

AIDS:

the more you know, the less you have to fear

Acquired Immune Deficiency Syndrome. AIDS.

Unknown before 1979, today this still-puzzling disease spreads fear among the general population. And that generally unwarranted fear, says a high-level New York State AIDS Task Force, is one of the major problems associated with AIDS.

"Ignorance, fear and misinformation are threatening to overtake science and reason," the Task Force noted in its initial report to Gov. Mario Cuomo last month. The Task Force concluded "the risk to the general population appears now to be virtually nil . . ."

While researchers have not yet identified exactly what causes AIDS, all current medical information indicates that there is NO evidence that AIDS can be contracted through casual contact of any type. All medical evidence indicates that the syndrome IS spread from person to person through intimate sexual contact or through use of shared needles for injection of drugs.

AIDS is, of course, a major public health issue if not a major public health threat. As a result, special precautions are being taken based on what is either known or suspected about the syndrome.

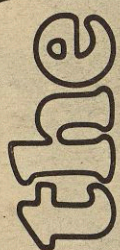
A large number of CSEA members and other public employees work in health care facilities, prisons, institutions and other areas where cases of AIDS have been identified. CSEA and other public employee unions are joining in establishing a special labor/management subcommittee of the State AIDS Task Force to deal with employee and union concerns about AIDS. The State Health Department has established guidelines and protocol for health care

workers, correctional employees, funeral directors and others who may come in contact with AIDS victims, and says it will respond to concerns expressed by others.

CSEA, too, is geared to receive the concerns of any of its members, at any work location, about AIDS. CSEA is encouraging members with specific concerns to relay them immediately to their local president, shop steward or CSEA field representative. The union, in turn, will direct the matter to the proper authorities for review.

AIDS almost exclusively affects a select "risk group" of potential victims by damaging the body's natural immune system, diminishing the victim's resistance to rare forms of cancer and infections. About 75% of all AIDS cases in the country involve homosexual or bisexual males. The remaining majority of cases involve individuals with a history of intravenous drug use. Other high risk groups have been identified as Haitians; persons with hemophilia; and prison inmates with past histories of intravenous drug use. Nearly 95% of all AIDS victims have been males, nearly all between the ages of 20 to 49. More than half of all the AIDS cases in the nation have been reported from New York State, nearly all of those from New York City.

As a public service to our members and to the populace in general, this issue of The Public Sector contains a 4-page pull-out section (pages 9-12) dealing with the subject of AIDS in depth. It contains the most current information from the State Department of Health and other sources about this debilitating and fatal disease. This section should be saved for future reference.



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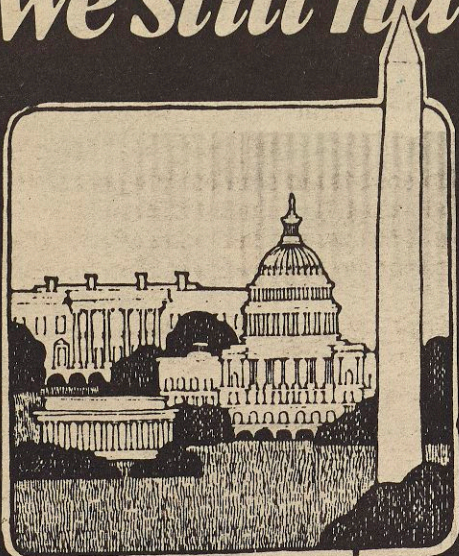
Friday, July 15, 1983

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. FOR DETAILS ABOUT THIS HISTORIC 20TH ANNIVERSARY MARCH ON WASHINGTON, SEE PAGE 20 OF THIS ISSUE OF THE PUBLIC SECTOR.



Unions fight feds funding study aimed at assisting closing of institutions

ALBANY — CSEA has joined AFSCME in strongly opposing federal funding of a study designed to assist 10 targeted states, including New York, in closing down mental health and retardation institutions.

The project, which would be funded by the Department of Health and Human Services and conducted by the University of Illinois at Chicago, would be a direct threat to the job security of institutional workers and could help wipe out 15,000 jobs nationwide over the next two years.

In a letter to Health and Human Services Secretary Margaret Heckler, CSEA President William L. McGowan stated that the proposal is not in the best interests of institutional residents, their families or institutional employees. He indicated that CSEA members would be advised against participating in any aspect of the program, if funded.

"We urge instead that discretionary funds be used to support projects that encourage labor/management cooperation and the establishment of a full range of institutional and

community services utilizing experienced state workers," McGowan wrote.

The federal funding proposal estimates the closure of 20-40 state institutions by 1985. States targeted for assistance include: New York, Arizona, Georgia, Arkansas, Michigan, Pennsylvania, Maryland and Ohio.

Technical assistance under the proposal would include reducing employee stress associated with planned closures and helping states select which institutions to close.

AFSCME President Gerald McEntee noted that the techniques which would be used to reduce "stress" among workers are similar to those employed by union-busting consultants who try to get employees to adjust to, rather than to change, adverse circumstances with respect to employment.

"Men and women whose careers are dedicated to the service of the mentally ill and retarded must be given the opportunity to provide care and services in community settings, with no worsening of position with respect to employment," McEntee said. "What they do not need is help in 'adjusting' to unemployment."

"Thirty-one years ago, I started working for New York State as a laboring deck hand on the Barge Canal and was paid a little over \$1,000 a year. It's true — I have the pay stubs to prove it.

"No, I didn't earn a lot of money, but I'm proud of my work record. I can honestly say I have given the State 31 good years of service.

"I've also earned an 'Outstanding Evaluation Award,' and quite a few of my ideas and suggestions have saved the State money.

"Looking back over those years, I remember the many contracts that CSEA fought for. Some were better than others, but they all helped to improve our wages and other job benefits."

**Henry Paul,
Welder**

CSEA



**works
for
us!**





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 — CSEA's Statewide Board of Directors met in Albany on June 16 and discussed a wide range of topics. In official actions, the Board:

- Approved amendments to the union's Financial Standards Code. Changes will include an addendum to assist Audit Committees.
- Authorized the President to execute a lease agreement for cards for Statewide Officers.
- Accepted a proposal to increase the fees for Regional Attorneys.
- Charged the Personnel Committee with creating a specially trained organizing task force to organize members in the private sector.
- Approved a motion that CSEA buy at least one day a week to cover the services of the chairpersons of the State and County Executive Committees.

• Created the position of Director of Safety/Health Maintenance and EAP, Level IV, and referred to the Budget Committee. Created the position of Communications Associate in the Region II Office, Grade 14, 16 or 18, to be funded by the present public relations position, Grade 21.

• Approved a motion that the filling of the position of Executive Director of CSEA be placed in the purview of the Personnel Committee and not entirely left in the hands of the President.

• Approved a motion to again make available envelopes for providing membership kits to new members.

• Questions by CSEA members concerning the union's Board of Directors should be directed to that member's Board Representative, 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.

Honors go to outstanding Niagara Co. employees ...

SIX STEWARDS in Niagara County Local 832 were recently given awards for their outstanding service to the membership. Here, Niagara County Employees Unit President Teresa McEvoy, left, congratulates five of them. From left to right are Sharon Seland, Gary D'Amico, Paula DiLiberto, Candy Saxon and Jan Allen. Also honored, but not pictured, was Betty Pasquale.



... and to top Mental Health employees

ALBANY — When the Office of Mental Health held its annual Outstanding Employee Recognition Day program in June, 16 CSEA members were among those employees honored.

Selected by their peers for outstanding service in 1982, the individuals were cited for "remarkable dedication, devotion and loyalty in the performance of their mission of service to the mentally ill.

Recipients of the honors included: Evelyn

Rogalavich, Binghamton PC; Charles Cernosky, Central Islip PC; Louise Albro, Elmira PC; Janet Parker, Gowanda PC; Henry A. DeSormier Jr., Harlem Valley PC; Erik Lane, Hudson River PC; Helen Ignatovich, Kings Park PC; Cordelia Greene, Manhattan PC; Shirley and Arthur Grebeldinger, Mid-Hudson PC; Marva Strong, Rochester PC; Susan Witherspoon, Rockland PC; Patricia Gallagher, St. Lawrence PC; Sammie Brown, South Beath PC; Catherine Wilkins, Willard PC; and Marilyn Smiley, Central Office.

Two therapy aides win arbitration awards

\$2,500 and a promotion at Adam D.C.

PERRYSBURG — An arbitrator has awarded \$2,500 in back pay and a promotion to a mental hygiene therapy aide who was passed over for a position as a community residence assistant director.

CSEA's Legal Assistance Program went to bat for Betty Ackley, a state worker for 19 years, to secure her seniority rights. A member of J.N. Adam Developmental Center Local 400, Ackley won a promotion from a grade 9 to a grade 11.

The award, based on a grievance dating back to April 1980, upholds the CSEA-state contract, which gives the seniority of employees, along with other requisite abilities, prime importance in promotions.

Field Representative Mark Higgins says he and Grievance Chairman Dana Tietz believe the Ackley award sets a positive precedent for similar cases where members have been unjustly bypassed for promotions.

Exoneration, reinstatement at West Seneca

WEST SENECA — An arbitrator has ordered that Charles Hagmire, a mental hygiene therapy aide at the West Seneca Developmental Center, be reinstated to his position with full back pay following his exoneration of misconduct charges.

Hagmire represents many employees at mental health facilities who, though innocent of such charges, are suspended as if guilty until proven innocent, says Field Representative Vince Sicari.

"Here was a case of a vindictive patient making unfounded charges against his caretaker because he wasn't allowed to partake in his regular recreational activities," said Sicari. "And, though he was innocent, he still had to suffer suspension from his job and questions in the minds of the public. This undermines public confidence in public employees even though they are performing their jobs with the greatest of devotion."

Hagmire, a three-year therapy aide at the West Seneca facility is a member of Local 427.

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THE RECORD CRITIC DECIDING HOW TO PLAY IT.



Four positions open in union's expanded computer dept.

ALBANY — CSEA is currently expanding its Computer Services Department and is seeking candidates to fill four positions. Opportunities exist for:

- **Systems analyst** — Candidate will be expected to apply EDP methods to departmental operations. Duties include designing systems specifications, evaluating proposals and assisting in implementing EDP policies and procedures. Will develop operations manual and assist/train staff in converting to EDP methods. Examples of other duties include preparing computer programming specifications and consulting with other departments in determining and justifying needs assessment.

Minimum qualifications include an associate's degree in data processing/computer science and three years experience in systems design and programming using COBOL, FORTRAN or PL/1 with at least one year's experience in systems analysis; or five years experience as above with at least three months of systems analysis work.

- **Supervisor of production control** — Supervisor will direct computer operations. Duties include daily scheduling, maintaining production levels and

quality control, and recommending measures to improve efficiency. Examples of other duties include maintaining tape library, preparing data security plans, ordering supplies and coordinating equipment maintenance.

Minimum qualifications include an associate's degree in data processing and four years experience in computer operations with at least one

CSEA Staff Openings

year in a supervisory capacity; or a satisfactory combination of education and experience, as above.

