



SEASON'S GREETINGS

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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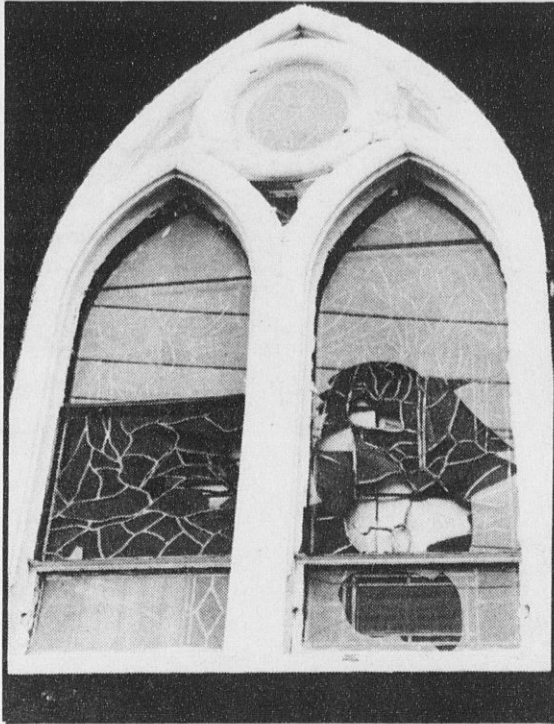
Vol. 9, No. 25
Monday, December 15, 1986

Zone scoring gets a failing mark

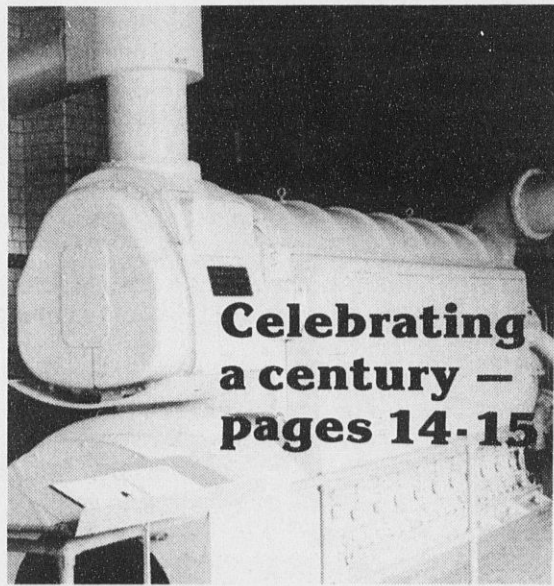
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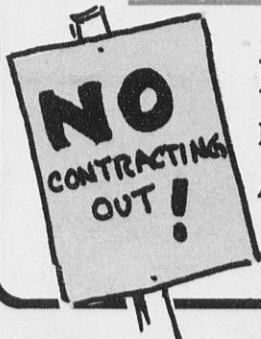
INSIDE



Restoring broken glass and dreams — pages 6-7



Celebrating a century — pages 14-15



Fighting mad in Amsterdam — page 17

Dues hike is mandatory

A mandatory increase of about \$8 a year in CSEA dues and agency shop fees will take effect Jan. 1, 1987. The increase, about 30 cents bi-weekly, is the result of AFSCME, CSEA's international affiliate, raising its dues to a minimum of \$159 annually. CSEA is required to maintain dues and agency shop fees equivalent to the minimum dues as established by the AFSCME constitution.

The chart below shows the payroll deductions for a variety of employee categories.

THE CIVIL SERVICE EMPLOYEES ASSOCIATION Membership Dues / Agency Shop Fee Deduction Schedule

• EFFECTIVE January 1, 1987 •

FREQUENCY OF DEDUCTIONS	12-MONTH EMPLOYEES		11-MONTH EMPLOYEES		10½-MONTH EMPLOYEES		10-MONTH EMPLOYEES	
	FULL DUES	HALF DUES	FULL DUES	HALF DUES	FULL DUES	HALF DUES	FULL DUES	HALF DUES
WEEKLY (52 pay periods)	3.06	1.53	2.81	1.41	2.68	1.34	2.55	1.28
BI-WEEKLY (26 pay periods)	6.12	3.06	5.61	2.81	5.36	2.68	5.10	2.55
SEMI-MONTHLY (24 pay periods)	6.63	3.32	6.08	3.04	5.80	2.90	5.52	2.76
MONTHLY (12 pay periods)	13.25	6.63	12.16	6.08	11.60	5.80	11.04	5.52
10 PAY PERIODS	15.90	7.95	14.59	7.30	13.92	6.96	13.25	6.63
13 PAY PERIODS	12.24	6.12	11.22	5.61	10.71	5.36	10.19	5.10
15 PAY PERIODS	10.60	5.30	9.73	4.87	9.28	4.64	8.83	4.42
16 PAY PERIODS	9.94	4.97	9.12	4.56	8.70	4.35	8.28	4.14
17 PAY PERIODS	9.36	4.68	8.58	4.29	8.19	4.10	7.80	3.90
18 PAY PERIODS	8.84	4.42	8.11	4.06	7.73	3.87	7.36	3.68
19 PAY PERIODS	8.37	4.19	7.68	3.84	7.33	3.67	6.98	3.49
20 PAY PERIODS	7.95	3.98	7.30	3.65	6.96	3.48	6.63	3.32
21 PAY PERIODS	7.58	3.79	6.95	3.48	6.63	3.32	6.31	3.16
22 PAY PERIODS	7.23	3.62	6.63	3.32	6.33	3.17	6.03	3.02
23 PAY PERIODS	6.92	3.46	6.34	3.17	6.05	3.03	5.76	2.88
25 PAY PERIODS	6.36	3.18	5.84	2.92	5.57	2.79	5.30	2.65
29 PAY PERIODS	5.49	2.75	5.03	2.52	4.80	2.40	4.57	2.29
SEMI-ANNUAL	79.50	39.75	72.91	36.46	69.57	34.79	66.23	33.12
ANNUAL	159.00	79.50	145.81	72.91	139.13	69.57	132.45	66.23

The CSEA Deduction Schedule includes that category of employees who are regularly employed on an eleven- to nine-month basis.
FULL DUES: Employees who work over an average of 20 hours per week are to be deducted full membership dues/agency shop fees.
HALF DUES: Employees who work an average of 20 hrs. or less per week are to be deducted for reduced membership dues/agency shop fees.
ASSOCIATE MEMBERSHIP DUES: Employees who are represented for collective bargaining purposes by a labor union other than CSEA who participate in CSEA-sponsored insurance programs.

CSEA job opening

CSEA is seeking an Occupational Safety and Health Specialist to work out of the union's Southern Region office in Fishkill.

Position requires:

- ability to resolve problems and negotiate settlements; and

- working knowledge of federal/state OSHA standards, Hazardous Substance Act, and fire and electrical codes.

Minimum qualifications include a bachelor's or associate's degree plus one year's experience in safety and health; or three years experience of an investigatory/safety nature.

Submit resume, including salary history, immediately to: Personnel Director, P.O. Box 7125, Capital Station, Albany, N.Y. 12224.

Seek safety and health specialist for Fishkill assignment

Public SECTOR

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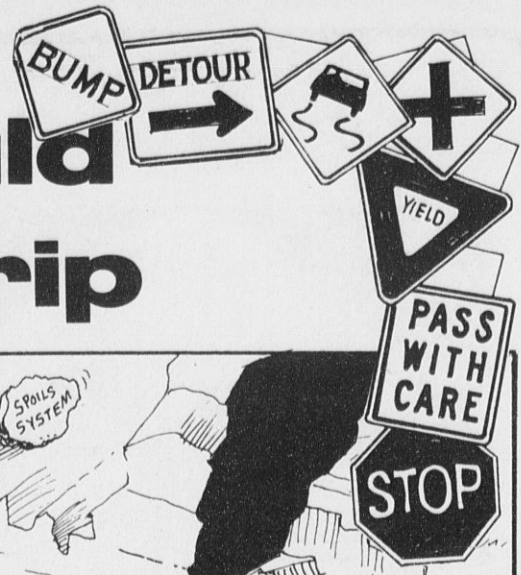
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● **CSEA gets injunction to halt unfair scoring**

Zone scoring — it could detour your career trip



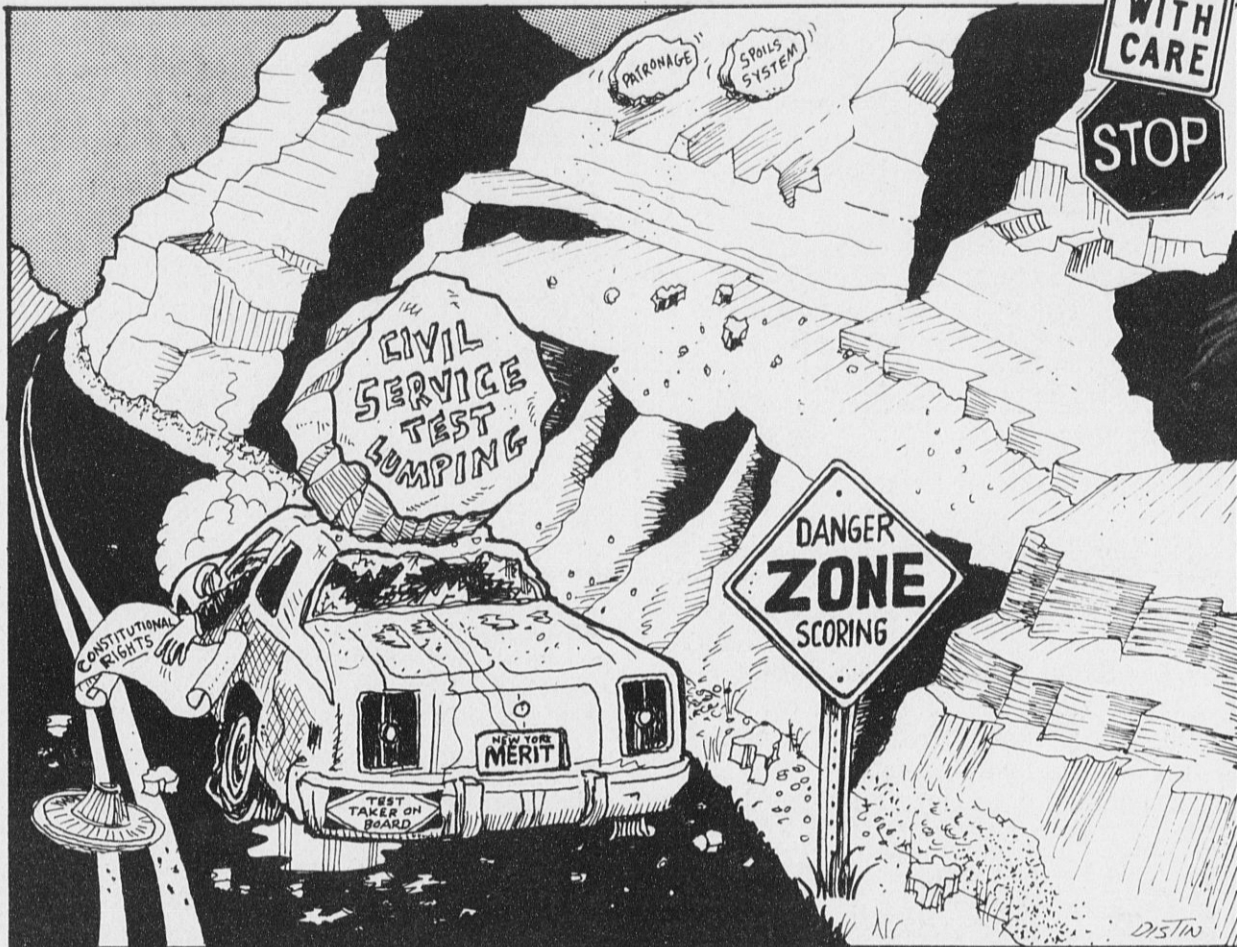
ALBANY — CSEA has won the first round, gaining a preliminary injunction in state Supreme Court, in the union's fight to end "zone scoring" in competitive civil service examinations.

