

The Public Sector

Ambitious training plan announced by union for performance evaluation

ALBANY — In an effort to head off the problems that plagued the first cycle of state employee performance evaluation, CSEA is undertaking a comprehensive and ambitious training program for union leaders and membership.

"Management's job is to train its supervisors, who were certainly ill-prepared for the first round of evaluations. Our job is to monitor the system and to be in a position to protect our members if problems develop," said Marty Langer, CSEA's representative on the joint labor/management Committee on the Work Environment and Productivity (CWEP).

"Obviously, we can't do a proper job of monitoring the system if we don't have the proper training and knowledge at our disposal."

An ambitious schedule of training is targeted for October and early November and is designed to reach about 1,000 CSEA leaders and members who will have roles to play in the fall round of evaluations.

CSEA has contracted with the consulting firm of Lieb, Lefkowitz and Associates of Washington, D.C., to spearhead the training effort.

In addition, the union has appointed Alayne Katz to the position of Coordinator of Monitoring Activities. She will be responsible for the administration of CSEA's monitoring and training efforts in performance evaluation.

Six Regional Training Specialists have also been appointed to assist in the training and monitoring effort. They are: Greg Szurnicki, Region 1; Marie Romanelli, Region 3; Joe Conway, Region 4; Bill Kirvyanik, Region 5; and Mickey Stanton, Region 6. The Region 2 specialist will be appointed shortly.

"We're basically talking about a two-stage training effort in the coming weeks," Langer explained. Stage one will consist of one-day "Orientation to

Performance Evaluation" sessions held at some 22 locations around the state. These sessions for CSEA leadership and staff will be conducted during October.

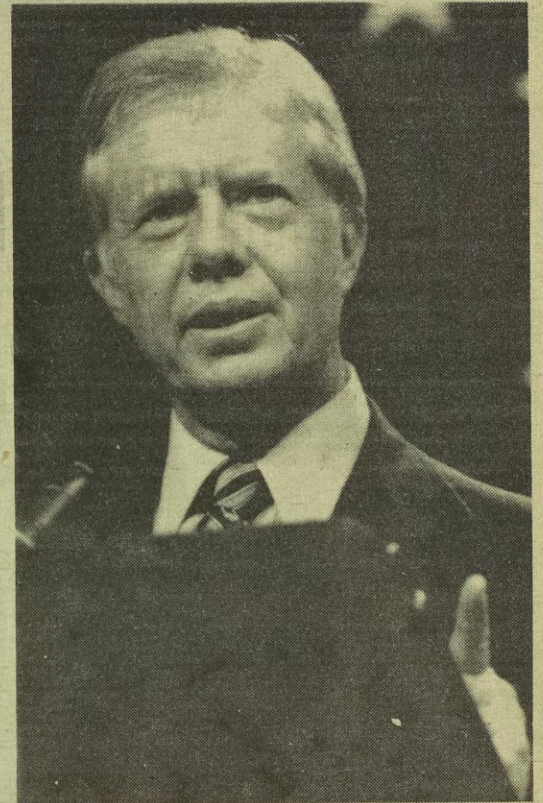
Stage two, designed to train individuals for their future monitoring activities, will be conducted between Oct. 23 and Nov. 12. Participating will be State Division Local Presidents and Local designees to both Performance Evaluation Appeal Boards and Labor/Management Committees. Members designated to attend these sessions will be granted time off from work.

Once formal training has concluded, Alayne Katz and the six Regional Specialists will conduct training programs for local union membership and will act as liaison between local union officials and management representatives in an effort to resolve issues on a regional basis. An additional element of the program is that members trained by CSEA will monitor the State's program for training its supervisors on performance evaluation.

"The concept of the performance evaluation system is a good one," Langer commented. "It's a program through which our members can profit, advancing through the system more rapidly and receiving awards for outstanding performance."

"But the initial implementation of the program was a debacle. The fact that 50 percent of the unsatisfactory rating appeal's reaching the Statewide Appeals Board were overturned is proof that the supervisors were ill-equipped to conduct evaluations."

"CSEA can't afford to be caught napping. Through this training and through our knowledgeable grassroots monitoring of the program, we can ensure that our membership benefits," Langer concluded.



CSEA anticipates making its first-ever endorsement of a presidential candidate for the November election and the union's statewide Political Action Committee has recommended that the union endorse President Jimmy Carter for re-election. That recommendation will be considered by CSEA's elected delegates on October 1 in Niagara Falls. The reasoning behind that recommendation is included as a special "pull out" section as pages 5, 6, 7 and 8 of this issue of The Public Sector. It is suggested that you pull out that section and save it for future references.

'CSEA' Program has first promotions

ALBANY — The first 100 State-employed clerical workers have been promoted into professional jobs under a Civil Service Employees Association-negotiated advancement program, four months ahead of schedule.

The Clerical and Secretarial Employees' ("CSEA") Program, for the 38,000-member, statewide Administrative bargaining unit of CSEA, was negotiated in that unit's 1979-'82 contract with the State.

"The first 100 appointees under the Program were expected to begin their traineeships by January of 1981," said CSEA President William L. McGowan. "Instead, we've reached the 100 mark already. This reflects the commitment both sides have to making the Program a success."

The Program was negotiated to provide meaningful training, development and advancement opportunities, and to increase morale, mobility and productivity among the unit's members, 85% of whom are women. Hailed by labor and women's groups throughout the country as the first of its kind, the Program consists of six concepts. The concept given top priority by the joint CSEA/State committee that, together with the Employee Advancement Section of the State Civil Service Department, administers the Program, creates two-year traineeships leading from low-paid clerical jobs to professional, administrative positions.

It is this concept that has resulted in the first 100 promotions coming four months ahead of schedule.

"The traineeships are filled by statewide competitive exams," said CSEA Collective Bargaining Specialist John Conoby, who negotiated the Program.

"They are open to clerical and secretarial employees who have been in salary grade 14 for one year; or in grades 11, 12 or 13 for two years; or grades 7, 8, 9 or 10 for three years."

"Appointments from department-wide 'eligible lists' resulting from the exams are made to a grade 13 Trainee I position. After one year, successful candidates go to a Grade 14 Trainee II and, if successful, a year later are appointed to a grade 18 administrative position."

Previously, college degrees were required for advancement into professional jobs with New York State.

The 100 employees now serving their traineeships — 87 of whom are women — "are proof that there are very capable people in state service, and that the opportunities to promote them through this Program are being utilized," Mr. Conoby said.

The average pay of persons in this program goes from about \$10,000 a year to over \$17,000, according to Mr. Conoby.

Meyer Frucher, Director of the Governor's Office of Employee Relations, commented, "The program is an overwhelming success. We now hope that by the end of the year, more than one-third of the 457 employees now eligible for appointment will be promoted."

CSEA, state request federal funds in a joint pact to train mental therapy aides



FINALIZING AN AGREEMENT to apply for Federal funds to train MHTAs are CSEA President William L. McGowan, OMRDD Commissioner James Introne, and OER Director Meyer Frucher.

ALBANY — Training which would give Mental Hygiene Therapy Aides (MHTAs) a boost toward upward job mobility is the ultimate goal of a grant application being submitted jointly by CSEA and the state.

CSEA, the Office of Mental Retardation and Developmental Disabilities and the Office of Employee Relations have agreed to seek nearly \$500,000 in Federal funds under Title 20 of the Social Security Act. It is thought to be the first time that a labor union and government agency have joined in requesting such occupational training funds.

CSEA Program Specialist Paula Lambert explained that the labor/management team working on the program hopes to reach 300 MHTAs throughout the state in the first year of training.

"Title 20 funds allow you to train employees to move from institutional settings to community-based facilities," Ms. Lambert explained. "We also hope to develop some upward mobility within the system, allowing movement, for example, from grade 7 to 11 or from 9 to 13."

"Direct patient care personnel have been dead-ended in their jobs with neither the skills nor the career ladder opportunities through which to advance. This request for training funds is undeniable evidence of the joint commitment to remedying this situation."

