

SHORTSTAFFING IS TAKING A TOLL ON PATIENTS, STAFF

Specific examples, McGowan commentary PAGES 14 & 15

BUFFALO PSYCHIATRIC CENTER LOCAL 403 President Joseph Polito, left, says bluntly that a recent serious assault on a MHTA at his facility would not have happened if a full staff was working.

Public SECTOR

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Feds intention to interfere in case in state of Washington may have effected Nassau County issue

MINEOLA — Hopes were high as recently as late January for a negotiated settlement of CSEA/AFSCME charges of sex discrimination pay practices by Nassau County, but now those hopes appear to have been dashed.

Union and county officials had been preparing to formally discuss a report prepared by AFSCME for CSEA which shows heavy discrimination by Nassau County against women workers when the county suddenly said it will refuse to negotiate on CSEA's demand to eliminate the discriminatory practice.

That sudden turnabout, which caught union officials by surprise, followed upon the heels of a report that the Reagan administration may act to oppose a court ruling which found Washington state guilty of massive wage discrimination against its women employees. That suit was brought by AFSCME and the court's ruling that the state used discriminatory pay practices and that employees affected are entitled to millions of dollars in back pay is considered a landmark decision. Washington state is appealing that federal court ruling, and in late January the federal Justice Department was reportedly considering filing a brief in support of the state's appeal. It was at that point that Nassau County suddenly reported it no longer would consider a negotiated settlement.

The issue in Nassau County came to a head last May when CSEA and
(Continued on Page 5)

Ruling paves way to unionize workers of state insurance department bureau

NEW YORK CITY — PERB has ruled that the NYS Insurance Department Liquidation Bureau is a public employer, thereby guaranteeing the rights of its employees to organize and be represented by a union of their choice under the Taylor Law.

The decision reverses the initial determination by the board's director of Public Employment Practices and Representation that the Bureau is a private organization and therefore outside the jurisdiction of the Taylor Law.

"Although the decision has been a long time in coming, CSEA is delighted with the outcome and looks forward to representing the Bureau's employees," said CSEA attorney Pauline Rogers Kinsella, who handled the appeal.

Kinsella produced substantial evidence to show that the Bureau's employees are, in fact, public employees, including their participation in the State Employees Retirement System, the fact that the superintendent of insurance — the top official in the Bureau — is appointed by the governor, and that the function performed by the Bureau is public in nature.

An improper practice charge filed on behalf of Kirk Cronk, an ex-employee of the Bureau

who was fired in Nov. 1982 for his organizing activities — will now go forward. Cronk, who had worked at the Bureau as a claims examiner for over six years, said he is ecstatic about the ruling and will pursue the IP charge.

"The decision is a great victory for me, as well as the people who work at the Bureau," said Cronk recently in a telephone interview. "Maybe now the workers there will have the representation that is their right."

"It always seemed strange to me," he added "that my business cards read 'New York State Insurance Department Liquidation Bureau' and yet we were not state employees — except when a negative decision affecting state employees was made. It would then be imposed on us, too. But when something positive happened for the state workforce, suddenly once again, we were not state workers. It was a matter of management wanting to have its cake and eat it too."

Region II President Frances Dubose Batiste was pleased with the ruling, and added, "Here is another example of the union pursuing the rights of members through the many available resources provided through the dues structure."

EAP NOMINATED FOR PRESIDENT'S AWARD

ALBANY — The statewide Employee Assistance Program (EAP) has been nominated to receive the President's Volunteer Action Award.

Thomas Hartnett, director of the Governor's Office of Employee Relations, submitted the nomination in a letter to the National Center for Citizen Involvement. He explained that "from its grass roots origins to the present, the New York State statewide Employee Assistance Program has saved literally thousands of lives."

CSEA President William L. McGowan also wrote in support of the nomination saying "Both CSEA and New York State have enjoyed a non-adversarial relationship in the area of Employee Assistance and this has, in part, been the result of the many labor and management volunteers serving in EAP."

EAP is a cooperative venture between labor and management which provides confidential services to employees who seek help with problems which can affect job performance.

**HOW EAP IS HELPING
TERMINALLY ILL
See pages 9, 10, 11**

NOTICE: Nomination procedure for election of delegates to 1984 AFSCME convention

217 delegates to represent CSEA

ALBANY — Delegates to the AFSCME Convention to be held in San Francisco June 17-22 will be elected from members in good standing of CSEA as of Feb. 1, 1984.

Delegates will be elected on a regional basis. Each CSEA region will elect the number of delegates to which it is entitled on the basis of membership strength in accordance with the AFSCME and CSEA

Constitutions. Based on the AFSCME Constitution formula, the following number of delegates will be elected:

Region I — 53	Region IV — 37
Region II — 20	Region V — 36
Region III — 37	Region VI — 34

Expenses for the delegates for transportation and room and board at the AFSCME convention will be paid by CSEA.

NOMINATIONS PROCEDURE

Any member in good standing as of Feb. 1, 1984, shall be entitled to be nominated as a delegate to the AFSCME Convention. Any member in good standing as of March 3 shall be eligible to nominate delegates to the AFSCME Convention.

Nominations will be made at meetings to be conducted in each Region on Saturday, March 3. Meetings will continue until such time as all those present who desire to make nominations have been given the opportunity to do so.

Persons nominated to serve as delegates from a region must be members of that region and be nominated by members from that region.

Persons nominated need not be present at the nomination meeting.

A qualified CSEA member may nominate as many candidates for delegate as he or she desires, not to exceed the total number of delegates to be elected from that particular region.

The nominator must provide the name, address, work telephone number, home telephone number, Social Security number and CSEA local number of the nominee. Nominations must be submitted on an official form, available at the meeting, and instructions given at the meeting must be followed.

The name of a person who is nominated more than once may appear on the ballot only once. If

nominated as part of a slate, the nominee's name will appear on the ballot as a member of that slate and not elsewhere.

Nominations may be made by slates; that is, a number of individuals who will appear on the ballot as running together or under a particular designation. Persons nominated by slate will appear on the ballot in the order in which they are nominated.

The ballot will provide that individuals who are running on a slate can be elected individually, separate and apart from the slate.

Individuals who make multiple nominations must state whether nominations are made individually or as a slate.

NOMINATION MEETING LOCATIONS

March 3 regional nominating meetings for election of CSEA's delegates to the 1984 biennial convention of the American Federation of State, County and Municipal Employees (AFSCME), AFL-CIO, to be held June 17-22 in San Francisco.

REGION I	10 a.m.	Region I Office, Hauppauge
REGION II	9:30 a.m.	Region II Office, 11 Broadway, Suite 1500, New York City
REGION III	10 a.m.	Region III Office, Fishkill
REGION IV	10 a.m.	Holiday Inn, Latham
REGION V	10 a.m.	Best Western Northway Inn, Liverpool
REGION VI	10:30 a.m.	Treadway Inn, Batavia



AFSCME
in the public service

Legislative seminar slated

ALBANY — CSEA's Legislative and Political Action Department has announced its 7th annual Legislative Seminar to be held Feb. 25 in Albany.

Participants must be approved by local presidents, and the legislative office's deadline for notification of attendance is Feb. 17.

The agenda will include an overview of the union's 1984 legislative program, a look at the proposed state budget and lobbying tactics. Reorganization of the Legislative and Political Action Department will also be discussed.

Albany's Hilton Hotel will be the site of the program, with registration beginning at 8:30 a.m. CSEA will provide luncheon and seminar materials. As is customary, transportation and any lodging expenses will be borne by participating locals.

CSEA staff openings

ALBANY — CSEA is seeking candidates to fill the position of Occupational, Safety and Health Specialist assigned to the Region V office in Syracuse.

Duties include investigating violations of safety and health standards, preparing follow-up reports, advising union members of their rights under such legislation as the public sector OSHA Law and the Right-to-Know Act, and preparing and conducting safety educational programs.

Minimum qualifications are as follows:

Three years experience involving work of an investigatory or inspection nature, or development of and participation in group training programs, or direct public contact work and/or knowledge of safety and health standards; or Bachelor's Degree in a related field from an accredited college or university.

Resumes should be submitted by Feb. 27 to: Personnel Director, 33 Elk St., Albany, N.Y. 12224.

Apply soon for CSEA scholarships

ALBANY — Application forms will be available in regional offices by mid-February for CSEA's annual Irving Flaumenbaum Memorial Scholarships, Statewide Scholarship Chairman Brian Ruff has announced.

The Flaumenbaum scholarship program each year presents 18 \$500 one-time awards to college-bound high school seniors who are the children of CSEA members. Three of the scholarships, named in the memory of the past Region I president who died in 1980, are given in each of the union's six regions of the state.

Ruff said that supplies of application forms will be mailed on Feb. 15 to regional offices and local and unit presidents. To be considered, completed applications must be received by the scholarship committee by May 1.

Scholarship winners are selected on the basis of a combination of factors including financial need, academic performance, class rank, scores on standardized tests such as SAT, and involvement in school and extra-curricular activities.

This year, applicant requirements have been revised in order to extend eligibility for the first time to certain students who do not fit the usual criterion of being a dependent child of an active CSEA member. Now a student also is eligible if he or she is the child of a deceased or fully disabled former member. In addition, applicants who are children of members killed on the job will receive extra scoring consideration.

Ruff pointed out that the eligibility changes make it necessary for locals and units to keep accurate lists of CSEA members, present and past.

"It's critical that local and unit presidents make an effort to retain records of CSEA membership. We'll need evidence to verify that should the child of a deceased or disabled member win," said Ruff.

Ruff noted that applications will be reviewed and winners selected by the scholarship committee in mid-May. Winners, as well as regional, local and unit presidents, will be notified by the end of May, and awards will be presented in June.

The Flaumenbaum scholarship is now one of three education awards offered through CSEA's scholarship committee. The Thomas McDonough Memorial Scholarships, first awarded in 1983, are presented to six eligible former winners of the Flaumenbaum scholarships.

Another award, the P.J. Ciampa Scholarship, is open to children of CSEA members through the union's affiliation with AFSCME. The award offers full tuition at the University of Baltimore to winners who have completed two years of undergraduate studies elsewhere.

Winners of three \$500 awards in each region will be announced in May

Ruth Flaumenbaum died January 31

FREEMONT — Ruth Flaumenbaum, widow of the late Irving Flaumenbaum, died Jan. 31 following a heart attack. She was 67.

Mrs. Flaumenbaum was well known to CSEA members, attending many union functions during the more than 25 years her late husband headed Nassau County CSEA Local 830 and Long Island Region I.

She is survived by three sons, David, Donald and Dennis, her mother, Elsie David, a cousin and several grandchildren.

Services were held Feb. 3 and interment was at Greenfield Cemetery, Uniondale.



IRVING FLAUMENBAUM — CSEA's annual memorial scholarships are named in his honor.

Wage hikes, other benefits for unit in Broome County

BINGHAMTON — Broome County Unit members recently ratified a three-year agreement calling for salary increases of 5 percent plus increments each year, topping a package of other benefits and language improvements.

According to CSEA Collective Bargaining Specialist Roger Kane, the new contract became effective for 1,000 Broome County employees Jan. 1.

Terms of the pact, in addition to wage hikes, include:

- improved longevity language for all employees;
- improved language for layoff and recall procedure;

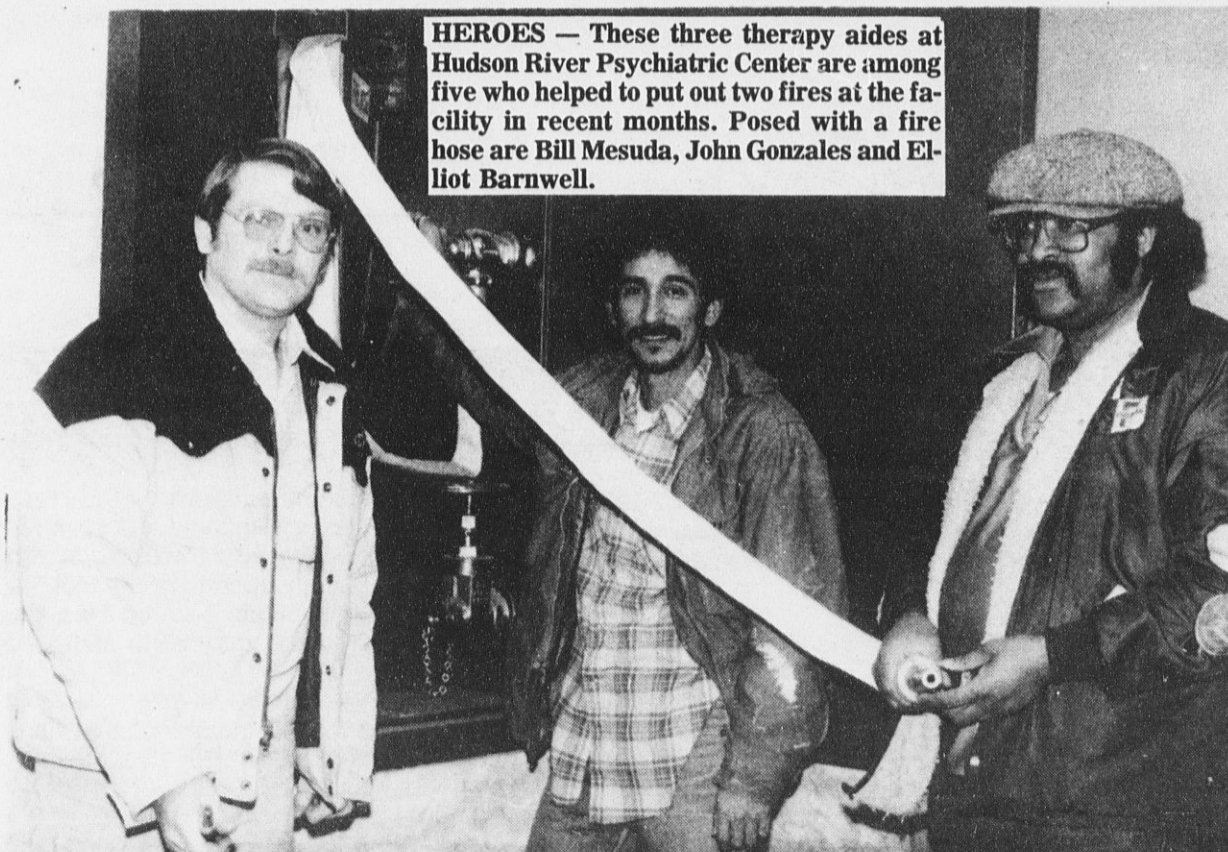
- improved overtime language providing time and one half payment for compensation hours;

- an increase in parking reimbursement from \$12-\$17 per month;

- an exchange of Election and Columbus days for two floating holidays.

