

# Asbestos exposure screening in Westchester

WHITE PLAINS — CSEA members who may have been exposed to asbestos at nine worksites in Westchester County are now eligible for a comprehensive medical screening.

The Westchester County Unit was finally able to negotiate the agreement with management, following two years of complaints, grievances and arbitration hearings. The agreement involves employees exposed to "friable" asbestos, that is, asbestos that was flaking down from the ceiling. Physicians have linked the substance with lung cancer.

Comprehensive medical screenings will be conducted at the Westchester Medical Center for employees at the following worksites: Westchester Medical Center dietary locker room area; Westchester Medical Center butcher shop purchase and supply area; Westchester County Center basement; Westchester Community College Library receiving area; Hawthorne Police Headquarters; Peekskill District Office; the basement of 150 Grand Street; Ruth Raylor Institute at Grasslands Medical Center; and the

Port Chester Sewage Treatment Plant.

In each facility, the friable asbestos has either been pulled down or sealed. That work was done by a private contractor and supervised by the county health department.

Notices concerning the examinations have been posted at each worksite. CSEA shop stewards and members of the Health and Safety Committee will also help workers who have questions concerning the screenings.

Region III President Raymond J. O'Connor, who was president of the Westchester Unit when the matter was grieved, stated, "I'm pleased a settlement was reached which meets the needs of county employees with regard to this important safety issue.

"The Health and Safety Committee and the CSEA unit officers who brought this about are to be commended for sticking it out and reaching a settlement we can all be proud of."



## Public SECTOR

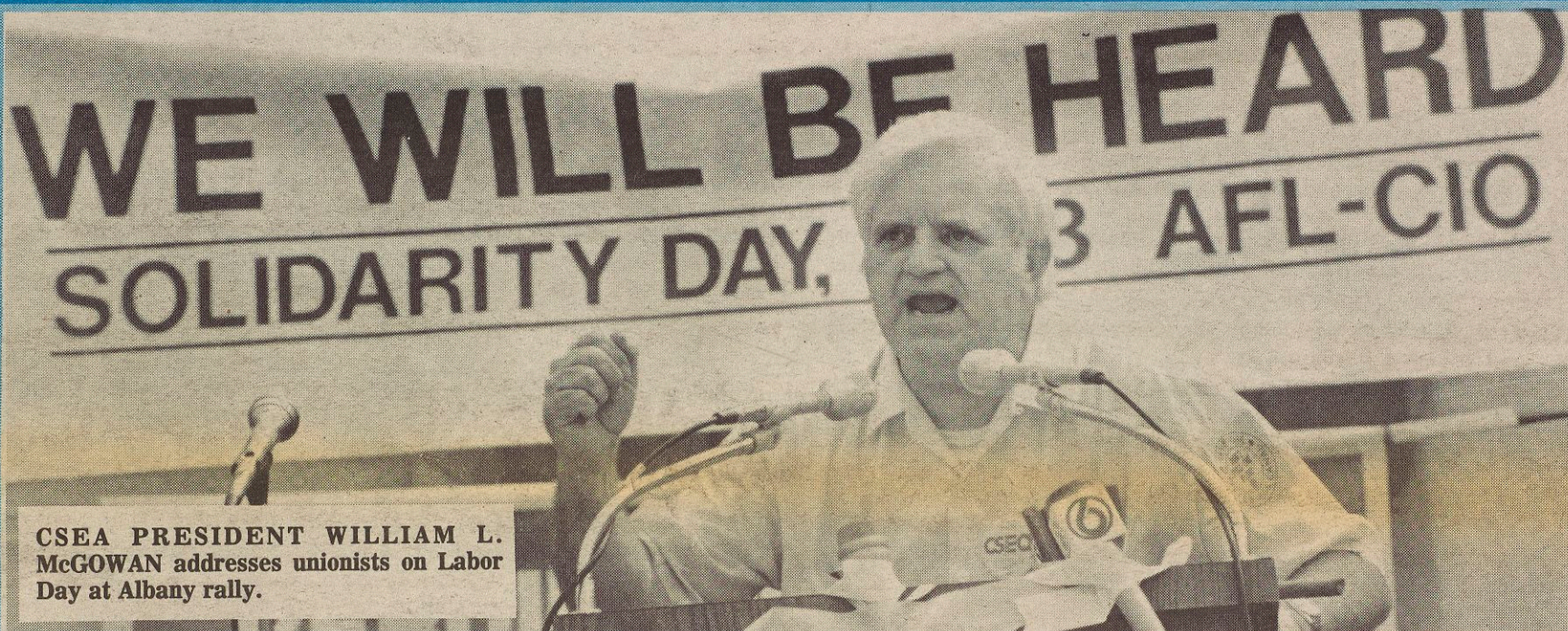
Official Publication of The Civil Service Employees Association Local 1000, American Federation of State, County and Municipal Employees AFL-CIO.



(ISSN 0164 9949)

Vol. 5, No. 24

Friday, September 9, 1983



CSEA PRESIDENT WILLIAM L. MCGOWAN addresses unionists on Labor Day at Albany rally.

## SOLIDARITY DAY III

**'If we don't stick together, they'll pick us off one at a time'**

ALBANY — "If we don't stick together, they'll pick us off one at a time," that was CSEA President William L. McGowan's warning to unionists rallying around the state Capitol on Solidarity Day.

McGowan drew cheers when he pointed out that a Public Agenda Foundation surveys shows that management has undermined worker's desire to do high quality work.

The CSEA president said, "They (management) stand in the way of getting the job done right and more efficiently."

But McGowan also said he was disappointed by the turnout. "This park should be overflowing," said McGowan.

CSEA members taking part in the march and rally passed petitions to try to stop the layoffs on the barge canal and to pressure Albany County to bargain in good faith. Members of the social services unit in Albany County have been working without a contract since January because the county has refused to bargain.

President Reagan was a target for many of the speakers at the rally. State Labor Commissioner Lillian Roberts said, "We must fight back to bring an end to this national administration that has brought us more unemployment, more hunger, more military spending and less of everything for working people."

President McGowan and other labor leaders taking part in the rally told the unionists to register and vote Ronald Reagan out of office.

Several hundred unionists marched in the first Labor Day parade that anyone could remember in Albany. Organizers claimed it was the first ever labor march in the capital city, but some veteran unionists said Samuel Gompers led one in 1912.

CSEA's contingent in the march was led by Capital Region President C. Allen Mead, Secretary Irene Carr and County Executive Committee Chairwoman Mary Sullivan.

**ON THE MARCH** IN ALBANY AND NYC — pages 10 and 11  
IN NATION'S CAPITAL — pages 12 and 13

# Women's political clout to be topic at Region VI fall conference

BUFFALO — The growing political significance of female voters and the potential women have for electing the next president will be outlined for CSEA Region VI members and delegates at a region conference planned for Friday, Sept. 30 and Saturday, Oct. 1 at the Grand Island Holiday Inn.

Irene Natividad, vice chairwoman of the National Women's Political Caucus and director of the Center for Continuing Education at William Patterson College in New Jersey, will be guest speaker at the event.

Natividad is active in a wide range of community activities including Girl Scouts of America, Child Care Action Now and others.

The Philippines-born, 34-year-old Natividad is also a leader in a number of organizations formed to support the careers of Asian-American women. She is chairwoman of the New York Asian/Pacific Women's Political Caucus, founder and president of Asian/American Professional Women, and a founding board member of the National Network of Asian/Pacific-

American Women. She is currently working to form a political action committee to fund political campaigns for Asian-American women candidates.

Other agenda items for the region conference include a presentation by Bruce Wyngaard, CSEA assistant director for research on workfare and its effect on public employees.

Sally Bouton, CSEA director of education, will conduct a session and film presentation on civil service testing, and will also speak on educational opportunities for CSEA county members.

Labor Education Action Program (LEAP) Director Thomas Quimby will talk about his program, and Jack Carey, CSEA acting executive director, will give a presentation on recent changes in the retirement system.

Region VI President Robert L. Lattimer will announce the winner of the Charles R. Sandler scholarship.

The Grand Island Holiday Inn is located at 100 Whitehaven Road at East River Road, Grand Island. Overnight accommodations may be made with the Holiday Inn.



IRENE NATIVIDAD . . . to speak on women's growing impact at the polls.

# Union takes first step in upgrading, reclassification

NEW YORK CITY — After many months of frustration, newly-elected officers of Local 010 have taken the first step to assist approximately 500 employees of Social Service-Office of Disability Determinations (ODD) in seeking their long-awaited upgrading and reclassification study.

Janis Weiner, chairperson of the Ad-Hoc Committee for Upgrading and Reclassification, expressed relief that the process had finally begun to help employees.

"Our employees have been performing duties that we felt were not required by their job descriptions," said Weiner, who is also third vice president of Local 010.

Unaware that the union could help them, the workers began soliciting voluntary contributions to hire a lawyer.

Weiner said Regional President Frances DuBose-Batiste learned of the voluntary contributions during the local's installation in early August and advised the officers that the union had not only the resources available to assist the local, but the obligation to do so.

"Employees should not undertake such serious and involved matters on their own," said DuBose-Batiste, "especially with the help of an outside attorney, no matter how sympathetic or well-intentioned he or she might be.

That's what the union is here for. I see no reason why this group of workers should not be given the same opportunities that other employees have had."

At the request of DuBose-Batiste, Local 010 trustees Ron Mazzola, regional director, and Joseph McDermott, CSEA executive vice president, arranged a meeting with CSEA Research Assistant Cindy Chovanec.

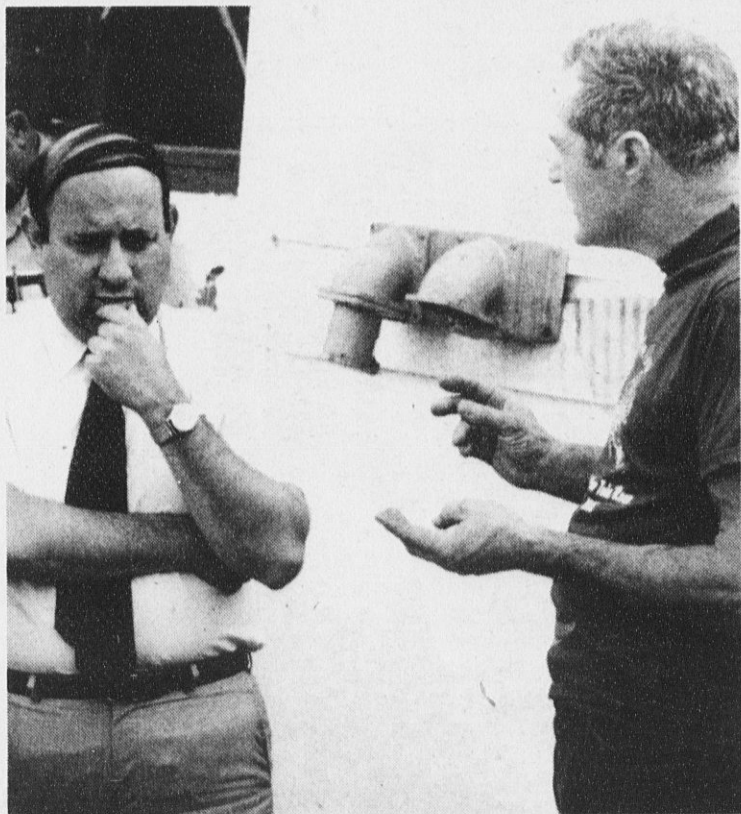
Chovanec met with the Ad-Hoc Committee in mid-August to establish guidelines for the formation of background materials and other documentation needed to begin what McDermott termed "a long and arduous task."

"No one should go forward improperly prepared," said McDermott. "We have a research department, among other resources, for just that purpose — to provide assistance."

After the preliminary forms and questionnaires have been distributed and completed, said Weiner, arrangements will be made with Chovanec to set up information tables at ODD so employees can meet with her on an individual basis.

Notices announcing the date and time will be posted on union bulletin boards. Any employee who is interested in scheduling an appointment should contact the committee.

Other committee members are second Vice President Nancy Hall, Local 010 Delegate Frank Rodriguez and Local 010 member Desi Grannum.



CANAL TOUR — Assemblyman Anthony Casale, R-113 Dist., left, listens intently as Harold Reinhardt, Local 502 vice president, explains the effects of cutbacks in maintenance along the historic 524-mile barge canal. Casale was given a guided tour of Lock 18 near Herkimer by CSEA officers of Local 502.



HELPING HANDS — Assemblyman Anthony Casale, right, and Roger Stock, second from right, Little Falls City chairman, get first-hand information regarding state plans to cut the barge canal budget and personnel. Eager to offer facts to the officials are Gerald Hanson, left, Lock 18 operator, and Frank Zammiello Jr., President of CSEA Local 502. Casale and Stock signed CSEA "Save The Canal" petitions.

# Unemployment law change to net benefits for non-teaching workers in school districts

Tens of thousands of CSEA members benefit from a new law which allows non-teaching school district employees to collect unemployment insurance if they are not assured in writing of re-employment when school resumes.

The legislation, which amends the New York state unemployment insurance law, affects bus drivers, custodians, food service workers and some office workers in all levels of schooling from nurseries to universities.

The change makes such non-teaching workers eligible for unemployment benefits during school recesses and vacations if they do not receive a written contract of employment for the next term. Under the old law, nothing was required in

writing and a verbal assurance from a superior precluded an employee from filing a valid claim.

In addition to the provision for written assurance, the amendment provides for retroactive payment of benefits to non-teaching workers who file a timely claim and do not get rehired even after an assurance.

The amendment, which went into effect July 20, brings the state into compliance with requirements of the Federal Unemployment Tax Act.

However, it does not apply to workers in instructional, research or administrative jobs. Currently, they still may not collect benefits if they have a reasonable assurance of continued employment following a school break.

## CSEA in the public service

# Mental Hygiene reminder

All newly elected Mental Hygiene local presidents and board representatives are requested to send their name, address, and business phone numbers to Wanda Lubinski, secretary/treasurer of the Statewide Mental Hygiene Caucus. Information and changes should be sent to her at 340 Second Street, Troy, N.Y. 12180. Caucus members are also reminded that new elections are to be held at the 1984 State Division Workshop.

## Large turnout seen Region V fall conference Sept. 23-26

Syracuse — Attendance at the Region V Fall Conference scheduled for Sept. 23-26 at the Sheraton Motor Inn in Liverpool, is expected to exceed the 1982 meeting.

"Thanks to the splendid cooperation between our program and education committees, the weekend should provide an outstanding package of informational meetings to enlighten and benefit officers and delegates from every local, including state, county, schools

and retirees," Region V President Jim Moore said.

The weekend of activities opens Friday evening with state, county and school affairs workshops. The Saturday program will offer a wide range of meetings covering political action, retiree business, treasures training and two full sessions for all delegates covering "Labor/Management: Structure & Development".

The weekend will conclude with a regional business meeting Sunday morning.

## Installation in Westchester

WESTCHESTER COUNTY CSEA LOCAL 860 President Pat Mascioli, second from right, and his slate of officers were recently installed by CSEA Statewide President William L. McGowan, second from left. Chatting with them following the ceremony are Westchester County Executive Andrew O'Rourke, left, a guest at the ceremony, and CSEA Southern Region III President Raymond O'Connor, right.



SOUTHERN REGION III PRESIDENT Raymond O'Connor, right, discusses an issue with Westchester County CSEA Unit President Rich Saluga during a program held to install new Local 860 officers.

CSEA STATEWIDE EXECUTIVE VICE PRESIDENT Joseph E. McDermott, left, talks with Westchester County Local 860 President Pat Mascioli after latter was recently sworn in for another term.

