

Public SECTOR

Official Publication of The Civil Service Employees Association Local 1000,
American Federation of State, County and Municipal Employees AFL-CIO.

UNION LABEL 4
(ISSN 0164 9949)

Vol. 8, No. 5
Friday, March 8, 1985

Union blasts state for slowing state pay bias project

Management delays, roadblocks stall comparable worth study

ALBANY — Management is to blame for delays in a state comparable worth study that was not completed in time to directly affect current contract negotiations involving more than 100,000 state workers, CSEA officials have charged.

"The Governor's Office of Employee Relations (GOER) and the Division of Budget have done nothing but put up roadblocks and cause delays," says CSEA statewide President William L. McGowan.

The \$500,000 study is designed to identify and then eliminate any sex and/or racial bias in the pay of CSEA-represented state employees. The project was negotiated by CSEA into current contracts covering employees in the Administrative, Operational and Institutional Ser-

ices bargaining units. The Center for Women in Government was awarded the project to identify undervalued job titles.

The original schedule called for completion of the project by now, in time to possibly directly affect current contract talks between CSEA and the state. The present contracts expire March 31. However, the study will not be completed for possibly a few more months.

"GOER and the Budget office continually slowed down the work the Center for Women in Government was doing to complete this project on time," McGowan charges.

"Despite the delay, CSEA will continue to work for the elimination of discrimination. One of the

issues before us in the current contract negotiations is to make sure that any inequity this study uncovers will be corrected," McGowan pledged.

CSEA Executive Vice President Joseph E. McDermott points out that the state-caused delay has been costly. "The state has had to pay the Center additional money because of the delay," McDermott said, but stressed that no CSEA nor negotiated moneys went for that extra payment.

Under the study, the Center for Women in Government sent questionnaires to 36,000 randomly-selected state workers. About 70 percent have been returned, considered a very high response and one which should ensure a meaningful study, union officials believe.

Statewide officers election under way; schedule listed

ALBANY — The election of CSEA's four statewide officers is now under way, following a delay caused by pending litigation. Members will elect a statewide President, Executive Vice President, Secretary and Treasurer to serve three-year terms, beginning July 1.

Greg Szurnicki, chairman of the Standing Election Procedures Committee, has announced the following election schedule highlights:

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How to become a candidate via petition

ALBANY — CSEA members seeking the office of statewide President, Executive Vice President, Secretary or Treasurer may start the nomination process beginning Monday, March 11.

To be eligible, a candidate must meet the following requirements:

- over the age of 18 years,
- have paid membership dues continuously since June 1, 1984,
- not have been a member of a competing labor organization since June 1, 1984, and

(Continued on Page 4)

Bill would make retirement contributions tax deductible

ALBANY — Legislation to make retirement contributions by Tier III and Tier IV public employees tax deductible has won the support of CSEA President William L. McGowan.

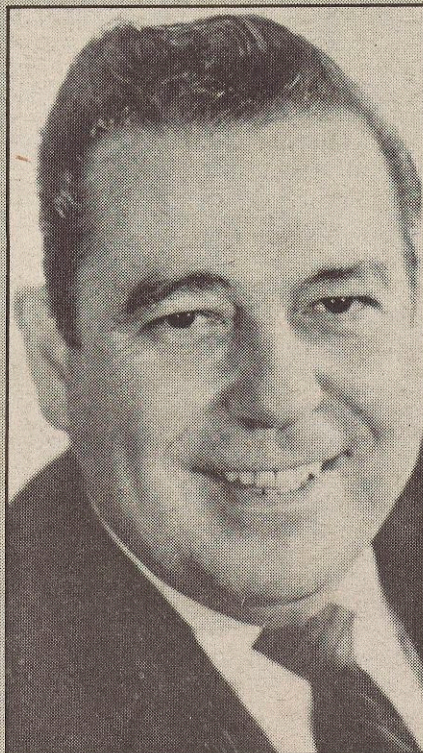
"It puts more money into their pockets and that is always a good idea" the union leader noted.

An employee earning \$15,000 would save approximately \$125 annually under the legislation co-sponsored by State Senators Caesar Trunzo and Christopher Mega.

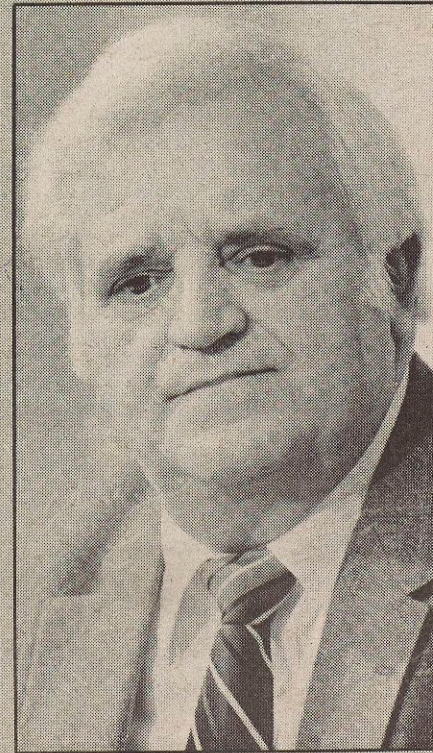
Trunzo, who chairs the Committee on Civil Service and Pensions, explained: "Under the current system, New York public employees who joined a public employee retirement system after July 1, 1976 are required to contribute 3 percent of their salary for retirement benefits. At the same time these employees must still include this money when reporting their income for state and federal taxes. Therefore, the cost to the employees actually adds up to more than 3 percent.

"What this all actually means beyond all the legal technicalities," he continued "is that when an employee gets their W-2 form when filling out their income tax, it will report a taxable income which is 3 percent less than the employee's actual income in order to compensate for the employee's contribution to a retirement system. This translates into an approximate tax savings of \$125 for an employee earning \$15,000. This provision will benefit the 500,000 members in state and local public employee retirement systems and will grow with additions to the Tier III and Tier IV work force. I estimate this will keep approximately \$70 million that would have gone to Washington in federal income tax dollars in the economy of New York State.

"Final approval of this measure lies with the IRS," Trunzo added "but a similar system has already been approved in Illinois and Massachusetts, so I am confident of approval for New York as well."



Sen. Caesar Trunzo



CSEA President William L. McGowan



Political activists plot legislative agenda

Representatives of Long Island Region I met recently to formulate an agenda for the region's political action campaign for the 1985-86 legislative session. Pictured at the meeting are Region I President Danny Donohue, left; Michael Curtain, center, newly-appointed co-chairman of the region's political action committee and vice chairman of the statewide political action committee; and Thomas Stapleton, co-chairman of the region's political action committee.

Grievances won for two SUNY Fredonia members

FREDONIA — A three-grade promotion worth 84 cents an hour, and an out-of-title work complaint have been settled in favor of two members of SUNY Faculty Students Assn. Local 627 at the second and third step grievance levels.

In the promotion grievance, former kitchen helper Reva Bonasera had been told by management that she would not get the assistant cook job she was seeking "even though she had been working there for 12 years and was obviously qualified," said Field Representative Marie Higgins.

"Although the grievance was denied at the second step, we pushed it to third level, and were sustained in our contention that she deserved the promotion," Higgins said Bonasera had "demonstrated her ability to do the required job tasks already," and added that he pushed hard on the issue to

make sure Bonasera's hearing impairment was not being held against her.

Higgins said it was "common knowledge when the job was posted that she was the most qualified, by experience in the workplace, for the job."

In the out-of-title grievance, Bob Dimmer, grade 6 assistant cook, has been awarded \$300 in back pay for grade 9 work he had been performing.

Higgins said Dimmer had been working and getting out-of-title pay for some time, but a temporary employee was hired to take over his duties, and he has told him to revert to his old job.

"However, he kept the same job functions after the hiring of the temporary, while receiving his old pay," Higgins said.

The retroactive back pay, at the 77 cents difference per hour, netted Dimmer \$300, which was won at the second step grievance level.

Essex board opposes MH report

ELIZABETHTOWN — Citing a possible loss of services, the Essex County Board of Supervisors has joined the growing list of counties opposed to the Select Commission Report of the Future of the State Local Mental Health System.

Essex joins with Dutchess and Rensselaer counties in passing resolutions opposing the controversial report's recommendations.

"Local government opposition against this report is growing in the Capital Region," Region IV President C. Allen Mead, said.

Mead thanked Essex County CSEA Local 816 President John McAlonan for helping gain the support of Essex County Supervisors David Butler, Paul Savage and Florence Hathaway to lead opposition to the report.

Helen Tolejko, Local 200 president, dies

BATAVIA — Helen Tolejko, a long-time CSEA activist and president of the Batavia School for the Blind Local 200, has died after suffering a second heart attack in two days.

Ms. Tolejko, a child care aide at the facility where she served as local president for 10 years, will be sorely missed "for her leadership and dedication," said Region VI President Robert L. Lattimer.

"She was a quiet, gracious lady who took her union duties very seriously," said Lattimer, "and she set a fine example for all to follow."

Cards of condolence may be sent to the family at 21 Warren St., Batavia, N.Y. 14020.

Donations in the memory of Helen Tolejko may be made to the New York State School for the Blind, Richmond Ave., Batavia, N.Y. 14020.

Greece highway unit decries impasse

GREECE — The town of Greece Highway Unit of Local 828 has blasted the town's negotiator for an impasse in contract negotiations, which have reached the fact finder stage.

"We could have reached agreement much earlier if Robert Frye would recommend the 7 percent for wage increases that had been budgeted by the town board," said Debbi Lee, CSEA field representative. "But he seems determined to hold up progress."

"And there's a lot of unfairness going on here," said Unit President Terry Foley, noting that the town supervisor and other officials received a 10 percent pay boost in the 1985 budget.

The 77-member unit has been in negotiations since October and has been working without a contract since Dec. 31, when the previous two-year agreement expired. Agreement has been reached on all issues except pay according to Lee.

The unit is seeking another two-year agreement, "unless we fail to come to terms after the fact finder report," said Lee. "This is really so unnecessary, because our proposal on wages was within the town's budget guidelines."

"Some public officials feel they should waste taxpayers' money on time-consuming delays like this," Lee continued. "But we plan to make sure the community is made aware of all the delays, and the costs that will eventually be borne by the taxpayer. Our members are upset, not only because they are being denied what's due them, but because they're taxpayers, too."

Fact finder briefs have been filed with Joseph McManus, who will issue his recommendations to union and management negotiators.

Meany Center women's program addresses bargaining process

WASHINGTON — Addressing the special concerns of women workers through the bargaining process will be the focus of this year's "Union Skills for Union Women" institute at the George Meany Center.

The five-day program will be held at the Meany labor studies center in suburban Silver Springs MD, April 14-19. CSEA members, especially officers and women's committee chairpersons, are eligible to participate.

"In the past, women have often relied on equal opportunity laws to advance their rights," according to the Meany Center's Marge Rachlin, who will be coordinating the institute. "But nowadays, collective bargaining and good contract enforcement are more effective tools."

This year's session deals with leave for family responsibilities, comparable worth, the recent Yale strike by clerical workers, child care options and contract provisions that help women in deadend jobs.

Additional sessions with experienced women negotiators will provide insight into the negotiating process and how members influence it.

The class is limited to 25 participants, with applications accepted on a first-come first-served basis. In accordance with Meany Center policy, there is no registration fee or tuition. Lodging and board charge on the center's campus is \$70 per day, or \$50 per person sharing a double room. Travel costs are the responsibility of the sponsoring union organization.

To obtain additional information, contact Marge Rachlin at 301/431-6400. Or register by sending your name, address and phone number, along with your union affiliation and union positions held to: Union Skills for Union Women, George Meany Center for Labor Studies, 10000 New Hampshire Ave., Silver Spring MD 20903. Enclose a \$70 deposit for room and board, payable to the George Meany Center.



REGION II PRESIDENT George Boncoraglio — "No need for evening hours."



A FEW from among some 200 demonstrators who rallied outside the World Trade Center.

Disheartened by Workers' Comp's evening schedule

Valentine's Day rally shows no love for night hours

NEW YORK CITY — While public attention grows, CSEA has renewed efforts to reverse the institution of evening hearing hours at the Workers' Compensation Board. CSEA has prepared legislation for introduction in Albany that would prohibit evening and weekend hearings.

Also, as part of a continuing series of actions, more than 200 demonstrators made their feelings known at a Valentine's Day rally outside the World Trade Center. And their sentiments expressed no love for the nighttime schedule or Workers' Comp Chairman Robert Steingut, who implemented the plan Feb. 4.

During the noon hour demonstration, the loud noise and leafletting attracted the attention of thousands of passersby, who heard such chants as: "2, 4, 6, 8, We don't want to work late," and "It's ten o'clock, do you know where your Mommy is? At Workers' Comp."

Region II President George Boncoraglio

encouraged the demonstrators, many of whom are already facing the personal disruption of the evening schedule, to keep up their confidence: "Little by little, we're having an effect on Steingut. We have to keep it up because the foundation is starting to crack."

"Little by little, we're having an effect on Steingut. The foundation is starting to crack." — Region II President George Boncoraglio.

Boncoraglio also emphasized that while Steingut continues to misrepresent the reasoning behind the changes, CSEA's position has remained the same. The regional president says that although he is willing to engage in constructive dialogue with Steingut on the issue, that won't happen until after the schedule is

returned to daytime hours only and after the Board is relocated out of the World Trade Center sometime in March.

