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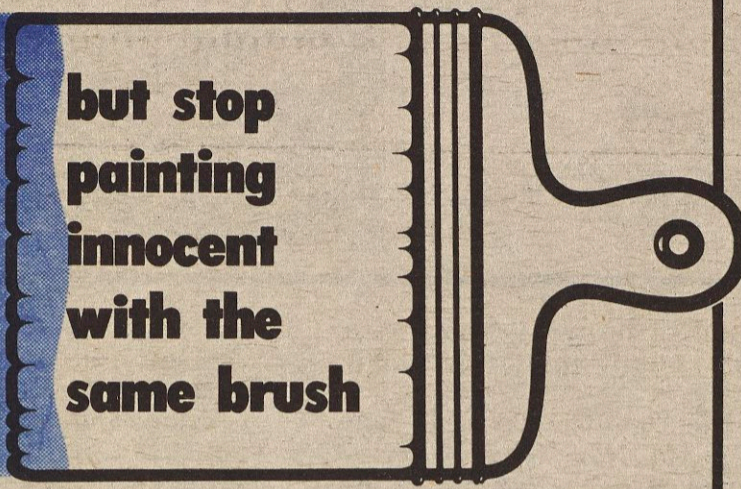


Vol. 4, No. 22

State investigating vehicle, credit card abuses

PUNISH THE GUILTY

but stop painting innocent with the same brush



ALBANY — CSEA President William L. McGowan has urged state officials to expedite action against any state workers who may have misused state vehicles and/or credit cards, but at the same time said action must also be taken against "incompetent state managers" who have allowed the alleged practice to take place.

McGowan made his comments in the wake of published reports earlier this month of a state investigation into allegations that an unspecified number of individuals allegedly used state vehicles for private purposes and misused state credit cards.

McGowan's call for action came, he said, because he is "sick and tired of seeing all state employees tagged for the alleged activities of an unspecified number of unidentified individuals.

"CSEA is no apologist for anyone who commits a crime," he said, "and the overwhelming majority of state workers are as incensed about the misuse of public funds as any other state taxpayers would be. These people don't deserve to be painted with the same brush as people who are involved in misconduct simply because they happen to work for the State of New York.

"There are about 250,000 people who work for the State of New York, and the vast majority of them are decent, honest, hard-working people,"

McGowan said. "It's a tragedy that every time something like this comes up, invariably all state employees suffer a stigma for the actions of a few."

CSEA represents some 107,000 state workers in blue collar, administrative and institutional areas. The majority of CSEA members have no access to state vehicles or credit cards, McGowan said, "But anyone, no matter how high up they are, who is involved in improper conduct should face the music, including the inept managers who allowed this kind of situation to exist.

"If the state is anxious to take action against the relatively few employees who misused state vehicles and credit cards, then I say fine," McGowan continued. "But while they are investigating, they should also find out the so-called 'managers' who allowed this situation to exist, and severe steps should be taken against them too.

"I've had it with people holding press conferences to explain that 'state employees' do this or 'state employees' do that, when individuals are never identified, the incompetent managers who allow improper conduct are never identified, and, to the best of our knowledge, not a

(Continued on Page 14)

TRIBOROUGH Toward more equalization

ALBANY — New York's public employers must continue all the terms of an expired contract until a new collective bargaining agreement is negotiated or else face an Improper Practice charge, under terms of the Triborough Law which took effect July 29.

"CSEA lobbied for passage of the Triborough bill for several years as one way to make the unfair Taylor Law a bit less unfair to public employees," explained CSEA attorney Stephen Wiley. "The bill's approval last month will help equalize the positions of the parties at the bargaining table."

Although it's far from a total solution to the flaws of the Taylor Law, Triborough gives public employee unions some assurance that employers won't unilaterally strip away hard-won benefits and protections after a contract has expired.

Finally victorious in its long struggle to obtain passage of the Triborough bill, CSEA soon became the first public employee union to use the new law.

Less than a week after the law took effect, CSEA filed an Improper Practice Charge under its provisions against Niagara County. The union charged the county with altering the terms of the collective bargaining agreement which had expired Dec. 31. (See related story page 8).

"Niagara County's action, knowing that this legislation had been passed and signed, was clearly outrageous," Wiley commented. "This wasn't the first time a public employer had acted in such a high-handed fashion, but now the new Triborough law should help put a curb on this kind of flagrant behavior."

Law clerks in line for CSEA representation

ALBANY — Law clerks' and legal assistants' eligibility for CSEA representation is no longer in question, now that the deadline for the State to appeal a court decision has passed.

After several legal exchanges, including two PERB rulings favorable to CSEA, a state Supreme Court justice ruled last May that the Office of Court Administration (OCA) employees could be part of CSEA.

Although CSEA attorneys had anticipated an appeal by the State, expiration of the appeal deadline makes it unlikely that any further legal action will take place, according to CSEA attorney Stephen J. Wiley.

The question of the employees' representation status was first raised two years ago when OCA petitioned PERB to make the positions managerial/confidential.

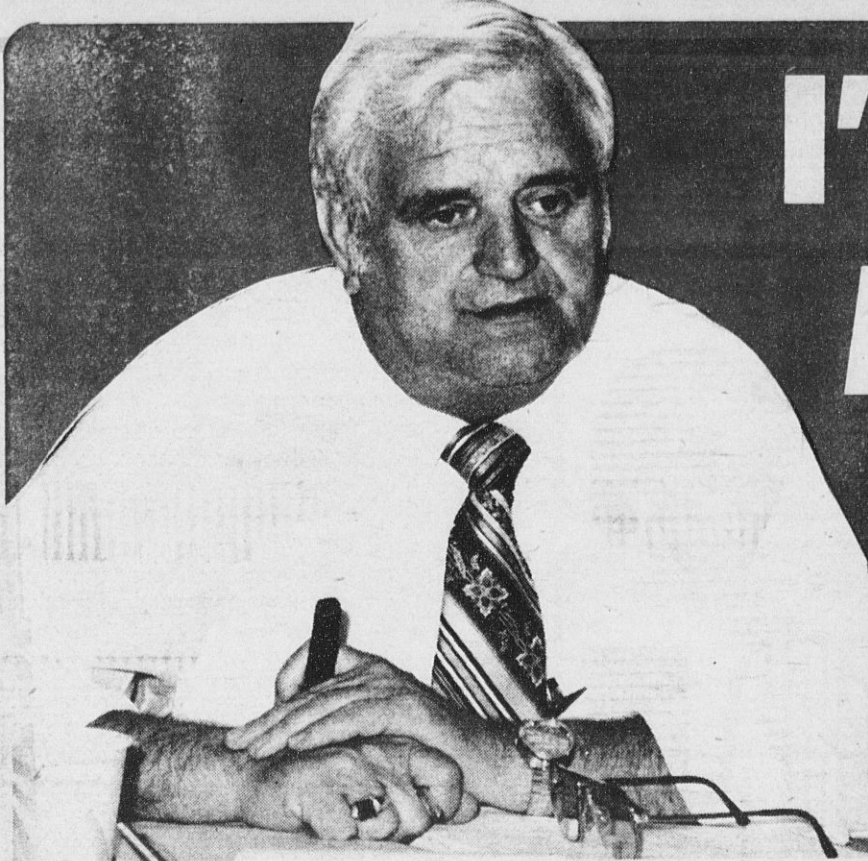
MARIO CUOMO

You need him . . . HE needs

- YOUR CONTRIBUTION
- YOUR VOLUNTEER SERVICES
- YOUR VOTE SEPTEMBER 23

Mario Cuomo is a friend of labor and the clear choice in the Democratic primary election September 23. To find out more about how you can help elect Mario Cuomo, and why you should, see pages 2, 5, 14, 15 and 20 of this issue. Page 20 is suitable for use as a poster.





I'm voting for Mario Cuomo

President's Message

Fraternally,

Bill
WILLIAM L. MCGOWAN

you should do likewise

It's time for the people who want a better New York to either put up or shut up. That includes public employees and it includes you and me.

Just over a month from now, the Democratic party will choose its candidate for governor in the November election. You may not know it, you may not even care, but you have a lot riding on the outcome of that primary. If it doesn't go your way, you'll have no one to blame but yourself, particularly if you haven't done anything to have a say in the outcome.

CSEA isn't about to wait and see what happens in this primary. For the first time in 72 years we have endorsed a primary candidate: Mario Cuomo. We need a governor like Mario Cuomo and right now he needs you if he is to become our governor.

If you're a registered Democrat, eligible to vote in the Sept. 23 primary, you can play a critical role in this election. I urge you to cast your vote for Mario Cuomo. This race will be very close and your vote will count.

Even if you're not a Democrat, you can help by supporting the Cuomo campaign. A contribution in any amount, a few hours of your time as a campaign volunteer, or even some personal lobbying with friends and relatives for support could be your way of having a voice in the outcome of this election.

And it's not hard to get involved. Elsewhere in this newspaper you'll find information on how easy it is to get involved. How you participate isn't as important as whether or not you do participate.

When this campaign started, the experts said Mario Cuomo had no chance. He was 20 points behind in the polls and facing a tough campaigner and his high-priced political brain trust. But the latest polls show Mario Cuomo neck-and-neck with Mayor Ed Koch. The people of New York have recognized the promise of Mario Cuomo and they are responding.

But don't kid yourself, Mario Cuomo needs your help. His opponent has plenty of campaign contributions from New York City's real estate barons and other business interests. Ed Koch is a talented politician and win or lose, he will remain the mayor of the City of New York and most of his contributors are well aware of that.

Koch plans to spend \$3 million on this campaign. It's not hard to raise that kind of money with his kind of supporters. Mario Cuomo can spend less than half that amount. He doesn't have giant business interests to fund his campaign. He's depending on individual New Yorkers, like you and me, to help. If he is going to win, we have to pitch in and now.

The choice between Cuomo and Koch is as clear to me as the difference between the late President Kennedy and the current President Reagan. On the one hand you have old-fashioned democratic principles. On the other you have a political opportunist who feeds on the fear of the middle-class while enriching the wealthy and ignoring the disadvantaged.

As a public employee, you should remember that it was Ed Koch who led the fight to stop reform of the ludicrous Tier III retirement system. It was Ed Koch who introduced 26 bills in the legislature that would gut civil service protections and stiffen the Taylor Law. And it was Ed Koch who stood on the bridges of New York to criticize transit workers after contributing to the cause of their strike.

Mario Cuomo, in stark contrast, is a true advocate for public employees. He is an able and gifted lieutenant governor and was an enlightened secretary of state who treated state workers with dignity and respect. A New York City resident and political leader, he is also an articulate and experienced defender of the needs of the rest of this state.

Mario Cuomo presided over the New York State Senate, the Urban Affairs Council and the Rural Affairs Council. He has settled explosive neighborhood disputes in Forest Hills and helped resolve treaty grievances of Mohawk Indians in the Adirondacks. He is a former law professor, a one-time professional athlete, and a dedicated family man. And he is much, much more.

As for his understanding of the needs of working men and women in New York, suffice to say that Mario Cuomo has won the wholehearted endorsement of virtually every major labor organization in this state, public or private.

Bill McGowan can't tell anybody how to vote on election day except Bill McGowan. All I can do, and all CSEA can do, is to tell you how important this election is to you, your family and your state, and to tell you why Mario Cuomo is the candidate who deserves your support.

On Sept. 23, Bill McGowan will be voting for Mario Cuomo. Between now and then, I will be redoubling my efforts to help his campaign. I urge you to do the same.

You've got a lot riding on the outcome of this primary. If you don't do something now to support the candidate who will support you, you'll have no one to blame but yourself if things don't turn out the way you want them to.

The choice is yours. So are the consequences.

MARIO CUOMO

— a friend of labor

GRACE PISANO

77 years young, and winning honors

CDPC's Employee of the Year is an ambitious, caring aide at a Halfway House in Albany

ALBANY — Grace Pisano was recently honored by the Capital District Psychiatric Center as Employee of the Year, selected among 609 employees in nine counties. It is not an unusual honor, but what makes this award special is that Pisano is 77 years old and this is her second career as a public employee.

"I love people," Pisano said in a strong voice. "I've had a lot of experience in dealing with people and I'm not afraid to show them love and care."

A former mental hygiene aide at the Middletown Psychiatric Center in Orange County and an employee of the state Health Department, Pisano finished her first public employee career by retiring in 1965.

But the loss of her husband and a need to help others brought Grace back to a second public employee career at Jansen House in Albany, a halfway house of the CDPC.

At first Pisano was a volunteer from the Retired Senior Volunteer Program (RSVP), but she kept extending her hours until she was almost working a full shift.

