

Union mourns the death of labor leader James Lennon

"His loss will be mourned by all the membership of our union who knew and loved him," is how CSEA President Bill McGowan described his feelings when notified that Region III President Jim Lennon died on Feb. 10. "All of us at AFSCME will remember him as he was — a man taken in his prime — a man of whom it can be truly said he loved to serve," said AFSCME International President Jerry Wurf.

Jim Lennon died at age 59 after a brief illness that struck him several weeks ago when he was on the job — going to Albany — to attend a delegates meeting.

Shortly after his reelection to a fourth term in 1979, the veteran labor leader who also served as a statewide vice-president described his career this way, "After years of hard work by CSEA, the rights and needs of public employees are finally being recognized. But we need to do more to erase any remaining inequities in public employment. Through the increased participation of Southern Region III within CSEA, I believe we can achieve this goal."

The Southern Region includes Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster and Westchester counties.

A native of New Rochelle, Lennon was born Sept. 23, 1921. He served in the U.S. Army during World War II and the Korean conflict. Shortly afterwards, he became a public employee and remained one the rest of his life, serving 16 years as a Westchester County employee before becoming a state worker. He helped organize and was a former president of CSEA Local 051, the East Hudson Parkway Authority, which later merged with the state Department of Transportation.

Regional Director Thomas J. Luposello adds, "I've worked with Jim since those early days when he helped organize the parkway authority, and I was always impressed by his concern for public employees. He was a real union man and spent his life helping CSEA reach its goals."

His list of public accomplishments included a long-

time career as a chairman of New Rochelle's parks and recreation commission, and also as a member of the citizens advisory committee there. Mayor Leonard Paduano eulogized him, saying, "he leaves us all a legacy of public spiritness and devotion to the highest of principles."

Lennon recognized early the need for the union to gain political clout, and was active in Westchester County politics. He served for eight years on State Sen. Joseph R. Pisani's staff, and later acted as his special advisor on labor affairs. Senator Pisani said, "Jim gave of himself completely as a family man, a dedicated unionist, a political activist and a leader in community good works."

President McGowan led the CSEA delegation at the funeral Mass held at Blessed Sacrament Church. The homily was delivered by Bishop John Nevins, Mr. Lennon's cousin, who said, "It's natural to weep but be consoled, we knew the goodness of the man."

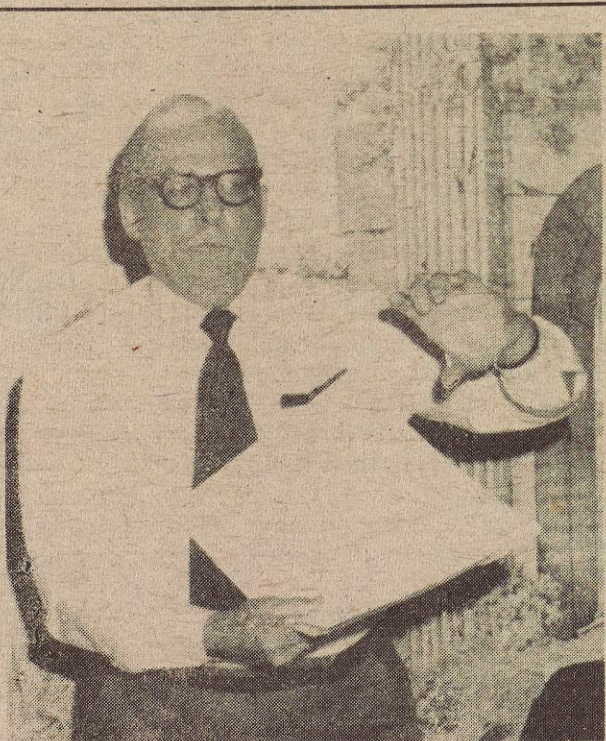
A large number of people from



all walks of life were also present to pay their final respects.

Survivors include a wife, mother, five children and two grandchildren.

In recent years, Lennon had served as a coordinator of the Arthritis Foundation's Annual Telethon and the family says that, if so desired, contributions may be made in his name and sent to the Arthritis Foundation, c/o CSEA Regional Office, Rural Route No. 1, Box 34, Old Post Road, Fishkill, N.Y. 12524.



Gregory Szurnicki, above, is chairman of an important statewide CSEA committee currently conducting seminars all across the state. The seminars concern one of the union's most important activities, the election of leaders at various levels. For more on this major topic and Szurnicki's committee, see pages 6 & 7.

Breach verdict sets precedent

MINEOLA — CSEA leaders here say that they have won a precedent-setting decision which will allow the union to bring breach of contract suits against the county government without first having to go through the non-binding grievance procedure.

"This is an important win for us," said Nicholas Abbatiello, Nassau Local 830 president, "our attorneys believe that it will have statewide impact."

In the past, when the CSEA had what it considered a violation of its contract by the County, it was required to first try its complaint through a lengthy grievance procedure which was non-binding and which could be denied by the Nassau County Executive. Then, the CSEA could only review the County Executive's decision through an Article 78 proceeding. Following the Article 78, there was a four month time limit in which the CSEA had to either bring a law suit or let the County Executive's decision stand.

The CSEA contended that the grievance and Article 78 procedures were unfair in breach of contract cases and that it should be able to try cases directly in law courts.

Last August, after conferring with Mr. Abbatiello, Barry Peak, a CSEA attorney, brought a law suit against the county contending that the union's right to sue the county for breach of con-

tract has been denied. The linchpin of the case was a dispute in which the CSEA claimed that the work hours of their members in A. Holly Patterson Home for Aged were extended by Nassau County without increasing their compensation in accordance with the terms of the CSEA contract.

"We brought an action for breach of contract and the county moved to dismiss saying that we should have brought a grievance proceeding," said Mr. Peek.

However, the Court agreed with the CSEA that this action was a violation of contract and the CSEA could pursue it as such. The Court also said that it was unfair for the CSEA to be bound by the time restrictions of the grievance procedure.

"The County had claimed that under the grievance procedure the union could only bring an Article 78 procedure within four months after a County Executive has rejected our grievance. Now we can bring the suit directly in the law courts and have up to six years after the incident to make our case," Mr. Peek said.

"This case sets a precedent that will have statewide impact. Any political subdivision that has non-binding arbitration grievance procedure must now be ruled by the precedent."

Toxic PCB fumes force closing of Broome County office complex

Were employees in peril without even knowing it?

Editor's note: Due to the severity of the toxic contamination, Public Sector reporter / photographer Tony Rossi was barred from entering and filming the interior of the affected building.

By Tony Rossi, Jr.

On February 5th public employees of the state, Broome County and the City of Binghamton were told they did not have to report to work at the Broome County Office Building, but the "day off" was no holiday.

At 5:35 a.m. an explosion and fire released toxic fumes containing PCBs, polychlorinated biphenols, into the air in and surrounding the governmental plaza in Binghamton.

The buildings were closed for several days and state, county and city employees were spared any apparent health threat, but the question remains . . . were these employees working near a potential health hazard every time they reported to the office building?

The Broome County Office Building's primary power transformer is cooled by Pyranol, a PCB to which long term exposure can cause cancer or even death. In brief doses, the PCB can bring about nausea and skin irritation. The transformer has been lubricated by Pyranol even though it was taken off the market because of health dangers several years ago.

"I'd like to think they were using something safe," said Alene Beall, president of the Broome County unit of CSEA Local 804, with reference to the use of Pyranol in the office building transformer. Beall was disturbed that the substance was still being used even though it was found to be dangerous.

"I would like to think I work in an ideal situation where things like this would automatically be taken care of," Beall said, questioning an apparent lack of action by officials governing the safety of public employees while on the job.

"It makes me wonder what might be in our building's basement," said Beall, speculating that similar dangers, such as toxic chemicals or asbestos, could be hidden in the County Social Services Department on Main Street in Binghamton, awaiting an accident such as this.

According to the New York State Toxic Substance Act of 1980 all employers, including those of all public agencies, are required to ensure that employees know of toxic substances, which if en-

countered in the course of employment would constitute a potential danger to health.

