



CSEA will celebrate its 75th anniversary as a labor union in 1985. The celebration, to feature many major events throughout the year, will be launched in the next edition of The Public Sector, to be dated Dec. 14. An attractive, multi-color 1985 calendar will be inserted in each copy of that edition. The calendar will feature the "75 years of progress" in CSEA's proud history. The calendar to be contained in the Dec. 14 edition will be for the first six months of 1985, and a second calendar for the second half of the year will be inserted in a later edition.

the Public SECTOR

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American Federation of State, County and Municipal Employees AFL-CIO.



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CSEA will file class action grievance on behalf of workers

DOT's mandatory shift schedule generates 'unprecedented anger'

CSEA will be filing a class action grievance on behalf of state Department of Transportation employees affected by a new mandatory shift work schedule for snow and ice removal work.

CSEA has strongly criticized the new work schedule, and charges the plan will result in millions of dollars being wasted. The proposal has already caused what the union says is "unprecedented anger" and severe morale problems among DOT employees. The new shift schedules went into effect Nov. 29 in every DOT region except Long Island.

CSEA Collective Bargaining Specialist John Naughter expects to file the

class action grievance immediately, citing several articles of the Operational Services Unit contract. In addition, Naughter said, CSEA anticipates handling individual grievances under out-of-title work violations once the shift schedules go into effect.

Due to the seriousness of the situation, Naughter said the union will request that the issue proceed straight to arbitration when the class action grievance is filed.

For complete details of this developing major confrontation between CSEA and the state, see page 20 of this issue.

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November 1984

Kirkland hails bishops' appeal for job programs

AFL-CIO President Lane Kirkland said the American labor movement "welcomes" the direction taken by the nation's Catholic bishops in a major statement on the economy.

Following release of the first draft of the document, Kirkland praised the bishops for their recognition that "the most urgent U.S. priority is the creation of jobs with the adequate pay and decent working conditions."

The draft statement in the form of a pastoral letter on "Catholic Social Teaching and the U.S. Economy" was released during the meeting in Washington of the National Conference of Catholic Bishops.

The draft, prepared by a committee of bishops, condemns the nation's unemployment rate as "morally unjustified" and calls the nation's poverty rate a moral scandal.

The bishops call for a major business-labor-government effort to create jobs and aid the poor. The letter also strongly endorses the right of workers to form unions and bargain with employers.

Kirkland pointed out that the document "goes well beyond an expression of concern about poverty and the plight of the unemployed. It sets forth many specific employment programs which the AFL-CIO has long advocated."

The federation president warned that the bishops' letter will be "denounced by those who claim that property rights are paramount and that unemployment and poverty will be cured as benefits someday slowly trickle down to the rest of society."

But for workers, farmers, the poor and the elderly, Kirkland said, the bishops' letter "is a call for a society that gives a positive role in economic decision-making and new hope for a 'life with dignity.'"

The five-member committee assigned by the bishops' conference to draft the pastoral letter began work on the document in July 1981. The committee is chaired by Archbishop Rembert G. Weakland of Milwaukee.

The document embraces Pope John Paul II's 1982 encyclical "On Human Work" and a century of Catholic social teaching strongly supportive of free collective bargaining.

Among those presenting points of the view to the drafting committee were AFL-CIO Sec.-Treas. Thomas R. Donahue and Economic Research Director Rudy Oswald, Farm Workers President Cesar Chavez and Ladies' Garment Workers Vice President Evelyn Dubrow.

The bishops will work on the draft statement over the coming year, and the completed pastoral letter is scheduled for release next November.

They are calling for a new policy commitment to achieve full employ-



LANE KIRKLAND

ment, defined as no more than 3 to 4 percent unemployment, and increased government support for direct job-creation programs targeted to those groups in which unemployment is a persistent problem, such as young people and minorities.

The nation's poverty rate is "morally unacceptable" and dealing with poverty "is an imperative of the highest order, the letter notes, calling for action to remove barriers to "full and equal employment for women and minorities," as well as improved child care services, improved education for poor children, new programs "to foster self-help among the poor," and reform of the tax system "to reduce the burden on the poor."

The letter calls for a major overhaul of the nation's welfare system including funding to provide adequate support for poor families, national eligibility standards and a national minimum benefit, programs designed to strengthen rather than weaken the family and to encourage employment, and the participation of recipients in design of public assistance programs.

The role of the United States and its economy in the international arena is also discussed, including areas such as aid to meet the human needs of developing countries and the need for trade that is both "free and fair."

The letter discusses at length the need for increased participation by workers in economic decision-making, and the bishops firmly underscore the Catholic Church's long-standing support of "the right of workers to form unions."

Union-busting draws a sharp attack in the statement which asserts that "no one may deny the right to organize for purposes of collective bargaining or coercively suppress unions without attacking human dignity itself."

The letter puts the bishops on record as firmly opposed to "organized efforts, such as those regrettably now seen in this country, to break existing unions or to prevent workers from organizing through intimidations and threats."

U.S. labor law needs to be reformed, the letter declares, to help workers in efforts to organize and deal quickly in providing remedies for unfair labor practices.

The letter — with its strong emphasis on economic justice and dignity, and its assertion that "the preservation of privileged concentrations of power, wealth and income" should not be the economy's first priority — has touched off national discussion.

Even before the draft was released, a group of conservative economists and business people issued a statement disputing the draft letter's thrust.

But even the conservatives expressed "our full support for the principle of free and voluntary association in labor unions."

The conservatives also commended labor for its "immense contribution" to the nation's political system, and noted that "probably no institution in American life has been so consistently engaged in promoting democracy in the international arena" as unions.

'No one may deny the right to organize'

Following are excerpts from the draft of the Catholic bishops' "Pastoral Letter on Catholic Social Teaching and the U.S. Economy," issued in Washington, Nov. 15, 1984.

Workers have a right to a just wage. Labor is not simply a commodity traded on the open market nor is a just wage determined simply by the level the market will sustain. As Pope Leo XIII stated, every working person "has the right of securing things to sustain life."

It is one of the consequences of the way power is distributed in a free-market economy that employers frequently possess greater bargaining power than do employees in the negotiation of wage agreements. Such unequal power may press workers into a choice between an inadequate wage and no wage at all. The provision of a wage is necessary to support a family in dignity and sufficient to prevent this exploitation of workers.

The dignity of workers also requires adequate health care, insurance for old age or disability, healthful working conditions, weekly rest and periodic holidays for recreation and leisure. These provisions are all essential if workers are to be treated as persons rather than simply as a "factor of production." Justice, not charity, demands such minimum guarantees.

As an institutional means to achieve these guarantees the church fully supports the right of workers to form unions or other associations to secure their rights to fair wages and working conditions. This is a specific application of the more general right to associate. Trade unions express the essentially social nature of human persons and manifest the human need for solidarity.

Unions may also legitimately resort to strikes in situations where they are the only available means for pursuing the justice owed to workers. No one may deny the right to organize for purposes of collective bargaining or coercively suppress unions without attacking human dignity itself. Therefore we firmly oppose organized efforts, such as those regrettably now seen in this country, to break existing unions or to prevent workers from organizing through intimidation and threats.

U.S. labor-law reform is needed to give greater substance to the right to organize, to prevent intimidation of workers and to provide remedies in a more timely manner for unfair labor practices.

We recommend that the nation make a major new policy commitment to achieve full employment. We believe that an unemployment rate in the range of 3 percent or 4 percent is a reasonable definition of full employment in the United States today.

We believe that 6 percent to 7 percent unemployment is unacceptable and is not the best the United States can do.

We recommend increased support by the government for direct job-creation programs targeted on the structurally unemployed.

In an advanced industrial economy like ours, all actors of society, including government, must actively and positively cooperate in forming national economic policies. Taxation, monetary policy, high levels of government spending and a variety of forms of governmental regulation are here to stay.

A modern economy without govern-

mental interventions of the sort we have alluded to is inconceivable. These interventions, however, should help, not replace, the contributions of other economic actors and institutions.

One of the most important means for developing this spirit of cooperation is the enhancement of a new partnership between workers and managers.

Important procedures already exist in industrial society to guarantee respect for these joint contributions. Collective bargaining between labor and management and the accountability of management to shareholders give institutional recognition to the contributions of all and provide at least minimal means for the sharing of power within firms.

Support for a less adversarial relationship between labor and management does not mean that workers alone are called upon to make sacrifices.

In the heavy manufacturing sector of the U.S. economy, technological change and international competition are pushing firms and industries toward very painful choices. We acknowledge that choices leading to job losses or wage reductions for workers may sometimes be necessary. But a collaborative and mutually accountable model of industrial organization demands that workers not have to bear all the burdens of a dynamic economy in transition.

Management and investors must also make their share of the sacrifices, especially, for example, when management is contemplating transferring capital to a potentially more productive or competitive location. The capital at the disposal of

management represents to a significant degree the investment of the labor of those who have toiled in the company over the years, including currently employed workers.

Without collective negotiation even these minimal rights will be jeopardized, and so industrial cooperation requires a strong role for responsible labor unions in our changing economy. Also, the local communities in which these companies are located have often invested heavily in them through public services, tax benefits, public education and a host of other community resources. They too have a right to expect management to respect their investment.

The extent of poverty in the United States must be a matter of grave concern to all citizens. At the end of 1983 there were about 35 million Americans who, by the government's official definition, were poor. Another 20 million to 30 million had so little that by any reasonable standard they were also needy.

After a decline in the annual rate of poverty from 14.7 percent in 1966 to 11.7 percent in 1979, the figure climbed to 15.2 percent by the end of 1983—the sharpest increase since poverty statistics began to be collected.

In the four years between 1979 and 1983 the number of those living in poverty increased by over 9 million people. During this same period the number of poor children under the age of 6 jumped by 51 percent.

The fact that so many people are poor in a nation as wealthy as ours is a social and moral scandal that must not be ignored.

CSEA Secretary Irene Carr heads AFSCME International Women's Advisory Committee

NEW YORK CITY — CSEA Statewide Secretary Irene Carr has been named to head the International Women's Advisory Committee of AFSCME. The announcement was made Nov. 11 by AFSCME International President Gerald McEntee when the 20-member committee convened in New York.

Carr, who has served on the committee almost since its inception, expressed optimism and determination that the committee "will do a solid job of representing the particular interests and needs of the hundreds of thousands of working women in our great union."

"The committee has gone through its initial stage of learning to work together as a team and

deciding on our goals and missions," the CSEA officer explained. "Now we're ready to roll up our sleeves and tackle the challenges we've focused on."

She pointed out that while women share the job-related needs and concerns of their male co-workers, "women also have particular concerns, special interests which must be addressed, and unions today must take the lead in these areas. These issues include day care, safety concerns relating to VDTs and the principle of pay equity or comparable worth."

"I'm proud to be a member of a union which has such an outstanding record of leadership in terms of serving its women members," Carr added. "As chairperson of the International's Women's Committee, I look forward to being in a position where I can continue to speak out on these issues and help ensure that our progress continues."



CSEA SECRETARY IRENE CARR — "I look forward to being in a position where I can continue to speak out...and help ensure that our progress continues."



Carr, Donohue represent CSEA at NYC conference on women in public service

NEW YORK CITY — AFSCME hosted an historic four-day international conference on

Women in the Public Service in New York City Nov. 12-15. The conference brought together more than 300 representatives of public employee unions from some 30 nations.

Representing CSEA at the major international meeting were statewide Secretary Irene Carr, who also serves as chairperson of the AFSCME International Women's Advisory Committee, and Region I President Danny Donohue, an AFSCME vice president.

The conference was sponsored by Public Services International (PSI), the public services group of the International Labor Organization (ILO). AFSCME is a U.S. affiliate of PSI.

Speakers and discussion topics covered many aspects of the lives of women workers in the public sector worldwide. Presentations included: "Activating Women in the Public Services" by the French minister for women's rights; "Public Service Women in Today's Economy" by a member of the West German parliament; "Women and Peace" by representatives of nuclear disarmament groups in Canada, Japan and Sweden.

Also, "Pay Equity and Occupational Segregation" by a Swedish labor counsellor; "Sexual Harassment" by the author of a Canadian book on the topic; and "Women in Public Sector Unions" by the secretary-treasurer of the Canadian Labor Congress.

Final address of the four-day conference was delivered by American feminist writer, editor and activist Gloria Steinem.



The pay equity cause continues on many fronts

Pay equity is a major labor issue in which AFSCME and CSEA have taken leadership positions, working to overturn traditional salary structures which underpay workers in jobs held primarily by women and minorities. But pay equity is not just a women's or minorities issue — it is an issue of justice.

CSEA has just announced a major Local Government Pay Equity Project for political

subdivisions. An important comparable worth study among state employees begins Dec. 3. Legal cases are being pursued in Nassau County, the State of Washington, and elsewhere.