CSEA statewide President William L. McGowan calls zone scoring "an abuse of the intent to instill fairness and equal opportunity into the Civil Service system and flies in the face of the century-old effort to eradicate cronyism and political patronage from civil service hiring."

CSEA chief counsel James W. Roemer Jr. said the union filed a lawsuit against the state Civil Service Commission in an effort to halt the practice because "zone scoring violates the constitutional principles of merit and fitness in civil service employment practices, and provides an opportunity for state departments and agencies to select their friends rather than the most qualified candidates for the job."

State Supreme Court Justice Daniel Prior agreed, saying "zone scoring without appropriate limits appears to violate the Constitution," and issued a preliminary injunction greatly restricting the use of zone scoring pending a permanent ruling on the issue. The scoring system can be used now only if approved in specific instances by the court, or if CSEA and the state both agree to use it in specific examinations, or if certain other very narrow conditions are met. Atty. Roemer said he doesn't expect a situation will arise where the union would agree to using zone scoring.

The state Civil Service Commission has been using zone scoring on some state and local government competitive examinations for several years, grouping scores of exam takers into broad ranges rather than considering the results on the basis of individual test marks. For instance, exams marks between 100 and 90 could all be placed in a single "zone" and candidates selected



from that entire zone rather than consider them based on highest individual scores.

CSEA charged that circumvents the merit and fitness requirement that candidates be, generally, selected from the top three candidates based on individual scores. The Commission used the excuse that zone scoring provided a much wider base of candidates to choose from, and helped meet affirmative action hiring goals.

State Civil Service commission President Karen Burstein has been quoted in the news media as saying the state plans to appeal

Justice Prior's preliminary injunction. The preliminary injunction is an initial but significant, step in the union's suit seeking a final judgment concerning the zone scoring issue.

But for now, CSEA has been successful in halting the use of zone scoring in most instances on written competitive examinations and union officials are hailing that as an important gain in the overall campaign to eventually end the practice or permanently restrict the broadness of its usage.



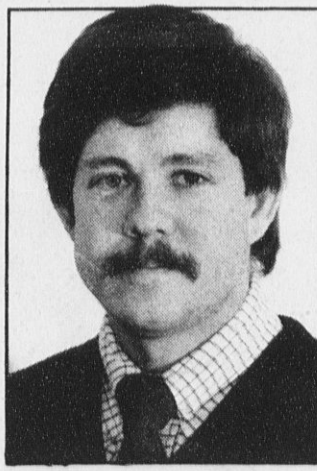
● **"If you could give someone a special Christmas gift, what would it be?"**

WHERE ASKED: CSEA LOCAL 804 BROOME COUNTY UNIT



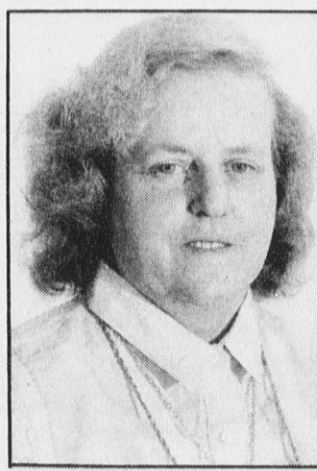
JENNIFER FOX
Case Manager, CASA

"I would make an all out effort to give some needy person a real 'family life.' So much evolves from the basic family unit, right from day one."



DAN LASKY
Weights and Measures Inspector

"Peace on earth and good will to everyone... and we might start with agency shop for local government in Broome County."



GRACE SNAVELY
Social Welfare Examiner, CASA

"The perfect gift would be a sense of self worth to each person, regardless of his or her station in life."



LEE MONROE,
LPN, Willow Point Nursing Home

"A strong, active CSEA membership in Broome County that says we are 'loud and proud' of our unity."

Majority of local switches to private employment Dec. 31

Greene County tentative pact ok'd; employee status unclear

CATSKILL — Greene County CSEA Local 820 members have overwhelmingly ratified a tentative four-year contract, an agreement union officials say the county attempted to pull back off the table at the last minute and which is complicated by a dispute over the future status of more than half the members of the county workforce.

CSEA members gave a resounding approval to the tentative four-year contract, which would be retroactive to last Jan. 1. The tentative agreement calls for salary increases of four and one-half percent in 1986, and five and one-half percent each of the next three years.

About 300 of the 550 Greene County workforce are employed at the Greene County Memorial Hospital and Nursing Home, which has been plagued by a series of problems. State Health Commissioner Dr. David Axelrod ordered the Greene County Board of Supervisors to either close the facility or merge it with another health care facility approved by the state. The county says the facility will be operated by Columbia Memorial Hospital of nearby



ENTRANCE to Greene County Memorial Hospital. More than half of Greene County employees work here and the county in nursing home, and their status is in doubt after Dec. 31. The facility will be operated by a private sector hospital effective that date, but CSEA contends a six-month transition period agreement covering the employees is not being honored by county officials. Meanwhile, union members have ratified a tentative four-year contract covering all employees.

Hudson effective at the end of this year, and the hospital and nursing home employees

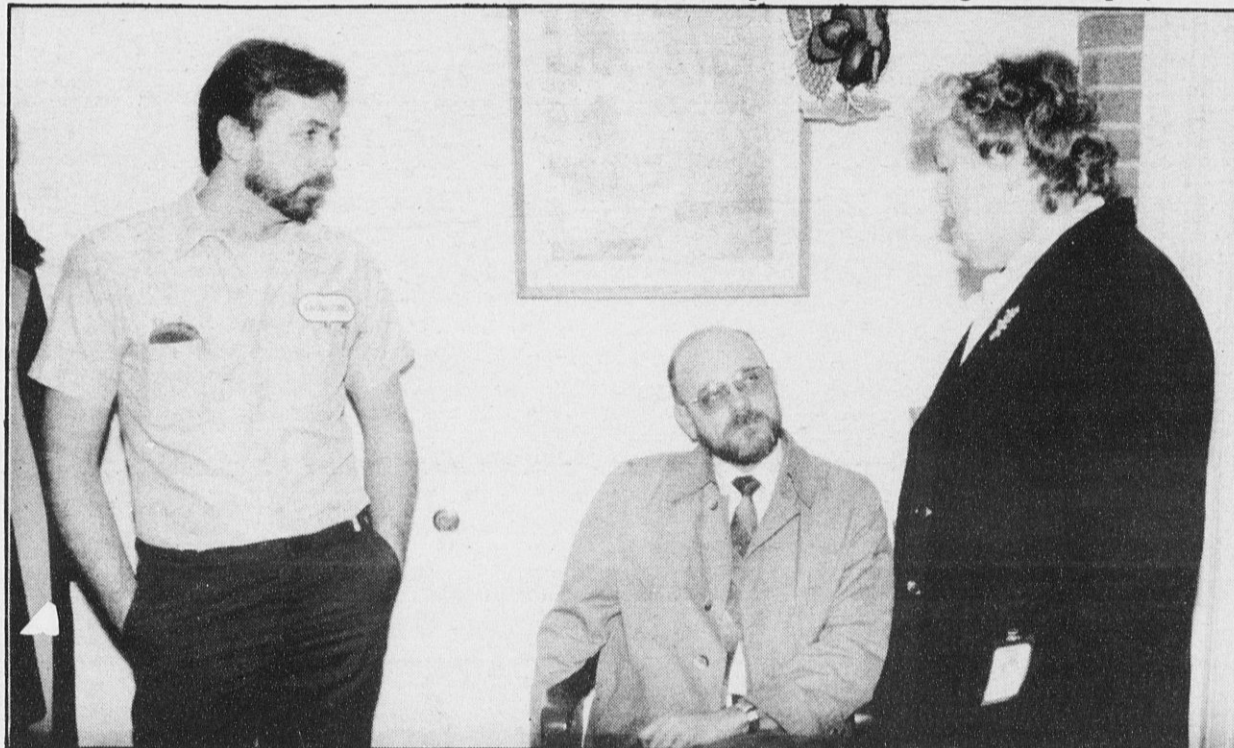
will become private sector employees at that time.

CSEA officials say they were given verbal assurances that employee rights would be protected under a six-month transition period from public to private employment, but that the county is now renegeing on that agreement.

CSEA Capital Region President C. Allen Mead said CSEA obtained "various verbal assurances . . . from Dr. Axelrod and Greene County officials to insure the proper treatment of our members during a six-month transition period."

Local 820 President Richard Canniff said Greene County officials "are claiming that Dr. Axelrod's order to transition the 300 employees from the public sector the private sector on December 31 means that CSEA should now only attempt to represent the remaining 250 workers and forget about the rest. That won't happen!"

Both Mead and Canniff said the union will do everything possible to protect the rights of the hospital and nursing home employees. "It would be much better for all concerned to settle these problems before the workers are transitioned and private sector medical service delivery is put in jeopardy."



GREENE COUNTY LOCAL 820 President Richard Canniff, center, confers with Greene County Hospital shop steward Sally Collins about the situation involving hospital and nursing home employees. At left is Mark Bagley, a member of CSEA's negotiating team.

MARY MEAD, left, president of CSEA's Village of Hudson Falls Unit, the Capital Region's newest bargaining unit, attended her first CSEA delegates meeting recently. She discusses union issues with Capital Region President C. Allen Mead, Washington County Local 858 President Glenn Woodward, and Capital Region CSEA Director John D. Corcoran Jr. The Meads are not related.



Union, Labor Department trying to ease layoffs

Still groping for answers

There are still more questions than answers, but representatives of CSEA and the state Labor Department continue to meet and are in daily contact concerning the implications of an announcement recently by the department that it will reduce its workforce by up to 1,000 employees by early March, 1987.

The workforce reduction was announced by state Labor Commissioner Lillian Roberts, who said the layoffs are necessary because the federal government has cut allocations for the Job Service and Training Division and the Unemployment Insurance and Work Incentive programs conducted by

the department.