# Public Sector

Official publication of  
**The Civil Service Employees Association**  
 Local 1000, AFSCME, AFL-CIO  
 33 Elk Street, Albany, New York 12224

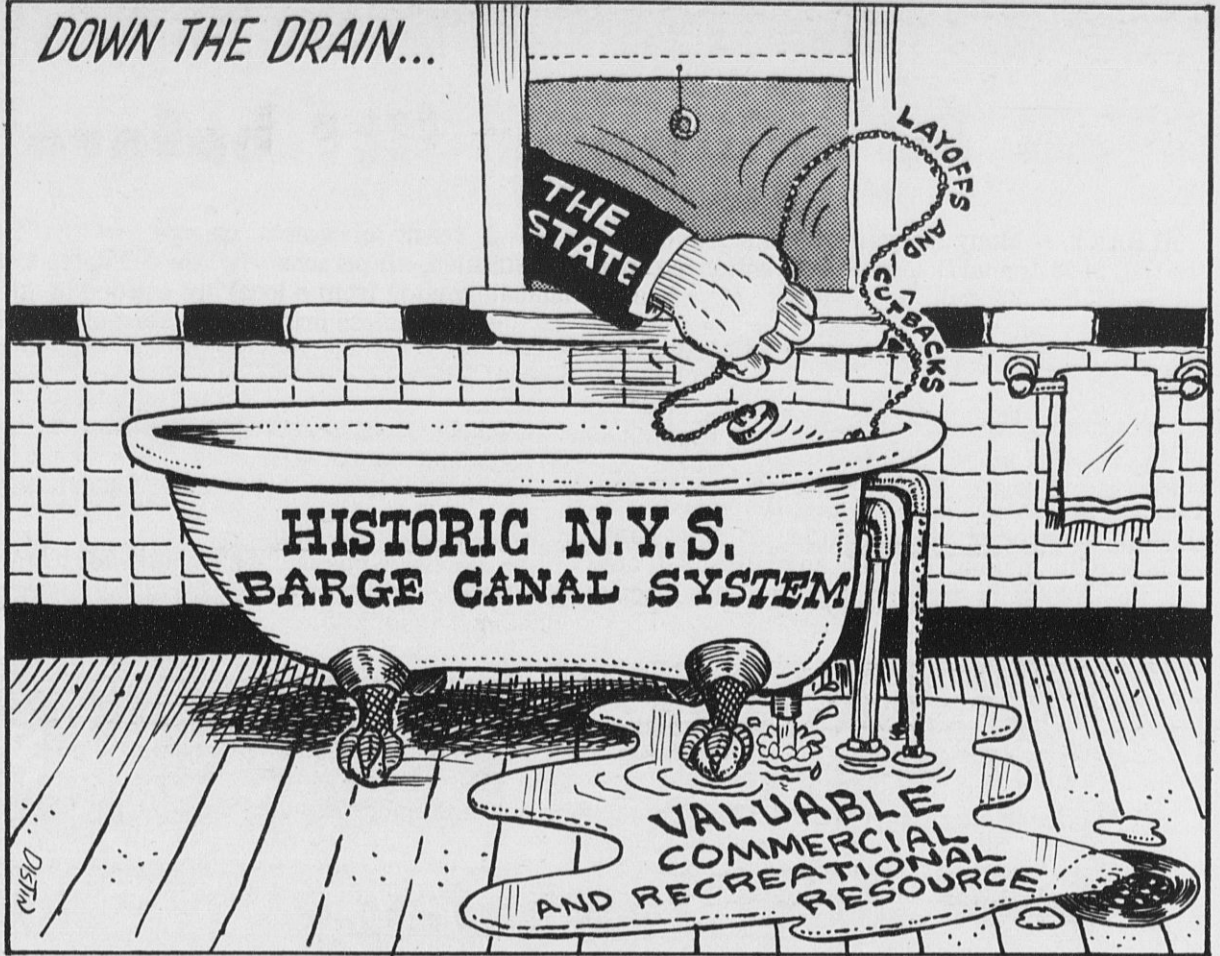
The Public Sector (445010) is published every other Friday by the Civil Service Employees Association, 33 Elk Street, Albany, New York 12224.

Publication office, 1 Columbia Place, Albany, New York 12207.

Second Class Postage paid at Post Office, Albany, New York.

MICHAEL P. MORAN — Publisher  
 ROGER A. COLE — Editor  
 TINA LINCER FIRST — Associate Editor  
 BRIAN K. BAKER — Assistant Editor

Address changes should be sent to Civil Service Employees Association, The Public Sector, 33 Elk Street, Albany, New York 12224.



## WILLIAM HERMAN Parking Lot Attendant



"The union is used to helping members. It's always on the lookout for any attempts by management to tamper with our rights."

## Carr to locals:

# Send in delegates list before convention

ALBANY — Many delegates planning to attend the Oct. 24-28 Annual Delegates Convention may not be receiving September mailings of advance information and convention materials. The reason: Many locals still have not notified CSEA who their delegates are.

"Committee reports to the delegates are being compiled, and the agenda is being finalized," reported CSEA Secretary Irene Carr. "We are required to provide this material to the delegates 30 days in advance of the convention. But we can't complete the mailing if there's no mailing list, and we won't have a mailing list until the locals properly report their election results."

As a result of recent changes in the local Constitution, all persons who are delegates to the annual meeting from a local are entitled to attend the meeting, unless prior to the latest election the local designated a lesser number of delegates to attend.

Under the most recent local constitution, local officers automatically serve as delegates. Additional delegates, if necessary based on the local's membership strength, can be elected.

The statewide constitution requires locals to file with the statewide secretary a list of their delegates no later than July 15.

"However, we have not been receiving delegate lists, and at last count more than 50 locals still had not responded to our repeated reminders that they must report names and addresses of elected officers," Carr said. "These locals are effectively cutting themselves off from important channels of information. I urge the locals to complete this important requirement as quickly as possible."

Warning of difficulties in certification by the credentials committee at the convention, Carr forwarded new delegate listing forms to all locals last week in an effort to speed up the reporting process.



## PEOPLE run scheduled

KIAMESHA LAKE — Delegates should get out their running shoes and get in training for another PEOPLEthon event. Entry fee for the run during the October Delegates Convention at the Concord will be \$30 or more in pledges to PEOPLE.

PEOPLE — Public Employees Organized to Promote Legislative Equality — is the political action arm of AFSCME. Money will be used in next year's federal elections.

"Now is the time to start collecting pledges — before the convention," urged CSEA Political Action Training Specialist Ramona Gallagher.

"The purpose of these fun runs is to raise funds to support candidates on the national level. We want to be able to make a difference in 1984 and to effectively back candidates who support labor issues."

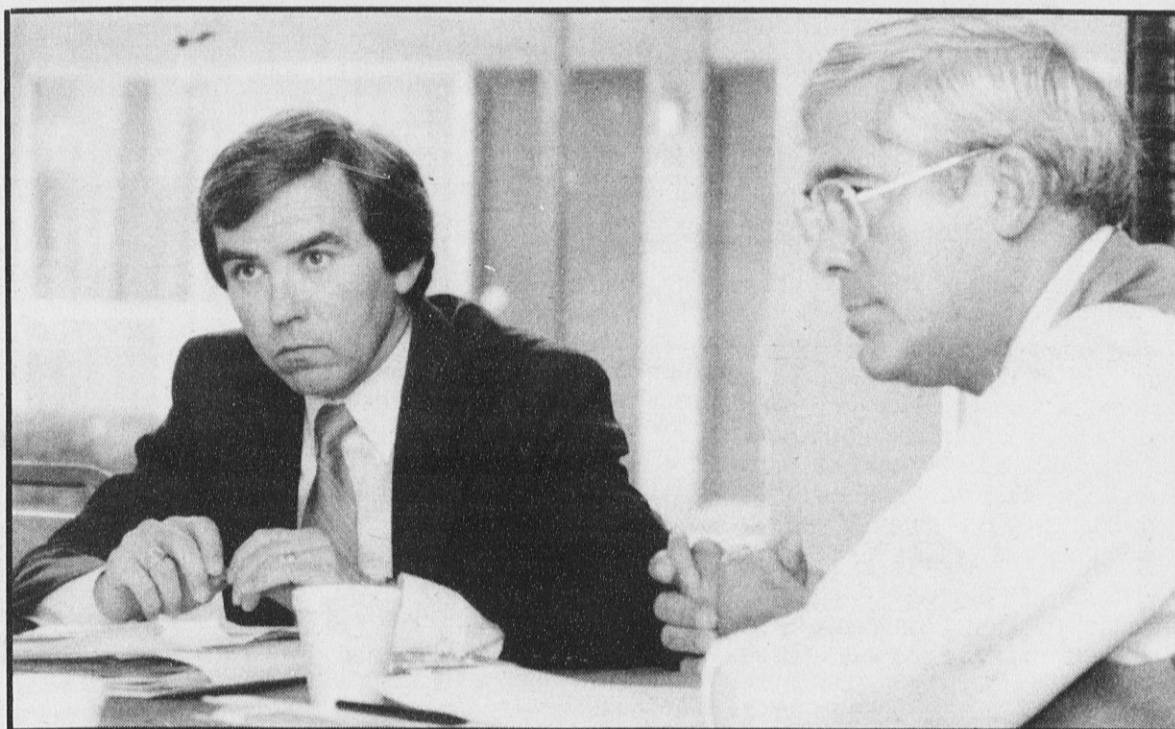
Any delegate or family member attending the convention can enter the race, scheduled for the afternoon of Oct. 26. The three-mile route will be announced at the convention.

Awards will be presented to the top three male and three female finishers in the event, and a special award will go to the entrant raising the most pledge money. All entrants will receive a PEOPLE T-shirt or tote bag, and refreshments will be served to participants after the race.

"The run itself will be a lot of fun, but the serious purpose has to be accomplished during the next few weeks," Gallagher emphasized. "I hope that delegates will obtain pledge sheets and work to obtain as many pledges as possible from members of their locals and units."

Pledge sheets are available from the CSEA Legislative Office, 150 State St., Albany, N.Y. 12207. Pledge sheets are also being sent to delegates in pre-convention mailings, and will be available at the PEOPLE booth at the Concord beginning Oct. 23.

## EAP Board



THE EMPLOYEE ASSISTANCE PROGRAM Advisory Board, a coalition of labor and management representatives, meets regularly to review the EAP program and ensure that its goals and objectives are carried out. The support and referral program is designed to help state workers handle personal problems that may hurt their job performance. In top photo, Dennis Battle, left, and Tom Going listen to a discussion during a recent meeting. Battle, CSEA's director of personnel and employees relations, represents CSEA on the advisory board, along with CSEA President William L. McGowan. Going is the EAP program manager. In bottom photo, board members Esther Swanker, of the Department of Transportation, Al Demarco, of the Governor's Office of Employee Relations, and Jim Sipes, of AFSCME Council 82 are pictured.

**Write your rep!**

## Fed funds for public services in danger

WASHINGTON — Federal revenue sharing money, badly needed by states and localities to maintain public services, is in jeopardy because of opposition from the Reagan administration.

The Senate is expected to vote on the bill (S. 1426) to reauthorize general revenue sharing in September. At that time Senators Bradley (D-N.J.) and Mathias (R-Md.) will offer an amendment to increase the amount of revenue sharing money by \$225 million annually.

The President is expected to fight hard against the increase.

The money is used by the state and local governments to provide public services. There has been no increase in the program since 1976, even though the cost of living has gone up by more than 60 percent. Even the increase proposed in the Bradley-Mathias amendment won't keep up with inflation.

The increase in revenue sharing is a top priority of the AFSCME legislative program.

**Let your U.S. Senators  
know New York State  
needs the increased  
revenue sharing funds!**

**WRITE**

**Sen. Daniel P. Moynihan  
U.S. Senate  
442 Senate Office Bldg.  
Washington, D.C. 20510**

**Sen. Alfonse D'Amato  
U.S. Senate  
321 Senate Office Bldg.  
Washington, D.C. 20510**

## In Dutchess County

### M-o-v-e: how Social Service Dept. workers spell relief

POUGHKEEPSIE — Relief may soon be in sight for Dutchess County Department of Social Services workers, following a six-year-long battle with an unresponsive landlord to rectify unsatisfactory working conditions.

After years of employee complaints that the department's present location in a downtown department store lacks ventilation and has an inadequate heating system, county lawmakers have finally voted to move the department to a building that once housed the Poughkeepsie YMCA.

Although not completely satisfied with the decision, President Mary Rich and Vice President Carl Mathison of the CSEA Dutchess County Unit both agreed they were "relieved that some kind of action had been taken."

"The present situation is intolerable," Mathison remarked. "The building is designed for an open sales floor, not partitioned offices.

The heating system has three speeds — too hot, too cold, and not working at all." Mathison added that on a few Mondays, employees would find their offices had been flooded because pipes had broken over the weekend.

Legislators mulled several renovation proposals before approving a plan to renovate office space in the old YMCA building, just a block from the county office building.

One present concern is that the project will take an estimated 18-20 months to complete, leaving Social Services employees in the drafty old building for more than a year. But officials have agreed to "band-aid" problems in the building, hoping to make this winter more bearable for employees.

Unit officers commented that CSEA members will hold Dutchess County responsible for any problems that come up in the building in the interim. "Our employees have suffered long enough," Rich said.



HERKIMER MAYOR DONALD REILE, center, adds his signature to the growing list of public officials who have signed CSEA petitions protesting state plans to layoff State Barge Canal employees. Mayor Reile is wearing his "honorary" tug captain's cap from the members of CSEA Local 502. On hand for the informal ceremony at the village hall were Bill Fredlund, seated left, village engineer; Mary Sullivan, president of Herkimer County Local 822; and Frank Zammiello, Jr., president of Barge Canal Local 502. (Photo courtesy of Herkimer Evening Telegram)

## State workers donate blood to save victim

ALBANY — State employees responded heroically to a call for help in late August, donating 136 pints of blood to help save a trauma victim at the Albany Medical Center. The appeal for aid came at noon when the Albany Chapter of the American Red Cross called the State Office of General Services (OGS), with a special appeal for type O positive blood. The Red Cross told OGS that the Medical Center patient was consuming vast quantities of the blood type, and that their supplies would be exhausted by 6:00 p.m. that day. OGS immediately went into action to answer the call.

Within minutes the Capital Police made an announcement over the public address system throughout the Empire State Plaza complex and the Alfred E. Smith Building. Expecting a large turnout, the Convention Center staff made two Concourse meeting rooms available as a donor center. The Plaza manager's office arranged to

have the rooms cleaned and set up to accommodate the Red Cross equipment and personnel. The OGS Division of Employee Services coordinated much of the effort to get donors.

For four hours, from 5:00 p.m. to 9:00 p.m., state workers trooped in to donate their blood. During that time more than 82 units were donated and 30 people had to be turned away and referred to local bloodmobile facilities. At the end of the following work day the special drive had netted 136 pints of State employees' blood.

According to Albany Red Cross spokeswoman Diane Avery, the appeal was very successful in meeting the immediate emergency, and for replenishing the Medical Center's supply. She also expressed the sincere appreciation of the Red Cross for the response.

"State employees have responded to this very special need in typical fashion," said OGS

Commissioner John C. Egan. "They have always been generous in the past when there has been a call for help; they will do so again. There is the spirit of Governor Cuomo's 'Family of New York.' I wish to express my thanks to the Capital Police, the Convention Arts Bureau, the Plaza manager's office and the Division of Agency Employee Services for their quick and effective handling of this situation. More importantly, I wish to especially thank those State employees who gave the most...their blood," the Commissioner stated.

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

## OCA members advised to take exams for 'cover-in' positions

ALBANY — Despite recent legal victories upholding "cover-in" or "grandfather" legislation, CSEA is advising its members in the Office of Court Administration to take the examinations for their "covered-in" positions.

"The constitutionality of the 'cover-in' legislation is being litigated in several forums," noted CSEA attorney Stephen J. Wiley of the law firm of Roemer and Featherstonhaugh. "This issue has been ongoing for several years now, and affected employees should be updated on developments."

In one case in which CSEA has intervened, an independent union in one part of the state is claiming that the cover-in legislation is a violation of Article 5, Section 6 of the state Constitution in that by "covering in" provisional employees, the concept of merit and fitness is violated.

CSEA's position has been successful at the lower court level, and the cover-in legislation has been declared to be constitutional. However, the decision is on appeal.

Also some time ago, CSEA had a disagreement with OCA over whether an employee who had been covered-in to a particular position could also be allowed to take the examination and be appointed, if reachable, for the position. OCA finally agreed to allow appointments to be made from the eligible list in this manner.

"We've done all this, of course, to try to alleviate the impact in the event that the cover-in legislation is declared unconstitutional," Wiley explained. "While we will continue to pursue this, incumbents in OCA who might be adversely impacted by this would be well advised to cover their bases by taking the examinations for their positions."

## SCHOLARSHIP WINNER



MARLENE BROWN, daughter of Richard and Leona Brown of Antwerp, receives her certificate of merit and CSEA scholarship check from Richard Grieco, president of Jefferson County Local 823. Mrs. Brown, right, is a Jefferson County public health nurse. Marlene, a graduate of Indian River Central School, will attend the University of Vermont and plans to major in physiotherapy. She is one of several winners of CSEA scholarships statewide.

## A day in the life of a public servant: L.I. unionist has hands full with trio of duties

HAUPPAUGE — Among the elected leaders at a recent officer training workshop staged by Region 1 was a CSEA stalwart who spent her entire day on three different forms of public service.

Nancy Henkison had done jury duty that day until 3:45 p.m., when she dashed to a contract negotiating meeting for the Connetquot School District unit of Suffolk Educational Local 870.

When the negotiations were unexpectedly

adjourned at 6 p.m., Henkison quickly added another service to her day's agenda by racing off to the training workshop.

Henkison, who is treasurer of the Connetquot unit, joined a delegation led by unit president Pat Kornely, at the workshop conducted in Region I headquarters in Hauppauge.

The day's duties took Henkison from Riverhead

to Bohemia to Hauppauge.

About 80 elected CSEA leaders, many of them new to elected office, were drilled in their union duties in a three-hour session led by CSEA Training Specialist Peg Wilson.