CSEA activist named to labor council Flora Beaton first woman to gain executive council

CANTON — Flora Jane Beaton, Vice President of St. Lawrence County CSEA Local 845, has been appointed to the executive council of the Jefferson-Lewis-St. Lawrence Counties Trades and Labor Council of the AFL-CIO, and Council Joseph St. Dennis announced recently.

Mrs. Beaton, a county public health nurse from Ogdensburg and a member of the CSEA contract negotiating team for 1980, is the first CSEA representative and the first woman ever to serve on the executive council, Mr. St. Dennis said.

The executive council consists of

the president and nine directors elected for two-year terms by delegates from the member unions of the council. Vacancies are filled by appointment, however, and the executive council recently appointed Mrs. Beaton to fill such a vacancy. Her term will expire in June 1981.

In an interview with a reporter from the Watertown Daily Times, Mr. St. Dennis pointed out that Mrs. Beaton "was chosen first of all for her willingness and desire to help people. And also, a lot of women are union members." In addition, St. Dennis noted, "We are looking for a balanced board."

St. Dennis further explained the executive council now has three representatives each from the industrial trades, construction workers, and public sector employees. Richard Reno, President of CSEA Local 845, added further tribute by saying, "We are extremely pleased to hear of her appointment to the executive council. It not only represents a significant event for Flora Jane Beaton, it's a proud day for unionism and all the dedicated women in CSEA who have given so much for their fellow public employees. For the 35,000 members in CSEA Region V, and more than 200,000 others statewide, we wish her every success."

Parole celebrates golden anniversary

On July 1, 1980, the Division of Parole celebrated its 50th Anniversary as a New York State Agency. To commemorate its golden year, the Division will hold a 50th Anniversary Dinner-Dance at the New York State Convention Center, Empire State Plaza, Albany, N.Y. on October 9, 1980. There will be a cash bar cocktail hour from 6:00-7:00. The cost of the dinner is \$12.00. Dinner will be served at 7:30. Everyone is invited to join in the celebration. Interested persons, please call (518) 457-8178 prior to September 26.

AFL-CIO gives Senator Moynihan a 100% rating

Senator Daniel Patrick Moynihan (D., N.Y.) received a 100 percent legislative rating from the national AFL-CIO for his votes on 19 issues considered by the Senate from October, 1979, to August, 1980.

Moynihan was one of only three Senators with perfect labor records this year. He was also the only member of the New York Congressional delegation to receive a 100 percent score.

The ratings, which are compiled and published each year by the AFL-CIO's Committee on Political Education, are based on a wide variety of votes on labor, economic, and social policy issues.

Three votes identified by the AFL-CIO as being "of prime importance to the labor movement" were initiated by Senator Moynihan.

These were a motion by Moynihan to table a proposal cutting trade adjustment assistance by \$1.1 billion; a motion to table an amendment that would have weakened the Davis-Bacon Act, which requires payment of prevailing wages on federal construction projects; and an amendment to the Defense Department appropriations bill that would have targeted federal spending to areas with high unemployment. Moynihan's position prevailed on the first two issues.

Since coming to the senate in January, 1977, Moynihan has compiled an overall AFL-CIO rating of 93 percent. Only 14 of 100 Senators have ratings above 90 percent.

Workers win cash for ideas

POUGHKEEPSIE — Two Dutchess County employees have received cash prizes for suggestions made to promote economy in government, the first ever made under a new "Merit Award Program" set up as a result of CSEA's initiative, reported County Unit President Scott Daniels.

"They were based," says Merit Board Chairperson Barbara Babcock, who also serves as a Local 814 Vice President, "on the initiative exhibited by employees beyond their job duties. Both suggestions will lead to saving employee's time which, in turn, saves the county money."

Recipients were Theresa M. O'Donnell and Dorothy Szabo.

Ms. O'Donnell was cited for her suggestion that a "policy and procedures manual" be drawn up for new county employees. She is an employee of Dutchess Community College.

Ms. Szabo was singled out for her suggestion that signs be installed at her department, county mental hygiene, to improve the flow of both visitors and clients.

Action of Freeport sanitation workers 'great display of union solidarity'

FREEPORT — CSEA employees of the Village of Freeport, which disbanded its 47-employee sanitation crew a year ago, refused to pick up garbage during the recent strike against private carting firms, despite a direct order that they do so by Freeport's Mayor.

William White, Mayor of Freeport, on Sept. 3 had Edward Prefer, superintendent of public works, order village employees to work on sanitation trucks borrowed from nearby communities of Westbury, Far Rockaway and Hempstead, which still have municipal sanitation departments. The strike by Teamster Local 813 against 72 private garbage carters in Nassau and Suffolk Counties affected about 12,000 homes and businesses in Freeport.

Nicholas Abbatiello, president of CSEA Nassau Local 830, Jerry Donahue, Local 830 first vice president, Ralph Spagnola, president of Nassau CSEA D.P.W. unit, Tom Gargiulo, a Nassau County CSEA delegate, and a host of Local 830 and CSEA staff attended a 7:30 a.m. meeting at the Freeport Village garage where 22 employees were asked to deploy the trucks at time-and-a-half-pay. Each employee said "no" as their names were read from a list by Mr. Prefer.

"It was a great display of union solidarity," said Mr. Abbatiello. "There was a lot of pressure being put on the employees. The mayor had each person tallied individually and threatened with being fired if the employees didn't pick up the garbage. We were there with them to give them support and advice.

"When the Mayor was getting ready to subcontract garbage collection last year, we rallied community support to keep the department. One of our main arguments was that public employees couldn't strike because of the Taylor

Law, but private employees could and would," Mr. Abbatiello said. "When the mayor saw that we would win at a public meeting, he cancelled it and unilaterally went ahead and signed the contract with the carters."

Robert J. Ford, CSEA Freeport unit president, said the village also threatened to bring the employees of the Highway, Parks, and Sewage treatment departments up on charges of insubordination if they refused the order to pick up garbage.

"We weren't refusing to do our jobs. The highway employees were willing to repair streets and the parks people were willing to work in the parks, but we are not permitted by civil service law to work out of title," Mr. Ford said.

The four day strike ended before the town brought any charges although the CSEA was ready to defend the employees against any legal action, said Mr. Abbatiello.

CSEA Safety Hotline 800-342-4824



Local 690 hosts its 22nd annual clam steam

CSEA Tax and Finance Local 690 hosted its 22nd annual clam steam recently in conjunction with Insurance Department CSEA Local 666, and a number of union officials attended as guests along with Albany-area political figures.

In the above photo, from left are Tax and Finance CSEA Board of Directors rep John Gully, CSEA Capital Region IV President

Joseph McDermott, State Senator Joseph L. Bruno, who has been endorsed by CSEA for reelection in November; CSEA Statewide Secretary Irene Carr, CSEA Executive Vice President Thomas McDonough, Local 666 President and CSEA Board of Directors rep Betty Collins, and Local 690 Vice President Bill Burdick.

In the photo below, from left are Local 690 President Carmen Bagnoli, Local 690 Secretary Helen Butrym, Board of Directors rep John Gully, Local 690 Vice President Bill Burdick (rear), Local 690 past president Santa Orsino, Local Vice President Mary Jaro, Tom O'Donnell, and Local Vice President Lee Johnson.



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SEPTEMBER THAW...



PLAYOFFS WERE RECENTLY HELD for the Wassaucott Developmental Center's Softball League's "Traveling Trophy." The Sports Circle Tavern Team successfully defended its championship, and holding on to the prize for another year were Team Captain Tom Sprossell, Local President Harold Ryan, Team Manager Pete Harold, and team co-sponsor Bob Sullivan. Local 426

donated the trophy, explains Ryan, "to show our support for the center's employees." He adds, "if you've ever had a job in the human services field, you know how demanding — and taxing — the work can be. It's for this reason that we encourage our employees to take up outside interests." Norman Moore is the team's other sponsor.



Tripi elected Pres. of CSEA Local 828

ROCHESTER — Florence Tripi has been elected President of the 2300-member Monroe County Employees Unit of Local 828 of the Civil Service Employees Association (CSEA) for a two year term.

