

# Performance evaluation to get a 'second look' Carey tells delegates

## Delegates veto reorganization

See pages 2, 9, 10 and 11 for coverage of CSEA's 71st Annual Delegates Meeting

# Public SECTOR

Official publication of The Civil Service Employees Association

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## Vote November 3rd

CSEA endorses the Prison Bond Issue

—see page 2

# Union challenges budget calculations Suffolk used in planning 800 layoffs

HAUPPAUGE — While hundreds of CSEA members marched in protest outside the Suffolk County Center on Oct. 13, CSEA leaders inside, testifying before the Suffolk County legislature, denounced the layoffs of almost 800 employees in a proposed 1982 budget as unnecessary.

The Oct. 13 session was the final of two public hearings held by the legislature on the budget proposed by Suffolk County Executive Peter Cohalan. The legislature will draft and vote on a final budget resolution for 1981 on Oct. 27.

Charles Novo, Local 852 president, briefly addressed the legislators and introduced James Schmidt, an AFSCME budget analyst who read the legislators a summary of the findings of an analysis of the budget prepared by AFSCME.

Earlier, Novo told the legislators in private that there was more funds available to the county than provided for in the proposed budget, that layoffs were unnecessary and were not cost effective, and that if any jobs were to be cut they should be reduced slowly by attrition rather than by layoffs.

Among the other findings of the budget analysis were:

- The proposed reorganization of county departments in real estate, human resources, vector control, public works and the police would not be cost effective.

- Under the proposed budget, subcontracting would increase by 36 percent and would cost more in most cases than what it currently costs the government to provide services.

- The proposed budget has underestimated interest income from investments by a projected \$7.4 million. Also it has underestimated an additional \$1 million in revenues for both 1981 and 1982.

- The proposed \$8 million interest-free loan to the Southwest Sewer District, using general fund monies, is unjustified because it asks all county taxpayers to subsidize a project that only benefits a few. Also, the loan would result in the massive layoff of county employees and cutbacks in county services.

- The normal attrition rate of 5.5 percent will save an additional \$5 million which is not accounted for in the proposed budget.

- Salaries for existing personnel have been over-budgeted by \$4.6 million. As an example, permanent salaries in the district attorney's office increase from \$5.6 million in 1981 to \$6.1 million in 1982 while that office is scheduled for a loss of 22 filled positions.

"Elimination of the Southwest Sewer District loan and more careful budgeting of salary costs could alone free-up nearly \$18 million," Schmidt told the legislators.

At the end of the session, which ran for 12 hours and heard more than 70 speakers, legislators were non-committal. The consensus was that the loan for the Southwest Sewer District would probably be voted down but there was divided opinion on the layoffs. Some legislators indicated that there would be layoffs but refused to disclose how many.

"We're going to have to make some hard choices this time," said Democratic minority leader, Robert J. Mrazek of Centerport.



TAKE A BITE OUT OF

CRIME

His name is Mc-Gruff, and he could save your property — or your life. to find out how you can "Take a Bite Out of Crime."

see page 12.

## Premiums adjust November 1

For those CSEA members participating in the membership insurance programs, other than the Masterplan, this is a reminder that November 1 is an important date. That is the date each year when your premiums are adjusted to reflect your correct age and/or coverage. These adjustments will be shown by a change in your payroll deductions and should occur shortly after November 1. Changes for State employees will occur on November 4 (Administrative Payroll) or November 11 (Institutional Payroll). Adjustments in premium will occur due to either

(1.) An increase in annual salary resulting in increased coverage, or (2.) An advancement in age which places you in a new age bracket.

Only those participating in the Basic Group Life Insurance Plan will be adjusted due to the first reason.

Questions on the Basic Group Life Plan deductions may be addressed to CSEA Headquarters; questions on the Supplemental Life or Accident and Sickness Plan should be directed to Bache Ter Bush and Powell, 433 State Street, Schenectady, New York 12301.

# Vote YES on Prison Bond Issue

The Civil Service Employees Assn. has endorsed the Secure Correctional Facilities Bond Issue, commonly called the Prison Bond Issue, which will appear on ballots throughout New York State on Election Day, November 3.

The union's Statewide Political Action Committee has endorsed the Bond Issue, and on the closing day of the 71st Annual Delegates Meeting in Kiamesha Lake the union's 1,400 delegates overwhelmingly voted to endorse the Issue.

CSEA backs the proposal on a number of grounds, among them

that it represents a strong effort in fighting the growing crime problem; that the facilities improvements will result in safer and better working conditions for prison employees, many of whom are represented by CSEA; and because the state already is basically committed to spending funds for improvements and those funds would have to come from the general budget without approval of the Bond Issue.

CSEA strongly urges all its members and their families and friends to vote FOR the Secure Correctional Facilities Bond Issue on November 3rd.

## THE BOND ISSUE:

It is New York State's responsibility to ensure public safety. The State, however, cannot fully meet this obligation when its prisons are overcrowded. Expansion of state prisons and local jails is urgently needed. The Security Through Development of Correctional Facilities Bond, which will appear on the November 3rd ballot, will provide secure prisons and jails for decades.

### WHAT WILL THE BOND ACT DO?

The Bond Act will permit the State to borrow \$500 million to pay for construction of state prisons and local jails and to provide other secure facilities for the State Division for Youth and the State Office of Mental Health. Through the sale of bonds, \$500 million will be obtained and applied as follows:

- \$350 million to the State Department of Correctional Services for the construction of three new prisons and the expansion of existing prisons.
- \$125 million for construction and expansion of local jails throughout the State.
- \$25 million to expand and improve secure units operated by the Division for Youth and the Office of Mental Health.

### WHY IS THE BOND ACT IMPORTANT TO ME?

Bonds provide a way to pay for the needed expansion of the State's prison system and needed improvements of local jails. Voter support for the Bond Act will provide:

- Funds to ensure that the prison system has enough space to securely imprison those violent criminals who threaten our safety.
- A response to the public demand for action to fight the growing crime problem.
- Safe working conditions for prison employees.

**THE BOND ACT** will help the prison system meet its public responsibility by:

- Making sure that the State can remove violent criminals from the streets
- Providing secure prisons to enforce the State's tough criminal laws
- Enabling localities to construct needed jail space
- Maintaining safe working conditions for prison employees

**VOTE  
NOVEMBER 3RD**



### WHAT WILL THIS PROGRAM COST?

The State's use of bonds to finance the cost of prison construction is comparable to an individual taking out a mortgage to purchase a home. It provides large amounts of money for construction and spreads the repayment of the money over a long period of time. Capital improvements are best paid for out of money obtained from the sale of bonds.

The taxpayers of today should not be burdened with the total cost of public improvements designed to last for generations. On an annual basis, less than \$6.00 per year of your current tax dollars will go toward the repayment of the Bond.

### WHY DO WE NEED MORE PRISONS AND JAILS?

The State's prison population has nearly doubled in the last 10 years. State prisons and local jails are overcrowded. Without additional space, the State will not be able to provide safe and secure housing for criminals who represent a threat to public safety.

### WHAT WILL MY COMMUNITY GET FROM THIS?

\$125 million in the form of matching grants will be divided among the 57 counties and New York City to improve local jails. These funds may be used by localities to increase the capacity of their jails and to improve their safety and security.

"First priority goes to new prison construction. It would reduce prison tensions that often produce riots and enhance prison security. It would make possible legitimate programs to educate, train, and prepare inmates for their inevitable release into the community."

Warren Burger  
Chief Justice  
U.S. Supreme Court

## Pay equity subject of Region I Women's workshop

HAUPPAUGE — The Region I Women's Committee will hold a November workshop on "pay equity," Millie Vassallo, the committee's chairwoman, has announced.

The workshop will be held on Saturday, Nov. 7, at Musicaro's Restaurant in Melville from 9 a.m. to 1 p.m. Refreshments will be served and a speaker will be announced at a later date.

Mrs. Vassallo set an Oct. 27 deadline for seating reservations. Last year's

workshop, the first ever held by the region, proved so popular that members were turned away at the door when the occupancy capacity was exceeded, she said.

"I urge all chapter presidents to make their reservations as soon as possible so their members can attend this vital and important meeting," said Danny Donohue, Region I president.

## Local 852, county agree on salary adjustments

HOLTSVILLE — Charles Novo, president of Suffolk local 852, announced recently that negotiators for the County Executive's Office and the CSEA had reached agreement on salary adjustments for approximately 165 of the County's more than 250 step 6 promotional employees.

Under a complicated step system established in the 1977-80 contract, some step 6 employees who were promoted in the past ended up making less in salary than those who were not promoted.

Last month, negotiations for the union and the County met and

worked out the salary adjustments.

"We inherited this problem from previous contracts. This settlement, while it does not give us everything we wanted, is a compromise. We look forward to the resumption of regular contract negotiations to resolve remaining contractual inequities," said Novo.

# Union forges a classic political action plan that saves 70 jobs at Rockland health center

By Stanley P. Hornak  
CSEA Communications Associate

NEW CITY — The headlines screamed, "County to seek private bids on cleaning of health center."

And rumors union leaders had been hearing looked to be true — Rockland County was going to contract out housekeeping services at the Pomona Health Center. An estimated 70 jobs would be lost, and to CSEA officials it appeared once again that government was for sale.

But CSEA responded quickly. John Mauro, then president of Local 844, went before the county legislature and told them bluntly, "Contracting out is a mistake."

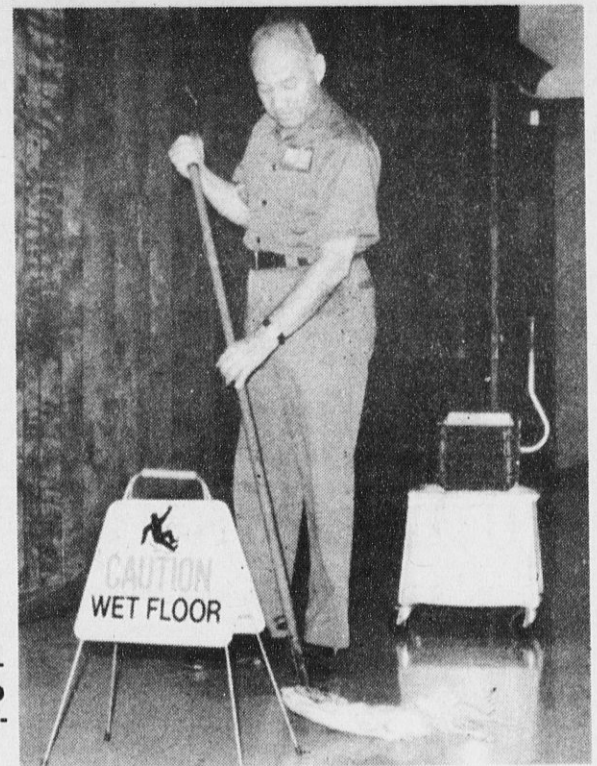
He also reminded legislators they had a "moral commitment to your employees" and warned that contractors always start out with low bids but later the sky's the limit. Nevertheless, the officials voted 12-3 to advertise for bids. CSEA quickly went into action, and what followed was a classic example of the benefits of effective political action.

Initially, a steering committee was established to monitor the situation. Members included Mauro, County Unit President Ray Zebarini, former County Unit (and now Local) President Patsy Spicci, Regional Director



PART OF THE POMONA HEALTH COMPLEX where the union was successful in mounting a campaign that saved 70 jobs.

COUNTY UNIT PRESIDENT Ray Zebarini, left, shares the good news with cleaners Ingeborg Hagan, Lesley Laguerre and Kevin Heath.



CLEANER JOE GARCIA will keep his job that once was threatened.

Thomas J. Luposello, Field Representative Tom Brann, Communications Associate Stanley P. Hornak, and Steve Regenstrief of AFSCME.

### Information Gathering

This was the first step. A copy of the bid was obtained and scrutinized. Since the county had previously contracted out housekeeping at its mental health facility, that operation was looked at closely. It was found that annual costs for the private contractor rose at a higher rate than costs for county personnel. Moreover, the quality of work had declined, and this was reinforced by petitions that employees there signed, complaining that cleaning services were "totally inadequate for our needs." A background check was also made of the company rumored to be interested in the new contract.

