

NEW YORK STATE'S LARGEST **CSEA** PUBLIC EMPLOYEE UNION

JEAN RAJKOWSKI, an LPN who earns just \$5.88 before taxes after nearly 30 years with Warren County, joined fellow Warren County workers recently to protest an impasse in contract talks. The workers are outraged over a 2.5 percent offer. See page 14.

Early retirement bill 'number one priority'

ALBANY — "It's our number one priority," says CSEA lobbyist James Featherstonhaugh of the union's campaign to push a bill through the state legislature that would provide incentives for local government employees to take 'early retirement.'

Featherstonhaugh says "We're willing to go to the barricades on this," noting the legislation would be similar to the 1983 program offered state employees which resulted in 8,060 people taking an extra three years of pension credits as a bonus for retiring ahead of schedule.

Members are being asked to help promote the concept for local government employees by contacting their state legislators and urging their support of the early retirement incentives for political subdivisions, including school districts.

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CSEA LEADS PUSH FOR IMPROVED SAFETY

STATE ORDERED TO MOVE FASTER IN CORRECTING PLAZA HAZARDS

ALBANY — The state Office of General Services (OGS) has been told to correct fire hazards at the huge Empire State Plaza complex "in the shortest time necessary."

The Labor Department order, dated May 4, is a major victory for CSEA which first complained in 1982 that the four Agency buildings in downtown Albany provide only one way for employees to reach two fire exits.

The union noted that federal and state safety and health regulations, administered by the state Labor Department, require "Every building or structure . . . that the reasonable safety of occupants may be endangered by blocking of any single means of egress (exit) due to fire or smoke, shall have at

(Continued on Page 19)



The state's Barge Canal system has opened for yet another season, thanks to canal employees who overcame heavy odds to get the antiquated system in operating form. Here chief lock operator Joel Beyer waits for first boat of season to come through lock near Lockport. Open or not, the system is still plagued by many problems. See page 12.

Upgrades won for many MH aides

ALBANY — Aides in state mental hygiene secure and forensic units will soon be getting more pay and training as a result of CSEA's efforts.

The state has agreed to implement specialized training for 674 workers who staff the units which house the most dangerous patients.

Therapy aides who now work in these units will be upgraded to the titles Secure Care Treatment Aide I and Forensic Program Aides I and II. Grade 9 therapy aides appointed to the new title will be moved up to a grade 11. Grade 13 aides will be upgraded to grade 14.

"This is long overdue," said CSEA President William L. McGowan, "This was agreed to at the bargaining table in 1982 and the union has kept constant pressure on to make it a reality."

"The workers in these units face great risks and very difficult conditions every

day. This new training should give them the skills they need to provide greater safety," the union president added.

The training will cover emergency procedures and non-abusive physical intervention. It will also focus on the dynamics of assaultive behavior, psychotropic medication, patient activities and other topics.

Thomas F. Hartnett, director of the Governor's Office of Employee Relations called the action a positive approach by both labor and management to address an important issue.

The training will be conducted at facility sites and will require approximately two weeks to complete.

The upgrading and new training will include staff of the Office of Mental Health's secure and forensic facilities and the Monroe Secure Unit at the Monroe Developmental Center.

CSEA charges city of Poughkeepsie with failure to bargain in good faith

POUGHKEEPSIE — An improper practice charge has been filed against the city of Poughkeepsie because of its failure to bargain in good faith.

CSEA, which is currently in the midst of contract negotiations with the city, is formally objecting to city officials' insistence that they be allowed to contract out services. Field Representative John Deyo said that granting such a proposal would give city fathers permission to become "brokers" for all services, potentially eliminating all union employees.

In addition, the city has insisted that CSEA disregard a court order which directs Poughkeepsie

officials to rehire and reimburse 28 employees who lost their jobs in January 1980.

The city illegally contracted with private companies to operate its sewage treatment plant and its parking facility. CSEA subsequently charged the city with improperly subcontracting out services without conducting good faith bargaining.

When the PERB hearing officer ruled in favor of CSEA and ordered the city to reinstate the employees, the city appealed the case to the PERB board, which also upheld the hearing officer. The city then decided to seek relief in the courts and again lost in the Supreme Court and in the Court of Appeals.

While many of the employees were given jobs with the contractors, CSEA is concerned with the loss of retirement benefits, accrued vacation and sick leave and any liabilities the employees incurred due to the loss of health insurance.

Negotiations for a two-year agreement began last October. On Dec. 7, an impasse was declared by both parties and a mediator was assigned. Mediation sessions have been held, but with no progress.

The 160-member unit includes clerical workers, laborers, truck and bus drivers, equipment operators, accountants, engineers and water plant operators. The contract expired on Dec. 31.

Franklin County local holds info program

MALONE — Franklin County Local 817 recently sponsored a two-day informational program here for CSEA state, county and school district members from the North Country area.

"We wanted to update the members on the latest services and benefits offered by CSEA, and to review the grievance procedure. We saw a real need for this type of program here," said Local 817 President Shirley Treprow, who coordinated the weekend event with Vice President Mary Hanna.

Region V President Jim Moore opened the program and introduced Larry Scanlon, CSEA coordinator of School District Affairs, who conducted the sessions.

"It's always a pleasure to work with CSEA members who are genuinely interested in learning the structure of CSEA and eager to improve their working conditions with a better understanding of the grievance procedure," said Scanlon. "They learn to sharpen skills and we tune in to their problems. Everybody wins."

Treprow said the general reaction to the program was favorable.

"If other county, state and educational locals show an interest and will cooperate, we can expand the workshop to cover other issues facing all of us in the union," she said.

New Depew pact avoids subcontracting

DEPEW — Depew Union Free School District members of Local 868 are celebrating a negotiations breakthrough that avoided subcontracting of jobs, and gained a three-year contract that stipulates no subcontracting of cafeteria employee jobs.

The positive turn of events capped "a long, hard fight," according to Erie County Education Local

President Jack Schlenker and Unit President David Tur.

"It's important that our members' jobs are protected," said Schlenker, "and we'll continue to fight subcontracting in negotiations for all our units."

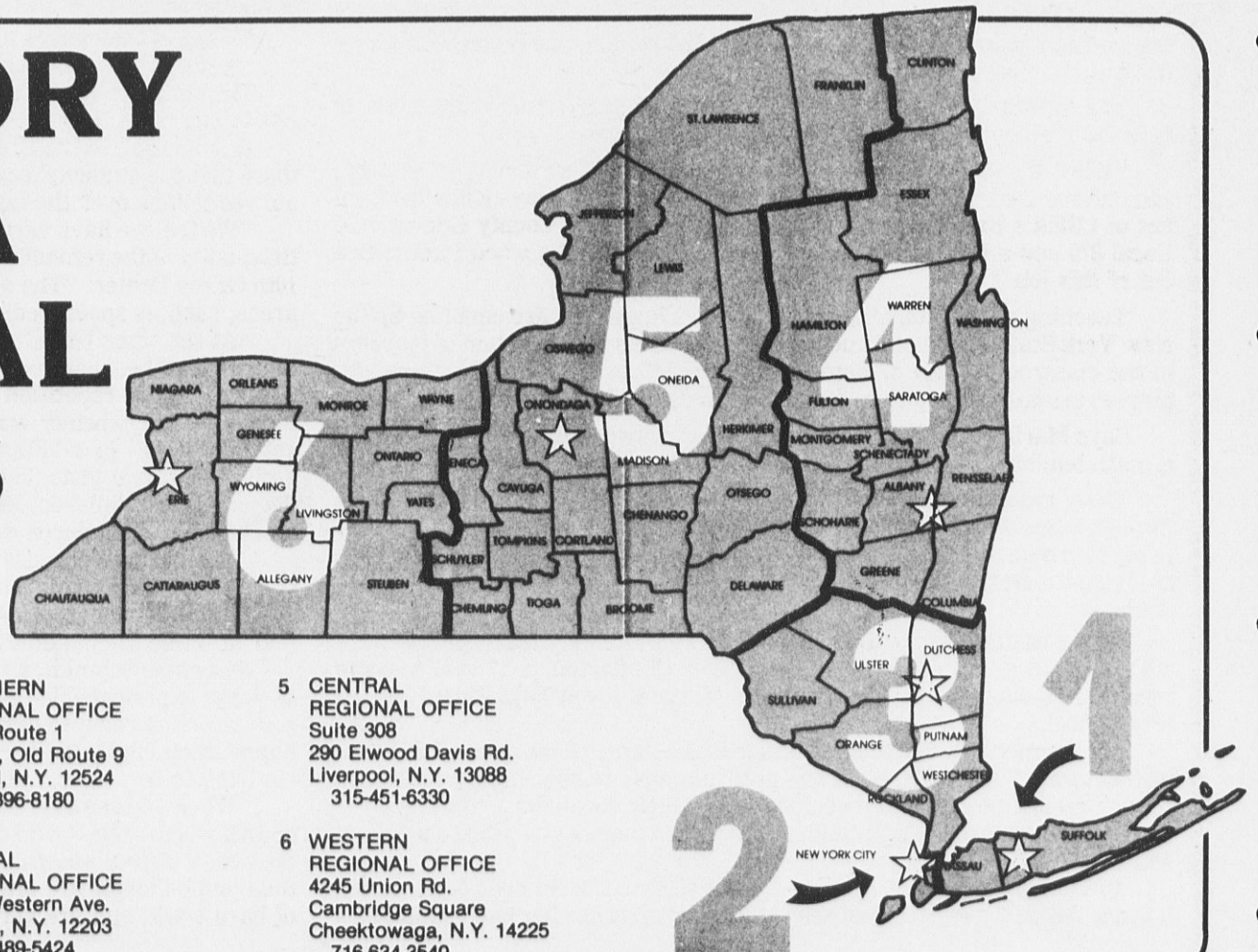
The three-year contract for the 100-member unit will provide wage increases of 6 percent plus increments in each year.

The pact also calls for an increase in longevity pay, a disciplinary procedure, and a disability insurance policy. An early retirement incentive option is also included.

Robert L. Massey, CSEA field representative, was the chief negotiator for the unit.

Negotiating committee members included Unit President Tur, Frank Ratkovich, Joseph Lewis, Eleanor Grandy, Mary Monacelli and Jean Irwin.

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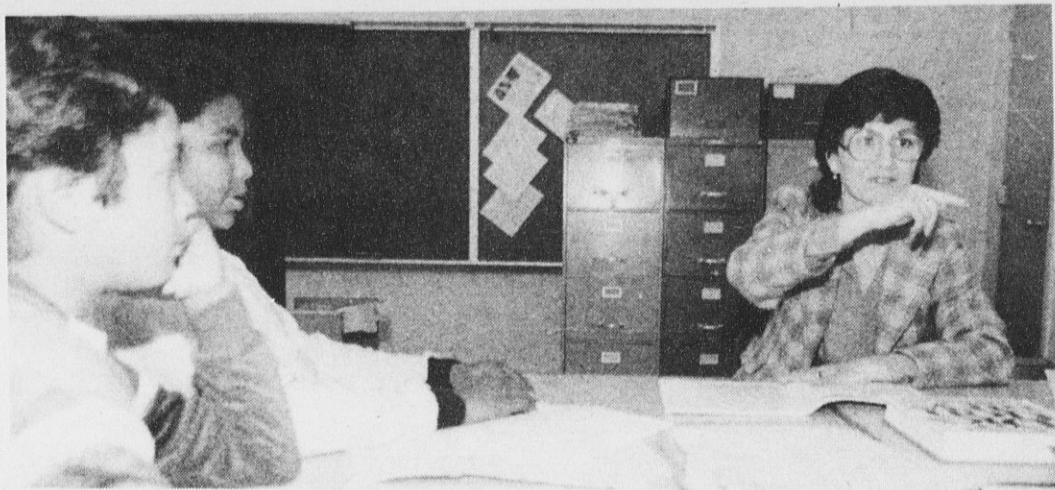
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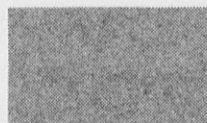
NEW VOCABULARY — Marge Riley, a remedial reading teaching assistant in the Brentwood school system, guides several students through a story that introduces new vocabulary to them.



MAKING THE GRADE — Angie Delloiaco, a math teaching assistant, returns a graded test to a junior high school student.



COMPUTER TUTOR — Brentwood Educational Unit President Marilyn Mahler, a math assistant, helps students learn with the aid of computers.



WORD WORK — At the Twin Pines Elementary School, Ann Chatterton helps a reader understand a new word.

'WE'RE THE TEACHERS' SECOND SKIN'

Teaching assistants make a difference

By Joel Bruinooge
CSEA Communication Associate

BRENTWOOD — A 7-year-old boy raises his head from a reading workbook, and his eyes light up. In his excitement to get the attention of the teaching assistant who is helping with his remedial reading, he frantically waves his hand and reaches across the table.

The assistant, Marge Riley, smiles as she turns from another child to listen to the boy's explanation of what a word means.

"When the kids forget they are learning and get involved in the story, you can see their minds catch fire through their eyes," says Riley, a member of CSEA's Brentwood Educational Unit of Suffolk County Educational Local 870 and a teaching assistant for 15 years. "That's when I get a kick out of this job."

Teaching assistants, also known as teaching aides, are certified by the New York State Board of Education to work under the direction of teachers in the classroom. They are among the more than 25,000 non-teaching employees in hundreds of school districts represented by CSEA across the state.

Says Marilyn Mahler, president of the Brentwood Educational Unit and a math teaching assistant: "We're the teachers' second skin."

