



New York needs ★ MARIO CUOMO ★

An important pre-Election Day
message to the membership from
CSEA President William L. McGowan

About a week from the time you read this, the voters of New York State will choose our next governor. The choice is crystal clear. Lt. Gov. Mario Cuomo, the candidate CSEA has endorsed and worked for since March, or millionaire businessman Lewis Lehrman, candidate who has never held any public office and who wants to bring Reaganomics to New York.

This union can be proud of what we have done for Mario Cuomo up to now. We were his first major supporters. We worked tirelessly to help him pull off the greatest political upset in this state in decades by defeating Mayor Koch. We have welcomed him into our meetings and into our hearts and we have proved that this union isn't afraid to endorse an underdog.

But everything we have done will be meaningless if we don't get to the polls on November 2 and give him the one last push he needs to reach the governor's office. This isn't the Democratic primary any more. Every CSEA member — Democrat, Republican, Liberal, Conservative, whatever — can give Mario Cuomo their personal vote of confidence.

That won't mean much unless we make sure that we all do it and that our friends and relatives vote as well.

After the Reagan debacle in 1980, I made up my mind that it was useless for any union to just tell members who they should vote for. What we learned, unfortunately at the price of Reaganism, is that we must tell people why we think they should support a candidate. We have done that with Mario Cuomo's candidacy and the results have been overwhelming.

Cuomo agrees with our union on many issues that are vital to public workers. Issues like reform of Tier III of the retirement system that will give public workers poverty level pensions in exchange for a lifetime of dedicated service. He agrees with us that the Taylor Law needs some reform to be fair to both employers and employees, and he knows that public services are critical to this state and its people.

His opponent is now running around spreading a web of lies that Mario is "owned by the union bosses." Well perhaps Lew Lehrman is for sale, but Mario Cuomo is not. This union

(Continued on page 5)

THE Public SECTOR

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Delegates ok organizing private sector . . . page 9

Middle Country contracting out plan scrapped; hailed as a major victory

MIDDLE COUNTRY — Bending to CSEA Local 870 pressure, the Middle Country School Board has scrapped plans to contract out custodial work and instead is hiring eight additional full-time custodial and six additional part time custodial positions.

The about face by the Suffolk County school district was hailed as a major victory by Walter Weeks, president of Local 870, who finally convinced the board — which is trying to cut expenses because of declining enrollment — that it was “better to hire local residents and taxpayers that to hire outside contractors.”

Weeks and a contingent of Local 870 members marched outside Middle Country School District’s Dawnwood

Junior high school on Sept. 13 to protest the district’s plan to contract out custodial services.

Carrying placards with the slogans, “We Don’t Need Unemployment,” “Don’t Penalize District Residents — Stop Contracting Now,” “Give me Security, I Pay Taxes Here,” “Contract Out the Superintendent’s Job, Not ours,” and “Keep Taxpayers Employed,” CSEA members marched outside the building for more than an hour before they filled the auditorium.

“You have a duty to the taxpayers to employ civil service workers because they are accountable to you and to the residents of the district,” James Walters, field representative told the school board. “With a subcon-

tractor, you never know what type of employee you are getting. But you can hire qualified public employees on an individual basis and you can fire them if they do not do their jobs. I im-

plyore you to reject your plan to use subcontractors.”

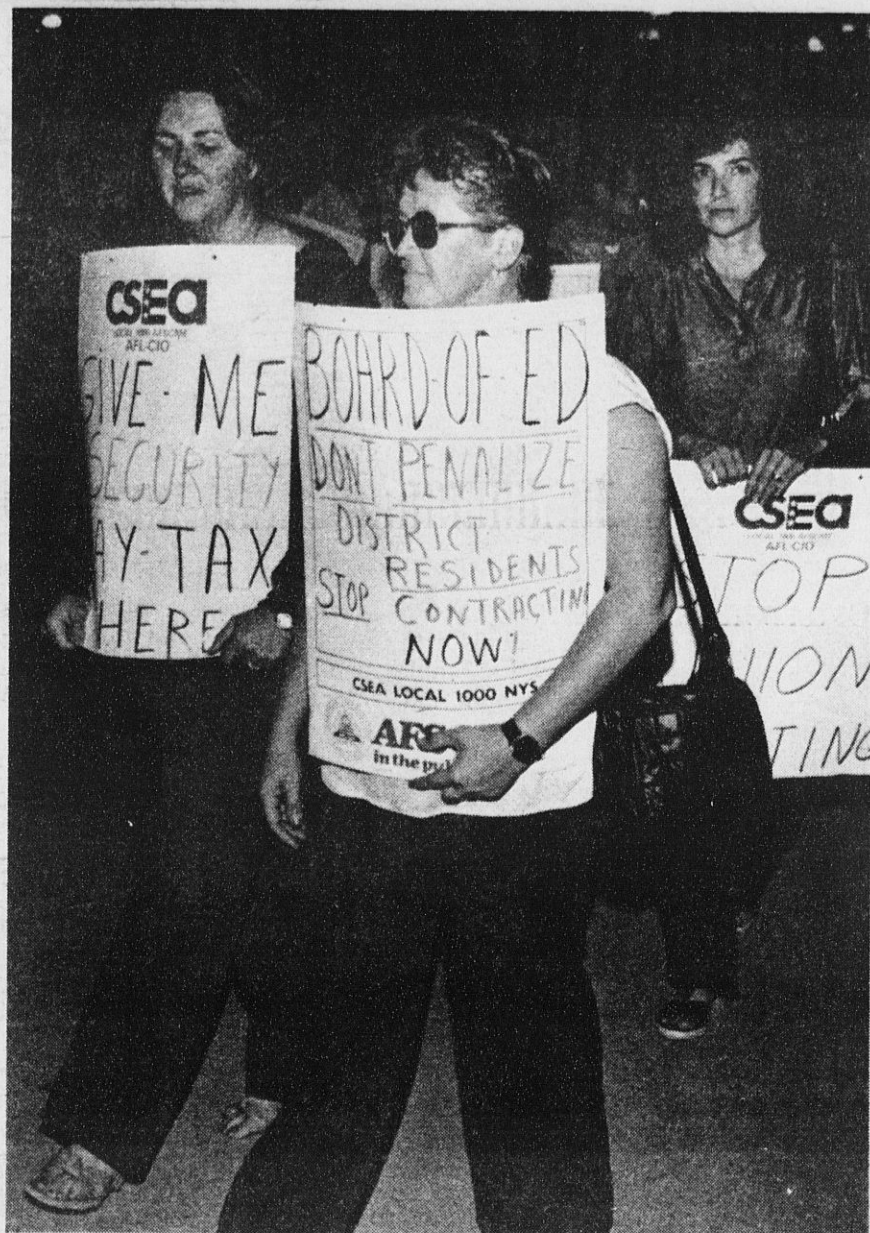
After Walters, spoke the Board agreed to a labor-management meeting which was held on Sept. 23. There, CSEA and the school administration worked out an agreement in which the school board would hold off plans to contract out custodial work and would instead hire eight full-time custodians to fill vacant positions. The administration also agreed to create six new part-time custodians — called custodial aides — for a total of 14 new hires.

“The Board did not say it would never contract out, but would put its plan in abeyance to see how this would work out,” said Walters.

“That’s all we asked. We’re convinced that we can demonstrate that our people can do a better job than subcontractors, that the administration will have more control over the cleaning services and that the residents of the school district will be getting a shot at employment,” said Weeks.

“It’s more humane to keep a person in a job,” agreed Board President Bruce Brodsky. “The board feels that it has an obligation to the taxpayer to reduce expenditures whenever possible especially when there is a declining enrollment. It’s better to take away a job that isn’t filled rather than hurt a family.”

The settlement brings to a close two years of struggle between Local 870 and the school board in which members of the Local went on a three day wild cat strike last March over growing subcontracting throughout the district.



IN PROTEST — Local 870 members picketed outside the Middle Country School last month to protest the school boards plan to contract out for custodial services. Field

Representative Jim Walters, left, and Suffolk Educational President Walter Weeks, center, lead the demonstration.



FIELD REPRESENTATIVE LARRY Sparber, seated left, watches as Unit President **Glen Steele** seals the pact by shaking hands with City Manager **Frank Culross**. At right is **Louis Smith**, chief regional mediator of the Public Employment Relations Board who helped resolve matters. Standing are, from left, **Vito Calo**, **Jordan Stavarides**, Local 860 President **Pat Mascioli**, **Pat Moroney**, **Gail Warren**, **Millie Nendel**, and **Bernice Stevens**.

Rye employees ok retroactive contract containing big gains

RYE—Saying he is “very proud of the contract,” Unit President **Glenn Steele** has outlined the provisions of a two-year pact recently ratified for 60 employees here who make up one of the CSEA units of Westchester County Local 860.

The agreement, retroactive to Jan. 1, immediately adds a one-time \$150 performance bonus to each step of the salary schedule coupled with an 8 percent across-the-board wage hike this year and again in 1983. Field Representative **Larry Sparber** explained that when the increases are compounded, they mean real wage hikes of between 17.2 percent to 18.2 percent.

Other provisions include:

- one hour travel time for department of public works employees called to report for emergency purposes;
- overtime pay for clerical employees who work Election Day;
- extra personal day with provision that time

may be used in two-hour increments with unused personal leave to be added to employee’s annual sick leave accumulation;

- up to two days of vacation time may be used annually in half day units;
 - increase by \$50 per employee in city’s contribution to dental plan insurance;
 - \$15,000 set aside during term of contract to replace uniforms for public works employees;
 - clerical unit members given option of choosing either compensatory time or pay at straight time for first five hours worked in excess of regular 35-hour week;
 - sick leave may be used in two-hour increments; and
 - initiation of the CSEA Employee Benefit Fund family vision care benefit as of Jan. 1, 1983.
- The unit’s negotiating team, besides **Steele** and **Sparber**, included **Vito Calo**, **Jordan Stavarides**, **Pat Moroney**, **Gail Warren**, **Millie Nendel** and **Bernice Stevens**.

Cyclist owes life to two quick-acting DOT workers

WESTBURY — Quick thinking by two State Department of Transportation Region 10 employees on Long Island helped save an injured motorcyclist’s life.

Richard Lamb, assistant maintenance foreman, and **John Spano**, a maintenance operator, were driving a rack truck on their way to a work location on the morning of Oct. 7 when **Lamb** spotted a motorcyclist’s helmet lying on the edge of a ramp leading to the Northern State Parkway near its intersection with Wantagh Parkway.

The two men parked the truck and investigated. Lying in a wooded area they found an overturned motorcycle and **Peter Slater**, who had apparently lost control of his machine which sped off the road into the woods.

“He was bleeding profusely from his mouth and forehead. His legs were a mess,” said **Lamb**. “**John** bent over him and he said, ‘Help me, help me.’ We consoled him, and told him help was on the way.”

The two men contacted a DOT dispatcher, who called police. An ambulance rushed **Slater** to the hospital, where his condition was listed as grave following his discovery by **Lamb** and **Spano**.

“If it weren’t for these two employees, that man probably would have died,” said **Lou Mannellino**, DOT Region 10 Local president. “I commend their actions, but it is not that rare for our members to perform such services. What is rare, however, is public recognition for their services.”

Lamb said police told him they speculated that **Slater** had been thrown from his motorcycle two to three-hours before he was discovered, and that if the two men had not discovered him he probably would have died.



Improving communications between units

IN ORDER TO IMPROVE communications between the school units of the Southern Region, two forums were recently held, one in White Plains and the other in Fishkill. School employees, shown above at the White Plains session, included, from left, **Claire Strati** (White Plains), **Dorothy Noto**

(Pelham), **Dolores Slazzo**, (Bedford), **Yvonne Reznik** (White Plains), **John Cato** (White Plains), **Larry Scanlon**, CSEA’s coordinator of school district affairs; **Janice Schaff** (Yonkers), and **Barbara Peters** (White Plains).

