

# Public SECTOR

Facility for  
Sale? — pg. 9

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## Eviction notice, car seizure at center of pair of union efforts to prevent 'unilateral changes'

"Unilateral change" attempts in terms and conditions of employment come in many forms. And while an eviction effort and loss of a car may not appear too usual, one of them already is fairly common and the other could become so, as the two stories below suggest.

### Fight eviction notice

NEW YORK CITY — An Improper Practice charge has been filed against Manhattan Psychiatric Center (MPC) in an attempt by CSEA to prevent the eviction of MPC Local 413 member Milan Cais from his State-owned residence.

According to Metropolitan Region II Director George Bispham, if MPC succeeds in evicting Cais, it would set a precedent for the eviction of other State employees who live in State-owned residences.

Cais has resided on the grounds of MPC without interruption since he was hired by the institution in 1972. His rent of approximately \$35 per pay period is deducted directly from his pay check.

In the IP, CSEA maintains that the MPC management has "no substantial reason" for revoking what is a significant benefit of Cais' employment, and that the eviction "constitutes a unilateral change in the terms and conditions of Cais' employment" without negotiations.

"The fact that MPC has provided a residence to Cais and charged him for it for the past 9 years certainly constitutes a past practice that cannot be changed without negotiations," Bispham said.

### Car ordered restored

OSSINING — Ossining's Assistant Building Inspector Louis Caraisco will get his Village-supplied automobile back, thanks to a recent arbitrator's decision. His case is just the latest in a string of recent decisions in which New York public employers have been ordered to restore use of vehicles to CSEA members.

When Caraisco was hired as assistant building and plumbing inspector of Ossining in 1978, he was told that he would be furnished with a village vehicle as part of the compensation of the job.

Last November, the Village Manager informed him of a "change in policy" and directed him to give up the car.

CSEA filed a grievance, asserting that the furnishing of a vehicle to Caraisco qualified as a benefit under the contract and that the Village was obligated to keep the benefit in full force and effect. The union also argued that the grievant was entitled to receive compensation for out-of-pocket expenses incurred since he was deprived of the vehicle in November.

Arbitrator Martin Scheinman agreed, ordering the Village to return the Vehicle and compensate Caraisco for his expenses.

## State employees paid in scrip; hassle continues

ALBANY — State employees are continuing to receive "scrip" as payment for earnings as the result of the continuing deadlock between the Legislature and the Governor over a state budget for the fiscal year that began on April 1.

Already the state has issued "scrip" to state employees on the Administrative and Institutional payrolls and until the deadlock is resolved, the problem will continue. CSEA lobbyists are working between the legislative and executive branches to try and enact an acceptable state budget.

For some state employees, the problem is even worse. Employees of "temporary commissions" and agencies not proposed for funding in the Governor's budget proposal are receiving nothing. The state Department of Audit and Control says state law does not allow issuance of "scrip," essentially a promissory note, unless there is an expectation that an employee's item will continue to be funded.

Some state workers have found cashing "scrip" a time consuming process at banks and often impossible at grocery stores and check cashing services. Most banks in the state do, however, honor "scrip."

## Retirees local, 3000-members strong, holds its inaugural event in Florida

NEW PORT RICHEY, FLA. — CSEA retirees from throughout the Sunshine State gathered here April 4 to participate in the inaugural event of CSEA's newest retirees local, the 3,000-member Florida State Retirees Local 950.

Some 400 members from as far away as Miami and Jacksonville attended the event in the Tampa Bay area.

"With so many CSEA retirees now living in Florida, it's only natural that a local be established in the popular retirement state," commented Executive Director Joseph

Dolan, who officiated at the swearing-in ceremony. "And judging by their tremendous turn-out at this inaugural event, their interest in CSEA is active and enthusiastic."

Officers installed at the gathering were: Louis P. Colby, President; Howard Anderson, First Vice President; Owen Thomas, Second Vice President; Anita Disanti, Treasurer; Benjamin Buyer, Corresponding Secretary; and Rose Kunzie, Recording Secretary.

Also in attendance at the ceremony was special guest Melba Binn, CSEA's Statewide Retirees Committee Chairperson.

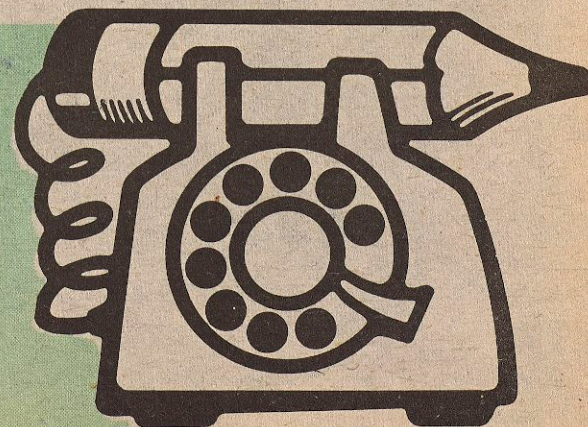


JOINT LABOR-MANAGEMENT tours of state mental hygiene facilities, begun last fall, continued recently with visits to both Monroe and Newark Developmental Centers in CSEA's Western Region. CSEA President William L. McGowan, right, talks with an employee in above photo while Western Region President Robert Lattimer looks on. Story on page 7.

**Write  
or Call**

## YOUR SENATORS, CONGRESSMEN

CSEA is asking every member to write or call their U.S. Senators and Congressmen from New York to protest the projected loss of federal aid to New York State under the proposed 1982 Federal Budget. Send letters to Senators D'Amato and Moynihan at Senate Office Building, Washington, D.C. 20515; and to your Congressman at House Office Building, Washington, D.C. 20515. See last week's Public Sector for list of Congressmen. Call both your Senators and Congressman at (202) 224-3121. Do it today, you can make a difference.





# Syosset celebrates new DOT facility



**THE OLD** — The former Syosset DOT facility, above, is located in the same yard as the new one.

**AND THE NEW** — Syosset's new DOT facility gets the once over from State Department of Transportation Local 508 President Louis Mannellino, right, and Local 508 Safety Chairman Phil Bertuglia. The two men view the creation of the new facility as a great improvement in working conditions at the Syosset DOT.



**ON HAND FOR THE OPENING** of the new DOT Syosset facility are Local 508 members, from left, John Biddle, Treasurer Vincent LeDonne, Joseph Simeave, Donald Holley, Charles Eidenweil, James Miller and Richard Rose.



**SYOSSET** — The recent opening of the new State Department of Transportation facility in Syosset was celebrated with a joint labor-management get-together at the new facility.

The new facility replaced an old, antiquated facility located in the same yard.

DOT Local 508 President Louis Mannellino hailed the opening of the new facility as a great improvement in working conditions for the CSEA members working at Syosset DOT. He said CSEA has been working for many years to improve the working conditions at Syosset.



**LOCAL 508 PRESIDENT** Louis Mannellino, above right, shakes hands with Resident Engineer Raymond Cordes at the opening of the new DOT facility in Syosset. Joining them are Assistant Resident Engineers, from left, Peter Jakltsch and Richard Ivery.

**ATTENDING THE OPENING OF THE** new DOT facility in Syosset left, are, from left, Andrew Krigsman, Annie Uran, Dorothy Stingley, Maria Brace and Richard Lamb, all of Local 508.



# Worker reliability precedent set in Plattsburgh

PLATTSBURGH — Management's unstated concerns about an employee's possible unreliability, based on previous undisciplined tardiness, cannot be used as a basis to deny promotion to a posted non-competitive class position, when the determining factors are seniority and technical ability.

