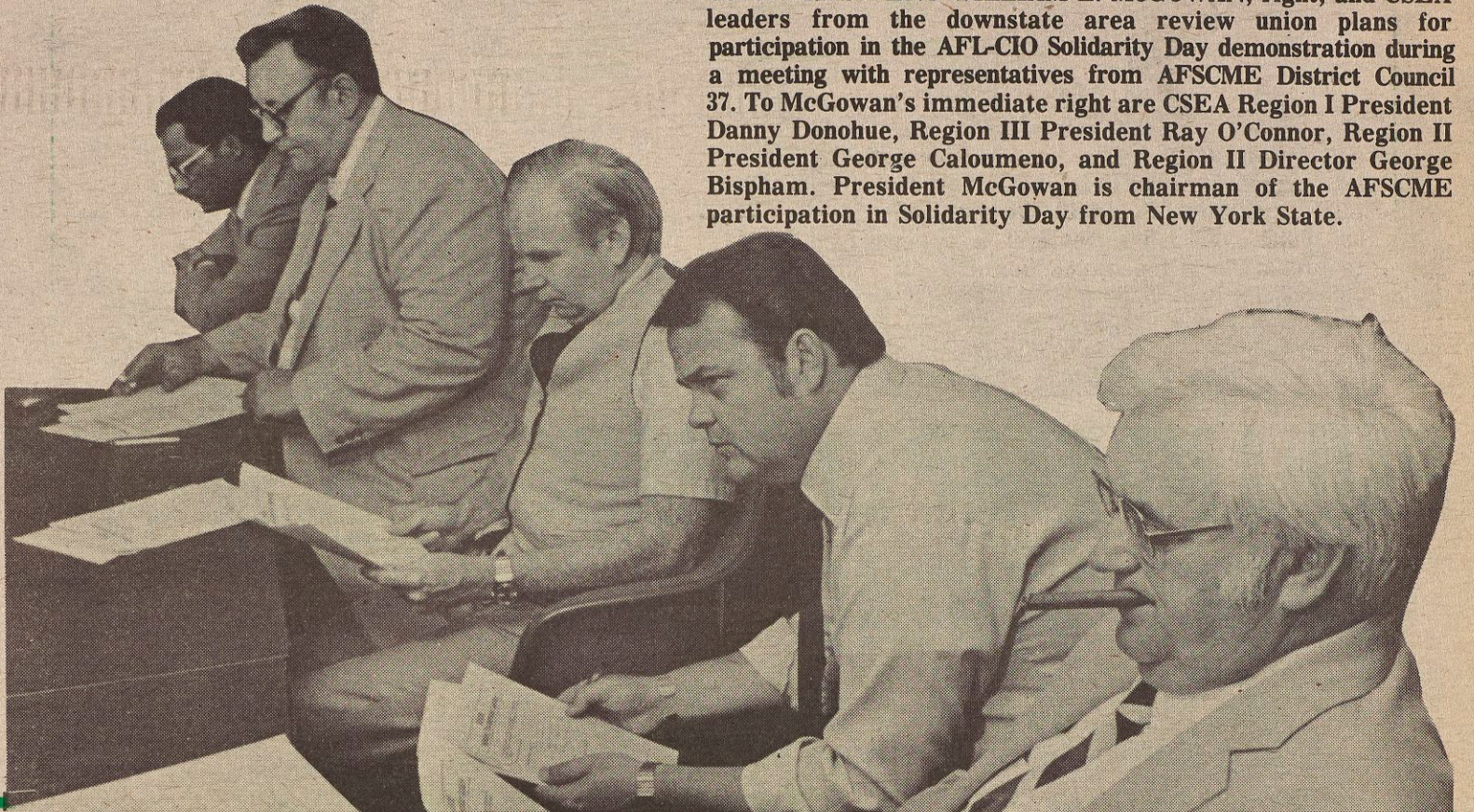


Become a part of labor history — join thousands of fellow union members in giant Solidarity Day demonstration on September 19 in Washington, D.C. Contact CSEA regional office for information. Demonstrate FOR jobs and justice and AGAINST the Reagan budget cuts that hurt.



CSEA PRESIDENT WILLIAM L. MCGOWAN, right, and CSEA leaders from the downstate area review union plans for participation in the AFL-CIO Solidarity Day demonstration during a meeting with representatives from AFSCME District Council 37. To McGowan's immediate right are CSEA Region I President Danny Donohue, Region III President Ray O'Connor, Region II President George Caloumeno, and Region II Director George Bispham. President McGowan is chairman of the AFSCME participation in Solidarity Day from New York State.

## DOL workers fall victim to Reagan's federal budget axe

ALBANY — The Reagan Administration's budget axe is about to fall on state workers in the Department of Labor (DOL) as the first of what will probably be many federal funding reductions takes its toll on public employees.

CSEA and other public employee unions have been meeting with state officials over the past few months to gauge the impact on New York's public employees of the Reagan meat-axe approach to reducing federal expenditures. But if anyone was looking for the first signs of impact, they didn't have to look far.

The Department of Labor some weeks ago began issuing statements warning of job reductions at DOL where federal funds play an enormous role in the Department's total operating budget. Last week DOL said 600 jobs would be disappearing at the end of September as a result of the Reagan budget. Layoff notices were expected to be issued immediately.

While most of the job cuts will affect temporary and provisional employees and state workers in the Professional, Scientific and Technical (PS&T) bargaining unit, the jobs of many CSEA members will also be affected.

Just how drastically the CSEA members will be affected is hard to determine since there is much confusion in Washington concerning the exact extent of the reductions and the outcome of employee "bumping" is difficult to precisely determine.

"CSEA has been warning its members for a year that the end result of Ronald Reagan's approach to the federal budget would be layoffs and hardship for public employees," commented CSEA President William L. McGowan. "Unfortunately, what is about to happen at the Department of Labor will only be the beginning."

"In view of the approval of the Reagan budget over the protests of organized labor, there probably isn't very much that we can do about the job reductions," said President McGowan, "but we will be monitoring the reduction in force to ensure that all provisions of our contracts with the state relative to reductions are enforced and that every opportunity for continued employment in other state agencies can be afforded to any of our members affected."

CSEA, through the labor-management Committee on Work Environment and Productivity (CWEP), sponsors the Continuity of Employment Committee which works with state agencies and the Civil Service Department to provide continuing employment opportunities to state workers displaced by job reductions.

Potential mechanisms for continued employment include the maintenance of job opportunities in other agencies, retraining for jobs that are available in state service and, in some cases, relocation to continued employment opportunities.

More details on the Labor Department job reductions are expected soon and will appear in a future edition of The Public Sector.

### President McGowan's Labor Day message

## 'The mission of organized labor is far from complete'

In addition to marking the 100th anniversary of the creation of the organized labor movement in America, this Labor Day should stand as an example to us all that the mission of organized labor is far from complete.

Even while those of us fortunate enough to have September 7th off are enjoying this annual monument to working men and women, the government of the United States of America is systematically moving to crush an AFL-CIO

union, the Professional Air Traffic Controller's Organization (PATCO). Not only is the Reagan Administration refusing to move on its final bargaining offer, it's even refusing to meet with PATCO at all.

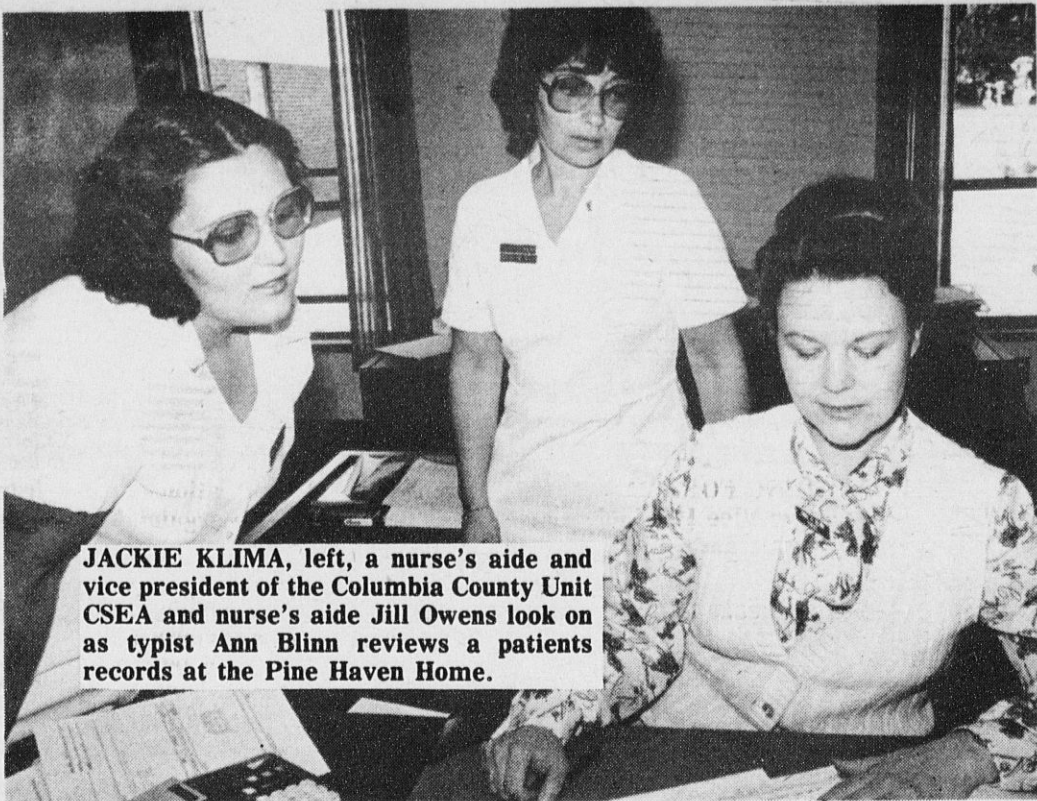
For more than a century the workers that have made America what it is today have known that there are times when standing shoulder to shoulder against oppression is the only way to win justice. That is as true in 1981 as it was in

1881 when the American Federation of Labor was founded.

