


Public SECTOR

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Local 1000, American Federation of State, County and Municipal Employees

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Contracts ratified in a landslide 19-1

ALBANY — By an incredible 19 to 1 margin, CSEA members in the union's three state bargaining units have overwhelmingly approved new contracts with the State of New York providing 32 percent salary increases, increments, longevity payments and other major benefits during the next three years.

"When I announced that we reached tentative agreement with the state on February 27th, I said that this was the best contract that anyone ever negotiated with the State of New York," a jubilant CSEA President William L. McGowan said after the April 1 ratification ballot count, "and with 95 percent membership approval, this

is also the best ratification majority that anyone ever received for a contract negotiated with the state."

All of the union's 39 rank and file negotiators participated in the ballot counting process under the supervision of the CSEA Election Procedures
(Continued on Page 10)



INSTITUTIONAL SERVICES UNIT negotiator Elizabeth Watts accepts the union's thanks from CSEA President William L. McGowan at an Albany ceremony recently in honor of 39 rank and file union members who worked diligently to bring home a new contract for state employees in the union's three state bargaining units.

NOTICE:

Election of delegates to the 1982 AFSCME convention

1. Ballots for the election of delegates to the 1982 AFSCME Convention will be mailed to all members of CSEA as of March 6, 1982 on April 1, 1982.
2. Ballots will be picked up at the return post office on the morning of April 23, 1982. Tabulation will commence on April 26, 1982 and continue until complete.
3. Members who have not received a ballot by April 12, 1982 should call their CSEA Regional Office between April 12, 1982 and April 15, 1982 for the purpose of obtaining a replacement ballot. The CSEA Regional offices may be contacted at the following numbers:

Region 1 (516) 435-0962	Region 3 (914) 896-8180	Region 5 (315) 451-6330
Region 2 (212) 962-3090	Region 4 (518) 489-5424	Region 6 (716) 634-3540

The new state budget

'Good news, bad news' — see page 10

Changes in performance ratings at Bronx PC ruled violation of evaluation standards

NEW YORK CITY — The Governor's Office of Employee Relations (GOER) has overruled an arbitrary decision by Bronx Psychiatric Center (BPC) administration to change the evaluations of 15 BPC employees. GOER's ruling came as a result of coordinated action by CSEA on the local, regional and state levels.

The 15 employees, members of BPC Local 401, were given outstanding evaluations by their supervisors, but, after the evaluations had been approved and the employees and their supervisors had signed them, the evaluations were changed from outstanding to effective.

BPC Local 401 President Ernest Punter and Metropolitan Region II Monitoring Specialist Glinnie Chamble investigated the employees' complaints about the change in their evaluations. Punter and Chamble learned

that, contrary to performance procedures, BPC administration had essentially re-evaluated the employees, arbitrarily changing the original, approved evaluations in an apparent attempt to save money at the expense of CSEA members.

When the appeals to BPC administration and the Office of Mental Health failed, CSEA CWEP Assistant Director Guy Dugas brought the situation to the attention of GOER.

GOER ruled that BPC administration had violated performance evaluation standards and ordered the facility to grant the 15 employees their original outstanding evaluations and performance awards.

Dugas reports that he is checking with local presidents through the regional monitoring specialists to learn if other agencies have violated performance evaluation standards in a similar manner.

Oswego schools honor dedicated secretary

OSWEGO — They love Eileen Batchelor in Oswego. It was proven again when more than 100 school officials, fellow employees, CSEA representatives and friends recently turned out in force for a gala retirement luncheon in her honor.

Ms. Batchelor's face registered delight as many awards, gifts and praises were bestowed upon her for her 47 years of service as secretary for the Oswego City schools administration.

In addition to her faithful service to the school system, and to thousands of students since 1935, Ms. Batchelor served CSEA Oswego County Local 838 with the same unselfish dedication. She first became involved in union activities in 1966 and, over the years, held a number of offices, including local vice president. She also served as acting secretary on numerous negotiating committees.

CSEA awards and a letter of commendation were presented on behalf of Region V and Local 838 by Ron Smith, Oswego area field representative, and Linda Crisafulli, local president.

In a comment following the luncheon, Ms. Batchelor said she was looking forward to an enjoyable retirement and plans to devote considerable time to travel.



RETIREE HONORED — Eileen Batchelor, center, who recently completed 47 years of administrative service to Oswego City schools, is shown at a recent retirement dinner in her honor. On hand to present her with two CSEA awards were Linda Crisafulli, left, Local 838 president, and Ron Smith, field representative.

Labor law expert named AFSCME general counsel

WASHINGTON — A leading expert in public sector labor law, Richard Kirschner of Philadelphia, has been named as General Counsel of the American Federation of State, County and Municipal Employees (AFSCME) by International President Gerald W. McEntee. Kirschner's appointment has been approved by AFSCME's International Executive Board.

Kirschner was chief counsel for AFSCME Pennsylvania's Council 13, which McEntee had served as the Council's executive director prior to his December 1981, election as AFSCME International President.

Kirschner is the senior partner in the Philadelphia law firm of Kirschner, Walters & Willig, which specializes in labor law practice. The firm represents unions in both the public and private sector.

Joining Kirschner as partners in his firm in Washington will be Larry Weinberg and Jack Dempsey, both of whom have longtime experience in representing AFSCME and its affiliates. The firm in Washington will be known as Kirschner, Weinberg, Dempsey, Walters and Willig. The firm will continue to maintain an office in Philadelphia.

Health Unit Installation



NEW OFFICERS of the Suffolk County Health Services Vector Control Unit were sworn in recently by Suffolk County Local President Charles Novo, right. Grievance chairwoman Sue

Smith, left, watches as Secretary-Treasurer Raymonk Warnker Jr., Vice President Jim Dantonio, and President Claudia Bishop take oath of office.

Region II EAP representative appointed

NEW YORK CITY — Gregory Summerlin has been named Employee Assistance Program (EAP) representative for Metropolitan Region II. In his new position, Summerlin will work with Region II locals to establish and maintain programs to help CSEA members resolve emotional, medical and other problems that may affect their job performance.

A graduate of the John Jay College of Criminal Justice with a bachelor's degree in correctional administration, Summerlin has a broad background in social service program administration.

He has worked as a counselor for the Brookwood Child Care Agency, as a legal services coordinator with the New York City Department of Corrections, and as a prefect at the Lincoln Hall School for Boys.

In expressing his pleasure with Summerlin's appointment, Metropolitan Region II Director George Bispham noted that "with Greg aboard, our EAP program in Region II will really begin moving."

Court rules troubled worker tricked into resigning without due process

He was an alcoholic on a bender and he only had a vague recollection of talking to a government official in the bar that day. When he was informed several days later by his bosses that he had quit his job in a drunken stupor, signing a resignation on a scrap of paper borrowed from the bartender, he couldn't be sure if it was true or not. However, he was dismissed from his job.

Now, thanks to his CSEA local, the employee, after a year-and-a-half without working, has his job back with full back pay and is more than an example of the kind of misfortunes that can befall an alcoholic, CSEA officials say.

"What the government was trying to do in this case, besides taking advantage of an employee's illness, was to fire him without due process," said his Local president.

CSEA attorneys took up the case after the employee had been dismissed and fought it to a successful conclusion.

"The Court upheld our contention that the government, before they dismiss their employees, have to call them into an administrative office and present the charges to them. The Court also took a dim view of the government's attempt to deny him

the opportunity to get an opinion from his union representative before he resigned," said an attorney in the offices of the Regional Attorney handling the case. "The case goes far beyond the issue of whether the employee was intoxicated or not."

The employee had been on a bender since learning that his son was seriously ill, suffering from cancer. He entered a bar near where he worked before 11 am during a weekday already drunk, by his own admission, and began to drink heavily. At noon, an acquaintance, who was also a government official, entered the bar and told the employee that the employee's bosses wanted him to resign, witnesses said. The witnesses stated that the official borrowed a piece of paper from the bartender and urged the employee to sign his resignation, which he did.

When the employee realized what he did several days later, he came to his CSEA Local seeking help. CSEA attorneys demanded that he be restored to his position, citing the CSEA contract which stipulated that employees charged with incompetency or misconduct must be given a hearing and have an opportunity to defend themselves.

Despite the clear-cut CSEA victory, the government is contemplating an

appeal of the case. If they do appeal, CSEA attorneys will again represent the employee.

"We constantly have to defend our contractual rights. Governments will

try to excuse to violate our contract, including using an employee's disease. We won't permit them to get away with it," said the local president.



REGION VI PRESIDENT ROBERT LATTIMER recently installed officers of Wyoming County Local 861. Standing from left are Lattimer, Secretary Janette Aaron and Vice President Roy Upright, Jr. Seated from left are, President Marilyn Osswald, Delegate Penny Bush and Treasurer John Pachuta.

Warren Co. workers, sheriffs declare impasse

County claims no money for member raises, while non-union workers get 5 to 7% increases

GLENS FALLS — Both the County Unit and the Deputy Sheriffs Unit of the Warren County Local of CSEA have declared impasse in their negotiations with the county administration.

The county unit represents 350 employees in general county titles while the deputy sheriff's unit represents 50 employees involved in law enforcement and related duties.

"We are worlds apart," CSEA Collective Bargaining Specialist Emanuele Vitale stated in his request to the state Public Employment Relations Board to name either a mediator or a mediator/fact-finder to the negotiations. He noted that seven sessions were held between the parties since September with no real agreements being reached during that seven month effort.

"There have been some conceptual understandings with no definite agreements on any item since the county's posture is 'total package' or 'no agreement'," Vitale said.

Backing up its bargaining position, the county included no money for raises in the 1982 budget deciding that the funds would have to be found later after a contract was signed. Contract agencies such as Cooperative Extension also have not been able to give their employees raises, since the county will not approve funds for those increases until the union contracts are settled.

"They have money for the non-unionized employees," Doug Persons, Warren County Local President, noted. "The county did give raises to its non-unionized workers. Those making more than \$30,000 got 5 percent; those making \$20,000 to \$30,000 got 6 percent; and those receiving less than \$20,000 got 7 percent."

"Now we want a fair and equitable contract and we're willing to make our case, if needed," he said.

Contracting out proposal in Fulton County 'overlooks rights of employees'

JOHNSTOWN — Fulton County CSEA Local 818 is against any move by the County Board of Supervisors' Public Health Committee to contract out the services of 32 county employees to Littaeur Hospital.

"The committee has over looked the rights of the employees, as well as, the cost control needs of the public taxpayer while it was doing its preliminary research," William Sohl, CSEA Local president, charged as he informed the press of the union's position.

"Everybody knows that hospital and health care costs are skyrocketing. But in Fulton County, where budget deficits become surpluses overnight, the administration wants to give a \$470,000 program to a profit oriented hospital. It doesn't make any sense to be expanding services while surrendering control of the program," he said.

At present approximately 32 employees, seven clerical, eight public health nurses, and 15 home health aides, including seven part-timers, are serving the public health care needs of the Fulton County population. "We are doing the job that management wants done," Grace Bevington, Infirmary Unit president, said. "And if management wants to expand services, the county would have more control of its expansion program through direct supervision than through indirect monitoring," she noted.

"CSEA is prepared to see that out members' rights are protected." John D. Corcoran Jr., CSEA Capital Region Director, declared. "The county cannot unilaterally change the terms and conditions of employment without negotiating those changes with the employees representative."

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'New Federalism' budget poses more threats to many social programs at state level, study shows

WASHINGTON — President Reagan's fiscal year 1983 budget proposals threaten dozens of social programs at the state level, according to a study released last week by the AFL-CIO Public Employee Department (PED).

In announcing the report, PED Executive Director John F. Leyden said: "Our analysis of the Administration's FY 83 state grants to support 36 social programs shows that, in all, the states stand to fall more than \$11 billion behind what they need merely to keep these programs going at last year's levels. This loss — coming on top of the \$18 billion taken from the states in Reagan's FY 82 budget — demonstrates that the President's 'new federalism' proposals are truly a sham. And to make things worse, the official 'new federalism' program — whereby the states would pay for Food Stamps and Aid to Families with Dependent Children, in exchange for a federal take-over of Medicaid — is going to mean a further loss to the states of \$17 billion in 1984!"

Highlights from the study show the following program losses:

- a nationwide shortfall of some \$2 billion in Medicaid, \$375 million in New York alone;
- a nationwide shortfall of \$1.5 billion in Employment Training and Assistance grants;
- a nationwide shortfall of more than \$1 billion in Aid to Families with Dependent Children;
- a nationwide shortfall of more than \$1 billion in Subsidized Housing grants;
- a nationwide shortfall of \$865 million in the Special Supplemental Food Program for Women, Infants, and Children;
- a nationwide shortfall of \$271 million in Child Nutrition funds;
- a nationwide shortfall of \$217 million in Energy Conservation grants.

"The President is slashing these federal funds for social programs," Leyden said. "Does he expect the states to replace these sums, while their own revenues are threatened by conformity to federal tax cuts passed last year as part of his so-called Economic Recovery Act? And if the states cannot replace these cuts, what happens to the programs and the people who depend on them?"

The full report, entitled REAGAN'S '83 BUDGET: More Bad News for the States, is available for \$2 from the AFL-CIO Public Employee Department, Suite 308, 815 16th Street, N.W., Washington, D.C., 20006.

PED is an autonomous arm of the AFL-CIO, representing 34 unions whose members include some two million federal, postal, state, and local workers.



TOWN OF COLONIE Unit B President Kenneth Bell, right, signs a one-year contract covering water department blue collar workers. Looking on is Colonie Supervisor Fred Field.

Colonie unit reaches accord

COLONIE — After five months of stalemated negotiations, the Town of Colonie Unit B and the town administration have reached agreement on a one-year pact for the approximately 90 water department blue collar workers here.