The Region later conducted similar workshops for treasurers and secretaries, the latter workshop led by Statewide CSEA Secretary Irene Carr.

## Fall workshops set for Southern Region

FISHKILL — The Southern Region III Education Committee and the CSEA Education and Training Department will offer members and officers an informative series of seminars this fall.

Officer training workshops, scheduled for September, are designed to help promote a better understanding of roles and functions of unit or local officers. They are limited to 40 participants.

Legislative and political action workshops, to be held in October, will help members understand and participate within the political system. They are also open to 40 members.

The Region III Major Weekend planned for November is aimed at increasing members' awareness of their rights and improving their ability to function in their jobs. This event will be open to 120 participants.

OSHA workshops, also slated for November, will focus on public sector health and safety laws and improving the quality of the workplace.

For more information on the workshop series, contact local and unit presidents throughout the region.

## VDT report 'inadequate, misleading'

WASHINGTON — Several unions have criticized a recent National Research Council report on health problems associated with video display terminals (VDTs) as inadequate and misleading.

The National Institute for Occupational Safety and Health, which commissioned the report two years ago, also expressed dissatisfaction with the report's conclusions.

The NRC's Committee on Vision said it found "no scientifically valid evidence" that VDTs damage workers' vision. The report said it is "highly improbable" that VDTs cause or contribute to cataracts and that radiation from VDTs is "highly unlikely to be hazardous" to operators. The NRC panel recommended that no further research into the health hazards of VDTs is needed nor are guidelines or standards governing VDTs and their use in the workplace.

Barry Johnson, director of NIOSH's biomedical and behavioral science division, said that although he is satisfied with the data reviewed by the NRC panel, he disagreed with its conclusion.

"We believe there is sufficient evidence to warrant continuing research," Johnson said.

David LeGrande, Communications Workers safety and health administrator, said the report is "highly irresponsible for failing to back further research or issue guidelines while at the same time admitting that medical study on the issue is not complete."

Charles A. Perlik Jr., president of The Newspaper Guild, said the union fears employers will interpret the report as saying that VDTs pose no health hazards. "That's not true at all," he said.

Both Perlik and LeGrande scored the panel for not waiting until a major report on VDT health and safety issues by the Mount Sinai School of Medicine is published this fall.

# Democratic PRESIDENTIAL FORUMS



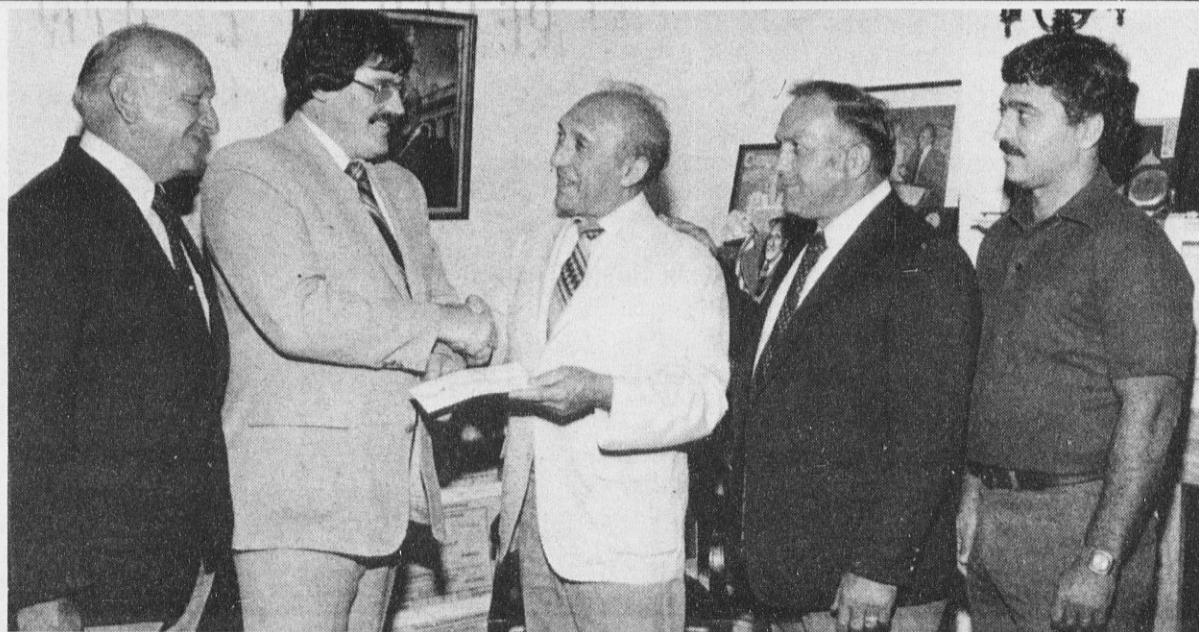
Organized labor will be an extremely important factor in the 1984 presidential primaries and general election. Labor will be solidly in the Democratic corner in an all-out bid to end the reign of the Reagan Administration.

In order to know the Democratic candidates better, CSEA members are urged to attend a series of fall forums scheduled throughout New York State during September and October. The forums are being sponsored by the New York State Democratic Committee.

Following is the complete schedule of forum dates. All sessions are open to the general public free.

DATE	CANDIDATE	LOCATION	TIME
September 14	Senator Gary Hart	Buffalo, New York Hotel Statler	7:00 p.m.
September 15	Senator Alan Cranston	White Plains, New York White Plains Hotel	7:30 p.m.
September 19	Senator Ernest Hollings	Broadway and Lyons Place Mineola, New York Hofstra University North Campus Multi-Purpose Room	8:00 p.m.
September 26	Senator John Glenn	Syracuse, New York Hotel Syracuse	7:00 p.m.
September 28	Walter Mondale	Rochester, New York Rochester Institute of Technology City Center 50 West Main Street Arboretum	12 Noon
October 6	All Candidates	New York City Town Hall 123 West 43rd St.	7:00 p.m.

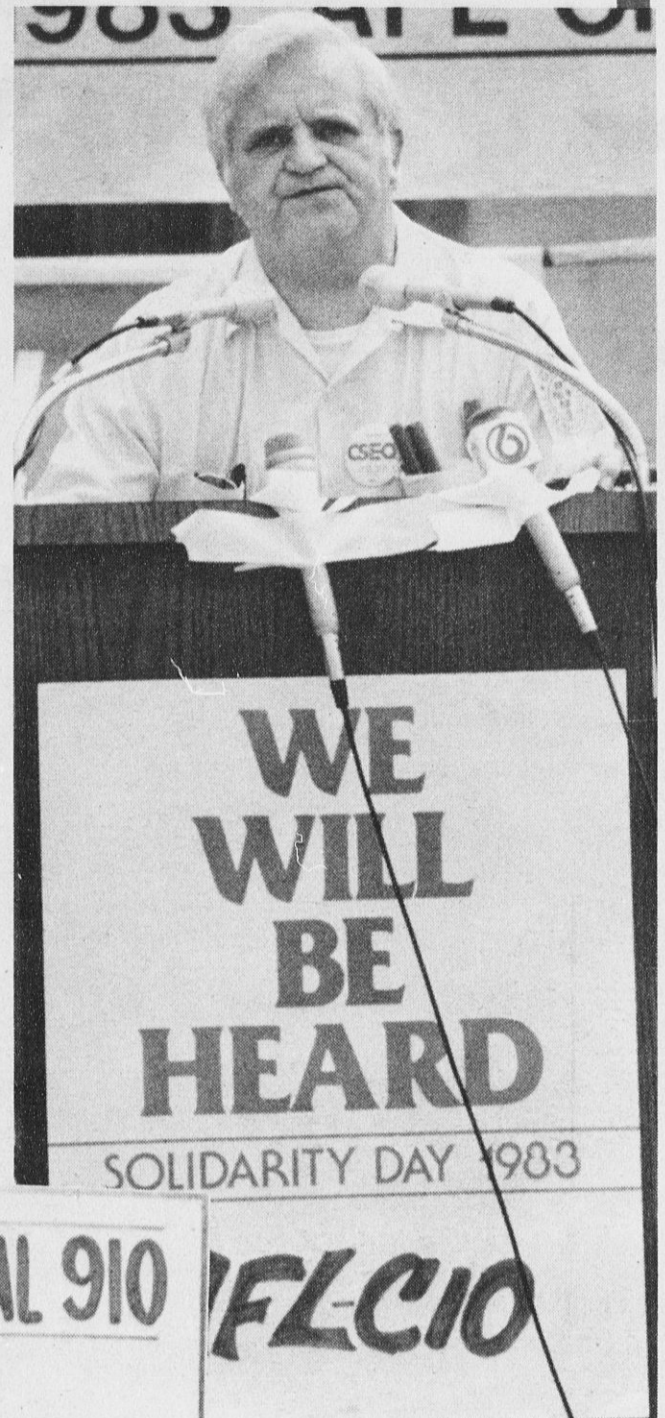
SCHENECTADY MAYOR FRANK DUCI has gained the endorsement of the Civil Service Employees Assn. in his primary election bid to retain the top office in Schenectady. Mayor Duci, center, shakes hands with CSEA Capital Region President C. Allen Mead following announcement of the endorsement. Looking on with approval are, from left, Schenectady County CSEA Local 847 President Frank Tomecko, Schenectady County CSEA Board of Directors member Louis Altieri, and City of Schenectady CSEA Unit President Jack Parisi.





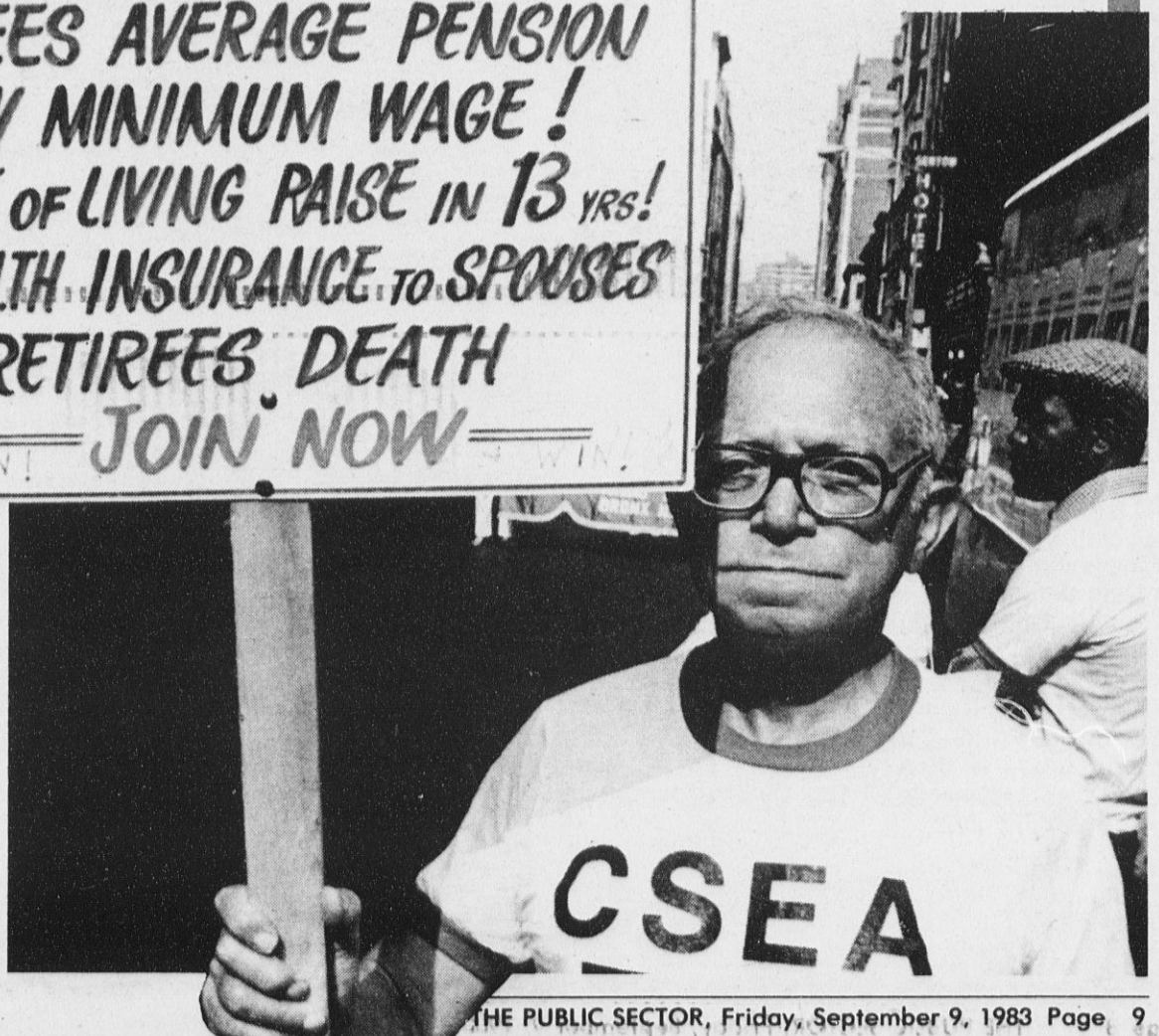
# LABOR HAS ITS DAY

CSEA members and officials turned out in probably record numbers at Labor Day programs all across New York State, with large turnouts especially in Albany and New York City. Designated 'Solidarity Day III' by the AFL-CIO, Labor Day 1983 served to kick off organized labor's drive toward being a major factor in the 1984 presidential election. The Labor Day activities shown on pages 9, 10 and 11 are proof that CSEA intends to be an important part of that effort.



METROPOLITAN RETIREE LOCAL 910  
 — C.S.E.A. —  
 RETIREES AVERAGE PENSION  
 BELOW MINIMUM WAGE!  
 1 COST OF LIVING RAISE IN 13 YRS!  
 NO HEALTH INSURANCE TO SPOUSES  
 ON RETIREES DEATH  
 — JOIN NOW —

**CSEA ON THE MARCH** — CSEA was heavily involved in Labor Day activities. In above right photo, CSEA President William L. McGowan addresses unionists at Solidarity Day III rally in Albany on Labor Day. In photo above, Brooklyn Developmental Center CSEA Local President Denise Berkley, left, and CSEAP Committee member Ann Worthy show plenty of enthusiasm in Labor Day parade in New York City on same day. Also in New York City, the program served as a forum for such critical issues as pension inequities, photo right.



# LABOR HAS ITS DAY



METROPOLITAN REGION II President Frances DuBose-Batiste, right front, waves as she leads CSEA contingent in annual New York City Labor Day parade.



## IN NEW YORK CITY

### Jesse Thompson adds excitement and flair to Labor Day parade

By Lorraine Calvacca  
CSEA Communications Associate

NEW YORK CITY — Manhattan Psychiatric Center CSEA Local 413 Treasurer Jesse Thompson is an expert baton twirler, and he tossed and twirled his way up Fifth Avenue to add color and excitement to CSEA's contingent in the 1983 New York City Labor Day parade.

Thompson, who said he got his first lessons free by watching a drum majorette in his hometown of Albany, led the Bronx-based Farjado Youth in Action Marching Band. He is a certified twirling teacher with an international degree from London, and many of his students are Youth in Action members.

