

DELEGATES MEET NOV. 29 TO CONSIDER

THE FINAL REPORT of The Committee to Investigate a Reorganization of The Board of Directors of CSEA

ALBANY — A special committee created by CSEA's Statewide Delegates has recommended an extensive reorganization of the union's Board of Directors. Delegates will convene in special session on November 29 to consider a first reading of the plan.

The proposal, by the 18-member Special Committee to Investigate a Reorganization of the Board of Directors, requires approval at two separate Delegate meetings to become an amendment to the union's constitution. If approved on both readings, it would take effect July 1, 1983.

Committee Chairperson Nicholas Abbatiello explains the proposal is designed to address five major objectives the Committee identified as important in any reorganization.

The Committee recommended that:

- the size of the present 115-member Board of Directors should be reduced to a total of 61 members.
- the makeup of the Board should accurately reflect total membership makeup, namely, one-half state employees and one-half county and other political subdivision employees (towns, villages, school districts, etc.).
- for reasons of internal consistency and organization, Board members should also serve as responsible officials of the six Regions within CSEA.
- to the extent possible, the Board representatives of each Region should be reflective of the state/county membership in that Region.
- recognition of major areas of the union's primary business,

namely collective bargaining, should be reflected in the overall Board structure.

In reaching its objectives, the Committee noted that no reorganization of the Board was made to account for CSEA's adoption of a Regional structure system in 1973, nor for the creation of bargaining units with enactment of the state's Taylor Law in 1967.

Details of the reorganization proposal have been sent to Delegates for review and several Regions have discussed the topic in meetings. CSEA President William L. McGowan has endorsed the plan in a cover letter accompanying the reports sent to the Delegates.

The resolution passed at the October Delegate's Meeting to create the Committee was prompted by a proposal which would add additional seats to the Board of Directors to "equalize" board representation in County Division Locals.

But that proposal, the Committee said in its report, would have created another inequality between State and County representatives. That led to the motion for a study of a plan for a comprehensive reorganization.

Three representatives from each CSEA Region — including several members of the Board of Directors — were appointed to the Committee and met quickly to satisfy a requirement of the Delegate's motion that they report back within 45 days.

Under the details of the Committee's recommendation, the "new Board would consist of the union's 10 Statewide Officers, 25 State Division representatives, 25 County Division representatives and one statewide "at-large" representative to be elected by the constituency

(Continued on Page 6)

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Employees will soon be paying a portion of insurance premium

Agreements have been reached between the State of New York and labor unions representing state employees, including CSEA, that will require employees to shortly begin paying a portion of premiums for statewide health insurance programs, it was announced as The Public Sector went to press.

Details of changes involving the health insurance programs, including premium payment arrangements, were incomplete at press time and will be presented in detail in the next issue of The Public Sector.

Negotiations between the State and more than a half-dozen major labor unions representing public workers have been in progress over the past several months in an effort to resolve the question of how to maintain health benefits in the face of rapidly escalating premium costs. The State currently pays the full cost of premiums for "individual" employees and 75 percent of the

cost for family coverage. Reportedly employees will, in the near future, contribute 10 percent of their premium costs under terms of the negotiated agreements just reached.

Earlier this year, in contract negotiations for state workers they represent, the unions agreed in principle that escalating insurance costs were a major concern and that future increases might have to be passed along to individual employees. CSEA's contracts covering more than 105,000 state workers in three major bargaining units provides, for instance, that the state would pick up any increases in health insurance premiums, while maintaining current benefits, through July 1, 1982. After that date, it was agreed, a joint committee would determine what to do about any future premium increases.

A complete report on all changes affecting health insurance programs under the just concluded special negotiations will be published in the next edition of The Public Sector.

Jerry Wurf Memorial Fund offering a scholarship at Harvard University



The Jerry Wurf Memorial Fund, established in memory of the late president of AFSCME International, has announced the availability of a scholarship for AFSCME officer or staff activists for a 13-week Trade Union Program at

Harvard University early next year.

The Trade Union Program will run from February 14 to May 5, 1983 at Harvard University, and is designed to provide training for the executive and administrative responsibilities of union officers and staff.

As part of a program commemorating the life and contributions of Jerry Wurf, the Jerry Wurf Memorial Fund will pay all tuition and housing costs during the Program period, and will also provide travel and meal allowances. Personal expenses are not covered, but the Wurf Fund will also pay for lost time, if necessary, for the individual selected to participate.

Interested individuals should immediately write for application forms and information about the program to:

Joseph P. O'Donnell,
Executive Director
Harvard University
Trade Union Program
Graduate School of
Education/Larsen 505
Appian Way, Cambridge
Ma. 02138.

COPING
WITH

VIOLENCE

Pages 9, 10, 11, 12

Labor leaders criticize government for failure to act on pay equity issue

WASHINGTON — The federal government should be taking the lead in correcting wage bias against women workers but it has failed to offer such leadership, AFL-CIO Secretary-Treasurer Thomas R. Donahue told a House hearing on pay equity recently.

As hearings continued on wage and job discrimination against women, Donahue and other labor leaders criticized wage bias in the federal service and scored the Reagan administration for its failure to act. They also stressed the role unions play in fighting wage disparities, especially through collective bargaining.

Donahue said the AFL-CIO, in supporting the concept of equal pay for work of comparable value in resolutions at its 1979 and 1981 conventions, believes collective bargaining is the "essential ingredient in a strategy for achieving pay equity." Supplemental tools unions can use in "integrated strategies" include administrative pursuit of pay inequity charges and Title VII lawsuits under the Civil Rights Act, he said.

Donahue said the federal government offers "a peculiarly appropriate laboratory" to develop a job evaluation and classification scheme that embraces the concept of comparable worth and eliminates pay inequities, but so far has failed to correct the federal wage system under which women's earnings remain at 63 percent of men's.

"The federal government should be taking the lead in dealing with the evident systematic wage bias against women workers," Donahue said. We expect political and moral leadership from the federal government. We have not found the Office of Personnel Management (OPM) offering such leadership and we now look to Congress."

Asked what he thought of the common arguments by employers that the economy cannot afford to equalize men's and women's earnings and that it is not necessary because women do not really need the money, Donahue said employers have applied the "same shibboleths" to all categories of workers. "If it is costly," he said, "it is simply a cost we have to pay to rid the country of discrimination."

AFSCME International President Gerald W. McEntee said it is "not debatable" whether sex



CSEA STUDIES PAY EQUITY — Pay equity was the topic of a recent meeting of CSEA officials and staff members at Long Island Region I headquarters. The group discussed a pay equity study CSEA is conducting in Nassau County. Region I President Danny Donohue hosted the meeting, arranged by CSEA Statewide President William L. McGowan, who has made pay equity "a CSEA priority." Among those attending the discussion were, from left, AFSCME International Vice President and CSEA Region IV President Joseph E. McDermott, Donohue, Nassau County Local 830 Vice President Rita Wallace, and Marilyn DePoy, assistant coordinator of women's activities for AFSCME.

discrimination exists or whether dissimilar jobs can be compared.

He pointed to examples in San Jose, Calif., Washington State, Connecticut and Minnesota, where AFSCME found pay inequities and used job evaluation changes based on comparable worth to correct them.

Nor is it debatable whether equal pay for jobs of comparable value is required by law, McEntee declared. Title VII prohibits discrimination in compensation and Supreme Court decisions in the Gunther and IUE cases made it clear that law applies to comparable worth, he said.

McEntee said he is "appalled" at the "lack of interest — and even the outright hostility — shown by members of the Reagan administration" toward pay equity.

In one such action, the OPM is attempting to downgrade AFSCME members who are librarians in the federal service, 80 percent of whom are women. Also, the Justice Department and the Equal Employment Opportunity Commission have made it clear they will not pursue pay equity cases, McEntee said.

Several other labor leaders also presented testimony.

DOT retirees from Utica region honored



AMONG THOSE at the recent CSEA dinner for DOT retirees were, from left to right, retirees William Parry, Joseph Upright, and Nicholas Cimino; Local President Charles Whitney; retiree Frank Cecere; guest speaker Richard Simberg, Regional Director NYSDOT-District II; and retirees Robert Hayner and Peter Demola. Thirteen other recent retirees were also honored.

UTICA — Nineteen former employees of the New York State Department of Transportation, District II, the Utica region, were recently honored by CSEA Local 505 at a dinner at the Hart's Hill Inn near here.

According to Charles Whitney, president of Local 505 and chairman of the event, the honorees included: Ralph Coon, who put in 40 years of service; Robert Hayner, 36 years; Edward Brado, 35 years; Former Local President Nicholas Cimino, 35 years; Frank Cecere, 34 years; Zachary Ponzi, 34 years; Carlton Scoones, 33 years; Charles Bullock, 31 years; Joseph Upright, 30 years.

Also, James Gabriel, 28 years; Harry Flansburg, 25 years; Charlene Cook, 21 years; Paul Edick, 16 years; William Parry, 16 years; Lawrence Campanie, 15 years; Peter Demola, 12 years; Edwin Gifford, 11 years; Sam LaManna, 11 years; and George Mantell, 11 years.

Each retiree was presented with a gift from the local.

Guest speakers at the event included Richard Simberg, NYSDOT regional director of Transportation-District II; Frank Martello, CSEA Region V director; and Ted Modrzejewski, CSEA field representative. Albert Paterson, Local 505 first vice president, served as toastmaster.

Union wins arbitration for Ogdensburg school workers

OGDENSBURG — The Ogdensburg City Schools Unit of St. Lawrence County CSEA Local 845 was recently notified by the American Arbitration Association that a favorable decision has been awarded in the case involving two employees of Ogdensburg City Schools.

The AAA decision successfully concluded a year-old grievance filed by Gertrude Shaver and Patricia Clark, school cafeteria employees, who had elected to be laid off rather than have their workday reduced from seven hours to three hours.

According to Steve Ragan, CSEA field representative for the unit, the problem began during the summer of 1981 when a representative of the school management met with the two employees and offered three choices: three-hour cafeteria positions; seven-hour split positions with three hours cafeteria and four hours custodial work; or layoff. After considering the options, Shaver and Clark opted for the layoff.

The following day, Sept. 2, both employees were sent letters stating their verbal "resignation" was accepted.

The letter from management was brought to the attention of Ragan, who immediately contacted the assistant superintendent regarding content of the letter and particularly the term "resignation."

On Sept. 8, following a meeting to clarify matters, Shaver and Clark were told their names would be placed on a preferred eligibility list should the district "decide to replace or add seven-hour food service helpers."

Later that month, after both grievants had been denied unemployment benefits because the district had claimed they had quit, Ragan acted again with another letter to the district.

Unable to obtain a satisfactory answer from the district, both employees filed a grievance.

A year passed before the arbitration was conducted this past September. At the hearing, the school district held the position that the grievance was untimely.

CSEA Regional Attorney William Maginn maintained the collective bargaining agreement was complied with fully, and that the school district had unilaterally violated the terms of the agreement by reducing the work hours of the grievants with no change in classification.

In his decision, the arbitrator found that CSEA had in fact been timely in filing the grievance; that the grievance was arbitrable because it challenged the work hour status of the employees; and that any attempt to change the hours or days of employment can be accomplished by mutual assent of both parties.

Arbitrator Rinando's decision was that Gertrude Shaver and Patricia Clark "are to be reinstated to their former position with full back pay and benefits received." The decision further directed the employer to follow the provisions of the collective bargaining agreement concerning the future status of the two employees.

In a following comment, Ragan said the outcome was a "clear victory for the employees and the union on every point. The terms of the written agreement protect employer and employee equally and cannot be unilaterally changed by either party. That's the law and it's a good law we (CSEA) follow to the letter."

Seasonal workers contract signed



An accord has been reached for approximately 8,000 New York State seasonal workers, most of whom are employed in the Office of Parks and Recreation and the Department of Environmental Conservation. Signing the agreement are CSEA President William L. McGowan, left, and James Northrop, assistant director of the Governor's Office of Employee Relations. The wage package grants a 9 percent raise this year and 10 percent in both 1983 and 1984, which will be paid in stages of 5 percent on April 1 and Sept. 1 each year. The contract, retroactive to April 1, is for a three-year term.

OSHA enforcement efforts sharply reduced

WASHINGTON — Enforcement activities of the Occupational Safety and Health Administration have dropped off significantly under President Reagan, an AFL-CIO analysis of government statistics shows.

On a monthly average, the number of total inspections declined 25 percent during a nine-month period through June 1982 from a comparable time span in 1980 under the Carter administration, while complaint inspections plummeted 58 percent. During similar periods, citations for willful violations of the federal job safety law under the Reagan administration were down 89 percent.

The study by the federation's Department of Occupational Safety and Health also tracked sharp declines in other OSHA enforcement activities during the first 17 months of the Reagan administration, including: follow-up inspections down 87 percent; citations for repeated violations

down 64 percent; total penalties down 70 percent; and complaint filings down 50 percent.

The only increase in OSHA activity was in general schedule inspections, which rose 11 percent since Assistant Labor Secretary Thorne G. Auchter took over as head of OSHA.

But this is more of a bookkeeping gain than an actual stepup in comprehensive plant inspections, AFL-CIO Occupational Safety Director George H.R. Taylor said.