★
**MARIO
CUOMO**

★
*He deserves
your vote Nov. 2*



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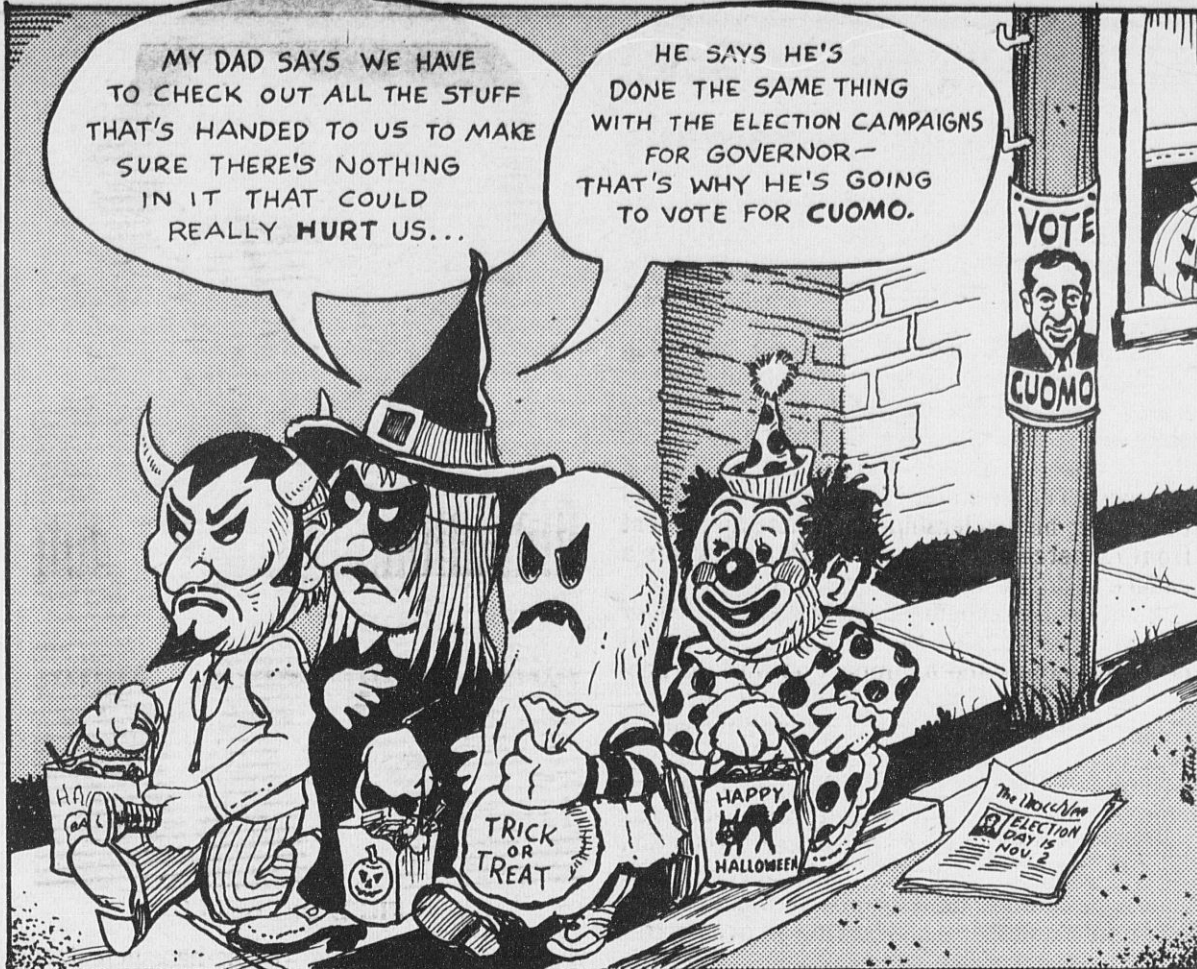
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CSEA wins bargaining rights for civilian workers in military and naval affairs division

ALBANY — CSEA has won the war to get bargaining rights for all civilian employees of the state Division of Military and Naval Affairs (DMNA).

In a historic decision, the director of the Public Employment Relations Board, Harvey Milowe, ruled that the workers are public employees "to be covered by the Taylor Law for representation purposes."

The state had argued before PERB that the employees were in the military service, not the civil service, which prompted Milowe to comment that such reasoning "overlooks the fact that the DMNA is a division within the executive department of the state, a public employer . . . and that a person who is appointed or employed in the service of a public employer,

is a public employee."

In 1967 when the state initially defined bargaining units, it excluded all members of the organized militia, a term which it regarded as including all DMNA workers.

The PERB director, however rejected various arguments that there was no distinction between civilians and uniformed personnel, explaining, "While the organized militia is in the DMNA, the employees of the DMNA are not necessarily in the organized militia." He concluded: "I find the civilian employees to be covered by the Taylor Law for representation purposes."

Region VI endorsements

The following endorsements have been made by the Region VI Political Action Committee:

Senate District	Candidate
52	No Endorsement
53	No Endorsement
54	John Perry
55	William Steinfeldt
56	Jess Present
57	No Endorsement
58	Anthony Masiello
59	Dale Volker
60	Eugene Cullinan
61	John Daly
Assembly District	Candidate
127	No Endorsement
129	Frank Talomie
130	Louise Slaughter
131	Gary Proud
132	Audre (pinny) Cooke
133	David Gantt
134	Roger Robach
135	James Nagle
136	Ronald Foley
138	Joseph Pillettere
139	Matt Murphy
140	Robin Schimminger
141	Arthur Eve
142	John Sheffer
143	Dennis Gorski
144	William Hoyt
145	Richard Keane
146 (new dist).	Francis Pordum
147	No Endorsement
148	Vincent Graber
149	Dan Walsh
150	William Parmet

DOL board seat ballots to be mailed Oct. 28

ALBANY — Three candidates' names will appear on the Department of Labor Board seat ballots, which will be mailed to eligible members Oct. 28.

Running to fill the DOL vacancy on the statewide Board of Directors are: Jeanne Lyons of Troy, a member of Local 670; Denis J. Tobin of New York City, a member of Local 350; and Elaine Todd of

Cheektowaga, a member of Local 352.

Replacement ballots may be requested beginning Nov. 5 from the Office of the Executive Director, 33 Elk St., Albany, N.Y. 12224.

All ballots are due back at CSEA headquarters by Nov. 23. Election results will be announced the following day.

Member seeks Supreme Court judgeship

NEW YORK CITY — A CSEA member is seeking a State Supreme Court judgeship in the general election on Nov. 2nd.

Harold J. Lynch, a law secretary to Appellate Division, First Department, Presiding Justice Frances T. Murphy Jr., is the Republican candidate for the State Supreme Court justice from New York County.

Lynch, a member of New York City CSEA Local 010, is a graduate of New York University Law School. He served as an assistant corporation counsel in New York City for three years, and was a law assistant and special referee in Supreme Court and the Appellate term of New York City for seven years. He has served as law secretary to the presiding justice for the past six years.

Statewide treasurer Fauser to visit Long Island regional office

Statewide Treasurer Barbara Fauser will be in the Long Island Region I headquarters on Thursday and Friday, October 28 and 29, to meet with any CSEA unit or local treasurers who have questions concerning union financial matters.

Fauser will be available from 10 a.m. to 4 p.m. both days. Treasurers unable to meet with her then may contact Fauser by telephone at the regional office at (516) 273-2280.

Al DelBello for Lt. Gov.: Solid credentials

WHITE PLAINS — He is usually referred to as Mario Cuomo's running mate, but Alfred Del Bello brings with him solid credentials as the seeks election to the office of lieutenant governor.

The popular 48-year old Democrat, who is in his third term as Westchester county executive, believes his experience there equips him for state office. He calls Westchester County, with its mix of cities, suburbs and rural areas, "a true microcosm of the state," and is especially proud that under his leadership he cut unemployment from 7.4 percent to 4.7 percent. He now wants a chance to do the same statewide.

A nationally-recognized spokesman on behalf of local governments, DelBello has been critical of Reaganomics and its impact on working people. He sees the position of lieutenant governor as an opportunity to be "an effective advocate of people who need the strongest possible voice in Albany," and offers his record of public service as evidence. He has established such agencies as the Office for Women, Consumer Protection Agency, and Office of Economic Development. At the same time, his sound fiscal management has resulted in the county having an even better credit rating than the state.

CSEA Southern Region President Ray O'Connor praises Del Bello's accessibility, while Jack Whalen, president of the 5,000-member Westchester County unit, says: "As county executive, Al has shown himself to be pro-labor. So



ALFRED DELBELLO

it's easy to understand why he has such strong support among both public and private sector unions."

Mario Cuomo and Alfred Del Bello will appear on the ballot together, so you only have to cast one vote to support two friends of labor.

Mario's opponent: A disaster for N.Y.

ALBANY — What kind of governor would Lew Lehrman make?

According to one independent budget expert in the capital, Lehrman would be a New York version of Ronald Reagan — slashing taxes and then worrying about the consequences for public services and public employees.

Charles deSeve, president of deSeve Economics Associates, and formerly a top legislative fiscal analyst, told reporters last week that Lehrman's tax proposal to hack state income taxes, sales taxes and capital gains taxes would result in either massive cuts in present levels of public services or equally massive increases in local property taxes.

Using words like "naive" "totally unrealistic" to describe the Lehrman plan, deSeve joined an increasing list of Democrat and Republican leaders who have blasted the Lehrman proposal as fiscally reckless and politically impossible.

Even Republican legislative leaders like Senate Finance Committee Chairman John Marchi have publicly disowned the proposal as unworkable.

In New York City, Felix Rohatyn, chairman of the Municipal Assistance Corporation or "Big MAC," the financial shoring that has held the city's financial structure together, called the Lehrman plan "more radical and therefore more frightening" than Reaganomics.

Lehrman's plan would cut state income taxes by one-half of a percentage point per year for eight years; cut the sales tax by one-quarter of a percent per year for eight years; and cut the capital gains tax by one percent per year for eight years.

The result, deSeve reports, would be a 40 percent cut in state income tax revenues and a halving of state sales tax revenues, the two major elements of the state's revenue program.

The consequences, according to the expert, would be an annual drop in state revenues of nearly \$13 billion and the possible elimination of 40 percent of state government jobs by 1991 in order to compensate.

Democratic candidate Mario Cuomo, meanwhile, was blasting the Lehrman plan as a disastrous attempt to bring Reaganomics to New York. He proposed a continuation of past state policies of spending restraint coupled with gradual tax reduction to bring down government spending without slashing public services.

CSEA President William L. McGowan said of the Lehrman plan, "It's almost funny that while everybody is finally recognizing Reaganomics isn't working nationally, Lehrman is now trying to get it started here. It should be proof to all New Yorkers that Lehrman simply is ignorant of government, indifferent to the concerns of the people who depend on government services, and eager to put public employees on the already overcrowded unemployment lines his hero in the White House helped create."



WE LOVE MARIO — Democratic candidate for governor Mario Cuomo gets a kiss from some CSEA members at the Cuomo fund raiser held in Buffalo last week.

McGowan: Why we need MARIO CUOMO:

(Continued from Page 1)

has exacted only one promise from Mario Cuomo in exchange for our support: that he will listen to our side of issues as he would listen to others and that he will treat us with respect and fairness, period.

In fact, if you look at the record, you can see plainly that CSEA disagrees with the lieutenant governor on a number of various issues. If we only endorsed candidates who agreed with us on every issue, we wouldn't endorse candidates at all. But there is something that Cuomo and CSEA agree upon that transcends all issues. We both agree that working people deserve fairness, dignity, equality and the hope of a better future.

Lew Lehrman is literally a self-made man. Who ever heard of Lew Lehrman before he spent \$8 million to create a public image the same way business sells soap or deodorant? What qualifies him for any public office? Has he ever held any public office before? Has he ever even shown any particular loyalty to this state before?

The answers to all those questions lead directly to the conclusion that Lew Lehrman doesn't deserve to be governor. He has never held any public office in this state. He has no experience in public administration. He has no political experience and would be helpless in dealing with the legislature. And as far as commitment to New York is concerned, he lived in a New York apartment for a long time

while claiming Pennsylvania as his home.

In fact, Lew Lehrman never paid a dime in New York taxes until 1977, the deadline for declaring residency to be able to run for governor this year. He never even registered to vote in his home state of Pennsylvania until he was 33 years old!

This is the man that wants to be the highest elected official of our state?

Now Lehrman has revealed his wonderful tax plan for New York's future. About the only thing good that can be said about it is that it is so absurd that it's more of a joke than a plan. Even the state's top Republican leaders have disowned it. Independent budget experts call it frightening. For public employees, it would be lethal.

No, this is no fuzzy election where you have to hunt to find difference between the candidates. The differences are crystal clear. On the one side you have experience, compassion, leadership and proven performance. On the other side you have Lew Lehrman and his personal fortune.

Is this state going to be sold its next governor like it would be sold a bottle of mouthwash? Have we really come to that?

We won't know the answer to those questions until November 2, but I know that I will be in line early at my voting machine. I urge you to line up at yours as well.

You now have a rare opportunity to elect a governor who cares about you and, at the same time, send a message to the actor in the White House. Don't blow your opportunity.



Non-teaching school workshop

HAUPPAUGE — A workshop, "Achieving your goals through your union," was conducted recently for non-teaching school district employees on Long Island Region I. The well-attended training program was sponsored by the Region Non-Teaching School District Employees Committee in cooperation with the Region Training, Information and Education Committee.

Region I Vice President Carol Craig moderated the program, which was conducted by CSEA Education Training Specialist Peg Wilson from Albany.

Among those participating were, in the above photo, from left, Trudy Fox, Anne Steinfeld, Gloria Feldhusen and Margaret Pepe.

Kimberly Thomas dies in accident; employees begin fund for daughter

BINGHAMTON — A tragic auto-truck accident has claimed the life of Kimberly Thomas, 19, a Mental Hygiene Therapy Aide at the Binghamton Psychiatric Center.

According to an unofficial source, the accident occurred Saturday morning, October 16, while Ms. Thomas was returning to her home in northern Pennsylvania after completion of a midnight shift at the facility.