Kane also acknowledged the work of the negotiating committee for its efforts during the months of bargaining. The unit team included: Unit President Jack Haggerty, chairman, Jack Herrick, Dawn Heath, Roberta Bidwell, Del Runyon, Bob Shaller, Joan Brower, Sharon Black, Alene Beall and Gwen Hogan.

Therapy aides display heroism in fires at Hudson River PC



HEROES — These three therapy aides at Hudson River Psychiatric Center are among five who helped to put out two fires at the facility in recent months. Posing with a fire hose are Bill Mesuda, John Gonzales and Elliot Barnwell.

POUGHKEEPSIE — Five therapy aides from the Hudson River Psychiatric Center are being called heroes for their actions following two fires which broke out at the facility recently.

Hudson River Local Vice President Elliot Barnwell praised fellow workers Bill Mesuda, Austin Wood, John Gonzales and David Padusnak for helping to put out the fires and coming to the aid of patients during the mishaps.

The first incident occurred in October when Mesuda and Wood heard the fire alarm go off in the women's ward where a mattress had caught on fire. Mesuda put out the flames with a fire extinguisher while Wood went to search for a patient who was reported missing.

Wood rescued the woman, who was perched on a window sill, frantically gasping for breath. Later he required treatment in a hospital for smoke inhalation.

Then, in January, another mattress, which was folded and covered with a sheet to look like a snowman, began smoldering when a patient dropped a cigarette on it. Flames quickly broke out and Padusnak, attempting to put out the fire with his hands, was burned. Meanwhile, Barnwell and Gonzales brought in a high pressure hose and doused the fire. Both also suffered from smoke inhalation.

Barnwell said that the aides should be recognized for their efforts in putting out the fires and acting properly in an emergency situation.

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GIVING OUR CANDIDATE THE EDGE...



CSEA petitions urge referendum on Herkimer Hospital future

HERKIMER — CSEA has collected more than the required 200 signatures it needs in a petition drive to force a vote on the sale of Herkimer Memorial Hospital, according to the union's local president.

Mary E. Sullivan, president of Herkimer County CSEA Local 822, said 15 volunteers collected more than 300 petition signatures that were presented to Village Clerk Felicia Griffin on Feb. 3.

The petition action is the latest in the chain of events following the village decision to sell the hospital to Valley Health Services Inc., a local non-profit corporation which has been organized exclusively to operate the hospital as a nursing home. The conversion to a nursing home — originally scheduled for Jan. 1 — has been postponed at least until March 1, according to a report by hospital officials.

The text of the petitions, in part, requests that the transfer of real and personal property of the hospital be submitted to a vote of the qualified village electors at a special election.

In an issued statement Sullivan said, "The fundamental question here is whether (Herkimer Village) voters have a right to express their view on this very important issue, or for that matter, any issue that comes before the Village Board. Contrary to the repeated opinion of the village attorney, more than 300 voters believe that they do. We call upon the duly elected officials of the Village of Herkimer to listen to the voice of the people and let the voters decide."

If the board refuses to place the issue on the March 20 village election ballot, Sullivan said CSEA is prepared to take the issue to the Supreme Court. Michael J. Smith, a CSEA attorney involved in the issue from the beginning, has prepared a show cause order to force the village to convince the judge.

Prior to cutbacks in staffing due to conversion plans, CSEA represented nearly 200 employees at Herkimer Memorial Hospital.

PERB to hold Hamilton ballot

ALBANY — The state's Public Employment Relations Board (PERB) has scheduled a mail ballot representation election of Hamilton County public employees.

CSEA is seeking to organize the 80 public workers under the state's Taylor Law.

Ballots will be mailed out to the workers on Feb. 17 and are to be counted at PERB's Albany headquarters March 6.

CSEA has been seeking to represent the Hamilton County employees since last summer. Hamilton County is the last non-unionized county in the state.

Unit president's son chosen for student exchange program



Robert (Chuck) Browell takes a break in school activities to discuss travel plans with, left to right, Dolores Herrig, president of CSEA Educational Local 869; Sonja Hluska, American Field Service advisor; Betty Browell, mother, and BOCES unit president and secretary of Local 869. Browell, a student at Vernon-Verona-Sherrill Central School, was selected by the American Field Services to spend one year of study in Costa Rica.

DURHAMVILLE — Chuck Browell, a junior at Vernon - Verona - Sherrill Central School, has been selected by American Field Services (AFS) International to be one of three exchange students from the school for 1984. Chuck is the son of Betty Browell, president of the CSEA Madison-Oneida BOCES Unit of Oneida Educational Local 869.

According to a representative for AFS at the school, candidates are selected for academic motivation, self discipline, personal commitment, ability to empathize, patience and willingness to accept other cultural views.

Browell's stay in Esparza, Costa Rica, will begin Feb. 16. He will live with a Costa Rican family and attend school for one year. Expenses for the visit will be shared by the American Field Services chapter at V-V-S and AFS International.

In recent weeks, Browell says much of his free time was spent practicing some basic Spanish and studying the history and customs of the country that will be his home for one year.

Betty Browell, who works as a computer programmer at Madison-Oneida BOCES, also serves CSEA in a dual role as BOCES unit president and secretary of Local 869.

She described her son's good fortune by saying, "Obviously, we are delighted that Chuck was given this marvelous opportunity to expand his education, meet new friends and live with a Costa Rican family for one year. We will miss him at home, but we know it will be a wonderful experience he will always remember."

TV program panelists agree

Women still shortchanged

PAY EQUITY AND COMPARABLE WORTH were discussed in depth before the television cameras by, from left, AFSCME DC 37 Counsel Beverly Gross, CSEA statewide Secretary Irene Carr, NYC President of NOW Barbara Rochman, Cynthia Certos of the Center for Women in Government, and State Assemblywoman May Newburger.



By Lorraine Calvacca
CSEA Communications Associate

NEW YORK CITY — Despite the passage of the Equal Pay Act 21 years ago, women still earn only 59 cents for every dollar that men earn and the undervaluation of women's jobs continues, declared CSEA statewide Secretary Irene Carr during a recently televised discussion of the pay equity issue here.

"The Equal Pay Act gets around the issue of equal pay for jobs of comparable worth because it applies only to people working in the same titles," explained Carr when asked by moderator and NYC National Organization for Women (NOW) President Barbara Rochman why so little progress has resulted from the legislation. "While it provides, for example, that a female corrections officer and a male corrections officer must be paid the same salary, it says nothing about different jobs that involve comparable skill, effort and responsibility. Clearly, the problem is that most women and men do not have the same kinds of jobs."

Panelist and state Assemblywoman May Newburger said that in Minnesota where studies determined that a female registered nurse and a male vocational education teacher perform jobs of comparable worth, the RN is paid 24 percent less than the teacher. In California, a 36 percent wage gap was found between the comparable occupations of female senior secretary and male carpenter.

Newburger, who conducted a legislative hearing on pay equity last year, said that women's jobs generally are undervalued by 20 percent. "Half the women who are living at the poverty level would no longer fit into that category if they were paid the same wages as similarly qualified men," she added.

The pervasive undervaluation of women's jobs, Carr said, stems from the erroneous belief that women are second wage earners and "don't really need the job," despite statistics which show that a very high percentage of women are the sole supporters of households.

"Most women work primarily because they have to," pointed out Beverly Gross, counsel for AFSCME DC 37.

Sponsored by NOW, "Pay Equity — Still Not Equal" made it clear that while women may have a long way to go to close the wage gap, legal victories have already been won, and measures are still being taken by CSEA and AFSCME to remedy what Newburger called "this gross and blatant inequity."

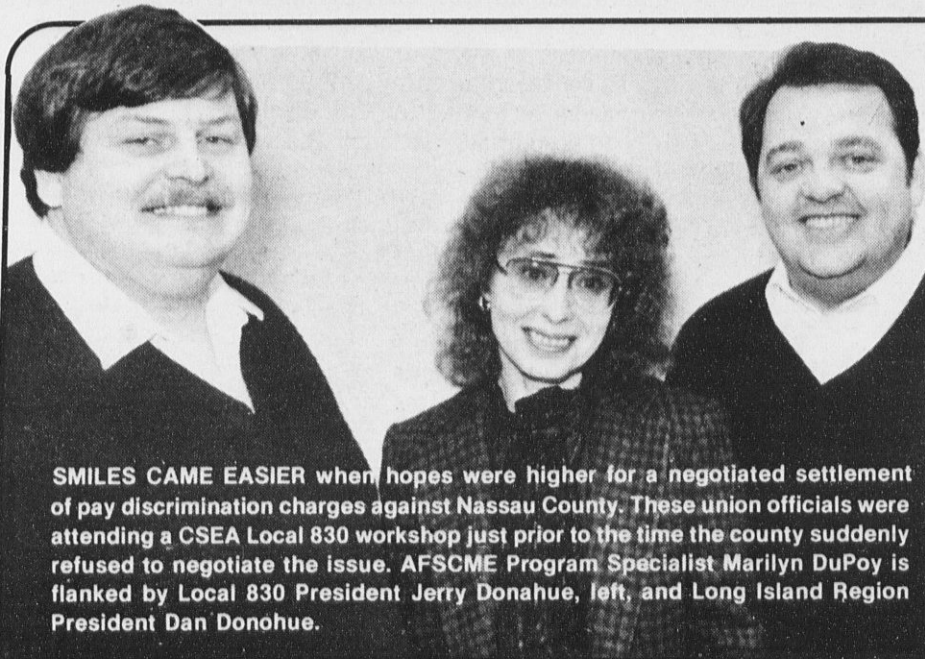
Perhaps the biggest and best-known victory which has far-reaching implications was the favorable court decision in a lawsuit brought against the State of Washington by AFSCME for violating Title VII of the Civil Rights Act, which prohibits sex-based wage discrimination.

The movement toward pay equity has already been implemented in San Jose and Spokane, said Carr, where AFSCME negotiated pay equity job evaluation studies that were used to negotiate financial adjustments for female-dominated occupations.

Documentation of sex-based wage discrimination is an important first step that provides the foundation for legal and administrative action, Carr said, citing a CSEA/AFSCME study of Nassau County employees which found that while women constitute 56 percent of all employees in the lowest 14 county pay grades, almost 90 percent in grades 1-3 are female. That information was used to file sex discrimination charges with the Equal Employment Opportunity Commission (EEOC), which are currently pending (See story, page 1).

A \$500,000 CSEA pay equity study of state workers currently being conducted by the Center for Women in Government, a non-profit organization affiliated with the School of Public Administration in Albany, will be used at the bargaining table to negotiate funds to correct salary inequities, said Carr.

Cynthia Chertos, panelist and director of research and implementation at the center, said that determining comparable worth would be based on many factors, including skills involved, responsibilities, working conditions and effort.



SMILES CAME EASIER when hopes were higher for a negotiated settlement of pay discrimination charges against Nassau County. These union officials were attending a CSEA Local 830 workshop just prior to the time the county suddenly refused to negotiate the issue. AFSCME Program Specialist Marilyn DuPoy is flanked by Local 830 President Jerry Donahue, left, and Long Island Region President Dan Donohue.

