

Union and state ink policy agreement on continuation of EAP

The goals of a coordinated Employee Assistance Program (EAP) are in the interests of both the State of New York and CSEA, according to a policy agreement on continuation of EAP programs in state agencies, recently signed by CSEA President William L. McGowan and Meyer S. Frucher, Director of the Governor's Office of Employee Relations.

EAP is a coordinated effort for labor and management to help individual employees receive professional assistance in dealing with personal or family problems that adversely impact upon the individual and could lead to employment problems.

Dozens of EAP projects are now in place across the state as a result of the three-year old CSEA program.



CSEA PRESIDENT WILLIAM L. MCGOWAN, right, and Meyer S. Frucher, Director of the Governor's Office of Employee Relations, moments after each signed policy agreement.

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CSEA clips wings, backs PATCO

Members are urged not to fly; staff, leaders grounded

The staff and leadership of The Civil Service Employees Assn. have been "grounded" in support of the national strike by the Professional Air Traffic Controller's Organization (PATCO), AFL-CIO, and the union's 250,000 public employees it represents have been urged to avoid air travel as well.

CSEA Statewide President William L. McGowan has directed the more than 1,500 elected union leaders and more than 200 professional staff employees of the union not to use air travel as a symbol of solidarity with the striking PATCO members. Furthermore, he urged the quarter of a million public workers represented by CSEA to avoid air travel whenever and wherever possible.

"The President of the United States is out to break an AFL-CIO union instead of negotiating to end this strike and prevent further disruption in an industry so vital to this nation's economic health," McGowan said.

"The firing of 12,000 air traffic controllers means not only that the federal government has turned its back on organized labor, it also means that the American people will continue to be inconvenienced for at least two more years while the federal government tries to rebuild a gutted air traffic control system," he said.



CSEA ON THE LINE — Air Traffic Controller Jim LoDestro, left, is joined on the PATCO picket line at the Buffalo International Airport by Region VI Director Lee Frank, Region VI

"Public employees are sick and tired of being treated like second class citizens," Mr. McGowan explained, "and they simply won't take it anymore. When they feel their legitimate concerns have been ignored, they will withhold their services just as millions and millions of American workers have been doing for the past century. This sense of unified purpose cannot and will not be crushed by callous

President Robert Lattimer and Region Organizer Robert Massey. In CSEA's Western Region, representatives of several CSEA Locals have walked the line in support of PATCO.

pronouncements by anyone. CSEA, as a public employee union, will cease its use of air transport in support of our brothers and sisters in PATCO.

"What is needed to end this strike and get efficient and safe air travel back again is negotiations, not confrontation," Mr. McGowan concluded.

Orientation for Local presidents scheduled

ALBANY — CSEA will be holding a special two-day orientation program for the union's local presidents later this month in an effort to improve service to the membership and acquaint local presidents with the resources available to assist them.

CSEA President William L. McGowan called the meeting for August 31 and September 1 to be held at Empire State Plaza Convention Center. The session is only for CSEA local presidents.

Plans for the session call for sixteen separate educational modules for the local presidents to acquaint them with the professional staff services available to service the membership.

"I know from personal experience how big the job of a local president really is," commented President McGowan in announcing the training session. "With all of the problems confronting our members, a local president really has to hit the ground running after being elected to serve the members. It's vital that all local presidents, newly elected and veterans alike, know the extensive resources that our union provides to help them meet the needs of our people. This session will hopefully make it easier for our local presidents to provide better service to our members."

Announcements concerning the meeting are being sent to local presidents and CSEA Regional Offices.

Nine-member unit president proves size has no bearing

Union activist coming up from the ranks

Region III's Thomas Schmidt

EDITOR'S NOTE: Where do the leaders, the doers, the movers within CSEA come from? From the rank-and-file, obviously; from the big Locals and Units with memberships into the thousands in some cases, and from the very smallest as well. Thomas Schmidt is a perfect example of a union activist who comes from the ranks of one of the smallest units.

CALLICOON CENTER — The Town of Callicoon Highway Department Unit may have only nine members. But its president, Thomas Schmidt, is one of the more active CSEA members in Southern Region III.



IN HIS SPARE TIME, Thomas Schmidt cultivates two vegetable gardens in his front and back yards. He said he grows almost all his own vegetables. He lives in Callicoon Center in western Sullivan County, approximately 30 miles from the Concord in Kiamisha Lake.

Schmidt, as Sullivan County CSEA political action chairman, is organizing the union's first legislative breakfast in the county for Aug. 22.

He expects approximately 50 persons to attend. Those invited include State Senator Charles Cooke, Assemblyman Raymond Kisor, Sullivan County Executive Paul Rauis and other officials of the county government and all the members of the county's Board of Supervisors.

"The breakfast is the kickoff for the Sullivan Local's political activities for the 1981 campaign. We will be holding a candidates night in the future at which time all candidates will be invited," Schmidt said.

Also invited to the breakfast are the members of the Region III and Local 853 Legislative and Political Action committees, the Local 853 Executive Committee, Region III President Raymond J. O'Connor, Region III Director Thomas Luposello and field staff, he said.

Schmidt was hired by the Town of Callicoon Highway department in 1965 as a truck driver. He was promoted to heavy equipment operator in 1968. He usually mans the town's road grader and also operates the front end loader and the dump truck over the town's 180 miles of paved and unpaved roads.

In 1971, the Highway Department employees organized into a CSEA Unit of what is now Local 853. Schmidt was elected unit president that year and has been re-elected five times.

Since the unit was organized, CSEA and the town have negotiated seven contracts. An item negotiated in the first contract, in 1972, eventually led to a grievance which was finally settled by an arbitrator after a three-year battle.

That first contract called for the unit to get Agency Shop if it ever became State law, Schmidt said. In 1977, Agency shop became law for State employees.

When the town refused to grant Agency Shop in 1977, a grievance was filed and was won in 1980, he said.

Schmidt started to become active in Local 853 in 1975 when the then local president, Earle Bivans,

appointed him Constitution and Bylaws Committee chairman.

He served as Local 853 Election Committee chairman in 1977 and later that year was appointed by Local President Walter Durkin as chairman of the Grievance and Legal committees. Also that year, he was elected by the Local 853 Executive Committee to fill a vacancy on the CSEA Board of Directors.

In 1979, Durkin appointed Schmidt to chair the Local 853 Education Committee.

He was elected second vice president of Local 853 in 1981 and was appointed Safety Committee and Political Action Committee chairman of the local.

The late Region III President James Lennon appointed Schmidt to serve on the Region III Legislative and Political Action Committee (LPAC) from 1977 to 1979.

Region III President Raymond J. O'Connor appointed Schmidt to the region's LPAC in 1981. Since his appointment, he has been an active member of the committee, attending the meetings to help Orange County CSEA get its political action program off the ground in addition to organizing the legislative breakfast.

O'Connor also appointed him to the newly formed Region III Safety Committee this year.

Schmidt said he has a strong interest in on-the-job safety based on his own experiences and those of his fellow workers. Three of his fingers have been broken in two accidents, both due to poor equipment design, he said. He also recently suffered an eye injury.

He was born almost 44 years ago in Callicoon Center where he has lived his entire life except for his three years in the U.S. Navy. Callicoon Center is approximately 30 miles from the Concord in Kiamisha Lake.

While in the Navy, he worked in aircraft maintenance aboard a number of aircraft carriers.

When he returned from the Navy in 1958, he worked in his father's trucking business. He remained there until 1965 when he started working for the Highway Department.

Schmidt spends part of his free time tending two large vegetable gardens. "We grow almost all our own vegetables," he said.

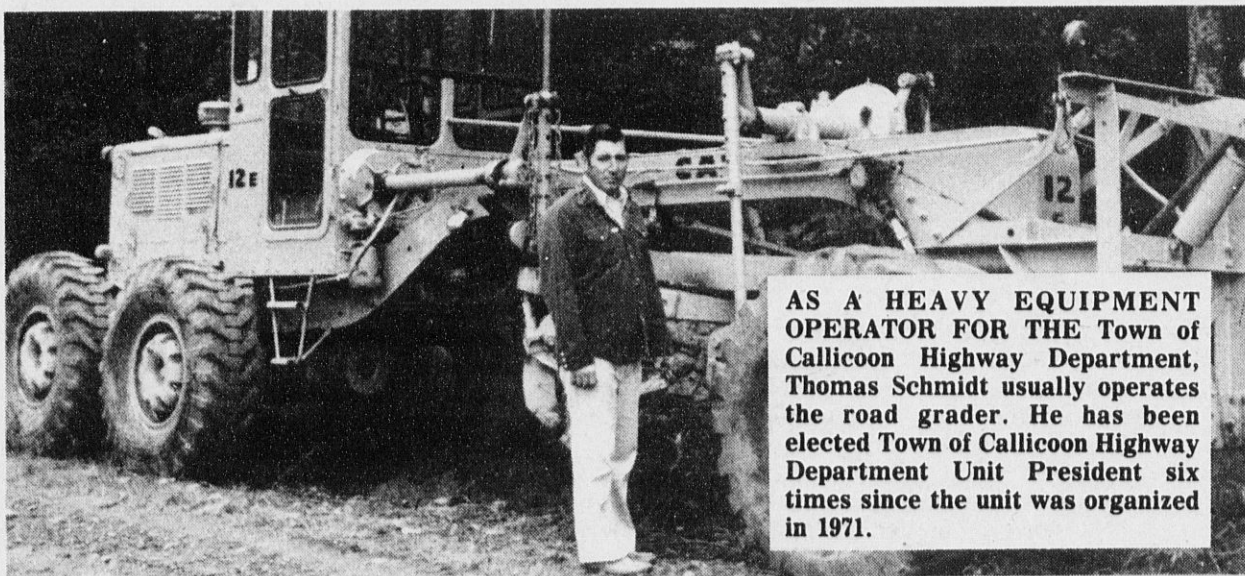
With a combination of pride and humor, he states: "Callicoon Center has a population of 250, including the dogs and cats."

