



DRAWINGS FOR BALLOT POSITIONS in the upcoming CSEA elections to designate new union regional officers, state executive committee members and county educational representatives were conducted recently in Albany by the statewide Election Committee. As committee member Karen Pellegrino, center, draws a candidate's name, committee chairman Greg Szurnicki, left, and committee member Beatrice McCoy observe the procedure. In next week's issue, *The Public Sector* will publish statements and photographs, as submitted, of the candidates for the various positions.

Three-day workshop for state delegates scheduled May 20-22 at Hotel Syracuse

SYRACUSE — This year's CSEA State Delegates Workshop will be held Wednesday, May 20 to Friday, May 22 at the Hotel Syracuse.

The agenda calls for departmental meetings, seminars, a general delegates session, information tables, entertainment and a cocktail party and banquet. Guest speaker at the banquet will be Lee Alexander, Mayor of the City of Syracuse.

Departmental meetings will be held by the departments of Mental Hygiene, Transportation, Tax & Finance, Health, Labor, Education, Correctional Services, Environmental Conservation and Social Services. The State University, the Judiciary, the Authorities and the Executive Department have also scheduled meetings.

The Women's Committee will hold a seminar. Delegates will also have a chance to participate in seminars on Labor/Management Training, Retirement, Duty of Fair Representation, Effective Communications, Civil Service Law and Grievance Training and Discussion.

The total cost of a double occupancy room at the Hotel Syracuse for the two days is \$62 per person. The total cost per person for a single occupancy room for two days is \$88. These rates include the ballroom entertainment and the cocktail party and banquet.

The Public Sector

Official publication of The Civil Service Employees Association

Vol. 3, No. 30

(ISSN 0164 9949)

Wednesday, May 6, 1981

Ulster County building declared safe; reopened

KINGSTON — Friday, April 17, was a day many Ulster County employees may never forget. Principal Account Clerk Grace Woods complained of headaches and a "crazy, high feeling." Clerk Jackie Schwartz had a very dry throat and got nauseous after leaving the office building. Senior Account Clerk Carla Salewski had a metallic taste in her throat. Cashier Meredith Ehrmann "felt pretty wretched, very wobbly, altogether uncoordinated."

All in all, 23 workers were hospitalized on that day after suffering similar symptoms —

headaches, dizziness, nausea, blurred vision — and there began an odyssey that took nearly a week's search before the source of the mystery was uncovered.

County officials quickly shut down the building, and briefly reopened it the following Monday and Tuesday in the hope that the mystery might have dissipated itself. It didn't, and operations at the six-story building which houses approximately 500 employees were completely halted for the next two days. Key county departments were temporarily relocated to nearby buildings and staffed by skeleton crews. Many county workers were told not to report to work but were assured they would be paid. Legislature Chairman Thomas J. Roach said, "This is an employer problem, and this is the way we are confronting it."

Egan and CSEA Field Rep. Ross Hanna met daily with county officials to keep on top of the situation.

A team of investigators from the division of safety and health of the state Department of Labor scoured the building. Using battery-powered pumps that draw air, charcoal-filled tubes were used to collect foreign particles for analysis. They were, flown Tuesday, April 21, to laboratories in Syracuse for analysis. The big break came the next day. The source of trouble was linked to petroleum products.

The problem resulted from a buildup of hydrocarbons produced when heating oil was transferred from holding tanks to the main power plant in the basement of the building. The source of the fumes was believed to be an additive. Tests made by technicians from the Occupational Safety and Health Administration appeared to show that one of the additives in the heating oil would cause symptoms similar to those experienced by county employees.

County officials immediately ordered a series of repairs and improvements that made it possible for the building to reopen on Friday, April 24.



UNIT PRESIDENT Sean Egan, center, watches Gary Spellman, left, and John Szabol of Department of Labor check out testing devices which helped locate source of trouble in Ulster County Office Building.

Union lobby effort aims to beat adjournment

ALBANY — With the state budget impasse apparently finally resolved, the Senate and Assembly will have but a few short weeks in which to complete this spring's legislative business.

So CSEA lobbyists are poised for quick action on a number of key bills.

Plans include two lobbying days — a May 12 push for Taylor Law reform, and a May 19 push for bills of interest to retirees and school district employees.

"Our Political Action Liaisons or 'PALS' from throughout the state — more than 170 strong — are expected to join us in lobbying for Taylor

Law reform," explained Bernie Ryan, head of CSEA's Political and Legislative Department. "Major emphasis will be on passage of a permanent and uniform Agency Shop bill (A.6492)."

Other bills being supported by CSEA include Injunctive Notice (A.6482/S.4594) and Presumption of Arbitrability or "Liverpool" (A.6472/S.4593).

CSEA members who are retirees or school district employees are being lined up to join the May 19 lobbying effort.

"Of course, the most important bill for our retirees is the pension cost of living adjustment, which was vetoed by the Governor last year," Ryan said.

"We're confident that a pension increase will pass this year in some form; our lobbying effort is designed to ensure that the bill that passes is a good one."

Of chief concern to school district employees is the school district transportation parity bill (A.4467/S.3463).

"We have seen a number of school districts turning to outside contractors to provide transportation services, because the current law encourages this with a more favorable state-aid formula than if the school district maintained its own program," Ryan said. "We want to remove this inequity."

STAFF PROFILE

Office of MEMBER SERVICES

The Civil Service Employees Assn. is an extremely diverse organization. Its members perform thousands of different jobs at hundreds of work locations throughout New York State. The needs of those members can vary as much as the members themselves, and it takes a sophisticated staff organization to meet those needs. CSEA employs

a professional staff of more than 200 people to provide services to the membership. Slightly more than one-half of that total are assigned to statewide headquarters at 33 Elk Street, Albany, with the remainder assigned to the six regional headquarters maintained by CSEA throughout the state. "Staff Profiles" is an informational series designed to acquaint members with staff departments and personnel.

Key to Member Services is coordination

Tom Whitney's office: geared to the needs of the membership

ALBANY — As Administrative Director of CSEA's Office of Member Services, Thomas Whitney oversees six departments and a diversity of programs and services that directly serve the union's members.

Under his supervision are the departments of Field Services, Education, School District Affairs, Legal Assistance, Retirees, and the Employee Assistance Program.

"My job is really one of coordination," Whitney explained. "We want each area to reach its potential as effectively as possible. Often this is done by making each program aware of the others, so that everyone involved has the proper perspective on the programs and how they fit into the needs of the membership."

The inter-relatedness of the Member Services programs is apparent. For example: members of the field staff prepare the paperwork for legal assistance application; and the field staff services the needs of school district locals on a regular basis.

"And education has a relationship to the field staff and to the members and is of profound importance to both," Whitney commented. "Understanding that relationship lets you manage it more effectively."

A variety of plans and projects cross Whitney's desk ranging from preparing for a state or county workshop to coordinating the Thruway challenge. One project now underway is to develop what he refers to as "standard operating procedures" for all regional offices.



PREPARING FOR CSEA MEETINGS and workshops takes a great deal of planning. Working on the up-coming State and County Delegates Workshop are, from left, Administrative Director of Member Services Tom Whitney, Meeting Coordinator Jeanne McGarry, and Administrative Director of Collective Bargaining Jack Carey.

"Basically the offices are all performing the same services, but their methods differ widely. We're coming up with what amounts to an operational manual which should standardize, and we hope improve, various aspects of the operations from staff reporting procedures to ways in which various crisis situations should be handled."

But if Whitney's eyes light up when he talks about any of the programs under his administration, it's when he discusses education, which he describes as "the key to unionism."

"If I had to set one goal for this staff, that goal would be to build a strong approach to education — particularly in the sense of providing training for members to increase their confidence and their skills to act on behalf of themselves and their fellow members."

Sitting behind a desk piled high with paperwork, Whitney reflected on some of the pitfalls that befall union staff members.

"When you're a staff member here, you tend to look at just one aspect of the union. You focus on the problems and complaints and hitches, because that's what you hear all the time and it's obviously your job to handle those things.

"But individually and collectively, many of us are remembering and appreciating that there's much more out there than that. We're beginning to see a better overall view of CSEA membership as a union.