The agreement, reached with the aid of a PERB-appointed mediator, will provide a 7 percent raise retroactive to Jan. 1 and a controversial lump-sum payment of 1.5 percent in July.

While the union membership voted by a near 3-to-1 margin to accept the compromise settlement, many of the workers were critical of management's reluctance to add the lump-sum payment to the general salary increase.

Unit President Kenneth Bell explained the members' dissatisfaction saying, "The lump-sum payment will not be added into the hourly rate, so it will not be used in figuring overtime.

We wanted a straight 8.5 percent increase similar to the settlement the town negotiated with Unit C, the salaried and clerical employees. So while we have settled for this year, our members are not really satisfied."

Negotiations for a successor agreement will begin in mid-summer.

Women's committee meeting

BUFFALO — The Region VI Women's Committee will meet Saturday, April 24, 10:30 a.m., at the Batavia Treadway Inn, New York Thruway Exit 48, according to Co-chairperson Ruby Everette.

Topics to be addressed include upgrading of educational opportunities and focusing on financial and other assistance available to CSEA members.

The meeting is open to all members, male or female, who wish to participate.

1 year, \$4 million and 700 displaced workers later...

Still no answers

BINGHAMTON — More than one year after the fire and toxic waste spill that occurred in the basement of the State Tower in downtown Binghamton, the building remains closed.

Estimates for a re-opening date vary, but some officials indicate it could be another year or longer.

In the meantime, of the 700 state employees who worked in the state tower, 220 are now working in a converted grammar school, while others are operating from several makeshift offices throughout the city.

In most cases, the majority of displaced state employees appears to have adjusted remarkably well to the substitute work locations, cramped spaces, equipment substitutions, and the loss of many personal possessions in the accident. These workers seem resolved to the fact that state business must continue to be provided.

"We believe the general public understands that we have tried to overcome the hardship of working in makeshift locations. Under the circumstances, we will continue to provide good service as best we can," one state employee remarked.

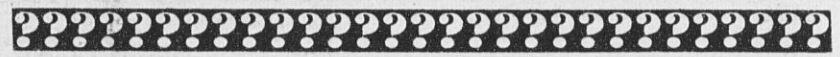
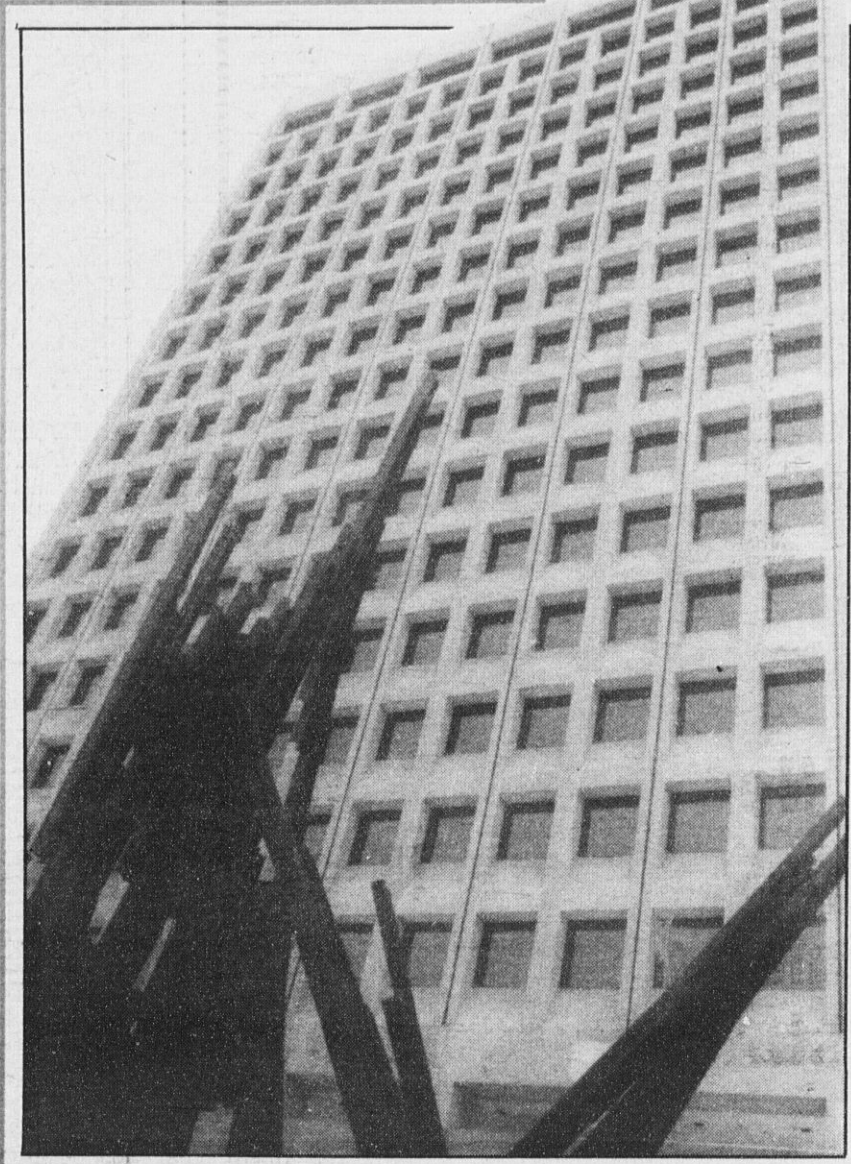
According to released figures, it cost approximately \$100,000 to convert the 48-room school which the state rents from the city school district for \$5,000 a month.

As far as returning to the state building at some future date, most employees agree their major concern is for a guarantee of a clean building, monitored by union officials and judged safe by a panel of professional experts.

To date, \$4 million in state money has been spent cleaning the building. Gov. Hugh L. Carey and other state officials have promised to spare no expense to decontaminate the building. An additional \$7 million has been allocated for clean-up operations in 1982-83.

The final total, in terms of clean-up, is as much in question as the re-opening date.

CSEA regional and statewide officials will continue to monitor the clean-up process, and have issued their firm union proclamation to state employees that no one will be asked to return to the building until it has been declared absolutely safe, not only by state officials, but by impartial professionals who have conducted their own tests.



BINGHAMTON STATE OFFICE BUILDING, 1982. What does the future hold?

The year in review

EDITOR'S NOTE: Portions of the following dated events are excerpts from the Chronology printed Feb. 5 by the Sun-Bulletin of Binghamton.

1981

Feb. 5: Fire and PCB spillage at State Office Building, Binghamton, forces closing of Government Plaza. City Hall reopens four days later, county building five days later. State Office Building remains closed more than one year later.

Feb. 26: Building cleanup halted after two more toxic chemicals — dibenzofuran and dioxin — found in building.

March 5: Gov. Hugh L. Carey offers to drink a glass of PCBs in Binghamton.

March 19: Cost of cleanup and tests exceeds \$1 million.

April 1: Virginia firm hired as clean-up consultant.

April 3: Panel of experts meets in New York to discuss crisis.

April 27: Binghamton City Hall closes for a day after electrical fire involving PCB coolant.

May 7: Lawsuits charging state with negligence mount to \$892 million.

June 24: Broome County Executive announces he will not reappoint county health director who had been outspoken on crisis, but will retain him as consultant.

July 24: State assures Broome County that building won't be vented without county approval. Bids for filtration equipment go out following day.

Aug. 10: State and local officials meet to discuss situation. Meeting marks start of state publicity campaign to alleviate fears of local residents.

Sept. 8: Two air filters placed on top of building.

Sept. 22: Tests begin on air filtration equipment.

Oct. 22: Gov. Carey apologizes for his previous "PCB cocktail" statement; commits state to effective cleanup.

Oct. 26: Citizens Committee meets to monitor cleanup.

Oct. 27: County officials assure county employees that PCB levels found in their building adjacent to state tower are within acceptable range.

Oct. 30: Medical tests begin for 479 persons who were — or suspect they were — exposed to chemicals in state building.

Nov. 4: Second citizens' committee meeting held with state officials in attendance. State Health Commissioner Dr. David Axelrod promises that state building will be made safe to the point where the level of risk to workers will be no greater than the risk to any worker anywhere.

1982

Jan. 13: State, local officials meet to explain building venting scheduled to begin in two weeks.

Feb. 1: Air from state building released into the environment after passing through filtration system.

College scholarship deadline approaches

ALBANY — College costs aren't getting any cheaper. So parents of graduating seniors shouldn't miss the chance to apply for the \$500 scholarships offered by CSEA.

The deadline for applications for the Irving Flaumenbaum Memorial College Scholarships is April 30.

Applications are available now at CSEA regional offices and from local presidents.

They are also available by writing to: Scholarship Committee, 33 Elk Street, Albany, N.Y. 12224. There is no charge for submitting an application.

These applications will be judged

by the Scholarship Committee, which will award \$500 scholarships this year to 18 sons and daughters of public employees around the state.

Applications are open only to high school seniors who will be attending college this fall, and grants are awarded for only one year.

Reevaluation, competitive bids provide better package for membership Insurance plans feature more benefits, lower rates

ALBANY — Increased benefits and decreased rates are two significant improvements in CSEA's package of voluntary insurance programs that go into effect this month, CSEA President William L. McGowan has announced.

Throughout 1981, CSEA's Standing Insurance Committee undertook a complete reevaluation of the insurance programs sponsored by the union. One result of this process was the solicitation of competitive bids on all programs, the first time such a comprehensive competitive bid process was conducted.

As a result of this work, two major improvements in the CSEA sponsored programs are going into effect this month, as announced at the union's Delegates Meeting in October, 1981.

Effective April 1, for example, the amount of coverage for an active employee enrolled in CSEA's Basic Group Term program increased by 20 percent at no additional cost to the employee. That means for an individual with \$12,500 of coverage, the coverage will be increased to \$15,000 and no additional premium is required. Payroll deductions remain the same.

In another major union-sponsored program, the benefits get better, but in a different way. CSEA's Supplemental Life Program, which covers union members, their spouses and dependents, has had the same rates since its inception in 1970.

Through continued good experience, the plan has actually paid dividends to policy holders for the past eight years, most recently in March, 1982. And effective with the state pay periods of April 21 and 28, 1982, rates for this program will actually decrease.

While the amount of the rate decrease depends on the age bracket of the insured, the overall effect is an eight percent premium reduction. Participating members will be notified individually of their actual rate reduction.

"CSEA's sponsored insurance programs are a voluntary opportunity for our members to purchase additional economic security for themselves and their families at reduced group rates," said President McGowan. "Like all of CSEA's programs of service to our members, we are constantly working to make them better. In an age of runaway inflation, it's nice to know that our insurance programs are providing more benefits for the money."

Meeting establishes grassroots support in Region III

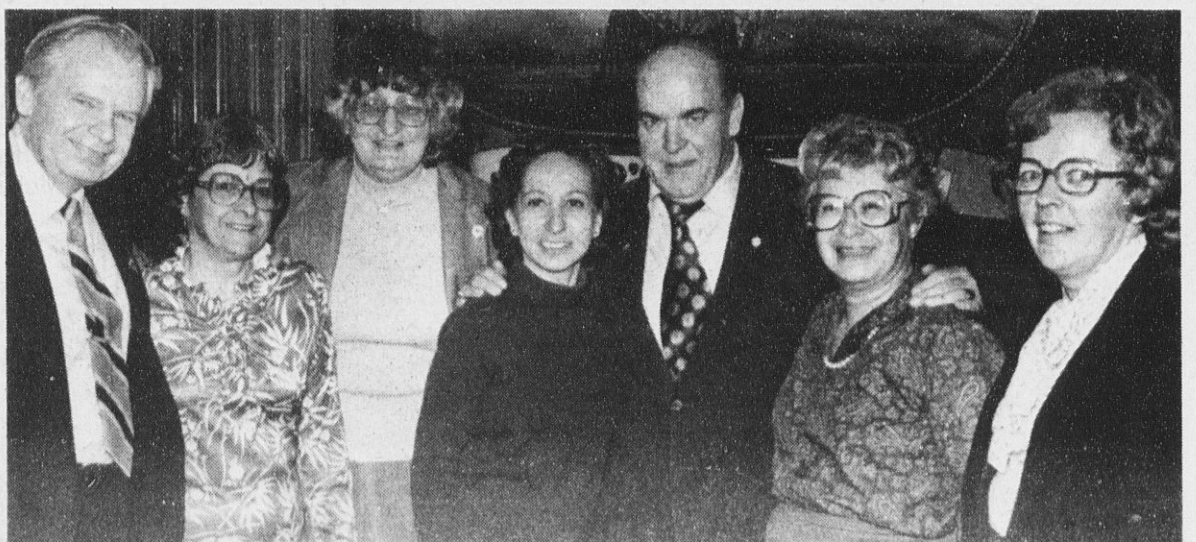


PUTNAM COUNTY LOCAL 840 PRESIDENT Carmine Ricci (above), from left, Ulster County Local 856 President Barbara Swartzmiller, Orange County Local 836 President Jane Lewis, and Ulster County Unit President Sean Egan, at the meeting.

MAKING PLANS FOR THE COUNTY DIVISION in bottom photo are, seated, Dutchess County Local 814 President Ellis Adams, left, and Westchester County Local 860 President Pat Mascioli. Standing are former Rockland County Local 844 President John Mauro and, right, President Ray O'Connor.



CAROLE PEETS, left, of Mid Hudson Local 009 listens to Women's Committee Chair Pat Taylor of Rockland Psychiatric Center Local 421.



LEADERSHIP GATHERS: On hand to inaugurate newly established Southern Region Committees were, from left, President Ray O'Connor, Third Vice President Rose Marcinkowski, Secretary Grace Woods, Program-Social Committee Chair Grace Ann Aloisi, Second Vice President Harold Ryan, Education-Training Committee Chair Eva Katz, and Treasurer Eleanor McDonald.

