

Public SECTOR

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Remember to vote? Deadline is near in union election

Just a reminder, but ballots are due back not later than 6 p.m., June 22, in CSEA's elections to designate new union regional officers, members of the State Executive Committee, and county educational representatives. Ballots were mailed to eligible members on May 14. Eligible voters who have not received an official ballot may request a replacement ballot through their CSEA regional office. Ballots are scheduled to be counted on June 26.

Repeal of reimbursement cap significant victory in war against contracting out

ALBANY — CSEA has overcome another anti-union statute in New York State by successfully campaigning to end a "seven percent cap" on transportation reimbursements to school districts that encouraged schools to "contract-out" for bus service.

"Repeal of the seven percent cap isn't the end of the war against contracting-out in school districts," said CSEA President William L. McGowan, "but is one of the most decisive victories that we have won to date. It will provide additional encouragement to continue our battles for parity in transportation aid, the last stronghold of 'contracting-out' advocates."

Repeal of the aid cap was contained in budget legislation passed by the Senate and Assembly and signed into law by Gov. Hugh L. Carey. In addition to ending the cap, the legislation provides an additional \$68 million in badly needed transportation aid to school districts across the state.

"The problem with the cap in addition to the fiscal hardship it caused for school districts and our members in those districts was based on favoritism by the State Education Department toward private contractors," explains Larry Scanlon, CSEA's Coordinator of School District Affairs.

"The cap was an attempt to control transportation cost increases by limiting the annual increase in transportation aid from the state to school districts to seven percent more than the preceding year. While this was bad enough, the Education Commissioner then issued 'rules' that exempted

contracted-out transportation costs from the cap," Scanlon said. "The effect was while school districts who maintained their own transportation system were limited on increasing reimbursements, districts that contracted out were exempt. It was another encouragement to districts to contract-out."

Elimination of the cap was one of CSEA's legislative goals this year, a goal now realized. The repeal of the unfair cap was not the only victory. New aid formulas allow districts to receive state aid for some transportation related salaries that previously were not aided. This further erodes the "contract-out" bias of the past.

"These victories are very encouraging," Scanlon says, "but we still have a long way to go. Even now the State of New York refuses to aid school districts for fringe benefit costs for district transportation workers, but the Commissioner's rules allow aid for fringe benefits for "contracted-out" workers. This inequity, coupled with other bias like aiding contractors for equipment, but not aiding district owned equipment, continues to encourage districts to dump their transportation programs and contract-out for cheaper, but far inferior, private sector transportation. Our parity bill would aid equally regardless of who operated the system."

There is more than CSEA's concern for its members at stake here. As the CSEA school district authority puts it, "Without the bias of the present rules, private contractors couldn't rip off their profits and would back out of school transportation. They haven't until now because, whether they know it or not, the people of this state are subsidizing the profits of private school bus operators at the expense of hard working public employees."

CSEA lobbyists, joined by school district members, continue to lobby for passage of the union's transportation aid parity bills.

Union in court to support OSHA standards in lawsuit

CSEA has joined in a lawsuit in support of the Occupational Safety and Health Act (OSHA), which is now being challenged by several groups.

In an Article 78 proceeding, the New York State Coalition of Public Employers has challenged the promulgation of OSHA standards by the state Department of Labor.

The proceeding alleges that the Department of Labor did not follow proper procedures in implementing OSHA — that, among other things, it failed to comply with a proper freedom of information request by the Coalition; did not do a regulatory impact statement; and refused to transmit the actual text of the standards to the Department of State for proper filing.

CSEA's legal firm, Roemer and Featherstonhaugh, recently submitted a brief in Albany County Supreme Court in support of the state Industrial Commissioner and the OSHA standards.

The Attorney General has also been notified of the significance of the case, and CSEA's attorneys will monitor its progress and provide aid and comment to the Attorney General where necessary.

The New York State Coalition of Public Employers consists of the New York State Association of Counties; the Association of Towns of the State of New York; the New York Conference of Mayors and Other Municipal Officials; and the New York State School Boards Association, Inc.

Other petitioners in the case include the boards of education of the Brunswick Central School District and the North Rose-Wolcott Central School District.

The OSHA Law, which went into effect January 1, extends the federal work safety rules to public employees in New York State.

"Frankly, I think this lawsuit is an attempt, primarily on the part of the School Boards Association, to restage a battle lost last year in the Legislature," said CSEA Attorney Stephen J. Wiley. "The School Boards Association seems to be unable to get over the fact that OSHA does cover the public employees of educational institutions."

"In sum," said Wiley, "this proceeding is an attempt to delay the implementation of OSHA by complaining about the procedures followed by the Department of Labor in adopting its plan."

State employees will get cost of living adjustment payment

ALBANY — State employees represented by CSEA will be receiving lump sum, retroactive salary increase checks this month as part of the union's cost of living adjustment provisions in contracts covering the Administrative, Institutional and Operational bargaining units.

The state Department of Audit and Control will issue checks dated June 9 to state employees on the Administrative payroll sometime during the end of the week beginning June 8. State workers on the Institutional payroll will receive retroactive checks dated June 16, during the end of the week beginning June 15.

In both cases these checks will be separate from regular paychecks. The amount of the checks will vary widely based upon the earning of the employees in the last fiscal year and the amount of payroll deductions normally taken from the employee's salary. Basically, however, the checks should represent 5.25 percent of an employees earnings during the state's 1980-81 fiscal year.

Audit and Control will make tax deductions based upon the employee's income over the last 26 pay periods so that the total amount deducted will be roughly equal to what would have been deducted had the increase been spread over that period and be the minimum deduction allowed by law.

**Social Security benefit cuts —
Harmful to everyone, especially
public sector retirees. Page 8.**

Apologetic Downstate management vows to stop threats, harassment of workers

NEW YORK CITY — A meeting between CSEA representatives of Metropolitan Region II and Downstate Medical Center administration has drawn an apology from the Downstate administration for the derogatory, inhumane treatment Downstate housekeeping employees have been subjected to by housekeeping management. More important, the administration pledged to put a stop to the threats and intimidation directed against the housekeeping staff by management. The administration further pledged to stick to the spirit and letter of collective bargaining agreements between CSEA and the State.

At a special meeting of the housekeeping staff called to get input from employees for the meeting with administration, Metropolitan Region II director George Bispham, Downstate Local 646 president Frances DuBose, and field representative Bart Brier learned of the abuse suffered by Downstate housekeeping employees and of contract violations in regard to vacation scheduling in the housekeeping department.

Downstate housekeeping employees told of:

- threats by management against employees who discussed their problems with union representatives,
- favoritism in promotions and transfers,
- subversion of procedures for establishing pass days, and
- clear-cut contract violations in vacation scheduling.

"The Downstate administration promised to put a stop to the repulsive, anti-union practices of housekeeping management and to make sure that the management follows the contract," Bispham said.

One of the complaints of the housekeeping staff has been the way in which management handles vacation scheduling. When an employee requested four consecutive weeks of vacation, housekeeping management told the employee that it is the policy of Downstate housekeeping department that employees could not take four consecutive weeks of vacation.

"This created a hardship for many housekeeping employees who need four weeks of vacation to visit relatives in other countries," Bispham said.

Bispham reported that as a result of negotiations with Downstate administration, any Downstate employee who requests four consecutive weeks of vacation to visit family in another country will have the right to justify the request to administration. Downstate Local 646 will provide the employee with representation before the administration.

"We will continue to work with the administration to resolve labor relations problems at Downstate to try to avoid having to file grievances," Bispham said.

Bispham also praised the housekeeping staff for their courage in refusing to give in to threats and intimidation.

Region One elections show three new local presidents

AMITYVILLE — Three new presidents were selected and one incumbent returned to office in elections for officers of State Locals on Long Island last month.

Arthur Loving was returned as president of Local 102, Parks and Recreation unit, while Joseph Noya was elected president of Pilgrim Psychiatric Local 418, George Donovan was elected president of Local 404, Central Islip Psychiatric Center, and Carl Fennell was elected president of Local 411, Kings Park Psychiatric Center.

Mr. Loving received 68 votes to edge out Pete Higgerson for president of Local 102. Other Local 102 officers elected include: Al Kosiczky, first vice president; Ron Soricelli, second vice president; Ethel Stachan, secretary; and Eric Broecker, treasurer.

In the three-way race for president of the Pilgrim local, Joe Noya received 638 votes to defeat incumbent Billy Chacons who had 468 votes. John

Mills received 192 votes for president. Other officers elected were: Crawford McPhatter, first vice president; Sylvia Weinstock, second vice president; Mike Stekardis, third vice president; Rudy Perrone, fourth vice president; Carol Guardiano, secretary; and Oradel Fuchs, treasurer.

In the Central Islip contest, George Donovan won as president with 217 votes to incumbent Jim Forsyth's 187 votes. Also elected were: Terence Shaughnessy, first vice president, Carmen Perkins, second vice president; Pat Buret, secretary; and Margaret Spinke, treasurer.

