



Public SECTOR

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American Federation of State, County and Municipal Employees AFL-CIO.

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Union charges unsafe buses put W. Seneca students, drivers, in danger



SCHOOL BUS DRIVER Joe Galeta, left, talks about buses with safety problems at West Seneca Schools with CSEA Region VI Occupational Safety and Health Specialist John Bieger.

By Ron Wofford
CSEA Communications Associate

WEST SENECA — The safety of school children riding school buses — as well as that of bus drivers — has been called into question at West Seneca Schools.

"They don't care about safety," declared driver Joe Galeta, as he told how a supervisor, on several occasions, has assigned buses with safety problems to unsuspecting drivers.

"On many more than one occasion, I have informed supervision of real safety problems," Galetta continued, "such as steering or brake malfunctions, only to find the bus has been assigned to another driver, with no notation or correction of my complaint."

Galetta said there are problems with "15 or 20" buses out of 75 to 80 in the schools' fleet. Additional buses are also leased from a private contractor.

An investigation by Region VI Occupational Safety and Health Specialist John Bieger confirmed the unsafe condition of several buses.

Bieger called in a state Department of Transportation carrier safety inspector, who pulled the stickers off several buses.

The safety problems included heavy smoke, no power, poor steering, bald tires, bad bearings and brake fluid leaks.

"But, incredibly," reports Bieger, drivers are still reporting bus safety

problems, and written-up buses are still being used."

Bieger and Unit President Neil Radder advised drivers to carefully inspect their buses before taking on assignments.

"They tried to force one driver to take out an unsafe bus," said Galeta, "but he got a witness to verify there was a safety problem and didn't take the bus."

The West Seneca Schools employees, members of Local 868, said one of the most disturbing aspects of the problem is "management's attitude."

"We're concerned about the safety of our young passengers," said Galeta, "but they seem to think we're trying to get out of work, or something."

Bieger said the bus supervisor has refused a request to mount a bus status board, so that drivers could know when a bus has been written up or repaired.

The drivers also recalled an incident where a bus driver with an injured foot was directed to take out a bus in spite of her pain. The foot turned out to be broken, they said.

"But, we're not going to lay down and roll over on bus safety," they vowed. "We're going to keep on making sure these buses are safe for ourselves and our children."

Thruway talks reach impasse

ALBANY — CSEA has declared impasse in its negotiations with the New York State Thruway Authority. CSEA represents about 270 employees in the Unit II bargaining unit, which consists of professional, scientific and technical workers.

The impasse was declared after several bargaining sessions failed to produce any positive movement on the unresolved issues of compensation and general health insurance costs.

The union has requested the state's Public Employment Relations Board appoint a mediator to the dispute as quickly as possible.

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CSEA appoints first female regional director...page 3



A time bank for Jane puts smile on her face . . . page 16

Learning about labor in school

Pilot unionism program flies in Troy classroom

TROY—A CSEA pilot program, aimed at educating school students about the important role unions have played in American society and social development, was offered recently to 450 grade students through cooperation of the CSEA Troy School Unit, NYSUT-represented teachers and the school administration here.

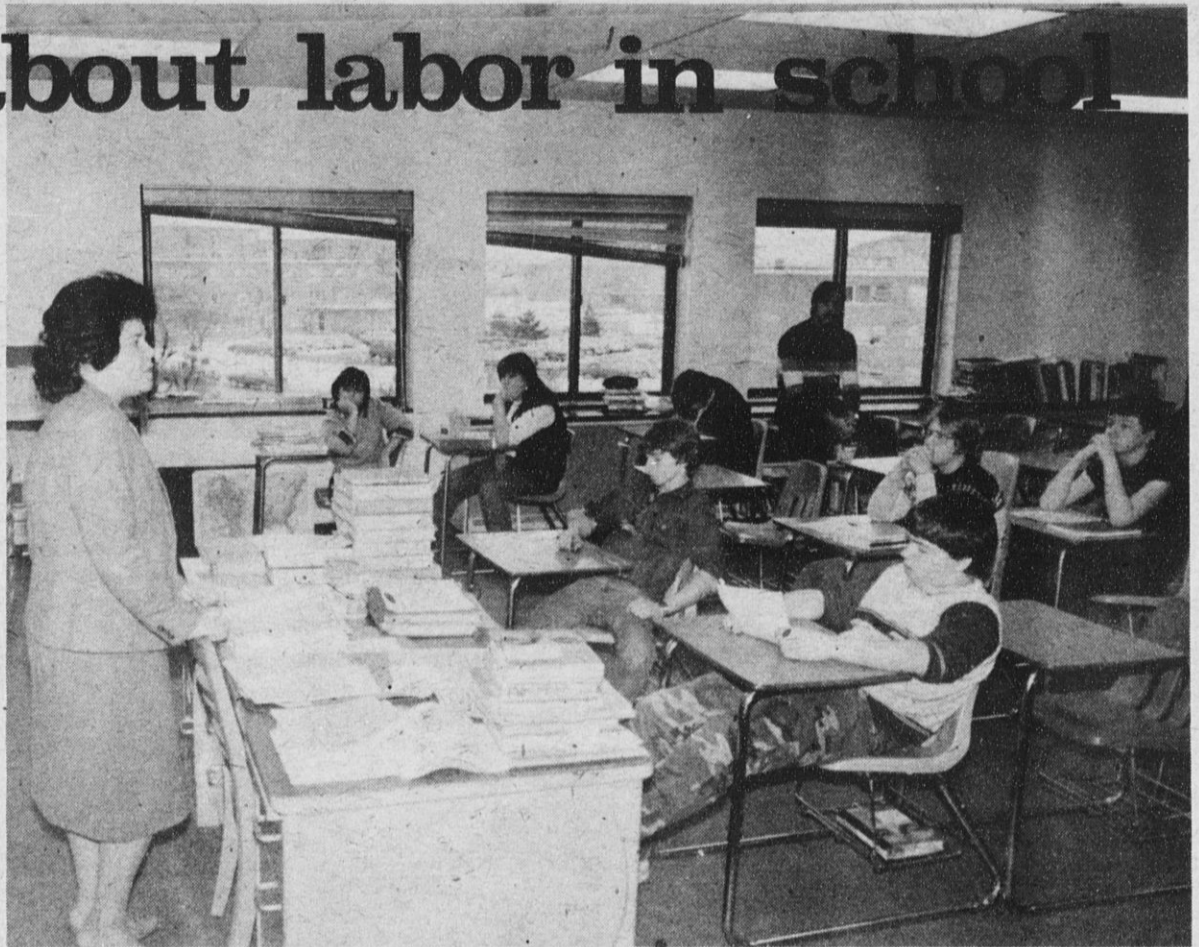
The two-day program entitled "The History of the Labor Movement" was presented to students in eighth grade social studies classes at the W. Kenneth Doyle Middle School. Another 500 high school juniors are expected to take part sometime in March.

The program kicked off with the presentation of "The Inheritance," a vivid film which traces the labor movement in the United States from the 1870s to the 1960s. The film deals mostly with the struggle to industrialize America after the Civil War when hours were long and working conditions were poor. The film graphically illustrates the role unions took in gaining dignity for workers, many of whom were immigrants from Europe.

On the second day of the program, representatives from CSEA were on hand at the Troy school to talk with students about the film and the significance of unionism in this country. Capital Region Field Representative Aaron Wagner and Political Action Coordinator Edward LaPlante fielded questions from students, sparking lively discussions.

"The presentations worked out very well," said Betty Nichols, CSEA Troy School Unit president. "The students were used to seeing us in our normal school employee role, but when we stepped behind the desk to make our presentations about unions, they could relate to us in a different way and show they were interested about unions."

Nichols pointed out that the presentations did not focus primarily on CSEA but dealt in general



TEACHING LABOR — CSEA Troy School Unit President Betty Nichols addresses an eighth grade social studies class as part of a new program geared toward educating school students about the labor movement in American history.

with why unions were formed, how they operate and what the students should expect if they should ever decide to join and participate in a union.

Richard Carmen, chairman of the school's social studies department, says he was particularly impressed with the film, an offering of CSEA's Education and Training Department.

"We saw footage we've never seen before. This film gets into the workplace and shows what the conditions were like. We saw the people. We saw the strains. We saw history through the faces of people. And some of these kids never saw the kind

of tenements we see in this film," said Carmen.

In an attempt to continue the students interest in unions, the CSEA Capital Region is sponsoring a verbal essay contest for the eighth grade social studies students who participated in the program. Contestants will be asked to make a short presentation on any view they have concerning the value of the labor movement. The top three winners will be invited to attend a regional dinner meeting in February at which time bonds for \$50, \$25, and \$10 will be presented to the first, second and third place winners.

A new CSEA pilot program, "The History of the Labor Movement," teaches students why unions were formed, how they operate, and what they should expect if they ever decide to join one.



Another EAP

SCHENECTADY COUNTY EAP SIGNED — Frank Tomecko, CSEA Schenectady County Local 847 president, left, and Robert McEvoy, county manager, sign an Employee Assistance Program contract establishing a program for all CSEA-represented county workers. James Murphy, CSEA EAP coordinator looks on.

Campion new Region III director



DIANE CAMPION replaces Tom Luposello, inset, as the new director in the CSEA Southern Region. Luposello retired recently after serving a number of years in the position.



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REGIONAL OFFICE
Rural Route 1
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Fishkill, N.Y. 12524
914-896-8180

FISHKILL — Diane Campion has been appointed regional director of the seven-county CSEA Southern Region III, becoming the first female CSEA regional director in the state. She succeeds Thomas J. Luposello, who retired recently after serving several years in the position.

Campion had been a CSEA member since she went to work at the Hudson River Psychiatric Hospital shortly after graduating from high school. Later she worked for 10 years at Dutchess Community College, where she served on the local executive board and was active as an officer in her 110-member unit.

Campion joined the CSEA staff as a field representative in the Region III office after earning a degree from the Cornell School of Industrial and Labor Relations in Ithaca. As a field representative she worked with members in Orange, Rockland, Dutchess and Putnam counties.

She said she would like to see more women involved in the labor relations field. "Women tend to be underestimated," she said, "and this can be an advantage. A woman is not expected to be a strong opponent at the bargaining table, so she can often surprise her colleagues."

She also believes that women in the workplace face more scrutiny than their male counterparts. "The bottom line is you have to make it on your own. You have to compare with the competition and be able to do the job. People are watching. Expectations are different and standards tougher."

Region III President Pat Mascioli says he looks forward to working with his new regional director. "Diane is really qualified for this job," Mascioli says. "In my dealings with the various local and unit presidents, admiration for her ability is obvious. I see positive things for this region."

As regional director, Campion will direct nine field representatives and an organizer. There are about 37,000 CSEA members in Dutchess, Orange, Putnam, Rockland, Westchester, Sullivan and Ulster Counties.

Campion and her husband, Donald Clickner, live in Hyde Park.

Report shows 'right-to-work' states have lower per capita income

"Right-to-work" doesn't work very well, at least not for the workers who sweat away their working days in those states where the union shop is prohibited under so-called right-to-work laws.

According to a new federal Commerce Department report, the per capita income in the 20 RTW states averaged only \$10,708 in 1983. That compares to an average of \$12,186 in the other 30 states and the District of Columbia, and to a U.S. average of \$11,685.

According to the Commerce Department, just five of the open shop states are ranked at or above the national average — Nevada, Kansas, Virginia, Wyoming and Texas. Seven of the 10 states with the lowest averages are

RTW states — North Carolina, Tennessee, Alabama, South Carolina, Utah, Arkansas and Mississippi. The last three states were below \$9,000 and Mississippi averaged only \$8,098.

According to the study, weekly wages in the 20 RTW states averaged \$322.99 and hourly earnings averaged \$8.10, while in union rights states, the average was \$367.44 and \$9.24. The national average was \$354.48 and \$8.84.

The right-to-work states are Alabama, Arizona, Arkansas, Florida, Georgia, Iowa, Kansas, Louisiana, Mississippi, Nebraska, Nevada, North Carolina, North Dakota, South Carolina, South Dakota, Tennessee, Texas, Utah, Virginia and Wyoming.