There is still no determination which jobs will actually be cut, or from what locations. However, the union and department representatives continue studying possible alternative employment opportunities for those employees who ultimately may be affected by the workforce reduction.

Meanwhile, the department this week began distribution of a "layoff packet" to every permanent and contingent permanent employee in the agency. While there is still no determination which jobs will actually be cut, or from what locations, CSEA and Labor Department officials are urging everyone to

complete the forms contained in the packet according to instructions to assist in protecting their own individual rights and provide for an orderly layoff process down the road.

The layoff packets contain a location preference questionnaire, an explanation of the layoff procedures, and a preferred list card (Form S295.5).

Additional information will be distributed to Labor Department employees as more answers become available concerning the planned layoffs.

(See related information in "Watch on Washington" column, page 16)

CSEA job openings

CSEA is currently accepting applications to fill the following positions:

FIELD REPRESENTATIVE

Position requires a working knowledge of labor-related issues, grievance handling, contract negotiations and general assistance to members. 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. Will be assigned to Long Island.

EDUCATION AND TRAINING SPECIALISTS

Two positions available. Responsibilities include developing and implementing educational programs for union officers, shop stewards and members. Qualifications include a bachelor's degree in an education-related field or a high school diploma and five years work experience preferably in a labor environment.


The above positions require a valid driver's license and a car for business use.

Submit resume immediately to: Personnel Director, P.O. Box 7125, Capitol Station, Albany, N.Y. 12224.

In the spirit in Syracuse



HAPPY HOLIDAYS go hand in hand with the Salvation Army "red kettles", and taking part in the annual Christmas drive, above, with their donations and service are volunteers from CSEA Local 913 Syracuse Retirees. Applauding the first contribution of the day are, left to right, Thomas Knox, Salvation Army representative; Mary McCarthy, president of Local 913; Albert Ast; Estelle Art; and Catherine Butler, members of Local 913.



Put **PIZZAZZ** into your Newsletters, Bulletins and Notices!

The CSEA Communications Department has put together a **CLIP ART** booklet that has the CSEA logo and seal, cartoons, graphics, and other visual material that can perk up your written communications to the membership.

If you would like a copy, just fill out the application below and we'll send you one. Mail requests to: **Communications Department, CSEA Headquarters, 143 Washington Avenue, Albany, New York 12210**

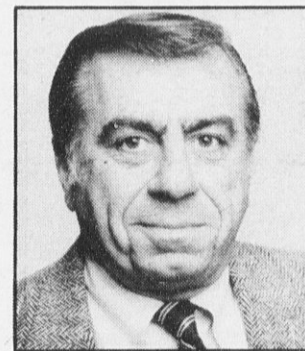
LOCAL PRESIDENT'S SIGNATURE _____ CSEA LOCAL NAME / NUMBER _____

NAME _____ (Please Print)

ADDRESS _____

CITY _____ N.Y. _____ ZIP _____

Region officers receive briefing



Pat Mascioli

SUFFERN — More than 100 local and unit presidents and officers from throughout CSEA's Region III recently attended that region's second annual President's Day program.

The orientation-type program included workshops on "duty of fair representation" and "workers' compensation" as well as presentations on the types of services available to union officials from CSEA.

Region III President Pat Mascioli told the officers that "as leaders, it is your responsibility to communicate with your membership. Keeping your members informed could be the most important function you perform."

Broken windows lead to renewed sense of faith

Text and photos on pages 6 and 7
By Lilly Gioia
CSEA Communications Associate



SHATTERED STAIN GLASS WINDOWS caused by vandals led to an outpouring of brotherhood and the creation of "Operation Lifejacket" to raise funds to replace the windows at Fellowship Baptist Church in Staten Island. Pastor Rev. Arthur D. Phillips, right, points to damaged windows. From left are CSEA Region II President George Boncoraglio, honorary chairman of Operation Lifejacket, and Deacon Tommy Rice.

NEW YORK — No one knew it at the time, but a senseless act of vandalism last July at Fellowship Baptist Church in Mariner's Harbor on Staten Island created a strong symbol of brotherhood and recently culminated in a program of thanksgiving at the church.

For when vandals smashed stained glass windows in the church, it inspired creation of an organization of labor, civic and religious leaders to aid the church congregation. Calling their group "Operation Lifejacket," they raised more than \$2,600 to restore the shattered front windows of Fellowship Baptist Church. And Operation Lifejacket lives on, ready to assist any other church or places of worship damaged by vandalism.

CSEA Metropolitan Region President George Boncoraglio is honorary chairman of Operation Lifejacket. "The vandalizing of religious symbols in our communities must never be tolerated, because when one is injured, we all are injured," Boncoraglio says. "It is very significant to me that organized labor, civic and religious leaders of all faiths have joined in Operation Lifejacket's goal to assist any house of worship victimized by acts of senseless vandalism."

Last summer, while the shocked congregation was still surveying shattered remains of their once inspiring windows and wondering why, the idea for Operation Lifejacket was born. Learning of the church's plight, a group of concerned citizens saw the opportunity to work together to turn what at first appeared to be a tragic, meaningless, attack into a symbol of brotherhood.

The name "lifejacket" was important. Those involved in the project wanted to rekindle the spirit of four famous World War II chaplains of different faiths who had sacrificed their lives for others. The valiant clergymen were last seen with arms linked in prayer on a sinking battleship after they had given away their own lifejackets to sailors who had none.

At a recent church breakfast held to salute the work of Operation Lifejacket volunteers, the Rev. Arthur D. Phillips, D.D., pastor of Fellowship Baptist Church, expressed deep appreciation for the efforts of all and asked

The vandalizing of religious symbols in our communities must never be tolerated, because when one is injured, we all are injured.

those gathered to join him in a prayer of thanksgiving.

"Rather than respond with anger and despair, we chose to meet hate with love and ignorance with enlightenment. We rebuilt our symbol of faith, and the experience has brought us all closer in understanding the truth that we are all God's children," he commented.

Attending the breakfast, in addition to community dignitaries and state legislator Elizabeth Connelly, was a retired state

mental hygiene therapy aide who until then had been unaware of CSEA's role in Operation Lifejacket. CSEA retiree Mrs. Eva Nelson, who left state service in 1974, was among those who attended, and she said she was deeply moved. Mrs. Nelson and her husband have been members of Fellowship Baptist Church for 20 years and Mr. Nelson holds the position of Deacon.

"You don't know how good I felt when I saw folks coming down to the church today with CSEA pins on," she said. "I think that my union is really fantastic and has the community at heart, and I thought to myself, CSEA is really doing something beautiful and worthwhile here," she continued.

Mariner's Harbor is not a wealthy community and the church is very active all week long, housing a busy day care center and food pantry for the needy.

Smiling broadly, Eva Nelson remarked, "This event transcends differences in race, color or creed, showing what can happen when people of goodwill join together to right what was a terrible wrong."

The need was great, but the hard work paid off. This year at Fellowship Baptist as the holiday season rolled around, there is definitely a feeling of "thanksgiving" for blessings received.

**For Eva Nelson,
CSEA buttons in
church started
flood of memories**



EVA NELSON, fourth from right, stands next to the late Gov. Nelson Rockefeller in this 1970 photo of CSEA and state negotiators involved in the first CSEA-State contracts for Institutional Services Unit members. Others in the photo include former CSEA Collective Bargaining Specialist Bob Guild,

who retired earlier this year as executive assistant to the CSEA president, second from left; and CSEA Field Representative Felice Amodio, third from left. Former CSEA statewide president Theodore Wenzl is second from right.

Eva Nelson remembers what flames devoured

The sight of several people wearing CSEA buttons at her church, the Fellowship Baptist Church on Staten Island (see story, page 6), opened up a floodgate of memories to Eva Nelson. A former mental hygiene therapy aide at Staten Island Developmental Center, she's been retired from state service for the past dozen years.



RETIREMENT has been good to Eva Nelson, who appears today much as she did before leaving state

August 20, 1982 — "the night of the fire," came immediately to her mind.

Flames devoured her home, consuming clothing, furniture, draperies, personal effects — everything. When it was over, she realized how many irreplaceable items were lost — the stuff of which memories are made; things she wanted to share with her children and grandchildren — gone.

Many valued souvenirs of her CSEA union involvement were destroyed that night. Among them was her prized certificate of recognition signed by the late Gov. Nelson A. Rockefeller, acknowledging her contribution as a member of CSEA's negotiating team in 1969-70. But her memories remain.

New York State's first written contract with its employees came as a result of the implementation of the Taylor Law in 1967. Eva Nelson had been one of the pioneers who helped hammer out the first Institutional Services Bargaining Unit (ISU) contract that covered the period April 1, 1970 through March 31, 1972.

Reminiscing about those days, Nelson recalls the spirit of comradery among the negotiating team members, one of whom was a gentleman from the Buffalo area by the name of Bill McGowan, now CSEA's statewide president. She recalls the hours of effort put into those early bargaining sessions to upgrade the title of "attendant" and obtain the commensurate salary increases for ISU employees across the state.

Nelson is also very proud of the negotiated employee educational programs that became available to CSEA members as a contractual benefit. Courses were made available both on facility grounds and local colleges.

Returning home after signing the statewide agreement, she took advantage of this opportunity herself to attend classes at Staten Island College.

Both Nelson and her husband, an employee in private industry, have been strong union activists all their working lives. "Being a union family was important to us," she said.

Employed at Staten Island Developmental Center from 1957 to 1974, she was active in CSEA Local 429 both as an institutional bargaining unit representative and local first vice president.

These days the word "retirement" hardly seems appropriate to describe Eva Nelson's life style. Her previous career of union activism has carried over to the community where she lives. In 1982 she was a recipient of the Dr. Martin Luther King Award for community work presented by the Southern Christian Leadership Conference. In 1984, the Staten Island branch of the New York Urban League honored her with its award for outstanding community work.

When CSEA Metropolitan Region President George Boncoraglio appeared at the Nelson's church as part of the volunteers restoring the Fellowship Baptist windows, at first Eva was surprised. But then she said, "CSEA was one of the groups that was always willing to reach out to those in need, not around just to collect dues."

"Our church has been a beacon of hope and learning, serving the spiritual and communal needs of all residents of this community. The critical nature of this emergency made it essential to have the church repaired, and CSEA was willing to help. I am proud to be affiliated with such a fine group of people," she added.

District backs down on private transport

WORCESTER — A problem involving the use of private car transportation at Worcester Central Schools has finally been resolved, but it took an Improper Practice charge and a persuasive CSEA legal proposal to bring a halt to the school district move.

According to Jerry Phelan, CSEA field representative for the Worcester School Unit of Otsego County CSEA Local 839, the Worcester School District unilaterally decided to hire a parent to drive her own child on a special education run.

"Although Unit President Jake Muehl and I made numerous attempts to 'talk over' the problem with school authorities, our requests were ignored and the district simply refused to discuss the matter with us," Phelan said.

