

# THE Public SECTOR

Official Publication of The Civil Service Employees Association Local 1000, American Federation of State, County and Municipal Employees AFL-CIO

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**CSEA elects new Board members — see page 5**

**And names new Region II president — see page 4**

## TIER III COMPROMISE COMES UP SHORT IN MAJOR AREAS

ALBANY — Tier III is in the spotlight as the state Legislature speeds toward adjournment.

As THE PUBLIC SECTOR was going to press, the state Senate easily passed its version of a "reform" package which still retains the 3 percent contribution but, significantly, eliminates the tie-in of employee pensions to Social Security payments.

Elimination of the Social Security "offset" is a giant step forward for public employees.

On the down side, the Senate bill cuts death benefits and on-the-job disability benefits, ends the automatic 3 percent cost-of-living adjustment, withholds pensions until age 62, and would not permit employees who have worked less than ten years from getting refunds on 3 percent contributions until they reach age 62.

Meanwhile, Gov. Mario Cuomo has indicated that he supports the Senate bill, but with certain modifications.

He would like employees with 30 years or more service to be able to retire at age 55, has expressed skepticism about withholding refunds until age 62, and would like the bill to be effective for four years instead of two. The governor also wants a cap on pension benefits at 60 percent of salary, but would end employee contributions after 30 years service.

Indications are that the state Assembly may go along with Cuomo's modifications so how the final bill shapes up is still in some doubt but there is consensus that the Social Security "offset" will go.

"We're pleased that retirees' benefits from the State will no longer be slashed by the Social Security offset we have worked so long and hard to defeat," commented CSEA Executive Vice President Joseph E. McDermott. "But some of the bill's provisions amount to highway robbery without a gun, others are pitifully feeble efforts at 'reform,' and at least

one is so outrageous that we plan to challenge it on legal grounds."

The legislative trade-off for removal of the offset provision included retention of the mandatory 3 percent employee contribution and elimination of the automatic escalation of benefits clause. In addition, the "break-point" for benefits calculated at the rate of 2 percent of average salary was raised from 20 to 25 years.

If an individual is terminated without vesting in the pension system (less than ten years of service), pension contributions made by that person may only be refunded upon application at the age of 62.

"This is an outrage and one of the most flagrant attacks on our members in the pension bill," the CSEA leader declared. "The 3 percent employee contribution is mandatory. It's 3 percent right off the top of each and every paycheck. And that's money on which the worker pays income taxes as well as Social Security taxes.

"Until now, at the very least, members could think of that 3 percent as a little 'money in the bank,' money they could retrieve if they left public service before vesting.

"Because this bill applies on a retroactive basis to July 1976, it takes away the Tier III employees' preexisting right to return of retirement system contributions. CSEA plans to immediately challenge this provision on legal and constitutional grounds."

CSEA officials also objected to the disability provisions of the bill and maintained the job-related and non-job-related disability retirement payments should be paid at different rates.

The CSEA Executive Vice President concluded: "If in past moments of frustration we found ourselves saying 'Anything would be better than Tier III,' then we'd have to say this bill is better.



**'... some of the bill's provisions amount to highway robbery without a gun.'**

**—CSEA Executive Vice President Joseph E. McDermott**



Public employees, like this participant in a recent runathon to benefit Special Olympics, have earned a Presidential Recognition Award for their many public service efforts. See pages 9, 10 and 11.

## PERB rules SUNY lockout a turkey

ALBANY — It could be argued that this is one turkey whose goose is cooked. The traditional day-after-Thanksgiving lock-out of non-academic employees of the State University of New York at Albany (SUNYA) is at an end by order of the Public Employment Relations Board (PERB).

For seven years, SUNY management has shut its doors on the Fridays after Thanksgiving and made employees charge the day to their accumulated leave credits. And, each year CSEA Local 691 has responded with informational picketing at the central administration building in downtown Albany. But no more.

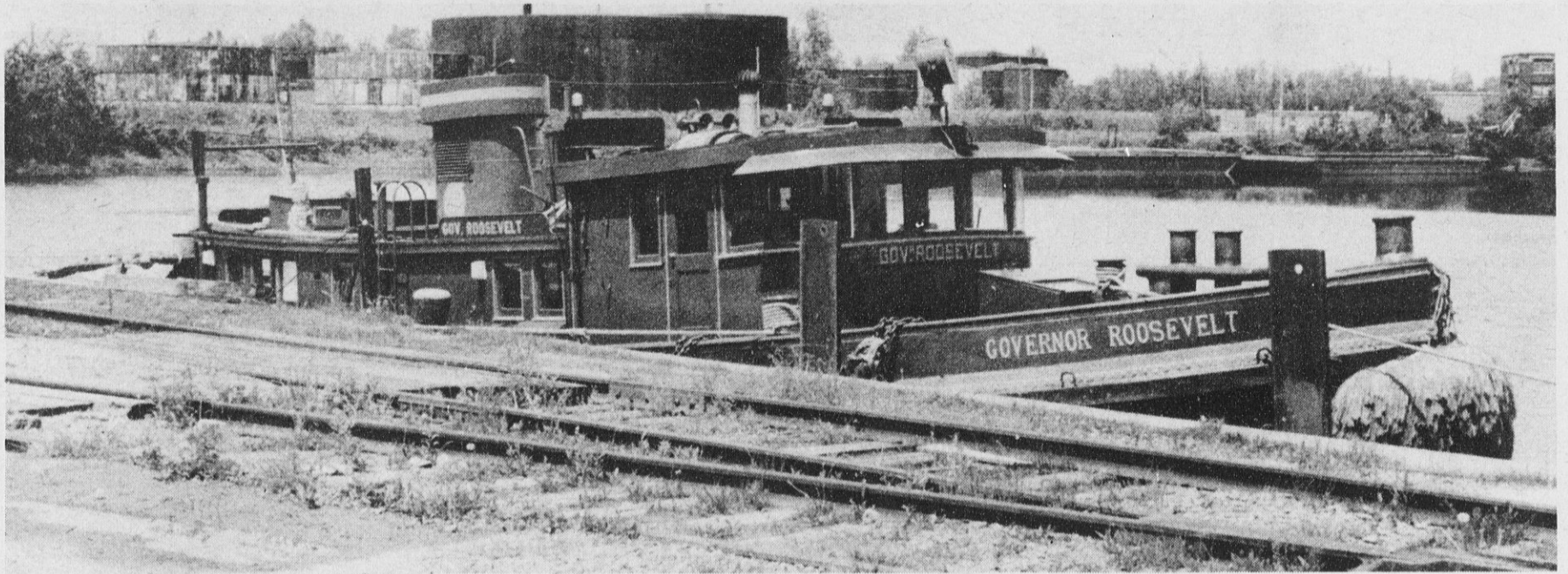
On May 13, the PERB unanimously directed SUNYA to, "cease and desist from unilaterally

requiring unit employees to absent themselves from work on the day after Thanksgiving Day and from charging those absences to accumulated leave or to forego the wages that would have been earned for such absences."

In addition, workers who lost wages in 1977 and 1978 because they were required to take those days off without pay must now be reimbursed by SUNYA. Employees who lost accumulated leave time will have the time restored.

However, only employees who had not previously requested those days off will be eligible. In addition, employees must have worked the Wednesday before and the Monday after Thanksgiving.

## A casualty of the Barge Canal fiasco



LACKING A QUALIFIED CREW, the Franklin D. Roosevelt tug boat was recently moored at the New York State Barge Canal Terminal dock in Utica for more than four weeks. Although fit and ready for duty, the boat,

valued at \$175,000 and capable of providing years of canal service, was idle; mute testimony to the senseless cutbacks in the barge canal workforce and cost efficiency of the historic system.

### The Galatti decision

## Mental hygiene employee retains key position

POUGHKEEPSIE — A State Supreme Court justice has ruled in favor of a Dutchess County Mental Hygiene Department employee who was stripped of his duties and responsibilities as Division Head of Continuing Services.

Stephen Galatti was appointed Director of Continuing Services in 1976, and became permanent in that position in June 1977. In Nov. 1977, Galatti was given the title of Division Head of Continuing Services. The duties were the same as under his former title.

The county's Personnel Department undertook a reallocation and reclassification of the department in 1981. In Sept. 1981,

before the study began, Mental Hygiene Commissioner Dr. Kenneth Glatt dismissed Galatti from his position and relieved him of all responsibility and authority under Galatti's title.

Galatti fought his dismissal through the grievance and arbitration stages, then instituted a Article 78 proceeding before State Supreme Court Justice Joseph Giudice. Galatti claimed he

was not given proper protection due him under Civil Service Law.

Glatt's actions did not cut Galatti's salary or benefits. However, Giudice ruled "the action of (Glatt) in effect restricted (Galatti) in his duties and responsibilities and was, in fact, a demotion of (Galatti) . . ."

The judge wrote in his four-page decision that Galatti was entitled to protection from arbitrary action

under sections 75 and 76 of the Civil Service Law, and that under Glatt's actions, Galatti "was not afforded the safeguards mandated by the appropriate sections of the Civil Service Law."

Judice ruled that Glatt's actions were "arbitrary and capricious," and ordered Galatti be "immediately reinstated . . . with all the attendant duties and responsibilities."

Judice also ordered that any further actions taken against Galatti be undertaken properly under Civil Service Law.

Galatti, a member of the Dutchess County Unit of Local 814, was successfully represented in the case by Regional attorney Thomas Mahar.

**The judge wrote in his four-page decision that Galatti was entitled to protection from arbitrary action under sections 75 and 76 of the Civil Service Law . . .**

## Uniform allowances improperly withheld in Montgomery Co.

AMSTERDAM — County public health nurses, laundry, nursing, kitchen, maintenance and housekeeping personnel wrongly denied a full \$108 per year uniform allowance by Montgomery County in 1980, '81 and '82 are to receive the portion improperly withheld each year, Arbitrator Eric W. Lawson, Sr. has ruled.

"It is my conclusion that the affected employees were entitled to \$108," Lawson stated. "According to unrefuted testimony, the affected employees were denied one half of that entitlement or \$54. Hence, it is my conclusion that they are now each due \$54."

The grievance began in June of 1980 when employees, who qualified for a full uniform allowance payment of \$108 due to their previous service to the County, were denied full payment. At the same time, the County was denying 200 county workers full payment of longevity payments, \$200, due to a unilateral change in the County's payment procedure.

"The County tried to change its practice with

respect to the payment of longevity," William Zippiere, CSEA Montgomery County Local president, explained.

"The uniform allowance payment was always tied to these payments since both used the same qualifications, he said. "But when the county started to play games with the increment payments, we filed against that action and won. But the county continued to play games with the payment of the uniform allowance."

The Local filed another grievance with the County Administrator, who, despite his notation of objections to the timeliness, sustained the union's position. But in his decision, the County Administrator added certain requirements which the union could not accept. While supporting the union's position, the County Administrator wanted the workers to provide receipts for uniforms purchased during the second year of employment.

CSEA appealed the County Administrator's decision stating that the requirements effectively denied the workers the payments since receipts were, for the most part, unavailable.

Another twist to the situation was added when the union did agree that, in the future, the County could use a voucher and receipt payment system for the uniform allowance payment.

"But we still kept objecting to the retroactive application of this new procedure to a situation in which receipts had never previously been required," Zippiere explained.

Arbitrator Lawson supported the union's position stating that the word "Allowance" does not imply that payments are to be contingently made against a proffering of a receipt for expenditures. And since that was the situation in effect prior to June 1980, he did not support the County's application of new rules to this matter.

The members will be overjoyed when they hear about this win," Vicky Voorhees, Montgomery County Infirmary Unit president and grievance chairwoman, said, upon being informed of the decision. "The people know that we resolved the increment dispute but they'll love hearing about this one."



