

# Budget battle intensifies



"We must let every single legislator know that we won't stand for it."

—CSEA President William L. McGowan

ALBANY — Hundreds of thousands of letters and pre-printed legislative postcards are being mailed to CSEA members as the union continues its grass roots political effort to stop the threatened layoffs of 8,500 active state workers.

Letters from CSEA President William L. McGowan were mailed to state employees represented by CSEA this week (see story, page 12). The letter explains the budget problem and urges employees to mail pre-printed postcards to legislative leaders opposing the layoffs contained in Gov. Mario M. Cuomo's Executive Budget.

More letters to the union's local government membership and retirees are scheduled for mailing in the near future urging them to oppose the budget's exemption of any increased taxes on higher income New Yorkers who have received substantial state and federal tax cuts over the past few years.

CSEA has urged the Legislature to impose a modest and temporary increase in the maximum personal income tax rate on higher income families to offset any layoffs and allow work force reductions through attrition.

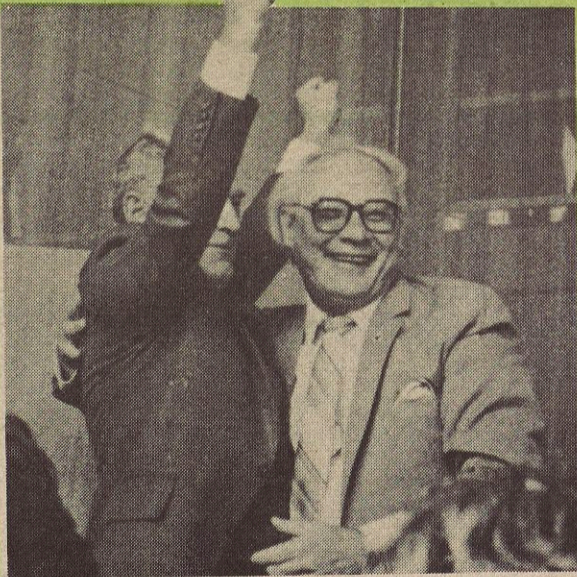
While many state lawmakers are publicly vowing to oppose layoffs, the seriousness of the current budget crisis was increased Wednesday when Assembly Speaker Stanley Fink publicly abandoned his reluctance to rule out any "broad based" tax increase. Fink noted that with the governor and Senate Majority Leader Warren Anderson refusing to propose such a tax, his house could not realistically expect favorable action on that revenue option.

Yet by late in the week, press reports said lawmakers were looking at "alternate revenue sources," probably involving increases in the "nuisance" and "sin" taxes proposed in the Cuomo budget.

It was equally clear, however, that there would be tough competition for  
(Continued on Page 14)



AN OBVIOUSLY DISPLEASED CSEA PRESIDENT William L. McGowan, right, listens as Gov. Mario Cuomo tells members of the NYS Public Employee Conference that layoffs appear to be a certainty. McGowan and other union officials later pledged to step up fight to change that position.



A JUBILANT CHARLIE NOVO, right, president of Suffolk County CSEA Local 852, embraces CSEA Collective Bargaining Specialist George Peak moments after a four-year contract was accepted by the county legislature in a dramatic meeting this week.

## Suffolk contract is ok'd on a dramatic reconsideration vote

RIVERHEAD — Riding on the crest of three switched votes, the four-year Suffolk Local 852 contract was swept to passage Feb. 22 after CSEA had insisted on a reconsideration by the Suffolk County Legislature.

Two Democrats and one Republican changed their votes, giving the contract a 10-7 margin of passage. Two weeks before, the legislature had turned down the contract with a 10-7 negative vote.

The vote electrified an overflow crowd of almost 2,000 CSEA members, who packed the legislature's meeting hall, the adjoining lobby of the Riverhead County Center and an overhanging balcony. The crowd had alternately cheered and jeered as the legislators cast their votes.

In the interim, CSEA political action was brought to bear.

Charlie Novo, president of Suffolk Local 852, mounted a table in the lobby after the vote to tell cheering CSEA members: "We finally brought the CSEA together. We are a union — remember that!"

Novo said the union's success was attributable to the solidarity of the membership, vigorous political action and the diligence of the CSEA negotiating committee and staff.

County officials said that retroactive payments would be speeded to members.

They will receive flat payment of 7% for 1982 and an additional payment of the portion of the 14% salary increase for 1983 that should have been paid since Jan. 1.

The contract provides the flat 7% for 1982, a 14% increase for 1983, 8% in 1984 and 8% in 1985, in addition to twice-a-year steps for those eligible in 1983, 1984 and 1985. The contract has been

(Continued on Page 3)

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# Recent rulings uphold rights of members

## In New Rochelle, word processors win downgrading fight

NEW ROCHELLE — When are Word Processing Machine Operators not Word Processing Machine Operators? When administrators of this Westchester County city try to punish employees for exercising their rights to a safe workplace.

Barbara Kendall and Sylvia Flamm both had their jobs eliminated in the 1982 budget, and were transferred and "busted" to senior typists. Meanwhile, their previous supervisor was upgraded even though she no longer had any employees to supervise.

CSEA went to court on behalf of the two employees in an Article 78 proceeding, and was able to prove that the job abolitions were done in bad faith.

Specifically, attorney Arthur H. Grae argued that city fathers had followed a pattern of retaliation against Kendall and Flamm because they successfully complained to OSHA about working conditions. Indeed, the Commissioner of Finance was reportedly so angered by their success that he vowed to get their jobs. He tried. He failed.

Judge George Beisheim ruled, after an all day hearing, that "the law wraps a number of safeguards around Civil Service employees, and under the basis of this law and the law of the facts in this case, the Court finds that the petitioners (Kendall and Flamm) have proved that their downgrading was due to bad faith, and the Court directs that they be reinstated as of Jan. 1, 1982, including back salary and all other prerequisites."

The case was won through CSEA's legal assistance program.

## In Buffalo, work hour changes must be negotiated

BUFFALO — An impartial arbitrator has told Erie County officials that Social Services employees stationed in the Ellicott Square Building should not have had their working hours unilaterally changed.

In so doing, arbitrator Sheila Cole upheld a grievance filed by Local 815 member William Pitt, a senior child protection worker.

The grievance was born on March 1, 1982, when the county made a 9:00 to 5:00 schedule mandatory for all employees there. Previously, workers could choose that shift or an 8:30 to 4:30 routine. Since telephones had to be covered until 5:00, however, employees on the earlier schedule would also accumulate a half hour of overtime whenever assigned an office day.

Management's decision to consolidate the work force to one shift, then, not

only reduced overtime but also created child care and transportation hardships. Meanwhile, CSEA cited an 1974 accord stating that any changes in the working hours of employees had to be negotiated.

Armed with this argument, CSEA's legal assistance program came out fighting and argued that the new schedule violated the agreement. The arbitrator agreed, saying, "The County did violate the contract between the parties by making the hours 9:00 a.m. to 5:00 p.m. mandatory for all employees of the Social Services Department in the Ellicott Square Building."

Cole also ruled that, "All employees of the Social Services Department in the Ellicott Square Building shall be returned to the hours of work to which they were scheduled prior to March 1, 1982" and she told the county to, "henceforth conform to the terms of the 1974 letter of understanding."

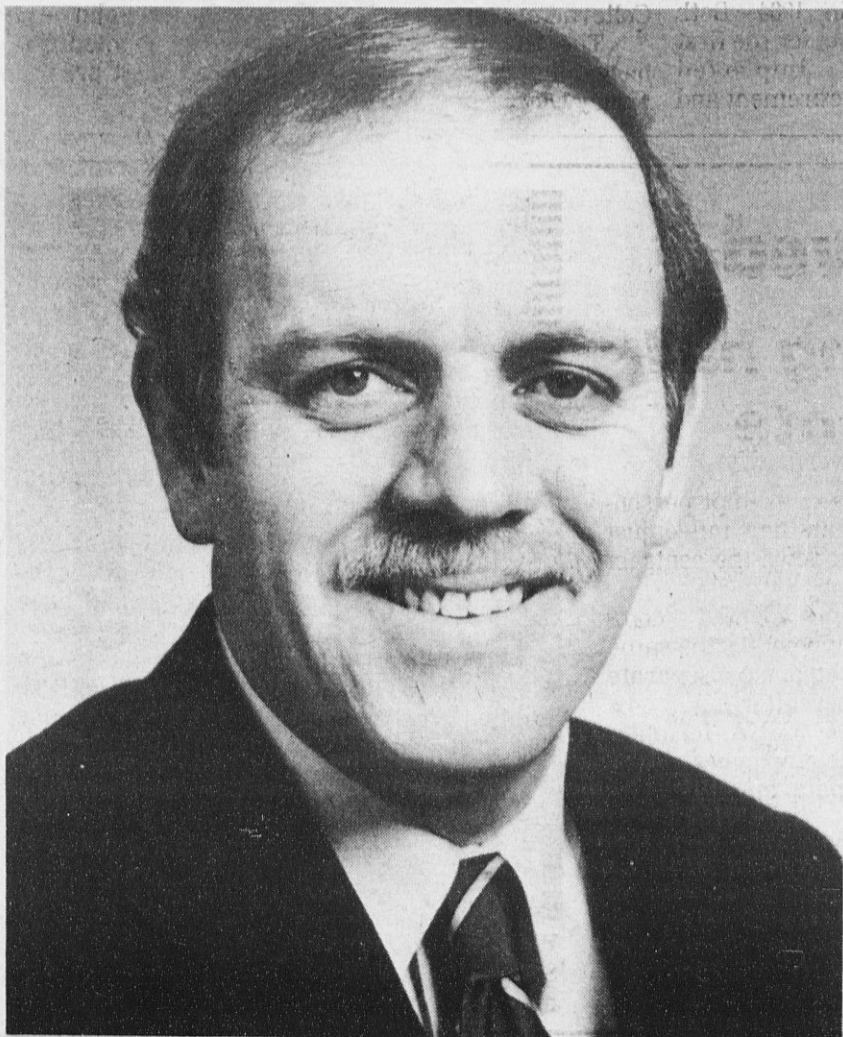
## State Executive Committee nominees announced soon

ALBANY — Nominees for the State Executive Committee are expected to be announced March 1 by the Statewide Nominating Committee.

Eligible members in good standing who are not nominated by the committee can still have their names placed on ballots by obtaining the requisite number of member signatures on official petition forms. Forms will be available from

Regional offices or the Office of the Executive Director at CSEA's Albany headquarters.

Candidates for the 42 State Division seats on the Board of Directors will be announced in future issues of *The Public Sector*. The election schedule calls for official ballots to be mailed in mid-May and returned ballots to be counted in mid-June.



## Thomas F. Hartnett, new GOER director, called good choice by union president

ALBANY — The State of New York has a new "personnel director." Governor Mario M. Cuomo last week announced the appointment of Thomas F. Hartnett as Director of the Governor's Office of Employee Relations (GOER), to replace Meyer "Sandy" Frucher, who resigned February 1 to enter the private sector.

Hartnett, until the appointment a deputy director at GOER for contract negotiations and administration, has been with the department since 1978 when he was appointed assistant director. Since 1979 he has been deputy director.

The 37-year-old native of the Bronx was a principle figure in the CSEA-State contract negotiations in 1979 and 1982. In his new role, he will become chief negotiator for the state with its ten bargaining units and will become the governor's principle labor relations advisor in dealing with unions representing state employees.

Prior to joining state service, Hartnett worked as a labor relations manager with New York Telephone Co. in New York City for six years. For a seven year period beginning in 1965, while a craftworker at New York Telephone, Hartnett was a union representative for the Communications Workers of America, AFL-CIO.

CSEA President William L. McGowan said Hartnett was a good choice for director and has had a good working relationship with CSEA over the past five years.

Gov. Cuomo cited Hartnett's "detailed knowledge of the collective bargaining process, both from the public and private sector perspectives and from the management and union points of view."



# Town of Greenburgh agreement signed

GREENBURGH — A new two-year agreement providing a salary increase of 14.75 percent and other improved benefits was recently signed by the Town of Greenburgh Unit of Westchester Local 860.

Eleanor McDonald, unit president and chief negotiator, said she was satisfied this was one of the best contracts negotiated for the town employees.

In addition to the wage hike, the contract includes the payment of 50 percent of all accumulated sick leave on retirement or termination provided there is a minimum accumulation of 90 days on record; unlimited accumulation of sick leave; and out-of-title pay for three days instead of five days.

The pact also provides for a dental plan which the employees will purchase by trading off two personal days, with the remainder of the plan being covered by the town; and upgradings for library clerks, police dispatchers and general foremen.

Continued in the contract, said McDonald, is a provision for special appeal hearings in the event an employee wishes to appeal a bad evaluation. The appeals panel consists of the unit president and two town council members. The process has only been used twice so far and the employee prevailed in each instance.

The agreement also contains agency shop, and has had a continuation clause for the past four years.

And, noted McDonald, retirees are provided with health and dental coverage. "It is important to take



IT'S OFFICIAL — Town Hall was the scene of the recent signing of the Town of Greenburgh pact for 1983-84. Pictured, standing left to right, are Albert Schnall and Louis Giampiccolo, town negotiators; Pat Mascioli, Westchester Local 860

president; and Mary Paulsen, Pat Lofaro and Butch Nanna, members of the Greenburgh unit negotiating team. Seated are Anthony F. Veteran, Greenburgh town supervisor, and Eleanor McDonald, Greenburgh unit president.

care of our retirees as they have given so much of their lives to providing the town with efficient services," she said.