Taylor said that as a result of the "targeting" program instituted by Auchter in October 1981, the majority of general schedule inspections now involve a review of employer records rather than a comprehensive inspection of the workplace.

He pointed out that 56 percent of the general schedule inspections that OSHA conducted from October 1980 through June 1982 were employer record reviews.

WASHINGTON — Well over 60 percent of the labor-endorsed candidates for the Senate and House were elected Nov. 2 while the victory record of union-backed gubernatorial candidates was even better.

AFL-CIO COPE Director John Perkins said the election of at least 24 labor-endorsed candidates in the 36 contests for governor is the best showing since the Watergate year of 1974 when labor also endorsed 33 candidates and 26 won.

In Senate contests, 20 of the 31 COPE-endorsed candidates — 64.5 percent — were elected this year. Perkins said that is the highest-winning percentage since 1974, and far exceeds the 34.4 percent of 1980 and the 40 percent of 1978.

According to COPE's incomplete tabulation of House races, 237 of the labor-endorsed candidates, or 63 percent, were elected. That is roughly comparable to COPE's winning percentages of recent years.

Perkins said the Democratic pickup of about 26 House seats exceeded his expectation of 15 to 20.

He said the television network exit polls "were accurate when they found that trade union members voted Democratic by a margin of 2 to 1" on Election Day. "Without a doubt unemployment was the principal issue," he observed.

Labor-endorsed candidates make best showing in eight years

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CSEA's Education Committee hosting workshops

ALBANY — The Education Committee of the Capital Region is sponsoring two Saturday workshops, Nov. 20 and Dec. 4, at the Albany Thruway House, Washington Avenue, Albany. Both are limited to 100 participants, who may register at 9 a.m. each day on a first come-first serve basis.

On Nov. 20, the Education Committee will sponsor a Labor/Management Training Seminar

from 9:30 a.m. to 4 p.m. The seminar will include: How to Identify Problems Suitable for Labor/Management Meetings; How to Develop An Agenda; How to Prepare For Meetings, and How to Successfully Conduct Meetings to Solve Problems in the Workplace and Develop A Strong, Effective Union.

Lunch will not be provided but time has been allotted for a meal period.

On Dec. 4, the second workshop, Basic Health and Safety Training, will be held from 9:30 a.m. to

p.m. Participation is limited to the first 100 with registration at 9:30 a.m. No lunch or meal will be provided; coffee will be available.

This workshop is being offered for stewards and officers who have no previous basic health and safety training. Nels Carlson, director of health and safety, and Angela DeVito, Region IV health and safety representative, will conduct the session.

Training will focus on education, awareness of safety and health violation, hazards and laws in the workplace.

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Hauppauge, N.Y. 11788
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(516) 435-0962

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100 Church St.
Room 1620
New York, N.Y. 10007
(212) 587-8200

SOUTHERN REGION III

Rural Route 1
Box 34
Old Route 9
Fishkill, N.Y. 12524
(914) 896-8180

CAPITAL REGION IV

1215 Western Avenue
Albany, N.Y. 12203
(518) 489-5424

CENTRAL REGION V

Suite 308
290 Elwood David Road
Liverpool, N.Y. 13088
(315) 451-6330

WESTERN REGION VI

Cambridge Square
4245 Union Road
Cheektowaga, N.Y. 14225
(716) 634-3540

Alcoholism confronted



LONG ISLAND REGION I Employee Assistance Program Specialist Maureen Duggan addresses a recent workshop on Alcoholism Education and Prevention, part of the Governor's Conference on Children of Alcoholics. Ms. Duggan gave the workshop participants an overview of EAP programs dealing with alcoholism among public employees. Looking on are, from left, Robert Mauer, deputy commissioner of the New York State Department of Education, and Bob Stone, workshop chairman.



HELLO, IRENE! CSEA Statewide Secretary Irene Carr, center, appears to be getting her name tag "inspected" by infant Kimberly as Molly Hardy, left, Executive Director of Empire State Day Care Services Inc., and Chris Carletta, President of Children's Corner at Rome Inc. and Secretary of Local 422, look on. The visit to the nursery was part of the grand opening festivities at the day care center which recently opened at Rome Developmental Center.

At the Rome Dev. Center



BEAUTIFUL DAY FOR AN OPENING! Carl J. Eilenberg, left, Mayor of Rome, accepts the ceremonial scissors from Chris Carletta, president of the Children's Corner at Rome Inc. Board of Directors, to officially open the new day care center on the campus of Rome Developmental Center. Also taking part in the ceremony were Keith Hoffman, center, Director at Rome D.C., and Judith Castle, right, Children's Corner Director. More than 20 state and local officials, plus CSEA and other employee union representatives, were on hand for the grand opening on the Rome D.C. campus.

A new day care center:

Borne of dedicated teamwork

ROME — After two years of dedicated work by a labor-management team, and perfect cooperation from the weatherman, the Children's Corner at Rome Developmental Center has officially opened.

The attractively-decorated new day care center brings to nine the number of centers now open statewide for the convenience of state and other public employees.

Under the capable direction of Judith Castle and her staff, the spacious and modern center has already enrolled 10 children and is licensed

for 40 between the ages of four weeks and five years.

According to Chris Carletta, President of the Board of Directors, the Children's Corner at Rome Inc. was one of the first day care centers to be incorporated at state facilities, and is unique in that the first floor rooms it occupies were originally designed as children's classrooms with all the required plumbing and fixtures installed. No major remodeling or restoration was required.

In her remarks at the grand opening Carletta acknowledged the "excellent"

cooperation between labor and management and the special efforts of Molly Hardy, Executive Director of the Empire State Day Care Corporation.

More than 20 state, local and union officials attended the festivities, including Carl J. Eilenberg, Mayor of Rome; Irene Carr, CSEA Statewide Secretary; Reverend Clifford Sullivan; Keith Hoffman, Director at Rome D.C.; Molly Hardy; and various representatives from AFSCME, PEF and the Board of Directors at the Center.



CONTRACT SIGNED — The Thruway Professional, Technical and Supervisory Unit of CSEA Local 058 recently completed negotiations for a two-year contract affecting approximately 250 employees. Signing the accord are, left, Thruway Executive Director James Martin and State CSEA President William L. McGowan who is seated next to Local 058 President John Francisco. Witnessing the proceedings are various management and labor representatives standing from left; Robert Farrell, Gus Leschen, Howard Meineker, Collective Bargaining Specialist Joseph Reedy, John Helmke (partly hidden), Michael Jim and John Foland. The accord grants total wages hikes of 19 percent plus increments, enrollment as of Jan. 1 in the CSEA Employee Benefit Fund's prescription plan and dental program, and guarantees fully provided paid hospitalization insurance for current members.

Board restructuring pondered

(Continued from Page 1)

of the current "authorities" representative, all "private sector" members, and all members who are not specifically represented by another Board seat.

In explaining the reasons for its recommendation, the Committee said its proposal would: provide a balance between State and County representation; provide balance between Regions; create a new State

Division that would be drawn along bargaining unit lines by Region rather than department lines; provide a more even distribution of Board seats throughout the County Division; create a Board compact enough to be a "working Board" with distinct areas of interest and responsibility; and create a dual role for Board Representatives who would automatically be members of each existing Region Executive Board.

How proposed Board structure will work

ALBANY — The proposal by the Special Committee to Investigate a Reorganization of the Board of Directors would change the structure of CSEA's current Board of Directors in several ways.

If approved by the CSEA's Statewide Delegates on two separate readings as required for all amendments to the union's constitution, the size of the current Board would be reduced, the "constituency" of each representative from the State Division would be based upon state bargaining unit membership by CSEA Region, rather than statewide by state departments, and representatives would automatically become members of their respective Region's Executive Board.

Also, Board representation would be based upon state and county membership proportionally within each Region, according to the report of the Special Committee to Investigate Reorganization.

Rather than the present system of identifying Board representation pursuant to Articles VI and VII of CSEA's Constitution, the Committee's proposed structure would change statewide departmental representation for state members to Regionally elected Board representatives for each of the state's three bargaining units where CSEA represents employees; the Administrative, Institutional and Operational bargaining units.

Representation for County Division members would also be modified, but not as dramatically.

Under the Committee's proposal — if adopted by Delegates twice as an amendment to the CSEA's Constitution — here's how Board representation would be structured by Region (see related chart, page seven):

CSEA Region One's representation on the Board of Directors would include the Regional President; one representative elected by members in each of the three state bargaining units (for a total of three); five representatives elected by county local members employed by the counties, towns, villages, etc. within the Region; and a representative elected by school district local members in the Region.

Three of the Region's county local member representatives would be elected by members in Nassau County and two would be elected by county local members in Suffolk County. That is proportional to membership in those two counties which are the only counties in Region One.

There would be a total of ten Board representatives from Region One.

In Region Two, which has significantly fewer members and no local government employees, the Board structure as proposed by the committee would include: the Regional President; one representative elected by members in each of the state's three bargaining units (for a total of three); and one additional "at large" representative elected by all members in the three units.

There would be a total of five Board representatives from Region Two.

The Committee's proposal would provide the following Board representation to Region III: the Regional President; one representative elected by members in each of the state's three bargaining units (for a total of three); a representative elected "at large" by all members in the three state bargaining units; four representatives elected "at large" by

county local members (county, town, village, etc.); and a Board representative elected by school district local members.

Region III would have a total of ten representatives on the Board of Directors.

In Region IV, in addition to the Regional President, the Board representatives would include: one representative elected by members in each of the state's three bargaining units plus one additional representative elected by members of the Administrative Unit which has proportionately higher membership (for a total of four); one representative elected "at large" by all members in the state bargaining units; three representatives elected "at large" by county local members (county, town, village, etc.); and a Board representative elected by school district local members.

There would be a total of ten representatives from Region IV on the Board of Directors under the Committee's proposal.

Region V would have the following Board representation under the Committee's proposal: the Regional President; one representative elected by members in each of the state's three bargaining units (for a total of three); one "at large" representative elected by all members in the three state bargaining units; four county local representatives elected "at large" by county local members (county, town, village, etc.); and a representative elected by school district local members.

Region V would have a total of ten representatives on the Board of Directors.

Under the Committee's proposal, Region VI would have the following representation on the Board of Directors: the Regional President; one representative elected by members in each of the state's three bargaining units (for a total of three); one representative elected "at large" by all members in the three units; four county local representatives elected "at large" by county local (county, town, village, etc.) members; and a representative elected by school district local members.

Region VI would have a total of ten Board representatives under the Committee's proposal.

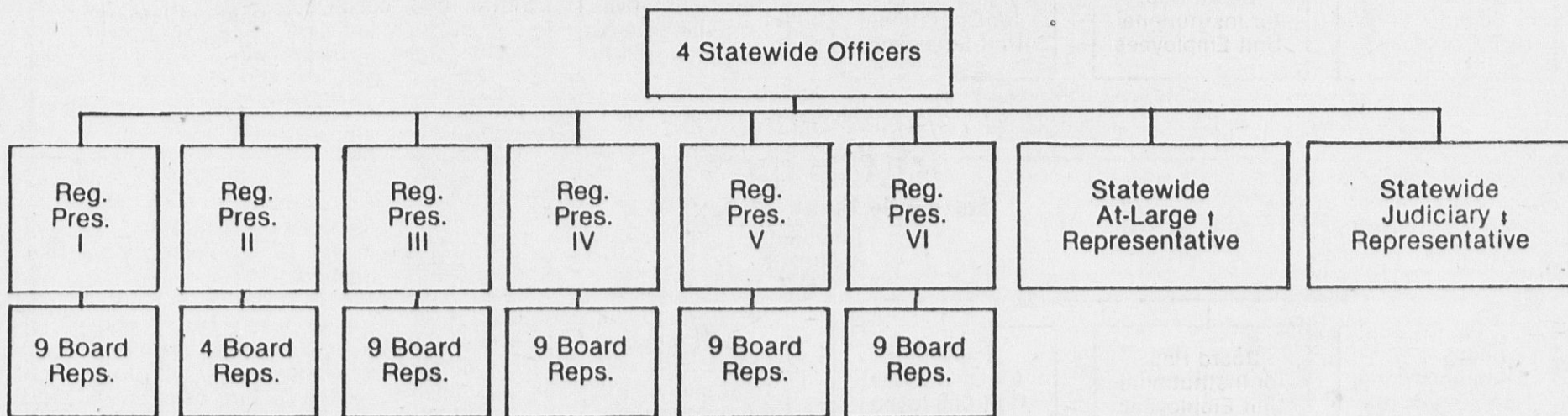
In the case of the "at large" county local Board representatives, the Committee proposes that with the exception of Region One (which is comprised of only two counties, Nassau and Suffolk), no more than one Board representative can be elected to the Board of Directors from any one CSEA Local.

In Region One, because there are two enormous counties with large CSEA membership, there would be five county local representatives on the Board of Directors. Three would be elected by members from Nassau County (which has the largest membership of the two) and two representatives would be elected by members in Suffolk County.

Also, the Committee said Regions could decide to divide their county local representation into geographic areas. In this way, the Committee said, a geographically large Region could assure county local members that their representative would be available within reasonable distance.

Proposed Structure of the

BOARD OF DIRECTORS of CSEA, Inc.



