



MONDALE GETS CSEA'S FORMAL BACKING

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CSEA SUPPORTING FUND DRIVE TO AID FAMILIES OF DECEASED FIREFIGHTERS

BUFFALO — An effort to aid the families of five firefighters killed in a December explosion here is underway by CSEA members.

CSEA Region VI President Robert Lattimer said a union financial code which would normally preclude such contributions has been waived "in recognition of these brave men's sacrifice and the enormity of the tragedy."

Firefighters Matthew Colpoys, Michael Catanzarro, James Lickfeld, Anthony Waszelewicz and Michael Austin, all members of Buffalo Fire Department Local 282, were killed in a propane tank explosion that leveled a city block and caused millions of dollars in damage.

Lattimer has urged Region VI locals and units to consider making a contribution to the Buffalo Fire Department Local 282 Memorial Fund, 269 Statler Building, Buffalo, N.Y. 14202.

the

Public SECTOR

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

UNION LABEL 4 (ISSN 0164 9949)

Vol. 5, No. 34 Friday, January 27, 1984

Union scrutinizing state, fed employment training programs

JOB TRAINING: SOME PROMISE, SOME PROBLEMS

ALBANY — In response to concerns expressed by members in the political subdivisions, CSEA President William L. McGowan recently appointed a special committee to look into both the promise and threat of federal and state employment training programs.

Chaired by Dutchess County Unit President Mary Rich, members of the Federal and State Employment Training Programs Committee include Catherine Green, E. Sands Frost, Richard Maggio, Etta Gray, Candy Saxon, Tina Packer and Ronald Galinski. Associate Director of Research Bruce Wyngaard is the staff liaison.

The committee's formation was prompted partly by the 1982 federal Job Training Partnership Act (JTPA).

JTPA provides the state and local communities with funds for training programs to help adults and youths as well as laid-off workers. Gov. Mario Cuomo recently estimated \$200 million would be available in the coming year.

The AFL-CIO leadership has urged labor organizations to get actively involved in JTPA programs. And, the new CSEA committee has made this its first priority.

Unlike the Comprehensive Employment and Training Act, popularly known as CETA, which funded temporary jobs in the public sector, JTPA's

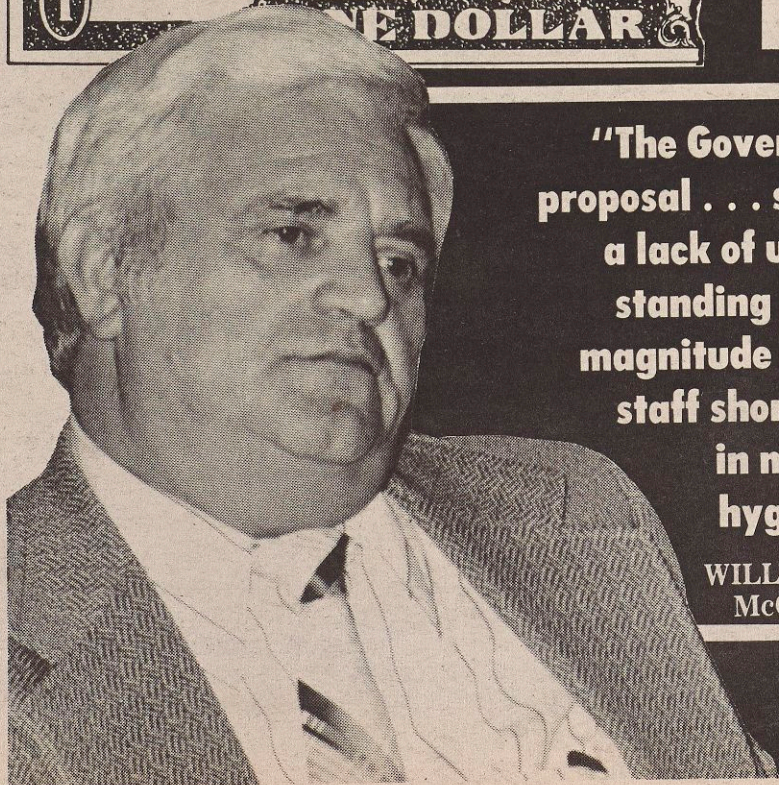
(continued on page 6)



The Cuomo budget:

INADEQUATE

Some merit but lots of shortcomings



"The Governor's proposal . . . shows a lack of understanding of the magnitude of the staff shortages in mental hygiene"

WILLIAM L. MCGOWAN

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PANEL OF STATE LEGISLATORS LISTEN, left, to testimony from Thomas Jefferson, a Unified Court System employee and chairman of CSEA's state Executive Committee. Jefferson said CSEA opposes a study bill under considera-



tion because it does not address any of the potential problems relating to nonjudicial personnel.

CSEA voices concerns on statewide trial court plan

ALBANY — A proposal to restructure New York state's court system is running into CSEA opposition.

Thomas Jefferson, an employee of the Unified Court System and chairman of CSEA's state Executive Committee, recently told state legislators that a "study bill" which proposes a constitutional amendment to create a single statewide trial court "does not address any of the potential problems relating to nonjudicial personnel."

"We do not oppose change merely because it is change, or because it would be inconvenient, but we do oppose this amendment," the union leader said in remarks delivered at a Jan. 17 public hearing held by the judiciary committees of the state Legislature and by the Senate Select Task Force on Court Reorganization.

The proposal would consolidate existing superior courts (Supreme Surrogate's, County, Family and Court of Claims) into a statewide Superior Court. Each of the state's 62 counties would be a separate judicial district.

"We have recently been informed by the Office of Court Administration that, at the present time, the state has no intention of analyzing the impact of this proposal on nonjudicial employees," Jefferson complained. "Looking at the impact of a proposal on the court system, without looking at its impact on the employees, is like looking at the tip of an iceberg and saying 'that's all there is.'"

Jefferson noted the restructuring would preserve the status and tenure of existing judges and justices and demanded "the status and tenure of existing employees should be treated in the same way."

"It may be argued that an amendment to the constitution of the State of New York is not the appropriate legislation to build in employee protections. I disagree. Both judicial and non-judicial personnel should be protected."

The union leader also posed a number of questions:

- "What effect would this proposal have on the present promotional units?"
- "Would there be an expansion or contraction of career opportunities?"
- "What effect would it have on existing collective bargaining agreements?"
- "What effect would it have on existing collective bargaining units?"
- "Who would be the 'appointing authority' for the purposes of appointment and promotion or transfer and reassignments, if the superior courts are to be organized along county lines?"

Said Jefferson: "We do not oppose change merely because it is change, or because it would be inconvenient but we do oppose this amendment. We cannot support an amendment which lacks appropriate employee guarantees. We have no confidence that we will be able to 'work it out later' with the Office of Court Administration, and should not be asked to do so."

Judge blasts plan, too

ALBANY — The Office of Court Administration (OCA) came in for some harsh words from Judge Leonard Weiss, who also testified at the public hearing.

Weiss, who spoke as an officer of the Supreme Court Justices Association, said: "We think it is important to examine what persons and organizations have been the proponents, or the movants of court reform. Foremost is the Committee for Modern Courts, followed by the New York State Bar Association. Can it truly be said that they either constitute or represent the populace of this state?"

The judge noted, "these proponents of court reform

are not representative of the people of this state," and added that "the genuine movant is the Office of Court Administration."

"I believe the ultimate objective is to create one massive pool of judges, all holding the same rank, (so that) a computer can quickly tell where judges are needed on a given day and which ones are available for transfer that day. This agency now has complete control over every aspect of the court system ranging from the delivery of paychecks to the provision of pencils. Nothing in the administration of the court occurs without its approval."

Committee investigating SUNY problems

HAUPPAUGE — Local presidents at three SUNY campuses here on Long Island say they're flattered that a University Committee they helped form last year is now a model for other SUNY locals statewide.

CSEA Long Island Region President Danny Donohue formed the University Committee last year along with SUNY Old Westbury Local 618 President Ted Matthews, SUNY Stony Brook Local 614 President Charlie Scalfani and SUNY Farmingdale Local 606 President Jeanne Angiulo. It's

purpose is to provide a unified approach to concerns and interests shared by members working at state universities.

Currently the Region I University Committee is investigating the problems of inadequate heat for employees during student breaks when heat levels are reduced to cut costs and conserve energy. A number of workplace safety matters are also currently under review.

"The committee enables SUNY locals to share problems and seek solutions with the strength of other university employees," says Donohue.

McGowan: state should stay out of probation

ALBANY — The proposed state takeover of probation for felons has drawn the fire of state CSEA President William L. McGowan.

McGowan claimed that such a takeover would "fragment probation by establishing parallel systems for felons and misdemeanants, and sacrifice 57 effective county probation departments for the sake of New York City's troubled system."

McGowan said consolidating local probation departments into 13 field offices "reduces accountability and creates duplication by splitting felony and misdemeanor services between the state and local jurisdictions requiring both to provide the same investigative and supervisory services."

"The proposal shows a lack of sensitivity to local court-probation relationships. Many counties and cities would not even have local offices handling felonies. And, how will cases under dual felony and misdemeanor probation services be handled? The final result will simply raise administrative expenses and put employees into a twilight zone," he said.

The union's Probation Committee, meanwhile, has met with representatives of the Council of Probation Administrators to hear a report they put together in response to the takeover proposal which Gov. Mario Cuomo made in his State of the State speech.

The following is an excerpt from the report which says the proposal is based on "false and unfounded assumptions":

"Assumption: It will aid in the reduction of prison population.

"Fact: It gives no indication how. It may well increase prison population, through reduced use of local jails for split jail/probation and straight jail for felony offenders. They will be an incentive to not reduce pleas from felony to misdemeanor. Further, it may consequently increase prison-mandated felons.

"Assumption: A maximum felony caseload size of 68 is proposed as an improvement over current caseload size.

"Fact: Recommended caseloads of 68 are unworkable and a step backward. The Legislative Commission on Expenditure Review found average caseloads in 10 sample upstate counties at 63 per officer and most studies recommend caseloads of maximum 25 to 60.

"Assumption: The proposal will improve efficiency, consolidation and elimination of duplication.

"Fact: The proposal actually fragments local probation services. It will require parallel systems, one for felons, one for misdemeanants and Family Court under three different funding formulas. Rather than eliminate duplication, it creates it by having state and county/city agencies provide the same investigative and supervision services."

Jim Brady, left, who chairs CSEA's Probation Committee, met recently with John Johnson, president of the state Council of Probation Administrators, to hear a report they prepared on the proposed state takeover of probation for felons.



Local treasurer barred from office following board hearing

ALBANY — CSEA's Judicial Board has prohibited Doreen Lapis from holding union office for a period of five years and has ordered her to make restitution to the union in the amount of \$4,867.67.

The Judicial Board issued formal charges against Lapis last July, alleging that, as treasurer of Department of Labor Local 352, she had misappropriated nearly \$4,900 over a two-year period. During that time, Lapis issued 61 checks to herself, 59 of which contained the forged signature of the local president. None of the money was used for legitimate union business.

Two formal hearings were scheduled in the case. Lapis requested that the first be postponed and refused to appear at the rescheduled hearing.

In issuing its decision Nov. 30, the Judicial Board noted: "A Treasurer of a Local has the highest fiduciary duty to use union funds only in furtherance of legitimate union business and only to benefit the members of that Local and the agency shop fee payers in the bargaining unit. Under no circumstances may union monies be used for personal profit.

"Respondent used the union treasury for her own

personal profit, knowing that it was wrong to do so, yet made no effort to pay back that money to the union treasury. . . . Such conduct has shown her to be unfit to hold office."

Under the penalty imposed by the Judicial Board, failure to make financial restitution will result in expulsion from CSEA membership and appropriate legal action.

Lapis did not appeal the decision to the Appeals Committee of the CSEA statewide Board of Directors.

Money workshop scheduled for Region II

NEW YORK CITY — Region II members can count on learning money management techniques at an upcoming financial counseling workshop.

To be held Feb. 15 at 6 p.m. in the new regional headquarters, the workshop "You and Your Money" will be led by expert counselor Luther Gatling, founder and president of Budget and Credit Counseling Services.

"This workshop will be extremely valuable to those seeking information about budgeting and credit services," said Region II President Frances Dubose Batiste.

For reservations, call the Region II office from 1 to 4 p.m. at (212) 587-8200.

The director



CSEA EXECUTIVE DIRECTOR Bernard J. Zwinak gestures as he talks to CSEA Long Island Region I staff employees recently. Zwinak and CSEA President William L. McGowan re-

cently toured CSEA's six regional headquarters statewide to meet with staff employees. McGowan, center, is joined by Region I Director William J. Griffin.

Public SECTOR

Official publication of
**The Civil Service Employees Association
 Local 1000, AFSCME, AFL-CIO
 33 Elk Street, Albany, New York 12224**

The Public Sector (445010) is published every other Friday by the Civil Service Employees Association, 33 Elk Street, Albany, New York 12224.

