

The Public SECTOR

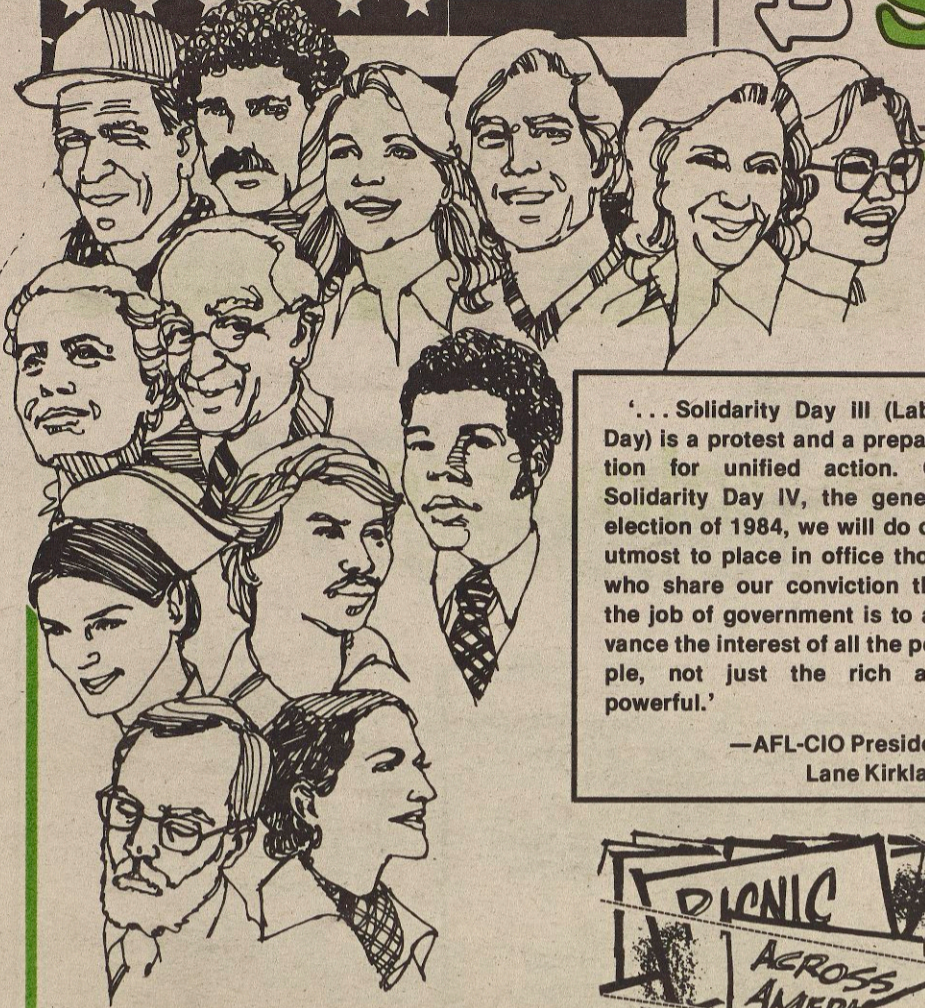
Official Publication of The Civil Service Employees Association Local 1000, American Federation of State, County and Municipal Employees AFL-CIO

Vol. 5, No. 23
Friday, August 26, 1983

UNION LABEL 4
(ISSN 0164 9949)

LABOR DAY

Working Together For A Better America!



'... Solidarity Day III (Labor Day) is a protest and a preparation for unified action. On Solidarity Day IV, the general election of 1984, we will do our utmost to place in office those who share our conviction that the job of government is to advance the interest of all the people, not just the rich and powerful.'

—AFL-CIO President
Lane Kirkland

'Let's begin this Labor Day by taking part in local parades and rallies to show our solidarity on this worker's holiday. But let's not leave it there. As we go forward let's renew our resolve to work together.'

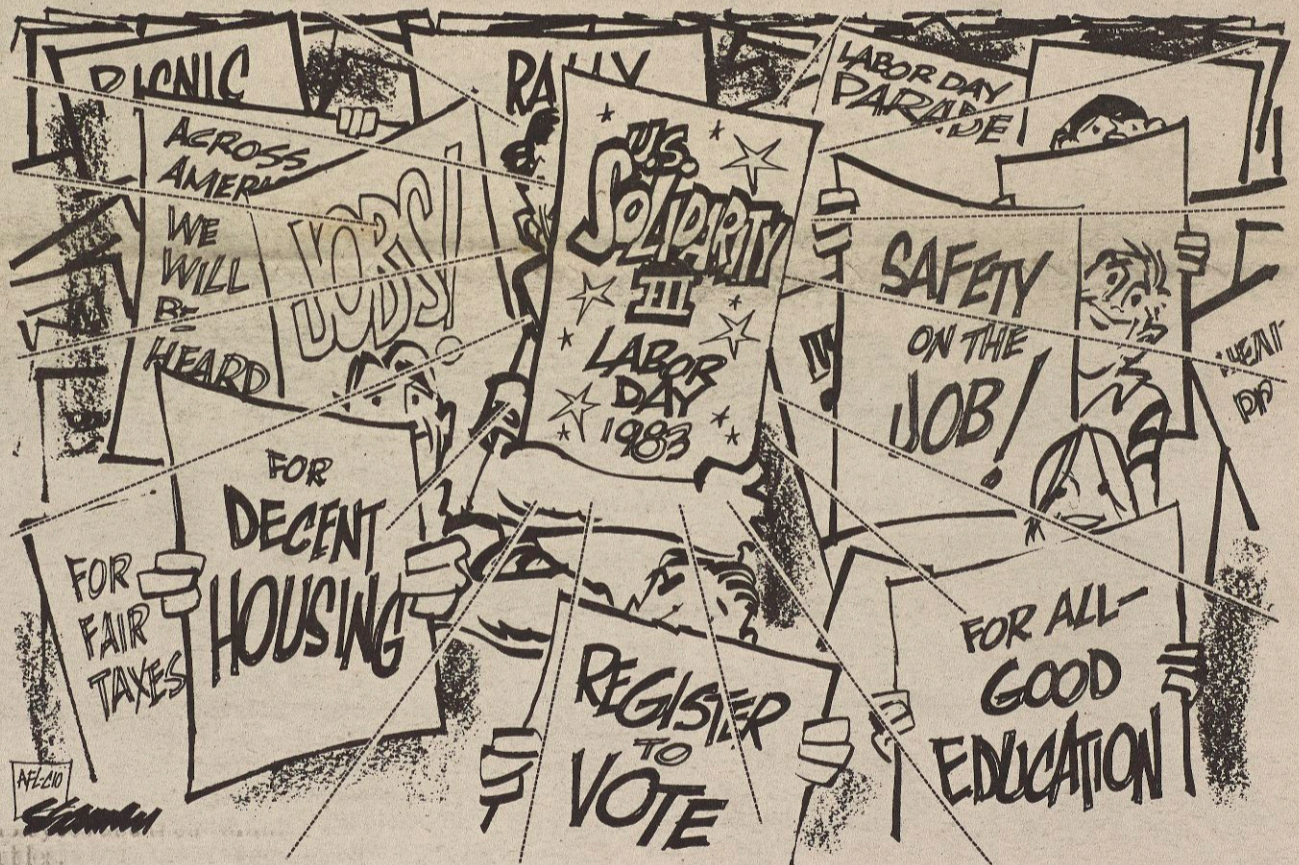
—CSEA President
William L. McGowan

'The kind of future we will have depends on the kind of political leaders we send to Washington 15 months from now. That's how long American trade unionists have to influence the choice. Let's make the most of it.'

—AFL-CIO Secretary-Treasurer
Thomas R. Donahue

LABOR LEADERS SPEAK OUT ON ISSUES OF IMPORTANCE TO WORKING PEOPLE

...Pages 9-12



5% increases for three bargaining units

State workers to receive another raise next month

ALBANY — State workers belonging to the administrative, institutional and operational bargaining units will be getting something extra in next month's paychecks — a 5 percent raise.

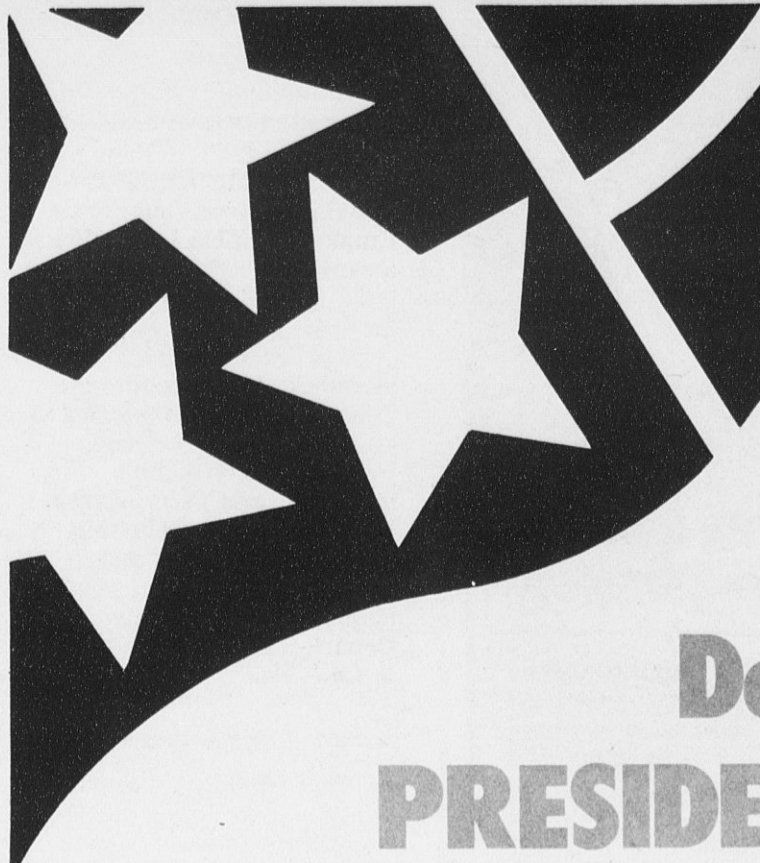
The increase, negotiated by CSEA, will be in paychecks of Wednesday, Sept. 21 for those on the administrative payroll, and in paychecks on Wednes-

day, Sept. 28 for those on the institutional payroll.

The raises go into effect for the payroll period nearest Sept. 1, but employees are reminded that the state now lags, or defers, payrolls by two weeks.

Union members will receive another 5 percent hike next April.





Democratic PRESIDENTIAL FORUMS

Organized labor will be an extremely important factor in the 1984 presidential primaries and general election. Labor will be solidly in the Democratic corner in an all-out bid to end the reign of the Reagan Administration.

In order to know the Democratic candidates better, CSEA members are urged to attend a series of fall forums scheduled throughout New York State during September and October. The forums are being sponsored by the New York State Democratic Committee.

The initial forum will feature Gov. Ruben Askew and will be held September 6 at the Convention Center of the Empire State Plaza in Albany.

Following is the complete schedule of forum dates. All sessions are open to the general public free.

DATE	CANDIDATE	LOCATION	TIME
September 6	Governor Ruben Askew	Albany, New York Convention Center	7:00 p.m.
September 14	Senator Gary Hart	Buffalo, New York Hotel Statler	7:00 p.m.
September 15	Senator Alan Cranston	White Plains, New York White Plains Hotel Broadway and Lyons Place	7:30 p.m.
September 19	Senator Ernest Hollings	Mineola, New York Hofstra University North Campus Multi-Purpose Room	8:00 p.m.
September 26	Senator John Glenn	Syracuse, New York Hotel Syracuse	7:00 p.m.
September 28	Walter Mondale	Rochester, New York Rochester Institute of Technology City Center 50 West Main Street Arboretum	12 Noon
October 6	All Candidates	New York City Town Hall 123 West 43rd St.	7:00 p.m.



SCHOLARSHIP WINNER — The Black River Valley State Employees CSEA Local 015 has awarded its 1983 scholarship to William R. Terry, Jr., a 1983 graduate of Beaver River Central School. William plans to attend Canton Agricultural College in the fall, majoring in mathematics and science. From left are William's mother, Gloria Terry, Karen Williams of the scholarship committee, William, and William R. Terry, Sr., who is employed with the state Department of Transportation in Lowville.

School custodial worker wins arbitration

GUILDERLAND — CSEA has to get an arbitrator to teach school district officials here the meaning of the words "first consideration."

The definition was required after Lillian Ralston was passed over and someone from outside the school system was hired to fill a full-time custodial position at Guilderland High School. Ralston sought the aid of CSEA's legal assistance program.

The CSEA contract requires that in filling vacancies "first consideration shall be given to the person with the highest seniority and qualifications.