Sue Spade, director of the halfway house, asked CDPC to employ the dedicated individual and Pisano started her second public service career as a grade 4 ward aide.

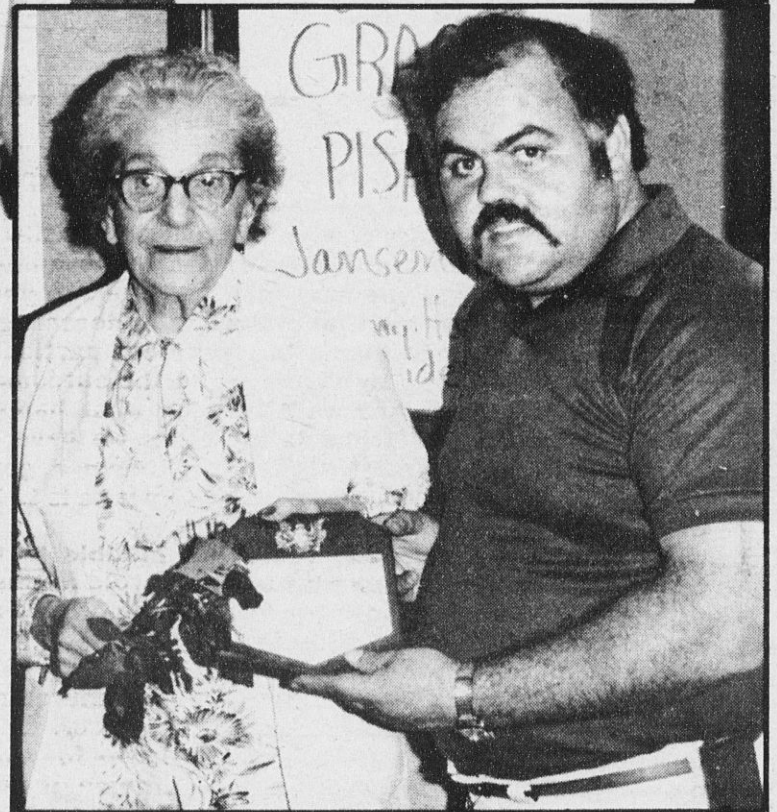
"She worked herself right up the ranks," CDPC Local 692 President Hank Wagoner said. "She's a grade 12 Halfway House aide who runs the place with love."

Wagoner piled praise after praise on the flustered employee. "Make him stop," Pisano said, "He's embarrassing me."

The CDPC Local contributed half of the cost of the plaque Pisano received, and Wagoner summed up Pisano's success in three words, "she really cares."



A CELEBRITY — CDPC's Grace Pisano is interviewed by an Albany television station after being named the center's Employee of the Year. This is Pisano's second career as a public employee.



SPECIAL RECOGNITION — Local 692 President Hank Wagoner, presenting Pisano with flowers, praised the energetic 77-year-old as a worker who "runs the place with love."

New salary plan in store for Local 804

BINGHAMTON — Members of the Broome County Unit of CSEA Local 804 recently voted to accept a tentative agreement to implement a new salary plan that became effective August 1.

The new plan, which calls for an additional \$1.3 million to be dispersed according to a new salary structure, was accepted by 65 percent of the voting membership.

According to James Corcoran, CSEA field representative, the new salary plan was a result of the union's request for an improved salary study to be undertaken in compliance with a re-opener clause in the present contract.

Negotiations were reopened in the spring of 1982.

"To recap the chain of events, we began with the reopener request May 5, and we reached the tentative agreement June 17," Corcoran said.

"The negotiating team recommended a plan in May, but it was

rejected by membership vote. We returned to the negotiating table May 27, and concluded negotiations the first week in June. The vote to accept the plan came two weeks later (June 17)," Corcoran said.

"The main purpose of the improved salary study, and eventual working plan, was to make the salaries of Broome County employees comparable with other counties of similar size and structure," Corcoran said, adding that "Management (Broome County) has known for a long time that its salary structure was antiquated and responsible for a high employee turnover rate and subsequent high costs for retraining new employees. The salary study bore out what they had suspected, so it was a case of working out an

'Management has known for a long time that its salary structure was antiquated and responsible for a high employee turnover rate

equitable new plan with the union negotiating team, according to the reopener clause in the present contract."

Corcoran further explained that the new salary plan, which became effective August 1, will bring economic incentives for the first five years, and will increase the average minimum salary of county employees by 20 percent.

Corcoran elaborated by saying all employees will be placed on a new five-step schedule which provides an additional \$3,000 in salary for select employees.

Employees in the bargaining unit who have worked for the county over 10 years will receive a one-time longevity stipend as follows:

- 10-15 years-\$300
- 15-19 years-\$600

- 20 years or more — \$900

Those employees required to work the 37½ hour week beginning January 1, 1983, and who are presently earning more than the new salary schedule allows, will receive a minimum of \$400 pay increase.

The 40-hour work week will remain the same for employees at the Broome County Airport, Security, and two nursing homes. All other departments will work an extra half hour per day to reach the 37½ hour work week beginning January 1. The CSEA Broome Unit represents approximately 1100 employees.

Corcoran praised the diligence and sacrifice of the county negotiating team which included: Jack Haggerty, unit president and chairman, Alene Beall, Roberta Bidwell, Bob Shaller, Sharon Black, Lorraine Zodosky, Del Runyon, Tom Campbell, and Dawn Heath.

Public Sector

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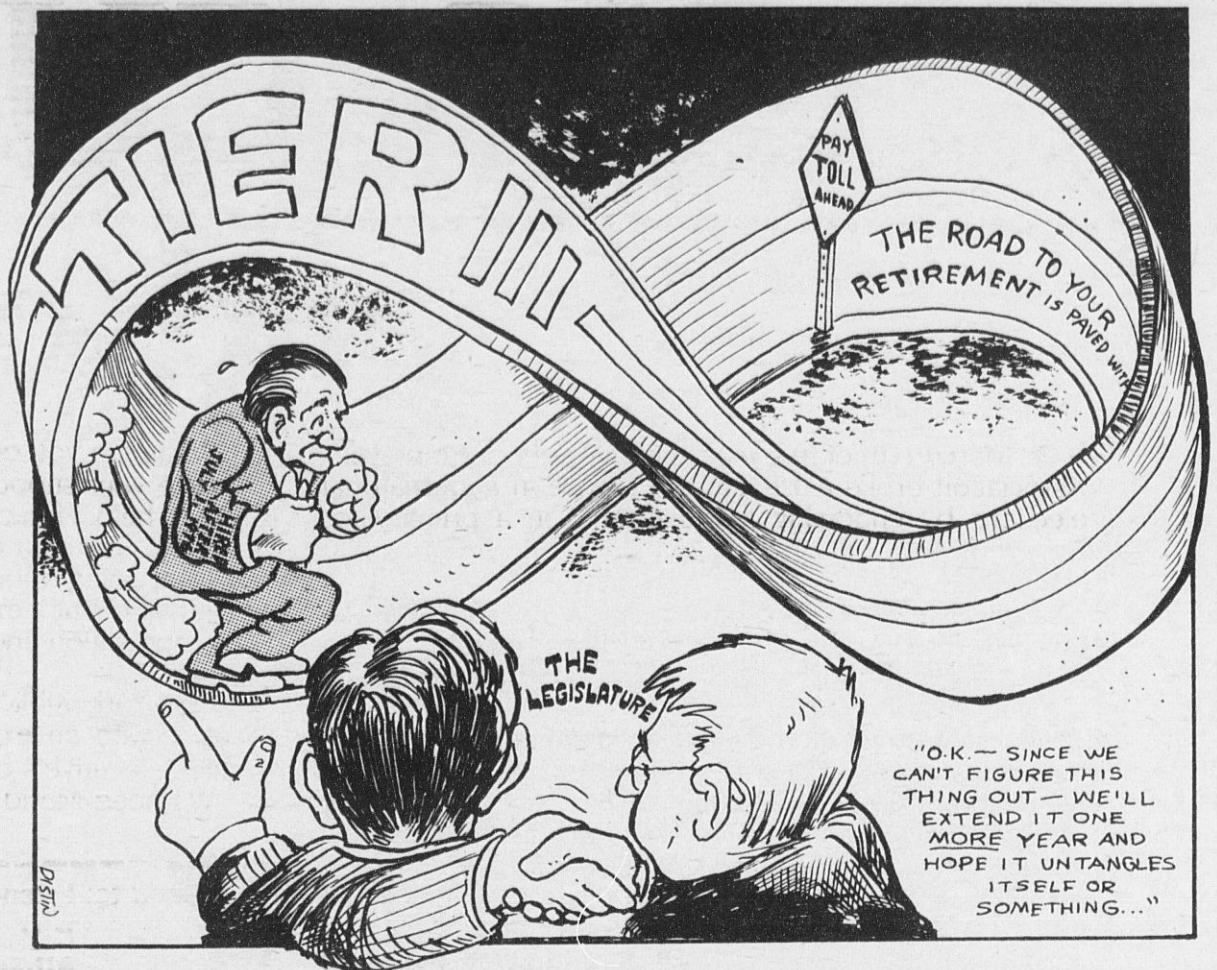
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In greater Madison County area

CSEA coalition schedules political meeting

WAMPSVILLE — A Civil Service Employees Assn. coalition, representing more than 800 state and county employees in the greater Madison County area, has scheduled an open Political Action Meeting for 7:30 p.m. Tuesday, August 31, at Firemen's Park, in Wampsville.

According to Carol Riggall, president of CSEA Local 827 and spokesperson for the event, the session is open to all members of

Madison County Local 827, Local 609 at SUNY Morrisville, and other CSEA members who live and vote in the Madison County area.

Guest speaker at the meeting will be Ramona Gallagher, CSEA statewide training specialist, who will discuss political action structure and its impact on the local level.

"The public employees in Madison County — both county and

state — have decided it was time to join ranks and let our voices and our votes be heard regarding issues of vital concern to our present and future job security," Riggall said.

"As concerned Madison County taxpayers, we want to become more active in the campaigns of public officials who are aware of the particular problems of public employees. By joining ranks with

our brothers and sisters in state service, we know we can become an important work force for political candidates by offering campaign manpower and possible financial aid," Riggall said.

Speaking for the newly organized CSEA coalition, Riggall emphasized the meeting is open to all state and county employees represented by CSEA who live and vote in Madison County.

Stabbing prompts Middletown pres. to challenge staff cutbacks

MIDDLETOWN — Local 415 President Alex Hogg is mad. He thinks impending staff cutbacks at Middletown Psychiatric Center are, "a damned disgrace." He fears the state is turning the clock

back to the time "where you had two people looking after 70 to 80 patients."

Hogg's anger was recently triggered by the plight of a 19-year old woman, from a neighboring community, who was robbed of \$3 and stabbed repeatedly with a 6-inch knife.

The woman was stabbed at least 16 times while in the restroom of a Manhattan fast-food restaurant. She was in the city for a job interview.

The assailant, later charged with robbery and attempted murder, had a long record. And, he spent three weeks in a "secure ward" at the psychiatric center here before being discharged June 14.

The attempted murder took place three weeks later.

Hogg is at a loss to understand why someone, who had to be confined in a locked ward, is suddenly set free. He believes it may be due to, "revolving door psychiatry," a mentality spawned by the pressure of cutbacks to keep patient levels at a minimum. He fears the loss of another 100 jobs here will make matters worse and vows, "to let people know we're not sitting back."

Meanwhile, the woman who was really victimized by both an individual and a system is recovering, but Hogg finds himself wondering if it could have been avoided, "if we had sufficient staffing."



Local 415 President Alex Hogg

Judiciary lag falls under Administrative

It has been announced that the lag payroll dates for the State's judiciary employees parallel those of the State's Administrative payroll. Following is the lag timetable for judiciary members:

JUDICIARY and ADMINISTRATIVE PAYROLL

If lag begins with 17th payroll period which ends on November 17, 1982, pay dates will be as follows:

Pay Dates	No. of Days Since Last Payday
(Thurs.) Nov. 18, 1982	15
(Fri.) Dec. 3, 1982	15
(Mon.) Dec. 20, 1982	17
(Tues.) Jan. 4, 1983	15
(Weds.) Jan. 19, 1983	15
(Thurs.) Feb. 3, 1983	15
(Fri.) Feb. 18, 1983	15
(Mon.) March 7, 1983	17
(Tues.) March 22, 1983	15
(Weds.) April 6, 1983	15

MARIO CUOMO

is a friend of labor.