## CSEA SUPPORTS NURSES

Members of the two CSEA locals at the Roswell Park Memorial Institute recently braved the rainy weather to join 800 nurses striking Buffalo General Hospital. Among those who joined the picket line are Kathy Gruber of Roswell Park Local 303 (left) and Local 303 President Art Cousineau (shown waving), as well as Health Research Local 315 President Jim Jayes and Region VI President Robert Lattimer (not shown). Lattimer said hospital attempts to break the union are "a threat to the labor movement."

## Motor Vehicle employee wins out-of-title pay

**NEW CITY** — The state Supreme Court has ordered Rockland County to obey an arbitration award and give motor vehicles employee Eileen Slane out-of-title pay.

In 1972, Slane agreed to a transfer from the New City to the West Haverstraw branch of the county Department of Motor Vehicles. At the time, she was promised "additional compensation" if she made the move. Moreover, although her job title as a Cashier remained the same, her job duties were expanded so that, in effect, she was assistant to the woman in charge of the office.

Slane's new duties were strictly supervisory and she performed clerical work on an emergency basis only. Nevertheless, she continued to be paid at a Grade 5 salary level.

In 1977, the West Haverstraw office was reorganized and Slane was made a motor vehicle clerk II at a Grade II salary level. She was never compensated for her out-of-title work performed between 1972 and 1977.

In 1975, Slane filed a grievance. The CSEA contract provides that "an employee temporarily required or assigned to work in a position allocated to a higher salary grade, shall after four weeks be paid the minimum salary authorized for such position, or one increment above said employee's present salary, whichever is greater." She had not grieved earlier because she relied on the promise of her supervisors that the matter was being taken care of.

The county went to court and argued that the grievance was not arbitrable. The state Supreme Court concurred but the decision was overturned on appeal and the issue finally went to arbitration.

After hearing the case, Arbitrator Sheila Cole ruled that Rockland County did violate the CSEA contract and she ordered that Slane be granted out-of-title pay for work performed the year immediately preceding her grievance. The county, however, refused to abide by the decision so CSEA went to the Supreme Court and had the arbitrator's award confirmed.

That is how, with help from CSEA's legal assistance program, Eileen Slane's grievance came to a successful conclusion.

### the Public SECTOR Staff Opening

#### Assistant editor sought

**ALBANY** — The Public Sector, the official publication of CSEA, is seeking applications for the position of assistant editor.

Duties include researching and writing articles, page layout and graphic design work, editing of publication material and some photography.

Applicants should have a college degree in journalism or a related subject, or two years professional newspaper experience. Candidates must also have a driver's license and a car for business use.

Resumes should be submitted by June 27 to Personnel Director, 33 Elk St., Albany, N.Y. 12224.

## Solidarity Day III in the planning

**WASHINGTON** — Plans are shaping up for ALF-CIO-organized Solidarity Day III rallies and parades on Labor Day in every state in the nation.

Solidarity Day III activities in more than 130 cities are being planned by an AFL-CIO National Advisory Committee. Composed of representatives from 50 unions, the advisory committee will approve the plans of a national coordinating team working at federation headquarters under Charles McDonald.

Headquarters will work closely with local advisory committees and coordinating teams under central labor councils.

"Across America — We Will Be Heard" will be the central theme for Solidarity Day III.

Solidarity Day I was the huge labor-sponsored rally against Reaganomics which drew some 400,000 union members and allies to Washington on Sept. 19, 1981.

The AFL-CIO designated the November 1982 mid-term elections as Solidarity Day II.

Last February, the AFL-CIO Executive Council approved the idea of Solidarity Day III as a show of labor's strength and a building block for worker involvement in the 1984 elections.

During the past two years of the Reagan administration, Labor Day has been revived in some

cities as a day of large rallies and parades stressing labor issues.

The Solidarity Day III events will spotlight a wide range of issues important to working people, including jobs, fair trade, health and safety, reindustrialization and basic economic equity.

Tools for building Solidarity Day III will include a short film, a "nuts and bolts" manual, a special newsletter, and such promotional material as buttons, T-shirts and bumper stickers.

### Insurance option change reminder

CSEA members who participate in the Basic Group Life Insurance Plan are reminded that requests to increase coverage by changing from Option B to Option A must be made prior to Aug. 1.

Change of Insurance Option Cards may be obtained by calling or writing: CSEA Insurance Dept., 33 Elk St., Albany, N.Y. 12207. Telephone No. is (518) 434-0191.

# Public Sector

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NOW'S THE TIME TO GET THE JUMP ON YOUR CAREER GOALS



**She's newest statewide CSEA Vice President**

## Frances DuBose-Batiste named President of CSEA Region II



Frances DuBose-Batiste

NEW YORK CITY — Frances DuBose-Batiste has moved up to become President of Metropolitan Region II, which also makes her a statewide Vice President of CSEA. She had served as first Vice President of the Region and was recently re-elected to a third term as President of Downstate Medical Center Local 646.

Ms. DuBose-Batiste succeeds

George Caloumeno, who was suspended from office by a statewide Judicial Board determination June 6. The determination, which followed seven days of hearings beginning in mid-March, prohibited Caloumeno from holding an elective or appointive office in CSEA for a period of three years and called for the former union officer to make financial restitution to

the union.

Formal charges against Caloumeno, issued last November, included violations of CSEA's Statewide, Region and Local Constitutions by misappropriating and improperly using union funds, accepting money from vendors doing business with the Region, and using these funds for his personal profit.

## Gordon Bartle, 40, dies in on-the-job accident

SMITHVILLE FLATS — Gordon Bartle, 40, a 12½-year veteran of service with the New York State Department of Transportation was fatally injured June 10 when a road construction roller he was operating slid into a ditch, pinning him beneath the equipment.

According to a report issued by the Chenango County Sheriff's Department, the accident occurred at 12:50 p.m. Friday, June 10, at a state worksite on Route 220 three miles north of Smithville Flats. A deputy sheriff reported that Bartle was operating a rubber-tired roller on the dirt shoulder of a road construction project when the unit went off the side of the shoulder into a culvert, tossing the driver off the equipment and pinning him.

Mr. Bartle was pronounced dead at the scene by Chenango County Medical Examiner Dr. Cruz of Norwich.

Mr. Bartle, a life-long resident of the Oxford, New York area, was a member of CSEA Local 522 Chenango County NYS DOT. He is survived by his wife, Cecile; a son, Michael; daughter, Pamela; his parents, Mr. and Mrs. Kenneth Bartle, of Oxford, and two brothers.

Reggie Savory, president of CSEA Local 522, said the state has already begun an investigation of the accident, but no details have been released.

"Gordon Bartle was more than a fellow employee — he was a close friend for years. He was a dedicated, experienced worker and one of our most senior heavy equipment operators. We all learn to live with the hazards of working with heavy equipment, but unfortunately, an accident like this will happen and take a life of a friend," Savory added.

## Clerical get questionnaires on job hazards

ALBANY — Questionnaires are in the mail to 17,000 state clerical workers asking them to report about possible workplace hazards.

The mailing, sponsored by CSEA's standing Safety and Health Committee, seeks to gather general information about working conditions, and particular data about the effects of new office equipment such as VDTs (video display terminals) on clericals.

The questionnaire is pre-addressed and postage-paid. It is also both voluntary and confidential.

Clerical workers are urged to mail back the questionnaire within 24 hours of receiving it.

# Unofficial election results for CSEA Board of Directors

Following are the unofficial results of the election of new members to the statewide Board of Directors.

Ballots were counted on June 15. Members have until June 25 to protest an election, at which time the results become official.

## STATE EXECUTIVE COMMITTEE

<b>AG &amp; MARKETS</b> JOHN WEIDMAN	<b>EDUCATION</b> JUNE ROBAK	<b>MOTOR VEHICLES</b> BARBARA A. STACK	<b>PUBLIC CORPORATIONS</b> JOANN LOWE
<b>AUDIT &amp; CONTROL</b> BARBARA L. SKELLY	<b>EXECUTIVE</b> JOSEPH E. KOWALSKI JOHN E. LOWERY CINDY EGAN	<b>MENTAL HYGIENE REGION I</b> PAT HAHN JEAN W. FRAZIER CAROL GUARDIANO	<b>PUBLIC SERVICE</b> ELIZABETH F. KURTIK
<b>AUTHORITIES</b> JOHN FRANCISCO	<b>HEALTH</b> BRIAN J. MADDEN	<b>MENTAL HYGIENE REGION II</b> JOEL SCHWARTZ BRENDA J. NICHOLS JIMMY GRIPPER	<b>SOCIAL SERVICES</b> WILLIAM G. McMAHON
<b>CIVIL SERVICE</b> DOLORES FARRELL	<b>INSURANCE</b> BETTY C. COLLINS	<b>MENTAL HYGIENE REGION III</b> GARY J. ELDRIDGE HAROLD F. RYAN EVA KATZ	<b>STATE</b> DONALD M. FORCHILLI
<b>COMMERCE</b> ROSE ANN DeSORBO	<b>JUDICIAL</b> THOMAS F. JEFFERSON	<b>MENTAL HYGIENE REGION IV</b> FRAN WILUSZ	<b>TAXATION &amp; FINANCE</b> JOHN GULLY
<b>ENVIRONMENTAL CONSERVATION</b> KAREN E. MURRAY	<b>LABOR</b> RONALD J. GALINSKI JEANNE LYONS	<b>MENTAL HYGIENE REGION V</b> EDWARD (BUD) MULCHY SUE BUCRZINSKI	<b>TRANSPORTATION</b> JOAN M. TOBIN JACK CASSIDY
<b>CORRECTIONS</b> SUSAN L. CRAWFORD	<b>LAW</b> ELISA BURSOR	<b>MENTAL HYGIENE REGION VI</b> PAUL CHRISTOPHER ELAINE MOOTRY	<b>UNIVERSITY</b> KATHLEEN J. BERCHOU PATRICIA CRANDALL MARIE ROMANELLI BETTY LENNON

## COUNTY EDUCATIONAL REPRESENTATIVES

EDUCATIONAL REPRESENTATIVE/ REGION I  
MICHAEL CURTIN

EDUCATIONAL REPRESENTATIVE/ REGION III  
JOHN FAMELETTE

EDUCATIONAL REPRESENTATIVE/ REGION IV  
LESTER F. COLE, JR.

EDUCATIONAL REPRESENTATIVE/ REGION V  
DOLORES HERRIG

EDUCATIONAL REPRESENTATIVE/ REGION VI  
DOMINIC SPACONE, JR.

# CSEA



## works for us!

More than a dozen CSEA members, ranging from a therapy aide to bridge repair assistant, are featured in a new brochure put out by the union as part of a recruitment and information campaign.

Speaking from their own experiences, the members give testimony to the benefits and rewards of belonging to CSEA.

The following two pages highlight a few of the members and their statements.