At the same time, Boncoraglio also indicated that Steingut has yet to prove the need for evening hours and again called for an impartial survey to assess the situation. So far evening hearings have been running at about 30 percent attendance rate compared to the 80 percent rate during normal daytime hours.

Boncoraglio has communicated to Steingut that he wants action, not words, to resolve the issue. Meanwhile, in addition to the legislation drafted in Albany, other administrative efforts are continuing and plans are in the works to continue the public demonstrations focusing attention on the Steingut program. Workers' Comp employees in Buffalo also impacted by the changes are planning informational pickets and other job actions to protest the program.

Contract review

CHECKING IT OUT — Members of the Transportation Unit of the Middle County School District look over a final draft of their recently negotiated contract. The unit, part of Suffolk Educational Local 870, received a package which includes wage increases of 49 cents an hour plus increments this year, a dental plan, hospitalization insurance with no cap, and other benefits. Pictured are, from left: standing, Field Representative Jim Walters and Region I President Danny Donohue; sitting, Shop Steward Johanna Marino, Vice President Annette Cumia, and President Peggy Sabella.



Public Sector

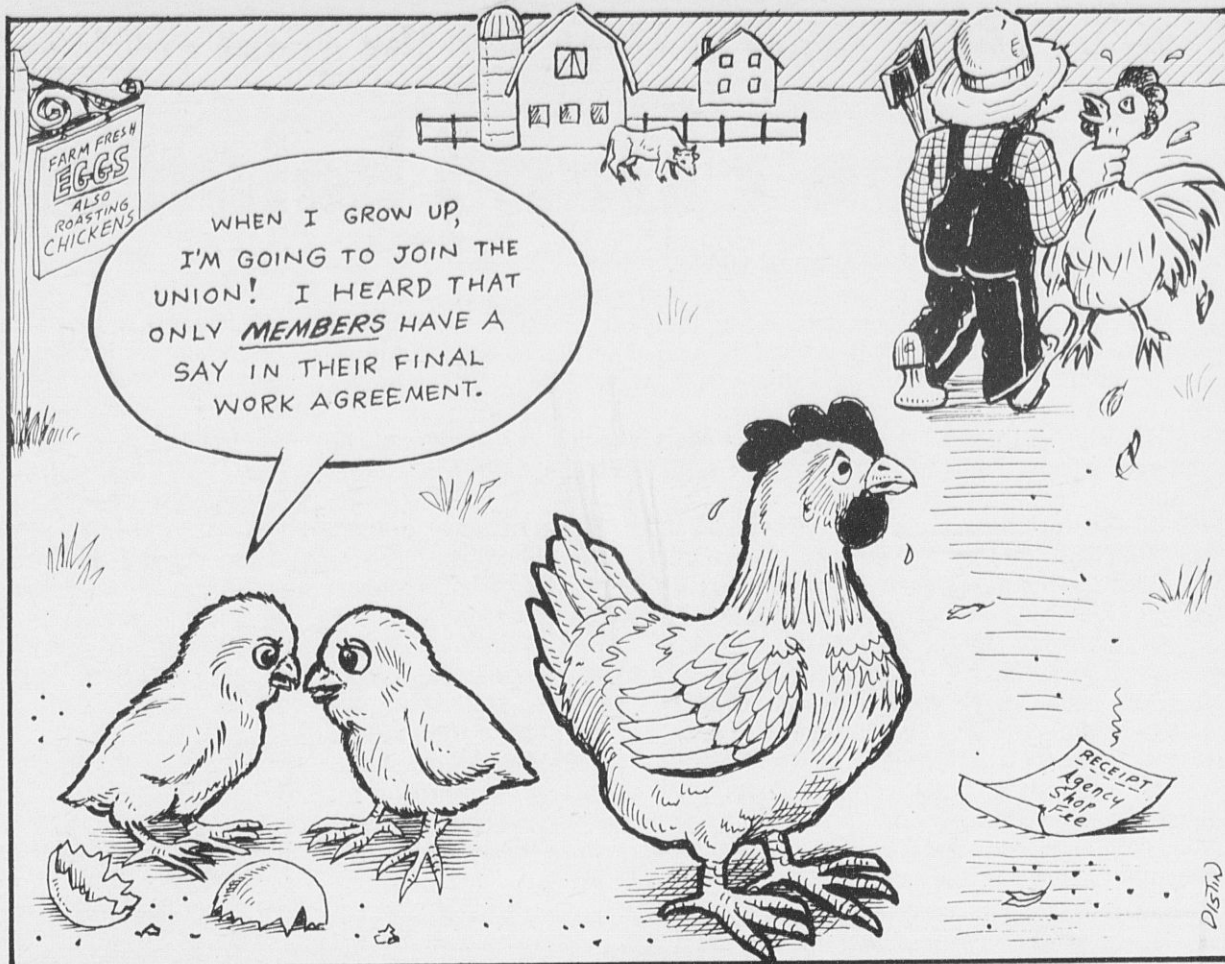
Official publication of
**The Civil Service Employees Association
 Local 1000, AFSCME, AFL-CIO
 33 Elk Street, Albany, New York 12224**

The Public Sector (445010) is published every other Friday by The Civil Service Employees Association, 33 Elk Street, Albany, New York 12224.

Publication Office: 1 Columbia Place, Albany, New York 12207. Second Class Postage paid at Post Office, Albany, New York.

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Address changes should be sent to: Civil Service Employees Association, The Public Sector, 33 Elk Street, Albany, New York 12224.



CSEA HAS JOB OPENINGS

CSEA has three job openings for which the union is seeking interested candidates.

One position is an organizer, to be assigned to Southern Region III. The union has two positions open which will report to the union's director of safety. One position is an industrial hygiene specialist and the other is an administrative assistant.

Candidates interested in the Region III organizer position should be familiar with labor relations, union organizing, and PERB and NLRB procedures. Candidates should possess a bachelor's degree and have experience in the above fields, but may substitute extended experience for the formal education requirement.

Interested applicants should submit resumes along with personal salary history no later than March 18 to CSEA Personnel Director, Box 7125 Capitol Station, Albany, New York 12224.

Applicants for the position of industrial hygiene specialist should possess a bachelor's degree in safety and health, biology or chemistry. The successful candidate will assist the union's safety director in analysis, studies and tests of possible health hazards at work sites, including air samples, noise levels, laboratory tests and hazardous substances.

The administrative assistant position requires a college degree or a high school degree with three years of responsible business experience. The administrative assistant will serve as liaison with the safety department and the union membership, and assist the director with reports, data development and general office responsibilities.

These two positions are now temporarily funded by a labor/management committee. Applicants should submit resumes along with personal salary history no later than March 18 to CSEA Personnel Director, Box 7125 Capitol Station, Albany, N.Y. 12224.

All candidates must qualify by petition

(Continued from Page 1)

—not have received any penalty imposed by the CSEA Judicial Board which would make the member ineligible to be a candidate.

All candidates for the statewide offices must qualify for a ballot position by the petition process. First, a candidate must obtain a Nominating Petition Request Form, available beginning March 11. Request forms may be obtained through CSEA locals, at the six regional offices, or at the union's Albany headquarters.

Nominating petitions will be given out only after the member has completed the request form. Official petitions may be picked up in person at, or obtained by mail through, the six regional offices or through CSEA headquarters in Albany.

To qualify, a candidate must obtain at least 1,000 signatures of CSEA members on the nominating petition forms. Signatures must be of members who are currently paying dues, who are not serving a suspension, or who do not have any outstanding dues delinquencies. Suspension ending before April 15, 1985, or dues delinquency corrected before April 15 will qualify a member's signature on a nominating petition.

The petition period extends from March 11 to April 15, with all petition forms due by close of business on that date. Petitions must be submitted to the Membership Records Department, CSEA, Box 7125 Capitol Station, Albany, N.Y. 12224. They should be sent by certified mail, return receipt requested.

'IN THE PREVIOUS ISSUE . . . WE INCORRECTLY . . .'

In the previous issue of The Public Sector we incorrectly identified Sarah Jackson as chairperson of the Administrative Services Unit negotiating team. Sarah Jackson is a member of that team, but Elizabeth Holt is chairperson of the unit team. Also, Jackson serves as a sergeant at arms for CSEA's Board of Directors but is not an officially elected member of the Board.

Oops . . .



Rain, shine, snow or sleet, it's the great outdoors for them

'I can't stand being cooped up'

By Anita Manley
CSEA Communications Associate

FISHKILL—If you've ever looked longingly out an office window on a beautiful spring day and wished you had the kind of job that took you outdoors, you probably changed your mind this winter when temperatures plunged below freezing.

But what of those brave and stalwart souls who do work outdoors? Did you ever wonder how they feel about facing the extreme whims of Mother Nature?

"I like working outdoors," says David Baxter. He's a motor equipment operator with the City of Newburgh Department of Public Works.

Baxter, who plows snow, sands icy roads and repairs potholes as part of his duties, says he even likes winter better than summer.

In fact, when the three-year CSEA member was asked if he would like a desk job, he quickly replied, "No! Never! I can't stand being cooped up."

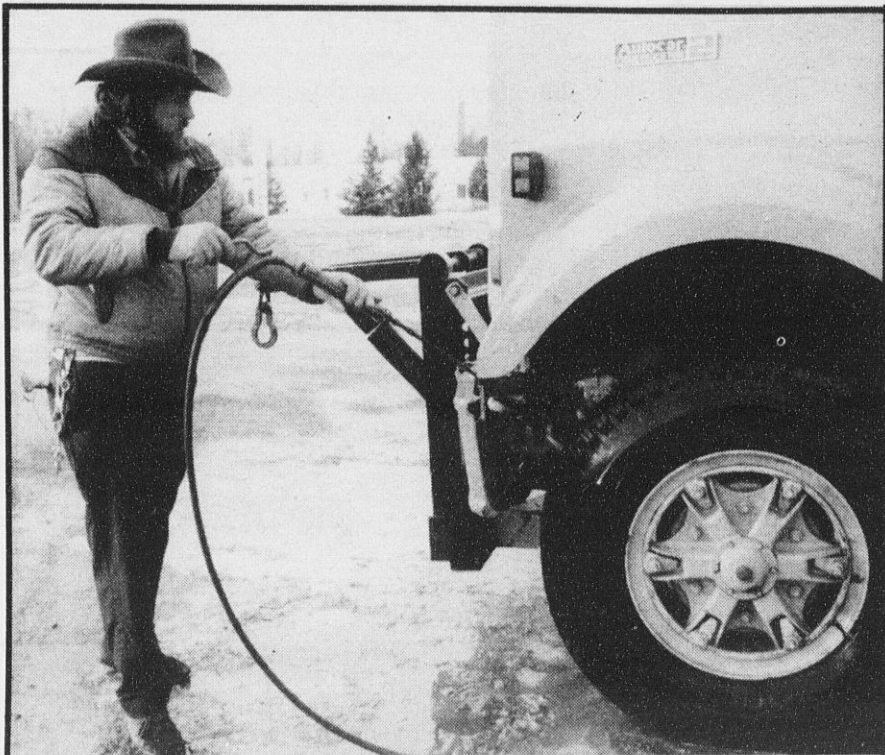
Bob Tudor, a Newburgh School District employee, is another one who proclaims, "I love the outdoors." Tudor is a member of the grounds maintenance crew at the high school and spends most of his workday outside.

"I'm strictly an outside man," Tudor says, but notes that winter is his least favorite season. "Some days you can't get warm enough," the eight-year employee said. Tudor said he tries to keep warm in winter by wearing thermal underwear and layers of sweatshirts.

A group of Department of Transportation employees in the Southern Region area agreed that while they dress warm, there are times they can't be completely protected from the cold weather in winter. "You can't fit bolts into a road sign with gloves on," said George Ballard, vice president of DOT CSEA Local 507.

For a person who works on a bridge that spans the frigid Hudson River, New York State Bridge Authority employee Jenny Bovino says she's "relatively comfortable." A toll collector on the Newburgh-Beacon Bridge, Bovino works in a heated (air-conditioned in the summer) toll booth where she meets sometimes harried commuters, sometimes friendly and sometimes not so friendly truck drivers, and travelers on the very busy Interstate Route 84. She's been at it seven years.

"We're fairly lucky here," Bovino said on a recent cold and windy day. "Eight out of 10 times the heat works, although some days you have to wear a heavy jacket. You can't be as warm as you are in your living room."



DAVID BAXTER prepares his truck for another trip through the city of Newburgh. "I can't stand being cooped up," he says.



BOB TUDOR — "I'm strictly an outside man," he said, but winter is his least liked season.



DOT WORKERS Walt Leight, Dick Pickering and George Ballard all say they wouldn't trade their jobs for another inside, even if they do need a jackhammer to bust up frozen ground during winter.



JENNY BOVINO describes herself as "relatively comfortable" in her heated toll booth on the Newburgh-Beacon Bridge.

Upsurge of union spirit sparks drive for more members in Genesee County

BATAVIA — A renewed spirit of CSEA unionism has been awakened in Genesee County, where newly-elected Local 819 officers and an energetic, dedicated membership committee have launched a drive to sign up "all eligible employees, for a 100 percent rollcall."

Materials distributed to county employees point to the long list of benefits derived from CSEA membership including participation and voting in contract negotiations and election of officers, education for officers and steward training, collective bargaining, Civil Service exam preparation, and CSEA Labor Institute courses.