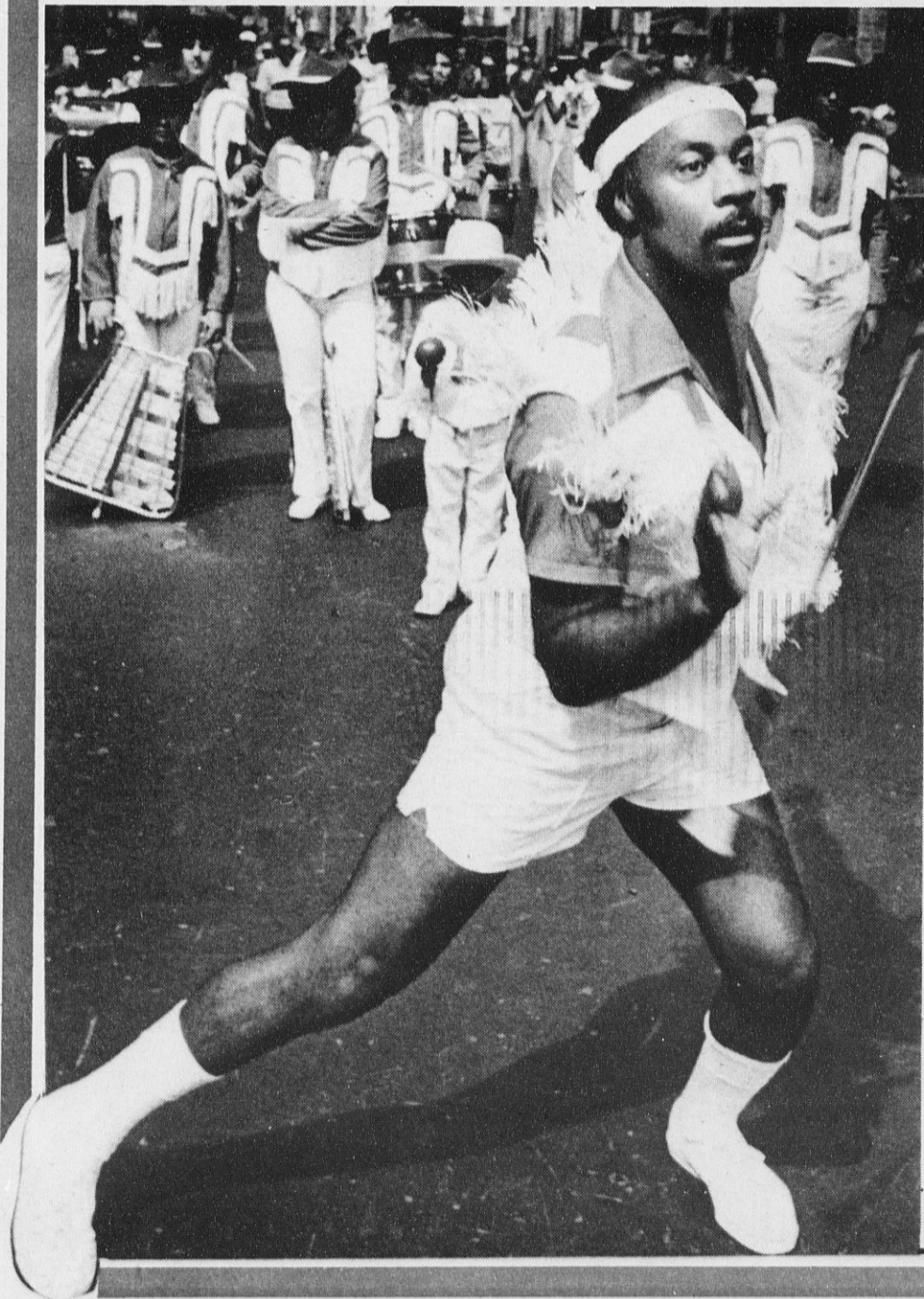
"Twirling brings out the poise, personality and character of a person," says Thompson, "It disciplines you, both mentally and physically."

Thompson knows about discipline. He has to in order to meet the demands placed on him by virtue of his many affiliations and memberships with organizations. He is an Amateur Athletic Union (AAU) judge, chairperson of the AAU Junior Olympics and the metropolitan AAU, a member of the National Baton Twirling Association, the Eastern Seaboard Association and the United States Twirling Association. He also runs annual clinics in the Virgin Islands and Puerto Rico.

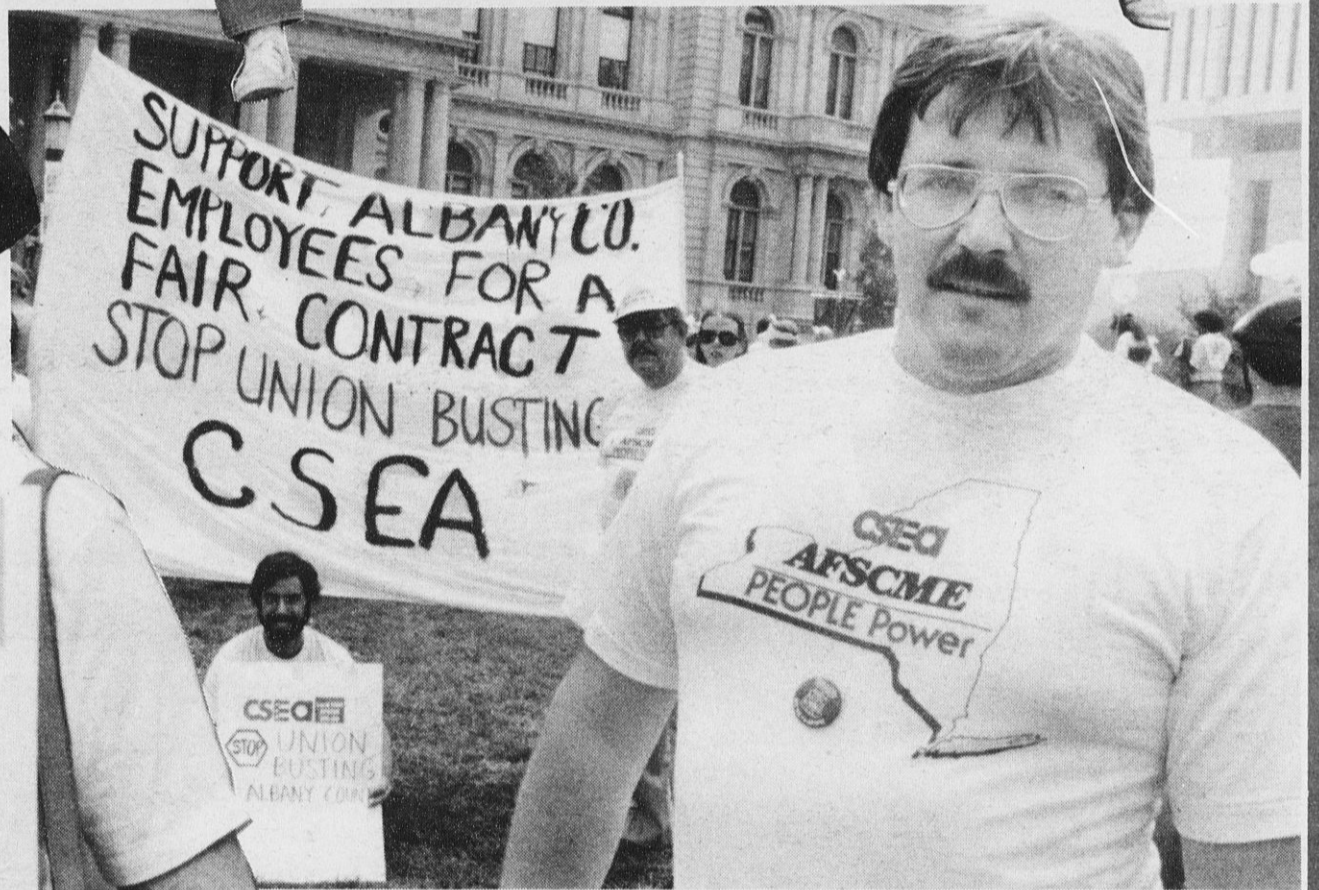
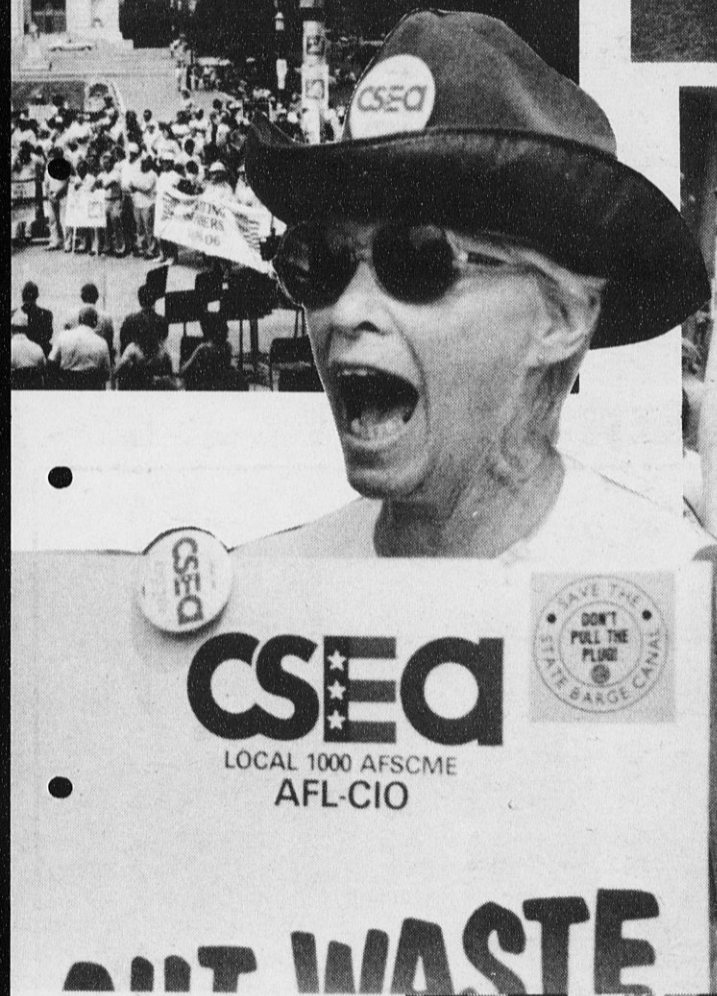
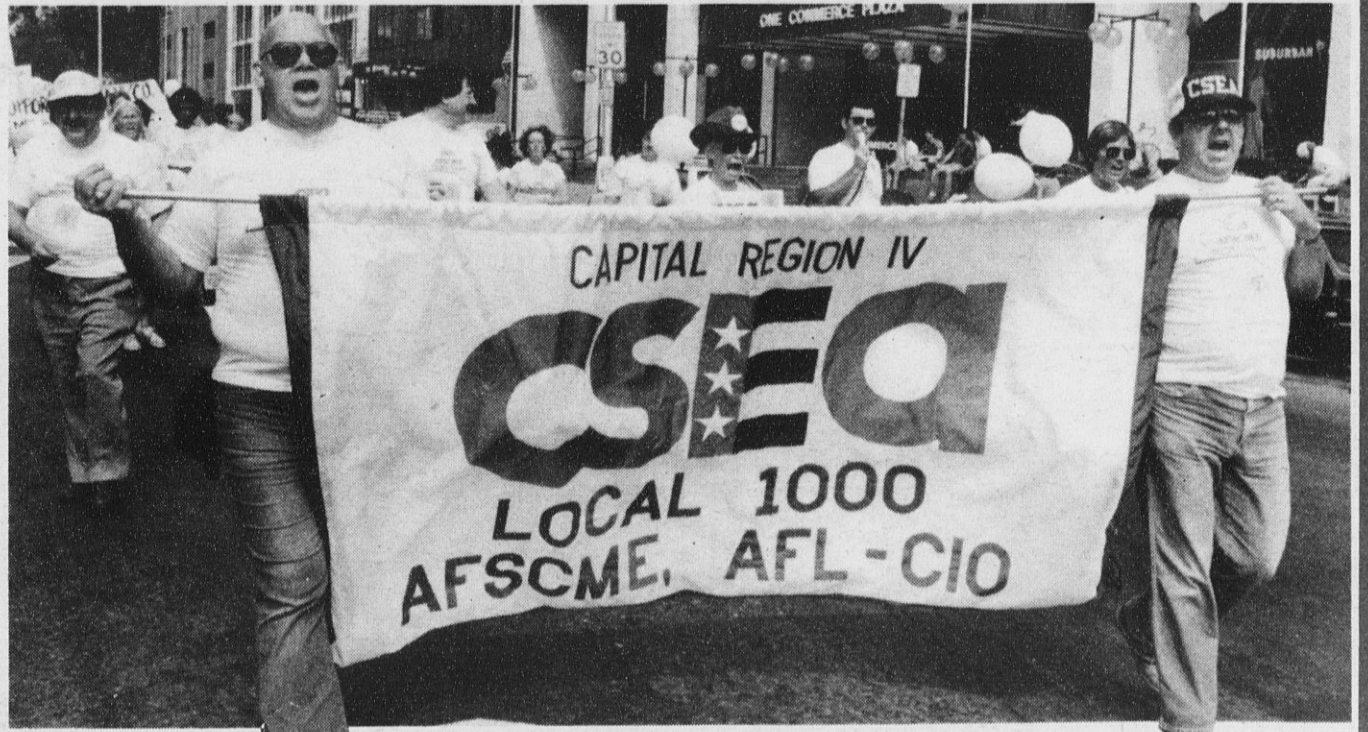
Although he has won numerous awards throughout his ventures as a twirler, Thompson says his fondest memory thus far is July 4th, 1962, when he gave a solo performance at President Kennedy's Massachusetts summer home.

"No matter what you do, you've got to give it your all if you want it to work. Twirling is a lot like being in a union; you've got to be committed, sincere and actively involved to get results."

JESSE THOMPSON, an expert baton twirler and treasurer of CSEA Local 413 at Manhattan Psychiatric Center, warms up prior to leading the Farjado Youth in Action Marching Band in the 1983 New York City Labor Day parade.



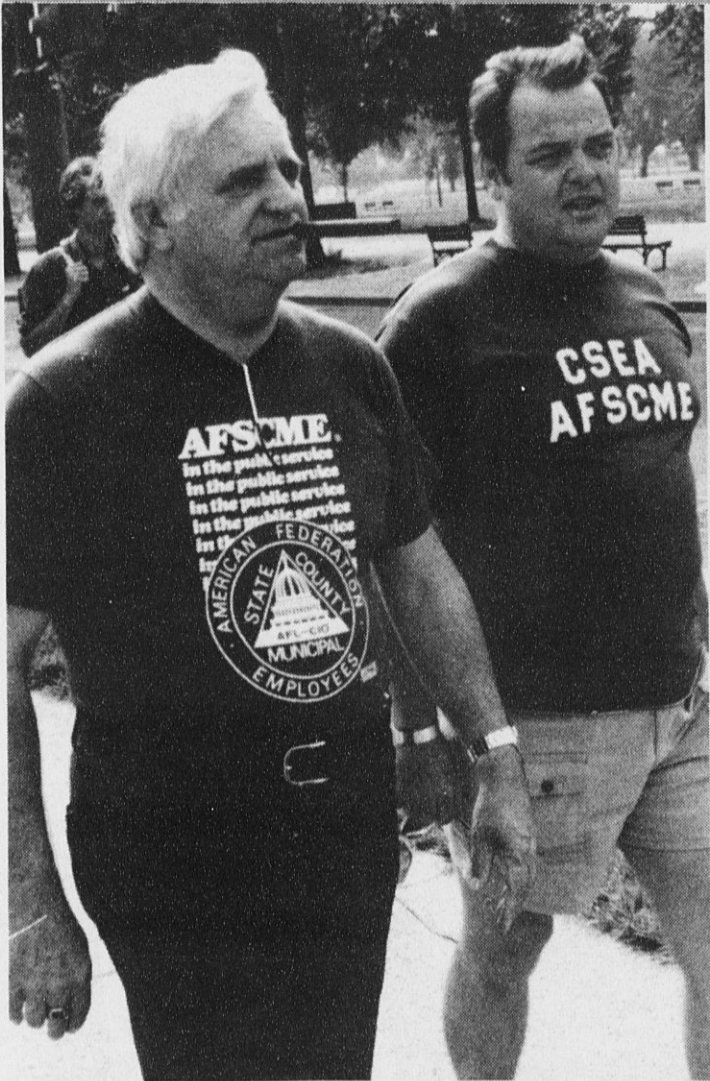
# SOLIDARITY DAY III



## IN ALBANY

CSEA REPRESENTATIVES gathered in park between Alfred E. Smith State Office Building, above, and the Capitol Building in Albany to hear rousing Labor Day speeches. Among union officials participating were CSEA statewide Secretary Irene Carr, above shouting support as she marched down Albany parade route, and Capital Region IV President C. Allen Mead, right center photo, shown with group of CSEA-represented Albany County employees.





UNION LEADERS JOIN MARCH — CSEA President William L. McGowan, left, and Long Island Region I President Danny Donahue in top photo, were among the CSEA contingent at the anniversary march on Washington.



