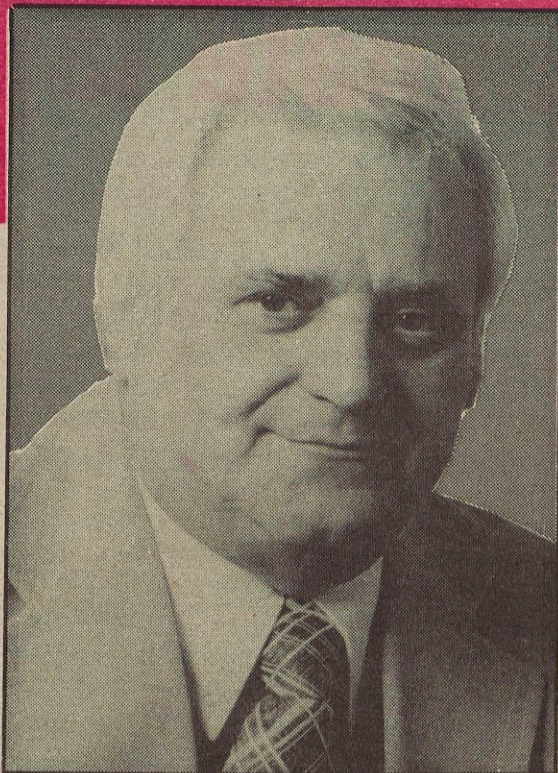


# Election of statewide officers to begin

Ballots will be mailed to all eligible CSEA members on May 14 for the election of statewide CSEA officers to three-year terms. Ballots must be received prior to June 15 to be counted. The official ballot will include the names of three persons seeking the office of Statewide President; two seeking the office of Statewide Executive Vice President; one seeking the office of Statewide Secretary; and three seeking the office of Statewide Treasurer.

Current terms for those offices expire on June 30, 1982. 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 candidates for Statewide President begin on page 1 and continue, along with statements from candidates for the other offices, on pages 9, 10, 11 and 12 of this issue.

## Statements by candidates for statewide president



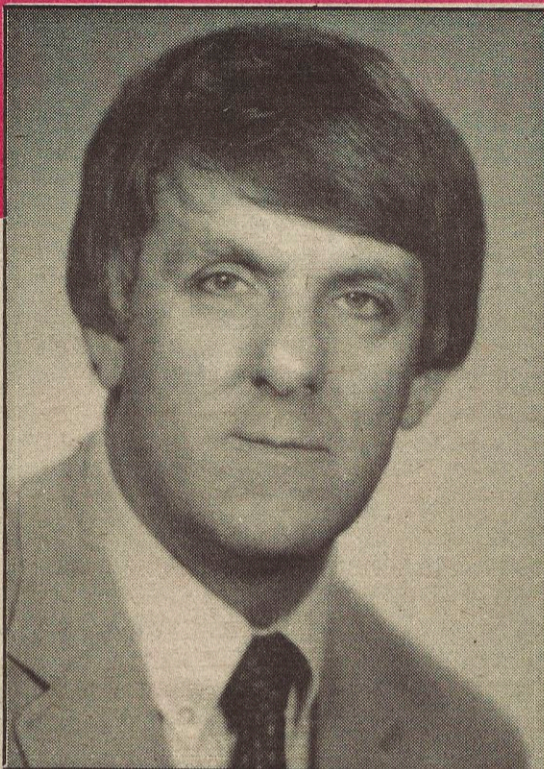
**William L. McGowan**

For nearly five years, I have been privileged to lead the nearly 220,000 active and retired men and women who make up our union. I take great pride in having been given this opportunity, and I ask you to support my leadership and allow me to finish the job that I have begun, by voting to re-elect me, Bill McGowan, President of CSEA, when you receive your ballot in May.

When I took over the presidency of CSEA in 1977 we were a union in trouble. Our State employees had suffered through a series of dismal no-raise contracts which eventually resulted in the loss of the PS&T unit to one of the many AFL-CIO affiliates which had declared war on us because we were not a part of the labor movement. Our local government employees suffered from the lack of leadership at Elk Street and lack of commitment to providing good, effective collective bargaining assistance. Our mental hygiene employees were threatened with 17,000 scheduled layoffs and our retired members were left without any increases in their pension benefits.

Today, I am happy to say that we are a union of strength. A full fledged member of the American Labor Movement, as Local 1000, AFSCME, AFL-CIO. Now we can

(Continued on Page 12)



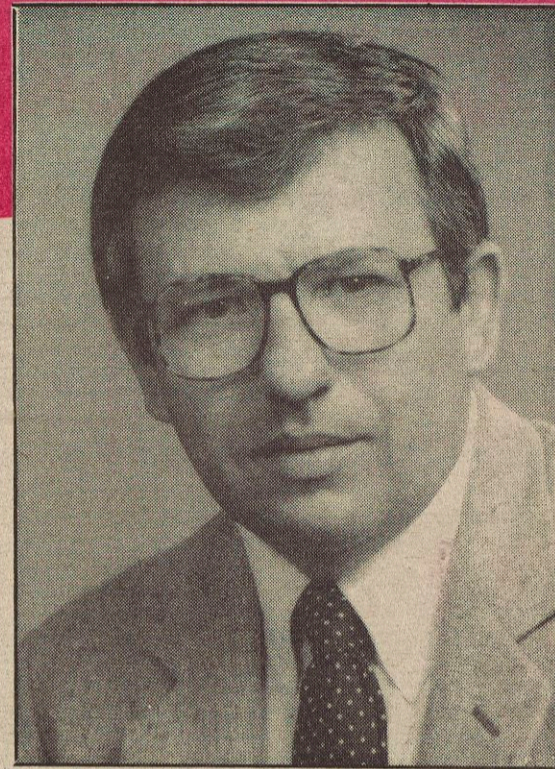
**Robert L. Lattimer**

I welcome this chance to present my "agenda for action" for CSEA in the event I am elected President of CSEA. I would prefer to speak personally with each member of the union to discuss these proposals, but that is not possible. It is also impossible to outline areas which are most critical for you to consider in 100 words or less, so please bear with me.

About a year and a half ago, AFSCME held a Leadership Conference in Washington, D.C. One of the keynote speakers was Dr. Arnold Weber, the current President of the University of Colorado. His speech was challenging and thought-provoking. He asked the question, "Do you just want to feel good or do you want to be effective?" That question has gnawed at me since, particularly as it relates to the future of CSEA.

As a Region President and part of the leadership of CSEA, I have viewed the inner workings of the union first-hand. We are not effective internally. Over the past few years I have repeatedly submitted written proposals for changes, improvements, and new programs. These have been ignored for the most part by President McGowan. CSEA cannot continue to operate in the same old way

(Continued on Page 12)



**Jim Moore**

This election provides CSEA members the opportunity to send a message concerning whose interests this union should serve.

CSEA's primary focus must be on meeting day-to-day needs of members at the local level. This has not been the case until now. Politicians, lawyers, insurance companies, and outside special interests benefit more from this union than duespayers.

As a result, CSEA lacks the confidence of its members and the credibility to protect their interests. Whatever gains have been made are due to the efforts of dedicated activists at the unit and local levels. Backup from the Statewide President has been either unavailable, or arrives a day late and a dollar short.

Too often, members learn about important policy decisions through the newspapers. Political deals and the "quick fix" substitute for advance planning, membership involvement, and adequate staff services. CSEA stumbles from one disaster to the next, and those who pay the dues feel least in control.

This trend does not have to continue. My objective as Statewide President will be to instill confidence in this union and make it

(Continued on Page 12)

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Federation of State, County and  
Municipal Employees



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Vol. 4, No. 15  
Friday, May 7, 1982

**Approval expected shortly**

## 'Pay bill' before Legislature

ALBANY — Legislative authorization to finalize CSEA's new state contracts and the 32 percent salary increases they provide for the union's state membership has been submitted to the state Legislature by the Carey administration.

After some minor delays caused by the month-long budget feud between the governor and the Senate and Assembly, the budget road block was apparently cleared earlier this week and the funding for the new contracts became a major order of business.

The bill, which formally authorizes the contracts and provides the funding to pay for the salary, benefit and other improvements contained in the agreements, was before legislative committees at Public Sector press

time and was expected to be acted upon by the legislators as early as next week.

After signing by Gov. Carey and CSEA President William L. McGowan, the administration will expedite necessary administrative steps to provide contractual salary increases of 9 percent, retroactive to the payroll period the first day of which is closest to April 1.

Under the state's Taylor Law, while public employee unions may negotiate with public employers, only the appropriate legislative body can finalize the contract and provide the necessary appropriations to pay for it.

Other public employee unions, which reached agreement with the state a month before CSEA, received approval of their "pay bills" last week.

# CSEA asks Carey to eliminate lag

ALBANY — Citing the unexpected resolution of the state's budget impasse resulting in a technical "surplus," CSEA President William L. McGowan has asked the Carey administration and the Legislature to abandon plans to "lag" the state's payroll during the 1982-83 fiscal year.

In letters Wednesday to Gov. Hugh L. Carey, Assembly Speaker Stanley Fink and Senate Majority Leader Warren Anderson, the union president wrote, "In view of the apparent resolution of the state's 1982-83 fiscal budget which, by your own estimates, includes more than \$400 million in unappropriated funds, I am asking that the state waive the 'lag payroll' provision of this new contract."

CSEA's new contracts with the state affecting some 109,000 employees in the Administrative, Institutional and Operational bargaining units were finalized in February.

Like other contracts for state workers, while they contained 32 percent salary increases over three years, the contracts did provide for state

authority to "lag" or gradually hold back one paycheck during this fiscal year.

This provision, vehemently resisted by negotiators, allowed the state to provide full 9 percent salary increases to the salary schedule, but delay payment of one paycheck to workers as a means of meeting what was projected to be a tight budget without mass layoffs of state workers.

As affected workers left the state payroll by retirement or resignation, they would receive the "lagged" paycheck, but at the higher rate of salary of the employee when he or she separated from state service.

What could not have been foreseen at the time was that the governor and Legislature would ultimately deadlock on a budget.

When the Legislature enacted appropriations exceeding the governor's recommendations, Carey vetoed \$940 million in legislative appropriations, but said that the Legislature's spending plan exceeded state revenues by a lesser amount, \$500 million.

Political observers expected either a political compromise or override attempts by the Legislature, but in a surprise move, Senate Republicans announced earlier this week that there would be no override and no compromise had been reached (see related story, page 3).

One of the results of the action was an obvious gap between what the governor had vetoed and what he said was available within revenues.

While this "surplus" is technical in nature and not available to the administration without legislative authorization, CSEA says if there is unappropriated funds available, then they should be used to eliminate the need for a lag payroll.

While CSEA lobbyists said the chances of the Legislature agreeing to such a move were far from certain, the union would be putting on pressure for the Legislature to move the unappropriated funds to the administration's personal services accounts in an effort to eliminate the lag.

## Career conference set for women in grades 3-11

Women who work for the state in grades 3-11 are invited to participate in a unique career planning conference called "Going Places: A Workshop on Women and Work."

Going Places will be held in Plattsburgh on May 19-21, and is co-sponsored by the Center for Women in Government and the Office of the Assistant Vice Chancellor for Alternative and Continuing Education of the State University of New York, Central Administration.

The three-day seminar offers an in-depth exploration of career planning, including identification of participants' skills, career aspirations and values.

The format will also bring participants and representatives of local SUNY institutions together to exchange information and ideas about the

particular needs of adult women workers returning to school.

The sessions will run from 8:30 a.m. to 4:30 p.m. each of the three days and are free to participants.

## Credit goes to Wassaic for recruitment poster

In the previous issue, The Public Sector published an article telling how a popular poster was proving effective by CSEA locals in the Buffalo area in recruiting membership from the ranks of agency fee payers.

The poster shows how state employees can determine whether they are full members or agency shop fee payers by checking a code number in their paycheck stub, and went on to

For further information contact Franda Davis, Center for Women in Government, Draper Hall, Room 302, 1400 Washington Ave. Albany, NY 12222, or call (518) 455-6211.

explain the benefits of membership versus agency shop status.

While the article credited "a CSEA local" with developing the poster, we neglected to credit the local by name. The poster was originally developed by Wassaic Developmental Center Local 426.

Local President Harold Ryan said the poster was very effective for his local, and he is pleased to share it for use by other CSEA locals.



**WESTCHESTER CAMPAIGN KICKOFF** — Lt. Governor Mario Cuomo gets a boost in his gubernatorial campaign as CSEA Westchester Local 860 officials join with political leaders to begin Cuomo's primary campaign in the populous suburban county. Shown, from left, are local Executive Secretary Marilyn Matthews, Third Vice President Cindy Wholey (partly hidden), Sergeant-at-

Arms Grace Ann Aloisi, Town of Greenburgh Supervisor Anthony Veteran, Legislative Committee Chair Lanza, Lt. Gov. Cuomo, Treasurer Eleanor McDonald, Second Vice President Janice Schaff, President Pat Mascioli, County Legislators John DeMarco and Ronald Tocci, and Assemblyman Bill Finneran.

Layoff threats may end,  
but hardships seen for  
localities, schools districts

## Carey's budget triumph brings 'mixed blessings' for union

ALBANY — It had all the drama of "High Noon" all the way through to the end, but when the smoke had cleared, Gov. Hugh L. Carey had been declared by political observers to be the clear winner in a budgetary showdown with the Legislature.

After months of often heated debate within the state Capitol, this year's budget battle officially came to an end Monday when Senate Republicans announced they would not attempt to override the governor's extensive vetoes of legislative expenditure targets.

In the end, it was the governor's sole authority to certify the state's financial stability, not his considerable constitutional powers, that spelled victory for him in his struggle with the legislature. With certification of fiscal stability, the state could conduct its critical borrowing program as usual, but Carey warned that unless the budget went his way there would be no certification and no borrowing.