In observing Labor Day 1981, it would be a good idea for all of us to count the blessings that organized labor has bestowed upon this country and to remember that the forces that have ruthlessly sought to crush our movement in the past still do exist today.

*William L. McGowan*





**JACKIE KLIMA**, left, a nurse's aide and vice president of the Columbia County Unit CSEA and nurse's aide **Jill Owens** look on as typist **Ann Blinn** reviews a patients records at the Pine Haven Home.

## PUBLIC EMPLOYEES... Where Would You Be Without Them?

### Dedicated Pine Haven employees echoes familiar union theme

By Deborah Cassidy

**PHILMONT** — "Public Employees — where would you be without them?" The theme of the Civil Service Employees Assn.'s three year statewide advertising campaign aimed at enhancing the image of public employees is familiar to most of the union's members.

The refrain especially comes to mind when one actually visits the worksite and witnesses the contribution of public employees as this writer had the opportunity to do recently.

The setting was the Pine Haven Home, an 80 bed skilled nursing and health-related facility located in the rural Columbia County village of Philmont. Here a staff of approximately 100 provides the county's elderly residents a wide range of services that includes nursing, food preparation and meal planning, social services, activity guidance, as well as maintenance and housekeeping.

The kind of dedication and caring it takes to do this work is evident in the way the employees treat one another and the patients. An easy friendliness and familiarity pervade the atmosphere. Leading this impromptu tour was Jackie Klima, a nurse's aide and vice president of the Columbia County Unit CSEA who stopped to personally introduce me to each employee we met. Each responded with a warm greeting and smile. When Klima or one of the other workers approached a patient the frequently asked question "How are you doing?" was a sincere one.

We came upon an especially touching scene in the physical therapy room where therapy aide Shirley Kammerer was teaching a patient with an artificial leg to use a walking board. The instructions were quietly and clearly given. There was a patience in Kammerer's voice and manner. And gentle encouragement and praise was given as the women accomplished the enormous task of mounting the board for the first time.

"I'm here because I like to help others. There is nothing like the reward of seeing weeks or

months of physical therapy help an elderly person to become independent once again," said Kammerer.

Other employees, no matter what their tasks are, seem to be equally enthusiastic about their work. "This is depressing work only if you let it be. In our own way we each help the elderly to live out their final years in comfort," said a housekeeping aide known simply as Debbie.

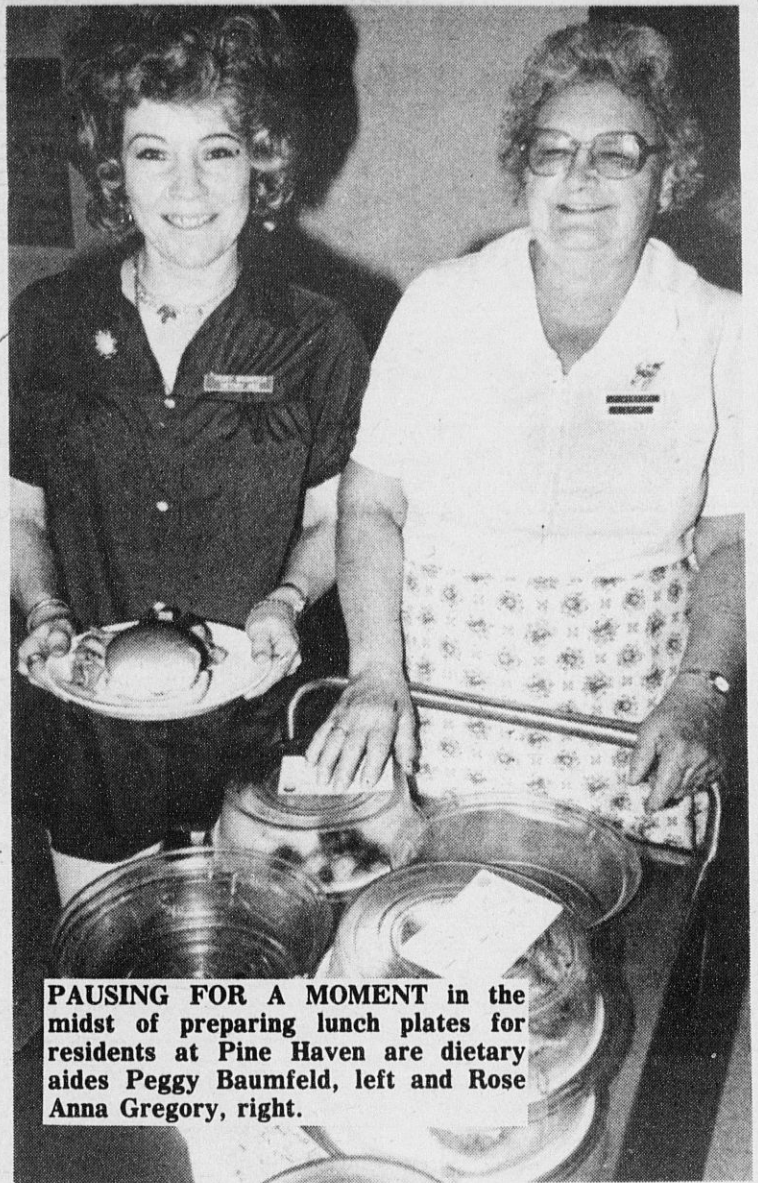
Situated on six sprawling acres of land, Pine Haven was built between 1975 and 1978. Residents and staff moved in February of 1978. Describing the former facility as run down, drafty and poorly lit, Klima said the workforce is grateful for the pleasant atmosphere in which they now work. The former building, she said, was becoming a safety hazard. "They tore it down about two weeks after we moved out."

In its prime, however, the old infirmary had a more homey atmosphere; something the residents missed upon first moving into Pine Haven. Displaying that extra concern, typical of public employees, the staff immediately set about making the place less institutional. "By decorating with the arts and crafts done by our residents and encouraging them to bring personal articles and furniture from their former homes we've managed to make Pine Haven much more like a home," Klima said.

The union plays a vital role in the lives of the workers here. One of its major accomplishments has been to open lines of communication between labor and management, Klima said. "Though we have our share of problems, like anyone else, we find we are able to settle many of them through discussions with management."

The most prevalent complaint, she noted, is that of performing out of title work because of staff shortages. "We are a rather small facility and it's common to find yourself doing extra work. When it becomes a serious problem the union steps in."

Pine Haven is currently filled to capacity with a waiting list going back a year. The CSEA has recently joined management in petitioning the Columbia County Board of Directors to have a new 40 bed wing constructed. The CSEA, Klima said, will also push for increased staffing to cover the new wing.



**PAUSING FOR A MOMENT** in the midst of preparing lunch plates for residents at Pine Haven are dietary aides **Peggy Baumfeld**, left and **Rose Anna Gregory**, right.



**PINE HAVEN RESIDENT** Mabel Atkins, on ramp, is learning to walk with an artificial leg thanks to the skillful assistance of Physical Therapy Aide Shirley Kammerer.



## Orange County members ratify a new contract overwhelmingly



GOSHEN — A three-year contract for 1,700 Orange County employees has been overwhelmingly ratified by the rank and file, according to Unit President Kay Cayton.

The agreement provides wage hikes as follows:

- 1981—\$550, plus 1.48 percent of 1980 salary (retroactive to January 1);
- 1982—\$550, plus 1.95 percent of previous year's pay;
- 1983—\$550, plus 2.0 percent of 1982 salary.

In addition, the county agrees to continue paying the employees' share of the Social Security (FICA) tax, which increased .52 percent this year and will go up .05 percent next year. Moreover, in 1983 the time lag between salary steps 8 and 9 is reduced from four to two years.

Collective Bargaining Specialist Manny Vitale describes the settlement as significant because it did not include any givebacks. Other features include in-

creasing mileage payments and clothing allowances, extending bereavement leave, boosting shift differentials, granting employees access to their personnel files, and guaranteeing that health benefits will not be reduced.

Bill Harris chaired the union's negotiating team, assisted by Gert McNally, Jane Lewis, Dawn Gambino, John Score, Rosemarie Claflin, Dolores Dudley, Gene Andryshak, Joe Bemish, Terry Wickham and Kay Cayton.

## Local 868 officers sworn in

ANGOLA — Erie Education Local 868 has elected and installed its leadership for a new term of service.

Maintaining the helm of the 1,600 member Local will be President Jack Schlenker first Vice President Brownie Walter, Second Vice President June

Ferner, Third Vice President Frank Ratkovich, Treasurer Dorothy Eiseman, Secretary James Burgoyne, Financial Secretary Patricia Przepiora, Board member, Dominic Spacone and County Delegate June Ferner.

Local 868 comprises employees in 14 public schools in Erie County.

