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Ballots go out January 19 to eligible voters

ture at stake in Erie election

BUFFALO — Erie County employees will be voting this month for the union of their choice in a representation election for all county employees ordered by the state Public Employment Relations Board (PERB).

CSEA, the incumbent union representing Erie County employees, faces a challenge from a so-called "association" which presently represents no one, has no staff, no constitution or by-laws, and no structure of any kind.

Despite CSEA's objections to a representation election involving a nonentity, PERB will be mailing ballots to all county employees on January 19. Marked ballots must be returned to PERB by no later than February 6 to be valid. Ballots will be counted on that day in Albany.

For county employees, the election represents a continuing delay in CSEA's negotiations with the county for a new contract. While the union was ready to go to the bargaining table with employee demands months ago, the challenge — led by people defeated in democratic union elections in the past forced postponement of bargaining under orders from PERB.

CSEA Local 815, representing Erie County employees, had already

assembled a list of contract demands - headed by salary increases and new dental insurance — and a negotiating team to go to the bargaining table with the county. Ironically, despite the fact that it is responsible for the present expiration of the county contract without a successor agreement, the challenging "association" has accused CSEA of not pushing for retroactivity in past contracts, a charge flatly refuted by the facts.

Local 815 President John Eiss and CSEA Region 6 President Robert L. Lattimer have strongly criticized the challenging union for making erroneous and misleading statements about CSEA's representation of Erie County employees. In an effort to present the facts about the issues, this

special edition of The Public Sector has been prepared.

A representation election can literally impact on the future of all employees in the bargaining unit," comments Local President Eiss. "We're confident that the membership will know that supporting CSEA is the right choice to make, but we don't want anyone to be misled by the distortions spread by the opposition. This is too important a decision to allow unanswered accusations to interfere.'

CSEA: Performance, not distortions

BUFFALO - Anybody can call itself, "Erie County Rank and File Association", but what is R and F really all about?

First, it sure isn't about Erie County employees. R and F doesn't represent any Erie County employees. It's never negotiated a contract, it's never had any membership elections, it doesn't have any constitution or by-laws, it doesn't have any offices, it doesn't have any professional staff, it doesn't have any political action program, in short, it doesn't have anything that is needed to make a real union work.

It's time to ask some really hard questions about R and F and the kind of group it is. Remember the pathetic "you lose, you win" ad they ran in the newspaper desperately trying to get anybody to sign designation cards to get an election? Take a hard look at some of the things they said and you'll know the

kind of group we're dealing with.

They claim CSEA doesn't fight for retroactivity in contracts, and that's nonsense. Go back and look at your old contracts and you will see the truth for yourself. They say you have no say in union decisions and that's a lie. CSEA members are represented by democratically elected officers and delegates who represent membership interests. In fact, CSEA is probably the most democratic union in New York. Their leaders know about CSEA's democracy because some of them have run for office and been rejected by Erie County

All CSEA contracts in Erie County have been ratified by CSEA members. That's a fact. It's even a part of Local 815's Constitution. If you don't ratify a contract, your Local president can't sign it. It's that simple. What is R and F going to do? Who knows? They haven't got a constitution and they haven't got

any members to ratify a contract.

R and F even accused CSEA Local 815 of being a part of a bigger union outside Erie County. That's a real revelation. That bigger union-in addition to rebating 25 percent of dues to our local — also provides full-time professional labor relations experts to represent us, it provides offices to service us, it keeps us informed on what's going on in our union, lobbies to protect our jobs in the state legislature, fights to get federal aid for Erie County in Washington, D.C. and comes to our aid in battles like Meyer Hospital and Proposition One.

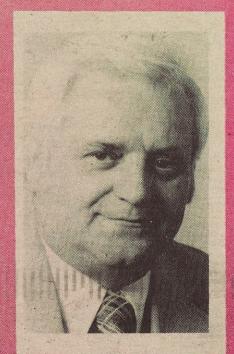
Maybe R and F should answer it's own questions. Where's their professional staff? Who will represent you in grievances and arbitrations? Where's their office? Who are their elected leaders? Where's their constitution? Are they going to have a unit and section structure to serve employees like CSEA? How do we know that?