**75 YEARS OF
PROGRESS
CSEA**

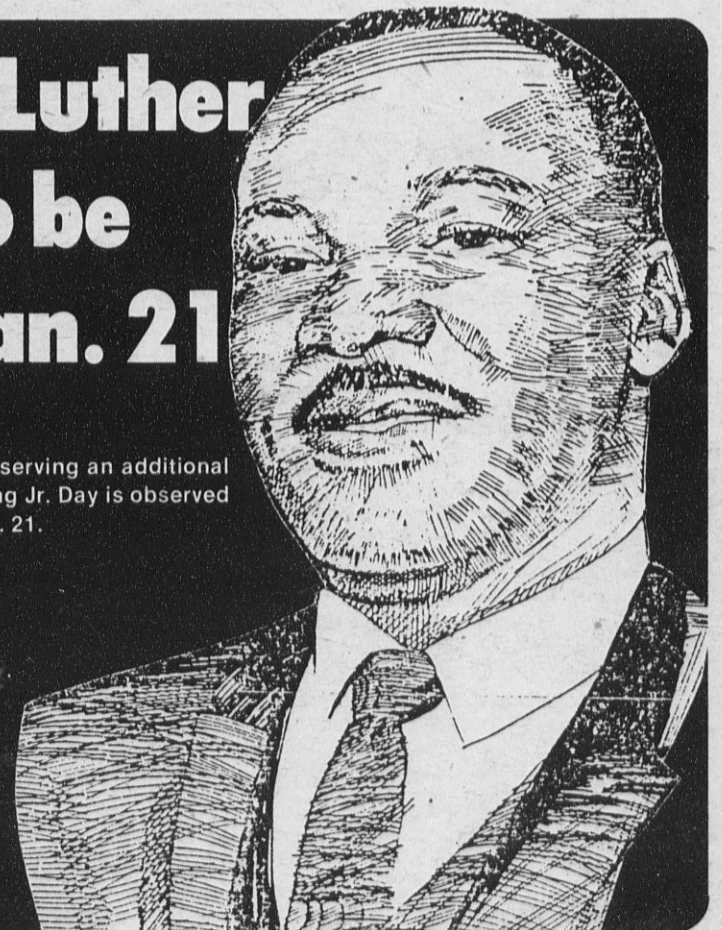


CSEA was organized Oct. 10, 1910 as "The Association of State Civil Service Employees of the State of New York." Membership was limited to state employees in the competitive civil service class. In 1946, the union amended its constitution and opened membership to local government employees. Since that time the organization has been known officially as The Civil Service Employees Association!

1st Martin Luther King Day to be observed Jan. 21

ALBANY — Public employees will be observing an additional holiday next month when Martin Luther King Jr. Day is observed as an official New York state holiday on Jan. 21.

Creation of an official state holiday honoring the memory of Martin Luther King Jr. was among the bills presented by CSEA to members of the state Legislature this year. It passed in both houses and was signed by Gov. Mario Cuomo, designating the third Monday of January each year as the official holiday.



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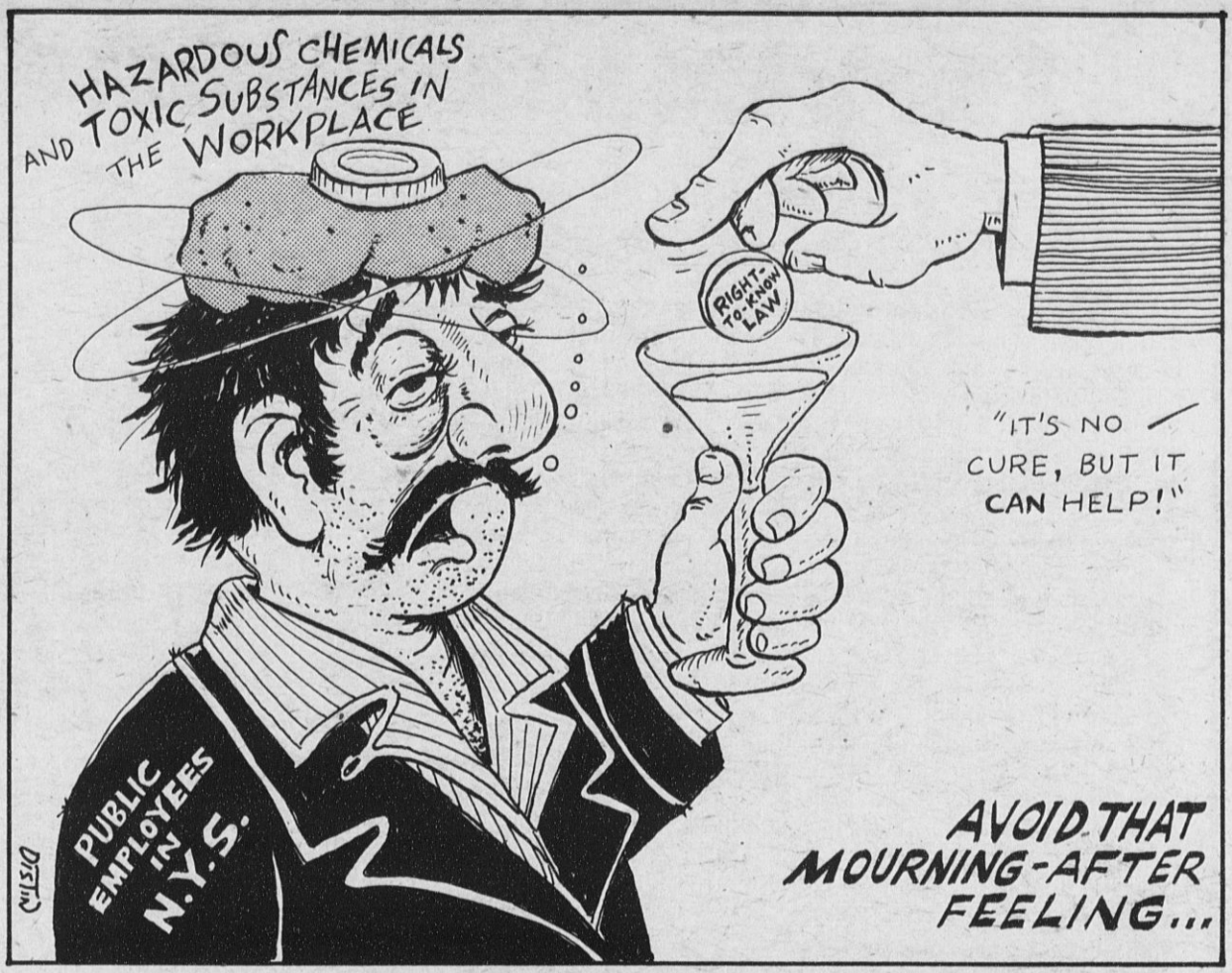
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BROOME COUNTY LOCAL 804 President Joan Brower, lower left, and Robin Jewell, Connie Trask and Madelyn Lane work on tree they put up.

Members put joy into holiday season

BINGHAMTON — Christmas 1984 brought a mixed bag of pleasant surprises to scores of Broome County needy children, thanks to the time, effort and gifts of many Broome County Social Services Department employees and area merchants.

Joan Brower, president of CSEA Broome County Local 804, and a county social services employee, said "the entire idea seemed to 'snowball' around the beginning of December."

Brower explained that a co-worker, Kathy Nemier, suggested a Christmas tree should be erected for the children who visit the agency with their parents. The tree idea prompted Sue Kiley, another worker, to suggest an appeal for candy, cookies and trimming for the tree.

"Before we knew it," Brower continued, "we had help and donations coming from every direction."

A Binghamton department store sent coloring books; candy and food stores offered supplies of treats; a local church donated a tree; tree trimmings and a stand came from other department employees; and Bud Kovarick, a building maintenance man, installed the tree in the main lobby of the building.

Brower said employee enthusiasm continued to mount and, at their own expense, workers bought wrapping paper for presents in preparation for the children's party and gift-giving Dec. 21.

"It was an absolutely marvelous demonstration of good will and generosity from county employees, area stores and businesses. To see that look of sheer happiness on the faces of those children was something we shall never forget," Brower continued.

"It was our wish to see that every client's child received a toy or candy for Christmas. And they did," she said.

"It would be impossible to thank everyone who took part in this wonderful holiday activity. As a fellow employee and CSEA president, I am very proud to be associated with the fine group of workers who helped with time, effort and gifts to bring joy to needy children. Although our daily work makes us more aware of the financial hardship of adult clients, it also makes us more compassionate for their less-fortunate children. After all, Christmas is a special time for the children. And now all of us in Broome County Social Services know in our hearts we have helped make it 'extra special' for some very surprised kids," Brower said with a smile.

Are you under **STRESS?**

A program on cassette tape from CSEA can help you get over it.

ALBANY — If you get uptight at the very thought of trying to relax, CSEA can help relieve your tension. The union is now making available to members a cassette tape you can use to teach yourself how to relax.

The audio tape, which can be ordered for \$2.50 by completing the coupon below, contains a number of relaxation exercises, focusing techniques and hints on using visualization to relieve stress.

Developed for CSEA by Cornell's School of Industrial and Labor Relations, the tape is a spin-off of CSEA's program designed to help members improve their performance on Civil Service promotional examinations.

"Taking an exam can be a very stressful situation, and many people score lower than they should simply because they're scared and nervous going into the test," explained CSEA Education and Training Director Sally Englehardt. "It's not always enough to know the subject matter. You also have to be in the right frame of mind so that you don't freeze up when you start to read the exam questions."

For this reason, one side of the cassette tape is tailored to exam-takers, although the exercises and suggestions would be helpful in a wide variety of stressful situations. The other side of the tape takes the listener through a 30-minute program of breathing exercises and other relaxation techniques.

"This tape would be very helpful to someone who has trouble getting to sleep at night because of stress, or it could be used any time you can sit down quietly and take a relaxation break to relieve your tensions," Englehardt explained.

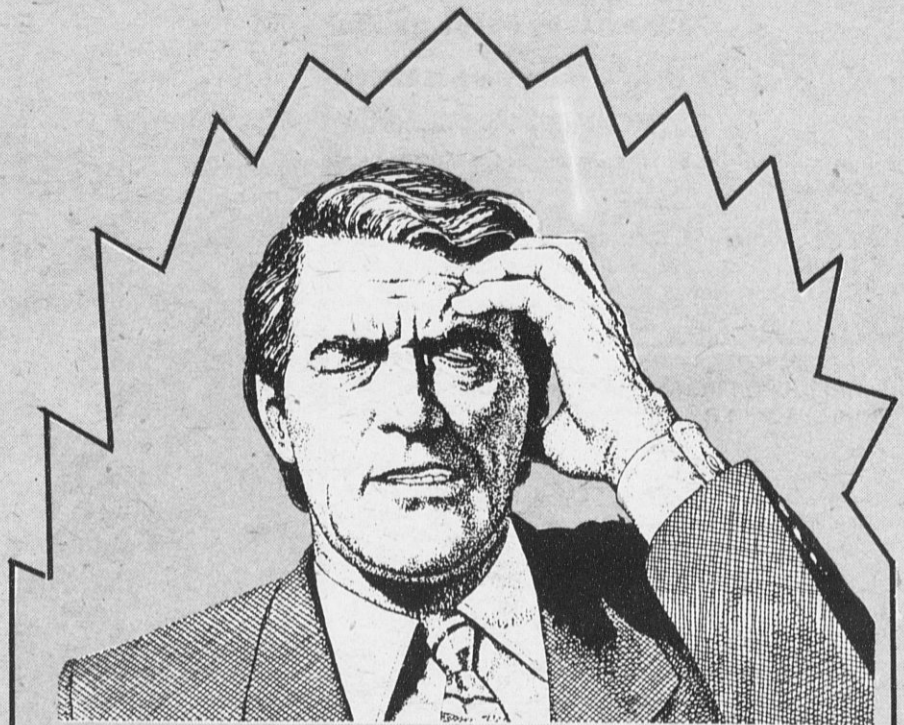
She emphasized that the tape is not an instant cure for stress, but rather an instructional program.

"In other words, you can't wait until you're in a panic and then expect to switch on the tape and find instant calm," she said. "By listening to this tape and following the narrator's instructions, however, you can teach yourself some relaxation techniques that work for you. You get better with practice, and later you can call on these techniques to help yourself through stressful periods."

CSEA's Education and Training staff has been conducting stress management workshops around the state, and the seminar has become one of the department's most popular offerings. The cassette was developed in an effort to teach stress management techniques to more members than are able to attend the union seminars.