Nassau says 'no' to negotiations

(Continued from Page 1)

AFSCME filed an official complaint with the federal Equal Employment Opportunity Commission charging Nassau County with maintaining sex discrimination pay practices after the union's study showed that 90 percent of Nassau County's employees were in sex-segregated jobs and that a large majority of women workers are concentrated in the lowest three pay grades.

An angry Nassau County CSEA Local 830 President Jerry Donahue declared, "The union is going to proceed with all the force and might of the federal court system. We feel our position is just. We will not stop until we achieve justice."

Marilyn DuPoy, a program specialist with the AFSCME Department of Women's Affairs, told participants in a Local 830 winter weekend workshop in late January that Washington state, too, had stalled on trying to work out a settlement with AFSCME and ended up losing the case in federal court. And, DuPoy said, a large part of the settlement ordered in Washington dealt with retroactive pay. She said courts may allow retroactivity in wage discrimination cases for two years before the initial complaint to the federal EEOC.

Faulty elevators have Bronx PC workers stuck in bad situation

OSHA complaint pending investigation

By Lorraine Calvacca
CSEA Communications Associate

NEW YORK CITY — CSEA Local 401 member Bernadette Kimmig simply wanted to go to the 12th floor of the Thompson Building at the Bronx Psychiatric Center, where she works as a senior stenographer.

Instead, when she stepped into the elevator on the 1st floor and pushed the button the elevator came to a halt at the 4th floor, shuddering and rattling loudly. Again, she pushed "12"; the elevator then stopped at the 11th floor where only half the door opened. Kimmig had to force the door shut, and then opted to go to the 13th floor, whereupon the elevator finally came to a stop at the 12th floor and she got out.

This is only the latest in a string of "dangeorus and absurd" incidents of malfunctioning elevators that are plaguing the safety of employees and clients said Kimmig, who is keeping track of the occurrences.

"I don't know how long I was in there," she said referring to the recent experience, "but I had it easy compared to others who have been stuck."

Among other problems, Kimmig said, elevators often don't stop at all between the 1st and 13th floors, leaving people trapped inside riding back and forth sometimes for more than 20 minutes. When they do stop, it is frequently between floors.

In one reported incident, alcoholism rehabilitation assistant Lucille Smith and three of her clients were stuck between the 2nd and 3rd floors for 45 minutes before safety officers heard them calling for help. Smith and the clients had to jump approximately 3 feet to the second floor.

"The clients really panicked," said Smith, who hurt her wrist and her side in the jump.

In another incident, food service worker Jesse Tompkins, who was then pregnant, received neck and back injuries after the elevator in which she was riding fell several floors. Tompkins was later brought up on misconduct charges because, on the advice of her personal doctor, she did not return to work as the facility directed. CSEA filed a grievance in her behalf and won dismissal of the charges.

"The elevators rarely function," said Kimmig. "The stairway is not an alternative in a building with 13 floors."

"There's no doubt that these faulty elevators are threatening the health and safety of our clients and employees here," said CSEA Local 401 President Ernest Punter. "So when I approach management and they tell me about long-term corrective measures, I say 'Fine. But what about today?'"

Punter said he submitted two proposals suggesting the staffing of elevators with speakers equipped with two-way radios to enable them to contact safety officers quickly in the event of a problem. He also advised that someone be present to monitor the main floor board, but he has received no response so far.

"Half the problem is that when you push an alarm button no one is around to hear it," Punter explained. "With a few short-term corrective measures, we can at least limit the severity of these occurrences. Instead of screaming and banging on the doors, and waiting to be heard, people can be extricated right away, which reduces the trauma considerably."

Punter said an OSHA complaint has been filed and is pending investigation.

Appellate Court upholds 1980 legislation on court employees

ALBANY — "A tremendous victory for court employees." That's how CSEA Board Member Thomas Jefferson described an Appellate Court decision that upheld the state Legislature's constitutional right to allow provisional employees of the Unified Court System to be "grandfathered" into permanent positions.

The ruling affects employees involved in a 1977 court restructuring which removed them from local government and placed them in the state Office of Court Administration.

New civil service titles were also created but they did not go into effect until 1979. As a result, few civil service tests were held and many veteran employees

became provisionals. (Provisionals are employees who meet job qualifications for the positions they hold, but have not yet passed required examinations.)

The Legislature decided in 1980 that there would be a "severe disruption of court services" unless people (outside New York City) in new titles and with at least one year's previous service were granted permanent competitive class status.

The legislation then was challenged as unconstitutional but now has been upheld by both the state Supreme Court and the Appellate Court. Further challenges are still possible before the Court of Appeals or through the federal courts.

The decision is another win for CSEA's Legal Assistance Program.

Rome unit gives OK on contract

ROME — For 80 city of Rome employees, 1984 began with good news in the form of a two-year contract with salary hikes and other improved benefits.

Ercole Ventura, CSEA field representative and chief negotiator for the Rome unit, part of Oneida County Local 833, released terms of the pact which includes an increase of 7 percent each year, plus increments where due. Coupled with the percentage boost will be an increase of \$50 added to each step of the longevity schedule in both years.

New contract language also calls for: an additional personal day each year of the contract; an increase to six dollars per day — up to 150 days — for unused sick time at retirement; an improvement in the life insurance benefit; and an increase of vacation carry-over days.

The agreement was ratified overwhelmingly by unit members in late December.

Members of the City of Rome negotiating team included: Unit President Frank Woznicki, chairman; Dom Guglielmo; Martin Izzo; William Fleet; and Maude Cecelia.



McGowan seeking post as Mondale delegate

ALBANY — CSEA President William L. McGowan is one of 12 temporary members of the Credentials Committee of the Democratic Nominating Convention.

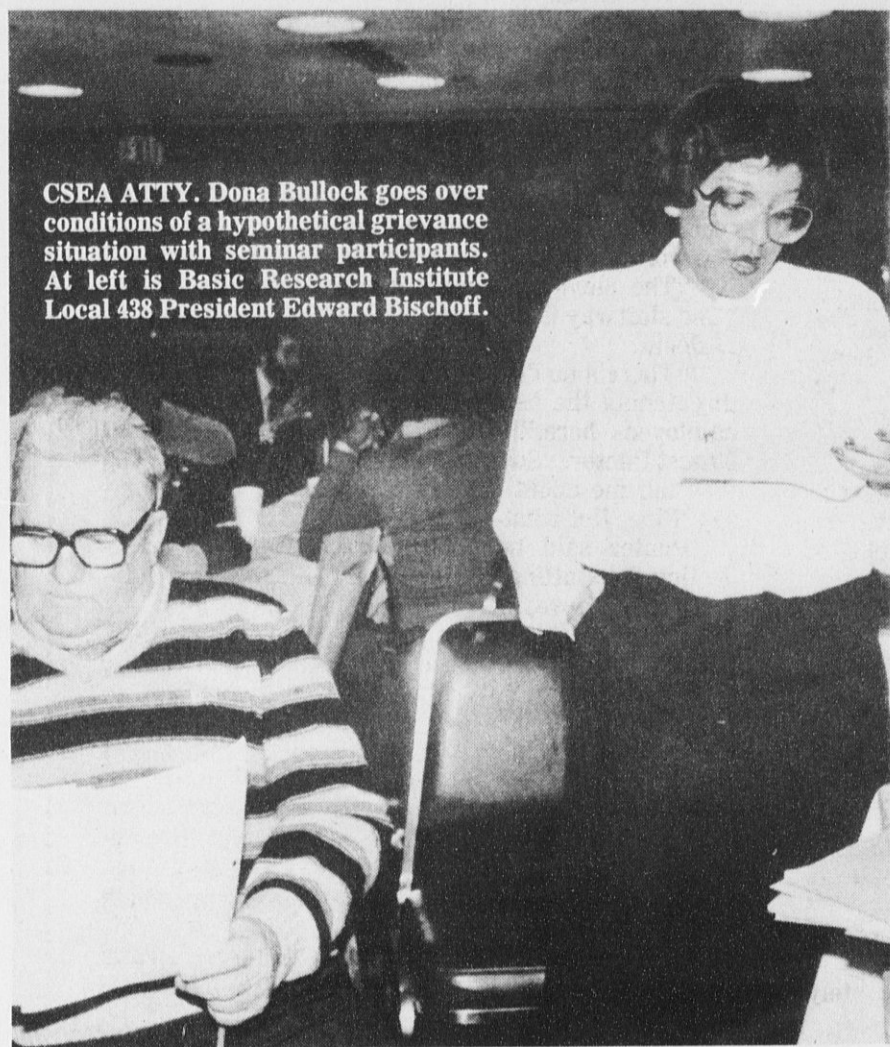
McGowan was elected to the Credentials Committee post by the Executive Committee of the New York State Democratic Committee. The Credentials Committee recommends to the convention the resolution of questions concerning the seating of delegates to the convention.

McGowan is one of four CSEA activists seeking election to the Democratic Nominating Convention as a delegate pledged to Walter F. Mondale.

McGowan is running in the 24th Congressional District. CSEA Executive Vice President Joseph E. McDermott is running as an alternate delegate in the 23rd Congressional District. Local 606 President Jeanne Angiulo is seeking election in the 4th Congressional District on Long Island and Local 823 President Richard Grieco is running in the 26th Congressional District.

Ramona Gallagher, a former CSEA staff member recently appointed assistant labor commissioner, is campaigning as a Mondale delegate in the 32nd Congressional District.

All the candidates are currently getting petitions signed to qualify for the April 3 primary ballot.



CSEA ATTY. Dona Bullock goes over conditions of a hypothetical grievance situation with seminar participants. At left is Basic Research Institute Local 438 President Edward Bischoff.



CSEA FIELD REP Charles Bell listens to presentation on grievance procedure.

Grievance procedure topic of Region II educational seminar

NEW YORK CITY — Knowing when a grievance exists and how to pursue it is one of the important abilities a successful union representative must possess. To that end, a number of Metropolitan Region II local presidents and the union's regional field staff participated in a seminar on grievances recently here.

Among those conducting the second in a series of seminars for regional officers and staff were CSEA Chief Counsel James Roemer and CSEA Education and Training Director Sally Bouton.

The seminar covered all phases of the grievance procedure as well as alternative solutions to be considered.



SALLY BOUTON, CSEA education and training director, diagrams how a grievance progresses.



CSEA REGION II PRESIDENT Frances Dubose Batiste stresses the vital role that the union's professional field representatives play in grievance situations.

The union's viewpoint is taught here

BEDFORD — Having finally been recognized by management, unionized employees of the county's garbage recycling plant recently concluded two weeks of sometimes heated negotiations. The result? An eight percent pay increase, a new medical and dental program, extended vacation and sick time.

The preceding story is fictitious, the result of a mock labor negotiating session held recently at Fox Lane High School in this Westchester County town.

The unusual high school session was conducted by CSEA Region III Field Representative Dolores Solazzo as part of the curriculum of a business dynamics class at the high school.

Teacher Mary Coroneos said that members of the class, most of whom will go to earn business degrees, use the opportunity to learn about careers, decision making and business relationships.

Solazzo's guest appearance in class helped the students to understand the role of labor unions and the union representative in business and industry today.

Solazzo praised the concept of the curriculum.



NEGOTIATING SESSION SPIRITED — Region III Field Representative Dolores Solazzo a mock negotiating session with students at Fox Lane High School in Bedford, Westchester County. Students here learn about human relations, decision making and labor management relations in their Business Dynamics class which will help them when they enter the business world someday. Impressed with their enthusiasm, Solazzo said this was their first introduction to unions and their role in the world today.

"It's an excellent course," she said. "It gives the students an opportunity to understand not only management, but what unions are all about. This was their first introduction to unions and what

they found out was thought provoking for them. I was absolutely thrilled with their enthusiasm and interest in unions and what a union representative does."

IRAs

Still time to set up one and get an '83 tax break

ALBANY — It may be 1984, but it's possible that 1983 will not end until April 16.

If you set up an Individual Retirement Account (IRA) before April 16, you can still deduct up to \$2,000 (more if you're married) on your 1983 tax return.

Uncle Sam gives you this tax break, and CSEA helps you take advantage of it through automatic payroll deduction.

The union negotiated with the state to set up IRA payroll deductions for those in the ASU, ISU and OSU bargaining units, as well as CSEA-represented employees in the Office of Court Administration.

Of course, an IRA is much more than a tax break on this year's tax return. It's a way to build your own retirement savings program. Because the interest you earn on your account is tax deferred, your money builds up rapidly.

A special task force of CSEA's State Executive Committee studied a number of IRA plan proposals before recommending the programs now available to CSEA members. Three vendors were selected, representing the three major types of IRA investments: a bank, an insurance company, and an investment firm that manages mutual funds.

Many CSEA members have already started building their IRA retirement plans through payroll deduction. Under the law, an employed individual can pay up to \$2,000 a year into an IRA. A working spouse is eligible for the same contribution, or you can contribute a maximum of \$2,250 to cover yourself and a non-working spouse.

The full amount of the year's IRA contribution is subtracted from your taxable income. You could begin now to use payroll deductions to build retirement savings and deduct your contribution next year from your 1984 return. Or, if you wish, the contribution you make before April 16 could be earmarked for 1983 and reduce the amount of taxes you pay this year.