For a look at some of these important pay equity situations, see pages 18 and 19 of this edition of The Public Sector.

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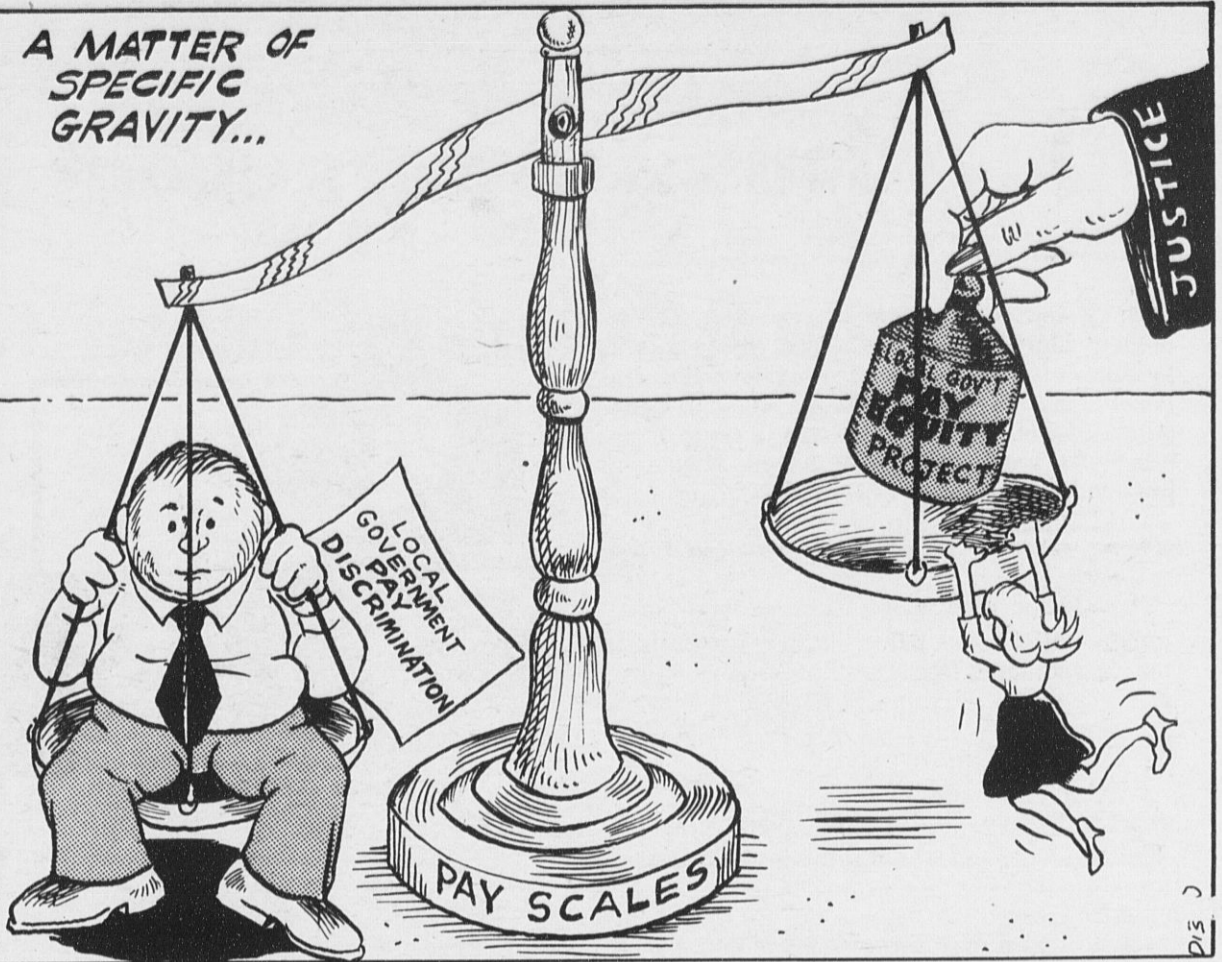
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A MATTER OF
SPECIFIC
GRAVITY...



BERNE-KNOX-WESTERLO SCHOOL PACT SIGNED — School District Business Administrator Perry Kane, seated, signs three-year contract with the CSEA school district unit as Unit President Joan Morrow and bargaining team members Jane Correll, Terry Schinnerer, Barbara Smith and George Wright look on. The new pact includes salary increases ranging from 7 to 10 percent each year based on the consumer price index.

IRA payroll deduction available

CSEA members in the three state bargaining units (Administrative, Operational and Institutional), as well as CSEA-represented employees in the Office of Court Administration (OCA) are reminded that they may take advantage of automatic payroll deduction to set up an Individual Retirement Account (IRA).

An IRA is a tax-deferred investment plan which allows individuals to save a portion of their income for retirement while legally sheltering income from taxes.

CSEA negotiated IRA payroll deduction with the state last fall. Three vendors, who represent the three major types of IRAs — a bank, insurance company and investment firm that manages mutual funds — are offering the retirement plans.

For more information, State Division and OCA employees should fill out and mail the coupon below to: CSEA-IRA, P.O. Box 7125, Albany, N.Y. 12224.

CSEA-IRA
P.O. Box 7125
Albany, NY 12224

Please send me information on the Individual Retirement Account (IRA) programs now being made available to me through payroll deduction. I am a state employee in the ASU, ISU, OSU or OCA bargaining unit.

I am interested in receiving:

General information on IRAs

Prudential-Bache IRAs

The Dime Savings Bank IRAs

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NAME: _____

Home Address: _____

Place of Employment: _____

(518) 434-0191

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Canton, NY 13617
315-386-8131 or 8132

MAYVILLE SATELLITE OFFICE

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Mayville, NY 14757
716-753-5290

PLATTSBURGH SATELLITE OFFICE

Broad Street Professional Bldg.
53 Broad Street
Plattsburgh, NY 12901
518-563-0761

ROCHESTER SATELLITE OFFICE

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3699 W. Henrietta Road
Rochester, NY 14623
716-334-7140

UTICA SATELLITE OFFICE

289 Genesee Street
Utica, NY 13501
315-735-9272

WESTCHESTER SATELLITE OFFICE

222 Mamaroneck Avenue
White Plains, NY 10601
914-946-6905 or 6906

Questions, answers about longevity pay

Many state employees who have been at the top of their salary schedule for at least five years will be eligible for a \$750 longevity payment in December. It's one of the benefits CSEA won at the bargaining table. Here are answers to some of the questions most frequently asked about the payment.

QUESTION: What is the payment date?

ANSWER: Checks will be issued the week of Dec. 10 and dated Dec. 11.

Q. — Will the payment be made in a separate check?

A. — Yes.

Q. — Who is eligible?

A. — Employees in the Administrative, Institutional and Operational bargaining units who on March 31, 1984 were either on the payroll or on authorized leave (with pay, partial pay or without pay) and had five or more years of continuous service at a salary equal to or greater than the maximum of their salary grade.

Q. — Are there any other eligibility requirements?

A. — Yes. Job performance in 1983-84 must have been at least "satisfactory." Employees who received no ratings will also be eligible.

Q. — Will employees who were on authorized leave on March 31, 1984 be eligible?

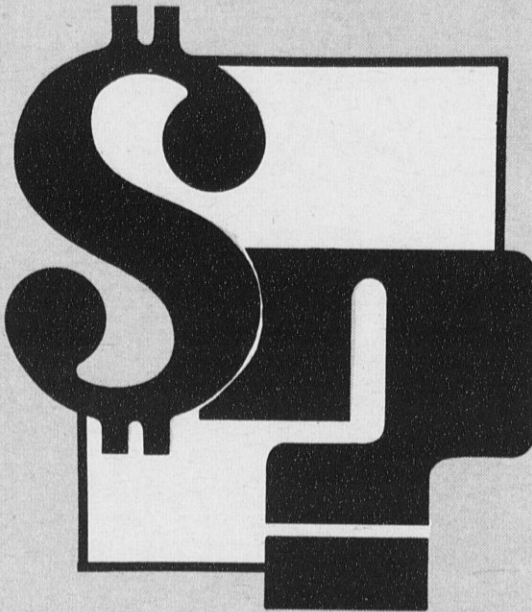
A. — Yes, if they also meet other eligibility requirements.

Q. — Are employees who were on the payroll March 31, 1984 and have since died or retired eligible?

A. — Yes.

Q. — Are employees who were promoted after March 31, 1984 eligible?

A. — Yes.



Q. — Are parttime employees eligible?

A. — Yes, if they meet the other requirements. Payments will be based upon percentage of time worked as of March 31, 1984.

Q. — What if an employee received a "performance advance" between April 1, 1979 and June 30, 1979 which then put the person at the job rate. Is the employee eligible?

A. — Yes.

Q. — Are employees who received temporary promotions eligible?

A. — Yes. This sometimes happens in the Department of Taxation and Finance during the annual tax filing rush.

Q. — What if an employee had a break in service (such as maternity leave or other leave without pay) during the five years prior to March 31, 1984?

A. — Any service prior to April 1, 1979 during which the employee was receiving a salary equal to or greater than the maximum of their salary grade can be counted towards the five-year requirement.

Q. — What happens if an employee otherwise eligible for the longevity payment is on an authorized leave of absence without pay on the date payment is made?

A. — Employees will receive the payment if they return to the payroll within one year of the payment date.

Q. — What if an employee reached the maximum salary grade in April of 1979 and then occupied a higher grade position and earned a salary equal to or above the maximum of the lower grade position formerly occupied? Prior to March 31, 1984 the employee returned to the lower grade position at a salary which was still above the maximum and was in that position on March 31, 1984. Is the employee eligible for a longevity payment?

A. — Yes.

Q. — What if an employee at the maximum salary grade in April 1979 is later promoted to a higher grade at a salary equal to or above the maximum of the higher grade. On March 31, 1984 the employee was still in the higher position and the salary was still at or above the maximum of that position. Is the employee eligible for a longevity payment?

A. — Yes.

Q. — In April 1979 an employee received an increment which placed him/her at the maximum salary grade. Later, the position was reallocated to a higher salary grade. Upon reallocation, annual salary was not equal to or above the maximum of the higher grade. However, by March 31, 1984 annual salary was equal to or above the maximum of the higher grade. Is the employee eligible for a longevity payment?

A. — Yes.



SIGNED — Ossining School District Unit President Ed Braddick signs a three-year contract that provides for 20.5 percent in pay increases for 105 non-instructional employees. Seated with Braddick are Region III Field Representative Dolores Tocci and School Superintendent John J. Humphrey. Looking over their shoulders are Assistant School Superintendent Richard Freyman and Unit Vice President Richard Heinicke.

Ossining School District ratifies three-year pact

OSSINING — A three-year contract which provides for 20.5 percent in pay increases for 105 non-instructional employees in the Ossining School District was recently ratified.

Stipulations include a \$50 increase in longevity payments, the formation of a labor-management committee, an increase in sick leave buy-back time, a new vision plan and a \$50 boost in night differential pay.

Employees will receive a 6.5 percent wage increase retroactive to June 30; 7 percent as of June 30, 1985; and an additional 7 percent effective June 20, 1986.

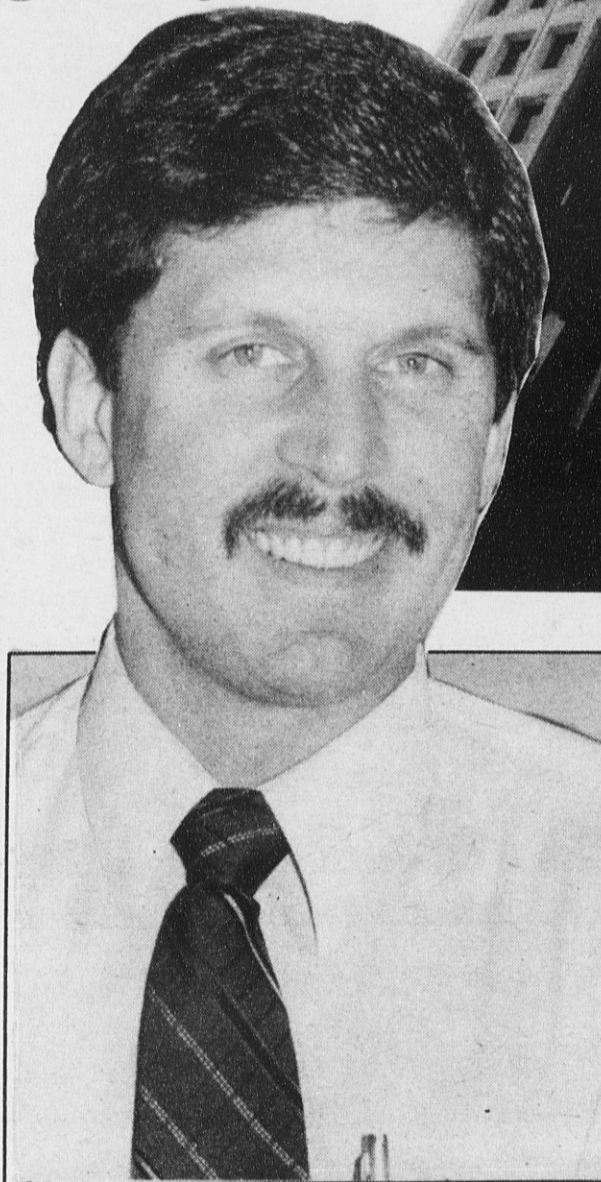
Pleased with the progress of negotiations with school district officials, Region III Field Representative Dolores Tocci remarked, "The goals of management and the union were the same — to reach a fair and equitable agreement that everyone could live with. We had a very knowledgeable team that worked well together."