In June, CSEA filed an Improper Practice charge with PERB, alleging the school district had acted unilaterally to transfer bargaining unit work to a non-bargaining unit person.

When the problem remained unresolved, PERB scheduled a formal hearing for October. The case took a turn for the better in September when CSEA Legal Counsel Claudia McKenna offered the

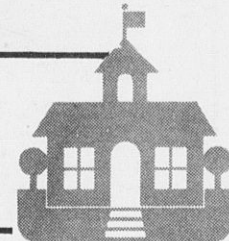


A winning smile from Worcester School Unit President Jake Muehl, right, and CSEA Field Representative Jerry Phelan.

proposal that the school district not assign or contract out bargaining unit work. The attorney for the District accepted the proposal.



academic affairs



Clarkstown OKs contract

CLARKSTOWN — A three-year contract has been ratified by custodial and maintenance employees in the Clarkstown School District, concluding nearly 18 months of difficult negotiations.

"Despite the district's attempts to eliminate key provisions of the contract," said Collective Bargaining Specialist Larry Sparber, "the union managed to hold on to them as well as obtaining a salary schedule that gives the employees a maximum increase of 10 percent each year, retroactive to July 1, 1986 with a guaranteed minimum of 5 percent depending on years of service."

The agreement, which runs through to June 30, 1988, also provides for increases in longevity and clarifies policies pertaining to sick leave, bereavement leave and seniority.

There are 150 employees in the school district unit which is located in Rockland County.



Happy in Hastings

Hastings School District Unit President Harry Osgerchain signs a three-year contract for 15 blue collar workers and 35 clerical and teacher aide employees. Seated next to him is Joan Weber, President of the Hastings Board of Education. Looking over their shoulders is CSEA Collective Bargaining Specialist Don Partrick. The contract, which increases salaries by 6 percent per year, also includes dental and optical benefits, improved longevity and two extra steps for clerical workers.

Initial accord for Comsewogue

TERRYVILLE — The newly recognized CSEA Part-Time Unit of Comsewogue School District recently agreed to its first contract. The Unit, which is part of Suffolk Educational Local 870, is comprised of 60 clerical and cafeteria members, who had not received a wage increase for four years, but CSEA changed that.

The unit was recognized by PERB after an election in early 1985. After mediation and fact finding, the unit reached a settlement

which will be retroactive from July 1, 1986 to June 20, 1989.

The agreement includes binding arbitration and an Agency Shop clause along with increases of six percent plus step for each of the three years.

The negotiations committee was headed by Unit President Terry Bolognini and Barbara Canham. Collective Bargaining Specialist Irwin Scharfeld praised the unit for "hanging tough" during this long contract ordeal.

Better benefits boost Lindenhurst package



LINDENHURST — Members of the CSEA non-instructional Lindenhurst School District Unit of Suffolk Educational Local 870 ratified a new three-year pact recently.

According to Unit President Stan D'Andrea, the pact calls for salary increases of eight percent, seven percent, and six percent, plus steps, for the clerical members who chose to retain their summer hours.

The pact also includes an additional paid holiday, an agency shop clause, increases in longevity payments and night differential, increase in terminal leave pay and an additional \$10,000 of life insurance for \$33 per year.

The negotiating committee included: D'Andrea, George Miller, Jim Dawe, Terry Gulaski, Vera Vienni and Dorothy Remy. CSEA Collective Bargaining Specialist Irwin Scharfeld assisted the unit in negotiations.

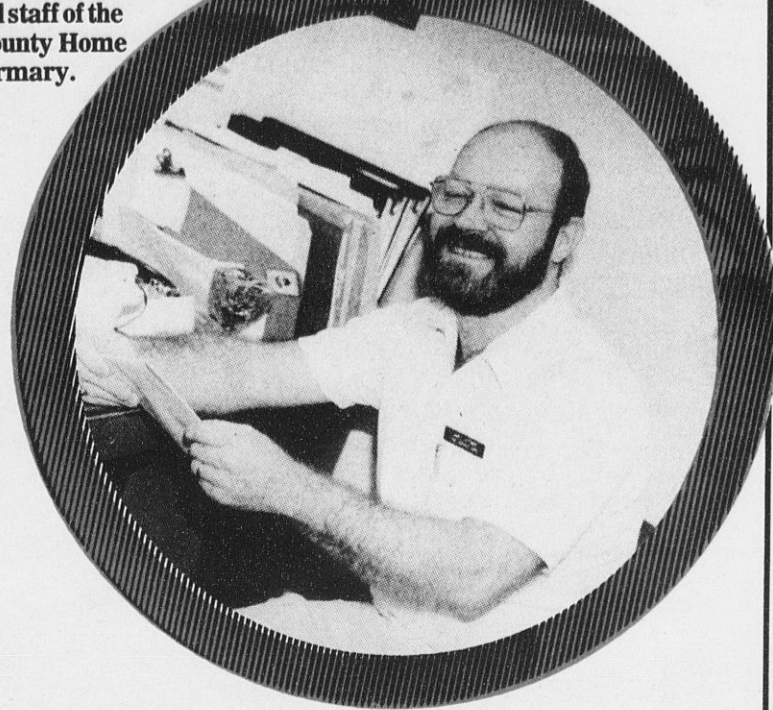
(L to R) CSEA collective Bargaining Specialist Irwin Scharfeld, Lindenhurst SD Unit President Stan D'Andrea and Superintendent Dr. Anthony Pecorale.

Holiday Cheer!

SANTA'S HELPER — Marge Howe, a senior nurses aide at the Orange County Infirmiry, is shown here with one of her charges. Howe will work on Christmas Day and will share her holiday with residents who do not have families to go home to.



CHIEF COOK — Food Service Supervisor Jim Lattimer will supervise the preparation of the Christmas meal that will be served to residents and staff of the Orange County Home and Infirmiry.



By ANITA MANLEY
CSEA Communications Associate

They help to make the season bright



GOSHEN — If you're planning to spend the upcoming holidays with your family, you should count your blessings.

Many CSEA members will spend at least eight hours of the holidays working and helping to make the day of someone less fortunate than themselves a little brighter.

The spirit of Christmas is alive and well

at the Orange County Home and Infirmiry for instance, where "giving pleasure is pleasurable," according to Food Service Supervisor Jim Lattimer. He is scheduled to work from 6 a.m. to 1:30 p.m. on Christmas Day.

Dec. 25 will be a festive day at the Infirmiry, says Lattimer. The dining room will be decorated, each table will have a fruitbowl and a centerpiece handmade and donated by a local children's organization, and the meal will be a traditional one of turkey, dressing and all the fixings. While most of the residents will spend the day with their own families, there are many who will remain behind.

Lattimer says that Christmas is the one

day of the year that the staff will take their meal with the residents. "The residents who don't go out have to rely on the staff for pleasure on special occasions," said Lattimer. "The holidays are exhausting, but it's energy well spent. It's appreciated. We have a good staff. They think along the same lines I do."

Lattimer says his children are understanding about his schedule and don't mind sharing their father with the Infirmiry residents.

Marge Howe, a senior nurses aide, will work from 7 a.m. to 3 p.m. on Christmas Day, and will hold her family celebration for the afternoon and evening. Howe says the holiday will be a special day for her even though she has to work because the staff is allowed to wear street clothes instead of uniforms, and the patients will be dressed up also.

Howe, a 15-year employee, says holidays are rotated so that each employee will get at least one major holiday off in a season. This year, she can plan to be home for New Years Day, and possibly next year will get Christmas off.

Activities Aide Irene Simpson has already started to prepare for the holidays with the residents of the facility by baking batches of cookies, peanut brittle, fudge, stollen, ginger bread and streudel which will be served on Christmas Day. Simpson works with the Baking Club, a group of residents who enjoy cooking.

Simpson will spend Christmas Day from 8 a.m. to 4 p.m. serving her treats, singing carols and cheering up those residents who do not have families to visit them. "Then, I'll have an evening meal with my own family at home," she said.



THIS IS THE WAY WE MIX THE DOUGH — Irene Simpson works with her Baking Club at the Orange County Home and Infirmiry to make cookies and treats for Christmas Day.

CSEA



PEOPLE

A very good year

CSEA's PEOPLE (Public Employees Organized to Promote Legislative Equality) is wrapping up a highly successful year of fund raising to support CSEA/AFSCME backed candidates for elected federal offices.

With political checkoff in operation for the first time, nearly 600 state CSEA members signed up for deductions from their paychecks totaling \$26,637 annually, according to CSEA statewide PEOPLE Coordinator Cheryl Sheller.

In addition, a substantial amount of individual contributions were made during fund raising events sponsored by PEOPLE during 1986. PEOPLE activities were particularly successful at CSEA's annual delegates meeting in October. There, 115 members signed up for checkoffs, and seven gave direct contributions of \$50 each. Participants in the PEOPLE run during the delegates meeting netted \$2,924 in pledges, according to Sheller. A PEOPLE raffle raised an additional \$1,124. Raffle winners were Connie VanHauter of Local 674, Ruth Glatt of Local 434 and William Maccaro of Local 852.



STATEWIDE PEOPLE COMMITTEE members presented Carol Bellamy, second from left standing, a plaque after she addressed CSEA delegates on the importance of political participation. Standing from left are PEOPLE Coordinator Cheryl Sheller, Bellamy, committee member Carol Guardiano and CSEA statewide president William L. McGowan. Seated from left are committee members Sarah Jackson, Suzanne Waltz, Doris Pratz and Marie Prince. Missing from photo is committee member Henry Reese.

Lynette Goodrich heads for sun

A PEOPLE incentive program that resulted in nearly 600 state members signing up for annual PEOPLE deduction checkoffs also

resulted in a member from the Capital Region winning the top prize under the incentive plan. Lynette Goodrich of Glens Falls, a member

of Wilton Developmental Center Local 416, won the grand prize of a four-day, three-night trip for two to St. Thomas in the Virgin Islands.



CARIBBEAN BOUND — Lynette Goodrich, second from right, is all smiles as CSEA statewide President William L. McGowan, right, officially notifies her she has won a trip for two to the Caribbean island of St. Thomas. Also beaming broadly are CSEA PEOPLE Coordinator Cheryl Sheller and Joseph Conway, statewide chairman of CSEA's Legislative and Political Action Office.

Another top prize under the incentive program a VCR, was won in a drawing by Richard Warmus of Cheektowaga, a member of West Seneca Developmental Center Local 427.

"The PEOPLE Cup" for the CSEA region with the highest average contribution per member during the program went to Metropolitan Region II. Special awards for outstanding participation in the checkoff incentive program also went to Suffolk Developmental Center Local 430, State Insurance Fund Local 351, Letchworth Village Developmental Center Local 412, Wilton Developmental Center Local 416, District 2 Barge Canal West Local 502, and Division for Youth Buffalo Area Local 562. Also, Metropolitan Public Service Corporation Local 450, Westchester Developmental Center Local 432, and Kingsboro Psychiatric Center Local 402. Several locals won awards in a number of different categories.