† The Statewide At-Large Board of Directors representative will represent Authorities, FSAs, Teachers' Retirement System and all private sector members.

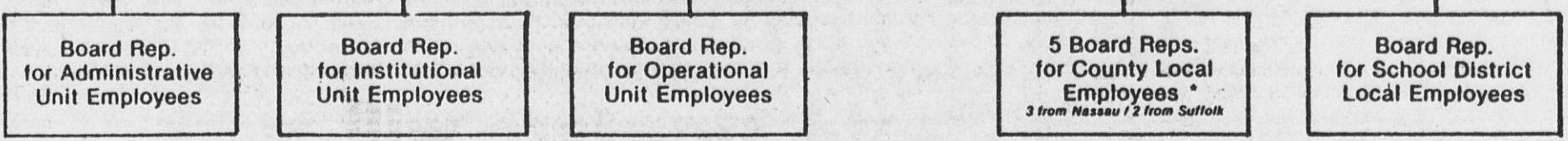
† Because of the makeup of Judiciary statewide, it is necessary that Board of Directors representatives be elected statewide.

Proposed Structure for

REGION I

Statewide Board of Directors

Regional President

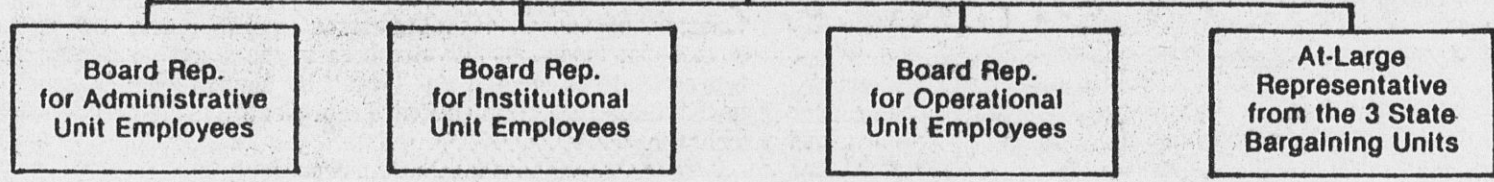


Proposed Structure for

REGION II

Statewide Board of Directors

Regional President

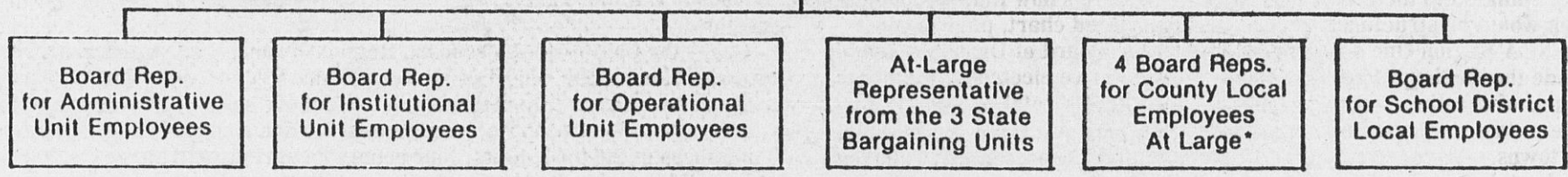


Proposed Structure for

REGION III

Statewide Board of Directors

Regional President

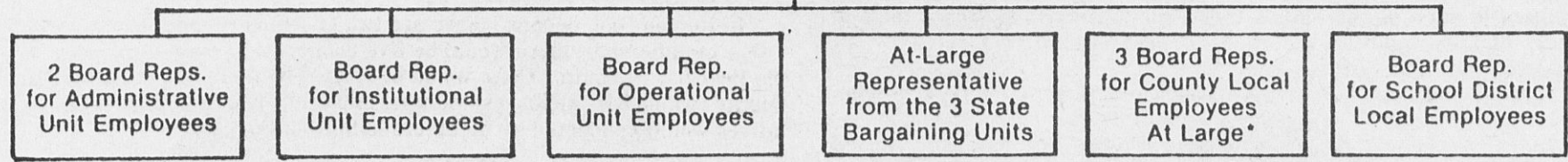


Proposed Structure for

REGION IV

Statewide Board of Directors

Regional President

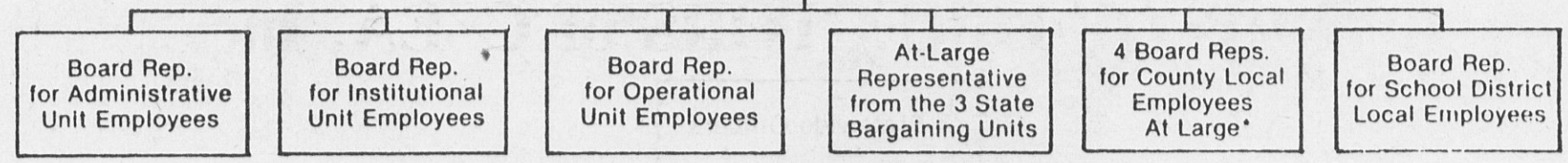


Proposed Structure for

REGION V

Statewide Board of Directors

Regional President

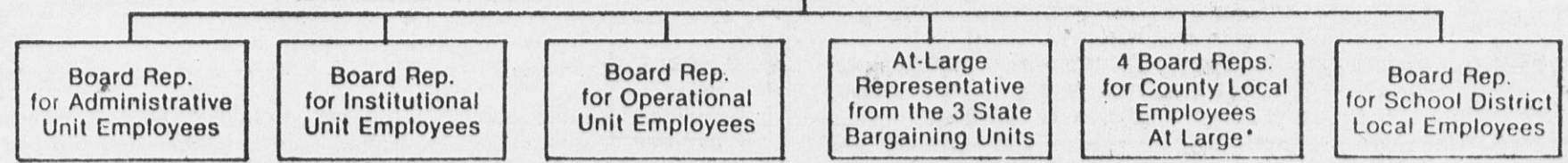


Proposed Structure for

REGION VI

Statewide Board of Directors

Regional President



* In the County Division, no more than one representative may be elected from any one local (except Nassau & Suffolk).

The newsletter: A growing trend within the union

Two more CSEA locals take to the typewriter with "The Bottom Line" and the "CSEA Courier"

Communication between the leadership and the membership is one of the key ingredients in determining how successful a labor organization functions, from a statewide union such as CSEA down to its smallest unit.

CSEA has published a union newspaper for its members statewide for decades, and some locals and units have published their own newsletters for several years also. For some time now CSEA's Communication Department has conducted seminars on how locals and units may publish their own newsletters, and many such publications have flourished over the past several months.

Two more CSEA locals have just launched their own publications, adding to the important communication system within the union.

The "CSEA Courier" for members of Rochester Psychiatric Center CSEA Local 420 recently printed its first edition, and is credited by local officials with being responsible for generating the "largest turnout in recent memory" to the local's next general meeting.

Meanwhile, Manhattan Psychiatric Center CSEA Local 413 last month printed Volume 1, Number 1 of its 4-page tabloid newspaper, "The Bottom Line."

The "Courier" is the work of a

committee of Rochester Psychiatric Center Local 420 members, and the response has been "quite gratifying," according to editor and Local Secretary Sandy Howard.

"Everyone's looking for the next issue already," she enthused. "And our committee, which includes Geraldine Wiggins, Lentory Johnson, Gloria Greene, Jack Fishbaugh, Wilma Hasser and President Bill Daniel, is hard at work gathering material for it."

Editor Howard said a thousand copies were printed and distributed at various work locations so each member could have a copy of the "Courier," which was named by contest winner Robin Schepler, who won \$25 for her suggestion.

The first issue included a history of CSEA at the center by President Daniel, "Grievance Corner" by Grievance Chairperson Geraldine Wiggins, Tier II and III information, meeting notices and election reminders.

Stewards, executive and grievance



PAGE ONE of first edition of "The Bottom Line," official publication of CSEA Local 413 at Manhattan Psychiatric Center.

committee members were also listed, along with welcome to new members, promotions and a "field rep's corner" by CSEA staffer Tom Mullens.

"The Bottom Line" left no doubt about how Local 413 views the union's role at Manhattan Psychiatric Center, using an all capital, bold-face

type to proclaim "WE'RE HERE!!" across page 1 of the initial monthly edition. Local 413 President Floyd Payne delivered a frank column to the membership in general, and said, "this paper will serve as a valuable source of information for all of you so that you will have a working knowledge of your rights..." Profiles about the local officers, an interview with the new acting director of Manhattan Psychiatric Center, and a full report on the union's difficulties with the previous director were featured in the issue.

"The Bottom Line" has Larry Colson, a former Local 413 president, as editor. Charles Hammond, a Local 413 shop steward, is co-editor, and Local 413 activist Thomasina Chapman is general manager.

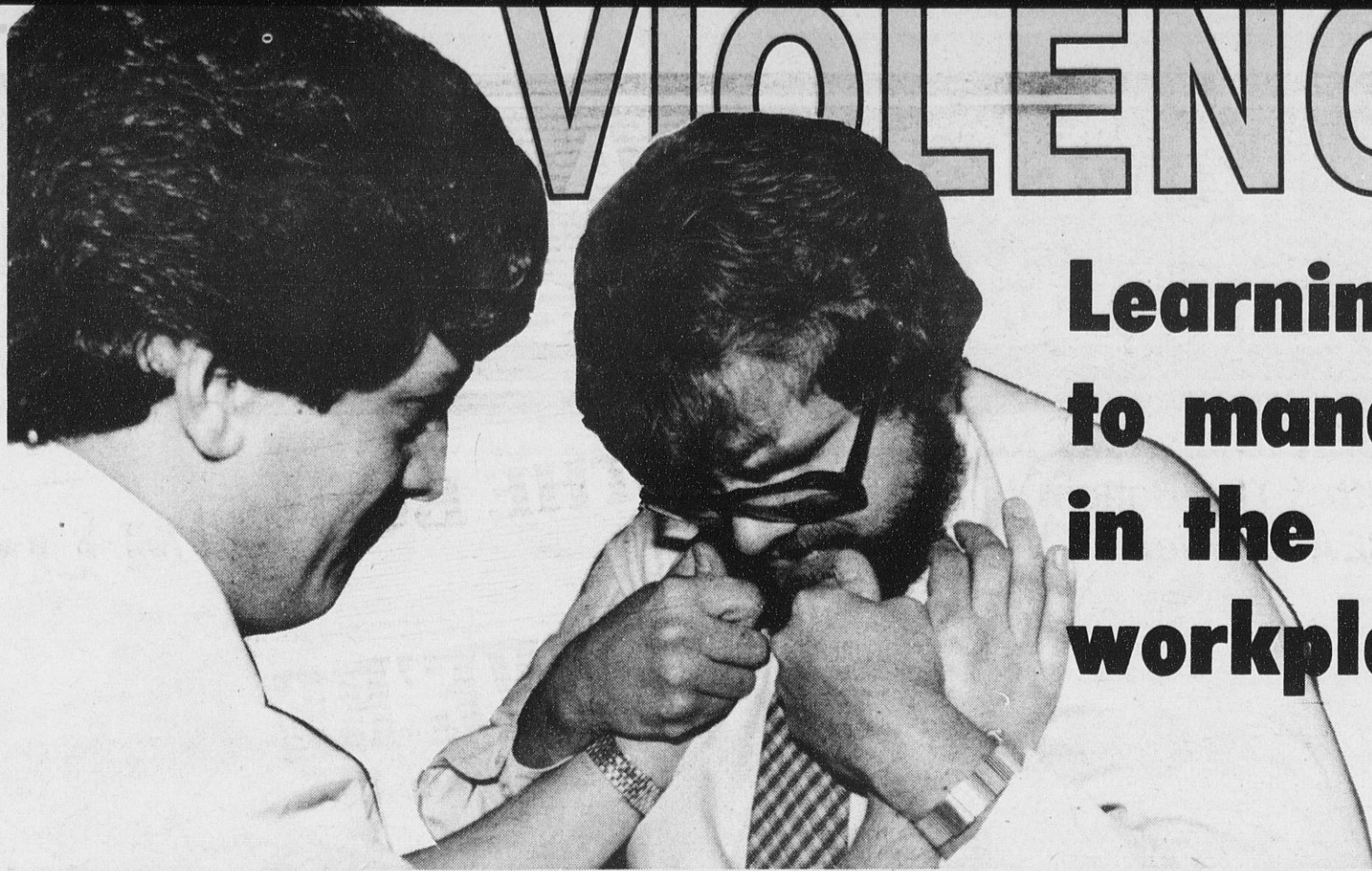


FIRST EDITION of the "CSEA Courier" has just been distributed to members of Rochester Psychiatric Center Local 420. Among those involved with the publication are, seated from left, Local 420 President William Daniel; Newsletter Editor and Local Secretary Sandy Howard; and Newsletter

committee member and Chief Steward Geraldine Wiggins. Standing are committee members Lentory Johnson and Bob Donalson. Not shown are committee members Jack Fishbaugh, Wilma Hasser and Gloria Greene.