- **Computer programmer/analyst** — Candidate will perform programming and analytical work using EDP methods. Duties include defining system specifications as they pertain to departmental operations, designing machine-logic flowcharting, and programming of system specifications. Other examples of duties include documenting computer programs, integrating program modules, develop-

ing and enforcing programming and systems standards, and assisting with feasibility and cost comparison studies.

Minimum qualifications include an associate's degree in data processing/computer science and two years experience in programming using COBOL, FORTRAN Or PL/1 with at least six months experience in systems analysis work; or four years experience, as above, with at least six years of systems analysis work; or a satisfactory combination of education and experience, as above.

- **Data entry machine operator** — Duties include recording or verifying alphabetic and/or numeric data on tabulating cards, disks or tape. Related clerical work may be required.

Minimum qualifications include high school diploma and successful completion of accredited course(s) in data entry or keypunch operations, ability to key 150 characters/minute (test will be administered) and six months related work experience.

Interested candidates should send resume, specifying position applying for to: Personnel Director, 33 Elk St., Albany, N.Y. 12224, by Aug. 1.

Tarrytown cable channel to air Civil Service exam series

TARRYTOWN — Many CSEA members in Westchester County will be able to tune in their TV sets this summer to view the four-part series on how to improve their performance on Civil Service examinations.

The four-part series, produced by CSEA and the Governor's Office of Employee Relations, is being broadcast this summer by McLean Cable Associates on cable Channel 26. Based in Tarrytown, McLean Cable serves 17,000 households in Westchester County.

The programs are being repeated throughout July at 9:30 p.m. Tuesdays, 5:30 p.m. Fridays, and 10 a.m. Saturdays. In addition, the entire series will run from 10 a.m. to noon on Saturday, Aug. 6.

"The booklets that accompany the series are available at all Westchester libraries which have a Job Center, such as Ossining," explained McLean's program director, Emilie Spaulding. She added that they also hope to air the programs on the Peekskill cable system in the near future.

The television series focuses on test-taking attitudes, what to expect during an oral examination, and preparing for the math portion of Civil Service exams.

Videotapes of the series are also available for showings through CSEA regional offices throughout the state.

CSEA, Teamsters continue to clash in North Country

ALBANY — While Teamster Local 648 has withdrawn from two representational challenges against the Capital Region of CSEA in Essex County, Region IV is pushing forward with its challenge against Teamster Local 294 for the rights to represent 79 Washington County Highway Department employees.

"Our members were so vocal against the Teamster challenges — sending petitions against the elections to PERB and telling the Teamsters to get out, that the Teamsters withdrew before the informal conference," CSEA North Country Field Representative Charles Scott reported.

"Our members know the difference between the job we do for them and the job the Teamsters do to public employees," John McAlonan, Essex County president, said.

Jim Coley, AFSCME International union representative, who has been working in the Washington County CSEA effort, was delighted with the news of the Teamster withdrawal in Essex County. "So far our informational campaign has been well received by the Washington County workers and this bit of news may help the workers see the light," he said.

PERB has mailed 79 ballots to the Washington County workers. The count is scheduled for July 20 at PERB's Albany office.

Leo Hope new retirees director

ALBANY — Leo Hope has been named by CSEA President William L. McGowan to direct the union's Retirees Department.

He will succeed Tom Gilmartin, who retired June 30 after nine years with the department. Hope had served as Gilmartin's administrative assistant since 1981.

The new director expects to "follow in Tom's footsteps" and says his priority will be "to serve the members." He plans to continue emphasizing political action "and to lobby for the needs of our ever-increasing older population."

A former clerk of the Rensselaer County Legislature, Hope, 60, was a CSEA member for 20 years until his retirement from the public sector in 1980.



LEO HOPE

Landmark PERB decision rules for wage increase without contract

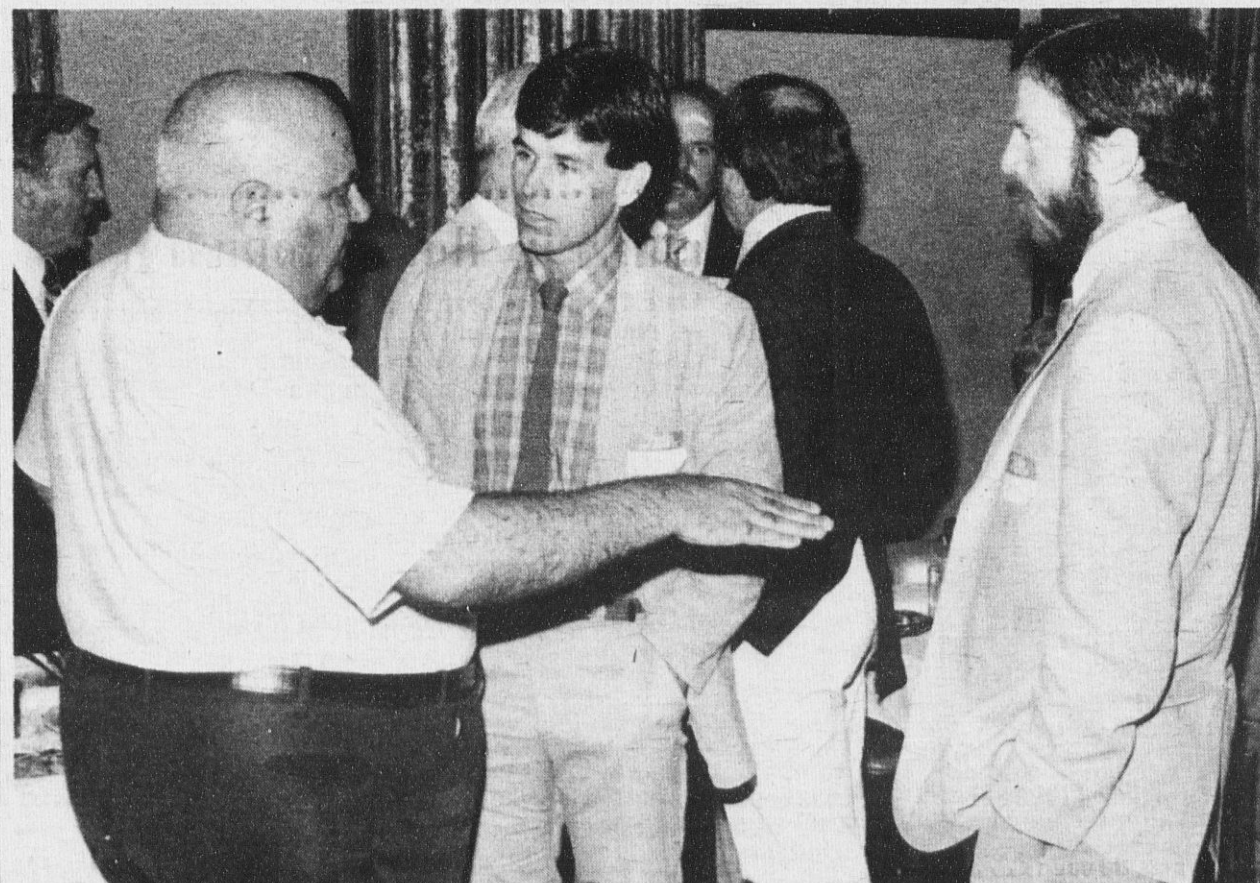
ALBANY — Negotiated salary increments cannot be withheld after a contract expires, says the Public Employment Relations Board in a landmark decision based on the Triborough Law.

Triborough, passed in the spring of 1982, was a long-time CSEA legislative goal. It requires public employers to continue the terms and conditions of employment when a contract expires until a new agreement can be negotiated.

In the case at hand, PERB ruled that the Cobleskill Central School District should have paid salary steps due teachers even though they were working without a contract.

The unanimous board decision upheld an earlier hearing officer's ruling. Meanwhile, in a related matter, CSEA is still awaiting a PERB decision in a Niagara County case involving the impact of Triborough when terms and conditions of employment are changed by legislative imposition.

Legislative Breakfast in Dutchess, Ulster Counties



CSEA MEMBERS FROM Dutchess and Ulster Counties met in New Paltz recently at a legislative breakfast sponsored by the Region III Political Action Committee. Dutchess County Legislative Chairman Joseph Poillucci and other elected officials discussed their positions on such issues as Tier III, agency shop and communications during contract negotiations.

Pictured here are some who attended the event. Assemblyman Lawrence Bennett of Newburgh, at left in photo above left, talks with Region III PAC Chairman C. Scott Daniels. Above, Dutchess County Executive Lucille Pattison, left, who announced her plans to seek re-election, meets with Dutchess County unit President Mary Rich. In background is Unit President Anthony Fatterino. In photo at left, Daniel Alfonso, chairman of the Ulster County Legislature Ways and Means Committee, talks with Ulster County Unit President Sean Egan, center, and Ulster County Labor-Management Committee Chairman Mark Knudson.

Eastchester employees approve new agreement

EASTCHESTER — Employees here will be getting 7 percent pay raises each of the two years of a new contract approved by members and the town board. The agreement is retroactive to Jan. 1.

In addition, workers and their families are now eligible for an improved dental plan.

Highway and sanitation department employees may now take vacation at any time during the year upon advance notice. Three sets of new uniforms will be ordered within 30 days of the signing of the contract for employees of building, grounds and parks, and library maintenance. Building, grounds and park department workers will also now be able to collect overtime.

Employees called in to work will be paid from the time they are called if they report and are ready to work within 30 minutes of the call.

Two hours paid rest period is available for employees required to put in 16 consecutive hours of work. Disciplinary procedures have been improved.

Upon retirement, town employees will receive payment for half of their unused sick leave or 75 days, whichever is less.

Field Representative Larry Sparber credits the work of the negotiating committee with coming up with the contract. The committee consisted of Dennis Mariani, Jane Finegan, Joan Pinto, Stanley Moore, Joseph Luciano and George Mastrobuono.

The 130 members of the unit are part of Westchester Local 860.

New education director named



SALLY BOUTON

ALBANY — Sally Bouton, an education and training specialist employed by the union since 1982, has been appointed CSEA's new director of education and training by CSEA President William L. McGowan. She succeeds Tom Quimby, who now serves as director of CSEA's Labor Education Action Program (LEAP).

Prior to working at CSEA, Bouton was self-employed as a training and development consultant. She is also a former director of Training and Human Resources Development for the Mohawk Pathways Girl Scouts Council, Schenectady.

A graduate of St. Francis College, Biddeford, Maine, Bouton studied educational psychology at the College of St. Rose, Albany, and has also done post-graduate work at Russell Sage College and the University of Southern Maine.

Fort Schuyler ceremonies



LOCAL 014 INSTALLATION — Officers of Fort Schuyler Local 014 were recently installed by CSEA Statewide Secretary Irene Carr in Utica. Front left to right are Carol Alexander, secretary; Peg Rivers, treasurer; Carr; Ed Lavin, president; John Eramo, first vice president; Janet Sloan, third vice president, and Chris Poccia, second vice president.



SPECIAL AWARDS — Ed Lavin, president of CSEA Local 014, took the opportunity to combine two ceremonies in one evening by presenting special awards after the formal installation of new local officers. Shown displaying their certificates for state service at the recent gathering in Utica are, left to right, Lois Minozzi, 25 years; Mary C. Myers, 24 years; and Phyllis Bowe, 24 years.