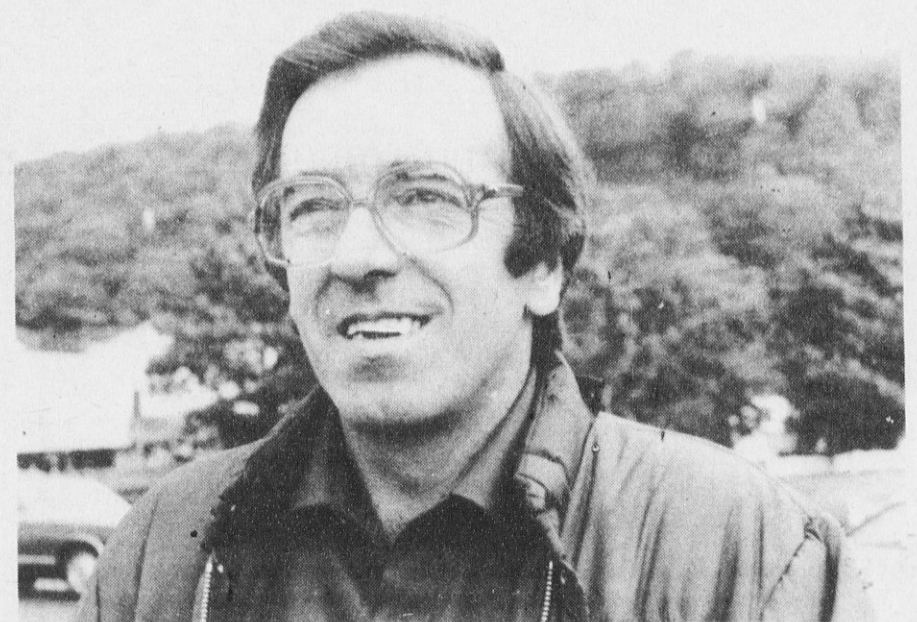
### Publicity

A letter was sent by Mauro and Zebarini to all county legislators, which read in part: "The typical 'pie in the sky' approach is being taken, but don't be fooled. You may be sure that CSEA is keeping a close watch on developments since contracting out would be a mortal blow to county employees who live and work here. For them, contracting out means loss of benefits, minimum wages, or even outright dismissal. You could very well be taking people off the payroll, but putting them on the welfare roll."

Copies of the AFSCME book "Contracting out: Government for Sale" were also sent to them. Meanwhile, the local issued news releases warning about the pitfalls of contracting out, and offering the book free of charge to the public. Shortly thereafter, "The Journal News" ran an editorial stating "County must use its own cleaners," which concluded, "... we believe the Legislature will find that in the long run the current method is the best one, both for the upkeep of the health complex and the management of the people who do the cleaning." The newspaper was especially critical of the fact that under contracting out, the county loses direct control over services.

### The Political Process

Current Local President Spicci describes it this way: "The real work involved political action. We went out to individual legislators to get commitments. In Rockland County, the CSEA endorsement can make a difference, and so the votes were lined up. Some legislators saw the rightness of the issue, others were mindful of past support, and some were frankly looking to the future." It came as no surprise then that when the matter came up to a vote, the legislature resoundingly decided against contracting out. Because CSEA had political clout, those 70 jobs were saved.



LOCAL 844 PRESIDENT PATSY SPICCI praised the assistance he received from CSEA staff in combating contracting out.

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### Stillwater contract settlement reached

STILLWATER — A two-year contract featuring 9.8 per cent salary increases in each year has been reached by the CSEA Stillwater Non-Instructional Unit and the Stillwater School District administration.

The pact includes the adoption of a family dental plan, workday language clarification, the addition of two titles — head bus mechanic and dispatcher — into the contract and unlimited sick leave accumulation.

Unit President Ruth Hathaway described the settlement as "the basis for a good working relationship."

CSEA Collective Bargaining Specialist Pat Monachino assisted the union negotiating team of Dave Ford, Don Johnson, Sandy Fitzpatrick, Jan Harrington and Hathaway in the bargaining process.



STILLWATER CONTRACT signed — Ruth Hathaway, center, president of the Stillwater CSEA Non-Instructional Unit, passes the new two-year pact to Janice Harrington, left, unit vice president, as bargaining team members Don Johnson, standing, and Sandra Fitzpatrick, seated right, smile their approval.



CORRECTIONS LOCALS PRESIDENTS William Kenneweg, left, and Rose Marcinkowski discuss issues with Southern Region III President Raymond J. O'Connor. Kenneweg is president of Greenhaven Correctional Local 158 and Marcinkowski is president of Wallkill Correctional CSEA Local 163.

(clip and save for November 3)

TROY — The Political Action Committee of the Capital Region of CSEA has announced the following endorsements in Rensselaer County races on Election Day, November 3.

COUNTY EXECUTIVE: William Murphy  
COUNTY CLERK: John Buono  
COUNTY SHERIFF: Eugene Eaton

**First Legislative District:**

Joseph Manupella  
Daniel C. Ashley  
Robert Conway, Jr.  
Earl R. Carrier  
Stephen Dworsky  
James A. Walsh  
Anne H. Armao

**Third Legislative District:**

Howard Hayner

**Fifth Legislative District:**

Marilyn K. Douglas

**City of Troy Council:**

Francis J. Flynn  
Louis Anthony, Jr.  
Frank W. Lamiano  
James B. Martin

**Second Legislative District:**

Thomas G. Cholakis  
Dominic V. Panichio  
Anthony J. Carpinello  
Alson J. Spain

**Town of Brunswick Supervisor:**

Romeo Naples



**LEE WINCHELL**, a bus driver for the Friendship School District and the President of Allegany County Local 802, says he is constantly striving to develop more activism among members.

## Local 802 husband-wife team A special union of activism, politics — and each other

By Ron Wofford  
CSEA Communications Associate

**FRIENDSHIP** — The spirit of unionism — the CSEA brand — is alive and well in this Allegany County town in the Southern Tier of Western New York, thanks to a couple named Lee and Nancy Winchell.

This husband-wife team of local officers — he's President and she's Vice President of Allegany County Local 802 — exudes a warm spirit that is especially fitting when one considers the name of the community in which they live and work.

"I learned the value of unions some time ago, when I worked for a private sector company," says Lee, a bus driver for the Friendship School District who puts in more than 100 miles a day during the school year to make sure the students get to class.

"And the difference in pay between union and non-union school districts around this area is so wide, there's no comparison."

"Lee was involved in the union long before I was," says Nancy, a cafeteria aide and remedial reading instructor at the Friendship School. "But I learned a lot taking phone messages for him before



**PUMPKIN PRIDE** — While her work as the Vice President of Local 802 takes up a majority of her spare time, Nancy still finds time to garden.

I became active. Now we take messages for each other about union business."

Both Lee and Nancy are constantly striving to develop more activism among their fellow CSEA members.

"It's important our members realize that political awareness is a necessity, because in many cases there would be a lot of people without jobs around here if it weren't for our union," says Lee.

"We both feel our leadership roles carry the responsibility of being aware ourselves and passing on information to our members in the manner of union solidarity," says Nancy.

For all their union activism, the Winchells' family life doesn't seem to suffer. Both Lee and Nancy have their hobbies and interests. Lee coaches a soccer team and referees high school football games, while Nancy has quite a green thumb. In addition to tending to her many houseplants, her work in the family garden has produced some of the biggest pumpkins and cucumbers around.

And one special family project has the Winchells' two sons, 14-year-old Lee Jr. and 11-year-old Charley, justifiably jumping with pride. The family's seven French Lop rabbits, housed in cages in their spacious backyard, recently won 11 blue ribbons, including Best of Show, at the Allegany County Fair.

"No, our unionism hasn't caused any separation in our family," muses Nancy. "It's just one of the things that helps keep us together."



**A 'FRIENDSHIP' FAMILY** — The name of the town in which Lee and Nancy Winchell live is especially fitting, considering their spirited work with the union. Pictured from left to right are Charley, Lee Sr., Nancy and Lee Jr.



**ROUND OF CONGRATULATIONS** — City/Newburgh Unit President Bill Mott, left, and Collective Bargaining Specialist Manny Vitale.

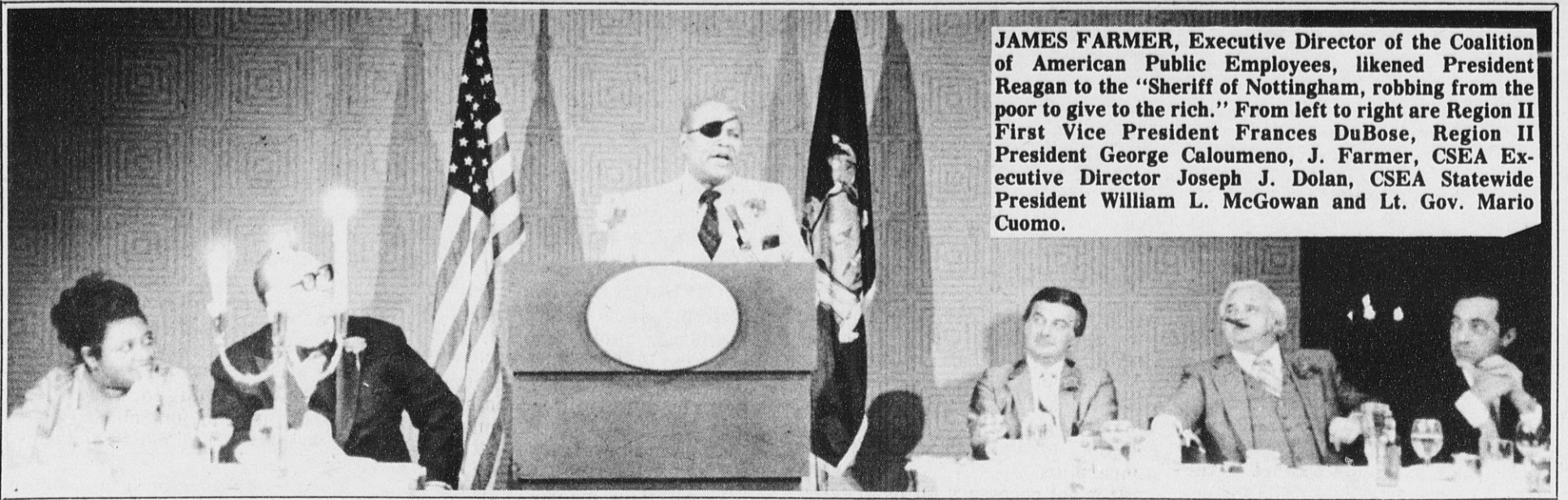
## Newburgh Unit accepts three-year contract

**NEWBURGH** — The overwhelming vote — 59 to 1 — indicated the overwhelming acceptance as CSEA members of the Newburgh CSEA Unit recently voted to accept a three-year contract.

Unit President Bill Mott and Collective Bargaining Specialist Manny Vitale said the pact, which goes into effect January 1, contains the following provisions: annual wage hikes of 8½ percent, plus increments; uniform salary schedule for all employees, regardless of their date of hire; new system of longevity increments, with payments of \$150 after 10 years service, \$200 after 15 years, \$250 after 20 years, and \$300 after 25 or more years; part-time employees to receive benefits, on

a pro-rated basis, with minimum \$5,000 annual salary required to be eligible for hospitalization; shift differential payments increased; 25 vacation days granted after 15 years service; sanitation trucks must have two-way radios; sewage treatment plant employees, at their option, may take annual physicals at city's expense; and, meal allowance of \$3.50 to be given after 12th hour of work and for each additional four hours thereafter.

The contract, which affects both city and housing authority workers, was negotiated by Harold Baynes, Jr., Bea Cornell, Dorothy Foster, John Hess, William Lynch, Stephen Perry, Robert Quicksell and Lee Taylor, alternate.