"People today are taking the problem of stress very seriously," Englehardt commented. "We now realize that stress can damage our relationships, impair our health and ultimately shorten our lives. Inability to handle stress on the job can make our workdays intolerable."

"Fortunately, there are a number of ways we can work to handle stress, including a program of physical exercise and learning to use relaxation techniques such as those this cassette will teach you."



Facts about stress

Are you under stress because of your job? Here are some factors to consider:

—Your job is stressful if you have (a) too little or too much work, (b) too much or too little flexibility in what you do, (c) too much or too little responsibility for other people, or (d) an unclear job description.

—You are also probably under stress if you face deadline pressure all the time, have too little job security, endure physical discomfort while you work, or are not being given the chance to use all of your abilities.

—If you have a low prestige job, you're probably under stress. According to the National Institute of Occupational Safety and Health, the six most stressful jobs are: laborer, secretary, inspector, lab technician, office manager and foreman.

—Four-fifths of those polled in a recent Harris survey say they are under stress at least once a week, and one in six Americans feels under great stress almost every day. Blacks are more likely than whites to feel great stress every day.

New exam prep booklets available for caseworkers, social welfare examiners

ALBANY — CSEA is now making available two new exam preparation booklets to workers in the political subdivisions. The new booklets, one for caseworkers and the other for social welfare examiners, add to two already existing instructional series on secretarial and custodial skills.

The new "Social Welfare Examiner Series" contains review work in the areas of supervision and administration, interviewing, and understanding social and human relations problems.

Principles and practices of social casework, interviewing and supervision are included as part of the preparation in the "Caseworker Promotional Exam Series."

Still available through the CSEA Education and Training Department are the "Secretarial and Typing Series" and the "Custodial Series."

The former booklet is for secretaries in the counties and municipalities and for non-teaching school district personnel. Designed for employees holding typist, steno, and secretarial titles, it contains review work in areas of supervision, secretarial and typing practices, spelling, punctuation, and capitalization and usage.

The series for custodians contains review work in supervision, cleaning, building operations and maintenance as well as in ability to read and follow written instructions.

Each booklet is available for the price of \$1.50 from the union's Education and Training Department. Use adjacent coupon for ordering.

ORDER FORM

ATTN: CSEA Education Department
33 Elk Street
Albany, N.Y. 12207

Please send me the booklet(s) indicated. I understand the price is \$1.50 (includes postage) for EACH booklet ordered.

Secretarial and Typing Series Social Welfare Examiner Series
 Custodial Series Caseworker Promotional Exam Series

Please send me _____ relaxation program(s) on cassette tape at the price of \$2.50 each.

I have enclosed a check or money order in the amount of \$_____ to cover the cost of this order.

Please send booklet(s) to:

Name _____

Address _____

City _____ State/Zip _____

Social Security Number _____ CSEA Local _____

EMPLOYER _____

Please Note: Non-CSEA members can obtain the same material directly from Cornell University at the same price by contacting: Cornell ILR, 112 State Street, Suite 1200, Albany, New York 12207.

KNOW YOUR NEGOTIATORS

A periodic profile of some of the members of your union's negotiating teams in the upcoming CSEA/State contract negotiations

ELLIOT BERNSTEIN Administrative Services Unit



"You do it for more than yourself"

Elliott Bernstein arrived at the initial orientation meetings of CSEA's negotiating teams well prepared. His copy of the Administrative Services Unit contract was dog-eared, and its margins filled with notations. Bernstein had obviously done his homework.

"I learned a lot from my negotiating experiences three years ago," he explains, but added that he has learned even more since then. As a Local 010 shop steward he's learned what articles get grieved and what contract language his members don't understand. And, he says, he's learned "that the contract has not been followed by management."

As a result, his experience has given him a clear idea of what improvements he'd like to see in the next contract.

Bernstein says his goals for these negotiations include "making sure New York City gets its just desserts, such as location pay, night differential pay, etc." And he emphasizes he wants "contract language calling for nondiscrimination on sexual preference.

"Executive Order 28 also calls for this, and there is a GOER order establishing a panel to study the problem. But I want it clearly in the contract."

Bernstein, who also serves as treasurer of his New York City Local, has been active in CSEA for about five years as a result of having been brought up on a disciplinary charge. "I discovered there was no CSEA rep around to help me then because the former rep had gone to PS&T and no one had volunteered to replace him," he explained. "I vowed this would never happen to another member in the local."

So Bernstein began attending meetings to learn more about his union and rapidly became more involved. Since then he has served as a delegate to the AFSCME meetings on the Clerical/Secretarial Employee Advancement Program.

Says Bernstein of his involvement: "You do it for more than yourself."

CSEA'S NEGOTIATING TEAMS

ADMINISTRATIVE SERVICES UNIT Negotiating Team

Region I — Elizabeth Holt and Barbara Reynolds
Region II — Elliot Bernstein and Ann Worthy
Region III — Carole Peets and Sarah Jackson
Region IV — Lee Johnson and Dann Wood
Region V — Chris Carletta and Claire McGrath
Region VI — Sara Sievert and Dawn Lyman
Collective Bargaining Specialist Jack Conoby

OPERATIONAL SERVICES UNIT Negotiating Team

Region I — Arthur Loving and Lou Mannellino
Region II — Benjamin Hayes and James Wilson
Region III — Jack Cassidy and Richard Riley
Region IV — Milo Barlow and Leroy Holmes
Region V — Tom Ward and Chuck Eynon
Region VI — John Wallenbeck and Thomas Petrone
Collective Bargaining Specialist John Naughter

INSTITUTIONAL SERVICES UNIT Negotiating Team

Region I — Joseph Noya and Anthony Ruggiero
Region II — Joel Schwartz and Miguel Cruz
Region III — Jeff Howarth and Beatrice White
Region IV — Joel Falkenbury and Dominick Ruggieri
Region V — Madeline Harrison and Ruby Meyers
Region VI — Elaine Mootry and Kathy Pontillo-Button
Collective Bargaining Specialist Jim Cooney

Onondaga County Local seeks fact finding in effort to resolve its contract talks impasse

SYRACUSE — CSEA Onondaga County Local 834 officials have formally requested that a fact finder be assigned to the contract talks that reached an impasse earlier, and which a Public Employment Relations Board mediator has failed to resolve after four meetings recently.

Key issues which represent the main stumbling blocks involve the current county payroll system and health insurance, according to Local 834 President Pat Callahan. CSEA chief negotiator Tom Pomodoro and county unit officers recently called a press conference to announce mediation failed to resolve the problems, and that a factfinder should be brought into the matter.

CSEA has charged the county failed to correct an antiquated payroll system that continues to compound payroll difficulties for more than 3,700 county employees. The union is also upset that the county seeks to unilaterally change the health insurance plan and its administration.

Mini-meetings a big boost to labor-management relations at Rome Developmental Center

ROME — Using a new concept of “mini-meetings,” CSEA officers and stewards at the Rome Developmental Center say they have been very successful in tackling labor-management concerns.

In addition to the standard facility-wide labor-management meetings, five mini-teams comprised of four to six CSEA members plus management representatives are now in place or near completion at the Central New York facility.

According to RDC Local 422 President John Premo, the new approach — which has the full cooperation of management — has been particularly successful in addressing issues at the building and departmental levels.

Says Premo: “We saw the need for additional labor-management meetings at the level of the problem. Rather than wait for issues to be addressed at the next facility-wide meeting, it just made good sense to attempt a resolution at the level it occurred — in a department or building.”

Premo credited the new system’s success largely to an increase of stewards at work locations.

“One of our priorities was to greatly increase the steward force,” said Premo. “After stewards were properly trained,” he added, “We saw they were eager to become more involved in union procedures that protect employee rights.”

Before establishing a date for a mini-meeting, CSEA representatives conduct a preliminary meeting to identify and agree upon member concerns, refine complaints, and balance complaints off against their local’s understanding of contract and policy procedures. Then they determine what realistic remedies to seek at the meeting.

Both sides agreed the mini-teams could establish their own procedure for meetings, if they remained within the contractual language, considered employee seniority and agreed that any problem be dealt with at that level by the mini-team. Assistance, if requested, would be available during this process.



PREPPING FOR A MINI-MEETING — Members get ready for an upcoming labor-management mini-meeting by identifying concerns and agreeing on a format for presenting them. On hand for a planning session are, from left: Carmen Blair, therapy aide; Chris Carletta, Local 422 secretary; Jon Premo, Local 422 president; Kitty Hall, therapy aide; and Mary Baretta, food service worker.

Using pre-established formats, teams from labor and management establish agendas, set a meeting date and document each meeting with accurate minutes. It is also a practice for committee leaders — both mini and facility-wide — to officially sign off following every meeting.

Premo said one recent issue where the mini-meetings proved valuable involved holiday time off. In past years, he said, holidays were handled at facility-wide meetings and problems arose because each building or department had its own ideas for handling specific cases.

“What might apply to one work location might not be appropriate for another,” he said. “so we asked mini-teams to resolve the issues at their levels, and they did.”

“You are always going to find an employee who is not totally satisfied with a decision. But for the most part holidays were established fairly and strictly according to seniority.”

Premo and Local 422 Vice President Jim Martin were quick to mention the support received from Director Keith Hoffman and Deputy Director Steve Smits at the Rome Developmental Center.

They also gave credit to the Region V Education Committee and trainers and Local President Jim Moore for their help in getting the system off the ground.

As for recommending the mini-team concept to other union locals, Premo said he would do so only if CSEA local officers are prepared and willing to establish certain guidelines.

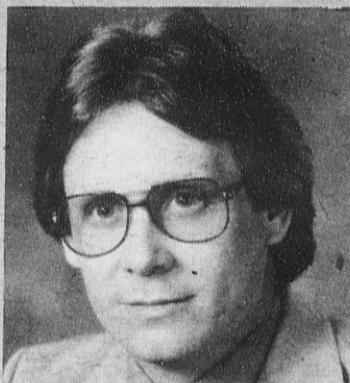
“First, establish a good, solid steward program. Along with that include good communication, both written and verbal, with the stewards and mini-teams,” he said.

The system must also have the cooperation of management in order to work. “And you must sell the workability of the system to your members,” he added.

“Each point is vital to making the system fly.”

“We saw the need for additional labor-management meetings at the level of the problem. Rather than wait for issues to be addressed at the next facility-wide meeting, it just made good sense to attempt a resolution at the level it occurred — in a department or building.”

Jon Premo, Local 422 president



‘Grandfathering’ Ok’d for Unified Court System employees

ALBANY — A Dec. 11 ruling by the Court of Appeals has upheld the state Legislature’s 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 took them out of 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. Accordingly, 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 who have not yet passed required examinations.

The Legislature decided in 1980 that there would be a severe disruption of court services unless people in new titles (outside of New York City) and with at least one year’s previous services were not granted permanent competitive class status.

The legislation was then challenged as unconstitutional but has now been upheld by the state’s highest court.

The decision, a major victory for CSEA’s Legal Assistance Program, affects several thousands union members.

EnCon members to receive ballots for Board of Directors election

ALBANY — Ballots are in the mail to members of Environmental Conservation locals to fill a vacancy on the union’s statewide Board of Directors. Candidates for the Board position are Mary Luciano and Judy Salisbury.

Ballots must be returned by noon, Jan. 22. Members eligible to vote in the election may request replacement ballots beginning Jan. 7 by contacting Marcel Gardner at CSEA Headquarters.

Contract News

Kingston contract ✓ set for two years

KINGSTON — A two-year agreement for 200 employees in the city of Kingston was signed just in time for the holidays following more than a year in contract negotiations.

The contract, retroactive to Jan. 1, 1984, provides for a \$700 across-the-board increase for the first year and a 6.5 percent pay hike effective Jan. 1, 1985.

In addition, employees will receive increases in longevity and shift differential, according to Collective Bargaining Specialist Joe Reedy.

CITY OF KINGSTON Mayor Peter Mancuso, left, and CSEA Unit President George Finch sign a two-year agreement for 200 city employees following a year of difficult negotiations.



✓ Dunkirk Schools workers win wage increases

DUNKIRK — The Dunkirk Schools Units of Chautauqua County Local 807 has reached agreement on a three-year contract covering bus drivers, clericals, custodians, cleaners and library aides.

A 35 cents per hour wage increase was gained for all employees, with library aides, cleaners, secretaries and clericals receiving an additional 10 cents, 5 cents and 5 cents respectively in the first, second and third years of the agreement.

