

# Public SECTOR

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## CSEA PUSHES DEMAND FOR MORE MH STAFF

### Budget Division fails to fill 2,400 MH jobs

NEW YORK CITY — CSEA officials continue to battle for increased staff in mental hygiene facilities. At press time CSEA Lobbyist James Featherstonhaugh was scheduled to testify before the Senate Mental Hygiene Committee.

Earlier this month, CSEA officials testified at hearings conducted by the Assembly Standing Committee on Mental Health. Union spokespersons said the effects of budget cuts on state psychiatric and developmental centers are extremely serious, and that conditions in the institutions are explosive.

CSEA has prepared a report, "A Return to Tragedy — The Effect of Mental Hygiene Staff Reductions," which documents for lawmakers and the news media how staff cuts have damaged the quality of care in the state facilities.

The report documents the fact that Division of Budget is failing to fill more than 2,400 mental

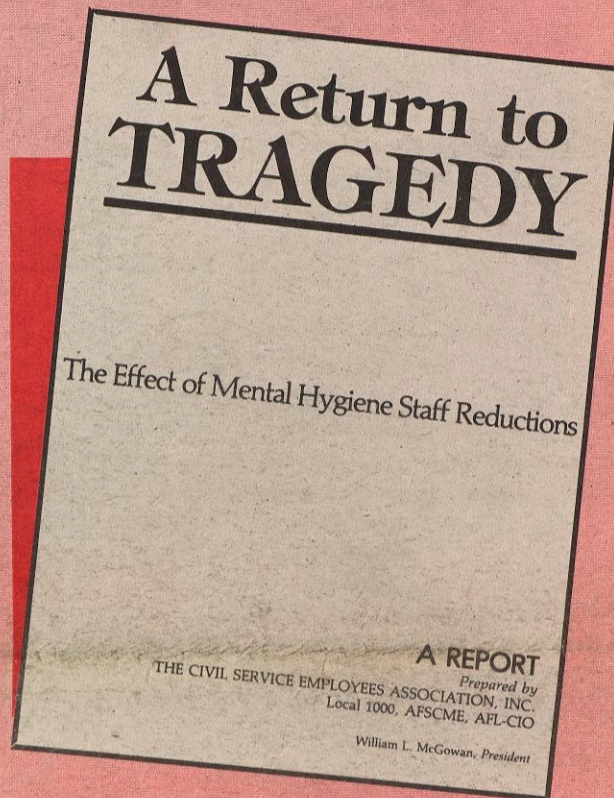
hygiene jobs that the legislature appropriated money for.

"It's clear that the legislature wanted to keep adequate staff levels and the Division of Budget is just ignoring that mandate," said CSEA President William L. McGowan.

"We've seen the damage David Stockman's Budget Office has done to human service programs on the federal level," said Featherstonhaugh. "It seems the state budget office is using Stockman's methods as a model."

President McGowan added, "Repeatedly we've been told that in a family it is unfair to treat a child who is a star athlete and a handicapped child alike. We have been told that the handicapped child needs more attention and care. But the handicapped and mentally ill members of the family of New York have seen the services they need crippled by arbitrary budget cuts."

**'It's clear that the legislature wanted to keep adequate staff levels and the Division of Budget is just ignoring that mandate'**



## Smallest change in years in insurance deductions

State employees enrolled in the New York State Health Insurance Plan may see changes in their health insurance deductions depending upon which option they are enrolled in.

Employees that have selected the Statewide Option (Metropolitan) will have the following amounts deducted from their bi-weekly paychecks:

Individual Contract \$2.95 (increase of \$.35 bi-weekly)

Family Contract \$12.09 (increase of \$1.13 bi-weekly)

The Metropolitan annual deductibles will increase from \$100 to \$108 (Individual) and from \$300 to \$324 (Family).

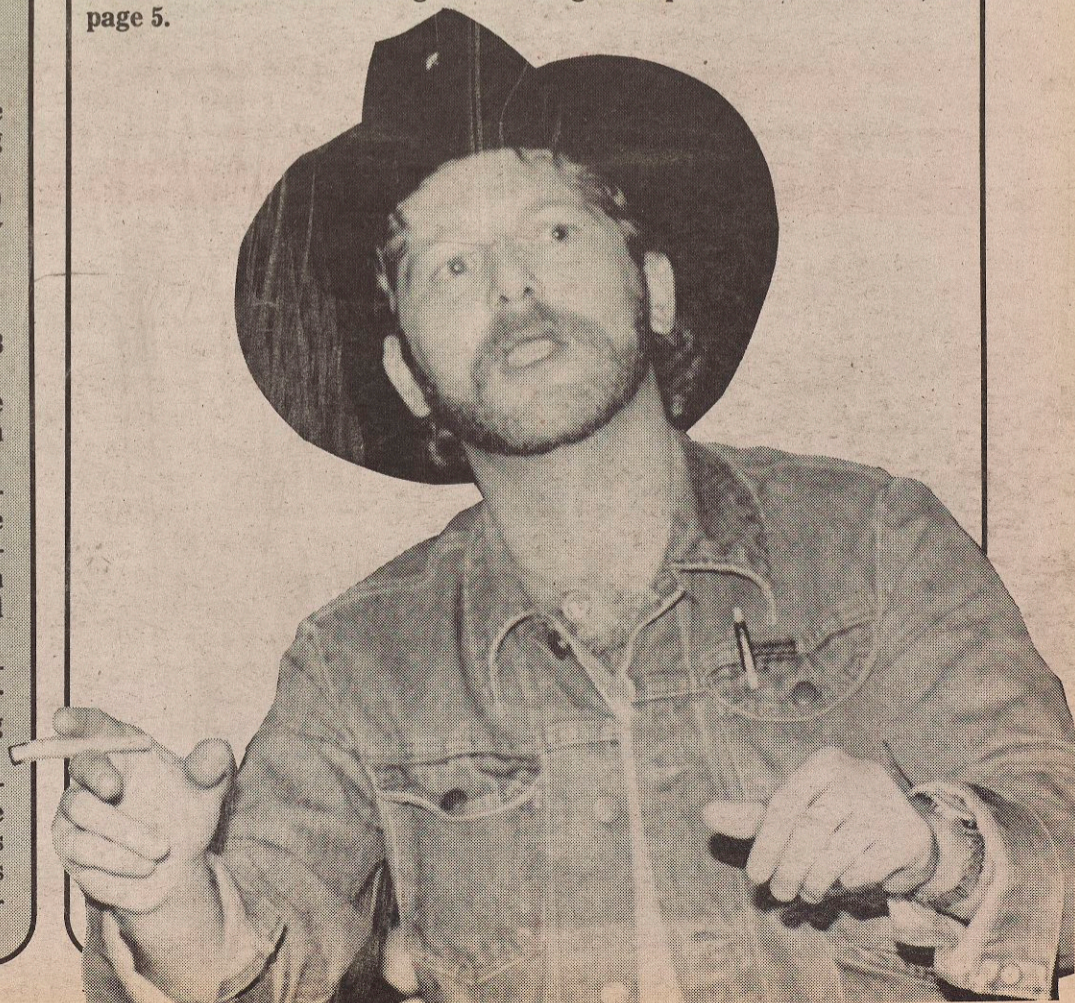
Those employees enrolled in GHI will not be required to contribute any premium for either individual or family coverage, as was the case in 1983.

Most employees that are enrolled in a Health Maintenance Organization (HMO) will see a reduction in their bi-weekly health insurance deduction. Family contracts with IHA and HSHIELD will slightly increase by \$.16 and \$.32, respectively. Payroll changes will occur on December 28 (Administrative Payroll) and January 4 (Institutional Payroll).

Any premium changes for local government employees that participate in the State Health Insurance Plan will depend upon the employer / employee premium split negotiated in their own collective bargaining agreement.

A union spokesperson said, "While we are never happy to see any increase in premium cost to our members, the increase for 1984 is the smallest we have seen in over three years. It would seem that the various modifications made to the State Health Insurance Plan in negotiations have helped to slow the tremendous increases in premium costs that occurred in 1981, 1982 and 1983."

THOMAS RICE, a MHTA at Gowanda Psychiatric Center, says male ward employees are required to go to other wards and do "mule work" and then return to their own wards to continue working. Rice's complaint was one of many voiced about working conditions at Gowanda during a recent emergency membership meeting called there by CSEA officials. For a detailed review of continuing labor-management problems at Gowanda, see page 5.



# Court issues landmark ruling on pay equity

In what could be the nation's most significant sex discrimination decision, a federal district judge has ruled that the state of Washington must raise the salaries of underpaid state workers in female-dominated jobs. That state has estimated the cost of the salary increases at \$130 million a year.

Judge Jack E. Tanner said the state also must award back pay dating from September 1979. Tanner has already appointed a special master to work out a formula for the back pay award and to compute the amount to be paid. According to the

state and to AFSCME which brought the suit, that could cost the state more than \$500 million.

AFSCME President Gerald W. McEntee called Tanner's ruling "a victory for working women everywhere." He predicted that the ruling in Tacoma "eventually will affect every one of the nearly 83,000 public jurisdictions in the country."

McEntee said the landmark ruling "will break the pattern of sex-based wage discrimination in this country.

"For the first time, employers all over will have

to stop underpaying female-dominated jobs. It's a practice so common, so insidious, that many people don't even recognize the discrimination when they see it. Now they'll see it," he said.

AFSCME filed suit against the state of Washington in 1982, after nearly 10 years of efforts to achieve pay equity in the state had failed.

During that time the state conducted numerous pay equity, or comparable worth, studies. Then Gov. Dan Evans said it was his intention "that the state take the lead, by enforcement and example, in eliminating all forms of discrimination." He held that if the "state's salary schedules reflect a bias in wages paid to women compared to those of men, then we must move to reverse this inequity."

Judge Tanner ordered the state to begin immediately to implement its own salary surveys, rather than over 10 years, as the state wanted to do.

According to the state-commissioned personnel studies, people in female-dominated jobs were being underpaid relative to people in male-dominated jobs held to be of equal worth in the state. That means the jobs required roughly the same level of skill, effort and responsibility, and scored the same number of points in analyses that also took into account work environment, danger, accountability and other factors.

AFSCME sued the state on behalf of 15,000 state workers in female-dominated jobs — nurses, secretaries, librarians, caseworkers and the like. On September 16, Judge Tanner ruled that the state was in violation of Title VII of the U.S. Civil Rights Act in consistently under-paying its employees in female-dominated jobs.

"What we are after in court was very simple," McEntee said. "We wanted the state to obey the law of the land. Washington was the first court case, but AFSCME's battle doesn't stop here," he said. "We will continue to lead the way in fighting for pay equity, and similar legal actions can be expected against other state and local governments across the country."

AFSCME has a lawsuit pending against the state of Connecticut, and has filed sex-discrimination charges with the Equal Employment Opportunity Commission against the cities of Chicago, Los Angeles, and Philadelphia, and against Hawaii, Wisconsin, Nassau County, N.Y., and the Reading, Pa., School District. CSEA is heavily involved in the Nassau County suit.

## Decision could bolster cause in N.Y.

ALBANY — AFSCME's important legal win in the Washington state comparable worth case has special meaning for CSEA members, as their union works on several fronts to make the principle of comparable worth a reality in New York state.

In both the state and county divisions, CSEA is working through the courts and at the bargaining table to end pay inequities in job titles held predominantly by women.

The Washington case could help bring a quick and favorable resolution to the comparable worth issue in the Nassau County Local, where AFSCME and CSEA filed a lawsuit earlier this year.

Region I President Danny Donohue comments, "We hope the victory in Washington encourages the administration of Nassau County to sit down for meaningful discussions about correcting long-standing inequities. We're now trying to arrange face-to-face talks with county management by mid-January."

Donohue is among those union leaders who caution members that pay inequities won't be remedied overnight. "Our first goal is to have management agree to a study of jobs," he explains. "Then we can talk about implementing procedures that correct the inequities identified in the study."

Meanwhile, CSEA field representatives and collective bargaining specialists are beginning to introduce the issue of sex-based pay inequities at the bargaining table.

When Region I CBS George Peak introduced the issue during negotiations with the Three Village School District, management didn't

officially recognize the comparable worth principle. But, as Peak explains, "Comparable worth did influence negotiations and helped us get management to agree to add an extra \$100 to the top step in the salary structure. Comparable worth also influenced longevity."

Negotiations in the State Division begin about a year from now, and comparable worth is expected to be among topics discussed at the bargaining table. Discussions will be based on findings of a comprehensive study of state job titles, designed to determine if and to what extent sex-based pay inequities exist. The study, called for under the current NYS/CSEA collective bargaining agreements, is being developed by the Albany-based Center for Women in Government.

CSEA leaders polled seemed to agree that the Washington state decision should give added credibility to the comparable worth principle in New York.

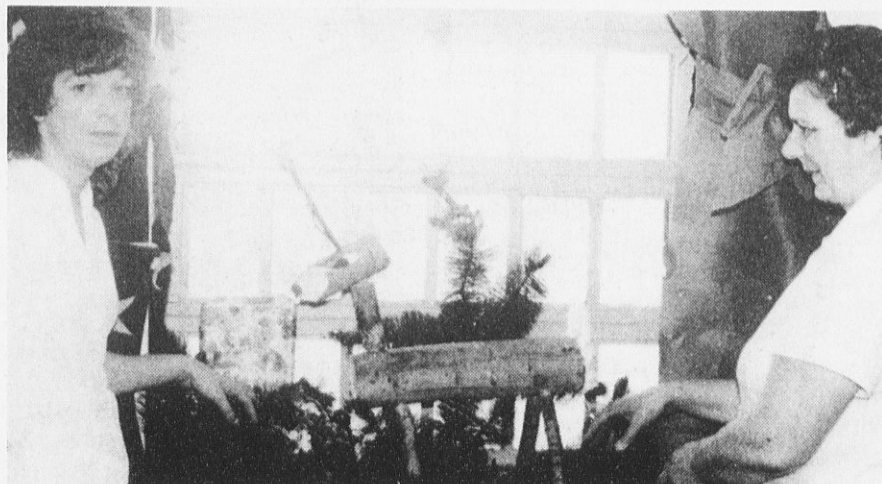
"I'm sure AFSCME International is going to keep pushing to get a just settlement in Washington state, and we're going to keep working on this issue here in New York," said statewide Secretary Irene Carr, who also serves as a member of AFSCME's national Women's Committee.

"We're very fortunate to have AFSCME's expertise in this field which can be used to the advantage of our members. But all of us are still just at the beginning of resolving this issue. For example, I'd like to see a comparable worth model developed that local governments could adopt."

## Decking the halls at Middletown P.C.



Employees of Middletown Psychiatric Center got into the Christmas spirit this year by decorating their facility for the holidays. At left, Lynette Romaine, an RN and member of PEF, and Norma Stephens, a CSEA member, trim a tree in one of the center's wards. Below, food service workers Nancy Dunmire and Helene Ward, both CSEA members, put the finishing touches on a window display in a patients' dining room. The reindeer was made by Ward's son, Eddie.



# AFSCME women's conference held



ATTENDING THE RECENT CONFERENCE in Washington were, from left, CSEA Executive Vice President Joseph McDermott, statewide Secretary Irene

Carr, Region II President Francis DuBose Batiste and statewide Women's Committee Chairwoman Pat Taylor.

WASHINGTON, D.C. — Topics ranging from "women power" in politics to assessing and improving your leadership style held the attention of participants in the AFSCME Regional Women's Conference in Washington last month.

