

# The Public Sector

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## Carey's plan to reform control of pension fund gains union endorsement

ALBANY — CSEA says it will vigorously oppose changes in the state's Common Retirement System proposed by State Comptroller Edward Regan, but the union will endorse a plan by Gov. Hugh L. Carey to reform control of the \$14.5 billion pension fund.

"Public employees in the state work long and hard to earn a pension from their employers," said CSEA President William L. McGowan "and we have a right to have a say in how those funds are protected. Gov. Carey favors public employee representation on a Board of Trustees to control the pension fund, but Mr. Regan does not. Our position is clear. We're with the Governor on this one."

The union was reacting to a proposal by the Comptroller to end the Comptroller's historic "sole trusteeship" of the pension fund and replace it with a five-member panel of "financial experts" nominated by the Comptroller and confirmed by the State Senate. There would be no provision for any representation by public employees whose pensions are controlled by the trustees. By the Comptroller's new standards, even he would not qualify as a trustee.

"The Comptroller claims his motivation is to increase accountability and to protect public funds. But in the first place, his plan eliminates accountability to the people who depend upon a retirement fund. And in the second place, this isn't public money. It is public employee pension money earned by the hard work and sweat of hundreds of thousands of men and women over decades," the union leader said.

"A pension benefit is no different than a salary or any other term and condition of employment," Mr. McGowan continued, "and to suggest that those earned benefits be controlled by five appointed 'experts' without representation by retirement fund members is both arrogant and a repudiation of prior positions on this issue made by the Comptroller before the Assembly Committee on Government Employees and to CSEA."

Governor Carey, earlier this year, introduced legislation to reform the pension fund that provided for seven trustees, two being employee representatives. Subsequent discussions between CSEA and the Governor's office have resulted in agreement for the Governor to amend his proposal to provide for a nine-member Board of Trustees, with three representatives appointed by the Governor upon nomination by public employee unions representing members of the retirement fund.

"The Governor's proposal is fair as far as the people who will depend upon these pensions are concerned," the CSEA President said, "and we believe it makes far more sense than the Regan plan. When the amendments to his original bills are introduced by the Governor, CSEA will work actively for their passage in the Senate and Assembly."

CSEA represents nearly a quarter of a million public employees eligible for participation in the Employee Retirement System which is part of the common retirement fund. Also affected would be the Police and Firemen's Retirement System.



COUNTY EXECUTIVE COMMITTEE Chairman Mary Sullivan, left, welcomes State Executive Committee Chairman Patricia Crandall to CSEA's County Delegates Workshop in Kerhonkson. A wide range of topics of concern to local government employees were discussed among the several hundred delegates attending. For more details, see pages 6 & 7.

## Contamination keeps health clinic closed

NEWBURGH — Potash reportedly may be the cause of various ailments which affected employees at a mental health clinic here, forcing the closing of the facility.

A local daily newspaper last week reported that an independent laboratory tested the facility, a converted warehouse operated by the Middletown Psychiatric Center, and found potash present. The clinic was temporarily shut down recently and its operations relocated because employees complained of a variety of ailments since moving into the facility in early April.

James D. Gewirtzman, director of facility administration for the psychiatric center, has told union officials management "has no intentions of having employees go back to work at the Newburgh Clinic if a health hazard still exists." That response was to a letter from CSEA Local 415 President Alexander Hogg to the facility's chief executive officer, in which Hogg requested that the clinic remain closed until a "100 per cent guarantee in writing" can be made that the health and safety of the employees will not be in jeopardy working in the facility.

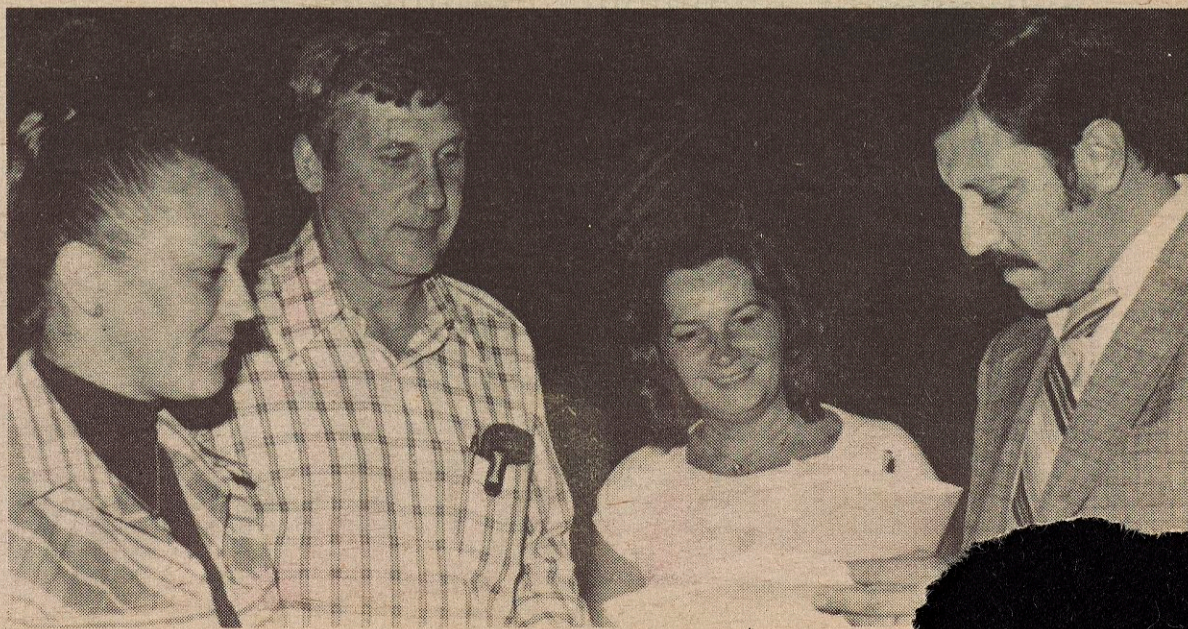
The clinic was closed after employees complained of headaches, nausea, burning sensations, sore throats and itching.

## Union puts brakes on contracting out plan

AVERILL PARK — CSEA has succeeded in stalling the extension of an experimental plan to contract out management of the Averill Park School District transportation department, and has high hopes that the school board will adopt the union's suggestion that a management-level public employee should be filling the position.

The board tabled the question of extending its contract with Upstate Transportation Consortium for two weeks to review the situation after Averill Park CSEA Non-Instructional Unit people spoke against extending the experimental arrangement beyond its six-month period, which expires this month, at last week's board meeting. Union representative told the board that management of the department would be more efficient if a district employee was named to the position.

The Board will meet later this month to re-consider the question.



REVIEWING UNION'S PROPOSAL are, from left, Averill Park Unit Treasurer Fred Toussiant, Secretary Anita Scott and CSEA Field Representative



**HIGH BLOOD PRESSURE SCREENING** — CSEA member Richard Okoniewski, left, watches as Jackie Dunn takes his blood pressure at the Labs and Research EAP program.



**LINE UP AT DEPARTMENT OF LAW** — Watching and waiting for a blood pressure check are, from left, Carolyn Armstrong, Olevia Jackson, Frank Tedschi, Nurse Marita Lyncy, Shirley Siegel, Alan Hegman, Mary Powell, Grace Dennis, Joan Phenox and CSEA EAP Representative Jim Murphy.

## EAP keeps silent killer under surveillance

ALBANY — High blood pressure kills, but not every one knows if they have high blood pressure! However, 1,300 members of the Department of Law and the Division of Laboratories and Research, most represented by the Civil Service Employees Assn., have taken advantage of a hypertension screening program sponsored by the Employee Assistance Program.

Statistics indicate that fifteen percent of this group will be referred to their own physician for further screening and possible treatment for the silent killer, high blood pressure.

