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Supreme Court ruling orders overtime pay

Bye-bye, comp time?

ALBANY—A recent U.S. Supreme Court decision giving the federal government jurisdiction over state and local governments' payroll practices affects a relatively small percentage of CSEA members, but is being viewed as a positive benefit for those CSEA members now covered by contracts which have clauses providing compensatory time in lieu of overtime pay.

The latest U.S. Supreme Court ruling reversed its own 1976 ruling that the federal Fair Labor Standards Act, enacted in 1938,

did not apply to public employees engaged in "traditional" government jobs. The act set minimum wages for various types of work and prohibited compensatory time off in lieu of extra pay for non-managerial employees. The latest ruling means that employees must be paid overtime rather than given compensatory time off.

A spokesperson for the U.S. Labor Department said the federal rules take precedence over provisions of employee

contracts, and that any contract provision out of line with the federal law is "null and void."

CSEA Counsel James W. Roemer Jr. said the union is studying the ruling, but views the ruling as positive for its members covered under contracts calling for compensatory time off in lieu of overtime pay. Attorney Roemer said a preliminary analysis indicates fewer than 100 of CSEA's more than 1,200 contracts throughout the state might have provisions allowing for compensatory time.

.. BULLETIN... BULLETIN

Onondaga Local ratifies pact

SYRACUSE—By an overwhelming margin of nearly three to one, Onondaga County CSEA Local 834 members have ratified a new contract providing salary hikes of 10 percent plus increments for more than 3,500 county employees.

The contract was approved by a vote of 1,485 to 548 as this edition of The Public

Sector went to press, according to Local 834 President Patricia Callahan. Complete details of the agreement will be published in the next edition.

Callahan said the contract, which is retroactive to Jan. 1, will go before the County Ways & Means Committee later this month and to the full County Legislature for a vote in early August.

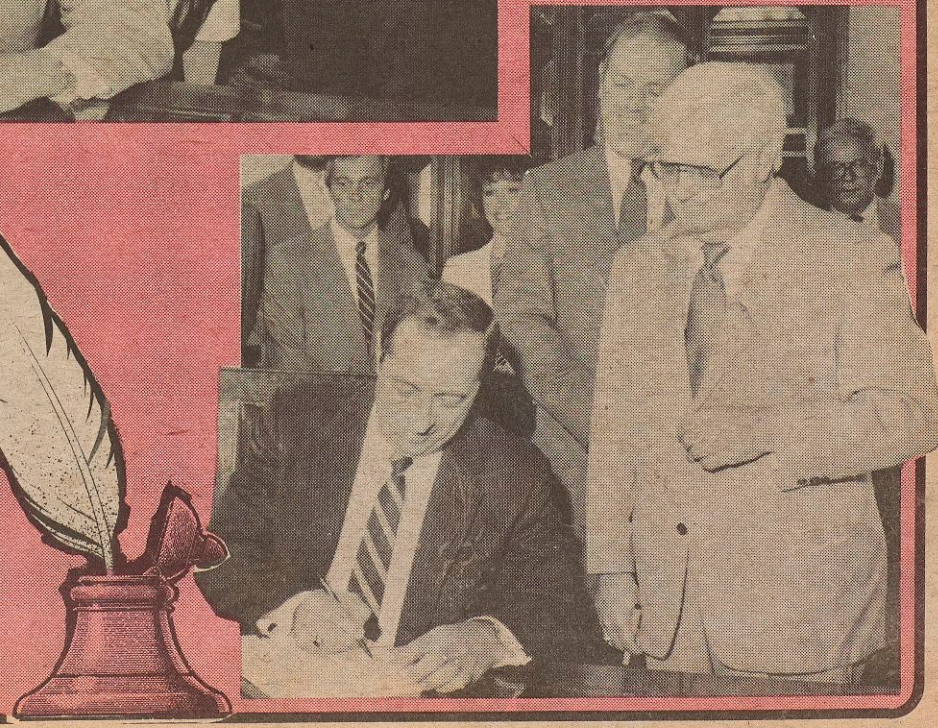
Exact date unknown State pay hikes signed, sealed; delivered soon

State employees in the Institutional, Operational and Administrative Services Units looking for the initial pay raise under the new 3-year contract between the State and CSEA might have to wait a little longer than anticipated. But when it does arrive it will be retroactive to cover the first payroll period commencing in June.

As this issue of The Public Sector went to press, administrative matters were holding up processing the raise and it was unclear exactly when the raise would first show up in paychecks.



CONTRACT SIGNED — CSEA President William L. McGowan, left, signs new 3-year CSEA-State contract as Gov. Mario Cuomo watches. Below right, McGowan watches as Cuomo puts his signature to document, and, below left, Gov. Cuomo and President McGowan field questions during press conference to discuss contract signing. While the contract has been signed, administrative matters dealing with the "pay bill" has delayed raises under the new pact.



Western Region Conference highlights

Piwko and Gimbrone presented scholarship awards for labor study

ATTORNEY CHARLES R. SANDLER presented two more scholarships to assist CSEA Region VI members in labor-related studies.

OLEAN-A recent Region VI conference was highlighted by the awarding of two Charles R. Sandler scholarships to assist region members in tuition for labor-related studies.

Barbara Piwko of Erie County Local 815, and Lt. Edward Gimbrone, president of the Salamanca Police Unit of Cattaraugus County Local 805, are 1985 recipients of the award.

The award is made annually, and was initiated by former Region VI Attorney Charles R. Sandler and his wife, Gloria, upon his retirement a few years ago after 30 years as region counsel.

Region VI President Robert L. Lattimer, Region Director Robert Massey and present region counsel Ron Jaros are trustees for the scholarship fund. This year's recipient are the fourth and fifth to be awarded since the fund began.

In other region conference affairs, a committee was formed to develop a suitable logo for the region, that would be used in various settings to identify the positive elements of the area.



FLANKING FORMER REGIONAL ATTORNEY Charles R. Sandler and his wife, Gloria, second and third from left, are Region VI Attorney Ron Jaros, left, Region VI Vice President Florence Tripi of Monroe County Local 828, second from right, and Region VI President Robert L. Lattimer.

CSEA STATEWIDE PRESIDENT WILLIAM L. MCGOWAN was given a plaque in recognition of his many years of union leadership. Doing the honors are, from left, Sara Sievert of SUNY Fredonia Local 607, McGowan, Elaine Mootry of West Seneca Developmental Center Local 427, and Kathy Pontillo-Button, president of Craig Developmental Center Local 405.

Employees 'takin' it to the streets' over pair of town contract disputes



MEDIA ATTENTION—Town of Moreau Unit President Joseph Reynolds explains why his workers are upset after the town rejected a fact finder's report. "If the town does impose a contract, we plan to return to the bargaining table immediately for a successor agreement," he said.

Town of Moreau

MOREAU—They may number only 10 people, but in a small community like the Town of Moreau, their numbers make an impact. And when the Town of Moreau recently rejected recommendations from a fact finder in an effort to resolve a contract dispute, the 10-member town highway department workforce joined in a show of unity and picketed in front of the town's office building.

Unit President Joseph Reynolds led the workers in their informational picketing, which attracted news media representatives to find out what the fuss was all about. "The fact finder (Dale Beach) recommended a five percent increase retroactive to January 1, and he suggested either a 5.5 percent increase in 1986 or a 5 percent increase and the establishment of the CSEA EBF optical insurance plan, whichever option the employees desired," Reynolds informed the media covering the event.

And, Reynolds said, the small band of protesting highway workers is backed by CSEA itself. He said support on their behalf has been offered from the Saratoga County CSEA Local and from many individual CSEA units as well. And pledges of support have also come from CSEA Region IV officials, he said.

CSEA Field Representative Ross Hanna said, "We're willing to negotiate a fair settlement based on the factfinding report. No matter what happens these workers are willing to stand the line for fair treatment."

Poughkeepsie

POUGHKEEPSIE—Town of Poughkeepsie CSEA members recently conducted an informational picket outside a town board meeting to protest an impasse in contract talks.

CSEA Collective Bargaining Specialist Joseph O'Connor said the union has been bargaining with town officials since last November, and the 60 workers have been without a contract since Jan. 1. While refusing to discuss specific issues leading up to the impasse, O'Connor said the main problems are monetary in nature.

He did say another bone of contention has been town officials' attitude toward the collective bargaining process. "The town has not given negotiations a priority," O'Connor said, noting that the town's negotiator set two-hour time limits on the sessions. When union negotiating team members asked for extensions, they were refused.

Town of Poughkeepsie CSEA Unit President Bob Geslain emphasized that all non-union employees have recently received 10 percent salary hikes with no givebacks demanded of them. "Our people hold responsible jobs here. They should be given the same consideration," he said.



MEMBERS OF TOWN OF MOREAU unit conduct an informational picket outside town hall.



TOWN OF POUGHKEEPSIE unit members march to protest impasse in their contract talks.



UNIT PRESIDENT Bob Geslain explains to a reporter why Town of Poughkeepsie CSEA unit members are protesting an impasse in their negotiations.

Public Sector

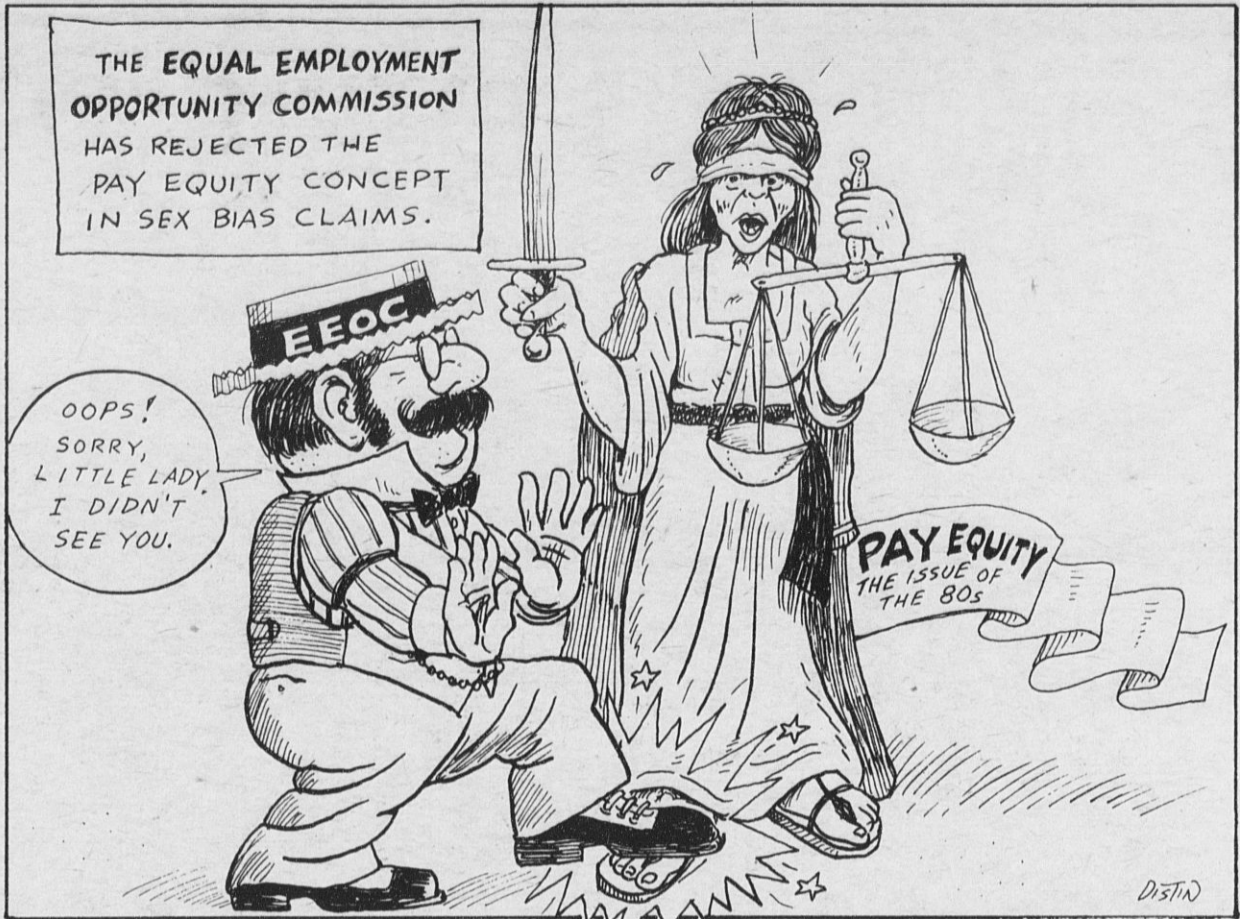
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Deadline for annual meeting resolutions

ALBANY — Aug. 21 is the deadline for delegates to submit resolutions to put on the agenda of CSEA's annual meeting.

