

the

# Public SECTOR

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American Federation of State, County and Municipal Employees AFL-CIO.

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# LABOR DAY SEPTEMBER 2 1985



## WE NEED UNITY!

Labor Day should be a day to remember many things we seem to have forgotten, not the least of which is the sense of unity which inspired and propelled earlier unionists to change the course of American history.

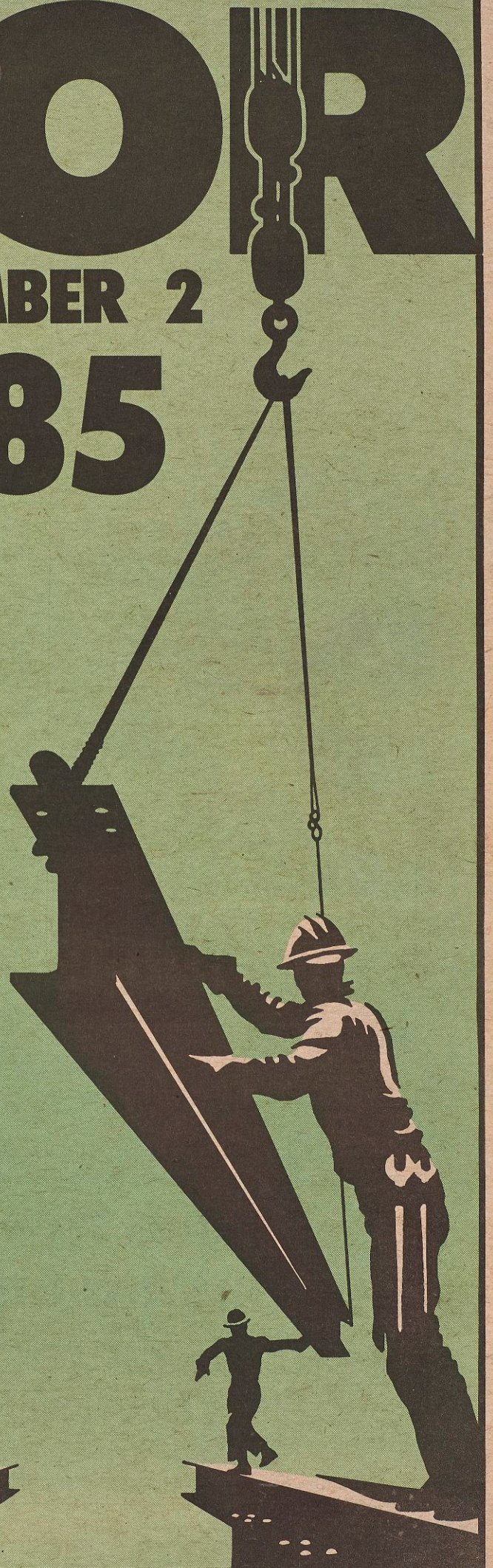
Let's have our parades, and our picnics, and our speeches. Those things are important, and I urge each of you to show your pride in being a working person. But let's also make a personal commitment to something deeper, longer-lasting, unextinguishable; the type of spirit and determination that marked the earlier history of organized labor.

Organized labor has achieved so much. Our job is to protect those gains and work with determination to right the wrongs that still exist. It can only be done as it has been done in the past— with absolute unity for the cause. Alone, we are easy targets to be picked off one-by-one. Together, nothing can deter us from eventually achieving social justice for all.

We must continue to work to change hostile public policies, an economic structure that often favors the upper class over the working class, and laws and courts that make equal rights, equal pay and equal opportunity more a dream than a reality.

We owe it to all those who have gone before us and upon whose backs, blood and bodies were built the level of social and economic justice we do enjoy today.

*William L. McLowan*



Labor Day parade schedules — page 10

**Empire State Labor College propels**

# Thousands on way to college degrees

By Steve Madarasz  
CSEA Communications Associate

NEW YORK CITY—"Everyone is college material if you apply yourself," says Tina Ryan. The dental nurse at Brooklyn Developmental Center, and a member of CSEA Local 447 there, should know—she's among more than 2,000 unionists who are on their way toward earning an associate degree through the Empire State Labor College.

Marie Disantis, a mental health therapy aide and member of CSEA Local 402 at Kingsboro Psychiatric Center, is another member working her way toward a college degree under the unique program. "There's a tremendous inter-

action between my work and study," she says. "It's really made me more of a complete person. I feel much more confident about what I'm doing with my life."

Empire State Labor College was founded in 1971 with encouragement from the AFL-CIO, and is part of the Empire State College system. It is designed specifically to meet the needs of working people.

"We're mainly interested in developing people's minds," says Professor Clark Everling. "We recognize that working adults have learned a lot already, and so we give them credit for what they know. Beyond that, we work on applying what they learn in the classroom to their on-the-job activities. In other words, how to solve real problems."

Ryan says she has been especially impressed with the exchange of ideas in her class, and the willingness of the teachers to learn from the students. "The teachers are very encouraging and make you want to learn," Ryan says.

"One of the great things about this program," says Everling, is that it's one of the few places where people from different unions can share their experiences."

Everling says that while the students may not always be activists when they enter the program, they have taken a strong interest in union activities by the time their program ends.

Foremost, though, the motivation at the start is self-improvement, notes CSEA's Disantis.



"This is for people who want to put out the effort. There's no fluff. You have to produce."

Ryan said the satisfaction achieved can be great once the effort is made. "I didn't like to write before. I could have my thoughts in my head, but couldn't put them down on paper. Then my teacher worked with me and told me to just do it. Now it's easy."



TINA RYAN says, "Everyone is college material if you apply yourself."

The Empire State Labor College is now accepting new students for the Fall semester. The College is located at 330 W. 42nd Street, New York City, 10036. The telephone number is (212) 279-7380. Empire State College operates the program, and also runs various other educational programs for adult students throughout New York state.



MARIE DISANTIS found "a tremendous interaction between my work and study."

## Some life insurance conversion may be possible

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

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

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

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

CSEA Insurance Department 33 Elk Street Albany, N.Y. 12224

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

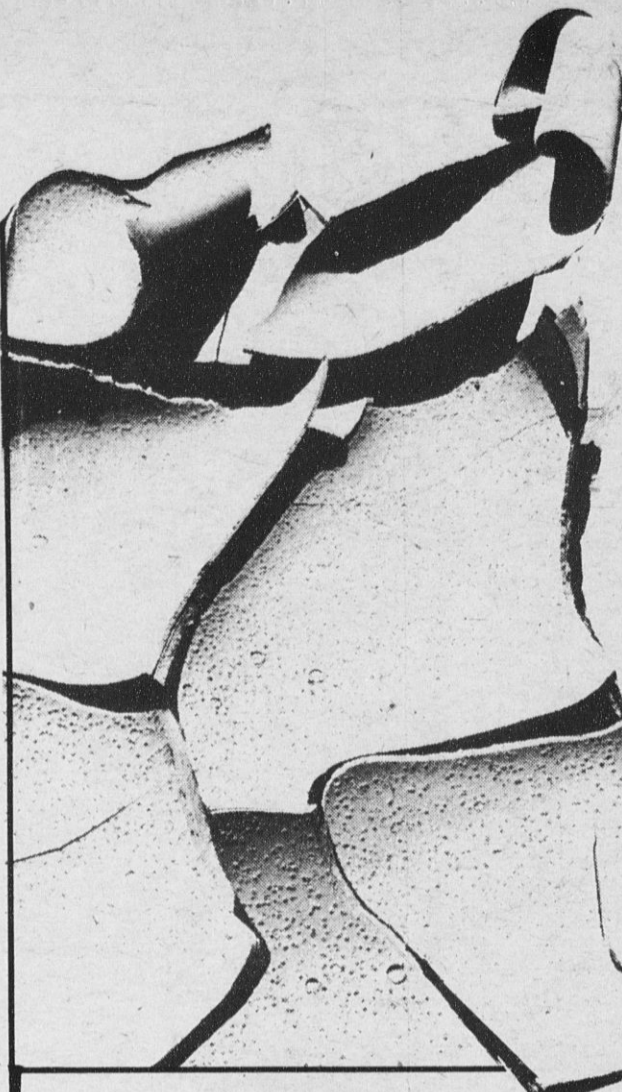
NAME: \_\_\_\_\_  
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 Street City State Zip

Place of Employment: \_\_\_\_\_

Social Security Number: \_\_\_\_\_

Sex: \_\_\_\_\_ Date of Birth: \_\_\_\_\_



# "It was an adventure for me"

## Tanya Smith recalls family's odyssey over deserts, mountains from China to U.S.



By Anita Manley  
CSEA Communications Associate

WHITE SULPHUR SPRINGS—It sounds like something out of a romantic novel.

Maris, a Russian child, is taken by her parents to China during the Russian Revolution. In 1934, Maris marries a Russian named Gregori, and they have a daughter, Tatiana. During this time there were many Russians who fled the revolution to live in China in their own farming community.

But in 1949, peace is shattered once again with revolution, and they are forced from their homes. They wander, like Moses, through the Red Desert and the Himalayan Mountains for four years until they reach Tibet. From Tibet, they travel to India, where they are offered pas-

sage to the United States by the Tolstoy Foundation, a refugee organization founded by the daughter of the famous Russian writer.

Today Tatiana is called Tanya Smith, and her story is not a novel, but a true story that she recalls vividly. She says she hopes to write a book about it some day. But for now she tells it to a visitor.

Smith, a CSEA member who works for the Sullivan County Infirmary, remembers her four-year adventure well. "We circled China trying to stay alive, hiding from the soldiers. We lived in a tent or sometimes just camped under the open sky. We never stayed in one place more than two weeks," Smith recalls.

Food was scarce, but they never starved. Often, Smith says, dead horses were the source of a meal. And, because the refugees could not risk lighting a fire to cook the meat,

dried horse meat often was the bill of fare.

When her group finally reached Tibet, they stayed for four months and then moved on to India, where for eight months they applied for permission to emigrate to different countries. It was here that the American Consulate contacted them and told them that the Tolstoy Foundation would sponsor their passage to the United States. (Smith recalls that of the 120 Russians who started out from China, 19 finally made it to the U.S.)

After spending 11 days on a boat called the "General Taylor," Smith and her family arrived at Valley Cottage in Rockland County, where the Tolstoy Foundation provided living quarters and temporary jobs.

Smith was 15-years-old at that time.

She remembers, "My father finally got a construction job paying \$1.25 an hour, and we moved to Haverstraw. My mother worked as a sewing machine operator. The country, for us, was different and scary, but I was excited. It was an adventure for me."

However, the young Russian immigrant could not speak English, so she was placed in a sixth grade class at a local elementary school. "I had no idea what the teacher was saying, but by the time I reached the seventh grade I could understand a few words. About mid-year, the principal called me in and said there was no sense in my staying in school, and he placed me in a night class with 10 adults and two teachers. They were from different countries; I was the only Russian and the only child."

After two years, Smith was taught to speak, pronounce and spell English proficiently. After leaving school, she went to work in a laundry, and eventually went to work in a garment factory.

She married, had children, and 12 years ago became a Sullivan County employee where, she says, she learned to appreciate CSEA.

Smith recalls her many jobs in garment factories and in an area nursing home when she worked without a union behind her. "I worked without union protection all my life," she said. "In the nursing home, they could fire you whenever they wanted to. Here the union protects you. They can't take advantage of you."

Smith still hopes to some day write that book. And, except for that yet unfulfilled wish, she says, "I feel like my life is complete."



TANYA SMITH, left, and her mother, Maris, recall their adventurous journey from China to the United States during a recent interview in her Sullivan County home.

