

**TEMPERATURE'S
ON THE RISE
POLITICIANS
WILL FEEL THE
HEAT IN '84**

See page 9

CSEA political action an impressive winner at polls election day

ALBANY — Hard work by CSEA Political Action Committees and rank and file members in the weeks leading up to Election Day paid off when the votes were counted. Throughout the state, the majority of CSEA-endorsed candidates were victorious in their election races.

"We do more than just pay lip service to political action. In counties and cities and towns all over the state, CSEA is a political force to be

reckoned with," stated Political Action Committee Chairman Joseph Conway.

"When you look at the results from around the state, you'll see that we helped vote out officials who refused to bargain fairly and that we delivered our support to those who have treated public employees with the respect we deserve."

(continued on Page 12)

BOND ISSUE A MAJOR VICTORY

Voters did themselves a bigger favor than most probably imagined when they approved proposition one, the "Rebuild New York" bond issue in the Nov. 8th general election, according to one of the bond issue's most ardent supporters.

CSEA President William L. McGowan said that in addition to authorizing the necessary funds to begin rebuilding the state's deteriorating transportation systems, voters relieved pressure on state and local budgets, provided a program to create tens of thousands of new jobs in the state, and helped save the jobs of several thousands of people currently employed as well.

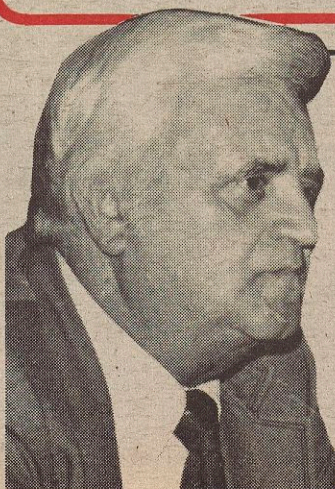
McGowan was a member of the influential Rebuild New York Labor Committee which actively supported passage of the bond issue, and CSEA itself was perhaps the most active of all labor unions in urging voter support of the proposition.

McGowan said that the overall state transportation system is in such bad shape that defeat of the bond issue would have meant that various programs in state and local budgets would have had to be eliminated to fund the most urgently needed repair work. But passage meant the creation of the equivalent of 36,000 new jobs, and the retention of several thousand current jobs. He noted that Gov. Mario Cuomo had said that massive layoffs of state employees might be necessary to cover repair projects if the bond issue failed.

And CSEA provided much more than just lip service to support the issue statewide. CSEA created a series of ads in support of the issue for publication in *The Public Sector*, and made them available to other labor union publications throughout the state. Funds and manpower were also donated to the campaign.

And in western New York, more than 30 CSEA members aided by other friends of labor manned a phone bank in CSEA's Western Region office before the election to contact potential voters and urge their support of the issue on election day.

The volunteers and their Locals included Gerald and Marie Prince, Barbara Justinger, Marijean Nichols and Delores Cannazzaro of Local 815; Tom Warzel, Barry Kobbin and Collette Lowke of Local 602; Wende Setlock, Margé Bourkney, Mary Baldwin, Alfreda Scott and Bob Lombardi of Local 427; Barbara Reese, Local 303; Grace Steffan-Boyer, Local 315; Rose Marie Mack, Local 640; Sheila Brogan, Pat Carlisle and Joan Poisella, Local 003; Retirees June Ferner and Terry Szenina; Jim Kittner and Bill Callahan, West Seneca Unit, Local 815; Joe Polito and Linda Cote of Local 403, and union friends Mike and Rosemarie Scamacca, Carl Fantazzo, Sal and Pat Bellomo and Chuck Bartolotta. PEF members Joanne Occhino and Joe Willett joined in to help the telephone campaign.



THIS MAN

talks about why

THIS MAN

must win in '84

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Accepting nominations for three Board openings

ALBANY — Resignations and retirements have created three vacant Mental Hygiene seats on CSEA's statewide Board of Directors, representing Regions III, V and VI. The statewide Election Procedures Committee has set the following timetable for the elections to fill the board seats.

Nominations are open until Nov. 28, and "Request to be a Candidate" forms are now available from region offices. The Statewide Nominating Committee will meet Nov. 29 to select candidates and the independent nominating petition period begins the following day. All petitions must be received at CSEA headquarters by 5 p.m., Dec. 19, which is also the final date for declinations and name changes. The drawing for ballot position will be held Dec. 21.

Ballots will be mailed out Jan. 4, with replacement ballots available beginning Jan. 11. Ballots will be counted and election results announced Jan. 25, making the deadline for election protests Feb. 4.

New Connetquot contract

CONNETQUOT — Members of the Connetquot Central School District bargaining unit, a part of CSEA's Suffolk Educational Local 870, recently ratified a new four-year contract.

The 400-member unit voted overwhelmingly to accept a contract featuring four new steps in the pay scale and a cost of living allowance in the third and fourth years, depending on consumer price index increases.

The new agreement also establishes a pay scale committee composed of three unit members and three management representatives to study the pay scale system for the next contract. If the committee cannot agree by the third year of the contract, arbitration would be required to begin.

Also under the new contract, parttime cafeteria employees working 19.5 hours a week or less will get three sick days a year.



HORNELL STATE EMPLOYEES LOCAL 007 officers were installed recently. Seated, from left, are President John Wallenbeck, Secretary Dawn Smith and Second Vice President Robert Polanowski. They were installed by CSEA Region VI President Robert L. Lattimer, standing left. CSEA Field Representative Ray Ducharme, right rear, attended the installation ceremony also. Not present for the photograph were First Vice President Tom Flaitz, Treasurer Darlene Krupp and unit representatives Dick Northrup, Linda Rinaldi and Mike Gessi.

Training series for supervisors starts

ALBANY — An innovative training program for CSEA members in supervisory roles got underway in October and is expected ultimately to reach more than 20,000 such employees.

Sally Bouton, CSEA's director of education and training, explains that the union, in concert with the Governor's Office of Employee Relations, has arranged for the extension division of Cornell University to conduct a "human resources development program" for public sector supervisors. Its purpose is to teach supervisory employees new skills as well as better use of skills they already have.

Participants who will be mixed from various agencies to encourage a broad exchange of ideas and viewpoints.

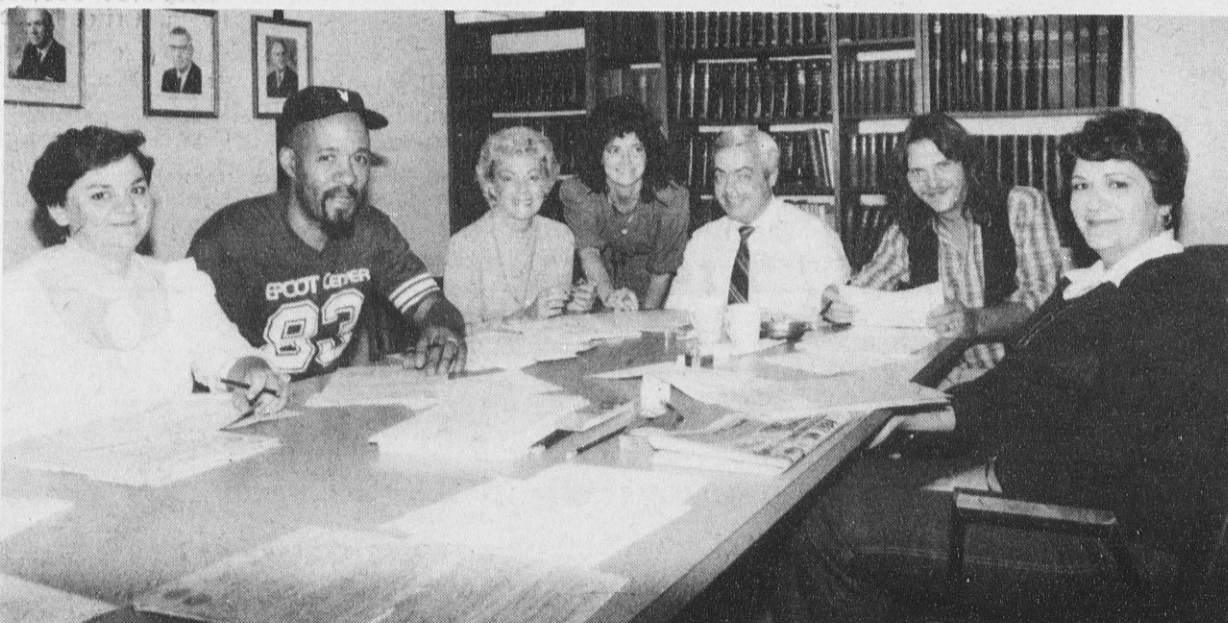
Workshops will address such issues as:

- balancing organizational needs with individual creativity;
- building trust;
- conflict resolution;
- creating a climate for healthy decision making; and
- making personal needs compatible with organizational requirements.

The series of workshops that began last month will continue over several years offering training to 20,300 supervisors.

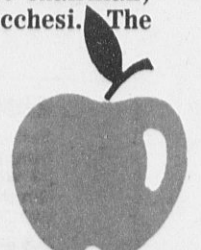


CSEA'S DIRECTOR OF EDUCATION AND TRAINING SALLY BOUTON is shown here with Wynn Hausser who helped develop the new supervisor training program.



CSEA Scholarship Committee

MEMBERS OF CSEA's Special Memorial Scholarship Committee met recently to select winners of the first Thomas H. McDonough Memorial Scholarships for Continuing Studies. Pictured here, from left, are Sandy Delia; Lamont Wade; Dorothy Goetz; Denise Futia, CSEA staff; Brian Ruff, committee chairman; Bill Fetterling; and Diane Lucchesi. The committee selected a winner in each of CSEA's six regions. The \$200 awards were presented to aid previous CSEA scholarship recipients in completing their college studies.



U.S. Labor Department certifies CSEA election; rejects complaints filed by suspended officer

The U.S. Department of Labor has upheld the validity of CSEA's mail ballot election conducted between May 15 and June 15, 1983. Suspended Local 010 President Joseph C. Johnson Jr. complained that the election of local officers, delegates and the statewide Board of Directors was influenced by the transfer of members. The Labor Department has ruled that there is no basis for the complaint. The following is the text of the Labor Department's decision:

Statement of Reasons for Denying the Complaint of Joseph C. Johnson Jr. Regarding the Mail Ballot Election Conducted by the Civil Service Employees Association, Inc. of Albany, New York Between May 15 and June 15, 1983

Joseph C. Johnson Jr., member and president of the Civil Service Employees Association (CSEA), Local 010, complained to the Secretary of Labor regarding the mail-ballot election for the Board of Directors and other offices conducted by CSEA between May 15 and June 15, 1983. His complaint is denied for the following reasons.

In his internal protest and in his complaint to the Secretary, complainant alleged that the CSEA Board of Directors approved the transfer of over 650 members from Local 010 to other CSEA locals during the period that balloting was

taking place for Local 010 officers, delegates and the statewide Board of Directors; he alleged that the transfers were calculated to affect the outcome of the election, and that transferees may not have been mailed ballots as a result of their transfers.

Investigation could not substantiate complainant's allegations. Local 010 was one of seventeen locals, statewide, that had members transferred at the same time, to correct a problem experienced by these locals which had members beyond the geographical boundaries of their respective regions. These transfers did not affect the outcome of the election for any member of the Board of Directors because such members are elected along members' (employer) agency or departmental lines and not by locals or geographic regions. Therefore the change of location did not affect members' voting rights. Investigation further revealed that voter eligibility lists were prepared by CSEA on or about April 1, 1983 and all ballots prepared from these lists and addressed to members' last known addresses were delivered to the post office for mailing on May 16, 1983. Mail-balloting was held during the period of May 15 and June 15, 1983. The transfers of members from one local to another was not accomplished until approximately June 1, 1983. Therefore, members had all been sent their ballots prior to the transfers, and CSEA had complied with the requirements of the Labor-Management Reporting and Disclosure Act (LMRDA) in that regard. Further, although complainant alleged

that the transfer of members was not proper, investigation disclosed that CSEA had acted consistently with Article V of its Constitution, which divides CSEA into specific geographic units, and that it had complied with proper procedures. No violation can be found.

Complainant alleged that because of their potential transfers many members of Local 010 lost interest in that local's candidates for local offices. Investigation revealed that members were transferred for a legitimate purpose and there was no evidence to substantiate that the transfers were accomplished to influence the outcome of the election. No violation can be found.

Complainant alleged that the CSEA Board of Directors is not properly representational because Local 010, the fourth largest local in CSEA, was not represented in the ranks of the winning candidates. Investigation revealed that nine members of Local 010 were listed as candidates and were defeated by the voters in the election. No reason other than voters' choice can be found for the situation challenged in the complaint. Complainant suggests further that Regions within the CSEA are not proportionately represented. A reading of Article IV of the Constitution reveals that representation on the Board of Directors is on a different basis than that of Regions, and no deliberate "gerrymandering," as alleged by complainant, can be shown.

For the above-stated reasons no litigation is warranted and we are closing our file.