CSEA was well represented at the conference. Two CSEA women — statewide Secretary Irene Carr and statewide Women's Committee Chairwoman Pat Taylor — attended as members of the AFSCME Women's Advisory Committee. The committee planned the series of four regional conferences, concluding with the Washington event.

They were joined by the remaining statewide officers, a large delegation from Metropolitan Region II, and several other CSEA members from throughout the state.

Among those addressing the conference were U.S. Congresswoman Barbara Mikulski of Maryland, AFSCME International President Gerald McEntee and AFSCME Secretary-Treasurer William Lucy.

## Steuben County contract talks resume after members march

BATH — Although county supervisors claim that a demonstration by CSEA members had no effect, the resumption of contract talks in Steuben County immediately following a CSEA protest appears more than coincidental.

An impasse in negotiations was broken after more than 200 Local 851 members joined the march.

"We are just looking for a decent pay raise and improvements and changes in our terms and conditions of employment, such as health insurance and the workweek," said Unit President Terry Miller. "It's nothing that couldn't be handled very quickly with the

proper negotiating attitude."

Collective Bargaining Specialist Danny Jenks and Field Representative Ray DuCharne said the unit had not gone to impasse over contract disputes in seven years.

"In addition, they just declared a seven million dollar surplus and our contract demands wouldn't even take up half of that," said Jenks. "We hope they'll see that the proper way to harmonious labor relations and fair conditions for their employees is to continue to negotiate in good faith."

## Workshops set in Long Island

HAUPPAUGE — It will be a busy winter and spring for CSEA activists on Long Island.

A series of eight special workshops has been prepared by the Long Island Region Training, Information and Education Committee, chaired by Carol Craig of Suffolk Educational Local 870.

The season kicked off with a Saturday workshop on the role of women in the union on Nov. 5, followed by a program on pre-retirement planning Dec. 3, presented in conjunction with the School Districts Committee, chaired by Trudy Fox.

Upcoming workshops include advanced training for shop steward trainers, Jan. 17-18; internal organizing, Feb. 8 (Suffolk) and 9 (Nassau); a women's workshop, April 12; the annual Long Island Region Workshop, April 27-29; and a seminar for delegates to the AFSCME convention, May 23. A topic is yet to be selected for a March 27 workshop.

## Rochester PC meeting



LABOR-MANAGEMENT PROBLEMS at the Rochester Psychiatric Center were the topic of discussion there recently. Here, Herman Parson, left, president of RPC Local 420, and James Cooney, center, collective bargain-

ing specialist, talk with Region VI President Robert L. Lattimer. The three union officials held open-door sessions with members prior to scheduling an agenda with the RPC administration.

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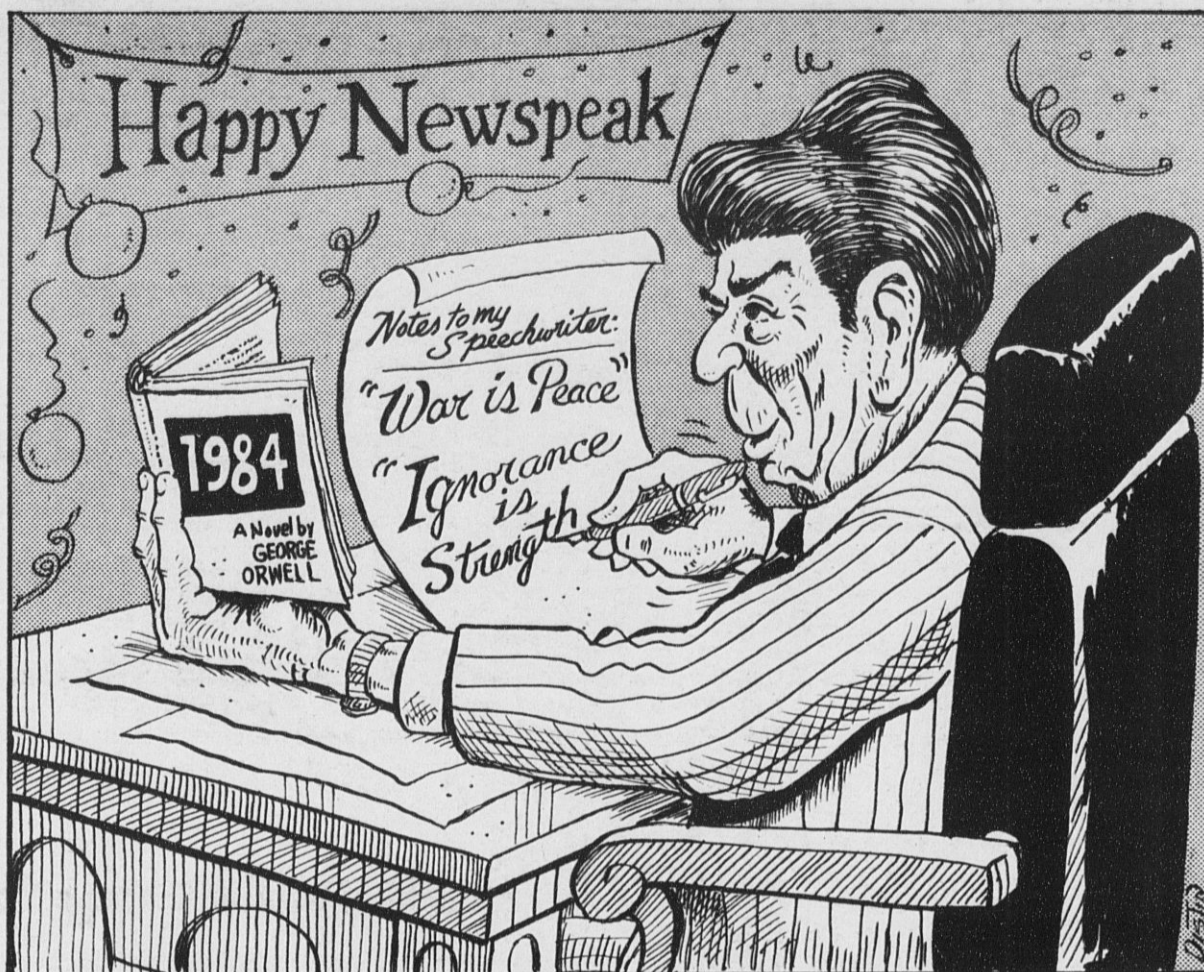
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## Fund established for fire victims

### Local president and her family lose everything in blaze

ALBANY — CSEA members are being urged to help a local officer and her family who are victims of a fire which destroyed the contents of their home on Dec. 20.

Though no one was injured, Department of Parole Local 669 President Harnetha DeGroff and her family lost all their possessions in the blaze.

A special fund for the family has been set up by the union's Capital Region. All donations can be sent to: The DeGroff Family Fund, CSEA Capital Region Office, 1215 Western Ave., Suite 402, Albany, N.Y. 12203.

The family has an immediate need for clothing, especially the following: Ladies and men's shoes in size 8; boy's shoes, size 10½ and girl's shoes, size 7½ medium; men's pants, size 31 waist, 30 long; women's dresses, size 14; boy's clothes in size 5 and Junior dresses in size 9.

Also needed are men's shirts in size 15-15½ and sweaters in medium; women's blouses, size 40;

boy's undergarments, size 4; and ladies undergarments in petite size.

"This appeal will be going on after most of the holiday spirit and extra money has been spent,"

said C. Allen Mead, Capital Region president, "but I am confident CSEA leaders and members will make a special effort to help the DeGroffs through this tragedy."

## Cortland County unit ratifies 3-year pact

CORTLAND — Members of the Cortland County Unit of CSEA Local 812 have overwhelmingly approved a new three-year contract by a vote of 134 to 26.

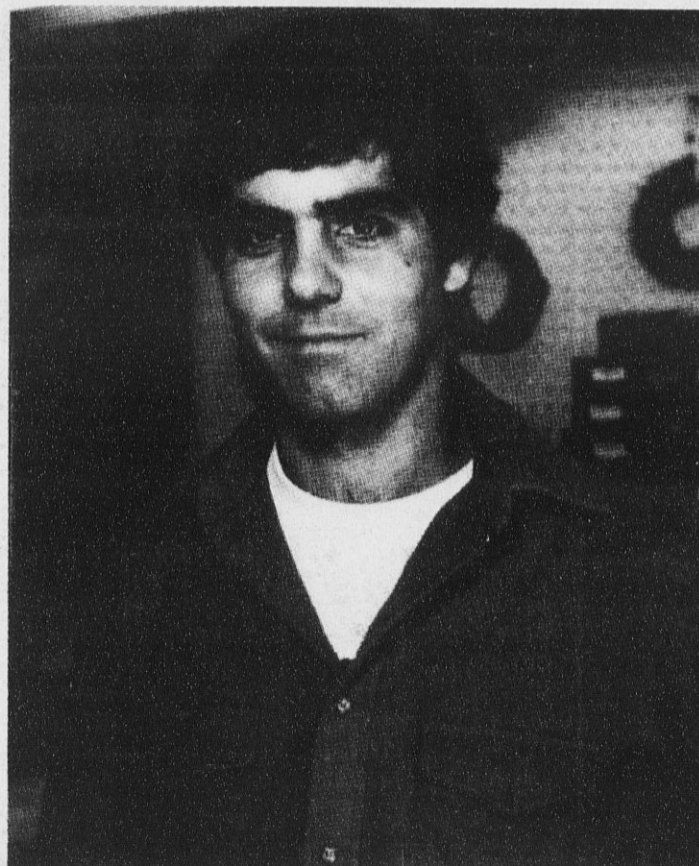
Unit President Earl Conger, who also serves as Local 812 president, said the new agreement for 300 county employees will become effective Jan. 1., pending ratification by the Cortland County Board of Legislators. Conger listed key terms of the contract:

- an increase in salary of 5.5 percent each year of the agreement;
- new discipline and discharge procedure ending in binding arbitration;
- two upgradings in the highway department;
- a change in the holiday language, giving employees the day after Thanksgiving in exchange for Election Day.

In addition to Conger, other members of the unit negotiating committee included: Gary Ballou, chairman, Carol Deloff, Judy Davison and Peter Zajaceskowski. Roger Kane, CSEA collective bargaining specialist, served as chief negotiator for the union.

"Job security is a big factor these days — and it's good to know that CSEA will continue to protect my rights."

—David Shaw  
Water Meter Serviceman



# CSEA

## works for us!

The Civil Service Employees Association - Local 1000, AFSCME, AFL-CIO - William L. McGowan, President



**CASTING THEIR VOTE** — Dee Herrington, left, and Muriel Matte, members of Gowanda Local 408, vote their preference for either the administration's plan or CSEA's plan regarding work location posting by the psychiatric center. Monitoring their vote is Sally Hageman.

**Grumblings at Gowanda**

## Work location issue still a gripe

**GOWANDA** — A management proposal to change the definition of a work location at Gowanda Psychiatric Center is one of a spate of problems that has angered CSEA Gowanda Local 408 members, precipitating an emergency membership meeting recently.

Members at the meeting voiced complaints of management mistreatment and voted to choose a union initiative over the management proposal regarding work location.

"They have told us outright lies at labor-management meetings,"

said Region VI President Robert L. Lattimer. "They say postings have always been by unit and not by ward, but we have proof that they have always listed the ward as the work location in job postings."

Supporting those charges were reams of job postings that explicitly listed the ward where the jobs being posted were located.

In addition, Local 408 President Joe Hageman and Vice President Wayne Jones recently collected more than 300 signatures from members who say the ward has been the official work location at the facility.

While Gowanda management claims it needs "flexibility" in scheduling staff to carry out patient treatment programs, Lattimer, Hageman and Jones say changing the work location violates the union contract. Allowing

management to shift employees around at will also is detrimental to patient care, they say, since it disrupts the staff's relationship with patients, and is bad for employee morale.

In addition to the work location issue, labor-management relations at Gowanda continue to suffer because of unresolved problems regarding understaffing, pass days and emergency change of schedules.

Lattimer said several labor-management meetings held in recent weeks have failed to resolve anything, and promised he would bring the problems to the attention of Albany officials.

"But each and every one of you has to know your contract, get the proper interpretation and continue to press for your rights," he told members.

He also urged the 550 Local 408 members to "back up your local officers as they try to defend your rights."

"This is your contract," he said. "If we have to file mass grievances and have the field representatives come down here in groups to file them, that's what we'll do."



**VOICE OF LABOR** — Wayne Jones, Local 408 vice president, addresses an emergency membership meeting while Region VI President Robert Lattimer, center, and Local President Joe Hageman listen.

# Employee Benefit Fund a big success

By Stanley Hornak  
CSEA Communications Associate

When the Employee Benefit Fund (EBF) began providing prescription drug and dental benefits for CSEA members a few years back, it took the place of an "archaic" dental plan, says Jase McGraw, the fund's director of marketing and communications.

The plan, which was being administered by an insurance company, included a \$50 deductible for individuals and \$150 for families. It was replete with restrictions and limitations, he said.

The prescription drug plan then in effect was not much better. It, too, had a \$50 deductible and was part of the statewide Major Medical program. Subscribers collected the year's bills and then submitted them for partial reimbursement.

But now all that has changed for state employees.

There are no deductibles. Dental benefits have been substantially improved and there is a statewide network of participating dentists who accept the CSEA fee schedule as full payment for covered services.

Prescriptions cost only \$1 each. And now there is a mail order prescription system which makes it easier and less expensive to obtain drugs needed on a maintenance or day-to-day basis.

Previously, only a month's supply could be obtained at any one time but now a six month's supply may be ordered by mail. Monthly trips to the pharmacy are eliminated and only a \$1 co-payment is required rather than the \$6 which would have been spent securing prescriptions every four weeks.

EBF was created out of 1979 contract negotiations between CSEA and the Governor's Office of Employee Relations. It has been so successful that recently it enrolled its 100th public employer (the Niagara Falls Bridge Commission).

The fund's director, Thomas P. Collins, says the reason the new plan is working so well is that it has advantages that allow it to offer more benefits. EBF does not make a profit and is not required by the state to pay taxes. It pays no sales commissions and gives no rebates or dividends to employers. Its accumulated surpluses are used to improve benefits.

"Back in 1979 we knew that we could get more benefits for the same amount of dollars. And we've succeeded," Collins said.

Success must also be attributed to various innovative measures to keep costs down. For example:



Jase McGraw, director of Marketing and Communications, and Kathy Barnes, director of operations, talk over a matter with Thomas Collins, EBF executive director. The benefit program has netted savings of \$40 million since 1979.

- names of dependents are listed on prescription drug plan cards to minimize abuse;
- generic drugs are substituted whenever possible in the mail-order program and in accordance with federal Food and Drug Administration guidelines;
- Medac, a Schenectady-based firm, was hired through competitive bidding to administer the prescription program. The EBF will save over \$300,000 in administrative fees over the two-year contract;
- dependents over 19 years old who are fulltime students must have a letter from their college or university so stating;
- a \$1,000 annual cap was placed on dental benefits because 1 percent of the membership

was using 14 percent of dental plan dollars;

- a professional dental review group is used to determine whether or not contemplated work in excess of \$150 is necessary or if there are better alternatives.

These cost containment measures have resulted in savings of approximately \$40 million since 1979. And these monies have translated into newer and better benefits including the introduction of a Vision Care plan for state employees in November 1981.

The optical benefit took a year's planning, according to Collins: "We had to design everything from bidding procedures to data processing systems to put together a high quality plan."

Various aspects make that plan unique. Every 24 months eligible members and dependents are entitled to an eye examination and a pair of eyeglasses including lenses and frames. EBF uses a panel of approximately 150 optometrists who accept the fee schedule as full payment. A line of designer and metal frames was recently introduced.

