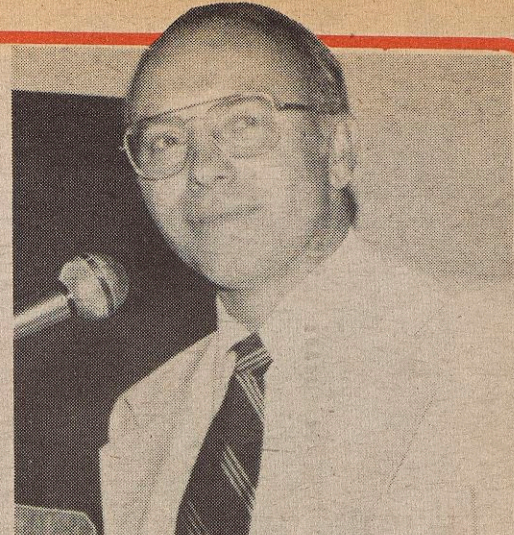




## Exchanging ideas to reach same goal different ways

The Civil Service Employees Assn. and the Office of Mental Health last week conducted a first-ever Conference on Labor Relations, an event that is being viewed as a major breakthrough toward improving relations between the huge state agency and the labor union which represents tens of thousands of its employees. CSEA President William L. McGowan, left, and Office of Mental Health Commissioner James A. Prevost, right, both addressed the participants. For details on this important conference, see Page 3.



# Public SECTOR

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## Outbreak of employee ailments forces temporary closing of Newburgh clinic

NEWBURGH — A mental health clinic run by the Middletown Psychiatric Center has been temporarily shut down and its operations relocated because of various ailments which have plagued employees since they moved into new quarters in early April.

The new quarters — a warehouse turned office building — is located at 193 Van Ness Street in uptown Newburgh. It houses the clinic and a support services agency.

Stenographer Geraldine Yannitty noted, "when we first came here, we all started complaining of headaches, nausea, burning sensations, sore throats, itchiness." Employees initially attributed the ailments to paint odors and other substances still being used by workmen to finish off renovations. They also thought it might have been some kind of a "flu bug." At one time or another, all 20 employees there were affected.

At the beginning of May, it looked like the culprit was found: not a "flu bug" but fleas. Employees reported picking them off their clothes. The building was shut down May 4 and 5, and exterminators went to work. A sense of relief was visible; business would be back to normal.

Nurse Maria Gayton reported feeling vindicated. The center's administration thought the employees were acting "hysterical." They weren't.

Receptionist/Typist Dolores Pearsall picks up the story. Even though the flea problem was abated, her co-workers continued to suffer the "general malaise." CSEA Field Rep. Flip Amodio visited the building May 11. The next day, the center's administration sent in "safety and maintenance people" to investigate. Two days later, Pearsall called Amodio, and told her supervisors she had done so. Shortly thereafter, a decision was made to shut the building and relocate.

Contractors, administrators, and representatives of the Developmental Facilities Corp. met to uncover the source of trouble at the 27-room outpatient clinic. The press and CSEA representatives were requested to leave the meeting, prompting Amodio to comment, "I've been thrown out of better places." He also wondered what John Haass, assistant director at Middletown Psychiatric Center, had to hide?

Following the closed door meeting, investigators revealed the source of trouble as two-fold: (1) mineral fiber, laid loosely on top of ceiling panels, and used as acoustic insulation, and (2) fiberglass lining in the building's air ducts.

The situation was aggravated because the building's windows were boarded up pending installation of an alarm system.

Air samples have, since, been taken and are currently being analyzed. In the meantime, operations are still scattered and the building remains closed.

## OSHA meetings set at four locations

The state Labor Department has scheduled a series of meetings for this month to familiarize public employee unions with the public employee Occupational Safety and Health Act.

The law, which went into effect Jan. 1, is intended to extend the federal work safety rules to provide a safe and healthful workplace to employees of state and local governments. The Labor Department is responsible for enforcing the new law.

Topics to be addressed at the meetings include standards, inspection procedures and employee rights.

The sessions are intended for local officers as well as for union representatives who have specific responsibility for occupational safety and health.

The meetings will be held in four locations around the state.

An Albany meeting is scheduled for 10 a.m. on June 17 at Chancellor's Hall, the New York State Education Department, 89 Washington Ave., at the corner of Hawk Street.

The Buffalo session, at 10 a.m. on June 24, will be held at the Buffalo Convention Center, Room 101H, at the corner of Franklin and Genesee Streets.

In New York City, there will be two sessions: one for individuals from Manhattan at 10 a.m., and a 1:30 p.m. session for those from areas outside the city proper. Both will be held June 26 at Two World Trade Center, 44th Floor, New York State Hearing Room.

A Syracuse meeting has been scheduled for 10 a.m. on June 30 at the Onondaga County War Memorial, Lower Level Meeting Room (use Montgomery Street entrance).

## Judiciary appeal answer might jeopardize retro raise

Judiciary employees who appealed their classification and subsequently received various forms to complete from the Office of Court Administration may have inadvertently jeopardized any retroactive pay due, according to Thomas Jefferson, the Judiciary member on CSEA's statewide Board of Directors.

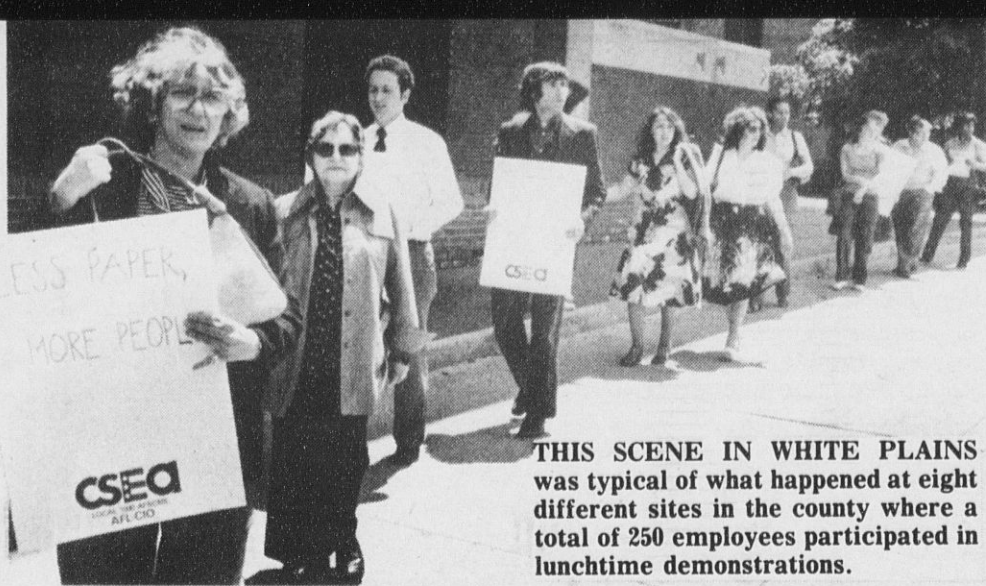
Jefferson said one of the forms contained the question, "Have your duties changed significantly between April 1, 1977 and May 28, 1979?"

Persons who answered "yes" to that question might have jeopardized any retroactive pay due, he claims.

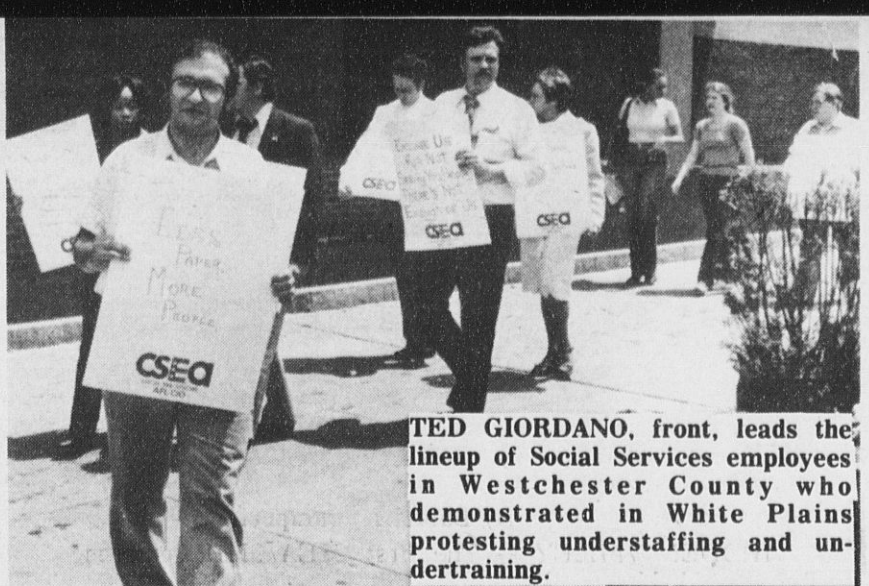
Jefferson urged any Judiciary employee who answered "yes" to that question to immediately contact CSEA staff member Joseph Watkins at CSEA Headquarters, Albany, (518) 434-0191 for advice and assistance.