Serving on the negotiating team for the union were Unit President Ed Braddick, Millie Weeks, Dick Clark, Perina Tassini, and Richard Heinicke.

CSEA maintains Binghamton vigil

'one of the most significant environmental events of decade'

For almost four years now Binghamton's tallest building — the 18-story State Office Building — has stood empty, sealed off to contain dangerous chemicals within the structure while a \$23 million cleanup operation attempts to make the building safe for human occupation. More than 700 state employees once worked there, and will again be asked to, perhaps by sometime next year. There has been a lot of information, misinformation and lack of information about the situation over the years, contributing to what many CSEA members there say is apprehension, even fear, about having to return to the building. That is a normal reaction, says CSEA, but members can rest assured the union is doing everything possible to guarantee the health and safety of its members. The following articles concerning the building contamination situation emphasize CSEA's commitment to its members throughout the episode to date and as it moves into what may be its final stage.



"We insist that our own expert consultant declare the work environment in the building to be within acceptable and recognized standards before we'll allow any of our members to re-enter the structure. That's been our position since the start."

**—CSEA Director of Safety
James L. Corcoran III**

CSEA assumed a leadership position from beginning as advocate of the employees

BINGHAMTON — From the morning of Feb. 5, 1981 when a fire and explosion hit the State Office Building, CSEA has maintained a highly visible position as an employee-interest advocate. It is a position the union will certainly be maintaining long into the future.

The union helped in the relocation process, overseeing the interests of employees moved to widely scattered work locations. The union was instrumental in getting lost time caused by the situation restored to employees, and in assisting in claims for personal property lost in the mishap. And the union filed grievances on behalf of state workers brought into the contaminated building to assist in initial cleanup efforts. Union representatives have met countless times with state and local officials and experts assigned to the situation to represent the best interests of the employees throughout the now nearly four-year long cleanup operation.

CSEA's reputation for bulldog tenacity on be-

half of employee rights and interests has come through many times during the long process. Here are a couple of examples:

"They're bending over backwards now," said one inspector, who asked to be nameless. "They know the unions will hire an engineer to tear the place apart. If he finds any soot, we'll be back to cleaning." — from an article in the Syracuse Herald American, Feb. 5, 1984.

"Carey (Gov.), who said that he would go into the building with a vacuum cleaner and clean the building himself, complained that a fuss is being raised over the contamination simply to satisfy the Civil Service Employees Association, which represents the workers at the Binghamton building. "Now we're screaming dioxin," Carey said. "We've got to work it out with the union because the union can refuse to go back into the building until they're entirely satisfied." — from an article in the New York Daily News, March 6, 1981.

Union to determine when, and if, employees go in

BINGHAMTON — Four years ago this coming Feb. 5, a fire and explosion in an electrical transformer caused what a leading expert has called "one of the most significant environmental events of the last decade" — the contamination of the 18-story Binghamton State Office Building.

Since that date in early 1981 the building has been closed and sealed, except to workers engaged in the potentially dangerous work of clearing the facility of toxic chemicals — furans, biphenylenes, PCBs and dioxin, the latter the most deadly chemical made by man. Soot and smoke containing the toxic chemicals, generated by the transformer fire, filled and contaminated the entire structure.

Now, after years of effort and controversy, and spending about \$23 million, more than the building originally cost to construct in 1972, the state says cleanup of the contamination is nearing completion and the building is tentatively scheduled to be reopened in mid-1985.

And that means that about 700 state workers, more than one-third of them CSEA members, will be asked to return to the State Office Building they occupied at the time of the fire. Those employees, from more than 30 state agencies, have been working at about a dozen 'temporary' work locations scattered throughout downtown Binghamton since early 1981.

CSEA SAYS "WHOA"

Whether or not CSEA-represented workers do re-enter the building, then or any other time, depends not on a directive from the state, but rather an assurance from the union's own independent environmental consultant that it is OK to do so, says the union.

"We insist that our own expert consultant declare the work environment in the building to be within acceptable and recognized standards before we'll allow any of our members to re-enter the structure. That's been our position since the start," says CSEA statewide Director of Safety James L. Corcoran III.

Earlier this year CSEA hired Enviro-Measure Inc. (EMI) of Knoxville, Tenn. as the union's

consultant on the State Office Building situation. Prior to that, CSEA had been cooperating with the state on cleanup operations using the union's staff, but retained EMI as the operation moved into its apparent final stages.

"EMI President Terry Miller has met with representatives of the state Office of General Services, Department of Health, Broome County, City of Binghamton, interested community groups and the unions and is deeply involved in monitoring the entire situation," says CSEA's Corcoran. He noted that Miller has been successful in getting the state to change the testing protocol in the contaminated building as a result of meeting with officials.

Corcoran said that as the cleanup operation nears completion, EMI will be stepping up its involvement in the monitoring process. "When EMI tells us it's safe for people to re-enter the building, then and only then will we authorize our members to relocate there," Corcoran re-emphasized.

LOCAL INVOLVEMENT

Of the approximately 700 state employees who will be asked by the state to return to the State Office Building, perhaps as soon as next August, about 250 are CSEA members. They belong to Binghamton State Employees CSEA Local 002.

Timothy Henehan, a state Department of Taxation and Finance employee, was elected president of Local 002 about 18 months ago. He says he got involved in the union and ran for the local presidency because of his concerns for the members affected by the State Office Building situation.

By his own admission, running a local whose members are scattered over several work locations and who face uncertainties inherent with the contamination problem has been a "frustrating" experience.

But he said he feels that could change if he can get enough members actively involved in working to solve their own situation. He hopes, for instance, to formulate a local committee, with at least one representative from each agency affected, to work on member concerns about re-

entry into the building. EMI Consultants would probably work closely with the local committee once it is formed. Henehan said he expects to call a general membership meeting in January to address the committee concept and solicit volunteers.

SHIFTING TIMETABLE

The tentative mid-1985 reopening date is just the latest in a long list of tentative dates on which the state had previously planned to have the building ready for reuse.

While the state is sticking to an August, 1985 projection at the moment, delays are occurring in the cleaning and venting of the building which may push that date even further into the future. The state says hot weather and lack of air conditioning slowed down the cleanup operation during the summer, causing delays in plans to vent the building of stale air. Venting was rescheduled for October, then delayed and has not yet been done. Local 002 President Henehan said he expects it would be 10 to 12 months after final venting before the facility would be ready to be reused.

Whereas once the building was so highly contaminated that special protective devices and facemasks were mandatory for cleanup workers, the state says cleanup operations have reduced the levels to the point that cleanup work may be performed without such protective devices.

"That may be," says CSEA's Corcoran, "but our primary concern has been, from day one, the health and safety of people who will someday be asked to reenter that building and work in its atmosphere day in and day out. Virtually all the cleanup work is being done by private contractors, and we've been watching their work carefully. No amount of data from anyone will be sufficient to convince us that we should allow anyone in that building until our independent expert consultant certifies the building meets acceptable standards. Until then we'll continue to cooperate in anyway possible with anyone to assist in making the building habitable to our satisfaction."

Just one month after the February, 1981 fire, then-Gov. Hugh L. Carey said he thought CSEA was exaggerating the dangers of the contaminated building, and offered to clean the building himself and "swallow an entire glass of PCBs." No one knows, or probably cares, what the ex-governor thinks of the situation almost four years later and after extensive testings had turned up even higher levels of dangerous toxic chemicals.

But back then, an angry CSEA President William L. McGowan got more headlines by urging CSEA members to donate one penny each to send the governor to Binghamton to fulfill his promise. "I can think of several people in the Carey administration who might be candidates for such a building cleanup mission. But until that building is safe, there won't be any CSEA members forced to work in it," McGowan stated.

That basic union position has been maintained in scores of news media reports ever since.



THEN-GOV. HUGH CAREY's boast he would clean up the building himself and drink a glass of PCBs angered and embarrassed virtually everyone associated with the serious problem. CSEA President William L. McGowan asked members to donate a penny each to pay the governor's way to Binghamton to make good on his boast. The situation led to this political cartoon by Albany Times Union cartoonist Hy Rosen.

Youth division aid wins reinstatement

POUGHKEEPSIE — Benefits and back pay retroactive to Jan. 1, 1984 must be paid to a youth division aide with the Harlem Valley Division for Youth, according to a recent court decision.

Two issues brought before the Dutchess County Supreme Court were resolved in the case of CSEA member Richard Montero who was illegally terminated. The first established whether Montero was a fulltime, permanent, tenured or probationary employee and might therefore be entitled to a disciplinary hearing. The second issue resolved whether he was terminated by an individual who did not have the authority to terminate him.

Although a collective bargaining agreement provided that "any employee in a non-competitive class, as well as the competitive class, gains permanency after one year," facility officials contended that while Montero was appointed a fulltime temporary youth division aide in November 1982, a required physical examination was not given until January 1983 and that the probationary period did not begin until after Montero passed the physical.

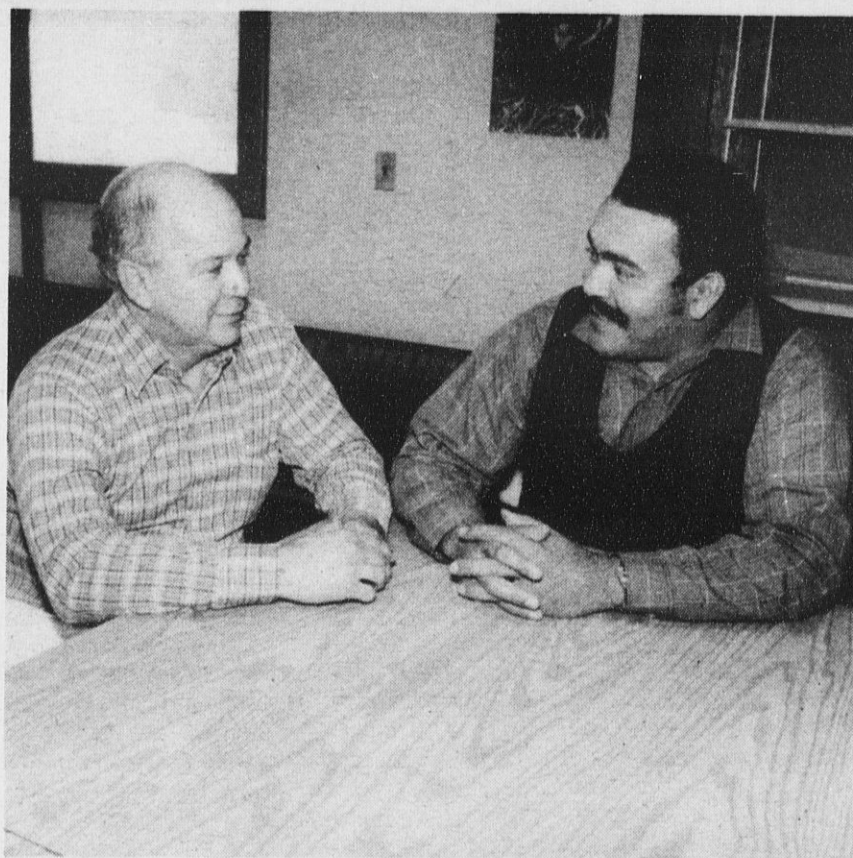
But court the court pointed out that facility officials "cannot expand or contract the delay based on its own scheduling of the exam, for it could be said to have arbitrary control over the expansion of the one year period," and "a unilateral expansion of the probationary period would be an illegal act."

In addition, it was pointed out, the two month extension was caused by the facility officials in scheduling the examination, not by the employee. Montero, therefore, was entitled to a disciplinary hearing.

Montero's contention that he was terminated by an individual who did not have the authority to terminate him also was upheld.

While officials emphasized that an assistant designated by the facility director is authorized to make appointments, there was no specific policy statement addressing terminations by the designated assistant. "No such power is either implied, or contained in the policy statement," said Judge Albert Rosenblatt.

Region III Field Representative Diane Campion noted that the state may appeal the decision.



