

State contract highlights, details
—see pages 9, 10, 11, 12, 13, 14

The Public SECTOR

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Lt. Governor primary pick

Cuomo endorsed

ALBANY — Lt. Gov. Mario Cuomo, who is expected to formally announce next week his candidacy in the Democratic primary for New York State governor, got a major boost this week when the giant Civil Service Employees Assn. broke a 72-year tradition and announced its endorsement of Cuomo.

Cuomo stood alongside CSEA President William L. McGowan at a major press

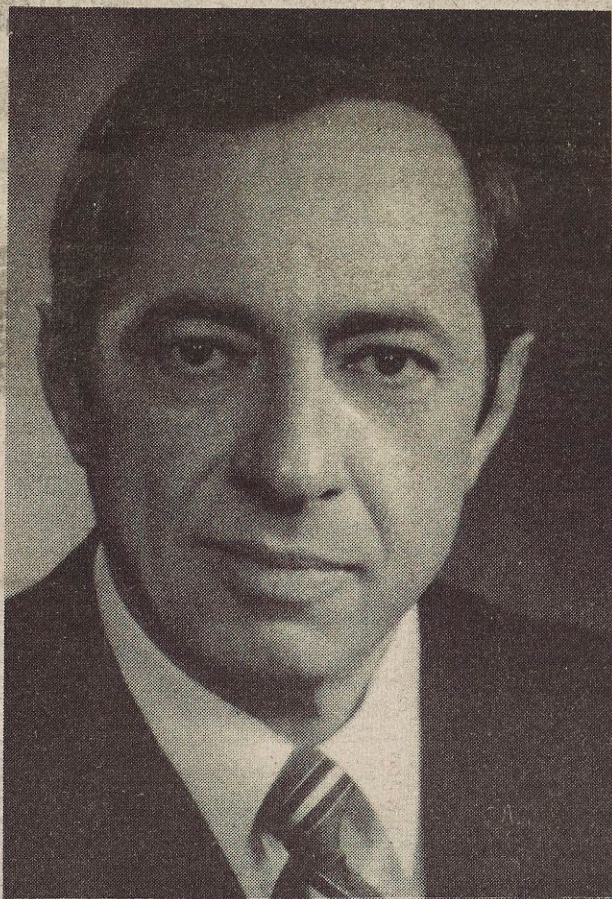
conference in Albany Thursday when McGowan announced that the union's Statewide Political Action Committee on Wednesday had voted unanimously to support Cuomo in his anticipated primary battle against New York City Mayor Edward Koch. More than 250 CSEA Local presidents, meeting the same day in Albany, had voiced their unanimous support of the Cuomo endorsement when informed of the committee's action.

The press conference was attended by members of CSEA's statewide Board of Directors, who gave the lieutenant governor a rousing standing ovation as he entered the room. CSEA President McGowan introduced Cuomo to the press as "our candidate" and cited the lieutenant governor's "excellent record of long service in public work" and his "compassion for working people" as among reasons CSEA had decided to endorse Cuomo.

McGowan noted this marked the first time in the union's 72-year history that it had endorsed a gubernatorial candidate in a primary race, adding "when we believe in something we go out and fight for it." McGowan said the endorsement will provide funds, volunteer services and other aid to the Cuomo primary campaign.

Cuomo told the press corps in attendance that "I'm enormously proud, enormously flattered, by this unprecedented unanimous endorsement" by CSEA, and said "No one knows the whole state better than the members of this great union, and no one more accurately reflects New York's entire struggling middle-class population."

McGowan said the union will immediately begin plans on how to assist the Cuomo campaign most effectively in the Democratic primary.



THE FRIENDLY, engaging smile of cafeteria worker Eileen Sickler of the Stillwater School District will soon be gracing television sets throughout the state. So, too, will the images of several other public workers. To see why, see page 16.

Ratification of contracts set to begin

ALBANY — Ballots for ratification of the tentative contract agreement between CSEA and the State of New York will be mailed to union members on March 15 as CSEA presses ahead with efforts to turn its "best contract ever" into money in the pockets of state employees.

CSEA President William L. McGowan directed union staff to expedite the thorough information and ratification procedures mandated by the union's Constitution and By-Laws to minimize any delays in the nine percent across-the-board salary increase provided for in the new agreement effective April 1.

Overall, the salary schedule for state employees will soar 32 percent over the course of the three-year agreement, described by President McGowan at a February 27 press conference following conclusion of months of tough negotiations as "the best contract ever negotiated with the State of New York."

But reaching a tentative agreement is only the beginning of the process. Now information on the agreement must be sent to each CSEA member affected by the agreement covering the state's Administrative, Institutional and Operational bargaining units.

The union's by-laws, for example, mandate that all members be sent copies of the newly negotiated agreement prior to ratification. Since it normally takes weeks to translate memoranda of understanding into exact contract language, even by expediting the procedure a minimum delay of more than a week is involved.

(Continued on page 9)

NOTICE: Election of delegates to the 1982 AFSCME convention

1. Ballots for the election of delegates to the 1982 AFSCME Convention will be mailed to all members of CSEA as of March 6, 1982 on April 1, 1982.

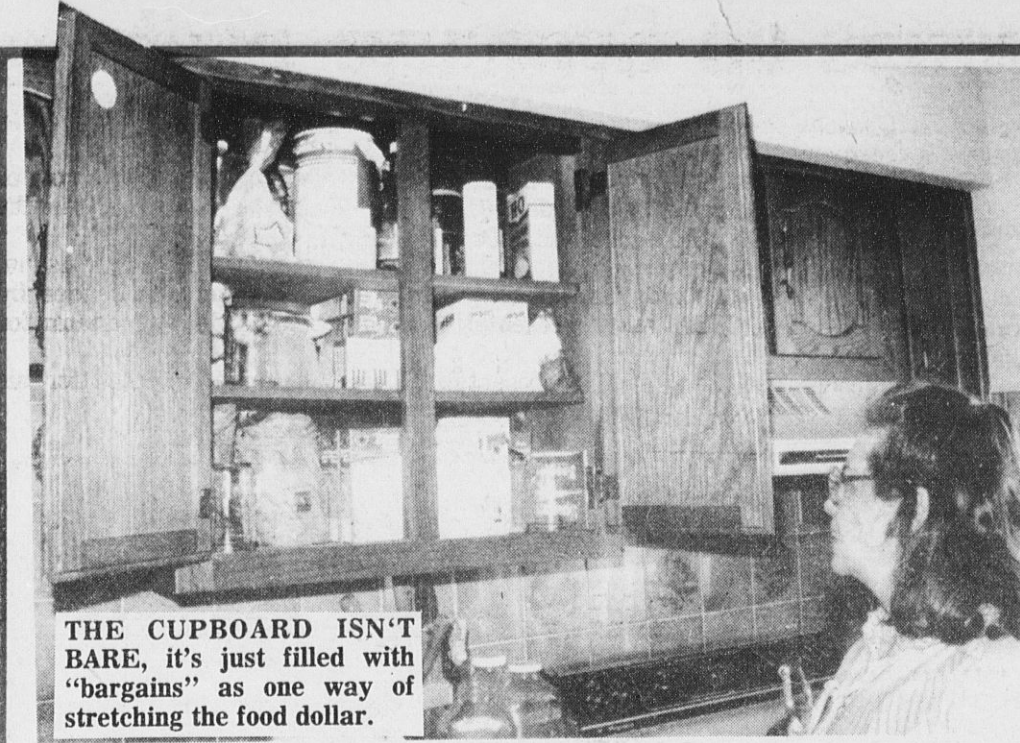
2. Ballots will be picked up at the return post office on the morning of April 23, 1982. Tabulation will commence on April 26, 1982 and continue

until complete.

3. Members who have not received a ballot by April 12, 1982 should call their CSEA Regional Office between April 12, 1982 and April 15, 1982 for the purpose of obtaining a replacement ballot. The CSEA Regional offices may be contacted at the following numbers:

Region 1 (516) 435-0962	Region 3 (914) 896-8180	Region 5 (315) 451-6330
Region 2 (212) 962-3090	Region 4 (518) 489-5424	Region 6 (716) 634-3540

ALBANY NY 12203
1215 WESTERN AVE 3
X CAP-DIST REG



THE CUPBOARD ISN'T BARE, it's just filled with "bargains" as one way of stretching the food dollar.

For the Sheltons, dreams of prosperity fade with Reagan budget

The 'silent majority' speaks out

By Stanley P. Hornak
CSEA Communication's Associate

WASHINGTONVILLE — Clare Shelton worries about the future. . . dreams she and her



CLARE SHELTON, left, shows off her award winning watercolor "Why What's happening," which she describes as a "social commentary." It depicts a door secured by three locks.

husband, Robert, have for themselves and their children seem to be fading away.

So, when Clare read a recent story in *The Public Sector* about the plight of Warren Seeley, a single father trying to support himself and his family on a grade 9 state salary, she and her husband decided to tell their story. It would be an opportunity, she says, to escape briefly from the "silent majority."

Clare and Robert have a combined annual income of \$30,000. Her share is \$10,926 — the salary of a mental hygiene therapy aide at Letchworth Village Developmental Center. They have three children, ages 16, 15 and 13.

They should be living well. They aren't. Their bank account balance is \$58.94.

"You are no longer middle class," Robert exclaims, "unless you're making \$60,000 to \$100,000 a year." The Vietnam War veteran is bitter he can't make ends meet, "and you're talking to people who are making a decent wage."

Finances are managed according to the Shelton hit-or-miss method. Only after \$700 has been set aside by the 20th of each month to pay the mortgage, are other bills paid. Transportation costs are the other priority, averaging \$225 monthly.

The Sheltons live in Orange County, where they can afford a house, but she works in Rockland County, and he in New Jersey, where they found jobs. It's the sacrifice they make to hold on to the American dream of owning their own home. Yet Clare is afraid "government programs people depended upon to raise themselves up are getting knocked in the teeth." She fears "none of the old cliches work

anymore. . . they cost too much. . . ."

It's a mother's anguish which speaks when Clare looks to her children and "cries inside because they can't be what they want to be." She is angry that cuts in student aid may end dreams of higher education for the close-knit family. Indeed, the eldest child, Teresa, recently wrote President Reagan and told him: "You have destroyed all my hopes of going to college, thanks to you and your cuts." The president has not responded.

At the same time, Clare and Robert are survivors. It may be the artist's instinct in them. She has won awards for her watercolors; he for his photography. They use these talents to make do. It also helps them cope with the emotional expense of having a child with a slight handicap, but Clare believes that experience has helped her do a better job as a therapy aide: "I do for them what I do for my own son."

Coping also means never buying name brands unless they are on sale, using coupons, buying unfinished furniture, and "eating lots of macaroni." Movies are too expensive, and going out usually means coffee and a donut.

They survive from paycheck to paycheck, and are bitter over high interest rates. They resent the power of the Federal Reserve Board and are enraged when its chairman, Paul ("Do you ever remember voting for him?") Volcker, tells people they have to suffer to make things better.

"I'm tired of suffering," Robert laments, and adds: "Cutting union help is not going to save the budget, "we're worse off under Reagan," and finally because "what's happening to us is happening to other people, too."

Preparations now underway for AFSCME convention

CSEA delegate ballots to be mailed April 1

ALBANY — Preparations for CSEA's election of delegates to the 25th Biennial Convention of the American Federation of State, County and Municipal Employees (AFSCME) are moving along on schedule.

Scores of candidates were nominated to appear on the official ballot during regional nominating meetings on March 6. After administrative procedures are completed and actual official ballots are prepared, sample ballots with the names of actual candidates will be published in the March 26 edition of *The Public Sector*.

Ballots will be mailed to all CSEA members in good standing as of March 6, 1982, on April 1, 1982. Members must return their ballots so they are received on or before the morning of April 23, 1982, in order for their ballots to be counted.

The names of the winners of the election will be published in the May 7 edition of *The Public Sector*.

Members who do not receive their ballots by April 12 should call their CSEA Regional Office (the numbers appear in the official election notice on page one of this edition) for a replacement ballot.

Overwhelming vote wraps up Syracuse pact

SYRACUSE — Syracuse city white collar employees have voted overwhelmingly to accept a new one-year contract calling for a salary increase and other benefits of nearly 8 percent.

According to Margaret Dennis, president of the CSEA unit which represents nearly 400 city employees, the new agreement was ratified by a vote margin of nine to one and is retroactive to January 1, 1982.

In addition to a wage increase of 7.75 percent, the agreement also contains an increased car allowance, an improved uniform allowance and the continuation of the grade and step salary plan.

Other contract language items covering medical visits, safety and rain

equipment, personal leave and new job titles were also added to the agreement.

"The overwhelming vote of acceptance by the members is also a vote of confidence for the negotiating committee which worked hard for seven months to reach an equitable agreement," Dennis said.

Members of the negotiating team include Mary Susco, David Cusano, Virginia LaMont, Cindy Carona and Margaret Dennis and was headed by Terry Moxley, CSEA field representative, who served as chief negotiator for the unit.

Joseph Gentile, PERB representative, was also complimented for his highly professional participation during negotiations.



EAP signing at Downstate Facility

POLICY STATEMENT SIGNED — The 1,200 employees of Downstate Correctional Facility in the Southern Region will now benefit from the Employee Assistance program (EAP) as the result of an agreement signed Feb. 12. Taking part are, from left, Alethe Allen of Public Employees Federation, Superintendent Steven Dalsheim, Vincent DiGiorgio of AFSCME Local 399, and CSEA Local 155 President Mike Papo. Standing, from left, are Regional EAP Coordinator Clark Brown, Facility EAP Chairperson Donna Roy, Deputy Superintendent Ray McDermott, and Bill Byrnes of AFSCME Local 399.

Donohue: Safety duty of public worker

HAUPPAUGE — Individual CSEA members will have to police OSHA laws, Region I President Danny Donohue told a recent Safety and Health workshop held at Region Headquarters.

"Job safety and health isn't just a state, county or school district responsibility. It's the duty of every public employee in New York State," Donohue said to more than 40 Region I

members selected to form the nucleus of a safety committee in their units and locals.

The Feb. 4 workshop, part of the region's continuing safety and health training program, featured experts on safety and health from AFSCME. CSEA members also saw two films, "Worker to Worker," a documentary portraying how other workers have handled safety and health problems,

and "OSHA," a film on the establishment of the cotton-dust standard in plants in the South.

"We're giving them the basics of how to police OSHA rules and to set up health and safety committees," said Nick Avella, regional health and safety committee chairman. "They take it from there."