Members rally in Watertown

WATERTOWN — Calling it a demonstration of public employee strength and unity, more than 120 county, state and local school employees represented by CSEA recently joined City of Watertown workers in a mass rally against city management. They were provoked by the city's refusal to begin "meaningful" negotiations and failure to budget any salary increases.

According to Roger Kane, CSEA collective bargaining specialist and chief negotiator for 225 city employees in the unit, the July 11 rally at city hall "sent a message" to the city manager.

CSEA members from as far as Syracuse joined fellow members on the informational picket line for more than an hour prior to a scheduled Watertown City Council meeting. The protesters then proceeded into the council chamber to hear Kane address the council.

"City of Watertown employees are not going to sit by while the city manager refuses to bargain in good faith, and remain silent while a council they helped to elect refuses to budget long overdue salary increases" said Kane in his address. "We were forced to accept an imposed settlement the last time, and indications are the city council is looking that way again. We want you (the council) to know here and now that we have drawn the battle lines."

"Watertown is paying the city manager more than \$46,000 per year to manage affairs that include contract negotiations with city employees" he continued. He appears to have totally ignored every reasonable overture we have made to get on with serious negotiations. He did not consider city employees in the budget, and he does not seem to care about them now. Election time is only a few months away and perhaps these ignored employees will have something to say in the voting booths."

CSEA Region V President Jim Moore also made a special pre-rally visit to Watertown to add regional support to the drive for a contract.

At an impromptu morning press conference near city hall, Moore, along with unit and local officials, repeated the complaint that city employees are underpaid and there is mismanagement at the highest level of city government.

Moore cited the fact that CSEA officials have proposed ways for the city to save up to \$225,000 by changing insurance carriers for major medical insurance with a recommendation that the savings be used for employee salary increases.

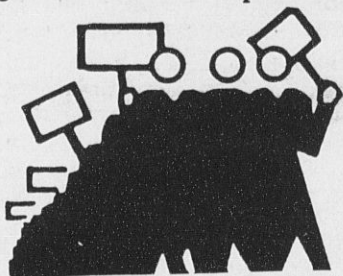
According to Kane, the next step in negotiations is a meeting with the PERB mediator to consider the declared impasse filed by CSEA.

Anti-labor senators back bill proposing harsh penalties for striking workers

S. 462 would overturn Hobbs Act; unionists urged to send letters of protest

Anti-labor forces are once again mounting a direct attack on the rights of working families. With the help of friendly members of Congress, they are trying to undermine unions and the collective bargaining process.

These anti-labor forces are backing a bill, S. 462, sponsored by Senator Charles Grassley of Iowa. The legislation would make it easy to put union members in federal prison when they exercise their right to walk the picket line.



Specifically, the Grassley bill would subject workers involved in picket line disputes to federal prison sentences of up to 12 years and \$250,000 in fines if they are involved in a picket line dispute where violence occurs or is threatened.

S. 462 would overturn a 1973 U.S. Supreme Court ruling on the Hobbs Act, the federal statute passed in the 1940's as an anti-racketeering measure. Anti-labor zealots wanted to use this law to threaten union members. They went so far as to ask the courts to declare self-defense on the picket line as "extortion."

The Supreme Court turned back this anti-worker tactic. In 1973, the Court ruled (*Enmons v. U.S.*) that

the Hobbs Act does not "put the Federal Government in the business of policing the orderly conduct of strikes." Supporters of S. 462 want to overturn that decision. They would put the federal government in the business of policing strikes — but only on the side of employers.

Under S. 462, an employer or a strikebreaker and a striking worker can commit the same offense but be treated far differently. The employer or strikebreaker would be prosecuted for violating a state law, but the striker would face federal prosecution for "extortion." The penalties facing the striking worker will be far more severe than those facing the employer or strikebreaker.

There is no reason that an altercation on a picket line should be treated any differently than one that occurs in a parking lot. Union members are currently subject to the same laws as all other citizens.



If there is a picket line disturbance, it is subject to state and local laws. Those laws treat workers and employers alike. The Grassley bill would change this by subjecting workers to far harsher federal penalties.

Most labor disputes (96 percent of them, in fact) are settled without a strike. When a union member marches today, it is because all other ways of making his or her point have been exhausted. While strikes are often characterized by high emotions, labor leaders at all levels have made it clear that violence by anybody on a picket line will not be condoned. The fact that the Federal Bureau of Investigation maintains no statistics on strike-related violence is strong evidence of the peaceful nature of most strikes.

But S. 462 would actually encourage violence as a strike-breaking tactic by employers. Strikebreakers who threaten or harm workers would be let off with only light penalties under the bill.

The injustice of this proposal is clear. But its unfairness doesn't bother anti-labor forces and their right-wing allies in Congress. Their real concern isn't "violence." They want to stop workers from organiz-

ing and to stifle their efforts to get better wages and working conditions. That's why the prime backer of the Grassley bill is The National Right to Work Committee, which has mounted a major postcard campaign in the bill's support.

S. 462 is now before the Senate Judiciary Committee, which has several members with strong anti-labor voting records. These anti-labor senators support the bill because they see it as a direct assault on the rights of union

Send cards and letters to:

Sen. Daniel Patrick Moynihan
442 Russell Senate Office Bldg.
Washington, D.C. 20510

and
Sen. Alfonse D'Amato
321 Russell Senate Office Bldg.
Washington, D.C. 20510

members — rights to higher wages, better health care, greater job security, and better pensions.

A majority of the members of the Senate Judiciary Committee have yet to make up their minds on this issue. With that in mind, the labor movement is mounting a massive campaign to let them know how workers feel about S. 462. If the bill is reported out of Committee, it will come before the full Senate for a vote.

Send your Senators a postcard or letter today! Let them know that you oppose S. 462 as unfair and unnecessary. Anti-labor groups are going all out for this bill. It's time for workers to have their voices heard.

Annual Region VI PEOPLE picnic set

Buffalo — The TRAILSIDE Lodge of Letchworth State Park will be the site, and Aug. 6 at noon, the date and time of the annual Region VI PEOPLE picnic.

Sheila Brogan, region secretary and PEOPLE coordinator, invited members to "bring their family and friends to have lots of fun and benefit the PEOPLE cause at the same time."

Picnic games, prizes and food and beverages will highlight the event.

The \$10 ticket price for adults can be reduced to \$8 by making reservations with the Region VI office by July 29. Tickets for children aged 5 to 12 are \$3, with children under 5 years admitted free.

For more information, call Ramona Gallagher at the Region VI office, (716) 634-3540.

Officers' training

SYRACUSE — A Region V Officers' Training Program has been scheduled for July 22-23 at the Hotel Syracuse. It will be repeated Aug. 12-13.

When in Rome . . . don't forget to vote in your CSEA election!

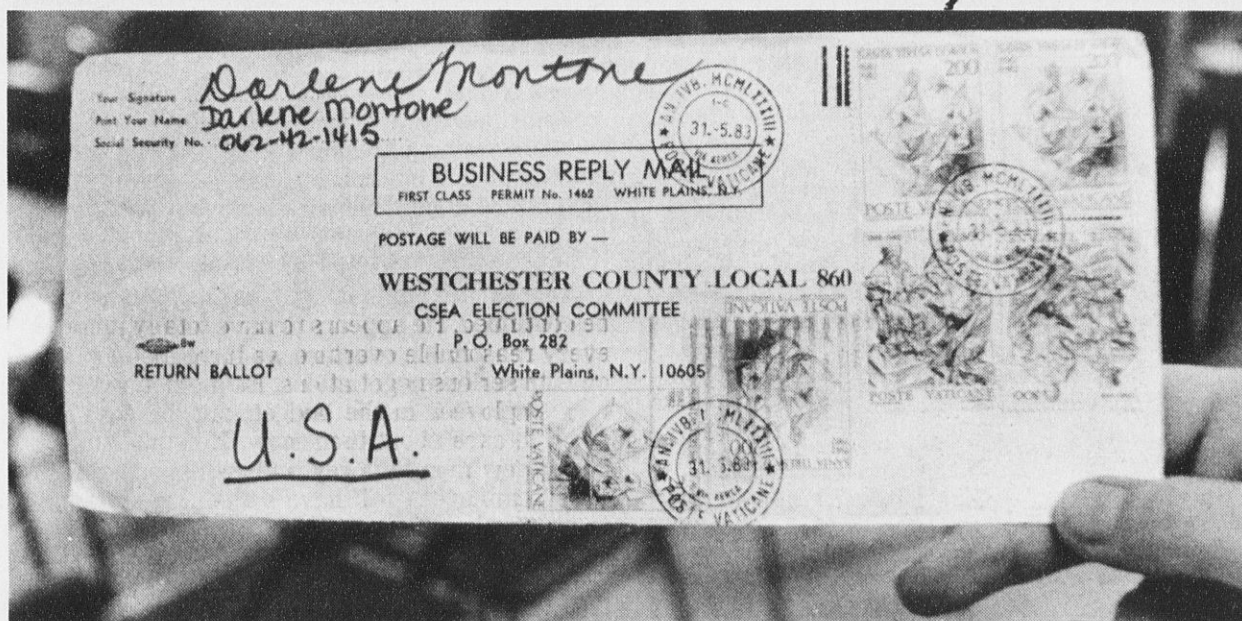
When Darlene Montone of Yonkers went on a vacation to Rome recently, one thing she didn't forget to pack was her ballot for a CSEA election.

Montone, a member of Westchester County Local 860, took time out from visiting the Vatican and other Roman sights to mail her ballot in the election for Local 860 officers and delegates.

A picture of the return ballot is shown here.

"It did arrive within the appropriate time frame, the 'secret ballot' envelope inside was removed and the ballot itself ultimately was counted," said Pat Mascioli, Local 860 president.

"The point of interest is, of course, the fact that she cared enough about voting in our election to mail her ballot from Rome while vacationing."



SOLIDARITY CENTER

Information of interest to union members and all friends of Labor

"Bread and Roses" is a cultural project of District 1199, National Union of Hospital and Health Care employees, RWDSU / AFL-CIO. It offers, at discount prices, books, records and posters to union members and friends of labor. Publications are ideally suited as training aids for educational programs, awards for union members or students, materials for distribution at conferences or workshops, gifts, office decorations or for your own use.

Here is a selection from the "Bread and Roses Bookshelf."

For your convenience, use the attached order blank.

BREAD AND ROSES BOOKSHELF

Fear at Work Job Blackmail, Labor, and the Environment

Richard Kazis and Richard L. Grossman

It's a myth that workers must sacrifice their jobs for clean environments and healthy workplaces. Employers and polluters don't want people to know the facts. They would rather scare us into believing the myth that we must choose between our jobs and our environment, between our economic well-being and our health. That's job blackmail.

Paperback.
\$10.95 Your price only \$8.95

Salute to Paul Robeson A Cultural Celebration of his 75th Birthday

"The artist must elect to fight for Freedom or for Slavery. I have made my choice. I had no alternative."