Joan Brower, president of CSEA Broome County Local 804 said that because of this accident, and in keeping with toxic substance act and the New York State Public Employee Occupational Safety and Health Act of 1980, all the public buildings should be checked for the use of Pyranol.

"Now that this has come to light," Brower said, "I think that in every building steps should be taken to contain it if it is there in case of another accident."

The safety and health act mandates that it be the basic right of all employees to work in a hazard and risk free environment as is practicable. The act also reads, ". . . it is the intent of this legislature to insure that this right is also afforded to employees of the state, its counties, cities, towns, villages and other public employers who serve the people of this state."

According to Brower, the county office building has always been far from perfect. "The windows in the building can't be opened after the second floor," Brower said. "What if something went wrong with the air conditioning, or if there was a fire?" Brower said some rooms have only one entry and windows that could not be opened. In case of a small fire causing a room to fill with smoke, this could present a problem. If the windows can be opened in an emergency, the procedure has not been made known to employees.

According to Chuck Eynon, president of CSEA Binghamton City Local 002, problems involving such dangers as the one caused by the PCBs should be corrected immediately after any danger has been found. "We had a similar problem at the State University of Binghamton," said Eynon of the complex that houses his office, where certain ceilings were found to contain asbestos. "The problem at S.U.N.Y. was taken care of right away" after the danger was found.

According to Patricia Zemanek, vice-president of the Broome County unit of CSEA Local 804, it would have been wiser when the danger was first made known to take steps against the use of Pyranol in the transformer.

Zemanek, Eynon, Brower and Beall all agreed that when PCBs were discovered and Pyranol found dangerous, steps should have been taken to remodel or replace the equipment, ensuring that an accident like this could not cause exposure of employees to toxic substances and their debris.

Brower and Eynon said they were unsure who was responsible for not seeing that the Pyranol was contained in the event of an emergency, or what person or persons should have looked into replacement of equipment if impossible to contain.

"I think a study ought to be done to see if this Pyranol could be being used elsewhere," said Beall, suggesting an investigation be made in the buildings of all the public agencies. "Now that we're aware of the PCBs problem, I'd like to see this looked into and see it replaced in the county office building and any other buildings," she said.

Beall said she was impressed by the handling of the situation by local police and fire departments, adding that they "handled themselves and this thing like professionals."

Although replacement of Pyranol or equipment at the county office building or any other agency around the state could be costly, Beall said that the Broome County Office Building could be looked at as a case history. Beall suggested that the cost of replacement or alteration be weighed against the expense caused by a loss of personnel, and thus a loss of production for the week.

According to the Broome County Health Commissioner's office the building will require a costly decontamination procedure before operations can be returned to normal in the State building, while Binghamton city and Broome County offices are now open.



REVIEWING NEW YORK STATES TOXIC SUBSTANCE ACT outside the Broome County and state office buildings are Broome County Unit 804 Vice President Patricia Zemanek, left; Broome County Local 804 President Joan Brower, center; and Binghamton City Local 002 President Chuck Eynon.

Employee rights being protected

BINGHAMTON — The first concern of CSEA in the wake of the explosion and fire at a state and local government complex here is obviously employee safety, but the union is on the job now to protect the financial interests of affected employees as well.

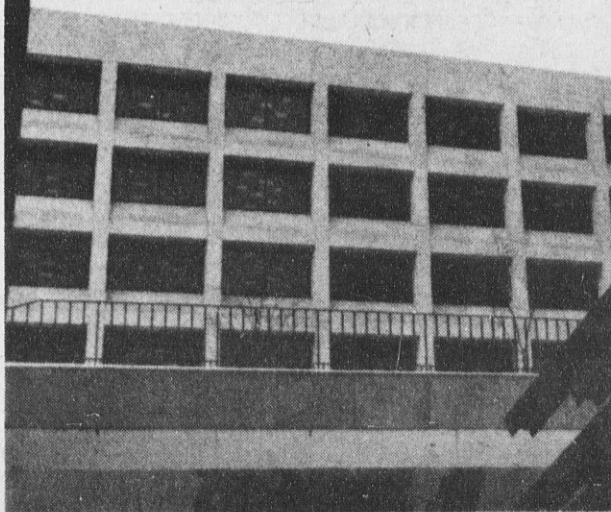
Three groups of public employees work in the complex which was the scene of an explosion and fire in a power transformer that spread dangerous PCBs throughout the office complex. Binghamton City workers, Broome County workers and State employees from several agencies were all affected. CSEA represents the latter two groups.

"We're working to protect the rights of employees that may have been impacted by this unusual situation," commented CSEA Regional Director Frank Martello. "Broome County has already agreed to grant administrative leave without charge to accruals to its employees forced out of the building for a few days by the crisis," he said.

"Many state employees were affected as well but in different ways. Some were assigned temporarily to other work locations, some continued to work, others reported for work and were sent home," Mr. Martello said. "The large number of agencies involved complicates things, but we are investigating in each case to make sure no one's contractual rights are being abused. Where they are, we will file appropriate grievances on their behalf."

Any CSEA-represented employees at the facility who feel their rights have been abused should contact their Local President or the CSEA Satellite Office in Binghamton at (607) 772-1750.

THE WINDOWS at the Broome County office building can't be opened for fresh air. In the event of a fire or another emergency, this could pose a serious problem.



Union succeeds at halting appeal of favorable state court ruling

Nassau man wins 15-year longevity pay

MINEOLA — An attempt by Nassau County to deny an employee a 15-year longevity pay increment have been thwarted by the legal actions of CSEA.

Nassau County agreed to discontinue its appeal of a State Supreme Court decision handed down in 1980 which ruled that Herbert Hunter, an employee of the Parks and Recreation Department, was entitled to the longevity increment.

Hunter was represented by CSEA Regional Attorney Richard M. Gaba.

In 1961, after working as a laborer in the Department of Parks and Recreation for 10 years, Hunter became a provisional maintenance foreman. In 1967, his title was changed to warehouse supervisor though his salary and duties remained the same.

In 1969, Hunter received his first longevity increase and later that year passed an open competitive examination and obtained permanent status as a warehouse supervisor.

Hunter's annual salary decreased slightly as a result of his receiving permanent status. His duties remained the same.

The contract between CSEA and Nassau County provides:

"An employee who has been in the same or a comparable position without being promoted or appointed to a higher position in the County service for a period of fifteen (15) years of continuous service, and is in the longevity step of his current grade, shall receive a second longevity increment equal to the increment he would have received if he were moving into the longevity step (7th step) from the 6th step.

"The longevity increment is effective on the first day of the next full bi-weekly pay period following the employees anniversary date."

The county contended that in 1969 when Hunter received permanent status he was promoted.

The court ruled that Hunter was not promoted nor appointed to a higher position in 1969. The court noted that Hunter remained in the same position and actually took a cut in pay.



WESTCHESTER COUNTY UNIT PRESIDENT RAY O'CONNOR (left), and shop steward Ernie Hemple take the opportunity at the Westchester Shop Stewards Training Session to brush up on their skills as shop stewards.



LOCAL 860 PRESIDENT PAT MASCIOLO (left); Region III Treasurer Eleanor McDonald (center), and Education Committee Chairperson Janice Shaff (right), discuss the issues of the day at the Westchester Shop Stewards Training Session.

Stewards update skills at Region III seminar

By Jack Murphy

WHITE PLAINS — About 60 shop stewards went to "school" here recently to brush up on their technique and improve their skills as CSEA's "first line of defense" in the workplace.

A project of the Region III Education Committee, the seminar was one of a series conducted in the sprawling Hudson Valley region. Janice Schoff, chairperson of the education committee, said the White Plains session completed the planned every-county approach "except for Putnam and Dutchess and they're coming up soon."

Schoff said the seminars "are part of our ongoing education program. They're for the leadership and the stewards, to enlighten them and bring them up to date with all facets of their responsibilities."

Ron Mazzola, a collective bargaining specialist, and Don Partrick, a CSEA field representative, conducted the first portion of the session and then directed the participants to split into smaller groups where all participated in mock disputes.

