

Public SECTOR

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Wednesday, October 22, 1980

Demand campus closing impact talks

ALBANY — CSEA has demanded that SUNY negotiate on a campus-by-campus basis concerning the impact of closing of campuses on days following certain holidays. Collective Bargaining Specialist Paul Burch said that CSEA wants the negotiations to begin with the Fredonia campus, which closed August 15, 1980, forcing most employees to use accumulated leave credits.

The negotiations demand follows a recent PERB decision regarding SUNY closings on the day following Thanksgiving. In response to that "confusing decision," the union has filed an Article 78 petition contesting and appealing the decision.

The issue goes back to 1975 when SUNY presidents directed the absence of employees the day following Thanksgiving. Employees directed not to report to work were told to charge the absence to accumulated leave credits or be placed on leave without pay for the day. Similar directives were issued in following years.

The recent PERB decision appears to hold that the directing of employees not to come to work is not a mandatory subject of bargaining and is, therefore, an action which the employer can take unilaterally.

However, the PERB decision goes on to say that when the employer has directed absences from work, the union may demand negotiations in the impact of those directed absences on the terms and conditions of the employment of the affected employees.

PERB states: "Whether the affected employees will be paid for the day or not, whether they must charge the day to leave credits or not, clearly must be negotiated upon proper demand."

CSEA attorney Marge Karowe commented: "Based on this language, it is our feeling that when the employer directs an absence, Local presidents should immediately contact their field representatives and put in a written demand to negotiate the impact of the directed absence."



SAFETY CONFERENCE — CSEA President William L. McGowan, left, and Executive Director Joseph J. Dolan Jr., center, confer with Jack Suarez, area representative of the National Safety Council during a meeting of the New York State Association of Counties at Grossingers Hotel. President McGowan addressed NYSAC members on the subject of OSHA legislation, scheduled to go into effect on January 1. The union president told local government officials that CSEA was willing to cooperate with implementation of OSHA regulations by New York public employers, but CSEA's first priority is a safe working environment for its members.

Training by both sides performance rating key

ALBANY — "Training is the key to successful reimplementation of the employee performance evaluation system — training both for State supervisors who will be implementing it and for CSEA officials who will be monitoring it," said Marty Langer, CSEA's representative on the joint labor/management Committee on the Work Environment and Productivity (CWEP).

His remarks kicked off a two-week period of intensive training during which representatives of CSEA State locals will attend 19 day-long instructional sessions throughout the state.

"The State will be training some 23,000 supervisors in the next few weeks," Langer explained. "We plan to reach more than 1,000 CSEA members who are Local presidents and CSEA representatives on the performance evaluation appeals boards and labor/management committees."

Basically the CSEA orientation sessions outline the same information that State supervisors are receiving. Covered are discussions of the revised CSEA/State agreement on performance evaluation, background and benefits of the program, and key points in the design of the program including task identification and the rating process itself.

"In addition to giving our members the same basic background in the program as the State supervisors, we also give them hints on how to monitor the State's system effectively, what trouble spots to look for, and what kinds of action they can take to head off problems or resolve conflicts," Langer said.

The original series of 19 orientation sessions will be followed in several weeks by more in-depth training for those serving on performance evaluation appeal boards and on labor/management committees.

The third step in the training process, both for State supervisors and CSEA representatives, will come early next year. At that time, training focus will be on task identification and the rating system itself.

"No one is claiming that reimplementation of the performance evaluation system will be perfect," Langer commented. "But two things ought to be working in our favor this time to keep the problems to a minimum. The first is the training that both sides are receiving. And the second is that we have mechanisms and processes, through the appeals boards and the labor/management committees, to handle problems on the local level."

Public Sector winner of two ILPA awards in journalism

An original editorial cartoon depicting organized labor's outrage against the J.P. Stevens Company, and an extensive series of articles depicting health and safety hazards in the work place and the need for OSHA standards for public workers have won a pair of awards for The Public Sector in the prestigious 1980 International Labor Press Association (ILPA) Journalistic Awards Contest.

Public Sector cartoonist Ralph Distin, whose wit with pen and ink is evident in editorial cartoons published in each issue of The Public Sector, created a take-off on

the advertisement for the movie "Norma Rae" that caught the judge's eye and won first place for The Public Sector in the best original cartoon category.

A year-long series of articles showing unsafe and unhealthy working conditions, and stressing the necessity of extending OSHA protection to public workers in New York State, was honored with the Award of Merit in the best series category.

The 1980 contest was for publications during 1979 and The Public Sector won the pair of awards in its first year of eligibility.

Formal Improper Practice charges filed with PERB

Union accuses state of violating rights of Staten Island officers

ALBANY — The continuing battle between the State of New York and CSEA Local 429 at the Staten Island Developmental Center moved onto a new front last week when the union filed improper labor practice charges against the state for its threats against local officers trying to represent union members.

In documents filed with the Public Employment Relations Board (PERB), CSEA charged that the Office of Mental Retardation and Developmental Disabilities (OMRDD) had violated the Taylor Law by suspending seven officers of Local 429 and threatening them with arrest if they attempted to enter the grounds of the developmental center to represent union members.

The move was the latest step in a struggle that began for Local 429 on September 11 when Local President Felton King and other CSEA officials were served with charges in connection with an alleged job action in July and a subsequent demonstration that occurred in August as a result of what the local said was discrimination by OMRDD against institutional employees allegedly involved in the July incident.

Mr. King was suspended and ordered off the grounds under threat of arrest along with Local Vice Presidents Tyrone Daniels, Michael Hicks, Roy Hargrove and Terry Rouse. The state is also seeking suspension of shop stewards Otis Daymond and Mini Fan. Local 429 Vice Presidents

John Jackson and Barbara Farrell were also served with disciplinary charges but are not under suspension.

Union representatives, meeting at CSEA's recent Statewide Delegates Convention at Niagara Falls, voted support for Local 429 and its officers in their struggle against the state.

In its charges with PERB, CSEA said the disciplinary actions against the local officers were begun, "solely because of their status as union officials." Further, CSEA charged, "The conduct on the part of the (state) constitutes discriminatory actions intended and designed to coerce and interfere with said employees in the exercise of their rights to participate in employee organization activity in violation of (the) Civil Service Law."

CSEA told PERB that it is essential for the elected officials of the local to be on the grounds of the facility to represent membership needs while the disciplinary provisions of the union's contract with the state take place. By threatening Local 429 officials with arrest for criminal trespass should they enter the grounds of the Staten Island Developmental Center, the union charges that the state is attempting to "interfere with, restraint, coerce and discriminate against employees in the exercise of their rights to participate in, and be represented by the duly certified collective bargaining agent of their choice."



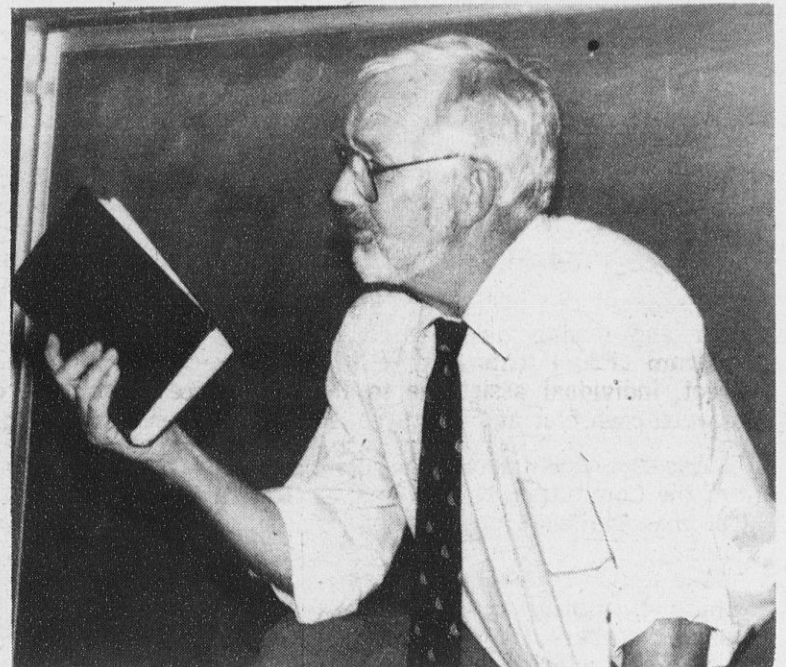
CELESTE ROSENKRANTZ, a training coordinator for Region VI, points to a graph of the CSEA union structure during a recent training session of the Niagara County Local 832's White Collar Employees.