Union by-laws require that such proposals be submitted "at least 60 days prior to the beginning of the annual meeting." The convention starts on Oct. 21 this year.

Resolutions should be sent to:

Irene Carr
CSEA Statewide Secretary
P.O. Box 7125
Capitol Station
Albany, N.Y. 12224

Carr will forward all proposals to the Resolutions Committee for review and recommendations.

The 12-member committee includes two convention delegates from each CSEA region—one appointed by the CSEA president and the other by the CSEA regional president. By-laws require that the committee must be in place each year by July 15.

Mascioli is named to library board

YONKERS — CSEA Region III President Pat Mascioli has been appointed to the Yonkers Public Library Board of Trustees. Mascioli will serve on the library's trustee budget committee and the employee relations committee.

Trustees are appointed by the Yonkers Board of Education, with none serving more than two consecutive five-year terms or more than two consecutive one year terms as president.

Mascioli, a resident of Westchester County, has also served as CSEA loan officer in the United Way campaign and as CSEA chairman for the American Cancer Society Daffodil Drive. He is also a member of the Enrico Fermi Scholarship Fund.



Region III President Pat Mascioli

Safety, health specialists gain respect in settlement

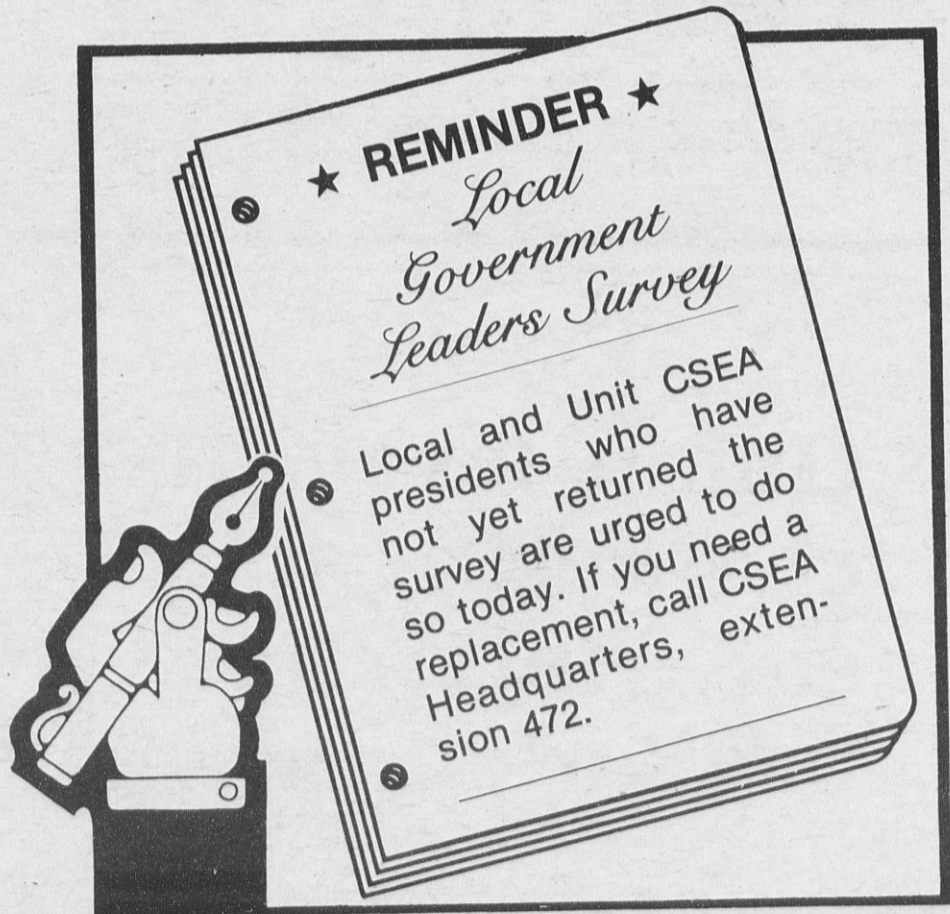
ALBANY — CSEA occupational safety and health specialists won't feel like Rodney Dangerfield anymore. They are entitled to more respect under a settlement between the union and the state, granting them the same rights and privileges as union field representatives.

The agreement stemmed from an incident where the Region II OSH specialist was denied access to a Department of Motor Vehicles facility in Queens because management claimed he had failed to notify them of his visit.

In addition to recognizing the position of the OSH specialists, the settlement establishes procedures for CSEA safety inspections:

1. OSH specialists must notify management when arriving on state property.
2. Requests to examine work areas must be made in advance.
3. Management must grant permission for such examinations unless there is a bona fide operational need to deny the request.
4. CSEA representatives must bring alleged safety violations to management's attention and explore resolutions. But CSEA is free to pursue complaints if management doesn't respond.
5. Management may accompany the OSH specialists on safety inspections.
6. CSEA may conduct safety inspections solely for the educational benefit of its members.

Says CSEA Director of Occupational Safety and Health James Corcoran: "While this does place some restrictions on us, it is a step forward because it recognizes the importance of promoting safety in the workplace." He adds that there is now a clearer procedure in place to ensure that safety complaints can be investigated and resolved.





Getting education matter of degrees

"The journey of a thousand miles begins but with a single step." Old Proverb

By Charles McGeary
CSEA Communications Associate

ROME—It took them four years and 14,000 miles of driving in all types of weather, but determination and plenty of book work has led to associate degrees in physical therapy for five employees at Rome Developmental Center.

The five, all members of CSEA Local 422 at the OMR facility, are David Morgan, Ruby Hawkins, Carmen Blair, Ronald Barnett and Fran Tracy.

The demanding schedule to achieve their degrees called for the employees-students to meet after work at 3 p.m. for a 90-mile trip to Albany in a state-supplied van. Following classes, they would return to Rome at about midnight. This grueling routine continued twice a week, from September through May, over a four-year period while maintaining their regular fulltime jobs.

Local 422 President Jon Premo said the recent graduates first learned about the pilot education program four years ago through the daily news bulletin at the facility. The program was funded through an educational agreement between the state, CSEA and Maria College in Albany.

Out of an original group of 30 Rome Developmental Center employees who signed up or expressed interest in the program, the five completed the demanding program which was the equivalent of three years of college-level study over the four-year period.

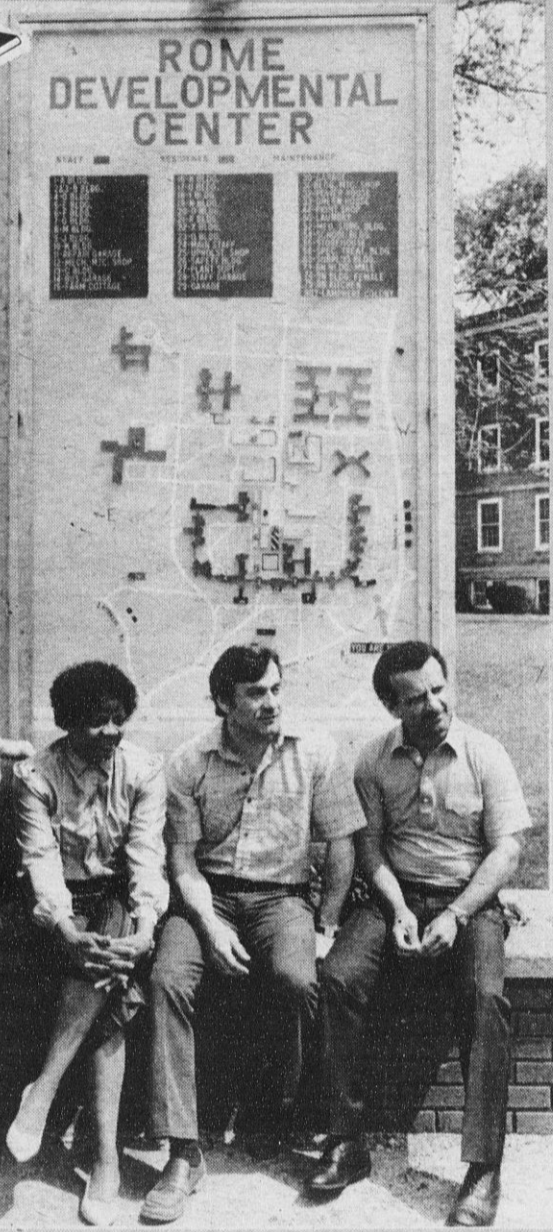
Despite the long hours of study and work, the employees say earning their degree made it all worthwhile.

Morgan, a 10-year veteran of state service, said the program was an "outstanding opportunity to further my education."

Hawkins said, "I am hopeful the degree will lead to a job upgrade, should an opening occur."

Blair agreed with his fellow graduates that the Maria College program was "important for advancement in state service."

Under the program format, the CSEA-State negotiated arrangement is a project of the Committee on Work Environment and Productivity (CWEP).



14,000 MILES LATER—Four of five employees who earned their associate degrees through determination by traveling 14,000 miles between work and school reflect on their accomplishments. From left are Dave Morgan, Ruby Hawkins, Carmen Blair and Ron Barnett. Fran Tracy was not present for the photo.

"Important for advancement in state service."

"An outstanding opportunity to further my education."

"I am hopeful the degree will lead to a job upgrade, should an opening occur."

Union levels IP charges against superintendent in Clarkstown

CLARKSTOWN-CSEA has filed Improper Practice charges against Clarkstown Highway Superintendent Nick Longo, claiming Longo was reorganizing his department when he reassigned a crew of workers - all of whom happen to be shop stewards with the union.

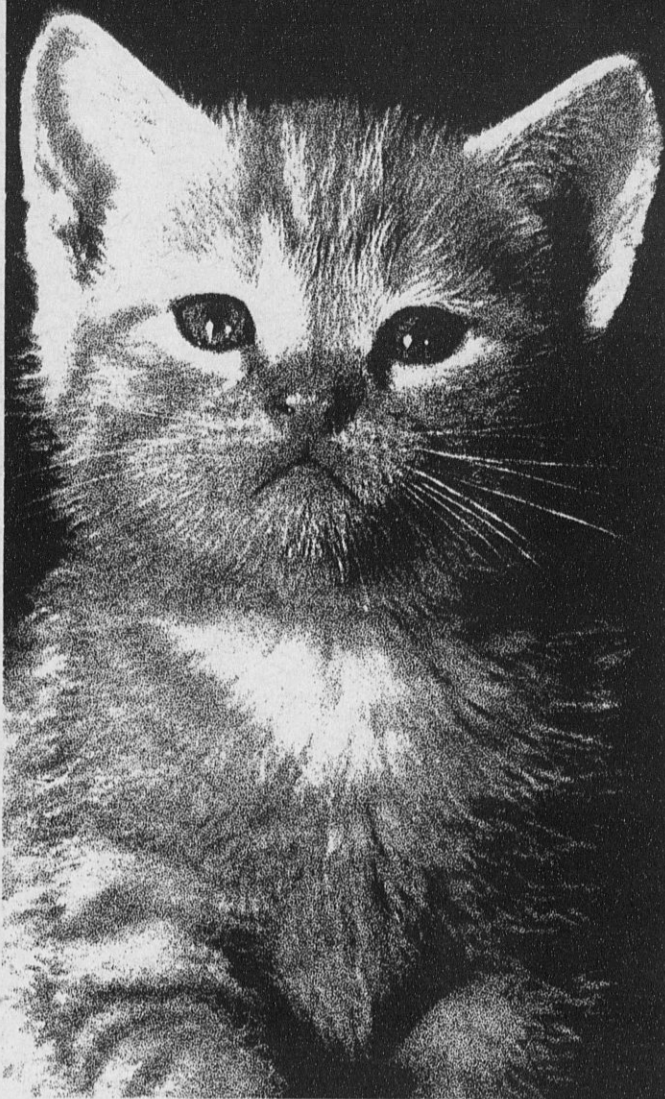
Longo is also charged with retaliation against the union because the action followed an altercation with the chief shop steward.