A Long Island-based laboratory supplies eyeglasses at wholesale prices. Everything is union made. A quality control system monitors the laboratory's work and also reviews the professional care and guarantees members receive prompt, courteous and efficient service.

Considering all of EBF's benefits, the same level of services from a private carrier would cost 40 percent more.

According to Collins, the fund is a prime example of a union successfully administering benefits to its members.

## Facts about EBF

The CSEA Employee Benefit Fund has a seven-member Board of Trustees.

Statewide President William L. McGowan chairs the board which monitors and regulates the fund. He appoints three other trustees while the CSEA Board of Directors designates the other three.

Appointed members are: Louis J. Mannellino, president, state Department of Transportation CSEA Local 508; Elaine Mootry, member, CSEA Board of Directors; and Richard Saluga, president, Westchester County CSEA Unit.

Members designated by the CSEA Board are: Executive Vice President Joseph E. McDermott, Statewide Secretary Irene Carr and Region V President James J. Moore.

## EBF workers prepare food baskets for families in the red

In a show of good will that characterizes the Christmas season, staff members at the CSEA Employee Benefit Fund (EBF) this year contributed hundreds of food items to make up holiday baskets for low-income families.

Workers in the office, which employs 35 people, brought in enough canned goods and other staples to fill four large boxes, each of which would be given to a family. In addition, EBF purchased turkeys for the baskets, which were donated to a food pantry at St. Peter's Episcopal Church, Albany.

According to Maria DiBiase, a member of the committee that worked on the project, the baskets would be given to families who are financially strapped though not necessarily at incomes below the poverty level.

"The church has a special food pantry for people who don't qualify for normal ones because of their income," DiBiase said. Such families often pay their bills and have little left over for food, she indicated.

Committee members said they were pleased with the response of generosity from their co-workers.

"This was a good idea and I hope we do it every year," said Barbara Catricala.

EBF director, Thomas Collins said he encouraged participation in the project but noted that the employees took the initiative in getting it off the ground.

"This is the first time that the employees have done this and they did it on their own," he said.

"With so much unemployment, I guess they realize they are fortunate to be working for a fine organization like EBF. They really feel enriched by their effort to share what they have with less fortunate families."



PACKING AWAY FOOD — Members of the group at EBF headquarters that spearheaded the food collection divided donations into separate baskets and brought them to a pantry for poor families at St. Peter's Episcopal Church, Albany. Pictured above, from left, are: Maria DiBiase, Anne Conway, Debbie Chura, Lisa Young, and Barbara Catricala.

# Office workers at Westbury Dept. of Motor Vehicles finally get paid for days docked

HAUPPAUGE — Long Island State Employees Local 016 has secured pay for some employees at the Westbury office of the Department of Motor Vehicles who had been sent home after reporting for work following a fire last summer.

According to Tom Byrne, the local president, management had proposed to dock all employees two days pay because the office was closed two days due to smoke damage from a fire in the office of the Nassau County Motor Vehicle Bureau on the floor below.

Byrne and Field Representative Nick Pollicino

showed local managers the state-CSEA contract, which specifically provides that employees must be paid if they report for work and are released.

Earlier this year, the local had been restructured to put state employees at a score of locations on Long Island into closer contact with the CSEA representatives. The change involved transferring them from departmental locals based outside the Long Island Region to the Hauppauge-based Local 016. Employees had complained of difficulties and delays in getting remotely-based locals to resolve local grievances such as the pay problem at the Westbury DMV office.

## Watertown members OK two-year pact with bonus plus

WATERTOWN — Members of the CSEA Watertown Unit have voted to accept a new two-year contract calling for a salary bonus in December, an increase effective July 1, improvements in the vacation schedule and new binding arbitration language in an agreement affecting 230 city employees.

According to Collective Bargaining Specialist Roger Kane, chief negotiator for the unit, the ratification concluded negotiations which began in March.

"It was the decision of the CSEA negotiating committee not to recommend the city offer be accepted, but the members opted for a ratification vote and voted their approval," Kane said.

Terms of the agreement include:

- A bonus of \$300, payable in December and applied to 1984 salary schedule.
- A 5 percent salary hike, effective July 1.
- An improved vacation schedule calling for approximately three additional days per year per employee.
- A modified agency shop requiring all present members to remain members and new employees required to join the union or pay an agency shop fee equal to member dues.
- Establishment of a tripartite panel for final and binding arbitration of contract grievances.
- New employees will now be required to pay a percentage of hospitalization costs.

Commenting on the committee's decision not to recommend the contract package, Kane add-

ed, "We attempted to limit the percentage new employees would pay for family health insurance, but the city balked and the members wanted to vote on the tentative agreement. They have voted and we stand by that vote of acceptance."

In addition to CBS Kane, other members of the negotiating team included: Don Knight, unit president; Dick Grieco, president of Jefferson County Local 823; Art Rosa, Mike Blair and Jan Piche.

The ratification vote ended more than 10 months of unit bargaining that included embroilments with a former city manager, interim city manager, the city council, a political election and informational picketing by employees who felt the city was not bargaining in good faith.

## Suggestion program issues awards to state employees

Eighteen state employees recently received awards representing \$14,058 in net first-year savings under the Employee Suggestion Program.

Three Department of Environmental Conservation employees shared in the largest single award. Fish and Wildlife Specialists Henry Buell, Alden Boulterice and James Brand, all of Rome, shared \$570 for suggesting, designing and implementing a portable water displacement measuring device usable on any fish tank.

Richard Jacobi, a highway maintenance supervisor with the Department of Transportation in Cortland, earned a \$250 award for suggesting that decals be applied to tools and equipment that would remind employees of the type of safety equipment that should be used with the tools, such as face shields, gloves, respirators, etc. The other winners earned awards ranging from \$25 to \$100.

The Employee Suggestion Program, the oldest suggestion program for state employees in the country, was started in 1947 and is administered by the state Department of Civil Service. Over the years suggestions relating to im-

proving office procedures and forms, eliminating delays and duplication and improving effectiveness, have resulted in more than \$10 million in net first-year savings to the state and its taxpayers. Awards are based on 10 percent of net first-year savings.

## CSEA membership dues a bargain

ALBANY — Union dues don't cost — they pay. CSEA members union dues are a bargain compared to fees charged by many other public and private sector unions.

CSEA monthly dues are \$11.35. The Public Employees Federation (PEF) currently charges \$12 but has approved hikes of between \$13 to \$32.50 for the next fiscal year. PEF members earning less than \$15,000 will not pay any increases until the 1985 fiscal year when dues go up \$13 across-the-board.

Monthly dues of other unions surveyed averaged: \$26, Laborers; \$21.50, United Auto Workers; and \$19.85, Communications Workers of America.

The National Education Association (NEA) bases dues, even for non-instructional personnel, on the national average salary of classroom teachers in public elementary and secondary schools. The Teamsters, meanwhile, charge an initiation fee and dues vary from local to local.

Where do CSEA union dues go?

Right off the top, the union rebates 25 percent to locals and units. A per capita tax is also paid to AFSCME, the American Federation of State, County and Municipal Employees, which gives the union a direct link to the AFL-CIO and a voice in Washington.

CSEA also has a unique legal assistance program to protect members' rights. It has an aggressive political action program. A skilled professional staff provides such services as: education and training; health and safety; communications; employee assistance programs; research and budget analysis; and low-cost insurance. There is also a team of collective bargaining specialists to negotiate contracts.

For working people union dues are one of the best investments they can make. And, the record reveals that when you belong to CSEA you get your money's worth.

## Local picks windbreakers for warmth

STONY BROOK — Local 614 has negotiated the issuance of nylon windbreakers for operational employees at the State University at Stony Brook, it was announced by Charlie Sclafani, president.

Sclafani said that the jackets were the clear preference of employees over shirts or smocks, which had been proposed by management. The windbreakers will bear the insignia of the state university and the logo of CSEA across the backs.

The work clothing for the operational unit was provided by the state-CSEA contract, and the choice of item was left to local negotiations. Sclafani said the selection of an item preferred by the majority of members would ensure the best utilization of the funds allotted to the campus.

## Scholarship winner



CONGRATULATIONS — Region VI Attorney Ronald Jaros, left, presents a check for the Charles R. Sandler Scholarship to 1983 winner Stephen Carvana of Erie County Local 815. The award is given annually to a Region VI member furthering his or her education. Carvana, a technician at the Erie County Medical Center, is a local vice president and a member of the contract negotiating committee.

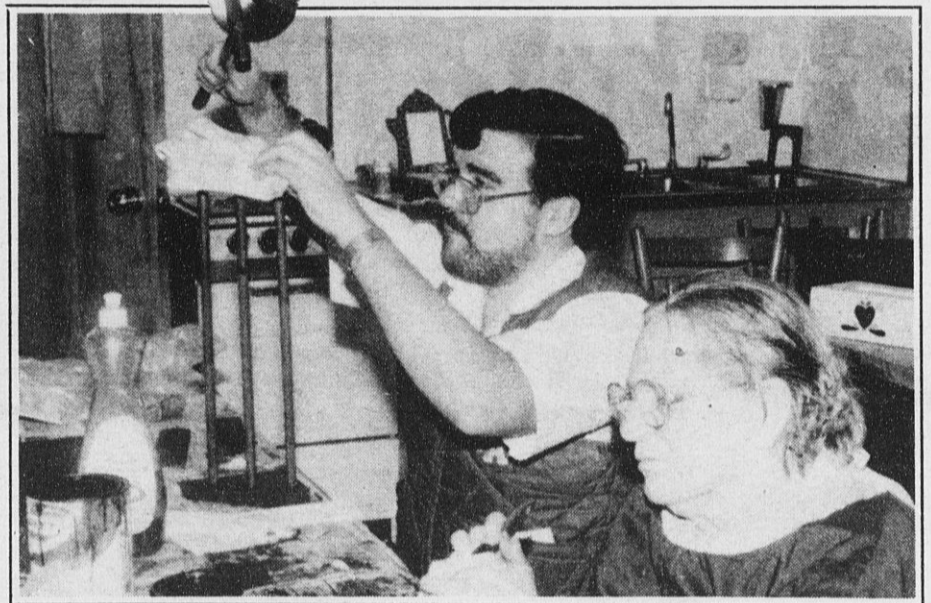
# A special holiday fair



**MAKING WREATHS** — Ulster County Infirmary employee Susan Studt works with residents Rita Blakely and Gladys Booker on Christmas wreaths for the crafts fair.



**DOLLED UP** — Showing off some of the things they helped patients create are infirmary Activities Director Shirley Blum and Activities Aide Mary Hotaling. The sale of dolls, wreaths and other holiday items at a recent crafts fair brought in more than \$400. The money will be divided between an Indian child sponsored by the patients and needy senior citizens.



**PITCHING IN** — Glenn Schwen, a dietary stock clerk, volunteers his artistic expertise to a crafts project. Working by his side is infirmary resident Kathryn Eggleton.

## Patients & staff at Ulster home raise money for Indian youngster

KINGSTON — The Christmas spirit of sharing and caring is one that can be felt all year long at the Ulster County Infirmary, where the relationship between the employees and the 200 elderly patients is warm and loving.

But that spirit was especially alive recently as everyone worked closely together on a special holiday project.

The patients and staff, most of whom are members of CSEA Ulster County Local 856, spent weeks creating such holiday items as wreaths and dolls for a Christmas crafts fair.

The fair, held Dec. 16, helped raise money for a Pawnee Indian child from Oklahoma. The patients adopted the child, six-year-old Sammy, two-and-a-half years ago through the Christian Children's Fund, which sets up schools on Indian reservations.

In addition to sending money raised from a variety of projects during the year, the nursing home patients frequently write letters to Sammy.

Of the \$464 raised at the recent crafts fair, \$216 will go to Sammy to help pay for books, clothing and other supplies. The rest will be spent on emergency food baskets for senior citizens.



**HELPING HANDS** — Louise Dufficy, a senior activities aide, and Brenda Cook, an LPN, show infirmary residents Lila Call and Roger Batz how to make Christmas wreaths.





# CSEA



**CSEA**  
works for us!



**CSEA**  
works for us!

**LOCAL 1000**  
**AFSCME, AFL - CIO**



**CSEA**  
works for us!



**CSEA**  
works for us!

*Ready to work for America*  
**MONDALE '84**



# 1983

The year began with high praise for public employees from Gov. Mario Cuomo in his first major address to the State Legislature, but from that moment on, 1983 was a year filled with proud union tradition as CSEA battled the administration on several fronts to protect the rights of union members.

CSEA fought the administration and the legislators over state plans to lay off thousands of public employees throughout 1983. And the union mounted sustained resistance to plans to convert several mental hygiene facilities into prison facilities. One of the largest battles occurred over union objections to continuation of the Tier III phase of the retirement system, and a major confrontation took place when CSEA mounted an offensive to save the state barge canal system.

The appearance of Walter Mondale, pictured above, before 1,500 CSEA delegates at the union's 73rd annual meeting was among the highlights of a year filled with bright moments.

These major activities mingled with the normal myriad of union projects, programs and campaigns to make 1983 the latest in a long line of outstanding years in CSEA's history. On the following pages, *The Public Sector* reviews some of the events of 1983 that affected the union, the members and the general public.

**Public SECTOR**  
Official Publication of The Civil Service Employees Association Local 1000, American Federation of State, County and Municipal Employees

**Mental Hygiene Facilities in a state of crisis**  
"Disaster is being averted only by a super-human effort by our members."  
—CSEA President William L. McGowan

**The Wages of Inequality**  
CSEA in forefront of efforts to eradicate wage discrimination  
See Pages 9-12

**59¢**

**THE YEAR IN REVIEW**

# 1983 THE YEAR IN REVIEW

JANUARY 1983						
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Thomas H. McDonough

- CSEA Executive Vice President Thomas H. McDonough dies unexpectedly.
- Gov. Mario M. Cuomo pays tribute to public employees in his first major address to the state Legislature. "Good government... depends on the people who staff its agencies, direct its programs and execute its policies," he says.
- Joint CSEA/State Safety and Health Maintenance Committee launches statewide safety awareness program.
- CSEA initiates new educational service for members, designed to improve performances on civil service examinations.
- CSEA unveils 1983 legislative program.

FEBRUARY 1983						
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- CSEA offers state legislators an alternative to state plans to lay off 8,500 state workers. Union proposes a temporary, deductible income tax increase on high income families.
- CSEA reiterates long-held position that a board of trustees with public employee representation should be placed in control of investing the common funds of the state public employees pension funds.
- AFSCME research paper concludes "state and local governments are facing a financial squeeze of a size and scope unknown since great depression."
- Joseph E. McDermott, CSEA Capital Region president, elected new statewide CSEA executive vice president, succeeding late Thomas H. McDonough.
- C. Allen Mead named new Capital Region president, succeeding McDermott.
- Coalition of CSEA locals mount strong opposition to state plans to co-locate prison on campus of Marcy Psychiatric Center. Meanwhile, CSEA members at Gowanda Psychiatric Center were back on the picket lines again to protest plans by state to take 600 patient beds there for use by state prison inmates.



Joseph E. McDermott



C. Allen Mead

MARCH 1983						
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- State announces early retirement incentive program to encourage attrition to reduce state workforce in response to union objections to announced layoff plans.
- Congressional and state legislative representatives "shocked" by poor conditions noted during tour of Manhattan Psychiatric Center.
- CSEA sponsors series of large protests statewide in effort to stop state's plans to lay off thousands of state workers due to budget crisis.
- CSEA political action program credited with defeating a plan to dissolve Village of Lake Placid, a move that would have jeopardized jobs and public service programs.
- Public broadcasting stations statewide airing new four-part series designed to help individuals improve civil service examination scores.