After eight years in court

Upgrading battle won in OGS

ALBANY — An eight-year legal battle to upgrade building service aide (BSA) positions in the state's Office of General Services (OGS) has ended victoriously for CSEA Local 660.

The aides are now equal to their counterparts in OGS — that of a grade 4 cleaner.

"The timing of this decision couldn't be better," declared OGS Local President Earl Kilmartin. "This adjustment is coming just prior to the new raises in the state contract."

Kilmartin said the upgrading struggle started in 1974 when Mary Costello, a BSA supervisor, complained about the salary difference between a BSA and a cleaner. "They were both doing the same type of work, side by side. But they were being paid different rates," he noted.

Costello's complaint was lodged with the U.S. Department of Labor, Employment Standards Administration. An eight-year, tedious court battle ensued.

"The internal union effort was spearheaded by the late Gerald Purcell, who was our board representative then," Costello recalled. "He'd be delighted with the final outcome, he always said we'd win in the end."

The upgrading, ordered by the U.S. Labor Dept. and the Equal Employment Opportunity Commission, cost OGS a total of \$401,000 over the eight-year span.

While the decision stems from a complaint filed in 1974, the upgrades are only retroactive to April 1, 1980. Salary adjustments for full and part-time workers range from \$2 to more than \$3,500.

The average salary upgrades fall between

\$800 and \$1,200, depending on the individual employment factors of the approximately 500 workers involved.

"This is just the beginning," Costello points out. "Other state departments with BSA titles are automatically upgrading their workers to the

OGS standard. They don't want to end up in court on the same issue."

Although Costello filed the complaint which caused the upgrading, she will not benefit from the decision. "That's o.k. I did it for the members," said the BSA supervisor.



CHECKING RECORDS showing upgrading of all building service aides in OGS are two people deeply involved in achieving the upgrading. Mary Costello, left, lodged the original complaint and fought for changes over several years, while OGS CSEA Local President Earl Kilmartin was involved over much of the same time in obtaining the change.

Enterprise zone proposal under fire by McEntee

WASHINGTON, D.C. — The head of the nation's largest union representing state and local government workers has labeled the Reagan Administration's enterprise zone proposal "an excuse for the creation of company towns" in the nation's urban areas, and pledged to

lead the fight in Congress against the proposal.

"President Reagan's enterprise zone proposal will grant tax expenditures of \$310 million to prospective businesses and corporations moving into the areas. But, slashes in programs like the

Economic Development Administration, the work incentive program, community development block grants and CETA have already cost the cities and states approximately \$8 billion in federal assistance," said Gerald W. McEntee, president of the American Federation of State, County and Municipal Employees (AFSCME).

"The Reagan program also contains few provisions for job training, other than tax breaks for the training of CETA eligible workers, and this is another fatal flaw," McEntee continued. "Disadvantaged and unemployed workers in urban areas need skill training to break out of the vicious unemployment cycle."

The Reagan proposal also calls for the contracting out of vital police and fire services to private industry in the zones and McEntee declared this provision a "direct assault on public service and public employees."

The union head also expressed concern that cities and towns would engage in a costly and unproductive bidding war in the competition to establish enterprise zones.

"Localities will be trying to match each other in lowering local taxes, reducing building codes and relaxing zoning standards as they rush headlong into the enterprise zone competition," said McEntee. "Meanwhile, the community and its citizens will pay the price."

AFSCME has suggested its own legislative package to revitalize urban areas. Presented to the Congress about six weeks ago, the union's proposal calls for the rebuilding of the urban infrastructure, provision for vocational training of the unemployed and for incentives for business investment. The \$24-billion proposal was presented to the Congress by McEntee.



AGENDA CHECK — Joseph E. McDermott, CSEA Region IV president, left, goes over Committee matters with Connie Colangelo, right, newly appointed chairwoman of the region's school unit committee.



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AFSCME

METROPOLITAN REGION II PRESIDENT George Caloumeno, left, shares a light moment with **AFSCME District Council 37 Executive Director Victor Gotbaum** and **New York State Industrial Commissioner Lillian Roberts** at the annual luncheon of the New York State Employees Brotherhood Committee. Ms. Roberts, former DC 37 assistant director, received the 1982 Brotherhood Award at the luncheon.



Media charges on UCP are confirmed

NEW YORK CITY — Two separate investigations into United Cerebral Palsy (UCP) have confirmed charges that UCP collected more than \$10 million in Medicaid funds for services the agency did not provide, and that UCP violated state regulations when it ordered surgery for a mentally retarded patient without parental consent. The patient died during the surgery.

The investigations, conducted by a private accounting firm and the state Commission on Quality of Care for the Mentally Disabled, came in response to allegations raised in a six-part series in the "Staten Island Advance."

UCP is the second largest private agency in the state caring for the mentally retarded. Most of the patients in UCP facilities were transferred from the state's Staten Island Developmental Center (SIDC).

An audit by the private accounting firm revealed that UCP collected \$10.2 million in Medicaid funds for costs that were actually incurred by SIDC under a shared services plan.

The audit concluded that UCP suffers from "internal management problems."

The "Staten Island Advance" reports that the audit has prompted state Comptroller Edward V. Regan to consider a financial audit of the entire operations of UCP and that the state special prosecutor for Medicaid fraud is contemplating an investigation into UCP's handling of Medicaid funds.

The state Commission on Quality of Care for the Mentally Disabled investigated the death of a mentally retarded UCP patient during surgery. The commission noted that since UCP was not the patient's legal guardian and the surgery was not an emergency, the agency should have obtained parental consent or a court order for the surgery.

Positive outlook keeps unionist on her feet

By Tina Lincer First
Associate Editor

TROY — CSEA's Pat LaFleur has had her share of personal hardships. She has seen a stormy marriage through to its end, raised an infant daughter alone and undergone seven major operations in almost as many years.

But determination, a positive outlook and a genuine concern for the needs of others has always helped this unionist get back on her feet again, and keep going.

"It makes me feel wonderful to think about where I am today," said Pat, a county worker, in a recent interview. "It took me a long time to get where I am."

At 37, Pat, a former fashion model who wanted to be a hairdresser, spends her days as a community services worker for the Rensselaer County Department of Social Services, pre-screening welfare clients and serving as receptionist.

She had advanced to welfare examiner, but lost the provisional job when an operation required her to take a leave of absence last year. But she has her sights set on her old job again. "I always try to work my way up," she says cheerfully. "There's nowhere to go but up."

Fifteen years ago it hardly seemed that way for the CSEA member. She and her husband separated when their daughter was just five weeks old. With the goal of being self-supportive, she attended beautician school, but set aside her hairdresser's dream to take a job as a maid.

"It was the first job that came up," Pat explained. "I'm very independent and felt very strongly about supporting myself and my daughter."

So she went to work washing windows and waxing floors for the Rensselaer County Department of Social Services Administration Building. "It was very hard work but I didn't mind it. I met a lot of people and I like doing things for people," she said.

"I think we all have to swallow our pride sometimes and do things we really don't want to do."

After five years, Pat turned in her maid's uniform for something she wanted to do — be a community services worker for the county. From there she advanced to the position of

welfare examiner, a position she especially liked since she had once been on public assistance herself and could relate to her clients' needs.

"I was never the least bit hesitant in telling my clients I was once a welfare recipient and I could identify with them," she said. "I let them know I cared."

Pat's caring nature makes her a natural for her job as membership chairwoman of CSEA Rensselaer County Local 842, a position she took before going on leave. She is happy to be back in the job, and has been gearing up for this month's membership drive.

"Being the head of a household, I think I can relate to people when they say, 'Gee, why should I join CSEA?' I tell them we're all fighting for the same thing — more money, better benefits — and the more members we have, the better we are at the bargaining table."

Pat spends much of her time away from work and union activities with her daughter, Traci Anne, a ninth grade honor student. She also



HAPPY TO HELP — County worker Pat LaFleur enjoys assisting people through her job as a community services worker.

works on her neighbors' hair now and then to help supplement her income.

But no matter what she's doing or where she is, one thing never changes for Pat LaFleur. And that's her personal philosophy.

"Love each day and take it as it comes," she says. "And I try to do something nice for someone every day."

The Election Procedures Committee

Two major union elections are currently in various stages of progress. Who wins in the upcoming election of statewide union officers, or in the race to be elected official CSEA delegates to the 1982 AFSCME convention, is important to the candidates and to the union as a whole. The integrity of the election process leads to credibility of the election results. Charged with the vital task of preserving the integrity of union elections — and there may be hundreds in an average year — are the members of the union's standing Election Procedures Committee.

By Betty Groner
CSEA Communications Associate

ALBANY — When a CSEA election is successfully concluded, it's more than just a victory for the winning candidates. It's also a job well done for the group that oversees elections within the union — the statewide Election Procedures Committee.

The committee's seven members have the job of supervising elections of officers and delegates, overseeing contract ratification votes, reviewing election protests, developing election guidelines and educating members about the election process.

The committee is chaired by Gregory Szurnicki, and includes Robert Tarsitano, Charles Perry, Robert Comeau, Karen Pellegrino, Ralph Young and Genevieve Clark.

Each election is a complex process. Rules must be checked and adhered to. Schedules must be worked out. Ballots must be correct. Everything must be checked and rechecked, often under rigid time frames. And any election protests must be reviewed.

This is no small job, especially when election activities are multiplied by 933 units, 313 locals and six regions statewide.

When the committee tackles a statewide election, it oversees the entire process — from the first requests for nomination to the final count of the ballots.

The job includes preparing detailed election schedules, setting up bids for election equipment, determining candidates' eligibility, helping set up petitions, and printing and mailing the ballots. The committee must also ensure that the ballots are counted by the established deadline and that candidates are notified of the results on time.

This year is a busy one for statewide elections.



ELECTION CHECK — Gregory Szurnicki, left, chairman of CSEA's Election Procedures Committee, is shown checking some election

details with CSEA Executive Director Joseph J. Dolan.

The committee has at least three large-scale elections to contend with — an election for statewide officers, six ballotings for delegates to the AFSCME biennial convention and three ratification votes for the Administrative, Operational and Institutional Services units.

"CSEA has the most democratic election process of any union I know," said Chairman Szurnicki.

"And if the members don't believe we're doing our job and running fair and honest elections, then the union is weakened."

Ensuring that the democratic process works takes both time and effort. The committee's heavy workload made it necessary for it to meet 19 times last year, and this year appears to be no different. In the past 10 years Szurnicki has served on the committee, he said he has noticed members are more active in their elections.

Part of the committee's work is keeping a complete written record of each election and its procedures. The committee makes sure all election records are painstakingly accurate. And it has been checking to be sure that unit and local constitutions are complete, as well as consistent with the statewide constitution on election matters.

"Our policy is to conduct free and unfettered elections and to preserve the members' free choice," said Szurnicki. "But how do we go about doing that? The only way is to make sure each election is run by the same rules."

Marge Karowe, the CSEA attorney who advises the committee, said the group has made great progress toward its goal of making election

procedures consistent and recording them in the unit and local constitutions.

In the past, election mandates were generally interpreted on an individual basis, Szurnicki said. To encourage uniformity, the committee has written a manual of overall guidelines and procedures for nominating candidates. Units, locals and regions can use it as a model.

The next step is a revision of a similar manual on how to conduct an election.

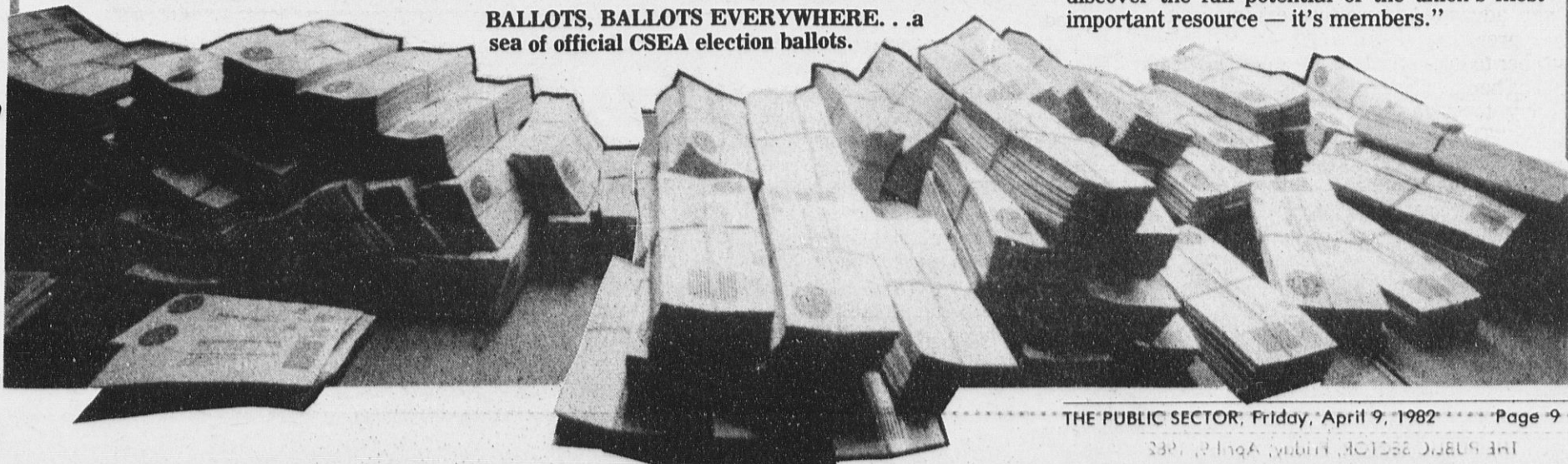
At the same time, the committee has been following a long-term goal of educating members about the election process. This year, it is holding seminars, which were begun last year, on the election process.

"We began the seminars in part because the bulk of protests we handled were sheerly due to ignorance of the election rules," Karowe said. "People should be aware that the committee is available if they have any questions on how to run a CSEA election."