In addition, said CSEA Field Representative Chris Lindsay, Longo refused to honor the grievance procedure after he claimed that the union did not go through the proper process.

"It is clear," said Unit President Lee Pound, "that Mr. Longo's actions are anti-union and retaliatory." Pound pointed out that an assistant shop steward received a letter from Longo informing him of a proposed disciplinary action and that in the letter, Longo addressed him as "shop steward." It is inappropriate, discriminatory, coercive and retaliatory to address an employee by his/her union position in any context," said Pound, quoting from the contract. "This is definitely against our collective bargaining contract."

(Editor's note: This is but one issue in which Unit President Pound is presently engaged. See page 17 of this issue for a report on some of her other activities.)

Curious



about your future? We have an IDEA to help your progress

It's called IDEA, and it's a good one.

The Institute for Development, Education and Advancement (IDEA) is a new program open to state employees in the three CSEA state bargaining units, Administrative Services Unit, Institutional Services Unit and Operational Services Unit.

IDEA is designed to help CSEA-represented state employees prepare for promotional exams, college level courses and the High School Equivalency exam.

The Institute's curriculum was developed especially for CSEA members by the New York State School of Industrial and Labor Relations-Cornell University. The Institute itself is sponsored jointly by CSEA, which administers the program through the union's LEAP office, and the Governor's Office of Employee Relations, which serves as overseer.

IDEA provides instruction to improve skills needed for improving exam and scholastic performance. The curriculum offers extensive work in such areas as reading comprehension, writing skills and math. It also provides helpful tips on taking exams.

Classroom services are being offered at various work locations in each of CSEA's six regions, and a home study course is also being offered to those employees who can't attend classroom programs. In addition, an 800 telephone number makes available the services of a tele-tutor to assist IDEA students as needed.

Classroom programs are being offered at the Suffolk Developmental Center and Pilgrim Psychiatric Center in Region I; at Two World Trade Center, New York State Psychiatric Institute, Bronx Psychiatric Center, Kingsboro Psychiatric Center, and Queens Children's Psychiatric Center in Region II; and at the Middletown Psychiatric Center in Region III. Region IV classes are held in the Tower Building of the Empire State Plaza; at the Willard Psychiatric Center in Region V; and in Region VI at the Rochester Psychiatric Center, Monroe Developmental Center and Roswell Park Memorial Institute.

Information concerning the IDEA program can be obtained by calling Bob Knower at CSEA's Labor Education Action Program (LEAP) office. This is also the number participants may call to obtain help from a tele-tutor. Call 1-800-253-IDEA.

An income protection plan highlights Smithtown pact

SMITHTOWN—An Income Protection Plan is among the highlights of a new two-year contract ratified recently by members of the Smithtown CSEA Unit of Suffolk County CSEA Local 852.

The fund, to help eligible employees in the event of a serious longterm illness or injury, will be established by deducting one day

from the annual sick leave of each employee, with the Town of Smithtown matching each contributed day. All time will then be deposited into an Income Protection Plan fund.

Other provisions of the new contract covering approximately 550 town employees include salary increases of 4 percent and 5 percent plus increments; longevity bonuses

of \$500 for 15-year employees and \$700 for 20-year employees in 1985, and \$700 and \$900 for 15 and 20-year employees respectively in 1986.

Also, mileage reimbursement has been increased to 26 cents per mile; and highway workers will receive a tool allowances of \$50 in 1985 and \$100 in 1986. Several positions will move up one pay grade,

including laborer, maintenance mechanic I and II, water meter reader, senior citizen manager, and all clerical positions.

In addition, eligible employees in the departments of Parks, Highway, Traffic, Sanitation, Animal Shelter, Engineering and Water District will receive one pair of safety shoes per year. Annual health benefit limits were raised, and the lifetime benefit total was also increased.

Union gains back pay for Orleans County employee

ALBION—An Orleans County employee has been awarded 77 hours of vacation pay that was denied him when he voluntarily resigned from county employment in June, 1984.

Steve Kast, a member of Local 837, was awarded the back pay plus interest in an arbitration ruling pursued in his behalf by CSEA.

The county had refused to pay Kast for his vacation accruals, maintaining that vacation days are earned "only on employees' anniversary date." Since Kast had resigned on June 15, and his anniversary date was July 16, the county interpreted the contract language to mean that the employee had to work at least until July 16 to receive vacation accruals from the previous year.

The matter had been through three

grievance stages, and denied, before reaching the binding arbitration level. The crux of the cause involved language that the arbitrator called "somewhat ambiguous" regarding the earning of, and the use of, vacation time.

However, he cited a clarification clause proposed by CSEA in the contract that effectively covers the situation, and protects employees from loss of time earned on separation from county service.

The CSEA clause in the pact effectively eliminated a past practice by the county of denying pay to departing or deceased employees, according to Danny Jinks, CSEA collective bargaining specialist.

Appearances on behalf of CSEA were made by Unit President Cheryl Dunning and Chief Steward Marty Taber. CSEA Attorney Richard Schroff handled the case for Kast.

Claude Rowell, retired union vice president, died July 4th

ROCHESTER—Claude Rowell, a former president of the old CSEA Western Conference, a former state CSEA vice president and the first president of Rochester Area Retirees CSEA Local 912, died July 4 after a lengthy illness.

The long-time union activist is survived by his wife, Lurleen, and daughter, Faythe. Condolences may be sent to Mrs. Rowell at 64 Langslow Street, Rochester, N.Y. 14620.



Grievance lets Kathleen Pfaff tend to flowers where once she cleaned floors

NEW PALTZ — Kathleen Pfaff once cleaned floors at SUNY New Paltz, but now she plants flowers and helps maintain the grounds at the campus, thanks to a successful grievance filed on her behalf by CSEA.

Pfaff was working as a cleaner at SUNY New Paltz when she applied for one of two openings as a groundskeeper in September 1983. And although she had worked occasionally as a fill-in groundskeeper during her five years of employment at the facility, she was not hired for the openings.

And so, notes CSEA Region III Field Representative Steve Chanowsky, a grievance was filed on her behalf by the union. As a result, SUNY officials eventually agreed to appoint Pfaff to the position of a groundskeeper, retroactive to September 1983.

She is the only female groundskeeper at SUNY New Paltz, and says she loves her new job, which this spring included planting the flowers for the college's recent graduation. And she is, she says, grateful to CSEA for fighting for her to get that job.



KATHLEEN PFAFF, the only female groundskeeper at SUNY New Paltz, clears a walkway as SUNY New Paltz Local 610 President Dale Sutton, right, supervises.

Changing of guard in largest local in Region VI Eiss new board rep; Castro president



CHANGING OF THE GUARD — Vic Marr, retiring Erie County Local 815 representative to CSEA's Board of Directors, standing, will be succeeded by out-going Local 815 President John Eiss, seated right. Sal Castro, left, succeeds Eiss as Local president.

BUFFALO — A changing of the guard has taken place in Erie County Local 815, the largest local in Region VI.

After eight years as local president, John Eiss recently stepped down to become the local's representative to the CSEA board of directors, replacing Vic Marr, who is retiring.

Sal Castro, former executive vice president, has assumed the presidency, and Stephen Caruana has assumed the newly-created post of president of the 4200-member County Employees Unit.

Local 815 board of directors members are Caruana, County Employees Unit and Erie County Medical Center; Duane Liebler, Corrections; Perry Jowsey, County Clerk Auto Bureau; John Sable, County Clerk Registrar; Maggie McNeela, Library; Marijean Nichols, Downtown Unit; Shirley Heron, Health Section; David Baczkowski, Central Police Services; Shari Kamholtz, Home and Infirmary; Iris Kliszak, Community College; David Wilbur, Social Services; Henry Wanat, Comptroller Section; Janice Lyon, Buffalo Zoo; Richard Croad, Water Authority; Dan Wright, Town of Evans; Gerald Kocialski, Town of Lancaster.

Also; Joseph Cartonia, Board of Elections; Thomas Swaydis, Lackawanna Housing; Ellen Brown, Town of Amherst; William Ferro, Town of Hamburg Highway and Anthony Delmonte, Town of Orchard Park blue collar. Castro also represents Buffalo Sewer Authority white collar members.

Rockland County joins counties offering workers early retirement incentive option

NEW CITY — Rockland County has joined 19 other counties in the state in offering employees the Early Retirement Incentive Option.

Called an option because local governments and school districts have the right to choose whether or not to offer it to employees, the program provides for three additional years of retirement to qualified employees during a designated time period established by the employer. The "window period" for Rockland employees is from Dec. 1, 1985-Feb. 28, 1986.

In order to qualify for the option, employees must be at least 55 years of age, in paid service since Jan. 1, 1984 and otherwise eligible for retirement under the plan in which they are enrolled.

The program must be approved by adoption of a legislative resolution. Rockland County lawmakers approved the motion by a vote of 18-2 at a recent session.

Region III Field Representative Chris Lindsay said he was pleased that the program was being offered to employees. "The local and unit worked hard for this," he said. "It will benefit a significant portion of our members. I see this as advantageous to us as it will help to persuade the rest of the county to go with the program."

Lindsay said that in addition to Rockland County, the option is being offered to employees in Spring Valley, the Village of Haverstraw and the North Rockland School District.

THE EMPLOYEE ASSISTANCE PROGRAM

Continuing its history of expansion on way to 230 programs by September

SUNY Purchase number 204

PURCHASE — "Employee Assistance Programs — they work. They're credible. They're labor and management working together," said State EAP Program Manager Tom Goings, guest speaker at the recent signing of an EAP policy for employees at SUNY Purchase.

Goings told participants that the event marked the beginning of the 204th EAP program in the state. "By September, we'll have 230 EAP programs."

"Why is it working?" he asked. "Because all kinds of people are involved, people from all walks of life. It works because it's so unusual. It thrives because it's people oriented."

One important aspect of the program — in addition to confidential referrals for counseling and services for troubled families — has been EAP-sponsored health screenings, according to Jim Murphy, CSEA's EAP director. In many facilities, hypertension screening, testing for diabetes and colon cancer have been extremely successful, he noted.

"It's a pleasure to be a participant in this program," said SUNY President Dr. Sheldon Grebstein. "The program is utterly uncontroversial. It intends only good. It embodies what we need. We are committed to its success."



CSEA STAFF AND MEMBERS were all smiles following the signing of an Employees Assistance Program for employees of SUNY Purchase. Shown from left are Region III Field Representative Dolores Tocci, SUNY Purchase Local 637 President Claire Gerardi; CSEA EAP Program Director Jim Murphy, and SUNY Purchase President Dr. Sheldon Grebstein.

EAP helps deal with stress in corrections jobs

LONG ISLAND CITY — "When I tell people where I work they automatically think of riots," says Deborah Smith, an account clerk at the Queensboro Correctional Facility. And while she recognizes potential dangers in her workplace, she insists that she's never felt in jeopardy. She says an EAP-sponsored program to help deal with job stress helps a great deal.

That sentiment is echoed by co-worker Pauline Crosby, a stenographer. "This place is just totally different from other offices where I've worked. You always have to be your toes."

