

Public SECTOR

Statewide tour by President McGowan to begin next week

CSEA President William L. McGowan takes to the road next week, opening a statewide tour designed to expand communications with rank and file union members. The tour will cover all six CSEA regions between then and mid-September, repeating a highly successful tour initiated last year.

Mr. McGowan has often said "communication is the lifeblood of a responsible labor union," and said the series of informal meetings which will comprise the statewide tour are ideal for rank and file members to discuss their concerns and problems on a one-to-one basis with the union leadership. Although President McGowan travels extensively throughout the state on a regular basis, he said there is no substitute for frank, open discussions in an informal setting such as the upcoming tour will provide.

All meetings are scheduled in CSEA regional or satellite offices, and all are on a first come, first served basis with no appointment necessary.

First stop on the tour will be the Region VI regional office in Buffalo on Tuesday, August 26, followed by a session on Wednesday, August 27, in the satellite office in Rochester.

The tour then moves to CSEA Region III, where a change in locations has been made from the previously announced schedule. On Thursday, August 28 the meeting will be held at the satellite office in White Plains, and on Friday, August 29, President McGowan will meet with members at the Fiskill regional office.

The complete schedule of visits is as follows:

- Region 1—September 4 and 5 in the Regional Office, Amityville.
- Region 2—September 15 in the Regional Office, New York City.
- Region 3—August 28 in the Satellite Office, White Plains; and August 29 in the Regional Office, Fishkill.
- Region 4—September 17 in the Regional Office, Albany; and September 18 in the Satellite Office, Plattsburgh.
- Region 5—September 8 in the Satellite Office, Utica; and September 9 in the Regional Office, Syracuse.
- Region 6—August 26 in the Regional Office, Buffalo; and August 27 in the Satellite Office, Rochester.

Commissioner's promise becomes sham

NEW YORK CITY — "The promised turning of Manhattan Psychiatric Center (MPC) into a model institution is no more than a public relations sham by the commissioner of Mental Health," CSEA Field Representative Bart Brier charged.

Brier said in the five months since Commissioner James Prevost stated he would turn MPC into a model institution, there has been no indication that the State Office of Mental Health (OMH) has made any effort to increase staffing at the badly understaffed hospital on Wards Island in New York City.

Brier, MPC Local 413 President Ismael Lopez and Grievance Chairman Mohammed Hussein were informed by OMH Regional Director Sarah Connell

on Aug. 12 that there was no request for significant staffing increases at MPC in the 1980 State Supplemental Budget. Connell also indicated to the CSEA officials that she knew of no plans for significant staffing increases in the yet to be proposed 1981 State Budget.

"It would better serve all parties if OMH and its commissioner — Prevost — would cut out the bureaucratic double-talk and either seek a significant increase in MPC staff or publicly admit that the statement about making MPC a model institution is a public relations sham," Brier said.

Earlier this year, MPC failed its accreditation inspection. The first shortcoming listed in the accreditation report was the understaffing at MPC.

A State report proposing a reorganization of MPC has recommended 400 additional staff.

Connell indicated that some reorganization of staff at MPC is being contemplated without major staffing increases.

Lopez bitterly denounced reorganization plans without increased staffing. "Shuffling bodies around and changing titles, pass days and shifts accomplishes only one thing — the disruption of the lives of our members."

"Without MPC hiring a lot more staff, a reorganization would not change conditions at the hospital," Lopez said.

Local turns thumbs down on Rockland County plan

NANUET — Rockland County CSEA Local 844 has lined up against a proposed local law to replace Rockland County's personnel officer with a three-member civil service commission.

Local President John Mauro explained that the personnel department is involved in a variety of matters besides administering civil service law, such as contract negotiations, administering insurance plans, advising employees about retirement, and making salary recommendations.

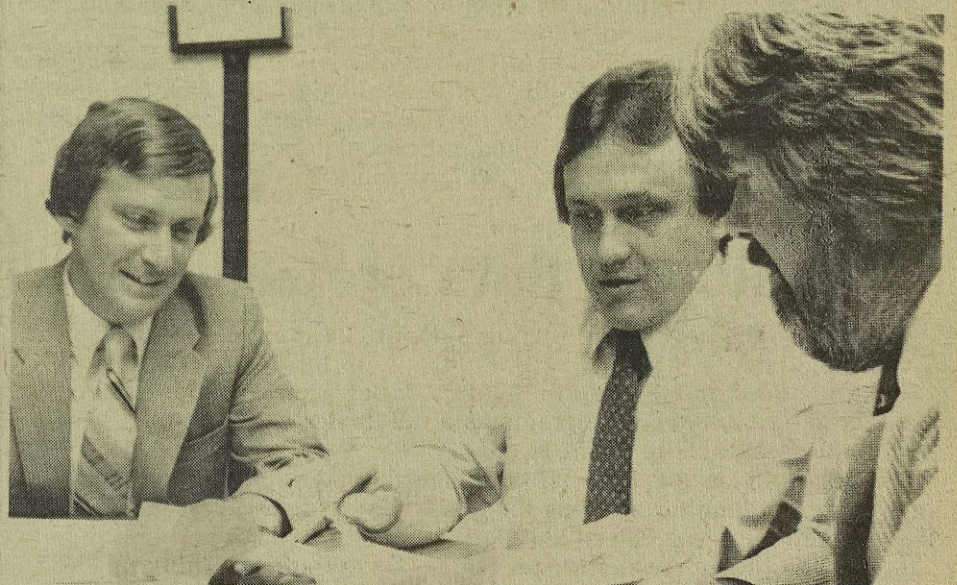
"Decisions, at times, must be made on the spot and that's not practical when you're working with three different people," Mauro noted.

Other reasons listed by union leaders against the commission include:

- need for the union to have one person to do business with when discussing contract matters,
- lack of accountability because commission members can make it impossible to determine how they voted,
- introducing politics and wheeling-dealing into the civil service process, and
- increased costs because parttime members will have to receive some compensation, and a full time executive secretary will have to be hired.

County Unit President Ray Zerbarini added that, "the commission form is obsolete, the federal government eliminated it, the state is proposing to eliminate it, and at present 32 of the 57 counties in the state have gone the route of personnel administrators."

Mauro concluded, "the local law is a step backwards, and in the interest of economy, efficiency and effectiveness, as well as promoting better labor relations, the present system should be maintained."



CONTRACT TALKS involving the second-largest Local within CSEA will begin shortly. The present contract covering the more than 12,000 members of Suffolk County CSEA Local 852 expires on December 31, 1980. Preparing for those important negotiations are, from left, CSEA Region I Field Representative Irwin Scharfeld, Local 852 President Ben Boczkowski and CSEA Collective Bargaining Specialist Nels Carlson.



TRAINING SPECIALIST Ramona Gallagher, right, of the CSEA-AFSCME Legislative Office, meets with, from left, Legislative and Political Action Committee member Eleanor McDonald; Southern Region III President James Lennon; and Legislative and Political Action Committee Co-Chairman Carmine DiBattista. The meeting was in White Plains.

Gallagher discusses training program with regional heads

WHITE PLAINS — Ramona Gallagher, training specialist in the CSEA-AFSCME Legislative Office in Albany, recently met with Southern Region III President James Lennon and with two Region III members of the statewide Legislative and Political Action Committee, Carmine DiBattista and Eleanor McDonald.

Ms. Gallagher also has met with the regional presidents and members of the statewide committee in Regions I, IV and V. She plans to also hold similar meetings in Regions II and VI.

She said the purpose of the meetings is "to gather information to help formulate a statewide training program.

Lennon said: "The idea of having a training specialist is key to a successful political action program.

"In Region III, the political action program has been extremely successful. CSEA played a key role in Lucille Pattison's upset victory for Dutchess County Executive and in other races in the region.

"With the assistance of a training specialist, the program can become even more successful."

Insurance conversion plan

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

The in-service conversion privilege allows any actively employed member participating in the Group Life Program, who is age 50 or older, to convert up to \$5,000 of their term insurance to an individual form of coverage, other than term insurance. Application must be made by August 31, 1980. The amount of the group term insurance the employee is insured for will be reduced by the amount converted.

Those interested may request information on the conversion privilege by returning the coupon on this page. The effective date of the converted insurance will be November 1, 1980. Premium payments for the converted insurance will be made directly to Travelers Insurance Company.

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

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

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Ex-Niagara president dies

NEWFANE — William M. Doyle, 66, former president of CSEA Niagara County Local 832, died recently after a long illness.