Ms. Thomas, a member of CSEA Local 441 and an employee at Binghamton Psychiatric Center for nearly two years, had volunteered to work the midnight shift for a fellow employee.

Ms. Thomas is survived by an infant daughter and her parents, Mr. & Mrs. Gordon Wescott of Lawton, Pennsylvania.

Members of CSEA Local 441, and other employees at Binghamton Psychiatric Center, have begun a drive for funds to assist in the future education of Ms. Thomas' daughter. Other contributions may be sent to: Megan Thomas Fund, c/o Mr. and Mrs. Gordon Wescott, Box 6, Lawton, Pennsylvania 18828.

Union gains upgradings for attendants

STONY BROOK — Dogged efforts by Local 614 to obtain "adequate" compensation for the work performed by nursing station attendants in the University Hospital at SUNY at Stony Brook, have resulted in a state-wide upgrading of approximately 150 of the employees.

The three-level upgrading comes after CSEA helped convince the State that nursing station attendants were underpaid and that by increasing their salaries the State could cut down the rate of nursing station attendants leaving state employment for better paying jobs in private hospital.

The nursing station attendants, who enter physicians instructions to nurses in a central computer system and perform a number of other patient-related services, moved up from grade 4 to grade 7, a salary increase of at least 6 percent. There are approximately 40 nursing station attendants at Stony Brook and the rest are employed at either the Upstate or Downstate Medical Centers.

The change in status for the nursing station attendants is an outgrowth of labor-management negotiations which continued since the upgrading was first suggested by Local 614 more than six-months ago.

"We proved to management that the nursing station attendants were

underpaid by at least three grades, probably more," said Charles Sclafani, Local 614 president. "They had to do something — it was in their best interest."

The turn-over rate of the nursing station attendants was high, Stony Brook officials admit, and a survey they conducted showed that hospitals in the area were paying higher salaries than Stony Brook. As a result, the University Hospital was functioning as a training school for the nursing station attendants who soon left for more lucrative positions, said Tony LaBate, director of personnel, at the University Hospital.

"The upgrading will provide some incentive for nursing station attendants to look for a career here because it shows them that the state will move toward pay equality in their field," said LaBate.

Because of Stony Brook's action, the State Department of Civil Service decided to upgrade nursing station attendants throughout the State, LaBate said.

Sclafani said he was "heartened" that the State is "willing to listen to our legitimate complaints about inequities. We are planning to try to upgrade other positions at Stony Brook including library clerks, groundsmen and other hospital employees."

Notice of rebate procedure

CSEA's Constitution provides for rebates of a portion of union dues or agency shop fees to any dues paying member or agency fee payer who objects to the appropriation of this portion of his or her payment for political or ideological purposes unrelated to collective bargaining. The political rebate amounts to \$2.60.

CSEA procedures call for rebate applications to be submitted during October by certified or registered mail addressed to the State Treasurer. Due to this late notice, however, the Treasurer has extended the application period through November 1982. Individual applications should be submitted; lists of members and fee payers are not acceptable. Each application for reimbursement must include individual's Social Security number.

AFSCME's rebate procedure

Since 1974, AFSCME's Constitution has included a rebate procedure to protect the right of dues-payers (both members and non-members who pay "fair share" fees) who disagree with how the Union spends money for partisan political or ideological purposes.

The timing of the steps in the procedure is tied to the International's fiscal year. The procedure is spelled out in Article IX, Section 10, and Article XI, Section 14, of the International Constitution.

How it works:

Each year, by April 1, the International Secretary-Treasurer calculates the portion of per capita payment or its service fee equivalent that has been used for partisan political or ideological purposes during the preceding fiscal year. The financial officers of councils and locals do the same also by April 1, unless some different date is more appropriate.

Individuals who want the calculated portion of their payment returned must request it in writing between April 1 and April 16. The request must be sent to the International Secretary-Treasurer at AFSCME headquarters in Washington, D.C. by registered or certified mail.

The request should include a list of those subordinate bodies to which the individual has made dues or service fee payments. Requests must be renew-

ed in writing every year the individual wishes a rebate.

The International Union will notify the appropriate subordinate bodies of rebate requests. The International and those subordinate bodies will then send rebate checks to the individuals by registered or certified mail or otherwise receipted delivery.

(Should the subordinate body involved have a date other than April 1 for calculating the correct portion, the mailing of the rebate will correspond to that date.)

Any individual who is dissatisfied with the amount of the rebate may object by filing a written appeal with the Union's Judicial Panel within 15 days after the rebate check has been received. Appeals should be sent to AFSCME's Judicial Panel Chairman at International headquarters. The Judicial Panel will conduct a hearing and issue a written decision on each appeal.

If dissatisfied with the Judicial Panel's ruling, a member can appeal to the next International Convention. A non-member can appeal to the Review Panel, which is an impartial body provided for in Article XII of the International Constitution. Appeals to the Review Panel must be filed in writing within 15 days after receiving the Judicial Panel decision.

Dream of Martin Luther King memorial realized on grounds of Pilgrim Psychiatric Center

WESTBRENTWOOD — A black-onyx-and-bronze memorial to the late Nobel laureate the Rev. Dr. Martin Luther King Jr. is being erected on the grounds of Pilgrim Psychiatric Center by CSEA Local 418.

The memorial will be in the shape of a pulpit and adorned with bronze castings with inscriptions citing Rev. King as "a man with a dream . . . of universal brotherhood."

Groundbreaking for the memorial was held Oct. 8 in front of the Administration Building flagpole. The shovels were handled by Joy Noya, president of Pilgrim Psychiatric Center Local 418, and Peggy O'Neill, director of Pilgrim.

Noya had brought the idea of a permanent memorial to reality after appointing a special CSEA committee to make plans and raise funds. The committee was successful beyond its

original hopes, and wound up with enough money to also establish a permanent scholarship fund for the children of CSEA at Pilgrim Psychiatric Center. The scholarships were planned because of the Rev. King's dream of the future.

"We had a dream of our own, of a permanent memorial to remind our younger people of Dr. King's faith in mankind and remind them that they are not in a place where there is no fellowship," said Noya.

He noted that 51 percent of the staff of Pilgrim PC are minorities.

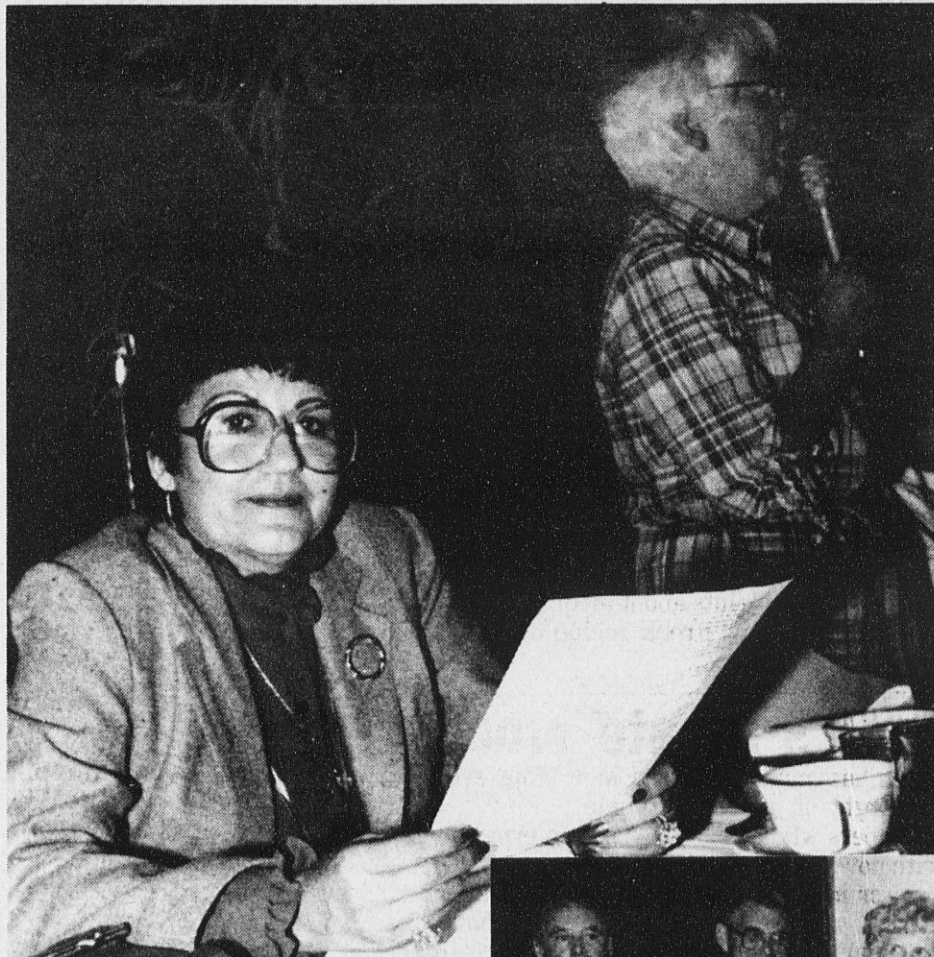
And, he observed that as time passes, many young people seem unaware of the work of Dr. King, who won the Nobel Prize for Peace after inspiring the American civil rights movement with his message of non-violent but determined protest against inequality.

He also noted that Dr. King's final sacrifice of his life came in support of labor when he was assassinated in Memphis, Tenn., where he had gone to support a strike by members of the American Federation of State, County & Municipal Employees.

The committee which made the memorial a reality included Clyde Jennings, chairman; Dave Williams, first vice chairman; Pearl Gantt, second vice chairman; Sandy Carine, secretary; Rose Land, treasurer, and Pearl Cambrant, Marge Noya, Jamie Clark, Gene Townsend and Clayton Chesson, a retired member.

The CSEA campaign was funded by proceeds from a series of sales and drawings plus gifts by members and friends of CSEA.

The stone and bronze work is to be put in place on Dr. King's birthday next April 8.



FETING THEIR FELLOW MEMBERS — Marie Romanelli checks her notes before her address to SUNY Buffalo Local 602, which recently honored a group of employees who are retiring. Speaking at right is Local President Barbara Christy.

Buffalo retirees honored

BUFFALO — More than four centuries of public service was saluted when SUNY at Buffalo CSEA Local 602 honored 32 retiring members at its semi-annual membership meeting.

Guest speaker Marie Romanelli, SUNY representative to the CSEA Board of Directors, was joined by Local President Barbara Christy in congratulating their fellow members and wishing them well in their golden years.

GATHERED FOR A GROUP PICTURE are, front row, from left to right: Vivian Barren, Mary Smith, Rita Silvestri, Myra Smits, Lucy Sanchez and Rita Roder. Back row: Andy Berecz, Ray Brunner, Irene Palcsewski, Eileen Nichter, Local President Barbara Christy, Doris Gregg, Marjorie Schultz, Bernice Leising, Donald Speck, Russell Covey and Bernard Cudeck.



BALANCED BUDGET DEFEATED

Labor took strong initiative to turn back right wing objective

WASHINGTON — The battle lines seem drawn tighter than every between organized labor and the Reagan Administration following the defeat of President Reagan's badly-flawed balanced budget constitutional amendment. The 236-187 House vote earlier this month was 46 votes short of the two-thirds majority needed to send it to the states for a ratification vote.

AFL-CIO President Land Kirkland said House members who voted against its adoption "earned the thanks of the nation." But President Reagan was reading from a different political script when he went before television cameras at the White House just moments after the amendment's defeat. His clear goal: to divert the election campaign spotlight from the issues of rising unemployment and a deepening recession.

Reagan called for the defeat of House members who opposed the amendment, most of them Democrats.

He called on voters to elect representatives "who will support the amendment when we propose it again" next year.

And he shrugged off with evasion questions from reporters who wanted to know why the President didn't simply submit a balanced budget to Congress instead of lamenting the rejection of a constitutional amendment that would compel it.

Reagan's first budget, which Congress adopted almost intact, resulted in the largest deficit in the nation's history. And the budget he proposed at the start of this year projected an even larger deficit — one substantially higher than the version Congress subsequently enacted.

Labor had waged a nationwide campaign against the amendment, warning that it would endanger social security benefits, leave Congress helpless to deal with recession, and inject dubious economic theory into the Constitution.

The constitutional amendment, which had been approved by the Republican-controlled Senate last August, would have required Congress to adopt a balanced budget each year except in time of war or when three-fifths of the full membership of both the House and Senate agreed to an exception. It would also have limited government spending and revenue, so

that budget deficits couldn't be averted by raising taxes above a specified level.

Its enactment has been a longstanding goal of the right wing. But until the election of Reagan, it had been pushed primarily at the state level through resolutions petitioning for a constitutional convention to enact a balanced budget amendment. Few took the issue seriously until the number of state legislatures climbed to 31, three short of the number required. One of the arguments made for action by Congress was that it would forestall the untested mechanism of a constitutional convention and the uncertainties over such a body's powers.

Some senators who voted for the constitutional amendment in August freely admitted in private conversations that it would be at best unworkable and at worst deeply damaging to the nation. But they counted on the House to bottle it up.