Civic involvement is a part of Schmidt's life. He is serving his second term as president of the 65-member Callicoon Center Volunteer Fire Company. He previously served as president in 1977-78.

In 1968, information he provided law enforcement authorities and his courtroom testimony helped convict the man who robbed a bank in nearby Jeffersonville.

While on his job with the Highway Department, he spotted the assailant a number of times. After the robbery, Schmidt was able to provide the FBI and the State Police with a description of the assailant.

That information led to the arrest, and his testimony at the trial helped convict the robber, he said.



AS A HEAVY EQUIPMENT OPERATOR FOR THE Town of Callicoon Highway Department, Thomas Schmidt usually operates the road grader. He has been elected Town of Callicoon Highway Department Unit President six times since the unit was organized in 1971.

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Scholarship awarded to R.I.T. freshman

WATERTOWN — The Scholarship Committee for CSEA Local 015 Black River Valley has selected Ms. Catherine Altmire as the 1981 winner of the Local 015 scholarship award.

The scholarship is awarded for a period of two (2) years in the amount of \$300 per year and is open to children of New York State employees who are members of the Black River Valley Local of CSEA.

Ms. Altmire graduated from Lowville Central School and will attend

Rochester Institute of Technology in September. She is the daughter of Mr. and Mrs. Glenn Altmire. Mr. Altmire is a Highway Maintenance Supervisor for the NYS DOT in Lowville.

Shown in right photo from left are members of the Local 015 Scholarship Committee Lori Cloonan, Nancy Isham, Ms. Altmire, Karen Sova, presenting scholarship certificate and Francis Mitchell, President of Black River Valley Local 015.



Cicero Unit oks new pact

CICERO — A new two-year contract offering an increase in wages and other benefits for the Town of Cicero Unit employees of CSEA Local 834 Onondaga County, was recently ratified by membership vote.

According to Jack Miller, CSEA Field Representative and chief negotiator for the Unit, the contract is retroactive to January 1, 1981.

Terms of the new agreement include an increase of 60 cents per hour the first year; 65 cents per hour in the second year, with an additional 20 cents per hour above the highest hourly rate for the Labor Foreman.

The contract also calls for new

language concerning dental insurance, holiday pay, sick leave, seniority, work week hours, posting and bidding for positions, and the addition of a new position of auto mechanic added to the bargaining unit.

Ratification of the contract concluded six months of negotiations by the team which included Bill Burns, Unit President and Team Chairman; Ken Haven, and Harlan McGill.

Applications for EAP Reps encouraged

ALBANY — CSEA is looking for Employee Assistance Representatives to service Regions 3 and 4. Duties include developing alcoholism treatment programs for public employees, working with labor and management to implement programs, maintaining files of treatment resources, and encouraging outreach resources to assist members.

Applicants must have a bachelor's degree or a high school diploma plus three years of satisfactory experience in public contact with government and union personnel. Candidates must be in sound health and have a car for business use. The program is funded under a grant by the NYS Division of Alcohol and Substance Abuse.

Submit applications by August 28 to Personnel Director, CSEA 33 Elk Street, Albany, NY 12224.

PERB Rules Newburgh workers must stay with CSEA

'Confidential' titles scrapped

NEWBURGH — "Because it hurts morale," Unit President Frank LaRocca is pleased with a decision by the Public Employment Relations Board which forbids the Newburgh City School District from unilaterally designating six employees as "confidential."

CSEA raised the charges involving various clerical positions (secretaries, principal stenographers and principal account clerk).

The school district took the action Jan. 6, 1981, and made it retroactive to the previous July.

PERB noted that the decision to make positions management or confidential, "lies within the sole jurisdiction of this Board, upon application by a public employer," and said the school district's action was, "a nullity."

"The affected employees remain within the unit represented by CSEA

and the District is required to negotiate all matters pertaining to their terms and conditions of employment."

PERB ordered the school to, "cease and desist the payment of salaries to unit personnel in excess of the rate established by agreement of the parties," and to post a notice that it will, "negotiate with CSEA concerning the terms and conditions of employment of the unit employees."



REGION V EAP Representative Stan Watson, seated, center, is surrounded by Committee members, Coordinators, State Officials, and other participants in a full day EAP meeting held recently at Sunmount Developmental Center, Tupper Lake. Left to right are Don DeVirgeles, Sunmount Developmental Center; Charlotte Bowers, Rome Developmental Center; Jackie Chambrone, Utica Psychiatric Center; Barbara Reeves, Utica Psychiatric Center; Cynthia Hammond, Marcy Psychiatric Center; Watson; Duana Carey, SUNY Potsdam; Katrinka Broadway, EAP Training

Specialist, Albany; James Westerfield, Deputy Director, Sunmount; standing, left to right, Jaime LaBoy, President, Local 431, Sunmount Developmental Center; Doug Keeler, Chairman, EAP Committee, Sunmount; Robert Hill, EAP Coordinator, Rome Developmental Center; Bob Challenger, Occupational Program Specialist, Division of Alcoholism; Sharon Spencer, EAP Coordinator, Syracuse Developmental Center; Jim Price, Committee Chairman, Syracuse Developmental Center; Don Brouse, CSEA Region V Field Representative.

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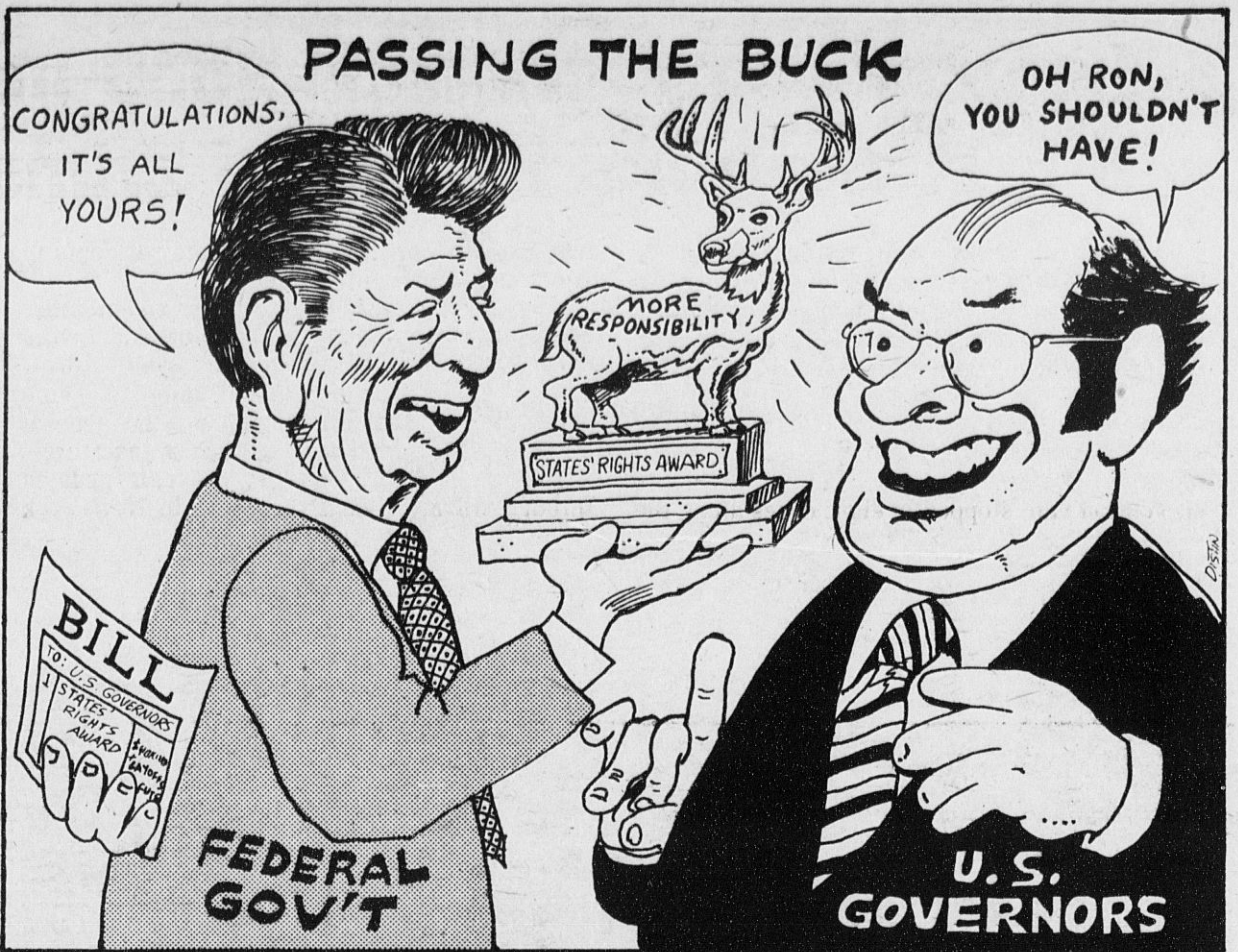
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CSEA created amid struggle for recognition

THE AMERICAN LABOR MOVEMENT One hundred years of progress

Clayton Act, boycotts mark pre-war era

The nation's population rose to almost 100 million persons. The Wright brothers flew the first airplane, and an automobile drove from coast-to-coast — in just 69 days. Explorers reached the North and South Poles, and San Francisco was devastated by an earthquake. This became a nation of 48 states, and the unsinkable SS Titanic hit an iceberg and sank in the North Atlantic.

