

Premo related that Steve Arbes, an employee at the facility, designed a 'SAVE OUR STAFF' bumper sticker and reminder lapel pin to add impact to the campaign. "In a matter of weeks

they were produced and getting the message across to the public," he said.

Recounting other steps, Premo explained the mass media blitz that followed.

"We wanted to give the public and taxpayers in the Rome-Utica area the inside story. Through CSEA communications in Syracuse, we arranged two solid days of newspaper, television and radio interviews that gave us the opportunity to explain the problems."

Premo said they covered all points thoroughly — what the layoffs could mean to the quality of patient care, the present short staffing problem, the inadequacies of the present 1.78 patient-to-staff ratio, mandatory overtime and the morale problem it is causing with employees, as well as the chaos that would come with layoffs and the seniority "bumping rights" they would trigger at nearby mental health facilities.

"Slowly but surely, the public got the message and began to understand the critical nature of our problems," Premo said. "We were also pleasantly surprised to see a sympathetic editorial in a Utica paper that urged the state authorities to reconsider the layoffs."

In describing the first day of the informational picket Premo recalled "everything seemed to

peak for that first morning. Harold Bradbury, one of our many dedicated CSEA members, spent hours of his own time making picket signs for the marchers. Our team captains informed the members to be ready to picket rain or shine. At 7:30 a.m. that morning, we had over 120 off duty employees ready to walk. Most of them had worked all night. Some had used a precious vacation day to march with their brothers and sisters." He said support also came from Bud Mulchy, Sue Buczinski, Cindy Hammond, and John Giehl from Marcy and Utica Psychiatric Centers.

"It was great experience — CSEA at its fighting best," Premo said. "To see those employees from every department walking together in the rain and wind to 'Save Our Staff' was a sight I'll never forget."

Since the first days of picketing CSEA has learned that the state has reconsidered the layoff order, and has informed the employees through the director of Rome D.C. that it plans to terminate only a small number of teachers.

The employees at Rome D.C., with the help of CSEA, are determined to continue the fight to halt any layoffs and have pledged to take that fight to Albany if necessary.

CSEA member Marge Mackey

She opened up her heart and home to stranded fire victims

ALBANY — Marge Mackey, a shop steward in CSEA Audit and Control Local 651, does more than just believe in a good neighbor policy — she lives it.

When a suspicious Sunday night fire destroyed both a vacant structure and a single family home and damaged a second home in her neighborhood in Rensselaer, Mackey opened her own small, two-story single family home to the two tragedy-struck families.

By the following morning, Marge Mackey was the head of a household that numbered 24 individuals, young and old, black and white.

"The Graham family, Robert and Ola, and their eight adopted children, lost everything in the fire. The fire department had to have a neighborhood pharmacy open up in the middle of the night so that we could buy diapers and special formula for the three babies. They didn't even have socks," Mackey recalled.

"While the Alexander family could move back to their heat-damaged home after the repairs were made, the Grahams' had no where to go. So we became a family of 18," she said.

"Being such a large family in such a small house meant that every floor, even the basement, had to be used. The children were great. They took their beds apart. Some slept on the mattresses, others on the mattress boxes. They were no problem," Mackey noted.

But problems did not stop pursuing either family. Mackey's mother, who was living with her at the time of the fire, died. And one of the Graham babies was discovered to have a potentially serious health problem.

"We shared a lot of hard times together," Ola Graham said. "After 17 years of being neighbors, being friends, her actions towards me and my family really shows how much she cares."



GOOD NEIGHBOR AWARD-WINNER Marge Mackey, right, a CSEA shop steward with the Department of Audit and Control, shows her award to Barbara Skelly, left, president of CSEA Audit and Control Local 651.

Four months after the fire destroyed the Grahams' home the family moved into another house just a few doors away from the Mackey residence. "When they moved out, I felt lonely. But they're still my neighbors," Mackey said.

Without her prior knowledge, the Capital City Seventh Day Adventist Church recently selected Marge Mackey as the winner of their first Good Neighbor Award. Pastor Ronald Oden said, "Mrs. Mackey's self-sacrifice in aiding the Graham family shows her dedication to serving her own neighbors. Some people can't put up with visiting relatives or friends for even a few days. Mackey opened her home and her heart to a family of 10 for several months."

CSEA Audit and Control Local President Barbara Skelly also spoke highly of Marge, saying CSEA should be proud of its members, especially people like Marge who "live a life of service to their community to the fullest."

Irate Queensbury membership rejects contract offer

QUEENSBURY — Upset by town management's arrogant attitude, The Town of Queensbury CSEA Unit has rejected a mediated contract offer by a margin of 5 to 1.