Carl Fennell, who received 452 votes, ousted Tony Bentivegna, who got 323 votes, as president at Kings Park, while Pete Coperaino received 48 votes. Other officers elected were: Leroy Dewitt, executive vice president, Almaade Wimbish, institutional vice president; Tanya Ann Lowe, administrative vice president; Albert Cuillo, operational vice president; Fay Kraus, treasurer; and Betty Healy, secretary.



RAMONA GALLAGHER, left, discusses various aspects of political action at Local 860-sponsored seminar recently. Watching the presentation are Local 860 President Pat Mascioli; Local 860 Treasurer and Political Action Chairperson Eleanor McDonald, and Local 860 Second Vice President Janice Schaff.

State PAC hosts seminar

WHITE PLAINS — Westchester County CSEA Local 860 recently hosted a seminar on political action organization and activities, with Ramona Gallagher as guest speaker. Ms. Gallagher is statewide CSEA political action committee training specialist.

Ms. Gallagher spoke on how to organize activities prior to election. She covered topics on voter registration, how to utilize union resources through proper chain of command, what it means to participate in political action, and methods of funding.

The seminar was attended by members of the Local's PAC, Region PAC's and Local 860 officers and executive committee members.



MEETING FINANCES — CSEA conducts workshops in the spring months for delegates from CSEA's state and county divisions where educational sessions, staff accessibility, and sharing of problem solving experiences helps keep union activists on top of problems and ready with new solutions. Discussing the financial aspects of these sessions at a recent Board of Directors meeting in Albany are CSEA Statewide Treasurer F. John Gallagher, left, and CSEA Convention Committee Chairman Richard Tarmey.

Saratoga workforce protests county official's statement

'I do NOT average \$10,500 per year!'

BALLSTON SPA — Lapel stickers, hundreds of hand-written letters and intense mediation efforts all played a role in achieving a tentative agreement in the contract dispute between the CSEA Saratoga County Local and the county administration.

The Saratoga County Local had planned to spend April preparing its case for May fact-finding sessions. However, when County Chairman Frederick McNeary issued a press statement alleging the average salary of the work force was \$10,500 per year, the Local membership wanted to correct the misinformation and the impression it would make on area taxpayers.

The local's Crisis Committee developed a lapel sticker which stated: "Mr. McNeary: I do NOT average \$10,500 per year!" These stickers were worn by employees who were prepared to tell any questioning individual exactly what their county salary was. This action helped the membership regain public support.

In an effort to communicate directly with the 23 members of the Saratoga County Board of Supervisors, the Crisis Committee suggested a letter campaign, which grew into a hand-written letter campaign generating several hundred letters to the Board Chairman with copies sent to each Board member. These letters were delivered on the first day of formal fact-finding.

Seth Towse, fact finder appointed by the Public Employment Relations Board, began his fact-finding by attempting a last ditch mediation effort on minor matters in the disputed bargaining package. These efforts became characterized by Towse scurrying between the CSEA team and the county administration. Three such sessions resulted in a tentative settlement.

A comprehensive explanation of the tentative agreement will be presented to the county membership in early June.



CSEA MAIL CALL — Sue Briggs, left, and John Miller, right, members of the CSEA Saratoga County Local negotiating team review the contents of a few of the hundreds of letters CSEA members wrote to the Saratoga County Board of Supervisors before delivering packages of mail to each of the 23 elected officials.



SYRACUSE CLERICAL UNIT 9 retirees recently honored were, seated, left to right: Helen Russell, Margaret Fiust, Beth MacBain. Standing, left to right: Evelyn Zaleon, Local 834 President Thomas Murphy, Margaret Mahern, Joseph Przewlocki, Helen Gile, and Unit 9 President Lois Isaacs. They represent 159 years of combined service to the Syracuse City School District.

Syracuse Local 834 pays tribute to retirees

SYRACUSE — More than 65 members and guests of Syracuse City Schools Clerical Unit 9 of CSEA Local 834 attended a recent dinner at the Syracuse Airport Inn to honor seven retirees.

In paying tribute to the honorees, Lois Isaacs, Unit 9 President, said they represented more than 159 years of combined service to the Syracuse City School District.

The retirees included Helen Russell, 22 years; Margaret Fiust, 27 years; Beth MacBain, 26 years; Evelyn Zaleon, 25 years; Margaret Mahern, 24 years; Joseph Przewlocki, 16 years; Helen Gile, 19 years.

Tom Murphy, President of Onondaga County CSEA Local 834, expressed best wishes to the retirees, and also took the opportunity to compliment the officers and unit membership for their continued dedication to CSEA and steadfast determination during the Unit's contract dispute in September, 1980.

Following the dinner, new Unit Officers were installed by Mr. Murphy. Named to serve two-year terms were: Lois Isaacs, President; Nick DiBello, Vice-President; Eve Falso, Treasurer; Linda McClellan, Corresponding Secretary; Georgianna Pinkard, Recording Secretary; Millie Behling, Political Action Representative.

Across-the-board wage increases slated for Fulton-Montgomery

AMSTERDAM — A four-year contract containing across the board wage increases ranging from \$760 to \$1,015, in addition to cost of living adjustments in the third and fourth years, has been ratified by members of the Fulton-Montgomery Community College Unit Civil Service Employees Assn.

Specifically, the agreement calls for raises of \$760 in the first year; \$810 for the second, \$930 for the third and \$1,015 for the fourth. If the cost of living rises above 12 percent during the third year of the contract and 16 percent during the fourth year, pre-calculated adjustments will be added to salary schedules for each year, according to a contract provision.

Improvements in the language covering vacations, unused sick leave and shift differential payments is also included in the document. And all existing benefits will be retained.

According to Capital Region CSEA Field Representative John Cummings, who assisted the negotiating team, talks went to impasse sometime before the ratification, but were resumed before the fact-finding sessions began. The impasse resulted from disagreements over money and management's attempt to take away a snow emergency day provision.

Members of the negotiating committee were John Trzaskos, Rick Van Nostrand and Al Kaiser. The bargaining unit includes maintenance and custodial workers at the college.

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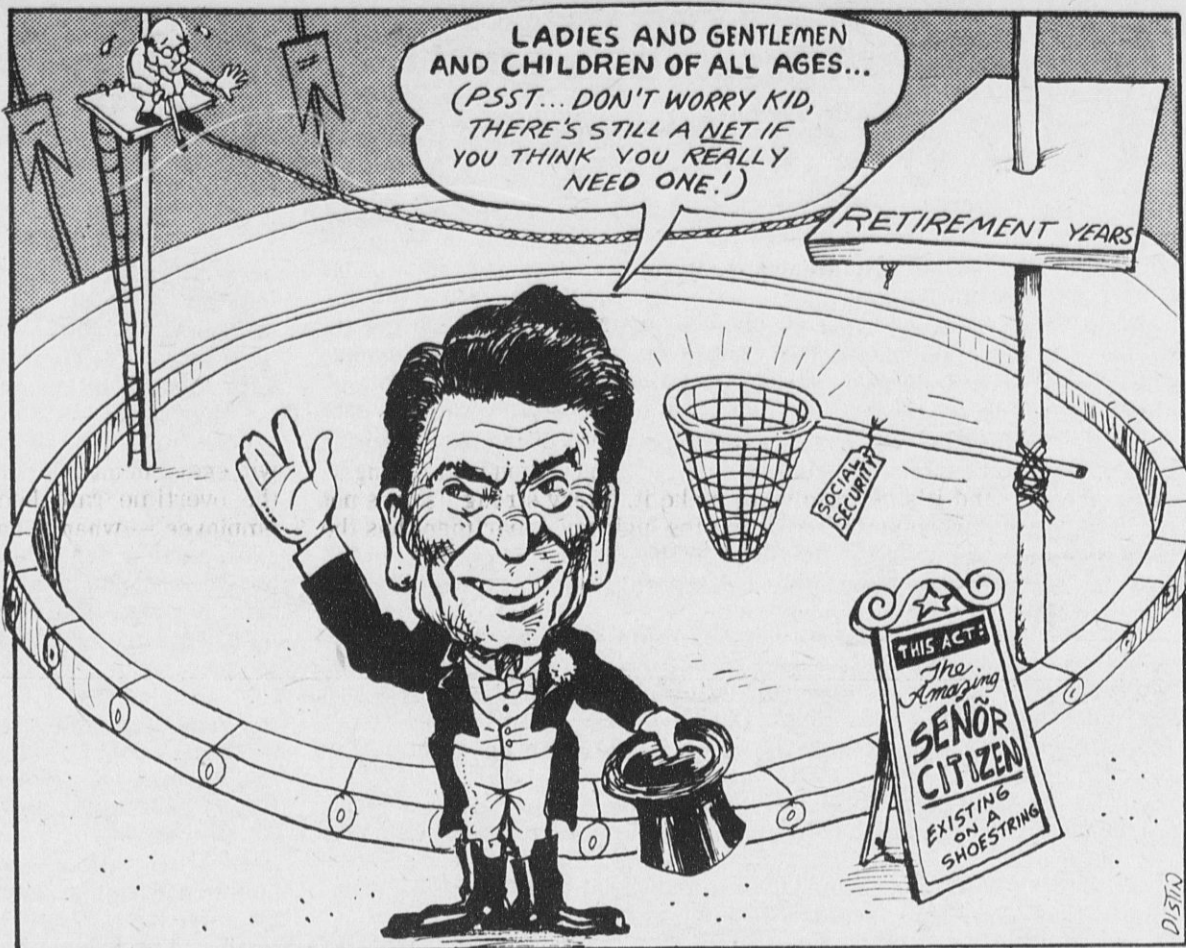
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Calendar of EVENTS