Publication office, 1 Columbia Place, Albany, New York 12207.

Second Class Postage paid at Post Office, Albany, New York.

MICHAEL P. MORAN — Publisher
ROGER A. COLE — Editor
TINA LINCER FIRST — Associate Editor
BRIAN K. BAKER — Assistant Editor

Address changes should be sent to Civil Service Employees Association, The Public Sector, 33 Elk Street, Albany, New York 12224.



Syracuse local holds info day

SYRACUSE — If your local consists of hundreds of employees from more than 40 state agencies and a score of scattered work locations, what would be a practical way to pull many of the members together to discuss various services provided by the union and/or outside agencies?

That was the situation facing Claire McGrath, president of CSEA Syracuse State Employees Local 013. And she solved the problem by scheduling an information day program at one convenient location, and then publicized the affair heavily.

The recent one-day event was coordinated by Carrie Izzo and Larry Zimmerman, co-chairpersons for the

local's Employee Assistance Program, and held in the State Office Building in Syracuse.

Agencies participating in the activities included: Blue Cross-Blue Shield, Credit Union, Jardine, Ter Bush & Powell insurance representatives, Family and Child Services, Employee Assistance Program (EAP), AA, GHI Programs, CSEA Employee Benefit Fund and New York State Employee Health Services.

Several hundred employees took the opportunity during lunch or break times to stop in for a free blood pressure examination, ask questions and pick up a variety of literature regarding CSEA services.



Claire McGrath

Region II health and info fairs scheduled

NEW YORK CITY — OSHA? EBF? IRA? EAP? CWEP? Acronyms can become a disorienting alphabet soup, but Region II members will be able to have these and other programs and services spelled out at a series of health and information fairs.

Bronx Psychiatric Center Local 401 will hold the first fair Feb. 16 from 11 a.m. to 4 p.m. in the Rehabilitation Building gymnasium.

Other facilities are scheduled to hold fairs as follows: Creedmoor Psychiatric Center, March 1; Staten Island Developmental Center, March 15; Kingsboro Psychiatric Center, March 29; Harlem State Office Building, April 26; Manhattan Psychiatric Center, May 6.

If you want to boost CSEA's effort for the 1984 federal elections, send your contribution payable to "PEOPLE" to the CSEA Legislative Office, 150 State Street, 5th Floor, Albany, NY 12207. Contributions can result in an income tax credit up to \$50 for a person filing singly or \$100 for a joint return.

YES! I want to contribute \$1 \$3 \$5 \$10 \$ to the CSEA PEOPLE effort. I understand this money will be used in federal elections.

NAME _____ Local # _____

ADDRESS _____

Zip _____

In accordance with federal law, the PEOPLE Committee will accept contributions only from members of AFSCME and their families.

**CONTRIBUTE TO CSEA PEOPLE
 AND YOU'LL HELP LABOR ELECT
 A CONGRESS MORE FAVORABLE
 TO NEEDS OF WORKING PEOPLE**

MONDALE ENDORSED BY CSEA



WALTER F. MONDALE was warmly received by CSEA delegates in October. At left is CSEA President William L. McGowan.

'because we believe down deep in our hearts that he speaks out in behalf of working people, of the needy, and of all the people'

ALBANY — "We will be in the mainstream of Mondale's campaign," CSEA President William L. McGowan pledged as he announced at a press conference the union's official endorsement of Democratic presidential candidate Walter F. Mondale.

McGowan said the endorsement came "because we believe down deep in our hearts that he speaks out in behalf of working people, of the needy, and of all the people."

McGowan was joined at the Jan. 20 press conference by members of the union's statewide Political Action Committee and statewide officers. The committee had voted the preceding evening to approve the Mondale endorsement, joining AFSCME and the AFL-CIO in endorsing the democratic frontrunner.

CSEA Executive Vice President Joseph McDermott expressed the view of the committee members when he said, "We feel as an organization that Mondale epitomizes all the good things that working people and people in the labor movement stand for."

On hand to accept and welcome the endorsement were William Hennessy, statewide coordinator for Mondale, and the campaign's area coordinator, NYS Assemblyman Michael McNulty.

Calling CSEA's endorsement "very meaningful and substantive," Hennessy added, "We plan to use CSEA and to take advantage of what they're offering us."

Thanking McGowan for "his forceful leadership in delivering this endorsement," McNulty proclaimed the occasion "a happy day." He referred to the union's endorsement as another sign that "the traditional Roosevelt coalition will come together to defeat Reagan and to elect a president of the people.

WHY MONDALE?

"I'm a preacher's kid. I was brought up to see the difference between right and wrong, and what's happening to the average American today is wrong.

"When gas supplies are on the rise, it's wrong for your utility bills to go through the roof.

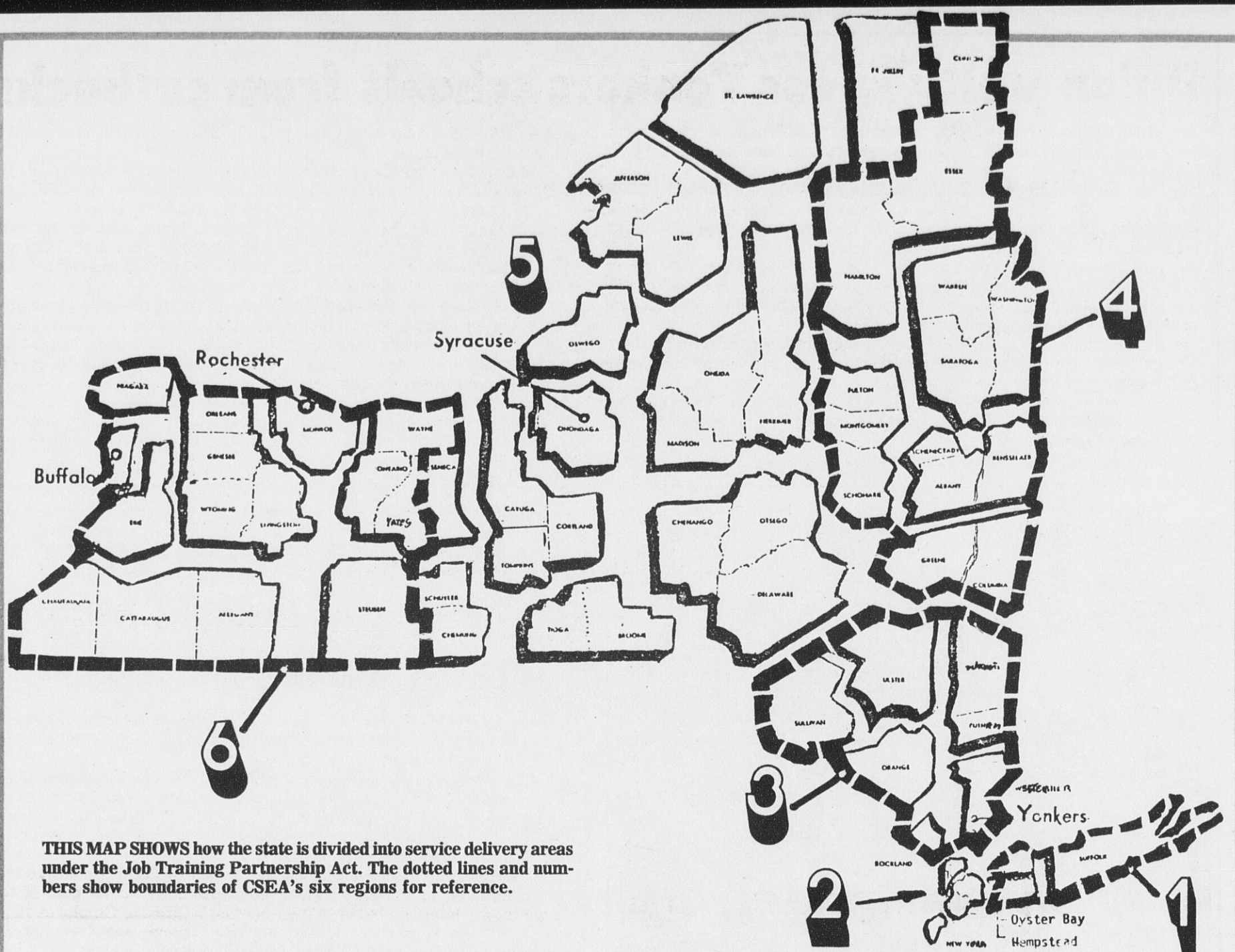
"When your payroll tax, sales tax, telephone tax, gas tax, real estate taxes are going up, it's wrong for 90,000 profitable corporations to go tax free.

"When workers make concessions to keep firms afloat, it's wrong for corporations to use bankruptcy laws to bust unions, break contracts, and duck liability.

"Abraham Lincoln once said that ours is a government of the people, by the people, and for the people. But what we've got today is a government of the rich, by the rich, and for the rich, and we've got to change it.

"Mr. Reagan didn't cut taxes. He cut America. Reaganomics is dividing us into two Americas, one at the very top, that thin veneer of the wealthiest who are doing better and better, and the other for the rest of America who are doing less and less well."

HERE'S WHY!



THIS MAP SHOWS how the state is divided into service delivery areas under the Job Training Partnership Act. The dotted lines and numbers show boundaries of CSEA's six regions for reference.

CSEA committee to monitor job training

(Continued from Page 1)

major focus is the private sector. However, public employees must be on guard that JTPA funds are not disguised to take away jobs they traditionally perform even though it is technically prohibited.

Under JTPA, the state has an increased role in administering training programs. It designates service delivery areas, approves the makeup of local private industry councils, and reviews, approves and monitors all local programs.

New York state, for example, is divided into 34 service delivery areas, each with its own private industry council.

Members urged to get involved in reviewing process

ALBANY — Mary Rich, chairwoman of the Federal and State Employment Training Programs Committee, describes its purpose as "developing a working knowledge of employment programs so we can recommend a course and a strategy for CSEA to follow now and in the future."

She says the committee's first priority is to gain a "full understanding of the Job Training Partnership Act so we can make sure the funds help the unemployed." Rich urges union members to monitor JTPA programs and notes that meetings of local private industry councils are open to the public.

In the immediate future, the committee hopes to gather information about employment programs that can directly or indirectly affect the membership. It plans to open channels of communications with CSEA regional offices.

The committee is also charged with the responsibility to monitor and address CSEA policy concerning workfare, work incentive programs and other employment projects. Ideas will be formulated on monitoring two-year JTPA plans which come up for review in March.

In the long run, the committee will promote educational activities, recommend CSEA policy regarding activities administered by JTPA or similar programs, and develop a policy that promotes the membership's interests and meets their future employment needs.

Councils are equal partners with local governments in developing job training programs for adults and youths as well as summer youth programs. A majority of its members must represent business, but organized labor participation is also required.

Local governments and councils together share such responsibilities as setting training guidelines, finding service providers and designating agencies to administer local JTPA funds. They are currently developing two-year employment training programs which go into effect July 1.

Plans should show:

- What group of people will be trained.
- Occupations where training will take place.
- How training will be done.
- How contractors will be selected to provide the training.
- What related services will be offered.
- How local JTPA programs will be administered.

Plans will be available for review beginning March 1. Contact local private industry councils for copies during the third week of February. Objections should be filed with the governor's office.

Union representatives should make sure JTPA standards are upheld. For example, training should be offered in occupations where job opportunities exist or where there is a reasonable expectation new job opportunities will develop. On-the-job training contracts should not be signed with employers when there are local workers with the same skills already unemployed. New businesses should not be subsidized with training funds when there are unemployed workers in the area who already have required skills.

The new law also protects trainees from being treated as second-class employees. Wages and benefits must be comparable with prevailing wages and benefits. Funds cannot be spent on low-paid, dead-end jobs for low-skilled occupations where training is not normally required. Health and safety standards must be maintained. If employers fail to hire workers who have completed on-the-job training programs or youth tryout programs, the employer should not be given new training contracts.

Since all meetings of the private industry councils are open to the public, and all plans subject to public scrutiny, opportunities exist for union members to keep a close watch on activities. Vigilance is required to make sure JTPA helps the unemployed and does not evolve into a program which some day may put public employees out of work.

Union unity saves Yonkers schools from cutbacks

YONKERS — A "united front" consisting of CSEA and two other unions is credited with saving the city school district here from drastic cutbacks and closings.

The situation, which has been labeled a political football game, grew out of a promise by the Yonkers City Council to allocate \$12 million to operate the school district. The council members promised they would give out the money after the November elections.

But the elections came and went, and incumbents who lost never allocated the funds. Meanwhile, newly-elected council members said there was a \$12 million deficit in the city budget and that the school district could operate without the promised funds.