## Public Sector

**UNDERSTAFFING IS SHORTCHANGING THE TAXPAYING PUBLIC**

Many state agencies and local governments are suffering from understaffing, which is shortchanging the taxpayer. The Public Sector magazine has a special report on this issue. It includes information on how to get a copy of the magazine and how to contact the CSEA for more information.

## Affirmative action plan may wipe out established civil service list in DOL

APRIL 1983						
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- State's one-time, early retirement incentive program draws "avalanche" of takers.
- CSEA launches massive campaign designed to convince state legislators to reconsider retiring Tier III.
- Union says state's plan to close Craig Developmental Center would be a virtual death sentence for upwards of 120 severely handicapped residents there.
- With passage of new state budget, thousands of state employees given layoff notices now getting reprieves. Some layoffs, however, are expected.
- State employees get five percent raise under current CSEA/State contracts.
- Weeks of picketing lead to new three-year contract in White Plains School District.
- Four CSEA members among 17 people taken hostage in Chenango County Office Building. All were later released unharmed.
- Dangers of video display terminals were forcibly outlined by CSEA Statewide Secretary Irene Carr during a state Assembly Labor Committee hearing.

**the Public Sector**

Official Publication of the Civil Service Employees Association of New York State  
 1000 Broadway, New York, NY 10018  
 Telephone: (212) 697-1000  
 Fax: (212) 697-1001  
 Monday, January 10, 1983

**A NEW PARTNERSHIP IS FORGED... pages 10-11**

Good government is not just a matter of laws. It depends on the people who staff its agencies, direct its programs, and execute its policies. Over the past decade, public employees have been called on time and time again to sacrifice in the name of fiscal stability.

MAY 1983						
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- CSEA launches campaign to "save the barge canal" after state reveals plans to lay off large numbers of canal workers and convert many permanent positions to seasonal status.
- Labor/Management agreements creating a comprehensive Employee Assistance Program (EAP) for all state employees signed.
- CSEA and AFSCME filed sex discrimination charges against Nassau County, escalating the battle for pay equity for 14,000 Nassau County employees.
- American Arbitration Association rules in favor of CSEA in union's grievance protesting St. Lawrence County practice of using county prisoners to perform laborer work before all regular employees on layoff are recalled.



Francis Dubose Batiste

- A Tier III retirement reform package passes in State Legislature. It eliminates Social Security offset but far short of union's ideas of true reform. Says CSEA Executive Vice President Joseph E. McDermott, "Some of the bill's provisions amount to highway robbery without a gun."
- In a major union victory, PERB rules SUNY's lock-out of non-academic employees the day-after-Thanksgiving must end.
- CSEA awards 18 \$500 scholarship awards to high school seniors who are dependents of CSEA members.
- New York State's 200,000-plus employees named collective recipients of 1983 Presidential Recognition Award for public service.
- Frances DuBose Batiste named new CSEA Region II president.
- Union unveils statewide advertising campaign designed to boost public's image of public employees. "We want people to know that public employees in New York are near the end of their rope. That they've made sacrifices, they've made concessions, they've been laid off — but most of all that they've had enough!" declared CSEA President William L. McGowan.

JULY 1983						
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- CSEA voices strong opposition to an affirmative action plan that could wipe out an established civil service list in the Department of Labor.
- Union charges that state has allowed understaffing to reach critical stage in many state agencies.
- Angry Albany County employees picket county offices to show their displeasure with contract talks after latest county's offer is rejected by three of the four bargaining units.
- CSEA joins AFSCME in opposing federal funding of a study designed to assist 10 targeted states, including New York, in closing down mental health and retardation institutions.

AUGUST 1983						
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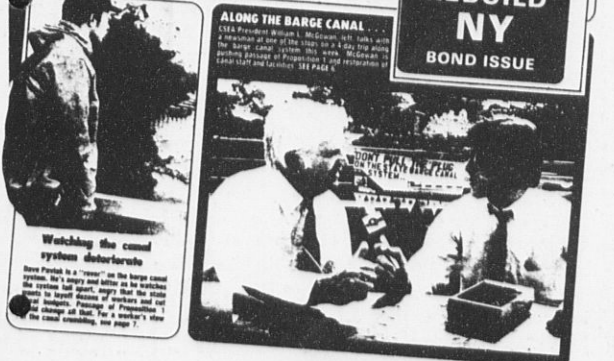
- In precedent setting decision, PERB rules salaries and benefits can no longer be reduced when a settlement is imposed by a legislature. Ruling could have a revolutionary impact on public sector bargaining.
- Union charges layoffs and heavy early retirements have left the state's psychiatric and developmental centers with dangerously low staff levels.
- In face of strong union opposition, state moves to back burners a plan to charge state workers a hefty increase to park in lots operated or supervised by OGS in Albany.
- Union halts PERB ruling which reverses an imposed contract on the 865-member Niagara County CSEA unit.
- Dozens of CSEA officials and members participate in Washington march commemorating 20th anniversary of famous civil rights march.

## Public Sector

**CSEA BACKS 'REBUILD NY' BOND ISSUE**

PROPOSITION #1 FOR SAFER TRANSPORTATION

REBUILD NY BOND ISSUE



**AIDS: the more you know, the less you have to fear**

Should you be afraid of AIDS? The answer is no, if you know the facts. The Public Sector magazine has a special report on this issue. It includes information on how to get a copy of the magazine and how to contact the CSEA for more information.

**Public Sector**

**A Call to the Nation**

20th Anniversary of the Historic Proclamation of the American Revolution

We still have a dream: Jobs, Peace, Freedom

SEPTEMBER 1983						
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- CSEA members who may have been exposed to asbestos at nine worksites in Westchester County declared eligible for comprehensive medical screening.
- Union announces support of Rebuild New York Bond Issue, launches major information campaign to gain voter approval.
- Union charges state Department of Transportation more interested in saving money than lives following several job-related accidents which injure DOT employees.
- CSEA members march in record numbers at several Labor Day parades across the state.

OCTOBER 1983						
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Walter F. Mondale

- CSEA files law suit charging new Tier III retirement law causes members to suffer inequities.
- AFL-CIO endorses Walter Mondale as Democratic candidate for president.
- Walter Mondale opens campaign for support from New York by addressing CSEA 73rd annual delegates meeting.
- CSEA President McGowan conducts four-day trip across the state to hold press conferences urging state not to layoff barge canal workers.

NOVEMBER 1983						
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- Vast majority of CSEA-endorsed candidates at general level of government win in November general elections. Union-backed Rebuild New York Bond Issue is passed.
- CSEA wins an important round in court in its efforts to represent civilian employees of the Division of Military and Naval Affairs.
- Hundreds of Letchworth Village Developmental Center workers conduct a candle light march to protest heavy staff cuts at facility.
- CSEA President McGowan tells meeting of New York State Public Employee Conference that months after a reform bill was enacted concerning pensions, "everyday I get more mail about Tier III than I do about any other issue." He pledged to continue efforts for greater reform and ultimate elimination of Tier III altogether.

## Public Sector

**THE BUDGET**

STILL MORE QUESTIONS THAN ANSWERS

'FAR FEWER' LAYOFFS, BUT EXACTLY HOW MANY?

COOPERATION IS MINIMIZING DISRUPTIONS

## HOW MANY EARLY RETIREES?

DECEMBER 1983						
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- CSEA joins nationwide boycott of Greyhound in show of support for striking Greyhound employees.
- CSEA officials help dedicate new day care center at State Office Campus in Albany, the 14th such facility for children of state workers to open.
- In a harsh attack upon the record of President Ronald Reagan, CSEA says the Reagan presidency has been a disaster for millions of Americans.
- CSEA officials testify before legislative committee hearings that conditions are deplorable and getting worse in mental hygiene facilities due to severe staff shortages.
- Following a strong protest from CSEA, the Kings Park Psychiatric Center has cancelled a plan to reassign employees and manipulate overtime assignments.

**THE NATIONAL AND INTERNATIONAL LABOR SCENE**

# TOUGH YEAR FOR WORKING PEOPLE

WASHINGTON — The year 1983 was a tough one for working people, their families and their unions. Yet it ended on a strong note of hope as labor mobilized for an election year in which it seeks to elect its friends to the White House and the Congress.

As the year unfolded, unemployment remained high despite talks of recovery. Mass hunger and malnutrition reappeared across the land as the needy felt the sting of Reagan's budget cuts and dislocated workers became known as the "new poor."

Yet there were signs that things were changing. The Democrats in the House, bolstered by 26 more seats from the 1982 elections, halted Reagan's attacks on federal programs even if they could not yet reverse the cuts.

On Labor Day - specially named Solidarity Day III — some 1.3 million people marched and rallied in 150 cities and towns to demonstrate their unity. With labor's endorsement of Walter F. Mondale for the Democratic presidential nomination, the stage is set for an all-out effort in the 1984 elections.

This is the story of 1983, told through the headline files of Press Associates:

## JANUARY

UAW okays Chrysler pact with first pay hike in two years ... Deep recession halves inflation rate; worker earnings fall 1.5 percent in 1982 ... OSHA drops illness, injury reporting rule for 18 million workers ... Unemployment rate at 10.8 percent, with 12 million looking for jobs in December ... Labor hails injunction blocking Donovan's Davis-Bacon changes ... AFSCME wins court order against OSHA on ethylene oxide ... AFL-CIO urges \$10 billion for community service jobs plan ... Supreme Court rules union liable for lost pay in grievance cases ... Business, right-wing PACs outspent labor 4-1 in '81-82 ... Housing starts in '82 worst in 36 years ... Kirkland calls Reagan's budget "wrong, unfair" ... UAW's Fraser says 25 million lack health coverage due to recession ... AFSCME study finds states crippled by federal aid cuts ...

## FEBRUARY

Unemployment dips to 10.4 percent; Kirkland calls level "intolerable" ... Labor urges Congress to reject Reagan budget hitting poor the hardest ... Economic report forecasts high unemployment for years ... AFT and NEA hit Reagan education cuts, "gimmicks" ... Kirkland urges \$68 billion jobs plan, rejection of Reagan budget-tax policies ... Federal and postal workers fight pay, pension cutbacks ... Recession drives down wage gains in 1982 pacts ... Senate confirms Dotson as NLRB chief ... COPE reports money edge saved GOP from rout in '82 ...

## MARCH

Jobless rate hangs at 10.4 percent; 11.5 million unemployed ... House passes emergency jobs bill; Democrats promise 'Phase I' plan ... Steelworkers win industry pledge to plow contract savings into modernization ... Labor urges housing relief on foreclosures, evictions ... UAW wins OSHA documents showing formaldehyde cancer threat ... Religious groups condemn Reagan budget as rejecting rights of poor, jobless ... Labor says OSHA noise rules are weak, cave-in to industry ... Turner and Georgine tell Congress NLRB rulings destroy worker rights ... 3,000 unemployed rally at Capitol to demand massive jobs programs ... AFL-CIO calls OSHA delay on asbestos "irresponsible" ... Court tells OSHA to expedite ethylene oxide rule ... \$4.6 billion jobs, relief measure clears Congress, signed by Reagan ... Congress okays Social Security rescue reforms ...

## APRIL

Unemployment rate little changed at 10.3 percent ... Presidential panel says federal government has obligation to ensure health care for all ... SEIU urges enforcement to stop Social Security withdrawals by non-profit institutions ... Union officers can't be singled out for not halting wildcats, Supreme Court rules ... UAW renews push for domestic auto content law; sees 1 million jobs at stake ... Civil Rights panel "alarmed" over women, children in poverty ... Coalition charges Reagan cuts would "devastate" aged poor ... SIU's Drozak says Reagan budget plans "spell death" to U.S. shipyards ... Labor leaders tell Congress worst NLRA violators, like Litton, should be barred from federal contracts ... Presser elected Teamster president ... Building trades parley stresses jobs, fight against anti-union encroachment ...

## MAY

Unemployment 10.2 percent in April; 11.3 million still looking for jobs in vain ... ILG mounts spring offensive against apparel import flood ... Hugh Reilly, former "Right-To-Work" official, named NLRB solicitor ... ACTWU ends 17-year battle, ratifies pact with J. P. Stevens ... Labor backs legislation to ease impact of plant shutdowns ... Fired air traffic controllers begin serving jail sentences ... Bieber takes reins of Auto Workers, unveils economic "blueprint" ...

## JUNE

Jobless rate slips to 10.1 percent; 11.2 million seek work ... Hobbs Act amendment pushed by RTW group, right wing senators ... Gordon Freeman, IBEW president from 1955 to 1968, dies at 86 ... USWA boycott of Mellon bank brings release of workers' backpay ... ACTWU condemns OSHA's plan to relax 1978 cotton dust rule ... UFCW strikes Wilson Foods over unilateral wage cut; dangerous legal precedent feared ... House Democrats charge NLRB's Dotson hostile to unions, endangers board's credibility ... Judge rebukes Labor Sec. Donovan for withholding training funds ... Two printing unions merge to form Graphic Communications Int'l Union ... AFL-CIO lists flaws in Reagan plan to tax health benefits ... Supreme Court rules for workers fired for pro-union activities ...

## JULY

Unemployment rate 10 percent in June; 11 million seek work ... Integrity of labor law seen at stake as House panel grills former "right-to-work" official now at NLRB ... Service Employees' survey shows asbestos cancer risk in schools affects 3.2 million children ... Court upholds Labor Dept. changes weakening Davis-Bacon Act ... Harold Buoy retires, C.W. Jones takes helm of Boilermakers ... Grain Millers elect Robert Willis president as Frank Hoeser retires ... AFT endorses school reforms; urges higher pay, standards ... National Council of Senior Citizens delegates lobby Congress, White House, demanding health cost caps, not Medicare cuts ...

## AUGUST

UFCW's Charlie Hayes wins primary, headed for Congress ... Labor needs ally in White House, Kilroy tells BRAC convention ... July jobless rate falls to 9.5 percent, with 10.6 million unemployed ... House okays health care for unemployed ... 2.6 million fall into poverty, boosting total to 34 million ... Congress passes plan to rescue rail retirement ... Get into political process, UFCW's Wynn tells members ... Labor Dept. ordered to spend \$124 million on displaced workers ... Job loss worsens in industrial areas ... Striking CWA phone workers, AT&T resume talks ... UAW asks court to order emergency formaldehyde rule ... ITU delegates reject merger with Newspaper Guild ... Teamsters say trucking jobless at 32 percent; 100,000 jobs lost ... AFT's Shanker charges Reagan misleads public and is anti-education ... UTU's Hardin vows to fight givebacks ... 300,000 rally at Lincoln Memorial for "Jobs, Peace and Freedom" on 20th anniversary of March on Washington ...

## SEPTEMBER

1.3 million workers march and rally in 151 cities and towns on Labor Day, Solidarity Day III, demanding jobs and justice ... Kirkland leads labor mourning for Sen. Henry Jackson (D-Wash.) ... Jobless rate in August 9.5 percent, with 10.7 million unemployed ... CWA phone workers back at work after settling local issues ... New Jersey enacts nation's strongest "right-to-know" law ... UAW members ratify two-year pact with Chrysler ... Building trades convention sets jobs as top priority ... Vicki Saporta named new organizing director of Teamsters ... UTU convention okays organizing drive ... C.E. Wheeler elected president of Railway Carmen ... Unions charge OSHA stalling on EDB pesticide costing workers' health, lives ... House passes Hawkins' job bill; faces GOP Senate, Reagan veto ... AFSCME hails Washington State ruling as "landmark" in pay equity for women ...

