

**Imposed reductions out  
PERB ruling  
could alter  
the face of  
negotiations**

A precedent setting decision by the Public Employment Relations Board (PERB) may have a revolutionary impact on contract negotiations in the public sector.

Salaries and benefits can no longer be reduced when a settlement is imposed by a legislature, PERB has ruled.

That important decision is the result of an improper practice charge CSEA filed against Niagara County after a legislative settlement as imposed August 3, 1982 on white collar workers who belong to CSEA Local 832.

But, several days prior to the county legislature's action, ex-Gov. Hugh Carey signed the Triborough Bill (a long-sought CSEA legislative goal) which made it an IP, "for a public employer or its agent deliberately . . . to

refuse to continue all the terms of an expired agreement until a new agreement is negotiated."

The union, however, lost the first round before a PERB hearing officer, but won on appeal. The PERB Board, in an August 9 decision, sided with CSEA and limited the authority of legislative bodies to change terms and conditions of employment.

CSEA attorney Stephen Wiley says the ruling is a "significant victory" and believes it will lead to more negotiated settlements and fewer legislative impositions. He also thinks it is a giant step forward in making public sector negotiations more even-handed.

The county now has 30 days to decide if it will appeal the decision.

**Union hails PERB ruling . . . page 19**

# the Public SECTOR

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## Mental Hygiene

# Facilities in a state of crisis

**'Disaster is being averted only by a super-human effort by our members.'**

**—CSEA President William L. McGowan**

ALBANY — A crisis exists in the state's mental hygiene facilities. Layoffs and early retirements have left the psychiatric and developmental centers with dangerously low staff levels.

The Cuomo administration seems determined to thwart the will of the legislature by keeping those staff levels well below the number of positions approved in the budget. At press time CSEA officials were making every effort to convince the governor that more staff is needed.

CSEA local presidents in mental hygiene facilities around the state report similar problems. Services to clients are seriously declining because there is not enough staff. CSEA members are being forced to work double-

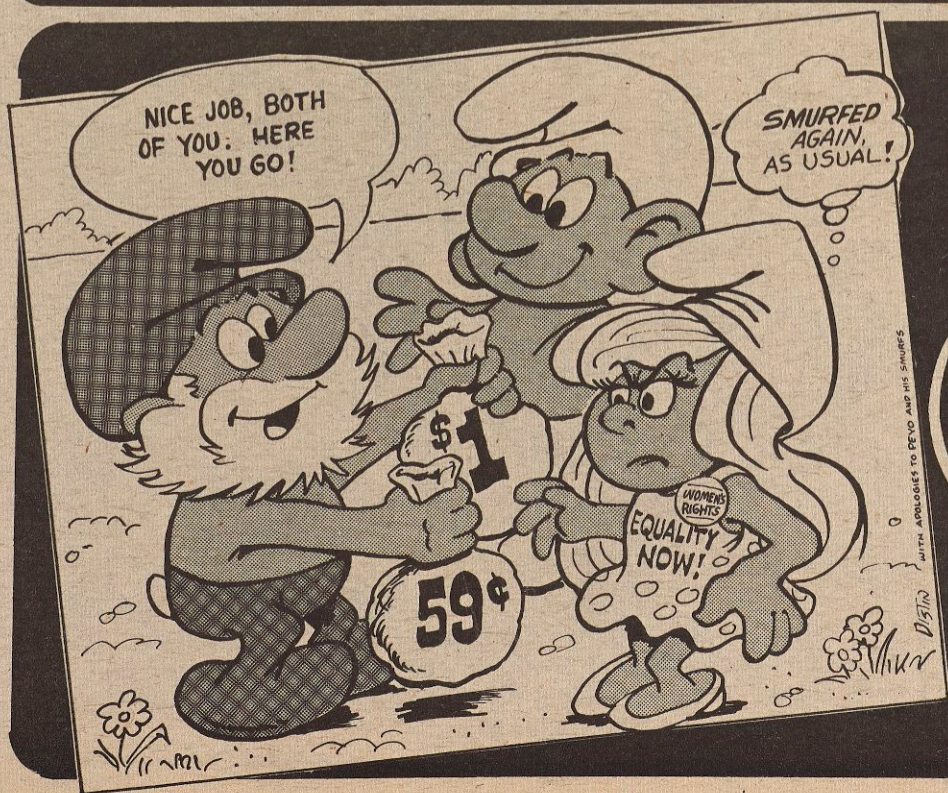
shifts three and four times a week. Often those workers find themselves in danger because staff levels are so low.

"Disaster is being averted only by a super-human effort by our members," said CSEA President William L. McGowan. "The dedication of CSEA members to the clients they serve is the only thing keeping services anywhere near adequate levels. The administration is cynically and callously keeping the staff levels too low while preaching about the "family of New York."

Residents are being warehoused. Client trips and outside activities have been cut back because of staff shortages. At some facilities this means clients are missing needed dental and medical clinics.

A shortage of food service staff is forcing residents in many facilities to eat off of paper plates because there is no one to do the dishes. In many facilities housekeeping staff is working out of title in food service just to get

(Continued on Page 16)

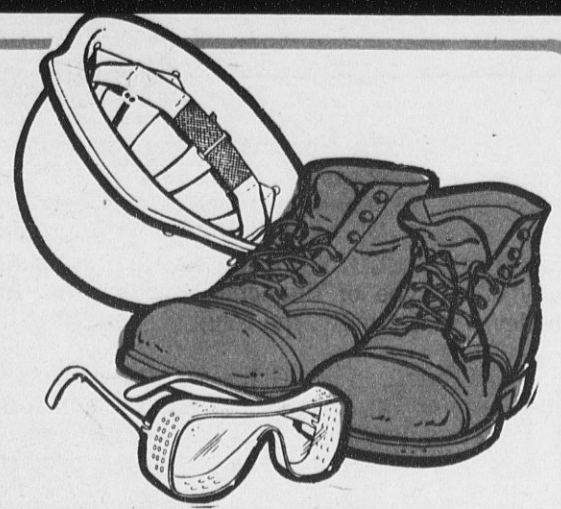


**59¢**

**'The Wages of Inequality'**  
CSEA in forefront of efforts to eradicate wage discrimination

**See Pages 9-12**

# Union 'laces' into an issue involving old, used boots



CANTON — A strange issue involving used boots "kicked off" here last month when the Canton village department of public works superintendent told public works employees their old, used boots would be collected on July 5.

But CSEA field representative Steve Ragan promptly "laced" into the board with a letter saying the union was filing a grievance on behalf of the employees. Ragan asked the village to withdraw the order.

"In our letter we simply said the boot directive was in violation of Articles 17 and 18 of the contract," Ragan said.

"According to the terms of the agreement between the village of Canton and CSEA, a \$50 allowance will be provided to DPW employees for work boots. It makes no mention of loaning the boots, or trading in old boots for new ones at the end of the year. Frankly, I don't know what they had in mind. I suppose they could have

bronzed them for paper weights," Ragan said with a grin.

The closing "kicker" to the issue came when the village board issued a decision, upon advice of legal counsel, to adhere to the contract.

## Clericals urged to send in safety questionnaire

ALBANY — There is still time for *state clerical workers* to respond to the questionnaire about workplace hazards they were sent in June by CSEA President William L. McGowan, who explained "the better the response, the better it will be for all of us."

The mailing, sponsored by CSEA's Safety and Health Committee, seeks to gather general information about working conditions, and particular data about the effects of new office equipment such as VDTs (video display terminals) on clericals.

The questionnaire was pre-addressed and postage-paid. It is both voluntary and confidential.

Any one of the 17,000 people who received the mailing and misplaced it, may obtain a replacement by contacting their CSEA Local president.

The safety and health committee strongly encourages completion and transmittal of this questionnaire so that survey results are representative of the clerical work force. The data received may be the kind of information for future contract negotiations with the State of New York.

## Karowe named to council

CSEA Attorney Marjorie E. Karowe has been appointed to the Statewide Advisory Council on Equal Opportunity for Women by state Commissioner of Education Gordon M. Ambach.

The council's major goals include recruitment and promotion of women in professional and managerial positions in education, and ending sexual stereotypes in elementary and secondary schools. The council also aims to provide equal opportunity for women as students and faculty members in higher education.

Karowe, of the Albany law firm of Roemer and Featherstonhaugh, union counsel, is a founder of the Capital District Chapter of the New York State Women's Bar Association. She is serving a second term as president of the state association.

She is also a member of the Albany County Bar Association, and the judicial screening committee and the committee on character and fitness of the state Supreme Court Appellate Division, Third Department.

A 1951 graduate of Smith College, Karowe graduated from Albany Law School in 1974, where she was an



MARGE KAROWE

editor of the Law Review and a member of the Justinian Honor Society.

### Several workshops scheduled

## Third annual CSEA Women's Conference set for Sept. 9-11

Career advancement, occupational health concerns and legal rights will be among the topics addressed during CSEA's third annual Women's Conference, set for Sept. 9-11 at the Friar Tuck Inn, Catskill.

Sponsored by the Women's Committee, chaired by Pat Taylor, the conference will feature a number of workshops including:

- "Career and Skills Development," moderated by Louise Mallette of Skidmore College's Office of Career Planning;
- "Sharpening Your Test-Taking Skills," moderated by Marcia Calicchai, Women's Programs Specialist, Cornell University;
- "Women's Rights in New York State," moderated by Deborah Bachrach and Rachel Krester, Civil Rights Bureau, NYS Attorney General's Office.

Video display terminals (VDTs), and the safety and health concerns of those who work at them, will be the topic of a film and discussion moderated by CSEA Statewide Secretary Irene Carr and Ted Todorov of the NYS Safety and Health Maintenance Committee, CWEP.

Also being shown at the three-day conference is the film "Women's Prejudices — Myths and Realities."

Additional information and reservation forms are available from local presidents. Accommodations reservations, with a \$25 deposit, must be made directly with the Friar Tuck Inn by Aug. 29.



PATCHOGUE-MEDFORD LIBRARY UNIT PRESIDENT Helen Rosenberg pens signature to recently negotiated contract as CSEA Suffolk county Local President Charles Novo, left, and CSEA Field Representative Jim Walters, looks on.

# Rensselaer dispute hits a turning point

TROY — The chairman of the Rensselaer County Legislature's finance committee, Thomas Cholakis, said he will recommend that the county not finance highway and bridge repairs by bonding in the upcoming 1984 budget. Republican Kelly Sanvidge, also on the finance committee, wants to see all highway department employees' salaries as straight budget items not tied to any other type of financing mechanisms. And Democrat Steve Dworsky believes that, finally, the county is headed in the right direction.

These announcements were made this week at an informal meeting of members of the Rensselaer County Legislature with CSEA Unit, Local and Capital Region officials, marking the turning point in a five-month controversy concerning financing of highway repair projects which forced the layoff of 49

workers and threatened the future existence of the whole county highway department.

While the legislators can not rehire the laid off workers immediately, recommendations and ideas presented to chairman William Walsh and other governmental leaders could allow the county to begin calling back some of the laid off workers.

CSEA will poll the laid off workers to see if they are interested in returning to their old positions for the snow season, with hopes of being continued on through the inception of a union-suggested preventative maintenance highway program. An innovative rent-a-worker idea could also serve as a source of public sector work projects for the employees during normal down time periods.



CSEA SCHOLARSHIP AWARD Winners from Long Island Region I recently accepted their rewards from Long Island Region President Danny Donohue, third from left, and Regional Director Bill Griffin, fourth from left. Rose Boruch, left, stands proudly with her daughter, Susan Boruch, one of the winners, while Linda Glasser, far right, stands equally proud with her son, Michael, another winner. A third winner, Daphne Woodard, received her award at a separate ceremony.

## Arbitration gains higher pay for Livingston County worker

GENESO — Livingston County should have paid David Caldwell \$6.61 per hour when he was promoted to motor equipment operator II, an arbitrator has ruled.