But according to Dr. Joan Raymond, superintendent of schools, there was only enough money to run the schools until April. She was told to "make do" with what she had.

Dr. Raymond replied she could make do by closing the schools for the month of January, eliminating six school buildings and cutting all non-mandated programs.

Such a plan would affect some 20,000 students, who would be out of

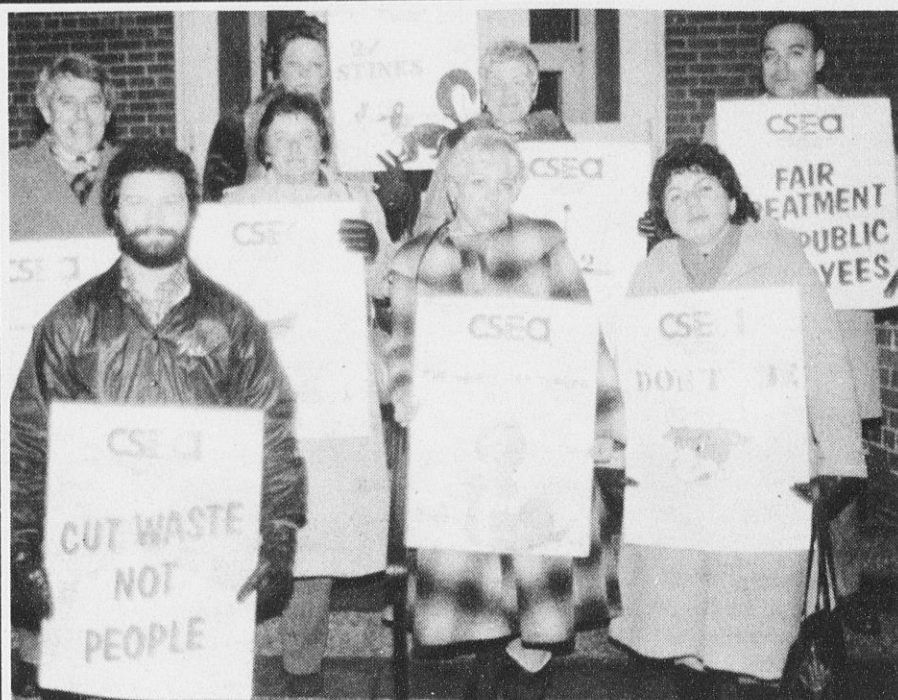
school, and 1,200 teachers and nearly 1,000 CSEA members, who would be out of work without pay.

Public outcry over the plan soon mounted, as angry parents crowded city and school board meetings along with representatives from CSEA, the Yonkers Federation of Teachers and the Administrators Union.

Threats of lawsuits by the three unions, along with phone calls, meetings and lobbying finally paid off and convinced city council members to take positive action. The result was that the \$12 million was "found" and turned over to the school district.

Westchester Local President Pat Mascioli credits the unity of the three unions with helping to resolve the situation, and praises Ray Moniz, president of the Yonkers Non-Teaching Unit of CSEA; Walter Tice, president of the Yonkers Federation of Teachers; and Ed Greenbaum, president of the Administrators Union, for their efforts.

"It was all due to the unification of the three bargaining units coming together for a common cause," said Mascioli. "The city council members were forced to resolve a serious problem thanks to political pressure from us."



BABYLON PROTEST — Standing at Babylon Town Hall during the recent CSEA demonstration against proposed benefit cutbacks are, from left, John Cuneo, field representative; Pat Hahn of Pilgrim PC Local 418; Cathy Green, president of the Town of Babylon bargaining unit; Jeanne McCarthy; Barbara Johnson; Liz Putte; Laura Tursi, president of Lindenhurst Library bargaining unit; and Charles Sclafani, president of SUNY Stony Brook Local 614.

Babylon unit workers at impasse

BABYLON — Only a day after negotiations had resumed in the town of Babylon contract talks, members found themselves at an impasse once again.

"Negotiations had resumed only yesterday as a result of our demonstration at a town board meeting," said Cathy Green, president of CSEA's 119-member Town of Babylon bargaining unit, part of Suffolk County Local 852.

At the demonstration, Green and unit members had protested the town's proposal of benefit takebacks and minimal salary increases.

"It's the first time the town has seen this unit so upset," said Green, who addressed the town council following the protest.

"Members felt insulted by the town's salary offer of 2 percent (increase) in the first year, 2 percent in the second year and 1 percent in the third year."

After the demonstration, negotiations were reopened, and the town's new proposal was for a three-year contract offering wage hikes of 5 percent over the first two years and 3 percent in the third year. The unit rejected the offer.

"Adding further insult," Green said, "the town wants us to accept a contributory benefits program, while they pay for the total benefits package of blue collar workers."

"I think it's very significant in Babylon," said CSEA Long Island Region President Danny Donohue, "that contract proposals are much lower for clerical personnel than recent blue collar contracts. Negotiations should address the worth of our people relative to other town employees."

"The town also rejects a comparable worth clause the unit wants to include in the contract," Green said. Other areas the town won't discuss include paid overtime and salary increments.

The town also refuses to pay longevity increments due seven members this month, in spite of the Triboro decision.

The contract expired on Dec. 31, 1983.

FEWER PROVISIONALS IN STATE WORKFORCE IS 'A POSITIVE STEP'

ALBANY — The number of provisional employees in the state workforce has been cut dramatically in what state CSEA President William L. McGowan describes as "a positive step."

CSEA has criticized the increased use of provisional appointments in recent years. Provisionals are employees who meet job qualifications for the positions they hold, but have not yet passed required examinations.

The current percentage of provisionals is 4.6 percent which is the lowest level in 18 years.

"The dramatic reduction is the result of the Provisional Reduction Program initiated in April of 1982, a program called for as part of the negotiated agreement between the Governor's Office of Employee Relations and the state's two major employee unions, the Civil Service Employees Association and the Public Employees Federation," said Civil Service Department Commissioner Karen Burstein. "Maintaining large numbers of provisional employees whose status is uncertain hurts morale and does violence to the merit system," she explained.

The reduction in the provisional roll can be attributed to several factors including the increase in the number of examinations for job titles with high concentration of provisionals, the introduction of more sophisticated data processing equipment, and greater scrutiny of initial requests for provisional appointments.

McGowan adds, "CSEA is pleased to see that tests are being given more often and appointments are being made off of the current list."

The number of provisionals decreased from 13,336 in April of 1982 to 8,019 in January of 1984.

Ulster's Santa



Sean Egan, president of Ulster County Local 856, played Santa Claus last month with toys and games purchased with funds donated to the Ulster County Children's Christmas fund. Along with contributions from local industry and organizations, the local donated \$100 in the name of two retirees, Charles Cole, a former employee of the Kingston Department of Public Works, and Cashmir Woinoski, who worked in the Kingston City Lab. Helping Egan with his heavy load is Kathy Cavana of the Ulster County Child Welfare Department.

Goodbye, American dream?

WASHINGTON — The American dream of a steady job, home ownership and college for the kids is going down the drain for millions of families.

Studies confirm that a recent trend towards unequal income distribution has accelerated during a Reagan era in which tax cuts favored the wealthy and social program cuts hit the working poor.

"The American middle class is shrinking," declared research economist Dr. Stephen Rose. "Many who thought of themselves as 'comfortable' are now finding that they can barely make ends meet on their severely reduced incomes. For these people, the talk of recovery is just talk."

Rose's updated report, "Social Stratification in the U.S.," shows that between 1978 and 1983, approximately 13 percent of the middle portion of the middle class disappeared.

His analysis showed that 3 percent rose into the upper middle class while 10 percent slipped into the lower middle class. Still another 3 percent fell into poverty.

Rose said U.S. Census data confirmed his findings. In 1982, the middle 20 percent of households received the smallest share of income since 1947. The poorest 20 percent of households received the smallest share of income since 1961. The richest fifth of all households got the largest share of income since 1950.

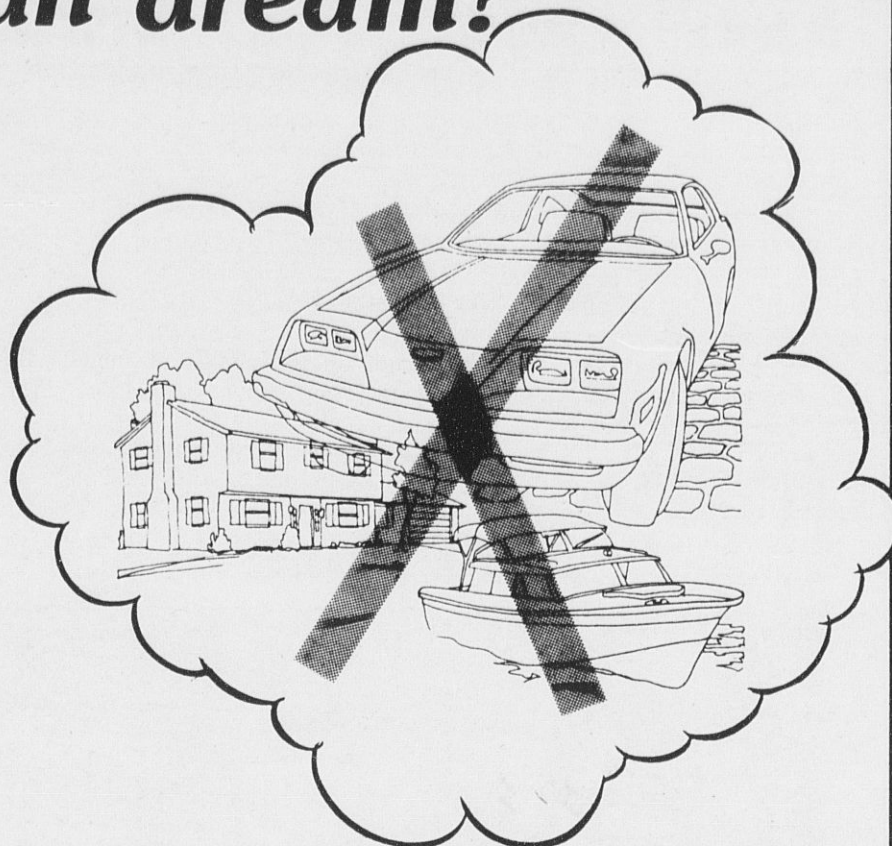
Rose cited several factors for the trend. Over the past five years, many well-paying blue collar jobs in construction, auto, steel and machinery have disappeared, replaced by lower-paying service jobs. Unemployment, underemployment and labor force dropouts total upwards of 20 million. An estimated 53 percent of the job "losers" may never return to their old jobs.

Rose's analysis focused on those middle-income families in the \$17,000 to \$41,000 range in 1983. In 1978, their income ran from \$11,500 to \$27,400.

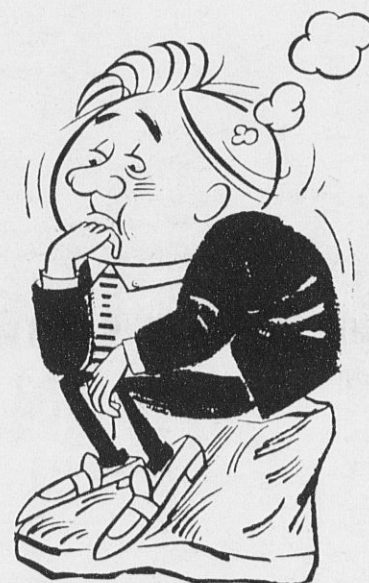
In 1978, 55 percent of the population fell in that middle-income range; by 1983, it had fallen to 42 percent. This was, Rose said, "a very large shift" in such a short period.

The Census Bureau has reported that the number of people in poverty rose from 24.5 million in 1978 to 34.4 million in 1982. Census defines a family of four as poor if it had an annual income in 1982 of less than \$9,862. The AFL-CIO put the poverty line at \$10,340 as of November 1983.

A separate study by economists at the Urban Institute also reported that "over the last five years, the income distribution has become less equal." They cited multiple factors, also including the Reagan tax cuts and program cuts.



Reagan era brings shrinkage of middle class, study finds



Region V women's conference slated for Feb. 4

SYRACUSE — Calling it one of the "most comprehensive" regional conferences ever offered to CSEA members, the Region V Women's Committee has announced the program agenda for its Feb. 4 Women's Conference at the Holiday Inn-Downtown, Syracuse.

Kathy Roma, chairwoman of the one-day event, said the committee has made an all-out effort to offer a diversified program of important issues.

"We wanted to assure the program covers topics that appeal to men as well as women," Roma said.

Region V President Jim Moore expressed enthusiasm for the winter workshop.

"The outstanding group of speakers and topics reflect the amount of time and effort the committee has spent to make this one of the most interesting and educational workshops we have ever offered in the region. I encourage as many members as

possible — men as well as women — to attend this event, said Moore.

