

Axing of



ABC a budget blunder of enormous consequences; restoration of funds urged

ALBANY — A budget proposal by the Carey Administration to gut the state's Division of Alcoholic Beverage Control would be financially and socially harmful to the people of New York State, CSEA President William L. McGowan has told legislative leaders.

In letters to Senate Majority Leader Warren Anderson, Assembly Speaker Stanley Fink and other legislative leaders, the president of the state's largest public employee union said, "Abolition of the regulatory and enforcement functions of the Division of Alcoholic and Beverage Control (ABC) will open the door for a new wave of alcohol-related problems in our society and allow a multi-billion dollar industry to operate without effective control."

The union president issued his statements in response to a proposal by Gov. Hugh L. Carey in the proposed state budget for fiscal 1981-82 that would virtually abolish ABC and its 652 jobs. CSEA represents about 230 ABC employees. The budget plan would shift some jobs to another state agency, but practically all other functions of the Division would be abolished by July, 1981.

"There are several reasons why this plan is ridiculous," Mr. McGowan said. "First, there isn't the slightest indication of what happens to the industry after July 1. Apparently, it would just do whatever it wants to do concerning distribution and sale of alcoholic beverages. Second, the Division happens to be one of the most 'profitable' that the state operates. With an annual budget of just over \$7.5 million, ABC collects between \$35 million and \$40 million per year in licensing fees and fines."

"There is an increasing recognition in our society of the dangers posed by alcohol to the individual and for the enormous costs of alcohol-related health care and the death and destruction it causes on our highways. It seems strange that at the same time that the Carey Administration is cracking down on drunk drivers, its effectively deregulating the industry that profits from the sale of alcoholic beverages," he said.

"With sales taxes, excise taxes, licensing fees and fines, the State of New York realizes more than \$300 million each year from the alcoholic beverage industry," President McGowan said. "Spending \$7 or \$8 million to regulate that industry seems very reasonable when weighed against the potential harm to our society from deregulation."

The Division of Alcoholic Beverage Control has responsibility for issuing licenses and permits to anyone operating in the industry within New York State. It enforces the Alcoholic Beverage Control Law by investigating applications for licenses and permits, investigating complaints of violations from police agencies and individuals, and suppresses unlicensed sale of alcoholic beverages. The Division is also charged with regulating sale and distribution through control of licensing, wholesale profit margins, price schedules and affirmations, minimum consumer price statutes and credit laws.

"Clearly the Governor's proposal to fiscally abolish the Division of Alcoholic Beverage Control is an ill advised effort at petty cost reduction that poses an enormous threat to society's newly begun efforts to control the threat of alcohol abuse," Mr. McGowan concluded.

the Public Sector

Official publication of
The Civil Service Employees
Association

Vol. 3, No. 18

Wednesday, February 11, 1981

(ISSN 0164 9949)

Special enrollment set for increased coverage under GHI comprehensive benefit package program

ALBANY — Group Health Incorporated (GHI) is making available increased coverage under its GHI Comprehensive Benefit Package (CBP) rider. Active State employees in bi-weekly payroll status currently enrolled in GHI can sign up for this program during a special enrollment period Feb. 1-28.

The Comprehensive Benefit Package increases the schedule of allowances for surgery, anesthesia, in-hospital doctor's care, radiology, maternity and other benefits.

Under the CBP, for example, maximum payment for a normal delivery would increase from \$200 to \$600, payment for an appendectomy would increase from \$225 to \$450, and payment for a total hysterectomy would increase from \$375 to \$800.

Bi-weekly cost for the CBP will be \$1.28 for individuals and an additional \$5.60 for families, bringing total GHI/CBP family cost to \$6.78. Benefits become effective in early April.

To sign up for this increased coverage, existing GHI enrollees must fill out form PS404, which is available in their personnel offices.

see
cwep... page 6
it's working

Victory in Erie

... bulletin ... bulletin ...

BUFFALO — CSEA has scored a landslide victory as Erie County employees voted overwhelmingly to continue CSEA as their long-time union of choice in a representation election decided as this issue of The Public Sector went to press.

Unofficial results show CSEA scoring a better than 2-1 margin of victory in turning back an independent challenge effort by a group of dissident employees in an election

supervised by the state Public Employment Relations Board.

CSEA officials attributed the union's strength through affiliation with AFSCME and the AFL-CIO, along with demonstrated ability to deal successfully with complex contractual and non-contractual matters, as apparent major factors resulting in heavy support for CSEA.

Complete details of this impressive victory will be reported in the next issue of The Public Sector.

Legislative breakfast opens channel of communications

ALBANY — The 1981 legislative campaign of the Capital Region of CSEA began recently with an early morning Legislative Breakfast for State Senate and Assembly representatives, hosted by union officials and members of the regional Political Action Committee.

Assemblymen Clark Wemple, Clarence Lane, Richard Connors, and Robert D'Andrea joined Assemblywomen Joan Hague and Gail Shaffer at the CSEA breakfast session. State Senators Joseph Bruno and Hugh Farley also shared breakfast with the CSEA Political Action Committee members and various Capital Region Officers. Senators Howard

Nolan and Ronald Stafford and Assemblyman Glenn Harris sent representatives to the early hour session.

John Francisco, CSEA Capital Region Political Action Committee Chairman, called the concept for the Capital Region a success. "CSEA has to make its presence felt in many different ways. This breakfast gave us an opportunity to bring forward union goals and objectives in a relaxed atmosphere. Last minute lobbying efforts do pay off, but planning and sessions such as this breakfast can do a lot to establish a channel of communication in the long, grueling legislative session."

Major features improve new Walkill contract

WALKKILL—Salary hikes tagged, in part, to rises in the cost of living, are one of the features of a new four-year contract recently ratified by town employees here, according to Unit President Edward T. Young, Sr.

The wage package starts with an eight percent boost this year. Annual hikes the next two years will be five percent supplemented by extra increases each year which reflect one-half the rise in the Consumer Price Index above five percent. In 1984, the increase is six percent, plus one half the CPI rise above that rate.

Other features include:

- major improvement in retirement system, going from plan "75C" to "75G" in 1982, and to "75L" in 1983;
- town contribution of \$50 for optical plan, paid one time within two year period;
- increase in meal allowance, and
- town payment of full statewide hospitalization premium for all employees including those who have worked there at least ten years and retired under the New York State Retirement System.



NEW OFFICERS of the Department of Public Works Section of the Monroe County CSEA Unit were sworn in recently by Unit President Florence Tripi, left. Officers are, from left, President Charles J. Aleese, Vice President Paul Utz, Corresponding Secretary Barbara Dzialo, Sgt. at Arms Thomas Schulz, Second Vice President Bleacher Smith, Third Vice President Ange Anello, Vice Presidential Assistant Michael Dodsworth, and Treasurer Frank Mancuso.



BOARD OF DIRECTOR members Dolores Herrig, County Educational Employees representative from Region 5, and Suffolk County representative Edwin Garcia were among those considering the important question of permanent affiliation.



THERE ARE FOURTEEN Mental Hygiene representatives elected to CSEA's Board of Directors. Among them are Sue Buczinski from Region 5 and Robert Thompson from Region 3.



AMONG COUNTY LOCAL representatives on CSEA's Board of Directors are Leland A. Winchell of Allegany County, left, and Richard Reno of St. Lawrence County.