CSEA IP against Freeport is upheld by PERB officer

FREEPORT — The shock waves of a precedent-setting decision in Niagara County have been felt in Long Island's village of Freeport.

On Aug. 9, the Public Employment Relations Board (PERB) issued a decision that Niagara County committed an improper practice (IP) when it imposed a settlement on white collar workers which changed various terms and conditions of employment. The imposition violated the Triborough Bill (a long-sought CSEA legislative goal achieved in 1982) which now makes it an IP "for a public employer or its agent deliberately . . . to refuse to continue all the terms of an expired agreement until a new agreement is negotiated."

The same decision has now been cited in a case involving the Village of Freeport but with an added twist.

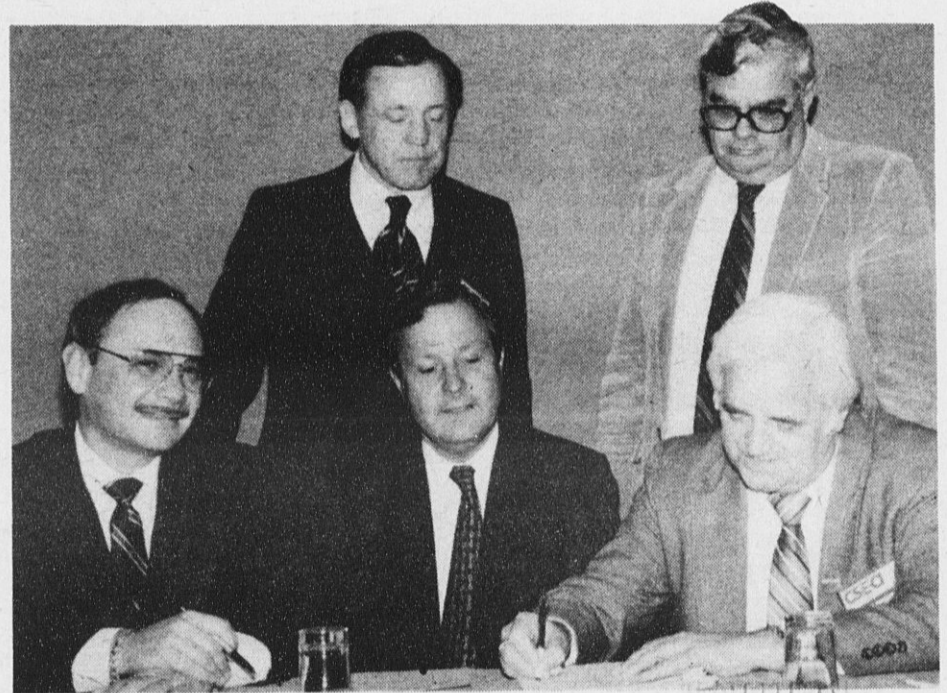
CSEA objected to changes in work schedules and health insurance benefits made when village officials there imposed a settlement. At the same time, the union did not object to salary increases granted as part of the legislative action even though they were less than what was demanded.

Accordingly, CSEA filed an IP demanding previous health insurance benefits and work schedules be restored but did not seek a return to previous salaries.

And, in upholding the IP, PERB Hearing Officer Monte Klein has established the union's right to select which parts of a legislative imposition it opposes and which parts it does not.

Klein noted that the alternative would be to leave unions in a take-it-or-leave-it position where they would be required "to either accept or reject the employer's action in toto." Since he found no support in "legislative history" or "prior decisions" to do so, he decided that an "appropriate remedy" would be to restore previous work schedules and health benefits while leaving other items changed by legislative action unchanged.

The decision, won through CSEA's legal assistance program, is another step forward for public employees in New York state.



MEMORANDUM OF UNDERSTANDING SIGNED — State CSEA President William L. McGowan puts his signature on an agreement which will raise transcript fees collected by court reporters. The memorandum, subject to approval by the state legislature, governs rates paid by the Office of Court Administration (OCA). Next July, transcript fees would go up to 75 cents per page and would rise to \$1.125 on Jan. 1, 1985, to \$1.25 on July 1, 1985 and be \$1.375 on July 1, 1986. Participating in the signing were, from left, OCA Director of Employee Relations Howard Rubenstein, Judge Richard Daronco, deputy chief administrative judge for counties outside New York City, and McGowan. Standing, left, are CSEA Local 694 President Thomas Jefferson and Collective Bargaining Specialist Bob Guild. Not shown is court reporter Alan Hanley who is credited with playing a key role in negotiations.

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Canton, NY 13617
315-386-8131 or 8132

MAYVILLE SATELLITE OFFICE
P.O. Box 225
Mayville, NY 14757
716-753-5290

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53 Broad Street
Plattsburgh, NY 12901
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Institute on Women and Work schedules courses in test-taking, public service

NEW YORK CITY — The Institute for Women and Work, a division of the Cornell University New York State School of Industrial and Labor Relations, will offer two courses at the World Trade Center in the coming months.

“Enhancing Your Test-Taking Skills” is a three-hour course that will review areas to be tested on the Dec. 10 administrative aide transition examination. It will be held 5:30-8:30 p.m. on Monday, Nov. 28.

The course will cover how to prepare written materials, understanding and interpreting written materials and understanding and interpreting tabular materials.

“Public Service Women’s Studies” is a one-year college credit and certificate program for state workers in grades 3-12. It will be held 4:30-7:30 p.m. on Wednesday evenings beginning Jan. 11.

For further information, call Erna Dacres at (212) 599-4550.

Village accepted advisory decision

LAKE GROVE — Highway laborer Arthur Pereira has received differential pay for the time he was out on Workers’ Compensation.

Village Mayor Lillian B. Griffin recently informed The Public Sector that the village did abide by an advisory arbitration and paid Pereira the \$296 which it initially deducted from his wages, claiming it would be an unconstitutional gift for services not rendered. An article in the Oct. 7 edition claimed the village refused to accept the decision, but Mayor Griffin has now set the record straight and says the village approved a resolution on Sept. 1 authorizing payment to Pereira.

Arbitrator Robert MacGregor ruled “it has been the practice in the past that an employee of the Village of Lake Grove would suffer no loss of wages due to a compensable injury,” and the village accepted that finding.

The case is another win for CSEA’s Legal Assistance Program.

CSEA

works for us!

DONNA BAILEY

Toll Collector

“I feel secure with the union.”



School custodians approve new pact

RYE — A 14 percent pay increase, an improved retirement plan and an increase in longevity payments are the highlights of a new two-year contract negotiated recently in the Rye City School District.

According to Field Representative Lawrence Sparber, custodial unit employees will receive a 7 percent per year pay increase for the next two years, a maximum of 18 holidays off each year and a \$50 increase in longevity payments. Each employee will also receive \$50 for each unused personal day.

Members of the negotiating team included Unit President Tom Heney, John Donnelly, Joe Fox and Charles Ballentoni.

Here's how to order new and old Civil Service Exam booklets



New booklet tackles oral testing

ALBANY — For many people the prospect of taking oral Civil Service examinations is not pleasant. Oral exams, by their very nature, provoke anxiety because the process is much more personal than other methods of promotional testing. People can, however, lessen anxiety and perform well on oral examinations if they are properly prepared.

Accordingly, the New York State/CSEA Committee on the Work Environment and Productivity has just published an instructional booklet on "How to Take Oral Exams." It is number 11 in the popular Civil Service Test Preparation Project series and was prepared by Cornell University's School of Labor Relations.

Here is how to obtain a copy along with a description of other booklets currently available at \$1.50 each.

Fill out the adjacent form and make checks payable to CSEA, Inc. Send to: CSEA Education Dept., 33 Elk St., Albany, N.Y. 12207.

Please send me the booklet(s) indicated. I understand the price is \$1.50 (includes postage) for EACH booklet ordered, and I have enclosed a check or money order for \$_____ to cover the cost of this order.

___BASIC MATH. A review of mathematical operations needed for performing well on promotional exams. It includes a review of fractions, decimals, percents and ratios.

___ARITHMETIC REASONING. Provides 40 mathematical work problems similar to those used on exams. A self-study guide with full explanations of the answers is included.

___UNDERSTANDING AND INTERPRETING TABULAR MATERIAL. Provides 10 tables and 40 math questions. Full explanations are included in the self-study guide.

___UNDERSTANDING AND INTERPRETING WRITTEN MATERIAL. Provides 30 reading comprehension questions with full explanations.

___PREPARING WRITTEN MATERIAL. Provides 25 questions involving sentence re-arrangement and sentence and paragraph recognition similar to those used on exams. Full explanations are included.

___SUPERVISION. This booklet contains 50 questions on supervision, and includes a self-study guide with full explanations.

___PURCHASING AND PAYROLL PRACTICES. This booklet contains information on purchasing and payroll practices and principles, as well as sample exam questions and a self-study guide with full explanations.

___BASIC ALGEBRA. This booklet describes algebraic methods and provides plenty of practice questions. It's designed for those who have previously had a difficult time with algebra. It also includes work with elementary statistical methods and computations.

___CONCEPTS AND PRINCIPLES OF NORMALIZATION FOR THE MENTALLY RETARDED / DEVELOPMENTALLY DISABLED: THERAPEUTIC APPROACHES USED.

___PRINCIPLES AND PRACTICES IN THE TREATMENT OF THE MENTALLY ILL/EMOTIONALLY DISTURBED.

___HOW TO TAKE AN ORAL EXAM. This booklet is designed to help prepare people for taking entry level oral examinations. Information in it may be very helpful for other situations as well, but our focus here is on entry level New York state oral exams.

Please send booklet(s) to:

Name _____

Address _____

City _____ State/Zip _____

Social Security Number _____ CSEA Local _____

Employer _____

Make checks payable to CSEA, Inc. Send to CSEA Education Dept., 33 Elk St., Albany, N.Y. 12207.

Non-CSEA members may obtain copies by contacting: Cornell ILR, 112 State St., Suite 1200, Albany, N.Y. 12207.

An ending and a beginning

Pat Mascioli, Region III First Vice President, swears in Glenda Davis as the new president of Rockland Psychiatric Center Local 421, as the former president, Eva Katz, looks on. Katz retired recently after 13 years with CSEA, and Davis moved up from her position as first vice president.



Court rules Tier III cannot withhold contribution refunds

Offending provision once described by a CSEA official as 'highway robbery without a gun'

ALBANY — What the state took away, the courts have restored, much to the delight of CSEA officials and public employees across New York State.

A provision of the revised Tier III pension plan which was once described by CSEA Executive Vice President Joseph McDermott as "highway robbery without a gun," has been struck down in state Supreme Court.

Justice Joseph Torraca threw out the section which provided that state and local government employees who leave public service before they are vested cannot receive refunds of their pension contributions until they reach age 62 or die.

The rule went into effect Sept. 1 but was challenged in the courts by CSEA and other unions. At the time, state CSEA President

William L. McGowan was quoted as saying, "We think this is not only unfair, but illegal and unconstitutional, and we will challenge it in the courts."

Torraca, after hearing arguments in Albany and Kingston, ruled that employees hired after July 1976 "had a contract right" to the refunds "which could not be taken away without due process of law."

He also noted that when employees went to work they believed "that contributions made to the retirement system would be refunded at the time of termination, if such termination were prior to completion of the 10-year vested period."

CSEA is now moving ahead with litigation to invalidate another section of the pension plan which reduces death benefits.

Lack of nationwide uniform standards leave retirement security for millions in doubt, according to a report released by AFSCME

WASHINGTON — An independent report assessing the financial condition of \$260 billion held as assets by the nation's 6,600 state and local government pension plans concluded "the absence of uniform standards governing these plans has left the retirement income security of millions of state and local employees in doubt. Moreover, local government taxpayers will ultimately pay the price for fund mismanagement."

The report was written by Dr. Thomas C. Woodruff, former executive director of the President's Commission on Pension Policy, and was released by AFSCME. The report notes the \$260 billion in assets currently in state and local government pension plans will increase by \$30 billion a year for the next five years.

"These pension funds are an important source of capital for the states in which they reside and the nation as a whole. Yet the management of these funds is often characterized by conflict of interest, restrictive state laws, political manipulation, and unprofessional portfolio management. Attempts at reform too often are thwarted by local business or political interests," said Woodruff, who for the past two years has been an associate professor at the School of Industrial and Labor Relations at Cornell University.

Both Dr. Woodruff and AFSCME, the nation's largest public employee union, urged congressional action on legislation to regulate and reform state and local pension plans — the Public Employee Pension Plan Reporting and Accountability Act. Congressional hearings on the bill were scheduled to begin this week in a joint hearing of the Labor Management Subcommittee of the House Education and Labor Committee and the Oversight Subcommittee of the Ways and Means Committee.

Dr. Woodruff's 50-page report, entitled "Dollars and Sense: The Case for State and Local Government Pension Reform," was to be presented to the Committee and the Congress as the hearings open.

"Legislation now being considered by Congress would be an important step in assuring that the policymakers, the taxpayer and the plan beneficiaries in state and local government are fully apprised of financial conditions and the management of public employee plans which hold \$260 billion in assets," Woodruff continued. "Currently, there is an absence of uniform reporting and disclosure standards which make evaluations of state and local plans difficult, if not impossible."