Members interested in attending the conference must submit registration forms to CSEA Region V

Office, Suite 308, 290 Elwood Davis Road, Liverpool NY 13088, by Jan. 31, 1984. No one will be admitted who has not pre-registered. Members may contact their unit or local president for details.

CONFERENCE SCHEDULE

8 a.m. — Registration begins.

9 a.m. — "VDTs: The Human Factor"
Moderator: Theodore G. Todorov, program coordinator, NYS-CSEA Safety and Health Maintenance Committee

"The Future of Technology in the Worksite"
Moderator: Irene Carr, CSEA statewide secretary

10:45 a.m. — "Genetic Counseling" (with emphasis of hazardous conditions in the workplace)

Moderator: Luba Djurdjinovic, master genetic counselor.

1 p.m. — "Equal Rights Amendment" (and other related federal legislation)
Moderator: U.S. Congressman Sherwood Boehlert

"Time Utilization—Getting Control of Your Life"
Moderator: Peg Wilson, CSEA education and training specialist

3 p.m. — "Wrap-Up," Kathy Roma, chairperson, Region V Women's Committee.

Word processing training center to open in Feb.

ALBANY — The Clerical and Secretarial Employees Advancement Program (CSEAP), a joint CSEA/New York State labor management committee, will open a word processing training center here in mid-February.

The center will provide both theoretical and hands-on training for state Administrative Services Unit (ASU) employees currently operating word processing equipment.

"The state of New York is moving more and more

towards utilizing new technologies and CSEA is unique among unions in the way it has approached this question," notes Collective Bargaining Specialist Jack Conoby.

Funds for the center, which will be operated in concert with the Employee Advancement Section of the Department of Civil Service, are provided under Article 14 of the CSEA/ASU contract.

For additional details, ASU employees may call either John Conoby at (518) 434-0191 or CSEAP Coordinator Betty Kurtik at (518) 473-0667.

YOU SHOULD KNOW ABOUT

Chances are, the average working person doesn't know the difference between "workers' compensation" and "disability benefits" or what their rights and benefits under either are.

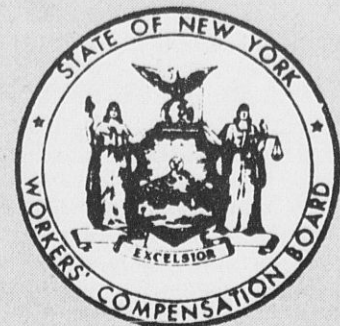
But the fact is, most working people, including public employees, are covered by workers' compensation. And while state workers are excluded from this disability coverage, many employees of counties, cities, towns, villages and school districts are eligible for disability benefit coverage. Local governments have an option of providing disability benefits.

WORKERS' COMPENSATION and DISABILITY BENEFITS

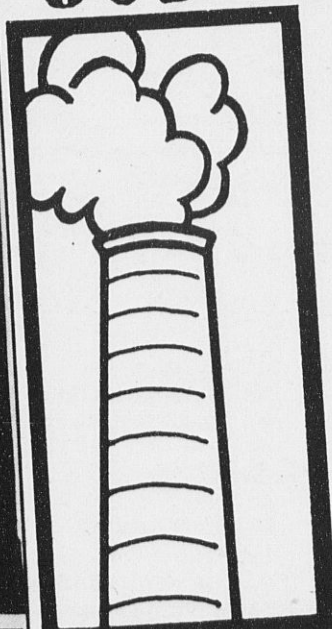
Compensation and disability benefits were significantly revised in 1983, and the New York State Workers' Compensation Board has just published updated editions of pamphlets covering those revisions.

Workers' Compensation Board Chairman Robert Steingut says, "It is important for workers and employers to know their legal rights and obligations, and these pamphlets contain the basic information they need to know." We agree, and are reproducing pertinent parts of those pamphlets on the following pages for the general information of CSEA's nearly quarter of a million members.

The pamphlets may be obtained by writing to the Board's Office of Communication, Information and Education, 2 World Trade Center, Room 4099, New York, New York 10047.



ON THE JOB INJURY



MARIO M. CUOMO
Governor



STATE OF NEW YORK

WORKERS' COMPENSATION BOARD

ROBERT STEINGUT
Chairman

WORKERS' COMPENSATION

Insurance paid for by the employer that provides cash benefits and medical care for workers who become disabled because of an injury or sickness related to their job.

OFF THE

JOB DISABILITY



MARIO M. CUOMO
Governor



STATE OF NEW YORK

WORKERS' COMPENSATION BOARD

ROBERT STEINGUT
Chairman

DISABILITY BENEFITS

Temporary cash benefits payable to an eligible wage earner who is disabled by an OFF-THE-JOB injury or illness.

FOR GENERAL INFORMATION ABOUT YOUR WORKERS' COMPENSATION AND DISABILITY BENEFITS

SEE PAGES 10 and 11

WHAT IS WORKERS' COMPENSATION?

Workers' compensation is insurance, paid for by the employer, that provides cash benefits and medical care for workers who become disabled because of an injury or sickness related to their job. If death results, benefits are payable to the surviving husband or wife, and dependents as defined by law.

No cash benefits are paid for the first seven days of disability unless the disability extends beyond 14 days. In that event, the worker may be due cash benefits from the first day off the job. However, necessary medical care is provided no matter how short or how long the length of disability.

WHO IS COVERED?



Those who are covered by the law include:

- Workers in all employments conducted for profit.
- Employees of counties and municipalities engaged in work defined by the law as "hazardous."
- Public school teachers, excluding New York City. Public school aides, including New York City.
- Employees of the State of New York, including some volunteer workers.
- Domestic workers employed 40 or more hours per week by the same employer. This category may include full-time sitters or companions, and live-in maids.
- Farm workers whose employer paid \$1200 or more for farm labor in the preceding calendar year.

WHO IS NOT COVERED?

- Among those not covered by the law are:
- Clergy and members of religious orders.
 - Persons engaged in a teaching or non-manual capacity in or for a religious, charitable or educational institution.
 - Persons employed in certain maritime trades, interstate railroad employees, federal government employees and others covered under federal workers' compensation laws.
 - Persons, including minors, doing yard work or casual chores in and about a one-family, owner-occupied residence. "Casual" means occasional, without regularity, without foresight, plan or method. Coverage is required if the minor handles power-driven machinery, including a power lawnmower. Note: the Labor Law sets restrictions on employment of minors and work to be performed.
 - Employees of foreign governments.
 - New York City police officers, firefighters, sanitation workers.

HOW TO FILE A CLAIM

- Report the injury to the employer promptly. This must be done within 30 days after the accident.
- Obtain Board form C-3, Employee's Claim for Compensation, from the nearest Board District Office. You may do this by telephone. Complete the form and mail to this District Office. Your claim must be filed with the Board within two years of the date of accident.
- You will be notified by mail if any hearings on your case are necessary.

WHEN ARE PAYMENTS MADE?

If the employer or insurance carrier accepts responsibility, the first payment must be made within 18 days after disability begins or 10 days after notice is given to the employer. Payments are then due every two weeks thereafter.

If the claim is disputed, no cash benefits are paid until the Board makes a decision. However, the claimant in the meantime might be eligible for payment under the Disability Benefits Law, if the claim was challenged because the injury was not job-related. Such benefits would be deducted from any subsequent award of compensation.

IN THE EVENT OF DEATH

If the worker dies from a compensable injury, the surviving wife or husband, and dependents as defined by law are entitled to weekly cash benefits (subject to possible Social Security offsets). The amount is figured as two-thirds of the deceased worker's average weekly wage for the year before the accident. In no event may the compensation exceed the established benefit maximum, no matter how many dependents are involved.

If there is no surviving spouse or children, other dependents such as parents, grandchildren, or brothers or sisters, as defined by law, may be entitled to cash benefits if dependency is proven.

If the widow or widower remarries, compensation is paid for the next two years in lump sum as a final payment.

Funeral expenses are payable up to \$1,500.

OCCUPATIONAL DISEASE

A person disabled by work-related occupational disease receives the same benefits as for an on-the-job injury. However, time limitations on claim filing vary.

When a worker is disabled within 12 months after contracting an occupational disease, benefits are payable. This 12-month limit does not apply if the worker remained in the same employment from the date the worker contracted the disease to the date the worker became disabled. However, the claim must be filed within two years of the date of disablement.

(Note: In workers' compensation, disablement arising from an on-the-job accident generally means the worker is unable to work because of an accident, and the worker loses wages. In cases of disability from occupational disease, the worker may remain on the job. Date of disablement for compensation purposes is ultimately determined by an administrative law judge.)

The 12-month limit also does not apply to slow-starting occupational diseases specifically mentioned in the law. In these cases, the worker must notify the employer of disablement and file a claim for benefits within 90 days after disablement and knowledge that the disease was caused by working conditions. The 2-year time cut-off for filing claims does not apply in these cases. Slow-starting occupational diseases include compressed air illness; dust diseases such as silicosis; poisoning due to arsenic, beryllium, zirconium, cadmium, fluorine, chrome, or lead; and exposure to x-rays, radium, ionizing radiation, or radioactive substances.

In the event of occupational loss of hearing, other regulations apply, but the worker may also file beyond the 2-year limit if it is done within 90 days of knowledge of hearing loss attributed to the worker's employment. The worker may also remain at the job if the worker is removed from exposure to harmful noise either by transfer or by wearing effective ear protection devices.

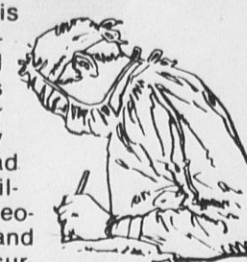
SOCIAL SECURITY BENEFITS

A worker who is seriously and permanently disabled may be entitled to the payment of monthly Social Security benefits, provided the individual is covered by the Federal Social Security Act. For additional information about these Federal Disability Insurance Benefits, write or call the nearest Field Office of the Social Security Administration.

MEDICAL CARE

The injured worker who is eligible for workers' compensation is entitled to all necessary medical care as the nature of the injury or the process of recovery may require. The broad range of services available covers medical, osteopathic, dental, podiatric and chiropractic treatment, surgery and hospital care, x-rays, laboratory tests, prescribed drugs, authorized nursing service, and medical or surgical appliances required by the injury.

The worker is free to choose any physician, podiatrist or chiropractor authorized to give medical care by the Workers' Compensation Board. Cost of necessary medical services is paid by the employer or the employer's insurance carrier. The doctor may not collect a fee from the patient. However, if the injured worker's compensation claim is disputed by the employer or insurance carrier, the doctor may require the claimant to sign form A-9, guaranteeing payment if the Board disallows the claim or if the worker does not pursue the claim.



CASH COMPENSATION

Workers who are totally or partially disabled (see Disability Classifications) and who are eligible for cash benefits, receive two-thirds of their average weekly wage, but no more than the benefit maximum. The average weekly wage is based on payroll records for the year prior to the date of disability or accident. There are two benefit maximums, one for total disability and one for partial disability. Following are the benefit maximums for any accident or sickness occurring in the specified time periods:

| Total Disability | |
|-------------------------------------|--|
| \$255, July 1, 1983 — June 30, 1984 | |
| \$275, July 1, 1984 — June 30, 1985 | |
| \$300, July 1, 1985 and thereafter | |
| Partial Disability | |
| \$125, July 1, 1983 — June 30, 1984 | |
| \$135, July 1, 1984 — June 30, 1985 | |
| \$150, July 1, 1985 and thereafter | |

Note: The benefit rate a claimant receives does not increase when new benefit maximums become law.

DISABILITY CLASSIFICATIONS

Temporary Total Disability: The injured worker's wage-earning capacity is lost totally, but only on a temporary basis.

Temporary Partial Disability: The wage-earning capacity is lost only partially, and on a temporary basis.

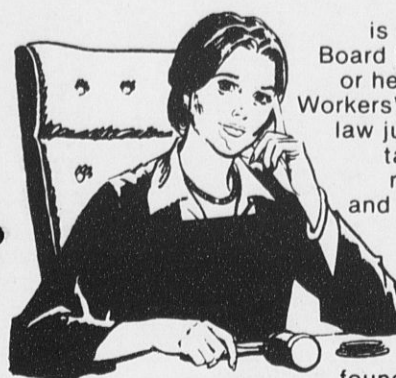
Permanent Total Disability: The employee has permanently and totally lost wage-earning capacity in his job. There is no limit on the number of weeks payable.

Permanent Partial Disability: Part of the employee's wage-earning capacity has been permanently lost on the job. Benefits are payable as long as the partial disability exists.

Schedule loss: This is a special category of Permanent Partial Disability, and involves loss of eyesight or hearing, or loss of a member of the body or its use. Compensation is limited to a certain number of weeks, according to a "Schedule" set by law. For instance, a worker who loses an arm, or total use of an arm, receives compensation equal to being paid the partial disability rate for 312 weeks. Proportionate losses are paid on a percentage basis. For instance, 25 percent loss of use of an arm is equal to 78 weeks — one fourth of 312.