James Murphy, CSEA Capital Region EAP Representative, said, "One percent of the state work force volunteered to take a little time to take care of themselves, their families, and even their employer. Now, the majority of the group is safe in the knowledge that their pressure is fine. The majority of, if they bother to follow the program's suggestion to see their own doctor, will be secure in the knowledge that high blood pressure is easily treated and controlled. Everyone benefits from this type of program. And that includes the state since early treatment will cut down on sick leave, hospitalization, etc."

## Police praise mugging witnesses

SCHENECTADY — A pair of state Department of Taxation and Finance employees in Albany have been honored by the Schenectady Police Benevolent Association for their "outstanding concern for the betterment of the City of Schenectady."

Bill Burdick, a senior account-senior audit clerk, and Ed Wysomski, a file clerk, received the PBA's William A. Koenige Community Service Award given in memory of Ptl. William A. Koenige.

Burdick and Wysomski became heroes on Saturday, April 26, when, returning from a diner, they witnessed a man mug an older

woman at Chrysler and Lakeview Avenues in Schenectady. The woman was knocked to the ground and her purse stolen, but fast action by Bill and Ed prevented the mugger and an accomplice in a waiting car from leaving the scene until police arrived. Both muggers were subsequently sentenced to jail terms.

Schenectady PBA President Michael Andriano praised the action of both Bill and Ed, saying, "I wish there were more people like Ed and Bill who weren't afraid to get involved. It would make our job much easier. Too many people see a crime taking place and look the other way. These two men decided to take action."



**HEROS HONORED** — Ed Wysomski, center, and Bill Burdick, second from right, accept William A. Koenige Community Service Awards from Schenectady PBA President Michael Andriano, left, and Ptl. Roy Edwardsen. At right is Carmen Bagnoli, president of Tax and Finance CSEA Local 690, of which Wysomski and Burdick are members.



**TRI CO. CSEA LOCAL 914**, covering Herkimer, Madison and Oneida Counties, has become the first Retirees Local in Central New York to open its own office. The office, located in the Inwood Building on the Marcy Psychiatric Center campus, is open from 1 to 4 p.m. every Wednesday to assist retiree members. At the recent grand opening, Local 914 President James Hammon (left) is congratulated by Richard Heath, Director of Psychiatric Centers. Standing left is Robert Aubert, President of Marcy CSEA Local 414. Seated are Gorskys, Lila Larrabee and Catherine A. Streeter.

## Calendar of EVENTS

June

- 17—Labor Dept. informational meeting on OSHA, 10 a.m., Chancellor's Hall, State Education Dept., 89 Washington Avenue, Albany.
- 19—Tax Local 690 executive council meeting and installation dinner, 5 p.m., Valle's, Albany.
- 19—Local 690 installation of officers, 5 p.m., Vallee's Restaurant, Central Avenue, Albany.
- 19—Office of General Services Local 660-CSEA picnic, noon to 5 p.m., food; activities 'til 9 p.m. Western Turnpike Golf Course, Guilderland. Jim Rockwell, chairman.
- 20—Local 424 Syracuse Developmental Center Annual Dinner Dance and Installation, 6:30 p.m., Carmen's Restaurant, Bridge St., Solvay.
- 20—Capital Region delegate's meeting, 10 a.m. — 1:30 p.m., Ramada Inn, Albany.
- 24—Labor Dept. informational meeting on OSHA, 10 a.m., Buffalo Convention Center, Room 101H, Franklin and Genesee Streets, Buffalo.
- 24—New York State Bridge Authority Local 050 installation of officers and annual clambake, 1 p.m., Kingston.
- 25—Westchester Retirees Local 921 Installation Meeting, 1:30 p.m., Rochambeau School, White Plains.
- 26—Labor Dept. informational meeting on OSHA, 10 a.m. and 1:30 p.m., Two World Trade Center, 44th Floor State Hearing Room.
- 26—Pilgrim Psychiatric Center Local 418 installation dinner dance, 8 p.m., Huntington Town House, Huntington.
- 27—Long Island Region I officer training workshop, 8 a.m., Holiday Inn, Hauppauge.
- 30—Labor Dept. informational meeting on OSHA, 10 a.m., Onondaga County War Memorial, Lower Level Meeting Room, Syracuse.

# Verdict awaited in Lyons courtroom saga

By Ron Wofford  
Communications Associate

LYONS — A legislative hearing by Wayne County Supervisors regarding the long-delayed contract settlement for the nearly 450 members of CSEA Local 859 had all the elements of a courtroom movie drama.

But this was reality, and the immediate economic future of many families hung in the balance.

The hushed courtroom in the historic Wayne County Courthouse was filled with nearly 200 members who have been working since December 31 without a contract, "bearing witness" to their dissatisfaction and disagreement with the charges of the "prosecution."

The county's personnel director, assuming the role of "prosecutor", charged the employee unit was asking "too much", and that the county had offered a "fair settlement" which had been turned down or "not given proper consideration" by the employee's negotiating committee.

Speaking in "defense" of the employees' rights to decent wages and benefits, were Regional Director Lee Frank, Local President Searle (Red) Mead and Tom Crowley of the negotiating committee.

The roles of "judge" and "jury" were assigned to the 15 County Supervisors, who will deliver a "verdict" in the form of an imposed one-year settlement if a negotiated agreement is not reached.

An imposed contract appears likely since agreement has not been reached through negotiations, that began last July, or through mediation or fact finder stages.

The drawn-out stalemate was marked by the first "informational picketing" ever undertaken by the CSEA Local at the homes of the personnel

director and the county attorney, who reportedly received a pay boost equal to approx. two-and-a-half times the average county worker's entire annual paycheck.

Meanwhile, back at the "trial", Lee Frank assumed his best attorney-like demeanor to deliver a scholarly comparison of the costs of living in Wayne and surrounding counties.

"Bread, milk, canned goods and other necessities, cost just as much or more in this county as in others," Frank said. "We're only asking that you accept the spirit of the fact finder's report and give us equal to what other county employee groups have already received," he continued to roaring applause from the gallery, filled to the balcony with CSEA members.

"Expert witness for the defense" Tom Crowley employed a chart to show the supervisors a comparison of the cost of living over the past several years, that spiraling inflation has eaten into the earnings of the average worker, and made any wage increases non-existent.

President Mead informed the "jury" of elected officials of the low morale of the members who "read in the papers what others are getting in surrounding counties and towns and can't understand why they are offered less when they work just as hard and long for their families as anyone."

After a series of rebuttals back and forth, punctuated by supportive applause from the members, Chairman of the Board Marvin Decker gavelled the meeting closed. There were no questions from the supervisors.

As the members filed out of the ornate, columned courtroom, photos of past county officeholders peered down from the walls. They seemed to wonder, along with CSEA Local 859 members . . . will the "verdict" be a cause for celebration or dismay?



CSEA REGION V PRESIDENT James Moore, second from left, watches as State Comptroller Ed Regan, second from right, shakes hands with county executive John Mulroy at a recent Fiscal Officers School sponsored jointly by the Comptrollers and the New York State Association of Counties. At right is NYSAC President Peter Eschweiler. Other CSEA representatives attending the Fiscal Officers School were CSEA Treasurer John Gallagher, CSEA Comptroller David Stack, and CSEA Executive Director Joseph J. Dolan.



INVOLVED IN THE Mt. Vernon case were, from left, Field Rep. Larry Sparber, Senior Stenographer Maria Devenuto, Unit President John Foote and Stenographer Mindy Tempkin.

## Court upholds back pay award

ELMIRA — A New York Supreme Court decision has confirmed an arbitration award in favor of Roy C. Crawford, a member of Chemung County Local 808.

Crawford, an employee of the Elmira Water Board, was illegally terminated in late 1979. In arbitration, the Elmira Grievance Board ordered that he be reinstated and reimbursed for back pay. The Water Board reinstated him, but withheld the back pay.

Through CSEA's Legal Assistance Program, the case was pursued in court, where the award of back pay was confirmed.