Senate Majority Leader Warren Anderson put it most succinctly. "It can be seen that the governor is using the borrowing certificate procedure as a second veto and one that, as a practical matter, is override-proof," Anderson said.

For CSEA, an end to the budget battle in favor of the administration brought mixed blessings. While it was expected to end Carey's continuing threats of mass layoffs and furloughs for state workers, no override meant an end to \$325 million of legislatively-authorized increased funding for local governments and school districts. CSEA has supported an override as a means of easing collective pressures for its local government and school district membership.

"Had the Legislature attempted an override of the governor's vetoes, our union would have supported their actions and lobbied on both sides of the aisle for bipartisan support," said CSEA Chief Lobbyist James Featherstonhaugh.

"The Senate's decision unfortunately kills any override effort, but we will be watching the budget closely," Featherstonhaugh said, "and if and when any surplus is identified, we will urge the Legislature to insist the governor use it to offset the 'lag payroll' authorized in CSEA's new state contracts and increase aid to school districts and local government."

The question of available revenues to increase state funding was the crux of the budget battle. The governor maintained throughout the fight, and still insists, that his budget's revenue

projections were optimistic, and with a deepening national recession expected to cut into revenues and a declining inflation rate halting the usual rise in tax receipts, hard times lie ahead.

The Legislature, meanwhile, maintained funds were available and pointed to Carey's historic underestimation of revenues. Yet key business and economic observers in the private sector tended to side with the governor, forecasting decreased tax revenues as the recession continues.

Just hours before the senate leadership announced its change of heart on an override, State Attorney General Robert Abrams issued an opinion that the Legislature had unconstitutionally exceeded the governor's original budget appropriation proposals. Abrams noted that while the Legislature can reduce expenditures, it can't increase them without following certain procedures not used in this case.

Legislative leaders insisted, however, that Abrams' opinion did not sway their decision and maintained the attorney general was incorrect in his interpretation.

## A \$3,000 award leads suggestion winners

A state correction officer has been awarded \$3,000 for an idea he submitted under the State Employee Suggestion Program, the largest of 41 recent suggestion awards totaling \$5,900 given to 34 state employees.

State employees are eligible to submit ideas under the program administered by the State Department of Civil Service.

Most recently approved award recipients included:

\$3,000 — Philip P. McConnell, of Kerhonkson, Ulster County, a correction officer at the Napanoch Correctional Facility. He suggested that instead of photographing inmates when they are admitted to a facility of the Department of Correctional Services, and again each time they are transferred, that the original pictures be forwarded to whichever facilities the inmates are later transferred.

\$360 — Pablo Delgado, of New York City, a clerk for the Workers' Compensation Board, who developed a simple new record-keeping procedure which is saving an estimated \$3,600 a year. He suggested a revised daily medical examination worksheet for keeping track of claimants examined at the WCB Medical Examining Facility in the World Trade Center.

\$320 — Rita M. Johnson, senior identification clerk, Division of Criminal Justice Services, Albany, who developed a revised computer program which enables the computer to perform tasks which formerly were done manually.

\$200 — Donald Minkoff, assistant workers' compensation examiner, Workers' Compensation Board, New York City, who proposed a clarification of language in a form relating to WCB cases.

\$200 — Kent Hibbard, dairy products specialist II, Department of Agriculture and Markets, Albany, who proposed the use of a protective cover on a container of hot oil used in testing thermometers.

\$100 — Anthony C. Ravida, senior mail and supply clerk, Education Department, Albany, who recommended the use of United Parcel Service rather than the Postal Service for all mail weighing 12 or more ounces, and the use of new shipping labels which record information for both the agency and UPS.

\$100 — Charles Whitney, welder, Department of Transportation, Utica, who designed a step to assist worker in climbing large trucks to remove canvas covers.

\$100 — Edith Kugler, senior clerk, Workers' Compensation Board, New York City, who proposed that certain forms used by the Medical Registration Section be combined and printed in triplicate sets.

\$100 — Sidney Addison, senior offset printing machine operator, Workers' Compensation Board, New York City, who recommended a cost-saving procedure for reproducing documents.

\$100 — Blanche Bergamasco, typist, Department of Motor Vehicles, Hauppauge, and Susan Lyons, driver improvement adjudicator, Department of Motor Vehicles, Albany. They each received \$100 awards for separate suggestions relating to a form sent to drivers seeking to clear a suspension.

\$100 — Ruth Kochman, typist, Workers' Compensation Board, New York City, whose suggestion led to the printing of forms on less costly paper.

\$100 — Ralph Welikson, associate workers' compensation review analyst, Workers' Compensation Board, New York City, who developed a form for use in indicating specific issues which must be resolved before the Board can take action on applications for lump sum adjustments.

\$100 — Raymond T. Reedy, Jr., senior file clerk, Department of State, Albany, who developed a streamlined procedure for processing examinations for various types of licenses issued by that agency.

\$75 — George Kilcher, office machine operator, Department of Audit and Control, Albany, who recommended an improved method of binding booklets.

\$50 — Roslyn Moskowitz, stenographer, Division for Youth, New York City, who suggested that a Statement of Automotive Travel form be printed as a multi-part form to reduce the need for making photocopies.

\$50 — William J. Cronin, senior compensation investigator, Workers' Compensation Board, New York City, who proposed changes in an Investigator's Cancellation Assignment Record which enables all necessary assessment information to be recorded on a single form.



REPRESENTATION EXPANDED — Region III President Ray O'Connor met with representatives of four retiree locals in April to announce he will be designating one member from each retiree local to the region's Political Action Committee. O'Connor called retired rank and file "a tremendous resource to aid us in reaching political goals." Meeting with O'Connor, who is seated at his desk were, from left, Orange-Ulster-Sullivan Local 917 President Gordon Hobbs, former Southern Conference President Nellie Davis, Rockland Local 918 President Agnes Durantino, Tris Schwartz, president of Dutchess-Putnam Local 909, and Westchester Local 921 President Wilfred Mignuealt.

# The Public Sector

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## Women's Institute

The Seventh Annual Regional Summer Institute for Union Women will be held July 18-24 at the University of Connecticut in Storres, Ct.

The institute is a week of workshops, discussions and activities designed to foster involvement, sharing and leadership among women in unions.

Held each year in a different location, it is one of three such schools sponsored by the University of College Labor Education with the cooperation of the AFL-CIO Education Department and chapters of the Coalition of Labor Union Women.

Women of varying occupations attend from a number of unions, cities, and states. The intensive conferences and workshops are led by union officers and labor educators from unions and universities.

The cost of the program is \$175, which includes double-room occupancy, board, tuition and meals.

Those CSEA members interested in applying should write to Debbie King, Labor Education Center, University of Connecticut U-13, Storres, Ct. 06268.



NEW YORK CITY LOCAL 010 officers are sworn in by CSEA President William L. McGowan, right, recently. From left are Third Vice President James P. Heekin, Treasurer Madeline Keohan, President Joseph Johnson Jr., and Recording Secretary Adele Borakove. Not present were First Vice President Rose Feuerman-Sutro, Second Vice President Nancy Gonzales-Unger, and Corresponding Secretary Patricia Matulo.

## Raises, benefits in Westchester pact

HARRISON — The 48 teacher aides who make up the CSEA Unit of this Westchester County school district have OK'd a contract which guarantees a minimum 22 percent raise over its three-year life plus increments.

Collective Bargaining Specialist Ron Mazzola explained that an immediate 9 percent raise is granted, retroactive to July 1. An additional 8 percent will be awarded next July 1, while in the final year the raise will be based on increases in the cost of living with a minimum 5 percent and a maximum 8 percent allowed.

Other new benefits for the part-time aides are: establishment of voluntary sick leave bank; initiation of Agency Shop; granting of paid holidays on Thanksgiving, Christmas and either Rosh Hoshanah or Good Friday; guarantee of make up time when hours lost because of weather emergencies; posting of all job vacancies and requirement that seniority be taken into account when filling vacancies; and liberalization of in-service training program.

The unit's negotiating team included President Marie Socchera, and members Eleanor Nicita, Connie Stone, and Mary Verrilli.

## Travelers issuing refund to eligible Group Life members

ALBANY — The Travelers Insurance Company is issuing a return of contributions to eligible CSEA members who participate in the CSEA Group Life Insurance Plan. The refund checks will be prepared and mailed by The Bank of New York this month.

In order to be eligible for the refund, an insured CSEA member must have been in the Group Plan on both November 1, 1980 and November 1, 1981.

If you are eligible and have not received a refund by May 22, please contact Mrs. Beatrice Taft at The Bank of New York at (212) 530-8055. Requests for replacement checks must be submitted in writing to The Bank of New York, 90 Washington Street, New York, New York 10015, Attention: Shareholder Relations Department.

## KEEP CSEA INFORMED ON MAILING ADDRESS

In the event that you change your mailing address, please fill out the below form and send it to:

CSEA, Inc., P.O. Box 125, Capitol Station, Albany, New York 12224.

This form is also available from local presidents for CSEA members, but is reproduced here for convenience.

### Change of Address for 'The Public Sector'

Please allow 3-4 weeks for change to take effect.

My present label reads exactly as shown here (or affix mailing label)

Name _____	Local Number _____
Street _____	
City _____	State _____ Zip _____

### MY NEW ADDRESS IS:

Street _____
City _____ State _____ Zip _____
Agency where employed _____
My social security no. _____ Agency No. _____

# Protest aid cut

## Union in rally at Stony Brook

STONY BROOK — Proposed cuts in federal aid to higher education were assailed at a protest rally at SUNY Stony Brook by Stony Brook Local 614 President Charles Sclafani. More than 4,000 students and educators participated in the protest in front of the SUNY library building where CSEA maintains on-campus offices.

"We are being told that every government and generation of voters since the days of Herbert Hoover has been wrong because they had a commitment to higher education and social programs," Sclafani told the audience.

"We are being told, by a president elected by less than 25 percent of the eligible voters in this country, that he has a mandate to carry out a revolution from the right to change the laws and society that our grandparents and parents carefully constructed," Sclafani said.

Sclafani went on to say that the proposed cuts in the Reagan budget would result in a \$154 million loss to higher education in New York



**LOCAL 614 PRESIDENT** Charles Sclafani stands before more than 4,000 students and educators at SUNY Stony Brook who participated in a mass protest against federal cuts to higher education recently.

state, and would end education subsidies to the bright and talented from the less wealthy classes of America.

Sclafani told his audience that the CSEA was

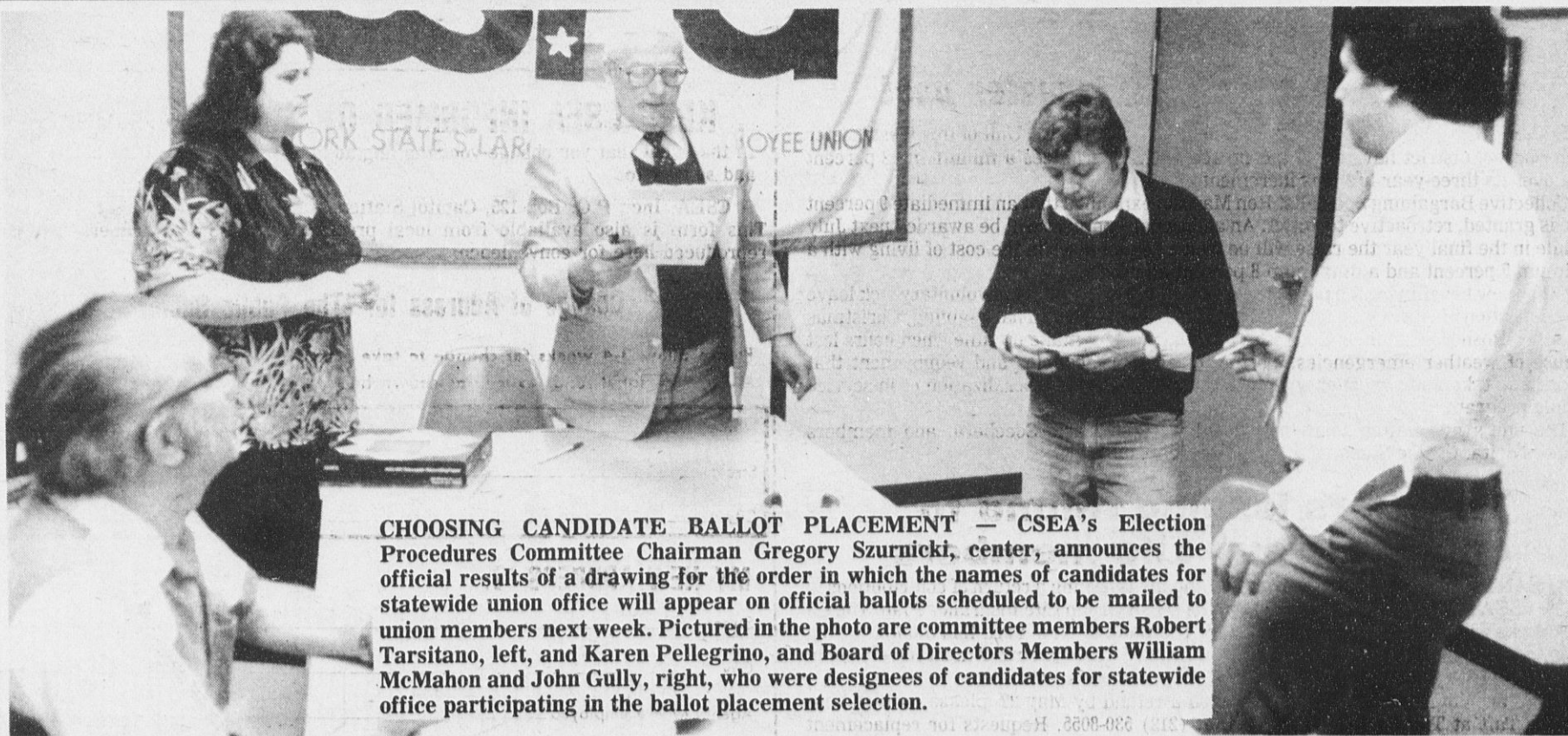
putting pressure on candidates and elected officials to stop the Reagan budget from being passed by Congress.