"Our membership is irate at management's offer in light of recent substantial increases in management's own salary structure," Pat Monachino, CSEA collective bargaining specialist, said.

"Our members know that Queensbury Town Supervisor Fran Walter, who sits on the town's negotiating team, recently received a salary increase of 27 percent, from \$13,000 to

\$16,500. That's in addition to her \$6,805 salary from the Warren County Board of Supervisors. Her total public official salary is \$23,305. That's much higher than any of our members in the town unit earn," Monachino reported.

CSEA members are upset with all three parts of the town's offer, he said. The rejected package included a seven percent salary increase tied to a \$10 per pay period employee health insurance payment, and also included a change in the overtime assignment system from a rotation system to voluntary assignment.

"The workers, some of whom only clear a little

over \$5,200 per year after taxes, are upset with the low salary offer. They don't think that the voluntary overtime system will be fair, and because of their low incomes don't believe that management should be seeking to continue to have the workers pay for health insurance," Monachino said.

The CSEA Unit is preparing for fact-finding with legal briefs expected to be ready in 30 days. However, the CSEA membership has also empowered the negotiating committee to "take whatever steps are necessary to resolve this contract dispute," the union spokesperson said.



CSEA POLITICAL ACTION Training Specialist Ramona Gallagher recently visited Metropolitan Region II to discuss getting out the vote for Lt. Governor Mario Cuomo on Primary Day, Sept. 23. Pictured left to right are Waterfront Local 066 President James Harrison, Department of Labor

Local 350 President Denis Tobin, Region III President Ray O'Connor, Kingsboro Psychiatric Center Local 402 President and Region II Political Action Chairman Robert Nurse, Region II President George Caloumeno, Manhattan Psychiatric Center Local 413 President Floyd Payne and Ramona Gallagher.

All Central Islip jobs secured in transfers

CENTRAL ISLIP — No jobs will be lost in the transfer of most units of Central Islip Psychiatric Center to nearby Kings Park and Pilgrim psychiatric centers.

The security of 100 percent of the affected employees — including provisional and temporary employees — was obtained by CSEA both by legislation and agreements negotiated with the Department of Mental Hygiene.

The first groups, totaling 287 workers, were notified that transfers will be made from November to mid-December to the Kings Park center, which is about eight miles away. Up to 1,000 workers may be shifted in spring to Pilgrim, which is four-and-a-half miles away.

Under the state's reorganization plan, Central Islip will be retained permanently as the regional geriatric care facility, with about 500 beds.

When the state's plan, Central Islip will be retained permanently as the regional geriatric care facility, with about 500 beds.

When the state's plans for reorganization in the Long Island Region first became known two years ago, it appeared certain that Central Islip was to be closed entirely, which would mean the loss of 1,000 jobs.



Dan Donohue, President

CSEA, however, secured passage of legislation guaranteeing that no jobs would be lost. The legislation was firmed up in negotiations with the department to cover all provisional and temporary workers as well.

Long Island Region I President Danny

Donohue said the intervention of statewide CSEA President William L. McGowan was of critical importance in the battle to save the jobs. He said the union headquarters worked closely with the Long Island Region office, as well as with George Donovan, president of Central Islip Psychiatric Center Local 404, Carl Fennell, president of Kings Park Psychiatric Center Local 411 and Joe Noya, president of Pilgrim Psychiatric Center Local 418.

In addition to the job-saving guarantee, CSEA negotiated the shift of entire units so that pass days and seniority would be preserved.

"We came a long way," Donohue asserted. "CSEA has been able to turn it around to save all the jobs and preserve seniority and assure to continuance of Central Islip as a permanent facility."

The shift follows state approval of the sale of 500 acres of the Central Islip property to the Town of Islip, which plans a branch campus for the New York Institute of Technology and a high-technology industrial park.

The sale was advocated by Assemblyman Paul Harenberg, who, when met with CSEA opposition, agreed to sponsor legislation to guarantee that no jobs would be lost as a result.

Tom McDonough out of hospital

ALBANY — After a three-month hospitalization, CSEA Executive Vice President Thomas H. McDonough has been discharged from a Capital District hospital and has returned home to complete his recovery from a serious illness.

The union's second highest ranking statewide officer told the Public Sector this week that he is feeling much better these days and is up and around for the first time since he was hospitalized in May.

He was reelected to a third term as Executive Vice President in June.

"We've been swamped with cards and letters from CSEA people all over the state," McDonough said, "and I just wanted them all to know that I am feeling pretty good again and I am delighted to be at home again."