# Public Sector

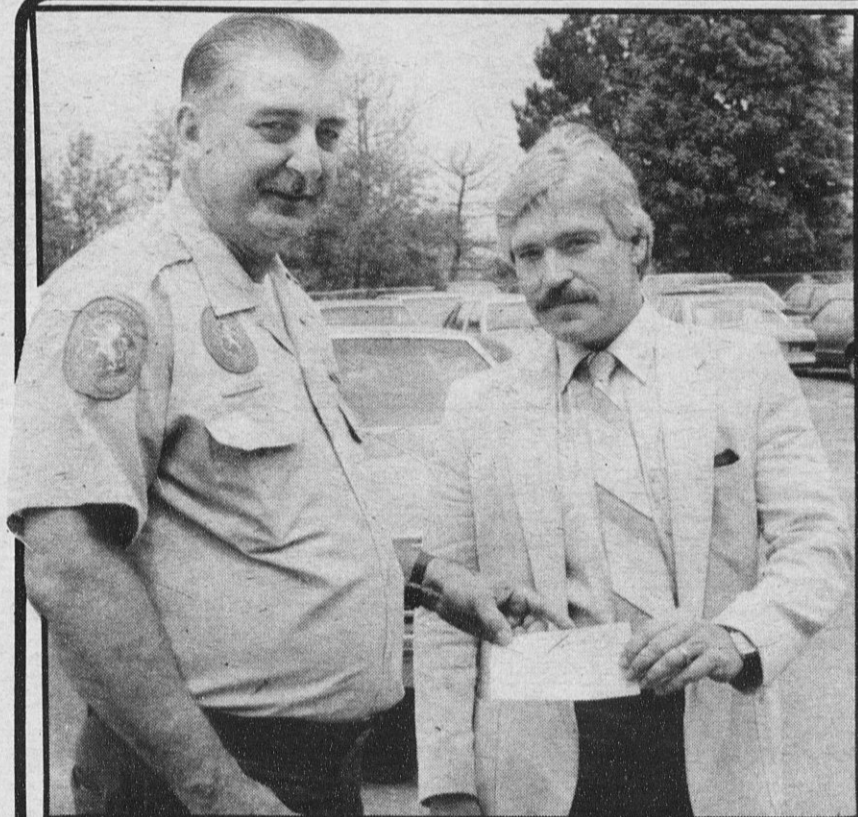
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CAESAR DI MONDA, left, shows CSEA Field Representative Rigo Predonzan check for nearly \$8,000 representing retroactive pay and differential Predonzan helped obtain for di Monda.

## CSEA gets di Monda retroactive pay

# "I'm glad I decided to make that phone call"

MINEOLA—Some phone calls definitely pay off. Caesar di Monda, for instance, says, "I'm really glad I decided to make that phone call."

And because di Monda decided to call CSEA Field Representative Rigo Predonzan, he recently received nearly \$8,000 in retroactive pay and differential because he had been placed in the wrong pay level when he was recalled to work at the Nassau Medical Center.

"I called Rigo because I was very unhappy and felt that I was treated unfairly. I wasn't even sure if I had a chance. But Rigo worked hard for me, and because of that I received close to \$8,000 in retroactive pay and differential," said di Monda.

When di Monda was laid off in 1979 he was working for the Nassau Medical Center as an ambulance medical technician and was in the tenth year of grade 10. But when he returned to the title in 1981 after working as a grade 9 ambulance driver for awhile, di Monda was placed in the fourth year level of grade 10.

Field Rep Predonzan took over, and obtained an agreement from the executive director of the Civil Service Commission that di Monda had, indeed, been placed in the wrong level. "It took approximately three months to rectify the situation. There were a lot of letters written back and forth, but we got Caesar the money he deserved," said Predonzan.

# Stalled claims for outpatient psychiatric care by social workers will be honored under arrangement worked out between CSEA, GOER

CSEA has worked out an arrangement that will enable public employees to be reimbursed for outpatient psychiatric treatment from qualified social workers who do not meet newer, more stringent, experience requirements.

Many claims for such treatment under group health insurance plans have been held up recently because the treatment was performed by social workers with less than six years of experience. Legislation last year changed the experience requirement from three years to six years in order to be eligible for reimbursement from Metropolitan and GHI.

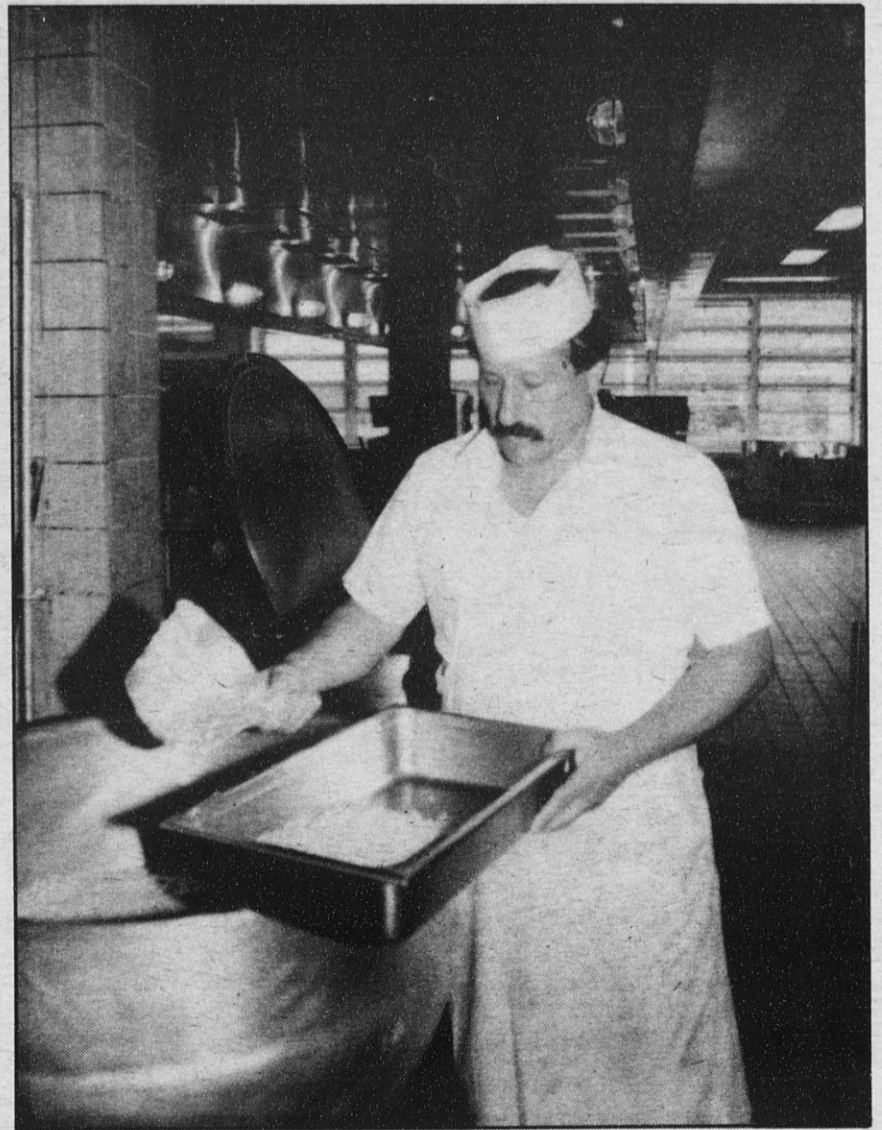
Under the arrangement worked out between CSEA and the Governor's Office of Employee Relations (GOER), claims for treatment by qualified social workers with at least three years but less than six years of experience will be honored until the State Board of Social Work establishes a list of qualified social workers with six years of experience.

The State Board of Social Work is in the process of preparing that list, and the six-year minimum experience requirement will become effective for reimbursement purposes at that time.

CSEA said that some delays in processing claims will continue, but that under the agreement reached, all eligible claims will be honored until the new list is established.



**THEY DON'T LIKE WHAT'S COOKING**—Cooks Mike Pelligrino, right, and Montez Bellamy, above, have spent more than 20 years each preparing meals at Staten Island Developmental Center. In spite of their seniority, they each face an uncertain future as the facility is phased out of existence by the state.



*About  
to be  
burned?*

## SIDC cooks in a stew over job futures

STATEN ISLAND—Making enough pudding to feed 700 people is one of Mike Pelligrino's daily challenges. Pelligrino, a cook at Staten Island Developmental Center for 22 years, even makes the pudding three different ways for clients on specialized diets.

Like Pelligrino, Food Service Worker Montez Bellamy has seen a lot of meals in her 21 years at the facility. Both have also seen a lot of changes at the facility.

"The work's more or less the same," says Bellamy. "But we used to have three kitchens working and now there's only one . . . Even the one used to have 40 people on staff and now it's down to about 15."

Ironically, as the facility faces shutdown, Pelligrino points out that working conditions are

actually getting better because there are fewer clients to serve and it's easier to maintain quality.

"When I first got here back in '63, we were serving 6,300 people a day," Pelligrino remembers. "I just learned how to cook from watching everyone else in the kitchen and little by little I knew how to make everything."

Although both Pelligrino and Bellamy have more than 20 years seniority, their futures are no more certain than that of SIDC itself.

"We've been told that the food service area will probably stay open," comments Bellamy. "But it's still all up in the air."

"They just put in a lot of new equipment," adds Pelligrino. "They also keep giving us a different story about where we're going."

*Although both Pelligrino and Bellamy have more than 20 years seniority, their futures are no more certain than that of SIDC itself.*

## Conditions of Parole: one year later

NEW YORK CITY—Division of Parole Local 259 knows firsthand what a difference a year makes. At this time last August, a series of mysterious sicknesses plagued offices there resulting in the hospitalization of several employees. But through dogged efforts, the local today is facing few if any questionable working conditions.

Although the illnesses experienced have not been fully explained, they have been traced to a number of circumstances: a freon leak in the air conditioning system, improperly cleaned air ducts, and inadequate ventilation while painting was going on.

According to Local President Jean Jenkins, aside from some minor complaints about burning eyes from

time to time, there have been no serious problems to report.

"Management has been responsive to our concerns," says Jenkins. "They've made a real effort at keeping the place clean and are staying on top of the situation."

Jenkins relates that on one occasion, workers heard a hissing noise and discovered an air conditioning repairman letting freon out of the system without following proper safety procedures. When she complained to the administrative officer, he immediately took the situation in hand, stopping the job and telling the repairman never to do it that way again.

Adds Jenkins: "Things may not be perfect, but we feel a lot more secure than we did last year."



# Way to go...

THEY WANT YOU...TO VOTE—Kicking off a voter registration drive in CSEA's Southern Region, union officials put across the message that signing up CSEA members and their families is the only way that political endorsements can be effective. Spearheaders of the union campaign above are, from left: Region III Political Action Coordinator Doris Mason, regional President Pat Mascioli, and Political Action Committee Chairwoman Eleanor McDonald.

## Beacon workers win \$3,700 out-of-title pay

BEACON—A recent arbitration decision has awarded to four city of Beacon CSEA employees a total of \$3,700 in out-of-title pay.

According to Region III Field Representative Richard Blair, Ruben Arroyo, Louis Verdile, Michael McKeon and David Velilla, all sewer plant helpers, performed the duties of sewer treatment plant operators beginning in July of last year and were not paid for their work.

Although city officials argued that, in accordance with the contract, they had the right to change work assignments, Arbitrator Margaret Leibowitz upheld the union's contention that the issue involved "terms and conditions of employment" and were therefore arbitrable.

In comparing the job descriptions of the sewer plant helper and the

sewer plant operators, Leibowitz ruled that "there are substantial differences" between the two.

"The maintenance helper position is defined as involving routine, unskilled, manual labor, primarily cleaning work," she said. "In contrast, the plant operator requires the performance of tasks based on specific knowledge and skills. The essential differences in the two positions are reflected in the differences in the respective wage rates negotiated by the parties: \$7.65 for maintenance helper and \$10.12 for plant operator," she added.

"Maintenance helpers who performed the duties of plant operator on the dates in question are entitled to receive the operator's rate of pay," Leibowitz concluded.