## Additional Treasurer sessions announced

CSEA Supervisor of General Accounts Cathy Bruno has announced that the Region V Treasurer Training Seminar scheduled for September 26 has been cancelled.

In Region VI, the sessions will be held October 3 in Rochester. The exact location and time will be announced at a later date.

The Treasurer Training sessions, a new directive from the CSEA Statewide Board of Directors, must take place within 60 days of Local and Unit Treasurer's elections. Ms. Bruno has been conducting the day-long sessions.

In preparation for these seminars, a Financial Standards Code booklet was compiled outlining such areas as the treasurer's duties, accounting forms, the financial aspects of the Constitution and tax returns.

Newly-elected Treasurers in Region V and VI are asked to contact their regional offices for further details.



DEDICATED EMPLOYEE — Hempstead Town Presiding Supervisor Thomas S. Gulotta, left, presents a citation for meritorious service to Marge Conroy of West Hempstead, retiring from her position as Telephone Supervisor at the Town Hall complex in Hempstead. Also attending the presentation ceremony is Hempstead Town Civil Service Employees Association President Gus Nielsen, Jr.



AFSCME DISTRICT COUNCIL 37 Executive Director Victor Gotbaum, left, installs the officers of New York Metropolitan Retirees Local 910, including, from left, President Sam Emmett, First Vice President Solomon Bendet, Second Vice President Eugenie Chester, Recording Secretary Helen Rajkovich and Corresponding Secretary Ceil Malkin.

## Gotbaum blasts Reagan for social security cuts at Local 910 installation

NEW YORK CITY — "It is almost criminal that retirees face economic and social insecurity. This is a reprehensible discrimination by government," AFSCME District Council 37 Executive Director Victor Gotbaum said at the installation meeting of CSEA New York Metropolitan Retirees Local 910 here recently.

Outgoing Local 910 President John Chesslin, a spry 82-year old, told the audience: "Ronald Reagan is a mean and cruel man with a winning smile. He is trying to give to the rich at the expense of others."

Gotbaum installed the new officers and executive council of the almost 3,000-member local.

The officers are: Sam Emmett, president; Solomon Bendet, first vice president; Eugenie Chester, second vice president; Caleb Rakow, third vice president; Mickey Cisek, treasurer; Helen Rajkovich, recording secretary; and Ceil Malkin, corresponding secretary.

The members of the executive council are: Amelia Crichlow, Henry Gerstman, Lester Marks, Edith Perota, Edward Powers, Alfred Robinson and Israel Silverberg.



# Public Sector

Official publication of  
The Civil Service Employees Association  
33 Elk Street, Albany, New York 12224

The Public Sector (445010) is published every Wednesday weekly except for Wednesdays after New Years, Memorial Day, Fourth of July and Labor Day for \$5 by the Civil Service Employees Association, 33 Elk Street, Albany, New York 12224.

Second Class Postage paid at Post Office, Albany, New York. Send address changes to The Public Sector, 33 Elk Street, Albany, New York 12224.

Publication office, 75 Champlain Street, Albany, New York 12204. Single copy Price 25¢

Thomas A. Clemente—Publisher

Roger A. Cole—Executive Editor

Dr. Gerald Alperstein—Associate Editor

Gwenn M. Belcourt—Associate Editor

Deborah Cassidy—Staff Writer

Dawn LePore—Staff Writer

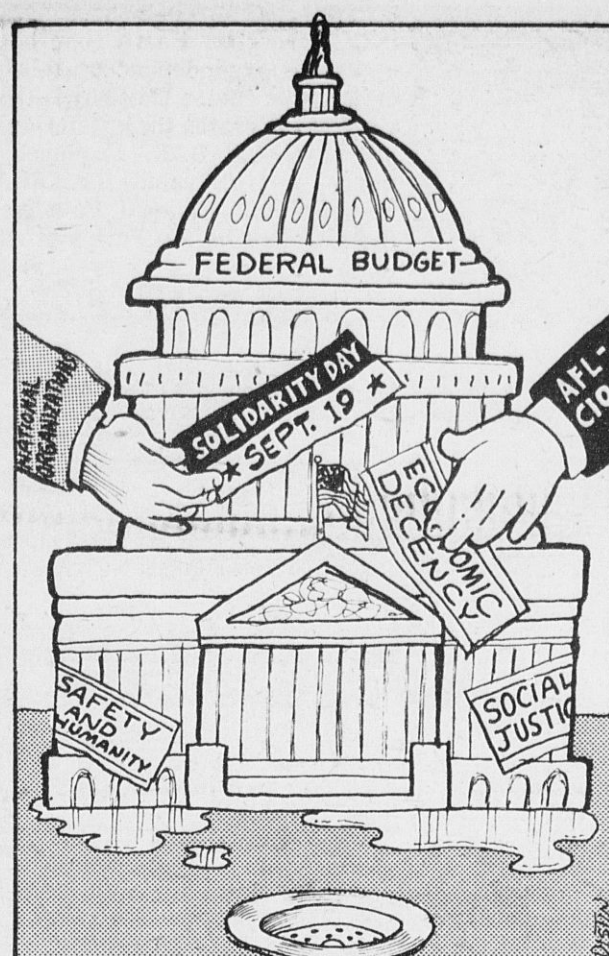
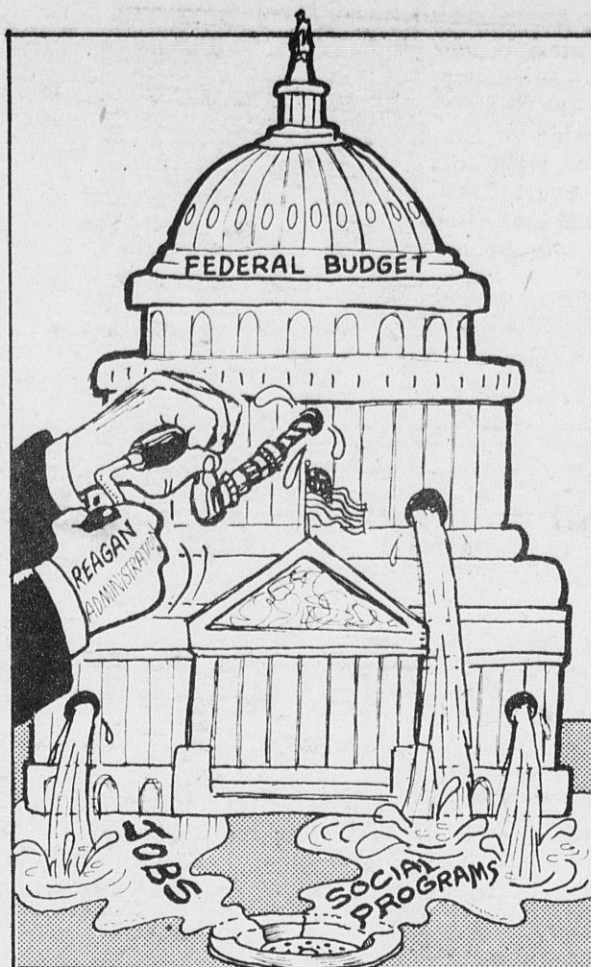
John L. Murphy—Staff Writer

Arden D. Lawand—Graphic Design

Dennis C. Mullahy—Production Coordinator



Published every Wednesday by Clarity Publishing, Inc. Publication Office, 75 Champlain Street, Albany, N.Y. 12204 (518) 465-4591



## World War I: Victory and defeat

It was a time of change in America. The United States fought a world war and voted in Prohibition. Women got the vote and Lindbergh flew the Atlantic.

When the nation entered World War I in 1917, the AFL cooperated with President Wilson to ensure industrial peace and a steady flow of military equipment and armaments. A wartime disputes board helped avoid strikes and maintain production, with the support and cooperation of the labor movement.

With the vast expansion of production, unions grew rapidly during the war-time years.

Symbolic recognition of labor's new status was President Wilson's visit to Buffalo in 1917 to address the annual AFL convention. This was the first time a President had made such an appearance. Since that time, almost every President, Republican and Democrat alike, has addressed major labor meetings.

During the War, AFL President Samuel Gompers worked hard and successfully for creation of the International Labor Organization, an inter-governmental body headquartered in Geneva, Switzerland. The ILO was designed to discuss international problems affecting workers and to seek the elevation of work standards and the rights of workers in every country.

The ILO was established under the Treaty of Versailles that followed World War I. Although the U.S. Senate refused to ratify the treaty (which also established the League of Nations), the American labor movement played an important role in ILO affairs beginning in 1934. The American role increased after World War II, when the ILO became a specialized international agency of the United Nations.

During the years following World War I, the labor movement suffered setbacks and difficulties.

While AFL membership had reached almost 4 million by 1919, postwar reaction from employers was strong. The AFL supported a strike of steelworkers committed to such goals as collective bargaining, wage increases, and the end of the 12-hour workday. The head of U.S. Steel refused to meet with striking workers. Instead, the company instituted a massive propaganda campaign, and utilized strikebreakers, spies, armed guards, and cooperative police departments. The strike failed.

Postwar depression brought wages down sharply, and unions lost about a million members from 1920 to 1923. Anti-union movements grew. The Russian Revolution in 1918 had caused a fear of "Bolsheviks," which was gleefully used by the anti-union forces. During this period, the president of the National Association of Manufacturers termed the trade union movement "an un-American, illegal and infamous conspiracy."

