

# LABOR COUNTS

Who says labor doesn't count any more! We have proved that despite Reaganomics, despite the deepening depression, despite continuing anti-government attitudes in America, labor unions are alive and well and very capable of making their voices heard.

Mario Cuomo didn't just become our candidate after the Cuomo bandwagon was moving. CSEA helped build that bandwagon and started pushing it as long ago as March when virtually everyone said it couldn't be done.


We believed that Mario Cuomo was the best candidate for governor — not the perfect candidate as far as our position on the issues is concerned — but clearly the best. We still believe that, and it's comforting to know that a majority of New Yorkers agree with us.

But none of this could have been done without that core of CSEA activists around this state who are always there when a job needs to be done. This great victory couldn't have happened without them. And it couldn't have happened without the overwhelming support of CSEA's rank and file.

Our problems are far from over, but we all have earned the right to take a few minutes to relax, pat ourselves on the back and say, "Well done."

We had the courage to fight for what we believed in against all the odds, and we won. Even in 1982, that's still something to be proud of.

William L. McGowan

NEW YORK  CUOMO



GOVERNOR-ELECT MARIO CUOMO and his wife, Matilda, left, accept congratulations election night in New York City.

## THE PUBLIC SECTOR

Official Publication of The Civil Service Employees Association Local 1000, American Federation of State, County and Municipal Employees AFL-CIO

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# We did it

ALBANY — CSEA's first venture into gubernatorial politics turned to success Tuesday as Lt. Gov. Mario M. Cuomo set the political experts on their ear by completing an uphill fight to become Governor of the State of New York.

With virtually all votes counted, results showed the 50-year-old Queens native out-pollled Republican challenger Lewis Lehrman by only three percentage points, confirming the critical role played by labor unions in supporting the Cuomo campaign.

CSEA President William L. McGowan was jubilant during the candidate's victory party in New York City. "We said that Mario Cuomo could be the next governor when virtually every expert in this state said it couldn't be done," the union president said. "We fought for him because we believed in him and despite the impossible odds. We won!"

The victory for Cuomo and Lieutenant Governor-elect Alfred DelBello, currently Westchester County Executive, spelled the end of the most concerted effort ever mounted by CSEA on behalf of any candidate for public of-

fice. CSEA's support began with an unprecedented endorsement of Cuomo in March, literally days before he officially announced his candidacy in the Democratic Gubernatorial Primary against the odds-on favorite, New York City Mayor Edward Koch.

Thousands of CSEA activists across the state joined AFSCME activists and legions of other union workers in turning the feeble Cuomo campaign into a political juggernaut that rolled over Koch in one of the greatest political upsets in New York State history and bettered an incredible \$14 million campaign effort of conservative drug store magnate Lewis Lehrman.

As the campaign rolled on and more and more labor organizations recognized Cuomo as the best choice for working people, Lehrman actually began attacking Cuomo as being "owned by public employee union bosses." Amid charges by Cuomo that Lehrman was running a campaign of distortions, the Republican candidate claimed publicly that a Governor Cuomo "would turn New York over to the same public employee union bosses that nearly

bankrupted this state."

While Lehrman's tactics and his virtually limitless personal bankrolling of his own campaign made the final election outcome far closer than pollsters originally expected, even the distortions weren't enough to overcome the political liabilities for Lehrman of the burgeoning national unemployment rate under the Reagan Administration, his proposal to slash state taxes by 40 percent in the face of a one billion dollar deficit, and his total lack of experience in any public office.

James Featherstonhaugh, CSEA's Chief Lobbyist and partner in Roemer and Featherstonhaugh, the union's legal representatives, took a leave of absence during the campaign to serve as Upstate Campaign Coordinator for the Cuomo effort. Bernard Ryan, CSEA's Director of Legislative and Political Action, also left on leave to aid the upstate effort. In New York City, AFSCME District Council 37's chief political operative, Norman Adler, headed the Cuomo field operation.

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Delegates meet Nov. 29 to consider  
Board restructuring . . . See page 13

# 'Politics holds the key'

## Carey's plan to convert select psychiatric centers into prisons must be met with strong political opposition

GOWANDA — "Politics holds the key" to the eventual effect of an order issued last May 25 by Gov. Hugh L. Carey to convert certain mental hygiene facilities into prison space, CSEA Western Region VI President Robert L. Lattimer warned participants at a recent workshop held at Gowanda Psychiatric Center. Gowanda is one of the facilities that would be heavily affected by the order.

Lattimer said union, community and civic opposition to the governor's conversion plans can only be won based on a strong political action campaign to convince lawmakers that opposition to the conversion proposal is very great. Already, Lattimer said, mounting opposition from union, community and civil groups appear to have convinced policymakers that a co-location plan would be more desirable than the administration's original proposal.

Taking part as a workshop facilitation and speaker at a Gowanda conference on rural mental health at the center, Lattimer addressed the question of how co-location of correctional and mental health facilities on the same grounds would affect members' jobs and working conditions.

The co-location concept appears to be a retreat from the original Carey administration order, which if carried to its fullest intent, would see the Gowanda center totally closed down as a mental health facility in 1985. But mounting civic, community and CSEA-led union opposition appears to have the policymakers opting for co-location instead.

"Political considerations are very much the prime factor here, notwithstanding the need of the State for prison space," said Lattimer, "but if we don't want it here, the only response to make is one that would reach the policymakers' ears with action that will show them that opposition is too great to fight."

Lattimer reminded his audience of the two gubernatorial candidates' stands regarding the issue and urged them to make their feelings known on election day.

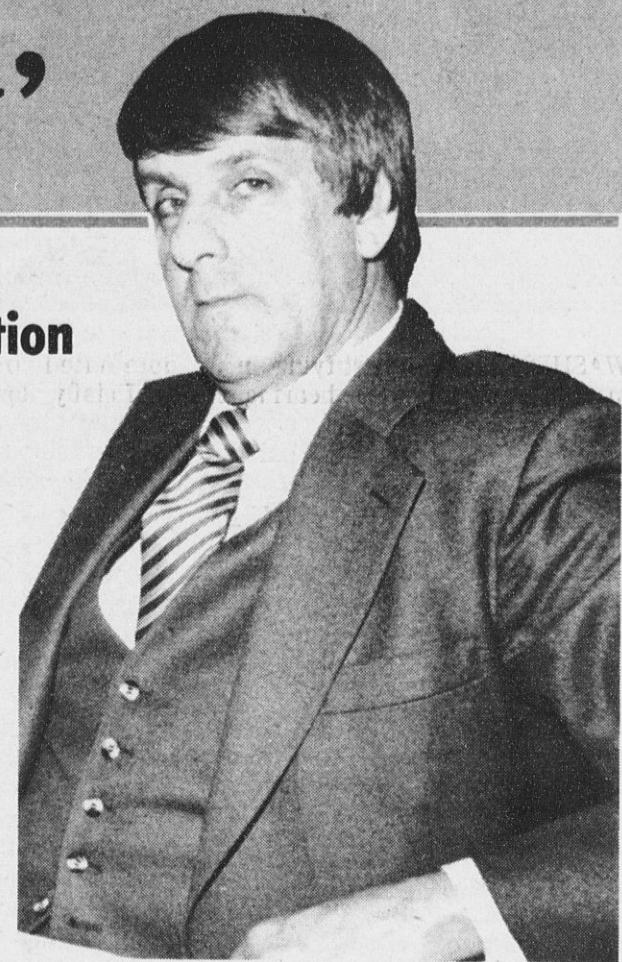
"The fact that we are even speaking of co-location is indicative of at least a partial victory in our fight against closing down the Gowanda Psychiatric Center. The loss of the many jobs this would cause would be devastating, not only to our members' working lives, but to the needs of the patients and their families, not to mention the economic condition of the area," Lattimer said.

A CSEA lawsuit, still in the courts, aimed at stopping the prison conversion plan has called the Governor's order illegal in that legislative appropriation was necessary before it could be started. The Governor did not seek the approval of the Legislature and the bad decision-making of the State is compounded because the State has gone ahead and built the security perimeters for several of these proposed correctional facilities without waiting for a rule on the legality. And no one is likely to come in and say tear it down once it's built. The politicians that are for it or against it have usually made their stands based on where their home territory is," he said.

He cited the stand of New York City Mayor Edward Koch, who was for the Gowanda close-down but against the Pilgrim facility being a prison. He also cited the position of Lewis Lehrman, which was for the close-down, as cited in New York Times' articles.

"It's time we elect someone who really knows New York State," he said, reminding all of the position of CSEA-endorsed gubernatorial candidate, Mario Cuomo, who has called the Gowanda and

Craig Developmental Center conversions "a mistake."



Robert Lattimer

Lattimer said no one knows, or can prove, that it would be better to convert targeted mental facilities into prisons than it would be to go elsewhere. "But the political activism of the target areas will most likely determine whether or not the proposed prisons actually become a reality."

Local President Doris Smith, who also attended the conference, said co-location, if it becomes a reality, "will be a real victory for our members, because this is what we've been pushing for right from the start."

"Political activism . . . will most likely determine whether or not the proposed prisons actually become a reality" — Region VI President Robert Lattimer

## SUNY Albany workers to protest 'lock-out' Nov. 26

ALBANY — Since the administration of the State University of New York at Albany plans to continue its questionable seven year tradition of closing its doors to its workers on the Friday after Thanksgiving, the employees are planning their seventh informational picket against the university's action.

"The Appellate Court recently ruled in CSEA's favor on this action," CSEA SUNYA President William Fetterling explained. "But the state petitioned for permission to appeal the decision and while that request is being considered by the court the university's administration plans to continue forcing workers to use their earned accruals to cover the day or go on leave without pay."

But the employees are not taking the administration's actions lightly. "If SUNYA can get away with this in Albany then every agency in the state will want to try it with their employees," Warren Maloney, Local 691 treasurer, explained.

The informational picket, dubbed "the Seventh Annual Day After Thanksgiving Turkey Trot" by some of its veteran organizers, is scheduled for the main campus entrance area on Washington Avenue, Albany, from 8:30 a.m. to 5:00 p.m.

"Anyone interested in walking off some of the delicious Thanksgiving dinners they will enjoy the day before is welcome," Fetterling said.

## Sampling of state workers to receive benefits info

ALBANY — Benefits — where would you be without them? Yet very often employees do not know the full extent of their benefits package. So the joint State/CSEA Labor Management Committee on Work Environment and Productivity (CWEP) plans to do something about it. In mid-December 10,000 randomly

selected state employees will receive computerized statements describing their benefits.

The "Personal Statement of Benefits" is a pilot project which explains why only a small fraction of state workers will get them.

Employees receiving the data will be asked to call a specific phone number in the Department

of Civil Service to report any errors. Some will also be asked to fill out a simple questionnaire regarding their opinions on the worth of the statements.

Once the information is evaluated, a decision will be made whether or not the experimental program will be extended to include all state CSEA workers.

# Before a joint House subcommittee: McEntee attests to plight of working women

WASHINGTON — Testifying in a joint House-subcommittee hearing on pay equity, AFSCME President Gerald W. McEntee recently said he is "appalled at the lack of interest — even the outright hostility — shown by members of the Reagan Administration in key policy areas affecting women workers."

McEntee, whose million-member union represents 400,000 women, including CSEA members, was testifying before the House subcommittees on Civil Rights, Human Resources, and Compensation and Employee Benefits.

He said AFSCME initiated the country's first pay-equity study and the first strike over the issue of pay equity. Pay equity, or comparable worth, means equal pay for work of comparable value. McEntee and other proponents of pay equity are trying to change the system whereby women and men in occupations

dominated by women are paid artificially low salaries for work comparable in value, skill and responsibility to male-dominated jobs paying higher salaries.

McEntee said the Reagan Administration "should be taking the lead on this issue through vigorous enforcement of Title VII of the 1964 Civil Rights Act and other anti-discrimination legislation."

Instead, he said, "the Office of Personnel Management is attempting to downgrade AFSCME members who are librarians in the federal service to exclude them from the Senior Executive Service." McEntee said the occupation of librarian is already an undervalued job.

The Justice Department, McEntee said, "has made it clear that it is not interested in class action suits." William Bradford Reynolds, the assistant attorney general for civil rights, has said the Justice Department will pursue only

individual cases of discrimination, and so far hasn't brought a single case. "It seems Mr. Reynolds believes massive discrimination can be corrected complainant by complainant," McEntee said.

He added that the EEOC's general counsel, Michael Connelly, discourages any discrimination lawsuits that would result in severe economic hardship to an employer. "Apparently the more you discriminate, the less likely you are to get your knuckles rapped," McEntee said.

Finally, he said, the EEOC has not implemented the Carter Administration guidelines for the proper investigation of wage discrimination charges, "but rather is proposing to dismiss without any investigation Title VII wage discrimination charges." McEntee said "this forces the parties to pursue legal action on their own and abrogates the EEOC's investigative responsibilities."

McEntee urged Congress to exercise its oversight responsibilities to compel the EEOC and Justice to comply with the law "and their own regulations."

In addition to the 1981 San Jose, Calif., strike and the 1973 pay equity study AFSCME initiated in the State of Washington, McEntee cited the following efforts by AFSCME to achieve pay equity:

- negotiation over pay equity evaluation studies in other cities and states.
- filing Title VII sex discrimination charges and lawsuits against Washington, Wisconsin, Hawaii, Connecticut and Los Angeles.
- work to obtain legislation in California, Minnesota and elsewhere requiring that public jurisdictions include pay equity in their pay-setting practices.
- use of union contract-rights to get underpaid female-dominated classifications upgraded.

## Court cites Chemung Co. for idling on grievances

ELMIRA — Chemung County dragged its feet in processing nine grievances filed on behalf of members of Local 808 and must now make amends as a result of a court case pursued by CSEA under the union's Legal Assistance Program.

The nine grievances, filed in 1980, ranged from violation of seniority provisions and refusal to authorize reimbursement for educational courses to contract violations when issuing reprimands. In all cases, the court concluded that the County without excuse failed to process the grievances in timely fashion as provided by the contract.

At issue then was whether failure to meet the time requirements produced a binding result upon the County.