So ruled arbitrator Maurice Benewitz in a dispute between CSEA Local 612 and the State University at Plattsburgh.

In April 1979, CSEA member Martin Selby applied for the position of motor equipment repairman, grade 12, and was the only "inside" candidate. The University interviewed Selby, but failed to appoint him to the posted vacancy. When CSEA filed a grievance on behalf of the employee, the first step answer stated that the worker's supervisors "felt his attendance and reliability was of such a nature to prohibit a promotion at this time."

CSEA research into the grievant's work record found that he had never been disciplined nor given written counselling concerning time and attendance. Evaluations of Selby's performance in January 1978 and February 1979 found the grievant average or above average in all factors.

Testimony described a series of events which led to the grievant's resigning his job at Plattsburgh for a short period of time. He was later rehired and passed a second probationary period before applying for the grade 12 promotional opportunity.

Apparently, local management doubted Selby's reliability at the time of the second hiring; however, they failed to bring this issue to his attention during the promotional job interview.

In the arbitration hearing, CSEA held that the action of the employer in



**CONGRATULATIONS** — Joseph E. McDermott, CSEA Capital Region president, left, extends congratulations to CSEA member Martin Selby as CSEA grievance chairman Barbara Duesberg looks on . . . Selby's case may be precedent-setting in various ways.

failing to promote Selby meets the Court of Appeals definition of arbitrary conduct: that which has no sound basis in fact. The judgment on Selby's reliability was "a personal judgment, a subjective judgment, completely arbitrary," according to CSEA attorney Michael Smith.

Arbitrator Benewitz noted in his decision: "Selby was never asked for an explanation of his absences either at the time they occurred or at the time of his candidacy. He was never disciplined for them either, and had no reason to believe that the absences weighed against him."

Based on the union's case, Benewitz ruled that there was an arbitrary decision. He ruled that Selby be appointed to the position effective May 24, 1979, and be awarded full back pay, seniority and benefits.

## 'EAP coordinators are there to help'

SYRACUSE — The weight of personal troubles can be shared through the counseling services of the Employee Assistance Program (EAP), says Stanley E. Watson, CSEA Region V's new EAP representative.

EAP is a statewide program established by CSEA under a special grant from the New York State Division of Alcoholism and Alcohol Abuse. EAP coordinators help employees work out and cope with problems which are deeply affecting their life, and thus affecting their job performance.

Watson, who was a Methodist minister for 13 years and an alcoholism case worker for Oneida County for 12 years, encourages all CSEA locals and units to look into starting EAP services at their workplaces.

"Whatever the problem, whether it be alcohol or drug-related, emotional, financial, family or marital, or medical — the EAP coordinators are there to help," Watson said.

CSEA Region V members can contact Stanley Watson at Region V's headquarters in Liverpool by phoning (315) 451-6300, or by phoning the other Region V satellite offices. Other CSEA members should contact their region EAP representative.

There is also a statewide toll-free number provided by CSEA which is open to any employee in need of help. That number is 1-800-342-3565.



**CENTRAL REGION V Employee Assistance Program (EAP) Representative Stanley Watson, right, joins with EAP Director John Quinn and Long Island Region I EAP Representative Maureen Duggan at a recent EAP seminar.**

## 5 to 1 vote wraps up St. Lawrence contract

CANTON — A new two-year contract affecting more than 650 St. Lawrence County employees was recently ratified by a vote of more than five to one by members of the St. Lawrence County Unit of CSEA Local 845.

Stephen A. Ragan, CSEA Field Representative and chief negotiator for the Unit, announced the new agreement is retroactive to January 1, 1981.

Terms of the pact include salary increases for employees on the increment schedule of seven per cent (7%) the first year, seven per cent (7%) effective January 1, 1982, plus an increase in the second year based upon the CPI.

Employees off the increment schedule received an eight per cent (8%) increase retroactive to January 1, 1981, eight per cent (8%) effective January 1, 1982, plus an increase in the second year based upon the CPI.

The new contract also includes a two-step, lump sum longevity payment schedule for employees with seven and 15 years of County service.

Contract language was also changed to provide for an improved salary adjustment for employees who are promoted, or for some other reason receive a change in grade.

Additional benefits include an adjustment upward in the medical examination fee payment from \$15 to \$30, and a fifty per cent (50%) reimbursement by the County for additional medical tests.

Employees required to use their personal vehicles for County business will benefit from a new mileage allowance of 23 cents per mile, adjusted to 24 cents per mile July 1, 1981, and 25 cents per mile January 1, 1982.

A new hourly rate for on-call employees, and new language regarding work clothing damaged while on the job, are also covered by the agreement.

St. Lawrence County also agreed to sponsor training courses and allow employees to attend job-related courses or workshops during regular working hours on a case-by-case basis, providing employees reimburse those hours at another time.

The new agreement concluded negotiations which began in October, 1980, and followed an earlier settlement imposed by the County in July of 1980.

In addition to Ragan, other members of the Unit Negotiating Team included Richard Reno, President of Local 845, Flora Jane Beaton, Joe Seavey, Jerry Martin, Ada Warner, Irv Stowell, and Jack O'Connor.



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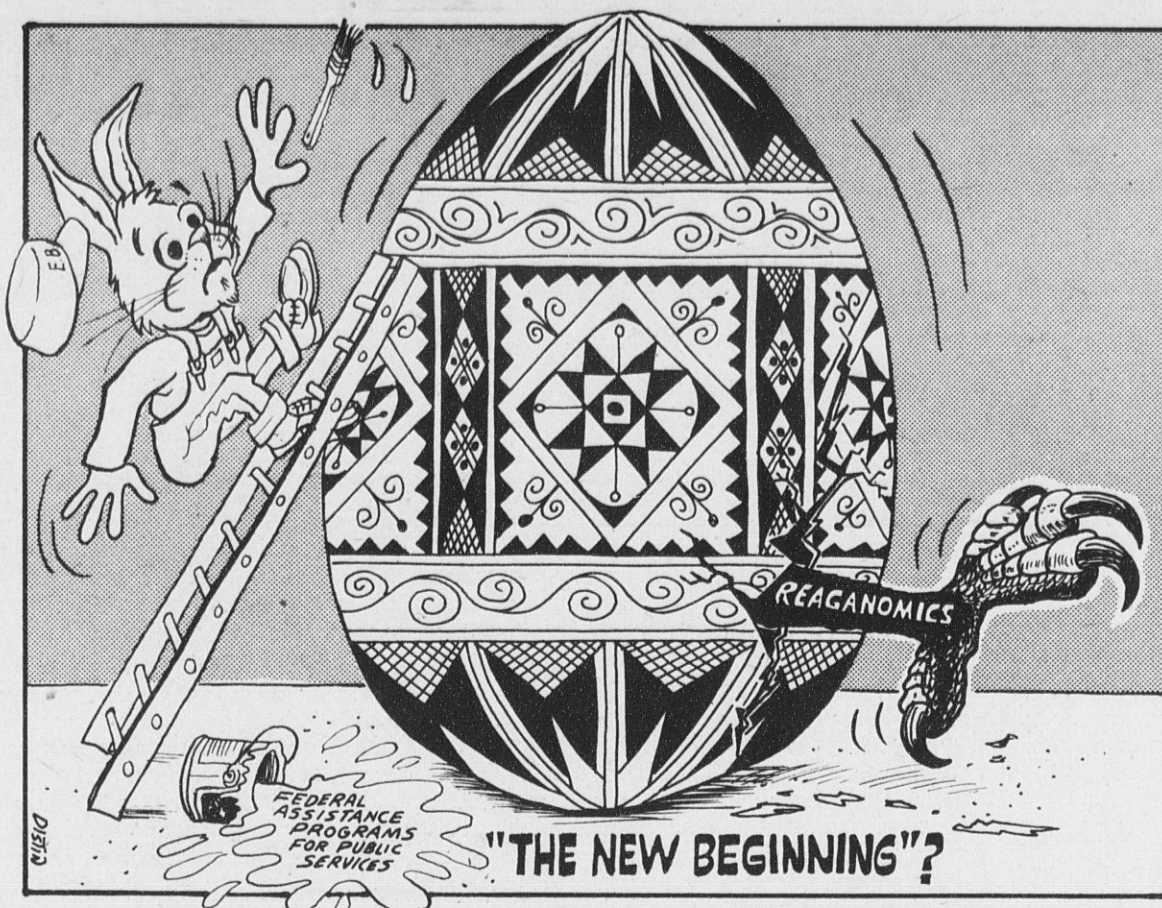
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## If not equality, at least comparable worth!