ON HAND FOR THE SIGNING of the Central Islip Psychiatric Center (CIPC) Employee Assistance Program contract recently were, from left, Joseph Perris, AFSCME District Council 82; James E. Ramseur, CIPC director; Maureen Duggan, CSEA Long Island Region I EAP representative; Danny Donohue, Region I president; Claire Hofmann, Public Employee Federation; and James Forsyth, then CSEA Local 404 president.

## Curtains pulled on job juggling act

MT. VERNON — A game of musical chairs played by administrators in this city of 70,000 people in populous Westchester County resulted in two employees being paid according to the wrong salary schedule, and it took some decisive action by CSEA to correct the situation.

Field Rep. Larry Sparber explains that in the waning days of 1980 budget gimmickry resulted in the city juggling employees' positions. Senior Stenographer Maria Devenuto lost her job title in the assessor's office, even though she was the most senior employee there. Mindy Tempkin was then "bumped" — replaced by a more senior employee — from her senior stenographer's position in the clerk's office, and made a stenographer in the department of public works. Devenuto comments, "At first I just felt bad, but then realized I had nothing to feel bad about. I got angry, and decided to fight." Tempkin adds, "The city never even told me about the cut in salary."

Both women were hired before July 1978, when a new salary schedule went into effect. Yet in their "new" positions, the veteran employees were put on the salary schedule for new hires. The result? Significant losses in incomes.

Sparber then went into action. He reminded municipal officials that was implemented. He added, "It is the legal opinion of CSEA that the (employees) are entitled to the salaries set aside for their positions based on their pre-July 1978 status."

"I am therefore requesting that you immediately review this issue and place the employees at their proper salary level with the appropriate retroactive payments."

On April 14, the city acquiesced, and the women were put on the proper salary level. For Devenuto, the result was an increase in base salary of \$530; for Tempkin, it was a hike of \$3,108; and the money was retroactive.

Nowadays, both women find themselves playing a more active role in CSEA. They now know what they're up against in Mt. Vernon.

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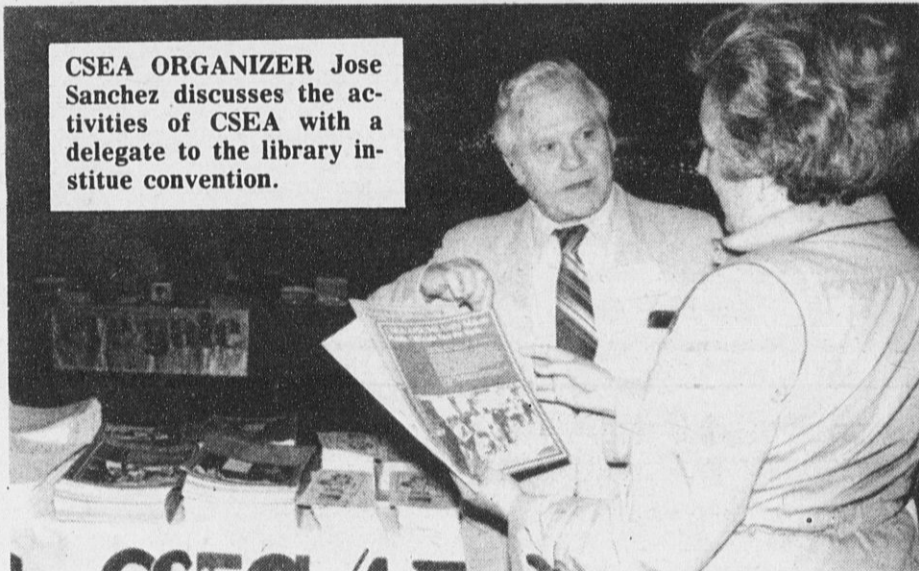
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## Union booth used to help recruitment

HAUPPAUGE — As part of the Region I recruitment drive, the CSEA sponsored a booth at the recent Sixth Annual Nassau/Suffolk Library Institute Convention at the Colonie Hill Convention Center which was attended by more than 1,500 library employees.

CSEA organizer Jose Sanchez and Region I field representatives handed out literature and answered questions for interested persons at the one-day convention.



## Tom Murphy is reelected

SYRACUSE — Onondaga County Local 834 of CSEA has announced the results of its election conducted Saturday, May 30, 1981.

Re-elected to a second term as President was Thomas Murphy, who defeated challenger Bruce Dickinson.

Murphy will be supported by an all new slate of Officers Sue Smith defeated Bob Renders for First Vice President; Jim Bishop defeated Connie Bissi for Second Vice President; Don Zimmerman over Lee Fordock for Third Vice President; Rose Zimmerman won over Millie Albrigo for Recording Secretary; Cora Diederich edged out Tony Sette for Treasurer; and Sara Soule beat Bruce Dickinson in the run for Local Representative.

Also elected as delegates were Gail Pederson, Pat Callahan and Alberta Howard.

Local 834 represents 27 units and more than 4,300 public employees in Onondaga County.

The new officers are expected to be officially installed later this month.



UNITED WAY OF WESTCHESTER has given CSEA two awards for its involvement in the 1980-81 fund raising campaign. Local 860 President Pat Mascioli, left, received an "Achievement" award which cites the membership for individual contributions which fell into the top 50 percent of employee groups. The local's monthly newspaper "Union News" was also given a "Communications" award for best editorial. Brian J. Donnelly, center, president and publisher of Gannett Westchester Newspapers, presented that award to the paper's editor, Richard Kelly.

## Resumes due June 22 for administrative CSEA position

ALBANY — CSEA is looking for an administrative assistant who will work under the supervision of the Retirees Coordinator.

The administrative assistant will act as liaison for CSEA Headquarters on matters of New York State retirement and social security, civil service law, state health insurance and death benefits, as well as similar programs in the counties and political subdivisions. He or she will maintain a working relationship with retiree locals and the retirees statewide committee.

Duties include handling correspondence and telephone inquiries, preparing monthly reports on department activities, attending retiree functions, and editing a retirees newsletter.

Qualifications include a bachelor's degree or a high school diploma plus three years of satisfactory responsible business experience.

Submit resumes by June 22 to Personnel Director, CSEA, 33 Elk Street, Albany, NY 12207.

## Reminder: Mail ballots by the 22nd

Ballots must be received by not later than 6 p.m., June 22, to be valid in CSEA's elections to designate union regional officers, members of the State Executive Committee, and county educational representatives. Ballots are scheduled to be counted on June 26.

# CCI has first graduation



ED CLARK, Director of the Office of Information Resources Management, Minority, New York State Assembly, talks to participants in CSEA's recent Candidate Campaign Institute workshop.

ALBANY — Calling CSEA's recent Candidate Campaign Institute "a tremendous first step toward promoting and assisting our members who want to run for public office," political action training coordinator Ramona Gallagher said that the two-day workshop provided campaign advice, "that would be tough to get any other way."

"We presented an outstanding roster of speakers who offered practical and highly professional insights into how to conduct a successful campaign," she added.

Speakers who addressed the CSEA members who are planning to seek public office included several Assembly staff members, who discussed such topics as campaign planning, the campaign organization, recruiting and training volunteers, and the election day get-out-the-vote effort.

In addition, Norman Adler, Director of Political Action for AFSCME District Council 37, discussed budgeting and polling; and CSEA's Director of Communications Gary Fryer discussed campaign public relations and working with the media.

"It was a lot of high calibre information compacted into a short amount of time," Ms. Gallagher said. "We think this was a good start in providing our members with the skills necessary to run a political campaign, and we hope to be able to repeat this kind of program next year for still more office-seekers from among our membership."

Members who attended the candidate campaign institute were: James Mattei and Jane Mueller, Region I; Charles Eicher and Santina Forsyth, Region III; Ruth Bates, Karl Woodcock, Peter Fusco, Anthony Muscatiello, and Ronald Lindell, Region IV; and James Lindsay, Region VI.