Partrick opened the "school" by reminding all present of their roles and duties as shop stewards.

He emphasized four main areas:

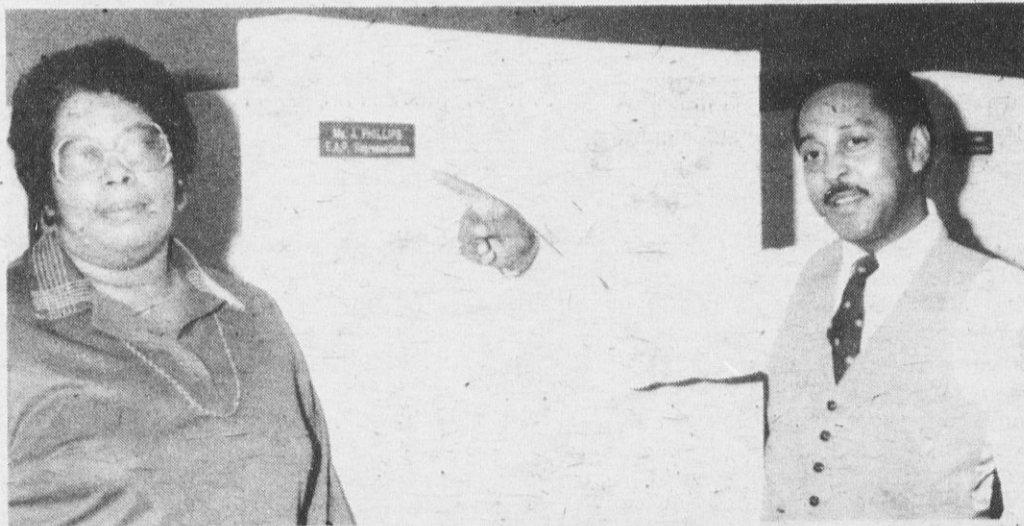
— Organizing. "A steward who organizes his unit well," said Partrick, "can expect better contracts, better grievance settlements and smarter members."

— Educating. Partrick said it is the steward's obligation to make sure his members know their rights under the contract, know management's rights to manage and, "most importantly" to sell unionism, to convince members and non-members of the value and importance of CSEA.

— Leadership. Stewards, said Partrick, can't be afraid to get involved and must be able and willing to get people together for a common goal.

— Enforcing. A steward, if he is to properly enforce a contract, must know that contract inside and out and must remain current at all times.

Mazzola, who said the shop steward was the link between the rank-and-file and the leadership, defined the important role the shop stewards play when he said "Wherever you have a problem, the shop steward is the first line of defense."



METROPOLITAN REGION II President James Gripper calls attention to the services of Region II Employee Assistance Program (EAP). Representative is Joan Phillips. Ms. Phillips is a 20-year CSEA member and a former chairman of the Downstate Medical Center Local 646 Legislative and Political Action Committee.

Local 350 nominations

NEW YORK CITY — Members of Department of Labor Local 350 who wish to be nominated for office in the local must file the appropriate form with the local nominating committee between Feb. 18 and March 11. The offices which members can seek nominations are president; first, second and third vice president; secretary and treasurer.

The form can be obtained from Local 350 Nominating Committee Chairman Thomas Doe at (212) 461-6900 during the work day.

The forms must be returned by noon on March 11 to Chairman Doe, Department of Labor Office 541, 42-01 Main Street, Flushing, N.Y. 11355, the local reported. The committee will report on March 20.

Other members of the Local 350 Nominating Committee are Marjorie Dixon, Marcia Lowenstein, Myra Gregory and Mary Sims.

Local 350, a Metropolitan Region II local, represents members of the State Department of Labor in 140 work locations in New York City and Nassau, Rockland, Suffolk and Westchester counties.

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Thomas A. Clemente—Publisher
Roger A. Cole—Executive Editor
Dr. Gerald Alperstein—Associate Editor
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Deborah Cassidy—Staff Writer
Dawn LePore—Staff Writer
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Arden D. Lawand—Graphic Design
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STATE SENATOR HUGH FARLEY, left, gives his view on a legislative issue as CSEA Capital Region President Joseph E. McDermott reacts to a previous statement at a recent Legislative Breakfast sponsored by the CSEA Capital Region Political Action Committee.

Union requests investigation

COHOES — The City of Cohoes Unit of the Civil Service Employees Assn. has requested a state investigation into two cases connected with the recent layoff of eight employees there.

Nicki Moryl, CSEA unit president, is questioning the Cohoes Civil Service Commission's decisions to grant permanent civil service status to a provisional computer operator who did not pass the required exam and to change the job title of a laid-off senior stenographer to enable her to take over as the principle clerk in another city department.

The request for the investigation was made by Capital Region CSEA Field Rep James Cooney, who said other cases may also be questionable.

Though there is no indication there will be further layoffs, Moryl said the remaining employees fear that if there were, some would be laid off unfairly.

In the first case, employee Elaine Hatch was hired as a tab machine operator in 1966, after passing that exam. Shortly thereafter, she was provisionally promoted to computer operator, but failed that exam on three separate occasions.

In December 1980, Hatch was granted permanent civil service status as computer operator, retroactive to September 1966, giving her more seniority than another computer operator who has passed the exam.

Because both women are qualified for other positions, any layoff in their department would affect other less senior employees, Cooney added.

In the second case, Theresa McBride, a senior stenographer for the Cohoes Community Development Agency, was told she would be laid off from her position and employee Pat Radliff, a senior stenographer in the police department, with more seniority, would be taking her place. When the CSEA protested this action, the city changed Ms. Radliff's title to principle clerk and made the transfer transferred her to the development agency, as planned.

Cooney said he does not feel "that the action constitutes a true abolishment."

Moryl said the four women involved are union members, but the investigation is "simply our effort to make sure everything is fair and proper."

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. _____

State Supreme Court reinstates Williston school worker who was denied entitled hearing

MINEOLA — An employee of the East Williston Union Free School District has been reinstated to his position by a ruling of State Supreme Court.

The court ruled that Martin Predergast had been terminated without a hearing which he was entitled to and ordered that he "be restored to his position with full pay for the period of suspension less the amount of compensation he may have earned."

Predergast was represented by CSEA Regional Attorney Richard M. Gaba, who brought the court action under Article 78.

In June 1979, Predergast was hired as a cleaner by the school district. He was notified of his termination 31 weeks later.

The court ruled that Predergast was entitled to a hearing for two reasons:

— Under Nassau County Civil Service Rules, "every original appointment to a position in the non-competitive or labor class shall be for a specific probationary term of not . . . more than twenty six weeks . . ." An appointment shall automatically become permanent upon the satisfactory completion of probation."

— Predergast, as an honorably discharged wartime service veteran, was entitled to a hearing.

Modernization of mental facilities brings work conditions back to the Dark Ages

By Deborah Cassidy

ALBANY — The spacious, open floor plan characteristic of older developmental and mental health centers is giving way to a newer layout which calls for division into smaller, more numerous, recreational units and sleeping quarters.

Mental Health officials — those responsible for the change — regard it as beneficial for the clients because it allows them privacy, security and a more home-like environment.

Some Civil Service Employees Assn. leaders, however, say the modernization of these institutions has been a nightmare for employees. The physical obstructions created by the closed floor plan prevent the direct care worker from doing a complete job of supervision — and the result is a higher rate of accidents and violence among the patients, with unwarranted charges of neglect being brought against the employee, says CSEA Capital Region Director Jack Corcoran.

Two local CSEA presidents in the Capital Region — Fran Wilusz at Wilton Developmental Center and Peter Looker from the Oswald D. Heck Developmental Center — speak frankly about their experience.

Both Wilton and O.D. Heck are older facilities which were modernized in recent years.

There are two factors, Wilusz and Looker feel, which complicate the situation further. The first is a "normalization requirement" which gives the clients the right to

roam freely from one room or one unit to another.

The second factor is short staffing. With a group of patients confined to one large area, minimum number of workers can keep a watch on all activity, but with the same number of patients in different rooms, it becomes impossible to give such close attention.