A historic session for CSEA's Board of Directors

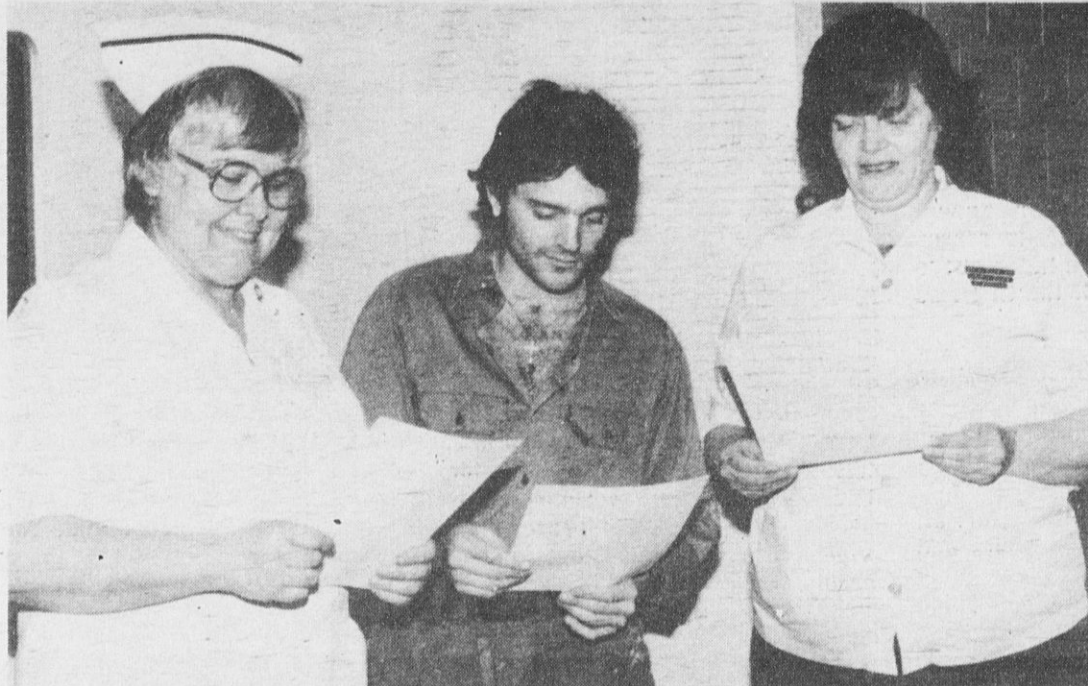
ALBANY — The January meeting of CSEA's statewide Board of Directors was, typically, busy with a wide variety of union matters to discuss and act upon. Among those matters was the question of permanent affiliation by CSEA with AFSCME. After careful consideration, Board members voted overwhelmingly in favor of permanent affiliation, and action repeated a week later when CSEA's delegates met in Albany and also voted heavily in favor of the permanent affiliation measure. Here are photos of some of the Board members present at the historic January session.



MENTAL HYGIENE reps on the statewide Board of Directors also includes Region 2's Felton King, left, and Region 3's Richard J. Snyder.

THIS TRIO OF BOARD MEMBERS (left photo), includes Elisa Bursor of the Law Department, left, June Robak of the Education Department, center, and Social Service Department representative Alan Siegel.

Selective merit raises ruled improper



ULSTER COUNTY INFIRMARY WORKERS Bessy Seaman, John VanEtten and CSEA Section President Shirley Blum go over the PERB decision which ordered the county to end its practice of unilaterally awarding merit increases.

ALBANY — The County of Ulster committed an improper practice when it awarded merit increases selectively to certain employees.

The PERB issued that ruling Jan. 20, overturning a previous hearing officer's decision in the county's favor which the union appealed.

In its unanimous decision, the three board members stated, "Merit increases are a subject of negotiations. A public employer violates its duty to negotiate in good faith when it unilaterally decides to award merit increases."

In the ten years before 1980, the county gave out 24 increases, and awarded 20 more last year. CSEA was never informed of the fact, and PERB held that it would have been unreasonable for the union to have discovered the past merit increases by conducting a line-by-line budget analysis of salaries paid to more than 1,000 employees.

The county argued that its actions were a past practice, but PERB found, "The fact that Ulster County committed such a violation for ten years does not mean that it is privileged to continue to do so."

PERB ordered the county to post for 30 days notices that:

"1. The County of Ulster will not refuse to negotiate with CSEA concerning merit increases.

"2. The County will not unilaterally award merit increases to unit employees."

When notified of the decision, Unit President Sean Egan described it as, "a positive move."

Moczydlowski named intern for Region V

SYRACUSE — The new Public Sector communications intern for Central Region V is Thomas A. Moczydlowski, a senior at the S.I. Newhouse School of Public Communications of Syracuse University, majoring in magazine journalism.

Moczydlowski, a native of Pittsburgh, has been a stringer for the Pittsburgh Post-Gazette and the North Hills News Record in Pennsylvania and has been a writer and editor for the Syracuse University daily newspaper, student magazine and honor student newsletter.

He succeeds Public Sector Intern Thomas Foster, also a student at Syracuse University.



Thomas A. Moczydlowski

Havestraw contract boasts several major benefits

HAVESTRAW — Wage increases, an eye glass plan, and an extra holiday are among features of a new three-year contract recently ok'd by CSEA members here.

The agreement, according to Unit President Jose J. Alfonso, grants total salary hikes of 21 percent split equally over each year and retroactive to last July. It also gives employees their birthdays off, and establishes a new eye glass plan effective June 1, 1981. The Village of Havestraw, according to Collective Bargaining Specialist Manny Vitale, will contribute \$100 to the plan this June, and increase that to \$150 next year. Employees and their dependents will participate, and eye examinations and corrective lenses covered.

Other provisions include granting Civil Service Law "Section 75" protection (as it relates to removals and disciplines) to unit members after 18 months of service, permitting payroll deductions for all authorized CSEA insurance programs, and extending bereavement leave to include anyone the employee lives with and has a significant relationship. Finally, the pact provides that the village pays the full premium for a \$15,000 life insurance program for all workers, increases the clothing allowance to \$125, and makes it possible for a retiring employee to receive a cash payment in the final paycheck that includes all accumulated sick leave if the village is notified six months in advance of the planned retirement.

The negotiating committee included the unit president as well as T.A. Eurie and Anthony Santora.

Region III nominations by Feb. 20

FISHKILL — The Region III nominating committee has sent letters to all local presidents regarding upcoming elections for regional president, 1st, 2nd and 3rd vice presidents, secretary and treasurer.

Committee Chairman Robert Coleman says that "request to be a candidate" forms are now available from all local presidents. They must be submitted by February 20.

Nominations, which will be forwarded to Coleman, should be sent to: CSEA Office, Rural Route No. 1, Box 34, Old Route 9, Fishkill, N.Y. 12524.

Other members of the committee are James McGuinness, Paul Gangloff, Pete Dean, Janice Schaff, Charles Maneri and Cindy Wholey.

Coleman, McGuinness and Schaff also serve as members of the statewide nominating committee.

Irving Flaumenbaum memorial established

Everyone knows the late Irving Flaumenbaum worked hard to make life easier for the public employee. What few realize is "Irv" also fought for those much less fortunate — those 31 million Americans crippled by arthritis.

In honor of his generous contributions in this field, CSEA is pleased to announce the establishment of the Irving Flaumenbaum Memorial Fellowship. The fellowship will be awarded to a physician specializing in arthritis research.

Flaumenbaum, president of CSEA Long Island Region I and International Vice President of AFSCME until his death last August, spent many of his 70 years working on the Stop Arthritis Campaign.

A member of the New York Arthritis Foundation's Board of Directors, he helped raise hundreds of thousands of dollars to support arthritis research and patient programs.

Through his efforts, the Arthritis Foun-

dation today is better equipped to serve the more than 31 million Americans, both young and old, who suffer from the disease — our nation's biggestcrippler.

"Irving Flaumenbaum will be remembered as one of the great builders of our union," said CSEA President William L. McGowan. "It is an honor for us to unite to continue building on his important work in the field of arthritis."

"Irv gave 30 years of his life to our organization," said Danny Donohue, Flaumenbaum's successor as Region I president. "Let us show our gratitude by giving something in his name in return."

Letters explaining the new memorial fellowship were mailed to all CSEA local presidents last week.

Donations may be sent to: Irving Flaumenbaum Memorial Fellowship Fund, c/o CSEA, Attention: Danny Donohue, President, Long Island Region I, 740 Broadway, North Amityville, N.Y. 11701.

Official publication of
The Civil Service Employees Association
33 Elk Street, Albany, New York 12224

The Public Sector (445010) is published every Wednesday weekly except for Wednesdays after New Years, Memorial Day, Fourth of July and Labor Day for \$5 by the Civil Service Employees Association, 33 Elk Street, Albany, New York 12224.

Second Class Postage paid at Post Office, Albany, New York. Send address changes to The Public Sector, 33 Elk Street, Albany, New York 12224.

Publication office, 75 Champlain Street, Albany, New York 12204. Single copy Price 25¢

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Published every Wednesday by Clarity Publishing, Inc. Publication Office, 75 Champlain Street, Albany, N.Y. 12204 (518) 465-4591



Perdue cited as unfair

Perdue Farms Inc. of Salisbury, Maryland, has been placed on the AFL-CIO "Unfair List" pending further action by the AFL-CIO Executive Council on a formal boycott request. This action is an interim measure until such time as formal documentation will permit the establishment of a fully sanctioned national boycott in mid-February.

In requesting this action, President William H. Wynn of the United Food and Commercial Workers International Union, pointed out that the UFCW has already "launched many activities throughout Perdue's primary market areas — especially in the New England, New York, Philadelphia, Baltimore and Washington, D.C. areas."