The school district argued before Arbitrator Peter Prosper Jr. that it did give Ralston "consideration" prior to rejecting her application. It explained

"consideration" simply means examining applications and evaluating qualifications before advertising the vacancy outside the school district.

Prosper, however, said that such an interpretation rendered the term "first consideration" meaningless.

Moreover, since Ralston was already a part-time custodial worker, and was an employee in good standing for more than 10 years, she already proved she possessed the necessary qualifications to fill the full-time position. Accordingly, the arbitrator decided that the school district did violate the CSEA contract and he directed it to transfer Lillian Ralston to the full-time custodial position at Guilderland High School.

You may be eligible to convert part of your life insurance coverage

Certain CSEA members insured under the Basic Group Life Insurance Program are eligible to convert part of their coverage, without medical information, to an individual form of insurance with the Travelers Insurance Company.

This in-service conversion privilege allows any actively employed member participating in the Group Life Program, who is age 50 or older, to convert up to \$5,000 of this term insurance to an individual form of coverage other than term insurance. The amount of the group term insurance the employee is insured for will be reduced by the amount converted.

Application must be made by Aug. 31, and the effective date of the converted insurance will be Nov. 1. Premium payments for the converted insurance will be made directly to Travelers Insurance Company.

Additional information on the conversion privilege may be obtained by returning the coupon below.

CSEA
Insurance Department
33 Elk Street
Albany, NY 12224

Please send me information concerning the conversion privilege for the CSEA Basic Group Life Insurance Program.

NAME: _____
Last First Middle Initial Maiden

Home Address: _____
Street City State Zip

Place of Employment: _____

Social Security Number: _____

Sex: _____ Date of Birth: _____

Staff cuts create unusual problem at Kings Park power plant

KINGS PARK — Kings Park Psychiatric Center has a unique problem.

"We generate our own power here," says CSEA Local 411 President Tony Bentivegna, "and cuts in the power plant staff are causing problems."

"We're in dire straits," says power plant superintendent Jim Dickerson.

If the coal-burning power plant goes down, the 70 buildings at the 900-acre facility will be without electricity and water.

"We're it," Dickerson says, "There is no other source of power for this facility."

Local President Bentivegna says that because of the staff reductions in the power plant the workers who remain are working frequent double shifts.

Putnam County ordered to discontinue 90-day insurance waiting period

CARMEL — Putnam County has been stopped from requiring a 90-day waiting period before newly-hired employees are covered by health insurance.

The county unilaterally instituted the waiting period on Jan. 1, 1982 even though the CSEA contract specifically provides for a continuation of "present insurance programs." Previously, new employees became eligible for insurance on the first day of the month after their date of hire.

CSEA filed a class action grievance on behalf of new employees and won the case in arbitration which resulted in an agreement that provides:

- Elimination of the waiting period;
 - Setting up a \$1,000 fund to pay insurance expenses incurred by new employees when the waiting period was in effect; and
 - setting up a \$400 fund to pay claims of grievants Joanne Johnston and George Fountaine, who provided receipts used in evidence to win the case.
- The decision is another victory for CSEA's legal assistance program.

Public SECTOR

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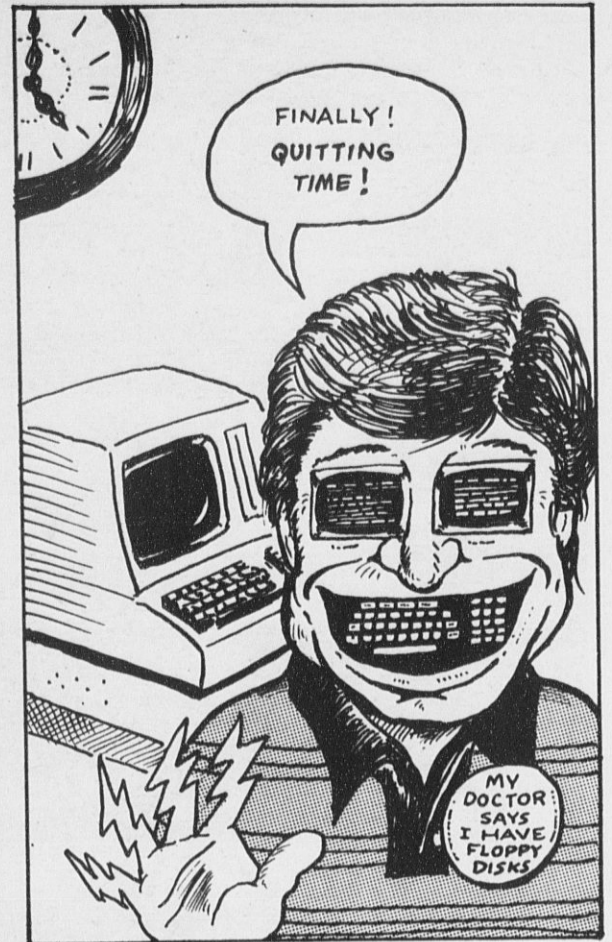
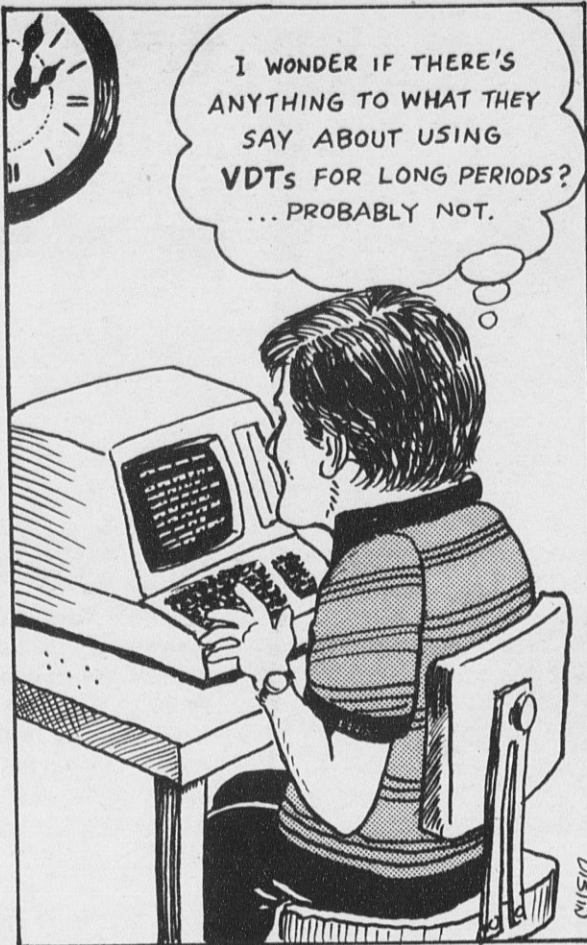
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New contract nets pay hike for Poughkeepsie school workers

POUGHKEEPSIE — Maintenance workers of the Poughkeepsie City School District will realize a 10 percent pay increase over the next two years, thanks to a contract recently ratified by the 55 CSEA unit members.

Chief negotiator John Famellette said workers will receive 5 percent per year increases in addition to across-the-board increases in entry level salaries. The contract is retroactive to July 1.

In addition, workers receive minimum callback of three hours, instead of two.

Employees who have worked at least 15 years and are at least 55 years

of age will be offered a retirement incentive of 75 percent of their existing salary if they notify the school board by February 1, 1984 that they intend to retire by June 31. Famellette said retirees will receive their bonus by November of 1984. Those wishing to retire in 1985 will receive a bonus of 75 percent of their salary up to \$10,000.

Famellette said he was pleased with the new two-year contract. "Considering that the school district had to request supplemental aid this year, we did well with the contract," he commented.

Also serving on the negotiating team were Peter Haynes, John Famellette Jr. and Al Shaut.

REMINDER

Clericals urged to send in safety questionnaire

ALBANY — There is still time for *state clerical workers* to respond to the questionnaire about workplace hazards they were sent in June by CSEA President William L. McGowan, who explained "the better the response, the better it will be for all of us."

The mailing, sponsored by CSEA's Safety and Health Committee, seeks to gather general information about working conditions, and particular data about the effects of new office equipment such as VDTs (video display terminals) on clericals.

The questionnaire was pre-addressed and postage-paid. It is both voluntary and confidential.

Any one of the 17,000 people who received the mailing and misplaced it, may obtain a replacement by contacting their CSEA Local president.

The safety and health committee strongly encourages completion and transmittal of this questionnaire so that survey results are representative of the clerical work force. The data received may be the kind of information for future contract negotiations with the State of New York.



ONEIDA COUNTY LOCAL 833 OFFICERS were recently installed by Region V President James Moore at a ceremony in Utica. The new leaders include: (left to right) John Mikalauskas, 1st vice-president; Rosemary Baker, secretary; Louise Smith, treasurer; Moore; Dorothy Penner, presi-

dent; Jerry Miller, 2nd vice-president and Ralph Young, 3rd vice-president. Not present were: Donna Zaniewski, assistant treasurer and Ron Draper, local representative.

Saluting 18-year-old Mark McComb

Tragedy averted when youth pulls two from Barge Canal Lock 24 near Baldwinsville

BALDWINVILLE — Mrs. Donna Monnette and her 1½-year-old daughter have reasons to be thankful that Mark McComb, an 18-year old Baldwinsville High School student, was alert and on the job as a summer employee near Lock 24 of the New York State Barge Canal.

According to Paul Johnson, lock chief, Mrs. Monnette and her daughter were recently strolling along the lock wall about 8:40 a.m. when the mother let go of the child's hand to pick up an object. The youngster suddenly tumbled into the water and the mother, attempting rescue, jumped in after her.

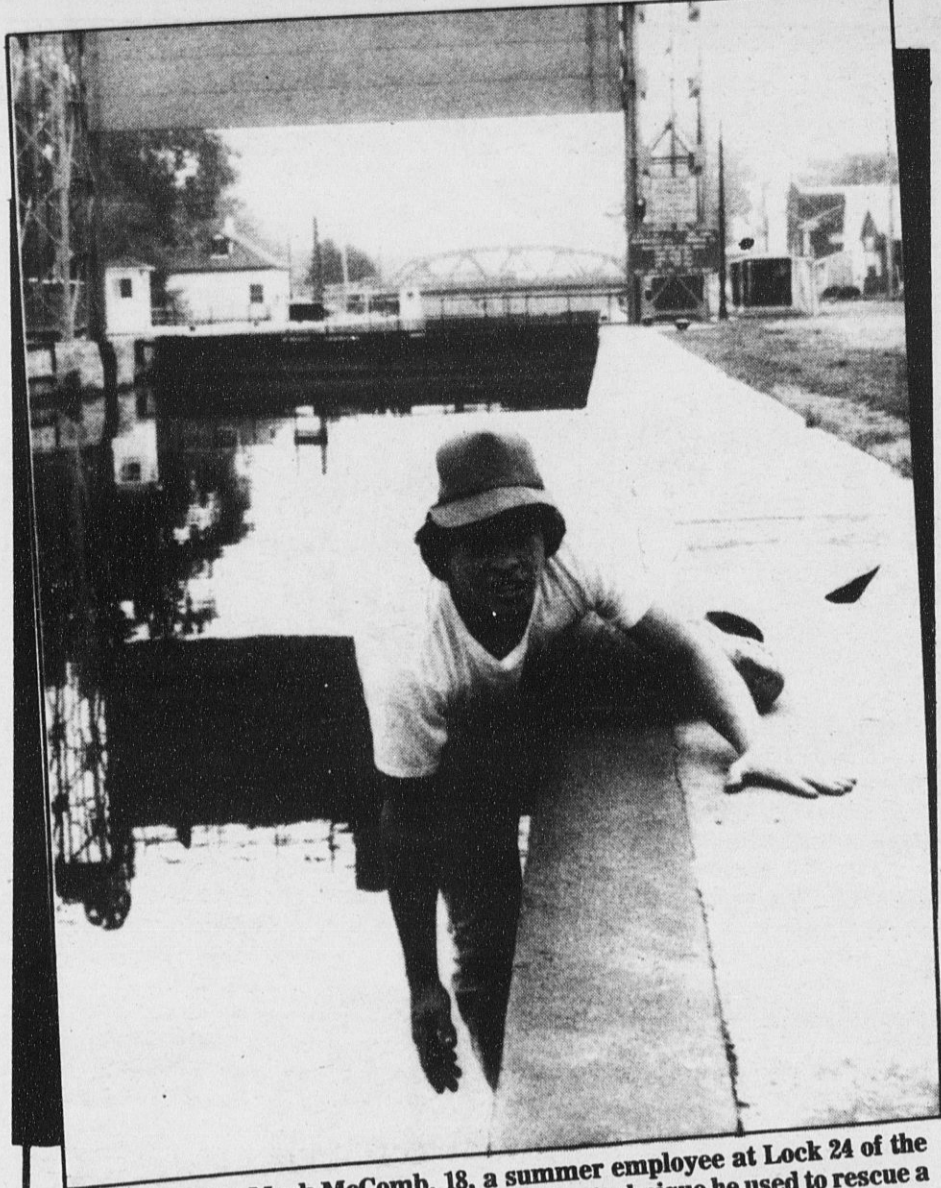
McComb, a summer employee maintenance worker under the OCETA program, had been mowing grass, and heard the mother's cries for help. He ran to the spot, and balancing precariously on the rub rail of the lock, pulled the child and then the mother to safety.