## OCTOBER

Kirkland report to AFL-CIO's 15th convention cites labor's "growing unity" and mobilization to reverse Reagan policies ... UAW's Bieber urges planning to save U.S. industry, jobs ... Equitable insurance giant agrees to negotiate with SEIU District 925 ... D'Ambrosio reelected AIW president ... Mondale welcomes endorsement of AFL-CIO convention, asks help in rebuilding America ... Kirkland assails Reagan as ruling for rich ... AFL-CIO convention proposes economic program to create jobs, renew industry ... Kirkland, Donahue reelected to head AFL-CIO; Bieber new vice president of federation ... Bob Kalaski of Machinists, Greg Croy of UFCW elected to lead International Labor Communications Association ... AFSCME endorses Mondale ... NEA throws support to Mondale candidacy ... AFL-CIO backs arms control talks ... Labor asks Congress to restore aid for poor, children, jobless ... Nobel Peace Prizes to Lech Walesa hailed by Kirkland ... UAW's Emil Mazey dies at 70 ... Hunger, malnutrition on rise, doctors tell Congress ... Martin Luther King, Jr. holiday bill passed overwhelmingly by Congress ... J.P. Stevens and ACTWU settle all unfair labor practice cases in accord ... Congress okays extended jobless benefits for 18 months with "reachback" provision ... Democrats in House restore school lunch program; faces GOP Senate, Reagan opposition ... AFT endorses Mondale ...

## NOVEMBER

Witnesses tell Congress that employer manipulation of law, NLRB backlog defeating unions ... House passes auto content bill seen protecting 1 million jobs ... October jobless rate falls to 8.8 percent; 9.9 million unemployed ... Greyhound bus workers strike to block company takeaways ... Kirkland endorses congressional proposal to revitalize U.S. industry ... Union experts tell Congress OSHA fails to protect workers ... Bargaining pacts in first nine months of '83 provide smallest wage gains on record ... Teamsters chief Jackie Presser recuperating from heart surgery ... Labor says cancer risk still high under new OSHA asbestos standard ... USWA President Lloyd McBride dies at 67 ... Carpenters leader blasts NLRB for "chaos" in construction ... Greyhound attempt to "bust" ATU brings nationwide labor boycott ... Labor, church leaders step up 10-union drive at Litton Industries ... Bill to bar labor law violators like Litton from federal contracts gets high priority in Congress ... Unions hit Labor Dept. changes in Service Contracts Act as "wage-busting" ... Lynn Williams named interim president of Steelworkers ... Molders President Carl Studenroth dies at 68 ... Postal Workers President Moe Biller reelected ... Labor raps OSHA toxic label rule as "scheme" to do in state laws ... SEIU petitions EPA on asbestos removal from schools ... ERA falls short in House ... Congress adjourns; first session meant mixed results for workers ...

## DECEMBER

Court grants industry stay on OSHA asbestos rule ... In setback to labor, OSHA relaxes noise rules ... Economic indicators promise more, but slower, growth ... Corporate, rightwing PACS outspent labor 4-1, survey shows ... Democratic presidential candidate Walter F. Mondale announced as featured speaker at series of AFL-CIO regional conferences early in 1984 ... Acting on a union appeal, federal court reinstates a 40-year ban on home work in the knitted outerwear industry ... Machinists approve new 3-year contracts with Lockheed and McDonald ... Greyhound employees ratify new contract ...

# Reviewing Reagan's record of wreaking havoc

ALBANY — Throughout his term in office Ronald Reagan has had a slash and burn policy of budget cuts. The worst thing about this policy is the unfairness. Reagan's cuts hit hardest at the working poor and the unemployed. While at the same time his military spending spree and tax cuts for the rich have created a budget deficit of more than \$200 billion, that's more than three times as large as the worst Carter deficit.

Here are some of the specific cuts that have hurt programs delivered by public employees:

- Employment and Training cut \$455.5 million
- Child Nutrition cut \$ 99.3 million
- Aid for Families with Dependent Children (AFDC) cut \$263.2 million
- Social Services cut \$ 29.0 million
- Medicaid cut \$234.8 million
- EPA Wastewater Grants cut \$ 57.4 million
- Food Stamps cut \$310.0 million

Clearly, public services to help the poor, elderly and handicapped suffer while the rich special interests profit. This policy is simply unfair.

Below is a charge which shows how some of the counties in New York have been hurt by Reagan's policies. These are the counties for which data was available at press time.

These are actual cuts approved by Congress. In each case Reagan's proposed cuts were even larger.

Selected Human Services Cuts in Representative Counties  
(in millions)

	AFDC	Food Stamps	Social Services
<b>Region I</b>			
Nassau	-\$6.3	-\$4.7	-\$1.1
Suffolk	-14.2	- 9	- 1.1
<b>Region III</b>			
Westchester	-13.7	- 5.9	- 1.3
<b>Region IV</b>			
Albany	- 3.2	- 2.5	- .350
Rensselaer	- 1.3	- 1.6	- .150
Schenectady	- 1.6	- 1.3	- .120
<b>Region V</b>			
Broome	- 1.7	- 1.6	- .175
Jefferson	- .800	- 1.3	- .100
Onondaga	- 5.3	- 4.3	- .380
<b>Region VI</b>			
Erie	- 15	-14.6	- .810
Monroe	- 8.4	- 6.5	- .810

## Niagara County workers get new contract

Restores items taken away in '82 settlement

LOCKPORT — While the state Supreme Court ponders the legality of an imposed 1982 contract which took away many benefits of Niagara County employees, the Local 832 unit's members have reached agreement and signed a three-year contract that extends through 1985.

According to Unit President Quain Weber, a collective "sigh of relief" was the general reaction of most Niagara County employees following negotiations that have taken over 12 months to complete.

Emmanuel Vitale, collective bargaining specialist, spelled out the details of the contract to an overflow crowd of unit members who, after considerable debate, voted 314 to 67 in favor of the agreement that provides a six percent wage increase in the first year plus five percent in the next two years, in addition to increments.

In advising the membership of the contract details, Vitale said the contract "may be less than you wanted or deserve but it represents your negotiating committee's efforts to get the best contract for all our members. We feel this is a reasonable agreement, one you can live by and the best that could be gained under the circumstances."

The new contract restores several items that were taken away in the imposed settlement that was in effect for 1982. One prime ingredient restored was the agency shop provision. Three exceptions were made, which excluded the director of eligibility, director of

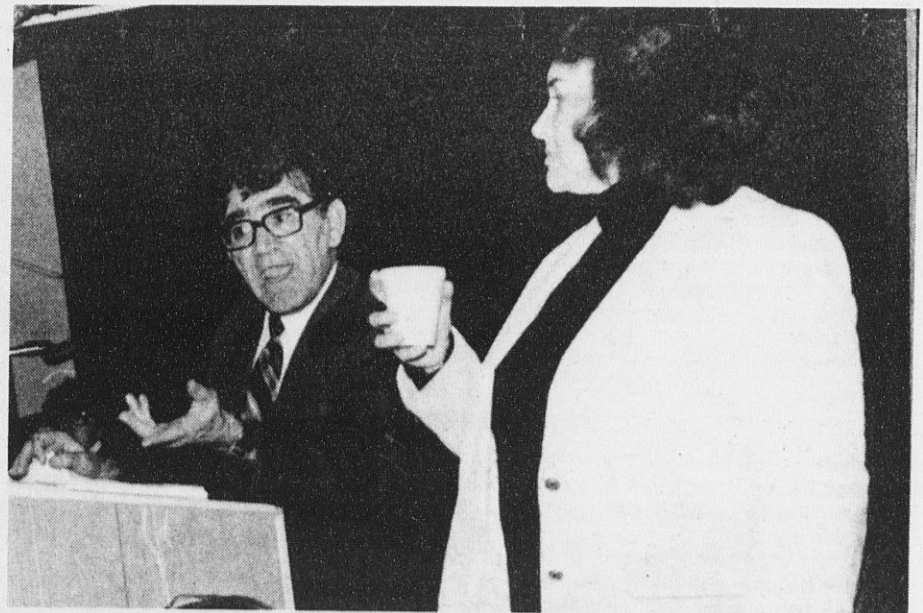
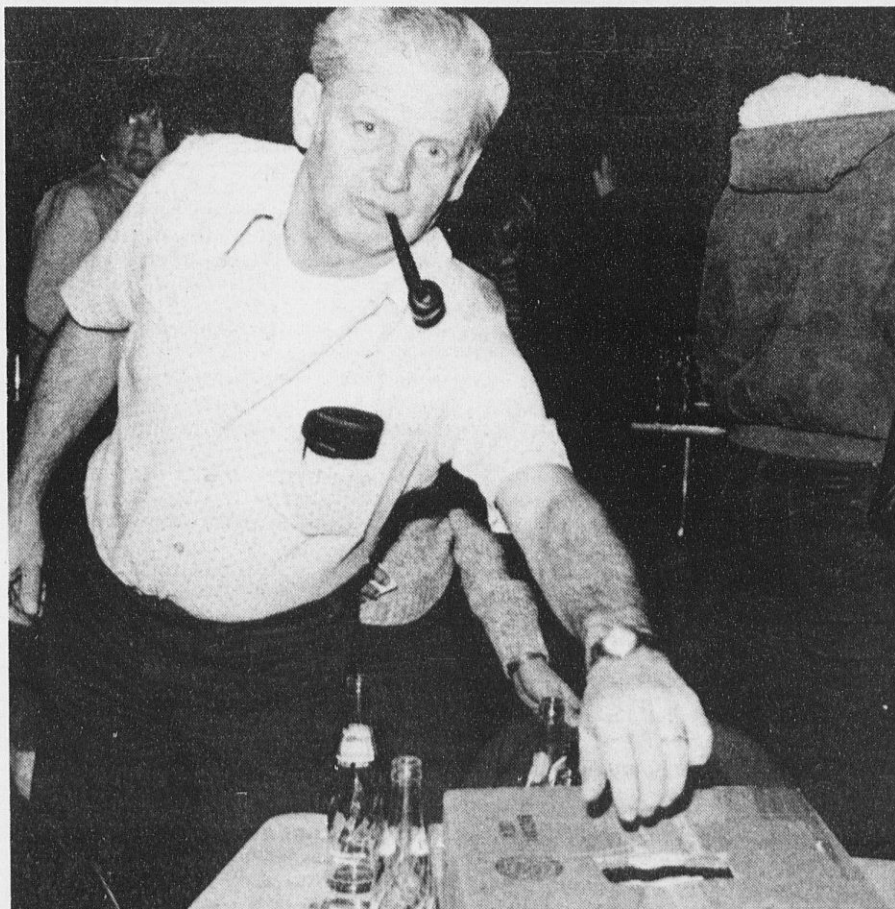
administrative services and personnel specialist.

Also under the new contract, regular, permanent and parttime employees hired prior to Sept. 1, 1982 shall continue to receive Blue Cross & Blue Shield coverage provided by the employer. However, the same employees hired after Sept. 1, 1982 will be required to pay 50 percent of the cost of Blue Cross & Blue Shield.

The contract retains for the county "the right" to deny a sick leave extension without being subject to the grievance procedure. However, this stipulation provides that approval of sick leave or the extension of same "shall not be unreasonably withheld," according to Vitale.

Maternity leave, which was found to be discriminatory towards males, has been modified in the new pact to become "child-rearing leave." This provides, upon notification to the department head, the allowance of up to 10 months unpaid personal leave upon the birth of a child. Other agreements reached include clarification of workweek and working hours, longevity pay increases, overtime provisions, retirement and mileage reimbursement.

The negotiating team included Sharon Celand, Dick McIntyre, Jan Allen, Jaimie Gotowka, Gordon Kenyon, Betty Kurtz, Teresa McEvoy, Mike Brady, Rudy Maida, Weber and Vitale. Early negotiations were handled by Region VI Director Lee Frank and Field Representative Thomas Christy.



COLLECTIVE BARGAINING SPECIALIST Manny Vitale, above, gestures as he explains the proposed contract for the Niagara County CSEA unit. Unit President Quain Weber, right, looks on. Unit members later voted to accept the new three-year agreement.

AT LEFT, A MEMBER OF Niagara County CSEA unit, Local 832, votes on a proposed three-year contract with the county. Members approved the new agreement by a sizeable margin.



Touching hearts  
through  
Toys for Tots



CSEA's Long Island Region I contributed nearly \$5,000 worth of toys to the U.S. Marine Reserves' Toys for Tots campaign. Turning the gifts over to Virgilio Torres (second from left) are, standing from left: Dorothy Goetz, regional secretary; Dr. Harry Paritsky; William J. Griffin, regional director; and Nicholas Abbatiello, regional first vice president. Also, kneeling from left, are: Liz Goulding, CSEA staff secretary; Marilyn Mahler, Brentwood Teacher Aide Unit president; and Danny Donohue, Long Island president. Sitting is Toni Soucie, CSEA staff office manager.

More kids had a reason to smile this Christmas because of the participation of Region I members again in an annual campaign called Toys for Tots.

CSEA's Long Island Region collected nearly \$5,000 worth of toys for the drive, which is sponsored by the U.S. Marine Reserves. This is the third holiday season that the region has taken part in the effort.

"We've been collecting toys for the Toys for Tots campaign for three years now, and each year our members participate more than before," says Danny Donohue, Region I president.

The region's involvement with the toy drive came out of a request from former CSEA member Virgilio Torres, now a gunnery sergeant with the Marine Reserves. Torres worked for a number of years at Pilgrim Psychiatric Center.

Members of Brentwood Teacher Aide Unit of Suffolk Education Local 870 were among those who took part in the program. They collected more than 300 toys for distribution to needy children on Christmas.

"We really wanted to get a lot of people involved this year," said Marilyn Mahler, president of

the unit, who noted she turned for help to other units in the region. The Islip Cafeteria Unit, Central Islip Special Education Teacher Aides Unit, Bayport-Bluepoint Teacher Aides Unit and Middle Island Bus Drivers' Unit all joined Mahler's group in donating toys to the campaign.

After collecting the toys, members of the Brentwood and Islip units joined forces to wrap the gifts.

All of the toys gathered by region members were turned over to Marines for distribution to the poor before Christmas.



**PACKAGE DEAL** — Brentwood teacher aides and Islip cafeteria workers wrapped almost 300 toys donated to the Toys for Tots campaign. Pictured here are Brentwood Teacher Aide Unit officers, from left: Josephine Schmidt, Doris Cain, Teresa Stango, Marilyn Mahler (seated), Ann Chatterton, Marge Riley and Angie Delloiaco.



**THANKS** — Long Island Region President Danny Donohue accepts from Virgilio Torres a certificate of appreciation for the thousands of toys collected by members of CSEA Long Island Region I.

If you want to boost CSEA's effort for the 1984 federal elections, send your contribution payable to "PEOPLE" to the CSEA Legislative Office, 150 State Street, 5th Floor, Albany, NY 12207. Contributions can result in an income tax credit up to \$50 for a person filing singly or \$100 for a joint return.

YES! I want to contribute \$1 \$3 \$5 \$10 \$ to the CSEA PEOPLE effort. I understand this money will be used in federal elections.

NAME \_\_\_\_\_ Local # \_\_\_\_\_

ADDRESS \_\_\_\_\_

Zip \_\_\_\_\_

*In accordance with federal law, the PEOPLE Committee will accept contributions only from members of AFSCME and their families.*

# Day care program opens at Rochester Psychiatric Center

ROCHESTER — The Rochester Psychiatric Center is alive with the sounds of children's laughter and chatter these days, after five years of struggle by CSEA and other unions to establish a day care center on its grounds.