The 59-member unit also negotiated an increase in life insurance from \$3,000 to \$6,000 in the pact's first year, and to \$10,000 in the third year.

When school is closed due to snow or other emergency, those not required to work shall have the day off with pay, with no charge to accruals.

Those required to work on such days shall have a day added to their personal leave account.

And personal leave not used will be paid for in cash at 50 percent of the employee's normal daily rate in the final pay check.

The presidents' holidays may be observed on any Monday or Friday between February 1 and March 15, excluding Easter vacation.

While happy with unit's negotiations progress, Unit President Janet Harris pledged to "push for disability pay when our members run out of sick leave accruals, and to ensure continued health insurance coverage" in cases of serious illness.

Mark Higgins was chief negotiator for a committee that included Harris, clerical Terry Bunge and library aide Marge Jagoda.

✓ Pay hike plus benefits for Ellicott employees

ELLICOTT — The Town of Ellicott Unit of Chautauqua County Local 807 has reached agreement on a two-year contract that boosts wages and benefits for its 21 members.

Additionally, each employee will receive a \$25 increase in annual longevity pay for year one of the agreement.

Shift differential pay has been increased by 3 cents to 28 cents per hour, and highway department employees' overtime pay has been increased to 42 cents an hour.

Highway department employees' shoe allowance has been boosted \$5 to

\$65, and coveralls will be laundered by the town up to 26 times per year per man.

Police department employees overtime will be paid in cash or time at straight wages, at the employee's option.

A cash-in of sick time in case of employee death, will be paid to the beneficiary of active or retired members.

Unit President Sam Ryberg said his members were "very happy" with their new contract, and voted overwhelmingly to ratify it.

Field Representative Mark Higgins led negotiations with a committee that included Darryl Braley and Bud Rhodes of the police department, John Piazza and Wed Johnson of the highway department, and Unit President Ryberg.



✓ Westchester D.C. gets EAP

TARRYTOWN — Officials of Westchester Developmental Center Local 432 recently signed a contract establishing an Employee Assistance Program (EAP) for members of three unions.

EAP Chairman Richard Colson, who authored the policy statement for the Westchester program, says talks have been in the works since August 1983. In addition to CSEA, two other unions — PEF and Council 82 — are sponsoring the program which provides confidential referrals and counseling to employees.

Westchester is the latest of a long line of state institutions to have recognized the value of EAP and adopted the program for themselves.

EAP refers employees with personal problems affecting their work to counseling and other programs which can help them. The program has proven successful in improving work attendance and productivity.

EAP SIGNING at Westchester Developmental Center included, from left: Dr. Ella Curry, center director; Andrew Farley, second vice-president, Local 432; Gary Eldridge, president, Local 432; Pat Mascioli, Region III president; and Richard Colson, EAP chairman.



1984

THE YEAR IN REVIEW

1984 has proven to be an especially exciting year in the history of CSEA. In some respects the year ended as it began with CSEA battling the Department of Transportation over problems associated with understaffing and health and safety issues. And, too, the union was fighting for adequate funding and staffing in mental hygiene facilities as 1984 opened and was still fighting over similar issues as 1984 came to a close. In between the beginning and the end of the year, CSEA put together one of the union's most successful efforts ever in the state Legislature. And for icing on the cake, CSEA was instrumental in helping endorsed candidate Walter F. Mondale sweep to a victory

in New York's primary election and scored an outstanding record in helping endorsed candidates win seats in the Legislature in November. Members showed great confidence in the union's top leadership late in the year when they re-elected the leadership slate by an overwhelming margin in a rerun of an earlier election. These were but a few of the major events during 1984 that mingled with the usual union projects to make the year, the 74th in the union's long and distinguished history, exciting and rewarding. On the following pages, The Public Sector reviews some of the events of 1984 that affected the union, the members and the general public.

JAN

CSEA complains bitterly that understaffing has created dangerous conditions for state DOT workers engaged in snow and ice control. Gov. Cuomo pledges no more layoffs during his annual State of the State Message to the Legislature. CSEA Lobbyist James D. Featherstonhaugh bluntly tells a legislative committee "the progress we have made in caring for the mentally ill and handicapped is being lost..."

MAR

CSEA files lawsuit to make sure funds for mental health facilities and the State University system is actually used for staffing in those agencies. Union unveils plans for a Personal Legal Plan for state employees in the Administrative, Institutional and Operational bargaining units. Long-awaited Comparable Worth Study launched with pilot tests at eight workplaces. CSEA issues call for "army of volunteers" for Walter F. Mondale's New York primary campaign. Several CSEA members, officers seek election as Mondale delegates to national convention.

APR

With strong support from CSEA, Walter F. Mondale scores big win in New York's Democratic primary. Charging it violates the law, CSEA joins in lawsuit to close a shelter for homeless at Creedmoor Psychiatric Center. State's highest court upholds CSEA complaint over SUNY Holiday closing. CSEA lobbying day focuses on impact of understaffing at SUNY and DOT. CSEA continues to warn that the State Barge Canal System is rapidly deteriorating for lack of funding and adequate staffing. Union demands additional funding by state Legislature. Union charges state with "bureaucratic foot dragging" over delays in responding to union complaints of fire safety hazards at huge Empire State Plaza complex. CSEA hits state with IP charge for "broadbanding" Civil Service titles. Union upset as member injured in riot by youths at Marcy Psychiatric Center. Union says understaffing contributed to situation. Four CSEA members elected Mondale delegates to national convention.

FEB

Hopes dimmed for negotiated settlement of CSEA/AFSCME charges of sex discrimination pay practices by Nassau County. Statewide Employee Assistance Program (EAP) nominated to receive President's Volunteer Action Award. CSEA wins longevity payments for non-statutory employees. Union opens statewide campaign to improve the image of public employees with paid TV commercials. CSEA President McGowan joins with other union chiefs in call for more staffing in state's mental hygiene facilities and reform of the Tier III retirement plan.

Public Sector magazine covers: MONDALE GETS CSEA'S FORMAL BACKING; Union scrutinizing state, fed employment training programs; JOB TRAINING: SOME PROMISE, SOME PROBLEMS; The Cuomo budget: INADEQUATE Some merit but lots of shortcomings.

38 OFFICES AT STAKE IN REGIONAL ELECTIONS

Public Sector

Charge Nassau County discriminates against thousands UNION SUIT AGAINST NASSAU SETS NATIONWIDE PRECEDENT

MAY

CSEA/AFSCME file suit against Nassau County charging discrimination against thousands of workers on basis of paying women less than men for jobs requiring same skills, efforts and responsibility. Suit sets nationwide precedent. CSEA opens milestone Information Processing Training Center for state Administrative Services Unit employees. Union sponsors workshop dealing with problems of AIDS disease. CSEA wins upgrades for mental hygiene aides in secure and forensic units. Union launches probe of state cutting work hours of parttime employees so they wouldn't be eligible for benefits. Four employees at Smithtown landfill on Long Island severely injured in methane gas explosion at the facility. Union says it warned the town about methane gas problems months earlier.

JUNE

Constant pressure from CSEA is credited with forcing state to eliminate fire hazards at Empire Plaza complex months ahead of schedule. Labor Department Local 670 tops \$20,000 mark with its third annual Walkathon/Runathon to benefit the Special Olympics. Cayuga County members march in force to protest contract impasse. Eighteen high school seniors named winners of 1984 CSEA scholarships. CSEA member Bruce Murray first Syracuse resident to undergo heart transplant. Additional Smithtown sites identified as potential methane timebombs. George Boncoraglio in Region II and Pat Mascioli in Region III elected new regional presidents. Danny Donohue, Region I; C. Allen Mead, Region IV; Jim Moore, Region V; and Robert L. Latimer, Region VI, all re-elected. Successful CSEA grievance could set precedent for pay increases for court workers. Union leaders charge fiscal mismanagement in Erie County; vow to continue to oppose salary and job cuts.

JULY

William L. McGowan, Joseph E. McDermott and Danny Donohue all elected as AFSCME International vice presidents. Union obtains free screening of Kingsboro Psychiatric Center employees to check for effects of asbestos. CSEA/State announces 200 openings for apprentice training positions. CSEA wins early retirement bill for local government workers. One thousand CSEAers support 1984 International Games for the Disabled on Long Island. CSEA scores big court victory in getting benefits restored to the Tier III retirement system which state Legislature took away previous year. Employee Benefit Fund (EBF) marks fifth anniversary of providing health care benefits to CSEA members.

AUG

Barge Canal bill pushed by CSEA signed by Gov. Cuomo. Pensions increased for retired public workers. CSEA says it's grateful but increase should be larger; vows to work for increase. Picketing and hard-nosed political action staves off most layoffs slated in Erie County Department of Social Services. CSEA says understaffing creates long lines and disgruntled clients and employees at Department of Motor Vehicles. Members rally to protest layoffs planned in State Department of Labor and in Suffolk County.

SEPT

CSEA members march in major Labor Day parades all across New York state. CSEA confirmed as bargaining agent for Division of Military and Naval Affairs. Union asks Washington to restore funds to prevent layoffs of 250 Department of Labor employees. CSEA statewide Secretary Irene Carr testifies before U.S. House of Representatives committee on day care programs. Union leads protest of commission's proposed changes in mental hygiene. CSEA wins over \$36,000 in back pay for five village of Herkimer employees who were illegally fired.

OCT

CSEA successful in getting Suffolk County to move Department of Social Services facility from location plagued by problems. Questionnaires distributed to 35,000 randomly selected state employees on pay equity issue. Political action coordinators named to boost political action effort in CSEA's six regions. William L. McGowan, Joseph E. McDermott, Barbara Fauser and Irene Carr all re-elected to statewide union office in re-run of 1982 statewide election.

NOV

Three members of village of Lindenhurst CSEA unit of Suffolk County honored for heroism by President Ronald Reagan. Purchasing power of CSEA members increased by arrangements to provide services of United Buying Service. Crucial contract talks open between CSEA and the state on behalf of 100,000 state employees. Four CSEA units representing political subdivisions selected as pilot case studies for union's Local Government Pay Equity Project. CSEA and state cooperate to train 3,700 DOT workers in winter safety measures. Erie County members brace for fight to prevent layoffs. Triborough protection under expired contracts upheld in Appellate Court; union views ruling as a major victory.

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CSEA files class action grievance on behalf of state DOT employee affected by new mandatory shift work schedule. Statewide Secretary Irene Carr named to head AFSCME's Women's Advisory Committee. Union continues to monitor contaminated Binghamton State Office Building; CSEA says its expert will determine when and if employees will re-enter the facility. Proposed decentralized mental health system detrimental for all, CSEA charges. DOT shift work schedule blasted by union as unrealistic, unfeasible. CSEA wins right to represent 400 private sector employees of McAuto Group Systems Inc.

THE NATIONAL AND INTERNATIONAL LABOR SCENE

THE NATIONAL ELECTION

Labor supports the ticket. The Democratic Party has endorsed a presidential ticket of a party president and vice president who are both laborers. The Democratic Party has endorsed a presidential ticket of a party president and vice president who are both laborers.

Public Sector

Mid-October deadline set for rerun of '82 statewide officer elections. The National Election Commission has set a deadline for the rerun of the 1982 statewide officer elections.

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THE NATIONAL AND INTERNATIONAL LABOR SCENE

TOUGH YEAR FOR WORKING PEOPLE

WASHINGTON — The year 1984 closed with great disappointment for the labor movement as President Reagan swept to a second term despite labor's all-out effort for Walter F. Mondale.

Yet organized labor emerged more united than ever, toughened by the adversity of the Reagan years and confident of solidarity in the ranks.

It was this unity that enabled labor and its allies to help elect a moderate Congress which is expected to force Reagan to compromise on such crucial issues as taxes, budget cuts and foreign policy.

Reagan's personal popularity does not change the fact that his policies are

moving the nation towards a crisis. The "recovery" hailed by conservatives stalled in mid-year, with unemployment leveling off at about 7.4 percent and poised to go higher. A "growth recession" is under way as the new 99th Congress confronts Reagan's record deficits.