## March participant Doris Williams has hopes event will ignite progress in human, civil rights

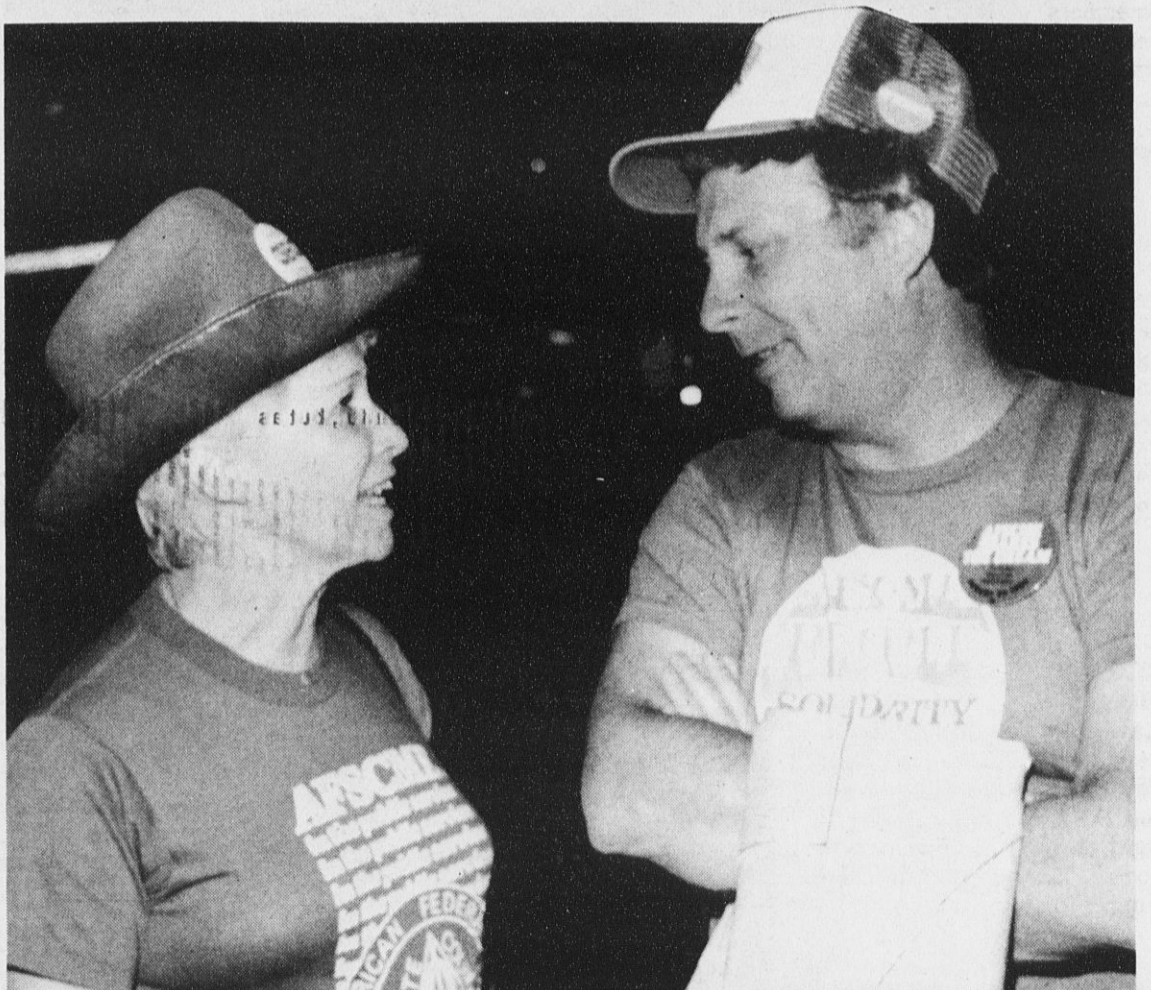
BUFFALO — For Doris Williams, the twentieth anniversary of the 1963 March on Washington was a “thrilling experience” that prompted reflections on Civil Rights progress since the now-famous “I Have a Dream” speech by Dr. Martin Luther King Jr.

Williams, a member of SUNY Local 602 and CSEA’s statewide Special Minority and Human Rights Committee, feels the recent march may re-ignite the spark of human and civil rights progress.

“There’s a lot more that remains to be done to achieve Dr. King’s dream,” declared Williams. “Today, there are more subtle ways of racism and discrimination that have come about.

“So, those who are concerned about human rights must be more sensitive and vigilant in working to stamp out human and civil rights abuses,” she continued.

Williams said there is a need to recognize the “new barriers” that she feels have “cropped up in the last 20 years.”

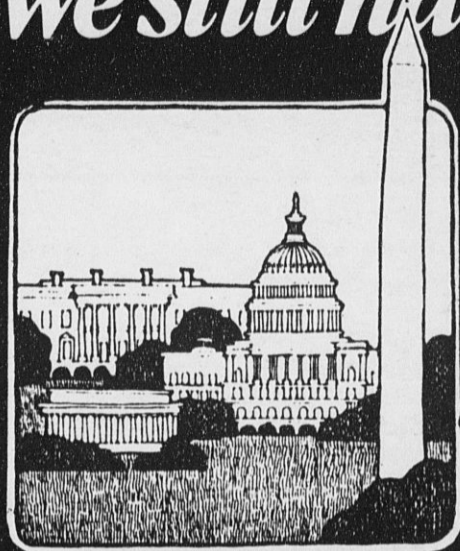


# A Call to the Nation

20TH ANNIVERSARY OF THE HISTORIC 1963 MARCH ON WASHINGTON

August 27, 1983  
Lincoln Memorial  
Washington, DC

## We still have a dream:



- Jobs
- Peace
- Freedom

WASHINGTON — Twelve busloads of CSEA members joined with more than 200,000 other marchers from across the nation on Aug. 27 to rekindle Martin Luther King's dream of jobs, peace and freedom.

The 1983 March on Washington, D.C. marked the 20th anniversary of Dr. King's historic "I have a dream" speech.

"This huge demonstration by members of labor, the civil rights movement and a wide variety of other groups shows that workers in this country are feeling the pain of Reagan administration policy," said CSEA President William L. McGowan.

"The administration claims that unemployment is slowly going down. But they overlook the millions of Americans who are so discouraged they have stopped looking for work and those who are working because they cannot find jobs," said CSEA Executive Vice President Joseph E. McDermott.

Critics of the march said the agenda was too vague. But on the day of the march it became clear that the

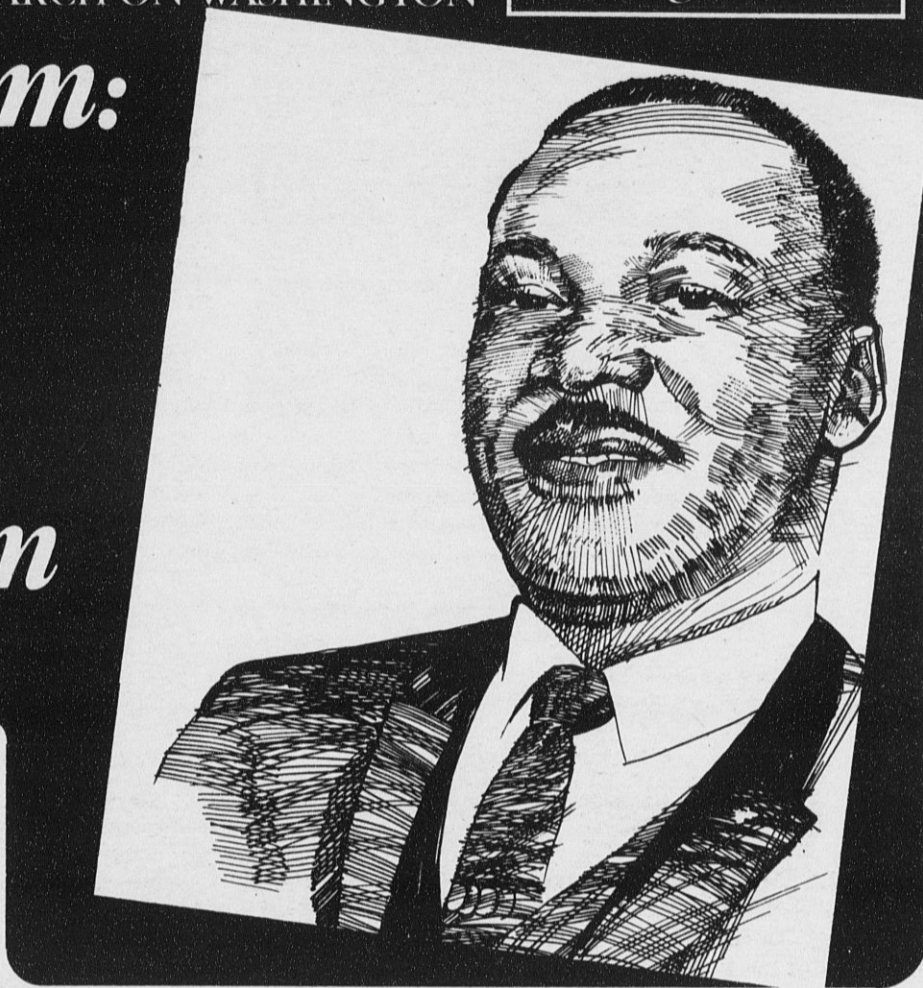
real agenda of the day was the defeat of Ronald Reagan in 1984.

"The fact that this many people representing blacks, whites and hispanics, women and men and a diverse group of interests came together to voice opposition to this president is significant," said McDermott.

"Groups that have been at odds with one another in the past are finally realizing their common interest," said McGowan. "With Reagan in the White House, members of the civil rights, labor, peace and women's movements can see that they have to work together to elect a Democrat."

CSEA Region II President Frances DuBose-Batiste commented that the concern and support shown for each other was one of the most positive things about the anniversary rally.

The blistering heat and intense humidity of the summer day made every step of the march painful, but as



the throng moved forward, marchers could be heard asking each other, "Are you all right?" and "Do you need help?"

And despite the heat and the size

and diversity of the crowd, the demonstration remained peaceful and orderly. The crowd jammed into the Mall in front of the Lincoln Memorial, where they sat or stood quietly listening to the speakers, who ranged from Coretta Scott King, widow of the slain civil rights leader, to Atlanta Mayor Andrew Young and the Rev. Jesse Jackson.



PRE-RALLY PREPARATIONS — At left, CSEA statewide Secretary Irene Carr and Executive Vice President Joseph McDermott confer before the march. At right, banner draped across podium sports popular rally slogan.

# CSEA's CONSTITUTION AND BY-LAWS

The Constitution and By-Laws of The Civil Service Employees Association are at the very heart of the union. They govern the operation of the union and therefore impact directly upon the membership. CSEA delegates will be considering a number of important changes to the Constitution and By-Laws during the 73rd Annual Delegate Meeting scheduled for October 23-28 in Kiamesha Lake. Because the proposed changes are so

extensive, they will be presented in two segments in the Public Sector. Following is the first segment of proposed changes, along with explanations and recommendations for action from the union's Revision of the Constitution and By-Laws Committee. The remaining segment will be published in the issue of September 23.

The Constitution and By-Laws Committee has met four times since the Annual Delegates Meeting in October, 1982. The meeting dates were November 19, 1982; November 29, 1982; June 23, 1983; and August 4, 1983. The Constitution and By-Laws Committee has as its function the recommendations to the delegates of amendments to the CSEA Constitution and By-Laws. The Committee reviews suggestions made from individuals and Locals and accepts referrals from the delegates and Board of Directors. Additionally, the Committee can initiate proposals which it determines to be

in the best interests of the Association. All recommendations made by this Committee are made to the delegates together with the reasons for the recommendations.

## REVISION OF THE CONSTITUTION AND BY-LAWS COMMITTEE

Carmen Bagnoli, Chairperson

Rita Wallace	Bruce Larsen
Madeline Keohan	Charlotte Murray
Jerry Barbour	Ronald Stanton

**Key: *Italic* = New Material**

**Brackets = Removal of Old Material**

THE FOLLOWING ITEMS ARE PRESENTED TO THE DELEGATES FOR A SECOND READING. IF PASSED, THE AMENDMENTS WILL BECOME PART OF THE CSEA CONSTITUTION.

(1) The following amendments to Article IV and Article V of the Constitution were recommended by the Methods and Procedures Committee and referred to our Committee by the Delegates at the October, 1981 meeting. Although two different Articles are affected, they shall be read and voted on together.

### "ARTICLE IV

#### ORGANIZATION OF THE ASSOCIATION

##### Section 2. BOARD OF DIRECTORS.

(a) Voting Members — The voting members of the Board of Directors shall be the Officers of the Association, members of the Executive Committee of the State Division, members of the Executive Committee of the County Division who represent locals having 100 or more members as of the preceding January 1st, one additional member of the County Executive Committee, to be elected by the members of the County Executive Committee, representing County Division locals which have membership of less than 100 on the preceding January 1st [the immediate past president of the Association during the term or terms of the immediate past president's successor provided that such past president shall be a member of the Association and not a paid employee of the Association]."

### "ARTICLE V

#### REGIONS

(b) Each region shall have a regional executive board which shall consist of the elected officers, [immediate past president,] the local presidents, and shall reflect, where applicable, representation of the state departments, county division, school districts, judiciary, authorities and community of interest which may be deemed necessary within the region."

Explanation: The Committee recommends adoption of these amendments and agrees with the reasons set forth by the Methods and Procedures Committee, which are:

(a) Frequently, the occupant of this position serves more as a disruptive force, rather than a constructive force.

(b) While this position entitles the occupant to all the rights and privileges associated with the elected positions on the governing body, the individual has not been elected. In the instance of a defeated president, the

electoral process has clearly determined the will of the constituency to remove the individual from a leadership position.

(c) A president who has not sought re-election has apparently declared a desire to be relieved of the leadership responsibility associated with the governing structure.

(d) Assuming a past president remains within the active membership, the succeeding president may, if desired, still seek the availability of this individual through other means.

(e) With the staggered election process, stability is retained through the levels of CSEA, Inc., sufficient to provide any necessary assistance to new administrations.

(2) The following amendment to Article IV, Section 5(b) of the Constitution is submitted by the Constitution and By-Laws Committee.

### "ARTICLE IV

#### ORGANIZATION OF THE ASSOCIATION

##### Section 5. OFFICERS

##### (b) NOMINATIONS.

(8) The Statewide Nominating Committee shall select at least two (2) nominees for each position on the State Executive Committee. In all cases an incumbent, upon consent and if otherwise eligible, shall be one of said nominees.

No person shall be eligible for nomination unless that person shall have been a member in good standing of the Association [on or before] *since* June 1st of the year preceding the year in which the election is held." REST OF SECTION REMAINS THE SAME.

Explanation: This amendment clarifies the intent of the current language as it has been interpreted for many years. A person must be a member on June 1st of the year preceding the election and continuously thereafter. The Committee recommends adoption of the amendment.

THE FOLLOWING ITEMS ARE PRESENTED TO THE DELEGATES BY THE COMMITTEE AS PROPOSED AMENDMENTS TO THE CONSTITUTION. THE PRESENTATION TO THE DELEGATES AT THIS MEETING CONSTITUTES A FIRST READING OF THESE AMENDMENTS.

(1) The following amendment to Article IV, Section 4 of the Constitution was submitted on behalf of the Statewide Officers by Joseph E. McDermott, Executive Vice President, by letter dated July 25, 1983.

### "ARTICLE IV

#### ORGANIZATION OF THE ASSOCIATION

Section 4. DIRECTORS' COMMITTEE. The Board of Directors shall elect from its membership a Directors' Committee, to consist of not less than ten and not more than [twenty-one] *twenty-two* members. Such committee shall include the officers of the Association,

the Chairperson of the State Executive Committee and the Chairperson of the County Executive Committee, and as many other members as the Board deems necessary not to exceed [twenty-one] *twenty-two*. Such Directors' Committee shall be vested with the power and authority of the Board of Directors when the Board is not in session."

Explanation: The Statewide Officers are recommending that the number of members on the Directors' Committee be increased by one member. This would allow both the State and County Executive Committees, which are approximately equal in composition, to select an even number of members to be elected as their representatives. The amendment would eliminate any unfairness caused by one group designating an extra committee member which causes a problem during Board organizational planning. The Committee recommends adoption of the amendment.

(2) The following amendment to Article IV, Section 5(a) of the Constitution was submitted by both Barbara Fauser, Statewide Treasurer, by letter dated March 30, 1983, and Elizabeth Kurtik, Local 675, by letter dated March 1, 1983.

### "ARTICLE IV

#### ORGANIZATION OF THE ASSOCIATION

##### Section 5. OFFICERS.

(a) ELECTION. The four statewide officers of the Association shall be elected by secret ballot tri-annually (every three years) commencing with the term of office to begin on July 1, 1979. The six Vice Presidents of the Association shall be elected for a term of two years commencing July 1, 1979. Thereafter the six Vice Presidents of the Association shall be elected for a term of three years commencing with the term of office July 1, 1981. They shall hold office for the term for which they were elected or until their successors shall have qualified. Vacancy in the office of President shall be filled by the Executive Vice President. Vacancy in the office of Executive Vice President shall be filled by the Board of Directors by appointing any of the six Vice Presidents, *the Secretary or the Treasurer.*" REST OF SECTION REMAINS THE SAME.

Explanation: Since all the Statewide Officers now hold full-time positions, they should all be considered when a vacancy in the office of Executive Vice President occurs. The Committee recommends adoption of the amendment.

(3) The following amendment to Article VIII of the Constitution is submitted by the Constitution and By-Laws Committee.

### "ARTICLE VIII DELEGATES

Members of each local shall elect from their

(Continued on Page 15)

# CSEA'S CONSTITUTION AND BY-LAWS

(Continued from Page 14)

membership one or more delegates to represent the members of the local at all meetings of the Association, except that the local president shall, by virtue of that office, automatically be designated as a delegate. Prior to July 15th of each year, each local shall file with the Secretary of the Association an accurate list containing the names and addresses of its delegates for the ensuing year, and names and addresses of alternate delegates may be submitted to the Secretary thereafter. Such delegate or delegates shall have one vote for each hundred members or fraction thereof in such local based upon the paid membership in the Association on the first day of June preceding the meeting. **As far as practicable, the various major components of a local, including recognized units of the local and/or major bargaining units within the local, shall receive proportionate representation among the delegates of the local so as to reflect a one person/one vote principle.** The number of votes each local or department is entitled to cast shall be determined by the Membership Committee." REST OF ARTICLE REMAINS THE SAME.