The "yellow dog contract," which workers had to sign in order to get a job, bound them never to join a union. At the same time, corporations promoted employee representation plans or company unions — generally useless imitations of the real thing.

The 1920s were a downhill decade for the labor movement, marked by virulent anti-unionism, growing unemployment, and the complacency of the Hoover administration.

### Gompers legend lives on

In 1924, long-time AFL President Samuel Gompers died, leaving a heritage of respect and a philosophy of trade unionism that still endures.

His successor was William Green, who

was born in Coshocton, Ohio, in 1873. He left school to become a coal miner and served as Mine Workers secretary/treasurer for a dozen years before being elected AFL president. He guided the Federation until his death in 1952.

# LABOR DAY

☆ *An Honor Well Earned* ☆

## THE AMERICAN LABOR MOVEMENT

### One hundred years of progress

As the American labor movement celebrates its Centennial in 1981, it is appropriate to look back at the history of the trade union movement in the United States to see where we've been, how far we've come, and where

we're going. These articles, sixth in a series, are condensed from the AFL-CIO publication "A Short History of American Labor," prepared for the 1981 Centennial.

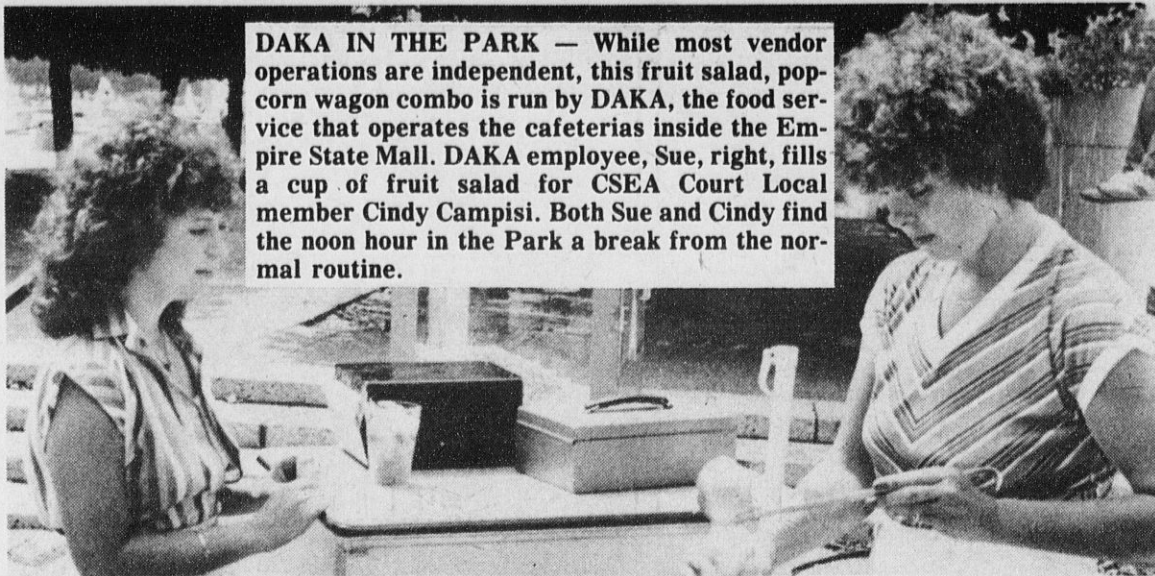
### AFL-CIO Centennial

... To the Union Men and Women  
Who Mine and Harvest ... Construct  
Our Buildings and Highways ...  
Make Our Manufactured Goods ...  
Provide Services in Both the Public  
and Private Sectors ... And  
Who Stand Up for Their Rights as  
Free Citizens.

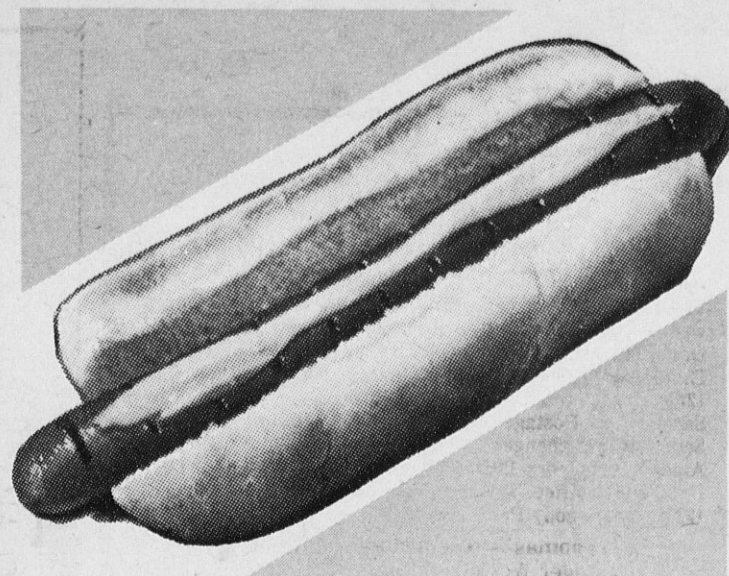
We Salute You.







**DAKA IN THE PARK** — While most vendor operations are independent, this fruit salad, popcorn wagon combo is run by DAKA, the food service that operates the cafeterias inside the Empire State Mall. DAKA employee, Sue, right, fills a cup of fruit salad for CSEA Court Local member Cindy Campisi. Both Sue and Cindy find the noon hour in the Park a break from the normal routine.



## Capitol Park comes alive

**Sunny lunch hours draw a dizzy array of vendors, tourists, workers-in what has become tradition**

By Daniel X. Campbell

ALBANY — At first glance, it looks like a country fair midway. Multi-colored umbrellas shade gaudy painted booths and vans from the glaring summer sun. Vendors assault the ears with shouts of "come on in, give us a try." Aromas of pizza, hot buttered popcorn, fried fish, and fresh ground coffee fill the air.

But the riotous mixture of sights, sounds and smells is in fact an everyday occurrence of an Albany summer. It's lunchtime in Capitol Park, a grassy square tucked between the Alfred E. Smith Office Building and the Capitol.

Crowding the scene to enjoy sun, food, and perhaps even a performance by a strolling musicians are hundreds of people ranging from lunching public employees to out-of-state visitors, from high-ranking state officials to neighborhood children.

As lunchtime approaches, public employees pour out of surrounding state office buildings and soon sit, lie or jog on every available surface from the sunny grass to the ledge of a fountain.

"You gotta get out of the office," one state worker explained. "The windows in those modern offices don't open to let fresh air in, so you gotta go out and get some fresh air."

"It's glorious," one secretary explained. "I've worked in a lot of agencies in the Albany area.



**OGS CREW ENJOYS PARK LUNCH** — Morton Zaretsky, and Randy Ross, left, order another hot dog from U.S. HOTDOG vendor Berry Wixson as John Adams and Rich Willey, right, enjoy the visual pleasures of luncheon in the Capitol Park.

But this is the only place where this could ever happen. It's a real treat to come out and see what's available for lunch."

"What's available" ranges from hot dogs to fresh fruit, from barbecue to Greek salads, from pastry to popcorn, from Italian sandwiches to Chinese concoctions.

Vendors line the streets alongside the park

with their vans, carts, camper coaches and stationwagons. Knowing that man does not live by bread alone, some enterprising vendors offer fresh cut flowers and hand-crafted jewelry. Catering to patrons who'd rather spend their lunchtimes working off pounds instead of putting them on, one van rents roller skates to those who want to whirl around the smooth stone expanses of the adjacent Empire State Mall.

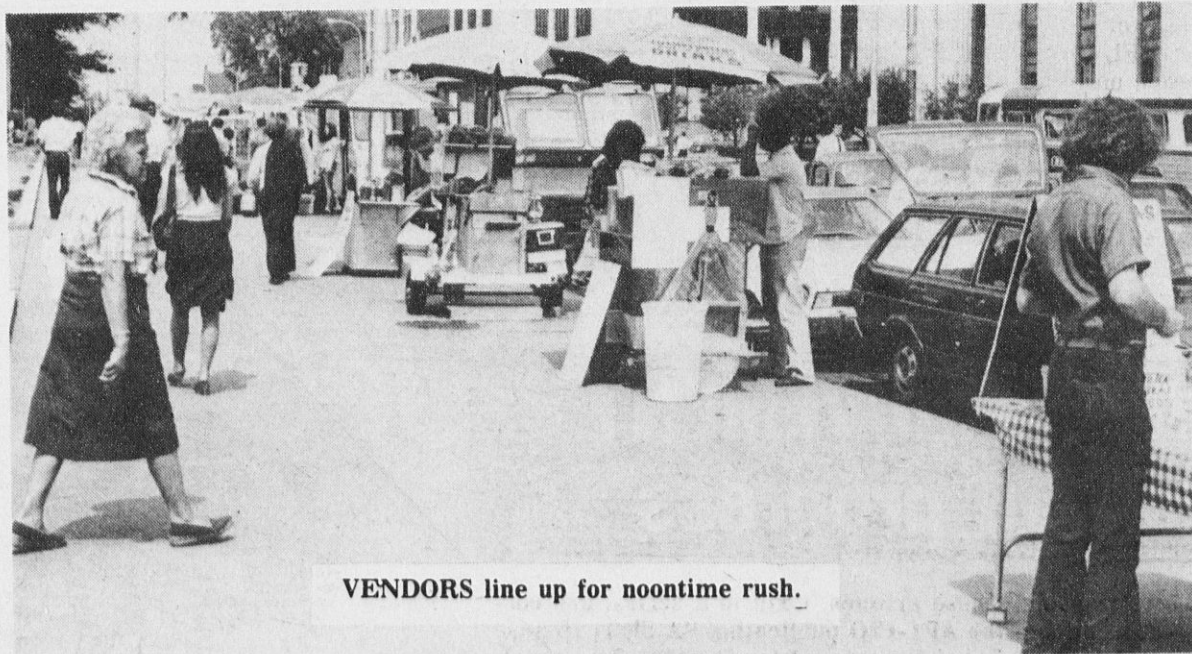
One threat to the daily ritual is the City of Albany policy of ticketing vehicles after a 90-minute free parking period. Under the policy, many of the park's vendors are faced with daily tickets and fines.