'Erie County Rank and File Association' is a bunch of rejected dissidents teaming up with a lawyer to try and create their own union. They have no experience. They have no staff. They have never negotiated a contract. They probably even know less about dealing with job protection, political action and other issues vital to your future.

When you get your representation election ballot during the week of January 18, compare what you know about CSEA and what you have seen it do for you against the unsubstantiated promises and distortions of R and F.

CSEA President Bill McGowan urges member votes for proven performer

CSEA President William L. McGowan knows the meaning of union representation for Erie County employees. A two-term president of the largest public employee union in New York State, Bill McGowan is also an International Vice President of AFSCME, the largest public employee union in the AFL-CIO, and a former president of CSEA's Western Region.



"There's a lot more to effective representation of public employees these days than negotiations. That's certainly the big part of the representation picture, but as Erie County employees have learned, political action, effective communication and resources that only a strong union can provide will defeat threats like Proposition One and the Meyer Hospital give-away

"CSEA and AFSCME join forces to fight at the bargaining table and off for Erie County employees. I think we have proven that we have delivered in the past and we will deliver even more in the future. CSEA is a proven performer for Erie County employees and we value your support."

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THE ONLY UNION FOR ERIE COUNTY EMPLOYEES

Rising federal aid means connections in Washington are a must for public worker labor union

As federal aid continues to grow as a percentage of state and local government operating budgets, a strong and respected relationship between their union and the federal government becomes increasingly important to the well-being of public employees. Public service programs of all types in New York State are dependent upon federal assistance, and that equates to public employees jobs being dependent on an effective "Washington connection." Through AFSCME, CSEA has input into federal legislation, Senate and Congressional committees and hearings, federal agencies and departments, and national politics. The following excerpts from a report prepared by AFSCME's Department of Public Policy Analysis shows how vital it is that a strong, effective relationship between CSEA and Washington continues on behalf of public workers.

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A. In fiscal year 1979, New York received \$8.1 billion in federal aid, or almost 28¢ for every dollar raised on the state and local level. Cities are often even more dependent on Washington:

	Federal Aid FY 1979	As % of own Revenues
Buffalo	\$86.0 million	69.1%
Rochester	54.8 million	46.3%
Albany	11.3 million	40.7%
Syracuse	20.1 million	37.1%
Suffolk County	116.0 million	24.8%
Nassau County	108.0 million	20.6%
Erie County	108.0 million	23.9%

B. Major Grant Prog	General Revenue Sharing	CETA
Albany	\$ 1.8 million	2.9 million
Buffalo	6.7 million	26.5 million
Rochester	3.7 million	9.1 million
Nassau County	16.4 million	34.3 million
Suffolk County	16.8 million	31.8 million
Total State and Local Governments	768.6 million	591.3 million

The next major assault will be on CETA, where we can expect efforts to phase-out the program completely by September 30, 1982.

restructure the grant system and target limited federal resources

Implication: The targeting aspect will become more critically im-

portant to slow growth states like New York. The importance of formula design and allocation of federal resources - which will affect the distribution of billions of federal aid dollars - will require extensive oversight and representation in Washington to insure proper targeting to states like New York.

Full time effort by full service union required for mem er jobs protection

BUFFALO — Protecting the jobs of Erie County employees is a full-time effort that requires the experience and resources that only a professional, fu service labor union like CSEA can provide.

These are hard times that our members are facing and protecting the jobs requires more than just strength at the bargaining table," commer CSEA Regional Director Lee Frank. "CSEA and AFSCME have the resource the professional staff, the experts and the ability to fight for our members the local political arena, the state legislature, and in Washington, D.C. Th means job protection for Erie County employees."

'Job security in the public sector went the way of low priced gasoline. today's world, public employees are continually under attack from tax-cutter budget-cutters, and politicians who want to make us the 'whipping boys' for the economic problems in America. We need a strong labor union to prote Erie County employees and no local "association" without staff, structure, e perience or resources can do the job.

'In 1978, Erie County reacted to budget problems by attempting to gi away the brand new Meyer Memorial Hospital. CSEA went to bat for coun employees by bringing in fiscal experts to audit the hospital's records and di close mismanagement by executives. The CSEA took its case to the media ar formed a coalition with community groups to stop the give-away, keep Meye Memorial as a 'peoples hospital' and saved hundreds of county employe from unemployment. What could a local "association" do about that?