"I'm a good swimmer and could have jumped in," said the quick-thinking McComb, "but then I would have been in the same situation as they were, and there wouldn't have been any way to help them."

When questioned later by a reporter from a local newspaper, McComb explained that there are no ladders where a person could climb out of the approach canal, and that it would have been quite a swim to the lock gate, or across the canal to some jutting timbers.

Paul Johnson visited the mother and daughter at a neighbor's house later in the day and they both appeared to be alright.

McComb, a returning high school senior, seems to have taken the near-tragedy in stride and is back at his maintenance job along the historic canal.



HERE'S HOW — Mark McComb, 18, a summer employee at Lock 24 of the New York State Barge Canal demonstrates the technique he used to rescue a mother and infant daughter from the canal near Baldwinsville.
PHOTO COURTESY OF AL BAKER, BALDWINVILLE MESSENGER

AWARDS FOR JOURNALISM ARE WON BY

THE Public SECTOR

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

(ISSN 0164 9949)

CSEA's award-winning newspaper, *The Public Sector*, has added to its laurels by being named winner of awards in three different categories in the 1983 Journalism Awards Contest conducted by the International Labor Press Association (ILPA).

Nearly 1,000 entries were submitted from 141 labor publications from throughout the United States and Canada in this year's journalism contest.

The Public Sector earned an Award of Merit in the "Unique Performance" competition for a 4-page feature on "Violence in the Workplace" which appeared in the November 19, 1982 edition. An Award of Merit was won in the "Best Original Cartoon" category for an editorial cartoon which was published in the April 23, 1982 edition. The third Award of Merit was presented in the "Best Headline" competition for a headline, "For Whom the Belle Tolls" in the issue of March 26, 1982. The 1983 ILPA contest was for labor publications during 1982.

This marks the second time that *The Public Sector* had entered the international competition, and the second time the publication earned multiple awards.

**VIOLENCE IN THE WORKPLACE
WARNING:
Public employment can be
dangerous to your health**



AWARD WINNING cartoon, above, was work of staff artist Ralph Distin. "Violence in the Workplace" feature, left, won for unique performance. Clever headline "For Whom the Belle Tolls" (not shown) was brainchild of Associate Editor Tina Lincer First.

In Central Region:

Politicians in step with campaign to "Save Barge Canal"

The beautiful and historic State Barge Canal, a valuable commercial and recreation waterway that slices through the heartland of New York State, could become little more than a stagnant water-filled ditch within a decade.

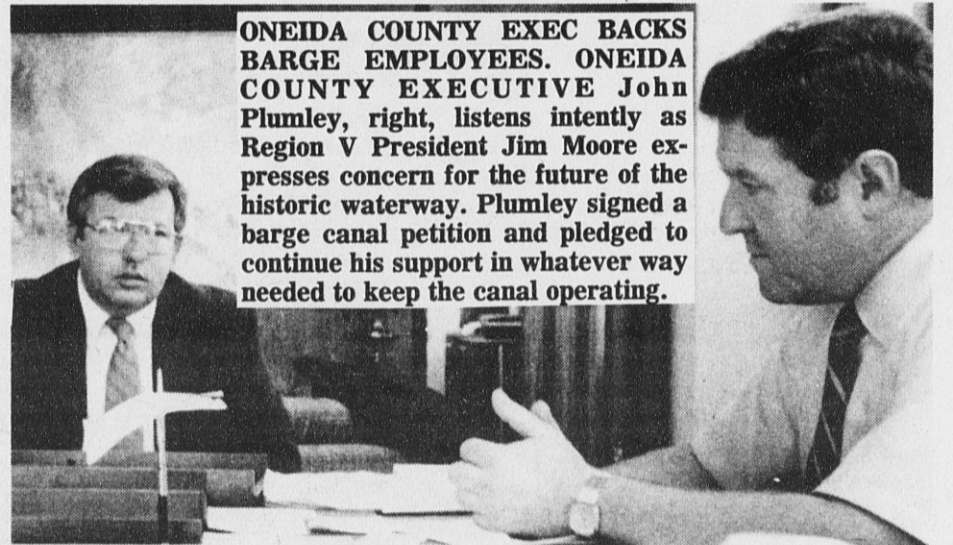
That's the outlook, according to the Civil Service Employees Assn., if the state goes through with plans to layoff permanent maintenance employees when the canal season officially ends later this year. Previously, upkeep of the decades-old equipment was a year-round task, but the state apparently feels that machinery can simply sit idle during winter months. But CSEA contends the system will rapidly deteriorate and, within less than a decade, render the entire system unusable.

CSEA has already gathered, as part of a statewide petition campaign, tens of thousands of signatures of canal users and people who live near the canal and rely on the economic activity it generates. Recently, those petitions were signed by Oneida County Executive John Plumley, Utica Mayor Steve Pawlinga, and Little Falls Mayor Theodore Wind. And a representative group from CSEA also visited recently with State Sen. James Donovan to discuss the plight of the canal.

CSEA officials say the union will keep up intensive pressure on the Cuomo Administration and the State Legislature in an effort to retain year-round maintenance for the canal system.



DONOVAN HEARS BARGE CANAL APPEAL. State Senator James Donovan, center, meeting recently with Region V PAC Chairperson Dorothy Penner and Local 502 President Frank Zammiello, Jr. to be briefed on the current CSEA campaign to "SAVE THE BARGE CANAL."

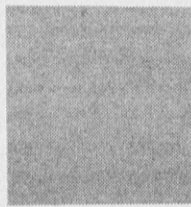


ONEIDA COUNTY EXEC BACKS BARGE EMPLOYEES. ONEIDA COUNTY EXECUTIVE John Plumley, right, listens intently as Region V President Jim Moore expresses concern for the future of the historic waterway. Plumley signed a barge canal petition and pledged to continue his support in whatever way needed to keep the canal operating.



LITTLE FALLS MAYOR Theodore Wind, seated, signs a CSEA petition urging the state not to make further cutbacks in the Barge Canal workforce. Signing took place following a Common Council meeting that heard CSEA representatives explain the reasons for the statewide drive to "Save The Canal." Looking on as Mayor Wind adds his name to the growing list of thousands are, left to right, Cal Pendergrass, Lock 17 operator, and Local 502 President Frank Zammiello, Jr.

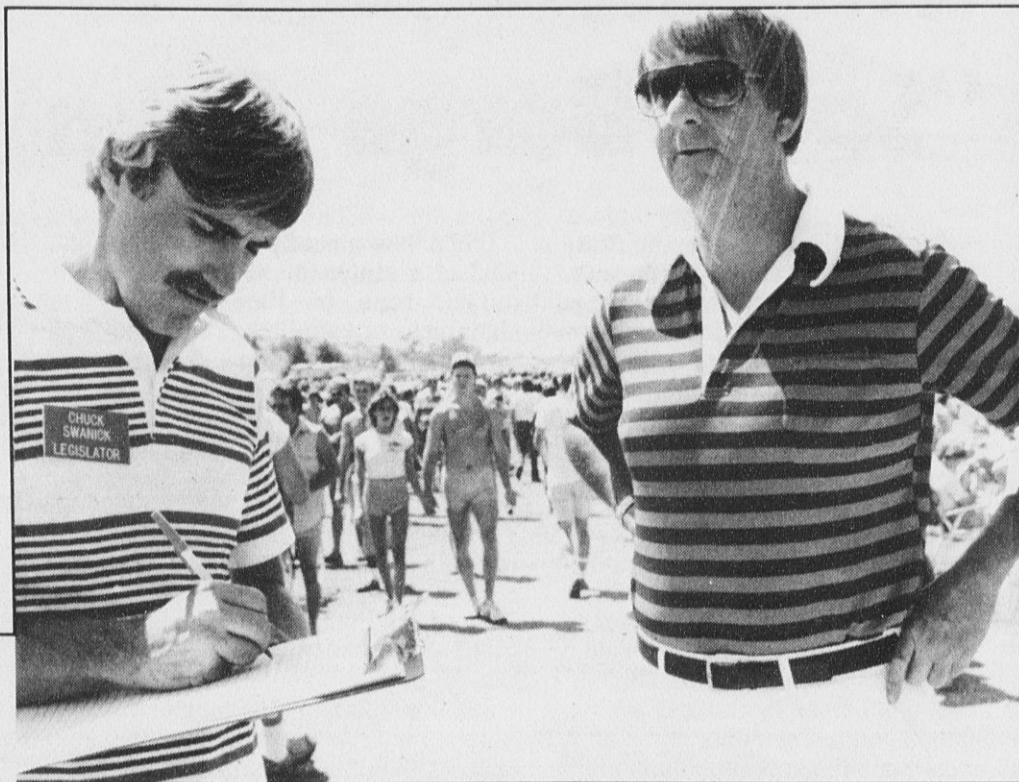
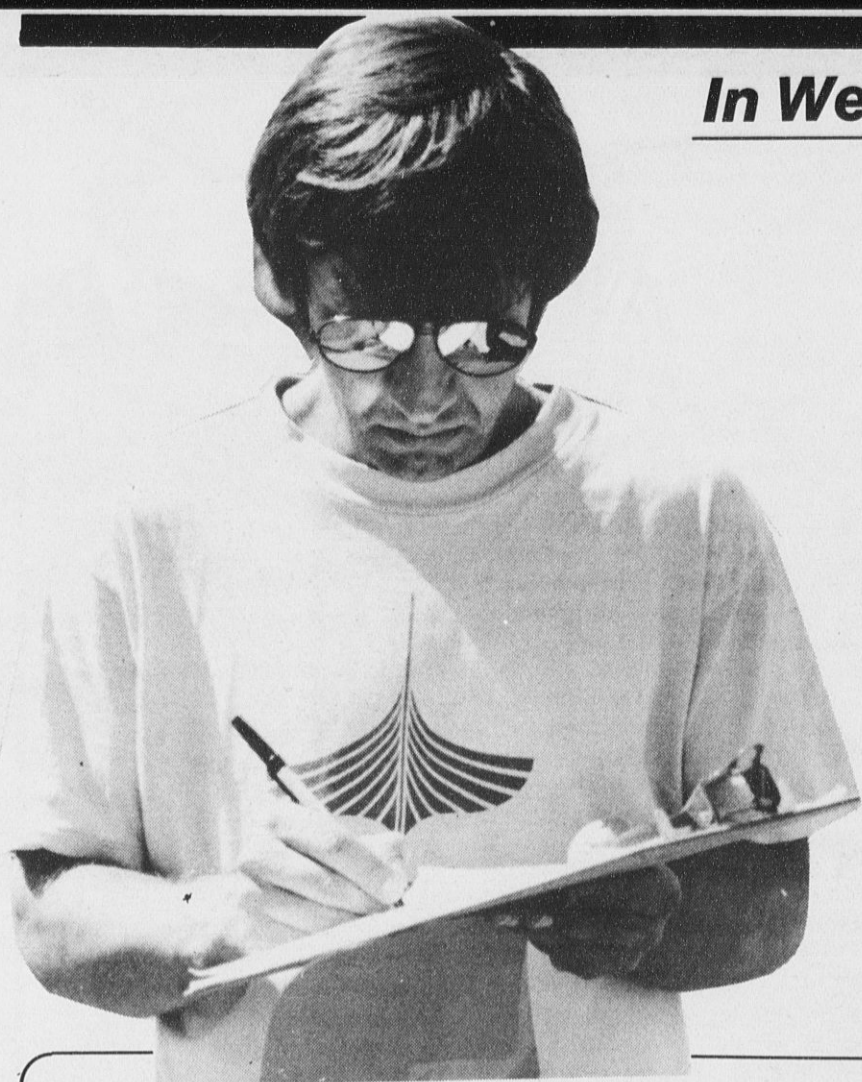
PHOTO COURTESY OF LITTLE FALLS EVENING TIMES



UTICA MAYOR "ON BOARD" IN CANAL FIGHT — REGION V PRESIDENT Jim Moore, right, expresses CSEA appreciation to Utica Mayor Steve Pawlinga, second from right, for adding his support to the "Save The Canal" campaign. Region V PAC Chairperson Dorothy Penner (not pictured) and Local 502 President Frank Zammiello, Jr. (left) also took part in answering media questions regarding the proposed cutbacks in the barge canal budget and personnel.