Jefferson said retroactive payments to Judiciary employees should be made on June 17, 1981.





THIS SCENE IN WHITE PLAINS was typical of what happened at eight different sites in the county where a total of 250 employees participated in lunchtime demonstrations.



TED GIORDANO, front, leads the lineup of Social Services employees in Westchester County who demonstrated in White Plains protesting understaffing and undertraining.

## Workers blast waste of public services

WHITE PLAINS — "Understaffing + Undertraining = Waste" was the message as Social Services employees of Westchester County held demonstrations recently throughout the county to take their case to the public.

CSEA Unit President Jerry Barbour explained, "Because of enor-

mous increases in paperwork, services and efficiency are suffering, and that costs taxpayers money.

"Because of understaffing, there is

- waste of public funds because of duplication of services and payments to ineligible persons;

- insufficient monitoring of child abuse, neglected children and foster

care cases;

- insufficient reach-out for the elderly and the disabled.

"Efficiency is what we need," Barbour continued, "eliminate waste by providing proper staffing and training, so we can do the job cost effectively."

Demonstrations were held at the

main office in White Plains and at district offices in Mt. Vernon, Mt. Kisco, New Rochelle, Peekskill, Port Chester and Yonkers.

Employees of the Ossining branch joined their co-workers at the Peekskill office while Greenburgh employees demonstrated with their colleagues in White Plains.

### Town refuses to further negotiations

## Huntington at impasse

HUNTINGTON — The Huntington unit of CSEA Suffolk County Local 852, which represents the Town's 250 white collar employees, has notified Suffolk County PERB that contract negotiations have reached an impasse.

Dorothy Goetz, president of the Huntington unit said several months ago that the CSEA had tentatively approved a contract offer by the Town which included a 7.5 percent salary increase for each of two years but that the Town's Department of Labor Relations "either never presented it to the Town Board or the Board just never voted on it. Since then, we can't get any answers from them and they have refused to hold any further meetings with us."

Field representative Jim Walters, who is assisting Collective Bargaining Specialist George Pask in negotiations, said that bargaining with the town started on Nov. 7 and that 20 to 30 negotiating sessions have been held since then.

Huntington has been beset with financial and managerial problems stemming from a bitter political feud between the Democratic town supervisor and the Republican-controlled town board. CSEA staffers said the situation has disrupted negotiations and day-to-day operations of the Town government.

## Jamestown Local 807 approves two-year pact

JAMESTOWN — The City of Jamestown Unit of CSEA Local 807 has agreed to terms of a new contract with the city.

The two-year agreement, covering approximately 200 employees, provides wage increases of seven per cent, effective retroactive to January 1, 1981; two per cent effective July 1, 1981, and seven per cent effective January 1, 1982, in addition to annual increments.

The city also agreed to change contract language to provide payment for accumulated overtime, increased longevity pay of \$10 for each pay grade step, effective January 1981 and 1982, and improved rate differential pay for shift workers.

Additional contract improvements were made regarding management responsibilities, call time for laboratory workers, vacation, sick leave, bereavement leave and grievance procedures. Reallocation, improving basic pay, were made for E.E.G. Technician, X-Ray Technician and 911 Dispatcher.

The negotiations were led by Field Rep Mike Painter with a committee that included Unit President Barry Mason, Delores A. Lee, Janice Strickroth, Dorothy Thompson, Elaine Olson and Cindy Keefner.

## 'Award prone' Thomas Fagan attributes success to an enjoyment of work, people

SYRACUSE — Certificates of merit and special awards may be difficult to obtain for some employees, but they seem to come with regularity to Thomas Fagan, a Data Machine Operator for the New York State Department of Labor.

In the past eighteen months, Fagan has received three certificates of merit, two of which included cash awards.

Fagan, a former 3rd vice-president for Syracuse City Local 013 of CSEA, and currently a steward for the Department of Labor agency, was recently named local and statewide merit winner for the International Association of Personnel in Employment Security (IAPES), an organization of professional men and women with similar interests in the personnel/employment field.

When questioned as to how he became so "award prone," Mr. Fagan modestly attributed his success to total involvement.

"I thoroughly enjoy my work, and my involvement with IAPES provides the opportunities to meet people and exchange ideas. I am presently serving as the local Chapter president of IAPES, and really enjoy sharing new concepts with members in my field," Fagan said.

Claire McGrath, president of CSEA Local 013 expressed her congratulations to Tom Fagan by saying, "We are really not surprised he has won so many awards. He knows his job, he is a totally dedicated professional, and I'm sure there will be more awards to follow. We are proud of Tom, and happy to have him serving as a steward for Local 013," McGrath said.



THOMAS FAGAN, a data machine operator with the State Department of Labor, has been rewarded for his proficiency with a number of awards recently.



# Mental hygiene conference spans both sides of the bargaining table

## CSEA President McGowan: 'We want action, not words. We want to see results ...'

By Daniel X. Campbell

**HIDDEN VALLEY** — The first CSEA/OMH Conference on Labor Relations, held recently near Lake Luzerne, was an opportunity for labor and management to meet on 'neutral territory' and exchange ideas about the mental hygiene institutions they both serve.

The two-day conference was an off-shoot of on site visits in recent months by CSEA President William L. McGowan, Office of Mental Health Commissioner James A. Prevost, and Meyer Frucher, Director of the Governor's Office of Employee Relations. Its goal was communication through exposure to the point of view of the people who sit on the other side of the bargaining table.

President McGowan and Dr. Prevost shared the podium to welcome the conference participants, which included: CSEA local presidents and grievance chairpersons representing members at psychiatric centers and developmental centers, and for management, Deputy Directors for Institutional Affairs (DDIAs) and personnel directors.

Prevost's remarks centered on the journey in which both labor and management are involved. "We share a common purpose, we have a common goal, our methods of reaching our destination are different," he said. "But in order to accomplish our objective, we must learn to communicate and be responsive to the needs of the mission."

President McGowan's opening message was more down to earth. "We want action, not words. We want to see results, not hear promises. I have established rules to see that agendas are given to management ten days before any labor/management meeting is held. This gives management plenty of time to have answers to the problems listed on the agenda," he said.

"And I want to see accurate minutes of all labor/management meetings taken and posted on union bulletin boards throughout the facility so that our members can see what their union is doing to represent them."

Keynote speaker Thomas Sharkey, Associate Commissioner of the Office of Human Resource Management and a former AFSCME employee, then delivered a challenging message.

"We can put the blame on Albany and not do anything to settle the problems at our own facility. And union leaders can take the 'out' that the members won't re-elect them if they work with management. But these lame excuses won't help either side," he told the conference participants.

"We must not be afraid to try a unique solution in a unique work situation. We cannot be rigid due to a contract clause which neither side understands. We can face the challenges of the times together in a joint effort to overcome them. Or we can fail."

"OMH will attempt to be creative and cooperative in efforts to improve the whole program quality. We hope CSEA will meet this challenge," he concluded. "Working together, we can accomplish our separate goals; working alone, we are doomed to fail."

Workshops ranged from the organization and structure of CSEA and OMH to a presentation on the Committee on the Work Environment and Productivity (CWEP).



**CSEA PRESIDENT WILLIAM MCGOWAN, center, is flanked by Thomas Sharkey, Associate Commissioner of Human Resource Management, left, and James A. Prevost, Commissioner of the Office of Mental Health, at the right. The goal of the two-day conference was to bridge the communications gap between OMH management and the union.**

## State meetings foster spirit of cooperation

**LAKE LUZERNE** — The recent labor-management meeting between CSEA and the State Office of Mental Health (OMH) "is a step towards recognition by management that union and management have to cooperate in this time of anti-public service hysteria," says CSEA Mental Health Labor-Management Chairman Danny Donohue.

Attending the labor-management meeting were union and management officials from most of the State's Mental Health facilities, CSEA President William McGowan, AFSCME Secretary-Treasurer William Lucy, OMH Commissioner James Prevost and representatives of the Governor's Office of Employee Relations.

Donohue said CSEA is attempting to set up a similar labor-management meeting with the State Office of Mental Retardation and Developmental Disabilities. He said he hoped the meeting with OMH would become an annual part of the labor-management process.

"This statewide meeting hopefully will make management more aware of the necessity for productive labor-management meetings at the facility/local level.

"The meeting helps make the union and management aware of the other's concerns and tries to build better cooperation in the best interests of our members who also are their employees," Donohue said.

## Reaganomics—it's no joke

### Lucy addresses future of labor

William Lucy, the International Secretary-Treasurer of AFSCME, is known as a polished speaker who often fills his statements with pointed quips which cause convulsive laughter and sudden realization. When he addressed the CSEA/OMR Labor Management Conference at Hidden Valley, Lucy opened his remarks with a friendly put down: "I'm under a flag of truce. And also on very, very rare occasions — management deserves a kind word or two — I'll say some — if I can recall any."

