

Public SECTOR

Official publication of
The Civil Service Employees
Association
Vol. 3, No. 14
Wednesday, January 14, 1981
(ISSN 0164 9949)

President's Message

William L. McGowan
President

'YES' ON AFFILIATION!

It's time for some straight talk about the relationship of CSEA and the American Federation of State, County and Municipal Employees. For three years we have had a "trial marriage", but now we must decide if we are to continue our relationship or reject affiliation with AFSCME and turn the clock back to where CSEA was three years ago.

As President, it has been my responsibility to negotiate with AFSCME President Jerry Wurf on terms of a future affiliation agreement. It's taken some hard bargaining, but we have reached tentative agreement for a permanent CSEA/AFSCME affiliation subject to the approval of our Board of Directors and Delegates and AFSCME's International Executive Board.

Next week, a Special CSEA Delegates meeting will decide this issue. The future of our union may very well hang in the balance. Our choices are really simple. We can have a permanent affiliation with AFSCME under terms of the tentative agreement that gives us all the benefits of AFSCME and AFL-CIO membership and services while protecting our "independence," or we can walk away from our affiliation and any future relationship with AFSCME or any AFL-CIO union.

For me, the choice is simple. I think CSEA needs AFSCME and AFSCME needs CSEA. I believe it is in the interests of our members for our unions to join hands to fight to improve the standard of living of public employees. I stand firmly in favor of a continued affiliation and I strongly support the terms of the tentative agreement for several reasons.

It's no big surprise to any public employee to hear that these are hard times for our people. The financial foundation of government is constantly under attack, we are being eaten alive by inflation and public employees are bearing an unfair share of the burden of this country's economic problems. This is a time for unity, not separation.

Prior to the affiliation, CSEA was doing a good job representing its members, but there were several limitations on our services that needed change. By far the biggest change needed was in our relationship with the federal government.

On average, 28 cents of every dollar spent by state and local government in New York comes from the federal government. Last year more than \$8 billion came from federal sources. Seventy percent of the revenues of the City of Buffalo and twenty-five percent of Suffolk County's revenues, for example, came from the federal government last year.

New York public employees depend on federal assistance and until the AFSCME affiliation,

CSEA had nothing to do with this vital connection. Today things are a great deal different. Through AFSCME, CSEA has input into federal legislation, Senate and Congressional committees and hearings, federal agencies and departments, and, of course, national level politics.

Three years ago hardly anyone in Washington, D.C. had ever heard of CSEA. Three months ago, the President of the United States flew to Niagara Falls to address our Delegates. The affiliation has brought dramatic change in our relationship with the federal government in just a few short years and that new relationship is paying off for our members.

Affiliation has also opened our eyes to public employee unionism outside of New York for the first time. We have learned from the triumphs and tragedies of our brothers and sisters across America. We have learned from the disaster of California's Proposition 13 and, so far, we have managed to keep this disease out of New York with AFSCME's help. We have also learned from the successes of other unions in fighting cutbacks and that has helped us save jobs.

CSEA's professional expertise in the critical areas of political action, collective bargaining, education, research, economic analysis, and communications have been supplemented and improved by the International's resources in these areas. Our staffs have joined hands time and again to fight to protect CSEA's members with great success. We have learned from each other and all of our members have profited from the experience.

Our affiliation has also brought labor peace to New York's public employees. The "no raid" provisions of the AFL-CIO's Constitution have ended challenges from AFL-CIO affiliates and we can now devote our resources to fighting for our members instead of fighting other unions. Challenges cost money and manpower to fight and let's face it, no union wins every challenge. Fewer members mean higher costs per member and that's a financial burden for our people. Loss of one major bargaining unit alone, for example, is costing CSEA \$4 million per year in lost revenues.

Affiliation has also meant strength within our own state. Before affiliation, CSEA spoke for 215,000 members. Today, CSEA/AFSCME speaks for more than 400,000 New Yorkers. If you think the Governor, Legislature and political leaders don't know that, think again.

We have also become part of the organized labor movement in America and joined in its proud tradition as an advocate for the continuation of social progress in our country and

protection for working people. CSEA is now part of the voice of the AFL-CIO as it fights at the national level for decency, dignity and security for all the people of America, not just the wealthy.

Let's be honest, these benefits have a cost. Our affiliation with AFSCME means CSEA must pay the AFSCME "per capita" of \$3.25 per member, per month. Each year that amount is adjusted under a formula in the AFSCME Constitution to reflect gains in wages. As the AFSCME per capita increases, so will our obligation.

The tentative agreement for a continued CSEA/AFSCME affiliation provides for adjustments to CSEA's dues to pay for the "per capita" both now, and in the future. CSEA will also be required, starting in April, 1982, to establish dues no lower than the "minimum dues" that any AFSCME Local can establish under the International's Constitution. This will mean an estimated \$13 increase in dues in 1982.

In return, AFSCME will provide to CSEA grants over the next several years that will allow us to be financially sound and avoid any further dues increases beyond those provided in the tentative agreement, for the next several years. By comparison with most labor unions, CSEA's dues will still be quite low.

CSEA has tried to keep its members fully informed about our affiliation and the consideration of this continued relationship with AFSCME. The Public Sector has published the findings of a special committee that studied the issue, the complete text of the current affiliation agreement, and on pages 6 and 7 in this edition we publish the complete text of the new, tentative agreement and the recommendation of the special committee that the agreement be ratified by the Delegates next week. We have done all this so that every member can share his or her opinion on this issue with their elected Delegate.

The Delegates have received extensive documentation to prepare for this meeting. When they convene, all their questions will be answered, all the debate will be heard and then a decision must be made to either continue the affiliation or to turn back the clock to three years.

I will be doing everything that I can to convince the Delegates that the future of our union and the interests of our members depend upon continuing the existence of CSEA, Local 1000, AFSCME, AFL-CIO.

This is a time for strength and unity among public employees. The CSEA/AFSCME affiliation can provide that strength and unity for our members. I will energetically support the affiliation. I hope that you will too.

**The affiliation:
in plain terms**

The actual, legal language of the proposed addendum to the current affiliation agreement is published on pages 6 and 7 of this issue. What that legal document means, in plain talk, is spelled out in an important article on page 8.

**See
Page 8**



Long Island holiday party biggest ever

HUNTINGTON — Almost 400 persons turned out for the Long Island Region I Holiday Party, the largest crowd the annual affair has ever drawn.

Honored at the annual party were long-time CSEA activists Julia "Betty" Duffy and Ruth and Michael Braverman, all of whom are retiring; and David Flaumenbaum accepted three awards on behalf of his late father, Irving Flaumenbaum.

Jean Frazier, first vice president of Pilgrim Psychiatric Center Local 418 — Ms. Duffy's local — accepted the award on behalf of the former Local 418 president. Ms. Duffy was hospitalized, recovering from an automobile accident.

Region I President and First Vice President Danny Donohue and Nicholas Abbatiello, respectively, presented the awards to Ms. Duffy and the Bravermans.

David Flaumenbaum accepted awards honoring his late father from the New York State Senate, the Arthritis Foundation and AFSCME.



LONG ISLAND REGION I President Danny Donohue (above left), presents David Flaumenbaum with one of the three awards accepted by Flaumenbaum in honor of his father, the late Irving Flaumenbaum. The awards are presented at the Region I holiday party.

NASSAU COUNTY LOCAL 830 President and Region I First Vice President Nicholas Abbatiello, left, presents Ruth and Michael Braverman with an award at the Region I holiday party. The Bravermans retired Jan. 2, 1981. Ruth was a vice president of both Region I and Local 830.



CSEA REGION IV President Joseph McDermott spoke to those attending Workmen's Compensation Board Local 671 Christmas party recently.