Disfigurement: Serious and permanent disfigurement to the face, head or neck may entitle the worker to compensation up to a maximum of \$10,000.

HEARINGS AND APPEALS



When a claim is challenged, the Board holds a hearing or hearings before a Workers' Compensation law judge. The judge takes testimony, reviews medical and other evidence, and decides whether the claimant is entitled to benefits. If the claim is found compensable, the judge determines the amount and duration of the compensation award.

Either side may appeal the decision within 30 days by applying in writing for Board review. If the application is granted, a panel of three Board Members will review the case. This panel may affirm, modify or rescind the judge's decision, or restore the case to the law judge for further consideration. In the event the panel is not unanimous, any interested party may make application in writing for a full Board review, and the full Board must review and either affirm, modify, or rescind such decision.

Appeals from Board Panel decisions may be taken to the Appellate Division, Third Department, Supreme Court of the State of New York, within 30 days.

Note: No payment of a compensation award need be made while the case, if contested, is undergoing the review process of the Board, including full Board review. However, payment will be made if the claimant's award is upheld by the Board Panel or the full Board, even if an appeal is made to the Appellate Division.

At any point, the claimant has the right to an attorney or licensed claimant's representative, who may not ask for or accept a fee from the claimant. The fee for legal services will be determined by the law judge or Board Panel and will be deducted from the award of compensation.

District Offices and Counties Served

ALBANY

100 Broadway-Menands
Albany, N.Y. 12241
(518) 474-2672

Albany
Clinton
Columbia
Dutchess
Essex
Franklin
Fulton
Greene
Hamilton
Montgomery
Putnam
Rensselaer
Saratoga
Schenectady
Schoharie
Ulster
Warren
Washington

BINGHAMTON

State Office Bldg. Annex
Binghamton, N.Y. 13901
(607) 773-7734

Broome
Chemung
Chenango
Cortland
Delaware
Otsego
Schuyler
Steuben
Sullivan
Tioga
Tompkins

BUFFALO

State Office Building
125 Main Street
Buffalo, N.Y. 14203
(716) 847-3179

Cattaraugus
Chautauqua
Erie
Niagara

ROCHESTER

155 Main Street West
Rochester, N.Y. 14614
(716) 325-2190

Allegany
Genesee
Livingston
Monroe
Ontario
Orleans
Seneca
Wayne
Wyoming
Yates

SYRACUSE

State Office Building
Syracuse, N.Y. 13202
(315) 428-4464

Cayuga
Herkimer
Jefferson
Lewis
Madison
Oneida
Onondaga
Oswego
St. Lawrence

NEW YORK CITY

Two World Trade Center
New York, N.Y. 10047
(212) 488-2010

Bronx
Kings
New York
Queens
Richmond
Rockland
Westchester

HEMPSTEAD

175 Fulton Avenue
Hempstead, N.Y. 11550
(516) 486-4300

Nassau
Suffolk

Some Q's & A's about DISABILITY

Q What are "Disability Benefits"?

A Disability Benefits are temporary cash benefits payable to an eligible wage earner who is disabled by an OFF-THE-JOB injury, or illness.

Supplementing the Workers' Compensation Law, the Disability Benefits Law insures protection for wage earners by providing for weekly cash benefits to replace, in part, wages lost because of injuries or illnesses that do not arise out of and in the course of employment.

Disability Benefits are also provided to an unemployed claimant to replace Unemployment Insurance benefits lost because of illness or injury.

Q Am I eligible for Disability Benefits?

A You are eligible if you are working or have recently worked for a "covered" employer for at least four consecutive weeks. There are, however, some exceptions. The law EXCLUDES certain categories of employees as follows:

- Spouse or minor child of the employer;
- Government, railroad, maritime or farm workers;
- Note: Some employees of local government municipalities and school districts are eligible for disability benefits under an option available to local government employers.

Ministers, priests, rabbis, members of religious orders, sextons, Christian Science readers;

Persons engaged in a professional or teaching capacity in or for a religious, charitable or educational institution of a "non-profit" character, and persons receiving rehabilitation services in a sheltered workshop operated by such institutions under a certificate issued by the U.S. Department of Labor;

Persons receiving aid from a religious or charitable institution, who perform work in return for such aid;

Daytime students in elementary or secondary school, who work part-time during the school year or their regular vacation period.

Q Who pays the cost of Disability Benefits?

A Disability Benefits are paid for in one of two ways: 1. Jointly by employer and employee. 2. Entirely by employer.

Where the employer is providing statutory Disability Benefits, the employee may be required to contribute 1/2 of 1 percent of weekly wages, but not more than 60 cents per week.

Where an employee has more than one job at the same time, and the combined wages exceed \$120.00 per week, the employee may request each employer to adjust the contributions in proportion to the earnings of each employment, so that the employee's total contributions do not exceed 60 cents per week. The request should be made as soon as the employee enters a second job.

Where an employer is providing benefits under a Disability Benefits Plan or one negotiated by agreement and which has been accepted by the Chairman, Workers' Compensation Board, as meeting the requirements of the Disability Benefits Law, the employer may pay the entire cost. There are some accepted plans under which employees are required to contribute more than 60 cents per week but only by agreement and provided the employee contributions are reasonably related to the value of the benefits.

Under an arrangement in which employees are required to contribute, the employer must add a contribution to make up the balance of the cost of the insurance.

The information on pages 10 and 11 are excerpts from pamphlets published by the State Workers' Compensation Board. It is reprinted as general information and is not intended to be considered as legal advice or a substitute for the law. To obtain complete copies of these pamphlets, see ordering information on page 9 of this edition.

Q Who will pay my claim if disability begins while I am employed?

A If your disability begins while you are employed or during the first four weeks of unemployment, your claim will be paid by your employer or the employer's insurance company, if you are eligible.

If your disability begins after the first four weeks of unemployment, your claim will be paid by the Special Fund administered by the Chairman, Workers' Compensation Board, if you are eligible.

Q How much will I be entitled to collect?

A If your employer has a Disability Benefits Plan or one based on an agreement which has been accepted by the Chairman, Workers' Compensation Board, then you are entitled to benefits provided by the accepted Plan.

Where "plan" benefits are not provided, you will be entitled to receive statutory benefits, as follows:

- Cash benefits are 50 percent of your average weekly wage (based on your last 8 weeks of employment, not counting the week in which the disability began, if its inclusion would lower your benefit rate), but no more than the maximum benefit allowed. The maximum benefit allowances for any disability are as follows:
 - \$95, for disabilities commencing prior to July 1, 1983.
 - \$135, for disabilities commencing on July 1, 1983, through June 30, 1984.
 - \$145, for disabilities commencing on July 1, 1984, and thereafter.

Note: The benefit rate that a claimant is currently receiving does not increase when a new maximum benefit rate becomes effective.

- Benefits are payable for a maximum of 26 weeks of disability during 52 consecutive weeks.
- For employed workers the first seven days of disability are a waiting period for which no benefits are paid. Benefit rights begin on the eighth consecutive day of disability.

Q Is there a time limit for filing a claim?

A Yes. You must file your claim, using the proper form, within 20 days after you become disabled. Remember — benefits are payable only for nonoccupational disabilities and you may lose benefits if you do not file promptly.

Claims filed late, more than 20 days after disability begins, are not necessarily rejected but you will not be paid for any disability period more than two weeks before the claim is filed unless you can show that it was not reasonably possible to file earlier, and that the claim was filed as soon as possible. You will not receive any benefits if your claim is filed more than 26 weeks after your disability begins.

WHERE TO FILE CLAIMS

If disability commences during employment, or within four weeks after termination of employment:

File Your Claim (Form DB-450) With Your Employer (or the employer's Disability Benefits Insurance Company)

If your disability commences more than four weeks after termination of employment:

File Your Claim (Form DB-300) With The Workers' Compensation Board, Disability Benefits Bureau, 100 Broadway (Menands), Albany, N.Y. 12241.

'It's unbelievable that they would put us in a position of not knowing about threats like this.'

—Jacci Reed,
Local 352 president

...

'Hundreds of lives could hang in the balance while they pontificate in Albany.'

—Robert Lattimer,
Region VI president



PRESS CONFERENCE — Regional President Lattimer speaks to television reporters in Buffalo about recent bomb threats that were called in to the Department of Labor Employment Services Building. Among the DOL employees gathered in front of the building are Local 352 President Jacci Reed and Vice President Sharon Cordaro.

Bomb threats go unreported in Buffalo; union leaders attack Labor Dept. policy

BUFFALO — The discovery of unreported bomb threats to the state Department of Labor's Employment Services Building here has employees worried about their own safety as well as the potential danger to the public they serve.

Local 352 members are also angered because of a high-ranking DOL official's assertion that he will determine from Albany — 325 miles away — whether a bomb call to the Buffalo office is "serious" enough to require evacuation of the building.

"It's unbelievable that they would put us in a position of not knowing about threats like this," said Local 352 President Jacci Reed, "and then have the audacity to say they can determine if a bomb threat caller is serious."

Reed learned of two recent bomb threats several days after they were called in. Upon learning there was no official notification to employees, she and Region VI President Robert Lattimer informed DOL employees in an emergency meeting and the public in a news conference the following day.

"The state's attitude is sickening," said Lattimer, who has sought a revision to an order by Albany DOL officials requiring Buffalo DOL administrators to call Albany before an alert or evacuation order is given at the local level.

"They seem to think they have some magical power that would allow them to determine if a bomb threat call is the real thing or a prank,"

Lattimer said. "In the meantime, hundreds of lives could hang in the balance while they pontificate in Albany, more than 300 miles away."

Lattimer said the department's action "even violates its own poorly-written general administration manual that calls for a bomb threat call to immediately be reported to the local police and the area to be evacuated."

The union officials say the latest bomb threats apparently were reported to the local police, but even the building's security squad was unaware of it until they saw the police bomb squad members checking the building.

Lattimer said he has received "absolutely no response" from Gov. Cuomo's office, despite phone calls and a telegram he dispatched to Albany.

"There's got to be a clearer policy on these matters, and they must be decided on the local level, because quick action could be of the utmost importance in a serious threat," Lattimer said. "This is 1984, and the potential of bombings and other terrorist actions is a reality. Why must someone have to die or be injured before they open their eyes?"

He said the "potential danger" in the DOL policy also is probably posed for "all public employees working in public facilities."

Reed said her members "demand to be informed" of bomb threat calls. "We may not want to evacuate the building if we're informed, but we should be given the right to decide. It's our lives on the line."

She said a non-contract grievance has been filed in the matter.



IN CASE OF ATTACK ... Concerned union leaders discuss strategy regarding bomb threats. From left are Region VI President Robert L. Lattimer, Field Representative Vince Sicari, Local 352 Second Vice President Janice Skotarczyk, Vice President Sharon Cordaro and President Jacci Reed.

Quality of Work Life projects get more fed funding

ALBANY — Quality of Work Life (QWL) projects at state worksites will expand this spring under a project funded with a matching grant from the Federal Mediation and Conciliation Service.

Six to eight sites will be selected to participate in the project.

Quality of Work Life programs, also known as Employee Involvement, are designed to provide workers with a voice in the decision-making process. QWL groups typically focus on such areas as improved communications and worker involvement in problem solving, and productivity gains often result.

Unlike some of the on-going QWL pilot programs in New York (such as the project at Suffolk Developmental Center), the federal grant project will not provide intensive on-site training and services of an outside consultant.

Instead, the new program will provide centralized training of participants through a series of workshops over an 18-month period. Training for local labor/management QWL steering committees will kick off this spring with a four-day workshop on QWL concepts. Subsequent educational sessions will focus on start-up issues and train-the-trainer sessions for QWL coordinators.

As a result of growing interest in Employee Involvement, many agencies expressed interest in being among the participating sites, and some 45 requests were considered. That list was narrowed down to 12-16 sites. Final selection of the six to eight sites is expected by month's end.

Criteria for site selection include: organizational readiness (i.e., local labor and management have a stable relationship and the interest, time and energy to participate), and a "mix" of sites in terms of geographic spread, institutional/non-institutional, size and complexity of operations.

The project is a cooperative effort between the Governor's Office of Employee Relations and CSEA, PEF and Council 82 of AFSCME. The \$45,000 federal grant was matched with funds from the three QWL committees of the unions involved.

Another court ruling against Orange Co. on FICA payments

ALBANY — CSEA has won another round in a battle which has raged since 1979 over exactly how Orange County should calculate contributions to the State Employees' Retirement System.

The controversy started in 1979 when the county began paying the employees' share of the Social Security (FICA) tax. However, in computing the retirement system contribution, the county refused to include the 6.13 percent FICA payment as part of the employees' salary.