Communications services, retirement counseling, and political action on behalf of the members are other benefits highlighted.

"With the re-emergence of the local from trusteeship, Unit President Sharon Bork has done a great job getting the whole membership campaign rolling. She really pushed on it, and her enthusiasm has had a positive impact on the rest of us," said Local President Craig Wiese.

"Our drive is aimed at telling those that are already members, as well as those that are not, of the many benefits and services that are available to them as CSEA members," Wiese continued. "Region organizer Tom Mullen was of tremendous assistance to our members committee in this regard."

Mullen worked with a committee that included Bork, Local Secretary Margaret Kapperman, Frank Waiter, Karl Merritt, Chief Steward and Oakville-Alabama Schools Unit President Jim

Duval, Eric Von Ostberg and Marsha Hoskins.

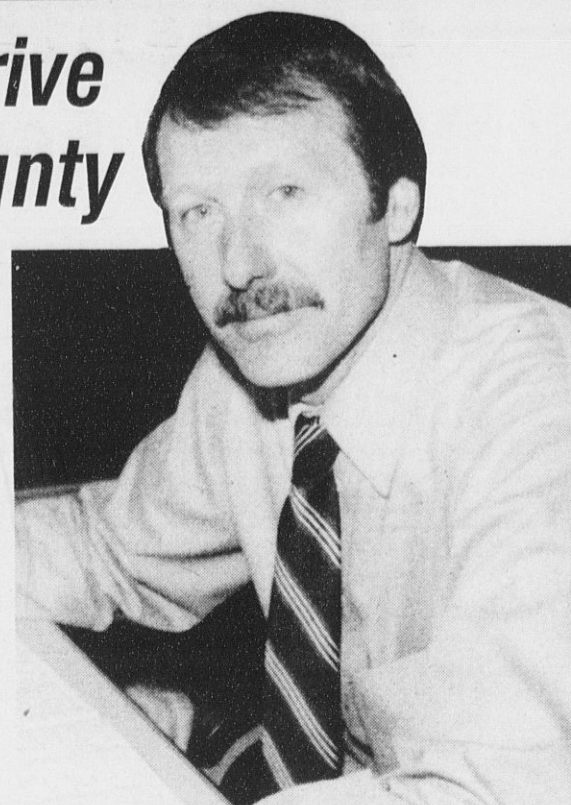
Mullen credits the committee members' dedication with increasing the local's membership by 20 percent already, and predicted an even larger increase in the weeks ahead.

"It's great that everyone on the committee realizes the hard work required to take the time necessary to tell prospective members of union benefits," said Mullen. "Sometimes you can talk to a group, but more often it takes a one-on-one effort, away from peer pressure for non-members to see how much they would be gaining from membership. And it's important to keep the membership committee alive as an on-going effort for continual education of the non-member."

Local Secretary Margaret Kapperman said the local has developed another incentive that will likely increase attendance at the March 28 general membership meeting.

"Instead of a cut and dry meeting, we'd like it to be partially social, because, after all, we are co-workers with the same desires for improvement," she said. "We'll also be giving a food gift certificate to each dues-paying member in attendance at the meeting. We want to welcome everyone back to active membership in Local 819."

With a full membership goal of 300 members in mind, Wiese said there had been some turnover in jobs during the period of the trusteeship. "But there has never been any animosity between members and nonmembers. I think some just



Local 819 PRESIDENT CRAIG WIESE

felt 'why should I belong,' because no one had made them aware of the benefits. And the stronger our membership is, the better negotiations for a new contract will be, when we sit down at the bargaining table."

Wiese, Kapperman, Bork and Duval are joined on the local's Executive Board by Vice President Ken Dart and Treasurer Joe Miner.

Wiese invited non-members to contact an Executive Board or Membership Committee member to sign a membership card, and attend the March 28 meeting for "the re-birth of Local 819."

State to buy Insurance Fund building despite problems

HEMPSTEAD — The heating system doesn't work, water drips from ceiling pipes and bathrooms are filthy. Yet despite these long-standing problems, the state will soon purchase the office building on Long Island that houses employees of the State Insurance Fund.

With warmer than normal temperatures this winter, the heating problem was less acute than in past years until a two-week cold spell hit. Long Island in early January. Following a letter dated Jan. 10 from the area supervisor to landlord Johansen Realty, cold conditions in work areas were corrected. At the same time, the corporation was fined by a village judge for failure to provide heat in residential units it also owns.

"It hasn't been a problem since it got warm out, but when it was cold it never got above 60 degrees in here" says Grievance Rep Marietta Alcide. "People were at work at their desks wearing their hats and coats."

Adds Diane Sisane, grievance rep for the Division of Parole which is also a tenant: "The state even brought in space heaters to try to warm things up but that didn't really help. We had to go out at lunchtime just to get warm."

According to Grievance Rep Ruby Weeks, part of the problem is the

building itself. She says that windows are not properly insulated and holes in the walls let the cold come right in. Beyond that, she claims that even when the heating system is working, it doesn't properly heat all areas.

CSEA has been assured that renovations will be carried out when the state takes over, but the union is watching carefully to see just what improvements will be made. The grievance reps expect at the least, more responsiveness to problems. But, the lease doesn't expire until the summer and there are still concerns for the present.

Alcide contends that unsanitary bathroom and lunchroom conditions are particularly bad.

"Some time ago, one of our pregnant employees had morning sickness and threw up in the ladies' room and it was days before they cleaned it up."

A new cleaning company has been brought in but Weeks says things aren't much better: "We don't even have paper towels and toilet paper." She adds the landlords won't do anything because now they know in a few months it won't be their problem anymore."

Nassau County employees to vote on new contract

MINEOLA — A ratification vote is scheduled March 13 on a new three-year contract for 14,000 Nassau County employees.

The pact, retroactive to Jan. 1, is described by CSEA Local 830 President Jerry Donohue as making "important inroads and many milestones."

He compliments the negotiating team for "sacrificing many hours of their own time" and sees the tentative contract as "the reward of their hard labor."

The wage package totals 17.5 percent and includes increments. Raises will be 6 percent in both 1985 and 1986, and 5.5 percent in 1987.

Other contract benefits are:

- fully paid health insurance;
- 20 percent increase in dental benefits, effective July 1;
- binding arbitration through an impartial panel to settle disciplinary actions;
- \$200 increase in uniform allowances for "Group 2" employees;
- child care leave of up to one year for both male and female employees;
- shift differential increased to 85 cents this year, 90 cents next year, and 95 cents in 1987;

- \$7.50 meal allowance, effective April 1;
- optical plan for individual employees, beginning July 1;
- optical plan also available for family members through payroll deduction;
- sick time earned beyond 190 days to be put into separate bank which can be tapped in cases of catastrophic illnesses;
- standby pay for sanitarians increased to \$130 this year, \$140 next year, and \$150 in 1987;
- emergency duty pay for fire inspectors raised annually to \$300, \$350 and \$400; and
- emergency duty pay for Social Services employees goes to \$40 on weekdays and \$75 on weekends/holidays.

The negotiating team, chaired by Donohue, included Collective Bargaining Specialist George Peak, CSEA Attorney Richard Gaba, Field Representative Rigo Predonzan, Rita Wallace, Ralph Spagnolo, Steve Goldberg, Nancy Hernandez, Alice Goody and Marie Fallon.

Doris Kasner and Sam Piscitelli, two early retirees, also assisted negotiations.

H.H. Common disorder rarely diagnosed

Former member leads effort

It's called Hereditary Hemochromatosis (H.H.). Chances are, you've never heard of it. And yet chances are, too, that someone you know probably has it. Maybe even yourself.

For H.H. is now known to be one of the most common of all hereditary disorders. At the same time, it is rarely diagnosed before serious complications occur because early symptoms resemble many of those in other conditions, thus making accurate early diagnosis difficult.

But early diagnosis is possible and can be inexpensive, especially for individuals residing in a 14-county area in northeastern New York, where a pilot screening study of blood donors is being conducted jointly by the American Red Cross and the Hemochromatosis Research Foundation (see related story). It is anticipated screening will be extended to the other regions served by the American Red Cross. Testing may also be done

at area laboratories, but one significant benefit of the Red Cross program is that the cost is only \$13 compared with costs ranging between \$46 and \$60, including an essential additional confirmatory test when indicated, at area laboratories.

Since 1970 a one-time CSEA member, Dr. Margaret A. Krikker of Albany has devoted much of her time and effort to increasing the awareness of H.H. by the medical profession and the general public.

Dr. Krikker recalls the days she held civil service jobs and CSEA membership while working her way through college and later medical school at Albany Medical College. Later she was a physician at SUNY's Student Health Service in Albany, leaving in 1970 to devote more time to her private practice and to the cause of H.H.

Dr. Krikker founded and is still president of the



Dr. Margaret A. Krikker

Hemochromatosis Research Foundation, Inc., based in Albany with an international advisory board comprised of prominent local and worldwide researchers and physicians. She is presently on sabbatical from Albany Medical College's teaching staff to pursue her commitment to the foundation. She said she is hopeful, if funds are available from grants and contributions, that an international world conference on hemochromatosis will be held in 1986.

Dr. Krikker devoted her interest to H.H. after diagnosing the disorder in her husband, a chemist and assistant director of the food laboratories with the state Department of Agriculture and Markets. He died in 1977.

Hemochromatosis may be one reason women outlive men

One of the most common of all hereditary disorders, and yet one which is rarely diagnosed before serious complications set in, may be why women outlive men, according to an Albany, New York physician who founded and serves as president of an international foundation to learn more about the disorder.

The disorder is called Hereditary Hemochromatosis (H.H.) and is a genetic disorder in which the individual's body absorbs more dietary iron than needed. Albany physician Dr. Margaret A. Krikker, founder of The Hemochromatosis Research Foundation, Inc., says that people with H.H. absorb this excess amount of iron from infancy on, and that because the human body has no way of getting rid of the excess iron except by blood loss, the iron slowly accumulates in vital organs and joints.

Since it takes decades for sufficient iron to accumulate to produce organ damage, specific symptoms usually do not show up in men until their 30's and beyond, and in women usually some years after men. Dr. Krikker says women benefit from the protective effect of the periodic blood loss through menstruation and childbearing, and this could in part account for why women generally outlive men.

WHAT CAUSES H.H.?

Individuals with the disorder have inherited two abnormal H genes, one from each parent. A gene is a code for a family likeness, and there may be hundreds of thousands of genes located on the chromosomes each individual inherits at the time of conception, one-half pair from each parent.

Individuals who inherit one H gene and one normal gene are called carriers. Their iron absorption rate is somewhat higher than normal, but usually not enough to cause organ damage. However, when two carriers marry, each of their children has a 25 percent chance of inheriting two abnormal genes, or two normal genes, or a 50 percent chance of inheriting one H and one normal gene and, like their parents, become carriers.

Those who inherit two H genes absorb excessive iron from infancy on and decades later are destined to suffer organ damage.

WHAT ARE THE SYMPTOMS?

Symptoms vary among patients, and usually resemble those of other medical conditions.

Symptoms may include fatigue, weakness, weight loss, abdominal discomfort or pain, pain

in joints, backache, itchiness, and frequent infections. Also a tanned appearance not due to sun exposure occurs frequently. Late symptoms depend also on the specific organs affected the most, such as liver dysfunction with or without cirrhosis; heart irregularities; shortness of breath or chest pain; diabetic symptoms of thirst, frequency of urination and weight loss; or other hormonal deficiencies such as decreased body hair and libido; and joint pains.

SEE YOUR PHYSICIAN

If you suspect you have any of these symptoms, Dr. Krikker recommends seeing your physician or visiting a clinic. Two screening tests are need-

ed to diagnosis a patient. They are a transferrin saturation test, and a ferritin test. If either test is abnormal on more than two occasions, a liver biopsy is essential to definitely confirm the diagnosis. A diagnosis mandates all first-degree relatives also be screened, Dr. Krikker said.

Laboratory screening for H.H. generally costs between \$46 to \$60, but through a new pilot screening program arranged between The Hemochromatosis Research Foundation, Inc. and the 14-county Northeastern New York Region of the American Red Cross Blood Services, individuals can now be screened at a cost of just \$13 (see related story).

Pilot project makes screening inexpensive

A pilot project for a joint blood donation and screening test for Hereditary Hemochromatosis (H.H.) is available at well below the average laboratory cost for residents in a 14-county region served by the Northeastern New York Region of the American Red Cross Blood Services.

The pilot project is being conducted in conjunction with The Hemochromatosis Research Foundation, Inc., an international organization based in Albany and founded by Albany physician Dr. Margaret A. Krikker.

Individuals wishing to be screened under the pilot project must be between the ages of 17 and 66, weigh at least 110 pounds, and be in generally good health.

Applicants should send a check for \$13 made out to "The Hemochromatosis Research Foundation" along with the brief application form printed

below. A large, self-addressed envelope stamped with \$.44 must also be included, with the notation "H.H. screening" on the outside of the envelope. Persons unable to pay may be screened free and should indicate their inability to pay on the form below.

All this should be sent to: Hemochromatosis Research Foundation, Inc., P.O. Box 8569,

Arrangements will be made with the American Red Cross to conduct the screening tests, and results will be sent to the individual and the physician listed on the application. All followup treatments would then be made by the individual's physician.