VIOLENCE

Learning how to manage it in the workplace



AUTHOR AND LECTURER Terence Gorski, right, demonstrates a simple self-defense technique, with Local 316 President Dan Vallee posing as a would-be attacker. Gorski's defense begins with hunching his shoulders and lowering his

chin, making it more difficult for the attacker to choke him. Gorski then grabs the attacker's thumbs and, pushing them back, breaks the hold and eventually forces the attacker to the floor.

Violence, in all its many forms, is a dark, ugly side of society today. Statistically, nearly every one will experience some form of violent episode at some time. For some, because of their work or lifestyle, violence and aggression always lurks just beneath the surface. For public employees working in mental hygiene facilities, prisons and jails, and in public contact positions of all

kinds, violence can, and often does, explode virtually without warning. Scores of CSEA members are injured annually in violent situations. Learning how to manage aggression and violence in others, and how to defend one's self against it, is essential, especially for those who live and work on the edge of violence. Statistically, more and more, that is every one of us.

BUFFALO — "All defense is mental defense," Terence Gorski stressed to his audience of CSEA social services workers here recently. "If you can't think your way through a crisis, you don't have a chance of dealing successfully with that crisis."

The emphasis on mental preparedness was just the beginning of the speaker's advice for dealing with aggressive or violent clients and patients. Gorski's practical approach to managing violence developed from his own experience as a psychiatric aide in a Chicago area hospital. He learned the hard way: he was seriously injured by a violent patient his third day on the job and suffered two more injuries in the next six months.

His research in the management of aggression and violence has developed into an extensive training course for medical personnel and others whose jobs often bring them into contact with aggressive or violent individuals. Because of recent and growing physical attacks on their co-workers, the social services workers listened intently to Gorski's advice.

The speaker stressed the importance of planning, because "if you wait until you're confronted by a violent person to figure out how to handle it, you're much too late."

Preparedness must take place on several levels. The first is individual preparedness. The individual must become prepared mentally and emotionally, acquire some verbal communication skills, learn a few techniques for averting violence, and finally learn a few basic ways to defend himself if attacked.

The second level of preparedness is the system of backup and support. Gorski cited the importance of team cooperation and training as a group. "There should also be some sort of provision such as panic buttons to summon police or security guards, intercoms to call for help," he said.

Self-control is of primary importance. "If you can't control yourself, you can't very well control another human being," Gorski pointed out. He listed several steps toward achieving self-control.

- Learn what to do. Stop denying that violence could happen to you, and get some help on how to deal with problems. Read a book, or get some training.
- Learn how to control your breathing. Before you do anything else in a crisis, take a deep breath.
- Relax your tense muscles, and balance your body posture.
- Regulate your thoughts. Don't let yourself think "He's gonna kill me." Instead, think "No, he's not. I'm gonna get out of this."
- Gain emotional control by acceptance. You are going to be scared. That's normal. So accept it, and then go on and do what has to be done.

Gorski also discussed the nature of violence and the violent individual.

"There is a reason and purpose for violence," he explained. "Every person who becomes violent has a justifiable reason in his own mind for the violence and a purpose or goal he believes can be accomplished by violent action. In his mind, it's the only way out."

Violence is a form of communication, according to the speaker. "When a person threatens to kill you, he's trying to tell you something.

One of your jobs is to give him another way in which to communicate, open up another channel," he advised.

He also described violence as "the last refuge of the incompetent. In other words, he believes there's no other alternative, so it's your job to give him another alternative."

Violence is also progressive and is usually preceded by numerous warning signs that you can recognize. The warning signs may be verbal, nonverbal or physical, and may include such things as fist clenching, pacing, staring, etc.

"The rescuer's responses can either escalate or reverse the progression toward violence, either make the situation better or worse," Gorski said. "That's why it's important to learn a few techniques for dealing with such situations.

His suggestions included:

- The more aggressive or dominant you are, the more aggressive and dominant he will become in response. The preferable approach, therefore, is to act and speak in a submissive manner, which should work to make the client or patient more submissive.
- Never face a violent person head-on. Stand with your body at an angle, and approach him at an angle. This serves two purposes: it is psychologically less threatening and may help avert violence, and if violence actually does occur, it gives the violent person less of a physical target.
- "Excuse me" are good first words to say. And say "excuse me" in a meek voice. This response may throw the violent person a bit off balance because he's not expecting you to say that, and it helps open up a possible channel of communication.
- Never underestimate the power of humor or incongruence. Do or say something unexpected, which may at least buy a few seconds in which to escape.
- Never rush onto a violence scene. If you hear a scream in the next office, for example, *think* first. Perhaps it would be better to call for help.
- Never say things to the violent person such as "don't stab her" or "don't hit me." This just serves to put the idea vividly in his head.
- Never make a promise you can't keep. Don't lie to the violent person. For example, instead of saying "I promise you won't go to jail," say something like "I promise I'll do everything within my power to help you" or "I can't promise you won't be arrested, but if you let go of my throat now, I'll do what I can to help you."
- Remember, if violence occurs, there are no winners.

More information is available in Terence Gorski's book, "The Management of Aggression and Violence," available at a cost of \$10.95, including shipping, from Human Ecology Systems, Post Office Box 2165, Olathe, Kansas 66061.

MORE about violence and aggression, and how to deal with it . . . next page

Self-defensing yourself against violence

Some basics in self-defense are advisable for everyone

ALBANY — Knowing a few basics of self-defense is a good idea for anyone, but it is especially advisable for public employees who might encounter aggressive or violent clients.

The advice comes from Bob Menia, an OGS employee and a karate expert whose sideline is teaching self-defense.

"By law, you can only use as much force as needed to stun your attacker and give yourself time to escape, scream for help, or run from the attack area. Anything more than that can make you the attacker," Menia advised.

His tips for personal safety at the workplace begin with rearranging the desk top to create a "safe area." The half of the desk top closest to the client should be clear of any object that could be used in attack.

"Family pictures in metal frames, paperweights, sharp objects, even the telephone belong on your side of the desk under your control," Menia pointed out.

The self-defense instructor cited how items found on most desks can be used as potential aggressive weapons by attackers as well as defensive weapons by public employees trying to ward off attacks.

A magazine can be quickly rolled into a club-like weapon. The corner of a hardcover book, a metal tape dispenser, or a telephone receiver can be used to stun attackers, as can a ruler or an opened stapler held at both ends. A set of keys can be held between the fingers so they become brass-knuckle-like projections. And Menia demonstrated that a waste paper basket can be used effectively to fend off a knife attack.

Menia suggested that workers take time to think about what they would do if attacked at their desks, and take time to practice using desk top items as defensive weapons.

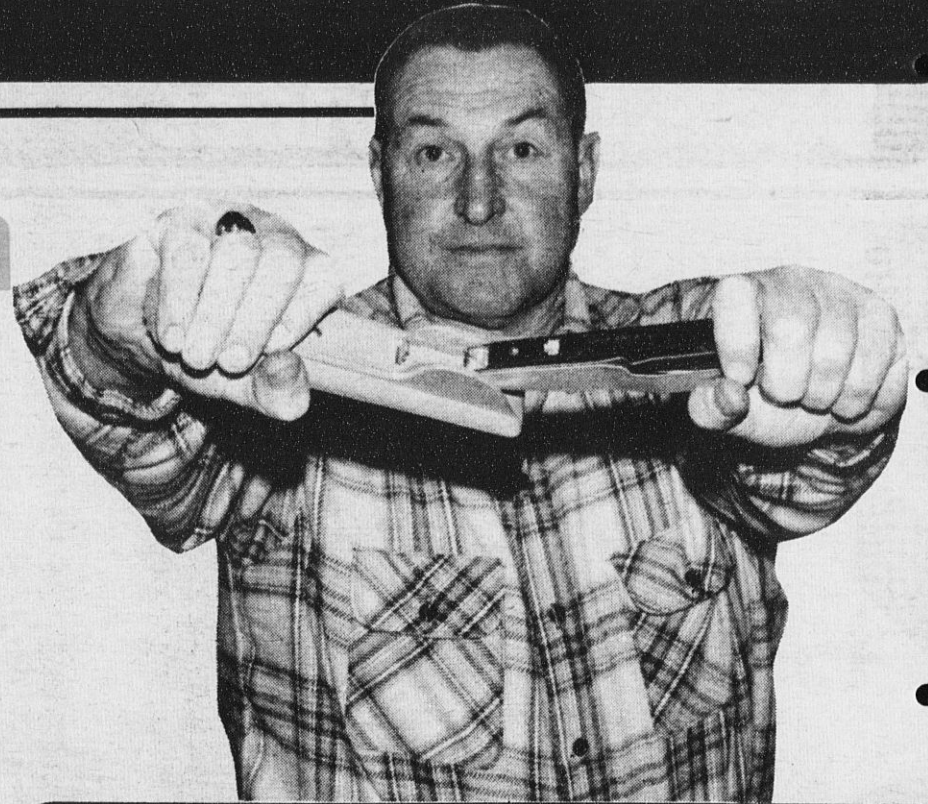
But he cautioned if you're not really adept at self-defense, any of these techniques are only designed to buy a little time in which to escape or be rescued.

Escape routes should be planned, and office or cubicle furniture should be arranged so that the employee doesn't get trapped in a corner or behind a desk.

"The main thing to remember is to hit hard and then keep yelling and running," Menia advised, while stressing the need to practice.

"Practice means confidence, and people have to practice their own defense techniques so they will have the confidence to use them if and when a threatening situation develops. Self-confidence is needed if you're going to come through a crisis situation successfully," Menia concluded.

Menia said he is available to teach self-defense techniques to interested people. He can be contacted through CSEA's Capital Region headquarters, (518) 489-5424.



KARATE EXPERT BOB MENIA demonstrates how a stapler can be used to defend against an attack or be used as an offensive weapon if necessary, top photo. In photo below, he illustrates how a book, common on many desk tops or within easy reach from most desks, can be used as a shield or as a weapon.



"By law, you can only use as much force as needed to stun your attacker and give yourself time to escape, scream for help, or run from the attack area. Anything more than that can make you the attacker."

Safety is high on agenda of problems facing Social Services

Personal safety is high on the grassroots agenda of problems facing Social Services workers, according to Grace Vallee, chairwoman of the CSEA statewide Social Services committee.

"We have met with the New York State Welfare Commissioners Association to try and find ways to improve security at the worksite," explained Ms. Vallee, who is also the Rensselaer County representative on the union's Board of Directors. "We're trying to address the issue on a high level, while many Locals are being successful in their grassroots efforts."

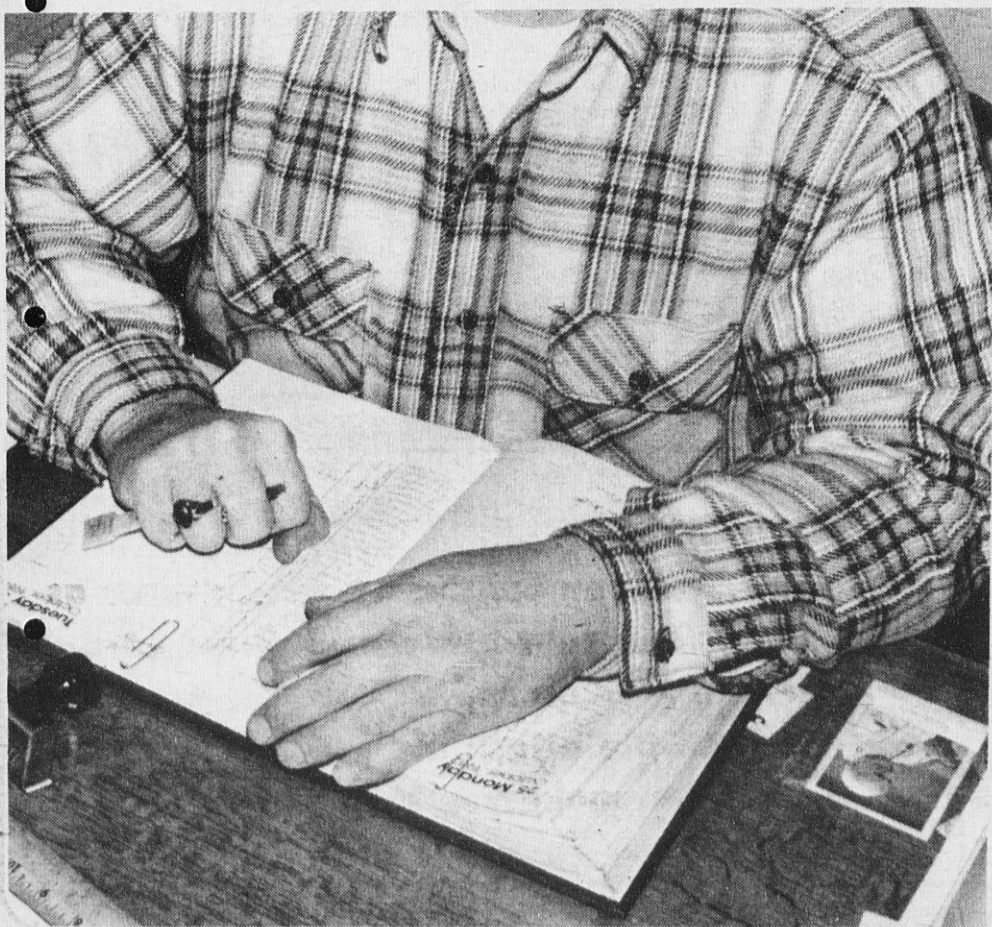
Ms. Vallee's committee is stressing the need for special training, and has recommended to the Commissioners a New York State School of Social Welfare program on dealing with difficult client behavior. "If the Commissioners find this program worthwhile, we are strongly recommending that they institute it for all of their own employees," she added.