**"CSEA is made up of people who recognize the importance of joining a union."**

**"History proves that decent wages, safe working conditions, fringe benefits and retirement pensions had to be won by men and women with the courage, the strength, and the perseverance to form labor unions."**

**"The 1980s demand no less. But now, working people must also defend their standard of living, their quality of life. SOLIDARITY is the spirit for the 1980s."**

**"Listen, then, to CSEA members themselves . . ."**

**"Hear how CSEA works for us . . ."**

**WILLIAM L. MCGOWAN**  
President



*"Being a member of CSEA is like having a good insurance policy. They're always there it case you need them."*

**JACKIE WILSON**  
data entry operator

*"It's good to have a union to back you up and to fight your battles."*

*"With CSEA we can concentrate on our jobs while the union takes care of our employment problems."*

**SUSAN DAYTON**  
nurse

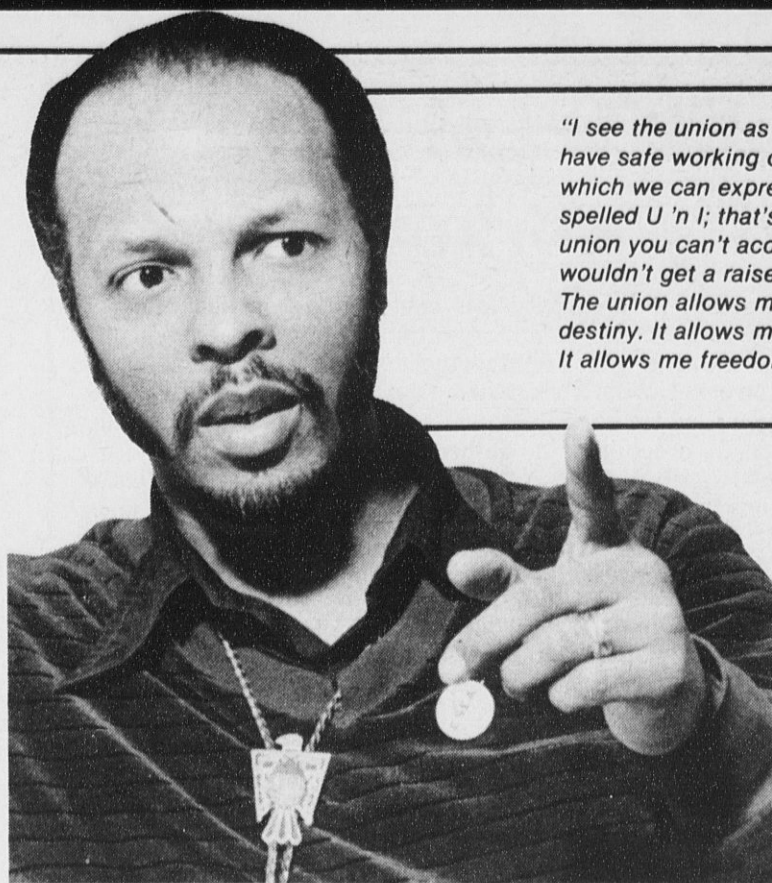


*"In the few years we have been represented by CSEA, we have seen many improvements in working conditions and the grievance procedure."*

*"The two contracts the union negotiated have not only increased our salaries and other job benefits, but the language in the agreements offers more security and protection."*

*"Yes, CSEA has made a big difference, but we are also fortunate to have good leadership. That's important in any union."*

**NANCY DAVIS**  
licensed X-ray technician



"I see the union as a vehicle with which we can have safe working conditions and through which we can express ourselves. Union is spelled U 'n I; that's the way I see it. Without the union you can't accomplish anything. You wouldn't get a raise unless you have a union. The union allows me some say in my own destiny. It allows me to speak to my co-workers. It allows me freedom."

"The benefits are very important. If I had to pay for that it would run me a good piece of money."

"It's the people I've met that are so important. I find we have a lot in common. We've been able to get together and discuss our common problems and aspirations."

HAROLD ROBERTSON  
therapy aide

**CSEA**  
**works**  
**for**  
**us!**



"CSEA has even enabled part-timers to share in some of our collective bargaining benefits. Women employees get fair treatment with little or no harassment."

"We feel we have easy access to the regional office which helps take care of our problems."

"It's also nice to know that even though we're only a small local, we have the full support of CSEA."

JACKIE DOONAN  
toll collector/clerk



"I'm glad I've got the best—CSEA—in my corner."

DARLENE BOYKINS  
therapy aide



"In my years on the job, CSEA has negotiated five contracts. Along with our share of salary increases, the union has hammered out some good benefits that save me money."

"Job security is a big factor these days, too, and it's good to know that CSEA will continue to protect my rights . . . and I can count on assistance when I need it."

DAVID SHAW  
water meter serviceman



"Without CSEA, things just wouldn't be any good. We'd be lost."

"I feel management people treat me differently because I speak Spanish."

"I'm the only one in my department who is Hispanic. I tried to get a promotion and didn't get it. The union came to my help. I deserved the promotion because of my seniority rights. It's important not only for me but for everybody."

"With a union you have more power, someone to speak for you."

DOLORES RODRIGUEZ  
beautician

# CSEA to retain sole representation of transitioned Olympic authority workers

LAKE PLACID — An interim agreement covering all outstanding union concerns has been signed between CSEA and the Olympic Regional Development Authority.

Last year public employees working for the Town of North Elba and the state Department of Environmental Conservation were transitioned from their public sector jobs to positions under control of ORDA, a state authority charged with the development and promotion of the Olympic facilities in the Lake Placid area.

When these workers — 125 from En Con and 75 from North Elba — were transitioned, they were informed that they were not represented by CSEA anymore.

In order to protect the rights of the employees and to force ORDA into recognizing the right of CSEA to continue to represent these long-time union members, the Capital Region filed a series of improper practice charges against the authority.

CSEA claimed that the authority was contracting out and failing to negotiate the changes in the terms and conditions of employment with the employees' representative. Also, to stop the authority from unilaterally changing any of the benefits the workers were enjoying under their previous contracts, the union filed for certification as sole and exclusive bargaining agent for the workers, precluding the authority from any action.

These actions caused En Con, ORDA and the Governor's Office of Employee Relations to recognize the fact that CSEA was not about to allow the state to unilaterally transition union members without recognizing the fact that the union representation is also transitioned.

The interim agreement recognizes CSEA as the exclusive representative for collective bargaining of all transitioned workers, excluding those in management positions. CSEA and ORDA will now begin negotiations to blend together the various aspects of the previous contracts so that one new document covers the workplace.

## NEW CONTRACTS

### In Putnam Co., a 3-year pact

CARMEL — Putnam County employees will see their paychecks increase 6 percent each of their new contract's three years. The agreement has been approved by both members and the county Legislature.

The first pay raise was retroactive to Jan. 1, and the two succeeding boosts came in 1984 and 1985. The increases are in addition to increments where due.

Within 30 days notice to CSEA, the county may start a four-day, 40-hour workweek for highway department workers.

The date for county employees to receive longevity payments has been changed to the worker's anniversary date of hire by the county, instead of the old date of Jan. 1 of each year.

The mileage reimbursement has been increased each year, and standby pay and times have been improved.

Caseworkers went up one grade effective Jan. 1. Safety and foul weather equipment will now be provided to outside environmental health and maintenance employees.



COLLECTIVE BARGAINING SPECIALIST John Naughter explains the details of the Putnam County Unit contract to members at an informational meeting. The contract was later approved by members and the county Legislature. To the left of the podium are Putnam Local 840 President Carmine Ricci and Negotiating Committee member Jim Ferino.

Another section of the contract allows unused personal leave days to be credited to employees' sick leave time at the end of each year.

Employees in the non-competitive and labor classes are not granted Section 75 rights under Civil Service Law. All employees will now be covered under a new county disability plan. The county payment for health insurance increases from \$80 to \$120

per month for family coverage with a 50/50 split thereafter. For an individual, the payment goes up from \$35 to \$50 with the same 50/50 split thereafter.

The county will continue the dental insurance plan and pick up the increased costs through the term of the contract. Any plans for the county to subcontract work must be discussed with the union, and no loss

of jobs by present permanent employees can result from any services being contracted out.

A tuition reimbursement program totaling \$5,000 a year is also included in the contract.

Collective Bargaining Specialist John Naughter praised the work of the negotiating committee in getting the contract approved after a long bargaining process.

### Union ratifies 2-year pact in Schenectady

SCHENECTADY — Frank Tomecko, chairman of Schenectady County Local negotiating team, has announced that the union had ratified the tentative two-year contract with the county by a substantial margin.

The county Legislature is expected to act on the contract next week with the union and county management scheduled to meet June 15 to go over draft contract language.

The two-year pact, coming after 11 months of negotiations hampered at times by long breakdowns of communications and bitter exchanges, will provide two 7 percent salary increases plus increments in both years. The current increase is retroactive to January.

The agreement also included four items outside of the contract which concern issues to be brought to the attention of the county Civil Service Commission or to be remanded to department labor management meetings for action.

### One unit accepts Albany County offer

ALBANY — "It was an offer that many apparently could refuse," CSEA Collective Bargaining Specialist Patrick Monachino said, reporting that only one of four Albany County bargaining units had accepted the final offer of the county administration.

By a vote of 95 to 55, the Albany County Highway Unit has approved a two-year pact with the county which provides for a fully paid dental insurance program for the employees and their families, a modest cash bonus of approximately \$85 and at least a 6 percent salary increase in the second year of the contract.

"Albany County put forward a final contract offer which had elements that required us to present that offer to the membership," Monachino explained. "The dental insurance is a benefit which entitles each employee to \$1,000 worth of dental work

immediately. And each employee's spouse received the same benefit, while all children under 19 years of age can receive the maximum in dental coverage as well as an additional \$1,000 in orthodontics. It was an offer worth member consideration."

The remaining three units — social services, health and civil employees at the county jail — voted overwhelmingly to refuse the final offer and go to fact-finding.

"The rejection of the county's offer by margins ranging from 0 to 29 and 36 to 246 may have sent a message to the county administration that the remainder of the workforce needs a salary increase and not a benefit improvement," Monachino concluded.

The union will submit the situation to fact-finding and will also prepare for a legislative hearing.



*Congratulations New York State employees*

# Your concern, your generosity, and your worthwhile efforts for others has earned Presidential recognition

All 200,000-plus New York State employees have been named to collective recipient of a 1983 Presidential Recognition Award.

The Presidential Recognition Awards recognize the efforts of public and private employees, individual agencies, businesses, and groups who provide outstanding service to their communities through their participation in worthwhile volunteer activities.

State employees were honored for, among other activities, the NYS Employees' Blood Program, where NYS employees have been first in the nation for the past 10 years in amount of blood given and percentage of donors; the State Employee Federated Appeal (SEFA), of the largest federated campaigns among state employees in the United States; Project Live, an innovative program that matches volunteer State worker tutors with Albany Junior High School pupils; Salvation Army Christmas Doll Project, a program

where employees, for the last 17 years, have collected and outfitted dolls to be given to needy children.

Other special efforts cited included fund raising and individual involvement in Special Olympics for mentally retarded and handicapped children and young adults; fund raising for a child's bone marrow transplant; future education of the surviving child of an accident victim; food drives; and founding of a Youth Club in Brooklyn.

In his letter of nomination for the award, Joseph A. F. Valenti, president of the State Civil Service Commission, said "New York State employees live by our State's motto, 'Excelsior,' when it comes to their level of concern for their fellow human beings. Every year they donate more blood, raise more money, help more people."

The award came at a particularly appropriate time, in that 1983 marks the 100th anniversary of the New York State Civil Service System, the oldest civil service system in the nation.



REPRESENTING NEW YORK STATE EMPLOYEES in accepting the 1983 Presidential Recognition Award are state Civil Service Commissioner Joseph A. F. Valenti, left, and CSEA President William L. McGowan.

## State workers honored for blood donation

ALBANY — Sixteen state employees were singled out for special recognition during the annual Red Cross awards luncheon here earlier this month.

But, noted Civil Service Commission President Joseph A. F. Valenti, presentation ceremonies will be staged later for 662 state employees in 67 different State agencies who reached the milestone of contributing a gallon or more of blood during the past year.

Valenti was main speaker at the luncheon and shared a congratulatory message with the recipients. He had just received from the Red Cross the award for the State of New York.

Record blood donations by state employees helped earn this award. But there were many more fine examples of people helping people too. See next page for some of them.

# '...generous and continual gifts of time, money and concern are one of the exemplary trademarks of New York State employees'

**winning is just being there.**

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

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

### CSEA IS THERE.

Members throughout the state serve as Special Olympics volunteers, coaches and chaperones. Members have been generous in supporting these special athletes with their contributions. Last year alone, CSEA members donated more than \$17,000, making it possible for some 900 Special Olympians to train and compete. You can be there, too, sponsoring a very special athlete competing in New York. All it takes is \$19.50. A small price to pay for a priceless reward...the joy of sharing the experience of winning.

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

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



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 CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP \_\_\_\_\_

Make checks payable to: "New York Special Olympics, Inc."  
 Send your tax-deductible contribution to:  
**CSEA** Supports Special Olympics  
 11 Elk Street, Albany, New York 12224

IT'S A LESSON IN COURAGE FOR US ALL.