Interested individuals may use the following form:

Send to:
Hemochromatosis Research Foundation
P.O. Box 8569 Albany, New York 12208 (INCLUDE \$13 CHECK)

Your Name _____ Telephone: _____
 Street _____ City _____ Zip _____
 Your physician's Name _____
 Telephone: _____ Street _____ City _____ Zip _____

YOUR SIGNATURE _____
 (If you are unable to pay the \$13 fee, make X here _____)

KNOW YOUR NEGOTIATORS

Profiles of some of the members of your union's negotiating teams in the CSEA/state contract negotiations

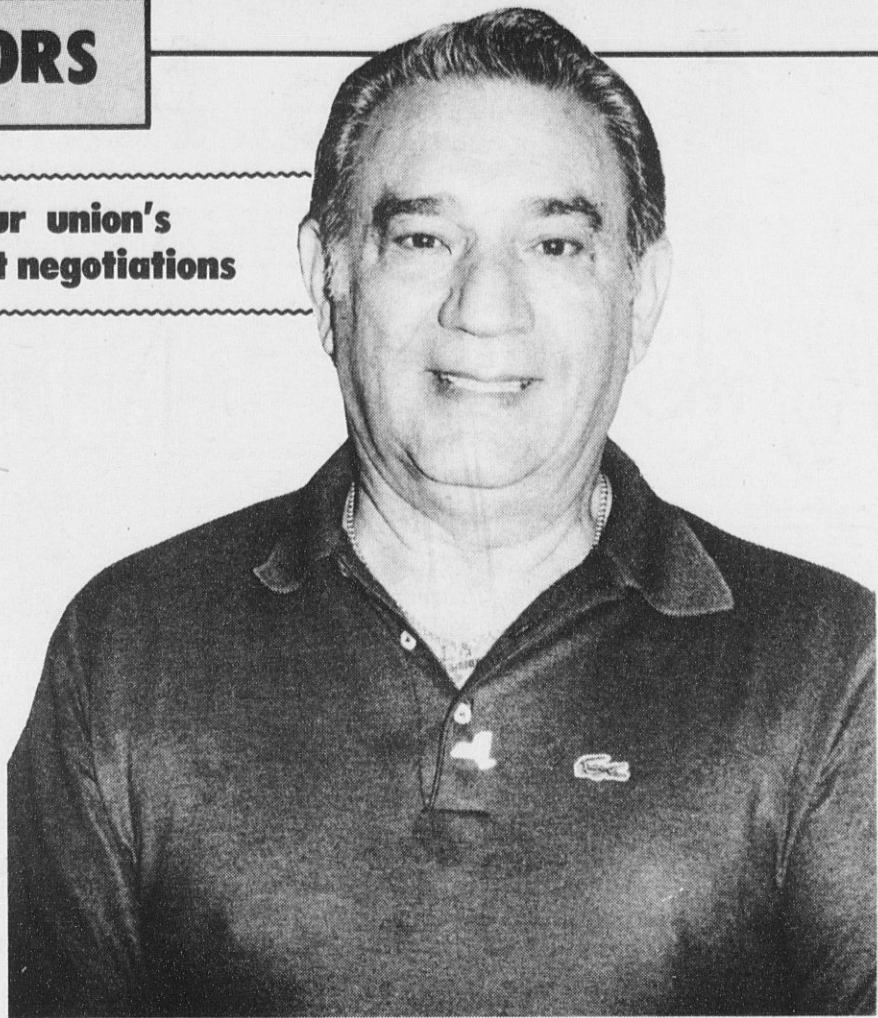
LOUIS J. MANNELLINO

Operational Services Unit

Louis J. Mannellino is a veteran of two previous state negotiating teams who believes "my previous experience as a negotiator will definitely be an asset."

A CSEA member and activist for nearly two decades, Mannellino currently is president of DOT Region 10 Local 508. He also serves as a trustee of the CSEA Employee Benefit Fund, and is very active in the Long Island Federation of Labor and the Long Island Labor and Community Agency. He has also served as a vice president and treasurer of his local, as well as an elected delegate several times.

"I will," he pledges, "contribute hard work and dedicated effort" to the union negotiating team.



CAROLE PEETS

Administrative Services Unit

Carole Peets is serving for the first time on a CSEA state negotiating team, and says "I want to try to get a contract to better the conditions of work for our membership, and improve benefits."

A 27-year veteran of state service, Peets is a parole aide and four-year president of Mid-Hudson State Employees Local 009.

The union activist is a member of Region III's women's committee, has served on two statewide labor-management committees, as a member of CSEA's Region III executive board, and on the EAP statewide committee representing the Division of Parole. She is currently enrolled in the second year of Cornell University labor relations courses.

CSEA'S NEGOTIATING TEAMS

ADMINISTRATIVE SERVICES UNIT Negotiating Team

Region I — Elizabeth Holt and Barbara Reynolds
 Region II — Elliot Bernstein and Ann Worthy
 Region III — Carole Peets and Sarah Jackson
 Region IV — Lee Johnson and Dann Wood
 Region V — Chris Carletta and Claire McGrath
 Region VI — Sara Sievert and Dawn Lyman
 Collective Bargaining Specialist Jack Conoby

OPERATIONAL SERVICES UNIT Negotiating Team

Region I — Arthur Loving and Lou Mannellino
 Region II — Benjamin Hayes and James Wilson
 Region III — Jack Cassidy and Richard Riley
 Region IV — Milo Barlow and Leroy Holmes
 Region V — Tom Ward and Chuck Eynon
 Region VI — John Wallenbeck and Thomas Petrone
 Collective Bargaining Specialist John Naughter

INSTITUTIONAL SERVICES UNIT Negotiating Team

Region I — Joseph Noya and Anthony Ruggiero
 Region II — Joel Schwartz and Miguel Cruz
 Region III — Jeff Howarth and Beatrice White
 Region IV — Joel Falkenbury and Dominick Ruggieri
 Region V — Madeline Harrison and Ruby Meyers
 Region VI — Elaine Mootry and Kathy Pontillo-Button
 Collective Bargaining Specialist Jim Cooney

DOMINIC RUGGIERI

Institutional Services Unit

Dominic Ruggieri, a resident of Johnstown in Fulton County, is experiencing his first year as a member of CSEA's Institutional Services Unit bargaining team.

A child care worker with the state Division For Youth, Ruggieri is a six-year president of Tryon School Local 559. He is statewide chairman of DFY's labor-management committee, and served four years as grievance chairman of his local.

Ruggieri notes, "I have had to deal with so many grievances with the ISU contract, I know the weak points of the present contract." He hopes, he says, to be able to improve and strengthen the protection afforded members under the contract.



A time to celebrate

WOMEN

WHY WOMEN'S HISTORY?

The study of women's history is relatively new and comparatively quiet. It is purposeful; the goal is nothing less than constructive and expansive social change, change that must come with honest and thorough education. Through knowing these true stories, we can recapture the inspiration of earlier women, and become more optimistic about the power we have over our lives today to affect change in our long and varied journey for equal rights for women.

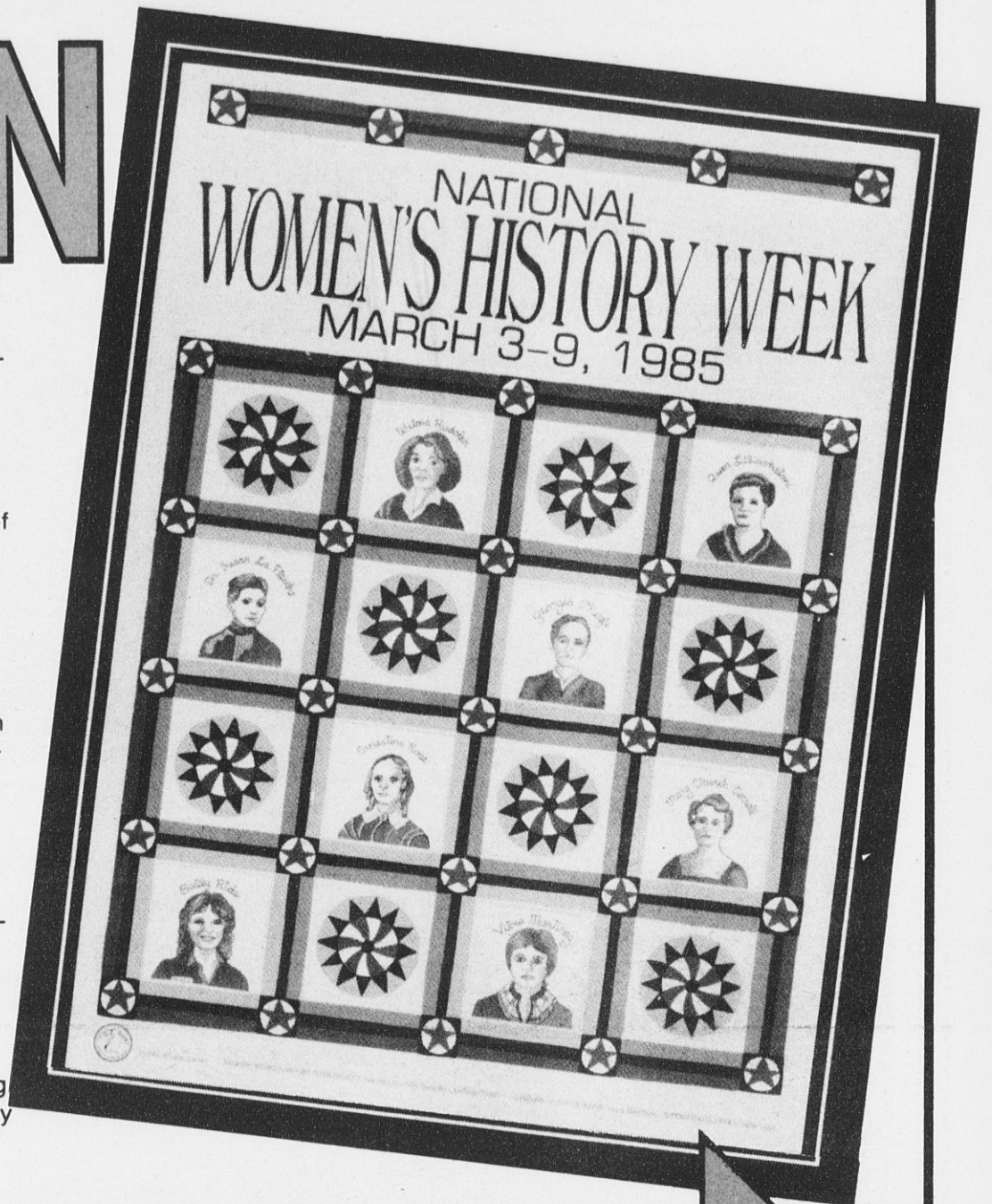
The multi-cultural study of women's history means reclaiming the contributions and impact of **all** groups of women. Knowing how the lives of women before us were spent, we gain the richness of our heritage and the inspiration of this tradition of activism and accomplishment. Correspondingly, boys and men are able to expand their perceptions and expectations of the real lives and work of women.

WHY CELEBRATE NATIONAL WOMEN'S HISTORY WEEK?

National Women's History Week sets aside a special time each March for schools, communities and workplaces to recognize and celebrate the lives of countless women of all races, ages, cultures, ethnic traditions and ways of life. Women are honored who have participated in history by living out their lives, whether in ways grandly eloquent or steadfastly ordinary, and by so doing have contributed to our shared history.

National Women's History Week always includes International Women's Day, March 8, a day proclaimed at the turn of this century to recognize the tremendous work of women in the organized labor movement. This date was chosen as a focal point for National Women's History Week for three reasons: to stress the international connections between and among all women; to emphasize a multi-cultural approach to women's history; and to celebrate women as workers world-wide.

It is our shared commitment to National Women's History Week that will serve as a springboard for introducing a more accurate picture of our history throughout the year.