Niagara white collar training talks in session

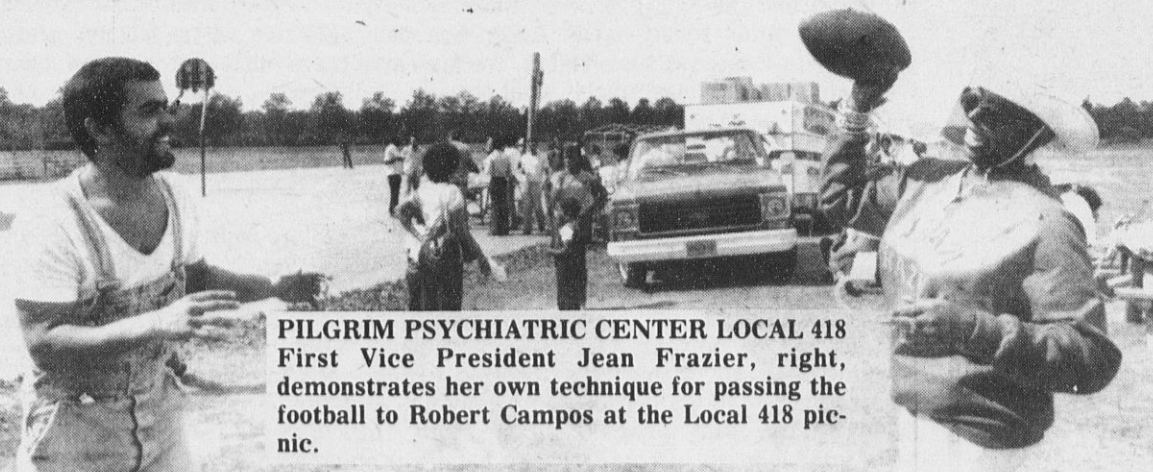
SANBORN — The first of three training sessions for members of the White Collar Employees of the Niagara County Local 832 was held recently at the Niagara County Community College campus here.

About two dozen employees attended the session, conducted by Region 6 Field representative Tom Christy and Training Coordinator Celeste Rosenkrantz.

CSEA structure and the Taylor Law were covered during the meeting. Other topics will be taken up at the second and third sessions, to be held October 9 and November 13. All interested members are encouraged to attend.



TOM CHRISTY, a Region VI field representative expounds on Civil Service Law during the first of three training sessions for members of the White Collar Employees unit of the Niagara County Local 832.



PILGRIM PSYCHIATRIC CENTER LOCAL 418 First Vice President Jean Frazier, right, demonstrates her own technique for passing the football to Robert Campos at the Local 418 picnic.



ATTENDING THE PILGRIM PSYCHIATRIC CENTER LOCAL 418 picnic held recently are, from left, President Bill Chacona, board member James Finnegan and picnic chairman Mary Reid.

CSEA to review affiliation with AFSCME during a series of open meetings

The first in a series of open meetings by CSEA's Committee to Study the AFSCME Affiliation will be held October 25 in Batavia, followed by meetings October 29 and 30 in CSEA Region III, and November 3 in New York City. CSEA Region VI President Robert Lattimer heads the special committee.

CSEA and AFSCME affiliated in 1978 under a 3-year affiliation agreement that expires next April.

The October 25 meeting will be held at the Treadway

Inn, Batavia beginning at 11 a.m. The October 29 meeting will be held at the Westchester County Health and Welfare Building, 85 Court Street, White Plains, beginning at 7 p.m. On October 30 the committee meets at the Holiday Inn, Newburgh at 7 p.m.

On November 3 the committee will meet in Room 5809 at Two World Trade Center, New York City, at 1 p.m.

Other meetings will be scheduled throughout the state and announced in advance in The Public Sector.



ELIZABETH HESSION, chosen as the counselor for the state Department of Transportation's Employees Assistance Program, seated far left, confers with Transportation Commissioner William C. Hennessy and Joan Tobin, president of the Civil

Service Employees Assn. Local 687. Behind them, standing from left to right, are Capital Region CSEA President Joseph McDermott, Albert Dickson, Director of DOT's Region 8, and Southern Region CSEA President James Lennon.

Professional counseling for the problemed worker underway at DOT

A program of professional counseling for New York State Department of Transportation employees whose work may be suffering from personal problems such as alcoholism, drug addiction, family or financial difficulties was signed recently by Transportation Commissioner William C. Hennessy and John Tobin, President of CSEA Local 687, DOT Main Office, Albany.

Proposed and planned by a DOT Employees Assistance Committee of labor and management representatives, the new Employees Assistance Program (EAP) features a full-time, licensed counselor who will provide direct, individual assistance to DOT employees. Complete confidentiality between counselor and employee is a key element of the program.

This experimental, one-year pilot program, is being financed under a grant from the Committee on the Work Environment and Productivity — a joint labor management group created by a provision of the current State-CSEA contract.

The program will serve employees at the agency's Main Office on the Campus at Albany and DOT's Region 8 employees in Columbia, Ulster, Orange, Dutchess, Putnam, Rockland and Westchester counties.

Program results as well as the efforts of an Employees Assistance Coordinators program presently operating in several state agencies will be evaluated. The evaluation will note the benefits obtained through one-on-one counseling in terms of dollar savings in time, productivity, work quality and efficiency.

Attending the signing ceremony in addition to Commissioner Hennessy and Joan Tobin were Albert E. Dickson, Director of DOT's Region 8, Employee Assistance Committee Representatives; Lyndon Moore, Judith Daniel and Esther Swanker representing DOT management; Shirley Humphrey and Joan Cassidy representing CSEA and James Sheedy representing DOT's Professional, Scientific and Technical Employees. Also at the signing were James Murphy of the CSEA "Hot Line," Joe McDermott President of CSEA Region 4, James Lennon, President of CSEA Region 3 and Sandra Koss of the Quality of Work Environment and Productivity committee.



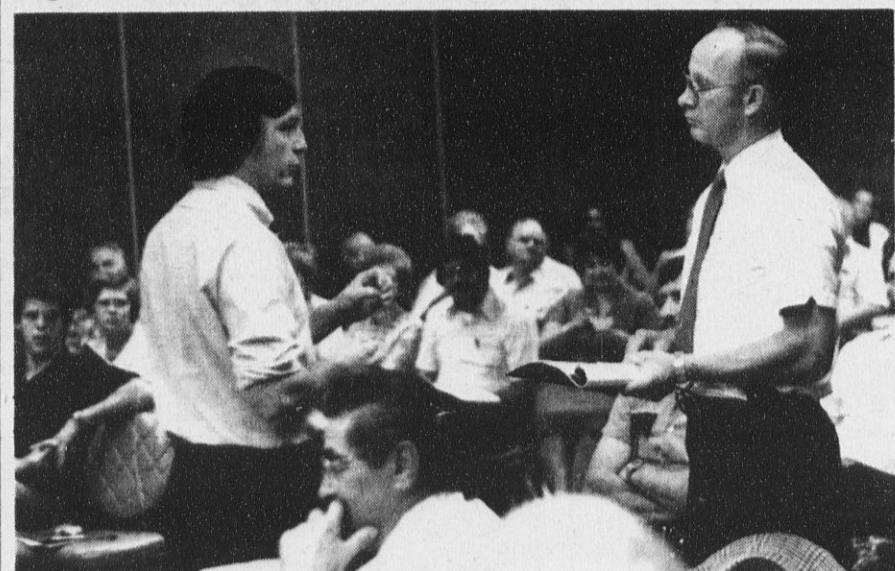
Gripper defends labor on WCBS

CSEA Metropolitan Region President James Gripper recently replied to a Labor Day editorial on New York City's WCBS-Radio criticizing the quality of American workmanship. In his response, Region II President Gripper cited the important role public employees play in coping with the "blizzard of paperwork" New York State creates, in caring for the mentally ill and retarded, and in providing vital services such as unemployment compensation for jobless New Yorkers.

"Working people," he reminded WCBS listeners, "in public service and private industry — keep America running. We deserve respect for doing our jobs. We deserve respect on Labor Day. And every day."



ASKING A QUESTION OF CSEA Assistant Director of Legislative and Political Action Thomas Haley, back to camera, is Kiki Rosarky of the Kings Park School District Unit during the recent political seminar in Region I.



MEMBERS OF LONG ISLAND REGION I, in preparation for the fall political campaign, attend a seminar led by CSEA Assistant Director of Legislative and Political Action Thomas Haley, left. Haley and George Kuyava, Suffolk County Local 852, act out a political canvassing during the seminar.