**EDITOR'S NOTE:** The following are excerpts from a lengthy speech prepared recently by Joseph E. McDermott, President of CSEA's Capital Region IV and an International Vice President of AFSCME. Originally prepared for delivery to a relatively small audience, the speech is excerpted here to give wider distribution of its content.

We live, work and function in a state that used to pride itself on being called "Empire" — first among many! But, due to established social and economic trends, NYS has fallen prey to the vulture of decay.

In spite of its hard times and cash flow problems, NY, unlike many other states, has looked upon its public employee work force contracts as an area where positive social ideas can and should be piloted.

Innovative ideas conceived and advanced by our union have been integrated into the public employee domain by NYS management while other states only look on. Let us examine just one of these new ideas in some depth.

Today, despite the Equal Pay Act of 1963 and Title 7 of the 1964 Civil Rights Act, which makes discrimination in wages illegal under the laws of this great land, the average earnings of full time female workers are only 59 percent of the earnings of full time male workers.

Let's look at the immense size of this economic bondage problem —

Forty-two (42) percent of the female work force are the sole support of their families! Projections are that by 1990, 14 million working women with young children will be in the labor market, both public and private sectors. In 1970, 43 percent of the adult women work force worked outside of the home; in 1981, the record is up to 51 percent and climbing! As to the earning gap, 50 percent or more working women earn UNDER \$200.00 per week. While better than 60 percent of the working men earn OVER \$250.00 per week!

What is the cause of this economic segregation and what is a possible solution?

The cause can be attributed to traditional economic discrimination. Women's jobs have paid less than men's jobs simply because women were performing them. Many employers believed that these jobs were not worth as much as the jobs done by men; that women are usually secondary earners in a two member household and, therefore, their salary was secondary to the male in the traditional household unit.

Another factor in this economic discrimination was the fact that men were more likely to organize into unions, while women were not so inclined. Women were not even considered during organizing efforts by unions in the early years of organized labor's violent birth.

Public employee unions formed in the early 1900's did recognize the true worth of women as full partners in the union movement, however, discriminatory wage patterns had already been established. Such patterns continue because jobs, both male and female occupied positions, are not paid according to their relative value to the organization and jobs of equal value are not generally assigned similar wage levels. Many studies have shown that women's jobs are often underpaid relative to men's jobs, even when they are of comparable value or worth to the employer.

Obviously, the solution to the problem is as multifaceted as the present complex situation of male/female employees.

One solution is integration of the work force at the work place. If men and women were evenly and equally distributed among all occupations, the earning gap between men and women should, in theory, close.

But, theory does not quickly become reality; that transition will take many years before the employment patterns of men and women become similar. And, of course, there are stumbling blocks in the journey.

First, the current expansion of employment

opportunities is primarily in the clerical and service occupations, where women are already highly concentrated. Employment in the higher paid blue collar occupations, manufacturing crafts and construction is not growing. Because of this lack of opportunities, women who want the higher paying male dominated jobs may have to wait until the blue collar market is revitalized. Conversely, significant numbers of men will have to enter traditionally women's occupations. This is unlikely to happen while wages for women's jobs remain depressed.

Another factor is that women will be facing social barriers when entering non-traditional fields. These barriers will not fall easily or quickly despite the best efforts of interest groups, Equal Employment Opportunity Commissions and the courts. Certainly, as some women rapidly take up the challenge of change, others will seek to continue in the presently established career areas which they find personally pleasant and self-satisfying.

If any union could dare claim membership equality from its very beginning then the Association of Civil Service Employees, formed in 1910 and later known as CSEA should claim that honor.

Women have played a major role in the history of public sector unionism and they often are the backbones of our CSEA Locals and Units. CSEA had its first female Statewide President in 1934 and currently, CSEA has numerous important positions filled by female members.

But, let's speak further of job transition and job change — actions which will eventually lead to positions of comparable value, comparable worth.

In the 1979-82 Administrative Unit Contract between CSEA and the State of New York, a concept of transition, of developing equal opportunity for women, was put into use and became a milestone or national centerpiece of first time concrete action in this arena.

The ASU contract covers 33,000 male and female employees. It was hammered out by a negotiation team of 18 CSEA members (14 female, 4 male). It includes historic addendum establishing a Clerical and Secretarial Employees Advancement Program, the CSEA/P.

In summation, CSEA is continuing its tradition of breaking new ground in the public employee union arena. CSEA exists to serve the needs of its members. Creating new concepts that its members need to forge ahead, career-wise, fits this positive image that our Union has long enjoyed.



# GOWANDA

## Perplexing problems confronting employees are undermining morale

By Ron Wofford

CSEA Communications Associate

GOWANDA — Many Mental Health Therapy Aides at the Gowanda Psychiatric Center face a perplexing state of affairs — including poor morale, understaffing and forced overtime as they attempt to carry out their daily duties, CSEA local 408 members and officers have reported.

One of the most disturbing aspects of their plight, they say, is the seeming indifference by management to employees' complaints.

"There used to be a time when the director's door was always open for us to come in and discuss any problems we had," said Local 408 President Doris Smith. "But lately he seems to have become a recluse and is letting others speak for him."

President Smith was joined in outlining a "truckload" of problems at the psychiatric center by four others: Grievance Chairwoman Ada Ramsey, Treasurer Ray Smith, Chairman of the Operational Unit, Dennis Wilson, and Chairwoman of the Administrative Unit, Sue Wilson.

One of the most controversial directives recently issued by the psychiatric center is a requirement that employees hired or transferred to the Forensic Unit sign a commitment to stay with the unit "for at least two years."

"This amounts to involuntary servitude or slavery," said Ray Smith, a Forensic aide. "Several of us had reluctantly signed the agreement, unaware that it wasn't legal until CSEA Collective Bargaining Specialist Paul Burch informed us and management. They verbally agreed to cease listing such a job requirement, but the very next job posting had the exact same commitment as a qualification."

According to Ray Smith, two individuals were removed from the unit for refusing to sign the commitment, "but they filed and won a grievance on the matter and were quickly transferred back to the unit."

In addition to this and other worries, such as understaffing and inadequate fire safety measures, Ray Smith is very concerned about the overload of patients on the Forensic Unit.

"The unit was originally set up for 30 patients," he said. "Right now we have 34 — all males except for one. This causes additional problems because there are no female bathroom facilities. This type of situation, of course, does nothing to alleviate any of the patients' problems."

On fire safety, Smith had this to say: "If a fire ever started at night, there would be no way out because of the way the dorm area is laid out. We've suggested several remedies, but so far there hasn't been any positive response."