A SAFE AREA should always be maintained on the half of a desk top closest to where a client would sit or stand. All items that could be used as weapons by a client, or as weapons and defenses by yourself, should be on your side of the desk, as demonstrated by Bob Menia, below.



ORDINARY DESK TOP ITEMS can be used to defend against attacks, but it is important to think out how to react in order to be prepared should something ever occur. Karate expert Bob Menia shows how a set of keys, above, can be instantly turned into a brass knuckle-like weapon, below, if necessary.



**Public employment
can be dangerous
to your health**

... see page 12

Improvements in security measures follow string of serious assaults in Erie County

ERIE COUNTY — Working for the Erie County Social Services Department can be dangerous. The record of recent assaults on CSEA members includes a broken elbow, a broken pelvis, and a gunshot wound in the leg in three assaults on child welfare workers. A female case worker was attacked by a client with a hammer, and another employee was mugged and suffered a fractured skull on the parking ramp after she had worked late.

But CSEA Unit President Charles Carpenter notes that some security improvements have been instituted in the wake of recent injuries to members.

A sheriff's unit is now on the floor where most clients meet caseworkers, and some work relief clients now man desks to assist with security problems. Passes must be obtained before entering the department. And field workers may now call precinct police in advance for assistance where a problem is anticipated.

Still further security measures are being discussed. A buzzer system proposed by the union has not yet been installed, while consideration is being given to a system of closed-circuit television monitors. Compounding security problems is the fact that Social Services personnel are spread out over several floors of the office building.

The Unit President says that one consolation has been the assault clause in the unit's contract. It provides for reinstatement of the first 30 days of sick leave lost due to assaults.

"Although we're still not where we think we ought to be as far as security is concerned, we've seen some improvement," Carpenter said. "The deputies do a good job, have earned our compliments by checking out likely offenders, and have made a number of arrests in the building on outstanding warrants."

VIOLENCE IN THE WORKPLACE

WARNING:

Public employment can be dangerous to your health

Fractured bones, lacerations left in wake of violent acts across Long Island

HAUPPAUGE — Two recent assaults on caseworkers at the Nassau County Department of Social Services have been followed by attacks on four other civil service workers in the Long Island Region.

- Judy Back, a youth worker in the Nassau County Children's Shelter, suffered a broken nose when she was attacked by a 250-pound, 14-year-old inmate being held on a serious arson charge. She underwent plastic surgery later.

- Betty Bass, a receptionist at the Deer Park offices of the Suffolk County Department of Social Services, was knocked unconscious by an enraged applicant. She suffered a severe concussion and was under continuing medical care for recurring dizziness and nausea.

- Jean Biernacki, an inspector for the Suffolk County Department of Health, was struck in the face with her own clipboard by an angry delicatessen operator after she found 15 health code violations. Biernacki suffered a deep cut under her left eye, and at a departmental hearing later she submitted her reports stained with her own blood.

- Terry Shaughnessy, a mental hygiene therapy aide at Central Islip Psychiatric Center, suffered back and neck injuries when he was thrown by an agitated patient against a wall. Shaughnessy had to get the patient under control single-handedly.

- The spate of attacks was, unfortunately, not really new to Long Island Region President Danny Donohue and other CSEA leaders.

Donohue declared, "Working with mental patients has always been a difficult and at times dangerous job. Now we are finding that working with members of the general public is also risky business."

"The issue of safety on the job has come to the forefront in the last five or six years, and it is an issue that management has got to deal with. We are going to be demanding that civil service workers not be used as public whipping boys."

Earlier, James Capozzi, a caseworker for the Nassau County Department of Social Services, had been slashed on the neck and arm by an enraged applicant. The neck cut came within a half inch of his jugular vein. Shortly later, caseworker Abby Rubin was bruised by an applicant in the same office.

However, Nassau DSS Commissioner Joseph D'Elia had already added extra private security guards and initiated a series of meetings with a committee of labor and management representatives to work out improved security for employees.

The commissioner immediately accepted a new list of proposals from CSEA after the Capozzi attack and assigned the committee the job of studying the measures.

Suffolk Health Department CSEA Unit President Terry Ribaldo said nurses and inspectors, who work alone in the field, have grown increasingly wary over the last five or six years because of threats, assaults and a rape attempt.

Inadequate staffing was cited by many leaders as the cause of dangerous situations.

Shaughnessy, who said there is usually one male and one female therapy aide to a ward of 30 patients, made a clear challenge to any who doubt the danger of public service. "You work the ward for eight hours and tell me how many people you need," he declared.

"Working with mental patients has always been a difficult and at times dangerous job. Now we are finding that working with members of the general public is also risky business."

"You'll tell me you need 10 males."

Significantly, in each of the six recent attacks on civil service workers on Long Island, the victim pressed criminal charges the attacker.

"I was reluctant to press charges, and the police said nothing would come of it," Rubin said. "But, as a union person, I felt it was important to press charges."

Big Oil Wants Your Gas Bills to Double

Organized labor will step up its long-standing opposition to Reagan administration plans to decontrol natural gas prices. Labor leaders say the administration may introduce a decontrol bill in Congress by next month in hopes of mounting an all-out decontrol campaign during early 1983.

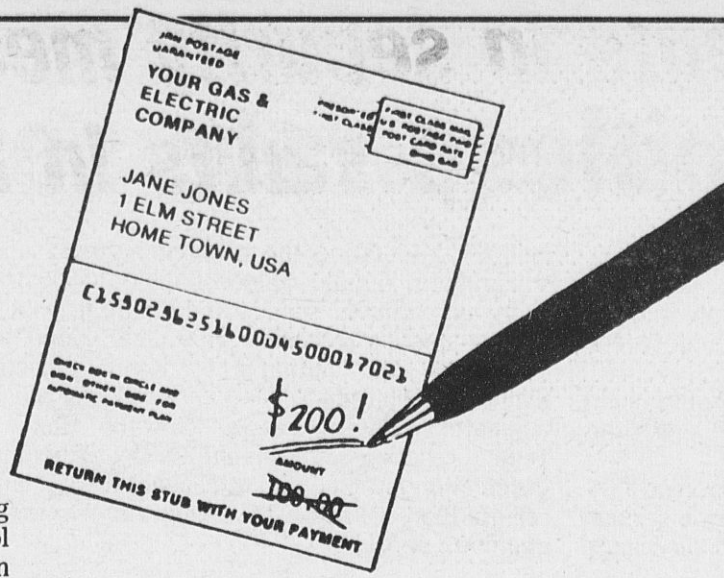
"The labor movement will continue to oppose the Reagan administration's unfair and misguided plan to boost natural gas prices through decontrol," said Ray Denison, director of the AFL-CIO Department of Legislation. "This year we fought Reagan and the oil companies to a standstill."

Leading the opposition to natural gas decontrol are the Citizen/Labor Energy Coalition and the AFL-CIO. They contend that decontrol would double consumers' gas bills, add to inflation and unemployment, swell the profits of the major oil companies, and increase the nation's dependence on foreign oil as commerce and industry switch from expensive, decontrolled natural gas to oil.

Labor and consumer groups handed the oil companies and the administration a string of defeats this year by creating enough grassroots pressure to prevent Congress from taking up decontrol legislation. Attention then turned to the threat of "backdoor" decontrol by action of an administrative agency, the Federal Energy Regulatory Commission (FERC), which administers the laws governing natural gas prices. FERC was forced to drop its backdoor decontrol plans after a majority of the House of Representatives — 225 members — signed on as co-sponsors of the Dingell-Rostenkowski resolution opposing administrative decontrol.

"The labor movement and its allies can win the decontrol battle," explains Robert M. Brandon, executive director of the Citizen/Labor Energy Coalition. "The public doesn't want it, and the economy can't take it. These facts are clearly understood by Congress, which is why we were so successful this past year."

FERC Chairman Charles "Mike" Butler III — the administration's point man on backdoor decontrol — announced in late June that nothing would come out of FERC this year, but that the Reagan administration would introduce a decontrol bill in Congress in December.



According to the *Oil & Gas Journal*, the battle over decontrol will begin early in 1983. According to this key industry publication, "The strategy of the Natural Gas Supply Association (which represents the major gas producers) is to lie low through November ("for obvious reasons," said one oilman), then slowly increase grass roots and press contacts through February, when the decontrol machinery should be going full bore."

Industry- and administration-backed decontrol proposals are likely to resemble those discussed this past year — proposals which would have quickly raised gas prices, and decontrolled all gas by 1985.

The current law allows the decontrol of about half the nation's gas supply on Jan. 1, 1985. The producers want to get rid of all controls by 1985. Labor and consumer groups, on the other hand, oppose the elimination of any controls, and will call on Congress and the President to keep a lid on natural gas prices by extending controls on all gas beyond 1985.

Meanwhile, the Reagan administration is preparing a renewed drive for administrative or "backdoor" decontrol, should its efforts fail in Congress. In August, President Reagan appointed Louisiana oil lawyer Oliver G. Richard to a vacant seat on the five-member Federal Energy Regulatory Commission, giving decontrol advocates a controlling majority on the commission.

"Only another all-out campaign by labor, senior and community organizations can stop these greedy oil companies from doubling heating bills through natural gas decontrol," says C/LEC's Robert Brandon.

"Billions of dollars and hundreds of thousands of jobs are at stake in the battle over gas decontrol," adds the AFL-CIO's Ray Denison. "We must all act together, and we must all act now to stop natural gas decontrol."

With millions unemployed, with massive cuts in the federal budget taking effect, and with the economy mired in a deep recession, there is little doubt that the labor movement and its allies must once again be prepared to do battle on the gas decontrol issue.

CSEA responds to editorial on mentally retarded

NEW YORK CITY — A WOR-TV editorial praising private, voluntary agencies for providing "cheaper and better" care for the mentally retarded than New York State does drew a sharp rebuttal from CSEA Public Policy Specialist Dr. Paula Lambert.

In her editorial reply, broadcast on WOR-TV several times between Oct. 27 and Nov. 2, Dr. Lambert said:

"Relying on an outdated, insignificant report, Channel 9 concluded that private agencies do a better, more economical job than New York State in caring for the mentally retarded.

"The report of the Commission on Quality of Care focused on less than 3 percent of the group homes in the state and used data as much as two years old, making its conclusions suspect. More important, private agencies care for the less severely retarded; the state cares for the most severely retarded, multiply disabled clients. It is more expensive to care for these patients than for the less severely retarded served by private agencies. Even the commission recognized the inherent limitations of comparing private and state facilities.

"Channel 9 asserted that workers in private homes are more highly motivated than state workers. Nonsense! State workers are highly motivated and dedicated. They provide excellent care for those patients whom private agencies often refuse to accept.

"Private agencies receive public funds to care for the retarded and the retarded and the public are being shortchanged. For example, a private agency in New York City was the subject of an investigation revealing, among other abuses, that the agency billed the public treasury more than \$10 million for services it did not provide.

"CSEA has always supported approaches with result in better, more cost-effective care. But turning responsibility over to the private sector will certainly not result in better or more cost-effective care for the retarded citizens of this state.

Lag payroll takes effect

EDITOR'S NOTE: The lag payroll went into effect Nov. 17 for state employees on the Administrative Payroll, and will go into effect Nov. 24 for Institutional Payroll employees. The lag delays an employee's payday by one working day per pay period over the course of 10 payroll periods. In effect, it defers one paycheck in the state's current fiscal year, thus lagging the state's cost to some future date, which is the date a lagged worker leaves state service.

Deductions will also be affected. Ten deductions will occur during a time span when there would normally be 11 deductions. Accordingly, payroll deductions will temporarily increase 10 percent to make up the difference.

- Union dues and agency shop fees will temporarily increase 10 percent for each of the 10 lagged pay periods.
- Premiums for voluntary insurance programs will temporarily increase 10 percent

ADMINISTRATIVE PAYROLL
Lag begins with 17th payroll period which ends on November 17, 1982. Pay dates will be as follows:

| Pay Dates | No. of Days Since Last Payday |
|------------------------|-------------------------------|
| (Thurs.) Nov. 18, 1982 | 15 |
| (Fri.) Dec. 3, 1982 | 15 |
| (Mon.) Dec. 20, 1982 | 17 |
| (Tues.) Jan. 4, 1983 | 15 |
| (Weds.) Jan. 19, 1983 | 15 |
| (Thurs.) Feb. 3, 1983 | 15 |
| (Fri.) Feb. 18, 1983 | 17 |
| (Mon.) March 7, 1983 | 15 |
| (Tues.) March 22, 1983 | 15 |
| (Weds.) April 6, 1983 | 15 |

End of lag with normal paydays resuming on every other Wednesday (bi-weekly).

for each of the 10 lagged pay periods. Normal deductions will be resumed when the lag period ends April 6, 1983, for those on the Administrative Payroll and April 14, 1983, for Institutional Payroll employees.