CSEA Committee profile

Human Rights: Changing more than just its name

By Stephen Madarasz
CSEA Communications Associate

ALBANY — Although it's been around for years, one of CSEA's special statewide committees has a whole new outlook. The fresh approach can be traced in part to a recent name change, when the Minorities Committee became the Human Rights Committee

Says Chairwoman Doris Williams: "This is the first year that the committee is not all black. I think it's important for people to realize that we're trying to deal with the needs of all minorities in CSEA."

Among the areas of concern that the committee has targeted for attention are:

- * Harassment
- * Working conditions for the Handicapped
- * Providing Human Rights information
- * Promoting Affirmative Action
- * Discrimination
- * Sexual Preference

Efforts are underway to make materials on these subjects available and to develop educational programs on how they can be addressed. The PUBLIC SECTOR will also assist in presenting important information on these areas and CSEA's involvement.

Williams believes that education is important because the definitions of issues such as discrimination and affirmative action aren't always clear. By training CSEA members and staff, she expects a



CSEA Human Rights Committee member Jaime LaBoy, center, makes a point during a recent meeting. Flanking LaBoy are Claire McGrath, right, and Committee Chairwoman Doris Williams, left.

better understanding, which will make it easier to resolve workplace problems and make a start on changing social barriers.

While the statewide committee will keep track of the larger issues and coordinate CSEA efforts for progress, it has also requested that each region establish its own Human Rights Committee. Williams

says the regional committees can help members more directly and at the same time bring concerns to the attention of the statewide committee.

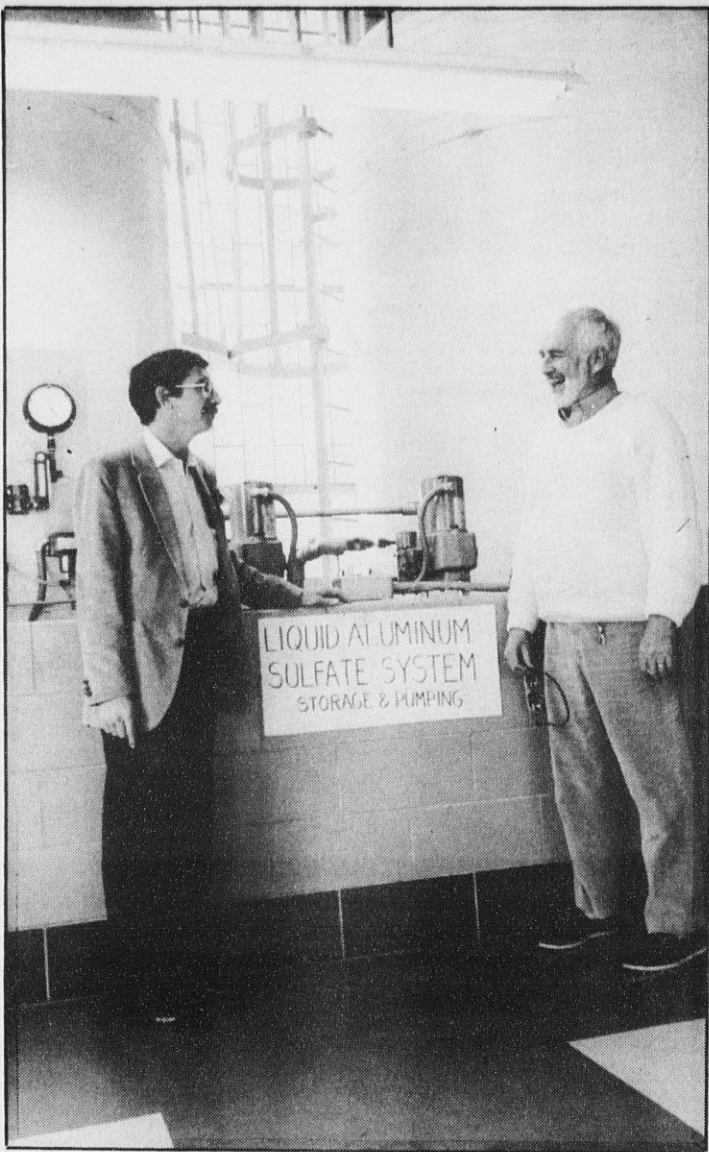
Through this central approach, the committee hopes to strengthen CSEA's ability to achieve improvements for all of its members.

Probation conference rates a big success

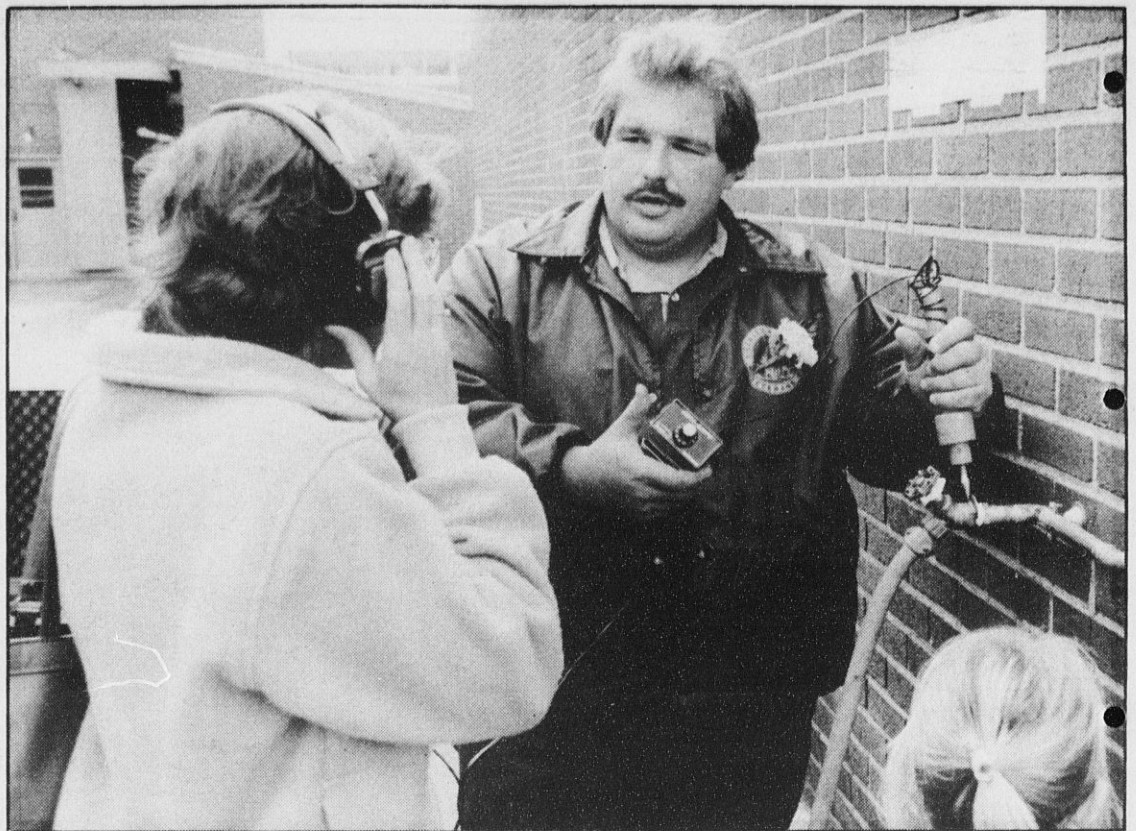
CSEA statewide Probation Committee Chairman James Mattei joins with Committee member Francine Perretta and CSEA Research Analyst Mark Lawrence at the union's Information table during last month's Conference of Probation officials in Albany. With over 700 attending the second annual event, there was ample opportunity for CSEA-represented Probation officers to share information with each other and hear about ways to resolve common problems in the area of correctional alternatives.

Probation Officers are local government employees whose activities are overseen by the state Department of Probation and Correctional alternatives. There is no central Probation local, most are members of larger country locals.





Above chief steward Ernie Clank with CSEA Field Representative Tom Christy. Above right, Ed Skovenski demonstrates how Water Department workers detect leaks and track water flow with a listening device.



Splish! Splash!

When you're takin' a bath — you can thank these folks

Story and Photos By

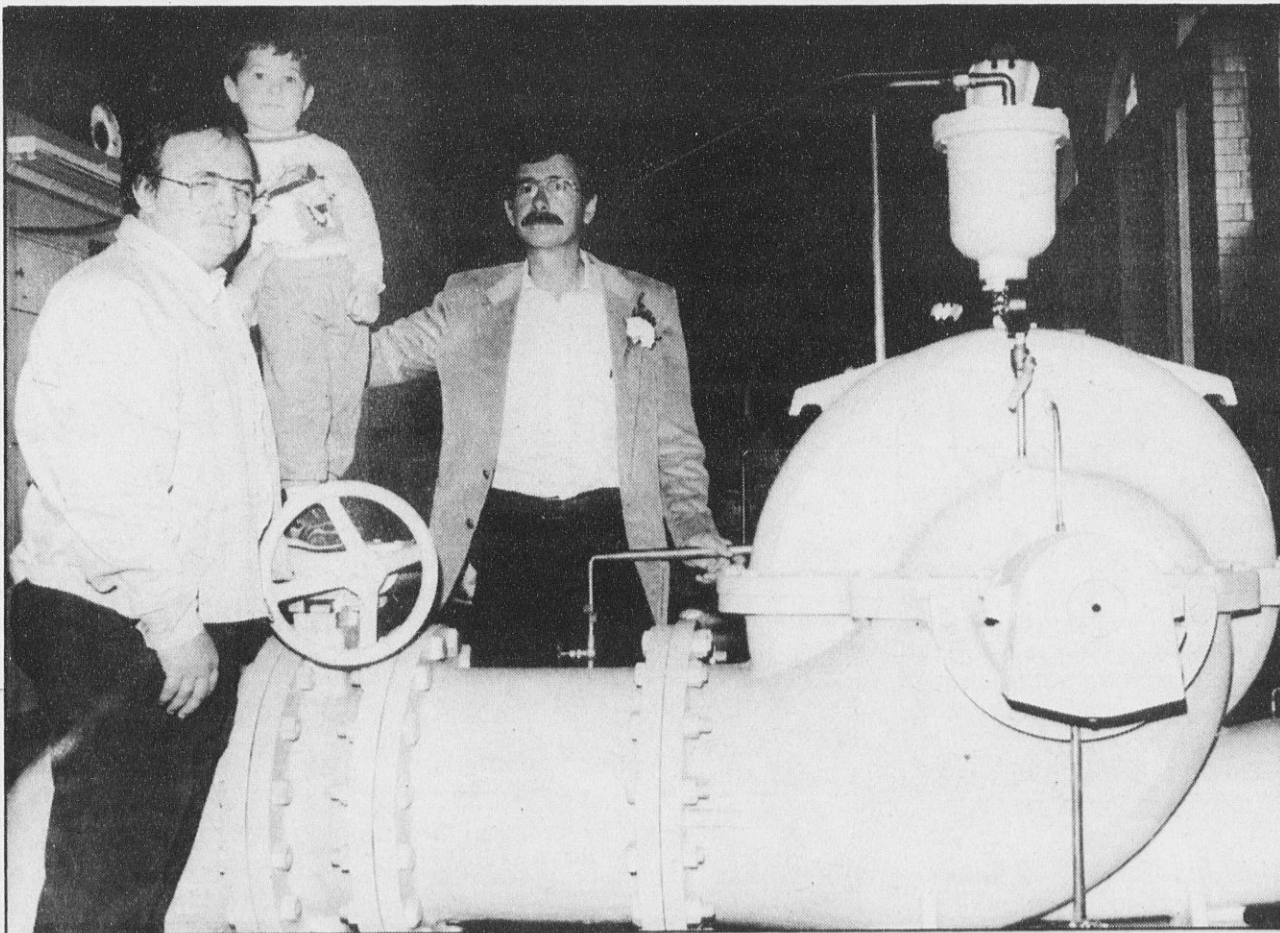
Ron Wofford, CSEA Communications Associate

NORTH TONAWANDA — Workplace pride — pride that comes from working at a facility that has a 100-year tradition of service — was evident as North Tonawanda Water Department employees conducted an open house in celebration of their one-century milestone.