The new center, which was unveiled and dedicated Dec. 14, currently accommodates 35 youngsters, from infants to preschoolers, and expects to have room for more soon. It accepts children of employees at both the Rochester Psychiatric Center and the Monroe Developmental Center.

CSEA played a major role in the push for the day care center, which was developed and supported through a committee of several labor unions.

"The center is a tribute to forgetting the petty parochial interests that sometimes separate labor and management," said CSEA Region VI President Robert L. Lattimer, at the recent dedication ceremony.

Joining Lattimer at the opening ceremony were CSEA statewide Secretary Irene Carr, as well as officials from the Governor's Office of Employee Relations and the Civil Service Commission.

GOER Director Thomas Hartnett said CSEA deserved credit "for putting the state's feet to the fire to see that the center was completed.

"Everybody wins in a situation such as this, that allows parents to know that their children are in safe hands while they are at work," he added.

Hartnett pledged the state's continued support for day care facilities, and turned over a check for \$14,000 from GOER as a final installment of state assistance for the project.

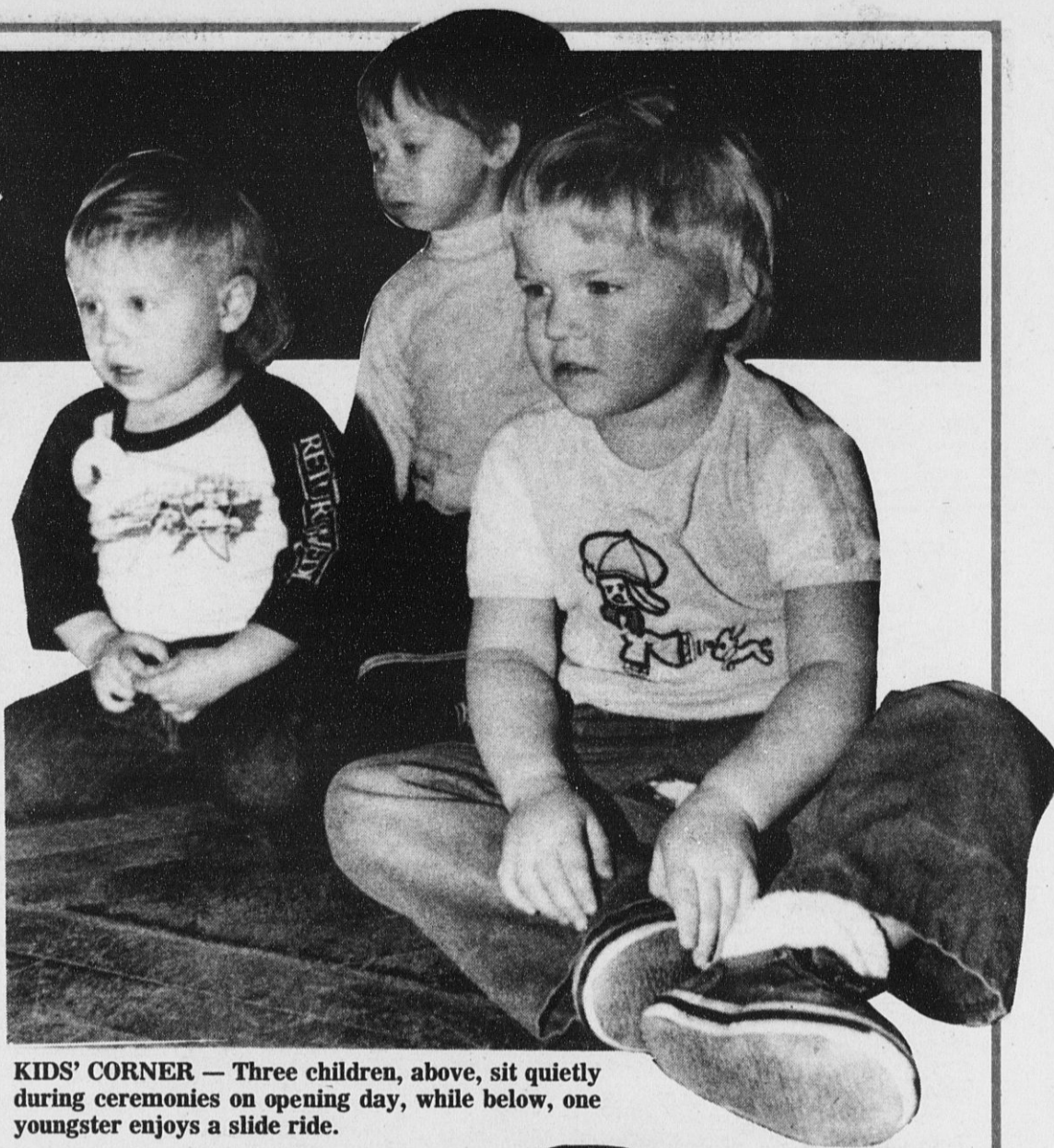
Rochester Psychiatric Center Local 420 President Herman Parson and Monroe Developmental Center Local 439 President Creola Shelton praised the efforts of the many CSEA members who worked hard to make the center a reality.

The RPC members who worked on the project and are involved in its ongoing operation are Chairwoman Karen Robbins, Sandy Howard, Jean Adams, Judy Davis, Jean Smith, Lisa Pecora, Chris Kubanka, Joni Fairbanks-Bright, Richard Willis and Christine Felton.

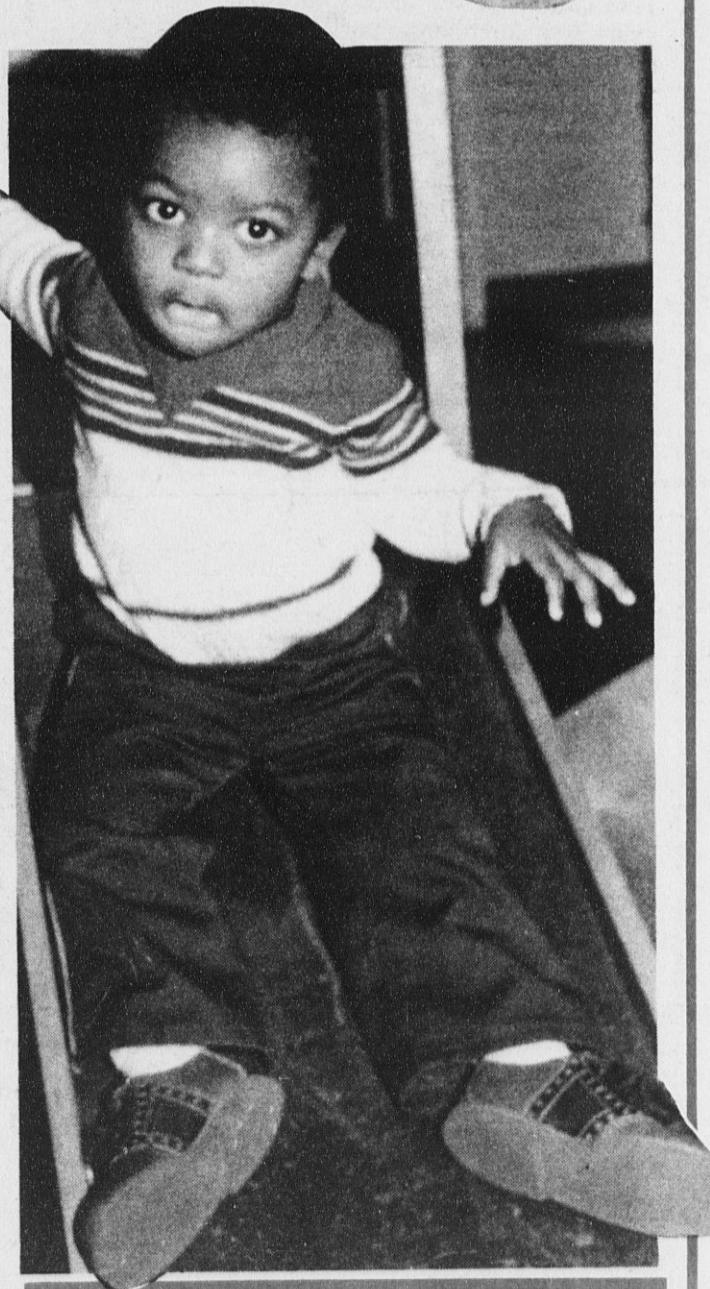
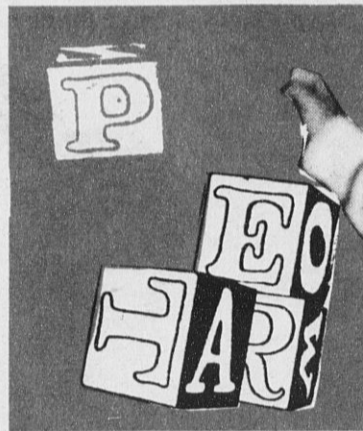
The MDC members involved included Mary Cartwright, Ann McNabb, Ruby Everette, Margie Doolin, Ann Bendon, Gwenn Butts and Al Tarr.

CSEA has been in the forefront of the fight to make quality day care available at major work locations in New York.

The Rochester center is the 15th such facility to open in the state, with a total of 20 in the planning.



**KIDS' CORNER** — Three children, above, sit quietly during ceremonies on opening day, while below, one youngster enjoys a slide ride.



**OPENING CEREMONY** — Attending the recent unveiling and dedication of the new day care facility were, from left, Rochester Psychiatric Center Local 420 President

Herman Parson, CSEA statewide Secretary Irene Carr, Region VI President Robert L. Lattimer and Collective Bargaining Specialist James Cooney.

# Help the blind see their way through Civil Service exams

ALBANY — You can help CSEA remove one of the obstacles that visually impaired people face in preparing for Civil Service exams by volunteering a few hours of your time to help tape the union's exam study booklets.

The series of 12 booklets that CSEA makes available to its members to help them prepare for the Civil Service examinations will be recorded on tape cassettes and made available to the visually handicapped. The project is being spearheaded by CSEA's Education Department.

"A few months back, we received a call from a blind public employee who wanted to know what we could do to help him prepare for the exam," explained CSEA Director of Education Sally Bouton. "We have now worked out an arrangement with a volunteer organization called Taping for the Blind to put our study materials on cassettes so we can make this help available to our members who are visually handicapped."

"We're ready to start taping," she said, "but now we need the assistance of some CSEA members who will volunteer to serve as monitors for the project."

Bouton explains that the actual readings will be done by members of the Taping for the Blind

organization, based in Schenectady. But monitors are needed to help run the tape equipment and catch any errors that the readers might make.

Each of the 12 booklets will probably require two sessions, each lasting one to two hours. Most taping sessions will be held during the day at a Schenectady location. Experience with taping equipment would be helpful. Sessions are scheduled to begin in late January.

"We think this is a valuable and much-needed project, and that it's a great way for CSEA members to help their brothers and sisters in the union in a very direct and caring way," Bouton said.

Members interested in volunteering to serve as project monitors are asked to return the coupon below.

I would like to volunteer to help tape Civil Service examination study materials for the visually handicapped.

Name \_\_\_\_\_

Address \_\_\_\_\_

Day time telephone \_\_\_\_\_ Evening telephone \_\_\_\_\_

Available during daytime hours \_\_\_\_\_ Available evenings only \_\_\_\_\_

Any experience with tape equipment \_\_\_\_\_

CSEA Local \_\_\_\_\_

Return this information no later than Jan. 20 to: CSEA Department of Education and Training, 33 Elk Street, Albany, NY 12224.

## CSEA making headway in Hamilton

LAKE PLEASANT — CSEA reports some progress has been made recently in the union's efforts to represent public employees in Hamilton County, the last county in the union's Capital Region to remain non-unionized.

CSEA has been attempting to organize Hamilton County employees during the past few months. A recent initial meeting between CSEA and Hamilton County representatives was termed "non-productive" by the union, but the county has now changed its legal representative for an important meeting before the state Public Employment Relations Board as this issue of *The Public Sector* went to press.

A union spokesman said the county's new legal representative for the PERB session has previous experience with the state's Taylor Law, whereas the original counsel did not.

"At least now we have someone to talk to who understands the Taylor Law and who can communicate management's responsibilities back to the county administration," John D. Corcoran Jr., CSEA Region IV director, said.

## Members urged to jump into LEAP offerings for 1984

ALBANY — 1984 will be a LEAP year in more ways than one, according to Tom Quimby, Director of the Labor Education Action Program (LEAP).

1984 will be the first full year of operation for the program, designed to provide a wide range of education services to members of the ASU, ISU and OSU bargaining units. And Quimby reports that the program is off to a good start.

The LEAP program began operations nine months ago, and completed its first semester of courses this Fall, offering 270 courses to some 3,000 state workers.

That's just the beginning. Registration has been completed for the spring 1984 semester, which will offer 325 courses through 60 institutions of higher education. In addition, the LEAP staff is already formulating plans for the Fall 1984 semester.

"We've received feedback from course participants, from schools and colleges involved in the program, and from members who helped us by filling out a survey questionnaire this Fall," said Quimby. "The results all indicate that the program has been a major success in meeting the needs of CSEA members in these bargaining units."

Quimby added that some 3,800 members returned the survey questionnaires. "This high response rate indicates a high degree of interest in our program, and the results of the analysis will help us tremendously in planning future courses," he said.

Survey responses indicated that the major goals members hoped to achieve by taking LEAP courses are: increased opportunity for promotion, more general knowledge, more training for current jobs and a college degree. According to Quimby, this shows that state workers are highly professionally motivated, and consider education very important in

improving work performance and opportunities.

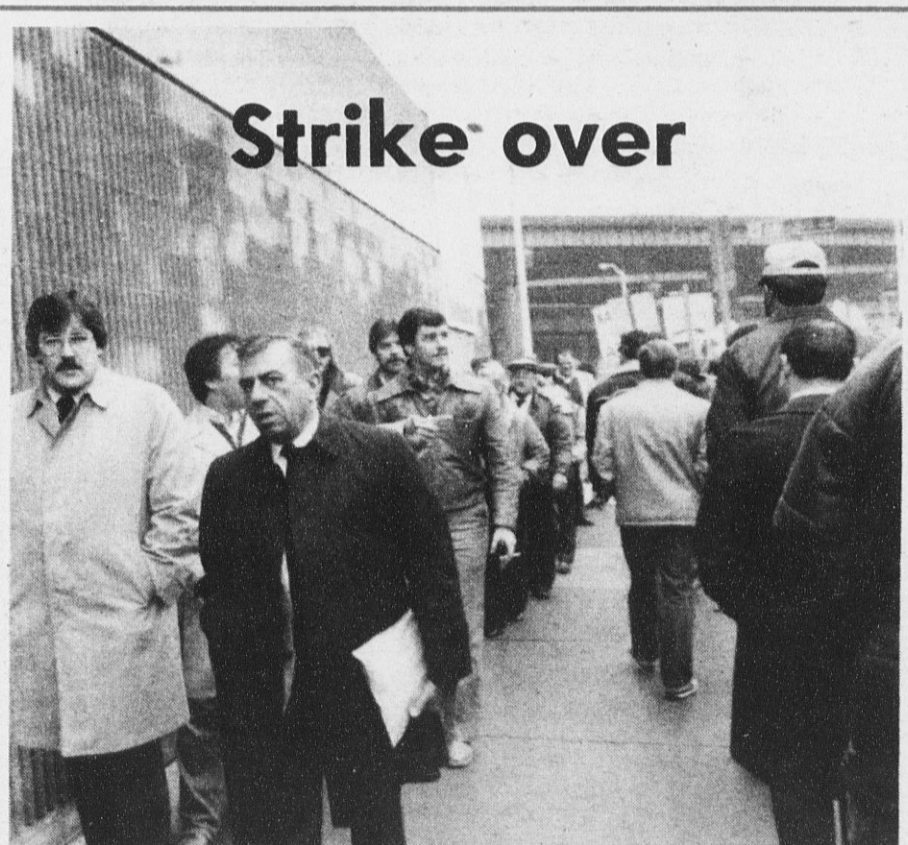
"We're going to continue our efforts to get input and first-hand information about the program from members, and we'll keep on encouraging more schools and colleges to participate in the program," Quimby said. "We'll also keep talking to agency training and personnel staff to determine what courses they believe are most effective to help our members achieve upward mobility."