CSEA immediately went to court for an order to have the money counted, and the issue finally ended up in state Appellate Division as a contest between Orange County and the State Employees' Retirement System.

The court upheld the employees and ruled that "FICA obligations constitute annual compensation within the meaning of the Retirement and Social Security Law." The decision noted the county already included FICA payments when calculating wages for income tax purposes. The county was unsuccessful in pursuing the case in the Court of Appeals.

CSEA Attorney Pauline Rogers Kinsella now reports another favorable legal decision, this time by the U.S. District Court which dismissed another attempt by Orange County Executive Louis Heimbach to overturn the Appellate Division decision.

Kinsella expects that "in view of the decision, the County of Orange will pay retroactive contributions to the Employees' Retirement System." CSEA Executive Vice President Joseph McDermott adds he hopes "the county will now concede defeat."



REGION III CSEA MEMBERS who recently completed CSEA Labor Institute courses received certificates of completion at a ceremony held at the Bear Mountain Inn. Susan Wein, center, co-chairwoman of the Region III Education Committee, presents certificates to some of the recipients. From left are Madeline Gallagher, Ellen Cleveland, Thomas Nastasi, and Raymond Barbieri.



by Dr. Phillip L. Polakoff

Work and Health

Four health issues for future

Irving J. Selikoff, M.D., has earned national and international eminence in the fields of occupational and environmental health hazards — notably asbestos and its role in cancer and lung disease. What does he see as the major health problems facing America in the years ahead?

I recently had the opportunity to interview Dr. Selikoff in his offices at Mount Sinai School of Medicine, City University of New York, where he is professor of community medicine and professor of medicine. He is also director of Mount Sinai's Environmental Science Laboratory, and program director of the Environmental Health Sciences Research Center at that institution.

Here is an excerpt from that interview that should be of special interest to workers and their families:

QUESTION: "What do you consider the most pressing occupational/environmental health issues today and for the decade ahead?"

SELIKOFF: "At the moment, there are four urgent problems: First, toxic chemical wastes. And here we have, incidentally, not only those people who are subject to the leaching (of toxic chemicals) from these sites — people in Times Beach, Newark and elsewhere — but the many workers involved. For example, the operating engineers using their bulldozers and loaders and other heavy equipment have been much more heavily exposed than householders living 100 or 200 yards away. Or, for another example, gas company workers who lay pipe in these contaminated areas are much more likely to have had exposure to the chemicals in these sites.

"This is a problem that has to be solved. At least we have to obtain information with regard to how serious the problem is because it truly affects a very large proportion of the community.

"Second, contamination of public water supplies. Here again, we have a problem about which we have relatively little information concerning the potential dimensions. At the moment, it is estimated that approximately one-third of our ground waters are contaminated to a greater or lesser degree by chemicals that have leached from our industrial society into our water supply. We know there is a problem; we simply don't know how serious it is. But if we have chemicals which — under some circumstances — can cause cancer or other serious diseases, and if these can be found at low levels in our public water supplies, it seems to me that we have to find out as rapidly as possible if society has a serious risk.

"A third important environmental problem is the hazard that exists in public buildings — including our schools — that contain friable asbestos. (Friable means crumbly, powdery.) Again, very large numbers of people are involved. We know what happens at higher levels of asbestos exposure. We don't know, in full quantitative measure, what will happen as a result of lower levels of concentrations in these public buildings. We have reason for concern, however: Levels found in households of asbestos workers that can produce mesothelioma and an increase in lung cancer and asbestosis are not very different from what we find in public schools that have friable asbestos.

"The fourth urgent problem is to discover what other agents there are in the workplace and elsewhere that produce cancer. We have good reason to believe that 90 to 95 percent of all cancer is exogenous in nature — comes from outside us — from our personal environment, our occupational environment, our community environment. This means that 90 to 95 percent of cancer is potentially preventable.

"As recently as the years following World War II, it was still widely believed that cancer was associated with aging. As you got older, your risk of cancer increased. But around the mid-60s and early 70s, it was realized that the causes of much cancer was not simply getting older, but rather things that happened to you as you got older. Furthermore, we began to see that this "environment" could be contained...."

Here's schedule for upcoming regional elections

ALBANY — Elections will be conducted this spring for officers in CSEA's six regions.

Under the union's open election procedures, any member in good standing can have his or her name placed on a ballot either by the Nominating Committee or by obtaining a required number of CSEA member signatures on an official petition form.

The Statewide Election Procedures Committee, which will oversee the six elections, has adopted the following election schedule:

Feb. 10 — Deadline for selection of Region Nominating Committees.

Feb. 20 — Nominations open. Request to be a candidate forms and independent nominating petition forms available from Region Offices.

March 12 — Nomination period closed. Region Nominating Committees meet the following week to make selections.

March 20 — Region Nominating Committees' official reports announced. Nomination period remains open for those seeking to qualify by independent nominating petition.

April 16 — Independent nominating petitions must be received.

April 28 — Drawing for ballot position.

May 3 — Deadline for declinations and changes in name spellings.

May 4 — Names, photos and candidate statements printed in The Public Sector.

May 15 — Ballots mailed to eligible voters.

May 24 — Replacement ballots available.

June 15 — Ballots must be returned by 5 p.m. Ballots counted by independent election agency, and results officially announced.

June 25 — End of election protest period.

In order to be eligible, a candidate must have been a member in good standing of CSEA since June 1, 1983, and there must have been continuous payment of membership dues since that date. In addition, he or she cannot be a member of a competing labor organization and must not be prohibited from holding office under a penalty imposed by the CSEA Statewide Judicial Board.

The agency selected by the Statewide Election Procedures Committee to conduct the balloting is the Independent Election Corporation of America, 7 Delaware Drive, Lake Success, NY 11042.

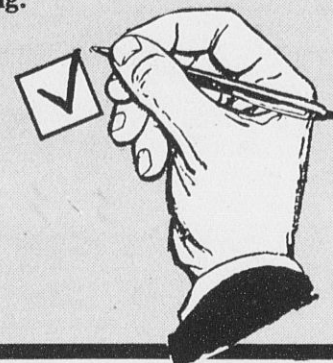
Election eligibility

Only CSEA members in good standing are eligible to vote in union elections or to run for union office. The following administrative policy applies:

A person becomes a member of CSEA when a membership application has been processed by CSEA Headquarters and actual payment of membership dues is received.

A member whose dues are not current is not a member in good standing of CSEA.

Any member whose dues are in arrears shall have an opportunity to regain good standing for a period of 45 days after the delinquency first occurs by payment of all membership dues currently owing.



Therapy aide at Wassaic Center cleared in patient abuse case but charge gripes union reps

WASSAIC — A mental health therapy aide from the Wassaic Developmental Center has been cleared of charges that he used excessive force with a patient.

Glen Pelkey, a 15-year employee with no previous work-related problems, was attempting to restrain a male patient after he pulled a refrigerator over and threw a chair at a female employee. When Pelkey tried to stop him, Pelkey's team leader suddenly grabbed him by the neck and shirt and "slammed" him against a wall, according to witnesses. Pelkey was subsequently suspended.

Witnesses testified before an arbitrator that it took five employees over an hour to restrain the violent patient, but Wassaic officials contended that Pelkey was guilty of abusing the patient. According to Pelkey, the moment he tried to restrain the patient, the team leader grabbed him around the waist, turned him around, and threw him up against the wall, while holding his neck.

CSEA Attorney Thomas Mahar further argued that Pelkey, who is small in stature and is missing four fingers on his right hand, would not have been

strong enough to use excessive force on the large-framed, 200-pound patient.

Following the arbitrator's decision, Pelkey was reinstated and will receive any pay that he lost during the time that he was suspended. Criminal charges currently are pending against the team leader for the assault on Pelkey.

While CSEA Field Representative John Deyo said he is pleased with the decision, he has some question as to why Pelkey was suspended after the charges were made. Deyo blamed Wassaic's Deputy Director David Sucato.

"If he'd stop backing management to the hilt in these cases, and start investigating these things, it might be different. But he chooses to believe only what he is told by middle management without looking into these things himself. There were witnesses there. They saw what happened," Deyo said.

Deyo is also suspicious about the suspension because it happened after the incident. It was only after Pelkey filed the charges against the team leader, that he was suspended and charged. Attorney Mahar noted in his arguments that this "cannot be dismissed as coincidental, but can only be viewed as punitive."

Wassaic CSEA Local President Harold Ryan complained that the system of putting an employee on suspension after such an alleged incident "takes the fight right out of an employee." Ryan explained that in most cases in other mental hygiene facilities, an employee would be transferred to another department pending the hearing of the charges. But Pelkey, like others, was immediately suspended and left without a paycheck so that even before he was given a hearing, his guilt was presumed. Ryan says he has had employees tell him that they would rather admit guilt and take a penalty so that they can be returned to pay status.

Also delaying decisions in such cases, is Wassaic's policy that personnel administrator who is hearing the case cannot make any decisions until he confers with Sucato. "If Sucato wants to give his advice in these matters, why doesn't he just come to the hearings?," asked Ryan.

Ryan remarked that he was pleased that Pelkey was reinstated. "Pelkey is an excellent employee and a shop steward. I'm glad he's back on the job."

Three MH Board reps elected

Three new Mental Hygiene representatives to the CSEA Board of Directors have been elected, according to results tabulated as this edition of The Public Sector went to press.

New directors elected are Robert Watkins representing Region III, Barbara Reeves representing Region V, and Mary Cartwright representing Region VI.

Watkins defeated Alexander Hogg 687-466; Reeves tallied 532 votes compared to 440 for George McCarthy and 201 for Sam Ramsey. Cartwright received 414 votes to defeat Terry Melvin, 310, and Dom Savarino, 285.

CSEA staff openings

ALBANY — CSEA's Legislative and Political Action Department has announced it is seeking a director of operations and six political action coordinators.

The director of operations will supervise a staff of 9 to 11 people. Candidates must have extensive background in legislative and political matters on a state and local government level. The successful candidate will be responsible for developing training programs, fund-raising activities and coordinating election campaign activities. He or she should be able to work well with people and develop and sustain several projects simultaneously.

The six political action coordinators, one in each CSEA Region, will be responsible for assisting in the development and presentation of political action training programs, coordinating campaign efforts, fund-raising activities, and compiling data. He or she must be able to sustain several projects simultaneously. Candidates should indicate which of the six regions they are interested in when applying.

Candidates for all seven openings should submit a resume and with a brief writing sample to: Thomas Haley, Director, Legislative and Political Action Department, 150 State Street, Albany, New York 12207 no later than Feb. 17, 1984.

Legislative seminar slated

ALBANY — CSEA's Legislative and Political Action Department has announced its 7th annual Legislative Seminar to be held Feb. 25 in Albany.

Participants must be approved by local presidents, and the legislative office's deadline for notification of attendance is Feb. 17.

The agenda will include an overview of the union's 1984 legislative program, a look at the proposed state budget and lobbying tactics. Reorganization of the Legislative and Political Action Department will also be discussed.

Albany's Hilton Hotel will be the site of the program, with registration beginning at 8:30 a.m. CSEA will provide luncheon and seminar materials. As is customary, transportation and any lodging expenses will be borne by participating locals.

Two new publications examine pay equity for women, minorities

ALBANY — The Center for Women in Government here has released two new publications dealing with the pay equity movement for women and minorities.

The two booklets examine the comparable worth movement, exploring its history, current status and projections for the future.

The Center for Women in Government is the organization which will conduct the comparable worth study under the current NYS/CSEA collective bargaining agreements. That study, now in its initial stages, will examine whether New York state jobs dominated by women and minorities have been undervalued, and will develop cost estimates for correcting this wage discrimination.

Part of the center's continuing "Working Paper" series, the publications are:

- "A Want of Harmony: Perspectives on Wage Discrimination," by Ronnie Steinberg, Ph.D., senior research associate, Center for Women in Government.

- "Comparable Worth: Developments in Selected States," by Alice H. Cook, Ph.D., professor emerita, industrial and labor relations, Cornell University.

The two publications may be obtained from Center for Women in Government, SUNY Albany, Room 302 Draper Hall, 1400 Washington, Ave., Albany, N.Y. 12222.

A Want of Harmony

In defining the issue, Ronnie Steinberg writes: "Specifically, comparable worth concerns the issue of whether work done primarily by women and minorities is systematically undervalued because the work has been and continues to be done primarily by women and minorities." In other words, whether "wages paid to women and men engaged in historically female or minority work are artificially

'The very emergence of the issue of comparable worth can be regarded as both a cause and a consequence of the change in the power position of women in the labor market.'

depressed relative to what those wages would be if the jobs were being performed by white males."

Steinberg outlines the history of comparable worth, citing recent AFSCME-related developments (especially the recent Washington state decision) as turning points in the struggle.