INSTITUTIONAL PAYROLL
Lag begins with 17th payroll period which ends on November 24, 1982. Pay dates will be as follows:

| Pay Dates | No. of Days Since Last Payday |
|-------------------------|-------------------------------|
| (Fri.) Nov. 26, 1982 | 15 |
| (Mon.) Dec. 13, 1982 | 17 |
| (Tues.) Dec. 28, 1982 | 15 |
| (Weds.) Jan. 12, 1983 | 15 |
| (Thurs.) Jan. 27, 1983 | 15 |
| (Fri.) Feb. 11, 1983 | 15 |
| (Mon.) Feb. 28, 1983 | 17 |
| (Tues.) March 15, 1983 | 15 |
| (Weds.) March 30, 1983 | 15 |
| (Thurs.) April 14, 1983 | 15 |

End of lag with normal paydays resuming on every other Thursday (bi-weekly).

October jobless rate soars to 10.4%

WASHINGTON — The nation's unemployment rate soared to 10.4 percent in October, with signs the economy was continuing to deteriorate and the rate would move still higher, according to the Labor Dept.

AFL-CIO President Lane Kirkland promptly held a press conference and said the jobless rise was "an economic and social disaster."

The AFL-CIO leader called on the current Congress which is to return for a lameduck session Nov. 29, "to enact legislation which would create

jobs by stimulating the housing industry and by starting to rebuild the collapsing network of highways, bridges, sewers and public transport."

"The election returns were a clear mandate for change in the nation's economic direction," Kirkland declared.

Senate Majority Leader Howard Baker (R-Tenn.), reacting to the strong Democratic gains in the election returns, said he thought it was "almost certain there will be a jobs program of some sort, and there should be."

Kirkland said the prolonged recession and high unemployment are costing the U.S. upwards of \$500 billion in lost production.

The Labor Dept. report said the number unemployed rose by 290,000 in October to 11.6 million. This increase and an employment decline of 630,000 pushed the jobless rate from 10.1 percent in September to October's 10.4 percent.

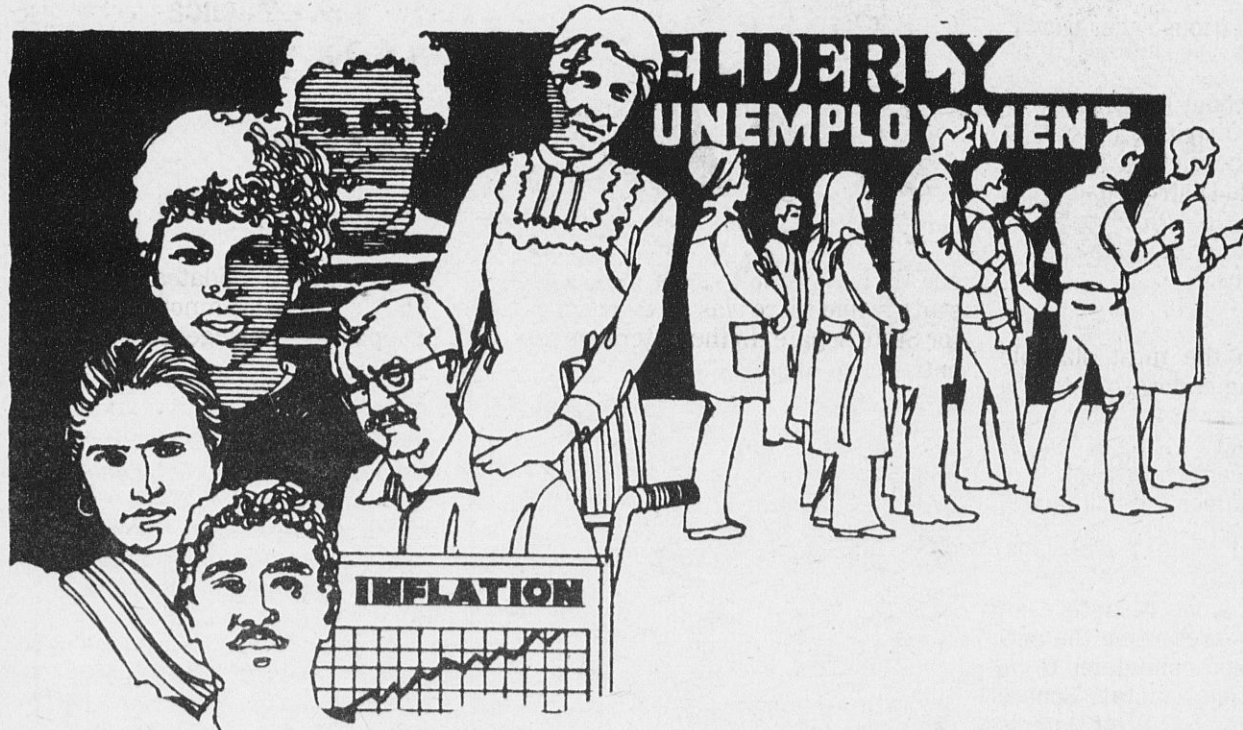
Since July 1981, the report said, unemployment has risen by 3.7 million.

The number of people forced to work part-time held steady at 6.6 million in October. Counting half this total as unemployed, as Labor Dept. experts do, would add 3.3 million to the 11.6 million jobless total and mean that 14.9 million people are actively seeking fulltime work and cannot find it. Still another 1.6 million have dropped out of the workforce, and are not counted in the official figures.

One ominous note in the Labor Dept. report was that average weekly hours continued to fall, by one-tenth of 1 percent to 34.7 hours. This shows continuing deterioration because when a recovery is under way, employers increase the hours of their workforce before calling back laid-off workers.

America's working force:

Suffering from the high cost of Washington's economics;



and doing something about it at the polls

Voter's message to Reagan and Congress: Create more jobs, hands off Social Security

WASHINGTON — Speaking with their votes, the American people have told President Reagan and the new Congress that they want job-creating programs, a halt to cutbacks in social programs and hands-off Social Security.

In what was regarded as a national referendum on Reagan's economic and social policies, a big turnout of voters on Nov. 2 repudiated Reaganomics and gave Democratic candidates stunning victories across the land.

Democrats gained 26 seats in the House of Representatives, probably enough to break the coalition of Republicans and conservative Democrats which gave Reagan his budget and tax cuts. The average loss by the party in the White House in its first mid-term election test has been 11 seats in the postwar period.

In an election which experts estimated may have

cost a record \$300 million, Republicans were expected to outspend Democrats by 8-1 or 10-1. Post-election analysis by both parties agreed the Republican money advantage in close races saved 10 or 12 House seats that otherwise would have given Democrats a landslide.

Even so, analyst Richard Scammon counts 230 "liberal" members in the new House, more than the 218 needed for a majority. If that is true, then moderate Republican votes still would be needed to pass anti-recession legislation over any Reagan vetoes.

The AFL-CIO and its affiliated unions, along with the independent National Education Association, Teamsters and Mineworkers and Black, hispanic and women's groups mounted their biggest-ever off-year register and vote campaigns. Election experts saw the turnout reversing the decline of re-

Older workers hardhit

WASHINGTON — Older workers are hurting worse in the current deep recession than they have in previous recessions, according to witnesses and a new report released at a House Select Committee on Aging hearing.

The report, issued by Committee Chairman Claude Pepper (D-Fla.), found that unemployment among older workers has been rising much faster than for younger age groups, compared to 11 percent for those aged 16-24 and 16 percent for the total population.

Unemployment among older workers is at a postwar high, according to the report, with 1.7 million unemployed who are 45 and older, 771,000 who are 55 and older and 117,000 who are 65 and older. Hundreds of thousands not counted in these figures have become too discouraged to look for work as discouraged older workers are disproportionately represented among all unemployed workers.

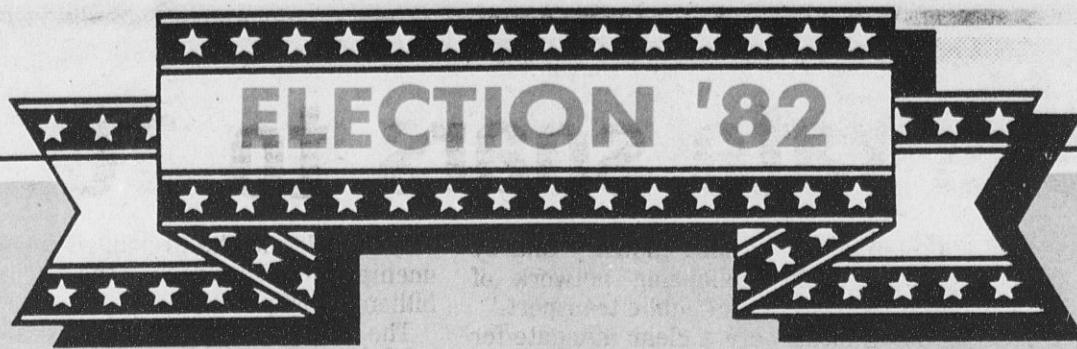
The major reason for this trend cited by the report and witnesses is that the current deep recession is forcing layoffs in collapsing major industries on older workers usually protected by seniority. Once laid-off, these older workers face age discrimination in looking for other work, the report said.

Consequently, older workers remain unemployed 23 percent longer than the average worker, the report added, and when they do re-enter the workforce, they suffer from lower wages and lower job status because their former jobs have disappeared.

cent mid-term elections, perhaps rising to about 41 percent of registered voters.

Interviews and polls showed that postwar record unemployment levels, along with the distress and suffering caused by Reagan cutbacks in programs designed to help the jobless, needy and elderly, provided the issues in many areas. Some analysts believed that double-digit unemployment in the industrial regions and a perceived threat to Social Security from Reagan's budget-cutters did in many Republicans.

Senate Majority Leader Howard Baker (Tenn.) seemed to hear what the voters were saying. In a newspaper interview, he said the Congress probably will make a major effort to trim the increase in defense spending and, he added: "I think it's also almost certain there will be a jobs program of some sort, and there should be."



For CSEA, an amazing 92% success rate in electing the new State Legislature

ALBANY — The statistics are impressive. In races for the State Legislature, CSEA had a success rate of 92 percent, managing to elect 172 out of 186 endorsed candidates. Next year, fully 82 percent of the 211 legislative seats will be occupied by men and women who got there with help from New York State's largest public employee union. But it didn't just happen. It took a tremendous grassroots effort, but one that paid off on Election Day 1982.

Here is a region-by-region breakdown of how the various races went.

REGION I

Political Action Committee (PAC) Chairman Michael Curtin reports that union-backed candidates won in all nine Senatorial districts, and in 17 of 21 Assembly campaigns. Special pride was taken in the victories of State Senators Ken LaValle — 1st District, James Lack — 2nd District, and Carol Berman — 9th District and of Assemblyman Angelo Orazio — 15 District. All four incumbents had been special targets for defeat by their political opposition. Curtin sums up the results as "a big victory for us."

REGION II

The five boroughs of New York City make up the most sizeable legislative contingent in the state. So the job of making endorsements is a massive one, but the region's Political Action Committee was up to the task. Out of 23 races for State Senate, CSEA backed 22 winners with one contest still too close to call. In Assembly seats, union-backed candidates took 45 of 47 contests, with the two losses being sustained in Democratic primaries. Robert Nurse chairs the region's PAC.

REGION III

CSEA played a major role in helping Robert Connor recapture an Assembly seat he lost two years ago. Connor will be representing the new 92nd District and was one of 16 (out of 19) union-backed candidates to be elected to the State Assembly. All six CSEA candidates for State Senate won. "People we backed won handily," says PAC Chairman C. Scott Daniels who added that the election of Larry Bennett in the new 96th Assembly District, "marks the first time a Democrat, with a tremendous enrollment disadvantage, will represent the area."

REGION IV

It was nearly a shutout, with the only loss being in the 99th Assembly District which is shared with Region III. Otherwise, victories were recorded four Senate contests and ten Assembly races. PAC Chairman John Francisco says he is especially pleased by Gail Shaffer's two-to-one victory in the 105th Assembly District, and Assemblyman Andrew Ryan's 3,000-vote plurality in the 110th District. Both races were supposed to be close, but Francisco believes that the results are, "an example of CSEA's clout." Also worth noting was James Tedisco's win in the new 107th Assembly District.

REGION V

PAC Chairwoman Dorothy Penner reports, "a very active committee with many more people taking an interest in our work and getting involv-

CSEA now has members throughout the state who are veterans of political campaigns

—Tom Haley



'The message is loud and clear . . . labor can influence the ballot.'

—Joe Conway

ed." In 14 Assembly races, for example, CSEA-supported candidates took 13 seats, while there was an even split (three wins, three losses) among races for State Senate. In the latter contests, CSEA supported challengers against entrenched incumbents.

REGION VI

The union came out on behalf of seven candidates for State Senate, and 20 aspirants for State Assembly, and registered only one loss in each house. PAC Co-Chairman Dominick Savarino says the results were, "very significant because of CSEA's endorsements," while Co-Chairwoman Florence Tripi adds she is pleased, "Louise Slaughter defeated an anti-union incumbent in the 130th District, while in the 54th Senate District incumbent John Perry withstood a challenge by an opponent known to be anti-CSEA."