Regions III & IV: Holiday wrap-up



GETTING TOGETHER AT THE REGION III Judiciary Local 332 Christmas party are, from left, Fran Tursi, Frank DenDanto, Patricia Neelon and Joan Marie O'Reilly.



A. VICTOR COSTA, (left), long-time CSEA activist (left), was presented an award from Local 671 by Joseph McDermott for his years of service on behalf of public employees.

REGION III JUDICIARY LOCAL 332 members (right), are from right, Carmen Morey and Hilda Cardarolli greet guest Arthur Sapp at the local's Christmas party.





CSEA TAXATION AND FINANCE DEPARTMENT Labor-Management Chairman John Gully, right, leads a discussion at the department labor-management meeting for CSEA Metropolitan Region II. Also at the meeting are department employee Willie Raye, Region II third vice president; and management representative Theora Carey, left.



MAKING A POINT AT THE Department of Taxation and Finance labor-management meeting for Metropolitan Region II is CSEA Collective Bargaining Specialist John Conoby. Region II department member James Heekin, left, also attended the meeting.

Labor/management meeting proves fruitful

NEW YORK CITY — A State Department of Taxation and Finance labor-management meeting for Metropolitan Region II was held recently to coordinate programs and commitments by the department in the region.

Representing CSEA at the meeting were CSEA Taxation and Finance Labor Management Chairman John Gully; Collective Bargaining Specialist John Conoby; Field Representatives Al Sundmark and Marcia Schiowitz; and Region II department employees Willie Raye, third vice president of Region II, James Heekin and Elsie Yudin.

Management at the meeting was headed by Donald Geik, director of the department's Bureau of Employee Relations.

The results of the meeting were:

— This labor-management meeting will serve as a model to revitalize the labor-management process in the department as a means of exchanging information and settling some problems. Gully and Raye will coordinate future

department labor-management meetings in Region II.

— Geik gave assurances the department was committed to the CSEAP and was working with the Department of Civil Service to insure that certain new titles and career ladder opportunities would be added to the open-competitive titles as soon as possible. He renewed the department's commitment to fill most of those positions from within.

— Geik said the department is committed to initiating an Employee Assistance Program. Both the union and management are working on it.

— Geik renewed the department's commitment to QWEP (Quality of Work Environment and Productivity), including having the employee evaluation program work properly in the department. Geik said if the union can identify problems with the evaluation process, he would institute additional training.

— Geik agreed to institute training in grievance procedures for department Step I supervisors statewide.

Info on university closings sought by union to prepare future cases against SUNY

ALBANY — CSEA is continuing its battle with the State University of New York over forced closings of SUNY campuses and buildings to "save energy" but penalize employees.

Some SUNY facilities in the past have closed their buildings, even campuses over the Christmas and New Years holidays and forced employees to charge the days they are locked out of work to their annual leave

accruals.

CSEA Collective Bargaining Specialist Paul Burch says any CSEA Local Presidents with information on such closings should notify him at CSEA Headquarters in Albany so preparations can be made to accurately record the location, dates, times and numbers of employees involved for use in future legal proceedings by the union against SUNY on behalf of employees.

Board of Directors removes most Local 401 officers

ALBANY — Local 401, Bronx Psychiatric Center, which was placed in trusteeship on Aug. 14, has now had most of its officers removed and barred from holding office in CSEA.

Their removal was ordered by the Board of Directors on the recommendation of a special trial board which found that officers William Anderson, George Austin, Delores Hunt, and James Payne demonstrated, "irresponsible management" and, "disregard for the assets of the local and their fiduciary duty to the members. . ."

Treasurer Rena Bowen, on the other hand, was cited for "her honesty, competence, integrity and ability to stand her ground in the face of unanimous opposition from the other officers." She was credited with bringing matters to CSEA's attention so they could be resolved, and she continues in office.

Region II Director George Bispham is trustee of the local pending new elections. His role is to, "actually run day to day operations in consultation with Treasurer Bowen and newly appointed grievance representatives Juanita Acre, Russell Allen, Bowen, Frederick Hodge, Edward Jones, Doris McClain, Ramon Plumer, David Samuel, Beulah Smith and Ida Whitehurst.

Meanwhile, in order to continue servicing the membership, Bispham has assigned two field representatives to Bronx Psychiatric Center on a regular basis, Bart Brier is available for consultations on Tuesdays and Thursdays, and Andrew Collins on Mondays, Wednesdays and Fridays.

Bispham emphasizes that except for Treasurer, all other offices are vacant, and preparations are now underway to schedule special elections to fill the vacancies.

Albany Law reforms shed light on school budget woes

ALBANY — A recent seminar to explore possible reforms in the state's method of financing local school districts, sponsored by Albany Law School, has given the Civil Service Employees Assn. reason to hope that two laws which create budget woes for schools and have an impact on the jobs of non-teaching school employees represented by the union, could soon be changed.

The laws — one a transportation funding formula, which actually gives school districts an incentive to contract out busing services, and the other, a program funding regulation which allows the state to mandate educational programs without providing the financial support for them — were the focus of the workshop, attended by various union connected with school districts.

The Governors Special Task Force on Excellence and Equity in Education, also known as the Reuben Commission, which aided the law school's government law center in presenting the seminar, sought the input of participants in its preparation of proposals for change to be submitted during the 1981 legislative session.

Larry Scanlon, CSEA Coordinator of School District Affairs, who attended the two day conference in late November along with seven other CSEA staff

representatives, commented, "The seminar was a major step for us. Changes may not come immediately, but at least we have some impact on whatever that change may be. First and foremost we are looking to protect the jobs of our members, but at the same time we are concerned about the quality of education, which is affected by these laws."

CORRECTION

A typographical error in a story on page 2 of the December 24, 1980 issue resulted in misleading information. The article concerned steps to be taken by school district employees who had filed a claim for unemployment insurance benefits and did not receive such benefits.

A sentence in the fifth paragraph read, "If such an employee did not file a notice of appeal with the appellate Division, Third Department, they are not precluded from doing so because of the passage of time." The sentence should read, "If such an employee did not file a notice of appeal to the Appellate Division, Third Department, they are now precluded from doing so because of the passage of time."

Calendar of EVENTS

January

- 13—Suffolk County Local 852 Executive Committee meeting, 7 p.m., 755 Waverly Avenue, Holtsville.
- 15—Saratoga County Local 846 Steward's meeting, 5 p.m., Solar Building, High Street, Ballston Spa.
- 15—Capital Region, business meeting, 7 p.m., Polish Community Center, Albany.
- 17—Long Island Region I Executive Board meeting, 10 a.m., Holiday Inn, Hauppauge.
- 17—Long Island Region I delegates meeting, 12:30 p.m., Holiday Inn, Hauppauge.
- 20—Saratoga County Local 846 executive board meeting, 7 p.m., Solar Building, High Street, Ballston Spa.
- 22—Special Delegates Meeting to consider affiliation, 11 a.m., Rockefeller Plaza Convention Center, Albany. Registration begins at 9 a.m.
- 28—Nassau County Local 830 Executive Committee meeting, 5:30 p.m., Salisbury Inn, Eisenhower Park, East Meadow.

Official publication of
The Civil Service Employees Association
33 Elk Street, Albany, New York 12224

The Public Sector (445010) is published every Wednesday weekly except for Wednesdays after New Years, Memorial Day, Fourth of July and Labor Day for \$5 by the Civil Service Employees Association, 33 Elk Street, Albany, New York 12224.