The contract provided that: "If the employer or his representative fail to make a decision within the required time period, the grievance shall be deemed to be upheld and in all respects final and binding upon the parties."

But the County argued that wording of the section must be interpreted in the context of the rest of the contract, which provides that a Grievance Board decision at the conclusion of the grievance procedure is merely advisory to the County.

State Supreme Court Justice Charles Swartwood pointed out that the section protects the integrity of the grievance process by ensuring that parties must pursue their remedies under the grievance process or give up the protection offered under it.

"The suggestion that the section has only an advisory effect on the County runs counter to the section's purposes," the justice concluded. "If the section is merely advisory rather than binding, the County could ignore the grievance process with impunity and even avoid the creation of a record."

The court made determinations in favor of each of the nine CSEA grievants and ordered appropriate resolutions in each instance.

## Suffolk retirees celebrate 10th anniversary

LAKE RONKONKOMA — Suffolk County Retiree Local 920 celebrated its tenth anniversary with a dinner dance held recently at the Bavarian Inn in Lake Ronkonkoma.

Edward Holland, president, the key speaker at the event described how

the local was first organized in 1972 and how it grew to its present membership of 2,500.

Nick Policino, CSEA field representative, also spoke and recalled how he canvassed other CSEA units for donations to get the Local started.



THE ORIGINAL COMMITTEE MEMBERS of Retiree Local 920 lined up for a picture at the recent dinner dance celebrating the local's tenth anniversary. Standing from left are, Mike Considine, Herb Raeth, Mike Murphy, Ed Holland, CSEA Field Representative Nick Policino and Larry McDonell.



DECADE CELEBRATED — Members of the Suffolk County Retiree Local 920 include, from left, First Vice President Hilda Runz, Corresponding Secretary Lois Reinecke, Treasurer Frank Gabreluk, President Ed Holland, and at far right, Organizer Larry McDonell. Pictured second from right is CSEA Field Representative Nick Policino.

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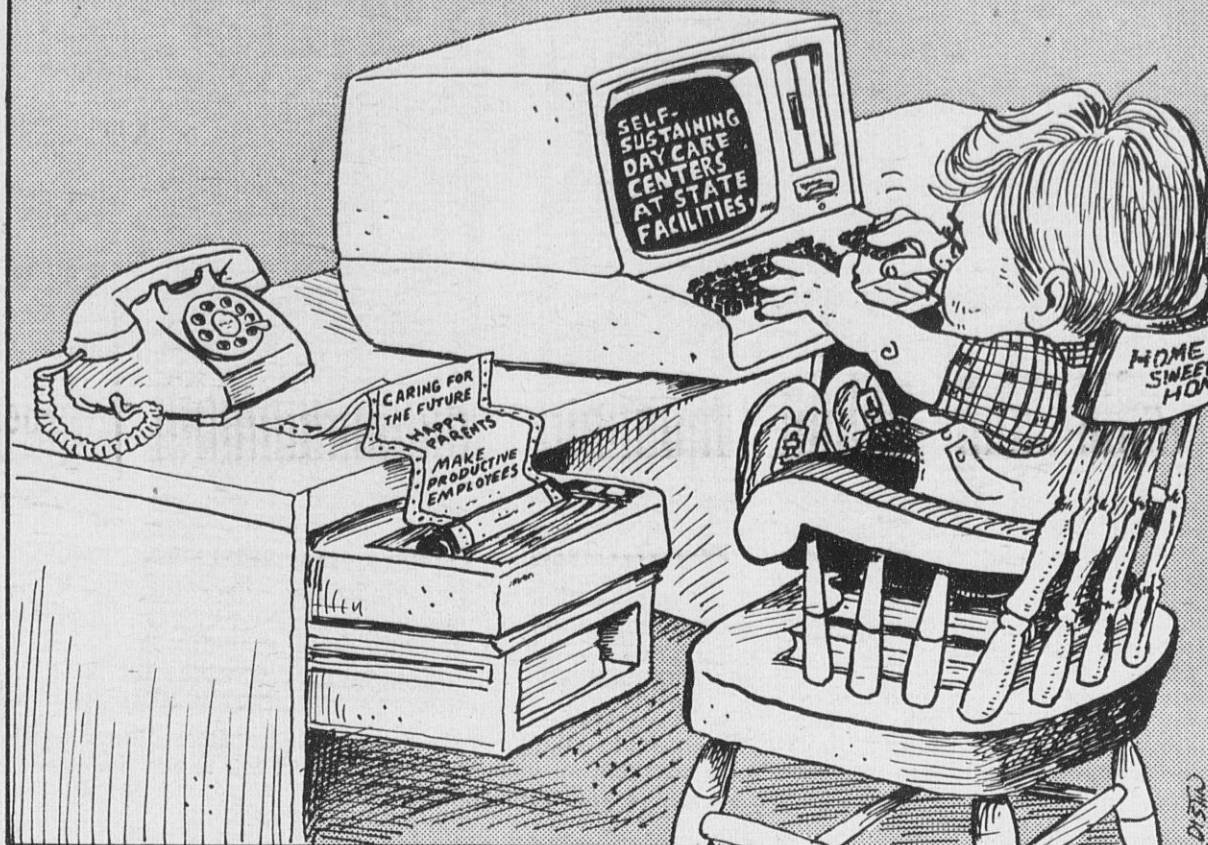
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AN IDEA WHOSE TIME HAS COME...



**OCEANSIDE FIRE DISTRICT CONTRACT INKED** — Meeting for the formal signing of the new contract are Nassua Co. CSEA Local President Jerry Donahue, seated left, and Board of Commissioners Chairman Rudolph Valentino, right. Standing, from left: Commissioner Crai DeBaun, Labor Consultant Carol Mackenzie, Dispatcher Vincent McManus, Vice Chairman Edward Carter and CSEA Field Representative John O'Sullivan.

## Cortland retirees honored



**CORTLAND COUNTY LOCAL 812** recently honored 22 CSEA retirees at a picnic at Dwyer County Park in Little York. On hand to receive recognition plaques and certificates were, from left to right, James D. Maxson, Cortland County Police Department; Flora S. French, Health Department; George R. Crump; Dorothy S. Corser, Cortland Schools; John D. Stevens, Highway Department; Roberta Lash, Cortland Schools; Herbert B. Fox, Cortland Schools; Mary Jane Morgan, Health Department; and Lloyd T. Whiteford, Cortland Schools. At right is Earl Conger, Local 812 president and activity co-chairman. More than 100 CSEA members and guests attended the event.

## Region II office moved

**NEW YORK CITY** — The Metropolitan CSEA Region II headquarters facility has been relocated to 100 Church Street, Room 1620, New York, New York 10007 effective as of last week. The new telephone number of the regional headquarters is (212) 587-8200.

## Holiday schedule for state employees

Three upcoming holidays — Christmas, New Year's Day, and Lincoln's Birthday — will be observed on Saturdays. New York State has decided to grant compensatory time off instead of celebrating the preceding Fridays as holidays.

- Full-time employees who usually have Saturdays off will receive compensatory time off in lieu of holidays. It can be taken as either holiday compensatory time or another vacation day.

- Part-time employees in CSEA bargaining units only who normally have Saturdays off and who work at least half-time will receive compensatory time off equal to the number of hours worked on regular Friday schedules. This is a new benefit won as the result of the recent CSEA/State contracts.

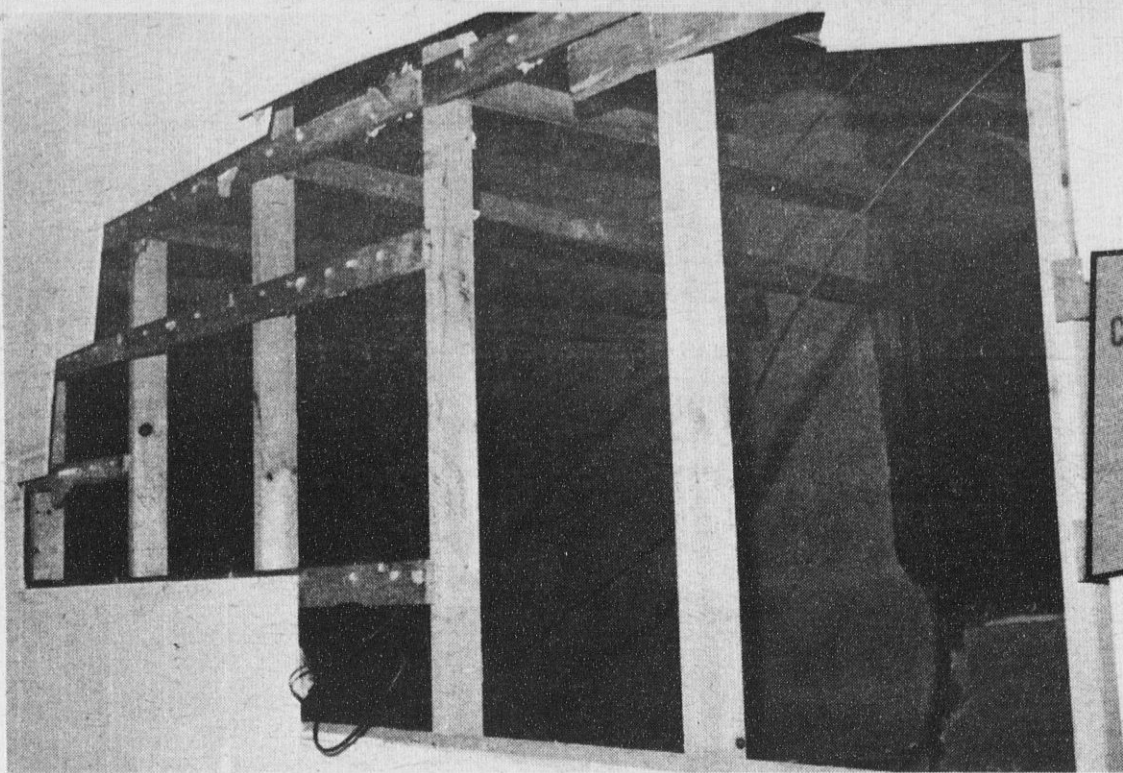
- Regular holiday provisions will be in effect for employees required to work on Christmas, New Year's Day and Lincoln's Birthday.

NOTE: State offices will be open as usual on Dec. 24, 1982, Dec. 31, 1982 and Feb. 11, 1983. Employees can seek these days off, but whether or not they are granted will depend upon staffing requirements.



Local 1000, AFSCME, AFL-CIO

**the union  
that works  
for you**



**THIS HOLE IS ONLY PART OF THE PROBLEM** — A view of the gaping hole left after a large section of the ceiling in the Cattaraugus County Department of Social Service building fell to the floor recently. Employees have also complained of other safety and health problems.

# And the ceiling came tumbling down

By Ron Wofford  
CSEA Communications Associate

OLEAN — The crash to the floor of a large section of ceiling along with a light fixture in an office of the Cattaraugus County Department of Social Services was the latest sign of the danger that county workers here have complained of for some time.

"It's just lucky that no one was seriously hurt," said Robert Painter, president of Cattaraugus County Local 805. "Two women who normally would have been directly under the ceiling happened to be taking a coffee break in another part of the office when, with no warning, the ceiling caved in."

Painter said employees of the department have complained of water leaks from the ceiling, mice, bugs and other problems that point to "poor concern for the on-the-job-welfare of the county employees."

"This particularly building," he said, "is one of the worst. In the winter you can't get enough heat, and going to the rest room is like going to an outhouse because the rest rooms in the rear of the building get extremely cold."

Social Services employees say they have tried for years to have various problems corrected, but to no avail. "We have even written letters to the editor of our local paper and to our county legislators, and it only gets worse," said Pat Baum, a senior account clerk.

Employees say many leaks have sprung from the ceiling in the nine years the county has leased the building. "The situation with leaks has gotten so bad that it's normal procedure to lay plastic sheets over the desks while leaving work so that everything will not be soaked and unusable," said Eugene Racher, an 11-year principal account clerk.

One of the problems is that the County Legislature is evenly divided between Democrats and Republicans, which means every vote is likely to be stalemated, according to George Peters, office director. The accounting office has been nine years in the building that was intended to be a temporary location.

Laurie Benjamin and Jackie Hobson, the two employees who would have been working in the area where the ceiling collapsed, said there was "a



**HALLWAY HAZARD** — Local 805 President Robert Painter points out the condition of the back hallway that leads to the rest rooms.



**UNSAFE CEILING** — Social Services Account Clerk Supervisor Eugene Racher is pictured at desk, surrounded by Field Representative Michael Painter, left, and Local President Robert Painter. In background, the aftermath of the ceiling crash.

big flash, then the ceiling came tumbling down," as they were returning to their desks after a coffee break. The two said they don't always take coffee breaks, but were glad they did that morning.

Field Representative Michael Painter said an OSHA complaint will be filed with the Department of Labor concerning the conditions. Meanwhile, another problem, in a county-leased building two doors away, is the regular exposure of workers to heavy fumes that rise from the paint store beneath the county Welfare Office.

Unit President Ruth Marvin said several employees have complained of headaches and stomach pains caused by the fumes. "There's no reason for anyone to get sick while trying to do their job," she declared. She said an OSHA complaint was also being filed regarding the paint fumes.

As to a solution to the problem, "we'll do whatever is necessary," said Local President Painter, "even if we have to put on hard hats and march down to the County Legislature and demand action."

## Through automatic payroll deductions for state workers

# IRAs now option for CSEA members

ALBANY — Building funds for retirement will now be easier for state division members, it has been announced by the Dime Savings Bank and CSEA. Members will now be able to use automatic payroll deduction to open an Individual Retirement Account (IRA).

CSEA negotiated with the state to set up payroll deduction for IRAs; then a task force of the State Executive Committee, headed by John Gully, the CSEA Board representative for Tax and Finance, considered IRA proposals which resulted in the designation of

the \$6 billion Dime Savings Bank of New York.