Joke over with, Lucy then launched into a long listing of upcoming problems involving Reaganomics which will shortly be hitting the New York State area. "... instead of Carter's vision of shared scarcity, Reagan is giving us something different — forced scarcity. And the results of that are already touching everybody in this room."

Lucy went on to list the meat axe cuts which are about to slash into the New York State Mental Health program and the CSEA membership.

"Federal reimbursement for Medicaid would be allowed to increase 5 percent in fiscal '82, and the effect of that is projected to be a cut of \$300 million. Since both the state and the counties share Medicaid costs in New York, that means a serious setback for all levels of government not to mention patient care."

"Buried in that \$300 million



**AFSCME International Secretary-Treasurer William Lucy.**

Medicaid cut is \$35 million that mental health services won't get and another \$45 million that mental retardation won't see. This sounds bad enough. But, there's still more.

"The administration's block grant proposals are booby trapped.

The White House wants to consolidate a variety of federal programs into four or five block grants and let the states spend the money pretty much as they choose. That all sounds nice, until you remember that before you get the money, the White House wants to lop 25 percent right off the top."

When Lucy finished speaking, no one was laughing.



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## Lone steward honored

SANBORN — Lois Sawma, lone CSEA steward at Niagara County Community College, was honored by her union and employer at a "Steward Appreciation Luncheon" at the college.

CSEA Field Rep Tom Christy said, "Lois has done great work in helping out the members and also in bringing about an atmosphere of cooperation with the school's administration."

Christy's remarks were borne out by the presence of College President Donald Donato and Dean of Administrative Affairs Marco Silvestri, who joined Sharon Moje, Secretary, and Theresa McAvoy, President of CSEA Niagara County Employees Unit, Local 832 and more than 80 guests in endorsing the honor accorded Ms. Sawma.

Ms. Sawma received a plaque of appreciation on behalf of Region VI signed by Region President Robert Lattimer.

The Niagara County Community College CSEA Unit has the distinction of attaining 100 percent union membership of the approximately 100 employees at the college.

## Women's state convention Oct. 16-18

ALBANY — The Albany Chapter of the Coalition of League of Union Women will host the New York State convention of CLUW October 16-18 at the Best Western Thruway House, Albany, it has been announced.

Plans for the convention are being finalized, and further information may be obtained by calling Albany Chapter President Betty Kurtik at (518) 474-5361 or 767-9469, or CSEA Statewide Secretary Irene Carr at (607) 432-3091.



SUFFOLK COUNTY LOCAL 852 Executive Vice President Robert Kolterman, left, installs the officers of the Hauppauge North Complex Unity of the local including, from left, First Vice President Margaret Kearney, Second Vice President George Moor, Treasurer Olivia Wilson, Secretary Pat Cano, Third Vice President Nestor Neira and President Robert Grooms.

## Region I plans move

MELVILLE — The Long Island Region I headquarters will be moving to Hauppauge sometime during the summer, Region I President Danny Donohue reported at a recent meeting of the Region I Executive Board.

Donohue said the statewide CSEA Board of Directors had approved a five-year lease for a new regional office in the Atrium, 300 Vanderbilt Motor Parkway, Hauppauge.

The new office will replace the present office at 740 Broadway, North Amityville, and the Regional Satellite office in Hauppauge, he said.

The new office, which will have twice the floor space of the present office, will contain the regional president, regional director, EAP representative, EEP coordinator, the public relations associate, field staff and space for authorized insurance representatives, he said.

There also will be a meeting area available to the Region I Executive Board, regional committees and locals, he said.

"The holding of executive board meetings at the new region office will be a great financial savings to the region," Donohue said.



## A Reaganomics nightmare to consider

# Will federal budget create increase in mental patients?

## Extensive financial pressure can cause depression

Patient reports feeling very depressed for the last few weeks, with feelings of intense hopelessness, suicidal ideation, sleep and appetite disturbances and alcohol abuse. He also reports being very stressed by financial problems and his wife is afraid that he is so depressed that he may attempt to injure himself.

Diagnosis: Depression with Melancholia

Patient has frequently held down a full-time job, worked a part-time job and run her household with her 3 children simultaneously. She has brought herself to the point of total exhaustion, according to her father.

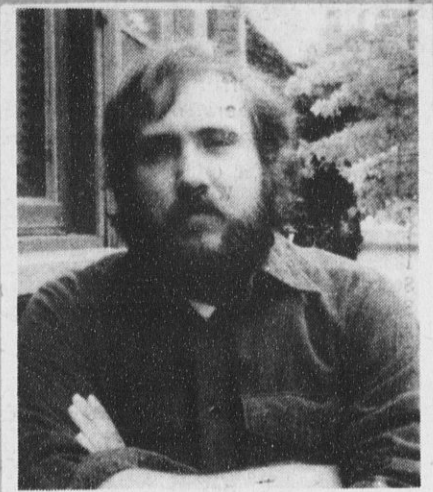
Diagnosis: Manic-Depression

The patient has undergone increasing stress in the past few months on account of loss of job, increased alcohol abuse and financial debt. He is presently living with his mother and in the last few days has expressed the desire to die or to kill his children.

Diagnosis: Major Depression with Psychotic Features

Patient lost her job with subsequent loss of house. Husband has been unemployed which necessitated moving in with his parents. The situation is intolerably oppressive and patient suffers nightly nightmares and the feeling that "I can't stand it anymore."

Diagnosis: Major Depression with Melancholia



STEVE TRIMM is a Mental Health Therapy Aide assigned to Unit M at the Capital District Psychiatric Center, Albany. He is a member of CSEA Local 692. His article was submitted, unsolicited, for consideration for publication. It is a thoughtful, well written and provocative study of an effect of the Reagan Federal Budget that could touch us all, extreme financial stress.

By Steve Trimm

Four patients in a New York State psychiatric hospital. Two are male, two female. Three are white, one is black. They all suffer from some form of depression. And they have one other thing in common: They fell victim to depression, in part, because of severe financial stress.

It is well known that extreme financial pressure can aggravate or sometimes precipitate mental problems. What isn't so well known is that a whole new generation of mental patients is about to be created by Reaganomics.

Consider the thousands of people whose financial situations are similar to the situations of our four patients. How do these people cope with the severe financial stress? How have they avoided cracking under the strain and becoming mental patients themselves? To a considerable degree their financial plight is eased by government assistance. That assistance may take the form of Welfare, Social Security, Food Stamps, WIC, Medicare, Medicaid or any of a dozen other social programs. The general effect of these programs is not simply the easing of financial burdens, but relief from the mental anguish that accompanies poverty and near-poverty. It would not be too far off to say that as chronic anxiety over money is reduced, mental health is improved.

Reagan and Company are going to cut the monies available for human service programs. Directly or indirectly, quickly or gradually, the funds available for Welfare, Social Security, Food Stamps and all the rest are going to dry up. No jobs will materialize overnight for the poor and the near-poor. For non-taxpayers there will be no tax breaks. For the poor and the working poor, daily living expenses will continue to rise and there will be less money to cover expenses. Personal financial stress will increase dramatically — and many people will crack under the new pressures. A new generation of mental patients will be born.

### PSYCHIATRIC BUSINESS WILL BOOM

For psychiatric hospitals, then, business will be booming during the '80s. But even as patient populations increase, there will be fewer hospital resources available to meet patient needs. That, too, is bound to be the case under Reaganomics, for most hospitals, like most poor people, survive on direct or indirect government assistance.

As a Mental Health Therapy Aide at the Capital District Psychiatric Center, I can visualize how it will go. Most of CDPC's patients are poor people whose fees are paid by Medicare or Medicaid. As Medicare and Medicaid funds are trimmed, fewer and fewer of the hospital's operating costs will be met. The hospital administration will therefore try to reduce expenses. The first things to be eliminated will be the "frills." There will be no more van rides for the patients. When ward television sets or movie projectors break down, they will not be replaced. The expenses saved in this way will be relatively minor, but the impact on the patients will be great. As each "frill" is eliminated, patients will become progressively isolated from the outside world. Finally they will become truly institutionalized, spending all their time within the hospital's walls. They will become virtual captives, cut off from the community, its images and influences.

After the "frills" are axed some in-hospital programs will go. Music therapy, dance therapy, psychodrama and art will be likely candidates for extinction. For the patients now trapped within the hospital, the impact will again be great: they will have fewer and fewer opportunities for meaningful therapy.

### SQUEEZING THE STAFF

At this stage the hospital administration will probably try to squeeze more labor out of the floor staff. The administration will point out that budget difficulties have meant a cutback in activities for the patients. It will urge floor staff to design and implement new, on-ward activities. Of course no funds will be available for these activities and staff will not be paid anything extra for the extra work, but the request will be made. Floor staff will probably respond to such requests in a positive way, up to a point. There

will be the constant possibility and danger — once administration has seen that employees are willing to "volunteer" for extra labor — that more and more tasks will be piled on an already over-worked floor staff. During the era of Reaganomics the potential for employee exploitation and abuse will be very high. I predict that CSEA and other employee unions will be kept very busy protecting membership rights and working conditions.