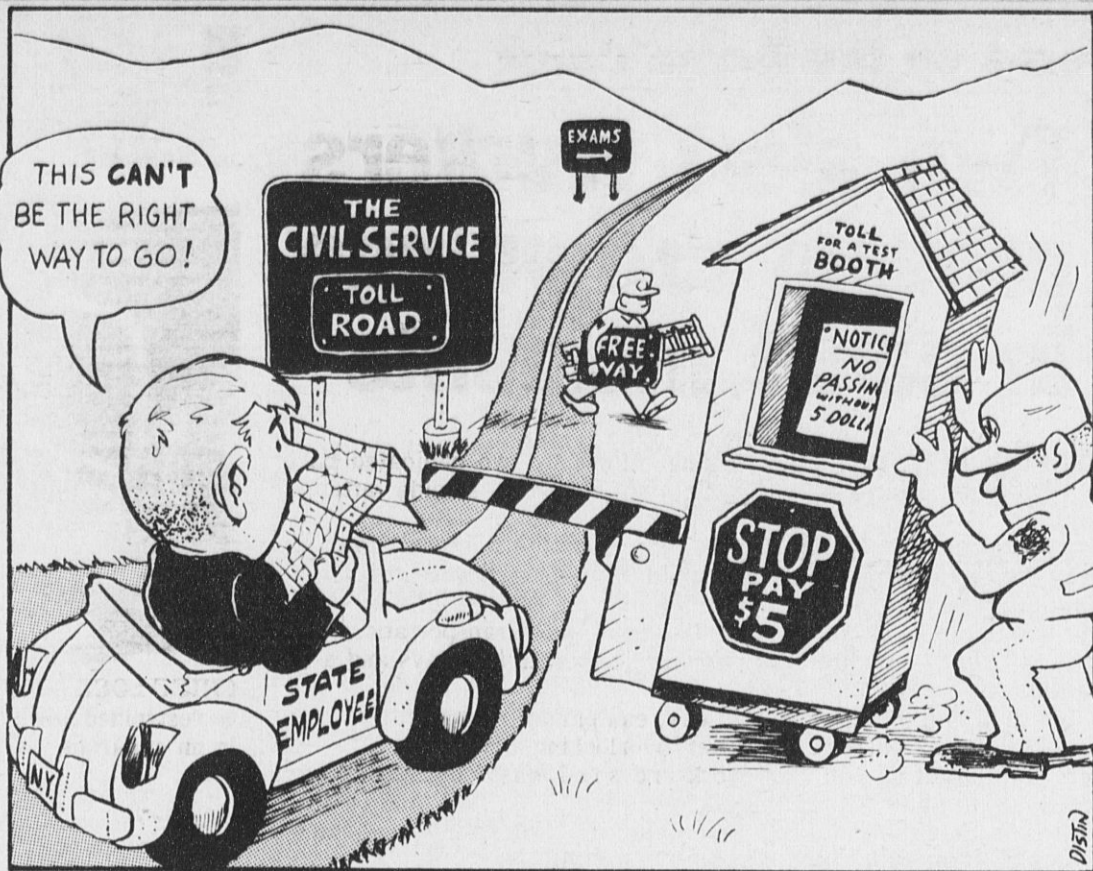
Second Class Postage paid at Post Office, Albany, New York. Send address changes to The Public Sector, 33 Elk Street, Albany, New York 12224.

Publication office, 75 Champlain Street, Albany, New York 12204. Single copy Price 25¢

Thomas A. Clemente—Publisher
Roger A. Cole—Executive Editor
Dr. Gerald Alperstein—Associate Editor
Gwenn M. Bellcourt—Associate Editor
Deborah Cassidy—Staff Writer
Dawn LePore—Staff Writer
John L. Murphy—Staff Writer
Arden D. Lawand—Graphic Design
Dennis C. Mullahy—Production Coordinator



Published every Wednesday by Clarity Publishing, Inc. Publication Office, 75 Champlain Street, Albany, N.Y. 12204 (518) 465-4591



CSEA fills staff jobs

Director of Group Insurance Programs

ALBANY — Timothy Mullens has been named CSEA's Director of Group Insurance Programs, administering group insurance programs available to members.

Other duties include dealing with carriers on contract compliance, claims and rates; analyzing coverage and premium adjustments; and communicating with policyholders on complicated insurance problems.

Mullens joined the CSEA staff in 1974 as a research assistant, and most recently served as a research project specialist. Previously he taught high school and served as a Green Beret.

The Albany native received his bachelor's degree in economics from Siena College, and is completing work for a master's degree in public administration at Russell Sage. He is married and has a daughter.



Tim Mullens



Richard Chernela

Communications Specialist

NEW YORK — Richard E. Chernela has been appointed communications specialist for the Civil Service Employees Association (CSEA), Metropolitan Regional Office in New York City.

CSEA is the largest public employee union in the state, representing nearly 250,000 public employees.

As the region's communications specialist, Chernela is responsible for publicizing CSEA's activities and accomplishments, and for building a positive image of public employees. He has worked in the public relations field for over five years.

A native of Newark, New Jersey, Chernela received a Bachelors Degree from Ohio University and a Masters Degree in English from Miami University.



THREE DUTCHESS COUNTY EMPLOYEES have received merit award bonuses for their ideas to make county government more efficient. The awards were given at a recent meeting of the County Legislature. Participating in the proceedings were, from left, Virginia Kimber, Eleanor Eltoft, Unit President Scott Daniels, Jane Heaton and Merit Award program Chairwoman and Local 814 Executive Vice President Barbara Babcock. Kimber was cited for a suggestion to improve bathroom maintenance, Eltoft for proposing the use of form letters to streamline procedures used by tax mappers, and Heaton for a suggestion regarding distribution of W-2 forms.

All Americans urged to remember with respect Dr. Martin Luther King Thursday, January 15

ALBANY — CSEA members are reminded that Thursday, January 15th, is Martin Luther King Day.

CSEA President William L. McGowan said CSEA members should join with all Americans in remembrance of Dr. King's immense contributions to the cause of human rights.

"Dr. King died fighting for the rights of public employees during an AFSCME sanitation strike. He recognized that repression of public employees often is synonymous with repression of the poor and minorities. His contributions to our nation were great and should never be forgotten."

Heros on the Barge Canal

Two alert workers prevent drownings in canal incidents

By Thomas Foster

PHOENIX/FULTON — Outstanding efforts by two dedicated barge canal employees successfully halted two apparent suicide attempts recently.

In an exhibit of extrasensory perception or, at the least, extraordinary instincts, CSEA members John Steele and Gordon Chapin were able to save two lives.

The men, both members of CSEA Department of Transportation Barge Canal Local 503, were involved in separate incidents two days and a few miles apart.

At about 4:30 p.m. on a late fall day, equipment operator John Steele was working in an observation tower overlooking a canal bridge near Phoenix. He looked up from his work and spied what appeared to be a drunken man in his 30's staggering below.

Somehow, Steele said he knew the man was going to attempt suicide. "You look at some people and you know there will be a problem. It's instinct," Steele said.

The man stumbled toward the edge of the bridge and put his arms on the wall. When Steele saw this he was sure the man was going to jump. He was right.

"It was the way he put his hands," Steele recalled, placing his on a desk as he explained. "His elbows were raised and pointing out. Like he was going to climb up. You don't put your arms that way if you are just looking over the edge."

Steele had the number to the fire department dialed by the time the man



BARGE CANAL EMPLOYEE John Steele, a member of DOT Local 503, points to the spot where he rescued what appeared to be a drunken man floundering in the canal at Phoenix during an apparent suicide attempt. During the incident, Steele threw the man the life preserver.



