



Jerry Wurf

Jerry Wurf, 62, president of the American Federation of State, County and Municipal Employees (AFSCME), died Dec. 10 in George Washington University Hospital, Washington.

A tribute to Mr. Wurf as the man and the labor leader is located on page 7 of this edition.

Gerald McEntee of Pennsylvania is new president

Gerald McEntee, executive director of AFSCME Council 13 of state employees in Pennsylvania has been elected president of AFSCME, succeeding the late Jerry Wurf. McEntee was elected by AFSCME's executive board to fill Mr. Wurf's term, which expires in 1984, at a meeting yesterday in Washington. A detailed background article on the new AFSCME president will be published in the next edition of The Public Sector.

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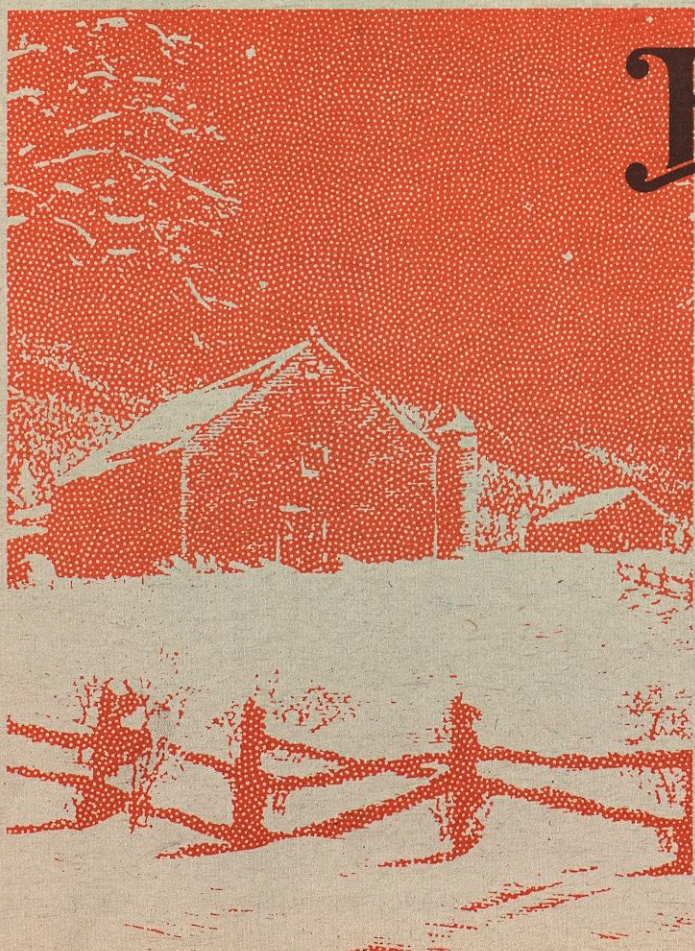
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Day care centers funding created

An unprecedented CSEA-State agreement has been announced that will provide funds to create self-sustaining day care centers for public employees at several major state work locations.

In a lengthy article on pages 10 and 11 of this edition, CSEA President William L. McGowan describes the new agreement and how it will work to the benefit of the employees and the employer.

The important agreement creating the new day care centers grew out of the highly successful program, The Children's Place at the Plaza, which opened in 1979 in Albany. The child at right is one of more than 100 children of employees currently enrolled in The Children's Place Program.



HOLIDAY JOY TO ALL

On behalf of CSEA, its officers and staff, sincere wishes for a most happy holiday season and a peaceful New Year.



CSEA Women's Conference

November, 1981

Niagara Falls



LYNN CANTON, a workshop leader at the Women's Conference, works for the Center for Women in Government.



KAREN BURSTEIN, Executive Director of the state Department of Consumer Affairs, makes a point during her banquet address.

Struggle for equality is 'far from over'

NIAGARA FALLS — Self awareness, career development and better understanding of the problems facing women workers were all addressed at a statewide conference offered by the CSEA Special Women's Committee.

More than 250 members were inspired by CSEA attorney Marge Karowe's keynote address on the history of women in the labor movement. Later, members took part in workshops and strategy sessions designed to "encourage all concerned that the struggle for the equality for women in the workplace has the highest priority of this union," according to committee chairperson June Scott.

The well-received weekend program included films and workshops in self awareness, career development strategies, teamwork theory and other pertinent subjects delivered through the combined efforts of the Center for Women in Government (CWG) and the Women's Activities department of AFSCME.

Fredda Merzon, training director for CWG, said her workshops were designed to show each worker "how much she has to offer and develop the skills we all possess in negotiating contracts and other labor matters as well as dealing with sexism in public employment."

Overcoming "dead-end career ladders" and improving leadership skills are also continuing goals of CSEA and the special women's committee, according to staff coordinator Cindy Chovanec.

In listing the social gains women

have made, banquet speaker Karen Burstein said the struggle for women's equality "is far from over."

"Just because we now have laws against sexual discrimination in credit and insurance matters, doesn't change the fact that most women are still stuck in low paying, dead-end jobs," said the attorney, who is a former state senator and presently executive director of the state's department of consumer affairs.

"We must come to terms with our reality," Ms. Burstein continued, "or the next 20 years will find the same lack of progress. Equal pay for work of comparable value must become our watchword until it is achieved."

The importance of your great union in accomplishing this cannot be overstated," she observed, noting unionized government workers earn more than non-unionized employees.

Ms. Burstein compared the struggle for women's equity to the civil rights struggle of the sixties as she called for "same idealism and dedication to see us through to victory."

Before closing to a standing ovation, Ms. Burstein observed that "to be born a woman in American is a difficulty, but the opportunities to humanize this society and improve it for those who come after us offers the greatest possibility of rewards one could imagine."



NANCI DE LUCREZIA, right, of the Center for Women in Government, acted as a workshop leader.



GREETING THE CHIEF — (left to right) CSEA statewide Women's Committee Chairperson June Scott, Margaret Meaders, Barbara Reeves, Geri Cadieux,

Cindy Chovanec and Shirley Brown welcome statewide President William L. McGowan to the Women's Conference in Niagara Falls.

Settlement reached on Nassau County pact

MINEOLA — CSEA Local 830 and Nassau County have reached a tentative agreement on a three-year contract which gives the union's 14,000 county employee members raises ranging from 25.6 to more than 40 percent over the life of the contract.

The tentative agreement capped more than six months of bargaining between CSEA and the county's office of employee relations and was reached in the early morning hours on Dec. 9 following a marathon session.

The agreement provides raises of 8.5 percent in the first year, eight percent in the second year and 7.75 percent in the third year. During the first two years, the agreement provides for all employees to receive a minimum raise of \$1,000 and in the third year, \$1,100.

In addition, the contract includes a new, 15-step graded salary plan starting in the second year of the contract. Each step, or annual incremental raise, in the plan equals an additional raise of 2.2 percent. And, almost 8,000 employees, who are still on a previous county step system abolished for new employees in 1977, are eligible for step increases of five percent.

Some employees, who are eligible for three-step promotions under the old system, could receive compounded salary and step raises totaling more than 40 percent over the three-year period. Without any step promotions, the minimum three-year, compounded raise is 25.6 percent.

"This contract represents the largest labor settlement in Nassau County this year," said Jerry Donahue, Local 830 president. "It will help our members through this period of inflation. I feel we have extracted the maximum amount of dollars we could from the county in this contract."

The agreement must be approved by the CSEA rank and file, Donahue said. The local will hold a general membership meeting next week to discuss details of the agreement prior to a mail ratification vote.

In the tentative agreement, the longevity clause of previous CSEA contracts has been modified to reflect true, or chronological longevity, based on length of service employment with the county rather than time in grade. Employees with 15 years service and more will receive lump sum payments of \$1,000 annually.

The tentative agreement also includes increased night differential pay, a uniform allowance of \$175 per year, and up to 80 percent payment for accumulated sick leave time on termination. The agreement also provides for a mutually agreed-on panel of 10 arbitrators chosen by the union and county to settle grievances.

Donahue said that this was the first tentative contract reached by the union and county before the expiration of a contract. The current three-year contract with the county expires on Dec. 31.

Niagara County members continue holiday tradition

NORTH TONAWANDA—A 20-year tradition of bringing together members of Niagara County CSEA Local 832 and county department heads and officials during the holiday season was continued here recently.

"The fellowship is important to the members because it's really necessary to recognize the human element behind the official job titles we all represent," said Local Program Chairwoman Diane Sizo.

More than 325 people attended the recent dinner-dance, including Local President Dick McIntyre; Lockport Hospital Unit President Marion Clute; North Tonawanda Unit President Dave Maziarz, and Niagara County Unit President Teresa McEvoy.

Public officials and department heads attending included North Tonawanda City Attorney Richard Kloch; City Clerk George Maziarz; City Treasurer Jean Kroetsch; City Engineer Edwin Dojka; City Assessor Bud Dowling; and City Aldermen Paul Kudlat and Dave Sandel.



CHATTING are, from left, North Tonawanda Unit President Dave Maziarz; Russ Horbath, a North Tonawanda Unit member; and CSEA Field Representative Thomas Christy.



TALKING SHOP during the annual holiday program are, from left to right, Sharon Moje, Gary D'Amico and Niagara County Unit President Teresa McEvoy.

Unit president calls proposed Poughkeepsie settlement 'sham'

POUGHKEEPSIE — "An irresponsible use of the law," is how the leader of 200 city workers has labeled a report the Common Council is planning to impose a one-year, no-pay increase settlement on them.

CSEA Unit President Don Murphy called the proposed action "A sham . . . now we know why they've stalled the talks for a year — to balance the budget on our backs."

"It's robbery, pure and simple; taking money owed us in 1981 to balance the 1982 budget, with no guarantee whatsoever they won't do it again and again."

City officials recently indicated at a budget hearing that they are considering imposing a settlement as part of their 1982 budget package.

The union leader complained that if the elected officials do so, "morale will be totally destroyed and

Poughkeepsie will have the distinction of having the worst labor-management relations in the mid-Hudson Valley."

Murphy cited recent contract settlements in nearby municipalities. He noted that while city employees "may receive nothing this year," across-the-board raises of \$998, six percent and eight percent, were granted, respectively, in the cities of Kingston, Newburgh and Beacon. He added, "Between January 1980 and July 1981, the Consumer Price Index went up 17.667 percent, and in that same time frame our salaries only went up 1.77 percent. Every day we work, we're making less and less."

Employees have been without a contract since January 1.

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PATCO 'alive and still fighting,' leader tells South Beach PC members

NEW YORK CITY — On the day that the federal courts upheld the decertification of the Professional Air Traffic Controllers Organization (PATCO), Mitch Cook, president of PATCO LaGuardia Tower Local 241, told members of CSEA's South Beach Psychiatric Center (SBPC) Local 446 that PATCO is "alive and still fighting to win its strike; and we will win."

"You can't decertify the human spirit," he said.

In the keynote address at the installation dinner for the officers of Local 446, Cook gave an overview of the events which lead to the strike by 11,500 air traffic controllers and their firing by President Ronald Reagan.

He admitted that PATCO made a serious mistake by endorsing Reagan for the presidency based on pledges Reagan made to PATCO.

"He made a lot of promises when he was running for office," Cook said. "But when it came time to negotiate, Reagan told the Federal Aviation Agency negotiating team 'to give nothing, say nothing.'"

Cook maintained that Reagan's attitude toward the negotiations left PATCO no alter-

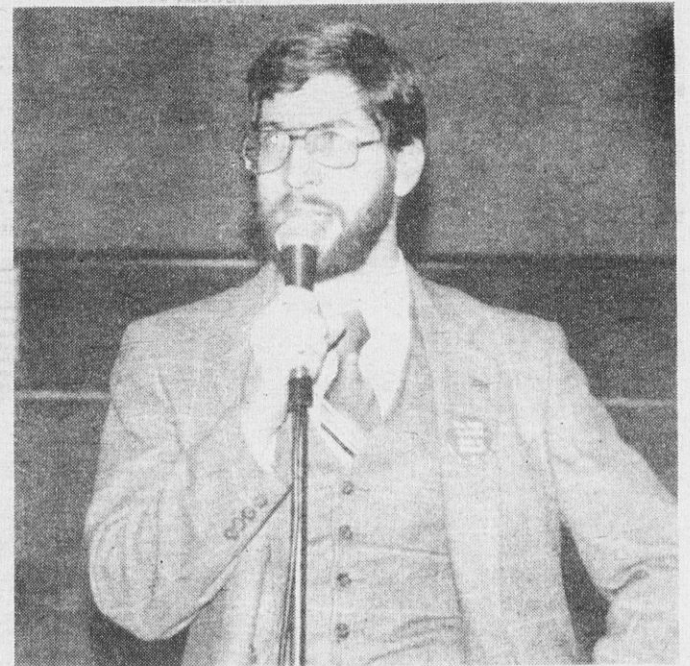
native but to strike.