June

- 3—Long Island Region I Mental Hygiene Task Force, noon, Region I satellite office, Hauppauge.
- 6—Cortland County Local 812 retirees dinner, 6 p.m., Loyal Order of Moose Club, South Main St., Cortland.
- 7—Broome County Local 804 Annual Picnic, noon-6 p.m., Glendale Park, Endicott.
- 15—Long Island Region I Executive Board meeting, 7 p.m., Machinists Hall, Melville.
- 19—Office of General Services Local 660-CSEA picnic, noon to 5 p.m., food; activities 'til 9 p.m. Western Turnpike Golf Course, Guilderland. Jim Rockwell, chairman.
- 20—Local 424 Syracuse Developmental Center Annual Dinner Dance and Installation, 6:30 p.m., Carmen's Restaurant, Bridge St., Solvay.
- 24—New York State Bridge Authority Local 050 installation of officers and annual clambake, 1 p.m., Kingston.
- 25—Westchester Retirees Local 921 Installation Meeting, 1:30 p.m., Rochambeau School, White Plains.
- 26—Pilgrim Psychiatric Center Local 418 installation dinner dance, 8 p.m., Huntington Town House, Huntington.
- 27—Long Island Region I officer training workshop, 8 a.m., Holiday Inn, Hauppauge.

July

- 1—Long Island Region I Mental Hygiene Task Force meeting, noon, Satellite Office, Hauppauge.
- 25—Long Island Region I local treasurers workshop, 9 a.m., Holiday Inn, Hauppauge.



JOINING ROCKLAND PSYCHIATRIC CENTER Local 421 President Eva Katz, front, are three recent retirees from the facility with 78 years of State service, from left, Kenneth Duncan, Calpurnie Jarrett and Walter Ozemba. Local 421 honored the trio with a party.

Buffalo telethon to benefit the Polish labor movement

BUFFALO — An appeal for CSEA members to contribute to a telethon to benefit the Polish labor movement has been issued by CSEA Western Region President Robert Lattimer. The telethon will be aired from 8 to 10 p.m. Friday, June 5, on WGR-TV, Channel 2, Buffalo.

Lattimer said checks may be mailed to: RX for Poland, % Manufacturers Hanover Bank, P.O. Box 1391, Buffalo, N.Y. 14212.

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PARTICIPANTS in a CSEA Region V Women's Committee workshop on "Assertiveness Training for Women" held recently in Watertown included, from left, Marsha Anderson, AFSCME Assistant Director of Education; CSEA Director of Education Thomas Quimby; and Region V Women's Committee Chairperson Marie Oakes.

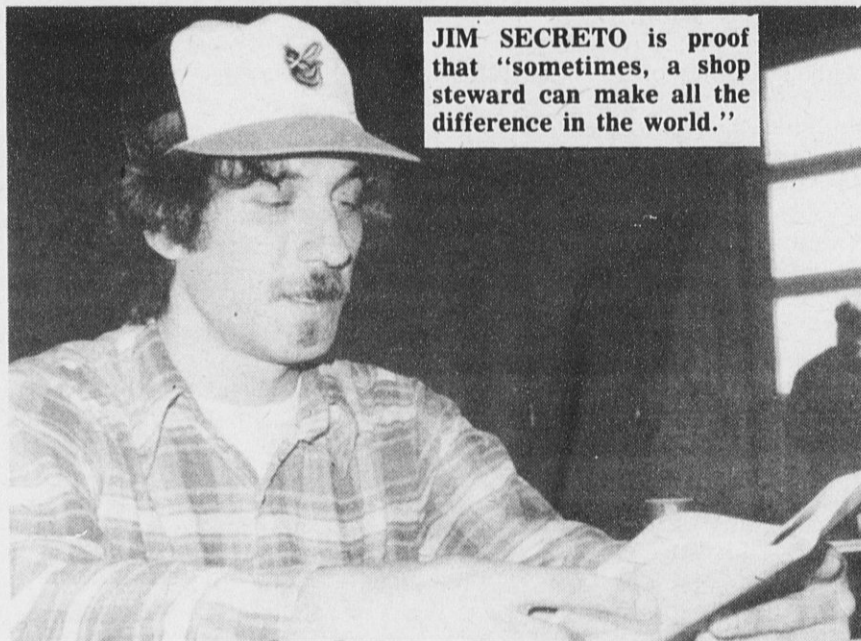
Around Ulster County, Jim Secreto is a union man admired for his tenacity

By Stanley P. Hornak

KINGSTON — Sometimes, a shop steward can make all the difference in the world. Just ask any employee of the Ulster County Highway Department where Jim Secreto has been going to bat for his fellow employees since 1979 when he became the department's first popularly elected shop steward.

The cheerful nine-year county veteran peers out from underneath his baseball cap and explains his outlook bluntly, "Your union is as strong as you make it." And it's his resolve to make it, "very strong" so it's not really surprising when he tells you that the highway department has the highest percentage of CSEA members in the Ulster County unit. In the bargain, he has earned the confidence and esteem of his co-workers who readily admit it's well deserved.

Secreto himself remembers back to the days when, "I first came



JIM SECRETO is proof that "sometimes, a shop steward can make all the difference in the world."

here and asked the boss who do I go to if I get in trouble? He just laughed. . . . But, no more. Secreto's patience, persistence and intelligence has paid off, and nowadays no highway superintendent would dare tear up a grievance in front of the grievant and tell him either go back to work or get another job.

In working to solve problems, the shop steward has helped set precedents that he believes, "makes the contract stronger." His first big win ended in an arbitration award that got an employee ten hours pay at the overtime rate because the county passed over him — a senior employee — when it handed out extra work on a Saturday. In a similar case, another win upheld the granting of overtime on a seniority basis in the work title and not only was the grievant compensated at the overtime rate, but also granted meal tickets. Secreto thinks these cases, "help management understand the contract," and guard against, "loose interpretations.

"Once you're right, you're right," he adds.

Long hours and hard work are the key to his success. He tries to settle problems at the lowest level and, if that fails, goes ahead and writes up the grievance. In so doing, he will always review the particulars with Field Rep. Ross Hanna and is careful not to lose a case on a technicality. His co-worker, former Unit President Joe Van Dyke, lauds his style and likes the way he reassures grievants they have nothing to fear by standing up for their rights. Indeed, many employees believe that it was Secreto's tenacity which resulted in a recent recommendation made in a "Report to the Public Works Committee" by the county administrator which stated, "Management must adopt policies and procedures that are consistent with the CSEA contract and insure that labor personnel develop trust and confidence in those procedures."

The highway department employs 228 people who work at the central garage in uptown Kingston and at 13 different sub-stations. To cope with geography, Secreto currently has nine other grievance stewards. They meet monthly, and have become a model operation.

In order to achieve his goal, "Your union is as strong as you make it," Secreto is always trying to sign up new members. He is diligent in making the county live up to its contract. He organizes "social stuff" to bring the workers together, and makes sure no retirement goes unnoticed. He is truly, in the eyes of his co-workers, a union man.

Arbitrator nixes mayor's plan to alter leave rule

FULTON — The problem that could have been avoided began in February, 1980, when the newly-elected Mayor of Fulton issued a memorandum to department heads stating that City of

Fulton employees would have to complete one year of service before they were entitled to personal leave days.

According to Ron Smith, CSEA Field Representative for Oswego

County Local 838, the mayor was contacted and a request made to rescind the memorandum, claiming it was in direct violation of the current contract. The mayor refused.

CSEA countered with the position that should anyone with less than one year of service be refused a personal day, a grievance would be filed.

In September of 1980, Virgil Yablonski, heavy equipment operator for the Fulton DPW, was refused a personal leave day and filed a grievance, which ended in an arbitration hearing March 16, 1981.

CSEA maintained the position that under the contract, employees were clearly entitled to personal leave without restrictions of length of employment. Furthermore, it had been the practice in the city (Fulton) for many years prior to the mayor taking office in January, 1980.

The CSEA position was sustained by Arbitrator Irving Markowitz.

CSEA's Ron Smith questioned the mayor's judgment and that of his staff and legal counsel in a statement.