—Paul Robeson, 1937

Join Coretta King, Cesar Chavez, Harry Belafonte, Dizzy Gillespie, Pete Seeger, Alice Childress, Lillian Hellman, and thousands of other outstanding Americans and citizens of the world to celebrate Paul Robeson's 75th birthday. This profusely illustrated 8 1/2" x 11" paperback volume is a magnificent tribute to the man and a record of the occasion in 1973. A true collector's item for all Robeson fans.

Paperback.
\$9.95 Your price only \$7.50

Labor's Untold Story

Richard O. Boyer and Herbert M. Morais

The adventure story of the battles, betrayals, and victories of American working men and women.

Paperback.
\$5.95

Asbestos Alert Strategies for Occupational Health

Nicolas J. Kaufman

There are currently over 30 million tons of asbestos in place in over 3,000 commercial uses. It is estimated that this has exposed over 11 million workers in the past 40 years and that approximately 2 1/2 million still remain exposed. Past mortality studies indicate that over 40% of the most heavily exposed will die of asbestosis and cancer. This manual is intended to help identify workers who are exposed to asbestos today and to offer ways in which they can protect themselves.

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AIDS

The phenomenon of Acquired Immune Deficiency Syndrome (AIDS) now looms as a major public health issue. AIDS represents a major and immediate challenge to researchers trying to completely solve its puzzle. Meanwhile, fears continue to escalate, generating what the New York State Department of Health calls "unwarranted concerns among some New York residents that AIDS is a highly infectious disease, spreading through casual contact. . ." ALL AVAILABLE SCIENTIFIC DATA INDICATES THAT AIDS IS NOT SPREAD THROUGH CASUAL CONTACT, AND THAT IT DOES NOT POSE A SIGNIFICANT

RISK TO THE GENERAL PUBLIC, according to the Department of Health. Still, it is a serious health concern with many questions yet unanswered. In an effort to allay the fears and concerns of our union members in general, tens of thousands of whom work in prisons, institutions and health facilities where cases of AIDS have been identified, The Public Sector is publishing on the following several pages, as a public service the most accurate and current information available about the phenomenon called AIDS.

What is AIDS?

What is AIDS?

AIDS stands for Acquired Immune Deficiency Syndrome. It is a recently identified disorder in which the body's natural immune system is damaged, reducing the ability to fight off infections and disease. As a result, persons with AIDS may develop rare forms of cancer, pneumonia or other serious infections which generally don't affect healthy adults.

What causes AIDS?

The cause of AIDS is not yet known. Numerous medical schools and research institutes in the United States and in other countries are carrying out studies aimed at discovering the cause and potential cure for AIDS.

How is AIDS spread?

All current medical information indicates that AIDS is spread from person to person through *intimate sexual contact* or through use of *shared needles* for injection of drugs. There is no evidence that AIDS can be contracted through casual, nonsexual contact with a person who has AIDS.

There is *no evidence* that AIDS is spread by:

- sneezing, coughing or spitting;
- handshakes or other nonsexual physical contact;
- toilet seats, bathtubs or showers;
- utensils, dishes or linens used by an affected person;
- food prepared or served by an affected person;
- articles handled or worn by an affected person;
- being around an affected person, even on a daily basis over a long period of time.

What are the symptoms of AIDS?

What are the symptoms?

In its early stages, immune deficiency may not cause any symptoms. The symptoms that AIDS victims eventually develop are often related to other diseases or infections that attack them because of their inability to fight off infection.

These symptoms may include:

- extreme tiredness, sometimes combined with headache, dizziness or light-headedness;
- continued fever or night sweats;
- weight loss of more than 10 pounds which is not due to dieting or increased physical activity;
- swollen glands in the neck, armpits or groin;
- purple or discolored growths on the skin or the mucous membranes (inside the mouth, anus or nasal passages);
- heavy, continual dry cough that is not from smoking or that has lasted too long to be a cold or flu;
- continuing bouts of diarrhea;
- thrush, a thick whitish coating on the tongue or in the throat which may be accompanied by sore throat;
- unexplained bleeding from any body opening or from growths on the skin or mucous membranes; bruising more easily than usual;
- progressive shortness of breath.

Who is at risk of getting AIDS?

Sexually active male homosexuals and users of intravenous drugs run the greatest risk for AIDS. Approximately 75 percent of those who have developed AIDS are homosexual or bisexual men; 15-20 percent are admitted users of intravenous drugs such as heroin or cocaine. Some cases also have been found among Haitian immigrants and hemophiliacs.

Can AIDS be cured?

Can AIDS be cured?

At the present time there is no known treatment that can restore the body's immune system to normal once it has been damaged by AIDS. Treatment can be given for the various diseases and infections that attack AIDS victims, and many of these conditions can be cured. However, since the immune system remains damaged, a person with AIDS will continue to be at risk for other serious infections and cancers.

How can the risk of AIDS be reduced?

All information to date indicates that AIDS is spread by intimate sexual contact and by use of injectable drugs. Therefore, the risk of AIDS can be reduced by:

1. avoiding illicit drug use, especially IV drugs;
2. limiting the number of homosexual partners and avoiding sex with persons whose past history and health status are unknown.

Where can I get more information?

If you have further questions about AIDS, contact your doctor, health unit personnel or local health department, or write to:

York State Department of Health

Corning Tower
Empire State Plaza
Albany, N.Y. 12237

Excerpts from the booklet, "Facts About AIDS," published by



**New York State
Department of Health
David Axelrod, M.D.
Commissioner**

THIS 4-PAGE FEATURE ON AIDS IS DESIGNED AS A SPECIAL "PULL OUT" SECTION OF THE PUBLIC SECTOR. THE SECTION MAY BE EASILY REMOVED FROM THE REMAINDER OF THE EDITION AND SAVED FOR FUTURE REFERENCE.

- **NYS AIDS TASK FORCE ISSUES INITIAL REPORT . . .**
- **CSEA WINS DUTIES AGREEMENT AT STONY BROOK . . .**
- **HOW TO GET UP-TO-DATE DATA ON AIDS . . .**
- **GOVERNOR COMMENTS ON THE AIDS SITUATION . . .**

FACTS ABOUT AIDS

A NEW YORK STATE AIDS TASK FORCE, CHAIRED BY STATE COMMISSIONER OF HEALTH DAVID AXELROD, WAS APPOINTED BY GOV. MARIO CUOMO ON MAY 17. ON JUNE 21 THE TASK FORCE PRESENTED ITS INITIAL REPORT TO THE GOVERNOR. FOLLOWING ARE EXCERPTS FROM THAT REPORT.

Current Information About AIDS

During the past two years, a significantly increasing incidence of non-inherited immune suppression has appeared in the United States and to some extent in other countries. While the label Acquired Immune Deficiency Syndrome (AIDS) has been given to these cases, there is no definitive evidence that we are witnessing a single disease entity, with a common causative agent or etiology. Much of the current data, in fact, does not support the single disease concept.

Medical data

AIDS has been defined by the federal Centers for Disease Control (CDC) as the occurrence of specific, rare opportunistic infections or cancer in persons with no known cause for diminished resistance to these diseases. Unexplained combinations of prolonged fever, weight loss and swollen lymph glands may represent early forms or a mild variant of the syndrome.

Laboratory tests of AIDS victims indicate a significant reduction in the numbers of T helper lymphocytes (white blood corpuscles in the lymph glands) which are primarily responsible for cellular immunity. Lymphocytes of AIDS patients also show grossly depressed proliferation response to mitogens and antigens (foreign matter) in the blood stream.

It is noteworthy that the opportunistic diseases which affect AIDS patients are somewhat specific to the various "risk" groups. Homosexual and bisexual males tend to develop Kaposi's Sarcoma (a rare cancer), as the initial disease manifestation; intravenous (IV) drug user victims, Haitians and hemophiliacs most frequently develop Pneumocystis carinii pneumonia as the most virulent and fatal opportunistic infection. A few patients (approximately 10%) have developed both conditions.

The cause of AIDS is still unknown, although research is in progress at CDC and a number of medical centers across the U.S. Although all evidence indicates that the syndrome is not communicable through casual contact, it does appear in persons who have intimate sexual contact or who have experienced repeated intravenous injections. This phenomenon has led some researchers to speculate that the causative agent for AIDS

SPECIAL STATE TASK FORCE VIEWS AIDS AS A PUZZLE WITH SEVERAL PIECES STILL MISSING, BUT CONCLUDES RISK TO GENERAL POPULATION VIRTUALLY NIL

may be a virus similar to hepatitis B. Whether an infectious agent is actually involved has not been established.

Since the disease tends to affect specific groups and has not spread beyond these groups, some physical or environmental factor or factors common to the host (or victim) may be contributory or causatory to development of the syndrome. One hypothesis is that the immune system of AIDS victims may already be damaged or compromised in some way, thereby increasing certain individuals' susceptibility to the condition. We know, for example, that certain infections, including hepatitis B, are more common among IV drug users and active homosexuals than among the general population. A number of AIDS victims also had a previous history of sexually transmitted disease (including herpes, gonorrhea, etc.) and laboratory tests have confirmed antibodies in the blood for hepatitis B and cytomegalovirus (CMV) among many of these victims.

Epidemiologic data

The national case summary issued by the Centers for Disease Control reports that nearly 95% of AIDS victims have been male, with more than 90% between the ages of 20 and 49. Based presumably on case histories provided by the victims, CDC has allocated approximately 71% of AIDS cases to the homosexual or bisexual "risk" category, and 17% to the intravenous drug use "risk" group. Approximately 5% of national AIDS cases have been reported among Haitian immigrants. A few persons with hemophilia, who are receiving pooled factor VIII concentrate therapy, have been diagnosed as having AIDS. A small number of cases nationally which currently do not appear to fall within these four risk categories are under investigation by CDC and local health agencies.

AIDS cases presently are clustered in certain geographic areas, with 80% of cases concentrated in six metropolitan areas, primarily in New York and California. Approximately 50% of all AIDS cases have been reported from New York State. Nearly 90% of IV drug associated cases have been identified in the Northeastern U.S., primarily New York and New Jersey.

National incidence

Through May 18, 1983, 1,450 AIDS cases were confirmed nationally by CDC. Of these 558 had died, for a case fatality rate of 39%.

Of the 1,450 confirmed cases, 26% presented with Kaposi's Sarcoma (KS), 51% with Pneumocystis carinii pneumonia (PCP), 8% with both KS and PCP, and 15% with other opportunistic infections (OI) without KS or PCP.

Cases occurred in whites (57%), blacks (28%), Hispanics (14%). Major risk groups include homosexuals or bisexuals (71%), IV drug users

(17%) and Haitians (5%). Eighteen AIDS cases have been reported in hemophiliacs: 14 in the United States, 4 from overseas. CDC is also investigating 18 possible transfusion related cases.

New York State incidence

Through May 18, 1983, 700 or 48% of the total United States CDC reported AIDS cases were in New York State residents: 660 or 45% from New York City and 40 or 3% from Upstate New York.

Of the 40 upstate New York AIDS cases reported by CDC as of May 18, 1983, 21 occurred among inmates in State prisons. As of June 7, 1983, the State Health Department has reports of 36 confirmed AIDS cases among State prison inmates with 7 other possible cases under review. All evidence indicates that these inmates contracted AIDS prior to imprisonment. The syndrome is now thought to have an incubation period of up to two years and virtually all inmates with confirmed AIDS had a prior history of IV drug use in the New York City area prior to incarceration. New Jersey inmates with AIDS also have a history of drug use in New York City. New Jersey is the only other state reporting AIDS prison cases.