President McKinley was shot, and Theodore Roosevelt took office pledging a "Square Deal" and the beginning of a trust-busting campaign.

As the 20th century began, labor's struggles continued.

In 1902, coal miners closed the mines in northeastern Pennsylvania all summer. When the mine owners refused a United Mine Workers proposal for arbitration, President Roosevelt intervened and appointed a mediation and arbitration commission. Five days later, the miners returned to their jobs; and five months later, the commission awarded them a 10 percent wage increase and shorter workdays, but not the formal recognition they sought.

The AFL Hatters Union wasn't quite as fortunate after they instituted a national boycott of a non-union company in Danbury, Connecticut. The case worked its way through the courts for six years, until in 1908 the Supreme Court ruled against the workers, saying that the union had participated in an illegal secondary boycott. Strikers were fined a total of nearly \$250,000.

But labor joined ranks to keep 184 Danbury hat workers from having their homes seized in order to pay the court-ordered fine. The AFL proclaimed a "Hatters' Day," in which workers voluntarily contributed an hour's pay to assist the hatters.

And in New York, a handful of state workers saw that they could obtain better wages and working conditions as a single, united group than they could as individuals and formed an organization they called the Civil Service Employees Association in 1910.

The pre-World War I era was marked by important legislative victories for labor. At the urging of the AFL, Congress created a separate U.S. Department of Labor, with a mandate to protect and extend the rights of workers. A Children's Bureau was created to protect the young victims of job exploitation. The LaFollette Seaman's Act made urgently needed improvements in the working conditions on ships of the U.S. merchant marine.

The important Clayton Act of 1914 made clear the legal concept that "the labor of a human being is not a commodity or article of commerce." The result of this law was to drastically limit use of injunctions in labor disputes. AFL President Gompers hailed the Clayton Act as a "magna carta" for labor.

The Adamson Act of 1916, concerning work hours on the nation's railroads, was an important milestone in the decades-long effort to achieve the eight-hour day.

The ten-hour day — improvement in its era — was introduced for federal government employees as early as 1840, but it took until the early years of the 20th century before the eight-hour workday became widely accepted. Mass production industries and railroads long continued their refusal to grant it.

It wasn't until the 1930s that CSEA lobbyists won the long right to have the 72-hour workweek abolished in New York's state institutions. And in fact, it wasn't until 1940 that the Fair Standards Act decreed a maximum 40-hour workweek for employers in interstate commerce.

While the early years of the 20th century were years of struggle and of legal defeats as well as victories, there was measurable progress.

And the labor movement continued to grow. By 1904, the AFL claimed a membership in its affiliated unions of nearly 1.7 million workers. Ten years later, on the eve of World War I, it had climbed to about 2 million.

Life insurance conversion plan

The Civil Service Employees Assn. has announced that certain members who are insured under the Basic Group Life Insurance Program are eligible to convert part of their coverage (without medical information) to an individual form of insurance with the Travelers Insurance Company. The Basic Group Life Program is a term insurance plan which provides for in-service conversion privileges.

The in-service conversion privilege allows any actively employed member participating in the Group Life Program, who is age 50 or older, to convert up to \$5,000 of their term insurance to an individual form of coverage, other than term insurance. Application must be made by August 31, 1981. The amount of the group term insurance the employee is insured for will be reduced by the amount converted.

Those interested may request information on the conversion privilege by returning the coupon on the page. The effective date of the converted insurance will be November 1, 1981. Premium payments for the converted insurance will be made directly to Travelers Insurance Company.

The Civil Service Employees Association
33 Elk Street
Albany, NY 12224

Please send me information concerning the Conversion Privilege for the CSEA Basic Group Life Insurance Program.

NAME: _____
Last First Middle Initial Maiden

HOME ADDRESS: _____
Street City State Zip Code

PLACE OF EMPLOYMENT: _____

SOCIAL SECURITY NO: _____

SEX: _____ DATE OF BIRTH: _____

Two state workers tackle 550-mile bike ride to dramatize importance of crime prevention

ALBANY — Two Albany-based Division of Criminal Justice Services employees have completed a marathon 550-mile bicycle ride across New York State, from Buffalo to New York City, to dramatize the importance of crime prevention.

Called the New York "Take a bite out of crime" bikeathon, Jeffrey Lansing and Vincent Manti, accompanied by a support crime prevention van, stopped in eight cities along the

way to encourage New York State residents to adopt crime prevention methods.

Lansing, an agency photographer and member of CSEA Local 695, and Manti, a crime prevention specialist with the agency, drew strong support from labor union, service organizations, manufacturers and the general public for the seven-day trip across the State.

And, as was the case as the pair pedaled through Albany recently enroute to New York

City, dozens of bike enthusiasts joined in to ride along side for part of the way, In fact, dozens of their fellow employees from the New York State Division of Criminal Justice Services facilities in Albany made their reception here especially warm. Lansing and Manti were participants in many press conferences as they were hosted by mayors and law enforcement officials at the various cities they visited.

"If just one person on our route learns, and observes, a single tip that keeps him from becoming a crime victim, it'll be worth it," they said. "The more people who join us in promoting good practices of crime prevention, the better chance we all have of leading a full life, without fear."



SUPPORT BICYCLISTS wheel down Albany's Central Avenue. From left are Tracy Schade, Paul Reeves, Jackie Hankle, Bill Judd, Dave Chambers and Cindy Egan.

CSEA LOCAL 695 members, right, gather around the crime prevention van prior to joining fellow Division of Criminal Justice Services employees Jeffrey Lansing and Vincent Manti for a ride recently. From left are Bill Judd, Helena DeCaprio, Local 695 President Eric Reinhart, Donna Fruehwirth, Ann Miron, Mary Moore, Cathy Monray, Beth Ferris, Colleen O'Sullivan, Jackie Hankle, Mary Ann Angerami, CSEA Board of Directors member Cindy Egan, and Cheryl Francesconi.



Retiree Bill Hritz creates enthusiasm for senior citizens

FISHKILL — Bill Hritz is in the swim. The retired Hudson River Psychiatric Center power engineer isn't getting older, he's getting better, and in doing so has touched many lives in Dutchess County.

His philosophy is simple: "inch by inch, it's a cinch." And so in 1975, he got involved as a volunteer in a senior citizens swim and exercise program at the Poughkeepsie YMCA which has mushroomed into one of the most successful in New York State.

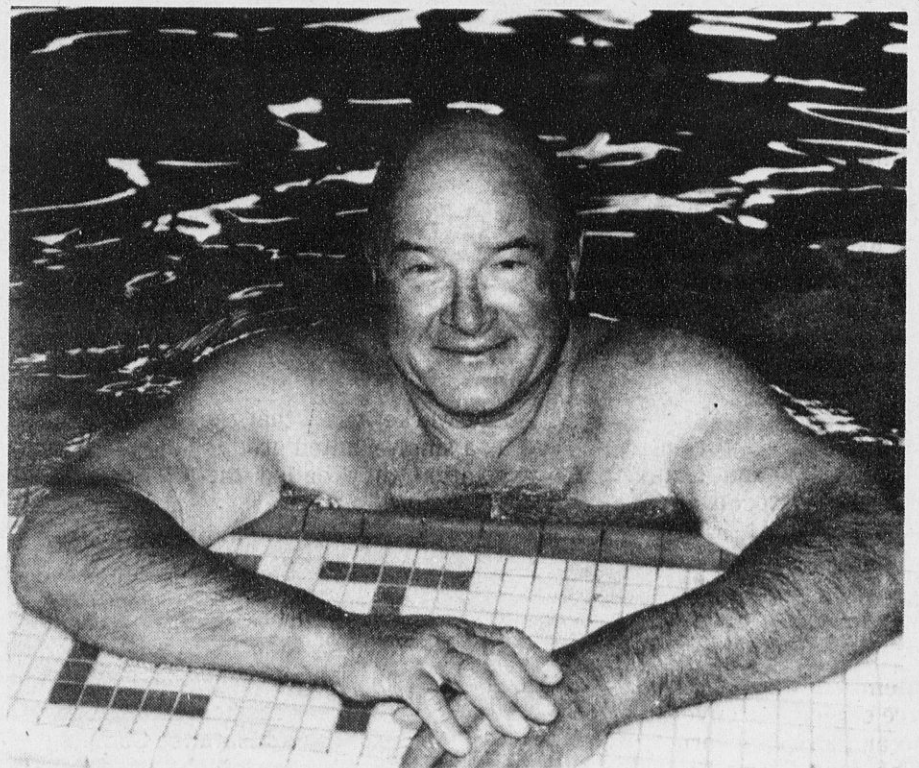
"Y" Program Coordinator Mary Essert says that the aerobic exercises done while in the water help the seniors achieve better fitness, and another benefit is increased cardiovascular endurance.