"If ever a grievance should have been resolved quickly, this was it. In our opinion, it was poor judgment from the day the memorandum was issued. Obviously, the mayor did not take the time to thoroughly review the contract language, and chose to rely on poor advice from his staff and legal counsel. There is no question the time and cost involved in arbitration could have been avoided," Smith said.

Grievance win stops out-of-title orders, back pay is granted

WEST BRENTWOOD — Two Licensed Practical Nurses who were ordered by management to work out of title have been returned to their normal duties and will be paid extra compensation for out-of-title work because of a grievance filed on their behalf by the CSEA.

The grievance was filed in November, 1980, by Bill Chacona, President of CSEA Pilgrim Local 418 for two LPNs, Grade 9, who had been performing the duties of Mental Hygiene Therapy Assistant I, Grade 11.

"We have a shortage of grade 11's in the hospital so management was working grade 9 LPNs in their places," said Paula Luvera, Local 418 grievance chairman. "The CSEA has filed similar grievances on other individuals," Mrs. Luvera said.

In sustaining the CSEA grievances, the Office of Employee Relations ordered the LPNs to be paid at the Grade 11 level retroactive to Nov. 11 when the grievances were filed and ordered the management of Pilgrim to discontinue the out-of-title assignments.



SCHOOL EMPLOYEES LOBBYING DAY — Mike Curtin, left, Chairman of Region One's Political Action Committee, talks over plans for a CSEA Lobbying Day at the State Capitol for non-instructional school district members to push for needed legislation, with CSEA President William L. McGowan, center, and Long Island Region President Dan Donohue. Changes in State aid funding to limit contracting out for transportation is one of the top legislative priorities being sought by non-instructional school district employees.

Budget cuts uppermost on minds of state delegates

'Human suffering and deprivation' will result if services and jobs are cut, Alexander warns

SYRACUSE — The approximately 500 CSEA members attending the State Delegates Workshop heard Syracuse Mayor Lee Alexander compare President Reagan's approach to the problems of the United States with the regrettable words of an infantry officer in Vietnam:

"We've got to destroy that village in order to save it," Alexander quoted.

Alexander, the guest speaker at the workshop,



EXECUTIVE VICE PRESIDENT Thomas McDonough joins statewide Secretary Irene Carr, left, and Barbara Reeves of Utica Psychiatric Center Local 425 at the State Delegates Workshop in Syracuse.

predicted a lot of "human suffering and deprivation" as a result of the pending cuts in services and the loss of public employee jobs.

He echoed the position of AFSCME President Jerry Wurf that Reagan is making a mistake by thinking he can curb inflation by cutting government spending and government services.

He said the true causes of inflation are the rising costs of fuel, food, health care and housing.

Reagan's assumption that the private sector would be able to do without what government would have to eliminate was rejected by Alexander.

"The private sector failed when it had the responsibility for the mail and garbage collection. The public took over and is doing a damn good job," he said.

Political Action Committee Chairman Joseph Conway and CSEA Executive Vice President Thomas McDonough fully agreed with Alexander's comments.

Conway said: "We are in one hell of a fight. We are being threatened like never before. Tell our members we don't want to hear cries in 1982 when there were warnings in 1981. We must reach our membership."

"How the hell are we going to hold jobs without federal funds. Just because it hasn't touched you yet doesn't mean it won't," McDonough said.

Delegates attending the workshop had the opportunity to attend a number of seminars, including: Women's Committee on child care centers; Employee Retirement System; labor-management

training with CSEA and Office of Employee Relations officials; duty of fair representation; effective communication including news letters; Civil Service Law; grievance training; and OSHA.

Departmental meetings included Mental Hygiene, Transportation; SUNY, Tax and Finance, Judiciary, Authorities, Health, Labor, Education, Correctional Services, Environmental Conservation, Executive and Social Services.

The Mental Hygiene Presidents Committee also met at the workshop.

Also available at the workshop were the PEOPLE table, raising money for AFSCME's political campaigns; and information tables on health insurance, CSEA Employee Benefit Fund, New York State Workers Project, Bache Ter Bush & Powell, CSEA treasurer and CSEA Communications Department.

Among those attending the workshop were Executive Vice President Thomas McDonough, Secretary Irene Carr, Treasurer John Gallagher, Region I President Danny Donohue, Region III President Raymond J. O'Connor, Region V President James Moore and Region VI President Robert Lattimer.

Also Executive Director Joseph Dolan, State Executive Committee Chairman Patricia Crandall, County Executive Committee Chairman Mary Sullivan, Administrative Director Thomas Whitney, Collective Bargaining Director John Carey and Legislative and Political Action Committee Chairman Joseph Conway.



ATTENDING THE STATE DELEGATES WORKSHOP are, from left, Western Region VI President Robert Lattimer, Collective Bargaining

Director John Carey, and Treasurer John Gallagher.



REGION I DELEGATES, right, at the State Delegates Workshop include, from left, John Rodriguez, Kings Park Psychiatric Center Local 411; Irma Rodriguez, Pilgrim Psychiatric Center Local 418; and Joseph Aiello, Local 411.



METROPOLITAN REGION II delegates at the State Delegates Workshop include, from left, Mickey Cruz, Creedmoor Psychiatric Center Local 406; and Keith Edwards, Manhattan Developmental Center Local 443.



LABOR DEPARTMENT DEPARTMENTAL MEETING is chaired by George Caloumeno. Joining Caloumeno at the head table is Department of Labor Local 690 President Shirley Brown.



LONG ISLAND REGION I President Danny Donohue, left, congratulates Jamie LaBoy at the State Delegates Workshop on his re-election as president of Sunmount Psychiatric Center Local 431.



AMONG THOSE AT THE State Delegates Workshop from left, Robert Thompson, Harlem Valley Psychiatric Center Local 409; Elaine Mootry, West Seneca Psychiatric Center Local 427; and Ronald Stanton, Buffalo Psychiatric Center Local 403.



AGRICULTURE & MARKETS LOCAL 650 is represented at the State Delegates Workshop by, from left, Roni Thibodeau, Sandra Sokolowski and

State Executive Committee Vice Chairman John Weidman.



CSEA STATE DELEGATES attended a 3-day workshop in Syracuse recently, where a wide variety of issues pertinent to public employees were thoroughly discussed. Syracuse Mayor Lee Alexander was a keynote speaker concerning the Reagan Administration federal budget and its impact on public services and public jobs. Mayor Alexander was welcomed to the workshop by CSEA State Executive Committee Chairman Patricia Crandall, left, and Syracuse City Local 013 President Claire McGrath, right.

Identify recurring problems common to all institutions

SYRACUSE — Five problems common to mental hygiene facilities have been identified through the joint labor-management meetings which have been held at 10 facilities to date, CSEA Collective Bargaining Specialist Paul Burch reported to the Mental Hygiene Department meeting at the State Delegates Workshop. He said those problems are:

—Staffing at both the Grade 9 therapy aide and the Grade 11 and 13 therapy assistant positions.

—Grievance responses by management, including both time of response and pushing the grievance up to the agency level without responding to it at the facility level.

—Employee organization leave to handle grievances and other labor-management problems.

—Violations of seniority and the bidding process in the determining of pass days.

—No communication by management to the employees following local labor-management meetings.

Representing CSEA at the various joint labor-management meetings have been CSEA President William L. McGowan, Attorneys James Roemer and James Featherstonhaugh, Collective Bargaining Specialists Burch and Jase McGraw and local officials, Burch said.

Management at the meetings have included Governor's Office of Employee Relations (OER) Director Meyer Frucher; Office of Mental Health (OMH) Commissioner James Prevost; Office of Mental Retardation (OMR) Commissioner James Introne; other OER, OMH and OER management personnel; the facility director and other top facility management. Burch said the joint labor-management meetings have been held at Binghamton, Central Islip, Creedmoor, Manhattan, Marcy, Pilgrim and Utica Psychiatric Centers; and Broome, Monroe and Newark Developmental Centers.

McGraw spoke on community residence titles and there was a brief report on Title 20 training.

Administration adds insult to injury by pushing Social Security cutbacks

WASHINGTON — Public employees, still awaiting the full impact of devastating budget cuts proposed by the Reagan Administration, are now facing another threat in the form of administration proposals to reduce Social Security benefits, a breach of a Reagan campaign pledge.

The Administration is proposing changes that would cut benefits for someone retiring at age 62 instead of age 65 from the current 80 percent of the benefit at 65, to 55 percent of the benefit at 65. A typical worker who would now receive \$372 per month by retiring at 62, would instead get \$246, about \$126 less. A worker receiving the maximum benefit at 62 of \$469 a month, would see it cut to \$310.

By 1987, a typical worker would get \$348 a month, instead of the \$580 the present rules allow.

"CSEA has been out front from the start in our opposition to Reaganomics because we know that the bottom line is less public sector jobs, more public sector work and lower public sector pay," said CSEA President William L. McGowan in commenting on the latest Reagan bombshell, "but now the administration is proposing cutting into the financial security of the retired workers of America and, in particular, cutting into public sector retirees."