Hundreds of CSEA Delegates attending a special one day delegates' meeting in Albany last month signed a giant get-well card which was brought to McDonough's room at St. Peter's Hospital in Albany, by CSEA President William L. McGowan.

"I was touched by all the get well



THOMAS H. McDONOUGH

wishes and I thought it was about time to let everyone know that I'm doing very well and I plan to be back on the job soon," the executive vice president said.

Plaza security agreement reached

ALBANY — An agreement has been reached between the Capital Region of CSEA and the state Office of General Services on a five-point program designed to increase public employee security at the huge Empire State Plaza complex here.

The agreement was reached after the union demanded a meeting to discuss employee security following the recent rape of a CSEA member in a stairwell of the Plaza, a massive complex where some 17,000 state employees work.

Details of the agreement will be announced in the next issue of The Public Sector.

COMPETITIVE PROMOTIONAL EXAMS (State employees only)

TITLE	FILING ENDS SEPT. 27, 1982 DEPARTMENT	EXAM. NO.
Artist Designer II G-11	IDP	37-549
Artist Designer III G-14	IDP	37-550
Artist Designer IV G-18	IDP	37-551
Senior Laboratory Animal Caretaker G-8	IDP	37-626
Principal Laboratory Animal Caretaker G-11	IDP	37-627
Principal Mail and Supply Clerk G-11	IDP	37-638
Principal Stores Clerk G-12	IDP	37-640
Senior Actuarial Clerk G-9	IDP	37-691
Principal Actuarial Clerk G-12	IDP	37-692
Senior Drafting Technician (General) G-11	IDP	37-695
Senior Drafting Technician (Structural) G-11	IDP	37-696
Principal Drafting Technician (General) G-15	IDP	37-697
Principal Drafting Technician (Structural) G-15	IDP	37-698
Food Inspector II G-16	AGRICULTURE & MARKETS	37-610
Food Inspector II G-19	AGRICULTURE & MARKETS	37-611
Food Processing Inspector G-14	AGRICULTURE & MARKETS	37-745
Head Actuarial Clerk G-16	AUDIT & CONTROL	37-693
Transportation Maintenance Engineer I M-2		37-717
Nutrition Program Representative II G-16	EDUCATION	37-655
Associate Analytical Chemist G-23	ENCON	37-731
Environmental Chemist II G-23	ENCON	37-732
Principal Sanitary Construction Engineer M-4	ENCON	39-660
Chief Environmental Analyst M-4	ENCON	39-661
EXECUTIVE		
Supervisor of General Services, Grounds Operations and Horticulture I G-14	OGS	37-736
Supervisor of General Services, Grounds Equalization Rates Analyst II G-18	OGS	37-737
Equalization Rates Analyst IV G-27	Equalization & Assessment	37-729
Equalization Rates Analyst III G-23	Equalization & Assessment	39-662
Director, Valuation Research & Development M-4	Equalization & Assessment	39-663
Senior Sanitary Chemist G-18	HEALTH	39-676
LABOR		
Insurance Premium Auditor II G-23	State Insurance Fund	37-652
Senior Payroll Audit Clerk G-8	State Insurance Fund	37-661
Senior Underwriting Clerk G-8	State Insurance Fund	37-661
Head Actuarial Clerk G-16	State Insurance Fund	37-694
Senior Clerk (Estate Tax Appraisal) G-7	TAX & FINANCE	37-659
Principal Clerk (Estate Tax Appraisal) G-11	TAX & FINANCE	37-660



Union effort for Cuomo very active in Buffalo

CSEA VOLUNTEERS FOR CUOMO — CSEA members all across New York State have been hard at work performing volunteer services on behalf of the campaign of Mario Cuomo for the Democratic nomination for governor. Out in the western part of the state, CSEA Western Region VI Political Action Committee Co-chairman Dominic Savarino, standing left, works with other volunteers at the Buffalo office of the Cuomo campaign. In photo at above right, Western Region First Vice President Genevieve Clark works in the Cuomo Buffalo campaign headquarters.

Vote for CSEA-endorsed

MARIO CUOMO

*Primary Day
September 23*

Union secures back pay, jobs for 3 falsely accused MHTAs

PERRYSBURG — Three employees of the J. N. Adam Developmental Center here have been reinstated to their jobs with full back pay and benefits after being exonerated of charges, according to Dana Tietz, grievance chairman for CSEA Local 400.

The CSEA members were represented in the successful arbitration proceedings by Region VI attorney Ron Jaros.