William Welsh, AFSCME's Legislative Director, said that there are several conclusions which can be drawn from the Woodruff report:

- Many public pension systems are dangerously underfunded.
- There is no comprehensive and uniform set of legal principles that adequately safeguards the operation of state and local plans.
- Fiduciary protections are far less than they should be and meaningful standards for reporting and disclosure are notable by their absence.
- The federal government has done little to protect the millions of participants who are affected.

"At a time when a debate is getting underway on the formation of a national industrial policy and the use of pension assets as an integral component of that policy, the enactment of strong reporting and disclosure and fiduciary standards for state and local plans becomes even more important," Welsh concluded.

Health local members suggest civil service system not so healthy

ALBANY — Officers of Health Department CSEA Local 664 took Civil Service Commissioner Karen Burstein at her word when she told participants at a CSEA conference in September that she would welcome any suggestions or comments regarding the civil service system.

They gathered suggestions and comments from members of the local and forwarded more than a dozen ideas to Burstein.

"Dissent was voiced by every local member contacted concerning the frequent re-examination for clerical and transitional promotions," Local President Tony Muscatiello stated in the letter to Burstein. "Because of the shortage of positions available and the general hiring 'freeze,' clerical eligible list canvasses result in relatively few appointments, frequently reaching only the mid- to low-80s on these lists. This results in a seriously negative impact on the morale of employees, many of whom have to re-examine just at the point when they become reachable.

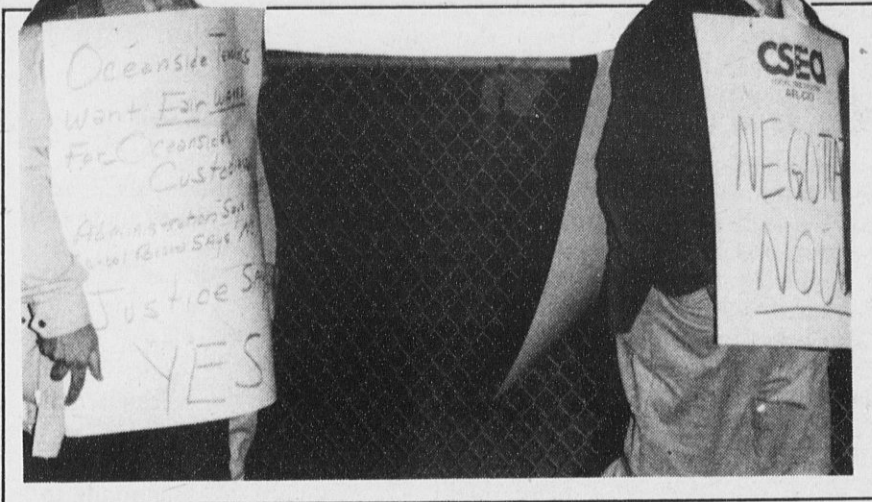
"It was felt that the morale and advancement potential of employees could be improved if some mechanism could be devised to insure a greater chance for 'reachability' on the lists."

Other suggestions from members were passed along, although Muscatiello explained, "We didn't necessarily endorse any or all of the suggestions as a local, but we felt it was important to pass our members' ideas along."

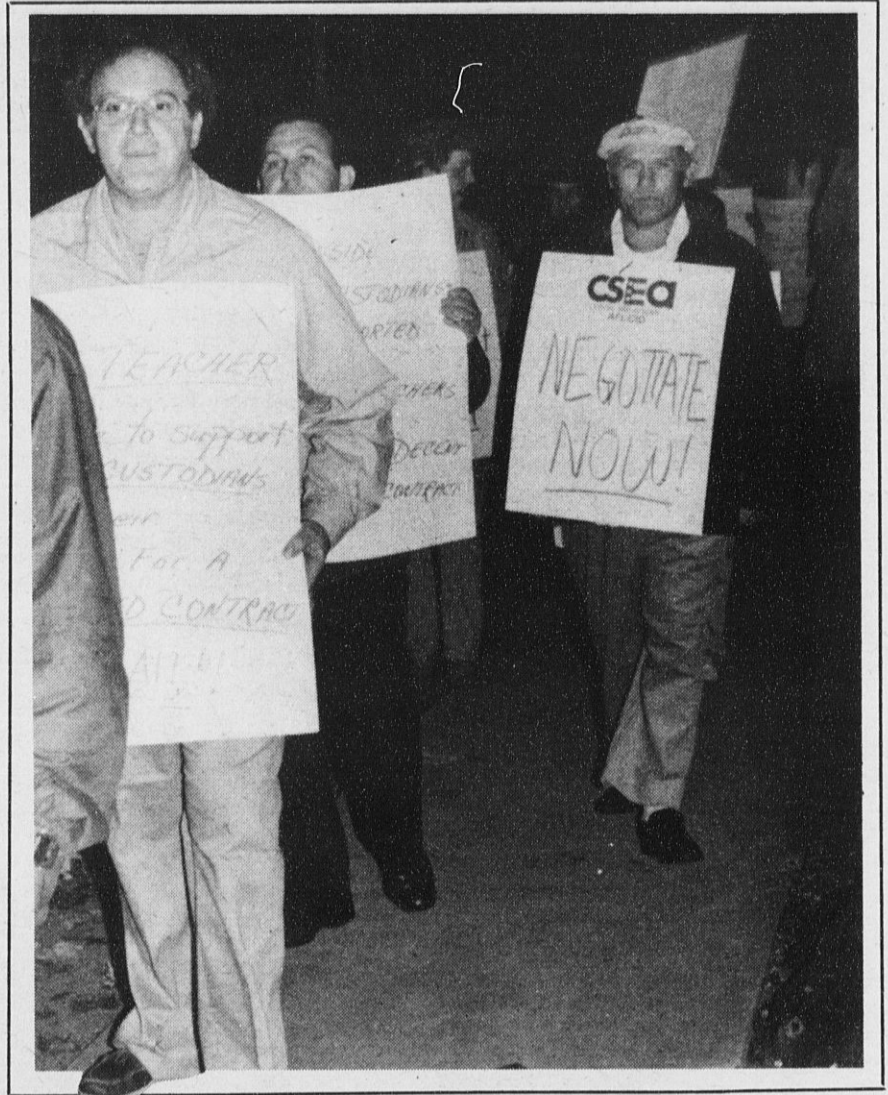
The proposals included: set standard list certification period for a full four years, as are many professional level lists; extend certification period of lists to cover periods of hiring freezes when no general movement of the lists occurs; increase the points allowable for seniority; do not give exams until the positions, or recruitment capabilities, exist.

Local officers who helped compile the input include Vice President Cynthia Gansle, Secretary Sandy Draper and Treasurer Robert Simoni.

Protest at Oceanside School



In pictures above and right, custodians in Oceanside School District demonstrate with the backing of almost 200 teachers and secretaries who joined the picket line.



OCEANSIDE — Angered by the refusal of the Oceanside School District Board to accept a fact finder's recommendation concerning health care costs, the 70-member CSEA custodial bargaining unit recently conducted a pair of demonstrations preceding school board meetings.

And the unit members, part of Nassau Education CSEA Local 865, found they had plenty of support for their position when more than 200 teachers and clerical employees joined them on the protest picket lines. Teachers marching in support of the custodial unit said they were upset also because the district ignored the fact finder's recommendation.

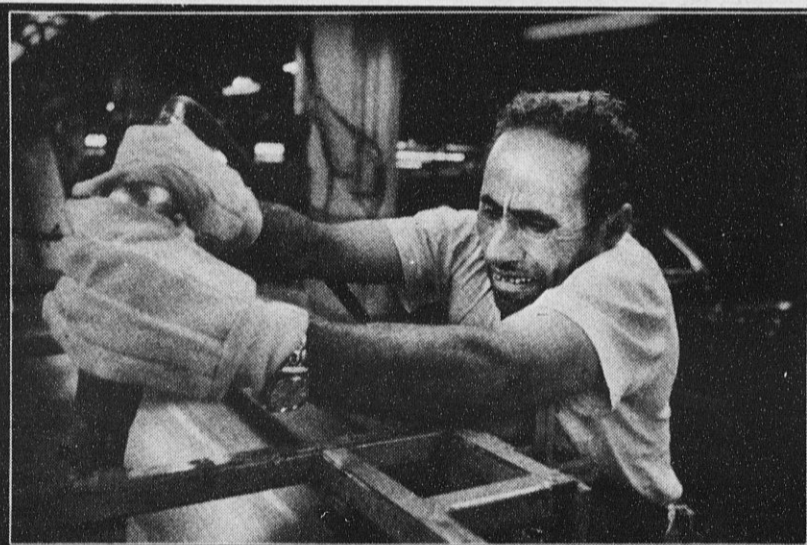
CSEA had accepted the recommendation that the district pay two-thirds of health insurance costs plus any increases, with the custodians paying one-third of the insurance costs.

CSEA Unit President Joe Sescila said demonstrations are "our last resort. We've gone through mediation and fact finding."

BREAD AND ROSES

"Bread and Roses" is the name of a cultural project of District 1199, National Union of Hospital and Health Care Employees, RWDSU/AFL-CIO. It offers, at discount prices, books, records and posters to union members and friends of labor. Publications are ideally suited as training aids for educational programs, awards for union members or students, materials for distribution at conferences or workshops, gifts, office decorations or for your own personal use.

While there are many books, records and postcards available through "Bread and Roses," you might want to start by ordering a set of 15 photographic postcards on the theme "American Labor." Scenes were taken by Earl Dotter. A sample is shown here. The price for a set of 15 postcards is \$5.50. Simply fill out the order form below, send your check or money order for \$5.50 to address shown on order form.



AMERICAN LABOR

15 PHOTOGRAPHIC POSTCARDS
BY EARL DOTTER

A BREAD AND ROSES PUBLICATION

ORDER FORM

Name _____

Address _____

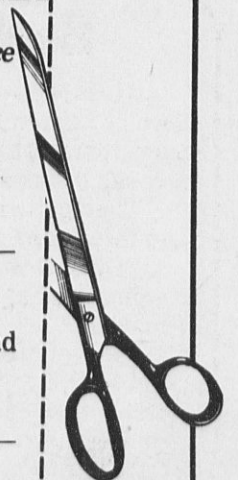
City _____ State _____ Zip _____

order on this form and mail in with remittance to

Bread and Roses
District 1199 Cultural Center, Inc.
310 West 43rd Street
New York, NY 10036

Please send _____ set(s) of American Labor postcards @ \$5.50 per set. Also send additional information about your "Bread and Roses" program.

(All prices include postage and handling)





Board of Directors

Notes from the October Board meeting

EDITOR'S NOTE: The Public Sector regularly publishes a summary of actions taken by CSEA's statewide Board of Directors at the board's official meetings. The

summary is prepared by statewide Secretary Irene Carr for the information of union members.

KIAMESHA LAKE — The Board of Directors held its October meeting at the Concord Hotel, Kiamesha Lake, where the union's leadership gathered for the 73rd annual Delegates Meeting.

President William L. McGowan introduced CSEA's new executive director, Bernard Zwinak, to the board members.

Acting on the recommendation of the Charter Committee, the board approved the membership clause of Local 154 to include employees of Clinton, Altona and Lyon Mountain Correctional Facilities; issued new charters for locals at the Groveland and Collins Correctional Facilities; and revoked the charter of the Alcoholic Beverage Control Local 268, placing former members in the "city locals" in their respective regions. The board also amended the membership clause of Executive Department Local 659 to add "all other individuals in Region IV not specifically assigned to a State

Department chartered local."

Acting on the recommendation of the Appeals Committee, the board upheld the Judicial Board's decisions in the case of George Caloumeno and in the town of North Hempstead trusteeship.

The board also approved special elections to fill Mental Hygiene representative vacancies in Regions III, V and VI.

The board also met in Albany on Sat., Nov. 5, to act on a one-item agenda. During that special meeting, the board approved a \$1.7 million deficit budget for CSEA for the fiscal year ending Sept. 30, 1984.

Questions by CSEA members concerning the union's Board of Directors should be directed to that member's board representative, local president, or to the office of the statewide secretary. Copies of the secretary's board minutes are mailed to all board representatives and local presidents.