Randy Ross, a CSEA member from Office of General Services, suggested, "Why can't the City issue both vending permits and leased parking space permits so that the vendors don't get ticketed into leaving the park? Then we get the option to eat outside, and the City could make some money from the leases."

What happens when the vendors leave the park after the "season" ends in late September? CSEA member Rich Wiley explained, "We eat junk food, carry brown bag lunches, and wait for the park to come alive again in the spring."

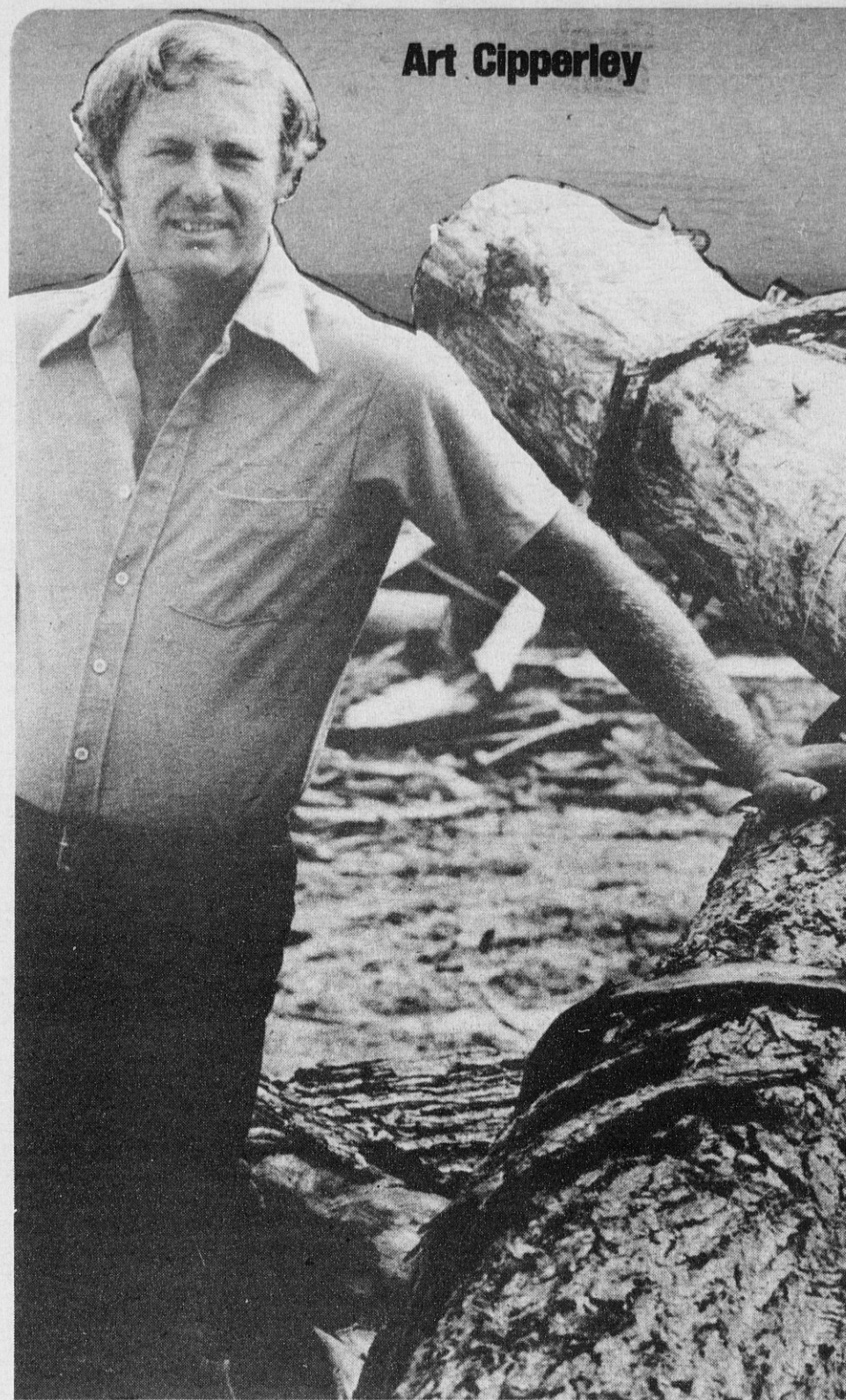
Two state workers — one male and one female — perhaps best summed up the major pasttime of the lunchtime-in-the-park enthusiasts.

"I like the girl-watching, the food and the fresh air, in any order," he said. And she replied, "The guy-watching is pretty good, too."



**VENDORS line up for noontime rush.**





Art Cipperley

## This husband-wife team of union activists pursue a wide variety of special interests

### An old-fashioned barn raising for a friend

EAST GREENBUSH — When an old friend's barn burned down several months ago, CSEA member Art Cipperley helped comfort his friend, clean out the debris and bury the horses that had died in the fire.

That was only the beginning.

Cipperley is now the overseer and driving force behind a regular, good old-fashioned community barn-raising to help rebuild the destroyed barn.

"I think it's fun, and there's a lot of community spirit," said Cipperley, a sandy-haired, blue-eyed man. "All the neighborhood kids who used to hang out at the barn are now helping. We're hoping it will be ready for the annual square dance in October."

Cipperley, a resident of East Greenbush, puts in three-and-a-half hours a day as a school bus driver. He is a member of the Rensselaer County Educational Employees CSEA Local 871 and recently ran, unsuccessfully, for vice president of the Averill Park Non-Instructional Unit.

He is also a fireman, and heard about the fully-involved fire on his fire monitor late one night. He immediately recognized it as his friend Ken Martin's property — a barn dating to the early 1800s, set on a historic site in the nearby town of Sand Lake.

"Ken called the next morning. He was in tears, really broke up. He said he lost five ponies and couldn't bear to look at the barn. So I went up later that morning, right after my bus run," said Cipperley.

"As we were cleaning up, Ken's brother and I joked about having a barn-raising. The neighbors though it was a great idea, so we stopped joking and went to work on it. That first Saturday we had 40 people working, and succeeded in framing the whole first floor."



ART CIPPERLEY, above, stands with logs in his sawmill, and right, he uses a saw to shape a log into a barn beam for use in an old-fashioned barn raising for a friend.

Articles by Tina Lincer First, CSEA Communications Associate



Carole Quinn

PORTRAIT OF A RACER — Carole Quinn is a school bus driver weekdays, but on weekends she races stock cars.

All of the beams and other materials for the barn — which will be three stories, including the loft — are being made in Cipperley's sawmill. The mill is located on his lush, 120-acre farm, Sunrise Hill, which he runs with his wife, Carole Quinn, also a CSEA member and school bus driver.

The barn is being put up with post and beam construction, using mortise and tenon joints, a way of interlocking wooden grooves and projections.

"There won't be any nails. It was that way originally and we want to make it exactly that way again," said Cipperley.

"Every one of these pins has to be handmade — cut of oak, split into eight sides and tapered with a drawknife," he explained.

The new barn will be 52 feet long by 27 feet wide.

"The day we put the second floor up, we expect to have a team of horses, with ropes and so forth, to be pulling the beams into place," the CSEA member said.

"And I imagine some of the other beams will just be done by the old lift-'em-by-hand way."

### Driving a bus, racing a car, showing horses: 'It's the ultimate in keeping yourself crazy'

EAST GREENBUSH — By day you'll find CSEA's Carole Quinn behind the wheel of a school bus, carefully driving children along rural roads to schools in Averill Park.

But come Saturday night, you'll find this spunky, 38-year-old mother of two behind the wheel of a blue Chevrolet, doing speeds of up to 90 miles an hour.

Carole is an avid stock car racer.

"I really like to drive fast, and you can't do it on the highway," she says. "It's just different and totally relaxing. You have to be very skillful and totally concentrate on what you're doing."

To CSEA members, Carole is best known as Treasurer of the Averill Park Non-Instructional Unit of CSEA Local 871, Rensselaer County Educational Employees. She is an outspoken union activist who recently helped stall the extension of a plan to contract out management of the school district's transportation department.

It was last year that Carole took that same "go-get-'em" attitude to the stock car course at Lebanon Valley Speedway, one of the biggest and most popular speedways in the Northeast.

"There are only three women on the track. It's considered very much a man's sport," she said. Then, with a throaty giggle, she added: "That's a good reason to be in it, right? I'm that kind of person — if I'm not supposed to be somewhere, I'll be there."

For Carole, the sport is also very much a family affair.

She races in the medium block category (there are small, medium and large blocks, according to the car's engine size), along with her two sons, Mark 17, and Matthew, 15.