If the prison inmate cases are removed from the upstate case total, as appears more appropriate, it is evident that AIDS is not a major disease entity in New York outside of New York City.

Risk to the General Population

At the present time there is no evidence that AIDS represents a risk to the general population. As indicated by the national case data, only 5% of reported cases currently appear to fall outside of the identified "risk" categories. That percentage has held steady even as overall case reports climb.

These cases are still under study by CDC and state and local health personnel in an effort to discern potential risk factors. Some cases, initially reported "outside of the risk groups" have proven, upon further investigation, to fall within one of the risk categories.

It is noteworthy that not a single case of AIDS has been reported among health personnel, laboratory personnel or funeral directors. While some infection control precautions are now generally taken with AIDS patients' blood samples and body fluids, there was an approximate two year period before the syndrome was identified when AIDS patients' and laboratory specimens were handled in a routine manner.

Secondary cases, involving potential non-sexual transmission to household members or close companions of AIDS victims, have not been reported.

Based on all epidemiologic data to date, there is no evidence that AIDS is transmitted through casual contact, including:

- sneezing, coughing or spitting
- handshakes or other non-sexual physical contact
- toilet seats, bathtubs or showers
- utensils, dishes or linens used by an infected person
- food prepared or served by an infected person
- articles handled or worn by an infected person
- being around an infected person, even on a daily basis over a long period of time.

Blood Transfusion Risk

Following intensive evaluation of all data by a special AIDS task force appointed in 1983, the New York State Council on Human Blood and Transfusion Services concluded that the risk of developing AIDS from blood transfusions is remote and that adequate precautions to safeguard the blood supply to the maximum extent possible are being taken.

The following resolution was passed unanimously by the Council on June 8, 1983.

"Analysis of all the data collected to date has demonstrated no significant risk for recipients of blood or blood products for contracting the acquired immune deficiency syndrome (AIDS). Until further data now being accumulated can be evaluated, the added precaution being taken as a standard public health measure, is the voluntary exclusion of donors who are at high risk for exposure to AIDS. Evaluation of the laboratory tests currently available has failed to demonstrate that any one test or combination thereof has proven to be more effective than those measures already in place."

More than 12 million units of blood and blood components are administered to about 3 million people each year. There also are approximately 15,000 hemophiliacs in the U.S., each of whom has received frequent transfusions of pooled factor VIII, a blood clotting component which requires several thousand donors for each transfusion.

There have been 14 cases of AIDS reported among hemophiliacs in the U.S. and fewer than 10 additional cases which are currently under investigation for a possible link to blood transfusions. In only one case (a California infant with a platelet deficiency) was CDC able to identify an AIDS victim as a donor. The remainder of the blood acquired from this donor was administered to other recipients who did not develop AIDS. In

addition, it is impossible to rule out congenital immune deficiency or immune system defects in the case of an infant.

Risk Groups

The reason for AIDS incidence among specific groups is not known. Outlined below is the known information potentially relevant to AIDS case identification among the various "risk" groups.

Drug Users: Virtually all AIDS victims who report intravenous drug use are from the northeastern U.S., primarily New York City. It is presumed at this time, that AIDS among IV drug users is related to sharing or re-using dirty needles. It is of note, that the Office of Drug Abuse reports that there are known "shooting galleries" in the New York City area where drug injection paraphernalia may be rented and that such equipment is not discarded or disinfected after each use.

One research group has published a study indicating that children born to IV drug user AIDS victims may have contracted the syndrome. The researchers acknowledge that the diagnosis of AIDS in these children is not confirmed, and the congenital immune defects and deficiencies are sometimes present in young children. All children involved in this study developed symptoms of immune deficiency within the first two years of life, generally within the first year. This may indicate that the condition was congenital or that AIDS may be acquired simultaneously by the mother and child across the placenta during gestation or through blood comingling at the time of birth.

Homosexual & bi-sexual men: Nearly 75 percent of AIDS cases occur in young men (ages 20-40) who acknowledge homosexual or bi-sexual activity. These cases are clustered in big cities (New York, San Francisco, Miami, Los Angeles) where large gay communities exist and sexual contact among strangers is readily available. A large percentage of the homosexual and bi-sexual AIDS victims report multiple sexual contact in "gay bath houses" or other "gay pick-up" type facilities or clubs.

To date, there have been no reported cases of AIDS among known female homosexuals. The frequency and type of sexual activity engaged in by homosexual female partners differs from male homosexual behavior.

Haitians: Cases of AIDS have been identified among Haitian immigrants to the U.S. and also within the resident population in Haiti. The U.S. Public Health Service has epidemiologic investigators in Haiti attempting to determine whether AIDS cases there appear to represent the

**Call toll-free
800-342-AIDS
for current
data on AIDS**

The federal government has established a toll-free hotline to provide up-to-date information on AIDS. The toll-free number is 800-342-AIDS and is open between 8:30 a.m. and 5:30 p.m. daily. Public Health Service employees answer the calls and will make whatever referrals are necessary.

same syndrome, with similar "risk" factors to U.S. cases.

Tuberculosis and other infectious diseases are more widespread and less well-controlled in Haiti than in the U.S. The hypothesis has been made that the immune system of some Haitians may be compromised or "overloaded" by previous exposure to infectious agents.

Hemophiliacs: The fact that some hemophiliacs have developed AIDS has led to the concern that AIDS is transmitted through blood products. It is important to note that there are approximately 15,000 hemophiliacs in the U.S., yet only 14 cases of AIDS have been identified among this reported "high risk group." Hemophiliacs receive frequent transfusions of Factor VIII, a blood component derived from several thousand donors for each transfusion.

Blood clotting, like inflammation and wound healing, is part of the body's immune system response. Hemophiliacs, therefore, may be characterized as a group whose immune system is compromised by an inherited defect.

Preventive measures

Based upon all available data on AIDS, the following preventive measures appear prudent until the exact cause of the condition is identified.

1. Illicit drug use should be avoided, particularly intravenous drug use;
2. Sexually active homosexuals should be advised to limit the number of sexual partners and to avoid sexual contact with individuals whose past health history is not known.

STONY BROOK — A clear understanding of duties has been secured by the State University at Stony Brook CSEA Local 614 to protect housekeepers and cleaners at the University Hospital from infection from patients suffering from AIDS.

The agreement was announced by Charlie Sciafani, president of Local 614, after a meeting of a CSEA delegation with hospital supervisors.

Nursing staff will handle bodily fluids, which are considered the sole means of transmission of the epidemic disease, Acquired Immune Deficiency Syndrome.

Any CSEA personnel encountering any problem may report directly to the nursing supervisor for enforcement of the rule, Sciafani added.

The University Hospital has been caring for two to four victims of the strange new disease at all times in recent weeks, Sciafani said.

CSEA demanded clarification of existing rules governing disposal of hazardous wastes.

Sciafani conferred on the issue with Jim Cooney, CSEA Collective Bargaining Specialist for SUNY personnel, and a delegation was dispatched consisting of Sciafani, First Vice President Frank Celentano, Custodial Department Shop Steward Patricia Doyle, CSEA Field Representative Nick Pollicino and Region I Occupational Safety and Health Specialist Jim May.

Labor-management committee will address job-related concerns reported by workers

Public employees who believe that insufficient precautions are being taken in their work location to protect them from AIDS infection should immediately contact their CSEA Local president, shop steward or field representative.

That concern will immediately be relayed to CSEA headquarters in Albany, and given directly to a new labor-management subcommittee currently being formed within the state AIDS Task Force. That unique subcommittee is designed to provide the mechanism for addressing specific concerns about AIDS among state employees and their labor unions, including CSEA. All public employees unions will be represented on the subcommittee.

A spokesperson for the State Health Department last week said, "If workers on a given job site have specific concerns they should make them known and the health department will prepare a fact sheet and specific guidelines" concerning the situation.

Basically, the department will investigate whether a potential health hazard exists, and if so, issue guidelines to correct it. In general, the protocol for AIDS-related situations is identical to the infection control protocol currently in place for patients with hepatitis B.

CSEA is strongly encouraging all its members, state and local government, to report any concerns related to their work locations to their CSEA Local president, shop steward or union field representative.

**At Stony Brook;
an understanding
protecting the
employees from
AIDS exposure**

FACTS ABOUT AIDS

NO risk at all to blood donors, evidence shows

For the past 10 years, New York State employees have led the nation in the amount of blood given and the percentage of donors under the NYS Employees' Blood Program. That achievement was one reason why state employees recently received a 1983 Presidential Recognition Award for public service.

Now there is some concern that blood donations could decline sharply due to the AIDS scare. That's exactly what's happening at blood banks all across the country; blood donations are way down and officials believe it's largely because of the fear of AIDS.

Blood donors should not be concerned, according to the State Health Department. The department said all available medical information shows NO risk of AIDS to blood donors, and that persons who need blood transfusions should not be unduly concerned either.

"Throughout the recorded history of civilization, disease has been mankind's constant companion. One of our century's wisest and most profound scientists, the late Rene Dubos, reminded us that as we conquer one disease, invariably another, perhaps more complex malady comes along to take its place. Man and his environment are ever changing, and as these changes occur, so also does the nature of the human organism and its response and susceptibility to disease.

We need to bring this historical and statesmanlike perspective to the fear-ridden and often unreasoned dialogue that currently surrounds the immuno-suppressive disorder known as Acquired Immune Deficiency Syndrome, or AIDS.

Each new disease that is discovered brings with it not only public health concerns, but problems affecting the civil rights of those who are afflicted and their families. While we must do everything necessary to protect the general public and those health-care personnel and others charged with the care and custody of AIDS victims, we must not permit AIDS sufferers and their families to be subject to irrational and unscientific behavior born out of fear rather than fact."

—Gov. Mario Cuomo
June 21, 1983



For AIDS victims it's a life of isolation

By Barton Gellman
Washington Post

Bill, 33, a victim of AIDS in New York City, called an ambulance when his fever reached 105 degrees. The drivers balked at touching him.

At Bellevue Hospital, after waiting 12 hours in a filing room, he says, he was wheeled into a service elevator by a gloved and masked attendant who shouted, "AIDS patient — keep away." When Bill vomited in his isolation room, no one would clean up. Later, he was refused a bath.

that Bill, who asked that his last name not be published, typifies many AIDS victims: first stricken by a deadly and incurable illness, then shunned by friends and associates who fear that they will contract it through casual exposure. Scientists say such fears are unwarranted.

No one knows exactly what causes Acquired Immune Deficiency Syndrome, which suppresses the body's ability to defend against infection, but scientists say they have reason to believe that it is not transmitted by ordinary contact.

But because AIDS is new and in some ways

mysterious and because it nearly always has proved fatal within three or four years, its growth from obscure origins in 1979 to the "No. 1 priority" of the federal public health apparatus has brought outbreaks of panic. AIDS mainly strikes male homosexuals, intravenous drug users, Haitian-born residents of the United States and hemophiliacs.