### STAFF WORK BECOMES GUARD DUTY

Last but certainly not least, as inpatient populations grow and no new staff is being hired — another foregone conclusion under Reaganomics — the basic work of floor staff will change. With more patients to keep track of, most staff time will be occupied with simple guard duty. For the patients this may be the unkindest budget cut of all. Today's floor staff, nurses and MHTAs, provide a priceless patient service: Conversation and informal counseling, available on every shift, 24 hours a day; conversation that is encouraging and sympathetic and therapeutic in the highest sense. In the months ahead, as more and more patients come into the hospitals, the "leisure" time available for conversation will be reduced to next to nothing. For floor staff, keeping tabs on large numbers of patients will take precedence over paying any real attention to individuals. For the patients, this can only be devastating.

Deprived of sustained contact with the community and deprived of in-hospital therapy programs, mental patients under Reaganomics will finally be deprived of meaningful relationships with staff. Given the bleak hospital conditions mental patients are going to face in the months and years ahead, we must assume that it will take patients a longer time to get better — to regain their mental health. Reaganomics is not only going to produce a new generation of mental patients, it will produce a generation that appears "sicker" than previous generations.

There is, to be sure, an alternative. To avoid hospital overcrowding, to avoid staff exhaustion from over-work, and especially to convey to the public the idea that the hospital is doing its job, patients may be released back into the community before they are really ready to go. The temptation will be very great to process patients through in a hurry, to free up the bed, space that will always be in demand. If this alternative is adopted, the only losers will be the patients (and probably the community). But any way you look at it, the patients are going to lose under Reaganomics.

### HOSPITALS BECOME MORE DANGEROUS

There's even more to it than that. As time goes by, hospitals will become more dangerous. To save money, hospital administrations will postpone needed repairs and modifications on their facilities. Facility deterioration may be fast or slow, and in some cases it is bound to cost lives.

For example, at CDPC there are interior balconies that are unscreened. In one 30-day period recently, three patients threw themselves from these balconies in suicide attempts. It is reported that the balconies will soon be screened and perhaps they will be. But in other institutions similar life-saving modifications may well be ruled out as too expensive. With the result that patients will die. Under Reaganomics, it's all too likely.

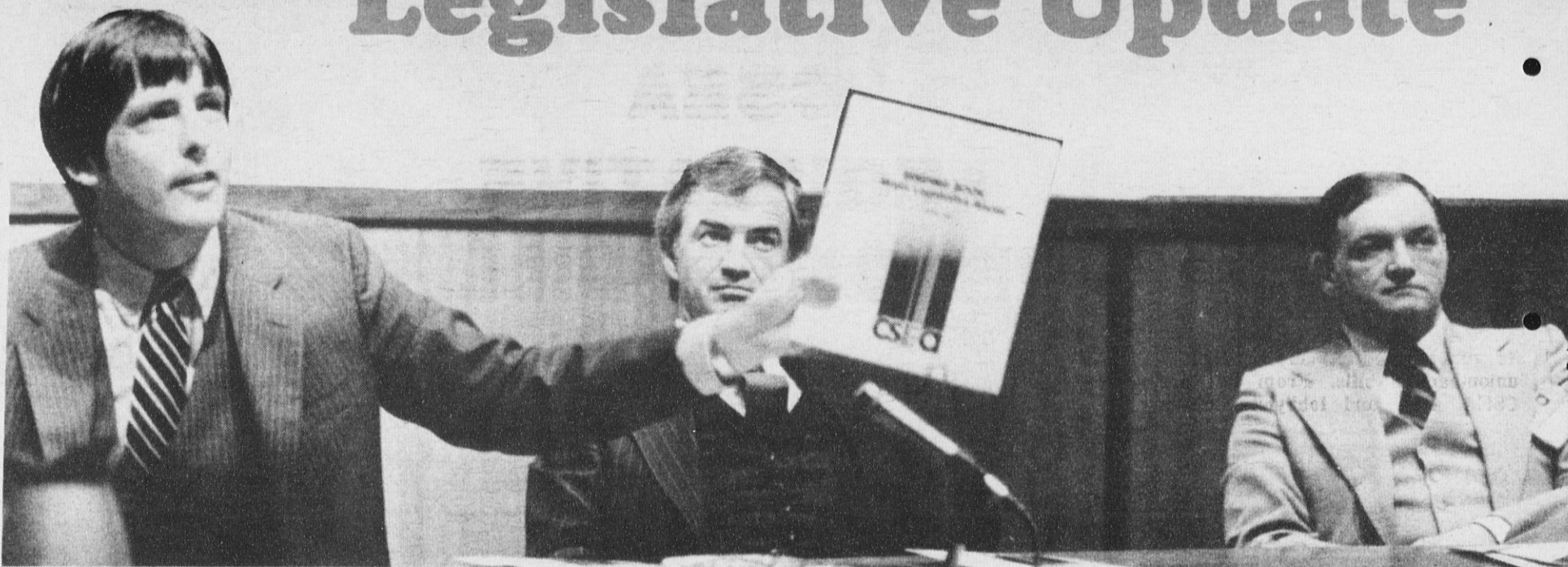
To sum up: Reaganomics will cause severe financial stress for the poor and the near-poor. Many of these people will crumble under the strain and become mental patients. As the '80s advance, the numbers of mental patients will increase just as psychiatric hospitals are less able to cope with them and protect them, let alone help them.

### FOUR LONG YEARS

That's my prediction and I'm most unhappy to make it. The truth is, I see very little to be happy about for the next four years. At the end of four years, however, enough damage will have been done for the public to be disgusted, angered, and ready for a change. The public will be outraged not simply because of what Reaganomics has meant for the mentally ill, but on account of its impact on all aspects of national life. Everyone's standard of living will drop, and everyone will lose hope and heart under Reagan.



# Legislative Update



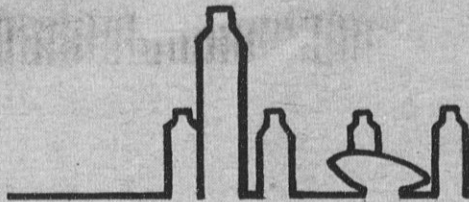
Bill No.	PROVISIONS	STATUS
81-1 S. 6801 A. 6492	The 1977 Agency Shop legislation would be made both permanent and uniform for both state employees and those in the political subdivisions. (Agency Shop)	S. Rules A. Govtl. Empl.
81-2 S. 6802 A. 6512	This bill would remove the loss of two days' pay for each day of a strike. (Repeal of 2 For 1)	S. Rules A. Govtl. Empl.
81-4 S. 4594 A. 6482	This bill would give unions and employees the right to notice and an opportunity to be heard before the issuance of a restraining order. (Injunctive Notice)	S. Civ. Serv. & Pens. A. Govtl. Empl.
81-5 S. 4593 A. 6472	This bill would restore the presumption of arbitrability for New York State public employees which disappeared because of Liverpool. (Liverpool)	S. Civ. Serv. & Pens. A. Govtl. Empl.
81-6 S. 3086 A. 6462	This bill would require an employer to continue an expired collective bargaining agreement until a new agreement is reached. (Triborough)	S. Civ. Serv. & Pens. A. Govtl. Empl.
81-7 S. 6803 A. 6502	This bill would prevent the imposition of penalties against the union representing public employees when it is found that an employer improper practice was responsible for a strike. (No Union Liability — Loss of Dues Deduction Privileges)	S. Rules A. Govtl. Empl.
81-8 S. 3267	This bill would prevent the imposition of the two-for-one penalty against employees when it is found that an employer improper practice was responsible for a strike. (No Individual Liability — Loss of 2 or 1)	S. Civ. Serv. & Pens.
81-9 S. 4592 A. 2196	Civilian employees of the Division of Military and Naval Affairs would become "public employees" under the Taylor Law, and, therefore, could organize and bargain collectively with the State of New York. (Armory Employees)	S. Civ. Serv. & Pens. A. Ways & Means
81-11 S. 910A A. 5164	This proposal would guarantee public employee voting membership on the Board of Trustees for the Employees Retirement System and investment decisions would require the vote of at least one such member. (Board of Trustees For Retirement System)	S. starred on 3rd rdg. Senate Calendar 5/26 A. Govtl. Empl.
81-12 S. 1115A A. 1535A	This bill would allow the veterans of World War II, Korea and Vietnam to purchase up to three years of credit in the Retirement System for service in those wards. (Veterans' Buy-Back)	S. Civ. Serv. & Pens. A. Ways & Means
81-13 S. 2934 A. 3806	This bill would provide a modest cost-of-living increase for those retirees who retired prior to 1980. This bill would also provide supplementation, for the very first time, to those who retired after April 1, 1970. (Retiree Supplementation)	S. Finance A. Govtl. Empl.
81-14 S. 3569 A. 4583	This bill would make state employees who retired before December 30, 1966, eligible for a death benefit in the amount of \$2,000. (\$2,000 Death Benefit)	S. Finance A. Ways & Means
81-15 S. 3547 A. 4530	This bill would allow district attorney investigators in counties which so elect to participate in a 20-year retirement plan similar to that plan which has been available for deputy sheriffs. (20-Year Retirement Plan-D.A. Investigators)	S. starred on 3rd rdg. Senate calendar 5/26 A. Ways & Means
81-16 S. 5004 A. 7037	This proposal would amend the Retirement and Social Security Law to provide that correction officers employed by counties would be eligible to participate in a 20-year retirement plan. (20-year Retirement Plan-Correction Officers)	S. Civ. Serv. & Pens. A. Govtl. Empl.
81-17 S. 6181	This bill would simply allow retirees to be eligible for dental insurance under the group coverage. (Dental Insurance Plan-Present Retirees)	S. Civ. Serv. & Pens.
81-18 S. 4563 A. 6548	This bill would provide that the surviving spouse of a retiree who had family coverage in the health insurance plan would be allowed to continue such coverage after the employee's death, at no more than 25% of the full cost. (Health Insurance Program Participation for Retirees at 25% of Cost)	S. Civ. Serv. & Pens. A. Ways & Means
81-19 S. 6804	This would allow employees who were on the payroll prior to the cutoff date for eligibility in the lower tier and who, through no fault of their own, were both eligible for membership, to file to become members of the lower tier. (Tier I and II Reopeners)	S. Rules
81-20 S. 3436 A. 4277	This bill would allow State employees working at the University of Buffalo before it was acquired by the State of New York, to purchase retirement credits from the New York Retirement System for the time they were employed by the University. (University of Buffalo Buy-Back)	S. Civ. Serv. & Pens. A. Govtl. Empl.