"Let's tell our local politicians that if this budget goes through, they're through. Let's send a message to Washington through our legislators that American history won't be rewritten by press releases and budgets."



*'Let's tell our local politicians that if this budget goes through, they're through.'*

**PART OF CROWD** of more than 4,000 protestors at Stony Brook rally who heard CSEA Local 614 President Charles Sclafani blast planned cuts for higher education.



**CHOOSING CANDIDATE BALLOT PLACEMENT** — CSEA's Election Procedures Committee Chairman Gregory Szurnicki, center, announces the official results of a drawing for the order in which the names of candidates for statewide union office will appear on official ballots scheduled to be mailed to union members next week. Pictured in the photo are committee members Robert Tarsitano, left, and Karen Pellegrino, and Board of Directors Members William McMahon and John Gully, right, who were designees of candidates for statewide office participating in the ballot placement selection.

# Union opens doors to its innovative Labor Institute

ALBANY — CSEA's Education and Training Department has launched its Labor Institute, with its first program on April 24.

The institute is a series of three levels of seminars. Each level consists of seminars and electives designed to develop union activists.

"The pilot seminar in Batavia, on the American labor movement, gave Region VI the first glimpse of an intensively researched project, and it helps the department by providing feedback on the course content and the structure," said Thomas Quimby, director of CSEA's Education and Training Department.



THOMAS QUIMBY

**'It will be especially helpful to regions that have not had extensive education programs and who are now tackling the need for education.'**

The multi-level cohesive training program, the first of its kind in this state and one of the few in the nation, Quimby said, is designed to meet the needs of several groups in CSEA.

The first level, Principles of Unionism, is the most basic and is required for any of the courses in other levels. It is aimed at the concerns of members who are starting to serve as officers or stewards, but will also benefit more experienced representatives.

It explores the roles of stewards, of union leaders and covers the administration of the contract. It also discusses the role of organizing in strengthening a unit or a local. Another topic in that level is the American labor movement, which covers the history of organized labor, the structure of the AFL-CIO and contemporary labor unions. It reviews the obstacles to the development of unions and probes into challenges unions are now facing, such as the open shop movement, comparable worth, reform of public sector labor laws and the anti-labor environment of the current federal administration.

The Batavia seminar was taught by Quimby and the department's three education and training specialists, Peg Wilson, Sally Bouton and Sean Turley.

The second level of the Institute, Applied Principles of Unionism, is for officers and stewards who have completed the first level and want more detailed information on leadership principles.

The third level, Advanced Union Studies, is for union representatives who have completed the first two levels and want to be especially active in the union.

At each level, the issues raised are more complex. Each topic within each of the levels requires three to seven hours of instruction, after which members will be awarded a certificate of completion. Those who complete all required seminars and electives within a given level will be awarded a certificate of achievement.

Since the program is designed to develop dynamic union leadership, CSEA stewards and officers will be given priority in attending the seminars.

Other goals of the Labor Institute are to:

- Build a strong, responsive, growth-oriented union.
- Increase the potential for upward mobility within CSEA for officers and stewards.
- Build a sense of identity in CSEA with the American labor movement.

Quimby stressed that the seminars will be held at the invitation of interested regions. "The seminars will supplement and enhance ongoing educational programs in the regions," he said. "It will be especially helpful to regions that have not had extensive education programs and who are now tackling the need for education."

The Institute will enable this department to deliver a cohesive series of programs to the regions and operate more efficiently.

At the start, seminars in the Institute will be offered on a first-come, first-served basis. The Education Department will then work out a regular schedule with regions that request Institute seminars.

## Clinton Co. oks pact by wide margin

PLATTSBURGH — By a margin of 34 to 1, the Clinton County CSEA Local has approved a new two-year contract with the county administration. The overwhelmingly supported agreement is based on the recommendations of a fact-finder and will increase base salaries by 15.6 percent during the contract period.

In the first year of the agreement, salaries and increments will reflect an 8.8 percent increase while in the second year both salaries and increments will increase 6.8.

The longevity increment has been increased to \$200 and mileage reimbursement was upped to 22 cents per mile.

County employees in the Health Department have retained the use of county vehicles, an item which the county administration wanted to take away. And deputy sheriffs gained a uniform maintenance provision increase, going to \$135 this year and \$150 next year.

Child care workers in the County's Social Services Child Abuse Service Department gained an increase in weekend and holiday coverage rates.

"We started negotiations in August and declared impasse in October," Local President Jeanne Kelso explained. "We went to fact-finding prepared to make our case and we did."

The results of the fact-finder's report served as a basis for the settlement which drew nearly 70 percent of the Local membership into the ratification process.

"This is probably the best contract that has ever been negotiated in Clinton County," Kelso declared, pointing out that the union and management are now enjoying a better working relationship than ever before, stating:

"We at present have no information on any type of future economic problem that could adversely affect the county. And the county knows to keep the union informed of any possible economic problem so that we can work together to resolve these issues before they impact on the workforce or the taxpayers."

Judy Forget, Catherine O'Connell, James Wilson, Terry Bordeau, Patricia Carpenter and Steve Fuller served on the Clinton County CSEA bargaining team along with Kelso. CSEA Collective Bargaining Specialist Harm Swits aided the team in its negotiations.

## Unit in negotiations

LONG BEACH — A newly-elected slate of officers of the Long Beach CSEA unit has begun negotiations for a new contract with the City of Long Beach, according to third-term President Gene Cammarato. The current contract expires in June.

Other new officers are First Vice President Kathleen DiBari, Second Vice President Gloria Barad, Third Vice President Ron Friedl, Treasurer Shirley Nadel, and Secretary Shirley Fichtelberg.

# CSEA blasts judge for censure of state workers at Willowbrook

ALBANY — CSEA has blasted a federal court's criticism of state workers at a major state developmental center as "...a perfect example of a two-faced federal administration that cuts federal funding and then complains about the consequences."

CSEA President William L. McGowan and the union's Metropolitan Region President George Caloumeno took U.S. District Court Judge John Bartels to task for what they called "slanderous and unsubstantiated" allegations about the efforts of state workers at the Staten Island Developmental Center in Willowbrook, N.Y., to take care of their mentally retarded clients.

The judge issued a sweeping condemnation of state efforts to comply with the 1975 Willowbrook Consent Decree in which the federal courts ordered the state to clean up poor conditions at the state hospital for the retarded.

While focusing much of his criticism about the lack of implementation on the state's Office of Mental Retardation and Developmental Disabilities (OMRDD) and a lack of funding, Bartel also complained of a "lack of staff dedication and staff negligence" as contributing to the institution's problems.

"It's easy for a highly paid, 80-year-old federal judge to sit in his comfortable chambers and complain about the attitudes of therapy aides working in impossible conditions for substandard wages, but the fact of the matter is that much of the problem with employee morale

and patient treatment stems from inadequate funding caused in large part recently by massive federal budget cuts," an irate CSEA President McGowan said.

"Our members are working with the people this society can't cope with in a facility that is underfunded and where staff distribution is frequently inadequate," McGowan said. "There is never enough money, seldom enough staff, this judge's boss is axing the hell out of federal support for services to the retarded and yet he has the gall to lay problems at the feet of undertrained, overworked and dedicated therapy aides with an average salary of about \$10,000 a year," he said.

"I know from first hand observation that the CSEA members at SIDC are doing their best under difficult conditions," commented Regional President Caloumeno, "and it is ironic that at the same time we are being criticized by this decision, it is our union that is standing alone to fight more threatened job cuts at this facility.

"Employee morale at SIDC has been on the ebb ever since the federal courts virtually ordered this institution shut down and when morale deteriorates, so does the care," Caloumeno continued. "Instead of making gratuitous decisions, that judge should order that the federal government help the state fund improvements needed to make SIDC the model of efficient care for the retarded that all its employees want it to become.

"The tragic irony of this slanderous and unsubstantiated allegation about our members is that it is a perfect example of a two-faced federal administration that cuts federal funding and then complains about the consequences — consequences that this union warned were inevitable," McGowan said.

"Reagan has already cut millions of dollars of aid for the retarded, he proposes cutting another \$158 million in Medicaid funds for the retarded in the coming fiscal year, he has disbanded the President's Committee on Mental Retardation, of which I was a member, because he didn't like any criticism of his policies, and yet here is a federal judge blaming the state and its workers for the deterioration of services to the retarded," McGowan said.

CSEA is urging the state's Office of Mental Retardation and Developmental Disabilities to appeal Judge Bartel's imposition of a federal "umpire" to administer the hospital and his direction that the patient population in the hospital be drastically cut by moving patients into the community prior to 1984.

The union noted that with substantial community resistance to neighborhood residential centers for the retarded, Bartel's decision could result in the "dumping" of the retarded into the streets without adequate support services.

## Gospel goes to Goshen Center for Boys

GOSHEN — The contrast was stark. The bare walls shook with rich sounds. The U.S. Military Academy Cadet Gospel Choir was performing at the Goshen Center for Boys.

The performance marked the first time the group, formed in 1975, had ever performed in a secure facility. Major George Ingersoll explained it was important to go there "as opposed to going to church where you have a stacked deck." He also talked of the impact of spirituality and "the influence God has on our lives," said Local 554 Vice President Sol Williams.

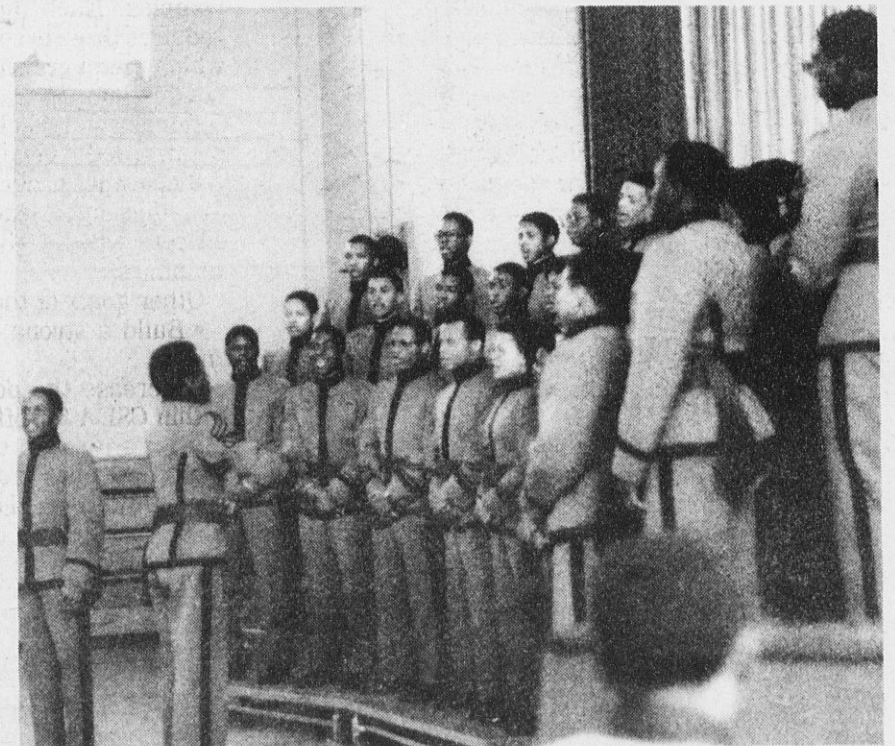
It was the Ingersoll connection which brought the gospel group to the Division for Youth facility. Sol Williams had previously booked them through Ingersoll to perform at his church, but this year was different.

"Major Ingersoll was really enthusiastic about accepting the invitation, and he understood how meaningful it would be for the residents to see the cadets, boys and girls their own ages, as role model," Williams noted. He also expects to "catch hell" because the choir accepts only 10 of the approximate 60 invitations it receives each academic year, so the DFY performance shut out his own place of worship.

Cadet Gary Williams, who directs the choir, opened with a prayer and

then urged everyone to "get into it." They did. The music, a mixture of gospel, spiritual, and choral, filled the room. Audience and choir became one.

Sol Williams was pleased. It was worth three months effort to organize. He took special satisfaction in giving residents something to hope for, "to instill in them the desire to clean up their act." Meanwhile, Local President John Lowery saw it as another example of how front-line staff functions "above and beyond the call of duty."



GETTING INTO GOSPEL — CSEA Local 554 President John Lowery, pictured at left in photo at left, and Vice President Sol Williams proudly watch as the U.S. Military Academy Cadet Gospel Choir performs at the Goshen Center for Boys. It was the first time the choir performed in a secure facility.



**NEW ROCHELLE CROSSING GUARDS**, represented by CSEA, conducted a demonstration prior to the April 20 meeting of the New Rochelle City Council to show their displeasure over a negotiated contract being tabled at a prior council meeting. The members were joined by members of the Westchester County Local 860. At the April 20 meeting the Council approved the negotiated contract, which provides 7 percent raises each of two years. In the above photo, crossing guards are joined by Local 860 President Pat Mascioli, Local 860 Treasurer Eleanor McDonald and City of New Rochelle Unit President Tony Blasie. In the photo below, Section President Margaret Eustis, left, and negotiating committee member Madeline Lewis chat on the demonstration line prior to the Council meeting.



