

Rerun of '82 statewide officer elections to begin

On Aug. 4, 1984 a pre-election conference was conducted by the US Department of Labor. At this pre-election conference, guidelines were established for the conduct of the rerun election of the Statewide CSEA, Local 1000, AFSCME positions of President, Executive Vice President, Secretary, and Treasurer. The conference was conducted pursuant to a court order filed in the United States District Court (No. 83-CV-108) for the Northern District of New York on July 19, 1984. Postings of the entire set of guidelines agreed upon at the above mentioned pre-election conference have been made at the six Regional Offices.

This election will be conducted by mail ballot. All ballots must be received no later than 12:00

P.M., NOON, on Friday, October 12, 1984.

A member must have not been delinquent in dues payments anytime since June 1, 1984 or have any outstanding dues delinquencies. New members who have authorized their dues withholding cards after August 5, 1984 and who are not delinquent from payment of their dues from anytime between August 5, 1984 and the date of the election will be eligible to vote. Associate and retired members of this union will not be allowed to vote in this election.

The term of office will extend until June 30, 1985.

Write-in votes are allowed in this election.

All candidates and/or observers interested in witnessing any aspect of this supervised election

are urged to write or telephone Gregory Szurnicki, Chairman, Standing Election Procedures Committee, CSEA, Inc., PO Box 7125, Capitol Station, Albany, New York 12224, 518-434-0191, Ext. 503, to verify the date, time, and place at or on which all aspects of the election will take place.

Any member in good standing may protest the supervised election for valid cause. Such protest should be made in writing and sent to the address listed below. Protests can be made at any time (Continued on Page 8)

**CANDIDATES' STATEMENTS,
Pages 8-13**

the Public SECTOR

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

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TWO COUNTIES PASS EARLY RETIREMENT LAWS

In Suffolk, new law to reduce proposed layoffs

HAUPPAUGE — CSEA successfully lobbied the Suffolk County Legislature to pass the Early Retirement Incentive Program which will reduce layoffs. The program was signed into local law on Sept. 17, by Peter F. Cohalan, county executive.

Under the new law, the county will offer eligible employees, who are 55 or more years old,

three years service credit if they retire early. Employees must be eligible for retirement from the New York State Employees Retirement System.

"It was vital to our members that this option was passed by the county Legislature," said Lynn Martins, Local 852 acting president. "We stressed to county legislators that the early

retirement option provided the county with an effective tool in dealing with its budget problems."

Both Martins and CSEA Long Island Region President Danny Donohue witnessed the option signed into law. Donohue said the new option "means saving the jobs of many county workers."

CSEA Local 852 represents more than 7,000 workers in Suffolk County. The union was the driving force behind the state Legislature in creating the Early Retirement Option for Local Government, which enabled Suffolk County to offer the option to eligible employees.

**In Rensselaer, 40%
expected to use option**

TROY — Rensselaer County is the first county in the Capital Region to take advantage of the CSEA-backed early retirement option for local government employees.

On Sept. 11, the Rensselaer County Legislature unanimously passed the local legislation necessary for implementation in the county. A public hearing on the legislation is scheduled for Sept. 24.

It is anticipated that Rensselaer County Executive William Murphy, who also pushed for the local option passage when the bill was in the state Senate and Assembly, will sign the law shortly after the public meeting.

According to statements by the county, several hundred thousand dollars a year will be saved by allowing senior Rensselaer County workers this option. Approximately 40 percent of 153 eligible county workers are expected to take advantage of the program by December. The County employs 1,180 people.



SIGNED — Lynn Martins, acting Suffolk County local president, and Danny Donohue, Long Island Region president, look on as Suffolk County Executive Peter F. Cohalan signs new early retirement option into law.

1984 WOMEN'S CONFERENCE, Pages 17-19

CSEA blasts commission's proposed MH changes

ALBANY — CSEA President William L. McGowan described as "a roller coaster without brakes" proposals unveiled by the Governor's Select Commission on the Future of the Local-State Mental Health System.

The commission proposes a "network of management agencies to care for the mentally ill." But McGowan says it would create confusion, and complains, "The commission itself raises more questions than it answers."

CSEA Associate Director of Research Bruce Wyngaard recently resigned as a member of the commission, explaining: "I have no confidence in its findings. Its final draft report advocates an uncharted course in untested waters with no guarantees a better system will prevail."

McGowan and Wyngaard recently held a news conference in the Legislative Office Building to blast the report. Wyngaard said that, unfortunately, "the commission started out with the conviction that it had to design a completely new

mental health system. In other words, it began its charge with a closed mind."

Regional president terms plan 'management nightmare'

NEW YORK CITY — CSEA Metropolitan Region President George Boncoraglio has added his voice to opponents of the commission's report.

At a Sept. 18 public hearing, Boncoraglio expressed fears that "the creation of regional management authorities, as recommended by the commission, would only create a new bureaucracy, add to confusion in the system and allow more mentally ill people to fall between the cracks."

He also told members of the commission its plan "will create a management nightmare."

A full report on Boncoraglio's testimony will appear in the next edition of the Public Sector.



BRUCE WYNGAARD . . . resigns over report

"With the help of CSEA, I am able to do the work I enjoy doing plus live in the way I like to live."

Marge Hatlee
Food Service Worker



CSEA works for us!

Board seat ballots mailed

. . . for Dutchess education rep

ALBANY — Ballots are now in the mail for the election of a new Dutchess County educational representative to CSEA's Local Government Executive Committee. Members of Dutchess Educational Local 867 will participate in the special election to fill the vacancy on the statewide Board of Directors.

Only one candidate — V. Norma Condon of Wappinger Falls Central School District — sought the position and will appear on the ballot, along with a space for write-ins.

Members eligible to vote in the election who have not received ballots by Sept. 27 may obtain replacement ballots at that time by contacting Marcel Gardner at CSEA Headquarters, (518) 434-0191, ext. 503.

Completed ballots must be received by noon, Oct. 11 and will be counted that day.

. . . for Region II MH rep

ALBANY — Ballots are now in the mail for the election of a new Region II Mental Hygiene representative to the State Executive Committee. Members of OMH and OMRDD locals in the Metropolitan Region are participating in the special election to fill the vacancy on the statewide Board of Directors.

Candidates for the Board seat are Frederick J. Daniels, Henry Reese, Robert Gripper, Roy Johnson, Adrian R. Mitchell, Richard J. Moccia and Harold L. Robertson Jr.

Members eligible to vote in the election who have not received ballots by Sept. 27 may obtain replacement ballots at that time by contacting Marcel Gardner at CSEA Headquarters, (518) 434-0191, ext. 503.

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He's head over heels about judo...

...and his chance to coach in world championships

By Brian Baker
Assistant Editor

ALBANY — Jim Hrbek's job as a statistical clerk throws you off — in the same way that Clark Kent's job as daily reporter throws you off.

But the truth is that Hrbek, as a judo expert and a master of movement and leverage, has thrown a lot of people — into the air and down onto mats. And now he's throwing himself full force into something he's always dreamed of doing.

Hrbek, a member of New York State Insurance Department Local 666, took a leave of absence last week to begin a five-week stint as coach of the United States Women's Team in the World Judo Championships. The job kicks off Sept. 21 with a European tour including an international invitational in Austria, training in West Germany, followed up by an international open in France.

After a brief return to the United States, Hrbek will be off again with the team to Vienna for the championships in November.

Sitting behind a desk in his office a day before his first flight to Austria, Hrbek made no bones about the way he feels serving as coach of a world class team.

"This is something I've been dying to be involved in for years," says Hrbek, who had hoped to be chosen as coach in the 1982 judo championships. "I guess you could say I'm very happy about this."

Happy enough to take eight vacation days and the rest of the time without pay in order to take the trip, he noted.

This is not the first time that Hrbek will have served as a coach in international judo games. Just last year, he coached the national women's team in the Dutch Open, and in 1982 he trained men and women in separate competitions on the international circuit. But because the world championships are the "big time" for women, who are excluded from the Olympics, it's his most lofty judo job.

Hrbek, who got interested in judo 15 years ago,

teaches the ancient oriental sport at the Guilderland Town Recreation Department and the College of St. Rose in Albany.

One of his students at St. Rose, Mary Lewis, is an alternate on the U.S. judo team and is one of nine Americans ever to have placed in world competition in the sport.

Hrbek himself is an accomplished player who took second place in the YMCA national competition in 1978, and holds a fourth degree black belt, which is just one rung down from the highest possible grade.

"Statistically, only one in 100 who take up judo makes black belt," he explained. "And most American champions are third degree black belts."

Hrbek, now 34, still spends five nights a week working out on the judo mat, but says he's taking it easier than he used to. One reason is a torn ligament in his knee, a ligament so shredded it "looks like a doily" now from years of abuse.

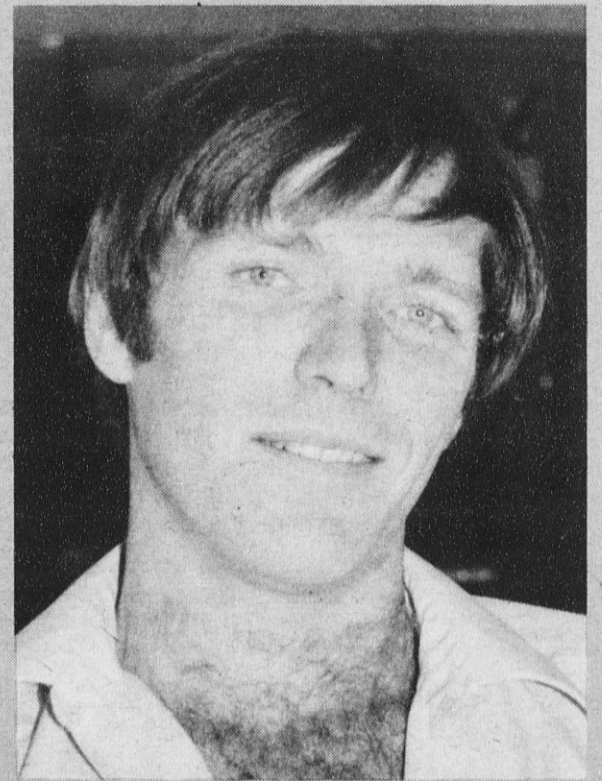
"In the long run, when you constantly abuse our body in any sport it starts an erosion process. I would keep going even when my knee was in pain. As a coach, I try to keep my players from making the same stupid mistakes," Hrbek said.

There's no doubt that judo, which concentrates heavily on bodily throws, is a very tough sport — which is probably why women didn't get involved as players in the past. But today, even despite the increased participation of women in all kinds of sports, the Olympics still don't have an event for women's judo.

"Men get into the Olympics, women don't and that's because of discrimination," said Hrbek, noting that there are a couple of civil actions pending to have them included.

Most female judo players peak in their early twenties, which is earlier than men and due partly to social pressures on women, Hrbek thinks.

"For one thing, men are not expected to have babies," he said, noting that, in truth, though, it really doesn't matter much. A woman who placed first in the U.S. Open, just three weeks



JIM HRBEK

after giving birth, is testimony to the endurance of some for the sport.

The eight members and three alternates on this year's women's team come from all across the country including Colorado, New Mexico, California and New York. Hrbek is betting on at least three medals for the U.S. team, but says that with the "right draw" there's a chance for wins in every division.

Hrbek's job will involve not so much physical as "situational" training, briefing players on the strengths and weaknesses of competitors from other countries, he says.

"These women are already in shape," says Hrbek, "so the kind of training they get on the tour will not be the hardest — just the smartest."

CSEA veteran Vera Van Dyke leaves longtime job

By Anita Manley
CSEA Communications Associate

KINGSTON — A former Hudson River Psychiatric Center Halfway House therapy aide will not only be missed by her co-workers and patients, but by the entire community in this Ulster County city.

Vera Van Dyke, who was Mental Health Therapy Aide and CSEA member for 10 years, recently moved to Washington, D.C., leaving behind a lot of grateful friends.

A civil rights activist for most of her life, Van Dyke helped to organize the Kingston branch of the Congress of Racial Equality and worked as a CORE labor organizer putting blacks to work in jobs that were traditionally held by whites.

Van Dyke's husband, Leonard, who died in 1974, was elected Kingston's first black city alderman in 1963.

Political and social activism have been a way of life for Van Dyke, who participated in sit-ins, protests, the march on Washington, the Poor People's march and working for the NAACP. She also helped migrant families.

An invitation from President Lyndon Johnson

to visit the White House for the anniversary signing of the Emancipation Proclamation was the highlight of her career.

Working in the Halfway House, Van Dyke helped former mental patients learn everyday living skills. In addition to helping the clients learn how to shop and find jobs and housing on their own, she took many into her own home, becoming not only their mentor but their friend.

A mother of 10 children, Van Dyke's love and compassion for people rubbed off on her family. She proudly points out that most of them are now employed in "people jobs," helping others. One son, Joseph is a CSEA shop steward and employee of Ulster County. Other children also work in human service jobs. One daughter is a social worker and one is a family worker. Another works for the federal government finding housing for poor families and a son is in the Air Force.

Van Dyke says she has not decided what kind of work she wants to do in Washington. Whatever she ultimately becomes involved with, Van Dyke will no doubt put her heart and soul into it, says those who know her.



VERA VAN DYKE — She'll be missed in Kingston.

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Buffalo Labor Studies fall classes kick off

BUFFALO — The Buffalo Labor Studies program of the New York State School of Industrial and Labor Relations at Cornell University has announced its fall and winter schedule of courses.

Seven courses will be offered on Wednesday evenings during the fall term, which runs from Sept. 19 to Dec. 12. They are: Contract Administration (6:45-8:20 p.m. and 8:35-10:10 p.m.); Communications Skills for Workers (6:45-8:20 p.m.); Labor Journalism (8:35-10:10 p.m.); Collective Bargaining (6:45-8:20 p.m.)

Also, Unions, Workers and Politics in a Presidential Year (8:35-10:10 p.m.); Occupational and Environmental Health (6:45-8:20



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p.m.); Concessions and Other Collective Bargaining Challenges in the '80s (8:35-10:10 p.m.).

Courses for the winter term also will be held on Wednesday evenings, from Jan. 9 through March 27. They are: Labor Law I, Private Sector (6:45-8:20 p.m.); Labor Law I, Public Sector (6:45-8:20 p.m.); Labor History (8:35-10:10 p.m.); Labor Economics (6:45-8:20 p.m.).