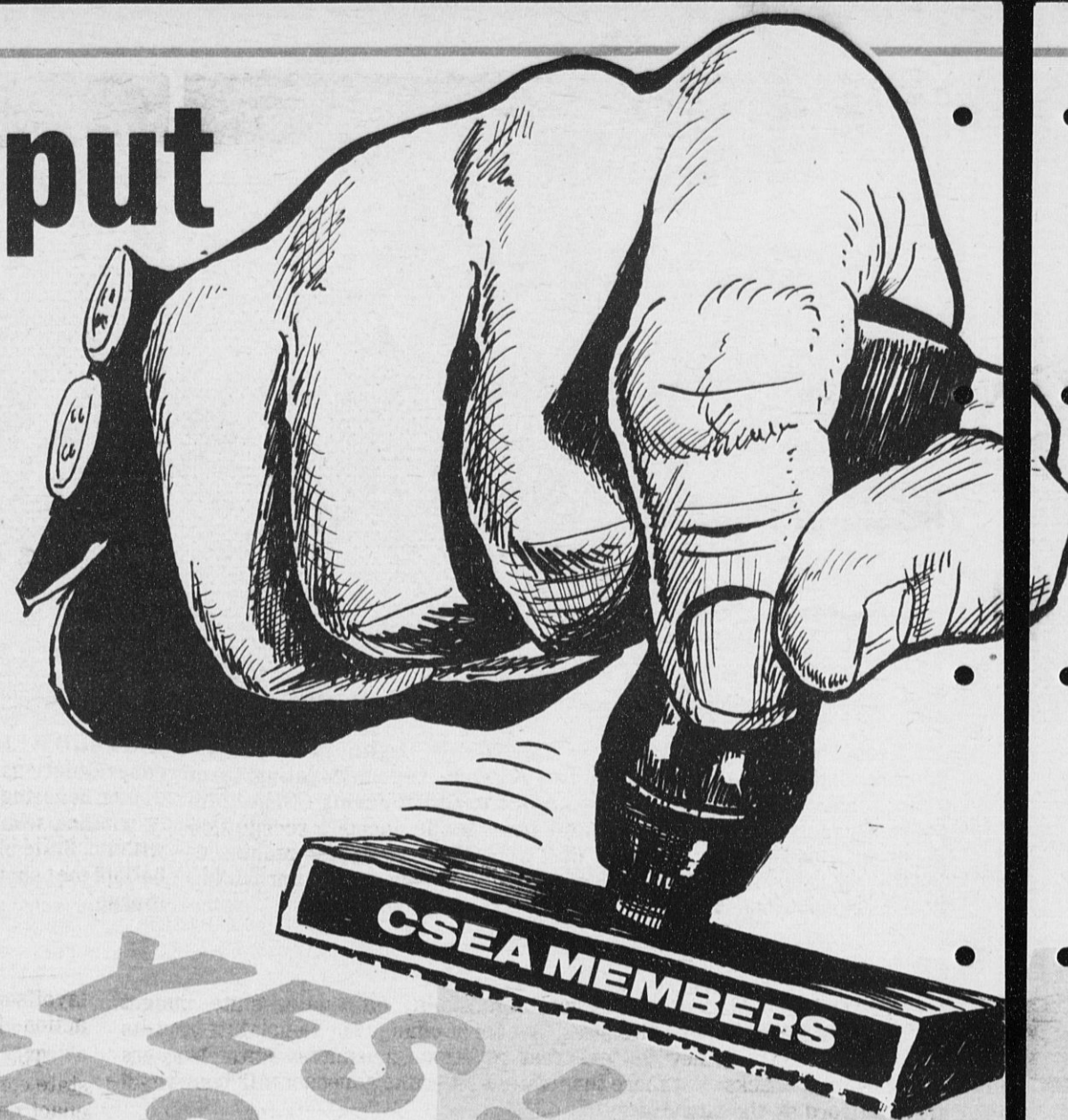
Another ongoing project is to stagger the elections, so the committee will have to supervise only one major election of candidates each year. The rotating elections began when the term for statewide officers was changed to three years in 1979. The terms for regional officers have also been changed from two to three years, and according to the constitution, three-year terms for local officers will take effect in 1983.

Szurnicki said the hard work put in by the committee members and their counsel is worthwhile. "We're responsible for preserving the right of free choice in the selection of CSEA's leaders," he said. "Without it, we'll never discover the full potential of the union's most important resource — it's members."

BALLOTS, BALLOTS EVERYWHERE. . . a sea of official CSEA election ballots.



Members put stamp of approval on new contracts



(Continued from page 1)

Committee. Following certification of the results by Committee Chairman Gregory Szurnicki, negotiators gathered for a victory celebration and to receive plaques in recognition of months of tough negotiations and personal hardship.

"These people were pulled away from their families for weeks on end and sat through endless hours of tedious negotiations and complex caucuses," President McGowan said, "but when I called them back to the table, they were always willing, always ready and always watchful of the interests of our membership. They did one hell of a job for this union."

The union president also had praise for James Roemer, CSEA's chief counsel, who spearheaded coalition talks with the state following conclusion of unit negotiations. Union staff members also received accolades from their boss and from negotiating team members who relied upon advice and information from more than a dozen support personnel assigned to state bargaining.

"I have directed the staff and our political action people to do everything possible to speed the legislative approval and funding necessary to get this contract finalized and to get pay raises into the pockets of our members as quickly as possible," Mr. McGowan announced.

While ratification and the upcoming signing of new contracts finalizes negotiations, under state law any agreement isn't final until the legislature approves the funding needed to provide contractual salaries and benefits. Favorable action is expected shortly.

As for the ratification vote, while the percentage of approval was the highest ever for a state contract according to John M. Carey, CSEA's Administrative Director of the Office of Collective Bargaining, President McGowan expressed some regrets that the number of union members voting in the ratification balloting wasn't higher.

About 45 percent of the total membership eligible to cast ratification ballots actually participated in the voting, final figures indicated, and while the approval of those voting was unquestionable, obviously a lot of members didn't choose to exercise their right to vote.

"This response is about average for ratification ballots," President McGowan said, "and in view of the number of members who apparently felt that ratification was assured and didn't feel the need to vote, I suppose this was a better than average turnout. But in a democratic union such as CSEA, we would prefer to see every member take the few minutes that is necessary to make their voice heard on anything as critical to their future as a new contract."

State budget enacted, but legislation to fund the raises not included; availability of funds assured

WAITING FOR THE ANSWER — CSEA President William L. McGowan, left; Executive Vice President Thomas McDonough, second from right; Capital Region President Joseph McDermott and Collective Bargaining Director Jack Carey, take a few moments while CSEA's state negotiating teams, under the supervision of the Election Procedures Committee, count ratification ballots in Albany on April 1. State workers represented by CSEA cast ballots on tentative contracts reached late in February. When the counting was done, union members had approved their new contracts by an unprecedented 9 to 1 margin.

"When I announced that we reached tentative agreement with the state... I said that this was the best contract that anyone ever negotiated with the State of New York, and with 95 percent membership approval, this is also the best ratification majority that any union ever received for a contract negotiation with the state."

— William L. McGowan, CSEA President



CSEA PRESIDENT WILLIAM L. MCGOWAN, right, presents Lee Johnson of the union's Administrative Services Unit negotiating team with a plaque in recognition of his service to CSEA during CSEA-State contract negotiations. The presentation was made during a recognition dinner in Albany for negotiators who worked tirelessly for months to assist in winning the union's state membership a new contract providing 32 percent salary increases over three years.



RICHARD KELLY of CSEA's Operational Unit negotiating team receives the union's congratulations and thanks for a job well done from President McGowan at an Albany dinner honoring the rank and file negotiating teams that worked with union negotiators in winning what President McGowan has called "the best contract ever negotiated with the State of New York." The dinner was held following the counting of ratification ballots that showed CSEA members approved the new contract by an incredible 19 to 1 margin.

ALBANY — It was the annual on again, off again, state budget negotiations in the capital this year, but for a change the legislature met its deadline to enact a new budget that at least guarantees state workers continued paychecks. Yet more than a week later the governor still hasn't had the last word on the outcome.

State workers and political observers have become seasoned veterans of the annual fiscal tug of war in Albany when state lawmakers, eager to make points at home, have it out with Gov. Hugh L. Carey over just how much of the tax money the state raises will be left to operate the state after most of the money is sent to local government and school districts.

This year had all the drama of the annual ritual, but with a new twist. This time State Comptroller Edward L. Regan said if there was no budget by early April, there would be no pay for state workers and CSEA President William L. McGowan warned everybody that if there was no pay for state workers, there would be no work done for the state.

Despite the usual panics, threats and hysteria, the Senate and Assembly at least managed to agree on a state spending plan for the fiscal year which began April 1, but Gov. Carey still hasn't had the last word on the budget although he has made it clear he isn't happy.

For CSEA members employed by the state, there was good news and bad news in the package approved by the legislature, according to CSEA's Chief Lobbyist James Featherstonhaugh.

"As the result of a last minute lobbying effort by our state division local presidents and political action committees at the direction of President McGowan," Mr. Featherstonhaugh said, "the legislature abandoned plans to gouge the state agency budgets, a move that could have led to 1,000 more job reductions than the 4,000 initially proposed — in the governor's budget."

"In fact, both the chairman of the Senate Finance Committee and Senate Speaker Warren Anderson have both publicly said their budget provides for no

layoffs of state workers. While the final word still isn't in, clearly our political action efforts were effective and we will hold the Senate to its pledge."

The legislature's spending plan did not include funding for CSEA's new state contracts, but lawmakers said there is money for the raises and they will enact necessary legislation as soon as possible to begin paying nine percent salary increases for all CSEA represented workers retroactive to April 1.

While the legislature's spending plan on the surface appears to protect current state employees, it still falls short of what Carey says is needed to fund state agencies and the governor clearly isn't happy.

Originally the governor threatened to "line item veto" appropriations he said would leave the state's spending plan out of balance, but after the legislature acted, he changed postures and said he couldn't veto enough items to balance the budget. Carey also blasted the legislature for not funding state worker contracts in the spending plan when it knows it will have to do so within weeks and the appropriation will knock the budget passed out of balance.

Carey, Senate Leader Anderson and Assembly Speaker Stanley Fink have been feuding over a budget for weeks. In addition to the reductions in force he originally proposed, Carey maintained he needed new revenues to balance his budget. The legislature, meanwhile, refused any new revenue plans, cut some of Carey's proposed appropriations and added \$650 million in new spending for schools and local government aid.

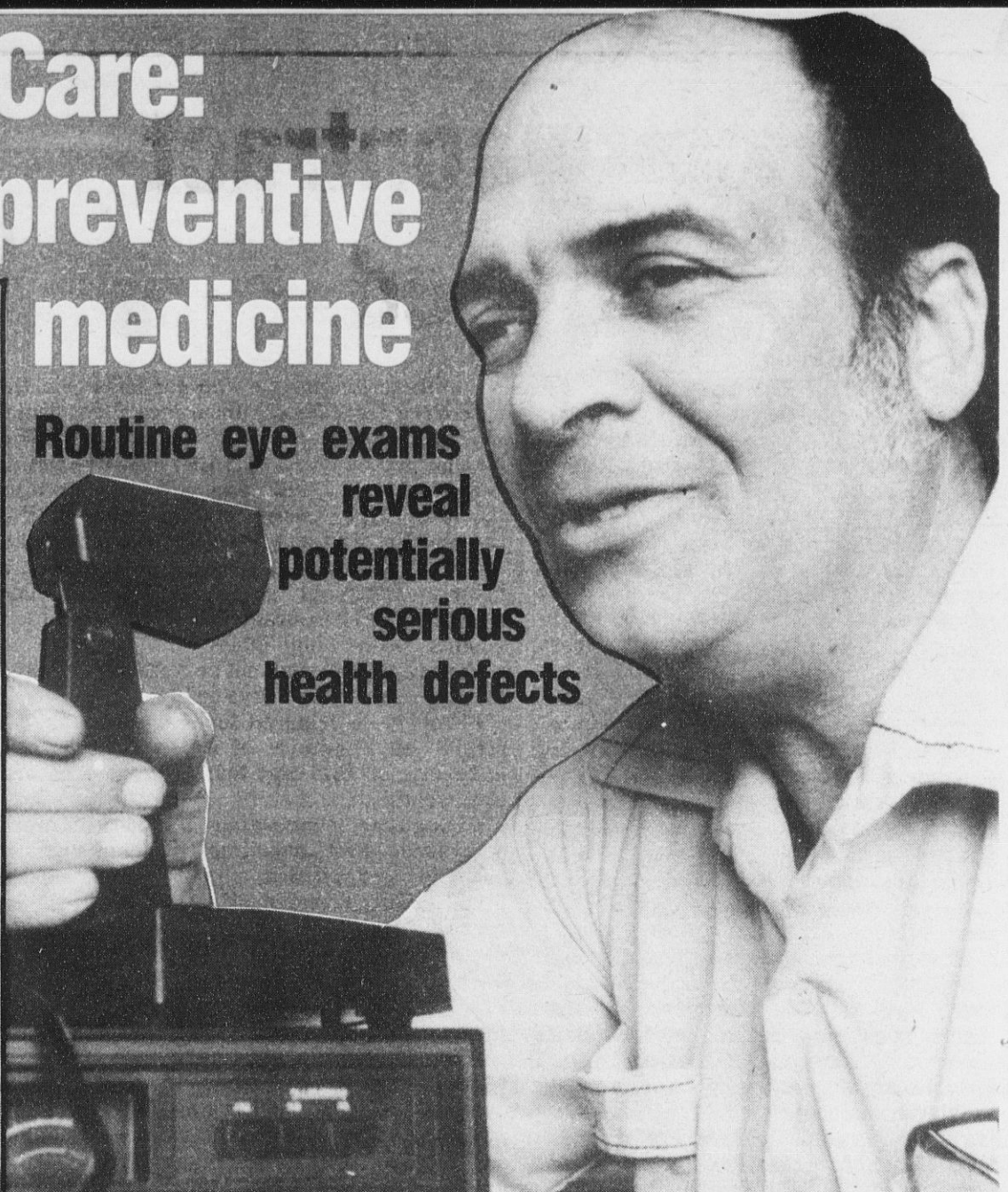
Implying the legislature's actions were politically motivated, Carey has told reporters the final chapter in this year's budget drama hasn't been written yet. He has even hinted that he will refuse to certify the state's budget as balanced, a move that would jeopardize the annual borrowing of billions of dollars to meet state obligations early in the fiscal year.