Caldwell's dilemma began right after the promotion. It hinged on the fact that the county posted the job vacancy Dec. 30, 1981, and awarded him the job retroactively.

Since the collective bargaining agreement provides that employees promoted to a different pay grade after Sept. 20 of any year are not eligible for an annual increment the following Jan. 1, the county denied Caldwell's increment. But, the CSEA contract also states, "Vacant positions shall be filled by the county no sooner than ten days after the date the notice of vacancy was posted."

Since the posting was done Dec. 30, the earliest Caldwell could have been appointed was Jan. 8, thus clearly making him eligible for an increment on Jan. 1.

Faced by this reality, the county could not dispute the facts. Instead, it argued that the matter was not "arbitrable" because the grievance was not timely. This prompted Arbitrator Fred Denson to comment: "... the concept of a continuing violation permits a grievance to be filed at any time while the grievable act continues. A continuing violation does not excuse compliance with the time limits for appeal to various stages of the procedures once a grievance has been filed. In the present matter, no useful purpose would be served by dismissing the grievance for non-compliance with the appeal procedure since the grievance would undoubtedly be refiled for a third time."

Accordingly, Denson ruled that the grievance was both "arbitrable" and valid, and he awarded David Caldwell the \$6.61 hourly rate of pay to which he was entitled.

The decision is another victory for CSEA's legal assistance program.

## Poughkeepsie loses another round in court

POUGHKEEPSIE — "I ask you, Mr. Mayor and members of the Common Council: How long will this go on?"

So spoke Don Murphy, president of the City of Poughkeepsie unit of Dutchess County Local 814, upon receiving news that the Appellate Division of the Supreme Court has upheld a ruling by the Public Employment Relations Board (PERB) that the city did not negotiate fairly with CSEA before voting to hire private firms to run parking and sewage treatment facilities.

The decision is another setback for the city which, against strong CSEA objections, subcontracted the work in December of 1979.

Since then, it has lost every round, starting when PERB hearing officer Deborah Sabin ruled the city committed an improper practice because "the essential characteristic of the give and take of prior negotiations was clearly lacking."

She also said the city's claim of increasing economy and efficiency were not reason enough to replace public employees with private sector workers, and Sabin ordered the city to offer jobs and back pay to workers whose jobs were cut.

The decision was later upheld by the full PERB Board. Poughkeepsie officials then initiated a lengthy appeals process, which has resulted in the latest ruling against them.

## Group life insurance refund being conducted by Travelers

The Travelers Insurance Company is issuing a return of contributions to eligible CSEA members who participate in the CSEA Basic Group Life Insurance Plan. The refund checks were prepared and mailed by The Bank of New York on August 10.

In order to be eligible for the refund, an insured CSEA member must have been in the Group Plan on both November 1, 1981 and November 1, 1982.

If you are eligible and have not received a refund by August 20, please contact Beatrice Taft at The Bank of New York at (212) 530-8055. Requests for replacement checks must be submitted in writing to The Bank of New York, 4th Floor, 90 Washington Street, New York, New York 10015, Attention: Shareholder Relations Department. Please be sure to include your social security number in any communication.

## August 22-28 drive largest ever in Metropolitan Region

### Region II voter registration campaign set

NEW YORK CITY — CSEA's Metropolitan Region II has announced it will conduct a massive voter registration campaign during the week of August 22-28. Region President Frances DuBose-Batiste said every CSEA local within the region will participate by trying to reach every unregistered potential voter.

CSEA members and other potential voters who are unregistered may

register through any CSEA local or may contact President DuBose-Batiste at CSEA Region II Headquarters (212) 587-8200 or Region II Political Action Committee Chairman Bob Nurse at the same number.

President DuBose-Batiste said the week-long campaign will be the largest voter registration effort ever conducted by CSEA in the Metropolitan Region.

# Public SECTOR

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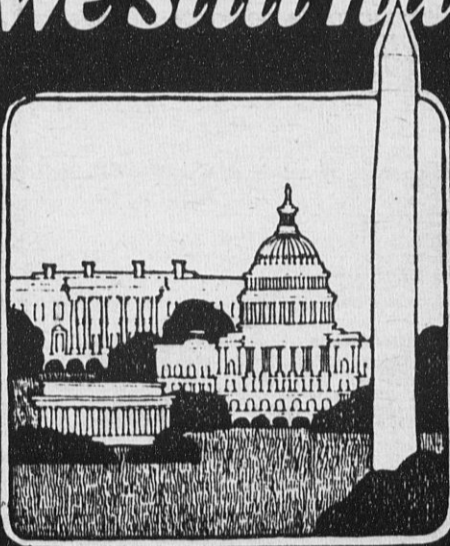
INSTALLATION — Region V President James Moore, left, recently installed new CSEA officers who will represent more than 1,100 employees at the Upstate Medical Center in Syracuse. The new Local 615 members are, from left, Kathy Collins, president; Rick Noreault, first vice president; Susan Calhoun, second vice president; and Janet Mitchell, secretary. Treasurer William LaPoint was not present.

## A Call to the Nation

20TH ANNIVERSARY OF THE HISTORIC 1963 MARCH ON WASHINGTON

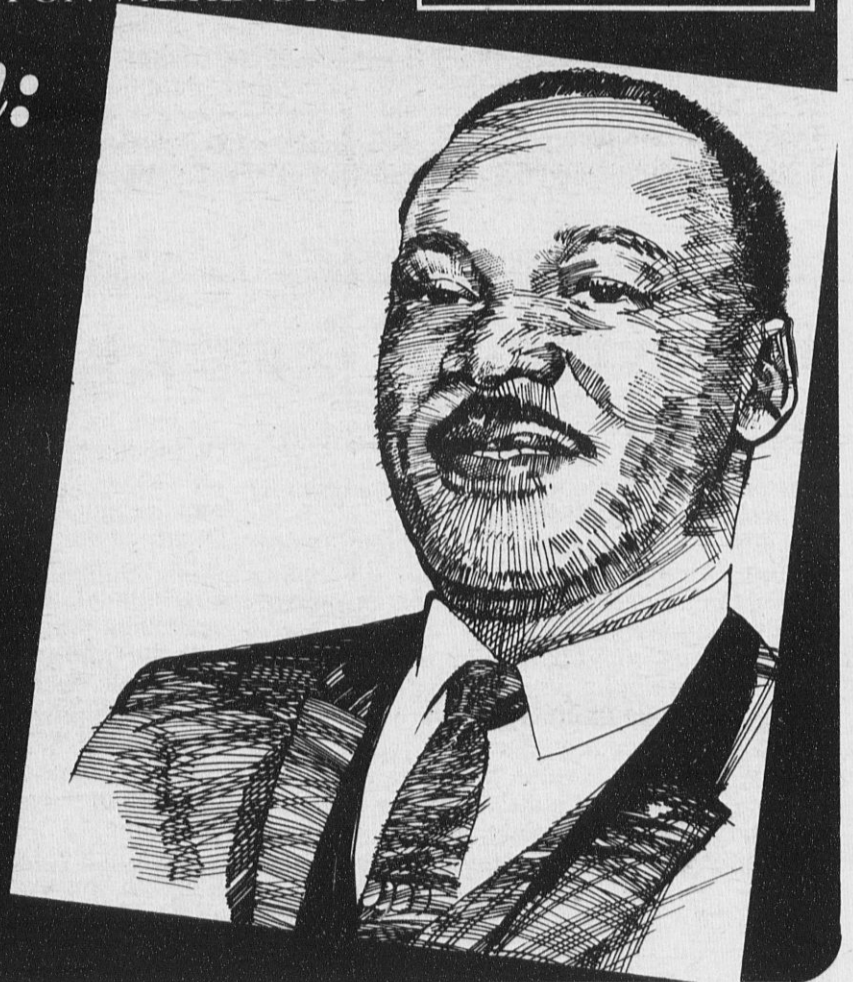
August 27, 1983  
Lincoln Memorial  
Washington, DC

*We still have a dream:*



• *Jobs*  
• *Peace*  
• *Freedom*

CSEA will send a delegation of more than 40 people to participate in the 20th Anniversary March. CSEA Statewide President William L. McGowan will lead the delegation, which will include statewide and regional officers. Participation by CSEA locals is being coordinated by regional offices. Guidelines on participation, including expenditures, have been issued. Information of those guidelines can be obtained by CSEA locals by contacting the appropriate regional president.



### Training seminars for treasurers scheduled

ALBANY — Statewide Treasurer Barbara Fauser has announced the following additional dates for training sessions to certify or recertify treasurers:

- Region I, 7 p.m., Aug. 23, Regional Office, Hauppauge, for towns, villages and school districts (recertification).
- Region I, 7 p.m., Aug. 24, Regional Office, Hauppauge, for units of Suffolk County Local 852 (recertification).
- Region III, 6:30 p.m., Aug. 24, Holiday Inn, Fishkill (certification and recertification).

- Region I, 7 p.m., Aug. 25, Salisbury Inn, East Meadow, for units of Nassau County Local 830 (recertification).

- Region III, 6:30 p.m., Aug. 25, Coachman Inn, White Plains (certification and recertification).
- Region VI, 10:15 a.m., Sept. 10, Buffalo Convention Center (certification and recertification).
- Region II, 5:30 p.m., Sept. 29, Downstate Medical Center (certification).
- Region VI has also scheduled a training session for secretaries at 10:15 a.m. on Sept. 10, at the Buffalo Convention Center.

# UNION TRYING TO KEEP BARGE CANAL SYSTEM AFLOAT

CSEA is continuing its efforts to gather public support for the union's campaign to halt plans by the Cuomo Administration to layoff permanent maintenance employees of the State Barge Canal when the canal season ends later this year.

CSEA contends the employees must be employed year-round to preserve the historic canal system. The decades-old equipment that enables the system to operate during warmer weather must be maintained, repaired and upgraded during the winter period, the unions say. Otherwise, the system will rapidly deteriorate and quickly become unusable.

A statewide petition drive conducted by the union has gained tens of thousands of signatures in support of the union's position, and a number of communities bordering the canal system have joined in lobbying for continuation of year-round maintenance of the system.

While there has been dialogue with top elected officials, many CSEA representatives say the response from the elected officials has been less than satisfactory thus far. Joan Tobin, a representative on CSEA's Board of Directors from the state Department of Transportation; CSEA Local 500 President Harold Kenyon of Amsterdam; and Local 502 President Frank Zammiello of Utica all agree that letters they've received from Gov. Mario Cuomo or DOT Commissioner James Larocca have ignored major issues and have not provided many answers to the questions they asked of the officials originally.

So now CSEA is taking the issue to the public throughout the state, asking them to write to elected officials. The adjacent ad was placed in the New York State Fair program and will be seen by tens of thousands.



## Will the State put the Barge Canal under?

Yes. In less than a decade, if something isn't done right now. Proposed cutbacks, layoffs and a restructuring of the employee workforce are going to cost the State more than it bargained for.

A New York State Department of Transportation study has shown that if maintenance and rehabilitation funding is not increased, Barge Canal deterioration will continue to a point where the waterway may become inoperative within 10 years.

Why should you care?

In the past three years, the canal has carried over 2 and a half billion tons of commercial cargo to points across the State. Cargo that would have to be shipped via more expensive vehicles to the consumer.

In addition to commercial and recreational boat traffic, the canal serves a vital function in flood control, crop irrigation, industrial cooling, local water supply and canal recreation.

Most important, 17 sites on the canal are used to provide inexpensive hydroelectric power to residents of the neighboring communities.

Complete shutdown of the canal is not even feasible, because of power and flood control needs.

But the proposal to cut back so many services and employees is threatening to make the canal unusable for many other valuable purposes.

It's an area that cannot be cut, because the cost would be much, much greater to commerce and the taxpayers of this State in the long run.