TWO CSEA ACTIVISTS HONORED



Pages 10 & 11

CONGRESSIONAL RESOLUTION

Designating the week March 3-9, 1985 as "Women's History Week"

Whereas American women of every race, class and ethnic background helped found the Nation in countless recorded and unrecorded ways as servants, slaves, nurses, nuns, homemakers, industrial workers, teachers, reformers, soldiers and pioneers;

Whereas American women have played and continue to play a critical economic, cultural and social role in every sphere of our Nation's life by constituting a significant portion of the labor force working in and outside of the home;

Whereas American women have played a unique role throughout our history by providing the majority of the Nation's volunteer labor force and have been particularly important in the establishment of early charitable philanthropic and cultural institutions in the country;

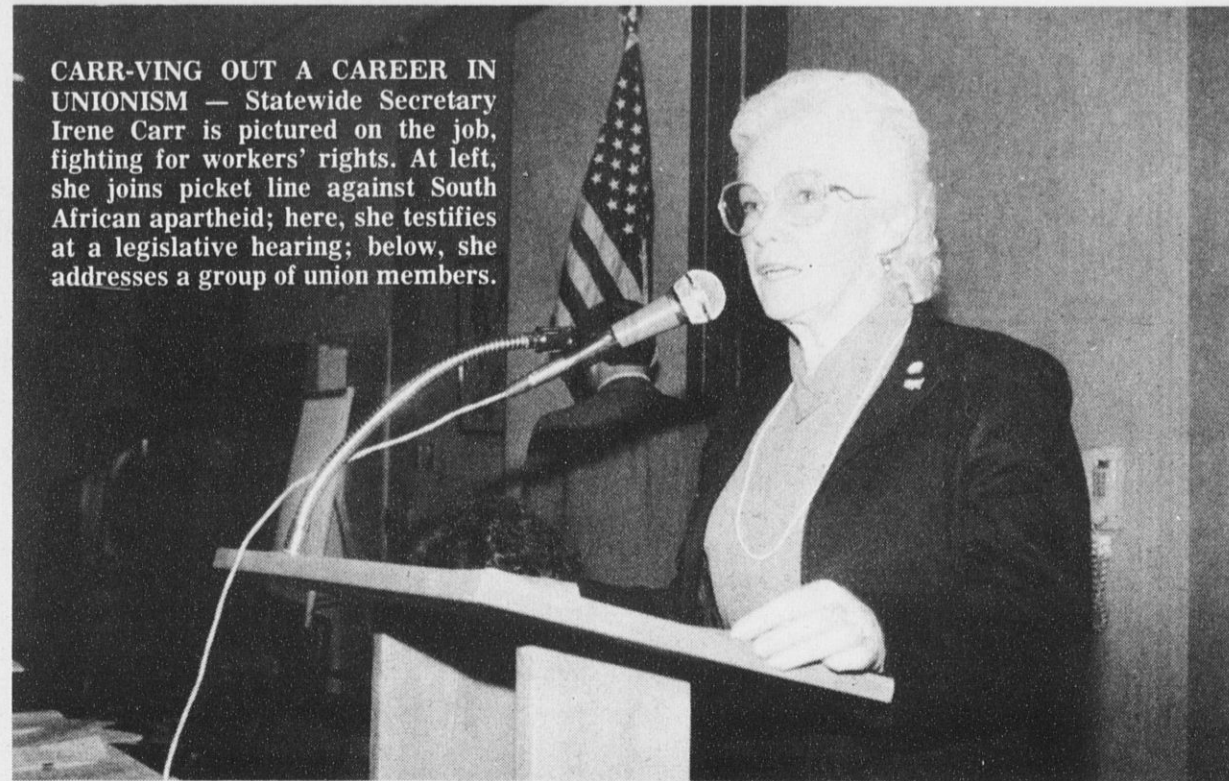
Whereas American women of every race, class and ethnic background served as early leaders in the forefront of every major progressive social change movement, not only to secure their own right of suffrage and equal opportunity, but also in the abolitionist movement, the emancipation movement, the industrial labor union movement and the modern civil rights movement; and

Whereas despite these contributions, the role of American women in history has been consistently overlooked and undervalued in the body of American history: *Now, therefore, be it resolved by the Senate and House of Representatives of the United States of America in Congress assembled, That the week beginning March 3, 1985, is designated as "Women's History Week", and the President is requested to issue a proclamation calling upon the people of the United States to observe such week with appropriate ceremonies and activities.*

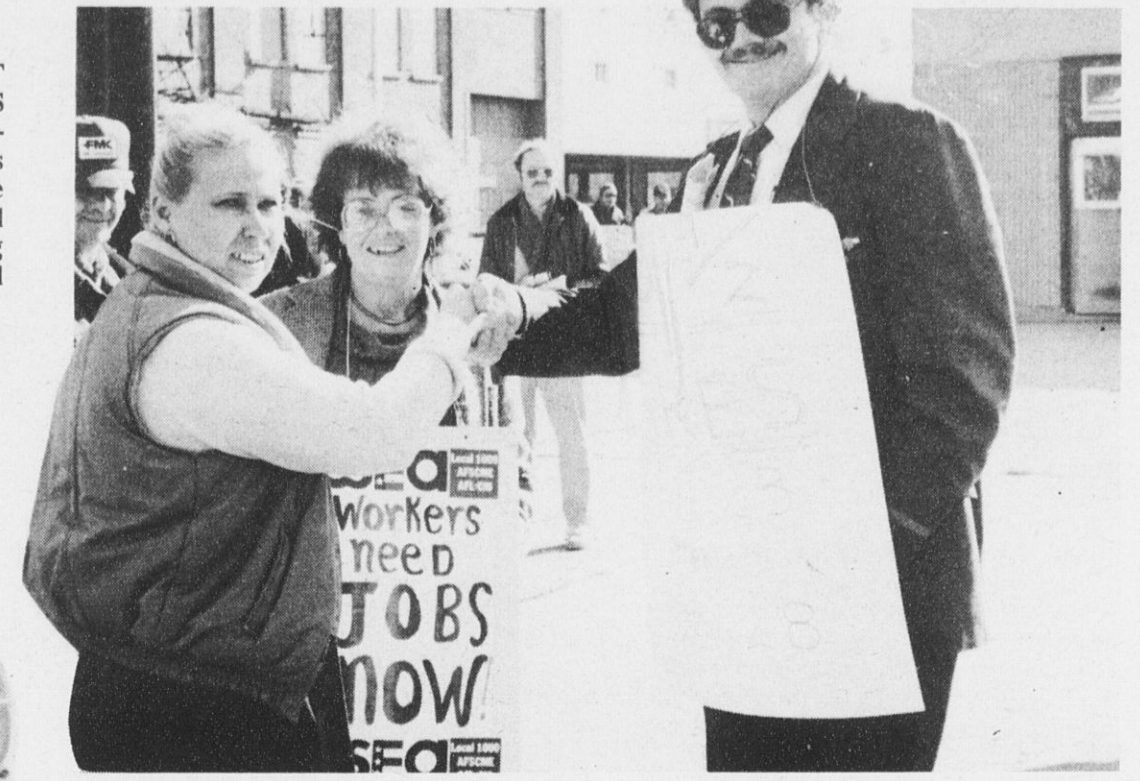
WOMEN'S HISTORY WEEK



CARR-VING OUT A CAREER IN UNIONISM — Statewide Secretary Irene Carr is pictured on the job, fighting for workers' rights. At left, she joins picket line against South African apartheid; here, she testifies at a legislative hearing; below, she addresses a group of union members.



THE MANY FACES OF BARBARA CHARLES — Local 670 Vice President Barbara Charles on the go: at food drive for community food pantries, left; picketing for jobs, right and below.



Carr, Charles among 'outstanding' union women

ALBANY—Two CSEA officers are among the eight outstanding trade union women from the Capital District who will be awarded for their achievements by the Coalition of Labor Union Women (CLUW) and the New York State School of Industrial and Labor Relations (NYSSILR) at Cornell University.

The two are Irene Carr, CSEA statewide secretary, and Barbara Charles, first vice president of Department of Labor Local 670.

The special awards program will be held March 17 from 4 to 6 p.m. at the headquarters of New York State United Teachers (NYSUT) and the Public Employees Federation (PEF) at 159 Wolf Road, Colonie. There is no charge to attend, and there will be refreshments and entertainment.

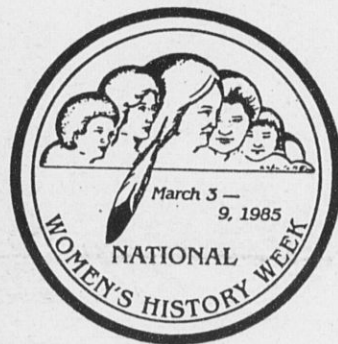
"Each woman was chosen because she played an important role in the labor movement, and each is unique in her own right," said Alice Brody, NYSSILR

labor coordinator. "Some are not only active in their unions, but in their communities, churches and jobs as well."

In addition to Carr and Charles — who are profiled in the stories below — the honorees include Marcia Caliccia, NYSSILR women's program specialist; Judy Conley of the International Ladies Garment Workers Union (ILGWU) and the Glens Falls Central Labor Council; and Toni Cortese of NYSUT.

Also, Judy Ferraro of the Troy Central Labor Council; Elizabeth Hoke, president of PEF; Ruth Jandreau, now retired, of the International Union of Electrical Workers (IUE); and Sandra Moll of the Laundry Workers, Cleaners and Dyers Union.

For more information on the awards program, contact NYSSILR at 473-1931.



TALES OF TWO CSEA ACTIVISTS

Irene Carr

CSEA statewide Secretary Irene Carr has 20 years of extensive experience in the full gamut of labor issues.

Her many roles include that of delegate, officer, speaker, lobbyist, negotiator and chairwoman. Indeed, she seems to be the personification of activism.

"Irene is very impressive. She's been active in CSEA for much of her life, and is really an example of someone who has worked her way up," said Alice Brody, labor coordinator with the School of Industrial Relations at Cornell University.

Carr first became involved in CSEA in 1966 as a delegate of Oneonta Local 011. Later she was elected president of the local, a post she held for seven years.

She served as recording secretary for Central Region V for six years, and has been statewide secretary since 1977.

A forceful advocate for women's rights, in 1978 she helped found and later chaired the first CSEA Women's Committee. In 1979 she was appointed to represent CSEA on AFSCME's National Committee on Women's Rights, and is currently chairwoman of the International Women's Committee of AFSCME.

She has testified at legislative hearings on comparable worth and video display terminals,

and is currently liaison for the Local Government Pay Equity Project.

She is also a member of the Cornell Advisory Board for Labor Union Studies, a member of the Coalition of Labor Union Women, and trustee of CSEA's Political Action Fund and Employee Benefit Fund.

In her efforts to help local secretaries gain a greater role in the union, she has sponsored secretarial seminars and other training sessions.

"Since I became statewide secretary, I believe I have built the image of this office into that of an 'officer,' and not someone with only minute-taking ability," Carr said.

WOMEN IN CSEA

Women play a large and important role in CSEA. They are in positions of leadership throughout the state, on the unit, local, regional and statewide levels. Here, a look at some of the pertinent facts:

- Women comprise more than half of CSEA's total membership of more than 200,000.
- Women serve as president of nearly a

Barbara Charles

During her 10 years as a CSEA member, Region IV's Barbara Charles has been involved in everything from Special Olympics to political action.

A grade 5 statistical clerk, Charles is currently first vice president of the Department of Labor Local 670, a position she has held for four years, and serves on a host of local, regional and statewide committees.

She is particularly active as chairwoman of the Solidarity Committee of the Capital District, a labor support network made up of rank-and-file members of several unions. She received much recognition for her work as co-chairwoman of last fall's Solidarity Labor Day

parade in Albany.

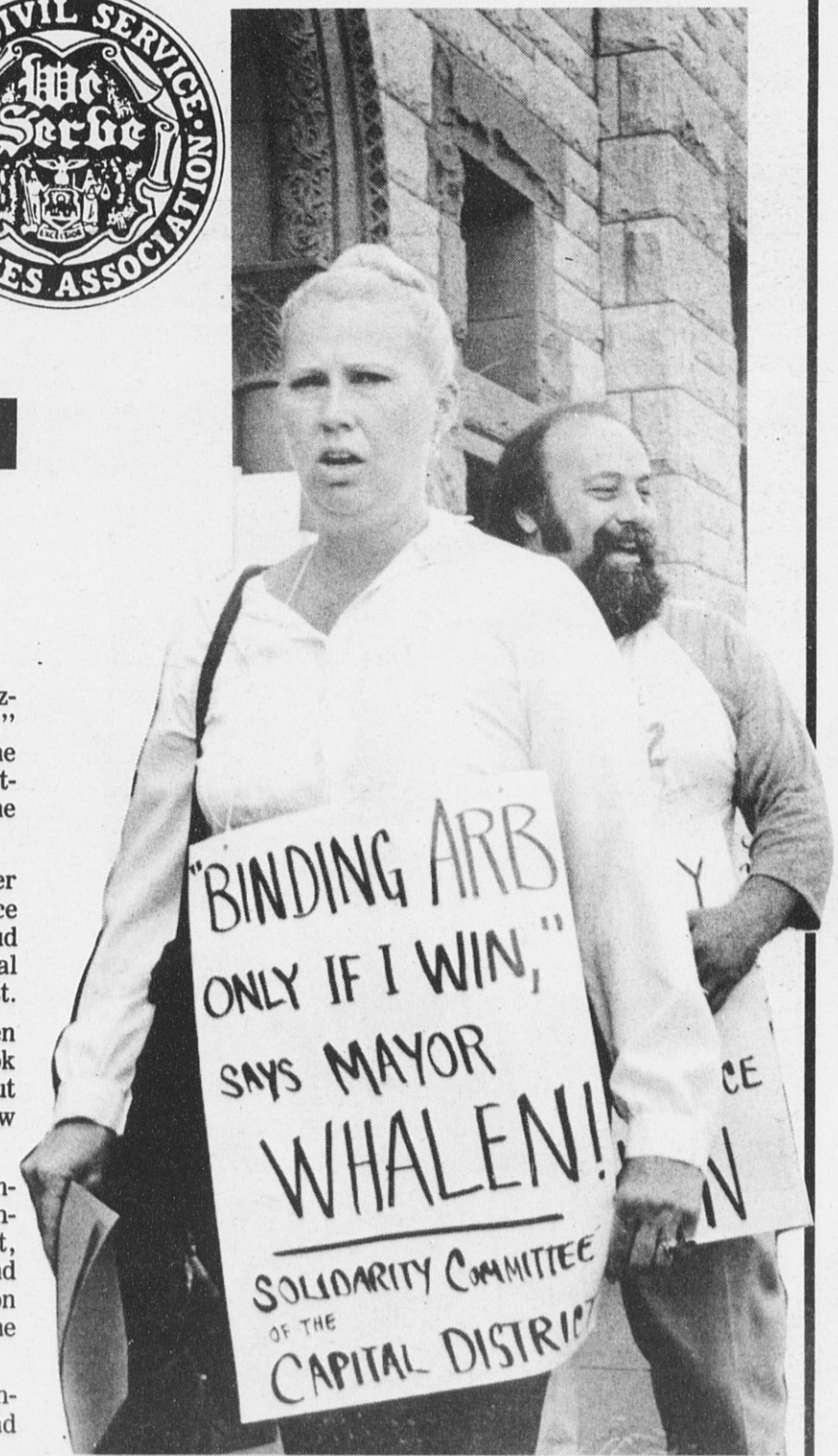
"She really did an excellent job in organizing and bringing that whole thing together," said Alice Brody, labor coordinator with the School of Industrial Relations at Cornell, noting one reason Charles was chosen for the CLUW-NYSSILR trade women awards.