Swimming is recognized, too, as among the safest forms of exercise, and when the solidly built Hritz is in the pool leading the program, he has a special rapport with the senior citizens who follow his every movement. He is, after all, one of them.

The range of exercise is unlimited; Bill's enthusiasm infectious. Indeed, his leadership — and example — has inspired other retirees to join him as a volunteer in a swim program for the developmentally disabled also held at the "Y."

The program has many dimensions. Volunteers are trained to work one-on-one. Aquatic exercises and movements, water games and music, are used to promote physical rehabilitation through recreational and educational activities. And so on Wednesday and Friday mornings Bill, along with other CSEA retirees such as Marion Klump and Kate Pliskowski, work with the handicapped of all ages — from small fry to 84 years old.

They take them into the water and lead them along. One time they may all be holding hands and moving in a circle singing such songs as "I've Been Working on the Railroad" or "Here We Go Round the Mulberry Bush" . . . Or taking a blind man, in a life preserver, into the swim . . . Or helping a wheelchair bound person into the pool . . . As Mary Essert says, "the water is a great equalizer, everybody looks alike."



BILL HRITZ pauses at pool side at Poughkeepsie YMCA.

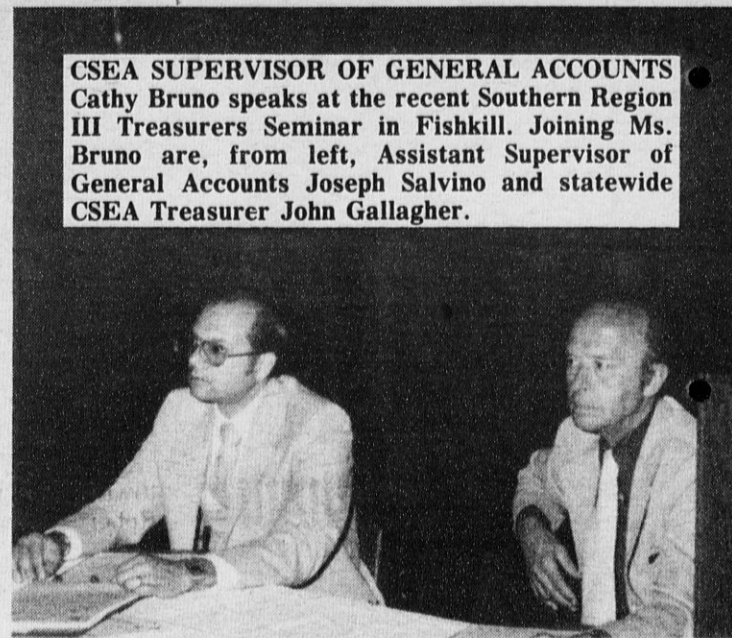
The 67-year old Hritz, who also finds time to serve as first Vice President of CSEA Retiree Local 909, wishes even more retirees got involved like he does. Volunteering for him is strictly an opening to help others. He also believes that swim programs, particularly for the handicapped, should be offered in all communities all over the state. He knows the rewards. He's seen them:

"People who haven't spoken, speak.
"People who never swam, swim.
"People who never smiled before, smile."



NASSAU EDUCATION LOCAL 865 leaders, from left, Frank Fasano, Nicholas LaMorte and Thomas Langon follow along during the presentation at the Long Island Region I Treasurers Seminar in Hauppauge.

CSEA SUPERVISOR OF GENERAL ACCOUNTS Cathy Bruno speaks at the recent Southern Region III Treasurers Seminar in Fishkill. Joining Ms. Bruno are, from left, Assistant Supervisor of General Accounts Joseph Salvano and statewide CSEA Treasurer John Gallagher.



Lindsay termination overturned

Security for all

SHANDAKEN — Bob Lindsay has his job back, and he and his co-workers who make up the highway department unit of CSEA in this picturesque town located in the Catskills, can breathe a little easier. As Unit President Fred Schuetz says, "if we had lost this case, all our jobs would have been on the line."

Schuetz was referring to a decision, handed down on July 16 by Arbitrator Murray Bilmes, which ordered the town to, "reinstate and restore Robert Lindsay to his former position retroactive to date of termination, April 24, 1981, and shall pay him full back pay and restore all his employee benefits retroactively to date of termination."

Events began on April 22, when Superintendent of Highways Edward Ocker notified Lindsay that his job

would be terminated two days later. CSEA filed a grievance, which went through all three stages — immediate supervisor, superintendent, town board — without there ever being any written responses. One town official described is strictly as, "a union problem" and so the matter ended in arbitration.

The union argued successfully that Lindsay's dismissal was improper because:

- Ocker acted unilaterally, the town board did not eliminate the position;
- there were no economic reasons for termination;
- no formal charges of dismissal were made, even though the contract provides Section 75 (Civil Service Law) protection; and,
- Ocker had a "long standing



SHARING THE MOMENT OF VICTORY — and receipt of his back pay — are grievant Bob Lindsay and Unit President Fred Schuetz.

desire" to dismiss Lindsay, and so his action was not made in good faith.



PUTNAM COUNTY LOCAL 840 representatives at the Southern Region III Treasurers Seminar in Fishkill include, from left, George Hyatt and Chet Daniels.

Treasurers training underway

A series of training sessions for CSEA Local and Unit treasurers continues this month and next. Training sessions have already been conducted in five regions, with the sixth scheduled to be included in a September session.

The training sessions for treasurers was mandated by CSEA's Board of Directors. In several instances, training sessions for Local and Unit secretaries have been conducted in conjunction with the treasurers training also.

The treasurers training sessions have been conducted at sites in Regions I through V, and additional sessions are scheduled for August 24 in White Plains, September 12 in Buf-

falo, September 19 in both Long Island and Syracuse. Local and Unit treasurers who have not yet participated should contact their Regional Headquarters for details of upcoming sessions, according to CSEA Supervisor of General Accounts Cathy Bruno.

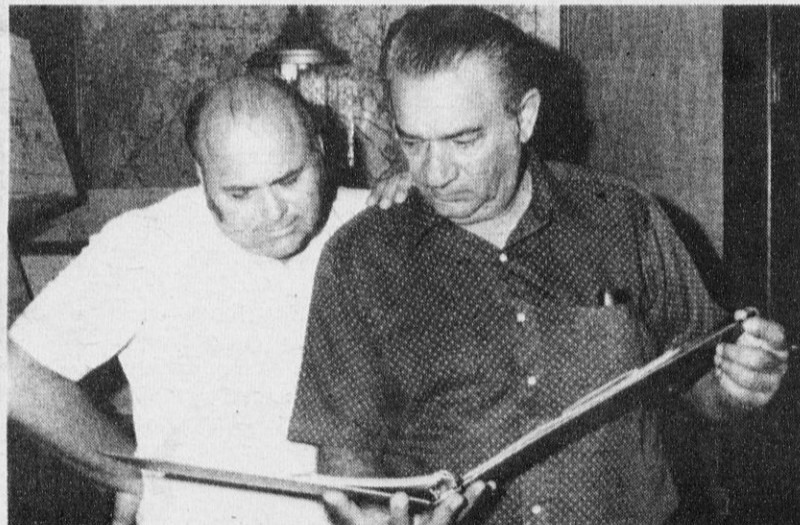
Treasurers participating receive a complete packet of material, and subjects covered include financial information in the union's Model Constitutions, recent PERB rulings, the CSEA Financial Records Code, general accounting and tax information, and question and answer periods.



AMONG THE MANY representatives from Nassau County Local 830 at the Region I Treasurers Seminar in Hauppauge are, from left, Bart Piccininni, Doris Catanzaro and Sal Auletta.



SOUTHERN REGION III President Raymond J. O'Connor, left, and statewide CSEA Treasurer John Gallagher confer at the Region III Treasurers Seminar in Fishkill.



DEPARTMENT OF TRANSPORTATION LOCAL 508 leaders, (left photo), from left, Henry Jenny and Louis Mannelino, go over the materials CSEA treasurers have to work with at the Region I Treasurers Seminar.

ATTENDING THE SOUTHERN REGION III Treasurers Seminar, (right photo), in Fishkill are, from left, Wanda Disbury and Rose Marcinkowski, both of Wallkill Correctional Facility Local 163; and Ann Milby, Dutchess County Local 814.



Cornell labor courses offered

ALBANY — Interested in continuing your education and learning more about the labor movement?

The New York State School of Industrial and Labor Relations, a division of Cornell University, is beginning its Capital District Labor Studies Program next month. The program is designed specifically for working men and women in the Capital District and is supported by organized labor.

Classes meet one a night a week, September through June. A 12 course sequence over a two year

period leads to 18 college credits and a Certificate in Labor Studies.

Courses include: Labor History; Labor Law; Collective Bargaining; Oral and Written Communications; Arbitration; Contemporary Labor Problems; Health Hazards in the Workplace; Labor, Government and Politics; and electives.

For further information, contact: NYSSILR-Cornell University, 112 State Street, Suite 1200, Albany, New York 12207 or call 518-473-1931.

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September 19, 1981

AFL-CIO SOLIDARITY DAY
Washington, D.C.