IRAs, made available to the general public about a year ago, provide a way for individuals, even those covered by other retirement plans, to build their own retirement accounts in a tax-sheltered investment. Up to \$2,000 a year may be contributed to an individual's IRA, all of which is tax deductible. Interest earned on the account is tax deferred until withdrawals are made, usually at retirement.

Under the Dime Savings Bank program, CSEA members who choose to participate will be able to decide how much to contribute toward retirement each payday. Members can save a minimum of \$10 per pay period, or contribute up to the maximum \$2,000 a year.

Payroll deductions are forwarded directly to The Dime, where they begin to earn high interest immediately.

If a CSEA member wants to build funds for a non-working spouse, contributions can be increased to \$2,250 a year; if the spouse is working, a separate IRA can be set up through The Dime's payroll deduction programs, with contributions up to an additional \$2,000 a year in the spouse's account. No one account, however, can receive more than \$2,000 a year in contributions.

The Dime's plan offers additional bonuses for CSEA members who participate. As soon as the account is opened, each participant will be entitled to a free gift from The Dime, as well as special bank-

ing services. These include free checking, lower rates on home and condominium mortgages and co-op loans, plus a Visa debit card where applicable, which earns a 1 percent bonus when used for purchases.

"Participation in this payroll deduction program is completely voluntary," Gully explained. "Members are urged to give careful consideration to this pro-

gram. IRAs can be an important addition to your retirement planning, and the payroll deduction we were able to negotiate makes this kind of retirement savings easier."

Detailed information on The Dime's IRA program, as well as applications for the payroll deduction plan, will soon be mailed directly to each CSEA member in the state division.



JOHN GULLY, who headed a task force studying IRAs, calls the plan "an important addition to . . . retirement planning."



ROBERT MEYER, right, vice president and treasurer of the Mechanics Exchange Division of the Dime Savings Bank of New York, greets CSEA Statewide President William L. McGowan at CSEA's recent Annual Delegates Meeting in Buffalo, where Dime Savings Bank maintained an information booth for union members.

## Joseph J. Dolan gets Corrections position

ALBANY — Joseph J. Dolan Jr. has resigned as Executive Director of the Civil Service Employees Association to accept an appointment with the New York State Department of Corrections as an Assistant Deputy Commissioner for Administration.

CSEA President William L. McGowan said the union will be moving to fill the vacancy in the top staff position immediately. Jack Carey, CSEA's Administrative Director for Collective Bargaining will be handling most of the duties of the vacant position temporarily.

Dolan joined CSEA as a field representative in 1966 in Albany and was named Director of Local Government Affairs two years later. In 1974 he was appointed Assistant Executive Director for the County Division and became Director of the Office of Collective



Bargaining and Field Services in 1977.

He was appointed Executive Director in 1978.

## Improper practice charge prompts settlement offer for Tompkins County unity

ITHACA — An improper practice charge filed by the Tompkins County Unit of CSEA Local 855 has resulted in a pre-hearing settlement offer by Tompkins County in exchange for two county Health Department positions permitted on a contractual basis.

According to a joint announcement by Marnie Kirchgessner, president of Local 855 and Mark Scorelle, unit president, the IP charge was filed when the county unilaterally contracted out speech therapy and nurse practitioner work to the private sector without first negotiating with CSEA.

Prior to the beginning of PERB hearing Sept. 21, a Tompkins County attorney offered to settle the matter by increasing the ceiling for compensatory time for public health nurses to a maximum of 10 days (70.0 hours) — a benefit CSEA has attempted to negotiate for employees for more than a year.

In exchange for the new compensatory time language, CSEA agreed that Tompkins County may employ, on a contractual basis up to full time, one nurse practitioner and one speech therapist in the Tompkins County Health Department only.

The agreement on both issues by the union and the county did not constitute a waiver of any other rights under the law or present contract.

Michael J. Smith served as CSEA counsel for the county unit.

"It was obvious the county knew it had erred by unilaterally contracting out the two positions," Kirchgessner said, "and the filing of the IP charge resulted in the change of compensation time for our public health nurses — something we have wanted for over a year. We got what we wanted. The county got what it wanted, but it took action by CSEA to get the results."

# Kirkland calls on labor press to report facts about Reagan

Labor editors have "a crucial role to play" in exposing the "distortion and deception" of the Reagan administration and right-wing groups, according to AFL-CIO President Lane Kirkland.

"The labor press has a special responsibility because the public press has not subjected this administration to the searching examination previous governments were given," says Kirkland.

"You must hammer away at the truth with a sense of urgency," Kirkland said, "because the radical right clearly has an agenda it wants to lock into place before the inevitable reaction from the mainstream of America sweeps them out of office."

Kirkland said the administration's "attacks on social progress have been so widespread, it's hard to keep track." Social Security benefits, the Davis-Bacon Act, worker health and safety and child labor regulations have been just a few of the many targets, he noted.

"What is happening in this country is an attempt to create a class society — to divide working people from those who live on inherited

wealth or speculation or on the stratospheric salaries and prerequisites which management has voted itself," Kirkland charged.

While welfare and unemployment benefits are reduced and record high unemployment is tolerated, Kirkland said, "big business is permitted to do just about anything it wants. Mergers conceived simply for the purpose of concentrating wealth, not creating it, go forward when the same resources could be invested in production facilities that would create jobs."

Unon-busting also is on the radical right's agenda, Kirkland warned, and the direct attack on trade unionism through the use of management "consultants" is "aided and abetted by an administration in Washington. . ."

Kirkland said the task of the labor press in fighting this onslaught is "difficult, but do-able."

And the labor movement is gaining allies, he noted. "Today, with record high unemployment, with record bankruptcies among small businessmen, and with farmers holding penny auctions to avoid foreclosures, more and more voices are joining the chorus of opposition."



## The failure of Reaganomics

It seems that almost everyone in America recognizes that President Reagan's economic policies have failed — except the president himself.

The failure has been documented in elaborate detail by the well-regarded Urban Institute, a non-partisan, largely corporate-funded research organization.

The Institute has released a 530-page study, "The Reagan Experiment," funded mainly by a \$3 million Ford Foundation grant.

Although cast in the language of scholarly objectivity by its 27 authors, the message comes through loud and clear: The Reagan program not only is unfair; it hasn't worked and isn't likely to work in the future.

"From the start, it was doubtful that the performance of the economy could accommodate the goals of increasing defense, reducing taxes, and balancing the budget" at the same time, the study says.

Despite the "inconsistency of these goals," Reagan "disarmed his critics with optimistic projections based on supply-side theories," it continues.

"But the application of the theory failed to produce either the expected short-term recovery or the additional revenues needed to finance tax relief and military spending.

"The Reagan experiment with economic policy," the study concludes, "has clearly not worked in the short run and is unlikely to live up to the administration's expectations for the long run."

The study is clear in fixing responsibility for the recession. While "there was no supply-side miracle leading to economic recovery, the tight monetary policy endorsed by the administration led to a recession."

But instead of job-creating government policies used since 1946 to cushion the impact of recession, a "fundamental change in economic policy was the administration's rejection of any use of countercyclical stabilization policy," it points out.

As for programs needed for long range economic growth, "programs aimed at developing human resources (education, training and social services) and improving public infrastructure (highways, mass transit and economic development) were

disproportionately cut rather than maintained or reformed."

Meanwhile, the main result of the Reagan supply-side tax cuts "has been to enlarge future deficits." These deficits contribute to high interest rates, which dampen business investment and economic growth, it notes.

Skyrocketing deficits also force choices of either reducing social programs, cutting military spending plans, increasing taxes, or a combination of these, the study says.

As for the question of fairness, it says the Reagan program not only aids the affluent at the expense of the poor and working poor, but also widens the gulf between richer and poorer regions of the nation.

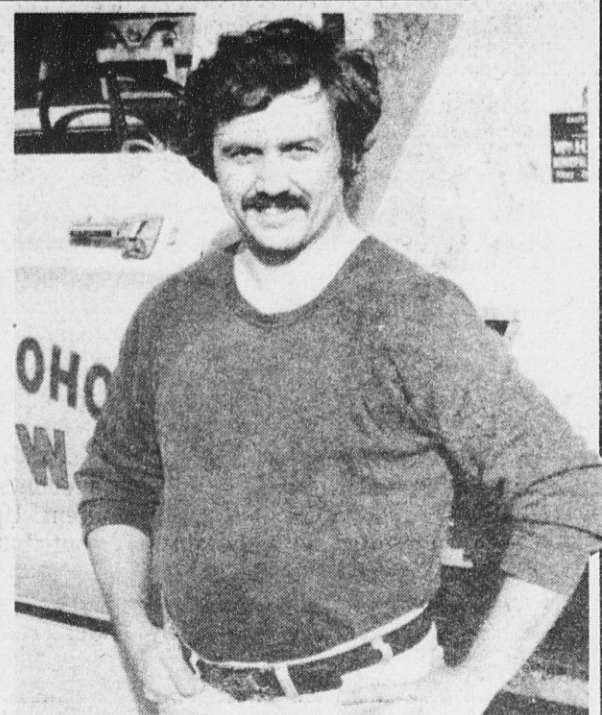
Even with a strong economic recovery, the study says, by 1984 "many low-income households will be worse off than in 1980, while high-income households will be much better off" as a consequence of Reagan's budget and tax policies.

Contrary to stated goals, the administration's cuts in such income-related programs as welfare and food stamps "create major work disincentives for the near-poor and working poor," increasing their "vulnerability to economic dependency."

Regionally, Reagan's tax and budget policies, combined with military spending increases which are "concentrated mainly in a few areas," will widen the economic gap between the richer Sunbelt states of the West and Southwest and the high unemployment Frostbelt states, especially the Midwest.

The Reagan cuts in aid to the states and the prospect of more cuts under the so-called New Federalism is ill-timed to say the least, says the study. "Because state governments are facing severe budgetary shortfalls due to the recession, this period is the worst of times in which to ask them to weigh choices about which social programs should be maintained at the state level," it concludes.

Reagan's New Federalism, along with his rejection of economic stabilization policies, "would restore economic policy and intergovernmental (federal-state) relations to their status before the New Deal" of the 1930s, the study asserts.



ROBERT FLAVIN

## Equipment operator reinstated with back pay

COHOES — Five months after he was illegally terminated, Robert Flavin has been ordered reinstated in his position as heavy equipment operator in the City of Cohoes. Arbitrator Irving Sabghir awarded Flavin full back pay (less any outside compensation or unemployment payments) together with no loss of seniority and recovery of all other benefits he had lost due to his improper termination. The approximate amount of back pay due is \$5,700.

CSEA Field Representative John Cummings assisted Attorney William M. Wallens, assigned to the case through the CSEA Legal Assistance Program, in developing a strong rebuttal of the city's case, which was built entirely on unsubstantiated opinion.

Flavin's problem began when he publicly objected to driving the old street sweeper since it was continually breaking down. While he openly complained about the assignment, he did not refuse to operate the vehicle.

However, on May 14, Commissioner of Public Works Donald F. Senecal informed Flavin that he was suspended, pending a hearing for dismissal, since "it is my (Senecal's) opinion that the sweeper breakdowns have been intentionally caused by you."

This charge and Flavin's dismissal by the city began a five month battle for the CSEA Department of Public Works unit. Cummings noted that during the following five months the city did make various "offers" to end the union's move to binding arbitration and complete vindication. "Each time that the offer got better, I knew that the city was realizing how poor its case against Flavin was," Cummings said.

During the hearing the city attempted to prove that Flavin deliberately, knowingly or maliciously tried to disable the sweeper. However, under questioning by Attorney Wallens, each city witness acknowledged that the city sweeper had a long history of stalling, and that other employees had also melted the battery cables at the terminal during other jump starts.

One CSEA witness, who also operated the involved sweeper on the day Flavin was charged with disabling the vehicle, testified the sweeper had run out of fuel, and, even after being refilled, had stalled a second and third time. He also acknowledged telling city management and other union members that he hated driving the old sweeper.

"Disciplinary actions require facts, not managerial opinions," Cummings concluded.

When informed of his reinstatement and vindication, Flavin said, "I would have lost everything without the help of the union. I'm really happy, and so is my family."

## Barber of Manhattan Psych. Center:

# Job mane-ly a challenge, but sometimes a close shave

Being a barber hardly sounds like hazardous work, but for some, like CSEA member Edward Wooten, it has its "hairy" moments.

"We have a dangerous job," says Wooten, who uses his hair grooming skills in Manhattan Psychiatric Center, where he is one of a team of 10 barbers and beauticians, members of Local 413, who attend to the hair care needs of the inmates.

"We deal with suicidals, homicidals, ambulatory and non-ambulatory psychiatric patients," he says.

A grade 7 licensed barber, the mustachioed, 34-year-old Wooten pushes his barber's cart, laden with the tools of his trade, down the corridors of the psychiatric center from 7:30 a.m. to 4 p.m. weekdays, dispensing haircuts and shaves to anywhere from 10 to 14 patients a day.

But there's a lot more to the job than just snipping, styling and lathering, the CSEA member notes.

"The job consists of a certain kind of psychology," he says, explaining that for various reasons, many inmates refuse to have their hair cut. Often he must sit patiently and try to convince them of the importance of hair care.

"I tell them it's a sanitary precaution — that it's no good to keep their hair or their beard too long . . . I run into a lot of lice." In addition to lice, said Wooten, other unhealthy hirsute conditions he encounters are dandruff, psoriasis and sores on the scalp.

"Sometimes you have to leave the patient for a

week, and they'll promise if you come back next week, they'll let you do it," he says. "But sometimes it takes a long time for them to respond, sometimes a month. Sometimes they won't let you touch them at all.

"We had one patient, it was two years or better he had not submitted to a haircut. He finally broke down about a month ago and took a cut and a shave. His hair was down his back, all braided and very filthy."