LEAP will also be branching out during 1984 in an effort to provide education services to members in geographic areas where institutions of higher education have not offered LEAP courses. Plans call for a series of "mini-courses" on various subjects, conducted at or near worksites.

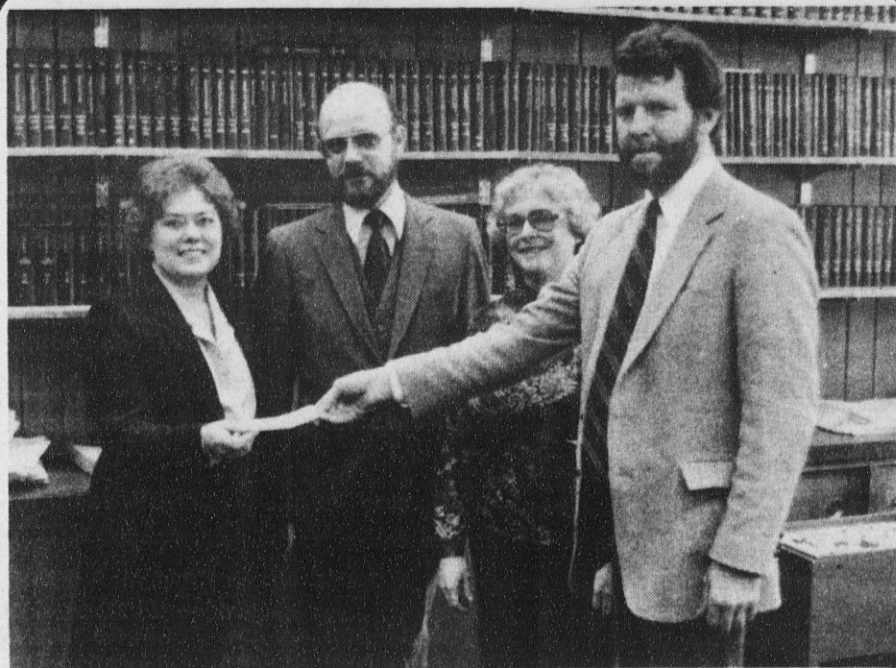
An important aspect of the LEAP curricula are their programs on high school equivalency and adult basic education. With nearly 1,000 students enrolled, the program provides participants the opportunity to work toward a high school equivalency diploma.

"In addition, we found that we had members who may have received high school diplomas, but whose reading, writing and arithmetic skills were still poor and were holding them back," he explained. "So our program provides for review of English grammar, vocabulary, spelling, arithmetic, problem-solving skills, and other topics for those who need to brush up on these basic skills."

All in all, Quimby predicts a great year for the CSEA/LEAP program, and he urges ASU, ISU and OSU members to make 1984 a great year for themselves by participating in the educational programs. Additional information may be obtained by contacting the LEAP office in Albany: 518/434-8151.



A NATIONWIDE BOYCOTT OF GREYHOUND ended with the ratification of a new contract with the company by members of the Amalgamated Transit Union in late December. The boycott was sanctioned by the AFL-CIO and supported by CSEA. CSEA officials and members continued to join striking Greyhound workers on the picket lines right up till the ballots were counted. Here, CSEA Region IV President C. Allen Mead, left, and Westchester County CSEA Local 860 President Pat Mascioli march in solidarity with the strikers in Albany prior to the ratification.



GREG DAVIS, right, CSEA's Greene County field representative, presents a check for \$251 to help the Greene County Toys for Tykes Christmas Campaign to County Social Service Commissioner Carol Wallace, left. Local CSEA President Richard Canniff and Shop Steward Barbara Steyert observe the presentation.

## Capital Region CSEA staff contributed to the needy

ALBANY — The Capital Region CSEA staff continued its tradition of helping the needy during the holiday season by contributing more than \$500 to the Fulton County and Greene County social service departments. Earlier, the same clerical and professional staff employees in the CSEA Capital Region office had contributed \$200 to striking Greyhound employees.

The staff employees saved \$702 this year through bi-weekly contributions to a fund they had originally established several years ago. Each year during the holiday season they then selected needy causes to receive the funds saved. Last year the contributions went to social service departments in Montgomery and Schoharie counties.

"In Greene County, the Toys for Tykes program was \$1000 short of its needs when we made our donation," Greg Davis, field representative, reports. "We challenged other Greene County organizations to get involved and helped the program reach its goal."

While the Greene County effort benefited a countywide program, the Fulton County donation helped one family of eight enjoy the holiday.

"Fulton County Office Building President Edith 'Bunny' Grahn, who works in Social Services, helped us select a family which really needed a little bit of help," Joseph Bakerian, field representative, explained. "We gave the family an envelope full of gift certificates from a large supermarket in the area. The woman was overwhelmed."

In an interview with Johnstown radio station WENT, Grahn stated how proud she was of the CSEA Capital Region staff. "Our staff is not just dedicated to serving the needs of the members they represent, but also in helping us take care of the needs of the people we serve."



CAPITAL REGION Field Representative Joseph Bakerian, left, gives Edith "Bunny" Grahn, Fulton County Office Building CSEA Unit president, an envelope filled with \$251 worth of gift coupons. County Social Service Commissioner Richard G. Lesser, meanwhile, compliments Bakerian on the union's staff involvement.

## COMPETITIVE PROMOTIONAL EXAMS (State employees only)

FILING ENDS JANUARY 16, 1984

TITLE AND SALARY GRADE	DEPARTMENT	EXAM. NO.
Associate Budgeting Analyst G-23	IDP	38-166
Chief Budgeting Analyst M-2		38-168
Supervising Budgeting Analyst M-1		38-167
Psychiatric Social Work Assistant II & (Spanish Speaking) G-14		38-151
Psychiatric Social Work Assistant III & (Spanish Speaking) G-16		38-152
Psychiatric Social Worker II & (Spanish Speaking) G-19		38-137
Bridge Repair Supervisor II G-16	DOT	38-171
<b>EXECUTIVE</b>		
Senior Identification Clerk G-9	—Criminal Justice Services	38-119
Identification Specialist I G-14		38-120
Identification Specialist II G-18		38-121
Identification Specialist III G-23		38-122
Building Construction Program Manager IV M-3 & G-29	—OGS	39-790
Mass Spectrometry Analyst (Trainee) G-13HEALTH		00-900
Public Health Representative IV G-23		39-780
Public Health Representative V G-25		39-781
<b>LABOR</b>		
Principal Clerk (Collection) G-11	—State Ins. Fund	38-160
Motor Vehicle Representative III & (Spanish Speaking) G-9	MOTOR VEHICLES	38-097
Social Work Assistant II & (Spanish Speaking) G-14	OMRDD	38-153
Social Work Assistant III & (Spanish Speaking) G-16		38-154
Social Work II & (Spanish Speaking) G-19		38-136
Bridge Maintenance Supervisor II G-17	THRUWAY	38-085
Bridge Maintenance Supervisor III G-21		38-086

## open competitive STATE JOB CALENDAR

FILING ENDS JANUARY 23, 1984

TITLE	BEGINNING SALARY	EXAM. NO.
Bridge Maintenance Supervisor I	\$16,634	26-047
Bridge Maintenance Supervisor II	\$19,667	26-048
Bridge Repair Supervisor I	18,808	26-140
Bridge Repair Supervisor II	21,039	26-141
Hearing Reporter	19,909	26-115
Psychiatric Social Work Assistant II & Spanish Spkg.	19,110	26-128
Psychiatric Social Work Assistant III & Spanish Spkg.	21,373	26-129
Psychiatric Social Worker I & Spanish Spkg.	22,599	26-014
Psychiatric Social Worker II & Spanish Spkg.	25,220	26-113
Social Services Disability Analyst Trainee I	18,048	26-105
Social Services Disability Analyst Trainee II	20,216	26-139
Social Work Assistant II & Spanish Spkg.	19,110	26-126
Social Work Assistant III & Spanish Spkg.	21,373	26-127
Social Worker II & Spanish Spkg.	22,599	26-013
Social Worker III & Spanish Spkg.	25,220	26-114
Investment Officer (Bonds)	38,415	28-617
Investment Officer (Options)	38,415	28-618
Investment Officer (Stocks)	38,415	28-619
Mass Spectrometry Analyst I	19,110	28-587
Mass Spectrometry Analyst II	23,903	28-616

Detailed announcements and applications may be obtained from the following locations:  
 ALBANY: Examination Information, Department of Civil Service, State Office Building Campus, Albany, NY 12239.  
 BUFFALO: State Department of Civil Service, Room 303, 65 Court Street, Buffalo, NY 14202.  
 NEW YORK: State Department of Civil Service, 55th Floor, 2 World Trade Center, New York, NY 10047 or Harlem State Office Building, 163 West 125th Street, New York, NY 10027.  
 LOCAL OFFICES: New York State Employment Service (no mail handled or applications accepted).





## 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 — CSEA's statewide Board of Directors met in Albany Dec. 1.

Three board committee appointments were approved: Pat Crandall to the Personnel Committee and June Robak and Jack Cassidy to the Directors Committee.

The board approved and sent to the Budget Committee a motion authorizing CSEA to purchase the time (up to 1½ days per meeting) for board members who are not granted the necessary employee organization leave under their collective bargaining agreements in order to attend the monthly meetings.

Also approved was the County Executive Committee's recommendations that the 1985 county delegates workshop be held at the Americana in Albany, June 7-9, and that the 1986 event be held at the Sheraton University Inn and Conference Center in Syracuse, June 6-8.

The board approved a resolution that CSEA "begin an earnest and serious effort to establish parity between political subdivisions and state service . . . utilizing the full battery of CSEA services including political action, communications, negotiations and legal services."

Directors approved increasing the regional presidents' honorariums by \$4,000 per year, effective July 1, 1984, 1985 and 1986, while recommending that a special committee be appointed to study job requirements, duties and responsibilities of regional presidents and report to the board in March.

Acting on the Personnel Committee's report, the board approved creating the position of purchasing specialist, and referred the item to the Budget Committee. The board was also informed that job specifications for the position of director of safety/health maintenance has been modified to remove EAP references.

After discussing the report of the Appeals Committee, the board voted to sustain the finding of the Judicial Board that Joseph Johnson be given a formal reprimand.

The board referred a section of the statewide and local constitutions concerning Judicial Board voting procedures to the Constitution and By-Laws Committee for clarification.

The special Committee to Review Employee Benefit Fund Operations submitted its report, which focused on alleged irregularities in awarding the contract to administer the prescription drug plan. The committee concluded that "the trustees acted in a manner consistent with their fiduciary duties in this particular matter and in the general operations of the CSEA EBF," adding that they anticipated no further action.

The standing Safety and Health Maintenance Committee critiqued the recent joint labor/management safety symposium in Glens Falls and made recommendations for future forums of this type.

Questions by CSEA members concerning the union's 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.

## REMINDER: Use holiday leave

ALBANY — State employees in the administrative and operational bargaining units are reminded that holiday leave must be used within a year or forfeited.

Employees can earn holiday leave because they have waived holiday pay for the time work-

ed on a holiday or, in the case of fulltimers, when a holiday falls on their regular day off.

This does not affect employees of the institutional bargaining unit as previously reported in *The Public Sector*.

## Local 450 officers sworn in



**NEW OFFICERS** of CSEA Public Service Commission Local 450 were sworn in recently by Region II President Francis DuBose Batiste, left. Pictured with her are, from left, Treasurer Oswald Ramsey, Secretary Terry Figueroa, Vice President Kin Eng and President Jaqui Goodwin.

## CSEA photo exhibit scheduled

NEW YORK CITY — Powerful photographs of public employees at work will be touring the state beginning in mid-January. The poster-sized color photographs of CSEA members will go on display first at Two World Trade Center, 43rd floor, Jan. 16-27.

Plans call for the impressive exhibit to go on display at public and commercial sites in the Capital area after their New York City premiere.

The exhibit evolved from photography work done in connection with several projects sponsored by CWEP — the joint State/CSEA Committee on the Work Environment and Productivity.

"We soon realized that these photographs

made a powerful statement and offered insights into the working conditions and contributions of state employees," commented CWEP Staff Director Carolyn Lemmon. She compares their impact to that of the photographs developed in the 1930s under the sponsorship of the Works Progress Administration (WPA).

"We thought these photos should be exhibited and shared with the general public and public employees themselves," Lemmon added. "We think the exhibit will give them a better understanding of the difficult and wide-ranging work CSEA members perform."

## Court restores school employee's job

COMSEWOGUE — Barbara Mars should be back at her account clerk job with the Comsewogue School District, which has until late December to appeal or abide by the Suffolk County Supreme Court decision to restore Mars to her position and award her back pay and benefits.

Mars had been working out-of-title as an account clerk for more than two years when she brought her complaint to CSEA. Field Representative Jim Walters requested a civil service audit of Mars' function, and the audit showed that Mars should be upgraded from a clerk typist to an account clerk. She was appointed an account clerk in March 1982.