Explanation: The purpose of this amendment is to clarify the confusion which has existed in the past relative to the voting strength of CSEA Locals. It is the understanding of the Constitution and By-Laws Committee that, to the extent possible, the Delegates and, consequently, their votes should reflect the overall makeup of the Local's membership. We believe that the proposed amendment clarifying what is supposed to be existing procedure will remove any doubt as to the appropriate makeup of Delegates from each particular Local. The Committee recommends adoption of the amendment.

THE FOLLOWING ITEMS ARE PRESENTED TO THE DELEGATES BY THE COMMITTEE AS PROPOSED AMENDMENTS TO THE BY-LAWS. IF PASSED AT THIS MEETING, THE AMENDMENTS WILL BECOME EFFECTIVE IMMEDIATELY.

(1) The following amendments to Article II, Section 1 of the By-Laws was submitted by Irene Carr, Statewide Secretary, by letter dated May 31, 1983.

## "ARTICLE II MEETINGS

Section 1. ANNUAL MEETING. The Annual Meeting of the Association shall be held on call of the President between the 15th day of September and the 15th day of November in each year. The President shall give notice of the date of such meeting to the President of each local, region and members of the Board of Directors before April 15th in each year. Each year the Annual Meeting shall last five days. [The first day of the Annual Meeting shall be devoted to separate State Department meetings, County Division meetings and school district meetings. The first evening of the Annual Meeting shall be devoted to special sessions as determined by the Education Committee and the President.] **Prior to the convening of the general session, meetings shall be conducted which shall be consistent with the internal makeup of CSEA with direction toward bargaining unit seminars for the State Division delegates and appropriate workshops for the various components of the County Division. Standing Committees, which are submitting reports to the delegate body, shall conduct an open forum during the first two days of the meeting.** Separate sessions of the State Division and County Division shall be held prior to the general meetings. Necessary business appropriate to the separate divisions shall be conducted at these separate sessions, while business pertaining to the Association as a whole shall be conducted at the General Business meetings. Subsequent dates shall be devoted to an agenda fully prepared, described and distributed to Local Presidents, Region Presidents and delegates, thirty days prior to the Annual Meeting. The President may call a meeting of the Board of Directors for the day prior to the first day of the Annual Meeting. [The President may place on the agenda under "New Business" any business emanating from the departmental, County or School meetings, on the first day of the Annual Meeting with the consent of a majority of the Delegates.]"

Explanation: These amendments are proposed to more accurately reflect the procedures currently followed

during Annual Meetings. The Committee recommends adoption of the amendments.

(2) The following amendment to Article IV, Section 3(b) of the By-Laws was submitted by Barbara Fauser, Statewide Treasurer, by letter dated January 11, 1983.

## "ARTICLE IV FINANCE

### Section 3. REFUND AND REIMBURSEMENT.

(b) REFUNDS TO UNITS. All recognized units established by locals shall receive a rebate of not less than twenty-five percent and not more than fifty percent of the per capita rebate extended by the Association to a local based upon the collection of the membership dues and agency shop fees collected from the employees in the unit.

**If a Local does not receive a rebate due to its failure to comply with all of the provisions of the mandated Model Local Constitution and this Constitution, the Local is still obligated to pay rebates to Units which have complied with reporting standards, providing there are sufficient funds in the Local treasury."**

Explanation: Units should not be penalized by having their rebates withheld as a result of non-compliance by the Local to submit its Annual Financial Report Form 6 and Audit Report to the Treasurer's Office. The amendment would mandate the Local to release the Unit rebates to the Unit as long as Local capital was available. The Committee recommends adoption of the amendment.

(3) The following are eight amendments to By-Laws Article V, JUDICIAL BOARD, as proposed by the County Delegates as proposed by John Mauro, Rockland County, Local 844, at the Annual Meeting of the Delegates, October, 1981. In order to comply with the mandate of the Delegates made at the October, 1982 Delegates Meeting, the amendments are being presented at this time on an item-by-item basis. It should be noted that the explanations herein attributed to Mr. Mauro are **exact quotes** from his original proposal presented in October, 1981.

## "ARTICLE V JUDICIAL BOARD

### Section 1. MEMBERS

(a) The Judicial Board shall be comprised of eight members. Each Regional [President] **Executive Board** shall appoint one member and the [President] **Board of Directors** of the Association shall appoint two members. From these eight members, the [President of the Association shall appoint] **Judicial Board shall select** the Chairperson and Vice Chairperson of the [Committee] **Board.**

(d) A vacancy on the Judicial Board shall be filled by the officer making the initial appointment. (Except, only the [President] **Judicial Board** can select the Chairperson and Vice Chairperson.)"

**Mr. Mauro's Explanation:** "The above amendments can and should provide for fair and evenhandedness in the appointment of persons to the Judicial Board eliminating political motivations."

**Committee's Explanation:** The Committee disagrees with the explanation provided by Mr. Mauro, i.e., that political motivations would be eliminated if the Judicial Board members were appointed by Regional Executive Boards and by the Board of Directors and if the Judicial Board selected its own Chairperson and Vice Chairperson. To the contrary, the Committee believes the possibility of political motivations would be increased since such boards are obscure entities without any one person being answerable to the membership. The current language provides for Judicial Board members to be appointed by persons who are full-time, paid officers of the union, who are extremely visible and, thus, highly responsible for their actions. Use of their office for political motivations would be easily recognized and, therefore, less likely to occur. For the above reasons, the Committee recommends defeat of the amendments.

## "ARTICLE V JUDICIAL BOARD

### Section 3. PROCEDURE.

(a) Charges against individual members.

(2) Each charge must be filed with the Judicial Board, 33 Elk Street, Albany, New York 12224, by registered or certified mail, return receipt requested [, and a copy of

the charge must be served on the person against whom the charge is made by certified mail, return receipt requested]."

**Mr. Mauro's Explanation:** "Upon review of Section 6, Pages 21 and 22, lines 732 through 748, such section in essence provides for a form of indictment procedure that will assure that a member, Region, Local or Unit will be protected from unfounded suspicions and stigmatism."

**Committee's Explanation:** The Committee disagrees with this amendment. Notwithstanding the fact that Article V, Section 3(a) (6) provides that the Judicial Board may dismiss a charge if it appears to be frivolous in nature or totally lacking in substantiation, the Committee firmly believes that a member has the right to know of any charge brought against him or her when the charge is initially filed with the Judicial Board. For this reason, the Committee recommends defeat of the amendment.

## "ARTICLE V JUDICIAL BOARD

### Section 3. PROCEDURE.

(4) The following shall constitute the basis for charges against any member or officer of CSEA:

(g) Solicitation or acceptance of any money or the acceptance of any gift of more than nominal value from any employer, member, group of members, or employee of the union, or from any person or firm which has or which is seeking to establish a business relationship with the Association or any subdivision thereof" NOTE: NO PROPOSED AMENDMENT WAS OFFERED BY MR. MAURO.

**Mr. Mauro's Explanation:** "Sets forth the question regarding individual and other contributions given to a candidate for an elective CSEA office and/or public office whether or not this section is applicable? If not, explanation as such should be inserted."

**Committee's Explanation:** Since no amendment was offered by Mr. Mauro, the Committee responded to Mr. Mauro by letter dated August 12, 1982, which read in part: "You raised the concern that the language set forth the question of applicability regarding individual and other contributions given to a candidate for an elective CSEA office and/or public office. Although the language does not specifically address this issue, the intent is not to prohibit an individual member or group of members from making a contribution during an election. Clearly, good and prudent judgment must be used in such a situation." No response was received from Mr. Mauro as to whether or not he agreed, or had any questions or suggestions regarding the Committee's communication to him. Therefore, no further action has been taken by the Committee regarding this issue.

## "ARTICLE V JUDICIAL BOARD

### Section 3. PROCEDURE.

(a) Charges against individual members.

(11) Any member or officer may be suspended from elected office, pending a hearing and determination by the Judicial Board, by the [President of CSEA or by the Executive Board of any Region, Local or Unit of CSEA] **Judicial Board."**

**Mr. Mauro's Explanation:** "This change in recommendation is recommended in keeping with fairness and elimination of political motivations exemplified in the committee's 'explanation' for establishment of the Judicial Boards."

**Committee's Explanation:** The Committee disagrees that the Judicial Board should be the sole entity with authority to suspend any member or officer from elected office. The Committee believes that the President of CSEA or the Executive Board of any Region, Local or Unit of CSEA should have the right to suspend any member or officer when necessary. Additionally, circumstances may warrant an immediate suspension. Under the proposed amendment, immediate action could not be taken and a suspension could occur only after a hearing and determination by the Judicial Board. For the above reasons, the Committee recommends defeat of the amendment.

## "ARTICLE V JUDICIAL BOARD

### Section 3. PROCEDURE.

(b) Trusteeships.

(1) Any **Region, Local or Unit** may be placed in

(Continued on Page 16)

# CSEA'S CONSTITUTION AND BY-LAWS

(Continued from Page 15)

trusteeship for any reason deemed good and sufficient by the President of the Association or by the Board of Directors of the Association. Charges against any **Region**, Local or Unit may also be deemed charges against the individual officers of the **Region**, Local or Unit. In such case, all charges will be heard together before the Judicial Board. The President of the Association or the Board of Directors of the Association must serve the **Region**, Local, Unit, and/or officers thereof with charges by registered mail, return receipt requested, with a copy to the Judicial Board. Such charges must contain a clear and concise statement of facts constituting the basis for placing the **Region**, Local or Unit in trusteeship and must be accompanied by a written statement that the **Region**, Local, Unit or individual officers charged have a right to object by filing an answer by registered or certified mail to the Judicial Board within ten days after receipt of the charges. If no answer is received, the charges shall be deemed admitted.

(2) The President of the Association or Board of Directors of the Association shall appoint one or more trustees to act in all matters concerning the **Region**, Local and/or Unit pending a hearing and determination by the Judicial Board of the charges.

(3) The Judicial Board shall hold a hearing within thirty days after receiving an answer from the **Region**, Local, **Unit** and/or individual officers. The hearing shall be conducted as stated above under paragraph (a)."

**Mr. Mauro's Explanation:** "All Regions, Locals and Units within CSEA are constitutionally subject to CSEA, Inc. alike and should be dealt with evenhandedly."

**Committee's Explanation:** Regions are more appropriately a subdivision of the statewide organization. Their budgets are minimal and all of the Regional staff and Regional functions are an outgrowth of the parent organization. There has been no convincing showing that there has ever been an occasion where a Region needs to be placed in trusteeship and the Committee has examined as many possibilities as it could imagine and has been unable to find any need for placing a Region in trusteeship. The Committee recommends defeat of the amendment.

## "ARTICLE V

### JUDICIAL BOARD

#### Section 3. PROCEDURE.

##### (b) Trusteeships.

(1) Any **Region**, Local or Unit may be placed in trusteeship for any reasons deemed good and sufficient by the [President of the Association or by the Board of Directors] **or the Directors' Committee by the President** of the Association."

**Mr. Mauro's Explanation:** "Reasons for placing a body in trusteeship deemed good and sufficient by a lone individual may be prompted by political overtones. A presentatin of reasons deemed good and sufficient would have to have substantiation by a board of panel for further procedure, if warranted."

**Committee's Explanation:** Aside from the confusing language of the amendment, it is presumed that the intent of the amendment is to give the Directors' Committee, rather than the Board of Directors, the authority to place any body in trusteeship. The Committee disagrees with the amendment and believes that the full Board of Directors must be involved in any trusteeship proceedings. The Committee recommends defeat of the amendment.

## "ARTICLE V

### JUDICIAL BOARD

#### Section 3. PROCEDURE.

##### (c) Contract ratification procedures.

(1) Any member of a [Local or Unit] **bargaining unit** may file a request for review of the procedures utilized in conducting a ratification vote of a duly negotiated collective bargaining agreement covering that member's [Local or Unit] **bargaining unit**. Such request for review must be filed within five days after the results of the ratification vote have been made public.

(2) The Judicial Board may make such investigation as it deems necessary and shall issue a written report and decision within thirty days after receiving the request for review.

(3) Such determination of the Judicial Board shall be final and binding on the members of the [Local or Unit] **bargaining unit** affected by the ratification vote."

**Mr. Mauro's Explanation:** "Contract ratification under terms of New York State Taylor deals with collective bargaining units per se. Any particular constituted CSEA Local or Unit may contain more than one bargaining unit. Therefore, the application of this section should only apply to those members of the affected bargaining unit."

**Committee's Explanation:** The Committee agrees with the proposal and recommends adoption of the amendment.

## "ARTICLE V

### JUDICIAL BOARD

#### Section 5. APPEALS.

(a) Any person or entity believing himself/herself aggrieved by a determination of the Judicial Board (except as it relates to questions concerning contract ratifications) may appeal said determination by filing an objection to the Board of Directors of CSEA within fifteen days of the receipt of the determination of the Judicial Board. Said objections must be sent registered or certified mail, return receipt requested, to the CSEA Board of Directors, 33 Elk Street, Albany, New York 12224. The appeal must state with specificity, all portions of the determination of the Judicial Board to which exception is taken, including the specific questions of procedure, fact, law or policy which exceptions are taken and the reasons therefor **together with the right to appear with legal representation of the member's choosing**."

**Mr. Mauro's Explanation.** "Should any person or entity be entitled to appeal a decision to a higher level, that person or entity should also be afforded the opportunity to appear before that body for input with regard to that appeal."

**Committee's Explanation:** The proposed amendment is unworkable within the current Judicial Board process. Mr. Mauro states that any aggrieved individual wishing to take an appeal should have the right either in person or by legal representative to appear before the appellate body (Board of Directors) for input with regard to the appeal. The current process does not allow for "new evidence" or "oral argument" to be presented during the course of the appeal. The Board of Directors, through the Appeals Committee, is able to determine the merits of the appeal based upon written presentations including the written Judicial Board decision and any written appeal submitted by the appellant. The Committee recommends defeat of the amendment.

(4) The following amendment to Article VI, Section 1 of the By-Laws is submitted by the Constitution and By-Laws Committee.

## "ARTICLE VI

### COMMITTEES

Section 1. STANDING COMMITTEES. The Standing Committees of the Association shall be as follows: Insurance Committee, Legal Committee, Revision of Constitution and By-Laws Committee, [Retirees Committee,] Convention Committee, Political and Legislative Action Committee, Committee for Methods and Procedures, Education and Training Committee, Election Procedures Committee, Committee to Oversee the Comprehensive Employment and Training Act, Membership Committee, and Statewide Safety and Health Committee." REST OF SECTION REMAINS THE SAME.

Explanation: Since the Retirees Division and the Retirees Executive Committee within the Division will perform all of the duties of the Standing Committee, the functions of such committee have been eliminated. The Committee recommends adoption of the amendment.

(5) The following amendment to Article VI, Section 1 of the By-Laws was submitted by Joseph McDermott, Executive Vice President, by letter dated July 26, 1983.

## "ARTICLE VI

### COMMITTEES

Section 1. STANDING COMMITTEES. The Standing Committees of the Association shall be as follows: Insurance Committee, Legal Committee, Revision of Constitution and By-Laws Committee, Retirees Committee, Convention Committee, Political and Legislative Action Committee, Committee for Methods and Procedures, Education and Training Committee,

Election Procedures Committee, [Committee to Oversee the Comprehensive Employment and Training Act] **Federal and State Employment Programs Committee**, Membership Committee, and Statewide Safety and Health Committee." REST OF SECTION REMAINS THE SAME.

Explanation: Previous action by the Board of Directors and the County Executive Committee called for the retention of the CETA Committee as a necessary group but recommended an expanded role to cover various other areas of interest. The proposed name change would accomplish this directive and lend itself more appropriately to the status of a Standing Committee. The Committee recommends adoption of the amendment.

(6) The following amendment to Article VI, Section 4 of the By-Laws is submitted by the Constitution and By-Laws Committee:

## "ARTICLE VI

### COMMITTEES

Section 4. SPECIAL AND AD HOC COMMITTEES. The Special Committees of the Association shall be as follows: Armory, Auditing, Human Rights **and Minorities**, Memorial Scholarship Fund, Plaque, Civil Service, Social Services, Probation, Non-Teaching School District Employees, Special Authorities, Women's Committee, and such other committees designated by the President of the Association." REST OF SECTION REMAINS THE SAME.

Explanation: In July of 1981, the Methods and Procedures Committee had submitted a recommendation to delete the Human Rights Committee from Special and Ad Hoc Committees. Upon communicating with the Chairperson of the Human Rights Committee, information has been received that the Minorities Committee and Human Rights Committee have merged. Based upon the current composition of the Committee, it was determined that this justified the committee remaining a special committee. The amendment reflects its proper name. The Committee recommends adoption of the amendment.