**JAMES FARMER**, Executive Director of the Coalition of American Public Employees, likened President Reagan to the "Sheriff of Nottingham, robbing from the poor to give to the rich." From left to right are Region II First Vice President Frances DuBose, Region II President George Caloumeno, J. Farmer, CSEA Executive Director Joseph J. Dolan, CSEA Statewide President William L. McGowan and Lt. Gov. Mario Cuomo.

## James Farmer; man behind the civil cause

By Richard Chernela  
Communications Associate

NEW YORK CITY — Equality and freedom are more than words to James Farmer, Executive Director of the Coalition of American Public Employees. They are goals toward which he has struggled throughout his distinguished career as an activist for civil rights and social reform.

Before giving the keynote address at the Installation Dinner for the officers of Metropolitan Region II, Farmer talked with the Public Sector about his career in the civil rights and labor movements.

A founder of the Congress of Racial Equality, Farmer is perhaps most well known for his accomplishments as the organization's National Director from 1961 to 1966, the peak years of the civil rights movement. His experience in the civil rights movement also includes 12 years as Program Director of the NAACP and four years as Race Relations Secretary for the Fellowship of Reconciliation.

Farmer's roots in organized labor stretch back to 1945 when he became involved in the labor movement as a Special Organizer for the Upholsters International Union of North America. He served as International Representative for AFSCME District Council 37 from 1955 to 1959. He accepted the post of Associate Director of the Coalition of American Public Employees in 1976 and was promoted to the office of Executive Director in 1977.

Farmer says that he is often asked how he relates his roles as a leader in the civil rights and labor movements.

"The struggles are intertwined," he says. "The fight for dignity on the part of minorities and public employees is an effort to obtain rights taken for granted by many American citizens."

He sees the lack of freedom for public employees to bargain collectively as his major concern for the Coalition's three million members.

"Workers in the private sector have the right to bargain and the right to strike. Unless we grant the same rights to workers in the public sector, we are denying them the means to better their working conditions resulting in improved services to the public," Farmer says.

According to Farmer, much of the nation's future growth must be in the area of public services such as education and health.

"This means Americans must ultimately rely on dedicated public employees," he says.

# 'We will fight'



**METROPOLITAN REGION II PRESIDENT GEORGE CALOUMENO**, left; James Farmer, center; and Lt. Governor Mario Cuomo, right, chat outside the restaurant where the Region II installation dinner took place.



**SHARING A LIGHT MOMENT ARE:** (l to r), Region I President Danny Donahue, AFSCME Executive Director Victor Gotbaum, Region IV President Joseph McDermott and CSEA Statewide President William L. McGowan.

## Restored school bus brings union to members



"This Bus Will Take the Union to the Members."

That's the slogan for Suffolk Local 852's newest effort to promote communication with the members — a retired school bus that has been renovated into a mobile union office.

The bus was donated and all renovation work was done by volunteers, according to Local 852 President Charlie Novo.

The bus will shortly be put on an announced schedule of visits to work locations of county, town, village and special district members throughout the 85-mile-long county.

Inside, bus seats were removed to make way for a desk, chairs and tables. The mini-office will

be supplied with CSEA/AFSCME literature and publications and grievance materials, and staffed by a union officer trained to assist the members.

Interior work was handled by Sam Iadicco, Kevin Mastridge and John Stein, all Local officers.

Outside, the bus was repainted a gleaming white by Eddie Sadowski and Frank Ferracane. CSEA/AFSCME logos and the Local 852 identification were added by Bob Hanson.

The workshop, incidentally, was the back yard of Novo's home.

The bus will be ready to roll before the end of this month.

## Region II installation an anti-Reagan rally

NEW YORK CITY — The installation dinner for CSEA's newest regional president and statewide officer was, in addition to an honor for Metropolitan Region II President George Caloumeno and his newly installed officers, an anti-Reagan rally as well.

Speaker after prominent speaker managed to bring the 350 union members and friends in attendance to their feet time and time again with verbal attacks on the policies of the Reagan administration. Calls for union members to join together to fight for social justice were heard throughout the program.

### JAMES FARMER

In the keynote address of the evening, Coalition of American Public Employees Executive Director James Farmer noted that organized labor has enjoyed "positive or at least

neutral relationships" with presidential administrations since Franklin Roosevelt.

"These relationships lulled organized labor into complacency," he said. "But at last we (labor) are getting upset. We were upset on Solidarity Day, and we showed it."

Urging that Solidarity Day be just the beginning, Farmer called on organized labor "to lead a new coalition to fight the Reagan administration."

"It is not necessary for us to agree on everything with all those opposed to Reagan's policies," he said. "But we must find common ground."

Farmer expressed optimism that labor will be able to reverse the nation's apparent move to the far right of the political spectrum. He urged labor to begin organizing now for the 1982 congressional races,

noting that "we in the labor movement are the last, best hope to turn things around, and we organize best in times of crisis."

### GEORGE CALOUMENO

Metropolitan Region II President Caloumeno's optimism was evident in his address to the group, but he warned that "our task will not be easy; the forces of right-wing reaction are enjoying their heyday in Washington."

Caloumeno promised that their "heyday will be short-lived."

"We will fight and we will win," he said. "Our cause is just and our faith in the strength and commitment of the rank and file is unswerving."

### WILLIAM L. MCGOWAN

Fighting words also came from CSEA President William L. McGowan. In an emotional speech he attacked the Reagan administration

for "trying to balance the budget on the backs of the poor and the elderly."

Repeatedly lashing out at Reagan's policies which "threaten to destroy the greatness of America," McGowan accused the president of "breaking a contract with the elderly of this country by advocating reductions in social security benefits."

McGowan pledged that "the fantastic turn-out for Solidarity Day was just the start of our fight against Reagan."

Moving to a topic of great concern to CSEA members in State service, McGowan acknowledged that the Reagan-sponsored cut-backs in federal programs will have a disastrous effect of New York State's finances, but he emphasized that he "will fight like the devil" for decent increases for CSEA members in the upcoming contract negotiations with the State.

### LT. GOV. MARIO CUOMO

The impact of federal budget cuts on New York State was certainly on Lt. Governor Mario Cuomo's mind as he accused Reagan of being "anti-poor, anti-union, anti-working class, anti-Northeast, anti-New York, and anti-all that is useful and practical."

Cuomo charged Reagan with "taking food from the tables of senior citizens and schoolchildren to fund a defense system which has gone beyond rationality."

Noting that he, like CSEA members, is a public servant, Cuomo said that "we public servants have an extremely important job: we know the truth and we have to make the truth politically popular."

He called on CSEA to show its strength in the 1982 congressional races by supporting candidates who will fight against Reagan.

### VICTOR GOTBAUM

AFSCME District Council 37 Executive Director Victor Gotbaum cited the strength of CSEA in his address pointing out that "there are 400,000 AFSCME-ites in New York State."

Gotbaum noted that AFSCME in New York State alone is larger than many international unions.

He promised that DC 37 will work with CSEA in the common interests of all AFSCME members.

CSEA PRESIDENT MCGOWAN congratulates the new officers of Metropolitan Region II after the ceremony. Left to right are, McGowan, First Vice President Frances DuBose, Secretary Ann Worthy, Second Vice President Brenda Nichols, Treasurer George Boncoraglio and Region II President George Caloumeno.



**'and we will win'** —George Caloumeno  
Region II President

## Weight control a popular new service offered by Region I EAP

MELVILLE — A weight reduction clinic, sponsored by the Employees Assistance Program at Suffolk Developmental Center, has proved so popular with CSEA members that a second clinic had to be scheduled, according to Maureen Duggan, Region I EAP coordinator.

The eight-week program, which began on October 7, is held every Wednesday and is free to all employees, said Juanita McCalvin, EAP coordinator for the Center who created the program and recruited the medical personnel to run it.

"Originally we had one clinic scheduled for only 30 people. So many people applied, however, that we now have two classes of forty people: one for evening

shift employees and one for the morning shift," Mrs. McCalvin said.

The weight reduction programs consists of a diet based on the desired amount of weight loss, behavior modification of eating habits and an exercise program. Also, there are weekly consultations with doctors, weigh-in group therapy and lectures.

"The program will not only help the dieter lose weight scientifically, but by incorporating behavior modification into it, will help the dieter to maintain good eating habits even after they have lost the desired amount of weight," said Dr. Eray Oge, head of the Center's Pulmonary Institute and Mrs. McCalvin's former chief of staff. Judy Pitropinto, Psychologist II, will supervise the behavioral aspects of the program, Mrs. McCalvin said.

# IP charge cites OCA for coercion

NEW YORK CITY — CSEA filed an Improper Practice (IP) against the Office of Court Administration (OCA) charging OCA with coercion — discouraging employees from participating in the union.

Such was the case of Mrs. Carolyn Distant, a member of New York City Local 010, who was fired after an out-of-title work grievance was filed in her behalf.

"The only reason Mrs. Distant was fired was because she exercised her right to union representation by filing

a grievance," said Local 010 President Joseph Johnson.

"In her three years with OCA, Mrs. Distant never had a negative report placed in her personnel file and never received an unsatisfactory evaluation," he said.

According to Metropolitan Region II field representative Charles Bell, Mrs. Distant was given a non-competitive appointment for the position of Assistant Court Analyst in OCA.

"Unlike most other State employees, non-competitive OCA

employees serve a five-year probationary period," Bell said. "But the fact that Mrs. Distant is a probationary employee should not give OCA the freedom to punish her for filing a grievance."

Johnson sees the firing of Mrs. Distant as "an attempt to intimidate every single OCA employee from ex-

ercising his or her right to file a grievance."

While Mrs. Distant awaits the hearing before PERB, the union is taking her out-of-title work grievance to the third step. In the second step decision, OCA termed the grievance "moot . . . as Mrs. Distant is no longer with the court."



ON HAND TO WISH RETIRING SENIOR STENOGRAPHER Sylvia Eichenbaum, sitting, best wishes on her last day of work for the State Office of Vocational Rehabilitation in White Plains are, from left, Beryl Colton, New York City Local 010 Grievance Representative Betty Goodman, Elizabeth Raimann and Frank Walstrom.

## Ballots go out October 28 in special election for Department of Labor Board seat

ALBANY — Ballots will be mailed Wednesday, Oct. 28, to all eligible members of CSEA in the State Department of Labor to elect a Labor Representative to the union's statewide Board of Directors.

The special election is being supervised and conducted by CSEA's Election Procedures Committee to fill a vacancy on the Board.

Candidates for the position whose names will appear on the official ballot are: Elaine Todd, Region 6; Stella Williams, Region 2; Doris Bourdon, Region 4; John Gianguercio, Region 2; Brian Ruff, Region 4; and Marie A. Sehl, Region 4, who made the ballot via the petition route.

In a previous article, John Gianguercio was incorrectly listed as being from another region.

Eligible voters who have not received a ballot by Nov. 5 can request a replacement ballot by calling Marcel Gardner at CSEA Headquarters, 518-434-0191, ext. 452. Regular ballots are due back at CSEA by Nov. 16. Replacement ballot deadline is Nov. 23. All votes will be counted on Nov. 24 by the Statewide CSEA Election Procedures Committee.

## Calendar of EVENTS

### October

- 24—Wassaic Developmental Center annual fall dance, The Pond, Anchan.
- 26—Region One Women's committee, 7 p.m., region one headquarters, 300 Vanderbilt Motor Parkway, Hauppauge.
- 28—Region One Safety committee, 7 p.m., region one headquarters, 300 Motor Parkway, Hauppauge.
- 31—Region V Treasurers' training seminar, 9:30 A.M.-3:30 P.M., Hotel Syracuse, Syracuse.

### November

- 6-8—Region V County Workshop, Ramada Inn, 6300 Arsenal Road, Watertown.
- 7—Department of Labor Local 670 communications workshop, 9 a.m., Ramada Inn, Albany.