"Last year some politicians decided to put a limit on county expenditures that would have choked county employees to death. Layoffs, cutbacks, and a wage freeze would have been the likely result. While everybody else was complaining about it, CSEA was doing something about it. Experts analyzed the county budget, planned a massive media campaign, conducted grass roots lobbying and pulled off a major political upset with the defeat of Erie County Proposition One. What could a local "association" have done about that?

Each year millions and millions of dollars of federal funding comes into Erie County and helps support the cost of county government, including our members' salaries. Last year, federal funding amounted to more than \$108 million, almost a quarter of the County's own revenues.

"When some politicians in Washington decided to balance the federal budget by cutting revenue sharing, CSEA and AFSCME swung into action to protect this vital source of funding for Erie County jobs. AFSCME won a three year continuation of the local government share of general revenue sharing, protecting Erie County jobs. What could a local "association" have done about

• "Time and again, CSEA has delivered job protection for Erie County employees. We all know how bad the local economy has been and the layoffs and cutbacks that are killing private sector people, but CSEA and AFSCME have been on the job to protect Erie County workers. That's the kind of job that only a full-time, professional labor union like CSEA can do," Mr. Frank said.

CSEA — 70 years of unionism leadership

KEEP CONTROL

If BGH is given the h
control for the next 40

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THE PEOPLE BU

BUFFALO - What's behind CSEA's representation of Erie County employees? There's so much to tell that it's hard to know where to begin.

Are You

Getting A Break

Are You Getting

The Business?

Vote No

On Erie County Proposition 1

the union that works for you

For seven decades CSEA has been leading the way in public employee unionism. CSEA is not only the oldes public employee union in America

is also the largest public employee union in New York State and it didn't get that big by not doing its job.

CSEA is 215,000 public employees across New York State joining hands with nearly a million public employees from AFSCME across the United States in an effort with a single goal: to improve the standard of living of all public employees.

A professional staff of nearly 200 experts in collective bargaining, civil

H Wanted This So Badly,

The First

Should Have Built It In

THE PEOPLE SHOULD RUN IT!

assistance, political action, communications, data processing, insurance, retiree issues, school district affairs, budget analysis and related fields, make CSEA the premier public employee union in New York. Added resources from AFSCME's Washington, D. C. headquarters and nationwide district councils and locals are available to help CSEA protect its members jobs and win economic gains.

Literally thousands of volunteer members serve in their union as elected officials, stewards, member representatives and numerous other functions to make life better for all public employees represented by

This manpower, available to any CSEA members in need, is backed up by a network of statewide offices manned by professional staff ready to meet the needs of members in the changing field of public employment.

There's a great deal more to a modern labor union than sitting down at a bargaining table every few years. It's a full time job that involves people's livelihoods, a full time job that demands the experience, knowhow and resources of CSEA and

Labor Comment-

By Ed Kelly

Unions Flex Political Muscle



The public employee unions that campaigned against Erie County Proposition 1 did more than score a victory at the polls. They fashioned a campaign that may become a model for future battles by public sector labor against similar referendums.

The local victors were the Civil Service Employees Association and the American Federation of State, County and Municipal Employees (AFL-CIO). The CSEA is an affiliate of AFSCME, and together they bar-gain for about 6,800 Erie County employees who feared that Proposition 1, by limiting county budgets, threatened their jobs and opportunities for wage increases.

Proposition 1 was an outgrowth of the 1978 passage of California's fa-mous budget-limiting Proposition 13, an event that crystallized the taxpayer revolt and struck terror in the hearts of public workers and their

unions everywhere.

The unions, led by AFSCME, began immediately to fashion battle plans to combat similar referendum moves, and it was one of these that reached successful fruition here last

WORKING CLOSELY together, CSEA and AFSCME, locally, in the state, and even nationally, mounted an attack on Erie County Proposition 1 that saw hundreds of their members manning telephones, posting signs, demonstrating, distributing leaflets advertising, jawboning and buttonhol-

In the forefront were CSEA Local 815, representing 3,800 white-collar county workers, and AFSCME Local 1095, bargaining agent for 2,400 bluecollar county employees. Local 815, whose president is John

Eiss, a Health Department employee, set up phone banks in its office in West Seneca and in the CSEA's regional office in Cheektowaga. AFSCME Local 1095 did ditto in its Sidway Building headquarters.