Smith and Crosby, both members of New York City Local 010, have worked for Corrections for four years. They've known each other much longer. The two attended business school together and were surprised to meet again when they came to Queensboro at about the same time.

As civilian employees in a correctional facility, the pair say that you have to get used to the tight security coming and going. "To a certain extent, we're trapped" comments Smith, who points out that employees can only go out for lunch and have to get permission to leave. The two also have misgivings about searches every time they enter or leave the building. "At least we have windows" adds Crosby. "But there is a closed-in feeling."

Crosby notes "When you walk through the door, it's not like an office job because you don't have any real freedom. You also don't know what will happen next." However, she is full of praise for the work of the facility's corrections officers. "They're a helluva bunch and they provide our security."

As a result, neither feels threatened by the hundreds of inmates in the facility. "They're human" says Smith. "You treat them that way. I've never had any problems." "They're polite," adds Crosby. "But you don't get friendly with them."

Like many other jobs, there's no escaping the pressures and tensions of meeting deadlines and staying organized as the work mounts. To counter that, Smith and Crosby express great enthusiasm for a weekly EAP-sponsored program at the facility to help employees deal with on-the-job stress.

"Everybody has problems" asserts Crosby. "Sometimes just as much as the inmates. This program has brought out a lot of things people were holding in. You need that." Both say the program has helped them learn to leave office problems behind when they go home.

Each claims a great advantage in overcoming job-related stress. That advantage is that each loves the work she does. "I'm lucky because not too many people can say that," offers Smith. "I also know that I'd be bored if I wasn't so busy."

Still, dedication does have its limits and both Smith and Crosby have won out-of-title grievances. In doing so, they wrote the book on how to successfully challenge, according to CSEA Field Representative Charles Bell. "They were

skeptical about getting results, but I told them to document everything that was a questionable assignment. Each did an outstanding job in presenting a clear and complete record. I still use their files in showing other people how to do it."

Smith and Crosby make a point of attending every CSEA meeting at their facility. While they don't always agree with the discussion, they believe it's an important opportunity to speak their minds and hear what other people think. It also lets them express their feelings on the need for more teamwork.

Crosby sums up best: "The people here need to work together more. Sometimes management doesn't recognize that this place couldn't run without the employees. Without us, this would just be an empty building."



FINAL AGREEMENT on an Employee Assistance Program for employees of multiple state agencies with branch offices in the State Office Building at Hauppauge is signed. Seated from left are CSEA statewide Executive Vice President Joseph E. McDermott, State Employees Local 016 President Tom Byrne and Long Island CSEA Director Bill Griffin. Standing are Pam Parrinello of the EAP committee; Long Island EAP coordinator Maureen Duggan and DOT Local 508 President Lou Mannellino.

Punter: 'Problems are rampant at Bronx Psychiatric Center'

By Stephen Madarasz
CSEA Communications Associate

BRONX — Bronx Psychiatric Center CSEA Local 401 President Ernest Punter says there's handwriting on the wall at his facility, and it can't be ignored.

Punter says it's clear that many of the problems at Bronx Psychiatric are the same as at other mental health facilities— understaffing, overcrowding,



ERNEST PUNTER — The Local 401 president told senate committee that conditions at Bronx Psychiatric Center are worst he had seen in his 20 years as a MHTA.

inadequate security. But, he says, there are also significant differences, and that's cause to worry.

Punter isn't keeping his concerns to himself, either. He expressed his misgivings to the members of the state Senate Mental Hygiene Committee, who conducted a hearing at the Bronx facility last month.

And while Punter was raising some serious questions, committee members Senators Frank Padavan and Abraham Bernstein were angrily demanding answers. It was their third visit to Bronx Psychiatric, and when last there a year and a half ago, they were promised wholesale improvements that haven't been followed through on.

Bronx has just failed its second straight accreditation review, and there doesn't seem to be any movement to correct deficiencies. Said Punter, "We're all concerned because other places get staff to prepare for the accreditation process, but that didn't happen here. Even items that were fillable, ones that had been negotiated in Albany, weren't filled."

And there are plenty of other concerns. Punter said that management has informed him that it is their intent to move toward more professional staffing, even though the facility has historically had difficulty in attracting nursing professionals. But Punter wondered whether patients would receive the same quality of care from those professionals: "You know they're not going to do all of the things the non-professional staff do," he said.

And Punter said that although there is a space shortage at the facility, Bronx Psychiatric is providing office and research space to the Albert Einstein College of Medicine. Taken as a whole, Punter sees a disturbing trend in this, and he was not alone in expressing that view.

Like other testifying before the committee, Punter cited a lack of responsiveness by the Center's administration in dealing with the pressing needs of patient care. And he raised the suspicion that there is more to that inaction than meets the eye. He contended that the administration may be purposely allowing deficiencies to continue in the expectation that Bronx Psychiatric will be closed down as a state institution and perhaps easing the way for a takeover of the facility by Albert Einstein College of Medicine.



SEN. FRANK PADAVAN — he chaired committee looking into conditions at Bronx PC, and didn't like what he saw and heard.

"There are just too many coincidences, and our people are scared. What is the future of Bronx PC?" Punter asked Committee Chairman Padavan. Padavan said he has no knowledge of any plans to turn Bronx PC over to the College of Medicine, but suggested that if done right, a sharing of facilities by the state and a private institution could perhaps be productive for both.

"These are the worst conditions that I've seen in 20 years as a MHTA," Punter told Padavan in conclusion, adding he hoped there would be progress in improving conditions at Bronx Psychiatric. Punter called it a "real tragedy" that the deterioration seems to have been a conscious decision. "They've had options and they haven't taken them," he said.

"These are the worst conditions that I've seen in 20 years. . ."

Arbitrator rules for employee over Bronx

BRONX — First, Bronx Psychiatric Center tried to make food service employee Jessye Tompkins work when her doctor said she couldn't.

Then they tried to deny her back pay on a technicality after an arbitrator agreed she was right.

But the result is a double victory for Tompkins and CSEA.

Tompkins was injured on the job back in December 1982. After being examined by a state physician a month later, she was ordered back to work, even though her own doctor said otherwise. In refusing, management told her that the only recourse was to follow the disciplinary process. But what she wasn't told was that her pay and leave status

would be subject to a contract grievance, not the disciplinary hearing.

After winning the disciplinary arbitration, she requested back pay and was denied. Bronx Psychiatric argued that issue should have been filed as a grievance within 30 days of when the dispute originally developed.

But the arbitrator thought otherwise, ruling that Bronx Psychiatric was trying to pull a fast one, and had previously implied to Tompkins that the discipline procedure would resolve her situation.

Going further, the arbitrator also ruled the contract grievance stood on its own merits because Bronx PC had improperly placed her on leave without pay in violation of the contract.

vdt's:

SWEAT SHOPS OF THE FUTURE?

"Productivity!"

That, says CSEA's expert on video display terminal (VDT) equipment, is "the only thing management is really interested in — productivity. If you can prove that a more comfortable worksite, which also happens to be a safer VDT worksite, is also a more productive worksite, management will be eating out of your hand."

Union activist Suzanne Waltz told participants in a recent Region IV health and safety workshop that it's up to workers, through their union, to constantly remind management that most employees should be allowed to set up their own worksites when it comes to VDT work stations.

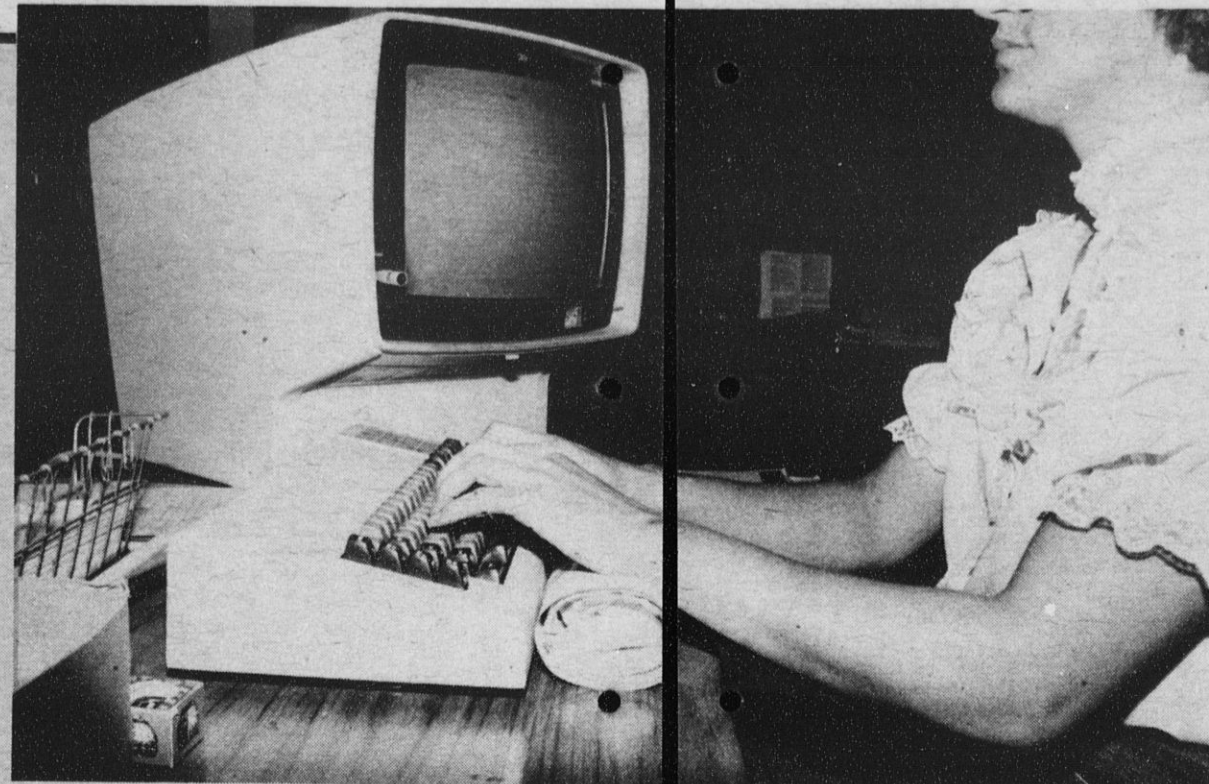
"VDT operators come in all shapes and sizes," Waltz said, "but management sets up every VDT worksite school house style, with row after row of VDT machines set up in the worst possible manner."

Waltz, who is an officer in the Department of Motor Vehicles CSEA Local 674, a member of the region's political action committee and involved in a wide variety of union projects, said statistics from many sources show that productivity increased by 15 to 20 percent in worksites where employees were allowed to move equipment around, try out flexible equipment, and even redesign the workflow.

"When you tell management that, they won't believe it. But if they do try your suggestions such as using up-to-date equipment, easily adjustable desks, proper chairs, correct chairs, and constant equipment maintenance, they'll see productivity increase and employee complaints decrease," Waltz said.

Waltz said there are several things workers can do on their own to improve their worksite area, but noted, "This program does put a lot of responsibility right where it belongs — on management." Waltz suggested "management is responsible for seeing that money is budgeted for future equipment replacement in a timely manner. Management is responsible for seeing that equipment providers live up to their warranties and service contracts. Management is responsible for allowing the workers to make the physical changes necessary at the worksite to improve their productivity."

Says Waltz, "If we want to stop high tech from turning our worksites into the VDT sweat shops of the future, we have to become advocates of positive, humane change at the worksite. We must seek proper ways of using the leverage of productivity to achieve our goal of a safe and better workplace for our members."



MAKE A WRIST REST by rolling up a newspaper and covering it with cloth. Typing puts tremendous strain on the wrists of VDT operators.

Text and photos by
Daniel X. Campbell
CSEA Communications Associate

Ten basic rules

Sue Waltz says there are ten basic things that individuals can do to make their VDT worksite more comfortable and safer:

* 1. Clean your VDT screen before using it. Dust and humidity can cause skin rashes, allergic reactions and eye strain.