While the news media has widely reported the Reagan plan to cut benefits for persons retiring at 62 from the present level of 80 percent of the normal benefit had the individual retired at 65, to 55 percent of that benefit, not so clearly reported was a plan to restrict any benefit earned by a public sector pensioner covered by a civil service retirement plan who subsequently obtains private sector employment.

This element of the proposal has still not been clearly explained.

The Reagan plan would also change the formula that ties benefits to average wages so future retirees would receive less benefits than under present law. Under the plan, someone retiring in 1987 at age 65 who has qualified for the maximum benefit would receive \$82.50 less per month than under the current law.

The Reagan Administration would also limit eligibility for disability benefits under the Social Security program and increase the waiting period for disability benefits from five to six months.

Perhaps most controversial, and least likely to succeed, is a proposal to delay cost of living adjustments in benefits from July 1, 1982 until October 1, 1982.

Interestingly, while the administration is advocating these cuts in areas heavily used by lower income families, it is proposing increasing the allowable income level for persons receiving full benefits to \$10,000 in 1983, \$15,000 in 1984, \$20,000 in 1985 and would eliminate all limits thereafter. A millionaire could literally draw the same Social Security check as a retired worker living without additional income.

The International Executive Board of AFSCME has attacked the proposed reductions as a "breach of faith" by the government with millions of American workers who have paid into Social Security over the years. AFSCME President Jerry Wurf is working with other interested parties to oppose the proposals.

AFL-CIO President Lane Kirkland called the proposals, "fiscally irresponsible and morally reprehensible."

The federation is fighting the proposals in Congress where strong opposition is expected.

A welcomed opportunity for career growth and advancement

CSEA, state launch apprentice project

ALBANY — CSEA and the state Office of General Services are about to launch an apprenticeship training program which will lead to employment as a stationary engineer.

This Apprenticeship Training Pilot Project — the first developed through joint labor-management efforts on a statewide level in New York — is aimed at training individuals to meet the technical needs of OGS in operating its power plants in downtown Albany and the State Office Campus Building.

The project, which will be certified by and registered with the New York State Department of Labor, has been in the planning stages for more than a year and is expected to begin this summer.

The Joint Labor-Management Committee on the Work Environment and Productivity (CWEP) recently approved a one-year grant of \$74,000 to assist in funding the project.

"We believe such a program will give employees in the public sector a greater feeling of fulfillment in performing their jobs," said CSEA President William L. McGowan. "And CSEA encourages and welcomes new opportunities for career growth and advancement."

The three-year program offers comprehensive, on-the-job training and approximately 200 hours of classroom instruction per year to be provided by Hudson Valley Community College in Troy. Upon finishing the program, apprentices will receive certificates of completion.

"Apprenticeship is an efficient and effective way of providing practical experience and formal instruction in order to keep employees abreast of technological and other changes which may affect their jobs," said William L. Blom, CSEA's Director of Research and a member of the CSEA/OGS Joint Apprenticeship Training Committee, which is implementing the program.

Also representing CSEA on the committee are Collective Bargaining Specialist Nels Carlson and Senior Stationary Engineer Arthur Kosiba.

Representing OGS are Allen Wilbur, Director of the Division of Employment Services; Robert Mathes, Supervisor of Plant Utilities; and Paul

J. Kelly, Director of the Division of Technical Services. Mathes is currently chairing the committee.

A principal goal in establishing the apprenticeship program, notes Blom, is "to ensure that the standards and procedures which are developed are non-discriminatory, that they promote equal employment opportunity and that they encourage the employment and advancement of women and minorities."

The program was conceived by AFSCME Career Development, Inc. and CSEA. The AFSCME group endorses apprenticeship training, offering advisory and consultory services to state, county and municipal governments as a means to train and prepare individuals for employment in a number of occupations.

Applicants, who have not yet been chosen, will enter the CSEA/OGS program through a selection process which is being developed by the Joint Apprenticeship Committee with the cooperation of the New York State Department of Labor Employment Services. Recruitment details will be available at a later date.

A temporary position of Apprenticeship Training Project Coordinator is being established to provide staff assistance to the Joint Apprenticeship Committee. The coordinator will work on recruitment, selection, training and counseling of apprentices, as well as on overall program development.

The position will be a Grade 21 on the CSEA Administrative Unit salary scale, with a starting salary of \$20,666.

Job applicants should possess a degree from a four-year college recognized by New York State, preferably with a concentration in business administration or labor relations, and have two years of professional administrative experience, one year of which must have been in a supervisory position. Substitution of appropriate experience in lieu of college experience will be done on a year-for-year basis.

Those interested should send a letter of application and a resume by June 19 to: Robert Mathes, Plant Utilities, Empire State Plaza, Tower Building, 29th Floor, Albany, N.Y. 12242.

Manorhaven mayor studies problems of contracted village service

MANORHAVEN — Village of Manorhaven Mayor James Mattei has appointed a committee to investigate and implement garbage collection by the village to replace contracted garbage collection.

Mattei also announced that the village has voted to give its employees represented by CSEA a 10 percent pay increase this year, instead of the five percent increase which their 1979 contract called for.

The CSEA unit is part of Nassau County Local 830.

Since Mattei was first elected mayor in 1976, garbage collection costs have increased 160 percent including 30 percent last year, he said.

He said in addition to the cost, the residents of the town have made a number of complaints about the garbage collection.

"If the village men collect the garbage, the board would have more control," Mattei said. He said the garbage collection is the only service the village presently contracts for.

The increasing of the CSEA unit salaries marked the second year in a row the Village Board had taken such action.

Mattei said: "The workers should not bear the burden of rampant and runaway inflation."

Last year the board voted to give the employees eight percent raises.

During the vote on the pay increase, Mattei was forced to abstain because in addition to being mayor of Manorhaven, he is an active member of CSEA as an employee of the Nassau County Probation Department, a member of the Local 830 Negotiating Committee and the statewide Probation Committee.

Add Len Creeden to long list of aides assaulted at work

By Stanley P. Hornak

MIDDLETOWN — Therapy Aide Len Creeden has joined the ranks of so many of his co-workers in New York State institutions and become the victim of an abusive client. His story follows a familiar pattern, with only names, dates and places changing.

Creeden's story began early in the morning of the first Monday of May in Ward 244 of Tuckerman Hall at Middletown Psychiatric Center.

He and three other aides were about their duties taking care of 32 very active clients when "a rumpus" started in the dayroom. Creeden went to talk it out, apparently succeeded, and turned to leave when one of the people involved started yelling, "I'm going to kill you, I'm going to kill you," picked up a cue stick from the pool table, and hit the aide on the left side of the head, shattering the wood. The client quickly picked up another stick, though Creeden was able to deflect most of the blow by raising his left arm in an act of self defense. Ironically, Creeden was scheduled to go to an advanced class in the "Gentle Art of Self Defense" later in the week.

Events, then, blurred. Creeden remembers restraining the client. Other co-workers came to his assistance, but were cautious not to aggravate the assailant. They responded with professionalism in what was a very tight situation and succeeded in calming the client and getting him to sit down.

Their attention turned next to Creeden. He was dazed and covered with blood from the cut on his head. His left arm was bruised. They applied wet compresses and took him to the treatment room, where he required several sutures to close the head wound. An ambulance was called to take him to the



CHECKING OUT THE INJURY TO Therapy Aide Len Creeden is his wife, Jackie Creeden, left, and CSEA Local 415 President Alex Hogg.

hospital for additional observation and x-rays. He later went home and fell asleep, non-stop, for nearly 24 hours. He's now recovering.

Local 415 President Alex Hogg complains the Creeden's plight is all too commonplace. He notes that help is inadequate and too many therapy aide slots are reclassified into professional positions, but what especially galls him, he says, is official policy which even prevents staff from being transported to the hospital in the center's own ambulance.

Union charges DOT engineer with anti-union bias

WATERLOO — The Civil Service Employees Assn. has filed an unfair labor practice charge against Peter Houghton, Resident Engineer with NYS Department of Transportation-Seneca County Residency, citing six items in alleged violation of Section 209-a, subsection 1 a, b, c, of Civil Service Law and the Public Employees' Fair Employment Act.

James J. Moore, President of CSEA Region V, said the charge was filed against Houghton on behalf of members of Finger Lakes Local 519 (NYS DOT) of CSEA.

The Improper Practice charge accuses Houghton of restricting employees from using contractual time for conducting union business, continual harassment of employees in regard to union business, and other alleged violations of Civil Service Law.