In addition to McDonald, Pat Lofaro, Mary Paulsen, Greg Prout and Butch Nanna also participated on the negotiating team.

## Tompkins County units ratify 2-year contracts

ITHACA — Two year contracts calling for salary hikes and other benefits were recently ratified by members of the Administrative and DPW units of Tompkins County Local 855.

According to Jim Hennerty, CSEA field representative and chief negotiator for the two negotiating committees, both new pacts were ratified by the City of Ithaca Feb. 3 after employees had reached tentative agreements late in December.

Both contracts include a salary increase of 7 percent in 1983 and an additional 6 percent in 1984. Both agreements also call for longevity payments for the first time, increased shift differential, improved compensation for unused sick leave upon retirement and

additional mileage reimbursement for personal cars used for city business.

An agency shop clause was added to the Administrative Unit contract to coincide with similar agency shop language included in a previous DPW unit agreement.

Except for improved out-of-title work compensation, and improved seniority language in the DPW agreement, both contracts carry the same new benefits.

The negotiating committee representing the 85 Administrative Unit employees included: Claude Colleyacme, unit president, Etta Gray and John Doyle.

The 110 DPW employees were represented at the bargaining table by David Livingstone, unit president, Nancy Octz, and Dana Morgan.

## Suffolk contract approved

### 2,000 members pack meeting hall as pact passes by 10-7 vote

(Continued from Page 1)

estimated to be worth \$50 million, and gives employees pay increases ranging from 30% to 60%.

To gain it, however, CSEA negotiators had to stand fast for 14 months following the expiration of the last contract Dec. 31, 1981.

It had proved to be the most difficult negotiation in Suffolk history, and yet led to what has been termed the best contract ever achieved.

A long stalemate in negotiations had been cracked when Novo, Long Island Region 1 President Danny Donahue and CSEA Albany staffers brought top aides of County Executive Peter Cohalan into secret talks without the presence of the county's chief negotiator, Jack Farneti. Agreement quickly followed.

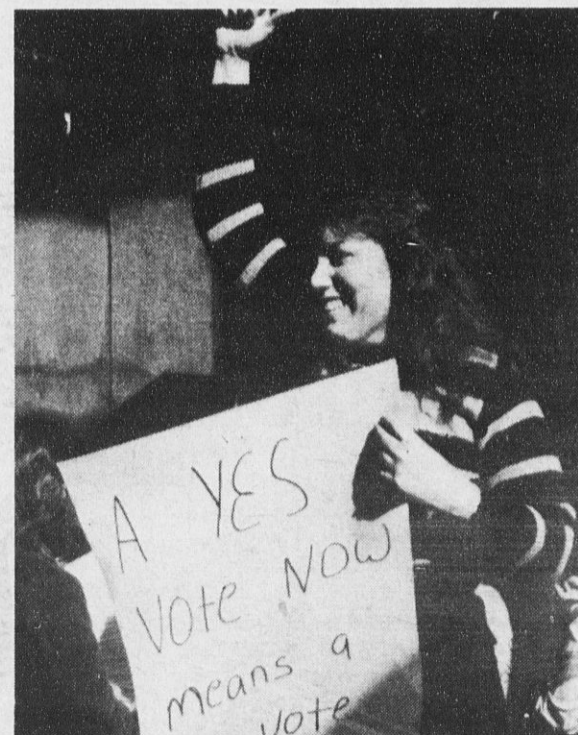
But then the legislature balked, with many legislators protesting that a separate county law

guaranteed equal pay boosts to exempt personnel. A bid to change that law had failed just before the legislature turned down the contract earlier last month (Feb. 8).

But, last week the legislators adopted a compromise giving the exempt appointees the same terms for 1982 and 1983 and requiring a separate agreement on their behalf thereafter.

Legislators noted that the CSEA formula, while needed for rank-and-file employees, would have boosted some highly-paid appointees as much as \$17,000.

Throughout the two-week period between the votes, political action was concentrated under the direction of Mike Curtin, chair of the Long Island Region Political Action Committee, Long Island Region President Danny Donahue and Novo.



HAPPY LOCAL 852 member shows joy after Suffolk County legislature reversed earlier vote and approved a new 4-year contract.



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Question: Should the common funds of the state's public employee pension system be invested by just one person? Can the economy grow?



## Binghamton school employees ratify pact

BINGHAMTON — A new two-year contract calling for salary increases, an agency shop clause, a retirement incentive plan, and binding arbitration was recently ratified unanimously by the members of the Binghamton City School District Unit of the CSEA Broome County Education Local 866.

According to James Corcoran, CSEA field representative and chief negotiator for the unit which represents 220 employees, the new agreement is retroactive to July 1, 1982.

Terms of the contract included an eight percent salary increase, plus increment, for the period of

July 1, 1982 through June 30, 1983, and an additional eight percent, plus increment, from July 1, 1983 through June 30, 1984.

The new pact also calls for binding arbitration language, agency shop for new hires after February 1, 1983, and a retirement incentive plan.

"Basically," Corcoran explained, "the new retirement language says that all employees who meet the requirements shall be eligible for a base incentive of \$2,500 dollars, plus an amount equivalent to a percentage of their accumulated sick leave on the day of retirement and not to ex-

ceed a total of \$5,000 dollars. Employees will be eligible to take advantage of the plan at either age 55, or after having completed 20 years of service and be at least 55."

Carlo Guardi, president of the Broome Education Local, and a member of the negotiating committee, praised the efforts of the team by saying, "I want to extend my personal thanks to Jim Corcoran and the team members: Mike Igo, chairman, John Pasquale, Donna Yudin, Jenny Suttan, and Betty Waffle. The fact that the unit members voted unanimously to ratify is a solid indication that they came up with a good contract."

### Direct safety complaints to regional specialists

ALBANY — The phone has been hung up on CSEA's Safety Hotline because health and safety complaints are now handled closer to home.

CSEA now has a full-time health and safety specialist assigned to each of the union's six regions. So, instead of calling the Albany headquarters, members may talk directly to a skilled staff person assigned to their CSEA regional office.

Here is the full listing:

Region I	Jim May	(516) 273-2280
Region II	Mitchell Brathwaite	(212) 587-8200
Region III	Linda Saccardi	(914) 896-8180
Region IV	Angela DeVito	(518) 489-5424
Region V	Denis Kovalich	(315) 451-6330
Region VI	John Bieger	(716) 634-3540

### Scholarships offered by region

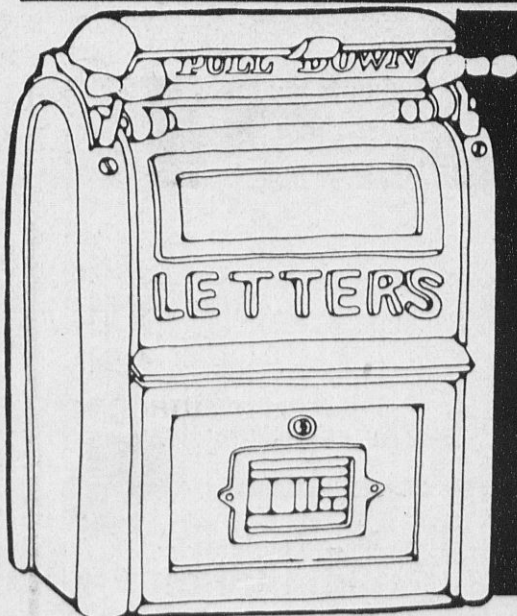
ALBANY — Now is the time for high school seniors to apply for a \$500 CSEA scholarship.

Each year, the union awards 18 scholarships — three in each of the six regions — to the dependents of CSEA members. Brian Ruff, who is chairing the 1983 Scholarship Committee, explains that its purpose is to "help students and parents meet the spiraling costs of higher education." Financial need, academic

performance, class rank, test scores and outside activities are the primary factors which determine winners.

Applications for the one-time award are available by calling the regional offices, contacting local presidents, or writing to: Scholarship Committee, 33 Elk St., Albany, N.Y. 12224. The deadline is April 29.

Successful candidates will be notified in early June.



Letters and calls can  
save thousands of jobs  
MAYBE EVEN YOUR OWN

See pages 12, 13 for details



# The heroine of Mt. Vernon High

MOUNT VERNON — While Barbara Schementi is able to recall the day with calmness now, Jan. 14 was hectic and tension-filled. That was the day she used cardio-pulmonary resuscitation (CPR) to revive a 15-year-old boy who nearly drowned in the Mount Vernon High School Pool.

A registered nurse employed at the school, Barbara literally became a lifesaver that day; her quick and decisive actions turning her into a heroine.

A member of the Mount Vernon CSEA Unit in Westchester County, she recalls the situation as follows:

"I was sitting in the front part of the nurse's office and a boy came running in, dripping wet in a bathing suit. He said, 'Hurry up! Someone's drowning!'" Schementi recalls running to the pool deck, where the boy "had turned blue."

She says, "He was unconscious, and they were giving him mouth-to-mouth resuscitation. One of our gym teachers, Bob Brooks, acted quickly to try to revive the boy. He deserves a lot of credit."

Schementi, who has been married for 14 years and has two children of her own, says, "I tried to find a pulse, but couldn't, so I started CPR." CPR was part of her training, but Schementi says she also brushed up with a night course at Mount Vernon High last winter.

"I can't even guess how long it took to revive him. It may only have been a matter of minutes," she says, "but it seemed like eternity."

An investigation into the accident shows Joaquin Dos Santos, a freshman, dove into about 10 feet of water, but failed to come up. Luckily for Dos Santos, Barbara Schementi was around. The nurse has worked at the school since 1981.

Schementi went to Mount Vernon Hospital with Dos Santos and stayed with him until his parents arrived. The youth was discharged on Jan. 17, and the following day stopped in to talk with the woman who had saved his life.

In a final understatement to her heroic deed, Schementi said, "He and his family were very thankful."



## School, community honor Schementi

MOUNT VERNON — High School nurse Barbara Schementi's efforts to save the life of a 15-year old freshman from drowning have not gone without notice. Both the Board of Education and the city's Portugese community have recognized her quick thinking action, as well as that of teacher Robert Brooks.

At a Board of Education meeting Feb. 7, Superintendent of Schools William Pratella credited the work of Schementi and Brooks saying, "If not for the efforts of these very special people, Jack (Joaquin) Dos Santos might not be alive today."

Dos Santos had jumped off the diving board at the school's pool, plunging into 10 feet of water, but failed to surface. Schementi's cardio-pulmonary resuscitation (CPR) "brought Jack back." Dos Santos was unconscious and had started turning blue. Schementi stayed with the student until the boy's family arrived at the hospital on that Jan. 14.

Mount Vernon's large Portugese community has also commended Schementi and Brooks. According to School Board member Manuel Barriero, both will be treated to dinner, made by the Dos Santos family.

## Ex-clerk opts for back pay in Delaware Co.

**'... without CSEA, all efforts would have been in vain'**

DELHI — "My long awaited settlement has finally come through and now my case is officially closed. It's true, it was a long road and a lot of hard work was put into it but I must honestly say that without CSEA all efforts would have been in vain."

Thus wrote Irene J. Sander to her friends in Delaware County CSEA Local 813 after she received \$3,595.90 in back pay. The settlement closes the book on a case which goes back to 1979 when the clerk-typist dared challenge

the political establishment by running for her boss's job — Delaware County clerk.

Although she lost the election, running as a Democrat in heavily Republican territory, Sander reports that she went out of her way to let "bygones be bygones" when her boss was successfully reelected. But the moment of truth came six months later on May 16, 1980 when she was brought up on disciplinary charges and suspended without pay. CSEA

then came to her aid through the Legal Assistance Program.

In the interim, Sander moved out of state and indicated she was not interested in regaining her old job. She did, however, decide to retain Regional Attorney John Rittinger to win her back pay. He succeeded. And now Sander says, "without CSEA all efforts would have been in vain" and she is convinced that in Delaware County the union "gives you a voice over dictatorship."

## COMPETITIVE PROMOTIONAL EXAMS (State employees only)

FILING ENDS FEBRUARY 28, 1983

TITLE AND SALARY GRADE	DEPT.	EXAM NO.	
Senior Telephone Operator G-8	IDP	37-856	
Principal Telephone Operator G-12		37-855	
Senior Milk Accounts Examiner G-18	AGRICULTURE/	37-877	
Associate Milk Accounts Examiner G-23	MARKETS	37-878	
Tree Pruner Supervisor G-10	DOT	37-882	
Junior Architectural Estimator G-15	EXECUTIVE	37-870	
Assistant Architectural Estimator G-19	OGS	37-871	
Senior Architectural Estimator G-23		37-872	
Junior Mechanical Estimator G-15		37-866	
Assistant Mechanical Estimator G-19		37-867	
Senior Mechanical Estimator G-23		37-868	
Tree Pruner Supervisor G-10		37-881	
Assistant Bridge Manager G-15	BRIDGE AUTHORITY		
Assistant Bridge Manager G-15	BRIDGE AUTHORITY		857
APPLICATIONS ACCEPTED CONTINUOUSLY			
Assistant Hydraulic Engineer G-20	ENCON		30-272
Senior Hydraulic Engineer G-24			30-273



# Changes in leadership

The unexpected death of CSEA Executive Vice President Thomas H. McDonough on Jan. 16 of an apparent heart attack created not one, but two, vacancies in the upper echelon of the union leadership. When the union's Board of Directors elected Capital Region President Joseph E. McDermott to fill the unexpired portion of Mr. McDonough's term, Capital Region First Vice President C. Allen Mead was elevated into the vacancy created by McDermott's election.