Let's not let the Barge Canal go the way of disrepair and shutdown. It is more than just something destined to become part of State folklore.

At a time when the Governor likens the State to a family, let your elected officials know that you want to keep the family afloat.

Keep the canal open.

**CSEA**

The Civil Service Employees Association, Inc.  
Local 1000, AFSCME, AFL-CIO  
William L. McGowan, President



**THIS ONCE-PROUD MEMBER** of the state Barge Canal tug fleet is back at harborside in Utica, this time with unsightly plywood covering wheelhouse windows and side ports. State budget cutbacks have forced a reduction in crew members, and the otherwise fit and ready boat has quickly become a target for vandals. Recently The Public Sector published a photo of this same boat, the "Roosevelt," when it was moored at the same dock for more than five weeks while awaiting an adequate crew and assignment during the busy canal season. It eventually shipped out, only to quickly return to its present state of inactivity. CSEA contends the canal system itself will become equally as useless if the State goes through with plans to layoff canal maintenance personnel later this fall.

## EBF seeking a director for marketing

ALBANY — The CSEA Employee Benefit Fund is looking for a Director of Marketing and Communications to aggressively market Fund programs. This position reports to the Fund Director and is primarily responsible for expanding Fund plans into political subdivisions.

Other responsibilities include making presentations at Statewide, Regional and Local meetings, lending support to CSEA negotiators and negotiating teams and developing plan rates with consulting actuaries. In addition, the job includes responsibility for the Fund's publications and announcements.

Job requirements include BS or BA in labor relations or public administration or an equivalent degree or three years of progressively responsible experience in collective bargaining areas. Extensive travel throughout New York State may be required.

If interested in applying, please send a resume to: Thomas P. Collins. CSEA Employee Benefit Fund, 14 Corporate Woods Boulevard, Albany, New York 12211.



**MORE THAN 100 PEOPLE** gathered recently in White Plains to honor Frank McKay, who founded and directed the Westchester County Employee Assistance Program for 14 years. Among those joining McKay were, from left, former Westchester Unit President Mike Morella, McKay, Westchester Local 860 President Pat Mascioli, Region III Director Thomas J. Luposello, Region III President Raymond J. O'Connor, and then Westchester Unit President Jack Whalen. Plaques honoring McKay's work were presented by O'Connor and Whalen.

## Roslyn Unit hands Teamsters second LI rejection

NASSAU COUNTY — After voting down a challenge by Teamsters Local 808, employees of the Roslyn Water District will continue to be represented by CSEA. The unit is part of CSEA Nassau Local 830.

"Basically the guys are telling us that they're happy with CSEA and getting good service from the union," commented CSEA Field Representative Harold Krangle following the representation election ballot count at PERB offices in New York City July 7.

"We're particularly pleased with the outcome of this vote because it's the

second time in recent months that our members in this Region have said 'no' to Teamsters Local 808," he added. "They tried to take over in the Town of North Hempstead, but they weren't able to disrupt the rank-and-file members' ratification of a good three-year contract we had negotiated."

Contract talks are the next thing on the agenda for the Roslyn Water District Unit. "We'll commence negotiations immediately," Krangle indicated, explaining that negotiations should have begun last month but were held up by the Teamsters challenge.

## Region II Executive Board Meeting



**METROPOLITAN REGION II PRESIDENT** Frances DuBose-Batiste, the newest CSEA statewide officer, seated second from left, conducted her first regional executive board meeting last month. Pictured with her at the meeting are CSEA Statewide Executive Vice President Joseph E. McDermott, Regional Secretary Anny Worthy and Regional First Vice President Brenda Nichols.

# Civil Service Law now guarantees a hearing on incapability charges



ALBANY — "A big victory for our members" is how CSEA Executive Vice President Joseph E. McDermott describes a new state law which guarantees public employees a hearing procedure if they are accused of being mentally or physically incapable of performing their jobs.

Previously, workers could be dismissed if a doctor determined them unfit. Now, CSEA members are assured "due process" and may even request an independent hearing officer to hear the case before any action is taken.

The Civil Service Law, as amended, now entitles public employees to:

- written notice of the facts why he / she is judged not able to perform duties of his/her position prior to medical examination;
- representation by counsel and ability to present witnesses at any hearing held before an involuntary leave of absence is imposed;
- copies of all medical data prior to conduct of hearing;
- copy of hearing transcript at no charge; and
- right of appeal to appropriate civil service commission.

The new system, which went into effect July 20, provides for the joint selection of a hearing officer by both parties, or selection by lot from a list of people maintained by the state Civil Service Department. In either case, the hearing officer cannot be an employee of the charging party. And, the hearing officer's recommendations must be made within 10 working days from the close of proceedings.

# Silver Creek pact a cure for district's contract-out syndrome

SILVER CREEK — Silver Creek Schools Unit members are pleased with a new 3-year contract that represents a victory over a school district management that was suffering from "contracting-out syndrome" during lengthy negotiations leading up to the pact, according to Unit President Ron Gens.

CSEA union members mounted an intensive public information campaign that was successful in informing district residents of the many hidden costs if bus driver services were contracted out, as the district had proposed.

The campaign included newspaper ads and pamphlets that illustrated the full impact on the faithful CSEA members who had served their community for years as Silver Creek residents.

The new pact includes an average hourly raise of 40 cents per hour in each year. A new self-insurance health plan will provide a one dollar co-pay prescription plan and dental coverage with 85 percent paid by the district. Graduated rate increases for special runs are included in the new pact, as well as improvements for meals, lodging and meetings.

CSEA Field Representative Mark Higgins and Gens were joined in negotiations by Donald Shrader and Vicki Gage.

# Region V training session well attended

SYRACUSE — Nearly 400 officers from throughout the 20-county Central Region V attended two optional officers training sessions here recently.

The extensive workshops, one in July and one in August, were designed to introduce newly-elected union leaders with official CSEA procedure and to give re-elected officers the opportunity to review methods and assimilate new ideas.

"Our main objective was to give new officers at every level the time to learn CSEA procedures," said Region V President James Moore.

"These sessions offered local and unit presidents, secretaries and

treasurers an opportunity to acquire new skills and add to their union experience for the benefit of the members."

Both weekend sessions began with a gathering of statewide and regional officers and staff members. Full-day meetings concentrated on workshops for the various officers, with specialized instruction by statewide and regional officers and staff.

Guest speakers included Region V Director Frank Martello, AFSCME PEOPLE Coordinator Ramona Gallagher, Region V Communications Associate Charles McGeary and CSEA Parliamentary Procedure Consultant Celeste Rosenkrantz.



REGION V PRESIDENT Jim Moore, offers a welcoming handshake to Pat Dempsey, president of the newly-recognized St. Lawrence County Educational Local 873. Looking on are Candace Murdock, left, treasurer, and Noreen Randall, secretary.

Edward Colburt, vice president, was not present for the informal ceremony. The local represents North Country non-instructional employees at Heuvelton, Norwood-Norfolk, Colton-Pierrepont, Ogdensburg, Potsdam and Morrystown Central School Districts.

## open competitive STATE JOB CALENDAR

FILING ENDS AUGUST 22, 1983

Title	Salary	Exam. No.
Coordinator of Recreation Programming for the Handicapped	\$24,569	25-942
Electronics Equipment Mechanic	15,966	25-909
Electronics Technician	13,466	25-908
Medical Care Representative	24,551	25-976
Medical Care Representative, Supervising	28,506	25-977
Sanitary Engineer (Design), Assistant	24,569	25-950
Architectural Estimator, Associate	35,576	28-535*
Economist (Regulatory Economics), Associate	28,772	28-553 +
Mechanical Estimator, Associate	35,576	28-536*
Medical Social Worker A	17,694	28-519 +
Medical Social Worker B	20,925	28-520 +
Medical Social Worker, Senior	23,351	28-521 +
Recreation Program Leader I	17,694	28-540 +



**SYRACUSE INSTALLATION** — Newly-elected officers of Syracuse State Employees Local 013 surround Region V President James Moore (in dark shirt), before being officially installed recently. Leaders of the local, which represents more than 40 state agencies, include front row, left to right: Claire McGrath, president; Val Enright, delegate. Second row: Jack Chase, treasurer; Judy Shanley, corresponding Secretary; Moore; "Stubby" Stevens, first vice president. Third row: Dick Roberts, delegate; Gary Brown, third vice president; Helen Hanlon, secretary; Rosemarie Racht, second vice president.



## Board of Directors

## Meeting highlights

**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 — An orientation meeting of the Board of Directors was convened the evening of July 20, with the first order of business being the installation of the newly-elected Board members.

Informational presentations were made by President McGowan, Executive Vice President McDermott, Secretary Carr and Treasurer Fauser, along with several CSEA staff members. Attorney James Roemer discussed the fiduciary responsibilities of the Board.

The Board meeting reconvened the morning of July 21. Members heard a number of informational reports including updatings on the activities of various CSEA departments.

One of the first items of business requiring the attention of the newly-constituted Board was nomination and election of members for various Board Committees, including Appeals Committee, Political Action Fund, Employee Benefit Fund,

Directors Committee, Personnel Committee, Budget Committee, Charter Committee, Committee to Study Group Life Insurance and Public Sector Committee. Results of these selections were announced in the July 29 edition of *The Public Sector*.

In other action, the Board:

- Approved the recommendation of the County Executive Committee that the 1½ days for Board meetings and County Executive Committee meetings be extended to two days for members who live more than 250 miles from Albany.

- Approved the recommendation of the County Executive Committee that there be an internal investigation of the Employee Benefit Fund conducted by a committee of the Board and that a report of their findings be given at the September Board meeting.

- Approved the recommendations of the State Executive Committee that the 1984 State Workshop be held May 2-4 at the Vista Hotel in New York City and that the 1985 workshop be held May 1-3 at the Syracuse Hotel in Syracuse.

- Approved expenditure of budgeted funds for purchase of office equipment for the Region III satellite offices.

- Approved Charter Committee recommendations that two new locals be formed: Olympic Regional Development Authority Local and North

Country Correctional Local. The Board also approved a motion granting the request that the Wyoming County Retirees become part of Livingston County Local 922.

- Called for the distribution of the election procedures manual to all locals and units by Oct. 1 prior to their elections.

The Board also passed a motion that the Budget Committee consider a recommended increase in meal allowances while in official union travel status and report at the September Board meeting.

Another approved motion directed President McGowan to appoint a committee of the statewide officers to investigate Cornell University's position on union organizing of their staff and determine whether CSEA should continue to participate in their programs and hire their staff as consultants.

President McGowan reported to the Board on his preliminary discussions on CSEA's joining the AFL-CIO State Federation, outlining the advantages and disadvantages.

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.

## Locals, units urged to return name, address forms

ALBANY — Although many CSEA locals and units have elected new officers, some of those elections results are not yet part of the official records at CSEA Headquarters in Albany.

According to CSEA Statewide Secretary Irene Carr, that's because many local or unit secretaries have not returned to union headquarters forms mailed out some time ago.

"One of the first jobs a local or unit secretary should do is fill out the forms we recently mailed out, and return them to my office," said Carr. "With some 300 locals and nearly 1,000 units, it's critical that we get timely and complete input for our records and mailing lists."

The forms call for names, Social Security numbers, work and home addresses and phone numbers for officers and delegates. Carr's office will share the data with Headquarters and regional offices which need the information.

"For example, field representatives who service the local contracts need to know who the local leaders are," Carr said. "And it's vital that our central files in Headquarters are complete so that we can send out mailings with confidence that the right people are receiving them."

"After every round of elections, we have local officers who call us and complain that they haven't received mailings. Yet when we check our records, we usually discover that we've never been given the proper names and addresses for our records."

Carr stressed that the information she is gathering is in addition to the official certification of election results required from local election committees.

