



WALTER F. MONDALE addresses supporters at Albany Airport rally the day before Primary Day.

Labor a key factor in Walter Mondale's NY primary victory

SEE PAGE 12

The Public SECTOR

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

Vol. 5, No. 39
Friday, April 6, 1984


(ISSN 0164 9949)

HANDING OUT MONDALE MATERIAL for CSEA at rally were Joseph Conway, left, chairman of CSEA's statewide Legislative and Political Action Committee, and Robert Guild, executive assistant to CSEA President Bill McGowan.

LOBBYING PAYS DIVIDENDS

ALBANY — CSEA's lobbying efforts have paid off once again and are reflected in the new state budget which the governor and legislative leaders have agreed to. The budget agreement was reached just prior to the start of the new fiscal year on April 1.

The new budget includes increased funding for several state agencies, local governments and school districts.

CSEA President William L. McGowan credits the efforts of CSEA activists who came to Albany for CSEA-sponsored lobbying day programs or who spoke with state legislators in their home districts, CSEA's lobbyists and political action staff, and CSEA's communications efforts for keeping the union's budget concerns in front of the legislature and the public.

Several stories concerning various portions of the \$35.6 billion budget are published on page 5 of this edition of The Public Sector.

Understaffing blamed in attack on MHTA



MHTA JOYCE O'BRIEN is able to smile now while recovering from injuries received when a patient attacked her at the Middletown Psychiatric Center recently. In spite of the incident, O'Brien says she's looking forward to returning to work.

MIDDLETOWN — Joyce O'Brien has been a mental hygiene therapy aide for the past two-and-a-half years. Now she's become a statistic as well.

O'Brien is one of the latest additions to the growing list of MHTAs who have been attacked by patients at state mental hygiene facilities.

CSEA, the union which represents O'Brien and tens of thousands of other public employees in New York's mental health and hygiene centers, says the increase in such incidents can be traced directly to the continued understaffing in those facilities.

O'Brien, who works at Middletown Psychiatric Center, became a victim of the dangerous conditions caused by a shortage of staff when she was attacked by a female patient.

The incident began in the dining room, when the woman became disruptive and began yelling. O'Brien brought her back upstairs, and "she began to threaten me. She said she was going to kill me," O'Brien said.

The patient, who was larger than O'Brien, threw herself at her and began biting and kicking her. Calling frantically for help, O'Brien was finally aided by a nurse who was on the ward.

Although she is still being treated for her injuries and the memory of the frightening incident is still fresh, O'Brien says she looks forward to

returning to work. "I don't mind my job. I like the people I work with," she said. "As long as you work with the right people, it makes it easier."

She says she is grateful to the nurse who helped restrain the patient.

"You have to be able to count on your co-workers. You can't trust the patients from day to day. If it hadn't been for the nurse, I don't know what would have happened," O'Brien said.

She said shortstaffing accounts for most of the problems at the facility. Most of the time there are no more than three staff persons on duty on a ward of 20 or more patients.

According to Local President Alex Hogg, more than \$600,000 has already been spent on overtime pay for a period of less than a year. Unfortunately, excessive overtime usually translates into employee burnout. Coupled with shortstaffing — which means fewer programs and activities for the patients — the situation is dangerous to anyone working on the wards, Hogg said.

"I'm very annoyed at the governor, the Office of Mental Hygiene and Middletown Psychiatric Center that we're sometimes working with just one or two aides on each ward," Hogg said. "If they had more employees, specifically therapy aides, I'm sure these injuries and assaults would not happen."

PERB ISSUES SECOND ORDER TO SARATOGA TO NEGOTIATE IN GOOD FAITH

Saratoga County has lost another round in its attempt to open to the public negotiations between the county administration and the CSEA Saratoga County Sheriffs Unit.

The state's Public Employment Relations Board has affirmed a decision by Administrative Law Judge Monty Klein that the county and the county sheriff refused to negotiate in good faith — a violation of the Taylor Law — when they insisted that bargaining talks between the two sides be open to the public.

The PERB Board ruling stated, "Collective negotiation sessions are not meetings of a public employer's negotiating team. They are meetings at which the public employer's negotiating team and the negotiating team of the public employee organization meet as equals. Neither party can impose ground rules upon the other. Neither party can decide unilaterally when and how frequently negotiations should take place, how long they should last, what the agenda of the session should be or what should be decided. While each party can decide who may attend as a member of its own team, it may not exercise any control over the attendees of the other side."

"We are certainly happy with this decision," CSEA Saratoga County Field Representative William Lochner stated. "Our offer to return to the bargaining table and negotiate a contract for our 85 sheriffs and their families while the county appeals this PERB decision to the courts still stands. However the county will most likely continue to use our members as economic hostages while this matter is litigated."

Attorney Richard Burstein of Roemer and Featherstonhaugh represented the union before PERB.

In a related matter, the PERB Board dismissed the county's improper practice charge against CSEA for walking out of a ground rules session at which the county insisted on having the public present before it would begin its discussions with the union.

Creedmoor Health Fair



EMPLOYEE BENEFIT FUND Representative Paulette Carrol discusses services available to CSEA members through EBF during recent Health Information Fair for employees of Creedmoor Psychiatric Center.



CSEA FIELD REPRESENTATIVE Martin Blumstein distributes union literature to CSEA members at the Creedmoor health fair, the second of a series of such programs to be held in the Metropolitan Region.

**Creedmoor local president
presents testimony**

Hispanic concerns: 'QUESTIONS OF JUSTICE AND EQUITY'

NEW YORK CITY — Noting that affirmative action, education and pay equity programs "have all been set back by President Reagan," a CSEA officer from the Metropolitan Region testified on the needs of Hispanics and other minorities at a recent hearing at the World Trade Center here.

"We are facing a president who is dismantling the programs that have provided opportunity for Hispanics and other minorities," Miguel "Mickey" Cruz, president of Creedmoor Psychiatric Center Local 406, told the Governor's Committee for Hispanic Affairs last month.

In his prepared testimony, Cruz pointed out that a quarter of CSEA's members are Hispanic or black, while half of its members are women.

"Questions of justice and equity are very important to us," he said.



TESTIFYING — Miguel Cruz presented testimony to the Governor's Advisory Committee for Hispanic Affairs at the World Trade Center recently.

As a result of Reagan cuts, Cruz said, New York ranked in the top 10 states for losses in aid to bilingual education, urban mass transit and aid for educationally deprived children. In total, the state lost \$4.2 billion in aid — the fourth largest loss in the nation.

"New York state must fight this federal action and stand ready to fill the gaps left as the federal government abandons its responsibilities," Cruz said.

One of the responsibilities the state must recognize, he said, is the issue of pay equity. Currently, he noted, a study for pay equity in CSEA's three state bargaining units is being conducted as a result of a contract stipulation.

"Although the concept of equal pay for work of comparable worth is often thought of solely as a women's issue, it will also benefit Hispanics and other minorities," Cruz declared.

He said pay equity is a serious issue for Hispanics for two reasons — because many jobs traditionally held by Hispanics and other minorities have been "ghettoized" and are paid at artificially low levels, and because minority women often suffer the most from inequitable wage scales.

"Hispanics and black working women are far more often in poverty households than males or white females," he said. "Minority women often experience the highest rate of poverty among any group of workers.

"We must also protect the concept of merit and fitness," he continued. "Study after study has shown that Hispanics and other minorities are more successful at obtaining public employment under a competitive system than under an appointive system. White male middle managers tend to appoint white male middle managers. This fact was repeatedly confirmed by the Civil Service Department's ethnic survey of the state workforce."

Cruz says civil service testing must continue to remove cultural biases, and that government should increase its recruitment efforts to encourage young Hispanics to seek work in the public sector. "To make that goal realistic, the state and local governments must treat public employees with dignity and respect," he said.

Too often, said Cruz, public employees bear the brunt of the government's fiscal problems. As an example, he cited the severe cutbacks and staff reductions at the state's developmental and psychiatric centers.

"Hispanics, like all New Yorkers, should be concerned about the level of care delivered to these clients. The state's mental hygiene facilities also provide employment opportunities for Hispanics, as well as other New Yorkers."

Citing a CSEA report, "A Return to Tragedy: The Effect of Mental Hygiene Staff Reductions," which documents the problems caused by massive workforce reduction in these agencies, Cruz stressed that "client care has suffered and working conditions have deteriorated to the point where it will be hard to recruit young Hispanics to this workforce.

"A constant threat of layoffs or working under terrible conditions because of shortstaffing . . . does not make public employment an attractive prospect," he said.

**'New York state must stand ready to fill the gaps left
as federal government abandons its responsibilities.'**

CSEA wins class action settlement for employees of vets' home

OXFORD — It began with a class action grievance over unused dinner break time and has ended more than three years later with a settlement amounting to 242 hours of total overtime money for 33 employees at the Oxford Veterans' Home.

CSEA Local 305 President Dale Mumbulo explained the grievance was filed in November 1980 when management extended the 3 p.m.-11 p.m. and 11 p.m.-7 a.m. shifts to give employees a half-hour dinner break.

"The employees did not want their shifts extended one-half hour and filed a class action grievance. After being denied at the first three steps, the case proceeded toward arbitration," Mumbulo continued.

"Before the arbitration date, the fact was brought

out that employees were told to sign out for dinner breaks never taken. They never left their duty floors."

The case never reached the arbitration stage after management and CSEA Attorney Pauline Kinsella reached an agreement.

The settlement covered 33 hospital clinical assistants and LPNs in the Institutional Bargaining Unit, and concerns overtime ranging from one-half to 24 hours.

"Naturally, the employees involved are relieved the settlement was reached in their favor. Although it was a long, involved process, they know the persistent efforts of Local 305 and the CSEA Legal Department in Albany were an important factor in the victory," Mumbulo said.

Public Sector

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

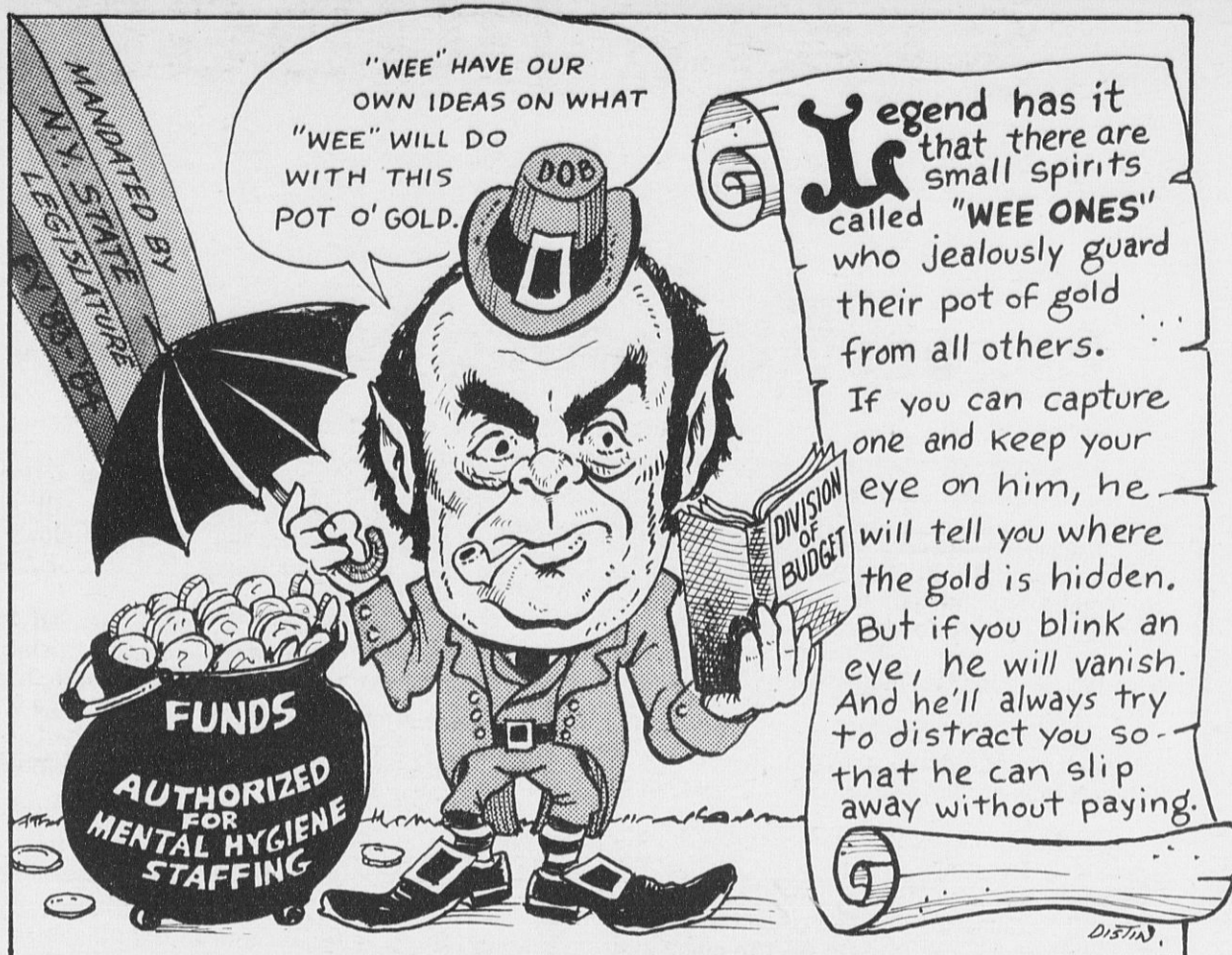
The Public Sector (445010) is published every other Friday by the Civil Service Employees Association, 33 Elk Street, Albany, New York 12224.