Labor began turning the tide in 1984 on the bargaining front and in organizing. Several unions won back concessions granted earlier and others held the line. Despite the narrowing of worker rights by the National Labor Relations Board, organizers were penetrating new areas such as universities, health care, office work and insurance. This is the story of 1984, told through the headline files:

JANUARY

Carpenters lead national boycott of Louisiana-Pacific wood products... Greyhound strikers return to work; pact protects jobs, seniority... Air Line Pilots launch drive at Continental to halt bankruptcy law abuse... December jobless rate down to 8.2 percent; 9.2 million still out of work... Reagan NLRB majority narrows worker rights... New Hampshire labor turnout elects seven to Mondale slate... Kennedy panel finds hunger growing in America... Supreme Court upholds Donovan on Davis-Bacon overhaul... California State Employees affiliate with Service Employees... Labor charges Reagan politics gutted grain dust safety rule... Reagan's State of Union speech draws fire from labor, women, Democrats... Reagan NLRB okays shifting work to non-union plant... Shoe unions, industry petition for import flood relief... OPEIU past president Howard Coughlin dies at 70... Cost of living up 3.8 percent in 1983; real earnings increase 2.5 percent...

FEBRUARY

Reagan budget \$180 billion in red; big military boost, social cuts... January jobless rate dips to 8 percent; 9 million still unemployed... UAW exposes General Dynamics' 'anti-labor' record... Wage pacts in 1983 yield record low increases... AFL-CIO, Teamsters hit OSHA stall on EDB... Environmental, labor groups set drive against toxic hazards... Mondale reaps strong primary victory in Iowa... Supreme Court bankruptcy ruling threatens collective bargaining... Energy coalition petitions to keep natural gas controls... AFL-CIO urges fair trade, not 'free market rhetoric'...

MARCH

AFL-CIO charges Reagan failure on health inflation; urges unions to fight take-aways... SEIU finds VDT operators face 'alarming' health risks... Corporate campaign helps SEIU, UFCW resolve organizing dispute with Beverly nursing home chain... Jobless rate edges down to 7.8 percent; 8.8 million remain unemployed... Labor calls for plant closing bill to protect workers, communities... SEIU, NEA mount drive to rid schools of asbestos hazards... House restores union contract rights in bankruptcy reform... Unions, House panel expose NLRB denial and delay of relief... U.S. Solidarity movement formed to defend trade unionism... Cement Workers merge with Boilermakers... AFT, NEA laud Senate defeat of school prayer amendment... Civil rights leader Clarence M. Mitchell dies at 73...

APRIL

House passes Reagan-opposed bill to protect disability recipients on 410-1 vote... Longtime Painters President S. Frank Raftery steps down; Duval elected to succeed... NLRB further curbs union role in Otis Elevator case reversal... Senate rejects health insurance for jobless... AFL-CIO calls OSHA's proposed asbestos rule 'irresponsible'... Jobless rate hangs at 7.8 percent; 8.8 million search for work... Union pickets attacked by police and guards in Las Vegas hotel strike... Unemployed lobby Congress for jobs and plant closings bills... CBO confirms Reagan tax, budget programs hurt poor, aided affluent... Williams certified as USWA election winner... Housing starts plunge record 27 percent in March... Union women launch nationwide drive for Mondale... Supreme Court limits agency fees in BRAC case...

MAY

Jobless rate stalls at 7.8 percent; 8.8 million still seek work... Las Vegas strikers reach breakthrough settlement with Hilton... Labor opposes Hobbs Act changes pushed by 'right-to-work' group... Congressional black caucus, unions blast Reagan subminimum youth wage plan... AFT, NEA rebut Reagan claims on education reform progress... AFL-CIO urges Senate to reject Reagan's nomination of Collyer for NLRB counsel... NLRB finds employer guilty, refuses to order a remedy...

JUNE

May jobless rate dips to 7.5 percent; 8.5 million remain unemployed... Air traffic controllers petition for new union... Seniors groups mobilize to stop Medicare cutbacks... Shoe import relief refusal is 'outrageous,' say unions... Labor wants 'jobs, fairness' at top of Democratic platform... Labor praises high court decision upholding seniority in layoffs... Supreme Court lets stand ruling that 'outrageous' labor law violators don't have to bargain with union... UMW's Trumka tells House to overhaul NLRA or get rid of it... Unions blast Reagan's OMB for weakening ETO rule...

JULY

Democrats seek 'jobs for all'; labor to send 1,000 to convention... NLRB strips unions' power over quitting and scabbing... June jobless rate dips to 7.1 percent; 15 million still need jobs... AFL-CIO mounts massive drive to register unionists... Mondale's choice of Ferraro hailed by labor leaders... Congress okays bankruptcy bill; ends abuse by anti-union employers... Teamsters win pact at Western Union... AFL-CIO counsel J. Albert Woll dies... Mondale-Ferraro launch campaign; huge turnout needed for victory... 150,000 unionists march in San Francisco to show unity, commemorate 50th anniversary of general strike... CWA's Watts says Dems' platform is alternative to economic disaster... Congress reports poverty jump due to Reagan budget cuts... Postal union leaders blast USPS's 'union-busting' two-tier wage plan... Drozak urges federal action to save declining maritime industry...

AUGUST

Jobless rate jumps to 7.5 percent; 8.5 million unemployed... Postal Unions assail USPS chief Bolger's threat to fire 600,000 workers, urge court to block pay cuts... FRA to issue alcohol, drug rules; unions urge treatment and education... Sweeney faults new JTPA job program, calls Donovan claims 'absurd'... Rep. Carl Perkins dies at 71; labor hails achievements... 2.8 percent average construction wage increase in 1984 lowest ever... NLRB ruling on health care unions outrages labor; congressional hearing seen... Court reverses Reagan NLRB in Seattle First Bank case; cites Board interference in union... Congress blocks postal service from imposing two-tier wage plan...

SEPTEMBER

U.S. trade deficit hits record; Mondale blasts Reagan inaction... Teamsters endorse Reagan-Bush... N.Y.C. health care strike ends as 1199 members vote new pact... CWA 'shocked' by 11,000 AT&T layoffs... McMichen sworn in as ITU president... Jobless rate hangs at 7.5 percent; labor sees recession ahead... Nationwide Labor Day events rekindle union solidarity... Religious coalition 'outraged' by Reagan policies... Mondale deficit reduction plan aimed at wealthy, big business... CWA's Watts, Knecht to retire in 1985... UAW, GM reach tentative pact after six-day 'mini-strike'; job security gains cited... Congress unanimously reverses Reagan's mass purge of disability rolls... Seniors in 90 cities protest Medicare cuts...

OCTOBER

Survey shows family tax burden greater now than four years ago... ITU convention votes to seek Graphic Union merger... AFL-CIO presents charter to National Hospital Union... Longshoremen endorse Reagan... House panel cites employer attacks, Reagan's NLRB for labor law 'collapse'... September jobless rate hovers at 7.4 percent; 8.5 million still jobless... Donovan indicted for fraud, larceny... 100,000 around nation join ACTWU protest against imports... Top corporations escaped taxes under Reagan's tax bill... New air traffic controllers union merges with AFGE... UAW wins job security goal at Ford, General Motors... September production declines for first time since recession... NEA says 'right-to-work' spies violated federal election laws... GNP growth slows to 2.7 percent increase, points to rising unemployment... Longtime Musicians' leader James C. Petrillo dies at 92...

NOVEMBER

Jobless rate frozen at 7.4 percent; 8.4 million unemployed in October... Reagan vetoes youth employment, health care and research bills... Reagan sweeps to second term; voters check him with Congress... Democrats gain two Senate seats; five new progressives elected... Republican gain of 14 House seats falls short of working majority... Labor leaders say Reagan sweep not a political action mandate... GOP picks up one governorship; Democrats hold 34 to 16 edge... Labor Dept. lifts home knitting ban again; ILG warns may spur labor law-breaking... U.S. bishops call for full employment, labor law reform, economic democracy... Appeals court strikes down OSHA hearing conservation rule... District 925 wins first pact with Equitable... Labor demands release of South African union leaders... 3,100 workers killed on job in '83; injury, illness rates unchanged... Administration uses new law to renew purge of disabled from Social Security...

DECEMBER

AFL-CIO President Kirkland calls proposed 'tax simplification' proposal unfair to workers and said it shortchanges the nation's needs... Organized labor calls on U.S. to invoke stiff economic sanctions against South Africa and to sever all ties... Revolution in the workplace brings new challenges to unions... Comparable pay suit filed against state of California... Estimated 50 million Americans have no health insurance to cover costs of major illness, study shows... AFL-CIO calls for new policy as U.S. trade deficit tops \$100 billion... Buffalo area training center to aid laidoff GM workers... Commerce Department report shows workers earn less in states where union shop is prohibited under so-called 'right to work' laws.

DON'T DUMP THAT QUESTIONNAIRE!!

WE KNOW YOU'RE BUSY. But isn't fair pay for you and your co-workers worth a few minutes out of your work day?

"Comparable worth," also known as equity, goes a step beyond "equal pay for equal work" and asks whether the traditional structure underpays workers in jobs that have been filled primarily by women and minorities.

The Comparable Worth Study now under way is part of the current contract between CSEA and the State. It is being conducted by the University of New York at Albany.

If you are chosen for this survey, please don't dump the questionnaire.

Your response & cooperation will be important to the project's success!

CSEA

Civil Service Employees Association, Local 1000, American Federation of State, County & Municipal Employees, AFL-CIO

Employees urged to send in pay equity surveys

By now, some 35,000 randomly selected state employees should have received pay equity questionnaires which went out earlier this month.

The questionnaires, part of a pay equity, or comparable worth, study conducted by the Center for Women in Government, represents an attempt to find out if there is sexual or racial discrimination in New York state salary structures. The project is part of the current contract between CSEA and the state, and is being funded with \$500,000 in grant money.

Comparable worth is generally regarded as one of the most important social and economic issues of the '80s, and CSEA-represented employees who have been selected to participate in the survey are urged to take the time to respond.

Because of the importance of the project, employees are being given time on the job to fill out the questionnaires. Validity of the study is based on a high response rate.

Contract News

✓ Seneca County agreement overwhelmingly OK'd

SENECA FALLS — A new three-year agreement calling for wage increases for current employees, new starting salaries for all positions, improved health insurance and other contract language has been overwhelmingly ratified by members of CSEA Seneca County Local 850.

Jannette Monterville, local president, expressed satisfaction with the new contract while Michael White, CSEA field representative and chief negotiator, also indicated he was pleased, calling it "very fair."

"It will be nice starting the new year with a new contract in place," Monterville added.

Terms of the three-year agreement call for each county employee to receive \$550 effective Jan. 1 and a 3 percent wage increase July 1. Employees will also receive pay hikes of 5.25 percent in 1986 and an additional 5 percent raise in 1987.

In addition, 1985 will see the final step increments for the remaining nine eligible employees.

The starting wage or salary for all positions will be increased by 8 percent in 1985 and social welfare examiners will be upgraded from step 15 to step 17 on the salary schedule.

Under the new agreement the county will also increase its share of health insurance premiums for CSEA members. In 1985, the county will pay 90 percent for family and single coverage plans.

Other contract language calls for longevity pay to be increased to \$250 after 10 years employment, to \$500 after 15 years, to \$750 after 20 years and to \$1,000 after 25 years of county service.

Personal leave days will be accumulated on the basis of one day per quarter, rather than having four days allotted at the beginning of each year.

There are no changes in sick leave, vacation or retirement benefits in the new pact.

CSEA represents 139 non-management employees in Seneca County, except those in the Sheriff's Department and public health nurses.

The Seneca County Board of Supervisors has also ratified the three-year agreement.

Along with chief negotiator Mike White and Local President Monterville, other members of the negotiating committee included Martha Rogers, Sarah Ryan, Michele Abbott, Thomas LaBelle and Michael Zona.

✓ 3-year pact in Orange Co. ends year of difficult talks

GOSHEN — Orange County CSEA employees voted better than 10-1 to ratify a three-year contract for its nearly 1,800 members following more than a year of frustrating and difficult negotiations.

According to Collective Bargaining Specialist Manny Vitale, the agreement provides for 5 percent per year in pay increases retroactive to Jan. 1, including increments, and health insurance coverage paid fully by the county.

In addition, employees will receive an additional holiday, Martin Luther King's Birthday, in 1986.

Effective January of 1986, employees with six months of continuous service will be entitled to Section 75 rights. Previously, this was accorded only to employees with a full year of service.

Vitale says that certain workers will also be entitled

to increased meal and uniform allowances.

A new contract provision also puts into place a procedure for the layoff of non-competitive and labor class employees.