Normally, say Wilusz and Looker, two mental hygiene therapy aides are assigned to care for 15 clients. A typical unit consists of ten rooms for sleeping and recreation, plus two bathrooms, on two wings.

They described the work under these conditions:

WILUSZ: "If I'm directing the activities of a group of clients and one, a known behavioral problem, gets up and decides to leave, what am I to do? Leave the others unattended to chase him? I can't call another MHTA because they have their own work to do.

"Yet what happens when he starts roaming? The room, the corridors, other units become a maze — giving him the privacy to get into mischief. And he or someone else gets hurt. Then I'm faced with charges of being neglectful."

When the units were converted to dorms, they were also made co-ed. However, the staff was not adjusted to handle this change, Wilusz said. "We need a balance of male and female workers in co-ed units. It's only common sense that there are certain jobs only a male can handle and certain jobs only a female can handle.

"There's no way you can watch over everyone at the same time. If there was a place where we could have a view of all the rooms, or if we could use physical or pharmacological restraints on known behavior problems, our job would be much easier. We'd be able to give higher quality service.

"Sometimes you feel like you're at the mercy of the system.

LOOKER: "Because the clients cannot be confined to certain rooms, they run a greater risk of having accidents on stairways or by getting into poisons kept in maintenance areas. So, naturally certain doors are kept locked. But the MHTA's are not given the keys they need to get about. Instead the keys are kept in a central location, under guard, and must be signed in and out. This is not just another inconvenience — it's an aggravation which makes a trying job even more difficult. Getting somewhere in a hurry is impossible.

"There are some clients who must be taken to the restrooms and sat on the toilets. With closed stalls we can't watch more than one patient at a time and we can't leave one to help another.

"Since the new facilities do not, as in the past, include a medical wing, with a staff doctor, it is now up to the MHTAs to bring clients into a nearby city for physical, eye and dental checkups. Driving around with some of these patients can be dangerous; you never know when they'll start acting up and cause an accident.

"The job is no longer rewarding. All we're doing is babysitting."



PETER LOOKER, President of the Oswald D. Heck Developmental Center Local, says modernization limits therapy aides from performing their job. Example: Clients are confined to rooms locked by inaccessible keys. "The job is no longer rewarding," he says. "All we're doing is babysitting."

'We'll put just as much effort into getting a good contract...'

Emphasis shifts to bargaining table following CSEA Erie County victory

With victory in hand after an intense representation challenge, CSEA is going to the bargaining table with Erie County officials on behalf of Local 815 and more than 4,000 "white collar" employees in the county.

On February 6, CSEA won a representation challenge in Erie County that has diverted valuable union resources to fighting a pointless battle with a "dummy union" created by a local lawyer and a handful of dissidents. Affected most by the challenge were county employees whose contract expired December 31, 1980.

As a result of the challenge, CSEA was barred from negotiating a new contract for workers until now. The result of this delay means time wasted in getting employees needed pay increases.

In reflecting on CSEA's landslide victory, Western Region President Robert Lattimer, Local 815 President John Eiss and Regional Director Lee Frank stressed the importance of making up for lost time at the bargaining table.

"We can now continue our efforts toward getting a good contract for our members," said Local President Eiss. "They deserve it, and we'll put just as much effort into getting a good contract as we did in fighting to maintain our CSEA identity. We published our demands in our Local newsletter in September and I'm sure that was a positive factor in winning the election."

"Challenges by small associations can be dangerous to the interests of public employees because these associations cannot do the complex job of representation that modern times demand," commented CSEA President William L. McGowan. "The victory by Local 815 shows that employees recognize the value of major union representation. It's too bad that such a high price had to be paid to prove this point. No public employees need avoidable delays in getting pay increases."

Region President Lattimer viewed the results as "vindication and approval by our Erie County members" of the CSEA and AFSCME affiliation.

While the election challenge was still on, the debate on permanent affiliation was taking place, CSEA Delegates ultimately voted to make the affiliation permanent, a decision shared by Local 815's Delegates.

Mr. Lattimer said the affiliation's resources will now be put to work at the bargaining table. "We now will utilize any and all resources that we have to acquire the best contract for the county's white collar force."

Regional Director Lee Frank said, "I'm happy with the effort from all of our Regional field staff, and all the rest of the staff members who participate. CSEA Organizers Chris Jamison from Region V and Greg Davis from Region IV were especially helpful and I can't say enough about the time and effort put in by Local 815's Election Committee. That group of 29 members was very instrumental in our victory, he said.

"It's ironic that these important contract negotiations were delayed by a small group of dissidents who couldn't win leadership elections in their own units. But they, like all Local 815 members, will benefit from the gains we intend to make at the bargaining table," Mr. Frank said.

The challenge had been in the making for over a year bolstered by adverse decisions by the Public Employment Relations Board and the courts. Significantly, the challenging union never received enough votes to equal the "showing of interest" cards they presented to force the election.

Rather than delay negotiations for county employees further by appealing the decisions in the courts, CSEA allowed the election to take place so that it could defeat the challenge and get to the bargaining table as quickly as possible. "Our faith in the wisdom of the membership in deciding this issue was well placed," Regional Director Frank said.

"This landslide won't make us complacent or lazy," said Local President Eiss. "We did find out about our weak points, structurally and otherwise and we will be moving to correct these weaknesses and make other improvements on behalf of the membership."

THE ELECTION PROCESS — democratic, challenging, and important

Between now and June 1, CSEA will be involved in one of its most important, challenging and democratic activities — elections.

All of CSEA's 250 state locals and 65 county locals will be electing officers. Regional officers, the members of the statewide Board of Directors and number of unit officers also will be up for election.

In preparation for these elections, the statewide CSEA Election Procedures Committee, chaired by Gregory Szurnicki, has been conducting seminars across the state. The most recent seminar was held Feb. 7 for Region IV.

"Our aim is to train the election committee members so they in turn can be trainers," said Szurnicki, explaining that the seminars are geared specifically toward the nominating and election committee members on state, regional, local and unit levels.

"We instruct them how to conduct an election from beginning to end." Many CSEA members may not realize it, but the union provides them with the opportunity and the right to participate in its decision-making process. More than this, CSEA's democratic setup allows members to elect unit leaders at every level.

"The election rules insure that all candidates have a fair and equal opportunity to present their beliefs, experience and skills to the members," said Szurnicki.

Members are assured that candidates have been selected by their peers and qualified unionists. And all are guaranteed the right to cast their ballots in a

open and honest procedure which preserves the integrity and purposes of the voting process.

Details of CSEA elections are given in a 32-page text, "The Workbook for Election Procedures," written by Szurnicki. It explains everything from preparing ballots to protesting candidates.

"It not only contains step-by-step explanations of the election procedures, but more importantly, it provides forms, such as ballots, which can be easily xeroxed or reproduced at little or no cost," said Szurnicki. "The book is designed for the many CSEA units which do not have money to have election materials printed up."

Szurnicki urges all rank-and-file members to make an effort to get out and vote, and to become involved in other aspects of elections.

"If you're willing to participate, you'll get the leadership you deserve," he says.

If the right to vote is not exercised, Szurnicki notes, "then all those wondrous democratic insurances of CSEA membership rights serve no purpose. Let the 'no-voter' beware that his uncast vote produces a leadership without care and election by vote."

Szurnicki says the greatest resource of talent and skills any union has is its rank and file.

"After all, who knows your job better than you?" he asks. "Who can speak for your job better than you? Who can fight for your job better than you?"

"The only job protection you have is your union. There is no other advocate. If you get out and vote you're insuring your job."