After the film there was a

discussion from the floor. Many members said they were concerned about chemical dangers such as PCB's and physical hazards such as heat stress.

"Laws are important, but if they aren't enforced they are useless. We need the entire force of the union to deal with workplace problems and to see that laws are enforced," Donohue told the group at the conclusion of the meeting.

Politically active members thanked

ROCHESTER — The importance of political races in 1982 and the potential benefits of CSEA members helping union-endorsed candidates were stressed at a Region VI Political Action Committee appreciation dinner here recently.

"It's important we gear up now for the 1982 races, because many of them — especially the governor's race — will have a direct impact on many of our members' jobs," said Florence Tripi, co-chairwoman of the regional PAC.

"Our committees really worked hard last year," she said, thanking more than 30 members from various local PACs, "and we wanted to let them know how much we appreciate their efforts."

Tripi said she especially appreciated the encouragement from Region VI President Robert L. Lattimer and the assistance of CSEA Political Action Training Specialist Ramona Gallagher, who helped many locals launch PACs.

"Our Legislative and Political Action Department, from Director Bernard Ryan through the whole staff, has been very helpful in the past," Tripi said. "I know we can count on their continued support in our efforts in 1982."

Overtime addressed in Local 815 memo

BUFFALO — An agreement that allows members of Erie County CSEA Local 815 the option of choosing whether they want to be paid for overtime worked in funds or compensatory time has been reached in behalf of its 4,200 members.

"It's a good agreement," said Local President John Eiss of the memorandum that becomes part of the current three-year pact between the local and Erie County, now in its second year.

The contract called for county employees to be paid at the rate of time-and-one half as of Jan. 1, but had

not spelled out the terms of utilizing "comp" time.

Employees who so choose may now utilize comp time for overtime worked at the time-and-one-half rate, after properly notifying the county in writing of their intentions.

Eiss said the county also agreed that most of the grievances filed regarding overtime pay disputes will be resolved as result of the agreement.

Eiss was joined in negotiating the agreement by George Clark, grievance chairman and CSEA Field Representative Robert Young.

Political action



REGION V PAC SESSION — James Moore, center, Region V president, emphasizes some primary concerns for the newly appointed regional legislative and political action committee as Kathy Collins, left, regional PAC chairperson; Dorothy Penner and Richard Grieco, vice-chairpersons, listen. Fifteen committee members from throughout the 20-county Region V area attended the initial meeting held recently in Syracuse.

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Timetable for statewide elections listed

ALBANY — With the report of the CSEA's Statewide Nominating Committee issued, the timetable for the union's upcoming elections for statewide officers continues.

The terms of statewide officers expire on June 30, and the election process is timed to yield results in advance of the July 1 start of the new terms of the union's President, Executive Vice President, Secretary and Treasurer.

On March 1, the statewide Nominating Committee announced its nominations for the four offices as:

President — Incumbent William L. McGowan, Region VI President Robert L. Lattimer and Region V President James J. Moore.

Executive Vice President — Incumbent Thomas H. McDonough and Region IV President Joseph E. McDermott.

EAP training slated for Region V

BINGHAMTON — Employee Assistance Program (EAP) committee members from the central and southern areas of Region V will meet Friday, March 19, at the SUNY Binghamton campus for a one-day training session.

According to Stanley E. Watson, EAP regional representative, the meeting is expected to draw committee representatives from SUNY Binghamton and SUNY Delhi; Binghamton, Central New York, Hutchings and Elmira Psychiatric Centers; Broome and Syracuse Development Centers; Auburn and Elmira Correctional Centers; Camp Monterey, Camp Pharsalia and Camp Georgetown.

Guest speakers will include Katrinka Broadway, EAP training specialist, and James M. Murphy, statewide EAP director. Katrinka Broadway will serve as moderator for the program, scheduled to begin at 9 a.m. in the Faculty Tower Lecture hall on the SUNY Binghamton campus.

A segment of the program will be devoted to a special performance by the Mental Health Players, a theater group from Marcy Psychiatric Center that has received statewide acclaim.

Statewide Secretary — Incumbent Irene Carr. The committee, citing the intent of the union's Constitution and By-Laws that it should nominate more than one candidate for any office, has invited additional applications for nomination for this office, to be returned by no later than April 15, 1982.

Statewide Treasurer — Incumbent F. John Gallagher and John Francisco, a member of the Statewide Board of Directors and president of Local 058.

With the report of the Nominating Committee, the period for petitioning for ballot placement for any of the four offices gets underway. Interested members can get their names on the official election ballots by obtaining at least 3,817 valid signatures of members in good standing on official petition forms available in any of CSEA's Regional Offices.

Those petitions must be filed no later than April 15 to be valid. Details on the petition process are available by contacting CSEA Executive Director Joseph J. Dolan at CSEA Headquarters.

Ballot position will be determined by drawing on April 20. Candidates or their observers will be invited to attend. Ten days later, on April 30, rules and regulations for the election will be mailed to all candidates, CSEA local presidents and Board members.

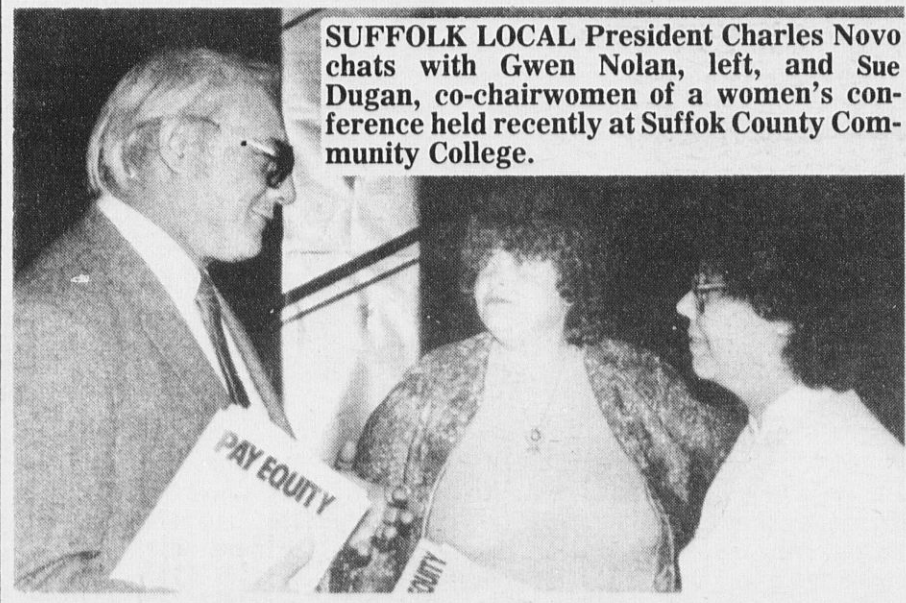
The May 7 edition of The Public Sector will provide the names of all candidates, and each official candidate for statewide office will be offered the opportunity to publish his or her picture and a statement about their candidacy for the information of the membership.

On May 14, ballots are mailed to all CSEA members. Replacement ballots will be made available on May 24 for any eligible member who did not get a ballot.

All ballots must be received before 5 p.m. on June 15 to be counted. Results will be announced on June 18.

The election is conducted under the direction of the Statewide Election Procedures Committee, and the ballots are prepared, mailed, verified and counted by an independent election agency under the supervision of the Election Procedures Committee.

Women's Conference



SUFFOLK LOCAL President Charles Novo chats with Gwen Nolan, left, and Sue Dugan, co-chairwomen of a women's conference held recently at Suffolk County Community College.

Region III plans political action workshops

FISHKILL — The Southern Region is gearing up for the November elections with a series of workshops.

Regional President Ray O'Connor recently told local and unit presidents, "Now, more than ever, you and your members must get involved in political action. The political climate must be changed. Public employees are on the firing line, and they will be the first to suffer, the first to lose their jobs. So it's important to get involved, and the way to begin is by attending one of our upcoming Political Action/Legislative Workshops."

Workshops are scheduled as follows:

Saturday, March 27 1 p.m.	Holiday Inn Crystal Run Road Middletown	Members in Orange and Sullivan counties
Tuesday, April 6 7 p.m.	Ramada Inn Route 9 Elmsford	Members in Rockland and Westchester counties
Saturday, April 17 1 p.m.	Holiday Inn Routes 9 and 84 Fishkill	Members in Dutchess, Putnam, and Ulster Counties

Otsego County highway worker risks death to save a life

By Charles McGeary
CSEA Communications Associate

MILFORD — Stephen Page made a snap decision last week that could have cost him his life and probably saved the life of a total stranger.



(Photo courtesy Oneonta Daily Star)

SAFE AT HOME — Steve Page, Local 839 vice president, enjoys some after-work moments at home with daughter Michelle as he recalls his recent life-saving experience on the highway.

The incident happened while Page, an Otsego county highway employee, was driving his 10-ton truck along a county road.

According to the report of a state police officer at the scene, Page deliberately turned his truck toward a 20-foot cliff to avoid hitting an approaching car driven by 81-year-old Fritz Helbig. Helbig's vehicle had drifted into the path of Page's truck, but fortunately, steel guard rail cables prevented the truck from plunging over the ledge.

The trooper said the quick action by the CSEA member prevented a head-on collision, and probably saved the life of the elderly man.

"I knew exactly what I was going to do," Page said later during an interview in his home, as he relaxed on the sofa and held his 2-year-old daughter, Michelle. "I don't know why I knew, but I did. It was reaction and thinking at the same time, I wasn't going to hit that car."

Said State Trooper Robert M. Burgin: "It was quite unusual that someone would take that risk, knowing full well he could be seriously injured or possibly killed. If he had not gone into the guard rails, I don't think there is any doubt there would have been a fatal accident."

Continuing to recall events that followed, Page said he pulled himself from the cab of the truck and then began to treat the injured driver of the car which had struck the rear of his truck.

"I applied some of the training I had taken with the Cooperstown emergency squad until more help arrived," he said. The injured Helbig was later taken to a Cooperstown hospital for further treatment.

Page, a 10-year veteran with the Otsego County Highway Department, is active in CSEA Local 839, having served two terms as vice president of the local and also as a member of the board of directors.

As a truck driver, he said, he often thinks about what can happen on the road.

"I know what a truck can do to a car in an accident. Long ago I vowed to sacrifice myself in an accident if it meant saving someone else — particularly a child. But things happen so fast."

"I really didn't think about the accident until after it happened," he continued. "Taking care of the man kept me busy. I only thought about it when I sat in the police car. I am sorry he was hit, but I am glad it was me he hit and not a car with kids."

Court to bosses: Don't 'grill' employees

By Bill Butler
Public Sector Correspondent

MINEOLA—A CSEA lawsuit has resulted in a court order setting aside the suspension and demotion of a Nassau County employee — and strengthened the protection of all employees against being "grilled" by superiors.

The ruling by the Appellate Division of Supreme Court, Second Department, in Brooklyn, dismissed a charge of insubordination based on the fact that the employee refused to sign an allegedly "verbatim" transcript of his interview by a superior and other charges of misconduct and insubordination.

In effect, the court said, "No fair."

"It is undisputed in this case that the petitioner had a right to a hearing," the court ruled. "To permit the supervisor to question petitioner and direct him to sign an inculpatory statement would make any hearing academic."

"Therefore, it was not improper for the petitioner to refuse to sign the statement."

In addition, the court found that the statement was not "verbatim," as claimed.

The court referred the entire matter back to Nassau Community College's administrators for a new determination on the proper penalty.

The employee had been suspended without pay for 30 days and reduced one grade. The charges included that he disregarded an order to remain on the job site for questioning following an argument with another employee and claimed he had forgotten the order to remain on the job site.

Jerry Donahue, president of Nassau Local 830, said the court's clear and forceful ruling strengthened the protection of all workers from unfair "grilling" by supervisors.

"Employees should remember that they are entitled to representation by CSEA in any disciplinary matter, even when it is a potential disciplinary case. You need not make any statements contrary to your interests. You should call your CSEA representative immediately."

The legal defense of the employee was handled by Barry Peek and Richard M. Gilbert of the law firm of CSEA Regional Attorney Richard M. Gaba. Gilbert argued the appeal in the Appellate Division.

Nyack employees get 'good deal'

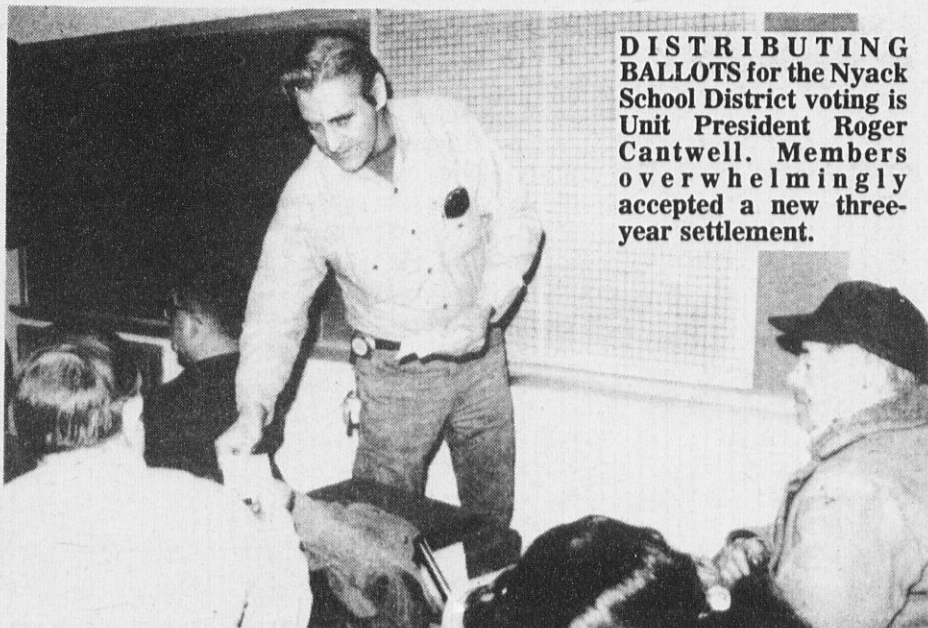
NYACK — "It's a good deal," Field Representative Tom Brann told them, and members of the Nyack School District Unit of Rockland County Local 844 agreed, ratifying a three-year contract 19 to 1.

The pact, retroactive to July 1, grants annual wage hikes of 8.5 percent for employees earning less than \$12,000 each year, and 8 percent for those earning more. Compounded, the total wage package ranges from 25.9 percent to 27.7 percent.

Unit President Roger Cantwell said he was especially pleased because a system of longevity payments has been restored. After eight years of service, employees will now receive an extra \$150 added to their salary schedule, and will get an additional \$50 for every four years of service thereafter, to a maximum of \$300.