# CSEA LEGISLATIVE PROGRAM BILLS



COMPREHENSIVE LEGISLATIVE BRIEFING is given to CSEA's political action liasion (PAL) representatives just prior to a recent day of lobbying in Albany on behalf of union-backed bills. From left are CSEA Atty. and lobbyist Stephen Wiley, Bernie Ryan, Director of the Legislative and Political Action Department, and Joseph Conway, chairman of the union's statewide Legislative and Political Action Committee.



(status as of June 3, 1981)

Bill No.	PROVISIONS	STATUS
81-21 S. 6805	This proposal would provided retirement system credit for employees of the Rome Community Store in the Department of Mental hygiene who have been denied service credit for years of service prior to June 21, 1973. (Retirement System Credit for Employees of the Rome Community Store)	S. Rules
81-22 S. 6830 A. 8763	Long Beach, Glen Cove court bill. A. 8794 A. Govt. Employees	S. Finance A. Rules
81-23 S. 3463 A. 4467	The Education Law presently encourages the contracting out of transportation services by school districts by giving private contractors a more favorable state-aid formula. This bill would eliminate that advantage. (Parity Bill)	S. Education A. Education
81-24 S. 1204C A. 1904B	This legislation would eliminate the cap imposed on school districts that does not allow them to receive state aid for more than 7% of the prior year's budget for transportation services. (Relief from 7% CAP)	S. Signed into law 5/15/81 Chpt. 54.
81-25 S. 4846 A. 3515	The Transportation Law would be amended to require motor vehicles seating 11 passengers or more, and used in the business of transporting school children, to be equipped with padded seat backs at least 24 inches in height rather than 28 inches in height. (Bus Seats)	S. Transportation A. Ways & Means
81-26 S. 2783 A. 3601	This bill would put cafeteria services in the mandated part of the school budget. (Cafeteria Operations — Contingency Budget)	S. Education A. Education
81-27 S. 4516 A. 8327	This bill would conform the practice of litigation with school districts to that which obtains in litigation against other public employers. (Notice of Claim Reform)	S. Education A. Education
81-28 S. 2077 A. 2692	The New York Court of Appeals, New York's highest court, has recently determined that the provisions governing military leave for public employees provides for paid military leave for 30 calendar days, instead of for 30 work days. As a result, employees who work on the second shift or who have pass days on other than weekends, may be required to attend ordered military drills without being paid. This bill would merely restore the practice as it existed prior to the Court of Appeals decision. (Military Leave)	S. starred on 3rd rdg. Senate calendar 3/25 A. Govtl. Operations
81-29 S. 1833 A. 2469	Martin Luther King Day	S. Judiciary A. Ways & Means
81-30 A. 4951	This bill would prevent persistent labor law violators from seeking public contracts. (Persistent Labor Law Violators)	A. Labor
81-31 S. 2805A A. 3150	This proposal provides funding at a minimum of \$500,000 for the Clinton-Essex-Library System. (Minimum Funding for the Clinton-Essex-Franklin Library System)	S. Finance A. Ways & Means
81-32 S. 3314 A. 5772	Section 41.11 (c) of the Mental Hygiene Law provides that no employee of the Department may be appointed as a member of a community service board or a subcommittee thereof. This unfair exclusion should be deleted. (Employees of the Department of Mental Hygiene to Serve on Community Service Boards)	S. starred on 3rd rdg. Senate calendar 5/28 A. Ways & Means
81-33 S. 6806	The New York State Department of Civil Service recently changed the classified services rules in a number of significant respects, including lengthening the probationary period. This proposal would change some of the more undersirable aspects of the revision. (Change in Classified Service Rules)	S. Rules
81-34 S. 1710A A. 2149A	Public employees are frequently sued for decisions which they have made in the course of their employment. Public Officers Law Section 17 was recently amended to provide a systematic procedure and increased protection for employees of the State under those circumstances. This proposal would provide a parallel procedure, and similar protections for employees of the political subdivisions and the authorities. (Political Subdivisions Indemnifications)	S. passed Senate, rpt. Assm. W&M 4/9/81 A. Rules
81-35 S. 3773 A. 5073	This bill would eliminate a \$5.00 examination fee for present State employees and its political subdivisions on competitive examinations. (Examination Fee)	S. Civ. Serv. & Pens. A. Ways & Means
81-36 S. 4194 A. 5728	Indemnification for the Thruway Authority	S. passed Senate 5/28 rpt. Assm. W&M. A. Ways & Means
81-38 S. 6807 A. 8514	This bill would provide unemployment insurance for non-professional school district employees who do not have a job clause in the collective bargaining agreement. (Unemployment Insurance for Non-Professional School District Employees)	S. Rules A. Labor
81-39 S. 1330 A. 1657	Death Benefit for Non-Uniformed Correction Officers.	S. passed Senate 5/18; rpt. Assm. Govtl. Empl. A. Ways & Means



# Warwick 'snow days' declared pay days

WARWICK — CSEA-represented employees of the Warwick Valley Central School District in Orange County are being paid for a snow day in May, thanks to a recent arbitrator's decision.

The school calendar provides for a 190-day year including six holidays. In addition, contracts with teachers and hourly workers provide for "paid snow days to a maximum of six snow days per year."

During the 1979-1980 school year, the school district declared two "snow days" in September due to a hurricane, plus two in the winter due to snow, and closed the school May 30, 1980 (thus extending the Memorial Day weekend) through use of an unused snow day.

## Her perseverance paid off

WARWICK — Field Rep. Flip Amodio said she was, "like an English bulldog, got her teeth in it and wouldn't let it go." He was describing Unit President Naomi Kaplan whose perseverance was the key to winning the arbitration award.

The issue goes back several years. Kaplan said that until 1977 the ten-month employees were always paid when schools were closed to use an extra "snow day" and extend the Memorial Day weekend. Then, in 1978, employees did not get paid because the district used all of the days allocated, in the words of the contract, "to a maximum of six."

The next year, 1979, the same weekend was again extended, employees did not get paid, but this time there were unused "snow days." So Kaplan filed a "class action" grievance on behalf of 160 co-workers, but an arbitrator later dismissed it on a technicality which was that the unit's own grievance committee had not reviewed the matter, even though such a review would have had no substantial impact on the grievance process.

When the district again failed to pay its people last year for the extra day off, and since they were unused "snow days", Kaplan went back into action, but with more success.

Field Rep. Bruce Wyngaard noted that the administration worked hard to crush the issue, and argued (unsuccessfully) each employee must file his/her own grievance. "They knew who the people were, we knew who the people were, and the demand for 160 individual grievances was simply an attempt to frustrate the issue," he observed.

Looking back at the experience, Kaplan lauds the cooperation received from Amodio, Wyngaard and Regional Attorney Bart Bloom. She also credits her co-workers with vital information gathering. The unit president also believes, "you've got to know your contract, pay attention to details," and concludes, "you can fight city hall."