Mr. Doyle had retired 1975 after 35 years service as a senior lab technician at the Mount View Health Facility. He was president of Local 832 for ten years, from 1967 to 1977, but he had worked for the union many years before that.

Those who knew him personally and professionally feel his loss greatly," said Joan Knowles, Secretary of Local 832. "We salute this quiet reserved man. He served his union well."

Region IV lists schedule

ALBANY — The Region IV Activities Committee has selected its lineup of events for the fall.

Sept. 13 is the date for a trip to Belmont Park Racetrack, with roundtrip transportation, admission, a program and a full dinner going for \$27. Checks should be made payable to CSEA Region IV.

The group will leave at 8 a.m. from Building 8 on the State Office Building Campus. The deadline for applying for this trip is Aug. 29, according to Activities Committee Chair Eileen Salisbury.

Interested CSEA members should contact Dave Parkis at (518) 474-0763.

Ms. Salisbury said the committee has decided, on the basis of requests from locals throughout the region, to include a deep-sea-fishing trip on Oct. 18, and a shopping trip to New York City on Nov. 15, among future activities for Region IV CSEA members.

Details on these and other Region IV activities will be appear in future editions of the **Public Sector**.



LINDENHURST LIBRARY UNIT of Suffolk County Local 852 officers, from right, Treasurer Elsie Barry and President Lucille Knap are sworn into office by Unit Vice President Sandra Purins.

Calendar of EVENTS

August

- 16—Rensselaer County Local 842 annual steakroast, 1 p.m., Krause's Halfmoon Beach, Crescent.
- 17—Dutchess County Local 814 first annual outing, noon-6 p.m., rain or shine, Wilcox Park, Route 199, Pine Plains.
- 18—Saratoga County Local 846 Executive Committee meeting, 7 p.m., Solar Building, High Street, Ballston Spa.
- 20—Nassau County Local 830 Executive Committee meeting, 5:30 p.m., Salisbury Inn, Eisenhower Park, East Meadow.
- 23—Brooklyn Development Center Local 447 disco and fashion show in honor of James Gripper, 10 p.m.-3 a.m., Midwood Terrace, 1143 Flatbush Ave., Brooklyn.
- 14—Saratoga County, 846 Shop Stewards Meeting, Solar Building, High Street Ballston Spa 5:00.

September

- 11—Saratoga County, 846 Shop Stewards Meeting, Solar Building, High Street, Ballston Spa 5:00.
- 13—Saratoga County 846 Annual Clambake 12:00 noon Eagles Club, Lake Lonely.
- 13—Metropolitan Region II annual meeting, 9-11 a.m., Playboy Resort, McAfee, N.Y.
- 13—Long Island Region I legislative and political action seminar, 8:30 a.m.-noon, Holiday Inn, Hauppauge.
- 15—Saratoga County 846 Executive Board Meeting, Solar Building, High Street, Ballston Spa 7:00 p.m.
- 17—Buffalo Local 003, general membership meeting, 5:30 p.m., new Buffalo Hilton on the waterfront.
- 19—Local 335 all-holiday dinner dance, Town and Country Restaurant, Walden and Union Road, Cheektowaga. Cocktails 6:30 p.m., dinner 7:30 p.m.
- 19-20—Region VI meeting, Sheraton Inn East, Walden Avenue, Buffalo.
- 20—Hudson Valley Armory Employees Local 252, Annual Banquet and Awards Dinner, Capri II restaurant, 152 Washington Street, Peekskill, New York 8:00 p.m.

Rensselaer deputies offer own pact, feel imposed contract an unfair one

TROY — Representatives of the Civil Service Employees Assn. have presented the union's version of a one-year contract to the Rensselaer County Executive and County Sheriff for their signatures, the latest move in a tense situation that has been boiling since the Rensselaer County legislature last month imposed a one-year contract on 77 employees in the sheriff's department represented by CSEA.

The union document contains a list of several key items that the union contends were agreed on by both sides prior to declaring an impasse in negotiations, which led to a factfinder's report being rejected by the county and ultimately, the imposition of the one-year contract by the legislature on the CSEA deputy sheriffs unit. CSEA says those previously agreed to items were left out of the contract imposed upon the employees by the legislature.

CSEA Collective Bargaining Specialist Harman Swits said the union's version must be signed by management in order to "establish a basis for worker dignity and future negotiations." It was Swits, along with Unit President Gary Bryer, Rensselaer County CSEA Local President Richard Evans, and other union staff members, who presented the union contract version to management. Swits told news media representatives who covered the controversial presentations, "What we now have is a complete, comprehensive, one-year contract which includes the one-year salary figure decided by the county legislature and all of the other items which the parties agreed to prior to submitting four issues to fact finding." He said acceptance by management "could serve as a basis for a stable and professional relationship."

CSEA Deputy Sheriffs Unit President Bryer commented, "Forcing the membership to take a giant step backwards at this point in time could be a very bad decision on management's part."

Rensselaer County Local President Richard Evans concluded, "Every public employee in Rensselaer County is upset with the treatment that these employees are receiving at the hands of management. CSEA unites when any of our members are threatened by a bullying management. That unity will see us through this problem."



CSEA COLLECTIVE BARGAINING SPECIALIST Harman Swits tells news media representatives that CSEA-represented Rensselaer County deputy sheriffs were badly short-changed when the county legislature imposed a one-year contract on them last month but left out many key contract items previously agreed on by both sides.

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AID FOR SOVIET JEWRY. Members of the Long Island Committee for Soviet Jewry put the finishing touches on plans for a fund-raising dinner at the Sands Restaurant in Atlantic Beach. The Committee, composed of political, union and cultural leaders from Long Island, is working to help Jews who want to emigrate from Russia. Standing are, from left, Joseph Margiotta, Nassau County Republican Committee Chairman and Honorary Chairman of the Dinner Board; Norman Levy, New York State Senator and Chairman of the Advisory Board; Irving Flaumenbaum, President, Long Island Region of the Civil Service Employees Association and AFSCME International Vice President, Honorary Chairman of the Labor Committee. Seated from left are Francis T. Purcell, Nassau County Executive, who will be honored at the dinner; Lynn Singer, Director, Long Island Committee for Soviet Jewry; and Joseph Colby, Oyster Bay Town Supervisor and Chairman of the dinner.

Central forensic unit said being considered

NEW YORK CITY — A suggestion to establish one central forensic unit on Wards Island for all of New York City is now under consideration by the State Office of Mental Health (OMH), Metropolitan Region II Director George Bispham reported.

Bispham said he made the suggestion to OMH officials at a meeting on Aug. 4. Representing CSEA at the meeting Bispham, Field Representative Bart Brier and Creedmoor Local 406 President Dorothy King.

The OMH officials said the suggestion would be considered and they would get back to the union officials, he said.

Brier said in New York City at present there is an official forensic unit as part of Manhattan Psychiatric Center on Wards Island.

Unofficial forensic units are in operation at Bronx Psychiatric Center, Creedmoor Psychiatric Center in Queens, Kingsboro Psychiatric Center in Brooklyn and South Beach Psychiatric Center on Staten Island, Brier said.

A forensic unit is where mentally ill patients who have committed violent crimes are kept.

Bispham said one of the vacant buildings of Manhattan Psychiatric Center (MPC) could easily be made into a secure facility for a forensic unit.

"Wards Island presents no danger to any residential area and there are only two bridges off the island, which makes security a relatively simple matter," Bispham said.

He said MPC Local 413 has no objections to a central forensic unit being established on Wards Island.

Bispham's suggestion came out of a discussion about the unofficial forensic unit at Creedmoor Psychiatric Center (CPC) which Region II and Local 406 would like to have removed from the Creedmoor grounds.

Ms. King said the removal of the Creedmoor forensic unit as well as opposition to a State Supplemental Budget proposal to beef up the unit is based on the location of Creedmoor in a residential neighborhood, the drain of funds which could be used for the other 1,500 patients at the hospital and that Creedmoor forensic unit employees are inadequately trained and equipped.

Safety Hotline
800-342-4824

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Are you a participating member of the New York State Employees Retirement System? Are you sure?

As hard as it may be to believe, some public employees find out too late that their employer has neglected to enroll them as members of the Employees Retirement System.

CSEA has recently won retroactive retirement payments on behalf of members who thought they had a pension coming but found out when they were ready to retire that they were never enrolled in the System by their employers. Usually the problem can be resolved, but there is no need to take the risk of starting off your retirement with that type of hassle.