Demonstration Against
People-Hurting Budget Cuts
For Jobs and Justice

JOIN IT! Interested CSEA members should immediately contact your Regional president for details.

Troy's John Walther Pro bowler embarks on new career as a union officer

By Deborah Cassidy
Staff Writer

TROY — In 1940 at the age of nine, John Walther began working as a pin boy at a neighborhood bowling alley in this upstate New York city. Like many other city kids, he worked all week so he could bowl for free on Saturdays.

Despite the fact that he attained a bowling average of 176 — not bad for a youngster under what he termed "less than modern conditions" — Walther had no idea at the time that this experience would lead him into a professional bowling career which has spanned 18 years of his life. After all, the sport was still pretty much in its infancy and he had a different goal in mind: baseball. "I grew up with a glove and ball in my hand," he chuckles.

Nevertheless, from 1958 to 1976 the name John Walther was a familiar one in professional bowling circuits across the state. His achievements brought him a vast array of trophies and awards. And his devotion to the sport even led him to purchase his own bowling alley, which he recently sold.

Now first vice president of the City of Troy Unit of the Civil Service Employees Assn., Walther says he ended his bowling career "because there were so many other activities to pursue."

It wasn't until 1958, after spending ten years in minor league baseball, that Walther launched his bowling career. "I just had to go after that



THE POST OF FIRST VICE PRESIDENT of the City of Troy Unit Civil Service Employees Assn. keeps former professional bowler John Walther, middle, busy these days. Walther joined the pro bowling ranks in 1958, and retired in 1976. As Assistant to the Superintendent of Parks and Recreation in Troy, Walther became involved in the CSEA. Here he shakes hands on the resolution of a grievance with Commissioner of Parks and Recreation Robert Weaver. Looking on is City of Troy Unit CSEA President Joseph Cassidy.

baseball dream," he relates. "And when I realized it wasn't for me, bowling was the only logical choice left."

While playing baseball from 1945 to 1954, Walther also bowled for recreation with some of the better leagues in the area. His first professional league was on live television. "I didn't really mind it. Playing baseball in front of crowds every night prepared me for such exposure," he said.

After that he appeared on live television several times — once bowling an amazing 823 triple. Throughout his career he bowled four 300 games and placed in many tournament finals.

Walther has bowled in tournaments and matches in the United States and Canada. He led the qualifying Pro-Bowlers Assn. in Montreal

and won the New York State Match game championship in 1961.

Since his retirement he has been elected to both Troy's and Albany's Bowling Hall of Fame and was elected to the first team representing the first 50 years of bowling in Albany.

He was sustained by the constant challenge of being his own records and the opportunity to travel and meet new people.

Of his experience Walther says simply, "Not many kids in my time had the opportunity to make their dreams a reality. I was lucky; I did. And for that I'll be forever grateful."

Walther now has four children of his own and two of them seem to be following in his footsteps. A daughter Gail, 20 years old, held the highest Women's sanctioned triple in the Capital District with a score of 742. And his son, John III, at 16, leads the Big Ten School leagues with an average of 186.

CSEA, OGS seek apprentices to operate Albany power plants

ALBANY — Stationary engineer apprentices are being sought by CSEA and the state's Office of General Services. Twenty candidates will be selected for a three-year apprenticeship program which includes classroom instruction and comprehensive on-the-job training.

The project, in the planning stage for more than a year, has been developed by the Joint Apprenticeship Committee of CSEA and OGS. Helping to fund the project is a new \$74,000 grant from CWEP, the joint labor/management Committee on the Work Environment and productivity. The program is registered with the New York State Department of Labor.

Apprentices will be trained to meet the technical needs of OGS in operating its power plants in downtown Albany and the State Office Building Campus.

"Apprenticeship combines formal instruction and practical experience in an effective way so employees can learn the technology that enables them to advance in their careers," said William L. Blom, CSEA's Director of Research and a member of the CSEA/OGS Joint Appren-

ticeship Committee. "Apprentices earn while they're in training and then are qualified to move into a good job field in state service when the training is successfully completed."

He added that stationary engineers in state service can now earn salaries in the range of \$12,515 to \$14,681.

He stressed that CSEA is working to ensure that apprentice selection procedures used are nondiscriminatory and that they encourage the employment and advancement of women and minorities.

Under requirements of the program, a candidate must be a high school graduate or have an equivalency diploma and must take an aptitude test. Candidates must also take a physical examination at the expense of the project sponsor.

Applications for the apprenticeship program are now available from Blom in CSEA's Research Department during office hours. (Or write William Blom, CSEA, 33 Elk Street, Albany, New York 12224.)

Closing date for filling applications for the program is August 28.



LONG-TIME LONG ISLAND REGION I Treasurer Sam Piscatelli, left, is presented a plaque by Region I President Danny Donohue. Piscatelli decided not to run for re-election as regional treasurer this year. He was re-elected Nassau County Local 830 treasurer in June.

'Locals' focus of meeting

ALBANY — "Dynamics of a local" will be the topic of the annual Capital Region CSEA Workshop scheduled for September 11-13 at the Friar Tuck Inn in Greene County.

According to Betty Lennon, chairman of the Capital Region Education Committee, discussions

Saturday will focus on how to run a local, styles of leadership and duties of officers. Statewide CSEA Secretary Irene Carr will conduct a special meeting for secretaries.

On Sunday morning Mary Altpeter from the Cornell School of labor Relations will give a lecture on the art of public speaking.

CSEA supports a utility study

HAUPPAUGE — The Suffolk County Legislature last week approved a study for a customer-owned electric and gas utility. The study was strongly supported by CSEA and other labor organizations.

CSEA Region I President Danny Donohue, in a statement distributed to the Legislators and the news media, said, "Utility bills have risen to the point that after paying them, our members are hard pressed to pay rents or mortgages and still put food on their tables. We have nothing to lose in making this study."

The Legislature then funded the \$65,000 study by a Syracuse firm which will examine the possibility of replacing the Long Island Lighting Company in Suffolk with a customer-owned utility. LILCO rates are among the highest in the nation.

State contract demand forum generates employee interest



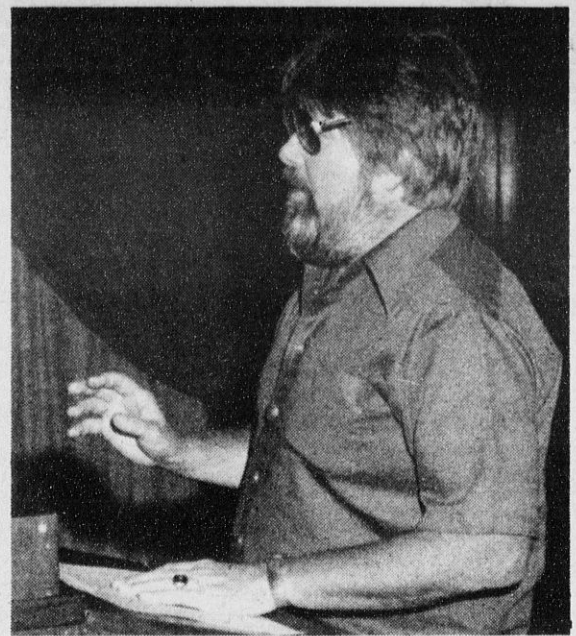
PILGRIM PSYCHIATRIC CENTER LOCAL 418 members Jean Frazier, left, and Ruth Taylor attend the session for Institutional Services Unit members at the Contract Demands Forum in Hauppauge.

HAUPPAUGE — Negotiations between CSEA and the State on behalf of more than 100,000 state workers in the three bargaining units represented by CSEA are expected to begin later this fall, but preparation is already under way by the union to prepare union demands.

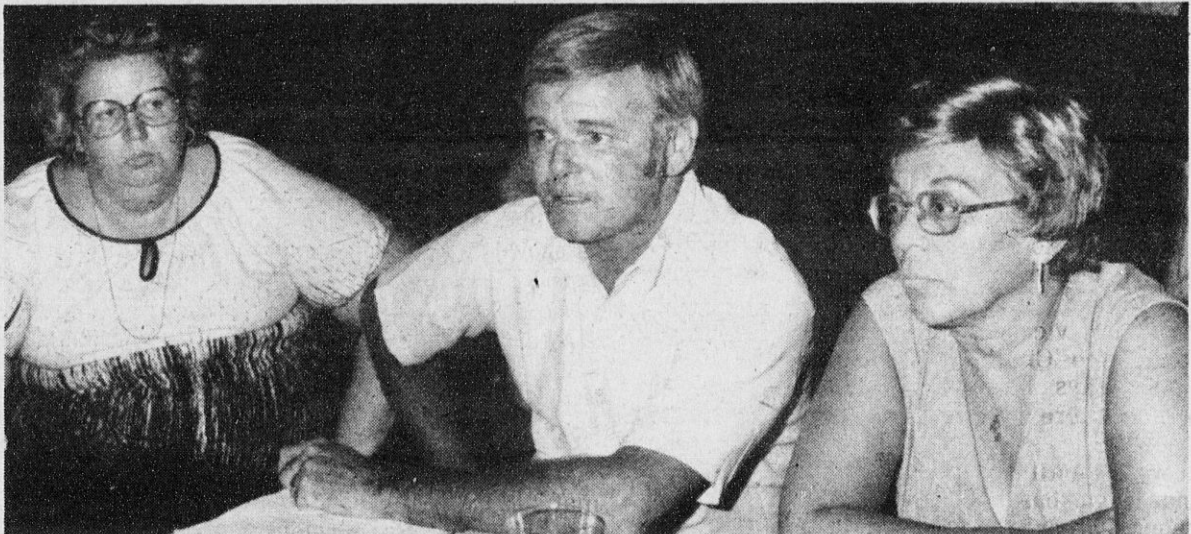
A recent Contract Demand Forum for CSEA members in Long Island Region I attracted a large crowd on a warm, sunny August Saturday afternoon.

