

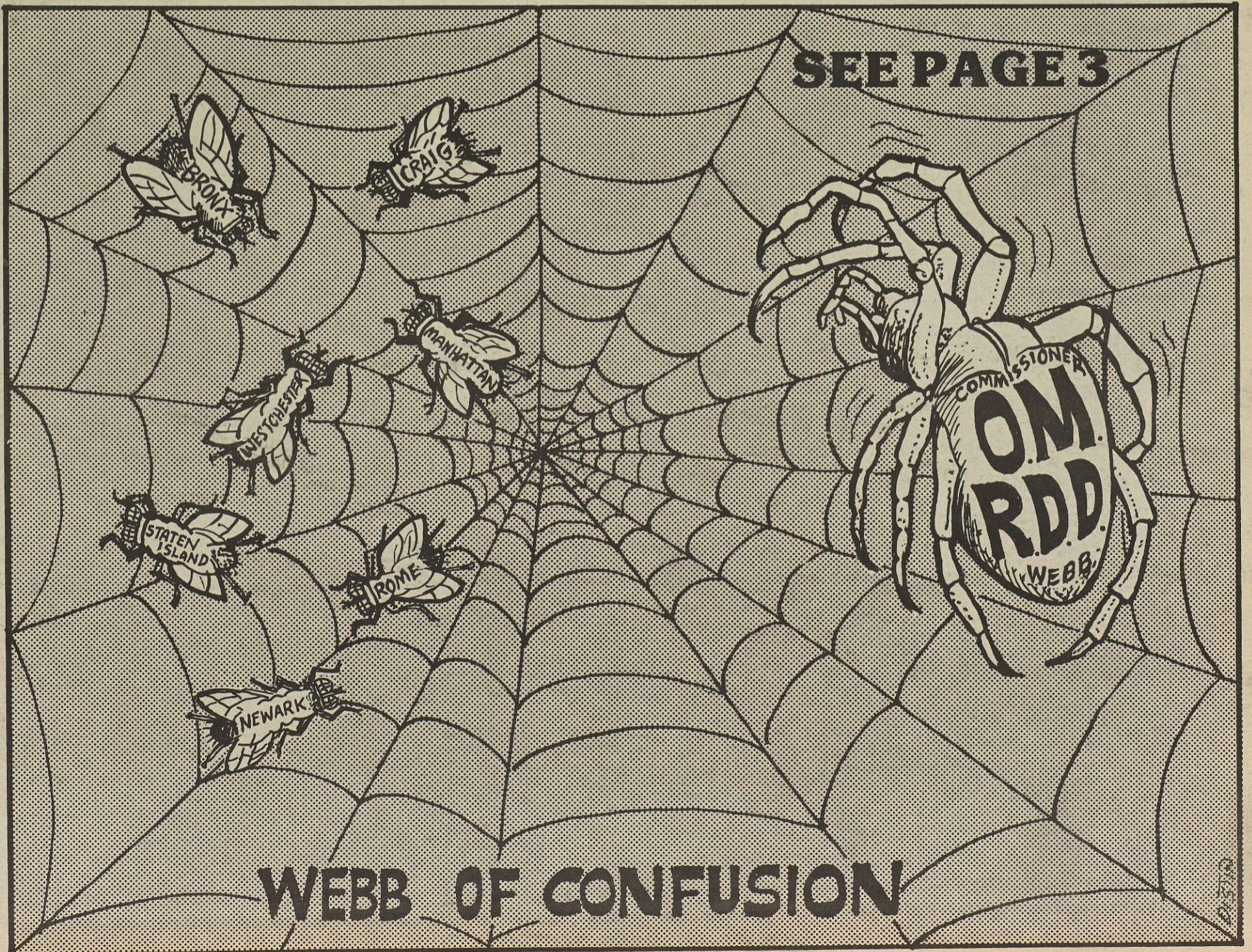
THE PUBLIC SECTOR

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

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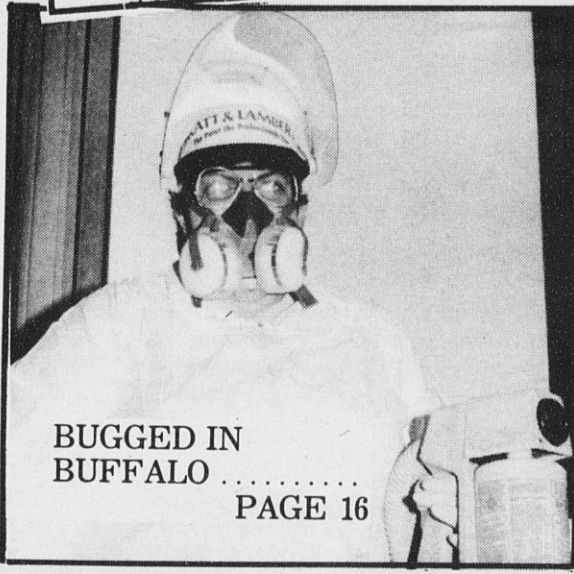
CLOSINGS TRAP THE FORGOTTEN PEOPLE



INSIDE



WOMEN'S HISTORY MONTH—
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BUGGED IN BUFFALO
PAGE 16

CSEA has field rep openings

ALBANY — CSEA is currently accepting applications for field representatives. The position requires a working knowledge of labor related issues, grievance handling and contract negotiations. Experience in serving union members a plus. Qualifications include a bachelor's degree or a high school diploma and three

years responsible work experience in personnel, labor relations or a related field.

Submit resumes immediately to:
Personnel Director,
Civil Service Employees Association, Inc.
P.O. Box 7125, Capitol Station,
Albany, N.Y. 12224.
CSEA is an equal opportunity employer.

BOARD OF DIRECTORS: Meeting summary

EDITOR'S note: The Public Sector regularly publishes a summary of actions taken by CSEA's statewide Board of Directors at the Board's official meetings. The summary is prepared by Statewide Secretary Irene Carr for the information of union members.

By Irene Carr
CSEA Statewide Secretary
ALBANY — CSEA's statewide Board of Directors met here on Jan. 15. In official actions, the Board:

- *Elected Barbara Allen (Region I) and Denis Tobin (Region II) to the Appeals Committee;
- *Created new locals at Gore Mountain and Franklin Correctional Facility;

*Adopted a schedule for the election of officers in CSEA's six regions which includes the picking up and counting of all ballots on June 10;

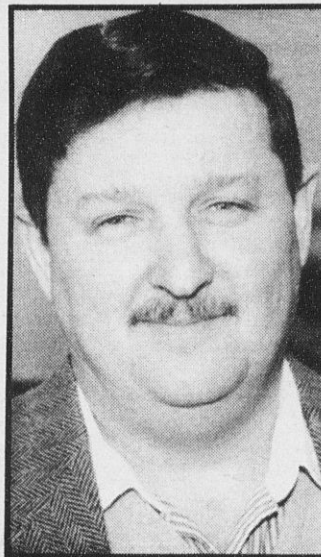
*Adopted a schedule to fill Board vacancies from Dutchess County, Herkimer County, Mental Hygiene Region I and the Executive Department; and
*Renewed the lease on the Region IV office at 1215 Western Ave., Albany.

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



Should the minimum wage be increased? How much?

Where asked: Region III



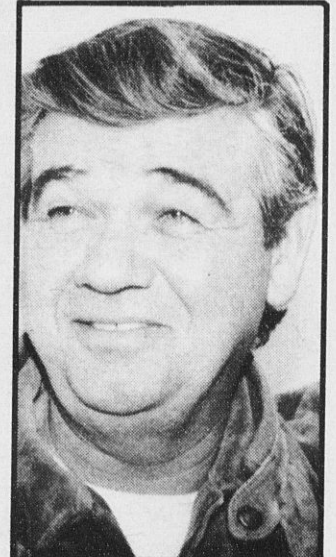
GEORGE KELLY
DOT Local 521
Yes, about \$5 an hour, but subject to the location of the job.



BRIDGET BOUTON
Ulster County Local 856
Yes, to about \$4 an hour.



ROSE MARCINKOWSKI
Taconic Correctional Facility Local 176
Yes, to the poverty level. The wages offered at Taconic Correctional make it difficult to hire in Westchester County.



JACK CASSIDY
DOT Local 507
Yes, it should be equivalent to the federal government raises.

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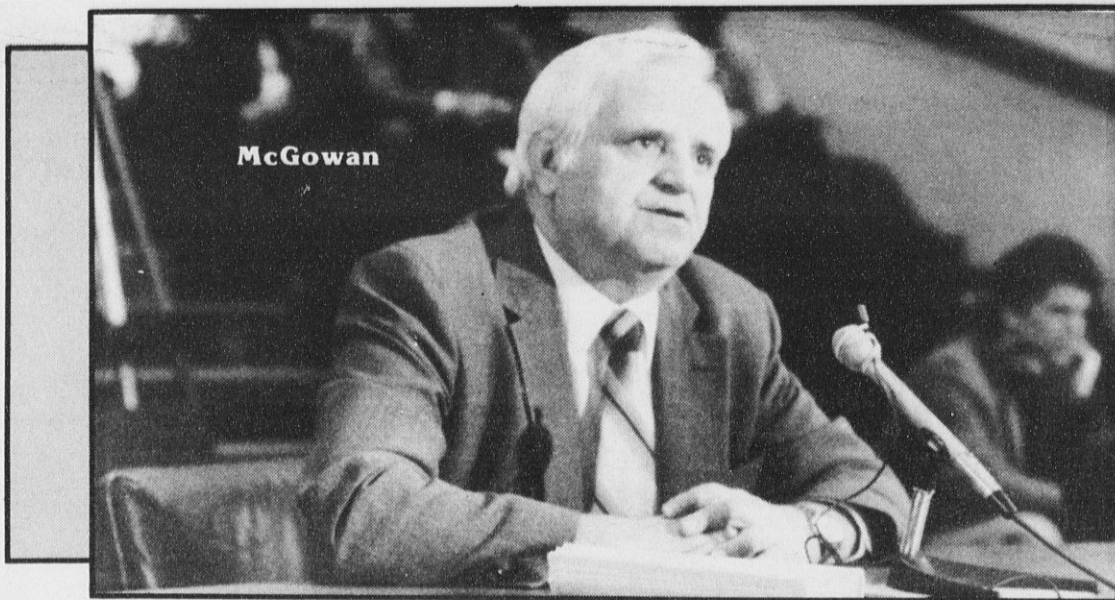
AARON SHEPARD.....Publisher
ROGER A. COLE.....Editor
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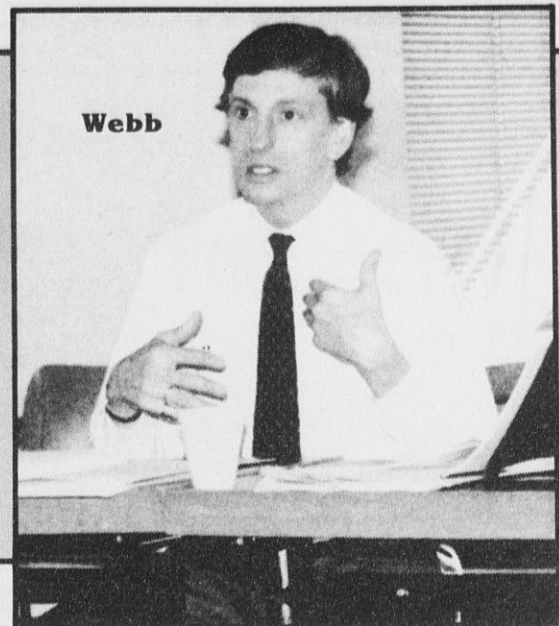
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McGowan



Webb

Drawing the line on OMRDD shutdowns

ALBANY- The first shots have been fired in what promises to be a major battle between CSEA and the state Office of Mental Retardation and Developmental Disabilities (OMRDD) over plans to close seven developmental centers across the state.

At a labor/management meeting with OMRDD Commissioner Arthur Webb and in testimony before legislative committees, CSEA leaders have called the OMRDD proposal "an insult" which ignores the impact on clients, staff, and the communities where the centers are located.

OMRDD's plan, proposed as part of the governor's 1987-88 budget, calls for the closing of Craig, Newark, Rome, Manhattan and Bronx Developmental Centers in addition to the already announced shutdowns of the Staten Island and

Westchester centers.

"We're trying to be clear that this proposal is completely unacceptable and the union will oppose it in every way available," says CSEA President William McGowan.

"This is not just about jobs — we're fighting for a forgotten people — the clients, who have no voice, no visitors, no birthday or Christmas cards. We will not let them be moved away from familiar places and people who care about them unless we know it's best for them. And right now we don't know that."

In addition to concerns over how far away from family and community clients will be placed, Craig Developmental Center Local 405 President Kathy Pontillo-Button told a state legislative hearing there is also concern about whether the community placements are "programmatically

appropriate" as OMRDD contends.

"At Craig the majority of clients are medically infirm, multiply disabled, behavior disordered and profoundly retarded. It is questionable whether all or some may be adequately supervised in the community," she explained.

Another concern is that OMRDD has announced the developmental center closings but has not identified the sites of group homes that will take their place.

Says CSEA Region II President George Boncoraglio: "They're planning to shut down Manhattan and Bronx Developmental Centers but they have no place to put the clients. Even if they could find suitable locations at a reasonable cost in Manhattan and the Bronx, how do they know there won't be community resistance?"

CSEA also wants answers about the future use of the developmental center sites and what that will mean to the communities served. The union has outlined its concerns and has presented them to the legislature which must approve the closing plan before OMRDD can go ahead.

CSEA: Let's talk people, not numbers

ALBANY — OMRDD contends that its center closing is in keeping with a longstanding policy to downsize the system and contends the impact on staff will be "minimal." But they acknowledge there could be 290-350 layoffs.

CSEA believes that without job guarantees, the toll will be much worse.

"These employees are not high school students wondering what to do with their lives — they are individuals who have devoted years to a career of caring for the mentally retarded," Rome Developmental Center Local 422 President Jon Premo told a state legislative hearing on the OMRDD budget.

"The jobs must be where the closings take place," adds CSEA Collective Bargaining Specialist Jim Cooney, "and we have to know that community residence jobs will be available as the facilities shut down."