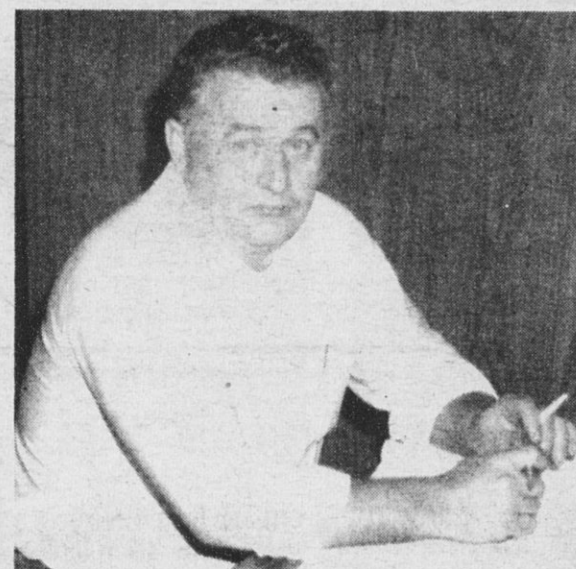
COMMITTEE CHAIRMAN Gregory Szurnicki, left, speaks with Central Region V President James Moore and Oswego County Local 838 President Linda Crisafulli at the recently held election procedures workshop in Syracuse for Region V.



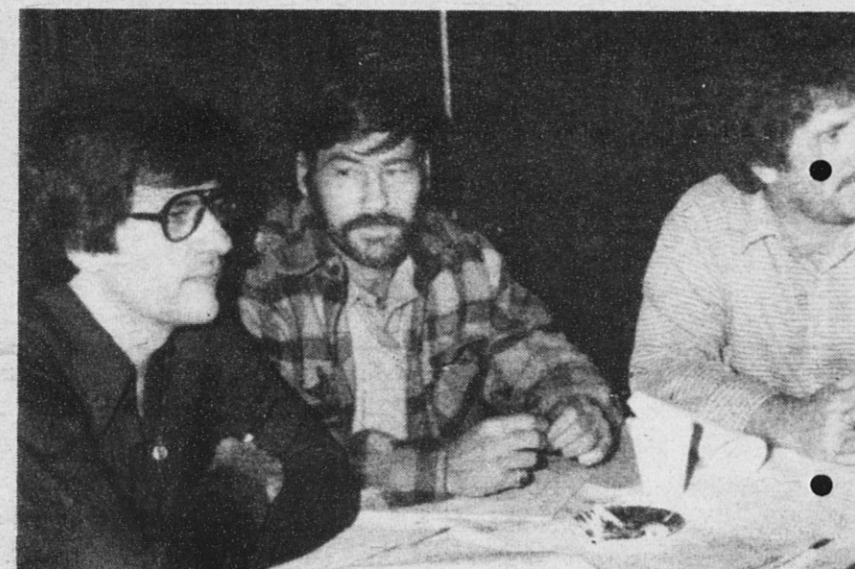
STATEWIDE ELECTION PROCEDURES COMMITTEE CHAIRMAN Gregory Szurnicki, leads a discussion on nominating and election procedures for members of Southern Region III.

'The only job protection you have is your union. There is no other advocate. If you get out and vote, you're insuring your job. If you're willing to participate, you'll get the leadership ...'

VOTE



DEPARTMENT OF TRANSPORTATION Local 507 member Pete Dean attends the Region III election procedures workshop in Newburgh.



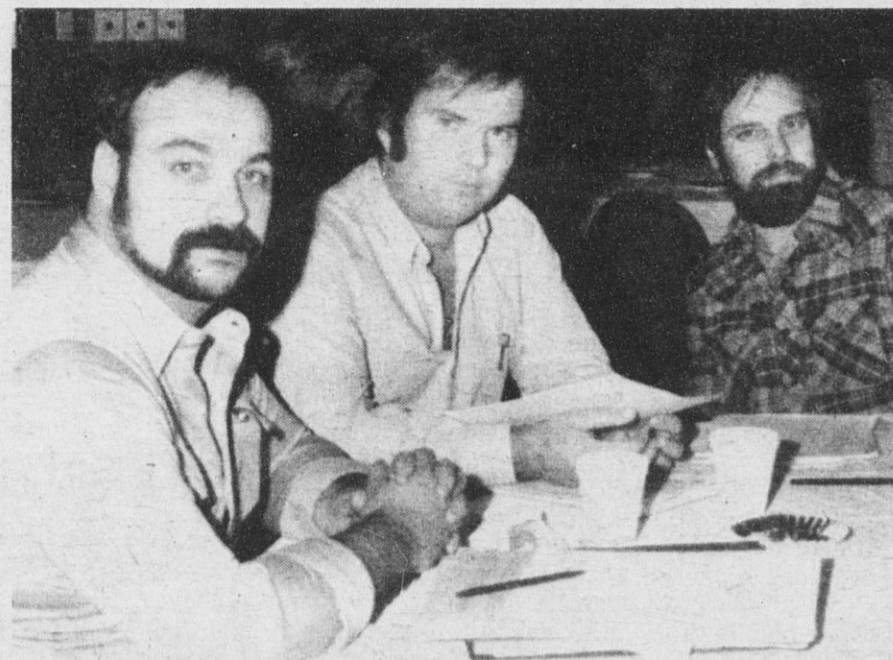
AMONG THOSE AT THE Region I Election procedures workshop are, from left, Ralph Spagnolo, Donald Cudahy and Joseph Corr, all of Nassau County Local 830.



NASSAU COUNTY LOCAL 830 members from left, Jean Wichman and Rita Wallace, attend the Region I election procedures workshop.



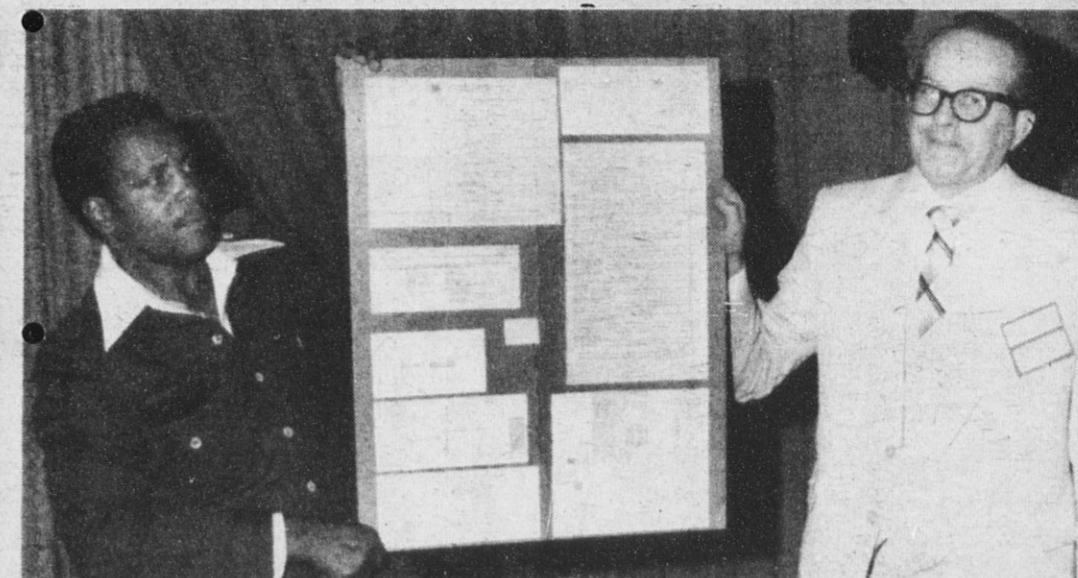
THE ELECTION PROCEDURES WORKSHOP in Southern Region III is attended by, from left, Joseph VanDyke, Ulster County Local 856; Janice Schaff, Westchester County Local 860; and James McGuinness, Palisades Park Commission Local 105.



SUNY STONY BROOK LOCAL 614 is represented at the Region I election procedures workshop by, from left, Charles Sclafani, John White and Edward Urvat.



SUFFOLK EDUCATION LOCAL 870 members at the election procedures workshop Region I are, from left, Walter Weeks, Gloria Lavery and Leo Albanese.



DURING A WORKSHOP on election procedures in Region I, Arthur Loving, State Parks Local 102, left, and Election Procedures Committee member Robert Tarsitano, Nassau County Local 830, hold up materials.



WESTCHESTER COUNTY LOCAL 860 members at the Region III election procedures workshop include, from left, Eleanor McDonald and Cindy Wholey.