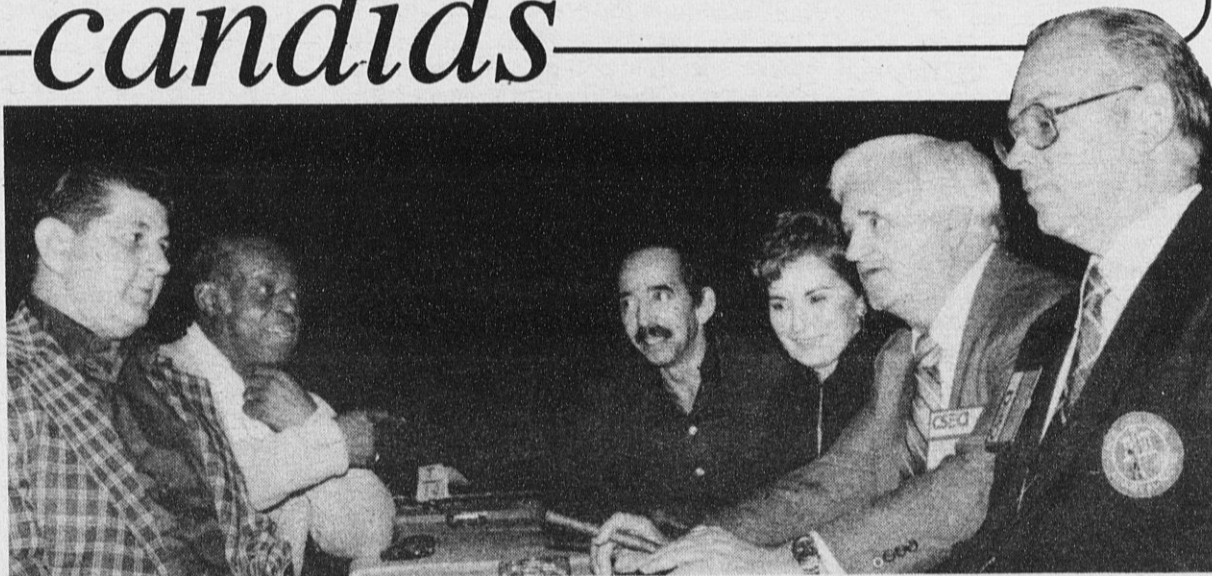
Convention

As reported in the previous issue of The Public Sector, CSEA delegates conducted one of the union's most successful annual meetings in late October at Kiamesha Lake. As always, the annual delegates meeting illustrated the democratic philosophy of CSEA, with member-elected delegates determining union policy matters. Pictured here are but a few of the 1,500 CSEA members who participated in that process during the 73rd annual delegates meeting.

candidats



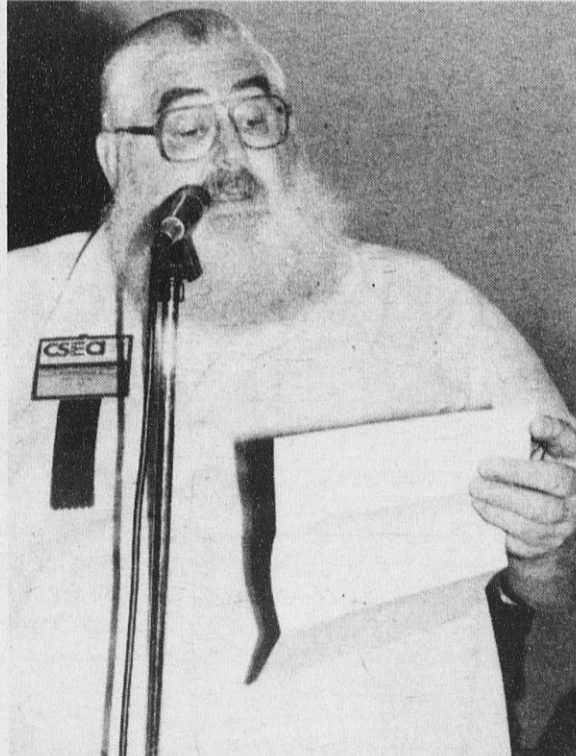
DELEGATE CHARLES PERRY is also second vice president of Manhattan Psychiatric Center CSEA Local 413.



CSEA PRESIDENT William L. McGowan, second from right, used a convention break to discuss important matters with representatives of armory employees. From left are Metropolitan Local 254 Vice President Joel Berman, Local 254 President Roy L. Seabrook, past Local 254 President Cassell Brockett, Western Local 257 Secretary Rose C. Schofield, and Capital Local 250 President Neil Kennedy.



CSEA EXECUTIVE VICE PRESIDENT Joseph E. McDermott, right, and Capital Region IV President **C. Allen Mead**, left, observe a discussion during a seminar for delegates.



BOB SPECHT, a delegate representing Retirees Local 920, speaks out on an issue of importance to retired public employees.



DORIS WILLIAMS, chairwoman of Special Human Rights and Minorities Committee, issues a report to the delegates by her committee.

PEOPLE drive off and running

Convention generates \$5,500

KIAMESHA LAKE — "It was a record week for CSEA's PEOPLE participation and a tremendous head start on our drive to raise funds for next year's federal elections," an enthusiastic Sheila Brogan, chairwoman of CSEA's PEOPLE Committee, concluded following the CSEA Annual Delegates Meeting held here last month.

Brogan's newly organized committee has vowed to raise \$50,000 from CSEA members and their families for PEOPLE (Public Employees Organized for Legislative and Political Equality), the political action arm of AFSCME.

"Our various efforts during the delegates convention generated more than \$5,500 which can be used in 1984 federal elections," Brogan said. "That's already a tenth of our goal, as well as evidence of growing interest in PEOPLE and growing awareness among our members of the importance of public employees having a say in Washington."

The largest share of the proceeds was raised through the PEOPLEthon race, a 3.5 mile event in which more than 40 CSEA members and staff participated. Runners, who had to gather pledges of at least \$30 in order to enter, collected contributions totaling \$2,360.

"This was a record for us," proclaimed CSEA Political Action Training Specialist Ramona Gallagher. A runner herself, Gallagher coordinated the first CSEA-sponsored PEOPLE run two years ago. "We don't hold a Fun Run or PEOPLEthon at every meeting, but we've had them at quite a few State and County workshops now, as well as the annual conventions."

"They're a good way to generate interest in PEOPLE, motivate members to make contributions, and also to build some spirit and camaraderie."

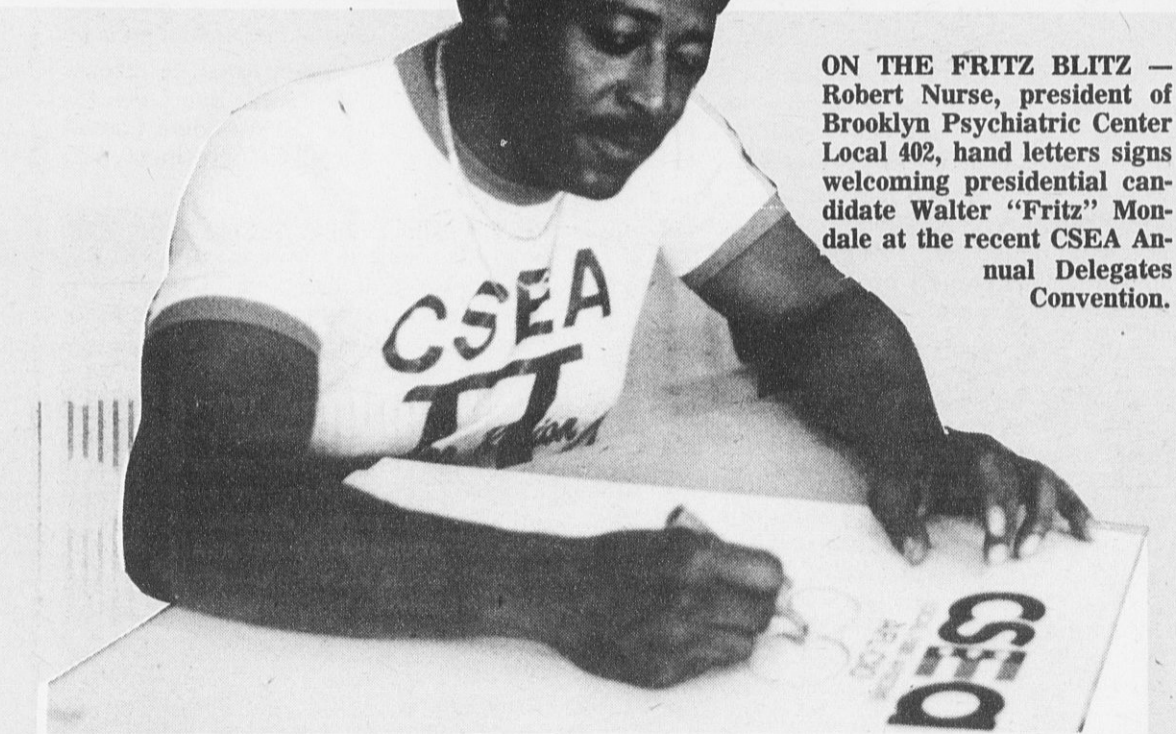
The events have gained in popularity, both in terms of participation and money raised. The latest event attracted 35 runners plus a handful of walkers, including a 75-year-old retiree delegate.

The PEOPLE booth at the convention, staffed by members of the CSEA PEOPLE Committee and members of the Legislative and Political Action staff, also sold PEOPLE merchandise and "Mondale for President" T-shirts, conducted daily 50/50 raffles, and signed up 38 members of the President's Club.

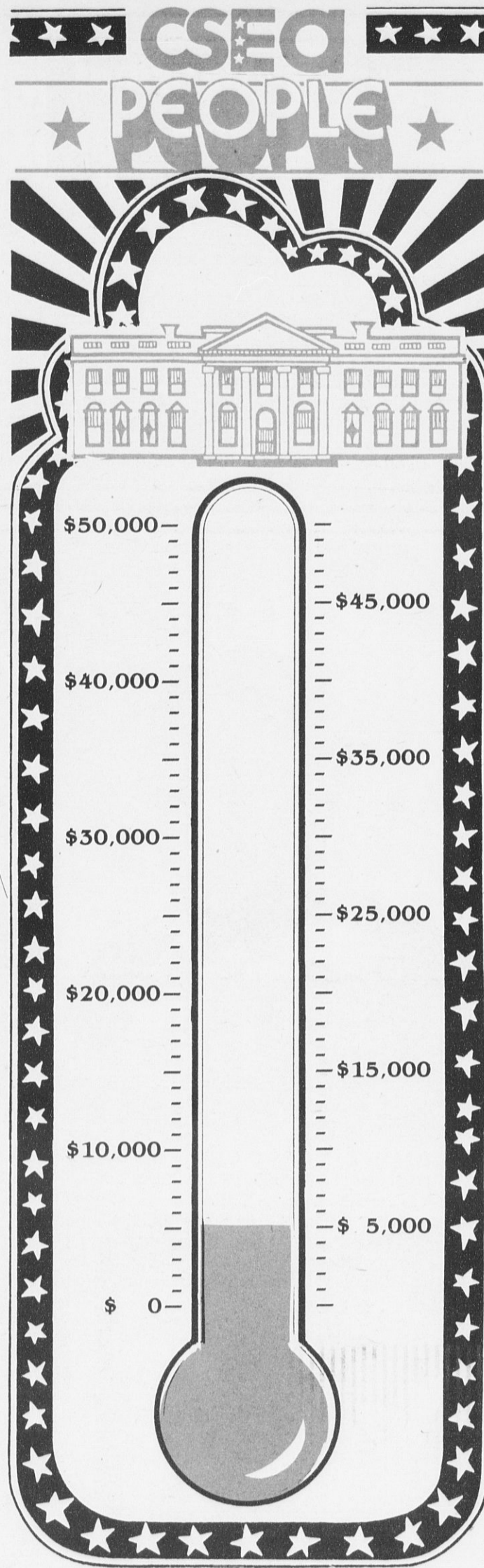
Created two years ago by AFSCME, the President's Club is open to any member of the union who contributes at least \$35 a year to PEOPLE.

"It's something extra we try to do for members who contribute more than the average few dollars," Gallagher said. "Members get a special newsletter and are invited to President's Club receptions and events, such as the one at the Concord with AFSCME International President Gerald McEntee. It gives these contributors a bit of prestige and recognition, an incentive to keep the political contributions coming."

Sheila Brogan thanked the members of her PEOPLE Committee and the other volunteers who worked at the convention booth and proclaimed it "an exciting week for all of us. We're very encouraged and optimistic that we'll meet the goals we've set for ourselves for the '84 elections."



ON THE FRITZ BLITZ — Robert Nurse, president of Brooklyn Psychiatric Center Local 402, hand letters signs welcoming presidential candidate Walter "Fritz" Mondale at the recent CSEA Annual Delegates Convention.



If you want to boost CSEA's effort for the 1984 federal elections, send your contribution payable to "PEOPLE" to the CSEA Legislative Office, 150 State Street, 5th Floor, Albany, NY 12207. Contributions can result in an income tax credit up to \$50 for a person filing singly or \$100 for a joint return.

YES! I want to contribute \$1 \$3 \$5 \$10 \$_____ to the CSEA PEOPLE effort. I understand this money will be used in federal elections.

NAME _____ Local # _____

ADDRESS _____

Zip _____

In accordance with federal law, the PEOPLE Committee will accept contributions only from members of AFSCME and their families.

PRESIDENT'S MESSAGE

William L. McGowan

CSEA President



CSEA PRESIDENT William L. McGowan, left, beams his approval as Walter F. Mondale, labor's candidate for President of the United States, addresses delegates at the union's 73rd annual meeting.

WALTER MONDALE MUST WIN IN '84

... his position on the issues is in tune with CSEA's ...