## Joseph E. McDermott

### Distinguished record

When the CSEA Board of Directors on Feb. 10 tapped Joseph E. McDermott as the new statewide executive vice president, he had already compiled an impressive list of credentials to qualify him to hold the number two position within the huge union.

McDermott was in his fifth elected term as president of CSEA's 14-county Capital Region IV, the only president the region had since the union instituted the regional concept in 1973. And, since 1980, he has served as an international vice president of AFSCME, a key position he will continue to hold in his new CSEA office. Too, McDermott will continue as a member of the union's statewide Board of Directors, where he has served for many years, and will continue also as a trustee of the CSEA Political Action Fund and in his elected position as a trustee of the CSEA Employees Benefit Fund.

He's been a CSEA member for more than a quarter of a century, and speaks with pride of joining the union the very first day he began his public service career. He rose to serve three successive elected terms as president of the state Department of

Transportation CSEA Local 687. Along the way, he has served 17 years as a statewide delegate; was an original member of the CSEA/NYS Continuity of Employment Committee; chaired the local negotiations with DOT on numerous occasions; and was a member of the CSEA Capital District Region Executive Committee. McDermott also served on a wide variety of CSEA committees, including the statewide Special DOT Committee and as chairman of the Capital District Region Committee on Negotiations.

McDermott resides in Rotterdam, NY, with his wife, the former Laura Mazurek, and their five children.

He is an elected member of the board of directors of the Greater United Way of Northeastern New York and has served as a member of the Cornell-Albany Area Committee for the Advancement of Studies for Women and of the Labor Fund Raising Committee for the Salvation Army.

He has served AFSCME as a member of the Resolutions Committee, the PEOPLE Committee and several internal administrative committees.



Joseph E. McDermott

## C. Allen Mead

### Another big challenge

C. Allen Mead has been president of State Health Department CSEA Local 664 for the past 10 years, but he's giving that position up to devote his efforts to something larger — the presidency of the 14-county CSEA Capital Region IV.

Mead was sworn in as the new Capital Region president when his predecessor, Joseph E. McDermott, was elevated to the post of statewide executive vice president of CSEA on Feb. 10. Mead was catapulted to the top regional office from his position as Capital Region first vice president, a post he had held since 1979.

A Health Department employee since 1970, Mead is no stranger to union activities. He has been a member of CSEA Capital Region Executive Committee since 1977; a member of the CSEA/NYS Health Department Labor-

Management Committee since 1973; and chairman of the CSEA Standing Methods and Procedures Committee since 1975. He has served on the CSEA Presidential Task Force on Performance Evaluation; the Administrative Services Unit CSEA Negotiating Committee; and the CSEA/NYS statewide Safety and Health Maintenance Committee. Mead also has served on the Capital Region Downtown Committee and as a member of the CSEA-NYS Model Employee Orientation Project.

Mead completed studies under the Cornell University School of Industrial and Labor Relations Labor Studies Program, and currently is a member of the Capital District Labor Advisory Committee for Cornell University SILR.

The Watervliet native resides in Loudonville with his wife, the former Dianne Donnelly, and their two sons.

'We must, and we shall, be involved in the design of government and, with the full support of an involved membership, we will be recognized and appreciated as the true source of government services ...'

—C. Allen Mead



C. Allen Mead



Offered through each CSEA regional office

# Certified defensive driving course

ALBANY — CSEA is now certified as a private training agency to teach Defensive Driving to CSEA members, their families and all public employees.

Its benefits include:

- 10 percent reduction in car insurance premiums by most insurance companies, and
- 3 point reduction off driving records.

The 8-hour course will be scheduled at convenient times and places which will be arranged by Health and Safety personnel assigned to each of the six CSEA regional offices. They are: Jim May (Region I), Mitchell Brathwaite (Region II), Linda Saccardi (Region III), Angela DeVito (Region IV), Denis Kovalich (Region V) and John Bieger (Region VI). In addition, locals may wish to set up sessions at work sites.

The fee is \$12 for CSEA members; \$22 for "others." The payment includes a filing fee to register course completion with the state Department of Motor Vehicles.

To sign up for "Defensive Driving," fill out the accompanying form and send it to your CSEA Regional Office (see addresses, below).

## CSEA DEFENSIVE DRIVING COURSE APPLICATION

Name: \_\_\_\_\_

CSEA Member Yes  No

If yes, CSEA Local No. \_\_\_\_\_

Address: \_\_\_\_\_

Social Security No. \_\_\_\_\_

Checks should be made payable to CSEA, Inc.  
You will be notified of date, time and place.

## Impasse declared in Madison County

WAMPSVILLE — A CSEA spokesman for more than 300 CSEA-represented Madison County employees has announced an impasse has been declared in negotiations with the County of Madison.

Roger Kane, CSEA Collective Bargaining Specialist and chief negotiator for the blue and white collar units of Madison County Local 827, cited the present salary structure and hospital coverage as the key issues of disagreement.

"There seems to be a double standard in Madison County management," Kane said. "Members of management have received salary increases averaging 10 percent and then offered their fellow employees in the blue and white collar units four and two percent. They

seem to have forgotten that food, utility and clothing costs are the same for all, and there should be some equity in the disbursement of salary increases," Kane continued.

"We are also very concerned by the lack of an adequate salary schedule. For example, we can cite an actual case of two employees holding the same job title in the same department, but with a difference in yearly salary of \$3,900 dollars. That's totally unfair. We want to eliminate the inequity by restoring the salary schedule."

The two county units have been in negotiations since October 1982 and have been working without a contract since December 31.

A PERB hearing date, mutually acceptable to both sides, is expected in the near future.

**Letters  
and calls  
can save  
—jobs—**

## 2,200-member Monroe unit nears ratification

### Tentative 3-year pact awaits legislative approval

ROCHESTER — The giant Monroe County Employees Unit of CSEA Local 828 is one step away from a negotiated contract following an 8-to-1 approval vote on a tentative pact for its 2,200 members.

The proposed three-year agreement now awaits approval of the full Monroe County Legislature, but Unit President Florence Tripi feels the unanimous favorable vote by the legislature's Ways and

**'It was a long, hard road to reach a fair agreement . . . but I felt our members would be pleasantly surprised by the economic benefits of this package . . .'**

—Florence Tripi

Means committee paves the way for final approval when the legislators meet on March 1.

"It was a long, hard road to reach a fair agreement," Tripi declared, "but I felt our members would be pleasantly surprised by the economic benefits of this package. And by their large turnout and vote, I think they feel the same way, considering the economic climate."

The road to a settlement indeed, looked rocky, Tripi recalled when the county manager announced at the beginning of negotiations that any pay boost for county employees would not be forthcoming in the first year.

"More the 500 layoffs would be required," if a pay raise was granted, was the word from county management as negotiations heated up."

But chief negotiator Thomas

Pomodoro, Tripi and the unit's bargaining team refused to give up or give in and their results show how well their determination paid off for their members.

All employees in the bargaining unit will receive a \$900 bonus in the first year of the pact, payable the last payday before Christmas, in addition to a guarantee of no layoffs in the contract's first year. All increments will be paid when due.

Wage increases for the second and third years of the agreement will be 7.5 and 8 percent, respectively.

The unit's negotiators were praised by their fellow members as they waited in line to vote for the pact.

"For the way times are now, this is probably the best possible contract," said Bob Riggins, who also served on the ratification commit-

tee. Our negotiators put in a lot of hard work, and I'm just overjoyed" with the results.

Robert Cochrane, a 10-year security officer at Monroe Community Hospital, called the contract, "Wonderful — I think it's terrific that no one will be laid off. This just proves what I've been saying all along — CSEA is a good union."

In addition to Pomodoro and Tripi, the negotiating committee included Local 828 President George Growney, Sheriff's Capt. Russ Coon, Wayne Randall, Rachel Gaffney, Suzanna Lembo, June Lee, Paul Utz, Joseph Morganti, James Bond, John Buckley, Frank Mancuso and Murray Russell.

The vote count ratification committee was comprised of Patricia Gooden, Tom Schutz, Vince Carbone, Bob Riggins and retirees Jim Mangano and Roy Roth.



# Exam improvement

## booklets 'best sellers'

ALBANY — The newest "best sellers" on CSEA members' reading lists these days are the new instructional booklets developed by the union to help members improve their performance on Civil Service examinations.

"Since we first announced that booklets were available, our office has mailed out more than 10,000 of them," noted Director of Education and Training Thomas Quimby. "Response from members has been overwhelming. It's evident that this kind of help with exam-taking skills is something our members need and want."

And, Quimby added, this is just the beginning.

"Initially we offered booklets one through five, which cover very basic math and verbal skills and which were developed primarily with the PATT exam in mind," he explained.

"But by the end of February we'll have a total of eight booklets available, just in time for the Senior Clerical Series examinations scheduled for the end of March."

Between 20,000 and 25,000 people are expected to take the March exams.

The study booklets, along with a four-part videotape presentation, were made possible

by a grant from CWEP, the joint labor/management Committee on the Work Environment and Productivity. The booklets were developed in cooperation with the New York State School of Industrial and Labor Relations, Cornell University.

Although the instructional booklets were developed with state civil service exams in mind, they should be helpful for those taking local civil service exams, as well as similar private sector tests.

Members planning to take the March test series should note that booklets 2, 3, 4 and 6 are most helpful for the Senior Account Clerk, Senior Audit Clerk and Senior Clerk tests; booklets 2, 4, 6 and 7 are designed for the Payroll Clerk II and Purchasing Assistant I tests; and booklets 3, 4, 6 and 8 are related to the Senior Statistics Clerk exam.

Orders are being accepted now. But any orders which include booklets 6, 7 or 8 will not be shipped until those three booklets become available Feb. 28. There is a cost of \$1.50 for each of the eight booklets in the series. CSEA members may order copies directly from the union by using the adjacent coupon.

Order  
today

CIVIL SERVICE EMPLOYEES  
ASSOCIATION

Date \_\_\_\_\_

ATTN: CSEA EDUCATION DEPARTMENT  
33 ELK STREET,  
ALBANY, NEW YORK 12207

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

- #1 BASIC MATH
- #2 ARITHMETIC REASONING
- #3 UNDERSTANDING AND INTERPRETING TABULAR MATERIAL
- #4 UNDERSTANDING AND INTERPRETING WRITTEN MATERIAL
- #5 PREPARING WRITTEN MATERIAL
- #6 SUPERVISION
- #7 PURCHASING AND PAYROLL PRACTICES
- #8 BASIC ALGEBRA

Send to:

Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State/ZIP \_\_\_\_\_

Social Security Number \_\_\_\_\_ CSEA Local \_\_\_\_\_

Employer \_\_\_\_\_

## TV series should help improve any exam; much of series is on building up confidence

ALBANY — No matter what civil service exam you may be facing, the new four-part television series produced by CSEA and the Governor's Office of Employee Relations should help you improve your test performance.

The four half-hour TV programs focus on test-taking attitudes, discuss what to expect during

an oral examination, and help viewers brush up for the math portion of Civil Service exams.

"The television series should be particularly helpful to those members who get frightened at the thought of taking tests, who 'freeze' when they walk into an exam, or who haven't worked a math problem in so long that they've forgotten where to start," commented CSEA Education Director Thomas Quimby.

The educational series was produced by New York Network, written by the School of Industrial and Labor Relations of Cornell University, and funded by the Committee on the Work Environment and Productivity (CWEP).

CSEA's Communications Department has contacted public television stations throughout the state to urge them to broadcast the series as part of their local educational programming.

"The response from the stations has been very positive, and we're optimistic that within the next couple of months CSEA members in every corner of the state will have an opportunity to view these programs on local public television stations," announced CSEA Director of Communications Gary G. Fryer.

So far, six public television stations have agreed to broadcast the series at 11:30 a.m., April 5-8. These stations are: WMHT in Schenectady, WSKG in Binghamton, WNPE in Watertown, WCNY in Syracuse, WXXI in

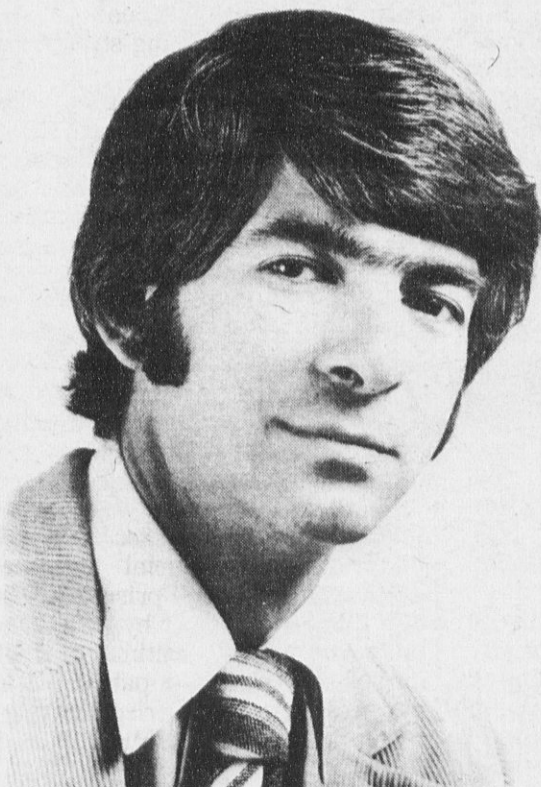
Rochester, and WNED in Buffalo. Most of these stations are also looking for times in their schedules to rebroadcast the four programs, possibly as part of the stations' Saturday morning "how-to" programming. WXXI in Rochester also hopes to use the series sometimes during March on its local cable outlet.