HOMELESS — Local 550 President Mike Torres, left, and John Santiago discuss the recent tragedy that left the Santiago family homeless when an electrical fire destroyed their home in October. Torres is appealing to CSEA members to help the family until they can get back on their feet financially.

Members help homeless family in Highland

HIGHLAND — A fire that completely destroyed his mobile home has renewed CSEA member John Santiago's faith in his fellow man.

A three-year employee of the Highland Division for Youth facility, Santiago lost all but the clothing on his back when an electrical fire burned his home to the ground. Fortunately, his wife Esther and their two children, Johnny and Nicole, were not injured in the blaze.

Santiago's co-workers immediately rallied to his aid. Within just a few days after the fire, they presented the family with a check, clothing and some used furniture. After living with his wife's parents temporarily, Santiago moved his family into a small one-bedroom apartment nearby.

But the Santiagos' troubles are far from over, according to Local 550 President Mike Torres. Santiago had no insurance on his mobile home and must continue to make payments on the land he owns. Meanwhile, rent on the apartment is high — about three times what he was paying for the mobile home.

Although Santiago's wife is now working parttime to help make ends meet, the family is experiencing great financial difficulty because of the loss of all their belongings and the bills they must still pay.

"It's worse than starting over," says Santiago.

Torres says the family still needs help and is appealing to CSEA members to lend a hand during this holiday season. Donations of money, furniture and clothing, especially suited for winter weather, are being sought. Clothing is needed in the following sizes: men's extra-large shirts and jackets and 44-inch waist trousers; women's size 24½ dresses and coats and size 10 shoes; boys' clothes size 18 months to toddler 2; and girls' size 10 pants, size 8 dresses, size 12 coats and size 10 shoes.

Donations should be mailed to Mike Torres, President Local 550, c/o Highland Division for Youth Facility, R.D. 1, Box 390C, Highland, N.Y. 12561. For further information, call Torres at (914) 691-7223, Ext. 32.

Santiago said he "deeply appreciated the donations from my co-workers" and pointed out that it is not uncommon for the employees to help each other out in times of need. "Whatever the tragedy," he emphasized, "someone is always ready to help."

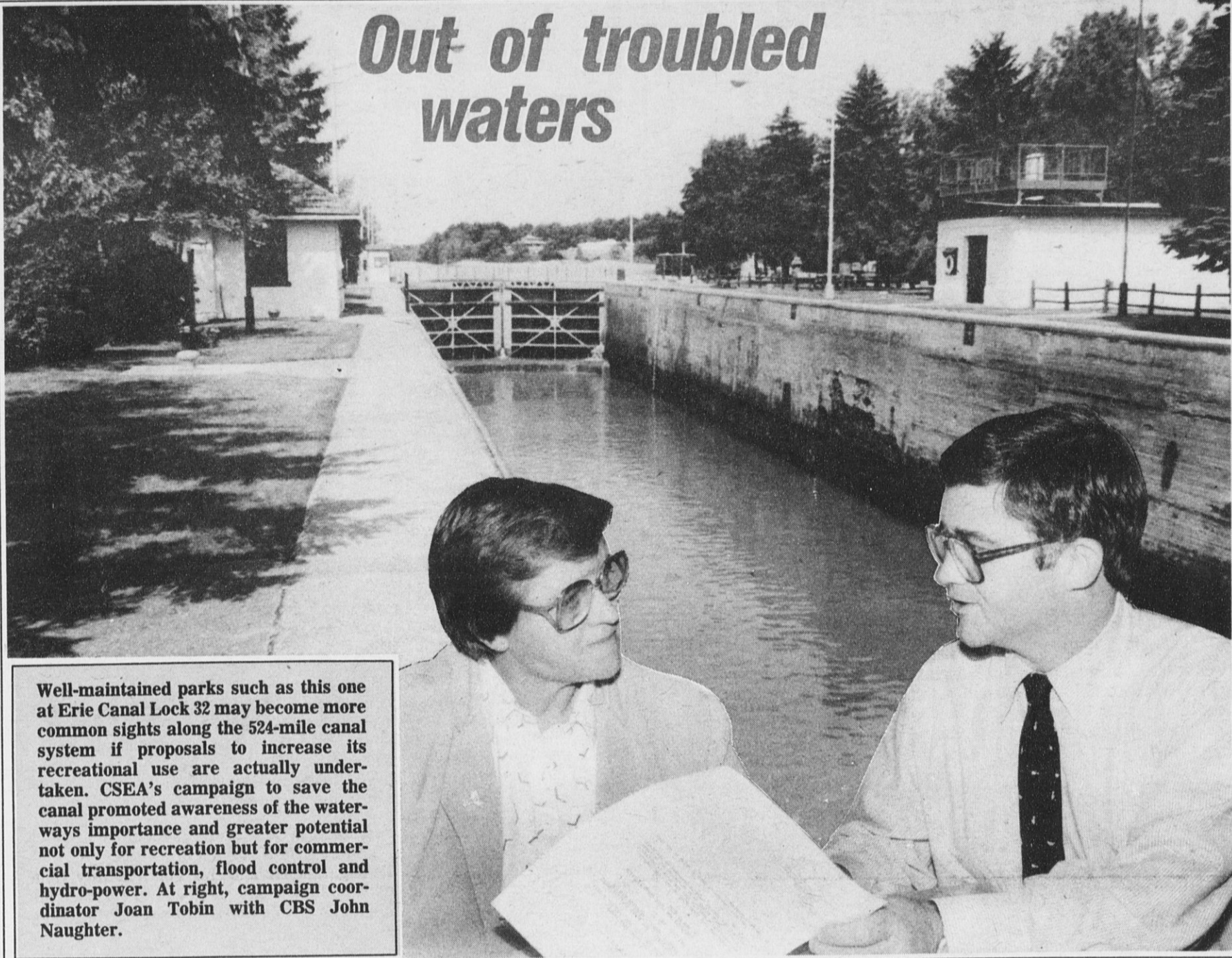


CITY CONTRACT SIGNED — A two-year contract which provides 500 city of White Plains workers with 14 percent pay hikes and increases in dental plan coverage was recently signed by the unit president and the mayor of the city. Seated, from left, are Roy Flynt, director of the city's parking authority; White Plains Unit President Joe Roche; and Mayor Alfred DelVecchio. Standing, from left, are Collective Bargaining Specialist Manny Vitale, Region III President Pat Mascioli and Bertram Pogrebin, negotiator for the city.



We're your union!

Out of troubled waters



Well-maintained parks such as this one at Erie Canal Lock 32 may become more common sights along the 524-mile canal system if proposals to increase its recreational use are actually undertaken. CSEA's campaign to save the canal promoted awareness of the waterways importance and greater potential not only for recreation but for commercial transportation, flood control and hydro-power. At right, campaign coordinator Joan Tobin with CBS John Naughter.

With threats at bay, old canal to ride new wave of vitality

ALBANY — As state barge canal workers labored last week to lock up the waterway for the winter, prospects for their jobs and for the future of the aging system looked brighter than for some time. New legislation signed into law last summer guarantees \$650,000 to bolster operations and maintain forces for the canal. And lawmakers further voiced commitments to work in upcoming sessions for special funding — as much as \$3 million — for canal improvements.

CSEA, which fought hard in a campaign for canal funding, had wanted more, and is still intent on fighting to get it.

"We originally wanted the state to add the full \$3 million to the canal budget, but were told by legislators that would be impossible because of the current fiscal problems," said Joan Tobin, coordinator of the barge canal campaign for the union.

While CSEA pushes for additional state aid to develop the canal, there are significant proposals on two other fronts which could radically shape its future.

The first is a plan called ICONN-Erie which calls for enlarging the canal so that it could handle major coal and grain shipments. Earth displaced from the canal would be used to build an island off Manhattan for energy production.

The second is an effort to have the federal

government pick up half the canal's cost which is now borne entirely by the state. That proposal suffered a major setback earlier this year when, although passing the House of Representatives, it was cut from the Senate's budget bill.

Meanwhile the Department of Transportation is awaiting a feasibility study on the ICONN-Erie proposal which would cost upwards of \$10 billion and take seven years to complete.

"The project would dredge the sludge out of the bottom of the canal and deepen it for larger vessels. The idea would be to increase the commercial use of the canal, mainly because it would be efficient means of transportation," explained Tobin.

For example, she said, a barge can carry 95,000 gallons of fuel oil. In contrast, moving the same amount of fuel over highways would require trailer trucks stretching for one mile.

Any major proposal for development of the canal system likely would include plans for increasing recreational use through construction of marinas, and hiking and biking trails. John Jermano, director of DOT's Waterway Maintenance Division, calls the canal a "hell of a resource, unlimited from a recreational viewpoint."

In fact, the canal is already a significant
(Continued on Page 12)

Special
SECTOR
Section

CSEA on the barge canal

A winning campaign (Pages 9-12)

In retrospect: Looking back at the Barge Canal Campaign

'A massive effort supported by every quarter of CSEA'

By Brian Baker
Assistant Editor

ALBANY — "Save the Barge Canal." "Don't Pull the Plug." Those were slogans for one of the biggest projects CSEA probably ever pulled together for. "I don't think we've ever seen the union kick in behind an effort quite like this," says Joan Tobin, CSEA board representative for the Department of Transportation (DOT) and coordinator of the union's tri-region, year-and-a-half-long campaign.

"It was a massive, substantial effort supported by every quarter of the union in a case that was not resolvable through usual labor management channels, including the Office of Employee Relations," says CSEA Collective Bargaining Specialist John Naughter, who replaced former CBS Nels Carlson as a canal negotiator part-way through the campaign.

"It was one-of-a-kind," said Naughter. "Everyone took part: the union's staff, grassroots members and the general public."

As two prime movers in the canal campaign, Tobin and Naughter look back at sustained, day-in day-out support within the union itself for an all-out effort. The combined dedication of various departments of CSEA ultimately went a long way, they say, to save the canal and the jobs of nearly 200 employees, most of them fulltime canal structure operators (CSOs) who were threatened with a change to seasonal employment in a state plan to phase out funding to the historic waterway.

"We got the word in February of '83 that the canal was going to be hit and hit hard in the governor's plan to cut the state's workforce. The idea was to abolish 164 canal jobs, the bulk of them CSOs, the ones who lock the boats through and maintain equipment," said Tobin.

Union representatives and canal workers themselves were incredulous that the state would consider eliminating that many jobs. It was a proposal which struck at the very core of the canal and would ensure the collapse of an aging water system which essentially had not been changed from the time of its reconstruction after the turn of the century.

"We couldn't believe that they wanted to close it," recalls Frank Zammello Jr., president of Barge Canal West Local 502.

In the spring, shortly after the announcement of layoffs, Zammello met in Syracuse with other canal and regional officers and CSEA representatives to discuss a plan of action.

"We knew then that we were really going to have to push hard on this thing," said Zammello, who during the course of the campaign became one of the hardest pushers. He spent a month of his own vacation time gathering on petitions the signatures of tens of thousands of opponents to the state's plan and enlisting the support of community officials and organizations in towns from Silvan Beach to Little Falls.

"There wasn't one mayor or town board that didn't agree with us that the canal shouldn't be shut down or that it was important for their communities," he said. Zammello pointed out that besides providing jobs to residents and a waterway for commercial use, the canal is vital for flood control and irrigation in some areas and is becoming increasingly popular for recreation.

A CSEA position paper, put together by Associate Director of Research Bruce Wyngaard, became the "bible" for the canal campaign, said Tobin.

"I instructed everyone taking any part in the effort to follow it to the letter," she says.

The paper pointed out what was wrong with the proposed layoffs, showing how the canal would fall apart without regular maintenance and repairs, and how it would even miss its mark of reducing state expenditures. Payments to pension funds, continuance of health insurance, reduction in state tax returns and productivity losses, among other costs would eat away at most of the \$1,700,000 the state had hoped to save.

"We hope that this ill-conceived plan, and any similar plan, will be rejected," the statement said.

The same sentiment ran high even within DOT's Waterways Maintenance Division, which operates the canal system.

"Despite the fact that the department (DOT) openly voiced the governor's line, and at one point ordered CSOs to stop getting petition signatures from

boaters during work hours, we had silent support within the department itself. Everyone was just convinced that laying off all these workers and shutting down the canal was the wrong way to go," said Tobin.

That conviction was held "from the top down" at union headquarters, she noted.

"We had no doubt that we were in the right. The state Constitution itself says in Article 15 that the canal cannot be shut down and that a fee will not be charged to users. The union's president, Bill McGowan, gave us carte blanche on this campaign. 'Anything you need, you've got it,' he said. He supported the effort 200 percent," says Tobin.

By fall of last year, McGowan himself had become a highly visible part of the campaign in a canal tour and media blitz in which he stopped at key locations to conduct press conferences and meet with state and local officials. If fulltime maintenance workers were laid off and hired back as seasonal workers as proposed by the state, already aging machinery would go unattended all winter. The result would be locks that were inoperable and the demise of the canal within a decade, he said.