On March 11th of this year, the Civil Service Employees Association broke a 72-year old silence in gubernatorial elections by endorsing Mario Cuomo in a primary for Governor.

Why?

Because never before have public employees had so much to lose. And seldom before has a candidate with such a fair and open attitude toward labor appeared on the gubernatorial slate.

Let's look at his record and public employment.

Mario Cuomo has fought for organized labor throughout his political career. Every one of his political campaigns has been backed by labor. As Secretary of State for New York he developed a trust and respect with his employees, many of them CSEA members. On taking office, he directed that a review of all positions and classifications be undertaken. It resulted in more opportunities and more promotions than ever before for workers in that department.

Cuomo has made a major effort to recruit women to professional positions. He has been a large supporter of efforts in OSHA legislation. He was equally active in support of CSEA's drive for better pension benefits. And Mario Cuomo's concern for the taxpayer dollar and his performance in many years of public office aligns itself with the interests of CSEA.

Why support a candidate in a primary?

First, the alternatives are dismal. Ed Koch is not a friend of labor. His record with New York City employees is proof enough.

What can you do?

Give your support when CSEA political activists call on you to help. Find out more about the election and tell your friends. And you can help by reaching into your pocket. It's not going to be easy to fight off the Koch mega-bucks campaign, but if everyone gives something, we can defeat the opposition and send Mario Cuomo to the Governor's office.

New York public employees will be able to breathe a lot easier with an experienced, compassionate man in the chief executive's office.

We need Mario Cuomo. Now.

Send to: **Friends of Mario Cuomo**
P.O. Box 7285 Capitol Station
Albany, New York 12224

Yes, I want to help Mario Cuomo.

_____ Contact me to work on the Campaign.

Name _____

Address _____

_____ Use my check for the Campaign.

Enclosed is \$ _____

Make checks payable to:

Friends of Mario Cuomo



Union puts end to nightmare for wrongly accused member

ORANGEBURG — For Therapy Aide Ethelina Charles, the nightmare began on January 29 when the administration at Rockland Psychiatric Center served her with notice of discipline and told her, "You are suspended without pay." She was accused of physical abuse of a patient, and the penalty sought was termination.

But to Rockland Psychiatric Center CSEA Local 421 President Eva Katz, the whole thing just didn't add up right. And because CSEA came to her aid, Ethelina's nightmare has a pleasant ending — a finding of innocent and reinstatement with full back pay and benefits.

Mrs. Katz explained the whole sequence of events was bizarre. It began when an anonymous note was slipped under the door of an administrator's office. The note made accusations against Mrs. Charles and ended with the perplexing statement, "I will not leave my name because I am new but I will give my version when asked." Then, there were as many variations of what happened as there were witnesses. So the union granted legal assistance and Attorney Martin Cornell took over. The disciplinary charges were grieved and went



LOCAL 421 PRESIDENT Eva Katz — she came out fighting to save the job of Therapy Aide Ethelina Charles, who was unjustly accused of patient abuse.

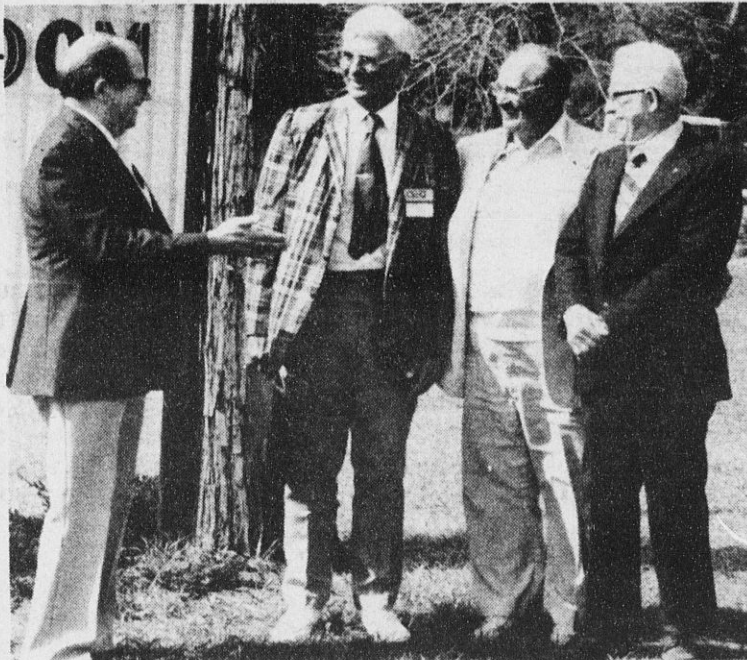
directly to binding arbitration. Hearings were held.

One fact was undisputed. Patient F.S. did hit Mrs. Charles on the left side of her face with his fist.

A state witness, in a written statement prepared for her after the incident, stated, "F.S. hit (Mrs. Charles)." But under questioning, she later admitted that she could not really tell whether F.S. had actually struck the grievant. The only thing that the two state witnesses were consistent about (both had prepared statements) was with regard to the allegations contained in the notice of discipline. Three union witnesses held to the contrary.

TAs Huntley Dwyer and Emmett Mimiasie testified there was no patient abuse. Mrs. Charles explained F.S. hit her "because she would not let him have roast beef." He had to eat chopped beef instead because the meat was tough, he had only three teeth, and had choked on beef on a prior occasion. Moreover, immediately after the incident a doctor examined F.S. who complained, "my ribs hurt," but he could find "no tenderness, marks, bruises or contusions." The doctor concluded, "the rib area he indicated as hurt showed no physical evidence or injury requiring medical attention."

On June 22, Arbitrator Fred Denson ruled, "The grievant is not guilty of the charges," and ordered her reinstated with back pay and benefits."



FLORIDA STATE RETIREES MEET — Florida State CSEA Local 950, comprised of former CSEA members now living in Florida, met recently. Discussing items of mutual interest are, from left, Lee Smith, social chairman of Local 950; Local 950 President Lou Colby; Sal Cassentino, president of the Citrus County Unit of Local 950, and Unit First Vice President Douglas Werkey. In photo below are many of the delegates who attended a recent retirees' conference conducted by Local 950.



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Union to enforce standby on-call roster pay rule

ALBANY — "It's important that our Operational Services Unit members understand that they do not have to standby for return to duty unless they are listed on standby on-call assignment rosters and compensated for being on standby as now provided in the contract," stressed collective bargaining specialist Nels Carlson.

He explained that the matter of standby on-call rosters was forcefully dealt with in the 1982-85 OSU contract, and that CSEA intends to enforce the provision.

"The point is that if management deprives you of the right to go bowling or go to a basketball game or whatever on your time off, they ought to pay for the privilege," he said.

Reprints of the exact language of the standby on-call roster article (Article 26) of the CSEA/State agreement for OSU are being circulated throughout the unit, according to Carlson. The article reads as follows:

§26.1 Employees who are required to be available for immediate recall and who must be prepared to return to duty within a limited period of time shall be listed on standby on-call assignment rosters. Assignments to such rosters shall be equitably rotated, insofar as it is possible to do so, among those employees qualified and normally required to perform the duties. The establishment of such rosters at a facility shall be subject to the approval of the department or agency involved and the Director of the Budget.

§26.2 An employee who is eligible to earn overtime shall not be required to remain available for recall unless the employee's name appears on an approved recall roster. In the first year of this Agreement, an employee shall be paid an amount equal to 12½ percent of the employee's daily rate of compensation for each eight hours or part thereof the employee is actually scheduled to remain and remains available for recall pursuant to such roster. In years two and three of this Agreement, the amount an employee is paid for remaining available as described above shall be increased to 15 percent of the employee's daily rate of compensation. An employee who is actually recalled to work will receive appropriate overtime or recall compensation as provided by law. Administration of such payment shall be in accordance with rates established by the Director of the Budget. The daily rate of compensation shall be at the rate of one-tenth of the bi-weekly rate of compensation and will include geographic, locational, inconvenience and shift pay as may be appropriate to the place or hours normally worked. Only employees eligible for on-call premium pay will be required to be on call.



REACHING ACROSS THE BORDER — CSEA Capital Region President Joseph E. McDermott, right, an International Vice President of AFSCME, chats with Dennis McDermott, president of the Canadian Labour Congress, during a recent meeting of the National Union of Provincial Government Employees, a Canadian public employee union. CSEA's Mr. McDermott attended as a fraternal representative of AFSCME. The CLC's Mr. McDermott delivered a keynote political address to the convention as the head of the Canadian equivalent of the AFL-CIO. The CSEA vice president noted the similarities in problems confronting public employees in the two nations. For example, one of the main topics of discussion at the convention was fighting political attempts to make public employees the scapegoats for failed economic policies.

Seniority prevails in Suffolk job case

SUFFOLK COUNTY — Edward Collins got the job promotion he applied for, plus back pay, with the help of CSEA's Legal Assistance program.

The CSEA member had applied for the position of Maintenance Mechanic III-Painter in Suffolk County after having worked in a lower grade for six years. He lost the job to a fellow employee with less seniority.

CSEA challenged the appointment, and the arbitrator found that Collins should not have been passed over for the promotion. While the county had said that Collins' competitor was more

qualified, the arbitrator insisted, "It is clear that Mr. Collins' qualifications were at least equal to those of" the man who had first been awarded the job.

In denying Collins the promotion, the county also cited an incident involving Collins, for which it had never filed any charges.

"Nothing was proven against Collins, and there weren't any charges. So what the county's objections amounted to were basically hearsay," said Lester Lipkind, the attorney assigned by the union's legal assistance program.

Life insurance conversion plan

CSEA has announced that certain members who are insured under the Basic Group Life Insurance Program are eligible to convert part of their coverage (without medical information) to an individual form of insurance with the Travelers Insurance Company. The Basic Group Life Program is a term insurance plan which provides for in-service conversion privileges.

The in-service conversion privilege allows any actively employed member participating in the Group Life Program, who is age 50 or older, to convert up to \$5,000 of their term insurance to an individual form of coverage, other than term insurance. Application must be made by August 31, 1982. The amount of the group term insurance the employee is insured for will be reduced by the amount converted.

Those interested may request information on the conversion privilege by returning the coupon on the page. The effective date of the converted insurance will be November 1, 1982. Premium payments for the converted insurance will be made directly to Travelers Insurance Company.

The Civil Service Employees Association
33 Elk Street
Albany, NY 12224

Please send me information concerning the Conversion Privilege for the CSEA Basic Group Life Insurance Program.

NAME: _____
Last First Middle Initial Maiden

HOME ADDRESS: _____
Street City State Zip Code

PLACE OF EMPLOYMENT: _____

SOCIAL SECURITY NO: _____

SEX: _____ DATE OF BIRTH: _____

IMPOSED CONTRACT 'SHAMEFUL'

Pitting economic pressure against Niagara's 'stone age' labor tactics

By Ron Wofford

CSEA Communications Associate
LOCKPORT — The heavy hand of an imposed contract has been forced on the 865-member white collar unit of CSEA Niagara County Local 832, culminating 14 months of futile attempts by the unit to reach a negotiated settlement with Niagara County.

"Shameful, unconscionable, union-busting," were terms used by union leaders and members in describing the Niagara County Legislature's actions that meted out a 4 percent pay increase and "gutted the contract," in the words of Region VI Director Lee Frank.

"Our negotiating committee members have been subjected to 14 months of stress — for what,? said Unit President Teresa McEvoy, who also served on the negotiating committee.

"Lincoln signed the emancipation proclamation in the 1860's, but the word obviously hasn't reached Niagara County yet," she continued, in referring to sections of the imposed contract that deletes the county requirement to notify the union of changes in work hours or the work week, and eliminates overtime pay for work on weekends and holidays.

Under the forced contract, holidays and weekends will be considered normal work days and department heads may schedule work weeks and hours to suit department needs. Employees scheduled to work holidays will receive only a compensatory day off.

Agency shop provisions have been stripped from the previous contract, and employees hired after Sept. 1 will be required to pay half the cost of Blue Cross and Blue Shield coverage. The county also relieved itself of providing medical coverage for an employee who is covered elsewhere, such as under a spouse's medical insurance plan.

"There was no collective bargaining on the part of Niagara County right from the start," declared Region VI President Robert L. Lattimer.

"Our unit's negotiating team tried for months to bargain in good faith, only to be rebuffed at every turn, from mediation through factfinding, superconciliation and the legislative hearing. We even requested an eleventh-hour mediator from PERB," Lattimer said, "but Niagara County was intent on setting back labor relations with its employees to

CSEA REGION VI PRESIDENT Robert Lattimer, right, discusses problems associated with the contract dispute in Niagara County with members of the white collar unit of Niagara County Local 832. Members had rejected what was termed "an unofficial offer" prior to the county legislature imposing a one-year contract upon the employees.

the stone age." Other 'stone-age' aspects of the forced contract include:

- Addition of the county's right to deny a sick leave extension without being subject to grievance procedures.