The unionists who volunteered to man the phones contacted fellow members cabout quinon-supported candidates as well as the proposition. Buffalonian Bill McGowan, CSEA state chief, sent out letters. Local 815 hired five placarded vans on Election Day to promote a "No" vote and take voters to the polls.

TED MITCHELL, head of AFSCME Local 1095, had his members, holding aloft "Vote NO" signs, greeting inbound traffic every morning and outbound traffic every evening at the downtown terminus of the Kensington Expressway.

The labor groups distributed more than 60,000 pieces of literature to mion members and the public - at

Buffalo Bills and Sabres games, shopping malls, parking lots, church

Mitchell said AFSCME national headquarters sent staff representatives, including one-time Local 1095 president Joe Canella, to assist the CSEA-AFSCME effort, and Mike Campon, AFSCME Council 66's area

staff representative.
Ed Draves of the CSEA-AFSCME Legislative Office, who coordinated most of the effort, says that, though the core of volunteers came from Erie County employees, the antiproposition fight also was supported CSEA education and state locals n the county and by AFSCME District Councils 35, 66 and 82.

In the last four days before the vote, the unions mounted a media campaign that included full-page advertisements in local newspapers and radio and TV commercials attacking the proposition.

TO FINANCE the battle, including the media blitz, a total of \$50,000 was contributed by national AFSCME in Washington, the CSEA in Albany and the political action fund of CSEA's Western Region, according to John

The day before election, Locals 815 and 1095 demonstrated against the proposition outside the county's Rath Office Building.

The entire effort, CSEA-AFSCME leaders recall, was exhausting and expensive but, in the words of one, worth every second and penny.

Their attack on Proposition 1 helped sink the proposal by a vote of 121,-000 to 78,000. The thumping rejection is even more remarkable when one realizes that voters usually approve spending-limit issues by thumping

Widening CSEA-AFSCME grins even more were the victories of many of the candidates they endorsed.

A local observer of labor and politics sums it up this way:

"From a political action view-point, the public sector unions here have come of age. They always possessed political muscle; now they've learned how to use it."

BRIEFLY STATED: Printing pressmen's Fleyd Lisinski reports the Ethnic Heritage Studies Program's "Labor and Polonia" conference at 7:30 p.m. next Saturday in Polish Community Center, 1081 Broadway, will be addressed by Ed Sadlowski, Chicago leader of the United Steelworkers of America (AFL-CIO), and Washington attorney Joe (Chip) Yablonski, a founder of the Miners for Democracy Movement in the United Mine Workers.

'A good union is like an insurance policy'

BUFFALO — John Eiss knows what public employee unions are all about, so he knows where his support will be in the upcoming representation election for Erie County employees. John is voting for CSEA

John Eiss is an Environmental Health Technician with the Erie County Health Department and has been active in unionism in Erie County for the past decade. He is the President of CSEA's Erie County Local 815, an honor bestowed upon him by CSEA members in the Local three years ago.

In my experience with unions, I've found CSEA to be the most responsive and democratic union I've ever dealt with. No union is perfect, but CSEA

stands above the rest," he says.

John is a firm believer in unionism and feels that many of the benefits of representation delivered to Erie County employees by CSEA, simply aren't

Region President Robert Lattimer tells why you should support CSEA

'CSEA is a democratic labor union run by the members, for the members. In Erie County, we have proven our value to county employees time and again and we will continue to do that in the future because that is what CSEA is all about. Anybody can make promises and Erie County employees have heard plenty of them from the challenger in this election, but that's all the challenger has offered.