Many teaching assistants are parents who were drawn into the work through interest in their own children's education. And, like Mahler and Riley, many find personal satisfaction in playing a key role in the learning process, enjoying the flexibility that enables them to work on the needs of individual students.

"The assistant may pinpoint vocabulary for intensive and repetitive drill with a small group of children," said Ann Chatterton, a 17-year veteran remedial reading teaching assistant with Marge Riley at Twin Pines Elementary School.

"In a remedial program, repetition is the name of the game," Chatterton declared. "The children in this program have to encounter a new word about 120-150 times before it becomes part of their vocabulary. That requires more drill than the average child, who needs to meet a new word only about 80 times."

To introduce the word "clam," Chatterton lets the children come across it in the lesson's story. She pauses at the word and cups her hands, making a

clam. She opens and closes her hands at the wrist to show how a clam's shell is hinged.

"What is the clam's hinge like?" she asks the children.

"A door," one answers.

The students have met the word clam for the first time and have an image to see when they meet the word again in future lessons.

It is a credit to the Brentwood School District and the people who work there that the students' reading scores continue to improve, despite federal aid reductions over the last few years.

"We feel we have very successfully worked with the district to improve the quality of the remedial program," said Mahler, who works at Northwest 10th Grade Center. "The assistants who were laid off were rehired in other areas, such as special education, before the next school year began."

"At the same time," she said, "the program more effectively reached the children because remedial labs had been created."

The intense repetition of a remedial program is the core of each assistant's function, whether working in reading, math, bilingual or a special education setting. In addition to reinforcing what the teacher teaches, the assistants grade tests, keep records on the students and prepare learning devices for the children. In Brentwood, the computer has become a valuable tool to help the children drill in a way that grabs their attention.

"The kids come to us to work with the computer," said Angie Delloiaco of North Junior High School, a 15-year math teaching assistant. "In their excitement of working the machine, they forget they are learning and lose their fear of things they didn't know."

Josephine Schmidt, a remedial reading assistant at the same school with 16 years experience, is taking a basic computer language course at a local college. "I'm going to class with a kid I had in school. It makes me really happy when I get to see their progress. Another student I worked with is now studying to be a chef," she said.

"When you see that you have helped one student, it makes all the hours of drill worthwhile," said fellow North Junior High Reading Assistant Mary Barnes, a 12-year veteran. "The kids have short attention spans. Their attitude and behavior are often problematic. So their successes are the result of hard work, and are very special to me."

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Fall semester LEAP courses to be announced

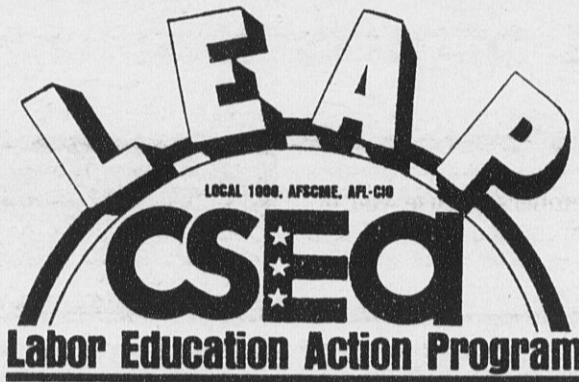
Registration scheduled for June 11 - July 18

ALBANY — Want to improve your reading, writing or arithmetic? Would a course in psychology or accounting improve your current job performance or help you get that next promotion? Want an introduction to the world of data processing so that the computer age doesn't pass you by?

Then be sure to sign up for Fall Semester 1984 LEAP courses during the June 15 - July 18 registration period.

Hundreds of course offerings are available through the Labor Education Action Program (LEAP) to CSEA-represented employees in the Administrative Services, Operational Services and Institutional Services bargaining units.

According to CSEA/LEAP Director Tom Quimby, course announcements and application blanks



will be available through state agency training offices or from CSEA local presidents beginning the week of June 11.

"Now is the time to begin thinking about taking courses in the Fall," Quimby stressed. "We'll have a wide variety of course offerings, and classes will be conducted by more than 75 public and

private colleges and BOCES across the state. We hope to see a big CSEA enrollment in these educational programs."

CSEA/LEAP recently completed its first year of operation, during which about 6,500 members took advantage of tuition-free college or BOCES courses and high school equivalency classes. The programs are funded under Article 14 of the ASU, ISU and OSU contracts.

"We've worked to develop programs responsive to the needs of CSEA members, and we have incorporated many members' suggestions into the program," Quimby said. "Now it's up to the members to enroll in the programs they want, need and helped to develop."

Quimby emphasized that completed applications must be received at the CSEA/LEAP office in Albany no later than July 18 in order to be processed. For the first time, Fall semester applicants will be able to apply for first and second choice courses.

38 OFFICES AT STAKE UNION ELECTION BALLOTS GO OUT

ALBANY — Ballots were mailed May 15 so that CSEA members can vote to elect officers in the union's six regions. More than 100 candidates are running for the 38 regional offices. Candidates' names, photos and statements appeared in the May 4 edition of The Public Sector.

The Independent Election Corporation of America (IECA) of Lake Success, NY, is preparing and mailing the ballots, as well as conducting the final ballot count.

CSEA members who have not received ballots by May 24 may receive replacement ballots at that time by contacting IECA at (516) 437-4900. (The May 4 edition of The Public Sector erroneously indicated that replacements would be available through the union's headquarters.)

All ballots must be returned to IECA by 6 p.m. on June 15. Ballots will be counted at that time and the results announced. Notification of election results will be sent to all candidates. The protest period ends on June 25.

As usual, candidates for CSEA office will be afforded an opportunity to observe the various election procedures. Any candidates, or proxies with written authorization from candidates, who wish to observe the procedures at IECA may do so. To avoid unnecessary delays, it is recommended that observers notify IECA by phoning (516) 437-4900.

Lori Hartrick, EAP coordinator, dies

BUFFALO — Lorraine (Lori) Hartrick, a former CSEA Local 640 president who became the first employee assistance program representative in Region VI, has died following an extended illness.

Mrs. Hartrick, 32, passed away May 3, at the Roswell Park Memorial Institute.

She was the statewide EAP Coordinator for western New York.

At a memorial service, Mrs. Hartrick was remembered by her co-workers and union brothers and sisters as "a person who really cared, and gave her all."

Memorial contributions may be made to Child and Family Services, c/o Haven House, Box 45, Niagara Square Station, Buffalo, NY 14201.

Library unit deals on first contract

SCHENECTADY — Negotiations for the first contract covering the employees of the Mohawk Valley Library Association are underway and progressing, according to a CSEA negotiator.

The MVLA bargaining team consists of Jane Somers, Valerie Catlin, Susan Ledder and Pat Ostrowski who are being assisted by CSEA representatives Michael Sheldon, organizer, and Donald McCarthy, field representative.

Management's team consists of Richard Debus, a labor consultant and Mary Nicholaou, MVLA director.

CSEA was certified by the state Labor Relations Board on Dec. 15 and negotiations between the library association and CSEA commenced after the MVLA and CSEA addressed a layoff situation.

Behind closed doors: Region IV leaders get inside look at how government works

Speakers stress effective communications in labor and management relations

LAKE GEORGE — Union leaders from CSEA Capital Region IV gathered here recently for a two-day workshop that provided “an inside view” of how government operates.

The speakers included Troy School Board President Michael Costello, Greene County Administrator William Hagan, Schenectady County Board Representative Nicholas Barber and Essex County Civil Service Commissioner Donald Titus, who offered insights into government organization, negotiations and civil service changes.

Region IV President C. Allen Mead called the session rewarding, and said, “We learned that behind the cool, calm facade of management is an organization similar to our own. If we can learn to use this to our members’ advantage, we’ll be solving more problems through communications than through confrontations.”

The event, sponsored by the region’s school and county committees, was chaired by Jeanne Kelso, county committee chairwoman, and Betty Nichols, school committee chairwoman. It was coordinated by Betty Lennon, education committee chairwoman.

In a frank and lively panel discussion, Greene County Administrator Hagan talked about how he maximizes his power.

“Writing next year’s budget is my main source of power. So if I ask a county commissioner to do something my way and it is done that way, I don’t forget,” he said. “However, if I ask and it isn’t done, I don’t forget that either.”

Hagan drew applause for pointing out the importance of effective communications.

“I’m sure you’re all used to hearing your members accuse you of ‘cozying up to management.’ Well, you should hear the comments I get from the 13 Greene County elected officials I work for,” he said. “I’m always accused of ‘cozying up to the union.’ How can I solve a labor problem if I can’t talk with the union president?”

Troy School Board President Costello also stressed the need for communications, noting he talks with CSEA Troy School Unit President Betty Nichols several times a week.

Said Costello: “We both have to find out what’s really going on, so we have learned to communicate and share the information.”

Essex Civil Service Commissioner Titus, who was an elected official before being appointed to his present position, said: “Believe it or not, sometimes the administration doesn’t bother to tell the elected officials what’s going on and vice-versa. Being able to communicate directly — either individually or collectively — is often the key to resolving this problem.”

Schenectady County Board Rep Barber attributed part of the communications gap among government officials and unionists to the fact that most elected officials are parttime employees who also hold down full-time jobs in other fields.

“Government services are expanding so quickly and our own careers are so demanding that we have to rely on the administrative staff,” he said. “What we forget is that the administrative staff is just as busy. That’s where the lack of communications can happen.”

On the topic of upcoming negotiations and possible roadblocks, Hagan said that consolidation of services on a countywide basis is the wave of the future.

“You are going to have to be more flexible in negotiations,” he warned the audience. “But be smart. Sit down and tailor your contract and its benefits to your members’ needs.”

Hagan revealed he would like to take back the drug prescription card benefits from the Green County unit, noting that only 20 percent of the members are using 80 percent of the benefit.

“I can save the taxpayers money by buying back the card,” he said. “I can still provide the prescription coverage through the health insurance plan and have cash to give the workers. Do a survey on how your members really use the health insurance,” he said. “See if you can custom-tailor the package to them and their needs. It’s a way to get cash.”

Hagan and Titus recounted how recent contracts negotiated in their counties proved the value of direct communications.



GOVERNMENT WORKSHOP PANELISTS AND HOSTS — Among those who participated in the recent Region IV workshop at Lake George were, from left to right down the staircase: Greene County Administrator William Hagan, Troy City School Board President Michael Costello, Greene County CSEA Local 820 President Richard Canniff, County Committee Chairwoman Jeanne Kelso, Essex County Civil Service Commissioner Donald Titus, Troy School Unit President and School Committee Chairwoman Betty Nichols, Essex County Local 816 President John McAlonan, Region IV Third Vice President and Schenectady County Local 847 Delegate Lou Altieri, Warren County Local 857 President Douglas Persons, Schenectady County Board Representative Nicholas Barber and Region IV President C. Allen Mead.

“I do all I can to short-circuit the “we” and “they” vicious circle of negotiations which gets you nowhere,” Hagan said. “If I see the union sending in attorneys, representatives, members, etc., I do the same, but I don’t attend. So nothing gets done until I can meet with a real working negotiating team or one individual who has the power to bargain for the members.”

Titus described the recent negotiating sessions in Essex County, where an outside consultant was called in to bargain. When impasse was declared, no one on either side of the table knew what the problem was.

Said Titus: “I asked John McAlonan (Essex County local president) to meet with the county chairman and the three of us started trying to find out what was going on and where the problem was. After a few sessions, we had a contract.”

Hagan noted that several discussions on his back porch led to the recent contract settlement in Greene County.

Both contracts were overwhelmingly ratified by the local members.

“I’m not saying that happens every time, but being able to communicate in the office, on the back porch or in the back room does help resolve problems,” Titus said.



POINT OF VIEW — Region V President Jim Moore, right, answers media questions at recent informational picket in Norwich. Moore was on hand to support Chenango County employees who have been working without a contract for more than five months.



ON THE LINE — A picket line led by Regional President Moore marches in front of the Chenango County Office Building to protest the lack of a contract and an unacceptable offer by the county negotiator.

Chenango Co. employees hold informational picket

NORWICH — More than 150 Chenango County employees picketed the Chenango County Office Building and Highway Garage here recently to express their dissatisfaction with stalled labor negotiations that have had them working without a contract more than five months.

The informational picketing is the first time a Chenango County unit of CSEA has taken such action since the enactment of the Taylor Law.

According to Roger Kane, CSEA collective bar-

gaining specialist and chief negotiator for the more than 300 county unit members who are part of the Chenango County Local 809, the employees have been working without a contract since Dec. 31, and negotiations are in the fact-finding stage.

"We are far apart in terms of any settlement as I see it," Kane said. "Basically, salary, retirement and insurance are the big stumbling blocks at this point."

Kane also charged that the Chenango County

personnel committee had deliberately delayed negotiations with CSEA and "canceled meetings" because the full committee (county) could not get together.

Chenango County Unit President Jerry Sayles said the county has made a "ridiculous" offer that amounts to about 1 percent increase with no retroactivity clause.

The next step in negotiations is to await the outcome of the PERB fact finder's report, expected in several weeks.

CSEA wins grievance for 10 fire dispatchers

ITHACA — A recent Public Employment Relations Board (PERB) decision affecting five fulltime and five parttime Tompkins County fire dispatchers could exceed more than \$15,000 in money and other benefits retroactive from Oct. 1982.

According to Jim Hennerty, CSEA field representative, the union filed a grievance in Oct. 1982 on behalf of the 10 employees who are represented by Tompkins County Local 855.