Want more information? Fill out the coupon below in order to receive information on the IRA plans available to many CSEA members.

CSEA-IRA

P.O. Box 7125
Albany, NY 12224

Please send me information on the Individual Retirement Account (IRA) programs now being made available to me through payroll deduction. I am a state employee in the ASU, ISU, OSU or OCA bargaining unit.

I am interested in receiving:

General information on IRAs Prudential-Bache IRAs

The Dime Savings Bank IRAs Oppenheimer Funds IRAs

NAME: _____

Home Address: _____

Place of Employment: _____



KATHY COLLINS, second from right, president of CSEA Local 615 at Upstate Medical Center, Syracuse, presents an assistance check to Dr. Henry DiStefano, chairman for the new Employee Assistance Program at the large SUNY medical facility. Also on hand for the presentation was CSEA Region V President Jim Moore, left, and Local 615 First Vice President Rick Norreault, right.

HOSPICES: Care for the dying ... and their families

WITH THE OPENING in 1967 of St. Christopher's Hospice in London, England, a new philosophy for care of the dying was born. The hospice concept today is a comprehensive system of care for terminally ill patients and support services for their family members.

Typically, patients remain under the medical care of their personal physicians, but as much as possible, patients are cared for in their own homes by family members, with the support of hospice staff and ser-

vices. Day care or short inpatient stays in the hospice itself are designed to relieve symptoms or give families a respite from the strain of providing care.

In New York, the Health Department is currently studying the state's 12 hospice facilities to determine if the hospice approach reduces the time a patient is hospitalized in an acute care facility and whether patient care costs are reduced.

STATE EMPLOYEES COVERED FOR HOSPICE CARE

Although some insurance carriers have been slow in extending coverage to include hospice care, New York state employees are covered for hospice services. Already, a number of CSEA members or members of their families have received hospice care.

CSEA's Employee Assistance Program (EAP) coordinators are familiar with the hospice concept and occasionally refer members and their families to hospices in their areas.

"They're a good resource and we don't hesitate to use them," says James Murphy, director of EAP for CSEA, and a member of the community advisory board at St. Peter's Hospice in Albany.

Adds Murphy: "Hospices are an important new concept in health care which can allow terminally ill people to live in the comfort of their own surroundings for as long as possible and then provide them with a homey atmosphere until their death. They also offer ongoing support for the family through the grieving process, which is invaluable."



THE CABRINI MEDICAL CENTER at 227 East 19th Street in New York City is home to one of a dozen hospice facilities in New York state.

WHERE NEW YORK'S DOZEN HOSPICES ARE LOCATED:

HOSPICES MAY BE ASSOCIATED with a hospital or they may be free-standing, community-based facilities. In New York, the 12 hospices are:

	◇ ◇ ◇
LONG ISLAND REGION:	Mercy Hospital Association Hospice, Rockville Centre; North Shore University Hospital Hospice, Manhasset; Long Island Jewish/Hillside Hospital, New Hyde Park
	◇ ◇ ◇
METROPOLITAN REGION:	Cabrini Medical Center, New York City; St. Luke's/Roosevelt, New York City
	◇ ◇ ◇
SOUTHERN REGION:	United Hospital Hospice, Port Chester
	◇ ◇ ◇
CAPITAL REGION:	St. Peter's Hospice, Albany; Hospice of Schenectady, Schenectady
	◇ ◇ ◇
CENTRAL REGION:	Our Lady of Lourdes, Binghamton; Hospice Care, Inc., New Hartford (Oneida County)
	◇ ◇ ◇
WESTERN REGION:	Hospice Buffalo, Inc., Buffalo; Genesee Region Home Care, Rochester

For a look at the inner workings of one New York hospice, plus how it helped a Saratoga County family cope, see inside. . . .

How a hospice can help with life-and-death questions

An interview with the head of St. Peter's Hospice in Albany.

By Melinda Carr

CSEA Assistant Director of Communications
ALBANY — "We don't go around talking about death or God all the time. This isn't that kind of place," explains Dr. N. Michael Murphy, medical director of St. Peter's Inn and Day Care Center, the hospice associated with St. Peter's Hospital here.

And indeed, the hospice, for care of the terminally ill, doesn't seem to be that kind of place. From the positive philosophy and attitudes of its staff members to the physical appearance of the facility, the environment seems more a place of life than death.

The goal at St. Peter's is, in Murphy's words, "to give a hand to the living and help them cope on a day-to-day basis. The stress and strain of advanced illness is great and raises a lot of questions — physical, psycho-spiritual and social questions — for the patient and family. And they don't know where to go for answers.

"We try to be that place."

Physically, the hospice is surrounded by St. Peter's hospital, occupying a corridor of the 437-bed acute care facility. But a visitor turning the corner into the Inn is immediately struck by the change.

Hospital trappings, white uniformed personnel, giant metal beds, and faceless hallways give way to a setting that could easily be a pleasant hotel or modern dormitory. Rooms are individually decorated. Halls are enlivened with attractive carpeting and displays of modern art and dotted with comfortable groupings of living room furniture and colorful play areas for children.

A large, bright recreation room features a popular kitchen area and a greenhouse area where profuse



"Medicine has handed us the myth that we can stem death."

greenery provides vivid contrast to the snowy Albany scene outside the expanse of windows.

But physical trappings are secondary to the philosophy of care and support that pervades the hospice movement. Emphasis is on providing a wide range of support for the entire family unit.

"Our cockeyed scientific viewpoint teaches us, for example, that cancer happens to one person," Dr. Murphy explains. "We know here that's not true. It affects the entire family."

That's why hospice programs cover a wide range of family support services. Home care services — including home nursing visits, therapy, equipment and counseling — provide support for the family, making it possible for most patients to live their last days at home. Day care programs in the hospice feature supervision, activities and lunch programs. Bereavement programs assist family and friends through the grieving process, with follow-up services for a year following the patient's death.

But Dr. Murphy resists departmentalizing or categorizing services and programs, and deplores the "plethora of specialists" who have made modern medicine largely incomprehensible and impersonal.

"Even nursing today often takes the narrow view, with emphasis on specializations and on technical knowledge and skills," he says. "It's gotten away from 'Tender Loving Care.'"

"Here, we're really only going back to what nursing care used to be, plus augmenting that basic kind of care with some updated knowledge and necessary technical skills."

One manifestation of the emphasis on technology and specialization in today's medicine is, according

to Murphy, that "medicine has handed us the myth that we can stem death."

He pointed out that unlike past generations, when people died at home surrounded by their families, "most people today haven't really seen anybody die."

"We see people on television die in blood and violence. Or if we see death in the hospital, we see it in terms of tubes and fantastic machinery, an intensive care situation, with hospital personnel fighting off death."

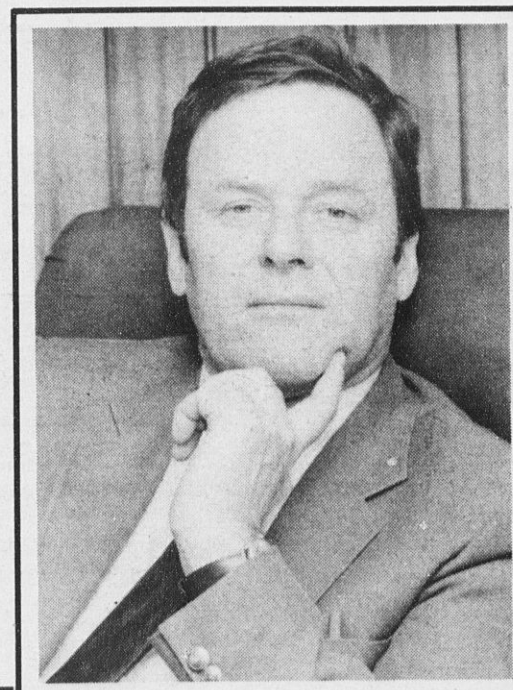
In contrast, Murphy points out that "death is most often 'expiration,' literally breathing out. Unfortunately, however, some people think that if death is that quiet, somehow they haven't done enough to stop it."

The physician expressed concern that people today have become powerless in the face of modern medicine, and sees this as part of an overall "powerlessness" in society as individuals "have bought into the idea that we have to pay 'experts' to do everything for us, from solving conflicts with our neighbors to teaching our children to read. We've forgotten these days how much of our lives we can control ourselves.

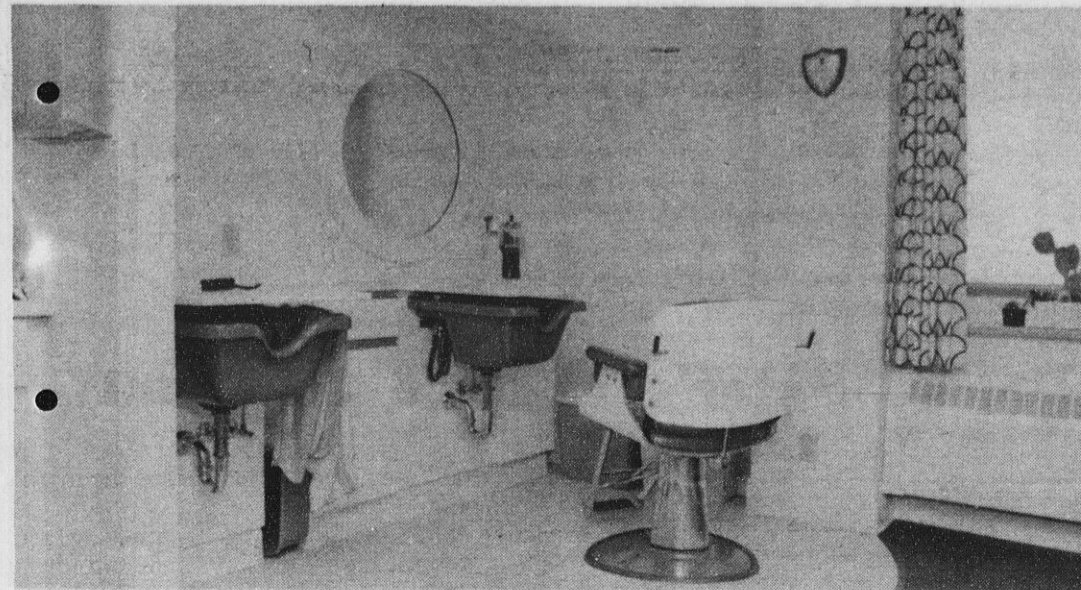
"So we work to help families regain a bit of power in the face of illness and let them make decisions," he explains. "We let them know that what they're doing and how they're handling this dying is OK."

He impatiently turns aside any suggestion that hospice staff or family members who care for dying patients are in any way selfless or special people.

"The patient teaches," he says. "The patient gives you a great gift and lets you learn about your own death and about the essence of things."



"Our cockeyed scientific viewpoint teaches us that cancer happens to one person. We know here that's not true."



BEAUTY PARLOR — This hair salon, located in the hospice unit at St. Peter's Hospital, Albany, is just one of the many personalized features of the facility.

ONE FAMILY'S STORY:

'Hospice is a big comfort'

By Tina Lincer First
Associate Editor

ALBANY — For the past 2½ years, Jodi Smith has been watching her mother die from cancer.

In the middle of a fall night in 1981, while Jodi slept, an ambulance carried away Elva Smith. The woman they took then was 48 and, like her daughter, an independent, hearty soul.

Today, after one operation to remove a brain tumor and a subsequent one to excise a blood clot, she is minimally functional and non-ambulatory, her body wracked with pain. Her memory has mostly eroded.

Elva's illness has left 15-year-old Jodi in a state of anguish and confusion.

"At first it didn't occur to me what was going to happen. I didn't realize she was going to die. Once it hit me, it was like, why me? Why does it have to happen to my mother and my family?"

"I was closest to her," says the hazel-eyed teen. "I've gone downhill since my mother's been sick. My health's not too great and I'm failing school. Now, school seems irrelevant."

"Suddenly, your whole world is turned upside down," says Elva's sister and Jodi's aunt, Neva Arthur. "It's something you can't believe, don't want to believe."

For Jodi, Neva and others in the family, who live in the Saratoga County community of Clifton Park, there is one blessing. The burden of their pain is made easier because of the personal and medical care Elva is receiving in her final days.

Elva is a patient at St. Peter's Hospice, part of St. Peter's Hospital in Albany. The facility, like the 11 other hospices in New York state, provides care for the terminally ill and support for families who often have nowhere else to turn.

"You can't express how wonderful this place is," says Neva. "They're all just angels of mercy, really."

For Elva Smith, cancer is the final battle in a lifelong struggle against numerous physical ailments, including deafness, heart disease, ulcers, and low blood pressure. The youngest of eight children of a poor Kentucky coalminer and his schoolteacher wife, she was married at 18 to a man who would later leave her. She raised their three

daughters mostly alone, and worked for 24 years as a products inspector for a private firm. She eventually retired, and six years ago she remarried.