Tripi, a public employee for 12 years, is a Nursing Clerical Supervisor for the Monroe County Health Department. She will continue as co-chairperson of the CSEA Western Region 6 Political Action Committee and as a member of the Statewide Political Action Committee.

Other unit officers elected include Jean McAvoy, first vice president; Clifford Roberts, second vice president; Joanna Williams, third vice president; Dorothy Toussiant, secretary and Patricia Gooden, treasurer.



AFSCME President Wurf eulogizes Irving Flaumenbaum

By Jerry Wurf

All of AFSCME suffered a grievous loss with the passing of Irving Flaumenbaum.

Irv was a giant in public employee unionism in New York State for almost 30 years. During the years that we were building AFSCME as the union for New York City government employees, we respected Irv's accomplishments in building CSEA as the union for public employees on Long Island.

With the affiliation of CSEA and AFSCME in 1978 — and with Irv's election to the International Executive Board — he made a considerable contribution to AFSCME on the national level.

Irv understood that our union has many missions — at the bargaining table, in the legislative and political arena, and as a force of justice in our communities.

Irv knew that New York State and

Nassau and Suffolk Counties — like state and local governments throughout the nation — are heavily dependent upon federal aid. He was a strong supporter of AFSCME's legislative and political programs to continue and expand general revenue sharing and other programs of federal aid to state and local governments.

Coming from a community where middle and low income people are justifiably angered by unfair tax systems, Irv had the courage to oppose reckless tax cuts, such as California's Proposition 13, and to support progressive tax reform of local property taxes to ease the burden upon working people.

A dedicated fighter for the state and local government employees he represented, Irv advocated continued support for state hospitals to insure high-quality care for the mentally ill and retarded and job protections for the employees who care for them. I

recall that Irv raised his concern at a meeting earlier this year with President Carter in the White House.

As an older American, Irv took a strong interest in the needs of retirees. He served on the retirees subcommittee of the International Executive Board, and was especially concerned that older Americans be protected from runaway inflation.

Irv understood that the livelihoods of public employees depend upon the actions of the men and women elected to public office, at the local, state, and national levels.

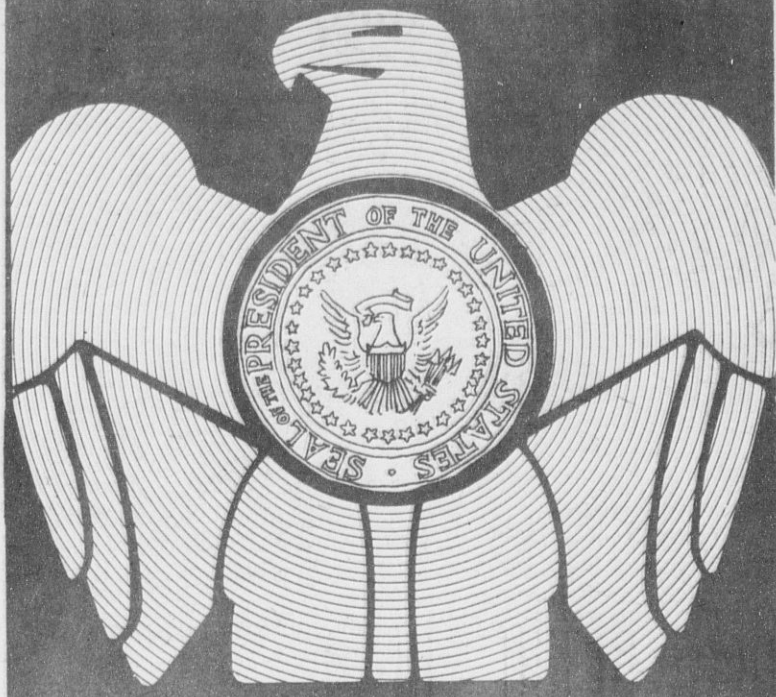
He stood firmly for the bi-partisan approach. Irv believed that the interests of Long Island, New York State, and the nation were best served by union support of both Republicans and Democrats. Irv never allowed either party to write off CSEA/AFSCME members — or take us for granted.

Irv knew education builds a

stronger union. He welcomed joint CSEA/AFSCME education programs, including the recently completed Training the Trainers program, which lays the foundation for Region I members to begin their own leadership and steward training programs.

Irv believed that our union must be a force for justice and decency. He was a strong supporter of the boycott of J. P. Stevens, the textile company which has refused to bargain with the Amalgamated Clothing and Textile Workers Union. He was a leading advocate of declaring Martin Luther King's birthday a national holiday. Irv appeared regularly on the Arthritis Foundation's yearly telethon — and he never came empty-handed.

Irving Flaumenbaum gave unstintingly of himself. The living memorial to him is the union which he worked so hard to build.



Presidential endorsement: A historical first by key labor union in a crucial state

For the first time in its long and illustrious history, the Civil Service Employees Assn. is anticipating offering its endorsement to a U.S. Presidential candidate. That historical event is expected to occur on Wednesday, October 1 at the Niagara Falls Convention Center when some 1,400 elected union delegates will consider a recommendation from the union's Statewide Political Action Committee to endorse the re-election of President Jimmy Carter.

The recommendation from CSEA's PAC was reported on the front page of last week's Public Sector, and the previous week's issue reported on the endorsement of President Carter by the

International Executive Board of the American Federation of State, County and Municipal Employees (AFSCME). That action, in turn, followed the enthusiastic endorsement of President Carter by the AFL-CIO General Board.

On this and some following pages is a wide range of some of the information considered by CSEA's Political Action Committee in arriving at its recommendation that CSEA endorse President Carter for re-election. It is being printed here for the general information of the membership, and prior to the time that elected delegates will be considering the committee's recommendation in Niagara Falls.

PAC: a cross-section of the rank-and-file

ALBANY — In a precedent-setting action, CSEA Delegates representing every segment of the state's largest public employee union are being asked to endorse Jimmy Carter for reelection as President of the United States by the union's Statewide Political Action Committee.

For CSEA, a Presidential endorsement would be the first that the union has made in its 70-year history. For Jimmy Carter, the endorsement could prove to be a crucial source of support in a state that most political experts predict the President must carry to be returned to the White House and the one state with which he may have the most trouble.

Political action has been a rising star in CSEA's representation of its membership in

recent years, but few could have predicted a few years ago that CSEA could suddenly find itself in a critical position in one of the most momentous political decisions in the country.

At the heart of the situation is the 17-member Political Action Committee representing all segments of the union's membership. On September 12, after lengthy discussion and review of research compiled by political experts, the Committee voted 12-0 (some members were absent) to recommend to the CSEA's Delegates that the union endorse President Carter and Vice President Walter Mondale for re-election.

"We weighed our options carefully and made our decision based upon some very clear cut evidence that is contained in the public record of the Presidential candidates," commented Com-

mittee Chairman Joseph Conway.

"This Committee has a tradition of long hours, hard decisions and the determination to represent the best interests of our membership in the area of political action on a statewide, or in this case a national level," Mr. Conway said. "We took the action that we did with such unanimity because we are all convinced that the recommendation to endorse President Carter for reelection is to the benefit of our members and our union.

"In campaigns at this level it is very easy to get lost in the positions of candidates on very broad issues dealing with national defense, the condition of world affairs, the national economy and other similar issues, but too often we fail to see through the news media where the candidates stand on the 'smaller' issues that really affect us," the chairman said.

"This committee has concerned itself not only with those broad issues which are of course important to all Americans, but we have also looked into the issues that deal specifically with labor and with the views of the candidates on public employees and public employee unions.

"There is no doubt in my mind and, I think, in the minds of the other Committee members, that when these issues are clearly presented to our Delegates and to our membership, this union will conclude with the AFL-CIO, AFSCME, and most other labor organizations that Jimmy Carter would be the best President to lead our country into the 80's," Mr. Conway said.