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OTB HANDSHAKE — Easa Easa, right, President and Chairman of the Board of the Nassau Regional Off-Track Betting Corporation, shakes hands with Nicholas Abbatiello, President of the Nassau County CSEA local following the formal signing of a three-year pact for the more than 400 CSEA members in the Nassau OTB unit.

Nassau OTB signs labor pact

Nassau County Off Track Betting CSEA Unit President Frederick T. Gropper has announced the ratification of a three-year labor agreement with Nassau Region Off Track Betting Corporation.

After nine months of negotiations, mediation and fact-finding, the new contract for the 450 full and part time employees calls for salary increases of 9.5 percent for 1980, 9.5 percent for 1981 and open end negotiations for 1982.

In addition, the salary package includes a three year step plan for part time cashiers attaining \$6.00 per hour wage by September of 1981, also, a graded salary increase for shift managers after 18 months of service.

George Peak, CSEA collective bargaining specialist and chief negotiator for the Unit, which is part

of the Nassau County Local 830, said that in addition to the salary package, 54 new changes were written into the new contract effecting working conditions, transfers leave and sick time.

In March of this year, the membership rejected a proposed contract by a 3 to 1 margin creating an impasse with management necessitating the assignment of a mediator-factfinding by P.E.R.B. to resolve the issues. After three months of mediation and factfinding, changes were made in contract language, transfer policy, medical leave and a controversial sick leave plan.

In addition to Peak, the negotiating team consisted of Edward Smith, team Chairman; Fred Gropper, Unit President; Andrew Sauer, Betty Coulon, Roy Schaaf, Fran Conway, Norma Murray and Ann Habeeb.

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

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

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New, safer location for 300 workers

MENANDS — Relief from hazardous and overcrowded working conditions is in sight for the more than 300 employees of the New York State Workers' Compensation Board, housed in a renovated factory at 1949 Broadway in Menands, now that the state has agreed to a ten-year contract to lease new quarters for them.

Across the street from the board's present location, the new sight is the building once occupied by Topp's Department Store. The building is in the process of being purchased by the Garry Mid-City Realty and Development Corporation, which will make renovations on it before leasing it to the state.

Robert Foley, president of the Workers' Compensation Local CSEA greeted the news of the planned move with the comment, "It's about time."

Foley says the union has long been in favor of the move because it feels the flaws in the Broadway location are too complicated and too numerous to be corrected. He added that the staff has outgrown the space, causing much inconvenience for all.

"The building is old and generally rundown — there's no way the state can fix it up. There's no way to make it safe," he said.

In addition to a safer environment and more space, the new location will provide the employees with abundant parking and restroom facilities, separate from those serving the general public using workers' compensation offices.

The employees are also pleased, according to Foley, that they will be

located in the same area and will not have to alter their transportation arrangements to get to work.

Though the state has not given the CSEA a specific date for the anticipated move, it is keeping the local informed of all developments, and has allowed Foley to see a copy of the plans for structural changes.

From what has been told, Foley says it looks like the move will be made "by the end of the year." "And for now," he added, that's a satisfactory target date.

The union has labeled the present building a "fire trap." The exit doors are difficult to open, the ceiling tiles are highly flammable, the wiring is outdated and overused and fire extinguishers at one point had gone for several years without being inspected.

In addition the heating and air conditioning systems do not function adequately, windows can not be opened for fresh air and there is a lack of parking.

Employees also complain of having to cross a busy intersection daily to use the resources in an annex building. This problem will be alleviated, since the annex is right next to the new sight.

Though complaints from CSEA have brought about some changes over the years, "it was never enough," Foley says.

The state, according to Foley, is placing much emphasis on the safety factor and making sure the building meets fire safety standards. He says, however, he will probably request an inspection of the new facility before the employees are moved in.



DAVE WERNER, left, and Bob Massey, right congratulated each other after PERB hearing officer Debbie Sabin, center announced the overwhelming vote of Irondequoit employees to unionize under

the CSEA banner. Werner is President-elect of the Unit, which will be part of the Monroe County local; and Massey is CSEA organizer in Region 6.

Seneca woman wins case

SYRACUSE — A spokesman for the Civil Service Employees Assn. has announced that the American Arbitration Association (AAA) had issued a decision in favor of Julianne Crough, a Senior Case Worker for the County of Seneca.

According to Jack Miller, CSEA Field Representative for Local 850, Ms. Crough filed a grievance in January, 1980, when the Seneca County refused to include additional money in Ms. Crough's salary for a job-related educational degree as specified by the contract.

"The clause in the present contract effecting Ms. Crough and several other employees was supposed to be implemented January 1, 1980," Miller said.

"Ms. Crough was denied the money on the basis the position she now holds

required the degree. But contract language stated specifically that monies were for securing the initial position, and her initial position did not require a four year degree," Miller said.

James Hancock, CSEA Regional Attorney, handled the case for Ms. Crough. In a comment following the announcement, CSEA Field Representative Miller said the favorable decision should effect the outcome of several other similar cases.

"Although the money award was not substantial in relation to the cost of arbitration, it should strongly indicate to Seneca County employees that CSEA was basically concerned with contract interpretation and will fight to protect a principle," Miller said.

Murphy to drive 1200 miles, use a week vacation to join B.A.S.S. competition

SYRACUSE — When Tom Murphy is not working as an X-ray technician for the County of Onondaga, or busy with his many duties as President of CSEA Local 834, he loves to enter professional bass fishing competition.

As a matter of fact, Murphy enjoys the sport so much he is planning to use a week of his vacation time to drive more than 1200 miles and enter the national competition to be held August 18-22, 1980 at the Grand Lake of the Cherokee, in Oklahoma.

According to Murphy, plans now call for his six-member team — which represents the New York State Bass Federation — to depart Friday morning, August 15 and drive to where 30 other B.A.S.S. (Bass Anglers Sportmen's Society) teams will gather for the week-long meeting. The first two days will be spent practicing and the final three days devoted to the official competition.

The B.A.S.S. organization has grown so rapidly in the past eleven years, it now includes thousands of members across the country.

"My wife and I live on the shore of Oneida Lake — one of the best lakes for fishing in New York State — and I have always considered myself a better than average fisherman," Murphy declared, "but I never cease to be amazed by the skill of the B.A.S.S. competitors. I have actually seen a winner determined by the margin of one ounce. As you may know, the winning team boat is decided by total fish poundage within a prescribed time limit. The important factor is total weight, not number of fish. Strict rules also specify that all fish caught must be

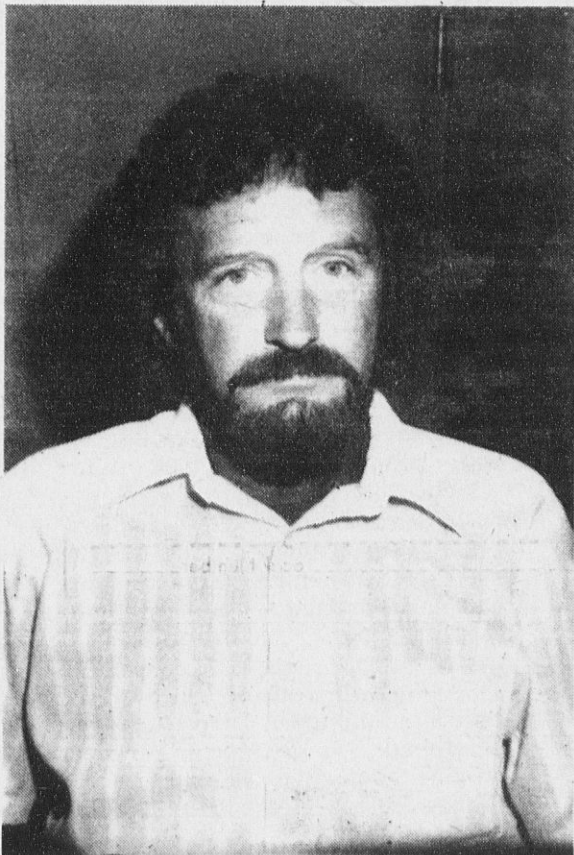
kept alive and released after the official weigh in," Murphy continued.

"We will head west as defending New York State champions, but are fully aware we will be going against some of the finest professional bass fishermen in the world. It's a great challenge, and we will give it our best effort."

"Win or lose, I can't think of a better way to enjoy a vacation," Murphy said.

When you see Tom Murphy at the CSEA Statewide Delegates' Convention in Niagara Falls, be sure to ask him about the big one that got away.

Who knows, he might just happen to have a photograph to back up his fish story.