President Doris Smith said the situation Ray Smith describes is typical of an underlying morale problem at Gowanda.

"Low morale is hospital-wide," she said. "It all comes back to the same thing — they (management) don't care about the problems. They proved that during a recent reorganization that we refer to as the 'Thanksgiving Day Massacre.' Despite all kinds of objections based on concern about the traumatic uprooting of patients around the holidays, they made about 500 patient moves when they could have accomplished the same result with about 200."

President Smith noted that management had reopened wards that were not clean — "painters were still working, no proper toilet facilities, no sheets, towels and other necessities. Patients had to sit on the floor until furniture arrived."

The President also says patients are still being moved around, which is very difficult for them. "They get used to the staff working with them,



LOCAL 408 PRESIDENT Doris Smith outlines a "truckload" of problems for employees at the Gowanda Psychiatric Center.

almost like family, and when they're separated it's very traumatic," she said. "Many patients are still suffering the after effects of the 'Thanksgiving Day Massacre.' There were also many personal items missing, such as patients' dentures and clothing."

Many of the charges hurled at the psychiatric center administration could comprise an indictment of incompetency. These charges include a personnel department "that is so uninformed people come to us because they can't get an answer there," the Local members say.

Staffing problems voiced by the Gowanda employees include charges that there are not enough MHTA's to do direct care work, at a time when MHTA items are being converted to other titles.

They also say employees are being denied vacations and personal leave, and that some employees have had their vacation time split — so that they must work one day in the middle of their vacation period. Involuntary overtime and double shifts are also not uncommon, with MHTA's running the wards on weekends when most of the nurses are off, the CSEA members charge.

In a list of complaints, the employees wrote: "Lower-salaried people are expected to do the work for inexperienced professional-level employees who are suddenly thrust into our midst, and pick the bones of our experienced people to their own advantage."

"They use all types of tricks to keep the deserving employees from promotions, but think nothing of going inside to fill previously higher level positions with new lower-paid employees," the CSEA members further stated. "Operational items, such as Grade 12's, are being filled with Grade 6's and 8's, reducing the promotability of maintenance workers, plumbers, carpenters, etc."

"It's almost useless to have the labor/management meetings because they give lip service at the meeting, then go on doing as they please," the employees further charged in their written complaint.

As the charges mount, employee morale appears to be plummeting, in tune with a pattern that is emerging at many state mental health facilities today.

"As employee morale continues to slide downward, patient care — our main concern — will continue to deteriorate," the Gowanda employees concluded. "Many of us have been here for 10, 15 and 20 years, and we never had these problems until the present administration took over."

## Nominations deadline nears

WEST SENECA — The opening of nominations for office and notice of nominating deadline have been announced by West Seneca Developmental Center CSEA Local 427.

The offices to be filled are President, Executive Vice President, 1st, 2nd and 3rd Vice President, Recording Secretary, Corresponding Secretary, Treasurer, three Delegates and 12 Executive Committee members.

Members wishing to run for office or nominate a candidate may obtain a request form from Eula Simmons, Bldg. 26, Extension 214, or Kathleen Thuston, Bldg. 70, Extension 413 or 323.

The deadline for nominations is April 22. The election will be held on Wednesday, May 27, times and places to be posted. Any member in good standing for one year is eligible to run for office.

## Region III nominees

NEWBURGH — Those persons receiving nominations to run for office in Southern Region III were announced by the Region III Nominating Committee at a recent meeting.

The nominees, in the order announced are:

**President:** Raymond J. O'Connor and Eva Katz.

**First Vice President:** Pat Mascioli and Robert Thompson.

**Second Vice President:** Carolyn Zappe and Harold Ryan.

**Third Vice President:** Rose Marcinkowski and Ellis Adams.

**Secretary:** Grace Woods and Glenda Davis.

**Treasurer:** Eleanor McDonald.



## Region II's Charles Bell Joins CSEA staff

# Marathoner runs race of key union representation

NEW YORK CITY — One of CSEA's newest staff field representatives is no stranger to CSEA — he was an active member for nearly 19 years and was among the most active of members within the union's Region II, which he now services. And he should be used to the often hectic pace required of a field rep — he's also an accomplished marathon runner.

Charles Bell came to the Region II field representative position as the former first vice

president of Creedmoor Psychiatric Center Local 406, which he also served as Local grievance chairman and a member of the Local 406 Political Action Committee. And Bell has been active in contract enforcement as far back as 1971 when he first became a shop steward. And, for experience, he's been chairman of the Region II Presidential Task Force on Performance Evaluation; chairman of the Region II Nominating Committee, and a member of the Region Grievance and Social committees as well.

Bell has been assigned to represent part of New York City Local 010, including Division for Youth in New York City and Yonkers; Department of Audit and Control, Harlem State Office Building, SUNY College of Optometry and the Department of Banking in Manhattan; SUNY Maritime College in the Bronx and the State courts in New York City.

Since becoming a Field Representative, Bell has continued his running and intends to run again this year in the New York City Marathon. It would be his third appearance in the event.

Bell, in 1980, ran the 26-miles, 385-yard race in 4:08 and hopes to break four hours this year.

He ran the 1979 race on the opening day of the CSEA Annual Meeting at the Concord and arrived at the convention later that day, ready to tackle key union business.

The Local 406 Executive Committee recently honored Bell with a farewell dinner where he was presented with a plaque for his "years of dedication and unselfishness to others."

He expects to complete this year in the Labor Studies Program of the New York State School of Industrial and Labor Relations — Cornell University, and has started work on a Bachelors Degree in Labor Studies.



CSEA Field Rep. Charles Bell

## Region I list of candidates

AMITYVILLE — The Region One Nominating Committee, Carl Pugliese, Chairman, has released the list of candidates for office of the Long Island Region. They are:

### President:

Danny Donohue, President, Region One.

### First Vice President:

Nicholas Abbatiello, president, Nassau County local 830.

### Second Vice President:

Billy Chacona, president, Pilgrim State Local 418.

Arthur Loving, president, Long Island State Parks Local 102.

John Madlon, president, Suffolk State Office Building Local 016.

### Third Vice President:

Carol Craig, second vice president, Suffolk Educational Local 870.

Nick Dellisanti, administrative assistant, Nassau Local 830.

Charles Sclafani, president, SUNY at Stony Brook Local 614.

### Fourth Vice President:

James Forsyth, president, Central Islip Local 404.

Jack Geraghty, member, Nassau County Local 830.

Ed Zurl, member, SUNY at Stony Brook Local 614.

### Secretary:

Mary Ansbach, secretary, Central Islip Local 404.

Dorothy Goetz, president, Huntington unit, Suffolk Local 852.

### Treasurer:

Jean Wichmann, member, Nassau County Local 830.

### Education Representative:

Michael Curtain, first vice president, Suffolk Education Local 870.

Frank Fasano, president, Nassau Education Local 865.

## Barbara Babcock appointed to executive secretary post

POUGHKEEPSIE — Friends and former co-workers turned out recently to honor Barbara Babcock, who has been named executive secretary to the chairman of the Dutchess County Legislature.

Mrs. Babcock, who was vice president of Dutchess County CSEA Local 814 and executive vice president of her unit, said she was grateful for her union experience.

"I learned a great deal about management and labor relations and met a lot of nice people," said Mrs. Babcock, who started with CSEA as a shop steward in 1975.

"My appointment as secretary to Chairman Louis Debiase is a reflection upon my work with the union."