Serving on the Political Action Committee in addition to Mr. Conway, are: Nicholas Abbatiello, Robert Kolterman, Michael Curtin — Region One; Leroy Edwards — Region Two; Alex Hogg, Carmine DiBattista, Eleanor McDonald — Region Three; Mr. Conway, Timothy Drew, John Vallee — Region Four; Moira Griener, Fran Mitchell, Barbara Pickell — Region Five; Dominic Savarino, Florence Tripi, June Ferner — Region Six.



CSEA'S POLITICAL ACTION COMMITTEE is shown last week deliberating its recommendation that CSEA endorse a presidential candidate. The committee has recommended that the union back President Jimmy Carter for re-election.

CARTER VS. REAGAN VS. ANDERSON

On key labor issues of vital interest, President Carter gets very high marks

ALBANY — Labor unions considering endorsements of candidates for public office always compare the records of the candidates on labor issues, but in the Presidential race of Jimmy Carter, Ronald Reagan and John Anderson, there is little room for comparison. Jimmy Carter is the winner.

CSEA's Statewide Political Action Committee considered the records of the candidates before voting unanimously to recommend that the union's Delegates endorse Jimmy Carter for reelection next week. Armed with extensive research from the AFL-CIO's Committee on Political Education (COPE), ASFCME's political experts in Washington, D.C. and news media accounts, the Committee found clear indications of consistently pro-labor action by the President and consistently anti-labor action by his opponents.

Mr. Anderson, as a sitting member of Congress, has been "scored" by the AFL-CIO on his record on labor issues. He votes with the AFL-CIO only 28 percent of the time and votes against it 72 percent of the time. He voted "wrong" on labor law reform to protect the right of workers to join unions, against the common situs picketing bill, for reduced funding for OSHA, against CETA, and against food stamps for strikers. In 1979, when eight critical labor bills were considered, Mr. Anderson was absent for seven votes and "wrong" on the eighth.

The comparison of President Carter and Mr. Reagan are a little less statistical since neither can be "scored" on voting, but the record is clear all the same, according to organized labor.

In the area of public employment, President Carter supports collective bargaining rights for public employees. Governor Reagan opposes those rights. Mr. Carter has supported, for example, a bill before Congress requiring states to negotiate with public employee unions to protect workers displaced by deinstitutionalization of mental patients. Mr. Reagan, as governor of California, vetoed legislation in 1973 to give collective bargaining rights to teachers. Teachers only won the right to bargain under the administration of Gov. Jerry Brown. Even today, local government employees in California have no collective bargaining rights.

In 1972, then Gov. Reagan also vetoed a bill providing a grievance procedure for employees of the University of California.

President Carter is an outspoken proponent of labor's view in another key area, occupational safety. During the Carter Administration, there has been a 17 percent increase in OSHA's enforcement personnel and new, tough standards to protect workers from toxic substances and cancer-causing substances in work locations.

Mr. Reagan opposes mandatory OSHA (see related story) and, in fact, has publicly advocated that its enforcement powers be greatly weakened and its regulations made voluntary. The Washington Post, on June 5, quoted candidate

Reagan as saying, "My idea of an OSHA would be if government set up agency that would do research and study how things could be improved and industry could go to it and say, we have a problem here and we seem to lose more people by accidents in this particular function. Would you look at our plant and then come back and give us a survey."

President Carter has opposed Congressional attempts — supported Reagan — to weaken OSHA enforcement.

Mr. Reagan has recently indicated that if elected President, he will consider changing the nation's anti-trust laws to apply to unions, as well as to giant corporations. Mr. Carter would strongly resist such efforts, stating that the anti-trust laws were never intended to apply to labor unions.

If anti-trust laws did apply to unions, the results would be disastrous. In the private sector, industry wide bargaining would be illegal. This would affect every building trade and industrial union in the country. National unions covering an entire industry couldn't exist. In the AFL-CIO, prohibition against intra-union "raiding" might be declared illegal.

President Carter supports minimum wage increases. Mr. Reagan opposes minimum wage law provisions as governor of California he opposed minimum wage laws, but now says he can live with them if there is a "subminimum" youth.

On the subject of compulsory open shop laws, President Carter opposes these "right-to-work" measures. Mr. Reagan favors them. "I would find myself tending to support the right to work law," he said during a debate in South Carolina in 1960. His position hasn't changed. The self-proclaimed "right-to-work" groups are vocal opponents of agency shop provisions of public sector contracts which are vital to the financial integrity of public employ unions.

Mr. Reagan opposed labor law reform bills introduced before the Congress in recent years to allow workers to join unions free from employer pressure. Not only is President Carter a supporter of such legislation, he proposed

President Carter has supported a compromise version of the Humphrey-Hawkins plan to guarantee full employment through federal jobs, but Mr. Reagan opposes any federal full employment law. In fact, according to a major news magazine, "Mr. Reagan would largely do away with 600,000 public service jobs created under the Comprehensive Employment and Training Act that now cost about \$6 billion a year. . . ."

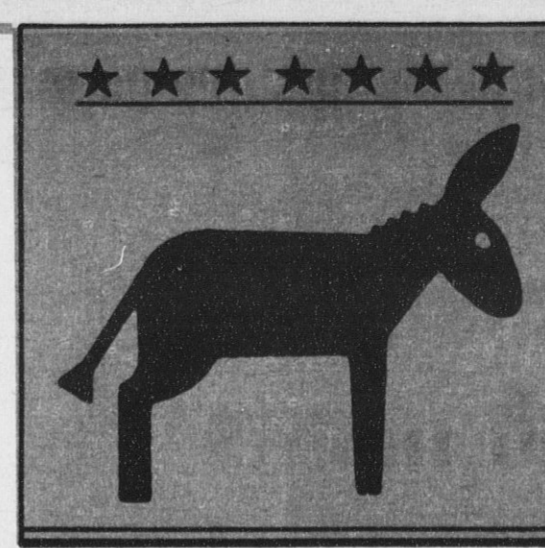
On issue after issue identified by the AFL-CIO, AFSCME, the United Auto Workers, and other major organized labor representatives as vital to the interests of America's workers, President Carter gets higher marks for labor support than Gov. Reagan.

How poor is that record? According to the Committee on Political Education of the AFL-CIO, Mr. Anderson's career in Congress has not been a boon to labor. Out of a possible "batting average" of 100 percent on labor issues, Mr. Anderson polled only a dismal 28 percent. He voted against AFL-CIO supported legislation in Congress 72 percent of the time.

At one point, Mr. Anderson even supported the infamous Reagan-Kemp-Roth proposal to gut the federal treasury by reducing income taxes by 10 percent over a three year period. This proposal would be a windfall for the wealthy. An average worker with a \$12,000 a year income would get a tax break of about \$1.77 per week under the Reagan-Kemp-Roth plan, but someone with a \$100,000 a year income would pocket a tax savings of \$2,100 per year.

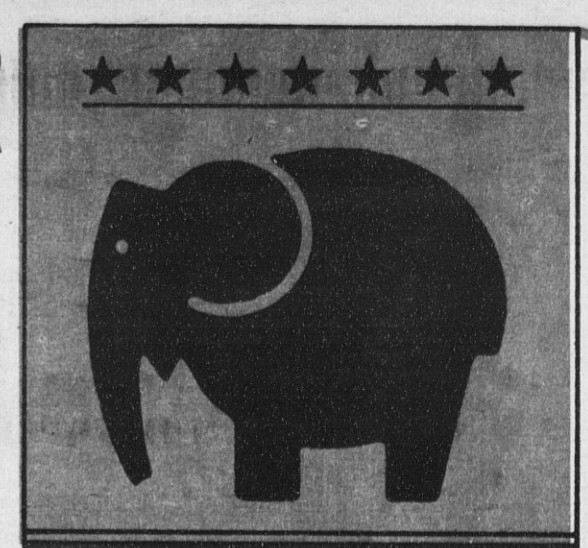
Recently Mr. Anderson has disavowed himself of Reagan-Kemp-Roth.