"You know, change is something that you often don't notice until after it's happened. There's been a lot of change in CSEA — a real evolution which has accelerated the past few years. These have been years of tremendous change and a resulting need for all of us — staff and members — to adapt.

"It's all really coming together now, and we're building a truly effective organization with which to meet the needs of the members.

"But I think there's one problem facing us, and that's bridging the gap that exists between staff and members. We all work for a common purpose, for common goals. Yet too often the partnership that should be true and strong just isn't there. We have to continue to find ways to create an acceptance of the fact that we are indeed all members of a team and that we're working together."



TOM WHITNEY (left) discusses a project with School District Affairs Coordinator Larry Scanlon.

Vote is unanimous in favor of Clinton pact

CLINTON — Non-instructional employees of the Clinton Central School District have unanimously ratified a new two-year contract, according to E. R. Ventura, Jr., CSEA Field Representative and chief negotiator for the bargaining unit.

The new agreement will affect nearly sixty custodial, clerical, cafeteria employees, mechanics and drivers in the Clinton School

Unit, which is affiliated with Oneida Educational Local 869 of CSEA.

Terms of the new pact, which becomes effective July 1, 1981, include a salary increase of nine per cent the first year, and eight per cent in the second year, based on existing salary schedule.

Other benefits include new language regarding call out pay. Full time employees will receive a

minimum of two hours pay, if called out.

A new contract clause also provides free admission to all on-campus school activities for all non-instructional employees.

According to Phil Colmer, Clinton School Unit President, the employees ratified the contract April 16, 1981, and the School District Board members are expected to vote in the near future.



LISTENING INTENTLY to issues raised by non-teaching school district employees were, from left, Regional Director Thomas J. Luposello, Coordinator of School District Affairs Lawrence R. Scanlon, Chairman of the statewide CSEA Committee Hugh Crapser, and members Dolores Herrig and June Ferner. The special meetings were recently held in White Plains and Newburgh which are located in Southern Region III.

NEWBURGH — The important role non-teaching school employees play in CSEA was illustrated by two open forums held recently for them in Southern Region III.

Lawrence R. Scanlon, coordinator of school district affairs, explained that the sessions held by the CSEA Statewide Non-Teaching School Employees Committee, were "an opportunity to trade ideas, get feedback, strengthen our organization and learn from each other." He reminded those present, "we're an interest group."

The committee, appointed by State CSEA President William L. McGowan, is headed by Hugh Crapser, president of the Dutchess Co. Educational Local. Other members, and the educational locals they represent, include: Carol

Craig and Walter Weeks (Suffolk); Myrtle Major (Saratoga); Dolores Herrig (Oneida); Carlo Guardati (Broome); June Ferner and Jack Schlenker (Erie) and, Russell Bettis (Niagara).

Describing its impact, Chairman Crapser notes, "since I've been on the committee, I've seen a terrific amount of upgrading of the relationship between school employees and CSEA" and boasts, "we go right to the grassroots."

The forums are a good example of, "going to the grassroots." They began with opening statements by various members describing major issues:

- Crapser talked about the impact of "Reaganomics."

Region III school forum goes 'right to the grassroots'

- Guardi spoke about self-insurance.

- Ferner talked of political action and important legislative items.

- Herrig spoke of the internal organization.

Issues raised by the rank and file covered a wide spectrum — from contracting out to transportation parity — and provided a combination of both old and new matters for future consideration and resolution. The process was perhaps best described by Region III Director Thomas J. Luposello who said, "it opens communications" while Regional President Ray O'Connor added that the forums were a, "welcome opportunity to address issues important to our people."

Monroe-Woodbury compromise

MONROE — Members of the Monroe-Woodbury School District Unit of the Civil Service Employees Association (CSEA) finally have a contract, after working at it for over a year.

The three-year pact was ratified recently, 64 to 13, and provides wage hikes, respectively, of 8.5, 9 and 9.5 percent in each contract year. When increments are added, the total salary package is worth in excess of 30 percent.

During prolonged negotiations, Unit President John Ruhl accused the district of wanting, "to pay their employees as if they were peasants" although he now generally expresses satisfaction with the agreement, which he calls, "a real compromise."

Among its provisions:

- increase of \$50 in shift differential paid fulltime personnel who start work after 3:00 p.m.
- "good guy" days paid bus drivers in lieu of vacation and/or sick time granted yearly at rate of 18 days for those hired before 1974, 12 days for those employed after then, and ten days for new hires starting next year.
- permanent bus drivers paid for a minimum of 175 days, "barring circumstances beyond the control of the District" and guaranteeing the union the right to negotiate impact of such decision. This represents a reduction in five days from the current practice.
- increases in meal payments when drivers make trips outside district.
- new disciplinary and grievance procedures which include final and binding arbitration.
- tools broken on the job will be replaced by the district.



AMONG THOSE TAKING PART in an Employee Assistance Program (EAP) supervisory orientation program at Central New York Psychiatric Center (CNYPC) in Utica are, from left, Central Region V EAP Representative Stanley Watson, Marcy Psychiatric Center Local 414 Shop Steward Judy Brooks, CNYPC/EAP Coordinator Edward Rooney and Occupational Program Director of the Onondaga Council on Alcoholism William Yost.

Cayuga impasse resolved; new pact ok'd

AUBURN — After seven months of persistent negotiations, which included an impasse and several marathon bargaining sessions, members of the Cayuga County Unit of CSEA Local 806 have voted to accept the terms of a new three-year agreement calling for respectable salary increases and a number of other improved employee benefits.

According to Jack Miller, CSEA Field Representative and chief negotiator for the 400 employees in the bargaining unit, CSEA members recently ratified the new pact by written ballot at three County work locations.

The contract, retroactive to January 1, 1981, calls for salary increases of 8¼ per cent the first year, with a cap of \$1,300; 8¼ per cent the second year, with a cap of \$1,400; and 8½ per cent in the third year, with a cap of \$1,500. Increment steps also apply where due in all three years.

Other benefits include:

An additional \$400 hazardous duty pay per year for cooks at the County Jail.

Sheriff's Deputies and Dispatchers, in addition to improved uniform allowances, will have a new work schedule below 40 hours per week with rotating shifts.

According to Miller, the new hourly schedule may have set a precedent in statewide negotiations for sheriff's department employees, and will mean an additional four days off per year.

Approximately 50 Highway Department employees, and Home Health Aides will also benefit from new clothing allowances.

Laboratory employees also have an improved clothing allowance.

Cayuga County employees may also expect a new vacation schedule and more flexibility in compensatory time.

County employees in the Child Protective and Mental Health Departments will receive an increase in "on call" service pay.

There is also an improved mileage reimbursement for employees using personal vehicles for County business.

In announcing terms of the new agreement, Miller indicated the Cayuga County Legislature has agreed to issue a letter of intent regarding health insurance for employees. The County Finance Committee is currently investigating ways to improve the present plan, which could mean additional savings to employees. Any changes, however, would be subject to discussion and approval of the CSEA negotiating team before being implemented.

Miller also acknowledged the efforts of the Unit Negotiating Team that included Chuck Donato, Unit President and Team Chairman; Bob Brower, Jean Longo, Dave Pysnack, Nan Vorhees, Donna Traver, Bev Hoskins, Mike Piscioti, and Keith Batman.

Public Sector

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

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

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

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

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



Contract reopener

WARSAW — The Wyoming County Employees Unit of CSEA Local 861 has reached agreement with Wyoming County on contract reopener provisions under a PERB-mediated settlement.

The reopener provisions of an original two-year pact that runs through December, 1981, had been under negotiation since last September, according to CSEA Collective Bargaining Specialist Danny Jinks.

The agreement calls for wage increases of seven and a half per cent, with all registered nurses reallocated to the next pay grade on a step for step basis.

Mileage allowance was increased to 20 cents per mile, and stand-by pay will be paid for each night of stand-by duty for members of the Child Protective Unit, plus time and a half if called on duty.

The drawn-out negotiations were marked by informational picketing by members of the 500-member unit in December.

Chief negotiator Jinks was aided by a negotiating committee that included President Penny Bush, Marilyn Osswald, Roy Upright, Janet Aaron, John Pachuta, Douglas McConnell and James Gardner.