She points out that the wage gap associated with occupational segregation can be explained by two factors. First, women and minorities may be segregated into jobs requiring equivalent skill, effort and responsibility as white male jobs, but which are lower paying because of systematic undervaluation of work performed predominantly by women and minorities.

Her study examines standards and techniques for assessing relative job "worth," and writes that studies which have evaluated jobs according to a point basis "consistently reported that female-dominated job titles received between 5 and 20 percent lower pay than male jobs with the same number of factor points."

But perhaps the most interesting chapter of the study discusses why comparable worth has become the most controversial facet of equal employment policy. Steinberg points out that the policy threatens to upset the way the labor market in particular and society in general is organized in at least three ways:

First, comparable worth appears to be a costly reform to implement.

Second, comparable worth policy challenges basic cultural assumptions about the relative value of the activities of different groups in society. (For example, one study found that dog pound attendant and zookeeper were rated more highly than nursery school teacher or day care worker. It was found that child care skills were not regarded as job-related skills, "but rather as qualities intrinsic to being a woman.")

And finally, comparable worth policy would not only redistribute economic resources, but would also redistribute labor market power to women workers.

"The very emergence of the issue of comparable worth can be regarded as both a cause and a consequence of the change in the power position of women in the labor market," Steinberg concludes.

Comparable Worth: Developments in Selected States

Dr. Cook's work examines comparable worth developments in 17 states, including various approaches to pay equity studies and implementation, legislation, collective bargaining and litigation.

She notes that, "The failure of studies to result in implementation of a program, whether through legislation or collective bargaining, cannot help but generate high levels of frustration," and that in some states, the frustration has led to litigation.

Her chapter on implementation and costs of comparable worth points out that the costs of pay equity is a concern for public employers, especially in a period when state budgets are tight and federal subsidies diminishing.

But she is quick to emphasize that the cost of correcting discriminatory practices is not justification for violating the law.

Several states have estimated that implementation costs will run from 1 to 5 percent of present payrolls and that costs might be spread over a number of years.

AFSCME leader in comp worth movement

AFSCME, CSEA's parent international labor union, is the recognized leader in the push to achieve comparable worth in public employment. AFSCME recently won a landmark decision in its suit for comparable worth pay against the State of Washington.

Federal Judge Jack Tanner ruled that the state practiced "pervasive, international" sex bias since 1974 by paying persons in female-dominated jobs at least 20 percent

less than persons in male-dominated jobs of comparable worth.

AFSCME is seeking \$225 million over the next two years and \$275 million in back pay. The union has similar suits pending against Nassau County here in New York, and against the states of Connecticut, Wisconsin and Hawaii, as well as against the cities of Los Angeles, Philadelphia and Chicago.



GM, UAW take bold steps in job advancement

General Motors and the United Auto Workers signed an agreement with the Equal Employment Opportunity Commission whereby the company accepted a \$42.5 million agreement described by the UAW as "bold and forward-looking initiatives" towards job advancement for women and minorities.

Some \$4 million is to be set aside for back pay and other relief to resolve 700 pending and future job bias charges filed under Title VII.

General Motors will give \$15 million in endowments and scholarships to colleges and technical schools for GM employees and their families, with preference for blacks, Hispanics and women.

Other provisions raise numerical goals for hiring minority journeymen from the current 6.4 percent to 10 percent over five years, plus numerical goals involving white-collar, salaried workers.

Take the rhetoric and run

It is often said that a picture is worth a thousand words. What happens when you combine a picture with words?

A Newsday cartoon by Darcy shows a masked woman holding up a cigar-smoking plutocratic man. Showing he knows a woman's place in our economy, he says: "I'll give you 62 percent of what I gave a male robber yesterday."

CUOMO'S BUDGET

SOME PLUSES AND DISAPPOINTMENTS

"THE MOST DISAPPOINTING THING ABOUT THIS BUDGET MESSAGE IS THAT IT COMPLETELY FAILS TO DEAL WITH THE CRITICAL STAFF SHORTAGES IN MENTAL HEALTH AND MENTAL RETARDATION"

ALBANY — Gov. Mario M. Cuomo's second Executive Budget proposal contains both pluses and minuses for public employees.

The governor is calling for \$1.8 billion dollars in new spending. That includes the creation of 6,600 new state jobs, 4,200 of which are slated for the Department of Correctional Services. About one third of the new positions will be civilian employees, the rest will be prison guards.

Other departments that will see staffing increases include Transportation, Motor Vehicles and Tax and Finance. The State University is slated for staff increases, mostly at the upstate and downstate medical centers.

"The most disappointing thing about this budget message is that it completely fails to deal with the critical staff shortages in Mental Health and Mental Retardation," said CSEA President William L. McGowan.

"CSEA has documented the fact that the Division of Budget's fill levels for those agencies are well below the number of jobs that the Legislature provided money for. This budget proposal does nothing to correct that situation," McGowan added.

"The mentally ill and handicapped have become the abandoned members of the family of New York," said the union president.

Democratic Assembly Speaker Stanley Fink says the governor faces "a credibility problem" with the Legislature for failing to maintain adequate staffing in the mental hygiene agencies and the state and city universities.

Fink said members don't believe that "that which was negotiated and agreed upon took place."

CSEA is lobbying for more staff in the mental hygiene facilities and several other state agencies.

The school aid portion of the budget proposal



WHEN GOV. CUOMO delivered his State of the State address earlier this month, CSEA officials were there to listen to what the governor had in mind for the coming year. Immediately afterwards, the union representatives began discussing the union's positions on many of the governor's plans with legislative members. Talking with Senate Minority Leader Manfred Ohrenstein, second from right, are, from left, CSEA lobbyist Atty. Stephen J. Wiley, CSEA statewide Secretary Irene Carr, and CSEA Executive Vice President Joseph E. McDermott, right.

would take money away from rich districts and increase aid to poor districts. That is an idea which has never passed the Legislature and is not likely to fare any better this year.

CSEA is lobbying for adequate state aid to schools and political subdivisions.

The elimination of a bonus aid program for counties and a proposed increase in the public assistance shelter allowance could cause a fiscal crunch for some counties. CSEA will work to make sure that local governments have enough state aid to deliver services.

Angry union fired up as highway boss fires three illegally

ELLENBURG CENTER — Three days after taking office as new Town of Ellenburg Highway Superintendent, Larry "Chub" Moore fired half of the town's highway department, running afoul of CSEA, the town's contract and the state's Taylor Law.

"I've stayed out of the political games that are always being played in Ellenburg. But this time the town is going to comply with the employees' contract and the law and stop using our members as pawns in a political checkers game," an angry Charles Scott, field representative for the North Country area of the Capital Region, said.

Scott indicated that he had filed charges against the actions of the highway superintendent and was prepared to bring the town into court to defend the rights of the workers.

"These employees have civil service law, contract language, veteran status and the Taylor Law on their side, but management is just ignoring it all so that political points can be made," Scott said.

Moore fired highway department employees Henry Minkler, Louis Smith and Steven LeClair shortly after assuming his position. Minkler is a

13-year veteran of the department and held a mechanic position. Leclair had a permanent appointment as an operator at the highway department since April and is guaranteed the right to work a 40-hour week as set forth in Article III of the contract between CSEA and the town. And Smith, a Democrat, was once an outspoken Ellenburg town supervisor who decided not to run for re-election and rather became a permanent highway department employee in October.

"Moore's actions did not allow the employees any type of defense. He found them guilty of unknown charges and fired them without any type of hearing," Scott noted.

In the meantime, Moore has hired two part-time workers to fill in for the three illegally discharged employees and is working them on a fulltime schedule.

"Moore and the town politicians may think they're playing politics as usual. But CSEA won't stand for such union busting tactics," Scott said. "When the town's own attorney told them they were wrong, he was fired. So I expect a battle royal to be fought before we win our point."

"These employees have civil service law, contract language, veteran status and the Taylor Law on their side, but management is just ignoring it all . . ."

NOTICE: Nomination procedure for election of delegates to 1984 AFSCME convention

217 delegates to represent CSEA

ALBANY — Delegates to the AFSCME Convention to be held in San Francisco June 17-22 will be elected from members in good standing of CSEA as of Feb. 1, 1984.

Delegates will be elected on a regional basis. Each CSEA region will elect the number of delegates to which it is entitled on the basis of membership strength in accordance with the AFSCME and CSEA

Constitutions. Based on the AFSCME Constitution formula, the following number of delegates will be elected:

| | |
|-----------------|----------------|
| Region I — 53 | Region IV — 37 |
| Region II — 20 | Region V — 36 |
| Region III — 37 | Region VI — 34 |

Expenses for the delegates for transportation and room and board at the AFSCME convention will be paid by CSEA.

NOMINATIONS PROCEDURE

Any member in good standing as of Feb. 1, 1984, shall be entitled to be nominated as a delegate to the AFSCME Convention. Any member in good standing as of March 3 shall be eligible to nominate delegates to the AFSCME Convention.

Nominations will be made at meetings to be conducted in each Region on Saturday, March 3. Meetings will continue until such time as all those present who desire to make nominations have been given the opportunity to do so.

Persons nominated to serve as delegates from a region must be members of that region and be nominated by members from that region.

Persons nominated need not be present at the nomination meeting.

A qualified CSEA member may nominate as many candidates for delegate as he or she desires, not to exceed the total number of delegates to be elected from that particular region.

The nominator must provide the name, address, work telephone number, home telephone number, Social Security number and CSEA local number of the nominee. Nominations must be submitted on an official form, available at the meeting, and instructions given at the meeting must be followed.

The name of a person who is nominated more than once may appear on the ballot only once. If

nominated as part of a slate, the nominee's name will appear on the ballot as a member of that slate and not elsewhere.

Nominations may be made by slates; that is, a number of individuals who will appear on the ballot as running together or under a particular designation. Persons nominated by slate will appear on the ballot in the order in which they are nominated.

The ballot will provide that individuals who are running on a slate can be elected individually, separate and apart from the slate.

Individuals who make multiple nominations must state whether nominations are made individually or as a slate.

NOMINATION MEETING LOCATIONS

March 3 regional nominating meetings for election of CSEA's delegates to the 1984 biennial convention of the American Federation of State, County and Municipal Employees (AFSCME), AFL-CIO, to be held June 17-22 in San Francisco.

| | | |
|------------|------------|--|
| REGION I | 10 a.m. | Region I Office, Hauppauge |
| REGION II | 9:30 a.m. | Region II Office, 11 Broadway, Suite 1500, New York City |
| REGION III | 10 a.m. | Region III Office, Fishkill |
| REGION IV | 10 a.m. | Holiday Inn, Latham |
| REGION V | 10 a.m. | Best Western Northway Inn, Liverpool |
| REGION VI | 10:30 a.m. | Treadway Inn, Batavia |



AFSCME
in the public service

Another tragic DOT death

Amos Smith, 15-year employee, falls from sander

GARDINER — Ambrose (Amos) Smith, 55, a 15-year state Department of Transportation employee, was killed on the job Jan. 14 in this Ulster County town when he apparently lost his balance and fell from a sanding truck.

He was the second DOT employee to be killed on the job this month. William L. Sawers, a 32-year DOT veteran, died Jan. 7 when a road sander he was driving skidded on ice and flipped over in Ontario County.

Witnesses said that Smith was one of three men loading the sanding truck about 2:50 a.m. Jan. 14 when he apparently lost his balance and fell between the wing and cab of the truck. He reportedly sustained chest injuries and was pronounced dead at Benedictine Hospital, Kingston.

Smith is survived by his wife, Mary, three sons, a daughter, a half-brother and five grandchildren.

An accident review board, appointed by the commissioner of DOT, recently conducted a hearing into the mishap in an effort to determine the cause of the mishap and make recommendations designed to prevent a similar accident. The board's determinations are expected shortly.

CSEA Region III President Raymond J. O'Connor noted that Smith's death is one of several which have occurred over the past few years. "This is another in a series of tragic accidental deaths which I believe might have been prevented," O'Connor said.