"And just when she got a wonderful husband and was enjoying herself, this had to happen," said Neva.

A poised, husky-voiced woman of 60 who used to work with her sister, Neva moved into Elva's trailer home to take care of her during the early stages of her illness.

For a while, Elva was attending the day care program at the hospice. After her second operation in the summer of 1982, her condition worsened and she became an inpatient.

"This place is a big comfort. It just about took all the burden off me. They know it's hard to take 24 hours a day," said Neva, as she and Jodi sat in a small lounge in the hospice recently.

"The doctors and nurses do everything for the family and patient, everything that's humanly possible."

Neva noted that she and other family members have been helped by personal and family conferences and other counseling sessions offered by the hospice staff. "And we can feel free to talk to them any time we need to," she added.

"I think you have to be a very special kind of person to work here, there's so much going on," she said. "There are so many people with so many bad conditions, you never know from one day to the next if you're going to see them again."

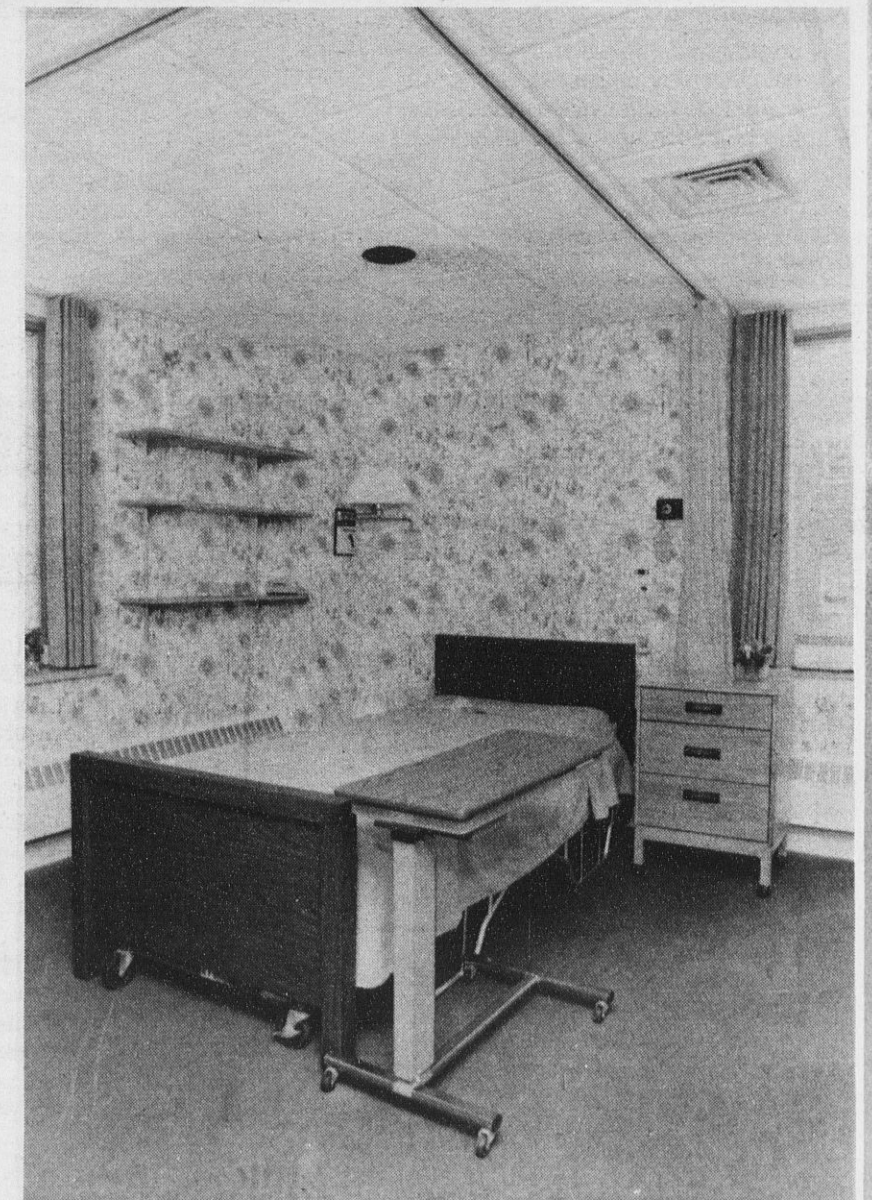
Both Neva and Jodi characterized the hospice as a family-oriented place where strangers frequently share the emotional strains with each other and derive strength from each other.

"It's like a hotel," said Jodi. "You can stay here very comfortable for a while. I lived here for a week once and in the same night I saw two people die. These people both had kids my age who told me after everything was over that I was a tremendous support to them."

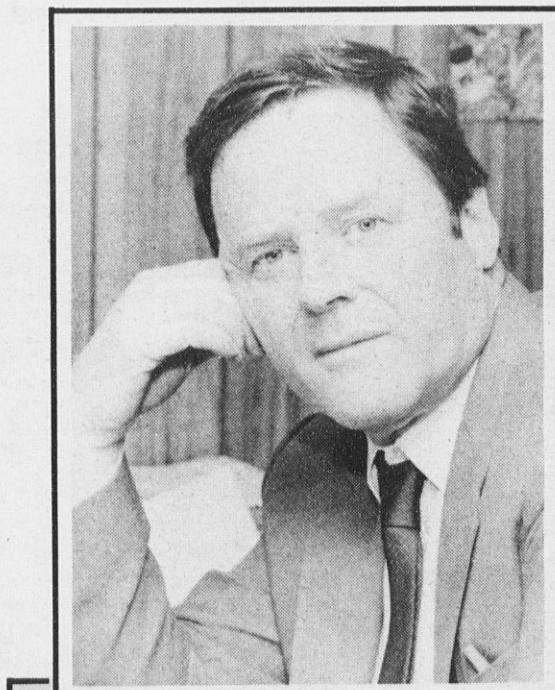
"Hospice prepares you for death. They put the patient in the most comfortable situation they can," continued Jodi. "If it weren't for hospice, I don't know what would have happened to us. I've got people here helping me reorganize my life."



REST AREA — Visitors and patients at the hospice may enjoy relaxing in this plant-filled lounge area.



TYPICAL BEDROOM — Patients' bedrooms are individually decorated, like this one, to give the most comfort. A setting like this could easily be in a pleasant hotel or dormitory.



"We work to help families regain a bit of power in the face of illness."

“From the positive philosophy and attitudes of its staff to the physical appearance of the facility, the environment seems more like a place of life than death.”

Reagan gets big Caddy, gives country a real Edsel

President's budget stays the course: more for weapons, less for people

WASHINGTON — Jan. 29 kicked off the week of the Cadillac and the Edsel in the nation's capital.

The Cadillac was a limousine of unspecified price which was delivered to the White House for the President's pleasure. The Edsel was Reagan's proposed federal budget which takes \$1 billion away from the people of New York state.

The \$925.5 billion spending plan includes a hefty 13 percent increase in defense spending along with cuts in domestic programs and a whopping deficit.

Brad Johnson, the state's chief Washington lobbyist, called the budget "an attempt by the President to deal with a \$200 billion deficit by picking at the bones of domestic programs."

"This budget is an attempt by the President to deal with a \$200 billion deficit by picking at the bones of domestic programs."

One of the President's more unusual requests is an appropriation for a "Star Wars" plan to build a laser system designed to intercept and destroy nuclear missiles aimed at the United States. At the same time, people programs are slashed in the administration's continuing effort to keep out of care of the hungry, homeless, sick and elderly.

The budget stays the course in its treatment of New York state. In the past three years, federal aid to local and state governments here has been cut \$3 billion. An additional \$2 billion has been slashed from direct assistance programs.

Cuts fall across-the-board in education and training, health and human services, public works and economic development programs.

For instance, the President wants major changes in Medicare that would require the elderly and disabled to pay larger premiums and deductibles. He is also seeking to tax health benefits which exceed

\$2,100 for a family and \$900 a year for an individual.

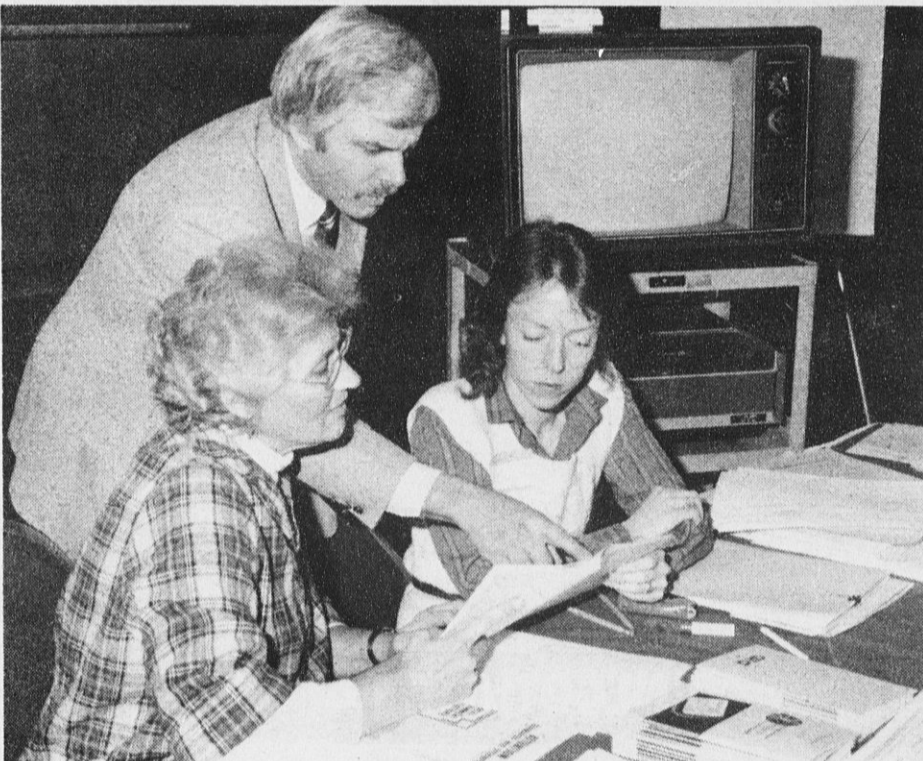
In the upcoming fiscal year, which starts Oct. 1, the President plans to cut \$4.6 billion from domestic spending but wants \$305 million to maintain his massive rearmaments program.

"The message," says CSEA President William L. McGowan "is loud and clear. Ronald Reagan must go."

Here are estimates of the budget's impact on New York state:

- \$600 million LESS in low-income housing aid.
- \$155 million LESS for the federal share of the Medicaid Program.
- \$49 million LESS in job training programs.
- \$37 million LESS in student loans.
- \$13 million LESS to help the poor pay heating bills.

Training sessions on negotiations process held in Region V



SYRACUSE—Spurred on by increased response to its programs, the CSEA Region V Education Committee recently completed three seminars covering the process of negotiating in political sub-divisions.

The one-day sessions were held in Syracuse, Watertown and Owego (Tioga County). Topics covered included the selection of a negotiating committee, establishing ground rules, classifying mandatory and non-mandatory proposals, and discussion of collective bargaining techniques. Members who had served in any capacity on negotiating committees were urged to relate helpful experiences.

Mary Lauzon, chairwoman of the 10-member committee, reported that the sessions followed a successful plan used for steward training late last year.

The seminars were conducted with use of CSEA and AFSCME audio/visual aids by CSEA training specialists Peg Wilson, Ann Bryant and Sean Turley. Additional program input was provided by CSEA Region V field representatives Mike White, Syracuse; Jim Corcoran, Owego; and Tom Dupee, Watertown.

Other seminars covering advanced steward training have been scheduled to be held in Syracuse and Binghamton in March. Local and unit presidents soon will be notified of locations and dates.

REVIEWING THE AGENDA at a recent Region V training seminar on negotiating in the political sub-divisions are Dolores Herrig, left, education committee member; Mike White, CSEA field representative; and Peg Wilson, CSEA training specialist. The Syracuse seminar was one of three held simultaneously in the region.

Rash causes scare at Stony Brook lab

STONY BROOK — When Stony Brook State University's safety and health officer recently checked on a site where a CSEA member claimed to contract a rash, she got one, too.

The problem occurred at the Graduate Biology Laboratory after CSEA electricians and stationary engineers had been detailed to repair fans inside exhaust ducts. The ducts emit air from laboratories where experiments conducted by faculty researchers and graduate students reportedly involve "bacteria, cancer and radiation."

After about 30 minutes on the scene, Safety and Health Officer Judy Hayward said that she had developed a rash like one complained of by a CSEA member. As a result, work was stopped at the site.

According to Charlie Sclafani, president of CSEA Local 614, the state apparently has no idea what germs, chemicals or even radioactivity may be the cause.

One CSEA worker developed a rash, and was advised by a dermatologist that he had suffered an allergic reaction to an unknown substance. When Hayward set up test equipment to try to identify the substance, she also quickly developed the rash.