- Reduction from five to three the number of consecutive work days an employee may be absent on sick leave before a department head can request a physician's statement of illness.

- Addition of a requirement that employees must submit a written request for personal leave at least three days before the day of leave, and the county's right to deny leave requests when the number of requests falling on one day, "endangers the proper functioning of the department."

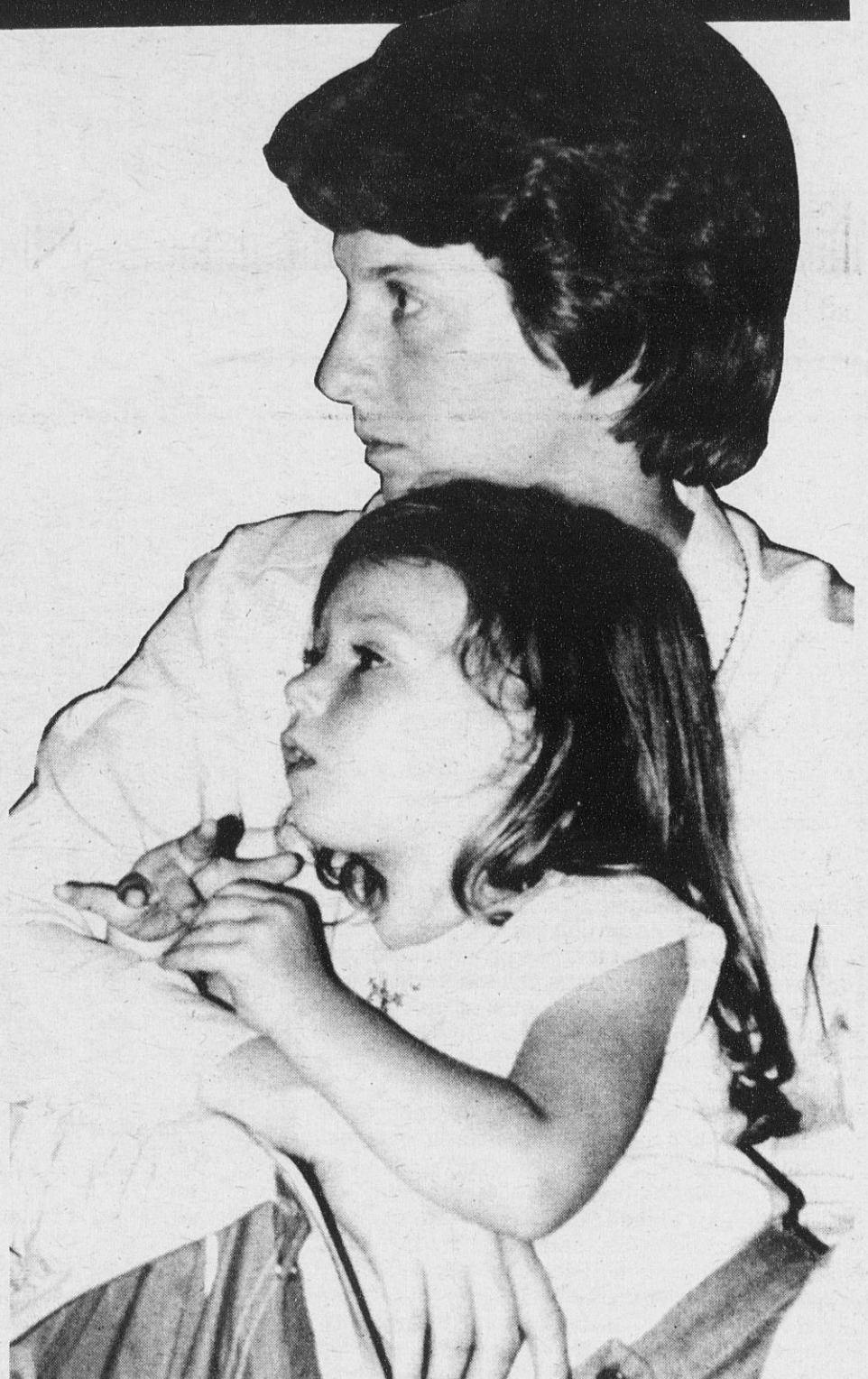
Region President Lattimer praised the efforts of Unit President McEvoy and her committee which "gave all that could be asked, and more in behalf of fellow members."

Niagara County's actions bode "very ill will for negotiations of future contracts," said President Lattimer, who earlier had vowed that CSEA would withdraw from its planned October delegates convention in Niagara Falls if a negotiated settlement was not reached with the white collar unit. He was unanimously supported by the CSEA Board of Directors and CSEA President William L. McGowan.

Region Director Lee Frank said an Improper Practice charge will be filed with PERB, under provisions of the recently-enacted Triborough Doctrine.

The terms of the imposed contract had been totally rejected by more than 300 members of Local 832 at an earlier contract meeting. Unit members called the then-proposed offer "insulting," and vowed they would rather have the terms imposed rather than vote to accept them.

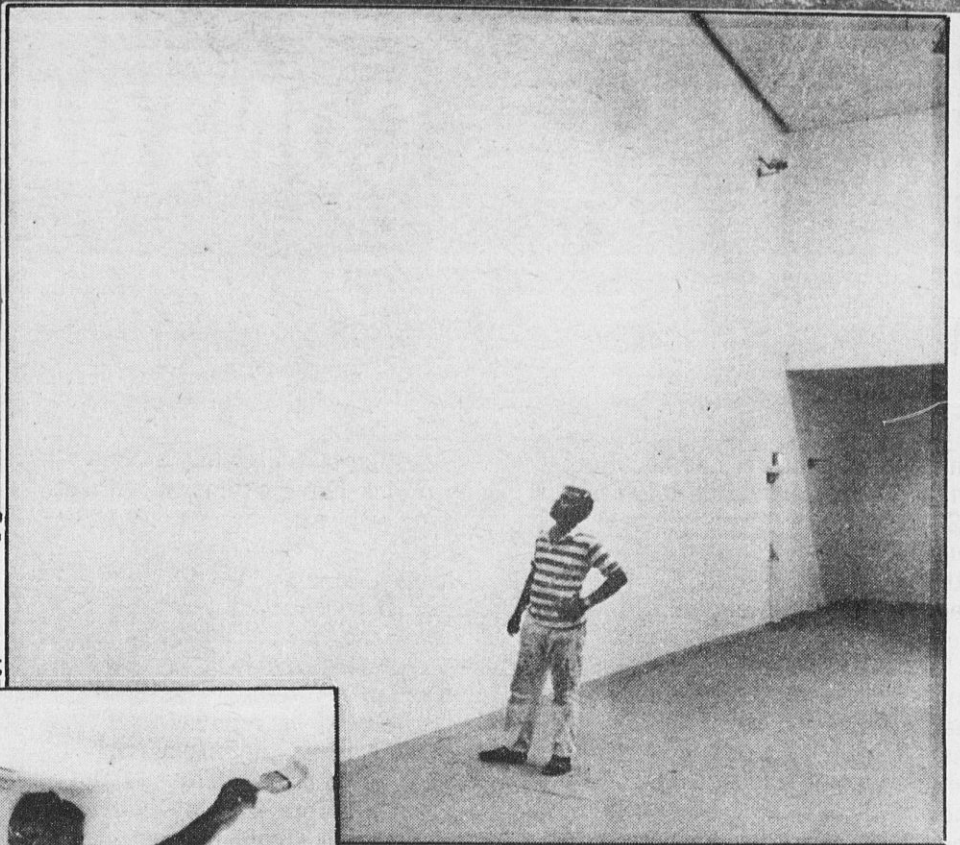
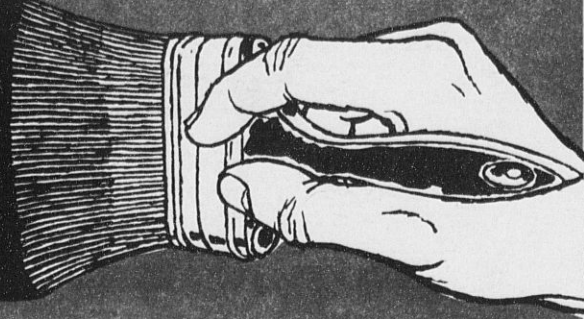
Said one member, "I don't want the convention to stay here at my expense for the next three years."



FAMILY AFFAIR — Local 832 white collar unit member Beverly Lawler of the Niagara County health department is joined by her daughter, Jennifer, at union meeting to hear county's last proposal, which members soundly rejected.



A paint crew with class



Stony Brook workers brush aside hot weather and understaffing woes to paint university's tall halls and walls

By Hugh O'Haire
CSEA Communications Associate

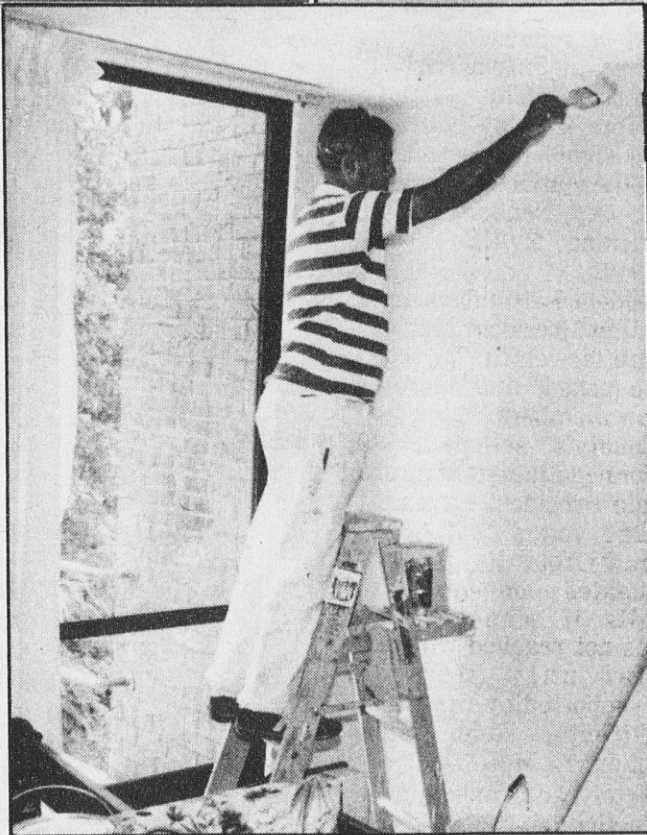
STONY BROOK — Anyone who has painted even just one room in their home or apartment is acquainted with the difficulties of the work — dripping paint, fumes and heat from lights used to illuminate those hard-to-get-at corners.

Imagine then, what it is like to paint up to 2,500 class and dormitory rooms in a sweltering Long Island summer. That's the annual task of Phil Santella and eight to 10 other CSEA Local 614 members of the SUNY at Stony Brook paint shop crew.

The crew members work under strict deadlines. They must finish the classrooms and dorms before the second week in August when special seminars bring visiting scholars and students back to the 1,100-acre campus.

Santella and other members of the crew, including Assistant Foreman Nick Scaros, Norman Eicheinger, Ed O'Rielly, Tom Spector and Gene Daversa, also paint lecture halls and a variety of other interiors in the 98 buildings on campus.

Working in two of the hottest and most humid months on the north shore of Long Island, where the university is located, the paint shop crew covers the walls and ceilings of the campus buildings with 2,500 to 3,000 gallons of mostly white latex paint, using only brushes and rollers.



Many of the buildings were designed in modern styles, with soaring walls that sometimes reach 100 feet in height and run 300 feet in length. Still, it is the standard classrooms and dormitories which occupy most of the crew's time.

"We really work," Santella says. "The dorms and classrooms are hot — over 100 degrees sometimes."

Besides the normal difficulties of coordinating the work — Santella says that often the crew will arrive at a dorm which was to have been cleaned and prepared for only to find it already occupied

A NEW LOOK — Phil Santella assesses a wall of the art gallery in the fine arts center at SUNY at Stony Brook, above. At left, he puts a fresh coat of paint on a dormitory wall.

by summer visitors — the paint crew is understaffed.

The normal compliment of the crew is 12, but one employee is assigned elsewhere and another has been transferred out of the department and the job left unfilled. In addition, this year for the first time, overtime has been eliminated by the university administration.