"Although the fire dispatchers have always worked 40 hours per week, and have done so since 1972, the language in the most recent contract clearly indicates they work 35 hours per week. When the contract was re-examined in Oct. 1982, the discrepancy was brought to the attention of county officials," Hennerty said.

CSEA subsequently filed a class action grievance that was carried through the three step procedure toward eventual arbitration.

At the arbitration hearing CSEA Attorney John Rittinger argued that the contract does in fact say fire dispatchers work a 35-hour week and that they should be compensated for the difference between 35 and 40 hours at an adjusted rate based upon a 35 hour workweek.

The county administration claimed "past practice" and the discrepancy between hours worked and hours specified in the contract was an "oversight."

Nearly 20 months after the initial grievance was filed, the PERB arbitrator decided in favor of the CSEA position. The county must now compensate the 10 fire dispatchers retroactive to Oct. 1982 based upon

the 35 hour workweek rate.

Since the arbitrator's decision was rendered, both sides have agreed upon a pay formula. Both sides have 60 days in which to work out final details of the compensation, or the arbitrator will decide the amount of payment.

Steve Ballan, president of the Tompkins County Unit of Local 855, said the dispatchers were obviously pleased by the decision.

"It was a long struggle, but worth the effort. In terms of money compensation, the decision will probably exceed more than \$15,000 to be divided among the dispatchers. It was a significant win that once again proves the effectiveness of CSEA on behalf of its members," he said.

Lattimer appointed to Regional Economic Development Council

BUFFALO — Region VI President Robert L. Lattimer has been appointed by Gov. Mario Cuomo to the 29-member Regional Economic Development Council which serves five Western New York counties.

The council, one of 10 named by the governor across the state to promote economic development, will serve Erie, Niagara, Cattaraugus, Chautauque and Allegany counties.

Lieutenant Governor Alfred DelBello will oversee the regional councils, whose members represent labor, government, academia and business.

The governor said the councils would help coordinate state and local economic development efforts and act as a forum for local representatives to focus state resources on critical economic problems.

Staff support for the councils will be provided by the state Commerce Department.

"The ultimate goal of the plan," said Lieut. Gov. DelBello, "is to make state government, with all its resources, more responsive to local and regional concerns."

Info processing center slates courses

ALBANY — State employees newly assigned to word processing or information processing duties can sign up now for hands-on personalized instruction at the new Information Processing Training Center here. The center is made possible by the Clerical and Secretarial Employee Advancement Program (CSEAP) and funded by a joint state/CSEA agreement.

Four-day courses entitled Beginning Operating Training now begin each Monday and utilize the latest equipment. The course is designed for persons in the information processing specialist trainee title and other workers who perform information processing duties at least 25 percent of the workday.

Priority will be given to CSEA-represented workers in the Administrative Services Unit. There is no charge for either trainees or their state agencies; agencies sponsoring trainees are responsible for travel or lodging expenses.

The newly-opened training center is also beginning to offer advanced operator classes and seminars, so watch for further announcements. The Information Processing Training Center is administered by the Employee Advancement Section of the State Department of Civil Service.

For further information, and to apply for training, contact your agency's personnel officer, training officer or affirmative action officer.

Westchester workers protest DSS abuses



WHITE PLAINS — Employees of the Westchester County Department of Social Services recently demonstrated outside their offices here to protest what they termed the anti-union actions of Commissioner of Social Services Charles Bates.

According to Westchester County CSEA Unit President Richard Saluga, attempts at maintaining an effective labor/management committee have failed, adding to the already deteriorating relationship.

"The department is run with a management style intent on intimidating and instilling fear in the workers," he said.

Saluga cited a number of situations he said substantiate the anti-union charges:

- Promotions are based on favoritism, rather than merit and civil service law;

- An enforcement of arbitrary rotation of assignments has resulted in a break in the continuity of caseloads;

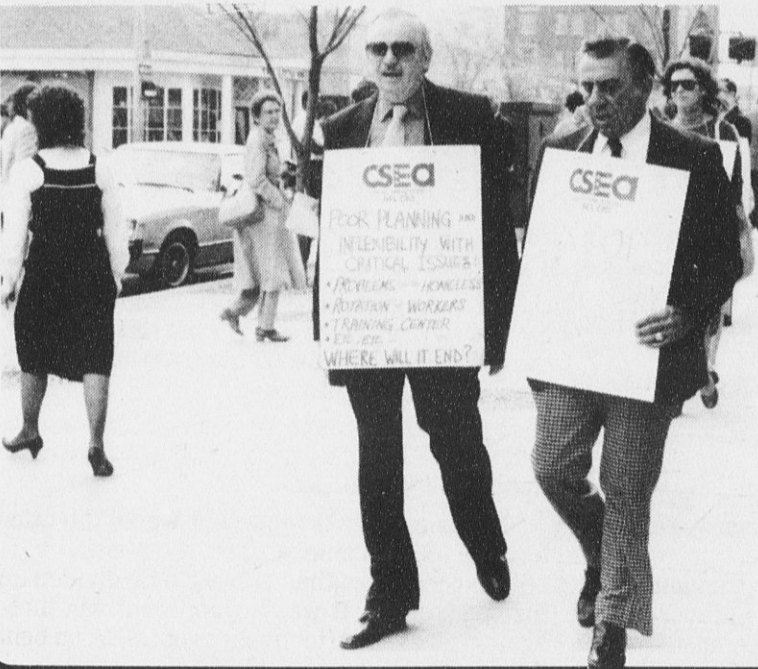
- A lack of departmental policies exists. Recently, when three employees requested a meeting for the purpose of clarification of a policy, they were accused of insubordination;

- The department is seriously understaffed. Employees are overworked while the central administration office is overstaffed.

- Management is engaged in union-busting. It refuses workers requests for union representation and punishes those who use the union.

Saluga noted that some of the charges have been submitted for grievance procedure.

"Morale is no longer at a low ebb," Saluga said, "it has simply vanished."



REGION III PRESIDENT Raymond J. O'Connor, left, and First Vice President Pat Mascioli joined Westchester County Unit employees at a demonstration held in White Plains recently.

WESTCHESTER COUNTY CSEA UNIT President Richard Saluga is interviewed by a news reporter during a demonstration held recently in White Plains. Saluga told the reporter that employees of the Department of Social Services were protesting anti-union tactics of the commissioner of Social Services. With Saluga is Tobey Zuckerman, third vice president of the unit.

Union probing complaints of work hour cuts

ALBANY — Is New York state purposely cutting the work hours of part-time state employees so they won't be eligible for benefits?

CSEA President William L. McGowan has been receiving a steady flow of letters complaining it's happening even though the Governor's Office of Employee Relations denies it.

(Parttime employees are eligible for benefits if they work at least halftime, that is 18.75 hours based on a 37.5-hour week or 20 hours during a 40-hour week for 19 consecutive pay periods.)

So, McGowan is asking parttime employees who have had their hours cut to fill out the coupon below.

Do not fill it out if you are working less than halftime of your own choice.

Fill out the coupon only if you believe your hours have been cut or limited to deprive you of benefits.

Name: _____ Job title: _____
 Work Location: _____ CSEA Local: _____
 When were your hours cut: _____
 Hours currently worked (weekly) _____
 Hours previously worked (weekly) _____
 Is fulltime for your position (circle one) 37.5 hours or 40 hours.
 Send to: President Bill McGowan, CSEA Headquarters, 33 Elk St.,
 Albany, N.Y. 12207

Board of Directors



EDITOR'S NOTE: The *Public Sector* regularly publishes a summary of actions taken by CSEA's Statewide Board of Directors at the board's official meetings. The summary is prepared by statewide Secretary Irene Carr for the information of union members.

By Irene Carr

CSEA Statewide Secretary

ALBANY — CSEA's statewide Board of Directors met in Albany April 5.

Several Board committee vacancies were filled with the following new members: Cindy Egan as vice chairwoman of the State Committee and a member of the Directors Committee; John Lowery and Joel Schwartz, Charter Committee; and Carol Guardiano, Budget Committee.

Per diem allowances of \$50 per overnight at the State Workshop and \$30 per overnight at the Local Government Workshop were approved for board members attending the sessions.

Charters were granted for creation of new CSEA locals for employees at SUNY Binghamton, Alden Correctional Facility and Division for Youth and Youth Services Inc. in the Buffalo area.

The staff position of grant developer and program analyst was approved and referred to the Budget Committee.

An organizational chart for region offices was adopted, based on the report of the board's Special Committee to Study Job Requirements of Regional Presidents.

In other actions, the board voted to restore the Membership Committee as a mandated committee in the regional constitutions, asked The Public Sector Committee to explore the feasibility of publishing member comments and approved a new lease for the Utica Satellite Office.

Questions by CSEA members concerning the union's Board of Directors should be directed to that member's board representative or local president, or to the Office of the Statewide Secretary. Copies of the secretary's board minutes are mailed to all board representatives and local presidents.

Out-of-title grievance won for Rockland Co. employee

POMONA — A mental health therapist who worked out of title as an art therapist for a year-and-a-half has finally been compensated for her duties as the result of a grievance action pursued on her behalf by CSEA.

Carol Davis, a five-year employee of the Rockland County Support Center, was recently awarded \$5,670 as a result of a grievance which took two years to settle.

Davis explained that her position was reclassified by the county personnel department. Anticipating the approval of the reclassification, Davis returned to school to obtain her B.S. in Art Therapy. But the county legislature failed to approve the proposal during a voting session. On the advice of union officers, Davis instituted her grievance.

"I would like to thank President Florence Kimmel and Attorney Martin Cornell for going to bat for me," said Davis of the union effort on her behalf.

Recently appointed a shop steward for her CSEA local, Davis hopes to help other members like herself.



CAROL DAVIS

Region III Women's Conference

Stress is popular topic

NEWBURGH — Some 70 CSEA members turned out recently for the Region III Women's Conference here, an all-day event which included workshops on reclassification and reallocation, women's rights in New York state, comparable worth and stress management.

The heavily attended stress workshop was conducted by Cornell University Women's Program Specialist Marcia Calicchia and Instructor Ellen Sadowski. The two pointed out that, according to a study recently completed by the National Institute for Occupational Safety and Health (NIOSH), secretaries and VDT operators suffer the most occupational stress.

This can be attributed to several factors associated with these jobs — low pay scales, lack of promotional opportunities, little respect from others, repetitious or monotonous tasks, no input in the decision-making process, and environmental factors such as fluorescent lighting, which can rob the body of vitamin A.

Coupled with the strenuous pace of modern-day living, occupational stress can cause everything from high blood pressure, heart disease and stomach ailments to a shutdown of the immunological system.

How to combat stress?

Sadowski emphasized that coffee, cigarettes, alcohol and junk food only serve to aggravate the situation. She recommended that high protein snacks like peanuts, cheese and meat be eaten instead of sweets.

Workaholics, people who constantly focus on having enough time, and people who worry about their work and their achievements are at

high risk for heart disease, said Calicchia.

The two women offered these recommendations: slow down; try deep breathing and stretching exercises; massage your hands and feet; express anger; put aside quiet time for yourself to relax.

Concluded Sadowski: "Don't sweat the small stuff. Then you can handle the big problems when they come along."



HOSTS AND SPEAKER — Region III Women's Committee Chairwoman Helen Zocco, right, is shown with committee member Madeline Gallagher and Raymond Green, an associate municipal consultant with the state Department of Civil Service, at the recent Region III Women's Conference. Green conducted a session on reclassification and reallocation.



STRESSING STRESS — Marcia Calicchia, left, and Ellen Sadowski, of Cornell University, conducted the sessions on stress.



PARTICIPANTS — Ally Bauer, right, a dispatcher with the city of Newburgh Police Department, is shown with crowd at stress workshop.

Some wins, but fight still far from over

SYRACUSE — Speaking during a public policy luncheon gathering at the 125th anniversary celebration of the Young Women's Christian Association (YWCA), CSEA statewide Secretary Irene Carr praised the work of the women's organization and cited the key roles CSEA and AFSCME International are taking in the pay equity issue.

In her opening remarks, Carr lauded the efforts of the YWCA to find solutions to the problems and needs of women of all ages.

"For 125 years women have turned to the YWCA for help. The primary concern of women in the 1980's — and indeed for future generations — is comparable worth and pay equity. And again the YWCA is taking an active role in the struggle," Carr said.

"The pay equity issue for women is not new," she continued, "Actually, the issue became acute during World War I when women in great numbers moved into jobs formerly open only to men. Again in World War II, the War Labor Board regularly examined the content of women's jobs and not according to the sex of the person performing the job."

Carr cited such landmark legislation as the Equal Pay Act of 1963, followed by Title VII of the Civil Rights Act in 1964.

In calling attention to the role of employee unions with the issue, Carr noted that \$500,000 has been negotiated by CSEA with the state of New York to carry out the study conducted by The Center For Women In Government staff.

Carr also mentioned the active involvement of AFSCME in the pay equity issue.

"AFSCME has been successful, for instance, in a 1980 case in San Jose, California. A study revealed a 15 percent discrepancy between comparable men's and women's jobs. When negotiations with the city failed to close the equity gap, city employees — men and women — went on strike. The negotiations that followed resulted in a 15.5 percent increase in wages and a pay parity of \$1.4 million over the two year period of the contract."

Recently, the state of Washington was hit with a decision that could cost it \$700 million, she noted. The state is appealing the decision.

Currently, there are more than 30 states which have taken legislative initiatives on pay equity.

But much remains to be done, she said. Statistics show that the earnings of fulltime, year-round women workers are "still only about 60 percent of those of men."