Viewers in the North Country will be able to see the instructional series over WCFE in Plattsburgh. Parts I and II will be shown 9-10 a.m., Saturday, April 30, with Part I repeated the following Monday at 6 p.m., and Part II on Tuesday at 6 p.m. Parts III and IV will be broadcast in corresponding time slots the following week.

Government Access Channel 8 will also carry the series in the Albany area. Dates have yet to be announced, but the station plans to televise the series before the Senior Clerical exams are conducted in late March.

Viewers in the Poughkeepsie area have already had an opportunity to take advantage of the instructional programs. Channel 42 broadcast the programs Feb. 14-17 with a repeat on Feb. 19.

"As we get more details of broadcast schedules, we'll let members know through announcements in *The Public Sector* and through bulletin board notices distributed to the Locals," Fryer added.

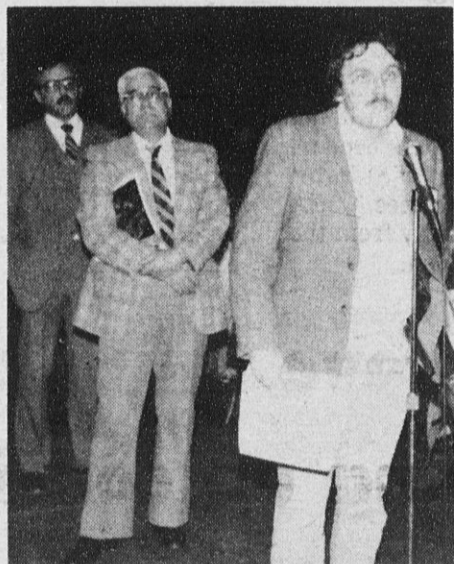


THOMAS QUIMBY

'The television series should be particularly helpful to those members who get frightened at the thought of taking tests, who 'freeze' when they walk into an exam . . .'



# Opposition mounts at Marcy



## Union coalition determined to fight co-location of proposed prison

MARCY — CSEA Representatives from four local state mental health facilities have joined forces to form Task Force '83, a coalition determined to prevent the planned co-location of a prison on the campus of the Marcy Psychiatric Center.

In appointing the five-member task force, Region V President James Moore pledged the union would do everything possible on the regional and statewide level to oppose the state plan.

"We are totally opposed to any plan that would disrupt the lives of hundreds of patients at the facility — a plan that most assuredly will mean a high mortality rate among the geriatrics — and we most definitely are opposed to a prison plan that will mean the loss of jobs," Moore said.

"The State Department of Corrections is trying to sell a prison package that has too many unanswered questions and we just aren't buying it," Moore added.

The Task Force includes: Chairman Bud Mulchy, president of Local 414; John Giehl, president Local 425 at Utica Psychiatric Center; Jon Premo, president Local 422 at Rome Developmental Center; and Sue Bucrzinski, Mental Health Board Representative for Region V.

The group conducted its first emergency meeting several weeks ago. They have already formed a number of employee committees, organized several rallies at the Marcy Town Hall, published two newsletters to employees at the four state facilities and managed to turn out more than 1,000 employees and concerned citizens for a recent public hearing at the Assembly Hall on the grounds of the Marcy Psychiatric Center.

The hearing, billed as an informational meeting by officials from the state correctional and mental health departments, drew town officials, state legislators, plus the overflow crowd of state employees and area residents.

Following preliminary statements by state officials to explain the prison plan, the panel faced a barrage of anti-prison statements and questions from those in the hall, including union officials, medical staff members from

Marcy Psychiatric Center, and several state legislators.

Jim Moore, in a hard-hitting statement, suggested the panel "take a lot of notes and take the message back to Albany that we don't want a prison at Marcy. If the patients at Marcy (P.C.) are moved it will, in effect, kill many of them."

New York State Assemblyman William Sears, of Rome, arrived at mid-point in the hearing and voiced his opposition to the prison plan at Marcy.

"I think it is definitely the wrong approach when you put the prisoners' welfare ahead of the (mental hygiene) patients," Sears said.

Bud Mulchy, chairman of the CSEA Task Force, drew the most cheers and applause from the packed hall when he blasted the plan by saying, "You can't build the prison unless the legislature gives you the bucks. And we will do everything we can to prevent you from getting those bucks."

Calvin Lightfoot, executive deputy commissioner of the State Department of Corrections, and one of the key members of the hearing panel, said alternatives are being considered, including the use of an old college and old high school as prison space. Marcy is just one of the psychiatric centers being studied for conversion.

Coverage of the meeting by area newspapers, television and radio stations was extensive and lasted throughout the three hours of statements and counter remarks from state officials and others in the large assembly hall.

In a brief meeting of the Task Force after the hearing, Chairman Mulchy reaffirmed the pledge to continue the fight by increasing the number of meetings, rallies, newsletters, petitions, media letters, and phone calls to local, regional and state officials.

"We want the governor (Cuomo) and every state official who has played any role in the prison plan to know they have a tiger by the tail at Marcy and we will continue to fight like hell to protect our patients, our jobs, and keep that prison off the grounds of Marcy," Mulchy said grimly.

**MOORE SPEAKS OUT** — Region V President Jim Moore expressed the strong CSEA opposition to the planned co-location of a prison on the grounds of the Marcy Psychiatric Center. Addressing state correctional and mental health department representatives, Moore suggested the panel "take plenty of notes because we are sending a message back to Albany."

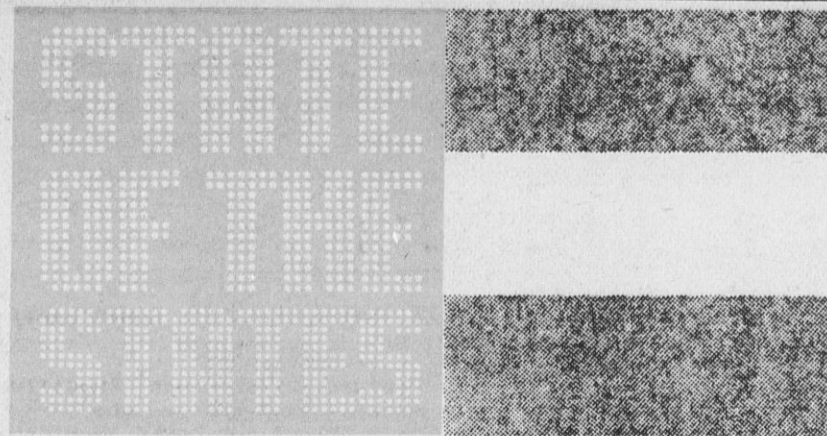
**MULCHY BLASTS PLAN** — Speaking for state employees at Marcy Psychiatric Center Task Force '83 Chairman, Bud Mulchy, tells state officials at the recent public hearing at Marcy P.C. that the CSEA Task Force is totally opposed to the prison plan and has the support of most local officials, residents and state legislators.



**TASK FORCE '83** — Leading the pre-hearing demonstration of more than 700 CSEA members and townspeople opposed to the co-location of a prison on the grounds of the March Psychiatric Center were, left to right, Region V President Jim Moore, Jon Premo, pres. Local 422 Rome Developmental Center, Sue Bucrzinski, MH board representative, John Giehl, president Local 425 Utica Psychiatric Center, Bud Mulchy, Task Force Chairman and president of Local 414 at Marcy P.C.



Virtually at the same time that New York State legislators are wrestling with perhaps the most difficult state budget in history, congressmen in Washington are working on the arduous task of preparing a federal budget for Fiscal Year 1984. Although the efforts are occurring in different cities by different lawmakers working on different budgets, there is a direct connection between the Washington and Albany budgets. In fact, severe reductions in federal assistance to state and local governments is one of the prime reasons for the extreme difficulty being experienced in New York State. AFSCME and the Public Employee Department of the AFL-CIO recently compiled a comprehensive research report that concludes that New York State ranks 4th among all states in the per capita loss in federal aid since 1981. The report finds that "state and local governments are facing a financial squeeze of a size and scope unknown since the Great Depression." Following are verbatim excerpts from that report.



A Research Report Prepared by The American Federation of State, County and Municipal Employees and The Public Employee Department, AFL-CIO



## Fiscal mess in state has roots in D.C.

State and local governments are facing a financial squeeze of a size and scope unknown since the Great Depression. The impact of the current recession — now entering its nineteenth month — on state and local revenues has been compounded by severe reductions in federal assistance to state and local governments during this same period.

The result: fiscal chaos.

This fiscal chaos poses a fundamental threat to both economic recovery and the health and welfare of millions of American citizens. Reduced state spending will weaken total aggregate demand. Higher state and local taxes will impede consumer spending. Declining public investment in human and physical capital will weaken labor productivity and business expansion in the long run. And continued cuts in basic public welfare programs will mean more sickness, more hunger, less heat, and less shelter for the poor and disadvantaged in the short run.

Since 1981 state and local governments have suffered \$57 billion in federal cuts. Key programs such as employment and training, community services, center for disease control and economic development have been cut by more than 50 percent. Losses in federal aid have grown every year and by 1985, if current spending continues, federal aid to states will fall to pre-Great Society levels.

Overall, since 1981, state and local governments have suffered \$57 billion in federal cuts. The losses have grown every year: in 1982, these governments lost \$13.7 billion; in 1983 \$18.8 billion, and in 1984, they will lose \$24.5 billion — even before the FY'84 budget is unveiled. By 1985, if current spending continues, federal aid to states will have been cut to pre-Great Society levels.

### The Structural Budget Problem

Why have such deep cuts in federal assistance to state and local governments been necessary? The answer goes to the heart of the failure of supply-side economics. President Reagan was elected on the pledge that he would balance the federal budget while simultaneously cutting taxes and increasing the Pentagon budget. But instead of a return to prosperity, his economic policies have resulted in the worst recession since World War II and the largest deficits in U.S. history.

President Reagan is well on his way to achieving an historic shift of resources under the guise of New Federalism. His latest budget will show even more evidence of his plan to gradually end the federal role in a wide array of health, nutrition, education, training, income maintenance, social services and infrastructure programs. All of this cutting, however, will not reduce the size of government by one iota — nor will it cut into the deficit significantly. Instead it will be used to purchase military hardware and further line the pockets of the wealthy.

A comparison of military increases and state and local aid cuts illustrates this point dramatically. In Fiscal Year 1983, cuts to state and local governments (\$18.8 billion) were almost completely cancelled out by increases in defense (\$17.4 billion). In fact, for the three-year period — Fiscal Years 1982-84 — cuts in the programs detailed here (\$57.0 billion) were barely enough to counteract the Pentagon buildup, which amounted to \$49.2 billion. In terms of federal budget totals, grants-in-aid to state and local governments have declined from 12.7 percent in 1981 to a projected 8.8 percent in 1984; meanwhile, defense spending has grown from 24.2 percent to 29.0 percent of the budget in that time.

### Economic Recovery

The structural deficit, thus, will force the President to continue to seek cuts in federal grants-in-aid to state and local government. Yet further cuts

in this area will almost certainly delay an even more immediate objective of the President's economic program — economic recovery.

A striking difference between the current recession and the 1973-75 recession is role played by state and local government spending in each. During the previous recession, state and local spending had what was clearly a counter-cyclical, stimulative effect. Real purchases of goods and services by state and local governments rose 3.9% in 1974 and another 2.9% in 1975; even as the real GNP dropped 0.6% and 1.2% in those two years, respectively. In 1975, federal grants-in-aid skyrocketed 13.2% — in real terms — from the year before. In fact, when unemployment reached its peak during the last recession — at 9% in the 2nd quarter of 1975 — federal aid to the states comprised 15.2% of total federal spending.

This time around, state and local government spending has played a pro-cyclical role, serving to lengthen and deepen the current recession. Real purchases of goods and services by state and local governments have decreased in each of the past two years, falling 0.8% in 1981 and 1.1% in 1982. A dramatic reduction in federal grants-in-aid spending has helped spur this decline, falling 9% in real terms in 1981, and today — which most economists believe is the trough of the current recession — federal aid to the states stand at only 10.3% of total federal spending for FY'84.

Most economic forecasters believe, moreover, that the state and local government sector will be a drag on the "weak", "shallow", "lackluster", "modest", etc., — think up your own adjective — recovery they are projecting for the coming year. Data Resources, Inc., for instance, forecasts that real total state and local expenditures will drop yet another 0.4% and that real state and local construction expenditures will post a 5.5% decline in 1983. Their outlook for real GNP, though by no means rosy, calls for a 1.6% rate of growth.

One sure bet, though is that state and local governments will be forced to raise taxes again this year — as the combination of reduced tax receipts due to the recession and federal budget cuts further eats away at their revenues. These tax hikes — which will fall disproportionately on lower- and middle-income taxpayers — will leave consumers with less disposable income to spend. Since consumer spending must serve as the catalyst for economic recovery, these tax increases will serve to further erode national economic growth.

Finally, such dramatic declines in federal aid to the states and continued weakness in the state and local government sector poses a fundamental threat to our long-run economic viability and international competitiveness.