AVID FISHERMAN — Local 834 President Tom Murphy plans to vacation as a competitor in a national fishing meet. "I can't think of a better way to enjoy a vacation," Murphy said about his trip to Oklahoma later this month.

Region I Political Action meeting set for Sept. 13

AMITYVILLE — The Region One Political Action Committee will hold a political seminar on Sept. 13 for union members who want to work for CSEA-endorsed candidates.

The seminar will be held at the Holiday Inn in Hauppauge from 8:30 to noon. CSEA Albany Legislative Office staff members will instruct attendees on how they can participate in a "grass roots" campaign including the use of phones and door-to-door canvassing.

Interested members should contact their local presidents for more information.

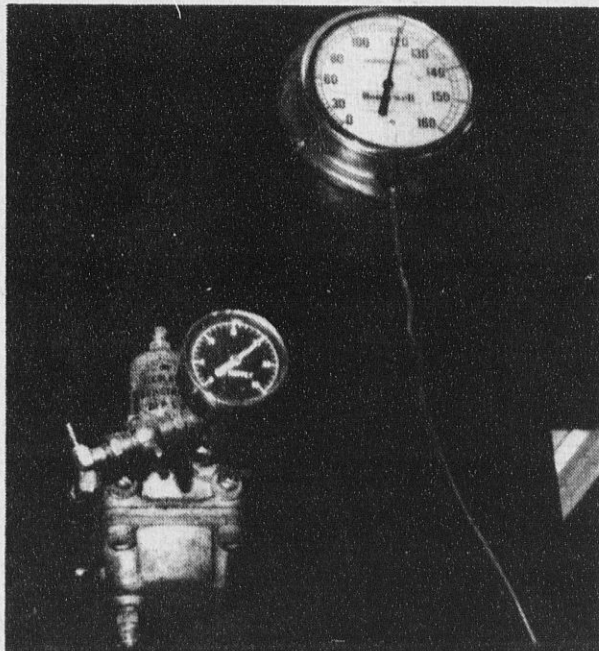
Warning: Working at Downstate may be hazardous to your health

Hospitals, by their very nature, are not the healthiest places to work. The hospital environment includes illnesses, infections, x-rays, anesthetic gasses and other hazards to one's health. One might think because of the existing health hazards at hospitals, hospital administrations would go to great lengths to minimize and eliminate other health hazards to their employees.

Unfortunately, at Downstate Medical Center in New York City, that attitude does not appear to be a primary concern of this hospital management. Downstate Medical Center CSEA Local 646 has uncovered a number of health hazards there and is working to have those hazards eliminated.



UNRESTRICTED ACCESS to the area of Downstate Medical Center where radioactive materials are used is demonstrated by Local 646 President Frances DuBose who is standing in the Cold Room, a place where radioactive materials are stored. Local 646 members said the radioactive materials are not always stored properly.



THE THERMOMETER IN THE BOILER ROOM of Downstate Medical Center in Brooklyn reads 120 degrees. Members of Downstate Medical Center CSEA Local 646 point out that the thermometer is at floor level. Employees have to work on catwalks one and two stories high where temperatures reach as high as 220 degrees.

Union charges management with ignoring serious health hazards

NEW YORK CITY — "Patients come to Downstate Medical Center to get well. However, if you are employed at Downstate, you may arrive on the job healthy but you may not stay that way."

Those are the words of Frances DuBose, president of Downstate Medical Center CSEA Local 646, about a number of health hazards members of Local 646 must face every day they are on the job.

CSEA Field Representative Bart Brier was extremely critical of Downstate vice presidents Howard Dorfman and James McEvaddy for their "lack of sensitivity and concern for the health of the hospital's employees. They are throwbacks to 19th century industrial America."

"McEvaddy, in particular, has totally ignored the many health hazards his leadership has allowed to fester."

Ms. DuBose, Local 646 Grievance Committee Chairman Floyd Graham and committee member Jay Helfgott said a number of grievances have been filed and were rejected at the first step. The grievance process is continuing.

They said the local also has sent management a number of memorandums on those health hazards but have not received an answer to any of the memos.

"I would like to see Downstate Medical Center show a more humane attitude toward its employees," Ms. DuBose said.

Ms. DuBose, Graham, Helfgott and Brier explained a number of the health hazards as follows:

- The approximately 20 Downstate employees who work in the boiler room "are subject to the most inhumane working conditions I have ever seen," Brier said.

- The floor-level temperatures are more than 100 degrees and the temperatures on the catwalks, one and two stories higher, have reached 220 degrees.

- The only cooling system is electric fans. At least one of the fans present another hazard. The protective grillwork is missing.

- The employees are required to spend their entire eight-hour shift, including lunch, within the boiler room. They are not allowed to leave the boiler room for breaks. Some employees have been written up for stepping outside for a break.

- The employees are not allowed to use the air-conditioned forman's office. The office is off limits to the day shift and is closed during the second and third shifts.

- Because of understaffing by an estimated 25-33

percent, there are no permanent shifts and for overtime with the employees working 16 hours straight in 100 degree plus temperatures are common.

The above conditions cause a vicious cycle with high frequency of employee absenteeism — a time — being caused by and in turn causing more forced overtime.

In spite of the 100-degree plus working conditions there are no salt tablet dispensers in the boiler room.

Such inhumane operating procedures have always been in effect in the boiler room.

In the summer of 1979, James McEvaddy became assistant vice president for facilities and planning at Downstate Medical Center.

He wrote a memorandum which changed policy which orders the boiler room employees to leave the boiler room during their shifts.

Among the health problems caused by the humane boiler room working conditions are: fatigue, heat cramps, excessive sweating, nausea and headaches.

Other safety hazards associated with the boiler room are:

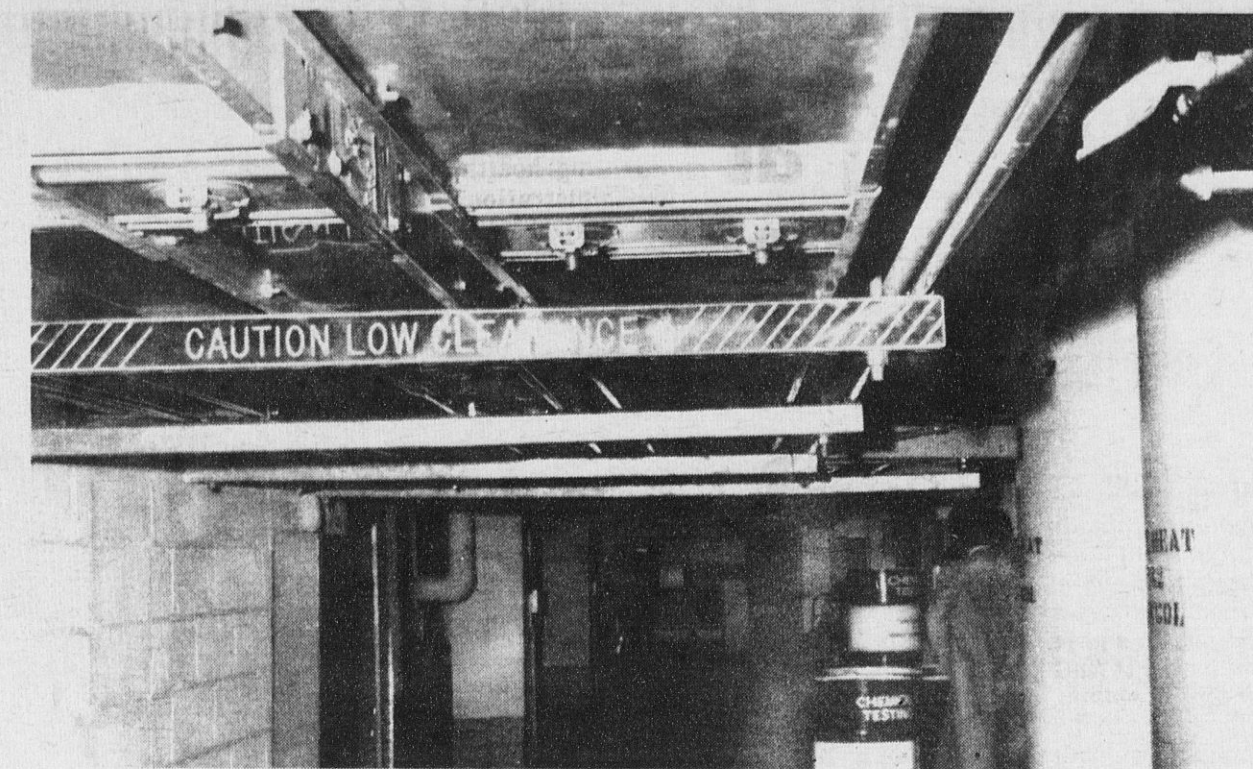
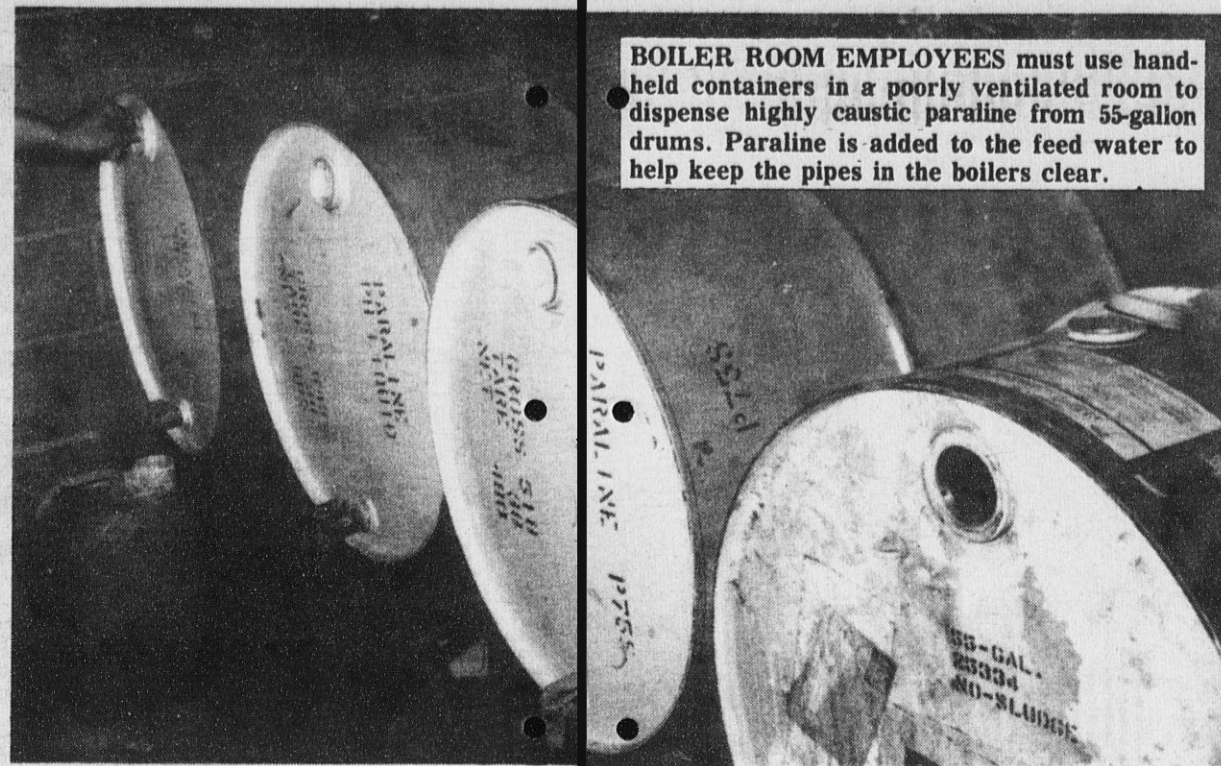
- Even though the boiler room contains five high pressure, super heated, steam boilers, the hospital administration does not prevent employees from walking through the boiler room as a passageway.
- The railings on some of the catwalks, one and two stories high, are shaky.
- The boiler room is poorly lit.
- The chemical paraline, which is highly caustic, poisonous and is an irritant to eyes and respiratory system, is added to the boiler feed water to help clear the pipes in the boilers.

- Instead of using a system which would syphon paraline directly into the feed water tank, approximately eight employees are assigned the task of pouring the chemical from 55-gallon drums in hand-held containers and then pouring it into the feed water tank. The drums are in a poorly ventilated room.

- Employees working with paraline, a concentrated ammonia, have had their own clothing destroyed and damaged. Downstate does not provide protective clothing to the employees. Gloves are provided but the paraline destroys the gloves.

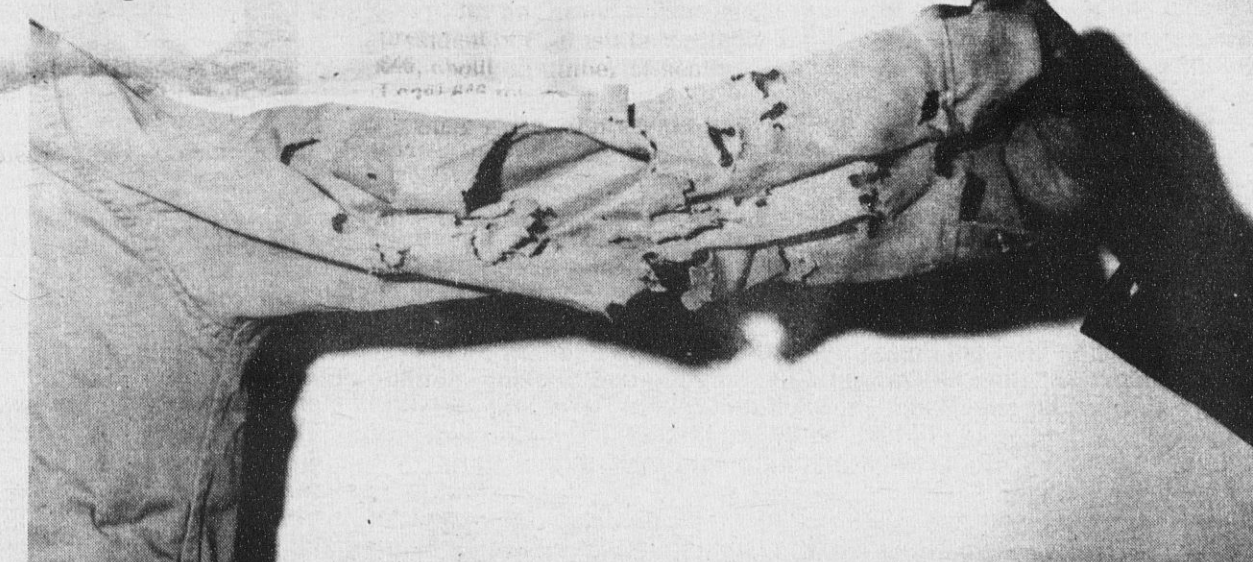
- No facial protection was provided until an employee received burns to his eye in May, 1979. The employees were issued one heavy, cumbersome airpack with just one mask.

BOILER ROOM EMPLOYEES must use hand-held containers in a poorly ventilated room to dispense highly caustic paraline from 55-gallon drums. Paraline is added to the feed water to help keep the pipes in the boilers clear.



THE SIGN MAY INDICATE LOW CLEARANCE, but members of Local 646 said the real danger is above the sign in the bus bars where 440 volt electrical lines carry 4,000 amperes. Members of Local 646 said there sometimes are panels missing from the bus bars exposing the live wires. (By comparison to the 4,000 amperes, electric chairs usually use 20-30 amperes for executions.)

A PLUMBER AT DOWNSTATE MEDICAL CENTER wore this jacket while working with sodium hydroxide to clear drain pipes. Members of Local 646 said the plumbers are not issued protective clothing for working with the dangerous chemical.



DOWNSTATE MEDICAL CENTER EMPLOYEES who work in the boiler room where temperatures are well over 100 degrees have only electric fans to utilized for cooling. Downstate Medical Center Local 646 President Frances DuBose points out one fan without a protective grillwork.

Tough in the ring, his biggest joy is working with kids, helping his patients back into society

By Hugh O'Haire
CSEA Communication Associate

BRENTWOOD — The heat hangs heavy in the basement of the Brentwood Recreation Center after a hot summer day. It is evening now and the large room is deserted except for a solitary figure dancing and shadow boxing in a ring in the corner. Sweat is dripping from his glistening van dyke and running down his muscular chest. As he throws punches at an imaginary foe, the boxer's gauze-wrapped fists blur into white streaks in the stale air of the darkened ring.

There is nothing imaginary about John Mill's punches, however. The two-time National Golden Gloves middleweight champion and former member of the United States National Boxing Team, is undefeated in nine fights as a professional.