In addition, Dr. Martin Luther King's birthday will now be a paid holiday, and the school district has agreed that if any work is contracted out, it "shall not result in a diminution or elimination of job positions except through normal attrition."

The negotiating team was made up of Field Representative Brann, Unit President Cantwell, Ed Carter, Everette Wanamaker, William Latka, and Steve Fromholdz.



DISTRIBUTING BALLOTS for the Nyack School District voting is Unit President Roger Cantwell. Members overwhelmingly accepted a new three-year settlement.

Gerald McEntee

AFSCME president declares war on New Federalism policy; offers alternative economic plan

WASHINGTON — The head of the nation's largest state-and-local-government-workers' union has labeled the Reagan administration's New Federalism proposals a "further federal abandonment of its responsibilities and an additional multi-billion dollar burden on state treasuries that have already been bled by Reaganomics."

Gerald W. McEntee, president of the million-member American Federation of State, County and Municipal Employees declared that "New Federalism offers the states the choice of raising taxes still more or making further cuts in services."

The AFSCME leader also offered an alternative economic plan to the administration, which he said would immediately put 2½ million unemployed Americans back to work.

McEntee's remarks came in an address before the opening session of the annual Americans for Democratic Action (ADA) Convention.

"Our proposal emphasizes training people and putting them back to work — the work of literally rebuilding America, of restoring the base for its economic growth," McEntee explained.

Repairing roads, highways, bridges and sewer systems, as well as restoring our mass transit and railroad systems all are priorities under the union's \$24-billion-dollar plan.

"Plugging a few corporate tax loopholes alone would finance it, and so would reducing waste, fraud and abuse in defense spending," McEntee declared. "We realize

that our program won't solve all the sins of Reaganism. But it's a start — a realistic start. It recognizes, as Reagan does not, that economic growth depends on human capital, a healthy public infrastructure, and the provision of public services that people and industry must have."

McEntee described the current administration as "very possibly the most dangerous and the most irresponsible that this nation has ever suffered. It endangers our nation not because of any sinister

intention, but because it is incompetent — thoroughly and heroically."

McEntee also chided the administration for its abandonment of the pursuit of civil rights, its handicapping the preservation of civil liberties, and its wholesale neglect of the health and safety of working Americans. He also called attention to record unemployment, falling industrial production, and rising bankruptcies.

"Reagan has cast out fairness

and vetoed the ideal of equity," McEntee declared. "His tax program aggrandizes the wealthy, his budgets penalize working people and the poor, and his regulatory vandalism imperils all.

"Ronald Reagan was elected on his promise to create a new age of prosperity. Instead, within the brief space of 14 months, he has taken our economy — a economy that was recovering from a recession — and propelled it to the edge of the pit," he said.



STATEWIDE COMMITTEE ON THE Federal Budget members met in Albany recently to plan upcoming meetings in Washington, D.C., with the New York Delegation of Congressional representatives and with AFSCME analysts to discuss the effect of federal budget cuts. Committee chairman Joe Conway, foreground, discusses plans with Thomas Haley, left, of the Legislative Office; James Featherstonhaugh, CSEA attorney; Bob Lattimer, Region VI president; Pat Crandall, chair of the State Executive Committee and legislative intern Eric Meggett. Missing from the photo is committee member Mary Sullivan, chair of the County Executive Committee.

Ground rules set for Local 852 contract talks

HOLTSVILLE — Contract negotiations between Local 852 and Suffolk County began last week, according to Charles Novo, Local 852 president.

On March 8, a CSEA negotiating team, led by George Peak, collective bargaining specialist, presented CSEA contract proposals to the county, established ground rules for the negotiations and set dates for future meetings. Peak is being assisted at the negotiations table by Novo, and Executive Vice President Shirley Germain.

To keep Local 852 members informed and up-to-date on developments in negotiations, Novo said he plans to rely on unit presidents. At a special meeting

of unit presidents on March 9, Novo gave them informational packets containing the union contract demands that the unit presidents are to distribute to their members.

The full CSEA negotiating team consists of: John Bredemeyer; Roberta Crater; Mark Dawkins; Bernice DeGennaro; William Gardner; James Piersanti; Donald Gallerani; Joseph Grispino; Robert Maletta; and Dolores Rossiter.

Attorneys advising the CSEA during negotiations are Denis Hurley and Lester Lipking.

Treasurer seminars continue, tour begins

CSEA statewide Treasurer Jack Gallagher is conducting a seminar for local and unit treasurers, in addition to the one held March 6 in Utica.

The seminar is scheduled as follows:

- The Holiday Inn at Batavia, 10 a.m., March 27

The visits by the statewide treasurer to region and satellite of-

ices to meet with treasurers, to answer questions, hear complaints and assist in bookkeeping is also continuing.

Visits are scheduled as follows:

- Region IV office in Albany, 9 a.m. — 5 p.m., March 15

- Region V office in Syracuse, 9 a.m. — 5 p.m., March 16

- Utica satellite office, 9 a.m. — 4:30 p.m., March 17

- Region VI office in Buffalo, 9 a.m. — 5 p.m., March 22

- Rochester satellite office, 9 a.m. — 5 p.m., March 23

- Binghamton satellite office, 9 a.m. — 1 p.m., March 24

- Canton satellite office, 10 a.m. — 2 p.m., March 29

- Plattsburgh satellite office, 9 a.m. — 5 p.m., March 31

- White Plains satellite office, 9 a.m. — 4 p.m., April 7.

Education specialists add new dimension, 'sense of pride' to union

By Betty Groner
CSEA Communications Associate

- What does a union steward — or an officer — need to know to represent fellow members fairly?
- How, or when, do you file a grievance?
- How did you get the paid vacations, holidays and workers' compensation you now enjoy?

ALBANY — The answers to these questions aren't easy. Yet they'll be easier to answer thanks to three new education specialists in CSEA's Education and Training Department.

The specialists — Peg Wilson, Sean Turley and Sally Bouton — are now designing courses they will teach in officer training, steward training, the American labor movement, internal organizing and other topics. The four basic courses which are being developed will comprise the CSEA Labor Institute.

A byword of the program is facilitation. "We recognize that many regions have substantial programs of their own, and we want to work with them wherever possible," said Thomas Quimby, director of the Education and Training Department.

The new training program is one arm of the entire department, which oversees and runs the statewide education and training programs offered by the union.

As in other parts of the department, Quimby and the three training specialists will occasionally call on outside resources such as AFSCME and several universities to increase the department's productivity and effectiveness.



SALLY BOUTON

In addition to the four key areas that will make up the Labor Institute, the department is developing other courses, such as stress management, leadership skills, negotiations and comparable worth. One course they are now working on is Unit and Local constitutions.

"We are looking for problem areas in these CSEA constitutions that people find hard to understand, and which may not be followed," says Peg Wilson. Much of this research is based on an officer response survey which noted the difficulties of their own Unit or Local constitutions.

"We've been adding courses as they are developed and as we've identified the training needs of officers, stewards and the members," she added.

The basic aims of the new training program are to develop individuals within the union to their fullest capabilities, to give union members a sense of pride in their status as members and to develop the union itself.

"We want to show that being a union member is a good, honorable thing and that unions have done a great deal for this country," Quimby said. For starters, unions were responsible for Workers' Compensation, minimum wage laws, Social Security and free public education.

"Overtime pay, minimum wages, vacations and safe working conditions are not gifts of management. Early union organizers fought long and hard to get workers the rights and conditions they now enjoy," Wilson said. "Now that they have them, today's workers should know about them and shouldn't be intimidated. We'd like to give them the tools to use them."

Internal organizing is another important aspect of the planned Labor Institute. "This course is especially important," said Sean Turley. "Where unions have been weak in the past, management has stepped in and taken advantage of workers," he added.

Once this starts happening, unions have to fight to protect workers' rights fought for in the past. "If you look at the historical perspective, several of the same things happening now happened 100 years ago," Turley said.

Workers are facing a similar resistance to improve their lives, occupational safety is given a back seat and now OSHA funds are being cut back, Wilson added.

"Now the administration is going back and talking about reducing wages for teenagers," Turley said. "Employers may start hiring kids for sub-minimum wages while their dads and moms sit back and watch the jobs go."

Internal organizing adds more voices to a union and more strength to combat such challenges to fair working conditions. Courses on officer and steward training will show union representatives how to identify their leadership roles, to take them seriously and how to help other leaders in the organization. "If I'm an officer in a Unit or Local that's not as strong as it could be, I'd want to take advantage of the union services," Sally Bouton said.

Bouton last month got word she received one of the Outstanding Women of the Year awards for 1981. The Carver Community Center Talent Search project nominated her, she said, adding that she is "excited" about the award.

The new training specialists are bringing to these courses a blend of their own union backgrounds.

Wilson, who began working for CSEA in November, had worked for the Amalgamated Clothing and Textile Workers Union, in its



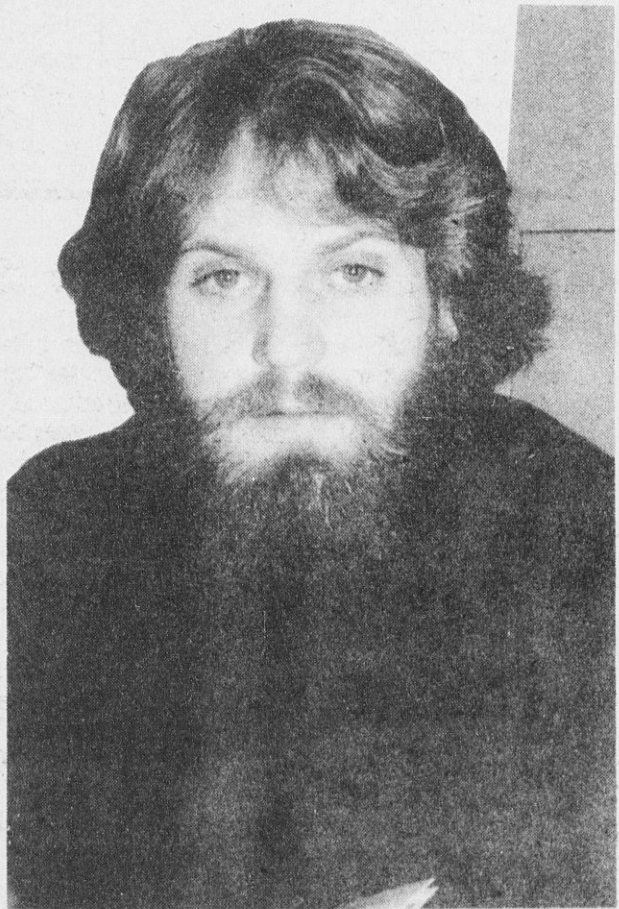
PEG WILSON

Humanities Project. Turley had worked for the same union, as a business agent. One of his major responsibilities was "getting out the word to union members about occupational safety and health." He also worked with the New York State School of Industrial and Labor Relations to train union representatives about occupational safety and health.

Bouton, who is most experienced in training and education, has taught courses at Skidmore and other colleges in training and development, and has worked in adult education programs.

"It's fine to have the information and background in unions, but you also need the confidence in yourself and your fellow workers," she said, adding her experience can help teach others to develop these strengths. "You've got to have the guts to stick up for your rights, and a steward has a lot of people to do this for."

With the present staff, Quimby said his department can now respond to a wider variety of requests for courses, as well as develop a regular curriculum. "Our motto is: we can put on any kind of program, with our present resources, combined with those of the International and those of universities."



SEAN TURLEY

Lunch in the 'slop room'

Story and photos by Ron Wofford
CSEA Communications Associate

BUFFALO — Taking a lunch break is a luxury some employees of the State University College at Buffalo simply do not enjoy.

For the cleaners and maintenance workers at the school's Upton Hall, having to eat lunch in the "slop room" — the utility room or broom closet — is something they can't stomach.

Besides the foul odor of used mops and brooms, there is the space itself to consider — the room is slightly larger than a phone booth, and overflowing with equipment, garbage and other tools of the cleaner's trade.

"They still haven't come up with a decent place for our members to eat their lunch," Local 640 President Lawrence Panepento said of the college administration. "They've been stalling us since last April or May.

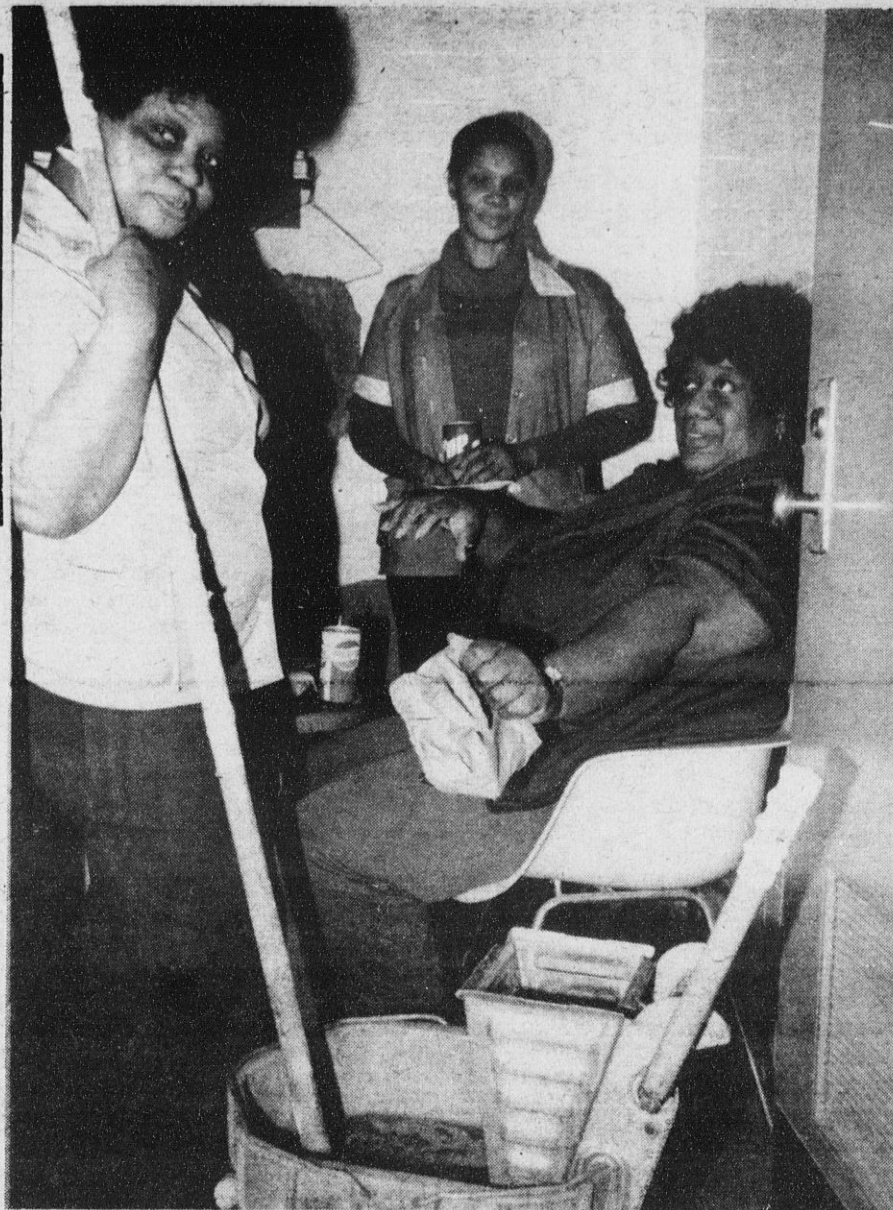
"The cleaning staff used to be able to take a lunch break in an unused classroom," he explained, "but all the rooms are in use now and the workers have been ordered not to eat their lunches in the hallways."