Perdue "has an aggressive anti-union philosophy" and has bought out "union processing plants, closed them for 'modernization,' and then reopened them non-union," according to President Wynn. UFCW's bow boycott and the request for an unfair listing was precipitated by an organizational attempt at Perdue's Accomac, Virginia, plant where

members of UFCW Local 117 honored a drivers' picket line and 57 of its members were "permanently replaced." The National Labor Relations Board has issued a complaint in the situation and an unfair labor practice strike is currently going on at the plant.



MAUREEN DUGGAN, the new Region I Employee Assistant Program (EAP) Representative, is welcomed by CSEA Region I Director William Griffin.

Newark mourns loss of Dorothy Albrecht

NEWARK — The passing of a beloved co-worker and fellow CSEA member is being mourned by members of the Newark School District.

Dorothy Albrecht, a long-time cafeteria worker at the Lincoln Elementary School, "will be missed and remembered as a loyal and hard working union member," said Unit President Merle Fancett.

CSEA Field Rep. Mark Higgins said Ms. Albrecht participated in two separate contract negotiations and "was always willing to help and work with the union in behalf of her co-workers."

Calendar of EVENTS

February

- 11—Capital District Retirees Local 999 General Membership Meeting, 1 p.m., Best Western Inn Towne Motel, 300 Broadway, Albany.
- 11—Saratoga County Local 846 stewards meeting, 5 p.m., Solar Bldg., High Street, Ballston Spa.
- 14—Long Island State Parks Local 102 dinner dance, 8 p.m., Huntington Towne House, Huntington.
- 15—Onondaga County Local 834 Annual Membership "Get-Together," 8:30 p.m., Hotel Syracuse, Syracuse, New York.
- 17—Saratoga County Local 846 Executive Board meeting, 7 p.m., Solar Building, High Street, Ballston Spa.
- 18—Buffalo Local 003, Executive Committee meeting, 5:30 p.m., Plaza Suite, Buffalo.
- 20-22—Region V Winter Conference, Hotel Syracuse, Syracuse.

KEEP CSEA INFORMED ON MAILING ADDRESS

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

CSEA, Inc., P.O. Box 125, Capitol Station, Albany, New York 12224.
This form is also available from local presidents for CSEA members, but is reproduced here for convenience.

Change of Address for 'The Public Sector'

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

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

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

MY NEW ADDRESS IS:

Street _____

City _____ State _____ Zip _____

Agency where employed _____

My social security no. _____ Agency No. _____

'When they say it's too cold, IT IS TOO COLD'

Workers brave cold of new heat system

POUGHKEEPSIE — It all started with the cold wave which crept in during the holidays. Typewriters wouldn't work, ballpoint pens wouldn't write, inside temperatures hovered around 50 degrees, a pipe froze in the boiler room, and Welder Dick VanVoorhis reported that there was even a thin layer of ice on a "temper tank."

These near impossible work conditions occurred at the state Office of General Services (OGS). As Local 507 President Jack Cassidy explains, a new heating system was installed in 1979 in the shop which houses about 40 workers, mostly mechanics — and a few clerical workers too. They've been freezing ever since.

The new "hot air" system replaced a "steam heat" operation which was in need of a new boiler. But why put in a boiler when you can spend \$68,000 to install a brand new system?

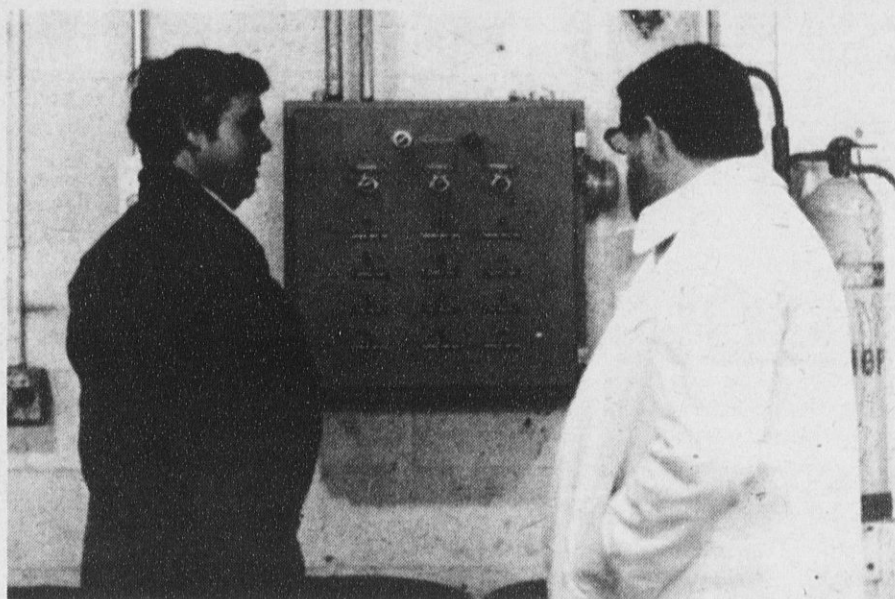
In accordance with an agreement reached last year by CSEA and Regional DOT Director Al Dixon, when temperatures get too low mechanics may either go home or go work at another site. The clerical people can go to a nearby administration building. In any case, the mechanics lose because if they chose to go home, they have to write up the time as personal leave, and if they decide to work elsewhere, they must drive their own cars there, despite gas costing more than \$1.30 a gallon. And they aren't covered by state insurance when in transit, although admittedly DOT does try to relocate them near where they live. Of course, if the heating system worked, all this would be unnecessary, but it doesn't, so the men are penalized for someone else's mistake.

Regional Equipment Manager, Pat Roberts, who himself has a quartz heater in his office at the shop admits the situation, "knocks the hell out of production" which means repairing broken down cars and trucks. He adds that the mechanics aren't complainers, "so when they say it's too cold, IT IS TOO COLD." The only bright spot is they're using less fuel because one of the three units always seems to be down.

What exactly is the problem? It can be summed up in a few words by Field Rep. John Deyo. "The new system is inadequate, it just can't meet the demands on it, and it's always breaking down." Cassidy noted that "OGS" authorized the design and approved the installation, and puts the blame squarely on them. In the meantime, the state spent \$4,000 last year on repairs and improvements, and just one day's bill alone this year came to \$700. It's still not any warmer.

Cassidy sees the new system as, "a total waste of money," and has fears that it also contributes to, "hazardous working conditions by blowing fumes all around the shop." Since heat rises, slow-moving ceiling fans were installed to blow it down but, as one mechanic says, "it also blows everything else on top of you and some days it looks like a fog in here."

A solution is the state's responsibility. Though there are plans to replace the building, workers can realistically expect one, more like two, more winters there. They look wistfully back to the "good ole' days of steam heat" before the Office of General Services spent tens of thousands of dollars to put in a new heating system that doesn't work.



LOCAL 507 PRESIDENT JACK CASSIDY, left, and Field Rep. John Deyo look over the heating system's control panel . . .



. . . and discuss with Mechanic Tommy Doarn conditions in the shop.

Filing reminder for candidates to region posts

Any CSEA Region 4 member who is interested in seeking a Regional Office: President, First Vice President, Second Vice President, Third Vice President, Secretary or Treasurer, must submit a "request to be a candidate" form prior to February 26, 1981. The forms are available from CSEA local presidents or from the CSEA Capital Region Office, Suite 308, 1215 Western Avenue, Albany, New York 12203.

Completed forms are to be sent to CSEA Capital Region Nominating Committee %Carol Snyder, Committee Secretary, 511 Pawling Avenue, Troy, New York 12180.



Two join EBF Board of Trustees

ALBANY — The CSEA Employee Benefit Fund (EBF) has expanded its Board of Trustees, adding Capital Region IV President Joseph E. McDermott and Westchester County Unit President Ray O'Connor to the policy-making board.

Originally the EBF was set up to serve the insurance program needs of



Joseph E. McDermott

the three statewide bargaining units. But it has subsequently added 15 other units to its ranks and today serves 112,000 people.

McDermott, who also serves as International Vice President of AFSCME, was elected to the EBF Board by CSEA's statewide Board of Directors.

"The present board members have done an outstanding job," McDermott said. "I look forward to helping in the establishment of new benefits, such as vision care programs, hearing aid programs, and perhaps pre-paid legal services. The Fund can be a great benefit to the members, since it is totally administered by the union for the union's participating members."