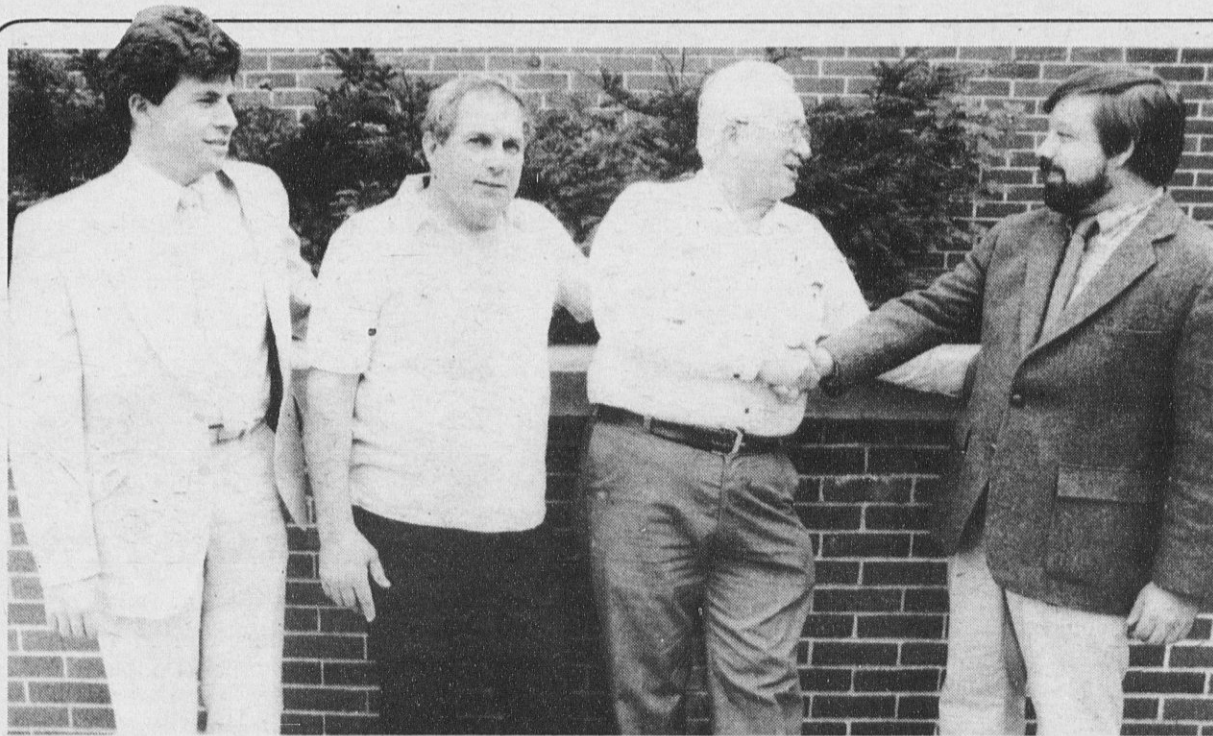
Also, Union Leadership (8:35-10:10 p.m.); Black Workers and the American Labor Movement (6:45-8:20 p.m.); The Future of Unionism in America (8:35-10:10 p.m.)

The Buffalo Labor Studies program is designed primarily for working men and women interested in furthering their education and developing their skills and knowledge of labor relations and organized labor.

Students may take individual courses to meet specific needs, or they may enroll in one of the Labor Studies Certificate Programs. An Advanced Labor Studies Certificate Program has recently been added to the curriculum.

All courses will be held in the Classroom Building on the State University College at Buffalo Campus, 1300 Elmwood Ave.

For more information, call, write or visit Lou Jean Fleron, Director of Labor Programs, NYSSILR, Cornell University, Western District Extension Office, 120 Delaware Ave., Buffalo, N.Y. 14202, telephone (716) 842-6180; or Larry Flood, Associate Coordinator, Buffalo Labor Studies, telephone (716) 878-5732.



WELCOME ABOARD - Rockland County Local 844 President Frank Bosco welcomes Patrick Duffy, president of the Clarkstown School District Unit. With them are Region III Field Representative Chris Lindsey, left, and Unit Vice President Dominick Angelo.

New unit welcomed in Rockland County

CLARKSTOWN — Members of an independent union of school district employees have recently become the newest unit of Rockland County CSEA Local 844.

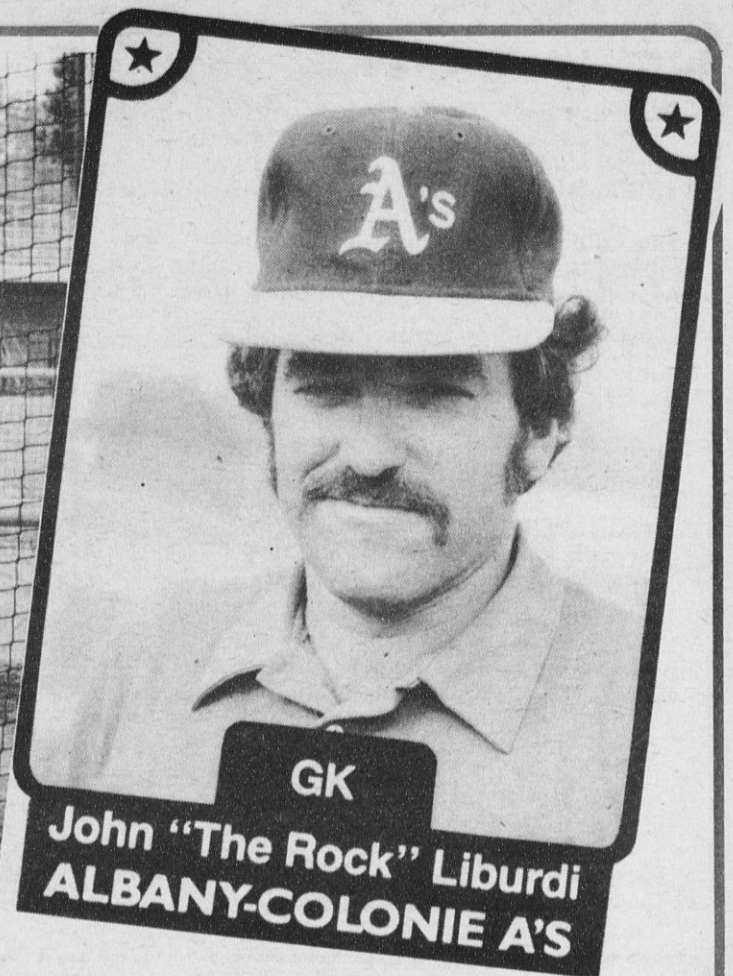
Newly-elected Clarkstown School District Unit President Patrick Duffy explained that the buildings and grounds and maintenance employees and bus mechanics "felt that by joining CSEA, we would have more strength."

Vice President Dominick Angelo said the employees, who spent 19 months negotiating their last contract, wanted to belong to a union with strength and political influence.

Local President Frank Bosco credited Region III Field Representative Chris Lindsey and others with the organizing and affiliation of the new unit. He said it "was a display of the finest organizing techniques. It involved a concerted effort on the part of the field staff, the regional president and Larry Scanlon, CSEA's Director of School District Affairs."



A MEMBER OF THE TEAM — The A's, shown at practice above, have an official baseball card for John Liburdi. His position? GK. Groundskeeper, that is.



Cleaning up at Heritage Park

A's Liburdi an ace 'fielder'

By Daniel X. Campbell
CSEA Communications Associate

COLONIE — Every time the umpire yells "Play ball!" at Heritage Park, John Liburdi's reputation is on the line.

He's not a star hitter or catcher with the Albany-Colonie A's. In fact, he doesn't even play baseball, professionally at least. He's the head groundskeeper and a public employee. And if the field's not up to snuff, Liburdi's in trouble.

But, the team doesn't call Liburdi "The Rock" for nothing. His work is consistently in good form and so far, no games have ever been called due to field conditions — if the grounds crew has been able to do anything about them.

"We can't control rain or snow, but we're on top of the rest," Liburdi said.

Heritage Park, a \$1.2 million sports facility, covers 15 acres with three and one-fourth acres within the field's fences. Like most new sports stadiums built in the United States, the complex is publicly owned. In this case, Heritage Park is owned and operated jointly by the town of Colonie and Albany County.

"Town of Colonie employees work inside the park," Liburdi said, "while Albany County workers take care of the outside of the facilities. It's a good working arrangement that seems to be going smoothly."

Liburdi is used to dealing with public officials and often calls upon his experience as president of a CSEA unit in the town of Colonie to get over some rough spots.

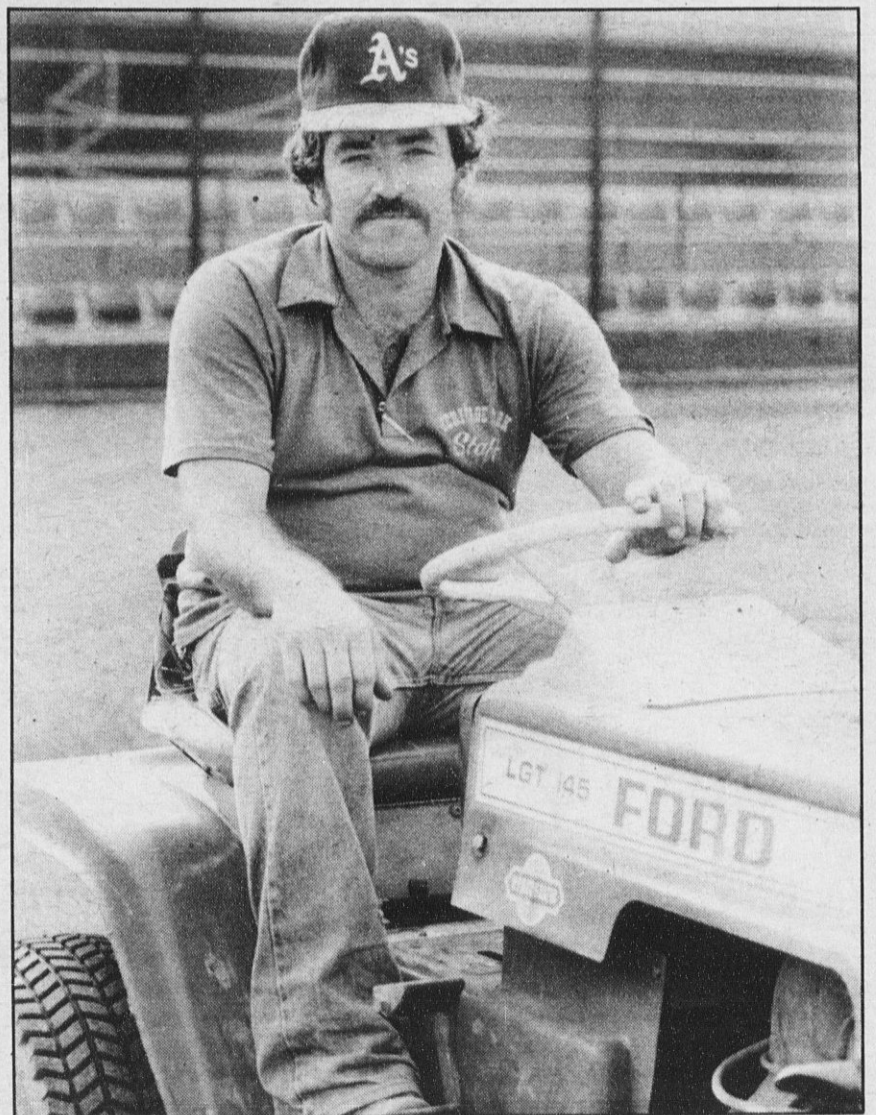
"Our job is to make sure that the park is properly maintained and developed," Liburdi said. The workers are following a six-year development plan for the park which includes expanding its use for other sports such as football and soccer.

"The job is seeing that the park is maintained without disrupting everyday services which the town of Colonie and Albany County taxpayers expect," Liburdi said. "We have to coordinate the availability of equipment and hours so that the job gets done properly and professionally. And every crew that works in Heritage Park from the town of Colonie or Albany County keeps that in mind."

Their meticulous work has not gone unnoticed. "This facility is rated as one of the top five in the United States," said Ben Bernard, owner of Capitaland Professional Sports and operator of the Oakland A's AA Eastern league Team — the Albany-Colonie A's.

"No single individual, unless he was a multi-millionaire, could afford to build a facility like Heritage Park. And I'm sure that its owners, the town of Colonie and Albany County, would like to see it developed into the number one rated park in the nation."

Heritage Park had the greatest seasonal attendance in the Eastern League in 1983 with a total of 200,196 people attending the A's games. This year, with the A's suddenly eliminated from post-season play after finishing the regular season in first place, attendance was down by 500.



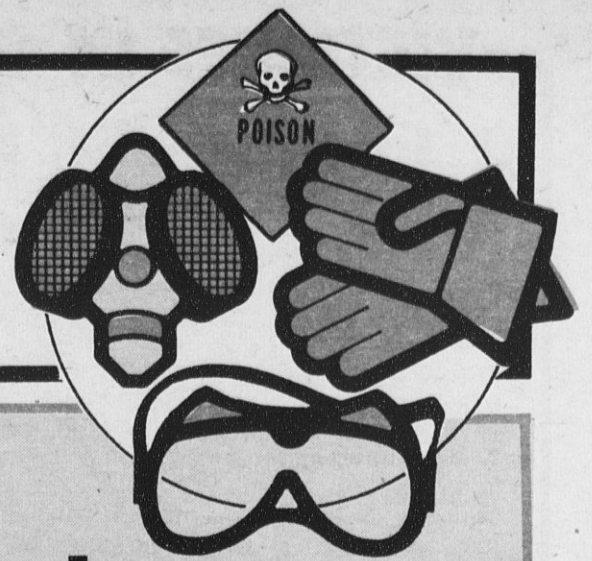
LIBURDI AT WORK, on the field.

But attendance is expected to jump again next season when the Yankees, who recently got the park's franchise, play their Double A Farm Team on the field.

"The town of Colonie and Albany County have already benefitted from the presence of Heritage Park," Liburdi noted. "The area has had an economic boost of about \$2 million per year from tourism as a result of the Heritage Park development."