The AFL-CIO Executive Council, in session when the Senate acted, was not taking anything for granted.

It followed up a resolution spelling out labor's objections to the amendment with the appointment of a six-member subcommittee headed by AFSCME President Gerald W. McEntee to coordinate a national grass-roots campaign.

The first goal was to slow and if possible block an attempt to pry the amendment out of the House Judiciary Committee through a discharge petition signed by 218 representatives — a majority of the House. House Judiciary Committee Chairman Peter W. Rodino, Jr. (D-N.J.) has been a staunch foe of the amendment. If it did reach the floor, labor's lobbying goal was to have more than one-third of the House firmly committed to voting against it.

Washington lobbyists targeted a 100 key congressional districts, and labor's grassroots effort was concentrated on the congressional recess period, from late August through Labor Day. It was launched with a 14-state satellite television conference, stressed personal visits by delegations from unions and allied groups, and included in many localities radio and newspaper advertisements along with postcard mailings from workers in factories, offices, hospitals, stores and construction sites.

Not until Sept. 29, shortly before Congress was to adjourn until after the election, did the petition reach the required 218 names — and then only after intensive personal lobbying by Vice President Bush at the White House's request.

Since House rules provide for a waiting period before the discharge of a committee takes effect, the expectation was that Republicans would use the issue as best they could for political campaign advantage and the showdown would take place in the lame-duck session that will convene on Nov. 29.

But House Democratic leaders gambled instead on disposing of the issue immediately and devised a strategy that would make it easier for fiscal conservatives, mostly from the South, to vote against the amendment on the showdown.

The rule adopted for consideration of the amendment called for a vote first on a substitute sponsored by Rep. Bill Alexander (D-Ark.).

The Alexander proposal would have required the President to submit a balanced budget but would allow Congress to make an exception by a simple majority vote, instead of the three-fifths required under the Administration proposal. The Alexander alternative was beaten, 346-77. But most of those who voted for it, having cast a vote for the concept of a balanced budget, then voted against the Administration measure.

Apart from the political maneuvering, the debate was impressive and at the end some staunch conservatives balked at the radical step of a drastic amendment of the constitution to achieve a momentary political gain. A former Republican leader of the House, John J. Rhodes of Arizona, who is retiring this year after 30 years in Congress, voted against the amendment. So did Rep. Jack Kemp, who broke with his right-wing colleagues to urge that so serious a matter as amending the constitution not be treated as a political tug of war.

For the most part, though, liberal and moderate Democrats and Republicans provided the votes to block the two-thirds needed to adopt the amendment and send it to the states for ratification.

Whether it is revived as a serious issue in the new Congress will depend to a large extent on the election outcome.

Individual copies of state contracts being mailed to members in three bargaining units

ALBANY — Work is continuing on distribution of some 107,000 copies of CSEA's new state contracts to employees in the state's Institutional, Operational and Administrative bargaining units.

To date, Institutional Unit agreements have been mailed and should be in the hands of unit employees shortly. Operational Unit agreements are now in the mail as well and should be delivered in the immediate future. Work is continuing on the Administrative Unit agreements with mailing expected shortly.

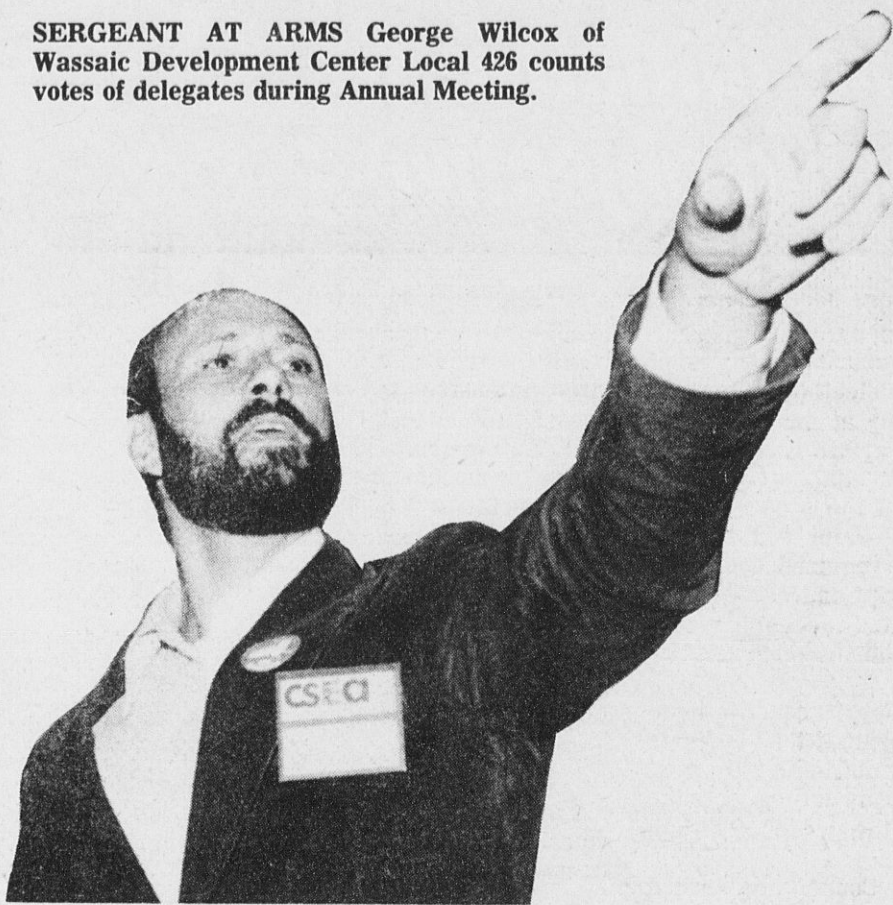
In each case, contracts were mailed in the order in which they were delivered from the printers.

Copies of the agreements for CSEA Local Presidents and grievance representatives have also been sent to the union's six regional offices to aid leaders in contract administration. Those copies can be obtained by local officials directly from the regional offices.

This is the first time that CSEA has mailed individual copies of contracts to employees in the bargaining units. The effort was ordered by CSEA President William L. McGowan to ensure that all union members are fully aware of their rights and benefits under the three year contract.

72nd Annual Meeting

SERGEANT AT ARMS George Wilcox of Wassaic Development Center Local 426 counts votes of delegates during Annual Meeting.



DELEGATES OK ORGANIZING THE PRIVATE SECTOR

BUFFALO — After 73 years as a strictly public employee labor union, the Civil Service Employees Assn. may shortly, and on a limited basis, begin organizing certain private sector workers.

CSEA delegates last week approved a historic change in the union's Constitution which authorizes the enlargement of jurisdictions of union Locals to include certain private sector workers as members.

Specifically, the union is now constitutionally authorized to organize employees in the private section in areas where traditionally the work involved is performed by public employees. The change became effective immediately, having previously been passed as a "first reading" at a special delegates meeting in August.

CSEA is expected to use the expanded organizing jurisdiction to combat the growing trend toward "contracting out" of public services traditionally performed by public sector employees to private sector businesses. The union's ability to organize those private sector workers should discourage employers from attempting to "farm out" work to private firms, which often provide lower wages and less benefits to unfairly compete for work usually performed by organized workers.

The union consistently said the intent of the amendment is to be able to organize private sector workers who, in effect, permanently replace public employees, but that there would be no attempt to use the authority to organize firms which do normal, short-term work with governments that does not involve the loss of jobs or workload of public workers.

Under the amendment, no organizing of private sector workers can be undertaken without approval of both the statewide president and the union's Board of Directors.

Gov. Hugh L. Carey tells delegates:

'The state government works, and you make it work.'

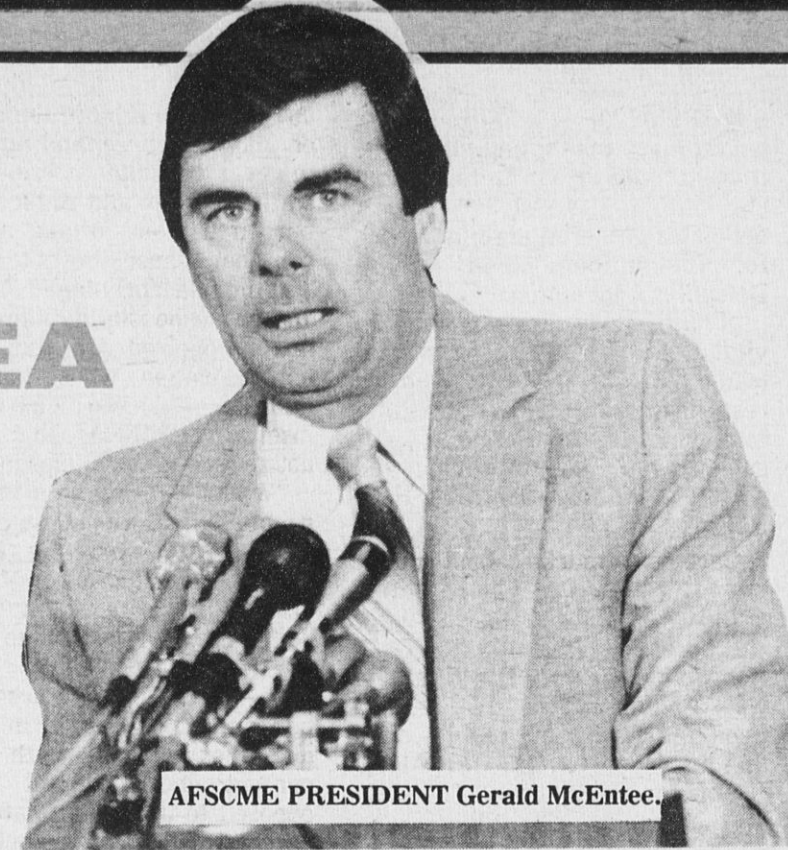
See story, pages 10 and 11



SUPPORT FOR CUOMO — Delegates used many methods to show their support of Mario Cuomo as governor of New York State in the November 2nd general election. Straw hats and large Cuomo buttons are how delegates Kathy Berchou, left, and Barbara Christy, both of SUNY Buffalo Local 602, indicate their preference.

**Additional
convention
coverage**

McEntee sees CSEA as on the leading edge of unionism



AFSCME PRESIDENT Gerald McEntee.

BUFFALO — Public employees are fighting back against the disasters of Reaganomics, and CSEA is in the forefront of that fight.

So said Gerald McEntee, president of the American Federation of State, County and Municipal Employees (AFSCME) to the delegates gathered here last week for CSEA's 72nd annual Delegates Convention. Although he has addressed several CSEA regional meetings, it was the first time the AFSCME leader spoke at a delegates convention.

In an impassioned speech that garnered applause and cheers at several intervals, McEntee lauded CSEA's two major accomplishments of late — its new state contracts and its role in helping Lt. Gov. Mario Cuomo win the Democratic nomination for governor.

"You have an agreement with the State of New York that for the first time will give you more money. It's one of the best contracts negotiated and we use it as an example across the country," he said, adding praise for CSEA's recent Nassau County settlement.

"And you're fighting contracting out, and you have the foresight to be at this convention to organize the private sector to protect the jobs of workers when they contract out."

McEntee said the upset by political underdog Cuomo over popular New York City Mayor Ed Koch showed what union solidarity can accomplish.

"This was the first time in our history that AFSCME in New York — CSEA, Council 37, Council 82 — was together and united," he said. "It demonstrated that these magnificent institutions called unions can work together, that parts of the whole can come together and indeed, when we do, we can make a difference."

He said CSEA's victories have infused "spirit and hope" in other public employees across the country, and pledged AFSCME's continuing support in terms of money and resources.

"Whatever it takes, whatever resources you need, as long as this national union has them, it belongs to you, the rank and file."

Working together, he said, AFSCME affiliates can help turn around the economic disaster the country has been plunged into since the election of Ronald Reagan to the presidency.