To a sympathetic audience of CSEA members who work under the severe restrictions of the Taylor Law, Cook affirmed that "without the right to withhold your work, there can be no collective bargaining only collective begging."

Referring to upcoming negotiations between CSEA and the state, Cook urged CSEA members to be aware of the tone that the federal government has set and how that tone can reach all levels of government.

But, to enthusiastic applause, he promised that "the rights of public employees will not be destroyed by a senile leader in the White House who has no interest in treating you as human beings."

After Cook's speech, Metropolitan Region II President George Caloumeno formally installed the officers of SBPC Local 446: President George Boncoraglio; First Vice President Joel Schwartz; Second Vice President Lorraine Burris; Third Vice President Lou Gilmore; Treasurer Pete Antico; Secretary Rosemary Jacobs; Institutional Representative Margaret Robinson; and Operational Representative Joe Conti.



MITCH COOK, President of LaGuardia Tower Local of PATCO

Ruff elected to Labor Dept. board seat

ALBANY — Brian Ruff of Region IV has been elected to represent the Department of Labor on the CSEA statewide Board of Directors. He defeated five other candidates last month in a special election to fill the

Labor representative seat.

A resident of Troy, Ruff currently serves as President of Workers Compensation Board Local 671. Other CSEA offices he has held include chairman of his local's Health and

Safety Committee and Labor/Management Committee; chairman of the Region IV Constitution and Bylaws Committee; and member of the statewide Education and Training Committee.

Ruff attended Hudson Valley Community College and Siena College and was a Rensselaer County Deputy Sheriff before going to work for Workers Compensation four years ago.

Retirement System information office moves

State Comptroller Edward V. Regan has announced that the location of the Retirement System's Information Service in Buffalo will be changed as of January 6, 1982.

Beginning on that date, the System's Information Office will be located in the State Office Building at 65 Court Street, Buffalo.

An Information Representative will be available in Hearing Room No. 4 on the first, second, third, and fourth Wednesdays and Fridays of each month between the hours of 8:30 a.m. and 4:30 p.m. The representative will meet with callers on a — first come — first served

basis and will offer counsel and advice about retirement matters.

Appointments are not necessary and telephone calls cannot be accepted since they would interfere with consultations.

The New York State Employees' Retirement System and the New York State Policemen's and Firemen's Retirement System sponsor a retirement information service at major cities and towns throughout the state. The two retirement systems serve nearly 600,000 active members and pay benefits to more than 170,000 pensioners and beneficiaries.

Region VI negotiating team

Calling on membership for support

'Your representatives deserve your support as they undertake the very serious task of trying to implement your desires into a fair contract . . .'

—Region VI President
Robert L. Lattimer

ROCHESTER — As CSEA begins the long, arduous task of negotiating a fair labor contract with the state of New York, Region VI negotiating team members met with members at three locations in the region to explain the negotiating process and outline which matters of concern to members will actually be subject to negotiation.

"Your representatives deserve your support as they undertake the very serious task of trying to implement your desires into a fair contract," said Region VI President Robert L. Lattimer.

"They will be under a lot of pressure and will be called on to sacrifice a great deal of their personal time and energy in behalf of you and the matters given the greatest priority on the contract demand solicitations that every state worker received," President Lattimer continued.

The Region VI negotiating team members are Liz Watts, Roswell Park Memorial Institute, Local 303 and Debbie Lee, West Seneca Developmental Center, Local 427 of the Institutional bargaining unit; Tom Warzel, SUNY Buffalo, Local 602 and John Wallenbeck, Hornell



REGION VI NEGOTIATING TEAM MEMBERS Liz Watts, left, Debbie Lee, center, and Tom Warzel query members about their contract demands.

Local 007 of the Operational unit; and Elaine Todd, DOL (Buffalo District) Local 352 and Mary Ann Bentham, SUNY Fredonia, Local 607 for the Administrative unit.

Questions and concerns voiced at the sessions ranged from how much impact the political climate will have on the negotiations to "nitty-gritty" issues such as clothing and uniform allowances, with wage increases in the highest priority.

After pointing out that some legitimate concerns of members were not necessarily proper contract negotiating items, team members took

note of members' concerns regarding pass days, sick time, Licensed Practical Nurse problems, abuse of management rights, job descriptions, length of the contract, upgrading of job titles, holidays, increments and clerical career ladders, among others.

Noting the intense interest of those in attendance, veteran negotiator Mary Ann Bentham assured the membership "We want what you want. We know it's going to be difficult but we're going to fight like hell to bring back a fair contract that we all can live with."



FRANCINE BANKS of Region VI asks a question of the negotiating team.



RAPT ATTENTION — Three interested members give the Region VI negotiating meeting their undivided attention.

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Capital Region dinner attracts record number of leaders

ALBANY — "We want to hear the members' problems; we want to hear your complaints."

With these words, Joseph E. McDermott, president of CSEA's Capital Region, opened the last regional dinner meeting of 1981. Like other regional meetings throughout the year, the session was heavily attended. On hand were a record number of elected CSEA officials, as well as contingents of members from the Coxsackie Corrections local and the Capital District Retirees local.

"The region should be the clearinghouse of member and leader problems," McDermott said. "We should be informed of your concerns and problems so if the need arises, we can serve you quickly and efficiently."

In keeping with McDermott's service theme, the union leaders used part of the three-hour meeting to turn out nearly 600 postcards in support of the embattled Saratoga County local membership. Said William McTygue, Saratoga County CSEA board member: "This proves the region is behind us."

Other highlights of the evening were a political action summary by Region Second Vice President Joan Tobin as well as a report on a controversial experiment in productivity improvement by Barbara Skelly, the region's third vice president.

Skelly, also president of the Audit and Control local, has uncovered the experiment — known as the "piece work concept" — at her worksite. According to Skelly, the new plan uses a cash bonus system to award productive keypunch operators.

"The State of New York now has a replacement for the Performance Evaluation Program," said Skelly. "It's a productivity bonus gambit for keypunch operators."

"The concept looks good on the surface — higher productivity, more lines punched per day, leads to a cash bonus. And even the supervisors, who don't keypunch, get a bonus if their workers get snagged into this trap."

Skelly went on to report what she sees as the

dangers of the piece work concept: "It's a threat to the number of keypunch jobs," she said.

If the state can get the same amount of productivity from seven keypunch operators that it previously got from 12 operators, there go five keypunch jobs.

"The other problem is, what happens when the productivity bonus money is gone? Will the state expect the productivity to remain at the bonus rate without additional compensation? And what if an individual's productivity falls? Can that person be disciplined?"

McDermott complimented Skelly on her research and involvement in this issue, and remarked that it is the type of issue which should be brought forward at regional meetings so all regional leaders will have a chance to exchange information and brainstorm possible solutions.

"We have to be aware of all new developments that management is coming up with in order to be prepared to defend our members' rights and jobs," he said.



LABOR WOMEN UPDATE — Betty Kurtik, left, president of the Coalition of Labor Union Women and a CSEA local member, reports on the activities of CLUW in the Capital Region as Region Secretary Shirley Brown listens.

STOPPING FOR A CHAT — Capital Region President Joseph McDermott talks with Sandra Fitzpatrick, left, and Stillwater School Unit President Ruth Hathaway.



CORRECTIONS DELEGATION — Members from the Coxsackie Correctional Facility fill a table, with a total of 22 officers and members in attendance at the dinner.



Pact reached

VICTOR — The Victor Schools Unit of CSEA Ontario County Local 835 has reached agreement on a three-year collective bargaining contract, following protracted negotiations which were punctuated by informational picketing of the school board by a majority of the 100-plus member unit.

The agreement, effective through July 1984, calls for wage increases of 10, 11, and eight percent in the first, second and third years, respectively, of the contract.

The pact also provides double-time pay for Sundays, holiday or non-school work, as well as for snow plowing.

Cafeteria workers and monitors will be paid time-and-one-half pay for non-school functions, such as banquets or dinners, and will gain additional holidays. Bus drivers will receive improved hourly pay for extra trips and kindergarten runs as well as schedule improvements.

All employees will receive an additional vacation week, and will benefit from a Section 41-J sick leave rider.

Committee members included Mary Miller, Unit President Alice Schoenthaler, Alice Crowther, Robin Brown, Judy Evarts, Barbara Ahonen, Gail Hall and Donna Zink.

Dispute over law clerks continues

ALBANY — In the latest clash between CSEA and the Office of Court Administration over the classification of law clerks and law assistants in New York State, the state Supreme Court has reversed a decision by the Public Employment Relations Board confirming union membership of the employees.

In *Evans v. PERB, et al.*, Herbert B. Evans, chief administrative judge of the courts of the state Unified Court System, has moved for an order vacating and annulling the PERB decision that law clerks and law assistants should not be classified as managerial or confidential under the Taylor Law.

The PERB decision was made on appeal by PERB members Ida Klaus and David C. Randles and confirmed an earlier decision by Harvey Milowe, PERB's director of Public Employment Practices and Representation. It made findings of fact that law assistants and law clerks "do legal research, analyze questions of law and prepare drafts of legal documents, including judicial opinions and decisions," and concluded that these employees do not formulate policy, but instead, provide technical professional help.

The Supreme Court has called the PERB ruling "arbitrary and capricious." Unless it is appealed, the matter will be returned to PERB for a determination of the issue of "formulation of policy" — an issue which, notes CSEA Attorney Stephen Wiley, "has already been decided in our favor by Harvey Milowe."

CSEA represents more than 750 law clerks and law assistants in the state. Only CSEA and one other union had filed briefs before PERB opposing OCA's appeal of the original Milowe decision. In addition, only CSEA and the other union intervened, answered petitions and filed briefs when OCA commenced an Article 78 proceeding.



'...a tireless fighter for cause of unionism'

ALBANY — The Civil Service Employees Association mourns the death of Jerry Wurf, president of the American Federation of State, County and Municipal Employees (AFSCME), AFL-CIO.

CSEA President William L. McGowan called the death of Jerry Wurf a great loss to the American labor movement, public employee unionism and all lower and middle income Americans.

"Jerry Wurf was a tireless fighter for the cause of public employee unionism," President McGowan said, "but he was also a vocal and determined advocate for all those Americans whose voices are all too often ignored by the leaders of this nation. And it was Jerry Wurf, more than any other individual in AFSCME, who was responsible for the affiliation that finally brought our two great labor unions together.

"Under the leadership of Jerry Wurf, AFSCME increased its membership five-fold at the very time that most unions in this country were trying desperately to stop a decline in membership," McGowan said. "He was a genius in organizing and, having built up AFSCME, he exerted his strength as a member of the Executive Council of the AFL-CIO to make public employees a more active force within that organization."

"But, despite his dedication to his union, he never forgot the poor, the elderly and the millions of other people in this country who have become innocent victims of government retrenchment. When everyone else was just complaining about Reagan's budget cuts, Jerry had the International on television from coast-to-coast blasting administration proposals and warning the American people of what was to come," McGowan said.

"All working men and women in this country should mourn the loss of Jerry Wurf," he said, "but, for those of us in CSEA, our sense of loss is particularly strong because of the role that this man played in making CSEA a part of AFSCME, the AFL-CIO, and the organized labor movement in America."

Jerry Wurf, International president of the American Federation of State, County and Municipal Employees (AFSCME), died Dec. 10 in George Washington University Hospital, Washington. Mr. Wurf, who was 62, had undergone surgery for a gastric ulcer six weeks ago. Cause of death was cardiac arrest. He is survived by his wife, Mildred, and three children, Linda Susan, Nicholas and Abigail.

Jerry Wurf: advocate for workers' dignity

In his 41 years in the labor movement, Jerry Wurf built his life's record on the forceful and effective advocacy of dignity for working people.