When Debiase rose to speak of Mrs. Babcock, he agreed with her. "We chose Barbara for her experience with the union as well as for her experience with the departments," Debiase said.



FORMER DUTCHESS COUNTY LOCAL 814 Vice President Barbara Babcock is flanked by Dutchess County CSEA Unit President Scott Daniels, left, and Local 814 President Ellis Adams during a dinner program honoring her appointment as executive secretary to the chairman of the Dutchess County Legislature recently.



METROPOLITAN REGION II PRESIDENT James Gripper addresses CSEA members who work in the Harlem State Office Building. At the head table are, from left, Region II EAP representative Joan Phillips, Creedmoor Psychiatric Center EAP coordinator Dr. Sy Fine, Region II Field

representatives Andrew Collins and Charles Bell, Region II communications specialist Richard Chernela, and Local 010 staff supervisor Tony Vericella.



# Labor-management inspection team tours centers at Newark, Monroe

A facility-by-facility tour of state institutions of the Office of Mental Health and Office of Mental Retardation begun last fall continued this month when CSEA and Carey Administration officials visited the Newark Developmental Center and the Monroe Developmental Center.

The top-level labor and management teams were headed up respectively by CSEA President William L. McGowan and Meyer S. Frucher, Director of the Governor's Office of Employee Relations.

When the tour was announced last fall it was described by both sides as an unprecedented joint effort to investigate and solve serious problems in the various state institutions. To date the teams have visited several facilities with a goal of inspecting every facility. Evaluations of each visit are conducted as follow up to each visit.

The photos on this page show some of the activities at the tour of the two facilities.



**NEWARK DEVELOPMENTAL CENTER** employees, from left, Linda Greule, Marty DeSanto, Orintha Orbaker, Mona Domke, Sharon Viddler and Evelyn Simmons, were among those meeting with joint labor/management team that visited facility this month.



**EMPLOYEE CONCERNS** at Monroe Developmental Center in Rochester are discussed by CSEA Statewide President William L. McGowan, left, Local 439 President Mary Cartwright, center, and Pearlina Moore. President McGowan headed the union team in a joint labor/management tour of the Monroe facility.



**DISCUSSING PROBLEMS** at Monroe Developmental Center during tour of facility are, from left, management team member Chuck Devane, CSEA Chief Counsel James Roemer, and Judy Burgess, Executive Assistant to CSEA President William L. McGowan.



**EMPLOYEES AT NEWARK DEVELOPMENTAL CENTER** who discussed conditions with the joint labor/management team included, from left, Johnny Patterson, Local 417 grievance co-chairman; former Local 417 President Tony Cinquegrana, and members Debbi Barnes and Gail VanDer-Mortel.



**REGION VI PRESIDENT** Robert Lattimer, left, was a member of the union team touring both facilities in his region. Here he discusses some preliminary findings with CSEA Collective Bargaining Specialists Paul Burch and Jase McGraw.



# Renovation project on or off the ice?

By Charles McGeary  
CSEA Communications Associate

**OSWEGO** — If there is one thing students at SUNY Oswego must learn in their first academic year, it is how to cope with harsh winter months along the lakefront campus.

The record snowfalls and icy winds that blow in from Lake Ontario become a way of life.

The weather also seems to encourage a popularity for the sport of ice hockey that borders on the fanatic.

Students and hockey fans from the entire Oswego County area jam into Romney Field House on campus for every game. At a recent playoff game, more than 3,000 enthusiastic fans packed themselves into the World War II-vintage drill hall built to seat 1,500.

According to Dale Dusharm, President of CSEA Local 611 at SUNY Oswego, the big problem now facing the entire community is the condition of the Field House. It is the only hockey facility with seating in the entire County, and it is literally falling apart.

"The State employees on campus have done a fantastic job in maintaining the building and equipment with 'patches and prayers,'" Dusharm said.

"In addition to a score of broken windows from misdirected hockey pucks, the building also suffers from a leaky roof and walls, poor drainage, heaving floors, faulty brine pumps, rusting cooling towers, and an 18-year old Zamboni ice making machine that is on its last 'wheels,'" Dusharm added.

"The machine has been patched, repaired and overhauled so many times, we stopped counting," Dusharm said grimly.

"What this place needs is a complete renovation. And, at today's inflated prices, it will probably require the full \$400,000 that have been budgeted for the project."

"We have already been assured of support from Senator Doug Barclay, and Assemblyman Ray Chesbro. More than 2,000 Oswego County residents and 400 SUNY Oswego students have signed petitions expressing their desire for State action. Those petitions were turned over to the Legislators. Now it is in the hands of Governor Carey for his action, hopefully in April," Dusharm continued.

"We want to make one point very clear. This facility is not only used by the students/athletes at SUNY Oswego. It is also the practice ice arena and game site for all local high schools, youth hockey programs for boys and girls of all ages, as well as serving as field house for baseball, soccer, and lacrosse teams to practice during bad weather months," Dusharm continued.

"As the President of CSEA Local 611, I am making a personal appeal to all my CSEA brothers and sisters throughout Region V and Statewide, to support the drive to renovate Romney Field House. We want Governor Carey to know the money already budgeted for the project is vitally important to the families and youth of this entire Oswego County area," Dusharm added.

"The winters in Oswego County are long and tough, but we natives have learned there is nothing like a good hockey game to pump up spirits and take the edge off a cold winter day or night."

"If I thought he would accept an invitation, I would invite the 'Guv' for a friendly game of broom ball on the ice with some of his dedicated State employees," Dusharm said with a smile.



**DALE DUSHARM, right, SUNY Oswego CSEA 611 president, discusses extensive deterioration of campus fieldhouse with Don Unger, Oswego State coach, and Earl Wilmont, head fieldhouse maintenance worker, in fieldhouse compressor room. Fieldhouse is used by students and community groups from morning until midnight, seven days a week during hockey and figure skating seasons. Officials fear it may have to be closed.**

## Local women's committee agenda set

**WATERTOWN** — "Legal Rights for Women" will be the theme of a special meeting of the Women's Committee for Black River Valley Local 015 of CSEA, set for 8 p.m., April 23, at the Holiday Inn, Watertown.

Guest speaker will be CSEA Attorney Marge Karowe.

The meeting, one of several planned for the coming months, is open to all members of CSEA Region V.