"CSEA provides professional labor relations staff to service Local 815 and its membership. We provide legal assistance to the tune of \$25,000 per year to Erie County employees. We use our considerable resources at the state level to fight in the Legislature on your behalf. CSEA spearheaded the drive for occupational safety and health legislation (OSHA) for public employees, it won the first real reform of the Taylor Law, it fights constantly to protect our share of the State Budget

'Through AFSCME, CSEA is fighting to protect Erie County's share of federal revenue sharing and other federal aid programs that provide nearly a quarter of our member's paychecks in Erie County, and no local "association"

can do that.

'Anybody can promise, but only an effective labor union can provide regional offices, professional staff, legal assistance, legislative clout, communications expertise, and input into federal programs that Erie County depends upon. CSEA is the union for Erie County employees.

> -Robert Lattimer **CSEA Region VI President**

"Take political action and lobbying, for example," Eiss said. "We work for elected officials who are themselves politicians. We must have political input into what they do, not only as it affects us directly, but also in the services that we provide to the public.

CSEA has the best political action program of any union in the state, public or private. Being a part of the largest public employee union in the state helps us in Erie County because we have the support and strength from CSEA to successfully deal with local problems that can't be dealt with at the bargaining table, such as the infamous 'Erie County Proposition One' which could have eliminated many jobs and services under the guise of cutting welfare costs. I firmly believe we defeated Proposition One only with the organization and strength of our Local backed up by CSEA and AFSCME.'

But Proposition One's defeat was not an isolated example of CSEA delivering for Erie County employees, John says, "Another example of CSEA effectiveness beyond contract negotiations was the defeat of Erie County's attempt to give away the brand new Meyer Memorial Hospital to a private company, a move that would have wiped out hundreds of public employee jobs and reduced

needed health care services for the public.

"A good union is like an insurance policy," Eiss continued, "to protect all of its members against the unforseen disciplinary charge or other problem that might pop up. If we had to pay our own legal costs for such matters, it could create a big problem. Paying union dues is a hedge against the worst

possibility.

"And most importantly, contract negotiations conducted in an aggressive, professional manner with the employee's needs in mind are vital to the wellbeing of Erie County employees. Before we had a strong union like CSEA, the County decided on whatever it was they wanted to give us and that was it. We've definitely done better by our members with raises and other benefits since we have been with CSEA," Mr. Eiss said.



'In my experience with unions, I've found CSEA to be the most responsive and democratic union I've ever dealt with. No union is perfect. but CSEA stands above the rest." - John Elss



GOLDEN

DALEO





SWEENEY

These members urge you to vote CSEA

"CSEA has been doing a great job in protecting job rights. Many people have been working out of title and our union has been winning grievances and protecting worker's rights."

TOM SWEENEY, Social Worker

"I've seen first-hand the benefits that a strong union like CSEA brings to its members. I've seen my co-workers win grievances with CSEA's backing and it's a comforting feeling to know that this backing is there whenever we need it. CSEA gets my vote. -BONNIE GOLDEN, Medical Records Technician

CHAVOUS

"CSEA has the greatest organization of any union in the country, so naturally they can do more for county employees. Our size helps; CSEA is more of a union than any of the organizations around.'

-JOHN DALEO, Environmental Technician

"In the 12 years that CSEA has been our bargaining agent, our pay has tripled, and I don't think we would have the same benefits without CSEA's representation."

-MAGGIE McNEELA, Clerk/Typist

"With CSEA support I received back pay for an entire five month period that I worked out-of-title. I think CSEA is a good union and I've seen the results of belonging to a good union. I'm sticking with CSEA."

-KATHY CHAVOUS, Receptionist

"This city deserves a public hospital and our union was instrumental in seeing that the Medical Center remained a public hospital. Without CSEA support on this issue, I'm sure many jobs would have been lost. Another indication of the value of CSEA to its members is the recent enactment of OSHA for public employees and Right To Know laws. CSEA's initiative has made worker's protection an across-the-board fact. A strong union is important for public employees and CSEA has a proven track record. I'm sticking with a winner."

-DOUG MYERS, Senior Lab Technician

"Several of my co-workers have won grievances for outof-title work, with CSEA support, so it's good to know that they'll be there if I ever need assistance. I also know that in the last contract CSEA helped improve the shift differential pay for all the switchboard operators. CSEA gets my vote.

-SUSAN MATUSZEWSKI, Switchboard Operator



MYERS



MATUSZEWSKI