RUTH BATES from CSEA's Region IV listens intently to a presentation during the Candidate Campaign Institute program.

## Union activist Pat Froebel

### Her top priority is solving issue of working mothers and child care

By Dawn LePore

BUFFALO — As the woman in the workplace has become an economic necessity in today's society, the single parent and the two-income family are facing a new challenge in exchange for trying to keep pace with rampant inflation.

The question of "What do we do with the kids?" is an important one, and, recognizing that fact, Patricia Froebel, co-chairwoman of the Region VI Women's Committee, has made the issue of child care her number one priority.

"Asking women to choose between their jobs and their family is unrealistic," Pat said. "The working woman is not going to go away, so somehow we have to find a way to provide day care at a reasonable cost."

Pat hopes to begin work on the establishment of a day care center in the downtown Buffalo area for state workers in the near future.

"It is conceivable that, if we could get the agencies together, we could set up a center to benefit the employees of three or four different locals based in the city," she said.

"Of course, the difficulty will be

getting everyone to sit down together and discuss it. To be eligible for subsidies from the state, it's required that the center be operated on state property. I'm keeping my eye out for a sight."

Pat, an assistant claims examiner for the state Workman's Compensation Board, was named to her post as co-chair by Region VI President Robert Lattimer last March. At that time it was decided to divide the responsibilities of a single chairperson by creating eastern and western committees.

"It's difficult to arrange meetings when everyone is scattered over fourteen counties. The subdivision worked well with the regional political action committee last year, so we decided to try it again," Pat said.

"Our work now is to get the local committees built up. Until we have a stronger base of support, we can't expect to accomplish an awful lot at the regional level."

Still, a two-day regional seminar on women's issues held recently in Rochester was "very successful," she said.

"The conference was well-attended and everyone seemed pleased with the program and the

speakers. It was a good start, but we have a long way to go."

Some of Pat's other concerns include an improved educational benefits program and a more equitable pay scale — for men and women.

"I can't understand the logic of having a parking lot attendant work as a grade 7, while a typist is only a grade 3. Something is wrong there."

In addition to her post with the women's committee, Pat, who began as a typist herself with the state in 1978, holds the position of grievance chairperson for Buffalo Local 003.

"I'm crazy I guess, but I enjoy it very much," she said. "There are a lot of disappointments, but the feeling you get when you've won a grievance for someone is very satisfying."

"It's a constant learning process. When Pat Pflieger (president of Local 003) asked me to run for steward just a few months after I joined CSEA, I really didn't know anything. But what really scared me was the apathy of some of the people around me. I think that was one of the major reasons I got involved."



When her shoulder was tapped again in September of 1979 to serve as grievance chairperson, she admits, it took some convincing.

"At the time I didn't know the first thing about grievances, but Tom Christy, our field rep, was right there, every step of the way. His support made all the difference in the world."

"I come from a union family, but neither of my parents are as involved as I am," she said. While her father belongs to a private sector union, Pat's mother, Phyllis, is also a member of CSEA, with 15 years service.

"I'm not married, so I have more time to devote to the union. It's hard for the women, especially, to work all day then make meetings at night. We just have to convince them how important the union is!"

## Workshops delve into a variety of current topics, important union issues

KERHONKSON — Several hundred CSEA members representing counties from around the state gathered here recently for the Irving Flaumenbaum Memorial Workshop for three days of meetings, seminars and fellowship.

The County Delegates Workshop began Wednesday with Chairman James Brady and Research Analyst Walter Leubner holding a meeting for probation workers. Chairman Hugh Crapser and Coordinator of School District Affairs Larry Scanlon ran the meeting for non-teaching school employees. And Chairperson Grace Vallee and Research Analyst Cindy Chovanec led the Social Services Workers meeting.

That evening, Statewide Secretary Irene Carr, Statewide Treasurer Jack Gallagher and AFSCME Director of Education Dave Williams conducted a seminar on the duties of officers.

The Women's Committee workshop, led by Chairperson June Scott and Research Analyst Cindy Chovanec, had four guest speakers who briefed members on such topics as child care and collective bargaining practices.

Thursday morning, Region VI Director Lee Frank and Region V Director Frank Martello led a seminar on case studies in contract administration. Consultant Joseph Watkins conducted a seminar on Civil Service Law, while CSEA Legal Counsel James Roemer spoke on the Taylor Law.

In the afternoon, Collective Bargaining Specialist Paul Burch and

CSEA Director of Education Tom Quimby conducted a meeting on labor/management meetings. Collective Bargaining Specialists Emanuel Vitale and Ron Mazzola talked about negotiations in political subdivisions. CSEA Ass't. Director of Communications Melinda Carr spoke on communications skills for union activists.

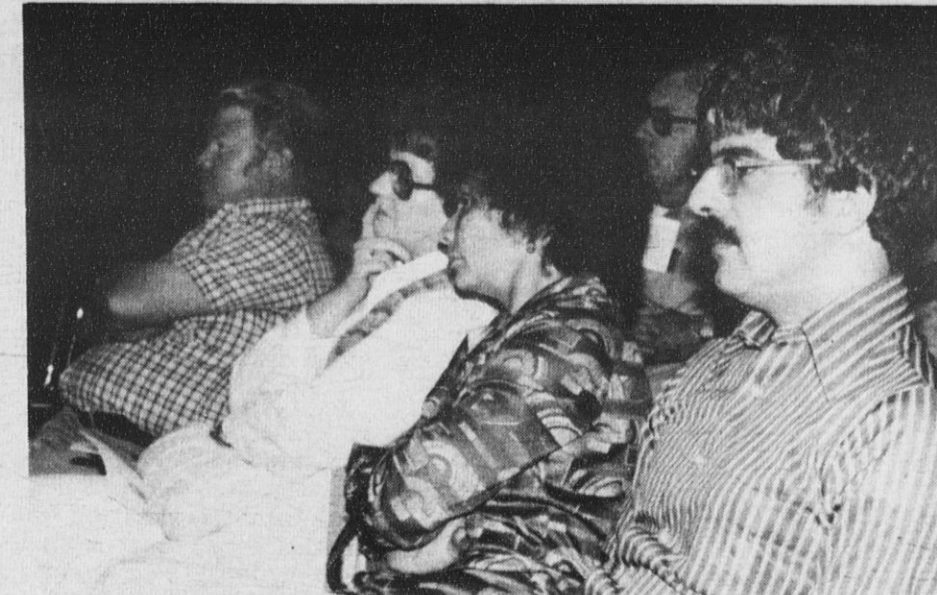
In addition to the state officers, CSEA President William McGowan and Executive Vice President Thomas McDonough attended the conference along with five CSEA regional presidents. Many current and newly elected local presidents were also in attendance.



CSEA EXECUTIVE VICE PRESIDENT Thomas McDonough, center, engages in animated discussion with New Rochelle Unit President Tony Blasie, left, and Unit member Mickey Circelli.



CENTRAL REGION V President James Moore and County Executive Committee Chairman Mary Sullivan attend the County Delegates Workshop in Kerhonkson.



RENSSELAER COUNTY LOCAL 842 delegates at the County Delegates Workshop include, from left, Gary Bryer, Pat Ibarreche, Millie Delgado and Joseph Cassidy.