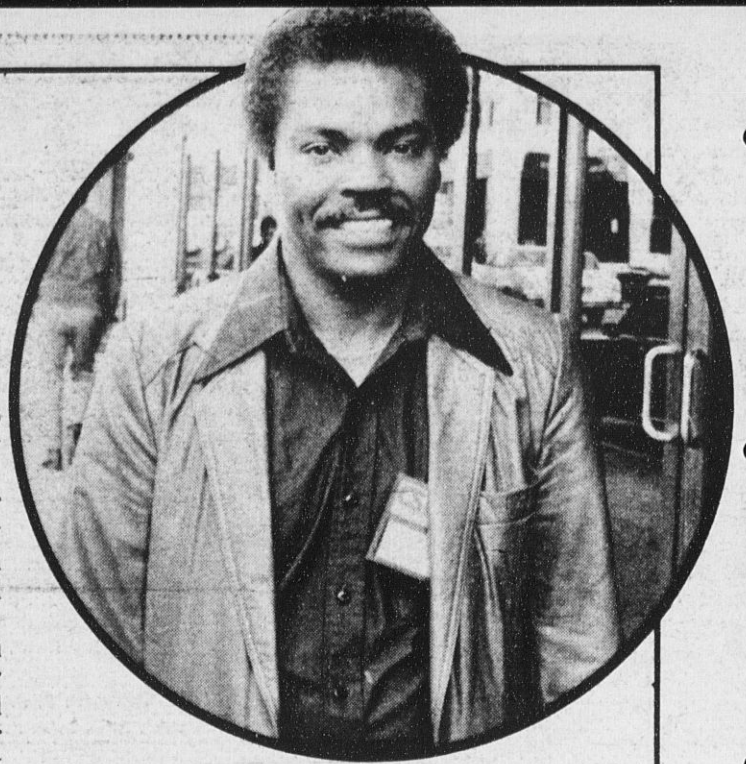
A native of North Carolina, Wooten came north to attend the now-defunct Tyler's Barber College, from which he graduated in 1961. He did the required apprenticeship under a master licensed barber before taking the licensing test and earning his own license a year later. He then opened a shop in the Bronx, where he worked for about eight years. In 1972 he went to work for New York City; it was 1979 when he joined the staff of Manhattan Psychiatric Center.

"Working with the public is one challenge, but working in an institution is another kind of challenge," he says.

Wooten divides his time between working in the facility's barber shop and roving the wards. Since there are no barber shops on the wards, what would otherwise be a routine cut and shave often becomes a difficult task.

"I have to work in utility rooms; sometimes I do it in their beds. It's very strenuous," he says.

Though he likes his work, Wooten, a CSEA delegate, would like to see his job title upgraded from a grade 7.



**EDWARD WOOTEN . . . more to the job than just snipping and styling.**

"The licensed personnel for the state are underpaid. Not only the barbers, but the beauticians, LPNs, x-ray technicians, lab technicians, radiologists," he says. "We should all be at least a grade 12 or 13. It is non-competitive and we are already licensed when we go in."

Gripes aside, Wooten finds the job rewarding, and still harbors his early ambition of working in corrections, teaching his trade to prison inmates.

"For those who may be in prison short term, I can teach them how to barber," he says enthusiastically, "so they can get a job when they get out. I like helping people and I can help them prepare for the outside world."

## Otsego County local starts fund to help fellow member and family in time of need

### Twin daughter, 4, requires delicate bone marrow transplant

COOPERSTOWN — Among the things first-time visitors to Otsego County's Leatherstocking District are impressed by are the beauty and quaintness of the area and the sincere, friendly manner of the people who live and work there.

That special we-care-about-you attitude was never more evident than when recently expressed by Otsego County employees for one of their fellow CSEA members.

Gary Harrington, an orderly at The Meadows County Infirmary, and his wife, Deborah, had learned that one of their identical twin daughters would require a delicate bone marrow transplant to help the child's body fight leukemia.

Although 4-year-old Jennifer has received chemotherapy treatment since 1981, the Harringtons only recently were told she would need the bone marrow transplant from twin Jody. When they also learned the operation in Boston would require them to stay there six weeks while Jenny remained in the hospital, it became very apparent they needed financial help.

News travels quickly in Otsego County, especially when it concerns the Harrington twins. Almost overnight Harrington's fellow CSEA members and workers at The Meadows started a fund to help the family defray expenses of the Boston trip. Although arrangements have been made for them to live at the Ronald McDonald House, the minimal charge for their expected stay and other costs could amount to a considerable hardship for Harrington, 10 years a county employee.

According to Mabel Wannamaker, president of CSEA Otsego County Local 839, the fund continues to grow by leaps and bounds, and has drawn response from employees throughout the county. Wannamaker credits part of that to the efforts of two employees at The Meadows, Sandy Hunt and Joyce Slater.

"In addition to individual contributions pouring in from members of Local 839 and other friends of the Harringtons, proceeds from a raffle will also be turned over to the general fund," Wannamaker said.

Any other CSEA local, unit or individual member wishing to contribute to the fund may send a check to: Gary Harrington Fund, c/o Mabel Wannamaker, CSEA Local 839, The Meadows, Cooperstown, N.Y. 13326.



**THE HARRINGTON TWINS, Jody, left, and Jennifer.**



# COMMITTEES

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## THE SYSTEM THAT KEEPS THE UNION MOVING FORWARD

**ALBANY —** Hard-working committee members devote much of their time to important jobs that keep the union moving. At the statewide level, CSEA standing committees carry out a wide range of duties.

They conduct studies, explore problems, recommend policies and programs and serve as watchdogs. Their concerns range from improving the members' on-the-job safety and health to providing legal services, from lobbying to training, from building membership to making convention arrangements.

CSEA's Constitution provides for a dozen standing committees, whose members must represent all six Regions.

Here's a run-down on these important committees, their duties and functions, and the latest appointments:

**Constitution and By-Laws Committee** recommends to the Delegates amendments to the union's governing documents. The committee may initiate their own proposals for revision of the Constitution and By-laws or review suggestions from the Delegates, Board of Directors, Locals or individuals.

Serving on the committee are: Carmen Bagnoli, chairperson; Nick Dellisanti, Region 1; Madeline Keohan, Region 2; Jerry Barbour, Region 3; John Cangiano, Region 4; Charlotte Murray, Region 5; and Ronald Stanton, Region 6.

**Education Committee** is concerned with the education and training needs of officers, stewards and members, and works closely with the CSEA Department of Education and Training. The committee advises the department on preparation of manuals and publications and is responsible for an education program at the annual Delegates meeting.

Serving on the committee are Sean Egan, chairperson; Shirley Germaine, Region 1; Geraldine McMiltan-Cherry, Region 2; Joseph Roche, Region 3; Barbara Skelly, Region 4; Lorraine Krup, Region 5; and Geraldine Frieday, Region 6.

**Legal Committee** is an advisory body to the statewide Board of Directors and considers certain requests submitted by Locals for legal assistance. These include review of all applications in connection with Article 78 proceedings and appeals of Section 75 disciplinary proceedings. In some cases, the committee makes recommendations to the Board with respect to disciplinary arbitrations and grievance arbitrations and to administration of the Legal Assistance Program.

Committee appointees are Carmine DiBattista, chairperson; Vito Bertini, Region 1; James Heekin, Region 2; Gary Eldridge, Region 3; Richard Canniff, Region 4; Jon Premo, Region 5; and Debbie Lee, Region 6.

**Safety and Health Committee** was originally established pursuant to provisions of collective bargaining agreements. But the mission of this active committee has been modified and expanded as a result of passage of the state's Occupational Safety and Health Act and the Toxic Substance Act (the Right to Know law), which affect all public employees within the state.

The committee is comprised of Barbara Reeves, chairperson; Nicholas Avella, Region 1; Debra Miller, Region 2; George Wilcox, Region 3; Henry Wagoner, Region 4; Edward Mulchy, Region 5; and Michael Curtis, Region 6.

**Legislative and Political Action Committee** has two basic functions: to work with lobbyists and staff in preparing legislative programs and assisting in passage or defeat of bills, and to review qualifications of candidates for public office and accept or reject endorsements of regional political action committees. The committee also recommends what assistance a candidate will be given.

The largest of the union's standing committees, the PAC includes at least three representatives from each CSEA Region, including the Regional PAC chairpersons. Members are: Joseph Conway, chairperson; Michael Curtin, Thomas Stapleton and Jean Angiulo, Region 1; Robert Nurse, Adele Borakove and Tina Packer, Region 2; C. Scott Daniels, Alexander Hogg and Doris Mikus, Region 3; John Francisco, Cheryl Sheller and Barbara Stack, Region 4; Dorothy Penner, Robert Allen and Richard Grieco, Region 5; Florence Tripi, Dominic Savarino and Barbara Justinger, Region 6; and John Chesslin, Region 2, retiree advisor.

**Election Procedures Committee** has responsibility for establishing procedures for and supervising CSEA elections at all levels. The committee also investigates and determines protests filed against statewide, region and local elections and reviews appeals from decisions of local election committees.

Serving are Gregory Szurnicki, chairperson; Warren Martin, Region 1; Ralph Rivera, Region 2; Kay Cayton, Region 3; Karen Pellegrino, Region 4; Harold Reinhardt, Region 5; and Genevieve Clark, Region 6.

**Retirees Committee** provides CSEA's retiree members with representation to the President and the Board of Directors in all matters affecting the security and enjoyment of their rights and benefits as retired public employees.

Committee members are: John Chesslin, chairperson; Ed Holland, Region 1; Salvatore Butero, Region 2; Carmine LaMagna, Region 3; Charles Foster, Region 4; Mary McCarthy, Region 5; and Melba Binn, Region 6.

**Membership Committee** monitors and reviews membership statistics and is responsible for expanding the membership of the union by devising new recruitment programs. The committee is also responsible for verifying membership figures for voting strength at Delegate meetings.

Serving on the committee are: Patricia Pflieger, chairperson; Carol Guardiano, Region 1; Priscilla Bullock, Region 2; Joseph Roche, Region 3; Jeanne Lyons, Region 4; Frank Zammiello, Region 5; and Gerald Prince, Region 6.

**Insurance Committee** meets periodically with representatives of the insurance agency and of the various insurance companies to discuss the status of the insurance plans and to consider any changes and improvements, and then makes recommendations to the statewide Board of Directors as needed.

Members of the committee are: Judy Salisbury, chairperson; Charles Sclafani, Region 1; Iris J. Daniels, Region 2; Robert Thompson, Region 3; Judy Remington, Region 4; Hugh McDonald, Region 5; and Joyce Weimer, Region 6.

**Methods and Procedures Committee** was conceived from a need to make the structure of the union more responsive to the changing needs of the membership and was given the responsibility of conducting an intensive review of the union's structure. The committee reviews suggestions dealing with topics such as dues structure, composition and operation of the Board of Directors and negotiating teams, and duties and responsibilities of staff members.

Committee members are: C. Allen Mead, chairperson; John Aloisio, Region 1; Nancy McNeil, Region 2; John Lowery, Region 3; Barbara Stack, Region 4; Patricia Callahan, Region 5; and Grace Steffen-Boylor, Region 6.

**Convention Committee** is responsible for selecting the site and establishing the time for annual Delegate meetings and any special Delegate meetings called by the CSEA President. The Committee also establishes guest lists, sets up seating arrangements, and in general, hosts the conventions' social activities.

Serving on the committee are: Robert Smith, chairperson; Paulette Barbara, Region 1; Rene Thompson, Region 2; Richard Riley, Region 3; Karen Murray, Region 4; Bruce Nolan, Region 5; and Jim Jayes, Region 6.

# The Erie Barge Canal



**LOCK 32** — The Erie Barge Canal Lock 32 is well maintained by employees, as this picturesque view shows. A small park, at right, allows for public recreation and observation of watercraft passing through the lock from atop small white building at right.

**SAFETY RECORD** — Dennis Hewitt, left, and Walter Pile, of CSEA Transportation Local 506 in Rochester, proudly stand by sign showing record of more than 1,000 days without an accident that led to work loss.

## DOT workers play vital role in manning N.Y.'s waterways

ROCHESTER — The old Erie Canal may be known around the world, but the people who help run today's Erie Barge Canal are anonymous workers whose contributions often go unnoticed.

They are employees of the New York State Department of Transportation, and they play a vital part in transportation and recreation on the waterways of New York. They are responsible for manning the locks that allow water traffic to proceed through a wide range of water levels with safety and orderliness.

CSEA Local 504 in the Rochester area is one of those units that serves, but is seldom seen.

"Our members are carrying out the very important job of protecting the public safety," stresses Dave Latch, lock operator.

"We are also concerned with members' on-the-job safety," adds Latch, a member of CSEA's Statewide Safety Committee. "As you can imagine, it wouldn't take much of a slip to cause a very serious accident around boats and waterways, but our members are alert and do a terrific job in helping the public use the state's great waterways."