CSEA President William L. McGowan appointed Ray O'Connor to the Board, marking the first time that the EBF has had a county unit representative on its policy-making body.

The Westchester unit joined the EBF last year. With 6,000 people, it's the largest county unit to join the fund, which has been growing steadily since its establishment in 1979.

O'Connor described his appointment as "a great step forward for both counties and the trust fund," and saw it as "a good move in the

sense that I hope other counties will take an interest in the benefit fund, look into like we did to see what it offers, and then join up."

President McGowan chairs the Board. Other trustees are: elected members Irene Carr and James Moore, and appointed members Elaine Mootry and Louis Mannellino.



Ray O'Connor

CWEP

An experiment in cooperation showing encouraging results

Research studies indicate program is on the right track to improve conditions

By Hugh O'Haire

The first results of an experiment in government and employee cooperation on improving working conditions are in and the results are encouraging, say representatives of both the State Government and CSEA.

Both the labor and management representatives of the Joint-Labor and Management Committee on the Work Environment and Productivity (CWEP) were pleased with a series of studies and scholarly papers that were undertaken as part of the CWEP's 1980 Summer Small Grants Research Program. Some of the papers were read at a recent Symposium at the Graduate School and University Center of the City University of New York.

"The idea behind the summer grants program, was to get university level experts to examine issues effecting the public sector from a neutral prospective," said Dr. James Cohen, CWEP research director. "Obviously, both labor and management have their priority issues as to what they want to look at. The first crop of research that was done was fair, and informative. While we had only 12 grants in 1980, we plan to increase the number in 1981."

A Noble Experiment

"CWEP is a noble experiment and a dialogue to solve the problems of the work place outside the volatility of negotiations," Meyer Frucher, Director of the Governor's Office of Employee Relations, said in opening remarks before an audience of scholars, union representatives and government officials attending the Symposium. "It is to the credit of CSEA that they worked with the State to get funding for this committee."

Mr. Frucher explained that the idea for the committee is to reach out "to the academic committee to see if we could get some ideas to improve the quality and conditions of work in New York State. The first year's results of our grants are very exciting."

The first academic to present his paper was Bruce M. Shefrin, professor of Political Science at LeMoyne College, who found that the Utica/Marcy Consolidation had been "poorly managed by the Office of Mental Health and, to some extent, by hospital administrators, and that the

transition phase has been particularly painful." The Utica-Marcy case is significant, Professor Shefrin said, because "retrenchment" or reductions-in-force of employee staffs "threatens to be a major issue of the 1980's." As a result of layoffs, "fear, not inflation, has become the gut issue for many public employees," Professor Shefrin said.

He recommended that when cut-backs in staff are to be made, the State "must place more emphasis on communications." A no-layoff policy can be developed by absorbing employees in other governmental agencies where they will be retrained for new jobs. Early retirement rules should be relaxed in cases like the Utica/Marcy consolidation, and unions should relax strict adherence to job specifications and seniority that "may inhibit job enrichment programs" or "stifle merit." "In recognizing the State's dilemma the unions must be flexible and adjust when necessary," Prof. Shefrin said.

A Second Chance

"Utica/Marcy is a continuing second chance, an invitation to leaders to correct errors in the way consolidation here has been implemented," the report concluded. "The State, the unions and the hospital administrators should seize the opportunity to learn how to retrench effectively and humanely."

Stuart G. Koch, a professor of political science at Vassar College, studied the turnover rate at Wassaic Developmental Center — 34 percent for Mental Hygiene Therapy Aides — and found that more than 87 percent of those who resigned from Wassaic said they did so for personal reasons and "certain aspects of the job." However, they would not have resigned if there had been more staff on duty when they were working, if work rules were fair and uniformly applied, if they had received more support from superiors, and could have spent less time in housekeeping duties. Only 36.6 percent quit because wages were too low. Wages again followed the main causes of dissatisfaction among MHYA and Trainees, Prof. Koch's study found, ranking behind complaints about poor cooperation between shifts, non-availability of team meetings, unavailability of

supplies and inappropriate physical conditions.

Prof. Koch suggested that Wassaic and OMRDD improve "Wassaic's training programs" and study ways to deal with "disruptive or assaultive clients," one of the major needs according to the employees he inter-

viewed. He also recommended hiring more therapy aides; a general review of Wassaic and OMRDD's work rules and procedure; supervisors being given more training and made responsible for on-the-job training; hiring more ward aides; increasing the wage rate paid to MHTA's and trainees, and reassessing the procedures under which "assaultive clients" are assigned and handled, as well as those rules regarding the way in which therapy aides can respond to attacks.

Prof. Koch also recommended that mandatory overtime be "recognized as an anachronistic and counterproductive labor practice and (be) avoided through proper staffing" and that the State and CSEA implement the new evaluation system as quickly as possible.

"CWEP is a noble experiment and a dialogue to solve the problems of the work place outside the volatility of negotiations. It is to the credit of CSEA that they worked with the State to get funding for this committee."

**—Meyer Frucher
Director, GOER**

In his study of the transition experience of 175 employees moved to other Developmental Centers from Willowbrook because of court ordered reductions in patients and workforce there, Dr. Martin Hanlon, of the Department of Urban Studies, Queens College, CUNY, found that most transferees were younger, had less seniority than the general work force, did not live on Staten Island, and took jobs at developmental centers near or in their boroughs of residence.

Stigma survives

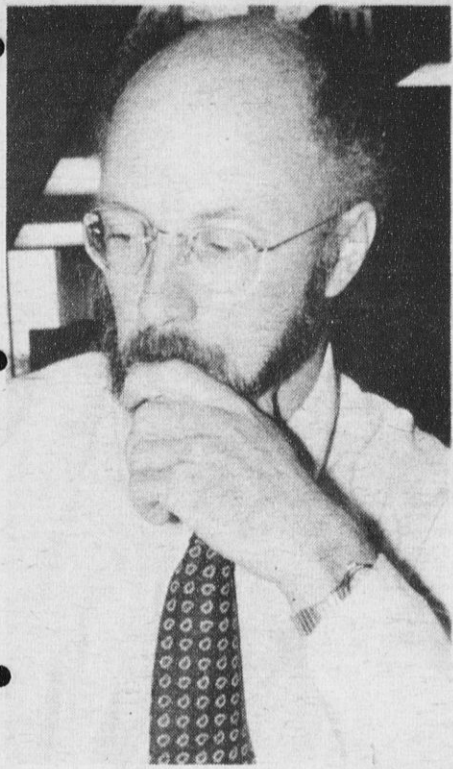
Transferees suffered few adjustment problems, Dr. Hanlon said, but the "stigma of Willowbrook appears to have survived the reforms brought about in the past half decade." Many transferees felt, however, that they were "better

trained, more experienced, and more competent than employees at other facilities." Based on the assumption that Willowbrook "will be reduced to its planned target census of 250 residential clients" eventually, Dr. Hanlon projects a reduction in staff from the

more than 3,000 employees presently working at the Staten Island facility to between 900 and 1,100 staff. Dr. Hanlon recommended: attempts to place employees in New Jersey Developmental Centers; retirement after 20 years; placing counselors from the State's Continuity Employment Program to help employees find private sector employment; and retraining direct care institutional staff for jobs in community-based facilities.

"It is our belief that without a comprehensive program for retraining and placing Staten Island Developmental Center staff in community settings, wide scale layoffs at the facility are inevitable. And it is virtually certain that many of those direct care positions will not be able to secure employment with wages and benefits comparable to their present positions. For many, this would represent a severe personal displacement. For the State, it would represent a needless waste of the skills and experience of its direct care providers," the study concluded.

The Symposium also heard a report of the possible application of the "Scanlon Plan," a private industry labor-management scheme which allows workers to make suggestions to increase efficiency and reduce costs for cash bonuses. Also, a report on how 10 other public sector Joint Labor-Management Committees throughout the nation defined the roles and what benefits from labor and management accrued from them, and what innovations they introduced to their work forces. Another paper was read on the role of states as providers



DR. JAMES COHEN, Research Director for CWEP, says the program to improve working conditions is showing encouraging results to date.

of goods and services and the problems and opportunities of motivating and rewarding public sector employees.

Wave of the future

The keynote speaker, Rosabeth Moss Kanter, author of "Men and Women in the Corporation," told the Symposium, "It's clear that white collar unions are the wave of the future." Among the changes Ms. Kanter observed were, "an increased concern with fairness and rights as well as a desire to have the freedom to work with autonomy and without oppressive supervision."