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

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

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

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



Board of Directors

Meeting highlights

EDITOR'S NOTE: The Public Sector regularly publishes a summary of actions taken by CSEA's statewide Board of Directors at the board's official meetings. The summary is prepared by statewide Secretary Irene Carr for the information of union members.

By Irene Carr
CSEA Statewide Secretary

ALBANY — The statewide Board of Directors met in Albany Feb. 23, and dealt with a heavy agenda resulting from the cancellation of the January meeting due to a snowstorm.

Official actions of the board included the following:

The Board approved a recommendation by the County Executive Committee that two interns be assigned to research CSEA records "to identify motions or actions of the Board of Directors in the delegate body which could be construed to be official policy of the union." Such information would be distributed in looseleaf form to all local presidents, and updated as necessary.

Article X of the regional, local and unit constitutions was modified to authorize regional political and legislative action committees to determine endorsements in specified local

elections. The board also approved members designated to serve on the six committees and modified a trust agreement governing expenditures of the Political Action Fund in accordance with the new endorsement procedures.

A vacancy on the statewide Political Action Committee was filled, with the appointment of David Biddle of Region IV.

The accounting firm of Coopers & Lybrand was approved to perform the audit of CSEA for the fiscal year ending Sept. 30, 1984.

A new staff position, purchasing specialist, was approved and funded. The Board also approved extending the purchase of up to 1.5 days for state division board members not covered in the three major bargaining units to enable attendance at Board meetings.

Acting on recommendations by the CSEA Convention Committee, the board moved that the union's 1985 delegates meeting be held in New York City and the 1986 meeting be held in Niagara Falls. The board tabled consideration of site selection for subsequent years.

Several recommendations of the Charter Committee were approved, including creation of a new private sector local in Region V, a new St.

Lawrence County retirees local out of Local 915, and a new judiciary local for Westchester County employees of the Office of Court Administration. The membership clause of Judiciary Local 332 was amended to delete retirees.

In addition, Article XII of the region constitution, governing nominating and election procedures, was amended to require candidates qualifying by independent nominating petitions to obtain the signatures of only 2 percent (down from 4 percent) of CSEA members eligible to vote in the election.

The position of director of organizing was created, on the recommendation of the Personnel Committee, along with a reorganization plan for CSEA staff secretarial/clerical series positions.

The board also requested a report as to which individuals within CSEA are covered under the union's liability insurance for protection in regard to legal action, and that the cost of providing such coverage to all local and unit officers be researched.

Questions by CSEA members concerning the Board of Directors should be directed to that member's board representative, local president, or to the office of the statewide secretary. Copies of the secretary's board minutes are mailed to all board representatives and local presidents.

First film in labor series to air on PBS

"The Killing Floor," a feature-length dramatic film about Chicago Stock Yard workers' efforts to build a union, will be broadcast nationwide as a special two-hour presentation on American Playhouse series, April 10, at 9 p.m. over PBS. "The Killing Floor" is the first production in the MADE IN U.S.A. TV series on the history of workers in America.

"The Killing Floor" is based on actual characters and events and tells the story of Frank Custer, a black sharecropper from the South who becomes a union organizer during the World War I era. According to Executive Producer Elsa Rassbach, "it's a story which shows how the labor movement survived a difficult period and, at the same time, cast down new roots for the future."

The film stars Damien Leake, Emmy Award winner Moses Gunn, and Academy Award nominee Alfre Woodard.

More than 30 unions and the AFL-CIO have provided support to help launch the MADE IN U.S.A. series and to make the \$1.5 million production of "The Killing Floor" possible. Other major funders are the National Endowment for the Humanities, Corporation for Public Broadcasting, Ford Foundation, Rockefeller Foundation, Illinois Humanities Council, and the nation's public broadcasting stations.

The MADE IN U.S.A. series has been seven years in the making. As the October, 1983 AFL-CIO Resolution presented by the Industrial Union Department states, MADE IN U.S.A. is "the first major series on labor designed for prime-time programming" and "one of the most ambitious, potentially significant efforts in the field." The resolution pledges "that the AFL-CIO and its affiliates will continue their efforts to provide and secure support for production, promotion, and distribution of MADE IN U.S.A., a TV series that will tell labor's story to the American people."

STATE BUDGET PACT:

RELIEF FOR SEVERAL AGENCIES

Increased staffing for OMH, SUNY

ALBANY — Understaffed mental hygiene facilities and state university campuses should see some relief as a result of the new state budget.

The state Legislature has responded to CSEA's calls for more staff in these agencies. Last year the Legislature included money for staffing that the Division of Budget refused to spend.

In its report on understaffing, "A Return to Tragedy," the union called on the Legislature to follow through on its mandate for more staff, and the Legislature has done this with historic language in the budget bills setting staff levels in the agencies.

In the Office of Mental Hygiene, the Legislature has provided for more workers than Gov. Mario Cuomo proposed in his executive budget, while in the office of Mental Retardation and Developmental Disabilities, the Legislature has set specific staff-to-client ratios. And, at CSEA's urging, the Legislature also has set new formulas for staff-to-client ratios to make sure they reflect direct care staff available. This should result in several hundred new direct care workers being added at OMRDD facilities across the state.

The budget also mandates more workers in the state university system.

"The Legislature has taken action to improve staff levels in these agencies. CSEA will be working to make sure the executive branch follows through on the Legislature's mandate," said CSEA President William L. McGowan.

Sen. Frank Padavan, who led the fight for more mental hygiene staff, said the Legislature's action should improve conditions in the state's institutions. (See related stories on Padavan on page 9.)

CSEA officials also credited Assembly Speaker Stanley Fink for his leadership in making improvements in this budget.

The budget's impact on other state agencies is not as clear, but it appears there will be staff increases in several of them.

CSEA Lobbyist James Featherstonhaugh says there appears to be room in the budget for more staff in the Department of Transportation. CSEA will be working to make sure that staff is added. The union activists pointed out to legislators that cuts in DOT have created hazards for workers and motorists. (See related stories on Lobbying Days on pages 10 & 11.)

'CSEA will be working hard to make sure the executive branch follows through on the Legislature's mandate.'

—CSEA President William L. McGowan

Biggest-ever boost to school aid

ALBANY — CSEA's lobbying efforts deserve an "A" for getting the largest school aid increase in the history of New York passed by the state Legislature, according to Carol Craig, who chairs the union's School Employees Committee.

The \$5.3 billion school aid budget for 1984-85 increases local aid by a record \$460 million — \$200 million more than suggested by Gov. Mario Cuomo in his executive budget last January. But what has CSEA officials especially pleased is a \$43.6 million increase in transportation aid.

The funds will help achieve one of the union's long sought lobbying goals — parity for district-owned transportation systems.

Previously, there was an economic incentive to subcontract bus services. Retirement costs were reimbursable for private run systems but not for district owned transportation. But now, the incentive is just about gone.

The new budget will reimburse school districts for 80 percent of employees' retirement costs. CSEA Coordinator of School District Affairs Larry Scanlon applauds the measure, which he says "takes away the incentive to subcontract."

The fight for increased school aid was led by Senator James H. Donovan, who chairs the Education Committee, and by Assembly Ways and Means Committee Chairman Arthur J. Kremer.

Municipal aid up

ALBANY — State aid to cities, towns and villages outside New York City will go up in the 1984-85 fiscal year.

The budget increases by \$25 million the special aid package and that, says CSEA President William L. McGowan, is "good news." And, even though lawmakers retained a \$800 million cap on direct per-capita aid to local governments, political subdivisions will benefit from an extra \$4.1 million for the Office for the Aging, \$11 million in incentives for county departments of social services, and a \$2 million hike in wastewater treatment aid.

County governments should also profit from increases of \$20 million for housing the homeless and \$15 million for nutrition.

No go-ahead on felon probation plan

ALBANY — Gov. Mario Cuomo's proposed state takeover of probation for felons has been shot down by the state Legislature. The 1984-85 spending plan does not include the funds Cuomo sought to implement the takeover.

The proposal had drawn the fire of state CSEA President William L. McGowan, who warned it would "fragment probation" and "sacrifice 57 effective county probation departments for the sake of New York City's troubled system."

Closings, consolidations of DFY facilities slated

ALBANY — One dark spot in an otherwise bright budget picture is in the Division for Youth.

While the state Legislature has added money to keep community homes in Jamestown, Gloversville and Monticello open, there will be closings and consolidations of secure facilities.

"Every DFY worker affected by the closings should be offered another state job," declared CSEA President William L. McGowan.

With the budget calling for staff increases in several agencies the union is working to make sure DFY employees who lose their jobs are placed in other positions.

Civil Service exam preparation program to air in downstate regions

NEW YORK CITY — CSEA members in Regions I, II and III can learn a lot about how to approach an examination by turning their TV sets to local stations that will air the Civil Service Test Preparation Project later this month.

To be shown in four half-hour segments, the series includes practical information on how to take an oral exam, ways to reduce "examophobia," and how to improve mathematical scores. It also offers practice questions and their solutions.

The tapes will originate from WNYC Television

Channel 31 here. They will be shown in all three CSEA regions on April 23, 24, 26 and 27 at 7 p.m. on the following channels:

- Region II — Channel 31 on UHF, or cable channel 3
- Region I — Channel 19 on HBO Cablevision
- Region III — Channel 16 for northern Westchester subscribers to Adams/Russel Cable Systems and Channel 12 for southern Westchester subscribers to UA Columbia Cablevision

All other Region I and III members are advised to check their local cable guides for stations that carry Channel 31.

McGowan blasts mental hygiene short staffing

By Ron Wofford
CSEA Communications Associate

NIAGARA FALLS — Shortstaffing at the state's mental hygiene facilities was an overriding concern of CSEA President William L. McGowan in his speech at the third annual CSEA-OMH Labor Relations Conference held here recently. It was an issue otherwise not formally addressed at the three-day meeting.

"A less than adequate staff level on a ward or unit directly affects the quality of care than can be given to client needs," McGowan said, while chiding Gov. Cuomo and the state Budget Office for withholding more than 1500 OMH-OMR job items included by the Legislature in last year's budget.

McGowan pointed to the harsh effects of short-staffing of MHTAs and other OMH-OMR CSEA members as the reason for the union taking its case to the state Supreme Court to force the filling of funded job slots.

"The forced overtime, usually without advance notice, is particularly hard on young mothers who must leave their children in the care of others," McGowan said.

He noted that a MHTA was disciplined, after getting a sudden order to work overtime, for leaving the job site to make sure her child would continue to be watched.

"We straightened the matter out," McGowan said. "But our employees should not have to be subjected to this type of harassment."

He said CSEA will continue to push increases in staff levels "by whatever means necessary."

"We have come a long way towards solving our mutual problems and creating a safer and healthier atmosphere for our clients," he told participants at the meeting. "But we still have a long way to go."

The conference included many workshops developed by a joint labor-management committee to improve attitudes and solve problems at work.

Keynote speakers James Cooney, CSEA collective bargaining specialist, and Thomas Sharkey, OMH associate commissioner, urged conference participants to maintain a "spirit of cooperation" during the workshops, some of which had management and labor activists switching roles in mock confrontation situations.

Other panels and workshops addressed employee assistance programs, employee orientation, labor-management skill building, joint apprenticeship, and safety and health maintenance.

One popular workshop involved the male-female therapy aide staffing problem in mental hygiene facilities. According to CSEA participants, the shortage of males in direct-care job slots could best be remedied by solving the general problem of understaffing.

The conference committee included for CSEA: Sharon Connor, Hutchings PC; Glenda Davis, Rockland PC; Al Henneborn, Central Islip PC; Robert Nurse, Kingsboro PC; Joe Polito, Buffalo PC; Hank Wagoner, Capitol District PC; and CBS Cooney.

OMH was represented by: Philip Scott, director, Bureau of Employee Relations; Bob Coffey, WNY and CPC; Sue Kochis, Hudson River PC; Ken Meyer, Kings Park PC; John Scott, Hutchings PC; and Deborah Sickles and Charles Thompson.