What do the results mean?

To Tom Haley, assistant director of the union's Legislative Office, they mean three things: (1) We now have people throughout the state who are veterans of political campaigns; (2) We've matured to the point where we are not afraid to take unpopular stands against popular incumbents; and (3) We can produce results because our volunteers are such hard workers.

Meanwhile, to statewide PAC Chairman Joseph Conway to results tell the story of CSEA's increasing success and sophistication when it comes to political activism.

"The message is loud and clear, we can make a difference and despite what happened in the 1980 presidential election, labor can influence the ballot.

"In some instances," Conway continued; "we bit the bullet and endorsed challengers against tough incumbents. We did the moral thing. And certainly by helping elect Mario Cuomo governor, we made what seemed like an impossible situation come true. Surely if we can do it statewide, we can likewise touch and influence every public office in New York State."

Any suggestions?

Legislative office needs input

ALBANY — With the dust barely settled from Election Day '82, CSEA officials are now setting their sights on the upcoming legislative season. Joseph Conway, who chairs the statewide Political Action Committee, has put out a call for ideas for the union's 1983 Legislative Program.

Says Conway: "Traditionally, we seek input from the broadest possible spectrum to make sure

our legislative goals reflect the real needs and concerns of our membership. So, I ask our rank and file to write us today with their suggestions."

Ideas for CSEA's 1983 Legislative Program should be sent, by Dec. 10, to:

Eileen Haley
c/o Roemer & Featherstonhaugh
99 Washington Ave., Suite 1130
Albany, N.Y. 12210

Local 852 remains adamant

Factfinder brings little hope of settlement for Suffolk Co.; Novo vows local will not 'give up'

HOLTSVILLE — Local 852 and Suffolk County wrapped up fact-finding last week and both sides expect the factfinder to issue his report in early December.

Local 852 leaders, however, hold out little hope that the factfinder's report, even if it is acceptable to the union, will lead to a settlement because they believe the county will reject it.

Suffolk County remains adamant, they say, and is refusing to budge from a three-year salary offer which CSEA leaders say is unacceptable to the union and its members.

"The county believes that our members are stupid. They think that our members are clamoring for their so-called 7, 8 and 8 percent salary increase. But every employee in the county who is eligible for an increment knows that when you subtract the 4½ percent increments, the proposed salary increase shrinks to 2½, 3½ and 3½," said Charles Novo, president of Local 852. "Not only can our members count, but they consider that offer an insult, especially in light of the county executive and others awarding themselves 9 percent raises recently."

Novo said that the county apparently also felt that having "deliberately delayed negotiations so long — which the notoriously unfair Taylor Law allows them to do — that employees are now ready to surrender and accept anything they offer us."

"I have news for Suffolk County — we are neither stupid nor ready to give up," he added.

Novo said that preparations are underway to lobby on the Legislature which may decide the contract. Under the Taylor Law, if either side does not accept the recommendations of the fact-

finder, the county executive and the CSEA must submit their recommendations for a contract to the Suffolk legislature within 10 days. The legislature must then "forthwith" conduct a public hearing at which both sides present their cases. The legislature then, "shall take such action as it deems to be necessary in the public interest." That action often is a one-year imposed contract, but in many cases — including Suffolk in 1976 and in Nassau in 1979 — the Legislature helps to bring both sides to a settlement.

CSEA has not precluded settling the contract through negotiations before a Legislative settlement, Novo said. At his request, the Long Island Region and CSEA, Inc., have been in contact with the County Executive's office and are helping Local 852 negotiators to keep channels of communication open. The AFSCME staff in Washington, D.C. and the CSEA research department in Albany prepared an analysis of the Suffolk County budget for the Local 852 negotiators.

In addition to the differences over salary increases, other issues divide the union and the county. The county is resisting CSEA attempts to increase the salaries of employees hired after Jan. 7, 1977 and who are still on the bottom steps of the wage schedule. CSEA is arguing that because those salaries are so low, the county's attrition rate in those positions is high. The county can use the money it is wasting in training employees who soon leave for better paying jobs elsewhere to give the employees salaries that will induce them to stay with the county, CSEA negotiators argue. The county is resisting CSEA attempts to raise those salaries by any significant amounts, CSEA negotiators say.

Moreover, CSEA has strongly denounced the county's offer to give top step employees "one-shot" bonuses rather than salaried raises. CSEA is arguing that the county's contention that top step employees are overpaid is based on a Suffolk department of labor survey comparing Suffolk's salaries statewide rather than with local communities and neighboring counties.

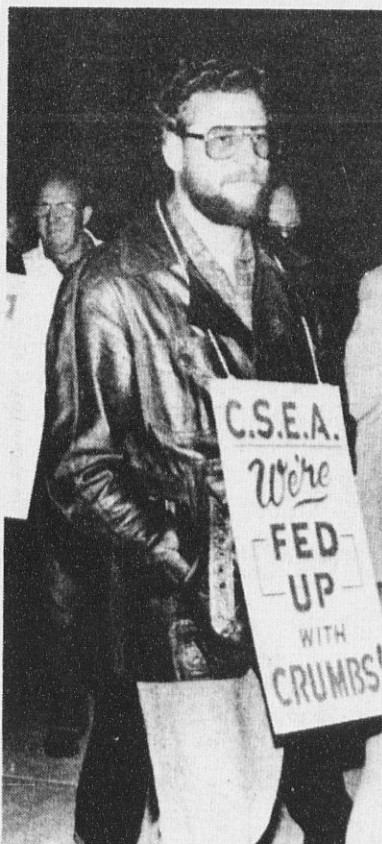
Also, CSEA, which went into negotiations with the goal of reforming the salary step system, claims that the county rejected a proposed CSEA seven-step plan which would have speeded up employees' progress through the salary schedule, "resolved the step six problem" and increased entry level salaries.

Instead, the county is insisting on their own plan which, although it reduces the steps from the current 12 to seven, does not address the step six problem and maintains low entry salaries in the bottom steps.

"The net result would be that county employees in 1984, under the county's plan, would still have to go as far to get to the top step as they have now in the 11-step system, Novo said.

"Fact-finding may be over, but the struggle to win the hearts and minds of the legislature and the taxpayers is just beginning. We're going to bring our views to the legislature and the press as forcefully as we can. But I urge all members to speak to their neighbors and friends, tell them what the county is trying to do to us, in short, to be CSEA ambassadors and drum up support for our just cause. We've fought long and hard, harder than ever before and we have reason to be proud. But now comes the decisive battle. Together, we will win," Novo said.

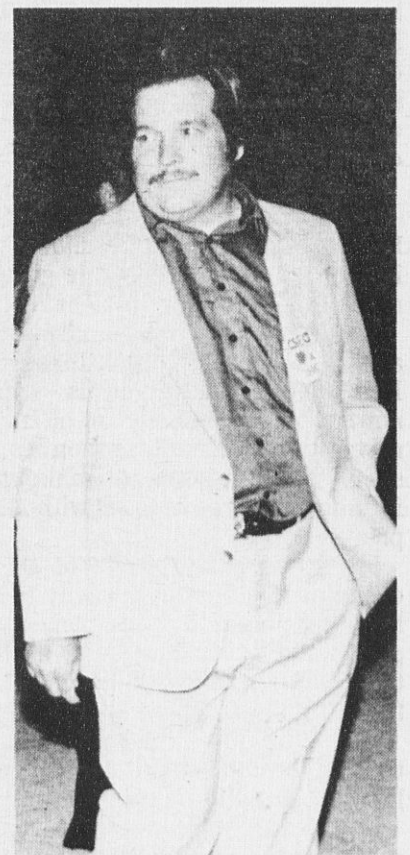
Mediator named in Smithtown impasse



FED UP — A Smithtown unit member marches at the front of a line of over 200 protesters last month.



WAGE PACKAGE PROTEST — The Smithtown Unit of Suffolk County Local 852 picketed what they termed an "insultingly low" wage offered last month. The unit rejected a five percent increase offered by the town, and declared impasse in the negotiations. A mediator, Thomas Morgan, was recently named to the case, although no mediation dates have yet been set. Pictured among the protesters in the above photo are Smithtown Unit President John Stein, second from left, and Suffolk County Local President Charles Novo, third from left.



UNIT PRESIDENT JOHN STERN . . . 'We want a substantial raise plus increments.'



MID-HUDSON BRIDGE AUTHORITY CONTRACT SIGNED — Annual wage hikes of 8 percent along with increments and longevity, full payment of hospitalization, and participation in the CSEA Employee Benefit Fund's dental and vision programs are among highlights of a three-year pact recently negotiated on behalf of CSEA Local 050. Putting their signatures on the agreement were, left, Local 050 President Herb Pelton and Bridge Authority Chairman John Stillman. Seated, right, is Commissioner Robert Cahill. Various union and management officials witnessed the proceedings, including, standing from left, Leonard Flynn, Michael Viviano, Rossie Smith, John Priesel (partly hidden), Collective Bargaining Specialist Manny Vitale, Roland Kelly, John Brooks, George N. Hoover, Executive Director Gordon Cameron, attorney Isidore Shapiro, and Leonard Lowery.



Change the course, say top economists

A recurring theme of Reagan rhetoric this year has been that the U.S. should "stay the course" because there is no viable alternative to Reaganomics.

Tacked onto this claim is the assertion that past economic policies have failed miserably. The policies of previous GOP administrations aren't mentioned in the partisan swipes at "freespending" Democrats.

While Congress was in its election recess, the Congressional Joint Economic Committee (JEC) used the legislative hiatus to examine economic alternatives, with the focus on unemployment.

It's been said that it's hard to find two economists who agree on anything. But the five economists and former public officials who testified before the JEC during a day of hearings recently found themselves in agreement on several basic points. None proposed to "stay the course."

Those who testified included Walter Heller, an economics professor who chaired the Council of Economic Advisers under President Kennedy; Ray Marshall, labor secretary under President Carter who now heads the National Policy Exchange, an economic research organization; John Kenneth Galbraith, a Harvard economist; Robert Eisner, an economics professor at Northwestern University, and Willard Wirtz, labor secretary under Presidents Kennedy and Johnson, who now chairs the National Institute for Work and Learning.

All five agreed that:

- Reaganomics, or supply-side economics, is a far-fetched theory which had proven to be as unworkable as it is unfair. Its combination of huge tax cuts for the rich, big hikes in military spending at the expense of social needs, and a tight money policy had produced the worst economic conditions since the Great Depression. Unless these policies are reversed, unemployment will remain at current high levels for months to come. Worse still, a full-scale depression could result.

- The Federal Reserve Board's loosening of its tight money grip since July — a move aimed at forestalling an economic disaster — is welcome. But the Fed must go further to tailor its policies, on a lasting basis, toward lower interest rates and economic growth. "Real" interest rates must come down much further if there is to be a strong and sustained recovery.

- Although the economic policies of previous administrations, Democratic and Republican, left much to be desired, at least they didn't produce what Reaganomics had given us — double-digit unemployment. Even Reagan's newly-appointed chairman of the President's Council of Economic Advisers recently criticized Reaganomics. He said, "The extremists among both the supply-siders and the rational expectations of monetarists who predicted that inflation would be reduced without raising unemployment have been decisively proven wrong."

- Swelling the ranks of the unemployed is the most inefficient and economically destructive way to reduce inflation, to say nothing of the cruel family and social consequences. In order to reduce inflation by a single percentage point, it is necessary to increase unemployment by one million for two years — at a \$200 billion cost to national output and a \$60 billion increase in the federal deficit.

- Although the "supply siders" go about it the wrong way, their complaint that Keynesian demand management policies followed since the 1930s are too little concerned about productivity, resource use and "supply" is largely valid.

And full employment doesn't mean a long-range goal of 6.5 percent, recently espoused by Treasury Secretary Donald Regan.

It means, as Marshall put it, "a meaningful job for every person able to work."