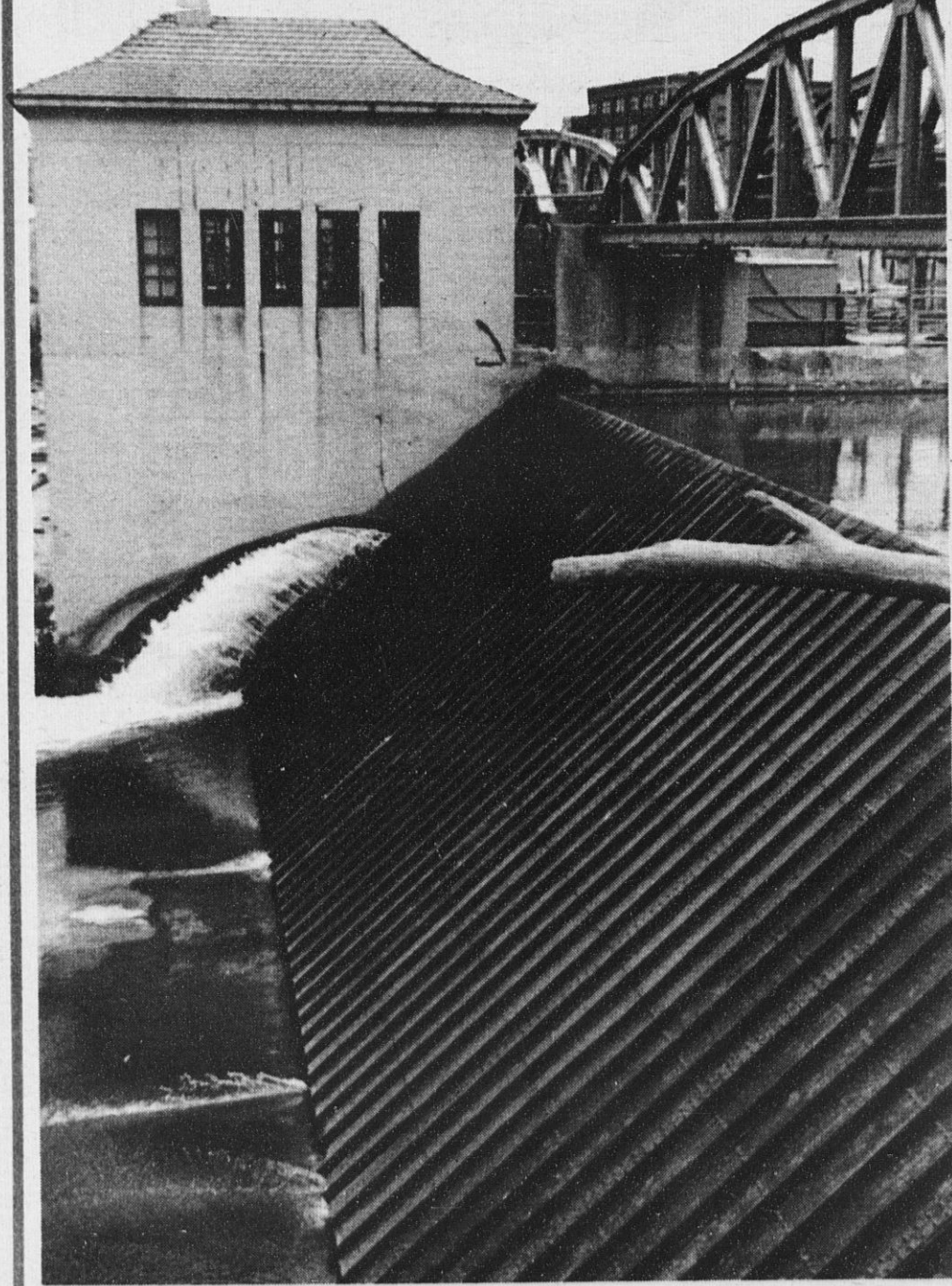
For many years, the historic Erie Canal, an artificial waterway, served the area between Buffalo on Lake Erie and Albany on the Hudson River as a horse-drawn water freightway and link to Lake Erie. It was immortalized in the ballad, "Fifteen Years on the Erie Canal."

Dating to 1825 and about 365 miles long, the canal stimulated the growth and financial development of New York and many Midwestern cities.

The New York State (Erie) Barge Canal was built in 1914 along part of the path of the old Erie Canal. About 525 miles in length, it is a key link to the waterways of New York, long a major attraction for recreational boating enthusiasts in addition to commercial freighters.

Today, boaters and commercial watercraft can travel to lakes Ontario, Cayuga and Erie via the canal and the water locks that are operated by the DOT employees.

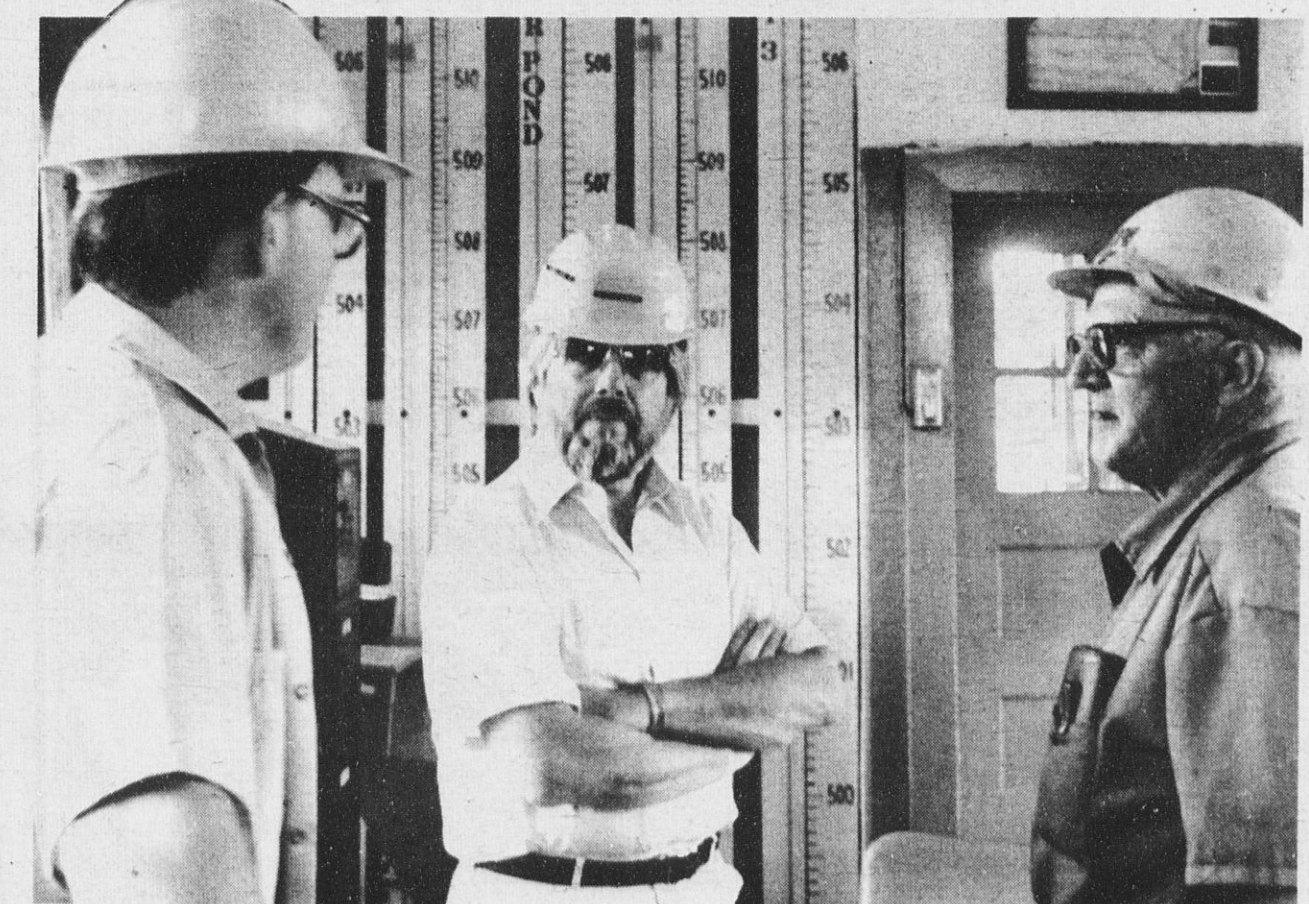
**CANAL CREW** — Lynn McSloy, canal helper, goes to work at the Court Street Dam in Rochester.



**COURT STREET DAM** — This Rochester dam has three purposes: It serves as a flood control area, stores water for hydroelectric energy and controls the water level for 75 miles of the Erie Canal.



**CANAL CONTROL** — Local 504 member Barbara Welch is a canal structure operator for the Department of Transportation at Lock 32.



**INSPECTION TOUR** — CSEA's safety coordinator, Nels Carlson, center, meets with members Bill Hatch, left, of CSEA's Statewide Safety Committee, and Bill Showman, chief lock operator, at the Court Street Dam.

# School bus driver riding high on ruling against forced retirement

DUNDEE — A school bus driver who loves his job but was forced to retire because he reached the age of 65 has won the first battle in his struggle to regain his job.

Abraham Ten-Hoeve has been upheld by the State Supreme Court in his contention that his automatic dismissal at the age of 65 was improper and violated the U.S. and New York State Constitutions, according to CSEA Attorney Pauline Rogers Kinsella.

"Although this matter has been appealed by the Dundee School District and the New York Commissioner of Education, this is a significant finding regarding arbitrary age limits," said Attorney Kinsella. "The Supreme Court in this case has held that no factual basis had been provided to support the claim of the state's education commissioner that the age limit of 65 was necessary, appropriate or authorized by law." She said the age limit of 70 has been statutorily set by the State Legislature.

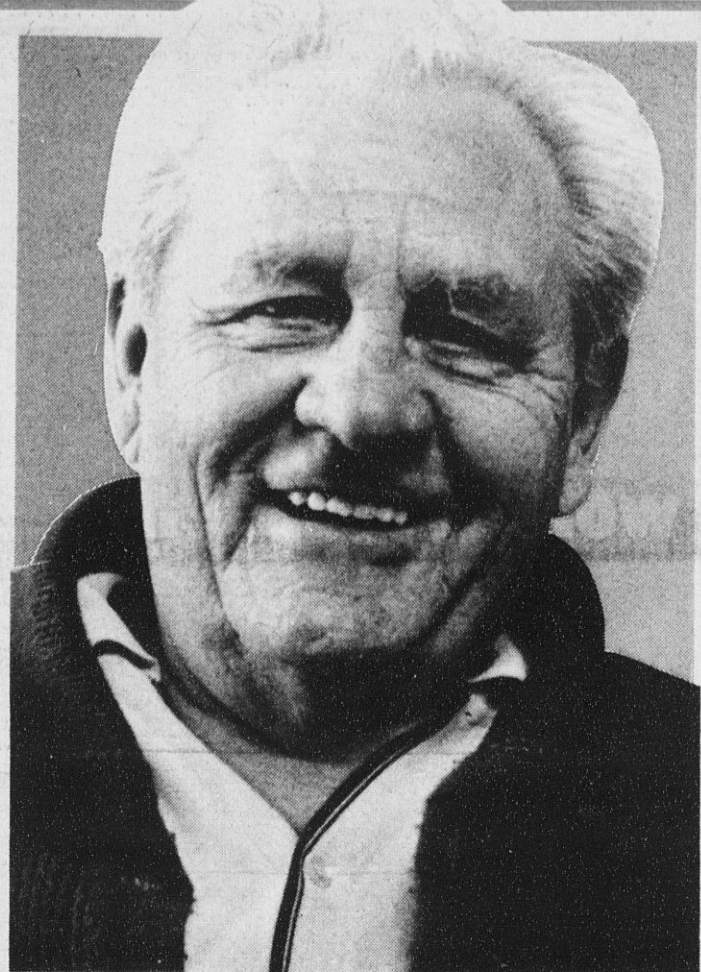
Although boosted by his victory in the courts, Ten-Hoeve has not yet returned to what he calls his "labor of love." The four trips a day, transporting 40 high school and

grade school students to home and back has made Ten-Hoeve a favorite with his passengers.

"The day I left, there were an awful lot of kids crying," Ten-Hoeve remembers. "I got along great with everyone and it was really enjoyable getting to know the youngsters on my route, but just like General MacArthur, I promised them when I left I would return."

His return is still pending the appeal, which should be heard in early 1983, according to Kinsella. But it won't be a day too soon for the jovial bus driver, who has gone through a maze of red tape in attempts to get his job back before "CSEA came to the rescue."

"I was a truck driver for 12 years in the New York City area and was a member of the Teamsters Local 805," he said, "but I never had an occasion to call on them for any union problems. So, it was quite a surprise and a good feeling to see how CSEA went to bat for me when I needed them. I will be forever grateful for their help," he said, thinking of the day when he will be back at the wheel of his big, yellow Dundee Central School District bus.



ABRAHAM TEN-HOEVE . . . 'I promised I would return'

## Town employee reinstated; chronic absenteeism wasn't willful, court rules

OYSTER BAY — Before a government can fire employees for chronic absenteeism, it has to prove that their absences were willful, says a decision in a court case recently won by CSEA Long Island Region I.

On Jan. 20, 1982, the Town of Oyster Bay fired Thomas Chopay, an employee of the Division of Environmental Control, charging he was "chronically absent" from his job as an incinerator plant attendant, from Jan. 1 to July 28, 1981.

At a Section 75 hearing, an agreement was reached that Chopay would report to work for at least 80 percent of the days between Aug. 25 and Sept. 25, 1981, with the stipulation that the town and CSEA would meet on Oct. 1 to discuss the final disposition of the case.

Later, the Oct. 1 hearing date was rescheduled to Nov. 5 under same terms and conditions. On Oct. 30, Chopay injured his back while closing an incinerator door. The hearing officer moved the final hearing date to Dec. 18 and reiterated the 80 percent attendance requirement but Chopay was unable to meet it because of his back injury.

On Jan. 20, 1982, the hearing officer found Chopay guilty of excess absenteeism, and he was dismissed by Frank Antetomaso, commissioner of the Department of Public Works.

CSEA appealed in Supreme Court in Nassau County, arguing that the hearing officer "improperly considered the absences" which were the result of the work-related injury. CSEA said it was an error by the hearing officer to consider absences from Nov. 6 to Dec. 18 in determining if Chopay's absenteeism was misconduct under Article 75 of the Civil Service Law.

The court agreed and returned the matter to the hearing office. Chopay returned to work.

There is speculation that the town may appeal but CSEA says it is not only confident that it will win an appeal but that Chopay is eligible for back pay.

"We have cases that show once a hearing officer's determination is overruled by the courts, the employee can collect back pay," said Barry Peak, an attorney for Local 830.

EAP MILESTONE — A letter endorsing the joint labor-management approach to Employee Assistance Programs in the political subdivisions was recently received by EAP Director Jim Murphy and Patricia Walsh, executive director of the Supervisors and County Legislators Association. The letter, signed by CSEA President William L. McGowan and Beverly E. Livesay, head of the Supervisors and County Legislators Association, represents a major boost in extending EAP to local levels of government.



## CSEA Staff Openings

ALBANY — CSEA is seeking candidates to fill the staff positions of executive director and regional director for the Metropolitan regional office.

Applicants for the executive director position should have significant experience in analyzing and initiating organizational programs, implementation of operating procedures, staff administration, and negotiation and administration of collective bargaining agreements. A bachelor's and advanced degrees are preferred for this Headquarters position in charge of overall operations of the union.