"I am especially pleased and deeply honored to accept this Presidential Recognition Award on behalf of the employees of the State of New York. It is particularly fitting that this award comes in the centennial year of Civil Service in New York State, the oldest State civil service system in the nation. Public recognition of volunteer efforts of State employees is long overdue. We must remember that State employees perform the jobs that no one else either can do or wants to do. They care for our frail and elderly, they provide for the public safety, they educate the mentally retarded, they staff our prisons, they counsel troubled youth. These are their regular jobs, their regular duties. This Recognition Award is meant to draw attention to what they do above and beyond these most vital and necessary services, what they do in their spare time, New York State employees give generously and faithfully while on the job and then they go home and give some more.

The next time you hear any individuals utter cynical remarks concerning public service and State employment, remind them of the generous and continual gifts of time, money and concern that are one of the exemplary trademarks of New York State employees."

—Joseph A.F. Valenti  
President, NYS Civil Service Commission

## Otsego County local starts fund to help fellow member and family in time of need

### Twin daughter, 4, requires delicate bone marrow transplant



THE HARRINGTON TWINS, Jody, left, and Jennifer.

COOPERSTOWN — Among the things first-time visitors to Otsego County's Leatherstocking District are impressed by are the beauty and quaintness of the area and the sincere, friendly manner of the people who live and work there.

That special we-care-about-you attitude was never more evident than when recently expressed by Otsego County employees for one of their fellow CSEA members.

Gary Harrington, an orderly at The Meadows County Infirmary, and his wife, Deborah, had learned that one of their identical twin daughters would require a delicate bone marrow transplant to help the child's body fight leukemia.

Although 4-year-old Jennifer has received chemotherapy treatment since 1981, the Harringtons only recently were told she would need the bone marrow transplant from twin Jody. When they also learned the operation in Boston would require them to stay there six weeks while Jenny remained in the hospital, it became very apparent they needed financial help.

News travels quickly in Otsego County, especially when it concerns the Harrington twins. Almost overnight Harrington's fellow CSEA members and workers at The Meadows started a fund to help the family defray expenses of the Boston trip. Although arrangements have been made for them to live at the Ronald McDonald House, the minimal charge for their expected stay and other costs could amount to a considerable hardship for Harrington, 10 years a county employee.

According to Mabel Wannamaker, president of CSEA Otsego County Local 839, the fund continues to grow by leaps and bounds, and has drawn response from employees throughout the county. Wannamaker credits part of that to the efforts of two employees at The Meadows, Sandy Hunt and Joyce Slater.

"In addition to individual contributions pouring in from members of Local 839 and other friends of the Harringtons, proceeds from a raffle will also be turned over to the general fund," Wannamaker said.

Any other CSEA local, unit or individual member wishing to contribute to the fund may send a check to: Gary Harrington Fund, c/o Mabel Wannamaker, CSEA Local 839, The Meadows, Cooperstown, N.Y. 13326.

## Local 690 members helping bring joy to needy children

For the 17th consecutive year, members of Taxation and Finance Department CSEA Local 690 have helped collect and outfit hundreds of dolls which will be distributed to needy children this Christmas in the Capital District. The project is a cooperative program with the Salvation Army. The dolls are outfitted, judged and put on display in the Albany area prior to distribution. Holding some of the award-winning dolls are, from left, Mrs. Lt. David Champlin of the Salvation Army, Mrs. William Nostrand of the Salvation Army Auxiliary; Molly Konczewski, chairperson of the Local 690 doll committee; and committee co-chairperson Barbara Konczewski. Photo below shows great detail that goes into the project.

"New York State employees give generously and faithfully while on the job and then they go home and give some more."

## North country SEFA campaign has union backing

GLENS FALLS — Joseph W. Kennedy, superintendent of the the Mt. McGregor Correctional Facility, has been appointed chairman of the State Employees Federation Appeal (SEFA) portion of the ongoing United Way Campaign in the tri-county area, which covers Warren, Hamilton and northern Saratoga County. Kennedy is a public employee since 1959, with the title of Executive Director Jane Caffrey, Capital Region District.



# Local 670 sets a fine example for Special Olympics

While public employees at all levels, state and local government, participate in an amazing variety of community service projects, one of the most popular in terms of numbers involved and contributions raised is the Special Olympics.

At every regional and statewide Special Olympics, you can find scores of public workers serving as volunteers. And between games, many CSEA locals and units are involved in organized fund raising projects to help support the Olympics. In fact, it was involvement in the Special Olympics to such a great degree that was a major factor in public employees earning the Presidential Recognition Award.

CSEA Local 670 of the Department of Labor in Albany is a prime example. For a number of years Local 670 has sponsored a runathon/walkathon to raise funds for the Special Olympics.

It has been an enormously successful project, and just two weeks ago Local 670 held the annual event at the State Campus in Albany. Local 670 President Jeanne Lyons reports the event raised a whopping \$2,800 this year.

Adjacent are photos of some of the many participants who helped make this event such a big success.



**Margaret McDermott grabs lead role in dinner theatre production of "Annie"**

# Biggest role yet for daughter of Local 050 member

By Tim Massie

CSEA Communications Associate

ELMSFORD — When 11-year-old Margaret McDermott walked into the Evening Dinner Theatre here recently, the bus load of Senior Citizens present didn't have to think for a second about who she "really" was.

"Oh, there's Annie! I can tell everyone I met Annie!" they shouted.

Margaret, the daughter of Frank and Peggy McDermott, looks like the character she will be playing at the Evening Dinner Theatre in this Westchester County community from June 29 through Sept. 18.

Margaret's father, Frank, is a member and former president of the Bridge Authority Local 050. He says his daughter, the youngest of three girls in the family, has performed at CSEA benefits and for retirement home residents, religious groups, and in school plays. She lives in the Peekskill area and goes to St. Columbina School in Peekskill.

She says she first realized she could sing when she was "younger" and put on shows for her family and relatives. Margaret says she received much encouragement from her family and tried out for a number of shows. She appeared in "Star Power," "Alice in Wonderland," and "Whatever Happened to Cinderella's Sisters?" with the Hand-to-Mouth Players in Garrison.

Margaret tried out for the role of Annie on Broadway and for the film version of the play, but was not selected. She then went to the popular dinner theatre about 25 miles north of the Great White Way to appear in "The Wizard of Oz," and "Goldilocks and the Three Bears," before again trying out for the part of the little orphan girl adopted by wealthy Oliver "Daddy" Warbucks.

Margaret had gone for a screen test for the film version of Annie, and got as far as a second call-back when auditioning for the Broadway play. This time, she made it all the way through to selection, and is now busy learning her lines.

"It's my biggest role," she says, "but it won't be too difficult to learn my lines. So far I've gotten through 30 pages from the 97 page script. I have to learn 11 songs, too."

Up to 500 girls tried out for the role of Annie or an orphan. No Daddy Warbucks has yet been selected for this production. Who will play Sandy is the big question.



"We may have the Broadway Sandy," Margaret says hopefully, "but he just got over an operation. If we can't get Broadway Sandy, we'll have Movie Sandy."

When asked whom she could credit for helping her in her show business career, Margaret sounded like the actresses receiving the Academy Award. "I'd have to thank my music teacher Ellie Mayer, Steve Callerhand (the dinner theatre's manager), the choreographers Bill and Bob, Sue Ryan from Westco Productions, and of course, Mom and Dad."

Margaret has a bubbly personality which comes through in her conversation. As one woman watching Margaret being interviewed said, "She's a natural," for this role and for a potentially successful and exciting future as a performer.

## CSEA petitions to represent workers at Fort Ann School

FORT ANN — The Civil Service Employees Assn. has filed a petition for certification to represent the Fort Ann Central School District employees. The filing came after the non-recognized Fort Ann School District Employees Association failed to negotiate a contract after nearly a year at the bargaining table.

"CSEA is seeking to replace an ineffective, almost inactive, independent bargaining group with a recognized, professional, efficient, active organization," John D. Corcoran, Jr., Capital Region Director, explained.

"The Fort Ann School District and the Washington County Highway employees' organizational campaigns are just the beginning of our plans for bringing public employees unionism into the Washington County area."

CSEA's action of filing for an election with PERB has caused the Fort Ann Central School District School Board to hold a special meeting concerning the bogged down negotiations with the in-house union. "I believe that the school district employees are smart enough to see through this charade," Corcoran said. "Just the mere mention of having a real union representing the interests of these dedicated school district employees has sent the School Board scurrying."



113 RETIREES HONORED AT ROME — The largest group of employees to retire at one time from Rome Developmental Center were recently honored by representatives of three employee unions and OMRD management. CSEA awarded certificates to retiring members, with Local 422 President Jon

Premo personally presenting awards to three of the most senior retirees. Taking part in the ceremony on the Rome D.C. campus were, left to right, Alvin Anderson, 35 years; Eleanor Collier, 38 years; Joseph Trudeau, 37 years; Premo; Keith A. Hoffman, director of Rome D.C. and Philip Catchpole, deputy director.

## Union wins appointment for therapy aide

ALBANY — Betty Ackley, after 18 years satisfactory experience as a therapy aide at the J.N. Adam Developmental Center, is entitled to a try at the middle management position of community residence assistant director.

Arbitrator Max Doner thus upheld a grievance which CSEA filed when Ackley did not receive the position, even though she was the most senior applicant. The union cited Article 29.1(b) of the Institutional Services Unit contract, which reads, in part, "appointments and promotions shall be made on the basis of seniority, as defined in the Seniority Article of this Agreement, subject to the operating needs of a department or agency or component thereof, or subject to an identification of differences between employees with respect to relevant factors concerning the employees' ability to perform the required duties and responsibilities satisfactorily."

The state's case failed on procedural grounds. The grievant was never

told the reason for non-appointment.

Said the arbitrator: "Minimally, the state had an obligation to go on record with the most senior candidate, by advising in writing the reason for non-appointment, which in clear language would tell Betty Ackley why she is not getting the appointment. In fairness to Betty Ackley and others similarly situated, the reason for non-appointment should initially be provided orally by an appropriate person at the facility, and only at option of the unsuccessful candidate, however senior, should the reason be put in writing."

In effect, Doner said a candidate must be given an opportunity to explain past performance. Otherwise, he commented, "it is not fair."

Thanks, then, to CSEA's legal assistance program, New York State was ordered to appoint Betty Ackley as a community residence assistant director.

## First contract penned in Fulton Co.



## Retro pay, salary increases highlight Local 818 package

JOHNSTOWN — The Fulton County Deputy Sheriff's Unit of CSEA Local 818 recently signed their first separate contract with the County Administration.

The two-year pact increases salaries by 6 percent each year and is retroactive to January.

In the area of parity, correction officers gained a \$.17 per hour increase to \$.632 per hour with investigators going to \$.642 and senior investigators to \$.67.

Deputies' uniform allowance was increased to \$250 per year with correction officers' allowance going to \$200 per year. Second and third shift workers will receive a \$.15 differential. A \$5.00 meal allowance for employees working in excess of 11 continuous hours in one 24 hour period was established.

Education in the criminal justice field now qualifies an employee for an education bonus with an Associate Degree earning \$100 extra in 1983 and \$200 in 1984. A Bachelor's Degree earns double that figure in each year.

A fully paid dental insurance program for all employees and their families will be provided by the County in January of 1984.

**FIRST CONTRACT SIGNED** — Fulton County Board of Supervisors Chairman Willard Weaver, County Clerk of the Board and Negotiator Peter Wilson, watch Fulton County Sheriff Robert Wandel and CSEA Sheriff's Unit President Sergeant Robert E. Walsh, sign the first contract between the County and the Sheriff's Unit. Joseph Bakerian, CSEA Representative, is prepared to witness the document as Susan Furlong, and William Sohl, President of the Fulton County Local 818, wait their turn.