- 7—Region One Women's committee workshop, 9 a.m.-1 p.m., Musicaro's Restaurant, Melville.
- 7—CSEA Local 609 SUNY Morrisville First Annual Harvest dinner Dance, 6:30 P.M., White Elephant Restaurant, Center Street, Canastota.
- 10—Creedmoor Psychiatric Center Local 406, general membership meeting, Building 71, 5:30 p.m.
- 13—South Beach Psychiatric Center Local 446, installation of officers, Boulevard Hotel, Hyland Boulevard, Staten Island, 8 p.m.
- 16—Region One executive board meeting, 7:30 p.m., region one headquarters, 300 Vanderbilt Motor Parkway, Hauppauge.
- 18—Creedmoor Psychiatric Center Local 406, membership meeting, Howard Park Auditorium, 3 p.m.
- 19—Region V EAP Network meeting, Utica Psychiatric Center, 10 a.m.



AN EMPLOYEE ASSISTANCE PROGRAM AGREEMENT has been signed to cover employees at Roswell Park Memorial Institute. EAP Committee members, union representatives and the CSEA regional EAP coordinator are shown during the signing ceremony. Seated from left are Local 315 Vice President Judy Goranson, Local 303 President Tom Christy, Institute Ad-

ministration representative Gerald Schofield, PEF's Sandra Cumming, and Local 315 President Jim Jayes. Standing are CSEA Region VI EAP Coordinator Lori Hartrick, Evelyn Booker, administration; Lydia Reeser, administration; Brian Madden and Vivian Richardson of CSEA, and Bob Gerlach and Fred Wilhelm, both administration.



# 71st Annual Delegates Meeting shaping direction of the union

## Action-packed marathon session continuing at press time

**KIAMESHA LAKE** — As this issue of *The Public Sector* moved to the press for publication, a weary group of some 1,400 rank-and-file union delegates and scores of staff were still debating key issues that will shape the future of the union as the 71st Annual CSEA Delegates Meeting moved to a conclusion at the Concord Hotel here.

The action-packed marathon delegates meeting began on Sunday, October 18 when the union's Board of Directors met for what turned out to be the first of three Board meetings, and was scheduled to wind up with a final business session today. In between the start and finish were dozens of meetings, seminars and workshops, and 2½ days of general business sessions during which delegates hammered out positions on policy issues that will shape the future of the union.

Scattered throughout the week-long program were addresses by such notables as Governor Hugh L. Carey, State Comptroller

Edward V. Regan and Karen Burstein, executive director of the State Consumer Protection Board.

With negotiations about to start between CSEA and the State on behalf of 110,000 CSEA-represented state workers, the meetings of State Division delegates were heavily occupied by bargaining topics, while both State and County delegates gave considerable attention also to a major proposed reorganization of CSEA. The plan as proposed met heavy opposition during individual division meetings, and was later rejected by the delegate body as a whole.

Many of the important determinations were still awaiting delegate action at Public Sector press time, and because of their extreme importance will be presented in detail in the next issue. However, on this and the following two pages are some of the many reports of interest presented to delegates earlier in the week, along with photographs taken as the meeting began and reports of some activities completed prior to press time.

## Performance evaluation to get 'another look,' Carey pledges

### Urges bargaining 'realism': promises full OSHA backing

**KIAMESHA LAKE** — Pledging full enforcement of public employee OSHA regulations, urging CSEA support of the prison construction bond issue, and announcing he had instructed the state Office of Employee Relations (OER) to "take another look" at performance evaluation, Gov. Hugh L. Carey addressed CSEA's 1,400 assembled delegates here Wednesday.

For state division delegates, the governor had a number of words concerning upcoming contract negotiations.

"I would reiterate the need for a hard-nosed realism on all sides," Carey said. "Despite our disagreements, we all understand our shared interest in avoiding the fiscal nightmare we found ourselves in during the early 1970s. We understand, as well, that our differences don't make us antagonists, and we must proceed on a mutual presumption of good intent, avoiding the bitter, useless disputes that harm both the public and ourselves."

He added his administration would "be open with you" about the state's financial situation and would cooperate to end wasteful management practices.

Referring to Reaganomics and federal budget cuts, Gov. Carey said the state would never follow the federal example.

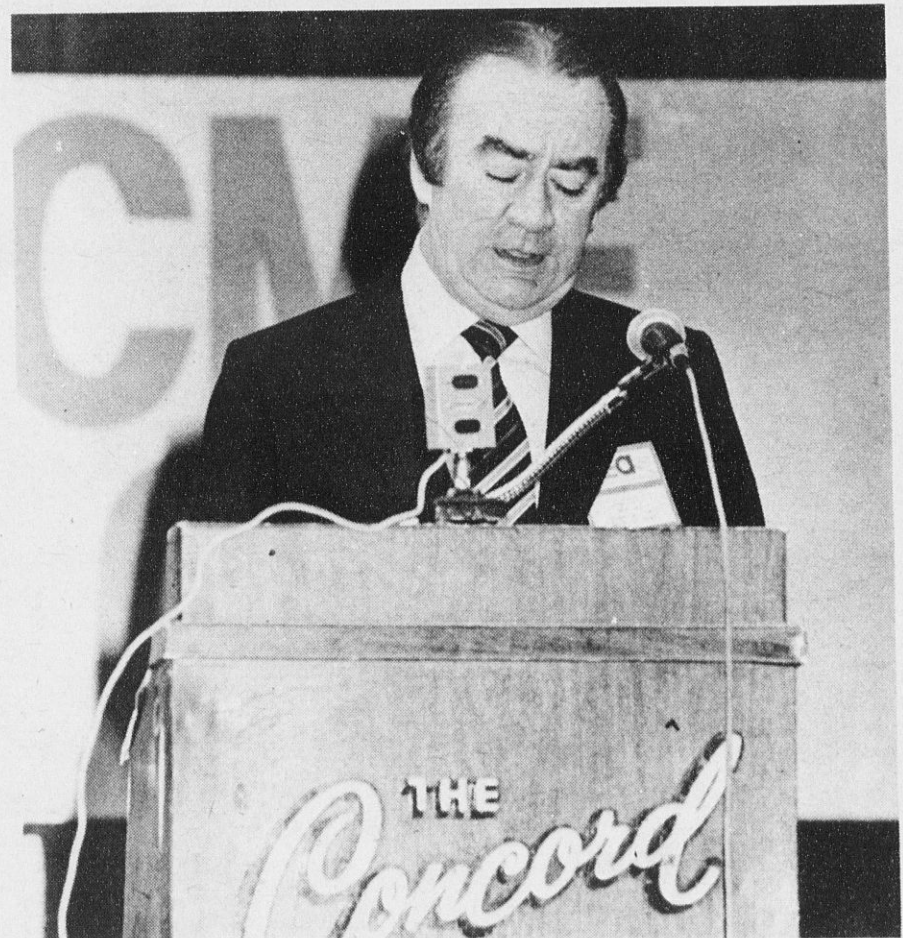
"Our tax cuts didn't require a retreat from the state's responsibility to the poor and the underprivileged, and they didn't mean sweeping cuts in the state's work force or the sacrifice of worker safety," he said. "We in New York will never follow such a course."

Stressing his commitment to on-the-job safety, he told the delegates, "In terms of safety, there will be no second class citizens known as public employees. OSHA will prevail."

The governor also asks CSEA's strong support for the upcoming vote on the prison bond issue, noting the state "has no other choice than to expand its facilities to deal with an exploding prison population." He followed his plea with a warning that if the bond issue is defeated, "that money will have to be drawn from a budget already stretched to the limit, requiring cutbacks in vital services."

At a press conference following his appearance before the delegates, Carey responded negatively to a reporter who questioned whether his administration's intention to "take a look" at performance evaluation meant the state would scrap the system.

"To say that would be to say it serves no purpose," Carey replied. "But OER agrees it needs a look. There have been many criticisms, and it hasn't



had the effectiveness that it was supposed to. We'd have our heads in the sand if we ignored the comments that have been made about performance evaluation."

Carey also refused to let reporters pin him down on his recently-quoted opposition to a double-digit pay raise for state employees, saying that for him to comment on the level of increase that should or should not be negotiated "would be to imply guidelines. I have just said there will be no budget secrets, and that both sides would have to take the budget summary into account."

"We think there should be a fair share to state employees," he concluded.

## Proposal to reorganize basic union structure rejected by delegates

KIAMESHA LAKE — A proposed major overhaul of CSEA's basic structure, which included reducing the size of the union's statewide Board of Directors; creation of more than 150 new locals in the County Division and realignment of some State Division locals, was soundly rejected by union delegates here on Wednesday.

Delegates overwhelmingly rejected the proposal when it was presented to them as a first reading of a proposed change to the union's Constitution and By-Laws. To be implemented, the change would have required approval by delegates at two delegate conventions.

The rejection by the delegates followed months of study of the proposal, a series of meetings in the regions prior to the Delegate Meeting, and intense discussion during delegate meetings prior to the Wednesday business session at which it was turned down.

It would have been the first major reorganization of the union's basic structure since the formation of regions several years ago.

The plan would have completely realigned the Board of Directors and manner in which members are elected; increased the current 66 County Division locals to 271, and realigned some of the present 231 State Division locals.

In proposing the changes, the union's officers said it felt the proposal would ensure a more efficient manner to deliver services to the membership.

Members of the statewide Board of Directors, which under the proposal would be reduced from the present 125 members to 49 members, previously had voted disapproval of the plan.



GENEVA WINSTON, left, a delegate from New York City Local 010, speaks out during one of several informational meetings held for the delegates.



TAKING TO MICROPHONE during a debate on an issue is Thomas Jefferson, Judiciary representative to the union's Board of Directors. Awaiting turn to speak is Marie Romanelli of SUNY New Paltz Local 610, a Universities representative on the same board.

## 71st Annual Delegates Meeting Planning new directions for progress



PUTNAM COUNTY LOCAL 840 delegates Irena Kobbe, left, and Millicer DeRosa study the agenda for the 71st Annual Delegates Meeting.

### You can be a smart consumer

By Tina Lincer First  
Associate Editor

KIAMESHA LAKE — Ask questions, don't be greedy, read carefully and be prepared to complain loudly.

These are just a few of the ways in which you can be a wise consumer, according to consumer expert Karen Burstein.

Burstein, executive director of the New York State Consumer Protection Board and an attorney, addressed a group of delegates at the Concord Hotel in a seminar called "Be A Smart Consumer."

While there are many consumer protection laws as a result of the explosion of consumer interest in the '60s, said Burstein, the important thing "is not to let yourself get in a position where you need these laws."

"In the end, the final protection is

the capacity of the consumer to speak up for his or her own rights. Every time you speak up you make the possibility of change real. You don't always win, but if you don't speak up, you're sure to lose."

One of the biggest problems consumers have, says Burstein, is "failing to exercise the simple rules of care. Often, greed takes over where reason should be operating."

She cited the example of a man who wrote to her because he hadn't received the two Seiko watches he had ordered through a mail order house for \$8.99.

"He should have been aware that Seiko watches just don't go for two for \$8.99," said Burstein.

Burstein cited these other basic rules for smart consumerism:

- Avoid high-pressure sales tactics.
- Ask for something in writing.
- Read contracts carefully.
- Remember, if you sign a contract, you're bound by it. If you don't honor it, you can be sued.
- Keep copies of contracts accessible.
- Check references.
- Always deal first with the person who sold you the merchandise in question. If you get no satisfaction at that level, go to the next level.

Above all, stresses Burstein, be brave and speak up.

While her agency has no power to resolve consumer complaints, Burstein noted, it can refer consumers to the appropriate agency.

To contact the Consumer Protection Board, write 99 Washington Ave., Albany, N.Y. 12210. The number there is (518) 474-8583 (complaint line) or (518) 474-3514 (Burstein's personal line).

In New York City, write 2 World Trade Center, Room 2525, New York, N.Y. 10047 or call (212) 488-5666.