Mobile unit in Region II

NEW YORK CITY — The CSEA Mobile Unit will be available at the following Region II work locations for the week of May 4:

WORK LOCATIONS

May 4, 1981	8:00 A.M.- 5:00 P.M.	World Trade Center (NYC)
May 5, 1981	8:00 A.M.-12:00 P.M.	Downstate Medical Center
	1:00 P.M.- 5:00 P.M.	Kingsboro Psychiatric Center
May 6, 1981	8:00 A.M.-12:00 P.M.	Creedmoor Psychiatric Center
	1:00 P.M.- 5:00 P.M.	Brooklyn Developmental Center
May 7, 1981	8:00 A.M.-12:00 P.M.	Bronx Psychiatric Center
	1:00 P.M.- 5:00 P.M.	Manhattan Psychiatric Center
May 8, 1981	8:00 A.M.-12:00 P.M.	State Insurance Fund
	1:00 P.M.- 5:00 P.M.	Staten Island Dev. Center
May 9, 1981	8:00 A.M.- 5:00 P.M.	Hilton Inn (JFK Airport)
		Women's Conference

8½% hike for Local 828

ROCHESTER — The Monroe County Water Authority Unit of CSEA Local 828 has agreed to terms of a two-year collective bargaining contract with the Water Authority.

Benefits won for the 120-member unit include an eight and a half per cent wage increase in both years of the pact, with a new longevity incentive bonus going to employees with 18 years or more continuous service with the Authority.

The new contract also calls for a \$200 tool allowance for automotive maintenance mechanics, a meal allowance for employees working three hours past normal quitting time, binding arbitration, union release time, new job reclassification, extended vacation schedule and a Blue Shield x-ray rider.

CSEA Chief Negotiator Mark Higgins called the bargaining sessions "tough and intense, requiring 15 or more meetings", and cited the "invaluable support" of a negotiating committee that included Unit President Cliff Tiffany, Ralph Henning, Eric Brinkerhoff, Richard Travis, Angelo Marrocco, James Thomas and Ed Borghi.



AN ARBITRATOR RECENTLY RULED that Donna DaSilva, left, was owed 18 days paid sick leave by the City/Newburgh School District because contract language specifies that while in the first year of employment sick leave is accumulated on a monthly basis, thereafter it is granted "per annum" on the employee's anniversary date. Mrs. DaSilva filed the grievance and won the case after an arbitrator ruled that the district is bound by contract language. She requested the sick pay after her one-year maternity leave expired and she had to resign for medical reasons. Mrs. DaSilva is shown here with her 18-month old son Jason, and Field Rep. Diane Campion. The former school district employee said she is grateful to CSEA for taking up her case.

Baldwin announces new pact

BALDWIN — The Baldwin Sanitary District No. 2 Unit has a new contract effective Jan. 1, 1981, CSEA Field Representative Harold Krangle reported.

The contract calls for a \$1,400 increase the first year and a \$1,600 increase the second year, Krangle said.

He said other new benefits in the contract are:

—The 10 steps to maximum on the old salary schedule will be reduced to six steps as of Jan. 1, 1982.

—Ten days of released time for union activities.

—Retirees with 20 years of service who are at least 55 years old will have health insurance provided by the district.

Krangle said he and Unit President Robert Krowl led negotiations. Other members of the negotiating team were John Pugliese, Vincent Castelli and Dominic Cuccio, he said.

The unit is part of Nassau County Local 830.

New Local 335 officers

BUFFALO — The votes have been counted and official election results from balloting for office in CSEA Judiciary Local 335 have been announced by Nominating Committee chairman Joseph Hartman.

The winning candidates and their offices are as follows: President William W. Johnson; Vice President Beverly (Nancy) Castaldo; Secretary Betty Farrell; and Treasurer A. Samuel Notaro.

Local 335 covers the same 14 counties as Region 6 and forms the Seventh and Eighth Judicial Districts of the Fourth Department of the State Courts.

CSEA info. booth: a mobile educator

ALBANY — What started out in 1975 as a county fair display aimed at acquainting the public with the role of the Civil Service Employees Assn., has become useful in recent years as a portable information booth in CSEA's Capital Region.

The wooden suitcase-like unit, white with the traditional red and blue CSEA symbol on its face, is now a familiar sight at press conferences, work locations, picketing sites, political action rallies, membership drives or other events where members gather.

Opened, the booth stands as a three sided display case with racks on the back side holding membership kits, a wealth of literature on all aspects of the union, as well as the latest edition of the PUBLIC SECTOR. A field representative or local official is always stationed at the unit to distribute materials and to talk with members.

The booth's effectiveness is two fold, says one of its creators and Capital Region CSEA Communications Associate Daniel Campbell. "While it is being used to disseminate information, it is highly visible. The booth's presence readily identifies an event as being sponsored by the CSEA

and it serves as a focal point for photographs," he said.

The fair display was set up by Capital Region CSEA President Joseph McDermott, Capital Region CSEA Field Services Director John Corcoran and Campbell. "It was at a time when the CSEA was not in the news as much as it is today and we felt the public needed to be educated to the work of the union," Campbell recalled.

The response to this first display is what made the CSEA officials realize the need for a more permanent means of distributing information to members on an ongoing basis. Not only was the general public's interest aroused, but many public employees and union members as well stopped to ask questions.

The original unit stood eight feet high and had the racks on the outside. The CSEA symbol was on a separate placard next to the stand. It would have been cumbersome to transport.

So, using the CSEA matchbook as a design guide, CSEA officials designed the smaller self contained unit in use today.

And since the first booth went into use around 1976 another has been added. One or both is constantly "on the road" Campbell says.

The present set up can be easily transported by one person and erected in virtually any location, making it suitable for a myriad of purposes.

When used to promote a specific union cause it can be stocked with specially printed literature about the local; at political action events it contains relevant material and for region wide functions it is often accompanied by a slide presentation about the origin and growth of CSEA.

In the latter case it plays an educational as well as an informational role.

The contact with CSEA personnel which the booth provides is vital.

"We can put tons of literature in those racks, but unless someone is there to distribute it, to answer questions and to chat with members our message really won't get across," Campbell said. "It's contact members might not have otherwise."

When recruiting new members, for example, he pointed out asking people to join the union is more effective than mailing them application forms.

Anyone wanting to use the booth can make the necessary arrangements by calling the region office.



SOUTHERN REGION III President Raymond J. O'Connor, right, swears the officers of the Westchester County Unit into their new offices including, from left, First Vice President Jerry Barbour, Second Vice President Ted Giordano, Third Vice President Roger Williams, Fourth Vice President John Whalen and President William Smith. O'Connor himself had been unit president before he became Region III President.



ROCKLAND ACTIVIST HONORED — Edna Knightly, 3rd from left, was recently feted at a testimonial dinner sponsored by Rockland Psychiatric Center Local 421. Joining in the festivities were, from left, Betty Oliver, the center's executive director, and Walter Blount, chairman of the Board of Visitors. Local President Eva Katz, right, said the event marked Mrs. Knightly's retirement after more than 30 years public service in which she served as a, "tireless organizer of many of our special events."

Canton trucks returned

CANTON — Six St. Lawrence County Highway employees will be driving County trucks home again, thanks to the effort of CSEA and the favorable decision of PERB Arbitrator William A. Babiskin.

The State Arbitrator ruled recently that the county's attempt to save money by barring the practice of allowing some employees to drive county vehicles to and from their homes violated the Collective Bargaining Agreement with CSEA.

In August of 1980, CSEA filed an Improper Practice charge and began the grievance procedure on behalf of seven county employees who had been ordered to give up the 24-hour use of county-owned trucks, even though the vehicles had been assigned with the understanding they would be "on call" for any emergency, at any hour.

In his decision, PERB Arbitrator Babiskin has ordered St. Lawrence County to reinstate round-the-clock use of the trucks and further ordered the employer to reimburse the men for their cost of transportation to and from work for the full period they were denied use of the trucks.

"PERB," Mr. Babiskin pointed out, "has consistently held that use of public vehicles on a 24-hour basis for personal and employment use is a 'term and condition' which cannot be unilaterally discontinued by the employer."