That dedication was probably the key ingredient of his most significant accomplishment: the building of AFSCME into the nation's largest public employee union. When he became its president in 1964, AFSCME had 240,000 members. Today, with one million members, it is the third largest union in the AFL-CIO.

Mr. Wurf was born in New York City in 1919. As a child, he contracted polio and he fought a resulting physical disability for the rest of his life. After graduating from New York University in 1940, he went to work in a cafeteria and promptly organized the staff as a local of the Food Checkers and Cashiers Union. He went on to become an effective organizer for that union.

In 1947, Mr. Wurf joined AFSCME, then a small and struggling organization, as an organizer in New York City. During the 1950s he won a series of representational and legal battles that earned him national labor recognition. From 1959 to 1964 he served as Executive Director of AFSCME's District Council 37 in New York City. Building the Council local by local, Wurf won collective bargaining rights for city and state employees in New York. His efforts lead directly to an executive order by President Kennedy securing parallel rights for federal employees.

Mr. Wurf was elected president of AFSCME in 1964 following a hotly contested election in which he led a reform slate. One of his first acts was to call a convention to draft a new union constitution, and this set the stage for AFSCME becoming, in the words of *The Washington Post*, "a model of vitality and democracy."

He also encouraged a tough stance in contract negotiations and as the union won bargaining victories, membership began its rapid growth.

As the union began to expand, Mr. Wurf helped pioneer landmark public sector collective bargaining laws in Pennsylvania, Wisconsin, Hawaii, Michigan and a number of other areas. He was also a leading advocate of effective dispute settlement machinery to settle public sector bargaining problems.

Recognizing the vital link between civil rights and union rights, Mr. Wurf's active involvement in the civil rights movement began in the early 1940s when he was one of the founders of the Congress of Racial Equality. In the 1960s, he and A. Philip Randolph helped develop the strategy for the cities followed by the Rev. Martin Luther King Jr. in his civil rights campaigns in the South.

In 1968, a small AFSCME local of black garbage collectors in Memphis, Tennessee, struck to protest racial discrimination. Mr. Wurf saw Memphis as a pivotal event in the civil rights movement and committed the entire union to the struggle. The strike ended in success but only after the assassination of one of its strongest supporters, Dr. King.

In Memphis as elsewhere, Mr. Wurf never hesitated to challenge laws and procedures which he considered to be unfair. Chief among these were state laws against strikes by public employee unions. Through open defiance, he made public employee strikes a fact of life in the

nation's cities and states. In 1974 he went to jail in Baltimore while personally leading a strike of the city's garbage collectors for better wages and working conditions.

Mr. Wurf was elected to the AFL-CIO's Executive Council in 1969 and served in that post until his death. Within AFL-CIO councils, he was often considered a maverick as he championed stands more progressive than the AFL-CIO was prepared to take at the time.

He was a member of the Democratic National Committee, and his union was constantly involved in political campaigns at every level of government in support of liberal causes and candidates.

Mr. Wurf also served on the Executive Board of the Leadership Conference on Civil Rights. He was a member of the boards of the American Arbitration Association, the Twentieth Century Fund, and the Academy for Contemporary Problems, and was a member of the Visiting Committee on Economic Studies of the Brookings Institution, and of the Council on Foreign Relations. He was also a board member of the National Symphony Orchestra.

Earlier this year, he was recipient of a special award from the Americans for Democratic Action for his contributions to the labor movement. He was to have received the annual Labor-Human Rights Award of the Jewish Labor Committee at a dinner in his honor on January 7 in New York City.

Mr. Wurf was frequently described in the press as "cantankerous," or "contentious," and he could be both of these as the occasion warranted. But he was also a scholarly reader of poetry, of history, and the writings of Eugene Debs and Norman Thomas. It is perhaps from these that he developed his abiding conviction that personal dignity is an innate human need, an individual's primary defense against the haunting fear of worthlessness. He believed that the labor movement could and should provide that dignity.

He once said, "The most important dynamic in our organization is the conferring of dignity on workers, whether they are engineers or trash collectors, whether they're conservative or radical . . . The be-all and end-all is dignity."

"I see the trade union movement as a vehicle for bringing a measure of equity into the lives of those who didn't get their fair share. The labor movement can be a force for not just the economic well-being of workers, but for peace, tranquility, and a better tomorrow for all mankind."

AFSCME's International Secretary-Treasurer William Lucy said, "Jerry Wurf was the driving force behind public-sector unionism in this country, first as a regional leader in New York, then as the president of a fledgling union in historic struggles over human and union rights, and finally, as a labor leader respected throughout the free world."

"Jerry fought for his members. He was a tough, pragmatic, and successful advocate for their interests. He brought strength and democracy to AFSCME and he gave public employees everywhere a greater sense of personal value and influence."

"The members of AFSCME mourn the loss of one of the great leaders of the modern American labor movement."

Training curriculum now available for state agencies

ALBANY — A standardized training curriculum designed to combat and prevent sexual harassment in the workplace has been developed and tested, and is now available for use in state agencies.

Top-level agency executives and union representatives last week attended a briefing by the Center for Women in Government, which designed the curriculum with \$65,129 provided by three statewide labor-management committees, including the CSEA-Office of Employee Relations Labor-Management Committee on the Work Environment and Productivity (CWEP).

The training program is a step in carrying out the statewide policy against sexual harassment in the workplace issued last May. That directive called on all Executive Branch department and agency heads to issue a strong ban on sexual harassment, to widely distribute that ban, to conduct appropriate training and to thoroughly investigate charges of sexual harassment while preserving confidentiality of both parties.

"Sexual harassment is not a problem to be taken lightly or swept out of sight," said CSEA President William L. McGowan, who served on an advisory committee which assisted in developing the training program. "It is far too serious a fact of working life for many of our members. Its economic as well as emotional consequences can be devastating.

"That is why we have joined in this effort to combat harassment and have especially welcomed this approach to the problem," McGowan continued. "We hope that through education, awareness and sensitivity, we will see an atmosphere in which far fewer employees fall victim to this type of harassment."

Meyer S. Frucher, director of OER, had this to say about the training program: "Effective training is essential to sensitize employees at all levels to the nature of sexual harassment discrimination

and to eliminate it from the workplace. This training program is an excellent example of the real progress that can result when labor and

management join forces to tackle workplace problems."

Nancy Perlman, executive director of the Center for Women in Government, said the center is "encouraged by agency interest in this project and confident most departments will offer the training."

The training material is broken into separate units aimed at four specific groups — managers, supervisors, employee support groups (such as shop stewards and affirmative action officers) and employees.

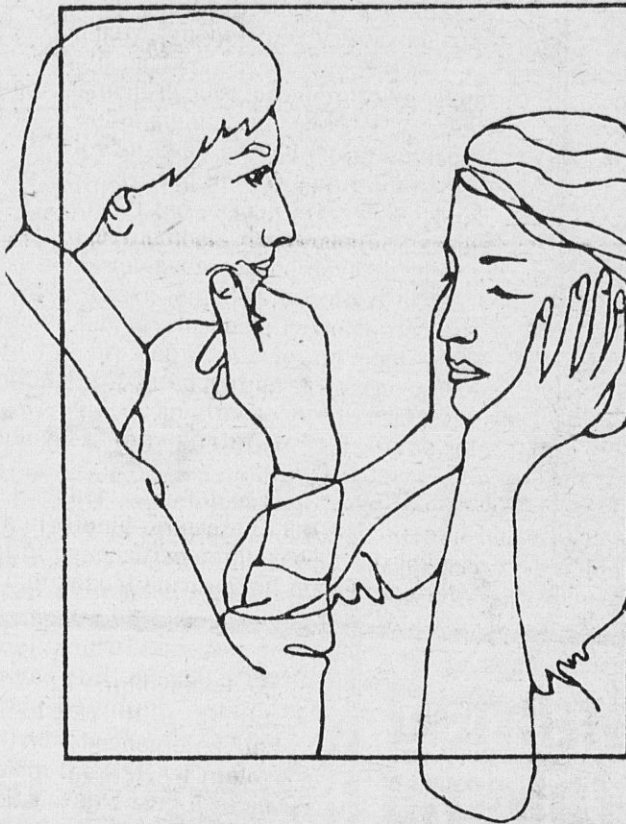
Each training unit contains basic information, such as a definition of sexual harassment, the legal aspects of the issue, typical harassing behavior, effects on the person being harassed and on the system, and informal and formal strategies that can be used to cope with harassers. Each unit also contains specific information relevant to each group.

Field testing of the training units was conducted at the Wassaic Developmental Center in Dutchess County in September and October.

In addition to CSEA-CWEP, funds for the training program were provided by the OER/Public Employees Federation Labor-Management Committee on Professional Development and Quality of Work Life, and the OER/Council 82 Labor Management Committee on Quality of Working Life.

The Center for Women in Government will offer training directly to agencies for all or part of the program or will train agency trainers. For more information about the program, call (518) 455-6211.

Sexual Harassment



ALBANY — An employee who has been suffering from a drinking problem will not be demoted, if he seeks help from the CSEA Employee Assistance Program, an arbitrator ruled recently.

The state had sought to demote the employee, a principal account clerk in the Department of Law, from his Grade 14 position to a Grade 5. The demotion would mean a cut in pay of about \$6,000.

In serving its notice of discipline, the Law Department charged the employee had been late or sick 64 times in less than a year and had shown incompetence.

CSEA Attorney Richard L. Burstein, who represented the employee in his grievance against the state, argued that the employee's poor attendance resulted from his alcoholism problem.

In her ruling, Arbitrator Susan T. Mackenzie noted the employee had been open about his alcoholism and had received a leave of absence from the department in 1977-78 for treatment.

"It is my conclusion that this disease contributed to and was the root cause of grievant's conduct, on which the department based its disciplinary action," Mackenzie wrote.

"I further note that no written warning or other disciplinary action appears in the grievant's record prior to the notice of discipline."

She noted that while the employee was negligent in some of his duties, his conduct did not constitute incompetence. And since his supervisors were aware of his drinking problem, they should have exercised more direct oversight of his work, she said.

Mackenzie also pointed out that the

Demotion no answer to employee's alcoholism, arbitrator rules

Principal account clerk keeps job; urged to use Employee Assistance Program



state failed to refer the employee to the Employee Assistance Program, a voluntary and confidential counseling program that grew out of contract negotiations between CSEA and the state. EAP helps state workers deal with alcoholism as well as with other problems which may jeopardize their job performance, health or family life.

"His supervisors knew the program (EAP) was available, but they never orally or in writing counselled grievant to seek assistance there or elsewhere," the arbitrator wrote.

In learning of the decision in favor

of the employee, James Murphy, statewide EAP project director, had this to say:

"I would hope the state management force would learn from this and would help in training state supervisors in the area of employees' personal problems. Had this been done in the first place, this case never would have gone to arbitration, and everyone — the employee, and department and union personnel — would have saved a lot of time, money and wear and tear.

"This is an important victory of us," Murphy continued. "In spite of

the fact that management didn't recognize they had a program they could turn to, the arbitrator did recognize the availability and importance of EAP.

"I'm glad management will be forced to play by the rules. We've been fighting tooth and nail to get EAP programs in place all over the state. My message to management is, 'Use EAP — don't just give it lip service.'"

In her decision, Arbitrator Mackenzie cautioned that while alcoholism cannot be used to demote an employee if he is sincere in getting help to overcome the illness, the ruling does not mean an alcoholic employee can never be disciplined or fired.

She said the facts of each case would be reviewed individually, and offered the following criteria to guide arbitrators in future cases:

- Was the condition of alcoholism revealed to the employer before or only after the disciplinary action was taken?
- Had the grievant been subject to progressive discipline?
- Was the grievant on sufficient notice by the employer that his continued absenteeism or conduct would result in severe disciplinary action or discharge?
- Did the employer and the union in their contract or by other means provide for rehabilitation efforts by employees?

In the case of the Law Department employee, the arbitrator noted that his attendance record has improved dramatically since participating in EAP. She said the state has the right to review periodically the employee's participation in the program.

Skaneateles ratifies

SKANEATELES — After ten months of negotiations, members of the Skaneateles Central School Unit of CSEA Local 834 recently ratified a new two-year contract calling for salary increases and other benefits.