Adding to Rep. Anderson's disfavor is his support of massive tax cuts for industry instead of workers, a call for a 50 cent per gallon gasoline tax and the fear of some labor leaders that moderates cast a vote for Mr. Anderson, they are really casting a vote for Ronald Reagan since Mr. Anderson cannot win the election but can deny Mr. Carter votes.



CARTER VS. REAGAN

A ☆ COMPARISON ☆ ON ☆ THE ☆ ISSUES



CARTER	ISSUE	REAGAN
Recently announced revitalization effort to cushion the current recession and stimulate long-term growth, consists of targeted tax and spending programs to create jobs and support services in distressed areas.	ECONOMY	Untargeted, arbitrary tax reductions; the bulk of which would go to higher income families.
Targeted incentives to encourage productivity and investment; rejection of arbitrary spending restraint and high interest rates.	INFLATION	Calls for a policy of high interest rates, sharp spending restraint and tax reduction.
Rejects arbitrary balanced budget goal; spending policies sensitive to economic conditions and the needs of the less advantaged.	FEDERAL BUDGET	Supports constitutional amendment to balance the budget and a limitation on growth in government spending.
Encourages investments in distressed areas; supports targeted job-creation programs and countercyclical fiscal assistance to stabilize and support public services.	URBAN POLICY	Emphasis on tax reduction rather than spending to stimulate overall economic growth.
Favors enactment of this fiscal assistance program to state local governments.	COUNTER-CYCLICAL AID	No mention.
Commitment to targeted non-inflationary tax cuts; supports income tax credit for Social Security taxes paid which would be available to working people and employers (including state and local governments).	TAX REFORM	Endorses the Kemp-Roth tax cut which is a 10% (per year for 3 years) across-the-board income tax cut; most of the tax relief would go to upper income people and would generally be inflationary.
Immediate establishment of a federal assistance program to aid public hospitals in fiscally distressed jurisdictions.	PUBLIC GENERAL HOSPITALS	No specific mention, but the Platform encourages private sector delivery of health care services and opposes government-regulated health services.
Supports universal and comprehensive health insurance.	NATIONAL HEALTH INSURANCE	Opposes a national health insurance system. Supports private health care—would provide tax credits to benefit the rich.
Supports guaranteed minimum benefit levels, fiscal relief for states, elimination of local share of costs.	WELFARE REFORM	Rejects notion of guaranteed income; opposes federalizing the system; supports a return of responsibility to the states.
Supports increased community-based services for the mentally ill and retarded together with training and jobs for institutional employees.	DEINSTITUTIONALIZATION	Supports "tax relief" for families of mentally disabled people. No mention of any protections for employees.

Chart courtesy of AFSCME

The dismal record of John Anderson:

Anderson went against labor position on 72 per cent of his votes in Congress

ALBANY — "What about John Anderson?" That's a question that many people are asking in America as the third "major" presidential candidate continues to seek a place on ballots across the country. It is a question which the CSEA Statewide Political Action Committee dealt with in considering its recommendation that the union endorse President Jimmy Carter for reelection.

John B. Anderson is a candidate for the Presidency. He even has a running mate, Patrick Lucey, a former two-term governor from Wisconsin. The only thing that Anderson really lacks in his campaign is organization, money and support.

From a peak support of 25 percent of voters polled in one national survey in June, Mr. Anderson seems to have firmly bottomed-out at about 14 percent support in the most recent political polls. Business Week magazine reports in a recent edition that so badly has Mr. Anderson's campaign floundered, that the Carter campaign is no longer regarding Anderson's effort as harmful to the President's chances for reelection.

Whatever the national implications of an Anderson candidacy may be, Mr. Anderson is on the ballot in New York State on November 4 as the Liberal Party candidate, a decision that has infuriated many labor leaders who protest that Mr. Anderson's poor record of support on labor legislation should exclude him from the Liberal Party ticket.

CARTER VS. REAGAN

CSEA's PAC finds differences: most glaring, perhaps, their mental health care positions

ALBANY — Recommending an endorsement of a Presidential candidate put the CSEA's Statewide Political Action Committee into a comparison of the positions of major candidates on a number of issues affecting union members, but of all the areas where there were glaring differences to be found, no where were those differences as pronounced as in the area of mental health care.

"Our conclusion in recommending CSEA's endorsement of President Carter was based upon many things," says Political Action Committee Chairman Joseph Conway, "but a comparison of the record of Ronald Reagan and the actions of President Carter in the area of mental health care was certainly an important factor. Our union represents more than 47,000 mental health care workers and, believe me, they have no friend in Gov. Reagan.

The Committee voted unanimously on September 12 to recommend to union Delegates meeting in Niagara Falls next week that CSEA endorse President Carter and Vice President Walter Mondale for reelection. The ultimate decision on the endorsement is expected to be made by the Delegates on October 1.

CSEA's members in the state's Office of Mental Health and Office of Mental Retardation have been faced with crisis after crisis over the past several years as the concept of deinstitutionalizing patients from state institutions into community treatment settings gained acceptance. The biggest problem was that while the state was quick to discharge the patients from institutions, it has been lax in providing community treatment. The practice is called "dumping" and its affects on the patients and employees have been tragic.

But if New York has mental health care problems, California has a disaster and that disaster was born under the reign of Gov. Ronald Reagan. During the first six years of his administration, hospitals were closed and patients dumped in wholesale numbers. In 1967, when Reagan took office, there were 22,000 patients in California institutions. By 1973, there were only 7,000 left, a 68 percent slash.

By comparison, President Carter has advocated the concept of deinstitutionalization, but

has insisted on safeguards to protect the interests of discharged patients and also to protect the interests of displaced employees.

The President has supported a bill nearing approval in Congress — and co-sponsored by Sen. Edward M. Kennedy — that requires states receiving federal funds to negotiate with unions representing employees affected by displacements stemming from deinstitutionalization.

Despite Gov. Reagan's opposition to this legislation, AFSCME political experts predict its passage within the next few weeks in what is expected to be a major benefit to mental health care employees across the country.

Having a President willing to insist that federal funds be used to protect the interests of patients and employees rather than attack those interests, can be a great factor in making states pay attention to the needs of their mental health care workers. The Committee concluded that

while President Carter's action has proved his willingness to help mental health employees, Mr. Reagan's record has not.

To quote one AFSCME publication on mental health care, "During Ronald Regan's administration, beginning in 1966, three of 14 mental hospitals had already closed and a fourth had ceased accepting new patients. In January 1973 — before an angry state legislature passed a halt to hospital closings over Reagan's vote — the governor dropped a political bombshell. He planned to close all state hospitals for the mentally ill by 1977, except for criminal offenders alone. Hospitals for the retarded would be eliminated by 1981."

The California legislature was so outraged by the action that it passed a bill forbidding the governor from closing any hospitals without its consent. When Gov. Reagan vetoed the bill, the legislature voted to override, the first override of any action by Reagan.



PRESIDENT CARTER RESPONDS to the enthusiastic endorsement of the AFL-CIO General Board. With the President on the dais are Labor Sec. Ray Marshall, AFL-CIO President Lane Kirkland and AFL-CIO Sec.-Treas. Thomas R. Donahue. "Together, we will win," Carter told the union representatives.

President Carter in forefront when it comes to ERA advocacy

ALBANY — CSEA was one of the first labor unions to support the Equal Rights Amendment to the U.S. Constitution. CSEA Delegates endorsed it unanimously nearly seven years ago. This support was a factor in the Statewide Political Action Committee's review of the records of Presidential candidates and again, according to the Committee, President Carter was a winner.

The President and the Democratic Party Platform are both strong advocates of the ERA. The Platform states quite clearly, "Both the ERA and the District of Columbia Voting Rights Amendment to the Constitution must be ratified and our full commitment must be given to those efforts.

President Carter has been a campaigner for ERA approval when state legislatures have considered action on the amendment. His actions as President, however, speaks even louder than his words. He has appointed more women to top level federal positions than all other Presidents combined. He has also appointed more women and minority group members to federal

judgeships than all other Presidents combined.