The Federal Courts, Ms. Kanter said, have greatly increased the right to privacy, especially for workers to see what is in their personnel files.

Workers want jobs that "have meaning and that lead somewhere — to a future. "In my own research, I have identified two key elements in today's work force; opportunity and power. They want the opportunity to grow and advance in their careers and the power to exercise control over the quality areas of their lives such as the quality of work life," Ms. Kanter said.

The challenge to employees, she added, is to "close the gap between the new work force with its demand for opportunity and power, and by enlarging the pool of "quality" jobs they are looking for."

At the end of the Symposium, Harry Weiner, Chairman of the Joint Labor Management Committee on the Work Environment and Productivity, said, "I'm encouraged because academic research is usually not of much use to either management or unions; but to see the academy paying attention to the problems employees are facing is very encouraging. We look forward to more of these studies."

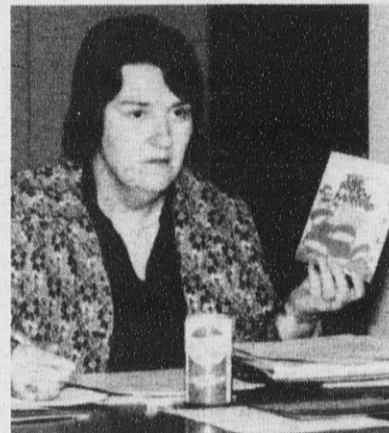
Dr. Cohen said that this year's grants were accepted and funded from a pool of 62 proposals CWEP had received. For 1981, CWEP expects to receive approximately 300 proposals and will fund more grants.

"We are very interested in having rank and file as well as local CSEA officials bring ideas for study to our attention," he said.



JOANNA WILLIAMS, Women's Committee co-chairperson, discusses statewide goals of CSEA's women's committees during a January meeting of the eastern section of Region VI Women's Committee in Rochester.

PARTICIPANTS (left), in Women's Committee meeting in Rochester included, from left, Elaine Manor, Irene Simmons and Jackie Williams.



SYLVIA EBERSOLD, President of Rochester City CSEA Local 012, conducts presentation on parliamentary procedures during Women's Committee meeting.

LISTENING TO PRESENTATION (right), are these members of the Region VI Women's Committee. From left are Soundra Cooper, Josephine Giangregorio and Rose Bonazza.

Region VI women's committee briefed on statewide goals



Funds to move forensic unit included in Carey's budget

NEW YORK CITY — The long and hard fight by Creedmoor Psychiatric Local 406 to convince the state to move the facility's Forensic Unit to another location has finally paid off. Governor Hugh L. Carey's 1981 budget includes a request of almost \$2.67 million to restore the Kirby Building at Manhattan Psychiatric Center for use as a secure hospital for the criminally insane.

Plans call for the Kirby Building to be ready to accept patients by late 1982. The facility will house approximately 300 criminally insane patients currently held at psychiatric centers in downstate New York.

Since the opening of the Creedmoor Forensic Unit more than three years ago, Local 406 has maintained that a forensic unit is inappropriate at a facility located in a heavily populated residential area. Creedmoor is located on 340 acres bounded by private homes and several apartment complexes.

Numerous escapes from the facility's Forensic

Unit, nearly a dozen in 1980 alone, provided dramatic support for the Local's position and convinced community residents to join forces with CSEA to bring pressure on the state to move the unit to another location.

CSEA's activities to get the Forensic Unit out of Creedmoor included meetings with Department of Health officials, Creedmoor officials, legislators and the press and cooperation with community residents in a demonstration in front of the facility.

"At every step we were encouraged by the response to our proposals to relocate the Creedmoor Forensic Unit and to establish a regional forensic unit at Manhattan Psychiatric Center," said Local 406 President Dorothy King. "But it wasn't until the Governor included the funds in his budget request that we knew we were on our way toward our goal. Now we must concentrate on political action to make sure the legislator approves the necessary funds."

Arbitrator throws out client abuse charges

NEW YORK CITY — Two members of Brooklyn Developmental Center (BDC) Local 447 charged with client abuse and threatened with discharge by the facility's management have been exonerated of the charge by an arbitrator's decision.

The case against the two employees was so weak that, in his decision, the arbitrator stated that management "was unable to produce the evidence required to meet even the minimal standards . . . necessary in this proceeding."

Relying primarily on information provided by BDC patients, the facility's management claimed that two CSEA members abused a client in the institution.

CSEA attorneys not only pointed out contradictions in the patients' testimony and the inability of the patients to discriminate between fact and fantasy, but also cited the testimony of a translator who interpreted the allegedly abused client's remarks after it was learned that the client had been assaulted. The translator stated that the client's description of his assailants in no way resembled the two employees and that the client said the incident occurred outside of the facility.

"Clients in BDC are permitted to leave the facility," said Local 447 President Brenda Nichols. "It is clear that the abuse inflicted on this particular client occurred in the community. Management has to accept responsibility for the safety of clients in the community and not try to blame employees unjustly for this kind of incident."

CSEA discovers retiree entitled to bigger pension

NEW HYDE PARK — Detective work and quick action by a CSEA field representative here has resulted in increased benefits — a one-time payment of \$6,900 plus \$81.99 a month for life — for a retired employee.

Edward Muller, an employee from the Village of New Hyde Park, retired several years ago and was inadvertently placed in the wrong pension plan by the village.

Before Mr. Muller retired, the CSEA had negotiated 75g pension plan to replace the former 75e plan. The 75g plan gives employees higher benefits. However, when Mr. Muller retired, a clerical error placed him in the old 75e plan. It was more than a year before Mr. Muller realized that he was not getting the full benefits he was entitled to. He contacted the CSEA for help.

After he was contacted by Mr. Muller, CSEA field representative Mike Aiello, quickly traced the error. He met with the Mayor of New Hyde Park and other officials. The village agreed to pay Mr. Muller the difference between what he had received and what he should have received, and to make up the difference monthly for the rest of his life.

"It is a credit to the village officials that they were sincerely concerned with correcting Mr. Muller's pension benefits, said Mr. Aiello. "I hope Ed Mueller will have a happy and long retirement enjoying his well-earned pension."

Committees improve work conditions

Two key committees are hard at work for the interests of CSEA Judiciary employees.

Judiciary Negotiating Committee members are: Joseph C. Johnson, Jr. of Brooklyn, chairman; Richard Szymanski, Getzville; Jerry Goetz, Utica; William Johnson, Cheetowaga; Nancy Castaldo, Henrietta; Kenneth Hoffman, Scotia; Julia Filipone and Allen Hanley, Albany; Patricia Nealon, Goshen; Nancy Roark, Binghamton; Victor Ort, Oyster Bay; Mel Schnitzer, Brooklyn and Thomas Jefferson, White Plains.

The Judiciary Labor/Management Committee is chaired by Thomas Jefferson. Members include: Paul Goodman, Binghamton; William W. Johnson, Joseph C. Johnson, Jr., Nancy Castaldo, Victor Ort, Julia Filipone, Kenneth Hoffman, Patricia Nealon and Jerry Goetz.

The Labor/Management Committee currently has numerous items on its agenda to help enhance working conditions for employees in the Judiciary. Among these are the Employee Assistance Program and programs involving flexible time schedules, safety and health, education and training.

Members of both committees are appointees of CSEA President William L. McGowan and represent a wide range of Judiciary employees. Patrick J. Monachino, Collective Bargaining Specialist, has been named coordinator of the two committees.

Local 852 folio released soon

HOLTSVILLE — An easy-to-use portfolio of the many benefits of the Suffolk County-Local 852 CSEA Benefit Fund is being compiled and is expected to be distributed in the spring.

The fund provides dental, optical, legal, prescription, maternity and hearing aid benefits to CSEA-represented employees of Suffolk County and to CSEA-represented employees of political subdivisions of the county who negotiate joining the fund with their management.

The CSEA members who are trustees of the fund are Chairman Ben Boczkowski, Frank Giordano, Edward Valder and Norman Bohrer. The management personnel who are trustees of the fund are Frank R. Jones, Martin R. Ashare, Jack Farneti and Lou Tempera.

The portfolio will be made with four sleeves. The portfolio will be approximately 9 x 17 inches opened and 9 x 4 inches when folded. Three of the sleeves will contain booklets and cards on the various benefits, space for a new benefit and general information on the fund, including how to contact it and membership and beneficiary requirements.

The portfolio inserts will replace three booklets of 24, 24 and 16 pages, respectively. Each program will have its own insert and can be replaced as a program is improved without having to reprint any other benefit insert or the entire fund plan.