In Western Region:

Barge Canal petition drive



CONCERNED RESIDENT, above, signs petition to save the New York State Barge Canal. At right, Erie County Legislator Chuck Swanick puts his signature on petition for CSEA Region VI President Robert Lattimer. The union initiated a statewide petition drive to save the valuable waterway, which has been threatened with the layoff of maintenance employees.



POLITICAL ACTION training specialist Ramona Gallagher, above, spent a recent sunny afternoon gathering signatures for the canal campaign. At right, another name is added to the list.



Chautauqua County school units reach collective bargaining agreements

CHAUTAQUA — Collective bargaining agreements have been reached for three school district units of Chautauqua County Local 807.

The Mayville School unit signed a two-year pact which calls for a 40-cents-per-hour wage increase in the first year and 38 cents per hour in the second year. The new contract also provides a 15-cents-per-hour shift differential for affected members, as well as increases in longevity pay and maximum sick leave accumulation.

A new self-insurance program with better coverage at less expense and a prescription program with a one-dollar employee co-pay feature is also part of the agreement. In addition, retired employees will now receive paid health insurance for the length of time covered by accumulated sick leave at retirement.

Modified agency shop and limitation on the use of substitutes were other features gained in the new pact. Under the contract, non-competitive and labor class employees will be able to appeal disciplinary action through the grievance procedure.

CSEA field representative Mark Higgins was

assisted in negotiations by Bob Smith, unit president, Cecil Harrington and Jim Shaw.

A two-year contract was also ratified by the Southwestern School Unit of Local 807. Members will receive a seven percent annual wage increase in the first year, and a 45-cents-per-hour boost in the second year. The addition of Columbus Day as a paid holiday for 12-month employees, and upgraded wages for elementary head custodians, library clerks and teacher aides were also gained in the new agreement.

Additional contract language will provide improvements in health insurance. The negotiating team resisted proposals by the district to cap its contribution to health insurance and take away "snow days." The district had also proposed to reduce call-back time and limit overtime payments, but these were defeated as well.

Joining field representative Mark Higgins in negotiations were Unit President Bruck Rothwell, teacher aide Ruby Gustafson, bus driver Bonnie Sorrenson, custodian Randy Hinsdale, audio visual technician Sheri Grisslin,

custodian Mike Estok and head custodian Donald O'Shell.

In the Sherman School District Unit, a new one-year collective bargaining agreement has been reached. The contract calls for an 8.1 percent annual wage increase, as well as a new "family sick leave" provision which will give members three additional sick days to attend to members of their families who are ill.

In addition, custodians and cleaners will now receive the day before New Year's Day as a paid holiday. The negotiating team, headed by Field Representative Mark Higgins, resisted the district's proposals to cap its payment toward health insurance. Under the new contract, the district will continue to contribute 100 percent toward the health insurance plan.

Higgins, who was assisted in negotiations by Unit President Janice Bock, Virginia Anderson, Dorothy Wallace, Kathy Emory and Steve persons, said the unit also defeated the district's proposals to reduce paid holidays, restrict personal leave time and place stricter limitations on bereavement time.

CSEA



**works
for
us!**



DEBORAH MILLER

Food Service Worker

"The negotiating ability of CSEA is what I like. It helps us get fair treatment."



Troy unit OKs one-year pact

TROY — The City of Troy Unit of the CSEA has overwhelmingly voted to ratify a new one-year contract with the city which will increase the 500 members' salaries by 6 percent or \$900, whichever is greater.

The union vote approved a fact finder's report, which supported the city's salary offer while opposing the city's proposal to require each worker to pay \$25 toward the cost of health insurance benefits. The city council will vote on the fact-finder's recommendation for a contract shortly.

The employees have been without a contract since the end of the year and now face the beginning of new negotiations for a successor agreement.

CSEA Collective Bargaining Specialist Patrick Monachino, who assisted the negotiating team, praised its determination to prevent any eroding of health care benefits while attempting to seek a higher wage increase.

Region II officer named to coalition

NEW YORK CITY — Theresa Hines, a member and officer of CSEA Local 351, has been appointed to the state Coalition of the Concerned for Older Americans.

The appointment was made based on the recommendation of Metropolitan Region II President Frances DuBose Batiste.

LABOR DAY

Do something special on this special day

SOLIDARITY III - Albany September 5, 1983

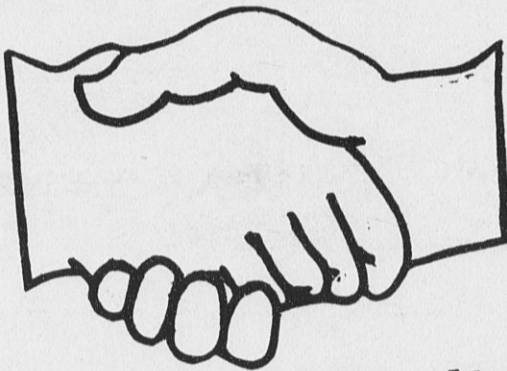
Assemble Central Ave. & Partridge St. 10:30 A.M. (park at Empire State Plaza; Mall)
March / Parade Down Central Ave. to Capitol (rear of Capitol in Park)
Rally at Capitol at noon. Picnic later at the Empire State Plaza.

Capitol Park - Noon

SPEAKERS INCLUDE:

Elizabeth Hoke, PEF; William McGowan, CSEA;
Al Shanker, AFT and Al Provenzano, AFL-CIO

Partial list of entertainment: Bobbie McGee; Marcia Cutting; area Marching Bands;
Clowns; Floats; Show cars; and Surprise Celebrities!!!!

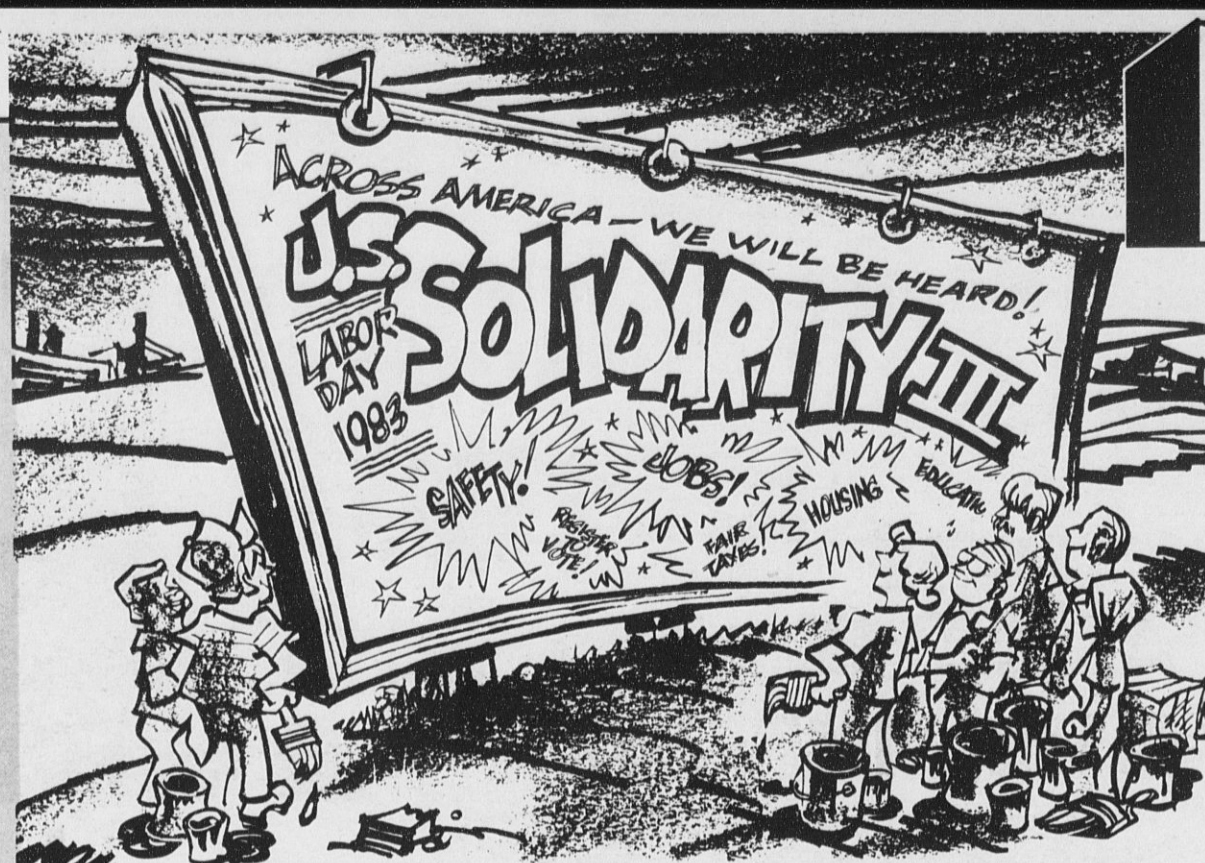


We want jobs, we want security for our families,
we want a decent future and a better life.
Say no to unemployment and recession. Get
our elected officials moving!
We want action from our legislators

SOLIDARITY OF ANOTHER SORT - CSEA members, including Capital Region IV President C. Allen Mead, center, march on the picket lines in Albany with striking Communications Workers of America members during their contract dispute with AT&T. Supporting other unionists in times of need is at the core of the word "solidarity" and what it stands for.



Labor leaders
tell why they
believe this
Labor Day is
so important



LABOR DAY

Reagan Era: A TOUGH ONE FOR WORKERS



How come he's the only one laughing?

"UNFAIR!"
That most familiar word from the picket signs of labor's long history now has been pinned on the Reagan Administration.

After nearly three years in office, President Reagan and his policies are seen by many as unfair to working people, unfair to the poor and needy, unfair to the elderly and disabled, and unfair to women and minorities.

From labor's point of view, some union leaders have called this the most anti-labor, pro-business government since the 1920s.

To turn it all around, Labor Day 1983 has been designated by the AFL-CIO as Solidarity Day III — the launch date for a major effort to mobilize labor and its allies for the 1984 elections.

The goal is to elect a president and Congress more responsive to the needs of the nation and its people.

Labor has shown what can be done. Solidarity Day I in September 1981 drew more than 400,000 trade unionists and their supporters to the nation's capital to protest Reagan's policies.

On Solidarity Day II in November 1982, labor led a sharply increased voter turnout which elected enough liberals and moderates to Congress to break the grip of Reagan's conservative coalition.

Labor's next step, starting with Solidarity Day III, is to mobilize a broad coalition of unions and their allies for the presidential and congressional elections.

The record is clear. Reaganomics has been an economic and moral disaster. The Reagan Recession reduced inflation, but at a terrible cost.

The Reagan tax cut of 1981 shifted more than \$700 billion from working people to business and the wealthy on the misguided notion that the "saver" classes would invest, business would modernize and all would prosper. It didn't happen.

When the AFL-CIO last July urged Congress to restore federal revenues through equitable tax reform, it noted that the massive tax give-aways were paid for by the victims of cuts in social programs. The 1981 budget cuts hit school lunches, food stamps, Medicaid, public services, child nutrition and subsidized housing.

Several independent research groups pointed out that the budget cuts hit the working poor the hardest, destroying their incentive to work. The Center on Budget and Policy Priorities, the University of Chicago's Center for the Study of Social Policy and a Princeton University study concurred on the effects of the budget cutbacks.

A Princeton study in 1982 found the budget cuts were "concentrated on the poor," adding: "It is the cumulative effect of multiple cuts that has done the most harm to the working poor." A follow-up study in 1983 found that most states were too financially pressed to make up for federal aid cutbacks.

The consequences of the Reagan era will be with the nation for years to come. Dr. Harvey Brenner of Johns Hopkins University and other sociologists

A LIGHT IN DARK TIMES FOR AMERICAN WORKERS

If there was ever a time for workers to show their solidarity, Labor Day 1983 is it.

These are dark times for American workers. We have a president who is hostile to labor. We have a governor who talks about "family and compassion," but his actions so far contradict the speeches. In many places workers must battle hostile local officials.

Union-busting activities are raging like a brush fire. The strike by the International Molders and Allied Workers against Magic Chef Inc. is a typical example of workers trying to save their union (see page 12 of The Public Sector). The struggles of the Communications Workers, Machinists and many other brothers and sisters are the same.

Let's begin this Labor Day by taking part in local parades and rallies to show our solidarity on this worker's holiday. But let's not leave it there. As we go forward let's renew our resolve to work together. At a time when union membership is slipping, internal bickering and raiding is crazy. Let's work to keep labor's house in order and organize those workers who do not have the protection of a union. Together workers can bring about change for the better, alone we are weak.