Troy safety measures prove effective

TROY — While every unit and local within the Civil Service Employees Assn. is concerned about health and safety hazards in the workplace, and each has a certain method of handling such matters, when a particular approach proves effective it is worth considering by everyone.

Rensselaer County is an example of such an approach. For nearly a year now a CSEA safety committee has worked closely with management to insure the employees of a safe environment.

A representative from each of the county's major worksites — highway, sewer and county offices — serves on the committee which meets twice a month with a management team.

Hazard reporting forms are available at all work locations for any employee who becomes aware of unsafe conditions. The personnel office for each department then collects the forms and forwards them to the committee for review.

The employee is asked to include suggestions for correcting the problem and is required to leave a name and phone number so that the committee can contact him for further information.

The CSEA is thus fully prepared to meet with management. Management, in turn, has enough information to give the committee a

general idea of what will be done in each case and approximately how long repairs may take.

The key to the success of this system, says CSEA Unit President Carol Larpenteur, is in maintaining communications with both the members and management.

"With the reporting forms and meetings we are able to keep on top of all problems and the progress being made in correcting them. We can also keep both aides informed of the other's activities," she said.

In the year that he has served on the committee, chairman Richard Corbeil, says "there has not been a single safety matter that has not been taken care of."

"Some conditions may take more time than others, to be corrected, but at least we know something is being done," he commented. "Our complaints are not going unheard."

"Simply by meeting with the union twice a month, management is showing its concern; they are trying hard to work with us in the interest of the employees," he said. "The regular contact, the discussions, are most important."

Corbeil feels the input from employees is especially valuable. "They are the ones most familiar with their worksite and the machinery they operate daily, and I think we need their insight and advice. Ninety percent of the time, the solutions they offer are used."

Binding arbitration new feature of Port Jervis pact

PORT JERVIS — City employees now have the protection of binding arbitration to settle grievances as the result of a new three-year contract ratified Jan. 26 by union members here in this Orange County community. The new grievance procedures, according to Unit President Art Stempert, are one of the main gains won in contract talks that he participated in, along with CSEA members William Blauvelt, Mike Doss, Lou Innella, Wardin Kline and Douglas Moore.

Collective Bargaining Specialist Manny Vitale, who helped steer negotiations to a successful conclusion, outlined other major features as follows:

- Safety Committee was established to review and discuss issues relating to safety on the job;
- volunteer firemen allowed two hours off, with pay, to fight fires;
- bereavement leave extended to include a day off for death of spouse's grandparents, spouse's brothers and sisters, and any relative living in employee's household;
- extra day of "personal leave" granted to those with three or more years of service;
- hours worked by clerk in the public works department guaranteed;
- Labor-Management Committee set up to formulate advancement procedures for motor equipment operators;
- system provided so that if employee working by one's self refuses an assignment he/she considers dangerous, that decision subject to review by "Safety Committee" augmented by impartial member agreeable to both parties;
- day after Thanksgiving becomes additional paid holiday next year, and
- municipal contribution of \$3,500 to be made Jan. 1, 1983 for a union administered health and welfare fund to provide employees with improved benefits.

In regard to salaries, all employees received a 20 cents per hour general increase retroactive to Jan. 1, and will get another 20 cents boost on July 1. Longevity benefits went up, too, by 15 cents per hour.

Next Jan. 1, hourly wages will be increased 50 cents, and at the start of 1983 go up 55 cents. In addition, salaries of the account clerks-typist, account clerks-stenographer, and clerk-typist will rise an extra five cents this year and ten cents next year to bring them up to the levels where they should be.



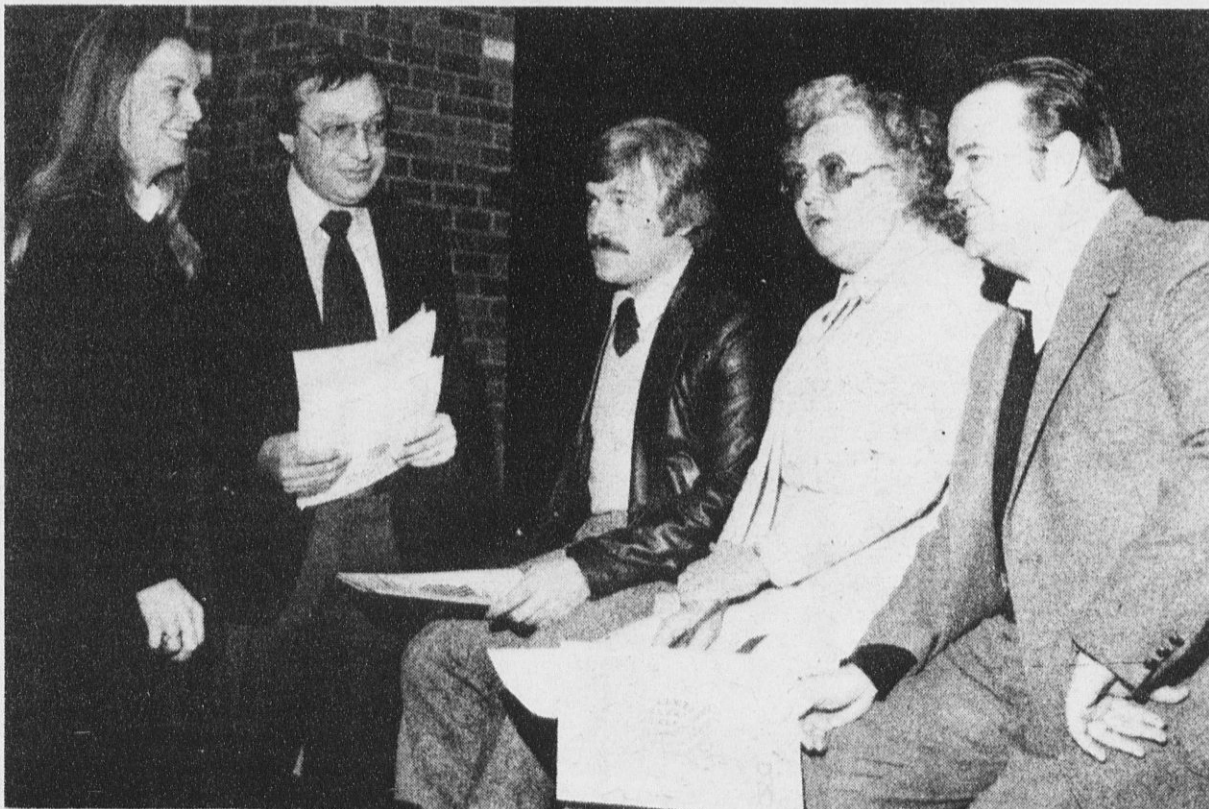
DISCUSSING THE PROPOSED AGREEMENT for Port Jervis city employees are, from left, William Blauvelt, Lou Innella, Mike Doss, Unit President Art Stempert, Collective Bargaining Specialist Manny Vitale and Wardin Kline.

Tax reminder: CSEA dues are deductible

NEW YORK CITY — CSEA dues are tax deductible on federal, state and city income tax forms, but "many members, unfortunately, do not take advantage of this deduction," Metropolitan Region II President James Gripper Jr. reminds members of his region. "You can take this deduction even if

you do not itemize your deductions when filing your income tax forms."

Gripper also notes that CSEA members may take advantage of the free tax information services of federal and state government. In New York City the numbers are: 732-0100 for federal information and 488-3400 for state and New York City information.



ATTENDING A RECENT MEETING of the Nassau County Medical Center Unit of Nassau County Local 830 are, from left, Arne Wipfler and Steve Regenstreif of AFSCME, CSEA Field Representative Rigo Predonzan, Unit President Doris Kasner and Long Island Region I President Danny Donohue.

JIM LENNON—a union man

God, family, country . . . the essence of the man

By Stanley Hornak

CSEA Region III Communication Associate

He was always on the go, and that was the essence of his leadership — a demonstration in Liberty, a picnic in Pine Plains, a county fair in New Paltz, a shop steward training session in Orangeburg, a retirement party in White Plains, a Board of Directors meeting in Albany. . . .