### New welfare council head:

## His work is wiping out welfare waste

POUGHKEEPSIE—A fraud investigator with the Dutchess County Department of Social Services has been named president of the United Council on Welfare Fraud (UCOWF). Stephen Tator, a CSEA member, now heads the national organization which is concerned with fraud, waste and abuse of the welfare system.

Tator explains that the purpose of the council is to check fraud and ensure that welfare benefits get only to those who deserve them. Prior to 1972, when the organization was created, reports of abuse were mostly ignored, he says.

"The emphasis was on meeting needs rather than determination of who is eligible," Tator claims.

But, finally, federal, state and local administrators saw the problem. "They realized that something must be done because it got to the point where the general public lost faith in the integrity of the system. The only way to restore the integrity was to make everyone realize that

the administrators were concerned with those who were ripping off the system."

As a result, the federal government mandated fraud investigation. The problem, says Tator, is that there is no uniform system of investigation.

"You'll find clerks doing it in some counties and retired law enforcement people in others. Some states have elaborate units headed up by the attorney general and some have county-run units like the one in Dutchess County."

A primary concern of the council, says Tator, is: "When you ask someone to investigate who has no experience or training, you get unprofessional work. You're doing basically the same work as a detective—you're expecting to put together a legally tight case. That requires special training."

That's where UCOWF comes in. The council—which now has some 1,600 members—holds annual conferences packed with information. They offer training in interviewing techniques, fraud detection and prevention, computer networks and detecting food stamp conspiracies.

In the near future, UCOWF plans to offer a 40-hour training program in a dozen or more schools across the country. The university of Arizona has already agreed to structure a fraud investigation workshop. Setting up a clearinghouse for statistics and facts will also be part of that project. In addition, UCOWF is working toward certification of investigators and has formulated a plan for a specific curriculum.

Although the need for uniformity and training is obvious, says Tator, his organization does not have the support it needs. "It's a slow process. It's a constant battle to get money and time for training. This is white collar crime and it's a field that's been neglected."

Inadequate programs and ill-advised policies is another concern of UCOWF, says Tator. "This is all part of the waste and abuse. A procedure that isn't functioning should be changed."

Nationally, the United States spends more than \$400 billion on welfare programs. "Even 1 percent in fraud is a staggering amount of money," Tator points out.

A 20-year Dutchess County employee, Tator says he finds his work interesting and rewarding.

"It does help to improve the image of the welfare industry," he said. "It gets the benefits to those who truly need them."



STEPHEN TATOR, Dutchess County fraud investigator and new head of national organization concerned with welfare abuse: "We're trying to restore faith in the system."

## Labor-management discussion grows into major event

# Employee Appreciation Day program cites Central Islip CSEA members



AMONG THOSE ENJOYING Employee Appreciation Day program at Central Islip Psychiatric Center recently were, from left, CSEA Region I President Danny Donohue, Local 404 Treasurer Barbara Allen, Local 404 President Al Henneborn, CSEA Executive Board member Eleanor Lidiman, and CSEA Field Representative Nick Pollicino.

CENTRAL ISLIP—It began as a discussion at a labor-management meeting but it blossomed into a full scale Employee Appreciation Day to recognize the efforts of the 1,400 mental hygiene therapy aides and support service workers who are employed at the Central Islip Psychiatric Center.

CSEA Field Representative Nick Pollicino said the appreciation day program stemmed from that initial discussion at the labor-management meeting. "The administration had recognized the nurses," said Pollicino, "but our members were excluded. I told the administration that our members work extremely hard and deserved recognition for a job well done. Management agreed to join hands with CSEA in having this Employee Appreciation Day, complete with plenty of food and beverages."

As part of the day's program, Central Islip administrators presented plaques to Local 404 President Al Henneborn and CSEA Region I President Danny Donohue.

"This is a very positive sign," Donohue said. "Management is realizing what the union has known all along; that without dedicated employees like these, the facility could not run."

## Audio tapes can help the visually handicapped achieve higher exam scores and gain promotions

By Daniel X. Campbell  
CSEA Communications Associate

ALBANY—This article is being written for people who can't read it—blind and visually handicapped members of CSEA.

In an effort to serve the educational needs of its visually impaired members, CSEA has developed audio tapes covering nine of the booklets from the union's video series on "How to Prepare For a Civil Service Exam."

CSEA Education Specialist Anne Rokeach noted the audio tapes were developed after the union's education department received a request for assistance from a blind member, who was seeking any type of study material which could be used in preparing for a promotional examination.

"The state will not tell CSEA how many of its employees are blind or visually handicapped," Rokeach said. "We believe, however, that just as the video programs helped open doors to higher exam scores and more promotional opportunities for our sighted member, this audio tape program will have the same positive impact on the visually handicapped."

The audio tapes are available from any of CSEA's six regional offices. They were produced by the American Printing House For The Blind, the primary recorder of most tests and books for the visually impaired.

"The tapes are four-track and encoded with indexing for easy study use by a listener," according to Rokeach. "The major stumbling block to this whole effort is the simple fact that our blind and visually handicapped members will not learn about the availability of these tapes unless sighted members tell them of the existence of these self-study aids."

CSEA is informing various agencies in both the public and private sectors of the availability of the audio tape programs for public employees and the general public who are interested in preparing for civil service exams on the local government, county and state levels.

"But all of these efforts will only reach a small portion of the potential audience," notes Rokeach. "That's why we need the help of our sighted members to inform the visually handicapped."

The booklets listed adjacent are available through CSEA regional offices in audio tape format for visually impaired people.

**BASIC MATH**—A review of mathematical operations needed for performing well on promotional exams. It includes a review of fractions, decimals, percents and ratios.

**ARITHMETIC REASONING**—Provides 40 mathematical work problems similar to those used on exams. Includes a self-study guide with full explanations of the answers.

**TABULAR MATERIAL**—Provides 10 tables and 40 math questions. Full explanations are included.

**UNDERSTANDING AND INTERPRETING WRITTEN MATERIAL**—Provides 30 reading comprehension questions, with full explanations.

**PREPARING WRITTEN MATERIAL**—Provides 25 questions involving sentence rearrangement and sentence and paragraph recognition similar to those used on exams.

**SUPERVISION**—Contains 50 questions on supervision and a self-study guide with full explanations.

**BASIC ALGEBRA AND ELEMENTARY STATISTICS**—Describes basic algebraic methods and provides several practice questions. Designed for those who have previously had a difficult time with algebra.

**HOW TO TAKE AN ORAL EXAM**—Designed to help prepare people for taking entry level oral examinations. Focus is on entry level state oral examinations, but may be helpful for other situations as well.

**EVALUATING CONCLUSIONS IN THE LIGHT OF KNOWN FACTS**—Designed to provide practice questions in evaluating conclusions when you are given specific data to work with.

# Legislators ♥ Lokay's lovesong



By Anita Manley  
CSEA Communications Associate

WHITE PLAINS—Janet Lokay loves Westchester County. In fact, she loves it so much she wrote a song about it, and Westchester County lawmakers liked it so much that they adopted it—by formal resolution—as the county's official song!

An extraordinary accomplishment for a CSEA member? This talented young lady's life has been full of extraordinary accomplishments.

Lokay, an Administrative Aide in the Westchester County Executive's Constituent Affairs Office, also plays the guitar, sings in her church, and was a member of the Queens "Up With People" group. In addition, she drafts proclamations and certificates of appreciation for the county, pens calligraphy, teaches religious school, and is a Girl Scout leader.

Now, if anyone involved in all these activities isn't remarkable enough, consider this—Lokay is legally blind.

"I've been lucky," claims Lokay, who credits her parents with helping to encourage her to make her way through a sighted world. "I was the first blind person to be accepted in a parochial school," she said. "My parents printed all my books in Braille. Thanks to them, I went to college and eventually earned my M.A. in English."

Once out of college, Lokay was ready for the working world. She came to work for Westchester County first as a typist, then as a Community Worker in the Office for the Disabled. In January of last year, she came to work with the Constituent Affairs office as a liaison for the County Executive. She also works with the Director of Tourism. It was in that capacity she was inspired to write the county song. She recalls that she attended the county legislative session in which approval of the song and lyrics were on the official agenda. After a tape of Lokay singing the song was played for the legislators, it was formally adopted.

Lokay says writing a song about Westchester was easy because she loves the area so much. "Westchester is a combination of big city and country attractions," she emphasized. "The whole concept of the song is that there is so much to see, so much to do and so much to enjoy."

Lokay expresses it best in her song which is entitled, "It's Westchester For Me."



REGION III PRESIDENT Pat Mascioli looks over the Westchester County official song written by CSEA member Janet Lokay. This talented and extraordinary young woman is legally blind and credits her parents for encouraging her through life.

*If you're looking for somewhere to go  
Or something to do,  
I know a place with a style and taste  
That's a blend of the old and new.*

*(Chorus) Come along with me to Westchester.  
It's the place to be,  
It's Westchester.  
There's so much to see in Westchester.  
It's Westchester for me.*

*You can cruise on the Hudson, relax by the Sound,  
Ride a coaster at Playland or just wander around.  
You can have all the bustle of big city life  
Or thrill to the beauty of our scenic delights.  
(Chorus)*

*There are concerts, museums, restaurants and more.  
Galleries, attractions and shops by the score.  
Seeking history or culture or just plain fun,  
There's something in our county for everyone.  
(Chorus)*

*It's a spirit that's grown over three hundred years  
And its fame's spreading far and near.  
So whether you're staying or just passin' through,  
Why not let our golden apple shine for you.  
(Chorus)*

## CSEA Region II members sharpen skills at sea

SOMEWHERE IN THE ATLANTIC—The region that sets sail together, stays together. Region II has found out that's not the only way to achieve "unity through communication."

The skills to develop greater participation in union activities, improve individual self-esteem, and achieve more effective political action were the focus of the region's annual conference. In the spirit of togetherness, the entire program was shipped out—aboard an ocean-going vessel.

A session on "Networking" combined discussion on interpersonal relationships with a presentation on stress management, and an introduction to CSEA's structure. In working to-

ward a more active union, all three areas are related.

People have to talk to each other as people. Sometimes that can be difficult, especially when the individuals are under a great deal of pressure from their job and union responsibilities, according to Region II Office manager Lily Gioia, who conducted the session along with Field Representative Marcia Schiowitz and Education Specialist Peg Wilson.

Understanding the organization is also important. "People need to know where to get answers to their questions," says Gioia. "When they go to the wrong places they can get frustrated and feel as if the union is uncaring. A lot of that can be avoided if they're given the

right direction."

Region II President George Boncoraglio explained the significance of these concepts. "Communication is the key to everything that we do. Whether it is finding better ways of getting information out to our members, or refining our debates on issues of concern to the union, or just improving our record of common courtesy in responding to meeting notices, we need to learn how to talk to each other."

Other sessions at the workshop dealt with committee management; putting out a local newsletter; and using phone-banks successfully on behalf of political candidates, now being implemented in the Sept. 10 New York City primary.



## CSEA helps oust billing service to create twenty new jobs at UMC

REGION V PRESIDENT JIM MOORE (left) congratulates Kathy Collins, president of Local 615 at Upstate Medical Center, and vice president Rick Noreault for the determination and effort displayed by their local officers and executive board in helping to replace a private sector billing firm with 20 new state employees.



SYRACUSE—What do you do when the State of New York continues to contract out for billing services that can be completed as efficiently and for less money by in-house state employees? You change the system.

Kathy Collins, president of CSEA Local 615 at Upstate Medical Center health complex, and her executive board confronted management with the question as to the necessity of the service provided by Kopp Collection Services, Inc. UMC officials had no satisfactory explanation.

Collins and her board members approached Region V President Jim Moore with the problem, and he notified the CSEA Legal Department in Albany.