# Hundreds gather for the County Delegates Workshop

Stories and photos  
by  
Brendan Coyne

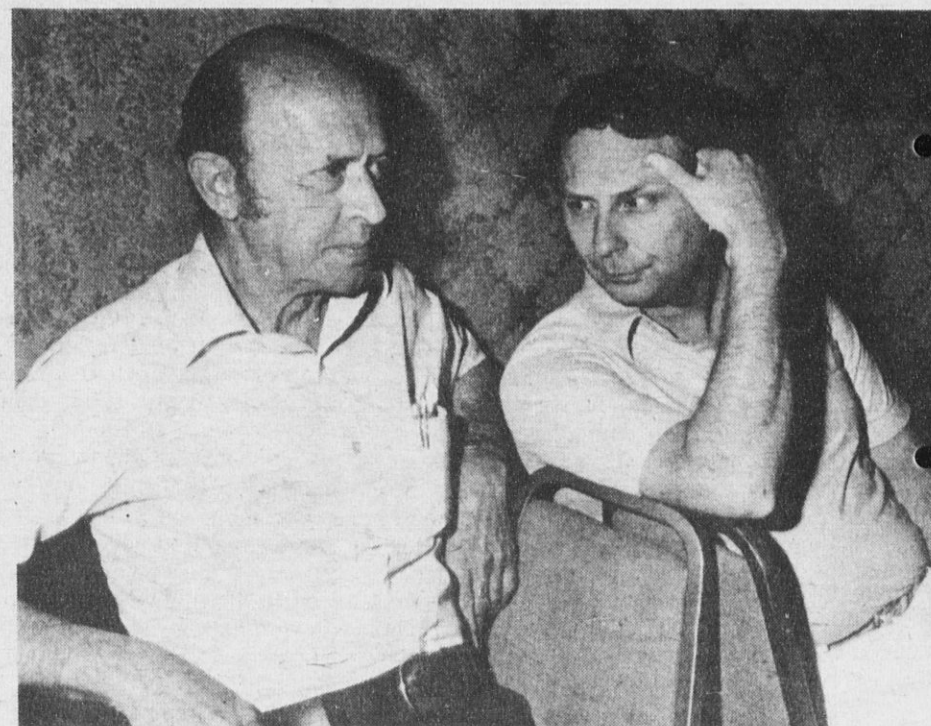
SUFFOLK COUNTY LOCAL 852 delegates, (below), from left standing, Laura Hesse, Joseph Grispino and Gerry Myott; sitting, Rose Orenda, Susan Dugan and Terry Ribaud; attend the County Delegates Workshop.



SOUTHERN REGION III PRESIDENT Rayond J. O'Connor, right, and CSEA Employee Benefit Fund Assistant Director Thomas Linden are among those at the County Delegate Workshop. O'Connor is the highest ranking County Division member in CSEA.



DELEGATES FROM MONTGOMERY County Local 829, from left, Emil Fleszar, Phyllis Hage and Freda Sagatis.



CSEA TREASURER John Gallagher and Region IV President Joseph McDermott take time out during the County Delegates Workshop in Kerhonkson.

## Delegate participation creates informative atmosphere, rapport

KERHONKSON — CSEA members actively participated in the seminars at the Irving Flaumenbaum Workshop with questions, comments and suggestions.

Collective Bargaining Specialists Manny Vitale and Ron Mazzola led the seminar on Negotiations in Political Subdivisions.

Vitale gave lots of advice on negotiating in his sometimes fired-up, sometimes humorous, but always colorful style.

"You don't make demands at the negotiating table," Vitale said, "you make proposals. Because what are you going to do if they turn down your 'demands'?"

He also cautioned negotiators to make reasonable proposals. "Don't waste time with crap. If you settle a bunch of insignificant points, you may never settle the ones that really count."

Assistant Director of Communications Melinda Carr concentrated on newsletters in her presentation on Communications Skills for Political Activists.

She showed some examples of attractive and unattractive layouts. She referred to a page filled with type, making it seem more

black than white, as a "fill'er up page." Carr said this kind of page has little chance of being read, no matter how interesting or important its content.

In the seminar on Labor/Management Meetings — Use and Mismanagement, CSEA staff member Paul Burch and CSEA Education Director Tom Quimby, asked lots of questions and their audience gave them lots of answers.

Together they came up with some of the elements that make such meetings work.

One such element is cooperation. Labor and management must establish mutual goals and abide by common rules. They must also listen well and act and talk sincerely.

In order to have their meetings work, labor and management must also create a working relationship. Both sides must act responsibly, maturely. They must be accessible and accountable to each other. Their communication must be direct and simple.

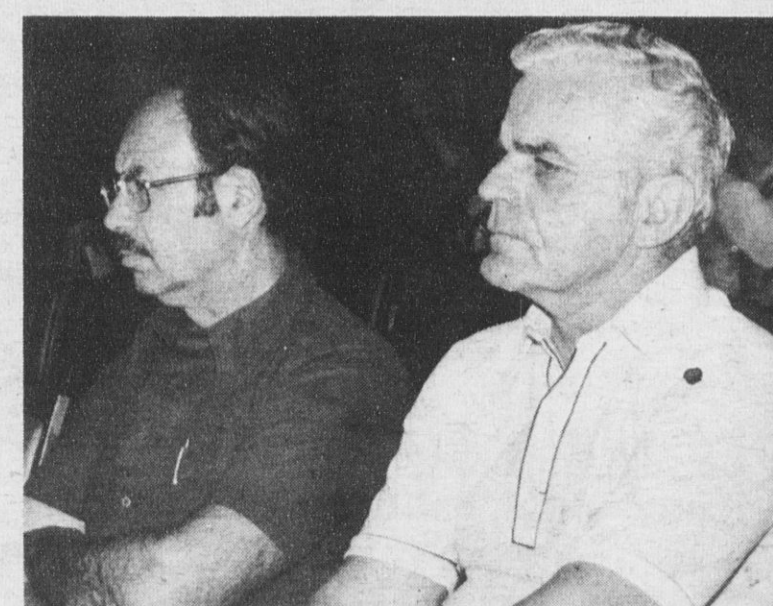
A third element is the effort to fulfill needs. Both sides must be kept informed of needs and goals in order to make meetings more productive.



CSEA SECRETARY Irene Carr, right, and Millicent DeRosa enjoy a conversation at the County Delegates Workshop.



ONEIDA COUNTY LOCAL 833 delegates at the County Delegates Workshop include, from left, Felix Czerski, Karen Parkhurst, Dorothy Penner and Ralph Young.



ROCKLAND COUNTY LOCAL 844 delegates include, from left, Jack Schwartz and Charles Jones at the County Delegates Workshop.

Unofficial advisor keeps local going and growing

# The driving force behind Warren Local

By Deborah Cassidy

WARRENSBURG — Wisdom and fortitude come with experience.

Frank Smith has gained these qualities from 14



REGARDED BY WARREN COUNTY CSEA LOCAL officials, as well as Capital Region CSEA staff members, as the "unofficial local advisor," Warren County Department of Public Works storekeeper Frank Smith pauses from his duties to pose for a Public Sector photographer. Fourteen years of experience in various appointed union positions have given Smith the wisdom to assume this unique role.

years as an active member of the Civil Service Employees Assn., and uses them to serve as the unofficial advisor to his local's administration.

A storekeeper for the Warren County Department of Public Works since 1964 and a member of CSEA since 1967, Smith has never held an elected position with the union. Yet his work from the sidelines has helped that local survive over the years, say Capital Region CSEA officials.

Smith's ideas and suggestions have been the driving force behind much of the change that has taken place in the CSEA Warren County Local. With a vast store of knowledge about CSEA policy, he has aided a string of newly elected local presidents assume their office. Chairmen of the various local committees have sought his input more than once.

Due to a longstanding acquaintance with Capital Region CSEA staff and officers, Smith has become a go-between, or an interpreter, for communications between the local and the region. Because he has ready access to a phone, Smith actually handles most of the local's phone calls to and from the region.

"Frank Smith has always been in the background, pushing for and initiating action," says CSEA Local President Douglas Persons. "It is his determination and enthusiasm that keep this local going and growing."

"Local and region personnel have come to regard Frank as an elder, an advisor. He's the man with the answers," said Capital Region CSEA Field Services Director Jack Corcoran. "In his own way he has become a dynamic leader; he has guided that local through some difficult times."

It was Smith, for example says Corcoran, who advised the region to reorganize the local, a project that is currently underway there.

Smith, who worked for the county for four years before CSEA became the bargaining agent, explains his concern for the union this way, "I know what it's like to work without the protection of a union. I know what it's like to go without raises, to see employees fired for no reason. To put it simply I know the value of a union, and that is why I'm involved."