(7) The following amendment to Article VI, Section 4 of the By-Laws was submitted by Carol Craig, Chairperson of the Non-Teaching School District Employees Committee, by letter dated June 17, 1983.

## "ARTICLE VI

### COMMITTEES

Section 4. SPECIAL AND AD HOC COMMITTEES. The Special Committees of the Association shall be as follows: Armory, Auditing, Human Rights, Memorial Scholarship Fund, Plaque, Civil Service, Social Services, Probation, [Non-Teaching School District Employees] **School Employees Committee**, Special Authorities, Women's Committee, and such other committees designated by the President of the Association." REST OF SECTION REMAINS THE SAME.

Explanation: The Non-Teaching School District Employees Committee believes that its current name carries "a negative connotation and the amendment reflects the preferred committee name. The Committee recommends adoption of the amendment.

The remainder of the Committee's report encompasses a comprehensive revision of existing language designed to update the Constitution and By-Laws with current practices and to eliminate inconsistencies which may exist between the Statewide Constitution and the Region, Local and Unit Constitutions, as well as inconsistencies with appropriate laws governing CSEA elections. The revisions are presented in two parts: Constitutional revisions constituting a first reading; and By-Laws revisions which will become effective immediately if passed. Since the majority of the revisions are of a "cosmetic" nature, explanations have been eliminated.

NOTE: INDIVIDUALS INTERESTED IN DISCUSSING THE AMENDMENTS PRESENTED IN THIS PORTION OF THE REPORT SHOULD DO SO AT THE COMMITTEE FORUM. BY FOLLOWING THIS COURSE OF ACTION, THE COMMITTEE BELIEVES THAT A LENGTHY DISCUSSION ON THE CONVENTION FLOOR WILL PROVE UNNECESSARY.

THE FOLLOWING ITEMS ARE PRESENTED TO THE DELEGATES BY THE COMMITTEE AS PROPOSED AMENDMENTS TO THE CONSTITUTION. THE

(Continued on Page 17)



# CSEA'S CONSTITUTION AND BY-LAWS

(Continued from Page 16)

PRESENTATION TO THE DELEGATES AT THIS MEETING CONSTITUTES A FIRST READING OF THESE AMENDMENTS.

## "ARTICLE I NAME

This organization shall be known as THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC., LOCAL 1000, AFSCME, AFL-CIO. The headquarters of the Association shall be maintained in the City of Albany.

## ARTICLE II

### PURPOSE AND POLICY

This Association is organized and exists to promote the organization of workers in general and public employees in particular, to represent its members with respect to all terms and conditions of employment, to uphold and extend the principles of merit and fitness in public employment, to maintain and promote efficiency in public service and to advance the interests of all civil service employees. It is dedicated to the principle that Government is the servant and not the master of the people, that its objectives are to be attained by truly democratic methods.

## ARTICLE III MEMBERSHIP

NO CHANGES

## ARTICLE IV

### ORGANIZATION OF THE ASSOCIATION

Section 1. DIVISIONS. No change

Section 2. BOARD OF DIRECTORS. The power and authority to transact all business of the Association shall, subject to the power and authority of the Delegates at meetings of the Association, be vested in a Board of Directors which shall consist of the following:

(a) Voting Members — The voting members of the Board of Directors shall be the Officers of the Association, members of the Executive Committee of the State Division, members of the Executive Committee of the County Division who represent [l]Locals having 100 or more members as of the preceding January 1st, and one additional member of the County Executive Committee, to be elected by the members of the County Executive Committee, representing County Division [l]Locals which have membership of less than 100 on the preceding January 1st. [ , the immediate past president of the Association during the term or terms of the immediate past president's successor provided that such past president shall be a member of the Association and not a paid employee of the Association.]

(b) Non-Voting Members — The non-voting members of the Board of Directors shall be the Chairpersons of all Standing Committees as established in Article VI, Section [l]7 of the By-Laws and the Chairperson or Vice Chairperson of the Retirees Section Executive Committee.

Non-Voting Members of the Board of Directors shall not introduce, second, or debate any action before the Board except matters affecting the non-voting member's own Committee.

The Board of Directors shall establish and appoint committees to be known as Board Committees. The Board Committees shall consist of only voting members of the Board of Directors and each committee shall elect its own Chairperson.

Section 3. No member of the Board of Directors of the Association shall be a member of a competing labor organization.\* No elected public official who is deemed to have a conflict of interest by the Judicial Board of CSEA shall continue as a member of the Board of Directors.

\*[NOTE: For the purpose of this section, a] A competing labor organization shall [mean] be defined as any organization which is seeking [recognition] or has sought to represent employees [certification] for purposes of collective bargaining [pursuant to the Taylor Law].

Section 4. DIRECTORS' COMMITTEE. No change except as noted in Item (1) lines 91 through 106 of this report.

Section 5. OFFICERS. The officers of the Association shall be a President, an Executive Vice President, six Vice Presidents to be the six Region[al] Presidents, the Secretary and Treasurer.

(a) ELECTION. The four statewide officers of the

Association shall be elected by secret ballot tri-annually (every three years). [commencing with the term of office to begin on July 1, 1979. The six Vice Presidents of the Association shall be elected for a term of two years commencing July 1, 1979. Thereafter] [t]The six Vice Presidents of the Association shall be elected for a term of three years [Commencing with the term of office July 1, 1981.] , such elections to be conducted concurrent with Region elections. [They] All officers of the Association shall hold office for [the term for which they were elected] a term of three years, commencing on July 1 of the year in which they were elected, or until their successors shall have qualified. Vacancy in the office of President shall be filled by the Executive Vice President. Vacancy in the office of Executive Vice President shall be filled by the Board of Directors by appointing any one of the six Vice Presidents, the Secretary or the Treasurer. A vacancy in the term of any of the Vice Presidents shall be filled according to the Constitution and By-Laws of the respective [r]Regions. Vacancies in the office of Secretary and Treasurer may be filled for the remainder of the term by the Board of Directors. [Commencing with the 1979 election.] [n]No statewide officer shall be an officer of a [l]Local or [u]Unit. [if such officer is serving on a paid basis from CSEA, exclusive of the honorarium or expenses approved by the CSEA Board of Directors.]

(b) NOMINATIONS. No member who agrees to serve on the Statewide Nominating Committee shall be eligible for nomination or election to any statewide office or to the State or County Executive Committees.

The Statewide Nominating Committee shall serve from January 15th of the election year in which they were appointed until a successor committee has been constituted. They shall be responsible for filling all vacancies in statewide office or on the State Executive Committee during their term of office.

The Statewide Nominating Committee[s] shall be elected [for a one year term] as follows:

1. For those election years in which the four [S]statewide officers are elected, each Region shall nominate for the Statewide Nominating Committee at least seven (7) members who have been members in good standing of CSEA for at least two (2) years prior to January 1 of the election year.

2. The Executive Board of each Region shall elect three (3) members from the seven (7) nominees, no more than two of whom shall be a state or county member, except in the Metropolitan Region which shall have three state division members. Such election shall be by secret ballot.

3. The names of the committee members selected by the various Regions shall be filed with the Secretary and Executive Director of the Association not later than January [1st] 15 of the election year.

4. The Statewide Nominating Committee shall make a good faith effort to select at least two (2) nominees for the offices of President, Executive Vice President, Secretary and Treasurer. [In all cases an incumbent, upon consent and if otherwise eligible, shall be one of said nominees.] No nominee shall be eligible [as] to be a candidate for more than one (1) statewide office.

5. For those election years in which the State Executive Committee is elected, each Region shall nominate for the Statewide Nominating Committee at least seven (7) state members who have been members in good standing of CSEA for at least two (2) years prior to January 1 of the election year.

6. The Executive Board of each Region shall elect three (3) members from the seven (7) nominees. Such election shall be by secret ballot.

7. The names of the committee members selected by the various Regions shall be filed with the Secretary and Executive Director of the Association not later than January [1st] 15 of the election year.

8. The Statewide Nominating Committee shall make a good faith effort to select at least two (2) nominees for each position on the State Executive Committee. [In all cases an incumbent, upon consent and if otherwise eligible, shall be one of said nominees.]

No person shall be eligible for nomination unless that person shall have been a member in good standing of the [Association] department or agency they seek to

represent on the State Executive Committee [on or before] since June 1[st] of the year preceding [the year in which] the election [is held], and shall not have had any disciplinary penalty imposed by the Judicial Board of CSEA since June 1 of the year preceding the election. The Statewide Nominating Committee shall file its report with the Secretary and Executive Director of the Association no later than March 1[st] of the election year and shall simultaneously notify all candidates of their nomination by certified mail, return receipt requested. Nominees who desire to decline shall do so [no later than March 20th of the election year] by notifying the Secretary and the Executive Director of the Association by registered or certified mail, return receipt requested, no later than the date published in the election schedule. The Statewide Nominating Committee, in the event of a vacancy created by a declination or otherwise, [by March 20th of the election year] shall [name substitute nominees] reconvene and make a good faith effort to select another qualified candidate if necessary, and shall file [and report said] the names of those nominees to the Secretary and the Executive Director no later than April 15[th] of the election year. The new nominees shall be notified by registered mail, return receipt requested, on or before April 15[th] of the election year. [No member who agrees to serve on the Statewide Nominating Committee shall be eligible for nomination or election to any statewide office or to the State or County Executive Committees.]

(c) INDEPENDENT NOMINATIONS. Nominations for President, Executive Vice President, Secretary and Treasurer may also be made by official petition provided by the Executive Director of the Association upon written request of any member. Such petitions shall be signed by not less than two percent (2%) of the members of the Association eligible to vote in the election. The names of such candidates shall be printed on the official ballot if such nominations are filed with the Secretary and the Executive Director of the Association on or before April 15[th] of the election year.

Nominations for members of the State Executive Committee may also be made by official petition provided by the Executive Director of the Association upon written request of any member. The petition must be signed by not less than ten percent (10%) of the members in the Department [making such nominations] or Agency eligible to vote in the election, but in no event will more than 450 valid signatures be required. The names of such candidates shall be printed on the official ballot if such nominations are filed with the Secretary and Executive Director of the Association on or before April 15[th] of the election year.

(d) No change.

Section 6. OATH. No change

## ARTICLE V REGIONS

For purposes of internal organization of [t]The Civil Service Employees Association, Inc., the state shall be divided into six [r]Regions as follows:

1. No change
2. No change
3. No change
4. No change
5. No change
6. No change

All [l]Locals shall be members of the [r]Region in which the [l]Local headquarters is located.

(a) Each [r]Region shall be under the direction of a Region[al] President, and shall have a minimum of three Vice Presidents, a Treasurer and a Secretary, who shall be elected by the members [assigned to their] in the respective [r]Regions.

(b) Each [r]Region shall have a [r]Region[al] [e]Executive [b]Board which shall consist of the elected officers, [immediate past president,] the [l]Local presidents, and shall reflect, where applicable, representation of the state departments, county division, school districts, judiciary, authorities and community of interest which may be deemed necessary within the [r]Region.

REMINDER — The remaining segment of this report by The Constitution and By-Laws Committee will be published in The Public Sector issue of September 23, 1983.

## CSEA booth a good deal at the fair

GOUVERNEUR — St. Lawrence County Local 845 participated in the local county fair this year and the new venture turned out well for everyone involved.

According to Joe Seavey, second vice president of Local 845, members decided to staff an information booth on CSEA after discovering they could acquire space for one at the fair.

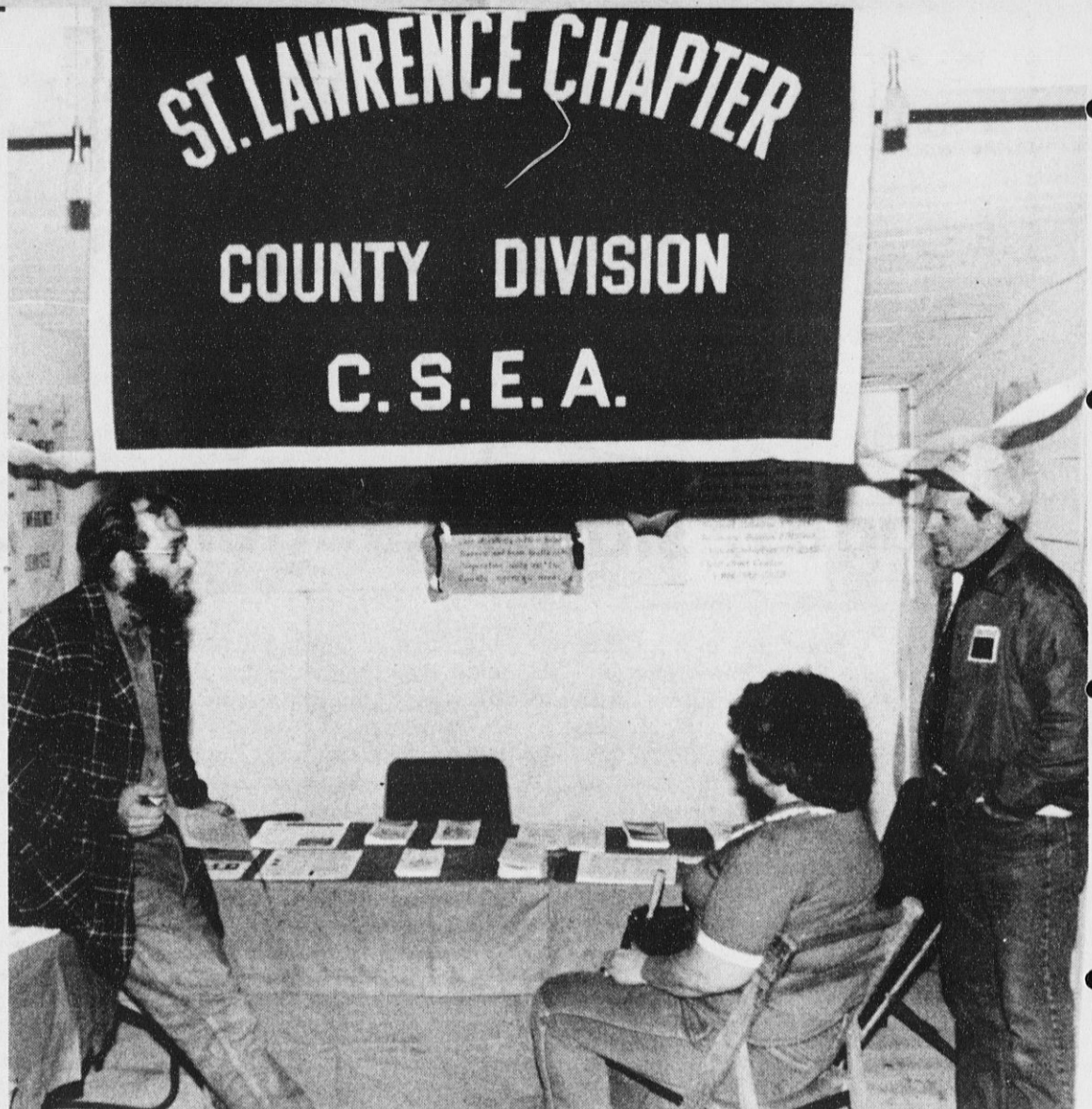
"We felt it was an ideal way to explain to county residents and other fairgoers the structure of CSEA, the services county employees provide, answer questions and encourage voter registration," Seavey said.

"The week-long exposure to the public not only helped improve the image of CSEA in St. Lawrence County, it gave our political action committee members some added experience and input from county residents. They learned what we do; we learned what they think about political issues. Very productive," Seavey said.

Richard Reno, president of Local 845, indicated he is planning a meeting of local officers and PAC committee members to evaluate the results of the fair booth and perhaps discuss the possibility of expanding the venture to include free blood pressure or eye examinations at a future fair.

"We are going to take a good look at what we did, how we did it, and go on from there. It was a new experience and, for a first-time effort, turned out well," Reno said.

JOE SEAVEY, left, Local 845 vice president, on duty at the Local 845 booth, discusses the importance of public employee involvement in political action with fairgoers Betty and Bob Hart, of Canton. Seavey and several other volunteers encouraged voter registration and explained the services provided by county employees.



## Work and Health

By Philip L. Polakoff, M.D.  
Director, Western Institute for  
Occupational/Environmental Sciences

Radiation is generally divided into two categories — ionizing and non-ionizing. This is about non-ionizing radiation. But first, what's the difference between the two?

Ionizing radiation is the kind whose rays pack so much energy that when they interact with atoms they shatter them, remove electrons from them and cause them to develop an electric charge. A charged particle is called an ion, so the force behind this charge is called ionizing radiation.