Mayor James F. Mattei



Trustee Arlene Musselwhite

## Local 830 members win fourth term to village posts

MANORHAVEN — With the full endorsement and support of CSEA, a member of Nassau County Local 830 has been elected to his fourth straight term as mayor of the Village of Manorhaven, and another Local 830 member was elected to her fourth term as village trustee.

James F. Mattei, a full-time employee of the Nassau County Probation Department, and an elected delegate and active member of Local 830, received an endorsement, contributions and volunteer services from CSEA in winning his fourth term as mayor. Union support also helped Arlene Musselwhite, a Garden City employee and member of Local 830, win a fourth term as trustee.

Mattei noted that CSEA sent a mailing to all CSEA members residing within the village as part of its support program. He said he believes the union endorsement reflects appreciation for what he called his fair treatment of village employees since becoming mayor. He said that wages and benefits of employees went from the lowest on Long Island to among the highest during his terms in office.

## Jackson elected by landslide

OYSTER BAY — Roosevelt Jackson recently won election as president of the Town of Oyster Bay CSEA Unit of Local 830 in perhaps the largest union election turnout in Oyster Bay history.

Jackson received 80 percent of the 829 votes in the election, giving him his first full term as president after moving up from first vice president last October when then-president Pat D'Alessio retired. Jackson had been a member of the union negotiating team since 1975 and a shop steward for the past six years.

Other officers elected were First Vice President James Brandt, Second Vice President William Crowley, Third Vice President Abe Schneider, Recording Secretary Geraldine Oliveri, Corresponding Secretary Andrea Filero, Treasurer Douglas Norman, and Delegate-at-Large Joseph Fermichelle.



**VILLAGE OF HEMPSTEAD UNIT OFFICERS** are sworn in by Nassau County Local 830 President Jerome P. Donohue, right. From left are

Treasurer Bob Noonan, Secretary Clare Kempf, Second Vice President Bob Clark, First Vice President John Shepherd and President Fred Hetzel.



# Statements by candidates for CSEA Executive Vice President



**Thomas H. McDonough**

It is with a deep sense of pride and purpose that I seek re-election to the Office of Executive Vice President for another term. I am proud to have served as the elected Executive Vice President of CSEA for the past seven years, and it is because I understand and appreciate your concern about your Union; how it is run and who runs it; that I seek this important office again.

I am seeking re-election because I believe I am the best qualified person to fill this very important position within our Union. As a rank-and-file member of CSEA myself, I have never lost sight of the fact that our reason for being is to protect, preserve and promote the interests of our membership. I understand and appreciate the working and living conditions of members because I stay in close touch, meeting personally with thousands of members annually in my travels throughout the State. My door and my mind have always been open to any member of this Union, and always will be.

My record of achievements on behalf of the members of our Union speaks for itself. We have come through some tumultuous times together but very difficult times still lie ahead; times that require experienced and competent leadership. I want to continue to represent the interests of our members with the decisive, aggressive determination that is my hallmark. I seek re-election because I believe my vast experience in labor-management and political issues are of critical importance to the future well-being of the membership.

There is no substitute for experience in the labor-management arena. I am, by far, the most experienced candidate for this office. My record of service on your behalf speaks for itself; seven years as Executive Vice President; former Acting CSEA Statewide President; 15 years as Motor Vehicles Local President; six years as a Conference and Statewide First Vice President; 12 years as Chairman of the Administrative Unit Negotiating Team of State employees; 14 years a member of the State employees Coalition Negotiating Team; 14 years a member of the CSEA Board of Directors; former Chairman of the State Executive Committee; first Chairman of the Political Action Committee; member of several Statewide Union committees; member of the Governor Wilson Affirmative Action Committee. I earned my vast experience in the trenches, as an outspoken advocate of what is right and best for public employees, and I intend to continue to fight for you in the aggressive style that is my hallmark.

A large voter turnout in this year's Union elections would be a demonstration of the strength of this Union. It would indicate to one and all that the members do care who runs their Union and what direction the Union takes in the coming months. I ask your support in helping turn out a large vote on my behalf as a candidate for re-election to the Office of CSEA Executive Vice President.



**Joe McDermott**

My qualifications are many and varied and speak for themselves, however, let me reiterate a few —

Twenty-five years a CSEA member, I joined the Union the day I became a public employee — three terms Local 687 President and nine years a Region IV President — Elected trustee of the CSEA Employee Benefit Fund and trustee of the CSEA Political Action Fund.

I am also very proud that my peer group saw fit to elect me to one of the highest offices in our Union — I, along with the CSEA President, serve as one of the two International Vice-Presidents to AFSCME from CSEA.

I seek the Office of Executive Vice-President of CSEA to serve as an active "second in command." This office should be utilized as intended; CSEA must be governed by the elected officials. While one can easily criticize the Union for not always meeting needed goals, it is important to remember that many of the day to day routines of the Union must have oversight — oversight that no one can expect the "Number One" to always be available to perform. That is what a second in command is for.

At present, many normal routines are falling between the cracks due to a lack of direction, especially from top staff. With constant oversight by your elected statewide officers, this past practice of lack of direction can and will cease.

Beginning in July, you, the membership, for the first time, will have all four statewide officers working full time on your behalf.

The importance of electing an active, energetic "second in command" to work along with this team becomes all the more important under this set of circumstances. I believe you should elect someone with the knowledge and ability and energy to do the day to day routines that the President is too busy to get deeply involved with.

I know the policies, programs, politics and peccadillos of our Union, and, I have grown along with CSEA in being able to serve our members.

I ask you to think hard about many of the good programs and policies CSEA has established and to remember that Joe McDermott was in the thick of enacting many of them.

I ask you to help elect me to the Office of Executive Vice-President so that I can put my energy and knowledge to better use for our entire membership.

# Statements by candidates seeking the office of CSEA Statewide Treasurer

## Barbara M. Fauser

As a petitioner, I want to thank everyone who helped me gain a place on the ballot for the position of Treasurer of our multi-million dollar organization. The grassroots knowledge and experience gained as a Local President for 5½ years, and especially after 7 years as Region VI Treasurer, will enable me to assist not only Treasurers but Presidents as well.

My background includes 33 years in purchasing and accounting at Roswell Park Memorial Institute, a State cancer research hospital. As Supervisor of a \$30 million equipment inventory control system, I am involved daily in administrative policy making. In my Region, I have helped many Treasurers and Presidents meet and resolve their frustrating but challenging financial responsibilities.

At Local and Regional levels, I have chaired and served on many committees including contract negotiations for my Local, Grievance, Budget, Audit, and Political Action.

On the Statewide level, I am a Member of the Special Audit Committee, the Methods and Procedures Committee, and served on the Sites Committee.

In 1980, I was elected Delegate to the AFSCME Convention and will serve again at the Convention to be held in June.

My accomplishments include being a forerunner in setting up Treasurers Seminars as early as 1975; initiated the only two meetings held of all Region Treasurers at which accounting forms were designed specifically for the Regions; helped clarify bonding of all Officers; pointed out the widespread lack of knowledge of Federal reporting requirements; proposed the Motion that all local/unit Presidents and Regional Officers receive Statewide Board of Directors Minutes; had input into the new financial code; urged training of Treasurer's at the outset of their taking office.

Since this office will be full time, I will be able to continue my program of education and



training. Among my plans, I will urge more comprehensive training for Treasurers; to increase their understanding; bring the training to the area — hold sessions within a county rather than on a Region wide basis; recommend the Statewide Audit Committee meet more frequently to perform their important function; provide training for local/unit Audit Committees; and urge Regional Treasurers to meet and discuss problems.

As a dedicated, working Regional Treasurer, I can bring valuable experience to this position. I have been a Member in good standing for over 30 years, 16 of which I have been actively involved, working hard for CSEA and what it stands for — a democratic union.

I know that I can make CSEA a better organization for you by serving as Statewide Treasurer. I stand on my record. I urge you to vote and I hope you will consider me as the best Candidate for the job. My endeavors have always been to improve CSEA.

## Jack Gallagher

I am honored to have again been nominated to be Treasurer of CSEA.

I appreciate this opportunity to tell you why I should be re-elected Treasurer of CSEA.

I became an active member of CSEA in 1955. Shortly thereafter, I was elected Delegate and was President of the Syracuse Thruway Local. For six years, I served as Grievance Chairman and was appointed to the Negotiating Team. Thirteen years ago, I was elected to the office of Statewide Treasurer. At that time, CSEA was considered a paper tiger and more of a social club than a union. We have come a long way and CSEA is now recognized as a force to reckon with when politicians are shaping state policies.

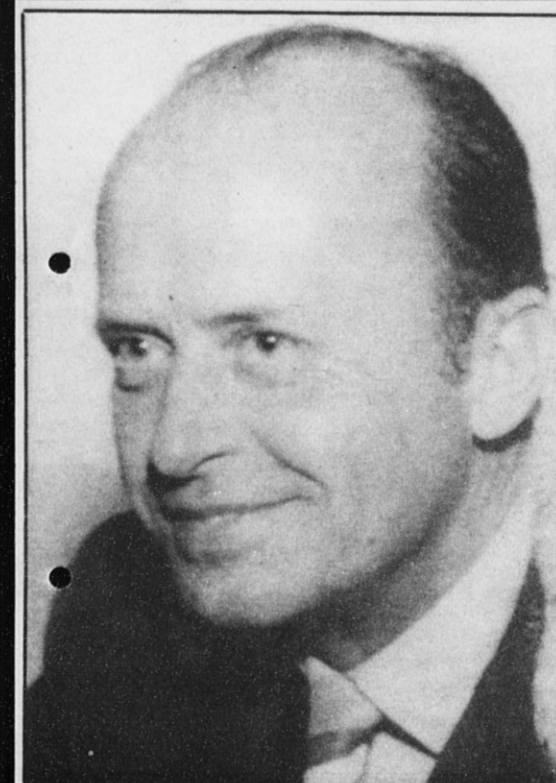
As Treasurer, I am proud of the many improvements in my office. From a modest budget of \$7 million when I took office, to our present budget of \$30 million, I have kept the membership informed on a regular basis of our financial status through reports to our Board and Local Presidents. I have also instituted many internal controls, not the least of which is our financial standards code. This code enhances the protection of the membership dues and assures that local funds will be used wisely and prudently for the welfare of the members.

As soon as the Board passed the financial standards code, I immediately started to implement the training of treasurers throughout the state. Since that time, my staff and I have conducted 17 training seminars throughout the regions.

My record speaks for itself. I have an impeccable attendance record and seldom have missed a meeting.

I also serve as a Consultant to the very important Audit and Budget committees. It would be a rare occasion for me to be absent from these meetings.

When the Treasurer's job becomes a full-time position on July 1, I intend to spend



considerable time guiding my offices' activities in Albany and visit each region on a regular basis to instruct and to assist local and unit treasurers in the performance of their duties. I will use the increased time to work twice as hard on your behalf. Impropriety would be a word of the past with me on the job full time.

The Treasurer's job is a tough one. My decisions are not always popular, but they must be made in the interest of the members. I am proud to have served you as Treasurer for 13 years and with your vote, I will continue to do so for three more, and do the best possible job to keep CSEA in a good financial position.

Please vote and encourage every member you know to do so.

Your vote of confidence for me will be valued.

## John Francisco

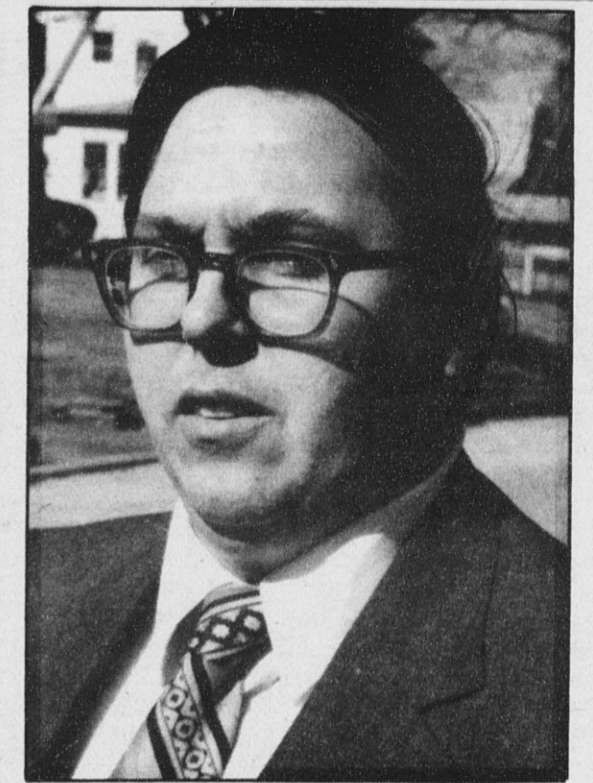
I seek the Office of Statewide Treasurer so that I can serve and represent our members. A full time Treasurer will be the chief fiscal officer of CSEA and must be able to perform the duties of the position.

The Treasurer is responsible for the finances of CSEA. The Treasurer should see that monies are spent so that the members receive a dollar's worth of services for each dollar of dues paid. The Treasurer should be an active Statewide Officer, able to answer financial questions from the Board, the delegates and the members. The Treasurer should insure that the cost accounting system provides the information needed to make decisions based on facts. If elected, I will do these things to the best of my ability.

The Treasurer is responsible for enforcing the financial policies established by the Board of Directors for regions, locals and units. However, policies should be put into effect so as to cause as little disruption in service to the members as possible. Policy must be enforced, but in a way which fosters a spirit of cooperation between the Treasurer's Office and the regions, locals and units.

I hold two degrees in business administration, including a Master of Business Administration. In my job as a Senior Administrative Analyst with the New York State Thruway Authority, I develop ways to implement new programs and systems and have participated in the Budget review performed by the Planning Office for a number of years.