"When someone gets discouraged or questions the effectiveness of unions, I'm able to tell them what I've seen, what I've been through," he said.

Appropriately, Smith's involvement with CSEA goes back to 1967 when he helped the union win representation rights for the county employees. Though he remained a strong supporter of the union, for the next two years, until 1969 when the fledgling local was challenged by another union, he was not active in CSEA affairs.

Joining the fight to keep CSEA as the representative, pitched Smith headlong into a variety of union positions which to date, have included serving on the local board of directors, serving as a committee member and chairman and as an organizer of social events. During these years he attended numerous workshops and seminars. Thus he was prepared for his present role as an advisor.

Then, as now, Smith shunned holding an office because of personal time constraints. Yet, he feels the contribution he makes is valuable.

"I'm proud of what I do. The jobs I do for CSEA are jobs most others don't want. If I didn't do them who would," he said.

## Members craft handicapped water fountains



A ROW OF HANDICAPPED FOUNTAINS awaits installation in the more than 20 parks and recreational facilities operated by the Long Island State Parks Commission. The handicapped fountains, which are constructed and installed by CSEA members at great savings to the State, is less susceptible to vandalism than a conventional fountain.

BABYLON — Three members of Long Island State Parks Local 102 have been credited with developing a water fountain for wheelchair-bound persons.

Local 102 President Arthur Loving said the three members are Plumber and Steamfitter Shop Supervisor John Woznick, Equipment Mechanic Thomas Lenz and Plumber-Steamfitter Harold Thilberg.

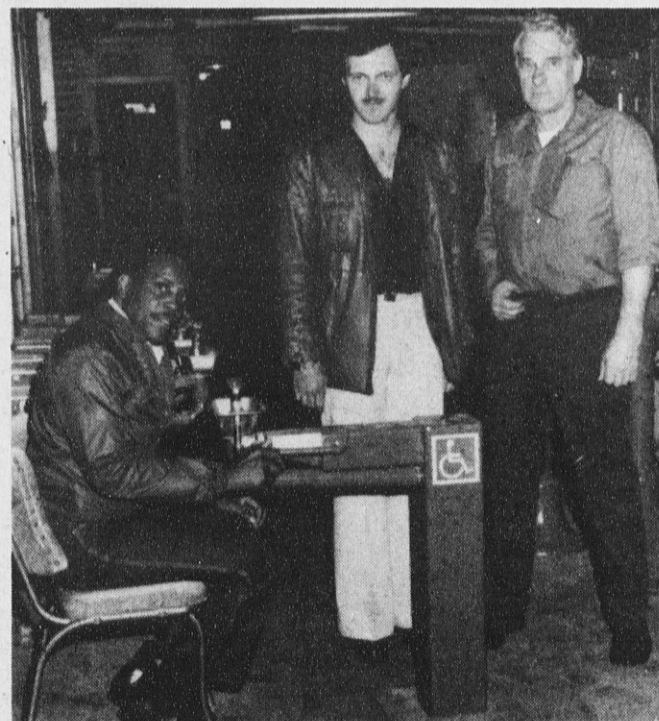
Long Island State Parks Commission employees have been building the handicapped fountains and installing them at the more than 20 State parks facilities in Nassau and Suffolk Counties.

The design of the fountain permits the handicapped person to roll a wheel chair under the fountain to easily drink from the fountain.

Also, due to the materials, construction and installation of the handicapped fountains, they are much less susceptible to vandalism than the conventional fountains, Loving said.

As of April, the Long Island State Parks management had reported a savings of approximately \$13,000 in the construction and installation of the handicapped fountains. The materials for each fountain cost less than \$150.

The parks management has submitted the fountain to the State Employee Suggestion Program.



LONG ISLAND STATE PARKS LOCAL 102 President Arthur Loving, sitting, demonstrates how a wheel chair-bound person is able to easily use the water fountain developed by three members of Local 102. Joining Loving are Local 102 Vice President Alex Kosiczky and Thomas Lenz, one of the three employees who developed the handicapped fountain.

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# Hardship faces women

## Budget cuts hurt women most, McGowan predicts at Metro Region conference

NEW YORK CITY — Terming the proposed federal budget a "disaster that moves us back 40 years," CSEA president William McGowan urged attendees at the Metropolitan Region II Women's Conference to "start fighting" to preserve worthwhile social programs threatened by the budget.

"Just because the budget will be passed soon doesn't mean we should give up the fight," he said. "Money can be shifted around before October. We have to bombard our congressmen and senators with our message."

McGowan noted that the proposed budget will be especially disastrous for New York State.

"New York State is going to lose \$1.3 billion," he said. "For every dollar you get from the federal government, you generate five more dollars. That means that this budget will actually cost New York State more than six billion dollars."

McGowan pointed out that the proposed federal budget will hit working women particularly hard. He said that many programs that enable women to work will be eliminated.

"Day care centers are going to be closed," he warned. "All women want is an honest day's pay for an honest day's work, but they won't have that opportunity."

McGowan also blasted the proposed budget for trying to change the role of the federal government.

"Instead of caring for the needy, caring for the poor, we're going to give our care to the rich,"

NEW YORK CITY — CSEA members from throughout Metropolitan Region II attended the Region's first Women's Conference here recently. The two-day conference addressed the problems facing women in the workplace.

CSEA President William L. McGowan warned attendees at the general session of the hardships Americans, particularly working women, will have to face as a result of the Reagan-sponsored federal budget. Conference attendees also heard New York State Deputy Commissioner of Human Rights Alton Waldon review the progress the women's movement has made over the years.

David Dinkins, city clerk of New York City and a candidate for Manhattan Borough president, was the keynote speaker.



REGION II PRESIDENT James Gripper Jr. welcomed participants to the Women's Conference.



CSEA PRESIDENT McGOWAN talks with (l. to r.) Metropolitan Region II CWEP representative Glenie Chamble and AFSCME International representative Joanna Williams.

he said. "When you need a piece of bread, you'll have to get it from the rich. Is this any way to do business? Where are our feelings for those in need?"

Citing the gains made by women in recent years, McGowan said, "You have planted the seed, lit the light. I'm afraid someone will put out that light. Don't let that happen!"



CSEA/P CHAIRPERSON Elaine Todd leads a workshop on "Career Ladders."



THE METROPOLITAN REGION II WOMEN'S COMMITTEE: (l. to r.) New York Parole District Local 259 President Anna Kemp; Manhattan Developmental Center Local 443 President Margaret Meaders, chairman of the committee; Brooklyn Developmental Center Local 447 President Brenda Nichols; Public Service Commission Local 450 President Jacqueline Goodwin; Division of Housing and Community Renewal Local 258 President Phyllis Ferguson. Also on the Committee are Creedmoor Psychiatric Center Local 406 President Dorothy King and State Insurance Fund Local 351 President Stella Williams.

**'You have planted the seed, lit the light. I'm afraid someone will put out that light. Don't let that happen!'**



# STAFF PROFILE

# ROEMER & FEATHERSTONHAUGH

The Civil Service Employees Assn. is an extremely diverse organization. Its membership of upwards of a quarter of a million workers perform thousands of different jobs at hundreds of work locations throughout New York State. The needs of those members can vary as much as the members themselves, and it takes a sophisticated staff organization to meet those needs. CSEA employs

a professional staff of more than 200 people to provide services to the membership. Slightly more than one-half of that total are assigned to statewide headquarters at 33 Elk Street, Albany, with the remainder assigned to the six regional headquarters maintained by CSEA throughout the state. "Staff Profiles" is an informational series designed to acquaint members with staff departments and personnel.

## Protecting members' rights demands acute awareness



JAMES W. ROEMER in his office in Albany's Twin Towers Building.



ATTY. MARJORIE KAROWE



ATTORNEYS from left, Pauline Rogers, Stephen Wiley, Michael Smith and William Wallens confer.