Mr. Mills, a recreational therapist at Pilgrim State Hospital in West Brentwood, Suffolk County, works out every evening to keep in shape. He has a bout coming up in the next two months but a contract has not yet been signed, he says.

Now fighting under the name "General Mills," John Mills started boxing in a Town of Islip Department of Parks and Recreation program in the early 1960's when he substituted in the ring for a boxer who didn't show up. He fought an experienced opponent to a draw and was encouraged to continue boxing by a Police Officer, John Thomas, who had experience as a Police Athletic League coach.

"I began to work out at the Brentwood Recreation Center. Thomas was an old Navy fighter and he taught me the basic Navy Boxing system which was simple and made it easy to learn to throw combinations," he said.

Mr. Mills won his next fight and then five others in a row. In 1970, he got a new coach, Gene Moore, and made it to the Golden Gloves semi-finals as a sub-novice middleweight losing in a decision in Madison Square Garden.

The following year, he entered the Golden Gloves as an open class fighter, which meant that he had to fight three-minute rather than two-minute rounds. He defeated his opponent, Willie Classen — who was killed in the ring earlier this year and who had defeated him the year before as a sub-novice for the championship. He won the Eastern Regional Golden Gloves title for his weight class for two consecutive years. His record as an amateur is an outstanding 192 wins and six losses.

Following his Golden Gloves victories in New York, Mr. Mills qualified for the United States National Boxing team by beating other Golden Gloves champions from other Regions. On the United States National Boxing team he numbered among his teammates, Leon Spinkes, Howard Davis, Sugar Ray Leonard and Eddie Gregory. In 1974, he toured Ireland, Italy, Germany, Sweden, Czechoslovakia, Romania and Russia with the National Boxing Team.

"The Europeans and the Russians have tremendous upper-body strength and they come right at you. To fight them, you have to move out of their way to the side and punch. Lateral movement is the best defense against a straight-on boxer," he said.

Under the guidance of trainer Howard Davis Sr., Mr. Mills turned professional in 1975 and has won five of his pro fights on technical knockouts and four on decisions. His most notable victory was a recent decision over D.C. Walker of Boston who had fought and lost a decision to Marvin Haggler, the number one contender for the middleweight championship.

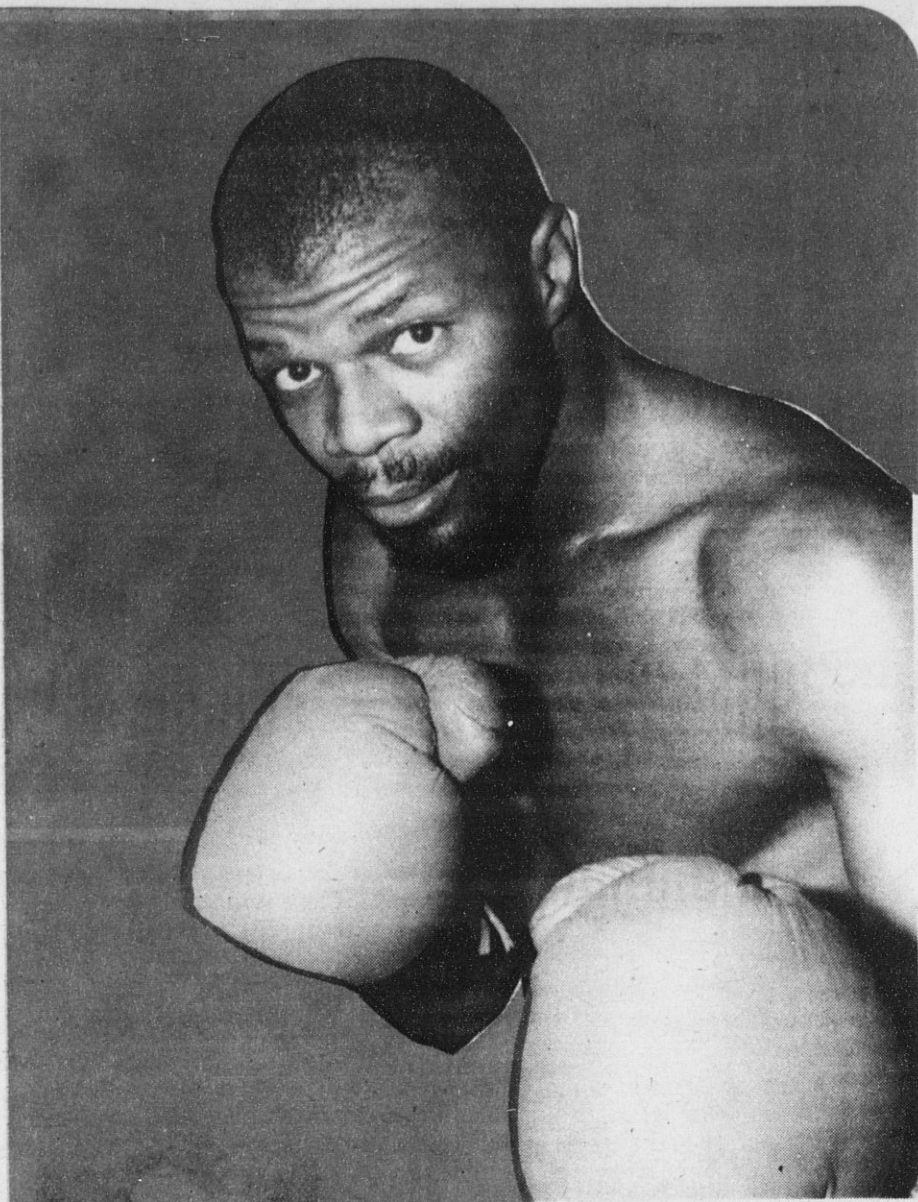
When not in training, John Mills likes to help young people participate in sports. He is currently sponsoring the Brentwood Sonderling High School Varsity Basketball team in the Long Island summer league. He provides them with transportation and uniforms. His team is currently tied for the Summer League Championship for Eastern Long Island.

Mr. Mills also enjoys working with people as a recreational therapist at Pilgrim where, "I work with old people, senior citizens, who have been in the hospital for years. Many of them lack motivation or the confidence to do things on their own. But age is a state of mind, and my job is to encourage them to get back on their own feet. I really get a kick out of getting some of them to leave the hospital to resume normal life in society," he said.

Having a full-time job has allowed John Mills to avoid the dangers of boxing, he says, because he can pick his fights rather than to fight when he is not in top physical condition or just for the money to survive. He is working with other Long Island boxers to put on a fund-raising exhibition match benefit for Johnny Wilburn who recently suffered a blood clot on the brain in a boxing match and is unable to box any longer. Mr. Wilburn has three children and was 26 years old when he was injured.

"He went into the fight with double vision from a rough fight he had previously but he needed the money. He was a fighter from the time he was 15," Mr. Mills said.

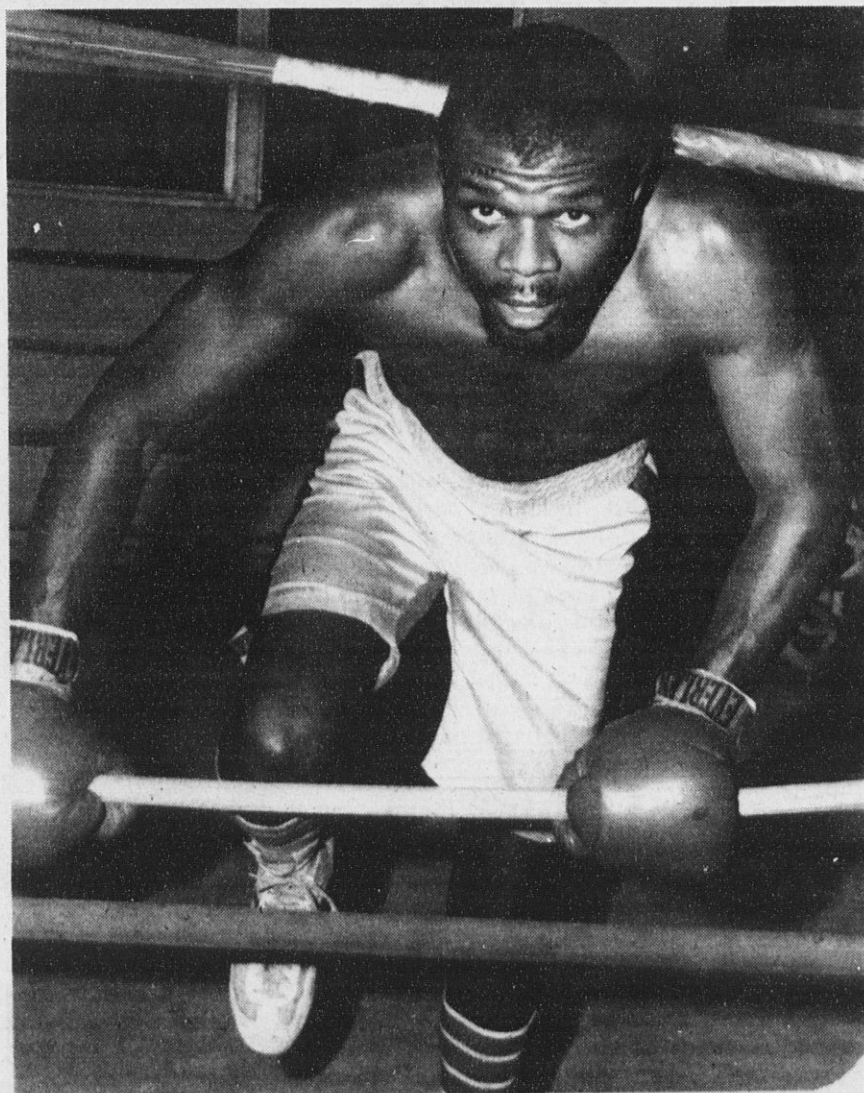
"You should never go into a ring unless you're 100%," he said. "I'm lucky, I don't have to take every fight that comes along because I don't need the money to live."