The PERB order further stated, "There is no question that the use of county (St. Lawrence) vehicles was of considerable economic benefit to the grievants. Ordinarily, employees come and go to work at their own expense, but the benefit was given to these employees for their availability on a 'round-the-clock' basis."

The Babiskin decision excluded the name of one man after he had requested his grievance be withdrawn.

The amount it will cost the county to reimburse the six remaining men for transportation costs since April of 1980 is being computed by county officials.

Solution in sight for Elmira?

ELMIRA — Following a closed door session lasting more than 1½ hours, regional and local representatives of CSEA and Elmira City government agreed to hold a formal labor-management meeting May 7, in an attempt to resolve recent problems involving several city employees.

The meeting was conducted in the offices of Mayor Robert Densberger and, in addition to the mayor, included City Manager Joseph Sartori, CSEA Region V President James Moore, Elmira City Unit President, Jack Woods, and unit vice-President, Mike Cerio.

The session covered the events leading up to and including the recent 2½ hour "sit in" demonstration by 75 city employees at the Public Works Building in Elmira.

According to Woods, the demonstration began at the normal work starting time of 7:30 a.m. April 20, ended at 10 a.m., and was brought on by a disagreement between CSEA officials and city administrators over the contract interpretation of bereavement leave.

In a statement following the lengthy meeting with the mayor, Regional President Moore emphasized that "CSEA will do everything it possibly can to protect the rights and dignity of Elmira City employees as provided by the contract."

"Under the Taylor Law we are prohibited from any job action, regardless of how flagrant the provocation, but the repeated disregard of contract language by Elmira City officials, goes against every principle of collective bargaining," Moore said.

Women

First Western Region VI Women's Conference resounding success

Combined stories by
Ron Wofford, CSEA
Communication Associate
Dawn LePore, Staff Writer

ROCHESTER — First efforts rarely live up to what's expected of them, but in the case of the Region VI First Annual Women's Conference held here at the Roundtown Motor Inn in April, the exception became the rule. The lessons learned about woman's pioneering role in union activism, dialogue on recognizing and dealing effectively with sexual harassment, hints on efficient communications, and an inspiring call to women to "get involved and make your union better" will have a lasting effect if the enthusiasm of those attending is an indicator.

The two-day conference organized by the region's women's committee to address the problems of women in today's working world was highlighted by an impressive array of guest speakers, including Lillian Roberts, Associate Director of AFSCME's DC 37 in New York City and Gov. Carey's nominee to head the state's Department of Labor. CSEA Statewide Secretary Irene Carr, CSEA Atty. Marge Karowe, AFSCME International union reps Anita Patterson and Arne Wipfler, and Andrea DiLorenzo, program administrator for AFSCME's women's activities department also made presentations. Gerald Regan of the NYS School of Industrial and Labor Relations, and Thomas Quimby, director of CSEA's Education Department, also participated.

Lillian Roberts advises women to become more active in union

ROCHESTER — The State's newly appointed industrial commissioner was enthusiastically received recently as she told a predominantly female audience here that non-involvement in the union was a luxury they could no longer afford.

"As women, you are no longer working for the gravy on the potatoes," said Lillian Roberts, who addressed the Region VI First Annual Women's Conference at the Rowntowner Motor Inn here recently.

"Working is necessary. You should have something to say about the bargaining process. Women have some different concerns than men, and if you're not at the bargaining table, your needs might not be met."

Ms. Roberts, who has been called by many "The First Lady of Labor," has worked as a union activist since 1958, first as an organizer for District Councils 19 and 34 of AFSCME in Chicago and then as Hospital Division Director of AFSCME's District Council 37 in New York City. Since 1967 she has served as Associate Director of DC 37, with 110,000 members, the largest single union of municipal employees in the United States.

In March, she was named head of New York State's Department of Labor by Governor Hugh Carey, who earlier this year proclaimed January 9th Lillian Roberts Day.

"Don't be afraid to get involved in the union because you lack experience," Ms. Roberts said, addressing a group of about 100 CSEA members. "The issues can be complex, so if you don't know something, ask. It's to your advantage. Most of the time, you'll find that common sense is the answer."

"We can't afford to be lazy where our union is concerned, because there are difficult days ahead,"

she stated in reference to future impact of the Reagan economic plan on public services. "We must think about the future of our children when we're negotiating. We must build an army and remember that we're all related, brothers and sisters, bound by the common bonds of humanity and our shared interests as working men and women."

"And," she continued "we must work to educate men that our issues are the same. We all want equality, and as a woman, I want equality on the things that really count."

Focusing on the unique concerns of women, she emphasized that, above all, you should be yourself.

"Never try to out-man a man by being aggressive. Instead, use finesse, and save toughness for last," she said. "Be sure to do your homework, because the facts are your most powerful weapons."

In response to a question from the audience about dealing with apathy, Ms. Roberts said it's important to communicate about positive things.

"Spend your lunch hours and coffee breaks talking to people. Show them where their self-interests are," she explained, also noting that crises can be very motivating.

Now that President Reagan's budget cuts are becoming a reality, Ms. Roberts said that union solidarity is more important than ever.

"Remember, the union is what you want it to be. The union is you. . . . Everytime the knife falls it gets closer to your neck."

"The media has told you bad things about unions. If you hear them frequently enough, you'll start to agree with them and hurt yourself. Don't ever be ashamed of being a public servant."



Lillian Roberts

"The union has been one of the most beautiful things in my lifetime," she said. "It is more important than church to me because it is church. You are your brother's keeper."

Talking about the new job ahead of her, Ms. Roberts said that she has no intentions of changing who she is for the position.

"I have to hold onto my values and principles and Governor Carey understands that. I have a great deal of respect for him. I want the people to have a fair shake. If I can't do that, I'll leave."



CSEA Atty. Marge Karowe

Women job holders still suppressed

ROCHESTER — Of 75,000 women employed by New York State, only 500 are working in high level positions.

According to CSEA attorney Marge Karowe, of the law firm of Roemer & Featherstonhaugh, the remaining 85 percent holds positions in grades 1 through 6.

"Women are the last pool of unorganized workers," said Ms. Karowe, who addressed the Region VI First Annual Women's Conference held here recently.

Ms. Karowe quoted statistics compiled by the U.S. Department of Labor which state that out of 420 job descriptions, women are predominantly employed in just 20 occupations.

"It takes two incomes now to maintain a decent standard of living," she said. "We have to look at these job patterns and make some changes."

Although many of the early labor activists were women, organization for women in general has been slow in coming, Ms. Karowe said. In recent years, however, that situation has been changing, with fifty percent of labor growth from 1950 to 1970

attributed to the increasing numbers of females in the workplace.

"Right now you may feel untrained. You tend to hang back," she said. "But you must push for training and you will find strength you never knew you had. There is room in this organization for any person willing to work."

"Just because you yourself have not won a court case doesn't mean that someone else's court case hasn't affected and helped you. Use all the union has to offer — make it responsive to your needs."

"What the union can do for all women depends on you."

Attorney Karowe urged CSEA women to "break out of the reluctance to take part in your union's leadership. Train yourself to get out in front in an informed way, and I guarantee you'll find strengths you never knew you had."

"One of the things I love about this union (CSEA) is that there's room for anyone who's willing to work. So I urge you to take advantage of all the resources CSEA has. And remember — the union is a state of mind and it all begins with you."



ATTENDING THE REGION VI WOMEN'S CONFERENCE were, from left, AFSCME International Rep. Joanna Williams, former Region 6 Women's Committee co-chairman; Geri Cadieux, statewide Women's Committee member from Region I; Shirley Brown, Region IV statewide committee member; and Marion Casey, a statewide committee member from Region III.



ANN BOS from Niagara County Local 832 is absorbed in thought during a presentation.



AMUSING POINT BY A SPEAKER causes laughter by, from left, Buffalo Local 003 President Pat Pfleger and Rochester Local 012 President Sylvia Ebersold.



CSEA Secretary Irene Carr

Irene Carr issues a call for staff addition, more women for union offices

ROCHESTER — CSEA Statewide Secretary Irene Carr, addressing a luncheon meeting at the Region VI Women's Conference here, called for a full time CSEA staff employee to work on issues of concern to union women.