The forum was divided into three sessions for the Administrative, Institutional and Operational services units of State employees represented by CSEA.

Chairing the three sessions were CSEA Director of Collective Bargaining John Carey, administrative; Collective Bargaining Specialist Paul Burch, institutional; and Collective Bargaining Specialist Nels Carlson, operational.

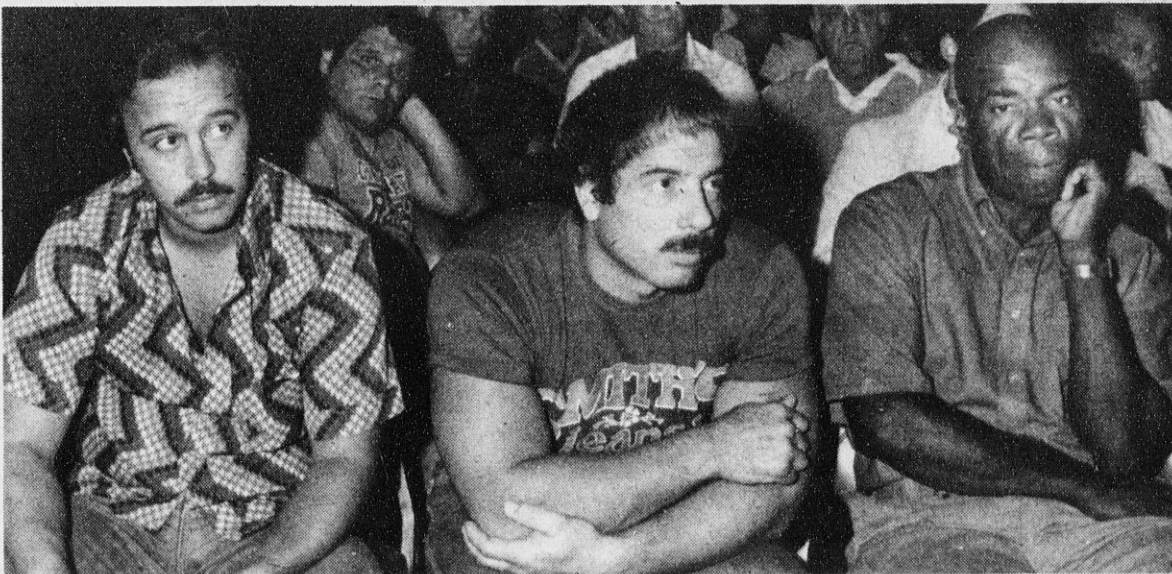


CSEA COLLECTIVE BARGAINING SPECIALIST Nels Carlson chairs the session for Operational Services Unit members at the Contract Demands forum in Hauppauge.



DIRECTOR OF COLLECTIVE BARGAINING John Carey and from left, Betty Holt, SUNY

Stony Brook Local 614; and Sylvia Weinstock, Pilgrim Psychiatric Center Local 418.



DOT LOCAL 508 members, from left, Thomas Tighe, Anthony Matarazzo and Seth Smiley attend the session for Operational Services Unit members at the Contract Demand Forum in Hauppauge.



LONG ISLAND REGION I DIRECTOR William Griffin, left, greets Collective Bargaining Specialist Paul Burch at the Contract Demands Forum in Hauppauge. Burch chaired the session for members of the Institutional Services Unit.

Calendar of EVENTS

AUGUST

- 19—Nassau County Local 830 Executive Committee meeting, 5:30 p.m., Salisbury Inn, Eisenhower Park, East Meadow.
- 22—Sullivan County CSEA legislative breakfast, 8:15 a.m., Holiday Inn, Liberty.
- 22—Region VI PEOPLE picnic, Letchworth State Park.
- 22—Local 335 General Meeting, Howard Johnson's, 475 Dingens St., Buffalo Exit 53, 10 a.m.
- 24—Southern Region III Treasurer's Seminar, Coachman Hotel, White Plains.
- 26—Region V EAP training session for committee members from Marcy, Utica, CNY Psychiatric Centers and the Rome Developmental Center. 8 a.m.-3:30 p.m., Alfredo's Restaurant, Route 5, Utica.
- 27—Southern Region III Legislative and Political Action Committee meeting, 7:30 p.m., Holiday Inn, Fishkill.

- 29—Local 615 Upstate Medical Center summer dinner dance, 6:30 p.m., Raphael's Restaurant, State Fair Blvd., Lakeland.

SEPTEMBER

- 11-13—Capital Region IV Annual Meeting, Friar Tuck Inn, Cairo.
- 11—Tax Local 690 and Insurance Local 666 hosts 23rd annual clamsteam Krause's Halfmoon Beach, Halfmoon.
- 17—Region V EAP network meeting, 9:30 a.m.-2 p.m., Administration Building, Syracuse Developmental Center, South Wilber Avenue, Syracuse.
- 17—Southern Region III Legislative and Political Action Committee meeting, 7:30 p.m., Holiday Inn, Suffern.
- 19—Rockland County Local 421 picnic, Anderson Field, Orangeburg.
- 20—Suffolk County Local 852 picnic, Southaven Park, Yaphank.
- 21—Long Island Region I Executive Board meeting, 7:30 p.m., 300 Motor Parkway, Hauppauge.
- 24—Region V. EAP network meeting, 9:30 a.m.-2 p.m., Raymond Hall, SUNY Potsdam, Potsdam.
- 24—Southern Region III political action meeting and rally, 7:30 p.m., Hillcrest Manor, Goshen.

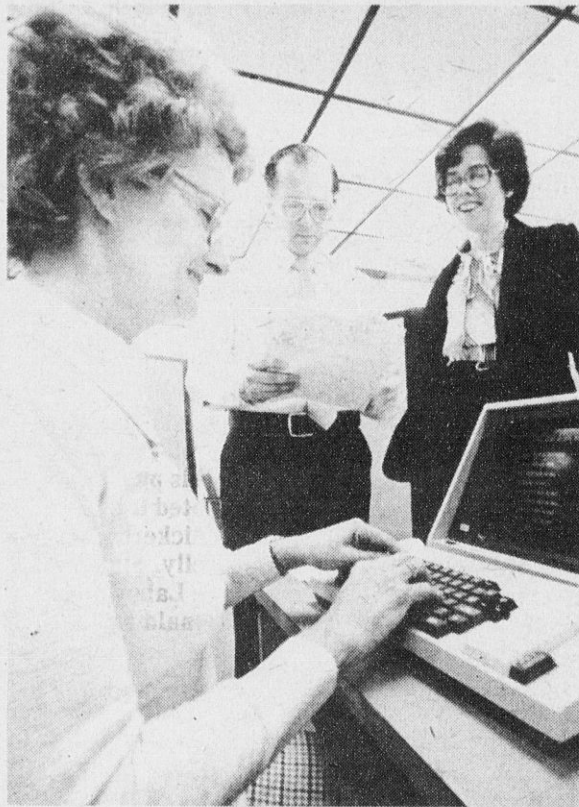
STAFF PROFILE Finance Department

The Civil Service Employees Assn. is an extremely diverse organization. Its membership of upwards of a quarter of a million workers perform thousands of different jobs at hundreds of work locations throughout New York State. The needs of those members can vary as much as the members themselves, and it takes a sophisticated staff organization to meet those needs. CSEA employs

a professional staff of more than 200 people to provide services to the membership. Slightly more than one-half of that total are assigned to statewide headquarters at 33 Elk Street, Albany, with the remainder assigned to the six regional headquarters maintained by CSEA throughout the state. "Staff Profiles" is an informational series designed to acquaint members with staff departments and personnel.

Much more than a bill-paying operation

Treasurers codebook one of many projects, says Supervisor Cathy Bruno



SUPERVISOR CATHY BRUNO, far right, oversees work being done by Senior Audit Clerk Ruth Dodds. Standing in the middle is Joseph Salvino, assistant supervisor of general accounts.

ALBANY — "A lot of people just think of us as the people who pay CSEA's bills," says Cathy Bruno, CSEA's Supervisor of General Accounts. "I'd rather they thought of us as a service department — as a staff that can and does provide a wide range of services to Region, local and unit treasurers."

Bruno heads CSEA's seven-person Finance Department, which most members refer to simply as the "Treasurer's Office."

The department had its work cut out for it this spring and summer after the statewide Board of Directors voted to incorporate into the model constitutions 17 regulations dealing with finance.

"Basically these were just common sense bookkeeping principles," she said. "None of them were really new, but they had never been formally written down."

One result of the constitutional amendments was development of a Financial Standards Code, which the department describes as a series of guidelines on how treasurers should work on a day-to-day basis within the regulations.

"The code is designed to help treasurers cope," Bruno said. "And although there was some small resentment, the overall reaction was positive. The majority of treasurers have been greatly relieved and seem pleased that now they have something in writing to refer to and work by."