A resident of East Greenbush in Rensselaer County, Charles has been in state service for some 20 years. She says she is most proud of her unflagging efforts to make Labor Local 670 a shining example of unionism at its best.

"It's always been an active local, but when Jeanne (Lyons, local president) and I took over, we really built it up," she said. "We put in a lot of hours and hard work, and a lot of new training sessions and programs."

A shop steward, Charles has applied her enthusiasm and efforts to numerous local committees, including labor-management, women's, grievance, political action, safety and health, and education and training. She is on many of the same regional committees, and the statewide nominating committee.

She has participated in many political campaigns and is very visible at job rallies and demonstrations for human rights.



Facts, figures on females in work force

Women around the world work to provide for themselves and their families. Although they are becoming an increasingly important economic force, they are still far from being equal economic partners, even in industrialized countries.

Statistics below were compiled by Public Services International (PSI), an international association of public sector trade unions, with which AFSCME is affiliated.

THE ECONOMIC REALITY FOR WOMEN

Working Women of the World

Women comprise about 35 percent of the world's paid work force and are becoming increasingly important. In industrial countries, women make up nearly half of the work force.

Occupational Segregation

Women's work is different from men's work. Women are heavily concentrated in clerical and service occupations. In industrial countries, women are the most under-represented in administrative and managerial occupations.

In the U.S., 80 percent of working women are concentrated in only 20 of the Labor Department's 427 job categories.

Pay

Working women do not earn as much as working men. Women earn, on average, 20 to 40 percent less than men in industrial countries.

The pay gap is the smallest in the Scandinavian countries, France and Australia. The U.S. and Japan are at the worst end, with a woman working fulltime all year earning about 60 percent of what a man earns.

The pay gap means real hardship. In the U.S., for example, families headed by women are five times more likely to be poor. More than one-third of the families living in poverty in the U.S. are headed by women, many of them black.

WOMEN IN THE PUBLIC SECTOR

"Female Intensive"

Women represent a significant portion of public employees. The Scandinavian countries have the most "female intensive" public sectors, with seven out of every 10 workers being women.

Worldwide, the larger the public sector, the greater the degree of female intensity. In the U.S., women are a larger share of public sector employment (about 48 percent) than they are of private sector employment.

And the public sector is becoming even more female intensive. From 1965 to 1977, the proportion of women in public employment increased in industrial countries.

Compared to the Private Sector

The public sector has a greater proportion of women workers than the economy as a whole. This is true in most industrial countries.

For example, in Scandinavian countries, the proportion of women in the public sector is about 60 percent above that of the general economy. It is about 50 percent above in the United Kingdom, and about 20 percent above in the U.S..

Women Concentrated at Lower Levels

More women in the public service, however, does not mean more women in higher level posts or at managerial levels.

Women are essentially restricted to "typically feminine" and poorly paid jobs in the public sector. In Australia, 72 percent of women are in secretarial and typing functions. In the U.S. federal civil service, 62.5 percent are in the six lowest grades, where they represent about three out of every four workers.

Women are under-represented at the top end of the job scale in the public sector. For example, in the U.K., women are only 4 percent of the top managerial levels, and less than 4 percent in the German civil service. They comprise about 7 percent in the higher levels of the U.S. federal civil service.

Pay Gap Narrower in Public Sector

The wage gap between men and women in the public sector is usually narrower than in the private sector.

In the U.S. economy, women earn 59 percent to 61 percent of what men earn. The gap is greater (56 percent) in the private sector. At the federal level, the gap is 63 percent; in state and local governments, the proportion is 71 percent.

WOMEN IN PUBLIC SECTOR UNIONS

Fewer Women Organized

Compared to men, fewer women are organized into unions in the private sector. However, women represent greater proportions of union membership in the public service. In Canada and the U.S., women are roughly half of public sector union membership.

Growth of Unionized Women

The growth of unionized women is often a function of the public sector becoming unionized.

For example, in Canada, 55 percent of women in the major central labor body are women who belong to public sector unions. In the U.S. the comparable figure is 45 percent.



NATIONAL
Box 3716

WOMEN'S HISTORY PROJECT
Santa Rosa, California 95402
707 - 526-5974

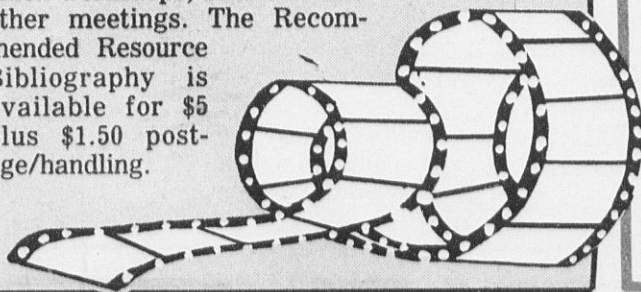
Group offers materials on women's history

National Women's History Week (see page 9) was originated and spearheaded by the California-based National Women's History Project.

The Project, part of the Women's Support Network, a non-profit educational corporation, was formed in 1978. It serves as a clearinghouse for teaching and program resources, providing technical assistance to educators, community and labor activists, historians, parents and others.

The Project has put out a 48-page resource catalog which features hundreds of women's history materials, including posters, bags, records, slides and cassettes. Single copies of the catalog are available free by contacting the Project at Box 3716, Santa Barbara, Calif. 95402; (707) 526-5974.

In addition, the Project has compiled a review list of more than 50 women's history films, which can be used at union workshops, seminars and other meetings. The Recommended Resource Bibliography is available for \$5 plus \$1.50 postage/handling.



WOMEN, MINORITIES MOVE UP IN NON-TRADITIONAL WAYS

Study finds white male workers most likely to win state promotions

ALBANY — Women and minority men were not as likely to move up in state government jobs as their white male co-workers because they have less access to promotional routes.

Meanwhile, some 70 percent of managerial promotions have come through routes other than the traditional Civil Service competitive exam.

These findings came from a recent study of state management conducted by Center for Women in Government Research Director Cynthia H. Chertos.

Called "Alternative Routes of Promotion in New York State," the study analyzed 1,381 individual promotions made between 1977 and 1980 in 16 state agencies.

"New York state is concerned about the under-representation of women and minority men at the managerial levels of government," said Secretary of State Gail Shaffer, president of the Center's board.

Shaffer said she was surprised at the high percentage of promotions that were gained through non-traditional routes, adding it is important to examine these routes "in order to understand completely the impact of the entire promotion process on women and minorities."

A breakdown of the 70 percent of managerial promotions made through alternative routes indicated that the vast majority were provisional and temporary appointments.

The rest were permanent appointments made through nine different routes — such as administrative transfers and non-competitive exams.

Although women, minority men and white men were fairly represented among those receiving



non-permanent promotions, these are less desirable than permanent appointments, Chertos said.

"While non-permanent appointments may provide a foot in the door, they do not provide a vested right to continued employment or a right to further promotional opportunity," she said.

Women and minority men were not fairly represented among those receiving permanent promotions, the study showed.

"The overwhelming majority were received by white men," said Chertos.

"Women and minority men did not receive the number of these promotions one would expect based upon their proportion of the state managerial workforce."

She added that women and minority men "were not promoted through the full range of alternative routes."

Based on its findings, the Center has made several recommendations to the state, including that the Civil Service Department publish a workers' manual on promotion routes.

In addition, Center Director Nancy Perlman said the alternative routes of promotion should be used for affirmative action to help increase the number of women and minority managers.



**ASSEMBLYMAN
MICHAEL J. BRAGMAN**

☆☆☆☆☆
**Legislator to speak
at Region V seminar**

SYRACUSE — Nearly 100 Region V regional officers, local presidents, and political action representatives and liaisons are expected to attend a legislative seminar on March 16 from 10 a.m. to 4:30 p.m. at LeMoyne Manor in Liverpool.

The highlight of the seminar will be a luncheon address by Assemblyman Michael J. Bragman (D) of the 118th district.

The program will cover such topics as the state and federal budgets, the Govern-

nor's Select Commission Report on the Future of the State-Local Mental Health System and CSEA's 1985 legislative program.

Taking part in presentations will be CSEA Legislative and Political Action Director Thomas Haley, Attorney James Featherstonhaugh, Mental Health Consultant Martin Langer, Region V PAC Chairwoman Dorothy Penner and Regional PAC Coordinator Timothy Burns. AFSCME representatives are also expected to attend.

Budgets, early retirement discussed at Region III meeting

SUFFERN — The effects of the federal budget on local government programs will necessitate major political action efforts, an AFSCME political specialist told CSEA members here recently.

"CSEA needs to get the message across to their congressmen that they are concerned," said Chuck Loveless, AFSCME legislative representative, at a Region III political action seminar.

Also addressing the issue was Thomas Haley, CSEA's legislative and political action director, who stressed the need to "keep the lines of communication open" with politicians. He noted that CSEA political action liaisons were working toward this end, and that a recent visit by CSEA representatives to New York's congressional delegation in Washington proved successful.

Discussing early retirement, CSEA Attorney James Featherstonhaugh said some school districts in the state were making the option available only to instructional employees, which he said the statute does not allow.

"If this going on in your district, notify us," he said. "We're prepared to commence a suit to force the district to allow all employees to take advantage of the early retirement option."

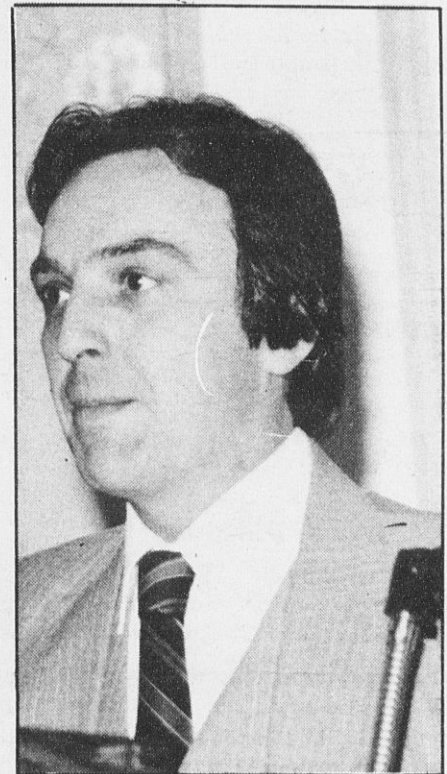
Featherstonhaugh also pointed out that in worksites where state employees have opted for early retirement, the results have often been serious shortstaffing, especially in mental health facilities. He advised local government employees to "take a good look at your workforce and talk to management about filling vacated jobs."

Region III Political Action Coordinator Doris Mason told mental hygiene employees to follow through on lobbying efforts to persuade local and state lawmakers to reject the Governor's Select Commission Report on the Future of the State-Local Mental Health System.

"Make certain that you are knowledgeable and that you show concern," Mason said. "Let them know how the issues will affect their constituents."



JAMES FEATHERSTONHAUGH



THOMAS HALEY

**Region IV
workshop:
Preparation
essential to
political
efforts**

ALBANY — Preparation is the key to effective political action, John Francisco, Region IV Political Action Committee chairman, told a group of CSEA members at a recent PAC training workshop.

"New participants in political action are amazed at the amount of work that has to be done before a committee can even sit down" with candidates who are seeking the union's support, he said.

Speaking to state and county representatives at the last in a trio of PAC and lobbying sessions in the region, Francisco detailed the items that must be researched before political endorsements can be made. These include the geographic makeup of an area and its recent political history, the number of CSEA members in the area, and the availability of trained political action volunteers.

"We need members who are committed to making po-

litical action succeed," Francisco said. "We have learned that even when we lose a race we often make such an impact on the race that the victor often seeks to become more closely aligned with our positions, so that in future races he or she might earn our endorsement."

Barbara Stack, Region IV treasurer and political activist, talked to members about effective lobbying, also stressing the need for personal commitment.

"Lobbying is merely being a super salesman for your union," she said. "That means knowing your subject matter inside and out and projecting a cordial yet professional manner at all times."

Both Stack and Francisco emphasized that a political action victory "is not just a victory for CSEA, but for every member who labors in the public sector."



Labor Education Action Program

AT YOUR SERVICE

Part of a series of articles to be published periodically in the Public Sector concerning the services available to the membership from or through The Civil Service Employees Association.