Recent instances of concern involving AIDS include these:

- New York state's largest association of morticians

rium on embalming removed morticians lifted the moratorium.

- Three nurses at Valley Medical Center terminated, "according to refusing to treat an AIDS driver in New York reason."

- P

Prison inmates with AIDS may be housed in single hospital ward for treatment

Corrections Dept. lacks sufficient secure beds

ALBANY — State prison inmates suffering from AIDS may soon be housed in one hospital ward.

The New York City Hospital Corporation is searching for an appropriate facility, at the request of the Department of Corrections. The move comes partly in response to concerns raised by members of AFSCME Council 82 and CSEA who work in the prisons.

Dr. Raymond Broadus, the assistant commissioner for health services with the Department of Corrections says the ideal facility would be a New York city hospital.

Currently, the 19 inmates with confirmed cases of AIDS are housed in a variety of facilities. Eleven of them have been housed in six different hospitals in the New York city area, some are in ordinary prison clinics.

Many AIDS patients must be confined for a long period of time and according to Dr. Broadus the Department of Corrections just doesn't have enough secure isolation beds.

The current plan calls for a ward of 20 to 30 beds to house the long-term AIDS cases.

So far there is no timetable for implementing the plan. Once the Hospital Corporation recommends a facility the Department of Corrections must inspect it and decide on any security modifications that are needed.

Once the facility is established the transfer of any inmate/patient would have to be approved by a Correctional Services panel of physicians. That procedure is the same for any prisoner who is ill and must be transferred to a medical facility.

A light at the end of the negotiating tunnel for City of Beacon

BEACON — Things looked bleak for the 64 employees in this Southern Dutchess County city. Negotiations had been going on for nine months, yet with half of 1983 over, they did not have a contract with the city.

The City of Beacon's mayor and commissioners were crying poverty. A fact finder agreed with city officials and recommended that no wage increases be given. However, within a week, a contract was approved, and employees in Beacon will get a one-time bonus check for 1983 totaling \$800.

The one-year agreement was ratified by a vote of 46-2, the city council ratified the pact a week later. The union made a number of other gains in addition to \$800 payment.

There has been an increase in shift pay differential from 20 cents to 30 cents an hour. Workers will be allowed to accumulate unlimited sick days, and upon retirement or death, payment will be made on accruals up to 180 days.

Seven employees who are sewer plant maintenance workers will have wage increases of 58 cents an hour retroactive to Jan. 1. The meal allowance for all city employees has also been increased from \$2.50 to \$3.50.

"This agreement came about largely through the efforts of PERB's conciliator, John Looney, who brought our two sides together," says CSEA unit President Sandy Frost. He adds, "We're fairly pleased with the agreement, given the circumstances where a fact finder gave his opinion that no raises be given. The cooperation at this point in the bargaining process between CSEA and the city is obvious in this settlement. There were compromises on both sides, but we both realized the importance of having an agreement both sides could live with and avoid the necessity of having the city impose a settlement on us. I believe we have that kind of agreement."

Frost warns that CSEA will be watching the city's spending habits very carefully. "Negotiations on a 1984 contract will start in a few months. We're going to watch to make sure the city spends its money wisely. If they say they have no money, they are going to have to prove it. If the city starts spending money frivolously, we'll be there to remind them of their folly during the negotiating sessions."

Collective Bargaining Specialist John Naughter was chief negotiator for CSEA. Naughter says "the fine work done by the negotiating committee kept this unit together. There was a lot of pressure for CSEA to bend too far, but the committee held its ground, and under the circumstances, I think we fared pretty well."

The negotiating committee consisted of Frost, Helen Cahill, Dave Eraca, Kim McCollum, Sam Slinsky, Jr., Stanley Zmudzinski and Dave Tomlins.

New offices for Onondaga local



IT'S OFFICIAL — Onondaga County Local 834 officers pause for a group photo following the formal ceremony and opening of their new local offices in Syracuse. Newly installed were, front row, left to right, Rose Zimmerman, recording secretary; Sue Smith, executive vice-president; Sarah Soule, first vice-president. Second row: Region V President James Moore, installing officer; Pat Callahan, local president; Dale King, treasurer; Bruce Dickinson, second vice president. Third Row: Don Zimmerman, local representative. Dave Kennedy, 3rd vice president, was not present for photo session.

PROMOTIONAL EXAMS (State employees only)

FILING ENDS AUGUST 1, 1983

TITLE AND SALARY GRADE	DEPARTMENT	EXAM NO.
Associate Public Information Specialist G-23.....	IDP.....	36-903
Chief Clerk G-20.....		38003
Head Clerk G-15.....		37-996
Head Clerk (Personnel) G-15.....		37-997
Head Clerk (Purchase) G-15.....		37-998
Head File Clerk G-15.....		37-999
Head Mail and Supply Clerk G-15.....		38-000
Head Statistics Clerk G-16.....		38-001
Payroll Clerk IV G-18.....		38-002
Senior Public Information Specialist G-18.....		36-902
Associate Examiner of Municipal Affairs G-23.....	AUDIT & CONTROL.....	37-939
Principal Examiner of Municipal Affairs G-27.....		37-940
Associate Education Publications Editor G-23.....	EDUCATION.....	37-991
Senior Education Publications Editor G-18.....		37-990
Fish Culturist I G-11.....	ENCON.....	37-973
Fish Culturist II G-12.....		37-974
Fish Culturist III G-14.....		39-735
Fish Culturist IV G-16.....		39-736
Fish Culturist V G-21.....		39-737
Transportation Planning Aid I G-5.....	DOT.....	00-155
Administrative Services Manager II G-18.....	TAX & FINANCE.....	38-010
Chief Mail & Supply Clerk G-21.....		38-004

open competitive STATE JOB CALENDAR

FILING ENDS AUGUST 8, 1983

Title	Salary	Exam. No.
Education Publications Editor	\$17,694	25-972
Education Publications Editor, Assistant	28,772	25-974
Education Publications Editor, Senior	22,132	25-973
Housing Consumer Representative	17,894	25-957
Museum Publications Assistant	22,132	25-975
Public Information Specialist	17,694	25-230
Public Information Specialist, Senior	22,132	25-231
Public Information Specialist, Associate	28,772	25-232
Public Service Publications Editor	22,132	25-962
Transportation Planning Aide I	10,299	25-949
Chief of Developmental Center Treatment Services	47,221	28-513
Environmental Specialist (Cultural Resources)	22,132	28-523
Medical Conduct Investigator, Principal	32,020	28-533
Transportation Contracts Analyst	28,772	28-531
Transportation Contracts Analyst, Assistant	22,132	28-530
Coastal Development Specialist I (Planning)	17,694	80-071
Coastal Development Specialist II (Planning)	22,132	80-072

School unit goes to fact-finding

BURNT HILLS — The Burnt Hills-Ballston Lake School Unit of CSEA is going to fact-finding over two issues in its stalled negotiations with the Central School District's administration.

The two issues are a 1.5 percent difference between the parties in the salary increase item and an agency shop provision which would grandfather current non-members from its coverage.

Tim Peck, unit president, explained that the two items are very important to the union. "Our economic requests were not outlandish. The fact that we are so close economically speaks for itself. But we can't understand the district's reluctance to agree to an agency shop provision which retains the status quo for the current workforce."

PERB, The Public Employment Relations Board, will name a fact finder to the dispute shortly.

Balancing jobs and families:

● ● ●
**CWEP
forums
focus on
conflicts,
solutions**

ALBANY — Employer practices have not kept up with rapid changes in the workforce. The traditional family pattern (where adult males work to support wives and children) is no longer the norm. Single-parent and two wage-earner families have emerged as the way of the future while working mothers who have children under 6-years-old are the fastest growing segment of today's workforce.

"These changes," says a report issued by the New York State Council on Children and Families, "have occurred over such a relatively brief period that the workplace has not entirely adjusted to the changes." Current personnel practices were cited as "holdovers from the past developed on assumptions that no longer hold true."

Expectations regarding day care, for instance, have changed from the days when child care arrangements had to be made to conform to an inflexible work schedule.

To keep in touch with these realities, a series of forums on "Families and the Workplace" was sponsored by the Committee on the Work Environment and Productivity. Their purpose was to bring together employers, employees, unions and state policymakers to discuss changes that are occurring in families and to explore ways for lessening conflicts between work and family life.

Three of the sessions were held at public sector work sites in Albany at Wassaic Developmental Center recently.

The "Wassaic" forum centered on issues of local interest, namely employee assistance, youth development and retirement.

Ideas generated included setting up a consortium of Employee Assistance Programs to meet needs in both the public and private sectors, and using professional

talent at Wassaic to help the local school district with its chronic dropout problem.

The first of two sessions held in the state Capital was addressed by Karen Burstein, then-executive director of the state Consumer Protection Board and now head of the state Civil Service Commission.

'There has been a silent but pervasive revolution in families over the past 15 years and employers have not yet caught up to this.'

—Karen Burstein

She described various prejudices against women in the workplace, including the assumption that they will "go home" as soon as economic conditions improve. Burstein maintained that women in the workforce are here to stay. "There has been a silent but pervasive revolution in families over the past 15 years and employers have not yet caught up to this."

The second Albany forum focused on alternative work schedules, employee assistance programs, day care and retirement.

Ideas generated included staggered work hours, flexitime, compressed work weeks, affordable day care designed to serve changing family needs, and after-school care. The impact of retirement on the family was also noted, particularly strains which develop when one spouse retires while the other continues to pursue a career.

The common theme through all the forums was the need to create a more family-sensitive workplace in order to help today's worker balance job demands with family responsibilities.

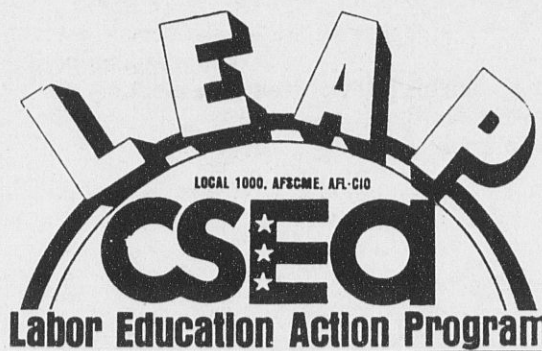
Here's how to apply for tuition-free courses

ALBANY — There has been an enthusiastic response to tuition-free courses being offered state employees this fall, according to the director of CSEA/LEAP, the Labor Education Action Program.

Tom Quimby says course announcements were mailed on June 28 to state training and personnel offices as well as to CSEA local presidents of the administrative, institutional and operational bargaining units. The LEAP office started receiving applications several days later.

To apply for a course, the following procedures should be followed:

- Obtain a CSEA/LEAP application for tuition free courses available at agency/facility personnel and training offices. CSEA local presidents also have a limited supply.
- Fill the form out completely and accurately, and mail it to the return address appearing in the upper left hand corner.
- Apply for only one course.
- Supervisors do not have to sign applications



unless authorization is needed to attend the courses during work hours.

- Mail completed application to CSEA/LEAP as soon as possible, but no later than July 25.