UNIT PRESIDENT NAOMI KAPLAN and Field Rep. Flip Amodio discuss the impact of the arbitration award.

language entitled employees to be paid for "snow days" only "if the District is closed because of snow". It contended that schools were not closed May 30 because of snow but because of the excess number of days in the school calendar when snow days were not used.

Arbitrator Herbert L. Haber, however, failed to recognize the distinction between a "snow day" and "an unused snow day" being "used."

"The District's description of the day as an available day 'because we did not use certain snow days in the calendar,' seems to me a distinction without a difference," Haber said.

"Carrying this semantic exercise one further step, I do not accept that the use of the term 'snow day' in the Agreement is intended to be tied literally to snow," he continued. "The term has come to describe, in its ordinary and common usage, those days which a school systems builds into its calendar to absorb those scheduled school days on which, for one reason or another, it is decided the schools should be closed."

As examples, he cited extreme weather conditions, boiler breakdowns, and power failures.

He ordered affected hourly employees to be paid a day's pay at the appropriate level.

When cafeteria employees, drivers, teacher aides and monitors were not paid for May 30, CSEA unit President Naoli Kaplan filed a grievance in behalf of herself and "and all employees similarly affected."

The district refused to process the grievance, stating that the CSEA contract did not provide for a "class grievance." The arbitrator ruled in favor of the union, saying that contract language does not bar a union grievance when the total bargaining unit is affected.

Dispute then centered on whether or not May 30 was a "snow day" for which employees must have been paid. The School District argued that

# O'Connor exposes horrors of federal budget cuts before state hearing

WHITE PLAINS — Southern Region III President Raymond J. O'Connor, testifying before a hearing of the State Assembly Ways and Means Committee, attacked President Reagan's proposed federal budget cuts, which he said:

"... calls us to kneel before the sacrificial altar of the balanced budget at the expense of the poor, the working poor, the aged on fixed incomes and the mentally, emotionally and physically handicapped."

The hearing was on the impact of the budget cuts on Westchester County and on the Lower Hudson Valley.

He spoke before committee chairman Arthur J. Kremer and assemblymen John R. Branca, William B. Finneran and Leonard P. Stavisky.

O'Connor was critical of devastating effect those cuts would have on government services.

Deviating from his official text, he recalled in 1953 when he was a delegate to the National Maritime Union convention, the late and CIO-UAW President Walter Reuther attacking President Eisenhower's trick down theory which leads to unemployment.

Stavisky said thousands of jobs would be abolished and there would be reductions in services because of the loss of federal funds.

"Will the private sector absorb these people?" Stavisky asked.

Frank Brady of the Greater New York Chamber of Commerce and Industry, also testifying before the committee, answered: "Not in one year."

Branca said he agreed with the points made by O'Connor. Finneran called attention to the regional discrimination in the proposed federal budget cuts.

## Calendar of EVENTS

June

- 10—Orange County Locals and units presidents political action meeting, 7 p.m., Goshen High School, Goshen.
- 11-12—Local 690 Red Cross Program drive, Tax Department basement Bldg. 8A, 8:15-2:15 both days.
- 12-13—Region VI meeting, Executive Motor Inn, 4243 Genesee Street, Cheektowaga.
- 15—Long Island Region I Executive Board meeting, 7 p.m., Machinists Hall, Melville.
- 16—New York Metropolitan Retirees Local 910 installation, 1 p.m., 2 World Trade Center, Room 5890, New York City.
- 19—Local 690 installation of officers, 5 p.m., Vallee's Restaurant, Central Avenue, Albany.
- 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.



SOUTHERN REGION III President Raymond J. O'Connor, left, speaks before a hearing of the State Assembly Ways and Means Committee on the impact of proposed federal budget cuts on Westchester County and on the Lower Hudson Valley. Another speaker before the committee is Frank Brady, right, of the Greater New York Chamber of Commerce and Industry.



# winning is just being there.

**EVERY SPECIAL OLYMPIAN  
WINS AS SOON AS HE OR  
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COMPETITION FIELD.**

Since its beginnings as a track meet in 1968, Special Olympics has provided an opportunity for physical fitness and competition for more than two million mentally retarded individuals. Thousands of New York Special Olympians will compete this year in local meets, winter sports, tournaments, and the summer games at Elmira College, June 12 through 14.

## CSEA IS THERE.

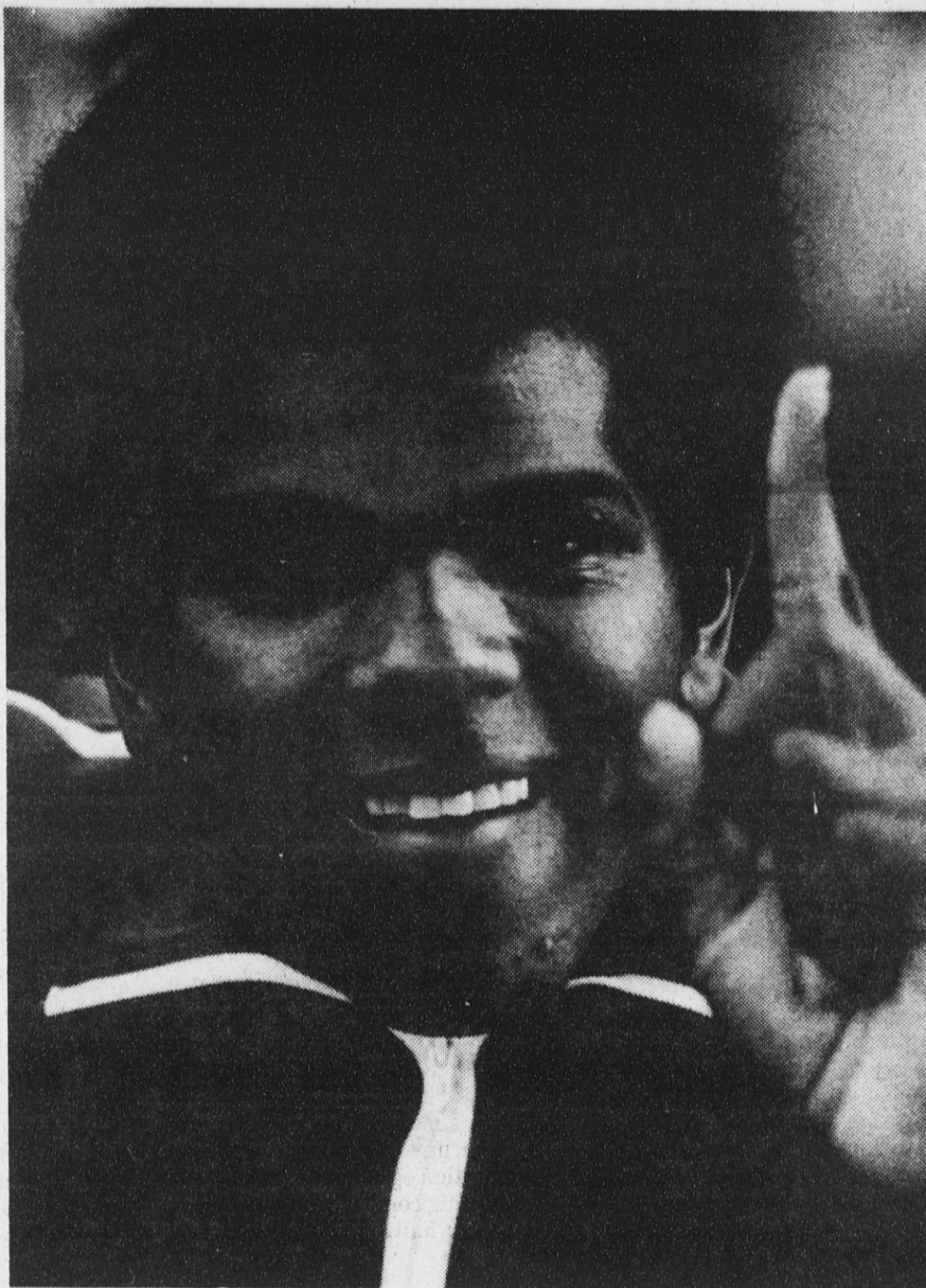
Members throughout the state serve as Special Olympics volunteers, coaches and chaperones. Members have been generous in supporting these special athletes with their contributions. Last year alone, CSEA members donated more than \$17,000, making it possible for some 900 Special Olympians to train and compete.

You can be there, too, sponsoring a very special athlete competing in New York. All it takes is \$19.50. A small price to pay for a priceless reward...the joy of sharing the experience of winning.

You, the sponsors, receive a certificate from the New York Special Olympics along with the name of your athlete. So use the attached coupon and help a Special Olympian be a winner. Send your tax-deductible contribution to:

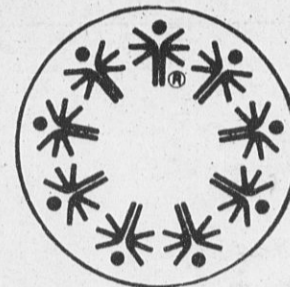


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- Gold Medal Club (\$185)
- Silver Medal Club (\$95)
- Bronze Medal Club (\$55)
- Other (\$ )



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*Make checks payable to: "New York Special Olympics, Inc."*

Send your tax-deductible contribution to:

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33 Elk Street, Albany, New York 12224

**IT'S A LESSON IN COURAGE FOR US ALL.**



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.