CHIEF LOCK OPERATOR Gordon Chapin stands in the general area where he restrained an elderly woman from jumping into the barge canal at Fulton in an apparent suicide attempt recently.

hit the water. After completing the call, he streaked down two steep ladders and out the door, grabbed a life preserver, and crossed the bridge to the spot where the man had jumped.

Apparently the man had a change of heart after the 15-foot plunge into the frigid canal waters, Steele said, because "I threw him the life ring and he managed to make it to the edge of the canal. But he wasn't sober enough to climb out.

"All the time I was wondering if I had done the right thing by calling first. I kept hoping I would get to him in time," Steele said.

The Phoenix Volunteer Firemen were on the scene in only 90 seconds to pull the man from the canal. A few minutes longer and he might have died from the cold water, Steele said.

Although the employees said suicide attempts in the canal are not common, there had been a similar incident involving a 91-year-old woman two days earlier in Fulton.

Chief Lock Operator Gordon Chapin had just been relieved by Franklin Hall. "I got in my car and crossed this bridge," Chapin said, as he recreated the scene as he walked along the bridge. The woman was standing near the canal, about 100 feet from Chapin's car, when he noticed something odd.

"I didn't think too much about it until I noticed her coat. It was neatly folded and laid at the edge of the canal — like she wanted somebody to find it later," Chapin said.

Chapin hurried back across the bridge on foot and told Hall to go down the side of the canal opposite the woman.

While Hall held the woman's attention, Chapin crossed the bridge again and snuck up behind her.

She pointed at Hall saying: "Don't take another step."

She then took a step — over the edge. At the same instant, Chapin grabbed her arms and pulled her back.

"Why did you stop me?" she asked.

"I'd rather stop you here than go in after you," Chapin told her.

Hall called the police, and she was taken to a nursing home by the police. She, too, apparently had second thoughts and thanked Chapin for stopping her.

Chapin, clad in oil-stained coveralls, thought about the woman as he looked out over the canal. "It's a shame she didn't have children or anyone who cared," he said.

No one who cared? He must have been excluding employees on the barge canal.

AFSCME's top priority will save jobs

Congress approves 3-year extension of general revenue sharing program

WASHINGTON — AFSCME won a major victory in the "lame-duck" session of Congress when the House and Senate approved the extension for three years of the General Revenue Sharing program.

General Revenue Sharing — the biggest single federal aid program for state and local governments — has been AFSCME's top priority in Congress.

President Carter is expected to sign into law a bill which automatically extends revenue sharing for local governments for the next three years. Local governments throughout New York State will receive \$498 million under this program during Fiscal 1981.

In addition, the bill "authorizes" revenue sharing funds for state governments during Fiscal 1982 and 1983. This means funding for the state

share will require a congressional appropriation each year. If the new Congress approves the states' share of revenue sharing next year, New York State government will receive an additional \$249 million during Fiscal 1982.

AFSCME's victory on General Revenue Sharing came in spite of opposition from irrational budget-cutters from both parties. The states' share of revenue sharing, in particular, had been opposed by the Carter Administration and was not supported by the leadership of both the House and Senate.

"Our victory on revenue sharing will save thousands of AFSCME members' jobs," said AFSCME Legislative Director Joe Beeman. "Revenue sharing money is the only thing that prevents massive layoffs in local and state governments throughout the country."

THE AFFILIATION ISSUE

Delegates to consider

This Addendum

To this Agreement

Delegates will consider this proposed agreement addendum

ADDENDUM

The following constitutes an Addendum to the Agreement between the American Federation of State, County and Municipal Employees, AFL-CIO (AFSCME) and The Civil Service Employees Association, Inc., (CSEA) dated April 20, 1978:

1. CSEA waives any and all rights it has pursuant to paragraph 9 of the Agreement between the parties dated April 20, 1978.

2. Effective January 1, 1981, CSEA will pay to AFSCME per capita tax at the prevailing rate of \$3.25 per member and agency fee service payor per month. This amount shall be adjusted each January thereafter in accordance with the provisions of AFSCME's International Constitution.

3. Effective April 1, 1982, and thereafter, CSEA agrees to establish a dues rate which shall be no less than the minimum dues rate established by AFSCME for local unions pursuant to the

provisions of AFSCME's Constitution.

4. Upon the execution of this agreement and its approval by the Delegate Body of CSEA and AFSCME's International Executive Board, AFSCME agrees to provide CSEA with a series of grants to be utilized for the purpose of continuing the organization and representation of public employees within CSEA's chartered jurisdiction. Additional grants may also be provided for specific purposes as arranged and agreed to by mutual consent of the parties.

The organizational grants shall be paid by AFSCME to CSEA as follows:

a. Immediately upon execution of this agreement and its approval by the Delegate Body of CSEA and AFSCME's International Executive Board, the sum of \$3,000,000 shall be paid to CSEA by AFSCME;

b. During the calendar year 1981,

the sum of \$3,900,000 is to be paid to CSEA by AFSCME in 12 equal monthly installments;

c. During the calendar year 1982, the sum of \$3,700,000 is to be paid to CSEA by AFSCME in 12 equal monthly installments;

d. During the calendar year 1983, the sum of \$1,300,000 is to be paid to CSEA by AFSCME in 12 equal monthly installments; and

e. During the calendar year 1984, the sum of \$700,000 is to be paid to CSEA by AFSCME in 12 equal monthly installments.

The amounts set forth in subparagraphs b, c, d and e of this paragraph are based upon the current membership. In the event that the membership of CSEA deviates on an annual basis, the amount of the annual grant for that year shall be increased or decreased accordingly.

5. AFSCME and CSEA agree that the Agreement between the parties dated April 20, 1978 in all respects continues in full force and effect

until modified or terminated by mutual agreement of the parties with the exception of the waiver referred to in paragraph 1 hereof. In clarification of CSEA's autonomous rights provided for in said Agreement, the parties reaffirm that the AFSCME Judicial Panel has no jurisdiction over CSEA with respect to protests of elections held within CSEA, trusteeships established by CSEA over its affiliated local unions, or disciplinary action taken by CSEA against any of its members.

6. This agreement shall become effective upon approval by the AFSCME International Executive Board and by the CSEA Delegate Body. CSEA shall be an affiliate of AFSCME fully subject to the AFSCME Constitution except as the rights, privileges, powers, duties and obligations under that Constitution are expressly modified by the Agreement dated April 20, 1978 and this Addendum.

(See related story on Page 8)

Addendum proposal to affect this current affiliation agreement

This Agreement is entered into between the American Federation of State, County and Municipal Employees, AFL-CIO (AFSCME) and The Civil Service Employees Association, Inc. (CSEA).

AFSCME and CSEA have as their common objectives and purposes to improve the conditions of their members, to advance their interests as public employees, and to represent them with respect to all terms and conditions of employment, including their representation in collective bargaining and in the negotiation of agreements which promote the well-being of their members and their families.

CSEA, the largest independent public employee union in the United States, which represents more than 375,000 public employees in the State of New York, has determined that it is in its members' best interest to join its resources and facilities, personnel and expertise in areas such as negotiation, legislative and political action, research, education, public relations, etc., with AFSCME, a national union affiliated with the AFL-CIO, thereby further strengthening both organizations and enhancing the ability of both organizations to provide leadership, service and representation to public employees.

AFSCME, the largest public employee union in the AFL-CIO represents more than 1,250,000 public employees and has the facilities, personnel and experience to aid its affiliates in negotiations, organizing, legislative and political activities, public relations, research, education, and in representation before the federal government.

AFSCME and CSEA hereby pledge their full cooperation from this day forward to promote and advance the welfare of all public employees with respect to all terms and conditions of

employment, through the use of effective collective bargaining techniques, to uphold and extend the principles of merit and fitness in public employment and to advance the interests of all public employees.