While the drama may not yet be over, the curtain apparently won't go up again until the legislature returns from a two week break later this month.



CSEA's Vision Care: Focus on preventive medicine

Routine eye exams
reveal
potentially
serious
health defects



EUGENE P. CHEVLIN, above, relaxes with his home radio set. Thanks to the CSEA Vision Care Program, Chevlin and the Januzzi, left, look forward to a healthy future.

By Gwenn M. Bellcourt
Assistant Editor

Eugene P. Chevlin, 43, a retired mental health therapy aide on disability, was already blind in one eye. But, since the eye examination was free of charge, Chevlin decided to go for a routine check-up by a participating CSEA Vision Care Plan optometrist.

Diagnosis: "Rapidly deteriorating" glaucoma in Chevlin's other eye.

Vincent Januzzi, 60, a highway superintendent for the Harrison Department of Transportation, thought "why not" when he received his enrollment card for the CSEA Vision Care Plan. He, too, went for the free exam.

Diagnosis: potential diabetes.

Januzzi's wife, Mary, 56, had one minor complaint. While her vision with glasses was satisfactory, it felt like she always had something in her eye.

Diagnosis: retinal blood clot.

In each of these cases, serious health defects were caught in the early stages — and remedied through medication or diet. Otherwise, Chevlin could have been rendered totally blind. Januzzi, a diabetic, and Mrs. Januzzi would have either developed a cataract or a retinal hemorrhage, either condition eventually leading to blindness.

"A simple routine eye examination can turn up a number of related health problems," says Dr. Jesse Rosenthal, the consultant to CSEA's Vision Care Plan. "The key to this program is preventive health care," he said in citing the cases of Chevlin and the Januzzis.

The vision plan, administered by the union's Employee Benefit Fund, has received widespread acclaim since its inception last November.

Available to state employees in Administrative, Institutional and Operational bargaining units, the plan provides free eye exams and eyeglasses for eligible employees and their dependents.

Eugene P. Chevlin was among the first members to take advantage of the plan.

Hereditary glaucoma is what he feared, since his father had suffered from it. Yet previous glaucoma screenings never revealed the condition. Dr. John Costello used a more conclusive test and, as Chevlin says, "I received first-rate treatment."

Dr. Costello, in private practice in Oneida, commented on Chevlin's case. "I saw how serious the condition was so I immediately referred Mr. Chevlin to an ophthalmologist."

Yet whenever Chevlin has a question about his eye drops or impaired vision, he calls Costello. The optometrist, he says, always answers his calls. "I highly recommend him. He's very, very good," Chevlin added.

Although Chevlin has trouble focusing after using the prescribed eye drops, he doesn't have the piercing headaches created by fluid pressure on the optic nerve.

"It's such a relief," exclaims Chevlin, who needs his sight for his college studies. He has one more year to go before he gets his bachelor's degree in Human Services.

His career goal? Counseling youth on drug abuse and alcoholism. "I'm very determined to finish up," Chevlin says, even though the medication recently caused him to take a break from his studies.

The former mental health therapy aide at the Utica-Marcy Psychiatric Center says CSEA's Vision Care Plan is a "fantastic idea. Your eyes are your most important feature. You never realize it until you find out you might lose your sight."

For the Januzzis, the eye exam by Dr. James Posner of Mamaroneck was, for the most part, routine.

Vincent Januzzi explains he had problems focusing at a far distance, but he didn't think this was unusual for a man his age.

What Dr. Posner diagnosed, however, was functional nerve loss in the eye — probably a result of an elevated blood sugar condition. A sure sign of diabetes, says Posner, who referred Januzzi to his family doctor.

Januzzi was lucky. "I wasn't in real danger," he explains. "All I had to do was cut down on sweets and lose weight." If his blood sugar condition hadn't been detected, he says he would have been a diabetic.

"I can't describe how good I feel. I just turned 60 in February, but I feel 35," says the renewed Januzzi. He does sit-ups every morning to keep his potentially serious condition from worsening.

"It gets pretty rough out there on the road, so you have to be in good health," Januzzi says of his job as a highway supervisor on Interstate 684 in Harrison.

Like Chevlin, Januzzi is appreciative of CSEA's Vision Care Plan. "It's one of the best things the union has ever done — besides the \$1 prescription plan."

Mary Januzzi, a retired telephone company worker, was amazed at how much time Dr. Posner spent examining her eyes. She's "thankful," she says, because "who knows what would have happened."

What would have happened, Posner says, is Mary Januzzi would have developed a cataract or a retinal hemorrhage. Both conditions ultimately result in blindness.

A blood thinner (anti-coagulant) was prescribed for Mrs. Januzzi by an ophthalmologist. Yet she attributes her good health to Posner, who she says "is one in a million."

A confessed sentimentalist, Mrs. Januzzi has three grown children, two grandchildren and "one on the way. I can't tell you how grateful I am," she says, glad to know she'll be able to "watch" them grow up.

Judiciary contract reached

ALBANY — A 29 percent salary increase over three years, increments and longevity payments, uniform allowances and streamlined grievance procedures highlight the tentative agreement negotiated by CSEA and the Unified Court System.

The judiciary negotiating team, chaired by Local 694 President Thomas Jefferson, reached agreement with the state March 30, following several months of talks.

The pact provides for first-year general salary increases of 4.5 percent effective April 1 of this year and 4.5 percent effective Oct. 1. The salary schedule will also be increased by 2.8 percent effective April 1 under the COLA provision in the 1979-82 contract. The "lag payroll" provision, which has been negotiated into every state contract this year, will be instituted during the first year of the contract.

Five percent across-the-board salary increases will be added April 1 and Sept. 1, 1983, and again on April 1 and Sept. 1, 1984.

Step increments and longevity payments will be made to eligible employees July 1, 1982, April 1, 1983 and April 1, 1984. The new pact also establishes "equivalent increments" for those employees not eligible for increments because their salaries are at or above the maximum, but whose salaries are less than the highest salary paid to an employee in the same title in the negotiating unit. The equivalent increments will be payable Oct. 1, 1982, and Dec. 1, 1983. Effective Dec. 1, 1984, a \$750 bonus will be payable instead of an equivalent increment.

For those employees who participate in the New York State Health Insurance Plan, dental coverage will be provided through the CSEA Employee Benefit Fund (EBF) effective Oct. 1. Effective April 1, 1983, they will be covered by the EBF optical services plan, and the EBF prescription drug program will be added April 1, 1984. The tentative agreement also sets up a labor/management committee to look into alternate health insurance coverage.

Other contract highlights:

- Proof of illness will not be routinely required for absences of three days or less.

- Employees required to wear uniforms will receive an allowance of \$325 the first year, increasing to \$375 and \$425 in the second and third years.

- Language concerning out-of-title work grievances and overtime compensation is expanded and clarified.

- A labor/management committee will be formed to consider flexible work schedules, court reporter page size and folio rate, in-service training programs, the Employee Assistance Program (EAP), health and safety, personnel folders and travel expenses.

Summaries of the tentative agreement will be mailed to members along with ratification ballots on April 26. Ballots must be received in Albany by May 10, with the ratification ballot count set for May 11. Arrangements are being made for a series of contract information meetings to explain the contract and answer members' questions.



KAREN BURSTEIN, head of the state's Consumer Protection Board, will address members at the State Workshop next month.

State Workshop slated May 1-3 in Syracuse

Workshops of special interest to women and minority members, a performance by the Labor Theater and a banquet address by Consumer Protection Board Chairwoman Karen Burstein will be among the highlights of the State Workshop to be held next month in Syracuse.

Registrations are already pouring in for the May 1-3 event at the Hotel Syracuse. Registration begins at noon Saturday.

"We've planned a full schedule of workshops, meetings and presentations, so we think everyone will find many things of interest on the agenda," said Jack Carey, administrative director of the union's Collective Bargaining division. "We've included a variety of topics that our locals have indicated would be of interest."

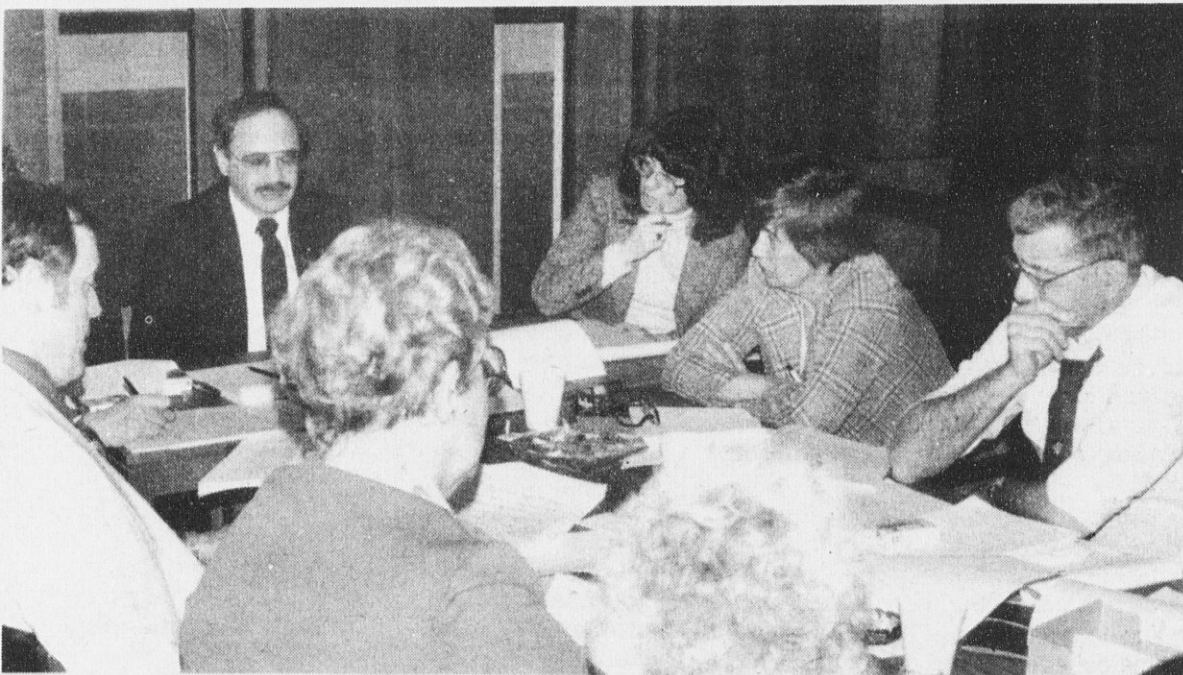
Departmental meetings for Labor, Transportation, SUNY, Mental Hygiene, Motor Vehicles and Corrections will lead off the program Saturday afternoon, followed by workshops by the Women's Committee and Minorities Committee.

Members of the Institutional, Operational and Administrative Services Units will participate in individual bargaining unit meetings Sunday morning, followed by a presentation on the Committee on Work Environment and Productivity (CWEP).

Sunday afternoon workshops will cover contract grievances, utilizing CSEA services, employee benefits and training, Article 33 grievances and communications.

The State Workshop will conclude at noon Monday, following a general delegates meeting and a political action discussion dealing with state and federal issues.

"We think we're going to have a large turnout, so locals would be advised to get their reservations in right away," said Carey.



CHIEF UNION NEGOTIATOR Patrick J. Monachino, right, and Negotiating Committee Chairman Thomas Jefferson, extreme left, are surrounded by members of the CSEA Judiciary Negotiations Coalition team as they consider contract talk demands.

New training program for union officers, stewards begins this month

BUFFALO — The CSEA Labor Institute, a newly-developed series of seminars designed for union officers and stewards, will kick off its first segment in Region VI at the Batavia Treadway Inn on Saturday, April 24 at 9:30 a.m. Registration will begin at 9 a.m.

The initial segment, entitled "The American Labor Movement," will focus on workers and labor movements in the U.S.,

according to CSEA Director of Education and Training Thomas Quimby.

"We'll also explore the issues facing labor today," said Quimby, "what issues labor will face in the future and how labor has contributed to the development of this country."

Quimby said participants will receive certificates for completing each segment of the series, which

will also include Basic Steward Training, Internal Organizing and Officer Training.

Additionally, those who complete the entire series will receive a certificate denoting their accomplishment.

The sessions will be limited to 50 participants, who may register at the Western Region office by calling (716) 634-3540.

CSEA reverses third firing at Tompkins County Home

TOWN OF ULYSSES — Rudolph White, a licensed practical nurse (LPN) at the Tompkins County Home near Ithaca, was fired from his job in January.

At the time of his termination, White accused the county of taking the action because of his union activism. CSEA appealed the firing and the LPN was reinstated.

The case is unique because White is the third county home employee to have been fired in the last three years. In each case CSEA won an appeal.

Two of the three employees went back to work at the home, and a third was given \$1,000 in back pay.

Joyce Starks was fired after she requested an extension of maternity leave. Harold Doane, supervisor of the county home, was forced to reinstate her after the county agreed with CSEA that her termination was improper under the terms of the contract.

Stark explained she had originally requested a three-month leave although, as a county employee, she was entitled to six months. "I requested several additional weeks. The county administrator agreed

to it, and then I got a letter that said I was fired," Starks said.