- A brief listing of my CSEA experience is:
- President of Local 058 since 1977.
  - Chair of four successful Thruway Negotiating Committees.
  - Delegate of Local 058 since 1975.
  - Region IV Political Action Chair since 1980.
  - Representative to the State Executive Committee — Authorities since 1979.
  - Vice Chair of Directors' Personnel Committee since 1980.



- Member of Statewide Political Action Committee since 1980.
- Member of Statewide Constitution and Bylaws Committee since 1979.

• AFSCME delegate for 1980 and 1982. My job experience and education give me the skills needed to do the job and my knowledge of CSEA gained through experience in CSEA gives me the ability to do the job. The Treasurer who is responsible for the finances of our Union, must not only have a knowledge of accounting and finance, but also the ability to lead and direct. The Treasurer should not delegate this financial responsibility to staff.

In summation, I pledge if elected, to run the Treasurer's Office and to speak during debate on what the fiscal impact of a motion may be so that the Board members will know before they vote. Also, I shall work as hard as I can see that money is spent wisely so that dues increases can be kept to a minimum.

**Remember:  
Deadline for  
ballot return  
is June 15**

## Statement by candidate for CSEA Secretary



## Irene Carr

Since my first term in this position which began in October 1976, I have had an opportunity to be a part of the dynamic growth and change which has occurred in this period of time within CSEA Inc. I have taken the opportunity to increase the stature of the position of Statewide Secretary to one that is viewed with respect by the membership, and one that has become a vital part of the organization. Through my diligence this position, as of the new term of office July 1, will become a full time office. This means that if reelected, I can devote full time to the membership of this union and most important, I will be accessible to the membership.

I have always believed that the Statewide Secretary should be an officer who is involved with the business of the union. I do not believe a Statewide elected officer of a union representing over 200 thousand individuals, with an estimated revenue in 1981 of approximately 28 million dollars,

should simply take notes and turn the tape recorder off and on. If reelected, as a full time officer, I will also be able to assume additional duties which rightfully fall within the scope of this office.

The experience I have gained which I feel is of great assistance to a Statewide officer, was gained as a delegate, Local President, and Regional Officer. I have also served on many committees which I will not list but I would like to point with pride to at least two of them.

The Committee to Study Delegate Registration Procedure was chaired by me. The committee proposed some excellent changes which were implemented at the October 1981 convention. The response from the delegates attending was excellent in their comments about the new procedure.

I chaired the first Statewide Women's Committee for one year, and I have great interest and empathy for this segment of our membership, which is over 52% of this

union. Some time ago I went on record to the President of CSEA Inc. that serious consideration be given to the appointment of a Women's Coordinator on the staff of CSEA Inc.; I shall continue to stress the need for such a position.

Let us not forget our march together on Solidarity Day! We are challenged from all sides as we see the interests of the working people of the world deteriorating. I have strived to never lose touch with the membership because it is my feeling that we are all bound together by a common interest and that is to represent faithfully the membership of CSEA Inc.

I promise to continue reporting to the membership factual, informative accounts of the monthly meetings of the Board of Directors, and the Delegate meetings. I initiated the first annual report of the Statewide Secretary in the history of our union.

I hope you will vote for me and give me the opportunity to continue as an active, involved officer.

## William L. McGowan

(Continued from Page 1)

devote all of our time and energy to providing services to our membership. Our State employees have just overwhelmingly ratified a three year agreement which is the best negotiated in either the private sector or the public sector this year. Not only haven't 17,000 mental hygiene workers been laid off, but 2,000 more employees are on the payroll now than were there when I assumed office.

We are at last a union that gives real service directly to its members through our Employee Benefit Fund which provides dental benefits, prescription drug benefits and optometric benefits to all of our State employees and an ever growing number of local government employees. All of our members, State workers, local government and school districts alike, will lead safer lives as a result of the passage of a Public Employee OSHA bill for which CSEA can take full credit. The repeal of the probationary penalty under the Taylor Law and the winning of substantial retirement supplementation are other major legislative victories.

I am proud of these and the other achievements we have realized together during my two terms as your President, but there remains much to be done. The problems of the 80's will be job security and money and our challenge is to solve those problems.

Public employees deserve higher wages

and more job security. Public employees provide education for our children, health care for our sick and disabled; care for the mentally ill and the mentally retarded; make our roads safe, and perform countless other jobs that make everyone's life easier and better.

We have begun a campaign to inform the public of our members' efforts and skills and I intend to continue the fight to see that public employment is recognized, as it should be, for the valuable and vital contribution it makes to our society.

Our local government members in particular deserve our special attention in the 80's. The Reagan Budget cuts and the recent unconscionable vetoes of local government and school aid monies by Governor Carey will place tremendous pressure on local employers to cut jobs and deny fair wages. I don't intend to allow this to happen.

My first priorities in a new term will be to focus on local government contracts so that all of our members will receive the protections and benefits recently won for State employees.

We must also increase our roll in Washington both within the International and on our own to lead the fight for fairness in the budget process. This, too will be a priority in my next term.

Together we have traveled a great distance and with your help and your vote we will be able to go the rest of the way.

## Robert L. Lattimer

(Continued from Page 1)

during the next three years. The quality of leadership at the top of the union is the key factor in the upcoming CSEA election for statewide officers.

In order for us to be effective, a host of issues must be examined and addressed. This "laundry list" is by no means exhaustive of the possibilities which confront us. First, we must take a hard look at the way we do business in-house. We pay good money for professional staff, but in many cases we do not allow them to do their job. Regular meetings of the department heads of CSEA should be encouraged to solicit ideas from all parties and to foster coordination and cooperation between each segment of headquarters. In some instances, one group does not even know what the other one is doing or why. Top staff should also be in the field more, visiting and talking with members and local officers. A realignment of staff duties may be in order. For example, one individual is presently responsible for the departments of mental health, SUNY, and Labor in addition to handling contract administration tasks...this is a heavy workload and simply too much to be effective. When a person leaves or is off for an extended period of time, the process to fill in or replace that individual is much too cumbersome. This results in poor service to the members affected.

We seem to lurch from one crisis to another without putting our house in order. If we had a system of operating procedures in place to anticipate problems, we could kick these into operation as needed. This would enable us to move away from being a "one issue at a time" union. The President must delegate the various problems to appropriate personnel and then insist that these are handled.

Why not look at our office procedures and try to modernize them? We should consider the feasibility of purchasing our own equipment and offices to see if these would be cost-effective measures.

Let's sit down with AFSCME's leaders and staff, for example, and determine what our role is in the International. Let's see what advantages each group offers and use them in the best interests of our membership. We've just finalized an election for delegates to attend the AFSCME Convention in June. We still do not know what our purpose is in attending or what stance we'll take as an organization on the issues presented. The President, especially as an International Vice-President of AFSCME, should have long ago provided an orientation for our members concerning the operation of the International.

Organizing should be a major effort of the union. We need to designate one individual to be responsible for CSEA's program. Our members should be made aware of the various educational opportunities within the union and their community to help them advance. We must look more closely at the jobs our members perform as technology continues to explode. Our members may need retraining to fill new positions or to provide them with new skills. The union should be in the forefront on such an issue.

On the state employees' side, an awful lot of money was recently negotiated in the

(Continued on Page 13)

## Jim Moore

(Continued from Page 1)

work for members at the local level. Communication will be open, responsive, and unobstructed. I will not be a figurehead, locked behind a desk in Headquarters, shielded from the concerns of members by expensive lawyers and assistants with big titles.

I intend to meet regularly with local Presidents and members throughout the State, and see to it that CSEA's staff, services, and resources get out to the locals, units, and worksites. Members are entitled to see union representatives on a regular basis. Beefing up direct service staff will be my first priority. This includes fully staffing the CSEA Safety Department, which still exists only on paper, and adding Research professionals to each Regional Office.

With respect to political action, CSEA must never again be caught unprepared as we were for Reaganomics and Carey's budget cuts. CSEA's political program must involve more than merely jumping into some politician's hip pocket. Our strength must be built on membership participation, involvement with issues, and

comprehensive staff preparation, not backroom deals that always seem to favor somebody else.

Within CSEA, I will eliminate the favoritism and inequality with which the union's resources are now allocated. I fully support, and will work to establish, a more equitable system for membership representation. All members throughout the state must have equal access to the decision-making process, and to services, resources, and staff.

Public employees in this state face a difficult and uncertain future. Threats of lay-offs, benefit givebacks, management harassment and contracting out are more real now than ever before. It will take more than "grandstanding" to get us through the difficult times ahead. It will take the collective efforts of the members, officers and staff working as a team and led by a President who listens, accepts suggestions, and is more interested in what the members say than the politicians and political fixers.

I will be that kind of President.

Together, let's make CSEA a union we can count on for a change.

# State workers are asking: Where do we stand on the question of longevity?

ALBANY — The new contracts for CSEA's three state bargaining units, which will raise employees' wages by 32 percent over the next three years, have also raised some detailed questions among CSEA members.

The questions are concerned with longevity payments under the new contracts and the new salary adjustments. Answers to these questions, prepared by CSEA's Research Department, are given below.

**Performance ratings:** During the first year of the contract, the date the employee is rated determines the size of the employee's increment increase. If your evaluation was made on or before March 31, your increase is based on the performance advancement rate of your salary grade under the old contract. This holds true even if you receive the payment after April 1.

If you're rated after April 1, 1982, the size of your increment will be based on the salary schedule under the new contract that became effective on April 1.

The important date to remember in this case is your anniversary date, or the date the rating was made.

**Longevity in temporary promotions:** If an

employee takes a temporary or provisional promotion and then returns to the lower level job, the time spent in the higher level job is counted in determining whether the employee is eligible for a longevity payment.

The same principle applies to employees who are promoted but go back to their lower level jobs before the end of their probation in the higher level job. As far as eligibility for longevity payments is concerned, they have no break in their service.

**Longevity in cases of job revisions:** If an employee has five or more years of service by March 31, 1983 in the job rate, or the maximum salary of his or her grade, and the job — not the person — is upgraded to a higher salary level, the employee will still be considered at the maximum salary in terms of determining if he or she is eligible for longevity payments.

**Longevity and promotions:** If you have five or more years of service at the maximum salary of your position by the March 31, 1983 deadline and you get promoted after that time, you will still be eligible for longevity payments. This is true, even if you are promoted outside of CSEA bargaining units.

## AFL-CIO official says Social Security can be saved without major benefit cuts

WASHINGTON — The real but correctable funding problems of social security were deliberately overstated in the annual trustees' report to prop up the Reagan Administration's claim that benefits must be cut to keep the system fiscally sound, AFL-CIO Social Security

Director Bert Seidman has charged in a network radio interview.

Noting that the trustees are all members of the Reagan Cabinet, Seidman said the way they presented their recent report "indicates that social security is essentially in very great fiscal trouble, and that the only way to deal with that problem is to cut benefits."

He branded that approach "alarmist and

misleading," pointing out that the real strain on the system is "short-range and manageable."

There is every indication that the system will be in good financial shape before the end of the decade and will remain that way well into the next century, Seidman declared. He said that neither the soon-to-be corrected current problems nor those likely to develop over the next 40 or 50 years warrant the kind of cutbacks of retirement benefits and other social security protections that the President has called for.

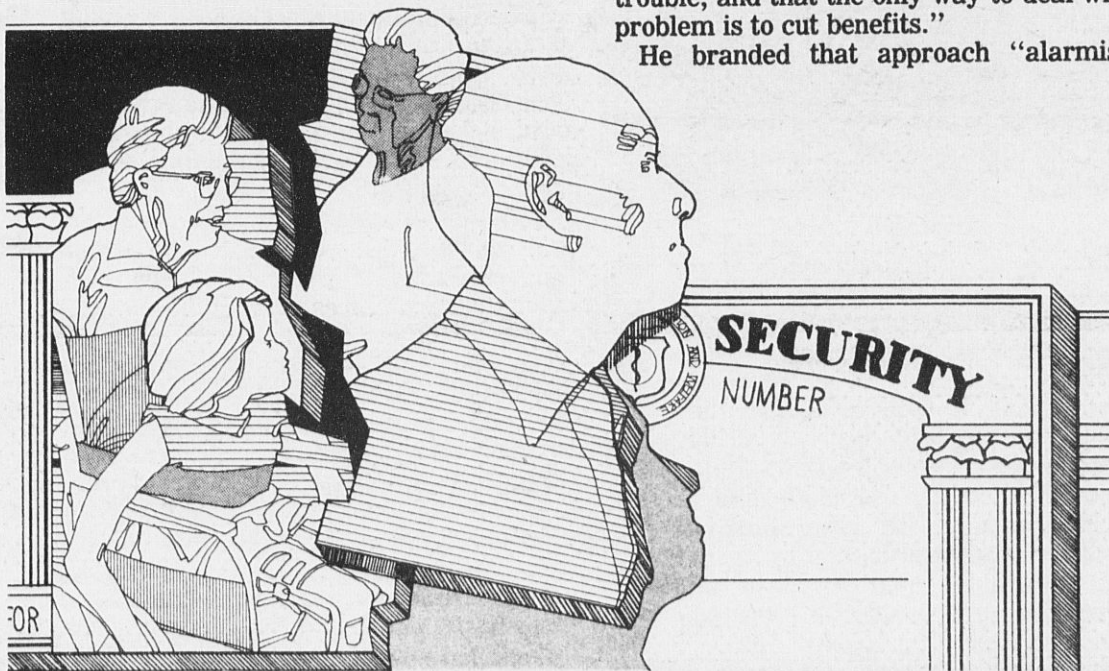
Seidman said Congress has at hand two ways to correct the very real short-range fiscal problems:

- Extend the authority to borrow among the various trust funds that is scheduled to expire on Dec. 31.