Calendar of EVENTS

October

- 23—Saratoga County Local 846 general membership meeting, Solar Building, Ballston Spa, 7:30 p.m.
- 24—Westchester County Local 860 annual dinner-dance, 8 p.m., Colony Club, New Rochelle.
- 25—Broome County unit of Local 804 co-sponsorship of Conference on Working Women, 8:30-4:30 Roberson Center, Front Street, Binghamton.
- 29—Special Committee on CSEA-AFSCME affiliation meeting, 85 Court Street, White Plains, 6-10 p.m.
- 30—Special Committee on CSEA-AFSCME affiliation meeting, Holiday Inn, Newburgh, 7-10 p.m.
- 31—Town of Brookhaven Highway Unit annual dinner dance; proceeds to the Irving Flaumenbaum Union Scholarship Fund; 8 p.m., Andrea Doria Lodge, 37 College Road, Selden.
- 31—Nov. 1—Region V Workshop, LeMayne Manor, Old Liverpool Road, Liverpool.

November

- 7-9 —Ad Hoc Women's Conference, Granit Hotel, Kerhonkson.
- 21-23—Southern Region III workshop, Thayer Hotel, West Point.

The Public Sector

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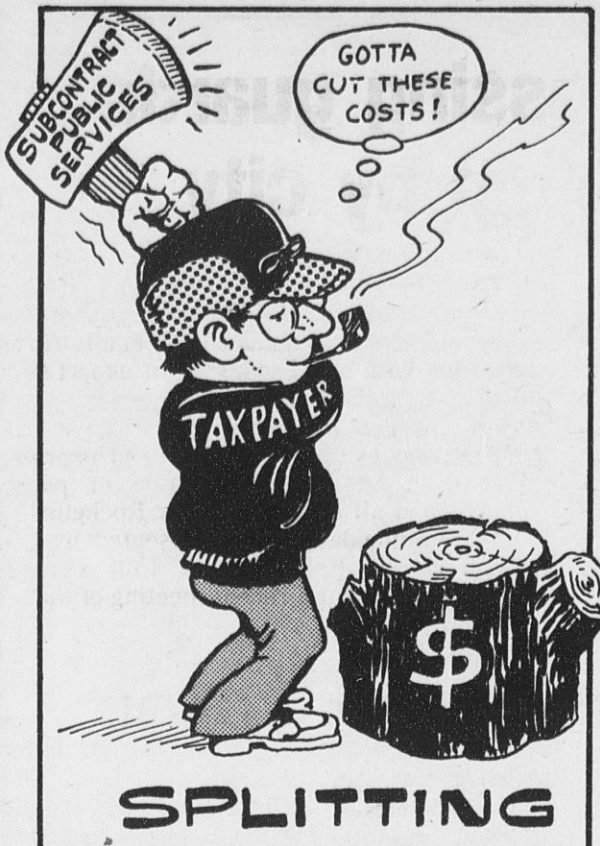
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Rev. Forker chosen by Pope to be a Reverend Monsignor

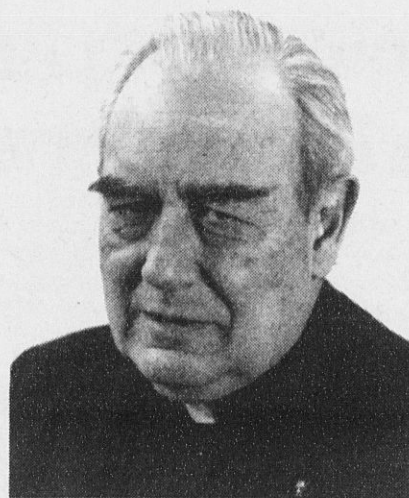
Rev. Thomas S. Forker, Chaplain of Pilgrim Psychiatric Center since July, 1954, and formerly a member of CSEA for 25 years, has been elevated by Pope John Paul II to the position of Honorary Prelate to His Holiness, with the title of Reverend Monsignor. An Investiture Ceremony was held at a Holy Mass on October 12 in the Assembly Hall at Pilgrim Psychiatric Center and was attended by administrative and staff employees and clients.

Rev. Forker was born in Brooklyn and educated in the public and parochial schools of Freeport and in the Cathedral College of the Immaculate Conception and the Im-

maculate Conception Seminary. He was ordained May 30, 1942.

Father Forker has been active in the setting-up of the Chaplaincy Program for the State of New York and has been a Member of the Inter-faith Coordinating Committee on the New York State Chaplaincy Program since 1955. Father Forker has been active in national organizations dealing with chaplaincy matters. He has been a member, since 1955, of the Association of Mental Health Clergy and was president of the organization in 1969.

He was one of the founders of the National Association of Catholic Chaplains and was president of that



FATHER FORKER

organization in 1974/75. He also wrote the chapter on Mental Hospital Chaplaincy for the "Apostolate to the Sick," published by the United States Catholic Conference. He has published over fifty articles in different professional magazines dealing with mental health and chaplaincy

matters. He is also a charter member of the Association for Clinical Pastoral Education.

In addition to his work with Pilgrim Psychiatric Center, Father Forker has also been the Catholic Chaplain to the Suffolk County Police Department since 1962. Because of this position, he is also the Chaplain of the Police Holy Name Society of Suffolk County; the Police Benevolent Association, the Superior Officers Association and the Detective Association of the Suffolk County Police Department. He is also the Chaplain of the Police Association of Suffolk County and the Suffolk County Police Conference.

The Prelates to His Holiness from middle ages, were those members of the Papal Household who assisted the Pope in carrying-out the tasks of directing the Roman Catholic Church.

In more modern times, this has also been a title of Honor given by the Pope to priests on the recommendation of their Bishop, to recognize special service to the church.

Communications jobs offered

ALBANY — The CSEA Communications Department has two immediate staff openings — one in Albany headquarters and one in Region 2.

The Communications Associate in Albany would be responsible for answering media queries on statewide CSEA issues, arranging news conferences and interviews, preparing articles for the Public Sector, and assisting in the production of publications.

Qualifications include a degree in journalism or related subject and two years of satisfactory newspaper, magazine, broadcasting or public relations experience which regularly involves writing or editing responsibilities. A candidate lacking college training must have five years of such experience.

The Communications Specialist in the Metropolitan Region would be responsible for establishing contacts with area news media, writing news of the Region for the Public Sector, and preparing flyers, posters and other printed materials. In addition, duties would include helping locals within the Region develop public relations programs.

Qualifications for this position include a journalism or related degree and three years of the kind of experience described above. A candidate lacking college training must have six years experience in the field.

Resumes should be forwarded to the CSEA Personnel Director, 33 Elk Street, Albany, NY 12224

Region IV safety workshop

ALBANY — The Capital Region CSEA Education Committee is sponsoring a one day workshop entitled "Safety Awareness," on November 1 from 9:30 a.m. to 4 p.m. at the Sheraton Inn in Glens Falls. Reservations should be sent to Betty Collins at Box 204, Waterford, NY 12188, no later than October 28.

The focus of this session, according to Betty Lennon, chairman of the education committee, will be the new Occupational and Safety Hazards Act (OSHA) now in effect for places of public employment.

Due to space limitations only 110 people can attend. According to Lennon, the committee expects to hold similar workshops during the coming months for those who are not able to attend this one.

KEEP CSEA INFORMED ON MAILING ADDRESS

In the event that you change your mailing address, please fill out the below form and send it to:

CSEA, Inc., P.O. Box 125, Capitol Station, Albany, New York 12224.

This form is also available from local presidents for CSEA members, but is reproduced here for convenience.

Change of Address for 'The Public Sector'

Please allow 3-4 weeks for change to take effect.

My present label reads exactly as shown here (or affix mailing label)

Name _____	Local Number _____
Street _____	
City _____	State _____ Zip _____

MY NEW ADDRESS IS:

Street _____	
City _____	State _____ Zip _____
Agency where employed _____	
My social security no. _____	Agency No. _____

New Rochelle crossing guards given commendation by city

NEW ROCHELLE — The New Rochelle City Council recently passed a Commendation of the "City of New Rochelle School Crossing Guards for their devotion to duty, their diligence and alertness in safeguarding the school children of this community."

The crossing guards are a unit of the New Rochelle Unit of Westchester County CSEA Local 860.

The Commendation, in part, reads: "Whereas, the School Crossing Guards . . . evidence a strong sense of responsibility . . . their devotion to their important assignment is seldom publicly

or officially acknowledged . . .

"They fulfill their protective roles during inclement weather . . . they are entrusted with the safety of the school children . . . and fulfill that obligation with a full measure of expertise and often with great courage in the face of heavy and complex vehicular traffic . . .