In today's complex world of labor relations, protecting members' rights is no simple task for a union.

One who knows this well is James W. Roemer, Jr. of CSEA's legal firm of Roemer and Featherstonhaugh. The firm, which has been on retainer to CSEA on a full-time basis since early 1976, must constantly be on guard against any possible threats to job security and contracts of union members across the state.

"We're like a clearinghouse or an air traffic controller," says Roemer.

"We keep an eye on what's going on in a variety of places. We're aware of litigation in the federal courts and the state courts; we monitor legislation at the federal and state level. We know what's going on in the union internally, and we know what's happening in the field. We see it all."

In today's society, says Roemer, everything has legal implications, which underscores the importance of strong legal protection for the state's largest public employee union.

"It's an age of awareness," Roemer stresses. "People are more aware of what their rights are and what they're entitled to from their union. And the union has an obligation to ensure and defend those rights."

CSEA's growth in membership and in influence in recent years also has accentuated the need for legal expertise.

"When you're giving advice to a major political force in the state — as CSEA has become — it puts pressure on you to make sure that advice has sound legal basis," says Roemer.

Roemer and Featherstonhaugh is located on the 11th floor of Albany Twin Towers Building, the base for some nine attorneys who work full-time on CSEA matters. There is also a network of about 20 regional attorneys located throughout the state who are retained by the firm on behalf of CSEA.

The attorneys' advice and services penetrate virtually every corner of the union.

In disciplinary proceedings, grievance arbitration or appeals, and in litigation revolving

around law, contract doctrine or rulings by the state's Public Employment Relations Board (PERB), the firm is working to make justice in the workplace a reality for CSEA members. Many of the cases the firm handles are those which, after careful and proper review, have been referred through CSEA's extensive Legal Assistance Program, administered by Anthony Campione.

"We give general corporate and union advice on just about everything," says Roemer. "We assist in negotiations, particularly for state contracts, but sometimes if there is a crisis at the local level, we're called in to help resolve it."

"Two of our attorneys do extensive work with CSEA's legislative program, and we also give advice in training the stewards to fulfill their obligations."

In addition, notes Roemer, his firm provides representation in a variety of litigation matters where CSEA is either a plaintiff or a defendant — including all of the union's representation before PERB. This includes hearings for improper practice charges, as well as certification and decertification matters.

"We also have developed various categories of expertise, available to the union through the staff and local leaders," said Roemer.

Attorney Michael Smith, for instance, specializes in constitutional rights of public employees in disciplinary hearings, while William Wallens concentrates on state contract arbitrations and litigation before PERB.

Stephen Wiley is active in legislative law, and is also an expert on the Duty of Fair Representation — the union's duty to represent all employees under the contract fairly, whether they are members, non-members or agency shop fee-payers.

Pauline Rogers concentrates on mental hygiene law and on state and federal litigation relative to the operation of the state's many mental hygiene facilities.

Richard Burstein deals with diverse legal matters in Region IV, while Marjorie Karowe is involved in matters pertaining to women's rights, elections and the Comprehensive Employment Training Act (CETA).

James Featherstonhaugh is CSEA's chief lobbyist. "I try to implement the legislative desires of the union leadership," says Featherstonhaugh.

CSEA's 1981-82 Legislative Program calls for major reforms in the Taylor Law, the retirement and pension systems and the Education Law.

"Five years ago, CSEA had little or no involvement in the political action process," said Roemer. "One of our goals — which I think we've come a long way toward accomplishing — was to change that. We wanted to involve CSEA in the political process because politics is what makes a public employee union tick."

As for Roemer himself, besides being the final word on most legal matters, he takes an active role in negotiations between the state and CSEA's three bargaining units — Institutional, Administrative and Operational.

"I also advise the 10 statewide officers on key union matters, and advise the Board of Directors on all significant issues that come before them," Roemer noted.

Court proceedings and the time and services of attorneys are costly. But with every case won —



**JAMES FEATHERSTONHAUGH**, partner in the CSEA law firm, is shown here on a recent lobbying day.

and every job saved — CSEA is doing its job.

And while "success" is hardly a cut-and-dry matter in the legal profession, CSEA can point with pride to several impressive legal successes.

In the mid-1970s, for instance, when the state legislature tried to mandate investment of public employee pension funds in risky New York City bonds during the city's fiscal crisis, CSEA was upheld in a lawsuit contending this was unconstitutional.

"We won that litigation practically single-handedly in the Court of Appeals," said Roemer. "It was a very significant win. We view that as an ultimate safeguard of pension monies for the workers."

Currently, CSEA's attorneys are involved in hearings regarding strike penalties incurred by Corrections Department employees in connection with a 1979 job action by corrections officers. CSEA contends the state improperly deducted these penalties from the employees' paychecks.

"To date, we've been very pleased with the success rate in getting reimbursements for CSEA members affected," said Attorney Michael Smith. "So far, we've had a greater than 80 percent success rate at the Elmira Correctional Facility and a greater than 50 percent success rate at Cox-sackie."

"But in addition to the major lawsuits, there are the day-to-day successes, such as the disciplinary cases or contract grievances won or settled to the satisfaction of an employee," noted Smith.

"There are also the problems which can be resolved by a letter or a phone call," said Smith. "Remember, our role is not just to win cases, but to advise and counsel so CSEA can be successful."

What lies ahead?

"For the immediate future, we'll be involved in contract negotiations for all three bargaining units," says Roemer, stressing CSEA's continual striving for a decent standard of living for the workers it represents.

"Obviously," said Roemer, "we'll be looking for the best possible contract CSEA has ever attained in terms of financial benefits."

"We'll also be looking for significant increases in contributions to the Employee Benefit Fund. And in terms of long-range goals, we're looking for legislation which will remove the no-strike prohibitions of the Taylor Law, or a suitable alternative acceptable to the union — perhaps some kind of binding arbitration."

Roemer says he'd also like to become involved in and see CSEA develop more comprehensive education and training of the local leaders and stewards.

"This has a double-edged effect," he says. "Not only does it provide the membership with better immediate representation, but it alleviates unnecessary and cumbersome arbitrations and litigation at our end of the spectrum."

## A 'golden opportunity' in Region I

# Guaranteed college aid

By Bill Butler

**NORTH AMITYVILLE** — A rush of inquiries has greeted the announcement by Long Island Region I and Adelphi University of a plan that guarantees a college scholarship for partial aid to all CSEA members in the Region.

An agreement between the CSEA Region I and Adelphi guarantees that every adult CSEA member returning to college will receive scholarship aid to offset tuition by at least 28%.

CSEA members may become eligible by enrolling in ABLE, the University's degree program for adults.

Danny Donohue, president of Region I, hailed the agreement as a boon to both personal and occupational advancement for members. "Many have dreamed of returning to get the college degree that had escaped them earlier," Donohue commented. "Here is the golden opportunity."

He added: "I believe this program will put CSEA in the forefront nationally for encouraging union members to pursue college education."

The program was negotiated by Donohue, Carol Craig, chairperson of the Regional Training, Education & Information Committee,

and Thomas Quimby, CSEA statewide Director of Education with Adelphi University President Timothy Costello, Assistant Dean Lynn Brooks and Adelphi University College Dean Gerald H. Heeger.

The program coordinates a variety of educational assistance programs, including federal and state grants and loans and special university grants to ABLE students. It can also provide credits for previous college studies, on-the-job training, life learning experience and other non-collegiate instruction.

ABLE students may elect a vast range of studies, and the only required courses are two semesters of English composition, which may be exempted for qualified students. Part-time or full-time programs will be offered at the University's main campus in Garden City. The Center for Career and Lifelong Learning at Eagle Ave. in West Hempstead, the Adelphi Huntington Center in the Pidgeon Hill School and at East 28th St. in Manhattan.

The university made arrangements to enable CSEA members to qualify and enroll for study starting in September.