Ms. Carr also said, "We need more women running for office. There's a higher percentage of women in CSEA and we must be recognized as a social force for change. As our ranks grow, we will need to reorganize and constantly be working to improve our union."

In closing, Ms. Carr urged her audience to "keep that glow you've gained at this gathering when you're back on the job, and resolve that you're going to continue to work for your union."



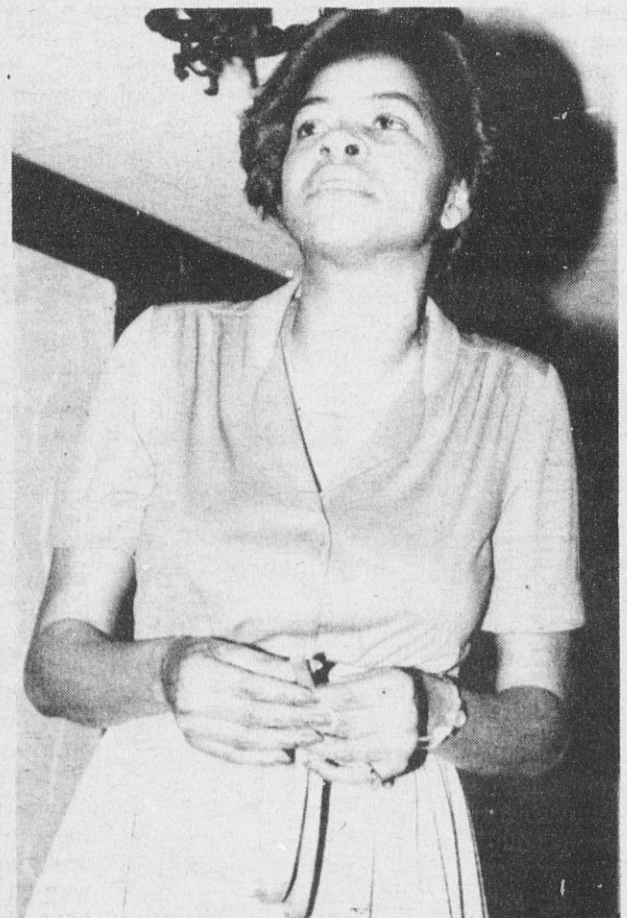
JUNE SCOTT, chairperson of the CSEA statewide Women's Committee, talks about an equal pay proposal to those attending the first annual Region VI Women's Conference.



GERRY REGAN was among several prominent speakers during program.



REGION VI TREASURER Barbara Fauser was among those participating in the two-day program.



ANITA PATTERSON, AFSCME representative, helped present one of the informational programs on the agenda.

North Tarrytown garage is literally falling apart

'... no excuse for people working in these deplorable conditions'

The list of hazards is nearly unending

By Stanley P. Hornak

NORTH TARRYTOWN — It's the Murphy's Law of buildings — everything that could go wrong, has gone wrong.

The Highway Department garage in this village of just over 8,000 people is literally falling apart, just like the spirits of employees who work there. Local 860 President Pat Mascioli comments, "There is no excuse for people working in these deplorable conditions."

The garage, which is a converted "ice house," has just about everything wrong with it:

- During the past winter's first major snowstorm, part of the roof collapsed. It really wasn't surprising, since the east wall which supports it has been listing at a five degree angle. A dummy plywood wall costing \$2,490 was quickly installed for support, and as Shop Steward Floyd Rhein notes, "we made it through the winter only because we didn't have too much snow."

- It's not an unexpected element, since the garage is located near the east banks of the Hudson River that during the cold weather, as a mechanic says, "it's almost as cold inside as outside." Winds blowing off the river and circling the building, coupled with an inadequate furnace, force workers to complain, says Unit President John Vincek, that they're always cold. In the meantime, spray cans freeze up and engines start hard.

- Even though there's a water shortage, the taps were always left running to prevent pipes from freezing. In past years, the lack of heat sometimes resulted in pipes breaking and spilled water freezing to form, in Rhein's description, "indoor ice skating rinks."

- Ventilation is non-existent, except for opening the garage door and holes in the walls; when engine repairs are made, and motors started up, diesel fumes cause a haze which, Mechanic John Johnson confesses, "after a while you don't notice, you get used to it."

- Lighting is inadequate, the electrical system can't take the work load, and the floor is sinking, which makes it difficult for mechanics to maneuver under vehicles when doing repairs.

- Lack of space has turned the building into a maze, with workers constantly dodging and ducking to avoid parked vehicles, tools, equipment, barrels of assorted chemicals, detergents, anti-freeze, and cans of paint.

- The bathroom can't be described, and there's no place to wash up and shower.

- An unusual drainage system draws water from the roof and through pipes suspended from the ceiling and out the other side of the building.

Unit President Vincek best sums it up by saying, "we're fed up." He's unhappy with bosses who, "want the job done and don't care how you do it" and blames that attitude for an accident which recently caused a co-worker to be injured.

Village officials, although they're aware of unsafe conditions, keep stumbling along. They refuse to disturb nearby tennis courts where a new building could be erected. Field Rep. Joe O'Connor notes that since 1978 CSEA has been seeking a solution.

"What was a project that they could have afforded readily a few years ago, will now be a major expenditure" and he calls that an example of, "totally irresponsible fiscal management."

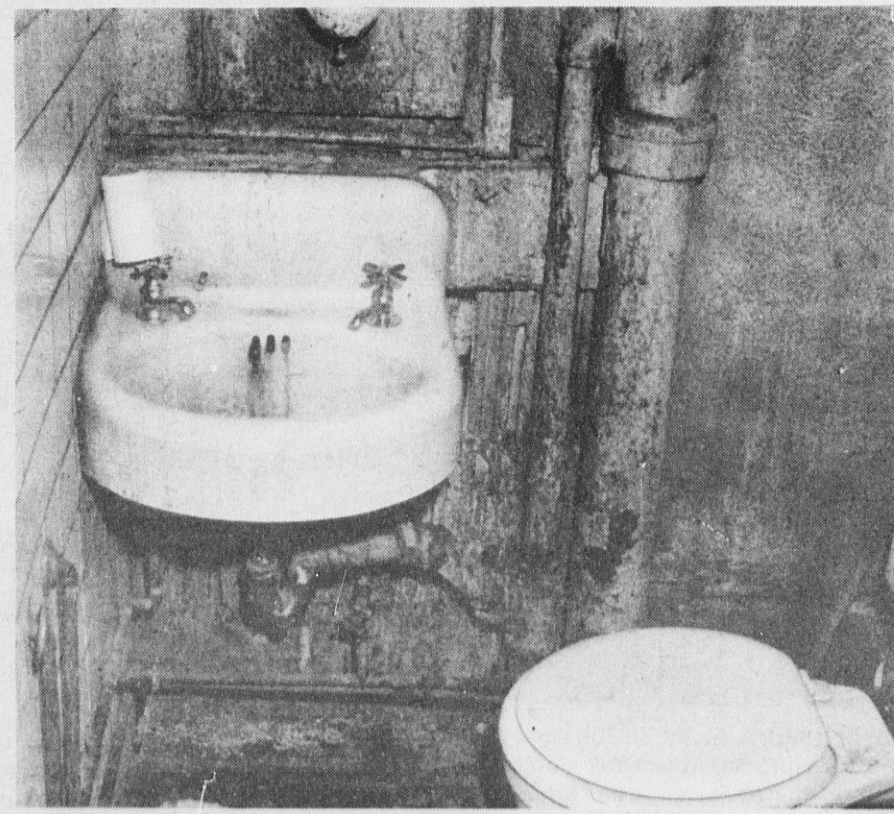
The prospects for a new building? Right now, after years of talk, when Pat Mascioli says, "I'll believe it when I see it," he's speaking not only for himself but for all other employees of the North Tarrytown Highway Department.



AN EXAMPLE OF LACK OF SPACE is that this front end loader also serves as a storage place for lumber and miscellaneous items. Unit President John Vincek, left, points out the situation to CSEA Local 860 President Pat Mascioli.