CSEA Workforce Planning Director Paul Burch comments:



OMRDD Presidents form united front

"OMRDD is using the experience of Staten Island Developmental Center to base its rosey assumptions — but transfers to facilities in the New York area and incentives to relocate are what made it work there."

OMRDD has offered no detail of where and what types of opportunities will be offered in its proposal. In many cases,

they could completely disrupt people's lives by forcing long-distance relocation.

The union is especially troubled by what provisions will be made for people who work in the support services. For example, Newark Developmental Center Local 417 President Martin DiSanto explained to the legislative committee: "Newark DC is the

largest employer in Wayne County. There is no industry in the area and therefore it is highly unlikely displaced employees could find alternate employment."

The disagreement between CSEA and OMRDD over the closing plan is just the latest in a number of skirmishes in which CSEA believes it is being "backdoored" on policy issues.

Following a confrontation at the last labor-management meeting, OMRDD Commissioner Webb promised that from here on out all communication will go to CSEA headquarters first.

"OMRDD has to decide if it wants to work with us or against us," adds CSEA's McGowan. "We'll work with them when we know they're going to be straight with us and when they're ready to start treating clients and staff as people, not numbers."

OMH word games spell trauma

By Sheryl Carlin
CSEA Communications Associate

CENTRAL ISLIP — A new round has begun in CSEA's decade-long battle to keep the Central Islip Psychiatric Center open to take care of the elderly psychiatric patients living there.

As part of the governor's proposed state budget, the Office of Mental Health (OMH) has renewed its effort to close the campus and transfer all of the clients to facilities on the grounds of Pilgrim Psychiatric Center in Brentwood. Among the locations being considered at Pilgrim is the high-rise building that previously housed the Long Island Correctional Facility.

The latest action has infuriated CSEA and some state lawmakers because of a long-standing commitment from OMH to keep Central Islip open.

"What happened to that long-range commitment?" asks CSEA Region I President Danny Donohue. "CIPC supposedly clarified its goals years ago. The facility was to serve as a geriatric-psych center — concentrating on the needs of those patients."

"If they're moved now, it will be extremely traumatic and they'll be lost again among the younger patients," Donohue said.

Many of the clients at CIPC have spent most of their lives at the center. For them it is home.

The state's proposal is also surprising at this time because just last November, CSEA officials attended a groundbreaking ceremony for a new Residential Care Center for Adults (RCCA) on the Central Islip



A MODEL OF QUALITY CARE . . . Although it is the only downstate mental health facility to receive quality care ratings, the governor's budget calls for Central Islip Psychiatric Center to be "transferred" to Pilgrim Psychiatric Center. CSEA contends such a move will traumatize the elderly population the facility serves.

grounds. It seemed to signal that the future of the facility was secure.

Adds Region I President Donohue: "The state is only concerned with economics and they're not thinking about the people who are going to be affected. They have not even begun to discuss the ramifications of what they want to do."

There is additional irony to the proposal since Central Islip is the only downstate mental health facility to receive praise in the most recent evaluations from the watchdog Commission on Quality Care for the Mentally Disabled.

"We are worried about many things regarding the transfer of patients. We are concerned not only about the job security of our members, but also whether needs of the patients will be met, and most importantly we are concerned that the state is, again, trying to run away from its responsibility and commitment," Donohue says.

CSEA is supported by many legislators in its struggle. Longtime ally Assemblyman Paul Harenburg says: "I think to move the patients from Central Islip will be an ordeal for them."

Harenburg recently confronted OMH Commissioner Steven Katz over the issue. Katz contends that the proposed action is just a relocation, not a closing.

Putting the situation into perspective, CSEA Mental Health Consultant Marty Langer adds: "There is not concrete understanding that the move will be made — the legislature may not appropriate the money for it."

Langer contends that the result of such a move might be to make Pilgrim even more

difficult to manage. He indicates that it will be hard for OMH to justify the CI move because Pilgrim and Kings Park are already overflowing and questions whether the move meets the needs of Long Island.

CSEA intends to keep the protection of everyone affected by the proposal as a top priority.

CSEA CIPC Local 404 President Al Henneborn is adamantly against the transfer or consolidation of the facility and has received many questions from bewildered members who want to know what's happening.

"I think it's important for people to know their union is fighting for them and that we have members and patients' best interests in mind every step of the way," Henneborn said.

"The state is only concerned with the economics and they're not thinking about the people who are affected . . ."

—Danny Donohue



NOW YOU SEE IT NOW YOU DON'T . . . CSEA officials joined with the Central Islip administration last year for the unveiling of a new sign at the facility which announced its purpose to the community. But, the following day, the sign was removed and all press releases were killed. OMH says the new proposal to transfer all patients from CI to Pilgrim Psychiatric Center is not a closing.

D.C. lobby trip may pay future dividends

**DOL
LAYOFF
UPDATE**

ALBANY — A CSEA delegation that recently spent two days in the nation's capital lobbying members of Congress to restore federal funding to New York State employment services came away with an "upbeat feeling" that their efforts will make a difference.

CSEA President William L. McGowan dispatched the union delegation to Washington with the charge to "lobby the new Congress to restore \$33.5 million in employment services to New York State" cut by the Reagan Administration.

The cutbacks have forced the Labor Department to lay off approximately 700 employees effective March 4. Notices went out Feb. 13. Two hundred and twenty-six employees are represented by CSEA and most of them will be placed in other state agencies. But McGowan emphasizes, "These jobs are critical to keep the services flowing to the people of New York State." The Reagan Administration is reducing funds nationally for state employment services by \$329 million. McGowan blasts the cutbacks as "voodoo economics" and pledges "We're going to continue to fight it."

Labor Department Local 670 President Jeanne Lyons notes, "I came away feeling very positive that something good will

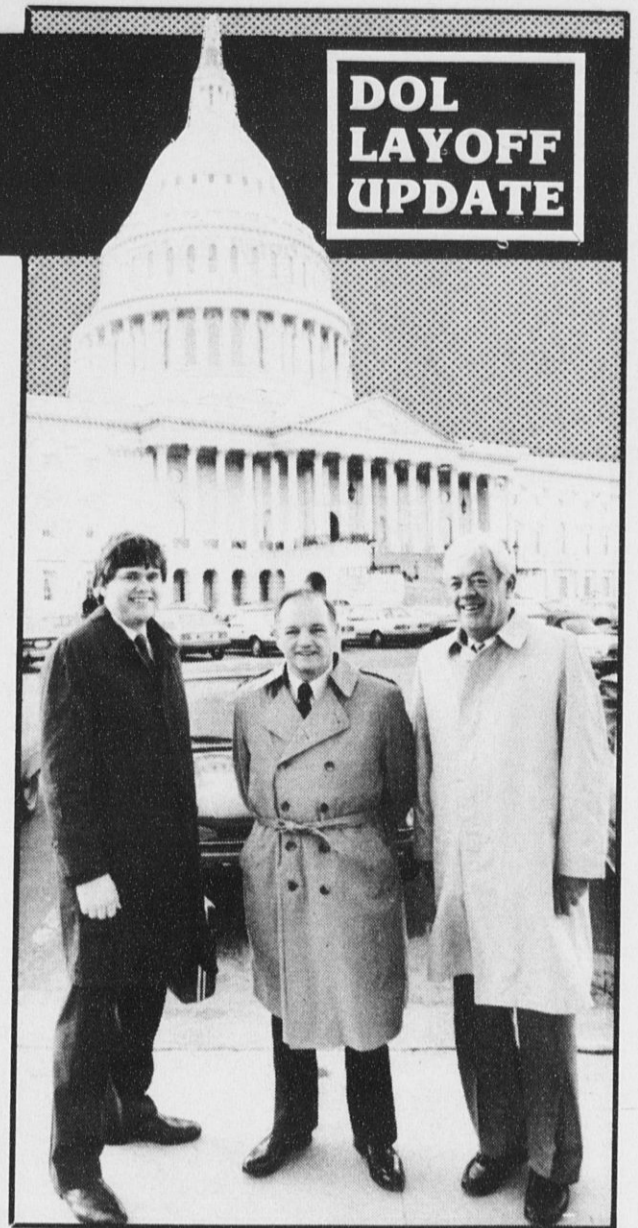
happen as a result of our efforts in Washington." She reports lawmakers acknowledged a heavy volume of mail on the issue which she attributes to a massive letter writing campaign CSEA undertook in January.

"I'm also optimistic because Democrats who make up the new Congress are more likely to take action." Union leaders are pushing to get the money restored when Congress passes this year's first supplemental appropriations bill.

Meanwhile, Joe Conway who chairs the union's statewide Political Action Committee says he was especially impressed by U.S. Senator Daniel Patrick Moynihan's reception.

"He was very receptive and very supportive and will use his influence to help us."

In addition to Moynihan, the CSEA contingent personally lobbied Representatives Matt McHugh, Bill Green, Gary Ackerman, Mario Biaggi, Thomas Manton, Sherwood Boehlert, Samuel Stratton and Major Owens. They also met with key staff people of U.S. Sen. Alphonse D'Amato and Congressmen Jack Kemp, Henry Nowak, Charles Schumer, Theodore Weiss, Robert Mrazek and John LaFalce.



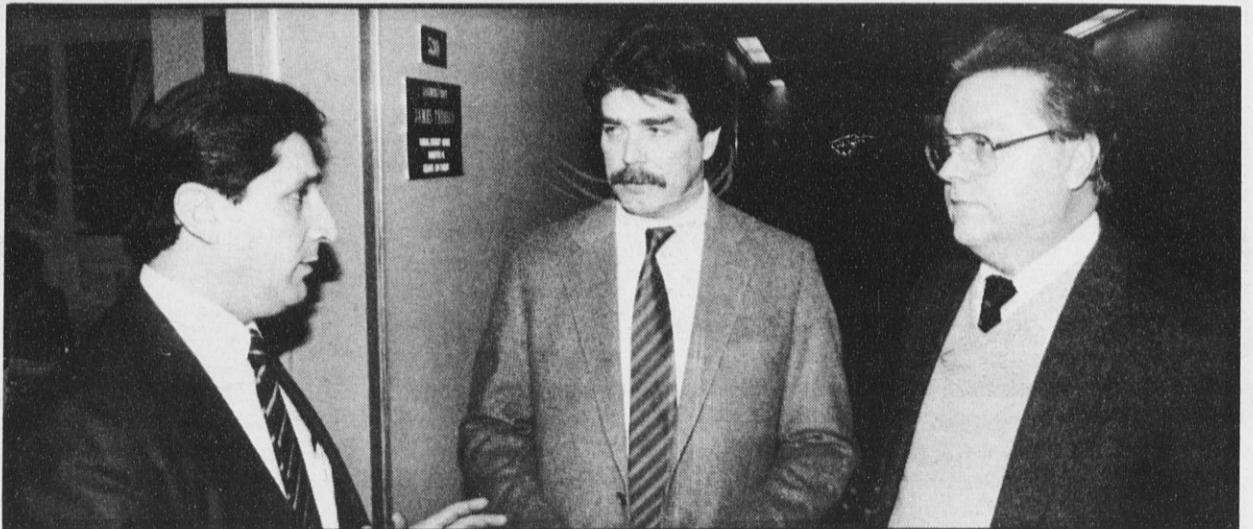
NATION'S CAPITOL forms backdrop for, from left, CSEA Research Analyst Don Kelly, Political Action Committee Chairman Joseph Conway and Collective Bargaining Specialist Jack Conoby.



U.S. SENATOR DANIEL PATRICK MOYNIHAN, left, is all smiles as he shakes hands with CSEA Labor Department Local 670 President Jeanne Lyons as other members of CSEA delegation look on.



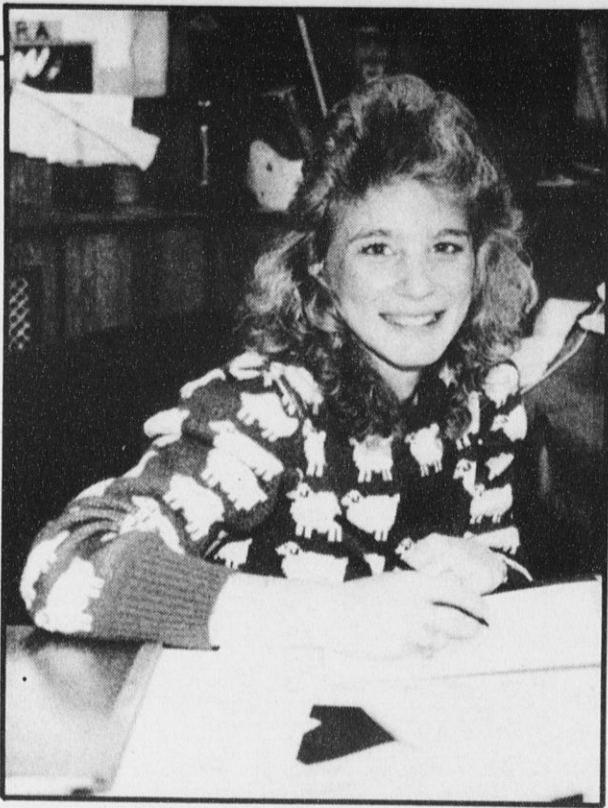
CONGRESSMAN MATT McHUGH, left, 28th District Democrat from Ithaca, greets CSEA's Joseph Conway, Jack Conoby and Don Kelly in his office in Washington.