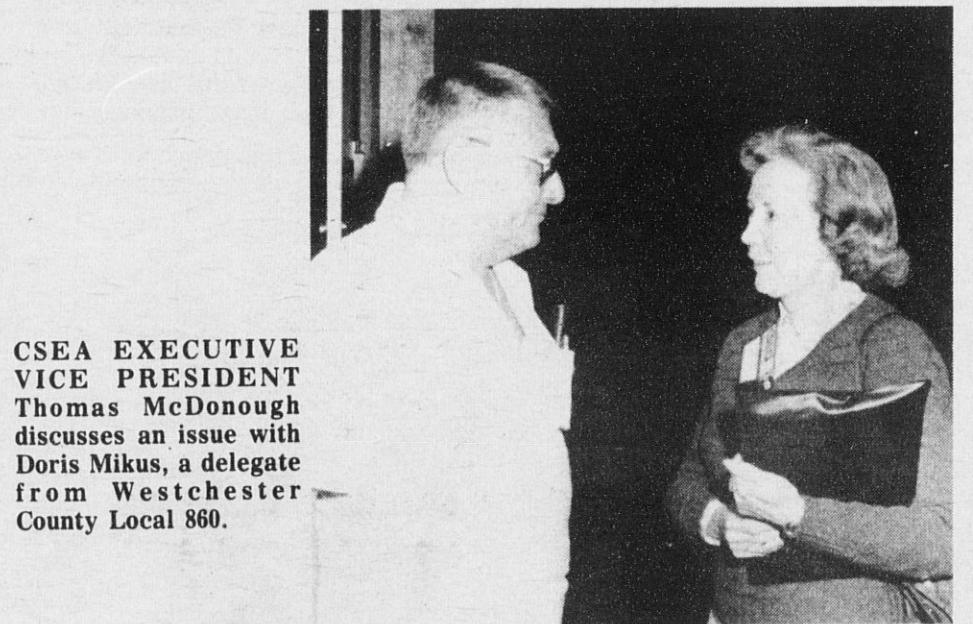
Karen Burstein



STUDYING THE ISSUES are, from left, Skip Dunham of Ontario County Local 835, Reno Piagentini of Seneca County Local 850, and Hugh McDonald of Willard Psychiatric Center Local 428. All three were attending a meeting of the Statewide Board of Directors.



DELEGATES HAVE OPPORTUNITY to discuss the many issues that come before the delegate body for action. Here, Adele Golub, a delegate from Creedmoor Psychiatric Center Local 406, speaks during a meeting of the State Division delegates prior to main business sessions.



CSEA EXECUTIVE VICE PRESIDENT Thomas McDonough discusses an issue with Doris Mikus, a delegate from Westchester County Local 860.



STANDING ROOM ONLY crowds of delegates packed most of the scores of meeting held throughout the week of the meeting.



TWO NEWEST MEMBERS of CSEA's Statewide Board of Directors attended their first meeting. From left are Jerry E. Burrell of Cattaraugus County Local 805 and Patrick Ayres of Tioga County Local 854.

# Staten Island Center future unclear; emergency meeting requested by union

By Richard Chernela  
CSEA Communications Associate

NEW YORK CITY — Staten Island Developmental Center (SIDC) Local 429 President John Jackson has asked for "an emergency meeting" with Office of Mental Retardation and Developmental Disabilities Acting Commissioner Zygmund Slezak to discuss "vital issues concerning the future of our employees."

Jackson's call for an emergency meeting comes in response to press reports indicating the possible closing of SIDC as a facility for the care of the mentally retarded and the possible sale of SIDC property to private developers.

In a letter to Slezak, Jackson notes that through CSEA Statewide President William McGowan, OMRDD requested discussions with SIDC Local 429 regarding the future of the facility. "However," Jackson points out, "recent newspaper articles suggest that New York State, through several agencies, has already decided the future of SIDC."

Jackson refers to articles in the *New York Times* and the *Staten Island Advance* which raise the possibility that SIDC will be closed and the land sold to private developers.

On September 29, the Times reported that a tentative out-of-court settlement had been reached between lawyers representing clients at SIDC and New York State in a class-action suit charging overcrowding and inadequate care for SIDC patients. The tentative settlement called for the removal of mentally retarded patients from SIDC by 1986. The settlement,

however, was rejected by parents of many of the patients, but the parties are continuing negotiations on a settlement. If a settlement cannot be reached, the class-action suit will be heard in federal court on November 16.

Meanwhile, the *Staten Island Advance* has reported that the State has retained a private company to survey nearly 300 acres of SIDC property. The Advance quotes SIDC Deputy Director James Walsh as saying that land could be released for sale by 1983 and SIDC could be consolidated into seven buildings.

"Everyone here is up in the air, just waiting," Jackson says. "A lot of employees are requesting transfers to other facilities to avoid maybe having to face layoffs. And when they transfer, they're not being replaced."

Jackson says that the increasing shortage of staff has been a set-back in the State's efforts to improve care for SIDC clients.

"Clients have really regressed," he says. "The only clients we have at SIDC are the real behavior problems."

In an effort to place mentally retarded clients in community settings, the State has transferred many clients to apartments run by private agencies. Jackson expects that if SIDC is closed, the State will try to place most of the remaining clients with United Cerebral Palsy and other private agencies.

"It won't work, though," he says. "The private agencies don't want clients who have serious behavior problems."

Jackson plans to sit down with Slezak to discuss these issues and to get commitments on the future of SIDC employees.

You don't  
know me  
...yet.



But you will. See, I've been assigned to help you learn how to protect yourself against crime.

You'll be seeing a lot of me, but in the meantime, write to: Crime Prevention Coalition, Box 6600, Rockville, Maryland 20850.

Find out what you can do to protect yourself and your neighbors. That'll help.

TAKE A BITE OUT OF  
CRIME

## AFL-CIO 'hounds' public with anti-crime campaign

Actually, you may already have seen McGruff, the jowly hound wearing the well-traveled trenchcoat in the adjacent advertisement. He's appeared on television, bus posters and newspaper ads, and is the crime-fighting symbol of the "Take A Bite Out Of Crime" national community crime resistance campaign.

The nationwide public service effort came about as the result of initiatives by the AFL-CIO, and McGruff is the product of collaboration between the AFL-CIO, the Ad Council, the Law Enforcement Assistance Administration, the National Council on Crime and Delinquency, and dozens of other public and private groups which constitute the Citizens' Crime Prevention Coalition.

In cooperation with the nationwide campaign, The Public Sector periodically will publish crime prevention tips from McGruff because public education has been shown to be a significant factor in crime prevention. And, as AFL-CIO Community Services Director Walter Davis points out, "The Federation's 14 million members are all potential victims of crime."

Additional information on crime resistance programs, including ones suitable for sponsorship by union locals, can be obtained by contacting Walter Davis, Director, AFL-CIO Department of Community Services, 815 16th Street, N.W., Washington, D.C. 20006.

## Oneida Local accepts salary study; awaits county action

UTICA — The Executive Board of Oneida County CSEA Local 833 has voted to accept the salary recommendations included in the Yarger Report, a study conducted by an impartial Washington, D.C. consulting firm.

According to Dorothy Penner, president of Local 833, "It is the opinion of the Board that there will be a substantial number of employees upgraded if the recommendations of the report are implemented by the County."

The Yarger Report recommended that more than half of Oneida County's employees be promoted to higher salary grades.

The salary range for each grade is included in the three-year contract which expires December 31, 1983. Yarger recommended granting raises by assigning higher pay grades to positions, which the county says it can do unilaterally.

Whether the vote of the Local Executive Board will affect the decision of the Oneida County Legislature remains to be seen. The issue comes to a head October 28, 1981, when the legislature votes on the 1982 budget.

## Coalition lists Utica endorsements

UTICA — A political action coalition representing 10 CSEA locals and more than 10,000 state, county and school district employees in the Utica-Rome area has announced the following political endorsements:

Steven J. Pawlings, (D), Mayor, City of Utica  
Aurelio "Russ" Bianco, (I), President of Common Council  
Thomas Nelson, (D), City Comptroller

Dorothy Fenner, vice chairman for the CSEA Region V Political Action Committee, said the endorsements represent the results of a careful study of candidates' records while in office and/or review of candidates' positions on issues important to area public employees.

The coalition consists of Oneida County Local 833, DOT Local 505, Barge Canal Local 502, Utica Psychiatric Center Local 425, Marcy Psychiatric Center Local 414, Rome Developmental Center Local 422, Fort Schuyler Local 014, School for the Deaf Local 201, Oneida Educational Local 869, and Utica Retirees Local 914.

## Union endorses candidates in Elmira

ELMIRA — A CSEA coalition of locals representing more than 2,000 state, county and school employees in the Elmira area has announced the following political endorsements:

Richard J. Lunney, (R), Councilman, First District  
Jim Carozza, (R), Councilman, Third District  
Maybelle F. Kutka, (R), Councilman Fifth District  
Dave LaPone, (R), City of Elmira Mayor

Robert Allen, vice chairman of the CSEA Region V Political Action Committee, said the endorsements represent a careful evaluation of the candidates' response to the issues that affect public employees who live in Elmira.

The CSEA PAC coalition represents Chemung County Local 808, Elmira Psychiatric Center Local 437, Elmira Correctional Center Local 156, Elmira City (state employees) Local 005, and members of Region V Judiciary Local 334.



TER BUSH AND POWELL REPRESENTATIVES provided up to the minute insurance information for concerned Wilton members.



FIELD REPRESENTATIVE MIKE WHITE and Local 416 President Francis Wilusz prepare to answer one of the hundreds of questions members asked at the information day held recently at the Wilton Developmental Center.

## Local 416 Information Day an all-encompassing success

# Wilton members get results

WILTON — CSEA Information Day at the Wilton Developmental Center was a tremendous success for Local 416, the Capital Region, the 14 participating membership service agencies and the 550 CSEA-represented workers.

Local 416 President Francis Wilusz explained the concept behind the information effort: "We have 550 workers on three shifts. We thought this idea of bringing together in one place all of the various membership services available to CSEA members would help our people solve those nagging little problems that seem to plague every group. We always have insurance questions, retirement problems, information questions of every type. So we put this Information Day together. The results are fantastic."

The central hall of the developmen-

D. Corcoran, Jr., who was responsible for getting many of the membership service agencies involved, was impressed by the membership enthusiasm to the union effort.

"Every contract that CSEA negotiates can be compared to a skeleton on which labor and management builds a complex body of relationships. Usually the

members are only aware of the internal contract bone and muscle, the grievance and employee protection provisions of the contract. But today the whole external body of membership services tied into the contract is visible to the CSEA members and they are stunned," Corcoran said.

One slightly embarrassed member shed light on the director's statement when she exclaimed, "I just paid \$500 to join a Co-op for discount purchasing, now I find out that CSEA has a free member buying service that provides the same discount at no cost to the member."

Another employee spoke up for the union's information effort with, "I'm always complaining that we never get any answers from the union. Today I ran out of questions. I got the answers right from the experts directly. I feel important and proud of CSEA."

The reaction from the other side of the table was also positive. GHI Representative Steve Wagner, commented, "This is just great. Your members are finally seeing the fruits of the union's efforts on their behalf. They are telling us ways of improving our programs which we wouldn't get from a bid specification information sheet. I hope this concept spreads."

The Capital Region is committed to the concept of membership service. Likewise, the success of the Wilton Local project will be communicated in detail to all interested CSEA Locals. Information Days are now being planned for the O.D. Heck facility in Schenectady and the Capital District Psychiatric Center in Albany.

With a gleam in his eye, Region IV Director Corcoran hinted at a giant Information Day. "Imagine holding this type of program for the CSEA members at the Empire State Plaza," he mused, enthusiastically.



INFORMATION DAY tables filled the main hall of the Wilton Developmental Center.



MEMBERS SERVICES, (left photo), ranging from A to Z, were offered at the Wilton Local 416 Information Day.

I'm always complaining that we never get any answers from the union. Today I ran out of questions. I got the answers from the experts directly. I feel important and proud of CSEA. . . .  
—Local 416 member

tal center was transformed into an information circle headed by representatives from CSEA Research, Capital Region and Local 416 individual tables were manned by representatives from CHP, GHI, Employee Health Insurance, CSEA-EAP, Ter Busch & Powell, Retirement Counseling, Empire Vision, State Retirement, CSEA Employee Benefit Fund, the Hudson River Federal Credit Union, the State Employee Federated Appeal and a Local social activities group. Free coffee and doughnuts were provided by the state.