COMPETITIVE PROMOTIONAL EXAMS (State employees only)

COMPETITIVE PROMOTIONAL EXAMS
FILING ENDS NOVEMBER 29, 1982

| TITLE | | EXAM NO. |
|--|----------------------------|----------|
| Chief Janitor I G-14 | IDP | 37-777 |
| Chief Janitor II G-16 | IDP | 37-778 |
| Employment Security Clerk G-5 | IDP | 37-801 |
| Engineering Technician G-8 | IDP | 37-669 |
| Head Janitor G-12 | IDP | 37-776 |
| Head Stationary Engineer G-19 | IDP | 37-827 |
| Principal Engineering Technician G-15 | IDP | 37-755 |
| Principal Stationary Engineer G-17 | IDP | 37-828 |
| Senior Accountant (Public Service) G-18 | IDP | 37-763 |
| Senior Employment Security Clerk G-7 | IDP | 37-802 |
| Senior Engineering Technician G-11 | IDP | 37-699 |
| Senior Stationary Engineer G-14 | IDP | 37-585 |
| Supervising Janitor G-9 | IDP | 37-775 |
| Assistant Director of Correctional Guidance M-1 | CORRECTIONAL SERVICES | |
| Chief of Environmental Conservation Facilities Engineering M-3 | ENCON | 39-691 |
| Engineering Aide G-5 | ENCON | 00-110 |
| Canal Electrical Supervisor G-17 | DOT | 37-723 |
| Canal Maintenance Shop Supervisor II G-17 | DOT | 37-740 |
| Canal Maintenance Supervisor G-14 | DOT | 37-739 |
| Canal Maintenance Supervisor II G-17 | DOT | 37-727 |
| Canal Section Superintendent G-23 | DOT | 37-724 |
| Associate Accountant (Public Service) G-23 | —Equalization & Assessment | 37-721 |
| Director, Industrial and Utilities Valuation M-6 | Assessment | 39-688 |
| Engineering Aide G-5 | —Equalization & Assessment | 00-101 |
| Principal Accountant (Public Service) G-27 | Assessment | 37-720 |
| Associate Insurance Examiner G-27 | INSURANCE | 37-756 |
| Senior Insurance Examiner G-23 | INSURANCE | 37-656 |
| Principal Employment Security Clerk G-11 | LABOR | 37-803 |
| Treatment Team Leader (Children and Youth Services) M-1 | MENTAL HEALTH | 37-743 |
| Treatment Team Leader (Mental Health) M-1 | MENTAL HEALTH | 37-741 |
| Treatment Team Leader (Mental Retardation) M-1 | MENTAL RETARDATION | 37-742 |
| Associate Communications Rates Analyst G-23 | PUBLIC SERVICE | 37-830 |
| Chief Communications Rates Analyst G-31 | PUBLIC SERVICE | 37-831 |
| Principal Communications Rates Analyst G-27 | PUBLIC SERVICE | 37-783 |
| Principal Communications Rates Engineer G-31 | PUBLIC SERVICE | 37-832 |
| Treatment Team Leader (Mental Health) M-1 | OASA | 37-826 |

open competitive STATE JOB CALENDAR

FILING ENDS NOVEMBER 29, 1982

| Title | Beginning Salary | Exam No. |
|--|------------------|----------|
| Standards Compliance Analyst IV (Mental Retardation) | \$35,533 | 28-368 |

FILING ENDS DECEMBER 6, 1982

| | | |
|---|--------|--------|
| Canal Maintenance Shop Supervisor I | 17,102 | 25-720 |
| Canal Maintenance Shop Supervisor II | 20,925 | 25-721 |
| Canal Maintenance Supervisor I | 17,102 | 25-722 |
| Canal Maintenance Supervisor II | 20,925 | 25-833 |
| Employment Security Clerk | 10,299 | 25-796 |
| Employment Security Clerk, Sr. | 11,500 | 25-797 |
| Engineering Aide | 9,865 | 25-666 |
| Engineering Technician | 11,647 | 25-667 |
| Engineering Technician, Sr. | 13,805 | 25-716 |
| Janitor, Supervising | 12,852 | 25-781 |
| Treatment Team Leader (Children & Youth Services) | 31,104 | 25-744 |
| Treatment Team Leader (Mental Health) | 31,104 | 25-745 |
| Treatment Team Leader (Mental Retardation) | 31,104 | 25-746 |
| Director, Bureau of Quality Assurance | 52,326 | 28-371 |
| Commercial Valuation Specialist II | 20,493 | 28-442 |
| Commercial Valuation Specialist III | 26,640 | 28-443 |

FILING ENDS DECEMBER 27, 1982

| | | |
|--|--------|--------|
| Correctional Volunteer Service Assistant | 16,383 | 80-060 |
| Supervisor of Correctional Facility Volunteer Services | 20,531 | 80-061 |



PILGRIM'S FAIR — Among those at the Pilgrim Psychiatric Center's recent health fair were, from left, Pilgrim Local 418 President Joe Noya; Lee Neuman; EAP Coordinator Pat Youhas; EAP Chairwoman Margaret Fields; EAP Coordinator Joan Johnson; CSEA Region I EAP Representative Maureen Duggan; and Region I President Danny Donohue.

Health fairs flourishing at state facilities



FAIR HEARING — Regional President Danny Donohue has his ears tested at the fair by Corinne Schnabel, a speech pathologist at Pilgrim Psychiatric Center in Brentwood, Long Island, as Joe Noya, unit president, waits his turn.

Health and fitness fairs are becoming more common occurrences at many major work locations these days, further evidence of America's growing health consciousness and preoccupation with looking and feeling good.

Such fairs have been held at a number of state work locations under the dual sponsorship of labor and management. Among the more recent fairs which representatives of CSEA and management participated in were those at Pilgrim Psychiatric Center and at Suffolk Developmental Center, both on Long Island.

The adjacent photos illustrate CSEA's participation in the fairs, which are designed to promote better awareness of the benefits of good health and fitness habits.

SUFFOLK'S PROGRAM — Among those attending the Suffolk Developmental Center's health fair in Melville, Long Island were, from left to right, Lenny Romano; Local 430 Treasurer Vivian Landstrom; Local 430 President Joseph LaValle; and Nat Zummo, field representative.



November the time for insurance premium adjustments

ALBANY — CSEA members who participate in voluntary insurance programs (except Masterplan or Family Protection Plan) are reminded that November is the month when premiums are adjusted because:

- You may be in a new age bracket;
- Your annual salary has increased and this automatically increases Basic Plan coverage.

Payroll deductions, reflecting the adjusted premiums, will go into effect as follows:

- Administrative payroll (state) Nov. 18, 1982
- Institutional payroll (state) Nov. 26, 1982
- Political subdivisions

Second payroll period of Nov.

State workers are also reminded that because of the lag payroll, their insurance premiums will temporarily increase 10 percent for each of the 10 lagged pay periods, ending April 6, 1983 for the Administrative payroll, and April 14, 1983 for the Institutional payroll.

Questions regarding supplemental life or accident and sickness coverage should be addressed to: Jardine Ter Bush and Powell, 433 State St., Schenectady, N.Y. 12301; the number is toll free 1-800-342-6272 or (518) 381-1567.

Questions regarding the Basic Group Life Plan should be directed to: CSEA Headquarters, 33 Elk St., Albany, N.Y. 12207; toll free 1-800-342-4146.

CSEA

**in the
public
service**

Civil Service
Employees Association

LOCAL 1000,
AFSCME, AFL-CIO



SUNYA GROUP — Regional President Joseph McDermott shares some ideas for an effective informational picket with William Fetterling and other members of SUNYA Local 691. The group is planning a protest for the seventh straight year against the closing of the campus to employees on the day after Thanksgiving.

LEADING QUESTION — Dorris Rabinowitz of Labs and Research Local 655 heads up a line of questioners at the meeting.



Capital Region meets

SCHENECTADY — CSEA's successful political endorsements and the plan to reorganize the union's Board of Directors were the main topics of discussion at the Capital Region's final meeting this year.

Regional President Joseph McDermott and Regional Director John Corcoran recapped the union's involvement in the gubernatorial election as well as in various local races. Fourteen of the 15 candidates endorsed by the region were victorious in their campaigns.

One of them, Assemblyman-elect Jim Tedisco of the 107th District, thanked the more than 280 members and officers at the meeting for the region's endorsement. "I do believe your work on my behalf did make a difference," he said.

Regional representatives went on record as being opposed to the proposed plan to restructure the statewide Board of Directors.



CANDIDATE'S CORNER — Assemblyman-elect Jim Tedisco, seated center on the far side of the table, enjoys a meal with CSEA Schenectady County Local leaders at the Capital Region meeting. Tedisco, of the 107th Assembly District, thanked unionists for the region's support in his campaign.

Nassau County PAC endorses member to head Westbury Water & Fire District

MINEOLA — Local 830 is attempting to help elect a candidate to head a water and fire district that imposed a contract on CSEA members two years ago.

The political action committee of Local 830 has endorsed CSEA member Frank Iadevia for Commissioner of the Westbury Water and Fire District. In 1981, after prolonged negotiations, the district, as allowed by The Taylor Law, imposed a one-year contract including a three-percent salary increase on CSEA members.

"We are going to support candidates who look with favor on working men and women and who will negotiate in good faith," said Jerry Donahue, Local 830 president.

Iadevia, a maintenance carpenter supervisor with Nassau County, is currently recording secretary of the Westbury Fire District, a post he has held for the past 13 years. He has been a member of the Westbury Fire Department for the past 23 years.

The election will be held on Dec. 14 at the Maple Avenue Firehouse between 2 and 10 p.m.

Union brings improper practice charge against Madison County

UTICA — CSEA has filed an improper practice charge with the New York State Public Employment Relations Board (PERB) alleging that Madison County has failed to negotiate in good faith by attempting to interfere with the union's administration. The union represents more than 400 employees in Madison County.

According to Theodore Modrzejewski, CSEA field representative and chief negotiator for Madison County Local 827, the charge was filed as a result of a memorandum sent to all CSEA members in the county that allegedly interferes with CSEA administration and "is evidence of the County's

(Madison County) failure to negotiate in good faith with CSEA, the duly recognized and certified representative of the public employees in Madison County."

The memorandum, dated Nov. 3 from the office of the Madison County personnel officer, deals with the current CSEA/county impasse in negotiations over health insurance coverage.

"Article 14 of New York State Civil Service Law clearly indicates the guidelines for negotiating in good faith. In our opinion, Madison County has violated the law, and we are confident that PERB will concur after it has examined the facts," Modrzejewski said.



Countering the 'Andersen Report' layoff threat

JAMES MOORE, president of CSEA Region V, leads the task force opposed to the job-cutting recommendations in the county-funded Andersen Report to the Oneida County Legislature. More than 150 CSEA members from the county Social Services unit overflowed the Legislative chamber during an open session to discuss county budget issues recently.

CSEA mounts stiff opposition to Oneida County survey that recommends slashing 40 Social Services jobs

By Charles McGeary

CSEA Communications Associate

UTICA — A CSEA Task Force has apparently won the first round in the ongoing battle to prevent the Oneida County Legislature from adopting the recommendations of the Andersen Report, a county-funded survey that would slash more than 40 Department of Social Services employees from the payroll as a budget-trimming measure.

The CSEA team, headed by Region V President James Moore, Local 833 President Dorothy Penner, and Unit President Fred Sutter, learned it had won the first round encounter when the county legislator voted to assign a committee to "further study" the report. The vote followed a budget session that drew an overflow crowd to the county chambers.

The open forum session, one of two held recently in Rome and Utica, provided employees and other taxpayers an opportunity to speak out on important issues. The response from CSEA members — mostly employees of the Department of Social Services — was overwhelming. More than a score of speakers, including Moore and Penner, attacked the Andersen Report from every angle.

Moore questioned the "quality and validity" of the report, stating that to

implement it would be counter-productive to the services needed by the taxpayers of Oneida County. He also cited the report's misleading workload figures and absence of allowances for error, maintenance, sick leave, vacations, personal leave, jury duty and other factors.

In his request to the Legislature to forestall implementation of the report, Moore said, "I hide behind no attempt to distort my intentions. Although, as a resident of Clinton (Oneida County), I am concerned about my taxes; as the regional president of a union responsible to 40,000 members, I do not want to see any of my members laid off, or their working conditions be altered to reduce their effectiveness as county employees and, therefore, their tolerance of their jobs.

"My experience with studies such as the Andersen Report indicates they are loaded with subjective judgments that are far from scientific," Moore continued. "Each recommendation must be criticized and attacked as it is made — not after it has been implemented."

In her remarks against the report, Penner said, "As spokesperson for more than 1,400 Oneida County employees we go on record as being totally opposed to the report."

Penner said that not only does the Andersen Report contain "a number of glaring errors and omissions, it does not take into account the fact that the elimination of positions would increase the caseloads of remaining employees, and most likely increase the error rate at a time when the state of the economy is increasing the caseload."

She said this could result in the loss of \$300,000 in incentive grants — far more than the proposed saving of \$92,500 in salaries. Furthermore, Penner stated, "no mention is made of the county funds that would be required to sustain those layoffs on unemployment, public assistance, or both."

The lengthy session, which featured more than 50 speakers, stretched into the early morning hours before a decision was made regarding the report.

Following the announcement that the report would receive further "study" by a committee, Moore and Penner thanked the CSEA Task Force of Local and Unit members, and regional staff, for their efforts to assure employee turnout and the internal flow of information to DSS employees.

"This is the third time in the past year that Oneida County employees have risen to the occasion and worked toward a common goal," Moore said.

"We recently opposed the Yarger Study, which had some unfair job classification concepts. And, before that, there was the battle to stop ENVIROTECH, the private sector firm that attempted to contract out the county DPW Water Pollution and Sewage Treatment Plant.

"We are proud and pleased to see Oneida County Unit members join ranks in the fight to prevent layoffs in Social Services. We hope we can rely on them again if needed."

Penner underscored Moore's remarks by saying, "Although we are not out of the woods on this issue, the fact that the County Legislature has wisely chosen to submit the report to further study is a step in the right direction and gives us precious time to regroup and plan accordingly. I have asked (Unit President) Fred Sutter to inform his unit members and fellow employees that we will carry on the fight and continue to keep them well informed of our progress by informational newsletter. When we stand united we send a 'message' to the Legislature that by maintaining the job force they will assure the continuation of quality service the taxpayers want and expect from county employees."



DOROTHY PENNER, Oneida County Local 833 president, voices opposition to the report, which she said was misleading and contained "a glaring number of errors and omissions."