THIS SECTION OF THE OUTER STRUCTURE is unstable, could be easily moved by hand, and barely supports the window.



THIS EXTREMELY DIRTY bathroom must be used by more than a dozen employees.

Edith Rawlings—a case in point

By Richard Chernela

NEW YORK CITY — CSEA Metropolitan Region II Director George Bispham has blasted the management of New York Psychiatric Institute (NYPI) for "their attempt to impede the operations of the union and deny employees their rights guaranteed under collective bargaining agreements."

According to Bispham, relations between CSEA and NYPI management over the past several years have been "generally good and cordial." However, since the institution hired Joseph Borgovini as director of human institution resources, "employees have had to fight to preserve their rights."

"Borgovini is functioning irresponsibly," Bispham said. "We will not tolerate his union-busting behavior."

The recent attempt by Borgovini to intimidate and harass NYPI Local 419 member Edith Rawlings illustrates the abuse to which NYPI employees are being subjected, Bispham says.

Official interrogation; half-hour notice

On Friday, April 10, Ms. Rawlings, a mental hygiene therapy aide with 17 years experience at NYPI, reported to work at noon as scheduled. She did not expect that by 5:30 p.m. she would be suspended and placed on leave without pay.

At 12:30 p.m., Ms. Rawlings received a memo from Borgovini. The memo instructed her to report to Borgovini's office at 1:00 p.m. that day "to discuss the incidents of April 7, 1981." In the memo, Borgovini pointed out that "this (the discussion) is considered an official interrogation."

According to Ms. Rawlings, Borgovini greeted her outside of his office at 1:00 p.m. and told her that she was to be interrogated. He asked her where her union representative was?

Ms. Rawlings replied that she did not have time to get a representative.

Ms. Rawlings reported that Borgovini insisted that she had ample time to get a CSEA representative for the interrogation.

"I told Borgovini that a half hour isn't much time," Ms. Rawlings said. "He then called me into his office and read me stuff about my rights. He told me that I had to sign on the back of the paper he read from."

Ordered to sign — without CSEA representation

Ms. Rawlings said that she did not clearly understand what Borgovini had read to her so she asked him to explain what it was he wanted her to sign.

"All he did was read the statement to me again," she said. "He then said, 'I order you to sign this paper.' I thought it was a confession."

When Ms. Rawlings stood fast by her decision not to sign the paper, Borgovini told her to return to his office with a CSEA representative for an interrogation at 2:30 p.m.

Ms. Rawlings called the Metropolitan Region II office and was advised to report to Borgovini's office at 2:30, but not to answer any questions or sign anything without CSEA representation.

After learning of Ms. Rawlings' encounter with Borgovini, Bispham decided to take the matter up with Tom Sharkey of the Office of Mental Health (OMH). Sharkey agreed that Rawlings had not been given enough time to secure representation for her interrogation. Sharkey offered to ask OMH Director of Employee Relations Phil Scott to postpone the interrogation and allow for proper notification.

Since Ms. Rawlings was scheduled to work until 10:30 p.m. that night and

on Saturday and Sunday, Bispham offered to provide her with representation after 7:00 p.m. that night or any time over the weekend.

"Sharkey said that he would discuss my offer with Scott," Bispham said. "I was shocked when Phil Scott called to tell me that they had set the interrogation for 4:00 p.m. Scott said that I had agreed to four o'clock with Sharkey. No way!"

OMH backs down, interrogation set

When Bispham asked to speak with Sharkey again, Scott told him that Sharkey had gone home.

"I can only assume that poor Borgovini works so hard harassing employees between nine and five that he can't possibly put in any time beyond five o'clock," Bispham said.

Ms. Rawlings reported to Borgovini's office at 2:30 p.m. Borgovini told her that the interrogation had been postponed until 4:00 p.m. According to Ms. Rawlings, Borgovini said that he spoke to "someone in Albany and CSEA will provide a representative at four o'clock."

Ms. Rawlings then spoke with Region II field representative Marcia Schiowitz who told her to return to Borgovini's office at four. Schiowitz further advised Ms. Rawlings that she should remain calm, sign nothing, and stick to her right to refuse to be interrogated without representation.

Ms. Rawlings could hardly have been prepared for the abuse and threats Borgovini launched at her when she reported to his office at 4:00 p.m., she said later.

'Sign' or else . . .

"When I told Borgovini that I would not be interrogated without a union representative, he got really mad," said Ms. Rawlings. "He demanded that I sign the paper and said that I could be terminated and lose all my rights as an employee if I didn't sign. When I told him that he was threatening me, he just smiled and said he wasn't."

According to Ms. Rawlings, Borgovini said that he was a supervisor and he could do anything that he wanted, including "dismiss you from your duties."

When Ms. Rawlings again refused to sign the paper, Borgovini said that as far as he was concerned "the matter is closed."

Suspended without pay

Ms. Rawlings was then informed by her supervisor that Borgovini wanted to see her in his office at 5:00 p.m.

"I refused to go," Ms. Rawlings said. "I had been harassed enough by that man."

At 5:30 p.m., Ms. Rawlings was suspended and placed on leave without pay.

In a letter dated April 13, 1981, Ms. Rawlings was charged with insubordination for her "failure to cooperate with an administrative investigation."

Matter taken into arbitration

Incredibly, the penalty sought is termination.

"We're taking this matter directly to arbitration," said Bispham. "Borgovini cannot be allowed to violate an employee's rights and subvert the collective bargaining agreement between CSEA and the state."

But what about the alleged incident on April 7th, the alleged incident that had to be investigated immediately? Ms. Rawlings has received no charges relating to that alleged incident.

Nassau Co. talks get a nine-month head start



MEMBERS OF THE Nassau County Local 830 Negotiating Committee on hand for the first day of negotiations are, from left standing, Pat Langella, Regional Attorney Richard Gaba, Esther Phillips, Rita Wallace, Ralph Spagnolo, Frank Bratby, Jerome Donahue, Jean Wichman; sitting, Peggy Fitzpatrick, Patrick Finno, President Nicholas Abbatiello, James Mattie and Thomas Gargiulo. Not pictured are Alice Groody, John Herrera and CSEA Collective Bargaining Specialist George Peak.

12,000-worker Local well represented

GARDEN CITY — Negotiations between the more than 12,000 employees of Nassau County represented by Nassau County CSEA Local 830 and the county recently got underway.

The contract expires at the end of Dec. 31, 1981.

Members of the committee are Local 830 President Nicholas Abbatiello, Frank Bratby, Jerome Donahue, Patrick Finno, Peggy Fitzpatrick, Thomas Gargiulo, Alice Groody, John Herrera, Pat Langella, James Mattei, Esther Phillips, Ralph Spagnolo, Rita Wallace and Jean Wichman.

CSEA Collective Bargaining Specialist George Peak and Regional Attorney Richard Gaba are part of the CSEA negotiating team.

Abbatiello, who is heading the committee, said the negotiations started nine months before the expiration of the present contract because:

"We don't want negotiations to run over as in previous years. We want our raises on time."

winning is just being there.

**EVERY SPECIAL OLYMPIAN
WINS AS SOON AS HE OR
SHE STEPS ON THE
COMPETITION FIELD.**

Since its beginnings as a track meet in 1968, Special Olympics has provided an opportunity for physical fitness and competition for more than two million mentally retarded individuals. Thousands of New York Special Olympians will compete this year in local meets, winter sports, tournaments, and the summer games at Elmira College, June 12 through 14.

CSEA IS THERE.