Ronald Reagan is another story. Candidate Reagan says he is for equal rights for women, but he also says that he is opposed to the enactment of the Equal Rights Amendment. Like many other areas of policy, Mr. Reagan believes the federal government should get in the back seat and let individual states do the driving. Says Reagan, "I will establish a liaison with the 50 governors to encourage them to eliminate wherever it exists, discrimination against women."

His position is apparently shared by the Republican party which, for the first time in more than 40 years, has withdrawn its support of enactment of an ERA. The GOP Platform states, "We acknowledge the legitimate efforts of those who support or oppose ratification of the Equal Rights Amendment."

Rep. John Anderson, an independent candidate for the Presidency, is an advocate of ERA. As a Congressman, Rep. Anderson has voted consistently in support of the Amendment.



DANNY DONOHUE

A glimpse at his new role as president of Region I

By Gerald Alperstein
Associate Editor

NORTH AMITYVILLE — Danny Donohue admits he became active in CSEA because of the late Irving Flaumenbaum, the man he replaced as president of the Long Island Region.

"Irving was one of the persons who got me active in our union — CSEA — and in directing me towards the regional office," says Donohue, who now finds himself at the forefront of CSEA's largest region; one which claims nearly 60,000 members.

Of that responsibility, he says, "Our region is growing and changing. Our region's leadership is actively responding to that change."

Yet Donohue pauses to reflect on the teachings of his predecessor. "Irving always spoke of one union and not of county, school district, subdivisions or state. . . . I, like Irving, also see CSEA as one union."

"What Irving and others have built on Long Island has to be continued by our locals and members working together," says Donohue, who received a unanimous vote of confidence by the Region I Executive Board earlier this month.

As for his presidency, Donohue stresses that he will "make available the strength of the region to all local presidents and the membership."

Donohue sees CSEA Region I growing stronger by working together as taxpayers and voters in Nassau and Suffolk counties.

"The economy is hurting all persons, especially public employees. We, the members of our union, by pulling together, will protect our livelihood," he said.

He recently spoke before the Assembly Educational Task Force Committee on property tax changes. He told the panel of legislators that fair and decent wages and safe working conditions must be maintained regardless of what changes may occur in property tax laws.

Donohue was elected Region I First Vice President in 1979 and held that position at the time of Mr. Flaumenbaum's death on Aug. 27, 1980.

His rise to regional president (and CSEA vice president) started in 1975 when he was elected president of Central Islip Psychiatric Center Local 404 by a write-in vote. He was re-elected in 1977 and 1979.

In 1976, Donohue became a member of the Region I Legislature and Political Action Committee, a membership which has continued to date.

He was chairman of the statewide Nominating Committee in 1977.

The CSEA Mental Hygiene Presidents' Committee elected Donohue its chairman in 1978. He was re-elected in 1980.

Also in 1978, he became a member of the Region I Mental Hygiene and Education committees and was appointed to the state Mental Health Task Force.

Donohue became the chairman of the task force in 1979 as well as being elected to the statewide Board of Directors. He also was elected regional first vice president and re-elected local president.

His colleagues on the Board of Directors elected him to the board's Budget Committee in 1979.

He has been employed at Central Islip Psychiatric Center since 1965, first as a therapy aide and then as a motor vehicle operator.

Donohue joined CSEA when he was hired and served as a shop steward before he was elected local president.

He was born in Brooklyn in 1944, and lived there until he was drafted into the U.S. Army in the early 1960s.

He is a graduate of Boys High School in Brooklyn and has taken courses at SUNY Farmingdale and Suffolk Community College.

Donohue and his wife, Irene, have two children, Amy, 7; and Shawn, 3.



LONG ISLAND REGION I PRESIDENT Danny Donohue speaks before the New York State Assembly Educational Task Force Committee meeting in Hauppauge recently on possible property tax changes. Donohue told the task force that public employees should receive fair and decent wages and safe working conditions regardless of what changes may occur in the tax laws.

Danny Donohue is the newest CSEA regional president, becoming Long Island Region I president upon the untimely death of Irving Flaumenbaum on August 27. To better acquaint the membership with Mr. Donohue and his overall philosophy concerning unionism, The Public Sector takes this opportunity to profile the new Region I president.



NEW LONG ISLAND REGION I PRESIDENT Danny Donohue, sitting, discusses plans for the region during the legislative political campaigns this fall. Joining Donohue are Region I Legislative and Political Action Committee Co-Chairmen Nicholas Abbatiello, right, and Michael Curtin, center. Also taking part in the planning are, from left, Intern John Wellspeak, John D'Alessandro and Intern Brad Rice, all of the CSEA-AFSCME Political Office.

Oct. 2 Convention Breakfast first of events to project CSEA into federal political arena

NIAGARA FALLS — For the first time in its history, CSEA is getting involved in political campaigns on the federal level, and a major event at the union's Delegates Meeting here from Sept. 28 to Oct. 3 aims to make that involvement as effective as possible.

The event is the Oct. 2 Political Action Breakfast at the Niagara Hilton Ballroom. The tax-deductible, five-dollar donations for the breakfast will be used to back CSEA-endorsed candidates in the Congressional, U.S. Senate, and Presidential elections.

"We urge all delegates to attend," said CSEA Political Action Training Specialist Ramona Gallagher. "This is a way to put as much clout as possible behind our endorsements in these important elections."

Guest speakers at the event will be Barry Feinstein, chair of the Public Employees Conference, and Victor Gotbaum, Executive Director of AFSCME D.C. 37.

Tickets will be sold outside the Ballroom just prior to the breakfast. Election laws prohibit the sale of these tickets to anyone who is not a CSEA/AFSCME member.

First segment of salary increase due effective October 1 for state workers

ALBANY — More than 100,000 CSEA members in the state's Administrative, Institutional and Operational bargaining units will be receiving the first segment of a salary increase next month under provisions of the CSEA contracts with the State of New York.

The current three year contract took effect following member ratification on April 1, 1979. On that date a seven percent salary increase was added to the salary schedule.

Now, starting with the payroll period the first day of which is closest to October 1, 1980, a three and a half percent increase will be added to the salary schedule as the first installment of a salary increase for this fiscal year. Then, after next April 1, the remainder of this year's salary increase will be made in a lump sum payment.

While the procedure for the increases is complex, the concept is simple. If the computation for the total salary increase for this fiscal year works out to seven percent, then an employee doing the same job this year as last year will receive seven percent more salary, plus any increments or performance awards he or she may be entitled to receive. Part of that seven percent raise comes around October 1, but the bulk of it comes in lump sum payment after April 1.

Negotiations for the present contract yielded the

first cost of living adjustment clause ever in a state contract, but as with most such adjustments in union contracts, this adjustment is based on a complex formula that can yield an increase up to a certain maximum. In this case, the contract provides for an increase of three and a half percent plus the cost of living adjustment up to a maximum total increase of seven percent.

The three and a half percent applied to the salary schedule on October 1 is the first segment of that increase. The remainder will be paid after the cost of living adjustment is calculated during the beginning of the next fiscal year. This deferral allows for a true calculation of the COLA and allows the state to "roll over" the salary increase from one fiscal year into the next fiscal year. This was required by the state's continuing fiscal crisis. While it might seem complicated, it guarantees the employees a true increase in salary for the entire year.

Other unions representing state employees have negotiated less complicated payment formulas, but those formulas do not guarantee a true increase for the entire year.

Here's an example of how the system will work using an employee with a salary of \$10,000 per year as of April 1, 1980.

In the payroll period the first day of which is closest to October 1, 1980, the employee's salary is increased by three and a half percent to an an-

nualized \$10,350. For the remainder of this fiscal year, the employee receives bi-weekly paychecks based on that annual salary.

After the beginning of the next fiscal year (after April 1, 1981) the COLA formula is calculated. Assuming it works out to the maximum amount, then the employee is "owed" the difference between what he or she received as a result of the three and a half percent increase in October, and what he or she would have received if a seven percent salary increase had been awarded on April 1, 1980. The difference — in this case \$525 — is then paid to the employee around April 1, 1981, in the form of a lump sum check.