## A vital element in unionism

ALBANY — "Communications is a vital element in unionism, especially within a union that rightly prides itself on its democracy," said Gary G. Fryer, CSEA's Director of Communications.

"We would become weak from within if we weren't able to share ideas and information up and down the line among ourselves. And we would be weak from without if we couldn't make our union's views, needs and demands known to the public and to government leaders through the media."

He explained that along with collective bargaining, communications is a CSEA function which affects every single member:

"Only a percentage of the members have grievances in a given year; only a percentage sign up for insurance coverage or seek help through the Employee Assistance Program; and only a few find themselves in need of legal assistance from the union. But you can bet that every week they see The Public Sector, or read about CSEA in their local newspaper, or see a flyer on their bulletin board, and they're reminded that the union is working on behalf of them and their fellow members."

CSEA's 11-person communications staff deals with both internal communication (communicating with members through such media as The Public Sector, brochures and flyers) and external communication (communicating with the public through the news media).

Communications associates working out of each Region office have diverse duties. If, for example, a Local feels management is dragging its feet in handling a problem, the communication associate may be called in to explain the Local's position to the press through a press conference, release, or informal briefing with reporters. If the Local decides to dramatize its complaints through informational

picketing, the communications associate may be on the scene lettering and handing out signs and acting as spokesman to reporters he has invited to witness the demonstration. He may prepare letters or flyers advising local members of the latest developments in the situation. And his photos and story may appear in the next week's edition of The Public Sector.

"Communications can be a powerful weapon," Fryer said. "Sometimes just the threat that we're

**"Communications can be a powerful weapon . . . we've seen this time and time again."**

going to go to the press with a problem is enough to prompt management to remedy a situation. If that doesn't work, the embarrassment and public opinion that can be stirred up when we do go to the press puts pressure on management to solve the problem. We've seen this time and time again."

Communications can also be a powerful tool in support of other CSEA programs. Fryer points with pride to the important role communications play in the union's successful effort to obtain passage of the public employee OSHA law last year.

"This was just one visible example of how effective communications can be in support of legislative goals," he said.

The communications department, which is responsible to the CSEA president, interfaces with all the union's departments, as well as with AFSCME International, in order to provide needed support for programs. Support might range from a questionnaire for collective bargaining to a brochure for EAP, from a release about understaffing in mental hygiene institutions to a program for a workshop or conference.

"Sometimes this support takes the form of advertising," Fryer explains, "in which case we work closely with our advertising agency to design an effective campaign."

Advertising campaigns in recent years have included the highly effective program against deinstitutionalization which featured the headline "She's Been Dumped;" the series of ads with the theme "Public Employees . . . Where Would You Be Without them?"; and the hard-hitting and successful attack on Erie County's Proposition One.

"One of our most successful cooperative efforts with AFSCME has been in the area of advertising," Fryer explained. "We took a modest amount of CSEA seed money, and negotiated an agreement with AFSCME effectively merging our institutional advertising campaigns in New York State.

Publications are also important tools in CSEA's communications effort. The department is able to typeset its own publications in-house, resulting in greater efficiency, better-looking documents and lower cost.

"We get involved in a wide variety of publications, ranging from simple flyers and conference programs to glossy brochures and even

booklets such as the new officers' and stewards' manuals," Fryer said. "Sometimes we have a dozen publications in the works at one time on which we're performing services from writing and design to proofreading and obtaining printing bids."

Fryer also explained the relationship between his department and The Public Sector, commenting that many members mistakenly believe that his department produces the weekly newspaper.

"Our staff writes many of the stories and provides some of the photos for The Public Sector, and I serve as CSEA's liaison with the Sector editors and have input into the editorial policies of the paper," he explained.

The Communications Department's latest special project is a program designed to encourage better communications among members at the grassroots of the union, through development of Local and Unit newsletters.

"Even if The Public Sector were the best union newspaper in the world, it couldn't serve all the communications needs of our more than 200,000 members — just as The New York Times couldn't serve all the communications needs of readers living in Rochester or Glens Falls, for example.

"There's a lot of news, information, announcements, names, dates, ideas and problems that are never going to make their way into the pages of a statewide publication, but which members at the Local or Unit levels need to know.

"Many of our Locals and some of our large Units have their own newsletters and have found them very helpful in building and strengthening the union. What we're trying to do is help them improve their newsletters and teach other Locals and Units how they can start their own."

The program includes an informative new publication on newsletters, presentations at workshops and conferences, and informal meetings with local newsletter editors and committees.

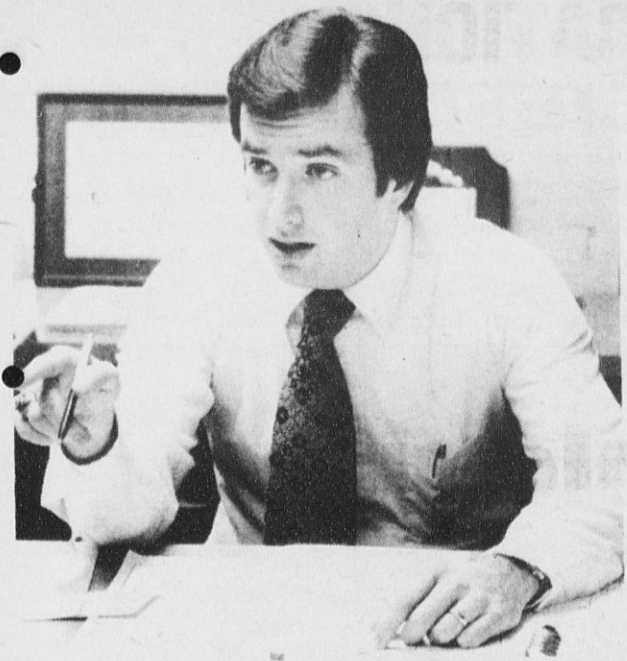


**SOUTHERN REGION Communications Associate Stanley P. Hornak, left, discusses a story involving CSEA with Jim Sproght, news director of radio station WEOK in Poughkeepsie.**



**HUGH O'HAIRE handles communication and press relations duties as communications associate for Long Island Region I. Here he explains the union's point of view to a CBS radio news reporter.**





**DIRECTOR OF COMMUNICATIONS Gary Fryer** gestures during meeting to review status of communication projects.



**COMMUNICATIONS ASSOCIATE Tina Lincer** first interviews Edward Elmendorf, supervisor of plant detail at the Empire State Plaza, for an article she wrote for a recent edition of The Public Sector.



**ASST. DIRECTOR of Communications Melinda Carr, background,** oversees a project as Communications Specialist Ralph Distin uses the department's computerized typesetting equipment.

# 18 are named to receive Irv Flaumenbaum memorial scholarships from CSEA

The 18 winners of the 1981 CSEA Irving Flaumenbaum Memorial Scholarships have been announced by scholarship committee chairman Dominic Spacone.

This year, three young men and women in each Region received \$500 scholarships.

"The committee received 577 applications from children of members, so you can imagine how difficult our selection job was," Spacone said.

"Not only are these students outstanding academically, but all are active in school organizations and extra-curricular activities. And in addition, most of the scholarship winners have worked at a variety of jobs to help offset their expenses," he commented. "These are truly fine young people, of whom their parents and CSEA can be proud."

Participating in the selection process were committee members Thomas Stapleton, Ann Worthy, Mary Majestic, Judy Wilson, and Sandra Delia.

The 1981 scholarship winners are as follows:

## REGION I

Robert Petrelli, son of Ursula Petrelli, a clerk at SUNY at Stony Brook, Local 614. Robert plans to study bioengineering at Columbia University.

Cary Ann Oliva, daughter of Barbara Oliva of SUNY at Stony Brook, Local 614. Cary plans to attend college at SUNY at Oneonta, and wants to be a criminal lawyer or law enforcement officer.

John Duane Yorke, son of Rosemary Yorke, a clerk/typist at the Nassau County Department of Parks and Recreation, Local 830. John plans to attend the Newhouse School of Public Communications at Syracuse University.

## REGION II

Deborah D. Barfield, daughter of Carrie Barfield, a clerk at Downstate Medical Center, Local 646. She plans to study journalism at the University of Maryland.

Anna Bertha Hopson, daughter of Bertha Hopson of the New York State Department of Commerce, Local 010. Anna will attend either Princeton, Cornell or Columbia.

Karen Heyward, daughter of Jack and Lillian Heyward. Her mother is a MHTA at Creedmoor State Hospital, Local 406. Karen wants to attend Cornell University and prepare for a career in the foreign service.