CSEA PRESIDENT WILLIAM L. McGOWAN, right, talks with OMH Associate Commissioner Thomas Sharkey, left, and CSEA Collective Bargaining Specialist Jim Cooney,



CSEA STATEWIDE SECRETARY IRENE CARR, left, talks with Elaine Mootry, center, a mental hygiene representative on CSEA's Board of Directors, and Barbara Reeves, EAP coordinator at Utica Psychiatric Center, during recent CSEA-OMH Labor Relations Conference.



WESTERN REGION VI PRESIDENT Robert Lattimer, center, confers with Wayne Jones, left, vice president of Gowanda Psychiatric Center CSEA Local 408, and Local 408 President Joe Hageman.

Understaffing having serious effect on safety conditions at Bronx Psychiatric

NEW YORK CITY — The quality of life for clients and staff at Bronx Psychiatric Center has been drastically reduced, and their safety seriously compromised, because of cutbacks in staffing, Local 401 President Ernest Punter told a television interviewer recently.

Speaking to Peg Breen, host of the television program "Inside Albany," Punter said, "There has been a sharp increase in the incidence of patients abusing other patients simply because we do not have adequate staffing to supervise wards that are grossly overcrowded."

Two or three therapy aides are often responsible for up to 59 clients on wards built to accommodate 30 clients, some of whom are extremely violent.

"Many aides are not given proper intervention training, which is crucial under any circumstances. But because forensic clients are mixed with regular admissions, training becomes even more important. Aides cannot be expected to intervene effectively in such an explosive situation," Punter pointed out.

Staff has also experienced an increase in attacks by patients, resulting in a high rate of absenteeism, he added.

Crucial community services and day care programs for children and adults have been abolished as a result of cutbacks, Punter told the interviewer, creating a "revolving door" situation for clients who are often readmitted to the center.

Programs for inpatients have also been cut, leaving clients to "sit and do nothing all day long."

Employee burnout is rampant and morale is "dangerously low," Punter said.

"The governor should come to Bronx Psychiatric to see the conditions here firsthand," he told Breen.



LOCAL 401 PRESIDENT Ernest Punter, left, tells "Inside Albany" host Peg Breen that the safety of both clients and staff has been seriously compromised at Bronx Psychiatric Center because of shortstaffing.

THIS MONTH IN LABOR HISTORY

By the New York State Labor History Association News Service

April 15, 1889 — birthdate of A. Philip Randolph, black leader

By Robert Wechsler

Asa Philip Randolph, a black union organizer and civil rights leader, fought for racial progress and economic justice for all workers throughout his life.

Founder and first president of the Brotherhood of Sleeping Car Porters in 1925, he took on the powerful Pullman Company, forcing them to bargain with his union. In the 1940s, he showed the same determination in pressuring two presidents to integrate the defense industries and the armed forces. A decade later, he led civil rights demonstrations culminating in the 1963 March on Washington for Jobs and Freedom.

A. Philip Randolph first came to prominence as a socialist journalist who championed a number of black union causes, including that of the Pullman sleeping car porters.

The Pullman Company, builders of parlor and sleeping cars for the nation's railroads, had become by the 1920s the largest single employer of black labor in the United States. By 1925, the year of the founding of the Brotherhood of Sleeping Car Porters, Pullman was paying its 12,000 porters about \$67 a month for 400 hours of work, about 11,000 miles of travel. Employees complained about the absence of layover time, no overtime, and the mandatory unpaid preparation time of about five hours prior to the trip.

Randolph was approached by the porters to organize them because he was not employed by Pullman and thus beyond company retaliation. During the 12 years that the small band organized, Pullman fired many union members, hired Filipino parlor car porters in order to create racial hostility in the ranks, and tried to bribe Randolph with \$10,000 to cease his activities.

In 1929, locals of the Brotherhood affiliated directly with the American Federation of Labor.

Six years later, the union won a representation election, but Pullman would not bargain in good faith with the porters for another two years. By that time, the AFL had granted the Brotherhood of Sleeping Car Porters international status. In August 1937, the first contract ever signed between a union of black workers and a major American company reduced the porters' work month from 400 hours to 240 hours, and included a wage settlement totaling \$1.25 million.

A. Philip Randolph's quest for justice for black American workers continued throughout his life. In 1940 and 1941, he threatened to call a march on Washington of 100,000 black Americans if President Franklin Roosevelt did not end racial discrimination in the expanding defense industries and the armed forces. Roosevelt signed Executive Order 8802 banning discrimination in the defense industries and government employment but it took another presidential order signed by Harry Truman in 1948 to begin the work of ending "Jim Crow" practices in the armed services.

An AFL-CIO Executive Council member, Randolph remained an active voice for ending discrimination in the labor movement as well as in American society. In 1963, he organized and directed the March on Washington for Jobs and Freedom. His civil rights work culminated in the Civil Rights Act of 1964, the Voting rights Act of 1965, and the Civil Rights Act of 1968.

Always forthright and humane, Randolph lived a modest life in his Harlem apartment until his death in 1979. His legacy is embodied in the continuing work of the A. Philip Randolph Institute in New York City. The Institute was established in 1965 to further civil rights and educational projects and serve as a liaison between the black community and the trade union movement.

AFSCME endorses proposed pension plan legislation as prudent in crisis

WASHINGTON — The proposed federal Public Employee Pension Plan Reporting and Accountability Act (PEPPRA) of 1984 "is a timely and prudent response to the crisis currently facing public pension plans, plan participants and taxpayers, AFSCME President Gerald W. McEntee said in announcing the union's support of the proposal.

The bill would allow states with substantially equivalent laws to "opt out" of the legislation's reporting and disclosure requirements.

According to the bill's sponsors, the legislation is designed to protect both the rights of the participants in state and local pension plans and the interests of taxpayers who help finance the public pension systems.

Numerous public and private studies, including a major report by the House Education and Labor Committee, have indicated that a major crisis currently faces state and local government retirement systems.

McEntee issued the following statement on the PEPPRA bill:

"I am extremely pleased that a bipartisan coalition of more than 100 members of Congress has agreed to support enactment of the PEPPRA legislation. We at AFSCME believe H.R. 5143 is a timely and prudent response to the crisis currently facing public pension plans, plan participants and taxpayers.

"As a constructive means of addressing the public pension crisis, the American Federation of State, County and Municipal Employees strongly supports the enactment of minimum federal reporting and disclosure and fiduciary standards for state and local government retirement systems. By focusing on these areas, such legislation will minimize the degree of federal intrusion in state and local government affairs. Effective reporting and disclosure and fiduciary standards will ensure that state and local pension problems are solved at home, rather than in Washington, D.C."

EAP conducts popular 'crime stoppers' program

WINGDALE — CSEA members and their families participated recently in a "Crime Stoppers Day" program sponsored by Employee Assistance Programs (EAPs) at four area facilities.

The program was held at the Harlem Valley Psychiatric Center here and was sponsored by EAP projects there as well as at Wassaic Developmental Center, Westchester Developmental Center and the Harlem Valley Division

Participants received information dealing with substance abuse, burglary, driving while intoxicated, and the highly acclaimed Child Find Program which fingerprints children to make it easier to locate children if they become missing or are abducted.



WILLIAM LUM watches as Deputy Sheriff Stella Ramaglia gets ready to fingerprint him as part of the Child Find Program project sponsored by the Dutchess County Sheriff's Department. He is the son of Harlem Valley Division For Youth employee Edwin Lum, a CSEA member.



FINGERPRINTING children makes it easier to locate them if they later become missing or are abducted. Dutchess County Deputy Sheriff Stella Ramaglia gets print of Shane Barto while his brother, Christopher, looks on. Their mother is a CSEA member with the Division For Youth.



CSEA MEMBERS AND THEIR CHILDREN were shown films on a variety of topics during the Crime Stoppers Day program.



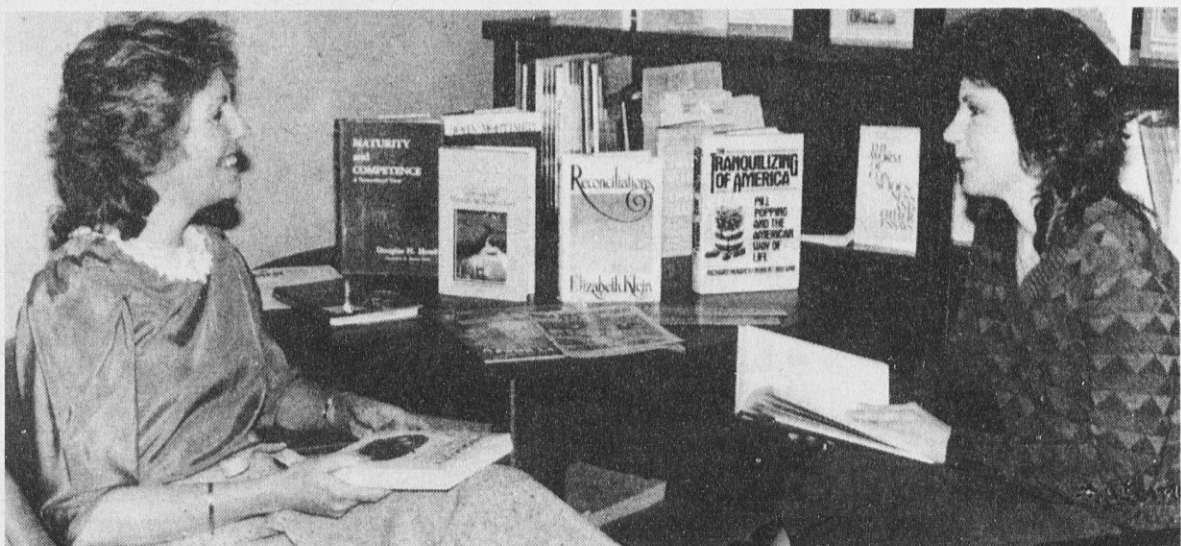
CHRISTOPHER PELKEY finds out that fingerprinting doesn't hurt at all. His father, Douglas Pelkey, is a CSEA member working at Harlem Valley Psychiatric Center.

Resources library helps coordinators

NEW WINDSOR — Employee Assistance Program (EAP) coordinators throughout CSEA Region III have a library of resources available, thanks to a system set up by EAP Field Representative Peg LaValle.

Books and pamphlets on virtually every subject an EAP coordinator might encounter are contained in a library LaValle arranged in her EAP office located at Stewart Airport. LaValle says she will supply packets of information for conferences and programs on a limited basis also. A variety of programs are available to groups, most at no cost. "We want to reach people before problems occur," she said.

State EAP coordinators may contact LaValle at (914) 564-4876 for information on materials and programs available.



EAP LIBRARY at Stewart Airport office is scene of discussion of resources available between EAP's Peg LaValle, left, and Mary Anne Biasini.

Concerned for safety, welfare

Union joins suit to shutter shelter at Creedmoor site

CSEA is joining a lawsuit initiated by Sen. Frank Padavan (R-C, Queens) to close a shelter for the homeless recently opened at Creedmoor Psychiatric Center.

The court action charges that opening the shelter violates both the New York City Charter and the state Mental Hygiene Law.

The charter violation stems from the lack of community input prior to opening the shelter. The breach of Mental Hygiene Law arises because the state Legislature did not participate in the decision making process.

Padavan, who chairs the Senate Committee on Mental Hygiene and Addiction Control, explains "I cannot believe that quality care can be provided to the mentally ill while the city runs a flophouse only a few steps away." CSEA President Bill McGowan adds, "The shelter is a cheap way for the state to avoid its responsibility to care for these people, many of whom are dumped MH clients."

The 800-bed shelter recently opened in Creedmoor Building No. 4 as the result of an agreement between Gov. Mario Cuomo and New York City Mayor Ed Koch. But Padavan maintains that agreement "says a great deal about the kind of government we have in New York City, and how effectively the city and New York state governments

are handling the problems of the mentally disabled and the homeless."

CSEA Attorney William Wallens describes the lawsuit as "a matter of our concern for the safety and welfare of both clients and employees at Creedmoor Psychiatric Center."



SEN. FRANK PADAVAN, right, chats with CSEA President Bill McGowan.

Sen. Frank Padavan: 'staunch defender of quality care'

ALBANY — CSEA President Bill McGowan calls him a "staunch defender of quality care in our Mental Hygiene system." But who is Sen. Frank Padavan, and what does he stand for?

A six-term veteran of the state Senate, Padavan has amassed an impressive legislative record.

He sponsored legislation streamlining the mental hygiene agency to

make it more responsive to the needs of the mentally disabled. He held a series of investigations which exposed gruesome conditions at boarding homes for discharged patients, and authored the site selection law which governs the process by which group homes are established. He advocates increased state assistance to communities burdened with the problems of the homeless.

Padavan has chaired the Senate Committee on Mental Hygiene and Addiction Control since 1977. In a recent TV interview, he noted, "The governor's treatment, the executive branch's treatment, of the mental health system is a disaster because a crisis follows a disaster and that's exactly what we have."