Carr also called attention to a recent conference held in Wisconsin by the



CSEA STATEWIDE SECRETARY Irene Carr, center, prepares to cut the cake in celebration of the 125th Anniversary of the YWCA at a recent public policy luncheon sponsored by the women's organization in Syracuse. Carr spoke on the issue of pay equity and union involvement. Shown with Carr, from left, are: Ellen Price, committee member and a CSEA delegate from Local 615 at Upstate Medical Center; Irene Thompson, chairwoman for the YWCA Public Policy Committee and a member of CSEA Local 834 Onondaga County; Cindy Henderson, YWCA staff coordinator; and Sarah Stuart McIlvain, committee member.

National Commission on Working Women. The three-day gathering included employers, labor unions and women's advocates.

"I thought it interesting that the goal of the conference was to establish candid dialogue among the three groups and to move the issue of pay equity from a rhetorical stage to a practical, problem-solving one," said Carr. "Proposals for future strategies included voluntary initiatives, pressure of the government for change and education on the issue."

In her closing remarks, Carr said, "We must all be active on the political front and make certain that every candidate for public office has a position on implementing pay equity. Removing sex discrimination from the wage-setting process is fundamental to achieving economic equality for women."

The push for pay equity CSEA and AFSCME — making the issue a priority

Pay gaps highlighted at women's conference

SYRACUSE — Nearly 100 members from the 20-county area of Central Region V recently attended a one-day women's conference in Syracuse to participate in discussions of pay equity and other issues important to women.

According to Region V President James Moore, this second in the series of women's conferences was prompted by the enthusiastic response from CSEA women to the January program.

"The Women's Committee did such a remarkable job of assembling top speakers for the first conference, we recommended a second program. Judging by the agenda, they have produced another fine program covering issues facing most working women today," Moore said.

Committee Co-Chairwomen Kathy Roma and Chris Carletta arranged the program into three sessions dealing with "Pay Equity," "Stress And the Working Woman" and "Job Skills."

Cathy Collette, assistant director, Community Services and Women's Activities for AFSCME, served as moderator at the first session dealing with pay equity for women, followed by an afternoon segment covering "Stress and the Working Woman."

The third session covering "Job Skills: Interviewing, Resume Writing and Effective Speaking," was handled by Marcia Anderson, Department of Education from AFSCME.

In her opening remarks, Collette explained AFSCME's role in the recent law suits against the state of Washington and in Nassau County, New York.

"The Washington victory — which could amount to more than \$600 million distributed to 15,000 employees — actually began 10 years ago," she said.

"AFSCME was able to prove through extensive research that the state (Washington) had practiced wage discrimination based upon sex."

"Here in New York state, CSEA and AFSCME have taken Nassau County



CATHY COLLETTE, assistant director of Community Services and Women's Activities for AFSCME, and Region V President Jim Moore clarify the union position on the pay equity issue during a noon press conference at the recent Region V Women's Conference in Syracuse.

to Federal District Court to rectify an unfair practice of paying men more than women working at comparable jobs," she said.

Collette also cited the progress being made in other states. "Although we are making important strides forward, serious 'pay gaps' for women still exist in many areas and levels of government. Through stronger negotiations and increased political action, we hope to collectively bring more pressure to bear to correct the inequities," Collette said.

Plans for a third women's conference are incomplete, but the committee expects to announce a date and location in the near future.

CSEA

LOCAL 1000, AFL-CIO

LINDA LAMPKIN, AFSCME director of research, speaks about state contract negotiations at recent State Workshop in New York City.



Employee involvement programs get cautious kudos at seminar

NEW YORK CITY — The bottom line on Employee Involvement (EI) programs, according to Bernard Flaherty of the New York State School of Industrial and Labor Relations is this: Basically EI is a good thing, but it can be misused. So unions have to be vigilant.

EI programs, also sometimes referred to as Quality of Worklife (QWL) Circles, feature joint labor/management approaches to problem-solving or improved productivity at the workplace. Flaherty spoke on the topic in a seminar at the State Workshop.

Such programs are increasing, according to Flaherty, for several reasons, including management's long-overdue realization that workers are the experts on their own jobs. In addition, Flaherty said, "Employees want to have a voice in decision-making, want to be involved. This is especially true of younger workers who firmly believe they have the right to express ideas and opinions."

The Cornell faculty member emphasized that EI programs must be viewed as long-term efforts, and that neither side should expect concrete results the first year or so.

"In the first year or two of an EI effort, you'll be able to claim 'intrinsic rewards', such as better communication, a sense of value, or a good feeling about participation," Flaherty explained. "And those intrinsic rewards will be enough to sustain an EI program for a while."

"But then workers will begin to require more. They'll start asking themselves 'What am I really getting out of this? When management is starting to reap 'extrinsic' rewards, such as productivity gains and reduced costs, then labor has to reap their own extrinsic rewards, such as job security or gains sharing."



CSEA President William L. McGowan and AFSCME International President Gerald W. McEntee at State Workshop. At PEOPLE luncheon, Assemblyman Angelo DelToro lauded CSEA's lobbying efforts.

STATE WORKSHOP

IN NEW YORK CITY Part one

Union delegates, officers meet in The Big Apple

NEW YORK CITY — More than 650 state delegates and officers of CSEA gathered in New York's Big Apple last week for a series of seminars and workshops designed to inform and educate union leaders.

The three-day State Workshop, held at the World Trade Center's Vista International Hotel, kicked off May 4 with meetings of CSEA's various state departments. Union representatives were on hand from health, mental hygiene, social services, and motor vehicles departments, among others.

Information tables also opened on the first day. A score of organizations offered assistance and advice about how CSEA members could best make use of their programs. Groups represented included CSEA's Employee Benefit Fund, Group Health Insurance, LEAP (Labor Education Action Program), PEOPLE, and CSEAP.

The second day began with a special session on the 1985 state negotiations. The talk offered a general orientation on the negotiating process as well as an overview of state contract negotiations nationwide. (See related story below, right). Dialogue on negotiations continued during the remainder of the morning with meetings of the Administrative, Operational, and Institutional bargaining units.

Seven different workshops, offering

interviews, tips and discussion on various topics of interest to union members and activists, were run in the afternoon. Seminar options for participants included talks on EBF's new Personal Legal Plan, occupational safety and health, and a forum on representation at the board of directors level.

A workshop on contract interpretation clarified areas of state contracts such as changes in the work week, pass days, occupational injuries and probation for promotions, and presented information on recent arbitration awards.

Another seminar, entitled "Effective Structures: Getting Your Members Involved," offered tips on setting up a local's structure to maximize members' participation and also gave pointers on using the constitution to reach their goals.

The State Workshop was capped off May 6 with the state delegates meeting which included a report from Thomas Jefferson, chairman of the CSEA State Executive Committee. Following an AFSCME PEOPLE film, "Fighting Back in '84," Thomas Haley, director of CSEA's Legislative and Political Action Department, spoke to delegates about the importance of political activism in reaching union goals. The meeting ended with a legislative report from James D. Featherstonhaugh, CSEA's chief lobbyist.

DelToro speaks about CSEA, the state budget and effective political activism

NEW YORK CITY — Telling assembled delegates "CSEA has been a friend when I needed it," the chairman of the state Assembly's Black and Puerto Rican Caucus spoke here and praised public employees "for making democracy work."

Assemblyman Angelo DelToro, keynote speaker at a PEOPLE luncheon, vowed "the state budget will not be balanced on the backs of public employees, the poor, minorities and the handicapped" and gave the caucus' support to CSEA in its efforts to prevent that. He also indicated that "the tax cut which seems to be coming will not be coming out of your hides."

The Manhattan assemblyman, noting anti-

union sentiment in the country, charged delegates with "going out in register voters for your own economic well being" and he lauded CSEA's lobbying efforts for being "as American as apple pie."

DelToro lashed out at President Reagan and Mayor Koch.

He said that Reagan considers 8 percent an achievement" when "in the past 6 percent unemployment was considered a disgrace and unacceptable." He believes if Reagan is re-elected "we'll be in a war somewhere and our children — our children — will do the fighting and dying." He also complained "Ed Koch does not represent all the people. You're in The Big Apple and we have a mayor who is a real turkey."

McEntee, Patterson praise CSEA

Union 'in forefront of labor movement'

NEW YORK CITY — CSEA should be proud of its accomplishments. That was the message both of Basil Patterson, principal speaker at the State Workshop and of AFSCME International President Gerald W. McEntee.

The former New York secretary of state joined out that, in recent memory, most public employees were unorganized and had no collective bargaining rights.

"You are now in the forefront of the labor movement in New York state," Patterson said.

But he noted at one point in his speech that workers and the labor movement are under attack by the most anti-union president in U.S. history.

"The war against the poor and the weak begun in January 1981 continues. Millions more have slipped below the poverty line since 1981, undoing, in a stroke, the hard progress of 20 years," Patterson told CSEA activists. "In a rich nation, it is a disgrace."

Patterson urged CSEA to keep speaking out against injustice and to work to form a political coalition with minorities, women's groups, senior citizens and others, to defeat President Reagan, and end joblessness and injustice.

Patterson, who is widely regarded as a strong potential candidate for New York City mayor, received a standing ovation from the CSEA audience.

AFSCME International President Gerald W. McEntee also had words of praise for the participants in the workshop.



CSEA VICE PRESIDENT Joseph McDermitt flashes a smile during Patterson's key note address. AFSCME International President Gerald W. McEntee looks on. In the background is CSEA statewide Secretary Irene Carr.

McEntee noted that the New York primary win was a big boost in Walter Mondale's campaign and that CSEA played a key role in that victory.

The president of CSEA's International affiliate also told the workshop delegates that all of AFSCME's resources will be available to assist CSEA in the upcoming state contract talks.

CSEA Lobbyist James D. Featherstonhaugh told the audience that the

state's chief negotiator has said that the state wants to hold salary increases in the upcoming contract to 3.5 percent. Featherstonhaugh pointed out that the governor should remember that his margin of victory over Lew Lehrman was just about 3.5 or 230,000 votes, a number almost equal to CSEA's membership.

"The governor should remember that number — not in terms of a raise — but in terms of gratitude," said Featherstonhaugh.

Negotiator asks for input from members

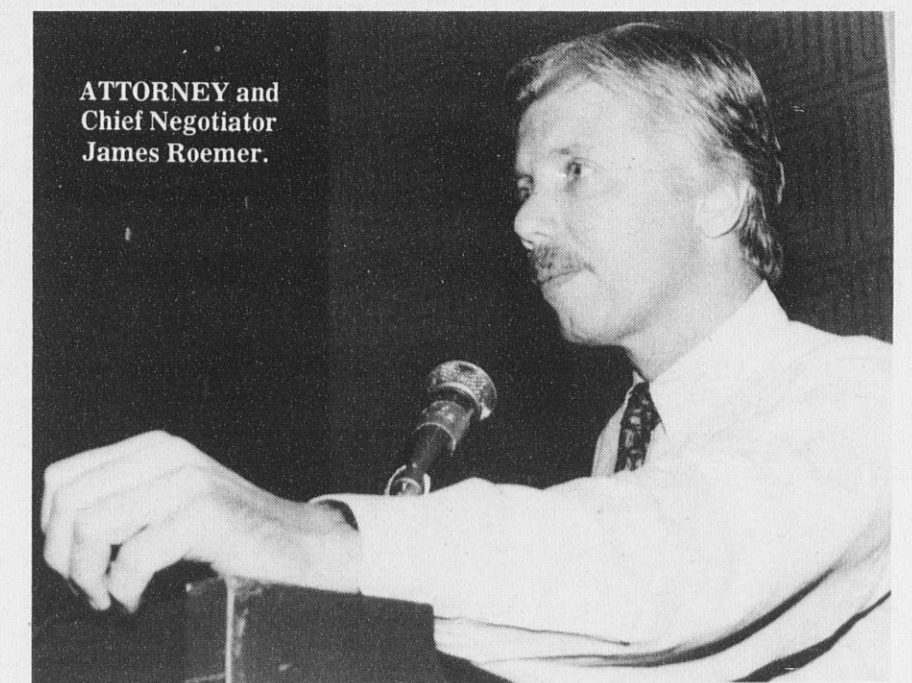
Time to talk about state contracts

NEW YORK CITY — State/CSEA contracts expire next March 31 and that was on the minds of most delegates here at the State Workshop.

In a program entitled "Negotiations 1985," CSEA Attorney and Chief Negotiator James Roemer noted that "now is the time to give us input on issues" even though the talks do not actually get underway until fall.

In his talk to CSEA leaders, Roemer pointed out the benefits of having a strong union involved in contract negotiations. "A tough and united union delivers," he said. "It speaks for people who can't speak for themselves."