According to Panepento, the problem is not confined to Upton Hall, but is prevalent in more than 37 buildings on the campus.

"Of course, those employees who work near the building that houses the cafeteria can walk there, eat their lunch and be back at the worksite within the allotted 30-minute limit, if they rush," he said.

"But those who work longer distances from the cafeteria would likely use up the time walking to and from the cafeteria."

Darnelle Dickey, a 13-year employee at the college, said the situation is compounded by the "slop room's" location — "right next door to the men's room. It's not too good for your appetite. . .," she said.



**Buffalo State
College cleaners
come out of the
(broom) closet
to talk about
lunchtime dilemma**

**LAND OF THE
BUCKETS** — Local 640
members (from left to
right) Rosa Walker,
Mary Johnson and
Darnelle Dickey eat
their lunch among the
buckets and mops in a
utility room.

Dickey and her fellow Upton Hall workers, Rosa Walker, Mary Johnson and Tony Harper, all bring their lunches from home every day.

The "table" they use to eat on is a discarded box that Harper retrieved from the outgoing trash.

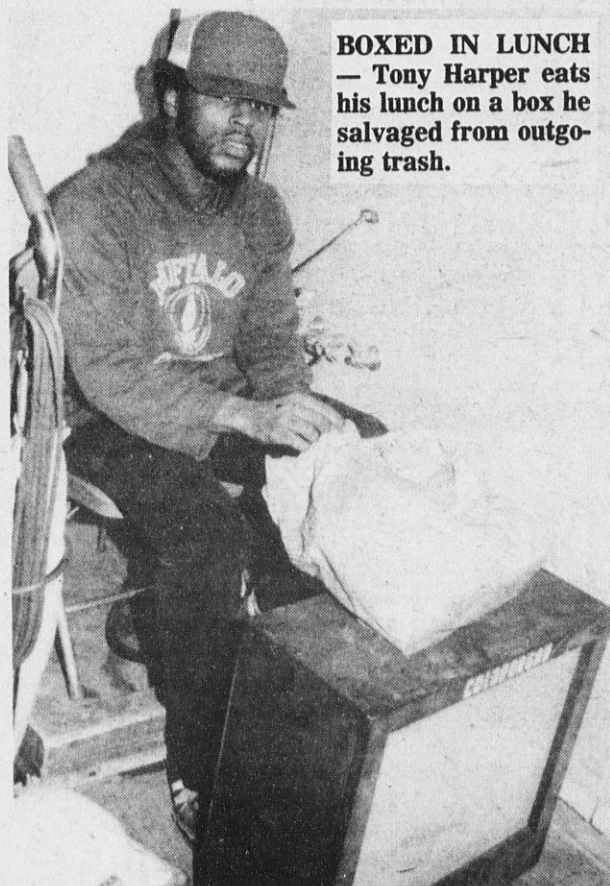
Johnson, a seven-year employee of Buffalo State, had another gripe. "We don't have a locker room or a secure place for our personal belongings," she said.

But members of the cleaning crew aren't the only ones faced with these unpalatable conditions. Panepento said most of the secretaries in the building, like Phyllis Brown, who is also Local 640 president, eat their lunch at their desks because of the lack of suitable lunchroom space.

"Contractually, they (the administration) are not obligated to provide lunch space," said Panepento. "But realistically, they (the workers) need and deserve a decent place to eat."



A CLOSET COFFEE DRINKER —
Rosa Walker takes her coffee break in
the broom closet.



BOXED IN LUNCH
— Tony Harper eats
his lunch on a box he
salvaged from outgoing
trash.



ORANGE YOU GLAD IT'S LUNCHTIME? — Local 640
Secretary Phyllis Brown eats her lunch, in this case an orange, at
her desk.

FACTS about the CONTRACTS

Ratification voting begins next week by CSEA members in the three major state bargaining units on tentative 3-year contracts covering about 107,000 state workers.

On this and following pages are several stories which highlight various aspects of those tentative contracts.

Salary package 'richest ever'

ALBANY — While there are plenty of "pluses" in the tentative agreement between CSEA and the State of New York affecting state employees, the biggest attraction, by far, seems to be the salary package described as the "richest ever" in a state contract.

Over the three year life of the contract, the salary schedule will be increased by nearly 32 percent for all employees and, in the case of increment and longevity eligible employees, the increase will range as high as 50 percent.

Basically, the agreement provides for an across-the-board salary increase of nine percent effective with the pay period closest to April 1, 1982. During this first year, however, the state has the authority to "lag" the payroll if it should become necessary. A "lag" reduces the state's out-of-pocket cost in the 1982-83 fiscal year projected by state economists (and confirmed by CSEA) to be a bad financial year for the state as a result of Reaganomics and the continuing national recession.

The "lag" will minimize layoffs but still guarantee an employee a full nine percent increase applied to the salary schedule.

At some point during the fiscal year, should it be necessary, the state will delay payment of a paycheck by one day, from Wednesday to Thursday for example. The next pay period the check would come on Friday instead of Thursday, with the following paycheck on Monday instead of Friday, and so on. Over ten pay periods the effect would be to gradually withhold one paycheck during the fiscal year, but each check received would include the nine percent increase effective April 1.

When an employee retires or separates from state service for whatever reason, the one paycheck that was lagged will be paid to the employee, but at that employee's then current

pay rate. So, for example, if an employee's pay is lagged and the employee remains on the job ten years before separating, when the employee leaves state service he or she would receive that extra paycheck back, but at their final salary rate, not the salary rate at which it was lagged.

Meanwhile the employee's salary increases after the first contract year will be compounding on the full nine percent increase applied to the salary schedule on April 1, 1982.

During the first year of the agreement a one-time "lag recovery payment" will be paid in December to help offset the effects of the lag. This payment will not be applied to the salary schedule.

Like other payments that are not part of the across the board salary increases, the recovery payment is conditioned only upon satisfactory performance. One of the major features of the new agreement is the end of the controversial Performance Evaluation System that tied increments (performance advancements) and performance awards to several different subjective rating adjectives.

Under the new agreement, increments, longevity payments and the lag recovery payment will be conditioned only upon a satisfactory or better performance, the same criteria that used to exist in awarding increments and longevity prior to the creation of the Performance Evaluation System in 1979. The state may still evaluate employees (evaluation is a management right) but the payments will not be tied to the evaluations as they were in the current contract.

Increments will be paid to employees in four steps on the employee's anniversary date under the new agreement. Increments will be paid to eligible employees in all three years of the agreement with each increment amounting to

about four percent of the eligible employee's base salary. Details on calculating increments are contained in contract language.

For the first time in many years longevity payments will return to state contracts. Under the terms of the new agreement a longevity payment of \$500 will be paid to eligible employees in the second year of the agreement and that amount will be increased to \$750 in the third year of the agreement.

To be eligible, an employee must have been at the job rate for five years or more on March 31, 1983 and/or March 31, 1984. The longevity payment, contingent only upon satisfactory performance, will be paid in December, 1983 for those eligible for a longevity payment in the second year, and in December, 1984 for those eligible for a longevity payment in the third year.

On April 1, 1983, the salary schedule will be increased by five percent as the first segment of the second year's salary increase takes place. On September 1, 1983, the schedule is again increased by five percent of the March 31, 1983 salary schedule. This means the increase is a true "five and five" percent increase, not five percent compounded on top of five percent.

On April 1, 1984 the schedule is increased by five percent on top of the March 31, 1984 rate. Then on September 1, 1984, the schedule is again increased by five percent on top of the March 31, 1984 rate.

The effect of all these increases is an increase to the salary schedule of nearly 32 percent. This increase does not include increments and longevity payments which when added could raise the salary increase to as much as 50 percent over the three years for eligible employees.

Ratification process to begin

(Continued from Page 1)

Informational meetings are also being scheduled around the state (see related story) and since there are a limited amount of negotiators available to appear at these meetings to answer detailed questions, another delay is built into the system.

The February 26 edition of the Public Sector was delayed three days in publication in an effort to get as much information out to affected members as soon as possible. This edition contains additional information and copies of contract language were scheduled to be mailed on March 11 to all state employees who are members of the union in the affected bargaining units.

Then actual ratification ballots, along with contract highlight fact sheets, will be mailed to each state member on March 15. These ballots must be received at the post office by no later than the morning of April 1, 1982, in order to be counted. That deadline allows members time to review all of the voluminous information about the agreement in

detail and to hold their ballot until after attending regional information meetings if they plan to do so.

Because of periodic problems with mailing, however, every member is advised to mail their ballot as soon as possible to avoid any delays.

Once counting of the ratification ballots is completed, actual contracts between the State of New York and CSEA can be signed, formalizing the agreements. With the enormity of the State's payroll, however, that formal agreement can't be instantly translated into paychecks. There are also delays encountered in necessary legislative action on any agreement.

President McGowan has asked union lobbyists to work with the Executive and Legislative branches of state government to expedite formal enactment of necessary legislation so that actual paychecks can be increased as soon as possible. In the event of a delay, of course, pay increases will be retroactive to April 1, 1982.

Turn page for
more information

UNIT
AGREEMENTS
HOLIDAYS
COLA
AND MORE . . .

Unit and coalition bargaining combine to produce agreements

ALBANY — When CSEA negotiates with the State of New York for contracts affecting the Administrative, Institutional and Operational Services Units, really two steps are involved in the process.

Step one involves hammering out contract provisions peculiar to each individual bargaining unit. This is referred to as "unit negotiation" and is accomplished by the CSEA's "unit Negotiating team," under the guidance of a professional CSEA negotiator, meeting with state negotiators responsible for that unit.

Step two is the more visible step. It involves all of the units coming together to bargain in coalition, with the additional guidance of top union officials, lawyers, and research staff, for contract provisions affecting all CSEA represented state employees, regardless of their actual bargaining unit. This is called "coalition" negotiation and it is based on the premise that all units bargaining together can achieve more than separate units could achieve, while still recognizing the individual needs of each unit.

Step two gets most of the public attention because it usually involves salary, health insurance, sick

leave, personal leave, vacation, disciplinary and grievance procedures and other major items. But unit negotiations are also critical.

These stories are designed to provide an overview of the accomplishments of unit negotiations in the recently announced tentative contract settlement. More details will be contained in actual contract language being sent to all union members in the three bargaining units and in fact sheets being mailed with ratification ballots in the very near future.

There are, in addition to the items contained in the accompanying stories, two items which are identical in each of the bargaining unit agreements.

Out-of-title grievances have been improved by adding a new appeals procedure in cases where there is a dispute of fact. While the agency involved has the final say under current contract language, the new agreements provide for an appeal to the Governor's Office of Employee Relations.

Also, in each unit, maternity and child-rearing leave provisions were improved. New language allows employees to use accruals if they wish during the leave and provide for the right of maternity and child-rearing leave for both parents, not just the mother.

More facts about state contracts

Longevity schedule correction

ALBANY — A typographical error appeared in highlights of the new CSEA-State tentative contract agreement published in the February 26th edition of the Public Sector which incorrectly indicated longevity payments under the new agreement would be delayed.

The Sector carried more than two pages of details of the agreement, published only 48-hours after the agreement was reached. It is believed to be the fastest and most comprehensive publication of specific details of a negotiated agreement in the union's history.

But nobody's perfect. A typographical error in a fact sheet used in preparing the page 14 article, "CSEA/State tentative agreement highlights", was also published. On the subject of the longevity payments contained in the new

agreement, the article said that the payment to eligible employees would be made on December 1, 1984 and 1985. That is not correct.

The new agreement provides for payment of longevity payments to eligible employees on December 1, 1983 and 1984. The longevity payments will be made in the second and third years of the agreement, the years in which they are due. Because of the typographical error, the Sector story incorrectly indicated the longevity payments would be delayed a year. That isn't correct.

The complete, and accurate, detailed language concerning the longevity payments will be included in complete contract language to be sent to each CSEA state division member prior to contract ratification balloting.

Classification to be reviewed

ALBANY — A classification study in all three CSEA units is called for under the new agreement and funded at the \$750,000 level.

The study will look into several areas, including classification, allocation and geographic pay differential problems. The State will confer with CSEA on the scope and conduct of the study, as well as on the subsequent results of the study and implementation of any recommendations.

"The current contract does recognize some geographical pay differences in New York City, Long Island, and Westchester, Rockland and Monroes counties, based on the fact that private sector pay for corresponding public sector job titles is high in those areas," said CSEA President William L. McGowan.

"But this kind of pay difference in labor markets affects many employees in cities all around the state. The kind of study we're talking about should be able to identify problem areas and look into possible solutions."

Citing classification and compensation inequities as an apparently never-ending problem, McGowan indicated that CSEA had already submitted a reallocation proposal to the Civil Service Department. "Perhaps that proposal might serve as a starting point for a classification study."

Pointing out that reclassifications are non-negotiable, he said, "What the teams were able to negotiate was State funding of this kind of study. We ought to have recommendations in front of us well before this agreement expires."

Contracts continue EAP program

ALBANY — Continuation of the Employee Assistance Program (EAP) is written into the new CSEA agreement with the State. The program is earmarked for funding at the \$200,000 level the first year, and at levels of \$300,000 and \$400,000 the following two years.

EAP provides confidential referral services to employees with problems such as alcohol and drug abuse, financial difficulties and family problems.