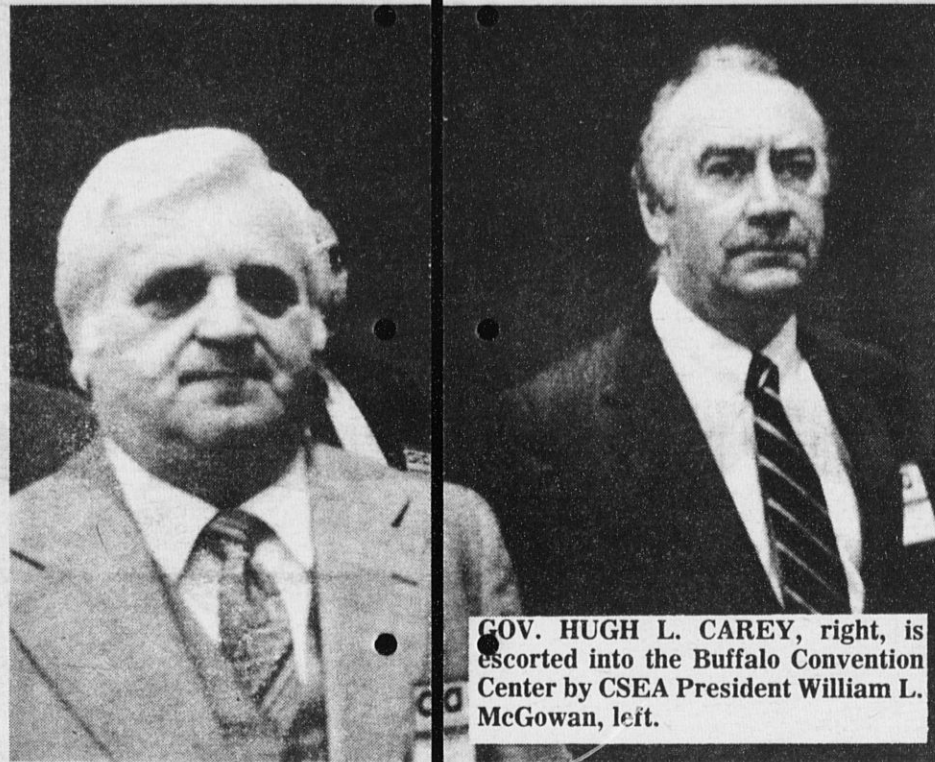
He said while it is no secret that nearly half of all AFSCME members and the majority of working people voted for Reagan, those same voters are now bitterly disillusioned by Reagan's reign.

"I think many of our people voted for Candidate Reagan and then became stuck with President Reagan," he said.

"Candidate Reagan said, 'Elect me, and I will reindustrialize America, I will create jobs for America.'"

"But President Reagan took care of jobs, all right. For the first time since 1932, the unemployment rate is double digit — 10.2 percent. One in ten people are without a job in America today."

In addition, he noted, 5.5 million are forced to work



GOV. HUGH L. CAREY, right, is escorted into the Buffalo Convention Center by CSEA President William L. McGowan, left.

72nd Annual Meeting

Gov praises union

part time, while "the most tragic figure of all is the 2½ million workers called 'discouraged' workers. They're so discouraged they don't even look for jobs anymore and are not counted in the national figures."

All together, 17 million are out of work, he said, including 685,000 in New York State.

While stating that these figures doom any prospects of economic recovery for the country, McEntee detailed sacrifices public employees across the country have been forced to make, such as giving back hard-won wages, benefits and working conditions. But he also pointed to a new spirit and determination among public employees to hold onto what they've got.

"Rather than sacrificing, people are now telling employers to go to hell," said McEntee, among cheers from the delegates. "AFSCME is fighting back."

Returning to the dichotomy between Candidate Reagan and President Reagan, McEntee said Candidate Reagan promised tax cuts, but for the public sector worker earning an average of \$12,000 a year, President Reagan's tax cuts this past July netted them all of 89 cents a week.

He said Candidate Reagan also promised to take government off the backs of workers, and President Reagan "did what he said . . . he took government's hand out of your pocket, but substituted another — the rich and the corporations." He listed several big corporations in America today that don't pay federal taxes.

Meanwhile, federal aid once targeted for the state is no more, he said.

"In 1982, \$1 billion that used to come to the State of New York doesn't come here anymore. In 1983, over \$1.5 billion that would have gone to the state isn't going to come here anymore."

And, he listed other economic woes stemming from the policies of the Reagan administration — business failures, home foreclosures, reduced college aid, reduced aid to the poor, the elderly and the handicapped, and a massive budgetary deficit.

The good news, he said, is that the "boll weevils," Democrats who have backed Reagan's policies, have been falling in elections across the country as people express their outrage over Reaganomics at the voting booth.

"You have an opportunity on Nov. 2 to really send a message (to the administration)," he told the delegates. While Cuomo's race against Republican Lewis Lehrman promises to be a tough one, he appealed to the union members to "work for it, and work to send people to Congress, your State Legislature and General Assembly. "Your alternatives have never been clearer."

BUFFALO — "This state government works, and you make it work," Gov. Hugh L. Carey told the more than 1,300 CSEA delegates gathered here last week for the union's 72nd annual Delegates Convention.

"I will always remember the vital role the membership and leadership of CSEA played in restoring the economy of this state, maintaining the quality of government and improving the quality of life for all New Yorkers."

Carey's remarks about public employees' sacrifices came during a general business session for delegates at the Buffalo Convention Center. His brief but well-received speech also touched upon the threat of Reaganomics and his support of Lt. Gov. Mario Cuomo for governor.

It was the last time Carey, who has traditionally appeared at the union's delegate conventions, will address the membership before he leaves office in January.

Praising public workers for "maintaining your dedication to service in the face of ever-growing uncertainty about the future," Carey noted that during the depths of the fiscal crisis which greeted his administration in its early years. CSEA members settled for two consecutive contract years with no general pay increases.

"It was your cooperation which

enabled us to restore the integrity of state finances and ultimately made it possible to improve our state economy and reduce the tax burden without forcing a retreat from our responsibility to the poor and the underprivileged," he said.

Such responsibility, he said, is not recognized by the Reagan administration, whose policies he called "unworkable and insensitive." He added, "We will not accept those policies in Albany."

"When the choice is money or people's care, we choose care, and insure that care by insisting qualified public workers be hired. Services in this state have always gone to those least able to care for themselves."

He said while New York is faring better than other states in terms of unemployment — with an 8.6 percent unemployment rate as opposed to a national rate of 10.6 percent, and a rate of between 11 and 14 percent in states like Pennsylvania, Michigan, Ohio, Illinois and Minnesota — the spectre of Reaganomics still hovers over us.

"What those states have in common is they all had a Republican governor, and every governor in those states tried to bring Reaganomics into the state."

Calling Republican gubernatorial candidate Lewis Lehrman an "import" and an "amateur," Carey blasted him for being "too busy cutting

commercials" to learn about the people or services of New York by visiting state institutions, prisons or residences for the handicapped.

At an informal press conference before his address to the delegates, Carey accused Lehrman of running a "negative" campaign, and scoffed at his charge that Cuomo would be controlled by public employee union leaders because of the heavy support unions have given him.

He said Cuomo "won the primary on his own and owes nobody anything, but the people." He called the lieutenant governor "a man of integrity" who "has the truth going for him."

Carey said the choice between Lehrman, who is running on a platform of Reaganomics, and Cuomo, whose philosophies are closely aligned with Franklin Roosevelt, Averell Harriman, Alfred E. Smith "and all the great Democratic governors," is a clear one.

"Let's not let this state fall into the hands of those that let great states fall into bankruptcy, of those who put us in misery. Remember those who made us miserable and don't make them happy on election night," Carey said.

"Give the governorship of New York State to one who has a positive mind and a good, big heart and a strong hand and a willing spirit — give it to Mario Cuomo."

Bill Finneran endorsed for comptroller



ENDORSED CANDIDATE William Finneran addresses CSEA delegates during the union's 72nd Annual Meeting.

ALBANY — CSEA has endorsed the candidacy of William Finneran in the November election for Comptroller of New York State.

The endorsement of the Westchester Assemblyman was made by the CSEA's Statewide Political Action Committee during last week's CSEA Convention and was overwhelmingly approved by statewide delegates who later heard an address by the Liberal Party candidate.

For CSEA, it was the first "third-party" endorsement in an election for statewide office and it was described by CSEA President William L. McGowan as, "an endorsement of principle, not of politics."

"Bill Finneran has a nearly perfect labor record during his three terms in the state Assembly," McGowan said. "He has been a steadfast supporter of the interests of working people throughout his political career and his position on various issues involved in the office of the Comptroller, clearly parallel those of our union and its members. We think he will make a great Comptroller and we're with him."

The endorsement followed interviews by the Political Action Committee with each of the candidates for the office.

Cited as factors in the union's action were:

- Finneran's support of CSEA's position on reform of Tier III of the state retirement system.
- Finneran's support for adding labor representation to a Board of Trustees to invest public employee pension funds now solely administered by the Comptroller.
- His pledge to adjust pensions automatically to account for inflation.
- His position in support of continuing health insurance discounts for the surviving spouse of deceased pensioners.
- Finneran's position that the three percent return on the state's \$17 billion pension investment is indicative of poor investment management.
- His position that New York pension investments should be emphasized more and "sunbelt" investments reduced.

"Everyone knows that for Bill Finneran to win this election, something of a small political miracle would have to take place between now and election day," President McGowan admitted candidly, "but we believe that when someone is an open and outspoken advocate for what we believe is right, that person deserves our support regardless of what the polls predict the outcome of the election to be."

"Bill Finneran has been a great Assemblyman and he would be an even greater Comptroller," McGowan concluded, "I urge all public employees to support him."

RUBY EVERETTE, third vice president of Monroe Development Center Local 439, smiles as she enters the Buffalo Convention Center to begin another day of discussions on important union issues.



72nd Annual Meeting



CSEA PRESIDENT William McGowan talks with Lily Martin of Roswell Park Memorial Institute Local 303 in between meetings at the Buffalo Convention Center.



JOHN EISSL, president of Erie County Local 815, makes a point at the general business session.



BROOKLYN THREESOME — Union delegates, from left to right, Daisy Evans, Marcia Wills and Rajeyah Muwwakil of Brooklyn Developmental

Center Local 447 leave no doubt about where they're from.

The world of pollster Gordon Black



GORDON BLACK defends the use of polls as, "an arm of professional journalism," and says that while they do not affect how people vote, they do help stir up interest in elections.

BUFFALO — The only pollster to predict that Mario Cuomo would win the Democratic primary, spoke at a political action workshop here which proved to be a highlight of the 72nd annual meeting. Gordon S. Black, of Gordon S. Black Associates, gave CSEA's delegates a fascinating look into the world of public opinion research.

The Rochester-based pollster noted that the 1980 presidential election witnessed a major change in polling methods. Previously, interviewers went door-to-door to 300 specially selected "cluster samples" across the county. In 1980, the same sampling was done by telephone and that is now the accepted practice.

When asked why all other polls wrongly called the primary, Black's explanation went like this. The *New York Post* (Koch winning by at least 16 percent) failed to include new voters in its sampling. The Marist College poll (Koch up by 10 points) also made a sampling error in that it failed to recognize that since 65 percent of the time women answer the phone, it polled too many women and too few men. The world of the pollster, then, is a very exacting one.

To get the pulse of New York State, for example, Black divides it into three regions: the five boroughs (New York City), the suburbs (Nassau, Rockland, Suffolk and Westchester counties) and upstate. He believes upstate is "far more important in gubernatorial elections" because while it has 40 percent of the population, it produces 42 percent of the vote. The five boroughs, on the other hand, with

40 percent of the population, manage only 35 percent of the vote.

Approximately 400 people are polled in each region, and then the results are adjusted to reflect their expected share of the vote (upstate, 42 percent; the five boroughs, 35 percent; the suburbs, 22 percent). Black is thus assured "each sample is statistically the same."

Black is also mindful that his interviewers not antagonize anyone. He says the best time to call is weeknights between 6:30 and 9:30 p.m. Fridays are out because "there is a built in bias in reaching single men or women," and if calls have to be made on weekends, they should be done between 10:00 a.m. and about 5 p.m. Saturdays, and noon to 4:30 p.m. Sundays.