## REGION III

Adrienne Jo Onofri, daughter of Rhoda Onofri, a clerk at the Rockland County Motor Vehicle Bureau, Local 844. Adrienne is interested in several universities and wishes to study journalism.

James L. Ottowitz, Jr., son of James and Sharman Ottowitz. His mother is a nurse in Orange County and a member of Local 836. James wants to study chemical engineering at MIT, RPI, Georgia Tech or Stevens Tech.

Marcella A. Mercatili, daughter of Peter and Julia Mercatili. Marcella's mother is a member of Local 166 at the Mid-Orange Correctional Facility. She plans to pursue a career in labor law by attending the Cornell School of Industrial and Labor Relations.

## REGION IV

Lana Belle Pendergast, daughter of Robert John Pendergast, a Canal Structure Operator at Lock 9 of the Erie Canal and a member of Local 500. Lana plans to attend St. Lawrence University.

Carol Tesar, daughter of Ann Tesar, an account clerk/typist in Essex County and a member of Local 816. Carol will major in physical education at Cortland State.

Tracie Marie Weinlein, daughter of Joyce Weinlein of the Office at General Services, Local 660. Tracie will study communications at SUNY at Albany.

## REGION V

Ronald Thomas Kosier, son of Joseph and Jean Kosier. His father is a supervising janitor with the State University College at Oneonta. Ron will study meteorology at Pennsylvania State University.

Donna Catherine Sherry, daughter of Thomas and Joan Sherry. Her father is a stationary engineer at St. Lawrence Psychiatric Center, Local 423. Donna plans to study biology at Syracuse University and hopes to attend medical school.

Joanne B. Gildersleeve, daughter of Nancy Gildersleeve, an account clerk at the Onondaga County Department of Social Services. Joanne will attend SUNY at Albany.

## REGION VI

Lorie Ann Gadsden, daughter of Minnie Gadsden, a custodian at Alfred Ag. & Tech., Local 600. Lorie will attend Onondaga Community College.

Mary R. Ligammari, daughter of Nicholas and Elizabeth Ligammari. Nicholas is a custodian at the Niagara Falls Board of Education and a member of Local 872. Mary plans to attend Binghamton State University and hopes to study law.

Robert V. Struble, son of Geraldine Struble of the Erie County Employment and Training Service, Local 815. Robert plans to attend MIT.

# West Seneca Unit campaigning to ok transportation budget

**WEST SENECA** — The CSEA Region VI Political Action Committee has approved the West Seneca School District CSEA Unit's campaign for passage of the Transportation Budget Proposition of the town's school budget, to be voted on June 10.

State law mandates that if voters do not approve the budget issue, students from kindergarten through eighth grade must walk up to two miles to school. Only those living more than two miles away will be eligible for transportation.

Students in grades nine through 12 must walk up to three miles to school, with only those living more than three miles away eligible for transportation.

Since the school district has mainly two-lane roads with no sidewalks or shoulders, this is con-

sidered extremely dangerous to the children, who must also negotiate many busy intersections, according to June Ferner of the Political Action Committee.

Ms. Ferner estimated as many as 7,000 schoolchildren will be walking on the roads and byways of the district each schoolday morning if the budget proposition fails. "This would also increase the danger for every driver," she declared.

Balloting on the school budget will take place at East Seneca Senior High School, 4760 Seneca St., June 10, 1:00 to 9:00 p.m.

All residents living in the West Seneca Central School District over 18 years of age are eligible to vote, no registration necessary.

# W. Seneca vote June 10



# Patricia Connolly: After working with offenders, she's better equipped to counsel the victim



Senior Probation Officer Patricia Connolly

An elderly woman on a fixed income has her home burglarized. Door broken. Windows smashed. Possessions collected over a lifetime scattered.

\* \* \*

A young man, beaten and robbed, gets two visitors in the hospital. His assailants. They threaten him if he presses charges.

\* \* \*

A rape victim wants to prosecute, but she's afraid.

\* \* \*

By Stanley P. Hornak

KINGSTON — A poster greets visitors who enter. A field of black with white streaks, it symbolizes the theme "Crime Shatters Lives." It says in three words what the Crime Victims Assistance Program of Ulster County is all about. The name "Patricia Connolly" does the same thing, too. And for that she recently received two state service awards — one from Gov. Hugh L. Carey, and the other from Probation Director Thomas J. Callanan.

Connolly, a veteran senior probation officer, was cited for the role she has played in the conception, development and implementation of a program she describes as an effort "to find justice for all." She is quick to credit Stephen Morris, the county's probation director, for the key role he played in her success. He in turn praises her "matter of fact way of doing a lot of work" and ability "to see how things fit together to make them work."

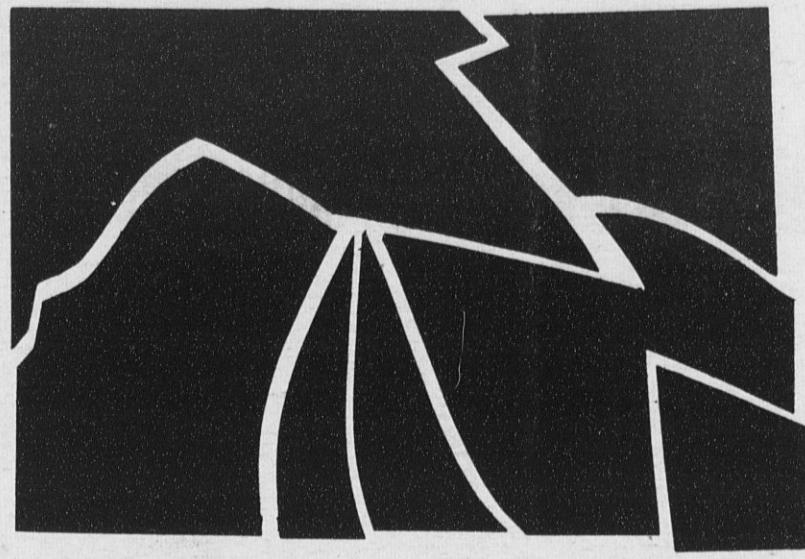
The program itself responds to the growing concern for citizens who have become the victims of crime. It is specifically designed to recognize the needs, concerns and problems associated with being a victim.

Connolly thinks her work with offenders has better prepared her to deal with victims who are often in "emotional turmoil." That such an assistance program is operated by a probation department is unique, but seems appropriate to the CSEA members, "since we have ties all over." "They focus on offenders, we focus on victims," she adds.

A counselor, secretary and several volunteers, directed by Connolly, form the nucleus of the organization which rents office space from the YWCA in uptown Kingston.

The choice of a location is a good example of Connolly's thoroughness. She picked the site because it had two different entrances, "one more discreet than the other." Many victims are afraid and when they reach out for help, Connolly knows the first steps are the hardest.

## CRIME SHATTERS LIVES



THE CRIME VICTIMS ASSISTANCE PROGRAM poster was designed by a high school student who won a contest and a savings bond donated by a local bank.

Services extended are many and varied:

- providing emotional support and short-term counseling.
- arranging child care and transportation when victims have to testify.
- providing temporary shelter for battered spouses.
- supplying emergency food.
- assisting in return of stolen property.
- acting as liaison with police and district attorney.
- preparing "impact statements" for the courts describing the financial, emotional and physical impact on the victim, to be used in sentencing and determining restitution.
- assisting in filing claims with the state Crime Victims Compensation Board.
- making referrals to other helping agencies.

The job Connolly has set out to do is all encompassing. She has also managed to get others involved. For example, she can utilize the baby-sitting services available at the "Y". She has held women's self defense courses financed by the county's mental health agency. She has received financial support from the business/private sector ... CSEA Unit President Sean Egan notes her impact has been considerable. And so, ...



PATRICIA CONNOLLY proves that one public employee can make a difference.

... an elderly senior citizen gets help straightening out her burglarized home and gets a new lock on the front door ...

... a young man threatened by his assailants gets police protection, and ...

... a rape victim has someone with her when she gives a statement to the police and goes through the process of filing charges ...

## Region V nurse shortages, work problems under scrutiny

SYRACUSE — LPN representatives from 11 MH/MR facilities in Region V recently met to discuss problems facing the 400 LPNs in state service in the region.

Attending were Regional President James Moore, LPN Committee Advisor Hugh McDonald, LPN committee representative for the region John Ross, and LPNs from Utica, Marcy, Willard, Elmira and Binghamton Psychiatric Centers and Rome and Sunmount Developmental Centers.

During the round table discussion, the group discussed such problems as overburden on LPN staff due to the RN shortage; relationship of LPNs to MHTA items; the increase in out-of-title work; LPN recognition during negotiations; and the need to redefine work specifications.

According to Moore, future plans call for a statewide LPN committee meeting June 10 at CSEA Headquarters, followed by another Region V committee meeting, set for 6:30 p.m., June 29 at the Northway Motor Inn, Syracuse.