"Resolved by the Council . . . to express to them the profound appreciation of parents, children and all citizens of New Rochelle."

The Commendation was presented by Councilman Rocco Bellantoni to Unit President Margaret Eustis at a recent meeting of the unit.



CITY OF NEW ROCHELLE COUNCILMAN Rocco Bellantoni, second right, congratulates New Rochelle School Crossing Guards (CSEA) Unit President Margaret Eustis for the job the members of the unit perform. Bellantoni presents Ms. Eustis with the Commendation approved by the City Council.

And excellent grievance work keeps veteran guard on job

NEW ROCHELLE — Decisive grievance work by New Rochelle Unit President Anthony Blasi prevented the City of New Rochelle from illegally terminating School Crossing Guard Mary Benz.

"This is another instance where the union intervened to protect an employee's rights against harassment by some insensitive management employees," says CSEA Field Representative Larry Sparber.

Blasi told the following story:

In late August of 1980, Ms. Benz, a school crossing guard in New Rochelle for 21 years, received a form in the mailing notifying her that she was terminated. No reason for the termination was given.

Ms. Benz went to the Police Department and then to City Hall to find out why she was terminated. She was not given any information.

That same day, Ms. Benz went to Blasi in tears. After hearing her story, Blasi started his investigation of the situation.

Blasi's investigation discovered that Ms. Benz as a competitively appointed employee was entitled to a hearing under Section 75 of the State Civil Service Law.

A grievance was filed in Ms. Benz's behalf.

The supervising police lieutenant (Step I) and the police commissioner (Step II) ignored the grievance.

When the grievance reached the city's personnel director (Step III), he ordered Ms. Benz reinstated with full back pay for the few days she had missed at the beginning of the school year.

The New Rochelle Unit is part of Westchester County CSEA Local 860.



CITY OF NEW ROCHELLE UNIT PRESIDENT Anthony Blasi, second right, saved the job of School Crossing Guard Mary Benz, second left, by preventing the city from illegally terminating her. Crossing Guards Unit President Margaret Eustis and CSEA Field Representative Larry Sparber join Ms. Benz and Blasi at a recent meeting on the crossing guard unit.



DIVISION FOR YOUTH LOCAL 550 members, from left, Ronnie Domenech and Thomas Atkins.



CSEA FIELD REPRESENTATIVE Ross Hanna, left, joins Carlos Ramsey and Anne Spero at the Division for Youth Local 550 picnic in Highland.

Safety and the law are key topics of Region V workshops



LEGISLATIVE AND POLITICAL ACTION COMMITTEE CHAIRMAN for Central Region V Moira Greiner of SUNY Oneonta Local 635, reports to the region's fall conference on CSEA's political endorsements in the region. To Ms. Greiner's left is Region V First Vice President Ralph Young of Oneida County Local 833.



LEARNING TO USE THE chemical slide rule at the Region V fall conference are, from left, Marsha Coppola and Shirley Richardson, both of Jefferson County Local 823.

BINGHAMTON — Educational workshops dealing with safety awareness, toxic chemicals and new laws affecting public employees highlighted the recent CSEA Central Region V fall conference here. Some 200 union members from throughout the Central Region attended.

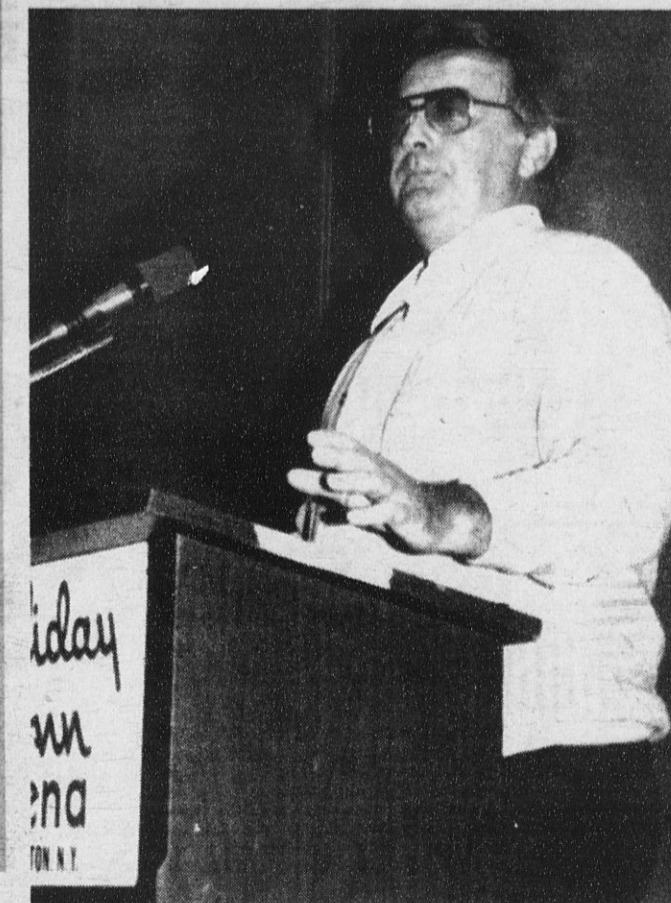
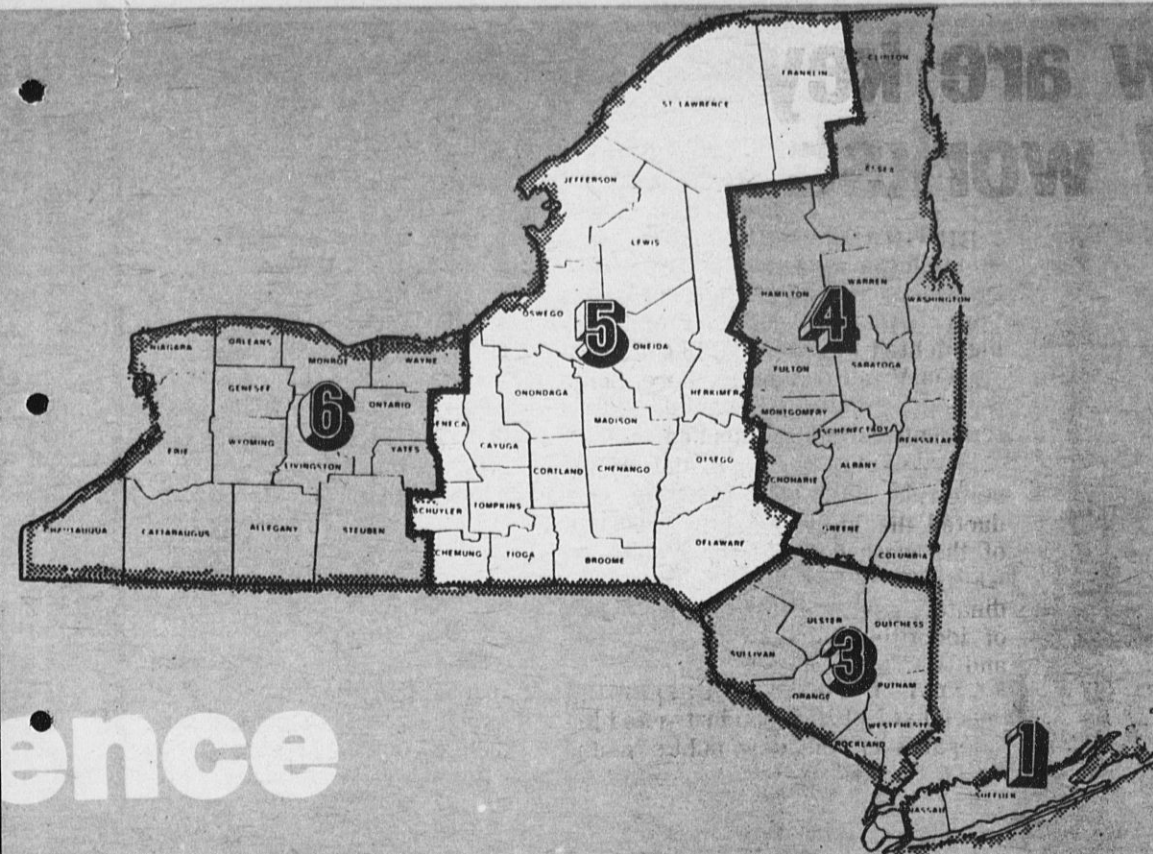
Frank Falejczyk, chairman of the statewide Safety Committee, conducted the safety awareness portion of the workshop. Steven Fantauzzo, AFSCME safety and health coordinator, gave separate presentations of identification of toxic chemicals and the Toxic Substance Act.