Negotiating Committee Chairman John Score said he was "greatly relieved" that an agreement was reached "after such a long time." Score added, "I've got to give credit to the team for standing fast," and praised Vitale's skills as a negotiator "as a factor in getting what we eventually got."

Members of the negotiating team included Unit President Kay Cayton, Dawn Gambino, William Harris, Joseph Benish, Ardyce Haring, Hattie Peterson, David Smith, Jane Krieger, Rose Claflin, Arthur Tuthill, Charlotte Schof, Mary Anne Kehoe, Kathy Gerten and Gene Andryshak.

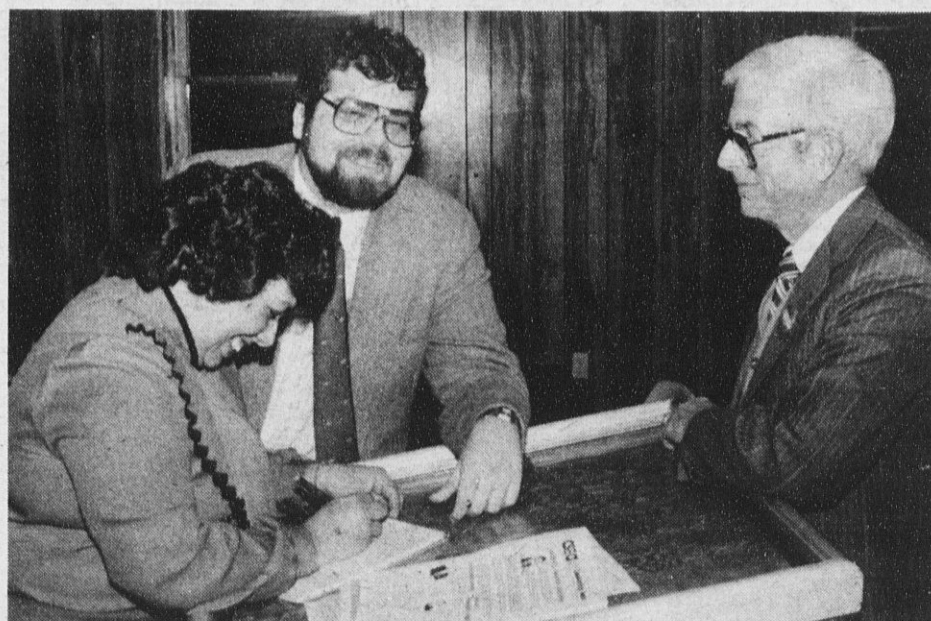
Mascioli recommends sports center for disabled

OSSINING—An invitation for CSEA members to visit a sports center for the handicapped here has been endorsed by CSEA Region III President Pat Mascioli, who volunteers his own time there during the summer.

Executive Director Allan Weinberg of the 52 Association recently extended an invitation for CSEA members with handicapped children, or adults, to visit the Association's center. He noted the 52 Association was founded in 1946 by 52 New York City businessmen for wounded veterans, but has since been opened to all disabled persons. Association Chairman Al Masullo said the goal of the center is to build confidence in handicapped individuals through sports participation.

Mascioli said the program is free and is funded entirely by donations from corporations and individuals. Activities available include skiing, boating, golf, bicycling, swimming, wheelchair basketball and soccer.

Anyone interested in visiting the 41-acre Westchester County facility should call (914) 941-9598.



UNION OFFICIALS VISIT GREAT MEADOWS — Great Meadows Correctional Facility CSEA Local President Donna Edwards chats with Field Representative Ross Hanna, center, and CSEA Capital Region Director John D. Corcoran Jr. when union officials recently visited with local members there.

COMPETITIVE PROMOTIONAL EXAMINATIONS (STATE EMPLOYEES ONLY)

APPLICATIONS MUST BE POSTMARKED NO LATER THAN JAN. 7, 1985.

POSITION	NUMBER
Motor Vehicle License Examiner G-12	DMV 38-407
Motor Vehicle License Examiner (Spanish Speaking)	
Motor Vehicle License Examiner (Seasonal)	
Senior Motor Vehicle License Examiner G-15	DMV 38-408
Principal Motor Vehicle License Examiner G-18	DMV 38-409

APPLICATIONS MUST BE POSTMARKED NO LATER THAN JAN. 14, 1985

Crime and Delinquency Prevention Spec. G-23	DCJS 39-886
Education Supervisor (General) G-19	DCJS 38-369
Education Supervisor (General) G-19	DFY 38-414
Education Director I G-22	DCS 38-372
Education Director II M-1	DCS 38-372
Senior Social Services Medical Assistance Specialist G-23	DSS 38-423
Social Services Medical Assist. Spec. G-18	DSS 38-422
Education Supervisor (General) G-19	OMH 38-415
Education Director I G-22	OMH 38-416

OPEN COMPETITIVE STATE JOB CALENDAR

FILING ENDS JAN. 7, 1985

TITLE	SALARY	BEGINNING EXAM NO.
Engineering Technician (Envir. Quality)	\$13,586	26-317
Principal Engineering Technician (Air Pollution Control)	20,216	26-294
Principal Engineering Technician (Solid Waste Management)	20,216	26-295
Principal Engineering Technician (Stack Testing)	21,373	26-296
Principal Engineering Technician (Water Pollution Control)	20,216	26-297
Senior Engineering Technician (Air Pollution Control)	16,103	26-290
Senior Engineering Technician (Solid Waste Management)	16,103	26-291
Senior Engineering Technician (Stack Testing)	17,032	26-292
Senior Engineering Technician (Water Pollution Control)	16,103	26-293
Motor Vehicle License Examiner	17,563	26-320
MV License Examiner (Spanish speaking)	17,563	26-320
MV License Examiner (Seasonal)	\$673.64 Biweekly	26-320
FILING ENDS JAN. 21, 1985		
Crime and Delinquency Prevention Spec. II	23,903	25-851
Crime and Delinquency Prevent. Spec. III	31,074	25-852
Social Services Medical Assistanc Spec.	23,903	26-362
Senior Social Services Med. Asst. Spec.	31,074	26-363
Occupational Program Specialist	29,491	28-702

An important CSEAP training program for ASU members

Spring schedule announced for transition training courses

The catalog for Spring, 1985, transition training courses for members of the CSEA-represented state Administrative Services Unit is now available.

Transition training courses will be offered at 13 sites around the state this Spring. The unique training program is offered as part of the Clerical & Secretarial Employee Advancement Program (CSEAP) as negotiated in the ASU contract.

The CSEAP transition courses are free to eligible employees. The courses are intended to improve job performance rather than to prepare employees for Civil Service examinations.

Eligible employees include members of the CSEA-represented ASU Unit on a first come, first served basis; employees in transition titles as established under CSEAP; and employees in clerical and secretarial titles designated as

management/confidential.

Transition situations include, but are not limited to, appointment or transfer to program aide, administrative aide, training aide, program traineeships, and the Public Administration Traineeship Transition (PATT).

The courses are from one to three days in length, and are held at the specified location during the work day from approximately 8:30 a.m. to 4:15 p.m.

Interested employees may register by filling out a separate registration for each course they are interested in applying for. Employees are urged to check the listed course dates against their individual schedules, and should not apply for a course they will not be able to complete entirely.

Each course and location has a registration deadline date. Approximately two weeks before

the start of a course, all applicants will receive a letter indicating whether or not they have been accepted. Any employee who applied for a course but did not receive notification should call the Employee Advancement Section at (518) 457-6306. Employees are not eligible to attend any course without prior notification of acceptance.

Detailed information concerning the Spring catalog or about specific courses may be obtained by contacting:

Employee Advancement Section, State Department of Civil Service, (518) 457-6306 OR CSEAP, Civil Service Employees Association, (518) 434-0191.

Here's where courses will be offered to employees

Transition training courses will be offered this Spring at the following 13 locations. Most, but not all, courses will be held at every location. Applicants should check their acceptance letter for the precise address.

The following have been designated as training sites:

Albany

NYS Department of Civil Service, Building 1, State Campus.

Binghamton

Broome Developmental Center, Glenwood Road, Binghamton.

Buffalo

Roswell Park Memorial Institute, 666 Elm Street, Buffalo.

Marcy

Marcy Psychiatric Center, Northwood Building, River Road (Old Rt. 49), Marcy.

Melville

Long Island Developmental Center, Building 16, 133 Carman Road, Melville.

New York City

NYS Department of Civil Service, Two World Trade Center, 55th Floor, New York City.

Ogdensburg

St. Lawrence Psychiatric Center, Ogdensburg.

Perrysburg

J.N. Adam Developmental Center, Route 39, Perrysburg.

Raybrook

Adirondack Park Agency, Raybrook.

Rochester

Monroe Developmental Center, 620 Westfall Road, Rochester.

Staten Island

The Institute for Basic Research for Mental Retardation and Developmental Disabilities, 1050 Forest Hill Road, Staten Island.

Syracuse

SUNY Upstate Medical Center, 155 Elizabeth Blackwell Street, Syracuse.

Wassaic

Wassaic Developmental Center, Wassaic.

Here's list of courses available under program

The following course titles will be offered under the Spring transition training program. Not all courses will be offered at every location. Also, courses have different start dates and enrollment deadlines at each location. Applicants should check their acceptance letter for the actual location and dates.

Course titles available include:"

Minimizing Stress

Where did the time go?

Being assertive: what, when and how
Planning and conducting productive meetings

Team building

How do I get there from here? Goal setting

Building your interpersonal skills

You can be a communicator

Interviewing for information

Simplify your work processes

How to tackle a research project

Grammar and punctuation: A review

Fundamentals of writing

Management principles for the non-manager

Effective problem solving

Overview of New York state government

Beginning accounting

Basic math: A skills refresher

Using tables and graphs

Public speaking

Introduction to computers

Police dispatcher reinstated with full back pay

TOWN OF NEWBURGH — A police dispatcher has been reinstated to her job and compensated for 30 days pay she lost as a result of a recent arbitration decision.

Michelle Duurloo was charged with excessive absenteeism by the town Police Chief and suspended without pay for 30 days.

Although the chief required Duurloo to provide written notes from her doctor, arbitrator Murray Bilmes ruled that a lack of follow-up by town officials made the town unable to support the charges.

"The testimony revealed a lack of investigation of all aspects of the case before instituting disciplinary procedures," said Bilmes. "There were no special implementation procedures set up concerning doctors' certificates."

Bilmes also noted that no follow-up was made by anyone to see "whether or not these certificates had been or had not been delivered after the grievant was absent. This burden fell on the town, and its failure to do so made it unable to sustain its burden to prove its charges against the grievant."

Holiday spirit of sharing & caring unsparring in Tompkins County

Employees offer 'timely' gifts to needy member Jane Walker

ITHACA — If a Christmas holiday season can be measured by the wonderful spirit of sharing, it is surely overflowing in Tompkins County.

Jane Walker, a 12-year veteran of the Tompkins County Social Services Department, would be the first to agree.

During the past several months, many of the county's 550 employees have signed up to donate some of their time off with pay to Jane, who might otherwise have been left destitute by her lingering illness.

In recalling events leading to the generous outpouring of support, Steven Ballan, unit president of Tompkins County Local 855, said Jane had a severe leg problem that in the past 10 years required several operations and, eventually, an amputation.

Then, complications developed which delayed fitting of a prosthetic device and depleted her employee sick time. With no other source of income and no family to assist her, there was nowhere to turn for help.

At the point when all seemed hopeless, Jane Walker's CSEA "family" and other fellow workers came to her rescue.

Ballan said the idea started with Ann Rider and other fellow employees in the Adult Protective Unit of Social Services. Aware of her financial situation, Jane's colleagues offered to donate some of their paid days off.

The idea spread through the department and was eventually taken to Hugh Hurlbut, Tompkins County commissioner of personnel. Hurlbut considered the concept and decided to give it a try. A sign-up sheet was circulated and in the first hour eight employees donated 63 hours — nearly two weeks worth of salary time — to Walker.

Since the drive began, Ballan reports more than



TIME IS NOW ON HER SIDE — Many of Tompkins County's 550 employees generously donated their time off with pay to Jane Walker, center, who, after losing a leg, had depleted all of her sick time and had nowhere to turn for help. With Walker is fellow Social Services employee Ann Rider and Unit President Steve Ballan.

It gives me a sense of pride as a union officer and a Tompkins County employee to be associated with this.