In May 1984, the problem was magnified by Syracuse newspaper coverage of State Comptroller Regan's declaration that Upstate Medical Center could "save itself an easy \$500,000."

In a Syracuse press conference, Regan suggested that, instead of handing out a half-million dollar contract each year to a bill collecting

agency, the hospital use its own computers.

With combined determination, Local 615 officers, Region V President Jim Moore, CSEA's Legal Department, and a statewide negotiating team brought the necessary pressure to convince the state to eliminate the private sector agency's services completely, and hire 20 new state employees.

It is expected that three Senior Account Clerks (SG9), 11 Account Clerks (SG5), two Senior Clerks (SG7), and four Clerks (SG3) will be hired to begin work by September.

In praising union effort and services, Collins also cited the cooperation received from Don Owens of the UMC business office.

"I also want to thank Region V President Jim Moore, CSEA Attorney Mike Smith, statewide negotiating team members, and my fellow officers and executive board of Local 615. It was an effective 'team effort' all the way, proving once again what can be accomplished by working together for the good of state employees...and the state," Collins said.

## Tentative agreement in Schenectady County

SCHENECTADY — After more than a year of negotiations, Schenectady County CSEA Local 847 has reached tentative agreement on a new three-year contract. The tentative agreement calls for salary hikes of 6, 6 and 6.5 percent in the three years of the pact. It also contains several benefit improvements, according to

CSEA Collective Bargaining Specialist Harm Swits, who was the union's chief negotiator. Swits said a ratification vote on the tentative agreement will be held in mid-September. Additional details will be published in the next edition of The Public Sector.

## Lottery riches rendered to Ritshie



DOT LOCAL 507 TREASURER BARBARA RITSHIE tells Region III President Pat Mascioli and Vice President Jack Cassidy (who also serves as Local 507 President), how she won \$10,000 in the state lottery. Ritshie said she thought the message from the lottery naming her a finalist in the "I Love New York" drawing was a joke. "I'm always playing jokes on people," she said, "and I thought someone was getting even with me."

POUGHKEEPSIE — "I thought my husband was playing a joke on me," said Barbara Ritshie, referring to a message stating that a state lottery official had called her while she was on vacation.

"I'm always playing jokes on people," she said. "I was sure someone was getting even with me."

It was no joke, however, and Ritshie, treasurer of DOT Local 507, was informed that she was one of ten finalists in the "I Love New York" drawing and could win up to \$1 million.

Ritshie, a 12-year employee who works as a clerk for the Department of Transportation in Poughkeepsie, says she's been buying daily lottery tickets for more than five years. This spring, she won 50 daily lottery tickets in a contest in a local newspaper. Although she was not an instant winner, she matched tickets to form the phrase "I Love New York" and mailed them to the lottery in hopes of winning one of the drawing prizes. Of approximately 1.5 million entries, ten were drawn, among them Ritshie's.

On June 11, Ritshie hired a limousine to take her, her mother, two sisters and an aunt to Roseland in New York City where she won \$10,000.

Asked how she planned to spend her winnings, Ritshie said that after taxes claimed \$2,000 "right off the top," she purchased two IRA's and a money market certificate.

"Did you at least treat yourself to something extravagant?" asked a well-wisher recently.

"I bought myself a watch and gave my husband \$10," she replied.

# Members on

# the march

# LABOR DAY

CSEA members are expected to march in record numbers in traditional Labor Day parades in New York City and Albany.

CSEA members from Regions I, II and III are encouraged to march in the big New York City parade on Monday, Sept. 2. Members should gather at 28th Street between Madison and Park Avenues at 9 a.m. For additional details, members may contact the CSEA Region II office at (212) 514-9200.

Greater Albany area members are asked to join Albany's Labor Day Parade on Sept. 2. Line-up is set for 12:30 p.m. that day at Central Avenue and Partridge Street. The Albany parade will begin at 1 p.m., followed by a rally at the State Capitol about 1:30 and then a picnic at the Corning Preserve site in downtown Albany. A fireworks display is scheduled that evening.



## Labor's objective still to create just society

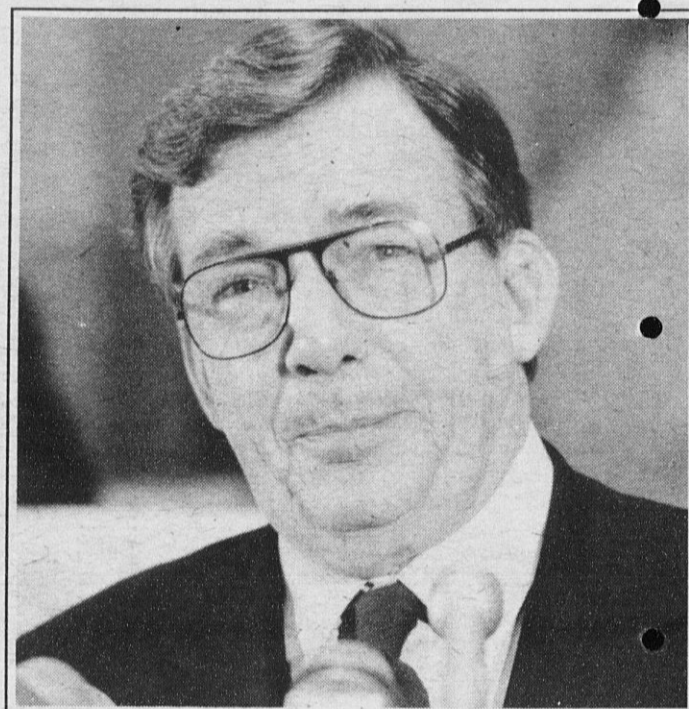
By Lane Kirkland  
President, AFL-CIO

On Labor Day 1985, the American trade union movement is meeting the challenges of the scientific, technological and economic revolution taking place throughout the world.

As in the past, new instruments are emerging to protect and advance the interests of working people and old ones are being transformed. The AFL-CIO and its affiliates are testing new techniques and developing new programs to advance the trade union mission throughout the nation's workplaces, as well as in its social and political life.

Recent meetings and discussions with thousands of rank- and-file trade unionists in 50 cities have confirmed our view that new forms of solidarity and new expressions of vitality are emerging at every level of the labor movement.

At the AFL-CIO convention next month, and throughout the coming year, we will continue to build and revitalize our movement and strengthen the links that bind us in common cause with workers everywhere, with the young and the old, with women and minorities, with the unemployed and disadvantaged and with family farmers. Our goal — the only thing that does not change — is to create a just society with opportunity and prosperity for all.



Let's have a picnic!  
Let's have a parade!  
Let's celebrate Labor Day  
and American-made!

Up with the union label!  
Stitch, stitch,  
hooray!



## Doomsayers are wrong again as labor explores new ways to remain authentic voice

By Thomas R. Donahue  
Secretary-Treasurer, AFL-CIO

As the doomsayers keep saying, the labor movement ain't what it used to be. It is, in fact, more than six times larger and infinitely more flexible, more sophisticated and more dynamic than it was when I was a boy.

All through the 1920s, the trade union movement declined steadily under the bludgeoning of hostile courts, hostile Congresses, hostile presidents, governors and mayors who supported the National Association of Manufacturers' union-busting open-shop campaign with unfair laws, injunctions and proclamations, not to mention bayonets, clubs and gas. Then came the Great Depression.

When, in 1933, membership in unions hit its

low point, a little over two million, pundits agreed that for all practical purposes, the labor movement was stone dead.

They were spectacularly wrong. Over the next 30 years, union membership soared to figures that confounded the critics.

In the 1970s and 1980s, union membership has dipped again, but once again we are ready for the growth and the new challenges that lie ahead because we know that even adversity has its uses.

Our movement is more united, more enthusiastic about the future than ever before. There is a new sense of solidarity in our ranks. We are experimenting in dozens of different ways to ensure that we remain the authentic voice of the American workers we so proudly represent.

# AN AMERICA WORKS SPECIAL: "Singing for the Union"



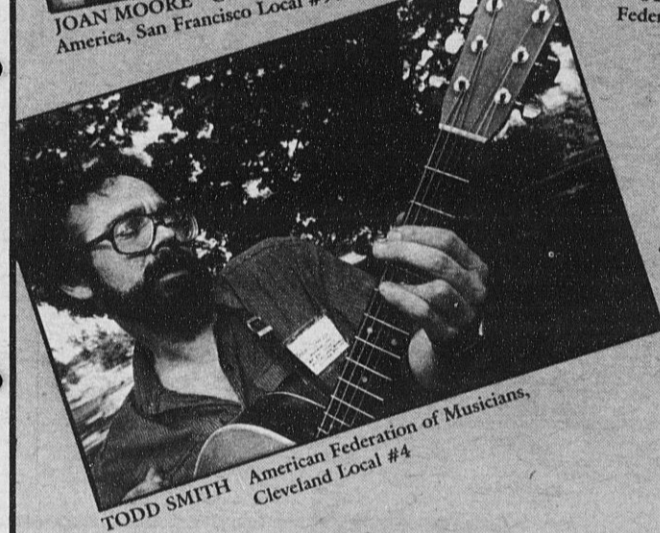
JOAN MOORE Communications Workers of America, San Francisco Local #9410



STEVE JONES American Federation of Musicians, D.C. Local #161-710



MARY TREVOR American Federation of Musicians, D.C. Local #161-710



TODD SMITH American Federation of Musicians, Cleveland Local #4

## New Songs with New Meaning for Today's Workers

- "Trickle Down Tax Cuts."
- "Working Mother." • "VDT Blues."
- "Solidarity Rap." • "No More Concessions."
- "We Just Come to Work Here, We Don't Come to Die."

Binghamton	WSKG/46	8:00 p.m. Sept. 2
Buffalo	WNED/17	(check time, date)
Garden City	WLIW/21	(check time, date)
Plattsburgh	WCFE/57	(check time, date)
New York City	WNET/13	6:30 p.m. Sept. 1
New York City	WNYC/31	6:30 p.m. Sept. 2 (repeat) 10:00 p.m. Sept 2

A grand celebration of labor's vitality and spirit! "Singing for the Union" is an upbeat 30-minute television special featuring singers that rock and rap, with all new songs for labor. Heroic, satirical, amusing and pointed, these songs were performed at the "Great Labor Song Exchange" at the AFL-CIO George Meany Center for Labor Studies. The show will be broadcast on public television stations over Labor Day Weekend and during September. "Singing for the Union," an 'America Works Special.' Produced by the Labor Institute of Public Affairs.



## Take Time Out to Tune In



# Difficult year ahead for labor

American workers and their unions face difficult challenges in the coming year against a backdrop of collective bargaining gains, resistance to corporate union-busting, and internal self-examination.

Dark economic clouds loom on the horizon as the aging recovery slows and as the import-battered manufacturing, mining and farm sectors remain largely depressed. If the economy slips into recession, the unemployment rate will climb from already high levels.

The bills from nearly five years of Reaganomics are falling due. Tax cuts favoring corporations and the rich, combined with throwing money at the Pentagon, continue to pile up record deficits which threaten economic growth.

As a deficit-spooked and divided Congress struggles to patch together a budget for Fiscal 1986, working people, the elderly and the poor still are under pressure to foot the bill of Reaganomics in terms of further domestic program cuts. Seniors and labor, however, have made it resoundingly clear that votes on vital issues of equity will be remembered in November, 1986.

A bill to require advance notice and consultation with workers before a plant is closed may win House approval for the first time, but faces rough going in the Senate.

Although a bill to study sex-based wage discrimination in government moved through House committees, the main fight for pay equity remains at the state and local level, where continued progress is expected under the leadership of public employees unions, especially AFSCME.

As for the Reagan administration, it is expected to continue on its basic anti-union course marked by the destruction of PATCO, the stacking of the National Labor Relations Board, and the subversion of the Occupational Safety and Health Act.

## Real world of working class differs from "Reaganland"

# Past year gets mixed reviews

In the year since Labor Day 1984, workers may have thought they were living in two Americas instead of one nation.