Mental Hygiene Therapy Aides Deanna Snyder and Lois VanAernam, charged in the same incident, had been suspended without pay for seven months, Tietz said, after being falsely charged with abuse.

An arbitrator's decision found Snyder innocent of the charges, and the state withdrew its case against VanAernam.

Mental Hygiene Therapy Aide Michael Bilansky was also forced into a suspension, lasting six months, until an arbitrator's decision found him not guilty of patient abuse accusations.

"An MHTA's job is a very difficult one," said Tietz, "because many times the patient is acting out and the MHTA is struggling simply to keep the patient from injuring himself or others.

"So it's important for all our MHTA members to know that CSEA will go the limit to see that their job rights are protected when they are unjustly accused in cases such as these," the grievance chairman concluded.

open competitive STATE JOB CALENDAR

FILING ENDS SEPTEMBER 13, 1982			
Title	Beginning Salary	Exam. No.	
Electronic Computer Operator	\$12,958	25-687	
Public Health Representative I	15,473	25-684	
Public Health Representative II	18,328	25-685	
Recreation Therapist	16,383	25-739	
Recreation Therapist (Spanish Speaking)			
FILING ENDS SEPTEMBER 27, 1982			
Recreation Therapist (Art)	16,383	25-740	
Recreation Therapist (Dance)	16,383	25-741	
Recreation Therapist (Music)	16,383	25-742	
Recreation Therapist, Senior	19,375	25-743	
Recreation Therapist (Spanish Speaking), Senior			25-691
Stenographer, Principal	14,515-14,601*	thru	25-703
Directory of Temporary Release, Assistant	25,335	80-057	
International Business Assistant	20,692	28-421	
FILING ENDS OCTOBER 4, 1982			
Rehabilitation Hospital Education & Staff Development Specialist (Physical Therapy)	23,975	28-424	

DCJS HELPING NYS

TAKE A BITE OUT OF CRIME

Bicycles become the vehicles to attract public attention to rising crime rates

ALBANY — When two state Division of Criminal Justice Services employees rolled their sleek bikes into Albany last month enroute to a 525-mile ride from Buffalo to Manhattan, many of their fellow employees at DCJS here turned out to cheer their efforts and to accompany the pair as they rode through the Capital District.

The marathon bike ride for DCJS researcher Vincent Vanti and Bill Longworth, DCJS crime prevention assistant director, was designed to draw public attention to the seriousness of rising crime statistics. Both are Albany residents and work for DCJS here.

Many of their fellow DCJS employees who turned out to welcome the riders and to accompany them a short distance were members of DCJS CSEA Local 695. The accompanying photo was taken by Local 695 President Cindy Egan, and all the riders shown are members of the local.



CSEA LOCAL 695 members with their "Help New York Take a Bite Out of Crime" shirts and their bikes just prior to joining fellow DCJS employees on part of their bikethon to dramatize serious rise in crime. From left are Jackie Hankle, Diane Schleede, Paul Reeves, Harold Porter and Donna Porter.



EAP for SUNY Canton

ADMINISTRATIVE AND UNION officials representing employees at SUNY Canton ATC gathered recently for the signing of the official EAP charter. Seated left to right are Horace Donaldson, assistant director, Personnel and Affirmative Action; Dennis Pagoda, Campus Association store manager; Carol Dubsky, EAP committee chairperson. Second row are Loretta Rodwell, president, CSEA Local 603; Barbara Barnett, campus nurse and PEF representative; June Taillon, CSEA Administrative Unit representative; Lloyd Brainard, CSEA Operational Unit representative and Roger Catlin, director, Business Affairs. Third row are Judy Ryan, faculty; Edward Reynolds, AFSCME Council 82 representative; John Crary, president, Campus UUP and Gordon Myers, director of Personnel and Affirmative Action.

Forums set for Reg. III school members

FISHKILL — Efforts to improve communications among school district units of the Southern Region have led to the scheduling of two "school forums" as follows:

- Saturday, Sept. 25, at the Westchester Local 860 office, 196 Maple Ave., White Plains, 10:30 a.m.
- Saturday, Oct. 2, at the Regional office, Fishkill, 10:30 a.m.

Officers and members of all school district units are invited to attend either or both of the sessions.