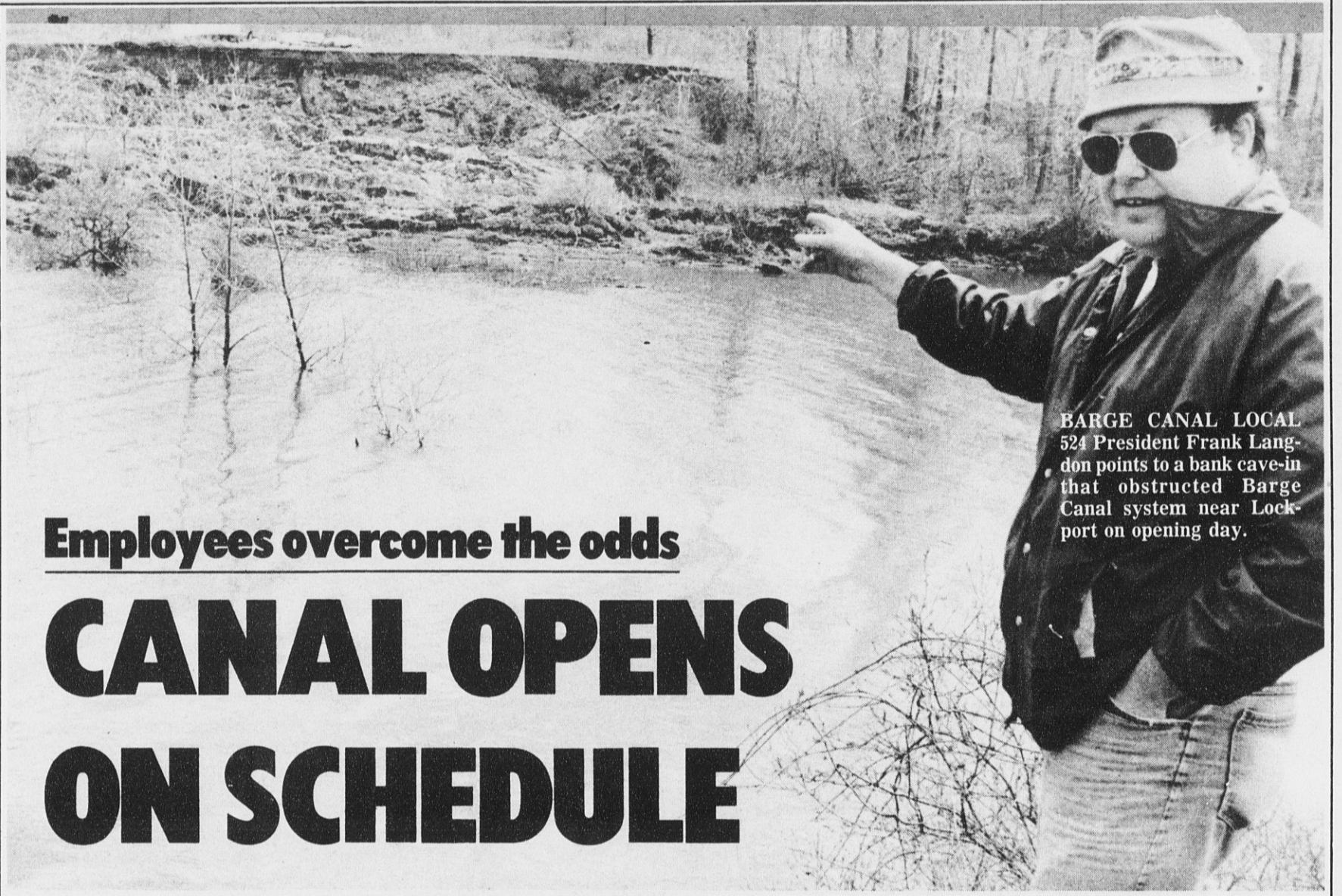
Negotiators for the Administrative, Institutional and Operational bargaining units will meet jointly in "coalition bargaining" to discuss items of common interest. As part of a two-tier system, they also meet separately in "unit negotiations" to address issues specific to their bargaining unit.



ATTORNEY and Chief Negotiator James Roemer.

In addition to Roemer, others who took part in the program were AFSCME Research Director Linda Lampkin, CSEA Director of

Collective Bargaining Jack Carey, and collective bargaining specialists John Conoby, Jim Cooney and John Naughter.



BARGE CANAL LOCAL 524 President Frank Langdon points to a bank cave-in that obstructed Barge Canal system near Lockport on opening day.

Employees overcome the odds

CANAL OPENS ON SCHEDULE

New York State's Barge Canal opened for the season on schedule, a situation much in doubt right up to the May 7th opening. And at least one long-time canal employee says the opening came in spite of the fact a lot of maintenance work that should have been done in preparation for the opening, wasn't.

Frank Langdon, president of Canal Local 524 at Lockport in western New York, said the harsh winter caused "the usual deterioration. We accomplished some maintenance work on equipment... but we didn't have the manpower to do all that was needed."

CSEA has been waging a two-year campaign to have the state provide increased funding to preserve the rapidly deteriorating canal system and increase the canal staff to properly maintain the system. Instead,

the state has changed the status of many canal workers from permanent fulltime to seasonal and proposed reducing the usual winter maintenance workforce.

Langdon said canal workers have been notified by the state that their jobs have been budgeted through next March, "but there was no real promise that those of us who were turned into seasonal workers will stay on the job just because the state has the money." Thus, Langdon says, the threat of job loss that many canal workers felt last year at this time when their status was changed has been eased, but certainly not totally erased.

Langdon says he expects the state will hire temporary workers for the summer season to help operate lift bridges and locks along the 524-mile canal system.

In western New York, the May 7 opening of the state's Barge Canal system was described as "a whimper, not a bang." That's because no boats made their way into the western section of the system, and one reason for that was yet another partial blockage of the canal just prior to opening day.

A large section of a canal bank caved in a few miles above locks 34 and 35 in Lockport, and the resulting massive pile of soil and brush left room for only very small crafts to pass.

"The normal 13 to 14 feet water level was reduced to about four or five feet," says Barge Canal Local 524 President Frank Langdon.

In the Rochester area, chief lock operator Dale Hatch, a member of Barge Canal Local 504, reports that not a single boat passed through the system opening day. "But we've had a dozen or so in the week since opening day," he noted.



73 YEARS OF CANAL EXPERIENCE are represented in this trio of canal workers near Lock 34 and 35 in western New York. This kind of experience helped understaffed workforce prepare canal for season's opening on schedule despite great odds. From left are welder Donald Rosenberg, with 32 years of service; chief lock operator Joel Beyer, 10 years, and welder Don Fogel, 31 years of service.



THE PERSONAL LEGAL PLAN got off to a fast start May 1. Watching as an employee handles one of nearly 400 first day telephone inquiries are, from left, CSEA Executive Vice President Joseph E. McDermott, Attorney James Roemer of the law firm of Roemer and Featherstonhaugh, and CSEA President William L. McGowan.

New Personal Legal Plan off to 'a rousing start' as hundreds participate

ALBANY — The bells were ringing here on Law Day, May 1, and it was the sound of telephones as CSEA's new Personal Legal Plan (PLP) went into effect for state employees only in the Administrative, Institutional and Operational bargaining units.

CSEA President William L. McGowan describes it as "a rousing start," and so it was with the office recording 396 telephone inquiries the first day of business. Attorney Richard Doling said "it was a real good mix of questions."

The CSEA Employee Benefit Fund, which McGowan chairs, initiated the PLP because "our fast-paced way of life makes legal advice more important than ever."

Phase I of the legal plan features free, easy and immediate telephone access to an attorney who is familiar with the practice of general law. Staff attorneys handle inquiries under the theory that early intervention often prevents matters from growing into expensive litigation. If necessary they will also make follow-up contacts.

A document review service is available, and legal papers can be sent to the Preventive Legal Service Office for examination.

Wills which do not contain trusts and provide for the simple disposition of assets are also prepared at no cost to eligible EBF members and their spouses.

Phase II of the legal plan establishes a network of "area attorneys" throughout the state who will represent PLP participants in legal matters at rates less than normally charged.

"Area attorneys" are expected to provide the same high caliber of services which CSEA offers through its Legal Assistance Program.

Names and addresses of designated "area attorneys" and a fee schedule of available services have been sent to eligible EBF members.

The Personal Legal Plan, administered by the law firm of Roemer and Featherstonhaugh, is an important new benefit for state employees in the

Administrative, Institutional and Operational bargaining units. Other employers may negotiate PLP coverage in CSEA-represented bargaining units.

PHASE



is a "Preventive Law" plan providing free, easy and immediate telephone access to an attorney at the PLSO located in Albany, New York. These attorneys are familiar with the practice of general law and have experience handling day-to-day questions like the ones you may have.

Through this service, you will be able to:

- Ask specific questions about legal documents (Leases, loan agreements, real estate transactions, mortgages, etc.)
- Obtain one simple will per year for you and your spouse at no cost
- Have your Area Attorney supervise the execution of those wills at no cost
- Be advised of potential losses or unanticipated risks
- Learn more about your legal rights or benefits to which you may be entitled
- Avoid further complex and costly legal problems
- Learn how to enforce your rights in Small Claims Court
- Have your attorney in the PLSO contact third parties on your behalf, if he/she determines that it might be helpful

PHASE



of your PLP is designed to provide you with comprehensive personal legal services when required. Qualified attorneys or law firms have been selected throughout the state to represent you in legal matters at rates far less than those they normally charge.

Some of the services available through your Area Attorney are:



FAMILY LAW MATTERS
Divorce, separations, adoptions, custody proceedings



REAL ESTATE TRANSACTIONS



CIVIL LITIGATION
Including consumer related problems



NEGLIGENCE CASES
Reduced fees in negligence cases, including personal injury, malpractice and product liability cases where a contingent fee arrangement is customary.

ESTATE PLANNING
And probate or administration of decedent's estate



CRIMINAL MATTERS
Traffic violations, driving while intoxicated, other misdemeanors and felonies



BANKRUPTCIES



LANDLORD-TENANT DISPUTES
Representation of tenants only



One-third earn less than national poverty level

Warren County demonstration sparked by contract impasse

LAKE GEORGE — While negotiators and a fact finder were meeting inside the Warren County Municipal Center here one recent rainy day, county employees were picketing outside to demonstrate their displeasure at having to work without a contract.

Warren County employees have been working without a contract since Jan. 1 when their previous agreement expired, and negotiations between CSEA, which represents the workers, and the county have been at impasse since February. Sigmund Giambruno of Lake Placid has been serving as mediator-fact finder in an effort to solve the dispute since the situation went to impasse.

CSEA rejected as "totally unacceptable" the most recent county offer of a 2.5 percent increase this year and a 2.75 percent increase next year applied to the base salary. To show their displeasure with that offer and the continuing impasse situation, the county employees marched from 11:30 a.m. to 6 p.m. on their own time during breaks and lunch in the cold rain. The demonstration peaked dur-

ing the lunch hour when employees from Westmount Infirmary, where some of the lowest paid employees work, joined the protest.

Most of the 70 picketers earn in the \$4 to \$5 per hour range after a decade or more of service to Warren County. LPN Jean Rajkowsky, who has worked for Warren County for nearly 30 years, told members of the news media covering the protest that she earns just \$5.88 per hour. "It isn't fair," she stated.

CSEA Collective Bargaining Specialist Harm Swits said that one-third of the county's employees earn below the national poverty level, while 25 percent of the women on the county workforce are single parents completely dependent on their county jobs for income.

Swits said the county has an improved economic picture, plus an unanticipated surplus of \$900,000 from sales tax revenues, and can well afford fair and equitable raises for the employees.

A report from the fact finder is expected shortly.



STEADY RAIN failed to dampen spirits of Warren County employees who picketed at the county government center recently to show displeasure at impasse situation involving their contract.

IMPASSES SPAWN PROTESTS

Clarkstown workers protest lack of contract

By Anita Manley

CSEA Communications Associate

CLARKSTOWN — CSEA members employed by the Rockland County town of Clarkstown who have been working without a contract since Jan. 1 got a big boost in morale when they were joined by CSEA members from throughout Rockland County and neighboring Westchester County recently in a huge protest over lack of a contract.

An estimated 300 public employees turned out to voice their displeasure over an impasse of contract talks for the Clarkstown town employees and town officials continuing demands for givebacks. Clarkstown CSEA Unit President Lee Pound said her 250 members are resisting town demands for takeaways and intend to "hold on to what they have earned throughout the years."

Following the public demonstration, Pound spoke before a meeting of the town council. "We

are not second-class employees," she said. "We are taxpayers too. We are the backbone of this town. We ask you to address our worth and settle our contract."

Speaking on behalf of the members, CSEA Region III President Raymond J. O'Connor asked, "Where would you be without us?" O'Connor remarked, "All we want is decency. Why is it we have to come back time and time again to demonstrate for fairness? I'm tired of this, tired of beating the bushes for what is fair. We just want to live like everyone else."

Local President Frank Bosco urged town council members to "lay aside your differences and settle this contract. We will keep coming back until we have a fair and equitable contract."

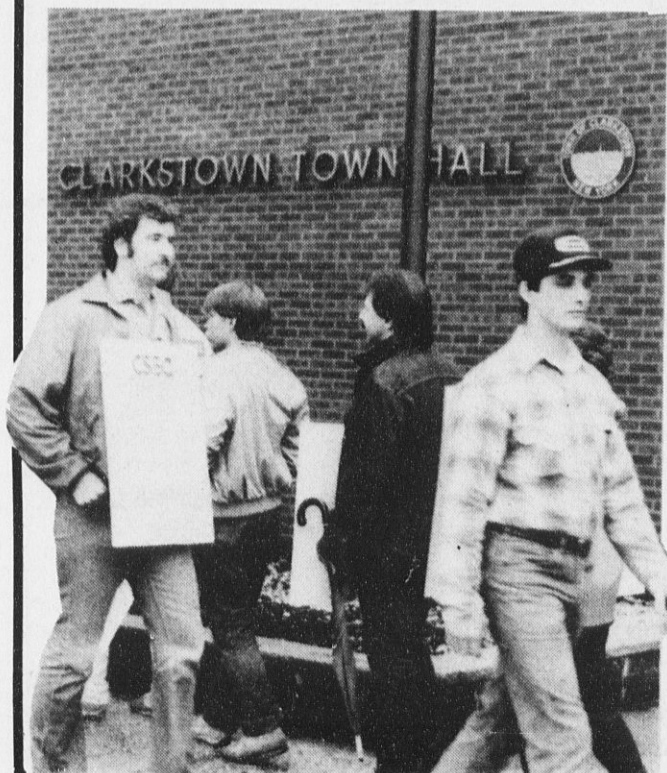
Showing their support for CSEA members, police representatives from Clarkstown urged

town officials to settle contract talks. Tim O'Brien, president of the Rockland County PBA, told council members "We know the frustrations. They hurt. We work closely with these people and we fully back them. We have the same bosses."