1. Upon execution of this Agreement, AFSCME shall issue to CSEA a Local Union Charter forthwith. Such Charter shall establish the name Civil Service Employees Association, Local 1000, AFSCME, AFL-CIO. The jurisdiction of CSEA shall be all employees within New York State employed by the State of New York excepting those employed in the security services unit for which AFSCME District Council 82 is the certified bargaining representative. The jurisdiction shall also include all other employees within any bargaining units for which CSEA is currently the certified or recognized bargaining representative and all other public employees within New York State outside of the City of New York excepting those employees currently within bargaining units for which AFSCME District Councils 35, 66, and 82 or their-affiliated locals are the recognized or certified bargaining representative. CSEA shall not be required to affiliate with any AFSCME Council. AFSCME further agrees to provide CSEA with all the benefits of affiliation with the AFL-CIO upon execution of this Agreement.

2. The Articles of Incorporation and Constitution and By-laws of CSEA, presently in existence, are approved by AFSCME and shall continue to constitute the governing structure of CSEA.

3. CSEA shall have full autonomy as a Local Union of AFSCME, and shall have the right to establish its own dues structure, elect its own officers, hire its own staff, make its own decisions regarding contracts and economic action, engage in political activity consistent with its own principles

and policies, and retain such professional and other related services as it sees fit.

4. Immediately upon issuance of the aforesaid Charter, CSEA shall take on all rights and responsibilities of an AFSCME Local Union, including the payment of the basic minimum per capita tax of two dollars and ninety cents (\$2.90) per member per month to the American Federation of State, County and Municipal Employees. Per capita tax shall be paid on the number of individual monthly dues payments received by the Local Union in the same manner for each person making service or other similar payments to the agency shop or similar provisions. Immediately upon issuance of the aforesaid Local Union Charter to CSEA, members of CSEA shall enjoy all the rights of membership in AFSCME.

5. In order to give all possible assistance to CSEA in organizing and representing employees, AFSCME agrees, beginning immediately upon issuance of the aforesaid Charter, to make a monthly grant to CSEA to assist in organizational activities, as follows: two dollars and sixty-five (\$2.65) cents per member and agency service fee payor per month for each of the first twelve months of this Agreement, and two dollars and forty (\$2.40) cents per member and agency service fee payor per month for each of the second twelve months of this Agreement. AFSCME also agrees to provide, upon request by CSEA, assistance in negotiations, organizing, legislative and political activities, public relations, research, education, and in representation before the federal government.

6. A CSEA Legislative District shall be established for CSEA. Two

International Vice-Presidents shall be elected from such district by CSEA's Board of Directors within ninety (90) days from the date of the execution of this Agreement. The Vice-Presidents so elected shall serve until the 1980 AFSCME Convention, at which time they shall be either re-elected or their successors elected in conformance with the normal election procedure as set forth in AFSCME's Constitution. The CSEA Legislative District shall consist of Local 1000, Civil Service Employees Association. The three (3) year eligibility requirement provided for in Article IV, Sec. 32 of the AFSCME Constitution shall not be applicable.

7. The name "The Civil Service Employees Association, Inc.", registered trademark and any and all other assets of CSEA at the time of the execution of this Agreement, or acquired by CSEA during the term of this Agreement, shall remain the property of CSEA in perpetuity.

8. CSEA shall exercise its autonomous rights in connection with its activities as an affiliate of state and city central bodies of the AFL-CIO such as the New York State AFL-CIO.

9. Either part to this Agreement may terminate this Agreement at the end of three (3) years from the date of execution of this Agreement by giving written notice to the other party no later than sixty (60) days prior to the end of said three (3) year period.

10. This Agreement shall become effective upon approval by the AFSCME International Executive Board and by the CSEA Board of Directors.

Signed this 20th day of April, 1978, by the authorized representatives of the American Federation of State, County and Municipal Employees, AFL-CIO and of The Civil Service Employees Association, Inc.

Special union committee recommends acceptance of affiliation

On December 11, 1980, the CSEA Special Committee to Study the CSEA/AFSCME Affiliation issued a report of its findings on important issues relating to the present affiliation and any future relationship between the two unions.

The Committee issued no recommendations concerning a future relationship, noting that the terms of such a relationship were under negotiation at the time by the parties. Subsequent to publication of the report, President McGowan and President Wurf did reach tentative agreement for a continued affiliation of CSEA and AFSCME subject to the approval of the Board of Directors and Delegates of CSEA and the International Executive Board of AFSCME.

On December 22, 1980, the proposed agreement was presented to the Committee as an addendum to the present affiliation agreement of April, 1978. President McGowan presented this proposed agreement to the Committee for its review and recommendation to the Board of Directors. He also provided answers to all questions concerning this proposal asked by the Committee members present.

In its report, the Committee noted that four broad areas of concern had been identified. These dealt with autonomy, cost, permanence, and representation within AFSCME. Of these issues, the Committee concluded that the issue of autonomy was the most important to the CSEA's membership who appeared at the statewide hearings conducted by the Committee.

It is the opinion of this Committee that the proposed addendum to the current CSEA/AFSCME affiliation agreement satisfies the concerns of the membership in the area of autonomy by continuing present language providing CSEA's retention of its own Constitution and By-Laws.

Further, the Committee finds that the other major provisions of the addendum are not inconsistent with the concerns of the membership as expressed to this Committee. A reading of the report of December 11 will show that the Committee could not find consensus in membership opinion in the areas of cost, permanence and representation.

The proposed addendum addresses all the concerns outlined in the report with a single exception.

On the issue of representation by CSEA within AFSCME, the Committee's

report noted that there was interest in additional representation for CSEA on AFSCME International Executive Board. In so noting, the Committee noted that composition of the International Executive Board was a subject of the AFSCME Constitution.

President McGowan informed the Committee that the International cannot raise CSEA's representation on the International Executive Board without ending the AFSCME Constitution at an International Convention. President McGowan has advised the Committee, however, that President Wurf has agreed to support a CSEA effort at the next International Convention to amend AFSCME Constitution to provide additional CSEA representation on the International Executive Board.

President McGowan has also informed the Committee that the terms of proposed addendum are the best possible terms that could be negotiated and are not subject to change. The options available to CSEA, therefore, are to accept the addendum as written and continue our relationship with AFSCME, to terminate that relationship by rejecting the terms of the addendum. After careful consideration of the provisions of this tentative agreement

and having weighed its findings on membership concerns and options available, the Committee concludes that the proposed addendum to the current CSEA/AFSCME affiliation agreement is in the best interests of the membership of the Civil Service Employees Association.

The Committee, therefore, recommends to the Board of Directors and any other interested body of CSEA that the addendum be accepted and the affiliation with AFSCME be continued as provided for in the proposed agreement.

Respectfully submitted: January 2, 1981
ROBERT L. LATTIMER, Chairman

Paul Christopher
Michael Curtin
Delores Farrell
Felton King
Maureen Malone
Patrick Mascioli

Relocation delayed to dire end

By Ron Wofford
CSEA Communications Associate

BUFFALO — The planned move of the Department of Labor, Division of Employment, out of its present quarters on Main Street here promises to make way for a new hotel and needed revitalization of the downtown commercial district of Buffalo.

But a year or more of delays in deciding where the employees of DOL will deliver their services to their clients has caused a magnitude of frustration for the members of Local 353 in that office.

Elaine Todd, President of Local 353, has spent over a year engaged in trying to follow the "ups and downs", the "ifs" and "buts", and the "maybes", that have transpired since her members were first made aware that their offices would have to be moved.