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 ac-

tivities 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.



Career advancement topic of CSEAP seminar



THE CSEAP SEMINAR IN Long Island Region I at the State Office Building in Hauppauge is well attended by members of the 12 State locals in Region I.



CSEA COLLECTIVE BARGAINING SPECIALIST John Conoby and Clerical and Secretarial Employee Advancement Program Committee member Elaine Todd lead a discussion at the CSEAP seminar in Metropolitan Region II at the World Trade center.

'Education and training opens windows to the world in which you live and work'

ALBANY — The Joint State/CSEA Committee on the Clerical and Secretarial Employee Advancement Program (CSEAP) help seminars in each of the six CSEA regions during the summer.

Each CSEA State local was given the opportunity to send two members to the seminars where the new program was explained.

The spirit of CSEAP was captured in a statement by Southern Region III President James Lennon, given at the Region III seminar at SUNY New Paltz. Lennon said:

"You are all very special people. You have come here today to participate in this workshop and to help make the Clerical and Secretarial Employee Advancement Program a reality in New York State.

"The purpose of the advancement program is to open up new opportunities for career advancement to employees whose career choices and opportunities were previously limited.

"I am certainly pleased that our union — CSEA — is participating in this program.

"Let me leave you with one final thought: Education and training opens windows to the world in which you live and work."

CSEA members on the joint committee are Mary Ann Bentham, Patricia Crandall, Timothy Drew, Marie Romanelli, Joan Tobin, Elaine Todd and Sylvia Weinstock.

CSEA Collective Bargaining Specialist Jack Conoby is joint chairperson of the committee.

The Clerical and Secretarial Employees Advancement Program was negotiated for CSEA's statewide Administrative Services bargaining unit for the current CSEA contract. It provides innovative training, development and advancement opportunities for women, minorities and the disadvantaged in the 38,000-member unit. CSEA's Jack Conoby helped negotiate the program and has been conducting the informational programs around the state for unit members.

DOWNSTATE MEDICAL CENTER LOCAL 646 (left) has, from left, Susan Kaplan and Barbara Moore attending the CSEAP seminar in Metropolitan Region II at the World Trade Center.

REPRESENTING NEW YORK CITY LOCAL 010 (right) at the CSEAP seminar in Metropolitan Region II are, from left, Josephine Berkman and Ruth Joseph.



AMONG THOSE AT THE CSEAP seminar for Southern Region III at SUNY New Paltz are, from left, Glenda Davis, Rockland Psychiatric Center Local 421; Rose Marcinkowski, Walkill Correctional Facility Local 163; Rose Clark, Mid Hudson Local 009; and Doris Josephson, Local 421.



HUDSON RIVER PSYCHIATRIC CENTER LOCAL 410 members, from left, Carol Zapp and Lorraine Scutt attend the CSEAP seminar in Southern Region III at SUNY New Paltz.





MAKING A POINT IN A DISCUSSION at the Southern Region III women's workshop is Marie Romanelli of SUNY New Paltz Local 610. Also from Local 610 at the workshop is Elizabeth A. Kearney.

Union women speak up

NEWBURGH — Approximately 50 CSEA members, mostly women, attended the recently held Southern Region III women's workshop.

Region III President James Lennon welcomed the members to the all-day workshop with these words:

"With or without ERA, this union is pledged to promoting the role of women in the labor movement, and also in helping to open up opportunities in all fields of endeavor.

"This workshop, then, is an important step in that direction, and certainly one that gives rise to high expectations.

"I would, first of all, like to single out our regional women's committee for the role it has played in making this workshop a reality.

"I certainly think that these workshops are a real important tool in helping us gain new knowledge and expertise.

"This day is an example of the CSEA in the Southern Region working for all of us who are the union. And I know that when this day is over, we will all be able to say that it was one that made a difference in our lives."

Region III Director Thomas Luposello made the points that most of the Region III officers are women and that he has found the local presidents in the region who are women to be "very pragmatic and realistic."

The workshop was organized and planned with the combined efforts of the Region III Women's Committee, chaired by Barbara Swartzmiller; the Region III Education Committee, chaired by Janice Schaff; CSEA Education Director Thomas Quimby and AFSCME.

Leading the discussions were Quimby and AFSCME's Anita Patterson, Marsha Anderson and Bailey Walker. Also at the workshop were Lennon, Luposello, Region III Communications Specialist Stanley Hornak and AFSCME New York State Director Robert McEnroe.

After the opening statements, the film "The American Woman, Portraits in Courage" was shown to the workshop. The film depicted the achievements of courageous women throughout American history.

The movie made the point that none of the women accomplished anything by acting "ladylike."

The remainder of the workshop was divided into sessions on determining problems of women at the workplace, stress management and sexual harassment at the workplace.

Some of the problems discussed at the workplace were: political favoritism; discrimination; salary differences; apathy; treatment by marital status; promotional selections and deadend jobs.

During the session on sexual harassment, Ms. Anderson said: "It is our fault by letting ourselves be brainwashed all the way from the cradle. We give little boys trucks and little girls dolls. . . ."

In addition to the members from Region III who attended the workshop, a group of CSEA members from Long Island Region I also attended the workshop.



GETTING TOGETHER AT THE SOUTHERN REGION III women's workshop in Newburgh recently are, from left, Region III Women's Committee Chairman Barbara Swartzmiller, Region III Education Committee Chairman Janice Schaff and women's committee member Phyllis Kennedy.