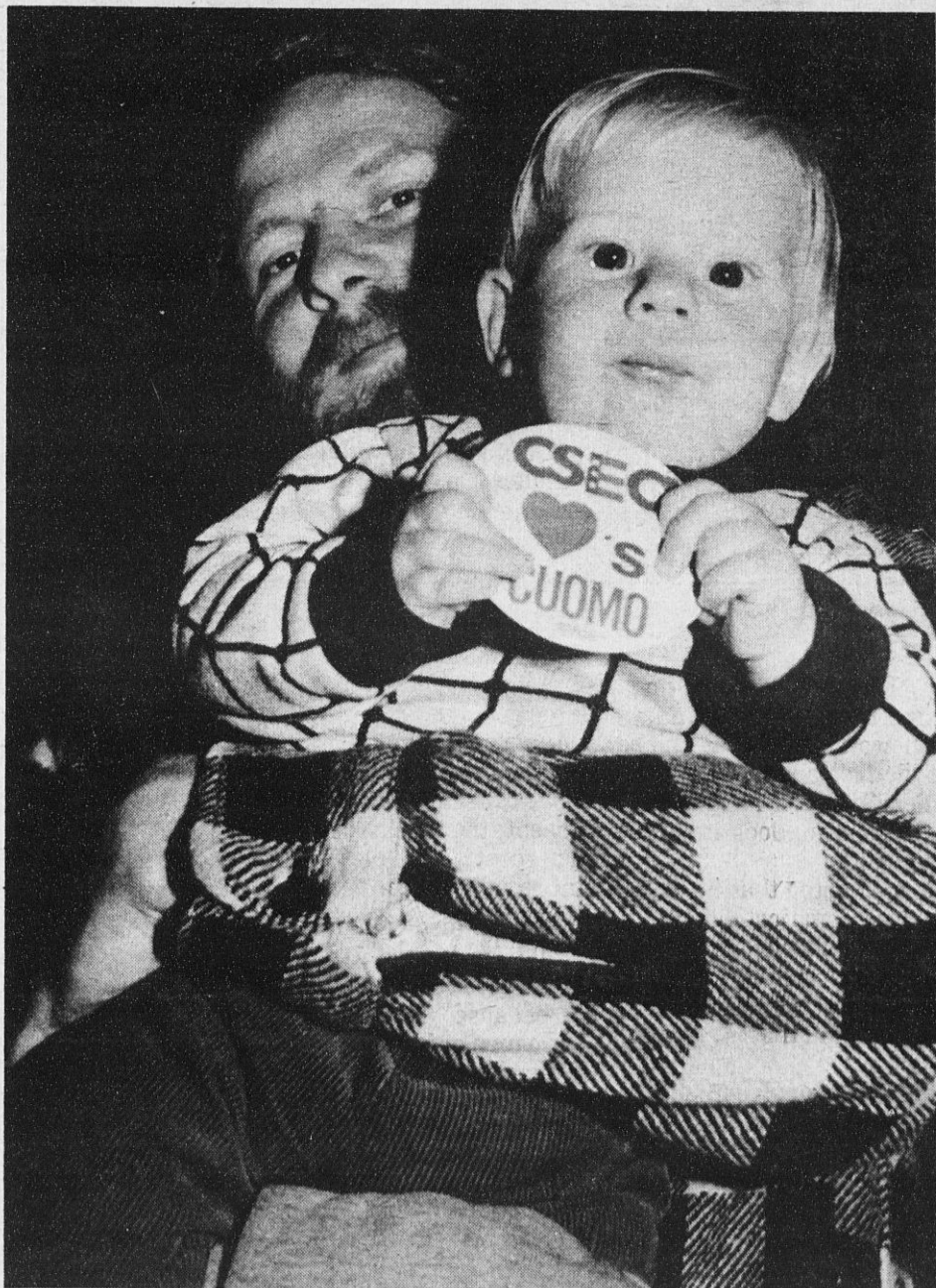
In assessing the upcoming election, Black has one statistic disturbing to union members. "Thirteen percent of the voters are less likely to support Lehrman because of Reaganomics, but 16 percent are likely not to support Cuomo because of his labor support," he says. At the same time, he sees a possible backlash developing because of Lehrman's campaign spending and notes that while County Executive Al DelBello strengthens the Democratic ticket, his Republican counterpart, James Emery, "has no effect." Voter turnout will also be critical to Cuomo.

For Gordon Black, the 1982 campaign has been "fascinating," and CSEA's delegates had an opportunity to share in that fascination here.

3,000 members rally with Mario



MARIO CUOMO gives "thumbs up" sign to more than 3,000 cheering CSEA members who turned out for a reception for the union-endorsed candidate for governor in Buffalo. Western Region President Robert Lattimer, who introduced Cuomo to the crowd, smiles his approval at left. The reception was held in conjunction with the union's 72nd Annual Convention.



CASEY NOWAK, 10-month-old son of Bill Nowak, a CSEA member from Buffalo, holds his dad's Cuomo button as his dad holds him during reception for Lt. Gov. Cuomo.

BUFFALO — A cheering, chanting crowd estimated at more than 3,000 people — most of them CSEA members and delegates who paid \$20 apiece to attend — jammed the Hotel Statler here last week to give a rousing reception to Lt. Gov. Mario Cuomo.

CSEA sponsored the reception for the Democratic candidate for governor as a fund-raising event to coincide with the union's 72nd annual Delegate Meeting being held across the street at the Buffalo Convention Center. The highly successful reception raised an estimated \$60,000 for the Cuomo campaign. Upwards of 2,000 CSEA members from the greater Buffalo area attended the festive reception in addition to hundreds of union delegates. The crowd, which spilled from the hotel's main ballroom into the lobby and a nearby smaller ballroom, was swelled also by many Buffalo area political and labor people who turned out to hear Cuomo lash into his Republican opponent, Lew Lehrman, as a man with "no philosophy" for New York State except to bring Reaganomics here. "I say, God forbid," Cuomo stated.

Cuomo, who is heavily backed by labor union endorsements, drew chants of "Mario! Mario! Mario!" throughout his appearance.

Cuomo pleaded for an all-out union effort on his behalf leading up to election day, Nov. 2nd, saying the large amount of money his opponent is spending on the campaign makes for "a very tough race." He acknowledged numerous times the effort put forth by unions and their members on his behalf during a tough primary contest in September. Cuomo was literally mobbed by well-wishers as he worked his way through the huge crowd at the conclusion of his speech.

The highly successful reception for Mario Cuomo was the culmination of lengthy planning and activity by a large number of CSEA officials and members, mostly from the host Western Region VI. CSEA Regional President Robert Lattimer, union staffers, scores of member volunteers, and the regional political action committee all played major roles in organizing the fundraiser.

ELECT
MARIO CUOMO GOVERNOR

72nd Annual Meeting

Projected OMRDD layoff numbers reduced

ALBANY — Attrition and continuity of employment efforts have helped reduce the number of layoffs pending at facilities of the Office of Mental Retardation and Developmental Disabilities (OMRDD).

"Back in July, the State was targeting more than 300 permanent positions at six institutions. Now that number is reduced to less than 100, and only three facilities will be directly affected," explained CSEA Associate Director of Research Bruce Wyngaard.

Targeted now for layoffs are 20 positions at J.N. Adam, three at Craig, and 73 at Staten Island Developmental Center.

Because of a dispute over how seniority was determined for layoff purposes, employees targeted for layoff at SIDC received a reprieve late last month. OMRDD had strictly interpreted the definition of "continuous service" so that removal from the payroll for as little as one day was ruled to constitute a break in service and consequent loss of seniority protection.

"We identified this problem at SIDC, filed a grievance, and got a ruling that such breaks in service will not threaten employees' seniority rights," Wyngaard explained. "As a result, SIDC essentially has had to go through the

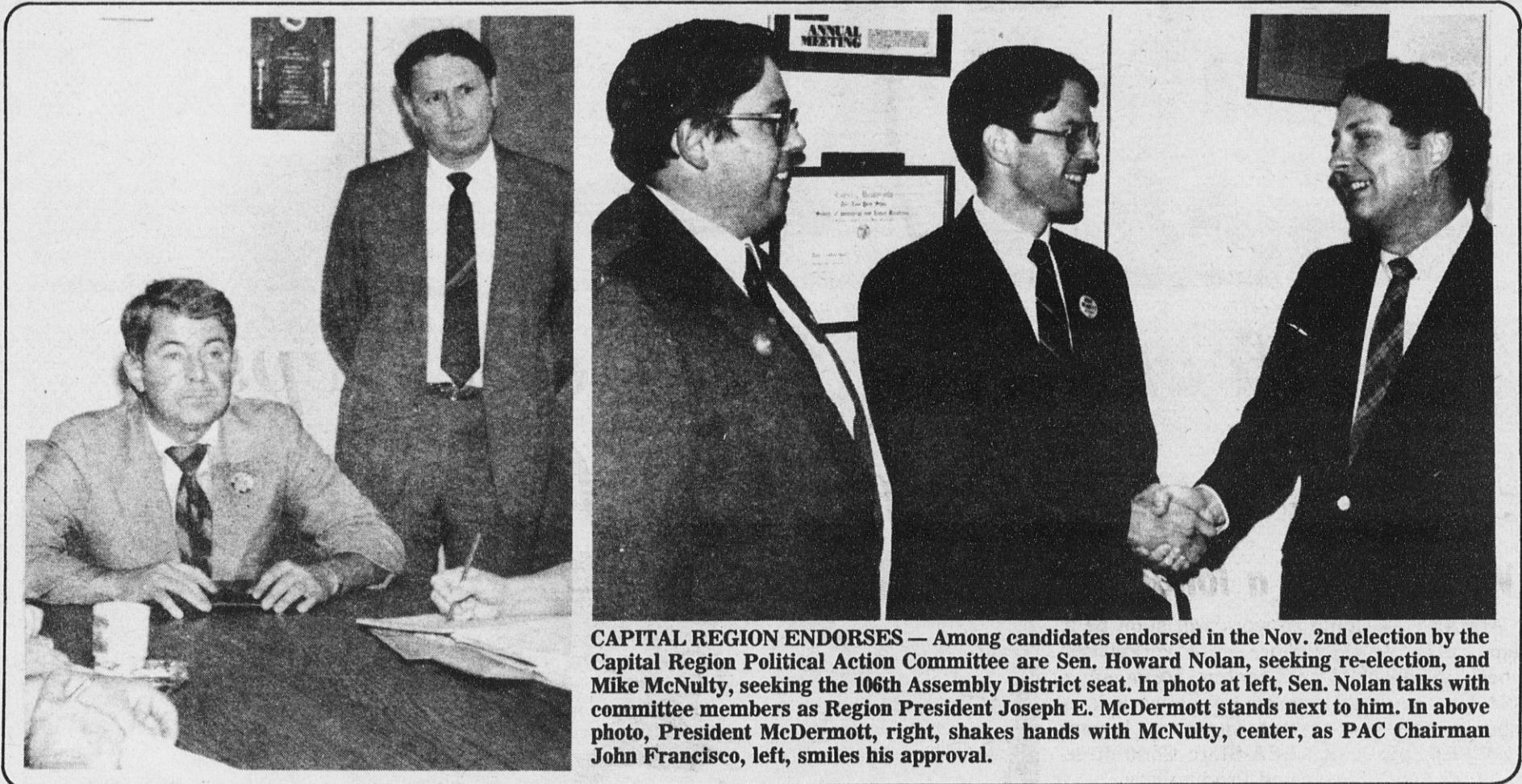
whole process again, rescind layoff notices, correct seniority rosters, identify a new list of employees to be laid off and send out new notices. This process could take several more weeks."

Another major concern to CSEA has been the accurate and timely flow of information concerning layoffs.

"We have had procedures in place for the past several months for the flow of layoff information within CSEA, using the Research Department as the focal point for communications on this subject," Wyngaard explained.

"Also, partly as a response to a CSEA request to set up a clear, uniform reporting requirement on layoff information, GOER has outlined a reporting system to State agencies and department heads. Communication such as this is vital during periods of threatened layoffs when rumors circulate and when employees are so anxious about their job future.

Although the number of projected OMRDD layoffs has been significantly reduced, Wyngaard stressed that the struggle isn't over yet. "CSEA continues to resist layoffs and remains committed to avoiding future projected layoffs," he declared.



CAPITAL REGION ENDORSES — Among candidates endorsed in the Nov. 2nd election by the Capital Region Political Action Committee are Sen. Howard Nolan, seeking re-election, and Mike McNulty, seeking the 106th Assembly District seat. In photo at left, Sen. Nolan talks with committee members as Region President Joseph E. McDermott stands next to him. In above photo, President McDermott, right, shakes hands with McNulty, center, as PAC Chairman John Francisco, left, smiles his approval.

Monterville acting president

SENECA FALLS — Jannette Monterville, an employee of Seneca County, has been appointed acting president of CSEA Local 850 by Frank Martello and Bruce Nolan, trustees of the County Local.

Monterville has been active in CSEA affairs for several years and is currently involved in the selection of a negotiating team to represent the employees of Seneca County during upcoming contract talks.

As acting president, Monterville will also be responsible for arranging a meeting of members to select election and nominating committees prior to the formal election of new officers to serve two year terms.

Monterville has been employed by Seneca County for more than a decade and presently serves as a caseworker in the Department of Social Services.

CSEA staff openings

The Civil Service Employees Assn. is seeking a Field Service Assistant in the Buffalo area. The position requires a working knowledge of labor-related issues, grievance handling, contract negotiations and general assistance to members.

Qualification include a bachelor's degree and/or three years appropriate work experience. Applicants must have a New York drivers license and vehicle for business use.

Submit resume no later than Oct. 29 to Personnel Director, CSEA, P.O. Box 125, Albany, NY 12224.



BANNER DAY FOR EAP — Claire McGrath, seated center, president of Syracuse City Local 013, was on hand with other union and state representatives for the signing of the charter which established another EAP program for state employees in the Syracuse area. Seated, left to right, are Judge Stewart DeVal, NYS Workmen's Compensation Board; Richard Zajac, Dept. of Human Resources; Claire McGrath; Eugene Pike, Dept. of Tax and Finance; standing left to right, Stan Watson, Region V EAP Representative; Robert Hunter, EAP coordinator; Dick Redden, representative for Council 82 AFSCME, AFL-CIO.



Day Care at the Worksite

CHILD'S PLAY — Three-year-old Ellen Juraska and companion get in some rudimentary play time at the Kid Korral Day Care Center, which recently opened on the campus of Binghamton Psychiatric Center.

Tiny feet make for giant steps at state facilities this fall

'We've come a long way'

ALBANY — Going to work will soon be a family affair at eight more state workplaces where on-site child care centers are opening this fall. The day care center network is a labor-management project, sponsored in part by CWEP, the joint CSEA-State Committee on Work Environment and Productivity.