### Cutbacks

Public investment can be grouped into two broad categories — that aimed at developing the skills and minds of present and future workers and that aimed at improving, maintaining, and building the public physical plant of highways, prisons, sewers, hospitals and schools.

A 60% reduction in federal funding of employment and training programs comes at a time when fundamental changes in the American economy require the development of skills better suited to an increasingly computerized, service-oriented world. A 20% cutback in money for both Chapter 1 (compensatory education) and vocational education programs will ultimately mean a smaller pool of talented, trained workers from which businesses may choose new hires. These cuts and others like them undermine labor productivity and threaten our ability to compete in the rapidly-expanding market for high-technology goods.

Large cutbacks in federal programs designed to promote physical



**New  
York  
State  
ranks  
fourth  
among  
all  
states  
in per  
capita  
loss in  
federal  
aid**

NEW YORK

REAL REDUCTION IN FEDERAL AID  
FISCAL YEAR ESTIMATES  
(BASE YEAR: FISCAL YEAR 1981)

	SHARE OF	\$ LOSS-MILLIONS			\$ LOSS-PER CAPITA	
	FED \$	1982	1983	1984	SUM	RANK
	PERCENT					
<b>EDUCATION TRAINING AND HUMAN CAPITAL INVESTMENT</b>						
BILINGUAL EDUCATION	15.8	3.946	10.103	14.207	28.256	1.61 10
ELEMENTARY/SECONDARY EDUCATION	9.0	41.061	68.735	101.979	211.776	12.03 13
BLOCK GRANT FOR SCHOOLS	7.3	22.471	31.809	21.741	76.021	4.32 42
EMPLOYMENT FOR OLDER AMERICANS	8.1	0.976	1.870	1.870	4.716	0.27 28
UNEMPLOYMENT TRUST FUND	9.3	31.044	17.102	19.333	67.478	3.83 18
EMPLOYMENT AND TRAINING	9.4	367.505	455.406	494.121	1,317.031	74.82 7
HANDICAPPED EDUCATION	4.6	-3.018	3.946	7.475	8.403	0.48 47
IMPACT AID	0.5	1.635	1.607	2.721	5.962	0.34 51
LAW ENFORCEMENT ASSISTANCE	10.0	1.206	2.914	4.622	8.742	0.50 9
TEMPORARY EMPLOYMENT	12.0	127.106	144.564	156.282	427.951	24.31 6
VOCATIONAL EDUCATION	8.9	3.467	23.821	30.932	58.220	3.31 17
WORK INCENTIVES	7.0	9.442	10.217	14.656	34.314	1.95 26
<b>HEALTH AND NUTRITION</b>						
CENTER FOR DISEASE CONTROL	11.2	20.330	22.006	27.926	70.262	3.99 7
CHILD NUTRITION	6.8	14.833	99.293	109.656	223.782	12.71 29
FOOD DONATIONS	8.3	2.401	0.911	1.656	4.967	0.28 18
HEALTH RESOURCES	8.9	1.691	4.984	6.675	13.350	0.76 13
HEALTH SERVICES	9.4	-21.568	27.194	43.323	48.949	2.78 16
MEDICAID	19.2	166.430	234.846	311.719	712.995	40.51 1
REHABILITATION SERVICES	7.3	18.440	5.758	0.875	25.073	1.42 23
SPECIAL MILK	7.3	7.348	7.858	8.149	23.355	1.33 29
WOMEN, INFANTS AND CHILDREN	9.1	1.464	11.435	17.198	30.096	1.71 21
<b>INCOME MAINTENANCE AND HUMAN SERVICES</b>						
AFDC	11.7	54.510	263.172	274.543	592.226	33.65 5
CSA	9.0	28.570	47.104	53.432	129.105	7.33 11
ENERGY ASSISTANCE	12.5	39.351	52.219	107.560	199.130	11.31 12
SOCIAL SERVICES	7.7	3.543	28.963	35.126	67.632	3.84 10
SUBSIDIZED HOUSING	14.4	117.614	200.696	312.820	631.130	35.86 4
<b>INFRASTRUCTURE AND PHYSICAL CAPITAL INVESTMENT</b>						
AIRPORT TRUST FUND	7.7	21.668	14.007	22.442	58.117	3.30 26
APPALACHIAN REGIONAL PROGRAMS	11.2	6.806	8.926	14.950	30.682	1.74 10
CDBG	11.4	102.281	87.507	90.916	280.704	15.95 3
ENERGY CONSERVATION	9.0	5.494	30.984	31.434	67.912	3.86 27
ECONOMIC DEVELOPMENT	8.4	15.943	24.586	27.523	68.053	3.87 23
EPA WASTEWATER GRANTS	7.8	44.235	57.428	68.680	170.343	9.68 28
FEDERAL AID TO HIGHWAYS	5.0	12.242	46.479	78.428	137.149	7.79 49
UDAG	5.6	17.862	7.839	8.399	34.100	1.94 24
URBAN MASS TRANSIT	16.7	51.473	136.761	175.241	363.475	20.65 5
<b>TOTAL</b>	<b>10.9</b>	<b>1,499.142</b>	<b>2,057.216</b>	<b>2,680.946</b>	<b>6,237.304</b>	<b>354.35 4</b>

capital investments will further erode our competitive position. Economic development assistance programs have been cut in half. Urban development action grants have been slashed by more than one-quarter. Community development block grants have been cut by nearly 20%. The airport trust fund has been trimmed by one-third. And EPA Wastewater Treatment grants have been sliced by 17%.

A growing awareness of the shortsightedness of cuts such as these resulted in the enactment of the Surface Transportation Assistance Act of 1982 (STAA) during the lame duck session of Congress. The STAA will increase the federal gasoline tax by 5¢ a gallon, with revenues earmarked for highway repair and mass transit.

Our tables do not reflect the boost this measure will mean in federal grants-in-aid spending. Data Resources, Inc., forecasts that total federal aid will increase by \$2.6 billion and \$5.4 billion in calendar years 1983 and 1984 because of the gas tax bill. However, it should be noted that much of this new money will simply be used to replace funds that already had been cut from federal highway and mass transit programs. Between FY'82 and FY'83, actions taken prior to the passage of the STAA had cut over \$4.9 billion from these two programs.

Perhaps most cruelly, the President's cuts in federal aid places considerable hardships on those already vulnerable to economic downturns. Federal aid plays by far the greatest role in state spending on public welfare. Thus, it is in this area that federal cutbacks are most immediately felt.

**De Facto New Federalism**

One year ago — during the State of the Union address — President Reagan unveiled his dream of returning power to the states amidst much fanfare. This dream had a name — the "New Federalism" — and some very down to earth elements. In short, President Reagan proposed to turn over to the states full financial responsibility for forty-three separate categorical grants. In addition, President Reagan proposed a "swap" whereby the federal government would assume funding of the Food Stamp and AFDC programs.

Today, the White House is still attempting to work out a New Federalism package that will have the support of the lobbying arms of the nation's governors, mayors, and state legislatures. These negotiations are proceeding at a snail's pace. No legislation has yet been forwarded to Congress that encompasses the original concept of program "swaps" and "turnbacks".

President Reagan's FY'83 budget contained \$78.1 billion worth of cuts (from 1981 levels) in federal aid to the states. Congress concurred in exactly \$57.0 billion of these cuts. And many of the dramatic reductions enacted by Congress came in precisely these programs targeted as candidates for "turnback" by the President.

If by "New Federalism" is meant the gradual withdrawal of federal resources from certain program areas, the "New Federalism" enjoyed significant success in Congress last year.

**Changing Course**

The economic problems facing this country, though great, are not insurmountable. Federal budget deficits, particularly in outlying years, are large, but they can be brought down.

The Congress should reverse the clearly counter-productive and pro-cyclical policy of enacting major cuts in federal assistance to the states in the midst of a recession. It should immediately adopt, as the AFL-CIO has already proposed, a \$10 billion program of federal grants to local governments for community development jobs. In this way, state and local governments can once again, become part of the economic solution, rather than part of the problem.

The Congress should reverse the policy of granting ever-larger tax breaks for those who need them least. A comprehensive tax reform package must be an integral part of any attempt to reduce the structural deficit.

The planned level of increases in defense procurement must be carefully scrutinized. While we would certainly agree that a rational rate of growth in military spending is indeed necessary, a balance must be struck between our national security and the well-being of the American people. Real increases in defense spending must be consistent with our ability to finance them.

Slavish adherence to unreasonably tight monetary aggregates should be abandoned once and for all. The Federal Reserve Board, instead, should target its policies — as it is required to do by law — on more direct economic indicators such as the level of interest rates, the rate of unemployment, and the rate of economic growth.

The indexing of the federal personal income tax to the rate of inflation — slated to take effect in 1985 — should be repealed. The revenue impact of indexing represents a sizeable chunk of future federal deficit projections — and, thus, is one of the leading reasons for the continued high level of real, long-term interest rates.



# THESE CARDS CAN HELP SAVE JOBS

Dear Senator Anderson:

As a New York State taxpayer and public employee, I am opposed to the increased unemployment and drastic public service cuts proposed in the Executive Budget. Mass layoffs are not the answer to our problems.

Dear Speaker Fink:

I support the CSEA plan for a temporary and modest increase in the state's maximum personal income tax rate for higher income earners to avoid mass layoffs and allow reductions through attrition.

I ask you and your Assembly colleagues to ensure **ALL** New Yorkers share in the sacrifices to balance this budget, not just public employees and average income families.

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Signature: \_\_\_\_\_

## With your help, we can change the state budget

CSEA hopes that the desks of the leadership of the State Senate and Assembly will soon be buried under an avalanche of tens of thousands of postcards, which the union hopes, in turn, will lead to a drastic change in the state's Executive Budget as proposed by Gov. Mario Cuomo.

CSEA has launched phase one of a large scale postcard campaign by mailing a pair of self-addressed postcards along with an explanatory cover letter to each of its more than 100,000 state employee members. Phase two of the campaign will begin shortly with a similar mailing to political subdivision members, also numbering well in excess of 100,000.

The cards are pre-addressed to Senate Majority Leader Warren M. Anderson and Speaker of the Assembly Stanley Fink. The messages, reproduced above on this page, are identical. The cards state opposition to massive layoffs and drastic cuts in public service programs as contained in the governor's proposed budget, and ask the legislative leaders to support CSEA's alternative program calling for a modest increase in the state's maximum personal income tax rate for higher income earners.

In a cover letter accompanying the cards being sent to state division members, CSEA President William L. McGowan warns, "Unless you act now, the proposed New York State Budget for the fiscal year starting April 1 could affect your job — perhaps abolish it. Unchanged, the proposed budget will eliminate 14,000 state jobs, and that means problems for all state employees."

McGowan noted "to stop these layoffs and the 'bumping' and other disruptions they will create, we need your help. Invest two stamps to save thousands of jobs — perhaps even your own — by sending the enclosed post cards today to let the legislature's leadership know how you feel."

All that is required is for the individual member to write his or her name and address on the card where indicated, sign the card, place a stamp on each card, and mail them as quickly as possible.

"A proposed budget can be changed by the legislature. Your union is trying to do that, but we can't do it without you," McGowan says.

In addition to the postcard effort, CSEA has been encouraging its members to write directly to individual legislators to express opposition to the proposed budget. A list of state legislators by district, and their Albany mailing address, is printed on page 13.



"Make a phone call, send a letter, and tell them politely but firmly that it isn't fair to throw people out of work and tax the average New Yorker when the 'big guys' aren't doing anything."

William L. McGowan  
CSEA President

### TELL YOUR LEGISLATORS YOU OPPOSE LAYOFFS, SERVICE REDUCTIONS



# WRITE—MAKE A DIFFERENCE

State legislators command a strong influence over your career as a public employee in New York State. It is the state legislators, for instance, who will determine the composition of the next state budget. They can alter the Executive Budget as submitted by Gov. Mario Cuomo, and they can adopt alternate measures that would make mass layoffs and severe public service cuts unnecessary. And as the current legislative session continues, these same lawmakers will be passing judgment on scores of proposed bills that directly affect you as a taxpayer, a citizen and a public employee. Our first priority is to achieve a new state budget that is substantially different from the one proposed by the governor. Every public

worker in the state is urged to immediately write to his or her assemblyman and senator expressing opposition to a state budget that would cause mass layoffs, severe public service cuts, and place the financial strain primarily on public employees and average income families. Tell your legislators that you favor, instead, CSEA's plan for a temporary increase in the state's maximum personal income tax rate for higher income earners. And save this list of legislators because, as the session wears on, we'll probably also be asking for more letters to lawmakers dealing with specific bills then under consideration. Remember — your letters CAN change the state budget. Your letter may help save thousands of jobs.

**A TELEPHONE CALL  
IS EVEN QUICKER:**

**ASSEMBLY  
Switchboard  
(518) 455-4100**

**SENATE  
(518) 455-2800**

## Keep in touch with your assemblyman

MEMBERS OF THE NEW YORK STATE ASSEMBLY ARE LISTED BELOW. CORRESPONDENCE SHOULD BE SENT TO THE APPROPRIATE ASSEMBLYMAN c/o STATE CAPITOL, ALBANY, NEW YORK 12248.