Combined membership of 50,000

## Ohio public workers union to affiliate with AFSCME

COLUMBUS, OHIO — The Ohio Civil Service Employees Association (OCSEA) voted recently to affiliate with the million-member American Federation of State, County and Municipal Employees (AFSCME). The OCSEA/AFSCME Ohio unit will have a combined membership of 50,000 public employees.

The announcement follows a vote by the Ohio State Senate last month approving legislation which gives collective bargaining rights to the state's 300,000 workers.

Ohio is one of a handful of industrial states without a comprehensive collective bargaining law covering public employees. House passage of this legislation is expected sometime this summer.

"OCSEA and AFSCME together are about to embark on the biggest organizing drive this state has ever seen," declared Gerald W. McEntee, President of AFSCME. "We're setting out to win a square deal for all public workers of Ohio."

"OCSEA and AFSCME are certainly no strangers to each other. We know each other. We've worked together in the past, just as we are going to work together in the years to come," McEntee said.

"In 1981 we formed the Legislative Alliance, and as a result we won the biggest pay increases and the biggest improvements in benefits in Ohio history for state employees and university employees and county welfare employees.

And we're going to continue to work together to win a collective bargaining bill for all this state's public workers," the union president added.

The affiliation agreement, which now must be ratified by OCSEA's membership in a secret ballot election at 23 sites throughout Ohio next weekend, will make OCSEA/AFSCME the largest public employee union in the state.

As part of the affiliation agreement, AFSCME has agreed to provide OCSEA with a wide range of additional resources, including:

- An expanded political action structure.
- Additional resources for legislative and lobbying activities.
- A comprehensive leadership training program.
- Access to AFSCME's budgetary experts who analyze state, county and local fiscal policies.
- Stepped-up public relations. Over the past three weeks, AFSCME has spent \$140,000 in an intensive institutional ad campaign in television and radio in eight major media markets in the state.

"What we are observing is not an ending for OCSEA," McEntee said, "but the beginning of a new tradition and the beginning of a new day for public workers in the state of Ohio. They are going to have a real voice in how this union is run, and not just here in Ohio, but in the highest councils of the national union."

# NEW CONTRACTS

## STONY POINT PACT

Members of the Town of Stony Point Unit watch as Unit President Lucille Drof signs their new contract. Standing are William Plaisted, left, of the parks department, and Field Representative Chris Lindsay. Seated with Drof are Dale O'Dell left, highway department, and Chief Negotiator Herb Garrison. Missing from photo is Tom Brastolli, sewer department. The two-year contract calls for a combined pay increase of 18.5 percent. The unit is part of Rockland County Local 844.



## Rome library unit ratifies first pact

Rome — Members of the Jervis Library Unit, officially certified last December for affiliation with CSEA Local 833, Oneida County, have unanimously ratified their first contract with the Library Board of Directors.

Although the agreement between the library and the union required only four negotiating sessions from the initial meeting in March, it took almost two years to determine whether PERB or NLRB had jurisdiction over the employees.

Following the December certification, CSEA began formal negotiations March 8 and the members ratified an agreement May 9.

According to E.R. Ventura Jr., CSEA field representative and chief negotiator for the unit, the terms of the new two-year pact included an increase in

salary of 6.7 percent the first year, retroactive to Jan. 1, and a wage reopener the second year.

Other benefits cover binding arbitration and three paid holidays for part-time employees.

Ventura praised the members of the negotiating team and officers of the new unit for their effort through the lengthy pre-certification period and into the short span of contract talks.

"I want to personally thank Unit President Sandra Lockwood, chairperson for the negotiating committee; Cheryl Kegley and Louis Razzano for their work on behalf of all members of the Jervis Library Unit. Although this was their first experience at negotiating a CSEA contract, they did remarkably well. It was a pleasure to work with them," Ventura said.

## Norwich unit ratifies 2-year agreement

NORWICH — Members of the City of Norwich Unit of CSEA Chenango County Local 809 recently ratified a two-year agreement calling for salary increases and other important benefits.

According to E.R. Ventura, Jr., CSEA field representative and chief negotiator for the unit, terms of the new contract include:

- A 6 percent salary increase the first year, retroactive to Jan. 1;
- A 5 percent wage increase in the second year;
- An increase in dependent insurance coverage from 75 to 100 percent, effective from the contract signing date; and
- An improvement in the wage increment system.

The ratification in May by CSEA unit members and City of Norwich representatives concluded negotiations begun in November.

Members of the CSEA negotiating committee included Chairman Michael Pollie, Ward Brewer, Fred Gray and Joseph Wagner.

## Judicial Board ruling final on Seneca County officers

ALBANY — A CSEA Judicial Board determination which called for the ouster of two Seneca County union officials last year is now final, according to Judicial Board Chairwoman Eva Katz.

The period for the two officials to file an objection to the Appeals Committee of the CSEA Board of Directors has expired, Katz noted.

The Board issued formal charges in October 1982 against Reno Piagentini and Joan Swarthout, president and treasurer, respectively, of Seneca County Local 850 and the Seneca County Unit.

Charges filed by CSEA Treasurer Barbara Fauser alleged that Piagentini and Swarthout had violated the CSEA local and unit constitutions by paying money from local and unit treasuries without proper documentation and by reimbursing Piagentini for expenses which had already been reimbursed by CSEA, Inc.

A formal hearing was held on the charges in December at the Region V office in Syracuse.

The Judicial Board's decision read in part: "The use of union funds for personal gain or purpose is not only illegal, but violates the fiduciary duty each elected officer owes to his or her membership. Unauthorized use of union funds is nothing more than cheating the membership and undermines the integrity of the union as a whole. Such conduct cannot be condoned or ignored."

Because of the seriousness of the charges, the Judicial Board ruled that Piagentini shall not be allowed to hold any CSEA office, appointed or elected, for a period of five years. He was also directed to repay the sum of \$1,475.36 to the Seneca County Local treasury.

The Judicial Board issued a formal reprimand to Swarthout. While she did not seek or receive any personal financial gain from her position as treasurer, the board noted, her negligence in not requiring documentation for expenses paid created a situation in which it was not known whether union monies were spent for legitimate union purposes.

At the hearing, it was also noted that Swarthout had not participated in the treasurer's training seminar required of all local and unit treasurers.

The Judicial Board removed Swarthout from office and ruled she not be allowed to hold any CSEA office for one year.

## —PLANNING ON RETIREMENT?—

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PHONE NUMBER HOME \_\_\_\_\_ WORK \_\_\_\_\_

APPROXIMATE RETIREMENT DATE \_\_\_\_\_

SOCIAL SECURITY NUMBER \_\_\_\_\_

## In Washington County:

# Highway employees file for representation election

FORT EDWARD — Dissatisfied with the lack of representation and lack of collective bargaining skill shown by Teamster Local 294, Washington County Highway Department employees have signed more than enough CSEA union designation cards to force a representation election.

"The Capital Region of CSEA will be very happy to welcome 79 new union brothers," John D. Corcoran, Jr., Capital Region Director, stated as he filed the necessary paper work with the State Public Employment Relations Board to force a representation election to settle the matter.

"The reputation of Teamster Local 294 is stained with failure after failure to properly represent the interests of any of its members in either the private or

public sector," Corcoran said. "Now some brave Washington County employees are stepping forward to cast off the tarnished Teamster image and establish themselves as true public employee unionists under the banner of CSEA."

Corcoran noted that after nearly a year of negotiations with Washington County officials, the Teamsters had only achieved a 3.5 percent salary increase in each year of a two-year pact.

"The workers wanted more and they were willing to get involved to attempt to influence the course of negotiations," said Corcoran. "But the Teamsters handled everything and failed to achieve the goal the workers desired."

# Equal Pay Act hasn't closed wage gap, charges national leader on pay equity

WASHINGTON — In a statement released June 10, the 20th anniversary of the passage of the Equal Pay Act, the head of a national coalition pressing for pay equity for women said the act has not worked to close the gap between male and female wages and that the Reagan administration has "effectively terminated" enforcement of civil rights legislation which forbids wage discrimination based on sex.

"Reagan's Equal Employment Opportunity Commission (EEOC) appointees, the Department of Justice and the Department of Labor have taken no affirmative steps to tackle employment discrimination and have, therefore, sent signals to employers that they may operate as they please," said Nancy Reder, chair of the National Committee on Pay Equity. AFSCME, CSEA's international affiliate, is represented on the Nation Committee's Board of Directors.

And in New York State, CSEA and AFSCME have combined to lead the battle for pay equity. Just last month, the two unions filed a sex discrimination charge against Nassau County, which employs 14,000 workers represented by CSEA.

"In the last 20 years, since the passage of the Equal Pay Act, the gap between wages paid to women and wages paid to men has not decreased," Reder said. "Women continue to earn about 59 cents for every dollar a man makes, despite passage of the Equal Pay Act and, one year later, Title VII of the Civil Rights Act."

"Today a woman with a college education earns less on the average than a man with an eighth grade education, and for a woman with an eighth grade education, the chance to support herself and her family is virtually non-existent."

The organization Reder heads is leading a national campaign on behalf of the concept of pay equity, which holds that jobs of the same value in the same place of employment should be paid equally, with "value" determined by the skill level and education required, along with level of responsibility and working conditions.

"The Equal Pay Act mandates equal pay for men and women performing the same jobs in the same place of work," Reder explained. "The trouble is, there just aren't many 'same' jobs around — in this country, jobs are largely sex-segregated."

The result of this occupational sex-segregation, Reder said, is that women's jobs are artificially undervalued and the further result is that clerical workers, mainly women, make less than housepainters, mainly men. She said sewing machine operators, for the same reason, make less than groundskeepers and that nurses make less than pharmacists and, in many areas, less even than parking lot attendants.

"Because the Equal Pay Act does not address the relevant issues, the only hope for women workers is full enforcement of Title VII," Reder said.

"Trouble is, Title VII hasn't really been tried — in all these years the EEOC has never initiated a pay equity lawsuit."

Pay equity, sometimes called "comparable worth," has become a rallying cry for women's and civil rights organizations and labor groups. Unionized workers have begun to insist on pay equity clauses in their contracts, and many state, county and city governments have passed pay equity laws and instituted job evaluation studies to help close the pay gap.

"We've had poor enforcement of the Equal Pay Act as well as Title VII down through the years," Reder said. "The result is a blatant injustice to women as well as a drain on our struggling economy. Half the families living in poverty in this country would not be there if women were paid the wages men are paid for jobs of comparable worth."

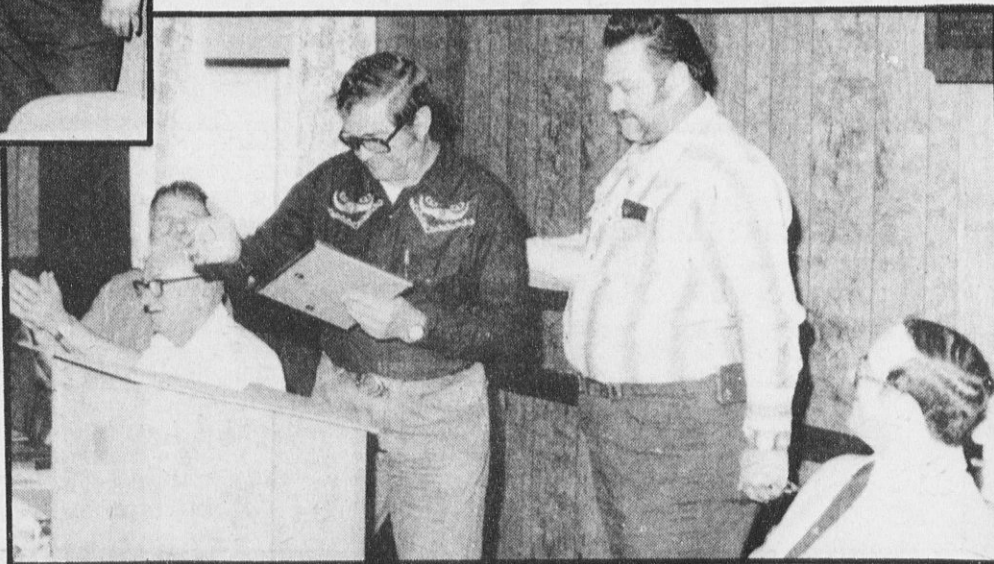
The National Committee on Pay Equity, headquartered in Washington, D.C., was formed some three years ago and lists public officials, activists, workers and scores of powerful organizations — including labor unions, women's, civil right and church groups — as members.