Husband Art Cipperley, also a CSEA member and a school bus driver, built Carole's car, and serves as mechanic and chauffeur to the races.

Carole's ex-husband is also a racer, and he and his wife paint the cars and act as "general support people."

"We've involved a lot of nice people, and that's almost as much fun as the racing itself," Carole says.

"It gives my sons exposure to different people and a chance to work with grownups. We've always had a lot of kids involved, and that's important, too. My boys aren't lonely and someone else's kids are occupied."

Carole, an attractive woman with dark hair, dimples and piercing blue eyes, says neither she nor her kids have ever been injured from stock car racing.

The safety precautions are many. Drivers must wear special seat belts, helmets and a fire retardant suit. A protective bar called a roll cage is also built into the car.

Carole, who has placed as well as eighth out of some 25 racers, says she doesn't find any contradiction in her driving a school bus and racing cars.

"They're more similar than dissimilar," she says. "If you're not a good driver, if you're not safe and you're not cautious, then you don't survive on the track."

"Safety is probably more important on the track than on the school bus," she says. "If you ever forgot to fasten your seat belt and got hit, you'd be thrown out on the track and run over. It would be instant death."

Aside from driving the bus five hours a day and racing weekends, Carole spends her time running her Sunrise Hill Farm, raising and showing horses, giving riding classes and running a summer riding camp.

"We race cars on Saturday night and show horses on Sunday. It's the ultimate in keeping yourself crazy," she says.

### Political action plans discussed in Syracuse

CENTRAL NEW YORK MEMBERS of the Region V PACC met recently in Syracuse to discuss plans for upcoming elections. The coalition of State, County, City and Retiree representatives, seated left to right, include: John Ciciarelli, Syracuse Unit 7801-Local 834; Claire McGrath, Syracuse Local 013; James J. Moore, Region V President; Bob Vincent, Local 615 Upstate Medical Center; Lois Isaacs, Unit 9-Local 834. Standing, left to right, Mary McCarthy, Retirees Local 913; Suzanne Smith, Onondaga County Local 834; Jim Powers, PAC Vice-Chairperson, Local 424 Syracuse Developmental Center; Ken Bailey, Judicial Local 334; Jim Bishop, Tom Murphy, Dave Kennedy, Local 834; Betty Knickerbocker, Local 435 Hutchings Psychiatric Center. The coalition represents more than 10,000 CSEA members in the Central New York area of Region V.



### Westchester Local readies political action programs

WHITE PLAINS — Westchester County CSEA Local 860 Legislative and Political Action Committees met recently to organize the union's program for the upcoming elections.

Plans were formulated to hold Candidate Night programs to interview candidates in local races throughout the county, as well as county executive, board of legislators and judicial races.

Plans were also made to utilize a computerized listing of CSEA and AFSCME members living in Westchester County to work on behalf of endorsed candidates.

CONDUCTING Local 860's political action meeting were, from left, Pug Lanza, Local 860 Legislative Committee chairperson, and Eleanor McDonald, chairperson of Local 860's Political Action Committee.





## From Hell's Kitchen to union presidency

# A star athlete, a brawler; now he fights for workers

By Richard Chernela

NEW YORK CITY — Can a man who once beat Dodgers star pitcher Johnny Podres also win major victories over management?

The question brings a smile to the face of George Caloumeno, newly-elected president of Metropolitan Region II, but it is a smile that quickly changes to a frown as he turns the conversation to the problems of the membership. It is the membership, the rank and file of CSEA, for whom Caloumeno has been fighting since joining CSEA in 1973; and it is the rank and file that Caloumeno believes will be facing greater problems than ever in the next few years.

"Public employees everywhere are going to have to get together to fight the man who it is clear is our number one enemy — Ronald Reagan," Caloumeno says. "His budget cuts alone have the potential to devastate our membership. We're going to have to fight as never before not only to get decent raises for our people, but also just to save jobs."

Caloumeno pledges that he will put all the Region's resources, particularly political action, to work to deal with the problems public employees will have to face up to under Reagan's administration.

"Reagan's message to public employees is clear," Caloumeno says. "Public employees, go to hell!"

The animosity Caloumeno feels toward Reagan is a sharp contrast to his attitude toward the rank and file of CSEA.

"Our members are overworked, underpaid and unappreciated by management and the general public," he says. "I am deeply grateful to our members in Region II who have chosen me as their president. I pledge to each and every member that I will help them deal with the callous disregard management consistently displays for their problems."

Caloumeno brings to the office of regional

president a variety of experiences that he feels have prepared him for the tasks ahead.

A native New Yorker, Caloumeno grew up in Manhattan's Hell's Kitchen.

"Everyday after school I would get into a fight with a leader of a rival gang," he says recalling life in Hell's Kitchen. "It wasn't like today's gang wars, though. I would fight the leader of the other gang until one of us cried 'uncle.' If that wasn't bad enough for me, I would come home and my parents would beat me up for fighting."

Caloumeno graduated from Bryant High School where he excelled in baseball and basketball. He attended Long Island University on a basketball scholarship and received a bachelor's degree in engineering from New York University. He attended St. John's School of Law.

Caloumeno's ability and his love for sports lead him to baseball's minor leagues and semi-pro basketball. He played for the Gotham, of the Eastern Basketball League and he played minor league baseball in the New York Giants' farm system.

It was while he was with the Greensboro Mudcats that Caloumeno squared off against Johnny Podres.

"I beat him, but you could tell he was going to be a great pitcher," Caloumeno says barely able to conceal his pride. "Playing ball was a lot of fun, but I knew I'd never break into the big leagues."

Abandoning his athletic career, Caloumeno went to work for the Atomic Energy Commission, the forerunner of the Nuclear Regulatory Commission.

"This was in the mid-fifties, way before the days of OSHA," he says. "Lord knows the dangers of the things we were working with."

Caloumeno, though, learned as well as anyone could just how dangerous were those materials he was working with: an explosion of radioactive materials gave Caloumeno third degree burns over 80 per cent of his body.

"I was in the hospital for three years, six



George Caloumeno

months flat on my back," he says without any trace of bitterness.

That close a brush with death made Caloumeno "appreciate every day that I'm alive. I also developed a tremendous empathy for people."

Perhaps it was this empathy for people that motivated Caloumeno to throw himself full force into CSEA. While still a probationary employee, he became shop steward for the Department of Labor Local 350.

"Everyone said that I was crazy, that I would get fired," Caloumeno says. "Well, maybe I was crazy, but I didn't get fired. In fact, I have to say that I earned management's respect."

He also earned the respect of the membership of the local. He was appointed grievance chairman in 1976 and in 1979 Caloumeno was elected president of the local.

"I believe my own career in CSEA shows how democratic we are," Caloumeno says. "I rose from shop steward to the president of the region in eight years. I don't think that there's a union more democratic than CSEA."

Caloumeno sees the participation of the membership as the key to continuing CSEA's democratic traditions and the key to the union's strength.

He believes that CSEA "is only as good as its rank and file; the rank and file are the union. As a regional president I can't do anything unless the rank and file stands up with me."

Caloumeno intends to use labor/management meetings as the starting point in dealing with the everyday problems of CSEA members in Region II. He has offered to join the officer so every local in the region in their labor/management meetings, but he believes that the responsibility for solving problems starts with the membership.

"If members in the locals don't take responsibility, management will take it and our members will suffer," he says. "No field representative, grievance chairman or local president can see everything that goes on. Members have to stand up for themselves, bring their problems to their representatives, get involved in the union. That's what will make us stronger."



GETTING TOGETHER WITH THE Metropolitan Region II staff is new Region II President George Caloumeno, second left. With Caloumeno are, from left, Field Represen-

tative Bart Brier, Communications Associate Richard Chernela and Field Representatives Charles Bell and Al Sundmark.

**CALL US toll-free**  
**1-800-342-**

CSEA INFOLINE .....1-800-342-2027

A referral service when you need CSEA's help but don't know how to put your union to work for you.

CSEA SAFETY HOTLINE .....1-800-342-4824

The number to call when you encounter a safety or health problem on the job.

CSEA EMPLOYEE ASSISTANCE PROGRAM .....1-800-342-3565

A confidential source of help in dealing with personal, family or substance abuse problems.

BACHE, TER BUSH & POWELL .....1-800-342-6272

For answers on your questions about CSEA-sponsored Accident & Health, Supplemental Life and Family Protection insurance plans.





**CSEA DATA CENTER is buzz of activity. From left are Senior Data Entry Machine Operator Olive Rourke, Manager of Computer Services David Sparks, Data Entry Machine Operator Leona Terry, Computer Input-Output Clerk Leo Fisher, and Data Entry Machine Operators Minnie Brown and Jackie Perez.**

## STAFF PROFILE

## COMPUTER SERVICES

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

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

# Helping Locals better perform duties

## David Sparks' department updates data; ensures accuracy

CSEA's Computer Services Department may not be as visible or have as much personal contact with members as some of the other departments at Headquarters, but that doesn't lessen its importance in helping the union service some 220,000 members from day to day, month to month and year to year.

"Almost all of CSEA's recordkeeping is done on a computer," points out David Sparks, Manager of Computer Services. "If we didn't have computers to do the recordkeeping, due to the phenomenal size of CSEA you wouldn't be able to do it in as timely and accurate a manner as we're able to do it now."

"Unfortunately," adds Sparks, "I think we're most visible when there's a problem or a mistake."