**DIST. ASSEMBLYMAN**

1	Joseph Sawicki, Jr.	27	Nattie Mayersohn	68	Angelo DelToro	110	Andrew W. Ryan, Jr.
2	John L. Behan	28	Alan G. Hevesi	69	Edward C. Sullivan	111	John W. McCann
3	I. William Bianchi	29	Cynthia Jenkins	70	Geraldine L. Daniels	112	John G. A. O'Neil
4	George J. Hochbruckner	30	Ralph Goldstein	71	Herman D. Farrell	113	Anthony J. Casale
5	Paul E. Harenberg	31	Anthony S. Seminerio	72	John Brian Murtaugh	114	H. Robert Nortz
6	Robert C. Wertz	32	Edward Abramson	73	Jose E. Serrano	115	William R. Sears
7	Thomas F. Barraga	33	Alton R. Waldon, Jr.	74	Louis Nine	116	Richard S. Ruggiero
8	John C. Cochran	34	Ivan C. Lafayette	75	John C. Dearie	117	Raymond T. Chesbro
9	John J. Flanagan	35	Helen M. Marshall	76	Aurelia Greene	118	Michael J. Bragman
10	Antonia P. Rettaliata	36	Denis J. Butler	77	Jose Rivera	119	William E. Bush
11	Patrick G. Halpin	37	Clifford E. Wilson	78	Gloria Davis	120	Melvin N. Zimmer
12	Philip B. Healey	38	Frederick D. Schmidt	79	George Friedman	121	Hyman M. Miller
13	Lewis J. Yevoli	39	Stanley Fink	80	G. Oliver Koppell	122	Clarence D. Rappleyea
14	Frederick E. Parola, Jr.	40	Edward Griffith	81	Eliot L. Engel	123	James W. McCabe
15	Angelo F. Orazio	41	Helene E. Weinstein	82	Vincent A. Marchiselli	124	James R. Tallon, Jr.
16	May W. Newburger	42	Rhoda S. Jacobs	83	Nicholas A. Spano	125	Hugh S. MacNeil
17	Kemp Hannon	43	Clarence Norman, Jr.	84	Gordon W. Burrows	126	George H. Winner, Jr.
18	Barbara A. Patton	44	Melvin H. Miller	85	John M. Perone	127	John R. Kuhl
19	Armand P. D'Amato	45	Daniel L. Feldman	86	Richard L. Brodsky	128	Michael F. Nozzolio
20	Arthur J. Kremer	46	Howard L. Lasher	87	Peter M. Sullivan	129	Frank G. Talomie, Sr.
21	Gregory R. Becker	47	Frank J. Barbaro	88	John R. Branca	130	Louise M. Slaughter
22	George H. Madison	48	Dov Hikind	89	Henry W. Barnett	131	Gary Proud
23	Gerdi L. Lipschutz	49	Louis Fredo	90	Vincent L. Leibell, III	132	Audre T. Cooke
24	Saul Weprin	50	Joseph R. Lentol	91	William J. Ryan	133	David F. Gantt
25	John F. Duane	51	Joseph Ferris	92	Robert J. Connor	134	Roger J. Robach
26	Leonard P. Stavisky	52	Eileen C. Dugan	93	Eugene Levy	135	James F. Nagle
		53	Victor L. Robles	94	Mary M. McPhillips	136	Richard C. Wesley
		54	Thomas F. Catapano	95	William J. Larkin, Jr.	137	R. Stephen Hawley
		55	William S. Boyland	96	Lawrence E. Bennett	138	Joseph T. Pillittere
		56	Albert Vann	97	Stephen M. Saland	139	Matthew J. Murphy
		57	Roger L. Green	98	Richard I. Coombe	140	Robin L. Schimminger
		58	Elizabeth A. Connelly	99	Glenn E. Warren	141	Arthur O. Eve
		59	Eric N. Vitaliano	100	Neil W. Kelleher	142	John B. Sheffer, II
		60	Robert A. Straniere	101	Maurice D. Hinchey	143	Dennis T. Gorski
		61	William F. Passannante	102	Clarence D. Lane	144	Richard B. Hoyt
		62	Sheldon Silver	103	Michael J. Hoblock	145	William J. Keane
		63	Steven Sanders	104	Richard J. Conners	146	Francis J. Pordum
		64	Richard N. Gottfried	105	(Vacant)	147	L. William Paxon
		65	Alexander B. Grannis	106	Michael R. McNulty	148	Vincent J. Graber, Sr.
		66	Mark Alan Siegel	107	James Tedisco	149	Daniel B. Walsh
		67	Jerrold Nadler	108	Robert A. D'Andrea	150	William L. Parment
				109	Glenn H. Harris		

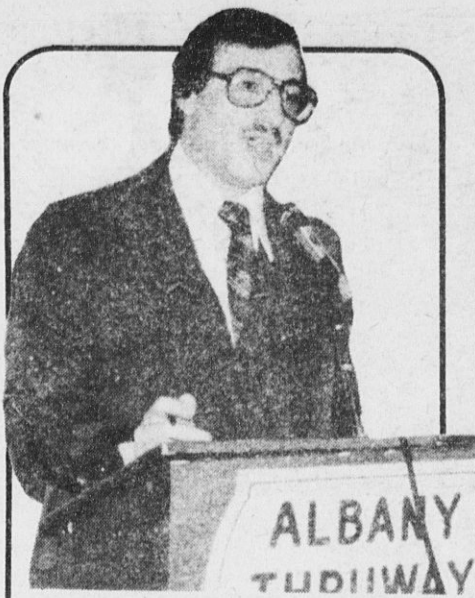
## How to contact your state senator

MEMBERS OF THE NEW YORK STATE SENATE ARE LISTED BELOW. CORRESPONDENCE SHOULD BE SENT TO THE APPROPRIATE SENATOR, c/o STATE CAPITOL, ALBANY NEW YORK 12224.

**DIST. SENATOR**

1	Kenneth LaValle	8	Norman Levy	26	Roy Goodman	44	Hugh Farley
2	James Lack	9	Carol Berman	27	Manfred Ohrenstein	45	Ronald Stafford
3	Caesar Trunzo	10	Andrew Jenkins	28	Franz Leichter	46	Douglas Barclay
4	Owen Johnson	11	Frank Padavan	29	Leon Bogues	47	James Donovan
5	Ralph Marino	12	Gary Ackerman	30	Olga Mendez	48	Martin Auer
6	John Dunne	13	Emanuel Gold	31	Joseph Galiber	49	Tarky Lombardi
7	Michael Tully	14	Anthony Gazzara	32	Israel Ruiz Jr.	50	Lloyd Riford Jr.
		15	Martin Knorr	33	Abraham Bernstein	51	Warren Anderson
		16	Jeremy Weinstein	34	John Calandra	52	William Smith
		17	Howard Babbush	35	John Flynn	53	L. Paul Kehoe
		18	Donald Halperin	36	Joseph Pisani	54	John Perry
		19	Martin Solomon	37	Mary Goodhue	55	William Steinfeldt
		20	Thomas Bartosiewicz	38	Linda Winikow	56	Jess Present
		21	Martin Markowitz	39	Richard Schermerhorn	57	William Stachowski
		22	Anna Jefferson	40	Charles Cook	58	Anthony Masiello
		23	Joseph Montalto	41	Jay Rolison Jr.	59	Dale Volker
		24	John Marchi	42	Howard Nolan Jr.	60	Walter Floss
		25	Martin Connor	43	Joseph Bruno	61	John Daly

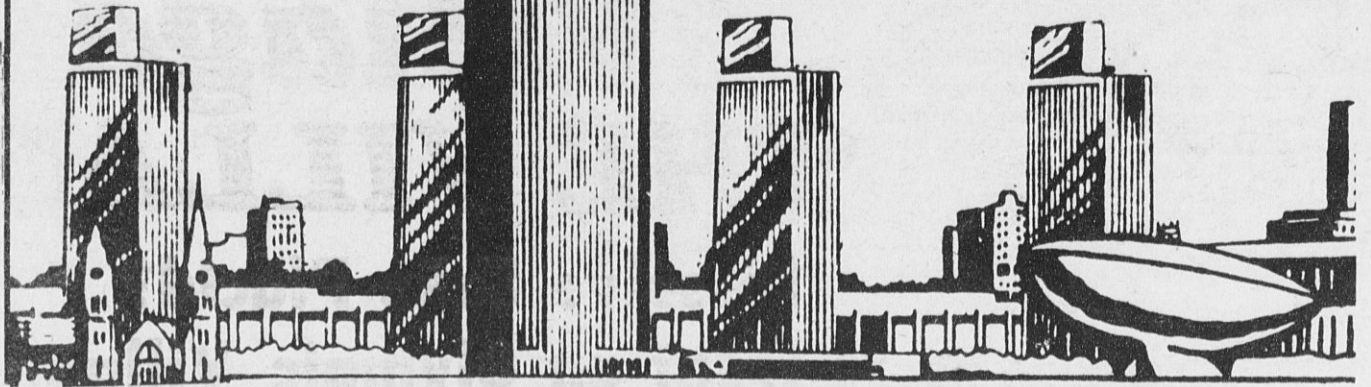




**FRANK RICUPERO**, chairman of the Downtown Committee, is credited with organizing a 2-day State Employee Information Days program at the Empire State Plaza on March 8 and 9.

# MARCH 8 and 9

# State Employee Information Days



ALBANY — CSEA State Employees Information Days have been scheduled for March 8 and 9 on the Concourse level of the Empire State Plaza by the Capital Region of CSEA to provide information to state employees about a wide range of matters.

More than 20 information tables will be staffed by employee service providers on the Concourse level of the Plaza at the crossroads of the Legislative, Capitol and Justice Buildings. Capital Region CSEA officers and staff members will also be available to answer questions and provide information on union programs. The

program will run from 10 a.m. to 3 p.m. each day.

"This informational effort has been a goal of the Capital Region for many years," C. Allen Mead, Region IV president, said. "Finally, through the efforts of Downtown Committee Chairman Frank Ricupero, the goal has been realized."

Representatives from the Capital Region will include OSHA, Communications, The Committee on the Work Environment and Productivity, and assigned field representatives. CSEA Statewide is providing Collective Bargaining, Research,

Education, and CSEA Insurance representatives.

Other services represented will include Jardine Ter Bush and Powell, Blue Cross, GHI, Metropolitan Life, and Empire Vision. Also participating will be CSEA Political Action and AFSCME PEOPLE.

"This is a great opportunity for our thousands of members who work in the Plaza and the downtown area to get answers to those nagging questions that have been lingering in their minds for months," Mead noted. "I hope they take advantage of this opportunity."

## McDermott urges budget opposition

### Postcard campaign addresses alternative to layoffs

ALBANY — Joseph E. McDermott, chairing his final Capital Region IV business meeting before being elected the new statewide executive vice president of CSEA, called on CSEA members by the tens of thousands to mail pre-addressed post cards being provided by CSEA to legislative leaders.

CSEA is mailing the cards and a cover letter to members (see related story, page 12) that can be signed and mailed directly to Senate Majority Leader Warren Anderson and Assembly Speaker Stanley Fink. The cards state opposition to the Executive Budget as submitted by Gov. Cuomo and urges support of an alternate budget plan by CSEA designated to eliminate the need for mass layoffs and reductions in public service programs.

"We must do everything we can to make sure that CSEA members support

our postcard campaign against the proposed state layoffs, McDermott said. "Last time CSEA did this, 40,000 cards were returned; but this time 40,000 may not be enough to sway the politicians." McDermott said that CSEA locals should help by making postage stamps and mailing services available to members if possible.

He also warned the audience not to let the media hype of the possible layoff situation to distort their understanding of the situation. "I'm not saying that there will be no layoffs. I'm saying that the numbers used to sell newspapers may not be the final figure. Hopefully, that number will be less, far less."

"And it can and should be made clear to our members that Cuomo's plan, as painful as it now appears to be, is far, far less painful than the agony we would be withering in if Lehrman had won."

## CSEA hopes flood of letters, phone calls will help avoid mass layoffs of workers

(Continued from Page 1)

any budget resources in the face of the state's \$1.8 billion deficit. Several school districts not scheduled to receive state aid increases in Cuomo's budget (which favors "poor" districts over "wealthy" districts) were cited by some legislators as a potential target for any increased revenues.

"This budget deliberately targets state employees for mass layoffs as a political 'sacrifice,'" CSEA President William L. McGowan said, "and if we hope to reduce or eliminate this layoff threat, we must let every single legislator know that we won't stand for it."

More than 400 union members expected to attend the CSEA's annual legislative seminar in Albany on Saturday were expected to be briefed on the budget and urged to spread the word to ran and file members to contact their legislators individually and urge an end to layoffs.

Speaking before the New York State Public Employee Conference here Wednesday, Gov. Cuomo said that he would listen to any "reasonable alternative" to layoffs, but that he would not support income, sales or business franchise tax increases to create more revenue. Repeating a theme he's consistently used since unveiling his budget, Cuomo claimed any such increases would be "counter-productive" and contribute to further erosion of the state's economic base, an argument refuted by CSEA.

Noting that "state purposes," the financing of all state agencies and departments, accounted for only 25 percent of the state's budget, the governor told the PEC that personnel accounted for 60 percent of state purposes and, in his opinion, could not be spared from the budget's cuts.

CSEA Chief Lobbyist James D. Featherstonhaugh said that the union is aware of the impact of personnel on the budget and recognizes that some reductions are inevitable, but CSEA believes the most efficient method of reduction is attrition, not layoffs and continues its demands for alternate revenue sources to avoid layoffs.