"Usually we didn't take summer vacations because the work load was so heavy. In past summers, we got a lot of overtime in order to get the job done on time. Now the overtime has been cut but the workload is still there. I don't see how we can get the job done," says Santella, who is chairman of CSEA shop stewards at the facility. He said he looks forward to a new central computer system being installed by management that will track maintenance work orders and follow up on the time it takes to complete the tasks. "By the end of the year, I'm certain that it will show how understaffed we are."

Despite the difficulties, the employees take pride in their work. On a recent tour of the campus, Phil stood before a 35 by 100-foot blank wall in the university's Fine Arts Center. Dressed in his paint-splattered coveralls, he eyed the wall like an artist looking at an empty canvas.

"Hmmm, let's see. About 25 gallons of flat latex should do the job," he said, expertly.

Tax justice needed, but flat-rate schemes not the answers

NEW YORK — America needs tax justice, but the flat-rate tax schemes the Reagan Administration is flirting with are not the answer, the AFL-CIO Executive Council has declared.

The flat tax proposals would abandon the basic principle of equity and instead apply a single percentage rate for all, regardless of income level or ability to pay, the council noted.

"The Reagan Administration that stacked the 1981 tax changes to benefit the wealthy now flirts with the flat tax as another scheme to further shift the tax burden to low and middle-income Americans. The wealthy are saying indirectly that they might give up a few of their preferences in exchange for a drastic reduction in the top rate and

the destruction of a progressive tax system," a council statement said.

The council cited an analysis by the Congressional Joint Committee on Taxation which compared the effect of flat tax rates ranging from 12 percent to 18 percent on taxpayers at various income levels. In every case, the council noted, the low and middle-income groups would pay more in taxes while the upper-income groups would enjoy substantial tax cuts.

If Congress were inclined to close existing loopholes — like foreign tax credits, oil depletion allowances and the preferential treatment of capital gains — it could not do so while maintaining a progressive tax structure, the council stressed.



KAREN BURSTEIN, head of consumer affairs for the state and keynote speaker at the recent families conference held in Albany, stresses the need for adequate day care for families.

MEYER FRUCHER, director of the Governor's Office of Employee Relations, says employees should "stand up and be heard" on the topic of day care.



IN A LIGHT MOMENT, CSEA Capital Region President Joseph McDermott talks with conference participants.



MANY CSEA WOMEN, including Shirley Brown from the Department of Labor, left, State Secretary Irene Carr, center, and Department of Correctional Services Local President Susan Crawford, attended the program.

Families in the workplace:

ALBANY — "When child care is seen as both a men's and women's issue — as a human issue — then the concept will be accepted."

So said Karen Burstein, executive director of the state Consumer Protection Board, at a recent forum on "Families in the Workplace," sponsored by the New York State Council on Children and Families in conjunction with CSEA's Committee on the Work Environment and Productivity (CWEP) and the Governor's Office of Employee Relations (GOER.)

"We are in a real revolution which is just gaining the consciousness of this nation," Burstein told some 300 labor and management representatives gathered at the Albany Thruway House last month. "Only the ostrich-like, heads planted in the sand, may still think of the 'typical' American family as a working father, a homemaker mother and kids who come home to fresh-baked goodies every day."

In painting a portrait of today's "typical" American family, Burstein, in a keynote address, said only 7 percent of the working population of this nation fits into the lifestyle of the working father/stay-at-home mother, while only 14 percent are in that much-talked-about, the two-income family. The rest of the population's families, she noted, is made up of the single working parent and the single individual.

"Society and its institutions must begin to shift their foundations to meet the needs of the population," Burstein stressed. "During World War II, day care centers were established in two minutes."

"Old traditionalists believe that once inflation is under control working women will return to the traditional roles of housewife and homemaker in droves. This false belief seems to be holding back significant social change. Society must realize that women have made a choice not to follow the traditional role."

Burstein lauded New York State and its public employee unions for their leadership role in concept of child care at or near the worksite. She noted, however, that "New York State is in the leadership position only because of the tremendous pressure that the state public employee unions have put on management for such centers over the years."

The key to solving the day care needs of working families, she said, is two-fold.

"Women must realize and use their political power to their own benefit. No issues that are now viewed as only women's issues must be viewed as human issues, too."

CSEA Capital Region President Joseph E. McDermott foreshadowed Burstein's speech in his welcoming remarks. Said he: "We are here today not just as public employees, labor and management, but as fathers, mothers, husbands and wives to talk about the human problems that touch our employment situations."

Molly Hardy, executive director of the Empire State Day Care Corporation, listed some of the positive results that existing day care

centers have already produced in the public workforce.

"We have numerous reports of more productivity, higher morale, fewer absences, better job performance and happier workers," said Hardy. "And in one psychiatric center where a day care program exists, the mere presence of children has caused the despondent elderly residents to become more open and involved."

While adequate day care facilities across the country are still sorely lacking, there are signs of hope that the concept of day care at the worksite may gain greater acceptance in the future, according to Frances Alston, assistant director of the Day Care Council of New York, Inc. Alston cited major national corporations which are now using child care benefits as an employee incentive.

"Slowly, very slowly, business and industry are realizing that day care centers at or near the worksites are beneficial to them in both economic and productivity terms," she said.

'Slowly, very slowly, business and industry are realizing that day care centers at or near the worksite are beneficial to them in both economic and productivity terms.'

— Frances Alston, assistant director, Day Care Council of New York, Inc.

GOER Director Meyer Frucher, who helped establish two private day care centers before joining the governor's staff, told forum participants that day care is something worth fighting for. "It's the squeaky wheel that gets the most grease. So don't be afraid to stand up and be heard on this topic," he said.

"Beat me up. Beat up my successor in the next administration — I don't mean physically, but make sure you work with your unions, your lobbying organizations and your elected officials to make sure that the message of the need for child care centers at public worksites gets to the people who control the budget."

The families forum, which also featured discussions on "Wellness in the Workplace," was the first of at least two sessions devoted to family issues on the job. A second forum is scheduled for later this month, and an October meeting is in the planning stages.

Arbitration clarifies pregnancy, maternity leave

SUFFOLK COUNTY — The case that CSEA won for Virginia Wirsing has made an important point: pregnancy leave is for pregnancy and maternity leave is for maternity, and the two cannot be lumped together in violation of a collective bargaining agreement.

Wirsing, a senior clerk typist at Suffolk County Community College, took some sick time from her job due to a pregnancy-related illness. Following her return, she requested maternity leave beginning Oct. 19, 1981.

College officials told her that her maternity leave began with the time she left for the pregnancy-related illness — and included the time she returned and worked. That took up more than six months of her maternity leave, before the date she requested.

In awarding Wirsing a full year's maternity leave beginning Oct. 19, the arbitrator said the college could not equate pregnancy leave with maternity leave. The bargaining agreement said a leave "in cases of maternity" can be granted for up to a year.

"While it is true that the condition of a woman during the period before a child is born is pregnancy, the period when the woman is to actually give birth is a maternity period — the time when she is becoming a mother," the arbitrator said.

"I think it was a good decision with far-reaching consequences," said Lester Lipkind, the CSEA attorney for the case. "The college tried to establish a policy that anything related to maternity, including illness leave during pregnancy, was part of the maternity leave, and that just isn't so."

Program offers free second opinion to employees considering elective surgery

Are you thinking about elective surgery? Would you like a second opinion?

The Second Surgical Opinion Program is a free service designed to help employees avoid needless surgery. Created in 1972 in cooperation with CSEA, it is administered by the Employee Insurance Section within the state Civil Service Department, and is available to all state and local government employees, retirees, and their dependents enrolled in New York State Health Insurance Program.

"The program has come a long way from our pilot project days when we were based in Albany and had 14 consulting physicians," said Ed Cedillo, principal employee insurance representative. "Now we reach all corners of the state and have 1,250 physicians — all board certified surgical specialists."

To date, more than 3,000 second opinions on elective surgery have been provided to employees under the program. In a third of these cases, the need for surgery was not confirmed.

Hazel Weiner, a registered nurse and Albany area coordinator of the program, stressed it was not intended to prove a doctor right or wrong, but to help employees make informed decisions regarding elective surgery.

She also emphasized the program is a voluntary one. "There is no penalty or requirement to participate," said Weiner. "Many people feel apprehensive about seeking a second opinion because they feel their own doctor may be insulted or angry. This anxiety, often unfounded, should not keep people from benefitting from this service."

"The second opinion is increasingly becoming an accepted part of medical practice," said Thomas McCracken, director of employee insurance. "Several years ago, a bill requiring that surgical consultations be available on all policies which provide coverage for in-patient surgical care was passed and signed into law."

The final decision regarding elective surgery, however, is always up to the patient, McCracken pointed out.

"We have tried to make public employees aware of this program in a variety of ways," McCracken said. "However, the participation rate is about that of the national average — 3 to 4 percent of those eligible."

Consultations arranged through the Second Surgical Consultation Program are provided at absolutely no cost to the employee. To arrange for a second opinion on elective surgery, or to obtain more information about the service, call the following representatives:

Plan enrollees call:
New York City area (including Long Island, Westchester and Rockland Counties), 1-800-832-4650; other areas of New York State, 1-800-342-3726.

GHI Option enrollees call:
New York City, (212) 760-6543; Albany, (518) 463-6623; Syracuse, (315) 422-0163; Buffalo, (716) 883-5775.

HMO enrollees: call your HMO.



PARTICIPANTS discuss the topics during a break.

They care. about day care

IRENE CARR

She encourages secretaries to be leaders also

By Melinda Carr
Asst. Director of Communications

Section 5. SECRETARY. The Secretary shall be responsible for the custody of all official papers of the Association and the record of its proceedings and shall give notice of meetings as directed by the President.

ALBANY — CSEA's Constitution may outline the duties of its statewide secretary in a ho-hum manner, but there's nothing ho-hum about the officer who holds the job.

Instead, there's a dynamo who states in no uncertain terms that a Secretary's place isn't merely behind a steno pad or a filing cabinet.

"I'm not just the secretary, in the sense of someone who quietly takes minutes and maintains records," Irene Carr stresses. "I'm a statewide officer of this union and therefore concerned with the business of this union. I've worked hard, taken positions and have opinions. And I've encouraged other secretaries to do the same."

Her encouragement of Regional, Local and Unit secretaries during her 5½ years in statewide office has come at workshops, conferences and informal gatherings, as well as during the recent series of Secretarial Seminars she has conducted in five of CSEA's six Regions.

The seminars provide instructions on how to improve minutes and emphasize the importance of record keeping and of knowing proper parliamentary procedure.

To date, more than 300 Local and Unit secretaries have attended the seminars, pored through the instructional literature provided, and received certificates of achievement for their efforts.

"But what many of the secretaries have said is most important about these seminars is that they valued the chance to speak with experienced secretaries and learn from their experience," Carr noted. "You might say it raises their consciousness."

The statewide secretary puts a lot of store in consciousness raising. "Secretaries complain to me that they don't feel like they're part of their Locals," she relates. "I remind them that they're officers of the executive boards of their Locals. I've encouraged them to use tape recorders so that they don't get so tied down with the mechanics of note-taking that they can't take part in the meeting.

"I also point out to women that running for secretary is a good way to get their foot in the door," she added. "The job is hard enough and time-consuming enough that it's hard to get people to volunteer for the job. And yet it's a terrific place to learn how the union works and to prepare yourself for other leadership roles."

And her emphasis on consciousness raising extends beyond her role as the union's Secretary. Carr was appointed by CSEA President William L. McGowan to serve as the first chairperson of the union's statewide Women's Committee and currently serves as a member of AFSCME's Women's Advisory Committee.

"I get lots of calls to speak to women's groups, and I get asked to give advice to Locals who want to set up their own women's committees," she said. "I know setting up our statewide committee was a struggle, because some of the people in the union said 'what do we need that for?'"

Carr explained that she works to be supportive of women's interests and issues within the union "because the majority of our members are women, and they do have special interests and unique concerns."

While praising the fact that women are well represented among the CSEA leadership at all levels, she pointed out, "We have to reach out to the younger women coming up and encourage them to be active. We have to let them know the union's concerned about them.

"You'll find that a lot of women who are leaders of this union aren't that closely identified with women's issues per se," she explained. "People like Mary Sullivan and Pat Crandall have strong positions of leadership and are doing their own thing. And that's fine. But I feel they're also role models for women in the union even if they don't think of themselves in that way."

Although her interests within the union are wide-ranging, Carr doesn't for a moment overlook the nitty-gritty details of the secretary's duties.

One of her accomplishments was a system to improve the handling of pre-filed motions at Board and Delegates meetings. "I used to get motions written on everything including scraps of toilet paper," she laughed, adding that she instituted special forms, which have greatly improved that situation.