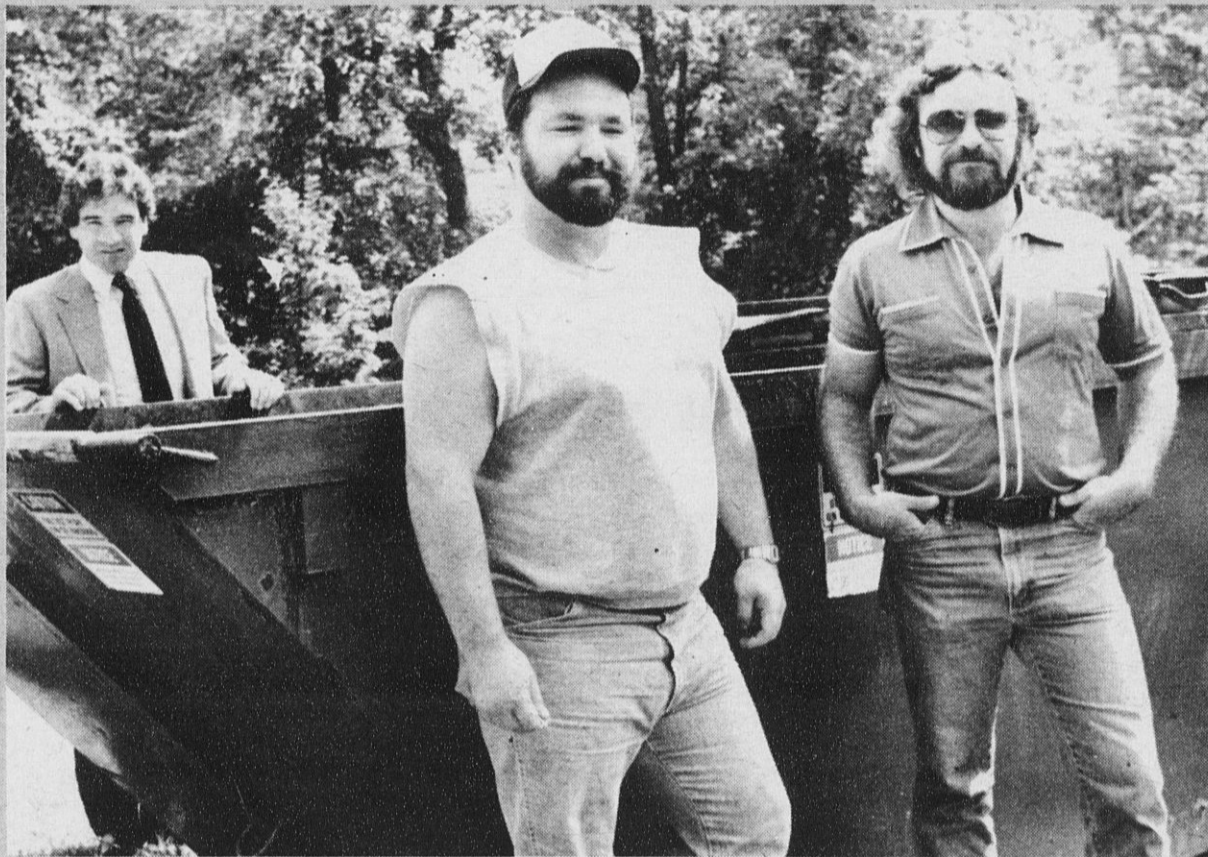
HEALTH & SAFETY

Grappling with problems in the workplace



AT ADAM DEVELOPMENTAL CENTER

OSHA scraps garbage employee searches



GOODBYE GARBAGE PICKING — CSEA Local 400 Shop Steward William Ribblett and President Dana Tietz, right, stand in front of dumpster where members had to sift through garbage bags in search of mop heads and linen. Looking on in back is Field Representative Mark Higgins.

Asbestos danger also being probed in some buildings

PERRYSBURG — A practice of making employees pick through garbage bags — in search of discarded linens and mop heads — has been halted at J.N. Adam Developmental Center, following CSEA OSHA intervention.

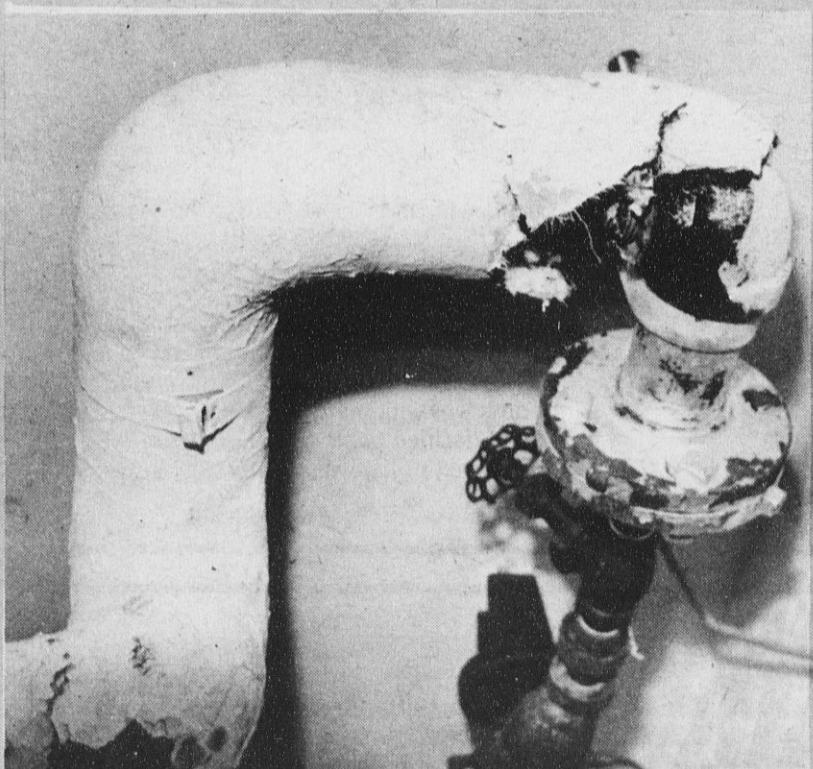
Local 400 President Dana Tietz and Steward William Ribblett said some of their members "were beginning to think they were garbage men, instead of cleaners and maintenance workers."

"We filed a grievance on the matter, which was denied at the first step," said Ribblett, "and then we decided to have an OSHA inspection to expedite the matter."

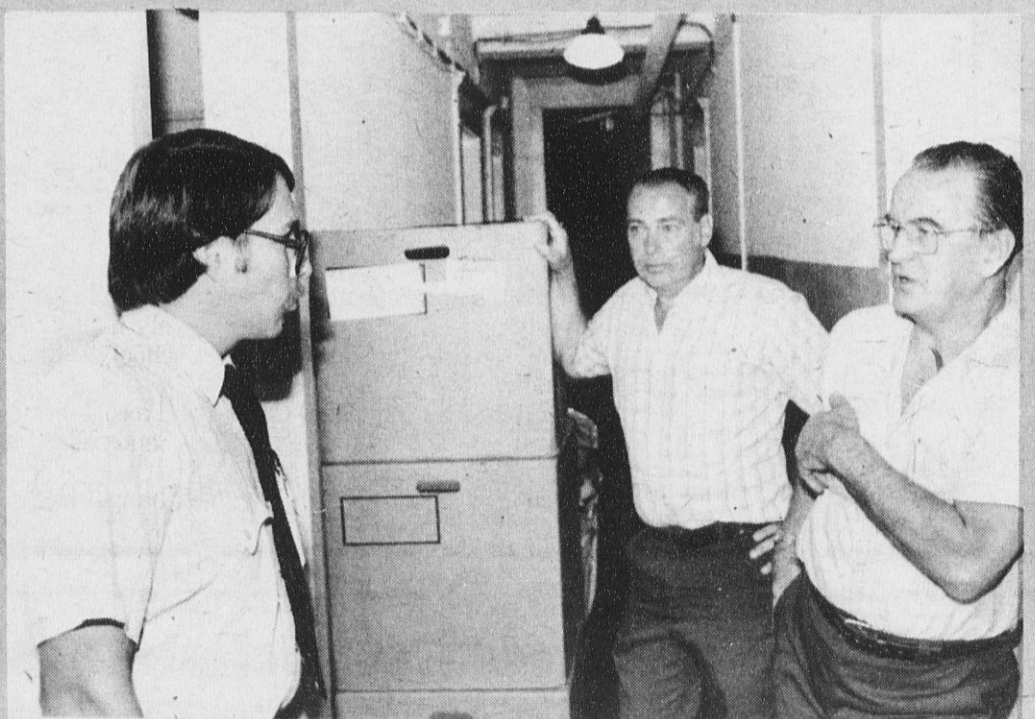
An initial inspection by CSEA OSHA Representative John Bieger resulted in a finding by state inspectors that a danger of hepatitis existed in the practice.

A cease and desist order was accompanied by a requirement that a hepatitis warning be posted at every site at the facility.

Bieger said a possible asbestos danger is also being probed by state inspectors in some buildings on the center's grounds.



EXPOSED ASBESTOS is visible on piping at Adam D.C.



ASBESTOS PROBE — Region VI OSHA Representative John Bieger, left, discusses asbestos problem with William Deet, center, and Jim Sutter, both plumber-steamfitters and members of Local 400.

‘Members were beginning to think they were garbage men instead of cleaners and maintenance workers.’

VICTORIES IN CENTRAL REGION

Reinstatement, back wages, benefits for 'Herkimer 5'

HERKIMER — After 10 months of fighting, five village of Herkimer employees have been reinstated to their jobs and benefits and received lump sum back wages totaling more than \$36,200.

According to Robert Wellington, president of the Herkimer Village Unit of CSEA Local 822, the five employees were rehired as village trash collectors July 2 and received retroactive pay in a lump sum Aug. 31.

The case began in November 1983 when the village of Herkimer terminated six employees (one was rehired shortly thereafter) after contracting out its garbage collection.

Claiming the village had defied the contract with CSEA by not negotiating the impact of contracting out, the union filed an improper practice charge.

In April the Public Employment Relations Board (PERB) supported the CSEA charge and ordered the employees reinstated with full back pay and benefits.

After a series of delays that included a request for an extension, the village finally reinstated the men — but not before considerable pressure was brought by CSEA regional and local officers directly and a letter campaign was staged through the media. Regional President Jim Moore, Local 822 President Mary Sullivan and Unit President Wellington issued hard-hitting statements protesting the village action without proper negotiations with the union.

Added help also came from Field Representative Butch Ventura and CSEA Attorney Michael Smith.

A successful conclusion was reached when the village rehired the men in July and made lump sum payments of back wages amounting to more than \$36,200 before taxes to August Schmidt, Matthew Ward, Clemente Lamanna, James Seaver and Michael Makohen.



IT'S A WIN — CSEA Field Representative Butch Ventura, right, discusses the impact of a Herkimer Village letter of reinstatement with Unit President Bob Wellington, center, and Mike Makohen, one of five village employees reinstated with back pay and benefits.

"It was a great landmark victory for Local 822 and one CSEA can be proud of," Unit President Wellington said. "From the beginning we knew the village had violated the contract and were determined to carry on the fight. I think we

proved to the six men involved, and to every other member in Local 822, that CSEA will do everything it can to correct injustice to its members. It took nearly a year, but working together we did it."

Reassignment for school custodian in No. Syracuse

NORTH SYRACUSE — The 1984 school year started out well for Harold Reichard, a custodian for the North Syracuse Central School District and a member of the NSCSD Unit of CSEA Local 834 Onondaga County.

Reichard recently learned of an arbitrator's award in his favor that returned him to the day shift in the school system.

The chain of events began in June 1983 when decreasing enrollment forced the district to close a school. Reichard was notified of his assignment to the second shift at the district office. At about the same time he learned another employee with the same job title (Custodian I), but two years less seniority, had been assigned to the day shift. Reichard filed a grievance.

The case proceeded through three grievance steps with the employer citing Reichard's employment record and the less senior employee's ability to "interact effectively and emotionally with severely handicapped children" on the day shift, a district school dealing with the handicapped.

Reichard requested CSEA legal assistance and a demand for arbitration was filed in September 1983.

At the hearing the school district argument centered around "the consideration of shift changes had the poten-

tial of being disruptive of the working conditions of other custodial employees" and the ability of the less senior employee to "interact" with handicapped children and his alleged better work record.

CSEA Regional Attorney Earl Boyle argued that the district had violated specific contract language concerning seniority when it reassigned Reichard to the second shift and placed a less senior employee in a day shift position.

Boyle further contended that the job title called for nothing more than specific custodial duties and that any other interaction between employee and students was not called for.

In July 1984 the arbitrator decided in favor of Reichard by declaring the North Syracuse Central School District had breached the collective bargaining agreement. "Accordingly, the District shall assign Grievant (Reichard) to the day shift at the Riordan School as Custodial Worker I as soon as is practicable, but in no case later than the beginning of the 1984 school year, or immediately if grievant is not now working on a day shift assignment."

Thanks to well-defined contract language and CSEA legal assistance, Harold Reichard is again working the day shift.

Political action rebate on dues

ALBANY — CSEA members and agency fee payers who object to the appropriation of a portion of their dues or agency shop fees for political or ideological purposes unrelated to collective bargaining can obtain a rebate. The CSEA political rebate amounts to \$3.92.

The union's procedures call for rebate requests to be submitted by certified or registered mail addressed to the statewide treasurer. Requests will be accepted during the month of October.

Individual requests should be submitted; list of members and fee payers

are not acceptable. Each requests for reimbursement must include the individual's Social Security number.

AFSCME'S Constitution also includes a rebate procedure. The International secretary-treasurer calculates the portion of per capita payment or service fee equivalent that has been used for partisan political or ideological purposes during the fiscal year and rebates that amount upon proper application.

Individuals asking CSEA for political action rebates are not required to file separate requests to the International. CSEA will forward requests it receives to the AFSCME secretary-treasurer.

Rerun of election of officers to begin

(Continued from page 1)

before, during, or within ten days after the supervised election. Members are urged to use certified mail, return receipt requested.

US Department of Labor, OLMS
Room 1310, Federal Building
111 West Huron Street
Buffalo, New York 14202

Any member who does not receive a ballot in the mail may request a replacement ballot from Brenda Smith of the Independent Election Corporation of America, (516) 437-4900, Lake Success, New York, beginning on October 1, 1984. An affidavit will be included with the replacement ballot that must be completed by the member and included with the ballot

envelope upon return of the marked replacement ballot.

All mailings made during the course of this supervised election will be made according to the records of CSEA, Local 1000, AFSCME. All members are encouraged to verify that their current addresses are accurately shown on the above mentioned records.

The candidates for statewide union offices have been afforded the opportunity to publish statements concerning their candidacy in

this issue of The Public Sector. The statements begin here and continue on pages 9, 10, 11, 12 and 13.

Statements by candidates for president



Raymond O'Connor

Statewide CSEA elections have been thrown out by a U.S. Federal Court Judge because of the many IMPROPRIETIES, and ordered a new election to be held under the watchful eye of the Federal Department of Labor. In accordance with his ruling, the election must be completed by October 7, 1984.

During the middle of July, I announced my candidacy for the presidency of CSEA against William McGowan. Coincidentally, within a few days after my announcement, I was slapped with a \$13 million lawsuit for "libel" and "emotional distress" by James Featherstonough, one of the partners of the law firm representing CSEA, in the obvious attempt to keep me from running.