The salary schedule is then amended effective April 1, 1981, to reflect the total salary increase. In our example, the salary schedule would be amended on April 1, 1981 to \$10,700.

The same procedure is then repeated in the third year of the contracts.

Article seven, sections 12, 13 and 14 of the contracts for the Administrative, Institutional and Operational bargaining units provide for the salary increases. The text of those parts of the contracts is reprinted below for your convenience.

For more detailed information or to explain variations for employees entering, leaving or being promoted, contact your CSEA representative or your personnel office.

Verbatim contract language re: state salary increases

ALBANY — CSEA's contracts with the State of New York in the Administrative, Institutional and Operational bargaining units contain provisions for salary increases for new employees that are not properly reflected in the contracts as published by the state.

The printed contracts indicate that new employees aren't eligible for the retroactive lump sum payment for a fiscal year if they came to work after the start of that fiscal year. That isn't correct.

CSEA and the Governor's Office of Employee Relations (GOER) have notified union representatives and personnel officers that the contracts actually provide for such employees to receive a lump sum payment pro-rated for their length of service during the fiscal year.

GOER has asked personnel offices to so inform new employees when they are given copies of their contracts.

In an effort to avoid undue confusion, the following sections of Article Seven of the CSEA — State contracts have been printed here exactly as they appear in the published contracts which employees now have. Readers are cautioned, particularly employees hired after March 31, 1980, of the correction.

§ 7.12 For the fiscal year April 1, 1980 to March 31, 1981 the performance based salary system described above will continue and a general salary increase will be provided in the following manner.

(a) Effective October 1, 1980* a general increase of 3.5 percent will be applied to base pay; with the salary schedule increased by 3.5 percent.

(b) Effective April 1, 1981* a percentage general increase in base pay will be provided in an amount equal to 7/9ths of one percent for each one percent increase in the Consumer Price Index¹ over the period from January 1980 to January 1981, less the 3.5 percent provided on October 1, 1980; provided, how-

ever, that the total increase in base pay provided as a result of (a) and (b) may not result in a total salary increase in excess of 7 percent (noncompounded). The general increase of April 1, 1981 will be applied to the Salary Schedule.

(c) Employees in full-time employment status on March 31, 1980 and who are in full-time employment status on March 31, 1981** will be entitled to retroactive payment for service from April 1, 1980 to March 31, 1981 to make up the difference between salary actually received and the salary rate established in the April, 1981 schedule. Such retroactive payment will be made no later than during the first quarter of the fiscal year beginning April 1, 1981, and such payment shall be based upon the base pay and overtime compensation received by the employee.

(d) Employees in full-time employment status on September 30, 1980 and who are in full-time employment status on March 31, 1981** will be entitled to retroactive payment for service from October 1, 1980 to April 1, 1981 at the rate established as a result of the April 1, 1981 increase. Such retroactive payment will be made no later than during the first quarter of the fiscal year beginning April 1, 1981.

§ 7.13 Third Year of Agreement

For the fiscal year April 1, 1981 to March 31, 1982 the performance based salary system will continue and a general salary increase will be provided in the same manner as in 1980-81; specifically;

(a) Effective October 1, 1981* a general increase of 3.5 percent will be applied to base pay; with the salary schedule increased by 3.5 percent.

(b) Effective April 1, 1982* a percentage general increase in base pay will be provided in an amount equal to 7/9ths of one percent for each one percent increase in the Consumer Price Index¹ over the period from January, 1981 to January, 1982, less the 3.5 percent provided on October 1, 1981; provided, however, that the total increase in base pay

provided as a result of (a) and (b) may not result in a total salary increase in excess of 7 percent (non-compounded). The general increase of April 1, 1981 will be applied to the Salary Schedule.

(c) Employees in full-time employment status on March 31, 1981 and who are in full-time employment status on March 31, 1982** will be entitled to a retroactive payment for service from April 1, 1981 to March 31, 1982 to make up the difference between salary actually received and the salary rate established in the April 1, 1982 schedule. Such retroactive payment will be made no later than during the first quarter of the fiscal year beginning April 1, 1982 and such payment shall be based upon the base pay and overtime compensation received by the employee.

(d) Employees in full-time employment status on September 30, 1981 and who are in full-time employment status on March 31, 1982** will be entitled to retroactive payment for service from October 1, 1981 to April 1, 1982 at the rate established as a result of the April 1, 1982 increase. Such retroactive payment will be made no later than during the first quarter of the fiscal year beginning April 1, 1982.

§ 7.14 All of the above provisions shall apply on a pro rata basis to employees paid on an hourly or per diem basis or on any basis other than at an annual rate, or to employees paid on a part-time basis. The above provisions shall not apply to employees paid on a fee schedule.

* Such increases shall become effective the payroll period nearest to the stated date, as provided in New York State Finance Law Section 44(8).

** Provided, however, that employees who die or retire during the stated period shall receive pro rata payments based on the number of days served in such full-time employment status during the stated period.

¹U.S. All Cities—Urban Wage Earners and Clerical Workers Revised.

Manhattan Psy employees fear for lives after decision to give patients knives

MANHATTAN — Mental hygiene therapy aides at Manhattan Psychiatric Center, members of Local 413, are working in constant fear for their lives since a decision by management to supply patients with knives and forks during meals.

Patients are stealing the utensils, arming themselves, and threatening workers and fellow patients, according to Local 413 President Ismael Lopez.

Therapy aides have had to step in to stop three knife fights between patients, and at least eight knives are missing since the policy change several weeks ago.

In addition, patients have repeatedly threatened to stab-to-death therapy aides, according to reports. "With armed patients I'm afraid to walk the halls or ride the elevators alone," said one aide who refused to give her name. "I'm afraid of a patient stabbing me in the back."

One patient said a voice told him to kill me, an obviously shaken female aide said. She said she had received two facial scars as a result of three attacks before knives and forks were easily available. "Now I'm in constant fear for my life," she said.

Patients had previously had their food cut up for them by food service personnel before it was served. They had been given only spoons to eat with. The new procedure had been implemented as a more humane way of treating patients, according to facility Director Dr. Gabriel Koz. The gratification of using knives and forks goes a

long way toward rehabilitation, according to Koz.

But Mohamed Hussain, chairman of the Local's Grievance Committee, said: "If the policy of giving what could be termed 'deadly weapons' to the patients continues, there will very likely be extremely serious problems at Manhattan Psychiatric.

"I will hold the Mental Health commissioner personally responsible for any employee or patient death resulting from this improper policy," he said. "I wonder if he would like to have a death at the facility on his conscience?"

According to Field Representative Bart Brier,

"the real problem at Manhattan Psychiatric is understaffing. It's not that we are against proper eating tools, but we are against giving patients items that can be used as deadly weapons. What is missing here is adequate staff supervision and adequate staff."

He said it is common practice to have 40 to 50 patients dining while being supervised by only two therapy aides. "What is needed are at least 33 more dining room attendants," he said. "That would go a long way towards solving the dining room problems."

Patient slashed with knife

A patient at Manhattan Psychiatric Center was seriously injured recently when he was slashed in the neck twice with a serrated knife, during a fight with another patient.

The fight was broken up by mental hygiene therapy aides, members of Local 413, assigned to the ward. The incident is the latest and most serious in a series of attempted stabblings since the facility changed its policy and began supplying patients with knives and

forks during their meals. They had previously been served only pre-cut food and spoons.

The incident took place while 38 patients, eating in the Kirby Building dining room. According to Mohamed Hussain, second vice-president of the Local, the patient said he was urged to stab the other patient because a voice told him to do so. Hussain said the patient was put into seclusion for several hours, and then allowed back into the ward.

Several honored in Rockland unit

ORANGEBURG — The Rockland Children's Psychiatric Center Unit of Rockland Psychiatric Center Local 421 honored a number of the unit's active members recently.

The RCPC Unit had completed its first year as a unit of Local 421. Unit President Willie Trotman presented plaques and letters of appreciation to RCPC members, including:

Glenda Davis, grievance committee chairman; Pat Taylor, secretary; James Phillips, vice president; Betty Davis and Haywood Corry, both grievance committee; Mary Bullock, fund-raising committee chairman; and Lisa Shumate, Robert Ellison and John Thomason, all executive board members.