Another project in which she takes pride is the microfilming of CSEA records now under way. "I pushed hard for microfilming our records," she



said, describing some as yellowed pages dating "back to the origins of the union." For example, already transferred to nine microfilm cartridges (each about the size of an eight-track tape) are verbatim transcripts of Board meetings from 1933 to 1979 — records which formerly occupied eight file drawers. She cites the microfilming effort as a necessity to improve the situation of "a headquarters building that has been bulging at the seams."

The change to fulltime officer status effective July 1 will enable her to undertake a number of other plans and projects, including a meeting she is hoping to hold soon with the Regional Secretaries.

"My availability to local and unit secretaries is perhaps the biggest advantage of serving fulltime," she said. "Before, when people needed me they had to call me at home or at my job at the university, where it got so I was getting some hassles from my boss.

"I also hope to be able now to provide closer follow-up on the action on motions made at Board and Delegate meetings. And I plan to get out to the Regions more and to provide more assistance to Local Secretaries, such as the new brochure I've just completed that outlines the duties of a secretary.

"And in addition, I'm available to assist the President at any time. For example, last year he appointed me to chair the Committee to Study the Delegate Registration Procedures, and we instituted a number of registration improvements."

Also under way is an effort to get Headquarters' files on Locals up-to-date, including the required copies of Local constitutions and by-laws and names of Local and Unit officers. It's a job Ms. Carr often finds frustrating.

"For example, according to the Constitution and by-laws, the Delegate lists had to be in by July 15," she explained. "But by that date, despite our reminder memos, we might have had one-third of the names."

The mother of one son and grandmother of three, she points out still other changes in her life brought about by having a fulltime position and an office in CSEA's Albany headquarters.

"I used to go to Board meetings on Thursday, report back to my job Friday, and then work on the minutes Friday night and all weekend while my husband was doing the chores and cooking," she said. "It's a good thing he learned how to cook, or we'd have starved.

"But perhaps the biggest personal benefit is that I've now regained use of a room at home that was a total disaster because of all the files and papers and working materials I had to store. Now that I've moved all the CSEA papers out of the den, I might even have room to stick in a chair."



WESTCHESTER COUNTY unit activist Roger Williams, right, takes notes while speaking to Assemblyman Jon Fossil (93rd Dist.).



HIGHLAND DIVISION for Youth Local 550 President Anne Spero meets with State Sen. Jay P. Rolison (39th Dist.).



Southern Region legislative breakfasts provide settings to meet politicians

ENJOYING A LIGHT MOMENT, from left, are regional PAC Chairman Carmine DiBattista, regional Treasurer Eleanor McDonald, State Senator Linda Winikow (38th Dist.), Putnam County Local 840 President Carmine Ricci, Rockland County PAC Chairman John Mauro and Westchester County Local 860 President Pat Mascioli.

Legal Briefs

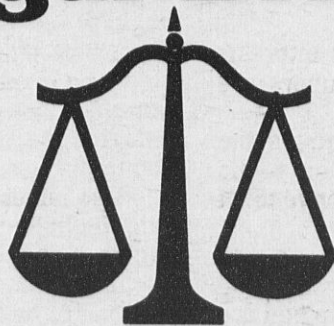
It is up to a hearing officer to resolve questions of credibility in deciding whether a public employee has engaged in strike activity, a recent court decision said.

The Appellate Division, Third Department, reaffirmed this decision in the Matter of **Smith v. Bloom**, stating that the hearing officer's decision will not be overturned by the courts.

In the case, custodians employed by the Ellenville Central School District began an Article 78 proceeding to review a finding that they had participated in a strike in violation of the Taylor Law.

The custodians were notified that their failure to report to work on a certain day was considered a strike. They objected, saying they were unable to attend work that day because they were ill.

At their hearing, the custodians testified they suffered from a number of maladies — toothache, nausea and dysentery, and stomach



virus — which made it impossible for them to work. None had sought medical attention.

Each employee had called the school that day and, as was the custom, notified whoever answered the phone that they were sick. Each denied he was intentionally absent.

The hearing officers found that all of the employees had failed to meet the burden of proof in the case, and that they had in fact participated

“Legal Briefs” is a periodic column about Civil Service Law and legal matters of interest to public employees. Material is compiled and edited by the Albany law firm of Roemer and Featherstonhaugh, counsel to CSEA.

in a strike. The custodians contended the record was devoid of any evidence to support this.

The Appellate Division held that the burden of proof rested with the custodial staff; that the record showed that an unprecedented large number of employees of the custodial staff was absent on the day in question; and that their claims of illness were unsupported by any other evidence other than their own testimony.

Region I opposes workfare proposal

HAUPPAUGE — CSEA Region I is working with Suffolk Action Coalition, an organization of civic, religious and service provider groups to develop tactics opposing the County's use of welfare recipients as forced labor.

Officially known as "Community Work Experience Program" but commonly known as "Workfare," the Suffolk County program is an attempt to reduce rising welfare costs and public service employment by using welfare recipients instead of paid labor in public employment.

Workfare was announced last year by Suffolk County Executive Peter Coahan and is expected to go into effect next month. It is one of the largest proposed programs in the nation and the Coalition fears that if it is successfully implemented in Suffolk it could become a model program that would be exported to other New York counties as well as to other states throughout the nation.

"Not only does forcing people to work smack of a plantation mentality, it is simply non-productive to get rid of paid employees and use forced labor," said Danny

Donohue, CSEA Long Island Region president. "Unemployment has reached an all time high in the United States because of the policies of the current administration. The way to reduce unemployment is through the creation of jobs so workers can earn salaries to buy goods and products and thus stimulate the economy."

Under Workfare guidelines, welfare recipients who are ordered to take part in the program cannot be organized, enjoy no benefits and their jobs are not considered employment by the Social Security Administration.

According to Donohue, the use of forced labor by the county could have the effect of lowering the number of paid employees doing the same or similar work, would create a two-tier wage scale, and could undermine the bargaining ability of CSEA.

The Coalition, with CSEA participation, is currently drawing up resolutions and developing plans to oppose the implementation of the program in Suffolk County.

Delegates will meet August 19 on single issue

ALBANY — CSEA delegates will gather at 11 a.m. next Thursday, August 19, at the Empire State Plaza Convention Center here at a Special Delegates Meeting to consider an amendment to the union's Constitution that would expand the types of workers eligible to be represented by CSEA.

The special, one-day statewide Delegates meeting was called by CSEA President William L. McGowan to consider the first reading of a proposed amendment to the union constitution, Article III, Section 4, which provides qualification for membership.

The proposed amendment reads as follows:

"Article III Membership Section 4. The President, subject to the approval of the Board of Directors, may issue local charters or authorize the enlargement of the jurisdiction of existing local charters to include other appropriate groups of workers not specifically enumerated in this Article, whose employment while not in the public sector, is of such a type and nature that it is the same or similar to work traditionally performed by public sector workers. Workers within such jurisdictions shall be eligible for the types of membership defined in the foregoing sections of this Article."

Abuses alleged

(Continued from Page 1)

single manager is ever disciplined for screwing up. It's time they stopped smearing 'state employees' and started cleaning up their own management," McGowan said.

State Comptroller Edward V. Regan, who confirmed the existence of the investigation yesterday, was quoted by the New York Post as blaming state managers for the alleged credit card abuse, noting "... if management does nothing, in essence they encourage people to engage in this kind of abuse." McGowan also noted that Regan said he felt the overwhelming majority of state workers were honest people.

"No one is saying misconduct in public employment should be ignored," the union president concluded. "But it really is unfair that the vast majority of state employees must suffer the stigma of allegations of dishonesty when inept state officials allowed the situation to exist and only a relatively small number of individuals are involved."

CSEA leaders with Cuomo at tv debate



CSEA LEADERS watch as Lt. Gov. Mario Cuomo, left, talks with news media following recent debate in New York City between CSEA-endorsed Cuomo and his rival for the Democratic nomination for governor, Edward Koch. Facing the camera, center, is CSEA Metropolitan Region II President George Caloumeno and at right is CSEA statewide President William L. McGowan, both of whom attended the Cuomo-Koch debate.

Cuomo visits Region I



LT. GOV. MARIO CUOMO, center, chats with CSEA Region I President Danny Donohue, left, and regional political action chairman Michael Curtin, right, during recent visit to CSEA's Long Island headquarters.

Turning Westchester County into Cuomo Country



MAKING PLANS to get out the vote in Westchester County for Mario Cuomo are, from left to right, Local 860 President Pat Mascioli, Regional Treasurer Eleanor McDonald, and Lucy Veteran.

CSEA volunteers work diligently to get out the vote on Primary Day

WHITE PLAINS — "Enthusiasm to elect Mario Cuomo is building among CSEA's rank and file here," reports Westchester County Local 860 President Pat Mascioli. As proof, he cites the ever-increasing number of volunteers who are stepping forward. Toby Zuckerman is one of them. Asked why she supports Cuomo, the Social Services employee is straightforward: "Because he's for labor . . . Vote for the man who supports you."

With more than 10,000 CSEA members, Westchester County is one of the major battlegrounds of the gubernatorial primary. Region III Treasurer Eleanor McDonald, who is coordinating the union's campaign efforts in the county, believes a strong CSEA push can swing the election. Volunteers have responded accordingly: They have looked up the names and telephone numbers of 36,000 Democrats who voted in past primaries on the basis that they'll be most likely to vote this Primary Day, Sept. 23.

Since polls show that Cuomo had the edge among such voters, turnout will be critical, and CSEA volunteers plan to contact them by telephone to make sure Westchester County becomes Cuomo Country on Sept. 23.



DOING THEIR PART in the campaign are, from left to right in above photo, CSEA members Judi Roberts, Marie Lewis, Ann DeMarzo and Louis DiRenzo. At left, some of the volunteers who have scoured lists of voters from 800-plus election districts, collecting the names of potential voters on Primary Day.

VOTER REGISTRATION DRIVE — Region III Treasurer Eleanor McDonald, standing, looks on as CSEA volunteers sign up new voters as part of a public service voter registration drive sponsored by the region recently at the Galleria Shopping Mall in White Plains. As a result of their efforts, the committee enrolled 102 new voters. A second voter registration drive was held at the Irish Heritage Day at Ridge Road Park in Hartsdale.



Members turn to power of media to relay union, personal views

Using 'equal time' to dispute T.V. editorial

NEW YORK CITY — Carl Mathison was all fired up when he heard an editorial on WPIX-TV, Channel 11, which supported extension of the Tier III Retirement System, so the senior examiner with the Dutchess County Department of Social Services demanded equal time to respond. He got it.

Here is what Mathison, a member of Dutchess County Local 814, had to say:

"I'd like to furnish some facts WPIX overlooked.

"Fact number one: Tier III was a temporary emergency measure. It has been an administrative nightmare in addition to being blatantly unfair. The cost of collecting and accounting for the employee 'contributions' nearly equal the value of the contributions. Moreover, because Tier III reduces pensions by fifty cents for

each dollar of a retiree's Social Security benefits, an employee may pay into the system for years yet get little or no return.

"Fact number two: This inequitable fraud is perpetrated upon those least able to afford it. The median salary for public employees in New York State is about \$15,000 per year. By contrast, the median American family income is about \$22,500. Small wonder that public agencies are losing their best, most experienced workers. For too long, public employees have been treated as second class citizens; denied rights and protections most workers take for granted. On one hand, we are denied the right to strike because our jobs are too vital. On the other hand, our suggestion that we be treated fairly is dismissed as though we were unimportant.



DUTCHESS COUNTY LOCAL 814 member Carl Mathison took to the air waves to speak out against extension of the Tier III retirement system.

"Public employees are not asking for anything more than our private counterparts. However, we can no longer afford anything less."

... and responding to a Binghamton newspaper story

LETTERS TO THE EDITOR Mental center staff cuts aren't worth the savings

Editor, *The Sun-Bulletin*:
I am responding to the article "Lehrman calls for reduction of mental health centers staff," in *The Sun-Bulletin*, July 9, 1982.

Mr. Lehrman's opinion that state mental health centers are overstaffed and should be trimmed is a stupid and unjust statement coming from a person of his caliber.

We at Broome Developmental Center have never been overstaffed. In fact, Mr. Thamasett, our director, has always been seeking additional help to provide the clients with the programs and care they need to live a normal life.

The staffing ratio that is needed to reach this goal is 1.78 to 1.

Speaking on behalf of the Office of Mental Retardation and Developmental Disabilities, we, the Civil Service Employees Association, fought very hard to achieve a ratio of 1.78 staff to 1 client in every developmental center in New York state.