On Election Day '83 CSEA's political muscle made the difference in many local elections around the state and helped provide the margin of victory for the Rebuild New York Bond Issue. The effectiveness of CSEA's political action is clear to everyone.

As we move into 1984 we face our greatest challenge, getting Ronald out of the White House. I have asked CSEA's Political Action Committee to consider an endorsement of Walter F. Mondale for President. As you know, Mondale has been endorsed by the AFL-CIO and AFSCME. But I believe it is important for CSEA to make an independent endorsement and then work hard for Mondale in the New York primary and the general election.

Why Mondale? A comparison, on page 11 of this issue, of the records of the active democratic candidates shows that Mondale is clearly the best for public employees. At first, like many of you, I thought John Glenn might be more electable. Research done by Lou Harris for the AFL-CIO indicates that is not true. While the International Executive Board considered the endorsement this summer I let it be known that I was undecided. Neither John Glenn nor anyone on his staff made any attempt to win my support. In the media, Glenn was saying that labor's endorsement could hurt a candidate as much as it would help.

Walter Mondale, on the other hand, did speak

with me. He convinced me that he is sincere and his position on the issues is in tune with CSEA's political agenda. His regard for public employees is summed up by this statement, "Our future demands many things. One of them is that public employees must be respected again." Mondale made that statement to the delegates at the last AFSCME Convention. He made a similar pledge to CSEA's convention last month.

After months of consideration I joined with every other AFSCME International vice-president to give Mondale AFSCME's unanimous support at the AFL-CIO convention. But my vote and the votes of the other International vice-presidents means little unless CSEA's activists and rank-and-file agree. That is why an endorsement by CSEA is so important. I believe that as you look carefully at the candidates you will agree that Walter Mondale is the best for public employees.

Why must we defeat Reagan? Ronald Reagan has failed in every promise he made to the American people in 1980. He promised that his "supply-side" tax cut would create an economic boom. Instead we experienced the worst recession since the Great Depression. The only thing his tax break for the rich did was to create the biggest federal budget deficits in history.

These huge budget deficits come from a President who promised to balance the federal

budget. As a result of the budget deficit, interest rates remain too high and threaten to throw us back into recession. Although the President continues on his wild military spending spree, he insists on cutting back the federal aid states need to provide public services.

Ronald Reagan is the worst President in memory of women and minorities. He has thrown every roadblock in his power in the way of pay equity for women. He has the worst civil rights record of any recent President. Even when signing the bill marking Dr. Martin Luther King's birthday as a national holiday, a bill Ronald Reagan opposed, this President could not find the decency to acknowledge what a great man Dr. King was.

Ronald Reagan is the worst President for labor in recent times. Reagan has appointed anti-unionists to head the National Labor Relations Board. The NLRB is supposed to be neutral referee in labor disputes. But under Ronald Reagan the NLRB has become a tool to bust unions and stop those trying to organize non-union workers.

I urge every member of CSEA to consider what this Presidential election means. I am confident that as you look at the record of Ronald Reagan and the various democratic candidates you will agree that Walter Mondale must win in 1984.

MONDALE

Ready to work for America

Compare their records; it's Mondale by a mile

A comparison of the records of the two leading candidates for the Democratic presidential nomination clearly indicates that Walter F. Mondale is the best candidate for public employees.

While in the U.S. Senate in 1973, 1975 and 1976 Mondale had a 100 percent voting record on the AFSCME legislative program.

Some of the specific issues he supported as a senator were:

- counter-cyclical aid bill to provide more money for state and local services.
- the extension of general revenue sharing aid.
- supported employee protection against deinstitutionalization.
- opposed conservative schemes to contract out public services.
- supports pay equity for women and minorities.

John Glenn's AFSCME voting record is 76 percent. He has cast several votes which portray him as a fiscal conservative with less commitment to providing adequate money for public services.

Among the wrong votes are:

- opposed counter-cyclical aid for state and local governments.(1980)
- opposed state share of general revenue sharing program.

Glenn did support counter-cyclical aid to states and local governments in 1979.

Adjacent is a chart showing how several national organizations rank the senate votes of the Democratic candidates. Neither Rueben Askew

A COMPARISON OF KEY SENATE VOTES BY NATIONAL ORGANIZATIONS

	MONDALE	GLENN	CRANSTON	HART	HOLLINGS
AFSCME (since '74)	100%	76%	92%	78%	51%
COPE (since '65)	93.2	77.3	91.9	78.8	50
CIVIL RIGHTS* (since '69)	100	74	91	92	44
SENIOR CITIZENS (since '73)	100	83	93	86	64
CONSUMER (since '71)	91	60	74	67	60
CONSERVATION (since '69)	82	57	84	78	45
ADA (since '68)	92	63	85	79	35
FARMERS' UNION* (since '68)	94	65	77	84	65
LEAGUE OF WOMEN VOTERS (since '71)	100	86.6	94.5	85.2	49.3

* Missed vote counted as wrong vote.

Sources — The above percentages represent the cumulative Senate voting records on key issues as judged to be in the public interest by the following organizations: American Federation of State, County and Municipal Employees (AFSCME), Committee on Political Education (COPE), AFL-CIO, Leadership Conference on Civil Rights, National Council of Senior Citizens, Consumer Federation of America, League of Conservation Voters, Americans for Democratic Action, National Farmers' Union and League of Women Voters. Reubin Askew served as Florida's governor from 1970 to 1978, but has no Senate voting record.

nor Jesse Jackson have served in the Senate so they are not included. It should be noted, however, that as governor of Florida, Askew sup-

ported Right to Work laws. A comparison of George McGovern's record was not available at press time.



WALTER F. MONDALE makes a point during CSEA's annual meeting, left, and chats with CSEA Metropolitan Region President Frances DuBose Batiste, above.



The power of political action

"We do more than just pay lip service to political action. In counties and cities and towns all over the state, CSEA is a political force to be reckoned with."

**—PAC Chairman
Joseph Conway**

(continued from page 1)

REGION I

In a hotly contested race, incumbent Republican Peter Cohalan retained his seat as **Suffolk County** Executive by less than 30,000 votes. CSEA's endorsement of Cohalan had been an early focal point of the campaign, with his opponent, Assemblyman Patrick Halpin, accusing Cohalan of securing the union's endorsement with negotiation of the Suffolk County Unit contract. However, campaign attention later focused on controversy surrounding Long Island Lighting Company's Shoreham nuclear power plant.

In County legislative races, Republicans retained control in Suffolk County, with 10 or 13 CSEA-endorsed candidates claiming victory, while all CSEA-endorsed candidates won their **Nassau County** races.

REGION II

No endorsements were made.

REGION III

In **Dutchess County**, CSEA-endorsed incumbent County Executive Lucille Pattison took more than 60 percent of the vote to win a second term, making her the first county executive to win reelection in the county's history. Of 22 legislative candidates backed by CSEA, 17 won their elections. The biggest upset was the defeat of Republican Majority Leader Arnold Baratta of Poughkeepsie by Fred Knapp, who formerly held a legislative seat in another district of the county.

In **Westchester County**, CSEA endorsed candidates were victorious in 14 or 17 legislative races, 10 of 20 local races, and all eight judicial races. In addition, CSEA backed the win of incumbent county Executive Andrew O'Rourke.

Political action attention focused on **Rockland County**, where members of the CSEA unit recently accepted a contract after more than a year of negotiations and threat of legislative imposition. Strong action by the local Political Action Committee was credited with satisfactory settlement of that contract, as well as with helping to win the election of seven legislators. One legislator who voted against the contract and was opposed by the union was voted out of office.

Fourteen out of 15 CSEA-endorsed candidates won their elections in Kingston; while 18 out of 22 endorsed candidates won in **Ulster County** legislative races.

In **Orange County**, County Clerk Marion Murphy was reelected with the help of her CSEA endorsement. In local races, Mayor Richard Hutchings and three aldermen endorsed by CSEA won their elections in Middletown, along with 12 other candidates elected with CSEA support in other Orange County municipalities.

REGION IV

Region IV was involved in 85 campaigns and was successful in 70 percent of them, from a 23-vote "squeaker" in the North Country to a resounding vote of support to save a county hospital staffed by CSEA members.

In the North Country, CSEA-backed candidates won seven of the eight **Clinton County** legislative seats in which the union made endorsements. In neighboring **Essex County**, four of the five CSEA-supported candidates ended up in the winners' column. In a real squeaker, CSEA-endorsed Florence Hathaway won her Town of Willsboro Supervisor race by a slim 23-vote margin.

In the Region's urban areas, CSEA-backed candidates swept to victory in most races. In **Schenectady County**, six of eight union-supported candidates for County Board of Representatives and four of six endorsed candidates for Schenectady City Council seats were winners. And two-thirds of CSEA-aided candidates in the City of Troy and Town of Colonie races won.

Following the sudden death of Rotterdam Supervisor John Kirvin only days before the election, CSEA quickly supported the community-wide word-of-mouth campaign urging the candidate's posthumous election. The effort resulted in Kirvin, a longtime friend of labor, being elected by the mourning community to what would have been his 13th term as town supervisor. A successor will be named by the Town Board.

Final election results from the 20-county Central Region indicate that of the 75 candidates endorsed by the union, 63 were winners. Region V PAC Chairwoman Dorothy Penner explained, "We crossed party lines to endorse 43 Republicans, 30 Democrats, and several from other parties, and our

candidates came out on top in about 85 percent of the races."

She and the pleased members of her committee cited these victories:

Two successful county executive races: John Mulroy in **Onondaga** and John Plumley in **Oneida County**. Mayoral race victories by CSEA-backed Eilenberg of Rome and Fesh of Elmira. Region-wide, 29 of 37 CSEA-endorsed county legislators were elected.

Other union-backed winners included: Sheriff Dillon of **Onondaga County**; Sheriff Hasenauer of **Oneida County**; Comptroller Elleman in **Onondaga County**; Comptroller Townsend in **Oneida County**; Comptroller Nelson in Utica; Supreme Court Justices Shaheen and Donovan in the Fifth Judicial District; and Common Council Presidents Nicoletti in Syracuse, Gigliotti in Utica, and Mazzaferro in Rome.

REGION VI

CSEA-endorsed candidates fared exceptionally well in Region VI races, according to political action committee members.

In the Western portion of the Region, including Erie and Niagara counties, PAC co-chairman Dominic Savarino reported, "We had almost a clean sweep with almost all of our candidates winning seats."

In **Niagara County**, where CSEA Local 832 has had continuing contract problems, voters passed a measure that would substantially reduce the number of County Legislators.

In the eastern portion of Region VI, PAC co-chairwoman Florence Tripi said her members are very happy over results that saw 14 of 19 CSEA endorsees win in **Monroe County** races. Wins included that of Republican Lucian Morin in the first contest for elected County Executive.

"Our presence is definitely being felt as we continue to grow with our political action efforts," Tripi declared.

Also cause for joy were election results in **Wayne County**, in which four out of five CSEA-endorsed candidates unseated incumbents. "We can hope that Local 859's contract problems may be improved in the future," Tripi said.

Although there was no cause for celebration when election results were announced in **Ontario County** and only two out of nine endorsees won office, Local President Jim Lindner said the groundwork has been laid "for a more determined effort to unseat those politicians who fail to respond to public employees' needs," and pledged the local's PAC will work even harder next election year.



Turning out in force



Jim Walters, field representative (right), and Walter Weeks, Suffolk Education Local 870 president (center), talk with a member of the Suffolk County police force which was on the scene of the demonstration.

Comsewogue school district workers call for a contract

More than 150 CSEA members carried picket signs to protest the Comsewogue School District's unwillingness to negotiate a reasonable contract.

COMSEWOGUE — The Comsewogue School District Bargaining Unit, Suffolk Educational Local 870, flexed its muscles last month when more than 150 members demonstrated their dissatisfaction with the Comsewogue School District at a board meeting.

The entire group was allowed into the board's meeting to state concern over the stalled negotiations between the school district and CSEA.

The bargaining unit has been working without a contract for almost four months. The breakdown in negotiations occurred as a result

of the unit's employee protection proposals. The unit seeks terms for disciplinary procedures, out-of-title work, union representation for part-time workers, binding arbitration of grievances, longevity increases, early retirement incentives, harassment procedures and a 180-day work schedule for cafeteria workers.

"These people (the board members) don't want to talk about the quality of employment," said Walter Weeks, Local 870 president. "That's all we want to talk about."

The district insists the unit withdraw all demands before negotiations resume.

Appeals court upholds priority of eligibles list in hiring

MINEOLA — It took a CSEA lawsuit and defense against an appeal here to sustain the fundamental principle of civil service law that appointments must be made from an eligibles list when there is such a list in force.

The case involved an effort by Nassau County to use an obscure 1957 opinion of the state attorney general to create a loophole in the law wide enough to ignore the law's demand for competitive qualification.

Nassau County Local 830 challenged the county in court after a provisional was appointed to a post of tax map drafter III in the Nassau County Department of Assessment in July, 1982. A list of eligibles from a 1979 examination remained in force according to CSEA.