One country, which could be labeled "Reaganland," is where the dawn is breaking, economic growth promises to solve all problems and new job opportunities abound in the want ads.

The other country is a land where some 15 million people are without jobs or working part-time. A land that has lost 2.3 million high-paying manufacturing jobs since 1979. A land where 15 percent of the population lives in poverty, six million more poor since 1980. A land that has

amassed record deficits in the range of \$200 billion and which is on the road to becoming a debtor nation because of soaring trade deficits. A land where millions go hungry and hundreds of thousands are homeless. It is the real world.

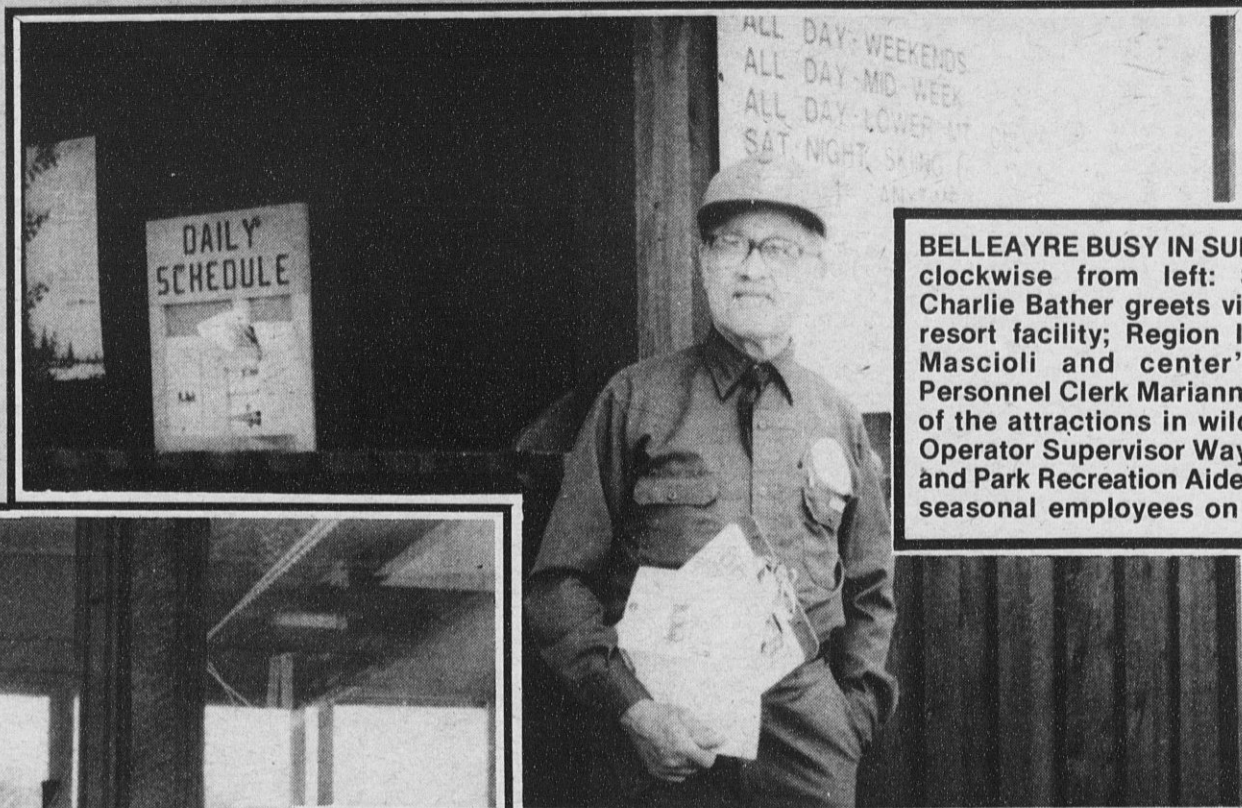
Since last Labor Day, union coalitions have won an important victory to extend coverage of OSHA's 1983 rule on toxic labeling and information to tens of thousands more workers.

And in one of labor's most important court victories this past year, the Supreme Court ruled 5-4 that federal wage and hour laws apply to state and municipal workers. In another public worker

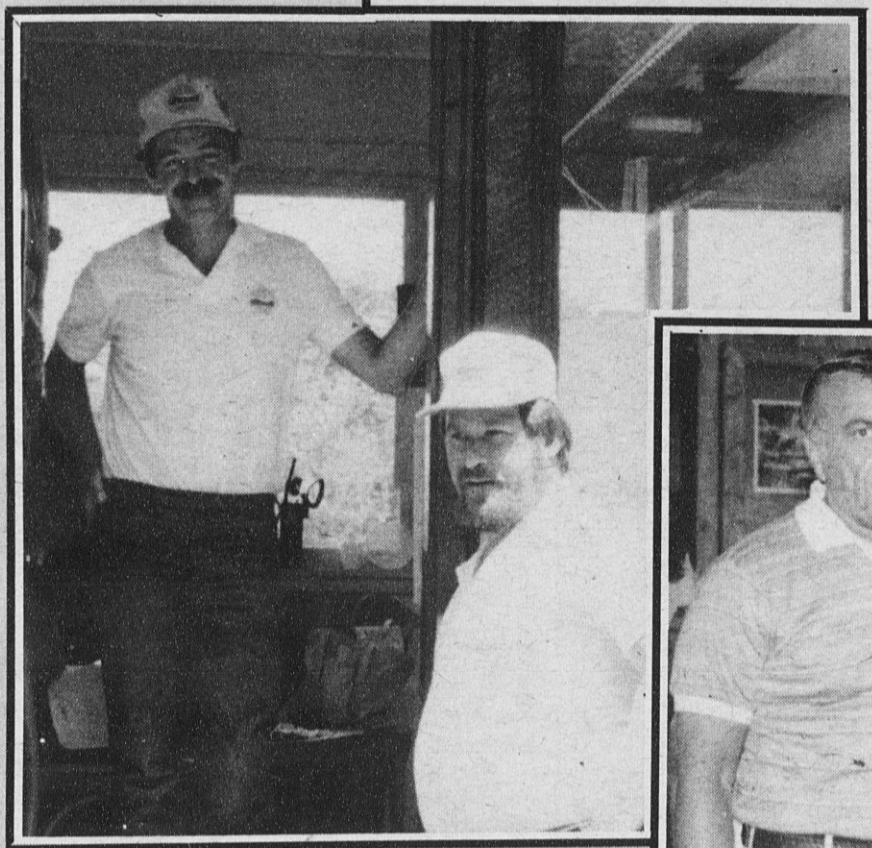
victory, the high court ruled 8-1 that public employees have a right to present their side of the story before they can be fired, a decision forcing a majority of states to change their civil service laws.

Throughout the past year, AFSCME and CSEA were in the forefront of pay equity movements for their members across the country, fighting at the bargaining table and in the courts.

Overall, labor hopes to seek more substantial gains in the coming year as it reasserts itself as a major factor in shaping the social and economic course of the nation.



**BELLEAYRE BUSY IN SUMMER**—Pictured clockwise from left: Security Guard Charlie Bather greets visitors at gate of resort facility; Region III President Pat Mascioli and center's Payroll and Personnel Clerk Marianne Kittle view one of the attractions in wildlife exhibit; Lift Operator Supervisor Wayne Caswell, left, and Park Recreation Aide Matthew Strank, seasonal employees on the job.



## Summer at ski center is snowless fun than winter

**HIGH MOUNT**—Who says you need snow to keep a ski center busy?

At Belleayre Ski Center, summer tourists admire Mother Nature's summer colors from chair lifts that provide a panoramic view of the Catskill Mountains in all their glory. And they're able to take advantage of the sights because of members of CSEA Mid-Hudson State Employees Local 009 who work year-round.

This year is extra special, though: the lodge has a number of exhibits which commemorate the 100th anniversary of the forest preserve. It was May 15, 1885 when Gov. David B. Hill signed a law requiring that certain lands owned by the state "be forever kept as wild forest lands."

"They shall not be sold nor shall they be leased or taken by any person or corporation, public or private," according to the legislation.

The same law established a three-man Forest Commission to administer the 681,000-acre Adirondack Forest Preserve and the 34,000-acre Catskill Forest Preserve. Much more land has been added since then, and the preserves now total 2.7 million acres, the largest wilderness area east of the Mississippi River and the only such area

protected by special provision in the state constitution.

Visitors to Belleayre are treated, free of charge, to special festivals and programs nearly every weekend in the summer and fall in addition to exhibits by the Department of Environmental Conservation on camping, water sources, wildlife and forest preservation.

As summer turns into fall, autumn colors attract tourists from all over the state until snow covers the mountain, when it's time once again for the ski season.

Some of the programs planned for the fall include a National Hunting and Fishing Day weekend planned for Sept. 28, and 29. The event will include exhibits, workshops, archery competition, a bald eagle exhibit and a sportsmen's flea market. On Oct. 5 and 6, guided hikes and a photography workshop will be offered, and then on Oct. 12 and 13 there will be an October festival.

The chairlift is open weekends and holidays. Food and beverage services as well as picnic facilities are available.

Belleayre Ski Center is located on Route 28 in High Mount, Ulster County, just a few feet from the Delaware County line. For information, call 1-800-942-6904.

## Push for permanent positions

**HIGH MOUNT**—Permanent employees are motivated employees, says Region III President Pat Mascioli, who would like to see more permanent job appointments at worksites such as Belleayre Mountain Ski Center.

One employee, who recently purchased a new home, said that if his wife did not have a fulltime job as a teacher, he never would have been able to qualify for a mortgage.

"There is no job security for these people," said Mascioli. "They don't know from year to year if or when they'll be called back to work and they have no disciplinary rights."

In addition, Mascioli pointed out, many positions have been eliminated over the past few years. "When budget cuts are made, parks and recreation are the first to go."

"A thrust should be made by CSEA and our political action people to see about restoring permanent positions."

## CSEA members detect, 50,000 times a month, evidence pointing to drug and alcohol abuse

BROOKLYN—Like a "smoking gun." That's the type of tell-tale evidence drug and alcohol abuse leaves, and CSEA members who work at the State Division of Substance Abuse Services Laboratory here can pinpoint it exactly.

"We're the only state lab of this kind," says Principal Account Clerk Betty Henderson of New York City CSEA Local 010. "There are about 50 members here who run tests on specimens from all over the state. I handle a good portion of the paperwork."

That's no small task either, since Henderson explains those tests include analysis of 40,000 to 50,000 urine samples each month.

A series of tests are conducted to determine whether an individual is or has been using drugs or alcohol. Tests can also determine whether the traces are linked specifically to marijuana, cocaine, heroin, or any other substance. The self-sustaining lab operation carries out its work for state agencies, drug treatment centers, and police departments.

Henderson said the testing process runs "pretty smoothly, almost like an assembly line." Some of the testing is automated, but mostly it has to be done individually.

She said, "The results are about 99 percent accurate, and have held up time and again in court." If there is a question about a particular test, that specimen is held for a recheck, she said.

Henderson describes her fellow employees as "very well trained," and notes that many of them began working part-time as teenagers and worked their way into current positions through experience. As a result, she says, the workforce in the lab is closeknit.

She said that the lab was, a few years ago, the subject of a great deal of concern in the neighborhood, "but that's pretty much been laid to rest." Of the earlier concern over locating the laboratory facility in the neighborhood, Henderson said, "I think in part that was because people thought we were storing illegal drugs, and that would attract addicts and crime."

In fact, the facility does not store drugs or contraband. The testing of narcotics seized by law enforcement agencies are carried out in police labs.