CSEA Capital Region Director John



**ON HAND TO HONOR** Don Maloney for his years of union service were, standing from left, CSEA Region VI President Robert Lattimer and Region VI Director Lee Frank. Seated from left are CSEA Statewide Treasurer and Mrs. Jack Gallagher, while Mr. and Mrs. Maloney are at right.



**PRESIDENTS ALL** — Chautauqua County Local 807 President Jim Kurtz, standing left, is joined by past presidents Russ Certo and Donald Szwejbka, standing, and, sitting, Donald Joy, left, and Allena Wagner. They are pictured with Don Maloney at a testimonial dinner in Maloney's honor.

## 'Tireless leader' honored at dinner

MAYVILLE — When Don Maloney remembers his many years of service to CSEA, the only regret he has is missing his son's highest scoring basketball game for Falconer Central High School because he was attending an Albany Board of Directors meeting.

"Other than that, I enjoyed every minute of it," recalled Maloney, a 31-year CSEA member and president of Chautauqua County Local 807 since 1968, except for two years.

The dedication evident in his statement was appreciated by his fellow members in Chautauqua County, as they demonstrated in a testimonial dinner honoring Maloney for his long and faithful service as he stepped down as local president.

Besides those attending the dinner, more than 150 of Maloney's fellow members signed a poster-sized scroll of appreciation and best wishes for the 33-year county employee, who is not retiring from his job as a construction supervisor in the Department of Public Works.

"I still plan to be active as a board member," Maloney emphasized, "and anywhere else I can be helpful.

"But the relief from the day-to-day responsibilities of local presidency helped my wife, Peg, and I have our best summer in over 12 years."

Peg Maloney recalls being alone a lot when Don was away on union business, but "I also traveled with him and made lots of friends through his involvement with CSEA. I've been one of his biggest boosters because I believe in what CSEA is all about," she said.

Maloney's boosters present at the head table included CSEA Statewide Treasurer and Mrs. Jack Gallagher, Region VI President Robert Lattimer, Region VI Director Lee Frank, Local 807 President and Mrs. James Kurtz, Collective Bargaining Specialist Nels Carlson, former CBS Gary Johnson and County Executive Joseph Gerace.

The laudatory comments by those at the head table and others depicted Don Maloney as an honest, caring, faithful, and tireless leader of his members.

County Executive Gerace said Chautauqua County "owes a debt of gratitude" as he presented Maloney with a gift of a book entitled "What's Great About Chautauqua County."

County Personnel Director Brad Long extolled "the lasting benefits to all county employees because of your leadership."

In thanking those honoring him, Maloney said he was "led by honesty, and I know our present leadership will continue that policy."

## Angry members protest political cartoon

By Ron Wofford  
CSEA Communications Associate

BUFFALO — An editorial cartoon depicting CSEA as a burden on the public's back, while erroneously suggesting that CSEA-represented workers are among the highest paid in the nation, has triggered an avalanche of indignant response to the *Buffalo Courier Express*, which printed it.

The cartoonist, taking his lead from a previously published report that New York state workers' salaries average more than \$17,000 annually, apparently failed to investigate the subject enough to learn that the average CSEA-represented worker actually earns only about \$11,400 per year.

The tone of the letters responding to the editorial cartoon, from offended rank and file members and leaders, shows the spirit needed by public employees, "who will continue to be everybody's whipping boy unless we stay alert and work to counter such unfounded attacks that continually undermine the value of public employees and the services they deliver," according to Region VI President Robert Lattimer.

"In point of fact," wrote Lattimer to the *Courier's* editor, "it has not been the state taxpayer who has been carrying the burden of state employee wage demands around, but rather the state employees who have been carrying the burden of this state's economic problems around for the past seven years.

"A little research by the *Courier Express*," Lattimer continued, "might have revealed the personal sacrifice that state workers have made since 1974 to help this state cope with its financial hardships. Our contracts have never exceeded the increases in the Consumer Price Index (CPI) during this period and, in fact, have remained below the CPI's increases and the wage increases of comparable private sector employees."

While President Lattimer's letter to the *Courier* editor had not appeared at Public Sector press time, six of the more than two dozen similar letters reportedly received by the *Courier* had been printed in the daily publication.

The letters printed thus far included those of SUNY-Buffalo; Leroy Freeman; president of the Buffalo Psychiatric Center Local; and CSEA President William L. McGowan.

Local President Freeman told the *Courier*, "I am not sure what you consider 'average,' but I have been a state worker for 26 years and now my salary is only a little better than \$12,000 a year and most of the workers in

state service are at that level or below, so we must not be 'average.'

"I would like you to know," Freeman continued, "that I have raised six children on this income. When I started for the state, I was making \$90 every two weeks. In order for my family to eat a decent meal, I have to neglect my bills."

While he has been "punched, kicked, choked, abused, and called every name in the book," at the psychiatric center, Freeman said he is "proud to say that I have helped someone's mother, father, son or daughter or just someone, who needed help, to return to their family."

Freeman's indignation was mirrored by Bess Feldman's "amusement" that the *Courier* would print that the average state worker's pay is more than \$17,000. "I have been employed at SUNY-Buffalo for over 14 years and will never make anywhere near that amount. I have not heard of anyone (represented by CSEA) who earns any amount over \$13,000. How many people are willing to start at \$3,600 (per year) as I did?" she asked.

SUNY-Buffalo employee Nancy Hess said in her letter, "I know I speak for the vast majority of white collar office workers who are making less than \$10,000 annually, and after 10 years with the state I cannot brag about making much more than that."

Husband and wife state employees John and Donna Silagyi told the *Courier*, "In the past your paper has featured articles that had a decidedly negative attitude toward 'state workers' and we don't like it . . . In your slanderous political cartoon . . . you imply that the taxpayers must carry the grievous burden of overpaid state workers represented by CSEA. You are deliberately deceiving the public . . ."

Eight-month state employee Linda Benson said she earns half of the mythical \$17,000 annual salary. "Many state workers in my position need a raise just to keep up with the cost of living," she wrote.

CSEA President William McGowan told the *Courier*, "It's too bad the people who pride themselves in their objectivity in reporting the news can't provide a little responsibility in arriving at their editorial opinions."

"Enough is enough," declared President McGowan. "We have sacrificed too long and too much. We have done more than our share, and we have nothing to show for it but leftovers four days a week and inane cartoons in the *Courier-Express*. We have creditors to pay and children to support, and we can't be the scapegoats any longer."

# H.S. equivalency program equals new opportunities for two union members

**"It's getting late, but . . . I have high ambitions."**

—Francis Charles

By Tina Lincer First  
Associate Editor

BROOKLYN — At 15, he left school in his native Trinidad to train as a printer's apprentice. Over the years he also worked as a tailor, a telephone operator, an office boy for an oil firm, a fireman and a salesman.

But CSEA member Francis Charles never lost sight of his boyhood ambition — to be a lawyer.

Today — at 63 — Francis is a little closer to that goal. Thanks to a CSEA-sponsored high school equivalency program, he now has a high school diploma and expects to enter Brooklyn College in the spring. If all goes well, he just might have a go at that law degree.

"It's getting late, but maybe I will do just that," says the Local 646 member. "I like legal matters and I have high ambitions. Going to law school will be a chain reaction, hinging on my successes in college."

For the past eight years, Francis has worked as a mail supply helper, book shelver and librarian assistant at Downstate Medical Center Library. He began taking high school equivalency classes in late 1978 when the Basic Education and High School Equivalency Program was introduced at Downstate.

The free program is part of the Employee Benefits Training Program, which came out of negotiations between CSEA and the State. It provides an opportunity for those state employees in the Institutional and Operational Services units who do not have a high school education to pursue studies leading to an equivalency diploma. (Those interested in the program should contact the personnel or training director at their worksite.)



**STUDIOUS DUO** — Francis Charles enjoys a quiet moment with friend and co-worker Theresa Dames. Charles, 63, earned his high school diploma through a joint CSEA-State program two years ago, and recently helped Dames get her diploma.

Equivalency classes are offered at nine geographic locations around the state: Pearl River, Dutchess BOCES, Rochester, Albany, Patchogue-Medford, New York City, Oneida-Herkimer BOCES, Madison-Oneida BOCES and Livingston-Steuben BOCES. Last year, more than 700 CSEA members took advantage of the program and earned their high school diplomas.

Francis Charles earned his in 1979. "I always had the inclination to study and when the opportunity was made available to me, I thought I'd grab it," said Francis, a slightly-graying man with thick mustache and

sideburns who speaks politely and in a business-like manner, his English heavily accented.

"In Trinidad, they don't have the (educational) opportunities they have here in America. I had to work at an early age to help myself and my family," he explained.

Francis said English, math and biology were among his favorite high school equivalency classes, and he found the program, on the whole, "pretty challenging. There was quite a number of us attending classes and only four of us managed to obtain the diploma."

The father of seven children rang-

**"I wanted a better life for myself and my children."**

—Theresa Dames

ing in age from 22 to 34, he says studying is something that runs in the family.

"My kids are all academically-oriented. I have three daughters who are teachers, another at the University of West Indies and another who started at Howard University in Washington, D.C. So you see, we are into the study business."

His quest for knowledge is something Francis is happy to share. Recently, he donated his time — two or three afternoons or evenings a week — to help another CSEA member get her high school equivalency diploma.

The single mother, Theresa Dames, is Francis' friend, neighbor and, as shelving supervisor at the medical library, his boss. She was unable to attend the equivalency classes at night, so last March Francis began tutoring her in the required subjects. In May, she passed the exam and received her diploma.

The single mother of three children, aged 16, 14 and 11, Theresa, 32, started at Brooklyn College last month. She plans to major in psychology and eventually work with children.

"As you can see, I had my children very young," she said. "I had my first child at 16 and didn't go back to high school. Then the years went by. I always kept reading and kept abreast of things, but it just wasn't the same as going back to school."

"When I got in my 30s, I decided I wanted a better life for myself and my children," Theresa said. "I decided I'd better go out and get my high school diploma."

"Doors will be opening for me now."



**CSEA RETIREES COORDINATOR Tom Gilmartin, right, administers oath of office to officers of Buffalo-Niagara Frontier Retirees Local 903. From left are Treasurer Louise J. Braun, Second Vice President Marian Trippe, Recording Secretary Gertrude Grass and President Mary Gormley.**

## Clarence unit oks first contract

CLARENCE — The Town of Clarence Unit of Erie County Local 815 has agreed to the terms of its first contract with the Town as a CSEA-represented Unit.

The 30-member blue collar unit's one year agreement calls for a 9½ percent wage increase retroactive to January 1.

Town-wide seniority, binding arbitration, job posting, layoff procedure, and discharge and discipline procedures are included in the pact, and workers will also receive a drug prescription plan and Blue Cross — Blue Shield medical coverage.

President George Horan and Greg Giblin formed the Negotiating Committee along with chief negotiator James Stewart.

## Local 422 starts honorary lifer's club

# Life-saving recognition

ROME — Officers of CSEA Local 422 at Rome Developmental Center recently concluded negotiations with management at the facility to provide special recognition for any employee who has demonstrated prompt intervention in a life-threatening situation involving a client.

The recognition will come in the form of a certificate of merit from Local 422, a letter of commendation from management to be placed in the

employee's E File, and the employee's name inscribed on a Lifer's Club Plaque of Honor and displayed prominently at the Center.

The special award was suggested by Local President Jon J. Premo last June and has received management approval for joint participation.

Three employees from Building 22 at the facility have already been named to the honor roll of the club.



LOCAL 422 STARTS LIFER'S CLUB — Chris Carletta, left, Secretary of the CSEA Local at Rome Developmental Center, presents certificates of appreciation to Doris Miller, mental hygiene therapy aide; Joann Harris, LPN, and Marion Comito, MHTA II, from Building 22 at the facility.