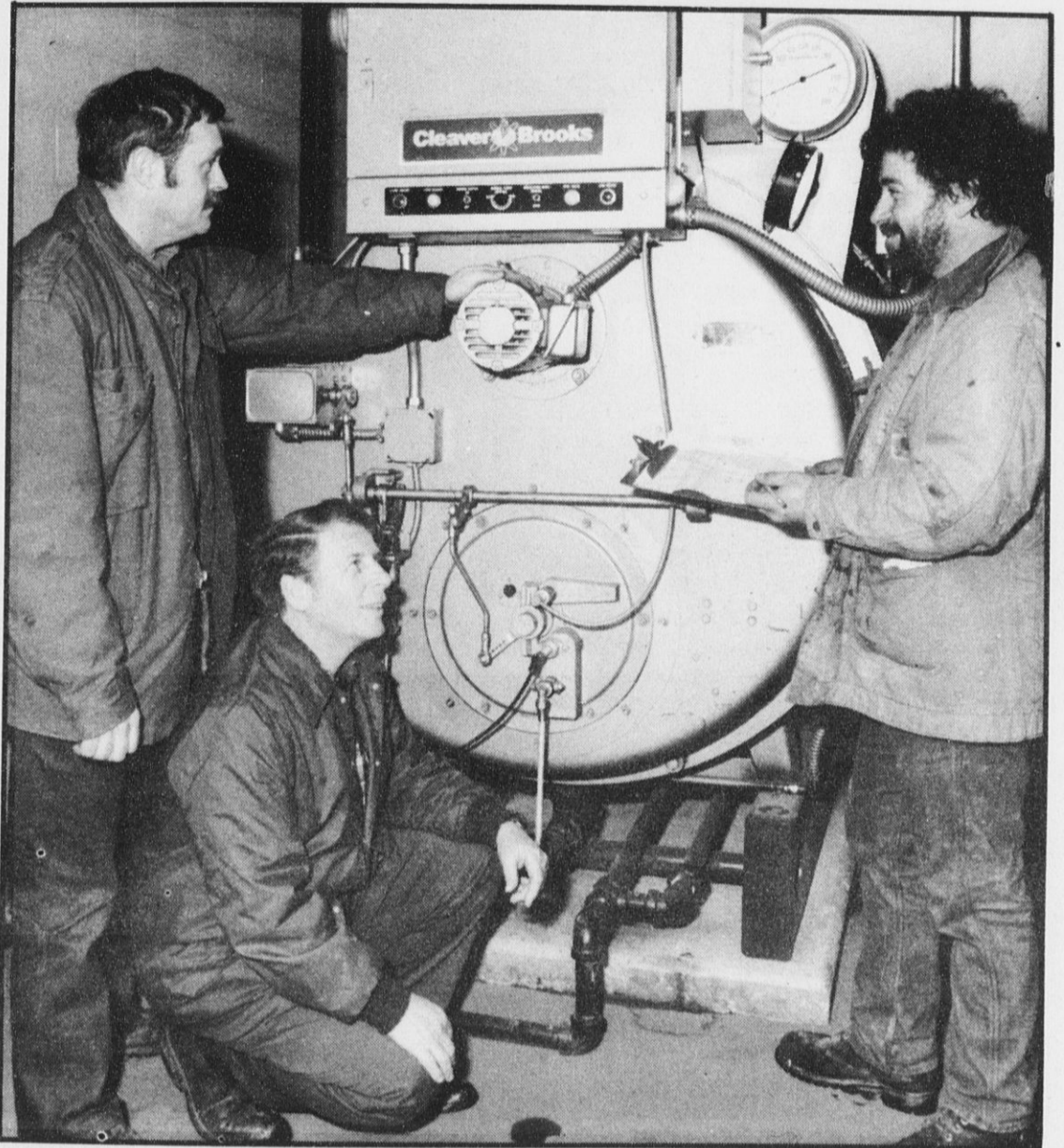
MEANWHILE back in Albany, CSEA activists were also lobbying state lawmakers in an effort to obtain state funds to keep Department of Labor employees working. Here Assemblyman James Tedisco of Schenectady, left, talks with CSEA Region IV Political Action Committee Chairman Bill Burdick, center, and PAC Coordinator Edward LaPlante.

The people of the

Division of Military and Naval Affairs



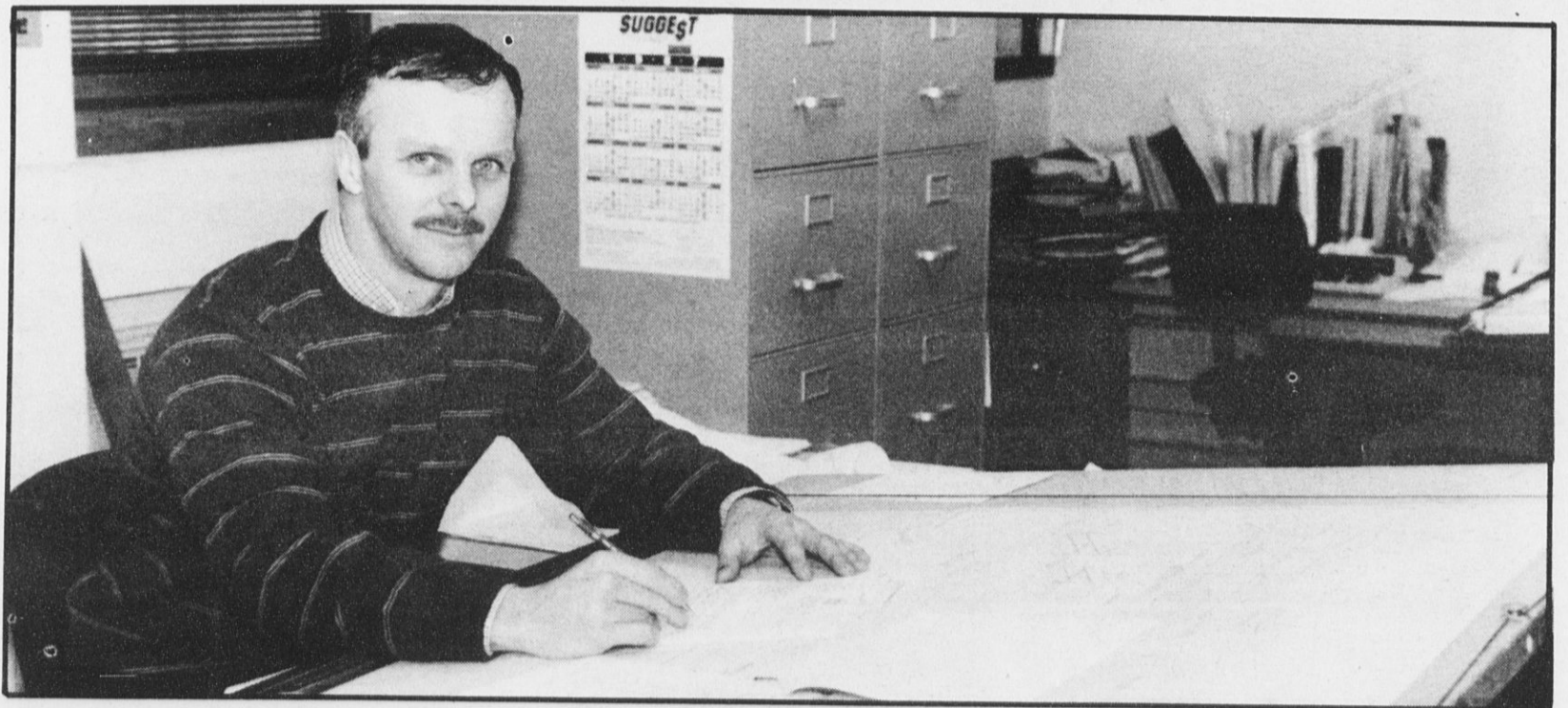
Senior stenographer Alisa Turner, a member of Local 252 takes note at Camp Smith in Peekskill.



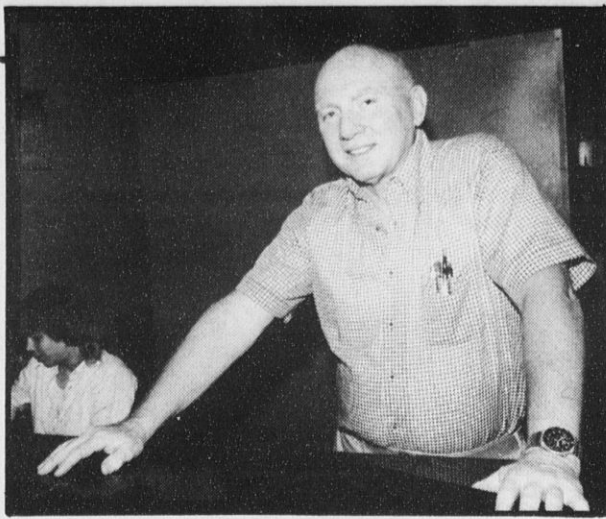
Syracuse Area Armories Local 256 President Harold Soutar, left, a plumber-steamfitter, confers with maintenance helper Frank Maurer and plumber-steamfitter Cliff Feldman at the New York State Air National Guard facility at Hancock Field.



Long Island Armories Local 253 President George Paront reviews a memo with John Dooley.



Engineer Bill Sardo, a member of Local 277, with plans on the drawing board at DMNA's statewide Headquarters in Albany.



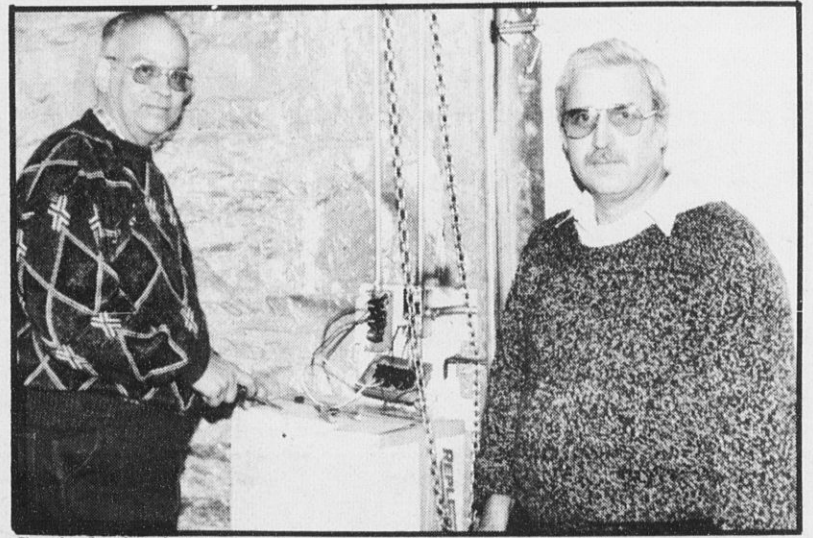
Western New York Armories Local 257 President Bob Stahl.



Carpenters Warner Droese and Richard Pearson cutting up on the job at Camp Smith in Peekskill.



Payroll clerk III Mary Jane Teufer makes sure the whole DMNA gets paid on time in her position at statewide headquarters in Albany.



Capital District Armories Local 250 President Neil Kennedy, left, and maintenance worker Gene Feulner install a door opener at the Saratoga Armory.



Airport firefighter Tom Gallo suits up at Stewart Air Base in Newburgh.

Two heads better than one

Labor-management take on a tough problem together

Compiled by Anita Manley
CSEA Communications Associate

POUGHKEEPSIE — When the going gets tough in Dutchess County the tough form committees and resolve problems head on. And when the problems are especially tough, sometimes a tougher labor/management committee is formed to tackle the situation.

So, when it was learned in December that Dutchess County would experience an \$800,000 deficit due to new state reimbursement formulas pertaining to the County Infirmery, CSEA Dutchess County Unit President Carl Mathison didn't hesitate a moment to visit County Executive Lucille Pattison and offer help in finding ways to increase revenues and decrease infirmery expenses. Not surprisingly, Mathison was welcomed with open arms.

That led to formation of a labor/management committee to explore ways to offset the deficit to be caused by the new Resource Utilization Groups (RUGS) reimbursement system.

Mathison is a member of the committee, as are three other CSEA members along with three management representatives.

"The county executive feels that people who do the work are the ones with the best ideas," according to Joan Spence, an assistant to County Executive Pattison. Spence suggested "the committee could be a model for the entire state" in dealing with the RUGS issue.

Mathison is very enthusiastic about the committee, which Pattison asked to explore all options and assess advantages and disadvantages along with implications, cost and legal ramifications.

"We believe that by harnessing the creativity, resources and



THE TOUGH GET GOING in dealing with an estimated \$800,000 shortfall in Dutchess County. CSEA Unit President Carl Mathison, standing, discusses the situation with other committee members reviewing alternative solutions. Seated from left are CSEA Shop Steward Connie Smith, Barbara Sutton of the county Department of Personnel, and CSEA Unit Executive Vice President Charlie Rexhouse. Other committee members include Patricia Kesch, a CSEA member who works in the Department of Mental Hygiene; Director of Nursing Mildred Arpino and Deputy Commissioner of Health John Lazarony. The committee will compile a report and recommendations to be submitted to the county executive and legislature later this year.

abilities of our members, we will be able to find a way to undo the harm being done by RUGS. I have a feeling we may come up with some original ideas to bring in revenues," Mathison said.



CAP'S OFF — CSEA and state staff welcome visitors to the opening of the jointly sponsored College Assessment Project (CAP) facilities at 90 State Street in Albany. CAP offers CSEA represented state employees counseling services to help obtain college credits and degrees. There is no charge for the counseling unless you decide to have the center conduct a formal assessment of your education and work background for possible course credit. CAP office hours are 8 a.m. to 5 p.m., Monday through Thursday. Special appointments at other times can also be arranged. Shown above, from left, are Assessment Counselor Sharon Kopic, CSEA-Labor Education Action Program (LEAP) Director Tom Quimby, LEAP Program Associate Debbie Baum, Hugh Hammet, Executive Director for Continuing Education in Public Service at Empire State College and Project Secretary Jodi Morrissey.

Kelly scholarship applications are being accepted

Children of deceased or totally and permanently disabled CSEA members may now apply for J. J. Kelly Jr. Memorial Scholarships if their parent/guardian was killed or totally and permanently disabled while on the job.

The scholarship awards are given in memory of a former union attorney.

Tuition reimbursements under the program will be made for the Spring 1987 semester, so an immediate response is recommended.

Readers of The Public Sector who are aware of any college student who may qualify should have the student fill out the coupon below and return it by April 1, 1987.