According to Roger Kane, CSEA collective bargaining specialist and chief negotiator for the unit which represents more than 100 bus drivers, mechanics, teacher aides, nurses, custodial and food service employees, the new agreement calls for a 9.5 percent salary increase the first year. A COLA clause in the second year guarantees a minimum six percent and maximum of 9.5 percent.

Clerical employees will receive an increase of 10 percent the first year and the COLA clause guarantee in the second year.

Other new contract language includes:

- Individual dental coverage the first year.
- An increase of four to five days required before an employee must present a sickness form from a physician.
- Extra bus driving assignments are to remain the same with seniority rights retained.

In announcing the December 2 ratification, Kane also complimented the bus drivers for their special effort in aiding negotiations.

"The drivers wrote to the (Skaneateles) school board outlining problems in the bus garage. In my opinion, their effort was the turning point that enabled negotiations to move toward a successful conclusion," Kane said.

Kane also expressed his appreciation to Warren Snook, unit president, and the members of his negotiations committee for their patience and dedication during the lengthy period of contract talks.

Pact reached in Larchmont

LARCHMONT — Some new and significant benefits have been won for employees of this Westchester County village of 7,000 people.

Unit President Tom Guinon and Field Representative Larry Sparber have succeeded in negotiating a two-year contract which includes such firsts as double time pay for work on Saturdays, unlimited personal leave

as long as advance notice is given, and initiation of a dental plan for employees.

The wage package provides annual hikes of 8 percent, plus an improved schedule of longevity payments. Workers will now receive \$350 after ten years service \$400 after 15 years, and \$450 after 20 years.

The pact is retroactive to June 1.

One-year Geneva contract

GENEVA — The Geneva City School District Unit of CSEA Ontario County Local 835 has signed a one-year collective bargaining agreement with the school board in behalf of its 140 members.

The pact, ratified 3-to-1 by the members, provides for a 10 percent wage increase, and a shift differential pay increase to \$500 per year.

The school employees also gained a displacement procedure for layoffs by seniority and a promotional provision which calls for step-for-step movement with a minimum of \$500 per year or 25 cents per hour.

An out-of-title-work provision guarantees a minimum of \$500 per year or 25 cents per hour, calculated from the first day.

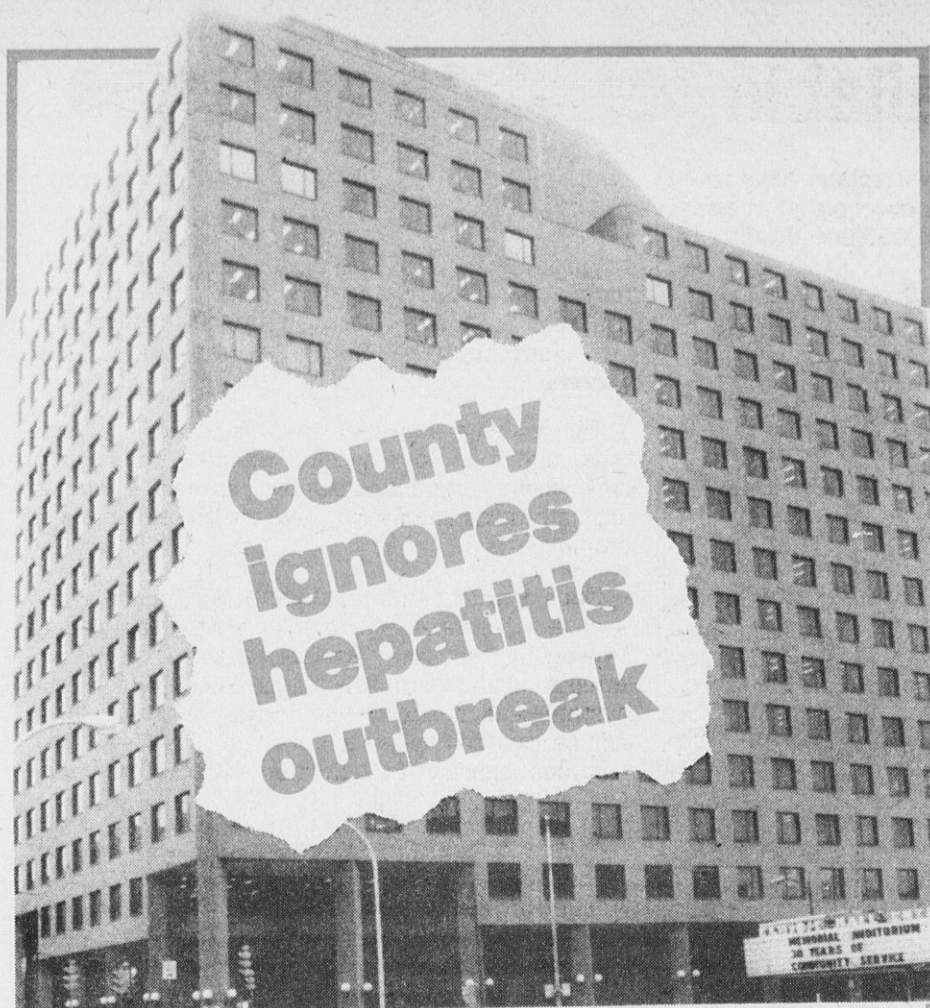
A modified union leave time provision allows the unit president or designee 15 paid working days, annually, to address union matters.

Unit President and negotiating committee member Fran Johnson called it "a good contract" but wished for "a break from negotiating" before tackling the 1982-83 contract talks.

CSEA Collective Bargaining Specialist Danny Jinks was aided by a committee including Karen Rasmussen, Local 835 President Francis "Skip" Dunham, Bob Smith, Katherine Starr and Ms. Johnson.



VILLAGE OF FLORAL PARK contract signing is overseen by Nassau Local President Jerry Donahue, seated left, and Mayor Henry Friedman, seated right. Standing, from left, are Floral Park Unit President Matt Bayer and CSEA Field Rep. Mike Aiello.



County ignores hepatitis outbreak

A FAULTY VENTILATION SYSTEM at the Onondaga County Civic Center may be responsible for spreading a hepatitis epidemic which has infected upwards of 30 people. The county has no plans for a mass immunization.

SYRACUSE — To a city resident or the casual observer, the impressive-looking Onondaga County Civic Center is a fine tribute to functional architecture.

Built to serve the dual role of a modern, multi-theatre complex and headquarters for Onondaga County government, the building has become the target of criticism from many of the 5,000 county employees who work in the block-long facility.

A recent outbreak of hepatitis among building staff members and customers of the lower level cafeteria at the Civic Center has warranted demands from employees for gamma globulin immunization treatments.

According to figures released by the county, between 21 and 30 persons who work in or have recently visited the building, have contracted the disease or showed symptoms of being infected.

An Onondaga County official has reported a food service worker in the Civic Center cafeteria might be responsible for the spread of the disease. As late as December 4, more than three weeks after the initial outbreak of the disease, county officials had no plan for mass immunization of county employees or building visitors who may have been infected.

To compound the problem, the New York State Compensation Board has taken the position that no compensation will be awarded to those who missed work — due to infection or suspected infection — because the board did not consider it work-related.

The outbreak of hepatitis followed closely on the heels of numerous complaints of respiratory ailments from county employees who work in the building.

For more than a year, CSEA officers and members of Local 834 have complained to Onondaga County administrators about malfunctions and an inadequate supply of fresh air through the ventilation system in the huge building complex.

Several employees have undergone medical attention and were told by personal physicians that their respiratory problems can definitely be traced to the faulty ventilation in the building. In the case of one employee — a non-smoker with persistent throat and lung problems — the ailments seemed to disappear after vacation periods away from work, but reoccur after returning to the job.

According to Tom Murphy, president of CSEA Local 834, a lengthy work study report compiled by management and labor in 1980 called attention to the problems with the building ventilation and offered suggestions for improvement. To date, no action has been taken.

A poll of county employees in the building indicated a reluctance on the part of county officials to take corrective measures.

"We know there are problems in the venting system. The county knows there are problems, but months and months have elapsed with no corrective measures taken," an employee said.

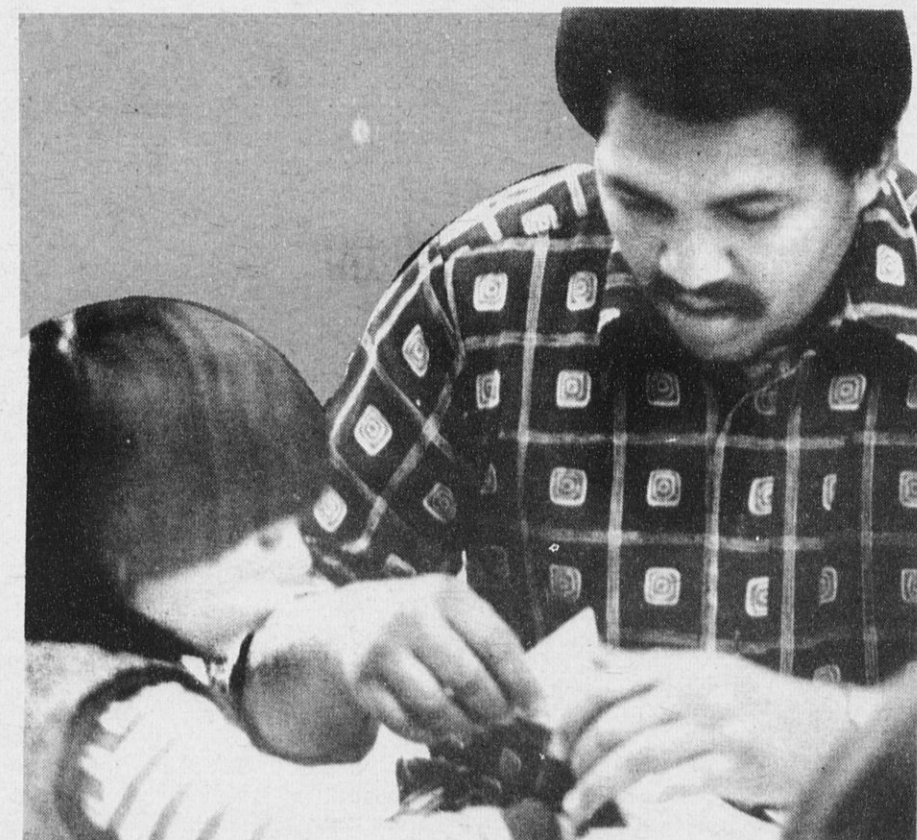
"The outbreak of hepatitis was certainly serious enough to get some action from the county health officials, but when the hell are they going to stop passing the buck and do something about the ventilation system in the building?" another employee said with a gesture of frustration.

In the meantime, thousands of employees and visitors continue to use the Civic Center daily with no promise of corrective action.

There's no place like The Children's Place



TIME FOR TODDLERS — Teacher Gail McChesney leads a singing session with 2- and 3-year-olds at The Children's Place at the Empire State Plaza in Albany, a joint labor-management pilot day care program.



A HELPING HAND — Teacher Howard Singletary, who works with 4-year-olds, helps this youngster with an arts and crafts project.

Success of pilot labor-management project spurs creation of day care centers statewide

ALBANY — Day care centers for the children of CSEA members have finally been moved off the drawing board and into implementation as the result of an unprecedented CSEA-State agreement that will provide up to \$150,000 in "seed money" to create self-sustaining day care centers for employees at major state work locations.

CSEA President William L. McGowan announced the agreement for the union at a December 7 press conference in Albany with Meyer S. Frucher, director of the governor's Office of Employee Relations (OER) and the presidents of two other public employee unions representing state workers; John W. Burke, of AFSCME District Council 82, and John Kraemer of the Public Employees Federation.

The money, provided by joint labor-management committees funded under collective bargaining agreements, will be used in grants of up to \$10,000 each to help employee groups incorporate their day care centers, set up procedures related to operation, hire initial staff and purchase furniture and equipment.

In addition, the state will provide on-site space for the day care centers as well as funds for renovations. The centers will then repay the state for renovation costs over a five-year period.

Each center must meet regular state guidelines that ensure day care centers provide adequate and safe care for children. They will be self-governing and must be self-sustaining, supported by the schedule of fees charged to employees who use the center's services.

"CSEA has been fighting for years to make quality day care centers available for our members and their families at major state employment centers," commented President McGowan.