This was done with the Margado Memorandum of June 15, 1978. This was Gov. Carey's promise and it was the beginning of a reality to giving the mentally retarded the care and programming they need to live a somewhat normal life.

If the designated Republican for governor feels that cutting staff at our mental institutions will save money to provide significant tax cuts, he had better stop and think about all the state employees he will be putting on his welfare rolls and the new Willowbrooks or Staten Island Developmental Centers he will be creating. Without the proper staffing ratios at our institutions they will become nothing but warehouses, as they were 10 years ago.

We have made great strides to provide for the mentally ill over the years, and I hope we don't let Mr. Lehrman undo what took years for us to achieve.

WILLIAM KRIVYANIK
President,
CSEA Chapter 449

Binghamton, July 12

12-A July 21, 1982

The Sun-Bulletin, Binghamton, N.Y.

Congress urged to break with jobless trend

WASHINGTON — AFL-CIO President Lane Kirkland has pressed Congress to act independently of the Reagan Administration to get America back on the road to full employment.

Labor sees no sign of a change in course "from an Administration still engaged in destroying jobs," he told the Joint Economic Committee of Congress.

Kirkland spoke of the human misery that accompanies the economic devastation of the Reagan recession, of "the desperate and fruitless search for work" in the wake of plant closings and layoffs.

The Administration's "supply-side" economics amount to "a massive transfer of income" from workers and those with moderate incomes "into the pockets of the wealthy," Kirkland charged. He termed Reagan's policies "class warfare" against workers and the disadvantaged.

Unemployment plagued 1 in 5

WASHINGTON — One of every five American workers was unemployed at some point during 1981, a total of some 23.4-million workers, the Bureau of Labor Statistics reported.

The 23.4 million workers who encountered some unemployment in 1981 represented 19.5 percent of all persons in the labor force for at least one week. The level was higher than the 18.8 percent who experienced some unemployment in 1980 but lower than the 20.2 percent peak level in 1975 during another severe recession.

For men and all Blacks, however, the proportion of unemployment equaled or exceeded previous highs. Twenty percent of all male workers encountered joblessness in 1981, the same as in 1975. Among women, the proportion was 19 percent, still below its 1975 peak of 20.5 percent.

Tariff cuts would jeopardize U.S. jobs

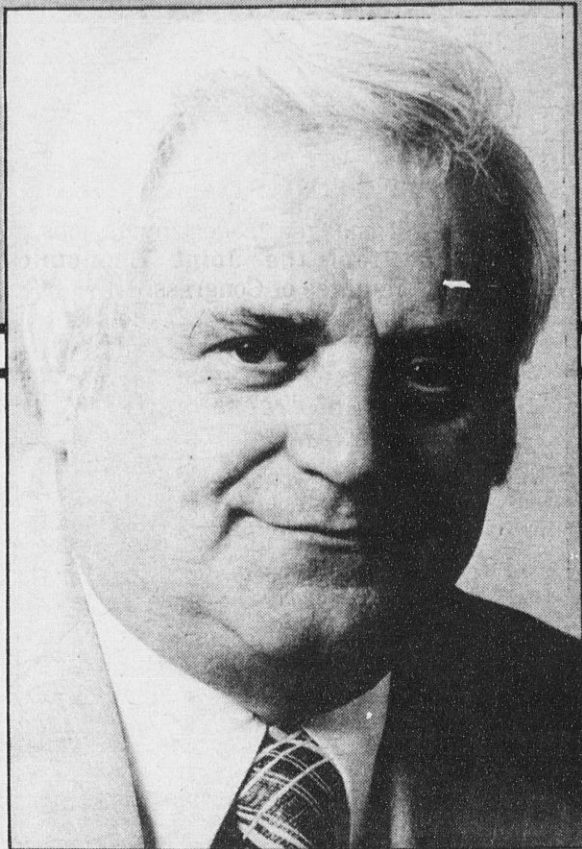
WASHINGTON — The AFL-CIO says Congress should not give the Administration a new blank check to negotiate tariff cuts that could throw additional Americans out of work.

The President's authority to reduce tariffs without seeking the approval of Congress expired last January. The Administration is seeking a two-year revival.

Employment in every manufacturing industry is down, the AFL-CIO stressed. "American industries are suffering from the combined impact of recession and high imports. Renewal of this authority will only aggravate the serious erosion of the nation's industrial base."

CSEA Employee Benefit Fund

For members, the dawning of low-cost health care era



CSEA STATEWIDE PRESIDENT and chairman of the Employee Benefit Fund William L. McGowan.

Dental fee schedule improvements latest advance

ALBANY — When CSEA first created its Employee Benefit Fund in 1979, dental benefits began at the level that they had previously been under state administration. But almost immediately the dental program was improved, a prescription drug program was added, then an optical program was created, and now Benefit Fund members have their third improvement in dental benefits in as many years.

Effective July 1, 1982, a list of items in the Benefit Fund dental fee schedule has been improved for all participants in the fund (except the Westchester County plan, which previously had been upgraded as of 4/1/82.)

The Benefit Fund began in 1979 as the result of negotiations between CSEA and the State of New York for contracts in the state's Administrative, Institutional and Operational bargaining units. Since then, the Fund has grown steadily, with the addition of 50 local government bargaining units where the required 100 percent employer contribution has been negotiated.

The latest improvement in the dental fee schedule is the newest in a rapid series of benefit enrichments for the majority of Fund participants. This comprehensive increase in dental allowances affects all state employee members of the Fund and about 12,000 political subdivisions members. "These improvements," says CSEA President William McGowan, chairman of the Fund, "erase any doubts about the strength of the Fund."

"When we negotiated in 1979 to create the Fund, there were a lot of skeptics," he said, "but since the day we paid our first benefit until now, we have shown steady and consistent progress in providing in invaluable benefit to our members."

Replacing state-administered insurance providing only dental benefits, the new Employee Benefit fund inaugurated prescription drug insurance and dropped the previous dental plan's \$50 deductible requirement. One year later, dental benefits were improved again. Also, the Benefit Fund unwrapped an entirely new benefit, the CSEA Vision Care Plan, which provides eye examinations and prescription glasses for most members at no cost.

Now, two years later, 15 dental fees are being improved, an estimated increased benefit of up to \$2,000,000 per year.

Fund participants affected by the improved benefit are being notified directly of the details, but the latest achievements have reinforced CSEA's determination to continue its aim to ultimately bring the benefits of CSEA's Employee Benefit Fund to all public employees in the union's bargaining units.

'People are entitled to high quality professional health services rendered with a caring attitude in a courteous atmosphere . . .'

Overwhelming majority applaud Vision Care Plan

- "Best eye examination I ever had."
- "Doctor and staff were courteous and professional."
- "The frame selection and the care are wonderful."

These are typical examples of the remarks being received daily by CSEA's Employee Benefit Fund (EBF), administrators of the union's Vision Care Benefit, which went into effect last November.

"The Vision Care Plan is less than a year old, but it has quickly become one of our most popular and well-received benefits," said EBF Director Thomas P. Collins.

The Vision Plan is available to state employees in the Administrative, Institutional and Operational bargaining units, as well as in certain political subdivisions where it has been negotiated, and can provide free professional eye examinations and eye glasses for eligible employees and their dependents. There is a 150-member panel of approved optometrists which participants may elect to use.

The EBF recently tabulated the responses of 12,500 CSEA members who have taken advantage of the Vision Care Benefit. Their reactions were reported in the Patient Satisfaction Questionnaires which were sent with the vouchers that must be submitted before scheduling an exam.

Nearly all of the members who responded said they were satisfied with the benefit, and rated the eye exams as "very good" or "good." In addition, the overwhelming majority reported they were treated courteously.

"People are entitled to high quality professional health services rendered with a caring attitude in a courteous atmosphere," said Dr. Jesse Rosenthal, the EBF's optometry consultant.

"The trustees of the fund wanted to make sure

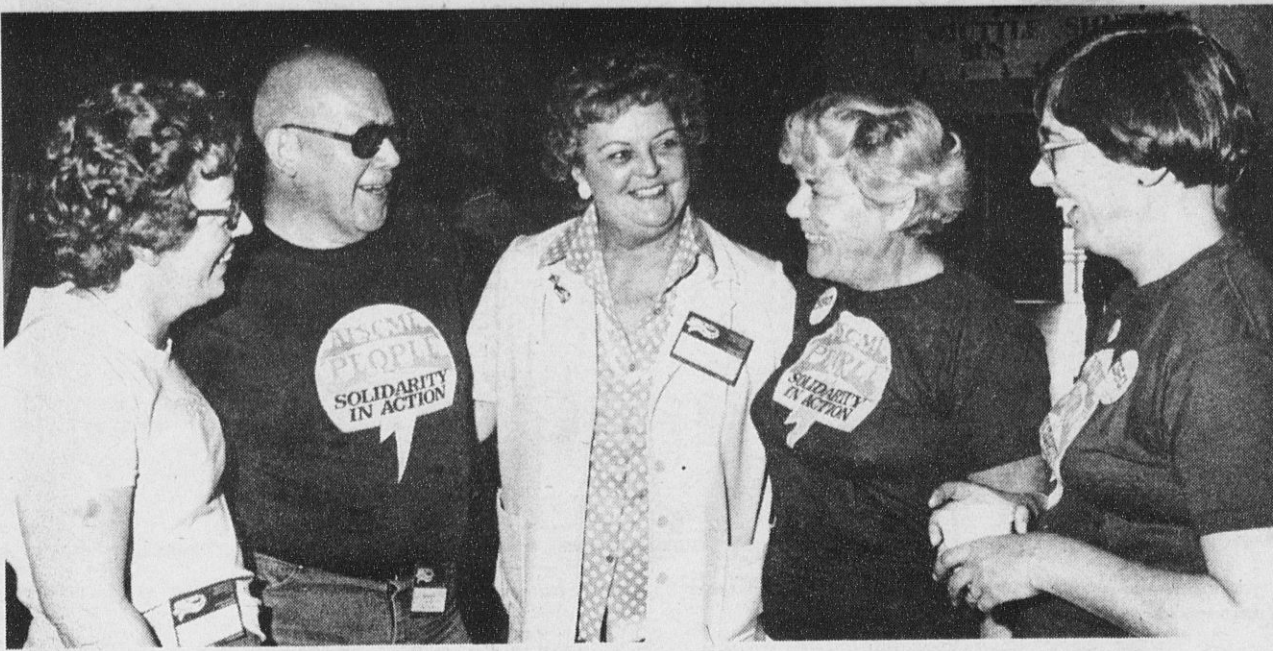


EMPLOYEE BENEFIT FUND Director Thomas P. Collins

CSEA members would get the best vision care and be treated strictly as first-class citizens. They deserve a great deal of credit for fashioning a vision care benefit that is second to none in the nation."

Dr. Rosenthal, a clinical professor at the State University of New York's College of Optometry and former director of optometry of the New York City Health Department, said the panel doctors, the central laboratory and the fund administration all share in the program's success.

"When you look at the member responses and the statistics, you can't help but be impressed," he said.



MONEY MATTERS — CSEA Statewide Treasurer Barbara Fauser, center, talks with four CSEA regional treasurers. From left are Region III Treasurer Eleanor McDonald; Region IV Treasurer Gerald Toomey; Fauser, Region I Treasurer Jean Wichmann, and Region V Treasurer Mary Sullivan. The meeting took place at the recent AFSCME International convention, to which all were delegates.

Union wins out of title back pay and new title via arbitration for Harrison school employee

HARRISON — After more than a year of confrontation between the Harrison Central School District and CSEA, the district has agreed to a \$5,000 back pay award, a new title and the prospects of a bigger salary for an employee forced to pick up the duties of a higher paid employee whose job was abolished.

Don Carlin was an account clerk for the district in 1980 when the district abolished a Purchasing Agent job and arbitrarily pushed some of that work on

Carlin, a member of the Harrison School District Unit of CSEA Westchester Local.

Carlin grieved the unilateral change in his duties and lack of compensation for the work and after a year of haggling, the district offered him \$1,000 in back pay and a tentative new title.

The dispute moved to arbitration when CSEA said the offer wasn't enough and should have been discussed with the union as bargaining agent for Carlin. The union's contract clearly required the district to negotiate changes in job duties and salary, said Arthur Grae, the CSEA attorney handling the case.

After one hearing before arbitrator Herbert L. Marx, the district finally conceded it had acted improperly and agreed to a \$5,000 payment for the out-of-title work performed by Carlin between November, 1980 and July 16, 1982.