It appears that McGowan & Company have a great deal to worry about. They are now forced to have another election under the supervision of the Federal Department of Labor, an election that "CANNOT" be manipulated, controlled or rigged. And with elections, come the traditional campaigns where issues are raised and discussed openly among the members. Obviously, this too, is something that McGowan & Company can ill-afford. All of this comes at a time when units and locals throughout the state are moving for decertification from CSEA.

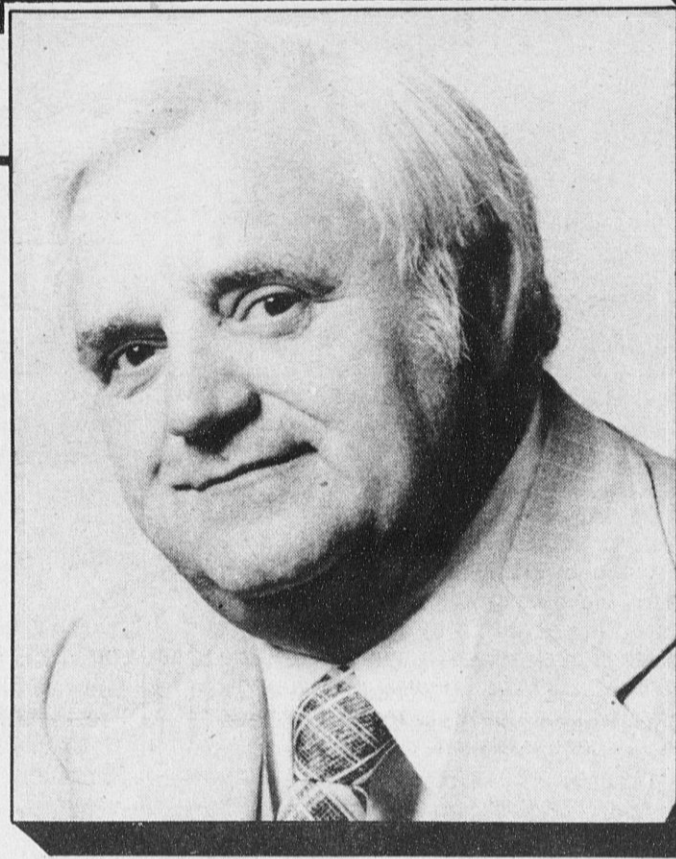
Let me state emphatically, that I will not be intimidated or swayed in my pursuit to oust the current administration of CSEA. Nor will any of their fabricated lawsuits deter me, or members of my team, from discussing the issues which indicates a blatant disregard for the interests of our union's members.

Joining me in this commitment are Pauline McDonough, candidate for Executive Vice President, and James Neely, candidate for Treasurer.

Unfortunately, the issues are many in number and continue to increase. The important fact is that these issues have left CSEA is shambles, and more importantly, have had a dramatic impact on the daily lives of CSEA members.

Ten years ago, we enjoyed the highest average salaries in the entire nation. During the tenure of McGowan's administration we have declined to eighth place, and slipping fast. Not only have we

(Continued on Page 12)



William L. McGowan

I am seeking your support to continue the job you elected me to do in 1982. Let's look at the record.

During my years as President, CSEA has become an effective union, producing tangible benefits for its members.

Working together, in 1982, we won the best contract — ever — for state employees. Negotiated settlements in local governments and school districts have also improved in many areas. We are working to make our bargaining position in local governments even stronger.

We have repeatedly beaten back the threat of massive layoffs. Fighting together we saved the jobs of thousands of our members.

Our victories in the state legislature and the courts have improved the Tier III retirement system. By taking our case successfully to the Court of Appeals we restored the "take-aways" in Tier III and set a precedent that protects all retirement benefits.

By convincing the state's lawmakers to eliminate the "Social Security offset" in Tier III we made sure that thousands of CSEA members will receive more money when they retire.

I will continue to work for the elimination of the "Tiered" retirement system. I believe that people working side by side should enjoy the same retirement benefits. But as we work toward that goal, we will continue to seek improvements in all the existing retirement plans.

One of the proudest accomplishments of my term as President has been the creation of the public sector OSHA law. The workplace is safer for every public employee thanks to this safety law. This year we won improvements in the OSHA law. I am working to improve CSEA's ability to enforce the safety laws and protect our members.

The Employee Assistance Program, that began under my leadership, has become a model for other states around the country. EAP has saved lives, jobs and families. EAP has given CSEA members with alcohol, drug and family problems somewhere to turn for the help they need to put their lives back in order. I am determined to go forward and make this same help available to all of our local government and school district members.

CSEA is a leader in the fight for pay equity. The pay equity study

(Continued on Page 12)

Statements by candidates for Executive Vice President



Jimmy Gripper Jr.

I AM MORE than honored that the CSEA members of the Statewide Nominating Committee have found me qualified and have placed my name on the ballot for the position of Executive Vice President.

In October 1984 CSEA will go into contract negotiations for a new contract beginning April 1, 1985. Now is the time for you the membership to know the issues.

The First Issue is Money, we are underpaid compared to people performing the same kind of job in Private Industry. Local Government and State Employee have been patient and have suffered long enough.

My First demand, if elected by you will be a deserved raise of 20% per year for a three-year contract.

- (a) 20% on April 1, 1985
- (b) 20% on April 1, 1986
- (c) 20% on April 1, 1987

Each pay raise compounded, we don't just want, we need this type of raise to keep up with inflation alone, and to make up for all we have given up in the PAST to Save New York State.

I will Fight for:

- No Lagg Payroll
- Normal increments with additional longevity increments
- Full Cost of Living Clause — no cap
- Improved health and dental plan — no cap
- Eye Examinations and eye glasses — fully paid
- A better grievance procedure
- All contract articles will go to arbitration
- No give backs

This is the first time that I will be running for a statewide office. This election for the first time will tell each Local President and the members how many members voted by each local, thanks to the Federal Courts and the Landrum-Griffin Act. Below is a brief listing of my CSEA and community experience:

- President of Brooklyn Dev Center .8 years
- President of Region II 2 years
- Statewide Vice President 2 years
- Contract Negotiating Team 4 years
- CSEA/AFSCME Delegate 4 years
- County Executive Committee 2 years
- State Executive Committee 7 years
- Mental Hygiene Labor management Committee 7 years
- CSEA Political Action Trustee 2 years
- Public Sector Committee 3 years

(Continued on Page 13)



Joseph E. McDermott

JOE McDERMOTT — A Union activist since he joined state service as a Grade 3 Clerk in 1957 is proud to claim "I joined the Union the day the State hired me." He has been a Statewide CSEA Delegate for 20 years, active in two N.Y.S. D.O.T. Locals as grievance rep and Board Member and Local 687 President three terms.

He was elected Capital Region IV President for five terms and is presently the incumbent CSEA Executive Vice-President. Joe has been elected AFSCME International Vice-President from CSEA twice.

"The Office of CSEA Executive Vice-President is the second in command. It requires a person who isn't afraid of working long hours and seven days a week, someone intimately familiar with CSEA problems and procedures." Joe claims "I have worked very hard for the last year and a half to change the perception of the job from 'social ambassador' to that of a full-time working administrator."

Joe has said 'NO' to being assigned to represent the officers at social functions, but has never said 'NO' to a work assignment. His recent letter to the Local leadership stated:

"For the past 17 months, since becoming Executive Vice-President to fill a vacancy, I have been extremely busy with administrative projects which are important to CSEA. Presently I am involved in negotiations to purchase a new headquarters building so that our scattered staff can be pulled under one roof and ultimately, put those thousands of dollars in rent money to better use and value to our members. Matters such as this can't just be set aside! (to go campaigning).

For the first time in years, your Statewide Committees are being assessed as to their goals, procedures and accomplishments. A new policy book is being developed so that both the activists and staff will no longer have to wonder — how? when? why? I have represented the President at meetings chaired meetings and just answered telephones — it's a busy and full time job. I have worked closely with a great many staff department heads to improve our Education programs, provide increased research, develop a comparative worth program for local government and school district membership, gain representation rights, propose and gain legislation, update our organizational and administrative

(Continued on Page 13)



Pauline McDonough

PAULINE McDONOUGH IS a career civil servant with over twenty-eight year of clerical service with the Department of Audit and control. During these years Pauline has been active in CSEA activities as a Chapter Representative for 10 years, a member of Audit and Control women's committee, a member of the negotiating team and a region delegate for 16 years. Pauline is the widow of Tom McDonough, former Executive Vice President for State CSEA and traveled extensively with him throughout New York State, advising and participating in CSEA affairs.

Pauline's family is indeed a CSEA union family. Her husband coined the phrase, "Fight for my union? . . . Damm right I would!" And the commitment continued. Her son and daughter are both state employees who have been active CSEA members at one time or another. There is little doubt about how deep her commitment is and where it is directed.

In announcing her candidacy, Pauline believes it is time to work with all CSEA members to bring members and CSEA closer together. She asks each CSEA member to participate in this special election, to turn out the largest vote possible, to show that CSEA members truly care about who runs their labor organization.

**REMEMBER:
Deadline for
ballot return
is October 12,
noon**

Statements by candidates seeking the office of CSEA Statewide Secretary

Irene Carr

IT IS WITH pride that I ask your support for my reelection to the position of Statewide Secretary of CSEA, Inc. I say with pride because I've been a member for 30 years and I've been privileged to be a local secretary, delegate and president, a region officer and a Statewide officer. These offices have been held during a unique time in the history of our union. I have served CSEA on many committees and I understand the problems of the members. I care about the rights of the members and I want to be part of the fight that upholds these rights.

I must note that over the years issues that I have pushed within the union have now become part of our overall program — womens rights, comparable worth, technology, VDT awareness, daycare, the need for our Annual Delegates meeting to address registration in a more efficient manner and present seminars of interest to the membership.

My duties are narrowly defined in the Constitution but I do not believe you want a Statewide officer who is not totally involved in the day-by-day activities of the union.

You must consider when you vote that we are

now facing State negotiations with State management we have never negotiated with before. It will not be easy and you must take time to complete that ballot quickly. Our brothers and sisters in local government need the expertise of qualified officers. There is much to be done in the way of aiding them to benefit from special programs — EAP, Clerical Advancement Programs, Quality of Life Committees attention to professionals. I support the need for the Education Department to expand to better represent the membership.

We are all bound by a sacred trust to represent the best interests of the membership. It is time to call up the ranks to vote and show with that vote your real concern for the leadership of your union.

In compliance with a motion presented by the Local Government Committee my office has put together a policy book. This will give local officers an advantage of having in one book mandates that are not incorporated in any other manual.

We face a challenge for job stability and union status as we have never before. Thus there is a dire need for experienced, qualified officers.



Helen Carter

YOUR VOTE IN a CSEA election has never counted more. This election is being supervised by the U.S. Dept. of Labor because of irregularities which I brought to their attention in the 1982 election of statewide officers. The Dept. of Labor's supervision will ensure that the election procedure is honest.

My qualifications for the office of Secretary include four years as Regional Secretary, participation in the 1979 Administrative Contract negotiations, membership on many committees, notably the Mental Hygiene Task Force in Region 2 and the Statewide Insurance Committee.

My loyalties are to the membership. I have no ties to incumbent officers or to the law firm. I share your problems on the job, the frustrations of dealing with ambiguous contract language and a union which appears unsupportive.

I have seen dedicated local leaders, who dared to speak out against the manipulations of the law firm or the inactions of union leadership, silenced through "kangaroo court" disciplinary proceedings or highly suspect elections. I have shared the frustration that the only recourse is legal action at their own expense while the organization uses our dues money to protect its interests. I have seen a diminishment of democracy in the union while the stakes, and the dues, have increased.

I can bring to the office of Secretary the professionalism which is needed. I can also bring a dedication to democracy and a familiarity with the problems and frustrations of the workplace. I will be actively involved in contract negotiations and will be responsive to the membership.



Statements by candidates seeking the office of CSEA Statewide Treasurer

James C. Neely

WHEN YOUR UNION has its officer elections dumped by the courts, and when two other elections are being investigated by the federal government, you know it's time to change officers.

When your union's Employee Benefit Fund is being investigated by the State Investigations Commission, you know it's time to change officers.

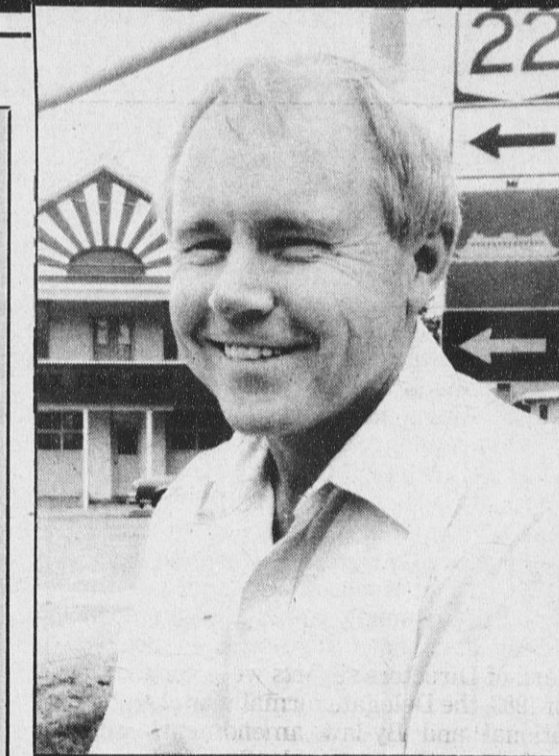
When huge blocs of members are seeking decertification from CSEA, you know it's time to change officers.

The O'Connor-McDonough-Neely slate is glad it does not have to run on the record our incumbents must groan under in these court-ordered elections. We are free to seek solutions to the tough problems, instead of defending our errors.

Tough problem #1 is restoring members' faith in what CSEA is willing to do for them. We pledge the honest use of union funds. We pledge proper legal help for every member in their grievances. We pledge to allow elected regional, local and unit officers to hold their offices whether they happen to support us or not. We pledge to make local and county employees as important to the union as state employees, instead of stepchildren.

We pledge to make health benefits better, removing the \$1000 cap on dental benefits, reducing the waste in the prescription drug plan and negotiating a decent deductible on medical claims.

Tough problem #2 is restoring CSEA's place in the state community. We pledge our most sacred word to be open and honest with the members we



will serve. We pledge to work with our fellow unions on issues that affect all workers — Taylor Law repeal, comparable worth, safety in the worksite, veterans' benefits and other issues — where the present officers have not.