- Authorize borrowing from general revenues — the same kind of borrowing authority "that is being used right now to bolster the unemployment compensation funds."

Seidman pointed out that current projections show the Social Security Trust Fund "in surplus about 1990," and in a position to repay any loans made now.

"As a matter of fact," he added, "the AFL-CIO would prefer, not borrowing authority, but actual contributions from general revenue to the social security system" — a procedure that is used all over the world by other countries.



## Continuation of statements by candidates for president

(Continued from Page 12)

contract for the CWEP program. Unfortunately, most people do not even know what this program is or who is involved. There is no excuse for this. The President should ensure that the leadership and members are fully informed as to the function of this program. Moreover, the Director of CWEP should be meeting with members to discuss projects being considered and to encourage input. I dare say CSEA has not gotten its fair share of the monies in this program over the past two years.

As I've mentioned in letters to county government and school district local officers, much needs to be done on their behalf. Budget analyses, for example, should be automatic in preparing for contract negotiations. We should initiate a study of the classification and pay plans for

the various titles in the political subdivisions. The political action program is not what it should be at the local level. With respect to the Political Action Fund, its organization and method of operation clearly needs attention and probable overhauling.

The union needs a centralized computerized system to track the collective bargaining agreements in the political subdivisions. This would allow CSEA to focus attention on deficiencies in the various agreements. In turn, we could then better coordinate our efforts to improve the contracts for local government and school employees.

We need to reach out more to our members for their input. Polling is a relatively new technique which should be employed more. We could then train our leaders in its use and in interpreting the

results. Through an intelligent use of polling, we could find out what our members really think and need.

If you are concerned about such issues, I hope you'll take the time to discuss these items with your local officers. You will be the ones to decide who leads CSEA in the next three years.

I have said that leadership is the key factor in this election. CSEA can move forward or stay in a rut. I ask for your help to make the changes necessary to be a more effective union responsive to the members who foot the bill.

You need a President who is not afraid to provide direction, to suggest innovations, to listen to advice from all quarters, to structure some planning, and finally, to FOLLOW THROUGH. Your vote in the May election of CSEA is critical. I respectfully ask for your vote. Thank you!

# Yes, I Can!

For nearly 15 years, Special Olympics have provided an opportunity for physical fitness and competition for more than two million mentally retarded individuals.

In New York State, Special Olympians by the thousands have competed summer and winter, local and statewide with your support.

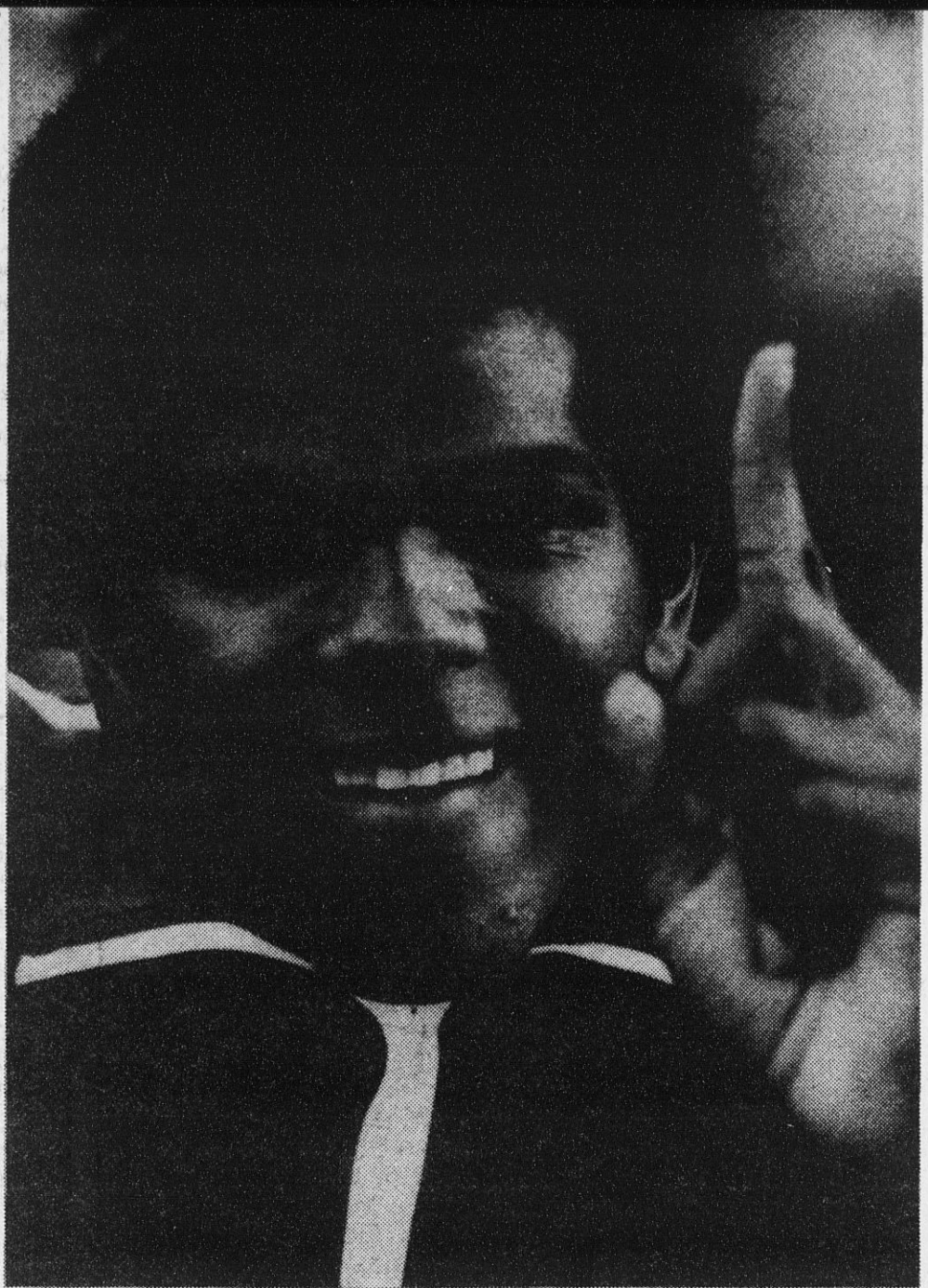
#### **CSEA MEMBERS CAN HELP.**

Our members have been generous in supporting the efforts of Special Olympics as coaches, volunteers, chaperones and by outright giving. And we need your continued support.

Recently, in Region IV, CSEA members organized a special Walk-a-thon to support Special Olympics. Their efforts raised nearly \$3600 in pledges for one day. It benefited the Special Olympics. Everyone that day had a great time and left with the feeling that they had indeed helped.

You too can help. Fill out the attached coupon for information on how your local or group can set up an event to support Special Olympics in your area.

And plan on attending the Summer Special Olympics in New York City, June 18 through the 20th. It's an experience you won't forget. And a lesson in courage for us all.



## In Special Olympics, Everyone Wins.

#### **Yes, I can help.**

Please send information on how to set up fund raising events for Special Olympics.

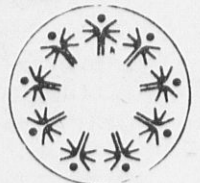
Name \_\_\_\_\_

Address \_\_\_\_\_

Send to: CSEA Supports Special Olympics  
33 Elk Street  
Albany, New York 12224



Supports Special Olympics  
33 Elk Street, Albany, New York 12224



**IT'S A LESSON IN COURAGE FOR US ALL.**

# Delegates elected to AFSCME convention

Results have been announced in the recent CSEA election to name 223 Delegates to the 25th Biennial Convention of the American Federation of State, County and Municipal Employees June 21 to June 25 in Atlantic City, New Jersey.

The results, listed below, were provided by the union's Election Procedures Committee but are not official pending expiration of the election protest period on May 10.

Delegates were elected on a regional basis, with each CSEA Region electing the number of

delegates to which it is entitled in accordance with the AFSCME and CSEA Constitutions.

CSEA, the largest local within AFSCME, will have the largest single delegation at the Biennial Convention. In general, the regional slates containing elected regional officials won as a slate. The one exception was in Metropolitan Region II where former regional president Jimmy Gripper won a delegate spot while running on another slate.

Following are the delegates as elected by region.



## AFSCME

### REGION I:

Danny Donohue  
Nicholas Abbatiello  
Arthur Loving  
Carol Craig  
Jack Geraghty  
Dorothy Goetz  
Jean Wichmann  
Jerome Donahue  
Charles Novo, Jr.  
John Madlon  
Louis Mannellino  
Charles Sclafani  
Joseph LaValle  
Frank Fasano  
Walter Weeks  
George Donovan  
Jean Anguilo  
Carl Fennell  
Ida McDaniel  
Vivian Landstrom  
Roy Dewitt  
Nicholas Avella  
Betty Holt  
Rita Wallace  
Ralph Spagnolo  
Nicholas Dellisanti

Edward Ochenkoski  
Trudy Schwind  
Mary Calfapietra  
Sam Piscitelli  
Gus Nielsen  
Gloria Moran  
Eugene Cammarato  
Stephen Goldberg  
Doris Kasner  
Fred Gropper  
Roosevelt Jackson  
Dorothy Garage  
Nick LaMorte  
Michael Curtin  
Jean Frazier  
Bill Chacona  
Catherine Green  
James Forsyth  
Kenneth Darby  
Sam Iadicicco  
John Stein  
Shirley Germain  
Kevin Mastridge  
Kevin Dobbs  
Douglas Goerke  
James Piersanti

### REGION II:

George Caloumeno  
Frances DuBose  
Brenda Nichols  
George Boncoraglio  
Ann Worthy  
Joseph C. Johnson, Jr.  
James Harrison  
Cassell Brockett  
Phyllis Ferguson  
Lenora Lee  
Dennis Tobin  
Stella Williams  
Ernest Punter  
Bob Nurse  
Clinton Thomas  
Floyd Payne  
John Jackson  
Roy Johnson  
Charlotte Rue  
Jackie Battle  
Denise Berkley  
Priscilla Bullock  
Jimmy Gripper

### REGION III:

Raymond J. O'Connor  
Pat Mascioli  
Harold Ryan  
Rose Marcinkowski  
Eleanor McDonald  
Grace Woods  
Eva Katz  
Patsy Spicci  
Barbara Swartzmiller  
Ellis Adams  
Irena Kobbe  
Jack Cassidy  
Robert Thompson  
Marie Romanelli  
Jim McNutt  
Carmine Ricci  
Bob Watkins  
Alex Hogg  
Richard Riley  
Gary Eldridge  
Wade Willis  
Jane Lewis  
John Lowery  
Martin Mesuda  
Ray Zerberini  
Janice Schaff  
Kay Cayton  
Scott Daniels  
Jerry Barbour  
Jack Whalen  
Barbara Peters  
Marlene High  
Grace Ann Aloisi  
Hugh Crapser  
Bill Kenneweg  
Glenda Davis  
Jose Pedre

### REGION IV:

Thomas McDonough  
Joe McDermott  
C. Allen Mead  
Barbara Skelly  
Shirley Brown  
Gerald Toomey  
Carmen Bagnoli  
Jeanne Kelso  
Fran Wilusz  
William Zippiere  
Kathryn Saddlemire  
Betty Lennon  
John Francisco

Jeanne Lyons  
Louis Altieri  
June Robak  
John Gully  
John McAlonan  
Jeanne Pratt  
Joseph Conway  
Susan Crawford  
Al Oliver  
Ruth Hathaway  
E. Marilynne Whittam  
Dann Wood  
Karen Murray

Marianne Herkenham  
Betty C. Collins  
Cindy Egan  
Dolores Farrell  
Earl Kilmartin  
Barbara Stack  
Dominic Ruggeri  
Gilbert Tatro  
Richard Canniff  
Charles Staats  
William Fetterling  
John Weidman

### REGION V:

Jim Moore  
Pat Crandall  
Ralph Young  
Dick Brown  
George McCarthy  
Bruce Nolan  
Helen Hanlon  
Mary E. Sullivan  
Marjorie Coggeshall  
Jack Gallagher  
Tom Murphy  
Addie Kelley  
Dolores Herrig  
Francis Mitchell  
Arlene Evenden  
Hugh McDonald  
Carol Riggall  
Ed Lavin  
Carlo Guardi

Dale Dusharm  
Mabel Wannamaker  
John Giehl  
Dale Mumbulo  
Joan Brower  
John Premo  
Bob Allen  
Dick Grieco  
Mary Lauzon  
Richard Reno  
Chuck Whitney  
Bill Krivyanik  
Claire McGrath  
Bob Vincent  
Santo DeVito  
Dorothy Penner  
Chuck Eynon  
Irene Carr

### REGION VI:

William L. McGowan  
Robert L. Lattimer  
Genevieve Clark  
Robert C. Smith  
Gerald M. Prince  
Sheila A. Brogan  
Barbara M. Fauser  
Patricia A. Pflieger  
John Wallenbeck  
Sylvia L. Ebersold  
Art Cousineau  
James Jayes  
Elaine Todd  
Leroy Freeman  
Doris Smith  
William Daniel  
Debbie Lee  
Mary Cartwright

Doris W. Williams  
Mary Ann Bentham  
Leland A. Winchell  
Robert Painter  
James Kurtz  
John P. Eiss  
George Growney  
Richard McIntyre  
Skip Dunham  
Marilyn Osswald  
Jack Schlenker  
Dominic Spacone, Jr.  
James Lindsay  
Salvatore A. Castro  
Florence Tripi  
June Ferner  
Elaine Mootry  
Sara Sievert



LISTENING ATTENTIVELY to Collective Bargaining Specialist James Cooney at the Institutional Bargaining Unit meeting are, from left, Marge Bourkney, Doug Busse and Joanne Busse, all from Local 427.