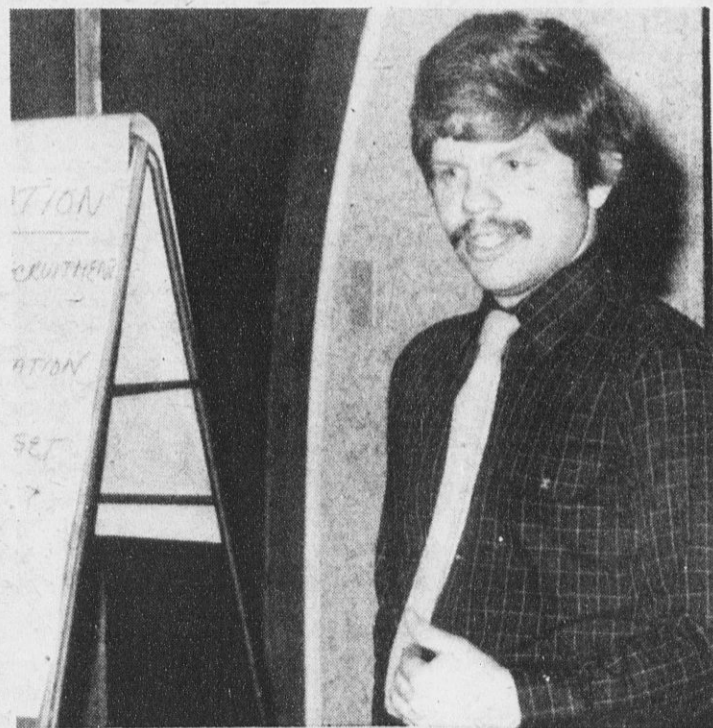
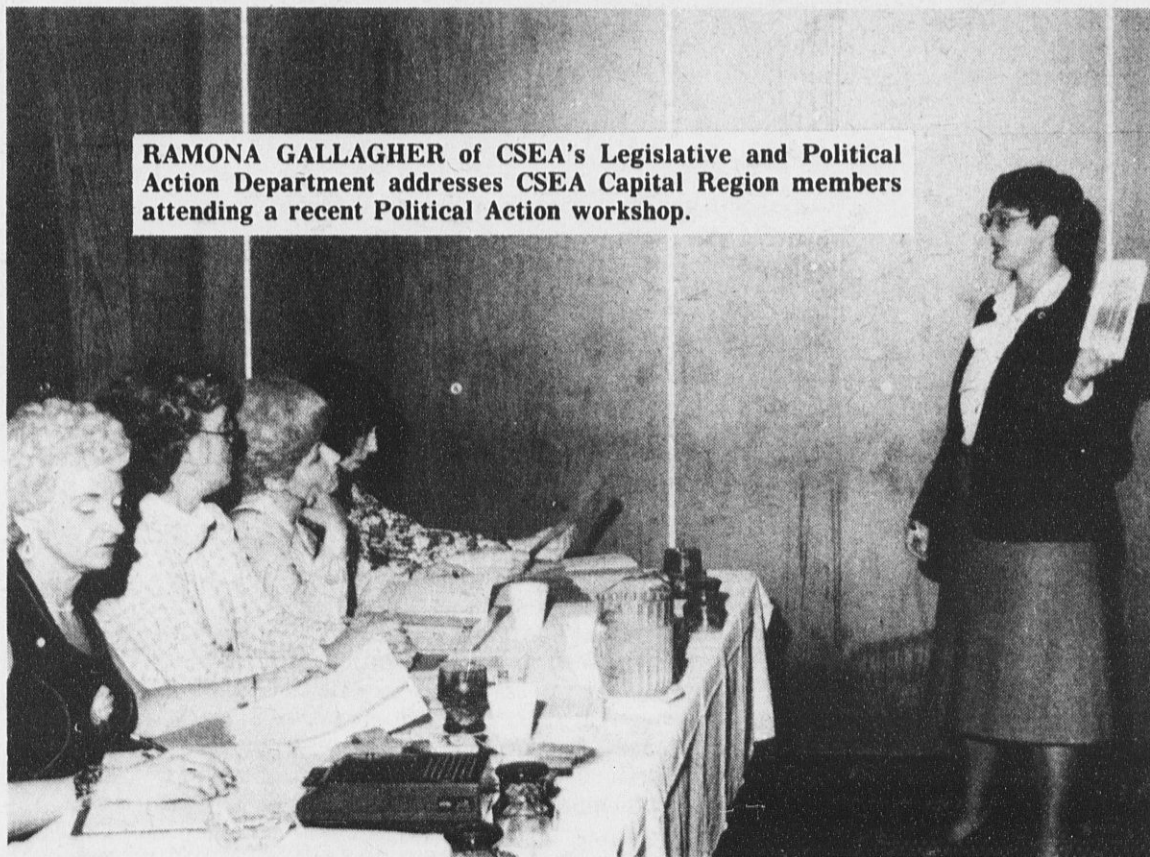
The charge was filed Monday, May 18th, with the Public Employment

Relations Board (PERB). A hearing date is expected to be assigned in the near future.

In reviewing the six articles in the charge, Moore vowed that CSEA would do everything in its power to protect the rights of Local 519 employees under the contract.

"I have been in direct contact with Jack Miller, CSEA field representative for Local 519, and our legal staff in Albany, and have been assured that the employees represented by CSEA Local 519 will be given full support. CSEA will never tolerate the disregard of basic rights under the contractual agreement with the State of New York. In our opinion, Mr. Houghton has blatantly violated employee rights under the contract, and has continued to obstruct employees from conducting union business. Either Mr. Houghton has not taken the time to read the contract, or has read it and chooses to ignore it. In either case, we say it is wrong, and we intend to exercise our full rights under the Taylor Law," Moore said.

RAMONA GALLAGHER of CSEA's Legislative and Political Action Department addresses CSEA Capital Region members attending a recent Political Action workshop.



ED DRAVES OF AFSCME's Legislative Office explained telephone bank usage as a tool in effective political action. Some 67 union members who attended will become active in upcoming elections throughout the Capital Region's fourteen counties.

The many hats of Joe Conway

A human dynamo who blends his personal, union, military lives

By Daniel X. Campbell

Joe Conway is one of those people who never seem to stop working. He dictates into a pocket-size tape recorder between returning telephone calls. He reviews mail while listening to the dictation play back. And he seems to be forever checking his schedule to see where he is expected to be next and exactly what "hat" he's supposed to be wearing there.

Conway wears many hats. He is chairman of the CSEA Statewide Political Action Committee, a position which automatically makes him a member of the CSEA Board of Directors. He is a member of the Statewide Clerical and Secretarial Employees Advancement Program Committee, and served on the committee which originated the CSEA/P concept. He is a member of the Committee On Work Environment And Productivity staff serving the CSEA Capital Region state members, as an employee performance evaluation monitoring specialist. And he is an active member of CSEA Worker's

Compensation Local 671.

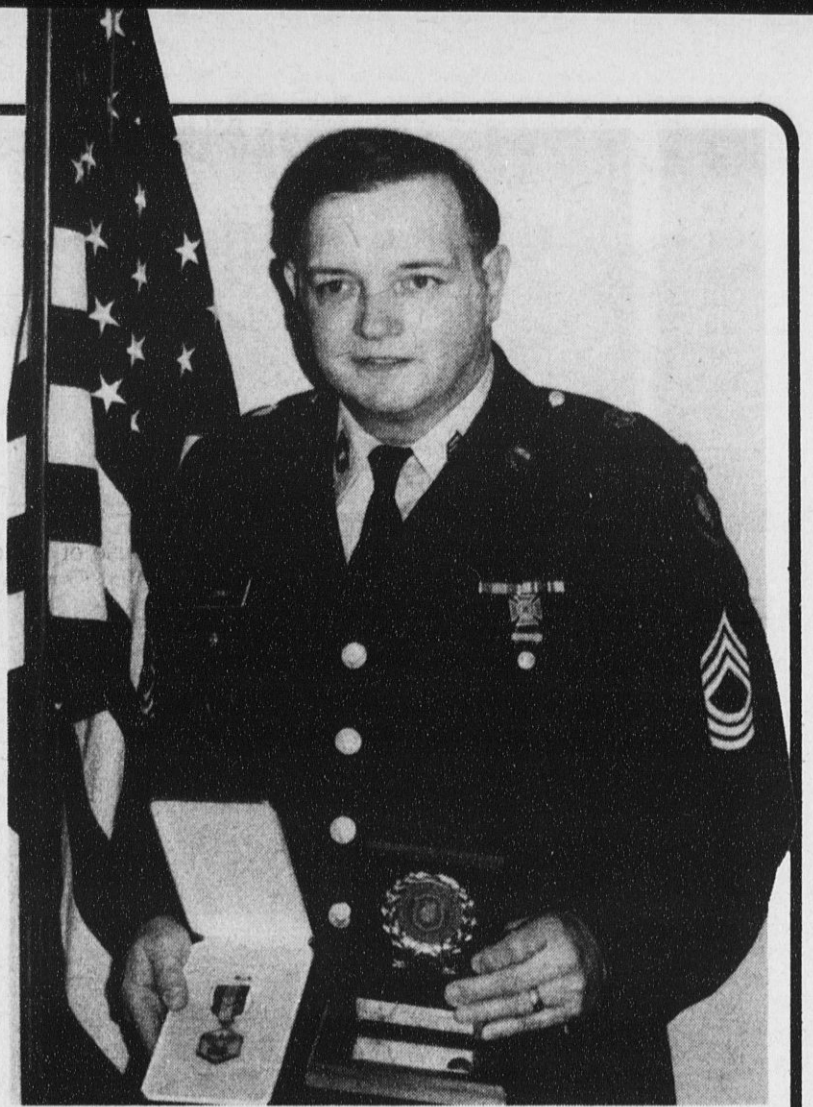
Those are Joe's CSEA interests. But then there is another side of Joe Conway — a military side.