George Park, a farmhand at the home for five years, was fired by Doane without a hearing. After CSEA appealed his case he was rehired and later awarded \$1,000 in back pay.

Hugh Hurlbut, Tompkins County personnel commissioner, and CSEA Local 855 officials agree that something is wrong with the county system, but do not agree on a definition of the problem.

Mark Scorelle, CSEA county unit president, said the series of terminations reflect poor personnel management.

Commissioner Hurlbut says department heads should be telling him about a firing before it occurs. A statement released by the county after the White firing indicated that Hurlbut did not know about the termination until five days later when a local reporter called to ask for a comment.

"When a department head wants to take disciplinary action, a written request should be

made to the commissioner of personnel, who will review it," Hurlbut said.

"In all three instances (Starks, Park and White)," Hurlbut continued, "action was taken before my involvement. Department heads informed me after the fact and I had to tell them they were wrong."

In response to the Hurlbut comments, Marnie Kirchgessner, president of CSEA Local 855, said, "One would think it should only take one (firing) to learn from that mistake. The repeated firings indicate to me the administration is not doing its job."

"In each case," Kirchgessner continued, "the union (CSEA) went to bat for the employee and won. That indicated rather emphatically what a working union can do to right a wrong — or to be specific, three wrongs."

Scorelle, Kirchgessner and Hurlbut all agree they would like to see some changes in procedure.

How soon those changes will come continues to be the question most often asked by many county employees.

Newark Police Unit ratifies contract; effective this June

NEWARK — The Newark Police Unit of CSEA Wayne County Local 859 has reached agreement on a two-year contract in behalf of its 17 members that becomes effective in June of this year.

The members will receive a 9 percent wage boost plus increments in both years of the pact.

For the first time a shift differential pay has been established and will mean an additional 14 cents per hour for all work rather than the departments 8 a.m. to 4 p.m. shift.

Call-in pay will now be added for court hearings and other similar hearings, and a full outpatient rider will be added to health insurance coverage.

Sick leave accumulation will increase from 185 to 195 days and the contract language has been improved regarding funeral leave.

Investigators and youth officers will receive a monthly suit cleaning allowance.

CSEA Field Representative Tim Averill was aided in negotiations by a committee which included Unit President David Earl, Nicholas Scutella, Ronald Jayne and Louis DeJohn.



REGION I PRESIDENT DANNY DONOHUE recently installed officers of the Long Beach CSEA Unit. From left are, Donohue, Long Beach President Frank Gentissi, First Vice President Joan LaRosa, Third Vice President Kate Azus, Secretary Eric Berg, Treasurer Claire Petrone and Corresponding Secretary Josette Libretto.



SUNY BUFFALO RETIREES — Seated from left are Charlotte Pericak, Ann Warren, Halyna Kostusako and June Boyle. Attending the dinner meeting were standing, from left, Local 602 President Barbara Christy, Fourth

Vice President Doris Williams, Region VI President Robert Lattimer and CSEA Executive Vice President Thomas H. McDonough.

Local 602 fetes retirees

BUFFALO — State University of New York at Buffalo's CSEA Local 602 recently honored 19 retiring university employees.

Local 602 Fourth Vice President Doris Williams said the gathering of the 200 members at the combined dinner-quarterly meeting was "the best turnout in recent memory."

The honored retirees included Madelyn Conran, Suzanne Lavere, Edward J. Bensching, Charlotte M. Pericak, Ann Marie Warren, Ernest Schutte, June Boyle, Dorothy Beckensall, Ruth Vanghel and Hilda Ludwig.

Also Catherine Krawczyk, Dorothy M. Parker, Gussie V. Plummer, Benjamin F. Passon, Virginia M. Baetzhold, Alfred J. Englert, Julius Szalai, June McMahan and Halyna Kostushko.

To all CSEA-represented state employees in the Operational, Administrative and Institutional Services Units:

CSEA wants to ensure that all employees who were certified or approved to receive a performance advancement or a performance award during the 1979-82 contract agreement period did in fact receive it.

If you were certified or approved to receive either but did not, please fill in the requested information at right in order to assist in checking your claim.

Please check with your personnel office or regional monitoring specialist to verify your eligibility before completing the form. It is important that you complete all requested information.

NAME _____	Social Security No. _____
Agency/Facility _____	
Title: _____	Line Item No. _____
Home address _____	
VERIFIED: <input type="checkbox"/> YES <input type="checkbox"/> NO	
Check appropriate box if not received in year indicated:	
PERFORMANCE ADVANCEMENT	PERFORMANCE AWARD
1979 <input type="checkbox"/> 1981 <input type="checkbox"/>	1979 <input type="checkbox"/>
1980 <input type="checkbox"/> 1982 <input type="checkbox"/>	1980 <input type="checkbox"/>
	1981 <input type="checkbox"/>
Send completed information to:	
Thomas M. Coyle Staff Director CSEA Joint Labor-Management Committee on The Work Environment and Productivity	Suite 2008 99 Washington Avenue Albany, New York 12210

Kirkland to Reagan: 'Reverse course'

March jobless rate hit 9%

WASHINGTON (Press Associates Inc.) — The nation's jobless rate rose to 9.0 percent in March, matching the post-World War II record high of May 1975, the Labor Department reported.

The March rate was up from February's 8.8 percent and stood 1.8 percent higher than the 7.2 percent of last July, when the recession got under way.

The number of unemployed rose 280,000 over the month to 9.9 million, 2 million above last July's level, the department noted.

The March report shows 9.9 million jobless, a record 1.3 million discouraged workers who have dropped out of the labor force and another record 5.7 million on involuntary part-time. This means a total of 16.9 million have been left jobless or forced on part-time by the prolonged recession.

AFL-CIO President Lane Kirkland said the march unemployment report should be a signal to the Reagan administration that "it is time to reverse its course."

"The AFL-CIO has offered a practical alternative program to the administration's failed plan," Kirkland said. "The White House must open its eyes to the grim consequences to its misguided economic adventures."

"Americans want jobs, not empty promises and prophecies," he declared.

The Labor Department said non-farm payroll employment fell by 220,000 over the month to 90.8 million. The job decline was widespread, showing up in more than two-thirds of the 172 industries tracked by the Bureau of Labor Statistics. Also ominous is the fact that weekly working hours of factory workers were cut back sharply in March.

The March jobless rise occurred among adult men and women, whose rates were identical at 7.9 percent. The white jobless rate edged up to 7.9 percent and the black rate moved up to 18 percent. The Hispanic and teenage jobless rates were about unchanged at 12.7 and 21.9 percent, respectively.

DIRECTORY OF CSEA REGIONAL OFFICES

LONG ISLAND REGION I

Hauppauge Atrium Building
300 Vanderbilt Motor Pkwy.
Hauppauge, N.Y. 11788
(516) 273-2280
(516) 435-0962

CAPITAL REGION IV

1215 Western Avenue
Albany, N.Y. 12203
(518) 489-5424

METROPOLITAN REGION II

11 Park Place
Suite 1405,
New York, N.Y. 10007
(212) 962-3090

CENTRAL REGION V

Suite 308
290 Elwood Davis Road
Liverpool, N.Y. 13088
(315) 451-6330

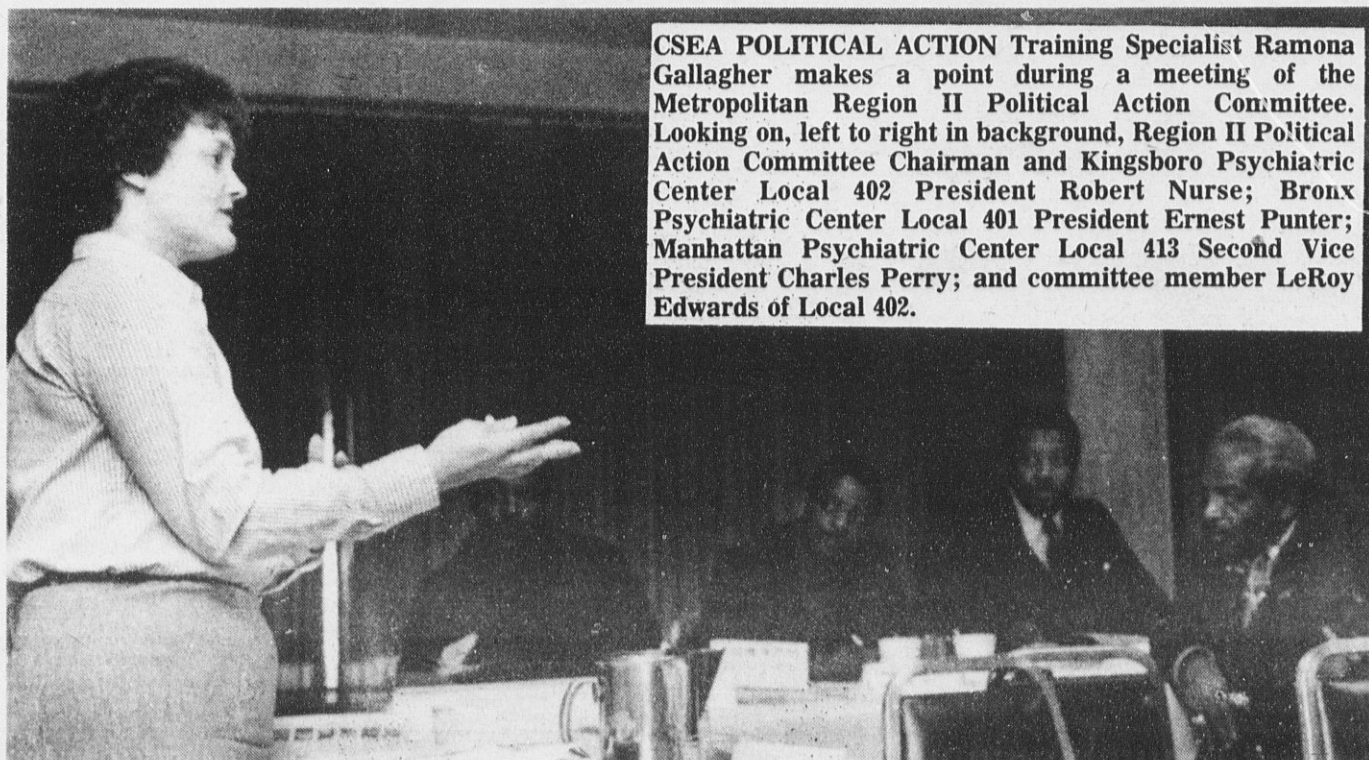
SOUTHERN REGION III

Rural Route 1
Box 34
Old Route 9
Fishkill, N.Y. 12524
(914) 896-8180

WESTERN REGION VI

Cambridge Square
4245 Union Road
Cheektowaga, N.Y. 14225
(716) 634-3540

Political action activities



CSEA POLITICAL ACTION Training Specialist Ramona Gallagher makes a point during a meeting of the Metropolitan Region II Political Action Committee. Looking on, left to right in background, Region II Political Action Committee Chairman and Kingsboro Psychiatric Center Local 402 President Robert Nurse; Bronx Psychiatric Center Local 401 President Ernest Punter; Manhattan Psychiatric Center Local 413 Second Vice President Charles Perry; and committee member LeRoy Edwards of Local 402.

Workshops set in Capital Region

ALBANY — Four political action workshops have been scheduled in Region IV this month, at the following times and places:

- Monday, April 19, and Thursday, April 22 at the Tom Sawyer Motor Inn, 1444 Western Avenue, Albany at 7 p.m.

- Saturday, April 24 at the Howard Johnson's Motor Lodge in Plattsburgh at 10 a.m.

- Wednesday, April 28, at the Knights of Columbus Hall in Amsterdam at 7 p.m.

"Our PAC agenda for the upcoming elections is already filled with major challenges," said John Francisco, Capital Region Political Action Committee chairman. "These workshops will aid our leadership and membership in understanding the process and power of political action."

Shooting for a better image:

They toil at jobs they feel are largely misunderstood and unappreciated by those who benefit most from their labor — the general public.

They are public employees. And while their image is better today than perhaps at any other time, they are still a much-maligned group. Many of the services they provide are taken for granted and go unappreciated as a result. Most work away from the public's view and go unnoticed. Courteous, efficient and helpful service is often a one-to-one situation, and much of the general public remains unaware and uninformed.

But that's changing, thanks to an ambitious campaign by The Civil Service Employees Assn. And a representative group of 28 public workers who are telling their stories to millions of television viewers across New York State right now.

CSEA and AFSCME are co-sponsors of an extensive statewide television advertising campaign currently featuring 60-second and 30-second commercials airing in major media markets of New York.

Featured are the 28 public employees who were selected as being representative of the 250,000 public employees in New York State represented by CSEA. In the shorter, 30-second version, 19 of the 28 are shown.

They are seen by millions of viewers in the commercials, but they work daily on behalf of many millions more. It wasn't fame they were seeking when they agreed to do them. What each wanted was a better understanding and appreciation of the work they perform.