"This provides CSEA with the resources to

further develop the EAP volunteer coordinators system," commented CSEA Administrative Director of Member Services Thomas Whitney. "We now look to continued growth of the program throughout state agencies and are confident of a stronger management commitment to the EAP concept."

The confidential referral service, a joint labor/management effort initiated in 1976, now covers about 80 percent of state agencies.

Institutional Services Unit

ALBANY — CSEA's largest bargaining unit among the three state bargaining units represented by the union, is the Institutional Services Unit. And like the other CSEA units, ISU scored some impressive improvements in its contract in addition to the major gains received by CSEA members in all three bargaining units.

While each unit agreement contains salary and benefit language identical to the other two bargaining units, the result of all three bargaining units negotiating in coalition for the best results for their members, each unit also has language that deals with its employees and tries to address their needs. ISU achieved several improvements in that language during the recently concluded state contract negotiations.

The agreement, for example, will prohibit managers from routinely requesting doctor's certificates to verify absences of four days or less, an improvement from current ISU language that sets a three day or less limit. Also, when an employee is required to produce doctor's certificates, the notice must be in writing and can only apply to absences occurring after the notice is received.

Other language related to sick leave increases maximum sick leave accruals from 190 to 200 days per year. Another provision creates "bereavement leave" and allows an employee to charge up to 15 days of sick leave accruals during the three year term of the agreement for absences related to the death of family members.

ISU employees will also receive a \$3.50 overtime meal allowance in instances where they are required to work a consecutive, completed second shift.

Up to \$3.6 million over the life of the agreement would be appropriated for Employee Development and Training and the reimbursement to employees for personal property damage is continued with reimbursement maximums increased from \$50 to \$75.

New titles and grades for positions in secure and forensic units will be expedited under a side letter to the agreement in an effort to end administrative delays.

Pass days would be included in the new agreement along with Saturdays in determining

payment of compensatory time off in recognition of holidays. Currently only holidays on a Saturday result in compensatory time off. The agreement would also give the state authority to designate "up to two" instead of two floating holidays.

Employees requesting leave will be entitled to an answer within five working days of their request and in the instances where a request for leave is denied, the reason for denial must accompany the denial in writing.

Under the agreement, any permanent employee holding a position in the competitive, non-competitive or labor class who accepts an appointment form an open competitive eligible list, or to a permanent, non-competitive position at a higher salary grade within state service will be granted a leave of absence from his or her former position for the actual period of probation in the new position.

In cases where an employee is on disability leave and the employer requires a physical examination before allowing the employee to return to work, the examination must be given within 20 days of the employee's notification of intention to return to work. If the exam is delayed beyond 20 days, the employee shall be paid and not required to charge any future leave to accruals.

Other ISU provisions would: increase uniform allowances for Food Service Workers and, for the first time, provide uniform allowances for part-time employees; allow employees to review personal history folders with union representation upon three days notice; require appropriate high-level representation at labor-management meetings; prohibit routine assignment of out doors work when the temperature is below zero; create a committee to examine excessive heat problems in facilities; create a minimum staffing study in the Office of Mental Health and the Office of Mental Retardation; and provide for the creation of a labor-management committee to review a Roswell Park Hospital study on working conditions of Licensed Practical Nurses and make recommendations to other state facilities.

Details on the ISU agreement will appear in contract language being sent to all CSEA members in the bargaining unit next week, and in highlights contained with ratification ballots.

Unit agreement highlights

Administrative Services Unit

ALBANY — CSEA represented state employees in the state's Administrative Services Unit scored several gains in that unit's contract negotiations with the state in addition to the major gains received by all units through coalition bargaining.

While most attention focuses on salary and benefit improvements following a tentative agreement in state negotiations, there are equally important negotiations that deal specifically with matters pertaining to each individual state bargaining unit. In the Administrative Services Unit, for example, some impressive improvements were won.

One of the unit's major accomplishments was continuation of the Clerical, Secretarial Employee Assistance Program (CSEA/P), a program designed to increase career opportunities by opening up administrative opportunities to employees in jobs with limited career opportunities. The agreement provides \$1.9 million over the life of the agreement to fund the program and provide CSEA with increased involvement in it. The state also agreed to increased promotional opportunities for participants in the program.

Seniority played a role in ASU negotiations with new language including disability leave in accruing seniority, recognizing seniority in selection of alternate work schedules and creating an overtime

roster, based on seniority.

Provisions relating to the posting and bidding of "transfers and reassignments" have been expanded to include "job vacancies" except those vacancies expected to be filled on a temporary basis for 45 days or less which need not be posted under the agreement. In cases where an employee applies for a job vacancy and is denied, the employee will have the right to an explanation.

Another improvement grants permanent employees in the competitive or non-competitive class who accept appointment to a state position from an open competitive eligible list, a leave of absence for the period of their actual probation in that new position.

Other provisions of the Administrative Unit agreement would increase maximum sick leave accruals to 190 days, provide \$3.6 million for Employee Development and Training Programs, continue mandatory sick leave at half pay after accruals are exhausted, create a separate accrual for "holiday leave" to avoid impact on other accrual maximums, and provide for the removal of adverse material in an employee's Personal History Folder after two years.

Details on the Administrative Unit's achievements will be included with notification ballots sent to ASU members next week.

Safety and health program funded in tentative pacts

ALBANY — "We've been talking about safety and health for a number of years, but now it's about time the program was funded," stated CBS Nels Carlson.

The tentative agreements fund the labor/management Safety and Health Maintenance

Committee at the \$300,000 level for each year of the three-year agreement.

"For the first time, we should be able to do positive things to protect our members on the job," he said, explaining that funds could be used for such projects as studies into specific safety problems and on-the-job safety training programs.

Turn page for more information

Special compensation for holiday work gained

ALBANY — For the first time since the inception of the Taylor Law, state employees represented by CSEA will be receiving special compensation, in addition to the compensation they are already receiving, if they are forced to work on either Christmas Day or Thanksgiving Day.

Under the terms of the tentative agreement between the union and the State of New York, employees assigned to work on the two most demanded holidays will be paid time and a half for all of the time they work on those holidays in addition to the full day's pay for the holiday which they are already entitled to receive.

The change becomes effective in 1982, if the new agreement is ratified, and would affect primarily institutional and operational employees who sometimes are required to work on these holidays while most state offices are closed.

To be eligible for the time and a half payment, however, the employee must have selected the "cash option" for payment when working

holidays. Under the current state contract, and in the new tentative agreement, employees have a period of time at the beginning of the contract year to designate whether they prefer to receive cash compensation for holidays or whether they prefer to be given compensatory time off instead.

Workers who select the "cash" option are paid straight time for the holiday, whether or not they actually work. But if they are required to work on a holiday, they receive an additional day's pay (in straight time) for having worked.

Under the new agreement, those employees, if required to work the Christmas or Thanksgiving holidays, would receive time and a half for time worked on Christmas and/or Thanksgiving instead of straight time. In other words, for employees required to work on these holidays they would receive double time and a half.

"Most of our members prefer to be home on holidays with their families and friends," said CSEA President William L. McGowan who headed the union's negotiating teams in bargaining, "but some people have to work."

"CSEA's goal is eventually to get time and a half pay for any employees who must work on a holiday, but we thought Thanksgiving and Christmas would be the logical places to start. This provision should encourage management to only require people to work when necessary and, in the event an employee is required to work, the employee will at least have some financial reward for the sacrifice of working on such special days," McGowan said.

For employees who select the compensatory time option for holiday reimbursement, the same procedure of being reimbursed an additional compensatory day off for working a holiday will continue.

"Our members sacrifice by working on holidays," President McGowan concluded, "and its only fair that those that are forced to give up a holiday observance should receive some extra consideration for their trouble."

Upon ratification of the tentative agreement, the new policy would be in effect for the Thanksgiving and Christmas holidays in 1982.

Still more information about state agreements

Retro pay adjustment included

ALBANY — State employees represented by CSEA are talking about a new tentative agreement which will increase the salary schedule by 32 percent over the next three years, but in addition to the substantial increases for coming years, the tentative agreement also provides a retroactive pay adjustment for the current contract as well.

Many state workers are sitting down with calculators figuring just how much new money they can look forward to under the tentative agreement in the state's Administrative, Institutional and Operational bargaining units, an agreement described by CSEA President William L. McGowan as the "best ever."

Yet in figuring what will happen, employees

should remember that there is already another increase in the works as a result of the Cost of Living Adjustment (COLA) provisions of the current contract (1979-82) and the new agreement would even sweeten that payment.

Under the current CSEA-State contracts, the salary schedule will be increased effective April 1, 1982 to account for the Cost of Living Adjustment (COLA) increase provided in the third year of the current contract. That increase will amount to 2.9 percent which will be applied to the schedule before the new nine percent increase is applied. That means the salary schedule will actually increase on April 1 by about 12 percent from what it is right now.

The current state contract provided for a COLA adjustment to be made to the salary schedule on April 1, 1982 and also for the payment of a "lump sum" to eligible employees for the difference between what the employee actually received in fiscal 1981-82 as a result of a 3.5 percent increase to the salary schedule on October 1, 1981 and the final COLA due.

As the result of a decline in the national inflation rate recently, that final adjustment worked out to 6.4 percent. Subtracting what employees received since October 1, 1981 as a result of the 3.5 percent increase, applied to the schedule on that date the difference to be paid to employees in the lump sum check would be 4.65 percent of salary in fiscal 1981-82. Under the current contract that payment is due prior to June 30, 1982.

As part of the new agreement, however, employees eligible to receive the COLA payment will also receive a one-shot COLA recovery payment of .6 percent of 1981-82 earnings to round out the COLA lump sum payment to the maximum amount provided for in the current contract. This .6 percent, however, is not applied to the salary schedule since it is a one-shot adjustment, but it will mean that an employee who worked through fiscal 1981-82 will receive the full seven percent increase projected for that year under the complex COLA provision of the current contract.

This COLA recovery payment is in addition to the other salary provisions contained in the tentative agreement soon to be sent out for membership ratification.

'Burnout' problem addressed

ALBANY — "Employee burnout" is a problem being recognized more and more in recent years. CSEA has become increasingly concerned with the growing burnout problem in some direct client care job titles in OMH and OMRDD.

"A Mental Hygiene Therapy Aide (MHTA), for example, is a prime target for burnout," explained CSEA President William L. McGowan. "Few people appreciate how difficult

these jobs are physically, mentally and emotionally. They not only have to face the strain of understaffing and double shifts and forced overtime and low pay, but there are other problems that are more difficult to pinpoint.

"The nature of the work they do, the very nature of the clients they work with long hours every day, can create depression and frustration and stress."

These factors and others can lead to more general problems of low morale, low productivity and high employee turn-over.

"So while we might be more concerned with the impact of these problems in human terms as far as our members are concerned, the State also recognizes the overall problem from its viewpoint as an employer," McGowan commented.

Out of this concern came a side letter to the tentative agreement which provides \$150,000 funding for a study of the problems of employee burnout. The study will be coordinated through the joint labor/management Committee on the Work Environment and Productivity (CWEP).

Purpose of the study will be two-fold: to identify the factors which lead to burnout and to recommend steps that can be taken to reduce the problem.

Tool subsidies

Employees in the Operational Services Unit who are required to furnish their own tools will welcome the tool subsidies clause in the new agreement.

"We've obtained \$40,000 from the State in each of the three years of the agreement," explained CBS Nels Carlson.

"We'll be investigating how extensive the problem is and then try to help these people out," he said, noting the exorbitant current costs of purchasing tool inventories and replacing tools lost or damaged on the job.

Informational meetings set in six regions on contract

A series of informational meetings to explain in detail the provisions of the tentative agreements, and to answer any questions by members, has been scheduled for each CSEA region. Teams of CSEA staff members actually involved in the recent contract negotiations will conduct each session.

The meeting schedule by regions is as follows:

REGION 1
March 22 and 23, 7 p.m., SUNY Farmingdale.

REGION 2
March 15, noon, World Trade Center, 44th Floor

REGION 3
March 16, 7:30 p.m., Holiday Inn, Suffern.
March 18, 7:30 p.m., Holiday Inn, Fishkill.

REGION 4
March 23, noon, Chancellor's Hall, Albany.
March 23, 4 p.m., Campus Cafeteria, Albany.
March 24, 7 p.m., Elks, Saratoga Springs.
March 25, 7 p.m., SUNY Plattsburgh.

REGION 5
March 16, 7 p.m., Elmira Psy. Center Auditorium
March 18, 7 p.m., Mayfair Motel, Utica.
March 22, 7 p.m., Hotel Syracuse, Syracuse.

REGION 6
March 15, 7:45 p.m., Monroe Community Hospital, Rochester.
March 16, 7:45 p.m., SUNY College, Buffalo.
March 22, 7:45 p.m., American Legion Post, Hornell.
March 23, 7:45 p.m., Holiday Inn, Dunkirk-Fredonia.

Additional info about new contracts

Continuation of current health benefits guaranteed

ALBANY — State employees represented by CSEA will be guaranteed continuation of their current health benefits for the foreseeable future under provisions of a tentative contract agreement affecting the state's Administrative, Institutional and Operational bargaining units.

Language in the tentative agreement would increase the employer's payments to the CSEA Employee Benefit Fund and provide for the state to

pick up any increases in health insurance premiums — while maintaining present benefits — through July 1, 1982. After that date a joint committee would determine what to do about any future premium increases.

"CSEA has negotiated one of the finest health plans in the nation," said CSEA President William L. McGowan. "The major changes were made in the 1979 contracts, and in these negotiations our

primary goal was to preserve these benefits. We achieved that goal for the time being, but after July 1, 1982, it will be back to the table to work out how to deal with any future premium increases."

State workers represented by CSEA have three options for health care. Of the three, the Statewide Health Plan is the most popular and it is there that the premium squeeze is the hardest. General inflation in the health care industry is far higher than the national inflation rate and the state claimed in negotiations it can't bear all future increases alone, at least not during the term of this agreement.

CSEA's tentative agreement with the state provides that the present health benefits continue, at no cost for individual coverage, and the normal 25 percent/75 percent split for family coverage. After July 1, a joint committee will examine the options available to deal with future rate increases and make recommendations subject to the approval of the union and the state. Benefit structure, co-payment, adjustments in benefit levels and other options would be examined by the committee.

The present statewide health plan provides for full hospitalization under Blue Cross, plus an 80-20 co-payment (after deductibles) on medical-surgical expenses up to an out-of-pocket maximum cost of \$400 plus deductibles per year. After an employee hits that limit, regardless of whether that employee has individual or family coverage, there are no additional out-of-pocket costs. All legitimate expenses are paid in full. It is that feature along with other benefits which makes the statewide health plan's coverage so unique and expensive.