"Hundreds of our members have spent thousands of hours planning and preparing to operate these centers to ease the hassles for parents of young children. It took a great deal of pressure from CSEA and some demonstrations by its members, but we have finally cleared the hurdles and made this promise a reality."

McGowan, who will appear in a segment of a documentary film on day care, to be aired next year, said adequate day care centers "will allow employees to be near their children and will help eliminate unnecessary absences caused by last-minute problems with baby sitters."

"Another major benefit," he said, "is the enormous advantage it provides for single parents, who will be freed from much of the madness that currently confronts someone who has to be a single parent and a provider at the same time."

Employee groups at 11 state work locations have already submitted proposals to create day care centers at their work sites for the children of employees. These are at Binghamton Psychiatric Center, Creedmoor



LOOK! — Two youngsters show teacher Tammy Treharne their holiday handiwork.

Psychiatric Center, Elmira Psychiatric Center and Elmira Correctional Facility (in a joint venture), Hauppauge State Office Building, Letchworth Developmental Center, Marcy Psychiatric Center, Rockland Psychiatric Center and Rockland Children and Youth Unit (in a joint venture), Rome Developmental Center, Roswell Park Memorial Institute and the Utica Psychiatric Center. Gowanda Psychiatric Center has asked for funds to expand day care services to older children.

Sponsors at 12 other work locations are in various stages of developing proposals. These are: Albany State Office Campus, Buffalo Psychiatric Center, Central Islip Psychiatric Center, Bronx Developmental Center, Hutchings Psychiatric Center, Monroe Developmental Center, O.D. Heck Developmental Center, South Beach Psychiatric Center, Syracuse Developmental Center and Wassauc Developmental Center. The J.N. Adam Developmental Center plans to improve its program.

Interest in day care centers for state employees grew rapidly following the conclusion of CSEA-State negotiations in 1979 when the newly-created Committee on Work Environment and Productivity (CWEP) funded a pilot project created



MATH MATTERS — Kindergarten teacher Tracy Marsh-Haggerty works on math readiness with a small group.



at the insistence of President McGowan. That day care center, The Children's Place at the Plaza — the first on-site day care center opened under the auspices of a labor-management committee — opened in September 1979 at the Empire State Plaza in Albany. Currently 102 children are enrolled at the center, which maintains a waiting list of 200 infants and children.

Commenting on the state's interest in the new program, OER Director Frucher said, "From management's viewpoint, it will help the state in recruitment efforts and reducing turnover rates when competent and trained women employees leave the work force after childbirth because they can't locate suitable child care."

President McGowan said he will press the state for rapid action in funding the CSEA-supported projects. He termed the agreement with the state "just the beginning of our efforts to make day care centers available to all CSEA members in state or local government whenever and wherever it is possible."

Under the agreement, the CSEA-State CWEP will contribute \$96,000 of the seed-money, the PEF-State committee will contribute \$34,500; the Council 82-State committee will contribute \$9,750; and the Division of Management/Confidential Affairs will contribute \$9,750.



ALL'S WELL — This infant enjoys some peace and quiet in his crib.



REACHING OUT — This child stretches to the sky during a thoughtful moment.



THERE, THERE — Children's Place Director Deborah Miller takes a moment to comfort one child who finds having his picture taken somewhat distressing.

'We have finally cleared the hurdles and made this promise a reality.'
—CSEA President
William L. McGowan

Proud, determined Barbara Butterfield's become Another statistic in the budget cut

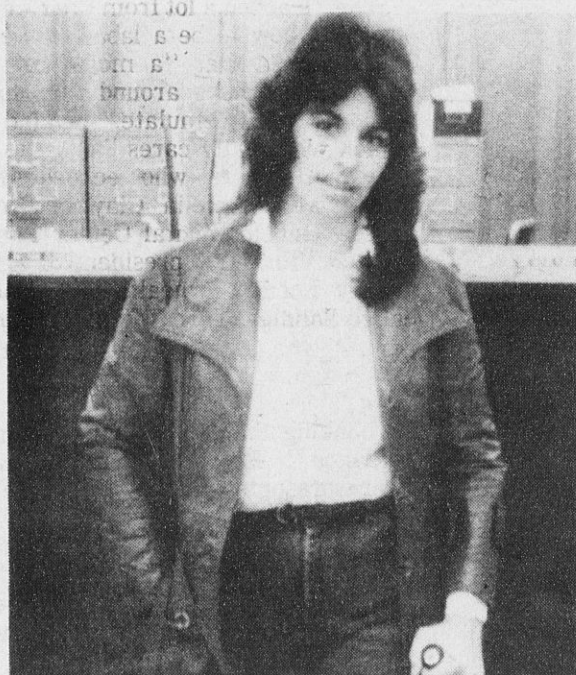
By Daniel X. Campbell

CSEA Communications Associate

SCHENECTADY — On Solidarity Day she rolled in her wheelchair down the wide streets of Washington, D.C. at the head of the CSEA contingent, and became a symbol of the public employee. She is an individual determined to overcome personal handicaps and to strive for high goals.

Now, three months later, she is one of the first victims of Reaganomic cutbacks in Schenectady County. Barbara Butterfield slowly climbs a flight of stairs every Tuesday and limps with brace-wrapped legs into the Schenectady County Unemployment Office. She is just another statistic in the David Stockman budget cut process.

"I'm proud of my union, of its actions on behalf of its members at Solidarity Day," the 29-year-old mother of two says. "CSEA is



BARBARA BUTTERFIELD was a symbol of determination in the Solidarity Day march, upper right photo, but three short months later she checks into the New York State Unemployment Office, above, as another statistic in the federal budget cut process.

protecting my job rights now. I'm on a preferred list which will last four years. So four years from now I'd like to see another president of the United States elected. I didn't vote for Reagan, I certainly wouldn't vote for him if he ran again. I'll follow the union's advice."

Butterfield was employed by the Schenectady County version of the Comprehensive Employment and Training Act, called the Schenectady Employment and Training Act Office (SETA). She was a typist with two years of experience.

"I loved my job. I typed and answered the phones. SETA was helping people; training them for jobs, finding them jobs. It was a very worthwhile effort," she said.

Butterfield earned approximately \$8,400 per year in her SETA position. "I grossed \$160 per week, netted \$115. I used the money for my family, making our family life a little better, and

... four years from now I'd like to see another president of the United States elected. I didn't vote for Reagan, I certainly wouldn't vote for him if he ran again. I'll follow the union's advice ... He hasn't made our life better. He hasn't helped my children. His plan is hurting more and more ...

for my medical bills."

Butterfield was born with spina bifida, a congenital malformation due to failure of the spinal canal to close during embryonic development. "Now, my unemployment check is \$79 per week, and most of that goes for my medical problems." Butterfield explained that recently she began going to the doctor's office twice a week to receive treatment for developing problems in her left leg. "I have no feelings in either leg. I develop pressure sores, blisters that develop into ulcers very quickly. She said that treatment of the ulcers could take years and might even require having special braces, which would not touch the ulcerated area, made. "The bills are getting high," she sighs.

As far as the future goes, Butterfield is realistic. "It's going to get worse. When we were told that the SETA office was being cut by 60



percent, some of the affected workers with more seniority were able to find other positions in the county. But another cut will really hit the people hard. There are no more places left to go."

Commenting on Reaganomics, Butterfield laments, "He hasn't made our life better. He hasn't helped my children. His plan is hurting more and more."

The young wife and mother is hoping that her husband's 11 years at General Electric in Schenectady will keep him safe from a predicted major cutback in 1982. "I'm looking for another job. I don't expect special treatment because of my handicap. I'm used to pulling my own share. But no places are hiring, most are laying off, some are closing down."

The smile which radiated from Butterfield's face on Solidarity Day has faded considerably. But the determination to pull her own weight still shines through.

Unification emphasized for school negotiators at seminar in Saratoga

SARATOGA SPRINGS — The need for a unified negotiating team was emphasized throughout a day-long seminar on collective bargaining for non-teaching school district members here recently.

More than 50 present and future negotiating team members assembled for a series of informative talks, workshops, role-playing exercises and films. CSEA Director of Education Thomas Quimby lead the seminar with speeches entitled "What goes on in negotiations," "Why," and "What is the role of the negotiating committee."

After a film on negotiations, Region IV unit officers participated in an experimental role-playing skit staged for the benefit of the audience.

Members who volunteered were Connie Colangelo of the Schenectady

City School, Norm Fayette of Glens Falls, Janice Harrington of Stillwater and Stanley Pelech of Averill Park.

Schuylerville Unit President Mazie Fort, who was instrumental in organizing the seminar, participated along with Quimby, CSEA Coordinator of School District Affairs Larry Scanlon and Field Representatives Bill Lochner and Mike White.

"Participants were highly motivated," Quimby said. "Enthusiatic response to this program once again indicates that education and training are very necessary for building a strong union."

Earlier, members were split into groups assigned to list and carry out what goes on before, during and after negotiations. Scanlon noted these sessions were highly productive

because they helped members anticipate the tactics of management.

"By all accounts," Scanlon said, "participants are better equipped to represent the membership at the bargaining table."

Mazie Fort was awarded a certificate of appreciation for her outstanding efforts on behalf of school employees.

Fort, who chaired the Region IV Non-teaching School Employees Committee and belonged to the Region IV PEOPLE Committee, is leaving the Schuylerville School for a job with an Albany accounting firm.

Her closing words: "My association with CSEA has been very beneficial. All I can say to school district members is be active. You are the union."

A farewell salute to a regional attorney

'Colonel' Sandler retires after three successful decades

By Ron Wofford

CSEA Communications Associate
BUFFALO — When Charles R. Sandler retired recently after 32 years as Region VI legal counsel, the "Colonel," as he is affectionately known, was given the equivalent of a 21-gun salute.

Sandler received accolade after accolade by the many who attended his surprise retirement dinner, indicating the esteem in which he is held by CSEA members, leadership, staff and fellow attorneys alike.

His was a "special kind of relationship" with CSEA, said his wife, Gloria, who announced the establishment of a scholarship in his name. The Charles R. Sandler Scholarship to the New York State School of Industrial and Labor Relations at Cornell University will go annually to a CSEA member from the region who shows leadership qualities.

Those who praised Sandler's exemplary service to the union spoke not only with respect for his

knowledge of the law, but also with appreciation of his humane handling of the legal concerns of union members.

CSEA President William L. McGowan said Sandler was "one of the greatest regional attorneys I've ever known."

Region VI President Robert L. Lattimer said he was "the kind of person who would call a cloudy day cloudy. He wouldn't sugar-coat his opinions for anyone. If all lawyers were as capable and forthright as Charley Sandler, all attorneys would be held in much higher esteem."

CSEA Executive Director Joseph J. Dolan told the attorney that "Western New York will be better off because of your service," and recalled "the many times when the chips were down that you came through for CSEA." And Executive Vice President Thomas H. McDonough told Sandler "there will always be a job waiting for you if you're too bored with retirement."

CSEA Chief Counsel James Roemer said he "learned a lot from Charley — I learned how to be a labor lawyer." He called Sandler "a model the 20 regional attorneys around the state would do well to emulate, the kind of person who really cares."

Two members who echoed this theme were Amelia Clay of West Seneca Developmental Center Local 427 and Vic Marr, president of Erie County Local 815 health unit. They called Sandler "a real fighter... yet one of the nicest, most humane gentlemen you would ever want to meet."

Thanking Sandler for his "valued guidance," Regional Director Lee Frank presented him with a plaque of appreciation on behalf of his staff.