CSEA Collective Bargaining Specialist Nels Carlson instructed the delegates on the new public sector OSHA Law which becomes effective Jan. 1, 1981.

Other conference activities included separate workshops for state and county employees, a Regional Legislative and Political Action Committee meeting, culminating in the recommendation to endorse President Jimmy Carter and other federal and state candidates, a retirees meeting and a business meeting.

Text and photos of the Central Region fall conference are by Region V Public Sector Intern Thomas Foster.

Central Region V Fall Conference



CSEA EXECUTIVE DIRECTOR Joseph Dolan speaks to the membership of Central Region V at the region's fall conference recently in Binghamton.

CENTRAL REGION V PRESIDENT James Moore, right, speaks before the regional business meeting at the Region V fall conference recently in Binghamton.



REGION V COUNTY DIVISION CHAIRMAN Maureen Malone of Madison County Local 827 chairs a meeting of the division at the Region V fall conference.

Crucial OSHA law takes effect Jan. 1, 1981

BINGHAMTON — Starting the first day of 1981 the Occupational Safety and Health Act (OSHA) will apply to New York State public employees.

In anticipation of this, CSEA Collective Bargaining Specialist Nels Carlson explained the new stipulations to members at the Region V Fall Conference.

Carlson, heralded as instrumental in securing the new OSHA legislation by central Region V President James Moore, presented an extensive amount of material to the members.

An employee or union cannot be cited for a violation under the act, according to literature distributed by Carlson during the program. The workers do, however, have responsibilities, though it is the employer's duty to provide a safe and healthy workplace.

Under the act, the employees must follow all employer safety and health rules and regulations, report hazardous conditions and job-related illnesses or injuries, wear and use prescribed protective equipment and exercise employee rights under the act in a responsible manner.

Before the employees' rights can be used in a responsible manner, the workers must be aware of their rights. Carlson's program was aimed at this goal.

The delegates were guided through a flow

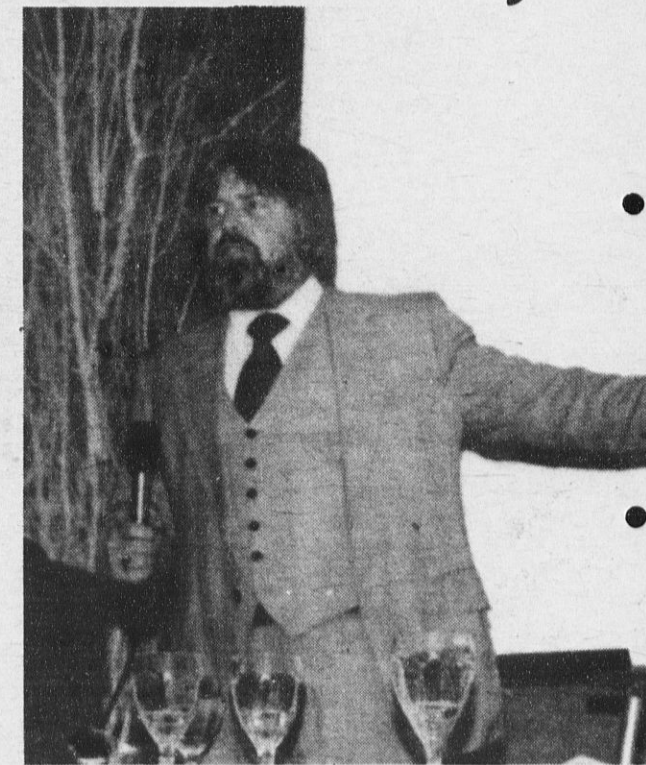
chart, which explained the procedures used under the act. Carlson stressed that the union could file a complaint and an individual employee does not have to submit his name on a complaint.

After a complaint is filed, a State inspector will conduct an unannounced inspection. Carlson said it was a battle to include the "unannounced" stipulation in the legislation. Without it, he said, the act would be less effective.

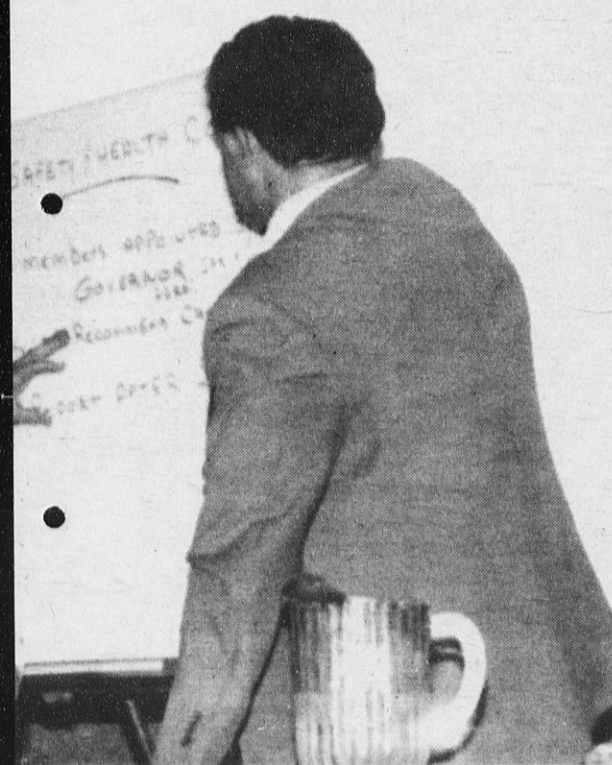
Other terms of the inspection include notification of the employer and union of the inspector's presence, separate meetings of the employer and union with the inspector, a walk-around tour of the work area by the inspector and representatives of the employer and union, the right of the inspector to talk with other employees about hazards and the guarantee of regular pay for those employees accompanying the inspector.

Carlson discussed the enforcement process, noting that employees may refuse to work as a last resort if there is an imminent danger and the employer has failed to comply within 48 hours after he was ordered to do so.

The program ended with a question and answer session. Many delegates commented on the informative and useful nature of the program, saying it gave them an educational jump on the act before it becomes effective.



CSEA COLLECTIVE BARGAINING SPECIALIST Nels Carlson, left, and statewide Safety Committee



Chairman Frank Falejczyk speak about the new OSHA law at the Region V fall conference.



THE REGION V STATE DIVISION meeting at the Central Region V fall conference is led by its chairman, Dale Dusharm of SUNY Oswego Local 611.

Two pronged issue: Safety awareness and toxic chemicals

BINGHAMTON — "Safety awareness begins the first day on the job," said Frank Falejczyk, chairman of the statewide Safety Committee, during his presentation at the Central Region V fall conference recently.

Falejczyk spoke briefly on general safety awareness on the job before Steven Fantauzzo of AFSCME narrowed the focus to his speciality: toxic chemicals.

The CSEA safety expert said approximately 6,000 public employees are injured each year. His presentation included a film showing the safety problems at a particular job site and how they were dealt with.

Falejczyk, noting the variety of the delegates' workplaces, refrained from talking in particulars and emphasized the importance of the attitudes of both employers and employees toward safety.

The portion of the workshop devoted to toxic chemicals was more detailed. Fantauzzo used a three-part film presentation and a chemical slide rule to give those attending a crash course on the dangers of working with some substances.

Fantauzzo said some of the most dangerous hazards are not immediately identifiable. "Everybody knows they shouldn't take a big swig of acid," he said. More harm can come from chemicals in the air or substances thought to be safe.

The government assigns a value to the fumes of most chemicals, called the Permissible Exposure Limit (PEL), so that the relative danger of each substance can be determined.