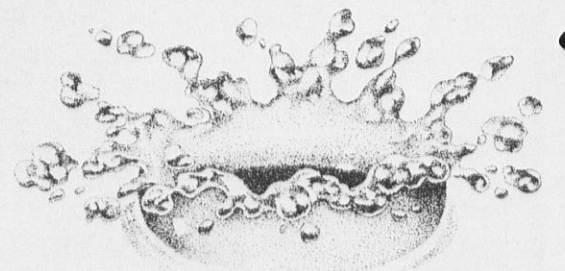
"We've got a great crew here, and everyone gets along and works well together," said Ernie Clank, chief steward for the water department unit and supervisor.

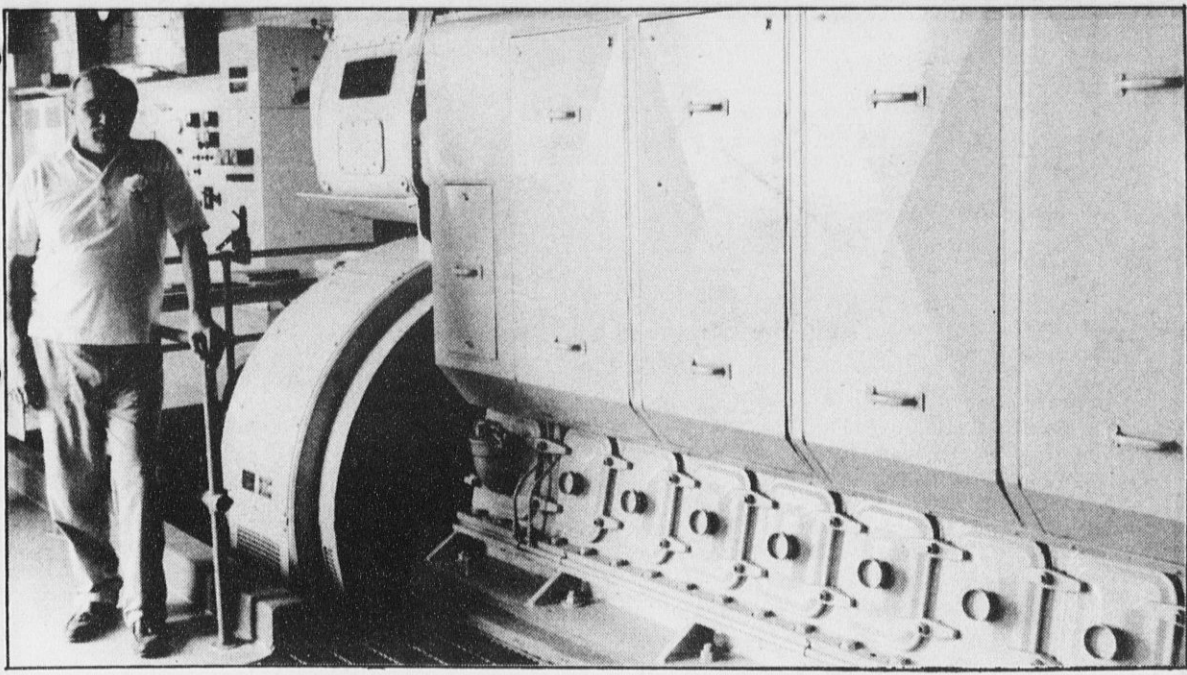
Clank joined other employees like Ed Skovenski, Ernie Eichler and Gary Grimaldi, in showing the public how water is channeled into huge tanks from the adjacent Niagara River, treated, and sent through the pipelines to thousands of homes.

They also showed how water leaks are traced, and displayed photos of the old days and demonstrated new technologies used in the water treatment field of today. A formal re-dedication was held, presided over by Mayor Betty Hoffman.

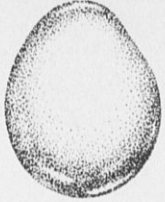


At left, Unit President Dave Maziarz with three year-old Mathew pose on a giant water valve with steward Clank.

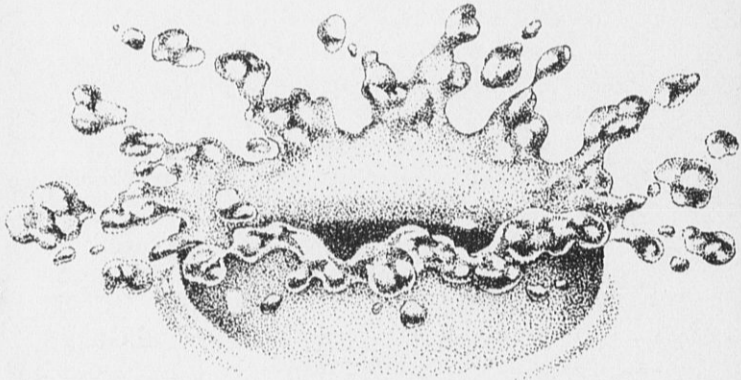




Pictured at left member Ernie Eichler stands by a back-up generator.



At right, lab technician Gary Grimaldi performs a polymer test.



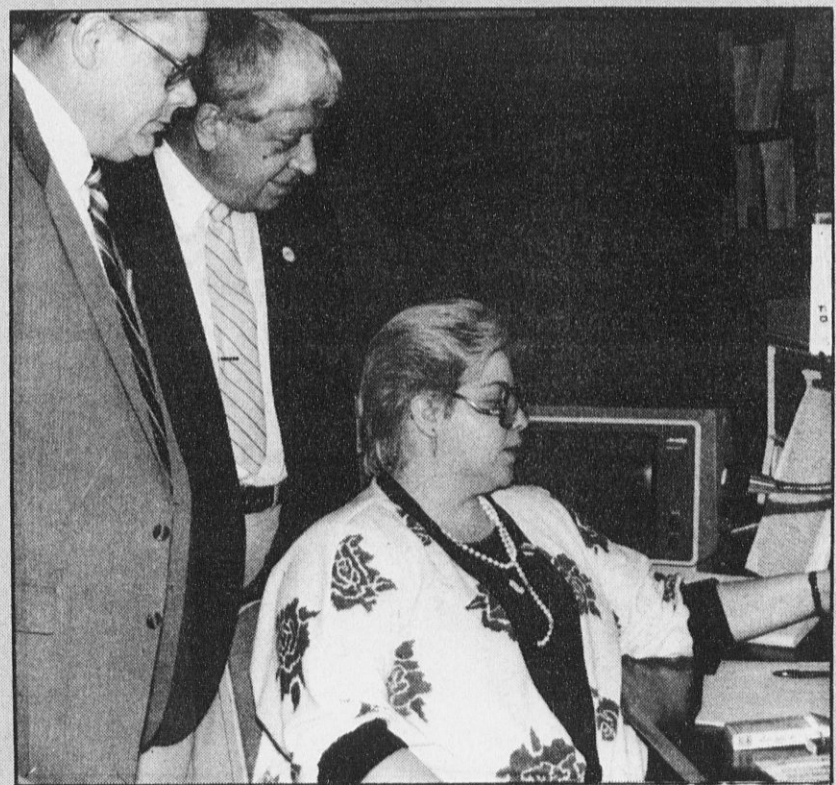
More space, expanded communications

Troop L moves into hdqtrs

FARMINGDALE — State Police Troop L Headquarters recently moved into its own building in Farmingdale, providing much more space for the 35 CSEA members and state troopers who are stationed there.

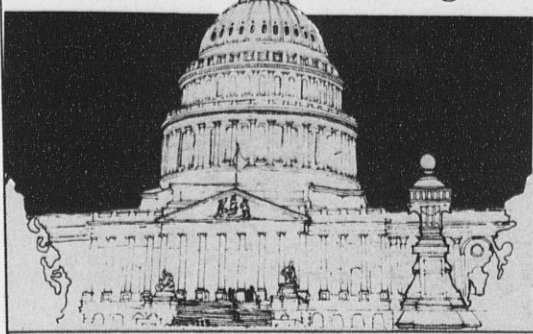
CSEA State Employees Local 016 President Tom Byrne attended the recent grand opening, along with CSEA Field Representative Nick Pollicino a tour of the building.

"There's much more space here," said CSEA Shop Steward Nancy Provosto who is a communications dispatcher, "and the communications department has doubled," she added.



...AND DEMONSTRATES the updated and expanded communications equipment she operates as a communications dispatcher.

CSEA SHOP STEWARD Nancy Provosto greets CSEA Field Representative Nick Pollicino, left, and State Employees Local 016 President Tom Byrne outside the new State Police Troop L headquarters facility in Farmingdale...



AFSCME International is launching a drive to get Congress to restore \$329 million cut from this year's Labor Department appropriation. This cut is largely responsible for a shortfall of \$33.5 million in the New York State Labor Department's budget and the Department's recent announcement of the layoff of up to 1,000 civil servants by March 4.

The federal cuts consist of \$144 million in Unemployment Insurance (UI) administrative funds, \$110 million for the Work Incentive Program (WIN), and about \$75 million for the Targeted Jobs Credit administered by the Employment Service (ES). Unless additional funds for WIN are appropriated, the entire program will end nationwide in March. It is more vulnerable to termination than ever before. The Senate version of the appropriations bill would have eliminated it this past October, and even though some funds were provided, there were no strong advocates for the program on either the House or Senate Appropriations Committee.

It will take a special "supplemental appropriations" bill to get the \$329 million appropriated by March. This will be an uphill fight with no guarantee against a Presidential veto at the end. However, cuts in ES/UI programs have been reviewed in the past, largely because Members of Congress are greatly concerned about staff cutbacks and office closings, especially those affecting the processing of UI checks. The first step in the union's effort to restore the \$329 million is to get as many AFSCME members as possible to contact as many members of Congress as possible about these cuts between now and the end of January when Congress reconvenes. We want to try to get a commitment to act on this restoration early.