Under the "Right to Know" law, CSEA demanded from the lab a statement of what toxic materials are present at the site. Under the law, the employer must promptly disclose knowledge of any potential hazardous materials at a site or employees cannot be required to work there.

Beacon city unit president to serve on Training Program Committee

BEACON — Sands Frost, recently appointed by CSEA President William McGowan to the Federal and State Employment Training Program Committee, will also serve on the Dutchess-Putnam Private Industry Council (PIC). His appointment was announced this week by Dutchess County Executive Lucille Pattison.

Frost, president of the City of Beacon Unit, explained that the function of PIC will be to monitor job training programs funded under the Job Training Partnership Act (JTPA).

Other unions included in the council are the International Brotherhood of Electrical Workers and the National Educators Association as well as representatives of local private industry.

Frost says that the primary interest of the CSEA is to protect jobs in the public sector. He pointed out that under the old CETA programs, there were numerous incidences of funds being used to replace civil service workers and to create "no show" and "make work" jobs. PIC members will monitor the program to be sure that monies are not mishandled in this manner.

Frost has been a member of CSEA for 15 years.



AMONG PARTICIPANTS at meeting of an employee services advisory group meeting recently at Craig Developmental Center were, from left, CSEA Research Analyst Frank Abbey, Local 405 President Kathy Pontillo-

Button, Vice President Phil Nasca, CSEA Field Representative Jack Miller, and Local Treasurer Debbie Dennison.

Faced with declining workforce at Craig, advisory group helps potential displaced

SONYEA — Preparing oneself for the possibility of a job loss is no easy task, but redirecting the skills one has gained to prepare for a new job is one of the most recommended methods for keeping any jobless period to a minimum.

That aim was voiced recently at a meeting of an advisory group to a re-employment and re-training program at Craig Developmental Center.

The Craig center is declining in patient population, while the Groveland Correctional Facility, recently established on Craig's grounds, is growing in inmate and staff numbers.

The result of these changes leaves about 150 CDC employees facing the prospect of joblessness. To address the situation and offer the potentially displaced workers as much assistance as possible, a joint labor-management initiative developed at the urging of CSEA is gaining steam at Craig.

A wide range of CSEA involvement in the program that provides counseling in job-seeking skills, as well as financial and personal areas, was evident at the advisory group's first meeting.

Local 405 President Kathy Pontillo-Button, Local Treasurer Debbie Dennison, CSEA Research Analyst Frank Abbey and Field Representative Jack Miller as well as Region VI President Robert L. Lattimer were present.

Local 403 Vice President Phil Nasca is on leave to serve as a staff person on the program.

Abbey said the group, which includes the State Civil Service Department, local bankers, county social services officials and local and state elected officials will meet regularly to assess progress in "helping folks bridge the gap."

"We want to make the displaced workers aware of all the job possibilities around, in addition to the normal preferred list and procedures for dumping to other facilities in the area," Abbey explained.

The expanded employment services program at Craig is based on a proposal written by CSEA's research department and implemented through the Governor's Office of Employee Relations.

A similar program is underway at Letchworth Village Developmental Center.

PERB ORDERS PAIR OF EMPLOYERS TO NEGOTIATE FAIRLY

PERB orders Saratoga to bargain in good faith with deputy unit

BALLSTON SPA — A Public Employment Relations Board administrative law judge has ordered Saratoga County and the county's sheriff to "cease and desist" from refusing to negotiate a contract in good faith with the Saratoga County Deputy Sheriff's Unit of CSEA.

Law Judge Monte Klein ruled that the county and sheriff were wrong in attempting to precondition negotiations concerning the presence of the news media and other members of the public without the consent of the union. Klein also ordered the county and sheriff to post notice concerning the PERB decision in all locations normally used to communicate information to unit employees.

In a related matter, PERB dismissed the county's improper practice charge against CSEA for walking out of a scheduled negotiating session. Klein noted, "although walking out of a scheduled negotiating session is usually not condoned, the joint employer's refusal to dismiss the press from the room or to suggest its availability to meet at another site provoked and thereby excused the action."

"We are prepared to return to the bargaining table as soon as possible," William Lochner, CSEA field representative and chief negotiator for the 85 deputy sheriffs, announced upon being informed of the hearing officer's decision.

Lochner said "CSEA would be willing to return to the bargaining table per the hearing officer's decision if the county elects to appeal the decision through the established procedure. I believe that in this way our members would not be held economic hostages while the appeal slowly winds its way through PERB and the courts."

Union can bargain for retirees

SEWANHAKA — Retiring CSEA members in Sewanhaka Central High School District can be represented by CSEA's Nassau Educational Local 865 according to PERB, upholding an improper charge filed by CSEA that the district failed to bargain in good faith by reducing health insurance premiums paid on behalf of retired and retiring employees.

"It's an important win for us," said Harold Krangle, CSEA field representative, "because the PERB decision defined our right to represent employees who retire during the term of the contract."

The district had maintained that they did not have to negotiate with the union in regard to retired employees' health insurance benefits.

In addition to stating the district does have to negotiate with CSEA concerning health insurance benefits, the decision stated that the district also must post notice to all employees of its responsibilities under the PERB decision.

Attorney Dona Bullock of the union's law firm of Roemer and Featherstonhaugh represents CSEA.

'I guess I'm lucky to be alive, but I don't know if I can face going back there to work'

BUFFALO — Attacked from behind by a patient with a metal stool, he doesn't remember anything after the first searing, painful blows to his head and back "until I woke up in the hospital."

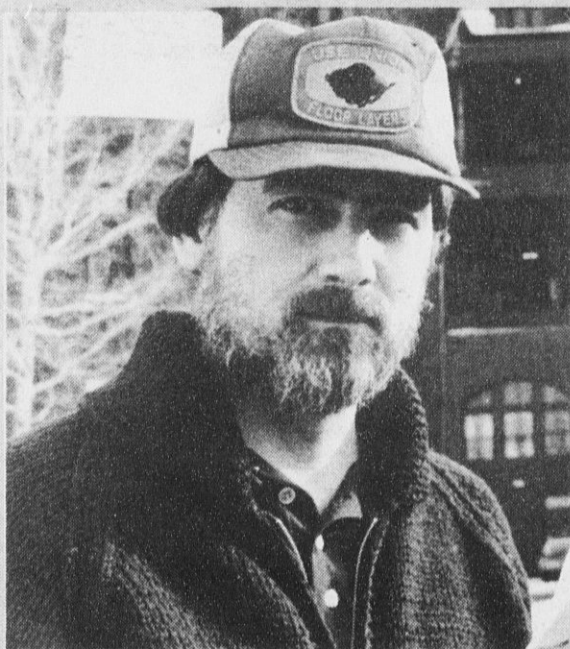
"I guess I'm lucky to be alive, but I don't know if I can face going back there to work," he says now as he recuperates at home after spending a week in the hospital. "This is the third serious injury I've suffered. I might not be so lucky next time."

D. W. (who preferred his full name not be used) is a MHTA at the Buffalo Psychiatric Center, a facility like so many others that CSEA says is seriously understaffed and dangerous for staff and patients alike as a result.

"There's no doubt in my mind this attack would not have occurred if this ward was properly staffed," says Buffalo Psychiatric Center CSEA Local 403 President Joseph Polito.

D. W. said he noticed the patient who was to attack him later with the metal stool "was acting strangely all morning. After the others had gone to lunch, I tried to calm him down . . ." But, says D. W., "when I saw his threatening behavior increasing, I went to the treatment room to call

one of the trainees back from the cafeteria. I also planned to call a nurse for a shot that would calm him down." But D. W. never got the chance to



LOCAL 403 President Joseph Polito.

make those calls as he was attacked from behind by the patient.

D. W. said he still has "blinding headaches and back pain" from the attack. He also has memory lapses.

He said the shortstaffing on the wards is "fairly routine. Most management and staff try very hard, but it's not quite enough."

Polito and Pat Franco, Local 403 vice president, pointed out that understaffing "places the patients in as much danger as the staff, because in short-staffing situations you can't always keep the stronger abusive patients from those who aren't."

The local union officers said the attack on D. W. came "only two weeks after we had warned of such a possibility at a labor-management meeting. The proof is in the pudding."

"There's always the possibility of a worker suffering a heart attack or something and if the state doesn't see the danger in shortstaffing, there's really going to be more problems," Polito declared.

The local officers said their members are "very upset" about the latest attack on one of their members and are waiting to see how the state responds to CSEA's push for increased staff levels.

UNDERSTAFFING

a dangerous situation in the institutions for patients and staff

'You can't undo the damage . . . it will take years to resemble the level of care we had'

THIELLS — "We're not working on a Ford assembly line. These are human beings."

The words are those of Bob Watkins, president of Letchworth Developmental Center CSEA Local 412, a state facility that has suffered severe cutbacks in staffing and services since April 1983.

Speaking with Peg Breen, hostess of the popular tv program "Inside Albany" during a taped interview, Watkins told of therapy aides working 16 hours a day, many with little training or experience.

Present staffing levels have placed a severe hardship on the therapy aides, said Watkins. "When you lose clericals and cleaners, someone has to do the job. Aides are expected to care for up to 30 clients at a time and are expected to keep up with paper work too."

Experienced aides are suffering also, he pointed out, and burn-out is rampant. Watkins told of a woman who worked double shifts five days in a row and was then asked to come in to work on her day off. "How could she be expected to do an effective job under those circumstances?" he asked.

The inexperience and lack of training of the newer workers is endangering lives, he charged. "You have a dining room full of developmentally disabled clients — some of whom have difficulty

swallowing their food. You assign an inexperienced aide to feed one of these people. What if the patient begins to choke? Not only does the aide not know how to properly perform the 'Heimlich Maneuver' to dislodge the food, but is not emotionally prepared to cope with a choking person. We've had instances where the therapy aide stands there screaming for help and, meanwhile, the person is choking to death. But, Watkins added, "our hands are tied."

Watkins pointed out that while the level of care might be meeting minimum standards, the quality of care is suffering.

"I don't call this delivery of services. We're going back to the dark ages. We have situations here that are terrible," he told the television interviewer.

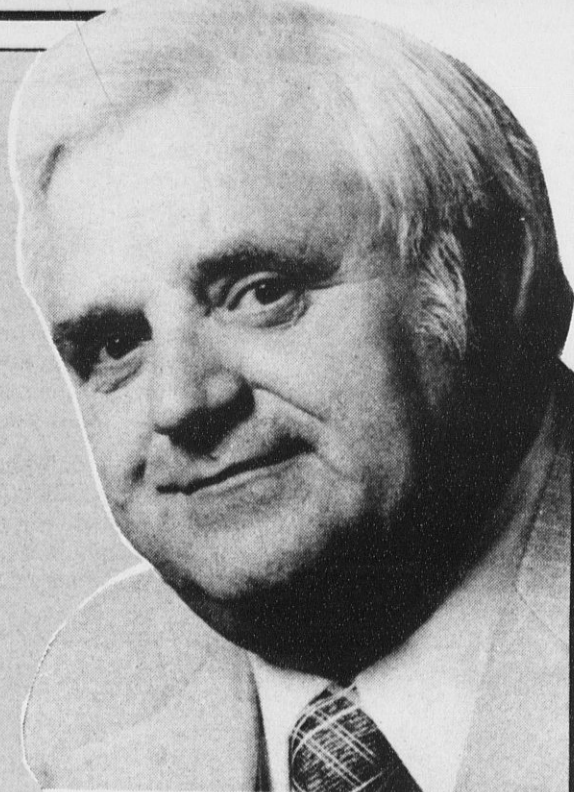
Asked if hiring new workers will alleviate the problem, Watkins emphasized that during 1983, Letchworth lost a number of experienced employees through early retirement. "You can't bring in new people and expect them to be able to handle patients," he said.

The Governor says he has given OMRDD top priority and assumes that new staffing levels will be adequate, Breen remarked. "You can't undo the damage done by last year's budget," Watkins responded. "It will take years to resemble the level of care we once had."



LOCAL 412 PRESIDENT Bob Watkins gives an on-camera interview about conditions caused at Letchworth Village due to understaffing to Peg Breen (back to camera), hostess of popular tv program "Inside Albany."

PRESIDENT'S MESSAGE
William L. McGowan
CSEA President



A policy more at home in Reagan White House than Albany Statehouse

CSEA has been leading and will continue to lead the fight for adequate staff to care for the mentally ill and retarded.

When the current state budget was adopted the legislature provided money to maintain staff levels in the institutions, but Governor Cuomo's budget office refused to spend that money on adequate staffing.

This policy, that would seem more at home in the Reagan White House than the Albany Statehouse, has created enormous suffering for the mentally ill and retarded clients and the workers, who are fighting against impossible conditions to provide quality care.

Each day I receive more letters and telephone calls detailing the suffering in the institutions. CSEA's report "A Return to Tragedy" has documented what has happened. Assembly Speaker Stanley Fink, Senator Frank Padavan and other legislators have voiced strong protest to this ill-advised policy.