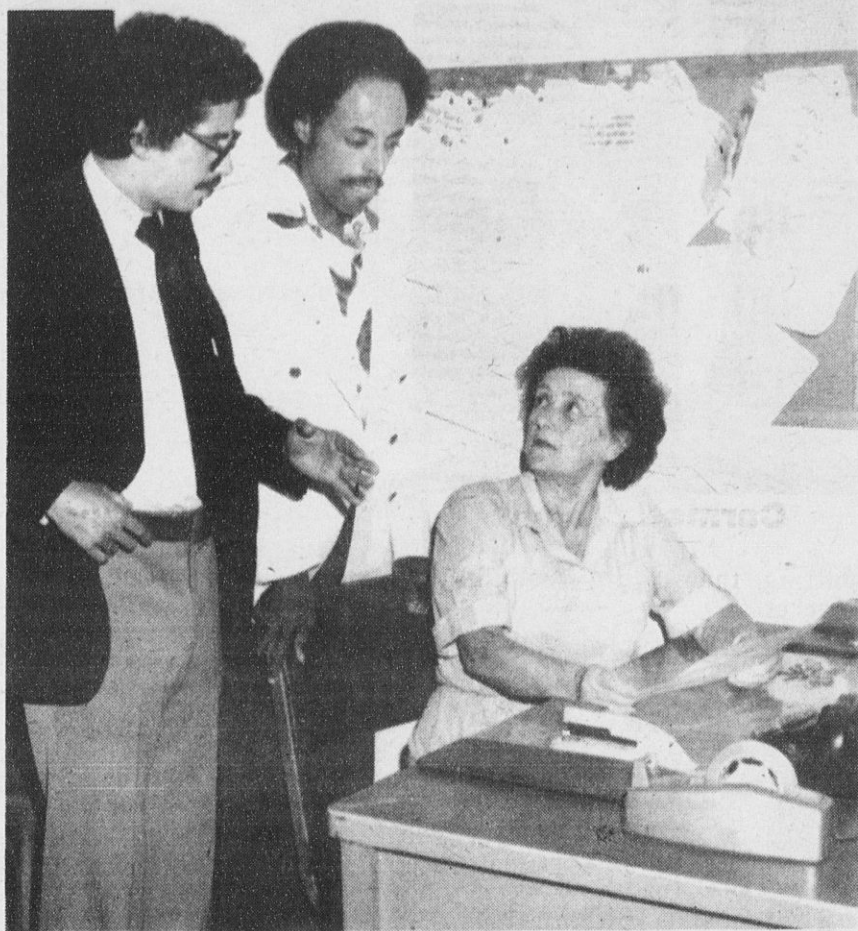
"If you can see the mist, you should probably get it checked out. PEL only reflects current scientific information. The only safe level of contamination is no contamination," he said.

The dangers of accepting scientific information at face value became obvious as Fantauzzo listed several dangerous substances once thought to be safe.

In a separate program, Fantauzzo outlined the parts of the Toxic Substance Act, set to go into effect Jan. 1, 1981. The legislation, also referred to as "The Right to Know Law," provides penalties for employers who do not inform workers of the identities and hazards of the chemicals used on the job.

Explained in the program were employee rights, the types of information available, education and training, time requirements and penalties involving the act.

Creedmoor staff shortage at issue



CREEDMOOR PSYCHIATRIC CENTER Local 406 President Dorothy King shows the letter she received from the Queens Deputy Borough president that her local's request is being considered by the Queens Democratic Party caucus to, from left, CSEA Field Representative Bart Brier and Local 406 First Vice President Charles Bell.

NEW YORK CITY — The Queens Democratic Party caucus has pledged to consider two specific requests from CSEA Local 406 at the Creedmoor Psychiatric Center regarding the present understaffing at Creedmoor.

Local 406 President Dorothy King said she has been notified by Deputy Queens Borough President Claire Shulman that the Democratic caucus will consider the requests in response to a letter Ms. King sent to Queens Borough President and Democratic leader Donald Manes; and Republican Senator Frank Padavan and Republican Assemblyman John Esposito.

The two requests were:

- An additional 310 in-patient clinical staff and 30 support staff at a cost of \$4 million for Creedmoor Psychiatric Center to meet the 1:1 staffing requirement.

- No additional funding for the unofficial forensic unit at Creedmoor; the unofficial unit be shut down with the patients transferred to more secure facilities; and the additional funding requested for the unit be used for additional staffing of the institution.

Ms. King's letter to the political leaders followed a meeting with those leaders in August.

Her letter to the political leaders reads in part:

"Creedmoor funding is based on a patient census expectation of 1280 by 3/31/81. In reality, Creedmoor has over 1,400 patients, and its number is expected to increase. 310 additional clinical staff will enable Creedmoor to meet the one to one staffing requirements of the Morgado Memorandum. The facility will thus be able to provide proper care for its patients on a 7 day/week, 3 shifts/day operation.

"Because of a State hiring freeze, Creedmoor lost 30 support staff through attrition during the last fiscal year. The facility requires these staff for housekeeping, food service, and maintenance in order to provide a clean and safe environment for the patients.

"Approximately 45-50 criminals are referred by the courts to Creedmoor Psychiatric Center. Their frequent escapes are well documented by the media. Since Creedmoor is located in a residential neighborhood, their presence is inappropriate to the well-being of the community. A violent incident can occur at any time. These criminal patients should be sent to a secure mental health facility built specifically for this purpose. The funds that the Office of Mental Health has requested for the forensic unit at Creedmoor should instead be used to hire some of the 340 staff needed to care for over 1400 patients."

Ulster County workers once again demonstrate to get legislators to correct safety hazards

By Stanley Hornak

KINGSTON — The mood was stoic. Ulster County employees were at it again, demonstrating, trying to move their county legislators into responding to their needs.

It was the same issue — working conditions, and employees at the county's Department of Social Services were again telling their elected officials that something needs to be done, they need more space, health and safety hazards needs to be eliminated . . .

This time, the CSEA members decided to meet the county legislators on their own ground by demonstrating before their regular monthly meeting at the county office building. Some of the officials used their keys to go in back doors and avoid the demonstrators, but the CSEA people later took their case directly to them by attending the session and reading a statement of needs.

Dottie Kurd, a DSS employee, spoke on behalf of her co-workers, including Section President Nancy Jaffer, and said the following:

"Once again, we find ourselves reaching out to ask for help in improving our working conditions,

"Sometimes, we almost feel like we are crying out in the wilderness, because it seems as if you never hear us. Nevertheless, I want you to know that we shall persevere, we shall continue to take our case to the public in the hopes that you will eventually respond to our needs. That is why, and I'm sure you noticed, some of us were outside a while ago, with signs, doing informational picketing. We are trying to tell you something, even if you won't listen!

"Our case is simple. Working conditions are bad, dangerous to our health and safety as well as to the health and safety of the people we serve. In fact, I would like to invite all of you to come in some time and spend a day with us to find out what it's really like here — then we might get some action.

"Let me remind you that in the past five years, the amount of money we administer has doubled, and the number of people working here increased to 200. Yet in that same time frame, we have never had any SUBSTANTIAL new space open to us.

"Let me also tell you that, because of existing conditions, DSS regulations are being ignored and that could jeopardize our funding. Confidentiality doesn't exist. Records aren't available. It's like a maze in our offices, people have been hurt, there have been countless near misses, but someday, perhaps, we won't be so lucky and then it will be on your heads and your consciences.

"Let me also say that this is no way to run a

business, there is no professionalism, and you should wake up to the fact that this is the 1980s, not the 1880s.

"I would also like to bring to your attention OSHA (Occupational Safety Health Act) which goes into effect January 1, thanks in large part to the efforts of CSEA. Please be put on notice that under OSHA you could be liable to fines, and other penalties, for maintaining unsafe working conditions, and make no mistake about it, we will reach out to OSHA on our own behalf.

"Your employees deserve better; the people of Ulster County deserve better; it's about time you did something to improve these conditions . . ."



UNION MEMBERS greeted their county legislators in Kingston recently by demonstrating at the county office building. Demonstrators later went to the legislative chambers where Social Services employee Dottie Kurd read a statement on behalf of her co-workers asking for better working conditions.

Local officers resolve performance pay snafu

ALBANY — Two officers of the New York State Department of Taxation and Finance Local of the Civil Service Employees Assn., working in cooperation with the department's office of labor relations, were able to spare a number of taxation and finance department employees the hardship of repaying a salary increase the state had mistakenly awarded them through the performance evaluation system.

When the NYS Department of Audit and Control realized it had granted raises to some former seasonal hourly and per diem employees, who were actually ineligible for the program, it took action to reduce their salaries to original levels and to recoup the overpaid amount through payroll deductions of ten percent per pay period. Audit and Control officials changed their minds, however, and allowed the employees to retain the increases

after the CSEA officials met with the labor relations bureau to negotiate on behalf of the workers. The labor relations bureau then convinced the department that such measures would cause serious financial problems for the workers.

According to Local President Carmen Bagnoli and Local officer John Gully, the workers, hired for temporary employment around June 1978, were not appointed to their permanent positions until shortly before or after October 15, 1978. Since an employee must be in a graded position 120 days prior to the October date those in question were not eligible for the performance evaluation.

However, when determining who would receive raises in 1979, audit and control inadvertently recorded the June date as the date of permanent employment for the individuals,



Carmen Bagnoli



John Gully

putting them in the eligibility bracket.

"Most of the people we talked to had figured the increase into the household budgets, and would find it difficult to make the ten percent

repayments," said Gully and Bagnoli. "This was a unique case and the union is pleased with the outcome, achieved through the efforts of the labor relations bureau, in the sole interest of the employees."