We pledge to initiate programs to bring CSEA to the forefront of the new labor movement, and out of the special interest category. We pledge to make your dreams the source of our efforts where we can, and to ask your understanding where we cannot. We pledge to seek a place for each member in the community that the future will bring us all into, ready or not.

H.A. (Tony) Bentivegna

I WOULD LIKE that the members understand my views on the Office of Statewide Treasurer. Fiduciary responsibilities, bills, Accounts, Money, certainly! . . . Without question those are the responsibilities of the Office. I see in addition, a deeper commitment to the office of Treasurer. There should be a strong dedication to the hard principles of Unionism.

As an example, when I was a Local Treasurer in 1976, I was also the Grievance Chairman to that same large local. Being Treasurer is an important part of a larger commitment to the members. Everything that is significant about any Union passes through the office of the Treasurer, who should see the Unions issues in proper perspective.

I feel that I am capable of the kind of dedication to CSEA that I described, those who know me personally, know that there is truth in what I say.

Some of my past efforts on behalf of CSEA are; Grievance Chairman and Treasurer of CSEA/Local 411. I was also Exec. Vice President, and twice President of that same Local, also I was Head Steward for a number of years, and I was Strike Co-ordinator for the 1978 strike preparations.

In Region 1, I served as Contingency Action Planning Committee chairman, Political Action Committee, and Chairman of the Regional Trail Board, and a member of the Regional Mental Hygiene committee.

In the Statewide Sector, I served on the Contingency Action committee, and the QWEP committee, and the Continuity of employment Subcommittee, in addition, I am a Negotiator to



the 1979-81 Statewide contract, and I serve on the Office of Mental Health Labor Management committee.

Now seek to be your Statewide Treasurer. One more word if I may, you should look and listen carefully, there are candidates that seek Office on a platform that is anti-CSEA. Anyone who seeks Office in a Union they do not like is a fool, and not acting in the best interest of you, the members.

Thank You. I am looking forward to counting your vote on Oct. 12, 1984.

Barbara M. Fauser

AFTER HAVING GONE through the Petition route in 1982 and winning by 9000 votes as the first full-time Statewide Treasurer, I now, as the incumbent again ask for your support and vote to permit me to continue to serve in this great Union.

I wish to assure you the financial status of your Union is excellent. Assets have increased to \$19 million and annual income now exceeds \$30 million. Your Union has a very healthy fund balance of \$14 million. All of these areas have increased during my first term.

In addition to financial stewardship, I have implemented over 30 Administrative changes such as new or revised policies, procedures, In-house cost savings measures particularly in the printing and paper supply area. All four Model Constitutions have been condensed to booklet size, Board of Directors reports were condensed and as of 1983, the Delegate format was changed. Constitutional and By-law amendments were passed effecting the Statewide Constitution as well as the Region, Local and Unit Models that were beneficial to all members, provided Audit Committees on all levels with Guidelines which became an addendum to the Financial Standards Code in 1983.

Through intensive treasurer's training and improved follow-up procedure, I wish to report the majority of Locals now file financial reports on a more timely basis thus enabling headquarters to rebate the 25% Local Dues more expeditiously back to the Locals.

Written communications in the Treasurer's and the Internal Auditor's office has increased significantly. In addition, I have personally corresponded with over 2800 individuals, a responsibility I felt was mine not the staff's. All this has been done without the assistance of an assigned secretary.

I currently serve as consultant on the Audit, Budget and Convention Sites Committees, as a



Trustee of the Political Action Fund and as a member of the CSEA Building Task Force.

I held the position of Director and Vice-President for 2 years and President of Local 315 for 5½ years and chaired the Local's Negotiating Committee through three contracts.

I served as Region VI Treasurer from 1975 until 1982 when I was elected as the First Full-time Statewide Treasurer. Also chaired or served as member on all Standing and several Ad-Hoc Committees on a Local, Region and Statewide level. In 1980, 1982 and 1984 was elected AFSCME delegate of Region VI.

My background includes 33 years in purchasing and accounting at Roswell Park Memorial Institute at Buffalo. I also supervised and provided new methods and procedures in the

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Statements by candidates for president

Raymond O'Connor

(Continued from Page 8)

experienced the worst salary track-record in our history, but it was at the cost of phenomenal givebacks, such as lag payrolls which gives the state two-week interest-free loans at our expense; secretly negotiated increases in health insurance premiums; the Performance Evaluation System; and of course, massive layoffs.

County and local government employees are CSEA's second-class members. While the status of CSEA's state employee members has constantly been deteriorating with layoffs, threatened layoffs in 1985, poor wage contracts, etc., county and local government employees have enjoyed even less. 50% of CSEA members are county and local government employees, yet they continue to have minimal representation in CSEA, with only one of the State CSEA's 10 top officers representing this forgotten half of our membership.

Comparable Worth for Women has been "ignored" by McGowan & Company. A part of the 1982-85 negotiated contract for the state's three bargaining units guaranteed a study to be commissioned to evaluate comparability of work duties and salaries. \$500,000 was allocated for the year-long study to be completed by March 31, 1983 which would force the state to rectify all inequities. March 31, 1983 has come and gone! No studies, no results, no comments, not even a whimper. Comparable Worth for Women has since become a major issue nationally. CSEA under McGowan's leadership could have resolved this problem years ago, and in fact, was contractually obligated to do so. Now why would he forget something as important as that, an issue affecting so many of our employees? Was another deal made, and at whose expense?

Employee Benefit Fund dollars have been diverted to "feather" Roemer & Featherstonaugh's nest! CSEA's attorneys have major holdings in firms doing business with the CSEA Benefit Fund; they're paid by CSEA, and are paid by the Benefit Fund; and reap the profits from the contracts doing business with us too. These activities are the subjects of many investigations currently in progress by state and federal agencies.

Many local-negotiated contracts have created Funds and produced benefits that are far superior to those offered by EBF, yet CSEA Field Staff have been directed to negotiate ONLY the EBF into new local contracts.

Mental Hygiene employees continue to be threatened with the CLOSING of their facilities and facing major layoffs! Staten Island Developmental Center is scheduled for closing in three years. Surveyors from OGS have been investigating "other uses" for mental hygiene facilities statewide. The Morgado Memorandum has been violated by the State and forgotten by McGowan. McGowan's chief advisor on mental hygiene affairs just left CSEA to get a job with United Cerebral Palsy. Getting the picture?

There appears to be a systematic move by CSEA to deny members representation by our union's attorneys at arbitrations and Section 75 hearings. Members are losing their jobs simply because they cannot afford to pay for an arbitrator and lawyer out of their own pockets. Isn't that supposed to be a principal function of our union? Yet, CSEA's law firm, Roemer & Featherstonaugh, continue to receive \$2.2 million to administer the legal program.

Since McGowan seized control of CSEA our membership has declined by 20% when all other unions have shown dramatic increases in their membership. 45,000 PS&T members pulled out, and Suffolk County, with 7,000 members shows every intent to successfully pull out within a month or so. In fact, the Association of Deputy Sheriffs and Correction Officers petitioned for decertification and CSEA didn't even attempt to challenge their effort.

Executive Vice President McDermott doesn't even belong in our union; just the result of another McGowan deal. While McDermott continues to play a viable role with McGowan & Company, he was a PS&T employee who, when PS&T decertified from CSEA, was given a "special" title to keep him in the union. He is an "exempt" employee and enjoys the same salary and benefit increases as "management confidential" employees.

Our Field Staff are dedicated professionals who have the ability to serve members, but instead are forced to place the benefit of the union's leadership well-before the members' interests. They operate with one-hand tied behind their backs. In fact, the Governor's Office of Employee Relations has more influence with McGowan than their own field staff, and that's a shame!

In addition to those major reforms that their union needs to cause the pendulum to swing back to the members' interests; to remove corruption and self-serving abuses; to eliminate the bureaucracy that has evolved; we intend to initiate the following:

- to use the full resources of CSEA: Field Staff, lobbying, AFSCME research, to gain a major salary increase for state members in the upcoming negotiations;
- to demand that Governor Cuomo's announced \$14 million state

(Continued on Page 13)

William L. McGowan

(Continued from Page 8)

currently underway as a result of our state contract negotiations is the first of its kind in the country. We are also moving forward with a project to bring pay equity to local governments and school districts as well. More than half our members are women and CSEA, under my leadership, is dedicated to fighting for the rights of all our members.

The Employee Benefit Fund, which began during my presidency, has provided thousands of CSEA members and their families with improved benefits. Through the EBF we have been able to provide more benefits, with lower "out-of-pocket costs," than commercial insurance companies. Complete dental, vision and prescription drug programs have enabled thousands of our members and their families to lead healthier and happier lives.

Working together we have accomplished a great deal during my years as President. But there is much more to be done.

For state employees we face a very difficult negotiation. We will be going to the table with a management that has already declared, in the media, that its target for a salary increase is three-and-a-half percent. It will take hard work and solidarity to win a good contract, building on our current agreements.

I will bring experience and determination to the bargaining table. And, I will ask you to become involved, provide input for our demands, stay informed and participate. Only if management knows we are united will be able to win a fair contract, with an acceptable salary increase and job security protections.

For too long, New York State leaders have tried to balance the budget on the backs of state workers while putting more dollars in the political porkbarrel. We paid our dues during the state's darkest days. Our sacrifices helped New York avoid bankruptcy. The contracts we negotiated in 1982 put a stop to that trend. Our current contracts started to put our state members back on the road to the economic recovery that the rest of New York is enjoying.

I want to continue that progress in 1985. In the negotiations that are about to begin we will face a tough fight. But working together, with experience and dedication, we will succeed.

I also want to make progress that will benefit our local government and school district members. Our effort this year to pass the local government early retirement bill and increase school aid are examples of that commitment. The early retirement option helped avoid layoffs in state government. It will do the same in many local governments. At the same time it provides a benefit to CSEA members who have dedicated their lives to public service and are now ready to retire.

As part of that commitment CSEA's Political Action Department is being restructured to put more lobbying clout in local governments. The September edition of *Empire State Report* magazine has a cover story on this reorganization. The article speaks of the accomplishments of our political action efforts during my term. It ends with the following assessment: "Most labor leaders agree with a New York City labor official, who said that once the new political organization gets in place, 'CSEA is going to be one of the most powerful political forces in the state.'"

My opponent has made a number of false and misleading statements. He has said things that are so far from the truth that I refuse to dignify them with a response. But in April, CSEA's Board of Directors created a committee to investigate the charges raised in *The Free Press*, the paper in which these charges have been made. On September 12, 1984 that committee submitted its report and this was its conclusion: "It is therefore, the conclusion of the CSEA Board of Directors Ad Hoc Committee to Investigate Alleged Internal Improprieties that the information and statements contained in *The Free Press* are completely and totally void of any substantiation. *The Free Press* has chosen, apparently, to either quite consistently ignore and/or distort pertinent factual information or to speculate carelessly in the manner in which it purports to offer information on the activities and representatives of CSEA, Inc."

I believe I have a record of accomplishment and a program for the future that deserves your support. Over the years, I have worked for CSEA's members as a local, regional and statewide officer. The needs and welfare of the members of CSEA have always been my only concern as an officer of this union. I believe that the record shows, that during my years as President, CSEA has functioned to improve the lives and working conditions of our members, despite very difficult economic times in New York. With your support we will accomplish even more in the future.

I would also ask you to support the slate of officers who have worked with me: Executive Vice President Joseph E. McDermott; Secretary Irene Carr and Treasurer Barbara Fauser.

Make sure you vote. Whatever your choice of candidate, take the time to return your ballot. A low voter turnout is a sign to management that you just don't care. Help your union work for you, vote!

Statements by candidates

Raymond O'Connor

(Continued from Page 12)

- surplus be used to eliminate all of McGowan's givebacks, to provide for substantial increases, and to provide job security in the face of constant threats of layoffs;
- to create a special blue-ribbon panel to study Comparable Worth, headed by Executive Vice President Pauline McDonough, picking up the ball that McGowan & Company dropped two years ago;
 - to guarantee equal representation to members of cities, school districts, counties, villages and libraries, and to commit the full resources of CSEA to resolve their lingering problems;
 - to eliminate the hand-picked Judicial Board and replace it with impartially-elected members, not appointed. The new Judicial Board will be charged with the responsibility to review all past cases;
 - to administer the Employee Benefit Fund with professionals. Your negotiated dollars will purchase the best benefits available after competitive bidding. The \$1,000 dental cap will be removed;
 - to insure that CSEA will be an open, dynamic union that will

fight for its members' rights and interests; to encourage the flow of ideas and proposals that will make our union the strongest and most responsive in the country.

From 1946 to 1961, Ray O'Connor served as a full-time member of the National Maritime Union AFL-CIO. In 1953 he was elected as a Convention Delegate, and again in 1960. In 1966 he became a member of the Maritime Engineers Beneficial Association AFL-CIO, and in 1970 became a member of CSEA; elected Vice President of the Probation Section, Westchester County, CSEA. In 1978 Ray was elected President of the Westchester County Unit, Local 860, CSEA, followed by his election as 1st Vice President of Region 3, CSEA. In 1980 he was re-elected as President of the Westchester Unit, and in '80, elected President of Region 3, CSEA.

From 1981 to 1983, Ray served as Trustee on the CSEA Employee Benefit Fund. During his tenure of CSEA involvement, he served as a member of the Statewide Constitution and By-laws Committee, and successfully negotiated the Westchester County contract which provided two 8.5% raises plus increments, created the Westchester County Benefit Fund, and the Westchester County Emergency Sick Leave Bank.

Jimmy Gripper Jr.

(Continued from Page 9)

- Constitution and By-Laws Committee... 3 years.

Community

- NAACP
- Concord Baptist Church of Christ
- M.W. Hiram Grand Lodge A.F. & A.M.
- St. James Lodge No. 10

I think you know what I stand for, and what I won't stand for while representing CSEA members. This is a re-run election and as a candidate there is little or no time to campaign, the ballots will be mailed on September 25, 1984 and must be mailed back to reach by October 12, 1984. If you care about our contracts and CSEA, now is the time to participate, talk to your co-workers about this re-run election and why. If you wish for me to serve you as your Executive Vice President, then vote for me and you'll have a friend working for you in CSEA Headquarters at 33 Elk St. I'm number 1 on the ballot.

Joseph E. McDermott

(Continued from Page 9)

procedures, enhance our legal position in judicial matters, plan strategy in dealing with NYS and several major county situations, and prepare CSEA for two conventions. I have met with appointed County Government and State officials, elected and party officials, to discuss and obtain our Union ends. Most importantly, I have reviewed and proposed staffing improvements to enhance our Union operation.