State workers represented by CSEA are also covered by the benefits of the CSEA Employee Benefit Fund. Dental and prescription drug coverage and a new optical program are available for employees eligible to enroll in the State Health Insurance Program.

Under the tentative agreement, the state's contribution for these benefits will be increased from the current \$250 per employee per year to \$300.

Fund Administrator Thomas P. Collins said that the increased payment would guarantee at least continuation of the present benefits through the contract's three years.

"We are certain of providing at least the benefits that we now provide," Collins said, "and the trustees of the Benefit Fund will be examining income, accumulated reserves and cost projections to decide if improvements to current benefits are possible. One area they are very interested in is improving the dental schedule to reduce any out-of-pocket costs for our members."

Fund 'comparable worth' study

ALBANY — "Comparable worth" — the concept that CSEA and the State have agreed to study during the first year of the new agreement — has been described as the sex discrimination issue of the 1980s.

Comparable worth is the concept that jobs equal in worth or value to the employer ought to be equally compensated. The concept focuses on jobs that traditionally have come to be sex-dominated. For example, women dominate in such jobs as secretary, clerk, nurse and elementary school teacher, while men dominate in jobs such as maintenance worker, laborer and all the trades such as plumber, carpenter or electrician.

Proponents of comparable worth contend that sex-based wage discrimination has resulted in lower wage scales for female-dominated jobs despite the fact that many of those jobs, if evaluated objectively, are worth the wages earned in male-dominated jobs.

The new CSEA/State agreement sets aside \$500,000 for an in-depth study of such discrimination in state job classifications. The study is targeted for completion by March 31, 1983.

"This study is a very necessary first step toward remedying this type of sex-based discrimination," explained CSEA President William L. McGowan. "We know and the State knows that the problem exists in general. We know, for example, that secretaries and clerical workers are traditionally under-compensated in relation to the true value of their work."

"But only when we have the numbers, when we have a comprehensive job analysis will we be able to get together with the State and get down to the real business of correcting this pay discrimination."

Nationally, the average woman in the workforce earns about 60 cents for each dollar earned by the average man in the workforce. And despite the growing number of working women and despite laws prohibiting sex-based wage discrimination, the earnings gap is increasing.

Civil Rights laws, the Equal Pay Act, Title VII, and a number of other statutes have established the principal of "equal pay for equal work." But the next step — "equal pay for comparable work" — is still in the early stages of legal evolution.

Many of the recent advances in comparable worth have been made in The Public Sector.

The United States Supreme Court recently ruled in a case involving female jail matrons and male jail guards in the State of Washington that part of the pay differential was due to intentional sex discrimination. The matrons alleged that they should be paid approximately 95 percent of what male guards earned, but that the state paid them only 70 percent of the males' rate.

Perhaps the most publicized victory for comparable worth followed a strike last summer by the AFSCME local representing city workers in San Jose, California. The union began its push for equity between the pay of men and women in 1978, and the city agreed to pay for an outside consultant's analysis of its salary plan. The study's findings included the fact that female-dominated jobs tended to be paid below the average pay rate for all city employees, while male-dominated jobs tended to be paid above that average.

Contract negotiations broke down over methods and timing for elimination of this pay discrimination, but after a brief and highly-publicized strike, an agreement was reached. The 1981 settlement provided some \$1.4 million to upgrade wages for jobs traditionally undervalued and held by women.

Other public employers, including the states of Washington and Nebraska, have conducted recent comparable worth studies to identify male/female pay disparities. The Washington study found that for jobs rated equally by a point system, those held mainly by men were paid 20 percent more than those held mainly by women. Nebraska's study determined that 83 percent of its job classifications were predominantly occupied by one sex.

Additional info about new contracts

Uniform maintenance allowances increased

ALBANY — Uniform maintenance allowances were addressed in all three unit contracts.

"We got a significant gain in Operational Services from \$115,000 in the current contract to \$450,000 to \$550,000 each year under the new agreement," explained CBS Nels Carlson.

"Right now only about six job titles are covered by the \$115,000 in the 1979-82 contract. We hope to

increase that with the new money, as well as to increase the maintenance allowance per employee," he said. "After all, uniform maintenance is a significant expense, and this allowance is very important to some of our members."

Not only was the annual allowance increased in the new Institutional Services agreement — to \$150,000 in the first year and \$225,000 the remaining two years — but part-time employees will benefit for the first time.

Full-time employees will receive \$35 the first year and \$50 in the second and third years; part-time employees will receive \$20 the first year, and \$30 in the second and third years. It was also agreed that the Governor's Office of Employee Relations will inform the Division for Youth to discuss uniform allowances in labor-management.

Under the new Administrative Services Unit agreement, establishment of increased uniform allowances for Motor Vehicle License Examiners will be accomplished through the labor-management forum.

Standby on-call provisions

ALBANY — "We made some real improvements in the new agreement articles on Standby On-Call Rosters," said CSEA President William L. McGowan. "The idea under the 1979-82 contract that an employee does not have freedom of movement during off-duty hours was one we could not tolerate."

"Under the new agreement, if the State wants us to be available, they have to compensate us."

The article provides that an employee does not have to stand by for overtime unless he or she is on the standby on-call roster. And the article provides 12½ percent of daily salary for employees who remain available at least four consecutive hours whether or not they are actually recalled to duty.

The standby pay increases to 15 percent in the second and third years.

Commitment to quality day care detailed

ALBANY — The commitment of both CSEA and the State to safe, high quality day care centers at state facility worksites is spelled out in the new agreements. And to support the continued development of on-site day care, the agreements call for state funding of \$200,000 for each year of the contract.

Funds will be channeled through the Statewide Labor/Management Day Care Advisory Committee established late last year. Recently that

committee released seed money which is now being used to set up day care centers at Utica, Marcy, Creedmoor and Elmira psychiatric centers; Rome Developmental Center; Elmira Correctional Facility; and Roswell Park Memorial Institute.

"Affordable, quality day care is a necessity for many working parents," said CSEA President William L. McGowan. "CSEA has been proud to be a leader in this drive to provide this vital service to our members."

Under current procedures, the State provides the space for each facility, but all day care centers must be self-supporting, with operating costs and staff salaries paid from fees charged to parents.

Seed money of up to \$10,000 per center is available for start-up costs, such as incorporation fees, equipment and supplies, first-year insurance premiums, and salary of a director to hire staff and oversee details prior to the center's opening.

Travel allowances improved

ALBANY — Travel allowances were improved under all three tentative agreements with the State.

"We went to bat for our members who have to use their own cars to transport clients or residents of State facilities and our people who are called upon to transport building or construction materials in their personal vehicles," CSEA Statewide President William L. McGowan said. "They'll be reimbursed at 30 cents a mile under the new contracts."

In addition, the Governor's Office of Employee Relations will recommend that mileage

reimbursement in these instances be speeded up through use of local petty cash funds.

Negotiators also agreed that claims for property damage to personal vehicles payable pursuant to the State Financial Law will be processed as quickly as possible, and that employees can include claims to recover their insurance deductible expenses.

Mileage reimbursement for use of personal vehicles on official State business continues at the rate of 23 cents a mile. The rate will be subject to reopened negotiations once during the life of the 1982-85 contract.

Correction

Our proofreader goofed in the rush to get the full text of the new tentative agreements into the hands of members as soon as possible.

One error may be noticed by 3,500 members of the Administrative Services Unit. The type at the very bottom of pages 12, 14 and 16 erroneously reads "Institutional Services" instead of "Administrative Services." The articles on those pages are correct, however, and are indeed the full language of the Administrative Services agreement.

KNOW YOUR CONTRACT . . .

- Read contract thoroughly
- Attend regional meetings

and cast ratification

vote in time to count

Working Women's History Shows 'We Have Always Been There'

March 7-13 has been named by Congress as Women's History Week. In honor of this special week of recognition, the following article was prepared as a joint project of the International Labor Press Association (ILPA) and the Coalition of Labor Union Women (CLUW).

CSEA has long been active in the women's movement. Over half the union's membership is comprised of women. The union has successfully campaigned for such major institutions as day care center, flex-time and comparable worth.

While the struggle is far from over, union women have made huge breakthroughs. The following article by Ruth Jordan marks this progress.

* * * * *

"You are on strike against God and nature, whose firm law it is that man shall earn his bread in the sweat of his brow. You are on strike against God."

With those words New York magistrate Olmstead sentenced a young shirtwaist maker to the work house for her part in the great General Strike of 1909. The "uprising of the twenty thousand" dramatized the plight and conditions of America's factory girls and eventually led to the right of collective bargaining in the garment industry. The striker sentenced by Olmstead was one of 723 women, most of them immigrants, who were arrested during the walkout.

The "uprising" was markedly different from the genteel protest of the Lynn shoeworkers in 1833, the turnout of the Textile girls of Lowell, Massachusetts in 1836, or even the first women's strike in 1825 by the United Tailoresses of New York. These were isolated acts of courage along the way to organization, but as Samuel Gompers reported to the AFL convention:

"The strike (showed) the extent to which women are taking up with industrial life, their consequent tendency to stand together in the struggle to protect their common interests as wage earners, the readiness of people in all classes to approve trade union methods in behalf of working women, and the capacity of women as strikers to suffer, to do and to dare in support of their rights."

From the beginning of colonial history, women's labor was required to build the nation. For working

women today, now more than 46 million strong, or more than 52 percent of the female population, those women and their children who worked before contributed enormously to the growth of opportunities for today's women.

Although women were not leaders in the development of the crafts they were indispensable to it. Carl Bridenbaugh, whose history on colonial crafts reproduces these newspaper advertisements, notes that women tended the artisan's shop, kept his accounts and sometimes were permitted to enter the trade. This was particularly true when the craftsman died and his widow carried on the business.

The factory girls of Lowell, Massachusetts, lured from their rural New England villages by promises of wonderful conditions and opportunities for education and work, were only the first wave of industrial women workers in the United States. Women were needed to meet the labor needs of the new mechanized age. They worked in hosiery mills, garment shops, millinery establishments, shoe factories, laundries, binderies and commercial enterprises. They were bent over hand-colored prints and painstakingly decorated china cups and saucers. For most, they worked when they were single, widowed or if they remain childless.

By the last quarter of the 19th century, some 25 percent of all non-agricultural workers were women. According to historian David Montgomery, almost 914,000 of these were employed as domestics. Despite the preponderance of domestic work, they dominated the shoe, textile and garment industries, making up 40 to 60 percent of the work force of those industries.

In the 1870's, women began to work their way into the skilled trades. The International Typographical Union admitted women and elected one of them — Augusta Lewis — as their national corresponding secretary. The Joan of Arc branch of the Knights of Labor helped lead a strike of 8,000 laundry and shirt makers in Troy, New York. Their fiery leader Kate Mullaney organized the collar starchers and helped them build a cooperative laundry at the same time.

World War I brought significant numbers of women into the labor force. "Mailwomen" were recruited to work in big city post offices, women were employed packing parachutes and loading shells. Retailing offered more opportunities and the invention of the typewriter and telephone brought thousands of women into the commercial world in jobs they still dominate.

Most striking about the post World War I gains in female employment was the fact that they came increasingly among married women. According to historian David Brody, three million married women were working in 1920, four times the number in 1900. It was clearly their incomes that made the difference for tens of thousands of American working class families.

It was these women already employed in the growing public sector, telephone industry and electrical and communications industry that answered the call of world War II. They moved into jobs which had been previously "men's work" and showed they could produce and learn new skills. They dutifully returned to their homes in the post-war period, the only decade when the number of working women showed a slight decline. But during the war years they had also their most intense experience with labor unions, many becoming union presidents, shop stewards and negotiators.

It was no coincidence that these women who had developed their skills in the forties and fifties saw the seventies as a golden time to speak out.

CSEA and WOMEN

- 45 of the 103 elected CSEA Board of Directors are women.
- 106 of the 314 CSEA Local Presidents are women
- 5 of the 12 standing Board of Directors committee members are women
- In 1934, the membership elected its first statewide woman president: Beulah Bailey Thull
- More than half of CSEA's membership are women
- Hundreds of women are elected delegates to CSEA's annual conventions
- CSEA has a highly active statewide and regional women's committee

When the Coalition of Labor Union Women was formed in 1974, women were making the most dramatic inroads of the century on the labor market. More women entered or reentered the work force during the 1970s than in any other decade of the century. The gains of 1.9 million women during 1978 set a record and by the first half of 1979: 43 million or 51 percent of all women were working.

Within their unions, organized women were raising questions about the need for female leadership and strategies to bargain over child care, flex-time and pregnancy-related questions. The resolution of a major issue which had divided women in unions from the feminist movement was resolved when the AFL-CIO endorsed the Equal Rights Amendment. Affirmative action programs originally aimed at improving opportunities for minorities were especially effective in encouraging women to enter previously male bastions such as the crafts.

Since CLUW's formation, the gains for working women have been exciting. Two women now sit on the AFL-CIO Executive Council: Joyce Miller, the president of CLUW and vice president of the Amalgamated Clothing and Textile Workers Union, and American Federation of Government Employees Women's Director Barbara Hutchinson, who is also black. Union departments and individual union executive boards increasingly elect women to the ranks of leadership. The fastest growing sectors of the economy are filled with women and minority workers. There is clear understanding that today's labor movement will not wait for an accident of history to thrust a woman into leadership.

Historian Barbara Wertheimer has noted that "no roll call of working women can be complete, there are hundreds of thousands of names unrecorded..."

If that was true of labor's history, it will not be true in the future. The new generation of working women is clearly not content to remain silent and unorganized. Their names will be recorded.

Ruth Jordan has written many articles on America's labor movement, on working women and on issues of concern to all workers. She has been a union organizer, labor educator and independent consultant and is now president of Columbia Associates, Inc.

WORKING WOMEN TODAY

• 52 percent of all American women between 16 and 64 years of age are working.

• The greatest increase in the nation's labor force has come from increases in women workers. Women accounted for most of the nation's labor force gains during 1981.

• In 1980, some 53 percent of children under 18 had working mothers as compared with 39 percent in 1970.

• By March 1980, some 43 percent of all children below the age of six had working mothers.

• Some 13 percent of male workers questioned in May 1980 said they have flex-time as compared with 10 percent of women.

• More than 29 million married couple families have two or more wage earners.

TV ad campaign to bolster image of public worker

ALBANY — CSEA and AFSCME are joining hands once again to co-sponsor a statewide television advertising campaign to tell New Yorkers of the valuable public services provided by public employees.