Sparks and his staff of six — data entry machine operators and an input/output control clerk — are responsible for all the data processing at Headquarters. Among their many jobs is handling requests from Locals and Regions for computer-generated information, such as membership lists and mailing labels.

"These are things that will help the Locals better perform their duties, whether it be conducting an election or doing an informal mailing regarding a political issue," said Sparks. "We provide these things at cost, so we don't make any money on them."

Sparks' department also provides support services for other Headquarters departments. He works closely with Finance, which uses video display terminals for processing data for the general ledger and accounts payable. And there's a close relationship with Membership Records, where all membership and insurance data are kept on computer. Video display terminals are used for retrieving and updating various membership data by Headquarters personnel.

"We have a host of master files, as well as many, many hundreds of computer programs which operate against the data contained on the files," says Sparks. "We closely monitor the interaction between files and constantly validate the files, to help ensure their integrity and accuracy."

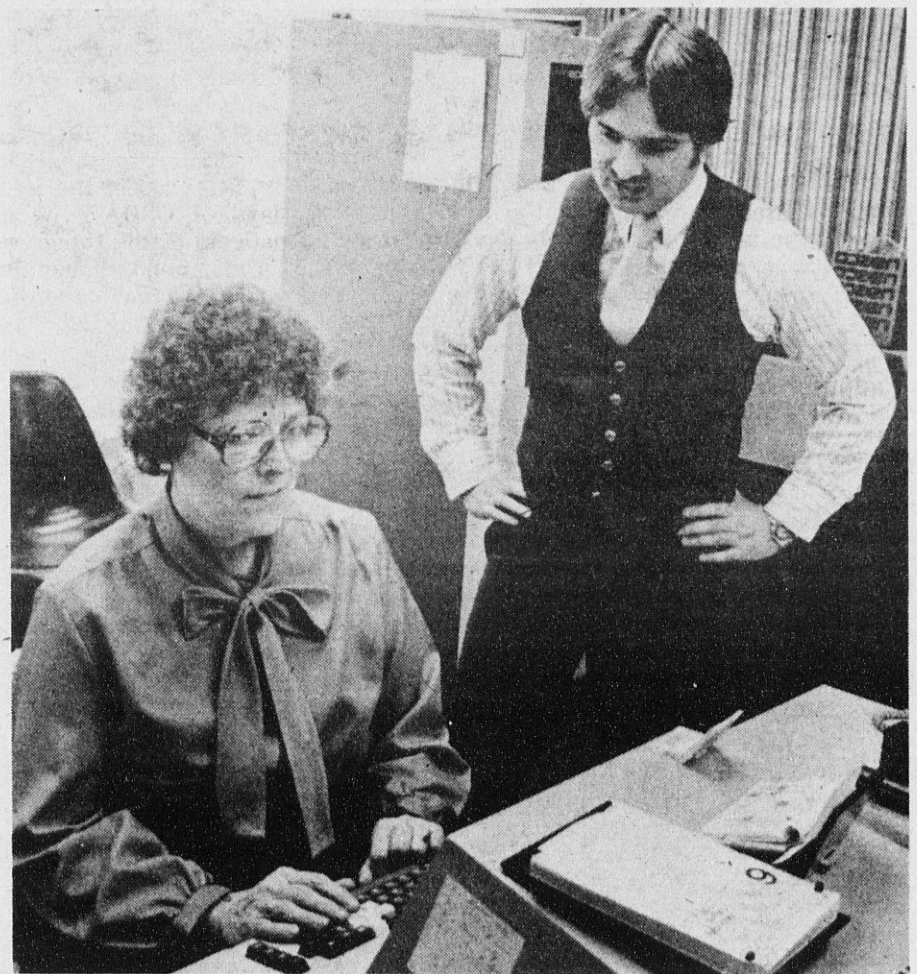
For the past two years, Sparks has been involved in establishing an "integrated data base system" for CSEA, bringing together all CSEA data files under computer system control.

"Technology is advancing by leaps and bounds," says Sparks. "By taking advantage of technology and applying it to our recordkeeping operations, we can provide more timely reports to the membership as well as to internal staff."

The Department is also involved in constant computer system improvements, in cooperation with the computer service bureau with which the union contracts for data processing services.

Computer output microfilm is also produced extensively for many Headquarters reports. "This is significant due to the large membership and recordkeeping needs of CSEA — especially when these reports must be stored for a period of time for future reference," said Sparks.

The department is always active providing support during statewide and local election periods. "There's a lot of auditing to be done to ensure that only those people who are eligible to vote can cast a vote," explained Sparks.



**DAVID SPARKS, Manager of Computer Services, watches as Senior Data Entry Machine Operator Olive Rourke checks an entry.**

The Computer Services Department also has been instrumental in providing mailing materials for such projects as challenges by competing unions. Recently, for example, it worked closely with the Communications and Member Services departments during a challenge by an independent employees group.

"We were able to obtain a personnel list of the people affected by the challenge," said Sparks, "and we converted that information to 'computer readable' material and sorted it to help zero in on geographical areas affected. My department was part of an overall effort in what amounted to a crisis-type situation."

The department has also compiled data for the Retirees, Education, Political Action and Legal departments. "A while back I sat down with Tony Campione (administrator for CSEA's Legal Assistance Program), and we were able to computerize material, which then showed a breakdown of where legal services are concentrated," said Sparks. This data can help Legal Assistance keep track of expenditures and highlight trends in legal assistance.



**STATEWIDE CSEA SECRETARY** IRENE CARR talks about the role of secretaries as Regional President Ray O'Connor listens. Special workshops were recently held in Fishkill and White Plains for local and unit secretaries in the Southern Region. Mrs. Carr emphasized that their role goes beyond organizing meetings and taking minutes, but also includes active participation in proceedings.



AMONG THOSE PRESENT WERE, Regional Treasurer Grace Woods, left, and Jeanette Dellolio of Helen Hayes Hospital Local 302.



ALSO PARTICIPATING WERE, from left, Darlene Cramer of Otisville Correctional Facility Local 169, and both Marian Bolack and Agnes Schmoll of Rockland County Local 844.

## BOCES Unit of Local 805 oks one-year pact; hikes included

**LITTLE VALLEY** — The Cattaraugus Board of Cooperative Educational Services (BOCES) Unit of Cattaraugus County CSEA Local 805 has agreed to terms of a one-year contract that increases wages by eight percent.

The new pact also includes a salary plan and two additional holidays for teacher aides; in-

**Donna Sherry attending S.U.**

## CSEA scholarship winner

**OGDENSBURG** — Donna Catherine Sherry, daughter of Mr. and Mrs. Thomas Sherry, 611 Patterson Street, Ogdensburg, has been named one of the 18 memorial scholarship winners by the Civil Service Employees Association (CSEA), New York State's largest public employee union.

The financial awards, named in honor of Irving Flaumenbaum, a former CSEA Regional President with a distinguished service career, are made to three outstanding students in each of six Statewide Regions, with a parent or guardian who is a member of the union.

Thomas Sherry is a stationary engineer at the St. Lawrence Psychiatric Center, and a member of CSEA Local 423.

Donna plans to attend Syracuse University with hope of eventually entering medical school.

George McCarthy, President of CSEA Local 423, recently presented Ms. Sherry with a check and merit certificate at an informal ceremony in Ogdensburg.



CSEA SCHOLARSHIP WINNER Donna Sherry, second from left, accepts her check and merit certificate from George McCarthy, President of CSEA Local 423 St. Lawrence Psychiatric Center, while her parents, Joan and Tom Sherry, look on with pride.

## Hempstead bargaining starts

**HEMPSTEAD** — The Town of Hempstead Unit of Nassau County CSEA Local 830 is about to enter negotiations, and Unit President Gus Nielsen says the union will be asking for a hefty wage hike and a return of the increment system for its 3,000 members.

"We will demand raises that surpass double digit inflation and will try to at least negotiate an increment system for all employees hired after 1975."

The first negotiations session is tentatively scheduled for the first week in September, with Nielsen and CSEA Field Representative Rigo Predonzas heading the negotiating team.

Other members of the unit's negotiating committee are Ben Bentivegna, Pat Caturano, John Aloisio, Ken Brotherton, Jeanne Cooke, Ted O'Rourke, Joe Maniscalco and Vinnie Palmere.

The current two-year contract expires December 31.

## Calendar of EVENTS

### SEPTEMBER

- 8 — Creedmoor Local 406 membership meeting, 5:30 p.m., Bldg. 71 basement.
- 11 — Region III Officer Training Seminar, 7 p.m., Bear Mountain Inn, Bear Mountain.
- 14 — Region I Meet the Democratic Candidates Night, 7-10 p.m., Holiday Inn, Hauppauge.
- 15 — Region III Executive Board meeting, 7:45 p.m., Holiday Inn, Fishkill.
- 15 — Region I Meet the Republican Candidates Night, 7-10 p.m., Holiday Inn, Hauppauge.
- 15 — Broome County Local 804 membership drive kickoff, 5:30 p.m., St. Patrick's Hall, Leroy Street, Binghamton. Open to all members and non-members.
- 16 — Creedmoor Local 406 membership meeting, 3:30 p.m., Auditorium, Howard Park.
- 23 — Region I EAP Update Meeting, 1 p.m., Region Headquarters, Hauppauge.
- 25-26 — Region VI meeting, Holiday Inn, Jamestown.
- 26 — Treasurers' Final Training Session, 9 a.m.-4 p.m., Musicara's Restaurant, Melville.

creases in meal and mileage allowances; an educational allowance and recall pay for maintenance workers and cleaners.