Reder, in addition to serving as chair of the committee, is director of Social Policy for the League of Women Voters Education Fund.



**EXPERIENCE COUNTS** — Eight DOT workers retired recently, and together they clocked in 208½ years of experience. Standing from left are: Preston Rifenburg (13 years), Richard VanVoorhis (44 years), Paul Kefor (34 years), Walter Shaw (15 years), Thomas King (32 years), Robert Cardascia (41½ years) and Local 507 President Jack Shaw. Seated from left are Ralph Roe (14 years) and John Barresi (15 years). Each man received a plaque from CSEA for their years of service.

**HONOR THY FATHER** — Local 507 President Jack Shaw, standing right, presents a plaque to his father, Walter G. Shaw, honoring his 15 years of work in the New York State Department of Transportation in District 8. The older Shaw was one of eight DOT members to retire recently. They were honored at a luncheon at the American Legion Hall in Pleasant Valley, Dutchess County.



# 1983 CSEA LEGISLATIVE PROGRAM STATUS REPORT

## AS OF JUNE 3, 1983



### EMPLOYEE RIGHTS

#### BILL NUMBERS, SPONSORS

#### BILLS

#### STATUS

ER-1  
S.4358 Rules  
A.5827 Barbaro

**AGENCY SHOP** — This bill received bi-partisan support from those legislators who felt that non-members should be required to contribute toward the cost of services provided them by the unions. Public employee unions have demonstrated a responsible and aggressive attitude in bargaining on behalf of all of those they represent, not just union members. The law should be made both permanent and uniform for all public employees in New York State.

S. Civil Service & Pensions  
A. Governmental Employees

ER-2  
S.  
A.5138 Lentol

**LIMITED RIGHT TO STRIKE** — Several other states, including Alaska, Hawaii, Idaho, Minnesota, Montana, Oregon, Pennsylvania and Wisconsin allow public employees, other than those engaged in essential services, the right to strike where both parties have participated in impasse resolution procedures which have been unsuccessful. This bill is modeled after the Hawaii approach, and would provide a right to strike for public employees who do not have resort, by law or agreement, to an impasse resolution procedure which culminates in final and binding interest arbitration.

S. Rules  
A. Governmental Employees

ER-3  
S.  
S.  
A.1502 Gottfried  
A.1503 Gottfried

**EMPLOYER IMPROPER PRACTICE** — Public employee strikes may be caused by an employer improper practice, usually the failure to bargain in good faith. Where a strike was caused, in whole or in part by such an improper practice, the two for one penalty against employees and the loss of dues deduction against the union could not be implemented.

S.  
A. Governmental Employees  
A. Governmental Employees

ER-4  
S.3728 Johnson, Floss, Lack,  
Pisani, Trunzo  
A.4832 Lentol, Spano, Proud, et  
al

**LOBA FOR POLITICAL SUBDIVISIONS** — The final resolution of an impasse in negotiations would be resolved with the system of last offer binding arbitration, under which a panel consisting of one member appointed by the public employer, one member appointed by the union and one member appointed jointly, would select the most reasonable final offer of either the public employer or the union. This bill is particularly designed for the political subdivisions, and is to be utilized as an optional method to finally resolve an impasse.

S.  
S. Civil Service & Pensions  
A. Governmental Employees

ER-5  
S.3903 Schermerhorn  
A.5109 Lentol, et al

**U-GRADES** — This bill amends the Civil Service Law and the Education Law to prevent the Chancellor of the State University from unilaterally changing positions in the university from the classified service to the unclassified service in derogation of the constitutional concepts of merit and fitness.

S. Civil Service & Pensions  
A. Government Employees

ER-6  
S. 552 Galiber, Ackerman, Bab-  
bush, Bartosiewicz,  
Leichter, Marchi,  
Markowitz, Ohren-  
stein, Pisani, Winikow  
A.1850 Eve, Nine, Griffith,  
DelToro, Farrell, Ser-  
rano, Vann, Boyland,  
Daniels, Davis, Green,  
Greene, Jenkins, Nor-  
man, Patton, Rivera,  
Robles, Waldon, et al

**MARTIN LUTHER KING DAY** — This General Construction Law presently sets forth public holidays. Although Dr. Martin Luther King Day is designated as a public holiday, the law does not provide for its public celebration. This bill would change that provision so that Dr. Martin Luther King Day would have the same status and importance as other public holidays.

S. Judiciary  
  
A. Rules

ER-7  
S.1521A Schermerhorn  
A.1982A Seminerio

**§75 REVISION—HEARING OFFICER** — To be selected from a panel of arbitrators-Civil Service Law §75 presently provided the procedure by which an employee of the State or political subdivision with permanent status may be terminated for incompetence or misconduct. CSEA and the State have negotiated an alternate disciplinary procedure which ends in final and binding arbitration. Under §75 however, the hearing is to be held by the appointing authority or his designee. As a result, the employer becomes the prosecutor, judge, and jury, a most unfair procedure. This bill would require the selection of an independent hearing officer.

S. Civil Service & Pensions  
A. Government Employees

ER-8  
S.2402A Pisani  
A.2826 Barbaro, Lentol, et al

**ATTORNEY FEES-WORKERS' COMPENSATION** — Present law requires an injured employee to file a claim for workers' compensation or death benefits where injury or death arose out of an in the course of employment, and prevents an employee from suing the employer directly. Unlike a direct suit, benefits under the Workers' Compensation Law are severely limited to a percentage of an employee's average weekly wage. Where an employer controverts or denies the claim, a hearing must be held. If the employee retains a licensed representative or an attorney, those fees are taken out of the extremely minimal award. This bill would require fees to be paid by the carrier, in addition to the award, where the employee is successful.

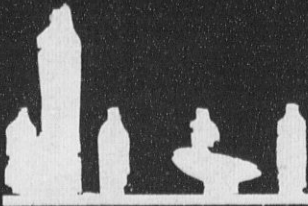
S. S. 6-3-83 3rd Reading  
A. Rules

ER-9  
S.  
A.

**§72 MENTAL & PHYSICAL DISABILITIES** — Permanent employees who are unfortunate enough to become mentally or physically disabled from performing the duties of their jobs may now be placed on leave without pay status for one year and terminated at the end of that year if unable to return to work. The federal courts have criticized the absence of due process in this procedure, and have set up certain safeguards to be followed. This bill would incorporate those safeguards and provide for a hearing, before an independent hearing officer, on the issue of whether an employee was physically or mentally able to perform the duties of his or her position.

S. Civil Service & Pensions  
A. Ways & Means





# 1983 CSEA LEGISLATIVE PROGRAM

## BILL NUMBERS, SPONSORS

## BILLS

## STATUS

ER-10  
S.3544 Farley  
A.6194 Lentol

**LAYOFF UNITS** — This bill amends the Civil Service Law to provide that the layoff unit in a political subdivision with a population subdivision of fewer than 50,000 shall be all of the departments or agencies in the political subdivision, rather than the single department or agency as is the present case. A political subdivision could "elect out" of these provisions by filing an appropriate resolution.

S. Civil Service & Pensions  
A. Government Employees

ER-11  
S.4180 Bruno  
A.

**LOCAL CIVIL SERVICE NOTIFICATION** — This bill would require the personnel officer or local civil service commission to provide written notice of proposed rule changes to persons interested, and is similar to the procedure presently provided for the New York State Civil Service Commission under the Administrative Procedure Act.

S. Civil Service & Pensions  
A. Governmental Employees

ER-12  
S.4048 Padavan  
A.3036 Connelly, Davis, Graber,  
Harenberg, McCabe

**COMMUNITY SERVICE BOARDS** — This bill would allow employees of the Department of Mental Hygiene to serve on Community Service Boards.

S. Substituted A. 3036  
A. 3-14-83 Passed Assembly  
136-5 6-3-83 3rd Reading

ER-13  
S.2398 Schermerhorn, Padavan  
A.2146 Catapano, Lentol, et al

**MILITARY LEAVE (30) WORKING DAYS** — The New York Court of Appeals, New York's highest court, has recently determined that the provisions governing military leave for public employees provides for paid military leave for 30 calendar days, instead of for 30 work days. As a result, employees who work on the second shift or who have pass days on other than weekends, may be required to attend ordered military drills without being paid. This bill would merely restore the practice as it existed prior to the Court of Appeals decisions.

S. 6-3-83 3rd Reading  
A. Ways & Means

ER-14  
S.  
A.

**NY/NJ WATERFRONT COMMISSION** — This bill would provide civil service status for employees of the New York/New Jersey Waterfront Commission.

S.  
A.

ER-15  
S.1153 Pisani, Montalto  
A.2126 Barbaro, Branca, Pillitere,  
Passannante,  
Feldman, et al

**WHISTLEBLOWER** — This bill provides protection for both public and private employees against retaliatory personnel action by an employer against an employee who discloses policies or practices reasonably believed to pose a threat to public safety or health, or who discloses substantial mismanagement, gross waste of funds or abuse of public authority.

S. Substituted A. 2126  
A. 6-3-83 3rd reading

ER-16  
S.1350A Schermerhorn  
A.1579A Hinchey, Lentol, et al

**VIETNAM CONFLICT DATES** — This bill would define the dates of the Vietnam Conflict as being from January 1, 1963 to February 1, 1973 for the purposes of the Public Officers Law.

S. 3-7-83 Passed Senate 52-0  
Substituted A.30,001  
5-18-83 Passed Assembly 123-0  
5-23-83 Passed Senate 57-0  
Awaiting Governor's approval  
A. Substituted A.30,001

ER-17  
S.1081 Schermerhorn  
A.1210 Hinchey

**VIETNAM VETS MEDICAL LEAVE** — This bill would provide Vietnam Veterans with the ability to attend appointments at VA hospitals or similar medical facilities without charge to leave credits, for treatment and care related to service-connected disabilities.

S. 3-7-83 Passed Senate 52-0  
Rfd. to A. Gov. Employees  
A. Ways & Means

ER-18  
S.2002A Budget  
A.2502A Budget

**WESTCHESTER COURT EMPLOYEES TRANSFER**—This bill will provide that permanent employees of the County of Westchester Department of Public Safety and Services performing security services in the courts where jobs will be taken over by the State of New York of the Judiciary Budget will be allowed to elect a transfer to the state, receive credit for sick leave and severance pay, maintain permanent status and receive credit on the state salary schedule for previous years of service.

S. 3-26-83 Passed Senate 58-1;  
3-31-83 Signed by Governor  
A. S.2002A Substituted; 3-26-83  
Passed Assembly 122-16;  
3-31-83 Signed by Governor  
Chapter 51 Laws of 1983

ER-19  
S.  
A.

**TAX AND FINANCE** — This bill is necessary to protect the rights of certain long term state employees to receive lump sum benefits where there have been short term promotions which might technically preempt eligibility.

S. Civil Service & Pensions  
A. Ways & Means

## EDUCATION

ED-1  
S.2253 Donovan  
A.1481 Stavisky

**PARITY BILL** — The Education Law presently encourages the contracting out of transportation services by school districts by giving private contractors a more favorable state-aid formula. This bill will eliminate that advantage.

S. Finance  
A. Education  
Passed in part . . . See Chap. 53  
of Laws of 1983 S.2004A /  
A.2054A

ED-2  
S.1333 Donovan  
A.1652 Stavisky

**CONTINGENCY BUDGET** — This bill would provide for a local school board to adopt an alternate budget procedure which would allow them, after a regular budget has been defeated by the voters, to provide for continuation of contingency services such as cafeteria services and transportation services.