Name _____

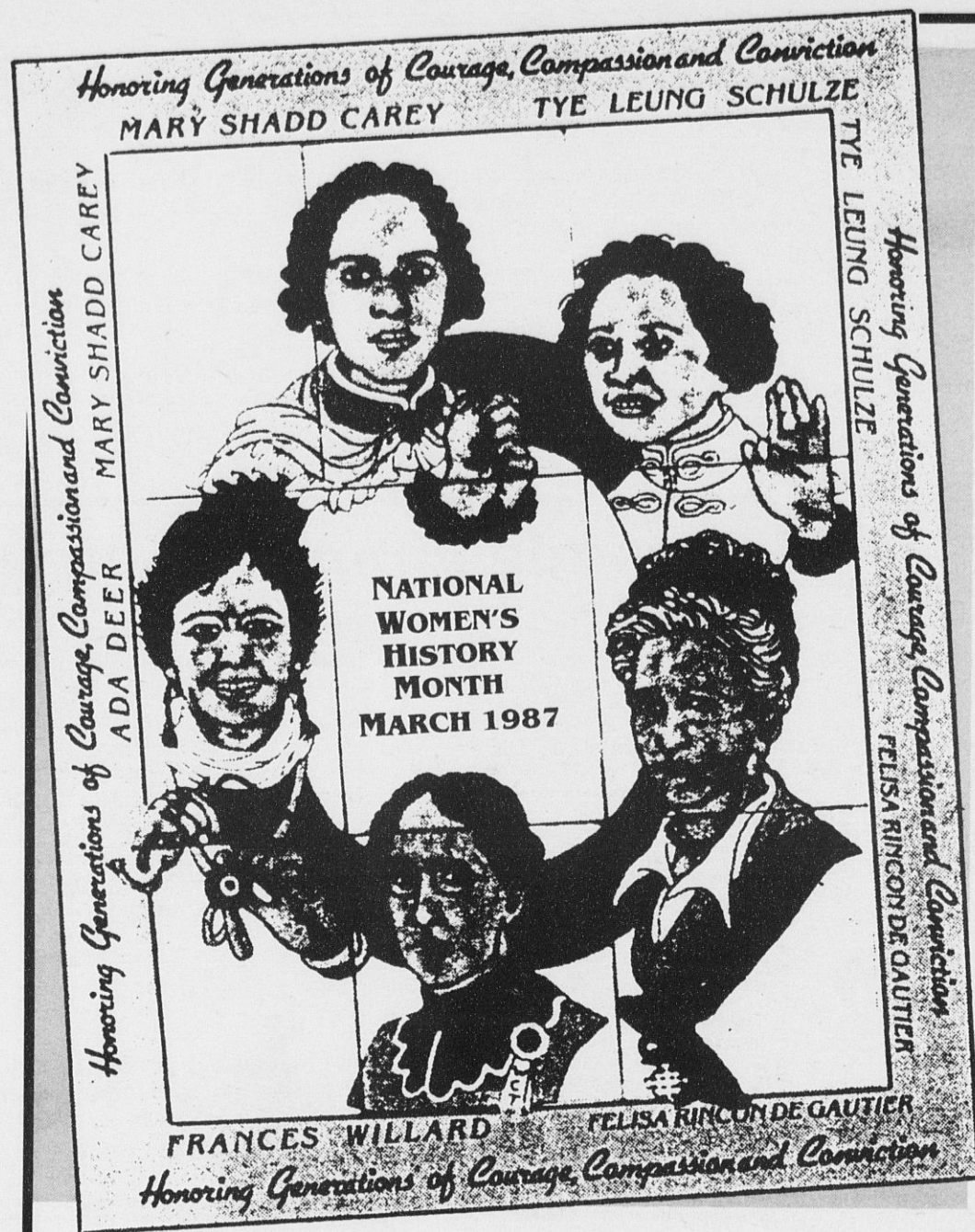
Address _____

Telephone () _____

Name of parent/guardian killed/permanently disabled on the job: _____

Date of incident: _____

Send to: CSEA Memorial Scholarship Committee
143 Washington Avenue
Albany, New York 12210



A month for women

The struggle for recognition of women's contributions throughout history has passed another hurdle; six years ago, expanding on International Women's Day, Congress designated a week in March as National Women's History Week.

This year, interest, information and importance have led to the creation of National Women's History Month. CSEA, which has long promoted women's issues, will celebrate the month with seminars and programs across the state.

When National Women's History Week began, so little information on women's history existed that some people were concerned that there might not be enough material to fill a week.

Since then, women's history has been accepted as a valid academic field and scholars have researched and written hundreds of books; colleges and universities now offer degrees in women's history; the contributions of women to the building of our communities have been rediscovered and celebrated across the country; and women's organizations and teachers have come up with many ways to celebrate women's history.

Why women's history?

The study of women's history is relatively new and comparatively quiet. It is purposeful; the goal is nothing less than constructive and expansive social change, change that must come with honest and thorough education.

Through knowing these true stories, we can recapture the inspiration of earlier women, and become more optimistic about the power we have over our lives today to affect change in our long and varied journey for equal rights for women.

The multi-cultural study of women's history means reclaiming the contributions and impact of all groups of women. Knowing how the lives of women before us were spent, we gain the richness of our heritage and the inspiration of this tradition of activism and accomplishment. Correspondingly, boys and men are able to expand their perceptions and expectations of the real lives and work of women.

**More on
pages 10-12**

Celebrating women's history

CONGRESSIONAL RESOLUTION

Designating the month of March as "Women's History Month"

Whereas American women of every race, class and ethnic background helped found the Nation in countless recorded and unrecorded ways as servants, slaves, nurses, nuns, homemakers, industrial workers, teachers, reformers, soldiers and pioneers;

Whereas American women have played and continue to play a critical economic, cultural and social role in every sphere of our Nation's life by constituting a significant portion of the labor force working in and outside of the home;

Whereas American women have played a unique role throughout our history by providing the majority of the Nation's volunteer labor force and have been particularly important in the establishment of early charitable, philanthropic and cultural institutions in the country;

Whereas American women of every race, class and

ethnic background served as early leaders in the forefront of every major progressive social change movement, not only to secure their own right of suffrage and equal opportunity, but also in the abolitionist movement, the emancipation movement, the industrial labor movement and the modern civil rights movement; and

Whereas despite these contributions, the role of American women in history has been consistently overlooked and undervalued in the body of American history;

Now, therefore, be it resolved by the Senate and House of Representatives of the United States of America in Congress assembled, that the month of March 1987 is designated as "Women's History Month" and the President is requested to issue a proclamation calling upon the people of the United States to observe such month with appropriate ceremonies and activities.

Working for women: committee teaches members

Ellen Diange wasn't particularly concerned with women's issues three years ago, but that's changed.

"I wasn't really involved in women's issues. If you don't feel discriminated against, you don't get involved," said Diange, who is now chair of the CSEA Region IV Women's Committee. "I have become more aware of the issues since I became involved."

That was in 1984, when Region IV President C. Allen Mead called and asked her to head the regional committee, a job which also put her on the statewide Women's Committee. Since then, she has become deeply involved in the problems and issues facing women.

Making women like Ellen Diange more aware of the importance of women's issues and activism is a big part of the Women's Committee job on the regional and state level.

"To me, our primary function is to educate," said Helen Zocco, chair of the statewide Women's Committee and president of Dutchess County Local 814. "There's a lot of things that can be done, but if women don't know about them, they can't effect change."

More than half the members of CSEA are women, and by working together for legislation and change, they can accomplish a great deal. But they have to know what the issues are, what legislative bills need support and what they can do to spur changes on the state and local level.

The seven-member statewide committee strives to keep the women of CSEA informed. In addition to annual conferences, the committee has established a network system to help interested members find out more about women's issues. To become a part of the network, a member can get a sign-up card from their Regional Women's Committee representative, said Peg Wilson, CSEA education specialist.

That network will be the springboard for the newsletters the statewide committee is planning to begin later this year.

The women's conferences are becoming more popular each year, with the statewide conference

attracting more than 350 people last year. The Region IV Women's Conference attracted fewer than 50 people in 1985; the March '87 conference will bring in up to 100.

While the conferences are generally aimed at the union leadership, Zocco said, more and more men and rank-and-file members are attending.

And Diange has seen the way the state and regional conferences trickle down to the membership. A member of the State University of New York at Albany Local 691, she has participated in "Brown

Awards honor activists

ALBANY—A vital power in the history of the labor movement, women continue to make major contributions. The third annual Bread and Roses awards will recognize the contributions of outstanding trade union women in the Capitol region on March 29.

The winners are selected on the basis of their leadership abilities and their dedication and commitment to building a strong and unified labor movement. "As members of the community, mothers and wives, they each exhibit exemplary qualities in the many facets of their lives," according to the Bread and Roses committee.

Nominations, which close Feb. 25, come from private and public employee unions.

Of the 15 Bread and Roses honorees named in 1985 and 1986, three are CSEA members. Statewide Secretary Irene Carr and Barbara Charles, vice president of Labor Local 670, won in 1985 and Suzanne Waltz, president of Motor Vehicle Department Local 674, earned a Bread and Roses award in 1986.

Bag Colloquiums" — lunch hour meetings to discuss issues important to workers.

Since the women's conferences, the colloquiums have included women's issues like rape and self-defense. The university considers the colloquiums so important that it allows employees a longer lunch break without loss to leave time so they can attend, Diange said.

"It's up to the leadership people who attend these conferences to get this information out to the people," she said. "It's an excellent opportunity for the union to let people know it's out there working not just on contracts and grievances, but on personal issues."

Wilson and Diange agree that the "women's issues" reach beyond women and beyond the workplace.

"I think the statewide committee is very important because it is a group that is specifically interested in issues that the whole union is concerned with but in reality doesn't have the time to address," Wilson said. "All of the issues the statewide committee pursues are identified as women's issues, but they really boil down to workers' issues. One group has to advance them."

Diange said the union has to also address personal issues, since a woman with serious problems in her personal life, such as abuse or a lack of dependable child care, is going to bring those problems to the workplace, where they affect her performance.

"Women face most of the problems at home, like child care. Women are most often the battered spouse. Women have most of the household responsibilities and still go off to work," she said. "We feel the union should address these issues."

The statewide Women's Committee tries to address a variety of issues, but Zocco stressed that the committee cannot do the job of promoting women's issues and improving women's status alone.

"The committee can't do it all," she said. "There is no way seven people can accomplish everything without the people out there helping."

Conferences center on women at home, at work

Three CSEA Regional Women's Committees have scheduled their annual conferences in or near Women's History Month. The conferences, designed to promote issues critical to women at home and in the workplace, cover a wide variety of topics.

The following are brief outlines of each of the conferences.

Region II "Getting It All Together"

March 6-8, Raleigh Hotel, South Fallsburg
Topics include: family violence; financial planning; First Impressions: the Importance of Dressing for Success; and self-defense.

Region IV "Reaching Out, Coping and the Beat Goes On . . ."

March 13-15, The Sagamore, Lake George
Topics include: How to Organize Your Desk and Time; How About a Little Respect Around Here (Developing a Positive Self-Image); Dynamics of Personal Leadership; and Decision-making — A Woman's Role.

Region V
Feb. 28, LeMoyne Manor, Liverpool
Topics include Dressing for Success and The Aging Parent Dilemma. Guest speakers will be Syracuse Mayor Thomas Young and state Senator Nancy Lorraine Hoffmann.



Rosie the Riveter redefined women's roles



Rosie the Riveter, with her welding tools, helped break some of the barriers for women who wanted to work in jobs traditionally filled by men. The working women who filled in during World War II showed just how much women could do and how well. While job barriers still exist, Rosie's work has made it easier for modern women working in male-dominated jobs.

The government poster showed a woman with a welding gun. "Do the job HE left behind," was the urgent message.

The women who answered the call became a symbol of what women can accomplish and gave millions a taste of what it was like to move from the domestic and traditional roles into the jobs and responsibilities of "the man's world." It was an experience that helped the country continue vital production and taught a lesson in women's ability to achieve and succeed.

As millions of American men went into the armed forces in the early 1940s to fight in World War II, they left jobs in the construction, rubber, auto and steel industries. Those jobs were crucial to maintaining a supply of war materials to the American military forces. As the need for skilled labor grew, women were recruited for defense work.

Rosie the Riveter, the symbol of working women in World War II, was known everywhere — in songs, in cigarette and chewing gum ads, in movie house newsreels. She learned welding, riveting or tool and die

work after a remarkably short training period. Her hands were capable of efficient assembly line production and her muscular body could move heavy metals through a drill press.

Before the war, Rosie had been a house servant, laundry worker or cook. If she had done factory work, it was in an industry where women traditionally worked for low pay, such as garment or electrical assembly work. During the war many women continued to work at such jobs, but the products being turned out changed. Men's suit manufacturers produced uniforms instead of tuxedos while electronics firms made radios for warships and planes rather than for the home.

There were 18 million women in the workforce in World War II, one third of them working for wages for the first time in their lives. While the majority worked in traditional women's occupations, there were 3 million women employed in defense industries. Their work brought them not only pride in an important job well done but dramatic changes in the size of their paychecks.

"You could make more there in a day than you could anywhere else in a week," recalled one former shipyard worker.

Rosie the Riveter was a union member. By 1945, 3 million of America's 15 million union members were women. "Equal pay for equal work" clauses became standard language in many union contracts, so that unions could maintain wage levels established by male membership prior to 1941. By the war's end in 1945, the United Electrical Workers membership was 40 percent women, while the United Auto Workers rose to 28 percent. These two unions campaigned for federal funds for child care and encouraged a Women's Bureau, which still functions today.

The proportion of married women in the workforce increased tremendously until at the war's end, wives were the majority of women workers. Many of these married women were mothers whose work day was only half over at the punch-out time. Housework still had to be done. Household appliances like stoves and refrigerators were not produced for the duration of the

war, while shortages of sugar, eggs, soap or meat often meant hours of waiting in ration lines.

Child care, then as now, placed an especially difficult burden on working women. Some churches and charities provided services, though these were often racially segregated. A federal day care program created 100,000 child care places by 1945 — about 10 percent of what was really needed. Many mothers relied on private arrangements — husbands who worked another shift, neighbors or relatives.