Applications are also being sought for a regional director to provide assistance to the union's members throughout the five boroughs and to supervise the Region II field staff.

Qualified candidates should possess experience in administration and supervision, contract administration and collective bargaining agreements.

Applicants for either position should submit complete resume and salary history no later than Nov. 22 to CSEA Personnel Director, Box 125 Capitol Station, Albany, N.Y. 12224.

# Court ruling should end inequity to workers absent from work due to job injury; directive due

ALBANY — The governor's Office of Employee Relations (GOER) will soon be issuing a directive to all departments and agencies which corrects an inequity affecting public employees absent from work because of on-the-job injuries, according to CSEA Atty. Pauline Rogers Kinsella.

The directive is the result of a New York Court of Appeals ruling (Jefferson vs. Bronx Psychiatric Center) involving a state employee who was required to use accumulated leave credits for the first 10 days of absence, as provided by State/CSEA contracts.

Kinsella explained that in the past, the Worker's Compensation Board, which argued the case for the employee it represented, would direct the insurance carrier to pay a "credit" to the employer. This amounted to a reimbursement to the state for each day the employee received sick leave credit payment.

"The inequity was that although the state received payment from the insurer, this payment was never passed on to the injured employee," the attorney explained. "With certain exceptions, the employee's leave credits used during the first 10 day of absence were not restored."

The Court of Appeals held that the employee was entitled to receive the worker's compensation benefits in such cases, and that the State Insurance Fund should make the benefits payable to the employee.

"This decision has a great deal of practical impact on the CSEA State Division members," Kinsella said. "Keep in mind that we're talking about an employee who suffers on-the-job injuries and who claims occupational injury leave with pay. And we're assuming the employee ultimately

gets a favorable ruling from the Worker's Compensation Board."

After meeting with state officials to discuss the practical effects of the Jefferson decision, Kinsella reports that, "GOER intends to issue a memorandum to all departments and agencies, advising them that, although they are not compelled by the Jefferson decision to restore leave credits upon an award by the Worker's Compensation Board in the event that they have reason to believe that the employee is either not disabled or that the injury is not job related, the employer will not be entitled to a 'credit' from the Worker's Compensation Board, where the determination not to restore leave credits is made. The employee will receive the Worker's Compensation benefit directly.

"The departments and agencies," she explained, "will further be advised that they should make determinations concerning whether leave credits will be restored before the Worker's Compensation Board issues its award, so that the employee ... will know whether or not leave credits are restored by the employer. If they are not, the employee should be directed to advise the Administrative Law Judge of this fact, and an award will accordingly be issued directly to the employee."

Finally, employees required to use leave credits during the entire period of absence and whose leave credits are not restored after the worker's compensation board award has been made, will still have the option of filing a contract grievance.

Although the Jefferson decision involved a state employee, the court's action is expected to apply to workers in the political subdivisions, too.

# Lag payroll about to take effect for state workers

EDITOR'S NOTE: The state has decided to implement a lag payroll that it says is required because of "fiscal circumstances" and to prevent mass layoffs. The lag delays an employee's payday by one working day per pay period over the course of ten payroll periods. In effect it defers one paycheck in the state's current fiscal year, thus lagging the state's cost to some future date, which is the date a lagged worker leaves state service. Workers receive the lagged paycheck at the rate of pay in effect when they leave. The lag affects all state workers, including about 100 top executives who head various departments and agencies.

ADMINISTRATIVE PAYROLL		
Lag begins with 17th payroll period which ends on November 17, 1982. Pay dates will be as follows:		
	Pay Dates	No. of Days Since Last Payday
(Thurs.)	Nov. 18, 1982	15
(Fri.)	Dec. 3, 1982	15
(Mon.)	Dec. 20, 1982	17
(Tues.)	Jan. 4, 1983	15
(Weds.)	Jan. 19, 1983	15
(Thurs.)	Feb. 3, 1983	15
(Fri.)	Feb. 18, 1983	17
(Mon.)	March 7, 1983	15
(Tues.)	March 22, 1983	15
(Weds.)	April 6, 1983	15

End of lag with normal paydays resuming on every other Wednesday (bi-weekly).

INSTITUTIONAL PAYROLL		
Lag begins with 17th payroll period which ends on November 24, 1982. Pay dates will be as follows:		
	Pay Dates	No. of Days Since Last Payday
(Fri.)	Nov. 26, 1982	15
(Mon.)	Dec. 13, 1982	17
(Tues.)	Dec. 28, 1982	15
(Weds.)	Jan. 12, 1983	15
(Thurs.)	Jan. 27, 1983	15
(Fri.)	Feb. 11, 1983	15
(Mon.)	Feb. 28, 1983	15
(Tues.)	March 15, 1983	17
(Weds.)	March 30, 1983	15
(Thurs.)	April 14, 1983	15

End of lag with normal paydays resuming on every other Thursday (bi-weekly).

# Delegates meeting scheduled for November 29

ALBANY — CSEA's Statewide Delegates will be called into special session on November 29th to consider a report by a Committee to Restructure the Statewide Board of Directors created by the Delegates during their annual meeting in Buffalo last month.

It was during the annual meeting that a motion was passed by the Delegates directing CSEA President William L. McGowan to immediately appoint a special committee to examine problems with the structure of the union's Board of Directors and to recommend changes in the Board's structure to a Special Delegate's Meeting to be held within 45 days of the Buffalo session.

Complying with the Delegate's mandate, the union president last month appointed the Committee to Study Restructuring of the Board of Directors. It met on October 26 to review problems cited in connection with the current Board structure and to draft ideas to be finalized in another extensive review on November 5. Details of the committee's final report will appear in the November 19th edition of The Public Sector.

Already, however, Committee Chairman Nicholas Abbatiello says the Committee has identified several specific areas of interest concerning the present structure of the Board.

Abbatiello, a member of the Board representing Nassau County,

said one of the committee's interests is the size of the present body, numbering approximately 120 individuals. Further, the present Board is not directly connected with other structural components of the union. For example, the six Regions of CSEA are not proportionately represented on the present Board and current Board members may or may not have any function within the Regional structure.

Finally, Abbatiello says, the committee recognizes that the present Board is not structured in any way to reflect bargaining units created as a result of the enactment of the state's Taylor Law some 15 years ago.

These matters will be among the topics expected to be considered at the committee's November 5 meeting in Albany.

Members of the Committee, by Region, are: Region One — Mr. Abbatiello, Charles Novo, Carol Craig, Charles Sciafani; Region Two — Joseph Johnson and Brenda Nichols; Region Three — Alex Hogg, Kay Cayton and John Catoe; Region Four — Thomas Jefferson, Cindy Egan and Grace Vallee; Region Five — William Krivyanik, Art Collins and Lois Issacs; Region Six — Elaine Todd, Victor Marr and Dominic Spacone, Jr.

The structure of CSEA's Statewide Board of Directors is established under the union's Constitution. Should the Committee recommend changes in the present structure of the Board, the changes would have to be approved by the union's Statewide Delegates in two separate meetings as are all amendments to the CSEA Constitution.

# Onondaga Contract Dispute

## Local 834 readies for final fight

SYRACUSE — CSEA regional and local officials have alerted the nearly 4,000 employees represented by Local 834 that they are geared up for the final showdown fight over the recent con-

tract dispute with the Onondaga County Legislature.

Jim Moore, Region V president, has pledged the complete support of regional and statewide staff, including legal services, in addition to his personal commitment to the fight over contract negotiations.

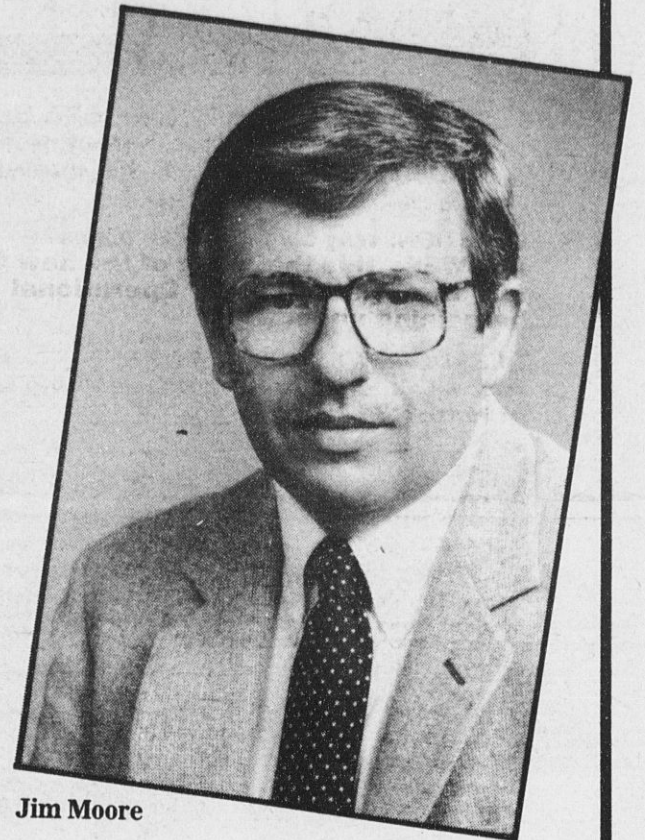
"We want every Onondaga County employee represented by CSEA to know the union will continue to do everything in its power to make the county reach a fair and equitable contract settlement," Moore said.

Tom Murphy, Local 834 president, indicated the negotiating team is also steadfast in its determination to continue the fight for increased wages and other contract language that will insure future job security.

"Our contract proposals have been reasonable," Murphy said, "but the county continues to offer no money while dragging its feet on other language issues."

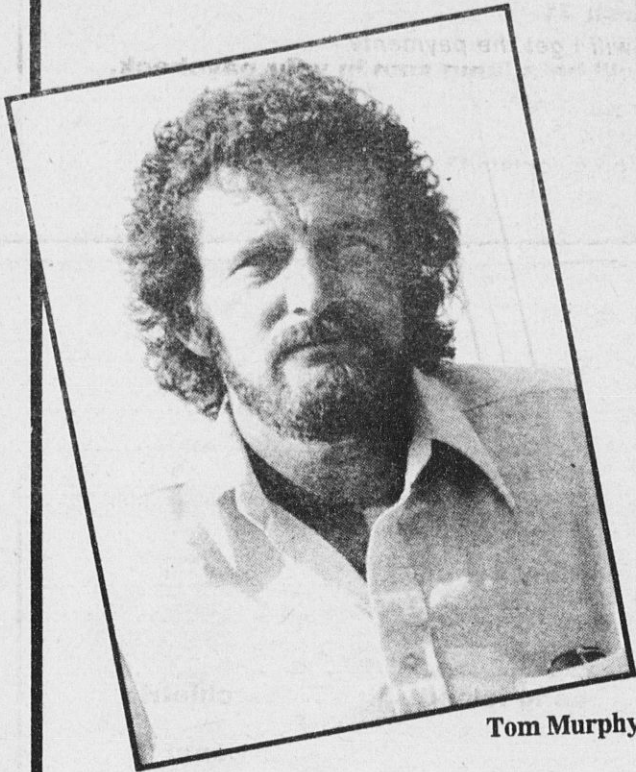
Roger Kane, CSEA collective bargaining specialist and chief negotiator for the employees, remarked about the stalemate: "The county has offered us no money for July 1 of this year. The county executive (John Mulroy) has budgeted money for the employees and the Legislature slashed it out of the budget. In our opinion the county budget has been mismanaged and the fast-talking legislators have taken the easy way out and used county employees as scapegoats."

"Onondaga County employees have earned a fair wage increase and we will fight like hell to



Jim Moore

see that they get it," Kane went on. "We are ready to talk, if the county is prepared to get back to meaningful negotiations. If not, we are also prepared to carry this dispute all the way to a legislative hearing. If it comes down to that, I hope the legislators will be prepared to face 3,700 angry employees at the hearing."



Tom Murphy



PICKETING FOR JOBS — CSEA Western Region VI Third Vice President Gerald Prince, right, joins other members of a labor coalition picketing for jobs recently outside the Federal Building in Buffalo. CSEA

Region VI President Robert L. Lattimer was among area labor officials who addressed the rally participants.

# State employees will receive one-time, one percent bonus

State employees in the CSEA bargaining units will be getting a one-time bonus in next month's paychecks. Here are answers to some of the questions most frequently asked about the payment:

**QUESTION: Why am I getting a bonus?**

**ANSWER: It is the result of the new CSEA/State contracts for the Institutional, Operational and Administrative bargaining units.**

**QUESTION: Who is getting it?**

**ANSWER: Full-time employees who were on the payroll as of March 31, 1982.**

**QUESTION: Are there any other requirements?**

**ANSWER: Yes. Your job performance must at least be "satisfactory."**

**QUESTION: What if I've retired?**

**ANSWER: If you have retired since March 31 you still receive the money. The same holds true if you've been promoted. But, if you've resigned, you will not receive it.**

**QUESTION: What about a leave of absence?**

**ANSWER: If it's an authorized leave, and you return to work within a year of the bonus, it will be paid then.**

**QUESTION: What if an employee is deceased?**

**ANSWER: Payment will be made to either the beneficiary or the estate. But again, the employee must have been on the payroll as of March 31.**

**QUESTION: How often will I get the payment?**

**ANSWER: Once. It will be a lump sum in your paycheck.**

**QUESTION: How much will it be?**

**ANSWER: One percent.**

**QUESTION: How will it be calculated?**

**ANSWER: The bonus will be based on your annual salary as of the day the payment is made. For example, on a yearly salary of \$12,500 the bonus would be \$125. Overtime pay and/or location pay will not be included.**

**QUESTION: When will I get it?**

**ANSWER: The state must make the payment during the month of December (1982).**

## A new approach to absenteeism issue

ALBANY — Section 33.5 of the State/CSEA contracts for the Institutional, Operational and Administrative bargaining units is a new approach to the alleged problem of excessive absenteeism among a small fraction — perhaps less than 1 percent — of the entire workforce. It is based on the simple proposition that an employer has the right to expect the employee to be at work, but CSEA attorney Michael Smith adds that in its application Section 33.5 tempers justice with mercy.