S. 2-15-83 Passed Senate 57-1  
Rfd. to A. Education  
A. Education

ED-3  
S.4036 Present  
A.5055 Graber

**BUS SEATS** — The Transportation Law would be amended to require motor vehicles seating eleven passengers or more, and used in the business of transporting school children, to be equipped with padded seat backs at least twenty four (24) inches in height, rather than twenty eight (28) inches in height.

S. Transportation  
A. Codes

# STATUS REPORT

## AS OF JUNE 3, 1983



### RETIREMENT/RETIRES

#### BILL NUMBERS, SPONSORS

R-1  
S. 686 Schermerhorn  
A. 737 Lentol

R-2  
S.3849 Schermerhorn  
A.5114 Lentol

R-3  
S. 860 Kehoe  
A.1005 Conners  
S.1506 Auer  
A.1974 H. Miller

R-4  
S.1532 Farley  
A.2019 Conners

R-5  
S.3905 Schermerhorn  
A.5107 Lentol

R-6  
S.3229 Volker  
A.4009 Eve

R-7  
S.  
A.

R-8  
S.  
A.

R-9  
S.  
A.

R-10  
S.4605 Farley, Flynn, et al  
A.6175 Lentol

R-11  
S.1706 Schermerhorn  
A.2242 Hinchey, Lentol

R-12  
S.3783 Schermerhorn  
A.4829 Lentol

R-13  
S.  
A.5437 Kremer

R-14  
S.3396 Auer  
A.5432 Sears

R-15  
S.3425B Budget  
A.4225B Budget

#### BILLS

**BOARD OF TRUSTEES** — The Employees Retirement System is presently administered by the Comptroller, who is also the sole trustee of more than \$18 billion in assets. Public employees who are members or pensioners of that system have no voice in investment decisions made by the Comptroller, unlike those in the five pension systems in New York City and the New York State Teachers Retirement System. This proposal would guarantee public employee voting membership on the Board of Trustees for the Employees Retirement System.

**SUPPLEMENTATION** — In order to offset inflationary increases occurring during the last year, this bill would add to the supplementation provided by Chapter 422 of the Laws of 1981. The increase in the amount of supplementation would vary from year to year, would be computed on the first \$8,000 of annual retirement allowance, and be available for those who retired at age 55.

**VETS BUY-BACK** — CSEA continues to support the concept that veterans of World War II, Korea and Vietnam shall be allowed to purchase up to three years credit in the Retirement System for service in those wars.

**HEALTH INSURANCE-UNUSED SICK LEAVE** — This bill would allow an unmarried spouse of an active employee of the state who died on or after April 1, 1979, to continue individual coverage and exhaust any accumulated and unused sick leave up to 165 days.

**TIER I AND II REOPENERS** — This would allow employees who were on the payroll prior to the cutoff date for eligibility in the lower tier and who, through no fault of their own, were both eligible for membership and reasonably believed they had properly applied for the membership, to file to become members of the lower tier.

**UNIVERSITY OF BUFFALO** — This bill would allow employees who were employed by the University of Buffalo prior to its acquisition by the State of New York to purchase retirement credits from the New York State Retirement System for the time of employment by the University, with electing employees contributing both individual and employer contributions, together with appropriate interest.

**HEART BILL** — This bill would provide a presumption that diseases of the heart occurring correction officers were caused by employment for retirement system accidental disability hearings.

**TIER III ELIMINATION** — This bill would eliminate Tier III of the Employees' Retirement System.

**FIRST \$20,000 EXEMPTION** — This bill would allow the first \$20,000 of a pension allowance to be exempt from Federal Income Tax.

**RETIREE EARNINGS** — This bill would increase the amount a retiree from the State of New York or its political subdivisions could earn without loss or diminution of retirement or its political subdivisions. It is the intent of the committee that such amount keep pace with the amount provided with respect to federal social security.

**DENTAL PLAN** — This bill would simply allow retirees to be eligible for dental insurance under the group coverage.

**HEALTH INSURANCE-25% OF COST FOR DEPENDENTS** — This bill would provide that the surviving spouse of a retiree who had family coverage in the health insurance plan would be allowed to continue such coverage after the employee's death, at no more than 25% of the full cost.

**CORRECTION OFFICER 25 YEAR PLAN** — This bill would provide, on a local option basis, a 25 year half pay retirement plan for correction officers of political subdivisions.

**ROME COMMUNITY STORE** — This proposal would provide retirement system credits for employees of the Rome Community Store in the Department of Mental Hygiene who have been denied service credit for years of service prior to June 21, 1973, because the Retirement System has determined that they were not authorized retirement credit prior to that date.

**EARLY RETIREMENT** — This bill grants an additional three (3) years retirement service credit to certain non-elected related provisions. This bill also makes other related provisions.

#### STATUS

S. Civil Service & Pensions  
A. Government Employees

S. Civil Service & Pensions  
A. Government Employees

S. Finance  
A. Ways & Means  
S. Civil Service & Pensions  
A. Veterans Affairs

S. Civil Service & Pensions  
A. Ways & Means

S. Civil Service & Pensions  
A. Ways & Means

S. 6-3-83 3rd Reading  
A. Government Employees

S.  
A.

S. Civil Service & Pensions  
A. Governmental Employees

S.  
A.

S. 4-27-83 Passed Senate 59-0  
5-25-83 Substituted A.6175  
5-25-83 Passed Assembly 140-0  
Waiting Delivery to Governor  
A. Waiting Delivery to Governor

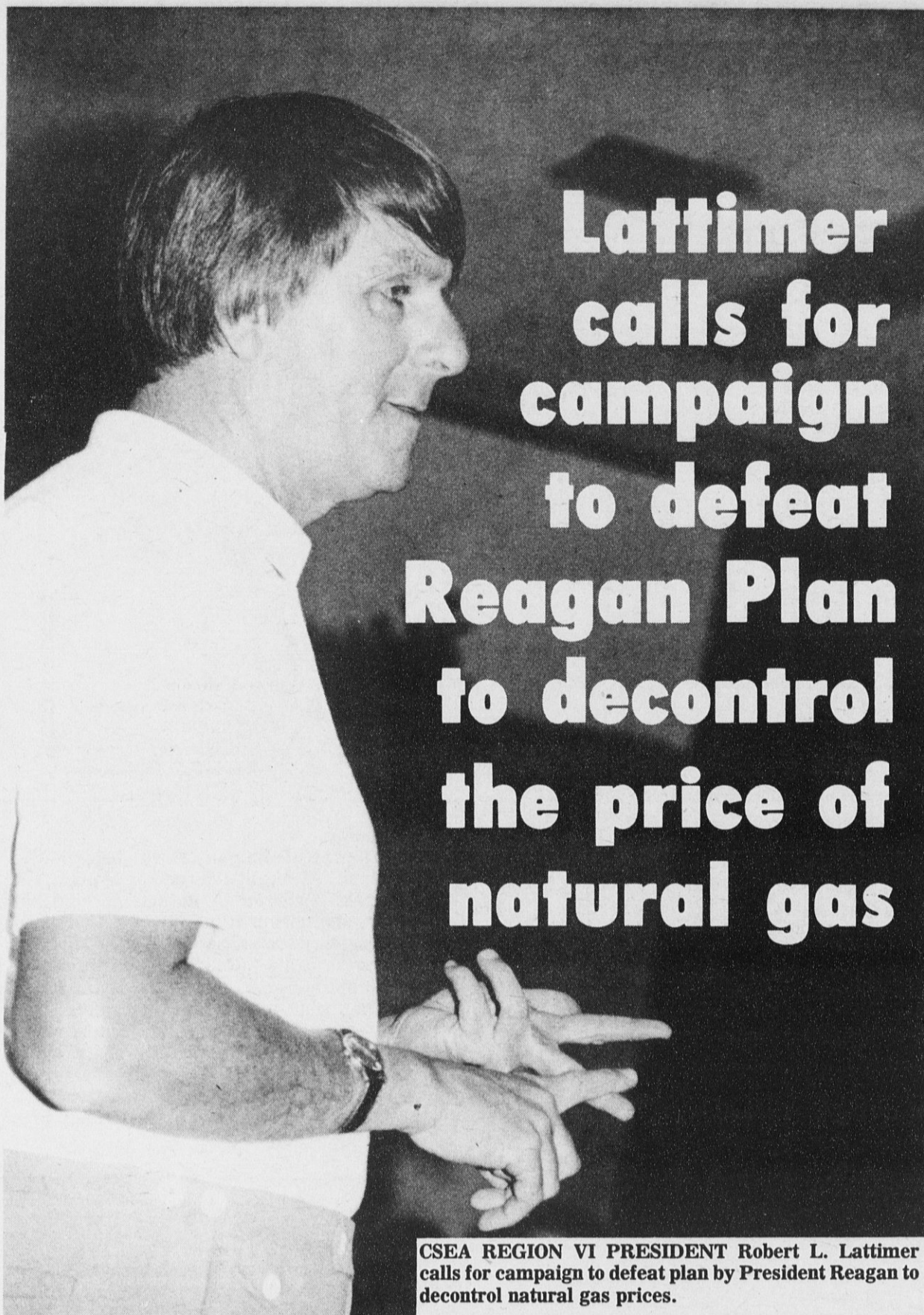
S. Civil Service & Pensions  
A. Ways & Means

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A. Government Employees

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A. Government Employees

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A. Governmental Employees

S. A.4225B Substituted; 3-26-83  
Passed Senate 57-2  
A. 3-17-83 Passed Assembly  
128-2; 3-28-83 Signed by  
Governor Chapter 17



# Lattimer calls for campaign to defeat Reagan Plan to decontrol the price of natural gas

**CSEA REGION VI PRESIDENT Robert L. Lattimer** calls for campaign to defeat plan by President Reagan to decontrol natural gas prices.

**ALFRED** — A campaign to defeat a proposal by President Reagan that would decontrol natural gas prices was a major topic of discussion, as Region VI delegates met in a two-day conference on the campus of SUNY College at Alfred.

Calling the Reagan proposal another which would, "in effect, allow big business to do anything it wants without anyone looking out for the consumer," Region VI President Robert L. Lattimer urged regional members to write their congressmen voicing support for the Natural Gas Consumers Relief Act. The congressional bill, number HR2154, would "help roll back gas prices and provide relief for our members who use natural gas," Lattimer said. The Region President said letters for individual signing would be distributed to members so that congressional representatives would be aware of the public desire for relief from spiralling heating costs.

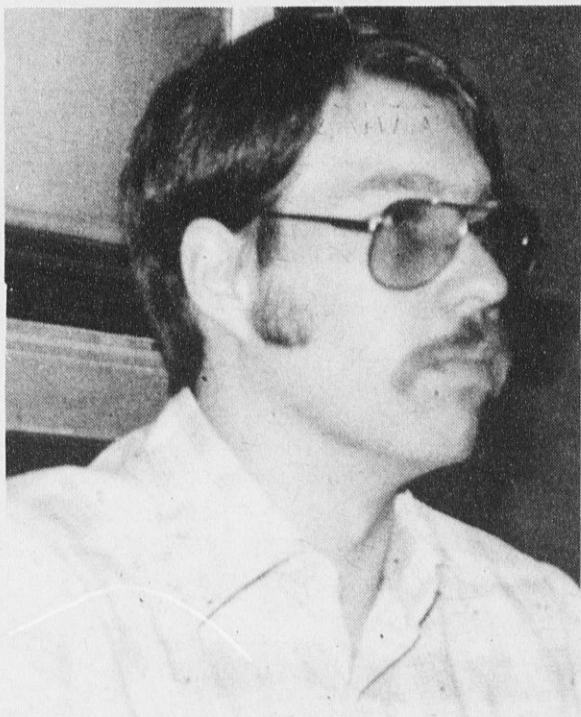
"Even though the weather is getting better for the summer," Lattimer said, "I cannot emphasize how crucial this matter is. We were lucky with this past winter's mild weather, but we don't want to have the choice of 'heat or eat' next winter."