The fourth sleeve will contain other important information to CSEA members, including contractual and retirement benefits, Suffolk Federal Credit Union information and the collective bargaining agreement.

In the spring, the portfolios will be distributed to Suffolk County employees at job sites and through personnel offices of local subdivisions.

After the initial distribution to county employees, new employees will receive the portfolios at their required orientation.



SUFFOLK COUNTY LOCAL 852 CSEA Benefit Fund Trustee Norman Bohrer displays a mockup of a portfolio of fund benefits which is expected to be distributed to covered employees in the spring. The portfolio will replace three publications with 64 pages on the six benefits of the fund.



NEW OFFICERS OF THE Suffolk County Local 852 DPW Unit are sworn in by Local 852 President Ben Boczkowski, right, including from left, Steve Kemster, Edgar Ostrander, Fran Gregg, President Nicholas Marrano, Stanley Isaksen, Joe Brown and Martin Berguson.

ROGER WILLIAMS

Civil rights activist with a renewed purpose

By Gerald Alperstein
Associate Editor

WHITE PLAINS — While members of CSEA receive frequent promotions and job changes, probably few of those are as personally meaningful as the new job of Roger Williams, a member of the Westchester County CSEA Unit.

On Jan. 1, 1981, Williams became the first community worker for the Westchester County Office of Affirmative Action. Williams, as community worker, will be involved in the enforcement of the county's Affirmative Action Plan.

Civil rights involvement is nothing new to Williams, who in 1962-63 was Northern Westchester coordinator for the civil rights March on Washington, and has been actively involved in fighting housing discrimination in his home town, the Village of Ossining, N.Y.

Joseph A. Tortelli, director of the Office of Affirmative Action and Williams' new boss, explained the workings of the office as follows:

The office, which is part of County Executive Alfred DelBello's department, was established in 1975. The county's affirmative action plan was filed in 1976 with the federal Equal Employment Opportunity Commission.

The plan establishes the county as an equal opportunity employer and establishes goals for each of the more than 40 departments of the county government. The office helps the department meet those goals.

The goals are based on a reflection of the available workforce in the county of 50 percent women and 14 percent minorities.

The office also handles all complaints by county employees involving promotions, jobs, terminations, etc., when discrimination is alleged based on sex, age, disability and race (blacks, hispanics, American Indians and Asians).

The office investigates complaints, may hold hearings and makes decisions on the complaints. Approximately 60 complaints a year have come through the office. And less than 10 become formal complaints.

The office consists of a director, assistant director, secretary and community worker. The latter position was added to the office in the 1981 Westchester County Budget on DelBello's recommendation.

The community is the more than 8,000 employees of Westchester County of which almost 6,000 are represented by CSEA.

The office is in County Office Building 1, 148 Martine Ave., White Plains. Telephone: 682-3133.

"I can think of nobody more qualified for the job than Roger," Tortelli said. He listed those qualifications:

— Williams, as a former shop steward of the Westchester County Unit, knows the contract. Many times an employee's alleged problem is on the border line between discrimination and contract violation.

— He understands the county's resources, including the Employee Assistance Program for personal problems.

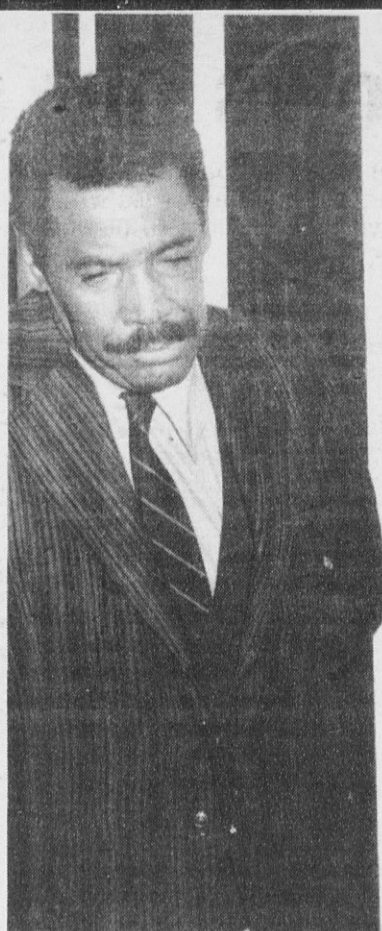
— Some employees may find it easier to speak with Williams because he is a minority.

— He can relate to many employees as a rank-and-file employee himself. Williams has been a motor equipment operator and special laborer during his 13 years of employment with the county.

— Williams knows the workings of the office as a member of the office's Advisory Committee.

FACES in the crowd

Periodically The Public Sector focuses the spotlight on individual activists who, because of their high-level contributions on behalf of the membership, are becoming recognizable "Faces in the Crowd" of the thousands of people who help the union function effectively.



WESTCHESTER COUNTY Community Worker Roger Williams, left, discusses his new position with the office's director, Joseph A. Tortelli. Williams started in his new position on Jan. 1, 1981.

Williams and Tortelli met in 1975 as original members of the committee. At that time, Tortelli was director of the County Office of the Aging.

Both were appointed by DelBello, Williams on the recommendation of the then Westchester County CSEA Unit President Michael Morella.

Tortelli praised the support the Affirmative Action Office has gotten from the CSEA Westchester County Unit, initially from President Morella and more recently from President Raymond J. O'Connor.

He said one of Williams' duties will be to go to the many county job sites to speak with the members to let them know about the Affirmative Action Program, to discuss problems and give the office more visibility.

"With Roger in the field, an employee won't have to give up time to come to the White Plains office. Roger will be able to correct some situations before there is trouble. He also will investigate complaints which come into the office," Tortelli said.

Tortelli said that until now, most of the complaints to his office have come from high level jobs. He expects with Williams in the field making the office more visible, the problems of more lower-ranking employees will reach his office.

Williams, a CSEA activist, in addition to having been a shop steward, is the fourth vice president of the Westchester County Unit, is a member of the Westchester County Local 860 Executive Committee and has been a delegate of Local 860.

He and his wife Janet, have four children, ages 30, 29, 22 and 12.

During his previous 13 years as a county employee, he was an employee of the departments of Public Works and General Services.

Prior to working for the county, he operated a taxi business in Ossining.

Capital Region plans spring trips

CSEA Region IV is sponsoring two trips this spring, activities chairwoman Eileen Salisbury has announced.

The first is a day junket to Boston on March 7. Buses will be leaving Albany at 7:30 a.m. from Executive Park in Stuyvesant Plaza and leaving Boston at 6:30 that evening. The cost is \$16 per person. The deadline to sign up is Feb. 27.

Checks, made payable to CSEA Region IV, may be sent to Ms. Salisbury at 534 Hudson Ave., Albany, N.Y. 12203 (phone: 518-489-0479 after 5 p.m.) or to Kitty Manns, 38 Brookline Ave., Albany, N.Y. 12203 (phone: 518-438-1818 after 5 p.m.).

The second trip is a four-day, three-nighter to Washington D.C. during the capital's celebrated Cherry Blossom time.

Buses will leave for Washington from Executive Park in Albany at 7 p.m. Thursday, April 2 and begin the return trip at about 3 p.m. Sunday, April 5.

The cost per person will be \$152, which includes round-trip bus transportation, a double-occupancy room at the Mayflower Hotel, tax, tips and baggage handling. A payment plan is available.

The deadline for reservations is March 20.