McGowan's predictions of doom came true sooner than anyone had guessed. Last March, more than 100 feet of concrete retaining wall along a approach to Lock One on the Oswego Canal near Phoenix collapsed, leaving canal authorities at a loss for how to correct the situation before the seasonal opening.

Not the least to sit up and take notice of canal's system imminent deterioration were state legislators. The proof of its appeal would come later, in the unanimous passage in both houses of a bill appropriating funds for the canal. But even early on, there was strong support among lawmakers to boost the barge canal workforce which had dropped from 1,400 to 503 in the past 14 years. Senator James Donovan and Assemblyman Paul Tonko introduced the measure and spearheaded the campaign among their colleagues.

"It is imperative that we establish what must be done to prevent further deterioration of the canal and then do it," Donovan said. "If we don't, one day the canal's condition might be beyond the point of no return."

Lawmakers were unusually vocal and committed to saving the canal, notes Tobin who recalls a radio talk show on the issue which she did with former Canal Local 500 President Harold Kenyon and Senator Hugh Farley.

"Hugh Farley told me that night that he would go to the wall on this issue. He said they (legislators) all knew what importance the canal has and what more can be done to increase its usefulness," said Tobin.

Naughter noted that as CSEA's Legal and Political Action departments lobbied legislators, the union's Communications Department fought an almost unprecedented, lengthy battle to increase public awareness and gain its support to "Save the Barge Canal." Campaign slogans showed up everywhere on buttons, bumper stickers and placards.

"We had petition drives, media events, even a sailboat regatta in the western part of the state where we got 5,000 signatures in one day," said Tobin. "Without the support of the Communications Department and the Associates in regions IV, V and VI, the campaign would have been lost. I don't think there was an issue of The Public Sector that didn't have something on the barge canal. It was an ongoing, intense effort and they bent over backwards for us."

Naughter agrees, saying that mentioning everyone who should be thanked for their part in the canal campaign would sound like a bad "acceptance speech at an Academy Awards" ceremony.

"It was a battle we fought with facts and figures and common sense, and where we demonstrated support to have the canal maintained through correspondence, petitions, even local government resolutions. There were countless people involved every step of the way," he said.

In the end, the governor's signing in August of legislation which added \$650,000 to the barge canal's budget was a case of the "squeaky wheel getting the grease," says Tobin. But it was more than that, too.

"For the first time in a long time, everyone was made aware of the importance of the canal system both as a resource and as one of the most historic landmarks in the state," she said. "The canal opened up the west when we were a growing country. Towns sprang up all along it. And we are seeing today that there is still great potential for its use for recreation as well as commerce."

LAYOFFS COULD SINK THE SYSTEM

ALBANY — Public employees who have been laid off in the wake of the state's plan to cut the workforce are being urged to support a massive campaign to save the Barge Canal. The campaign is being led by the CSEA, the largest union representing public employees in the state.



"The most of it will be lost if we don't do it now," says Joan Tobin, CSEA board representative for the Department of Transportation. "We need to get the message out to the public that the canal is a vital part of our state's infrastructure."

Renovation, maintenance Achilles' heel of the barge canal

ALBANY — The Barge Canal, a vital link between the Hudson River and the Great Lakes, is in need of major renovation and maintenance. The canal's infrastructure is aging and in poor condition, posing a significant risk to the state's waterway system.

McGowan takes save-the-canal campaign on a statewide tour

ALBANY — Bill McGowan, CSEA president, is on a statewide tour to promote the "Save the Barge Canal" campaign. McGowan is visiting various communities to meet with local officials and raise public awareness of the canal's importance.

44 canal jobs saved from axe — not enough to keep canal afloat

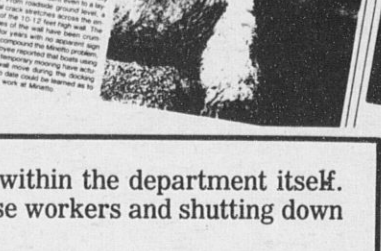
ALBANY — The state's plan to cut 164 canal jobs has been revised to save 44 positions. However, CSEA officials say this is not enough to maintain the canal's infrastructure and ensure its long-term viability.

Tractor driver survives plunge into canal

ALBANY — A tractor driver survived a fall into the Barge Canal. The incident occurred near a construction site where workers were performing maintenance on the canal's infrastructure.

CANAL OPEN WITH CONDITIONS POOR AT SEVERAL SITES AFTER WINTER LULL

ALBANY — The Barge Canal is open to traffic, but conditions are poor at several sites after a winter lull. Workers are working to clear debris and repair damage caused by ice and snow.



"The canal is in good shape, but we need to continue our maintenance efforts to ensure it remains a reliable waterway for years to come," says a canal official.

AT SYLVAN BEACH: The breakup of a breakwater symbolic of canal conditions

AT SYLVAN BEACH, N.Y. — The breakup of a breakwater at the canal's entrance to the Hudson River is symbolic of the poor condition of the canal's infrastructure. The breakwater was damaged by waves and ice.



"The state needs to invest in the canal's infrastructure to prevent further deterioration and ensure the safety of the waterway system," says a canal official.

AT MINETTO: An accident just waiting to happen

AT MINETTO, N.Y. — A narrow channel in the canal is a potential hazard for boats. The narrowness of the channel increases the risk of collisions and accidents.



"We need to widen the channel to improve navigation and reduce the risk of accidents," says a canal official.

CSEA had warned barge canal system is rapidly deteriorating, could set back opening of barge canal

ALBANY — CSEA had warned that the barge canal system is rapidly deteriorating and that the state's plan to cut jobs could set back the opening of the canal. The union has been vocal in its opposition to the plan.



"CSEA has been a strong voice for the canal and its workers. We will continue to fight for the preservation of this vital waterway," says a CSEA official.

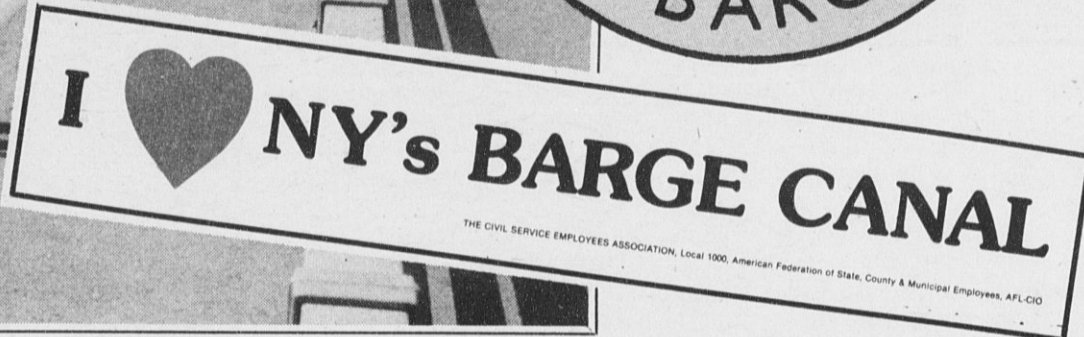
Fishing group backs CSEA in battle of barge canal

ALBANY — A fishing group has backed CSEA in its battle to save the Barge Canal. The group believes that the canal is essential for maintaining the state's fishing industry.



"The Barge Canal is a vital resource for our state's fishing industry. We need to ensure it remains open and accessible for future generations," says a fishing group representative.

Petition-signing, below, slogans and bumper stickers were just part of CSEA's coordinated effort to bring public attention to the proposed layoff of nearly 200 barge canal workers and to enlist support for preventing deterioration of the canal system.



(Continued from Page 9)

recreational resource with 95,000 pleasure boats going through the locks last year, an increase of 13.4 percent over the previous year.

Tobin indicated that the union is looking favorably upon proposals for development of the canal. However, they could take years to pan out, she notes, adding that despite supplemental funding and improved prospects for the canal, there are still some snags.

"The only sure thing we've got so far is a budget increase of \$650,000 for the canal."

But Tobin was quick to add that CSEA has not yet officially been informed of how DOT plans to

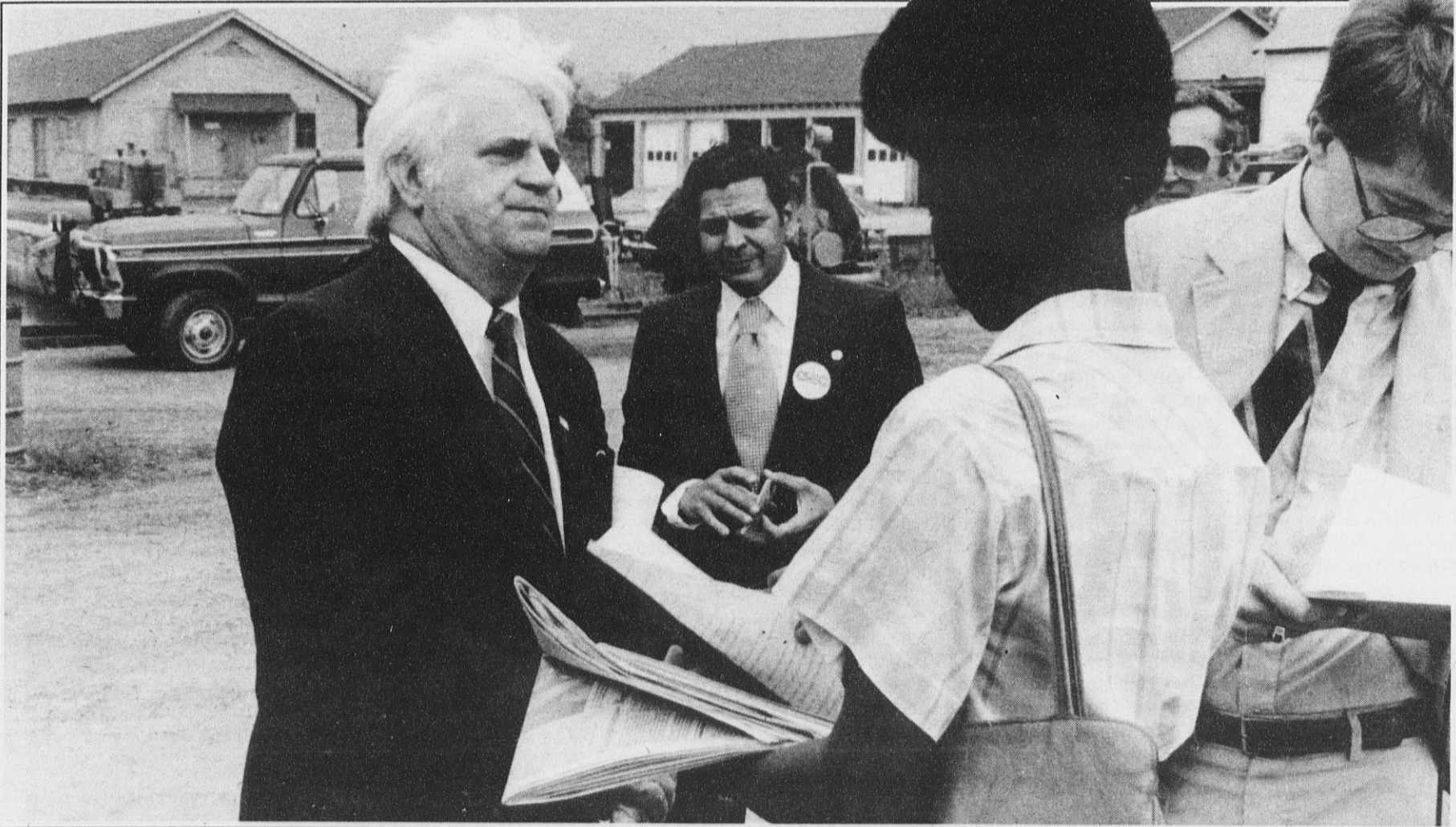
spend the money.

"We have not been told how many they plan to hire, what kind of training will be made available or what, in fact, is going to be done with the money. But we're not happy with what we hear," she said.

Tobin says that she's heard from sources within DOT that the department may not actually hire back as many workers on a fulltime basis as it had earlier indicated. She believes DOT may attempt to hire back laid off employees on a seasonal basis rather than fulltime in order to avoid paying benefits.

"There's one case involving a woman out in Brighton at Lock 33 who was told after serving for a few years first as a seasonal canal helper, and then as a temporary CSO, that she had permanent status. Recently, she was told that she was not permanent but that she was 'permanent-seasonal.'"

"That is a real slipshod way of dealing with people. It's another way of their finding to abuse our workers," said Tobin. "But we've put a lot of effort into this and we won't let the department cut off our permanent people with benefits and put them back on the streets."