Padavan also serves on the Creedmoor Psychiatric Center Advisory Board and led the fight to stop former Gov. Hugh Carey's plan to use facilities there for prison cells. Later, he opposed efforts to use Creedmoor grounds as a sanitation depot and he describes the city shelter recently opened there as "very serious jeopardy to Creedmoor's patients, nearly half of whom are also physically disabled, Creedmoor's staff and the men, women and children in the community surrounding the shelter."

Senate Majority Leader Warren Anderson has written, "Through his legislative work, Sen. Padavan has set a model for quality care for the mentally disabled throughout the state."

State gives funds to fix facility hazards

ALBANY — Two school districts where employees are represented by CSEA bargaining units are among six public agencies receiving state grants to correct hazards found at public facilities there.

The funds, awarded by the state Public Employee Occupational Safety and Health Hazard Abatement Board, will pay 75 percent of the expected cost of corrective measures. They were based on inspections done under the state Public Employee Safety and Health Act.

The Horseheads Central School District, whose CSEA unit is a part of Chemung County Local 808, will receive an additional \$1,874 to complete correction of a fuel tank hazard. The district had previously received \$7,640 for the project.

The Shelbourne-Earlville Central School District, whose employees are part of Chenango County Local 809, will get \$3,124 to correct hazards at the bus garage and at the Junior and Senior High Schools.

Other public agencies awarded grants were the Albany County Sewer District, the Romulus Central School District, the village of South Nyack and the town of North Tarrytown.

Tollfree hotline in place for AIDS info

New York state residents who have questions or concerns about AIDS (Acquired Immune Deficiency Syndrome) may now call a tollfree AIDS hotline initiated by the state Health Department.

The statewide tollfree AIDS hotline is 1-800-462-1884. It is operated daily from 8 a.m. to midnight. Callers should ask for the "AIDS tape" when calling the hotline number.

At the conclusion of the AIDS tape, the telephone numbers of regional AIDS task forces are provided for callers who have specific questions about AIDS or who need advice on medical care and support services. Callers may also request a free brochure on AIDS.

According to the state Health Department, 1,700 AIDS cases have been reported in New York state since 1979, more than 44% of all AIDS cases reported nationwide.

Court ruling upholds CSEA complaint in SUNY holiday closing

ALBANY — It took the state's highest court to end an impromptu holiday tradition at the State University at Albany that CSEA has been fighting since 1977.

SUNY at Albany is guilty of an improper practice in refusing to negotiate the impact of a mandatory day off for employees the Friday after Thanksgiving in 1977 and 1978, the state Court of Appeals ruled March 27.

"We're going to get money for this," says CSEA Attorney Marjorie Karowe who explains the union will now take steps to get compensation for workers who lost a day's pay or leave time.

The court ruled an employer may direct employees not to come to work, but must negotiate the impact of "directed absences." SUNY had required workers to use accrued vacation or personal leave time to take the day off without pay.



SENATOR JOSEPH BRUNO, 43rd District, meets with David Biddle, left, of the statewide Political Action Committee, and Judy Remington of Empire State College Local 641.



FRANK ZAMIELLO JR., president of Barge Canal West District Local 502, sits with statewide Secretary Irene Carr at a briefing prior to the start of lobbying day.



THOMAS HALEY, right, director of CSEA's Legislative and Political Action Department, briefs union representatives before their visits with state legislators. Here he talks with Joan Tobin, DOT representative on CSEA's statewide Board of Directors, and David Biddle, of the union's PAC.

LOBBYING DAY

UNDERSTAFFING THE KEY ISSUE FOR SUNY, DOT

ALBANY — The impact of understaffing at the State University of New York and the Department of Transportation was the theme of a CSEA Lobbying Day held here on March 19.

James Featherstonhaugh, the union's chief lobbyist, and statewide Secretary Irene Carr underscored to SUNY and DOT local presidents the importance of lobbying legislators to effect staffing changes, while union Executive Vice President Joseph E. McDermott asked that SUNY and DOT lend mutual support in their efforts.

The local presidents, accompanied by Political Action Committee representatives, then worked the halls of the state Legislature, meeting with state senators and assemblymen to push for union-backed bills. Armed with fact sheets, they carried such information to the elected officials as:

- Conditions in DOT are so dangerous that the Highway Maintenance Division has a 25 percent accident rate;
- DOT's Waterways Division has lost 370 workers since 1971, and if maintenance and rehabilitation funding is not increased, the Barge Canal may become inoperative within 10 years;
- DOT's Highway Maintenance Division has lost 408 workers since 1978 even though during the same time it assumed responsibility for an addi-

tional 3,000 lane-miles;

- DOT had 4,777 workers assigned to snow removal in 1981-82 while today there are only 4,258 workers or 519 less people;
- the state Division of Budget authorized the filling of only 31,167 SUNY positions in 1983-84 even though the state Legislature budgeted 32,737 items;
- deficient maintenance of SUNY grounds and facilities will eventually require expensive future repairs; and
- insufficient support and clerical services is compromising SUNY's educational environment and causing a decline in the quality of education.

The Lobby Day program on behalf of DOT and SUNY employees was the second large-scale lobbying effort recently by CSEA activists. A few days prior to the DOT/SUNY campaign, CSEA Mental Hygiene local presidents and union representatives from across the state conducted a similar campaign. The primary thrust of the mental hygiene campaign was aimed at increasing staffing at the state's institutions.

CSEA's lobbying efforts were a large success. (See budget stories on page 5.)



ASSEMBLYMAN ARTHUR J. KREMER, 20th District, center, is flanked by a contingent from CSEA's Long Island Region I. Standing, from left, are Charles Scalfani of SUNY Stony Brook Local 614; Lou Mannellino of DOT Local 508; Jeanne Angiulo of SUNY Farmingdale Local 606; and Tom Stapleton of Nassau County Local 830.



ASSEMBLYMAN PAUL TONKO, 105th District, heard about upstate needs from Milo Barlow, DOT Local 676, and Betty Lennon of SUNY Plattsburgh Local 612.



JOYCE DIMITROFF, director of the Legislative and Political Action Office gives some last minute counsel to SUNY Purchase Local 637 President Jose Pedro.



SENATOR L. S. RIFORD JR., 50th District, right, goes over statistics with constituents Pat Crandall of SUNY Cortland Local 605 and Don Crandall of Cortland County Local 812.

\$5 exam fee waived for ASU, ISU and OSU employees only

ALBANY — The \$5 filing fee for Civil Service open competitive examinations is waived only for employees of CSEA's Administrative, Institutional and Operational Services bargaining units.

Waiver of the \$5 application fee was negotiated by CSEA in the last round of bargaining. Under the 1982-85 contracts for the three bargaining units, the fee is assumed by CWEP — the joint labor-management Committee on the Work Environment and Productivity.

Anyone else taking an open competitive examination is required to pay the fee.

A computer check verifies an applicant's eligibility for the waiver. Otherwise, Civil Service will not verify the test score until the \$5 fee is paid by the applicant.

State to appeal court ruling on retirement system contributions

The state says it will appeal a recent state Supreme Court decision which stated the state cannot withhold contributions made by certain individuals to the state public employees retirement system. The original ruling will be held in abeyance pending the outcome of any appeal.

As reported in the previous edition of The Public Sector, Supreme Court Justice Joseph P. Torraca recently ruled that it is unconstitutional for the state to withhold contributions made by members of the retirement system who joined on or after July 1, 1976 and who terminated service on or after Sept. 1, 1983 with less than 10 years of service. The state plans to appeal that ruling.

Interesting, CSEA has announced it, too, will appeal a portion of that ruling. The union plans to appeal the portion of the suit in which the justice denied a request that the state be required to pay ordinary death benefits to designated beneficiaries or estates of Tier III employees who die on or after Sept. 1, 1983 at the same rate as those who died before that date.

Step by step, Capital Region members can help fight birth defects

Members urged to join in walkathon

CSEA members in the union's Capital Region IV are being urged to join in the 1984 WalkAmerica / Teamwalk on Saturday, April 28 and Sunday, April 29. The event will benefit the March of Dimes Birth Defects Foundation, and funds raised locally will be used locally to fight birth defects.

Walks are scheduled for April 28 in Hudson, Saratoga and Glens Falls, and in Albany and Schenectady on April 29.

CSEA members and friends wishing to participate may contact CSEA Board of Directors member Joan Tobin at either (518) 457-2360 or (518) 869-0055 for additional information. Also, CSEA will be naming coordinators to assist with the walks in each of the five locations.

Prizes will be awarded to individuals and teams which raise the most contributions by participating in the events. But, of course, the best prize is knowing your participation will help fight, through medical research and services, to eliminate America's number one child health problem — birth defects.

MARCH OF DIMES Poster Child Eric Beck and Miss New York State Charm, Tammy Wallace, urge you to join with them in marching to end birth defects.



Strong support from labor propels Mondale to important primary win

ALBANY — With strong support from CSEA, Walter F. Mondale scored a big win in the New York democratic presidential primary.

"Hard work by CSEA activists on telephone banks and distributing literature paid off on primary day," said CSEA President William L. McGowan.

The union president praised the work of CSEA's political action committee, political action staff and the hundreds of rank-and-file volunteers who worked on the campaign.

Throughout this campaign Mondale's opponents have tried to use labor's endorsement against him. But the work of CSEA and other unions proved to be a valuable asset in New York.

"For many years Walter Mondale has fought for the needs of average, working Americans. That record of fairness makes him the best candidate for CSEA members. That is why so many CSEA members worked so hard for Mondale in this primary," said CSEA Executive Vice President Joseph E. McDermott.

"The grassroots effort by CSEA members on behalf of Walter Mondale proved that he has deep and enthusiastic support," said Political Action Director Thomas Haley.



AFSCME INTERNATIONAL PRESIDENT Gerald McEntee came to New York state to work for Mondale's campaign. At an Albany press conference on the eve of the election, McEntee, center, is flanked by CSEA statewide Secretary Irene Carr and CSEA Capital Region President C. Allen Meade.

Delegate selection complicated process

ALBANY — Several CSEA members ran as candidates to be delegates at the Democratic National Convention supporting Walter F. Mondale. Because of the complicated process of electing delegates an accurate count of these results was not available at press time. These results will be reported in a future issue of the Public Sector.



CSEA SUPPORT FOR MONDALE was very evident at a rally on Long Island. From left are Roberta Miller, Nassau County Local 830; Jeanne Angiulo, president of SUNY Farmingdale Local 606; Long Island Region President Danny Donohue; Ted Matthews, President of SUNY Old Westbury Local 618; Charlie Sclafani, president of SUNY Stony Brook Local 614; Frank Stella from the AFSCME staff; and Frank Celentano, first vice president of SUNY Local 614.



THE MONDALE FAMILY was on the campaign trail throughout New York state preceding the state's primary election. At left, Mrs. Joan Mondale toured The Children's Place day care center at the Empire State Plaza, where she used the opportunity to "applaud the AFSCME landmark case in the state of Washington on pay equity." Daughter Eleanor Mondale, center below, attended a Poughkeepsie rally and met with Dutchess County CSEA Unit President Mary Rich, left, and Dutchess County CSEA Political Action Chairman Carl Mathison.





LOCAL 422 PRESIDENT Jon Premo, center, describes to media reporters some of the problems caused by shortstaffing at Rome Developmental Center. The interview with newscasters preceded a public hearing by state Sen. Frank Padavan, chairman of the State Senate Committee on Mental Hygiene and Addiction Control. The purpose of the hearing was to gather testimony relating to the quality care at state MH and OMRDD facilities in the Rome-Utica area.



BUD MULCHY, president of Local 414 at Marcy and CNY Psychiatric Centers and CSEA Region V Mental Hygiene Board representative, answers questions from TV reporters regarding the critical need for direct-care staffing at state MH facilities.

Concerns voiced at hearing on staff shortages in MH centers

Presidents of two locals speak

By Charles McGearry
Communications Associate

ROME — Two CSEA presidents from Region V mental hygiene facilities took advantage of a recent state public hearing at Rome Developmental Center to call attention to the critical shortstaffing and related problems at their work locations.

Speaking at the hearing called by Sen. Frank Padavan, chairman of the Senate Committee on Mental Hygiene and Addiction Control, Jon Premo and Edward "Bud" Mulchy, respective presidents of locals at Rome Developmental Center and Marcy/Central New York Psychiatric Centers, described working conditions as "extremely critical" regarding the need for additional direct-care personnel.

Both cited the exceptionally high number of mandatory overtime hours, employee injuries, loss of contractual benefits and continuing decline of employee morale.

Addressing a legislative panel comprising senators Padavan, James Donovan, Martin Auer, and assemblymen John McCann and William Sears, Premo, in a prepared statement, reviewed his 1983 meeting with Gov. Mario Cuomo.

Premo said that at the October meeting he informed the governor that there were 735 clients and only 571 direct-care employees on staff at Rome Developmental Center.