* 2. Report line burnouts as soon as possible, and don't use the burnt-out screen until it's fixed. A burnt-out screen or line can cause you eye strain. Report the problem immediately.

* 3. Make your own palm and wrist supports. VDT equipment manufactured in America for use in Europe is designed in such a way that palm and wrist pain problems are nearly eliminated. But until equipment sold in this country incorporates those design changes, you can roll up a newspaper and cover it with cloth to support your wrists as you type.

* 4. Lighting. If overhead or natural light causes a glare on your VDT screen, you can eliminate some of it by taping a discarded printout sheet or other paper to your machine to create a hood.

* 5. Adjust your chair to fit yourself. Measure the distance from the bottom of your shoes to the middle of the curve behind your knees. Adjust your seat height to match this measurement.

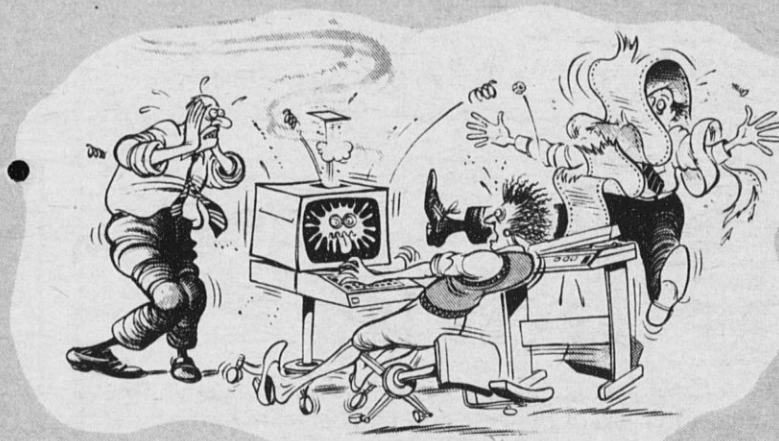
* 6. Wear a dark blouse, shirt or sweater when using VDT equipment. Light colored clothing and jewelry can increase reflected light by 1000 lumens.

* 7. Position the document holder where you want it to cut down on head and neck movement.

* 8. Use a foot rest.

* 9. Communicate your concerns about VDT safety to your state legislators.

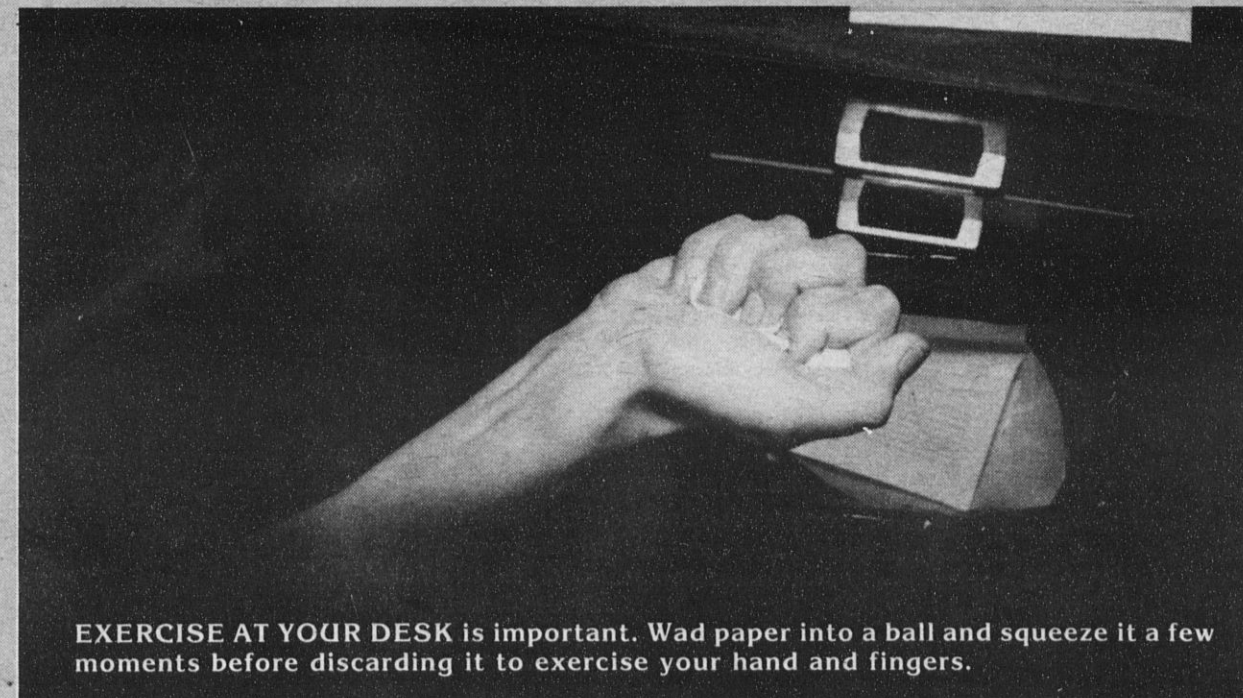
* 10. Keep informed. Read your union newspaper, the daily press and news magazines for reports about VDT equipment and legislation. Share your knowledge with your fellow workers.



"If we want to stop high tech from turning our worksites into the VDT sweat shops of the future, we have to become advocates of positive, humane change at the worksite."



THE HEIGHT OF THE CHAIR is very important to a VDT operator. In photo at right, Suzanne Waltz uses a ruler and yard stick to measure June Gansowski to determine proper height for her chair.



EXERCISE AT YOUR DESK is important. Wad paper into a ball and squeeze it a few moments before discarding it to exercise your hand and fingers.

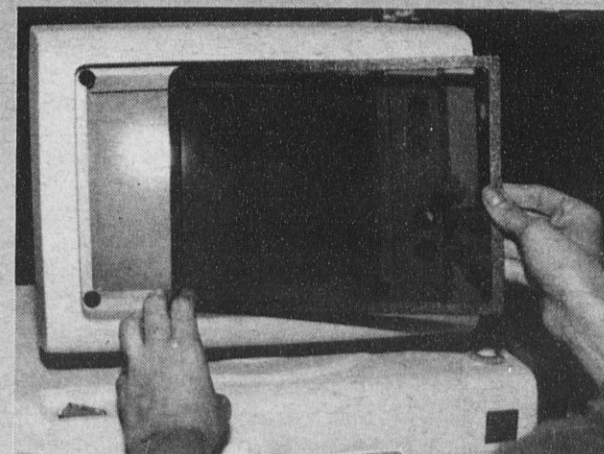
Exercise

Exercise is very important for VDT operators. You can easily exercise at your worksite, and should do at least the following simple exercises daily.

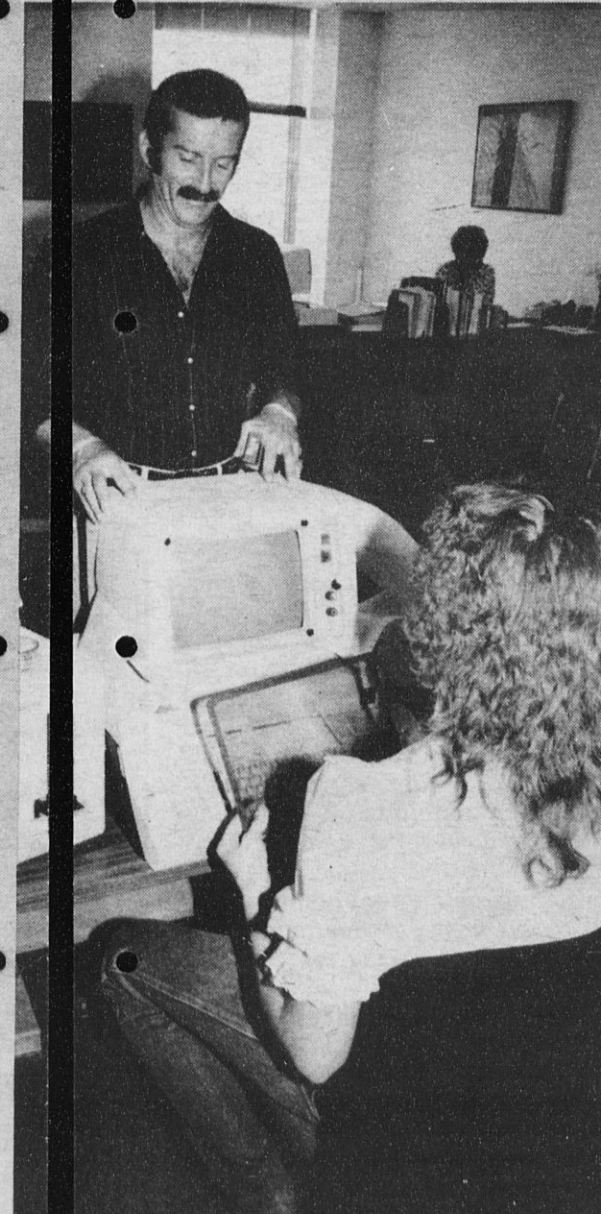
* 1. Periodically stretch and relax your upper body, breathe deeply and roll your head and neck clockwise and counter-clockwise.

* 2. Stretch your legs and feet. While seated, place heels flat on the floor and lift your toes, then slowly press your feet down and repeat several times.

* 3. Exercise your hands by squeezing a soft rubber ball in the center of your palm several times.



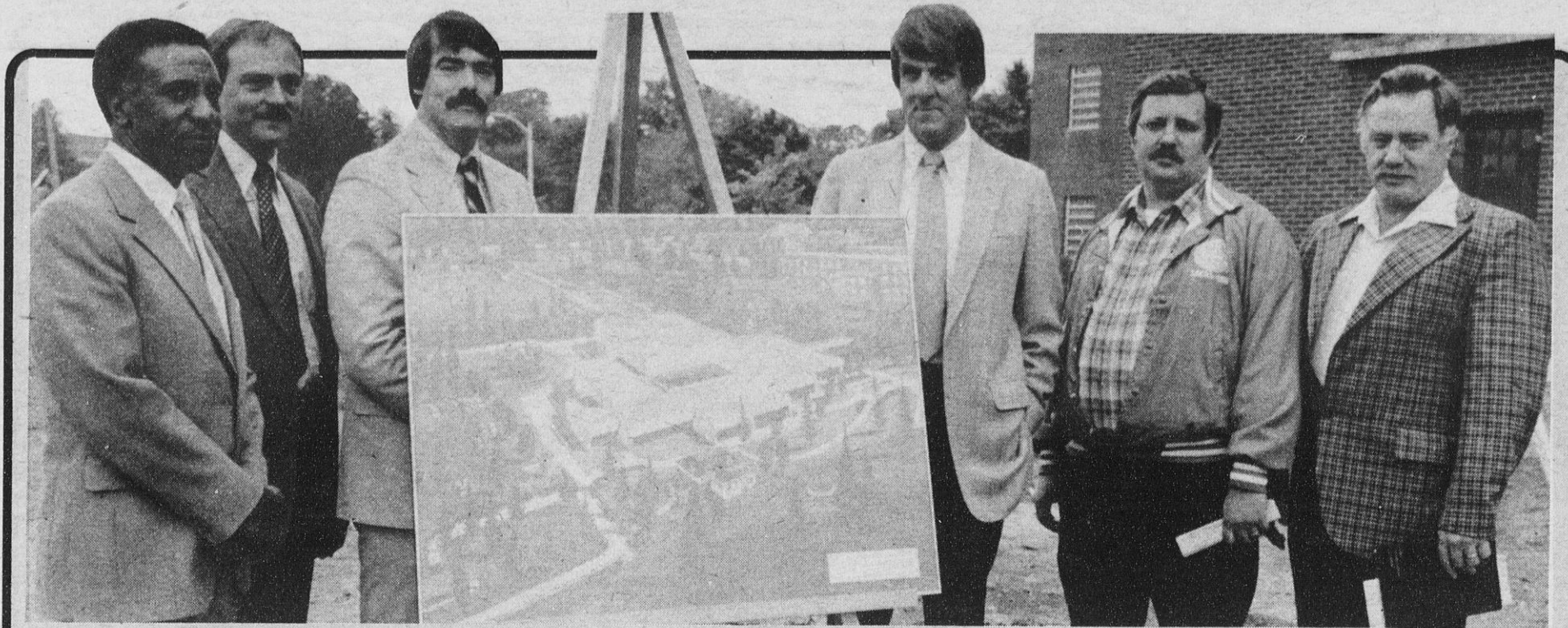
A FILTER SCREEN cuts down glare and reduces eye strain.