Joe is an 18-year member of the U.S. Army Reserves, recipient of the U.S. Army Commendation Medal in 1978 and 1980 as the retention Non-Commissioned Officer of the Year, 98th Division (Training) USAR. And he was recently promoted to Master Sergeant.

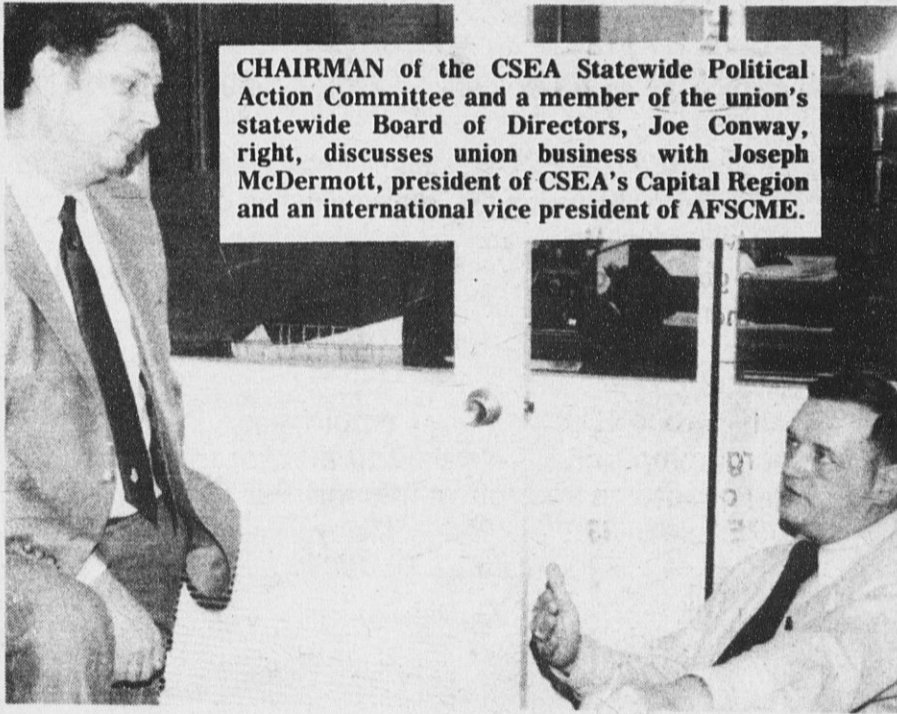
There's more. Joe donates a gallon of blood a year to the Red Cross Blood Bank.

And, Joe is married and the father of two children.

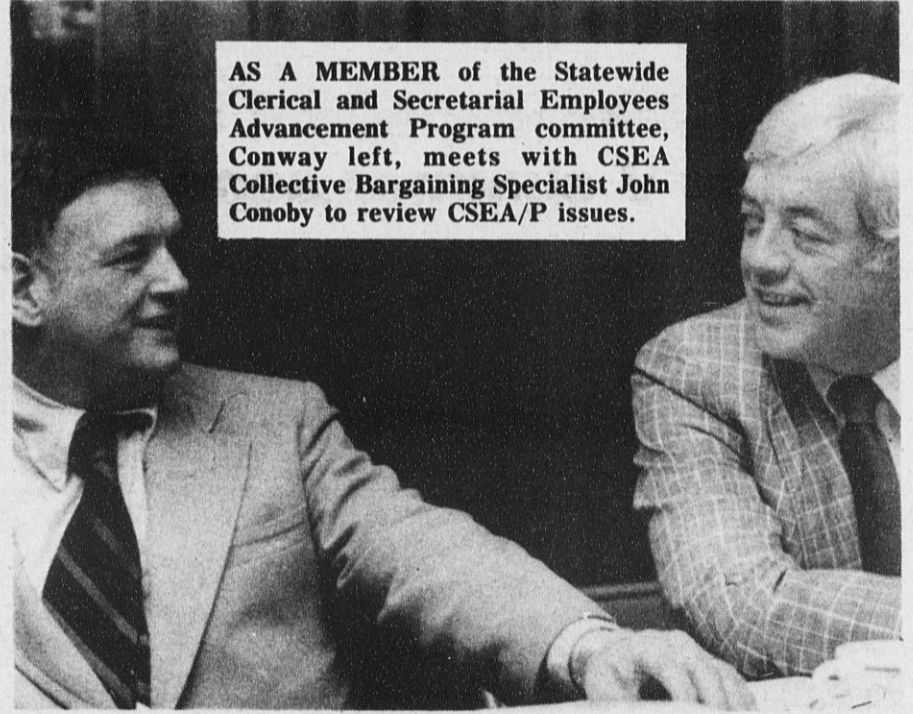
What does Joe Conway think of CSEA and its future? "CSEA is changing every day," he says. "We have come from a social-oriented group to a goal-achieving, action-oriented union. Sure, we have problems, but that's our business — taking care of our members' problems. Our members are our business; without them we'd have nothing to do."



JOE CONWAY, MASTER SERGEANT — The 18-year veteran of the Army Reserves has twice won Non-Commissioned Officer of the Year awards.



CHAIRMAN of the CSEA Statewide Political Action Committee and a member of the union's statewide Board of Directors, Joe Conway, right, discusses union business with Joseph McDermott, president of CSEA's Capital Region and an international vice president of AFSCME.



AS A MEMBER of the Statewide Clerical and Secretarial Employees Advancement Program committee, Conway left, meets with CSEA Collective Bargaining Specialist John Conoby to review CSEA/P issues.

Burn-resistant uniforms a dire necessity

HOLTSVILLE — Suffolk County Local 852 is hopeful 1981 will be the year all county employees who work in proximity to flames or sparks will be issued all-cotton uniforms.

The present cotton and polyester uniforms melt under high temperatures presenting a risk of burns to the 250-300 county employees who work around flames or sparks.

Local 852 Uniform Committee Chairman Barbara Rotunno said these employees work throughout the county in a number of departments as cooks, welders, mechanics and in other maintenance trades.

"We expect success now that the State OSHA Law is in effect. We will not hesitate to bring in OSHA if we meet with resistance from department heads," she said.

Committee Co-Chairman Charles DeMartino explained: "Paying for the new uniforms is a budgeted departmental expense. Our committee has been contacting department heads and the budget department to try to get full implementation of all-cotton uniforms this year.

"If 300 employees are involved, the cost of supplying the all-cotton uniforms is \$47,000 per year. This is a small price to protect the lives and health of 300 employees."

Ms. Rotunno said the danger of the cotton and polyester uniforms came to the attention of the Local 852 Uniform Committee in 1978 because of compensation cases based on severe burns caused by the melting of the polyester uniforms.



SUFFOLK COUNTY LOCAL 852 Uniform Committee Co-chairman Charles DeMartino, left, and Chairman Barbara Rotunno report to Local 852 Executive Vice President Robert Kolterman on the status of the local's attempt to have the county issue all-cotton uniforms to employees. The presently used cotton and polyester uniforms melt under high temperatures, presenting a risk to employees working in the areas of flames and sparks.

EBF prescription plan goes self-insured

CSEA's Employee Benefit Fund (EBF) prescription drug plan will be self-insured beginning July 1, in an effort to make better use of available benefit dollars.

EBF Trustees voted on the new plan at a meeting last month. All participating CSEA members will receive a new prescription plan card before the present one expires.

"The advantages of self-insurance are many," says Fund Director Thomas P. Collins. "The cost of administering the program will be much less because we will have a lower per-claim cost.

"Plus," noted Collins, "we would have significant revenues from investing our own reserves and surpluses — which would normally be in the hands of our insurance company, in the form of premiums.

"In all," says Collins, "it's a much more efficient use of Fund dollars."

The new plan will be administered by Pharmaceutical Card System, Inc. (PCS), considered the largest and most experienced prescription plan administrator.

PCS is the administrator for more than 60 insurance companies, including major carriers such as Prudential and Travelers Insurance. It also has an extensive list of self-funded clients, including several of the largest union trust funds.

Currently, the Employee Benefit Fund provides 102,000 state employees with a prescription drug plan administered by Blue Cross Plans of New York State.

The program, which became effective July 1, 1979, covers active full-time employees in the three bargaining units — Institutional, Administrative and Operational — represented by CSEA, as well as certain active part-time employees.