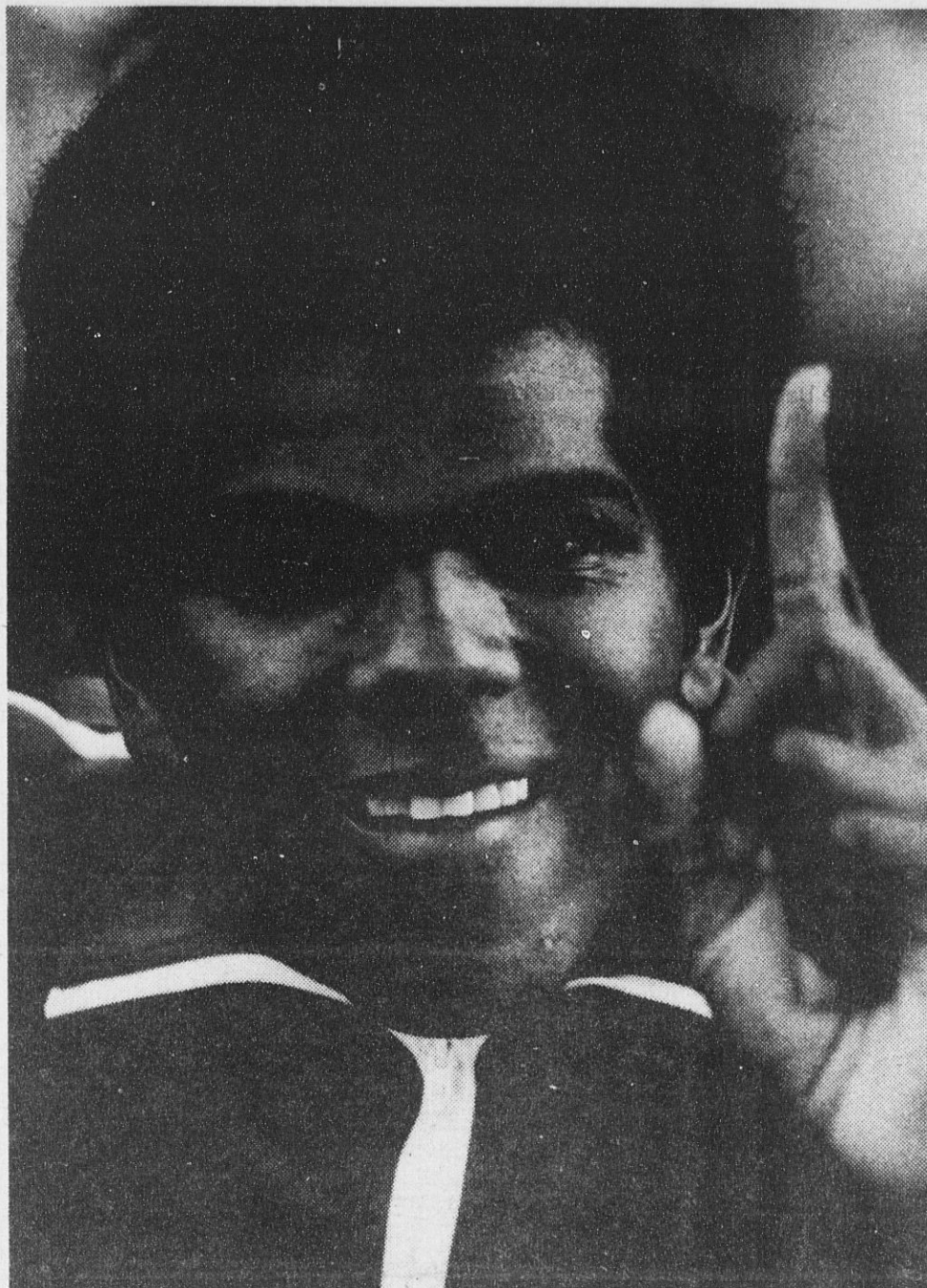
Members throughout the state serve as Special Olympics volunteers, coaches and chaperones. Members have been generous in supporting these special athletes with their contributions. Last year alone, CSEA members donated more than \$17,000, making it possible for some 900 Special Olympians to train and compete.

You can be there, too, sponsoring a very special athlete competing in New York. All it takes is \$19.50. A small price to pay for a priceless reward...the joy of sharing the experience of winning.

You, the sponsors, receive a certificate from the New York Special Olympics along with the name of your athlete. So use the attached coupon and help a Special Olympian be a winner. Send your tax-deductible contribution to:

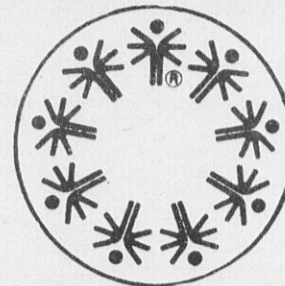


Supports Special Olympics
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I/We would like to participate in the CSEA "Sponsor-an-Athlete" program for the New York Special Olympics.

- Individual Sponsors (\$19.50)
- V.I.P. Club (\$1000)
- President's Club (\$360)
- Gold Medal Club (\$185)
- Silver Medal Club (\$95)
- Bronze Medal Club (\$55)
- Other (\$)



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Make checks payable to: "New York Special Olympics, Inc."

Send your tax-deductible contribution to:

CSEA Supports Special Olympics
33 Elk Street, Albany, New York 12224

IT'S A LESSON IN COURAGE FOR US ALL.

Coercion, discrimination cited in Improper Practice charge

Union-busting rampant at South Beach

NEW YORK CITY — South Beach Psychiatric Center (SBPC) Local 446 has filed an Improper Practice (IP) charge against the facility's administration to stop what Local 446 president George Boncoraglio calls "an attempt by management to bust the union here."

In the IP, Local 446 charges that the SBPC administration has used coercion and discrimination against local officers and grievance representatives and interfered with the local's right and ability to represent members.

"The institution's administration is trying to deny employees the benefits of effective union representation," said Metropolitan Region II field representative Bart Brier. "They should know better than to try to pull this kind of nonsense with CSEA in Region II."

The "nonsense" started when SBPC associate personnel administrator Howard Roelofs wrote Boncoraglio a memo informing him that only one CSEA representative would be permitted to represent employees at interrogations.

According to Brier, limiting employees to only one representative is clearly an improper practice and constitutes a unilateral change in a past practice without negotiations. The local has routinely sent two representatives to hearings and interrogations.

After receiving Roelofs' memo, Boncoraglio appeared at several interrogations with other officers or grievance chairmen. At each interrogation, Roelofs asked the employee being interrogated to choose one

union representative to represent him. When an employee hesitated, he was threatened with a charge of insubordination. When Boncoraglio or another representative refused to leave the interrogation, he, too, was threatened with an insubordination charge.

Boncoraglio strongly objected to being forced to leave an interrogation on March 30th, and was subsequently served with a Notice of Discipline for allegedly interfering with the interrogation.

Boncoraglio would not be intimidated, however. On April 7th, he appeared with Local 446 1st vice president Joe Matons to represent an employee at an interrogation. After the employee was threatened with insubordination if he did not choose one representative, Boncoraglio asked for a postponement. Roelofs postponed the interrogation until the next day.

The interrogation the next day was conducted contrary to the procedures outlined in the Institutional Services Unit contract. Both Boncoraglio and Matons were barred from the interrogation and the employee was interrogated without benefit of union representation. Boncoraglio was allowed in for the last few minutes of the interrogation, but was ordered by Roelofs to remain silent.

"It's bad enough to deny employees proper representation," said Brier. "But the administration at South Beach is primarily interested in preventing Boncoraglio from carrying out his duties as local president."

Brier said that Roelofs has limited employees to one representative only when Boncoraglio has been present.



JULIE MULLINS accepts the Hazel Nelson Scholarship presented annually by State University at Brockport CSEA Local 601 from Local 601 President Art Collins, left, as her father, John Mullins, right, looks on proudly. Julie is a graduate of Spencerport High School now enrolled at Monroe Community College majoring in business management. Her father is a maintenance assistant in the plant management area at State University at Brockport.