We must also work hard, as citizens and unionists, to defeat Ronald Reagan. A second term for this president would be a disaster for working people. We must make clear the failures of this administration.

This president labels unions and other organizations that represent working people as "narrow special-interests" while at the same time he goes to extremes to cater to the "special-interests" of the rich and powerful. The administration's record is clear. The rich have gotten tax breaks, lax enforcement of anti-trust laws and other benefits, while programs that help workers and their families have been cut. The government's power has also been used to help union-busters.

Right now we are fighting this president to make sure states and localities get the revenue sharing money needed to provide a decent level of public services (see page 13 of The Public Sector).

These are difficult times, but let's face them with hope and enthusiasm. If we work together as sisters and brothers we will prevail.

May each of you enjoy a safe and happy Labor Day.

William L. McGowan

Why '84 elections are important

Labor Day finds America in the grip of currents of change in every day life.

Demographic change is reshaping the workforce; technological change is transforming the job market. Educational levels and the kinds of skills we need to train for are under constant, rapid revision.

All of these changes hold vast potential for good. While all of them pose problems, none are insurmountable to a society determined to master them.

In terms of technology and potential productivity, the nation's future never looked brighter. Everything we need to create the healthiest, best-educated, most creative and most productive society ever seen is in place or on the horizon. What's lacking is a clear national consensus that that is what we want to do.

There is no way that human beings, regarded as purely economic units, can compete with robots and computers.

If economic cost-effectiveness alone determines who shall share in the nation's economic life and who shall be excluded and discarded as industrial waste, the future will continue to grow dimmer for all. If government leaders continue to entrust social policy to the gods of the marketplace, national tragedy will be inescapable.

The kind of future we will have depends on the kind of political leaders we send to Washington 15 months from now. That's how long American trade unionists have to influence the choice. Let's make the most of it.

THOMAS R. DONAHUE
SECRETARY-TREASURER, AFL-CIO



AFL-CIO President
Lane Kirkland

SOLIDARITY DAY III — A TIME TO UNITE

Solidarity Day two years ago changed a great many perceptions about the American trade union movement.

Hour by hour, as a half-million union members streamed into the Washington Mall, pundits who had written off labor as a major national force began changing their tune.

President Reagan stopped boasting that he, and not their own organizations, spoke for American workers.

Union members themselves, both those who marched and those who watched on television, recaptured the sense of being part of a vast national movement rather than members of separate little parishes. Workers from every corner of the nation looked each other in the face, and they liked what they saw.

Every trade unionist in the land can share first-hand in that experience on Solidarity Day III, on Labor Day 1983.

Not just a half-million of us, but many times

that number can participate, because we'll be marching where we live, in all of the communities from coast to coast where labor's real strength lies.

The first Solidarity Day united us in protest against the policies of the Reagan Administration. We saw the fruits of unity on Solidarity Day II, last November, when we marched to the polls to change those policies.

Like the first one, the third Solidarity Day is a protest and a preparation for unified action. On Solidarity Day IV, the general election of 1984, we will do our utmost to place in office those who share our conviction that the job of government is to advance the interest of all the people, not just the rich and powerful.

As always, we invite all of our friends and allies to join with us, to stand up and be counted as upholders of a humane, democratic society, with liberty, justice and jobs for all.

Together, we will show, on Labor Day, and on Election Day 1984, what solidarity can do.

Lane Kirkland
President, AFL-CIO

As Labor Day 1983 rolls around . . .

A STRIKE OUT OF THE PAST

It is a strike out of the 1930s happening in 1983. It is taking place in Cleveland, Tennessee where one man has controlled the town and the lives of the people in it for 20 years.

The International Molders and Allied Workers Union strike against Magic Chef, Inc. is the story of more than 500 brave individuals fighting for control of their community and their own lives.

The man who runs Cleveland is S.B. Rymer, Jr. He's known around the city of 30,000 people as "Skeet." For the last 25 years his family has owned and operated the city's largest employer, the Magic Chef stove and range plant.

To understand the Molders' strike you have to understand how much "Skeet" Rymer hates unions. Rymer and his family tried to keep a union out of Magic Chef for the last 40 years. They finally lost that fight three years ago when workers voted 724 to 509 to be represented by the Molders Union.

It was an act of courage to vote for the union. One union organizer had her home burned to the ground by a plant foreman's son. Others received harassing phone calls and threats of reprisals and violence. Yet these tactics could not deter the women and men who had worked 10, 15, 20 or even 30 years under conditions unheard of in modern industrial America.

"Skeet" Rymer didn't plan on letting workers have the limelight for long.

Solidarity. It's much more than a simple phrase.

For more than 500 members of the International Molders and Allied Workers, it represents the core of their determination in an all-out test of unionism in Cleveland, Tenn.

And as Labor Day, 1983, rolls around, that display of union solidarity represents an opportunity for unionists everywhere to prove that solidarity is, indeed, more than a mere word. Everyone can aid the Cleveland, Tenn. strikers by boycotting Magic Chef stoves and ranges, and by responding to their plea to contribute to the dwindling strike fund that supports their fight against their anti-union employer.

Shortly before the very first Magic Chef contract expired, the company made its first move. It backed a decertification petition in its first attempt to throw the union out. Then the company made its bargaining position known — when the contract expired the seniority system would be dismantled and the union security clause, the very heart of the contract, would have to go. The company's message was clear: There would no longer be a union in Cleveland, Tennessee.

The company put its bargaining position into an ultimatum to the workers. If the workers did not take the offer, the company would take every other clause in the contract off the bargaining table. The workers would be back where they started in 1980, with no contract. Having no other choice, the union members voted to strike. More than 570 members of the Molders, approximately two-thirds of the company's workers, walked off their jobs.

The strike was no surprise to "Skeet" Rymer. He had been waiting. As soon as the union members left their work stations, the company put a carefully constructed plan into action. Hundreds of replacement workers — 425, to be exact — who had been waiting in the wings were brought in.

For the strikers and their families, it has been a difficult strike. Strike benefits of \$45 a week don't go very far. Some families have two, three or even four members on strike. Workers are losing their homes. The union is bringing in truckloads of food to keep strikers and their families fed.

It is appropriate that Labor Day, 1983, has also been designated as Solidarity Day.

A unity of purpose, a cohesiveness of action and the commitment to just plain stick together to get the job done are attributes that should mark the day traditionally set aside to honor the nation's working men and women.

The striking employees at the Magic Chef plant in Cleveland, Tenn., whose story of courage and determination is told above, are practicing that doctrine, and it is sustaining them through difficult times. Now they need the solidarity pledge from the rest of us in organized labor.

Organized labor must hold together in the political arena also. The political climate is the worst labor has endured in more than five decades. The economists and the columnists, those experts who predicted prosperity under Reagan, are now predicting that the recession they predicted would never happen is now over. But 20 million people are still unemployed, and it's difficult to rejoice over what is still a modest upturn.

Dear Union Brothers and Sisters,

My family and I support your efforts to win a fair contract and keep the union alive in Cleveland, Tennessee.

We pledge not to buy electric or gas ranges manufactured by Magic Chef.

Signature: _____

Address: _____

Daytime phone: () _____

Check here if you want more information

Check here if you are willing to participate in informational picketing of appliance stores in your area

Please return this pledge form to:

**Magic Chef Boycott Coordinator
1409 Pinson Street
Tarrant, AL 35217**



The mood today in Cleveland, Tennessee is quiet. People are watching for a sign that the strike is succeeding in forcing the company to change its anti-union position. Though things appear at a stand-off, there is cause for hope.

A national boycott of Magic Chef products, endorsed by the AFL-CIO, is underway.

Today the Molders in Cleveland, Tennessee are more determined than ever to stay out as long as necessary. And today the city of Cleveland is as close as it ever has been to moving out of the 1930s and into the 1980s. The stifling hold S.B. Rymer, Jr. has on Cleveland is about to be broken.

If you'd like to help the national boycott of Magic Chef products or contribute to the strike fund, please write the

**Magic Chef Boycott Coordinator
1409 Pinson Street
Tarrant, AL 35217**

Here in New York State, the six major Democratic candidates for the presidential nomination will be appearing at forums sponsored by the State Democratic Committee (See page 2 of this issue). CSEA members should take the opportunity to look over candidates at these forums because the eventual Democratic candidate to be backed by labor is among the participants. Labor solidarity behind the candidate of choice can clean out the White House in the 1984 presidential election.

Labor Day, 1983, must not be simply a holiday. It must be recognized as a turning point in the role organized labor will play in helping turn this nation around. If you can, participate in Labor Day programs because such events foster a sense of solidarity among working people. A major program is scheduled Labor Day in Albany, for instance (see page 9). If you cannot attend such an event, at least take a moment to pause and think about the significance of Labor Day, and make a commitment to yourself to practice the policy of solidarity. There will be many opportunities to put that commitment to work in the coming weeks and months.

LABOR DAY

A unity of purpose; a cohesiveness of action

Write your rep!

**Fed funds
for public
services in
danger**

WASHINGTON — Federal revenue sharing money, badly needed by states and localities to maintain public services, is in jeopardy because of opposition from the Reagan administration.

The Senate is expected to vote on the bill (S. 1426) to reauthorize general revenue sharing in September. At that time Senators Bradley (D-N.J.) and Mathias (R-Md.) will offer an amendment to increase the amount of revenue sharing money by \$225 million annually.

The President is expected to fight hard against the increase.

The money is used by the state and local governments to provide public services. There has been no increase in the program since 1976, even though the cost of living has gone up by more than 60 percent. Even the increase proposed in the Bradley-Mathias amendment won't keep up with inflation.

The increase in revenue sharing is a top priority of the AFSCME legislative program.

**Let your U.S. Senators
know New York State
needs the increased
revenue sharing funds!**

WRITE

**Sen. Daniel P. Moynihan
U.S. Senate
442 Senate Office Bldg.
Washington, D.C. 20510**

**Sen. Alfonse D'Amato
U.S. Senate
321 Senate Office Bldg.
Washington, D.C. 20510**

Hearing on misconduct dismissed for partiality

SMITHTOWN — The New York Supreme Court, Appellate Division, annulled the disciplinary termination hearing of an employee by the Smithtown Superintendent of Highways. A CSEA member of Suffolk Local was dismissed from his job with the Smithtown Highway Department for Misconduct and insubordination at that July 26, hearing.

The Appellate Court ruled that the Smithtown Superintendent of Highways was personally involved and should have disqualified himself from acting in the case.

A review of the original hearing must now be conducted by a disinterested and qualified person. That person will decide the innocence or guilt of misconduct and insubordination.

The ruling of the Appellate Court entitles the employee to full back pay except for his suspension.

LEAP to it—send back those questionnaires

If you are a state employee in the Institutional, Operational or Administrative negotiating units you may be receiving a questionnaire about tuition free courses under LEAP, the Labor Education Action Program. LEAP has engaged an Ithaca-based consulting firm to design and administer to approximately 12,000 ASU, ISU and OSU employees who are part of a scientifically selected sample an education needs assessment questionnaire.

The questionnaire asks about what tuition free courses CSEA's membership want and need, at what times and locations the courses should be offered, as well as other data which will be used to plan LEAP courses through 1985. Because the questionnaire is being administered by a consulting firm, and because of the design of the questionnaire, complete anonymity of responses is guaranteed.

"The more accurately LEAP can predict demand for courses in a particular area, the lower will be the cost of providing the courses," stated LEAP Director Tom Quimby. "This is because colleges and BOCES will give LEAP a lower price per credit hour if we can guarantee to fill a given number of seats. A lower cost per credit hour means that we can provide more courses from a given expenditure."

Quimby urged those employees who do not plan to take courses to fill out the questionnaire since those responses will also help LEAP in its planning.

The accuracy of the results of the questionnaire depends on the membership completing the questionnaire and returning it. Postage paid return envelopes are provided. The questionnaires are to be returned within two weeks of the date they are received.

Pay hikes and benefits for Poughkeepsie town workers

POUGHKEEPSIE — Town employees will realize a pay increase of 16.5 percent over the next two years, under a newly ratified contract. Field Representative John Deyo explained that the 64 employees will also receive an increase in longevity payments and clothing allowance.

The contract, which took six months to negotiate, preserves present health insurance benefits and summer hours.

Also serving on the negotiating team were Sue Pike, president of the unit; Bob Geslain, Helene Tompkins, Frank Magurno, Dave Gunn, Gordon Kerr, Franco Zani, Tom Tortarella, Pete Kolarik, Bruce Peterson, Millie Hellmann, Ann Marie Dale and Ann Pantaline.