Trotman also presented plaques to Local 421 President Eva Katz and Executive Vice President Robert Coleman.

The program also served as a way for the unit to show its appreciation to Phillips and Corry who were leaving the unit and returning to RPC as members of the staff of a new on-grounds transitional facility.



ROCKLAND CHILDREN'S PSYCHIATRIC CENTER UNIT PRESIDENT Willie Trotman, right, congratulates unit Vice President James Phillips, left, Rockland Psychiatric Center (RPC) Local President Eva Katz, and grievance committee members Haywood Corry on their transfer to a new on-grounds transitional facility at RPC. Katz, Phillips and Corry received plaques from Trotman.



RECEIVING PLAQUES AND LETTERS OF APPRECIATION from the Rockland Children's Psychiatric Center (RCPC) Unit of Rockland Psychiatric Center Local 421 are, from left, Local 421 Executive Vice President Robert Coleman and RCPC Unit officials Glenda Davis, Pat Taylor, Lisa Shumate, Mary Bullock, Robert Ellison, Betty Davis and John Thomason.

Format will streamline sessions at 70th annual delegate meeting

NIAGARA FALLS — CSEA Delegates meeting here starting September 28th will find that this Fall Delegates Meeting is a little unlike any meeting that they have encountered in the past.

Delegates will be meeting in shorter, but more intensive business sessions based upon a model used successfully by AFSCME.

The system actually eliminates the traditional lunch break in the middle of a Delegate session and replaces it with a continuous session that starts a little later and ends a little earlier. The general business meetings at this Convention will begin at 10 a.m. and run continuously until 3 p.m.

It is expected that the new format will allow for continuity in the debate on various subjects and prevent long delays from affecting the sessions. Delegates will also be spared the confusion of searching for a place to have lunch while worrying about getting back to sessions on time.

Another innovation borrowed from the International's convention structure, is the scheduling of reports of committees in advance of the actual Delegate business sessions.

Unlike past years when committees gave reports for the first time on the floor of the Delegate meeting where they were discussed and questions and answers exchanged on the floor, the new structure will have committees available on the Monday and Tuesday preceding the Delegate business meetings to

give their reports to any interested Delegates and answer any questions or take input from Delegates on any related subjects.

It is expected that this procedure will speed the actual committee business at the Delegate meetings and allow individual Delegates to ask any questions they wish without being concerned about delaying the proceedings of the entire Convention.

Committees tentatively scheduled to report at this meeting include: Constitution and By-Laws, Methods and Procedures, Insurance, Convention Motions, Armory, Legislative and Political Action. These committees will hold forums on Monday, September 29.

On that same day there will also be a forum for the Treasurer's Report.

Tuesday, September 30, will see forums for the following committees: Education, Legal, Ad Hoc Women's Committee, Human Rights, Civil Service, Communications, Statewide Safety, CETA, Retirees, Membership, and the Ad Hoc Minorities Committee.

Actual times and locations for these meetings will be in the Delegate's agendas which they receive when they register at the Convention Center.

More compressed Delegate sessions and a new committee reporting structure are two innovations CSEA will be using in Niagara Falls to make the 1980 Fall Delegates meeting as productive and convenient as possible.

Meetings, forums scheduled

NIAGARA FALLS — Delegates representing CSEA's State and County Divisions will go separate ways for a brief time at next week's Delegates meeting when the traditional State Departmental Meetings and County Delegate Panel Discussions allow Delegates to get up-to-date information on new problems confronting their constituents.

In the State Division, these meetings are held by Department where there appears to be a need to exchange current information. On Monday, September 29th, Delegates will have the opportunity to attend any of eleven different meetings. Scheduled are Departmental meetings for: Office of Mental Health, Office of Mental Retardation, Department of Transportation, Social Services, Correctional Services, Judiciary, Authorities, State University, Environmental Conservation, Executive and Health.

Also on Monday, County Division Delegates will have three major panel discussions in areas of interest. One panel session will deal with Statewide Probation issues. Another is scheduled on Statewide Social Services issues affecting CSEA members in local government. The third panel discussion is scheduled for Non-Teaching

School Employees and will deal with major problems confronting that segment of the union's membership.

Other special informational sessions for interested Delegates have been scheduled for Monday dealing with parliamentary procedure, basic negotiations, union motivation and internal organizing, preretirement counseling, safety, political action, affirmative action and a seminar for Local and Unit Treasurers.

Also on Tuesday, an open educational forum will be held for all Delegates on the subject of CSEA's affiliation with the American Federation of State, County and Municipal Employees (AFSCME), AFL-CIO. The affiliation will be a major topic of discussion within CSEA between now and April when the present affiliation agreement expires. Delegates will ultimately vote on the affiliation's continuance, so this session is to answer questions and provide information on this most important subject.

Delegates will not be acting on the affiliation at this meeting, but the educational session will be the first step in an information campaign to prepare for the decisions the Delegates will be making later on in the year.

NIAGARA FALLS — CSEA's five day Delegate's Meeting convenes at 5 p.m., Sunday, September 28th and continues through Friday, October 3.

Since Delegate meetings are a vital part of CSEA, the stories presented here are for the information of all union members as well as elected Delegates.

Registration for Delegates will be held from 3 to 6 p.m. on Sunday at the Niagara Falls Convention Center and from 8:30 a.m. to 5 p.m. on Monday through Thursday at the same location.

Following the convening of the delegates on Sunday, September 28, the first delegate's business session will be held at 8:30 a.m. on Monday, September 29. This session, to deal with the mechanics of the election of an International Vice President to AFSCME from CSEA, was not listed in the tentative schedules sent to delegates a week ago.

New vice president election scheduled

NIAGARA FALLS — An election of an International Vice President to the Executive Board of AFSCME is one of the many topics to be handled at next week's meeting of CSEA's Delegates.

The vacancy stems from the recent death of Irving Flaumenbaum, Region One President, who served as a CSEA/AFSCME International Vice President with union President William L. McGowan. Mr. Flaumenbaum had just begun a four year term at the time of his death. Both CSEA International Vice Presidents were elected by the union's 223 elected Delegates to the AFSCME International Convention held in June in Anaheim, California.

After researching applicable regulations of AFSCME, CSEA Chief Counsel James Roemer has outlined the procedures for the new election.

Mr. Roemer explains that as a result of a review of the procedures for such elections, the 223 CSEA Delegates to the International's Convention will meet at Niagara Falls on Tuesday, September 30, to elect a new representative to join President McGowan on AFSCME's International Executive Board.

As a result of technical provisions of the AFSCME Constitution, CSEA's Delegates will meet on Monday morning, September 29th, to consider a resolution to empower the election of a new International Vice President.

While CSEA rank and file members did elect all 223 delegates to the International's Convention in June, the vote of the CSEA Delegates to the Niagara Falls Convention will be required to authorize this election procedure.

Details on the election procedures will be presented to the Delegate body at their Monday morning meeting.

Many distinguished speakers to address union delegates

NIAGARA FALLS — Delegates to CSEA's Seventieth Annual Delegates Meeting are scheduled to hear a number of distinguished speakers throughout the sessions.

AFSCME International President Jerry Wurf is scheduled to address the delegates at 11 a.m. Wednesday, October 1.

Assembly Speaker Stanley Fink will speak at 1 p.m. the same day.

On Thursday, October 2, New York State Lt. Governor Mario Cuomo is scheduled to address the delegation at 11 a.m., followed by James Farmer, Executive Director of the Coalition of American Public Employees (CAPE), at noon, and Senate Majority Leader Warren Anderson will speak at 1 p.m.

On Friday, October 3, Niagara Falls Assemblyman Joseph Pillittere will speak at 10:45 a.m. In addition, Niagara Falls Mayor Michael O'Laughlin will welcome delegates to the city during a delegate orientation program from 5-7 p.m. on Sunday, September 28.



Stanley Fink



Warren Anderson



Mario Cuomo