"We explained these numbers reflect a serious problem in that 29 percent are off-duty and approximately 20 percent of the remaining on-duty workforce is not available due to scheduled and unscheduled leave time, training and miscellaneous duties which take staff away from the living unit," Premo said. "When this available workforce is compared with required health and safety minimum staffing levels, the result is an overwhelming amount of mandatory overtime."

Premo noted that 320 available direct-care personnel must man 55 duty stations on a three-shift basis.

"This staff is not only responsible for every aspect of each client's personal care — and that includes repeated lifting and moving of the severely handicapped — but it is responsible for mopping floors, ordering supplies, laundry duty, shoveling snow, driving vans, cleaning wheel chairs and scores of other tasks."

All these extra assignments take the direct-care employee away from his or her primary job — hands-on care of the client, Premo said.

"Has the governor responded to our urgent plea for help? In my opinion, not adequately. I did receive a letter from the governor's secretary that indicated that 'the developmentally disabled would be adequately represented in the 1984-85 budget process.' We are still waiting," he said. "Pressure is needed to release the funds to add direct-care personnel so we can get on with our business of caring for the handicapped."

Bud Mulchy, a member of the CSEA Mental Hygiene Board of Directors and president of Local 414, said that while severe staff reductions have dramatically lowered the quality of care for residents of state facilities, "the real shock comes when you consider New York state paid out over \$525,000 dollars in overtime at Utica, Marcy and Central New York psychiatric centers.

"Imagine how many residents that overtime money could have helped in terms of additional hands-on personnel," said Mulchy.

The legislators also heard testimony from Keith A. Hoffman, director of Rome Developmental Center, Marilyn Countryman, president of Rome DC Board of Visitors, and more than 14 other speakers representing mental hygiene services and other employee unions.

Longtime CSEA activist Francis J. English dies

NEWBURGH — Region III members are mourning the recent death of Francis J. English who died March 8 after a long illness. English, who lost a battle with cancer, helped pioneer the organization of the CSEA unit in the city of Newburgh.

English is survived by his wife Charlotte, who, like her husband, served several terms as president of the unit. He also served for several terms as Orange County CSEA Local president and was a state delegate for the county local.

English retired from his job with Newburgh in 1976 but kept active with CSEA until his death.



DEER PARK PACT — Deer Park School District employees represented by CSEA have a new contract following signing of the agreement. Inking the new pact are, from left, Paul Burman, assistant superintendent for personnel; Thomas J. Coyne, president of the board of education; CSEA Field Representative John Cuneo; and CSEA Unit President Joe Katzenberger.

ANNUAL REPORT

CSEA Treasurer Barbara M. Fauser



The financial statements of your Union for the years ended September 30, 1983 and 1982 are reproduced on pages 14, 15 and 16. Our past fiscal year ended with a contribution to surplus of \$2 million. Income exceeded original expectations and expenses were less than anticipated. Our intention is to use the accumulated surplus to fund excess expenditures which will occur over the next couple of years.

Also reproduced for your information is the report of Coopers & Lybrand, our independent certified public accountants and the report of our Audit Committee.

WILLIAM L. MCGOWAN
President

BARBARA M. FAUSER
Treasurer

To the Officers and Directors

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

We have examined the accompanying statements of assets, liabilities and fund balances of THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. as of September 30, 1983 and 1982, General Fund and Insurance Fund, and the related statements of revenues, expenses, and changes in fund balances and changes in financial position for the years then ended. Our examinations were made in accordance with generally accepted auditing standards and, accordingly, included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

In our opinion, the financial statements identified above present fairly the financial position of THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. at September 30, 1983 and 1982, and the results of its operations and changes in fund balances and changes in financial position for the years then ended, in conformity with generally accepted accounting principles which, except for the change, with which we concur, in the method of computing depreciation as described in Note 2 to the financial statements, have been applied on a basis consistent with that of the preceding year.

Albany, New York
December 9, 1983

Coopers & Lybrand
Certified Public Accountants

Statement of GENERAL FUND ASSETS, LIABILITIES and FUND BALANCES as of September 30, 1983 and 1982

ASSETS	1983	1982 (Reclassified)
CURRENT ASSETS		
Cash on hand and in checking accounts	\$ 14,374	\$ 11,690
Cash in interest-bearing accounts and certificates of deposit Note 3	11,100,005	8,549,333
Marketable securities, at cost which approximates market Note 1	3,309,496	3,354,944
Membership dues and agency fees receivable	707,714	637,402
Due from insurance fund	153,909	126,006
Miscellaneous receivables	726,926	904,139
Prepaid expenses	59,294	54,990
Total current assets	<u>16,071,718</u>	<u>13,638,504</u>
PROPERTY, PLANT AND EQUIPMENT		
Land	124,207	124,207
Executive headquarters Note 2	996,192	996,192
Furniture and equipment	852,412	770,369
	<u>1,972,811</u>	<u>1,890,768</u>
Less accumulated depreciation	(645,499)	(527,895)
	<u>1,327,312</u>	<u>1,362,873</u>
OTHER ASSETS		
Certificate of deposit Note 3	1,300,000	1,750,000
Marketable securities, at cost which approximates market Note 1	627,566	
	<u>1,927,566</u>	<u>1,750,000</u>
	<u>\$19,326,596</u>	<u>\$16,751,377</u>
LIABILITIES AND FUND BALANCES		
CURRENT LIABILITIES		
Accounts payable	\$ 571,686	\$ 820,627
Compensated absences	351,056	319,231
AFSCME per capita dues	774,720	762,480
Payroll tax accruals and funds withheld as agent	9,934	6,349
Due to locals for share of dues	2,539,466	2,020,318
Due to employees' retirement plan Note 7	66,178	37,007
Dues collected in advance	24,246	20,965
Total current liabilities	<u>4,337,286</u>	<u>3,986,977</u>
COMMITMENTS AND CONTINGENT LIABILITIES Notes 5, 7, 8 and 9		
FUND BALANCES		
Fund for general operations and working capital:		
Undesignated	4,958,524	3,260,777
Designated by the governing board to offset future dues increases	4,500,000	4,500,000
	<u>9,458,524</u>	<u>7,760,777</u>
Fund for contingency	3,200,739	2,754,368
Fund for building and equipment investment	1,326,958	1,332,238
Fund for additions to building and equipment	302,813	295,801
Fund for replacement of headquarters building	700,276	621,216
	<u>14,989,310</u>	<u>12,764,400</u>
	<u>\$19,326,596</u>	<u>\$16,751,377</u>

Statement of GENERAL FUND REVENUES, EXPENSES, AND CHANGES IN FUND BALANCES for the years ended September 30, 1983 and 1982

	Fund for General Operations and Working Capital	Fund for Contingency	Other Funds	1983 Total	1982 Total (Restated)
Revenues:					
Dues and fees:					
State	\$14,047,008	\$	\$	\$14,047,008	\$12,845,903
County	12,574,678			12,574,678	11,328,415
	<u>26,621,686</u>			<u>26,621,686</u>	<u>24,174,318</u>
Less:					
Refunds to locals	4,305,813			\$ 4,305,813	3,809,400
Political action provisions - Note 6	562,026			562,026	569,183
Affiliation dues - Note 5	9,319,500			9,319,500	8,939,593
	<u>14,187,339</u>			<u>14,187,339</u>	<u>13,318,176</u>
Insurance Fund reimbursement of expenses - Note 4	12,434,347			12,434,347	10,856,142
Employee Assistance Program Grants	327,786			327,786	371,094
Labor Education Action Program	122,161			122,161	322,872
AFSCME Grants - Note 5	525,947			525,947	
Interest earned	1,899,999			1,899,999	3,750,000
Income from other sources	1,132,511	271,316	85,581	1,489,408	1,753,755
	107,170		(208)	106,962	31,675
	<u>16,549,921</u>	<u>271,316</u>	<u>85,373</u>	<u>16,906,610</u>	<u>17,085,538</u>
Expenses:					
Salaries, payroll taxes and other personal service	6,498,913			6,542,013	5,974,454
Employees' pension and group life insurance costs	856,784			813,684	715,683
Administrative travel, lodging and meals	872,479			872,479	771,128
Officers', directors' and committees' expenses	701,274			701,274	990,213
Official publication	745,150			745,150	735,810
Printing and communications	459,593			459,593	438,579
Legal services	1,704,247			1,704,247	1,849,589
Data processing services and equipment rental	400,199			400,199	397,238
General expense	205,814			205,814	201,270
Depreciation			118,032	118,032	57,109
Headquarters occupancy costs	228,843			228,843	170,609
Public relations programs	127,735			127,735	314,601
Travel allowance to locals	149,096			149,096	112,141
Regional offices, conferences, State and County workshop costs other than payroll	778,159			778,159	651,105
Labor Education Action Program	525,947			525,947	
Delegate meetings, election expenses and organizational costs	289,490	19,945		309,435	691,948
	<u>14,543,723</u>	<u>19,945</u>	<u>118,032</u>	<u>14,681,700</u>	<u>14,071,477</u>
Income from operations	2,006,198	251,371	(32,659)	2,224,910	3,014,061
Fund balance, beginning of year	7,760,777	2,754,368	2,249,255	12,764,400	9,750,339
Appropriations between funds	(308,451)	195,000	113,451		
Fund balance, end of year	<u>\$ 9,458,524</u>	<u>\$ 3,200,739</u>	<u>\$ 2,330,047</u>	<u>\$14,989,310</u>	<u>\$12,764,400</u>

FOR YOUR INFORMATION



ANNUAL REPORT

Civil Service Employees Assn.

Statement of GENERAL FUND CHANGES IN FINANCIAL POSITION for the years ended September 30, 1983 and 1982

	1983	1982
FINANCIAL RESOURCES PROVIDED BY OPERATIONS		
Excess of revenue over expense	\$ 2,224,910	\$ 3,014,061
Item which did not require outlay of working capital during the year:		
Depreciation	118,032	57,109
Total working capital provided by operations	2,342,942	3,071,170
Long-term investments transferred to current	450,000	
Disposition of fixed assets	428	2,742
	<u>2,793,370</u>	<u>3,073,912</u>
FINANCIAL RESOURCES APPLIED TO		
Purchase of property and equipment	82,899	71,840
Purchase of long-term investments	627,566	
	<u>710,465</u>	<u>71,840</u>
Increase in working capital, as below	<u>\$ 2,082,905</u>	<u>\$ 3,002,072</u>
SUMMARY OF CHANGES IN WORKING CAPITAL COMPONENTS		
Increase (decrease) in:		
Cash	\$ 2,553,356	\$ 2,328,522
Marketable securities	(45,448)	1,099,238
Membership dues and agency fees receivable	70,312	(237,263)
Due from insurance fund	27,903	(56,997)
Miscellaneous receivables	(177,213)	211,730
Prepaid expenses	4,304	7,281
Decrease (increase) in:		
Accounts payable	248,941	(168,969)
Compensated absences	(31,825)	(11,322)
AFSCME per capita dues	(12,240)	(47,149)
Payroll tax accruals and funds withheld as agent	(3,585)	(1,654)
Due to locals for share of dues	(519,148)	(114,619)
Due to employees' retirement plan	(29,171)	5,939
Dues collected in advance	(3,281)	(12,665)
	<u>\$ 2,082,905</u>	<u>\$ 3,002,072</u>

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. INSURANCE FUND - FOR INSURED MEMBERS ONLY

	1983	1982
STATEMENT OF ASSETS, LIABILITIES and FUND BALANCE (DEFICIT) as of September 30,		
ASSETS		
Due from insurance underwriter	\$213,942	\$111,088
	<u>\$213,942</u>	<u>\$111,088</u>
LIABILITIES		
Due to General Fund	\$153,909	\$126,006
FUND BALANCE (DEFICIT)		
Restricted for members insured under the group plan	60,033	(14,918)
	<u>\$213,942</u>	<u>\$111,088</u>
STATEMENT OF REVENUES, EXPENSES and CHANGES IN FUND BALANCE for the years ended September 30,		
REVENUES		
Refund from insurance company	\$404,237	\$354,763
Interest earned		173
	<u>404,237</u>	<u>354,936</u>
EXPENSES		
Reimbursement to General Fund of costs of maintaining the group life insurance program - Note 3	327,786	371,094
Other expenses	1,500	10,687
	<u>329,286</u>	<u>381,781</u>
	74,951	(26,845)
Fund Balance - beginning of year	(14,918)	11,927
Fund Balance (Deficit) - end of year	<u>\$ 60,033</u>	<u>(\$ 14,918)</u>

NOTES TO FINANCIAL STATEMENTS

1. Significant Accounting Policies

The Association adheres to generally accepted accounting principles as described in the Industry Audit Guide, "Audits of Certain Nonprofit Organizations," of the American Institute of Certified Public Accountants.

Income taxes:

The Association is a labor union exempt from income taxes under Section 501 (c) (5) of The Internal Revenue Code. Accordingly, no provision for income taxes has been made.