Said Ms. Todd, "This goes back to April, 1979, when the recommendation was made to our Business Administration office not to renew our lease at the present 560 Main Street location. If I told you all the things that have transpired since then, it would make your head spin. Our office offers job placement services to professional/technical persons seeking employment and also industrial/service job applicants.

"In April, 1979 a plan was suggested that our office decentralize and set up two separate offices for those types of applicants. This idea was batted around while sites were being surveyed for our office move, which had to take place regardless of whether we decentralized.

"One early frustration was the first site that was suggested. It was a building that had many faults, not the least of which is that it's located in the heart of the "Red Light District". Others were inadequate elevators, parking facilities, and a high crime rate. The high crime rate was backed up by a police survey. This along with local office management resistance served to effectively eliminate the building from consideration," she noted.

While other sites were being sought that could accommodate the department, Ms. Todd feels politics played a big part in who would receive the lucrative lease. "They tried to put us in several temporary quarters which would cost a lot of taxpayer's money but that, of course, still leaves the trouble and expense of moving to wherever they decide is going to be the permanent location. "As time went on, without any designated permanent site, our members began joking that we will be forced to buy a tent and set it up on Main Street, or, we will be here when the wrecking ball comes with a bullseye in the window."

Still time passed with no seeming resolution and Local President Todd, with assistance and encouragement from CSEA Regional President Robert Lattimer, began questioning DOL's administrative offices in Albany and the Office of General Services of the State's Executive Department. "Neither of them felt that I had any right to be questioning their indecision regarding our office's relocation," she said as she showed the correspondence she initiated with the two Albany offices.

"An official of the Business Administration Bureau of the Department even abruptly hung up on me during a telephone call I made to question the status of the relocation plans", Ms. Todd said. "We now face a January 30, 1981 deadline when we have to be out of here. The wreckers are due February 1, 1981 and we still don't know whether we'll have a permanent office to work from yet."

CSEA Region II President Lattimer said DOL has a history of such problems with its employees. "This matter has been brought up in labor/management meetings and we are still working on it. In one downstate office employees were practically working in a parking lot because office conditions were so horrible. DOL and OGS don't seem to realize that besides the employees who work in these offices their clients are members of the public who come in to utilize these services.



LOCAL 353 PRESIDENT Elaine Todd says there have been plenty of unanswered questions about where her members will have to move to later this month.

"It's a Catch 22 situation," Lattimer said. "There is a DOL Work Incentive Program (WIN) Office at Broadway and Fillmore in Buffalo which had been told it is going to move. They went through the trouble of packing up in preparation, then on the Friday of the last day before they were going to move, they received a 4:00 p.m. telephone call from Albany telling them that the move was off. They're still there — they were a "temporary office" for ten years. Can you believe it? Ten Years! Only recently were those offices remodeled and put in reasonable condition.

"So, whatever address that they give for the new Division of Employment location, we won't believe it until we see a lease and see our members properly in place with adequate and reasonable working conditions," he said.

In the meantime, the employees of the DOL wait to find out whether they will be working in a decent office on February 1, or working out of boxes in some temporary location.

Straight facts about tentative agreement

ALBANY — The framework for a permanent affiliation of the Civil Service Employees Association and the American Federation of State, County and Municipal Employees will be presented to CSEA's Board of Directors and Delegates for approval by next week.

CSEA President William L. McGowan and AFSCME President Jerry Wurf worked out the details of the future affiliation arrangement in the form of an addendum to the current affiliation agreement between the two unions. CSEA has been affiliated with AFSCME since April 1978 under provisions of a three year agreement due to expire shortly. The tentative agreement worked out by the union leaders would continue the affiliation permanently if ratified by the Board of Directors and the Delegates.

"We have worked hard to make this tentative agreement the best possible basis for a relationship of CSEA and AFSCME in the future," commented President McGowan. "This is the best possible agreement that can be obtained so our choices are either to accept the agreement or end our relationship with AFSCME and the AFL-CIO. It's that simple."

Details of the tentative agreement were presented to CSEA's Statewide Officers at a recent meeting. The officers voted to support the agreement and urge the Delegates to ratify it.

The tentative affiliation agreement (copies of the original affiliation agreement and the tentative addendum to that agreement appear on page 6 and 7 of this edition of The Public Sector) actually modifies the original affiliation agreement of April, 1978.

The tentative agreement, for example, recognizes CSEA's right to retain its own Constitution and By-Laws, elect its own officers, determine its own policies, endorse political candidates of its choice and retain staff and professional services of its own choosing. CSEA would remain as an autonomous, single Local of AFSCME.

The tentative agreement also gives CSEA jurisdictional organizing rights for all New York public employees outside of New York City presently unrepresented by any AFSCME Council or Local. CSEA also receives all of the benefits of affiliation with AFSCME and the AFL-CIO, including the "no raid" provisions of Article 20 of the AFL-CIO Constitution. CSEA also retains its names, registered trademark, "... and any and all other assets of CSEA ... in perpetuity."

CSEA retains the option of joining or not joining the New York State AFL-

CIO and any other AFL-CIO state and city central bodies.

Financially, the agreement requires CSEA to pay the full AFSCME "per capita" for every member and agency shop fee payor. Special provision has been made in the tentative agreement to pay a reduced per capita for part-time CSEA members.

AFSCME's dues increase annually under provisions of an automatic dues adjustment formula in the AFSCME Constitution. Under the tentative agreement, CSEA's obligation to the International will increase also and CSEA's dues will be adjusted to cover the cost of such increases.

The tentative agreement also requires CSEA to set its dues no lower than the "minimum dues rate" provided for Locals in the AFSCME Constitution. This will mean a one time adjustment of an estimated \$13 in CSEA's dues effective April 1982. After that date CSEA's minimum dues would increase as the AFSCME minimum dues rate increases under the dues adjustment formula in the AFSCME Constitution.

AFSCME agrees within the tentative proposal to make financial "grants" to CSEA over the next several years to help CSEA retain financial stability and avoid any additional increase in CSEA's dues beyond the adjustments required by the agreement.

The tentative agreement has won the endorsement of the CSEA Special Committee to Study the CSEA/AFSCME Affiliation, appointed at the request of the Board of Directors. The Committee, chaired by CSEA Region VI President Robert Lattimer, traveled across the state to conduct membership hearings on the affiliation issue and met with various CSEA and AFSCME officials and staff to explore issues of concern to CSEA in relation to the affiliation.

Following a meeting with CSEA President McGowan during which the tentative agreement was provided to the Committee and all questions were answered, the Committee said, "After careful consideration of the provisions of this tentative agreement and having weighed its findings on membership concerns and the options available, the Committee concludes that the proposed addendum to the current CSEA/AFSCME affiliation agreement is in the best interests of the membership of the Civil Service Employees Association."

CSEA's Board of Directors will meet on January 14 to act on the tentative agreement and the CSEA's Delegates will convene in Albany on January 22 for the same purpose.

Broome Co. Unit assists with labor studies

BINGHAMTON — CSEA's Broome County Unit is pitching in again this year to help support a Cornell University Extension Division Labor Studies Program in cooperation with the Broome Community College.

CSEA Unit President Barbara Pickell said two courses will be offered by the program in coming months dealing with conflict resolution and arbitration.

The course on conflict resolution begins January 21 and ends late in February, consisting of six sessions to be held at Broome Community College.

Arbitration is the subject of a second class beginning on March 18 and continuing to April 29. The course deals with preparation for arbitration, conduct of hearings, evidence and proof, and the standards by which arbitrators render decisions.

Registration can be made by telephone, mail or on the first night of class. For more information on these courses, contact Debi King, NYSSILR-Cornell, 109 Conference Center, Ithaca, N.Y. 14853 (607) 256-2125.