Some employers took responsibility for child care in order to keep their female employees on the job full time. The Kaiser Shipyard in Portland, Ore., opened a 24-hour child care center on the premises. It was staffed by professional child care workers, accommodated hundreds of children and had a hot meal carry-out service for weary mothers picking up their children at the end of the shift.

Under the government's cost plus system, defense contractors were guaranteed their costs plus a fixed profit for manufacturing

battleships, airplanes or munitions. Therefore, the expenses of the Kaiser child care center and other in-plant facilities like it were covered by the Department of War.

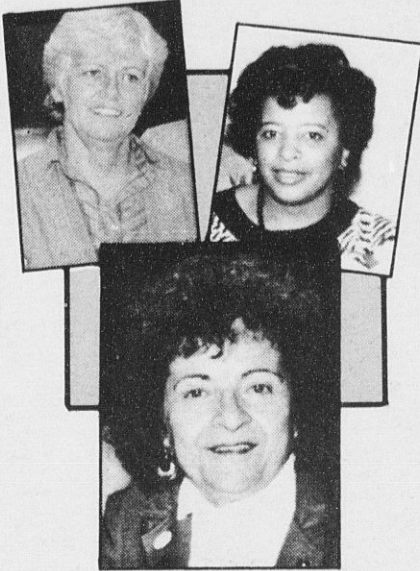
The war ended in 1945 and Rosie the Riveter was laid off. As industry changed to peacetime production, returning servicemen were hired to replace women. Some returned to homemaking roles, while a few were able to hang onto their factory jobs. Most women looked hard for other jobs that paid well, but simply took whatever they could find.

Many storeworkers, secretaries, waitresses and telephone operators of the 1950s have memories of the high wages and respect they got as machinists, welders or shopfitters in the 1940s. Rosie the Riveter showed America that women can take the challenge of producing admirably under much pressure. More importantly, she proved that gender had nothing to do with technical ability, hard work or decent pay.

The award-winning documentary "The Life and Times of Rosie the Riveter" is available through the AFL-CIO film library.

Women work in CSEA

Women play a large and important role in CSEA. They are in positions of leadership throughout the state on



the unit, local, regional and statewide levels.

Take a look at some of the facts:

- Women comprise more than half of CSEA's total membership of more than 200,000.

- Women serve as presidents of more than a third of CSEA's more



than 300 locals.

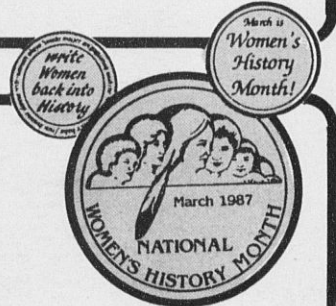
- Women head several hundred of the 700-plus units within CSEA's locals.

- Women hold two of the four elected statewide



officer positions — Secretary Irene Carr and Treasurer Mary Sullivan.

- Women fill nearly half of the 107 seats on CSEA's Board of Directors.



Where to turn:

Finding women's resources

Finding answers, information and solutions is never easy, but a number of resources are available to women. They can range from educational movies and inspiring posters to legislative newsletters.

The following are just some of the resources women can turn to. In fact, many could serve as the basis for a CSEA unit or local meeting to keep members informed and active in women's issues that, in the long run, affect all of us.

If you see a film or program that you think might be beneficial, contact your regional or local Women's Committee. Ask that the committee consider scheduling a meeting based on the topic.

MOVIES:

Hired Hands offers a look at the role of the secretary and the challenges and sexism she faces.

Terminal: VDTs and Women's Health asks if we are researching sufficiently the health hazards associated with this new technology.

The Electronic Sweatshop is a four-part film that takes a hard look at computer technology. **Checking Out** examines how computers have changed the work of store clerks; **The Processed Office** features two secretaries and the office computer system they designed; **1800 Letters an Hour** is about workers in an automated postal plant; and in **Number Please**, telephone operators discuss how computers have created new pressures.

New Technology: Whose Progress? contests claims that technological change is inevitable and beneficial.

The Willmar 8 is the path-breaking documentary about eight working women in Willmar, Minn., who were driven by sex discrimination to begin the longest bank strike in American history.

The above films can be rented through California Newsreel, 630 Natoma, San Francisco, Cal. 94103, (415)621-6196.

The Last to Know — alcohol, prescribed drugs and women, the myth, the stigma and the reality. Nearly one-half the

estimated 10 million alcoholics in this country are women, yet their special problems are totally ignored.

2 a.m. Feeding — adjusting to life with baby. This movie is a realistic look at parenting during the first few months after birth.

Who Remembers Mama? — the plight of the divorced, middle-aged homemaker. She vowed to "love, honor and obey . . ." until divorce proved that she was only one man away from poverty.

Love it Like a Fool — an inspirational glimpse at the life of Malvina Reynolds.

The above films can be rented through New Day Film Co-Op Inc., P.O. Box 315, Franklin Lakes, N.J. 07417, (201) 891-8240.

POSTERS, BOOKS AND BUTTONS:

TABS Aids for Equal Education offers posters that teach about women's achievements, non-traditional careers and changing roles. For more information, contact TABS at 438 Fourth St., Brooklyn, N.Y. 11215, (718)788-3478.

National Women's History Project provides resources including books, posters and buttons that can be used on all education levels. For more information, contact the National Women's History Project, P.O. Box 3716, Santa Rosa, Ca. 95402.

INFORMATION:

Women's Caucus News, the newsletter from the Legislative Women's Caucus Inc., New York State, Room 539-A, LOB, Albany, N.Y. 12248. The bi-partisan caucus includes all women legislators in the state Assembly and Senate committed to improving the status and rights of women in New York State.

The New York State Division for Women, among other tasks, acts as an advocate for women. To get on the division's mailing list, send your name, address and areas of interest to the New York State Division for Women, 2 World Trade Center, New York, N.Y. 10047.

State's AIDS education— a mixed bag

By Stephen Madarasz
CSEA Communications Associate

ALBANY — Although the news headlines are not as hysterical as they once were, AIDS remains a hot topic. For many CSEA members, dealing with clients, patients and inmates afflicted with the fatal condition is a daily reality.

"The important thing for people to remember is that AIDS is not an occupational disease," explains CSEA Director of Occupational Safety and Health James Corcoran. "No one is going to come down with the condition from casual contact in the workplace."

In fact, according to the latest information from the U.S. Surgeon General, even health care workers exposed to AIDS patients' blood, stool and other bodily fluids — even workers accidentally stuck with AIDS-infected needles — showed almost no increased risk of contracting AIDS.

Still, training and education for public employees in New York State has been a piecemeal process that has created crises as individual workers confront the problem for the first time.

"Wherever AIDS is new, there is hysteria until workers get their questions answered about the proper procedures to follow," offers Corcoran. "Our agreement with the Governor's Office of Employee Relations leaves the details of education and training programs up to the individual agencies — some have done a good job of addressing the issue and some haven't."

Within agencies, and even within some facilities there appears to be some inconsistency in how AIDS information has been made available.

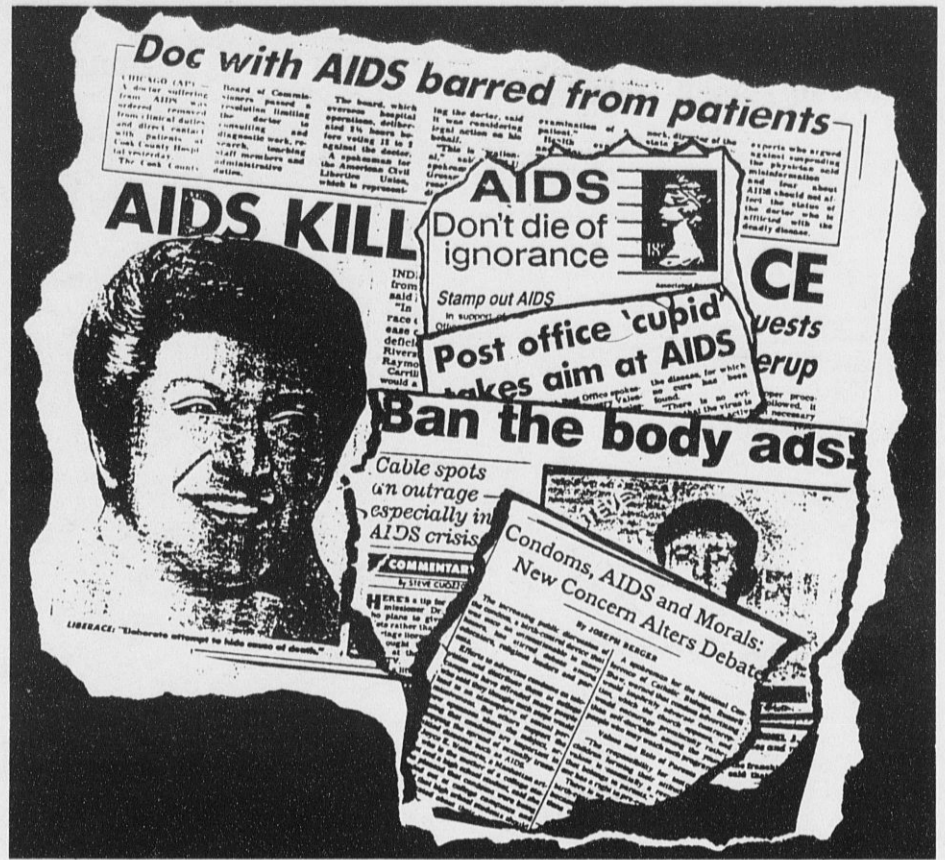
Corrections

In Corrections, where the problem first received widespread attention, just getting the issue out in the open has helped in some places. "We weren't getting a lot of information and people were worried," says Coxsackie Correctional Facility Local 162 President Paul Ward.

"So CSEA OSH Specialist Barbara Mitchell came down to talk to us last September and it got people thinking and asking questions. She told us how we could get more information and since then we haven't had many problems with the issue," he adds.

For others though, the concerns don't go away as easily. "We know all of the basics from a presentation, but there's so much we don't know," counters Attica Correctional Facility Local 152 President Ernie LaWare. "Right here in the shop where I work there are three inmates with AIDS and it bothers people... But what can you do about it?"

While it is normal to be cautious working around AIDS, CSEA's Corcoran indicates people should not be fearful. He points out that it is far more likely that people could contract other infectious disease in the workplace before being affected by AIDS. "The only silver-lining to the AIDS situation is that everyone is being much more



careful about health issues and as a result we're seeing a decline in the incidence of infectious disease," he comments.

"If people are still uncomfortable after dealing with AIDS for a while, then they should ask for additional programs on the subject just to discuss their feelings."

Mental Health

Still, some believe the state's approach should be more thorough right from the start.

"We had an individual with AIDS on one of our wards a few months ago and only the staff there was trained in how to handle him — No one else, including food service, cleaning, laundry workers, even local officers received any information here," insists Creedmoor Psychiatric Center Local 406 President Mickey Cruz.

"It was also my understanding that some type of isolation unit would be created either facility by facility or system-wide to handle patients with AIDS and keep them away from other patients. To my knowledge that hasn't happened," adds Cruz who also serves the the statewide OMH Labor-Management Committee.

"If the problem is as widespread as the Health Department says it is, then I'm also surprised that we've had so few identified AIDS cases here."

According to State Health Commissioner Dr. David Axelrod, with over 8,000 AIDS cases, New York has nearly one-third of the nation's total.

Social Services

With AIDS becoming more widespread every day, workers in areas outside of corrections and mental health are having increasing contact with individuals with AIDS. One of the frontline departments is Social Services, where some turn for assistance.

"More than anything else, we have difficulty placing clients into facilities where they can be helped," claims Nassau County Social Services Unit President Beth Lettinger.

"At one time our people were paranoid about handling these cases, but there was training and a booklet issued in December 1985 and the staff has been able to deal with it since then because they realize it doesn't put their lives in danger. It would be helpful though to have additional training and updates," she says.

The state Department of Social Services has recently released a new booklet to provide additional information to workers.

CSEA's Corcoran stresses: "You have to ask for the information at your worksite. If you don't get answers, the union can help you find out why."

You don't have to fear AIDS in the workplace

If you have questions and concerns about AIDS, CSEA has booklets and cassette tapes with all the information you need—
Materials are available while the supply lasts from:

CSEA Safety and Health Department
143 Washington Avenue
Albany, New York, 12210

If you need help setting up an AIDS education program at your worksite, contact your regional safety and health specialist.



Regional, Board elections set

Regional officers

ALBANY — Regional officers will be elected in each of CSEA's six regions in an election process that begins in early March and ends in late June.

Under the union's open election procedures, any member in good standing can have his or her name placed on a ballot by obtaining a minimum of 500 CSEA member signatures on an official petition form. All signatures must be from the region where the person is seeking office.

The union's statewide Election

Committee will oversee the balloting.

CSEA's Board of Directors recently adopted the following election schedule:
 March 2 — Nominations open. Petitions available from CSEA regional offices and CSEA Headquarters.

April 7 — Final day for nominating petitions to be received at CSEA Headquarters. Deadline is 5 p.m.