Calendar of EVENTS

May

- 6—Long Island Region I Mental Hygiene Task Force meeting, noon, Region I Satellite Office, Hauppauge.
- 7—Southern Region III bridge authority, Palisades Park, Taconic Park and Hudson Valley Armory locals meeting, 8 p.m., Holiday Inn, Fishkill.
- 8—Reception for Capital Region IV candidates, 3:30-6:15 p.m., local presidents meeting, 6:15 p.m., Thruway House, Albany.
- 9—Capital Region IV School Unit Seminar, 9 a.m., Gideon Putnam Hotel, Saratoga.
- 9-10—Region II Women's Conference, Hilton Inn, Kennedy Airport.
- 12—Political Action Liaisons lobby day, Albany.
- 12—Suffolk County Local 852 women's forum, 7:30 p.m., Sheraton Inn, Smithtown.
- 12—Syracuse City School Unit 9, Local 834 retirement and installation dinner, 6:30 p.m., Airport Inn, Syracuse International Airport.
- 12—Southern Region III Mid Hudson, state police and judicial locals meeting, 8 p.m., Howard Johnson's, Middletown.
- 13—Suffolk County Local 852 Executive Committee meeting, 7 p.m., 755 Waverly Avenue, Holtsville.
- 15—Capital Region IV dinner meeting, 5:30 p.m., Paramount Lounge, Albany Street, Schenectady.
- 16—Region V Women's Committee Workshop, 9 a.m.-1 p.m., Holiday Inn, Watertown. Topic: "Assertiveness Training For Women".
- 18—Long Island Region I executive board meeting, 7 p.m. Machinists Hall, Melville.
- 19—Retirees, school district employees lobby day, Albany.
- 20-22—State Delegates Workshop, Syracuse, N.Y.



EMPLOYEES OF the Bureau of Disabilities Determinations, members of New York City Local 010, demonstrate in front of the Bureau's offices to protest the Bureau's decentralization plan. The plan calls for employees of

the Bureau to change their job locations at great inconvenience and additional commuting expense. CSEA is studying the decentralization to determine what approach to take to protect employees' rights.



LITTLE OR NO VENTILATION, as Health Department Local 664 worker Donald Skelly demonstrates, means workers are constantly exposed to the dangerous fumes of print shop chemicals, pictured at right. Inhalation of these fumes may cause serious eye, nose and throat damage. This complaint, among many others, was ignored by a Occupational Safety and Health Administration (OSHA) inspector in a recent report.

'It has reached the point where we can take no more. We want immediate changes around here.' — Local 664 Pres. Al Mead

Concern mounts over harmful chemicals, explosive gases, no fire exit

What the OSHA inspector overlooked

By Deborah Cassidy
Staff Writer

ALBANY — Print shop employee and CSEA shop steward Donald Skelley held a piece of paper up to a ventilator duct servicing a small section of the state Health Department's print shop housed in Albany's Empire State Plaza Tower Building. The paper did not move. That means the system was neither drawing stale air out, nor blowing in recirculated air in an area where employees work with a variety of chemicals.

Al Mead, president of CSEA's Health Department Local 664, there, pointed out that all the bottles containing the chemical solutions clearly indicate they are to be used only in a well ventilated area.

This is just one of many complaints being lodged by the CSEA about safety conditions in the print shop, maintenance rooms and loading dock areas on the ground level of the building. This complaint and many others, however, were ignored in a report made by an Occupational Safety and Hazards Administration inspector who toured the facility in January 1981 at the request of CSEA.

The report which was returned the end of March, much later than CSEA had expected to receive it, only cited as OSHA violations the lack of fire exit designations in six locations, Mead and Skelley said.

While the union is concerned about the lack of exit signs, it feels this is a minor violation compared to some CSEA had pointed out to the inspector during his tour.

CSEA has now appealed to state Senator Howard Nolan for his assistance, and has requested, in writing as required, that OSHA make another inspection.

Nolan's aide Anthony Luisi, said the senator's office has contacted OSHA to find out why the return of the report was delayed. They are awaiting a reply. He said the office is concerned about working conditions and is reviewing information given them by Skelley to determine if violations do exist. If there are violations, Luisi said, Nolan will ask the appropriate agencies to correct them.

Meanwhile Mead and Skelley express mounting fears over the conditions in which employees continue to work.

In one corner of the loading dock, unchained cylinders of liquid nitrogen, carbon dioxide, oxygen and methane are stored. Each cylinder equals five sticks of dynamite. Left unchained, they could easily be tipped over and explode if the surrounding gate was hit by a vehicle. Not only could employees on this level be injured, said Mead, but employees three floors above are in danger.

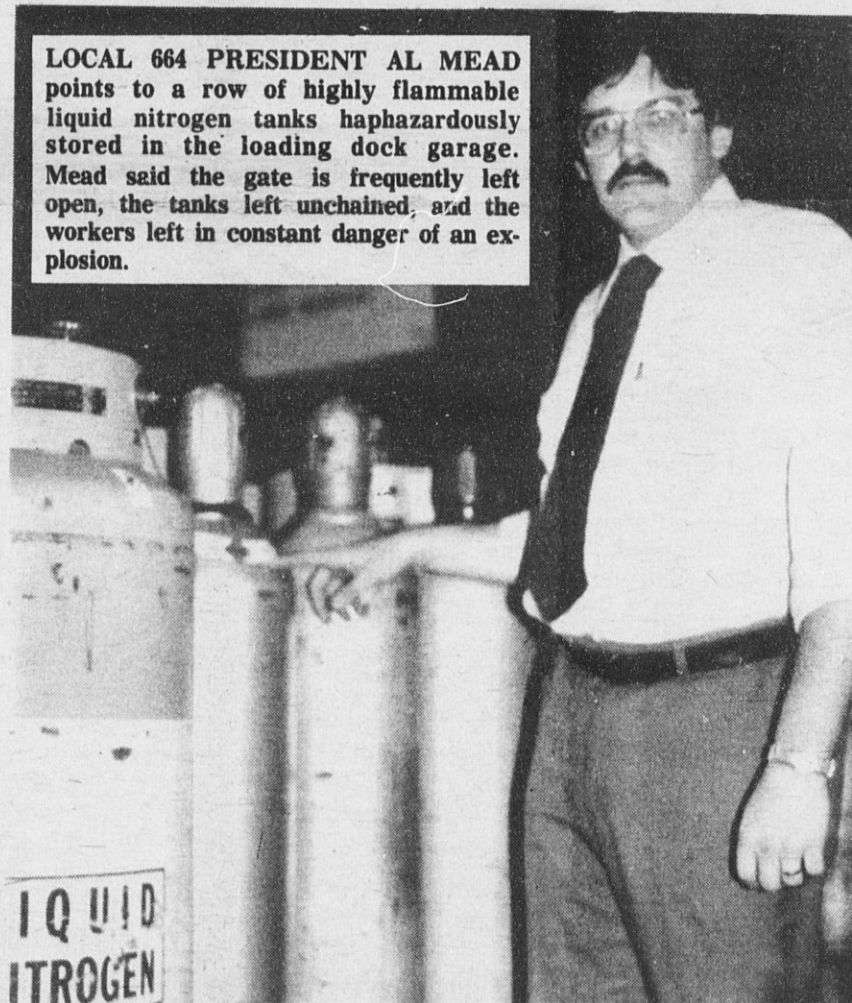
The chemicals used in the print shop include hydrogen cyanide, carbon monoxide, isopropanol, tethanol, amorphous silica, zinc oxide and others which can cause serious eye, nose and throat irritations through contact and inhalation of fumes.

CSEA is in the process of reviewing fact sheets on these chemicals, 25 in all, which it obtained from OSHA under the recently enacted Right to Know Law.

In the past employees were provided little information about handling and working with the chemicals. CSEA now wants to know just what the employees are dealing with, Mead said.

To date the employees have been given no clear cut directions for an emergency evacuation. The only way out is up six flights of stairs — a

LOCAL 664 PRESIDENT AL MEAD points to a row of highly flammable liquid nitrogen tanks haphazardly stored in the loading dock garage. Mead said the gate is frequently left open, the tanks left unchained, and the workers left in constant danger of an explosion.



route difficult for the average person, but impossible for the six handicapped employees working there, Mead said.

Other safety complaints include fire hoses which have not been inspected in several years, fire alarm bells which cannot be heard over the noise of machinery, a light switch located above a sink and temperature variances from 60 to 80 degrees going from one section to another. One room, which employees must go through to get upstairs daily, varies with the outside temperature and has gone down to -15 degrees in the winter.

Rain and snow melting from vehicles in the parking garage above leak into working areas through cracks in the ceilings and walls, often leaving puddles in which employees could slip.

Tiles are missing in parts of the floors — another place for workers to trip.

Mead said these problems have been growing ever since the department moved into the tower building in 1977. "It has reached the point where we can take no more," he said. "We want immediate changes around here."