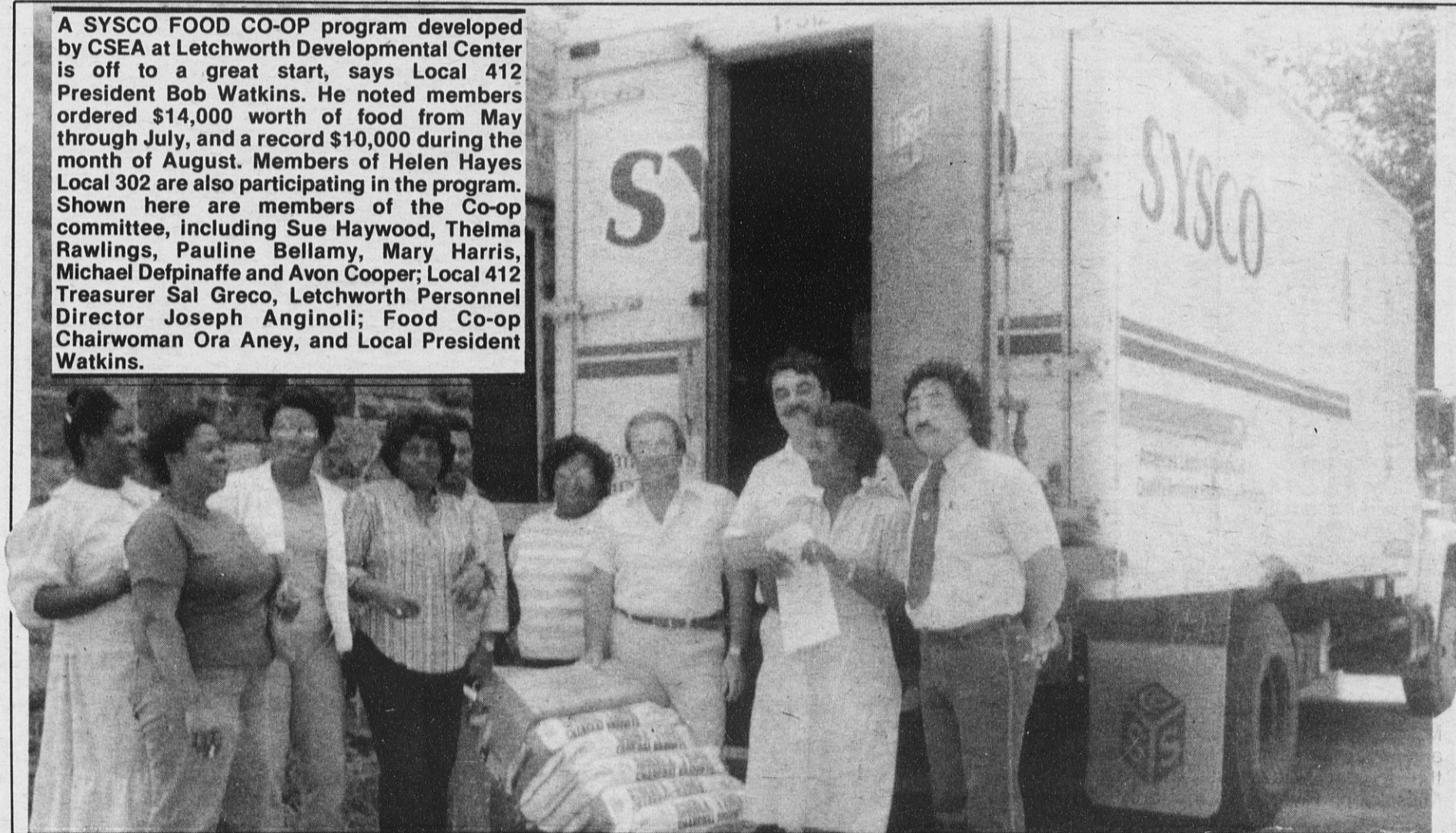
The facility does, however, conduct a research operation that studies the effects and treatment of drug addiction. Major breakthroughs are taking place there in the study of "blocks" - a controversial treatment



**THE PAPERWORK PILES UP** when you're keeping track of tests on up to 50,000 specimens a month, as Principal Account Clerk Betty Henderson does at the Division of Substance Abuse Services Laboratory in Brooklyn. It's a job, she says, which never has a dull moment.

that prevents an addict from receiving any narcotic effect from the use of drugs. That, Henderson, is but one example of revolutionary scientific work that makes the facility an interesting place to work.

A SYSCO FOOD CO-OP program developed by CSEA at Letchworth Developmental Center is off to a great start, says Local 412 President Bob Watkins. He noted members ordered \$14,000 worth of food from May through July, and a record \$10,000 during the month of August. Members of Helen Hayes Local 302 are also participating in the program. Shown here are members of the Co-op committee, including Sue Haywood, Thelma Rawlings, Pauline Bellamy, Mary Harris, Michael Defpinaffe and Avon Cooper; Local 412 Treasurer Sal Greco, Letchworth Personnel Director Joseph Anginoli; Food Co-op Chairwoman Ora Aney, and Local President Watkins.



## Dutchess treated to money-saving idea by alert CSEA member



**HOW DO YOU MOW 363 acres of grass? With a machine that cuts 19 feet in one sweep, says Mike Kovar, right. Operating the giant tractor is Airport Maintenance Worker Al Synowiez.**

NEW HACKENSACK—A CSEA employee recently managed to save Dutchess County taxpayers more than \$2,800 in operating expenses for the county airport, and in the process earned \$280 for his suggestion.

Airport maintenance supervisor Mike Kovar explained that the Department of Aviation was prepared to spend \$2,800 (not including installation costs) for a new diesel storage tank. The county already owned two large fuel oil tanks that were not needed for storage, so Kovar suggested that the tanks be used for the diesel fuel, a savings of \$2,800.

This is the second time that Kovar won a suggestion award from Dutchess County. Earlier this year, he realized that the department was actually being billed twice for lights at the airport. His discovery saved the county a considerable amount of money.



**DUTCHESS COUNTY AIRPORT'S 12 man crew is also a fire department for the facility. Airport Maintenance Supervisor Mike Kovar is shown here with Pete Cerniglia in the driver's seat.**

A seven-year employee of Dutchess County, Kovar says he enjoys working at one of the busiest small airports in the east.

Located on 650 acres just a few miles south of the City of Poughkeepsie, Dutchess County Airport experienced about 120,000 total aircraft operations (take-offs and landings) in the past year. More than 52,000 passengers used the facility which offers commercial flights to Boston, New York City, Washington, D.C., White Plains and Long Island.

Kovar pointed out that the airport is also heavily used by local corporations such as IBM, as well as by private pilots and aircraft owners.

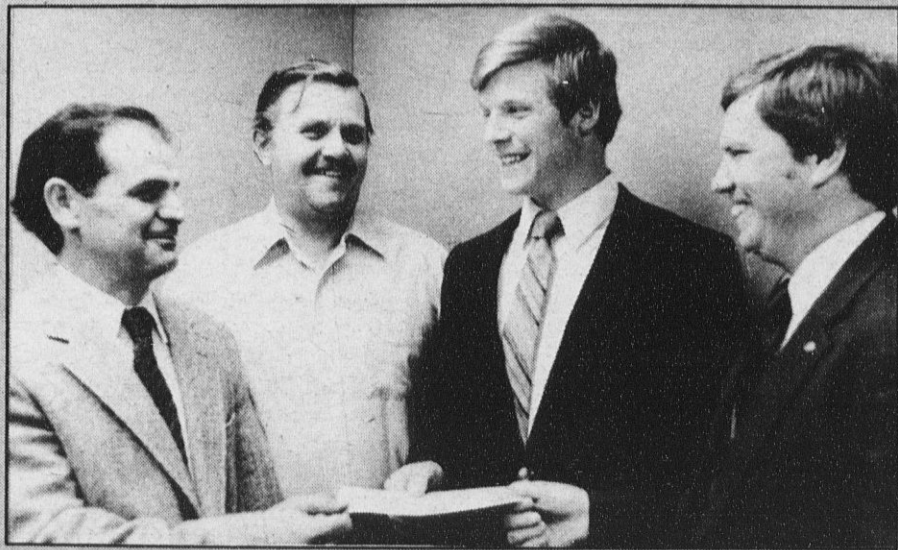
The airport is also popular with pilots who land in inclement weather when other airports located closer to the coast are fogged in.

Twelve grounds and maintenance employees work seven days a week, two shifts per day to maintain the grounds, the lighting system, cut 363 acres of land and plow 1.85 million square feet of pavement in the snow. "In fact," Kovar pointed out, "during a snow storm the runways must be plowed each time another half inch of snow falls!"

The workers also maintain 20 vehicles, refuel airplanes (400,000 gallons last year) and man the airport's fire department.

"When you work here," said Kovar, "you have to be a carpenter, a mechanic, plumber, electrician, fireman and aircraft refueler."

## CSEA Local 505 awards first annual scholarship



**BLANE EAGLES, second from right, a recent graduate of Dolgeville Central School, is the winner of the First Annual Scholarship awarded by DOT CSEA Local 505. Presenting the award, with proud father Raymond Eagles looking on, are Anthony Scalise, left, scholarship chairman; and Francis Roberts, selection chairman.**

UTICA—Blane Eagles, son of Mr. and Mrs. Raymond Eagles of Dolgeville, has been awarded the first annual scholarship awarded by DOT CSEA Local 505. Local 505 is the latest is the growing number of Region V Locals to award scholarships to deserving sons and daughters of CSEA members.

Raymond Eagles is a member of CSEA Local 505 and a long-time veteran of state service with the Department of Transportation.

According to Charles Whitney, president of the Local which represents NYSDOT District II employees, the final selection of this year's winner was based upon academic achievement and financial need.

"The members of Local 505 are extremely pleased with the decision of the Scholarship Selection Committee. We hope the award will help Blane in his pursuit of higher education, and also encourage the sons and daughters of other members to concentrate on their studies and apply for future scholarships," Whitney said.

Eagles, a recent graduate of Dolgeville Central School, will use the \$200 award toward further education at SUNY Cobleskill.