## Region III lists endorsements

LIBERTY — The Region III Political Action Committee has endorsed Sullivan County Clerk Joseph Purcell for re-election, and Steven Lungen for district attorney, and in other races, CSEA gave its nod to:

Town of Bethel — Richard Crumley, superintendent of highways;

Town of Callicoon — Lou Grupp, supervisor; Harry Parsons, superintendent of highways;

Town of Delaware — Craig Stewart, supervisor;

Town of Forestburgh — Ralph Steinbert, superintendent of highways;

Town of Highland — W. Bill Perez, supervisor;

Town of Liberty — Abe Kleinman, supervisor; J. Hopkins, superintendent of highways;

Town of Lumberland — Paul Kean, supervisor;

Town of Neversink — Franklin Smith, supervisor; Ray Hornbeck, superintendent of highways;

Town of Rockland — Leon Siegel, supervisor;

Town of Thompson — Ed McManus, supervisor.

Local 750 of the American Federation of State, County and Municipal Employees has also joined CSEA in the endorsements.

## Time vs. benefits ruling important

MINEOLA — Nassau Local 830 has gained a court ruling that all employees who work more than half time are entitled to all benefits under the CSEA contract.

The ruling swept the ground from under the county's practice of treating all who do not work full time as part-timers.

The ruling was issued by Supreme Court Justice Alexander Vitale in response to a CSEA request for a declaratory judgment.

As a result, Local 830 is seeking to require the county to identify all affected employees and calculate the amount of benefits that had been denied to them. Benefits should have been allowed on a pro-rated basis for personal leave, uniform allowances, meal allowances, shift differentials and increments, and the extra credits would increase each employee's pension credit.

Local 830 President Jerry Donahue hailed the ruling as a defeat of efforts to "cut corners" in honoring contract rights. The case was handled by CSEA Regional Attorney Richard M. Gaba.

The CSEA-Nassau County contract provides that part-timers are persons who work less than 20 hours a week, and that they shall not receive full benefits. The county had for some years employed some persons as part-timers, but later increased their working hours beyond the maximum without granting them full benefits.

## Reimbursement hearings continue

It's been more than a year since CSEA's legal office began working on getting reimbursements for Corrections Department employees who were fined in connection with a 1979 job action by prison guards.

But the endless hours of effort are paying off with some impressive legal victories.

"To date, we've been very pleased with our success in getting reimbursements for those members affected," said CSEA Attorney Michael J. Smith.

"We're especially pleased in light of the difficulty caused by the presumption of strike in the Taylor Law. We have the entire burden of proof. The state has to do nothing."

Under the Taylor Law, public employees lose two days' pay for each day they participate in a job action.

Attorney Smith, along with attorneys Pauline Rogers and William Wallens, has been working almost full time on the hundreds of hearings that have been scheduled in prisons throughout the state. Smith hopes to complete the hearings — about 680 will have been conducted in all — before Christmas.

"The hearings have been a full-time job for the past year for all three of us," said Smith. "It's been a very frustrating process for the attorneys, CSEA staff and its members because the Taylor Law, though constitutional, is certainly unfair when applied to unions whose members are not on strike."

In July 1979, more than 800 CSEA-represented employees were charged in connection with the strike. An emergency CSEA meeting was held, in which affidavit forms were prepared and CSEA's regional directors were given legal advice on how to proceed. The regional directors, in turn, held meetings with their staff, who then assisted the local presidents.

"From the first day on, we've advised local presidents and staff what to do in case hearings were necessary," said Smith.

At a meeting presided over by CSEA President William L. McGowan, more than 600 affidavits were submitted to the Governor's Office of Employee Relations. Some employees submitted their affidavits directly to OER.

From those affidavits, more than 100 employees from the Elmira Correctional Facility received full exoneration for the strike days in question. Some 680 other employees from around the state received hearings. In addition, partial exoneration was given at every facility except Attica for two of the strike days.

Payroll deductions were taken in September and October 1979, and in March 1980, results of the affidavit review process were sent out by OER, notifying employees whether they received full or partial exoneration or whether a hearing had been set.

"We were very pleased that we received a hearing for almost every individual involved who was not exonerated," Smith said.

Last month, hearings were held at the Elmira, Hudson, Mt. McGregor, Camp Adirondack and Green Haven correctional facilities, involving more than 100 employees represented by CSEA. Hearings have also been held at Camp Monterey, Eastern, Bedford Hills and Otisville, and have started at Auburn.

In general, preparation meetings have been held at facilities where there are large numbers of hearings "because of the impossibility of interviewing individuals before the hearings themselves," said Smith. "And, these facilities usually involve complex factual issues which must be developed through pre-hearing meetings."

At the larger facilities, Smith noted, two attorneys are needed for each hearing day to expedite the proceedings.

While the results from the hearings have been slow in coming in some instances, many have started to come in or are expected soon.

Of the 62 employees CSEA represented at Great Meadow Correctional Facility, 31 were exonerated for the entire time they were absent from work.

"There was only one complete denial, and we have been advised by John Lagatt, project director of the hearings, that 30 other employees received exoneration for a part of the period of the strike," Smith said.

On July 8, the last of some 185 hearings at the Clinton Correctional Facility had been completed. Decisions are expected sometime soon.

According to Smith, there has been considerable delay between the time the hearing officer's decisions are issued and the time the employees are notified of the decision because OER must first review the decisions.

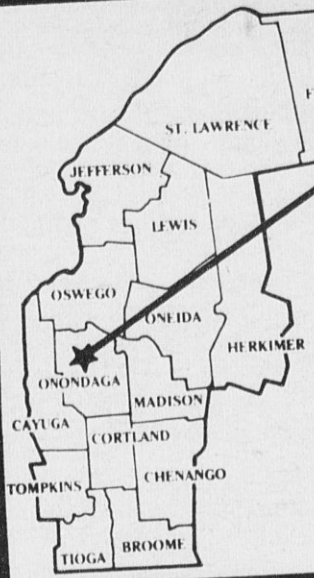
"In addition to the review," said Smith, "there is an incredible amount of clerical activity which must be done before the final notice of determination can be issued. Also, the Department of Audit and Control must be notified so they can begin processing the refunds."

Under the circumstances, said Smith, "we believe this process is moving along as quickly as possible."

# UPSTATE PEDIATRIC INTENSIVE CARE UNIT

# HELP THE CHILDREN

## FUND DRIVE



Supported by CSEA ★ ★ ★ ★ ★ Region 5



## Massive fund-raiser launched to aid critically ill children of upstate New York

SYRACUSE — James J. Moore, President of CSEA Region V, has issued an appeal to members throughout the Region to rally behind a massive fund raising campaign to benefit a proposed Pediatric Intensive Care Unit by the Upstate Medical Foundation Inc., in Syracuse.

When completed, the new unit at Upstate Medical Center will serve a vital need for critically ill children throughout most of the upstate New York area.

The plan for a region-wide drive was suggested by Robert Vincent, Local 615 President, at the recent Regional Fall Conference in Auburn, and received enthusiastic support from officers and delegates.

A campaign committee was named by Moore with Vincent selected to serve as chairperson and Pat Crandall, Region V Executive Vice-President, as advisor.

The proposed unit is expected to cost \$1,000,000 and will provide a fully-staffed, properly equipped pediatric intensive care for critically ill children throughout most of the upstate New York area.

CSEA participation in the drive will include the sale of ICU bumper stickers to fellow members, relatives, friends and other concerned citizens who appreciate what the new life-saving facility will mean to families and communities in the area.

In pledging region-wide support for funds, Jim Moore said, "We have asked every local and unit president in CSEA Region V to give their full support to this worthwhile project. We have set a goal of \$20,000. If the early show of enthusiasm is any indication of success, we should go over the top. We want to demonstrate to regional residents that CSEA cares for the children of Central New York. Hopefully, with region-wide manpower, we will sell enough stickers at one dollar each to reach our goal and possibly exceed it. We have also targeted fund-raising activities to include our statewide Delegates Convention at the Concord Hotel. Plans call for an appeal to delegates from all

six CSEA regions to help get our drive off to a flying start. We are gearing up and ready to go."

According to Bob Vincent, project chairperson, the committee will have a booth at the convention to encourage the sale of bumper stickers.

The sale is expected to continue through November 9th with an announcement of the final sales tally several weeks later. This is the first region-wide fund raiser undertaken, and if successful, may lead to other worthwhile projects serving upstate communities.

Dear Fellow Member:

CSEA's Region 5 has begun a massive fund raiser on behalf of the proposed Pediatric Intensive Care Unit by Upstate Medical Foundation, Inc., in Syracuse.

When completed, the unit will serve a vital need for critically ill children throughout most of the upstate New York area.

We urge you to become involved by selling bumper stickers for one dollar to fellow employees, relatives, neighbors and friends who can appreciate what

this intensive care unit will mean to the future of children in hundreds of Central New York communities. Please give your full support to this worthwhile project.

Fraternally,  
James J. Moore,  
Region V President



**CSEA CARES.** Region V has launched a massive region-wide fund-raising campaign to aid a proposed Pediatric Intensive Care Unit at Upstate Medical Center, in Syracuse. Shown at the union's recent fund-raising

kick-off display at the center are, from left, Robert Vincent, President of CSEA Local 615 and project chairperson; Kathy Collins, committee member and Region V President James J. Moore.



# Union, Nassau to experiment with a 3-day work week

MINEOLA — Nassau Local 830 and the Nassau County Police Department have agreed to an experimental test of a three-day work week.

The test will allow volunteers to work three 12-hour shifts a week for three weeks and three 12-hour shifts and one eight-hour shift in the fourth week. The four-week schedule of shifts would then be repeated twice over before the experiment is assessed.

Jerry Donahue, president of Local 830, and Police Commissioner Samuel J. Rozzi conferred and approved the test. Members of the Local's Police Civilians unit had expressed interest in testing the new shifts.

It will be applied with about 20 mechanics employed in the police department garage, which maintains all police vehicles.

The plan — which would provide employees with four-day week ends — was viewed as a pioneering venture at a time when labor and management in many places have made some steps toward flexible "flex-time" work schedules and other modifications of the traditional fixed, five-day work week in order to improve efficiency.

Jay Cartman, president of the Police Civilians unit, and John Herrera, shop steward in the police garage, had reported that many of the mechanics wanted to try the new shifts. Under the agreement, no one may be required to work the long shifts.



DUTCHESS COUNTY LOCAL 814 has officially inducted its newly elected slate of officers with Region 3 President Ray O'Connor doing the honors. Shown above, from left, are Second Vice President Fred Nero, O'Connor, President Ellis Adams, Secretary Helen Adams and Treasurer Barbara Hogan. Not shown is First Vice President Scott Daniels.

## Local 830 elects twenty new delegates

Results of an election rerun to determine delegates from Nassau County CSEA Local 830 have been certified and announced.

The following are announced as newly elected Local 830 delegates: Rita Wallace, Sam Piscitelli, Doris Kasner, Mary Calfapietra, Bob Campbell, Ken Darby, Nick Dellisanti, Kenny Cadieux, Trudy Schwind, Eddie Ochenkoski. Also, Esther Phillips, Tom Stapleton, Jim Mattei, Carl Pugliese, Lou Corte, Bob Ford, Dudley Kinsley, John Aldisio, Ed Plummer and Nick Abbatiello.



NEW YORK STATE'S LARGEST



PUBLIC EMPLOYEE UNION

VOTER REGISTRATION DRIVE — Columbia County Local President Gloria Rutkey, left, and CSEA members Rhea Buchan and Adele Keyser get ready for another day on the Columbia County CSEA Voter Registration booth at the Columbia County Fair recently. Fifty new voters were registered by the CSEA local, and numerous registered voters were reminded to participate in the upcoming November elections.

## Special bulletin: Region V treasurers

A Treasurer's Training Seminar has been scheduled for:

Date: SATURDAY OCTOBER 31, 1981

Place: HOTEL SYRACUSE, SYRACUSE

Time: 9:30 A.M.-3:30 P.M.

If you have not as yet received notification from your Local President regarding your mandated attendance at this session, please call your nearest CSEA Regional Office for details.