A SIMPLE PAPER HOOD taped to the machine can help eliminate screen glare. In photo at left, Department of Motor Vehicle CSEA Local 674 President Dann Wood helps June Gansowski adjust a handmade screen hood.



SUZANNE WALTZ, a union activist fast gaining a reputation as an expert in VDT matters, says to always clean the VDT screen before operating the equipment.



GOWANDA CORNERSTONE SETTING ceremony was attended by, among others, from left, Gowanda PC Administrative Services Director Jesse McElvene; Village of Gowanda Mayor David Schaack; Town of Collins Supervisor Robert Gaylord; CSEA Region VI President Robert L. Lattimer; Local 408 President Joseph Hageman, and Local 408 Vice President Wayne Jones.

Gowanda cornerstone dedication a bright step

Start of a building renews sense of pride

GOWANDA—Placement of a cornerstone for a new building at the Gowanda Psychiatric Center here may also have given the employees a new sense of dedication, Gowanda CSEA Local 408 President Joseph Hageman told those who gathered for the ceremony.

"CSEA has always been an advocate for those our members care for," Hageman said. He was one of several speakers, including representatives of Gov. Mario Cuomo and the state mental health commissioner. "Now we can move forward and forget about this period of frustration and anxiety," he said.

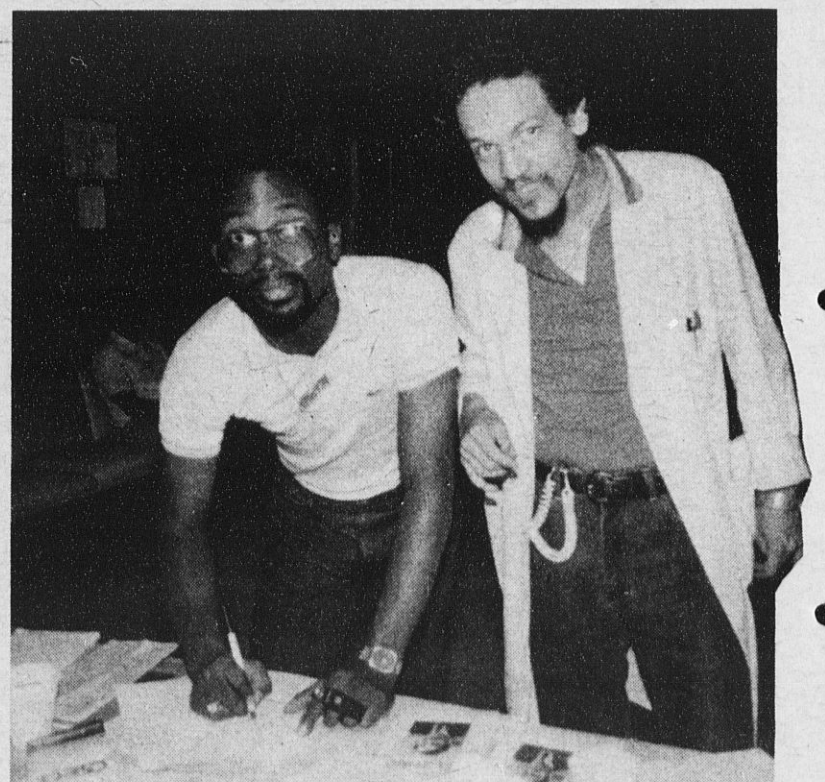
Hageman was referring to the frustration and anxiety his members shared beginning about two years ago, when the state announced a plan that would have eliminated the psychiatric center and the center's grounds would have been taken over by the Corrections Department for use as a medium security prison.

But concerted efforts by local, regional and statewide arms of CSEA, along with community boosters of the center, resulted in an agreement by the state to not only retain a large portion of the center, but to also construct a new rehabilitation building.

The \$5.37 million structure represents the state's commitment to continue the center, stressed OMH Executive Deputy Commissioner Bruce E. Feig. The facility serves residents of Allegany, Cattaraugus and Chautauqua Counties.

The center currently houses about 500 in-house patients, compared to a 1955 patient load of 3,600. Another 140 patients are currently in residential family-care homes.

Gowanda is one of 23 adult mental care hospitals operated by the Office of Mental Health, which also runs six children's hospitals, two psychiatric research institutes, and three forensic units statewide.



SCORES OF NEW VOTERS were registered by CSEA Local 402 during a highly successful Political Action Day program sponsored by the Local at Kingsboro Psychiatric Center in Brooklyn. In photo at left, Dietitian Assistant Allera Mondeline registers as a new voter

with assistance from Local 402 PAC Chairwoman Flora Young; PAC member Felton Jenkins; Local Treasurer Robert Sage, and Local First Vice President Lou Smith. In photo at right, PAC member Anthony Copeland, right, signs up a new voter.

"AFSCME Women: Past, Present and Future"

Women's conference scheduled

"AFSCME's nearly half a million women members continue to be equal partners in our union's fight for justice in the workplace."

That's the sentiment of AFSCME International President Gerald McEntee and of CSEA Statewide Secretary Irene Carr, who also chairs AFSCME's Women's Committee.

McEntee and Carr announced a Women's Conference has been scheduled for Sept. 27-29 at the Gateway Center in Pittsburgh, Pa. He noted the conference theme is "AFSCME Women: Past, Present and Future," and said

that particularly in the past two years "our union has had major victories in organizing women workers and in the fight for pay equity."

CSEA Secretary Carr described the planned session as "an opportunity to touch base with what is happening." She said she sees the conference as "an excellent opportunity to

meet, to learn and to share both ideas and experiences."

There is no registration fee, but participants are responsible for travel and hotel costs and most meals.

Interested people should use the following registration form:

REGIONAL WOMEN'S CONFERENCE PITTSBURGH HILTON GATEWAY CENTER PITTSBURGH, PA 15222

September 27-29, 1985

A block of rooms has been set aside at the hotel at a reduced rate for the International. In order for us to get this rate, your hotel requirements must be booked through the International. If your registration form is received at the International Headquarters by the deadline—August 30—you will be guaranteed the room accommodations you request and no confirmation form will be sent you. If your registration form is late, we will try to accommodate you and will advise you if rooms are available.

ATTENDEES: _____ Name (please print or type) _____ Title _____
_____ Name _____ Title _____

COUNCIL/LOCAL _____ Phone () _____
HOME ADDRESS _____ Phone () _____

DATE/TIME OF ARRIVAL _____ DEPARTURE _____
TYPE OF ROOM: SINGLE _____ (\$57.00 per night)
DOUBLE _____ (\$66.00 per night)
TO SHARE WITH: _____

If you do not plan to arrive by 6:00 p.m. and wish to have your room guaranteed for late arrival, you may do so by indicating your credit card number _____
type of card _____ exp. date _____ The hotel accepts all major credit cards.

If you require a room specially equipped with handicapped facilities, please check here.

If you will be requiring child care services, please check here.

Number of children _____ Ages _____

Special needs, if any _____

PLEASE RETURN BY AUGUST 30, 1985 TO:

AFSCME MEETING & TRAVEL OFFICE
1625 L Street, N.W.
Washington, D.C. 20036



LILA LARRABEE, center, president of Utica Retirees Local 914, accepts congratulations from Region V President Jim Moore for the Local's effort in researching the names and addresses of nearly 4,000 registered voters from four Central New York Assembly Districts. Reviewing sample stacks

of voter registration cards and telephone directories used in the political action project are, left to right, Regional Political Action Committee Chairperson Dorothy Penner; First Vice President Evy Pianella; Larrabee; Moore; and Local 914 Treasurer Bob Aubert.

Retirees still contributing strongly

UTICA—CSEA Region V PAC Coordinator Tim Burns knew exactly where to look when he needed helping hands for a sizeable political action research project. He turned to a ready, willing and dependable group of retirees from Local 914 in the Mohawk Valley area.

Burns needed valuable research information involving voter registration cards from the 112th, 115th, 117th and 124th New York State Assembly Districts. The time consuming task required a cross check of nearly 4,000 registration cards against area telephone directories to obtain names and

addresses of voters. But thanks to a group of retiree volunteers headed by Local 914 President Lila Larrabee, the project was completed in under 40 hours.

In a tribute to the group effort, Region V President Jim Moore said, "It is always a pleasure to see CSEA members working together toward common goals, and it gives me an extra sense of pride when dedicated retirees volunteer personal time for a project to benefit others. On behalf of Political Action Chairperson Dorothy Penner and every CSEA member in Region V, I want to personally thank Lila Larrabee and all those in Local 914 who participated in the PAC project."

Time issue won

BINGHAMTON—Thirty non-shift employees of Broome County Nursing Homes have been awarded time and one-half pay for working Columbus Day, according to a recent PERB arbitrator's decision.

The workers, represented by CSEA Broome County Local 804, filed a grievance last Oct. 17 after receiving regular pay for work performed Columbus Day, Oct. 8.

In his presentation to the arbitrator, CSEA Regional Attorney John Rittinger argued that the contract article covering overtime pay clearly indicates "regular full time nursing home employees shall be paid time and one-half for all hours worked Columbus Day."

The County contended that during the last contract negotiations, language pertaining to certain holidays was modified and caused ambiguity between articles.

In his decision, the arbitrator granted the grievance and ordered Broome County to pay the 30 employees "a sum sufficient to bring their wages for October 8, 1984 up to time and one-half their normal rate."

Broome County Local 804 President Joan Brower and County Unit President Jack Haggerty, expressed their pleasure after hearing the decision.

"The contract is clear regarding overtime pay for Columbus Day. Based upon that language it was the only equitable course of action that employees be paid time and one-half," Haggerty said.

"For the 30 employees involved, and all Broome County employees represented by CSEA, it was an important decision and victory for the union," Brower added.

Greenburgh lag pay illegal

GREENBURGH—An arbitrator has upheld CSEA in its contention that the Town of Greenburgh violated the collective bargaining contract by instituting a lag payroll, and ordered town officials to pay workers the one week's pay which was withheld from paychecks in March.

According to CSEA Attorney Arthur Grae, town officials notified employees in February that one week's pay would be withheld in order to alleviate bookkeeping problems.

Grae contended that such an action was a clear violation of the contract which specifically states, "Employees shall be paid biweekly for work performed in the preceding two weeks."

"The clause is there to prevent a lag payroll," said Grae.

Arbitrator Bertram T. Kupsinel agreed. "I appreciate the desire of the town to effect economies in its

operation. This can't be done however, in violation of its agreement with the union," he said. "As stated by counsel for the union, any change in the consistent 20 year application of the contract language must come about by negotiation, not by the unilateral action which I conclude has violated the parties' agreement."

Kupsinel concluded his finding by ordering the town to "forthwith pay the approximately 120 employees the week's pay which was taken from their paychecks in March, 1985."

Region III Field Representative Dolores Tocci was pleased with the decision. "I thought this was a very successful effort on the part of the union. The members will be happy," she remarked.

Amherst Unit has new pact

AMHERST—A two-year contract with wage increases of 4 percent in each year has been negotiated in behalf of the Town of Amherst unit of Erie County Local 815.

The 155-member unit also gained a \$50 annual clothing allowance, and many will receive a \$50 safety shoe allowance. In addition, unit members will also receive cash credit for unused vacation in year of retirement, beginning in 1986.

CSEA Field Representative Vince Sicari was joined in negotiations by Unit President Ellen Brown, Mary Simon and Bill Weber.