WIN loss is DOL's woe, Iranscam is Reagan's

No member of Congress is unimportant in this effort since it was widespread concern throughout the Congress that produced a reversal of similar cuts once before. However, members of the House and Senate Appropriations Committees need particular attention. The New York members are **Senator Alfonse D'Amato** and **Congressmen Matthew McHugh, William Green, Robert Mrzaek** and **Jack Kemp**. Other New York representatives that can be important because they sit on Committees with jurisdiction over these programs are **Senator Patrick Moynihan** and **Congressmen Charlie Rangel, Tom Downey, Ray McGrath, Mario Biaggi** and **Major Owens**.

With Washington abuzz over the Reagan administration's sale of arms to Iran to finance the Contra Rebels in Nicaragua, members of the New York delegation provided the PUBLIC SECTOR with a range of opinion.

Here's a sample of what a number of them said:

Senator Alfonse D'Amato (R): "The crisis in confidence that has resulted demands thorough housecleaning of the White House staff, and responsible parties must be held accountable for their actions, so that the confidence of the American people can be restored. I believe the best course of action is to have one select bipartisan investigative committee made up of members of both houses of congress . . . to fully investigate this situation."

Senator Daniel Patrick Moynihan (D) responding to the President's weekly radio address: "Mr. President clean house. Out with all the facts, out with all the malfactors. Come to the hill and talk, elected official to elected official. We are your friends, we share this brief, but sacred authority given us by the American people. We want to save your presidency, our presidency."

Rep. Robert Mrazek (D-Long Island): "Revelations that the U.S. has been selling weapons to one set of terrorists to finance another group of terrorists, and used one of our closest allies to do the dirty work, indicates the foreign policy of this nation has spiraled out of control."

Rep. Charles Rangel (D-Manhattan): "When viewed as a whole the entire incident reads like a bad spy novel . . . unfortunately, revelations about the Iran deal come on the heels of the Reykjavik failure and the Libyan disinformation campaign. The administration's foreign policy is in a state of disarray and the fault lies at the highest levels of government."

Rep. Jerry Solomon (R-Glens Falls) is concerned that too many other issues are being raised that could jeopardize and expose other unrelated international operations vital to American security. Solomon urges the House Foreign Affairs committee and other bodies looking into the Iranian issue to set aside time for closed hearings so that congress can evaluate all the facts without divulging classified information.

Rep. Matt McHugh (D-Ithaca) calls the situation "more serious than Watergate" because of its impact abroad. "The President cannot have one policy for public consumption and a totally different policy conducted in secret without damaging his own credibility. Unfortunately, the President has also damaged the credibility of the United States."

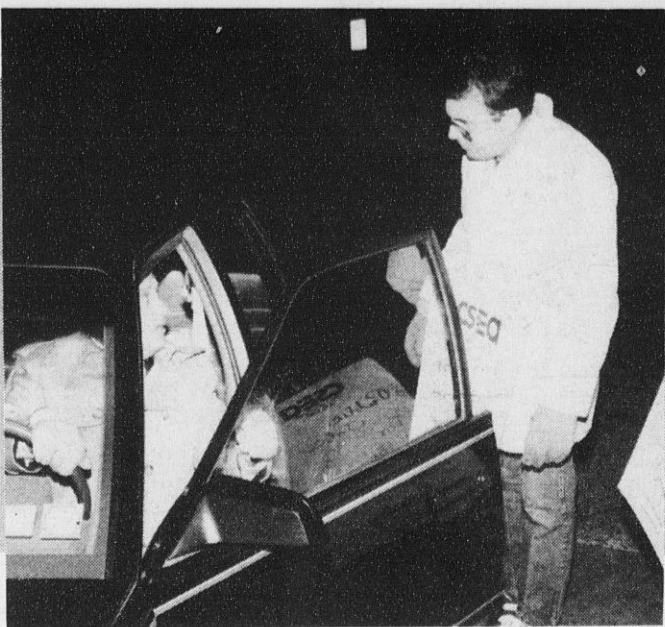
Rep. Jack Kemp (R-Buffalo): "I support the President for appointing a commission to investigate all aspects of the Iran arms sale. While I do not support the sale of arms to Iran, this is a time when we must reserve judgement until all of the facts are known, I support aiding the freedom fighters in Nicaragua, but I support the appropriate congressional means for aiding them. If any illegality took place, appropriate action must be taken by the Justice Department."

Social Services review

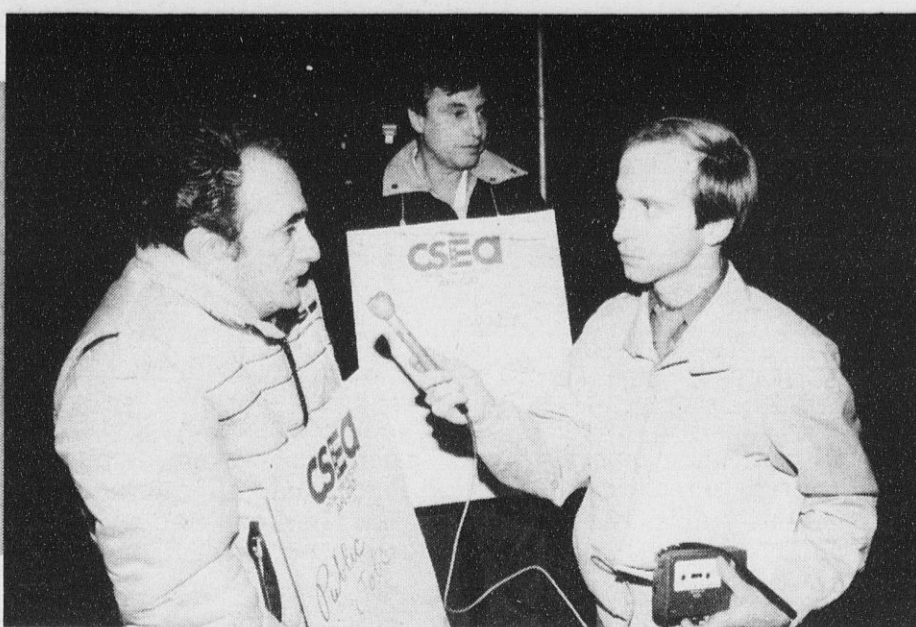
CSEA Field Representatives and county Social Services administrators took part in a recent informational meeting at CSEA headquarters on the details of a Work Measurement Project now underway. The project is examining the workload of social service employees in selected counties to establish guidelines on types of work, caseload planning, and distribution of responsibility among staff.

While CSEA has not formally endorsed the project, the union is monitoring its progress and results. The project includes on-site review of operations in Chenango, Clinton, Cortland, Dutchess, Erie, Monroe, Nassau, Orleans, Putnam, Warren, Wayne, and Westchester counties.





CSEA presents its case to arriving City Council members



Montgomery County Local President William Zippiere is interviewed by a local radio station

CSEA says no to sewage sell-out

By Daniel X. Campbell

CSEA Communications Associate

AMSTERDAM — Members of the Amsterdam Wastewater Treatment Facility CSEA Unit waved picket signs and chanted slogans in a vocal display of displeasure before a recent meeting of the Amsterdam City Council.

The employees are upset over talks between the Common Council and an out-of-state contractors that may end up operating the plant.

"I think it's bad government; it won't work," CSEA Unit President Mike Cantiello, told news reporters who questioned him concerning his opinion of the proposal. "Metcalf and Eddy is a private concern that wants to make a profit off of the taxpayers and I don't think that should happen," he said.

Officials from that firm previously presented a slide

show to the Common Council at the mayor's invitation and then promised to work out some of the minor kinks in the operation of the city's sewage plant and save up to \$100,000 of the plant's \$1.1 million operating budget.

Cantiello said that it doesn't make sense for the city to hand over the plant to the private concern after recently spending \$300,000 in renovations to the aeration system. "Why should Amsterdam tax dollars be sent to a private company in Massachusetts?" the unit president questioned. Cantiello also pointed out that the private contractor already stated that there were very few things needed to be improved in the operation of the facility. "Management could correct these minor problems for much less than the costs of contracting out the whole operation," Cantiello claimed.

No decision on the future management of the facility has been made.

Can't take clothes off their backs

SMITHTOWN — When Smithtown stripped the uniform allowance from the town's Highway Department foremen, CSEA took the issue to arbitration and got the foremen properly attired once again.

The town discontinued cash uniform allowances last January, saying it

discovered there was no provision in the contract with CSEA for such cash payments.

But, argued CSEA, the payments were a matter of past practices and could not be arbitrarily discontinued. CSEA pointed out, for instance, that Suffolk County Local 852 member Richard Przebowsky has been a foreman for more than 23 years and received cash uniform allowances since 1972.

The arbitrator agreed with CSEA, ruling that the situation is covered by Article 43 of the agreement, which states, "All terms or conditions of employment currently in effect shall remain in effect except as otherwise provided herein," should be adhered to.

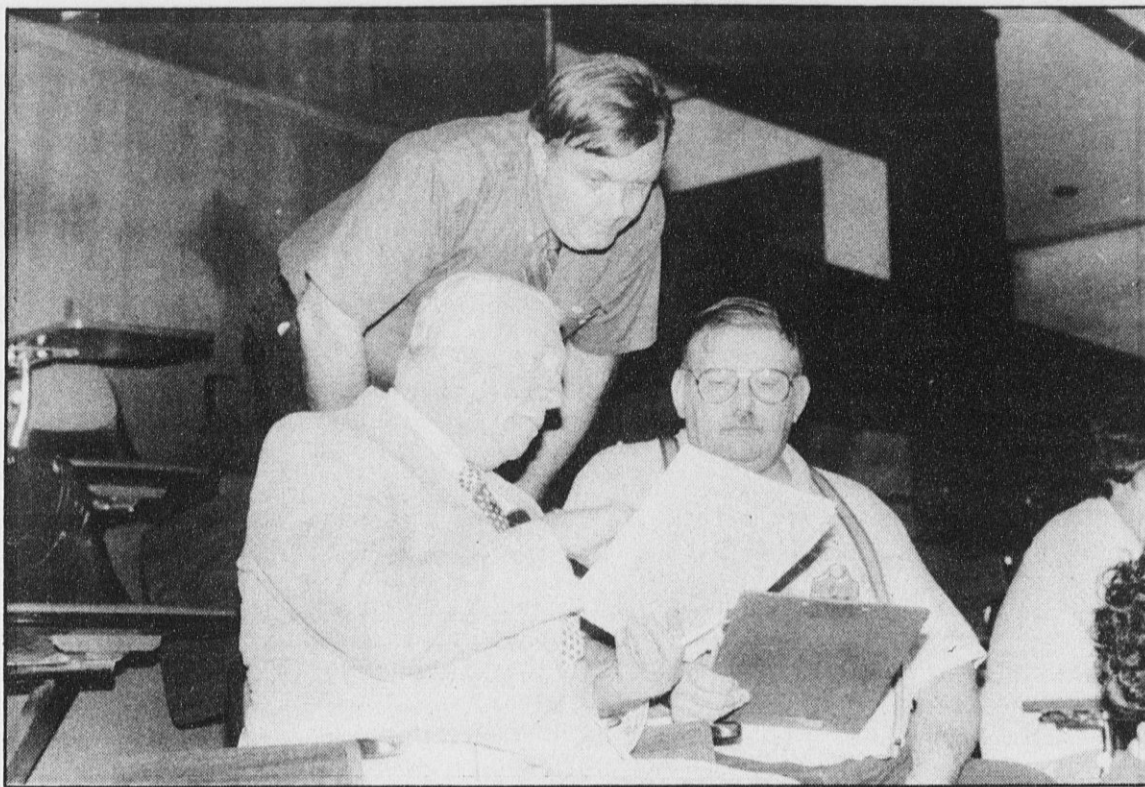
The arbitrator decided that the uniform allowance must continue as a term and condition of the collective bargaining agreement.