Port Jefferson



NEWLY ELECTED OFFICERS of the Village of Port Jefferson Unit were installed recently by Suffolk County Local 852 Executive Vice President Shirley Germain, left. Officers are President Marian H. Conroy, seated; Secretary Rita M. Pedersen, standing center, and Vice President Robert Preston. Members of the unit recently ratified a new contract.

Village employees okay contract

PORT JEFFERSON — The Village of Port Jefferson Unit of Suffolk County Local 852 has ratified a new contract.

Jim Walters, CSEA field representative, said the new contract brings Port Jefferson members to the level of those in surrounding communities.

In addition to improvements in compensation, the contract includes provisions for job posting, conversion of personal days to sick time, disability insurance for off-the-illness or injury, and the right to refuse to drive any vehicle which does not meet the safety requirements of the state.

CSEA conference on health and safety slated

ALBANY — CSEA Region IV will sponsor an occupational health and safety conference on Oct. 1 at the Howard Johnson's on Route 9W. It will begin at 8:30 a.m.

Six workshops will be held covering workers' compensation, basic toxicology, office hazards, researching health and safety problems, making health and safety committees effective and highway maintenance safety.

Attendance at the conference meets OSHA Level 2 training requirement for the CSEA Labor Institute. For more information contact Region IV Safety Specialist Angela DeVito at (518) 489-5424.

CSEA wins out-of-title grievance at Willard Psychiatric Center

WILLARD — Carol Fegley, a radiological technologist at Willard Psychiatric Center, recently received some good news — a favorable decision regarding her out-of-title work grievance, filed by CSEA in January.

According to the decision, a step 3 grievance claimed that Ms. Fegley, a grade 9, had been performing duties normally associated with a senior radiological technologist, grade 12. The grievance further stated that Fegley had been responsible for the overall operation of the x-ray department, including ordering supplies, overseeing repairs and maintenance of equipment, submitting monthly cost analysis reports and revising the x-ray manual, as well as being available for emergency calls.

Willard management claimed the situation was brought about by the retirement of the senior radiological technologist.

The decision from the Governor's Office of Employee Relations (OEP) concluded that "since Ms. Fegley has

continued to perform her duties in the capacity of the senior level and has responsibilities beyond those expected of a grade 9, it is recommended she be compensated for the difference between her grade 9 salary and that of grade 12 from Dec. 15, 1982 (15 days prior to the date of the certified mailing of the grievance to OER offices) to such time when the assignment ceases." The agency (Willard P.C.) was also directed to discontinue such out-of-title work.

In a comment following the OER decision Hugh McDonald, president of CSEA Local 428 at Willard, said, "We are obviously pleased with the decision. Not only does it compensate Carol (Fegley) for work completed out-of-title, it demonstrates once again that CSEA will make every effort to fight for the rights of its members under the contract. Considering the circumstances surrounding the grievance, the decision was fair and equitable."



EGGS-TRA! EGGS-TRA! — CSEA Region VI PEOPLE Coordinator Sheila Brogan, left, carefully removes eggs from carton held by CSEA Political Action Training Specialist Ramona Gallagher. The people in the background await the eggs to start an egg tossing contest. The event was one of many during a Region VI PEOPLE Picnic recently which raised \$576 for the AFSCME federal elections fund. Congressman Frank Horton was among several guests attending in addition to CSEA members and officers.



TWO EMPLOYEES of the city recreation department in New Rochelle were honored recently with commendation awards presented by Mayor Leonard Paduano, third from right. Janet Guarasci, second from left, and Kathleen Berleson, third from left, were cited for implementing a summer recreation program for handicapped and disabled children. Joining in the ceremony are Westchester Local 860 President Pat Mascioli, left, Unit President Sheila Brill, second from right, and CSEA Field Representative Larry Sparber.



STEBEN COUNTY CSEA LOCAL 851 officers were installed recently. Officers are, seated left to right, Vice President Virginia Hickox, President Art Howell and Secretary Bonnie Sprague. Standing from left are delegate Terry Miller, Treasurer Debbie Hall and delegate Kim Sullivan. Missing from photo are Second Vice President Elwin Stewart, Statewide Board of Directors members Jim Lindsey, and delegate Libby McPherson.

The impact of cutbacks, layoffs and early retirements on the productivity of the Department of Motor Vehicles has been given much attention recently in The Public Sector and media throughout the state. Members of the CSEA DMV Local 674 have been working hard to make the public aware of these problems. At the same time, they have been working hard on another effort: cooperating with management in the face of such obstacles to improve internal operations. Here is their story:



THE GAP ENGULFS MANAGEMENT AND LABOR — Quality Circle members in conference are (left to right) Carol Ornoski, William Szumiloski, Erle Daniels, Dann Wood and Al Mead.

New Quality Circles to round up improvements inside Motor Vehicles

ALBANY — "It's a David working with a Goliath situation and both sides seem to be winning," says Carol Ornoski, a principal data entry machine operator with the Department of Motor Vehicles.

That's Ornoski's enthusiastic description of the department's newest program, the experimental "Quality Circle" of the title bureau.

The "David" in the situation is known as GAP — Group Analyzing Problems. As its name suggests, it is a group of employees who are making various suggestions to management — the "Goliath" — on how to improve the title bureau's operations.

In this case, the employees are 12 CSEA-represented DMV line workers, all women in grades 3 and 4. But employees in grades 7-11 have organized a similar group which presently is addressing itself to the issue of employee evaluations.

According to William Szumiloski of DMV's personnel department, quality circles usually exist in production industries rather than governmental service.

"Here we may have the first New York State governmental service quality circle," he said. "So far, we (management) have discovered that there is quite a lot of unused, unrecognized talent in our workforce. We hope the quality circle concept will allow us to develop new leaders and possible new managers for tomorrow."

According to Ornoski, both union employees and management have a lot to gain from the new

program, despite obstacles encountered in initiating it.

"Both sides had to take risks and overcome unanticipated problems and personal challenges," she said. "But positive benefits, especially those seen so far, have been worth the effort. Employees have a better self-image, productivity is up and morale, even in light of the present situation, is improving."

Dann Wood, DMV Local 674 president, also pointed to the challenges that workers faced. He noted that in the early stages of the program, when materials and funds were slow to arrive, the members solved their own problems by making creative use of existing resources.

"(They showed) creative thinking, which is something both management and labor needs," said Wood.

That kind of thinking seems to be one of the keynotes of the quality circle. The group, made up of employees who do similar work, meets regularly to identify and resolve job-related problems. Often what appears to be a simple problem is a complex situation which requires complete understanding before a group can begin thinking "in an organized, logical manner" about solutions.

An example is the GAP's first project, which will involve standardizing the procedure for entering miscellaneous information on DMV title bureau records.

"At present, each unit of the data entry operators has its own way of handling

miscellaneous information," says Janice McGowty, a GAP member. "What one unit does may differ from the next, and even what one operator does may differ from what another operator in the same unit does. We want to standardize this procedure and all of its elements so that things are uniform and understood."

Ella Monty, another GAP member, sees it all as a learning process that is giving employees a better understanding of their own jobs and how they fit into the bigger picture.

"We had to learn not just our jobs and their responsibilities, but how they related to the next job and its responsibilities right on down the line," said Monty. "By doing that, we began to see just how important our job is to the whole process."

Says Harry Persanis, DMV director of Vehicles safety: "Management depends on the workforce to do its job so that management can fulfill its responsibilities. The more the worker knows about his or her job, the better the whole process since everyone is then working for the same goal and enjoying the process rather than being bogged down in the problems which should not even exist."

Persanis thinks management should be concerned with eliminating problems which interfere in the employees' productivity, and "when management can't resolve the problems, the union should step in."

"Remember," he said, "the employees are the backbone of any organization."

**Snow
decision
hailed**

ALBANY — The 17-inches of snow that fell on Albany April 6, 1982, has long melted and been forgotten. That's by all except nearly 200 State Department of Health and Health Research Inc. employees who were charged for their early departure that day after management said they could leave without charge.

But as of August 5, 1983, 132 employees of the main office of the Department of Health who left work on or before 1:00 PM on April 6, 1982, and who charged their absence for the remainder of that day to personal or annual leave credits, will have such credits restored. An additional 68 workers in Health Research Inc. will also be afforded the same settlement, due to CSEA efforts.

C. Allen Mead, now President of the Capital Region of CSEA but then President of the James E. Christian Memorial Health Department CSEA Local, was pleased with the decision to restore the credits. But the settlement took a while, he admits.

"It seems like forever, but this is a classic example of just how slow the wheels of justice do turn."

"The people knew we were right," he went on. "Even management conceded that point. The problem revolved around finding an accurate means of identifying those people who were actually directed to leave and not charge their time."

The workers involved will be receiving credits ranging from one hour to five and one quarter hours.

DPW worker, docked while fighting fire, wins back pay

PORT JERVIS — A city Public Works employee who was docked pay while fighting a fire in which two persons lost their lives will receive back pay, thanks to a recent decision by a PERB arbitrator.

Art Stempert, a motor equipment operator for DPW and nine years a volunteer fireman, was penalized four hours pay after he responded to a 4 a.m. fire last Nov. 23.

Stempert's wife had phoned the city barn to inform his superior he would be late for work because of the fire. After he was released by the fire chief at 10:15 a.m., he reported for work.

Director of Public Works Richard Onofry informed Stempert he should have been at work at 7:30 a.m. that day, and that he would be docked four hours pay for failing to "properly notify" the director he would be tardy and ask for approval for his absence.

At the hearing, CSEA argued that a DPW employee had never before been docked for reporting to work late because of firefighting duties. In addition, four other department employees testified they had also been late in order to fight a fire but had never lost pay.

Arbitrator Allan Weisenfeld ruled that "the notification requirement was satisfied by the 7 a.m. call by the grievant's wife. "Thereafter," he commented, "if the grievant's services were required by Mr. Onofry, he could easily have contacted Stempert at the fire site and told him to report to work. He did not. Hence," Weisenfeld concluded, "Stempert could reasonably have assumed, based upon his prior experiences and those of his co-workers, that his services were not required at the DPW that morning and that, therefore, he could remain with his fire company until he was released from duty by the chief."

CSEA Field Representative Felice Amodio, commenting on the decision, stated, "I am overjoyed with the decision. The penalty at the onset was totally unfair and improper. Furthermore, may I say, thank God for the volunteer firemen!"

State aid for AIDS



GOV. MARIO CUOMO talks with CSEA Metropolitan Region President Francis DuBose-Batiste about the benefits of legislation the governor recently signed to provide \$4.5 million to aid research into Acquired Immune Deficiency Syndrome (AIDS). DuBose-Batiste was on hand to show labor support for the program when the governor held a press conference in New York City to sign the bill. The program includes \$600,000 to fund a labor-management committee to ensure the workers who care for AIDS victims are safe.

open competitive STATE JOB CALENDAR

FILING ENDS SEPT. 6, 1983

Title	Salary	Exam. No.	Unemployment Insurance Claims Examiner	17,694	25-989
Employment Interviewer	\$17,694	25-987			
Employment Security Claims Trainee	16,711	25-983			
Employment Security Placement Trainee	16,711	25-985			
				FILING ENDS SEPT. 12, 1983	
			Public Service Environmental Specialist	35,596	28-554
			Community Residence Aide		
			Community Residence Aide (Spanish Speaking)	13,466	25-971