— Unit President Steve Ballan

41 weeks have been donated — with several departments still waiting to sign up.

"I think it's wonderful and gratifying to see CSEA members and the county in harmony for such a worthwhile project. It gives me a sense of pride as a union officer and a Tompkins County employee to be associated with this," he said.

And how does Jane Walker feel about the generosity of her fellow CSEA members and county employees?

"It's a lovely gesture. I thought it was just going to be my unit," she said. "I never dreamed help would come from all county departments," she said.

In these times of financial crisis and international political turmoil, good will may appear scarce — which makes the abundance of caring and sharing exhibited by Tompkins County employees for their friend and co-worker Jane Walker an especially heartwarming act of love.

CSEA on TV



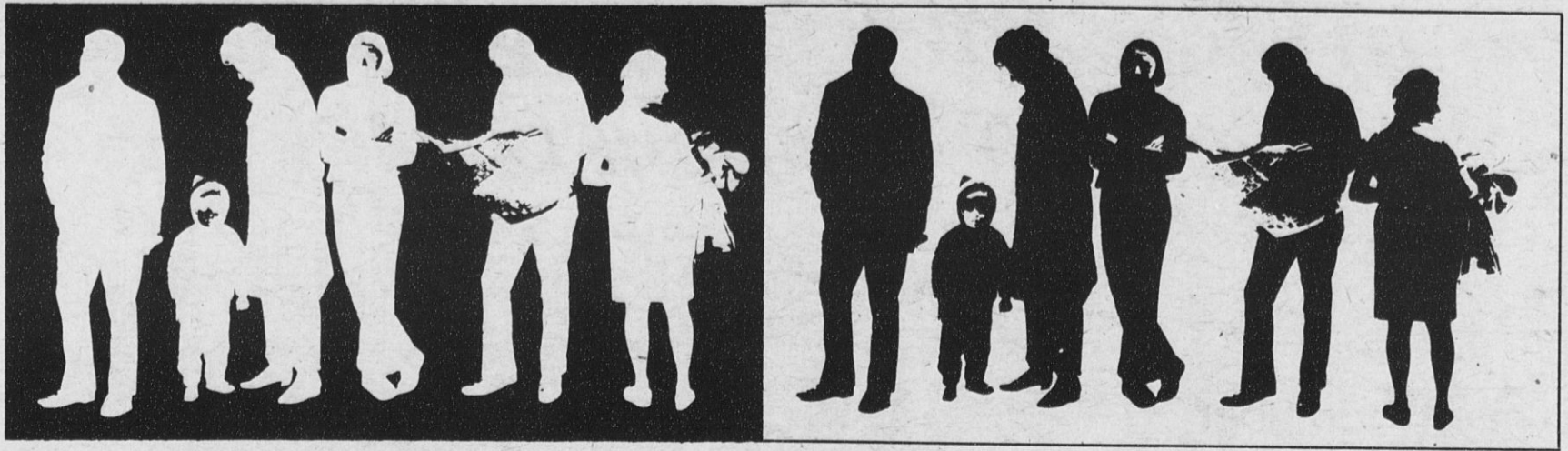
LANCASTER — The story of how CSEA helped to successfully resolve the recent budget crisis in Erie County and save members' jobs will be the subject of an upcoming cable TV interview with Region VI President Robert Lattimer and Erie County Local 815 President John P. Eiss.

The interview was conducted on "Labor Perspectives," a Buffalo-area program hosted by Walter Janczak, a union activist and founder of the "Labor Hall of Fame" which is dedicated to educating the public about the contributions to of unionism.

The interview will air on the cablescope system 6:30 p.m. Jan. 7 and 10:30 Jan. 9.

It will be shown on International Cable 6 p.m. Jan. 27.

Pictured, from left, Lattimer, Janczak and Eiss.



Major cutbacks at DOL trigger long lines, burnout

BUFFALO — The long lines that CSEA predicted would become commonplace at state facilities if state job cutbacks were implemented have been regular occurrences at many Buffalo-area Department of Labor unemployment insurance offices.

The issue received public attention recently when a newspaper printed a story concerning the fourth fainting this year by a recipient waiting in the DOL Tonawanda office.

"This was bound to come to a head," says CSEA Local 352 President Jacci Reed, who noted the Tonawanda office staff has been reduced to just five clerical workers. There were 12 employees on staff as recently as last February.

Reed noted also the average weekly caseload was down somewhat, "but not enough to justify a 60 percent cutback."

Fourth fainting victim brings problem to public attention

The average wait in line is now more than 30 minutes," said Reed. "And the workload on employees is at the burnout level." She said presently a manager and a firstline supervisor are out with heart attacks.

"The problem goes back six years," Reed continued, citing a loss of 30 employment security clerks by the area DOL office over that period. "While we've pushed for replacements, Albany has shifted many of our job lines to other areas of the state." Albany management "has been reluctant to address the issue," she said.

"But it won't go away," declared Reed. "Of 11

area offices, we have 22 filled positions instead of the 45 to 50 we should have. And now the public is feeling the brunt of our understaffing problem through long, long lines and longer waits for processing of new claims."

Reed said she is "frustrated" and "tired of unanswered letters and inquiries" she has sent to DOL in Albany.

Hundreds of DOL employees conducted a protest of statewide DOL cutbacks earlier this year in Albany. Reed and Local 352 Vice President Sharon Cordaro and Local 352 member Lorraine Geisert were among those protesting.

And while recent news articles in the Buffalo media report DOL is planning to hire more staff for local offices, Reed said she will believe it when she sees it. Posting regulations mean, she noted, it will be at least next year before the posted positions could be filled.



NEW OFFICERS AND BOARD MEMBERS of Youth Division Local include, from left, seated, Robert Dunbar, William Jordan, Carol Miller,

Dorothy Winborn, John Bell. Standing, from left, are Royal Headley, John Massey, Norman Binyard, Gary Baker, Anthony Johnson.

Youth Division leaders in Buffalo sworn in

BUFFALO — Officers and board members of Division for Youth Local 562, the newest local in Region VI, were sworn in recently by Region VI President Robert L. Lattimer.

Local President William S. Jordan said the 220 DFY members' special job interests sparked their desire to form their own local. They had previously belonged to Buffalo State Employees Local 003.

Local 562 members work with youths at six locations in Buffalo, in

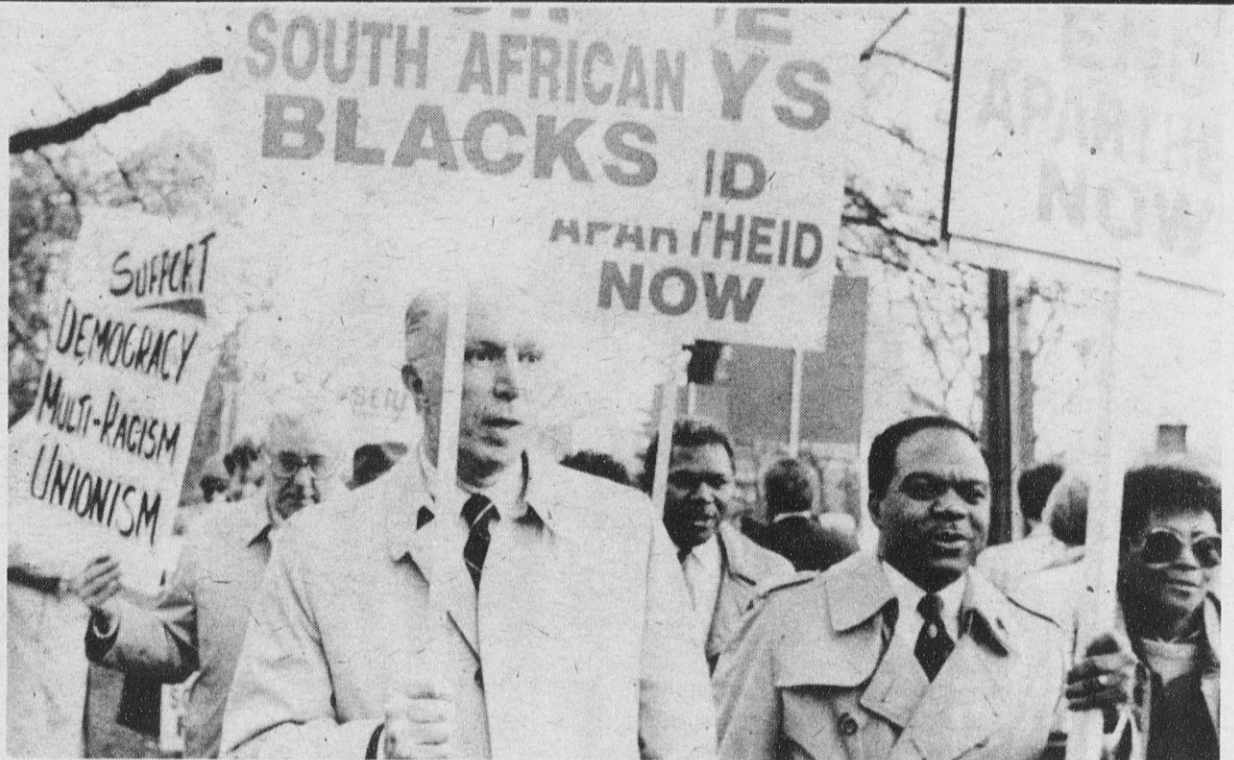
addition to Jamestown and Great Valley facilities.

Robert Dunbar, Richard Nelson and John Massey are first, second and third vice presidents, respectively. Carol Miller is treasurer, Dorothy Winborn is recording secretary, and John Bell is corresponding secretary.

Executive board members are Royal Headley, Norman Binyard, Gary Baker, Anthony Johnson, Waymon Diggs, Callie Jones, Catherine Nailor and Rodney Meniffee.

U.S. labor and South Africa

AFL-CIO unions lead protests against South African arrests



SOUTH AFRICA'S APARTHEID POLICIES and mass arrests of black trade union leaders spurred a picketline protest by more than 500 U.S. trade union leaders and staff at the South African Embassy in Washington. AFL-CIO Secretary-Treasurer Thomas R. Donahue, front left, joined the more than two dozen labor and civil rights leaders arrested for crossing police barriers at the embassy.

WASHINGTON — Civil disobedience protests against South Africa's brutal repression of its fledgling black trade union movement have spread across the U.S. as leaders of American labor have thrown their full weight behind the demonstrations.

An appeal by AFL-CIO President Lane Kirkland brought the largest turnout so far in the daily protests at the South African Embassy which began Nov. 21. More than 500 trade union leaders and staff picketed the embassy as AFL-CIO Secretary-Treasurer Thomas R. Donahue, Newspaper Guild President Charles A. Perlik, Jr. and Steelworkers Vice President Leon Lynch were arrested when they crossed a police barrier in their symbolic protest.

More than two dozen people, including members of Congress, labor and civil rights leaders, have been arrested there as the daily protests continue against the recent arrests of 21 black trade union leaders and the Reagan Administration's tolerant policies toward the white-minority government.

In Los Angeles, a contingent of more than 200 people representing labor and civil rights groups marched outside the South African consulate. Other AFL-CIO-led protests on Dec. 4 were held at consulates in New York City, Chicago, Houston, Seattle and Boston.

As some two dozen AFL-CIO-affiliated union presidents and state federation presidents marched in spirited picket lines extending several blocks down both sides of the Massachusetts Avenue "embassy row," Donahue said "the entire roster of the trade union movement is represented here."

The Reagan Administration's policies of so-called "constructive engagement," or quiet diplomacy regarding South Africa, "have failed," Donahue said. He said the U.S. must "press harder and harder" for justice and peaceful change in South Africa.

State, County and Municipal Employees President Gerald McEntee led a group of over 100 AFSCME members, officers and staff at the embassy protest. The day before, AFSCME's executive board declared the union's "absolute opposition to the racist apartheid policies" and called on the U.S. government to express "unequivocal condemnation of South Africa." McEntee was arrested at the embassy the week before.

The day after the Dec. 4 protest, AFSCME Secretary-Treasurer William Lucy, Rep. William L. Clay (D-Mo.) and Rep. Robert Garcia (D-N.Y.) were arrested on a charge of congregating within 500 feet of an embassy with

intent to demonstrate. They were released the same day on their own recognizance.