According to Barry Peek, a lawyer with the firm of CSEA regional attorneys Gaba & Peek, civil service law clearly requires that appointments be made from a list of eligibles when such a list is in effect. He also said it was clear that any list is automatically extended for up to four years if no new examination is given after the first year.

In the Nassau case, an eligible list of three had been established in 1979, and would remain valid until 1983.

The county cited a 1957 opinion of the attorney general that said that an eligible list more than one year old may be "suspended" if a new batch of candidates for promotion has developed and a new examination is given.

But, Nassau did not offer a new examination until two months after the provisional appointment was made.

CSEA had won a ruling in Supreme Court reversing the appointment, and that ruling was upheld by the Appellate Division in Brooklyn after the county appealed.

The judges said: "No other list was established as of that date (of the provisional appointment)... It was more than two months after the provisional appointment that a promotional examination was announced. Consequently, the eligibles list was indeed extant at the time of the provisional appointment, which appointment did not comply with... the civil service law."

Ethylene oxide controversy continues

AFSCME blasts OSHA on EtO standards

WASHINGTON, D.C. — The nation's largest public employee union termed as "tragic" the mounting evidence that a senior Occupational Safety and Health Administration (OSHA) official has refused to consider critically important evidence in his agency's issuance of safety standards for the hospital sterilizing gas ethylene oxide (EtO).

In testimony before the House Subcommittee on Labor Standards, AFSCME research director Linda Lampkin blasted the refusal of Leonard Vance, OSHA's Director of Health Standards, to further study the need for a ceiling level of EtO by performing a risk analysis on evidence showing the gas to be of significant danger to workers.

In arguing against the administration's recommendation for a permissible exposure limit of 1 part per million (ppm), Lampkin declared that "it is tragic that high officials at OSHA, an agency whose sole purpose is to protect the safety and health of working people, would squash an opportunity to obtain more information on what may be the most important part of this health standard."

The union, which represents 200,000 health care workers, two years ago petitioned OSHA to issue an emergency temporary standard to protect workers from exposure to a "major health hazard." OSHA denied AFSCME's request despite evidence supporting the union and then set into motion its slowest possible rulemaking procedure.

The union then took OSHA to court and the U.S. Court of Appeals ordered the agency to expedite its rulemaking. The agency then proposed the 1 ppm standard Lampkin described as "deficient."

"There is no doubt that the Reagan administration has taken seriously its commitment to remove the regulatory burden of governments from the backs of business, even if it means deliberately ignoring the expressed intent of Congress in passing the Occupational Safety and Health Act. But, the price of premature death, unborn children and ruined healths is far too great for the working people of this country," Lampkin said.

Survey explores 'phased retirement'

ALBANY — Phased retirement — which would allow an employee to gradually decrease working time while approaching retirement — is being explored in a new survey of current and retired state employees.

Conducted by the State Office for the Aging (SOFA), the "Mature Worker Study" is being supported by CSEA and PEF, whose current collective bargaining agreements called for the project.

Questionnaires are being mailed this month to random samples of current state employees and retirees, asking them to evaluate employment and retirement options. Responses will be confidential.

CSEA Executive Vice President Joseph McDermott has been involved in preparations for the project as a member of the state's Advisory Board for Phased Retirement.

"Retirement means a radical change in lifestyle, and most people don't give it the forethought it deserves," McDermott explained. "People are living longer but retiring earlier, so that our retirement years are becoming an

increasingly important portion of our lives.

"We hope that as a result of this project, state workers will have some attractive options available to them, instead of just leaving their jobs 'cold turkey' one day."

With a phased retirement approach, an employee might reduce the workday or workweek, or perhaps take a month or two off a year, as a kind of sabbatical. SOFA officials add that phased retirement would tap the expertise of the outgoing employee to train newcomers, ensuring continuity of operations.

McDermott, who noted that the nation's workforce is getting older as members of the "baby boom" generation now enter middle age, urged CSEA members receiving the questionnaire to fill it out and return it. "CSEA was concerned enough about this issue to negotiate this kind of program into our state contracts," he said. "But now it's up to individual members to help follow through by giving researchers the input they need to develop some options."

**If you're thinkin'
it's Lincoln—
it's not, honest!**



No, it's not Honest Abe. Actually, this imposing-looking gentleman is Jack Moseley, a member of CSEA SUNY New Paltz Local 610. Moseley, who bears an uncanny resemblance to the late president, leads the Pledge of Allegiance to the flag at local meetings.



DALE SUTTON, center, president of SUNY New Paltz Local 610, recently lauded two custodians for their life-saving efforts. Mary Earle picks up commendation for her husband, Harry. At right is custodian DePuy.

Commendations for college custodians

NEW PALTZ — Two custodians employed by the State University College at New Paltz were recently lauded for saving the life of a co-worker last August.

Harry Earle and Claude DuPuy, members of CSEA Local 610, came to the aid of 61-year-old Michael Mednick, an electrical worker at the

college who received a 13,500-volt shock from a primary circuit box on which he was working.

Earle put out a fire while DuPuy helped the injured Mednick, who was later rushed to Westchester County Medical Center in Valhalla.

The two custodians received commendations from Local President Dale Sutton during an October meeting.

EEOC disregarding wage discrimination laws, groups charge

WASHINGTON, D.C. — In a recent statement submitted to a House subcommittee, a coalition of major women's, civil rights and labor groups charged the Reagan administration Equal Employment Opportunity Commission with showing "conscientious disregard" for its statutory obligation to enforce Title VII of the Civil Rights Act of 1964.

Title VII prohibits employment discrimination based on sex, race, color, national origin and religion.

"The EEOC under President Regan has made no effort to eliminate wage discrimination against women and minorities. Rather, they have shown a conscientious disregard for the laws which prohibit discrimination in employment and for the workers who are penalized by the enforcement agency's inaction on a daily basis," said Nancy Reder, chair of the National Committee on Pay Equity, which has some 150 organizational and individual members. AFSCME is represented on the National Committee's Board of Directors.

"Furthermore, the EEOC has steadfastly refused to disclose information requested by the National Committee on what cases it has filed or authorized for filing that include wage discrimination based on sex, race or national origin," said Reder. She said the group has been forced to seek the information

through a Freedom of Information Act request.

In a statement submitted to the House subcommittee on Employment Opportunities for its hearings on the EEOC, the coalition said it has five "serious concerns" about what the EEOC is doing to implement its own directives on the investigation of wage discrimination claims. The group said:

- The EEOC has filed a single case which covers wage discrimination involving jobs which are not the same.
- The EEOC has failed to take any action on wage discrimination charges filed with the agency and pending in Philadelphia, Los Angeles, Nassau County, New York, Chicago, Wisconsin, and Connecticut (partial list). (The agency is responsible for investigating these charges.)
- The EEOC has refused to provide the National Committee with information on what cases the agency has filed or authorized for filing that include wage discrimination based on sex, race or national origin.
- A draft legal strategy developed by the EEOC does not include Title VII wage discrimination cases. EEOC Chair Clarence Thomas had indicated at a May 1983 meeting with representatives of the National Committee that the agency would be developing a legal strategy for such cases.

- The EEOC has refused to adopt any of the recommendations put forward by the National Committee on Pay Equity and presented to Chair Thomas at the May meeting. The recommendations, if implemented, would demonstrate the EEOC's commitment to ending discrimination against women and minorities.

The directive referred to by the coalition is a recommendation from the EEOC's Office of Policy Implementation which was adopted by the agency following the landmark Supreme Court decision which ruled that Title VII can be used to reach sex-based wage discrimination involving jobs that are not the same.

More recently, last September a federal district court judge ruled in *AFSCME v. the State of Washington* that the state had discriminated against employees in predominantly female jobs by paying low wages for those jobs than for predominantly male jobs determined to be of equal value to the state.

The principle of pay equity requires that wage discrimination against women and minorities be eliminated by correcting the practice of paying women less than men and minorities less than whites for work that requires comparable skill, effort, responsibility and working conditions.

Grumblings at Gowanda

Management stonewalling on issue of work location, officials say

GOWANDA — Labor-management relations at Gowanda Psychiatric Center are at an "all-time low" these days because management has been "stonewalling, stalling and refusing to give proper consideration to union problem-solving proposals," local officials have charged.

"We think they're afraid that implementing our proposals would make them look incompetent to their superiors," Gowanda Local 408 President Joe Hageman said.

These and other comments were made following two labor-management meetings attended by members of the local's labor-management committee, CSEA Region VI President Robert L. Lattimer, Collective Bargaining Specialist James Cooney and Field Representative Michael Painter.

One issue that has angered union officials involves a proposed change in work location.

Hageman has accused management of violating past practice by attempting to change the definition of a work location. "If we went along with this," he said, "they would be shuffling people around at will in violation of the contract and to the detriment of our clients, whose care we are very much committed to."

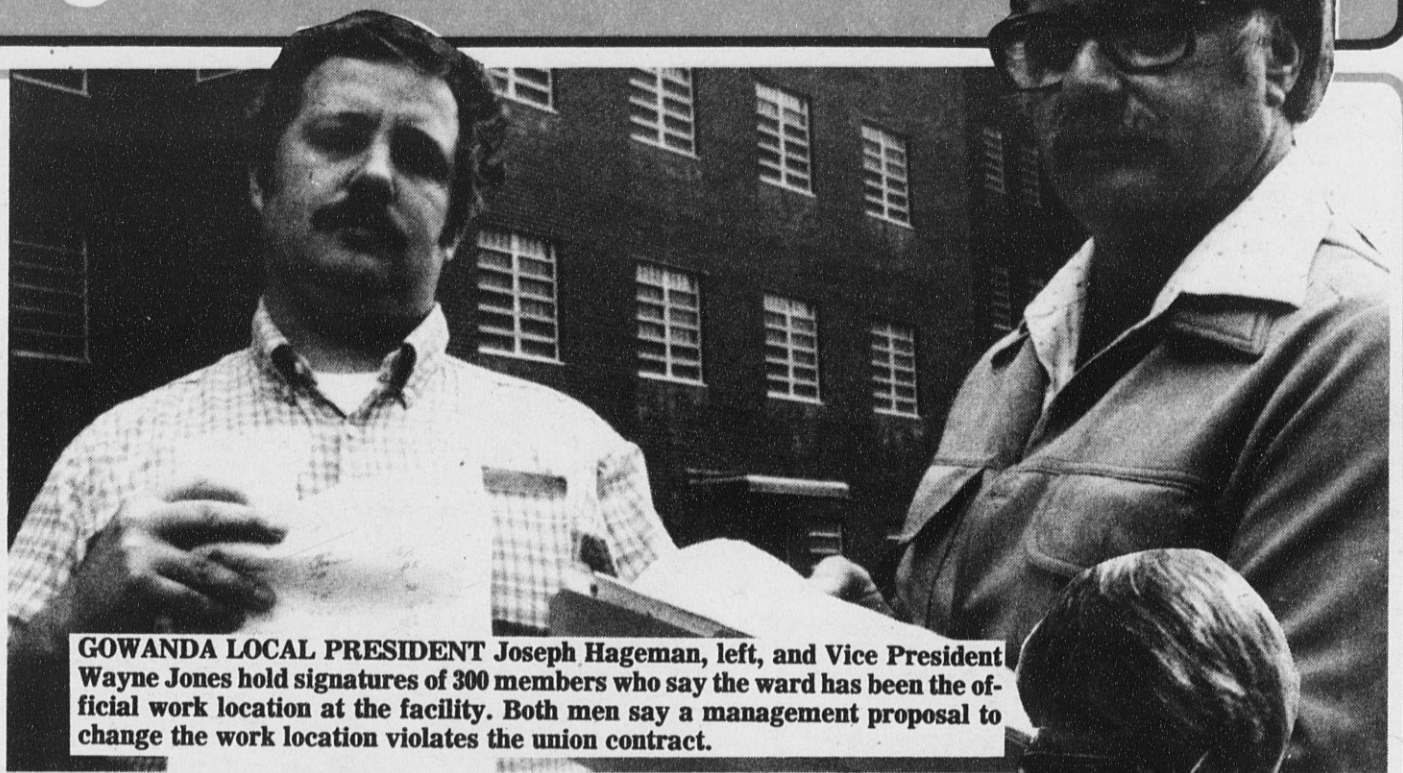
Said Wayne Jones, Local 408 vice president: "We have more than 300 signatures that represent over 2,000 years of seniority, all attesting that the ward has been the posted work location for years, but they still refuse to acknowledge it."

"They claim they need flexibility for treatment programs, but our plan gives them all the flexibility they say they need," Jones added.

Both Lattimer and Hageman said the Gowanda administrator's "intransigence" will mean seeking a resolution of their problems "at a higher level, even if it means taking it to the governor's office."

"This foot-dragging by management at mental hygiene facilities has got to stop," Lattimer declared. "They don't seem to realize that if the employees are unhappy, patient care will decline. This we hope to prevent before it's too late."

A general meeting of the Local 408 membership will be held in the near future to address the problem and plan the union's next move, according to Hageman.