Another IP won

AMSTERDAM—Montgomery County CSEA Local 829 has won an improper practice charge against the Montgomery County administration, overturning the unilateral institution of a policy requiring all county employees who operate county-owned cars to obtain a county driver's permit.

CSEA filed the IP charge after the county unilaterally required county driver's permits without prior negotiations on the matter with CSEA.

The state's Public Employment Relations Board (PERB) has directed the county to "immediately rescind and cease enforcement" of the policy, and to negotiate in good faith with CSEA with respect to terms and conditions of employment for county employees in CSEA's negotiating unit.



If you believe his tax plan, he's a better actor than you think.

In the coming months, President Reagan will be peddling his tax 'reform' proposal across America. He'll need all his acting skills, because the plan will not just sell itself.

It calls for new federal taxes on such items as health insurance, unemployment insurance and even workers' compensation. It would eliminate the deductability of state and local taxes...in effect, a double tax. But it would preserve loopholes that make the President a special friend of the very rich. In fact, the plan favors people making \$200,000 and more over a family making \$20,000 and \$40,000.

It's not fair.

Instead of dealing with fundamental tax fairness, the President gives us a new collection of loopholes. (and gives the average working American a kick in the pants.)

Even state and federal legislators don't like it—Democrat and Republican.

When the President comes asking for your support, tell him instead to clean up his act.

Send for a free packet!

Yes, I would like to know more about the President's so-called tax reform proposal.

Send me the packet entitled: The President's Plan and the Survival of the Working Class.

Name _____

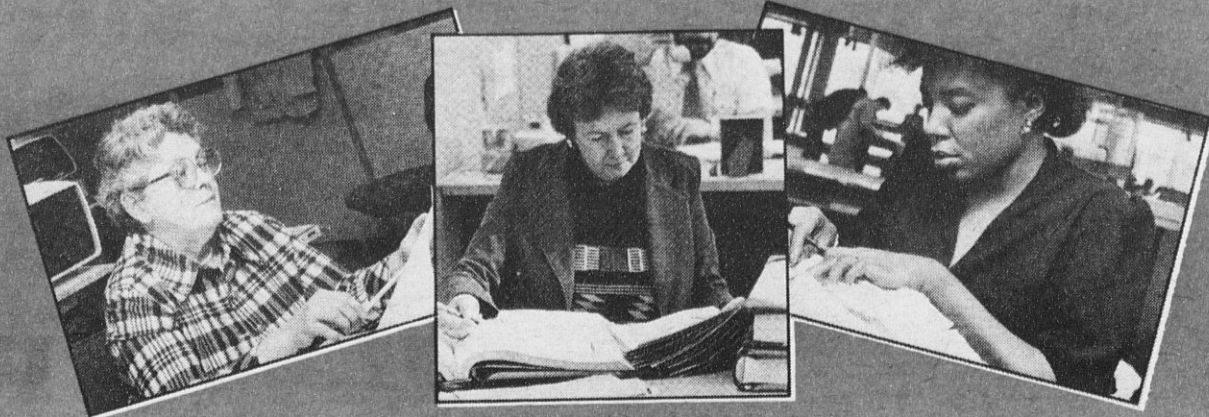
Address _____

Send to:
CSEA Communications Dept.
33 Elk Street
Albany, New York 12224

CSEA

Local 1000, AFSCME, AFL-CIO
William L. McGowan, President

BARGAINING



FOR PAY EQUITY

CSEA helping win struggle for comparable worth pay

Fighting sex-based wage discrimination in public sector wage scales has become a major focus of the 1.1 million-member American Federation of State, County and Municipal Employees. And CSEA, comprising a quarter of the AFSCME membership and constituting the largest Local within AFSCME, is in the forefront of this historic struggle to achieve pay equity for working men and women.

In the new contract covering 100,000 CSEA-represented state employees, the union negotiated funds in the second and third years of the agreement to help correct pay inequities uncovered in a study conducted by the Center for Women in Government and strongly supported by CSEA. And CSEA is pursuing a wage discrimination court suit against Nassau County on behalf of 5,500 CSEA-represented county employees. And several CSEA officials have testified before federal and state legislative committees investigating the problem of wage discrimination.

AFSCME says that nationwide 45 percent of the 13 million state and local government employees work in female-dominated jobs such as secretary, library, nurse and teacher, and are paid wages below those paid to employees in male-dominated jobs which require equal skill, responsibility and training.

The fight for comparable worth goes much deeper than public employees. The same pattern exists in private industry where 80 percent of all women employed still work in traditional women's occupations and are generally paid at a prevailing rate less than men in positions requiring comparable skills, responsibility, education and training.

So when CSEA and AFSCME score pay equity wins, as they have in New York, Washington, Connecticut, Minnesota, Illinois, Oregon, Hawaii, Wisconsin, Iowa and California recently, those gains translate in eventual equality for working women everywhere. And that is why the fight for comparable worth has only just begun.

"Comparable worth proponents, led by the American Federation of State, County and Municipal Employees, one of the largest public sector unions, have concentrated their efforts in the public sector" Bureau of National Affairs, September, 1984

One person makes a difference

(see page 17)

Exposing the myths clouding issue of equity

1. Removing sex-based wage discrimination will disrupt the free market.

A. THE SO-CALLED FREE MARKET ROUTINELY DISCRIMINATES AGAINST WORKING WOMEN. Otherwise, nurses would be highly paid as shortages have occurred over the years. In 1981, nurses earned an average of \$331 a week — less than ticket agents and drafters.

2. It is impossible to gauge accurately what jobs are comparable and therefore of equal value.

A. FEMALE AND MALE-DOMINATED JOBS CAN BE ACCURATELY QUANTIFIED ACCORDING TO TRAINING, EXPERIENCE, RESPONSIBILITY AND DECISION-MAKING ABILITY. The process is not new. The federal government has had a job evaluation system to compare dissimilar jobs for 100 years. And most corporations use some form of job evaluation in setting wages.

3. Correcting sex-based wage discrimination would be too costly.

A. THE ECONOMIC IMPACT OF IMPLEMENTING PAY EQUITY FOR WORKING WOMEN CAN BE MINIMAL. For instance, the state of Minnesota has begun a four year program to eliminate sex-based wage discrimination for thousands of state workers. The total cost over four years will be \$40 million.

4. If pay equity is adopted, the courts or the government will set the wage scales.

A. THAT'S WRONG. In the AFSCME v. Washington State case the judge simply ordered the state to implement the results of its own job evaluation studies. And, there has not been a single case where the implementation of AFSCME pay equity demands spurred the development of a new government bureaucracy to oversee the process.



CLARKSTOWN UNIT PRESIDENT
Lee Pound

First she negotiated upgradings for her unit members ...

...now she's at war with the U.S. Civil Rights Commission

By Anita Manley

CSEA Communication Associate

CLARKSTOWN — When the U.S. Civil Rights Commission issued that statement last winter that "the idea of comparable worth seems totally impractical in an economy as large and dynamic as ours," Lee Pound became furious.

"RUBBISH!!" she thought.

And when a spokesperson for the Civil Rights Commission said, "There is sex discrimination in America, but it is declining," Pound remembers wondering, "Is this person in tune with this century?"

It was then that Pound, who says she fights for what she believes in, decided it was time to declare war on the Civil Rights Commission. "I wanted to get more women upset," she said. "We had to mobilize."

Pound, president of the Clarkstown CSEA

Unit in Rockland County, wasted no time. She armed herself with hundreds of copies of petitions protesting the commission's statements, and she began her battle.

She made petitions available to delegates attending the Region III Women's Conference and the statewide Local Government Workshop, who took them home to their locals and units. Other CSEA members and friends helped distribute more petitions.

Recently it all paid off in her personal war when the first package of petitions containing hundreds of signatures was mailed to U.S. Congressman Benjamin Gilman and Senators Alfonse D'Amato and Daniel P. Moynihan.

"I just felt so strongly about this issue I petitioned signatures of those who also share these beliefs," Pound says.

That was not the first time that Pound took

positive action on behalf of women's rights and pay equity. This past winter she negotiated upgradings for 100 town employees after she decided it was time that the town fathers should increase the salaries of entry level secretaries so they were comparable to entry level cleaners.

While the upgradings was a victory, Pound says it's not enough. "It is time," she says, "that our legislators take responsible steps to seek pay equity for all workers. The Civil Rights Commission is only an advisory body. I believe that the petitions attest to the outrage we all feel over the commission's rejection of pay equity."

Petitions are available from CSEA Region III Women's Committee Chairperson Helen Zocco. Persons interested in the petitions can obtain details through CSEA's Region III headquarters by calling (914) 896-8180.

"I wanted to get more women upset. We had to mobilize."

"Achieving pay equity can simply, sensibly and peacefully be negotiated into a union agreement as a matter of fairness."

Chicago Tribune
May 13, 1985

"As a caricature issue, comparable pay may be fodder for entertaining arguments on talk shows.

But job discrimination against women is no caricature. It's time for people of good will to get past distracting labels for discrimination, and get on with correcting it."

New York Times
May 13, 1985



Prep booklets can help you achieve career advancement through promotions

Career advancement and civil service promotional exams are never far from the minds of public employees. And for public workers in either the state or local government arena, CSEA is offering self-study booklets that should help individuals improve their test scores in a wide range of civil service exam areas.

A dozen booklets are available to help individuals prepare for state exams. And CSEA has available four exam preparation booklets for employees in local political subdivisions.

And the union is also offering something that should prove beneficial to everyone—cassette tapes designed to help people combat the effects of stress through relaxation.

All of the items are available from CSEA's Education Department for CSEA members. As indicated, non-CSEA members can obtain the exam prep booklets directly from Cornell University at the same price. Each booklet costs \$1.50, while the cassette relaxation tape, available only through CSEA's Education Department, cost \$2.50 each.

Interested individuals should use the proper order form below and mail the completed form to CSEA, Education Department, 33 Elk Street, Albany, N.Y. 12207.

Local Government prep booklets

Relaxation Tapes cassette offer

State Examinations prep booklets

CIVIL SERVICE EMPLOYEES ASSN.
ATTN: EDUCATION DEPARTMENT
33 ELK STREET
ALBANY, N.Y. 12207

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

- _____ Secretarial and Typing Series for Counties, Municipalities and Non-Teaching School District Personnel
- _____ Custodial Series for Counties, Municipalities and Non-Teaching School District Personnel
- _____ Social Welfare Examiner Series
- _____ Caseworker Promotional Exam Series

Please send booklet(s) to:

NAME _____
ADDRESS _____
CITY _____ STATE/ZIP _____
SOCIAL SECURITY # _____
CSEA LOCAL _____
EMPLOYER _____

CIVIL SERVICE EMPLOYEES ASSN.
ATTN: EDUCATION DEPARTMENT
33 ELK STREET
ALBANY, N.Y. 12207

Please send me _____ relaxation program(s) on cassette tape at the price of \$2.50 EACH. I have enclosed a check or money order, payable to CSEA, for \$ _____ to cover the cost of this order.