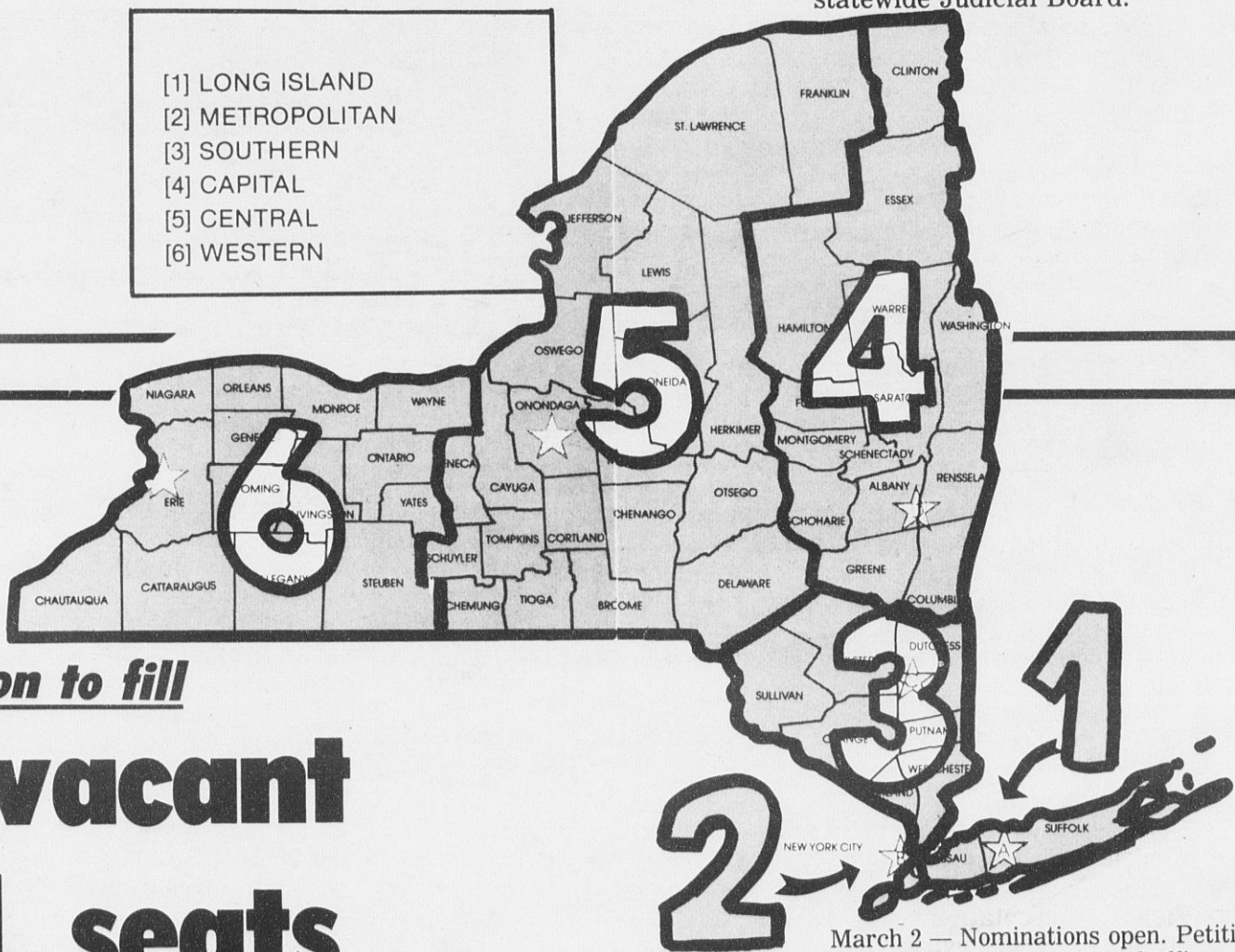
April 30 — Drawing for ballot position.
 May 4 — Names, photos and candidate statements printed in The Public Sector.

May 15 — Official ballots mailed.

May 22 — Replacement ballots available.

June 10 — Ballots must be returned by noon. Ballot count begins. Results announced when final. Protest period ends ten days after official results announced.

In order to be eligible, a candidate must have been a member in good standing of CSEA since June 1, 1986 and continuously paid membership dues since then. In addition, he or she cannot be a member of a competing labor organization and must not be prohibited from holding office under a penalty imposed by the CSEA statewide Judicial Board.



Special election to fill

Four vacant Board seats

ALBANY — A special election to fill vacancies on CSEA's statewide Board of Directors will begin on March 2.

Listed below are the open seats, as well as the number of member signatures required to qualify as a candidate:

STATE EXECUTIVE COMMITTEE

Board Seat	Number of Signatures Required.
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Mental Hygiene (Region I)	450
Executive Department	450

LOCAL GOVERNMENT EXECUTIVE COMMITTEE

Dutchess County	135
Herkimer County	32

Under the union's open election procedures, any qualified member in good standing can

have his or her name placed on a ballot by obtaining the required number of CSEA member signatures on an official petition form.

In the State Division, a candidate needs petitions signed by not less than 10 percent of eligible voters in the agency or department he or she wishes to represent. Not more than 450 signatures are required.

In the Local Government Division, a candidate needs petitions signed by not less than 10 percent of eligible voters in the Local her or she wishes to represent. Not more than 450 signatures are required.

The union's statewide Election Committee will oversee the balloting which will be conducted by the Independent Election Corporation of America, Lake Success, N.Y.

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CSEA Committee profile

Consistency the key for CSEA election process

ALBANY- With CSEA's regional election process underway, this is now the annual busy season for members of the statewide Elections Committee.

The standing committee, made up of representatives from each region, is responsible for overseeing CSEA Statewide, Regional, Board of Directors, Retiree and AFSCME Delegate elections.

"We design the guidelines and provide the information so that all elections can run smoothly" explains Committee Chairman Greg Szurnicki. "We insist on consistency at every level and are really excessive in our notifications about all of the procedures — the idea is to prevent an election that might have any defect."

According to Szurnicki, who has served as chairman for the past seven years, the election guidelines, approved by CSEA's Board of Directors, conform to CSEA's constitution. If any election results are contested, the committee investigates and makes a determination on the outcome.

"It's a workable system that safeguards people's rights," he says.

Under the structure, each individual committee member is available to answer



MEMBERS OF THE CSEA STATEWIDE ELECTIONS COMMITTEE . . . clockwise from left: Charles Perry, Region II; William Wallens, counsel; Marcel Gardner, staff coordinator; Greg Szurnicki, chairman; Linda Cote, Region VI; Thomas Corridan, Region I; Georgianna Natale, Region IV; Harold Reinhardt, Region V.

procedure questions for his or her region. To avoid any conflict of interest members of the committee may not run for any office whose election is supervised by the committee. (Local offices are the exception since separate local election committees are responsible for those elections).

Once an election is underway, the results are tabulated by an independent election agency. The committee works with the agency to make sure that all of the guidelines are followed.

"One of the most important parts of what we do" adds Szurnicki, "is just being available to answer questions."

Lewis County deputies file charges

LOWVILLE — The Deputy Sheriffs Unit of Lewis County CSEA Local 825 has filed two Improper Practice charges against Sheriff Floyd A. Martin after he fired Deputy Charles W. Leviker, unit shop steward.

According to Field Representative Thomas Dupee, one of the charges alleges that Martin fired Leviker because of his union activities.

"None of Leviker's activities was improper," Dupee said. "He was exercising his rights as a union official guaranteed under the contract."

The union also charges that Martin has refused to recognize a

grievance filed with the department over Leviker's firing in January.

If the sheriff continues to ignore CSEA efforts to settle the dispute, the union could take court action, Dupee added.

CSEA is demanding that the grievance filed over Leviker's firing be turned over to the American Arbitration Association, a right guaranteed in the contract with the sheriff's department, Dupee said.

The Public Employment Relations Board is expected to assign a hearing officer to the case and schedule an informal conference.

Region V packs session with information

SYRACUSE — To get the most information and training out of a one-day session, CSEA Central Region V will conduct three training programs for regional officers, board representatives and local and unit presidents on Feb. 28.

The conferences will be at the LeMoyné Manor, Syracuse. Registration is at 9 a.m.

The day-long Regional Political Action Committee program will cover a variety of topics, including the 1987 Legislative Program, use of CSEA headquarters by local and unit PACs, federal

legislation and the proposed Department of Labor layoffs.

The region's Women's Committee will have two programs, "Presenting Yourself — Impressions are Important" and "The Aging Parent" in the daylong session.

A half-day training session is also scheduled for local and unit treasurers who have not been certified or recertified.

Region V President James Moore announced that several key political figures will speak during lunch, including state Senator Nancy Lorraine Hoffmann and Syracuse Mayor Thomas Young.

Bugged in Buffalo

By Ron Wofford
CSEA Communications Associate

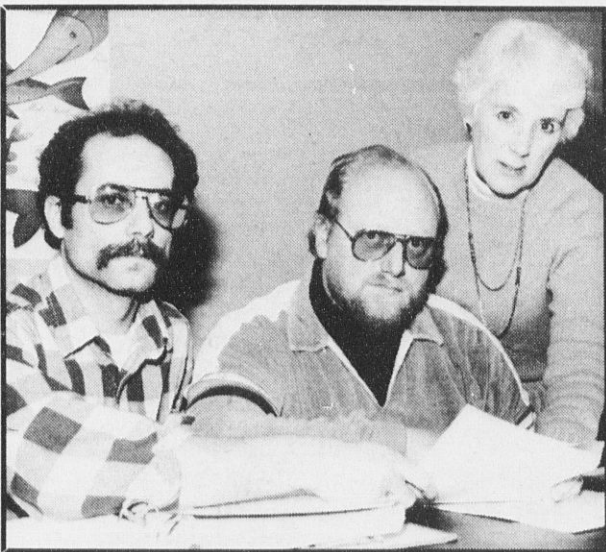
BUFFALO — "Bugged" by safety concerns and out-of-title work demands, cleaners and janitors at SUNY Buffalo have served dramatic notice that exterminating is not part of their job description, and they don't intend to do it anymore.

The members of CSEA Local 602 took their anger to the streets recently with a two-hour informational picketing march that grabbed heavy news media attention and extracted a promise from management that major spraying of campus dorms would be halted pending the outcome of safety and out-of-title grievances filed by CSEA.

Those concerns "have united the cleaners like no other issue has in the past," according to Local President Barbara Christy. But, according to Christy, Local Grievance Chairman Tom Finger and Local Safety Committee Chairman Barry Kobrin, the employees are skeptical of management's promise because of the long history of directing cleaners and janitors to spray student dorms without, until recently, any safety clothing or equipment.

"Their skepticism is justified," Kobrin said. "The only time the workers have had protective clothing and breathing apparatus was on the most recent operation when, in conjunction with Region Safety Rep. John Bieger, we had the state come in to see if they were operating according to safety standards."

Bieger said representatives from the state Department of Environmental Conservation (DEC) determined that the insecticide being used to spray the dorms, "Dursban," requires the use of protective clothing and



SUNY BUFFALO CSEA LOCAL 602 officials discuss problems related to use of insecticide. From left are Safety Committee Chairman Barry Kobrin, Grievance Chairman Tom Finger, and Local 602 President Barbara Christy.

breathing apparatus and a minimum of four hours of special training before being used.

He said management tried to "get away with the minimum amount of training, instead of erring on the side of safety," pointing out a private company using the same chemical requires a year of apprenticeship before a worker can work alone with the chemical. Bieger also said the university's director of environmental health and safety was not properly registered to provide safety training necessary under DEC regulations when the spraying was first ordered.

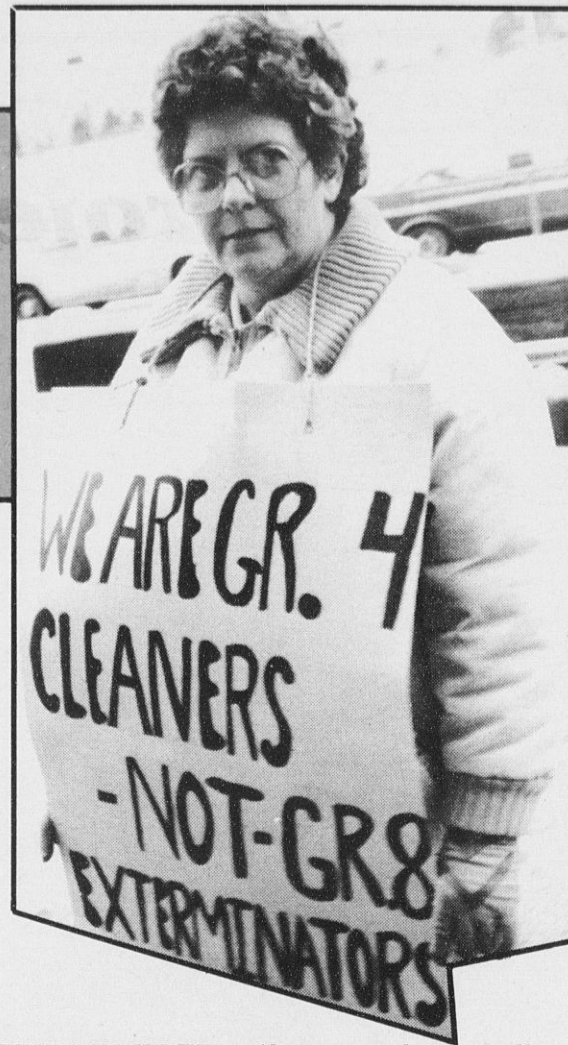
The bottom line concern among workers is the uncertainty they feel surrounds the use of most pesticides.

"We don't want to have health problems turning up five years down the line that can be traced back to this spraying," said Rose Mary Kowal. She pointed out that a former co-worker who did a large portion of roach spraying on the campus in the past died about six months ago of cancer.

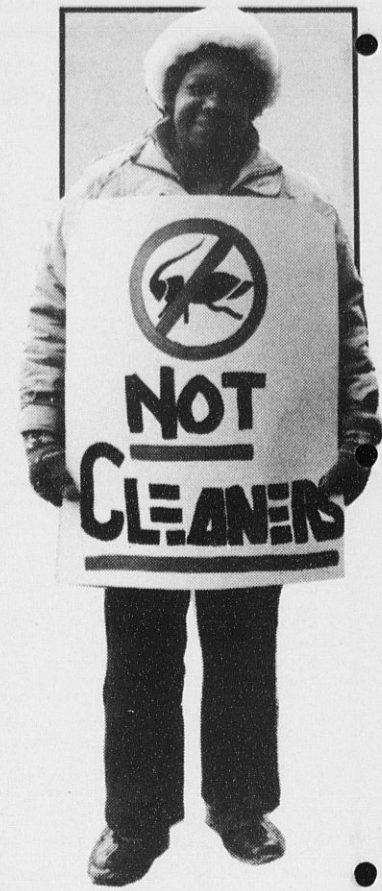
The employees also noted that a job title of exterminator exists at a grade 8 level, which is well above the grade 4 of cleaners and grade 6 of janitors.

The cleaners and janitors said they will not hesitate to "march again if they insist on threatening our health." They were joined on the informational picket line by many student dorm residents, Local President Christy, Local Vice President Kathy Berchou, CSEA Regional Director Bob Massey and Field Representative Mark Higgins.