GOWANDA LOCAL PRESIDENT Joseph Hageman, left, and Vice President Wayne Jones hold signatures of 300 members who say the ward has been the official work location at the facility. Both men say a management proposal to change the work location violates the union contract.



WESTERN REGION PRESIDENT Robert L. Lattimer, right, is joined by Field Representative Michael Painter, left, and Collective Bargaining Specialist James Cooney at recent Gowanda labor-management meeting.

Gowanda local president:

'Prisoners won't work on our grounds'

GOWANDA — A proposal that would allow inmates of the Collins Correctional Facility to work on the grounds of the neighboring Gowanda Psychiatric Center has been met with a firm "no way, not now or ever" response from the Gowanda CSEA local president.

After many spirited protests by employees, the Gowanda facility was substantially reduced in size to accommodate the conversion to the adjacent prison facility last year as part of a state plan to relieve prison overcrowding. The latest flap developed when Department of Correctional Services Commissioner Thomas A. Coughlin proposed that Collins prisoners be allowed to work on Gowanda grounds. And while no one in Gowanda management has said the idea will be considered, CSEA was quick to respond with its own position on the proposal.

"Recalling the fight against the prison, Gowanda, Local 408 President Joe Hageman wrote to the Gowanda executive director:

"We have fought a hard battle against the Department of Corrections taking over the center's buildings and destroying the beautiful grounds we once

had. My membership's job security is still uncertain. Our patients are still scared of all the fences and construction. It is clear that prisoners are sent to prison to keep them away from society. Now Commissioner Coughlin wants them to work on our grounds.

"My answer is NO WAY, NOT NOW OR EVER. As long as I am president of the local, this will never happen. It will destroy the morale of our employees even further. It will take away the pride our employees once had to make these grounds beautiful. It would be unsafe and not at all practical to have inmates work outside of the fences. It would be of no benefit for our patients or employees to be subject to such an agreement. Where is the reality of our system? Must we have someone killed, raped or hurt so seriously before that reality is finally realized? Rehabilitate the prison inmates behind the fences, that is what they are there for.

"Gowanda Psychiatric Center has given more than its fair share. Please leave us alone so we can return to the job we were hired to do, that is, the concerns, the welfare and the care of the mentally ill of our state."

Symposium raises safety issues

GLENS FALLS — A three-day symposium on safety held here recently highlighted a variety of topics from accident costs to prevention measures and underscored the necessity for labor and management to work together for improved conditions.

The symposium was a first-time event spon-

sored by the New York State/CSEA Safety and Health Maintenance Committee which received funding from last year's contract negotiations.

Representatives of both CSEA and the state participated in the forum, offering views on the importance of safety and how better to attain it in the workplace.

CSEA President William L. McGowan emphasized the need for "safe working conditions for our members" and affirmed that the union would watch that the state does not "violate rules and regulations."

He added, however, that CSEA and the state "need each other . . . we have to work together" towards safety for government employees.

Tom Hartnett, director of the Governor's Office of Employee Relations, conveyed the state's interest in providing safe working environments, noting that they result in a "clear payoff for the state" through reduced loss time and accident costs.

Hartnett also expressed the state's interest in what he called "the full range of safety issues." A number of such issues received attention at the meeting which included a broad overview of occupational safety and health legislation in New York state and across the nation.

Among other topics discussed were: changes in technology in the workplace; developing effective lab safety programs; toxic chemicals, employers' responsibilities and employees' rights; and the new Uniform Fire Prevention and Building Code which takes effect Jan. 1, 1984. Additional issues included: recent attempts to prevent and decrease accidents in the Department of Transportation; analyzing near mishaps to prevent future accidents; and setting up effective labor/management committees.

Other issues which generated special interest at the symposium were a pilot project to curtail accidents and loss time at Rome Developmental Center, lessons from a fire which shut down Binghamton State Office Building, and the exorbitant hidden cost of accidents.

In the Rome pilot project, the average number of employees who missed work due to accidents each month was cut almost in half from 24.5 to 13.2.

Steve Smits, project director, attributed the improvement to such factors as increased support by labor and management, equitable administration of Workers' Compensation, better prevention programs, and increased awareness of safety.

David Rings, of the Office of General Services, spoke of the devastating fire at the state office building in Binghamton. The cost of the accident will run as high as \$23 million and clean up will take more than a year, he said.

Allan Crow of the State Insurance Fund noted that there are also many costs due to accidents that are hidden, such as loss of productivity, retraining replacements and investigation of incidents.



CSEA PRESIDENT William L. McGowan addresses delegates at the safety symposium held recently in Glens Falls. He is flanked by CSEA collective bargaining specialist John Naughter (left) and John Pardee, chairman of the joint labor/management committee which sponsored the event.

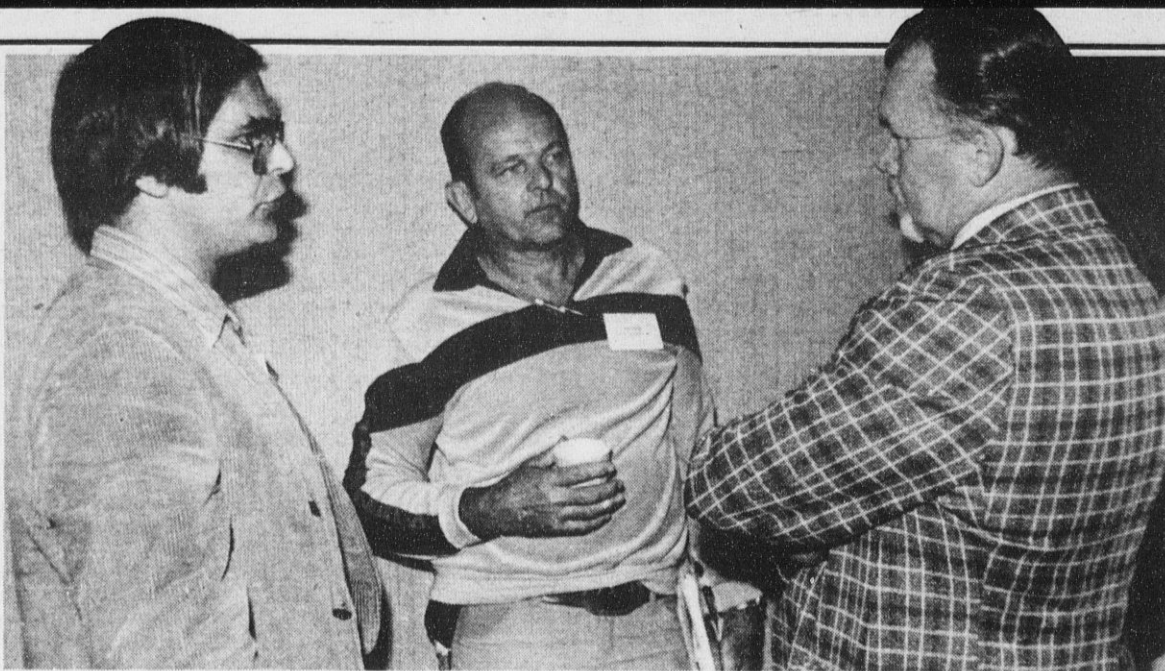


STUART SCHRANK of the state Dept. of Labor speaks with union representatives Martha Matos (Manhattan Developmental Center), statewide Secretary Irene Carr, Hal Robertson (Manhattan Psychiatric Center) and Mitchell Brathwaite, a CSEA occupational health and safety specialist.

**REGION I
PRESIDENT**
Frances Dubose Batiste, left, emphasized the importance of union involvement in developing safe working conditions. Laverne Perry, right, of the Downstate Medical Center, was among participants in the session.



TOM HARNETT, director of the Governor's Office of Employee Relations, relayed the state's interest in safe conditions for its workers.



DISCUSSING AN ISSUE during break from a workshop are, from left, Town of Greenburgh Unit President Ken Kakos, Unit Vice President Karl Sprado, and Ernie Hempel, a Westchester County Unit member.



LOCAL 860 PRESIDENT PAT MASCIOLI, right, checks conference material with Irene Amaral, chairwoman of Local 860's education committee.

Westchester Workshops

OSSINING — A two-day educational conference sponsored by Westchester County CSEA Local 860 at the Hudson River Conference Center here recently drew participants from all over the county, according to Pat Mascioli, president of the local.

Members were represented from school districts, towns, villages, cities, municipal authorities and Westchester County units.

CSEA and AFSCME staff members conducted workshops on subjects such as political action, internal organizing, officer training, contracts, contracting out and bumping, retrieval and layoffs. Representatives from Jardine Ter Bush & Powell also presented a session on insurance programs.



AMONG CONFERENCE participants were White Plains School Unit members Lee Gregg and Raiford Orr.

Croton-Harmon workers negotiate pay hikes

CROTON-HARMON — Clerical and custodial personnel in the Croton-Harmon School District will realize substantial pay increases as well as increased benefits as a result of two new three-year contracts.

In addition to a revised salary schedule which increases all steps by \$200, clerical unit employees will receive 7 percent pay hikes each of the next three years. The longevity schedule has also been revised, reducing the amount of time needed for payment of increments.

Employees will receive two additional days for family illness and/or special emergency.

A major victory in the contract for custodial and clerical employees is a 100 percent paid health insurance plan, despite earlier demands by the school district for the workers to contribute. In addition, an optical plan has been added and the dental program has been greatly improved. The school district also has increased life insurance for both groups.

Custodial employees will receive pay increases of 7½ percent for each of the next three years. A clothing allowance for custodians has also been boosted.

The negotiating committee for the clerical unit

consisted of Unit President Virginia Calcutti, Loretta Brundage, Kathy Infante, Penny Black and Joanne Dymes.

The negotiating team for the custodians included Unit President Len Christo, Larry Giusti, Walter Yurchak and John Barides.

Field Representative Lawrence Sparber said that he was pleased with the two new contracts and credited efforts of both teams.

"Both committees maintained their posture throughout negotiations, which helped to get fair and equitable contracts," he said.

Laborer wins back job in arbitration

TOWN OF GREENBURGH — Is a labor class employee entitled to bump a less senior employee if his job is eliminated by his employer? The answer is yes, according to a recent decision in the town of Greenburgh, Westchester County.

The arbitrator of the case ruled that management is obliged to use seniority in determining which employees are to be eliminated where jobs are abolished and must extend those persons bumping rights.

The grievant, Salvatore Denardo, lost his job in January when the town eliminated his position of maintenance mechanic repairer. Previously, he had

been employed as a caretaker.

During the hearing, CSEA argued that the contract agreement provides for the use of seniority when there is a reduction in the workforce, giving the labor class bumping rights.

In addition to being rehired as a caretaker recently, Denardo will also receive back pay and benefits.

Unit President Ken Kakos said that he was pleased with the decision and was glad that Denardo "got what he sought." He added that one employee unfortunately had to be sacrificed for another, "but with bumping rules the way they are, you have to live with that."

Send in ideas for '84 legislative program

ALBANY — CSEA is putting out a call for ideas to incorporate into the union's 1984 Legislative Program.

Joseph Conway, who chairs the statewide Political Action Committee, says suggestions can be accompanied by a brief explanation of a particular problem, how it could be corrected and/or why a change would be desirable.

Ideas for CSEA's 1984 Legislative Program should be sent by Dec. 16 to: Joyce Dimitri, CSEA Legislative Office, 150 State St., 5th floor, Albany, N.Y. 12207.



First contract

The newly-organized Buffalo Municipal Housing Authority Housing Security Officer Unit of Local 815 prepares to negotiate its first contract since electing CSEA as its bargaining agent. Pictured from left to right are Steward Lucius Simpson, Region VI Organizer Tom Mullen, Vice President Robert Lewis, President Leroyal Watts and Steward Dennis Delano.

Organized labor gives its support to renewed efforts in Congress to gain ERA ratification

WASHINGTON — The AFL-CIO joined with women's groups to offer strong support for the Equal Rights Amendment before a House panel recently.

After the ERA failed last year with ratification by only 35 of the 38 states needed, it was reintroduced into Congress again this year. However the issue became moot this week when the House of Representatives rejected reviving the ERA issue when the resolution failed to gain a two-thirds majority vote.

At hearings before the House Civil and Constitutional Rights Sub-committee, AFL-CIO President Lane Kirkland said the AFL-CIO supports the ERA because sex discrimination is "morally repugnant" and "continues to be a pervasive fact of life in this country."

Kirkland said both "objective and subjective" evidence shows this to be true. Full-time women workers still earn only 60 percent of what full-time male workers earn, he said. Also, "women in all walks of life are telling us, with remarkable unanimity, that they do not believe that this society accords them the fair and equal treatment to which they are entitled," he said.

The federation also supports the ERA because the U.S. Constitution is "the means by which we express, in the most solemn terms, our most profound social commitments," Kirkland said.

Kirkland acknowledged that, apart from "spurious" issues like unisex toilets raised by ERA opponents, some substantial issues, like the role of women in the military, will be raised under the ERA.