Big turnout amasses support of prime issues at Marcy meeting

MARCY — Members of CSEA Local 414 at Marcy Psychiatric Center turned out in large numbers for a recent General Meeting called by newly-elected President Bud Mulchy.

Purpose of the meeting, according to Mulchy, was to clarify several important issues concerning the state salary schedule, update the Performance Evaluation System, review the CSEA affiliation with AFSCME and the proposed consolidation with the Utica Psychiatric Center.

Other topics of discussion included the proposed closing and contracting out of laboratory services.

Members also voice strong opposition to administration plans to consolidate the Center's Craine Hill school children with adolescents, claiming it is being done for fiscal reasons with no concern for individual care.

Marcy P. C. Management also came under fire from state employees for its recent decision to hire only four mental hygiene therapy aides following the lifting of the hiring freeze.



MARCY P. C. REPS REVIEW PLANS — Newly elected Local 414 President Bud Mulchy, center, reviews the agenda at a recent general meeting. Shown left to right are Walt Dosnowski, Representative; Butch Ventura, CSEA Field Representative; Mulchy; Sue Bucrzinski, Mental Hygiene Board Representative; and Kermit Pearl, Delegate.



SULLIVAN COUNTY LOCAL 853 President Walter Durkin and Social Services Unit President Estelle Schmidt lead a demonstration outside the Town Hall in Liberty, protesting the imposed settlement by the County Board of Supervisors.

Liberty workers protest 'lousy sham of a contract'

LIBERTY — Members of CSEA Sullivan County Local 853 picketed outside Liberty Town Hall recently, continuing their protest against a settlement imposed on them last June 21 by the county.

Local 853 President Walter Durkin said they were demonstrating to "remind the County Board of Supervisors that we haven't forgotten the imposition of a lousy, sham of a contract."

Durkin said they would take the protest to the doorsteps of all of Sullivan County's town halls, but the Town of Lumberland whose supervisor, Paul Kean, voted against the settlement.

A number of demonstrators walked in front of the Keller Memorial Town of Liberty Government Center along North Main Street carrying some signs reading: "Supervisors use double standards."

This slogan refers to a provision of the contract that gives management employees parity with those doing similar work in neighboring counties while not granting such parity for non-management employees.

A member of the New York State Teachers Association also picketed in sympathy with the county employees.

Durkin said the Public Employment Relations Board will hold informal hearings on the union's improper practices charges against the county.

Meanwhile, the two sides are negotiating again for the next contract. The first session took place in September.

CSEA/AFSCME
the union that works for you



ANNUAL MEETING

CSEA Statewide Safety committee REPORT

Great gains made this year in safety and health areas

The CSEA Statewide Safety Committee is pleased to report what we consider a very successful year in the area of health and safety for public employees. The enactment of OSHA legislation for public employees and the Right-to-Know legislation involving toxic materials, which also covers public employees, were both passed and signed by the Governor. These

two pieces of legislation are to take effect on January 1, 1981. We extend our deepest appreciation to the members, officers and staff of CSEA for their efforts in obtaining what we consider a major step for public employees. We are pleased to report that after one year of operation of the Hotline there has been verification of over 600 complaints registered by employees on about 430 different work locations. Calls to the Hotline came from all areas of public employment, schools, towns, villages, counties and state operations. The percentage of calls received as of June 1, 1980 was 30 percent from local government and 70 percent from state facilities. Investigation of these complaints was primarily conducted by the local field representative and local president. Their ingenuity in resolving the vast majority of these cases without any type of law or OSHA regulation is in itself remarkable. This Committee extends their deepest appreciation for these efforts.

The information from the Hotline tally sheet has been used in both Senate and Assembly Hearings, local press releases, and as an aid in extensive lobbying by our legislative office. The Committee believes that the Safety Hotline played an important part in identifying health and safety hazards confronted daily by public employees throughout the state and played a part in establishing OSHA protection for public employees. The Committee is also pleased to report that CSEA President Bill McGowan has indicated his intention of continuing the Hotline service.

The Committee would like to report that CSEA has established through its safety office three training programs for employees. One of these programs, Safety Awareness, has been conducted in many of the Regions. The other two remaining programs are in place and are available to the Regions upon their request. These programs are Toxic Material and Hazardous Substances and OSHA Regulations and Compliance. It is important to note that on any given working day at least 22 of your fellow American workers will die from on-the-job accidents, and over 22,000 will suffer job-related injuries and illnesses — more than 8,000 of them serious enough to require time lost from work.

Occupational safety and health courses have traditionally taught that if workers would only be more careful, accidents would not happen. But in fact, the majority of all job-related accidents are not caused by worker "carelessness" nor are all workers afflicted with diseases because of "hypersensitivity". These accidents and diseases can be prevented by eliminating workplace hazards.

A program to eliminate workplace accidents and diseases must begin with workers who know the score — men and women who can identify the hazards in their workplaces. You do not have to be an expert to look out for your own health and safety on the job. All you need is some basic information.

The objectives of the program are vast. The program will provide you with the basic information and skills you will need to recognize and evaluate workplace hazards — those injury-and-disease causing conditions that threaten your life and well being. The program stresses Occupational Safety and Health Act standards, but it goes beyond these to discuss hazards not covered by the OSHA standards. Second, the program will provide you with methods for acting upon your newly-gained knowledge and skills in order to correct hazardous workplace conditions. CSEA has established an extensive library and resource material which is available to the Committee and members throughout the state.

The Committee recommends that the Delegates and CSEA officials continue to support public employees we represent by maintaining a viable safety department within CSEA. The Committee recommends to the Delegates and CSEA officials the vigorous enforcement of the newly passed OSHA Act for Public Employees and also the Right-to-Know legislation which covers public employees.

As CSEA President Bill McGowan stated over two years ago in His Policy Statement which demanded OSHA protection for public employees, "Superficial activities and minimal compliance cannot be considered a viable safety program." The Committee urges the Delegates and elected officials to support and encourage the expansion of the safety efforts by this Union.

Respectfully submitted,

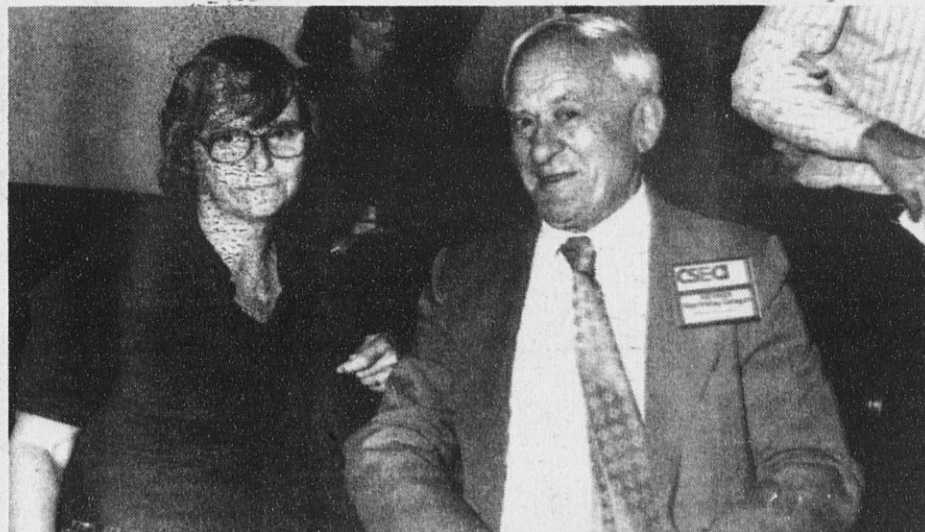
CSEA STATEWIDE SAFETY COMMITTEE

Frank Falczyk, Chairman
Alex Bozza
Hugo Forde
Robert Harris
Joseph Laviano
David Shortleeve
Dale Hatch

LOCAL 423, St. Lawrence Psychiatric Center, delegates are, from left, George McCarthy, Susan Solon and Joseph Cosentino.



THESE DELEGATES ARE, from left, Nancy Gonzales of New York City Local 010, and Dorothy King and Clinton Thomas, both representing Creedmoor Psychiatric Center Local 406.



AMONG DELEGATES were June Ferner of Erie County Education Employees Local 868 and John Chesslin of New York Metro Retirees Local 910.



Region III PAC activities typical of union efforts

Political Action Committees in key role

'... CSEA endorsement is a coveted prize'

FISHKILL — Regional Political Action Committee Chairman Carmine DiBattista likes to tell people, "candidates' night in CSEA Region III always cause quite a sensation and are always well attended."