Chris Goodyear, president of the Clarkstown PBA, joined O'Neil in his support of CSEA employees. "These people are taxpayers, too," he said. "They must have a fair and equitable agreement. We need these people to keep Clarkstown a great place to live."

Bosco said he felt that the show of support by police and other CSEA members was a "good example of cooperation between our members. We had many different units here, including Westchester CSEA members."

Union officials say they hope the demonstration will cause the contract impasse to be broken and lead to a settlement.



ROCKLAND COUNTY CSEA LOCAL PRESIDENT Frank Bosco urged town officials to "lay aside your differences."



CLARKSTOWN UNIT PRESIDENT Lee Pound, right, tells reporter Shiela Berkowitz that employees will not stand still for giveback demands from town officials.

Member Ruth Taylor brings long history of union activism to CSEA

By Lorraine Calvacca

CSEA Communications Associate

NEW YORK CITY — When she was 17 years old, Ruth Taylor was beaten up by a theater manager, arrested and thrown in jail for a month.

It was the summer of 1935 and Taylor had been picketing in front of the Loews Theater in Bensonhurst, Brooklyn, where publishing tycoon William Randolph Hearst's Metro Newsreel was promoting support for the fascist Franco regime in Spain.

"When we got to jail we were regarded as criminals," Taylor said of herself and the two men who came to her aid. "There was no such thing as a political prisoner then."

That experience, far from making her bitter or fearful, only made Ruth Taylor more determined to fight against injustice.

Today, at 66, Taylor has more than 40 years experience as an active trade unionist to her credit. Though most of that experience has been in the private sector, she is eager to apply that experience to CSEA, which she joined six months ago, and is already an alternate shop steward for Empire State College Local 641. She is employed as a clerk-typist at the college's Center for Labor Studies, from which she will graduate next January.

"I want to take advantage of all CSEA's training sessions, seminars and workshops," she says with characteristic enthusiasm. "I've always believed in the saying, 'Without theory, there is no practice, and without practice there is no theory.' I am looking forward to putting the two together as a new CSEA member."

Taylor says she inherited her fierce political and union spirit from her parents, Russian Jews who emigrated to New York in 1905. Her father was a tailor — hence the family name — and a member of the International Ladies Garment Workers Union, and her mother was a community activist.

"Whenever I went looking for my mother, I could always find her on a picket line somewhere. Whether it was a bread strike or a meat strike, whether it was in the Bronx or in Coney Island, she'd be there," Taylor said.

She recalled the mixed feelings of pride and fear she experienced at finding her mother on a soap box — literally — when she came home from school one day.

"I came home and there was my mother standing on a soap box telling everyone how we had been evicted because we couldn't pay the rent. The whole neighborhood took up a collection and got us back in the house."

Another time, in the post-Depression years when her father was out of work, Taylor's mother packed up the whole family and took them to the relief bureau. She refused to leave until they got some food.



RUTH TAYLOR of Empire State College Local 641 . . . a fierce activist spirit.

"I learned from my mother that the way to get things is to demand them," she said.

Her father impressed upon her the importance of unionism and education.

"My father used to take me to union meetings all the time. And he was big on education," she said. "His motto was, 'education and organization' — in that order. He would say, 'Get an education. After that you can be the best damned truck driver you want to be.'"

After a brief stint in acting school, Taylor went to work as a clerk-typist for a furniture company, where she encountered long hours, poor working conditions and low pay. She called District 65 of the United Auto Workers, which represented warehouse workers, and tried to organize the employees. But the organizing effort was unsuccessful, and she was dismissed from her job. Although UAW supported her before the National Labor Relations Board, her case was lost on a technicality.

She was then hired by District 65 as an administrative assistant and worked until she left to raise a family. When her children started school, she felt lonely and unfulfilled, but made no plans to return to work "because you didn't think along those lines then."

So she plunged into community work, organizing child care classes and volunteering for the war effort. In the post-war years she organized an anti-discrimination committee to combat discrimination against blacks in Stuyvesant Town, the housing development she lived in in Manhattan, designed for World War II veterans and their families.

The historic five-year struggle against Metropolitan Life Insurance Company, the landlord of the development, ended when Taylor and

her friends the Hendrickses, a black family, barricaded themselves in her apartment after Taylor was threatened with eviction for letting the family use her apartment.

"We were prepared to stay there. Neighbors brought us enough food for two weeks. We made arrangements for tutors to come and teach the kids. We issued a statement to the press that we would not move. There was also a huge picket line in front of the Metropolitan Life building, and representatives from virtually every trade union were there. The mayor realized there would be a bloodbath if he didn't negotiate."

Negotiations began the next day and as a result, the Isaac-Brown anti-discrimination law was passed, which made racial discrimination in housing illegal.

Though she exulted over her triumph over one of the city's largest landlords, Taylor had one regret — that she and Mrs. Hendrickson never insisted on being present at the negotiations.

"We were conducting speaking engagements and doing radio interviews, and we were in the front lines, taking abusive phone calls and threats against our lives and our kids' lives," she said, "And yet when negotiation time came, it was 'natural' that the men would negotiate."

More than 30 years have passed since that incident, and, says Taylor, although women "have come a long way, we still have a long way to go."

"Women have been told so often and for so long that they can't do certain things that they don't even want to try. We need to recognize how much we know as a result of our traditional roles as wives and mothers, and to be able to apply them professionally and politically if we choose to do so."

Taylor also feels strongly that women need to become more visible in high-level union positions.

"Unions are still largely male-dominated and in order to more effectively address the kinds of problems that affect us, we need to be where the decision-making is going on. And that means all women," stressed Taylor, who is a member of Women for Racial and Economic Equality (WREE), a national organization founded in 1977.

She is enthusiastic about the current CSEA pay equity study that is examining effects of sex and race discrimination on wage-setting among state workers, and which she hopes will correct inequities at the bargaining table. The \$500,000 funds for the study were negotiated by CSEA and the Governor's Office of Employee Relations.

"As one who has worked for more than 40 years in a clerical capacity, I can say that clerical work is one of the most undervalued, underpaid types of work — and that goes doubly for minorities," she said. "The move toward pay equity is heartening."

Fact finder's report OK'd in Steuben Co.

BATH — Approval of a fact finder's report by the Steuben County employees unit of Local 851 was duplicated by the County Legislature, resulting in a three-year contract for the 450-member unit.

The rocky road to a negotiated settlement was punctuated by massive informational picketing of legislature meetings, as well as rejection by unit members of two previous proposed contracts. The unit had been working without a contract since Dec. 31.

The fact finder's settlement calls for wage increases of 4, 5 and 7 percent, respectively, over the three years of the pact, plus increments.

Other provisions of the contract call for employees to begin, on Jan. 1, paying \$3 for family health insurance and \$1 for individual insurance per pay period.

A joint CSEA-county committee will be appointed to explore alternatives to the insurance pay provision. The committee will issue a report by Nov. 30.

Normal shifts for highway department employees will

be 8 a.m. - 4:30 p.m., November through April, and 7 a.m. - 3:30 p.m., May through October. The shift plan will be on trail basis through October, and if mutually agreed upon, will be expanded to cover the remaining contract period.

The workweek for county landfill employees hired after Jan. 1 will alternate between a 40-hour week with two consecutive days off, and 40 hours worked with Sunday and one other day off the second week.

Negotiations for the county unit were led by Danny Jinks, CSEA collective bargaining specialist.

The negotiating committee included Unit President Terry Miller, Scott Woodard, Richard Hopkins, LouAnna McNally, Katherine Holley, Bonnie Sprague, Sam Jack, Eva Cunningham, Doris Young and Alexander Smith.

Also, Barbara Drake, Vernon Plint, Clayton Learn, Doug Carroll, Patricia Brink, Karen Miller, Robert Smith, Andrew Greely and Debbie Hall.

The Economy

FACT SHEET

THE BALANCED BUDGET AMENDMENT: A FORMULA FOR ECONOMIC DISASTER

In the next few months, the United States Senate is likely to again vote on an amendment to the U.S. Constitution requiring an annual balanced budget. It is critical that we begin to act now to make sure this dangerous and irresponsible idea never makes it into our nation's most sacred document and the fundamental law of this land.

We all know that the Balance-the-Budget Amendment is a political hoax which is being supported by the Reagan Administration to divert attention from its record deficits and its own economic failures. The amendment is also a dangerous hoax because if it were implemented, it would devastate the economy and force large cuts in programs such as Social Security, Medicare, and aid to state and local governments. The enclosed fact sheet details the effects the amendment would have on our nation. I am sure that after reading it, you will agree with me that this amendment is an unmitigated disaster.

In 1982, AFSCME led the fight to defeat an identical proposal. Two years ago we lost in the Senate but were able to win in the House of Representatives. Now, because of some changes in the Senate, we have a chance of winning in that Republican body. However, it will be a difficult fight that will require a determined grassroots effort on our part. We are, therefore, asking you to contact your Senators on this issue.

GERALD W. McENTEE
AFSCME President

WILLIAM LUCY
AFSCME Secretary-Treasurer

The United States Congress is now seriously considering a radical amendment to the U.S. Constitution which, according to many prominent economists, would cause huge cuts in Social Security benefits and other Federal programs while assuring deep recessions and near depressions for our economy.

Called the "Balanced Budget Amendment" (S.J.Res. 5 in the Senate, and H.J.Res. 243 in the House of Representatives), this proposal would enshrine Reaganomics in the Constitution despite the fact that President Reagan's unfair economic policies have led to the highest unemployment rates since World War II and have thrown millions of Americans into poverty.

Many Members of Congress are considering voting for the amendment even though they know it makes no sense. They are being intimidated by a well financed campaign for the Balanced Budget Amendment that is being orchestrated by President Reagan and his rich right-wing supporters. If we are to keep this dangerous amendment out of the Constitution, those of us who support programs such as Social Security and Medicare and believe that the Federal government should help to stop recessions and prevent recessions, have to let our Senators and Representatives know that we oppose the Balanced Budget Amendment and that the American people will not be fooled by simple slogans and election year gimmicks.

Q: What does the Balanced Budget Amendment do?

A: First, it prohibits Congress from passing an unbalanced budget unless a three-fifths vote of both Houses approves doing so. This requirement gives a minority of either House the right to veto a budget that contains necessary funding for vital programs such as Social Security, Medicare and aid to the cities. Second, it limits increases in revenues to an arbitrary figure, thus making it more difficult to close recently enacted tax loopholes for the rich. Third, it prohibits Congress from raising the national debt unless there is another three-fifths vote.

Q: Why is the Amendment so popular?

A: When the inflation rate was in the double digits, many Americans blamed the unbalanced budget for spiraling prices. The right-wing campaign for the Balanced Budget Amendment was launched during that period to take advantage of the widespread misconception that cuts in Federal spending will lead to declines in inflation.

As it turned out, inflation had more to do with disruptions in oil supplies, poor harvests, housing shortages and an uncontrolled medical delivery system. In fact, in the last few years the size of the deficit has ballooned while the rate of inflation has shrunk.

Another reason the Balanced Budget Amendment is popular is that President Reagan has perpetuated some myths about its virtues. For instance, he insists that since families have to balance their household budgets, so why shouldn't the national government?

Well, in point of fact, the President is wrong: The average family doesn't have a balanced household budget. Home mortgages, automobile financing, the cost of a college education or using credit cards all require credit and debt servicing, thus creating unbalanced consumer budgets. Furthermore, deficit spending is a way of life for corporations who borrow all the time to finance plant expansion, purchases of new equipment or acquisition of other commercial entities. In fact, until Ronald Reagan became President, the growth in the Federal debt was substantially less than the growth of debt for state and local governments, family households and corporations.

Q: If President Reagan thinks a balanced budget is such a good idea, why did he submit a plan last winter that now has a projected deficit of nearly \$200 billion?

A: Mr. Reagan is finding out that it is easier to endorse the concept of a balanced budget in theory than it is to put it into practice. In his Presidential campaign, he promised that he would cut taxes and increase military spending while still erasing Federal deficits. His critics, led by the labor movement, said his numbers would never add up, and so far, they have been right.

Tax cuts and defense outlays are major reasons for the current deficit, as is the high level of unemployment, which erodes tax revenues while forcing higher government expenditures for such programs as food stamps and unemployment compensation. Another factor is that conservatives have been unable to make deep cuts in popular programs, such as Social Security and Medicare. But the Constitutional restraints of a Balanced Budget Amendment would give them the excuse they have been looking for to cut such programs.

BALANCED BUDGET

Q: Why then has the President made the Amendment such a major issue now?

A: The answer is pure politics. The President needs to deflect from himself and the Republican party the responsibility and subsequent wrath of the voters for increasing unemployment and running up the largest budget deficits in U.S. history despite his campaign promises in 1980 to create new jobs and balance the budget. But there's a hidden agenda as well. President Reagan and Congressional conservatives are committed to the notion that Government should have minimal responsibility for the needy, and the proposed amendment is part of a broader effort by his Administration to shrink the Federal government and reduce the Federal programs—like Social Security—instituted over the last generation.