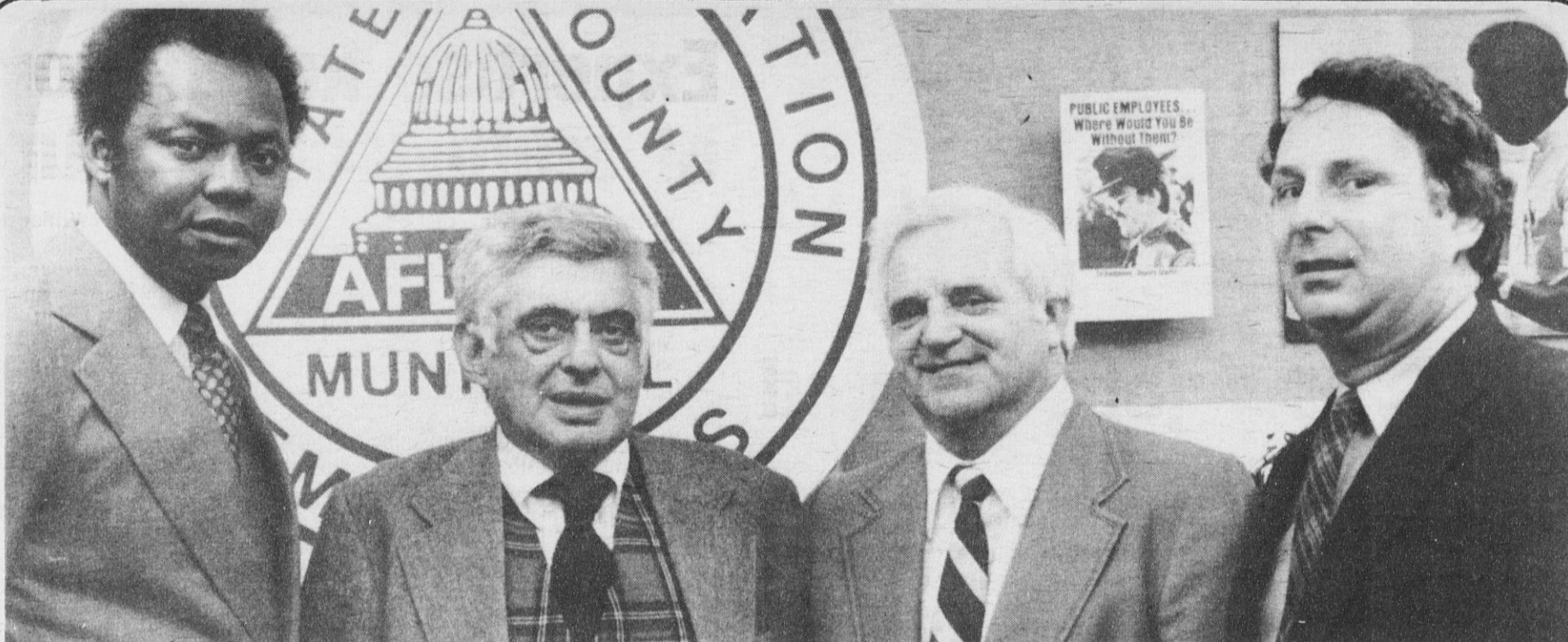
Interested members may send their checks, made payable to CSEA Region IV, to Ms. Salisbury at the above address, or to Julia Braden, 6 West Lawrence St., Albany, N.Y. 12206.

Both trips are open to members from all regions and their families.



ORANGE-CULSTER-SULLIVAN CO. RETIREES Local 917 President Gordon Hobbs, right, above, confers with First Vice President Albert Tweedy and Agnes Durantino, a member of the CSEA statewide retirees committee, during a recent Local 917 meeting in Wallkill. In photo at right, Local 917 member John Schoonmaker rises to ask a question during the meeting. Retirees remain active in union affairs through membership in 15 CSEA retirees

locals across the state



Affiliation gets AFSCME Board ok

IT'S OFFICIAL — As expected, the International Executive Board of AFSCME has approved the affiliation between AFSCME and CSEA. The IEB action came last week in Washington following affiliation approval by CSEA's Board of Directors and delegates. Obviously pleased with the action are, from left, AFSCME

International Secretary-Treasurer William Lucy, AFSCME International President Jerry Wurf, CSEA President William L. McGowan and CSEA Capital Region President Joseph McDermott. Both McGowan and McDermott are also AFSCME International Vice Presidents and members of the IEB.

Volunteers open Troy MV nights

TROY — The Rensselaer County Unit of the Civil Service Employees Association has reached an agreement whereby the Troy Motor Vehicle Office will remain open one evening a week for the convenience of the public.

According to John Buono, Rensselaer County Clerk, the extended hours required the approval of the CSEA Rensselaer County Unit. Buono had asked his employees to volunteer to work the evening hours. Similarly, CSEA and the employees were commended for working to provide this service at no increased cost to the taxpayer.

"It is important the public have access to the Motor Vehicle services we offer, at their convenience, not government's," Buono said. "All too often, it is impossible for people to get time off from work to take care of their motor vehicle business. By utilizing a volunteer flex time schedule, the office will now be open Thursday until 8 p.m. These extended hours will begin on Thursday, February 19th."

Carol Larpenteur, CSEA Rensselaer County Unit President, expressed the union's position on the program: "As long as the concept remains voluntary and serves the needs of the working public, the

union will be supportive. Presently, our members in this Department believe this concept will be beneficial to all involved — the public, the Department and the workers."

Ruth Dennis, an employee volunteer and a CSEA member, expressed her thoughts on the extended hours: "I can accomplish more work at home in the morning rather than after dinner in the evening and will have more time to enjoy my family during the evening."

Karen M. Clickner, also an employee volunteer comments, "The opportunity for transacting motor vehicle business on Thursday evenings should be of great convenience to the employed public. Customers may visit on route home, saving time and gasoline, rather than rushing on lunch breaks or taking time off from the job. Numerous customers have expressed their desire for more flexible motor vehicle hours. My hope is that the public will take advantage of the flexible hours and visit Troy on Thursday evenings. The flexible hours afforded by the Motor Vehicle Dept. being open on Thursday evenings will provide the opportunity for me to schedule appointments and business transactions on Thursday mornings, thereby not requiring me to take time off from my job responsibilities."

Research job available

ALBANY — CSEA has announced a job opening for a research assistant at its Headquarters at 33 Elk St.

This position involves the compilation and comparative analysis of salary and fringe benefit data in the public sector, as well as the ability to write detailed reports and to comprehend and interpret civil service law, rules and regulations and negotiated labor agreements.

Qualifications include a degree from a four-year college or university. Some academic background in statistics, economics or mathematics is preferred.

Candidates must possess a New York State driver's license and a car.

Interested persons should submit their resume and salary requirements by Feb. 23 to: Personnel Director, CSEA, P.O. Box 125, Capital Station, Albany, N.Y. 12224.

Stenographer position open

ALBANY — CSEA Headquarters is seeking a stenographer.

The position entails steno pool duties. Good typing skills, shorthand skills and filing are required. There is an excellent fringe benefit and compensation package.

Interested individuals should call the CSEA Personnel Office at 434-0191.



CSEA's **MENTAL HYGIENE CABINET** specializes in dealing with complex problems confronting CSEA's membership employed in the state Office of Mental Health and the Office of Mental Retardation and Developmental Disabilities. Pictured at a January 29 Cabinet meeting are (left to right): James Roemer, Chief Counsel; Gary Fryer, Communications Director; Walter Leubner, Research Analyst; CSEA President William L. McGowan; John McGraw, Collective Bargaining Specialist, OMRDD; Dan Donohue,

Chairman, Mental Hygiene Local Presidents; Paul Burch, Collective Bargaining Specialist, Mental Health; Thomas Coyle, Assistant Director, Research Department; Frank Abbey, Research Analyst; Paula Lambert, CSEA Consultant. Other members of the Cabinet are James Featherstonhaugh, Chief Lobbyist; Pauline Rogers, Counsel; and John Carey, Administrative Director, Collective Bargaining.

Psychiatric labor problems on the mend

830 new jobs created



'After years of neglect, these institutions aren't going to turn around overnight. But we're encouraged by the very real progress we're seeing'

—CSEA President
William L. McGowan

ALBANY — Although the many deep-seated problems facing the state's psychiatric centers and developmental centers aren't being solved overnight, real progress is being made, thanks to unprecedented efforts by CSEA.

A hard-hitting joint effort between CSEA and State officials has been dealing with the critical understaffing problem at the Office of Mental Health (OMH) and Office of Mental Retardation and Developmental Disabilities (OMRDD) facilities. As a result of this effort, there will be more than 3,400 additional people caring for clients in these facilities this year.

The latest jobs announcement is a joint state/union plan to distribute 830 new inpatient jobs among the psychiatric centers. The plan was announced last month by CSEA President William L. McGowan and State Commissioner of Mental Health James A. Prevost.

"Staff shortages not only hurt CSEA members, but they hurt the patients we care for," President McGowan said. "While these new jobs do not solve all the understaffing problems, they represent a dramatic improvement from conditions that existed a year ago."

The new positions, which will be phased in over the remainder of the fiscal year ending March 31, will be funded from a \$2.8 million supplemental budget appropriation supported by CSEA and approved by the Legislature in December.

The announcement of the new positions is only one of the strides made in recent months since CSEA and the Carey Administration agreed to a joint effort to tackle the massive, perennial problems in OMH and OMRDD.