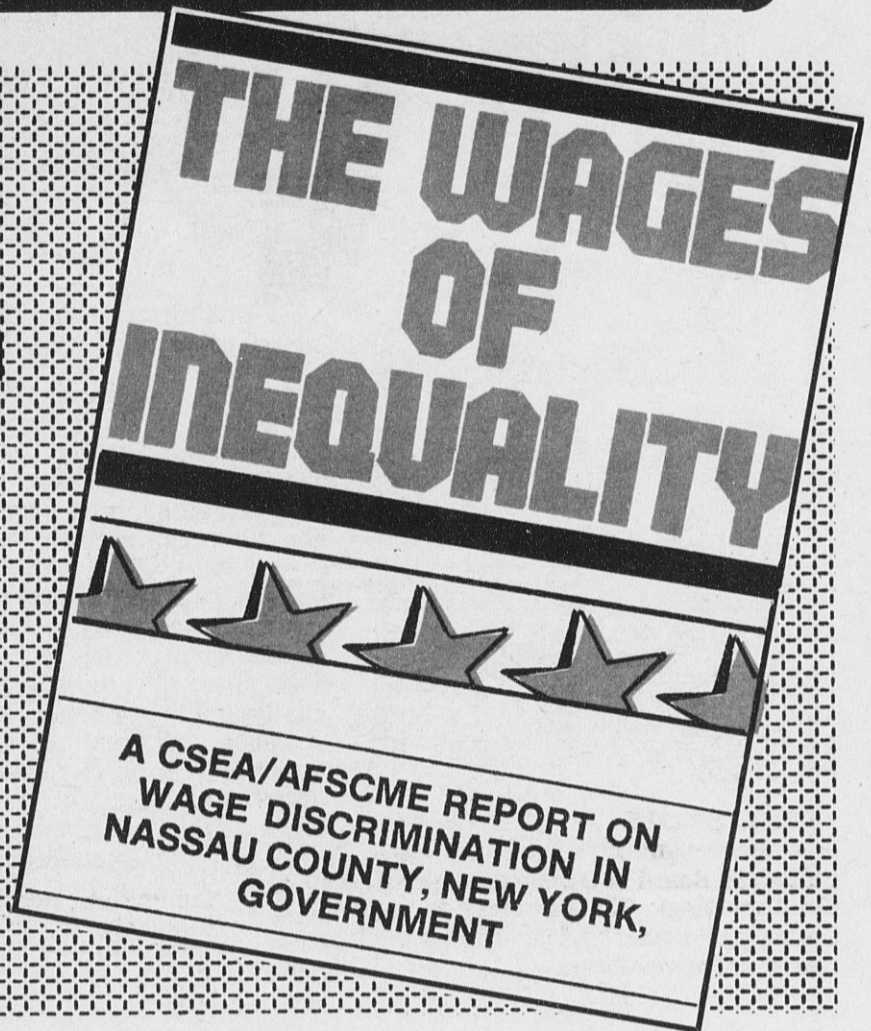
If a local or unit hasn't received the proper forms, or if there's a question, officers are urged to get in touch with Carr's office at CSEA Headquarters, 33 Elk Street, Albany, N.Y. 12224.



59¢

Full time, year-round female employees earn on the average only 59 percent of what men earn. This gap has not decreased despite passage of the Equal Pay Act and the Civil Rights Act almost 20 years ago. In fact, it is wider now than in 1955; then it was 64 percent.

**Union leaders decry wage discrimination against women at public hearing on pay equity; seek legal remedies**



NEW YORK CITY — Leaders of CSEA and other New York affiliates of the American Federation of State, County and Municipal Employees (AFSCME) scored pervasive sex discrimination in public employment in America and proposed a series of administrative and legal remedies.

Testifying before the New York State Assembly's Special Task Force on Women at hearings held in lower Manhattan, four leaders of the million-member public employee union described AFSCME's efforts in New York and across the country to put an end to wage discrimination based on sex.

"Studies of employment patterns and pay that AFSCME has conducted have convinced us that most if not all of the more than 75,000 governmental units in this country have sex-segregated work forces and discriminatorily low pay for jobs held primarily by women," declared Irene Carr, secretary of the 225,000-member Civil Service Employees Association (CSEA), AFSCME's largest affiliate.

Carr, a member of AFSCME's national women's advisory committee, said that AFSCME's experience in San Jose, Spokane and Minnesota has shown, however, that correcting such inequities could be accomplished "without layoffs and tax increases — even in these troubled times."

CSEA, the largest union in New York, has also negotiated an agreement with the state for a \$500,000 study of pay inequities in state employment.

In related testimony, Rita Wallace, executive vice president of CSEA's 14,000 Nassau County employees, explained the basis for her group's formal complaint charges of sex discrimination against the county filed in May with the U.S. Equal Employment Opportunity Commission (EEOC).

Wallace cited a CSEA/AFSCME study which found that while women constitute 56 percent of all employees in the lowest 14 county pay grades, almost 90 percent of employees in grades 1-3 are women.

Wallace said the union had repeatedly called upon county officials to address the inequities but

**Women workers are overrepresented in the lowest salary grades and underrepresented in the highest salary grades ...**

"the county has refused to acknowledge the problem and has stonewalled on the issues."

Al Viani, research director of AFSCME Council 37, which represents some 110,000 New York City employees, called for state legislation mandating local government studies of pay inequities among employees in their jurisdiction. He said such legislation must also require union participation in the studies.

"The 'little woman' has gone the way of the dinosaur," said Viani. "Women are a big part of the labor movement. Our union intends to see they get their fair share."

Josephine LeBeau, a staff representative with AFSCME non-profit Council 1707 and vice president of the New York State Coalition of Labor Union Women, echoed Viani's sentiments.

Citing the 30 percent higher salaries paid women who are union members, LeBeau noted that "union representation is central to the pay equity issue not only because union women earn more than non-union women, but also because unions have been the driving force behind the progress achieved to date."

She called on the state Legislature to investigate the use of anti-union consultants in New York and develop policies to insure a climate which encourages workers to bargain collectively.

AFSCME has been a leader in the fight for pay equity. The union's lobbying and bargaining produced the first pay equity study ever — in Washington State in 1974. AFSCME has also filed comparable worth charges with the EEOC against eight jurisdictions, including the cities of Chicago and Los Angeles and the states of Wisconsin and Hawaii. The union has filed lawsuits against the states of Washington and Connecticut.

AFSCME has also bargained for and conducted pay equity studies and has lobbied for pay equity legislation in several states.

**See testimony on following pages ...**

## Pursuing pay equity:

### 'Enormous consequences for our entire society'

An opening statement from Assemblywoman May Newburger



ASSEMBLYWOMAN MAY NEWBURGER looks over opening remarks at recent hearings on pay equity by the New York State Assembly's Special Task Force on Women.

In 1963, Congress passed the Equal Pay Act. This law was supposed to eliminate wage discrimination against women. It saddens me, therefore, that now — 20 years later — we find it necessary to conduct this hearing because women's salaries still lag far behind men's. Indeed, the undervaluation of women's work continues as the accepted status quo in our society.

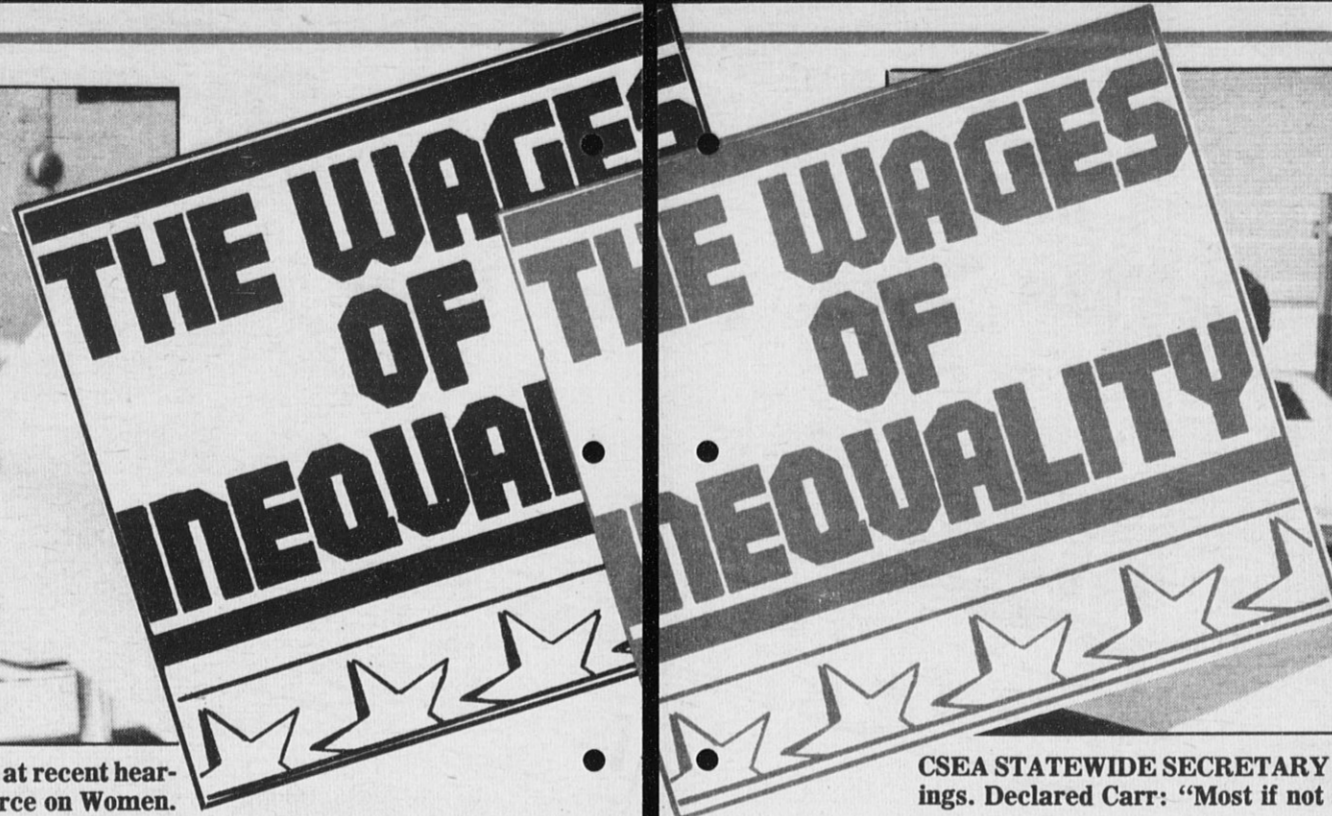
In a recent Task Force report on pay equity, we noted that discrimination and job segregation are perhaps the major reasons women are paid 59 cents for every dollar men earn. Eighty percent of the women in the work force are employed in only 20 of the 420 occupations listed by the State Department of Labor. And these 20 occupations — involving domestic work, waitressing, clerical work and other typical "women's work" stereotypes — are among the lowest paying jobs in our society. While state and federal equal pay laws mandate equal pay for men and women performing the same job, the problem clearly is that most men and women don't do the same kind of work.

Yet in spite of this difference, we must recognize that the failure to pay women fairly has enormous consequences for our entire society. The practice of paying lower salaries for

jobs primarily performed by women not only discriminates against women, but also against the middle- and lower-income family, forcing these families to struggle by on one-and-a-half salaries instead of two. The human cost of this inequity is revealed by a startling statistic cited in our report: half the women living in poverty would no longer be poor if women were paid the same wages as similarly qualified men.

It is not surprising then that interest in comparable worth — that is, equal pay based on the comparable value of jobs — as a way of correcting these pay inequities has been growing rapidly in phone calls to my office from state officials in Pennsylvania and California. Similarly, women's organizations have been inundated with inquiries from officials who want to do something about the wage gap. The problem is: where to begin?