LEAP is the Labor Education Action Program of the Civil Service Employees Association, offering tuition-free courses at two and four year public and private colleges, BOCES and various state facilities across New York state. LEAP is available to CSEA-

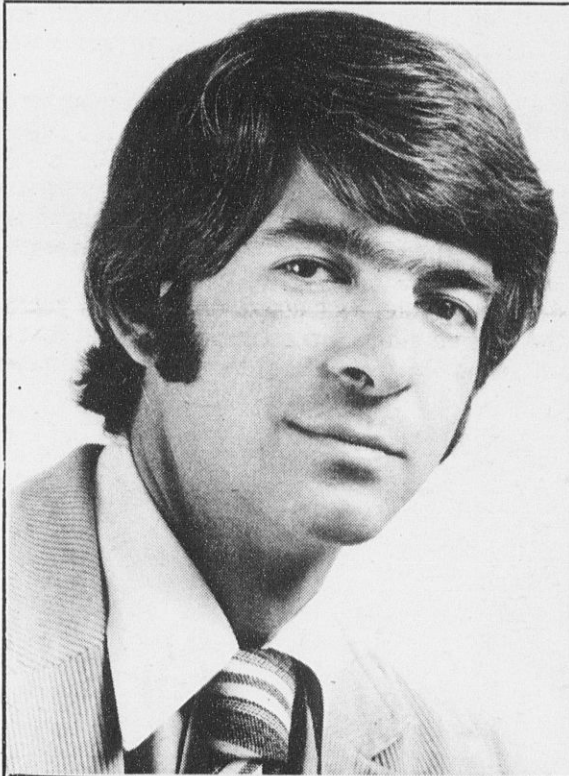
represented state employees in the Operational Services, Administrative Services and Institutional Services Units only. The courses are funded under Article 14 of the OSU, ASU and ISU contracts.

LEAP has helped 14,000 worker/students obtain educational needs for promotions

CSEA's Labor Education Action Program is currently in its fourth semester of operation, providing tuition-free credit and non-credit education courses designed to help state employees

in the OSU, ISU and ASU improve their opportunities to achieve promotions as well as generally improving the quality of their lives on and off the job.

agency or facility personnel or training officer. Also, CSEA local presidents have a limited supply of application forms available.



TOM QUIMBY is director of CSEA/LEAP.

Through LEAP, state employees in the three bargaining units may, pending approval of individual applications, take a wide variety of courses, tuition free, at many institutions of higher learning as well as at BOCES and other locations during spring and/or fall semesters. In addition, high school equivalency programs are available through LEAP year round.

Candidates can select the specific course desired from the LEAP course announcement booklet, complete the application, and mail it directly to the CSEA/LEAP office in Albany before the application deadline.

To date, LEAP has placed more than 14,000 employee/students in courses at 75 schools across the state.

All applicants will be notified at their home address whether or not they have been accepted for the course requested. For the spring 1985 semester, candidates were offered two selections, with the second choice being considered if the first was unavailable.

Each semester LEAP has offered about 150 different courses, each at several locations for a combined total of about 700 offerings per semester.

LEAP is proud that it was able to enroll an amazing 88 percent of all applicants who applied for a course during the current semester.

Announcements of courses available and class sites for fall semesters are generally made during June and July each year, and during October and November for the following spring semester offerings. The spring 1985 semester is well under way. The next announcement of courses and deadline for applying will be made this summer for the fall 1985 semester.

HOW TO APPLY

Interested employees in the OSU, ISU and ASU may apply for specific courses by obtaining the necessary application form (LEAP 104) from your

CSEA/LEAP Offices
Room 518
488 Broadway
Albany, New York 12207
(518) 434-8151

VICTORY SMILES were still evident when members of the organizing committee for the new CSEA Clerical/Secretarial Unit at St. Lawrence University, Canton, gathered following the recent union certification election. Discussing procedures for electing officers and conducting initial negotiations for a contract were, seated from left, Wilma Hills, Patt Bryant, Ann Marden, Sheila Murphy-Smilgin, Faye Lawrence, Karen L. Maxson, Lynda K. James and Diane Claffey. Standing are Jean Deese and CSEA Field Representative Steve Ragan. The new CSEA unit represents 107 university employees. Several meetings have been planned to help the transition into the CSEA structure.



YEARS OF FRUSTRATION FUELS DRIVE FOR BETTER WORKING CONDITIONS BY DUTCHESS SOCIAL SERVICES WORKERS

POUGHKEEPSIE — Seven years of working in a continually deteriorating building can cause a lot of frustration. And watching several proposals to improve the situation get rejected over the years just adds to the dilemma. So when the latest opportunity to change conditions came along, Dutch-

ess County Department of Social Services workers channeled their pent-up frustrations into an active, aggressive political action campaign that made a difference.

As a result, the CSEA-represented county workers expect to move into brand new working quarters next summer.

Actually, it took not one, but two, campaigns to achieve their objective of moving from their present locations where they say a leaking roof, poor ventilation and erratic heating has been commonplace for years.

When a New York City developer proposed to house the Department of Social Services in a new four-story office building he wanted to construct at Church and Market Streets here, it was the latest of several such proposals presented to and rejected by the county legislature over the past four years, says Dutchess County CSEA Local 814 President Scott Daniels.

This time, however, CSEA officials and members conducted a campaign to point out the shortcomings of the old building and the benefits of moving to a new location. And on Feb. 11 county legislators voted to accept a 15-year lease with the developer to house the department.

Abruptly, however, hopes dimmed when some legislators called for a recall vote when questions arose relative to how much the county would be reimbursed for its costs.

Employee campaign number two was launched and CSEA members began calling and writing county legislators in an effort to support the original vote. Additionally, members made plans to attend the legislative session when the issue was reconsidered.

Dutchess County CSEA Unit President Mary Rich was among those speaking to legislators. She emphasized the current facility was in a deteriorated condition, that a new facility would improve the morale of the department employees, and would enhance the downtown area of Poughkeepsie.

Unit Treasurer Helen Zocco pointed out to legislators a new building is less costly to maintain, is energy efficient and there would be a decrease in employee sick time in a properly heated and ventilated building.

Following the successful second vote, Rich noted, "After many years of intolerable conditions at the current site, I am extremely pleased that the Dutchess County legislature has finally made a firm decision for better working conditions and higher morale."



CSEA ACTIVISTS attending session of Dutchess County legislature listen as debate is held on approving new site for county's Department of Social Services. From left are CSEA Field Representative John Deyo, Dutchess County Unit President Mary Rich, CSEA Region III President Pat Mascioli, and unit member Sharon Tornatore.

CSEA MEMBERS from Dutchess County Department of Social Services turned out for meeting of county legislature to show support for new work location.



CSEA LOCAL 814 President Scott Daniels addresses county legislators, asking them to approve new site.

A deferred comp plan is ok'd for OCA employees

ALBANY — Saving for retirement is now a lot easier for Office of Court Administration personnel after CSEA President William L. McGowan recently signed an agreement establishing a deferred compensation plan for them.

The plan, utilizing payroll deduction, allows employees to annually defer the lesser amount of \$7,500 or one-third of annual salary. \$15,000 may be deferred annually during the last three years before retirement.

Deferred compensation is not subject to federal taxation until after retirement when income,

and tax rate, are generally lower. The federal tax offset is realized when a federal tax return is filed.

Equity investment managers for the plan are Fred Alger Management, Inc., Weiss, Peck and Greer, and Oppenheimer Capital Corporation, all with offices in New York City.

Funds will be equally divided among them to provide a balance of investment options.

Banker's Trust is the bank custodian and also administers the short term investment program.

The firms were selected by the New York State Deferred Compensation Board.



TALKING ABOUT THE BUDGET — How to battle the federal budget was the topic of conversation among union leaders at a luncheon conference held recently in Region VI. Pictured above are, from left, Region VI Second Vice

President Sara Sievert, Region I President Danny Donohue, CSEA statewide Secretary Irene Carr, AFSCME Director of Legislation William Welsh, and CSEA Treasurer Barbara Fauser.

Federal tax and budget proposals 'anything but fair' for workers

Union leaders warn changes could be 'devastating' for public employees

ROCHESTER—How would the federal budget and tax reform proposals currently being debated in Washington affect public employees in New York state?

"Badly" is the answer that union leaders gave at a conference on the subject held recently in Region VI. Not only would proposed changes have negative effects on working people in general, but they would have especially severe impact on CSEA- AFSCME members, they said.

"The proposed budget could have many very negative results" on union members, warned regional President Robert Lattimer, who urged activists to take a vocal stand against it.

"We must increase our activism and let our

representatives know, in very plain language, that this budget must not be allowed to pass as proposed," Lattimer said.

AFSCME's Director of Legislation William B. Welsh offered a dismal scenario of the future of public employees if the budget is passed. He says that the top-heavy defense spending coupled with the cutbacks in social programs and municipal assistance foretell a national budget that virtually would be dominated by the military by 1990.

"The Reagan administration is trying to take the federal government out of its traditional role of supporting human services and load the costs back onto state and local government. Basically, they want to be responsible only for defense and foreign

policy spending," said Welsh.

Welsh called the Treasury Department's tax reform proposal a "wonderful smoke and mirrors program" that speaks of "fair taxes and tax breaks." However, under close examination, the proposal is "anything but fair to American workers from the middle-class wage earner on down.

"The proposal would eliminate the deduction of state and local taxes and be devastating to New Yorkers who pay among the highest taxes in the country," Welsh said.

As an illustration, he pointed out that the average American family pays about \$500 in state and local taxes while the average New York family is hit for more than twice as much.

Tax reform could have additional negative impact on public employees whose jobs are funded by state and local taxes. If income tax deductions were no longer allowable, taxpayers would be more likely to resist increases in taxes and even demand rollbacks from current rates. A tax revolt atmosphere could result in meat-axe cuts in state and municipal services, endangering those jobs.

"This could mean the loss of thousands of CSEA jobs across the state," said Lattimer. "If we don't move to stop it by doing whatever it takes, we will have only ourselves to blame."

Union leaders at the conference urged delegates to inform fellow members about the ramifications of budget and tax change proposals and to lobby against them through letters, telegrams, phone calls and visits to congressmen.

Another ominous swipe at workers' earnings is a move to tax benefits gained through negotiations.

"This, too, must be fought tooth and nail," said Lattimer. "We fought too hard and gave up too much to gain benefits that we have now to let them be watered down without a fight."

Public employees were advised also to push for reduced defense spending which is taking an increasingly larger slice of the federal budget at the expense of programs which benefit society and provide jobs.

"If projected budget figures are correct, by 1990 defense spending will have nearly doubled from about 20 percent of the national budget to about 40



BUDGET BREAKDOWN — Shirley Nichols, left, and John Grzedzicki, both of Rochester State Employees Local 012, take a close look at where dollars would go in the proposed federal budget. Less money would go toward social programs that provide jobs for public employees.

- "Tax reform is a wonderful smoke and mirrors program."

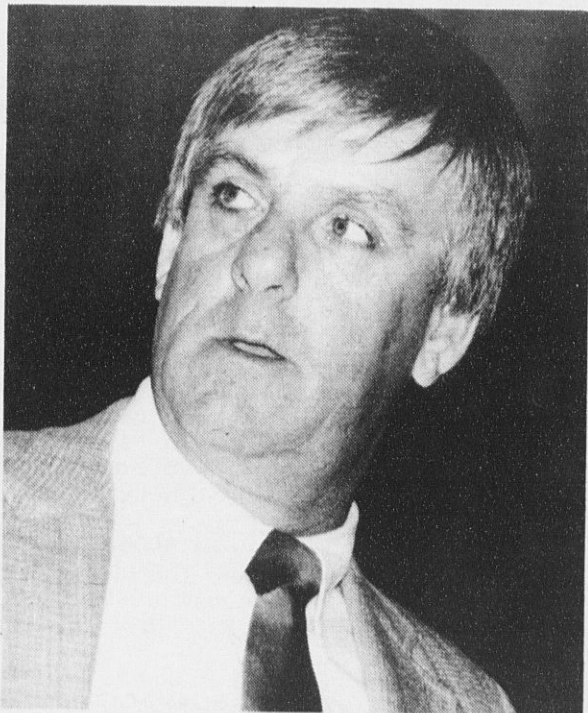
AFSCME DIRECTOR OF LEGISLATION WILLIAM B. WELSH



percent," says Welsh.

In other conference business, union leaders discussed:

- efforts being made by CSEA to recover snow days lost during the recent blizzard in western New York;
- statewide problems in the Workers' Compensation Board;
- progress and planned more activism on CSEA's "Compassion and Care" campaign against certain changes in the state's mental health system;
- a proposal that would initiate training in microcomputing and word processing for regional members in locals of the Administrative Services Unit;
- preparations for a regional drive to assist African famine victims.



"This budget must not be allowed to pass."

REGION VI PRESIDENT ROBERT LATTIMER



INSURANCE ISSUE ADDRESSED — GHI Representative Bill Baker explains the state health insurance transfer period to a CSEA member at recent info day at Great Meadows Correctional Facility.

Comstock info day a 1st

COMSTOCK — CSEA members working in Great Meadow Correctional Facility here crammed the narrow aisles of the visitors room recently for the first Information Day ever to be held at this maximum security prison.

Representatives of more than a dozen union services were on hand for the event. Among them were insurance agents, health and safety representatives and specialists in education, communications and political action, who explained their programs and fielded questions from members.

Region IV Political Action Coordinator Edward LaPlante helped new voters register and Communications Associate Dan Campbell offered CSEA members an opportunity to participate in putting together a new local newsletter.