On tour in a media blitz warning New Yorkers that the aging canal system was doomed without proper maintenance were CSEA President William McGowan, left, and Barge Canal West Local 502 President Frank Zammiello, background. McGowan spent a week along the canal

holding press conferences and meeting with community officials. Zammiello took four weeks from work to take the union's case to communities along the western part of the canal.

KNOW YOUR NEGOTIATORS

THOMAS L. PETRONE Operational Services Unit

DOT maintenance mechanic has concerns about on-the-job safety, contract language

The youngest member of the CSEA Operational Service Unit negotiating team, Thomas L. Petrone, 28, has very definite goals for himself as grievance chairman for his local, as a negotiating team member, and in his chosen work as a maintenance mechanic with the state Department of Transportation.

One of his biggest concerns — the one thing, in fact, that led him to take an active part in the union — is on-the-job safety.

"I've ridden hard and long on the safety issue, and I'm not going to stop," said Petrone, who realized safety was a pressing need after he became hospitalized with a damaged lung following a toluene fire.

"I guess it's true at any worksite that you can get people to dwell on safety for a short period of time, but then they stop thinking about it," he said.

Working in the field and in the shop, the Rochester resident says he's experienced enough blue collar work environments to know about safety needs.

A member of CSEA Local 506, DOT Region 4, Rochester, he has been a maintenance mechanic for the

past five years. Most recently, he has been working in a state garage near Rochester that services 6,000 pieces of equipment in six counties.

He has pursued automotive technical studies and equipment management courses in New York and Colorado, and completed a special diesel technician program in Cleveland, Ohio.

He expresses frustration with situations where 'you go to the system or go to the members and all you hear is 'traditionally, we've always done things that way.'"

He hopes his experience as a shop steward and grievance committee chairman will help him bring some new ideas to the bargaining table.

"I want to see the contract put in more understandable language so that the rank and file can read it and know what's going on," he says.

"I've been dealing with the contract on a daily basis, dealing with member's grievances, hearing what their problems are, listening to their questions. So I'm aware of the needs and what changes should be made."



ADMINISTRATIVE SERVICES UNIT Negotiating Team

Region I — Elizabeth Holt and Barbara Reynolds
Region II — Elliot Bernstein and Ann Worthy
Region III — Carole Peets and Sarah Jackson
Region IV — Lee Johnson and Dann Wood
Region V — Chris Carletta and Claire McGrath
Region VI — Sara Sievert and Dawn Lyman
Collective Bargaining Specialist Jack Conoby

CSEA'S NEGOTIATING TEAMS

OPERATIONAL SERVICES UNIT Negotiating Team
Region I — Arthur Loving and Lou Mannellino
Region II — Benjamin Hayes and James Wilson
Region III — Jack Cassidy and Richard Riley
Region IV — Milo Barlow and Leroy Holmes
Region V — Tom Ward and Chuck Eynon
Region VI — John Wallenbeck and Thomas Petrone
Collective Bargaining Specialist John Naughter

INSTITUTIONAL SERVICES UNIT Negotiating Team

Region I — Joseph Noya and Anthony Ruggiero
Region II — Joel Schwartz and Miguel Cruz
Region III — Jeff Howarth and Beatrice White
Region IV — Joel Falkenburg and Dominick Ruggieri
Region V — Madeline Harrison and Ruby Meyers
Region VI — Elaine Mootry and Kathy Pontillo-Button
Collective Bargaining Specialist Jim Cooney



Board of Directors

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

LAKE PLACID — The Board of Directors held its October meeting Oct. 21, preceding the annual Delegates Meeting in Lake Placid.

Three new Board members were introduced: Robert Gripper, Region II Mental Hygiene; Roy Upright, Wyoming County; and Normal Condon, Region III Educational Representative.

Production of a CSEA 75th anniversary calendar

was approved. The calendar, which will depict key achievements and history of the union, will be distributed to members by insertion in *The Public Sector*.

A motion to continue the practice of giving each member of the negotiating teams \$10 per day for miscellaneous expenses was also approved, as was payment of four expense vouchers that exceeded the 90-day payment period.

President McGowan was authorized to sign documents relating to the Industrial Development Authority (IDA) bonding process in connection with purchase of a new headquarters building. Board members were advised that a financial package for building acquisition has been obtained, and that the anticipated occupancy date is April 1985.

Authorization was also given to renew the lease on the Canton satellite office for two years.

The four recipients of Kelly scholarship awards were announced. Receiving \$1,500 awards will be Salvatore Bertolino, John Burdick, Faith Ehlert, and Joanne Kohler.

The Board approved a motion that would allow the four statewide officers to open a money market fund with Prudential Bache, and also empowered the officers to open an account at the Connecticut National Bank to settle claims for benefits under the CSEA Employee Health Plan provided by the Travelers Insurance Co.

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.

CSEA-endorsed candidates win big

ALBANY — CSEA scored a major political action victory in its 1984 legislative endorsements.

According to results from the Legislative and Political Action Department, the overwhelming majority of Senate and Assembly candidates endorsed by the union were successful.

In the Senate race, out of a total of 61 districts, 53 CSEA-endorsed candidates won and six lost. There were no endorsements made in three districts.

In the 150 Assembly districts, 137 CSEA-backed contenders won seats while five were defeated. There were no endorsements in eight districts.

CSEA takes initiative in addressing quality of workers' lives

POUGHKEEPSIE — CSEA's Committee on the Work Environment and Productivity (CWEP) has addressed a full spectrum of family- and work-related issues. As such, it has thrust the union into a position of leadership regarding the concept of how employers address the American worker's multifaceted needs today.

This was one of the notions brought out at a recent panel discussion entitled "Corporate, Government and Labor Initiatives Affecting the Quality of Work Life," held before the Dutchess County Council for Women.

Panel member Marie Romanelli, supervisor of CSEA's six regional CWEP representatives, told council members that while private industry is just beginning to recognize that an employee is part of a family unit whose needs must also be catered to, CSEA has been pushing that concept for some time.

CWEP, funded jointly by CSEA and the state since 1979, has dealt with such issues as sexual harassment, day care, apprenticeship training, advancement opportunities, labor-management committees and benefits.

Noting that seven out of every 10 families now have two or more persons working outside the home, panelist Florence Falk-Dickler of the U.S. Department of Labor, Women's Bureau, said employers are "sitting up and taking notice" of the fact they are now dealing with a person who lives many roles and brings to the workplace a number of concerns.

"The days of 'Mother stays home and Daddy goes to work' are over," said Falk-Dickler. "Father is now as concerned with quality day care, while mother is now seeking advancement opportunity and higher salaries."



East Fishkill highway employees join CSEA

EAST FISHKILL — Job security and seniority rights are just two reasons that town of East Fishkill (Dutchess County) highway workers recently requested representation by CSEA. Town board members granted recognition last month to the union to represent the 25 workers.

Acting unit President Joe Doughty said that in addition to seniority rights and job security, workers would like to put into place a fair and equitable pay scale and a safety program.

Region III Field Representative Diane Campion will begin contract negotiations with town officials in December.

CSEA Organizer Richard Blair said the new members are unified in their efforts to achieve a fair contract and assured them "CSEA will stand behind you both before and after the contract is finalized."

NEW MEMBERS — Region III's newest members are highway workers from the town of East Fishkill in Dutchess County. Here, Jim Higgs, seated left, and Joe Doughty, the unit's acting president, look over CSEA publications during a recent informational meeting. Standing are Field Representative Diane Campion and Organizer Richard Blair.

Rye workers ratify pact

RYE — Sixty city employees will receive a wage increase of 6.5 percent retroactive to Jan. 1, 1984 and a 5.5 percent increase effective Jan. 1, 1985 under terms of a new two-year contract.

The recently ratified pact also provides for an additional emergency day with pay, increased contributions by the city to the employees' dental and vision plans and, effective July 1, 1985, a new retirement plan.

The new 75I retirement plan had been a major stumbling block in negotiations. According to Region III Field Representative Larry Sparber, the Rye unit, part of CSEA Westchester County Local 860, mounted a successful political action effort in favor of the retirement plan.

After the Rye City Council rejected a fact finder's report recommending the plan, unit members lobbied city officials who were successfully persuaded the plan was in the best interest of both the city and the employees.

Unit President Glen Steele thanked the negotiating committee and Sparber for their untiring efforts during the negotiations.



NEW PACT — A two-year contract was recently signed in the city of Rye, Westchester County, by CSEA Unit President Glen Steele. Seated with Steele are Field Representative Larry Sparber, City manager Frank Culross and Unit Vice President Gail Warren. Standing, from left, are Region III President Pat Mascioli, and negotiating team members Vito Calo, Bernice Stevens, Jordan Stavrides, Millie Mendel and Pat Maroney.

Arbitrator says parttime work counts toward longevity

POUGHKEEPSIE — Can parttime work be credited toward a worker's continuous employment time for the purpose of computing a longevity payment? It can, according to a recent arbitration decision, where the issue affecting Dutchess County employee Dennis Ammone was whether his 20-year longevity payment was due him in April 1983 or in January 1984.

Although Ammone was hired by the county in April 1963 as a parttime laborer, he performed the duties of a draftsman and subsequently became a fulltime employee in July 1963.

While county officials argued that Ammone's parttime service could not be applied in determining his eligibility date for his longevity payment, CSEA Attorney Thomas Mahar pointed out that a 1963 Board of Supervisor's resolution stated: "an employee who has been continuously employed under a

temporary provisional employment shall upon appointment on a permanent basis in the same position be credited with the length of time as a provisional or temporary employee in determining the salary of his position." Thus it is clear, said Mahar, that all time worked by Ammone must be credited to him.

In addition, a computer printout by the county entitled "Longevity Eligibility Report" clearly listed Ammone's anniversary date as April 1963.

In his decision, the arbitration pointed out that while Ammone was hired as parttime employee in 1963, he worked an average of 33 hours per week. "Under none of the county or contract definitions can that amount of time be construed as parttime employment," he remarked.

It was ruled that April 16, 1963 is to be used as the eligibility date for the purpose of computing Ammone's longevity award.

Decentralized mental health system detrimental for patients, employees and public, CSEA charges

Union attacks state's proposal to restructure MH network

ALBANY — Charging that a proposed major overhaul of the state's mental health system would have disastrous effects for the mentally ill, public employees and taxpayers, CSEA has issued a 33-page report harshly criticizing recommendations by a special governor's study panel.

The comprehensive union document by CSEA and its affiliate, AFSCME, released during a recent press conference, is called "Compassion and Care," and comes in response to a report by the Governor's Select Commission on the Future of the State/Local Mental Health System.

The commission has recommended a radical decentralization of mental health services, under which there would be a shift from state-run facilities to more community residences that would be governed by regionally-established offices or boards.



JAMES FEATHERSTONHAUGH, left, CSEA attorney, and ROBERT MCGARRAH, AFSCME director for public policy, spoke at recent press conference detailing CSEA's opposition to proposed plan to revamp existing mental hygiene network in New York.

The CSEA-AFSCME report says such a system "will harm the most vulnerable of New York's mentally ill, will harm the fiscal position of the state and local governments, and will harm thousands of dedicated employees who work every day to care for New York's mentally ill citizens."

Specifically, the report charges that the panel's proposed changes would:

- "harm the most vulnerable of the mentally ill population by not making adequate provisions for them to have access to community-based and institutional care, and by proposing a system that creates a stronger dichotomy between institutional and community-based care than currently exists;

- "harm the fiscal positions of state and local governments by embracing an undefined and untested financing system which will leave local governments with an unbearable fiscal liability, or result in the denial of appropriate care to those needing the most costly care; and

- "harm state employees, who have devoted themselves to taking care of the mentally ill, by not providing for continuation of their contractual and statutory rights and benefits, even in a different employment setting."

When the governor's commission initially unveiled its reform proposals, it was immediately blasted by CSEA President William L. McGowan as "a roller coaster without brakes."

McGowan said a network of management agencies to care for the mentally ill "would create confusion and raise more questions than it answers" — questions such as how much the proposals would cost, who would be in charge of the mental health systems and how proposed providers would be held accountable.

Also voicing his strong opposition to the reforms was CSEA Associate Director of Research Bruce Wyngaard, who recently resigned as a member of the commission because he had "no confidence in its findings." Wyngaard said the report "advocated an uncharted course in untested waters with no guarantees a better system will prevail."

And at an earlier public hearing in New York City — where some 30,000 mentally ill wander the streets without home or care — CSEA Metropolitan Region II President George Boncoraglio expressed fears the creation of regional

management authorities "would only create a new bureaucracy, add to confusion in the system, and allow more mentally ill people to fall between the cracks." He labeled the plan a "management nightmare."

New York's commitment to its mentally ill dates back to the State Care Act of 1890, which set forth the state's obligation to provide a safe environment in which mentally ill individuals could receive humane care.