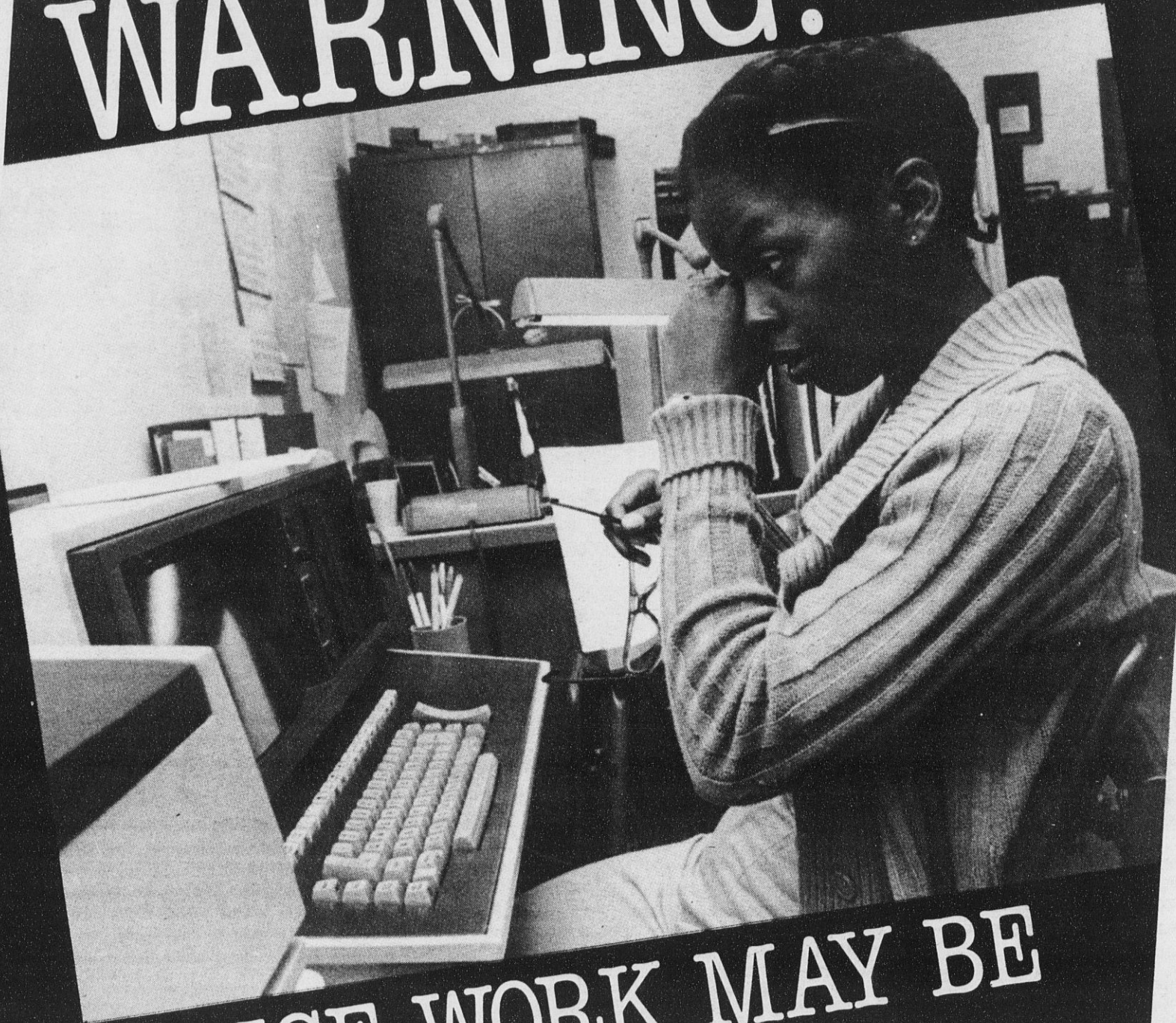
PROMOTIONAL EXAMS

(State employees only)

FILING ENDS SEPT. 6, 1983

TITLE AND SALARY GRADE	DEPT.	EXAM NO.	DOT	
Employment Security Claims Trainee—\$16,711	LABOR —Main Office	00-156	Transportation Office Assistant II G-9	37-920
Employment Security Claims Trainee (SS)			Chief Environmental Conservation Officer G-23	ENCON 39-741
Employment Security Placement Trainee—\$16,711		00-158	Hazardous Waste Investigator I G-16	38-020
Employment Security Placement Trainee (SS)			Hazardous Waste Investigator II G-18	38-022
Office Services Manager G-23		38-005	Hazardous Waste Investigator III G-23	38-023
Manager of Computer Operations G-25	IDP	38-029	Hazardous Waste Investigator IV M-1	38-024
Supervising Computer Operator G-18		38-027	Supervising Environmental Conservation Officer G-17	38-021
Senior Computer Operator G-14		38-026	Telecommunications Analyst II G-19	EXECUTIVE — OGS 37-992 37-993
Personnel Status Examiner G-10	CIVIL SERVICE	38-032	Senior Parole Officer G-22	—Parole 37-971 37-972
Supervisor, Inmate Grievance Program G-18	CORRECTIONAL SERVICES	39-732	Public Utilities Auditor II G-23	PSC 38-030
			Public Utilities Auditor III G-27	38-031

WARNING:



OFFICE WORK MAY BE HAZARDOUS TO YOUR HEALTH

ALL THE MATERIALS LISTED BELOW ARE FREE TO CSEA/AFSCME MEMBERS ...

Return order form to:
AFSCME Women's Activities
1625 L Street, N.W.
Washington, D.C. 20036



AFSCME
in the public service

WARNING: OFFICE WORK MAY BE HAZARDOUS TO YOUR HEALTH — an AFSCME booklet on safety and health problems of office work. _____

QUANTITY

SEXUAL HARASSMENT: ON THE JOB
SEXUAL HARASSMENT: WHAT THE UNION CAN DO — a concise guide for local unions to help overcome workplace sexual harassment. _____

AFSCME WOMEN'S LETTER — a newsletter with information on issues and activities of interest to working women. _____

NEGOTIATING ABOUT CHILD CARE: ISSUES AND OPTIONS — a step-by-step guide for using the collective bargaining process to help workers provide for their child care needs. _____

ALTERNATIVE WORK PATTERNS — description of the various types of non-traditional work schedules and the advantages and disadvantages of each. _____

PAY EQUITY: A UNION ISSUE FOR THE 1980'S — a how-to guide for a local interested in achieving equal pay for jobs of comparable worth. _____

Please send me the material and quantity indicated. I am a member of CSEA, Local 1000, AFSCME.

NAME _____
ADDRESS _____
CITY _____
STATE _____ ZIP _____

August 31

Deadline for withdrawal of Tier III contributions

ALBANY — The August 31 deadline for employees in the Tier II retirement system to apply to withdraw accumulated 3 percent contributions to the retirement system is fast approaching.

And, according to the New York State Employees' Retirement System, the appropriate Withdrawal of Contributions form (RS 5014) MUST be in the Retirement System's hands by August 31. WITHDRAWAL OF CONTRIBUTION FORMS RECEIVED BY THE RETIREMENT SYSTEM AFTER THAT DATE CANNOT BE HONORED.

Effective September 1, all Tier III contributions on deposit with the Retirement System must be held until the member reaches age 62, or dies before age 62.

Any questions should be directed to the State Retirement System.



DUTCHESS COUNTY LEGISLATIVE Majority Leader Arnold Baratta, R-Poughkeepsie (right) congratulates County Social Services employee Roberta Rubenstein, a member of the Dutchess County Local 814. Mrs. Rubenstein received \$250 from the lawmakers for suggesting a form which enables an examiner to close a social services recipient's case more quickly and efficiently. Charles Rexhouse, second left, also received an award of \$250 for his suggestion to install a device in the boiler system which reduces the amount of residue in the boiler thus saving maintenance costs. Also congratulating the two was Legislative Minority Leader Judith "Kip" Bleakley, D-Poughkeepsie. Rexhouse is a shop steward at the Dutchess County Home and Infirmary and also serves as second vice president of Local 814.



ALBANY — The Center for Women in Government is accepting registrations for its fall program of "Managing," a certificate program providing managerial skills to women in New York public service. Six courses and a two-day seminar, "Women as Managers," are being offered.

Course topics are career planning, effective leadership in management, labor relations, organizational dynamics, program planning and evaluation, and written communications. Each course will consist of four sessions running once a week from 4:30 to 7 p.m.

Fall course registration

(Courses will begin in September, October and November.)

In the "Women as Managers" seminar, Oct. 20-21, participants will learn job-related skills and examine special issues female managers face.

The courses and seminar will be held in Draper Hall, Room 303, on the downtown campus of SUNY Albany (Washington and Robin Streets).

Additional information and registration brochures are available from the Center at 518/455-6211.

Group life insurance refund being conducted by Travelers

The Travelers Insurance Company is issuing a return of contributions to eligible CSEA members who participate in the CSEA Basic Group Life Insurance Plan. The refund checks were prepared and mailed by The Bank of New York on August 10.

In order to be eligible for the refund, an insured CSEA member must have been in the Group Plan on both November 1, 1981 and November 1, 1982.

If you are eligible and have not received a refund by August 20, please contact Beatrice Taft at The Bank of New York at (212) 530-8055. Requests for replacement checks must be submitted in writing to The Bank of New York, 4th Floor, 90 Washington Street, New York, New York 10015, Attention: Shareholder Relations Department. Please be sure to include your social security number in any communication.

Unions to OSHA: Higher standards of protection for workers exposed to ethylene oxide hazards

WASHINGTON — Union witnesses at an Occupational Safety and Health Administration hearing here called for a much tougher standard to protect workers exposed to ethylene oxide than the one proposed by the Reagan Administration.

Labor safety and health experts said OSHA's proposal to reduce permissible exposure limits to EtO from the current 50 parts per million parts of air (50 ppm) to 1 ppm would leave exposed workers at high risk to leukemia and other cancers and reproductive damage and skin diseases which have been linked with EtO.

The AFL-CIO, Service Employees, Clothing and Textile Workers, Government Employees, Operating Engineers and District 1199 of the Retail, Wholesale and Dept. Store Employees asked for a 0.1 ppm standard. The American Federation of State, County and Municipal Employees (AFSCME) said a 0.05 ppm standard would be feasible.

Most workers directly exposed to ethylene oxide are in health care and medical products industries, where the chemical is used as a sterilant. The toxic chemical also is used as a fumigant in libraries and museums and in manufacturing, such as the production of anti-freeze, polyester fibers, bottles and films. OSHA estimates about 80,000 workers are directly exposed to EtO and another 144,000 are indirectly exposed.

AFSCME, SEIU, ACTWU, District 1199 and the Public Citizen Health Research Group sued OSHA last year after it rejected a petition for an emergency EtO standard. A federal appeal court, citing OSHA's unjustifiable delay, ordered the agency to propose a stricter standard by mid-April.

Consequently, OSHA issued its first proposal to lower workplace exposure to a hazardous chemical since the Reagan Administration took office. But the unions called OSHA's proposed EtO standard inadequate.

AFSCME President Gerald W. McEntee released the results of the union's survey of 23 hospitals, which he said documents "a dangerous

pattern of exposure to EtO which is probably prevalent in a significant portion of health institutions around the country."

"The survey results are particularly disturbing considering that the dangers of EtO as well as the methods available to protect workers from exposure have been well known for a number of years," McEntee said.

In 12 of the hospitals surveyed by AFSCME, workers reported they can "smell" ethylene oxide occasionally, which McEntee said indicates extremely high — around 700 ppm — concentration of the chemical.

Only 11 of the hospitals conducted tests monitoring workers' exposure to EtO and only 10 hospitals had a preventive maintenance program for sterilizers and related equipment that included checks for leaks.

Despite "long-standing recommendations by the American Hospital Association," McEntee said, four hospitals reportedly had no aerators, which are chambers designed to capture EtO given off by freshly sterilized articles. One AFSCME local reported that EtO sterilized equipment is distributed "almost immediately" with no aeration while five of the hospitals with aerators do not vent them to outside the workplace, increasing the potential exposure level of hospital workers.

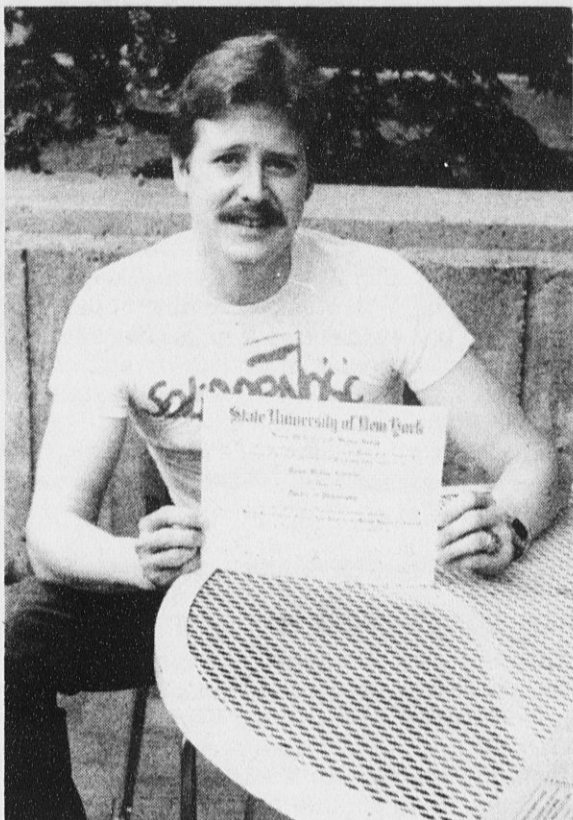
McEntee said the AFSCME survey shows that it is "feasible" to comply with a standard of 0.05 ppm by improved, and relatively inexpensive, engineering measures and by better control of work practices.

Rae Hughes of AFSCME Local 2703 in Merced, Calif., said a defective valve in a hospital sterilizer caused headaches, nausea and vomiting among all the workers in central supply where the EtO sterilizer was located. She said she spent 16 months trying to find out if working with EtO would worsen her serious kidney disease but was unsuccessful.