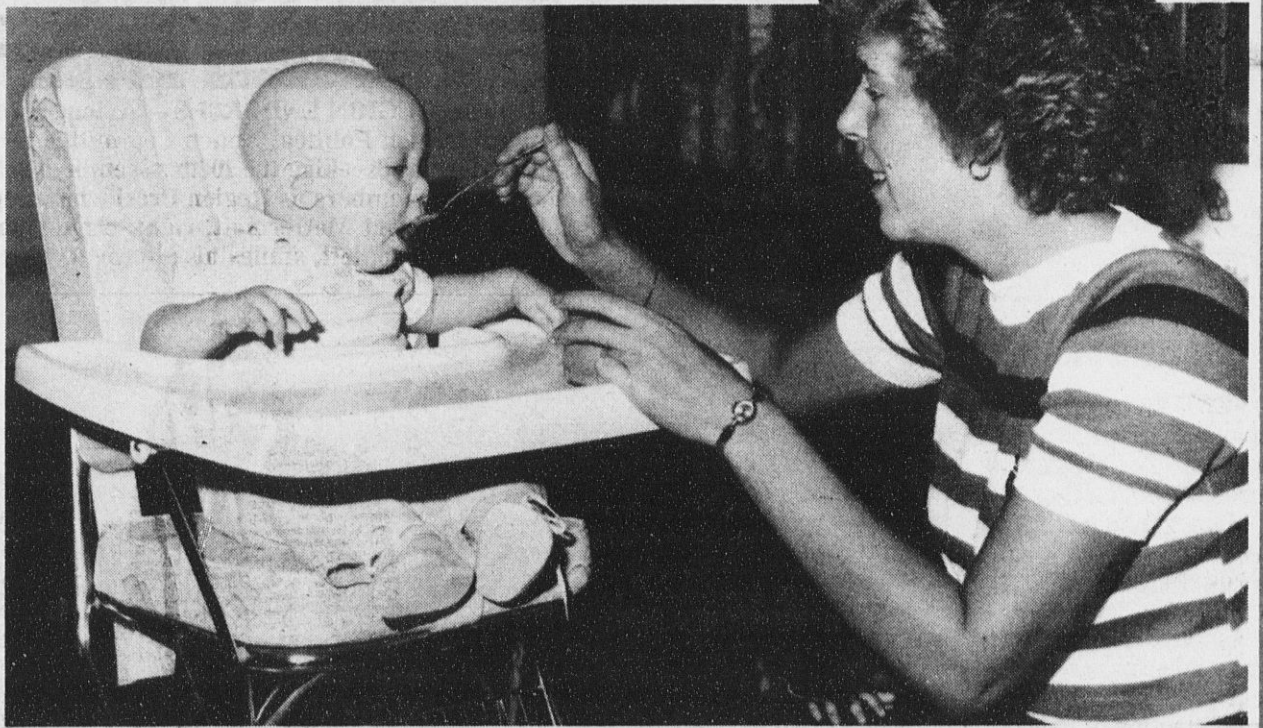
New day care facilities have already celebrated their grand openings at Rockland Psychiatric Center and at the Elmira Psychiatric Center, which will also care for children of Elmira Correctional Facility employees.

Finishing touches are now being put on centers at Hutchings and Binghamton Psychiatric Centers; Letchworth, Rome and Syracuse Developmental Centers; and Roswell Park Memorial Institute. Five additional worksites have received approval for seed money to cover day care center start-up costs.

"We've come a long way since we opened the first pilot day care center at the Empire State Plaza," CSEA President William L. McGowan commented. "The realities of today are that one out of five children now lives with only one parent and that there are more families where both parents work. These realities have made affordable, quality child care increasingly important.

"Day care centers such as these let parents go to work knowing that their children are well cared for and close by."

Under the program, CWEP provides seed money to cover initial costs, and the state provides space for the centers. The facilities must be self-supporting based upon fees charged to parents.



GETTING A TASTE OF DAY CARE — Pam Runge, a head teacher at the Nurturing World Infant-Toddler Center which recently opened at Hutchings Psychiatric Center, seems to have the right formula when it comes to satisfying Sarah Bonner, infant daughter of Kathy Bonner, a senior stenographer at the mental health facility.

**Parents and kids in Rockland,
Binghamton and Syracuse now
go to work together**

. . . Pages 16 & 17



After much hard labor, a day care center is born

PICTURE PERFECT — Helen Reed, left, of the Rockland Council for Children, shares a few moments with two Kids' Corner youngsters, Garauldo and Eric, as they draw some pictures under the watchful eye of head teacher Bernadette Piescki.



STOLEN HEARTS — A tender and spontaneous moment during the center's recent opening ceremonies came when Executive Director Betty Oliver held 6-months-old Luke, who captured the hearts of many, including Eva Katz, left, and Glenda Davis.

At Rockland Psychiatric Center

ORANGEBURG — Once upon a time, employees of the Rockland Psychiatric Center had a dream that some day they would have their own day care center. On August 30, that dream came true when the Kids' Corner Day Care Center opened its doors.

Walking through cheerful and brightly painted rooms, Local 421 President Eva Katz glows with satisfaction as she hears the laughter of children in a building which not long ago echoed with emptiness and neglect. She knows the facility represents a triumph of her co-workers, a milestone in improving the workplace, and a tribute to what can be accomplished when labor and management work together. She also knows it was a long journey to opening day, a journey which began at a CSEA convention two years ago.

It was at a convention that Local 421 Secretary Glenda Davis first learned start-up money for a center was available. "I came back bubbling over," Davis recalled. She and co-worker Willie Trottman then approached Katz with the idea. "It's your baby," the local president told them, and so began the team of Davis and Trottman.

Next, they went to see Executive Director Betty Oliver, who thought the idea was "marvelous" and became one of their prime sponsors, often giving them the support they needed in management circles. "So we started collecting data," Davis said, "and we also checked out other day care centers elsewhere."

Some of their most discouraging moments came in dealing with the complex paperwork required to legally incorporate themselves, and to gain the certification required to open a day care center for youngsters 8 weeks to 6 years old.

Says Davis: "We really felt like throwing in the hat when our incorporation papers got lost, and I'll never forget that day last December when we received about 20 different forms from the state Department of Social Services that had to be filled out to begin the process of certification. But, we learned fast." State Sen. Linda Winikow also came to their aid in expediting the process, and soon the state had the answers to all its questions from policies and procedures to food preparation.

When it came time to hire a director, Roberta Boltin was chosen, and she soon proved to be the right choice, quickly orchestrating a whirlwind of activities to prepare for opening day, when 15 youngsters came through the doors of the Kids' Corner. Since then, enrollment has increased to 23 and is still growing. The center is certified to accommodate 35 children.

Davis estimates it cost approximately \$6,000 to start-up, not counting donations made and time freely given. A \$10,000 grant from the statewide Labor-Management Day Care Advisory Committee will foot the bill, but the center must now become self-sustaining.

In the meantime, parents are enthusiastic. Allan Denbleyker says he and his wife like the convenience, while Alma Branhan Johnson enjoys the fact that she and her daughter "can come here and home together." And Bonnie Winkle is pleased that "the staff is so well trained."

So it was easy to understand why Glenda Davis felt "f-a-n-t-a-s-t-i-c" when Sen. Winikow recently cut the ribbon formally opening the Kids' Corner of Rockland, Inc.



SHARING THE SPOTLIGHT — Glenda Davis and Willie Trottman are credited with being the driving force behind the Kids' Corner.

At Hutchings:

Infant-Toddler Center a 'tribute to CSEA negotiators with foresight'

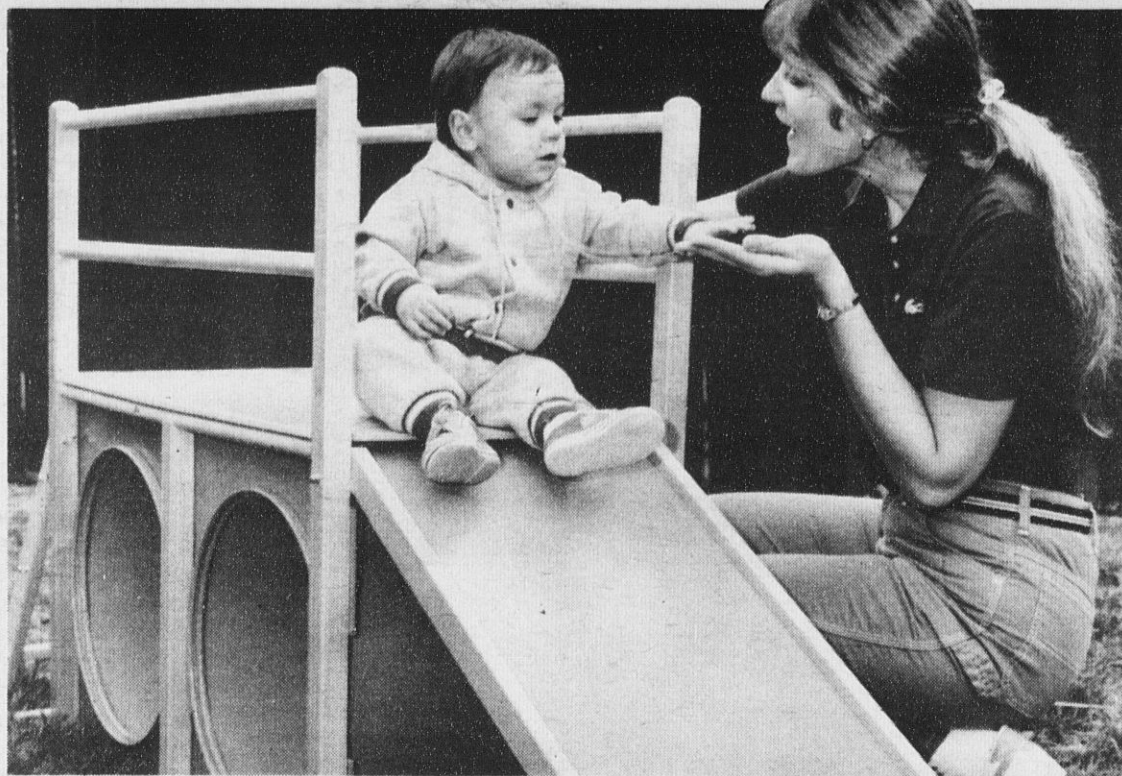
SYRACUSE — As though by magic, the youngster who was adding her cries to a noisy children's chorus suddenly became quiet. The first spoonful of tasty baby food from a smiling teacher did the trick.

The scene was one of many in the short span of a visit to the newly-opened Nurturing World Infant-Toddler Center at Hutchings Psychiatric Center.

The facility, another in the growing number of day care centers sprouting in CSEA Region V, now caters to 12 full- and part-time youngsters.

According to Barbara Rahn, the genial director of Nurturing World, the center opened Sept. 10 with a donation that included gifts and cash donations. It is expected to accommodate 20 full- and part-time tots when fully operational.

"As you can see by the furnishings and equipment, we are off to a good start," said Rahn, who has a



SLIDE TIME — Shane Stuckey, son of Dolores Stuckey, a therapy aide at Hutchings Psychiatric Center, seems to be getting some gentle words of encouragement from Barbara Rahn, director of the worksite's new day care center.

bachelor's degree in education and a master's degree in child development. "As director, I am fortunate in being able to obtain the services of some excellent fellow staff members. Pam Runge and Debra Burham, our head teachers, have also earned degrees, as has our assistant teacher, Terry Rush.

"We think it is important that the employee/parents who use the center know we are well-qualified specialists. It adds to their peace of

mind and on-the-job morale."

In commenting about the new facility, Sharon Conner, president of CSEA Local 435, said, "I'm sure that the CSEA members here at Hutchings Psychiatric Center will make good use of the center. It's a fine addition and certainly a tribute to those CSEA negotiators with foresight three years ago."

The concept of day care centers for children of state employees resulted in the opening of The Children's Place

at the Empire State Plaza in Albany, and now includes 10 centers recently opened or scheduled for opening in the near future.

"They are the perfect answer for working parents — a truly functional trend that makes sense in today's modern life style," Conner said.

CSEA couldn't agree more, and the union is justly proud of the role it played in the fulfillment of the entire day care concept for state employees' children.

Two centers sprout in Central Region

The Nurturing Work Infant-Toddler Center at Hutchings Psychiatric Center in Syracuse and the Kid Korral at Binghamton Psychiatric Center are drawing praise from happy parents in both communities.

At Binghamton:

12 youngsters gather at the Kid Korral

BINGHAMTON — Coming as a pleasant surprise to many, labor and management at Binghamton Psychiatric Center have apparently used tiny feet to take a giant step forward with the recently opened new day care center on the Southern Tier campus.

The cheerfully decorated facility, dubbed the Kid Korral Day Care Center Inc., has opened its doors with a minimum of fanfare. But for many grateful parents who have waited patiently, the big event was the culmination of a concept negotiated more than three years with New York State, CSEA, and two other public employee unions—AFSCME Council 82 and the Public Employees Federation.

According to Laurie A. Henderson, director of the center, countless surveys have proven that suitable day care centers not only improve the morale of working parents with young tots, they decrease employee absenteeism.