In the 1960s and '70s, the state revolutionized its care system by discharging — "dumping" — thousands of the mentally ill from state institutions into the streets. These individuals were left to fend for themselves, often homeless and without receiving any treatment from the private sector, which has been both unwilling and unable to meet their needs.

CSEA, which represents 41,000 workers in mental health facilities throughout New York, has proposed the state begin operating community residence programs on the grounds of its existing psychiatric centers rather than overthrow the entire system.

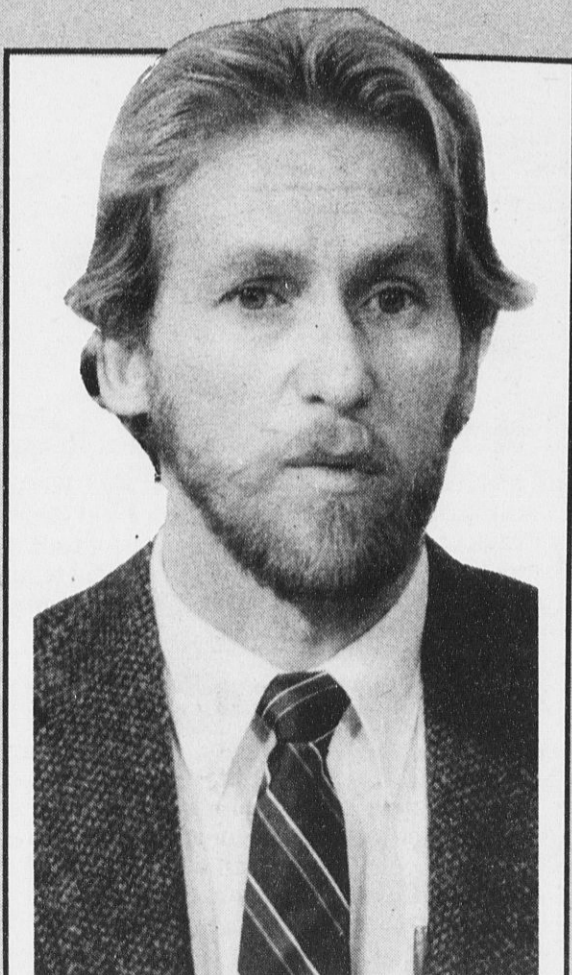
The union advocates decreasing the proportion of state funds for institutional care and increasing the portion spent on community-based care. The increased community care funds, it says, should go for both state-run community-based services using former state institutional employees, and for privately-run community services.

Such provisions, the union says, "will insure that all state residents have an equal opportunity for community-based care and that private providers do not gain monopoly control over community-based services."

And in a separate but related development, CSEA and AFSCME have proposed an innovative labor-management partnership to help address the problem of the state's mentally ill.

The union pledged to raise \$750,000 in private donations — and challenged the state to match these funds — in order to set up a demonstration project.

This project would show how state-run community facilities, using state staff, existing state programs and vacant state buildings, can take a meaningful step toward solving the problems of the homeless mentally ill.



BRUCE WYNGAARD... "no confidence" in findings of special study panel.

Contract struggle intensifies in Erie County

Local 815 prepares budget plan to avert cutbacks, encourage fiscal health

BUFFALO — The struggle for a decent wage agreement for Erie County Local 815 members continues amid calls for deeper job and services cutbacks.

The local is currently preparing to assess a recent fact finder's report using a CSEA budget analysis as ammunition. CSEA Budget Analyst Kathy Albowitz has identified various items which will provide substantial savings to the county.

These savings will greatly exceed the savings projected by the county and do not include the layoff of employees who provide vital services to the county.

Using the figures submitted by County Executive Edward Rutkowski, the CSEA-projected savings amount to more than \$9 million.

An attrition program to reduce personnel costs would save \$1.38 million. Increased turnover savings-general fund would save \$1.7 million,

while reduced contracting out would bring \$1.6 million. Overdue tax collection and/or property sales could garner \$3 million, while increased turnover savings and improved billing at the county medical center could save \$2.1 million.

Overall, the plan provides a framework for the continuation of vital county services and eliminates the hidden costs of productivity savings, lost reimbursements and unemployment insurance associated with layoffs.

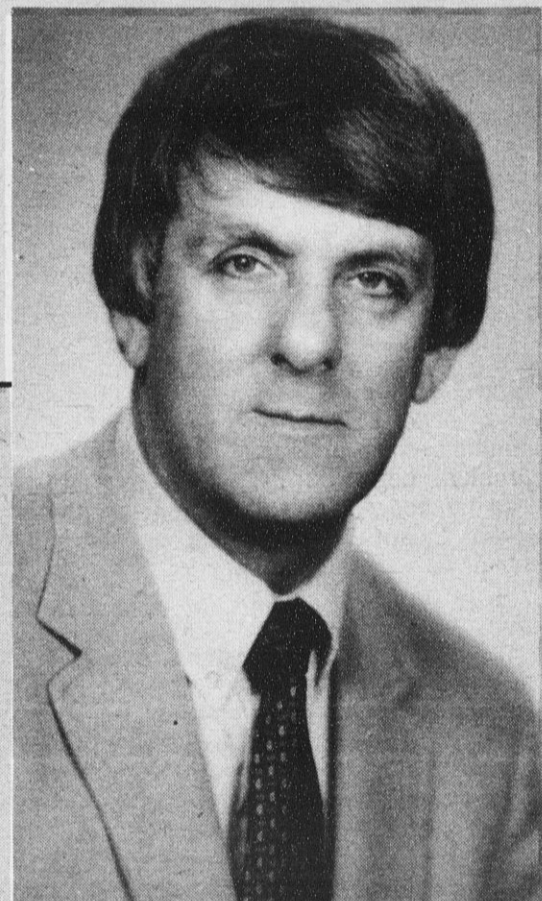
CSEA has been at battle with Erie County over its budget problems for more than a year in its aim to gain a fair contract settlement for its 4,000-plus Local 815 members.

Negotiations reached the fact finder stage after impasse, mediation and a contract offer that was voted down by the membership.

CSEA has branded the calls for cutbacks — most notably by the Buffalo Chamber of Commerce and some county legislators — as

“irresponsible attempts to use county employees as scapegoats.”

Responding to an advertisement taken out by the Chamber in the Buffalo News advocating deeper reductions in the county workforce, Region VI President Robert L. Lattimer blasted the “distorted” reasoning behind the ad (see full Lattimer statement on this page).



Robert L. Lattimer

Lattimer blasts Buffalo Chamber of Commerce's call for increased cuts

No one claims that solving Erie County's fiscal problems will be easy. But the distorted figures and irresponsible positions the Buffalo Area Chamber of Commerce published in inflammatory newspaper ads this weekend only make the problem more difficult.

The Chamber questioned whether Erie County legislators will make the “tough choices” or the “easy choices” in addressing the county budget.

Our answer is that Erie County should make the right choices.

CSEA, which represents more than 4,000 Erie County workers — who are also taxpayers and citizens — is working constructively to propose the right choices and to encourage their adoption.

The Chamber's proposal to close the Erie County Medical Center isn't the right choice, only a simplistic one which would deprive many citizens of their only chance for adequate medical care. We recognize that the medical center is a serious economic problem, but emphasize it should be dealt with responsibly. Part of the solution can be found in recent auditors' reports which criticize the center's glacially slow billing procedures, inept management and inadequate Medicaid reimbursement rates.

Using county employees as scapegoats for the area's financial woes is not the right choice, especially when the Chamber of Commerce uses bloated payroll figures to justify their call for wage and benefit cuts for county workers. (The average salary for the county's union-represented workers is less than \$18,000 — well below the padded figure the Chamber would have the public believe.)

The Chamber's “tough choices” would include layoffs and wage and benefit cuts for public employees. That would certainly be “tough” — on the employees and their families, on the public which relies on county services, and on already strained unemployment and welfare rolls.

As the Chamber should know, when wages are cut and workers are laid off in private industry, it is generally in response to a downturn in the market, a decreased demand for workers' services, to proportionate cuts in workload.

Those market forces don't necessarily follow in the public sector. In fact, in times of economic downturn, the demand for many public services is often increased. Public sector critics insist we “do more with less.” That catchy political phrase has obvious limitations in terms of human burnout by workers and public dissatisfaction with decreased service.

So before the politicians and businessmen and taxpayers start polarizing into the two equally ludicrous and irresponsible positions outlined by the Chamber of Commerce, let's examine alternatives and find a better choice — the right choice.

CSEA is now putting the final touches on an in-depth analysis of the Erie County budget. We're developing detailed, realistic alternative proposals for solving the county's budget problem. We're acting responsibly and constructively in the face of an admittedly tough economic situation. We would urge the Chamber of Commerce and other critics to do the same.

Using county employees as scapegoats for the area's financial woes is not the right choice, especially when the Chamber of Commerce uses bloated payroll figures to justify their call for wage and benefit cuts for county workers.

Contract signed in Harrison schools

HARRISON — A 6.5 percent pay increase each year and a new longevity schedule providing 25-year employees with a \$1,700 payment are provisions of a three-year contract for 81 clerical and custodial employees in the Harrison School District unit, Westchester County Local 860.

Region III Field Representative Larry Sparber said the new agreement also provides for an increase in the payment of sick leave upon retirement, an additional emergency leave day, an increase in the school district's contribution to the Employee Benefit Fund and a new 20-year retirement program.

In addition, the agreement clarifies work hours for clerical employees, improves contract language regarding vacation scheduling and temporary appointments, and guarantees a set number of custodial workers in each school building.

Unit President Felicia Straface thanked Sparber and negotiating team members "for their dedication and untiring efforts."



WINNING TEAM — The Harrison School District CSEA negotiating team is all smiles after a three-year contract was signed by school district officials recently. Seated from left are Field Representative Larry Sparber, Unit President Felicia Straface, Bettina Tymerson and Conge Porto. Standing from left are Peter Muia, Terry Scappaticci, Paula Tarantino, Eleanor Nicita and Region III President Pat Mascioli. Also serving on the team was John Grippo.

Poughkeepsie pact ratified

POUGHKEEPSIE — City of Poughkeepsie CSEA members have overwhelmingly ratified a two-year contract following a year-and-a-half of difficult negotiations.

According to Region III Field Representative John Deyo, a major bone of contention throughout negotiations was the issue of contracting out of services.

The problem began in 1980 when the city illegally contracted with two firms to operate the waste water treatment plant and municipal parking lots. As a result, 28 workers lost their jobs.

After PERB initially ruled in 1980 that the city should re-hire the workers, the city appealed the ruling. When the PERB board upheld the hearing officers' decision, city officers decided to seek relief in the courts. After bringing the issue before the Dutchess County Supreme Court and the Appellate Division, the city was ordered to comply with the order and pay the court costs.

In the midst of this chaos, negotiations commenced, but there were more problems. City officials insisted on a clause in the contract

allowing the city to contract out services at their discretion. An IP was filed charging the city with failure to bargain in good faith.

Finally, a compromise was reached when the city agreed to reinstate the employees who lost their jobs. While the city will continue to contract out the operation of the waste water treatment plant, the parking lots will revert back to the public sector employees. In exchange for the compromise, city workers will receive a 1 percent bonuses based on their salaries as of Dec. 31, 1983.

The new contract provides for a 6.5 percent wage hike retroactive to Jan. 1 and 6 percent effective Jan. 1, 1985. In addition, the agreement provides for increased travel re-imbursement, expanded bereavement leave, no limit on sick leave accumulation and Section 75 rights for permanent employees.

The negotiating team for the 160 members included President Donald Murphy, Pauline G. McPeck, Pat Rabbett, Dennis Fairbanks, William Gallagher and Ethel Tornatore.

Health pay grievance won in Albany County

ALBANY — Retroactive pay totaling \$16,216 was distributed to 74 employees of the Albany County Health Department in settlement of a contract grievance filed by CSEA.

According to Unit President Karen Van Wormer, the money should have been included in the 10 percent across-the-board salary increase negotiated for the employees last year.

But the problem arose out of the fact that employees also agreed to increase their workweek from 30 hours a week, six hours a day to 35 hours a week, seven hours a day. In calculating the 10 percent wage hike, Albany County used the old 30-hour work schedule, which meant each worker was receiving only an 8.5 percent wage hike.

Van Wormer, assisted by Field Representative John Cummings, filed the grievance, which was brought before the county Legislature for final resolution.

The Legislature's audit and control committee stated in the resolution that, "After investigation of the facts, discussion with union leadership and review of the contract, it has been determined that the union's position is reasonable. . . ."