Members come together to celebrate the holiday

ATTENDING THE YONKERS SCHOOL DISTRICT UNIT Christmas party are, from left, CSEA Field Representative Joe O'Connor, School Superintendent Joan Raymond, Unit President Janice Schaff and Westchester County Local 860 President Pat Mascioli.



DONATING TOYS FOR THE U.S. Marine Corps Toys for Tots Program are Pilgrim Psychiatric Center Local 418 and Long Island Region I President Danny Donohue. Marine Corps personnel accept the toys at Region I Headquarters. On hand for CSEA are, from right, Local 418 President Bill Chacona, Region I Director William Griffin, Field Representatives Nat Zummo and Nicholas Pollicnio and Donohue. Donohue said he hopes this is the beginning of a region-wide program in the future.



SUNY SYRACUSE COLLEGE OF FORESTRY LOCAL 647 members, from left, Alice Steckiewicz, Joyce Disinger and Eleanor Anderson admire cards received while attending the local's recent Christmas party.



SUNY STONY BROOK LOCAL 614 President Charles Sclafani, (left photo) standing at right, and Cindy Sclafani greet Town of Brookhaven Highway Unit President Charles Novo at the Local 614 Christmas party.

SANTA VISITS SMITHTOWN Town Hall, (right) for the Christmas program sponsored by the CSEA Smithtown Unit. John "Santa" Stein holds onto Christopher and Laura Stein while, from left, James Carthy, Region I Director William Griffin and Doug Hallock join in. Carthy, Stein and Hallock are president, first vice president and second vice president of the unit, respectively.



1980-1980-1980-1980

To say that 1980 was an historic year for CSEA is an understatement. Filled with hope and promise, the new decade paved the way for the passage of the OSHA bill—a milestone victory which secures the safety of nearly 900,000 public workers.

On his 56th birthday, President Jimmy Carter accepts the gracious gift of the delegate's endorsement for re-election at the annual convention in Niagara Falls. The President's appearance adds an extra measure of euphoria to the week-long event, as members vote on the union's constitution and bylaws, and elect an AFSCME International Vice President.

Danny Donohue replaces the late Irving Flaumenbaum as President of the largest region in CSEA — Long Island Region I. Rallies and protests flare up at the State Capitol over the state's proposed budget.

This is only skimming the surface. So much more was accomplished on the local level, the backbone of CSEA's giant structure. In retrospect, here are just a few of the highlights of 1980:

1980: A banner year for CSEA



-1980-1980-1980-1980-

January

- 450,000 public employees receive the benefits of improved health insurance in the so-called "Statewide Health Plan." New prescription drug cards and a more extensive coverage plan are available at no extra cost.
- A CSEA-declared moratorium on ratings under the controversial Employee Evaluation Program is granted by the Governor's Office, pending abuses in the system. The moratorium is given emergency attention and a CSEA Presidential Task Force is created.
- The 1980 proposed state budget goes under fire by CSEA President William McGowan. The budget called for broad reductions in state services and the loss of some 9,000 state jobs by April 1, 1981.
- The union wages a grassroots campaign against the institution of a \$5 fee for open competitive Civil Service examinations — claiming the fee constitutes an Improper Practice under the state's Taylor Law.

February

- CSEA President William McGowan and Region I President Irving Flaumenbaum meet with President Jimmy Carter at a special White House briefing on domestic policy. President Carter is alerted to the increasing harms of limited federal assistance and the unfair regulations of the federally-funded Comprehensive Employment and Training Act (CETA) program.
- CSEA President William McGowan testifies before a Senate and Assembly and Means Committee, warning legislators that the 1980-81 proposed state budget is "a blueprint for disaster."
- The union submits a list of 30 "bread and butter" legislative proposals to the legislature for the 1980 session. Among these important bills are OSHA, a Board of Trustees for the Retirement System, minimum wage for the public employee and the deletion of the \$5 examination fee.
- CSEA is honored with an award for their fund-raising efforts in the Special Olympics Summer Games held at the State University of New York at Brockport. The union raised a much-needed \$12,000 in cash contributions.

March

- CSEA endorses a state assembly bill which would require public and private employers using toxic chemicals on work locations to notify their employees of the potential harms of the substance. Later, this bill was accurately termed the "Right to Know" legislation.
- More than 1,200 union members gather at the State Capitol in icy temperatures to protest state lawmakers proposed \$55 million budget cuts. The demonstration, "Rally for Responsibility," opposed cutbacks effecting the state's mental institution, the SUNY system and the Department of Transportation — to name a few. An extensive advertising campaign is drawn up to alert the public and the legislators to the grave injustice of drastically reducing public services in key areas.
- A thousand angry state Department of Transportation (DOT) workers unite for a rally later in the month to protest a planned \$10-11 million cut from the department's allocation in the state's proposed budget.
- The union prepares to send its first elected delegation to the American Federation of State County and Municipal (AFSCME) International Convention. Six regional nominating sessions are held around the state to initiate the election process.

April

- While state CSEA lobbyists work furiously to restore massive cuts in the proposed state budget, AFSCME officials prepare to do battle with a President and Congress that has suddenly decided to balance the federal budget, thus tipping the scales on public employees. Federal cutbacks would cost New Yorkers an estimated 1/2 billion dollars in lost federal aid.
- CSEA President William McGowan calls upon New York's legislative leadership to uphold Governor Carey's veto of reckless budget reductions which would ultimately mean the layoff of a grand total of 14,000 workers by April 1, 1981.
- In what was proclaimed a major victory in CSEA's lengthy battle against the budget, Senate Democrats uphold Governor Carey's veto of \$214 million in legislative appropriations. This is

the first step in averting the layoff of 5,000 state workers.

- Advertisements asking "Is a Safe Place Too Much to Ask?" are distributed statewide, marking the onset of an all-out campaign to require the state to adhere to federal Occupational Safety and Health (OSHA) regulations. A mail-in coupon printed on the advertisements urges the Senate Majority and Assembly Speaker to support OSHA legislation.

May

- Three of the state's largest supermarket chains are persuaded by CSEA President William McGowan to boycott the sale of Red Coach lettuce, a company which refused to participate in labor negotiations.
- After two days of balloting, the membership elects 223 delegates to AFSCME's biennial convention in California. The delegates represent the interests of CSEA in voting on the bylaws of AFSCME International and in voting for the President and the Secretary of AFSCME.
- CSEA intensifies its effort to gain passage of an OSHA bill for public employees by holding a Special Lobby Day.

June

- Top priority OSHA legislation is finally introduced in the State Senate and Assembly, bringing the reality of a safe working environment closer to the public employee.
- After two years of dedicated union work, the OSHA bill reaches the Governor's desk. CSEA declares it "a great union victory," a measure which will provide a safe working

environment for some 900,000 public employees this year.

- A Mental Hygiene Cabinet is created within CSEA to monitor the ongoing crisis in New York State's mental health system. Problem areas requiring immediate attention are inadequate budgets, short staffing and unstable policy.
- At the International AFSCME convention, CSEA statewide President William McGowan and Long Island Region I President Irving Flaumenbaum, are re-elected to four-year terms as AFSCME International Vice Presidents.