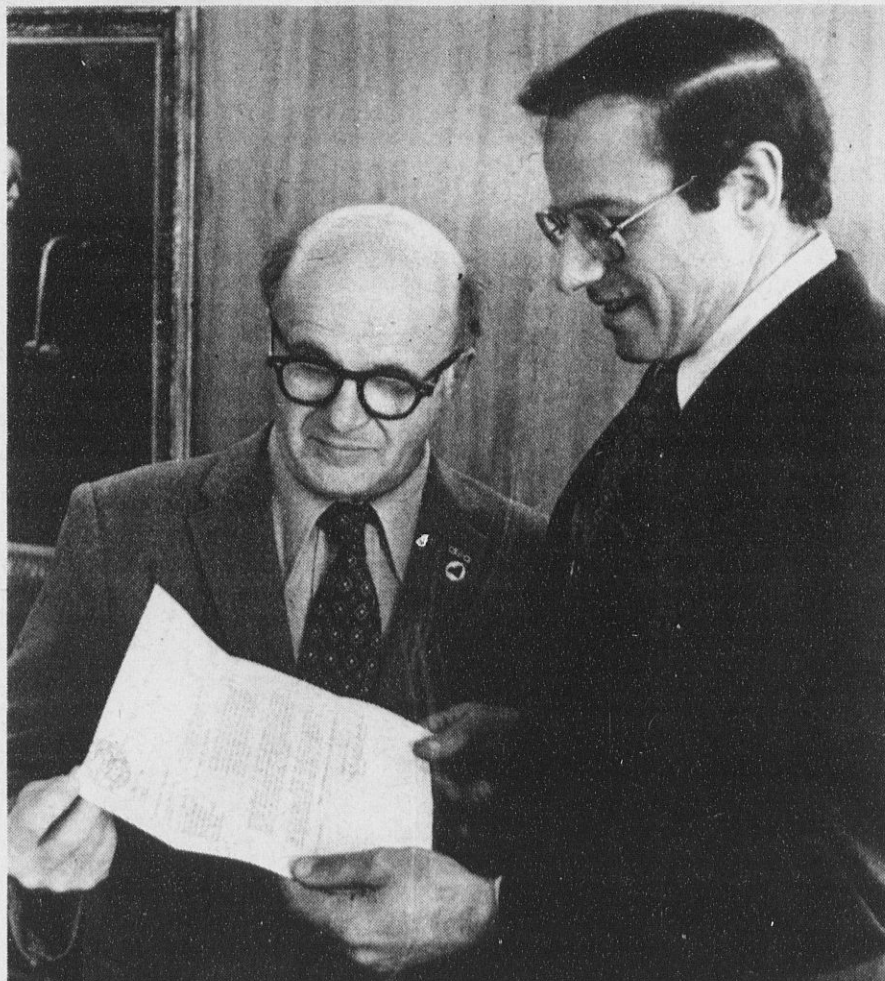
## Calendar of EVENTS

### April

- 15—Buffalo Local 003, Executive Committee meeting, Plaza Suite, Buffalo.
- 15—Hudson Valley Armories Local 252 meeting, 1 p.m., Kingston Armory, North Manor Ave., Kingston.
- 20-22—Long Island Region 1 Annual Workshop, Gurney's Inn, Montauk.
- 21—Hudson River Psychiatric Center Local 410 meeting, 8 p.m., Cheney Building Conference, Room 1-A, Hudson River Psychiatric Center.
- 23—Black River Valley Local 015 Women's Committee Meeting, 8 p.m. Holiday Inn, Watertown. Guest speaker, Attorney Marge Karowe.
- 23—Southern Region III SUNY locals meeting, 7 p.m., Holiday Inn, Fishkill.
- 24—Rockland Children's Psychiatric Center recognition dinner, 7 p.m., Holiday Inn, Oranburg.
- 25—CSEA Region IV Women's Committee Meeting with guest speaker attorney Marge Karowe on "Women's Legal Rights," Best Western Thruway House, 9 a.m. registration.
- 28—Southern Region III DOT locals meeting, 8 p.m., Howard Johnson's, Middletown.
- 29—Nassau County Local 830 Executive Committee meeting, 5:30 p.m., Salisbury Inn, Eisenhower Park, East Meadow.

### May

- 1—4th Annual White Plains Unit Retirees Dinner-Dance, 7:00 p.m., Purchase Country Club, Anderson Hill Rd., Purchase.
- 1—Pilgrim Psychiatric Center 25-year and retirees dinner dance, 8 p.m., Huntington Towne House, Huntington. Pilgrim Psychiatric Center Local 418-sponsored cocktail party, 7-8 p.m.
- 5—Southern Region III local and unit presidents and treasurers meeting on the changes to the model constitutions, 7:45 p.m., Holiday Inn, Fishkill.
- 6—Long Island Region I Mental Hygiene Task Force meeting, noon, Region I Satellite Office, Hauppauge.
- 12—Suffolk County Local 852 women's forum, 7:30 p.m., Sheraton Inn, Smithtown.
- 13—Suffolk County Local 852 Executive Committee meeting, 7 p.m., 755 Waverly Avenue, Holtsville.
- 20-22—State Delegates Workshop, Syracuse, N.Y.



**WILFRED MIGNEAULT, left, acting on behalf of CSEA Retirees Local 921, presents a letter to Westchester County Executive Al DelBello petitioning him on behalf of retirees to, "do everything within your power to reduce the utility charges recently granted by the Public Service Commission to the Consolidated Edison Co."**



# 'For Sale' sign for Central Islip? Union battling for job protection

AMITYVILLE — Governor Hugh Carey has announced that talks will begin this month about the future of Central Islip Psychiatric Center, in-

cluding a bid to purchase the 850-acre site and turn it into a college campus.

New York Institute of Technology, a private

vocational college located on Long Island, has expressed interest in purchasing the grounds and buildings of Central Islip Psychiatric Center from the Town of Islip and the State.

The Governor's announcement came after several weeks of meetings between CSEA leaders — including President William L. McGowan and Region I President Danny Donohue — State Mental Hygiene officials and State legislators in which the union pressured them to confirm or deny rumors about the purchase bid that had circulated throughout Central Islip for weeks.

"We had pieced together what was going on and the Governor must have felt he couldn't keep it a secret any longer," said Donohue. "We remain very suspicious and wary about the way this whole thing was conducted," he added, "but we're willing to discuss it. The bottom line for us is to protect our members jobs."

A spokesman for the Governor confirmed what Dr. James Prevost, State Mental Hygiene Commissioner, admitted to President McGowan at a special meeting at Central Islip in mid-March: that it would take four to five months to determine if it is feasible to close Central Islip. Mr. McGowan told Dr. Prevost that the CSEA wanted to be kept informed "in writing" as to any state plans for Central Islip.

The upcoming talks, which will begin later this month, will be between the Department of Mental Hygiene, Islip Town and New York Institute of Technology. However, following a meeting with Danny Donohue and the Region I Mental Hygiene Task Force, Assemblymen Paul Harenberg and Robert Wertz announced the formation of a Planning Group for Central Islip Psychiatric Center staffed by CSEA leaders and members of the Long Island Legislative Delegation which will unify political, union and community opinion on the proposed closing. The CSEA members will be chosen from among the union presidents that make up the Mental Hygiene Task Force including: James Forsyth, Central Islip; Bill Chacona, Pilgrim; Tony Bentivegna, Kings Park; and Joe LaValle, Suffolk Developmental.

According to a Department of Mental Hygiene spokesman, closing the hospital would require state legislation and would probably take five years. In the case of the Center's closing, all patients would be transferred to nearby Pilgrim and Kings Park Psychiatric Centers, he added.

"We told the Department of Mental Hygiene, and so far they have agreed, that if there is a closing, no jobs will be lost and all employees will move with the patients to either Pilgrim or Kings Park," Donohue said. "But until a decision is made on the future of the hospital and we get commitments from state officials in writing, we don't agree to anything."



CSEA REGION I President Danny Donohue, center, makes a point during meeting of special planning group. From left are Assemblyman Robert Wertz, Pilgrim Psychiatric Center CSEA Local 418 President Bill Chacona, Kings Park Psychiatric Center CSEA Local 411 President Tony Bentivegna, President Donohue, and Central Islip Local 404 President James Forsyth.



GENERAL MEMBERSHIP MEETING to discuss the proposed closing drew an overflow crowd of Local 404 members. Local 404 President James Forsyth, lower left foreground, listens along with his members.

HIGH LEVEL MEETING between State and CSEA officials was conducted at Central Islip Psychiatric Center in mid-March concerning state's plans for the Center. Mental Hygiene Commissioner James Prevost, left, peers across table at union officials, including from left, Collective Bargaining Specialist Paul Burch, CSEA Region I President Danny Donohue, Central Islip Local 404 President James Forsyth, CSEA Statewide President William L. McGowan, and CSEA Chief Counsel James Roemer.