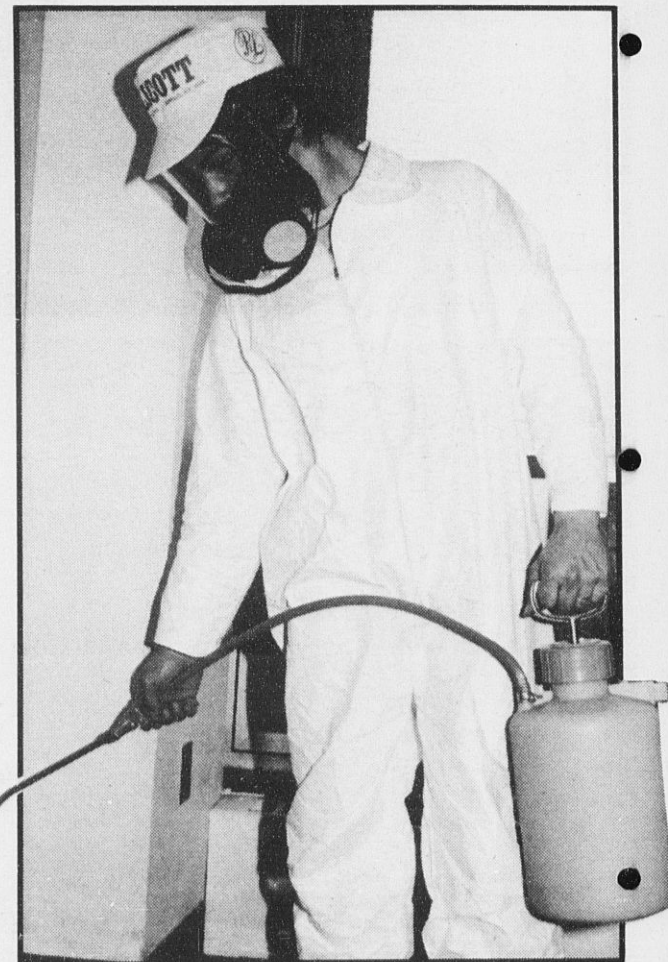
CSEA Western Region President Robert L. Lattimer praised the action of the employees, saying their protest raised the consciousness of fellow workers, dormitory



LINDA REILLER, a 13-year employee, walks informational picket line. She has often used pesticide to spray dorms. Until recently management sent employees into such situations without protective clothing and equipment. Spraying has been halted pending the outcome of grievances filed by CSEA over the matter.



LOCAL 602 member Susie Barker protests insecticide use policy at SUNY Buffalo.



CHRIS BOROWIAK sprays a SUNY Buffalo dorm with insecticide. Employees say they received inadequate training and, for a long time, were without protective clothing and equipment for the dangerous job, which CSEA has charged is out-of-title work as well.

resident students and the general public regarding potential hazards from extermination practices.

Carpenter earns only thanks from pet project for children

Compiled by Sheryl Carlin
CSEA Communications Associate

WESTBURY — Charlie VanTassel may make his living as a carpenter, but his woodworking hobby doesn't earn him a dime.

VanTassel, a carpenter at SUNY at Old Westbury and a member of CSEA Local 618, makes rocking horses for children, and each of the three dozen he's made so far has been either a donation or a gift. His dollhouses, too, become gifts.

No stranger to woodworking, VanTassel worked 23 of his 35 years as a carpenter for New York State. He has always brought his work home with him in one way or another — in fact, he built his family home 20 years ago.

VanTassel got the inspiration for his pet project out of a desire to help children. When he decided to contribute to the CSEA-sponsored Toys For Tots program, he turned to his trade and came up with his unique rocking horses for children.

"It was during the holidays about five years ago," he explained. "I really wanted to do something special for CSEA's Toys For Tots drive, so I made a few of these rockers."

He's been making them ever since, and they have become a holiday tradition. Most of his rockers and dollhouses have found their way to the homes of needy children through Toys For Tots; others have been donated to the child care center at SUNY at Old Westbury; still others have been gifts.

VanTassel refuses to make a profit from his toys.

"People call me all the time after they've seen my rockers and offer to buy them from me, but I always say no," he said. "I just don't think I'd enjoy making them anymore if I were doing it for money."

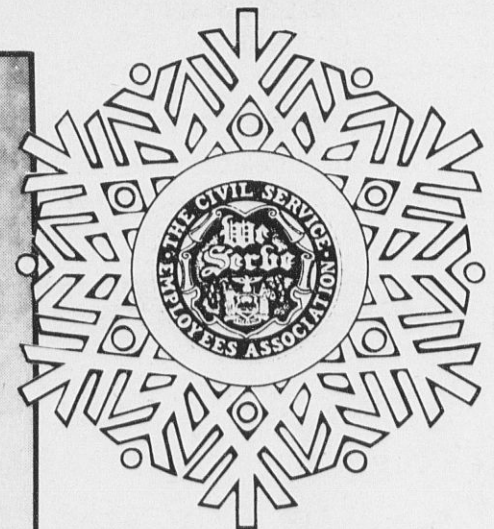
But VanTassel recently took one special request for a rocking horse.

"I have four boys and a girl whose ages range from 16 to 30," he says. "My daughter is the 16-year-old and she just asked me to make her a rocker."

"I just don't think I'd enjoy making them if I were doing it for money."



CHARLIE VANTASSEL, center, adds his handmade rocking horses to the contributions for the CSEA-sponsored Toys For Tots campaign during the recent holidays. CSEA Region I President Danny Donohue, left, and Local 618 President Ted Matthews, right, admire his handiwork.



DICK ALLIS takes winter's latest punch in stride at the wheel of a 300-horsepower snow plow. The 48-year-old Allis, a member of Cortland County CSEA Local 812, often maneuvers his rig over Cortland County highways and byways in blizzard-like conditions for up to 13-hour shifts. Allis is among an army of thousands of CSEA members across the state who battle against nature's worst storms to keep roads open for the public.

—photo courtesy of Syracuse Newspapers/Scott Rapp

CSEA: Communications snags snarl sheriff's department

Compiled By Daniel X. Campbell
CSEA Communications Associate

CSEA is tackling communications problems in the Rensselaer County Sheriff's Department that are holding up grievance decisions and their implementation.

Thomas McLaughlin, new president of the Rensselaer County Deputy Sheriffs Unit, Capital Region Field representative Pat Domaratz and other regional leaders and staff are trying to unravel a backlog of problems that have plagued the unit for some time.

The biggest communication problem is with Sheriff W. Warren McGreevy, who seems to view grievance board decisions in two different lights. If the determinations do not challenge his authority, he complies.

However, if the grievance board recommends that McGreevy negotiate with CSEA to resolve an issue, he ignores the directions.

For example, McLaughlin said, in December, the hearing board agreed with the union that seniority should be used to determine job assignments, shift preference and other issues.

"The sheriff wanted the transport jobs in the jail transferred to the highway patrol," McLaughlin said. "He ignored the hearing board's suggestion that he negotiate this idea with CSEA and just did his thing with-

out negotiations, communications or using seniority. We're going to fight this communications problem all the way."

The union plans to attack the issue using labor-management meetings, grievance procedures and political action, asking the county legislature to rescind the budget transfer that would allow McGreevy to make the change, Domaratz said.

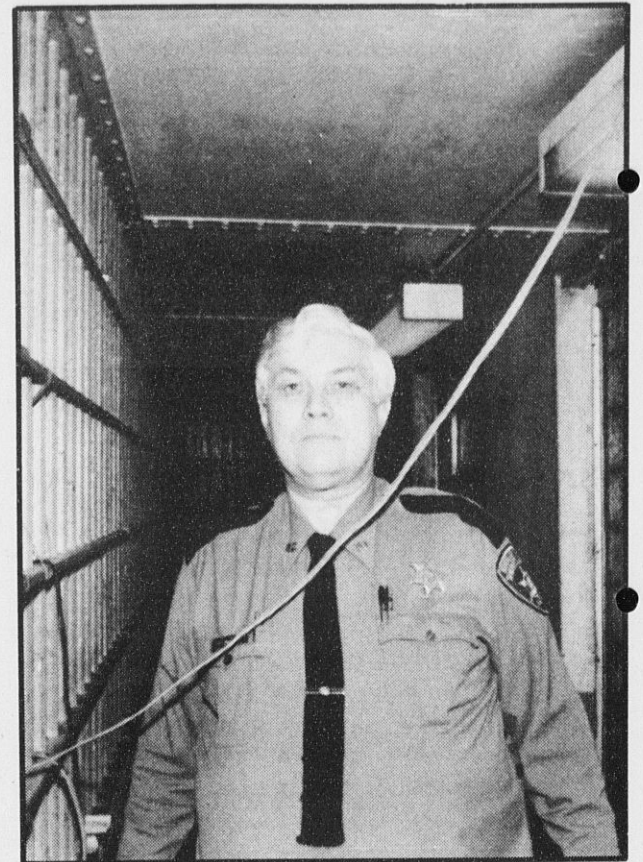
"Public communications on matters of public trust — the proper management of the county sheriff's department — may prove to be the sheriff's downfall," he said.

McGreevy, however, has not been the only source of communications problems.

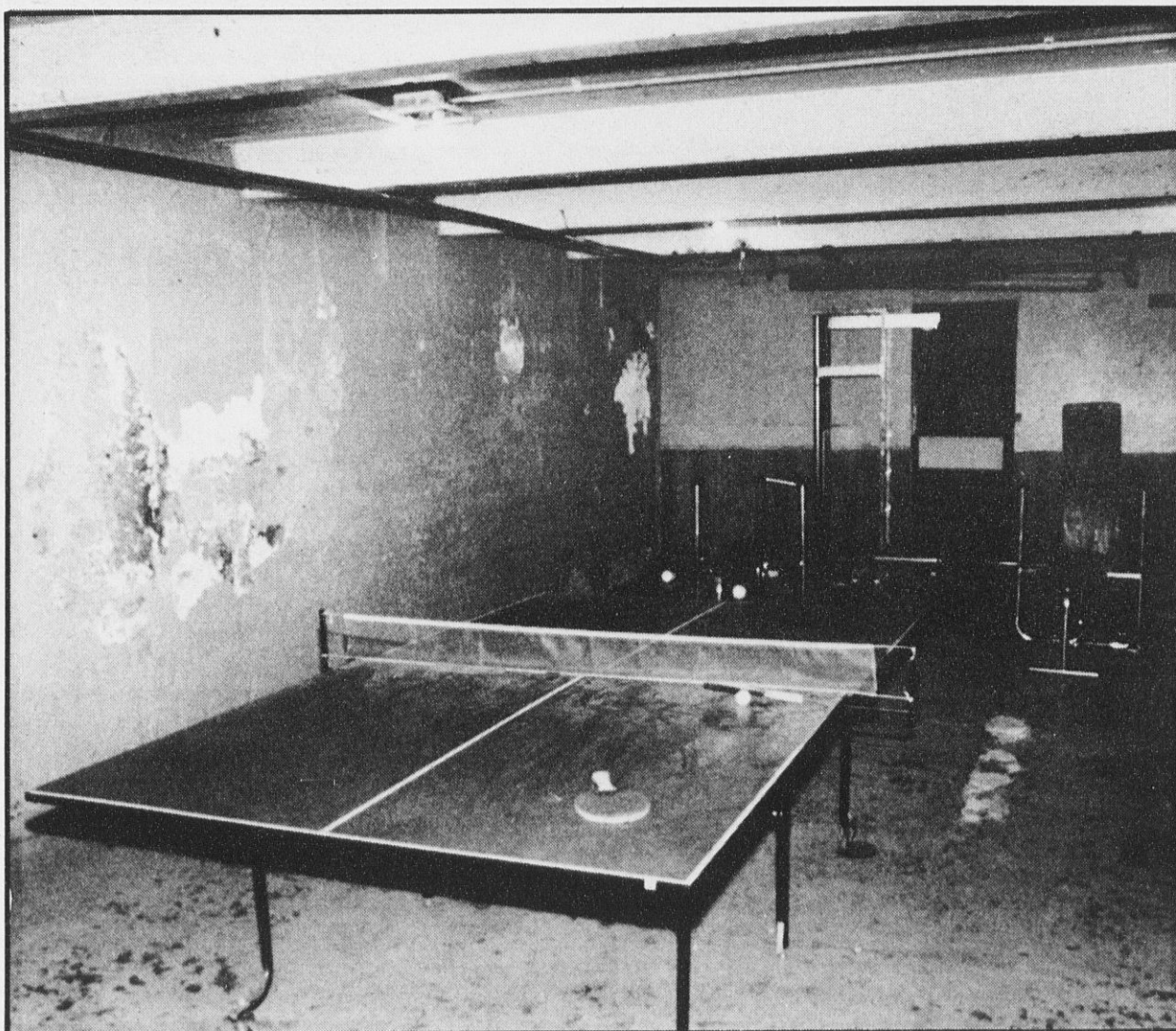
Many grievance board decisions have been delayed for months, despite an existing 15-day deadline. Members of the three-part grievance panel say there are two causes for the delay: a lack of time to investigate the issues and a problem in coming up with an appropriate written statement.

Two panel members, Rensselaer County Local President Marianne Herkenham and Rensselaer County Civil Service Commission representative Thomas Hendry said that occasionally the determinations written by sheriff department representative Capt. Joseph McInerney had to be re-written to reflect the thinking of the panel majority.

CSEA offered two solutions to speed up the release of the decisions: have the county personnel office or county executive's office confirm and distribute the panel's decision



THOMAS McLAUGHLIN, president of the Rensselaer County Deputy Sheriff's Unit, shows just one hazard within the jail — an electric cord draped across a corridor from a socket to an inmate cell.



"WRECK" ROOM — That's a description that could fit the dreary, damaged recreation room at the Rensselaer County Jail. Both inmates and corrections officers must tolerate conditions at the dilapidated jail.

or require the winning party get the decision to all involved parties within 72 hours.

In another issue, CSEA is protesting the nearly two-year delay in giving corrections officers and road patrol deputies their formal job descriptions. Although the employees received civil service status in 1985, requests for job descriptions and information on a new job title, corrections officer-transport, had not been answered.