Chronic time and abuse violators put an unfair burden on their co-workers. Mandatory overtime and double shifts, for example, are direct effects; cost overruns, indirect. Something had to be done, and while another union responded by surrendering five sick days for new employees, CSEA and the state took a different approach.

Under CSEA's contracts, notices of discipline arising from chronic time and abuse violations will now be reviewed by a permanent umpire, "when the notice of discipline, based solely on time and attendance, contains a proposed penalty of a written reprimand, a fine not to exceed \$100, a suspension without pay for not more than three days or a loss of leave credits of not more than three days, except for notices of discipline based solely on tardiness, which shall initially be heard by a permanent umpire irrespective of the proposed penalty."

The impartial umpire will hear the case, look at the facts, listen to witnesses and render a decision which is final and binding. But, there are also certain safeguards. For example, the state must still abide by the principles of corrective discipline and counsel the employee prior to bringing him or her up on charges. A union representative may accompany the employee to the hearing. Moreover, what Smith calls "mitigating factors" may be entered into testimony. And, if the umpire so chooses, he may analyze individual cases and then recommend to management ways to correct specific problems.

A "mitigating factor," says Smith, might be the case of a single parent who has to wait each morning to put his or her child on a school bus. If the bus is late, so is the employee. The umpire might recommend, given these circumstances, that the employee's work schedule be adjusted accordingly.

In order for Section 33.5 to succeed, the choice of permanent, impartial umpires was critical. Again, to quote the state contracts, "the state and CSEA shall mutually select a panel of one or more permanent umpires, which panel shall serve for the term of this agreement, and shall be jointly administered by the state and CSEA."

Jeffrey Selchick and William Coleman were recently designated umpires. Smith believes both men are "sufficiently sophisticated in labor relations to understand the issues and be impartial," and says CSEA accepted them because they have demonstrated "sensitivity to the needs of employees."

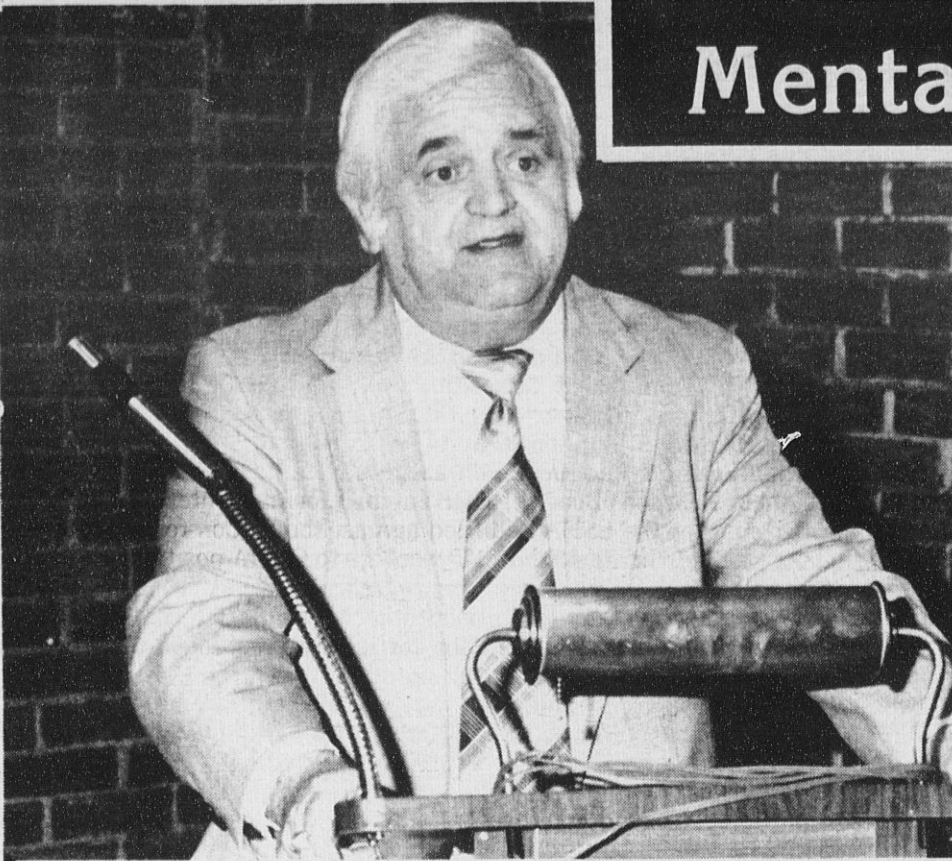
One definite advantage of this new system is that it expedites the process. Umpires have regular schedules of hearings at eight different statewide locations. (See the monthly schedule of "Time and Attendance Hearings" which accompanies this article.) Under the old contracts, hearings could go on for months. Now, in most cases, decisions are expected to be handed down immediately.

### TIME AND ATTENDANCE HEARINGS

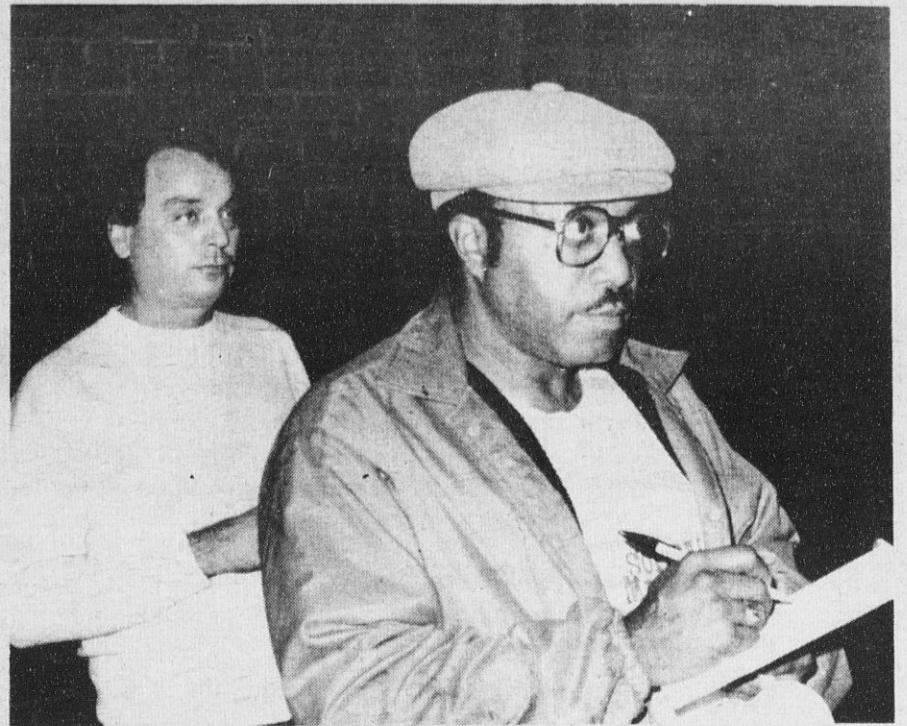
#### Monthly Schedule

DAY	PLACE	LOCATION
Every Tuesday	Long Island	Pilgrim Psychiatric Center O.M.H. Regional Office Building 63, Room 1-120 West Brentwood
Every Wednesday	New York City	Hearing Room No. 1 80 Centre St. New York
1st Wednesday	Rochester	D.O.T. Regional Office 3rd Floor, Conference Room 301 1530 Jefferson Road Rochester
1st Thursday	Buffalo	Sen. Walter J. Mahoney State Office Bldg. 65 Court St., Part VI Buffalo
2nd & 4th Wednesdays	Albany	Swan St. Building Oral Test Rooms, Sub-level 3B Core 2 Albany
2nd and 4th Thursdays	New Paltz	SUNY Student Union Building Room 418 New Paltz
3rd Wednesday	Syracuse	State Office Building 333 E. Washington St. Right of Way Conference Room/Interviewing Center Syracuse
3rd Thursday	Binghamton	Binghamton Psychiatric Center Adman Building 425 Robinson St. Binghamton

# Mental Hygiene President's



CSEA STATEWIDE PRESIDENT WILLIAM L. MCGOWAN took the floor during a lively questions and answers session at the three-day Mental Hygiene President's Association workshop.



UNDIVIDED ATTENTION — Mickey Stanton, left, and Leroy Freeman, of the Buffalo Psychiatric Center pay close attention to the agenda.

## "United We Stand, Divided We Fall"

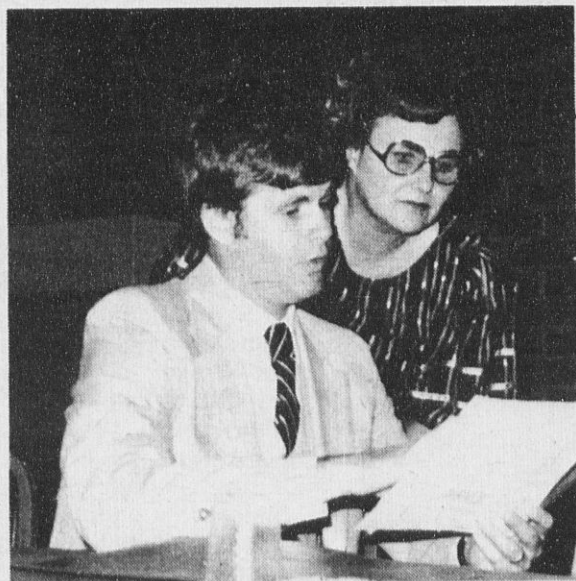


SPECIAL THANKS — Region I President Danny Donohue awards a plaque to Collective Bargaining Specialist Bob Guile, formerly assigned to work with CSEA's mental hygiene locals.

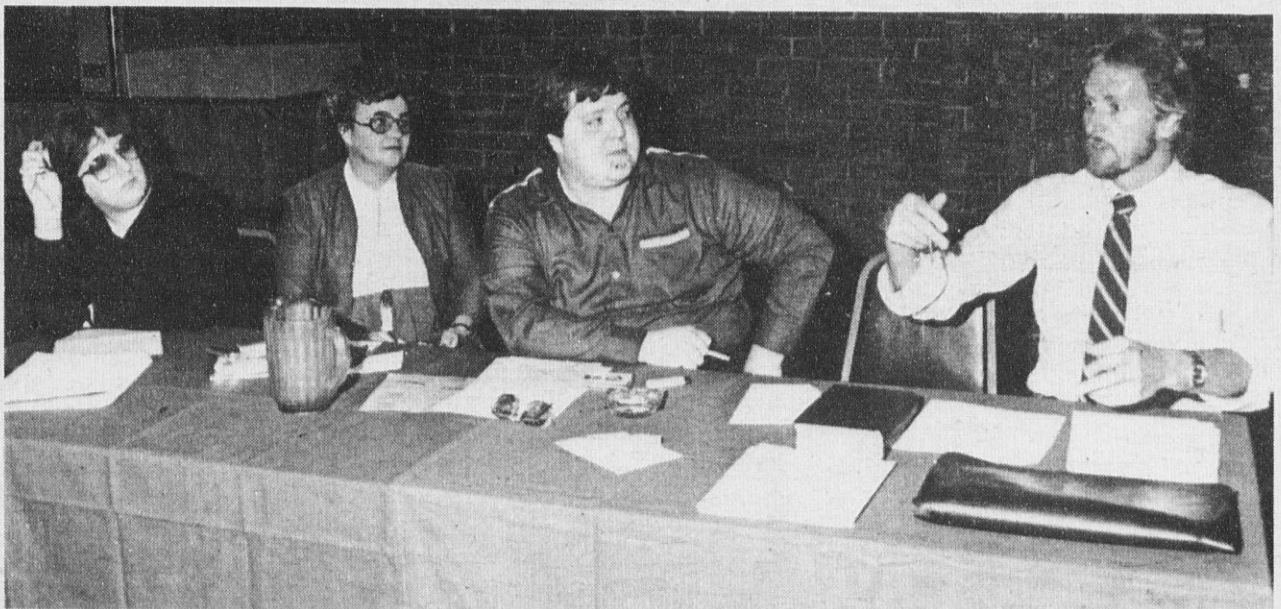
### Theme set atmosphere for three-day workshop

CATSKILL — It was a diverse gathering of people, but the theme "United We Stand, Divided We Fall" set the mood for a recent weekend gathering of CSEA's mental hygiene local presidents and board representatives.

They came together as the Mental Hygiene Presidents' Association, chaired by Sue Burczinski, and spent three days discussing both common goals and common problems.



SUE BURCRZINSKI, chairwoman of the Mental Hygiene President's Association, looks over the shoulder of CSEA attorney Mike Smith who led a discussion on the new state contract.



BE ALERT — CSEA Associate Director of Research Bruce Wyngaard cautioned participants to be alert in the face of potential cutbacks in the workforce. From left are, Wanda Lubinski, Sue Burczinski and George Boncoraglio.

# Association



DANNY DONOHUE, Region I President, is honored as the outgoing chairman of the Mental Hygiene President's Association. Presenting the award is Jean Frazier of the Pilgrim Psychiatric Center.



BOB THOMPSON of the Harlem Valley Psychiatric Center shares a few words with CSEA Statewide Secretary Irene Carr.



A LIGHTER MOMENT — CSEA President William L. McGowan, left, and Jon Premo of the Rome Developmental Center take a break during the recent three-day workshop.

## Union seeking to represent ORDA workers

ALBANY — The Capital Region of the Civil Service Employees Association (CSEA) is seeking certification as the collective bargaining agent for all employees of the Olympic Regional Developmental Authority (ORDA).

This action stops ORDA from changing any of the terms and conditions of employment of some 200 public employees recently transitioned to ORDA from the state's Environmental Conservation Department (EnCon) and the Town of North Elba.

The petition for certification was presented to the state's Public Employment Relations Board (PERB) at an informal conference on four improper charges the CSEA had filed against the EnCon for its actions involving the illegal transition of 125 workers to ORDA positions without prior negotiations with the employees representative.

Also at the session, four additional improper practice charges were filed against the Town of North Elba for its involvement in the ORDA controversy.