# Day care center grant improvements will improve employees' quality of work life



**SMALL WORLD DAY CARE CENTER** Director Leila Holmes shows Pilgrim Psychiatric Center (PPC) Local 418 President Bill Chacona the area which will be renovated to expand the capacity of the center. The center, which is located on PPC grounds has received a grant from the Quality of Work Life Committee of CWEP for improvements to the center.

## Expansion to enable more children of employees at Pilgrim to participate

**WEST BRENTWOOD** — The day care center at Pilgrim Psychiatric Center (PPC) which serves many members of CSEA Local 418 has received a grant to improve and expand the day care facility, according to Local 418 President Bill Chacona.

Chacona said the Small World Day Care Center recently received approval for a \$9,181.80 grant from the Quality of Work Life Committee of the Committee on Work Environment and Productivity (CWEP).

The grant will be used for the purchase of playground equipment, partitions, structural modifications, radiator covers and carpeting, he said.

The center has 60 children between the ages of 9 months and 5 years and there is a waiting list of 100 children, Chacona said.

Center Director Leila Holmes said the center's

capacity will increase approximately 40 children as a result of the grant.

She said the grant will make possible the expansion of the existing facility, improving the safety of the entire center, providing a good outdoor playground and allow compliance with State regulations.

The Quality of Work Life Committee gave its approval for the grant following a presentation by Chacona and Ms. Holmes.

Chacona said: "This is a major step toward improving the quality of work life for State employees at Pilgrim. The committee recognized the legitimate needs of working mothers."

The approval of the grant culminated two years of effort by Chacona to obtain funds for the day care center. He started work on the quest as Local 418 first vice president and continued his efforts after being elected president in 1979.

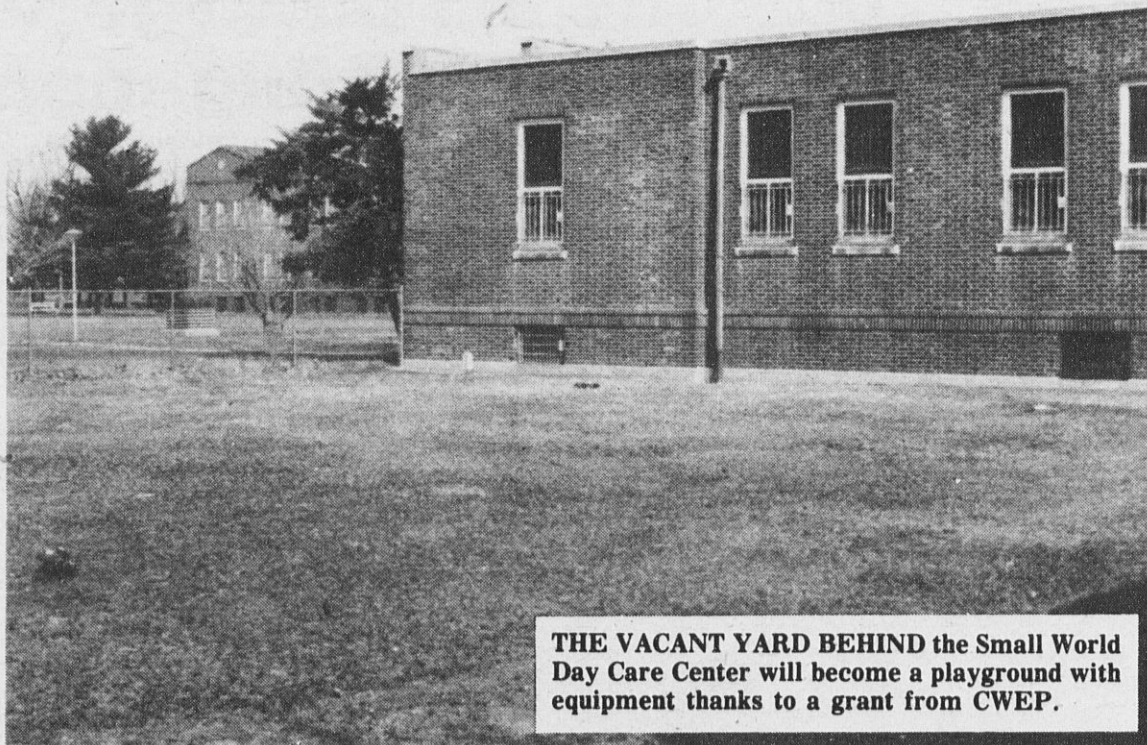
Small World Day Care Center opened in 1976 on the PPC grounds with space donated by the State. The private day care center also received some financial support from Local 418, he said.

It operates from 6:45 a.m. to 5:30 p.m., Monday through Friday. When space is available, it handles emergency day care requests, he said.

Included in the center are a certified kindergarten and a parent training education program, he said.



**TABLES NOW ARE THE** only barrier children at Small World Day Care Center have protecting them from hot radiators in the area to be renovated. Part of the CWEP grant will be used to purchase radiator covers.



**THE VACANT YARD BEHIND** the Small World Day Care Center will become a playground with equipment thanks to a grant from CWEP.



**CHILDREN AT THE** Small World Day Care Center stand in front of moveable shelves which serve as room dividers. The shelves will be replaced by more permanent — and safer — room dividers thanks to a grant from CWEP.



**PILGRIM PSYCHIATRIC CENTER** Local 418 president Bill Chacona and Small World Day Care Center Director Leila Holmes check out the infant area of the center which will be wall-to-wall carpeted as the result of a grant from CWEP.



# Fulton County workers win fight for salary hike, agency shop

JOHNSTOWN — Fulton County employees have a new contract — and a new image as well.

In recent contract negotiations with the Fulton County administration the CSEA represented workforce took on a new unified image before the eyes of the community and the administration.

The CSEA leadership, contained in its negotiating committee, Bill Sohl, unit president, Grace Bevington, Marie Wendell, Beverly Miller, Dennis Monk, Ralph Preston, Harriet Henry, Lona Montanye and Betty Conroy, was not about to settle for anything less than a fair and equitable contract. The workforce needed a solid salary increase and the union's membership had mandated agency shop to end the economic burden of non-member representation.

In turn, the county workforce wanted to show



THE FULTON COUNTY WORKFORCE united for a first-ever informational picket last month outside the County Courthouse. After several hours, a ten-

the administration that they supported their union negotiation team fully, as the team was becoming involved in contract mediation. For the first time in Fulton County, the membership manned an informational picket line outside of the County Court house and picketed the start of a mediation session. Their request: a salary increase and agency shop. Some 125 CSEA members walked the line in the early evening with temperatures dropping below freezing.

The CSEA team entered the mediation session

tative pact was reached. Provisions include an 18 percent salary increase over two years, and the establishment of agency shop in nine months.

amid cheers of support. The team was ready to go all night if they had to to settle the contract problems. As the picket line disbanded, the CSEA team began to address the issues. Several hours later a tentative pact was reached.

On March 23, 1981 the employees ratified a new contract which provides an 18 percent salary increase over two years and establishes agency shop in nine months. Seventeen other items, ranging from salary reallocation to double time for highway employees on three holidays, were also achieved.

## New York City bill package termed 'ludicrous,' union-busting measure

CSEA is opposing most of the 26 bills contained in this year's New York City Legislative Package, CSEA attorney Stephen J. Wiley reports.

"We think the package as a whole is so ludicrous as not even to be taken seriously," said Wiley. "But CSEA is pleased the Mayor has not taken on himself the burden of reforming the Civil Service Law for the entire state, unlike last year."