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

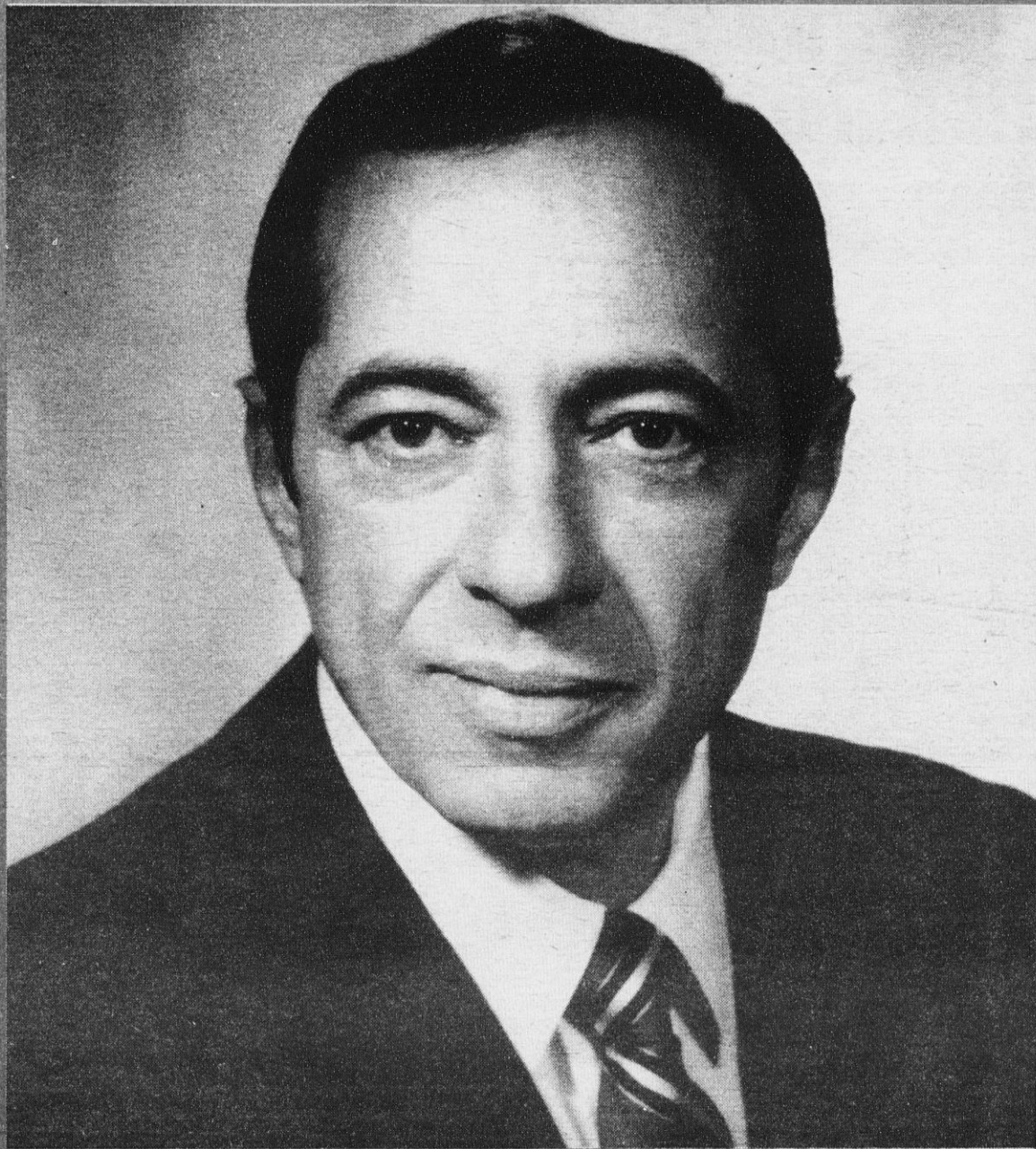
Many agencies are recognized for suggestion program participation

ALBANY — Civil Service Commission President Joseph A. F. Valenti recently made several awards to state agencies for their outstanding participation in the employee Suggestion Program.

In a recent ceremony at the State Campus announcing Employee Suggestion Program Week (July 25-31), Valenti and Commissioners Josephine L. Gambino and James T. McFarland awarded plaques to representatives of five agencies: the Department of Motor Vehicles, the Crime Victims Compensation Board, Criminal Justice Services, the Division of Probation and Agriculture and Markets, all of which have "outstanding program participation records."

Valenti also announced the approval of an award of \$13,500, the second highest award in the 35-year history of the program. It went to Thomas A. Pratuch, an assistant civil engineer in the Department of Transportation, Rochester, for a suggestion to eliminate the use of bituminous waterproofing material in all DOT construction contracts.

**Vote for
MARIO CUOMO**



**Democratic
Primary
September 23**



Local 1000, AFSCME, AFL-CIO