Those charges are: failure to negotiate on the issue of contracting out; refusal to negotiate the impact of the transition; discrimination against the long term CSEA members for the purpose of discouraging membership in the union and contracting out in order to avoid the existing contract and to deprive the employees of their rights under the contract, the Taylor Law and Civil Service Law.

The action of filing for certification as collective bargaining agent for the 200 workers (125 from the state, 75 from the Town of North Elba) precludes ORDA from making any changes in the terms and conditions of employment of the workers per their previously existing contracts until the representation matter is resolved.

A formal hearing on all issues is scheduled for November 4.

## Special open enrollment period for CSEA group life insurance

The Special Open Enrollment Period for the CSEA Group Life Insurance Plan ends December 10, 1982. This means that if you are under age 50 you can get this life insurance without answering any of the medical questions on the application — regardless of your physical condition. If you are over age 50, simply complete the short statement of health.

This offer is made to CSEA members only so if you are not a member you may apply for CSEA membership and insurance protection at the same time.

Nearly 75,000 CSEA members have this low-cost group insurance that has paid out over \$140,000,000 in death benefits to the survivors of CSEA members. Remember, the deadline for this Open Enrollment is December 10.

## \$6,000 award highlights suggestion program for Sept.

Nineteen awards were approved under the state's Employee Suggestion Program administered by the State Civil Service Department during September.

Topping the awards list was one for \$6,000 granted to Ralph A. Cioffi, a supervising electrician with the Department of Transportation in Albany. Cioffi won the large award for proposing the purchase and installation of two-phase solid state controllers to replace obsolete traffic signal controllers.

Following are some of the other larger award winners and a brief statement on their award-winning ideas.

\$615 — Harold Beckmann, a Conservation Recreation Facilities Supervisor IV with the Department of Environmental Conservation in Ray Brook, devised a new form which consolidated and replaced five forms.

\$170 — Joanne S. Mareklinger, a Senior Audit Clerk with Audit and Control in Albany, suggested a new

process to adjust the hourly rate of pay for employees.

\$100 — Stephen T. Dombroski, Jr., a Senior Municipal Research Assistant with Audit and Control in Albany, devised a new form to be used by school districts in reporting assessment adjustment.

\$100 — Bonnie Roby DeGraw, a Typist with the Department of Transportation in Monticello, designed a new form to be used for entry of all pertinent information regarding requisition, ordering and receipt of highway signs.

\$100 — Joan L. Bray, a Senior Stenographer with the Department of Transportation in Albany, proposed the revision of a form.

\$50 — Betsy Grinter, a Data Machine Operator, and Mildred Cunningham, a Typist, both with the Department of Motor Vehicles in Albany, were jointly recognized for designing a new form to allow schools to get needed information to duplicate driver education certificates when students have lost them.



# Labor played critical role in Cuomo victory

(Continued from Page 1)

But the efforts of the union staffers were dwarfed in comparison to the all-out commitment of thousands of CSEA members across the state who pitched in to volunteer their services to help Mario Cuomo make it to the Governor's Mansion. From handing out campaign literature, to placing hundreds of thousands of telephone calls from phone banks, to sponsoring fundraising events and rallies, CSEA members across New York put muscle behind the union's unprecedented endorsement.

Countless manhours of volunteer work within the Cuomo Campaign turned out to be crucial to the Cuomo victory. With more than five million votes cast statewide, the Cuomo margin of victory was less than 165,000 votes. Obviously the support of CSEA, and its nearly 250,000 members, was critical to the outcome.

But the union's political role extended even beyond the gubernatorial contest. Attorney General Robert Abrams, the union's endorsed candidate, easily won re-election as expected over Republican challenger Frances Sclafani. William Finneran, the dark horse candidate for Comptroller endorsed by CSEA was, as expected, easily defeated by incumbent Comptroller Edward Regan.

Also, CSEA was active in statewide races for seats in the legislature's Senate and Assembly. An accounting of the union's success in those races will appear in the next edition of the Public Sector, but Joseph Conway, chairman of CSEA's Political Action Committee, said he estimates the union scored a better than 90 percent success rate in Senate and Assembly endorsements.



## Nursing clerk upgradings

A story in the previous issue of The Public Sector concerning the upgrading of nursing station personnel at three work locations referred to the affected job title as nursing station attendants. The correct job title is nursing station clerks. The three-level upgrading, from grade 4 to grade 7 was achieved through a joint effort by union officials at the three work locations involved, according to Downstate Medical Center CSEA Local 646 President Frances DuBose-Batiste. Other nursing station clerks are assigned to Upstate Medical Center and the University Hospital at SUNY Stony Brook.



HEALTH AND SAFETY SPECIALISTS have now been assigned by CSEA to each of the six regional offices. They are from left: Mitchell Brathwaite (Region II), Angela DeVito (Region IV), Marian Frangella (Region III), John Bieger (Region VI), Denis Kovalich (Region V) and Tom Tighe (Region I).



IT'S OFFICIAL! State Senator Warren M. Anderson, right, prepares to cut the ribbon to open the Kiddie Korral Day Care Center, Inc. for children of employees at Binghamton Psychiatric Center. Assisting in the ceremony were Dr. Louis Dozoretz, director at the MH facility, and Laurie Henderson, director of the day care center. More than 30 representatives from state agencies, CSEA and other employee unions attended the recent grand opening event.



by Dr. Phillip L. Polakoff

## Work and Health

Everybody does it, but nobody knows exactly why.

Not doing it isn't fatal, so far as anybody knows. But not doing it can produce definite physical results — irritability, lack of concentration. Deprived of it long enough, you might hallucinate — see things that aren't there, hear noises from nowhere.

What is this mysterious activity?

Sleep.

Sleep — or, most often, the lack of it — is a problem for many shift workers. The constant rotation between shifts interferes with the body's "circadian rhythm." This is the "internal clock" we all have inside us that marks the daily ebb and flow pattern of our body functions, including sleeping and walking.

The word "circadian" comes from "circa" and "dia." Put together, they translate roughly into "around day."

Left to itself, the human circadian rhythm generally follows a 25-hour day. This "extra" hour — compared with regular clock time — may be especially significant for shift workers.

Taking into account the "overlap" of the internal clock, sleep researchers recently concluded that work schedules that rotate should be arranged so that workers would move forward to the next shift, rather than back to the preceding one.

The reason this switch seems to help isn't entirely clear. But it suggests that the forward movement of the work schedule may take advantage of the body's circadian rhythm preference for a slightly longer day. You have the momentum of that extra hour to carry you over into the following shift, making adjustment easier than if you moved back.

It is interesting to note that people kept in

isolation, deprived of their wristwatches and natural sunlight, nevertheless often continue to operate on a 25-hour cycle — the rising and falling tides of their lives still governed by their internal clocks.

But the "why" of these physiological processes is poorly understood. One likely reason we sleep is to provide us with a period of growth and the regeneration of body cells. The secretion of the growth hormone somatotropin occurs almost exclusively during sleep.

There is no "required" amount of sleep. In general, most healthy people sleep between 5 and 10 hours at a stretch, with the majority sleeping for seven or eight hours.

However, one thing is sure: People who regularly sleep less than three hours almost invariably complain. And for the majority of "normal" sleepers, a bad night's sleep is usually followed by feelings of tiredness the next day.



## CLUW honors Carr

**BUFFALO** — Irene Carr, CSEA's statewide secretary, has been honored for her union activism and wide-ranging involvement in women's labor issues on a State and national level.

The Coalition of Labor Union Women — New York State Chapter, honored Secretary Carr and several other labor union women including Labor Commissioner Lillian Roberts, for their activism aimed at improving conditions for working women.

The CLUW conference tagged election day "Solidarity Day" and called on its members to "keep the spirit that moved us to become active in unions as we cast our votes," in the words of Josephine LeBeau, CLUW New York State Vice President and member of AFSCME.

In receiving her award, Irene Carr applauded the political consciousness that is growing within the ranks of women unionists and cited the CSEA efforts that are continually growing in the political arena.

A keynote speaker at the conference was the founder and first president of CLUW, Olga Madar, a former Vice President of the United Labor Workers. Invited keynote speakers included Congressman John Conyers, of Michigan; AFSCME President Gerald McEntee; AFSCME Secretary and Treasurer William Lucy and CSEA President William L. McGowan.

Honorees included Labor Commissioner Lillian Roberts, former associate director of AFSCME's District Council 37 in New York City; Geri Ruth, Associate Editor of the Public Employees' Press, a publication for the 100,000 members of AFSCME District Council 37.

Also honored were Kathy Andrade, ILGWU; Barbara Laughman, ILGWU; Patricia Okoniewski, SEIU; Mary Tebo, IUE; Marcia Calicchia, Institution for Education and Research on Women in Work; Doris Turner, SWDSU-AFL-CIO; Ida Berrocal-Torres, USW (United Store Workers.)

New York State CLUW President LaBeau cited CSEA and President McGowan in helping CLUW grow in members and activism. "The women of CSEA have made an important contribution to all five New York CLUW chapters."

In calling for all union brothers and sisters to join hands in "our common goal," she said, "let's keep in mind the spirit of Solidarity Day — the spirit that moved each of us to become so active in our unions and in CLUW. Remember the words of Bill Lucy, 'in the struggle for justice we are one, or we are nothing.'"

## Smithtown unit protests 'insultingly low' wage package

**SMITHTOWN** — Chanting, "Let's Talk Money" and "Negotiate Now", approximately 200 CSEA members from Smithtown picketed a town board meeting last month to protest what they said was an "insultingly low" wage offer.

The Oct. 28 demonstration came after the Local 852 Smithtown unit had rejected a five percent raise offer by the town and declared impasse in the negotiations.

"We want a substantial raise

plus increments, said John Stein, president of the white and blue collar 500-member unit. "Anything less is an insult to our hard-working members, Stein told reporters outside the Nassaquake School where the meeting was held. CSEA negotiator John Cuneo, said that the unit also wanted to eliminate clauses in the former contract which allows the town to suspend employees without pay for weeks while they awaited for a disciplinary hearings. He said

CSEA also wants to "put some teeth" into the "on-the-job training" program.

The current two-year contract will expire on Dec. 31 but the unit has been negotiating with the town for a new contract since July.

Charles Novo, president, and Shirley Germain, executive vice president of Local 852, marched and carried placards at the demonstration along with other local officers and representatives from the other units.



## Union wraps up HRI contract

**SHAKING HANDS** over the new contract between CSEA and Health Research Inc. are HRI Director Michael Barth (left, seated) and Collective Bargaining Specialist Jason McGraw. Also participating in the recent signing ceremonies were, standing — left to right, Russell Ketchum, Director of Human Resources, Roswell Park Institute; Daniel Vallee, President of CSEA Local 316, Albany; Judy Goranson, negotiating team member representing HRI in Buffalo; Jim Jayes, President of CSEA Local 315, Buffalo; Jack Carey, CSEA's Administrative Director of Collective Bargaining; John Conroy, Director of Staff Development and Labor Relations, NYS Health Department; and Clyde Childs, HRI Personnel Director.

# United Way affiliates warned to adopt labor policy statement or risk losing labor's cooperation

ALBANY — In the midst of the United Way's fall fundraising campaign, problems continue to plague the relationship of the giant fundraising organization with organized labor, including AFSCME and the AFL-CIO.

The problems stem from United Way funds being used by some charitable organizations to finance activities interfering in labor relation agreements. One often-cited example, AFSCME Public Policy Analyst Robert McGarran points out, is non-profit organizations providing direct care to the mentally and physically handicapped.

In some cases, AFSCME says, these organizations have taken over services traditionally provided by public employees or other organized workers and have even brought litigation to force more turnovers of services.

Adding fuel to the dispute was the disclosure earlier this year that the United Way was taking part in Reagan administration efforts to divert contributions by federal employees to support the National Right to Work Legal Defense Foundation, an anti-labor organization.

Scores of labor organizations threatened to cease cooperation with United Way if it would not show the same support for labor as labor has traditionally shown for the United Way. Finally,

the AFL-CIO prevailed upon the United Way of America, the governing organization of United Way's more than 1,000 affiliates, to adopt a "policy" to respect the rights of organized labor, respect the rights of workers to choose representation free of coercion, and respect collective bargaining relationships.

Unfortunately, the policy is not binding upon fund disbursements by United Way affiliates. They have to adopt the same policy resolution as the governing body and then police their own groups to ensure that United Way contributions are not being used to hurt workers.

But a recent national survey by AFSCME found that of the 94 United Way affiliates contacted, only 30 have adopted the labor policy. Most of the remainder in the sample hadn't acted, but several United Way affiliates actually rejected the policy.

In New York State, for example, AFSCME found out the New York City Metro affiliate hadn't acted yet, nor had the Buffalo, Rochester, Long Island, Schenectady or White Plains affiliates. United Way of Northeastern New York has notified CSEA it has adopted the labor policy. AFSCME says the Poughkeepsie, Syracuse and Utica affiliates have also adopted the policy.

Yet AFSCME found that the Niagara Falls and Elmira affiliates had actually rejected the policy outright.

In an effort to confront the issue directly, AFSCME International President Gerald McEntee has asked a special committee of the Executive Council of the AFL-CIO to ask United Way to adopt the labor policy as a "condition of membership" for all affiliates. The effect of that action would be to make the policy mandatory.

President McEntee's proposal, if adopted by the AFL-CIO, would not come before the United Way general membership for action until February.

In the meantime AFSCME is urging all of its local affiliates to contact United Way affiliates in their areas and demand immediate approval of the labor policy statement. Further, the International suggests labor groups monitor future United Way disbursements in their area for compliance with the labor policy.

In areas where United Way affiliates actually reject the policy or refuse to act, AFSCME says the union locals involved should take "whatever action they deem appropriate" including consideration of a local boycott of that affiliate's campaign.



**'Labor has a proud history of actively supporting charitable and humanitarian goals and we want to continue that tradition. But we cannot lend our name, our support and our energies to aid in raising funds that could ultimately be used to put the people who contribute on the unemployment lines. We are only asking United Way affiliates across New York to join the United Way of America in showing the same concern for working people that working people have shown for the United Way.'**

**— William L. McGowan  
CSEA President**