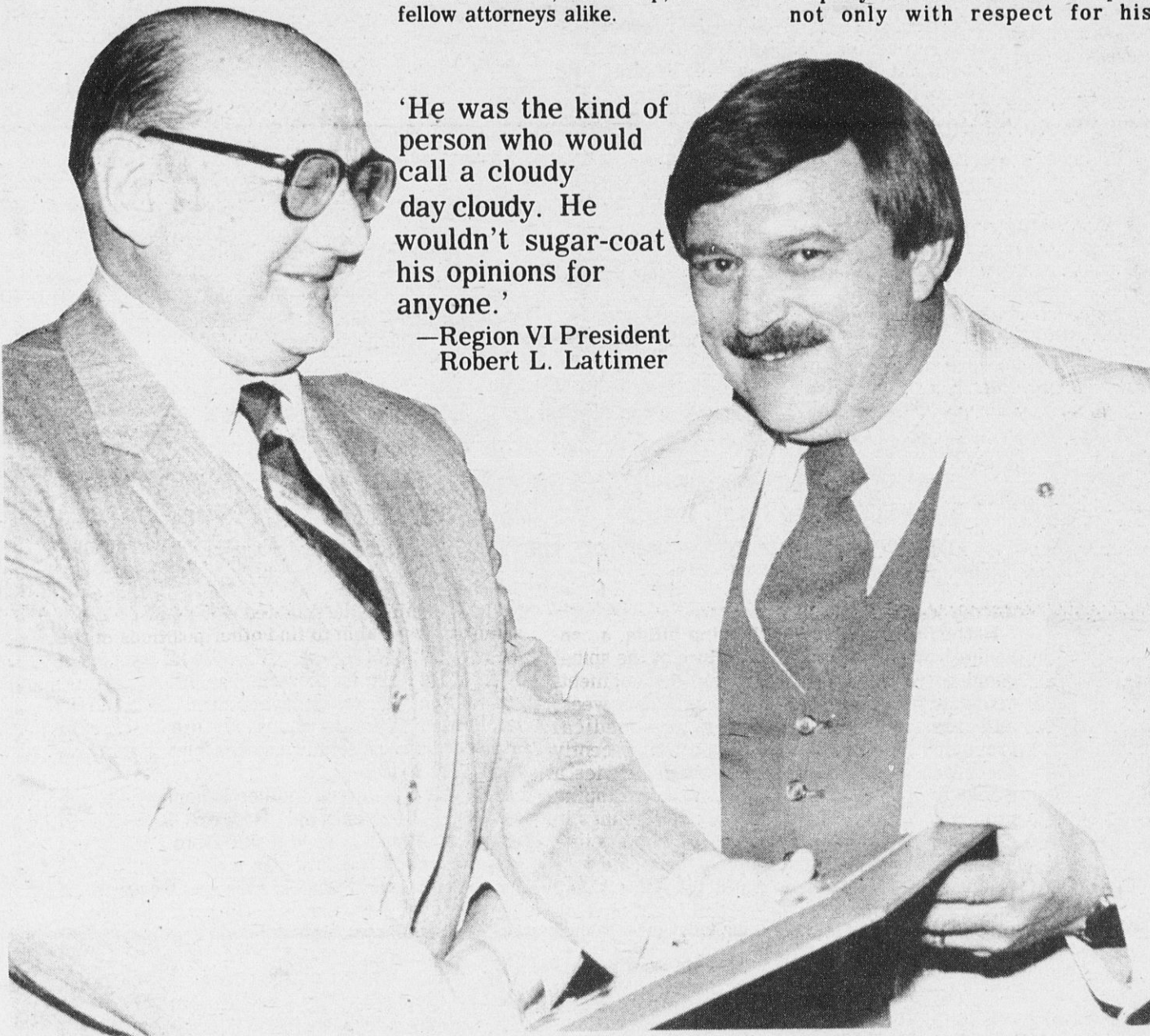
In expressing his thanks for the tribute accorded him, Sandler said it was "a rare occasion when a lawyer-client relationship concludes on such an upbeat note."

He praised the CSEA field staff, "who take a lot of abuse with little thanks for their effort," and expressed confidence in his successor.

"One of the reasons I feel I can depart now is because I know I am leaving this important task in the very capable hands of my partner, Ron Jaros," he said.

'He was the kind of person who would call a cloudy day cloudy. He wouldn't sugar-coat his opinions for anyone.'

—Region VI President Robert L. Lattimer



PRESENTING A PLAQUE to Charles Sandler, left, in appreciation of his years of dedicated service is Region VI Director Lee Frank.

FOND FAREWELL
 —Attorney Sandler, seated center, is surrounded at his retirement dinner by wife Gloria, standing left, and, from left to right, Amelia Clay, Debbie Lee, Leroy Freeman, Frank Falczyk and Region VI Vice President Genevieve Clark.



Members, busy as Santa's elves, create Yuletide miracle at Bear



ARRANGING CITY FIGURES — Carpenter Tom Kelley, left, and General Mechanic Charles Dunitz put together the figures that appear in a section called "Christmas in the City."

BEAR MOUNTAIN — One of the gifts of the season, as reliable as Santa Claus, is the annual "Christmas Festival" held at the famous old Bear Mountain Inn nestled on the west shore of the Hudson River in the scenic Palisades Mountains.

Come November, the sounds of electric saws and drills, the banging of hammers, the stringing of wires and the soft swoosh of the paint brush turn a miracle. Earnest state workers, who belong to CSEA Local 105, the Palisades Interstate Park Commission, convert a cafeteria into a fantasy world to be visited by more than 100,000 children of all ages. Painter George Vincelette describes

them as "kids and grownups who are still kids at heart."

The festival, whose 1981 theme is "The Fantasies of Christmas," starts simply enough with a floor plan. "Give them what you want, and that's it," says Exhibit Director Connie Hill, referring to the employees who put together the show. She praises them as "very fast workers," and adds, "They offer lots of suggestions." Carpenter Joseph Blanchette calls the work a challenge.

Mr. Hill, who for the past five years has come up with both the theme and the design, knows opening day will be on schedule. It always has. Says



CASE IN POINT — Carpenter Joseph Blanchette uses the tools of his trade to make special exhibit cases.



A TASTY SIGHT — Field Representative Diane Champion takes a look at "Gingerbread House."



PUTTING ON PAINT — Painter George Vincette at work.

Mountain

carpenter Tom Kelly with a laugh: "Everybody likes to play with toys." And so, all the pieces fall in place with the intensity of the night before Christmas.

This year, as every year, the festival is a veritable showcase. The Goebel Museum in nearby Tarrytown is putting on an exhibit of Hummel Christmas plates and bells. Camp Yule Log is pitched, and there's a display of soft sculptured children and geese.

A Gingerbread Village, assembled by 12 different families, entertains the idea of togetherness during the holiday season. And, the ever-popular train display is back, right on schedule, along with various animated wonders. Outdoors, a 40-foot evergreen is strung with lights.

All eyes, however, are turned to Santa's House, where he arrived on December 11, and brought with him the children of all ages who put the spark into the miracle of Christmas at Bear Mountain State Park.



Story by
Stanley Hornak
CSEA
Communications
Associate

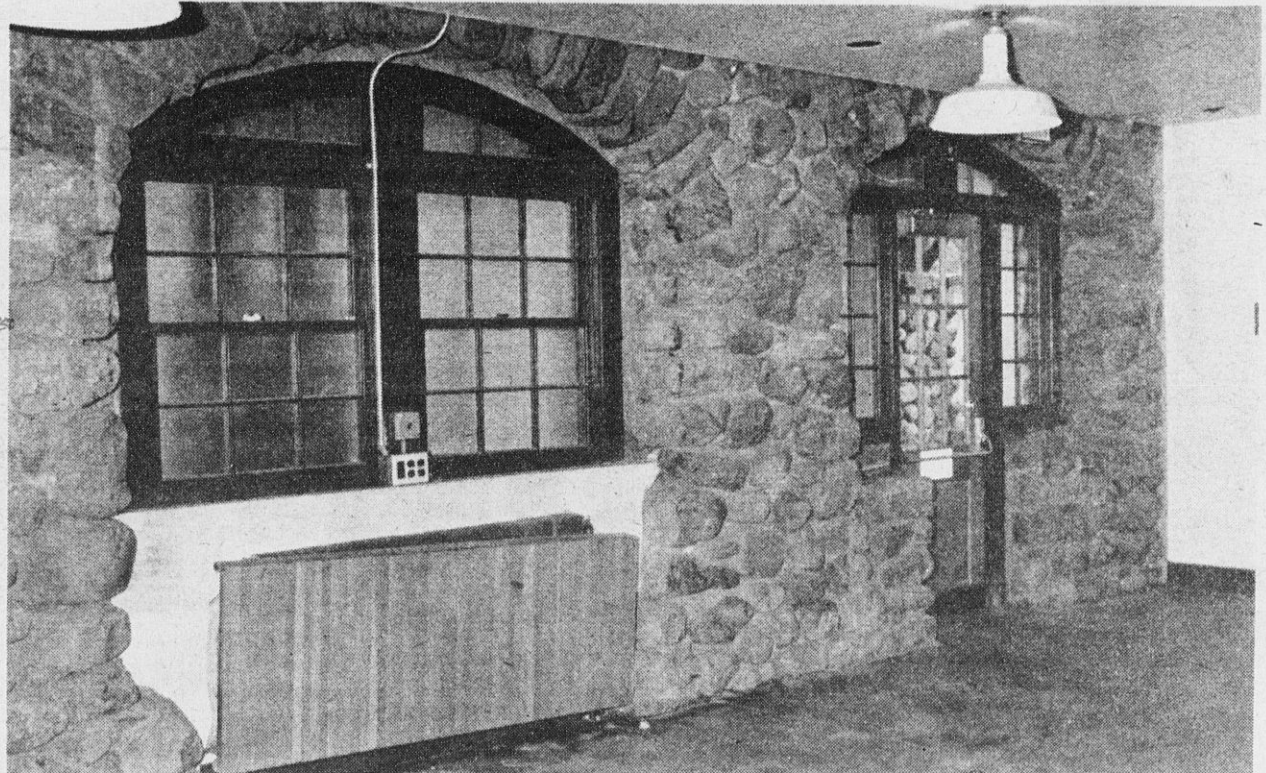


TIME FOR A TALK — Field Representative Diane Campion and Palisades Interstate Parks Commission Local 105 President Joe Willis share a few minutes in the middle of preparations for "The Fantasies of Christmas."



Santa's House before . . .

Here's how the old Bear Mountain Inn looked before Local 105 members arrived on the scene.



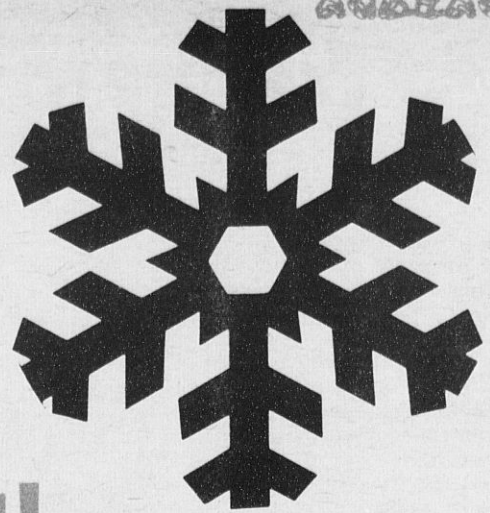
...and after

Now it's a warm and enchanting place visitors will certainly delight in.