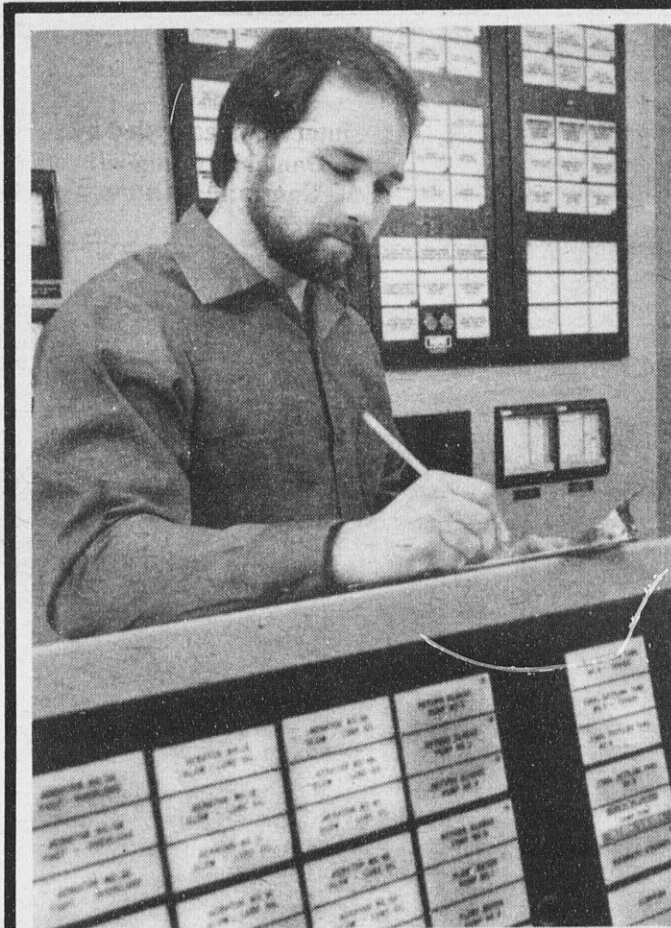
In the following biographies, a few of the public employees who appeared in the commercials discuss why they feel the campaign was necessary.



Rose Brooks

Possibly the essence of the whole institutional advertising campaign, even the whole reason behind public employee service, is summarized in the MHTA sequence which appears in both versions of the commercial. In that brief scene, Rose E. Brooks, a Mental Hygiene Therapy Aide from Rockland County Psychiatric Center, Orangeburg, is shown assisting an elderly patient down a long corridor.

The trust between the patient and the MHTA is apparent. "We care for the people society has forgotten," Brooks said proudly. "We dress them, feed them, even clean them," the compassionate worker said with emotion. Our clients often become part of our own families because everyone else has forgotten them. And we try to change their lives from useless to useful, from worthless to fruitful. Remember somebody has to care — public employees do."



Mike Edison

Mike Edison works in the Rensselaer County Sewage Treatment Facility. He appears on screen for less than two seconds. His job is to see that the millions of gallons of sewage-laden water that flows into the multi-million dollar treatment plant flow out into the Hudson River clean and useable.

"Water, clean, useable water isn't exactly the most important item in the minds of taxpayers. But industry, commerce and numerous recreational activities need clean, useable water. Water is an unappreciated important part of everyone's daily life. So my job is important, but relatively unknown and unappreciated."

McGowan: In praise of public workers



"We are proud of our members, proud of the jobs they do, says CSEA President William L. McGowan.

And that partially explains why CSEA has invested a lot of time, thought and money into producing and airing a statewide television advertising campaign. The other reason is that it is generally thought that public employees are not afforded the respect they deserve for the jobs they do. "We want the citizens of the state to see the services they are getting in exchange for their

tax dollars," McGowan says.

"Our members plow state, county, city, town and village roads right smack dab in the middle of major snow storms so that local commerce and industry can operate smoothly the next morning. But the average taxpayer in the state, the counties, the cities, towns and villages across this great state don't know that. The average taxpayer doesn't think about risks our snowplow operators take to get the job done," McGowan said.

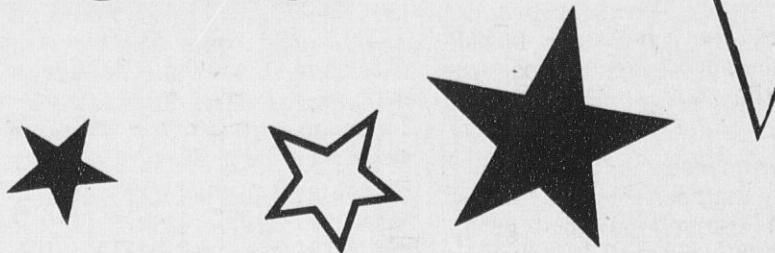
"And each of our 250,000 plus

members have similar unappreciated jobs, similar stories to tell the general public.

"This commercial project is one means of quickly showing the public the various important and essential jobs that are done daily by unappreciated public employees."

Summarizing he said, "And this commercial asks one pointed question — 'public employees: where would you be without them?'"

Members turn performer



Ingrid Allen

Ingrid Allen works as a clothing coordinator in the Van Rensselaer Manor, Rensselaer County's nursing home and health related facility. In the commercial she is shown emptying an industrial washer of heavy, hot, wet blankets.

"I do a job which most people don't even think about. But our residents need clean clothing, warm blankets and fresh sheets. Nobody bothers to even think about how the laundry gets done or how the clothing gets cleaned and sorted until there is a shortage. And then, even if the cause is a machinery breakdown, somehow its the fault of the public employee. But we know we are doing the best job we can everyday in everyway for our residents."

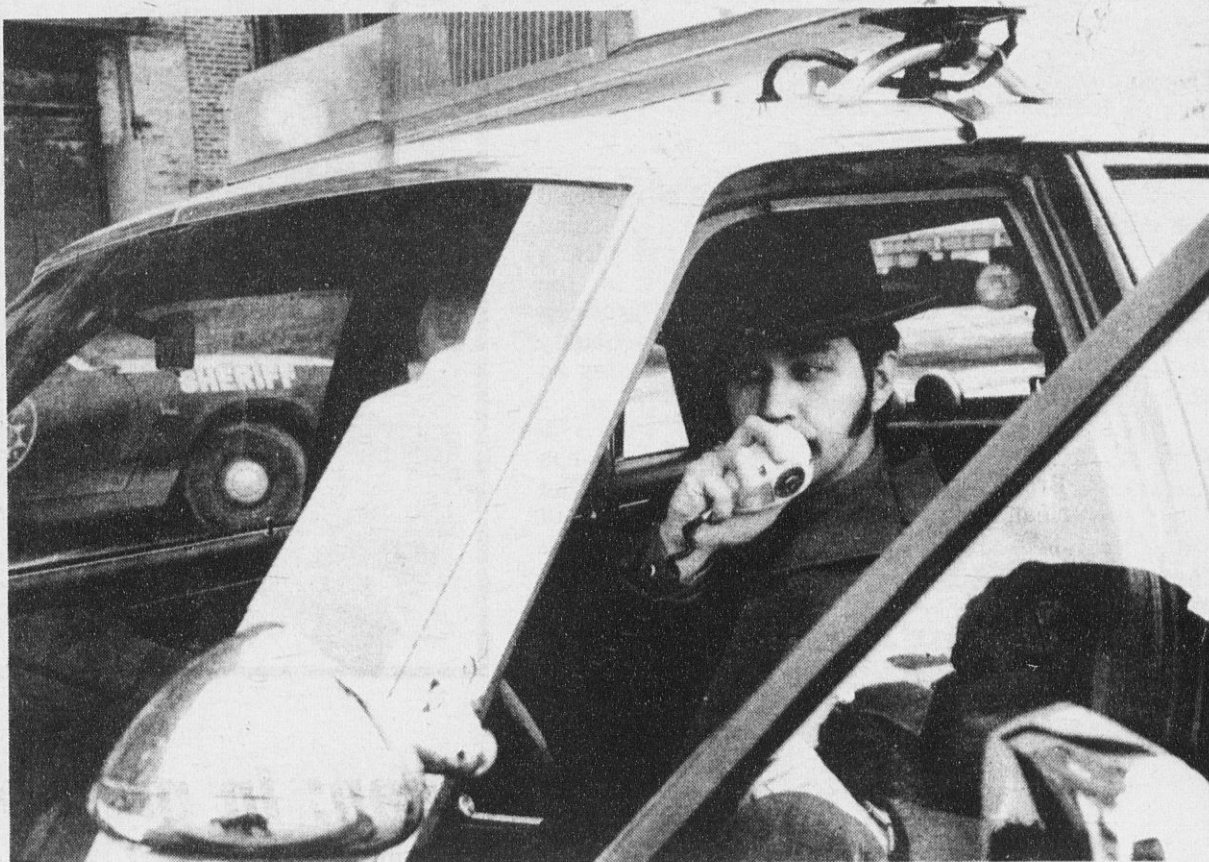
Interviews compiled by
Daniel X. Campbell
CSEA Communications Associate



Judy Cheung

The computer room of the New York State Department of Social Services functions around the clock, 24-hours a day, 365-days and nights a year. Judy Cheung is one of the computer operators who keeps the computers operating, day in and night out.

"Computers are very important in everyone's life. Computers save time, effort and money. But when there is a problem caused by over-application for reimbursement for services rendered, or a mailing delay due to a budget crunch, or a computer foul-up, somehow the public employees end up getting the blame. No one ever yells at the computers, just the public employees."



James Beattie and Edward Philips

Rensselaer County Deputy Sheriff James Beattie (pictured above) and Sergeant Edward Philips appear in the commercial as they arrive at the scene of a possible break-in. Beattie talks about his law enforcement job below.

"We're not Starsky and Hutch. But at times we have the hardest job to do in the most trying human circumstances. And the general public doesn't understand that. We are not the law, we

only attempt to enforce the law fairly, impartially and hopefully, humanely. But don't ask the person on the receiving end of a speeding ticket his opinion of us. We might be saving that individual's life with that ticket. But that's not what the person will remember. And somehow when the taxpayer gets around to our department budgets and our own salary increases, they are long on demands and short on cash. But still we serve."

Petition deadline near for candidates seeking ballot spot in union elections

ALBANY — Procedures involved in the upcoming CSEA election for statewide officers are continuing with the final date for submission of petitions for ballot placement less than one week away.

Candidates for elected statewide office, like most other elective offices within CSEA, can qualify for ballot placement either by nomination by an official CSEA Nominating Committee or by submission of an appropriate number of member signatures on an official petition form as provided in CSEA's Constitution and By-Laws.

CSEA's Statewide Nominating Committee has already nominated

candidates for the four statewide offices, the current terms of which expire on June 30, 1982. Those offices are president, executive vice president, secretary and treasurer.

On April 15 any additional candidates will be finalized when the petition procedure deadline expires. Then on April 20, a drawing for ballot placement will be conducted by CSEA's Election Procedures Committee in the presence of candidates or their observers.

April 30 is the targeted date for the mailing of the actual rules and regulations of the election to candidates, CSEA local presidents and the Board of Directors and on May 7 names of all candidates will be published in the Public Sector. Ballots will be mailed out on May 14. Members who have not received a ballot on or after May 24 may obtain a replacement ballot by contacting the appropriate CSEA regional office.

In a slight modification of the original election timetable, winners of the election will be announced on June 15 instead of June 18 as previously scheduled. The reason for the change is that this year, unlike in past elections, ballots will be counted by an independent election agency as they are received in the mail as part of an automated process. On the final deadline for receipt of ballots — 5 p.m. on June 15 — the ballots received will be counted and the results announced by the Election Procedures Committee.

COMPETITIVE PROMOTIONAL EXAMS (State employees only)

COMPETITIVE PROMOTIONAL EXAMS (State Employees Only)

FILING ENDS APRIL 26, 1982

TITLE	DEPT.	EXAM NO.
Senior Purchase Specifications Writer (Electrical) G-23	IDP	37-566
Senior Purchase Specifications Writer (Electrical) G-23	IDP	37-567
Senior Purchase Specifications Writer (Furnishings & Textiles) G-23	IDP	37-568
Senior Purchase Specifications Writer (Mechanical) G-23	G-23	37-569
Assistant Architect G-20	IDP	37-607
Clerical Positions G-5	IDP	37-570
Supervisor of Higher Education G-28	EDUCATION	39-612
Associate Building Space Analyst G-23	OGS	39-595
Regional Director of Transportation M-7 (G-7)	DOT	39-584
Soils Engineering Laboratory Supervisor G-23	DOT	37-533
Senior Engineering Technician (Soils) G-11	DOT	37-539
Principal Engineering Technician (Soils) G-15	DOT	37-540
Chief of Employment Security Research & Evaluation M-3 (63)	LABOR	37-330
Chief of Labor Statistics M-3 (63)	LABOR	37-500
Chief of Power Rates M-5 (65)	PUBLIC SERVICE	39-619

FILING ENDS MAY 10, 1982

Senior Architect G-24	OGS	39-604
Assistant Architect G-20	OGS	39-607

open competitive STATE JOB CALENDAR

STATE JOB CALENDAR

FILING ENDS MAY 3, 1982

TITLE	SALARY	EXAM NO.
Architect, Assistant	\$20,870	25-647
Purchase Specifications Assistant	\$18,800	25-598
Purchase Specifications Assistant (Electronics)	\$18,800	25-599
Purchase Specifications Assistant (Furnishings & Textiles)	\$18,800	25-600
Purchase Specifications Writer (Electrical), Senior	\$24,440	25-601
Purchase Specifications Writer (Electronics)	\$24,440	25-602
Purchase Specifications Writers (Furnishings & Textiles)	\$24,440	25-603
Purchase Specifications Writers (Mechanical)	\$24,440	25-604
Clerical Positions (Approx. \$168/wk)	\$ 8,752	26-651 thru 25-664
Developmental Disabilities Program Specialist IV	\$32,599	28-353
Mental Retardation Audit Specialist II	\$24,440	28-361
Mental Retardation Audit Specialist III	\$30,220	28-362

FILING ENDS MAY 10, 1982

Architect, Senior	\$25,760	28-373
Chief Utility Management Analyst	\$36,091	28-363
Consultant Occupational Therapist	\$20,870	28-339
Consultant Physical Therapist	\$20,870	28-343
Consultant Speech & Hearing Therapist	\$20,870	28-344

Retirement doesn't mean having to face it alone; the union still needs you

If you're retired, or about to be retired, from public service, you don't have to be alone. Your union needs you and you need your union, says CSEA Director of Retirees Thomas Gilmartin.

"With inflation raging and Social Security under fire, retirees need a strong voice. They need it in the Legislature and they need it with public officials who make public policy. Retirees are competing with other groups that have experience and long-established contacts with lawmakers," Gilmartin said.