## Burstein: Reagan is anti-human rights

SYRACUSE — President Ronald Reagan is a flagrant violator of human rights, he has little regard for the consumer and he "personally points the finger at us" when he says the source of the nation's economic problems is government.

So says Karen Burstein, Executive Director of the New York State Consumer Protection Board. In a highly descriptive and animated speech, the former state senator told 525 CSEA State Delegates here last week why public employee unions should rally against Reagan's budget cutting proposals.

Burstein noted Reagan is a minority president: less than half of the voting populace voted in the last election.

"This means you, the worker and the union member, can turn this chaos around," Burstein said.

"When we have a president who is more concerned with how a pattern of china coordinates in the White House



Consumer Protection Board Executive Director Karen Burstein.

than with how the elderly will stay warm in the winter," Burstein continued, "then we have a problem. A serious problem."

In citing Reagan and his budget cutbacks, Burstein asserted the president is in direct violation of the nation's Bill of Rights. The constitutional document guarantees the consumer's right to safety, yet the U.S. Consumer Protection Board's budget was cut by thirty percent, Burstein said, leaving the consumer uninformed and at the mercy of big business.

The consumer advocate cited the example of faulty toy chests which have resulted in the deaths of twenty-one children in the last four years. "The manufacturer's have voluntarily offered to correct the defective hinges...that is after they net a profit," she mused.

"Let's face it, the present Administration loves commerce," Burstein said. "We have the constitutional right to be informed, the right to choose and the right to be heard."

Burstein said budget cutbacks in the U.S. Department of Energy abolished a handbook on energy alternatives which "wasn't in the best interests" of the pro-nuclear power Administration, she explained. "Now we have a flourishing of nuclear power; what Reagan terms a 'flourishing of genius,' and the public doesn't even know it," Burstein said.

The guest speaker concluded her address by urging members, as consumers, to voice their dissent with the Reagan administration. Burstein then posed the question: "If I am not for myself, who will I be for?"

Stories and photos  
by  
Gwenn M. Bellcourt  
Assistant Editor

REWARDED for her years of service to CSEA, below, was Local 406's Dorothy King, center. Retired union activist Betty Duffy, left, and Region II President Danny Donohue congratulate King.



SYRACUSE — A total of 516 members merged here for the CSEA State Delegates Workshop to discuss departmental and committee issues, the new state contract, CSEA staff services and political action.

The workshop, held May 1-3 at the Hotel Syracuse, kicked off Saturday with meetings scheduled for the state university, motor vehicle, correctional services, transportation and mental hygiene departments.

"An Introduction to the Concept of Comparable Worth" workshop was held by the CSEA Women's Committee later in the day. (see related story).

On Sunday, well-attended bargaining unit meetings were headed by their respective collective bargaining specialists and negotiating team members. Delegates were given the opportunity to ask questions about the newly-ratified contracts.

The Committee on Work Environment and Productivity (CWEP) hosted a workshop. CWEP staffers Tom Coyle and Guy Dugas explained the purpose of the three-year pilot project: to improve the quality of work life, to increase productivity and to further labor/management relations.

During lunch, delegates heard from Syracuse City Councilwoman Nancy Hoffman who read a proclamation from Mayor Lee Alexander declaring May 2 "CSEA Day" in the City of Syracuse.

Throughout the afternoon, workshops were held on the topics of contract grievances, utilizing CSEA services, the employee benefit fund, disciplinary grievances, minorities, the employee assistance program and communications.

The Sunday night banquet was highlighted by guest speaker Karen Burstein, the Executive Director of the New York State Consumer Protection Board. (see related story).

At the banquet, Local 406's Dorothy King was cited for her years of service to CSEA. Presenting the award was Region II President Danny Donohue.

The three-day workshop came to a close on Monday with a "Meet the Candidates" session and a political action discussion. Candidates for CSEA statewide president, executive vice-president, treasurer and secretary gave five-minute speeches.



## Delegates urged to put Cuomo on primary ballot

SYRACUSE — CSEA Political Action Director Bernie Ryan was adamant about the union's position on the gubernatorial race: If Mario Cuomo doesn't get 25% of the vote at the Democratic Nominating Convention, CSEA will deliver the 20,000 signatures needed to place him on the primary ballot.

"We have a chance to elect our Governor and we have the man to do it," Ryan said, pointing out that Lt. Gov. Cuomo is a "friend of Labor."

Ryan cited Cuomo's record as exemplary. "He was in favor of Agency Shop when it wasn't fashionable to do so," Ryan said, "He's for the working man, the little guy, like you and I."

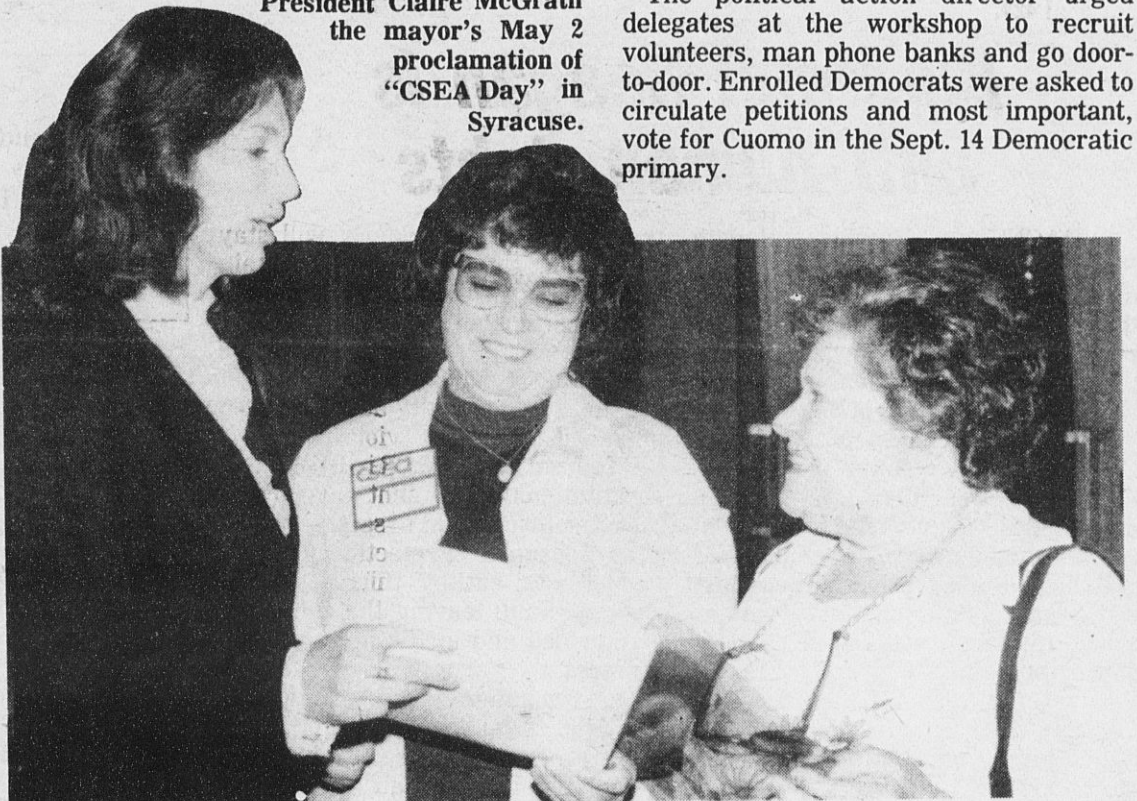
New York City Mayor Edward Koch, on the other hand, "singlehandedly" caused a 10-day transit strike in the city. Transit Workers Union members ended up giving back benefits at the negotiating table, Ryan said, in discrediting Cuomo's leading Democratic opponent.

The political action director urged delegates at the workshop to recruit volunteers, man phone banks and go door-to-door. Enrolled Democrats were asked to circulate petitions and most important, vote for Cuomo in the Sept. 14 Democratic primary.



516 STATE DELEGATES attended the 3-day workshop in Syracuse. In above photo, members listen to a collective bargaining specialist during a bargaining unit meeting.

SYRACUSE CITY COUNCILWOMAN Nancy Hoffmann, left, shows State Executive Committee Chairwoman Pat Crandall, center, and Local 013 President Claire McGrath the mayor's May 2 proclamation of "CSEA Day" in Syracuse.



LOCAL 690's LEE JOHNSON makes a point during the Employee Assistance Program workshop at the State Delegates Workshop in Syracuse.

## The issue of the '80s

# Comparable worth study to rectify pay bias

SYRACUSE — Comparable worth was described as the "issue of the 80s" to members who assembled for the Women's Committee Workshop at the State Delegates Workshop here.

The concept, which compares the compensatory value of women's and men's jobs in such areas as skill, effort, responsibility and working conditions, has been the subject of much concern and controversy in recent years.

According to Lois Haigner of the Center for Women in Government (CWG), comparable worth studies ask the basic question: "Are wage discrepancies related to the sex of the job occupant?"

Old studies on the subject were based on a job evaluation systems created over 35 years ago by management. Factors such as clerical stress and the hazards of working in a mental institution were not taken into account.

As a result, the Center is undertaking a more objective and up-to-date approach, Haigner said, adding that the goal is "to rectify discrimination in public employment through training, studying and networking."

Marsha Anderson of AFSCME's Education Department vowed to "stamp out injustice and inequality on the job."

Women from across the nation have filed lawsuits alleging wage discrimination under the Equal Pay Act of 1963, Anderson noted, adding that AFSCME and the AFL-CIO have "lended their whole-hearted support."

Pay inequity is primarily due to occupational segregation whereby women

are concentrated in low-paying, undervalued jobs, Anderson said, citing examples of clerical workers who earn about one-third the salary of craft workers. In most cases, these two jobs typically require the same amount of skill, knowledge, education and responsibility, she said.

Marie Romanelli, co-chairwoman of the CSEA Administrative Services Unit negotiating committee, reported that the \$500,000 grant by the state to study comparable worth will open the door for pink collar workers.

"We are becoming an entity to be reckoned with," Romanelli said. With the help of AFSCME, the AFL-CIO and the CWG, the "archaic system in the state's Civil Service will have to tumble," she added.

The last speaker to address the well-attended meeting was CSEA Statewide Secretary Irene Carr, who said the \$500,000 comparable worth grant will enable union women to "go back to the negotiating table with valid reasons for demanding equal pay."

"We won't allow the state to balance their budget on the backs of women, minorities and the poor," Carr said.

During the question-and-answer session, Local 646's Frances DuBose-Batiste suggested encouraging the male work force to change their attitude and seek out traditionally "women's jobs."

DuBose-Batiste pointed out that before this can be accomplished, the stereotype of "women's jobs" must be done away with, and the jobs themselves need to be upgraded and renamed.



# PERB, Cuomo, federal budget top

BUFFALO — Region VI members heard from the recently appointed chief of the Public Employment Relations Board's Western New York Office at the recent Region VI meeting here.

Those attending also heard CSEA President William L. McGowan pledge total support towards gaining the gubernatorial nomination for Lt. Gov. Mario M. Cuomo in the September Democratic primary election.

## CSEA President William L. McGowan

"We are going to work damn hard to get a win for Cuomo in the primary. We have the opportunity to give more than just lip service," McGowan said, "and help in the selection of our next governor. We are going to have fund-raisers in each region and have our members meet Lt. Gov. Cuomo. We have

20 points to make up in the polls, but we can do it. He is a good man and not out to kill public employees. We have got to hound every member to get out and work and get Cuomo the votes."

## Western PERB chief Louis Patak

Region VI PERB hearings will now be available "a little quicker" according to Louis Patak, the director and chief hearing officer of the Western New York Regional Office of PERB. "I know it's important for labor people that a hearing office be readily available," said Patak, "and my recent appointment to this area will insure a quicker review of cases."

Three issues that Patak addressed as guest speaker at the region meeting were sub-contracting, non-mandatory vs. mandatory

contract negotiating items and rights and responsibilities of a union officer. Patak said that a recent tactic of public employers in contract negotiations has been to avoid discussing non-mandatory contract items and then make their own interpretation as to whether certain items remain effective from previous contracts. He advised union negotiators to know their contract very well and plan strategy before the first negotiation session regarding mandatory vs. non-mandatory positions.

Regarding sub-contracting, Patak said, "This is a mandatory subject of negotiation. It is more important on the local level than for state workers, where statewide union clout and the sensitivity of past two governors on the issue have prevented a large problem in this area.

"But, on the local level, many public employers feel it's good business," Patak said, citing the classic case of private companies seeking school bus contracts, which usually lead to public employees losing their bus-driving jobs. Other examples he cited were plowing, janitorial services and other small operations that are potential threats to county and school district employee jobs.

Patak warned against passive waiving of union rights in such situations where the employer has informed the union of a desire to sub-contract services. "The union has an obligation to demand negotiating the impact and should not sit back and wait for the subcontracting to happen before voicing their concerns." Patak said PERB has hinted through case history that unilateral action may be made by an employer where the employer has exhausted all other means and has shown a willingness to continue negotiations after subcontracting or where negotiations have been deadlocked and a compelling need to act exists.

Patak said that the basic rights a union officer may expect from his employer include the right to demand paid time off to deal with union matters; a reduced workload to allow representation of members and the right not to be harassed because of union activities. On the other hand, Patak said the employer is not required to talk about union office space or use of facility equipment such as copy machines, typewriters, etc. He also cautioned against utterances or statements that are anti-management, but not related to job conditions. He said that PERB has ruled that an employer may discipline a member where warranted on statements not related to job conditions.

Patak also answered questions from members regarding other problems with PERB. Questions raised pertained to speedier completion of mediation through better date arrangements and bringing the interested parties together faster.