OPEN CONTINUOUS STATE JOB CALENDAR

Senior Medical Records Technician	\$10,624	20-102
Pharmacist (salary varies with location)	\$14,388-\$15,562	20-129
Assistant Sanitary Engineer	\$16,040	20-122
Senior Sanitary Engineer	\$18,301	20-123
Clinical Physician I	\$27,942	20-118
Clinical Physician II	\$31,055	20-119
Assistant Clinical Physician	\$25,161	20-117
Attorney	\$14,850	20-113
Assistant Attorney	\$12,397	20-113
Attorney Trainee	\$11,723	20-113
Junior Engineer	\$12,890	20-109
(Bachelor's Degree)		
Junior Engineer	\$13,876	20-109
(Master's Degree)		
Dental Hygienist	\$8,950	20-107
Licensed Practical Nurse	\$8,051	20-106
Nutrition Services Consultant	\$13,404	20-139
Stationary Engineer	\$10,042	20-100
Senior Stationary Engineer	\$11,250	20-101
Occupational Therapy Assistant I	\$9,029	20-174
Occupational Therapy Assistant I	\$9,029	20-174
(Spanish Speaking)		
Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	20-140
Medical Record Technician	\$9,481	20-143
Histology Technician	\$8,051	20-170
Professional Positions in Auditing and Accounting	\$11,250	20-200
Computer Programmer	\$11,250	20-220
Computer Programmer (Scientific)	\$11,250	20-222
Senior Programmer	\$14,075	20-221
Senior Computer Programmer (Scientific)	\$14,075	20-223
Mobility Instructor	\$11,904	20-224
Instructor of the Blind	\$11,250	20-225
Health Services Nurse	\$11,250-\$12,025	20-226
(salary varies with location)		
Senior Heating and Ventilating Engineer	\$18,301	20-227
Senior Sanitary Engineer (Design)	\$18,301	20-228
Senior Building Electrical Engineer	\$18,301	20-229
Senior Building Structural Engineer	\$18,301	20-230
Senior Mechanical Construction Engineer	\$18,301	20-231
Senior Plumbing Engineer	\$18,301	20-232
Assistant Stationary Engineer	\$7,616	20-303
Electroencephalograph Technician	\$7,616	20-308
Radiologic Technologist	\$8,454-\$10,369	20-334
(salary varies with location)		
Medical Record Administrator	\$11,904	20-348
Food Service Worker I	\$6,456	20-352
Mental Hygiene Therapy Aide Trainee	\$7,204	20-394
Mental Hygiene Therapy Aide Trainee	\$7,204	20-394
(Spanish Speaking)		
Associate Actuary (Casualty)	\$18,369	20-416
Principal Actuary (Casualty)	\$22,364	20-417
Supervising Actuary (Casualty)	\$26,516	20-418
Assistant Actuary	\$10,714	20-556
Nurse I	\$10,624	20-584
Nurse II	\$11,904	20-585
Nurse II (Psychiatric)	\$11,904	20-586
Nurse II (Rehabilitation)	\$11,904	20-587
Medical Specialist II	\$33,705	20-840
Medical Specialist I	\$27,942	20-841
Psychiatrist I	\$27,942	20-842
Psychiatrist II	\$33,705	20-843
Social Services Management Trainee	\$10,824	20-875
Social Services Management Specialist	\$11,450	20-875
Social Services Management Trainee	\$10,824	20-876
(Spanish Speaking)		
Social Services Management Specialist	\$11,450	20-876
(Spanish Speaking)		
Industrial Training Supervisor	\$10,624-\$12,583	20-877
(salary varies depending on specialty)		
Physical Therapist	\$11,337	20-880
Physical Therapist (Spanish Speaking)	\$11,337	20-880
Senior Physical Therapist	\$12,670	20-881
Senior Physical Therapist (Spanish Speaking)	\$12,670	20-881
Speech Pathologist	\$12,670	20-883
Audiologist	\$12,670	20-882
Assistant Speech Pathologist	\$11,337	20-884
Assistant Audiologist	\$11,337	20-885
Dietician Trainee	\$10,624	20-888
Dietician	\$11,250	20-887
Supervising Dietician	\$13,304	20-886
Stenographer (NYC only)	\$6,650	20-890
Typist (NYC only)	\$6,071	20-891
Senior Occupational Therapist	\$12,670	20-894
Senior Occupational Therapist	\$12,670	20-894
(Spanish Speaking)		
Occupational Therapist	\$11,337	20-895
Occupational Therapist (Spanish Speaking)	\$11,337	20-895

You may contact the following offices of the New York State Department of Civil Service for announcements, applications, and other details concerning examinations for the positions listed above.
State Office Building Campus, First Floor, Building I, Albany, New York 12239 (518) 457-6216.
2 World Trade Center, 55th Floor, New York City 10047 (212) 488-4248.
Suite 750, Genesee Building, West Genesee Street, Buffalo, New York 14202 (716) 842-4260.

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You can personally sponsor a Special Olympian in the 1980 program of training and competition 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:

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- | | |
|---|--|
| <input type="checkbox"/> President's Club (\$380) | <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 _____

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STATE _____

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

Battle lines drawn with management over anti-union acts against Local

Union charges department with having a calculated policy of intimidation

By Gerald Alperstein
Associate Editor

NEW YORK CITY — When one thinks of a union battling management for the right to represent employees, the noble efforts of the Amalgamated Clothing and Textile Workers Union against the criminal J.P. Stevens textile firm in the southern United States may come to mind.

However, one does not have to travel south of the Mason-Dixon line nor even leave CSEA to find a pitch battle for union representation going on.

At stake is whether the employees of the New York State Department of Labor in CSEA Region I, II and the southern part of Region III will receive proper union representation or whether those CSEA-represented employees of the Administrative Services Unit will become the victims of a vindictive management in much the same way that the employees of anti-union companies such as J.P. Stevens are treated.

Those approximately 2,500 Department of Labor employees are represented by CSEA Local 350, a Metropolitan Region II local.

Region II Director George Bispham said the extent of anti-union harassment and intimidation against Local 350 by the Department of Labor has forced the region to devote considerable resources to fight for the representation of those 2,500 employees.

Bispham said he and three field representatives are working with Local 350 President George Caloumeno to put a halt to the anti-union tactics of the Department of Labor.

"The chief tactic of the Department of Labor — being carried out by Employee Relations Specialist Joseph Kearney — is what appears to be a calculated policy of attempting to deny Department of Labor employees union representation by the harassment and intimidation of Caloumeno and Local 350 Grievance Committee Chairman Michael Isaacoff," Bispham said.

He said Kearney's chief weapon against Isaacoff is denying him access to employees through Kearney's total disregard for the CSEA-State contract.

Isaacoff, who works for the Unemployment Insurance Appeals Board, has been placed on the calendar to excess since becoming grievance chairman less than one year ago, has been charged for leave without pay for spending more than

30 minutes a day on grievance-related telephone calls; and has been harassed with a number of memos, Bispham said.

"In less than one year, Isaacoff, an employee with an unblemished record, has seen his personnel file grow from nothing to two-and-one-half inches thick with memos from Kearney and his (Isaacoff's) supervisors," he said.

An Improper Practice against the Department

Meeting scheduled with commissioner

NEW YORK CITY — The requested meeting by Department of Labor CSEA Local 350 with State Industrial Commissioner Philip Ross was tentatively scheduled for the World Trade Center on Aug. 18, it was announced at press time.

Representing CSEA at the meeting were to have been members of Local 350 led by its president, George Caloumeno, and members of the Metropolitan Region II field staff led by Regional Director George Bispham.

of Labor for its activities against Isaacoff has been filed with the Public Employment Relations Board.

Caloumeno said: "This IP is so important. The representation of the entire membership of Local 350 is at stake. The only settlement of this IP can be the enforcement of the contract."

Bispham said the Department of Labor also has attempted to deny Caloumeno access to employees by sending memos to Caloumeno's supervisor trying to curtail the local president's use of contractual organizational leave.

A few months ago, Caloumeno wrote to State Industrial Commissioner Philip Ross about the anti-union tactics of Kearney.

CSEA Field Representative Bart Brier said: "It is now up to Commissioner Ross to put a stop to Kearney's anti-union activities or to declare

publicly that the Department of Labor is the most anti-union agency of New York State government."

Brier has a number of questions which CSEA deserves answers from the Department of Labor, including:

- Kearney appears to have been chosen to do the dirty work for some higher-ups in the Department of Labor. Who is Kearney doing his dirty work for?

- Who does Kearney really report to and get his orders from?

- Why has the Department of Labor singled out Local 350?

- Does the Department of Labor plan to first destroy the large downstate local and then plan to take on the smaller upstate locals one at a time?

- Why is it that Kearney is allowed to operate as a misguided missile, out of the control of his supposed superiors of deputy and assistant industrial commissioner rank?

- Why does the Department of Labor management resist sitting down in constructive labor-management discussions?

Brier said, "Most of my work for CSEA is with Mental Hygiene locals of roughly the same size as Local 350. The representation problems of Local 350 are worse than any I have encountered in Mental Hygiene."

Bispham, attempting to understand the anti-union activities of Kearney and the Department of Labor, believes for many years Local 350 fell more into the definition of "Association" rather than labor union as were most CSEA locals at one time.

In 1979, Caloumeno, Isaacoff and a new local executive committee came into office and, to the surprise of management, started vigorously defending the rights of the employees they represent, he said.

Bispham believes that when Local 350 started filing more grievances and standing up for its members, the Department of Labor reacted by disciplining more employees and by harassing Caloumeno and Isaacoff.

"I just want Kearney to know that he is no longer harassing one isolated CSEA local. The strength of CSEA Region II stands behind Local 350 to see that its members are represented as guaranteed in the Taylor Law and as agreed to by New York State when it signed the contract," Bispham said.



PREPARING FOR THE AUGUST 18 meeting with State Industrial Commissioner Philip Ross are Metropolitan Region II Director George Bispham, CSEA Field Representative Bart Brier and Department of Labor Local 350 President George Caloumeno. The three CSEA officials are meeting in Bispham's office at Region II quarters.