Since McLaughlin and Domaratz contacted the county Civil Service Commission about the undue delay, the job descriptions have been provided to the union. A meeting for employees with a commission representative is to be scheduled soon.

CSEA is also examining the condition of the Rensselaer County Jail. At 76 years old, the deteriorating jail may be renovated or replaced. Currently, corrections officers must deal with water damage, damaged windows and disabled doors, among other problems.

**The worst jail
in New York???**

•••
See the next issue

Region IV leaders hear reports

ALBANY — A resolution condemning anti-union activities at Hudson Valley Community College in Troy and calling for withdrawal of union support of program there was passed unanimously by nearly 200 union leaders attending a recent Capital Region leadership meeting here.

Region IV officials also reported on efforts to assist a CSEA family which lost all their possessions in a house fire, heard reports on the progress of several union programs and received a presentation on a mobile breast cancer detection project to be tried out soon in the Capital Region.

In addition to regional leaders, statewide Executive Vice President Joseph E. McDermott, statewide Secretary Irene Carr and statewide Treasurer Mary Sullivan also attended.



JOSEPH E. McDERMOTT

During the meeting, McDermott reported on results of a recent factfinding tour he conducted in four of CSEA's six regions. "The members are still very vocal and very active, and that's the way CSEA got to be the democratic power it is today," he noted.

Board blasts HVCC attitude

The Capital Region Executive Board has unanimously passed a resolution condemning the anti-union attitude of the management of the Hudson Valley Community College (HVCC) and its Faculty-Student Association, and recommending the withdrawal of CSEA support and participation in educational programs at the college.

CSEA has been engaged in a long-running dispute with management over several problems related to the employees of the Faculty-Student Association, who are represented by CSEA as a private sector bargaining unit.



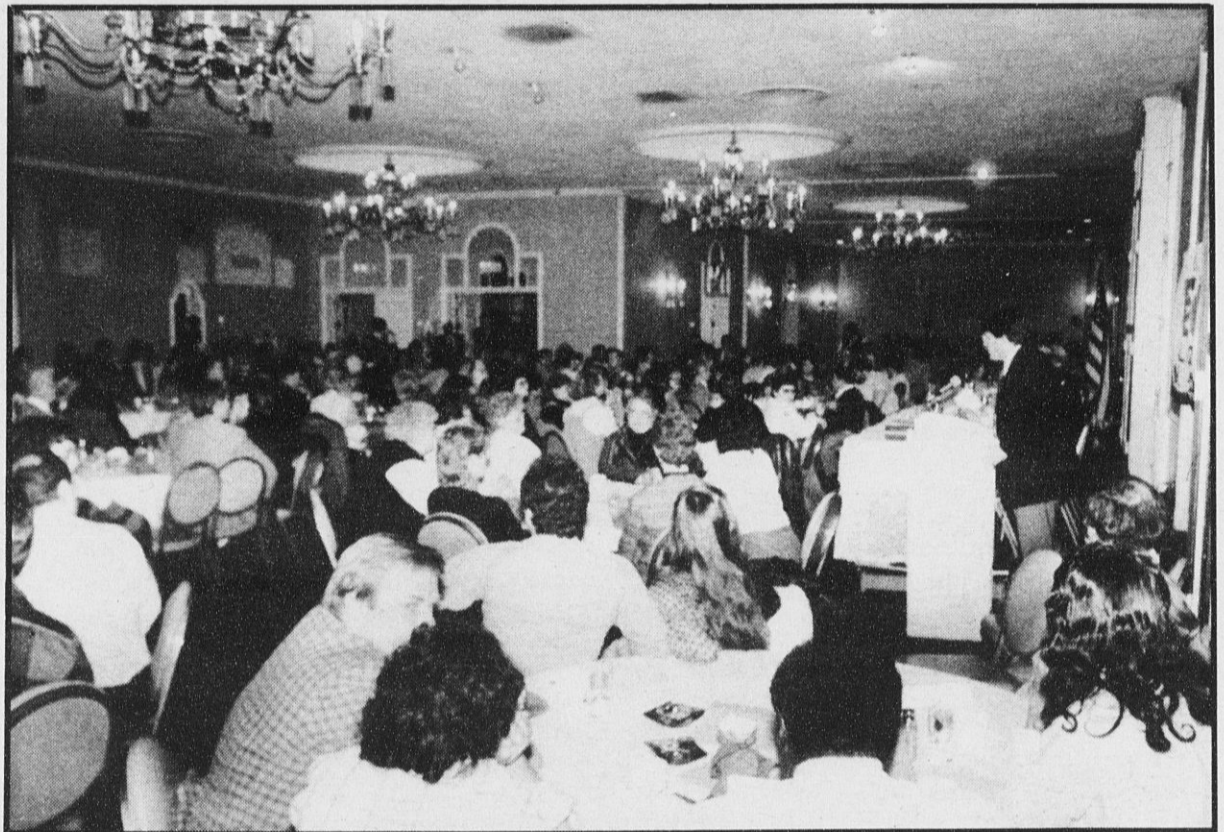
C. ALLEN MEAD

Region IV President C. Allen Mead said, "It is apparent that the HVCC administration is out to break the CSEA private sector bargaining unit while continuing to benefit from various educational contracts with CSEA and other labor organizations. We don't intend to continue to pay hard earned union dues to an anti-union organization."

The resolution asks CSEA statewide President William L. McGowan to "direct the withdrawal of CSEA support and participation for all programs currently being conducted in conjunction with HVCC."

CSEA is involved with several membership education programs at HVCC, including Labor Education Action Program (LEAP) classes, a College Assessment Project (CAP) and various apprenticeship training projects.

The region says it also plans to submit a report on the situation to the Middle States Association of Colleges and Universities, which accredits the community college.



Lend a helping hand

WATERFORD — Since fire destroyed their uninsured home Jan. 20, CSEA member Ken Billings and his family have been struggling to rebuild their lives.

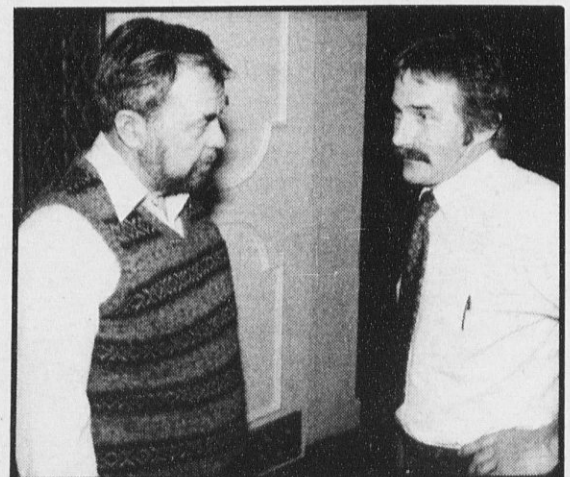
The blaze destroyed all the family's belongings and the Red Cross and other organizations have been helping the six Billings.

CSEA Barge Canal Local 500 President Thomas Doin is urging all CSEA members to help their fellow union brother.

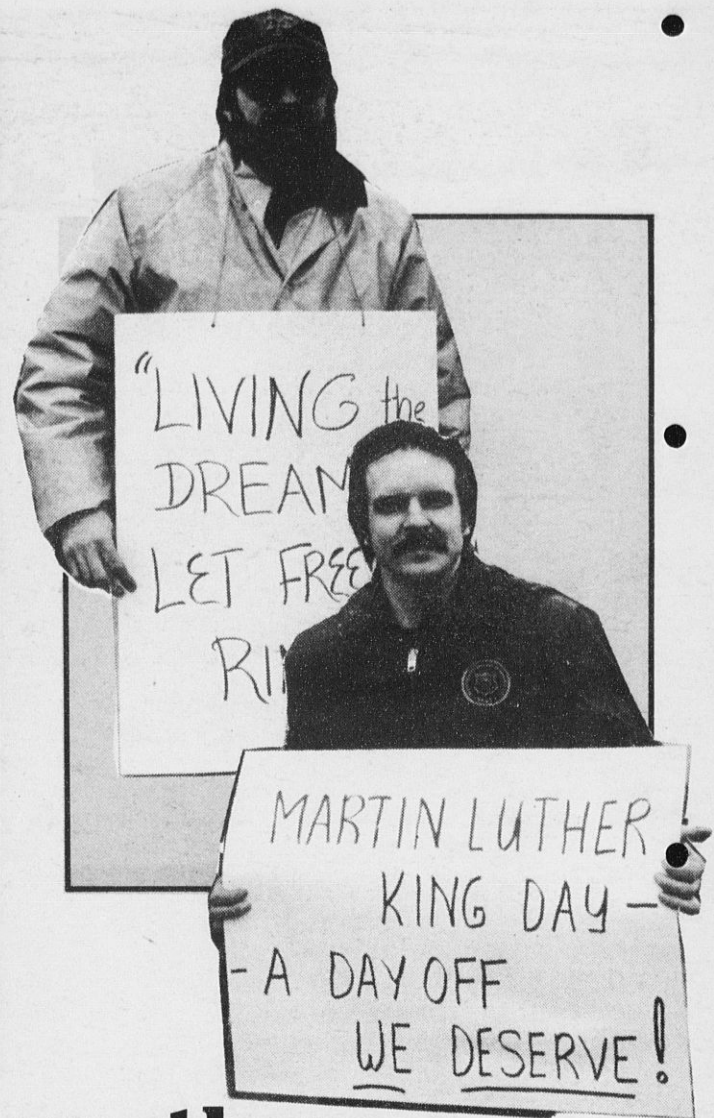
"Public employees have always been a tremendous help to their fellow brothers and sisters in times of need," said CSEA Region IV President C. Allen Mead at a recent region meeting. "I'm sure that the Billings family will learn this."

Clothing, bedding and money can be dropped off at Lock IC, located two and a half miles north of Waterford on Routes 4 and 22 or contributions can be sent to CSEA Local 500 Eastern Barge Canal President Thomas Doin, P.O. Box 97, Waterford, N.Y. 12188.

Clothing sizes are: Ken, 34/30 pants, large shirts; wife, 12/14 pants, medium large blouses; father, 38-28 pants, medium large shirts; daughter, 15, 7/8 pants, medium large blouses; son, 11, 10 slim pants, size 12 shirts; and daughter, 10, 10 slim pants, 12/14 blouses.



DOT REGION I President Milo Barlow, left, and Eastern Barge Canal Local 500 President Thomas Doin discuss helping union brother Ken Billings.



Give us
this day

Holiday for some, workday for others

While most people were observing Martin Luther King Day on Jan. 19 as a paid holiday, many others, including a lot of CSEA members, were working. And some of them, in the grand style of the late Dr. King, were marching to protest what they see as an injustice.

And while Black History Month is being observed throughout February, CSEA is pursuing legal proceedings concerning the non-observance of the birthday of the late black civil rights advocate.

The memory of Martin Luther King has

been observed as a national and New York state holiday for two years now. But while virtually all state and school district employees have it as a paid holiday, tens of thousands of other local government employees work that day or, in some instances, may take the day off by charging the time to personal leave accruals.

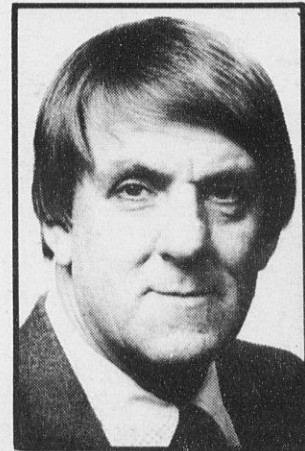
Which is why, using their lunch time, CSEA members were marching in protest on Martin Luther King Day in such places as Garden City on Long Island and in Yates County in western New York, one of the places where CSEA filed an Improper Practice charge. Another Improper Practice charge was levied against the city of Syracuse for unilaterally giving the day off as a paid holiday to some but requiring others to work.

Negotiations are in progress in a number of local government jurisdictions to gain contractual recognition of the paid holiday, but the concept has been resisted by some local government officials.

One top CSEA leader charges those local

government officials who are reluctant to provide a King holiday with "posturing and focusing on the matter as if it were a purely economic issue, which it definitely is not."

CSEA Western Region VI President Robert Lattimer said those employers should forget about attempting



ROBERT LATTIMER

to force union tradeoffs in return for the holiday and instead "should reflect on the benefits of a world where racism and injustice are not tolerated." The King holiday, Lattimer said, promotes better understanding and better human relationships.

Yates County

YATES COUNTY — CSEA filed an Improper Practice charge on behalf of CSEA county unit members of Local 862 after the county unilaterally authorized an unpaid holiday in observance of Dr. King's birthday.

The day before the contact expired, and with negotiations in progress, the county legislature passed a resolution to the effect that only people who are required to work on holidays would be paid, at regular rates, for working Jan. 19 and all other employees would be "allowed" to charge the forced time off to personal or vacation leave accruals.

CSEA Field Representative Karen Spies said the county's bad-faith bargaining was an attempt to try to force the union to give up either two personal days or two other holidays in exchange for including the King day and Lincoln's birthday as holidays under a new contract. Negotiations went to impasse, and employees planned the King day rally, Spies said, "to convince the county legislature that our members don't plan on being shortchanged."

Syracuse

SYRACUSE — An Improper Practice charge was brought by CSEA against the City of Syracuse after the city unilaterally declared Jan. 19 a paid holiday but excluded 41 city employees who work as public safety dispatchers and community service officers. The city also unilaterally turned Lincoln's birthday into a floating holiday.

CSEA Collective Bargaining Specialist Thomas Pomodoro noted, "As far as we are concerned, awarding a holiday means all city employees."

Garden City

GARDEN CITY — About 40 members of the Garden City Unit of Nassau County CSEA Local 830 used their lunch time on Jan. 19 to protest not having the day as a paid holiday.

Employees Larry Laboda, Frank Skotko and Pat Luongo primarily organized the demonstration.

"We got attention and we feel that we expressed the feelings of the Garden City Unit," Laboda said. A paid holiday would give the workers "the opportunity to celebrate the accomplishments of the great civil rights leader," he noted.