The code, plus nearly a dozen forms which treasurers must use, were the core of a series of workshops being held around the state this summer. The sessions were mandated by the Board to train treasurers within 30 days of taking office. Handling most of the training duties on the road were statewide Treasurer Jack Gallagher, Bruno, and assistant supervisor of general accounts Joe Salvino.

But the department's service to treasurers doesn't end with a book and a training session.

The staff is available to answer questions and help with problems year-round.

"Local treasurers have to do a lot of work, and many of them have felt abandoned when all they were told was 'here's the checkbook, good luck.' We want them to know help is available," Bruno said.

The department operates a booth at conventions and workshops and receives about 30 calls a week from treasurers. Calls are heaviest in January and February when annual reports and tax reports have to be prepared.

Questions range from "can you help me fill out my tax report over the phone?" to "is this expenditure legal?"

"We're also able to help locals who are being slapped with penalties from the IRS for filing late or not at all," Bruno added. "In the past year we've saved locals close to \$10,000 in penalties."

Other work goes on daily. The union's receipts are deposited and invested; vouchers for Board and Committee meetings are audited; rebates to locals are processed; tax returns are filed; local budget forms are reviewed; bills are paid; and the CSEA staff payroll is processed. And professional staff support is provided for any projects assigned by the Delegates or Board to State Treasurer Gallagher.

"There's a lot of work and a great deal of responsibility, dealing with millions of dollars each year as we do. Perhaps we're not as visible or 'glamorous' as some other departments. But we have a good team," Bruno declared.

It's also an experienced team. Staff member Marge Crosier has been with CSEA for 24 years, and the desk next to her is occupied by Ruth Dodds, a 22-year veteran. The two Senior Audit Clerks are the union's third and fourth most senior employees.



CASHIER SANDY ELLSWORTH prepares all CSEA's receipts for deposit — some \$24 million a year.

'Local treasurers have to do a lot of work . . . we want them to know help is available'



A STAFF OF SEVEN comprise CSEA's Finance Department. Pictured here from left to right

are, Audit Clerk Jo Ann Schoonmaker and Senior Audit Clerks Marge Crosier and Bonnie Loyche.

Mental Hygiene Presidents are concerned over federal budget cuts

ALBANY — The CSEA Mental Hygiene Presidents Committee has begun efforts to arrange a statewide labor/management meeting with representatives of the State Office of Mental Retardation and Developmental Disabilities to resolve a number of concerns over the present and future direction of mental hygiene services by the State.

The Presidents Committee met recently here to discuss mutual items of interest. Among other things, Committee Chairman Danny Donohue appointed a committee to explore the proposed statewide labor/management meeting, which would be similar to one held in June between CSEA and the State Office of Mental Health.

CSEA President William L. McGowan addressed the group, which is comprised of the presidents of all CSEA mental hygiene locals and all mental hygiene representatives on CSEA's statewide Board of Directors. McGowan discuss-

ed various labor/management issues, and the upcoming CSEA-State negotiations later this fall. The Mental Hygiene Presidents Committee members expressed concern over the next State contract, especially in the areas of salary and elimination of the performance evaluation program; and over the impact of President Reagan's economics on mental hygiene programs and facilities.

During the meeting, Rockland Psychiatric Center 421 President Eva Katz was elected Committee vice chairman, and Mental Hygiene Central Office Local 673 President Wanda Lubinski was elected secretary-treasurer. Both were named to fill vacancies.

Also during the meeting, CSEA Collective Bargaining Specialists Jase McGraw and Paul Burch briefed the Local presidents on mental retardation and mental health issues.



DANNY DONOHUE, chairman of the CSEA Mental Hygiene Presidents Committee, discusses issues of mutual concern during recent meeting of group.



MENTAL HYGIENE Local Presidents and members of the CSEA Board of Directors from Region V got together for this photo during recent meeting in Albany. Seated from left are Sue Bucrzinski, Betty Knickerbocker, George McCarthy, and Addie Kelly. Standing from left are Bud Mulchy, Jaime Laboy, John Giehl, Claire Pruitt, Hugh McDonald and Bill Krivyonik.

Committee post latest in a long list for Eva

ORANGEBURG — Eva Katz, the recently elected vice chairman of the CSEA Mental Hygiene Presidents Committee, has been an active unionist since 1940, first with the International Ladies Garment Workers Union and, since 1970, with CSEA.

Ms. Katz joined CSEA in April 1970 when she was hired as a telephone operator at Rockland Psychiatric Center (RPC). Five months later, she was a RPC Local 421 delegate of a mental hygiene workshop.

When a vacancy as Local 421 third vice president occurred in 1971, Ms. Katz was appointed to fill the vacancy.

In 1973, Ms. Katz was elected to her first of three consecutive two-year terms as first vice president of the local under then President Martin Langer.

She served as Local 421 Grievance Committee Chairman from 1973 to 1979 and as its Political Action Committee Chairman from 1975 to 1979.

Ms. Katz became Local 421 president in 1979 when Langer resigned. She was elected local president in 1979 and 1981, both times unopposed.

Her jobs at RPC have changed twice in the eleven years she has worked for the State. In 1972, she became a medical records clerk. In 1979, she became assistant volunteers coordinator.

Her union activism has not been confined to Local 421. She has been one of the most active CSEA members on the region and statewide levels since 1975.

In 1975, then CSEA President Theodore Wenzl appointed Ms. Katz to the statewide Membership and Grievance Committees. In 1977, CSEA President William L. McGowan also appointed her to the Membership Committee.

Late Region III President James Lennon appointed Ms. Katz to the regional Legislative and Political Action Committee in 1975. She is still a member of the committee with the longest continuous service of any of the committee's members. From 1975 to 1979 she was secretary-treasurer of that committee.

She also continues to be a member of the Rockland County Legislative and Political Action Committee, the coalition of CSEA locals in the county. She has been a member since 1975.

Ms. Katz was elected in 1976 to fill out the remainder of the late John Clark's term as a Region III Mental Hygiene Representative to the CSEA Board of Directors. She was re-elected to the position in 1977, 1979 and 1981. Also in 1976, Ms. Katz served as interim Region III secretary for almost one year.

In 1977, she was appointed to the statewide Mental Hygiene Labor-Management Committee by President McGowan. She was reappointed in 1979.

She was a member of the statewide Nominating Committee and was chairman of the Region III Nominating Committee in 1977.

Ms. Katz was elected to the Board of Directors Committee (mini board) in 1979 and 1981 and was appointed to the Region III Education Committee in 1979. She was elected an AFSCME delegate in 1980.

In 1981, she ran unsuccessfully for the Region III presidency, losing to Raymond J. O'Connor. O'Connor has since appointed Ms. Katz chairman of the Region III Education Committee.

Her first union involvement started in 1940 with the garment workers (ILGWU). She became a shop steward during her first year as a sewing machine operator working in New York City.

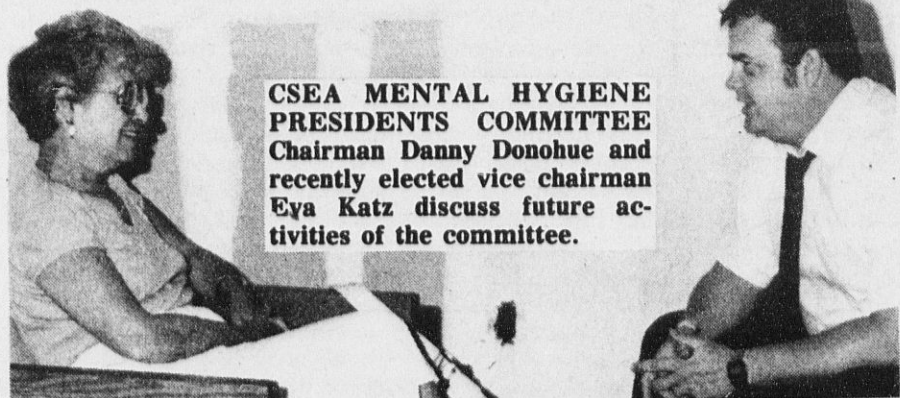
From 1940 to 1963, she worked as a sewing machine operator and served as a steward except for the seven years she took off to raise a family.

In 1963, she moved from New York City to Rockland County where she continued to work as a sewing machine operator until 1970. She served as a steward from 1965 to 1970.

She and her husband, Aaron, have two sons, Barry and Gene, and two grand children.

Ms. Katz said: "I'm glad I made the switch to RPC in 1970. It has changed my life. The democracy of CSEA has allowed me to rise in the organization.

"I strongly believe in unionism. I am proud to have been elected vice chairman of the Mental Hygiene Presidents Committee."



CSEA MENTAL HYGIENE PRESIDENTS COMMITTEE Chairman Danny Donohue and recently elected vice chairman Eva Katz discuss future activities of the committee.

By Tina Lincer First
Communications Associate

AVERILL PARK — Stanley Pelech has a passion for pedigreed pigeons.

The CSEA local officer owns 250 of them, which he raises, races and generally dotes upon, enjoying a reputation as one of New York State's top racing pigeon fliers.

"I breed them, I train them, I'm their vet and nutritional expert," says Pelech.

"It's a challenge and a thrill — like if you see your kid graduate from college as a top student. I get the same thrill when I see one of my birds dropping into the coop from a race 400 or 500 miles away."