Given the continued opportunity of serving as Executive Vice-President, my intentions remain as always: To be up-front in my views, to continue my attempts to improve the Union's administrative responsiveness, to continue efforts for both long-range and short-term planning and to be responsive to the memberships' collective voice.

Again I ask for your campaigning support to enable me to continue this effort."

Barbara M. Fauser

(Continued from Page 11)

operation of a \$30 million computerized equipment inventory control system. It is my intention to implement a similar system for CSEA throughout our facilities.

Education and training remains a high priority. We have the expertise to accomplish this task. An In-House cost accounting program is of utmost importance if we are to improve reporting and productivity relative to budget analyses, negotiations, etc.

Help me to CONTINUE to "MIND THE MINT" and to prove my Sincerity, Honesty and total Commitment to the Membership by RE-ELECTING me as your TREASURER.

REMEMBER!

**Deadline for
ballot return
is October 12,
noontime**

STOP REAGAN'S RERUN

8.5 million out of work

NEW RECESSION FORECAST

WASHINGTON — The nation's civilian unemployment rate hung at 7.5 percent in August, with 8.5 million people actively seeking work and failing to find it, the Labor Department reported.

The jobless rate was 7.5 percent in May, declined to 7.1 percent in June and jumped to 7.5 percent in July.

"This and other signs are further proof that the next recession is on its way," declared AFL-CIO Chief Economist Rudy Oswald.

He said the stability of the jobless rate was a negative sign because the Labor Department also reported a decline of 426,000 civilian jobs in August. He noted, too, that the leading economic indicators point to an economic slowdown ahead.

Oswald pointed out that the number of unemployed, now at 8.5 million, is more than 500,000 higher than when President Reagan took office. The jobless rate, he added, is still about the same even after Reagan "put the economy through the wringer."

The August report showed some divergence in the two major job series. The household survey showed the sizeable drop of 426,000 in civilian jobs to 105 million. The non-farm payroll total edged up by 159,000 to 94.5 million.

On the unemployment side, in addition to the 8.5



LINES GETTING LONGER — The jobless rate is up and leading economic indicators point to an economic slowdown ahead.

million jobless seeking work could be added the 1.3 million who dropped out of the labor force because they believed no jobs were available. An additional 1.7 million were on involuntary parttime.

The jobless rates for major worker groups remained about unchanged between July and August. These were 6.4 percent for adult men; 7.1 percent for adult women and 18.4 percent for

teenagers. The rates were 6.4 percent for white workers, and 10.7 percent for Hispanics, both steady over the month. Unemployment among blacks fell from 16.9 percent to 16.0 percent.

The average workweek of production workers was unchanged at 35.2 hours. In manufacturing, weekly hours edged down 0.1 hours despite a full hour increase in the average workweek in the auto and equipment industry.

Study finds Reagan's policies hurt all but rich

WASHINGTON — President Reagan's tax and budget policies "helped the affluent but were detrimental to the poor and middle class," according to a 412-page study by the Urban Institute, a non-partisan public policy research organization.

Titled "The Reagan Record: An Assessment of America's Changing Domestic Priorities," the foundation-funded report was billed as "the most comprehensive study of an incumbent American president in history." Some 50 Urban Institute experts and some 100 consultants worked on the study over the past three years.

The study examined the effects of the Reagan program on family income, the nation's economy, taxes, state and local governments, poverty, non-profit organizations, businesses, and social policy. It also forecasted trends for the rest of the 1980s and weighed the likely effects of alternative policies. The report found:

* **On family income**, from 1980 to 1984, the bottom 40 percent of U.S. families lost ground, while the top 20 percent experienced a substantial net gain. Income is adjusted for inflation in 1982 dollars and for federal taxes.

During the same period, the average income of the poorest 20 percent of all families declined nearly 8 percent, from \$6,913 to \$6,391, while the income of the most affluent 20 percent rose by nearly 9 percent, from \$37,618 to \$40,888.

Since Reagan took office, about \$25 billion has been shifted to the top 20 percent of families from the other income groups.

* **On taxes**, federal income tax cuts have been offset by increases in Social Security payroll taxes and in state and local taxes, so the total tax burden on the average family has grown slightly during the past four

years. The average family will pay 26.3 percent on its income in taxes in 1984 compared with 25.9 percent in 1980.

For corporations, however, the effective tax rate, about 33 percent in 1980, was cut to less than 5 percent by the 1981 tax bill. After some of these tax breaks were eliminated in 1982, the effective corporate tax rate still was less than 16 percent. "The federal tax structure has become less progressive because it relies more on payroll taxes and because the personal income tax cuts favored people with higher incomes."

* **On the federal budget**, "the Administration proposed to lower spending and taxes in relation to the size of the economy." But in spite of the Reagan social spending cuts, federal spending as a share of GNP is now higher than when Reagan took office, 24.1 percent versus 23.5 percent in fiscal 1981. The main reason is that military spending has grown from 26 percent to 32 percent of the federal budget in the past four years.

* **On the deficit**, Reagan pledged to balance the budget by 1984. But Reagan's rapid military buildup, tax cuts and the recession "led to huge deficits. Nearly as much national debt will have accumulated in the past four years as in the entire history of the country prior to this Administration."

These deficits, "if not brought quickly under control, will slow economic growth." They also result in a "rapidly growing share of the taxpayer's dollar going to pay for interest on the debt rather than for current benefits and services."

* **On poverty**, "government programs do less now than in the past to protect people from poverty," which increased from 11.7 percent of the population in 1979 to 15.2 percent in 1983. "Recession and cuts in social programs contributed about equally to the increase." Economic recovery won't be enough to reduce the poverty rate to its lows during the 1970s.

Contract News

Hospital unit accepts new pact

SIDNEY — More than 10 months after the start of negotiations, members of the Sidney Hospital Unit of CSEA Delaware County Local 813 have voted to accept a new three-year agreement calling for salary increases each year, plus other improvements in benefits and contract language.

The new agreement, affecting 166 employees in the bargaining unit, was ratified by a narrow margin after months of negotiations, changes in the hospital administration and original proposals that were totally unacceptable to the CSEA negotiating committee.

Unit President Richard Burden released the following agreement terms:

- A salary increase of 2.5 percent for 1984, retroactive to Jan. 8.
- An increase of 3 percent in 1985.
- An increase of 5 percent in 1986, with increments of approximately 2 percent each year.

- Employees will receive a lump sum payment of retroactive wages in four weeks.

Other provisions of the new contract for promotions.

- A minimum raise of 4 percent for promotions.
- Retiring employees will receive \$5 for each day of unused sick leave.
- Full tuition for employees in an RN study program.
- Payment of the difference between jury duty pay and regular wages for employees called for jury service.

CSEA field representative Gerry Phelan served as chief negotiator for the committee which included Burden, chairman, and team members Marlene Hares, Diane Hendee and Martha Pilotti-Gerty.

Both Phelan and Burden acknowledged the dedicated work of the committee and expressed their appreciation to the scores of hospital employees who responded to several calls for information picket duty throughout the months of negotiations.

Ossining workers take new two-year agreement

OSSINING — The approximately 85 village employees here who are members of Westchester County Local 860, who have been without an agreement since Dec. 31, say they are extremely pleased with their recently ratified two-year contract.

The employees, who work in the Recreation and Parks, Highway, Water and Sanitation Departments, will receive a 5 percent across the board pay increase retroactive to January and an additional 2 percent retroactive to July 1. Effective Jan. 1, 1985, the workers will receive a 4.5 percent increase and 3.5 percent on July 1, 1985.

The contract also provides for increases in stipends for "standby" workers, additional bereavement days and new language which clarifies procedures for posting job openings and promotions.

Unit President Lou Caraisco praised the work of CSEA Collective Bargaining Specialist Manny Vitale throughout the negotiations.

"We couldn't have asked for better representation. Without his expertise and experience, we would have been in for a very difficult time," said Caraisco. "Manny took a tough stand and I feel we came to a fair settlement."

Members of the negotiating team included Caraisco, Lillian Kelly, Stanley Jones, Ralph Trapanese and Dominick Savino.

Clarkstown unit contract holds benefits, hikes pay

CLARKSTOWN — Fourteen months of negotiations and an informational picket held in the spring by CSEA members have resulted in a three-year contract that preserves medical benefits for 250 members of the Clarkstown Unit of Rockland County Local 844.

The employees, who have been without a contract since Dec. 31, include clerical, highway, sanitary landfill, sewer treatment and recreation workers.

According to Unit President Lee Pound, the new contract includes a \$1,000 pay increase retroactive to Jan. 1. Effective Jan. 1, 1985, the employees will receive a 6 percent increase and on Jan. 1, 1986, an additional 6 percent.

The contract also adds a step to the longevity scale and provides for the formation of a committee to review upgrading discrepancies.

While the agreement reduces the amount of vacation time allowed long-term employees and the amount of sick time that may be accumulated, Pound is pleased that employees will not have to pay for increases in health insurance, a major bone of contention during negotiations.

Local President Frank Bosco praised the unit negotiating team for its perseverance during the long bargaining process. "I want to congratulate the Clarkstown employees for their patience and spirit during the difficult months of negotiations. Their many hours of negotiations were rewarded with a fair and good contract."

Referring to the informational picket held in May, Bosco said: "The demonstration in which over 300 participated was one of the factors in this settlement. As a result the town administration received the message that the employees were determined not to give up their hard-won benefits."

Saratoga sheriffs OK county's second offer

BALLSTON SPA — More than a quarter of a million dollars in salary increases and benefit improvements will be shared by the 85 members of the Saratoga County Deputy Sheriffs Unit of CSEA during the next three years.

That's the price tag management has put on the costs of the new three-year pact recently ratified 41-21 by CSEA members.

The agreement starts with a 6.5 percent salary increase retroactive to Jan. 1. That's a \$81,735 increase this year. A 5 percent increase next year will put an additional \$76,980 into the worker's pockets and \$99,495, a 4.5 percent raise, will appear in the workers pay checks in the third year of the agreement.

A 20-year half-pay retirement program for members involved in law enforcement was negotiated and will add \$21,000 in one-time start-up costs to the pact with a \$35,000 payment being due in the final year of the agreement.

A uniform allowance increase, a differential between correction officers and dispatchers and a 12th-year longevity increment of \$400 were also negotiated into the pact.

Contract talks were stalled for six months while the county and CSEA battled over the county's unilateral demand for open negotiations. Following several union legal victories the negotiations were held behind closed doors as provided in the Taylor Law.

Originally, the deputies narrowly defeated the county's offer. But after two lengthy sessions with the county to iron out some rough spots in the pact the bargaining team returned the county's offer to the members for a secret ballot mail ratification vote.

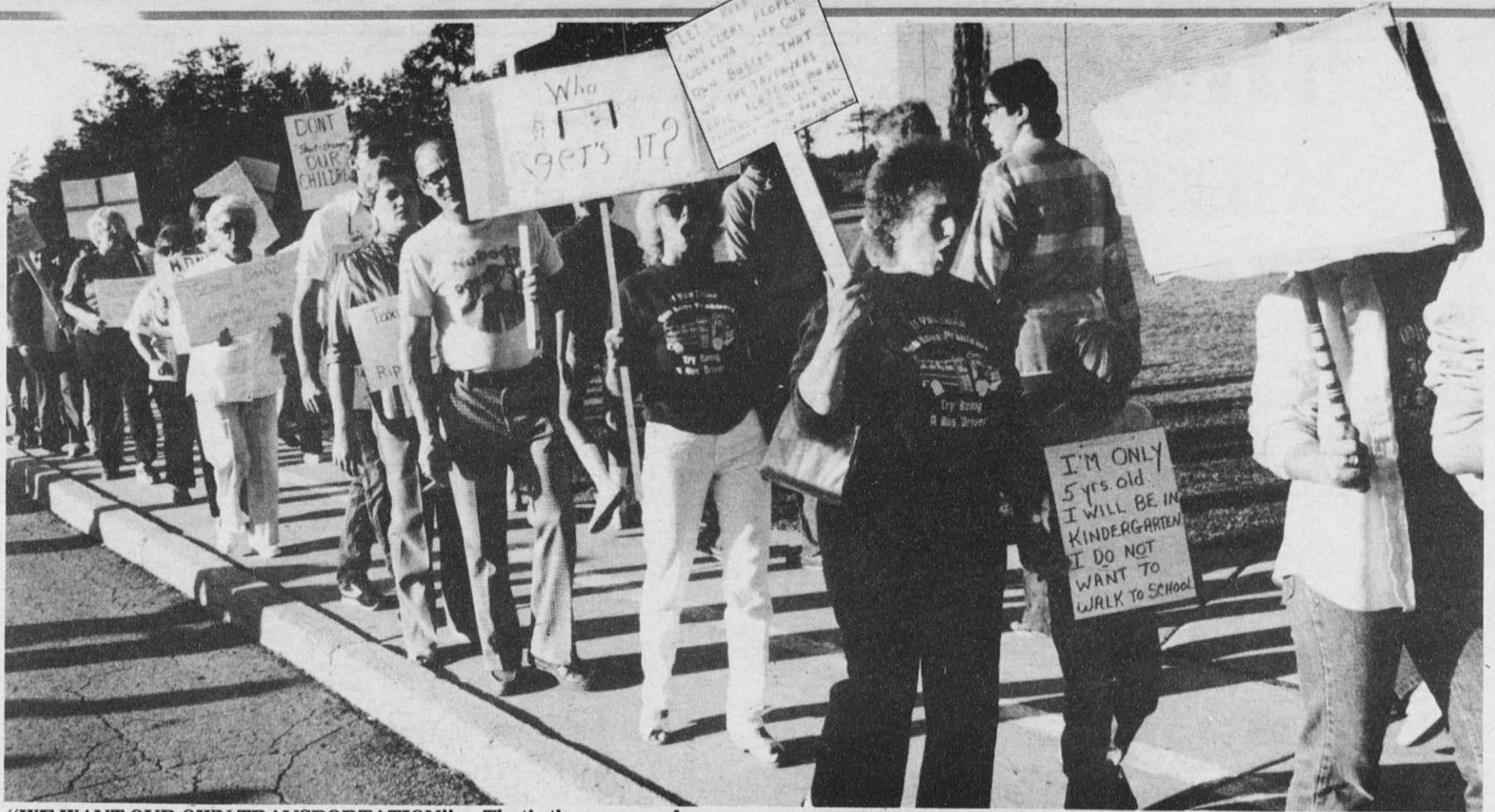
Negotiations fall off at Wappinger Falls

WAPPINGER FALLS — A mutual impasse has been declared in contract negotiations between the Wappinger Falls School District and clerical employees who are members of Dutchess County Local 814.