Wiley says the bills which would amend the Taylor Law or the Civil Service Law in the City of New York only are either "union-busting bills or they erode the constitutional principles of merit and fitness in public employment.

"We oppose them from a practical and a political standpoint. If they get passed in New York City this year, we'll have to prevent them from getting passed in the rest of the state next year."

Following is a brief review of some of the draft bills submitted by New York City Mayor Ed Koch. Most apply to New York City only.

The Mayor's five-bill reform package regarding Civil Service Law is essentially the same as last year's package. It calls for:

- the expansion of the

managerial/confidential class in relation to City employees;

- the establishment of the "one-of-ten" rule for managers;

- the expansion of the exempt class;

- permission for the City Personnel Manager to classify positions non-competitive without the approval of the State Civil Service Commission; and

- seniority to be determined by year rather than by date of hire for suspension, demotion and reinstatement purposes.

The Mayor is submitting a total of 21 bills in the categories of Labor Relations, Law, Pensions and Personnel which, says Wiley, "are so draconian and anti-public employee as to be insulting to everyone's intelligence."

In the category of Labor Relations, there have been five bills proposed, the first four of which apply to all employees in New York State. They would:

- mandate at least one-year suspension of dues deduction privileges and agency shop privileges for unions determined to have engaged in a strike;

- permit the Chief Executive Officer rather than the Public Employment Relations Board

(PERB) or the courts to suspend dues check-off after a strike;

- provide for automatic one-year loss of certification for a union determined to have engaged in a strike;

- reinstate the one-year probationary penalty CSEA repealed in 1978; and

- allow New York City to make unilateral changes in wages, hours and working conditions when strike activity begins.

The three bills pertaining to Pensions would:

- provide that a veteran of the New York City Employees' Retirement System must be in service at the time his application for retirement is made;

- amend the State Constitution to provide that an employee convicted of a crime related to his employment could have his pension benefits reduced or eliminated; and

- amend the New York City administrative code to allow agency heads to reduce or terminate the pension rights of a retired employee who is convicted of a crime relating to his public office.

Included in the Personnel category are bills that would:

- permit temporary ap-



CSEA attorney Stephen J. Wiley

pointments for the duration of a Federal or State grant, without regard to existing eligible lists;

- allow the City Personnel Director to establish separate units for suspension or demotion without the approval of the State Civil Service Commission;

- amend the OSHA law to allow New York City to submit plans to the Industrial Commissioner proposing a "reasonable" schedule for phasing in OSHA, and amend OSHA to provide a system of "voluntary compliance" for New York City;

- extend the duration of provisional appointments from nine months to 18 months in the City; and

- permit the City to use the disciplinary penalties of fines up to one year's salary and loss of annual leave by statute rather than by stipulated settlement as at present. Currently, the statute only permits the penalties of dismissal, demotion, 60-day suspension or \$100 fine.

## Increased group health insurance available

ALBANY — Group Health Insurance Incorporated (GHI) is making available increased coverage under its GHI Comprehensive Benefits Package (CBI) rider. Active State employees in bi-weekly payroll status currently enrolled in GHI can sign up for this program during

a special, extended open enrollment period, through April 30.

CBP increases the schedule of allowances for surgery, anesthesia, in-hospital doctor's care, radiology, maternity and other care. For example, maximum payment for a normal

delivery would increase from \$225 to \$450.

Bi-weekly cost for the CBP would be \$1.28 for individuals and an additional \$5.60 for families.

To sign up for this increased coverage, existing GHI enrollees must fill out form PS404, which is available in their personnel offices.



## Assaults upon employees are frequent

# Assault victim blames serious understaffing

By Stanley P. Hornak  
Communications Associate

**POUGHKEEPSIE** — The first days of Spring in the Hudson Valley are refreshing, with temperatures breaking in the 60s and the sun finishing off the winter's cold. On the grounds of the Hudson River Psychiatric Center, Therapy Aide Margaret Horan and Local 410 President Conrad Reilly take advantage of the weather to go outdoors and try and forget, for a while, working conditions. Once again, because of understaffing, a therapy aide has been attacked and seriously injured. The latest incident occurred March 15.

Horan works in ward 402 of the Cheney Memorial Building, taking care of active clients who are chronically disruptive, in a sense the most troubled of the troubled. She is on the 4:00 o'clock to midnight shift when, more often than not, only two aides are on duty. A client, on the night in question, pulled the fire alarm and since it was a false alarm, the ward's 25 residents were gathered in the day room. One of them (suspected of pulling the alarm) asked to go out for a drink of water. Horan said OK, and when the woman didn't immediately return, went out to get her. When the aide said, "let's go back," the resident yelled, "Alice, you'll never do that to me again," threw a glass of water at Margaret Horan, and started swinging. The result: one therapy aide with a cracked jaw and a nose broken in two places. The reason: only two aides on duty.

The aide used techniques learned in "crisis intervention" to pin down the resident and called for help. It came fast enough, but not before suffering the injuries which would put her out of commission for four weeks. The resident, meantime, was taken away, interviewed by a doctor and after settling down later told Horan, "I thought you were Alice."

On the job injuries are nothing new to Horan. This was the third such incident in as many years. Just last October, for example, she went to help a resident who was being abused by another, and suffered serious back injuries which required spinal fusion surgery. Now, on the ward, Horan wears a back brace, "as a precaution so if anything happens, the metal will absorb it rather than my back."

Despite the incidents, Horan enjoys her work and says convincingly, "when I see an improvement, I'm really happy to know that I had a hand in it." She likes talking to the residents, and has an open way about her that brings them out. At the same time, she regrets cuts in personnel because they affect the level of services. She complains lack of staff makes it difficult, on many nights, to take the residents out to bingo, dances, holiday parties and other such events

and says, "they're here 24 hours a day, seven days a week, and sometimes need a break." She likes to set up recreational activities "on the floor" so they can paint, draw, and do arts and crafts to wile away the time, but is always mindful to be "on my guard" and tries to keep her back to the wall. When properly staffed, she notes, they can take as many as 20 people out in one evening.

Reilly expresses concern, too, about "barely custodial care," and says he's "not looking for Utopia, just an opportunity to do our jobs properly." He regrets the, "constant paperwork to make things appear good," and Horan adds, "it's unfortunate that the people detailing policies have never worked the wards."

Field Rep. John Deyo remarks, "At labor/management meetings, CSEA has repeatedly brought up the issue of staffing. We seem to be in agreement on the percentage of staffing for each shift, but shortly afterwards middle management circumvents it and makes reassignments to the day shift leaving evening and night shifts short staffed."

Nowadays, life for a therapy aide can be a vicious circle. The solution — more staff. Margaret Horan's experience is a case in point of a "TA" trying, and wanting, to do her best, but sometimes just defeated by the simple fact of her humanity, "I can't be all over the ward at one time."



MARGARET HORAN says she's been a victim of assaults by patients primarily because understaffing creates dangerous situations.



THERAPY AIDE MARGARET HORAN discusses the problems of understaffing at Hudson River Psychiatric Center with CSEA Local 410 President Conrad Reilly, which Reilly says results in "barely custodial care" for the patients and constant danger for the employees.

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OMR-OMH CENTRAL OFFICES SIGN EAP PACT — Commissioner James Introne, left, and OMH Commissioner James Prevost, right, watch as CSEA Local 673 President Wanda Lubinski signs an Employee Assistance Program policy contract covering Office of Mental Retardation and Office of Mental Health Central Office employees represented by the CSEA. Most employees of OMR-OMH are now covered by an EAP program.