However, "Congress may, and should, provide authoritative guidance to the courts in these areas," Kirkland said. He said the "risks of untoward and unanticipated results in interpreting and enforcing the ERA are "relatively small," especially compared with the "risks taken by the founders" with the Bill of Rights. That was "an untried experiment of great magnitude," he observed.

Judy Goldsmith, president of the National Organization for Women, said that "sex discrimination in our nation is deep, traditional, systemic and pervasive — not only in insurance, Social Security and pensions, but throughout our political and legal system." The ERA is needed to "provide a clear standard and comprehensive mandate to eliminate sex discrimination in our nation," she said.

Village wrong to deny employee's vacation

HERKIMER — An arbitrator has sustained a CSEA grievance involving a Herkimer Village employee who had been denied a vacation time request because his department superintendent had scheduled the same vacation period.

In June, Richard Tangorra, an employee of the Herkimer Village Street Department, submitted a written request for two weeks vacation. Tangorra's request was denied by his superintendent, who cited an interpretation of the contract as allowing only three employees from the department to be on vacation at the same time. According to seniority, which governs vacations, Tangorra was fourth and the superintendent third in terms of seniority.

In his argument for the grievant during arbitration, Regional Attorney John Scholl declared the superintendent is not a member of the CSEA bargaining unit and therefore none of the terms of the contract applies to him. The arbitrator agreed and ordered the village not to include the street superintendent, a non-bargaining unit employee, in future vacation scheduling under provisions of the contract.

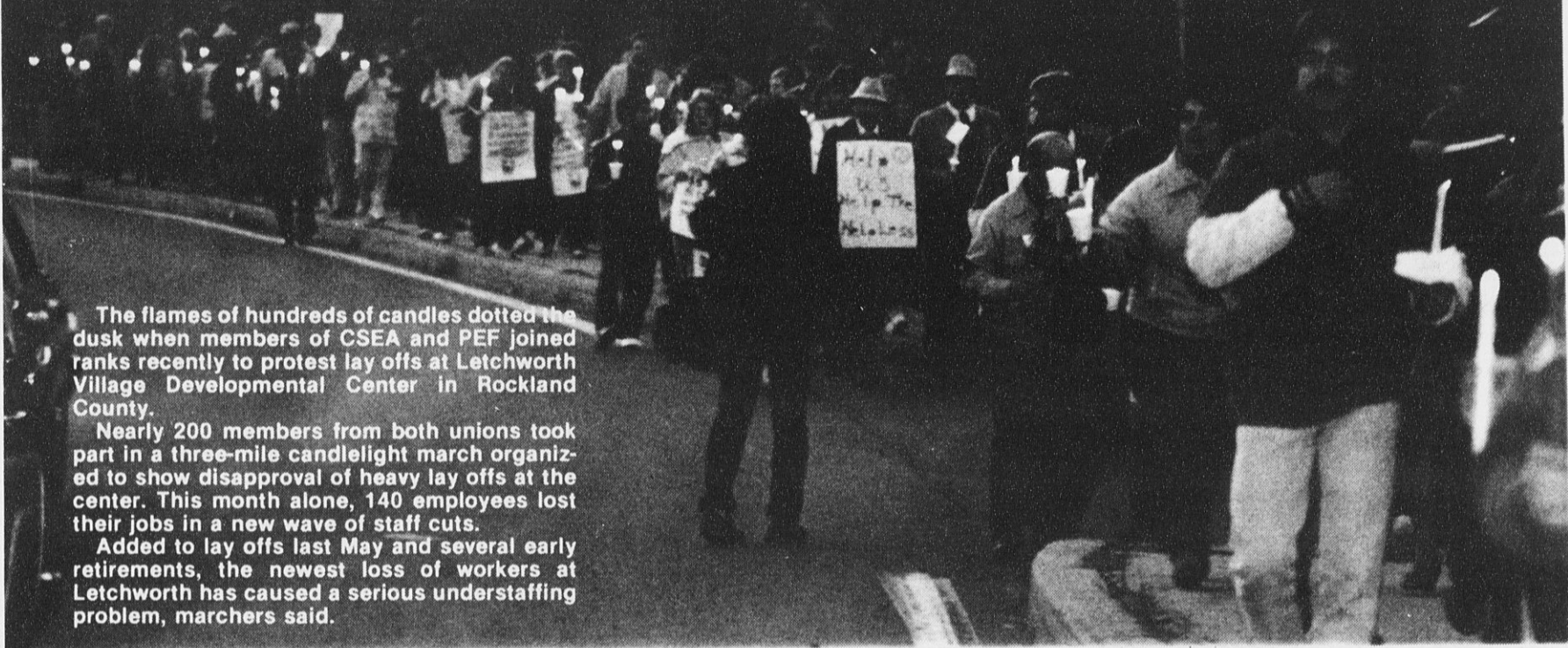
Contacted at his home Tangorra said, "Naturally I'm pleased by the way CSEA went to bat for me, and at the arbitrator's decision, but it's unfortunate that the case went to arbitration in the first place. The village board should have known the superintendent was not covered in the CSEA agreement."



GATHERING AT PILGRIM PSYCHIATRIC CENTER Employee Assistance Program Fair are some members of the EAP committee. From left are Fran Mannellino, Carole Bertini, Anne Francese, Lee Neuman, Jim Fleming, Gene Townsend, EAP Chairwoman Margaret Fields, and EAP Coordinator Joan Johnson. The EAP fair offered health testing to employees, including tests for glaucoma, stress, sickle cell anemia, dental problems and hypertension.

Will Letchworth Center see the light?

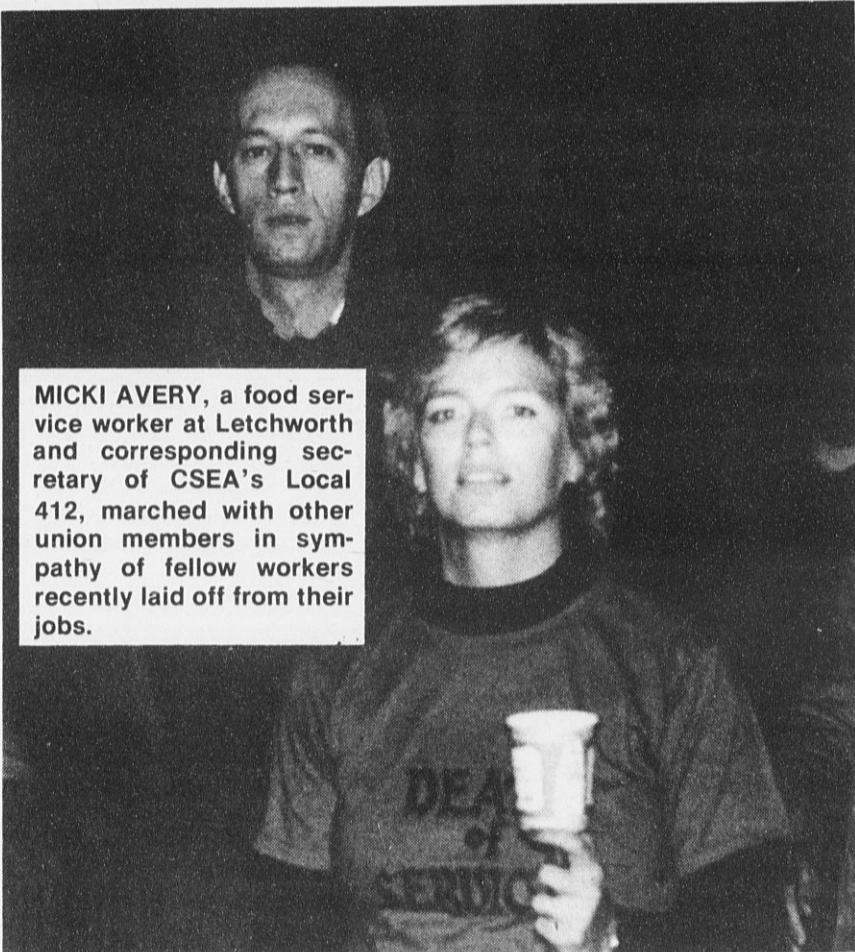
Union workers march against staff cuts and wonder



The flames of hundreds of candles dotted the dusk when members of CSEA and PEF joined ranks recently to protest lay offs at Letchworth Village Developmental Center in Rockland County.

Nearly 200 members from both unions took part in a three-mile candlelight march organized to show disapproval of heavy lay offs at the center. This month alone, 140 employees lost their jobs in a new wave of staff cuts.

Added to lay offs last May and several early retirements, the newest loss of workers at Letchworth has caused a serious understaffing problem, marchers said.



MICKI AVERY, a food service worker at Letchworth and corresponding secretary of CSEA's Local 412, marched with other union members in sympathy of fellow workers recently laid off from their jobs.



OUT OF WORK AS OF NOV. 9, PEF member Elizabeth Romero, an occupational therapist, marches with CSEA members to protest more lay offs at the developmental center.

Unionism for civvy workers in military gets boost from court

ALBANY — A recent state Supreme Court decision moves 650 civilian employees of the Division of Military and Naval Affairs closer to union representation, which would bring to a close years of frustration in dealing with DMNA management.

In late October a Supreme Court justice upheld CSEA's position and affirmed an earlier determination by the state Public Employment Relations Board that DMNA employees were classified as public employees within the scope of the Taylor Law, subject to PERB's jurisdiction, and entitled to union representation.

It was not known at press time whether the court's ruling would be appealed by the state to the Appellate division. However, in the decision, the court clearly illustrated that the PERB decision was based on Military Law which makes a clear distinction between military personnel in the organized militia and civilian personnel who are in the service of DMNA.

"It's a great decision and a major step forward," Neil Kennedy, president of CSEA Capital District Armories Local 250, said.

Kennedy, who has been involved in several controversies with DMNA top brass over the years, describes DMNA's basic employee philosophy as being totally management oriented. "Management is never wrong. When it comes to determining which is more important — the right of the individual employee to a fair hearing, a fair shake, a justified promotion or DMNA's managerial rights — somehow DMNA always wins."

"CSEA will be successful eventually," John D. Corcoran Jr., region director, said. "We may have to go a few more rounds in the courts, and possibly through an election procedure, but the people will be heard. They will be represented, and together CSEA and the DMNA civilian workers will overcome all of the obstacles the top brass is placing in our way."

LEARNING LIVING SKILLS

New OMR program prepares retarded for life in a community residence



HAIR CARE — Judy, one of 12 clients at LUNA, brushes her hair as MHTA Georgia Howard looks on.

By Lorraine Calvacca
CSEA Communications Associate

NEW YORK CITY — Only two months ago, Judy would have been lying on her back, unable to feed herself or perform any other simple tasks.

Today, she sits in front of a vanity table smiling at herself as she firmly grasps a hairbrush and begins to brush her straight, dark hair. She has just come from a lunch where she gathered at a table with others in her "family" and handled her own utensils.

Judy and the 11 others in this family are severely retarded adults residing in the recently-opened Living Unit for the Non-Ambulatory — LUNA — at the Staten Island Developmental Center. Simple tasks like self-grooming and eating together represent a big accomplishment for them. They have come a long way in a short time.

"No one envisioned the progress that has been made in this short amount of time," remarked Dr. Paula Lambert, a CSEA policy specialist and co-author of the LUNA proposal.

But with the skillful, consistent care and attention of newly-trained mental hygiene therapy aides, members of CSEA Local 429, Judy and the other clients are beginning to master a range of daily living activities.

The result of a labor-management agreement between CSEA, the Office of Mental Retardation and Developmental Disabilities and the Governor's Office of Employee Relations, LUNA is a simulated group-home environment that acts as a transitional, preparatory

phase for both clients and staff while they await approval of a community facility.

When a facility is available, the entire staff and clients will move there, and another group of staff and clients will take up residence at LUNA.

According to Lambert, the LUNA project has nationwide significance "because it identifies a need for this type of facility, and also establishes recognition on the part of top officials and OMRDD of the importance of comprehensive habilitation training."

As part of the agreement, MHTAs are able to take a nine-month training course consisting of weekly classes and hands-on work/study. Such intensive training has met with praise from the staff.

"I like the idea of nine-month training rather than the usual two- or three-week course. I figured if it lasted that long, it had to have substance, and it did," said Thelma Edwards, LUNA's unit coordinator and a MHTA II.

"The goal of the unit is to maximize the skills of the clients, and because we now have the right foundation and the right environment, we are able to do just that," she added.

LUNA Project Coordinator Rochelle Fleischner says the spirit in the new unit is very high. "This is a new time and a new consciousness," she said. "While MHTAs have often been perceived as custodians, it is evident that, given the proper training, they provide an extremely sophisticated level of care to clients."

Says Edwards: "To work with a client and see the fruits of your labor — that is everything."



A HAPPY FACE — MHTA Thelma Edwards stands by decorated door at LUNA. She is pleased with the in-depth training program that has enabled her to work successfully with clients.



MEAL APPEAL — With the assistance of MHTA Jackie Johnson, Judy learns to feed herself.



CASE IN POINT — Dr. Paula Lambert, left, CSEA public policy specialist and co-author of the LUNA proposal, discusses a client's case history with Project Coordinator Rochelle Fleischner.