Q: But, isn't it true that many of the states have to balance their budgets?

A: States balance their budgets by using a different accounting method than the Federal government. States have two budgets: An operating budget for routine expenses; and a capital budget to pay for big, longlasting projects. States only have to keep their operating budgets in balance. However, they pay for their capital budgets by issuing bonds and borrowing.

If the Federal government operated the same way, the budget would have been in balance every year until Ronald Reagan became President. In fact, for most years, it would have had a surplus.

Q: What would happen if the amendment passed?

A: Implementation of the Balanced Budget Amendment would mean the beginning of another recession and a return to double digit unemployment rates. The recession would be triggered by a huge and sudden reduction in Federal spending that would be required to balance the budget.

In 1982, AFSCME attempted to quantify the economic consequences of the Balanced Budget Amendment by preparing an econometric simulation using the highly respected Data Resources Incorporated (DRI) model of the U.S. economy. The results of the simulation was a prediction of economic devastation.

- The number of unemployed would increase by 2.65 million, pushing the jobless rate back into double digits.
- The Gross National Product would decline by nearly \$200 billion a year, resulting in a six percent decline in the standard of living for the average American.
- State and local tax revenues, due to a drop in employment and output, would be reduced by an estimated \$50 billion a year, necessitating unprecedented increases in property and sales taxes and dangerous cuts in basic services such as fire, police and education.

The AFSCME study was done in early 1982 when the projected deficits were less than half of what they are now. If the Balanced Budget Amendment were applied to today's deficit, the cut in the Federal budget would have to be more than twice those assumed by the 1982 study. Since the cuts would be twice as large, the economic consequence that would result from them would also be twice as large in terms of unemployment and declining standard of living.

Q: What would the effect of the Balanced Budget Amendment be on inflation?

A: Negligible. The 1982 AFSCME study projected a three-tenths of one percent decline in inflation if we eliminated the deficit. This means that for each one million Americans thrown out of work, inflation would be cut by one-tenth of one percent.

The minute effect on inflation of eliminating the deficit should come as no surprise. Our recent economic experience indicates that deficits have only a minor effect on inflation. For instance, in 1979 and 1980, inflation averaged 12 percent, while deficits averaged \$43 billion annually. In 1982 and 1983, the inflation rate averaged less than 4 percent; while the deficits averaged over \$150 billion annually. In other words, we tripled the deficit and the rate of inflation declined by two-thirds.

Q: What other effects would the Amendment have?

A: It would undermine our whole system of government:

- Because the amendment demands a three-fifths vote of the full membership of both Houses of Congress to unbalance the Federal budget for any reason or for any national emergency except war, Congress would be effectively prevented from making timely, majority decisions to prevent economic crises from quickly deteriorating into economic catastrophes. Congress would also be effectively prevented from responding to military buildups by our enemies. For instance, if the Amendment was in effect prior to World War II, we wouldn't have been able to start the Lend-Lease program to help our allies and we wouldn't have been able to begin to build up our own defenses until after Pearl Harbor.
- The three-fifths vote requirement undermines the concept of majority rule, and in effect, hands over to a minority of Congress the control over the power of purse. The political will of the American people as determined in the Federal election process would be circumvented.
- The Balanced Budget Amendment would also undermine the faith that Americans have in the Constitution. The U.S. Constitution has survived for nearly two hundred years because our founders were wise enough to limit its contents to those fundamental and immutable principles which most Americans hold sacred. Those principles mostly involve guarantees of individual liberties. The use of the U.S. Constitution by conservative zealots to cut popular programs such as Social Security and Unemployment Insurance, demeans this most important document and endangers our democratic government.

Q: Where does the Amendment stand now?

A: A Subcommittee of the United States Senate has already reported out the Amendment and a vote is expected in the full Senate later this spring or in early summer. Similar efforts are underway in the House where a vote could take place later this year.

Write your Senator and Representative and tell them to vote against the Balanced Budget Amendment. The addresses are:

The Honorable _____
U.S. Senate
Washington, D.C. 20510

The Honorable _____
U.S. House of Representatives
Washington, D.C. 20515

Summer school classes offer college credit

NEW YORK CITY — College-credit summer courses selected especially to meet the needs of CSEA Region II members are being offered by Empire State College's Center for Labor Studies (CLS), a division of the State University of New York.

The following courses will be held in two sessions:

Summer Session I (June 7-July 5)

• "Worker's Compensation Representation" will focus on New York state's compensation law and the procedures of the Worker's Compensation Board. The course is intended as a basic preparation for the Worker's Compensation Board representative licensing examination. The class will be held on Tues. and Thurs. from 6 p.m. to 9:15 p.m. (2 credits, \$92.50).

Summer Session II (July 6-Aug. 2)

• "Introduction to Computers" offers those who have little or no prior experience with computers an introduction to their operation, uses, and social and economic impact. Members will learn to program in BASIC language, and will learn about computer hardware and software. The class will be on Tues. and Thurs. from 6 p.m. to 9:15 p.m. and four Saturdays from 10 a.m. to 4 p.m. (4 credits, \$190).

• "Hazard Investigation Laboratory" will give students practice in detecting and investigating health and safety hazards on the job. Methods for conducting hazard and accident investigations, record keeping and using detection equipment and instrumentation. The class will be on Tues. and Thurs. from 6 p.m. to 9 p.m. and one Sat. session (2 credits, \$92.50).

Registration for Sessions I and II will be held June 4-6 from 2 p.m. to 6:30 p.m. at the Center, 330 W. 42nd Street. Tuition must be paid in full at the time of registration. Checks or money orders must be made payable to Empire State College. Visa and Mastercard will also be honored.

For further information call CLS faculty member Charles Lynch or Elana Michelson at (212) 279-7380.

Disabled Games sell mascot pin to defray costs

UNIONDALE — CSEA members in the Nassau County recreation and parks department are putting the final touches on the Mitchel Park Athletic Complex in preparation for the 1984 International Games for the Disabled.

Games officials say they are still about \$400,000 short of the \$2.8 million necessary to finance the games. Some 5,000 disabled athletes from 54 countries will compete in 22 events at the international event June 16-30 at the Nassau County facility.

Tom Gargiulo, CSEA unit president, said employees are asking individuals to help make up the deficit by purchasing "Dan D. Lion" pins. The mascot pins cost \$2.50 each and are available through the International Games for the Disabled, Eisenhower Park, East Meadow, N.Y. 11554. Contributions are tax deductible.

Region VI Conference held

...
Focus on comp worth,
voter registration,
other issues
...

By Ron Wofford and Linda Wilson

BUFFALO — The value of voter registration drives and following up new voters with campaign advice and involvement were subjects that opened a Region VI conference here recently.

Region members also addressed comparable worth, the role of PERB, recent legal decisions regarding Tier III, and other matters of concern, in a tightly-scheduled conference chaired by regional President Robert L. Lattimer.

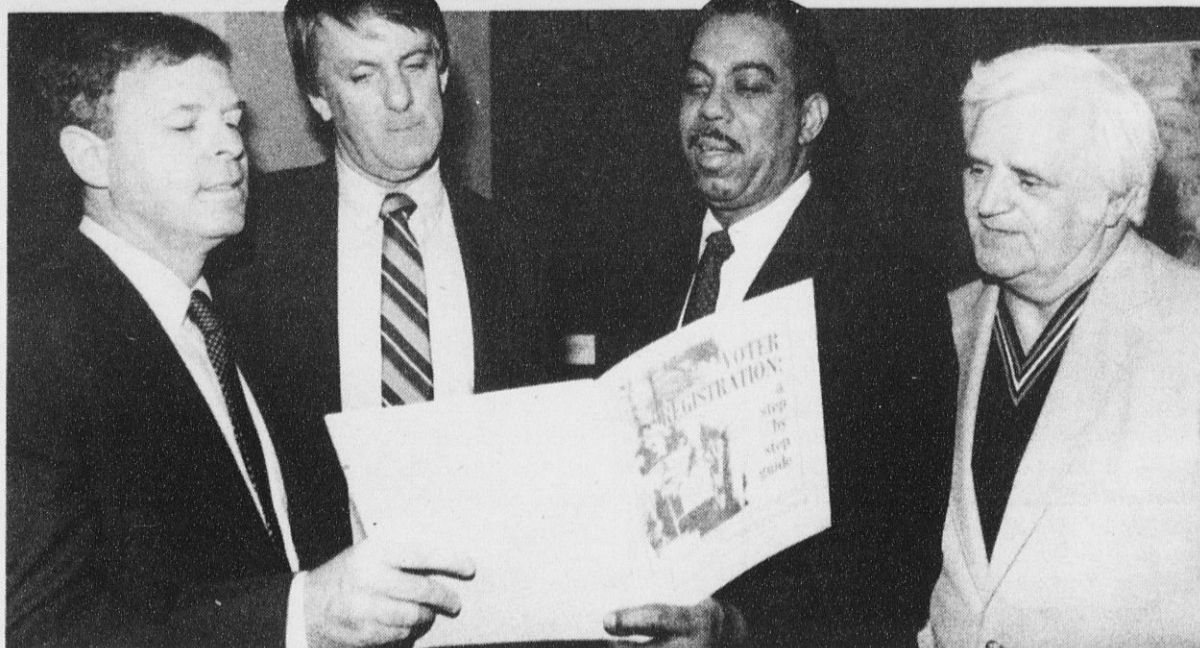
The plight of working-class Americans is "bound to that of minorities and the poor," according to Assemblyman Arthur O. Eve, deputy speaker of the state Assembly. "So it's in the interests of unions and poor communities to work together politically to improve the quality of life for all."

Eve and Norman Adler, Political Action Director for the 100,000-member AFSCME District Council 37, outlined strategies for registering and organizing new voters into a bloc that can develop the clout to pursue needed progress.

CSEA President William McGowan urged members to go back and talk with their locals about the importance of political action. Referring to union's backing of Walter Mondale in his 1984 presidential bid, he said, "We must win this election, but more important, we have to stick together as a union because many of the politicians don't know you after an election is over."

McGowan said it appears the waste of taxpayers' dollars has reached an all-time high. He cited that "67 percent of the welfare budget is spent on administrative costs," and he also criticized the tremendous federal defense budget under the Reagan administration.

McGowan also expressed objections to the New York State Retirement System's method of disbursing benefits to members. "Here's a system that has \$20 billion in its coffers. After paying



VOTER REGISTRATION GUIDE is examined by participants in recent CSEA Region VI conference held in Buffalo. From left are AFSCME District Council 37 Political Action Director Norman Adler, CSEA Region VI President Robert L. Lattimer, Assemblyman Arthur O. Eve, and CSEA President William L. McGowan.

out salaries and benefits, they make enormous profits on just the interest alone. Yet, they won't even give you full interest on the money you have invested in the system. We have to fight to change this," he said.

CSEA Attorney Stephen J. Wiley gave a report of counsel to county workshop members in attendance and highlighted a recent decision by a state supreme court justice on CSEA's action to declare portions of the Tier III revision bill unconstitutional. According to the report, Justice Torraca ruled that "as to contributions made from date of appointment up to September 1, 1983, refunds must be granted upon separation from service before vesting." Wiley said that Justice Torraca refused to grant the remainder of the relief requested, that is, that the refund provision be declared unconstitutional per se.

Wiley added that CSEA has appealed a related decision by Justice Torraca, which denied CSEA's claim that diminishing the ordinary death benefit payable to Tier III employees is unconstitutional.

County workshop participants heard an in-depth presentation by James Terry, a representative of the New York State Retirement System. Terry explained details of the state's three tier system and outlined the various requirements a member must meet in filing for retirement and disability benefits, as well as survivors' payments.

Ronnie Steinberg, a representative of the Center for Women in Government spoke on the joint effort of the Center and CSEA to bring comparable worth into the arena of public employment. A study now underway with public employees will

assist in "correcting the artificial depression in wages" as well as "improper title classifications," she said. Steinberg explained that, in many cases, low wage levels can be corrected if job classifications are made indifferently.

"Comparable worth sets the stage for understanding how you, as well as New York state, values (or doesn't value) the work that you do," she said.

Steinberg urged members to participate in the study by completing questionnaires that are currently being circulated by the Center among union members. She applauded CSEA's commitment to help in funding this study, as well as the union's stance in bringing the issue of comparable worth to the forefront.

Marie Romanelli, of the Committee on the Work Environment and Productivity (CWEP), said the function of CWEP is to be an outside, local resource for employees. "Many times a local has a difficult time in handling problems for its members," she said. "Our primary job is to be a resource person for you."

Romanelli advised region members at the state workshop to make their initial contact with Patricia Pflieger, CWEP representative at the regional office, who will then put the caller in touch with the proper resource person.

At a luncheon following the workshops, Region VI members heard a presentation by Marilyn Zahm, Chief Regional Mediator of the Public Employees Relations Board (PERB), who outlined that agency's function in public sector employment.



CSEA members step out for Walk-America, walk away with praise

ALBANY — CSEA members who took part in the recent March of Dimes WalkAmerica Teamwalk fund-raising event earned more than \$2,000 for the cause in the Capital District area and were among the leaders in per capita pledges to help children suffering from birth defects.

Thirteen CSEA teams obtained \$160.08 worth of pledges per person and when tabulations are complete are expected to be among the leaders in per capita pledges raised. Numerous other CSEA members marched as teams in other WalkAmerica events outside the Albany area, but results of those fund-

raisers are yet not known.