Betty Kurtik of CSEAP had information for clericals and secretaries on how to advance in their careers and CSEA Employee Benefit Fund Representative Michele Agnew explained how members can take advantage of the new Personal Legal Plan.

Field Representative Ross Hanna, Regional

Director John Corcoran Jr. and President C. Allen Mead joined other regional officers and staff in answering members' questions on contract negotiations and other union activities.

"I'm very impressed with the commitment CSEA is making to the information needs of its correction members," said Prison Superintendent E. W. Jones. "The members should use their union more, not just for grievance resolution or contract negotiations but for services such as those on display here today."

Other services represented at the Comstock info day were: Jardine Insurance Brokers, Region IV OSHA, CSEA Education and Training Department, GHI, CHP, Blue Cross, Blue Shield and the New York State Retirement System.

Great Meadow Local 157 Vice President Rick Potter says he has received a number of favorable remarks on the program from union members pleased with CSEA's interest in them.

"This is what I want our members to see," said Mead. "Once they use the various services available they'll see how easy it is to participate and benefit from union membership."



A WARM WELCOME — Rick Potter, Great Meadows Local 157 president, left, extends a greeting to E. W. Jones, superintendent, and welcomes, from left rear, Capital Region President C. Allen Mead and Field Representative Ross Hanna.

Statewide officers election has begun; schedule listed

(Continued from Page 1)

- March 11 Nominating Petition Request Forms and Nominating Petitions available. Start of petition period.
- April 15 Final date for nominating petitions to be received at CSEA Headquarters (5 p.m.). Petition verification begins.
- April 30 Drawing for ballot position, 1 p.m., CSEA Headquarters. Candidates or proxies may observe. Address labels available to candidates for mailing of campaign literature.
- May 3 Candidates' campaign statements printed in The Public Sector.
- May 15 Ballots mailed.
- May 20 Replacement ballots may be requested.
- June 13 Noon deadline for return of ballots. Election results announced.
- June 24 End of election protest period.

Szurnicki reminds members that all ballots mailed during the course of this election will be mailed according to membership records available as of April 1. All members are encouraged to verify that their addresses are accurately reflected in those records.

Balloting will be conducted by the Independent Election Corporation of America, 7 Delaware Drive, Lake Success, New York 11042.



DUTCHESS COUNTY EXECUTIVE Lucille Pattison, second from left, greeted CSEA Region III members and staff at her annual open house reception recently. With Pattison are Dutchess County CSEA Unit Vice President Carl Mathison, left, CSEA Unit President Mary Rich and Region III Field Representative John Deyo.

Traditional women's jobs upgraded in Clarkstown pact

CLARKSTOWN—Eighty-eight town of Clarkstown employees have been upgraded, retroactive to Jan. 1, 1984, as the result of seven months of hardline negotiations by CSEA. The unit is part of Rockland County CSEA Local 844.

CSEA was successful, says Clarkstown Unit President Lee Pound, because throughout the long fight the union "based its arguments on the fact that experience, education and responsibilities should govern salaries, not gender." The upgrading issue was prompted by complaints from clerical employees that their entry level grade, grade 12, was lower than the entry level of a cleaner, grade 15, according to Pound.

Pound emphasized that a clerical worker, a position traditionally held by a female, is required to have a high school diploma and possess clerical skills, while a cleaner, a job usually held by a male, needs no specific skills to qualify for the position.

After months of meetings over the problem, the town recently ratified an agreement to bring entry level clerks and typists up to grade 14, and also

upgraded other positions.

The union president also noted that as a result of the action, some titles held by males were also evaluated and some were raised.

While noting that entry levels were not elevated to the level sought, Pound said she is pleased that town officials recognized the necessity for change. "This is a beginning," she said, "I commend the town board for being progressive in addressing the problem of comparable worth."

Pound praised the efforts of her upgrading committee and Region III Field Representative Chris Lindsay, who she says provided invaluable assistance to the cause. "Region III President Pat Mascioli also lent vigorous support to the committee," Pound said.

Pound is a member of the Region III Women's Committee and is a member of the Rockland County Commission on Womens' Rights. She said other units have asked to use the new upgrading plan as a model for their own negotiations.

Welcoming a new unit



CSEA REGION III officials met recently with newly elected officers of the Village/Town of Mt. Kisco Unit, the newest unit in Westchester County Local 860. Contract talks for the unit, which was recently granted voluntary recognition by village officials, will begin soon. Standing are CSEA Field Representative Dolores Tocci and CSEA Region III President Pat Mascioli. Seated are Unit Secretary-Treasurer Louise Greene, President Theresa Sinocchi and Vice President Josephine S. Bay.

St. Lawrence County files IP to recover longevity bonuses

CANTON—St. Lawrence County has illegally withheld longevity bonuses from some county employees, CSEA has charged.

And St. Lawrence County CSEA Local 845 has filed an improper practice charge against the county to recover the bonuses, according to Local 845 President Richard Reno.

Reno said the IP charge, filed with the state Public Employment Relations Board (PERB), stems from an action taken by the county following the Dec. 31 expiration of the 1983-84 contract between CSEA and the county.

Reno said the longevity pay bonuses were approved for employees hired under previous contracts, granting them one-time only bonuses for specific years of service. Only employees hired under those contracts are still eligible for the bonus.

"St. Lawrence County violated state civil service law, in addition to well-established ground rules between the union and county, when it refused to abide by contract terms of the present agreement until a new contract is reached," Reno said.

He said the Triborough Decision requires continuation of existing terms and conditions of employment under such circumstances, and noted that the state Supreme Court upheld the legality of the Taylor Law on that matter in a similar case involving Niagara County.

"Our position is that St. Lawrence County should abide by the language in the present agreement until a new contract is ratified. We believe the state Supreme Court ruling will have a bearing on this case and we are confident of a favorable decision," Reno said.

PERB official Harvey Milowe said the case has been scheduled for review and a conference between CSEA, St. Lawrence County representatives and PERB officials. Contract talks between the two sides have been underway since mid-September.

Test prep tapes soon ready for blind

ALBANY — CSEA members with visual handicaps soon will be able to take advantage of programs on cassette tapes designed to help them prepare for Civil Service tests.

The tapes are audio versions of nine different exam prep booklets currently offered by the union's Education and Training Department. According to Education and Training Specialist Anne Rokeach, the tapes will be available on a loan basis from headquarters and regional offices later this month.

The cassette programs were produced professionally by American Printing House for the Blind, a Kentucky-based firm which records all official documents for the U.S. government as well as various other books for the blind. Because of the substantial cost involved in the procedure, only eight duplicates of each program were made.

"Each regional office will get one copy of each program and we'll have two available at headquarters," said Rokeach.

She noted that the tapes will be available to all CSEA members but that those with visual impairments will have preference.

The programs put on tape are:

- **Basic Math.** A review of mathematical operations including fractions, decimals, percents and ratios.
- **Arithmetic Reasoning.** Provides 40 work problems similar to those on exams.
- **Understanding and Interpreting Written Material.** Provides 30 reading comprehension questions with full explanations.
- **Preparing Written Material.** Provides 25 questions and answers involving sentence rearrangement and sentence and paragraph recognition.
- **Supervision.** Contains 50 questions on supervision and a self-study guide.
- **Basic Algebra.** Describes basic algebraic methods and includes practice questions. Also, elementary statistical methods and computations.



- **How to Take an Oral Exam.** Designed for entry level oral examinations.
- **Evaluating Conclusions in the Light of Known Facts.** Includes practice questions on deductive reasoning.

Before being produced on cassette all of the booklets had to be edited, a job which Rokeach says took her the course of a couple of months.

"I went through each booklet and made the adjustments necessary for putting the information on cassettes. That's a very time consuming process when you're dealing with subjects like arithmetic or tabular reasoning. Charts or tables are difficult to get across in words and you can't take things for granted as sighted people normally do," said Rokeach.

Still, Rokeach says, every effort has been made to ensure that the audio tapes are as comprehensive as the booklets that they're based on.

"The cassettes include everything in the booklets plus additional comments. We don't want people who are visually impaired to think that they're getting something less, because they're not," said Rokeach.

According to Rokeach, the tapes were produced to help the blind have an equal opportunity with sighted people when they take examinations for state jobs.

"Blind people have few other avenues available to them to prepare for these tests. That's the thing we considered when we decided to put the tapes together," she said.

EBF embarks on info tour to benefit members



TOUR STOP AT DOT — CSEA Executive Vice President Joseph E. McDermott showed up at EBF info day at the state Department of Transportation where he once served as local president. Pictured at the event, from left, are: DOT Local 687 President Don Nugent; PLP Representative Michele Agnew; McDermott; EBF Representative Paulette M. Carroll; Local 687 Vice President Albert Margiotta, Secretary Susan Bott, and Delegate David Biddle.

ALBANY — CSEA's Employee Benefit Fund has kicked off a yearlong statewide tour to help spread word of all the benefits to which members are entitled.

The tour, which opened in February at the Empire State Plaza in Albany, will eventually visit worksites throughout all six of the union's regions. It consists mainly of what are being called "EBF Information Days" designed to familiarize members with various vision, drug, dental, and legal benefits they should use.

The new Personal Legal Plan is the centerpiece of the informational effort, says Michele Agnew, PLP representative.

"We're offering information and materials on all the benefits available because we've discovered that members just aren't aware of them. But we're concentrating on promoting the PLP because it's a new program that many people don't understand at all," said Agnew.

She says that since the tour began Feb. 4, there has been a marked increase in the use of the legal plan.

"Could be a coincidence, but I don't think so," Agnew said.

So far, the tour has taken info days to several state agencies in Region IV, including the Civil Service Department, Department of Tax and Finance, OMH, OMR and DOT.

The project will move from the Capital Region to another part of the state in April.

4 years and \$23 million later . . .

BINGHAMTON OFFICE BUILDING SLATED TO REOPEN IN OCTOBER

BINGHAMTON — More than four years after an electrical fire and toxic contamination forced the closing of the 18-story Binghamton State Office Building, a target date of Oct. 1 has been set for its reopening.

According to David R. Rings, executive coordinator for the Office of General Services, the cleanup and renovation of the downtown tower is progressing on schedule. The initial effort to restore the normal air flow to the building was completed Feb. 22.

Rings discussed the progress of the cleanup at a recent meeting requested by CSEA, and said he would continue open communications with the union and state employees.

Some 700 state employees — more than a third of them CSEA members — from more than 30 state agencies worked at the building before the fire and explosion in an electrical transformer occurred on Feb. 5, 1981.

Since then the employees have been working at about a dozen temporary work locations in downtown Binghamton.

From the beginning CSEA has been a highly visible leader in protecting employees' rights and health and safety, and has helped workers with such matters as relocation, restoration of lost time, and personal property claims.

Although periodic progress reports of the \$23 million cleanup have been issued through the media, CSEA representatives said they plan to distribute their own survey to determine what concerns state employees still have about returning to work in the building.

CSEA also has requested a series of informal orientation meetings with employees to further explain the renovation and timetable for reopening. Rings agreed to meet with employee groups and said he will try to arrange for an international panel of experts to meet with employees in May.

The contamination of the office building has been called "one of the most significant environmental events of the last decade."

The entire structure was filled with some of the most hazardous toxic chemicals, including furans, biphenylenes, PCBs and dioxin.

The building has been completely sealed since the accident, and according to Rings, was totally stripped "to the bare bones." He said the complete renovation includes totally new equipment and furnishings.

The tentative timetable released for the reopening of the building is produced in the adjacent box. Dates could be revised due to unexpected delays.

Representing CSEA during the recent meeting to discuss the cleanup were Occupational Safety and Health Representative Chris Jamison; Region V Director Frank Martello; CSEA statewide Director of Occupational Safety and Health James Corcoran; Binghamton State Employees Local 002 President Tim Henehan; Local 002 member Tammy Howard; CSEA Field Representative Michael Jablanski; and Region V Communications Associate Charles McGeary.



TENTATIVE TIMETABLE

- Feb. 22:** First venting or restoration of normal air flow to building.
- March 15:** Additional surface samples taken; results of laboratory samples taken prior to the first venting of the building.
- March 22:** Results of laboratory samples taken after venting.
- April 19:** Results of surface samples taken in March.
- May 1:** (Approximate) International panel of experts return to Binghamton.
- Oct. 1:** Target date for reopening of building.

CSEA effort continues in Elmira City Hall dispute

ELMIRA — In its continued concern with safety violations at City Hall here, CSEA plans to intervene in an Article 78 proceeding brought by the city of Elmira against the state Labor Department.

The city has attempted to overturn the labor commissioner's order to come in compliance with safety and health standards involving a second exit from the upper floors of the three-story 1895 building.

The 40 city employees who work on the second and third floors of the building have repeatedly voiced concern for their safety and requested the city provide an adequate second exit as required by law.

According to Occupational Safety and Health Representative Chris Jamison, the union is fully aware of

the historic value of the building and the estimated cost of correcting the problem, but says the safety of employees and visitors who use the building is paramount.

"In our opinion an alternate safety exit from the upper floors could be provided without seriously detracting from the exterior beauty of the building," said Jamison.

He noted that under the terms of the New York State Occupational Safety and Health Hazard Abatement Board, the city may apply for 75 percent reimbursement to bring it in compliance with the law.

"However, if the architectural value of the building is so important, perhaps the city might also consider an alternate work location for the 40 employees that complies fully with state fire safety standards," Jamison said.