Michael Mahoney of AFSCME Local 1095 in Buffalo, N.Y., voiced complaints similar to other union witnesses about the difficulties in getting hospital administrators to supply protective clothing, training, monitoring and preventive maintenance and repairs on EtO equipment.

Still picking up litter after picking up Ph.D.

Awaiting opportunity in his field



"DOCTOR RALPH" Bastedo shows off his new Ph.D. from SUNY Stony Brook, where he has been working as a custodian for the past two years.

STONY BROOK — "One of the standard jokes they have around here is to call me Doctor Ralph," says Ralph Bastedo, a cleaner in the custodial department at SUNY Stony Brook.

"It's sort of a double joke when they introduce me that way to other people," he says, "since no one ever believes it anyway."

But Bastedo, who really does have a doctorate in political psychology and science, has the last laugh. He graduated from the university in May after eight long hard years of work which began at the University of California at Berkeley.

Now Bastedo is looking forward to a career in political polling, if he can find the right job. Meanwhile, he plans to go full-time with the work that helped him pay the bills when he was learning his profession. Instead of gathering statistics, he'll go on picking up other things — like other people's litter.

"I pick up papers, empty soda bottles and old cans," says Bastedo, running up a list of chores he does regularly as part of his job. "I wet mop and dry mop floors, wash blackboards, see that doors are closed and locked when they should be. There are all kinds of things."

Not the kind of things most people expect someone with a doctorate to be doing. But that doesn't bother Bastedo. He gave up a position as a teaching and research assistant at SUNY two years ago in order to take his custodial job and work as a CSEA union member.

From then until his graduation last spring, Bastedo spent most of his waking hours in the university's lecture center. But he played two very different roles. During the day, he was a typical student, going to classes, studying, doing research.

But when night fell, he grabbed a broom and dustmop and roamed the halls as a janitor.

"Working the night shift was a perfect situation," says Bastedo. "If it were not for this job I would have had a hard time working through graduate school. Many other jobs wouldn't have worked out since I needed my days free."

Bastedo is not the only student working in the custodial department at the Stony Brook university. Some of his co-workers are high school students, as well as college graduate and master's students.

Grad students like Bastedo often work for their schools as assistants in teaching and research. Such jobs always entail long hours, little pay and no benefits. Several years of that kind of work can get discouraging, he indicated.

During his graduate studies, Bastedo spent some time working for Gallup, the famous public opinion institute. He also edited a small community newspaper in town. Newspaper work, he thinks, is not the best paying profession either. He hopes to land a job as a full-time professional pollster.

Bastedo says he learned a lot from his stint as a custodial worker, though. For instance: sometimes the people in positions to make the best decisions often never get any say.

"Say the administration of the university wants higher morale from the janitors," Bastedo poses in making his point. "Then they should encourage more input from them. I found that janitors take it for granted that their suggestions for improvement will be ignored."

"But lots of jobs, including this one, could be improved if administrations accepted suggestions and initiative from their employees."

Reagan's discovery of nation's hungry provides food for thought

With an estimated 40 million Americans suffering from hunger and the coming 1984 elections sensitizing politicians, a sharp confrontation may be shaping up between Congress and President Reagan.

A flurry of developments here in early August brought the issue of unemployment, poverty and hunger to center stage:

- The Census Bureau reported that the number of people below the poverty line increased by 2.6 million in 1982 to a total of 34.4 million.

- The U.S. Conference of Mayors held an assembly of organizations to devise strategies to deal with hunger and called for federal action to create jobs and get food to some 40 million hungry.

- A House panel led by angry Democrats demanded to know why the Reagan administration cut back on cheese and dairy product distribution when the ranks of hungry people were growing.

- President Reagan, saying he was "perplexed" by press accounts of hungry people in recent weeks, announced he would appoint a Task Force on Food Assistance to study the problem and report in 90 days.

The reaction to Reagan's discovery of hunger in America was one of skepticism and astonishment.

"I don't know where he's been," declared House Speaker Thomas P. (Tip) O'Neil, Jr. The House leader said people were going hungry largely because "one particular conservative Republican (Reagan) has led a nationwide campaign of ridicule against America's nutrition programs."

Most observers recognized that the prolonged Reagan recession pushed millions of breadwinners into the unemployment ranks. And many studies have documented how Reagan's budget cuts and restricted programs forced the working poor below the poverty line.

Rep. Leon E. Panetta (D-Calif.), whose nutrition subcommittee held field hearings around the nation earlier this year, reacted to Reagan's announcement with "astonishment."

There's no mystery, he said. Everywhere his panel went, he said, it heard that the rise in hunger was due to the deep recession and program cutbacks.

The immediate reaction to the furor over hunger was that the Reagan administration reversed itself slightly. After cutting back on cheese and butter distribution in response to industry complaints that free commodities were



depressing sales, the administration told Panetta's panel it would increase and diversify commodities for the hungry. The administration also withdrew its opposition to higher funding to run the surplus food program for the next two years.

However, President Reagan faces continuing problems with Congress over the hunger issue.

As the Center on Budget and Policy Priorities points out, Reagan has proposed heavy cuts in food stamps and nutrition programs for the coming year.

Under Reagan's proposals, according to an analysis by the Congressional Budget Office:

- Food stamp benefits would be cut for 62 percent of all recipient households, or 4.9 million households. Four out of every five of the poorest household, those with incomes below half of the poverty line, would suffer benefit cuts. One million elderly and handicapped households would have their food stamps cut, losing an average of one-fourth of what they now receive.

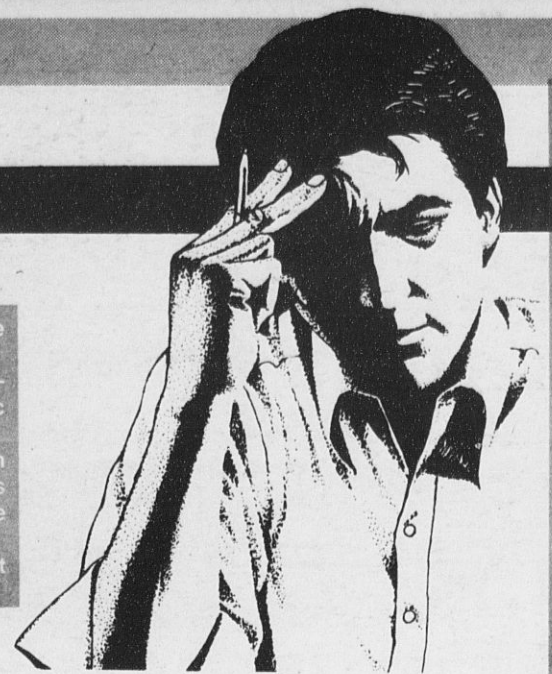
- WIC: Reagan is seeking lower funding for the Women, Infants and Children program. This would terminate 600,000 low-income pregnant women, infants and children from benefits next year though they are most at risk.

- Child nutrition programs face a Reagan request for cuts of \$300 million a year, on top of cuts in school lunches and other programs enacted in 1981. Reagan wants to merge three child nutrition programs targeted for low-income children into a block grant with 29 percent less funds.

Administration officials like budget chief David Stockman have falsely claimed that the deep cuts in food stamp programs have come by eliminating households over 130 percent of the poverty line. Over half the food stamp cuts came from reduced benefits for households below the poverty line, the center noted.



EAP



The Employee Assistance Program — EAP — is designed to help state workers handle personal problems that may hurt their job performance.

Formerly a CSEA program, EAP recently expanded into a comprehensive statewide labor-management program involving several other public employee unions.

The new statewide program recently held two training conferences in Albany for EAP coordinators — the people who help troubled employees link up with the appropriate helping resources. A third training conference is scheduled for Aug. 29-Sept. 1.

Here, The Public Sector provides a look at how EAP works and what it can offer.

Helping employees with problems

By Tina Lincer First
Associate Editor

Louise, a single mother and a CSEA member who works as a clerk for a state agency, was having problems with her 14-year-old son.

Tom wasn't showing up at school, had dropped many of his good friends, and was suddenly sullen and hostile at home.

Louise's friends said it was probably drugs, he had gotten in with the wrong crowd. Her mother blamed her for working full-time. She blamed herself for not being a better mother.

Not surprisingly, Louise became distracted and less productive at work. She took time off to meet with Tom's teachers; unable to sleep at night, she started calling in sick in the morning. Her supervisor started to complain.

One day she mentioned her worries to her shop steward, who steered her to the Employee Assistance Program — EAP — a program the union participates in to help workers handle their personal problems.

Louise talked with the EAP coordinator at her worksite, who provided her with the names and phone numbers of several services in her community. After checking on such details as fee schedules and hours, Louise decided on a mental health clinic with a child guidance center.

She and Tom have been going to the center for several months now, and while there is still a lot to be worked through she feels that both their lives are back on the right track. Her health, her self-esteem and her job performance have improved considerably.

There are many Louises in the workplace.

In today's stressful, complex society, the personal problems people face can be overwhelming. Each day, many employees go to work consumed by the stresses and strains of such crises as divorce, custody battles, financial struggles, drug abuse, family illness, alcoholism, gambling addiction and children's disturbances such as anorexia and school truancy.

When problems like these continue without any sign of resolution, they can lead to such job difficulties as chronic lateness, absenteeism, low productivity, accidents, and friction with bosses or co-workers.

That's where the Employee Assistance Program comes in. This free support and referral service, open to all state employees and their families, helps workers recognize and cope with their troubles.

Employees, who either join the program on their own or are referred by a shop steward or supervisor, talk with an EAP coordinator who helps them find the best treatment program in their community. Their participation is kept strictly secret.

"The key is hooking these people or their families into a service in the community before their job is adversely affected," says James Murphy, CSEA's full-time advisor to the statewide program. "And since it's voluntary and confidential and costs nothing, the troubled employee has nothing to lose and everything to gain."

The recovery rate for employees who use EAP, he says, is 70-80 percent.

As part of a concept of health awareness and maintenance at the workplace, EAPs nationwide are a growing phenomenon in both the private and public sector.

New York State's program began as a CSEA-sponsored, state-funded pilot project in 1976 in a handful of state locals, and quickly experienced tremendous growth and success.

Last spring, CSEA joined forces with the Public Employees Federation,

AFSCME Council 82, United University Professions and Management/Confidential in creating one EAP network for all state employees. There are currently programs in place in about 150 state worksites.

In addition to the statewide system, EAPs are being developed by CSEA for its members in various school districts, towns and counties, with the number of new EAPs increasing weekly.

The statewide office is located at 99 Washington Ave., Albany. The toll-free Hotline number is 1-800-342-3565.

Employees are strongly encouraged to use the program on their own, either by calling the Hotline or their local EAP coordinator directly. They can also ask their shop steward or supervisor to set up an appointment with the coordinator for them.

In some cases, a shop steward or supervisor may refer an employee to EAP, but the referral is not mandatory. Under no circumstances is the nature of an employee's problem or the type of help offered ever revealed to shop stewards, supervisors or personnel officers.

Depending on its size, each local has at least one EAP coordinator; in some of the larger locals, there may be as many as three or four. Serving as a link between the troubled worker and community resources, the coordinator is a key person in making EAP work.

He or she must be a neutral employee who can relate to all employees regardless of age or job title, and must be trustworthy, willing to listen and compassionate. Once chosen, the coordinator receives time off to devote to EAP, and receives ongoing training.

"You have to be a good listener, understanding, and have a deep sense of caring for people," says Vicky Brion, an EAP coordinator in the Department of Social Services.

A grade 5 secretary and the divorced mother of three young children, Brion, 29, is released from her job 7½ hours a week for her EAP duties.

"I love the work," she enthuses. "It takes a lot for someone to ask for help, and it's very rewarding when you can help them."

"You can't be judgmental," she stresses. "You can't start telling people what they should or shouldn't do, and you're not a counselor, so you shouldn't give advice. The key is to motivate people to get help for themselves."

When not meeting with employees, Brion spends many hours researching community resources.

"I make actual visits to facilities," she notes. "And we share resources at coordinator conferences. For instance, I found someone in this area who's really great for treating anorexia, and I've passed that information on to other coordinators."

EAP coordinators are chosen by a board of directors made up of various labor and management representatives. Representing CSEA on the board are CSEA President William L. McGowan and Employee Relations and Personnel Director Dennis M. Battle.

"It's ironic that the unions had to bring the EAP concept to management. Usually, it's the other way around," said Battle. "In our case, four unions were able to come up with a common objective and work together on it. That's one of the real pluses."

Says CSEA advisor Murphy: "Grass roots union participation is the key to making EAP work. Employees are most likely to use the program when the union is fully involved and has control because they realize the only faction of the union is to help them."

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