In a related matter, Quimby noted that a minor printing error exists on the application form, resulting from a rush to make the forms available on time. He said that item (8) on the form should

read "agency code listed in course booklet." Due to the printing error, part of that information actually appears to be part of item (9) on the form. He said applicants should disregard the misprint and simply list on item (8) the agency code as listed in the course booklet.

Applicants will be notified in mid-August if they are accepted for the course. They will also be expected to follow the school's regular registration procedures.

Anyone taking tuition-free courses is expected to attend all classes and complete required assignments. Those who drop out without legitimate cause may become ineligible for future participation.

CSEA/LEAP is a three-year project funded with state monies for employees of the administrative, institutional and operational bargaining units. Its purpose is to promote advancement through education and training.

The CSEA/LEAP office is located at 488 Broadway, Albany, N.Y. 12207. The telephone number is (518) 438-8151.



RETIREEES OFFICERS — Leo Hope, right, director of the CSEA Retirees Department, swears in new officers of the New York Metropolitan Retirees Local 910. From left to right are Mickey J. Cisek, treasurer; Anthony J. Vericella, third vice president; Salvatore Butero, first vice president; Solomon Bendet, president; Benjamin Lipkin, second vice president; Marie Robinson, recording secretary; and Ceil Malkin, corresponding secretary.

For Local 420's Bill Daniel 40 years of union activism is a process of freedom



BILL DANIEL, center, is flanked by Local 420 Secretary Wilma Hasser and Local 420 Executive Board member John Stinson during a retirement dinner honoring Daniel for 40 years of union services and the retirement of some 50 other employees at the Rochester Psychiatric Center.

ROCHESTER — After 40 years as a union activist, 20 as a CSEA member, Bill Daniel is retiring from state service as a mental hygiene therapy aide at the Rochester Psychiatric Center. "But I'll still be a union advocate and fight for unionism because I feel it is a process of freedom," the president of Local 420 stated at a retirement dinner which also honored 50 other employees.

Daniel feels his early awareness of unions, beginning when his father and uncles struggled to form a union at an Ohio paper mill in the thirties, helped me face the problems that confront CSEA members and all

public employees.

"I saw people beaten over the head for striking and picketing a plant," he recalled. "So I know how important it is to struggle and stand up for your beliefs. That's why I'm proud to have been a CSEA member, and I'll probably join the Rochester Retirees Local to stay active."

The outgoing president of Local 420 has also served as a union steward, election chairman and executive secretary and second vice president. He will be succeeded as Local 420 president by Herman Parsons.

Caloumeno appealing removal from presidency

ALBANY — Former Region II President George Caloumeno is appealing the Judicial Board decision that removed him from office in June.

The appeal goes to the statewide Board of Directors. A new Board meets on July 21 and a new Appeals Committee will be formed. Appeals Committee members will receive Caloumeno's appeal shortly after the committee is formed.

Caloumeno was removed from office by the Judicial Board in June for using over \$9,000 in union funds for his own benefit and improperly accepting an automobile purchased by Local 350.

Since the Judicial Board's decision, Caloumeno has launched a series of attacks against statewide officers and the law firm of Roemer and Featherstonhaugh, CSEA's counsel.

Statewide President William L. McGowan called the attacks "a vicious smear campaign aimed

at intimidating board members to influence the outcome of the appeal process."

"It will not work," President McGowan added. "The Judicial Board exercised its responsibilities

A federal judge this week denied a request by Caloumeno for a temporary restraining order. Caloumeno sought to be reinstated as Region II president while his appeal is proceeding.

in a fair and just manner and the Board of Directors will give Mr. Caloumeno a fair appeal."

Caloumeno has charged that President McGowan wanted to purge him for political reasons. President McGowan denied the charge, pointing out that the financial discrepancies which led to Caloumeno's removal turned up in a routine audit.

Caloumeno has charged Roemer and Featherstonhaugh with conflict of interest because they are minority stockholders in Medac, the firm that administers the Employee Benefit Fund's prescription drug program, and because they represent three firms that do business with CSEA.

"There is no validity to these charges," President McGowan said. The law firm's dealings with its other clients and the stock ownership were all fully disclosed.

The firm does not represent its other clients in direct dealings with CSEA and the lawyers had no role in the bidding by which Medac won the EBF contract.

President McGowan added that the contract with Medac will save the fund approximately \$300,000 over two years.

DOT workers up-in-arms over proposal to change work hours

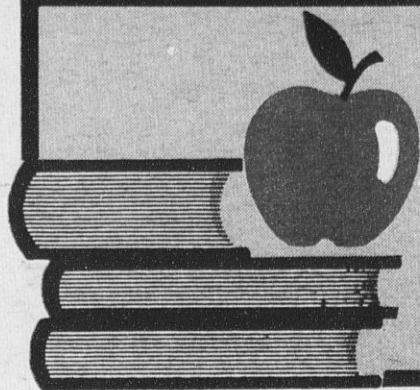
ALBANY — A proposal by the new commissioner of the Department of Transportation has angered main office DOT workers and is spreading to all DOT regional offices.

DOT Commissioner James L. Larocca wants to establish a single, seven and one-half hour work day for all DOT main office and regional office workers, and abolish the staggered hours the workers have enjoyed for the past several years.

Cries of outrage and anger arose from the rank and file workers while the involved unions quickly sought to discuss the adverse implications of such a move with the new top man.

"Between the Barge Canal layoffs and this, the department could not have done more to unite the workers into one beehive of activity," CSEA DOT Board Representative Joan Tobin said, describing the overwhelming support the workers have been showing CSEA in both situations.

"We have already met with the commissioner and assistant commissioners and plan to continue discussion of his proposal and all of its ramifications. As long as we are talking, we will not take any adverse action against the department. But we want this issue resolved soon so that our members are not adversely affected in any manner."



CSEA Scholarship Winners



Presentations of the \$500 CSEA Scholarship Awards for the 1983-84 season were held last month. Pictured here are available photos of the winners. Eighteen awards, three in each of the union's six regions, were given to eligible high school seniors who are the dependents of CSEA members. Each year the union awards the scholarships to help students and parents meet the spiraling costs of higher education.



LONG ISLAND REGION I

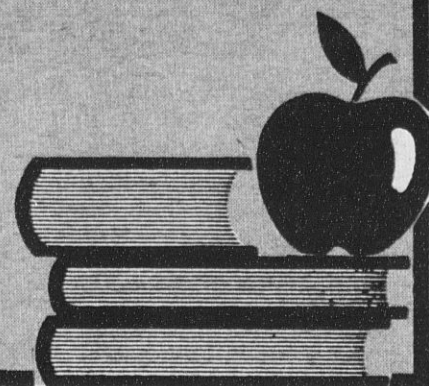
REGIONAL PRESIDENT DANNY DONOHUE hands a scholarship award to Daphne Woodard. From left to right are Erika Woodard, Daphne's sister; Donohue; Daphne; Mary and Charles Woodard, her parents; and sister Zena. Not available for photo were winners Susan Boruch and Michael Glasser.



SOUTHERN REGION III

WESTCHESTER LOCAL 860 PRESIDENT PAT MASCIOLI, left, congratulates the three recipients of the scholarships at an awards ceremony in the Region III satellite office in White Plains. The students are, left to right, Barbara Helen Schwartz of White Plains, Tina DuBose of Yonkers and Dawn Marie Albano of Eastchester. Also on hand for the ceremony was Regional Director Thomas J. Luposello, right.





CAPITAL REGION IV

REGIONAL PRESIDENT C. ALLEN MEAD is pictured with the three CSEA scholarship winners. From left to right are Teri-Jo Crouse, Patricia Ann Hoffman and Timothy F. Morgan.

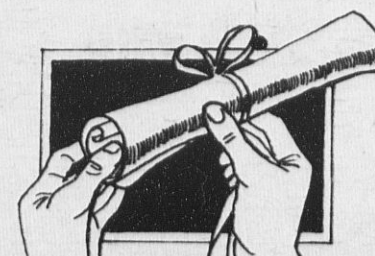
CENTRAL REGION V

REGION V VICE PRESIDENT Ralph Young, center, is obviously pleased to present CSEA awards and scholarship checks to two of three winners at CSEA offices in Utica. Taking part in the presentation were, left to right, Gordon and Beverly Fike and their daughter, winner Linda Jo, of Ilion; and Lorraine Oprimolla with parents, Joyce and Robert, of Treadwell. A third regional winner, Marlene Brown of Antwerp, could not attend the presentation ceremony, but will receive her awards at a later date.



WESTERN REGION VI

REGION VI PRESIDENT ROBERT L. LATTIMER is pictured at an awards luncheon with winning students, left to right, Cort Anastasio, Robert David Garrick and Sharon Wagner.



It may be time to check your membership status

ALBANY — Are you sure you're a member of CSEA?

If you've left the state payroll and have returned from an approved leave of absence, been transferred or promoted, you should have been restored to your previous CSEA membership.

"But despite at least two Audit and Control directives instructing payroll sources to carry over CSEA members as members instead of mere agency shop fee payers, we understand that some agencies are not following through properly on this," said CSEA Acting Executive Director Jack Carey.

"People may assume they're still members in good standing and then suddenly find they're not eligible for some of the benefits of membership,

such as the right to vote, hold union office or take advantage of some of the insurance offerings."

Membership status can easily be determined by looking at the three-digit code on state paycheck stubs; a deduction coded 201 identifies CSEA membership dues, while 212 is for agency shop fees.

"We don't think the problem is widespread," Carey stated. "If you've been incorrectly listed as an agency shop fee payer, you should promptly notify your personnel office and get it straightened out."

"But if a local thinks there's an on-going problem at a payroll source, we urge that it be brought to our attention so that we can work to have it remedied."



Info Days draw many in Albany

ALBANY — Two CSEA Information Days held recently at the State Office Building Campus here drew large noontime crowds. More than 20 tables featuring employee programs or benefits sponsored or negotiated by the union were set up under a large tent on Campus grounds. "Our members had a chance to see their union and its various programs on display," said Capital Region IV President C. Allen Mead.

Pictured above are some of the Info Day people and events. Starting clockwise from top left: OSHA Representative Angela DeVito answers an employee's question; CSEA Executive Vice President Joseph E. McDermott signs a petition against the reduction of personnel and maintenance on the State Barge Canal System; Political Action Committee Chairman Joseph Conway, CWEP Representative Brian Ruff and Capital Region President C. Allen Mead confer; and DOT Board Representative Joan Tobin is interviewed by WTEN-TV in Albany about the Barge Canal petition drive.

AFSCME wins representation vote in California

The biggest union-representation victory in recent years was tallied this week among employees of the University of California system, with AFSCME winning the right to represent some 30,000 university employees.

Clerical, patient-care and service employees who work at the university's nine campuses voted overwhelmingly for AFSCME in an election conducted by the state's Public Employment Relations Board.

AFSCME represents a million public employees nationwide of which approximately 75,000 are university employees. (CSEA, which is AFSCME Local 1,000, affiliated in 1981.) AFSCME President Gerald W. McEntee called the California win "the nation's biggest union-election victory since 1981, when AFSCME won the right to represent 23,000 employees of the State of Florida." McEntee said the election results represented "an important victory for AFSCME, and a big step forward for University of California employees."