Three months later, the superintendent of schools returned Mars to her former position as a clerk typist. However, the school board had to

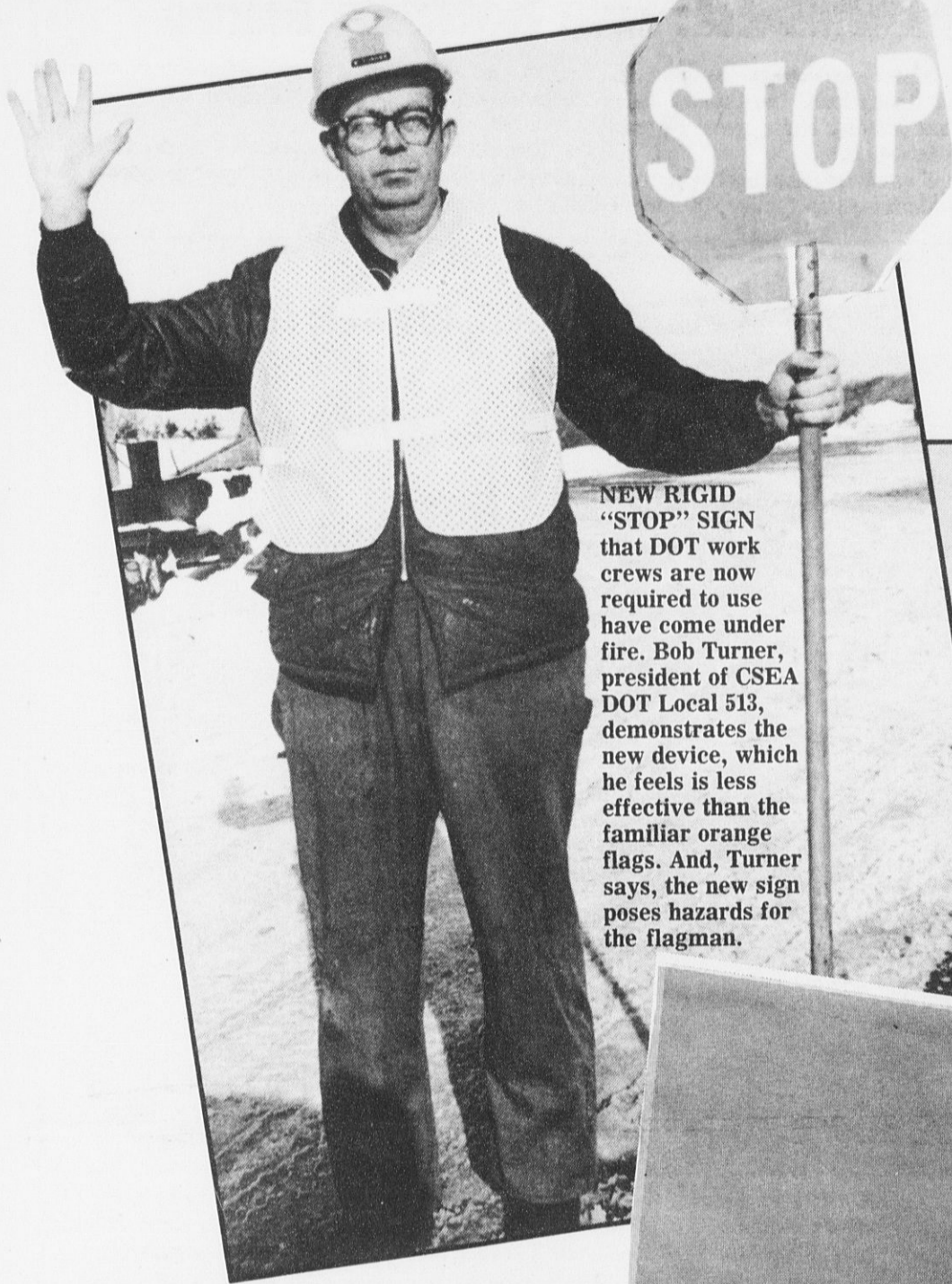
ratify the superintendent's decision. The board failed to ratify the superintendent's action before Mars' probationary period had elapsed, and also overstepped its authority by appointing another person to Mars' position before Mars' demotion was ratified.

"Mars would have achieved permanent status," the court said. "This court will not sanction such wrongful deprivation of (Mars') right to continue employment as an account clerk."

"CSEA protected Mars," said Walters, "from the capricious action of the superintendent of schools. Mars had a favorable employment record with the district for several years prior to the unwarranted demotion."

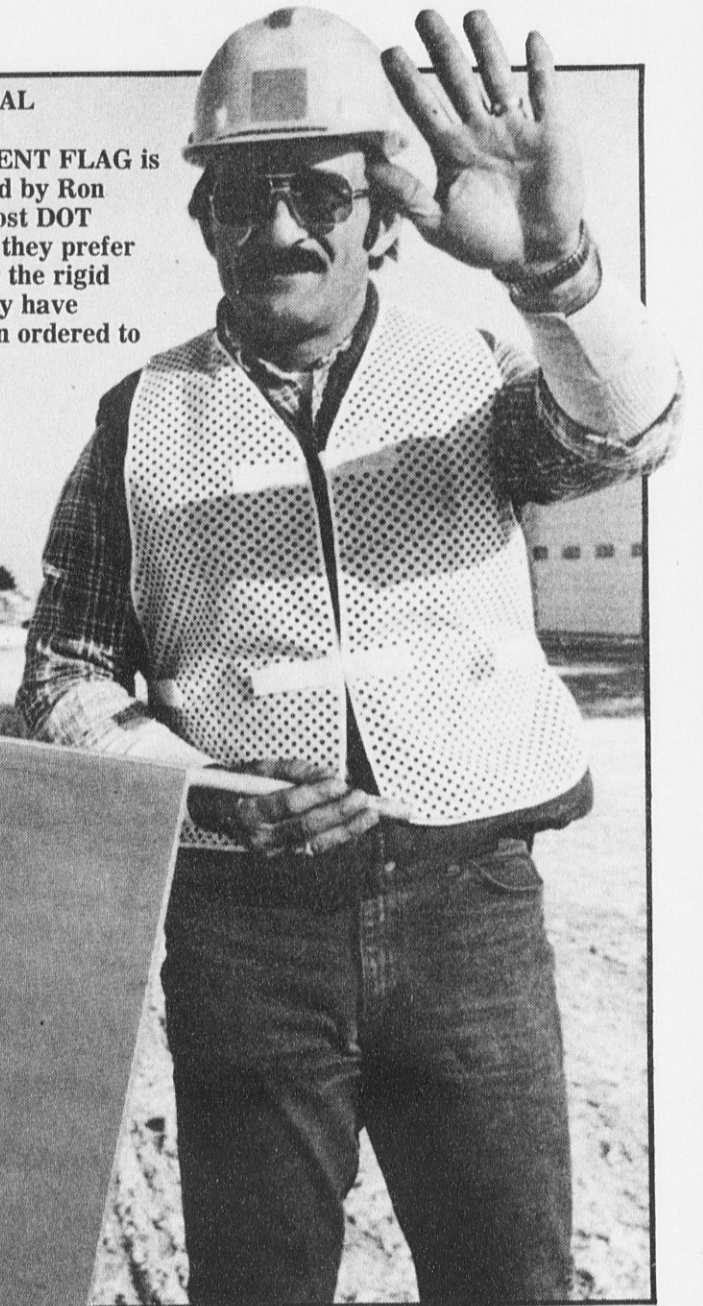
Mars was represented by CSEA Regional Attorney Lester Lipkind.

# IN THE NAME OF SAFETY



**NEW RIGID "STOP" SIGN** that DOT work crews are now required to use have come under fire. Bob Turner, president of CSEA DOT Local 513, demonstrates the new device, which he feels is less effective than the familiar orange flags. And, Turner says, the new sign poses hazards for the flagman.

**TRADITIONAL FLEXIBLE FLUORESCENT FLAG** is demonstrated by Ron Cianfrini. Most DOT workers say they prefer the flag over the rigid stop sign they have recently been ordered to use.



## DOT employees protest new use of 'STOP' sign over flag; grievance filed

By Ron Wofford  
CSEA Communications Associate

BATAVIA — The highway signs that alert drivers to road construction crews are a normal part of everyday driving. But one type of sign — that held by the flagman when road crews are working — has become a safety hazard, according to one Department of Transportation union official.

DOT Local 513 President Robert Turner says that a hazard has been created by a statewide DOT order that flagmen slowing traffic for road work crews must now use rigid stop signs instead of the familiar fluorescent flag to slow traffic.

Turner notes that the traditional flag is easier to handle and more visible than the rigid sign, which is mounted on a pole and much heavier, making maneuverability in high wind conditions dangerous.

"Can you imagine, on a windy day, trying to hang

onto your hard hat with one hand, the sign with the other, and trying to find a third hand to direct traffic?" he asks. He also notes that the rigid sign makes it more difficult for a flagman to jump out of the way of an oncoming car that has not stopped.

A grievance on the new order has been filed at the local level and passed on to the next step because it is a statewide issue. Region VI OSHA Representative John Bieger is also investigating the situation, and will issue a report.

Although the federal highway administration approves the rigid signs and regulations call for their use, Turner and fellow DOT employee Ron Cianfrini say they have traveled around the country

on vacation and have yet to see any other highway employees using the rigid signs.

It is "always the flag being used," they say. "People are used to the flag," says Cianfrini, "and after eight hours in a wind storm on a road crew you feel like your arm is coming off if you have to use this rigid sign all day."

Turner says that in the 19 years he has worked for DOT the flag has always been used, and he hopes to have the order regarding the use of the rigid flag abolished.

"We are going to keep pushing for this because this is a dangerous job," he says. "We are going to keep pushing for the safety of our members."

## South Colonie school employees OK 2-year pact

COLONIE — A two-year contract retroactive to July was approved by a razor-thin margin by the South Colonie School employees.

The negotiations originally were scheduled for an early January fact-finding session. The union and district representatives, however, succeeded in hammering out a new agreement so quickly that some school board members were quoted in area newspapers as saying that "any settlement was far off" on the day the unions voted on the pact.

"The negotiations were long, drawn out and hard until the log jam

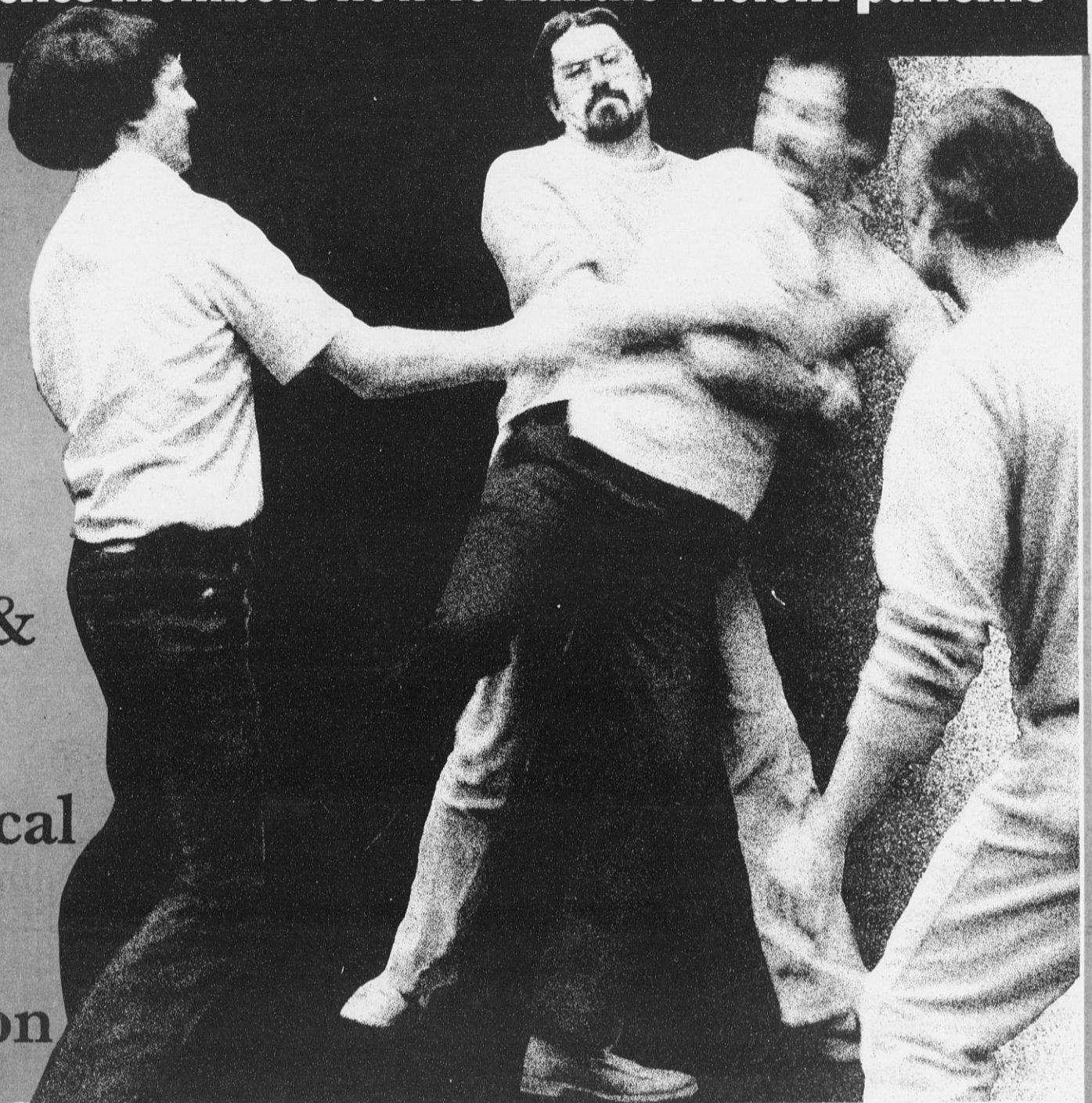
was broken and even then difficulties remained," Pat Monachino, collective bargaining specialist, said.

The new agreement covers 218 school employees and will provide the majority of the workers with salary increases of 8 percent this year and 7.75 percent next year. All workers will receive at least a 6.5 percent increase in 1983 and at least a 6.25 percent increase in 1984.

School bus drivers must now be driving at least 6.5 hours of a regular eight-hour schedule before they can receive overtime payments.

# New course teaches members how to handle violent patients

## Non- Abusive Physical & Psychological Intervention



By Charles McGeary

CSEA Communications Associate

MARCY — An innovative program aimed at reducing the number of attacks, injuries and other harmful patient-to-patient and patient-to-staff incidents is now underway for some 80 CSEA-represented employees at the Central New York Psychiatric Center here.

The employees are clericals and others in non-direct patient care at the center, which is the maximum security facility on the campus of Marcy Psychiatric Center.

They have begun training in Non-Abusive Physical and Psychological Intervention — NAPPI — a private training program designed to assess, prevent and manage aggressive behavior using a combination of psychology, ethics and non-violent physical restraint.

"Each program is specifically designed to teach employees at psychiatric facilities non-violent methods of handling patients who become violent and aggressive," said Kurk Lalemand, NAPPI founder and director.

The 30-hour course for the 80 employees was arranged through an \$11,000 agency experimental grant, part of an education agreement CSEA negotiated with the state.

It is similar to a course being offered at the Central New York facility to direct care employees represented by AFSCME Council 82, and supplements other NAPPI programs that have been given there.

Over the past year, NAPPI has been given to more than 250 employees at Central New York, including security hospital treatment assistants,

psychologists, nurses, doctors and social workers, through a grant from the joint labor-management Committee on the Work Environment and Productivity (CWEP).

"This is not a self-defense course," said Lalemand, who is a registered emergency medical technician with a background in psychology and the martial arts. "NAPPI is based upon the science of kinesiology, or the study of the anatomy in relation to the body's movements.

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"It is an 'A-and-B approach' to violent behavior — a defensive, protective movement, then a controlling movement, like grabbing the (aggressive) person's hands. It is self-protection/other protection. Using NAPPI, I protect me, I protect you."

NAAPI trainers generally teach such things as rapid assessment of potentially dangerous situations, teamwork for managing violent patients, risk reduction, defusing strategies, lethality assessment, restraint and control, rape survival, personal safety and development of policies and procedures.

Bud Mulchy, president of CSEA Local 414, which represents employees at both the Marcy

and Central New York facilities, noted that although many of the members taking the courses are women who are not directly involved with patients at Central New York, NAPPI provides them with skills that can be invaluable outside of the work environment.

"It gives women an added assurance of self-protection," said Mulchy. "Some might have been reluctant to use the techniques at first, but after several sessions they gained confidence."

Mulchy praised the course as being not only worthwhile, but called it "an outstanding example of a beneficial program for CSEA members that originated through state contract negotiations."

NAPPI has produced some remarkable statistics in places where it has been in use for a number of years. At the Augusta Mental Health Institute in Maine, for example, where Lalemand began training staff members five years ago, violent incidents have declined steadily, from 184 in 1977 to 71 in 1981.

Augusta's director, Gary Mullaney, said that when he first joined the institute in 1978, the average loss of staff time because of patient-caused injury was 300 hours a month. "Now it's about that amount in one year," he said.

The immediate results at the Mid-Hudson Psychiatric Center in New Hampton, N.Y., indicate that NAPPI training contributed significantly to a 30 percent reduction in staff/patient incidents that required either restraint or seclusion. This was for a three-month period between March and May 1983, compared with the same period in 1982.