According to Region III Field Representative Diane Campion, employees have been working without a contract since June 30. The 130 workers earn between \$6,500 and \$13,000 per year for 10- and 12-month positions.

Campion said a mediator has been appointed by PERB and is expected to schedule a meeting of the negotiating teams in the near future.





"WE WANT OUR OWN TRANSPORTATION" — That's the message from CSEA members and the public as they hold an informational picket to protest against contracting out in the Lake Shore Central School District in

CSEA's Western Region. In line at right is bus driver Barbara Kent and her grandson, Joe Brodzinski.



COMMUNITY SUPPORT — This sign demonstrates the feelings of local residents, who turned out in numbers to support CSEA members of Local 868 on the picket line.



PRESSING THE ISSUE — Jack Schlenker, president of Erie County Educational Employees Local 868, talks to the press during recent demonstration against contracting out of bus driver and mechanic jobs.

Members, public protest contracting out school jobs

ANGOLA — CSEA members in the Lake Shore Central School District are being overwhelmingly supported by the public in their fight against contracting out of bus driver and mechanic jobs.

That support was demonstrated recently when more than 200 residents joined a Local 868 informational picket line at a school board meeting.

Jack Schlenker, president of Local 868, Erie County Educational Employees, said more than 3,500 community residents have signed petitions opposing the Board's contracting out plans.

"Most people realized there would be a drop in the quality of service if they are allowed to do this," said Schlenker. "There's not even a pro-

jected savings for the district in their plans.

"It just doesn't make sense," Schlenker continued, adding many mothers have vowed to keep their children home from school because the proposed contractor would force some children to walk longer distances to pick-up locations.

Bus driver Barbara Kent said many parents are concerned about possible child molesting following an incident involving an 11-year old girl "who was approached, in daylight, while riding her bicycle in the area."

Schlenker said his members have tried to keep the public informed of the impact of contracting

out through newspaper ads, signs in store windows, word of mouth, "and any other way we can."

The PERB-mediated decision to subcontract is at the mediation stage.

CSEA field representative Bill Thomson said the school district has been ordered by mediator Thomas Rinaldo to submit in writing its rationale for subcontracting the transportation jobs.

CSEA will then submit its rebuttal opinion to be considered in the matter. Mediation of the impact of subcontracting, if not reversed, would then follow.

1984 CSEA ANNUAL WOMEN'S CONFERENCE



PLANNERS — Pictured above with CSEA President William L. McGowan are members of the statewide Women's Committee who took part in organizing the Fourth Annual Statewide Women's Conference

held recently in Utica. Flanking McGowan, members are, from left: Ruby Everette, Region VI; Helen Zocco, Region III; Marilyn Whittam, Region IV; Pat Taylor, chairwoman; Kathy Roma, Region V; Harriet Hart, Region II; and Connie Wunderlich, Region I.

FIGHTING FOR WOMEN'S RIGHTS AND DIGNITY

UTICA — "We, as individuals, cannot accomplish anything, but together we can accomplish everything," CSEA President McGowan said in his opening address welcoming more than 250 participants in the Fourth Annual Statewide Women's Conference held here recently.

Held Sept. 14-16 at the Sheraton Inn and Conference Center, the meeting carried the theme, "CSEA Women Working for Bread and Roses," signifying the women's fight for rights as well as dignity.

The conference, which ran the entire weekend, included information tables and several workshops focusing directly on the working woman and her problems and concerns. Women's labor history, women and technology, workers' compensation, conflict resolution and reproductive risks in the

workplace were among subjects addressed during the three-day event.

In a plenary session on the first night, conferees also discussed issues, directions and projects for the statewide Women's Committee and local women's committees. According to Education and Training Specialist Peg Wilson, a survey taken during this opening session indicated that the top concerns of women at the conference include such work-related issues as comparable worth, education, upgrading, promotion, flex time, VDTs and day care.

Wilson said that the committee will design a plan of action to address these concerns.

"The survey provides a direction for the committee," she said, "instead of working in a void."

Wilson also noted that participants who

completed the questionnaire were pleased with and inspired by the conference.

"I never wanted to get involved in politics," wrote one member, "but tomorrow when I get to work, I'm going to ask to join the Political Action Committee of my unit."

"I'm new to this," wrote another, "and I found a renewed hope for the future of working women."

Other members called the opportunity to meet and talk with other women in the union "enjoyable and beneficial."

McGowan reminded participants of their responsibility to bring information they learned at the conference to their members throughout the state.

He also offered them support.

"Keep together, work together, and we will stay behind you," he said.

All articles
by Anita Manley
CSEA Communications Associate

A Woman's Place

CSEA

IS IN HER UNION.

Civil Service Employees Association
Local 1000, AFSCME, AFL-CIO

**MORE ON
WOMEN'S MEET
PAGES 18 & 19**

1984 CSEA ANNUAL WOMEN'S CONFERENCE

Carr: Pass ERA

UTICA — "Look carefully at the issues involving you as women particularly, and your families," advised CSEA Statewide Secretary Irene Carr, referring to the upcoming national election.

Addressing more than 250 CSEA members at the recent statewide Women's Conference held at the Sheraton Inn and Conference Center, Carr stressed that the Equal Rights Amendment, reproductive rights, employment, health and nutrition, Social Security, foreign policy, education and civil rights should be major concerns of all voters.

Referring to the state, Carr said, "The voter should be allowed to make the decision as to whether or not the ERA will be adopted in New York state.

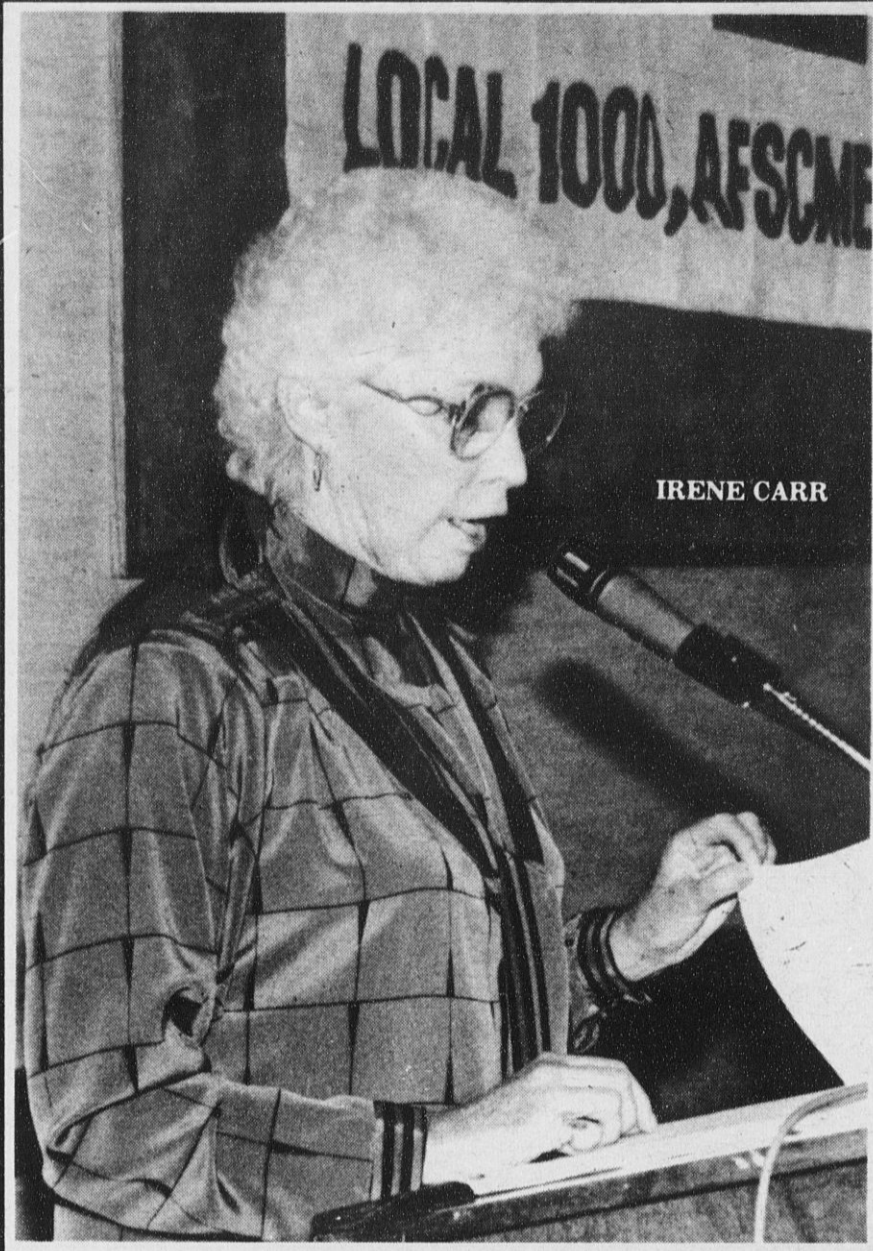
The amendment, which would "provide a constitutional basis for governmental efforts to further the principle of equality," has been previously ratified by 35 states, but did not become law because it lacked the approval of three additional states required for final ratification.

Pointing out the necessity for the ERA, Carr emphasized that the amendment would lead to "the creation of a cohesive doctrine."

"The current piecemeal approach to the issue of gender inequality lends itself to some arbitrary adjudication and enforcement," she said.

"How do we, as a union proceed to get the ERA passed?" asked Carr.

"Personally, I would like to see the question asked when we are interviewing candidates along with a question on support for a pay equity bill which was printed last year, but that's a whole other story," said Carr. "These are decisions that have to be made by the Legislative and Political Action Committee."



Women and TECHNOLOGY

UTICA — American workers, more than ever, need help from unions to protect themselves from the new high technology, according to participants in a workshop held during the recent statewide Women's Conference held here.

Panelists Jeanne Lyons, Sue Waltz and Bart Bracken addressed the issues surrounding VDTs, the BOLTS computer system and contact language on new technology in a segment entitled "Women and Technology."

Region IV member Waltz told participants that physical complaints of VDT operators, such as muscular and skeletal problems and eye strain, can be alleviated. Workers were warned, however, that improper posture can cause nerve damage.

Adjustments that can be made include wrist pads, shades for the VDT screen, newly designed chairs, neutral color schemes and higher humidity levels.

Stress is also a major factor in employee problems due to repetition and boredom. Physical exercise and work breaks are suggested.

Waltz advised workers that if management does not respond to the needs of employees, then workers should organize. "Don't let them ignore you," she said. "Network with your co-workers."

Region IV member Lyons said that the

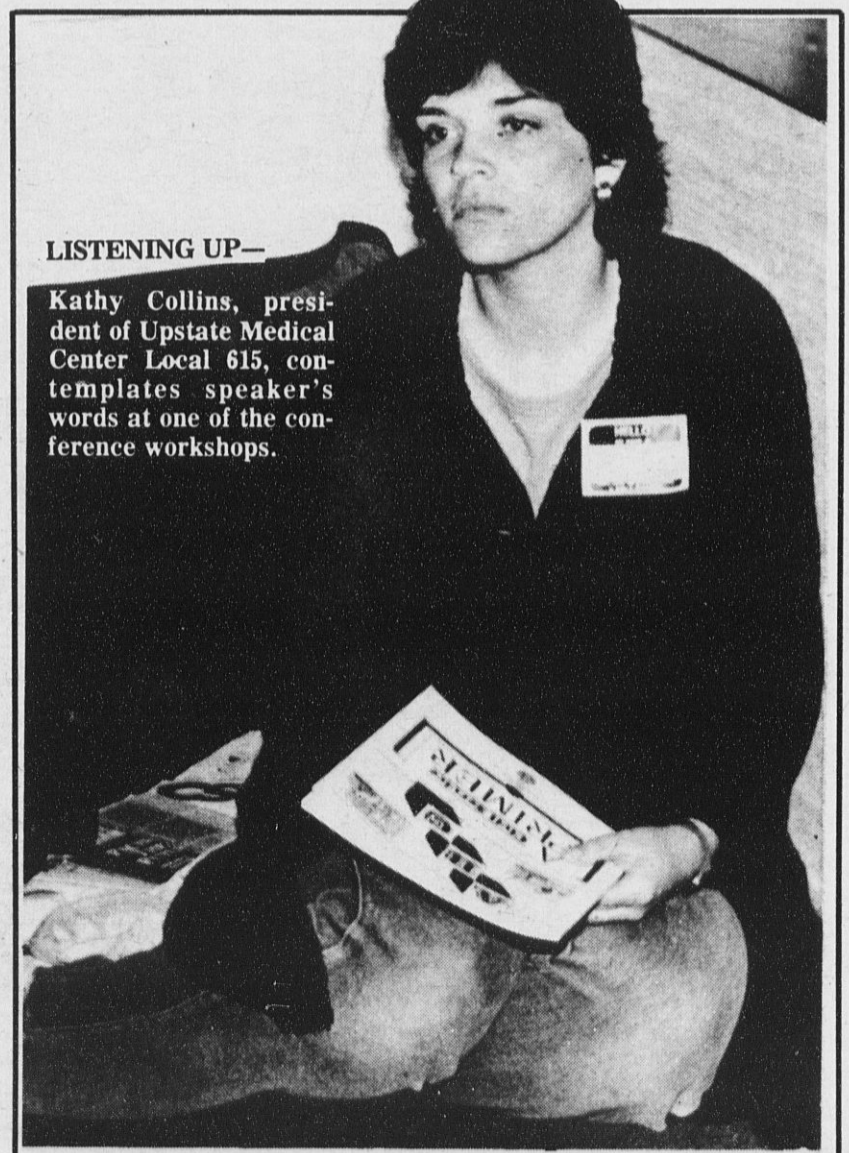
recent introduction of the new BOLTS (Benefit On Line Terminal System) has impacted Unemployment Insurance workers.

"When you have something new, people get upset," she said. "What are the implications? Do we need new job specifications? Will there be an increase or decrease of duties? Will we be trained properly?"

Lyons noted that a survey questionnaire will be sent to state workers who are now using the system. "It is imperative that you respond to the survey," she emphasized. "This is the first time that we have a grant for this type of survey."

Anyone with questions about BOLTS or the survey should contact Lyons at the Dept. of Labor, Building 12, State Office Building, Rm. 442, Albany, N.Y. 12240. Survey results will be sent to all participants.

Bracken, representing AFSCME, advised CSEA members that contract negotiations can include classes for workers affected by the high technology revolution. Numerous issues such as reduction of work hours, loss of jobs, advance notice of any changes in procedure, training and retraining, wage and job security, safety and health, severance pay and relocation can be addressed as part of the collective bargaining process.



LISTENING UP—

Kathy Collins, president of Upstate Medical Center Local 615, contemplates speaker's words at one of the conference workshops.