Meanwhile, attention on the statewide layoffs turned back to Albany late in the week as the governor's March 1 deadline for state agencies to propose layoff targets neared. Some preliminary details were received from the state's Office of Mental Health and Office of Mental Retardation and Developmental Disabilities (see story, page 17) but other agencies still had not reported on their plans to comply with Cuomo's layoff targets.

While the budget drama is still unfolding and much is yet to be resolved, CSEA members are being urged to channel their frustration and anger over the threatened layoffs into a determination to contact their senators and assemblymen to urge opposition to job cuts.





# Keep the Village THE VILLAGE

## Dissolve Lake Placid?

### 'Snow way to treat an Olympic Village, says CSEA

**LAKE PLACID** — Will the world-famous Village of Lake Placid — home of the 1980 Winter Olympics and site of some of the finest winter sports facilities — continue to exist?

Or will the village government be dissolved and absorbed into the surrounding Town of North Elba?

That is what the 2,474 residents of this tiny North Country tourist village will have to decide on March 15, and CSEA believes they should vote "No" to dissolution.

"There are a lot of problems in the dissolution idea," said James St. Louis, president of the 26-member Village of Lake Placid CSEA unit, which represents law enforcement, fire and other village employees.

"At present, the village residents could lose low-cost electric power, village police and fire protection, as well as village highway services.

"The economy of the area is tourist-based," stressed St. Louis. "How many people are going to want to come to an area where they have to wait for law enforcement officers to be called in from a nearby town?"

The question of dissolution for the Olympic village is not a new one. The move to dissolve the village form of government was resurrected last year after two similar campaigns in the early 1960s and mid-'70s failed to get to the polls.

The current backers of the issue spent nearly a year gathering enough petition signatures to put the item on the ballot.

In opposing the dissolution, the CSEA Capital Region Political Action Committee is currently preparing an educational media campaign at the request of the village unit and Essex County Local 816. The campaign slogan is "Keep the Village THE VILLAGE. Vote "No" March 15."

At a public hearing earlier this month, CSEA Field Representative Charles Scott and Budget Examiner Kathy Albowicz presented village officials and residents with the result of the union's extensive research into the possible effects of dissolution.

Union representatives listed union concerns, which include the cost to taxpayers for unemployment insurance and retirement payments, and the problems arising out of transitioning employees from one public bargaining unit to another.

In highlighting several areas of concern to the general public, they noted that many of the changes involved, which are being described by dissolution supporters as "easy," are actually complex — such as establishing special police and fire districts to serve the village area.

For instance, legislation is required to establish a special police district — the last of which was established in the 1930s, according to CSEA's research department. This means if the village does dissolve its police force, it could take weeks, months or several legislative sessions before another one is created.

John Francisco, Capital Region PAC chairman, stressed the importance of maximum participation in the March 15 vote.

"If each voter realizes just how important his or her vote is, and just how much this area has to lose, then village residents will take the time to vote," he said.

"Hopefully, educated about the pitfalls of such a dissolution, they will vote no and the Village of Lake Placid will continue to be the Village of Lake Placid."

## Nassau County employee reinstated; IP dismissed

"Legal Briefs" is a periodic column about Civil Service Law and legal matters of interest to public employees. Material is compiled and edited by the Albany law firm of Roemer and Featherstonhaugh, counsel to CSEA.

### EMPLOYEE DISCIPLINE

An employee who was terminated because she lived outside the county by which she was employed has been reinstated with full back pay.

In *Matter of Tanner v. County of Nassau*, the petitioner was served with charges and specifications of misconduct and notified that, under Civil Service Law, she was entitled to a hearing.

The hearing, however, was never held, since the employee was subsequently notified that the disciplinary charges were null and void and that her employment was terminated for violating an ordinance of the County of Nassau which required that its employees reside within the county.

The notification stated that the petitioner was not entitled to a hearing on the issue of residency.

In an Article 78 proceeding, the employee alleged that she was denied due process when her employment was terminated without a hearing.

The Supreme Court, Special Term, annulled the ruling and remanded the matter for a hearing pursuant to Section 75 of the Civil Service Law, but failed to direct reinstatement with back pay.

On appeal, the Appellate Division, Second



Department, ruled that while a municipality may enact a local ordinance requiring that its employees reside within the boundaries of the municipality, it may not terminate tenured employees who establish residence outside the municipality without a hearing pursuant to Section 75.

Further, on the question of the reinstatement with back pay, the court held that: "When a determination imposing sanctions under Section 75 of the Civil Service Law is annulled, the employee is entitled to be reinstated to his or her former position with back pay until such time as a new determination may be rendered which again punishes the employee (citations omitted)."

### PERB DECISIONS

The PERB Board has affirmed a hearing officer's ruling that it is not a violation of the Taylor

Law to refuse to pay some witnesses at a PERB hearing for time not worked while paying certain others.

In the *Matter of City of White Plains*, an employee who filed an improper practice charge against his employer alleged that he was discriminatorily passed over for promotion. The employee, who was subpoenaed by his attorney, attended all six days of the hearing, four of which were work days, but he was paid his salary for only two of those days.

The union filed an improper practice charge alleging that the employee should have been paid his salary on the other two days on which he was scheduled to work.

The union based its assertion on the city's alleged past practice of always paying employees for time spent at judicial or administrative proceedings when the employee's attendance had been compelled by subpoena. Other unit members who were subpoenaed to testify in the prior case were paid in full.

In dismissing the charge, the hearing officer determined that the employer's refusal to pay the employee for his attendance at the hearing was not a violation of the Taylor Law, and that there was no evidence of improper motivation on the part of the employer. The hearing officer relied upon a prior board decision that an employer had the right to make a distinction between a party witness who had a personal interest in a case and all other witnesses.





**DOLAN HONORED** — Former CSEA Executive Director Joseph Dolan, center, is shown receiving one of several awards presented on behalf of CSEA Region V by Regional President James Moore, right. Also attending the luncheon at the recent presidents' meeting in Syracuse was Onondaga County Executive John H. Mulroy.



**SHOP TALK** — Mary Lauzon, right, Region V Education Committee chairwoman, discusses the program for the day with Marilyn Kratz, professional educational consultant, who conducted classes in increasing interpersonal effectiveness.

## Central Region workshop focuses on leadership

SYRACUSE — More than 60 regional officers representing state, county and educational locals from throughout the 20-county Central Region gathered here recently for a two-day Presidents' Workshop aimed at sharpening leadership skills.

"We limited the workshop to regional officers and local presidents to review our goals and present some new ideas for improving our leadership on the local level," said Regional President Moore.

Two half-day classes were devoted to leadership ability. Entitled "Increasing Interpersonal Effectiveness," they were conducted by professional consultant Marilyn Kratz, and drew eager response from participants.

A group discussion focused on a variety of issues, including educational programs, conference dates, election procedures, and regional and statewide safety programs. Statewide Treasurer Barbara Fauser and Statewide Secretary Irene Carr were also on hand to answer questions and give advice on future treasurers' and secretaries' workshops.

A special luncheon honored former CSEA Executive Joseph J. Dolan. Gerald McEntee, president of AFSCME, was scheduled to be guest speaker at the workshop's Saturday evening dinner, but was grounded in Washington, D.C. by the severe snowstorm that struck the East Coast. He has accepted an invitation to attend the next regional conference, to be held June 17-19 in Lake Placid.

## Gowanda Psych. workers protest newest prison takeover proposal

GOWANDA — It was back to the picket lines for CSEA members employed at the Gowanda Psychiatric Center, following a proposal in Gov. Mario Cuomo's first budget that calls for taking 600 patient beds for use for state prisoners.

Members of local 408 were up in arms because many thought they had fought off the threatened takeover, originally proposed by former Gov. Hugh Carey last year, that would see the facility become a minimum security prison through a planned phase-out by 1985.

More than 100 members carried signs that greeted corrections department officials, who arrived to map out the expansion of Collins Correctional Facility, where the first phase of the plan took place last year with the takeover of buildings north of the Middle Road.

"They promised us they wouldn't take it any further," said Doris Smith, who has led employees against the move from the initial stages.

The latest state proposal would mean the loss of five psychiatric center buildings currently being used for patient housing, programming and rehabilitation. The buildings, also including a gymnasium, are on the south side of Middle Road.

No plans have been announced for patient transfers or employee layoffs, but employees were not comforted by the lack of any layoff or transfer plan.

"Who can trust them?" asked one employee. "One day they say no more expansion, and the next thing you know, here they are encroaching on us again . . . The next step will probably be layoffs."

"And what about our patients?" asked Doris Smith. "They shouldn't be subjected to shuffling around by all of this. They're ill and need and deserve care."

Smith suggested the state build adequate facilities on the north side of Middle Road for the inmates.

A closed-door session between corrections officials and a local citizens advisory board ended with town officials declaring opposition to any plan that would "threaten the existence" of the psychiatric center.

In the meantime, Gowanda workers say they stand ready to continue opposing any plan that calls for further takeover of their facility by the corrections department.

## Health Dept. board seat remains vacant

ALBANY — The position of Health Department representative on CSEA's Board of Directors remains vacant despite C. Allen Mead's victory in a special election to succeed Genevieve Clark who recently retired from public service.

The union's constitution prevents any person from having more than one board vote, and since Mead now has that vote as a regional president, he can't fill the Health Department vacancy. And, since the unexpired term of office is now less than six months, the constitution permits the CSEA president to fill the vacancy without an election but with the approval of the board of directors.

Greg Szurnicki, who chairs CSEA's statewide Election Procedures Committee, noted that since the time Mead was nominated, he has taken over as president of CSEA's Capital Region to succeed Joe McDermott, who was elected CSEA Executive Vice President on Feb. 10.

Mead out-pollied runners-up Elizabeth T. Watts, Brian J. Madden, and Charlotte A. Freeman in the special election.



# OMH, OMRDD list layoffs

The state's Office of Mental Health and Office of Mental Retardation and Developmental Disabilities have released preliminary lists of the proposed layoffs on a facility-by-facility basis. These projected layoffs,

called for in Governor Cuomo's proposed state budget, will take place on or shortly after April 1, 1983. The list below includes CSEA, PEF and management confidential employees.

## Anticipated OMH staff reductions

OMH Region and Facility	In-Patient	Out-Patient	ADULT Other	Total Adult	CHILDREN and Youth	Forensic	Research	Grand Total
<b>WESTERN REGION</b>								
Buffalo PC.....				89				89
Elmira PC.....		21	13	(3) 34	12			46*
Gowanda PC.....				58		2		60
Rochester PC.....		15	44	(77) 59	6			65*
Willard PC.....	22	9	18	49				49
Western NYCPC.....					7			7
<b>LONG ISLAND REGION</b>								
Central Islip PC.....		4	62	(81) 66				66*
Kings Park PC.....	70	80	83	233				233
Pilgrim PC.....	105	13	99	217				217
Sagamore CPC.....					20			20
Long Island RI.....							63	63
<b>CENTRAL REGION</b>								
Binghamton PC.....	49	25	24	98	4			102
Hutchings PC.....	16	21	33	70	6	5		81
Marcy PC.....	27	9	31	67	2			69
St. Lawrence PC.....	15	4	20	39	11			50
Utica PC.....	21	18	19	58				58
Central NYPC.....						4		4
<b>HUDSON RIVER REGION</b>								
Capital District PC.....		28	19	(10) 47	3			50*
Harlem Valley PC.....				68				68
Hudson River PC.....	39	9	54	102				102
Middletown PC.....	17	11	33	61				61
Rockland PC.....	59	18	25	102				102
Rockland CPC.....					22			22
Rockland Research.....							30	30
<b>NEW YORK CITY REGION</b>								
Bronx PC.....	61	10	21	92				92
Creedmoor PC.....	17	30	53	100				100
Kingsboro PC.....	37	12	42	91	15			106
Manhattan PC.....	18	36	47	101				101
South Beach PC.....		17	45	(10) 62	18			80*
Bronx CPC.....					27			27
Manhattan CPC.....					8			8
Queens CPC.....					39			39
NY Psych Institute.....							24	24

\*This no. in ( ) represents no. of positions below authorized fill level. These positions can be filled and may eliminate some layoffs depending on job titles.

## Anticipated OMRDD staff reductions

	RESIDENTIAL	COMMUNITY
Brooklyn Developmental Center.....	18	0
Manhattan Developmental Center.....	17	0
Staten Island Developmental Center.....	0	0
Bernard Fineson Developmental Center.....	2	2
Institute of Basic Research.....	12	0
Bronx Developmental Center.....	0	0
Suffolk Developmental Center.....	0	0
Westchester Developmental Center.....	0	0
Wassaic Developmental Center.....	50	1
Letchworth Village Developmental Ctr.....	240	0
Monroe Developmental Center.....	0	3
Newark Developmental Center.....	1	0
Craig Developmental Center.....	10	1
J.N. Adams Developmental Center.....	1	2
West Seneca Developmental Center.....	23	2
O.D. Heck Developmental Center.....	0	11
Wilton Developmental Center.....	0	0
Sunmount Developmental Center.....	0	1
Broome Developmental Center.....	0	1
Syracuse Developmental Center.....	5	0
<b>TOTAL</b>	<b>379</b>	<b>24</b>

## Region II slates layoff protest for March 3

**NEW YORK CITY —** Metropolitan Region II will be in full force at a demonstration to protest the layoffs called for in the Executive Budget.

The demonstration is scheduled for Thursday, March 3 at noon in front of 2 World Trade Center, Manhattan.

Metropolitan Region II President George Caloumeno and regional officers will head up the CSEA contingent in the union-sponsored demonstration.