"The sad fact of the matter is that there are too many people inside and outside of public office who are using our membership as a scapegoat for all of the problems of our society," said CSEA President William L. McGowan in announcing the start of the statewide campaign to improve the public image of public employees.

"The real danger in this, of course, is the nature of public employment," McGowan said. "While some private sector unions can afford to ignore public opinion, our members' jobs, incomes and careers are dependent upon continued public services. It is vital that we take an active role in reminding the people of this state our members are doing thousands of different jobs that make life better for New Yorkers."

CSEA's Statewide Board of Directors approved the plan, clearing the way for commercials to begin airing late this month or early in April.

"This is a critical time for most of our members," said CSEA Communications Director Gary Fryer, who put the program together. "A lot of government budgets are being put together now, school budgets are being prepared and we have just concluded very successful negotiations with the state. The time is right for reminding the public that contrary to what they are being told by political opportunists, there is value received or value paid in public services."

Fryer said a 60-second and a 30-second commercial have been prepared for airing in major media markets around the state. "We calculate that before this campaign is over, more than 90 percent of the people who live and vote in this state will have seen our message and hopefully learned something new about public employees," he said.

The commercial is based on the very popular theme, "Public Employees: Where Would You Be Without Them," a jingle used extensively in radio advertising three years ago. This time the jingle is set to film clips of CSEA members doing the kinds of work that the public most readily will recognize as valuable.

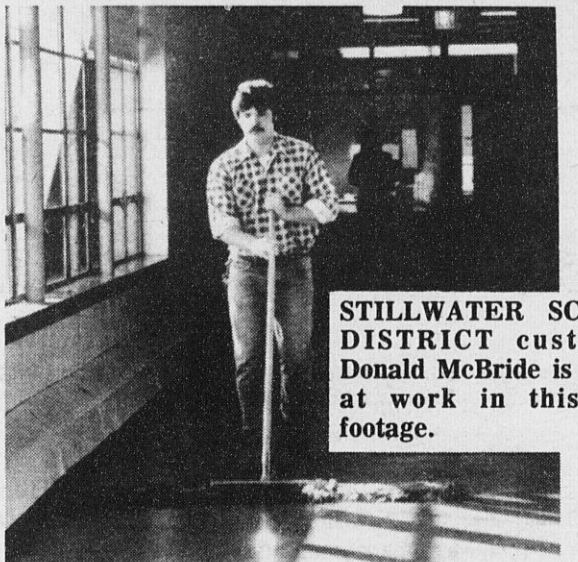
"We have called upon dozens of CSEA members to spend their time and effort to help us produce this commercial and their response was fantastic," Fryer said. Among the types of services depicted in the commercials are: environmental protection, road maintenance, medical care, institutional services for the handicapped, non-instructional school services, clerical services, recreational facilities, law enforcement, planning, mechanical maintenance, laundry services, waste treatment operations, and motor vehicle services.

The problem wasn't in finding the services to show to the public, the CSEA communications staffer said, the problem was in limiting the number of services that could be reasonably portrayed in a brief television commercial.

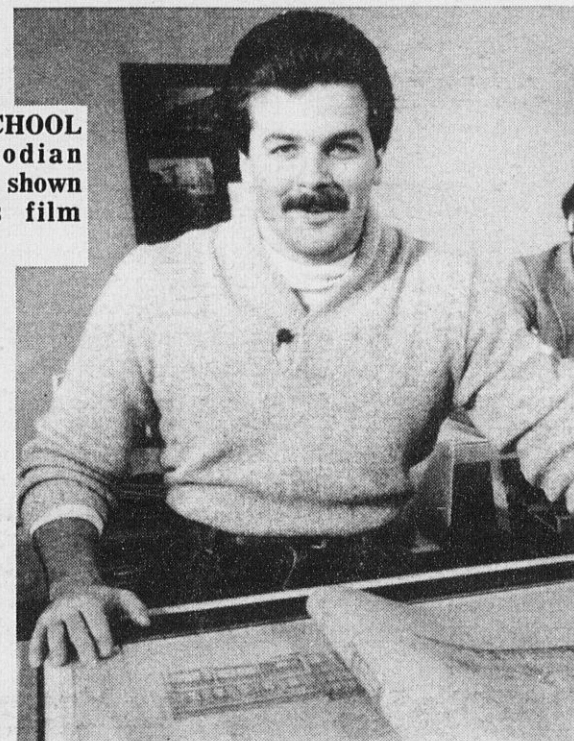
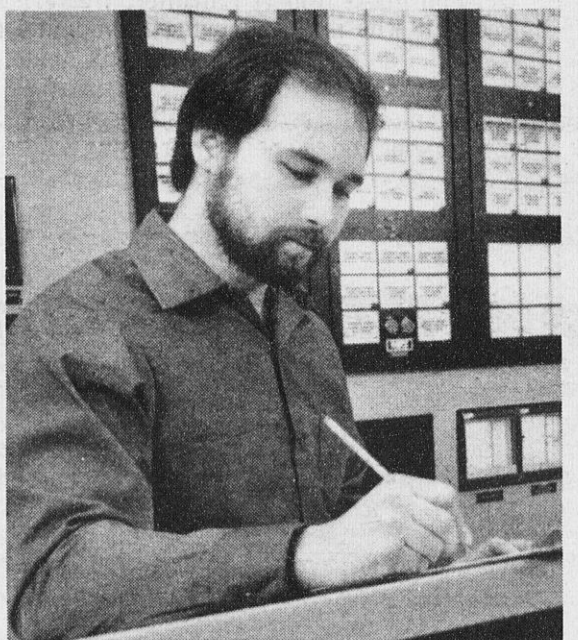
In an effort to economize, all of the commercial was filmed in and around Albany with the cooperation of regional officials, local leaders and rank and file members. The Albany advertising firm of Van De Car, DePorte and Johnson handled the production.

"Public employees are tied to public opinion in a direct way that was first demonstrated dramatically with the enactment of Proposition 13 in California, and since then in many other places across the country," President McGowan said. "The days when we could afford to allow the myths and lies to go unanswered have ended. We have to do something about the public's poor opinion of public employees or ultimately it will have a dramatic, and adverse, effect on all of us."

OPERATING A SNOW CANNON atop the Gore Mountain ski area is an example of service the public gets but seldom sees being performed.



STILLWATER SCHOOL DISTRICT custodian Donald McBride is shown at work in this film footage.



TROY CITY HALL drafting department employee Frank Hoenig, above, is among one of many public workers scheduled to appear in the union's television commercial.

MIKE EDISON, left, records data in the control room of the Rensselaer County sewage treatment plant in this scene from the television commercial featuring public employees at work.



THIS SPECIAL vehicle is a must for transportation and snow grooming on the famous trails of the Gore Mountain ski area.



REGION IV PRESIDENT Joseph E. McDermott speaks to union leaders of his concern about continued involvement in the SEFA campaign.

Task force to study organization's activities

ALBANY — The problem of CSEA Capital Region's continued official involvement in the State Employees Federated Appeal/United Way Campaign (SEFA) was one of the major issues debated at a recent meeting of the leadership of Region IV.

"The United Way is under attack from labor unions for numerous reasons," Joseph E. McDermott, Capital Region president, explained as he announced the appointment of a regional study task force. "The United Way organization has failed to block anti-union activities of its fund recipients. And its support of President Reagan's cuts in social programs has caused the AFL-CIO and AFSCME to call union members to deny their support of the United Way if it continues these policies."

The region study task force will be chaired by Shirley Brown, Region Secretary and Labor Department board representative. Local presidents Betty C. Collins, Insurance Department; Alicia Fisher-Yarter, Parole; Robert Smith, Department of State, and Charles Staats, Social Services, were appointed to the study group.

Region IV may withdraw support of pro-Reagan United Way



WESTERN REGION PRESIDENT Robert Lattimer, center, is greeted by Region IV Secretary Shirley Brown, left. Seated at right is Department of Labor Local President Jeanne Lyons.

Region Director John D. Corcoran Jr., the union designee to the SEFA Committee, will serve as task force program coordinator.

Special guest Robert Lattimer, Western Region president who is an announced candidate for the office of statewide CSEA president, updated the union leaders on the devastating effect Reagonomics is having on all aspects of public employment and the need for a strong political arm in Washington.

Betty Lennon, region Education Committee chair, announced a two-year cycle of education

programs that will be sponsored by Region IV. The schedule includes programs on negotiations and contract ratification, labor laws, the quality of work life, leadership and officer training and governmental organization.

Greg Szurnicki, chairman of the Statewide Elections Procedures Committee, explained the election process and schedule to the audience. Ramona Gallagher, CSEA political action training specialist, spoke on the PEOPLE program which raises political action funds for federal elections.

Hempstead pact boasts 21 to 44% raises over 2 years

HEMPSTEAD — Town of Hempstead CSEA members ratified a contract last month giving them raises of between 21 and 44 percent over a two-year period, according to Gus Nielsen, Hempstead CSEA president.

Under the contract, which is retroactive to Jan. 1, all employees will receive raises of 9.5 percent for the first year, 8.5 percent and a cost of living adjustment of up to 1 percent in the second year.

In addition, the contract restores the increment plan that was abolished for employees hired after 1975 and creates a new 10-year longevity step worth \$100.

The salary increases, increments and steps will give employees a minimum of 21 percent to a maximum of 44 percent over the two-year period, said Nielsen.

"It was a tough negotiation, but we feel that this is one of the best

contracts ever negotiated in the Town of Hempstead," said Nielsen, who with Field Representative Rigo Predonzan negotiated the pact. The agreement was ratified by the 2,600-member unit on Feb. 26.

"The contract brings new employees into the old increment plan, eliminating the two classes that existed under the previous contract. Eliminating that two-tier system will protect the union from attempts by

management to split the union in future negotiations," Nielsen said.

Other details of the contract include a new mileage allowance of 25 cents and a uniform allowance of \$300. Also, additional personal leave time for new employees, and employees who receive differential pay more than 50% of their working hours will receive the adjusted differential rate for personal leave, vacation, sick and bereavement leave.

Wrongfully terminated Erie woman awarded \$18,000 in back pay

BUFFALO — A former Erie County employee has been awarded back pay and benefits amounting to about \$18,000 following an arbitrator's ruling that the CSEA member was wrongfully denied the sick leave that she sought.

The ruling also found that the county wrongfully terminated Hilda Rosenfeld, a family planning program administrator, according to CSEA Attorney Ron Jaros.

"This employee legitimately sought a leave of absence for three months for medical reasons," said Jaros. "and the county decided she would only need one month. So when she failed to return to work after a one-month absence, they terminated her."

Upon proof by her physicians that her health would have been endangered by returning to work by the county's "arbitrary deadline", the arbitrator sustained Ms. Rosenfeld's grievance concerning the leave of absence.

A second grievance concerning back pay was sustained with the arbitrator ruling that the county should have offered the CSEA member her job back, which was abolished effective Jan. 1, 1982.

Since the job offer was not tendered, the employee was ruled eligible to receive her entire pay that was denied her during the life of the job title, and ordered the county to pay her.

Social Security launches plan to remedy backlog errors

WASHINGTON — The Social Security Administration makes up to \$1.2 billion in overpayments annually. Much of the error is blamed on the agency's three-year computer backlog in keeping track of how much beneficiaries earn.

Warning that the agency's

computer system, which processes 36 million checks monthly, is on the verge of "a disaster of epic proportions," Social Security Commissioner John A. Svahn announced a five-year, half-billion dollar modernization plan to remedy the problem.

New York State employees can attest to the Social Security computer problems. It recently took several months recently to track down and remedy a problem caused when a computer tape reporting the state workers' Social Security earnings was inadvertently erased.

THE FEDERAL BUDGET:

What it means, how it affects us

Some questions and answers

The newspapers say that President Reagan is trying to cut the Federal Budget again. What does this mean?

President Reagan is only cutting part of the Federal Budget. He's cutting the part of the budget that helps pay for CSEA members' jobs and the public services we provide. Reagan wants to cut federal aid to state and local governments by \$16.4 billion for Fiscal 1983. On the other hand, Reagan wants to increase defense spending by \$33 billion. And the Reagan tax cut will cost the federal government \$92 billion next year.

What will the cut in federal aid to state and local governments mean to New York?

If Reagan's budget cuts go through, state and local governments here in New York will lose \$1.8 billion in federal aid. That's on top of the almost 2 billion in federal aid that New York is losing this year. If Reagan succeeds in pushing these cuts through Congress, state and local governments will eliminate thousands of public employees' jobs. There will be terribly difficult bargaining conditions and working conditions for the public employees who are lucky enough to keep their jobs.

How important is federal aid to New York?

This year, the State of New York and its local governments are receiving about \$10 billion in federal aid. That about 20% of all the revenues available to New York's state and local governments. In other words, about 20 cents out of every dollar in your paycheck comes from the federal government. Without federal aid, state and local governments would have to lay off employees, freeze their wages — or do both.

Does cutting federal aid to New York mean cutting public employees' jobs?

You bet. This year, New York has lost almost \$2 billion in federal aid. Gov. Hugh L. Carey has announced the elimination of up to 4,900 jobs in state government. On top of that, the state is cutting back aid to local governments, which could mean eliminating jobs in local governments across the state.

What will happen to our jobs if Reagan's 1983 budget cuts are approved?

Let's take a look at Reagan's proposed cuts in Medicaid. Reagan wants to slash federal Medicaid funding for New York by \$58.7 million. Here's what the cuts would mean:

- State mental retardation centers would lose \$10.1 million. *This means eliminating 900 mental health therapy aides' jobs!*
- State psychiatric centers would lose \$7.6 million. *This means eliminating 675 mental health therapy aides' jobs.*

These are in addition to the layoffs which the state has announced this year.

Hasn't President Reagan cut people's taxes?

The Reagan Administration has cut some people's taxes—the rich and big business. The average working family earning less than \$20,000 will actually be paying more taxes! That's because of the "bracket creep" caused by inflation moving people up to higher tax rates, as well as the increase in Social Security taxes. Families earning between \$20,000 and \$30,000 will get tax cuts of only \$44 when the Reagan plan is fully operational in 1984. (We're talking about families of four.) Meanwhile, the wealthiest 5 percent of all taxpayers — those earning more than \$50,000 a year — will get an average tax cut of more than \$1,900 in 1984. On top of that, the nation's corporations will save \$163 billion in taxes.

Don't we need to increase defense spending?