Our Very Best Holiday Wishes

to those we serve
throughout the year...



from the CSEA Headquarters Staff

Joan Allen
Nancy Burnett
Kim Howe
Will Kuska
Geggy Lou Steck
Don Kelly
Cassandra Toman
Jack Casey
David Simpson
Delores Carter
Jean O'Hagan
Cape Frederick
Mary Sweet
Sharon Brown
David L. Spahr
Betty Rosenberger
Addie Saffer
Judy Kosakowski
Patrick DeMuro Jr.
Minnie Brown
John A. Febraio
Maki Jawn
Richard E. Clements
Jo Ann Schonmaker
Marge Crosser
Bijanderi Dougal
Gary C. Perry
Joseph A. Salrino
Cathy Conway
Lynne Quigg
Frank D. Dobby
Mary Sweet
Jacina Pios
Denise Felix

Nancy Vandner
Zathy "Wojo" Wojtulski
Red A. Gibson
Ann E. Bryant
Mary Beth Leitz
Kathy Albowitz
Rhonda Egmas Lee
Drew Cummings
Dennis R. Battle
Rose Ann Hildreth
Wegline Phillips
Sally Colbert
Maureen Mosman
Carmela Fiorino
Tom Alexson
Anna Mary Kelly
Helen J. McDaniel
Jan Durham-Card
Jackie Perez
Deirdre Quinet
Rose M. Di Muzzo
Theresa Brennan
Rosemary Carey
Ruth Dodds
Michael Lamont
Terri Lee Gysedorph
Cathy Bruza
Lisa Randolph
Jan Dobrye
Tom Eilmartin
Feh E. Colson
Reg Mardant
Jean Mopony
M. Whitney

Sue Victor
Tom Trumble
Debra S. Baum
Leo W. Hefey
Karee Geed
William L. Blom
Patrick Marchino
Jack Landry
Raymond Feltham
Tim Mullens
Carmy Wyckoff
Deare Brudelle
Eleanore Ferraro
Sandy Ellsworth
Edwaine Wadsworth
Nancy Jussier
Mary Ellen Fields
Leo Fisher
Leona Berry
Joseph Hauradent
Jerry Steens
David Sebast.
Ralph Hlistur
Bonita Joyce
Janne Mc Garry
Mary Artis
Melinda Carr
Tony Campione
Rita Brown
Rose Reed
Mike Febraio
Jonia Age
Allie Laurke
Paul Burch

and
from **Public
SECTOR** staff

Roger Cole
Susan M. Spenser
Tina Linceo First
Gwen M. Bellcourt

open competitive
STATE JOB CALENDAR

FILING ENDS DECEMBER 21, 1981

Motor Equipment Mechanic	\$12,954	20-014
Maintenance Assistant Mechanic	\$10,335	20-013
Education Counselor (Spanish Speaking)	\$19,835	28-294
Employee Health Service Physician I	\$43,550	28-310

FILING ENDS DECEMBER 28, 1981

Accountant/Auditor, Senior	\$18,800	25-522
Building Maintenance Supervisor I	\$13,784	25-523
Building Maintenance Supervisor II	\$16,304	25-524
Commissary Clerk I	\$8,752	25-549
Commissary Clerk II	\$9,773	25-550
Commissary Clerk III	\$10,925	25-551
Commissary Clerk IV	\$12,954	25-552
Engineering Materials Technician	\$10,685	25-491
Engineering Materials Technician, Senior	\$12,665	25-492
Public Buildings Manager	\$18,800	25-507
Public Buildings Manager, Assistant	\$16,810	25-506
Social Services Human Resources Development Specialist II	\$18,800	25-519
Stockroom Worker	About \$153 — \$168/wk	25-543
Title Searcher	\$15,030	25-544
Training Technician, Senior (Police)	\$18,800	25-466
Administrator, Assistant — NYS Veteran's Home	\$24,693	28-321
Chief, Bureau of Occupational Education Planning and Information	\$33,729	28-307
Community Placement Specialist I	\$17,775	28-324
Developmental Center Specialist	\$33,515	28-114
Director of Housing Assistance	\$33,929	28-275
Director of Housing Assistance, Assistant	\$30,666	28-274
Director of Neighborhood Services	\$33,929	28-277
Director of Neighborhood Services, Assistant	\$30,666	28-276



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that works
for you

**COMPETITIVE
PROMOTIONAL EXAMS**
(State employees only)

FILING ENDS DECEMBER 21, 1981—
WRITTEN TEST TO BE HELD JANUARY 30, 1982

TITLE	DEPT.	EXAM NO.
Senior Accountant/Senior Auditor G-18	IDP	37-446
Senior Bank Examiner G-23	BANKING	37-445
Senior Overseas Branch Bank Examiner G-25	BANKING	37-445
Commissary Clerk IV — G-12	CORRECTIONAL SERVICES	37-468
Commissary Clerk III — G-9	CORRECTIONAL SERVICES	37-469
Commissary Clerk II — G-7	CORRECTIONAL SERVICES	37-470
Engineering Materials Technician G-8	DOT	37-423
Principal Materials Technician G-14	DOT	37-425
Senior Engineering Materials Technician G-11	DOT	37-424
Supervisor of Toll Operations G-18	DOT	37-442
Highway Safety Technical Training Supervisor G-20	EXECUTIVE (CJS)	37-437
Training Technician II (Law Enforcement) G-23	EXECUTIVE (CJS)	37-439
Associate Training Technician (Police) G-23	EXECUTIVE (CJS)	37-410
Assistant Public Buildings Manager G-16	OGS	37-434
Public Buildings Manager G-18	OGS	37-435
Senior Public Buildings Manager G-23	OGS	37-436
Motor Vehicle Program Manager G-21	MOTOR VEHICLES	37-460
Motor Vehicle Program Manager G-23 & M-1	MOTOR VEHICLES	37-461
Motor Vehicle Program Manager M-2	MOTOR VEHICLES	37-462
Motor Vehicle Program Manager M-3	MOTOR VEHICLES	37-463
Associate Accountant (Social Services) G-23	SOCIAL SERVICES	37-447
Social Services Human Resources Development Specialist III G-23	SOCIAL SERVICES	37-441
Principal Accountant (Social Services) G-27	SOCIAL SERVICES	37-448
Building Maintenance Supervisor I \$13,784	THRUWAY	37-464
Building Maintenance Supervisor II \$16,304	THRUWAY	37-443
Senior Building Maintenance Assistant \$22,423	THRUWAY	37-444
ORAL TESTS GIVEN DURING JANUARY 1982		
Senior Building Construction Project Coordinator G-18	OGS	39-568
Telecommunications Analyst IV G-27	OGS	39-572

open continuous
STATE JOB CALENDAR

Title	Salary	Exam No.
Assistant Stationary Engineer	\$9,984	20-271
Stationary Engineer	\$12,514	20-272
Electroencephalograph Technican	\$9,330	20-308
Data Machine Operator	\$7,795	20-334
Medical Record Administrator	\$14,860	20-348
Food Service Worker	\$8,338	20-352
Mental Hygiene Therapy Aide Trainee*	\$9,773	20-394
Associate Actuary (Casualty)	\$19,288	20-416
Principal Actuary (Casualty)	\$23,829	20-417
Supervising Actuary (Casualty)	\$27,842	20-418
Senior Actuary (Life)	\$14,850	20-519
Associate Actuary (Life)	\$19,208	20-521
Supervising Actuary (Life)	\$27,842	20-522
Assistant Actuary	\$15,030	20-556
Vocational Instructors*	\$11,835	20-600
Industrial Training Supervisors	\$13,264	20-700
Dietitian Trainee	\$13,265	20-844
Dietitian	\$14,045	20-845
Supervising Dietitian	\$16,610	20-846
Social Services Disability Analyst	\$16,100	20-848
Medical Specialist I	\$40,020	20-851
Medical Specialist II	\$43,560	20-850
Psychiatrist I	\$40,020	20-853
Psychiatrist II	\$43,560	20-852
Assistant Clinical Physician	\$34,220	20-854
Clinical Physician I	\$38,035	20-855
Clinical Physician II	\$42,050	20-856
Audiologist	\$16,610	20-860
Speech Pathologist	\$16,610	20-861
Assistant Speech Pathologist	\$14,860	20-862
Assistant Audiologist	\$14,860	20-863
Child Protective Services Specialist I*	\$15,030	20-864
Social Services Management Trainee	\$13,465	20-875
Social Services Management Specialist	\$14,245	20-876
Physical Therapist*	\$11,337	20-880
Senior Physical Therapist*	\$12,670	20-881
Stenographer	\$7,613	20-890
Typist	\$6,943	20-891
Senior Occupational Therapist*	\$12,670	20-894
Occupational Therapist*	\$11,337	20-895
Cytotechnologist	\$13,395	20-101
Senior Medical Records Technician	\$10,624	20-102
Pharmacist	\$15,520	20-103
Physician's Assistant	\$16,420	20-104
Licensed Practical Nurse	\$8,454	20-106
Junior Engineer (Bachelor's Degree)	\$16,100	20-109
Junior Engineer (Master's Degree)	\$16,600	20-109
Attorney	\$19,835	20-113
Assistant Attorney	\$17,655	20-113
Attorney Trainee	\$16,050	20-113
Assistant Sanitary Engineer	\$20,000	20-122
Senior Sanitary Engineer	\$24,600	20-123
Nutrition Services Consultant	\$20,870	20-139
Vocational Rehabilitation Counselor	\$18,535	20-140
Vocational Rehabilitation Counselor Trainee	\$15,710	20-213
Medical Record Technician	\$9,481	20-143
Histology Technician	\$9,865	20-170
Supervising Medical Record Administrator	\$15,624	20-212
Senior Computer Systems Analyst	\$17,570	20-219
Senior Computer Programmer Analyst	\$17,570	20-219
Computer Programmer	\$14,045	20-220
Senior Computer Programmer	\$17,570	20-221
Mobility Instructor	\$14,860	20-224
Instructor of the Blind	\$11,250	20-225
Teachers of the Blind and Partially Sighted*	\$12,395	20-111
Teachers of the Deaf and Hearing Impaired*	\$12,395	20-112
Senior Heating and Ventilating Engineer	\$21,129	20-227
Senior Sanitary Engineer (Design)	\$21,129	20-228
Senior Plumbing Engineer	\$21,129	20-232
Teachers (Remedial Mathematics)	\$12,395	20-240
Teachers (Remedial Bilingual Education)	\$12,395	20-243
Teachers (Remedial Reading)	\$12,395	20-246
Assistant Accountant	\$14,045	20-200
Assistant Auditor	\$14,045	20-200
Compensation Claims Auditor	\$14,045	20-200
Accountant (Social Services) Trainee I	\$14,045	20-200
Examiner of Municipal Affairs Trainee I	\$14,045	20-200
Insurance Examiner Trainee I	\$14,045	20-200
Insurance Premium Auditor Trainee I	\$14,045	20-200
Medical Facility Auditor Trainee I	\$14,045	20-200
Mental Health Auditor Specialist Trainee I	\$14,045	20-200
Mental Retardation Audit Specialist Trainee I	\$14,045	20-200
Public Utility Auditor Trainee I	\$14,045	20-200
State Accounts Auditor Trainee I	\$14,045	20-200

*Spanish Speaking

APPLICATION FORMS: You may obtain application forms by mail or in person at the following offices of the State Department of Civil Service:

ALBANY — State Office Building Campus 12239

BUFFALO — Suite 750, 1 W. Genesee Street 14202

NEW YORK — 55th Floor, 2 World Trade Center 10047

LOCAL OFFICES OF THE N.Y.S. Employment Service (no mail requests handled)

When you request an application, specify the examination number and title. Mail completed application to: NYS Department of Civil Service, State Office Building Campus, Albany, New York 12239. In the Buffalo area, mail applications to Buffalo address shown above.



CSEA AIRS VIEWS — Region V President Jim Moore and John Mikalauskas, vice president of Local 833, discuss the proposed Oneida County contracting-out issue with WTLB-Radio's Art Levy, host of the popular "WTLB LIVE" talk show in Utica. Proposed day care centers at

Utica and Marcy Psychiatric Centers and CSEA political action structure and plans were also discussed during the first hour segment of the recent show.

Contracting-out issue at Oneida County plant resolved; firm withdraws proposal

UTICA — In an official letter to County Executive Sherwood Boehlert, a spokesman for Envirotech, the California-based firm that had proposed to take over the operation and maintenance of the Part-County Sewer District Wastewater Treatment Plant, has announced the company has withdrawn its proposal.

The private contracting firm has recently come under fire from regional and local officials of CSEA which represents more than 40 employees at the

Oneida County facility in Utica.

James J. Moore, Regional V president, indicated to area news media that he was "pleased, but not surprised, the private firm pulled out."

"CSEA was fully prepared to submit a report to the Oneida County Legislature that a take-over by Envirotech would have cost the taxpayers of Oneida County more money than it would to continue county operation of the system," Moore said.

In a further comment, Moore added, "Naturally,

the primary concern of the union was job protection for those CSEA members at the plant. But we were also prepared to show that a private firm take-over was not a sound fiscal move.

"We wish to publicly thank the Utica area news media for their objective coverage of the proposed private take-over from its inception," Moore continued. "Once all the facts were presented openly to the legislature and the public, a course of action became more defined."

Two MHTAs reinstated with back pay, benefits

NEW YORK CITY — In separate decisions, arbitrators have cleared two members of Manhattan Psychiatric (MPC) Local 413 of patient abuse charges and ordered them reinstated with full back pay and benefits.

Based on the statements of two MPC patients, Mental Hygiene Therapy Aides Kenneth Braithwaite and Doris Ledgister were charged with abusing a patient in their care. Even though the records of the patient who was allegedly abused show that in the past he has sustained self-inflicted injuries and has been held down while other patients beat him, MPC administration relied solely on the testimony of the two patients in charging Braithwaite and Ms. Ledgister and suspending them without pay.