That is why we have called this hearing, the first ever held on comparable worth in New York State. In our report we recommended a number of options for pursuing pay equity, ranging from consideration of state legislation to creation of a state-level commission to oversee the development of comparable worth policies.



CSEA STATEWIDE SECRETARY IRENE CARR testifies at the hearings. Declared Carr: "Most if not all of the more than 75,000 govern-

mental units in this country have sex-segregated work forces and discriminatorily low pay for jobs held primarily by women."

### Statewide Secretary Irene Carr:

## 'We will press for justice for underpaid women workers — at the bargaining table and in the courts'

Through my participation in both CSEA in New York and AFSCME on the national level, I am well aware of the deep commitment to pay equity at all levels of my union. We have already established a record of which I am proud. As a result of AFSCME's efforts, thousands of women are already receiving pay adjustments to close the discrimination gap — that is, the difference between what employers pay male-dominated jobs and female-dominated jobs requiring the same or less skill, effort and responsibility.

In San Jose and Spokane AFSCME negotiated pay equity job evaluation studies which showed that jobs filled 70 percent or more by women consistently were paid at a lower rate than jobs filled 70 percent or more by men for all job evaluation point levels. The AFSCME locals the successfully negotiated extra adjustments for the female dominated jobs.

In the State of Minnesota AFSCME is now negotiating the distribution of \$21 million to upgrade the pay of about 9,000 state employees in female-dominated jobs. These pay adjustments are pursuant to state legislation passed with strong support from AFSCME which requires that a portion of the state's budget be earmarked for pay equity adjustments.

Our experience in San Jose, Spokane and Minnesota provides hope and inspiration to millions of women by showing what can be accomplished when labor and management accept the fact that pay discrimination is a serious issue that can and must be corrected. This experience also demolishes two primary arguments against pay equity — that it is impossible to compare unlike jobs and that the cost of paying women's jobs based on their value to the employer costs too much.

In all three of these jurisdictions traditional job evaluation systems were used to consistently compare all jobs using the same factors and weights.

The state of the art in job evaluation still leaves much to be desired. Many systems contain sex bias by ignoring or undervaluing factors common to women's jobs such as mental fatigue and over-emphasizing heavy lifting and other factors common to men's jobs. While subjectivity can probably never be entirely eliminated from job evaluation, consistent sex bias can certainly be minimized.

In New York, CSEA negotiated \$500,000 for a study of state employees. I am happy to report that the contract has now been signed with the Center for Women in Government to conduct the study. In an attempt to remove subjectivity and bias from

the evaluation process, factors and weights will be determined by examining jobs held primarily by white males whose wages should not be affected by discrimination. The study of the while male jobs will determine what value the state has implicitly placed on certain job characteristics. The study will then evaluate jobs held primarily by females and minorities using this same value system.

We hope that this innovative approach will make a significant contribution to the improvement of job evaluation techniques as a tool for documenting sex-biased wage discrimination, as well as the immediate aim of providing a blueprint of inequities with New York State government.

AFSCME's experience with negotiating pay equity has also shown that correcting discrimination, while not costless, has not driven public jurisdictions to the brink of financial ruin. San Jose, Spokane and Minnesota have all found the money without layoffs and tax increases — even in these troubled times.

AFSCME has been reasonable in working with public employers to phase-in the pay equity adjustments. It is clearly within the interest of unions that their employers remain solvent. Steady, meaningful progress toward ending discrimination is all we ask. Part of CSEA's pay equity project for the state will involve a revenue forecast to guide the parties in their negotiations.

Employer rhetoric about pay equity bankrupting the nation should be taken with the proverbial grain of salt. Employers have made the same dire prediction about any social progress whether it was having to pay slaves, having to pay workers a minimum wage or having to correct occupational health and safety hazards.

We are well aware that the victories achieved thus far through the collective bargaining process have barely scratched the surface of the problem nationwide. In the public sector there are more than 75,000 governmental units. We are convinced that most, if not all, have sex-segregated workforces and discriminatorily low pay for jobs held primarily by women.

In every single study the vast majority of occupational classifications are filled 70 percent or more by one sex. A majority of jobs are usually filled exclusively by one sex.

The relationship between a sex-segregated workforce and low pay for women is undeniable. For example, in the State of Florida, 75 percent of the jobs are filled 70 percent or more by persons of the same sex and over half of the women work in but 20 job

titles. Half the women, but only one-fourth of the men, are in the lowest eight pay grades. Similar patterns were found in Chicago, Philadelphia, Los Angeles, Maryland, Sioux City, Iowa and the Reading, Pennsylvania school district.

We challenge any public employer to show us a workforce that is not rigidly sex-segregated and that does not have women workers over-represented at the bottom of the pay scale.

CSEA is planning a pilot program to document the pay equity problem in local jurisdictions in the state. We hope to develop models for dealing with the pay equity issue that can be used by staff representatives in helping their locals in the fight for pay equity.

Documenting the problem is but the first step. It is always our hope that employers will join with us in rectifying the sex-based wage discrimination. Where this is not the case, our union has not hesitated to file sex discrimination charges with the EEOC. Last May, Nassau County Local 830 became the eighth AFSCME affiliate to have EEOC charges pending against a public employer.

Sex-based wage discrimination is illegal under Title VII of the Civil Rights Act. Work force segregation, low pay for women workers and the systematic undervaluation of jobs filled predominantly by women are the ingredients of a Title VII case.

In the State of Washington AFSCME is pursuing a major lawsuit against the state which will be tried this summer. The state itself has documented in five separate job evaluation studies over the last 10 years that jobs filled 70 percent or more by women pay on the average 20 percent less than jobs filled 70 percent or more by men where the skill, effort and responsibility are equivalent. Yet the state has failed to correct the situation.

A favorable decision in the Washington case should go a long way toward convincing recalcitrant employers that sex-based wage discrimination is, indeed, illegal.

In conclusion, our union at the state level and nationally will continue to press for justice for underpaid women workers — at the bargaining table and in the courts.

### Nassau County Local 830's Rita Wallace:

## 'We will not be content until all workers are fairly paid for the work they do'

Members of CSEA Local 830 perceived that inequities existed in Nassau County employment. We realized that documentation was necessary. With the assistance of AFSCME, we prepared the report "The Wages of Inequality" which you have been provided.

I would like to highlight some of the findings of the report.

- Women constitute 56 percent of all employees in the lowest 14 salary grades, but they account for almost 90 percent of employees in salary grades 1, 2 and 3.
- One-third of all women workers are in these three lowest salary grades, while only 5 percent of all male employees are in the three lowest salary grades.
- Sixty-four percent of the female employees, but only 37 percent of the male employees, earned \$18,528 or less as of August 1982.
- Eighty-four percent of the 671 occupational classifications accounting for over 90 percent of employment are dominated by one sex.

The report also provides comparisons of the qualifications and responsibilities between specific male-dominated and female-dominated jobs. They provide a strong indica-

tion that Nassau County underpays women's jobs. For example, laborer I, a male-dominated job with minimal skill and education requirements entailing routine and repetitive duties, is placed in pay grade 5, while clerk stenographer I, a female-dominated job requiring a test for proficiency in typing and dictation, is placed in pay grade 4.

Because the county has refused to acknowledge the problem and has stonewalled on the issues, CSEA, Local 1000, AFSCME and several individuals filed sex discrimination charges with the Equal Employment Opportunity Commission (EEOC).

We hope by this action to make it clear to Nassau County that we consider pay equity to be a serious issue.

CSEA remains willing to work with the county to address the issues raised in the report and the charges. Should this cooperation not be forthcoming we are prepared to pursue the charges in the federal courts.

Nassau County is only the beginning. Our local represents other units of government within Nassau County. We will not be content until all workers we represent are fairly paid for the work they do.





'Pay equity for working women is emerging as the economic issue of the 1980s.'

## Pay Equity—The Wages of Equality

By Winn Newman

A dozen roses. A box of candy. Or lunch at a nice restaurant. That's the traditional way to show "appreciation" for the work of America's clerical employees during National Secretaries Week.

For Georgie Zylanz, a clerical employee with the Connecticut Department of Motor Vehicles, and for millions of other working women, it's not enough. Mrs. Zylanz has worked for the state for 23 years. She performs the work of a title examiner. In fact, Mrs. Zylanz trained a man for the higher-paying position. She says that she's doing the exact job as her male colleagues, yet she makes \$5,000 less annually.

This year, instead of roses and candy, clerical employees and other workers in traditional "women's jobs" are voicing some new demands—"pay equity," "comparable worth," or "equal pay for work of comparable value."

Increasingly, the force of the law—and the strength of America's labor movement—stands behind the demand of working women for economic justice.

Nothing sums up the problems of working women as well as a few facts:

**Fact:** More than half of all U.S. adult women—43 million, or 52% of all women aged 16 and older—are working outside the home.

**Fact:** Women remain concentrated in "traditional women's jobs," such as clerical and secretarial work and jobs in health care, retail sales, domestic work, and other service occupations.

**Fact:** Because of the low pay scales in predominantly female jobs, the average working woman earns only 59¢ for every dollar earned by the average working man.

Whatever you call it, pay equity for working women is emerging as the economic issue of the 1980's. The American people—women and also men—are beginning to understand that there is more to undoing discrimination than merely implementing the principle of "equal pay for equal work."

Because most jobs continue to be segregated by sex, the Equal Pay Act of 1963 is not sufficient for eliminating wage discrimination against working women. That's be-

cause women workers are shunted into jobs with low pay, little recognition, and few opportunities for career advancement. The Equal Pay Act applies only to those instances where women and men are paid differently for performing the same work. It doesn't solve the problem of the underpayment of "traditional women's jobs," such as the clerk-typist, the nurse, and the librarian.

In recent years, working women have gone beyond the concept of "equal pay for equal work" to embrace the demand of "equal pay for work of comparable value." Working women are demanding the same pay as workers in predominantly male jobs for performing work that involves comparable levels of skill, stress, training, sensitivity, and effort. For instance, they are demanding that clerical jobs be re-evaluated to take into account the difficulty of typing, filing, taking shorthand, and operating complex office equipment, and that such jobs as nurse and librarian be recognized as learned professions.

Just as the historic U.S. Supreme Court decision of *Brown v Topeka* bolstered the struggle against racial segregation in education, so another historic Supreme Court decision recently encouraged the movement against sex discrimination in employment. In an historic decision, the case of *County of Washington v Gunther*, the Supreme Court opened the door for legal action by unions and working women's groups. The Court held that discrimination in pay on the basis of sex is illegal even if male and female employees are performing different jobs. The Court confirmed that it is illegal to pay "female" jobs less than "male" jobs because they are female, if the difference in pay is not justified by the difference in the required composite of skill, effort, responsibility and working conditions. The Courts have made clear that segregation and equality cannot coexist; discrimination in pay will be found wherever segregated "female" jobs continue to exist.

Legal action is only part of the struggle for pay equity. The million-member American Federation of State, County and Municipal Employees (AFSCME) has launched a campaign to win pay equity for the more

than 400,000 women it represents who work in state, local and federal governments and private non-profit community service agencies. This campaign for pay equity takes the form of state and federal legal actions, a special effort at the bargaining table, and picket lines when absolutely necessary.

Recently, the men and women in the city government of San Jose, California, walked the picket lines for nine days before winning an agreement by the city administration to put pay equity into practice. The strike by 1,500 AFSCME members in San Jose was settled only after the city created a special \$1.45 million fund to upgrade salaries for predominantly female jobs.

The San Jose strike was only one of many efforts AFSCME has made to make pay equity a fact of life in state and local government:

- In Los Angeles, AFSCME negotiated an agreement providing special 5-13% pay adjustments for many predominantly female clerical jobs in city government.
- In Illinois state government, AFSCME won an arbitration award providing special \$1,000 pay adjustments for women working in word processing centers.
- AFSCME has filed legal actions charging the states of Connecticut, Washington, Hawaii and Wisconsin and the cities of Los Angeles, Philadelphia, and Chicago with discrimination against their women employees.