"There is less tension when a parent knows his or her child is receiving quality care only minutes away from the workplace. It's also convenient because they can drop off their youngsters and visit on breaks or lunch periods," Henderson said.

Kid Korral, as is the case with all such state-funded day care centers, received an initial \$10,000 in seed money from the three unions, and is expected to be self-supporting through nominal fees charged to parents who use the service.

Etta Nutter, a member of the center's seven-person board of directors and a long-time activist with CSEA, is delighted to be a part of the newest facility in the Southern Tier.

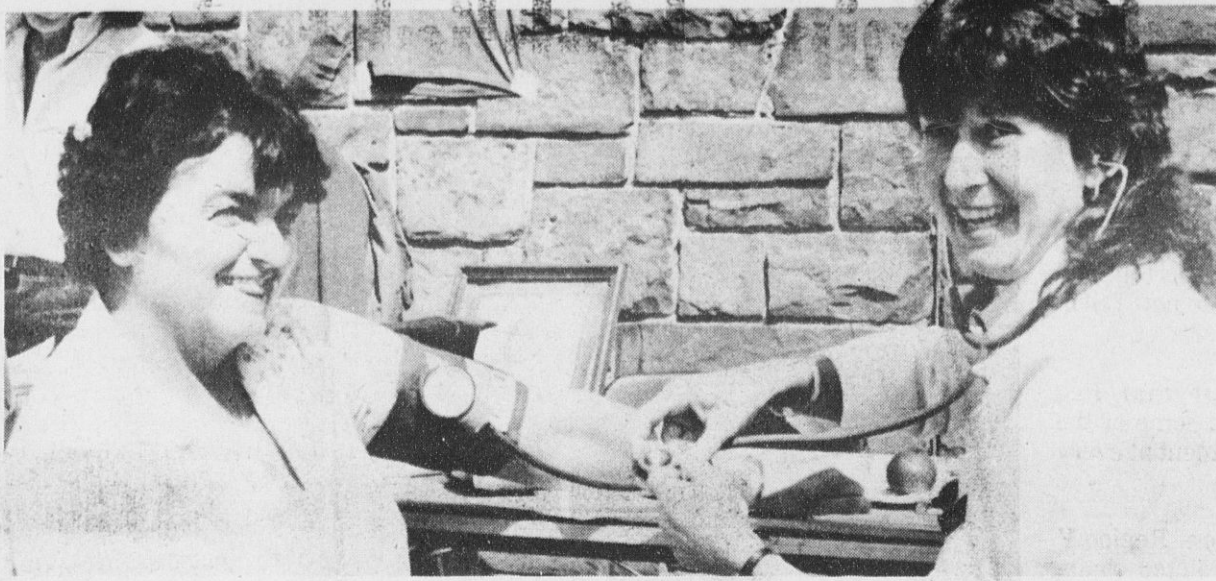
"It's a real blessing for working parents," Nutter said.

According to Henderson, Kid Korral is licensed to care for up to 39 infants, toddlers and pre-schoolers and is open from 5:30 a.m. to 6:30 p.m. for all employees of Binghamton Psychiatric Center.

The weekly charge is from \$35 to \$55 a week, depending on the employee's income. Employees interested in enrolling children in the program are urged to contact Henderson at the center for more information.



HELPING HANDS — Teacher Kim Crumb of the Kid Korral Day Care Center on the campus of Binghamton Psychiatric Center sits by attentively as inquisitive two-year-old Lynn Cross counts her fingers.



BLOOD PRESSURE CLINIC — Registered Nurse Janie Winslow, right, takes blood pressure of Local 690 member Audrey Russo at screening clinic sponsored by the Employee Health Service at recent State Campus Health and Fitness Fair.



MIKE KAPLAN, Health Fair co-chairman ... "more to life than watching TV."

State workers get tips on keeping fit at health fair

ALBANY — "It's the only body you have, so you have to use it or you're going to lose it."

That, explains Michael Kaplan, is the reason behind the recent first-of-its-kind Health and Fitness Fair held at the State Office Campus here. Kaplan, a member of CSEA Tax and Finance Local 690, was co-chairman of the event, sponsored by the State Office of General Services and the Campus Fitness Committee, a labor-management committee formed in March by CSEA and other public employee groups to help improve state employees' welfare and job satisfaction.

"People are realizing that there is more to life than just watching TV. So they are getting out of their chairs and doing something," Kaplan said. "This fair gives them a chance to look at a variety of different types of

physical activities and to get some information on the costs, the schedules, and so on."

"Even the state is learning that physical fitness is a benefit to both the employee and the employer," Diane Urbach, Albany YWCA representative and an aerobic instructor said. "After several months of negotiations we now have a small area in the people DOT building for an aerobic class. Management knows that the people who participate will be healthier. And that means a lot to everyone involved."

A field representative of the American Heart Association, Lee Marshall, said that awareness of the availability of such different programs as cross country skiing, road running, aerobics and health clubs "helps get people involved in their own physical well-being. That means they start to take better care of themselves and that's what we all want."

Rensselaer County approves 3-year contract

TROY — Angered by an attack on the integrity of their union's negotiating team, and fed up with the threats of layoffs as a weapon against a fair and equitable contract, the membership of the Rensselaer County Unit of CSEA Local 842 has overwhelmingly approved a new three-year contract with the county.

By a nearly 5-to-1 margin, the 600-member unit voted 316 to 65 to accept a 21 percent salary increase that will give the average county employee, earning \$11,000 a year, another \$2,310 after three years. The contract will cover all 1,540 Rensselaer County workers.

Almost immediately after the unit's bargaining team, headed by CSEA Field Representative Aaron Wagner, had signed the tentative agreement with the county a controversy developed. Rensselaer County Executive William Murphy told the news media that if the workers approved the tentative agreement, layoffs of 70 to 100 employees would have to be enacted to pay for the salary increases. Murphy also told the press that this situation was previously made "crystal clear" to the union at the bargaining table.

The union reacted swiftly to this attack on the integrity of the unit's bargaining team. Field Representative Wagner drew heavy media attention when he called Murphy "a liar" and informed the press

that "no such offer of an exchange of a salary increase for the layoff of personnel was ever discussed at the bargaining table.

Wagner also noted that County Executive Murphy had never participated personally in the negotiations session and had met with the union for less than 30 seconds to sign the tentative pact.

"Murphy seems to be suffering from a reverse Midas touch," Wagner alleged. "Wherever he goes, money is missing, and employees get fired or laid off due to his mismanagement," Wagner concluded, making reference to Murphy's involvement in a fiscal brouhaha involving the National Association of Counties, of which Murphy is president.

County employees voted in record numbers to accept the package and at the announcement of the union ratification, Wagner stated:

"CSEA is hereby putting the Rensselaer County executive on notice that all discussions of layoffs are to include the employees' representative."

The unit is prepared to fight the county executive's decision that layoffs will be necessary in the coming year. "The county administration kept the union in the dark until the 11th hour on the last round of layoffs. We will not stand for that type of treatment any more," Wagner stated.

Dutchess County endorsements

ALBANY — The roster of CSEA-backed candidates running for various political offices in the Dutchess county area has been announced by the political action committee.

Endorsements are as follows:

Jay P. Rolison.....	State Senate, 41st District
Steve Saland.....	State Assembly, 97th District
Frank Bauer.....	State Assembly, 99th District
Lawrence Bennett.....	State Assembly, 96th District
Vincent Leibel.....	State Assembly, 90th District
Bernard Kessler.....	Dutchess County Court Judge
Robert Ostertag.....	Dutchess County Surrogate Judge
George Berhnhard.....	Dutchess County Family Court Judge
John Ballo.....	County Legislature, 16th District

OSU clothing funds distribution being finalized

ALBANY — Distribution of work clothing allowances totaling \$1.525 million over three years is being worked out by a labor/management committee of the Operational Services Unit. The Working Conditions Committee is now developing procedures for distributing the clothing allowances negotiated under the 1982-85 OSU collective bargaining agreement with the state.

"The committee has determined that funds will be distributed at the agency level through a joint labor/management setting," reported Collective Bargaining Special Nels Carlson.

Carlson explained that distribution procedures for the work-related clothing allowances should be finalized by Nov. 1, and it is anticipated that agency-level labor/management committees could begin distributing funds around the first of the year.

The OSU Working Conditions Committee is also responsible for distributing funds negotiated under the contract for tool allowances. Studies are still under way to assure that the appropriate workers receive some financial relief from the current practice of purchasing their own tools.

Education and training highlighted

Region V Fall Conference

BINGHAMTON — Several hundred Central Region delegates and officers are now giving more thought to the importance of educational training after being given a preview of the new CSEA Labor Institute at the recent fall conference held here.

In presenting an overview of the union's new program, Peg Wilson, Education and Training Specialist, described some of the seminars to be offered and strongly encouraged enrollment at every level of the union.

In other action on the educational front, Jim Moore, Region V president, introduced Mary Lauzon as the newly-appointed chairwoman of the region's Education Committee.

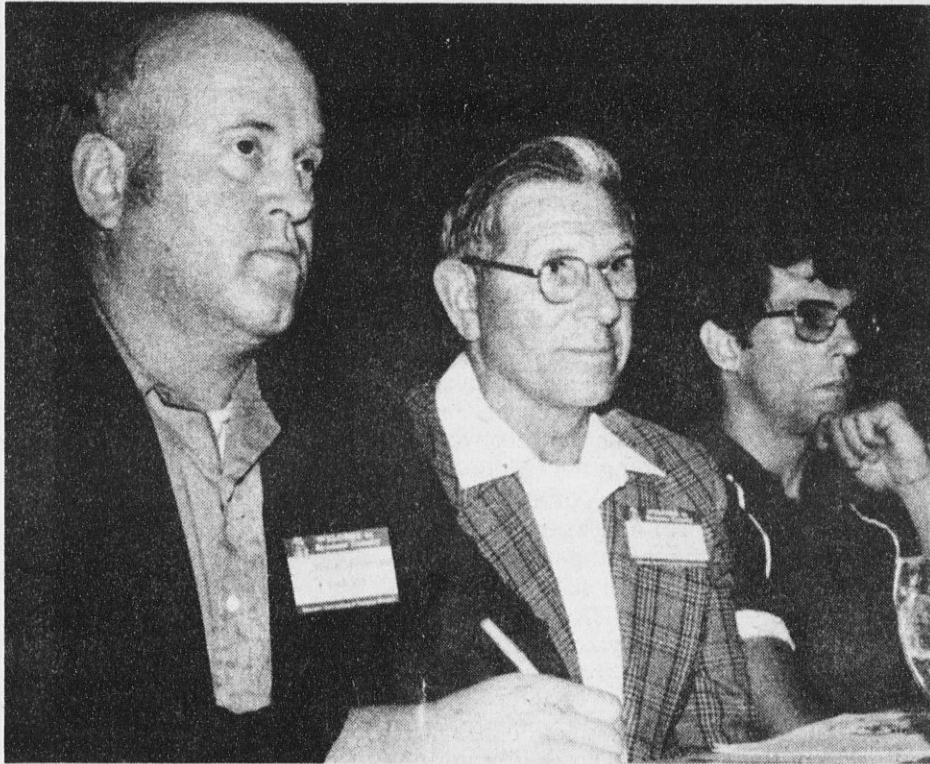
Lauzon, who is also president of SUNY Potsdam Local 613, asked delegates for input on the kinds of seminars and workshops they would like to see, stressing she would like to hear suggestions from them as soon as possible.

On afternoon session of the conference was devoted to a sounding board format that afforded delegates an opportunity to discuss such topics as "Organizing in the Private Sector," "Review of Convention Motions," "Unified Policy on United Way," "Political Action," and the recent statewide delegates convention in Buffalo.

The three-day conference also carried a full schedule of meetings and training workshops for regional committees, new officers and representatives from retiree locals.



NEW DIRECTIONS — Regional President Jim Moore discusses some regional goals with Mary Lauzon, newly-appointed chairwoman for the Education Committee.



PAC NEWS — In photo above, Ralph Young, Region V first vice president, reviews an official North County endorsement with Dorothy Penner, chairwoman of the Region V Political Action Committee, and Richard Reno, president of St. Lawrence County Local 845 and spokesman for the political action coalition of St. Lawrence County units.



TAKING NOTE — In photo above left, Chenango County representatives Robert Scheverman, left, president of Local 809, and Francis Lawton, center, Norwich Schools unit president, take notes at a Labor Institute presentation.

TREASURERS' HUDDLE — In photo at left, treasurers look over the selection of forms and information provided at the conference. Pictured from left to right are Pat Callahan of Local 834; Mary Sullivan, Region V treasurer; Linda Brooks, Local 435; Linda Smithers, Local 428; and Joseph Salvino, assistant supervisor of general accounts for CSEA.

New York Deserves
MARIO CUOMO
for Governor



MARIO CUOMO

**NEW YORK NEEDS A GOVERNOR
WHO UNDERSTANDS NEW YORK**

NEW YORK NEEDS MARIO CUOMO

The best man for a better New York

MARIO CUOMO

Election Day—November 2nd