Marketable securities:

Marketable securities are carried at amortized cost, which approximates market. Premiums paid or discounts received on acquisition are amortized on a straight-line basis over the life of the security.

Property, plant, equipment and depreciation:

Property, plant and equipment are recorded at cost and depreciated on a straight-line basis over the estimated useful lives of the assets ranging from 5 to 20 years.

Grants received:

Operating funds restricted by the grantor for particular purposes, such as employee assistance program and Labor Education Action Program, are deemed to be earned and reported as revenues of operating funds when the Association has incurred expenditures in compliance with the grant specifications.

Retirement plan:

The Association has a retirement plan covering most of its employees. Pension expense is determined in accordance with an actuarial cost method, and it is the Association's policy to fund pension costs accrued. Past service costs under the plan are being funded over a 27-year period. (See Note 7.)

Insurance fund:

The Insurance Fund is restricted to use for insured members only, but is controlled by and considered part of one legal entity, THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. Based upon an estimate of the cost of handling the group life insurance program, made at the beginning of each fiscal year, expense is recorded in the Insurance Fund, with the offsetting income reflected in the General Fund. After the close of the fiscal year, a study is done to determine the actual cost of operating the program, with the adjustment, if any, for a particular year reflected in the subsequent year. (See Note 4.)

The Association maintains individual records with respect to members who participate in the Group Life Plan underwritten by the Travelers Life Insurance Company. Premi-

ums collected through the State Comptroller's office and many municipalities are forwarded to the Association to be processed and thereafter transmitted to the underwriter's agent in original form. The financial statements of the Association do not reflect the insurance plan activity.

Reclassification:

Balance sheet amounts for September 30, 1982 have been reclassified for comparative purposes only.

2. Change in Accounting Policy

During the year ended September 30, 1983, the Association elected to depreciate the cost of the Executive Headquarters Building over its remaining useful life. The change was made in order to reflect proper application of generally accepted accounting principles as prescribed by the Industry Audit Guide, "Audits of Certain Nonprofit Organizations," of The American Institute of Certified Public Accountants. The effect of this change in accounting policy was to reduce income from operations by approximately \$52,000 for the year ended September 30, 1983.

Additionally, the income from operations for the year ended September 30, 1982 has been restated to reflect depreciation as an operating expense and purchases of equipment as an addition to the general fund balance. This change reduced income from operations by approximately \$18,000.

3. Cash in Interest-Bearing Accounts and Certificates of Deposit

During the year ended September 30, 1982, the Association entered into a long-term deposit contract in the amount of \$1,750,000 with a banking institution. The principal deposit must remain intact through March 1984 and will be reduced by varying amounts each six months thereafter through March 1987.

4. Group Life Insurance Reimbursement of Expenses

The Board of Directors has approved separate studies conducted to determine the cost of handling the group life insurance program for the years ended September 30, 1982 and 1981. The effect of these studies was to increase fund income and the insurance fund balance by \$47,214 and \$28,906 for the respective years. General fund income and the fund balance for general operations were conversely decreased by similar amounts for the respective years.

A cost study for the year ended September 30, 1983 has not yet been initiated.

5. Affiliation Agreement

In April 1978, the Association entered into a three-year affiliation agreement with the American Federation of State, County and Municipal Employees, AFL-CIO (AFSCME). This agreement was amended, effective January 1, 1981, whereby CSEA became a

(Continued on Page 16)

FOR YOUR INFORMATION



ANNUAL REPORT

Civil Service Employees Assn.

permanent affiliate of AFSCME incurring all financial obligations of an AFSCME local. As a permanent member, CSEA must pay the prevailing AFSCME per capita tax per member per month (\$3.70, 1/1-12/31/83; \$3.50, 1/1-12/31/82). The amended agreement also provided for an organizational grant of three million dollars (\$3,000,000) paid by AFSCME to CSEA upon execution of the agreement and for AFSCME to pay organizational grants to CSEA amounting to nine million six hundred thousand dollars (\$9,600,000) payable in varying monthly amounts ranging from three hundred twenty-five thousand dollars (\$325,000) to fifty-nine thousand dollars (\$59,000) over the next forty-eight months.

6. Political Action Provisions

To advance the political goals and interests of the Civil Service employees of the State of New York and its political subdivisions, a Civil Service Employees Political Action Fund was organized. This fund is maintained independently of the Association and, accordingly, is not included in the accompanying financial statements. The provisions of \$562,026 and \$569,183 recorded in the fund for general operations and working capital represent the amounts appropriated and transmitted to the political action fund for the years ended September 30, 1983 and 1982, respectively.

7. Employees Retirement Plan

The Association has a noncontributory pension plan covering substantially all its employees. Total pension expense was \$761,803 and \$662,682 for the years ended September 30, 1983 and 1982, respectively. The estimated amount required to complete funding of the prior service costs is \$829,901 (over a remaining period of 14 years) recalculated as of the December 15, 1982 actuarial date. The Association's policy is to fund pension costs accrued. The assumed rate of return used in determining the present value of accumulated benefits was 7% for both years. The accumulated plan benefits and plan assets for the Association's defined benefit plan as of December 15, 1982 and 1981 is presented below:

Actuarial present value of accumulated plan benefits:	1982	1981
Vested	\$3,443,317	\$2,823,366
Nonvested	652,277	653,270
	<u>\$4,095,594</u>	<u>\$3,476,636</u>
Net assets available for benefits	<u>\$6,347,069</u>	<u>\$5,348,408</u>

8. Litigation

The Association is a defendant in a number of actions in several jurisdictions. The amounts of liability in these actions were not determinable at September 30, 1983, but in the opinion of management any ultimate settlement will not materially affect the Association's financial position.

9. Lease Commitments

The Association is committed to various noncancellable leases for rental of office space

for satellite and regional offices and automobiles expiring at various dates. Minimum rental payments under such leases are as follows:

Fiscal Year	Offices	Autos	Total Amount
1984	\$ 427,800	\$207,900	\$ 635,700
1985	357,200	207,900	565,100
1986	312,400	34,700	347,100
1987	249,200		249,200
1988	209,200		209,200
	<u>1,555,800</u>	<u>450,500</u>	<u>2,006,300</u>
Later years	921,900		921,900
Total minimum payments required	<u>\$2,477,700</u>	<u>\$450,500</u>	<u>\$2,928,200</u>

Rental expense for the years ended September 30, 1983 and 1982 was as follows:

	1983	1982
Satellite and regional offices	\$289,693	\$204,826
Automobiles	132,985	
	<u>\$422,678</u>	<u>\$204,826</u>

The Audit Committee met at Headquarters on February 16, 1984. The following committee members were present: Chairman John Geraghty, Charles Perry, Mary Sullivan, Ralph Spagnolo and Ray Bohan. The main topic was a review of the Annual Financial Report of the union for the fiscal year ended September 30, 1983. That report is attached for your information. The details of the report were reviewed with auditors from the accounting firm of Coopers & Lybrand. The auditors reviewed with the committee, the change in accounting policy regarding depreciation expense and indicated the effect of this change on the previous year's statements.

The 1983 fiscal year was a good one. Income from operations was \$2 million and fund balance increased by a like amount.

The committee also reviewed recent correspondence from the Internal Revenue Service indicating the continuing tax exempt status as a result of the audit of our records as of September 30, 1982.

Fraternally,

SPECIAL AUDIT COMMITTEE

JOHN GERAGHTY, Chairman

Ralph Spagnolo Ray Bohan

Charles Perry Mary Sullivan

John Eiss

Brian Dalton



EAP SIGNING AT BRONX — Labor and management representatives from Bronx Psychiatric Center recently signed an Employee Assistance Program agreement. Present were, from left, Bronx Developmental Center EAP Secretary Gloria Morales; EAP Chairwoman Mildred Davis; PEF Division Leader Ida Rookwood; BPC Director of Rehabilitation

Nancy Stone. Also, former BPC Director Stephen Bender; Deputy Director Ira Shulman; Bronx Children's Hospital Personnel Director Lyn Scheiner; Director of Alcoholic and Treatment Services Dr. Ronald Lonesome; Director of Bronx Developmental Services Leroy Carmichael; and CSEA Local 401 President Ernest Punter.

First increase in downtown rates in a decade

Parking fees up for Albany's state workers

ALBANY — After months of difficult negotiations, representatives of the state and public employees unions have signed an agreement which raises parking fees for state employees in downtown Albany.

The agreement was reached only after lengthy negotiations between the state and the unions, including CSEA, and only after the state opened its books to prove that state parking lots are running at a deficit. State law requires that the parking system be self-sustaining.

The increases take effect on May 1, 1984. This is the first increase in downtown parking rates in more than 10 years.

The new monthly rates will be: \$7 for surface parking; \$14 for covered parking; \$28 for covered/reserved parking. The peripheral lots remain at \$5

per month, but a \$2 per month fee will now be charged for the bus service from those lots. The smallest increase for surface parking amounts to 10¢ per day, the largest for covered/reserved parking amounts to 40¢ per day.

Indoor parking in private lots in downtown Albany costs as much as \$80 per month, outdoor lots go as high as \$58. CSEA was successful in turning back attempts to put the state lots in that same range.

Other successes in the new agreement include a cap on any future increases so the rates cannot rise sharply, and a requirement that the state provide the union with quarterly financial reports to justify any future increases.

Agreement on overtime reached at Kings Park Psychiatric Center

KINGS PARK — Kings Park Psychiatric Center Local 411 has reached a local/management agreement that is expected to resolve years of disputes over the assignment of overtime and mandatory overtime.

The agreement, announced by Local President Tony Bentivegna, defines seniority and work locations and provides for a roster of volunteers to be used before mandating overtime.

"This will give the overtime to those who want it, and protect those who have been burdened by mandated overtime," Bentivegna said.

As a result, he said, it is expected that the number of grievances "should fall through the floor."

He said overtime had been the major source of grievances in the past, and that preliminary tryouts of the new system had already stopped the flow of employee complaints.

The agreement recognizes the legal definition of seniority by length of state service, rather than service in the department. It also provides that seniority be applied by work location, and defines work locations.

For example, for clinical personnel on the day shift the work location will be the ward. On the lightly-staffed night shift, the work location will be the service (related group of wards or buildings). Operational, administrative and other institutional personnel will observe seniority by sign-in location or shop.

Overtime is to be offered to personnel of the work location in order of seniority. If there are no takers, a roster of volunteers from other work locations will be used in rotating order. If there are still no takers, management may impose mandatory overtime among personnel at the work location by reverse order of seniority.

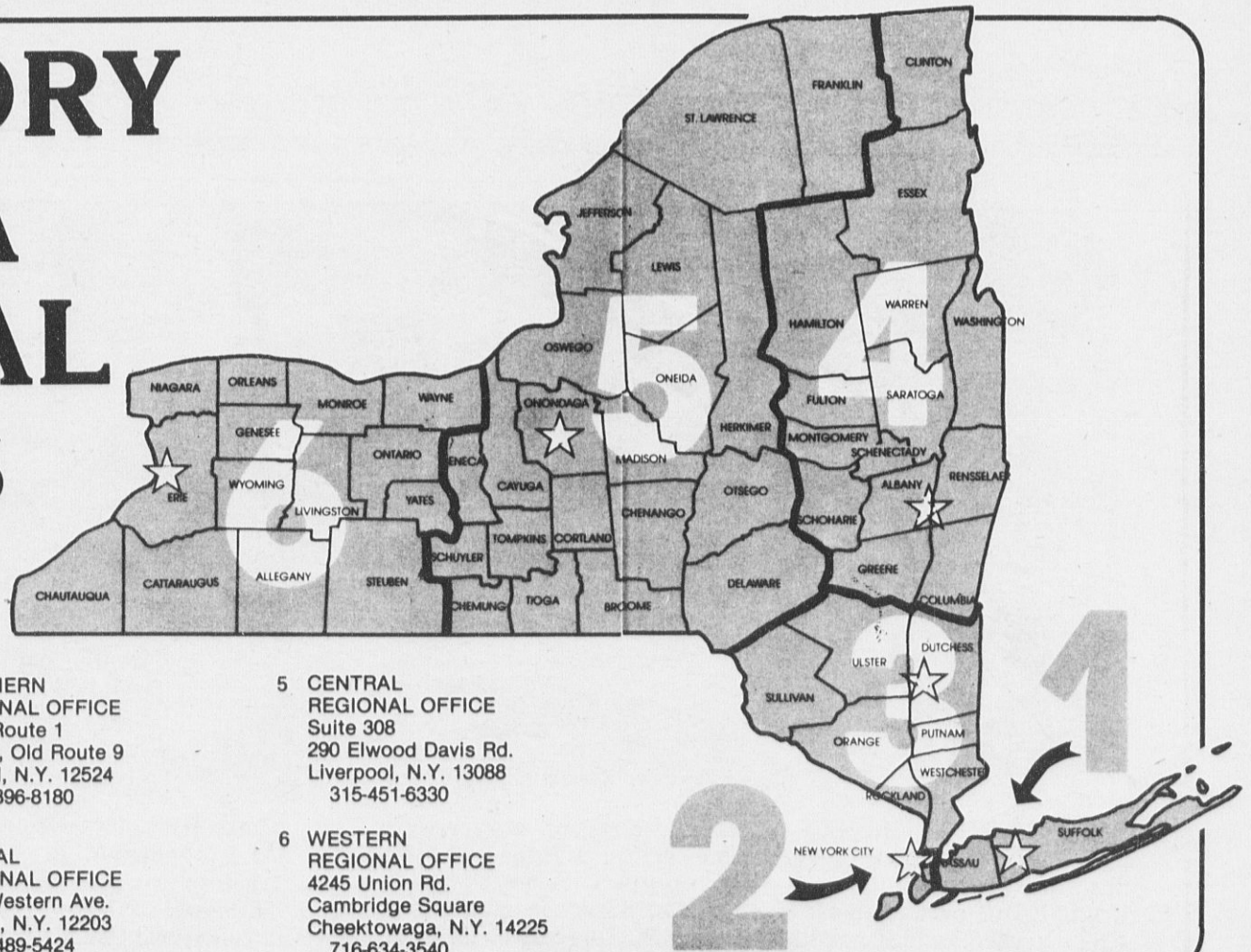
Bentivegna said that management was in agreement with the plan, and "realized that this is beneficial to them as well." A formal agreement was expected to be signed this month.