"That response," he adds, "is a sign of our vitality, and the reaction we always get from candidates, soliciting our support, tells me something, too: the CSEA endorsement is a coveted prize."

Passage of the OSHA Bill this year was an example of CSEA's clout, says DiBattista, and the upcoming legislative agenda includes such issues as reform of the Taylor Law, Agency shop, understaffing at state institutions, as well as lobbying strongly at all levels of government on behalf of the "bread and butter issues that concern our public employees."



SENATOR LINDA WINIKOW, left, who has CSEA's endorsement for re-election, is shown chatting with John Mauro, Ray Zerbarini and Eva Katz of Rockland County.



ASSEMBLYMAN WILLIAM FINNERNAN of the 89th Assembly District states his position on an important labor issue during his appearance before the regional Political Action Committee.



ASSEMBLYMAN RICHARD C. ROSS of the 88th Assembly District told union members how he stands on issues of concern to labor and earned CSEA's endorsement for re-election.



SOUTHERN REGION III Political Action Committee Chairman Carmen DiBattista, right, looks over schedule of candidate interviews with Westchester County PAC Co-Chairman Eleanor MacDonald.



WESTCHESTER ASSEMBLYMAN Nicholas A. Spano talks openly about his positions on various issues during CSEA "candidates night" program.



ASSEMBLYMAN PETER M. SULLIVAN, 92nd Assembly District, sports CSEA OSHA and a CSEA Local 860 buttons during his appearance before union members. He, like all candidates pictured on this page, has CSEA backing for re-election.



ASSEMBLYMAN STEVE SALAND, right, is introduced by Scott Daniels of CSEA's Political Action Committee during a program in Poughkeepsie.

Support these union endorsed candidates Nov. 4

Congressional

DIST.	NAME	PARTY	DIST.	NAME	PARTY
1	William Carney	R-C	19	Charles Rangel	D-L-R
2	Thomas Downey	D	20	Theodore Weiss	D-L
3	Jerome Ambro, Jr.	D	21	Robert Garcia	D-L-R
4	Norman Lent	R-C	22	Jonathan Bingham	D-L
5	Karen Bernstein	D	23	Peter Peyser	D
6	Lester Wolff	D-C	25	Hamilton Fish	R
7	Joseph Addabbo	D-L-R	26	Benjamin Gilman	R
8	Benjamin Rosenthal	D	27	Matt McHugh	D
9	Geraldine Ferraro	D	28	Samuel S. Stratton	D
10	Mario Biaggio	R-D-L	29	Rodger Hurley	D
11	James Scheuer	D-L	30	Mary Ann Krupsak	D
12	Shirley Chisholm	D	32	Jeffrey Brooks	D
13	Stephen Solarz	D-L	34	Frank Horton	R
14	Frederick Richmond	D-L	36	John LaFalce	D
15	Leo Zeferetti	D-C	37	Henry Noak	D
18	Mark Green	D	39	Stanley Lundine	D

Senate

DIST.	NAME	PARTY	DIST.	NAME	PARTY	DIST.	NAME	PARTY
1	Kenneth LaValle	R	16	Howard Babbush	D	31	Israel Ruiz	D
2	James Lack	R-C	17	Major Owens	D	32	Joseph Galiber	D
3	Caesar Trunzo	R	18	Thomas Bartosiewicz	D	33	No Endorsement	
4	Owen Johnson	R	19	Martin Markowitz	D	34	John Calandra	R
5	No Endorsement		20	Donald Halperin	D	35	John Flynn	R-D-C
6	No Endorsement		21	Christopher Mega	R	36	Joseph Pisani	R-C
7	John Caemmerer	R	22	Martin Solomon	D	37	Mary Goodhue	R-C
8	Norman Levy	R	23	Vander Beatty	D	38	Linda Winikow	D
9	Carol Berman	D	24	John Marchi	R	39	Jay P. Rolison	R-C
10	Jeremy Weinstein	D	25	Martin Connor	D	40	Richard Schermerhorn	R-C
11	Frank Padavan	R	26	Roy Goodman	R	41	Joseph Bruno	R
12	Gary Ackerman	D	27	Manfred Ohrenstein	D	42	Howard Nolan	D
13	Emanuel Gold	D	28	Leon Bogues	D	43	Ronald Stafford	R
14	Anthony Gazzara	D	29	Franz Leichter	D	44	Hugh Farley	R
15	Martin Knorr	R	30	Olga Mendez	D	45	H. Douglas Barclay	R-C
						46	Michael Simpson	D
						47	Warren Anderson	R
						48	No Endorsement	
						49	Rosemary Pooler	D
						50	Alex Hersha	D
						51	No Endorsement	
						52	Paul Kehoe	R-C
						53	Stephen May	R
						54	Philip Fedele	D
						55	David Collins	R
						56	Ray Gallagher	D
						57	Jess Present	R
						58	Dale Volker	R
						59	No Endorsement	
						60	John Daly	R-C

Assembly

DIST.	NAME	PARTY	DIST.	NAME	PARTY	DIST.	NAME	PARTY
1	John Behan	R-C	40	Edward Griffith	D	114	H. Robert Nortz	R
2	George Hochbrueckner	D	41	Helene Weinstein	D	115	William Sears	R
3	I. William Bianchi	D	42	No Endorsement		116	Nicholas Calogero	R
4	Robert Wertz	R	43	Rhoda Jacobs	D	117	No Endorsement	
5	Paul Harenberg	D	44	Melvin Miller	D	118	Michael Bragman	D
6	John Cochrane	R	45	Dan Feldman	D	119	Hyman Miller	R-C
7	John Flanagan	R-C	46	Howard Lasher	D	120	Melvin Zimmer	D
8	Antonia Rettaliata	R-C	47	Frank Barbaro	D	121	William Bush	R
9	Louis T. Howard	R-C	48	No Endorsement		122	Clarence Rappleyea	R
10	Lewis Yevoli	D	49	No Endorsement		123	James McCabe	D
11	Philip Healey	R-C	50	No Endorsement		124	James Tallon	D
12	Frederick Parola	R-C	51	Joseph Ferris	D	125	Lloyd Riford	R
13	Thomas Gulotta	R-C	52	No Endorsement		126	No Endorsement	
14	Joseph Reilly	R-C	53	Woodrow Lewis	D	127	No Endorsement	
15	Angelo F. Orazio	D-L	54	Thomas Boyland	D	128	Deborah Dietrich	D
16	May Newburger	D-L	55	Thomas Fortune	D	129	Frank Talomie	R-C
17	Kemp Hannon	R	56	No Endorsement		130	No Endorsement	
18	Armand D'Amato	R-C	57	Harvey Strelzin	D	131	Gary Proud	D-L
19	Dean Skelos	R	58	Joseph Lentol	D	132	Audrey Cooke	R
20	Arthur Kremer	D-L	59	Victor Robles	D	133	Andrew Virgilio	D-RTL
21	George Madison	R	60	George Hartigan	D	134	Roger Robach	D-C
22	Gerdi Lipschutz	D	61	Elizabeth Connelly	D	135	James Nagle	R-C
24	Saul Weprin	D	62	Paul Viggiano	D	136	James Emery	R-RTL
25	Vincent Nicolosi	D	63	Sheldon Silver	D	137	Steven Hawley	R
26	Leonard Stavisky	D	64	William Passannante	D	138	Joseph Pillittere	D-RTL
27	David Cohen	D	65	Steven Sanders	D	139	Matthew Murphy	D-C
28	Alan Hevesi	D	66	Mark Alan Siegel	D	140	Robin Schimminger	D
29	Andrew Jenkins	D	67	Richard Gottfried	D	141	John Sheffer	R-C
30	Ralph Goldstein	D	68	Alexander Grannis	D	142	Steve Greco	D
31	Anthony Seminerio	D	69	Jerrold Nadler	D	143	Arthur Eve	D-L
32	Edward Abramson	D	70	Edward Sullivan	D	144	William Hoyt	D
33	No Endorsement		71	Geraldine Daniels	D	145	Richard Keane	D-C
34	Ivan Lafayette	D	72	Angelo Del Toro	D	146	Dennis Gorski	D-C
35	John Lopresto	R	73	No Endorsement		147	Richard Kennedy	R-C
36	Denis Butler	D	74	Herman Farrell	D	148	Vincent Graber	D
37	Clifford Wilson	D	75	Jose Serrano	D	149	Dan Walsh	D
38	Frederick Schmidt	D	76	Charles Johnson	D	150	Roland Kidder	D
39	Stanley Fink	D						