# Overcrowding, fire hazards jeopardizing employees at Steuben jail

By Ron Wofford  
CSEA Communications Associate

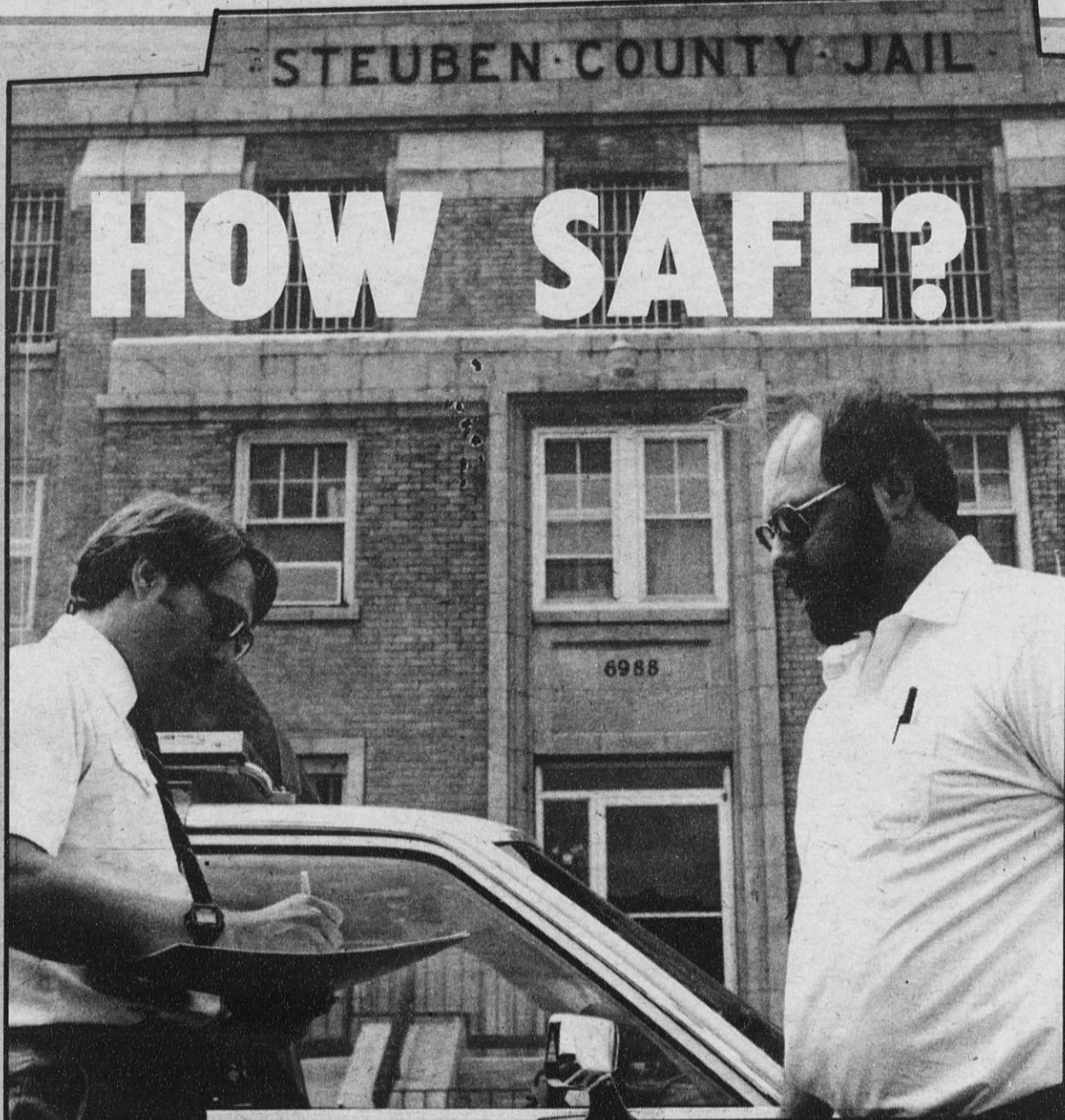
BATH — How safe is the Steuben County Jail? Not very, according to corrections officers there who are represented by Steuben County CSEA Local 851. Not very, agrees CSEA after the union conducted an inspection of the jail facility.

CSEA recently conducted the inspection to determine the safety of the corrections officers at the jail, where problems dealing with alleged overcrowding have surfaced.

Unit President Terry Miller's request for a safety inspection by CSEA resulted in substantiation of the claims of unsafe conditions by the corrections officers. CSEA Occupational Safety and Health Specialist John Bieger toured the jail after Miller complained of overcrowded conditions, unsafe fire extinguishing equipment, and non-existent fire safety procedures.

The inspection was ordered by the union after Miller met with CSEA Region VI President Robert L. Lattimer, Regional Director Robert Massey and Field Representative Ray Ducharme to discuss his complaints.

The main complaint of the jail guards,



**UNSAFE CONDITIONS** at Steuben County Jail are discussed by CSEA Occupational Safety and Health Specialist John Bieger, left, and Terry Miller, president of the Steuben County Employees Unit of Steuben County Local 851.

according to Miller, was overcrowded conditions that had up to nine inmates being housed in a basement recreation room. "This

can lead to very serious problems," Miller said. He noted that the recreation room is unsecured and is next door to a lunch-break room for the guards, where knives and forks are available. "These things can be used for weapons, and there's no excuse for allowing this situation to continue," Miller said.

Miller also complained that one deputy per floor in the three-story building seems to constitute insufficient supervision for the prisoners, some of whom are transferees from other county jails.

"We're still checking to determine the official capacity for the jail, but if they're sleeping them in rec rooms, obviously there's not enough room for all the prisoners, which is an overcrowded situation," Miller said.

Fire safety at the facility is questionable, the unit president claimed, because most of the extinguishers in the jail are past due for inspection, and one for the second floor is missing entirely. He said the fire hose reels have no inspection tags on them, and the valves to turn the water on are locked by a padlock and the location of the keys are unknown or not readily available in case of fire.

Both Miller and Bieger said pull boxes for the fire alarm system are also locked, and the keys for them are also not readily available.

Both charge there is no written evacuation plan or training given to employees in the event of any need for an evacuation of the facility. Both also found combustible material stored in stairwells, and ladders and other material blocking fire escapes.

CSEA Regional Director Massey said the major findings of the inspection will be forwarded to the appropriate state agency for oversight and correction if an agreement cannot be reached locally on the safety issues.



**A MEMBERSHIP DRIVE** has been launched to enlist new CSEA members in Steuben County. CSEA Region VI Organizer Tom Mullen, left, Steuben County Unit Executive Board members Debbie Hall and Pat Brink, and Unit President Terry Miller, along with member Lou Ann McNally who was not present when this photo was taken, comprise the nucleus of the committee. The committee was formed to help show county employees the advantages of joining CSEA. All employees interested in obtaining more information should contact any member of the committee.



# CREDIT UNIONS

## and public employees

*Putting money where your mouth is*

By Brian Baker  
Associate Editor

Back in 1940, when employees at Binghamton State Hospital needed to borrow some money, they could turn to a man who wandered from ward to ward making loans of, say, \$50 or so right from his pocket.

"If one of the workers wanted money, the guy would reach into his pocket, take out the cash and write out a slip for a loan," says Ed Linville.

In those days, credit unions carried out their business as simply as that, says Linville, now



general manager of Governmental and Human Services Federal Credit Union which grew out of that old pants pocket operation. It was a time when wages paid by the state were very low and workers at the hospital found it difficult to get loans from banks. Forming a credit union was a way for public employees to exercise some control over their finances and their lives.

Today there are some 22,000 credit unions serving well over 47 million members throughout this country. Unlike their pre-World War II counterparts which usually offered only loans and savings accounts, many of today's larger credit unions are full-service institutions not much different from banks. They provide checking, CDs, IRAs, ATMs, credit cards, mortgages and service a full range of financial needs of their members.

At the same time, unlike banks, credit unions — which were known as "people's banks" when they originated among working people

***'In credit unions we're in business not to make money but to help members.'***

**JEAN MYERS**

in Germany in the mid-1800s — are owned and operated by their members. And proponents of credit unions say that carries a host of advantages over banks where people put their money but have no voice.

"I've always been an advocate of credit unions for public employees," says CSEA Execu-

tive Vice President Joseph E. McDermott. He notes that during his stint as president of the Capital Region he took an active role in helping union activists get elected to the boards of directors of credit unions. That's an interest that the region's current president, C. Allen Mead, continues, he said.

"We advocate credit unions for our members but it's important for them to understand that the best way to be sure that a credit union is sound is to elect people to the boards of directors. That way they can have more control over the policies of the financial institution where we keep our money," McDermott said.

Jean Myers is a former CSEA officer and activist who's been involved in the operation of credit unions for 30 years. A supervisor of revenue for the Department of Motor Vehicles, she works also as secretary-treasurer of the State Employees Federal Credit Union (SEFCU), one of the 10 largest credit unions in the state.

Myers explains that credit unions are cooperatives or businesses owned and controlled by their members and operated for them on a non-profit basis. This is why they are able to offer loans at cheaper rates than banks, but also why they depend heavily on volunteers from among their members. In fact, some small credit unions have no paid employees at all.

The whole purpose of credit unions is to offer members better services at better prices than they can get from the banks, and that's accomplished by the use of volunteers.

Lower interest rates on loans and higher ones on checking and savings are certainly one advantage to belonging to a credit union. And being able to vote for the board of directors really does give members more clout, Myers



points out.

"Credit unions are family-like organizations because you own them. You get more consideration than in a bank. For instance, if you go for a loan and you don't get it, you can appeal it. In credit unions, we're in business not to make money but to help our members," said Myers.

One development which dramatically increased the popularity — and assets — of credit unions has been their ability to make payroll deductions for members, saving them from the ordeal of waiting in lines at banks to deposit their money. In 1973, before SEFCU began this service, its assets hovered around \$3 million. Now its assets have hit \$120 million, and the benefit to members has been an increase in services. Credit unions like SEFCU can now afford to offer student loans, home equity loans, and mortgages and are going into credit cards as well.

Of course, banks have viewed the credit unions' right to make payroll deductions an unfair advantage and are lobbying heavily to get it for themselves. Credit unions, on the other side, are lobbying against any such change.

This very issue, in fact has caused some controversy in the past between credit unions and CSEA.

"We've had some disagreements with them offering life insurance through payroll deductions in cases where our contracts gave that exclusive right to the union," said McDermott. "But, fortunately, we've been able to work things out and get them to stop offering the plan."

McDermott says he's talked with SEFCU about increasing its appeal to state workers by adding as a service the direct deposit of payroll checks, which saves workers from waiting in long lines on pay day.

"I don't believe the banks should get it. It's been in our members' interest to work through the credit union," he said.

Because of what the union has seen as SEFCU's good track record benefiting state workers, CSEA once made a request that it amend its charter to include all public employees in the state. According to Myers, that proposal was voted down mainly to avoid competition with other credit unions already available to county and municipal in the state.

"There are other credit unions out there and we don't want to overlap. For instance, if there were already a credit union in business for county employees, our presence might steal members. However, we could allow a county to join if there weren't one available," Myers said.

While SEFCU currently has a membership of some 45,000, most credit unions throughout the state are smaller with average memberships of around 2,000.

For instance, the Niagara County Employees Federal Credit Union, based in Lockport, has only 5,000 members. However, it is anticipating rapid growth in the near future because of the use of automatic teller, or debit, cards which make members' money more accessible to them.

"Our problem has been that while most of our members are in Niagara Falls, our one office is in Lockport, 20 miles away. Our new bank card will make it easier for them to make deposits or withdrawals at various locations," says Nancy Kasprzak Whitmore, general manager.

But one of the biggest drawing cards credit unions have is that they offer the same services as banks without the fees, she emphasizes.

"Banks drive people crazy with fees. People own the money in their accounts. Why should we charge them for using it?" Whitmore quipped.

Ken Herr is treasurer and chief operating officer of a state chartered credit union called Excelsior. The organization is different from most others in that its membership is open to anyone who lives or works in New York state. With a current membership of 5,300, it, too, is expecting some expansion when it introduces its own debit card, now on the burner.

According to Herr, the credit union serves 95 different employee groups in businesses

***'I've always been an advocate of credit unions for public employees.'***

**JOSEPH E. McDERMOTT**

and municipalities. He points out that the rates at credit unions typically beat banks. At Excelsior, rates for share or savings accounts now run from 6 to 8 percent, depending on the amount deposited. Share-draft or checking accounts pay 6 percent on an average daily balance with no fees and no minimum balance.

"No better deal around," says Herr. "There's no reason why people shouldn't take advantage."

One of the oldest and largest credit unions in the country is based in New York City. The Municipal Credit Union, as it is called, was started in 1916 and with its 170,000 members merits a place as the fourth largest in the nation. Municipal is open to all city and state employees who work in the city's five boroughs—and to family members of workers who join.

Municipal continues to expand, having just opened a branch in the Bronx, and expects to get into offering second mortgages with a year.

Marketing Director Gerri Light says that credit unions have much to offer working people. Deposits in nearly all credit unions are insured to \$100,000 by state or federal agencies, so even with the benefits over banks, members don't have to worry about the safety of their money.

"Credit unions are most assuredly sound and



often sophisticated financial institutions. It is only their philosophical foundation that makes them different from banks," says Light.

But there are some political axes hacking at that foundation. Credit unions — which offer better rates on savings, loans and other services — may lose their edge over banks if the current proposal to tax credit unions gets through Congress.

"Now there are no restrictions, no fees. But if this tax proposal goes through things will change. I hate to see that happen," said Linville.

Myers is encouraging members to write their congressmen urging them to vote against the proposal to eliminate the tax exemption for credit unions.