Ionizing radiation is that part of the energy band, or spectrum, that corresponds to X-rays, alpha, beta and gamma rays, and neutrons. With their atom-smashing potential, when these rays ionize atoms in the body, they can damage them seriously, even fatally.

Non-ionizing radiation doesn't have enough energy to ionize atoms. But it can still cause painful reactions as anybody can tell you who ever got burned by the ultraviolet rays of the sun, or suffered eye damage from the infrared heat of a furnace or other industrial heat source. Microwave ovens, radar, some medical apparatus and laser beams also use this end of the radiation band.

Here are some industrial exposures to various kinds of non-ionizing radiation and their major effects. This list is from "Work Is Dangerous to Your Health," a handbook on health hazards in the workplace, by Jeanne M. Stellman, Ph.D., and Susan M. Daum, M.D., (Vintage Books):

**ULTRAVIOLET.** Sunlight (all outdoor workers), electric-arc welding, germicidal lamps, "black light" used in blueprinting,

laundry-mark identification, dial illumination. Ultraviolet radiation irritates and damages eye tissue; can cause painful sunburn and possibly skin cancer.

**LASERS.** Used in construction industry as reference lines, in medicine for surgery, in communications, in holography; may be used in drilling or wherever a concentrated high-energy beam is useful. Lasers are extremely hazardous to the eyes because the lenses of the eyes focus the light intensely on the retina.

**INFRARED.** Given off by all heated sources. Welders, steelworkers, glassblowers, etc., are exposed. Also used for drying and baking paint, varnishes and enamels. Infrared can cause damage to parts of the eyes. Workers may develop a condition known as "heat cataract."

**MICROWAVES.** Found in military, radio navigation, radar communications, food ovens, certain drying processes, medical diathermy. Eyes and testicles are most susceptible to damage; genetic effects and effects from long-term low levels are unknown. Microwave generators may also give off X-rays.

**RADIOFREQUENCY WAVES (RF).** Used in heating equipment and for hardening metals, soldering and brazing. RF can be used in wood-working for bonding, laminating and gluing. This form of radiation is also used for sterilizing containers, thermo sealing and curing plastics. Improper operation installation of equipment generating this form of radiation can lead to electrical shock and burns. If operator has wet feet, he or she can be electrocuted.

The key word for protection against non-ionizing radiation — any radiation, for that matter — is "shielding." Keep the rays from striking the body. This can mean anything from clothing to creams that screen out the sun, to

## What you should know about radiation where you work

reflective surfaces or the appropriate shade of the lens in welders' goggles.

Ovens and other sources of infrared (heat) radiation can be shielded with shiny materials to reflect the heat back toward its source. Some installations use a water screen for the same purpose.

Infrared radiation does not penetrate below the superficial layer of the skin. Its only effect is to heat the skin and the tissues immediately below it. The effects of ultraviolet waves is much more violent and a severe burn can be suffered, often before you know you have made too much exposure.

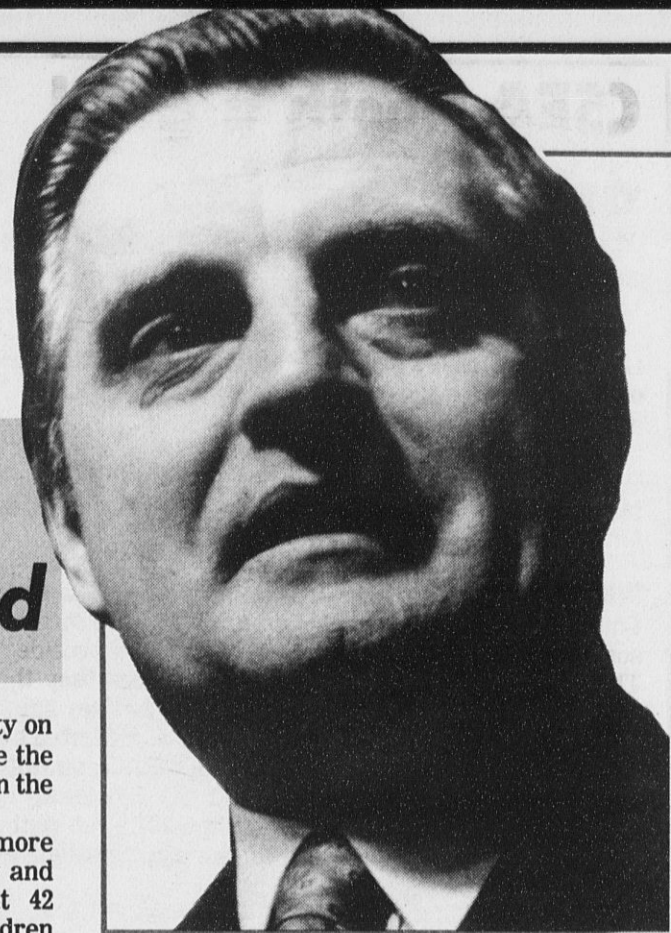
Microwaves penetrate deeply into the body and cause its temperature to rise. If the intensity of the microwaves is great enough, it can lead to permanent damage of the affected area. This deep heat penetrating ability is why the testicles are susceptible to damage. To function properly, the testicles have to maintain a temperature lower than the rest of the body. That's why they are on the outside. If this temperature rises because of microwave radiation, for example, the cell lining of the testicles can degenerate.

Microwave sources can be effectively shielded by fine metal screens such as copper mesh, or thin steel plates.

With lasers, enclosure of the beam and remote-control operation are probably wise precautions. If this cannot be done, there are other safety steps that should be followed. Never align the beam by eye, or focus it on a mirror or other highly reflective surface. When the beam is aligned, it should be focused on a dull, non-reflecting object. Goggles should be worn that are designed for the particular kind of laser being used. The laser should be fixed-mounted so that it cannot be swung around accidentally.

# Mondale backs pay equity

## Maps out program for fair wages, slams Reagan record



ALBANY — Equal pay for work of comparable worth, an issue of vital importance for CSEA and its members, now has the support of Democratic presidential hopeful Walter F. Mondale.

In a position paper on the subject Mondale says, "Our nation must move forward to pay equity, equal pay for jobs requiring comparable skill, responsibility and effort."

The candidate points out that women make only 59 cents for every dollar earned by men because many occupations dominated by women are undervalued.

"For example, jobs traditionally held by women, teaching, nursing and secretarial work, require relatively high levels of skill but are compensated at very low wages," said Mondale.

"It is good to see a presidential candidate take a position so in tune with CSEA's own agenda," says CSEA President William L. McGowan.

CSEA has been a leader in the pay equity movement negotiating \$500,000 from New York state for a study of the comparable worth of state jobs. That study is now being conducted by the Center for Women in Government.

CSEA statewide Secretary Irene Carr is a staunch advocate of pay equity. She says, "The union has a deep commitment to pay equity at all levels. The injustice has gone on for too many years. To know that a presidential candidate has gone on record supporting pay equity gives hope

that this issue will now have a higher priority on the federal agenda. Pay equity may well be the most important economic issue for women in the 1980s."

Mondale points out that pay equity is more than an economic issue. It is also a family and poverty issue. The candidate notes that 42 percent of female-headed families, with children under 18 years old, live in poverty.

It is also an aging issue because retirement benefits are often based on wages. In fact,

**'... If we are to live up to our ideals as a nation, as a party or as individual members of a free society, then equity in economic compensation for work of comparable worth must be one of those ideals.'**

women 65 and older are the fastest growing poverty group in the United States.

And it is a racial issue, according to Mondale. Black and Hispanic working women live in poverty far more often than men or white women.

Mondale's program calls for strict enforcement of existing laws dealing with pay equity, staffing federal agencies that deal with the issue with people committed to pay equity,

creating a federal pay equity clearinghouse to help state and local governments achieve pay equity and a review of federal civil service jobs.

The candidate accuses President Reagan of standing in the way of efforts to bring about pay equity and of undoing the progress made by his predecessors. Secretary Carr agrees saying President Reagan has become part of the problem rather than part of the solution.

Mondale says he would use the presidency to speak out on the essential fairness of pay equity.

He sums it up this way, "This nation faces a moral issue with respect to its working women. What nation can proclaim to the world its commitment to justice, equality and individual liberty when it denies to one-half of its potential work force the economic rewards on which these other freedoms depend? If we are to live up to our ideals as a nation, as a party or as individual members of a free society, then equity in economic compensation for work of comparable worth must be one of those ideals."

### Walter Mondale's program for pay equity

1. Strict enforcement of laws prohibiting discrimination against jobs predominantly held by women.
2. Staffing the Equal Employment Opportunity Commission, the Department of Justice and other federal agencies with people committed to pay equity.
3. The establishment of a pay equity clearinghouse to help states and local governments eliminate sex-based wage discrimination.
4. A review of the federal Civil Service job classification system to eliminate sex-based wage discrimination.

### Ronald Reagan's record on pay equity

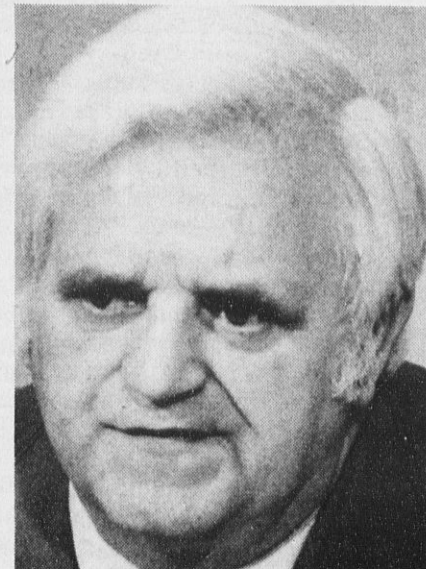
1. The elimination of pay equity regulations for federal contractors.
2. Dismissal of all pay equity cases before the Equal Employment Opportunity Commission, even though the U.S. Supreme Court ruled that the Civil Rights Act covers sex-based wage discrimination. EEOC told those fighting for their rights to go to court.
3. Refusal to review the federal job classification system for sex-based wage discrimination. (A study similar to New York's CSEA negotiated comparable worth research.) In fact the Reagan administration is trying to downgrade the status of federal librarians, most of whom are women.



### Kudos to Mondale from CSEA leaders

**'It is good to see a presidential candidate take a position so in tune with CSEA's own agenda.'**  
— CSEA President William L. McGowan

**'Pay equity may well be the most important economic issue for women in the 1980s.'**  
— CSEA Secretary Irene Carr





**SOWING THE SEEDS OF SUCCESS** — MHTAs Mary Corcoran and Kay Wood show Harlem Valley Psychiatric Center patients how to transplant begonias during a classroom session at the recently opened "Greenery." The horticultural therapy program has been lauded as a success, with patients and staff waxing enthusiastic about it.



**A PLACE IN THE SUN** — Harlem Valley PC Local Vice President Hank Arvisais warms up to his subject as he shows Second Vice President Roseann Gilletti how the 50-year-old greenhouse was refurbished. All frames were reinforced and glass replaced, and an old shed has become a sunny lounge and retail shop.

## It's thumbs up for green thumbs at Harlem Valley Psych. Center



### New horticultural program grows popular with patients and staff

By Anita Manley  
CSEA Communications Associate

WINGDALE — Everything's coming up roses — and begonias and petunias and chrysanthemums — at the Harlem Valley Psychiatric Center, where a new horticultural therapy program is in full bloom.

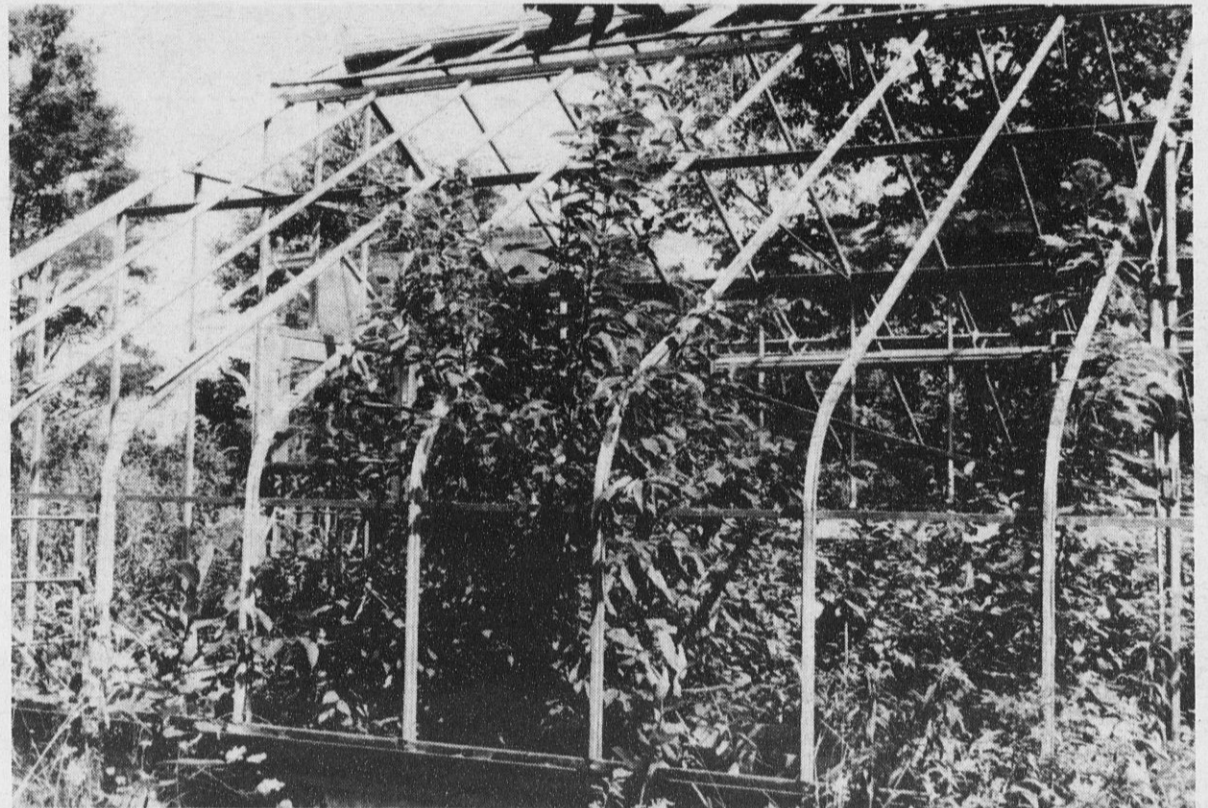
CSEA members assigned to the program say their work has quickly grown into a labor of love.

"The program is terrific and most rewarding," says Kay Wood, a mental hygiene therapy aide who spends three days a week teaching patients how to care for plants in a recently renovated greenhouse located on the campus of the eastern Dutchess County psychiatric facility.

"It's a great asset to the patients," adds Wood. "Some of them wouldn't talk to us and now they're more outspoken and want to come more often."

Opened last December, the 50-year-old greenhouse had become an eyesore with its broken and missing window panes and overgrowth of weeds.

CSEA Vice President Hank Arvisais said grounds and maintenance crews spent about three months clearing the grounds, reinforcing the window panes, replacing the glass and re-



**THE GREENING OF A PSYCH. CENTER** — This abandoned greenhouse is a twin to the recently refurbished structure which now houses Harlem Valley's horticultural program.

wiring and re-plumbing the structure. An old potting shed in the rear of the greenhouse was transformed into a retail shop and lounge for patients and staff.

"The real heroes are the guys who did the plumbing, carpentry and wiring," said Jackaline Ring, community education director at Harlem Valley.

Joel Bauer, a maintenance supervisor who directed the work project, said the job was a routine assignment at first. "But once the crews got started, they really enjoyed it," he noted. "The tradesmen really put their hearts into it and they did a good job. It took hundreds of plates of glass — they practically started from scratch."

Crew member George Cook said preparing the windows for the glass was a tedious job, and added he was "dumbfounded" when the greenhouse was finally ready to open. "I couldn't get over how it looked," he said. "It's really an asset."

About 100 patients a week are currently bused to the greenhouse from their wards in groups of 10. Under the tutelage of greenhouse manager Archie Deane and MHTAs Wood and Mary Corcoran, each class spends about two hours

learning about the care and feeding of plants, how to transplant and arrange flowers, and how to sell their product.

A recent graduate of a horticultural program at the Cary Arboretum in nearby Millbrook, Wood is so involved in her new work assignment that she has brought most of her own collection of plants to the greenhouse.

Corcoran, who works at the greenhouse one day a week and professes to having no green thumb, also sprouts enthusiasm. "The program stands out," she says. "The patients love it. The group I have is the most active and they really enjoy it. I don't know a lot about plants myself, but I've learned a lot."

Participants in the program have taken a number of trips in conjunction with learning about plants. Garden clubs have also sprung up on the wards among patients who enjoy bringing back their plants and caring for them in their own rooms.

Best of all, the program is self-supporting, with plant sale profits going back into the greenhouse under the management of the facility's Bargain Boutique, a non-profit volunteer corporation which serves the patients of Harlem Valley.