As President of Region III, Jim Lennon worked 24 hours a day, seven days a week. The weather never stopped him, and, more often than not, if he wasn't on the road, he was probably on the telephone. "Jim Lennon here," was a familiar greeting, usually accompanied by a caring word: "How are you? How's the family?" That was the essence of the man.

The simple virtues of "God, family and country" which are making a comeback in the 1980's really never left Jim in the 59 years he was among us.

He was a familiar face in church, alongside his wife Elinor, who "now that the children are grown" often accompanied him on his rounds. To see them was to see the love they shared, and to hear him talk — and glow — about his five children and two grandchildren marked him truly as an outstanding husband, father and grandfather.

His patriotism was most recently exemplified in the "Buy American" bumper stickers that he had printed and circulated among the rank and file of the Southern Region. When he gave you one, he would caution half-humorously, half-seriously, "Don't put it on a foreign car." And he was surely pleased when he could go to the GM plant in Tarrytown and formally present his bumper stickers to the UAW Local President. He lived the fraternity that marks the spirit of unionism.

It's likely that when he urged you to "Buy American," he remembered his service in the U.S. Army during World War II and the Korean Action. He won five battle stars and a Presidential citation.

Jim Lennon was elected to four consecutive terms as Regional President and from his sick bed recently declared for another term that was not to be. He also served as Statewide CSEA Vice President and was on leave from the Department of Transportation, where he served as a toll traffic supervisor.

In his community of New Rochelle, which was



also the place of his birth, Jim Lennon was best known for his efforts for youth and in recreation and politics. He also found the time to direct play equipment and toy drives for children at Grassland's Hospital, St. Agnes Home for Children and Wiltwyck Home.

Jim Lennon was always especially proud of the citation he once received from the city council (and which hung in his office close to him) that honored him as a New Rochellean who was "an outstanding civic leader dedicated to public causes that enriched many people." He also

cherished the Luigi Antonini Labor Award he won in 1977.

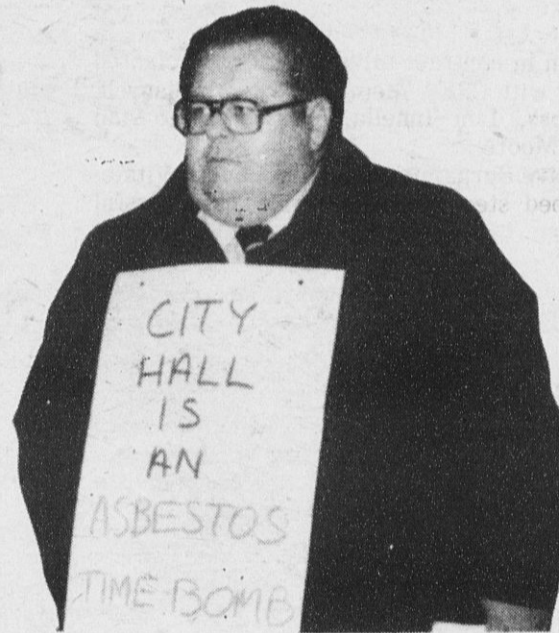
Just a few weeks ago, illness struck as he headed north to Albany to attend a special delegates meeting called to consider the CSEA/AFSCME affiliation. Nevertheless, he still managed to send a message to those assembled that he, too, supported the new relationship.

No matter where he was, or how he felt, CSEA and its thousands of members in New York State were always on his mind and in his heart.

Ray O'Connor new president

Raymond O'Connor, first vice president of CSEA Southern Region III and president of the large Westchester County CSEA Unit, is the new CSEA Region III President, automatically moving up to the office upon the untimely death of Mr. Lennon. Mr. O'Connor is a long-time union activist and familiar face throughout CSEA. He was featured in a Public Sector article just last week as one of two new members of the Board of Trustees of the CSEA Employee Benefit Fund.

The Public Sector will profile the new Region III president in greater detail in the next issue.



Repairs appear to have patched up safety hazards

OSHA loomed large over Essex building

By Deborah Cassidy

PLATTSBURGH — Now that the ceilings have been reinforced to prevent collapse, holes in the walls have been repaired to keep rain out of electrical sockets and a mysterious vibration in one office has stopped, the Essex County Government Center is apparently a fairly safe place to work.

But it took some loud complaints from the Civil Service Employees Assn. — and perhaps the threat of Occupational Safety and Hazards Act which went into effect January 1981 — to convince Essex County officials some action was necessary to secure the well-being of its employees.

The original building was constructed in the early 1800's, and in 1966 a new section was added to it. Only in the past year or so, have the problems developed, said Essex County Local President Margaret Bronson.

The union took action last August when those problems became more severe and the county showed a lack of concern.

After working hours one day, a plaster ceiling covered by a modern drop ceiling collapsed. Could other ceilings collapse while employees were at work, CSEA leaders wondered at the time?

The vibrations in a room of the new section, which up to this time had been mild and infrequent, now began occurring three to four times a day, causing hanging plants to swing wildly and objects to fall off desks. An engineer, hired by the county, inspected the structure and told employees there was no danger, although he could not determine the cause. Yet, this reassurance was little comfort when the vibrations became more severe.

On a tour for safety hazards, Bronson and Capital Region CSEA Field Rep Charles Scott discovered the hole where rain poured over an outlet.

CSEA submitted a list of these and other minor hazards to management with the warning that grievances would be filed if employees were hurt and that the soon to be enacted OSHA law would require the building meet certain safety standards.

The ceilings have since been carefully inspected, and any which showed signs of weakening were secured with heavy wire and furring strips.

The hole in the wall was repaired and many of the minor conditions were corrected.

Yet the vibrations, Bronson says, remain a mystery. At the union's suggestion in August the filing cabinets in that office were moved to redistribute the weight, but this change had no effect. Then shortly after, Bronson reports, the most severe of all vibrations occurred. And after that there has not been the slightest tremor.

"We (CSEA) have no idea what happened and the county tells us neither do they," she said.

A floor which has dropped an inch in a year, in the hallway connecting the old and new sections, is the only matter left unattended. County officials, according to Bronson, still maintain the condition poses no threat to safety.

Bronson still feels the older section is unstable and wonders if more hazards will develop there.

Local 830 bids due

MINEOLA — Members of Nassau County Local 830 seeking a nomination to run in the local election have until March 15 to submit the appropriate information to the local Nominating Committee.

Members must submit their name, a resume and the position they wish to be nominated for to Nominating Committee, Nassau County Local 830, 1550 Franklin Avenue, Mineola, N.Y. 11501.

The positions one can be nominated for are president; first, second, third, fourth and fifth vice presidents; secretary, treasurer and delegate. The local nominating committee will make its report April 1.

Nominating committee members are: John Aloisio, Jay Cartman, Dorothy Garage, Fred Gropper, Carlo Pugliese, Jean Wichman, Frank Bratby, Robert Ford, Ruth Grimmer, Charles Moon and Thomas Stapleton.



A DISCUSSION CONCERNING MANPOWER conditions highlighted a meeting earlier this month in Utica by representatives of the union and Department of Transportation CSEA Local 505 and Barge Canal Local 502. Among those participating were, from left seated, Local 505 President Nicholas J. Cimino, CSEA Region V President James J. Moore, CSEA State

Labor/Management Committee Chairperson Joan Tobin, and Local 502 President Frank R. Zammiello Jr. Standing, from left, are CSEA State Labor/Management Committee Vice Chairperson Harold Kenyon, Local 502 Vice President Harold Reinhardt, and CSEA Collective Bargaining Specialist Nels Carlson.



THE NEWLY ELECTED OFFICERS of the City of Troy School District Unit, CSEA, recently held their first executive committee meeting. Seated from left to right are Dorothy Donelian, vice-president; Betty Nichols, president; Delores Ciannamea, secretary, and Jean McKee, treasurer. Past unit president George Tashjian, who also serves on the executive committee, was not present at the meeting.