So I was shocked and disappointed to read in a

Middletown *Record* news story, documenting the problems with understaffing, that Governor Cuomo "... dismisses as 'rhetoric' the CSEA's contention that those institutions are again becoming warehouses ..."

The fact that staff reductions have forced a cutback in vital services for the clients is not rhetoric; it is reality.

The fact that clients who could be helped with proper therapy are simply being warehoused is not rhetoric; it is reality.

The fact that many people who need help cannot get into the institutions and are winding up in jail or on the streets, homeless, is not rhetoric; it is reality.

The fact that clients and workers are facing a greater risk of injury and death because of overcrowded conditions and too little staff is not rhetoric; it is reality.

The news article goes on to quote the Governor as saying; "There is an enormous gap between what we do and what needs doing" in all areas of state government. "The problem is, we can't bankrupt ourselves in the process."

This begs the question entirely, because the legislature provided adequate money within a balanced budget. Even if that were not the case, can the needs of the mentally ill and retarded be sacrificed to fiscal conservatism?

Is it acceptable to say to those members of "the family of New York" who depend on the state for the basics of life, We will care for you if it's not too expensive? No, it is not acceptable.

In 1982, at CSEA's County Workshop, then-candidate Mario Cuomo said, "I have enormous confidence in our ability to keep the mental institutions intact ..."

This sincere hope of the candidate is not the reality of the Governor's policy. But, CSEA will not let that hope die.

We know there are conflicting interests in this state. But the needs of the mentally ill and retarded are too important to be forgotten.

CSEA will continue to fight in the halls of the Capitol and in the courts, if necessary, for staff levels that allow us to provide quality care to those we serve and decent working conditions for our members.

'Short-sighted policies' cause loss of Bronx PC accreditation

NEW YORK CITY — The loss of accreditation at Bronx Psychiatric Center is the direct result of "the short-sighted policies of the current state administration," charged State Sen. Frank Padavan at an on-site public hearing held here recently.

The administration's hiring freeze, position cuts, layoffs and early retirement program that cost the center its accreditation could mean the loss of significant financial support, which further compromises the ability of the state to provide quality care, said Chairman Padavan.

The comments came at the second in a series of hearings by the Senate Committee on Mental Hygiene and Addiction Control to explore the impact of personnel cutbacks.

Padavan blasted the governor's 1984-85 budget, calling it "an unfulfilled promise" that makes no provision to improve currently inadequate staffing levels.

"There are people in this city and state who are crying to be heard, and the governor's budget experts do not hear them," he added.

CSEA Local 401 President Ernest Punter said that a major reason for the loss of accreditation was the shortage of nursing staff. Despite an increase in the patient population, there has been no corresponding increase in direct care staff, he said.

"In fact, there has been a reduction. At the time that we were preparing for the survey we lost almost 35 direct care staff due to early retirement."

Staffing shortages are compounded by overcrowding, which results in part, Punter testified, from the "dumping" of city hospital patients, as well as clients ordered by the court from prisons to Bronx Psychiatric Center.

Court-ordered clients are integrated into the regular patient population, creating an explosive and dangerous situation, Punter said. "Wards built to house 30 patients are now holding up to as many as 59, with an average of three staff presiding. Add to this the ingredient of unscreened, sometimes violent criminals, and what you have is a time bomb."

Manhattan Psychiatric Center's new forensic unit, originally scheduled to open early this year to serve the downstate area, would have helped to alleviate the mixing of prison admissions with regular clients, said Punter, but the building stands empty because the governor's new budget allocated no resources to hire staff.

At a public hearing held at Manhattan Psychiatric Center by Padavan last December, the senator questioned OMH Commissioner Steven Katz about the status of the unit, asking whether any recruitment had begun. When Katz said that it hadn't, Padavan replied, "You mean we have a building and no one to work it?"

Overcrowding, a severe bed shortage, understaffing, low employee morale, a high rate of absenteeism, an escalating rate of client and employee injuries, and the abolishment of crucial community services and day programs for both children and adults have resulted from personnel cuts and the Division of Budget's refusal to release funds appropriated by the legislature to restore positions, said Punter.

"In spite of the efforts of the BPC staff, who continually show a sense of dedication and moral responsibility above and beyond the call of duty, we cannot, as a fellow worker has stated, 'do more with less.' That truly is 'mission impossible.'"

Agreement

BETWEEN
THE STATE OF NEW YORK
AND
THE CIVIL SERVICE
EMPLOYEES ASSOCIATION, INC.

Operational Services Unit

ARTICLE 37

Apprenticeship Training
§ 37.1 The State agrees to appropriate \$100,000 for the first year and \$400,000 in each of the two succeeding years of the Agreement for the identification of job titles suitable for apprenticeship, and for study, development and implementation of apprenticeship training programs for selected job titles.

§ 37.2 The State and CSEA shall form a joint labor-management committee with responsibility to study and identify Operational Services Unit designated job titles suitable for apprenticeship training, and to stimulate, develop and implement apprenticeship training programs pursuant to basic standards to be established by the committee. In addition, the committee shall be concerned with setting the framework for an apprenticeship program plan to include method of selection of trainees, the scope of training and other elements which the parties determine to be applicable.

Apprenticeship training programs kick off this spring for OSU

ALBANY — Apprenticeship training programs will begin this spring for employees in the state's Operational Services Unit under a provision in the CSEA OSU contract.

The training will involve three job titles: stationary engineer, motor equipment mechanic and electrician. Participating state agencies include the Department of Transportation, Office of Mental Health, Office of Mental Retardation and Developmental Disabilities, State University of New York, Office of General Services and Parks and Recreation.

Career advancement through apprenticeship training is provided through Article 37 of the OSU contract. Under the provision, a 12-member committee with equal labor-management

representation implements the training programs. In 1981, the committee initiated a pilot project to train stationary engineers; that project currently has 36 enrollees. The current program represents an expansion of those opportunities.

Training programs will operate at locations where there is a proven need for the positions and authorization from the state Division of Budget to fill them.

Once chosen, apprentices will receive three years of both on-the-job training and classroom instruction. Successful apprentices will be certified by the Department of Labor and fill grade 12 positions.

"Notices of Apprenticeship Training Opportunities" will be posted this month at worksites and also published in *The Public Sector*.

PERB reverses Niagara ruling

BUFFALO — CSEA will appeal a court verdict which reverses a precedent-setting 1983 Public Employment Relations Board decision.

State Supreme Court Justice Thomas McGowan overruled an Aug. 9 PERB decision that Niagara County had acted illegally in imposing a settlement on white collar workers who are members of CSEA Local 832.

The union initially filed an improper practice charge after the county imposed a settlement on Aug. 3 which reduced fringe benefits.

CSEA did so because several days prior to the county Legislature's action, ex-Gov. Hugh Carey signed the Triborough Bill (a long-sought CSEA legislative goal) which made it an IP "for a public employer or its agency deliberately . . . to refuse to continue all the terms of an expired agreement until a new agreement is negotiated."

The full PERB Board subsequently upheld the union and found the county guilty of committing an IP, but that action has now been overturned. CSEA attorneys, however, are confident that the setback is only temporary as they go to the Appellate Court to get Judge McGowan's decision thrown out.

REGIONAL DIRECTOR of Transportation Charles J. Lyman, standing, looks on as union representatives sign the policy statement governing the Employee Assistance Program begun for state Department of Transportation employees in the Region 7 area of Clinton, Franklin, Jefferson, Lewis and St. Lawrence counties. Francis Mitchell, president of CSEA Black River Valley, Local 015, left, and Gail Newtown, EAP chairwoman, watch as Frank Barbara, PEF representative, adds his signature to the EAP coordinating committee list. Other members of the committee include Bruce Irwin, management; Neil Hyneman, CSEA; and Bill Ferguson, PEF.



Board of Directors

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

By Irene Carr
CSEA Statewide Secretary

ALBANY — The scheduled Jan. 12 meeting of the CSEA statewide Board of Directors was canceled due to a snowstorm. Subsequently, the Directors Committee, also known as the Mini-Board, met in Albany Jan. 20 to transact two items of business. Sixteen members of the committee attended the

meeting, called to address the union's proposed institutional advertising campaign and to approve an independent election agency to conduct elections for regional officers.

Director of Communications Michael P. Moran discussed the institutional advertising campaign proposal, and described it as a statewide television campaign to build the image of public employment and public services at all levels of government. The Directors Committee approved the proposal, with a budget of \$360,000.

Chairman of the Standing Election Procedures Committee Greg Szurnicki presented the timetable for the election of regional officers and explained the bids for an independent election agency to conduct the election.

Only two of seven contractors returned bids. The Directors Committee approved the low bid, received from the Independent Election Corporation of America.

Szurnicki also reviewed the standing rules and regulations for conducting CSEA elections. Some additions and clarifications were approved. Procedures for conducting the election for delegates to the 1984 AFSCME Convention were also explained.

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



'Rules and regulations are constantly being changed in the safety and health area. We have to stay on top of these changes.'

— June Robak
Safety and Health Committee
chairwoman

ARTICLES, research aids, papers and reports are available for member use at the Capital Region OSHA Library.



RESEARCHERS AT WORK — OSHA Representative Angela DeVito shows Richard China, Court Local 333 president, and Netha DeGroff, Division of Parole Local 669 president, how easy it is to use the OSHA library to do basic research at the grand opening of the Region IV facility.



OFFICIALLY OPEN — C. Allen Mead, Region IV president, and June Robak, region Safety and Health Committee chairwoman, officially open the region's OSHA library with help from OSHA Representative Angela DeVito.

Safety and health library opens in Capital Region

ALBANY — CSEA's Capital Region has opened an Occupational Health and Safety Library to serve the research needs of its 50,000 members.

The library, which consists of nearly 300 articles, books and research reports, is located in a small section of the Contract Library of the Region IV office, Suite 402, 1215 Western Avenue.

The library is open every Monday from 5 p.m. to 9 p.m. for members to do their own health and safety research. CSEA Occupational Safety and Health Representative Angela DeVito is available to do some preliminary research for in-

dividuals who can not come in and do it themselves.

"This is just a seed from which a giant oak may grow," said DeVito. "Right now, members who want to learn more, research one topic or review one decision can come in and find the necessary reports or material to really get a beginning understanding of the issue of public employee safety and health."

June Robak, chairwoman of the region's Safety and Health Committee, views the library as a new tool to be used to defend the rights of public workers.

"Rules and regulations are constantly being changed in the safety and health area," said Robak. "We have to stay on top of these changes and we have to know what's going on in research, in enforcement, so that management can't pull the wool over our eyes in health and safety matters."

"I view the library as a great asset to the Capital Region," C. Allen Mead, Region IV president said. "I'd like to see it grow through donations or grants so that it becomes a true source of knowledge for all of its users."

Oneida County unit ratifies pact

UTICA — A three-year agreement calling for salary increases and other significant improvement in benefits and contract language for 1,100 employees was recently approved by the Oneida County Unit of CSEA Local 833.

According to Dorothy Penner, president of Local 833 and chairwoman for the negotiations committee, the contract became effective Jan. 1 and includes an increase of 7 percent across the board the first year; 6 percent, plus increments, in the second and third years; and a 3 percent lump sum payment bonus for employees at the top of the pay scale.

Other benefits and language changes include an increase in wage differential for second and third shift employees; a bonus for employees working in excess of 35½ hour workweek; and improvement in the retirement plan allowing an incentive bonus of \$2,500 for employees who are eligible and wish to retire between Jan. 1, 1984 and March 31, 1985 with a minimum of 20 years of service.

Also negotiated was a uniform allowance for LPNs at Broadacres (Skilled Nursing Facility) and improved education benefits.

Ercole "Butch" Ventura, CSEA field representative and chief negotiator for the unit, said the overwhelming vote of approval indicated the members were pleased with the salary increases and other contract improvements.

"In the face of other union agreements, particularly in the private sector, our negotiating team can be justifiably proud of this agreement," said Ventura. Over three years it provides good increases in money and other benefits for added security."

In addition to Penner and Ventura, other members of the negotiating committee were Ralph Young, Richard Greenwood, Carla Christman, JoAnne Melisko, Fred Setter and Jerry Milles. The new agreement ended several months of concentrated bargaining with Oneida County representatives.

Capital Region's annual legislative breakfast:

Union serves up food and thought to lawmakers

ALBANY — CSEA's Capital Region IV recently held its annual Legislative Breakfast, marking the kickoff of the union's lobbying efforts for the 1984 legislative session. The breakfast provided a chance for CSEA leaders and lawmakers to talk politics, express concerns and exchange ideas in an atmosphere that participants described as informal and open.

Veteran Republican Assemblyman Michael Hoblock called the breakfast enjoyable and informative.

"I like meeting with CSEA so that I can get a sense of what the union will be doing during the session," he said.

Hoblock said he views the new legislative session as a real challenge.

"The governor has put forward quite an agenda and seems to be addressing some of the problems that CSEA has brought up. But going from agenda to actuality is often a long trip and trying journey," he said.

Democratic Assemblyman Michael McNulty expressed a positive view of what will be accomplished in the current session.