Meanwhile, Bishop Desmond M. Tutu, the black Anglican bishop-designate of Johannesburg, South Africa, who recently won the Nobel Peace Prize, called the Administration's policy toward South Africa "immoral, evil and totally un-Christian." Speaking before the House Foreign Affairs Subcommittee on Africa, Tutu received an unprecedented standing ovation from the House panel members.

In addition, 35 conservative Republican House members met with the South African ambassador and handed him the news that they will support diplomatic and economic sanctions against his country unless immediate steps are taken to end apartheid and repression.

A Nov. 5-6 general strike halted production in much of South Africa's industrial heartland and was the biggest political protest strike by blacks in the nation's history. South African police and military units responded by invading black townships and arresting some 2,000 persons in a violent show of force in which 17 persons were killed. Union leaders were arrested under an Internal Security Act which provides for indefinite detention in solitary confinement without charges.



Organized labor has been playing a key and visible role in the protests against the recent wave of brutal repression by the white-minority South African government against the black trade union movement, including the arrest without charge of 21 union leaders.

However, American labor's support for trade union and human rights in that country goes back a long way. In 1958, the AFL-CIO expressed its outrage at the arrest and indictment for treason of 91 union and other leaders for the "crime" of speaking out against the evil system of apartheid. The federation contributed to their legal defense fund and urged others to help.

In 1979, the Auto Workers negotiated a contract provision with the Chrysler Corp. blocking U.S. corporations doing business in South Africa from receiving investments from the Chrysler workers' pension fund.

By 1980, black workers in South Africa finally won the legal right to belong to trade unions, largely due to international pressures, including that of the U.S. unions.

In recent years, the AFL-CIO and the International Confederation of Free Trade Unions (ICFTU) have undertaken a major program to assist the development of the embryonic black trade union movement under the

harsh conditions of apartheid. This program includes financial and material aid, organizational training, education, and legal defense.

In 1981, the AFL-CIO told the House Subcommittee on Africa that it viewed "the development of a viable black labor movement as practically the only chance remaining to effect peaceful change in South Africa" and to avoid "a bloody race war."

The federation urged Congress to enact legislation to require U.S. corporations, which have about \$2.3 billion invested in South Africa, to give their black workers equal pay and opportunity with whites. If South Africa refused to change its racist policies, the federation said, the U.S. should boycott its goods, bar new investment, pursue complete disinvestment, and sever all social, cultural and diplomatic ties.

American labor also drew the connection between the profits which corporations reap from apartheid and the flight of capital, plants and jobs from the U.S. to South Africa and other nations with a tightly controlled labor force.

The 26 million blacks in South Africa receive subsistence wages a third that of white workers and the pool of black unemployed is well over 20 percent.

Yet five of every six South Africans is black. Nearly every factory, mine, farm and white household depends on black labor.

At a recent press conference at the headquarters of the Electronics Workers (IUE), the South African trade union leaders expressed their deep appreciation for American labor's frontline support of the Embassy protests.

Mitchell, longtime CSEA activist, says goodbye

WATERTOWN — After 24 years of dedicated service as a CSEA activist, Francis J. Mitchell has retired as president of Black River Valley Local 015.

The post has been assumed by George Decker, former second vice-president of the local.

Mitchell, who has been employed by the NYSDOT Traffic and Safety Division for 24 years, began his CSEA activities in 1962 when he became first vice-president of the Watertown State Chapter. In 1968 he was elected president of Local 015 and served as a member of the 1969 team which negotiated the first labor contract ever approved between CSEA and the state of New York.

In 1968 Mitchell was appointed to the Statewide Department of Transportation Labor-Management Committee by former CSEA president Theodore Wenzel. He was appointed by current President William McGowan and served in that position for a total of 16 years.

Mitchell's other appointments include chairmanship of the first Department of Transportation Statewide Safety Committee that helped to implement OSHA laws passed by the Legislature.

In addition, in 1980 he was appointed to the CSEA Statewide Political Action Committee, where he served for two years.

Mitchell also served as a member of the CSEA Region V Executive Committee and most recently was appointed to the Regional Safety Committee



FRANCIS J. MITCHELL, holding award, was recently honored for 24 years of CSEA service. Mitchell served on numerous regional and statewide committees and held the post of president Black River Valley Local 015 for 16 years. On hand for the testimonial luncheon were, from left, wife Betty Mitchell; new Local 015 President George A. Decker; Mitchell; and State Assemblyman H. Robert Nortz, longtime friend of the Mitchell family.

by Region V President Jim Moore.

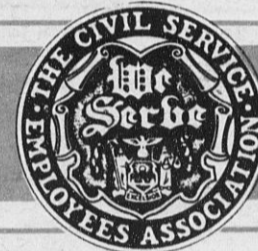
Mitchell and his wife, Betty, have lived in the Watertown area for the past 34 years. His tentative plans call for full retirement from state service in 1985.

In expressing appreciation for Mitchell's many years of service to CSEA, Region V President Jim Moore said, "It would be impossible to count the time and effort Fran

Mitchell devoted to CSEA and his fellow state employees. He was a dedicated officer whose many achievements will be remembered by members of his Local and everyone who had the pleasure of working with him."

"We are sorry to see him retire from CSEA activities, but know he has turned over a legacy of union accomplishments for others to follow," said Moore.

Retirees recognized



Chautauqua County Local honors 28 retirees



MAYVILLE — A retirement banquet honoring 28 members of the Chautauqua County Local 807 was addressed by the retirees' former boss, Chautauqua County Executive John A. Glenzer.

Glenzer was joined by CSEA Executive Vice President Joseph McDermott, Region VI Vice President Thomas Warzel and Local 807 President James Kurtz in congratulating the public employees for a "job well done."

The group included employees of Chautauqua County, Dunkirk Schools, City of Jamestown, Mayville Central Schools, Southwestern Schools and Sherman Schools.

Among honored retirees were: David Hunt, Edward Howell, Jack Cosgrove, Beatrice Gotowka, Bette Mauthe, Carol Young, Erma Lloyd, Russell Geer, Ernest Mitchell, Richard Rogers, Cecil Vibbert, Carol Bishop, Ada Bonaker, Jane Francis, Marilyn Johnson, Adeline Meyers, Esther Pearsoll, Lorraine Peters and Ruth Schobeck.

Also: Genevieve Heyden, John Rice, Ursala Parker, Angeline Burnett, Mary Imre, Paul Freay, Beverly Walker and Anna Hooker.

A head table floral centerpiece was presented to Phyllis Barton, the senior retiree with 38 years of service.

LOCAL 807 PRESIDENT Jim Kurtz, left, and CSEA Executive Vice President Joseph E. McDermott, right, join Chautauqua County Executive (flower in lapel) in honoring former county employees at a retirement banquet recently.

Reagan's 'tax reform': Someone will have to pay

Bringing the mammoth federal deficit under control will be the first order of business of the new 99th Congress. President Reagan's red ink is now flowing at an annual rate of \$210 billion, according to the White House's upwardly revised post-election estimate.

The deficit can be reduced in two ways — budget cuts and tax increases. No one, with the exception of the most ideological "supply-siders," really believes President Reagan's campaign assertion

that economic growth will close the huge gap between revenues and spending.

Reagan's own Treasury Department for months has been hard at work devising tax increases to be presented to Congress and the public under such euphemistic labels as "tax reform," "tax simplification," and "revenue enhancement."

In the recent 98th Congress, various "flat tax" bills were introduced. One proposed by conservative "supply-side" Congressman Jack Kemp (R-N.Y.) would virtually dismantle the progressive income tax system based on ability to pay.

A Democratic "modified flat tax" proposal by Rep. Richard Gephardt (D-Mo.) and Senator Bill Bradley (D-N.J.) would preserve the basic structure of the progressive tax while lowering tax rates for most taxpayers.

In exchange for lower tax rates for individuals and businesses, flat tax proposals would close many tax deductions, exclusions, credits, preferential tax rates, and deferrals of tax liability. Taxes would increase for many wealthy individuals and corporations that now pay little or no taxes through skillful use of tax loopholes.

The Congressional Joint Committee on Taxation recently released a study showing that tax breaks allowed corporations and individuals to escape \$322 billion in taxes in fiscal 1984. These tax breaks, also called "tax expenditures" and "revenue foregone," were \$247 billion for individuals and \$75 billion for corporations.

One purpose of the study was to provide Con-

gress with information it can use to select among various options to raise revenue. The information likely will be used in the coming tax and budget debate. The list of tax expenditures in Fiscal 1984 included:

- The deductibility of mortgage interest on owner-occupied homes, \$23.5 billion.
- Deferral of capital gains on home sales, \$4.9 billion.
- Accelerated depreciation for corporations under the 1981 tax changes for plant and equipment, \$10.2 billion.
- Business investment credit other than stock ownership, structure rehabilitation, reforestation, leasing, and energy property, \$24 billion.
- Net exclusion of pension contributions and earnings in employer plans, \$47.2 billion.
- Exclusion of employer contributions for medical premiums and medical care for employees, \$17.6 billion.
- The oil and gas depletion allowance for energy companies, \$330 million.
- Exclusion of interest on state and local government industrial development bonds, \$2.7 billion.
- Exclusion of interest on general purpose state and local government debt, \$7.7 billion.
- Deductibility for charitable contributions, other than education and health, \$425 million.

Working people will be watching closely as the Administration and Congress move closer to action on the deficit problem. The question is — who will pay?



Slashing the federal budget

Medicaid, Medicare, student loans among 100 programs picked for chopping block

Reagan told Republican House and Senate leaders at a White House meeting that he would stand firm for his proposed cuts. "I am willing to lead the charge, to go to the people," he was quoted as saying. But he said the proposals may be modified somewhat before he submits them to Congress in his budget message in January or February. The cuts include:

- College student loans and grants would be cut, mainly by limiting them to families earning \$30,000 or less. Also, what the Administration calls the "independent student loophole" would be closed.

- Block grants for education of the disadvantaged and the handicapped would be frozen, as would programs for vocational education, science, mathematics and other secondary school assistance. The Head Start preschool education program for disadvantaged children would be cut.

- The Medicaid health program for low-income people would be cut by \$1 billion, but how this would be done has not been spelled out.

- The Medicare program for 30 million elderly and disabled people would be cut by \$2.5 billion, the largest single reduction. Patients' premiums would rise from 25 percent to 35 percent of the cost of the doctor-insured portion of Medicare. Payments to hospitals would be held 2 percentage points below the inflation rate, and doctors' fees would remain frozen.

- The number of poor women helped by the Supplemental Food Program for Women, Infants and Children (WIC) would be cut by 17 percent to

freeze outlays at the current level. This year the program is serving 3.1 million women and children at a cost of \$1.5 billion.

- General revenue sharing to 39,000 counties, cities and towns across the country would be terminated.

- All federal civilian employees would receive a 5 percent salary cut, with no cost-of-living increase.

- Job Corps funding would fall to \$120 million in fiscal 1986 and be terminated altogether the following year.

- The Legal Services Corp., which provides legal assistance to the needy, would be terminated, as would Community Services grants, which go to local groups to help the poor. The Work Incentive Program to help welfare clients find jobs also would be ended.

- The Low-Income Energy Assistance Program, which helps families pay their heating bills, would be frozen.

- Transportation subsidies for Amtrak, ports and waterways would be eliminated.

- Cost-of-living adjustments would be eliminated for railroad retirement benefits, black lung disability benefits, food stamps, child nutrition programs, Supplemental Security Income (SSI) for disabled and poor elderly people, veterans' compensation and pensions, Civil Service Retirement, and workers' compensation for federal employees.

- Postal subsidies would be eliminated, affecting nonprofit mailers, including the labor press.

WASHINGTON — President Reagan's proposal to freeze, cut or eliminate more than 100 domestic programs would affect nearly every American family, except the very rich. The poor would be hurt most of all.

Reagan said the drastic cutbacks are needed in order to bring the federal deficit under control without raising taxes or significantly cutting the growth of military spending. Domestic spending would be cut by about \$34 billion in fiscal 1986, the year beginning Oct. 1, 1985.

About the only program spared the budget ax would be Social Security, which Reagan promised not to tamper with during the recent election campaign.

During the campaign, Reagan scornfully dismissed large deficit projections and said economic growth under his policies, along with spending restraint, would be enough to close the deficit gap in the coming years. But he gave no indication of the magnitude or specifics of the cuts he now has proposed. This makes it more difficult for him to claim a popular mandate for the cuts and to persuade Congress to go along, as he did in 1981.