Calendar of EVENTS

February

- 18—Buffalo Local 003, Executive Committee meeting, 5:30 p.m., Plaza Suite, Buffalo.
- 20-22 — Region V Winter Conference, Hotel Syracuse, Syracuse.
- 25—Nassau County Local 830 Executive Committee meeting, 5:30 p.m., Salisbury Inn, Eisenhower Park, East Meadow.
- 26—28th annual New York State Employees Brotherhood Committee observance, Roosevelt Hotel, New York City.

March

- 3—Westchester County Unit shop steward training, 7 p.m., 85 Court Street, White Plains.
- 4—Long Island Region I Mental Hygiene Task Force meeting, noon, Region I Satellite Office, Hauppauge.
- 10—Suffolk County Local 852 Executive Committee meeting, 7 p.m., 755 Waverly Avenue, Holtsville.
- 11—Hudson Valley Armory Employees Local 252 Meeting, 1 p.m., Newburgh Armory, 355 South William St., Newburgh.

CSEA / AFSCME
the union that works for you



CSEA COLLECTIVE BARGAINING SPECIALIST HARMON SWITS responds to questions from the audience during an informational meeting to hear their negotiating team's report on the county's declaration of impasse.

Members criticized the county for its "nonchalant and sometimes arrogant attitude toward the needs and problems of the Saratoga workforce."

Saratoga members are not going to take it anymore

Negotiations reach an angry impasse

SARATOGA — The Saratoga County workforce is obviously angry and they're in no mood to take it anymore!

This message was delivered loud and clear by more than 140 CSEA-represented county employees who crowded the Gick Road VFW Hall last week to hear their negotiating team report on the county's declaration of impasse in the bargaining process.

After learning that the County had hired an outside negotiator at the cost of \$7,000, and after learning that the County's package consisted mostly of cutbacks and give-back demands, the membership unanimously passed a resolution which was supportive of their negotiating team and highly critical of the county's "nonchalant, and sometimes arrogant attitude toward the needs and the problems of the Saratoga County workforce."

John Miller, CSEA Local President, did not hide his anger as he told the

concerned crowd, "It's not going to be business as usual in this county anymore. We have problems which must be addressed, now! We have needs which must be satisfied, now! We will not allow the supervisors to intimidate us or ignore us any longer. We want their attention and we are going to get it, now!"

CSEA Board member William McTygue, who introduced the highly critical resolution and was happy with its successful passage, spoke of the membership's unity. "We never have had to do this before. Things just always worked out. But this time our membership is ready to stand together, totally together as county workers. We have solidarity and our strength is building."

CSEA Collective Bargaining Specialist Harm Swits summarized the County's attitude, saying "They like your productivity, they just don't want to pay you for it!"



SARATOGA COUNTY LOCAL 846 PRESIDENT JOHN MILLER, left, CSEA Collective Bargaining Specialist Harmon Swits, center, and CSEA Board Representative William McTygue, right, look over the informational meeting agenda prior to informing 144 members of the Saratoga County management's declaration of impasse.



DISCONTENTED MEMBERS of Saratoga County Local 846 sign in at the desk before the union's informational meeting.

BOYCOTT Nestlé BOYCOTT

Beacon pact features big benefits

BEACON — Annual salary hikes of eight percent highlight a new two-year contract recently ratified by union members in this Southern Dutchess County city.

Other highlights of the pact are:

- initiation of dental plan, effective Jan. 1, 1982;
- granting of clothing allowance;
- increase in shift pay differential;
- institution of discipline grievance procedure (as an alternative to Section 75 proceedings) with final and binding arbitration;
- increase in overtime pay for working holidays, and

- granting of 18 annual "sick leave" days, credited on a monthly basis.

Workers also get, for the first time, longevity payments as follows:

- 1981 — five years, \$200; ten years, \$400; 15 years, \$600; 20 years, \$800 and 25 years, \$1,000.
- 1982 — five years, \$250; ten years, \$500; 15 years, \$750; 20 years, \$1,000 and 25 years, \$1,250.

All city employees are included in the bargaining unit and they were represented in negotiations by Randy Casale, Stan Zmudzinski, Dave Eraca, Joe Catalano and Mike Way, assisted by Collective Bargaining Specialist John Naughter

Once rumored to be shutting down, but now

Adaptability to multiple use plan means bright future for employees at Harlem Valley Psychiatric Center

By Stanley P. Hornak

POUGHKEEPSIE — Gov. Hugh Carey has assured workers at Harlem Valley Psychiatric Center that they will not lose their jobs.

The governor gave that assurance to Local 409 President Robert Thompson at a town meeting held Jan. 28 at the Dutchess County Office building. Other signs at the 960-acre campus located in the mountainous area of southeastern Dutchess County should also make employees more confident about the future.

For example, 30 new patients were recently transferred there as part of a plan to convert building 85, which was opened in 1965, into a regional care facility for mentally ill elderly people. Chester Burrell, a deputy commissioner for the state Office of Mental Health, said at the town meeting, "We see a long future role in the center with the creation of a psychogeriatric facility."

Carey added, "the psychogeriatric facility will need a large staff." Indeed, Burrell told CSEA last November, "We have continued to pursue the development of a regional psychogeriatric program at Harlem Valley without diminishing the capacity to provide both admission and outpatient services."

Rumors that the center would shut down have been circulating for more than a decade, and even though state institutional populations have declined 70,000 since 1955, the Harlem Valley site — as a multi-use facility — has a bright future.

For example, several buildings on the campus are being converted to secure detention facilities for juvenile criminals. This will result in additional job opportunities and security.

The Harlem Valley region is sparsely populated and relatively isolated. Its economy hinges largely on two major employers: Harlem Valley Psychiatric Center and Wassaick Developmental Center. Accordingly, County Executive Lucille Pattison, State Sen. Jay Rolison, Assemblyman Willis Stephens, and CSEA, urged Gov. Carey last year to appoint a task force to look into, and report on, future uses of state facilities at the psychiatric center. Its findings were issued April, 1980, and Task Force Chairman Hugh O'Neil was quoted in the "Poughkeepsie Journal" as saying that its recommendations, "will provide full employment for all staff at the facility."

Basically, recommendations were:

1. develop a regional geriatric care facility,
2. continue the administration of outpatient services,
3. convert several existing buildings into Division for Youth facilities,
4. turn over plant management to the state Office of General Services (OGS),
5. investigate the feasibility of developing a 45-acre parcel of land on Route 22 as an industrial park, and
6. study other institutional uses.

Thus far, the first three recommendations have been implemented, and it is worth nothing that when OGS assumes responsibility as "landlord" it will be in a position to develop additional uses of buildings and land, including



LOCAL 409 President Robert Thompson, left, discusses the future of Harlem Valley Psychiatric Center with Deputy Commissioner Chester Burrell, right, who attended a town meeting conducted earlier by Gov. Hugh Carey. President Thompson questioned Governor Carey about the center's future during the town meeting program also.

possible shared service arrangements with other state agencies.

More than 3,000 people in Dutchess, Putnam and Westchester counties use the outpatient services. These services provide psychiatric help to people who no longer require institutional care.

Commenting on the report when it was issued, Local President Thompson said, "The needs of the majority of our membership have been addressed and met." He also vowed to be on guard for any changes.

More recently, Executive Director Wendy Acrish announced a revamping of the center's administrative structure, and CSEA Field Representative Bruce Wyngaard sees that as a "signal of future stability." It should be added that a survey of buildings revealed that they were economical to operate and, moreover, Harlem Valley Psychiatric Center has been consistently accredited by the Joint Committee on the Accreditation of Hospitals.

It's not hard to understand, then, that employees are beginning to feel more confident about the future. To quote a few: "I've had other opportunities, but I'm staying here." . . . " . . . at times I've been scared, but things are looking up." . . . "There's been changes, but I feel OK." . . . "I have a future here."

In the Winter of 1981, employees at Harlem Valley Psychiatric Center can feel confident. They have many good reasons to share the sentiment of their co-worker: "I have a future here."



DINING ROOM ATTENDANTS Shirley Hale, left, and Diane Stone are typical dedicated employees who express confidence about their futures at the center.