The above Nassau County Correction Officers, represented by CSEA, were promoted and sworn in by Nassau County Sheriff Joseph Santacroce recently. Pictured from left to right are: Sgt. Robert A. Anderson; Sgt. Robert B. Mancuso; Sgt. Kevin P. Tighe; Captain Lawrence J. Pennisi; Captain John H. Ziermann; Sheriff Joseph J. Santacroce; Commissioner

Saul A. Jackson; Corr. Lt. Antonio Figueroa; Corr. Lt. Joseph D. Shay, Jr.; Corr. Lt. Michael J. Galvin; CO/1st Class Daniel J. Murphy; Corr. Sgt. George R. Fleming; CO/1st Class Michael L. LoRe; CO/1st Class Dennis J. Hesse; CO/1st Class Robert S. Zimmerman.

Protecting you on the job



Wherever you work,
safety can't hurt

By Sheryl Carlin

CSEA Communications Associate

LONG ISLAND — CSEA members who work in hospitals are concerned with infectious diseases, lifting techniques and right to know laws. Members employed in offices are more interested in VDTs, stress and air quality; and members who work in the blue collar county, town, village, and school district units are worried about asbestos, toxics, noise and vehicle and traffic safety.

To help relieve those concerns, CSEA Region I President Danny Donohue and Region I Health and Safety Committee Chairman Nick Avella arranged to work with AFSCME to see that CSEA members were offered seminars and workshops on subjects of interest to them.

So, for two weeks recently, AFSCME Education and Training Department staff members Jim August and Jordon Bareb held seminars in Nassau and Suffolk Counties.

AFSCME Education and Training Coordinator John McAlonan organized the events with CSEA Region I Health and Safety Specialist Kenneth Brotherton.



Photos at left; top, CSEA Region I OSH specialist Kenneth Brotherton looks at health and safety information with Nassau County Medical Center Unit President Jack Geraghty and the center's OSH Chairman Herb Rocchi. Bottom, CSEA Region I President Danny Donohue, right talks to Joe Aiello, left, and AFSCME Education Coordinator John McAlonan during Stony Brook Health and Safety seminar.

Arbitrator draws line on supervision

WHITE PLAINS — From the moment Patricia Riguzzi's boss told her, "Now that you know what to do, you're on your own", she should have been paid as a Grade 8, according to an arbitrator's decision supporting a grievance filed on her behalf by CSEA.

Riguzzi, a respiratory technician who works for Westchester County, testified that other respiratory therapists who work on their own were being paid at the grade 8 technician level, while she, performing

the same functions at the same level of responsibility, was still being paid at the Grade 6 trainee level.

CSEA Region III Attorney Arthur Grae pointed out, "It is the nature of the supervision that distinguishes one position from another; the direct supervision of the 'on the job training called for in the trainee position, as contrasted with the performance of functions under general supervision of the technician position."

Grae emphasized that "the grievant is a good and responsible worker who performed her duties without complaint or question; that she had no way of knowing that the change in responsibility warranted additional compensation and that, upon being made aware of the discrepancy in payment, promptly filed a grievance."

Arbitrator Herbert L. Haber ruled that the evidence "is persuasive in establishing that the grievant was performing at the Grade 8 Respiratory Therapy Technician level during the period described and therefore, has a valid out-of-title pay claim."

Bits and briefs from Western NY

...William Baker, a working crew chief for the Town of West Seneca Highway Department and a member of Erie County CSEA Local 815, has received a check for over \$2,568 representing overtime back pay adjustments. CSEA, through former Unit President Jim Kittner and Field Representative Vince Sicari, filed a grievance on behalf of Baker, leading to the settlement before the case went to arbitration.

... Olean-area CSEA members are being asked to boycott Olean Council Opticians in support of the United Optical Workers, Local 408. The optical union charges the company intimidated employees and threatened to fire workers who voted for a union during a representation election. An NLRB hearing is pending.

Information, please



CHECKING OVER some of the material that was distributed to members of Helen Hayes Hospital CSEA Local 302 at a recent Information Fair there are, from left, CSEA Region III President Pat Mascioli, Local 302 President Darlene Foust, CSEA Legal Services Administrator Tony Campione, and Local 302 member Bea Kee.

Doris Josephson death mourned

ORANGEBURGH — Employees of Rockland Psychiatric Center are mourning the recent death of Doris Josephson, who was a victim of cancer.

A union activist for eight years, Josephson served on the 1982 Administrative Services Unit negotiating team, and on the statewide membership committee.

On a local level, she was an elected delegate from Local 421 and was a member of the Rockland County Political Action Committee and her Local Executive Board.

In 1985, after having served as CSEA chairperson for the facility's Employees Assistance Program, she was appointed Region III EAP Chairperson.

Donations may be made to the American Cancer Society in her name.

This, that

AND THE OTHER THING



STONY BROOK CSEA LOCAL 614 President Tony Ruggiero, right, delivers new work shoes to Donna Toal as Ed Zurl, left, waits to receive his pair.

Getting a boot out of it

Stony Brook workers receive work shoes

STONY BROOK — Hundreds of operational employees from Stony Brook University and Hospital here, received work shoes as part of their contractual agreement.

The employees are members of CSEA Stony Brook Local 614, and were given their shoes in conjunction with a contractual clause on work-related clothing.

Local 614 President Tony Ruggiero was on hand when the shoes were handed out. "That's what the union is all about," he stated, "taking care of the members and seeing to it that they get what they need."

To the streets

BETHPAGE — When members of the Clerical Unit of Nassau Educational Local 865 had difficulty in reaching a new contract after months of negotiations, they took their plight to the streets in the form of informational demonstrations. The result? A new two-year contract providing pay hikes of seven percent, plus longevity, each year, plus several other improvements compared to the previous agreement. Members of the unit are shown, right, during one of two demonstrations they conducted to move bargaining along.



The Wassaic 'witch hunt'

Union says tactics are gestapo-like

'We have here a system that is seriously flawed'



MEET THE PRESS — Wassaic Developmental Center CSEA Local 426 President Tom LeJeune, left, and Region III Field Representative John Deyo respond to questions from news media following the arrests of more than eighteen employees at the facility. Union officials labeled the situation a "witch hunt."

By Anita Manley

CSEA Communications Associate

WASSAIC — The recent arrests of more than eighteen Wassaic Developmental Center employees, most on patient abuse charges, is the result of a "witch hunt," according to Wassaic CSEA Local 426 President Tom LeJeune.

The arrests, the culmination of a five month investigation by the Special Investigations Unit, also included four people charged with drug abuse.

In a recent interview with a local television reporter, LeJeune said that charges of patient abuse were without basis. LeJeune added that despite statements by facility administrators that patients at Wassaic are not dangerous, numerous incidents of assaults by clients against employees have been documented.

"We certainly do not condone patient abuse," he said, "but there are times that a therapy aide must restrain a client to keep him from hurting himself. You're damned if you do and you're damned if you don't."

LeJeune said he had no knowledge of the on-going investigation and commented that if, in fact, anyone was abusing a patient, "why would they wait five months to take any action?"

Region III Field Representative John Deyo blasted facility administrators for the "gestapo tactics" used to detain the employees.

"The employees were told to go to the personnel department to pick up their paychecks. When they arrived, they were herded into side offices and were not permitted to call home or make any other contacts," Deyo said.

"The employees who were being accused

of alleged infractions of drug use or sales were paraded down to the conference room where State Police were, only to find out that they were under arrest. They were placed in handcuffs and paraded past the other employees and led off to the local State Police barracks, later to be arraigned in the Town Court."

Deyo said the other employees who were charged with patient abuse went through the same treatment.

Other employees who were not arrested, but had been detained for hours, were questioned. Deyo said the employees were intimidated by threats of arrest and loss of their jobs unless they collaborated with the investigation teams. They were told that if

they resigned, there would be no charges. Some of the workers were served with Notices of Discipline and were suspended. "There were no negotiations of charges or proposals of penalties. It was a take it or leave it situation," said Deyo.

Deyo says he has several questions that remain to be answered:

1. Did the Special Investigating Team violate any constitutional rights by having their operatives wired during the investigation?

2. Was the union lied to when they were informed that the investigation and interrogations involved only drug related cases?

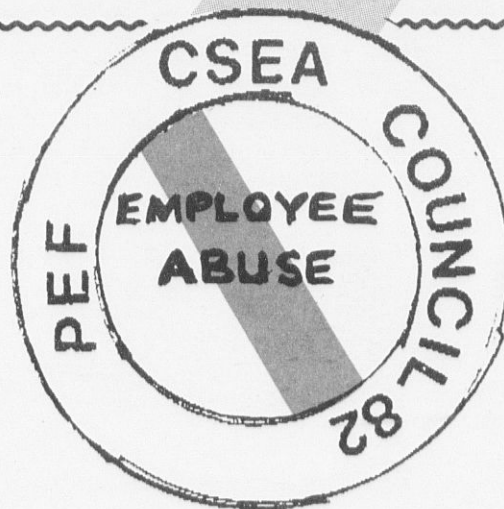
3. Was the manner which union members were treated a violation of the contract?

4. Why did the state allow the alleged patient abuse to continue for five months, when it is an every day practice to immediately prefer NOD charges?

5. Why was all but one charged employee a member of CSEA? If the alleged abuses were an ongoing concern and middle management had knowledge of the alleged abuses, why weren't they equally as culpable for not reporting same?

"We have a system here that is seriously flawed," notes Region III President Pat Mascioli. "Administrators even claim there are no violent patients and no understaffing."

Several months ago, union officials expressed skepticism about the Special Investigation Unit. They told OMRDD officials that cloak-and-dagger operations were not the answer. Adds Mascioli; "You don't parade a man in handcuffs in front of his co-workers and expect the system to improve itself."



"STOP EMPLOYEE ABUSE" buttons similar to this one are being worn by many employees at Wassaic these days to protest management's action in conducting what CSEA labels a "witch hunt" at the facility.