The AFSCME victory comprised three units. In the clerical unit, with 19,352 employees, the vote was 5,975 for AFSCME and 5,255 for no representation; in the service unit which covers 6,286 maintenance employees, the vote was 2,854 for AFSCME and 921 no representation; and in the patient-care technical unit with 4,093 employees (lab workers, aides, licensed vocational nurses), the vote was 1,678 for AFSCME and 812 for no representation.

AFSCME California Director Vernon Watkins said that "with the talk of budget cuts affecting the UC system, employees know they must have representation if they are to be treated as a priority."

The representation victory, which makes AFSCME the pre-eminent union in California higher education, came despite a multi-million dollar campaign by university administrators to convince UC employees that they should not vote for union representation.

"This win signals the beginning of an intensive nationwide effort by AFSCME to organize significant numbers of unorganized public employees," McEntee declared. "Fears of budget cuts brought on by Reaganomics are fueling intense interest in union organizing by state and local government employees."



Training program for treasurers expanded

ALBANY — Statewide Treasurer Barbara Fauser views last month's election of officers by approximately 1,300 locals and units from a special perspective.



BARBARA FAUSER

"What I think about are the 1,300 treasurers who must be trained within 90 days of taking office," she explained. "But with our recently expanded program of training for both newly-elected and re-elected local and unit treasurers, I'm confident we can prepare these important officers for their positions of trust and great responsibility."

This spring, CSEA's Statewide Board of Directors authorized two separate training programs for treasurers. The certification course, taught by CSEA Headquarters staff, is designed for new treasurers. Recertification is a shorter program for previously certified treasurers. Regional treasurers will conduct the recertification programs, which are also subject to the 90-day limit outlined in the CSEA Constitution.

"We're trying to make it as convenient as possible for each and every treasurer to attend one of these important training sessions," Fauser said. "So far, we've pinned down dates for certification seminars in four regions, and we should be able to announce the rest in the next issue of *The Public Sector*."

Information on training for recertification is available from regional treasurers.

Certification training sessions, which take about four hours, cover CSEA's Financial Standards Code, as well as required union and government reports. They also deal with such issues as expenses, investments and record keeping.

Emphasizing the heavy responsibilities of CSEA treasurers, Fauser said, "CSEA members have a right to know how their dues are being used at every level of the union, and they have a right to expect union funds are properly safeguarded."

"As someone who has performed the duties of local, regional and now statewide treasurer, I'm well aware that keeping financial records that meet the requirements of our Constitution as

well as the law means a tremendous amount of time-consuming paperwork. And many men and women elected to these offices have not had previous training that would equip them for this role."

Treasurer Fauser added that chairpersons of Audit and Budget Committees are also urged to attend the treasurers training sessions.

"I have long stressed the important role of these committees," she said. "Audit Committee guidelines have now been incorporated into CSEA's Financial Standards Code, one of the commitments I made when I took office."

She added that the updated Financial Standards Code booklets will be available at the treasurers training seminars and may also be obtained from region offices.

Training schedule

New treasurers can attend certification seminars as follows:

- Region I, 9:30 a.m., July 23, Sheraton, Hauppauge.
- Regions II and III, to be announced.
- Region IV, 9 a.m., July 17, Thruway House, Albany.
- Region V, 9:30 a.m., July 23 and Aug. 12, both at the Hotel Syracuse.
- Region VI, (time to be announced), Sept. 10, Buffalo Convention Center.

Some of these seminars will be conducted as part of regional workshops scheduled for the summer.

Information on recertification training is available from regional treasurers. In some cases, recertification programs are being conducted on the same day as certification programs.

Pawling School District ratifies 2-year contract



NEW AGREEMENT — Dorothy Osborn, left, president of the Pawling School District unit, Marilyn Brannigan, center, superintendent of

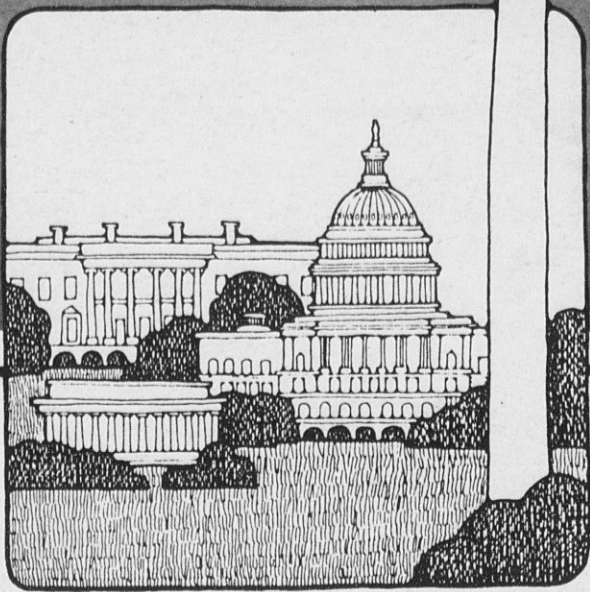
schools, and CSEA Field Representative Dianne Campion go over the new Pawling School District contract.

PAWLING — School district employees here in Eastern Dutchess County have a new two-year agreement ratified a week before the start of the school's new fiscal year.

Each year of the contract contains a 6 percent salary increase. Longevity increments have been improved, and will be paid to workers with eight years of service in the district, or five years if they are hourly employees. Additional longevity payments will be paid after each successive five year period.

Cafeteria workers will see a \$90 contribution by the district toward the purchase of uniforms. Sick time can be accrued to 1,360 hours. One sick day per year will also be allowed for use when there is a sudden, serious illness in their immediate family. The district will also contribute the entire cost of the New York Statewide Health Insurance Plan for employees and their families.

Field Representative Diane Campion served as chief negotiator for the negotiations.



Half a million to march for 20-year-old American dream

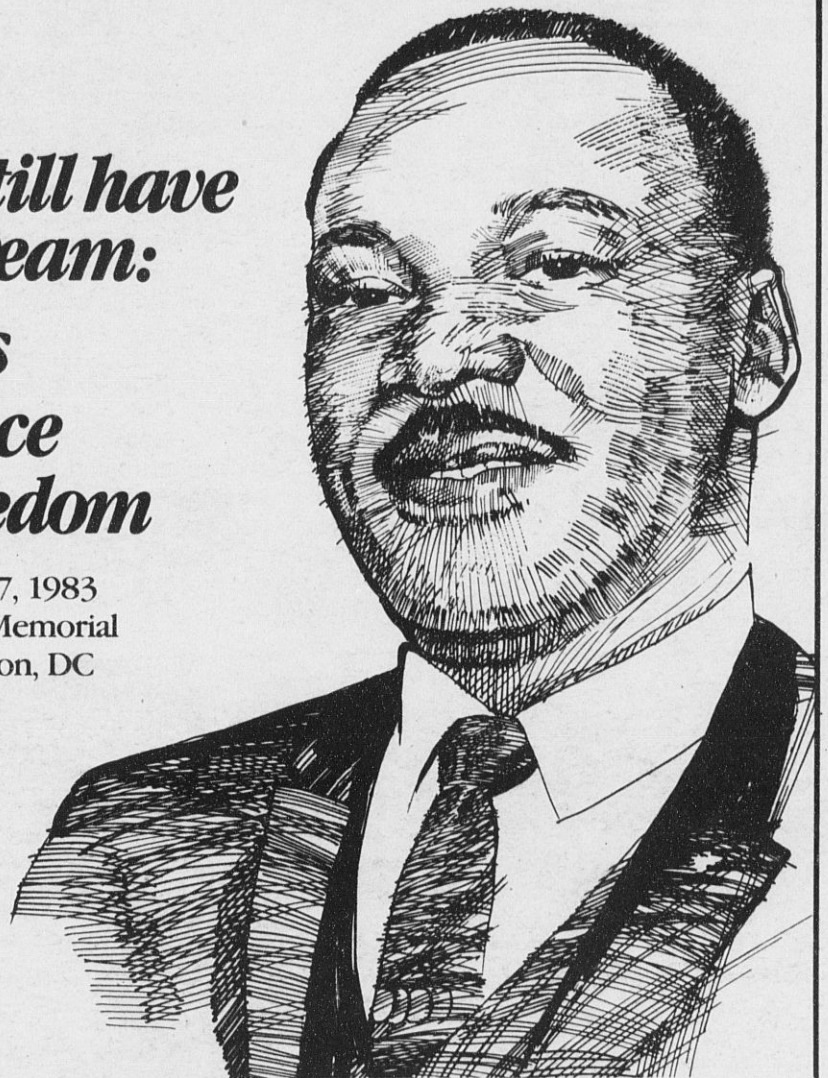
A Call to the Nation

20TH ANNIVERSARY OF THE HISTORIC 1963 MARCH ON WASHINGTON

*We still have
a dream:*

• *Jobs*
• *Peace*
• *Freedom*

August 27, 1983
Lincoln Memorial
Washington, DC



Labor joins other groups to "rekindle the light" of historic march

ALBANY — Jobs, Peace and Freedom, that is the dream.

Twenty years ago, Dr. Martin Luther King, Jr. led his historic march on Washington, D.C. in pursuit of that dream.

On Aug. 27, nearly half a million people are expected to retrace his steps.

"Not only to commemorate the original march, but to rekindle the light," says CSEA Region II President Frances DuBose-Batiste. "The dream has become a nightmare. We are faced with too much unemployment, an escalating arms race and the denial of basic rights that ensure freedom."

DuBose-Batiste adds, "As workers, CSEA members have faced layoffs and unemployment. That's what this march is all about — people's right to work at a just wage with decent conditions."

The group organizing the march represents leaders of labor, civil rights and women's groups, the peace movement, churches, environmental groups and youth. This is the first time all of those groups have come together, according to the organizers.

On their agenda:

- **JOBS** — The marchers will call for policies leading to useful and dignified employment with a just wage for all Americans.
- **PEACE** — The marchers will call for an end to the arms race.
- **FREEDOM** — The marchers will call for a New Coalition of Conscience to work for the human rights of all people.

The organizers hope this event will help forge a coalition that will "address the welfare of the whole nation, unified by a common vision of the American dream." And they hope that coalition will become a force to make that dream a reality.

THE MARCH

Details are still being worked out but participants are expected to include Coretta Scott King, Stevie Wonder and Harry Belafonte.

The schedule for Aug. 27 is:

- 8 a.m. — Marchers assemble at the Washington Monument.
- 9:30 a.m. — A general assembly with speakers, music and entertainment.

- 11:30 a.m. — March to the Lincoln Memorial.
- 1:30 a.m. — Rally begins. National anthem and major speeches.
- 4 p.m. — Rally is expected to end.

For more information, contact the Twentieth Anniversary Mobilization, P.O. Box 26020 Le Droit Park Station, Washington, D.C. 20001. Telephone: (202) 467-6445.

AFTER MARCH

Beyond the march the New Coalition of Conscience plans to:

- Press for legislation to create Jobs, Peace and Freedom.
- Work for the designation of Martin Luther King, Jr.'s birthday, Jan. 15, as a national holiday.
- Begin grassroots effort on the state and local level to implement the coalition's agenda.