BINGHAMTON (607) 772-1750

CANTON (315) 386-8131

SYRACUSE (315) 451-6330

UTICA (315) 735-9272

## Notice of rebate procedure

ALBANY — CSEA's Constitution provides for rebates of a portion of union dues or agency shop fees to any dues paying member or agency fee payer who objects to the appropriation of this portion of his or her payment for political or ideological purposes unrelated to collective bargaining. The political rebate amounts to \$2.60.

CSEA procedures call for rebate applications to be submitted during October by certified or registered mail addressed to the State Treasurer. Individual applications should be submitted; lists of members and fee payers are not acceptable. Each application for reimbursement must include individual's Social Security number.

## AFSCME's rebate procedure

Since 1974, AFSCME's Constitution has included a rebate procedure to protect the rights of dues-payers (both members and non-members who pay "fair share" fees) who disagree with how the Union spends money for partisan political or ideological purposes.

The timing of the steps in the procedure is tied to the International's fiscal year. The procedure is spelled out in Article IX, Section 10, and Article XI, Section 14, of the International Constitution.

### How it works:

Each year, by April 1, the International Secretary-Treasurer calculates the portion of per capita payment or its service fee equivalent that has been used for partisan political or ideological purposes during the preceding fiscal year. The financial officers of councils and locals do the same also by April 1, unless some different date is more appropriate.

Individuals who want the calculated portion of their payment returned must request it in writing between April 1 and April 16. The request must be sent to the International Secretary-Treasurer at AFSCME headquarters in Washington, D.C. by registered or certified mail.

The request should include a list of those subordinate bodies to which the individual has made dues or service fee payments. Requests must be renewed in writing every year the individual wishes a rebate.

The International Union will notify the appropriate subordinate bodies of rebate requests. The International and those subordinate bodies will then send rebate checks to the individuals by registered or certified mail or otherwise receipted delivery.

(Should the subordinate body involved have a date other than April 1 for calculating the correct portion, the mailing of the rebate will correspond to that date.)

Any individual who is dissatisfied with the amount of the rebate may object by filing a written appeal with the Union's Judicial Panel within 15 days after the rebate check has been received. Appeals should be sent to AFSCME's Judicial Panel Chairman at International headquarters. The Judicial Panel will conduct a hearing and issue a written decision on each appeal.

If dissatisfied with the Judicial Panel's ruling, a member can appeal to the next International Convention. A non-member can appeal to the Review Panel, which is an impartial body provided for in Article XII of the International Constitution. Appeals to the Review Panel must be filed in writing within 15 days after receiving the Judicial Panel decision.

## Health threat at Stony Brook Hospital

# Workers exposed to stored bags of human remains for past year

'The first time I went in there, I got sick to my stomach ... It smelled like death'

—Local 860 President Charles Sclafani

By Bill Butler

Public Sector Correspondent

STONY BROOK — It appears that officials of the University Hospital at the State University at Stony Brook have attempted to "cover up" a potential health hazard to employees involving "bio-hazard" wastes.

The bio-hazard wastes come from the operating room, emergency room and the research laboratories, and are placed in an unventilated, unlocked storage room in plastic garbage bags until picked up for disposal by a special contractor.

"The first time I went in there, I got sick to my stomach," says Charlie Sclafani, president of the State University at Stony Brook CSEA Local 614.



TERRY COLEMAN is one of many employees who work with waste without full knowledge of possible hazards, the union claims.

"It smelled like death."

Sclafani said CSEA had protested to hospital officials, and later at a formal labor-management meeting, about the situation. "They insisted that 'everything's taken care of, it's all right,'" Sclafani says.

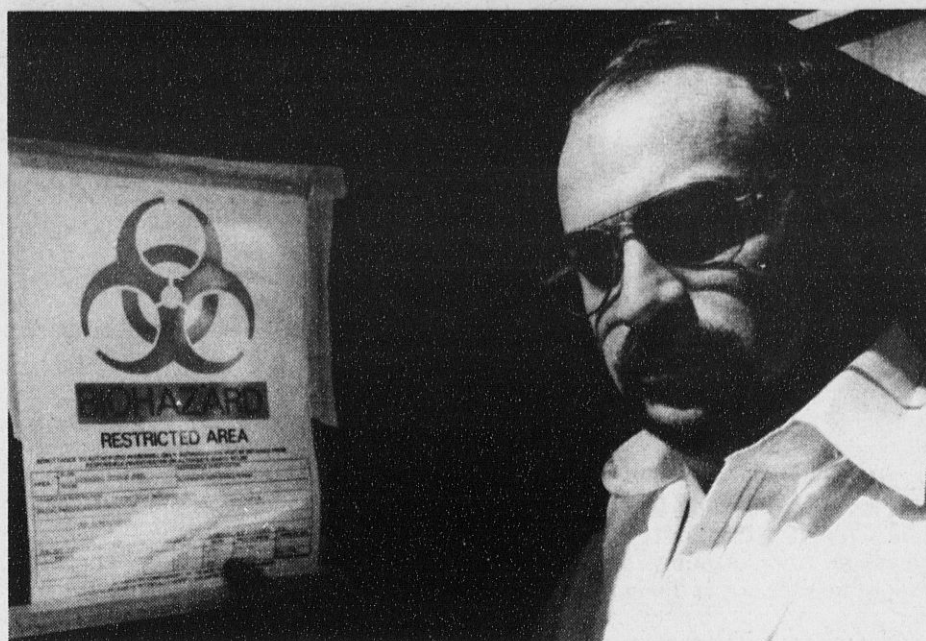
"What do these wastes consist of? Are our people being exposed to disease? We are entitled to answers to these legitimate questions," Sclafani declared.

The bio-hazard wastes are stored for a time because a special incinerator designed in the hospital, which went into service last year, has been inoperative for a year, Sclafani asserts.

The union official said the wastes are placed in plastic garbage bags in a tiny storage room by medical personnel, and CSEA employees then deliver the bags to a storage building outside the hospital building, where all regular garbage is also stacked.



THESE BIO-HAZARD waste bags are stored in an unlocked shed prior to being picked up by a contractor for disposal.



LOCAL 614 PRESIDENT Charlie Sclafani points to sign warning that bio-hazard storage area is restricted. He is attempting to get management to identify what wastes are involved so employees will know what they are working with.

Sclafani said the biological waste is stored in red-colored plastic bags for identification so that the regular garbage pickup contractor can identify it from regular garbage stored in green-colored bags. At times, Sclafani claims, employees have reported that the supply of red bags has been exhausted and regular green-colored garbage bags used.

"How can the garbage contractors know which bags they are picking up?" Sclafani asks. "Are dangerous materials going to the town dump?"

Sclafani said he is demanding that university officials "come clean" with the facts surrounding the bio-hazard situation so that appropriate steps can be taken to assure that employees are not being subjected to unnecessary hazards.



BIO-HAZARD WASTE bags literally spill out of tiny storage area where they are first stored before being moved to outside storage building.



LONG ISLAND REGION I President Danny Donohue, right, congratulates Raymond Decker on his being awarded the E. Burton Hughes Annual Employee Award for Outstanding Contribution to the Goals of the New York State Department of Transportation. Decker, a former CSEA activist, won the award for his alcoholism counseling service for all DOT employees. CSEA supports Decker's efforts, Donohue said.

## Careers, personal lives focus of Southern workshop

FISHKILL — The Region III Education Committee wants to help members develop skills to improve their careers and personal lives, says Committee Chairperson Eva Katz. And so, a "Career and Personal Skills Workshop" is scheduled Friday and Saturday, Nov. 6 and 7, at the Holiday Inn, Orangeburg.

Chester Galle, who has held similar workshops in Region VI, believes, "you are what you think." His objective is to help others concentrate in a relaxed atmosphere and to begin to think creatively about concepts such as communication, personal goals, definitions of success and listening techniques.

The workshop will begin Friday evening and end Saturday afternoon. Participation is limited to the first 40 people who apply. To sign up, call the Fishkill Office, 896-8180. Overnight accommodations should be made directly by contacting the hotel.

There will be no fee to take part in the workshop, but participants or sponsoring locals/units will be expected to cover the cost of food and lodging.

# Vision Care Plan goes into effect Nov. 1

CSEA members are reminded that the union's new Vision Care Benefit begins Nov. 1, and although there is no cost to participate, those wishing to do so must enroll.

The plan, which is being administered by the CSEA Employee Benefit

Fund (EBF), is available to state employees in the Administrative, Institutional and Operational bargaining unit, and can provide free professional eye examinations and eyeglasses for eligible employees and their dependents.

If you have not received an enrollment card in the mail, you may obtain one by calling the EBF toll-free at 1-800-342-4274.

Members must submit a voucher before scheduling an exam. The voucher, which is good for up to 45 days, may be obtained by completing the request form below and mailing it to:

CSEA Employee Benefit Fund  
P.O. Box 11-156  
Albany, N.Y. 12211



THESE ARE THE PEOPLE who will be handling your claims as part of the new Vision Care Benefit Plan for CSEA state employees. From front to back are Patty Headwell, Nancy Dietzel, Nancy Maslyn, Lori McCloud and Helen Barnes.

## REQUEST FOR VISION BENEFIT VOUCHER/CLAIM FORM

Social Security No. Last Name First Name  
Number and Street Address City and State Zip Code  
This Section is about the Person for whom the Vision Care Voucher is being Requested.

Last Name First Name

Patient's Date of Birth

Self  Spouse  Child\*

If Child is eligible as full-time student, complete form below.

**DEPENDENT STUDENT:** An unmarried child who is a full-time student will be covered up to age 25 (12 hours enrolled for undergraduate credits or 6 hours graduate credits.)

**TO BE COMPLETED FOR DEPENDENT STUDENTS AGE 19 to 25.**

I Certify that my dependent \_\_\_\_\_ (Name) meets all requirements for eligibility as a student dependent as outlined above and was eligible during the entire period covered by this claim.

I expect this eligibility to continue until the date of \_\_\_\_\_

Name of School: \_\_\_\_\_ City: \_\_\_\_\_

Date Started: \_\_\_\_\_ To Graduate (Mo. & Yr.) \_\_\_\_\_

Enrollee's Signature \_\_\_\_\_ Date \_\_\_\_\_

- I have previously enrolled in the Vision Care Plan
- My enrollment card is included with this request

## Judge Mercure gets union support for race for state supreme court position

### Experience is cited as a consideration

Washington County Judge Thomas Mercure, Republican, has won the endorsement of the Capital Region Political Action Committee for a seat on the State Supreme Court Fourth Judicial District.

Judge Mercure has eight years of experience as Washington County assistant district attorney and district attorney, serving four years in each position. He was elected county judge in 1980 and is seeking to fill one of two vacancies in the State Supreme Court, Fourth Judicial District.

The Capital Region PAC noted that during his years of public service he has gained much insight into the situation facing public employees due to his involvement with the Great Meadows Correction Facility. Judge Mercure noted during his interview that public employees he has come in contact with in his area are "one of the hardest working, most cooperative group of dedicated individuals in my jurisdiction."



## Columbia County Local makes endorsements

HUDSON — The Columbia County Local Political Action Committee has endorsed the following candidates for election in Columbia County races:

Anne Twaddle, County Treasurer; Michael Yusko Jr., Hudson Mayor; James Dolan, Third Ward, Hudson; William Troy, Fifth Ward, Hudson. Also, Richard Klinger, Canaan Supervisor; Eugene Kutyl, Hillsdale Supervisor; John Scheriff, Kinderhook Supervisor; William Kosnick, Stockport Supervisor; Richard Frick, Stuyvesant Supervisor, and Earle Carney, Taghkanic Supervisor.

## Schoharie Sheriff Stoddard gets endorsement

SCHOHARIE — In a first-ever action, the Political Action Committee (PAC) of the Schoharie County CSEA Local has endorsed Harvey Stoddard, incumbent Republican, for re-election to the post of Schoharie County Sheriff.

The Schoharie PAC strongly recommended Sheriff Stoddard, stating that "Sheriff Stoddard has fought for his employees since his appointment to the office in 1974 by Governor Wilson. A few examples of his support of his employees include such actions as implementing a county uniform purchasing program for the workers, who had previously provided their own uniforms; professional law enforcement training for employees, and a manpower development program.