The courts have ruled that confinement to a mental institution does not automatically render a patient's testimony incompetent. If the state produces a patient as a witness, however, the patient's testimony is to be treated in the same manner as any other witnesses' testimony.

In Ms. Ledgister's case, the arbitrator cited numerous inconsistencies in the testimony of the two patients in clearing Ms. Ledgister, a state employee for 19 years.

The state produced only one of the patient eyewitnesses to testify against Braithwaite. The arbitrator found no inconsistencies in the patient's testimony, but found Braithwaite, a 17-year state employee, "without any prior incident or suggestion of mishandling or neglecting patients," to be "an honest, hardworking, concerned employee and not the type of individual" to abuse a patient.

MPC Local 413 President Floyd Payne praised the arbitrator's decisions, but expressed his

anger over MPC management's zeal in bringing employees up on charges of patient abuse.

"Our members provide excellent care for patients," he said. "With the chronic understaff-

ing here at Manhattan State, there's no way our members can constantly observe all patients to make sure they don't abuse themselves or each other."

PILGRIM PSYCHIATRIC CENTER LEADERS INSTALLED



LONG ISLAND REGION I PRESIDENT Danny Donohue, left, installs the leadership of Pilgrim Psychiatric Center Local 418. From left are Clifton Berry, executive committee; Joseph Noya, president; Gus Vasquez, executive committee; Crawford McPhatter, first vice president; Joseph Lind, executive committee; Sylvia Weinstock, second vice president; Joan Parlak, executive committee; Michael Stekardis, third vice president; Robert Williams, executive committee; Rudy Perrone, fourth vice president; William Washington, executive committee; Oradel Fuchs, treasurer; Bessie LoBalbo, executive committee; Carol Guardiano, secretary; Charles Gubelman, delegate; and Vito Bertini and Joan Joiner, both executive committee.

SELF DEFENSE

It could
get you
20 years.

ALBANY — A direct attack on the right of American workers to strike has been launched in the U.S. Senate, and union members throughout the country are being urged to stage a counter-attack through cards and letters to their members of Congress.

The anti-labor bill is S. 613, known as the Hobbs Act Amendments. The bill would amend the 1940s Hobbs Act so that lawful strikers who do or say anything while picketing that could be interpreted as "violence" or a "threat" would be subject to 20-year prison sentences or fines of up to \$250,000 under federal charges.

In contrast, strikebreakers — employers or their agents who engage in the same action or statement or who provoke strikers — would be charged under state or local law with a misdemeanor carrying a maximum sentence of only 30 days.

"The injustice of this bill is clear. This bill is one more in a series of anti-labor moves being

'We must stop this anti-union legislation in its tracks now'

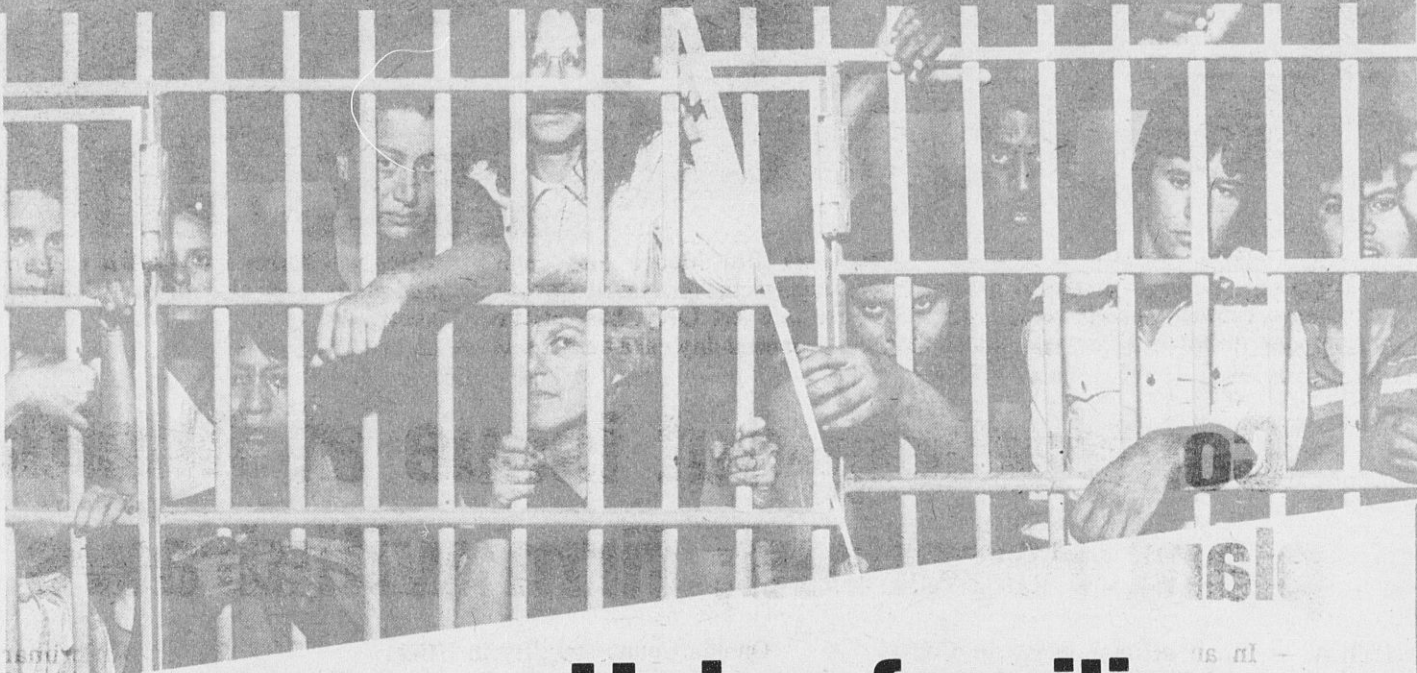
—Region IV President
Joseph McDermott

generated in Washington," commented CSEA statewide President William L. McGowan. "What else could we expect from an administration that has directed outrageous union-busting actions at our brothers and sisters in PATCO and which has been totally insensitive to the needs of American workers?"

While attending last month's AFL-CIO convention, McGowan and Region IV President Joseph E. McDermott — both International Vice Presidents of AFSCME — heard detailed warnings about the Hobbs Act Amendments from national labor and political leaders. Since then, President McDermott has distributed information on the legislative threat to Region IV officers and political action committee members.

"We have to watch everything that the President and the Congress are doing in relation to unions and worker rights," McDermott stressed. "If this law is passed, one of the strongest weapons in the limited arsenal available to organized labor will be effectively destroyed. We must stop this anti-union legislation in its tracks now."

The Hobbs Act Amendments, sponsored by Republican Senator Strom Thurmond of South Carolina, would put the federal



government in the business of policing strikes — but only on the side of employers.

Many national labor leaders point out that the bill would actually encourage violence as a strike-breaking tactic by employers, since strikebreakers who threaten or harm workers would be let off with only light penalties under the law. On the other hand, picketers who engage in "violence" — even though merely defending themselves in management-provoked situations — could face stiff fines and long sentences in federal prison.

"Anti-labor groups such as the

Union families have rights, too. Tell Congress to defeat S.613.

Employers or hired strikebreakers who start a picket line dispute are now liable to get only 30 days in a local jail under present law. The same penalty now applies to strikers and picketers.

If anti-labor forces have their way, defending yourself from harassment on the picket line could get you 20 years in a federal penitentiary. Employers or their scabs would still be subject only to less severe local penalties.

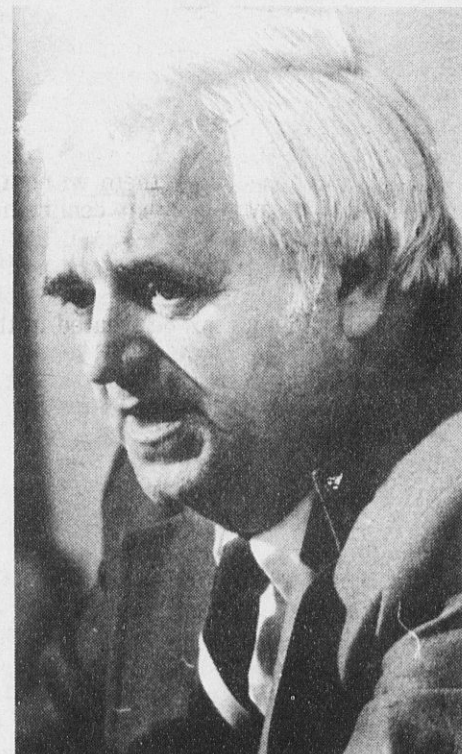
That's the plan under S.613, a blatantly anti-worker piece of legislation sponsored by Republican Senator Strom Thurmond of South Carolina.

National Right-to-Work Committee are hard at work lobbying for passage of this amendment," Regional President McDermott pointed out. "In order to counter their lobbying might, American workers have to speak out in opposition to the gross injustice of this proposed legislation.

"If we don't speak up now by sending our Representatives and Senators a post card or letter today, no one is going to be able to speak up for us down the road when they slap the handcuffs on American workers," McDermott concluded.

'The injustice of this bill is clear. This bill is one more in a series of anti-labor moves being generated in Washington'

—CSEA President William L. McGowan



CSEA President William L. McGowan



NIAGARA'S FANTASYLAND

MEMBERS IN FANTASYLAND — Local 104 members take a coffee break in Niagara Reservation Park, renamed Niagara's Fantasyland for the Festival

of Lights. Pictured are, from left to right, Ed Olszewski, Jack Finley, Valerie Buttery and Dale Matteson.

Members fancy making fantasy in park for 'Festival of Lights'

Story and photos by Ron Wofford
CSEA Communications Associate

NIAGARA FALLS — When the lights went on to begin this city's first "Festival of Lights," members of CSEA Local 104 felt especially bright.

The members, employees of the Niagara Frontier State Park and Recreation Commission, helped give a big boost to the festival, an ambitious, community-wide holiday project, by putting their touch on everything from lights to wiring.

Entertainer Pearl Bailey and Niagara Falls Mayor Michael C. O'Laughlin teamed up with Santa Claus to throw a switch, lighting more than 20,000 bulbs across the Niagara Falls Rainbow complex as well as a giant Christmas tree. The ceremony kicked off a lighting extravaganza that will continue every evening from 5:30 to 11:30 p.m. through January 3.

The opening festivities also includ-

ed a 30-minute fireworks display, which momentarily rivaled the colored lights on every tree in the area of the Convention Center, Lackey Plaza, Rainbow Mall, the Wintergarden, the Prospect State Park entrance and the entire Niagara Reservation State Park.

Preparation work at the park — the oldest state park in the country — began by Local 104 members more than a month before the festival, with Local President Dale Matteson, an electrician, leading a crew that included carpenters, plumbers, masons, maintenance workers and other electricians.

"It was hard work, but a labor of love," said Matteson as he talked about how his crew installed wiring, hung lights and erected stands for the large panels depicting Christmas and children's fairy-tale themes, which were illuminated by floodlights.

"A hell of a challenge" is how Matteson described his monumental task of drawing up the electrical layout plans that extended from Niagara Reservation park through the city to the Rainbow Mall.

Don Sweatman, regional park maintenance supervisor, and Mario Pirastru, Niagara Parks regional manager, credited Matteson's crew with doing "a tremendous job."

"This will become an annual affair and the groundwork by our crew will allow for even greater growth in the festival in the future," Sweatman said.

"The entertainment planned for every weekend should make our city an enjoyable place to visit during the holidays," said Pirastru, noting that the total community undertaking also included efforts from firefighters, local electrician unions, schools, the nearby Air Force base and many others.

Dave Matteson has another way of looking at the project.

"It gives our local a chance," he says, "to put a little elbow grease behind our wish to everyone, including our fellow CSEA members across the state, for a happy holiday season."



FAIRY-TALE PANEL — This panel of Pinocchio and friends is one of many that CSEA members erected in Niagara Park for the festival.



LIGHTING THE LIGHTS — Valerie Buttery adjusts the lighting on one of 45 trees that Niagara State Parks crews decorated for the Festival of Lights.



MESSAGE TO MEMBERS — Wishing fellow CSEA members across the state happy holidays are, from left to right, Harold Stickl, Dale Matteson, and George Husanian.