Hero awarded



PLAQUE FOR PATROLMAN — Village of Lake Placid Patrolman Dale Daby receives a plaque for "Exceptional Service" from CSEA Essex County Local 816 President John McAlonan. Daby, who underwent triple bypass surgery 18 months ago, risked his life recently to save a child who had fallen through the ice on Mill Pond. Daby is a 16-year member of CSEA.

DIRECTORY OF CSEA REGIONAL OFFICES



1 LONG ISLAND REGIONAL OFFICE
Hauppauge Atrium Building
300 Vanderbilt Motor Pkwy
Hauppauge, N.Y. 11788
516-273-2280
516-435-0962

3 SOUTHERN REGIONAL OFFICE
Rural Route 1
Box 34, Old Route 9
Fishkill, N.Y. 12524
914-896-8180

5 CENTRAL REGIONAL OFFICE
Suite 308
290 Elwood Davis Rd.
Liverpool, N.Y. 13088
315-451-6330

2 METROPOLITAN REGIONAL OFFICE
11 Broadway/Suite 1500
New York, N.Y. 10004
212-514-9200

4 CAPITAL REGIONAL OFFICE
1215 Western Ave.
Albany, N.Y. 12203
518-489-5424

6 WESTERN REGIONAL OFFICE
4245 Union Rd.
Cambridge Square
Cheektowaga, N.Y. 14225
716-634-3540

Utica labor/management workshop rates kudos

UTICA — In a joint venture designed to improve labor relations, CSEA field staff members and management representatives from state agencies recently completed a three-day workshop here that drew praise from both sides.

The session was the second in a series of three labor/management programs to be conducted by the Committee on Work Environment and Productivity (CWEP) under a grant included in the current state contract.

The Utica workshop included CSEA executive staff members, bargaining specialists, field representatives, organizers and management-level representatives from more than 30 state agencies.

"The primary purpose of the gathering was to jointly address labor/management issues and to focus specifically on training with respect to the grievance procedure and the resolution of grievances at the early stages," explained CSEA Director of Education and Training Sally Bouton.

The program was coordinated by Ted Chrimes, assistant staff director for CWEP, with the cooperation and assistance of instructors from the Cornell University School of Industrial and Labor Relations.

Chrimes pointed out that the gathering in Utica was the first time management-level representatives from all three state units (Operational, Institutional and Administrative) have met under one roof with CSEA staff members who represent state employees.

"In conversations with union and management people over the past three days, the consensus is that the sessions were interesting, well prepared and very productive," Chrimes said.

The daily classes were conducted by Cornell ILR instructors who assigned mixed groups of labor and management to teams of six with multiple teams in various classrooms.

The theme of the workshop was "Effective Grievance Procedures." It included a comprehensive series of discussions, role playing, question-and-answer periods and quiz sessions covering the gamut of the grievance procedure.

"I think we all learned a great deal about problems that confront both sides



A POINT OF VIEW — Joe O'Connor, Region III field representative, listens as Dolores Solazzo, also a member of Region III field staff, emphasizes a point during the discussions of grievance procedure at the recent CSEA/State Management Workshop held in Utica.

and how those problems can be approached and resolved," one CSEA representative said.

Most of those who attended agreed that if the grievance procedure can be improved by such labor/management participation, and the end result helps to resolve grievances more quickly, the joint sessions should be continued.

Improving life on the job—why labor and management meet

NEW YORK CITY — Although often at odds, labor and management agree on one thing — a productive relationship is based on respect, reason, compromise and trust.

That consensus was reached by representatives of both labor and management at a recent seminar in CSEA Region II that covered, among other topics, the purpose and procedure of labor/management meetings.

CSEA Education and Training Director Sally Bouton called the labor/management forum an opportunity for representatives from labor and management to meet to resolve problems that affect the quality of working life.

"The objective of such a committee is twofold: It aims to create a work environment that gives individuals greater satisfaction and more job security, while improving the operating efficiency of the entire organization," Bouton explained to the seminar participants.

The committee considers a wide array of non-contract issues including the establishment of day care facilities; training programs to accompany technological changes; and skills training for employees and supervisors.

Region II Field Representative Al Sundmark, a seminar participant, pointed out that the labor/management route can also be used for "creative problem solving.

"Often, what at first may appear to be an individual employee's problem is

actually a worksite problem which can be rectified with a little creative problem solving," he noted.

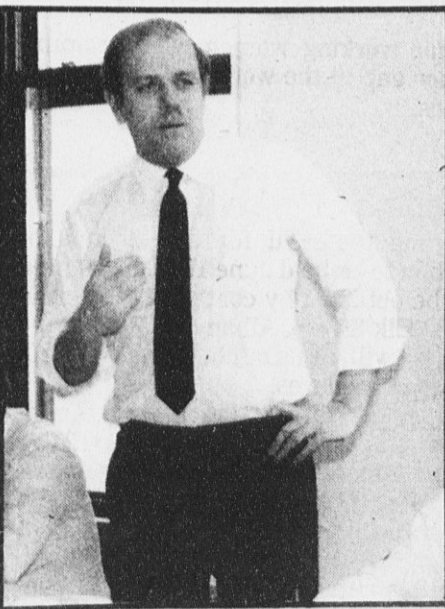
"In one instance, employees who worked at the top of a skyscraper were continually being brought up on time and attendance charges, even though they were arriving at the building on time. But they were being delayed approximately 15 minutes because of faulty elevators. After months of defending individual members, labor and management finally recognized the real problem and agreed to put a sign-in sheet in the lobby."

Although labor/management relations are relatively young, "they are really evolving," said Al DeMarco, assistant director of the Governor's Office of Employee Relations (GOER).

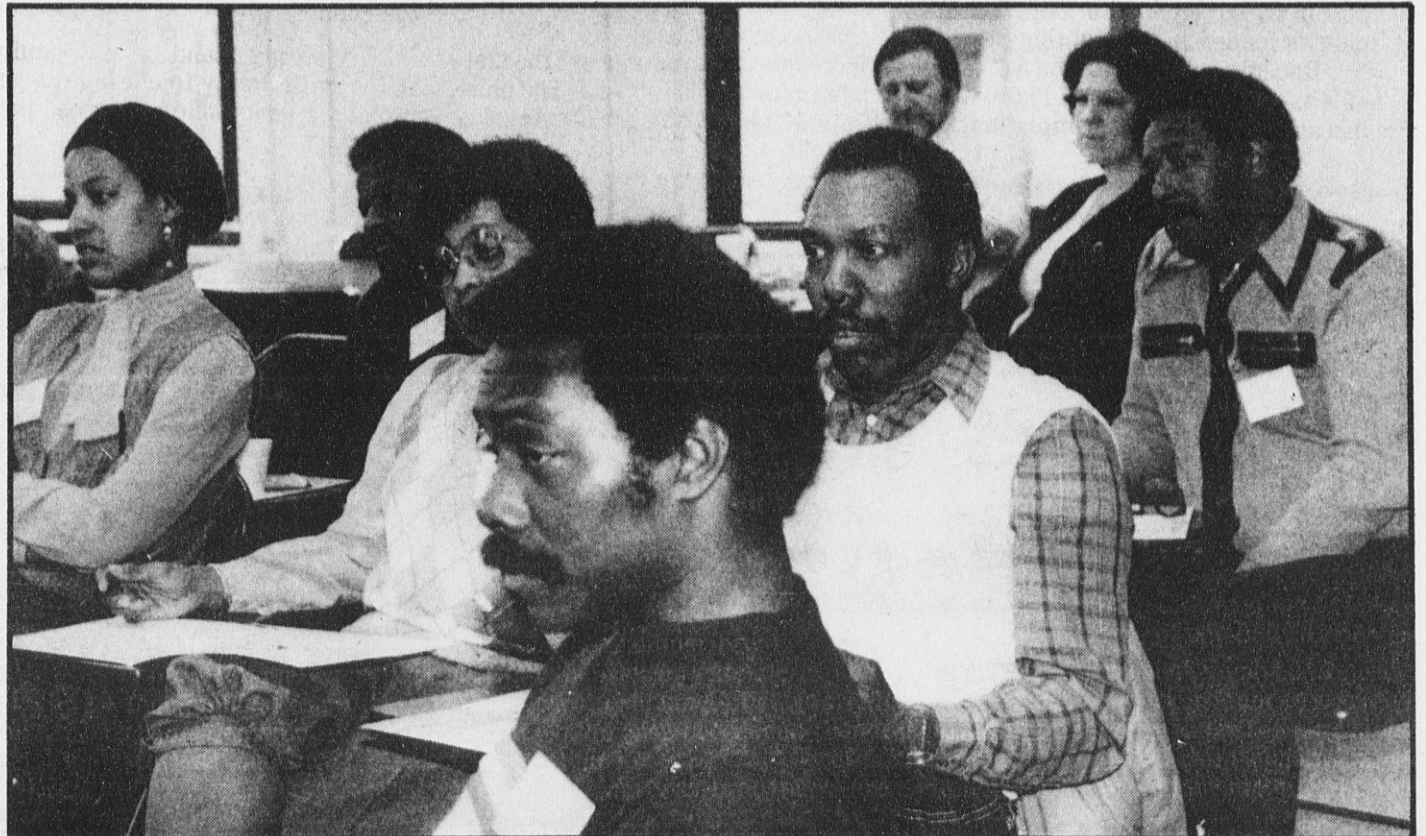
"People are becoming much more sophisticated. There is a recognition that we are both working toward the same goal: betterment of the workforce," DeMarco noted.

Important programs such as the Employee Assistance Program (EAP) and the Joint Training Apprenticeship Act have resulted from the cooperative efforts of CSEA and GOER, he added.

GOER Director Thomas Hartnett outlined the role and responsibilities of his office, which include ensuring that departments and facilities comply with statewide labor/management policies; statewide contract negotiations and administration; and reviewing all grievances.



GOER DIRECTOR Thomas Hartnett, above, explains the role of his office to participants, right, at a recent labor/management seminar in New York City.



Recognized by parent/
teacher organization

School custodian gets high marks

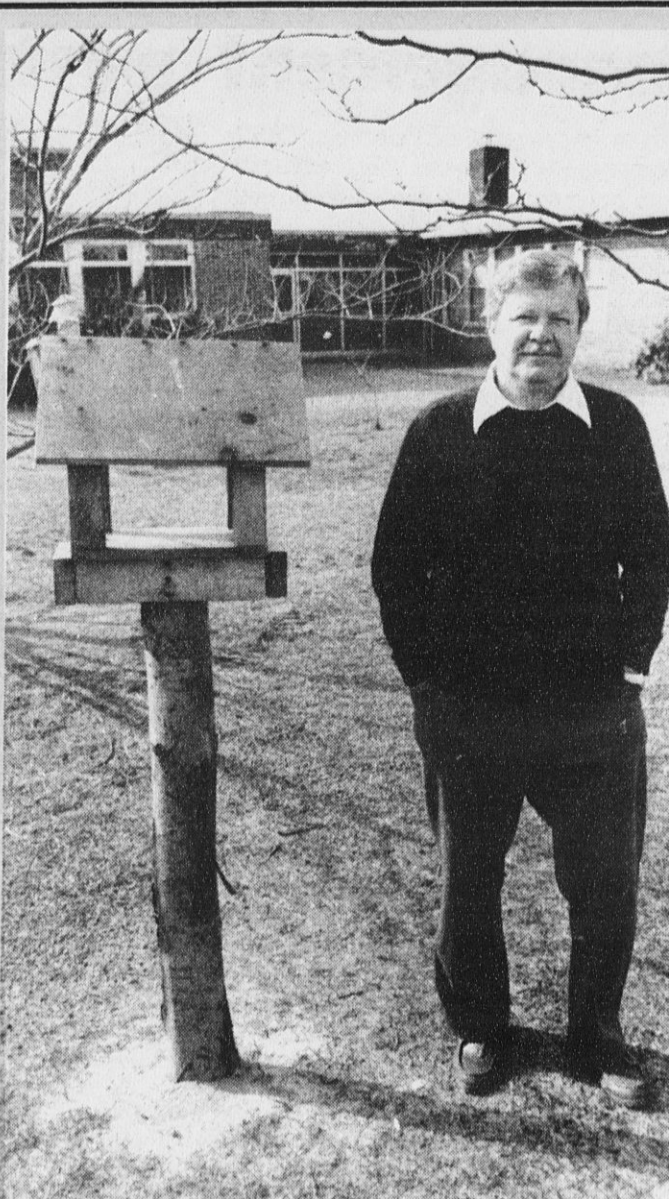
CENTEREACH — Bob Hunter basically likes kids. And that, he says, must be how he ended up as recipient recently of the Jenkins Memorial Award from the New York State Congress of Parents and Teachers.