Under the plan, coverage is provided for drugs dispensed upon a doctor's prescription, and for certain drug-related appliances, such as syringes. The employee completes a simple claim form and pays the participating pharmacist \$1 for each covered drug. The program pays the balance directly to the pharmacist.

"Under PCS, the benefits will stay the same," said Collins. "But one of the distinct advantages of the new plan is that the new card is widely accepted nationwide."

Orthodonture Coverage Reaffirmed

In another unrelated move, the Trustees of the Benefit Fund reaffirmed

the fact that orthodonture coverage under the dental plan was never intended to restrict coverage for patients under 12 years of age.

Any member denied coverage under the plan for this reason should contact the Fund for an adjustment.



SOUTHERN Region III President Raymond J. O'Connor, center, a trustee of the CSEA Employee Benefit Fund, confers with, from left, fund Assistant Director Thomas Linden and Director Thomas Collins at the State Delegates Workshop in Syracuse last week.

Big turnout expected at Region V summer seminar

ALEXANDRIA BAY — Statewide and Regional Officers, delegates and guests are expected to break all attendance records when Region V of the Civil Service Employees Association (CSEA) conducts its annual summer conference, June 12-14, at the Pine Tree Point Resort, in Alexandria Bay.

James J. Moore, President of the 20-County Region which represents nearly 40,000 State, County, and other sub-division public employees, indicated the return to the picturesque St. Lawrence River site, coupled with a full agenda of interesting topics, has spurred reservations and assured maximum attendance.

Registration for the three-day gathering will begin Friday, June

12, at 3 PM, and be followed by three (3) workshops for State, County and non-instructional school employees.

Topics include: "Workers' Compensation — All Aspects" — (State); "Political Action for County Members" — (County); "Organizing School Locals" (school employees).

Saturday activities will center around a Political Action meeting at 9 AM; a combined session dealing with "Sexual Harassment" at 10 AM.

A banquet is scheduled for 7 PM Saturday evening.

The weekend conference will conclude following a Sunday morning business meeting for all Union Locals at 9 AM.

Class action grievance cites disparity of ill-paid workers

ALBANY — CSEA has initiated a class action grievance on behalf of a group of Tax and Finance Department employees from throughout the state.

The Tax Department has changed the work week for tax compliance agents to include weekend and holiday work, with no compensation for overtime.

The dispute is currently at Step 3 of contract grievance procedure, with CSEA awaiting a decision from the Governor's Office of Employee Relations.

"In all probability, we will move to arbitration," said CSEA Collective Bargaining Specialist John A. Conoby. "We have met with the Tax Department on two separate occasions to try to resolve the issue administratively, and have failed in that attempt.

"CSEA feels this is a very strong issue," stresses Conoby, "and we will proceed to the ultimate resolution."

FLEXTIME QUESTIONNAIRE

For Employees of the N.Y. State Labor Department

The Joint CSEA/Labor Department Labor/Management Committee has been discussing the implementation of "flexitime" over the past two years. Because of inconclusive data, it is necessary for CSEA to gather information which can be used in our proposal to management.

All Labor Department employees in CSEA bargaining units are asked to answer the following questions and return this form to: **Paul Burch, CSEA, Inc., 33 Elk Street, Albany, New York 12207 by June 17, 1981.**

Name: _____ Job Title: _____

CSEA Local # _____ Work Address: _____

Division: _____

- 1) Would you like a "true" flexitime program? _____
- 2) If on true flex, what hours would you choose to work? _____
- 3) What are your current working hours? _____
- 4) How long a lunch do you take? _____ Is it sufficient? _____
- 5) Would you punch a clock if it meant true flex time? _____
- 6) How do you get to and from work? (Pool? Drive? Public transport?) _____
- 7) If you work in a local office, what are the peak hours? _____
- 8) Please indicate work that you could be doing when the office is currently not open to the public. (Be specific.) _____



MARILYN MAHLER, a teaching assistant in the Brentwood School District, works with some of her students.



CONNIE WONDERLICH, secretary to the Superintendent of Buildings and Grounds for the Copiague Schools, is pictured at her desk.

Union women exchange ideas, learn to use talents

Summer Institute offers new perspective

By Tina Lincer First
Communications Associate

Connie Wonderlich felt more confident, more organized and more impressed with working women.

Marilyn Mahler enjoyed the intense exchange of ideas.

Both women were delighted with the valuable insights they gained into union women.

Connie and Marilyn, both active members of CSEA Suffolk County Educational Local 870, took part in the unique experience that is the Northeastern Regional Summer Institute for Union Women — a week of workshops, discussions and activities designed to foster involvement, sharing and leadership among women in unions.

"It was one of the most rewarding educational experiences I've had," said Connie, echoing the sentiments of others who have attended over the years.

The Institute, held each year in a different location, is one of three such regional schools sponsored by the University of College Labor Education with the cooperation of the AFL-CIO Education Department and chapters of the Coalition of Labor Union Women.

This summer's Sixth Annual Institute will be held in Orono, Maine, July 19-24 — and both Connie, who is being sponsored by her unit and Marilyn, who is being sponsored by her local, will be there again.

"It's very valuable," said Marilyn, who has attended for the past two summers. "You get an exchange of ideas and words and experiences with women from a variety of unions, cities, states and occupations."

The cost of the Institute is minimal — \$130 for room, board, meals and all materials for the week. Some 150-200 women from about 30 public and private sector unions usually attend.

Marilyn, a Bayshore resident and mother of four, is a teaching assistant in high school remedial math in the Brentwood School District. She is President of the Brentwood Teacher Aides Unit, and 10 years a CSEA member.

She stresses the work involved in the summer school.

"There's a time for talk and relaxation, but it's still not a vacation," she says. "You must perform as a student. There are homework assignments, and you live in the dorms and have your meals cafeteria-style."

The intense schooling include all-day conferences and workshops, led by union officers and labor educators from unions and universities. Among the topics that have been covered are on-the-job health and safety, grievance handling, contract language, collective bargaining and negotiating skills, public relations, public speaking and women and the law.

"Two years ago, I returned home with so much information about contract negotiations, which I was just entering into, and it's been most beneficial," said Marilyn.

Connie, a resident of Lindenhurst, is secretary to the Superintendent of Buildings and Grounds for the Copiague Schools, and President of the Copiague Educational Secretaries Unit. She attended the Institute for the first time last summer, zeroing in on grievance handling and assertiveness training. She found the sessions on leadership skills particularly stimulating.

Any CSEA members interested in attending the Northeastern Regional Summer Institute for Union Women should write to Mary McPherson, Bureau of Labor Education, 128 College Avenue, Orono, Maine 04469 as soon as possible. Applications will be accepted on a first-come, first-served basis, with priority given to first-time Institute students.

"I found the Institute helpful not only with my union activities, but in my personal life," Connie related. "Somehow, the educators were able to draw out talents you may not have realized you had."

The mother of five children, Connie, 41, says she came away from the experience feeling enthusiastic about passing on what she's learned to her co-workers and CSEA members.

And, she looks forward to returning to the Institute this summer.

"There's so much to learn," she says. "And there are so many problems women face at the workplace — comparable worth, sexual harassment, the need for daycare centers. These are issues that affect women in both the public and private sector."

Like Marilyn, Connie is enthused about the cross-section of women who come to the Institute.

"I met nurses, teachers, a carpenter, an electrician," Connie said. "I was in awe of some of these women — I really admired their courage."

"I met a divorced schoolteacher who couldn't make enough money to support herself and her kids, so she became a machinist and fought her way up in a man's world."

Connie said the Institute also helped renew her belief in the importance of being a union member.

"I came away feeling it's important to unite as workers and as women workers," she said.

U.S. Court ruling a substantial victory for CSEA, AFSCME

A recent U.S. Supreme Court ruling against deinstitutionalization marks a major legal victory for the American Federation of State, County and Municipal Employees, and has major implications for CSEA and other AFSCME members throughout the country.

On April 20, in *Pennhurst State School and Hospital vs. Halderman*, the Supreme Court ruled that the mentally retarded have no federal statutory right to treatment in community-based programs.

Lower courts had relied on the federal statute — the Developmentally Disabled Assistance and Bill of Rights Act — at issue in the case to order a closing of the Pennhurst, Pa. facility. The Supreme Court's decision means Pennhurst will now stay open for the foreseeable future.

In New York State, a similar lawsuit filed in 1978, the *Society for Goodwill to Retarded Children vs. Carey*, seek deinstitutionalization of the mentally retarded at the Suffolk Developmental Center, CSEA Local 430.

Eleven other states in which AFSCME has members also have almost identical lawsuits pending against them. "These suits now could conceivably be thrown out of court," said CSEA Attorney James W. Roemer.

"More significantly," said Roemer, "this victory means the Supreme Court recognizes that competent care can be given to mental health clients in other than community-based residences, which are often less desirable and more scandal-ridden than large, publicly-managed facilities."