Additionally, the district agreed to seek a reclassification for Carlin to the position of Account Clerk/Transportation Assistant effective July 16, 1982. The salary for that position will be negotiated by the district and CSEA.

COMPETITIVE PROMOTIONAL EXAMS (State employees only)

FILING ENDS AUGUST 16, 1982

Landscape Architect G-20.....	IDP	37-649
Senior Landscape Architect G-24.....	IDP	37-650
Landscape Architect, Associate G-27.....	IDP	37-651
Stenographer, Senior G-9+.....	IDP	37-670
		thru
		37-683
Stenographer (Law), Senior G-9.....	IDP	37-622
Typist, Senior G-7.....	IDP	37-623
State Accounts Auditor, Associate G-23.....	AUDIT AND CONTROL	37-653
Nurse Admr. G-19.....	CORRECTIONAL SERVICES	37-608
Health Program Admr. I (Health Systems) G-23.....	HEALTH	37-308
Health Program Admr. I (Public Health) G-23.....	HEALTH	37-414
Health Program Admr. II (Health Systems) G-25.....	HEALTH	37-309
Health Program Admr. II (Public Health) G-25.....	HEALTH	37-415
Health Program Admr. III (Health Systems) G-27.....	HEALTH	37-310
Health Program Admr. III (Public Health) G-27.....	HEALTH	37-416
Community Client Services Assistant G-11.....	HEALTH	37-606
Typist (Law), Senior G-7.....	LAW	37-646
Nurse Admr. I G-19.....	MENTAL HEALTH	37-583
Nurse Admr. I G-19.....	MENTAL RETARDATION & DEV. DISABILITIES	37-584
System Planner (Gas), Associate G-27.....	PUBLIC SERVICE	37-615
System Planner (Gas), Senior G-24.....	PUBLIC SERVICE	37-690

open competitive STATE JOB CALENDAR

FILING ENDS AUGUST 23, 1982

Artist — Designer I	\$11,582	25-589
Artist — Designer II	13,742	25-590
Artist — Designer III	16,286	25-591
Artist — Designer IV	20,381	25-592
Community Client Services Assistant	13,805	25-646
Landscape Architect	21,621	25-704
Landscape Architect, Associate	32,940	25-706
Landscape Architect, Senior	26,640	25-705
Nurse Administrator I	21,621	80-056
Stenographer, Senior	12,241 or 12,357*	25-671
		thru
		25-683
Stenographer (Law), Senior — New York City Area	12,441 or 12,517*	20-983
Weights and Measures Specialist I	15,473	25-617

* Depending Upon Bargaining Unit.

FILING ENDS SEPTEMBER 13, 1982

Natural Disaster/Civil Defense Radiological Representative	\$16,383	28-370
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Calendar of EVENTS

Calendar items should be mailed to The Public Sector, 1 Columbia Place, Albany, New York 12207. Items must contain the name and telephone number of the sender for verification purposes.

AUGUST

- 18—Televised debate between Democratic gubernatorial candidates, CSEA-endorsed Lt. Gov. Mario Cuomo and New York City Mayor Edward Koch, on Buffalo station WNEB Channel 17 (cable 4), 9-10 p.m.
- 19—Region V EAP network meeting, 10 a.m., Tupper Lake Country Club, Tupper Lake.
- 19—Region VI Cuomo fundraiser, 5:30 p.m., Central Terminal, Paderewski Drive, Buffalo. Deadline for reservations is August 13.
- 19—Special Delegates Meeting, 11 a.m., Empire State Plaza Convention Center, Albany.

- 21—Suffolk Local 852 Annual Summer Picnic, Southaven Park, Yaphank. 11 a.m.-dusk. For details call Lynn Martins at Local office, (516) 475-8600.

- 31—Open political action meeting sponsored by CSEA coalition, 7:30 p.m., Fireman's Park, Wampsville.

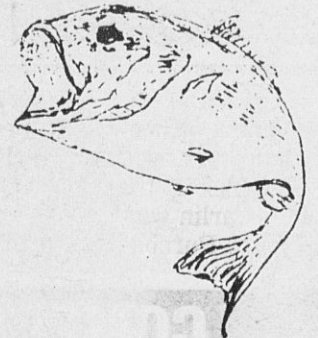
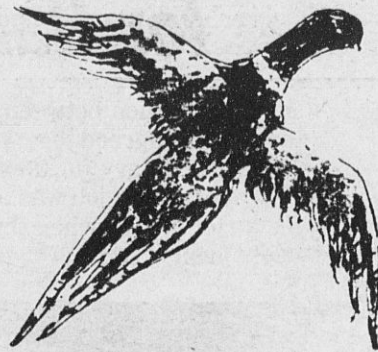
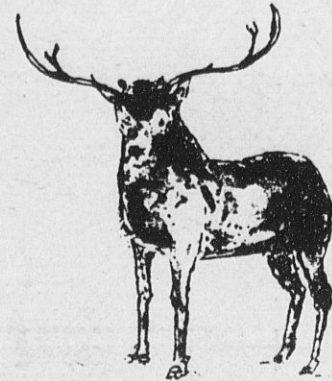
SEPTEMBER

- 10—Tax Local 690 and Insurance Local 660, 24th Annual Clamsteam, noon-9 P.M., Krause's Halfmoon Beach, Halfmoon.

WILD GAME COOKBOOK

FOR

BEGINNER & EXPERT

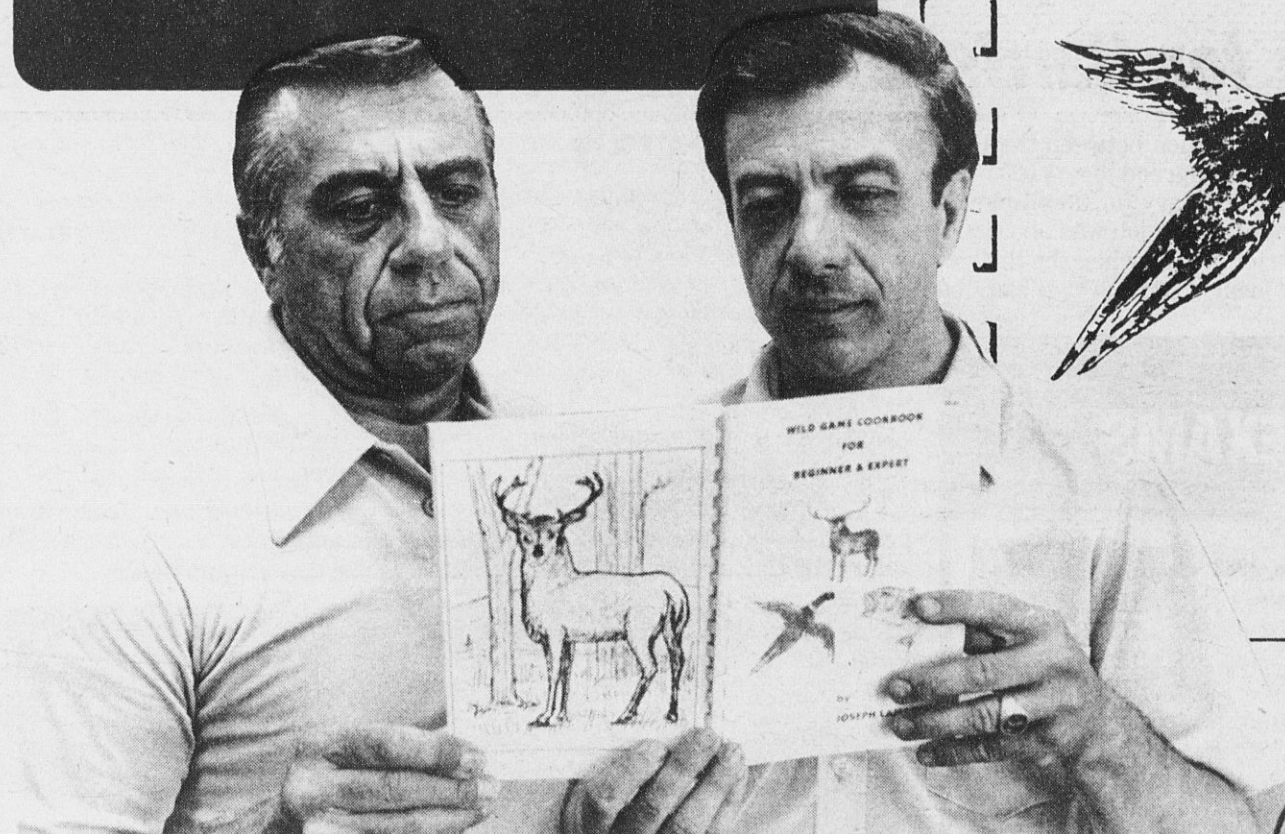


by

JOSEPH LAMAGNA

LOCAL 860 PRESIDENT Pat Mascioli, left, looks over the "Wild Game Cookbook" written by probation officer and CSEA member Joe Lamagna. Both men grew up together in the same Yonkers neighborhood and have been lifelong friends.

Sportsman uses camera and pen, rifle and rod to capture, share wild game flavor



From city streets to nature trails, he enjoys the best of both worlds

By Stanley P. Hornak
CSEA Communications Associate

YONKERS — When he was growing up in this, the fifth largest city in New York State, the only wild animals he ever saw were in a zoo. So Joe Lamagna — freelance outdoor sports writer and photographer — has come a long way even though his roots still remain here in his hometown.

There are, it seems, several Joe Lamagnas. One is the 9:00 to 5:00 Westchester County probation investigator and member of CSEA Local 860 who freely admits, "I love my job." The other Joe, however, dons hunting jacket instead of shirt and tie, and spends his time on the trail of wild game and fish with camera, rifle, rod and pen in hand.

Joe remembers his love of the outdoors awakening at age 18 when he discovered the mysteries of the Catskills and the Adirondacks. He later acquired "my own place" in Harpersfield (Delaware County) and it became his refuge from the city and the job. Then one day, "back in '69," an editor for the SOUTHERN NEW YORK SPORTSMAN asked him, "Can you do an article for me on fishing?" There was a catch (no pun intended). It had to be done in 48 hours. Joe produced "A Summer of Fishing" and launched a writing career. (He later learned the 48 hour limit was merely a test to determine how he handled the pressures of deadlines.)

Before long, Joe was contributing articles to a wide variety of publications, from city to county, as diverse as the YONKERS HOME NEWS AND TIMES and THE MOUNTAIN EAGLE. The subject was always "the outdoors, fishing, hunting, nature studies, ecology, conservation . . ." He expects never to run out of material. Story ideas come from readers, friends, his own thoughts and experiences, and sometimes editors. On occasion, his 5:00 to 9:00 background helps, such as the time he wrote the article "Take a Kid Fishing to Keep Him Out of Trouble."

Another career shortly beckoned. He was often asked to use

photographs with his articles so he purchased a camera, took some lessons, and before long found himself listed in "Who's Who in Photography." "Joe enjoys telling the story of how his upstate neighbors used to laugh when they saw him in the woods with camera on one shoulder and rifle on the other, "until I showed them an article and told them I got paid for it."

As a rule, whenever Joe goes hunting he lives off the land. He often wondered, "With all the time and effort outdoorsmen take to catch fish and game, why ruin them with ordinary cooking methods?" An idea was born. He started collecting recipes, and has since published the "Wild Game Cookbook for Beginner & Expert."

Recipes for everything from fried lunger bass to woodchuck are featured, though he frankly admits he hasn't gotten around yet to tasting woodchuck.

The book is dedicated to "all the many amateur and experienced cooks and chefs who, like myself, struggled to learn and suffered doing so." Credit for the recipes goes to family and friends, especially older members who remembered old world recipes, and also to "the warm American Indians from the various tribes of New York State and other tribes across the United States who so generously gave of their knowledge to assist in furnishing these flavorful dishes."

Copies of the book are available at a special discount to CSEA members by sending \$4.50 plus \$1 to: Joe Lamagna, P.O. Box 572, Yonkers, N.Y. 10702. It also includes Joe's own original "Hunter's Prayer" and "Fisherman's Prayer."

The book has been well received. But perhaps the best compliment of all came from a co-worker who purchased it explaining, "I neither hunt nor fish but it's not very often one knows an author."

Today, Joe finds himself in the best of two worlds. The self-styled connoisseur of the outdoors is at home on both the city streets of Yonkers and the rugged mountains of the Adirondacks.

CUOMO



**The Governor
for ALL New Yorkers.**

Vote for Mario Cuomo in the September 23 Democratic Primary.



Civil Service Employees Association
LOCAL 1000, AFSCME, AFL-CIO