Caloumeno urged all members in Region II, particularly those who work in the World Trade Center, to join in the demonstration to show that CSEA will not tolerate the projected layoffs.

For further information on the demonstration, contact the Metropolitan Region office.



# Add these participating dentists to your list



The CSEA Benefit Fund has put out a supplementary list of dentists who have agreed to accept the CSEA Fee Schedule as payment in full for covered services.

This list is in addition to the one published in the Dec. 3, 1982 issue of *The Public Sector*, and, like that one, lists the participating dentists on a region-by-region basis.

Dental plan participants are free, as always, to choose any dentist they want. Moreover, publication carries with it no guarantees, but it should be noted that the following dentists have agreed to discuss beforehand the cost of any treatment not covered by the CSEA plan.

Remember, the supplementary directory is published strictly for your information.

## REGION I

**Mid-Island Dental Service**  
162 Hicksville Road  
Bethpage, New York  
11714  
516-579-8950

## REGION II

**Dr. Mitchell Charnas**  
That Certain Smile  
52 W. 39th Street  
New York City, New York  
10018  
212-869-4669

**Samuel Kramer**  
514 West End Avenue (cor.  
85th St.)  
New York, New York  
10024  
212-877-3720

## REGION III

**Dental Care of Rockland**  
Hub Shopping Center — Rt.  
59  
Central Nyack, New York  
10960  
914-353-1880

**Mitchell Mayers, D.D.S.**  
132 Lester Drive  
Tappan, New York 10983  
914-359-5588

## REGION IV

**Dr. M. Baghaei-Rad, D.M.D.**  
80 Locust Avenue  
Amsterdam, New York  
518-843-0382

**Dr. M. Baghaei-Rad, D.M.D.**  
234 Kingsboro Avenue  
Gloversville, New York  
518-773-7928 (7929)

**Dental-Vu Dental Offices,**  
P.C.  
Saratoga Road  
South Glens Falls, New  
York 12801  
518-789-2222

**Shared Desai, B.D.S.**  
**Herbert Moskowitz, D.D.S.**  
Zayre's Plaza, Route 9  
Glens Falls, New York  
12801  
518-798-9561

**Dr. P.S. Pathare**  
1116 Madison Avenue  
Albany, New York  
518-482-6841

**Dr. David Presser, D.D.S.**  
63 Hudson Street  
South Glens Falls, New  
York 12801  
518-792-2187

**Edward R. Robbins, B.S.,**  
D.D.S.  
11 Quaker Street  
Granville, New York 12832  
518-642-2442 (2234)

**Dr. David L. Weinstein**  
25 Dove Street  
Albany, New York 12210  
518-434-2760

## REGION V

**Auburn Dental Associates**  
80 North Street  
Auburn, New York 13021  
315-253-6239

**Martin & Winkler**  
(formerly 500 South Salina  
Street, Syracuse, New  
York 13202)  
3150 Erie Blvd. East  
Dewitt, New York 13214  
315-446-7442

**Dental-Vu Dental Offices,**  
P.C.  
Seneca Plaza  
New Hartford, New York  
13413  
315-797-0700

**Dental-Vu Dental Offices,**  
P.C.  
Riverside Mall  
Cortland, New York 13045  
607-753-3001

## REGION VI

**Dr. Barzman & Kasimov,**  
D.D.S., P.C.  
523 Delaware Avenue  
Buffalo, New York 14202  
716-886-4430

**Keith C. Carini, D.D.S.**  
3656 Abbott Road  
Orchard Park, New York  
14127  
716-822-0086

**Lewis J. Greenky, D.D.S.**  
3993 Harlem Road  
Snyder, New York 14226  
716-839-2831

**S.S. Plesur**  
6760 Main Street  
Williamsville, New York  
14221  
716-632-7224

**Charles E. Schifley Jr.,**  
D.D.S.  
269 Abbott Road  
Buffalo, New York 14220  
716-822-8992

**Dr. Edgar R. Stanford**  
2333 Elmwood Avenue  
Kenmore, New York 14217  
716-877-4949

## CSEA wins appointment for school employee

**CORNING** — After putting in 13 years as a food service worker, Dorothy Hale was upset when her bid to fill a higher-paying position as key food service worker was turned down.

Since the CSEA contract with the Corning School District provides that "present employees who are qualified shall receive primary consideration for future job vacancies," she decided to do something about it and filed a grievance. Thus started a chain reaction propelled by CSEA's Legal Assistance Program.

The sequence of events began in June 1981 when two vacancies as key food service workers were posted. Hale wanted the vacancy at the Smith School but was told that she was not considered "qualified enough." So, the vacancy went to someone with less seniority, but Hale was offered a similar position at another school. She rejected that vacancy, however, because of transportation difficulties. Moreover, she was never interviewed for either position even though the contract guarantees that "all district employees who apply for a vacancy will be interviewed."

Although agreement was later reached to hold interviews, she still did not get the job, so the grievance ended up in binding arbitration.

After hearing the case, Arbitrator Dana Eischen commented that the district had a contractual obligation "to give full, fair and objective consideration to the relative qualifications, ability and seniority of the bidders." He ruled that Hale definitely had both the qualifications and the ability to hold the job, and the district's failure to appoint her (the most senior person) was a mistake. Accordingly, the arbitrator ordered the school district to immediately appoint Hale to the position of key food service worker at the Smith School.

## Protection officers win grievance

The Nassau County department of probation has been found guilty of discriminating against probation officers who filed a grievance.

The Public Employment Relations Board came to that unanimous conclusion based on the facts, which revealed that the county cut daytime working hours after several probation officers filed a grievance requesting premium pay for night work. The record showed that administrators had threatened to cut hours, in effect eliminating overtime, only if a grievance was filed. PERB ordered the county to restore the regular work schedule, continue to give the officers compensatory time for night work, made the order retroactive, and told the county to "cease and desist from interfering with the exercise of rights" by their employees.

The win is another victory in Long Island Region I for CSEA's Legal Assistance program.





IT'S SMILES ALL AROUND FOR THE NEWLY CERTIFIED Creedmoor Psychiatric Center Local 406 shop stewards. Pictured are, first row, left to right: Local President Clinton Thomas, Dolores Rodriguez, Frank Pandillo, Alberta Woodson, Adele Golub and Oreen

Baker. Second row, left to right: Barbara Smith, Grace Garside, John Naro, Arlene Corbett, William Hawkins and Local First Vice President Mickey Cruz.



## Board of Directors

## Meeting highlights

ALBANY — CSEA's Board of Directors conducts the official business of the union and is vested with the responsibility for approving the union's budget and approving expenditures of union funds.

The Board met Feb. 10 in Albany to conduct official business. A sub-committee of the Board, known as the Board of Directors' Committee, met on Jan. 27 to deal with pressing union business after January's regular Board meeting was cancelled as a result of the death of CSEA Executive Director Thomas H. McDonough.

This is a summary of the actions taken by the Board of Directors Committee and the full Board of Directors at the January and February meetings. As is customary at Board meetings, discussions included a broad range of topics too lengthy to be included in a concise report. These are the highlights of the official business transacted:

- The Board Committee approved a contract with the Independent Election Corporation of America to conduct elections for the State Executive Committee this year. It also approved the schedule for those elections as recommended by the Election Procedures Committee.

- The Committee also authorized expenditure of limited CSEA funds to initiate the reorganized Employee Benefits and Training Program for state employees. The union's expenditures are to be reimbursed at a future date with funds in the state contracts for this purpose.

- The Committee also approved execution of leases for cars for the union's field staff and regional directors. This was part of a cost-saving program to reduce operating expenses by eliminating mileage reimbursements.

- The Committee also approved funding for a complete analysis of New York State's proposed Executive Budget for 1983-84 in an effort to identify alternate revenue sources to eliminate proposed layoffs of state workers.

- The Board of Directors carried out its constitutional duty to elect a successor to the late Thomas H. McDonough to complete the term of Executive Vice President. The constitution provides that the Board must elect one of the six Regional Presidents. In a secret ballot election, Joseph E. McDermott was elected to complete the term by defeating James J. Moore by 50 votes to 41 votes. The other Regional Presidents did not seek election.

- As a result of the special election, McDermott was sworn in as Executive Vice President. C. Allen Mead, First Vice President of Region IV, was then sworn in to succeed McDermott as Region IV President.

In other decisions the Board also:

- approved a recommendation by the Statewide Treasurer for reimbursements exceeding the normal 90 day limit for repayment.

- approved reimbursement of expenses for Board members attending the Feb. 26 Legislative Seminar in Albany.

- approved nomination of Board Members Thomas Elhage and Elaine Mootry to the Board's Personnel Committee and Board Member Douglas Persons to the Committee to Study Cost of Group Life Insurance.

- approved a recommendation to eliminate the current cost-sharing provisions for Legal Assistance.

- approved a motion recommending an investigation of the availability of state contract funds or federal grants to support Employee Assistance Programs.

- approved a motion to oppose the mass transfer of patients in the state's

Office of Mental Health and Office of Mental Retardation.

- approved the Concord Hotel, Kiamesha Lake, N.Y., as the site of the 1983 CSEA Delegates Meeting, Oct. 23 through 28. A second motion directed the Convention Committee to report in writing at the next meeting on tentative sites for the union's 1984 and 1985 Delegate Meetings. Another related motion directed that the program for the meeting be developed expeditiously for the information of those planning to attend.

- approved funds for the renovation of the Metropolitan Region office in New York City.

- approved changes in the rules and regulations for elections administered by the election Procedures Committee.

- accepted the reports of the Legal Public Sector and Scholarship Committees.

- approved Charter Committee recommendations modifying the model Region, Local and Unit Constitutions to increase the period for new Treasurers to receive certification; allow certified Regional and Local Treasurers to certify other Treasurers at CSEA's expense under guidelines to be developed by the Statewide Treasurer; incorporate Judicial Board procedures; add political and ideological endorsement and expenditure criteria; conform the language of all constitutions, by article; mandate certain committees; and clarify language relative to the election of Delegates. The revised versions supercede previous provisions and will be distributed in the near future.

Questions by CSEA members concerning the union's Board of Directors should be directed to that member's Board Representative, Local President, or to the Office of the Statewide Secretary.

Copies of the Secretary's Board minutes are mailed to all Board Representatives and Local Presidents.



# Signatures, phone calls can win battle of budget

**ALBANY** — There are few things in the world of politics that make elected officials more attentive than hearing from "the folks back home".

CSEA, through its extensive political action experience, is aware of this basic political truth and the union is putting the principle to work to help fight the proposed layoffs of 8,500 state employees.

A massive letter-writing campaign is already in place and a postcard campaign package is on the way to union members and agency fee payers in CSEA's three state bargaining units (see page 12), but that is far from the end of CSEA's broad based efforts to convince state lawmakers that Gov. Mario M. Cuomo's idea of "even handed sacrifice" isn't reflected in the layoff plans.

The union's proposal for an alternative action, a temporary and modest increase in the state's maximum personal income tax rate has already been put before the press. Union lobbyists are attempting to establish a coalition of organizations to propose alternatives to the Cuomo plan and the mass post card campaign are all parts of the effort.

Petition forms are also being sent to union Locals, Political Action Liaisons

(PALS), and Regional Offices. Enough petitions are being printed to secure more than one million signatures from state workers, public employees, and other concerned New Yorkers opposed to the layoff proposal.

In the weeks ahead these petitions will be circulated to get signatures to be delivered by the union to Gov. Cuomo and other state officials noting the groundswell of opposition to the layoffs plan.

"Ever since the layoffs were announced our phones have been ringing off the hook with union members asking what they can do to help CSEA fight the layoffs," said CSEA Political Action Chairman Joseph Conway. "We think the petitions will be a healthy supplement to our other activities. We are now putting that plan into action."

Petitions will be sent to a wide array of union activists in the next few weeks.

"We are also urging members to contact their legislators individually through letters or by phone and go on record," Conway said. "Political action is all that stands between those 8,500 dedicated public employees and the unemployment lines. Even if individually we are fortunate enough to have a lot of seniority and may not be effected, we should all participate in this effort to turn this threat around."

Signing your name to CSEA's petition when it is circulated in your area is but one important way you can contribute toward the union's massive campaign to eliminate the need for layoffs and service reductions in the next state budget. It will take the combined effect of several methods to be successful. Here's some other ways you can help:

**WRITE YOUR LEGISLATORS A PERSONAL LETTER, AND GIVE THEM A PHONE CALL IN ALBANY ALSO.**

• Their names, addresses and phone numbers are printed on page 13 of this issue.

**SIGN AND MAIL CSEA's PRE-PRINTED, PRE-ADDRESSED POSTCARDS TO LEGISLATIVE LEADERS.**

• CSEA is conducting a massive postcard mailing campaign. You are the key to its success. See page 12 for details.

**When this  
petition  
circulates  
where you  
work—  
SIGN IT!  
It can  
help save  
thousands  
of jobs!**

**As a New York State taxpayer,** I believe it's unfair for the proposed state budget to call for the layoff of thousands more New Yorkers, increase user fees and sales taxes regardless of ability to pay, and not require any additional sacrifices from higher income residents who have enjoyed substantial tax cuts over the past several years. A temporary increase in maximum state income tax rates for higher income earners would prevent increased unemployment, reduce the burden of regressive taxes, and place a fair share of the sacrifice on those most able to pay, while the size of government is reduced through attrition.

	NAME	ADDRESS	ZIP
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