In another matter at the region conference, the death of a fellow CSEA member was announced, underlying the need for continuous safety measures to protect public employees on the job. Region VI Safety Specialist John Beiger, said the death of Donny McCleary, 36, a Steuben County highway department employee, brought home the need for consciousness of job safety needs and the recently enacted public employee OSHA law.

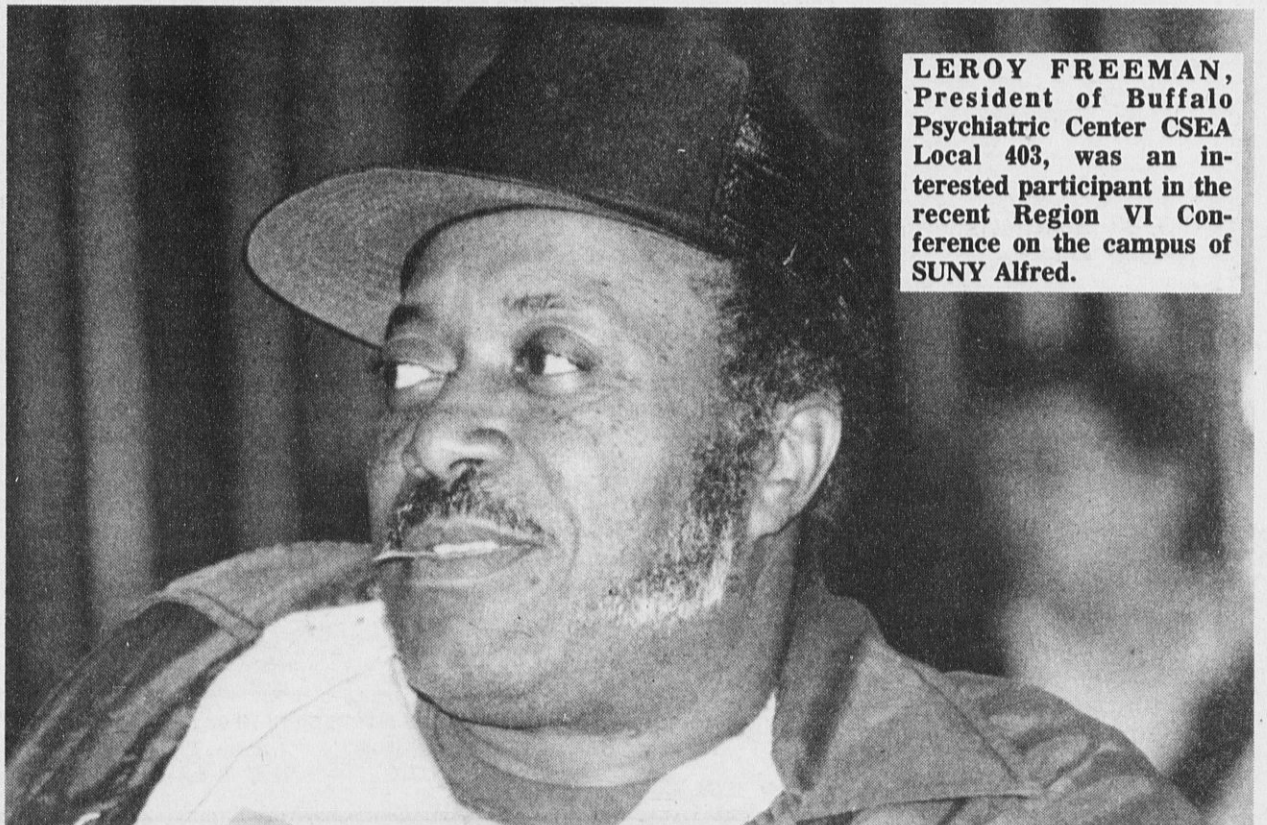
"Although some accidents may be avoidable," Beiger said, "many hazards can be eliminated before a tragedy occurs if all are conscious of the need to be aware."

After giving a brief history of the CSEA struggle for passage of the public employee OSHA law, Beiger gave a description of his duties which included investigating complaints of members about job hazards, giving safety instructions, advising the region safety committee and filing OSHA complaints. He urged locals to establish their own safety committees and offered his assistance in getting them started. "Being one person, I can't investigate every worksite in our region, so each unit should be aware and active in working for their fellow employee's safety," Beiger said. In a related occupational safety matter, Regional President Lattimer announced that the Western New York Coalition on Occupational Safety and Health (WNYCOSH) would soon be setting up a clinic in Western New York to assist union members in OSHA problems.

A successful PEOPLE RUN contributed a sizeable donation to the political action efforts of the union. A one-mile relay race was held on the quarter-mile track of the Alfred College campus.



**REGIONAL OSHA SPECIALIST John Beiger** discusses the tremendous importance of practicing safety on the job.



**LEROY FREEMAN,** President of Buffalo Psychiatric Center CSEA Local 403, was an interested participant in the recent Region VI Conference on the campus of SUNY Alfred.

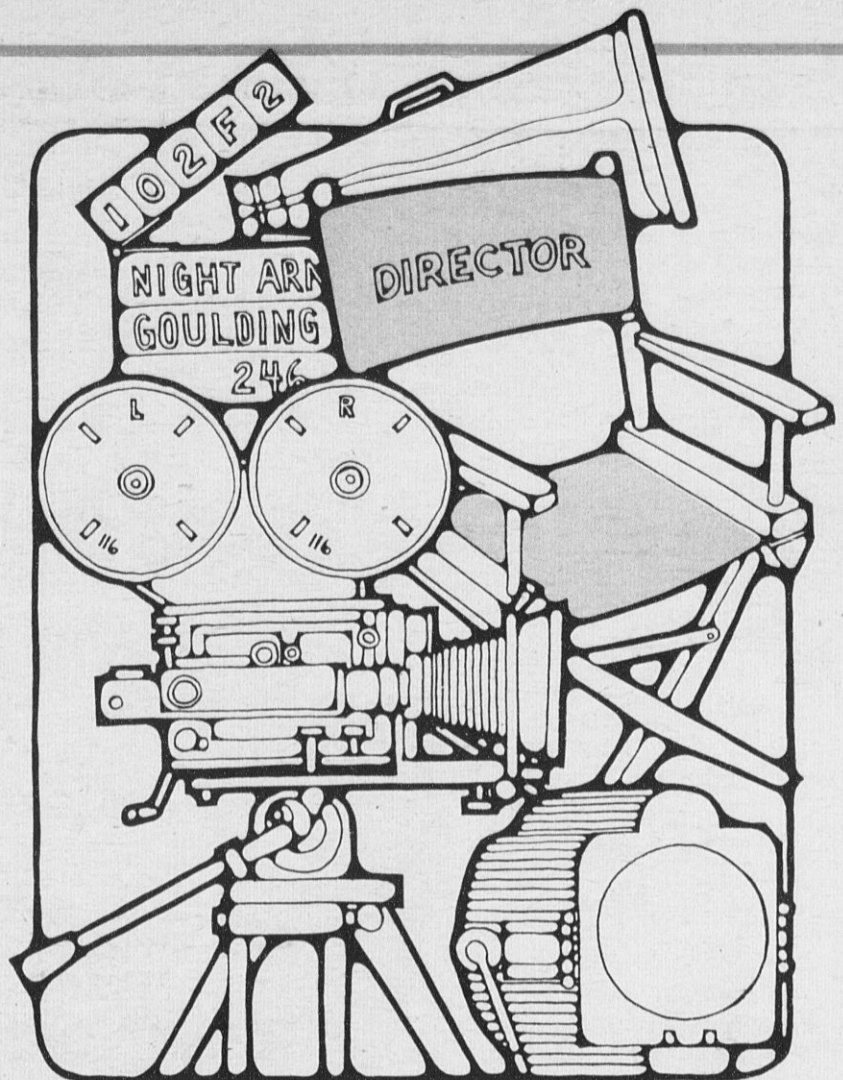
## SOLIDARITY CENTER

Information of interest to union members and all friends of Labor

# Lights, camera, action! Films provide a creative medium for union meetings

Looking to do something different at your next union meeting? Why not show a movie?

CSEA's education and training department can arrange to loan you one of the following 16 mm films. Call four weeks in advance to assure delivery. The telephone No. is (518) 434-0191.



### —ROSIE THE RIVETER—

60 minutes.

This feature film, which has been shown commercially, focuses on the problems faced by women who were employed during World War II, especially those in nontraditional jobs such as that held by the legendary Rosie the Riveter.

### —UNION MAID—

48 minutes.

Three women relate the drama and the tribulations of their experiences in organizing industrial workers in the 1930s. With good humor and a knack for storytelling, they relive the long hours, low pay, and terrible working conditions of the Depression Era. Rare historical film and labor songs bring to life this crucial time in American labor history. The New York Times called this film, "one of the more moving, more cheering theatrical experiences available."

### —I AM A MAN—

28 minutes.

This is a documentary of a milestone in American labor history and in the struggle for human rights. The 1968 strike by black sanitation workers, members of Local 1733 in Memphis, Tennessee, was more than a struggle for recognition and the settlement of grievances. The picket signs proclaimed, "I Am A Man;" the strike was for dignity and respect on the job. Dramatic documentary footage displays the variety of tactics used by the union. Dr. Martin Luther King's eloquent participation is very moving. His assassination, the day after his "I've been to the mountain top" speech to the strikers, forced the city officials to negotiate a settlement. Members are shown at work today as they describe what the union means to them.

### —WITH BABIES AND BANNERS—

45 minutes.

The General Motors sitdown strike in 1937 touched off a wave of union militancy across the nation. The significant role that women played in winning the historic strike is told in this documentary. Nine women, leaders of the Women's Emergency Brigade, tell their story with documentary footage of the strike. The film portrays the everyday life of working women during the 1930s — the problems they faced at home, on the job and in the union.

### —MAKING POINTS—

10 minutes.

A provocative exploration of contemporary perceptions of the roles of men and women. Issues included are sex discrimination, women as union activists, and women in non-traditional jobs.

### —THE WORKPLACE HUSTLE—

30 minutes.

An excellent training tool, the film focuses attention on the damaging effects of sexual harassment on productivity, morale and the hidden human and monetary loss to the employer.

Using real people and situations, the film explores the behavior and motivations of harassers; details the real costs of unchecked harassment on victims and employers; discusses the impact of recent court rulings on personnel policies and procedures; outlines commonsense, solution-oriented strategies.

### —WORKER TO WORKER—

30 minutes.

This moving documentary is actually a series of case studies of health and safety problems which were successfully addressed by affected workers through OSHA. The film demonstrates that health and safety issues can be useful organizing issues.

### —SONG OF THE CANARY—

58 minutes.

A powerful human story behind the headlines. At a California chemical plant, the filmmakers uncovered a national scandal that rocked the chemical industry: workers had become sterile from handling a powerful farm pesticide. In the Carolinas, the film follows cotton mill workers, weak with "brown lung" disease, who battle mill companies and government bureaucracy for compensation and safer working conditions. Through the personal stories of these workers, this film is an engrossing and timely examination of a problem that confronts millions of Americans each working day.

### —SOLIDARITY DAY—

12 minutes.

The historic protest march brought 500,000 workers and their allies to Washington on September 19, 1981 is recorded in this documentary film. It is a moving film which can be used to discuss the next step — how do we follow up the strength and commitment that was demonstrated on Solidarity Day to build a stronger labor movement, build coalitions, and prepare for the 1982 elections.

### —CONTROLLING INTEREST: THE WORLD OF THE MULTINATIONAL CORPORATION—

45 minutes.

A powerful exploration of the pervasive influence of multinational corporations and the American government throughout the world. The film uses Brazil as a case in point: a nation in which large foreign investments bolster a status quo of vicious repression and widespread poverty.

Have any ideas for Solidarity Center? Send them to the CSEA education and training dept., 33 Elk St., Albany, N.Y. 12224.

# Communications

## Best way to keep membership informed