Please send tape(s) to:

NAME _____
ADDRESS _____
CITY _____ STATE/ZIP _____
SOCIAL SECURITY # _____
CSEA LOCAL _____
EMPLOYER _____

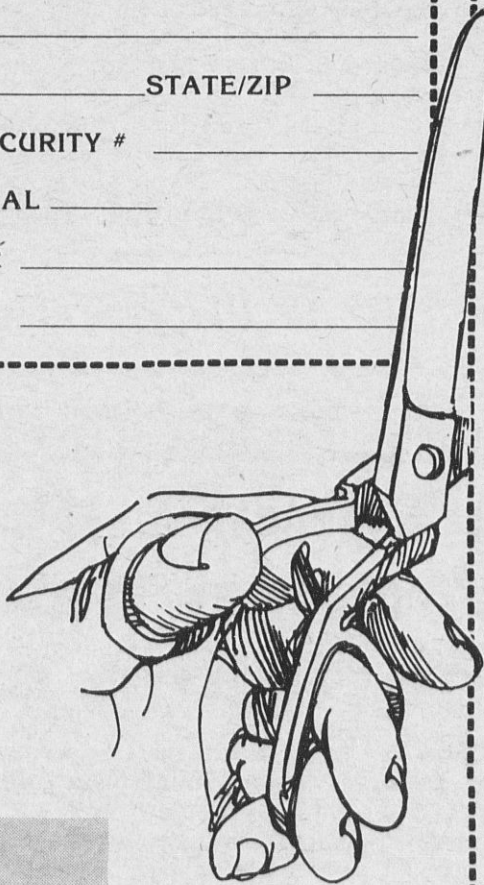
CIVIL SERVICE EMPLOYEES ASSN.
ATTN: EDUCATION DEPARTMENT
33 ELK STREET
ALBANY, N.Y. 12207

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

- _____ Basic Math
- _____ Arithmetic Reasoning
- _____ Understanding and Interpreting Tabular Material
- _____ Understanding and Interpreting Written Material
- _____ Preparing Written Material
- _____ Supervision
- _____ Purchasing and Payroll Practices
- _____ Basic Algebra
- _____ Concepts and Principles of Normalization for the Mentally Retarded/Developmentally Disabled; Therapeutic Approaches
- _____ Principles and Practices in the Treatment of the Mentally Ill/Emotionally Disturbed
- _____ How to take an Oral Exam
- _____ Evaluating Conclusions in the Lights of Known Facts

Please send booklet(s) to:

NAME _____
ADDRESS _____
CITY _____ STATE/ZIP _____
Social Security # _____
CSEA Local _____
Employer _____



PLEASE NOTE: Non-CSEA members can obtain the exam preparation booklets directly from Cornell University at the same price by contacting: Cornell ILR, 112 State Street, Suite 1200, Albany, N. Y. 12207. The relaxation tapes are available ONLY through CSEA's Education Department.



SARAH JACKSON

SARAH L. JACKSON

'an outstanding resident of our county' honored for her service

THIELLS-Involvement in her community is important to Sarah L. Jackson. "It's the only way that the elected officials are going to know the needs of the community," says Jackson, who recently stepped down as chairperson of the Board of Directors of the Rockland Community Action Council after three years in that position.

The honored guest at a dinner hosted by county and state officials recently, Jackson, who serves as secretary of Letchworth Village Developmental Center Local 412, was the recipient of awards and certificates from local organizations, churches, politicians and administrators of Letchworth for her work with the agency.

Jackson said she became interested in the council when her youngest daughter attended the Headstart program. In addition, RCAC also provides a weatherization program, an emergency food cupboard and a summer youth program.

Speaking at a recent gathering at Letchworth, Rockland County Legislative Chairman Herbert Reisman praised Jackson's untiring efforts. "Sarah is an outstanding resident of our county who devotes thousands of hours each year helping others. In times of high costs of living, when people take second and third jobs to make ends meet, Sarah is one of those individuals who devotes her time to others. It's hard to find volunteers these days," he emphasized.

Jackson notes although she does not receive monetary awards for her work, "I get a great deal of satisfaction from it."

Jackson added that while she is stepping down as chairperson of the board of the council, she intends to remain active to "do

whatever I can to get funding for the agency."

Jackson, a payroll officer at Letchworth, also serves as the facility's Affirmative Action Officer as well as secretary of her CSEA Local. She also served on the CSEA state negotiating team.



LETCHWORTH LOCAL SECRETARY Sarah Jackson is surrounded by some of her admirers and two of her many awards she recently received at a dinner in her honor. From left are Region III President Pat Mascioli, Rockland County Legislative Chairman Herbert Reisman, Letchworth Executive Director Albert Robidoux and Letchworth Local 412 president Bob Watkins.

Battle to halt night hours for workers' comp hearings far from over, union says

Although a bill strongly backed by CSEA is dead for the current session of the state Legislature, the union says it will be back trying again to get it passed when legislators reconvene later this year. The bill in question would prohibit Workers' Compensation claim hearings from being held on weekends or after 5 p.m. during the regular workweek.

CSEA has led the battle to do away with evening hearing hours, claiming they are not only unfair to the employees but also "unreasonable and unfair to the claimants that must go through the system."

That's the message CSEA Metropolitan Region II President George Boncoraglio delivered before a hearing of the state Assembly labor committee

just prior to the Legislature's summer recess.

"Many of our Workers' Compensation facilities throughout New York are located in densely populated urban areas. Unfortunately, in many cases these same locales are also high crime areas, poorly lit, under-policed and ill-designed for evening use," Boncoraglio stated.

An administrative law judge who also testified in favor of eliminating night hours said a survey of Workers' Compensation claimants indicated that fully 98 percent of them were against night hearings.

CSEA officials say they plan to continue to pressure the legislature to eliminate the night hearing schedule when lawmakers return to Albany later this year.



GEORGE BONCORAGLIO—Region II president in forefront of efforts to end night hearing hours for Workers' Compensation cases.

SIDC:

Are there any clear plans for its future?

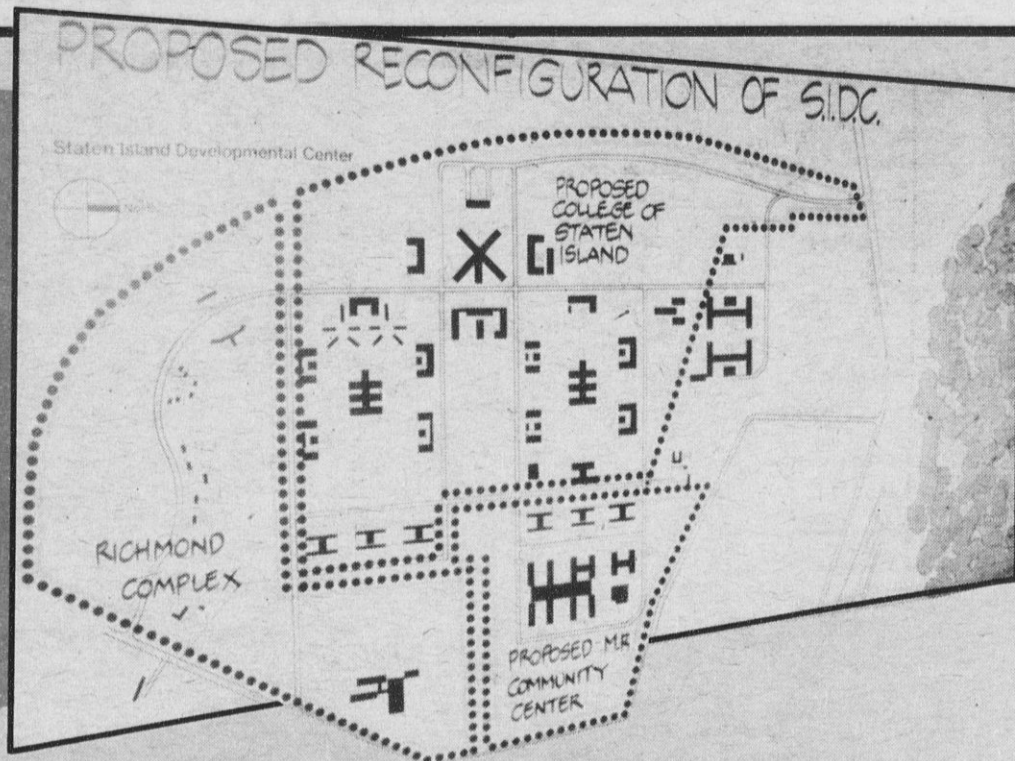
By Stephen Madarasz
CSEA Communications Associate

STATEN ISLAND- CSEA officials are expressing serious concern over mixed signals from New York State over the future of Staten Island Developmental Center. Although the facility is scheduled to close as an institution by 1987, the union had been given indications that some state-run programs and group homes would be retained on the grounds. But a recently published report in the "Staten Island Advance" said the state plans to offer program space to private providers at that time and not operate its own services.

But OMRDD Commissioner Arthur Webb and SIDC Director James Walsh immediately assured CSEA that the "Advance" article was misleading. Webb told CSEA Region II President George Boncoraglio that use of SIDC space will involve both private and state-run programs, but details are not worked out. That position was repeated by Walsh in a letter to SIDC Local 429 President Tyrone Daniels.

"I have every reason to believe the commissioner," says Boncoraglio, "It's just that I sit up and take notice anytime I hear the state talking about letting private providers come and open up shop. They tried that once before at SIDC and it was a disaster with taxpayers footing the bill. I don't want to see the same mistake repeated."

Ironically, news of the private provider plan was tied to one of the more positive developments involving SIDC in some time. That was the announcement that OMRDD plans to keep much more of the SIDC grounds than had been previously thought. The plan was apparently worked out through the efforts of Sen. John Marchi and Assemblywoman Elizabeth Connelly, both of whom have restated to CSEA their support for state-run programs on the SIDC grounds.



BOUNDARIES OF SIDC and tentative plans for its future use is shown on this illustration used at a recent public meeting to discuss plans for the facility. The state made a surprise announcement last month that it will retain more of the original grounds than had been previously reported. A recent report that the facility will be used by private providers only has since been denied by the state, which said some state-run programs are included in future plans.

OMRDD is also moving forward with a controversial plan for group homes for the retarded at Corson's Brook on SIDC property. CSEA backs that plan, saying it is time for action, not more study.

Local 429 President Daniels told a state-sponsored forum on the issue on July 1 that as SIDC closes, there's a gap of real human need to be filled for clients and employees. "Ten years ago, when the state signed the Willowbrook consent decree, the intent was to close the facility as an institution and open community-based residences for the clients." But, he said, group homes haven't been developed and the Corson's Brook proposal is the closest that the state has come to meeting the spirit, if not the letter, of the law of the consent decree.

"It's clear that attempts to place the group homes in any community will meet opposition. So where do we put them? The best answer is, where they are already—on the Willowbrook grounds."

Boncoraglio rejected environmentalists' objections that the Corson's Brook plan would be destructive to the city's greenbelt. That argument also was recently rejected by a decision in the Appellate Division of State

Supreme Court and by an environmental impact study. Boncoraglio said the group home development would assure a better quality of life experience for the clients while at the same time helping largely preserve the site and its accessibility to those who previously enjoyed it.



REGION II PRESIDENT George Boncoraglio—getting some mixed signals from the state over SIDC closing.

'Real can of worms here,' Del Toro says of SIDC

STATEN ISLAND—"There's a real can of worms here." That's the assessment of conditions at the soon-to-be closed Staten Island Developmental Center by state Assemblyman Angelo Del Toro following a personal inspection of the facility in company with CSEA officials recently. He also toured the nearby South Beach Psychiatric Center with union leaders.

Del Toro, the CSEA-backed candidate for New York City Council president, toured the facility with CSEA Region II President George Boncoraglio to learn firsthand about problems associated with the impending SIDC closing.

"I know this will mean a significant loss of jobs on Staten Island, and I'm particularly concerned that so many of the workers who will be affected are women and minorities," Del Toro said. "These are people who traditionally have been at a disadvantage in the job market and since so many of the SIDC employees are veteran state workers who live on the Island, relocation and retraining are not strong options. Some real provisions have to be made to help these people."

Del Toro said he plans to raise the issue with the state legislature's Black and Puerto Rican caucus.

Del Toro, who chairs the Assembly's Social Services Committee, also expressed concern about loss of services for the mentally retarded from Staten Island. "There's clearly been a dramatic increase in the quality of care at SIDC in recent years and I would hope that the phasedown will not mean that essential services will be lost for Staten Islanders."

Del Toro said he agrees with CSEA's proposals for day-programming and community-based beds on the SIDC grounds to maintain care for clients who need it and to keep several hundred employees working.



ASSEMBLYMAN ANGELO DEL TORO, left, tours SIDC facility in company of SIDC Local 429 President Tyrone Daniels. Del Toro visited SIDC and nearby South Beach Psychiatric Center with CSEA Region II President George Boncoraglio recently.