The agreement included a plan to confront institutional problems in a top-level facility-by-facility tour. Heading up the effort to end

several years of labor relations chaos in the agencies are President McGowan and Meyer S. Frucher, Director of the Governor's Office of Employee Relations.

Top-level teams under their leadership have already visited six institutions, meeting with facility administrators and local CSEA officials. Additional visits are being scheduled.

"This is an unprecedented cooperative effort by labor and management, and CSEA is committed to making it work," McGowan said. "After years of neglect, these institutions aren't going to turn around overnight. But we're encouraged by the very real progress we're seeing."

Progress has been real in terms of alleviating the critical understaffing problems in OMH and OMRDD facilities.

- In September, the State announced it had agreed to a CSEA demand to end the hiring freeze in OMH and OMRDD and immediately fill 1,700 jobs vacated through attrition during the freeze.

- Also in September, the Governor announced that in addition to the "backfilling" plan, he was authorizing the immediate hiring of 700 OMRDD employees for institutional service by transferring appropriations for positions in incomplete outpatient programs.

- Backed by CSEA, the Administration also obtained from the Legislature additional appropriations for new direct patient care jobs in OMH (830) and OMRDD (944).

Most of the new jobs are targeted for Long Island, with 321 jobs to be shared by Central Islip, Kings Park and Pilgrim psychiatric centers. A total of 134 positions will be shared by Binghamton, Hutchings, Utica, Marcy and St. Lawrence psychiatric centers in OMH's Central region.

Other allocations include: Western New York, 67 positions; New York City, 156 positions; and Hudson River, 150 positions.

Expertise key factor of state facility tours

ALBANY — Top-level teams headed by CSEA President William L. McGowan and OER Director Meyer Frucher have met to date with facility administrators and CSEA local executive boards at Binghamton, Utica, Marcy, Manhattan and Creedmoor Psychiatric Centers and at Broome Developmental Center. And this week the teams will visit both the Monroe and Newark Developmental Centers.

The idea behind the facility tours is to bring to the work site the expertise and authority that is needed to resolve as many problems as possible on the spot.

Describing these meetings as highly successful, CSEA Collective Bargaining Specialist Paul Burch said, "It was obvious to everyone involved in these meetings that here was an honest attempt by both labor and management to face these pressing, thorny issues head on. Already the majority of the agenda items discussed have been resolved."

Understaffing was the root of many of the problems, including mandatory overtime, shift changes and pass day assignments. So recently announced backfilling and new jobs automatically relieve many issues.

"But in addition, these meetings have been a tangible demonstration of how effective our union can be and how labor and management can cooperate," Burch said. "I think we've established a good base on which CSEA local officials can build."

Broome Developmental Center Local 449 President Mark Smacher expressed his pleasure at the results of the meeting at his facility: "Problems and grievances that had been dragged on for four to five years were resolved within a week after the top-level meeting."

"Communication had been a key problem here," Smacher added. "Of the 15 agenda items we've discussed, I'd say 90 percent of them have either been resolved or there is a promise of resolution."

Utica Psychiatric Center Local 425 President John Giehl said that a number of local issues have been resolved as a result of the labor/management meetings, but expressed deep concern about the future of his institution, which has been threatened with closing.

"We have been promised there would be no more attempts to consolidate us with Marcy PC until the Legislature approved," Giehl explained. "Yet our director seems to be ignoring this promise and proceeding with consolidation plans."

Marcy PC Local 414 President Bud Mulchi echoed many of Giehl's concerns and called for another labor/management meeting to "get rid of some foot-dragging on promises."

Binghamton PC Local 441 President Clara Pruitt also cited improved

'... these meetings have been a tangible demonstration of how effective our union can be and how labor and management can cooperate.'

—CSEA Collective Bargaining Specialist Paul Burch



communications between her Local and management since the top-level visit.

"We've been discussing Grade 11 and 13 deployment and pass days for employees, and both sides have agreed to a more careful scrutiny of each client before release back into the community," she noted.

Appalling conditions at Manhattan Psychiatric Center have been the focus of investigative reporting by the media and last year resulted in denial of the facility's accreditation. The major deficiency cited by the accrediting body was "an insufficient number of clinical and support staff."

Local 413 grievance chairman Mohammed Huessin recites a litany of meetings with management, despite which conditions at Manhattan PC remained intolerable, particularly in terms of staffing.

"We pushed hard for at least 100 positions above the filling of 50 long-standing vacancies here," Huessin said. "At the top-level meeting, Prevost agreed to add 44 new positions. But we thought that since the pressure had been building for a year, the intensity of our negotiations would get us more."

Huessin was right. Authorization has now been granted for 100 new positions at the facility, plus the backfilling of 40 vacancies. In addition, Prevost pledged to undertake a review of the staffing situation by April 1 "to determine if these resources are appropriate."

So although all the problems plaguing the institutions haven't been erased, real progress has been made and foundations have been laid for future progress. The efforts of CSEA and State officials are paying off — for clients, the public, and for CSEA members.

Union members tackle key roles during train derailment emergency in Evans

Alert brings response from all quarters

By Dawn LePore
Staff Writer

EVANS — When a Norfolk and Western train derailed here last month, overturning four tank cars filled with potentially explosive liquid gas, local officials were quick to order an evacuation of families living in the immediate area.

And because the town's disaster preparedness committee had done its homework, that evacuation order placed in motion the efforts of many CSEA members along with scores of others who responded.

Within a half hour after the mishap, a shelter area was set up in the Lake Shore Central High School here. Cafeteria workers, members of the Lake Shore Unit of Erie County CSEA Educational Employees Local 868, were on the job within 15 minutes of the initial emergency alert.

And a familiar face to CSEA members across the state, Sam Mogavero, was given the responsibility as shelter manager during the derailment emergency. A strong CSEA activist since 1960, when he helped to organize the Erie County Educational Employees Local 868, Sam has just retired from the Lake Shore School system on January 1st. He had served for many years as president of Local 868; was elected chairman of CSEA's County Division a few years ago, and has also served as a

member of the CSEA statewide education committee.

But on January 9, as a member of the Evans-Angola Disaster Preparedness Committee, Mogavero was one of the first to be called when 29 freight cars jumped the rails, including the four filled with liquid gas.

"You know, we (the committee) had been planning on having a drill sometime in February," Mogavero noted. "But we never dreamed we'd be practicing on the real thing."

Working together with Superintendent of Schools William Houston, Lake Shore Central Middle School Principal Clifford Swyer, Transportation Supervisor Linda Jensen and others, Mogavero set up an emergency shelter complete with dormitories, food service, medical facilities and even entertainment.

"We had coffee and cookies waiting for the people as they came in, everything went as though we had been in the business for years." By the time the state of emergency was relaxed at 10 p.m. that night, more than 275 meals had been served.

Many other CSEA members were playing key roles during the emergency situation as well. Town of Evans employees Daniel Wright and Roland Bergan, both members of Erie County CSEA Local 815, volunteered to plow snow from the disaster site to enable workmen to reach the derailed cars to determine damages.

Meanwhile, nine school bus drivers, all members of CSEA Local 868, stood by in the event a mass evacuation was ordered.

They included Carol Braegis, Marjorie Zolcer, Mary Lou Smith, Ruth Collura, Tom and Joanne Steenberg, Lois Wolfgram, Ed Van Cheri and Charles Arrigo. And Charles Collura of the grounds department and Shirley Beck of the school's office staff pitched in to help in a variety of ways, Mogavero said.

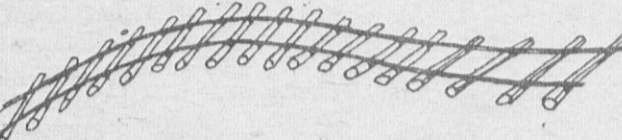
Current Local 868 President Jack Schlenker spent hours picking up and delivering food and other supplies.

Fortunately, none of the four cars carrying propane and butadiene were damaged in the mishap, and families were allowed to return home that night.

Schlenker said he wished to recognize the many other CSEA members who worked with the volunteer fire department during the emergency situation, transporting persons to and from their homes.



RELAXING AFTER EMERGENCY situation passed are long-time CSEA activist Sam Mogavero, seated, and Local 868 President Jack Schlenker.



BUS DRIVERS of the Lake Shore Central School system stood by to swing into action in the event of a full scale evacuation. From left, front, are Marge Zolcer, Mary Lou Smith and Ruth Collura. From left, rear, are Carol Baregis, transportation superintendent Linda Jensen, former Local 868 President Sam Mogavero, Lois Wolfgram, Local 868 President Jack Schlenker, and Charles Arrigo.