From the courtrooms, to the bargaining tables, to the picket lines, America's working women are declaring that pay equity is an idea whose time has come. If you don't believe it, just look at the City of San Jose.

Winn Newman is Special Counsel for Women's and Minority Rights for the American Federation of State, County and Municipal Employees (AFSCME).

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# You may be eligible to convert part of your life insurance coverage

Certain CSEA members insured under the Basic Group Life Insurance Program are eligible to convert part of their coverage, without medical information, to an individual form of insurance with the Travelers Insurance Company.

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

Application must be made by Aug. 31, and the effective date of the converted insurance will be Nov. 1. Premium payments for the converted insurance will be made directly to Travelers Insurance Company.

Additional information on the conversion privilege may be obtained by returning the adjacent coupon.

CSEA  
Insurance Department  
33 Elk Street  
Albany, NY 12224

Please send me information concerning the conversion privilege for the CSEA Basic Group Life Insurance Program.

NAME: \_\_\_\_\_  
Last First Middle Initial Maiden

Home Address: \_\_\_\_\_  
Street City State Zip

Place of Employment: \_\_\_\_\_

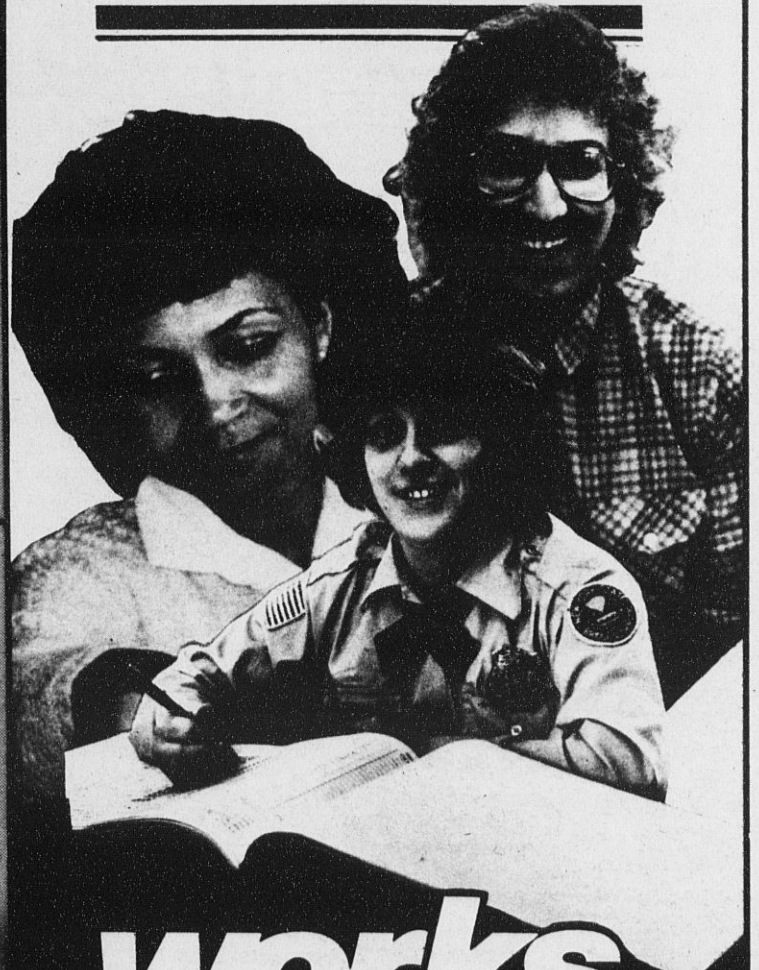
Social Security Number: \_\_\_\_\_

Sex: \_\_\_\_\_ Date of Birth: \_\_\_\_\_

**JANICE SCHAFF McGUINNESS,**  
Office Manager



**CSEA**



**works  
for  
us!**

“Yonkers School employees have social security, a guaranteed minimum wage, occupational health and safety protection, Employee Assistance Program, and medical, optical and prescription benefits because of our union.

“CSEA — a union that meets the ever changing needs of its membership.”

## Capital Region officers training seminar stressed leadership skills

ALBANY — More than 150 Capital Region officers spent a three-day weekend last month learning or reviewing officer roles and labor-management techniques.

The region's officers training workshop allowed newly-elected officers in several locals the opportunity to meet with other established leaders who were returning to office.

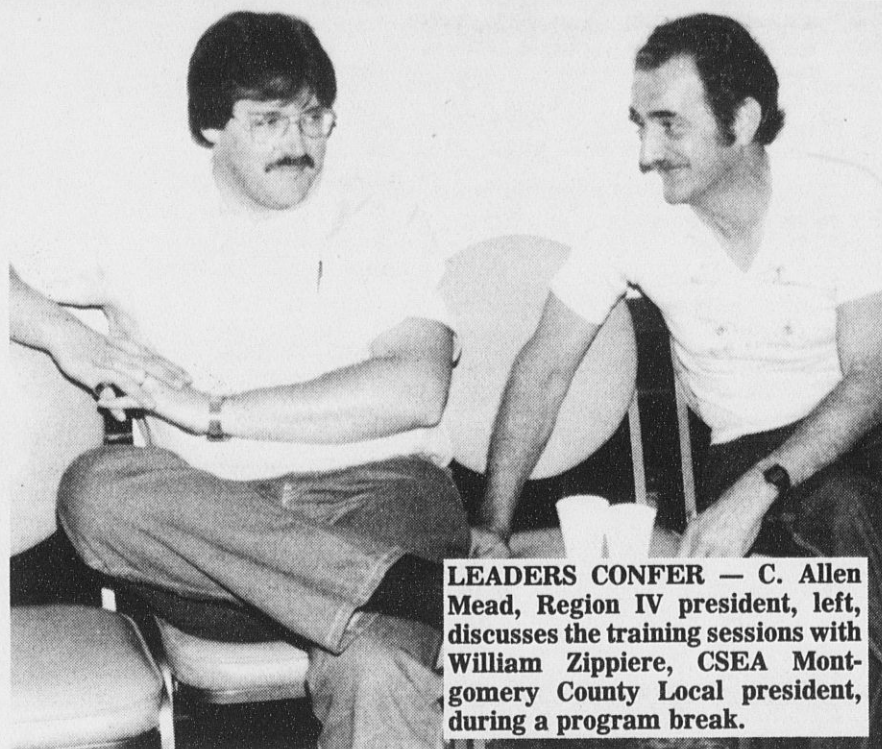
"We wanted to have this session early so we could avoid having a vacuum of leadership and direction during the summer months," C. Allen Mead, Region IV president, said.

The workshop opened with presentations on parliamentary procedure, the role of officers and the CSEA Constitution. The following day was filled with a general session on union structure, the steward system, the duty of fair representation, an introduction to leadership and labor-management relations.

The third day featured concurrent sessions on specific officer roles. The program ended with a general discussion.

"The theme of the workshop was teamwork, and for the most part, that concept did permeate the meeting," Betty Lennon, Region IV Education Committee chairwoman, reported.

"This gave the region an opportunity to establish new ties with new leaders and reestablish old ties with re-elected officers," noted Region Director John D. Corcoran. "It set the stage for the September annual meeting in Utica, which will stress leadership."



**LEADERS CONFER** — C. Allen Mead, Region IV president, left, discusses the training sessions with William Zippiere, CSEA Montgomery County Local president, during a program break.



**REVIEWING PLANS** — Betty Lennon, center, goes over the officers training schedule with Jerry Toomey, region treasurer, and Karen Messier of CSEA's Rensselaer County local.

## Legislative update

ALBANY — Here is an update on bills of special interest to CSEA members passed by the state Legislature and recently signed by Gov. Mario Cuomo.

- **AGENCY SHOP** Extended two years.

- **GUARANTEED HEARING** assures "due process" for employees accused of being incapable of performing job.

- **HURD SCHOOL AID**; \$57 million for small city school districts.

As previously reported, Cuomo has already signed:

- **TIER III PENSION PLAN IMPROVEMENTS**, especially elimination of the Social Security "offset."

- **WORKERS COMPENSATION PACKAGE INCREASE**; unemployment and disability benefits increased.

- **TEMPORARY PROMOTIONS PROTECTION**; contractual bonuses remain intact.

- **VIETNAM ERA CONFLICT DATES**; defining era as extending from Jan. 1, 1963 to May 7, 1975.

Cuomo has vetoed a bill which would have allowed Vietnam era veterans who are being treated for service connected disabilities at V.A. hospitals to go for that care without being charged leave credits.

## Deadline for withdrawal of Tier III contributions is Aug. 31; requirements clarified

ALBANY — The July 29 edition of The Public Sector had an article on page 9, headlined "Deadline for withdrawal of Tier III contributions is Aug. 31," which needs to be clarified.

Laid-off employees can apply to withdraw accumulated 3 percent contributions to the retirement system only if they resign. Resignations remove individuals from the preferred list as well as take away benefits they may be receiving while on preferred list status.

Any questions should be directed to the state Retirement System.

## 129 senior court reporters expected to receive windfall

ALBANY — CSEA Collective Bargaining Specialist Bob Guild expects 129 senior court reporters to share \$169,764 or \$1,316 each, in increments on Dec. 1.

What makes the increments unique is that the employees are already at the top of their salary grade and otherwise ineligible to receive them in 1982.

But the CSEA contract with the Unified Court System also provides that in such cases, if there is someone in the same job title (and in the same bargaining unit) making more money, then those earning less will receive an amount equal to an increment.

Recently, four senior court reporters in New York City were transferred into the CSEA statewide bargaining unit. Their salaries were higher than those of 129 people there who were previously the highest paid in that job title. Accordingly, the 129 will now receive the extra windfall on Dec. 1 which will be added to their annual salaries.

Only employees of the statewide bargaining unit are affected because the contract specifies not only the same job title but also same bargaining unit.

## New bill to benefit members who work with AIDS victims

ALBANY — CSEA members who work with victims of Acquired Immune Deficiency Syndrome (AIDS) will benefit from legislation recently signed by Governor Mario M. Cuomo.

The \$4.5 million research program includes \$600,000 to fund the work of the labor-management committee that has been set up to make sure workers who care for AIDS victims are safe.

The legislation also creates an AIDS Institute in the Department of Health to coordinate research into the mysterious illness.

CSEA Region II President Frances Dubose-Batiste joined with representatives of several groups to show support for the legislation at the bill signing.

Health Commissioner David Axelrod stressed that there is no evidence of casual contact transmitting AIDS. Homosexual males and intravenous drug users appear to have the greatest risk of contracting the disease.

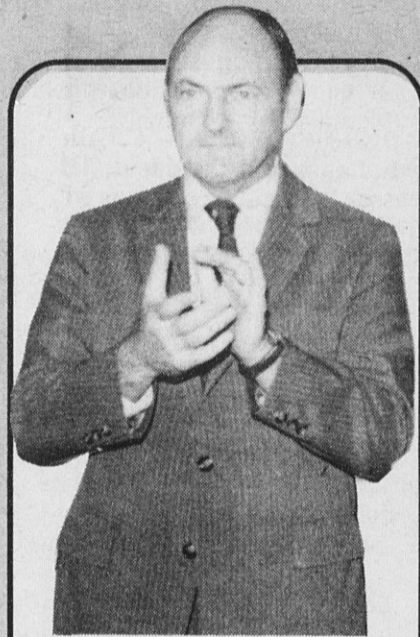
# Blatantly anti-union letter heats up organization drive for Buffalo agency workers

**BUFFALO** — A unionization campaign by CSEA to organize some 90 employees of the Buffalo Urban Renewal Agency shifted into the public spotlight when CSEA Region VI President Robert L. Lattimer recently told "The Buffalo News" a city official had undermined the employees' freedom of choice. The agency employees are the largest pocket of non-unionized workers in Buffalo City Hall.