The CSEA members earned praise for their efforts from the event coordinator in the Albany area. "The CSEA teams were fantastic," said Dominic Cataldo. "Their dedication to helping showed through the event."

CSEA Capital Region First Vice President Joan Tobin, who helped coordinate the CSEA efforts, said that in addition to possibly being recognized by event sponsors, "The region also plans to honor the CSEA members who put forth such a successful effort."

TAKING IT IN STRIDE — The WalkAmerica Teamwalk line here enters the State Office Campus checkpoint. At times during the walk the line stretched for a mile. CSEA members earned more than \$2,000 for the March of Dimes by participating in the event.

Local government workshop slated

BUFFALO — CSEA activists from political subdivision locals and units throughout the state will gather here June 2-4 for the annual Irving Flaumenbaum Memorial Local Government Workshop.

A wide variety of workshop topics, including some never before presented at local government workshops, will highlight the agenda. Topics include:

- Federal/State Jobs Programs
- Safety and Health in Local Government Contracts
- What's Happening with Comparable Worth?
- Analyzing Budgets: Looking for Your Fair Share
- Building Membership: Strength in Unity
- Trends in Local Government Negotiations: A Nationwide Perspective

Attendees may also attend presentations on day care centers, employee assistance programs, the CSEA Employee Benefit Fund and workers' compensation. All sessions will be held at Buffalo's Marriott Hotel.

Information concerning workshop and hotel reservations has been forwarded to local presidents and board representatives.



Correct hazards quicker

(Continued from Page 1)

least two means of egress remote from each other. . ."

OGS aired plans in March to spend \$2.5 million to construct new fire well corridors and exits, and to install upgraded fire detection devices on a total of 72 floors in the structures.

The proposal was made at a Department of Labor hearing during which OGS requested a permanent variance to avoid compliance. This prompted CSEA attorney William Wallens to note "A permanent variance is only appropriate when it is impossible to meet the standards. In this case, OGS is proposing a plan to meet the standards at the same time it is requesting the variance."

Wallens later accused the state agency of being "more interested in bureaucratic gamesmanship than in the safety of people who work in those buildings."

Responding to the pressure, OGS said it would "expedite" corrective measures. However, plans released April 26 indicated construction of new fire wall corridors and exits would not be completed until March 1986, and Wallens called the timetable "unacceptable."

"OGS proposes to complete the drawings of specifications in December 1984, and advertise for bids in January 1985. The proposed completion date for both the physical completion of the construction and the completion of the smoke detector system is early 1986. This schedule is ludicrous and insulting. There is absolutely no reason why the employees who work in the agency buildings must wait another two years for the construction of a safe working environment. The necessary construction can be easily completed in significantly less time."

Shortly after Wallens' remarks, Labor Department Deputy Commissioner Theodore Testo notified OGS that the April 26 timetable "is not acceptable" and he ordered that a revised schedule be drafted "within 10 days" which outlines "the shortest time necessary to complete the work. . ."



SHOE-OFFS — Getting a close-up look at the safety shoes issued to Local 640 members are, from left, First Vice President Tom Schleer, former President Joe Territo, OSHA Specialist John Bieger and Local President Rose Marie Mack.

Workers at SUNY Buffalo finally tie up shoes from talks with management

BUFFALO — More than 60 maintenance workers at SUNY College, Buffalo are now wearing steel-toed safety shoes.

"This is a victory in a struggle that began back in 1975," said Local 640 President Rose Marie Mack. "It began with, and was actively pursued by our former president, Joe Territo."

Mack said the cause was aided also by CSEA Field Representative Bob Massey and OSHA Specialist John Bieger.

"It seems when we were pushing for safety shoes

at Labor/Management meetings, management thought our request included all 200 maintenance employees including cleaners. But we cleaned that up, and their attitude improved — no doubt helped by Massey's and Bieger's presentations regarding the state contract and OSHA directives for safety equipment."

After an ad hoc committee — including Bieger, CSEA members Tom Schleer and Tom Long, and three management representatives — had worked out the details, the type shoes were finally agreed upon and distributed to workers.

IRAs

CSEA-IRA
P.O. Box 7125
Albany, NY 12224

Please send me information on the individual Retirement Account (IRA) programs now being made available to me through payroll deduction. I am a state employee in the ASU, ISU, OSU or OCA bargaining unit.

I am interested in receiving:

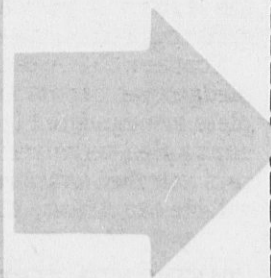
- General information on IRAs Prudential-Bache IRAs
 The Dime Savings Bank IRAs Oppenheimer Funds IRAs

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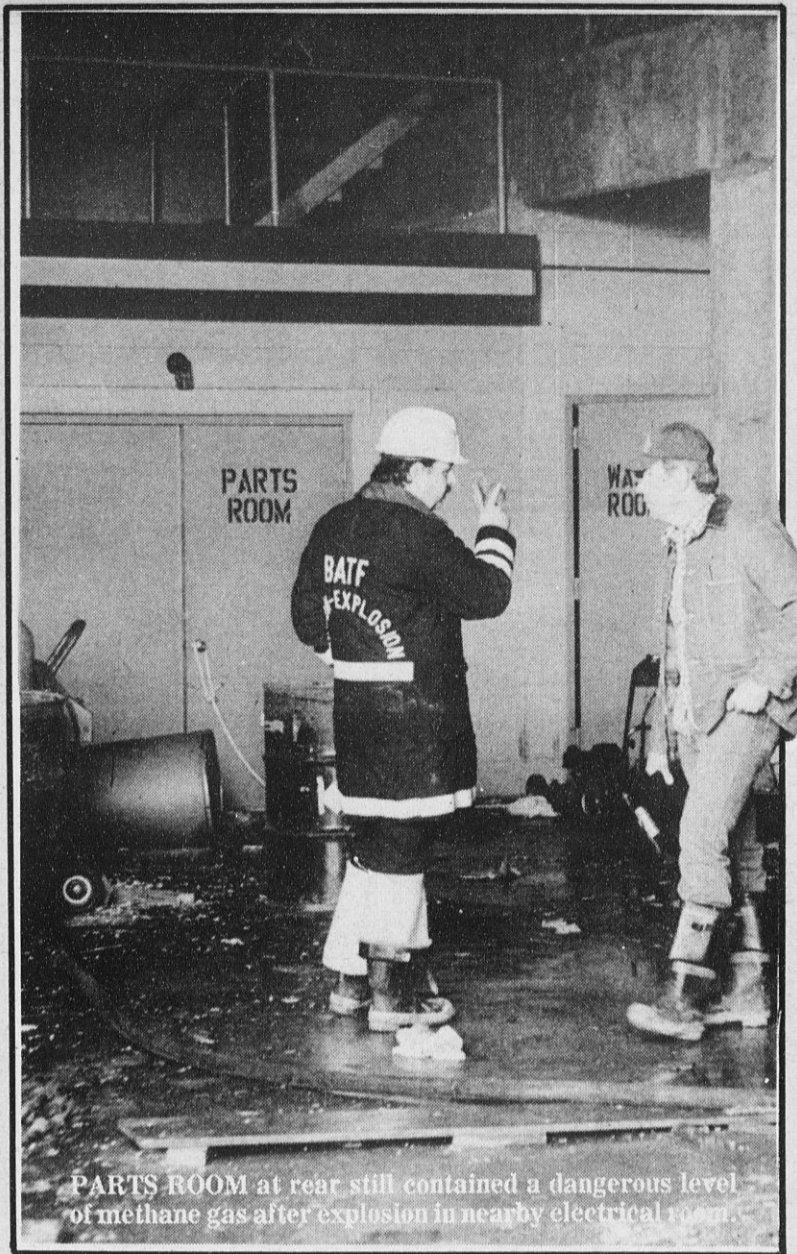
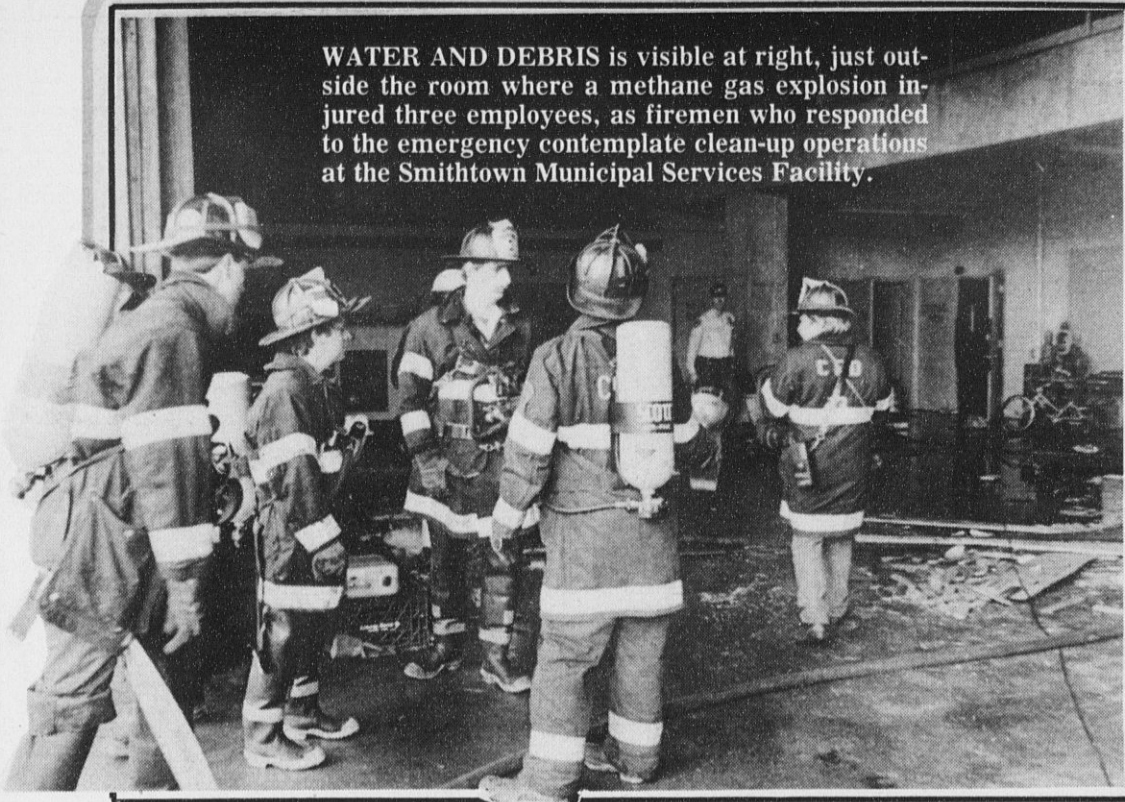
Home Address: _____

Place of Employment: _____

Mail
coupon
for
information



WATER AND DEBRIS is visible at right, just outside the room where a methane gas explosion injured three employees, as firemen who responded to the emergency contemplate clean-up operations at the Smithtown Municipal Services Facility.



PARTS ROOM at rear still contained a dangerous level of methane gas after explosion in nearby electrical room.

EXPLOSION OF METHANE GAS AT LANDFILL INJURES THREE

KINGS PARK — Three employees at the Smithtown landfill on Long Island were severely injured in a methane gas explosion at the facility on Friday morning, May 4th. And CSEA officials say they warned the town about methane gas problems there months ago, and have brought up the subject repeatedly since.

Injured were Smithtown CSEA Unit members Frank Detelich, 29, a maintenance mechanic; William Maccaro Jr., 22, a laborer and son of CSEA Unit President William Maccaro Sr.; and Vito Lasurdo, 21, a laborer. All three suffered burns when the explosion occurred in a room housing electrical equipment. Officials believe the odorless, colorless and volatile methane gas was ignited when a switch was thrown in the room.

"The town has been repeatedly alerted to the danger of methane gas to the workers at the landfill," says CSEA Long Island Region President Danny Donohue. "It is tragically unjust that

two of our members are fighting for their lives and a third is seriously injured because the town failed to act." The Town of Smithtown bargaining unit is part of Suffolk County CSEA Local 852.

Detelich received second and third degree burns over 65 percent of his body. Maccaro Jr. has burns over 40 percent of his body. Lasurdo was burned over 25 percent of his body.

CSEA previously alerted Smithtown to the methane problem months ago when Unit President William Maccaro Sr., complained of gas in the very room the explosion occurred. The state Department of Labor, Bureau of Enforcement, failed to find a methane gas danger at the facility at that time. A CSEA worker at the facility, however, says the room in which the explosion occurred was vented for several hours before that inspection.

The methane gas problem had been discussed at labor / management meetings repeatedly since last summer. CSEA Field Representative John Cuneo said members at the landfill had

been complaining of nausea and dizziness (symptoms of exposure to the colorless and odorless gas).

Also, four of the six fans in the building roof have been damaged and out of operation since an ice storm. The town board allotted \$6,100 to repair the fans, but the fans still do not work. The fans would have vented the methane gas from the building.

Earlier this year, the town purchased a \$1,200 portable methane gas detector. However, the detector has never been used.

CSEA is demanding the town install a permanent methane gas monitoring system, an effective ventilation system, physicals for all employees, a labor / management safety committee to enforce safety improvements and a training program for members working around methane gas.

"Our workers cannot be asked to return to an unsafe environment," said Donohue, "I would not let them."

'The town has been repeatedly alerted to the danger of methane gas . . . at the landfill. Our workers cannot be asked to return to an unsafe environment. I would not let them.'

CSEA Long Island Region President Danny Donohue