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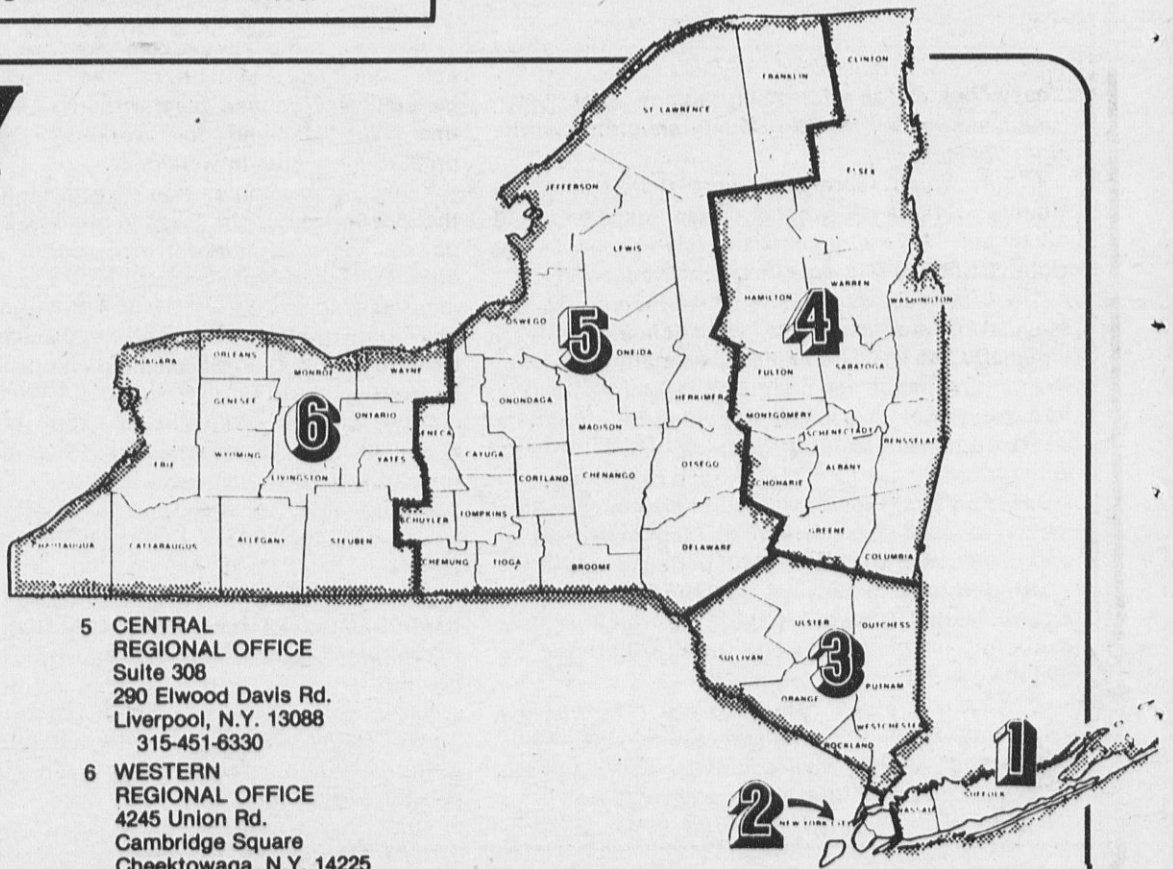
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LOCAL GOVERNMENT PAY EQUITY PROJECT PARTICIPANTS



DR. LOIS HAIGNERE, left, research associate for the Center for Women in Government, and Martha Buck, AFSCME labor economist, were among team members conducting a recent presentation concerning the CSEA Local Government Pay Equity Project. The new \$100,000 project is being funded through a grant from AFSCME and conducted by the Center for Women in Government at SUNY Albany.



JOYCE BONITCH, left, vice president of CSEA's Three Village Central School District clerical unit, and Edith Woods, president, were among those activists who attended the Albany presentation. Three Village, located in Suffolk County, is one of the four CSEA units representing political subdivisions for case studies in the pilot pay equity project.



Six groups file legal briefs supporting AFSCME in historic Washington state comp worth case

WASHINGTON — The Ninth Circuit Court of Appeals in San Francisco has received legal briefs from six national organizations supporting the position of the American Federation of State, County and Municipal Employees (AFSCME) that the state of Washington is guilty of sex-based wage discrimination against 15,000 working women.

On Dec. 14, 1983, U.S. District Judge Jack Tanner ruled that Washington state had illegally held down salaries for workers in female-dominated jobs, even when the jobs were of comparable value to higher paying jobs dominated by men. The ultimate settlement would reach \$500 million.

A 1974 study by the state showed that women workers received about 20 percent less pay than men doing work requiring comparable skill, knowledge, accountability and working conditions. Based on the state's own study, and several follow-up studies, AFSCME took

Washington state to court in 1982.

"AFSCME is confident that the rights of 15,000 working women in Washington state will be protected by the federal courts," said Gerald W. McEntee, president of AFSCME. "We are pleased that such a broad-based group of national organizations has joined the union before the federal courts."

Filing briefs in support of AFSCME are: the AFL-CIO, the NAACP Legal Defense Fund, the National Education Association, the National Organization for Women, the Nation Center for Economic Alternatives and a coalition of groups working with the National Committee for Pay Equity.

As a result of the Tanner decision, a special master list was established to evaluate approximately 500 female-dominated jobs under the court's direction and using the state's own evaluation formula. AFSCME and Washington state have agreed to an evaluation for each

classification which could be used to compensate the 15,000 women affected by the decision.

"Economic discrimination against women in the workplace cannot be tolerated. The Washington state case has already sparked considerable progress towards achieving comparable worth for working women," McEntee continued. "AFSCME will press this case, and other actions, until these discriminatory practices are ended in the public sector."

AFSCME has initiated legal actions or action with the Equal Employment Opportunity Commission in a number of other states, cities and counties, including Los Angeles, Chicago, New York City, Philadelphia, Hawaii, Missouri, Connecticut, Wisconsin, Nassau County, N.Y. and Reading, Pennsylvania.

In addition, both the states of Minnesota and Iowa passed comparable worth legislation this year with AFSCME's backing.

DON'T DUMP THAT QUESTIONNAIRE!!

WE KNOW YOU'RE BUSY. But isn't fair pay out of your work day? "Comparable worth," also known as equity, goes a step beyond "equal pay for work" and asks whether the traditional structure underpays workers in jobs that have been filled primarily by women and minorities.

The Comparable Worth Study now under way is part of the current contract between CSEA and the State. It is being conducted by the State University of New York at Albany.

If you are chosen for this survey, please don't dump the questionnaire.

Your response & cooperation will be important to the project's success!

CSEA

Civil Service Employees Association, Local 1000, American Federation of State, County & Municipal Employees, AFL-CIO

Pay equity surveys to be mailed

ALBANY — Questionnaires will be in the mail Dec. 3 to some 35,000 randomly selected state employees in an attempt to find out if there is sexual or racial bias in New York state pay structures.

The questionnaires are the latest phase in the comparable worth — also known as pay equity — project called for in the current contracts between CSEA and the state.

CSEA members who have been selected to participate in the survey are being urged to take the time to respond. Time is being made available to fill

out the questionnaire during work hours.

Says CSEA President William L. McGowan: "The study will not be valid unless researchers obtain descriptions of a wide variety of state jobs. The immediate concern is that the researchers get a good response rate . . . Without the information these questionnaires are designed to provide, the study may not be fully effective."

The study is being conducted by the Center for Women in Government of SUNY Albany with \$500,000 in grant money.

DOT shift work schedule for snow and ice control 'unrealistic, unfeasible'; devastates worker morale



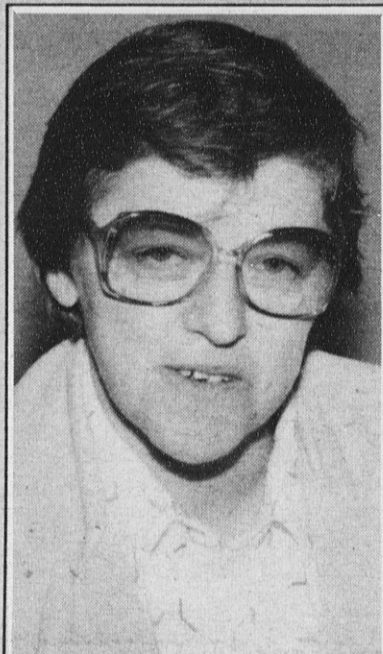
ALBANY — DOT's plan to impose a new mandatory shift work schedule on snow and ice removal workers this winter has been answered with counter-proposals from CSEA officials and by unprecedented anger from the rank and file.

CSEA has criticized the state's plan as unfeasible, warns that the plan will not achieved its stated safety goals, and predicts that it will cost the state more than \$10 million in wasted payroll costs this winter.

"The first major snowstorm is going to be a mess in more ways than usual," forecast CSEA President William L. McGowan. "It's bad enough our members have to battle the elements; this year they also have to battle an unrealistic and inflexible management edict. Management has created devastating morale problems with this shift plan."

Board Representatives Joan Tobin explained that the union's argument is not with the DOT commissioner's safety-related motivation, but rather with the plan his staff developed in response to those safety concerns and their inflexibility in subsequent discussions with union representatives.

Last winter two DOT workers



Joan Tobin — "Their ill-conceived plan will make an already demanding and difficult job impossible."

were killed on snow removal duty, prompting a departmental edict that employees could not work more than 16 straight hours as a driver or wing person and must then have eight hours off from running equipment.

In addition, effective Nov. 29 new shifts will be implemented in every DOT region except Long Island. In previous winters, snow and ice removal crews had staggered reporting hours, extending the workday. (In the Albany region, for example, groups of employees reported to work in the winter at 5:30 a.m., 7:30 a.m. and 9:30 a.m.)

Under the new shift plan, the majority of workers will now report at 4 a.m. or at 11:30 a.m., although some workers will report as early as 1 a.m. These shifts create many problems CSEA says the department has disregarded.

Snow and ice removal is just a part of these workers' jobs, the

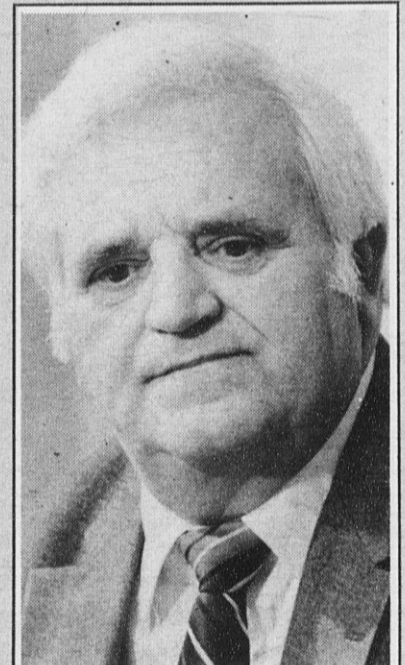
union points out. During last year's November-to-April snow season, for example, less than one-quarter (23 percent) of the workers' time was devoted to ice and snow removal on a statewide basis; the figure was 14 percent in the DOT region that includes Albany.

"It's been a long-standing safety rule that our people don't work out on the roads during hours of darkness on their regular jobs such as filling potholes and repairing guardrails," Tobin explained. "But during New York winters, there are few hours of daylight. Our members will be spending half their shifts in darkness when, as a practical matter, they can't do their regular work."

"If it's not snowing, they'll be idle. Then during the daylight hours when there's regular maintenance to be done, there won't be enough workers on duty to do what's needed."

Members also have complaints about the 16-hours-on/8-hours-off rule. If an employee is called in for a snow emergency and his overtime hours run into his next regular shift, he would still be expected to work his regular shift. If he chooses to go home after his 16 hours on, he would then have to charge the time to his leave accruals. If he opts to remain on the job, he would not be allowed to drive a vehicle or work as a wingman, which might lead to inexperienced, untrained workers being tapped to drive the massive snow-fighting equipment.

"If I could honestly believe it was necessary for these people to go to work at 4 a.m. for their own on-the-job safety and for the benefit of the public, I could with a clear conscience try to sell it to the members. But I don't believe it," Tobin insisted. "Their ill-conceived plan will make an already demanding and difficult job impossible."



CSEA President William L. McGowan — "Management has created devastating morale problems with this shift plan."

An alternate proposal was drafted by DOT statewide representatives Tobin and Jack Cassidy and Collective Bargaining Specialist John Naughter. The plan was presented to DOT management in early November, but management declared the union proposal was not feasible.

"We've hit a brick wall trying to get some flexibility out of management," CSEA Board Representative Cassidy stated. "Their plan is not only unworkable, it's also going to cause severe personal hardships on workers and has already created a critical morale problem."

"Management is frozen in its position, and our members are angrier than we've ever seen them. Any way you look at it, we're in for a long winter."



Jack Cassidy — "Their plan is not only unworkable, it's also going to cause severe personal hardships on workers and has already created a critical morale problem."

"It's bad enough our members have to battle the elements; this year they also have to battle an unrealistic and inflexible management edict."