CSEA Field Representative Michael Painter said, "All kinds of inequities in contract language were rectified. I think we covered

all the prime concerns of the members."

Unit President Don Leiper agreed, describing the membership as "pretty happy" with the contract. "There were a lot of improvements for the teacher aides that were long overdue. The ratification vote was about 25 to two," he said.



# Region I members march with PATCO

BOHEMIA — More than 150 CSEA members from Long Island state, county and school district units recently demonstrated their solidarity with PATCO, the air flight traffic controllers union, by marching in a PATCO picket line at Islip-MacArthur Airport.

The CSEA members joined in the rally with about 700 other union members supporting the picket line in front of the New York Air Route Traffic Control Center near the main entrance to the airport.

CSEA Region I President Danny Donohue addressed the crowd, saying "Our combined presence here today signals what is to come on Solidarity Day, September 19, when we all go down to Washington to put up the biggest picket line this nation has ever seen."

Other unions marching with CSEA members in support of PATCO included The American Federation of Government Employees, the United Aviation Professionals, and several teachers' unions.

## Dudley Kinsley on the line daily; vows to march until strike is over

MINEOLA — Dudley Kinsley, the former president of the General Services unit of Mineola Local 830 has vowed to walk the PATCO picket line until the dispute between the Government and the Air Traffic Controllers is settled.

"I'll stay with it until the strike ends, or I retire, or die; whichever comes first," he said.

Mr. Kinsley, who is administrative assistant to Local 830 president Jerry Donahue, said he plans to walk the PATCO picket line between 7 and 8 a.m. every morning at the Air Traffic Control Center, Carle Place, which is near the CSEA office.



DUDLEY KINSLEY, right, newly named administrative assistant to Nassau County Local 830 President Jerry Donahue, left, is shown working with Secretary Anne Habeeb in the CSEA office in Nassau County. A former CSEA unit president, Dudley is walking the PATCO picket line every day and has pledged to continue to do so daily until the labor dispute ends.



REGION VI TREASURER Barbara Fauser, left, swears in Local 012 Officers Sylvia Ebersold, Patrick O'Connor, Ann Cotter, Richard Jackson, Josephine Giangregorio and Delores Carbone.

## Rochester Local urges support for controllers

ROCHESTER — It was pleasure with a little business mixed in when the members of Rochester Local 012 called their annual summer party dinner to order so that their recently elected officers could be sworn in.

The occasion also gave the 110 in attendance the opportunity to hear of union activities in support of the Professional Air Traffic Controllers Organization (PATCO) strike and the planned Labor Solidarity Day, September 19 in Washington D.C.

Local President Sylvia Ebersold urged her members to "support our fellow public employees, because the union-busting tactics being used by the federal administration against PATCO may be soon staring us in the face."

She told of herself and other Region members walking the picket lines with the striking air controllers.

Statewide CSEA Treasurer Jack Gallagher urged the members to plan for being in Washington for Solidarity Day.

He gave an outline of the planned number of buses and accommodations that will be in effect, to be confirmed later by Region President Robert Latimer.

The newly elected officers of Rochester Local 012 are President Ebersold, Executive Vice President Patrick O'Connor, Treasurer Richard Jackson, Secretary Ann M. Cotter, and Delegates Delores Carbone and Josephine Giangregorio.

The Local's Nominating Committee was chaired by Red Mercer and included Steve Dapcic, Clara Foster and Juanita Wilson.

The Election Committee included Rosa Arena and Joan Schneider and was chaired by Bertha King.

## NYC field job available

The Civil Service Employees Assn. is accepting resumes for the position of Field Representative in New York City. The Field Representative serves the union membership and local officers in various areas of labor, grievance handling, writing of work contracts and the administration of same, development of membership program activities and assisting to promote the labor organization in its endeavors.

The position requires occasional travel. Excellent compensation package.

Minimum qualifications include graduation from a recognized college or university, two years of responsible business or investigative experience involving public contact, preferably in a labor environment. Must possess a valid New York State drivers license.

Send resume by September 11, 1981, to Personnel Director, Civil Service Employees Association, P.O. Box 125, Capitol Station, Albany, N.Y. 12224.

## Congdon endorsement sought

BALLSTON SPA — At Public Sector presstime, the Political Action Committee of the Saratoga County Local of the Civil Service Employees Association was seeking the approval of the Capital Region PAC of its recommendation for an endorsement of R. Gardner Congdon in the September 10th Republican Primary contest for

Supervisor from the Town of Moreau, Saratoga County.

Congdon was recommended by the Saratoga CSEA/PAC based on his record of support for fair treatment of public employees and his stand on important issues facing both the public and the public work force in Saratoga County.



# Maureen makes a difference

**'and then it all came out — the whole story he had been unable to tell anyone before.'**



**MAUREEN DUGGAN** discusses an employee's personal problem in an effort to help the employee correct the situation.

By Hugh O'Haire

CSEA Communications Associate

HAUPPAUGE — It was him again. The same voice choked with pain. The same first name and a few digits of his phone number mumbled into the phone before he hung up. And each night he called, he was more drunk than before.

Maureen Duggan Employee Assistance Program representative on Long Island, listened to the rest of her message on the 24-hour phone in the Employees Assistance Office in CSEA's Region I, wondering all the time how long the caller would allow his fear to smother his cry for help. It had been going on for 10 days.

Finally, a breakthrough. One morning, the employee called from a pay phone. Maureen answered. This time, instead of mumbling into a recording device, the caller was talking to another human being, sharing his pain.

"So he wouldn't feel ashamed, I said I had been unable to call back because my recording device was not working properly and I didn't get his full number. That broke the ice. He started to cry. And then it all came out — the whole story he had been unable to tell anyone before," she said.

Contact with another human being having been made, the employee had taken the first and key step on the path to recovery. In contacting Maureen Duggan, the employee reached a trained specialist in helping others overcome a variety of problems from alcoholism to mental depression.

After listening to the employee's symptoms, Maureen, a Licensed Practical Nurse, carefully explained what treatment she recommended and what it would be like. The employee finally agreed to enter a hospital that specialized in care for alcoholic and chemically-dependent patients.

In the meantime, but with his permission, Maureen called his employer and advised them that he was seeking help. She discovered that the employee was about to be fired for calling in sick for more than a month. After some hard bargaining by Maureen, the employer agreed to drop the charges against the employee and place him on disability with half-pay while he recuperated.

The employee is now at his job and considered well on the way to recovery. Maureen still carefully checks the employee's progress in the hospital aftercare program and with Alcoholics Anonymous. Follow-up is also part of the EAP routine.

The fortunate employee is part of the estimated 15 percent of the Civil Service workforce suffering from alcoholism, drug abuse, family stress and mental or emotional problems that the CSEA Employee Assistance Program is trying to help. Established last year by CSEA President William McGowan and Governor Hugh Carey, the CSEA/EAP program is funded by a three-year grant from the State Division of Alcohol and Substance Abuse.

As regional EAP coordinator for Long Island, Maureen has met with

chapter presidents and management in each government agency on Long Island to set-up joint labor-management committees which oversee the EAP program.

The basic concept is to aid employees to get help before their problems jeopardize their jobs and to overcome the natural fear and embarrassment employees feel revealing their problems, especially to management. The EAP reps are union members and the hope is that employees in trouble will be able to turn to a concerned co-worker for help.

There were several EAP programs funded by the State that pre-date the CSEA program. Betty Duffy, former Pilgrim Local 418 president served as an EAP coordinator at Pilgrim before her retirement, and Ray Decker, Region 10 Department of Transportation, ran the DOT's EAP program for 5 years. Maureen is training several CSEA/EAP reps including Juanita McCalvin of the Suffolk Developmental Center, and Patricia Yohaus, and Joan Johnson of Pilgrim Local 418, and she has also set up EAP committees in Kings Park, Central Islip, Pilgrim Psychiatric Centers and the State University at Stony Brook. While she is training EAP reps, Maureen is running the referral program by herself.

EAP reps are taught by Maureen to analyze an employee's problem and refer it to an appropriate hospital, public agency or service groups like AA for treatment. All EAP reps observe total confidence, only breaking an employee's anonymity with their permission — usually to save their jobs.

While many employees think that EAP is primarily concerned with alcoholism and drug abuse, there are many other problems that affect private lives and job performance that can be treated under the program, Maureen says.

In one case, an employee and his wife lost their baby to sudden infant death and then lost a second child in the same manner. The employee was so emotionally crushed by the experience that he was unable to concentrate on his work. He would drive to his job, "like a zombie," Maureen recalled, and then not remember how he got there.

Maureen referred the employee and his wife to a group of other people who had similar experiences. They were able to share the couple's anguish and help them readjust to life. The couple has since been able to return to a normal life.

A Huntington resident, Maureen operated the adolescent alcohol abuse program there before joining the CSEA/EAP program in 1981. In addition to her LPN degree, she holds an AA degree in business, has studied alcohol treatment at Rutgers University and is completing her masters degree in social work at the State University of New York at Stony Brook. She can be reached, 24-hours a day, at a special Hot-line at CSEA Region Headquarters in Hauppauge at 516 435-0967.

**“Buy union products and services as you would have union wages paid unto you.”**

**Union Label Week  
Sept. 7-12, 1981**