Lattimer charged that a blatantly anti-union letter, signed by an agency official on stationary with the Mayor of Buffalo's name as agency head, was sent to agency employees. The letter urged employees who had previously signed union authorization cards to reconsider their action.

"It's ironic," Lattimer said, "that everyone professes to support Lech Walesa and the Solidarity Union in Poland, yet an official of the City of Buffalo is undermining the freedom of choice of an employee to participate or not participate in a democratic union

representation election." The letter told employees they get "virtually the same wage increases



**BUFFALO MAYOR James Griffin** — he condoned letter.

and fringe benefits" as unionized city workers. Most city hall employees are represented by AFSCME. It included a form letter that employees could sign and mail to the Public Employee Relations Board (PERB) to withdraw their signed authorization card.

"You may have, based on their representations to you, signed a CSEA authorization card to allow them to petition as your union. In the event you may have signed an authorization card, and have since changed your mind and wish to withdraw your authorization, we respectfully request that you sign the attached letter and mail as soon as possible," the letter said.

The letter was condoned by Mayor James Griffin in a phone conversation with Region President Lattimer. "I would not have believed it without hearing it from him myself," said Lattimer, noting the large labor union population in Buffalo.

PERB will count ballots for the representation election on Aug. 23.



**CSEA REGION VI President Robert L. Lattimer** — he deplored letter.



## An 11-year-old heroine

### She saves a life 'just trying to use what I had learned to help somebody'

**CLARENCE** — Genevieve Clark is talking proud about her 11-year-old granddaughter, as might be expected from a loving grandmother. But the former Region VI first vice president, and now a Local 903 retiree member, is proud of 11-year-old Kimberly Clark Elniskey's recent efforts that "probably saved a man's life."

Little Kimberly didn't even know the maneuver she directed others to use to dislodge a chicken bone that was caught in a restaurant patron's throat was called the Heimlich Maneuver. But that didn't stop the young lady, who had only learned the life-saving technique in school a few days earlier, from directing several adults in applying the maneuver.

Kimberly said she was too small to put her arms around the victim and squeeze with an upward motion near the diaphragm, but through her directions to others the maneuver succeeded in clearing the obstruction so that by the time a rescue squad ambulance arrived, the choking victim had been revived.

"I don't feel like a heroine," she said, as she was being congratulated by her grandmother and other family and friends. "I was just trying to use what I had learned to help somebody."

And a beaming Gen Clark, who for years helped save lives as a surgical nurse at Roswell Park Memorial Institute, says she is justifiably proud that Kim learned her lesson so well.

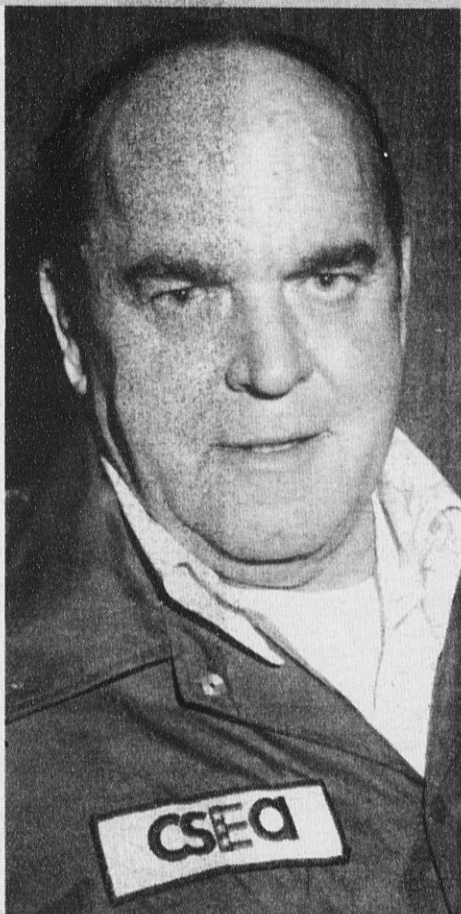
**GEN CLARK**, former CSEA Region VI vice president and now a member of retirees Local 903, demonstrates a Heimlich maneuver on her granddaughter, Kimberly, whose fast action in directing some adults on how to apply the maneuver is credited with possibly saving a life.

# MENTAL HYGIENE UNDERSTAFFING CRITICAL

(Continued from Page 1)

meals to the residents.

Living in these conditions residents are becoming bored and restless.



**'A pressure cooker . . . we're going to have something real bad happen here if we don't get more staff.'**  
— Local 426 President Harold Ryan

The result is an increase in violent behavior. Reports of attacks on CSEA members working in mental hygiene facilities are on the rise.

A typical case is reported by Local 415 President Alex Hogg at the Middletown Psychiatric Center. "A mental health therapy aide was kicked in the eye and chest by a client. It took five people to restrain the attacker. If the attack had not happened during a shift change the worker would have been alone."

CSEA members around the state are being denied vacation and working forced overtime to make up for the mismanagement on the part of the Cuomo administration.

CSEA Local 420 President Herman Parson says, at Rochester Psychiatric Center, " . . . staff shortages are so severe Mental Health

**' . . . The administration is cynically and callously keeping the staff levels too low . . . '**

Therapy Aides are being "mandated" to work 3 to 4 consecutive double shifts in order to keep units functioning."

Marie Menard, a CSEA member who works at the West Seneca Developmental Center, says the situation is "desperate."

"A pressure cooker" is how Local 426 President Harold Ryan describes the situation at the Wassaic Developmental Center. "We're going to have something real bad happen here if we don't get more staff," he adds.

Staff fatigue is reported by Local 418 President Joe Noya and Local 401 President Ernest Punter at Pilgrim State and Bronx Psychiatric Centers. Local 443 President Margaret Meaders of Manhattan Development Center sums it up simply, "We're burned out."

Bud Mulchy, President of Local 414 describes the situation at Marcy State Psychiatric Center as "massive shortage" of staff.

Mental Hygiene Board Representative Elaine Mootry says the impact on the clients is being kept to a minimum because the staff is "very dedicated and hard working."

## Union charges gov deliberately delayed appointing commissioners



ALBANY — The long delay in appointing commissioners in the Mental Hygiene agencies is one sign of the Cuomo Administration's neglect.

In testimony before a state senate committee, CSEA lobbyist James D. Featherstonhaugh accused the governor of deliberately leaving the commissioners' posts vacant until after the budget was in place. The lobbyist was testifying in support of the nomination of Dr. Steven E. Katz to be commissioner of Mental Health.

"Presented with the opportunity to perform surgery on the Office of Mental Health budget without the presence of a strong commissioner to defend patient and employee needs, the Division of the Budget has gone too far," Featherstonhaugh said.

The same scenario was played out with the Office of Mental Retardation and Developmental Disabilities which also found itself without a commissioner during the crucial budget preparation.

Governor Cuomo's staff cuts in mental hygiene have left CSEA members and the clients they care for in a dangerous situation.

Featherstonhaugh concluded, ". . . the Division of the Budget has savaged an agency whose sole purpose is to help those who cannot help themselves."

**CSEA LOBBYIST JAMES D. FEATHERSTONHAUGH — accuses the governor of deliberately leaving the commissioners' posts vacant until after the budget was in place.**

# SOLIDARITY CENTER

Information of interest to union members and all friends of Labor



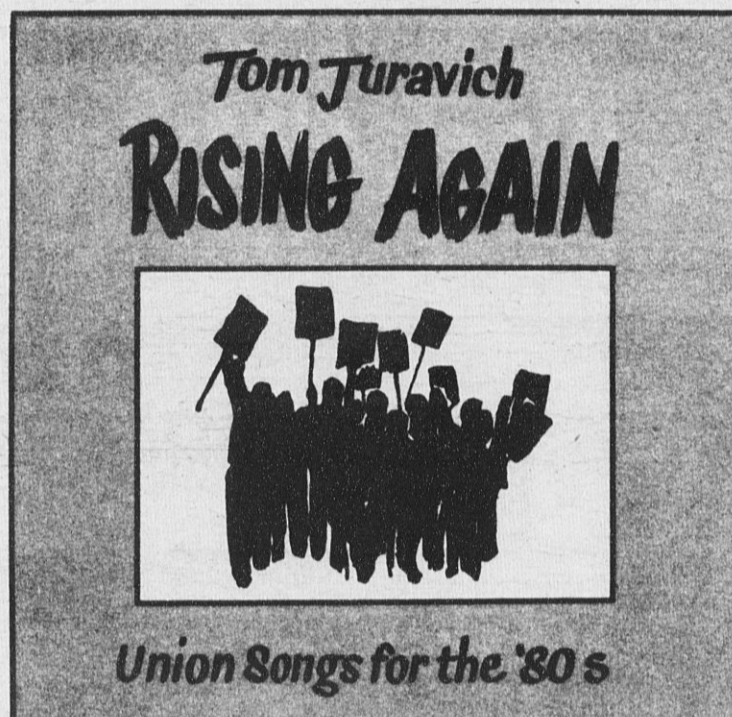
Tom Juravich came to public attention in the fall of 1981 when he recorded a song about union-busting attempts at Sterling Radiator in Westfield, Mass. The song was so well received that the U.A.W. decided to release a whole album by Juravich, its first in 20 years. "Rising Again" features a number of the old labor standards as well as a number of original songs about plant closings, advanced technology and the difficulties of being unemployed — the struggles of the '80s.

I can feel a spirit building  
Soft as a whisper but load as a roar  
And I can feel something a-stirring  
Like I never have before  
We've been quiet for too long my friends  
But the working folks of this country will rise again

from *RISE AGAIN*  
Tom Juravich

## UNITED AUTO WORKERS and UAW RECORDS

announce the release of their first record album in almost 20 years



Contains some of the old standards that the union movement was built on, like:  
*Solidarity Forever* and *Which Side Are You On?*

Also features songs about what working folks are facing in the '80s:

*Union Busting, Plant Closing, High Technology*

All songs for building **SOLIDARITY**

YES, I want \_\_\_\_\_ copies of Tom Juravich "Rising Again."  
Enclosed please find check or money order for \$ \_\_\_\_\_  
\$6.50 each (add \$1.00 for postage and handling)

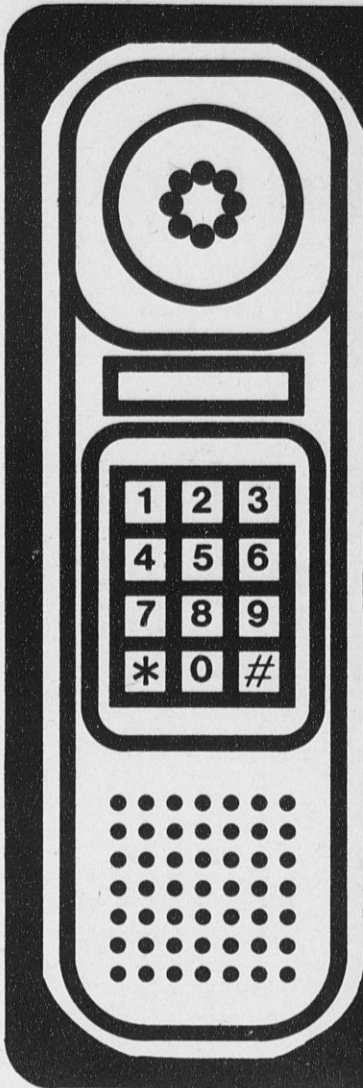
Name \_\_\_\_\_ Local \_\_\_\_\_

Street \_\_\_\_\_

City/State \_\_\_\_\_ Zip \_\_\_\_\_

Send to: Rising Again, UAW Region 9A, 111 South Road, P.O. Box 432, Farmington, Conn. 06032





## When you need help, pick up a telephone

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

As always, the initial contact should be with your shop steward and/or Local president. But help is right there also in your CSEA Regional Headquarters, or in one of the satellite offices. And of course CSEA's statewide headquarters in Albany is a wealth of information and assistance.