At a time when the economy and taxes are eating away at the commitment to help older Americans, and when laws threaten to thrust millions of retirees into poverty by cutting Social Security increases, retirees need an even stronger voice.

Any CSEA retiree — or future retiree — can have this powerful voice by joining the 40,000 other CSEA retirees who stayed in their union with a retiree membership.

A \$9 a year membership fee gives retirees access to all CSEA's resources, its political contacts, and CSEA Headquarters' facilities, mailings, staff and lobbyists. Membership also makes you eligible to keep up your life insurance coverage that CSEA offers through Travelers Insurance, in addition to a supplementary hospital insurance plan.

"Splintered groups around the state," Gilmartin says, "won't help the retirement allowances of state and local retirees keep up with inflation. Retirees adding their voices to the largest public employee union in the state will make politicians listen."

More information about retiree membership in CSEA is available by calling CSEA Headquarters in Albany (518-434-0191); the CSEA Infoline (1-800-342-2027), or by completing the form below and mailing it to Thomas Gilmartin, Director of Retirees, CSEA Headquarters, 33 Elk Street, Albany, N.Y. 12224.

TO: Thomas Gilmartin
CSEA Director of Retirees
Civil Service Employees Assn.
33 Elk Street,
Albany, N.Y. 12224

Please send me information about retiree membership in CSEA.

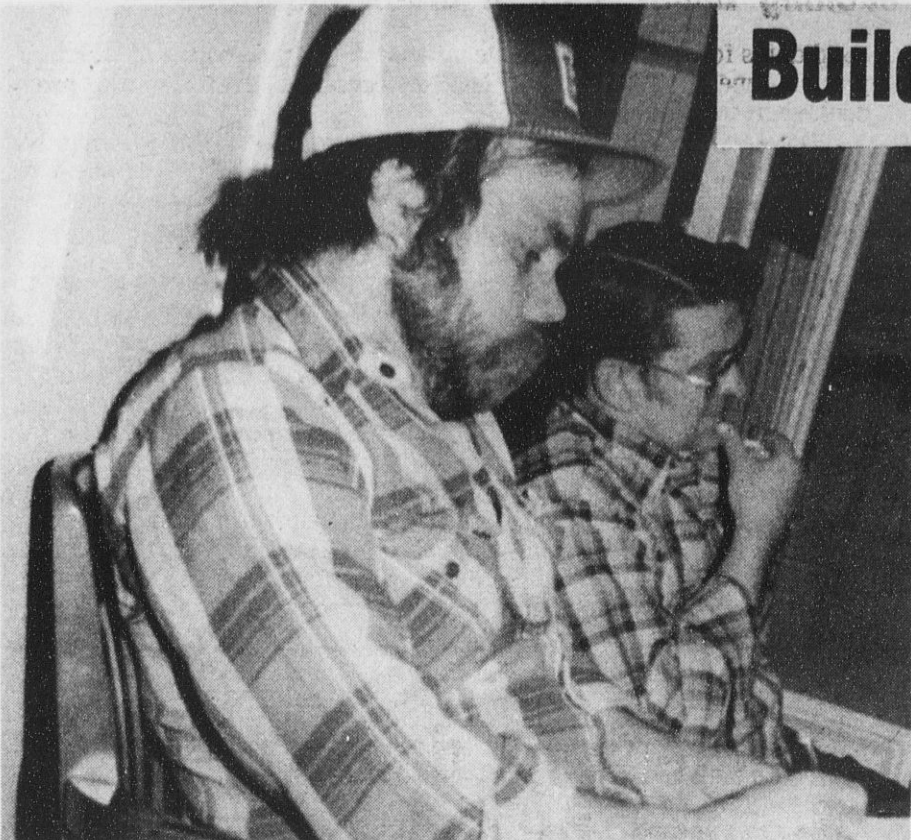
(Name) _____ (Telephone No.) _____

(Street) _____ (City) _____ (State) _____ (ZIP) _____

_____ I am retired I will retire soon
(Social Security No.) _____

Retirement date: _____

I am/was employed by _____
(agency, dept., county/town/district, etc.)



Building a strong unit

Local 851 gears up for all-out membership drive

BATH — The County Employees Unit of Steuben County Local 851 is launching a membership drive to recruit all county employees not already registered as CSEA members, according to Unit President Pete Nielsen and Membership Chairman Tim Wolcott.

"We hope to add another 200 members to our present enrollment of

650," said Unit President Nielsen, at a recent steward training session that was addressed by Region VI President Robert L. Lattimer.

"We have a steady core of active members who are really enthused about building a strong unit," he continued, "and it seems to be growing. A large part of the enthusiasm is probably traceable to the very good contract we recently negotiated.

"But another is the info on our pay increases gained over the years since 1976 that CSEA has won for us and charted in our newsletter by our field rep, Ray Ducharme.

"Ray showed how an employee at base grade six in 1976 was earning \$6,476, with our new contract will be making \$13,171 in 1983," said Nielsen. "That shows the value of sticking together and working through the union."

The unit stewards were urged by Region President Lattimer to "know your contract and use it in defense of your fellow members should any violations on the part of management occur."

STEBUEN COUNTY UNIT PRESIDENT Pete Nielsen, left, and **Steward** Delbert Crocker take notes on how to conduct a membership drive during the unit's monthly steward meeting.

CSEA FIELD REPRESENTATIVE Ray Ducharme, left, and **County Sheriff Deputy** Tom Crossett study the issues during the Steuben County Unit's steward meeting recently.



Walk, run - a - thon kicks off April 16 in Albany

ALBANY — CSEA Labor Department Local 670, a long time supporter of the Special Olympic's movement, will sponsor a combination Walk-a-thon Run-a-thon fund raiser for the Special Olympic's program at the State Office Building Campus at 12:00 noon on April 16.

The race will begin at Building 12 — the Labor Department — and will be run on the 2-mile inner perimeter of the campus road system.

Bob Daubney's Bowling Enterprise is donating three trophies to the event; Joseph E. McDermott, CSEA Capital Region President, is donating

refreshments for race participants. All public employee participants are donating a half hour of their time to the event.

New York State Industrial Commissioner Lillian Roberts has agreed to serve as honorary chairperson for the fund raising event.

Anyone interested in participating in the event as a runner, walker, or sponsor (minimum pledge — 50 cents per mile), can contact Barbara Charles, Ellie De Bonis, Debbie LaFarr, Lisa Persicke, Jeanne Lyons or Pat Harris of Local 670.

Overtime pay includes longevity, arbitrator rules

CLARKSTOWN — An arbitrator has defined employees' regular rate of pay for town officials here.

The unusual situation resulted from an arbitration won by CSEA after the union filed a grievance because the town decided to exclude longevity when computing overtime pay. The action reduced the hourly overtime rate from \$8.50

to \$7.78, according to CSEA Field Representative Tom Brann.

Arbitrator William Babiskin went to Webster's Third International Dictionary to define the word "regular" and noted it means "steady or uniform in course, practice, or occurrence." He added that in labor relations, the term regular rate of pay is generally defined as "the compensation which an employee receives regularly over a given work

week."

The town had argued that for 2½ years it "mistakenly" included longevity when calculating overtime, which prompted Babiskin to comment that the contention "strains credulity." He also noted, "it must be remembered that longevity is remuneration for years of service. It is not a gift. It is not a bonus. It is not a 'one-shot deal.' It is part of the employee's permanent wage scale."



James J. Moore

Region V stewards awarded instructor certificates

SYRACUSE — Four CSEA members from Central Region V have been awarded special certificates of accomplishment after completing training as CSEA steward training instructors.

Region V President James J. Moore cited the following new instructors recently: David Miner and Carl T. Russell, both from Rome Developmental Center Local 422; Merwin (Stubby) Stevens of Syracuse City Local 013; and Robert Densmore of Broome County Local 804.

According to figures released by Region V headquarters,

the Steward Training Program has resulted in the addition of more than 1000 stewards to serve state, county and educational locals throughout the 20-county area.

In issuing the certificates, Moore extended congratulations to the new instructors by saying, "On behalf of all Region V members, I thank each of you for the time and effort spent attaining the important knowledge that will be used to train future stewards. Through you, we will continue to strengthen the vital link between our union leadership and the members we serve."

Supervising troubled teens:

Youth Aide Grace Dew combines discipline with caring

BY RICHARD CHERNELA
CSEA COMMUNICATIONS ASSOCIATE



GRACE DEW

'It's a challenge for me to help make a change in a youngster's life.'

To the press, it is fodder for sensational journalism. "Teen 'Triggerman' Seized in Bronx Murder"... "Charge Teen in Cabby Death"... "Teen Boy Collared in Bronx Rape Spree," scream the headlines in the New York Post and Daily News.

The New York Times takes a more studied approach. In a six-part series, the Times explored the problem of

juvenile crime and concluded in an accompanying editorial that the series "portrays a dismaying complex of institutional failure."

But however the press treats it, whatever conclusions the Times reaches, juvenile crime is a serious problem that baffles the experts and frightens the general public. A Harvard University criminologist admitted to the Times, "We really do not know what to do."

While the experts struggle to come up with solutions, New York City Local 010 member Grace Dew is working on the front lines. Here is her story.

NEW YORK CITY — Grace Dew has spent 17 years working in state institutions. She has worked with adult criminals, with drug addicts and, for the past three years, with juvenile boys institutionalized for committing crimes involving violence or the threat of violence.

She is a Youth Development Aide (YDA), charged with the responsibility of providing day-to-day supervision to the all-male residents of the Division For Youth (DFY) Bushwick Center in Brooklyn.

Dew is a woman in a man's world. She is the only female YDA at the center supervising these teen-aged boys.

"It takes a particular kind of person to handle this type of assignment," says Dew's supervisor, George Foster, in response to a question about the potential problems of a woman supervising teen-aged boys. "It doesn't make any difference if you're a man or a woman; a lot of males couldn't handle Grace's job."

Foster and the center's director, William Taylor, agree that Dew is an exemplary employee facing an extraordinarily difficult job.

"People don't realize the kind of pressure that Grace and all the other YDA's are under and the split-second decisions that they have to make," Taylor says.

Foster notes that Dew "excels in all areas and her relationship with the kids is amazing, even when Grace has to come down hard on them."

Dew's primary responsibility is to see that the residents adhere to the rules and regulations of the center. "They need discipline and structure," she says.

In that regard, Dew functions, in her own words, as a "surrogate parent." Indeed, her description of her day-to-day activities sounds like a description of the basic tasks of a parent. "I make sure that the residents are properly dressed, that they feel OK, I escort them to meals, to dental, medical and court appointments. I make sure that they attend school in the center and that they complete their homework. I am constantly aware of how they are progressing socially."

Juvenile crime is generally perceived as an urban problem, but Dew notes that the residents of the Bushwick Center come from all over the state.

"We get the whole works here," she says, describing the kinds of boys who are ordered by the courts to serve time at the center. "They come from poor, middle class and wealthy families, and from all ethnic backgrounds."

The one thing these teen-agers have in common is that they have been convicted of crimes serious enough to prompt a judge to order them institutionalized. For most of the residents, the Bushwick Center is the second stop, a "halfway house." Most come to the center from a secure facility after having been deemed ready for the increased freedom of a halfway house.

The freedom is, however, quite limited. The outside doors and the doors between units are locked. The residents are not allowed to go outside unescorted unless the rehabilitation team has determined that unescorted trips would be appropriate for the resident. Weekend home visits are permitted, but only with the approval of the rehabilitation team.

Working with the residents of the Bushwick Center is demanding. The residents are, by anyone's estimation, tough. Very few juveniles who commit crimes are ever placed in a DFY facility. Only those who commit serious crimes where violence is a factor end up at the Bushwick Center and secure facilities like Harlem Valley in Dutchess County.

The experts agree that there are no pat answers to the juvenile crime problem, but Grace Dew's attitude and approach in working with the residents of the Bushwick Center leads one to see hope that some of these residents will "go straight."

"I treat them as human beings first," she says. "My constant endeavor is to be concerned for them because the main problem for them is being thought of, remembered, considered. Most of these kids haven't had the opportunity to share their feelings, to explore. No one has really cared for or about them. It's a challenge for me to help make a change in a youngster's life. If I do that, it's rewarding."

Dew takes exception to the Times' conclusion that society's approach to



REVIEWING THE AGENDA for an upcoming labor/management meeting are Grace Dew and Region II Field Representative Charles Bell. In addition to the demands of her job, Dew keeps on top of union matters as the Local 010 grievance representative at the Bushwick center.

the problem of juvenile crimes is a failure. While recognizing that facilities like the Bushwick Center are no panacea for the problem, she believes that they play a significant role in rehabilitating their residents.

"If they come here, we make an impact," she says. "If they are intent on damaging their lives or the lives of others, we are one means to preserve those lives."

Her concern for people is what prompted Dew to become a union activist. She is the grievance representative for Local 010 members at the Bushwick Center.

"When this place opened three years ago, everyone was unaware of their rights in the workplace," she says. "And they all thought that they were automatically members of CSEA."

In addition to getting employees to become members of CSEA, Dew established regular labor/management meetings to resolve workers' problems without having to resort to the repeated filing of grievances.

"Management has been generally responsive," she says. "But, naturally, I have to keep on top of things."

With a full-time demanding job and union responsibilities, in addition to being married with three children of her own to "supervise," Dew still finds the time to pursue a college degree. She is enrolled at the College For Human Services where she takes classes one night a week and all day Saturday.

"I've advanced as far as I can professionally as a YDA," she says, discussing her reasons for going to college. "Experience is definitely important, but to get promoted, you need a college degree."

As busy as she is with her family, school and CSEA, Ms. Dew has a special feeling for the residents of the Bushwick Center. She often can be found at the center long after her shift has ended.

"If I can make one small impact . . .," she says, her voice trailing off.

If the experts do not have the answers, perhaps Grace Dew is at least on the right track.