• The workplace and reproductive risks

Worries about job-related infertility, premature births and defects

UTICA — More than 250,000 children are born with birth defects in the U.S. each year. Approximately 20 percent of those defects are environmentally caused. And according to Genetics Counselor Luba Djurdjinovic, there is cause for concern among those exposed to unknown chemical hazards.

Djurdjinovic told members attending the annual statewide Women's conference here that she and her colleagues are finding increases in infertility, miscarriages, birth defects and premature births. Citing statistics that indicate a 15-20 percent increase in infertility, Djurdjinovic noted that about 40 percent of these cases cannot be diagnosed.

While geneticists have been able to pinpoint defects that are the result of faulty genes or chromosomes, the problem of environmental factors is not as clear cut.

Unfortunately, she said, workplace hazards are most likely to be investigated after the effects become apparent, such as in the case of Vietnam veterans and their problems with Agent Orange.

Djurdjinovic pointed out that prior to 1920, wives of men who worked with lead had more miscarriages, stillbirths and children who were mentally retarded and had seizure disorders. The men also had low sperm counts. It was only after the 1920's that laws which protected workers curbed these problems. (Lead is used in the manufacture of batteries, paints, gasoline.)

It was only after thousands of children in Japan showed abnormally high rates of Cerebral Palsy, mental retardation and seizure disorders that tests revealed in the 1950's that mercury was causing the problems.

Cigarette smoking and heat exposure have also been proven to cause defective pregnancies, early births and low birth weight.

According to Djurdjinovic, of approximately 60,000 chemicals in the workplace, only about 3,500 have been formally evaluated. "There is limited testing," she said. "We don't know how to test for many."

Djurdjinovic also noted that despite workers' complaints scientists are not generally concerned with the low level radiation that is emitted by VDT's.

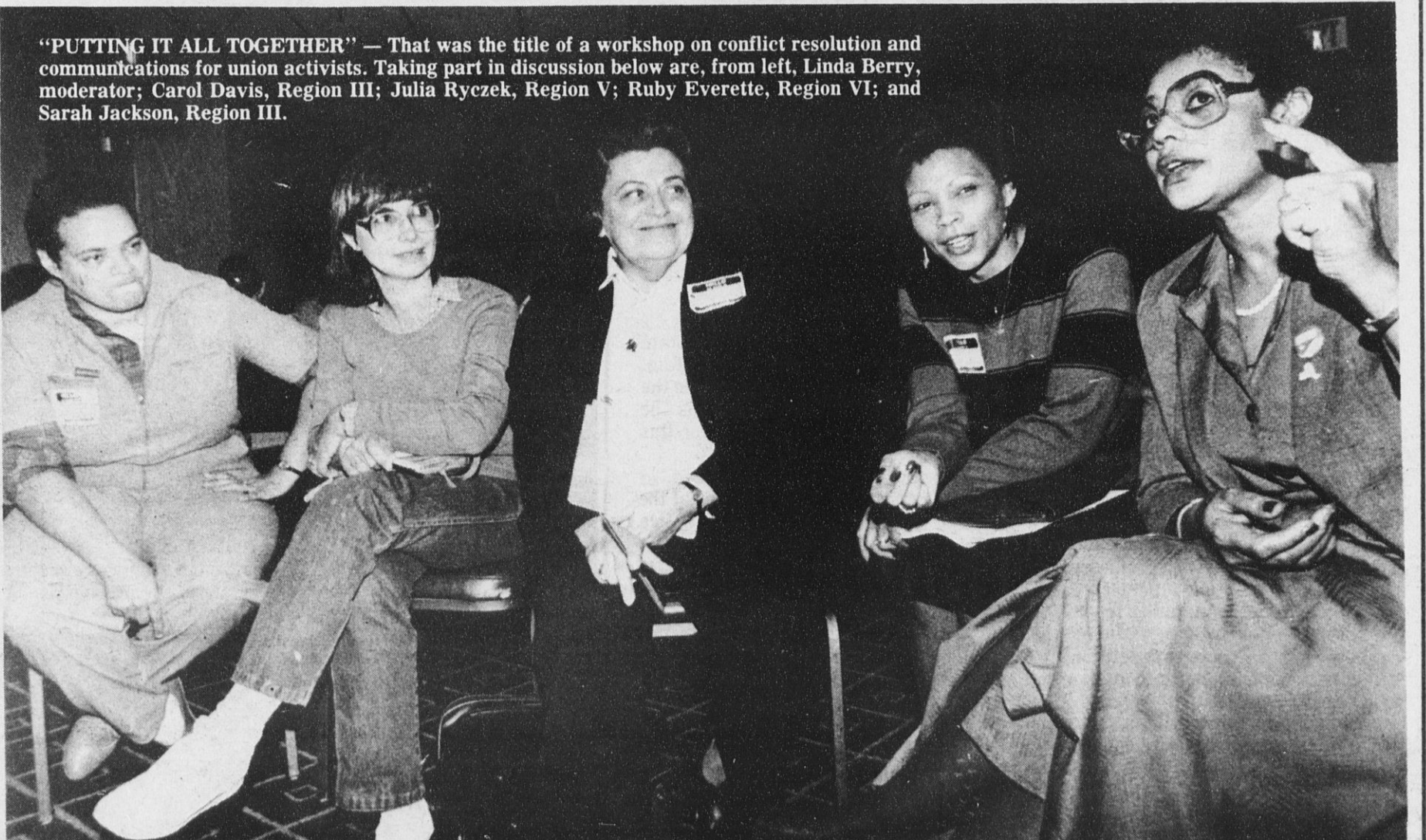
Djurdjinovic says that workers who suspect that environmental factors are contributing to ill effects such as miscarriage or illness should keep accurate records.

She advised concerned members to speak up about problems. They should ask co-workers if they are having similar problems and should contact union representatives to survey comparable worksites for supporting data, she said.



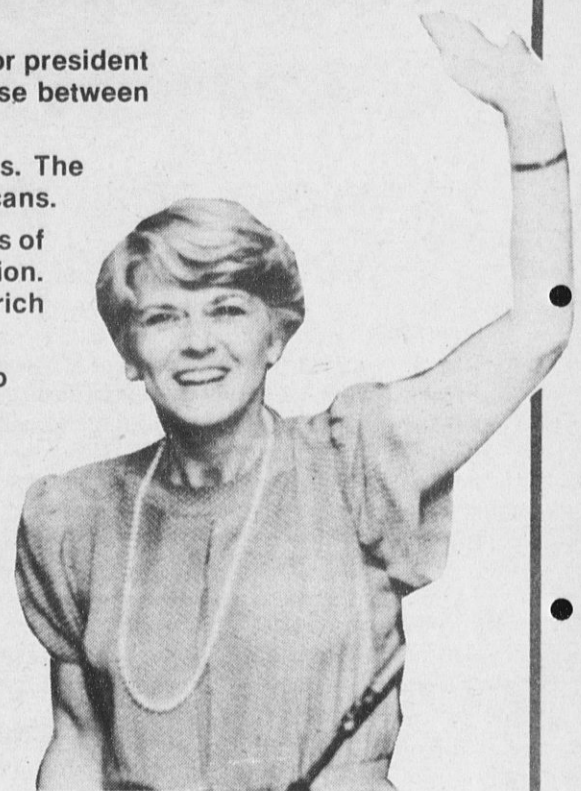
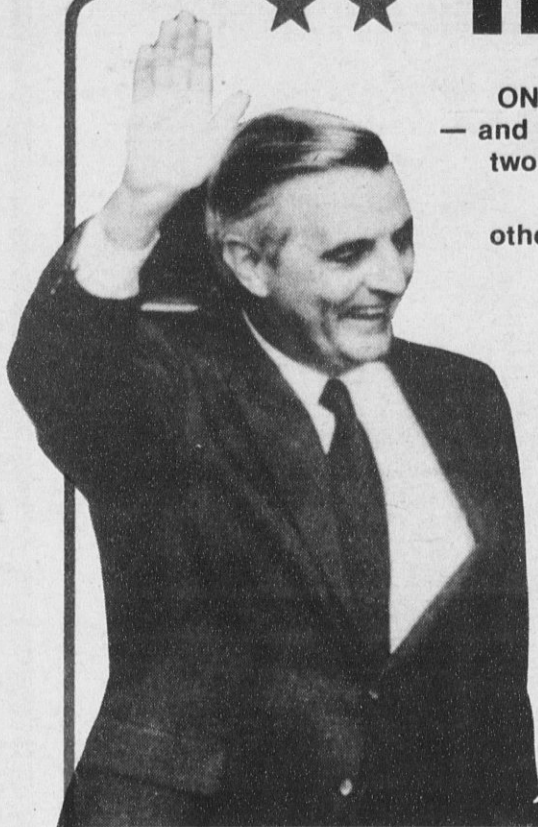
LUBA DJURDJINOVIC

"PUTTING IT ALL TOGETHER" — That was the title of a workshop on conflict resolution and communications for union activists. Taking part in discussion below are, from left, Linda Berry, moderator; Carol Davis, Region III; Julia Ryczek, Region V; Ruby Everette, Region VI; and Sarah Jackson, Region III.





The issue is the future



ON NOVEMBER 6, Americans will choose between two candidates for president — and between two programs and two policies. Above all, we will choose between two visions of the future.

One — Walter Mondale's — promises fairness to all Americans. The other — Ronald Reagan's — assures continued favor to wealthy Americans.

One — Walter Mondale's — represents the values and aspirations of average Americans — family, work, responsibility and compassion. The other — Ronald Reagan's — is shaped by the values of the rich and by the ambitions of the corporations.

One — Walter Mondale's — stresses adequate aid to Americans in need and restoration of the programs that help them. The other — Ronald Reagan's — preordains further retreat from our national responsibility to those who need assistance.

One — Walter Mondale's — foretells opportunity for all Americans. The other — Ronald Reagan's — forecloses opportunity for far too many Americans.

At stake within this encompassing issue of the future of this nation and its people are many issues of particular concern to working people and their families. The record of Ronald Reagan and the program of Walter Mondale on these issues follow.

Jobs

MONDALE — Urges full employment policies with teeth in them to encourage job-creation so all may work. To avert another recession like Reagan's, would trigger special job-providing programs that sustain economic growth. Believes full employment is basis of strong economy.

REAGAN — More than 30 million wage-earners suffered one or more episodes of unemployment in Reagan-Republican recession 1981-83, losing \$336.1 billion in earnings. President proposed no jobs programs for those laid off and tried to stymie plans advanced by others.

Social Security

MONDALE — Would uphold basic concept of Social Security, its protections and benefits. If necessary, would draw from general Treasury funds to sustain benefit levels for retirees.

REAGAN — A loose cannon on the deck. Erupts regularly on Social Security with comments that suggest he'd revamp program to cut protections, benefits.

Trade

MONDALE — Supports "content" law. Vows strict import limit unless U.S. trading partners lower barriers to products made here. Will not tolerate "dumping" of foreign-made goods on U.S. markets. Insists on fair trade that benefits our workers and industries as well as countries we trade with.

REAGAN — Talks "free trade" in a world where it doesn't exist. Opposes "content" plan in products sold here, save American jobs. Permits almost unrestricted flood of foreign goods that continue to wipe out millions of U.S. jobs.

Equal Rights

MONDALE — Would throw out Reagan appointees to Civil Rights Commission, provide strong enforcement of Voting Rights Act, other minorities protections. Supports ERA, full rights for women, minorities.

REAGAN — Weakened U.S. Civil Rights Commission. Fought extension of Voting Rights Act, fostered lax enforcement. Opposes ERA, gutted programs that aid minorities.

Job Safety/Health

MONDALE — Sponsor of original job safety/health law when in Senate. Urges increased coverage, more effective enforcement. Demands clear identification of, protection against, hazardous substances in the workplace, swift clean-up of toxic waste dumps.

REAGAN — Has undercut OSHA: fewer inspections; fewer protections for workers; delays in setting standards for worker exposure to hazardous substances; inadequate standards when finally set. Has made no real headway in toxic waste clean-up.

Reviving Basic Industry

MONDALE — Proposes business/labor/government consultation to aid basic industries through hard times largely caused by unfair foreign competition. Would OK loans if absolutely needed to safeguard industries essential to employment and national defense.

REAGAN — Opposes any special effort — offers no plan — to help basic U.S. industries, regardless of consequences to millions of U.S. workers and the economy itself. (Opposed Chrysler loan which saved hundreds of thousands of jobs and was repaid within a few years.)

Taxes/Deficit

MONDALE — Proposes cap on tax benefits Reagan heaped on wealthy, plus repeal of Reagan giveaways to Big Oil, other corporations that let nearly 100 profitable firms escape taxation entirely. (These steps would greatly reduce deficit.) Would close loopholes and tax shelters to oblige rich persons, corporations to bear fair share of tax load.

REAGAN — Engineered history's biggest tax bonanza for rich persons, big corporations — major reason for Reagan's \$200 billion deficits which starve programs for workers, the needy. Under Reagan tax cuts, rich reap huge gains, average citizens at best hold their own. Would tax worker health insurance.

Health

MONDALE — Would put lid on hospital and doctor charges (fastest rising costs of all), strengthen Medicare, Medicaid to provide more protection at less cost and safeguard funding for both programs.

REAGAN — Has no effective program to control runaway medical costs. Cut Medicare, Medicaid, seeks further cuts in these basic health programs.

Unions

MONDALE — Opposed extreme action by Reagan against PATCO. Vows to appoint fair-minded, even-handed persons to NLRB, who'll judge cases on merit, provide decisions more speedily.

REAGAN — Broke air traffic controllers union, threw 11,000 out of work. (Present controllers lodge same complaints PATCO struck over, move toward unionizing.) Stacks NLRB with management representatives.

Fairness

MONDALE — Will restore Reagan cuts in programs for the needy, resume fight to eradicate poverty that's been abandoned under Reagan. (Number of persons living in poverty increased by 6 million during Reagan era, reached highest levels in 20 years.)

REAGAN — Deprives a million persons of all food stamps, 4 million of some. Cuts 1.1 million school children out of school lunches, 900,000 off school breakfasts. Slashes \$110.2 billion from wide range of people-serving programs.

Education/Youth

MONDALE — Urges \$10 billion infusion of new funds to upgrade public schools, increase teacher pay. Promises to protect, expand college loan program for children of workers and the needy, so every qualified student will have chance at higher education. Opposes youth sub-minimum wage.

REAGAN — Slashed aid to public schools; cut college loan programs, depriving more than 800,000 low/moderate income students of needed funding to help complete education. Repeatedly proposed subminimum wage for youth.



Vote MONDALE/FERRARO