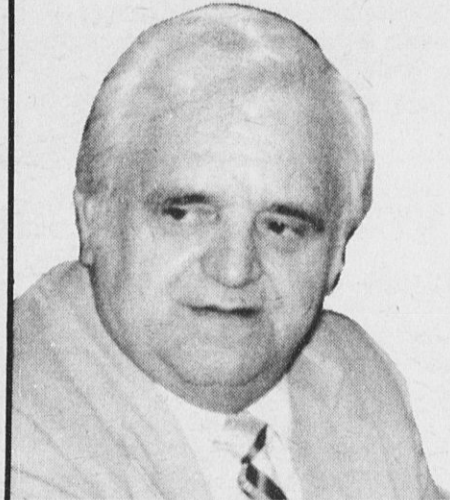
Save this page. You never know when you'll need to contact a union official. They're just a phone call away.



### STATEWIDE HEADQUARTERS

33 ELK STREET  
ALBANY, NEW YORK 12224

(518) 434-0191



**William L. McGowan**  
CSEA President

## CSEA REGIONAL OFFICES

### LONG ISLAND REGION I

Hauppauge Atrium Building  
300 Vanderbilt Motor Pkwy.  
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(516) 273-2280  
(516) 435-0962



### CAPITAL REGION IV

1215 Western Avenue  
Albany, N.Y. 12203  
(518) 489-5424



### METROPOLITAN REGION II

100 Church St.  
Room 1620  
New York, N.Y. 10007  
(212) 587-8200



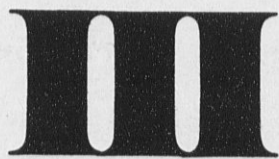
### CENTRAL REGION V

Suite 308  
290 Elwood David Road  
Liverpool, N.Y. 13088  
(315) 451-6330



### SOUTHERN REGION III

Rural Route 1  
Box 34  
Old Route 9  
Fishkill, N.Y. 12524  
(914) 896-8180



### WESTERN REGION VI

Cambridge Square  
4245 Union Road  
Cheektowaga, N.Y. 14225  
(716) 634-3540



## CSEA SATELLITE OFFICES

### BINGHAMTON SATELLITE OFFICE

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

### MAYVILLE SATELLITE OFFICE

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

### ROCHESTER SATELLITE OFFICE

C.M.C. Building  
3699 W. Henrietta Road  
Rochester, NY 14623  
716-334-7140

### UTICA SATELLITE OFFICE

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

### CANTON SATELLITE OFFICE

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

### PLATTSBURGH SATELLITE OFFICE

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

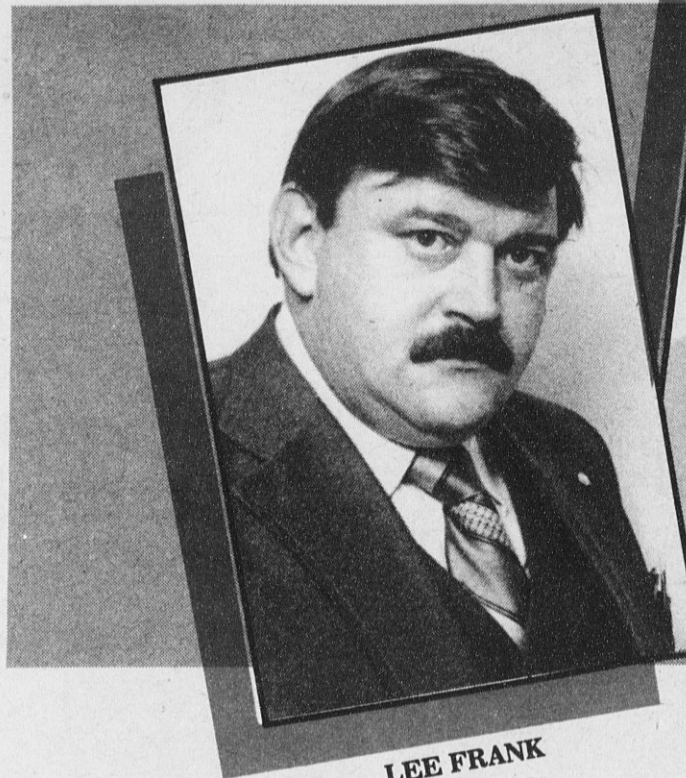
### WESTCHESTER SATELLITE OFFICE

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

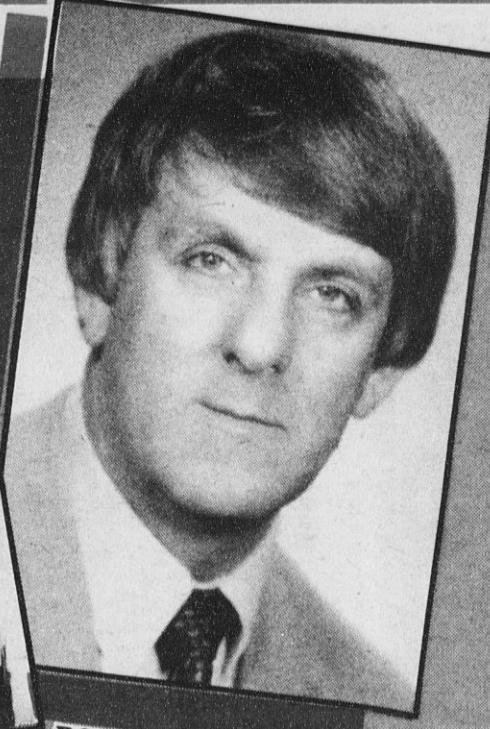
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# Western Region leaders, members celebrate PERB victory against contract imposition in Niagara County

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LEE FRANK



ROBERT LATTIMER

BUFFALO — A “great victory for public employees” is being celebrated in Region VI following the recent PERB ruling that reverses an imposed contract on the 865-member Niagara County White Collar CSEA unit.

Region President Robert Lattimer, Region Director Lee Frank and Local 832 President Richard McIntyre all hailed as “extremely gratifying” PERB’s order that directs Niagara County to restore all benefits that were taken away from employees in an August 1982 contract imposition.

“The Niagara County Legislature and their inept negotiator could have saved themselves a lot of grief by heeding our warning in 1982,” said Lattimer. “But they chose to be vindictive and it’s come back to haunt them.”

Recalling the bitter, 11-month struggle to negotiate a settlement, Frank said he looked forward to “negotiating on a more even keel now. The Niagara Legislature wanted to have it both ways, but this shows, in fairness, things don’t work that way. If they get a competent negotiator, I’m sure things will work out better in the future.”

“Fantastic,” was the way McIntyre described the PERB decision, which orders Niagara County to reimburse unit employees and CSEA for any loss or diminution of benefits, including interest on any sums

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**‘It took a year, but right prevailed’**

—Local 832 President  
**Richard McIntyre**

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owed to unit employees.

“It took a year, but right prevailed,” chirped McIntyre. “We now hope the county will accept the ruling and not try to appeal it, which could string it out even longer.”

McIntyre said his fellow unit members were “elated” by the decision, having looked forward to a favorable ruling since last year, when they were forced to pay more for Blue Cross and Blue Shield coverage, as well as “have their work schedule changed at the whim of the department head, with no overtime compensation” as a result of the contract imposition.

President Lattimer expressed hope that the ruling “will deter other public employers from stonewalling and bad-faith negotiations as a ploy from imposing unfair settlements on their employees.

“Because of Niagara County’s actions in attempting to impose such unfair terms on its employees, there will be a much-increased workload on union staff and officials to monitor this county, to insure that each employee is treated fairly.”

Field Representative Thomas B. Christy is compiling a list of items that were taken away from members in the expired pact that will be used to ensure their full restoration under the PERB order.

Recalling his and other union officials’ efforts to prevent a contract imposition by the Niagara County Legislature, Lattimer concluded, “I usually hate to say ‘I told you so,’ but in this case I don’t mind telling them.”

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**‘The county Legislature and their negotiator chose to be vindictive and it’s come back to haunt them’**

—Region VI President  
**Robert Lattimer**

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## PERB decision spurs improper practice charge by Wayne County employees unit

LYONS — A contract recently imposed on the Wayne County Employees Unit of Local 859 by the Board of Supervisors will be the basis for an improper practice charge in light of a PERB ruling that prohibits public employers from imposing terms that delete previously negotiated benefits.

Local President Thomas Crowley, unhappy about the imposition, was heartened by the PERB decision that reversed a contract imposition in Niagara County.

“Take-aways affect all union members,” said Crowley, “and we were extremely disappointed that the county took this action after we had worked for nearly a year to reach a negotiated settlement.” Terms imposed on the 400-member unit include removal of a 10 percent night shift differential bonus, and replacement with 25 cents per hour for night work.

The imposed contract also removes seniority as a basis for vacation selection, and leaves such decision in the hands of the department head.

Overtime pay has been eliminated for employees who must work holidays and replaced with compensatory time off.

The county also eliminated one hour of daily overtime for highway department workers, who had worked a nine-hour day before the imposition.

In addition, the increments accrued by workers in their first four years have been abolished and replaced with an “experience rate.”

Also, CSEA must repay the county for time used by workers in negotiating their contract, under the terms of the imposition.

A pay raise was granted, but not under a traditional percentage formula. Grades 1 to 7 will receive \$600, grades 8 to 13 will receive \$756, and grades 14 and over will receive \$918, according to Crowley.

Region Director Lee Frank said he was confident that all take-away items will be restored by PERB.

# LONG ISLAND LINES LONG

HAUPPAUGE — Two weeks ago, CSEA President William L. McGowan declared publicly that many state agencies and some local governments are now so critically understaffed that the quality of service being delivered to the public is at unacceptable levels and deteriorating rapidly.

And today that's exactly the case at state Department of Motor Vehicles offices throughout Long Island, says the president of Long Island State Employees CSEA Local 016.

Thomas Byrne says the public now waits two to three hours just to register a car or get a driver's license at Long Island DMV offices, and as a result tempers are growing shorter as the lines grow longer.

"There have been a number of cases of people being both verbally and physically abusive to DMV inspectors and other staff," says Byrne. "It's very possible that somebody may take a swing at you during the day. The lines are unusually long."

President McGowan called understaffing in DMV statewide "an impossible situation because of a 22 percent reduction in staff," requiring three workers to try to do the jobs of four.

CSEA says staff shortages throughout all levels of government must be corrected immediately before an already serious situation becomes explosive.



## State should park its plan to hike fees to use lots in Albany

ALBANY — The State of New York says it wants to charge state employees more than three-quarters of a million dollars more each year to park in lots operated or supervised by the State Office of General Services in Albany.

But CSEA says it is adamantly opposed to any parking fee increases and equally opposed to any plan that would expand parking fees for state workers to lots which do not now have any fees.

The State made its proposal in the form of an official proposal to reopen negotiations on parking fees in accordance with Article 17 in the current State / CSEA contracts covering state employees.

The State claims that its parking lot operations in Albany had a deficit of over \$641,000 in 1982-83 and projects the deficit at over \$740,000 in 1983-84 and over \$897,000 in 1984-85. In its reopening proposal letter, the State "proposes that employee parking charges be revised to generate adequate additional revenues to eliminate these deficits and maintain employee parking at a self-sustaining level."

OGS operates lots with 7,140 paid parking spaces throughout the downtown Albany area. Additional lots not operated by OGS provided an additional 10,543 spaces, 6,000 of those on the uptown Albany State Campus complex. The State says it wants to consider extending fees to those parking locations as well as increasing current parking fees elsewhere.

CSEA, remaining strongly against any fee hikes or expansion, has asked the state to provide more detailed reports on the spaces being utilized. The union says it believes that many parking spaces initially assigned to a union-represented worker end up being used by management personnel.