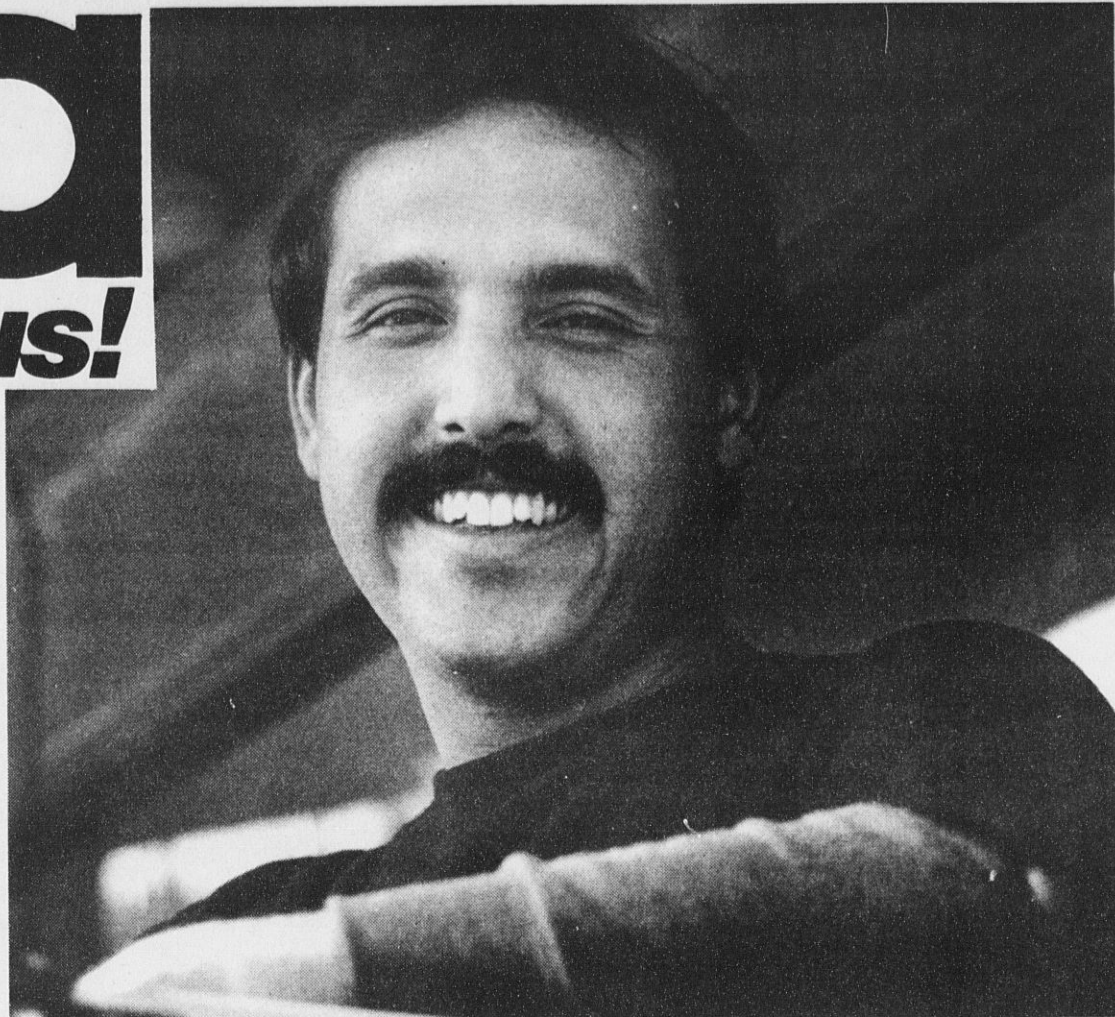
"The commission is looking into this to make sure that these men are working under the safest conditions possible," O'Connor continued. "If the deaths could have been prevented, this only adds more to the tragedy that has already occurred, and we have an obligation, if we can, to prevent this from happening in the future."

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| <input type="checkbox"/> SONGS FOR A BETTER TOMORROW — Traditional and contemporary union songs recorded and distributed by the United Automobile Workers. | <input type="checkbox"/> JELLYBEAN BLUES (Cassette) |
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Don Bostwick: He's Stony Brook's automotive 'good buy' guy



A BOSTWICK BEST BUY — The 1953 Dodge 3/4 ton truck on the lift behind Bostwick is used by a welder at the university power plant to haul equipment.

By Joel Bruinooge
CSEA Communications Associate

STONY BROOK — SUNY Stony Brook is saving a lot of money on vehicles thanks to bargain hunter Don Bostwick, automotive supervisor at the university. Since 1976, he has bought 40 federal government surplus vehicles to put to work at the university.

His favorite reclamation is a five-ton tow truck that would cost about \$95,000 to buy new, says Bostwick. He bought the 1961 International cab and chassis in 1976 for \$150. Stony Brook's automotive supervisor estimates that it cost an additional \$2,000 to add a fully hydraulic crane and get the truck ready for work.

For about a year, Bostwick and his staff of two mechanics, three assistants and a laborer worked on the wrecker during gaps in the usual parade of nearly a hundred vehicles that passes through the vehicle maintenance department each month.

Bostwick is so confident in the wrecker that he once used it to tow a broken-down bus to St. Paul, Minnesota. He made the trip to trade the inoperative bus and purchase another of his bargains.

The vehicle maintenance department at Stony Brook services and repairs the university's 211 vehicles. That means keeping the wheels turning for general institutional services' mail deliveries and the print shop. The power plant, the carpenters and plumbers and the academic departments also depend on Bostwick and crew.

"Almost every department depends on Don," said Charlie Sclafani, president of Stony Brook CSEA Local 614. "He does a great job of keeping everything rolling.

"His area also has a real sense of purpose. The people in the vehicle maintenance department do unappreciated, but important work. They keep the university hospital's ambulances

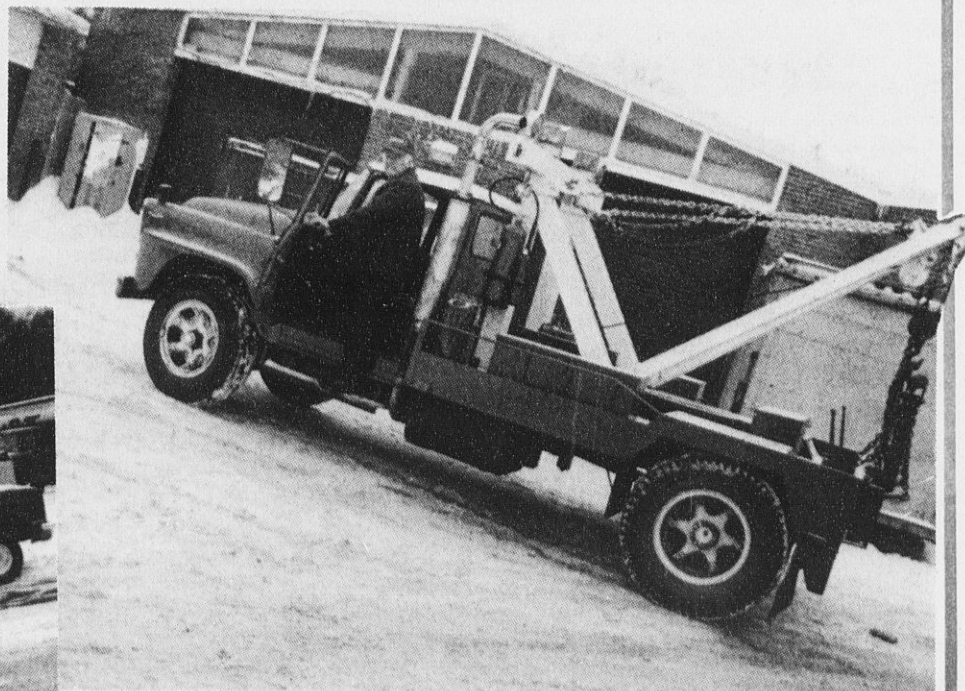
running and the security police's car patrolling," Sclafani said. "They take their work very seriously and, as a result, there is no personnel turnover in the vehicle maintenance department. The most recently hired member of the staff started two years ago," Sclafani pointed out.

"I don't see abuse of sick time, either," Bostwick said. "The last time somebody was out was three or four months ago. That man was out four days because he twisted his back."

Driving around the Stony Brook campus you might come across one of the early 1950s Dodge 3/4-ton trucks that Bostwick bought for \$50 and \$250 each, or the 2 1/2-ton, multi-fuel diesel, flat bed truck that only cost Stony Brook \$350.

Other best buys by Bostwick: the 1972 Chevy pickups that cost \$250 in 1976, and the 1967 Jeep purchased for \$250 in 1979. University personnel have put 50,000 miles on the Chevy and 20,000 on the Jeep.

GOOD MILEAGE — The 1967 Jeep (below, left) for which Bostwick paid \$250 in 1979 has rolled 20,000 miles for SUNY Stony Brook. The Chevy Blazer (right) is used by management.



A REAL BARGAIN — Bostwick, automotive supervisor at SUNY Stony Brook, climbs into his prize reclamation — a five-ton wrecker that he paid \$150 for in 1976.



WARDEN OF THE YEAR — Eastern Correctional Facility Superintendent Philip J. Coombe is surrounded by members of CSEA Local 159. Shown here are Fanny Anderson, local secretary, Jane Smith, vice president, Jeff Howarth, president, and Region III CSEP Director Michael Hogg.

Portrait of a model prison



PARTNERSHIP OF UNIONS — Officers representing three unions met recently to discuss the success of their joint programs at Eastern Correctional Facility. From left are Jeff Howarth, CSEA Local 159 president; Sally Keough, PEF president at the facility, and Tony Collazo, Council 82 treasurer.

At Eastern Correctional

1 award-winning warden + 3 cooperative unions = top facility

By Anita Manley
CSEA Communications Associate

NAPANOCH — The Eastern New York Correctional Facility in this Sullivan County town is a model prison with an award-winning warden, and everyone from union members to inmates is sharing in the glory these days.

The 90-year-old maximum security facility recently became the first prison in New York state to receive accreditation from the national Committee on Accreditation for Corrections. (The North Country Correctional Facility in Watertown has since won accreditation).

In addition, Eastern's superintendent, Philip Coombe, was named "Warden of the Year" at a recent convention of the American Correctional Association — another first for a New York state prison.

Coombe, an unassuming man who came to Eastern three-and-a-half years ago and who enjoys the considerable respect and admiration of his staff, is quick to credit the double honors to the high level of cooperation among the three unions at the facility — CSEA, the Public Employees Federation and AFSCME Council 82.

"Our biggest asset is our unions," he said. "Thanks to them, we've done things here that are an example for the entire department."

The accreditation, by far the most ambitious of the numerous projects Coombe and staff have tackled, was a year-long task that involved meeting 465 standards. These ranged from physical and safety requirements to administrative policies and procedures. Standards are so stringent and comprehensive that many facilities do not even attempt to obtain accreditation, which in addition to carrying a certain amount of prestige, opens up additional avenues of funding.

One of the standards involved the formation of a planning board within the prison, consisting of union representatives.

"They didn't have too many suggestions at the first meeting, but it occurred to me they weren't used to being asked for their ideas," said Coombe. "At the second meeting, people were more prepared. They knew we were taking their suggestions seriously."

In addition to the planning board sessions, Coombe says he regularly schedules meetings with unionists to get ideas for new programs.

"When you first become superintendent, you think you have to have all the answers," he said. "But you can't run the farm without the people. You ask everyone for ideas, even the inmates, on how to run this place."

One of the biggest successes at the facility has been an employee education and training program, coordinated by CSEA's Michael Hogg, director of Region III's Committee on the Work Environment and Productivity (CWEP). The program makes college-level courses available to employees, enhancing their chances of promotion.

Working through Hogg, Eastern was able to offer the courses through CWEP's Agency Specific Program, which provided the funding.

"A major concern of the employees was to obtain more education to meet the challenges and better adapt to the new technologies of their daily work life," said Hogg.

In addition to the education program, Coombe said three times a year he schedules comprehensive in-service programs, which may range from discussions on union rights or health benefits to workshops on the quality of work life. And, programs are regularly set up to help employees pass civil service promotional exams.

Coombe wholeheartedly encourages the use of the statewide labor-management Employee Assistance Program, a support and referral service for employees with personal problems.

And, in a work environment that is known to be stressful, he recognizes the need for ongoing physical fitness. To that end, employees from the three unions have been volunteering their time to help build a recreation area for all members that would include lockers, exercise and meeting rooms.

Unionists at Eastern say the new spirit of union cooperation has also helped lessen the problem of employee burnout, a syndrome that leaves generally hard-working and dedicated people feeling frustrated on the job.

"We had a lot of burnout, including myself. Now these same people are spark plugs," said Jeff Howarth, CSEA Eastern Correctional Local 159 president. "People in the same unions would fight each other. Now we have pride."

Tony Collazo, treasurer of Council 82 at Eastern, called the relationship between labor and management at the facility unique.

"In some facilities, the administration tries to play one union against the other. Divide and conquer is the attitude," he said. "Here we can all iron out our differences together."

PEF President Sally Keough said the three unions "are more aware of each other's jobs now, and we realize that our problems are not unique."

The new level of employee satisfaction at Eastern is perhaps best reflected in the prison's list of transfer requests.

Coombe said when he first came to the prison as superintendent, there were 72 names on the list of employees who wanted to transfer to another work location. There were none on the transfer-in list. Now, however, there are more than 100 people who have requested transfers to Eastern, and only four who want to leave, primarily to work at facilities closer to their homes.

"We've stabilized," said Coombe. "We still have our problems, but we are better equipped to deal with them."