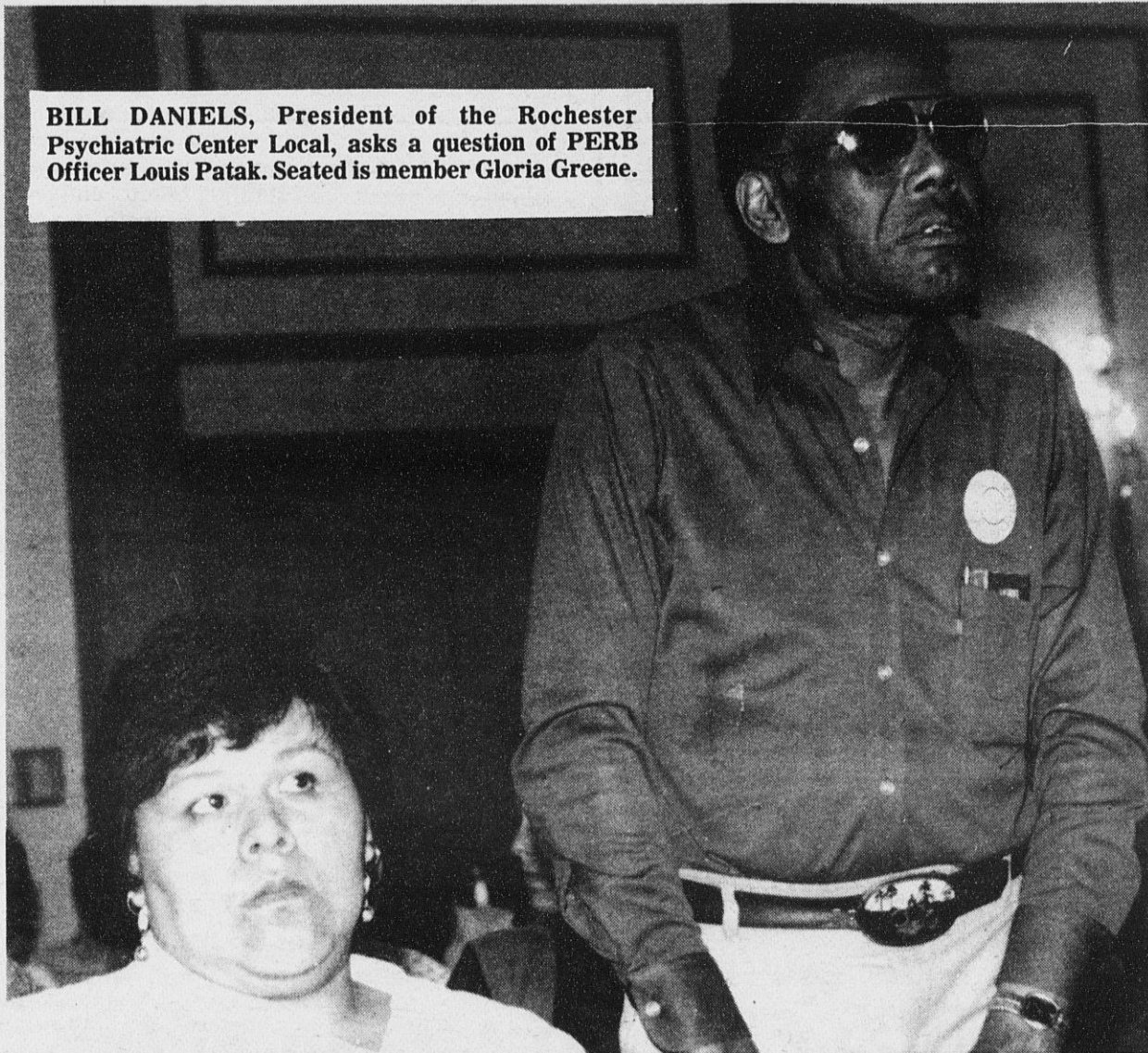
## Region VI President Robert Lattimer; Ad Hoc Committee

The CSEA Ad Hoc committee to Study the Federal Budget presented a fact-filled demonstration on the negative impact of the federal budget on the lives of New Yorkers, and offered ammunition and methods designed to combat those effects. Region VI President Robert Lattimer, Thomas Haley of the union's Legislative and Political Action staff, and Ramona Gallagher, CSEA political training specialist, made the presentation.

The theme of the presentation was "The Public Employee — A New Endangered Species in New York." Haley presented figures that projected the dollar loss and services and jobs likely to be lost by the federal budget cuts. Haley and President Lattimer detailed projected losses in student aid, parks and recreation and other areas in most counties in the state.

Ms. Gallagher urged the members "to continue mobilizing our fellow members to letting our Congressmen know that they care about these important budgetary issues. If we don't convince

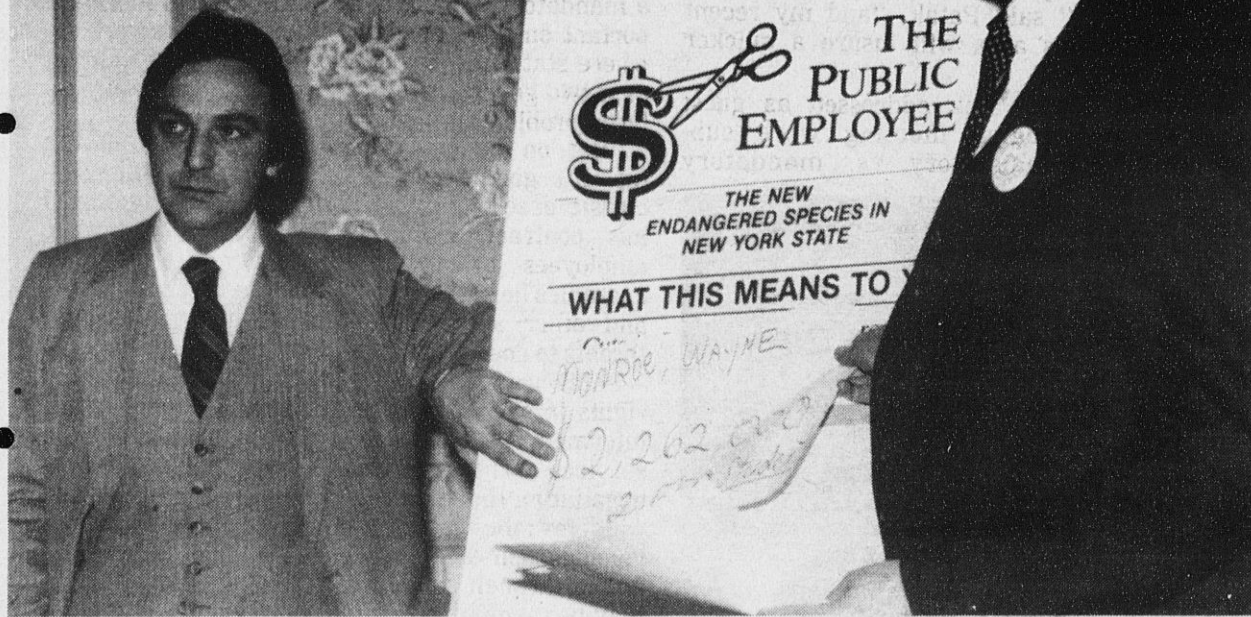
**BILL DANIELS, President of the Rochester Psychiatric Center Local, asks a question of PERB Officer Louis Patak. Seated is member Gloria Greene.**



**PERB OFFICER LOUIS PATAK, left, is welcomed to the meeting by Region VI Director Lee Frank.**

# Region VI meeting

REGION VI PRESIDENT ROBERT L. LATTIMER, right, chairman of the CSEA Ad Hoc Committee to Study the Federal Budget, and Thomas Haley, assistant director of CSEA's Legislative and Political Action Department, present a demonstration on the impact of the federal budget on New York.



**'If we don't convince Congress that we care, the negative effects of their actions will continue to affect us directly through continued loss of jobs...'**

—Ramona Gallagher, CSEA training specialist

Congress that we care, the negative effects of their actions will continue to affect us directly through continued loss of jobs." She urged members to call their Congressmen, most of whom would be in their own districts during Spring and Easter break from Congress.

The committee distributed informational folders and models for form letters from which members may compose their own letters. The members also received post cards and lists of addresses and phone numbers for local offices of their representatives.

County workshop members received an in-depth presentation on Individual Retirement Accounts (IRA) from M & T Bank officers Thomas Fazio and Robert Pietrzak. Pietrzak and Fazio presented the banking institution type of IRA, explaining it differed from those of insurance or investment firms.

Retirement matters also surfaced regarding Tier II and Tier III positions by public employees in the New York State Retirement System.

## Region VI Director Lee Frank

Region VI Director Lee Frank advised county members to stay on the alert regarding attempts by management to arbitrarily take job titles and classify them as management-confidential. He said that PERB is the final authority on management-confidential classification and advised members not to accept any such designation without a PERB ruling.

Controversy continues to surround requests for donations from the United Way. Members present were urged to withhold contributions pending an AFL-CIO report on United Way activities that relate to hiring of non-union workers or displacement of union workers.

The next region meeting is planned for Buffalo in June.



CSEA POLITICAL TRAINING SPECIALIST RAMONA GALLAGHER outlines the importance of telling Congress how the membership feels about the federal budget.

## Local 670 run nets \$2,700 for Area 1 of Special Olympics

ALBANY — CSEA Labor Department Local 670 recently raised \$2,700 for the Special Olympics by holding a 2-mile run-a-thon, walk-a-thon around the inner perimeter road of the State Office Building Campus. The event drew more than 50 participants and a gallery of enthusiastic sponsors and supporters.

"We had hoped to raise \$1,600, but apparently there is no limit to the generosity of public employees when the needs of children are involved," Barbara Charles, Labor local vice president and chairperson of the event, said proudly.

The original intention of the local was to raise the funds for Area 10 of the Special Olympics which serves the mentally retarded and handicapped children and young adults in Albany, Rensselaer, Schoharie, Greene and Saratoga counties. Due to the tremendous outpouring of support, an additional \$1,000 was raised and donated to the New York State Special Olympics Fund to help children throughout the state to participate in the summer games which will be held in the Bronx this year.

State Industrial Commissioner Lillian Roberts served as honorary chairperson for the fundraiser, but was unable to attend the event due to a schedule conflict. But Theodore Testo, deputy industrial commissioner, served as her representative and also participated in the walk-a-thon.

Testo said: "This is utterly amazing. These people have faced the threat of layoffs have been battered around by circumstances beyond their control and yet have found enough human spirit to help out in such a worthwhile cause. I am proud to know them and to work with them."

The 2-mile run was won by William Meehan with an unofficial time of 12:16. Maureen McGinis was the first female runner to cross the finish line and the walk was won by Laura Stephenson.

Top individual fund raiser for the event was Jim Ybarra with \$569 in pledges.

Special Olympics Area 10 Spokesperson Lyn Polster said, "This support by CSEA Local 670 was one of the most outstanding efforts I have ever seen."

Trophies for the event were provided by Bob Daubney's Bowling Enterprises, a pair of jogging shoes was donated by Fleet Feet of Albany and Schenectady as a raffle prize and Joseph E. McDermott, CSEA Capital Region president, provided refreshments for participants in conjunction with Cosimo's Restaurant.

PEF Local 202 also endorsed this event.

## Discrimination charges filed

AFSCME announced today that it has filed charges of sex discrimination against the state of Wisconsin. The charges allege that the state has discriminated in wages against employees in predominantly female classifications.

"The union charges that the State of Wisconsin is in violation of the Civil Rights Act by employing discriminatory wage scales for many of its working women," declared Winn Newman, special counsel to the million-member union. "The issue here is equity and equality. We are asking the EEOC to investigate our charges of pay discrimination. The state has under-valued and under-paid job classifications traditionally held by its women employees."

# Mario Cuomo is a friend of labor.

On March 11th of this year, the Civil Service Employees Association broke a 72-year old silence in gubernatorial elections by endorsing Mario Cuomo in a primary for Governor.

Why?

Because never before have public employees had so much to lose. And seldom before has a candidate with such a fair and open attitude toward labor appeared on the gubernatorial slate.

Let's look at his record and public employment.

Mario Cuomo has fought for organized labor throughout his political career. Every one of his political campaigns has been backed by labor. As Secretary of State for New York he developed a trust and respect with his employees, many of them CSEA members. On taking office, he directed that a review of all positions and classifications be undertaken. It resulted in more opportunities and more promotions than ever before for workers in that department.

Cuomo has made a major effort to recruit women to professional positions. He has been a large supporter of efforts in OSHA legislation. He was equally active in support of CSEA's drive for better pension benefits. And Mario Cuomo's concern for the taxpayer dollar and his performance in many years of public office aligns itself with the interests of CSEA.

Why support a candidate in a primary?

First, the alternatives are dismal. Ed Koch is not a friend of labor. His record with New York City employees is proof enough.

What can you do?

Give your support when CSEA political activists call on you to help. Find out more about the election and tell your friends. And you can help by reaching into your pocket. It's not going to be easy to fight off the Koch mega-bucks campaign, but if everyone gives something, we can defeat the opposition and send Mario Cuomo to the Governor's office.

New York public employees will be able to breathe a lot easier with an experienced, compassionate man in the chief executive's office.

We need Mario Cuomo. Now.

Send to: **Friends of Mario Cuomo**  
15 W. 39th Street, 2nd floor  
New York, N.Y. 10016

Yes, I want to help Mario Cuomo.

\_\_\_\_\_ Contact me to work on the Campaign.

Name \_\_\_\_\_

Address \_\_\_\_\_

\_\_\_\_\_ Use my check for the Campaign.

Enclosed is \$ \_\_\_\_\_