"We're not facing a year of doom and

gloom like last year. But we (the Democratic majority) have learned to be more precise in our negotiations with the governor. So this year should prove to be challenging and exciting."

McNulty also said he enjoyed the breakfast forum and the opportunity to discuss labor concerns with CSEA.

"It's great to be with friends. I've had a chance to listen and chat, to renew old acquaintances and meet new people," said McNulty.

John Francisco, Capital Region Political Action Committee chairman, attributes the success of the annual program to its informal, friendly atmosphere.

"We have kept the program informal, off the record and interesting. And it seems to work," he said.

CSEA Chief Lobbyist James Featherstonhaugh said that the Capital Region breakfast forum with legislators works so well that he urges its extension into other regions.

"I'd like to see this informal format used statewide to get our efforts off to a positive start," he said.



SPEAKING WITH THE SENATOR — From left, Joan Tobin, PAC coordinator, David Biddle, Region IV PAC member, Sue Waltz, Department of Motor Vehicles, and Barbara Charles, Department of Labor, have a friendly conversation with Senator Joseph Bruno, center.



THREE'S COMPANY — CSEA Legislative Director Thomas Haley (above, center) gets into a conversation with Assemblyman Richard Connors, 104th District, (left) and Dave Biddle, Region IV PAC member.



LABOR AND LAW — From left, Capital Region President C. Allen Mead, Region PAC Chairman John Francisco and Region Third Vice President Barbara Skelly mingle with lawmakers. They are Andrew Ryan, 110th District; Glenn Harris, 109th District; and in the background, Larry Lane, 102nd District.



GETTING DOWN TO BUSINESS — From left, Assemblyman Michael McNulty, 106th District, CSEA Lobbyist James Featherstonhaugh and Statewide PAC Chairman Joseph Conway settle down at the same table to discuss some hard issues over a hearty breakfast.

Kingston local officer appointed city treasurer

KINGSTON — A 10-year city of Kingston employee and a former local treasurer of CSEA has recently been appointed by the mayor as treasurer of this city.

Walter Gardecki worked as an accountant in New York City for many years when he decided that he'd had enough of the hustle and bustle of the city. A native of the Hudson Valley, he says he missed his family and old friends, and returned to Kingston.

He was hired by the city as a clerk, and soon was promoted to account clerk and, later, a senior account

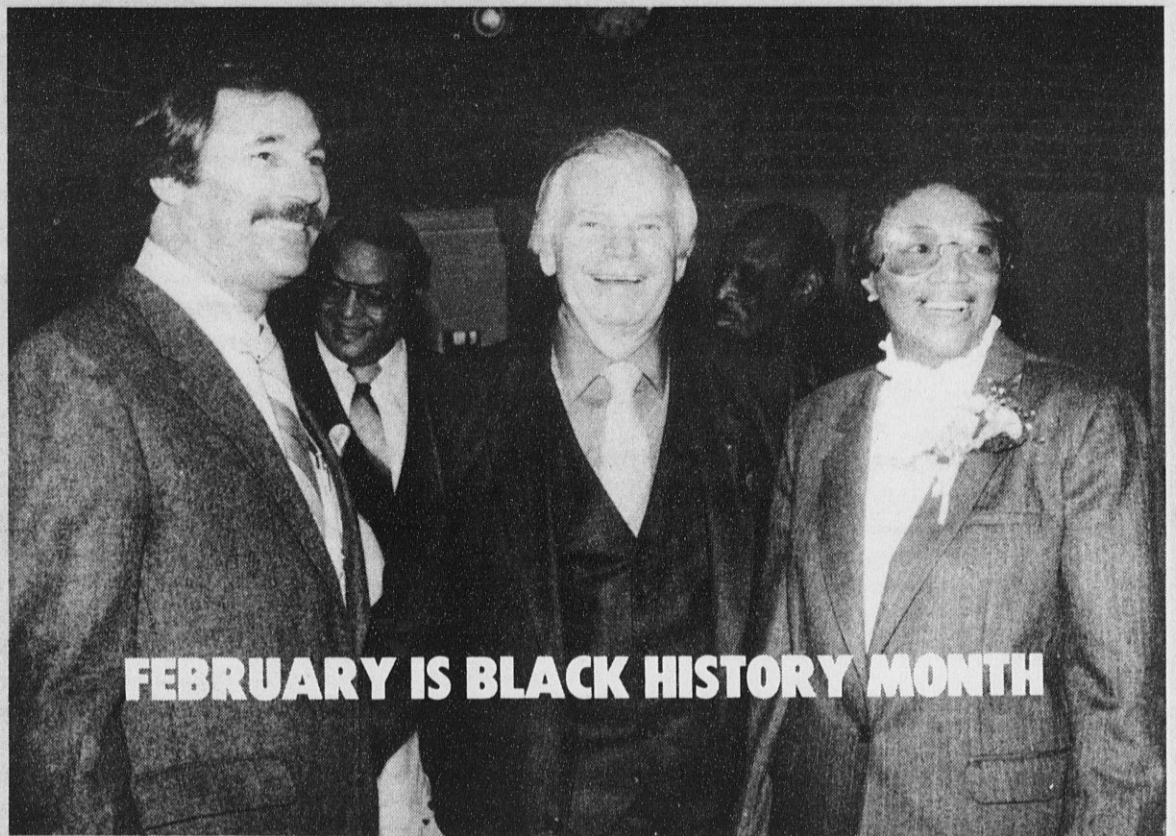
clerk. Following the election of Mayor Peter Mancuso, Gardecki learned he was one of three candidates being considered for city treasurer.

As city treasurer, Gardecki helps the mayor with the budget, processes state and federal grants, invests city funds, collects taxes, and makes up resolutions for the Common Council pertaining to finances.

Gardecki has served as treasurer for CSEA Local 856 since 1976, but will give up that job because of his new position. In addition, he has also served on the negotiating committee and as a shop steward.

Keeping King in mind

Region III President Raymond O'Connor, center, greets guests at a Martin Luther King Commemorative Service held recently at the Harlem Valley Psychiatric Center. Sponsored by the Human Relations Committee of Harlem Valley's Westchester Developmental Center, the service included speeches by a number of community leaders and entertainment by the Rainbow Gospel Singers of Poughkeepsie. With O'Connor is Local 432 President Gary Eldridge and Dr. Ella Curry, director of Westchester Developmental Center.



FEBRUARY IS BLACK HISTORY MONTH



Members of a number of Mental Hygiene CSEA locals gathered together at the recent service. Shown standing, from left, are Sarah Jackson of Letchworth; Region III President Raymond J. O'Connor; Orange County Local President Trudy Dacres; Andrew Farley, chairman of the Human Relations Committee which planned the event; and Alex Hogg of Middletown Psychiatric Center. Seated, from left, are Bob Watkins of Letchworth Village; Sal Greco of Letchworth Village; Gary Eldridge of Westchester Developmental Center; and Richard Colson of Westchester D.C.



Dalores Willis, a therapy aide at the Westchester Developmental Center and a member of CSEA, was the recipient of a humanitarian award for her volunteer work with the faculty's Foster Grandparents Program. Honored during the King Commemorative Service, Willis is pictured with Local 432 President Gary Eldridge.

Lindenhurst unit agrees on contract with school district



LINDENHURST — The recent contract signing at the Lindenhurst School District is a victory for the CSEA bargaining unit there. The unit went six months without a contract in a tough fight with the district.

"The district wanted members to contribute to hospital and dental benefits," said Stan D'Andrea, unit president. "But we won."

The unit of Suffolk Education Local 870 demonstrated twice to get negotiations moving and, eventually, won a three-year contract that provides district-paid hospitalization and dental coverage, as well as a salary equalizer.

The contract was ratified by 100 percent of the unit membership, according to John Cuneo, field representative.

Signing the Lindenhurst School District contract are, standing, left to right: Anthony Pecorale, superintendent of schools; Fran Peterson, clerical president; Phil Seconi, building and grounds president; and Grace O'Connor, clerical vice president. Sitting, left to right, are: Stan D'Andrea, unit president; and June Russo, president of the school board.

CSEA EMPLOYEES AT WORK

CSEA PRESIDENT WILLIAM L. McGOWAN and Staten Island Developmental Center CSEA Local 413 President Tyrone Daniels attended the show's premiere.

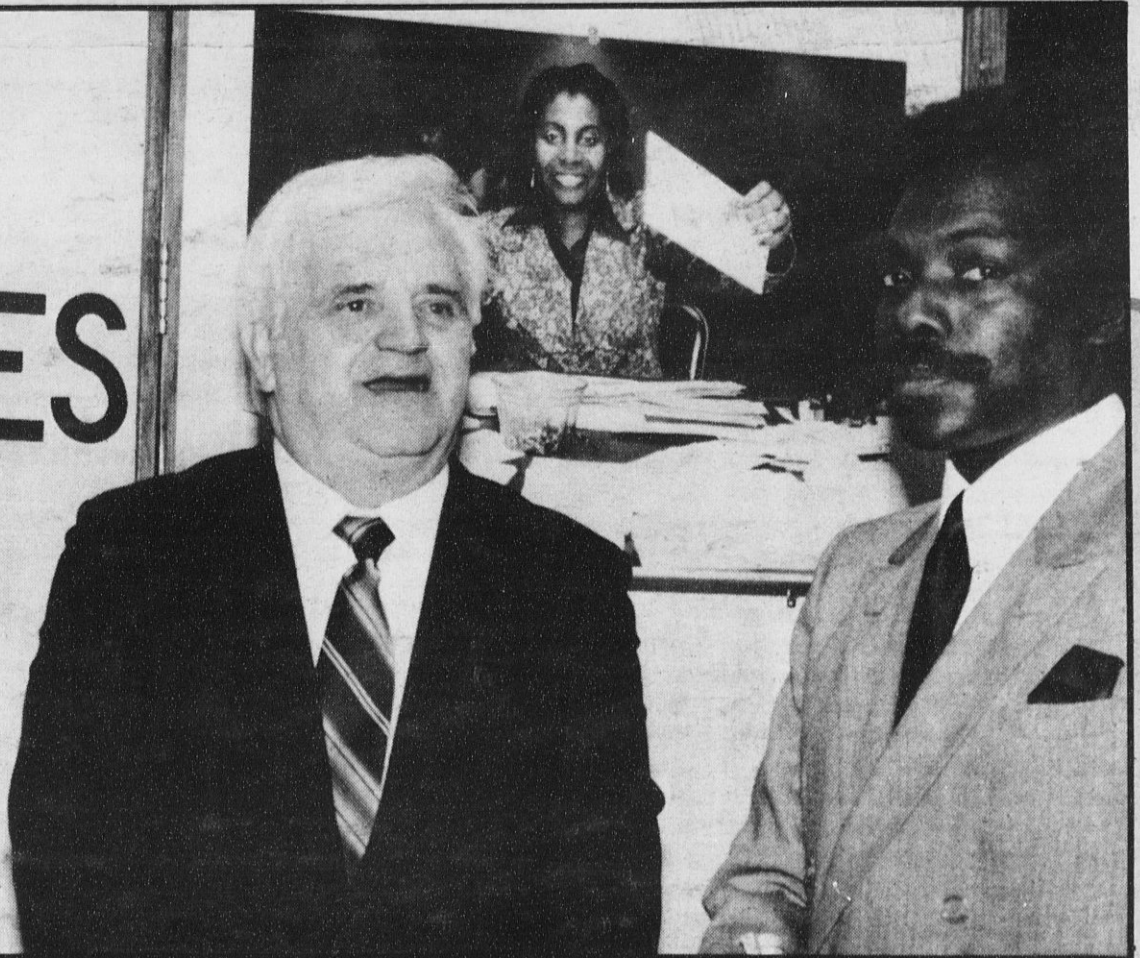


Photo exhibit gives workers better image

NEW YORK CITY — Behind the mask of a pesticide sprayer, under the hat of a food service worker, or seated in the glare of a video display terminal. Those were just some of the places CSEA members were pictured performing their duties in a premiere photo exhibit here recently.

The exhibit which premiered in New York City will be on display at the Empire State Plaza in Albany from Feb. 16-March 2.

The "CSEA Employees at Work" exhibit evolved from several projects sponsored by the

joint State/CSEA Committee on Work Environment and Productivity (CWEP), including an orientation slide show designed to provide new members with a better understanding of where and how CSEA employees perform in a wide range of occupations.

"These photographs give a direct insight and understanding into the types of work that CSEA members perform," said CWEP Staff Director Carolyn Lemmon. "Sharing these images not only with the general public but also with public employees themselves, serves to provide a clearer picture of contributions of state employees, as well as the difficult and diverse work that they perform."

'Sharing these images...serves to provide a clearer picture of...state employees, as well as the difficult and diverse work that they perform'



CWEP STAFF DIRECTOR Carolyn Lemmon discusses job description of a CSEA member in photo taken at the Industrial Home for the Blind in Batavia, New York.



REGION II CWEP Representative Glinnie Chamble, right, reflects on the diverse role of CSEA workers shown in the exhibit.