A 21-year veteran with the Middle Country School District, Hunter works as head custodian at the North Coleman Elementary School here. Extremely popular with students, teachers and parents, he is only the second non-instructional person chosen for the award. Hunter was given the award in recognition of more than two decades of "extraordinary effort" on behalf of the school districts and the pupils. A lifetime membership in the Congress of Parents and Teachers comes with the award.

Hunter was recognized, in part, for such projects as creating a small garden in the school's quadrangle and building a series of bird feeders and a small fish pond where children can study nature. Hunter is known for his decorations for the annual haunted house project at Halloween, and for his extra efforts in setting up meeting rooms and preparing for various school activities.

Hunter has been president of the Chief and Head Custodial Supervisory CSEA Unit in the school district for the past 12 years. He was unit vice president for six years before that, and served as unit secretary for two years. Hunter is also a former member of the executive board of Suffolk Educational CSEA Local 870. He is on the negotiation, grievance and labor/management committees of Local 870 as well, and serves an estimated 25 hours a week working on union business in addition to his own busy schedule.

Typically unimpressed by his own efforts, Hunter said "I never thought I would get the award. I thought a teacher would be picked. I just take a little wire and a hammer to make something that makes the kids happy."



BOB HUNTER pauses by one of the bird feeders he built in the quadrangle at North Coleman Elementary School to help students study nature. "I just take a little wire and a hammer to make something that makes the kids happy," he says.

Disciplinary charges dropped for MHTA

NEW YORK CITY — CSEA has succeeded in convincing an arbitrator to dismiss disciplinary charges brought against a mental hygiene therapy aide at Kingsboro Psychiatric Center.

In a notice of discipline dating back to March 1983, the facility charged that Vincent McWallace, a member of CSEA Local 402, left the grounds without permission.

But according to the arbitrator's decision, McWallace requested permission to leave after his clothing had become saturated with water while subduing a client who had ripped a sink off the wall.

The arbitrator ruled that the facility never denied McWallace permission and further stated that "the employer cannot reasonably expect an employee to remain on his work station without either providing a change of clothes or time off to change his clothes."

CSEA Region II Attorney Robert Trachtenberg successfully had overturned a proposed 10-day suspension.

Local 402 President Robert Nurse called the victory "just" and said the arbitration should have been "unnecessary."

"Management's unwillingness to conduct an investigation all too often means that employees must go through unnecessary arbitration. This was, in fact, the supervisor's attempt to cover himself for not granting permission. Dismissal of the charge was inevitable and just," said Nurse.

AFSCME: put pay equity in party platform

WASHINGTON — A call for the Democratic Platform Committee to incorporate a strong plank on pay equity for working women in the 1984 party platform has been issued by AFSCME.

In letters to U.S. Representative Geraldine Ferraro, chairwoman of the Democratic Platform Committee, as well as Democratic heads of the major state and local policy-making organizations, AFSCME President Gerald W. McEntee said, "The 1984 party platform should speak clearly and forcefully in support of equal pay for work of comparable value. This would be in line with the party's leadership in fighting pay discrimination wherever it exists."

Recently, AFSCME won a \$700 million pay-equity lawsuit against the state of Washington on behalf of 15,000 workers in female-dominated jobs. The union has also lodged EEOC complaints against Philadelphia, Chicago, Los Angeles,

Wisconsin, Hawaii, Connecticut, Nassau County, New York, and the Reading School District in Pennsylvania.

"The Democratic platform should also urge vigorous federal government enforcement of the prohibition against sex-based wage discrimination," McEntee continued. "Pay equity raises fundamental questions of economic fairness for working women which need to be addressed by the Democratic Party."

AFSCME said that it intends to press the issue in platform hearings around the country which are scheduled before the National Convention.

"A strong stand on pay equity for working women would commit the Democratic Party to closing the gender gap at the worksite," McEntee said. "That's a good policy and good politics."

Ballots in mail to elect CSEA delegates for AFSCME meeting

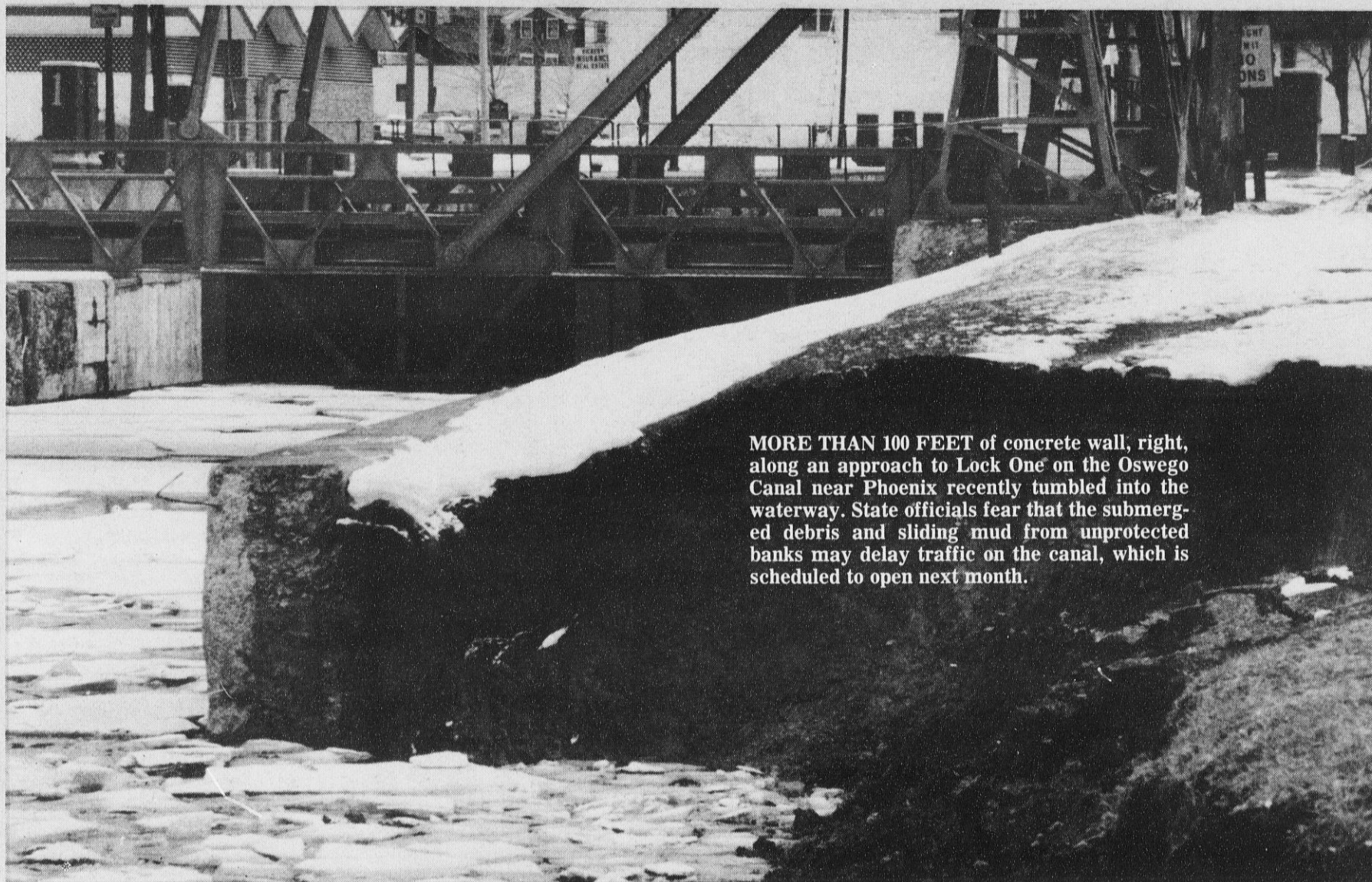
ALBANY — Ballots are now in the mail for the election of delegates to the AFSCME Convention to be held June 17-22. Beginning April 9, replacement ballots may be obtained by contacting RoseAnn Hildreth at CSEA Headquarters, 33 Elk Street, Albany, N.Y. 12207.

Candidates for AFSCME delegate will, as usual, be afforded an opportunity to observe ballot counting procedures.

The ballot count is being conducted by an outside agency, the Independent Election Corporation of America (IECA). Ballots will be opened, prepared and scanned by machine on a continuing basis, beginning when the first marked ballots are received. Ballots will not be tallied until the close of business April 20, the deadline for receipt of ballots.

Any candidates, or proxies with written authorization from candidates, who wish to observe the procedure may do so between the hours of 9 a.m. and 5 p.m. at IECA headquarters in Lake Success, N.Y.

IECA staff members Brenda Smith and Hugh McCauley can make themselves available to conduct observers around the premises. To avoid unnecessary delays, it is recommended that observers notify IECA in advance of their visits by phoning (516) 437-4900.



MORE THAN 100 FEET of concrete wall, right, along an approach to Lock One on the Oswego Canal near Phoenix recently tumbled into the waterway. State officials fear that the submerged debris and sliding mud from unprotected banks may delay traffic on the canal, which is scheduled to open next month.

CSEA had warned barge canal system is rapidly deteriorating

Collapsed wall blocks channel traffic, could set back opening of barge canal

PHOENIX — More than 100 feet of concrete retaining wall along an approach to Lock One on the Oswego Canal near here collapsed into the canal March 21.

And some two weeks later, New York State Barge Canal authorities say that while the submerged debris could delay traffic on the canal, set to open in May, they don't know at this time what course of action they can take in an attempt to correct the situation.

CSEA said the crumbling of the wall is a perfect example of a point the union has been attempting to get across to government officials for months — that the state's barge canal system is deteriorating rapidly and in need of immediate restoration efforts.

CSEA last year began a massive "Save Our Canal" campaign after funds for the canal were drastically slashed in the state budget and many fulltime barge canal employees were changed to seasonal status as a result. CSEA, which represents barge canal workers, pointed out that wintertime maintenance and restoration work on the canal previously performed by the fulltime workers would no longer be possible and the canal itself would rapidly deteriorate.

Later the state made some minor concessions leading to small maintenance projects during the off-season, and also transferred some of the canal employees due to be laid off to temporary assignments with the highway division of the state Department of Transportation. But, says CSEA, those experienced canal workers should have been working on fulltime maintenance on the canal system.

State officials now report that work boats will arrive at the Phoenix lock site later this month (see sidebar story), but knowledgeable canal employees say the state does not have the type of heavy equipment necessary to lift the tremendous weight of the fallen concrete from the canal. Until the debris is cleared, the access channel to the lock on the Oswego side might be blocked. Compounding that problem is the fact that without the retaining wall, snow and rain runoff could wash mud and silt into the canal as well.

While the wall at Phoenix could be the extreme, union officials say scores of other walls along the 524-mile-long canal system are in serious need of repairs, as is the actual equipment which operates the locks themselves.

Next step unknown

According to New York State Barge Canal authorities, plans for raising the fallen section of retainer wall at Lock One of the Oswego section in Phoenix remain incomplete.

An official source said that one or more work boats should arrive at the accident scene on or about April 16.

The next course of action will not be determined until after the work boats arrive. The more than 100 feet of submerged retaining wall, reported to be part of the original canal built in 1912, could be obstructing the access channel to the lock on the Oswego side. Whether commercial or recreational boats will have full access to the lock approach also remains uncertain.

The canal usually opens in May, depending on weather conditions.

Information of this report on the canal wall collapse was compiled by CSEA Communication Associate Charles McGeary.

I ♥ NY's BARGE CANAL

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, Local 1000, American Federation of State, County & Municipal Employees, AFL-CIO

THIS BUMPER STICKER is part of CSEA's "Save Our Canal" campaign.