## CSEA official Oath of Office

Following is the official Oath of Office to be used by CSEA Locals, Units and Regions in the installation of their officers.

Installing officer, standing before elected officers of the Association, Region, Local or Unit says:

"My friends, you have been chosen by the members of your \_\_\_\_\_ of the Civil Service Employees Association, each to fill a particular office. Your fellow members have thus placed their trust in you to fulfill in every way the obligations that trust imposes. You will familiarize yourselves at once with the duties of your particular office, and proceed to carry out those duties with energy and devotion. The welfare and success of the Association depends largely upon you, and you have a serious responsibility to seek in all possible ways to advance the interests of the Civil Service Employees Association. Your Association is dedicated to upholding and extending the principle of merit and fitness in public employment, to maintaining and promoting efficiency in public service, and to advancing the interests of all civil service employees. With faith in Almighty God and ever true to the ideals and the laws of our Nation and our State, let us work vigorously for the attainment of our Association's objectives."

(The installing officer then requests the officers

to raise their right hand, and then reads the following pledge, at the conclusion of which each officer should respond, "I Do.")

"I, \_\_\_\_\_, DO SOLEMNLY SWEAR TO UPHOLD THE CONSTITUTION OF THE \_\_\_\_\_ (LOCAL, UNIT OR REGION) OF THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. AND TO PERFORM FAITHFULLY AND IMPARTIALLY THE DUTIES OF THE OFFICE THAT I HEREBY ASSUME. I FURTHER SWEAR THAT I SHALL NOT ENGAGE IN ANY ACT OR ACTIONS DETRIMENTAL TO THIS UNION, OR FAIL TO ACT TO DEFEND THIS UNION TO THE BEST OF MY ABILITY."

(After officers are sworn in, they are asked to face the audience. The installing officer then says:)

"I present to you the officers of your choice. I congratulate you on the selection you have made. Now that you have chosen these officers to guide the destinies of your \_\_\_\_\_, it is your duty to aid them in every possible way to make their administration successful and inspiring."

(The installing officer then asks the officers to take their respective official places. He may make additional remarks suitable to the program.)



**NEWLY ELECTED OFFICERS** of the City of Rye Unit of Westchester County Local 860 are, from left, Secretary Jordan Stavrides; Treasurer Bernice Stephens; Vice President Gail Warren; President Glen Steele. Local 860 President Pat Mascioli, right, conducted the installation.

## Assemblyman Frank Talomie Sr.

# Solving problems reward enough for this former Ontario Local president

By Tina Lincer First  
Communications Associate

ALBANY — He is a man of many interests, many reflections, many facets.

A family man, a legislator and a former union man, he is equally at ease showing off snapshots of his grandchildren or talking about golf or bowling as he is discussing crime, the Taylor Law or the image of public employees today.

He is Frank Talomie Sr., a former CSEA Ontario County Local president who devoted 24 years to CSEA before taking the 129th District Assembly Seat this past January.

At a time when CSEA is encouraging members to seek candidacy for various levels of political or public office, he stands as a strong political role model.

"I was politically involved long before I joined CSEA, but CSEA gave me a broader base to work with," said Talomie. "I got involved with people in all parts of the state, and was able to learn from their experiences and problems, and bring that knowledge back to my county."

As an assemblyman, Talomie is now in a position of being able to give back something to the union that helped him grow and learn.

For one thing, he supports several major pieces of pro-union legislation, including bills calling for a permanent, mandatory agency shop law, binding arbitration and injunctive notice.

Born 60 years ago in Geneva, N.Y., Talomie spent his early working years on the production line of Geneva Forge and at an insurance company, and did several stints as an Air Force pilot before joining the ranks of civil service in 1956 as an assistant county clerk in the Ontario County Clerk's Office. He was elected Ontario County Clerk in 1970.

He served as CSEA Ontario County Local president for eight years, and held office on a number of CSEA statewide committees, including the Personnel Committee, the Nominating Committee and the County Executive Committee. He was also a member of the statewide Board of Directors.

What does he consider some of CSEA's biggest accomplishments during his years with the union?

"The establishment of fringe benefits now enjoyed by most public employees, such as non-contributory retirement benefits and non-contributory health insurance, as well as mandatory salary ranges," he says.

"And, in spite of the many criticisms, I feel

the Taylor Law was a great step forward for public employees in that it recognized for the first time the right to bargain," said Talomie. "This was a bigger asset to the political subdivisions than the state employees in that the state government recognized the CSEA Statewide Salary Committee as the unofficial negotiators for the state employees prior to the Taylor Law. But these benefits were not necessarily reflected in the political subdivisions."

As for the general image of public employees today, the Republican-conservative assemblyman had this to say: "Legislators, in my opinion, recognize the dedication and efficiency of public employees."

Talomie, who chatted comfortably from his office on the eighth floor of the Legislative Office Building, serves on four Assembly committees: Government Employees, Judiciary, Labor and Health — all lifelong topics of interest to him.

He says he is also very concerned about the escalation of crime in our society, especially its impact on elderly and disabled victims. He called the recent shooting of Pope John Paul II "a sign of the times, a sign of a lack of respect universally."

A wavy-haired man with bushy eyebrows and glasses who always wears an American flag pin on the lapel of his suit jacket, Talomie leaned back in his chair and folded his arms around his knees when switching to subjects of a more personal nature.

He reveals he is a collector of elephants (he has more than 200 of various sizes and kinds), a lover of Shakespeare and semi-classical music. In his spare time, he writes poetry.

He becomes downright whimsical when discussing the relative merits of his favorite candy, a spicy, hard candy called anise.

"I've been giving them out for 25 years, Talomie said, pointing to a bowl full of the red candies on his desk. "Anise became my trademark in Ontario County and it's quickly becoming my trademark here, too. I've been written up as the unofficial candy man long before Sammy Davis Jr. made the song."

The assemblyman's taste for anise is as strong as his distaste for smoking and drinking, neither of which he indulges in. He has been active for two decades in the American Heart Association, and exercises by taking daily walks. As for his concern for problem drinking, he says he has sponsored legislation which would impose a



"I was politically involved long before I joined CSEA, but CSEA gave me a broader base to work with."

criminal charge on any person convicted of drunk driving when that driving results in personal injuries.

"I feel that a person who's driving a vehicle while intoxicated is as dangerous as attacking another person with a weapon, and it should result in the same penalties," he says.

And, as one who has been involved with the Young Republicans and the Teen Age Republicans, Talomie says he would like to see more young people today politically involved.

"Since 18-year-olds got the right to vote, their voting record has left a lot to be desired," he said. "People in general are disenchanted with politics, and it reflects in the polls."

Talomie says being in the political arena has its rewards and its demands.

"The demands of this job are that it's a seven-day-a-week job, as many hours as it takes to get the job done. The rewards come any time you solve people's problems."

## CSEA charges Chenango Forks school district interferes with workers rights to select union

CHENANGO FORKS — The Civil Service Employees Association has filed an Improper Practice charge with the Public Employment Relations Board (PERB) against the Chenango Forks Central School District.

According to Christopher Jamison, CSEA Representative, the union charges that the Chenango Forks School administration has interfered with, restrained, and coerced non-instructional school employees who are attempting to exercise their rights to organize and be represented as guaranteed under the law.

The IP charge further contends that the Chenango Forks School superintendent and his assistants are illegally enticing employees with promises of increased salary if they retreat from plans to unionize.

CSEA also says the School District has blatantly violated the law by threatening non-instructional employees with predictions of dire consequences if they choose to be represented by the union.

Jamison emphasized that although an equitable salary increase was a primary concern, Chenango Forks School employees want to be represented by CSEA for a number of important reasons, including a voice in determining terms and conditions of work, a system of workplace justice regarding grievances, safety, health, seniority, job security, promotions and fair allotment of overtime.

The Public Employment Relations Board is expected to announce a date to hear the IP charge in the near future.