July

- The historic OSHA bill is signed into law, marking a major legislative victory for CSEA. Governor Carey also signed the "Right to Know" bill, a corollary of the OSHA bill which requires private and public sector employers to notify employees of the presence of toxic chemicals on work locations.
- Governor Carey also approves two other CSEA-backed bills — one granting court employees long overdue pay hikes and the other, the so-called "grandfather" bill, which gives permanent competitive Civil Service status to court employees who have held their job for more than a year.
- A Family Protection Plus plan is created especially for the CSEA membership. An individual, cash-value life insurance policy, the plan combines the convenience and economy afforded by small payroll deductions.
- A top level committee is appointed to study the affiliation between CSEA — the largest independent public employees union in the United States — and the American



-1980-1980-1980-1980-1980-1980-1980-1980-

August

- Irving Flaumenbaum, Long Island Region I President, dies at the age of 70. A man who was a key motivator behind the success of CSEA, "Irv" built up the Nassau County Local from a handful of 11 members to more than 20,000 — the largest local with CSEA.
- Danny Donohue succeeds the late Irving Flaumenbaum as President of CSEA's largest region — Long Island Region I. His climb to Region I Vice President started in 1975 when he was elected president of Central Islip Psychiatric Center Local 404. Donohue vows to devote his presidency to creating a stronger base on the local level.

September

- CSEA's Political Action Committee (PAC) votes overwhelmingly to recommend the endorsement of President Jimmy Carter for re-election at the delegates 70th annual meeting in Niagara Falls.
- Some 1,200 CSEA members turn out for the union's 70th annual Delegates Meeting in Niagara Falls. Among the important issues decided by the union's policy-making body are the unanimous endorsement of President Jimmy Carter and the election of CSEA Capital Region IV President Joseph McDermott as an International Vice President of AFSCME International. He is filling the unexpired term of the late Irving Flaumenbaum.

- The state concedes to a demand by CSEA to end a hiring freeze in the Office of Mental Health (OMH) and the Office of Mental Retardation and Developmental Disabilities (OMRDD) and immediately fill 1,700 sorely needed jobs. Critical understaffing in the state's mental institutions is a grave problem which CSEA has devoted much time and energy to improving.
- In an effort to head off problems which plagued the first group of state employee performance evaluations, CSEA creates an ambitious and comprehensive training program for union leaders and membership.

October

- President Jimmy Carter makes a personal appearance at the annual delegates meeting to accept the union's endorsement — a first ever for CSEA — on his 56th birthday, October 1. CSEA's support was considered crucial in Carter's bid to capture New York State's electoral vote.
- Other distinguished speakers address the delegates during the week-long meeting in Niagara Falls. These include famed civil rights leader James Farmer, Lieutenant Governor Mario Cuomo, Assembly Speaker Stanley Fink, Senate Majority Leader Warren Anderson, AFSCME International President Jerry Wurf, AFSCME International Secretary-Treasurer William Lucy and Assemblyman Joseph Pilitiere.
- CSEA rallies behind the suspended leaders of Staten Island Developmental Local 429 in a demonstration at the World Trade Center.

November

- CSEA fares exceptionally well in the 1980 elections, as 93% of CSEA-endorsed candidates for State Assembly are voted into office, as well as 89% of the State Senate candidates backed by the union and 80% of those supported in Congress. These substantial victories are possible thanks to the multitude of members who volunteered at the 22 telephone bank locations around the state, and those who assisted with mailing, advertising, as well as individual campaigns. The defeat of President Jimmy Carter is viewed by the union as a disaster for public employees and for the nation as a whole.
- The top-level labor and management facility tours of the state's mental institutions are underway, as both parties work close-

December

- CSEA's first statewide Women's Conference is declared a success, as speakers, guests and participants explore the special needs of today's union woman.
- A series of training seminars detailing the specifics of the new New York State Employee Evaluation Program (EPEP) are held throughout the state. The seminars are aimed at teaching members to monitor the State to make sure they follow their own guidelines in administering the evaluation system.
- A January 22 Special Delegates Meeting is called by CSEA President William McGowan to decide the CSEA-AFSCME affiliation issue.
- The \$5 civil service testing fee is not improper, according to the Public Employees Relations Board (PERB). CSEA pledges to continue its battle with the state over the mandatory imposition of the fee.

Strong CSEA support in Erie election

CSEA Local 815 volunteers join officers and staff to fight dissident challenge

BUFFALO — Dozens of members and officers of CSEA's Erie County Local 815 are pitching in to help the union fight off a challenge for representation of about 4,000 union members.

The challenge, by a group of dissidents, has been blessed by the assistance of the supposedly-neutral Public Employment Relations Board which has issued two opinions in connection with the challenge that are being appealed to the courts by CSEA.

Unfortunately, CSEA can't attempt to obtain a restraining order in the case without harming its own membership. The union's contract with Erie County expired on December 31. While CSEA had its contract demands prepared and ready to take to the negotiating table, the challenge resulted in an order barring negotiation until the matter is resolved. If CSEA attempted to restrain the election, it would be denying its own members the benefits of negotiation.

Mail ballots are scheduled to be mailed to eligible members on January 19, and to be counted February 6.

Says CSEA Regional Director Lee Frank, "We think that there is no legal basis for this challenge but we are not going to penalize our own members while we argue it out in court. We have confidence that they can see through this challenger for the 'paper union' that it is and will reject it in an election."

Already the challenger has published deliberate distortions in newspaper advertising so CSEA is gearing up to set the record straight with its Erie County membership. "CSEA was there when Erie County tried to adopt Proposition One and we defeated it," Mr. Frank says, "and we were there when Erie County tried to lay off the membership at Meyer Hospital and we saved it. Our people have seen what a real union can do and they know the opposition has no staff, no structure, no insurance programs, and no experience. We intend to set the record straight and our members will do the rest."

Part of the union's effort was an intensive two-day training session for officers and member-volunteers of Erie County Local 815 conducted by CSEA Education Director Thomas Quimby. Mr. Quimby said that while part of the training session dealt with representation challenges and how to deal with them, many of the skills learned will be of lasting value in improving the ability of participants in their interactions with members, union staff and management.

Representatives of the Local from Auto Bureau, Home and Infirmary, Social Services and other areas participated in the session.



ERIE COUNTY LOCAL 815 members participating in a recent intensive 2-day training program included, from left, John Davidson of the Southtown Auto Bureau; Joe Cartonia from the Bureau of Elections; and Marie Prince from Social Services Department.



DISCUSSION OF UNION matters during training program involves, from left, Mary Jean Nichols, Barbara Piwko, Barbara Justinger and Maggie McNeela.



"CSEA was there when Erie County tried to adopt Proposition One and we defeated it. And we were there when Erie County tried to lay off the membership at Meyer Hospital, and we saved it. Our people have seen what a real union can do and they know the opposition has no staff, no structure, no insurance programs, and no experience. We intend to set the record straight and our members will do the rest."

— Lee Frank, CSEA Regional Director

TRAINING PROGRAM for officers and member-volunteers of Local 815 covered a wide variety of topics, including how to deal with representation challenges. Among the participants were, from left, Louise Gordon, Par DelCotto, Joe Healy and Alex Nestor.

Union forces Erie County to reverse denial of leave time so member can be at program

BUFFALO — When management in the Erie County Social Services Department tried to prevent CSEA activist Charles Carpenter from participating in a recent union training program, it found out that CSEA doesn't just negotiate contracts, it enforces them.

Social Services Program Support Specialist Charles Carpenter is a concerned CSEA member. He wanted to help CSEA fight off a challenge in Erie County Local 815 that could mean the end of effective union representation for county employees, so he volunteered to participate in a union educational program that, among other things, dealt with challenge elections.

But Carpenter's request to use his vacation leave to attend the session was denied by his immediate supervisor. It took some "arm twisting" by CSEA, according to Regional Director Lee Frank, but the denial was subsequently repealed and Mr. Carpenter was able to participate in the training session.

"I did not indicate union business when I made my vacation request," Mr. Carpenter said. "What I do with my vacation time is personal business. But when they found out it was for union business, the director denied it."

Local President John Eiss and Regional Director Frank said the threat of an unfair labor practice filing was instrumental in freeing Carpenter for the session.