"The current proposal to tax credit unions would greatly change their philosophy and way of operating. Higher rates would have to be charged on loans, service charges would start to appear and volunteers would be asking for some type of payment for the time they give," says Myers. "It's something that everyone who believes in credit unions should fear."



**CREDIT UNION GROWING** — CSEA Executive Vice President Joseph E. McDermott, left, was on hand for a ground breaking ceremony recently at the site of the new State Employees Federal Credit Union building in Colonie. Pictured above outside a tent at the celebration are, SEFCU officials, from left: Jean Myers, secretary-treasurer; Ken Hahn, member of board of directors; and Paul St. John, first vice president of board of directors.

# Contract News

## Higher salaries ordered to New Castle two

**The term 'hire' is not inclusive to the term 'promote'**



GERALDINE SCALFARO AND RALPH TARCHINE smile as they read the arbitrator's ruling stating they should be granted their increments. Observing are Region III Field Representative Dolores Tocci and New Castle Unit President Tony Pisarri.

New Castle—The town of New Castle violated the CSEA contract when it refused to pay increments to two employees, according to a ruling by Arbitrator David N. Stein.

Region III Field Representative Dolores Tocci explained the contract provided that employees hired before Jan. 1, 1983 would receive their increments as of the first pay period in January of each year. Town officials argued that because Geraldine Scalfaro and Ralph Tarchine were promoted after the contract took effect, they would not be eligible for increments until the anniversary date following their promotions.

Town Supervisor Lois Mitchell testified that during the last negotiations, the town desired to change the effective date for the payment of increments. Mitchell added that she believed the phrase "hired" in the contract included promotions "because employees who are promoted

are newly hired into a title."

Region III Field Representative Larry Sparber, who serviced the town CSEA employees at that time, argued the town never raised the issue of promotions as they related to increment payment until after the conclusion of negotiations.

Accordingly, Sparber contended 'hired' meant newly employed, not promoted.

After reviewing the testimony, documentary evidence, and the arguments of the parties, Stein concluded that the union's grievance "must be sustained."

"The word 'hire' means to newly employ," said Stein. "The word 'promote' means to elevate an employe to a higher position. Clearly, the term 'hire' is not inclusive to the term 'promote'."

## Village of Brockport reaches contract agreement

BROCKPORT—The Village of Brockport Unit of Monroe County Local 828 has reached agreement on a two-year contract on behalf of its 35 members.

A five percent wage increase effective June 1, and another two percent effective December 1, were gained in the first year. An additional six percent boost will become effective June 1, 1986. Longevity payments

will be increased by \$25, effective June 1 of both contract years.

Shift differential payments will increase 60 cents per hour effective June 1, 1985, and 65 cents per hour effective June 1986. Safety shoe allowance will increase to \$85, and each Department of Public Works employee will receive two pair of insulated coveralls.

Prosthetic and Orthodontia riders have been added to the Dental Insurance plan under Blue Cross-Blue Shield, and language improvements have been made in Sick Leave clause of the pact.

Danny Jinks was chief negotiator for a committee that included Unit President Gary Rheinwald, Chuck Connors, Harry Donahue and Jack McGuinn.

## CSEA cites Village of Hempstead for IP

VILLAGE OF HEMPSTEAD—"The Village has proven to have total disregard for the union and the contract," said Field Representative Harold Krangle after filing an Improper Practice charge against the Village for arbitrarily creating two new positions, and for refusing to discuss them with the union.

According to Fred Hetzel, president of the Village of Hempstead Unit of Nassau Local 830, the positions of laborer aide and police aide entail responsibilities so closely overlapping those of Laborers and Police Officers, the

union filed the IP claiming that the Village is attempting to hire employees to do the same work for a lower salary.

"As soon as I heard about the created titles, I wrote a letter to Mayor Milhim saying that 'CSEA demands to negotiate the impact of the creation of these new titles and to also negotiate the salaries given these titles,'" said Krangle.

The Village responded, refusing to negotiate the salaries and saying that the impact of

the new positions would be negotiated in the future, at the request of CSEA.

A NEWSDAY article (7/23/85) stated that the Village was trying to save money by putting the "police aides" on the street, indicating that while a first-year Hempstead police officer earns an annual salary of \$30,698, the police aides will make \$13,500 to \$18,807.

Milhim defended the action saying, "The cost of police services just keeps going up. This is a great way to keep costs down."

# They're wild about summer school in the wild

By Chuck McGeary

CSEA Communications Associate

ALEXANDRIA BAY—Calling it one of the "most informative and interesting" programs ever offered in the region, more than 70 CSEA officers and other members heaped praise on the speakers and planning committee at the recent Region V Summer Institute.

In the informal closing ceremony, Region V President Jim Moore lauded the group and presented certificates to more than 60 "graduates" who attended the program at the picturesque St. Lawrence River setting.

"I want to thank everyone who took part in this first Summer Institute," Moore said. "The Education Committee and CSEA staff members spent countless hours putting it together. And now we have seen and heard what their efforts have produced. Every facet of the program was outstanding."

Moore also encouraged participants to take information they learned back to their local members.

The four-day program, designed and presented with the cooperation of the CSEA Region V Education Committee and Education Department in Albany, began with opening remarks from Moore, followed by Resource Fair sessions by Education and Training Specialists Peg Wilson and Sean Turley.

In the initial afternoon session, Region V Director Frank Martello and staff members discussed their duties and services. Lee Frank, statewide director of Organizing, also outlined the role of his department and staff.

At a late-evening session, Tom Haley, director of CSEA Legislative and Political Action, and Region V PAC Coordinator Tim Burns, conducted a fast-moving segment covering statewide PAC procedures.

During the remaining three days, the program covered a variety of union issues including:

- \* developing a local union through committees, with talks by Dorothy Penner on the political action element;

- \* a successful organizing drive in Seneca County, with Local President Jannette Monterville;

- \* grievance procedure and communications at Rome Developmental Center, with Local President Jon Premo and Vice President Jim Martin;

- \* a health committee at Willard Psychiatric Center, with Local President Hugh McDonald.

The wide range of subjects on the agenda also covered stress management, with Marcia Calicchia, director of Cornell University Public Services Women's Study Program, and Ellen Sadowski, training and development consultant.

Other program speakers were: Sally Engelhardt, CSEA director of Education and Training, who conducted a workshop on developing a local union team; and Melinda Carr, assistant director of Communications, who explored methods of identifying the media and targeting a message to a desired audience.

A special session on self development was offered by Training and Development Consultant Linda Berry. Celeste Rosenkranz, a certified parliamentarian, explained the correct procedure for conducting official meetings.

The final day was capped by Peg Wilson's "Taking it all Home" review and closing remarks from Bernard Flaherty, labor relations specialist at Cornell University.

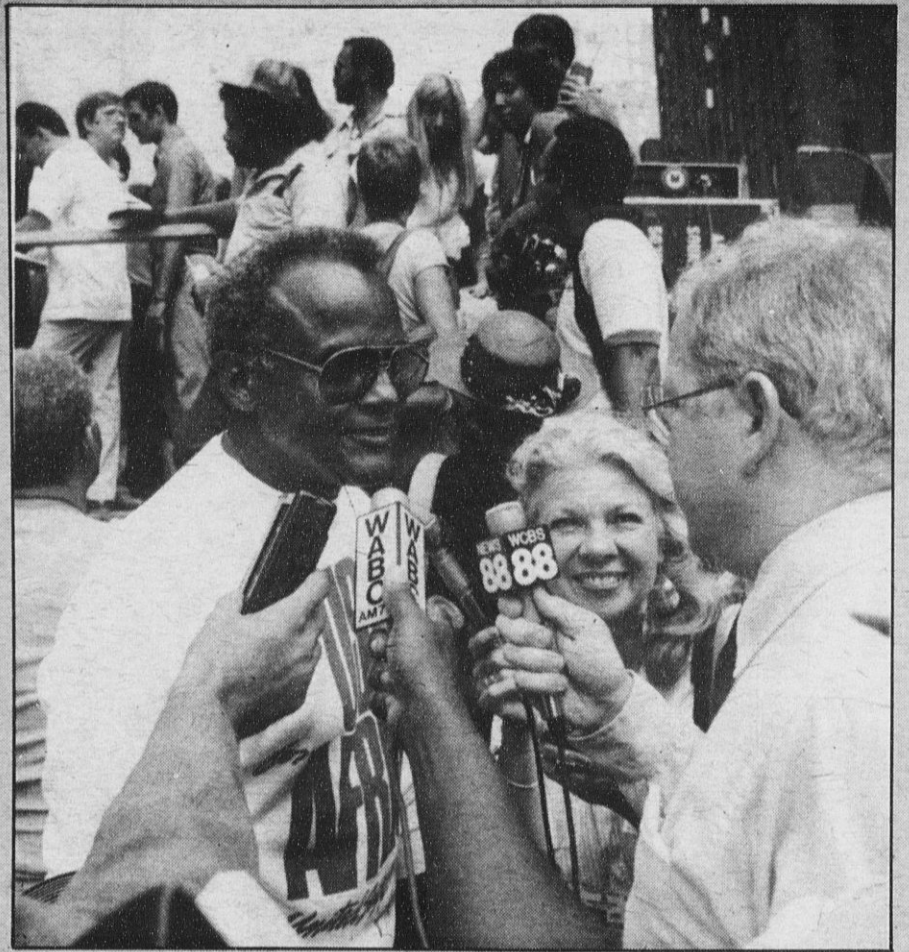
The enthusiastic response to the institute prompted regional officials to consider similar programs for the future.



**GRAD DAY AT ALEX BAY**—Central Region V participants in the recent Summer Institute pause for a group photo after receiving their certificates from Regional President Jim Moore, front row, right. More than 70 CSEA officers, delegates and staff members took part in the four-day event covering a variety of union issues.



**COMPARING NOTES**—Region V President Jim Moore, seated center, and other CSEA officers take time out to discuss the program agenda of the summer program. Participants shown are, from left: (seated) Region V Recording Secretary Helen Hanlon; Moore; Region V Political Action Chairwoman Dorothy Penner; (and standing) Jim Martin, vice president, Rome Developmental Center Local 422; Jannette Monterville, president, Seneca County Local 850; Hugh McDonald, president, Willard Psychiatric Center Local 428; and Jon Premo, president, Local 422.



**ANTI-APARTHEID ACTIVISTS**—Turning out for the rally were: Region II officers, First Vice President Dennis Tobin and President George Boncoraglio, carrying placards; performer Harry Belafonte, who addressed media in “We Are the World” sweatshirt.

## Rallying Against apartheid

NEW YORK CITY—A group of CSEA members joined with thousands of other labor activists to denounce racism and show support for the civil rights struggle in South Africa during an Aug. 13 rally outside the United Nations building.

At the rally, numerous national and regional labor and political leaders called for tougher U.S. policies against the system of racial segregation known as

apartheid. Among speakers were CSEA-backed mayoral candidate Carol Bellamy, Civil Rights Attorney C. Vernon Mason (endorsed by CSEA for district attorney), and performer Harry Belafonte.

The rally concluded with a march past the South African mission to the U.N. where the demonstrators expressed their message loud and clear as they carried picket signs.

## Region going all out to get out City vote

NEW YORK CITY—With the New York City primary election set for Sept. 10, CSEA is pulling out all stops for the union-endorsed slate of candidates. A phone bank has been operating nightly from the Region II headquarters in an effort to “get out the vote.”

At the same time, candidates have been visiting CSEA members at their worksites in local programs to strengthen support. CSEA members also made up the largest union cheering section for Carol Bellamy at the New York Post’s mayoral debate.

**MANHATTAN BOROUGH PRESIDENTIAL HOPEFUL** David Dinkins, third from left, takes time out in his campaign for a visit to CSEA members at the Department of Labor. The visit was one of numerous programs set up by CSEA to introduce union-supported candidates to the general membership.



**VOTE!** New York City Primary **Tues. Sept. 10**