Pelech, 43, is head custodian at the Algonquin Middle School in Averill Park, and Vice President of CSEA Local 871, the Rensselaer County Educational Employees.

He has been raising and racing the stout, short-legged, smooth-plumed birds since he was eight and helping his father with his flock. Now his children, aged 16, 10 and eight, help him.

Pelech spends almost all of his spare time with the pigeons, who live in four main coops and several individual breeding pens beside his lakeside Averill Park home. He comes home every day on his lunch break to change their water and see if they exhibit any injuries from their pre-dawn exercise.

A big, friendly cigar smoker with clear blue eyes and straight hair brushed back from his face, Pelech chatted about his sport recently while checking on his plumed companions. They range in color from pure white

and silver-gray to lovely splashes of white and blue, and are sleek, elegant-looking creatures.

"When you mention pigeons, most people think of city pigeons, which are just common pigeons," said Pelech.

"But our birds are just like thoroughbred horses. We can trace their ancestry back hundreds of years. We breed them for speed, endurance and stamina. It takes years to develop a specific type of pigeon."

The birds are trained and conditioned from birth to be racers. And, as with any athlete, they are subject to stringent rules. They have a strict diet of food and exercise, must take certain medication, and are vaccinated and treated for pests or insects.

For all their training and conditioning, their ability to navigate — to find their way home from any direction — remains a mystery.

"Scientists have studied it for years, but they still don't know how they do it," said Pelech. "It's definitely not instinct."

Pelech said some researchers believe the birds use their eyesight, while others think they use the sun, the speed of the earth or the magnetic flux density of the earth to navigate.

Pelech races his pigeons both locally and from places as far away as Des Moines, Iowa, Toledo, Ohio and Fort Wayne, Indiana.

The pigeon's home is measured for exact air mileage from specific release points 100 to 1,000 miles away. Special identification bands around the bird's foot and a special timer help determine its speed.

The birds soar at an average of 40-45 miles per hour, but can reach speeds of up to 100 miles per hour if the wind is on their tail.

Occasionally, they get lost or shot, or meet up with a natural predator, such as the hawk. If one of his pigeons is late in returning from a race, Pelech suffers pangs of anguish and worry, much like a parent waiting for a tardy child.

"I get so upset when my pigeons aren't home, I actually get deathly sick," he says.

But the CSEA member has a lot to show for all his worry and work. He is the winner of hundreds of racing pigeon trophies, ribbons and awards.

One of his prized possessions is a silver Olympic medallion won at the 1980 Olympics at Lake Placid. His pigeon, slowed somewhat by night and by snowy weather, made the 100-mile trip back to Averill Park at 38 miles per hour, or in a little less than three hours.

In addition to winning the second-place medal, Pelech participated in the Olympic opening ceremonies. He and another man were responsible for releasing 2,000 pigeons into the air as symbolic "doves of peace."

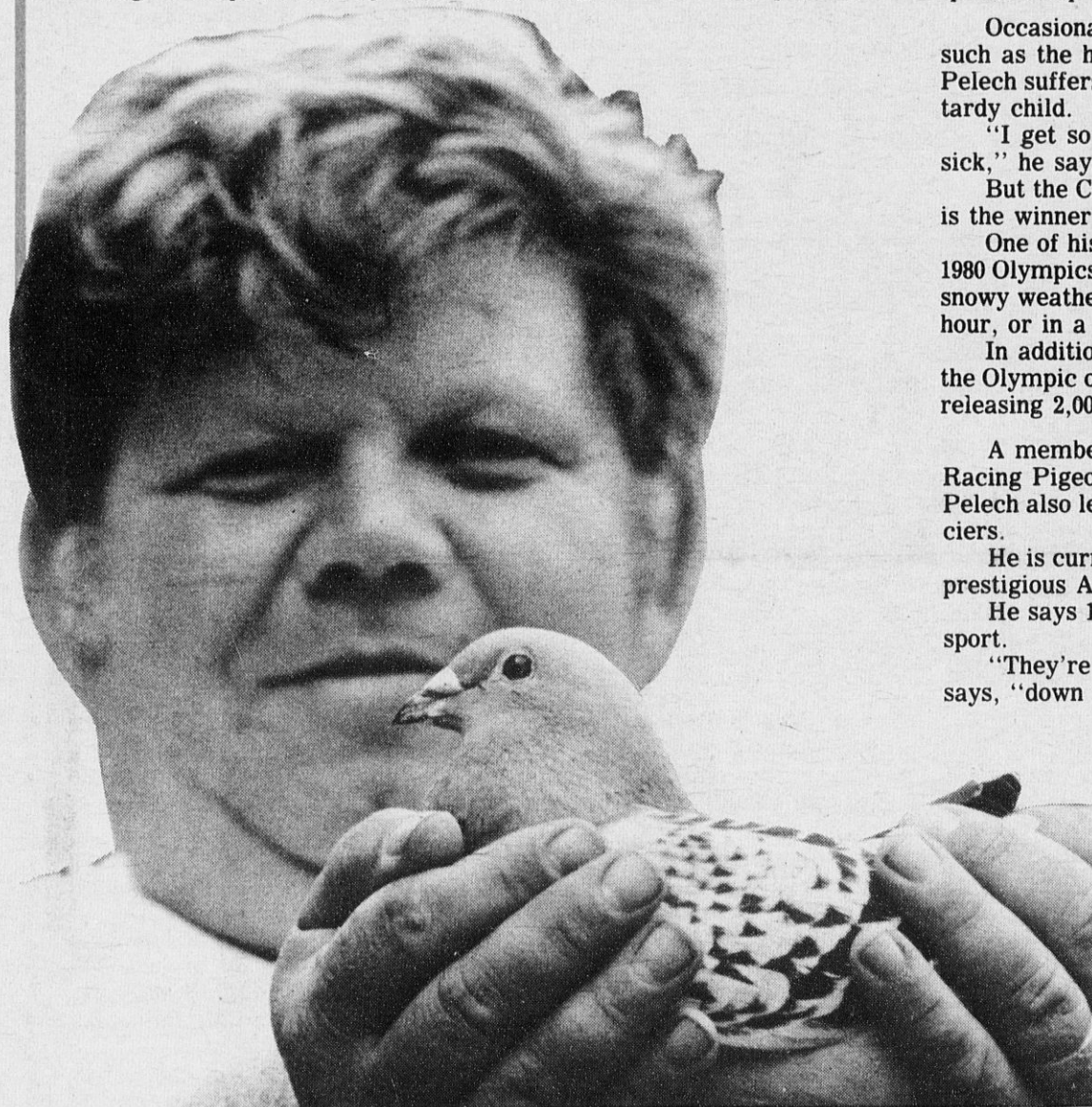
A member of three area racing pigeon clubs as well as the American Racing Pigeon Union and the International Federation of Pigeon Racing, Pelech also lectures on his avocation and sells his birds to other pigeon fanciers.

He is currently awaiting word on whether he has been accepted into the prestigious All American circle of pigeon fliers.

He says 100,000 people across the country are currently involved in the sport.

"They're businessmen, doctors, lawyers, dentists and the elite," he says, "down to guys like me."

Stanley Pelech: Perpetuating proud pedigrees



Tryon school brought up on charges

IP accuses administration of intimidating Local secretary

JOHNSTOWN — Charges of interference, coercion and restraint have been filed with the State Public Employment Relations Board by the Tryon State School CSEA Local against the Tryon State School Administration for actions against CSEA Local 559 Secretary Janice Rose.

Local 559 President Dominic Ruggeri said, "During the past eight months the Tryon Administration has become very anti-union. Janice Rose is an elected officer, she has certain duties to perform which are allowed by the Taylor Law, and which were previously permitted by the Tryon Administration. But on June 24, 1981 this all stopped."

The Improper Practice charge submitted by CSEA Field Representative John Cummings details activities of June 24 as follows: "At 3:15 PM, Ms. Rose Washington the Assistant Facility Director and Ms. Janice Rose's Supervisor, wrote and provided a memo to Ms. Rose addressed to CSEA Local President Dominic Ruggeri stating, 'Janice Rose cannot be spared for

the CSEA Board Meeting on June 25, because it will interfere with the business of the institution.'

The charge continues "... at approximately 3:50 PM, Ms. Rose was again called into the office of Ms. Washington, who informed Ms. Rose, 'It isn't going to work.'" At this point Ms. Washington alleged that Ms. Rose had supplied confidential information to Tryon Local President Dominic Ruggeri, an allegation that Ms. Rose unequivocally denies. Ms. Washington further indicated that Ms. Rose could not work for her and also Mr. Ruggeri in relation to her duties as a Union Secretary. Ms. Rose was then informed that a memo would be issued that effective July 1, 1981 she would be transferred to the Business Office," Cummings noted. Such a transfer, in light of the fact that as recent as May 1981 Ms. Rose received an 'Outstanding' performance evaluation, was done for the sole purpose of discriminating against Ms. Rose due to her union activities and involvement.

On July 14, 1981, Ms. Rose was transferred, separating her from CSEA Local records and files. Previously the Local Secretary was allowed to use her office to maintain union files to serve as a known and accessible Union officer and meeting area for union represented employees. While CSEA has requested that its material be moved to an area near Ms. Rose's current work site, Tryon Administration has so far ignored the Union's request.