President Reagan wants a \$33 billion increase in defense spending next year. That would be the largest increase in history. If Reagan has his way, next year's defense budget will be \$263 billion. Defense experts and economists agree that there's no way that the Pentagon can spend more than a quarter trillion dollars efficiently and effectively. The United States needs a better-trained military, with functioning equipment — not tens of billions of dollars more for military hardware that is obsolete or which military personnel have not been properly trained to use.

Didn't we need the business tax cuts to get the economy moving again?

When he took office, President Reagan said that just the announcement of budget cuts and tax cuts would restore business confidence and get the economy moving. But look what's happened:

- Unemployment was 8.5% in January 1982, compared to 7.4% in January 1981.
- There were 9,298,000 unemployed in January 1982, compared to 8,022,000

in January 1981.

- There was an average of 396 business failures per week in January 1982, compared to 277 in January 1981.

A year of Reagan economics has left the economy in worse shape than when he took office.

Shouldn't we give the Reagan policies more time to see if they work?

The nation's unemployment rate rose to 8.8% in February — an increase of .3% over the jobless rate for January. It's clear that the Reagan economic policies are plunging the nation deeper into a recession.

President Reagan is talking about a "New Federalism." What does this mean?

It's no accident that President Reagan announced his New Federalism plan at the same time that Americans were becoming more and more concerned about rising unemployment. The New Federalism is a tactic for Reagan to take the heat off his administration for its economic failures. Reagan wants to reshuffle federal and state responsibilities for almost four dozen social programs. Under the New Federalism, there would be a "swap" of a federal take-over of Medicaid in return for the states paying the full costs for Aid to Families with Dependent Children (AFDC) and Food Stamps. In addition the federal government would "turn back" to the states 43 other federal programs, including health, highways and social services.

Won't the states be the losers? It sounds like Reagan wants to have the federal government pay for just one program and make the states pay for 45 programs.

That's right — the states will lose out. In fact, the states stand to lose a total of at least \$17 billion by the first year of the program — 1984. By the time the program is fully implemented in 1991, the states will lose a total of \$86 billion.

What about New York?

New York stands to lose a total of \$1.768 billion in 1984 if the New Federalism goes into effect. That's more than any other state would lose.

Is New York State ready to have more federal programs dumped on it?

In his "State of the State" message, Gov. Carey said the state government can't afford the responsibilities it already has. Carey said he's cutting aid to local governments and cutting jobs in state government. There are layoffs planned in mental health and mental retardation. Imagine what will happen if New York loses another \$1.768 billion because of Reagan's New Federalism.

President Reagan has told his critics to "put up or shut up." Does AFSCME have an alternative to the Reagan economic policies?

AFSCME has proposed an alternative economic program to invest in training America's work force and rebuilding the nation's public facilities.

The program includes:

- Repairing streets, bridges, highways, water and sewer systems.
- Training unemployed workers for new jobs.
- Building new sewage treatment plants.
- An Economic Development Bank to provide low-interest loans to small businesses and emerging industries in hard-pressed areas such as New York.
- Assistance to bus and subway systems and commuter railroads.
- Expanded vocational and secondary education.
- Expanded health care services for mothers and children.

Funds for this program would come from eliminating some of the Reagan administration's tax give-aways to the rich and big business. At its recent meeting, the AFL-CIO Executive Council endorsed most of this economic recovery program. This program has also been backed by the U.S. Conference of Mayors and the American Federation of Teachers.

These questions and answers were

prepared for The Public Sector by AFSCME

The Reagan grip shows signs of slackening

President's Message

Fraternally,

Bill
WILLIAM L. MCGOWAN

Ronald Reagan's proposed federal budget for the nation's 1982-83 fiscal year is a blueprint for disaster. That's not just the opinion of one labor leader, it appears to be an opinion shared by a sizeable chunk of the United States Congress.

For the first time since Reagan took over Washington, his grip seems to be weakening. Who knows what finally did it? Perhaps it's the highest unemployment level among adult breadwinners since the end of World War II. Perhaps it's a federal defense budget that clears one quarter of a trillion dollars. Perhaps it's a projected budget deficit that for the first time in the history of this country exceeds \$100 billion dollars in a single year.

It seems to me that Reagan's polished speeches are beginning to be more closely examined by an increasingly suspicious America. The same people who heard candidate Reagan say that budget deficits are killing our country are now hearing President Reagan say triple digit budget deficits will be the rule for the foreseeable future and that's okay.

Maybe the people who heard candidate Reagan blame inflation and unemployment on "past administrations" are beginning to wonder why President Reagan's track record on inflation and unemployment is getting worse. The current administration keeps promising good news, but keeps producing bad news.

So why should you care? After all Ronald Reagan is in Washington and we're in New York, right? Wrong. Ronald Reagan and his high stakes economics are not only in your state, they are in your pocket.

CSEA recently fought like hell to get the best contract that any public employee union ever negotiated with the State of New York. That's how it should be because while everybody else was getting good raises we were starving. Finally it's our turn and we deserve what we fought to get. This is a good contract, but there is one thing keeping it from being perfect contract, in my opinion, and that is the "lag" of payroll to accommodate a state budget problem later this year without wholesale layoffs.

Ronald Reagan and his budget are as responsible for that lag payroll as anyone. We examined the financial condition of the state and there is indeed

a big problem coming. A lot of that problem has been caused by reductions in federal aid to this state in the middle of continued inflation and a deepening recession, when demands for services are higher than normal and tax revenues are lower than normal.

A few months ago 1,500 employment service workers in the state Department of Labor were saved from being laid off at the 11th hour because even Ronald Reagan couldn't defend cutting employment services in the face of the highest unemployment rate in 30 years, but those 1,500 people were only one very visible example of Ronald Reagan in action. There are thousands of others who just quietly disappeared — a few here, a few there, as local government planners cut back in expectation of dwindling federal assistance.

What happens in Washington does have a very real impact on what happens to us here in New York, particularly as public employees. But we can have an impact on what happens there, as well.

A coalition of labor and business reversed the layoffs in employment services this year, and I would hope that same coalition will vigorously resist any future cuts. We made a difference then and we can make a difference again.

This November, congressional elections will determine whether Ronald Reagan continues to control the Senate or if Democrats will continue to rule the House of Representatives. You will have a voice in that process. It would be a sin not to let your voice be heard. By being registered to vote in November, and then voting, you can make a difference.

You can make yourself heard now as well. It sounds like an old cliché, but you should write your congressman and let him or her know where you stand on critical issues. If you want Congress to show a little backbone against the Administration then show them some support. That, in the final analysis, could determine our future.

In the weeks ahead, as the federal budget battle shapes up, you will be hearing more from CSEA on this subject. We will ask you to act, not just agree. We proved on Solidarity Day that when the chips are down, we are willing to pitch in to make a difference.

We are planning, for example, to open our regional offices at some time in the future to make our phones available to you to call the White House and let them know what you think about the current president and his policies.

What is needed now is informed action. I urge you to read the questions and answers on the federal budget prepared by AFSCME at our request. Formulate your own opinions and then make your voice heard.

There are a lot of people clamoring for the heads of public employees and an end to public services. It's about time that we let them know there are a hell of a lot more people who think four decades of social progress shouldn't be wiped out to make the rich richer and to feed an insatiable defense industry that is getting money far faster than it can efficiently spend it.

Budget fight, round two: 'We can win'

By Gerald W. McEntee
AFSCME International President

CSEA and AFSCME are putting up the fight of our lives against the second round of Reagan budget cuts.

That's the message that came through loud and clear from the CSEA/AFSCME Congressional Breakfast in Washington March 9. As Bill McGowan says, our union speaks with one voice against the disastrous Reagan economic policies. And half the New York Congressional Delegation was there to hear our union speak out.

You and I know that President Reagan is swinging his budget axe again, and no state will be harder hit than New York.

The first round of Reagan budget cuts is now a fact of life. Middle and low income people and state and local governments in New York are losing a total of almost \$2 billion in federal aid.

CSEA members are starting to feel the impact of the Reagan budget cuts. Governor Carey has announced cuts in aid to local governments and cuts in jobs in state government, with layoffs in mental health and mental retardation.

Now, President Reagan is proposing another \$1.8 billion in cuts in federal aid to New York for Fiscal 1983. If the Reagan Administration wins this year's battle of the budget, New York will have lost a total

of almost \$4 billion in federal aid over two years. There will be layoffs of thousands more state and local government employees in New York and impossible conditions for those lucky enough to keep their jobs.

We've got to fight back, and this year we can win.

Unlike last year, Congress is no longer willing to rubber-stamp the Reagan policies. After one year of Reagan economics, the American people are angry about the increase in unemployment, the cuts in vital public services, and the tax give-aways to the rich.

I'd like to share with the members of CSEA the results of a nationwide poll that was conducted recently for AFSCME. The poll revealed that people who voted for Reagan in 1980 now plan to vote Democratic in this year's Congressional elections by margins approaching two-to-one. Why? One out of every five people interviewed said that they or some member of the family had been laid off during the past year. Another 49% said they're afraid of losing their jobs this year!

With the critically important Congressional elections this November, our union needs to build our voluntary political action fund — PEOPLE — so that we can help elect Senators and Representatives who are favorable to public services and public employees. I'm pleased that the recent

CSEA Convention and several CSEA Regions have helped raise PEOPLE funds. I'm asking CSEA to join with your AFSCME sisters and brothers from throughout the nation in meeting our goal of raising a million PEOPLE dollars — one dollar for each member.

I have directed your national AFSCME staff to make available to CSEA the most up-to-date and detailed information on the Reagan budget cuts and how they will injure New York. We are compiling specific information on how the cuts will affect state and local governments and specific public services such as health care, mental health and retardation, education, sanitation, child nutrition, law enforcement, transportation, and other important programs. It's up to you to use these facts as a weapon in the battle to save public services and public employees' jobs.

Through your active participation in AFSCME, you combine the strength of public employees in New York with the strength of public employees in Pennsylvania, Massachusetts, Michigan, Wisconsin, Illinois, Minnesota, and almost every other state. Our more than one-million-member union is struggling to defend the economic security of our members and the vital public services we provide.

Working together, we will prevail!

Furloughs? NEVER!

ALBANY — By the overwhelming majority of 98 percent, state employees represented by CSEA have backed their union's vehement opposition to a legislative proposal to "furlough" state employees. As of February 25th, more than 34,000 state workers had responded to a CSEA survey on the issue. An additional 334 members said they had no opinion on the issue but would back CSEA's position. "This is the most overwhelming response that we have ever received to a survey," said CSEA President William L. McGowan, whose strong opposition to the furlough proposal was affirmed by the rank and file. "This proposal would... arrangements be made to dump the thousands of survey cards on the legislators to let them know..."

Members speak out against layoff proposal

SHARON MACKEN: Will her dream be furloughed?

A ROCKY RIDE — DOL's Sharon Macken is pictured at her desk.



Taking away pride

To the editor:

With all this talk of furloughs, such as working five days and getting paid for four, what's going to happen to that unsung heroine — the single working mother?

I am a state worker grade 3, earning \$9,397 this past year. That salary automatically makes me ineligible for assistance by state and federal government. The budget standards are always figured on the gross pay and not by what money you actually get in your hands. Which for me is grossly unjust. My paycheck about two weeks ago was \$207.38; the last one this month was \$207.20. But Social Security is up again at 18 cents; my household budget for half the month was \$207.67, not including food; the other half of the same bills are to be paid the next payday, so I am always behind; Utilities for January jumped from \$111 to \$240. That's much more than my net pay and NiMo sent me a final shut-off notice. Well, you just can't get blood from a stone.

I have to keep my baby in day care, so \$34 twice a month has made me consider quitting my job and taking public assistance and fuel assistance. But I happen to be one of those proud people who enjoys working and taking care of my own family. I've been working since I was 14, helping my family out after school. We were poor then and we still are.

What do you think will happen to me and that "small minority group of single working parents" when you take a day's pay away from us? We'll be back in the welfare lines. All we've strived for, all the pride and dignity and peace of mind is stripped from us. It's degrading to those people who have never had to "beg" before.

If the state and federal governments want to furlough people, do it to those who have two incomes in a household and making \$31,000 or more each. I'm sure they won't miss it.

MARILYN BARKER-HAMMOND
Albany

Marilyn Barker-Hammond is a clerk at the Bureau of Hospital Services, Albany, and a member of CSEA Health Department Local 664. Her above letter to the editor appeared in a recent edition of the Albany Knickerbocker News.

Following a recent story in The Public Sector concerning a threat by the state to furlough state employees, more than 38,000 CSEA members responded to a survey seeking their feelings about the situation. Overwhelmingly, the members pledged their strongest

opposition to the state's furlough proposal.

One member who commented was Job Service Stenographer Sharon Macken, whose heart-felt comments in a letter to CSEA President William L. McGowan inspired the following story.

Labor Department stenographer cites ups and downs of 'roller coaster' job

NEWBURGH — Five years ago, when Sharon Macken started to work for the state Department of Labor here, she never realized she was boarding a roller coaster.

The CSEA member went to a state job directly from high school on the advice of her parents, who assured her it was the smart thing to do. Her father, after all, knew from experience. He himself was a public employee.

Today, the 23-year-old stenographer looks back on five years of ups and downs. At the moment, she feels more secure than she did in January, when massive federal cutbacks threatened her job and those of 1,500 co-workers in New York State.

She says she is grateful to have a union "that fights for us," but at the same time, she cannot shake off fears about "furloughing," the legislative proposal aimed at saving the state money by laying off workers at the whim of management.

"I have a lot of financial responsibilities and I was brought up to go out and support myself," said Sharon. She is trying to do just that on an annual salary of \$10,411. But it hasn't been easy.

Sharon Macken was a victim of the first round of Department of Labor layoffs that occurred last September.

"It was a very traumatic experience," she

said. "From June to September I was anticipating what might happen, where I might be working tomorrow, a week from now or next month — or even if I'd have a job at all. At the same time, our office staff gave it our all."

As a result of the layoff situation, she was ultimately reassigned from the Middletown Insurance Office to the Newburgh Job Service, a move which more than doubled her travel time and expenses.

Still, Sharon looks forward to going to work and enjoys her job. A supervisor used to say the staff put in nine hours of work in 7.5 hours. Sharon's personal goal is to put in 10 years of state service, but she is afraid, she says, "my dream will be furloughed."

In a recent letter to CSEA statewide President William L. McGowan, Sharon registered her firm opposition to furloughing.

She wrote: "...there is a section within the Prayer of St. Francis that states, 'It is in giving that we receive.'

"I hope and pray that the employees of New York State will receive something in return for that which they have already given. Not necessarily (something) of monetary value, but to reinstitute our faith and security in state employment and to let us gain peace of mind we once had."